



सत्यमेव जयते

Ministry of Labour & Employment (Government of India)

ANNUAL REPORT 2020-21



One Registration
One Licence



Schemes for gig and
platform workers

Universalization of
wages, social protection,
online benefits etc. into

**FOUR
LABOUR
CODES**



ESIC coverage for all



National database for migrant workers.

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INTRODUCTION

1.1 Work is 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 in 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, promotion of 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, employment generation and simplification of Labour Laws for ease of doing business. The endeavour of the Ministry is to create a climate of trust that is essential for economic growth and development and for the dignity of the labour force of the country.

New Initiatives / Important Activities

LEGISLATIVE INITIATIVES

LABOUR LAW REFORMS

1.3 Labour Codes: As per the recommendations of the 2nd National Commission on

Labour, Ministry has taken steps for codification of existing Central labour laws into four Codes by simplifying, amalgamating and rationalizing the relevant provisions of the Central Labour laws.

1.4 Salient Features of Four Labour codes

(1) *The Code on Wages, 2019*

- Subsumes 4 Labour Acts, namely, the Minimum Wages Act, 1948; the Payment of Wages Act, 1936; the Payment of Bonus Act, 1965 and the Equal Remuneration Act, 1976
- Universalizes minimum wages to all employees in all sectors as against employees of scheduled employment, at present
- Central Government to fix National Floor Wages
- Revision of minimum wages ordinarily at an interval of 5 years
- Universal applicability of provisions of timely payment of wages

(2) *The Industrial Relations Code, 2020*

- Subsumes 3 Labour Acts, namely, the Industrial Disputes Act, 1947; the Trade Unions Act, 1926; the Industrial Employment (Standing Orders) Act, 1946.
- The IR Code, 2020 has been notified on 29.09.2020.
- Recognition of trade unions or federation of trade unions by the Central and State Government to replace Code of discipline
- Concept of Recognition of Negotiating

Union/Council introduced

- Definition of Worker (limit for declaring supervisor to be notified) and definition of Industry (Bangalore Water Supply case)
- Fixed Term Employment worker category included
- Re-skilling Fund for training of retrenched employees
- Concerted casual leave by 50% or more workers on a day to be treated as strike
- Set up Industrial Tribunal by replacing multiple adjudicating bodies like the Court of Inquiry, Board of Conciliation, Labour Courts.
- Reference of dispute to Industrial Tribunal by Appropriate Government done away.
- Two Members Industrial Tribunal. Each individual Member can adjudicate all issues except matters relating to retrenchment, closure, strike, etc.
- Dispute of registered trade unions included within the purview of Industrial Tribunal as demanded by Trade Unions
- Incorporation of 14 days' notice period for all strikes and lockouts which was earlier required for public utility services only
- Introduction of provision of compounding of offences

(3) *The Occupational Safety, Health and Working Conditions Code, 2020*

- Subsumes 13 Labour Acts relating to Factories , Mines, Dock, Construction Workers, Plantation, Motor Transport & Beedi and Cigar, Contract Labour & Inter-State Migrant Workers.
- The OSH Code, 2020 has been notified on 29.09.2020.
- Code envisages:

- Occupational Safety standards for different sectors
 - Health and Working Conditions : ventilation, drinking water, etc.
 - Hours of Work , Overtime hours, Leave, Holiday, etc.
 - Welfare provisions : canteen, crèche, rest rooms, first aid, etc.
 - Mandatory provision for granting appointment letter by the employer.
 - Annual health check-up / examination had been provided in respect of tests etc. as prescribed for such employees or description or class of employees or establishments or description of establishments above the prescribed age, and the cost for the same to be borne by the employer
 - Duties of employers, employees, manufacturers, etc.
 - Registration of establishments including deemed registration,
 - Common Licence for contract worker, Factories, Beedi & Cigar.
 - Definitions in various Acts rationalised Including in case of “worker”, “establishment”, “industry”. Definitions reduced to 65 as against 160 in the 13 Acts.
 - One registration for establishments having 10 or more employees as against separate registrations under 6 Central Acts including BOCW Act, The Contract Labour Act, Inter-State Migrant Workmen Act, Motor Transport Workers Act, Plantation Labour Acts and Factories Act.
- (i) The applicability of the ISMW has been fixed at 10 to bring uniformity of applicability threshold in OSH Code.

- Further, wage limit as to who is ISMW would be notified by the Central Government.
- (ii) For the purpose of collection of data while seeking registration, an establishment would have to necessarily indicate the number of ISMW employed in his establishment.
 - (iii) Wide expansion of the definition of ISMW: to include
 - (a) recruited through contractor
 - (b) directly recruited by the employer
 - (c) ISMW comes of his own for employment in another state.
- The ambit of the benefit to ISMW have been replaced to provide (a) lump-sum allowance for undertaking journey by migrant worker to visit his native place in a period to be decided by appropriate Government; and (b) to formulate a scheme for providing portability of benefits of public distribution system and portability of benefits to a worker who is engaged in building and other construction work in one State and move to another State by appropriate Government.
 - An all India licence de-linked from “work order” introduced to avoid obtaining of repeated licence for each work under existing Contract Labour Act.
 - Ambit of cine worker has been expanded to include all audio-visual workers and workers in the electronic media
 - Multiple committees under five labour Acts have been merged into one National Occupational Safety and Health Advisory Board. Provision of state advisory board has been provided.
 - Different applicability thresholds for welfare provisions like crèche, canteen, first aid, welfare officer etc in different Acts have been rationalized.
 - Compounding of offences has been introduced.
 - A part of the penalty for any violation of the provisions of the Code leading to death or serious bodily injury to any person, can be given to the victim or the legal heirs of the victim by the Court.
 - Web-based inspection introduced.
 - Number of returns reduced.
- (4) The Code on Social Security, 2020**
- Subsumes 9 Labour Acts including Employees' Provident Funds & Miscellaneous Provisions Act, Employees' State Insurance Act, Payment of Gratuity Act, Maternity Benefit Act, Employees Compensation Act, Building and Other Construction Workers Welfare Cess Act.
 - The Code on Social Security, 2020 has been notified on 29.09.2020.
 - Proposes to create a comprehensive framework legislation for social security
 - A right based system for phased universalization of social security contribution to be made by the employer/employee
 - Government may contribute for deprived category of worker
- THE EMPLOYEES' COMPENSATION ACT, 1923**
- 1.5** Wage ceiling for calculation of compensation under the Employees' Compensation Act, 1923 has been revised to Rs. 15,000/- p.m. from Rs. 8,000/- p.m. w.e.f. 03.01.2020.

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

1.6 The **PM-SYM** and NPS Traders Scheme was launched in March and September, 2019 with the objective to provide social security and assure the monthly pension of Rs. 3,000/- per month to the workers of unorganised sector as well as Traders who are not covered under EPFO/ESIC Govt. Contributed NPS/PMSYM. The enrolment for both the schemes are be done through the Common Service Centres (CSC) with its network of 3.50 lakh centres across the country. In addition to that eligible person can also self enroll through visiting the portal www.Mandhan.in. LIC is the Pension Fund manager for the both the schemes and shall be responsible for pension fund pay out. As on 20.01.2021 over 45 lakhs and around 4300 beneficiaries have been registered under the PM-SYM and NPS Traders Scheme respectively.

1.7 In addition to that, Ministry of Labour & Employment is in the process of developing of a comprehensive National Data base for the unorganised workers to address various challenges and to deliver various social security and welfare schemes being implemented by the different Ministries/ Departments of the Central and State Governments. The integration under PM-SYM, NPS Traders Pensions Schemes and other schemes being implemented through the portal. Shramik Setu Mobile App for registration and leveraging of social security schemes. The portal also provide portability of the benefits to the migrant and construction worker and also provide a comprehensive database to Govt. for tackling any National Crisis like COVID-19 in future.

GOVERNANCE REFORMS THROUGH TECHNOLOGY

Shram Suvidha Portal:

1.8 The Ministry of Labour & Employment has developed a unified Web Portal 'Shram Suvidha Portal', to bring transparency and accountability

in enforcement of labour laws and ease complexity of compliance. It caters to four major Organizations under the Ministry of labour, namely

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

1.9 Main Features of the Portal are as follows:

- Unique Labour Identification Number (LIN): LIN is allotted to units after the registration to facilitate online inspection & compliance.
- Online Return: Units are now required to file single self-certified and simplified annual return instead of filling separate returns as required earlier.
- Transparent Labour Inspection Scheme through computerized system on risk based criteria.

1.10 Allotment of unique Labour Identification Number (LIN) to Units after registration to facilitate online inspection & compliance was started on the Portal with its launch on 16.10.2014 itself. Unique Labour Identification Number (LIN) has been allotted to 30,32,454 units as on 23.12.2020.

1.11 Transparent Labour Inspection Scheme in Central Sphere was started on the Portal with its launch on 16.10.2014 itself. The main features of the inspection scheme are as follows:

- A computerized list of inspection is generated randomly based on risk based objective criteria.
- Serious matters are to be covered under

the mandatory inspection list.

- Complaints based inspections are determined centrally by Central Analysis and Intelligence Units (CAIU) of each of the enforcement agencies after examination based on data and evidence.
- Mandatory uploading of inspection reports within 48 hours.
- Since the launch of the Labour Inspection Scheme, 5,78,453 inspection reports across the four Central Labour Enforcement Agencies have been uploaded on Shram Suvidha Portal.

ONLINE RETURN

1.12 Unified Online Annual Returns have been made mandatory in respect of eight (8) Central Labour Acts, namely, the Payment of Wages Act, 1936, the Minimum Wages Act, 1948, the Maternity Benefit Act, 1961, the Payment of Bonus Act, 1965, the Industrial Disputes Act, 1947, the Contract Labour (Regulation and Abolition) Act, 1970, the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, and the Building and Other Construction Workers (Regulation of Employment and Condition of Service) (BOCW) Act, 1996. These Returns which were half yearly/annually earlier, now need to be filed by all employers annually only and are to be filed online. Since launch of the Online Return on 24.04.2015, 1,32,387 online returns have been filed on the Shram Suvidha Portal as on 23.12.2020.

1.13 Returns under Mines Act, 1952 (Coal Mines Regulations, Metallurgical Mines Regulations and Oil Mines Regulations) have been made online on Shram Suvidha Portal. As on 23.12.2020, 19,753 online returns have been filed on the Shram Suvidha Portal.

1.14 Common Online Annual Return in respect of Haryana Labour Department has also been started on the portal. As on 15.12.2020, 4828 returns have been filed on Shram Suvidha Portal.

1.15 Unified monthly Electronic Challan-cum-Return (ECR) for EPFO and ESIC has been made operational.

COMMON REGISTRATION

1.16 Common Registration form for EPFO and ESIC has been made operational. 2,23,625 units have been registered with EPFO & 1,86,424 units have been registered with ESIC as on December 23, 2020. Further, Common Registration form for EPFO & ESIC has been made operational for new Public & Private Limited Companies and One Person Company at the time of incorporation of the company through Spice+ and AGILE-PR O e.forms on MCA portal (www.mca.gov.in) with effect from 15.02.2020. Registration for EPFO & ESIC for new Public & Private Limited Companies and One Person Company has been stopped on Shram Suvidha Portal from 15.02.2020.

1.17 Common Registration under three Central Acts namely the Building and Other Construction Workers (Regulation of Employment and Condition of Service) Act, 1996, the Inter-State Migrant Workmen (Regulation of Employment and conditions of Service) Act, 1979 and the Contract Labour (Regulation and Abolition) Act, 1970 is being provided online on Shram Suvidha Portal. 10,321 registrations have been issued using this facility as on 23.12.2020.

1.18 Licenses under two Central Acts, namely, the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and the Contract Labour (Regulation and Abolition) Act, 1970 have been made online. 37,723 licenses have been issued using this facility as on 23.12.2020.

State Integration

1.19 Integration of States with Shram Suvidha Portal is under way. As on date, Haryana, Gujarat, Rajasthan, Uttar Pradesh, Madhya Pradesh, Maharashtra, Punjab, Uttarakhand and Delhi are being integrated with the Portal. Data is being shared and LIN is being allotted to the

establishments covered by the state labour enforcement agencies.

Start Up India

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

1.21 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. 28 States/UTs have taken action on the advisory dated 12.01.2016 /06.04.2017 issued by this Ministry for self-certification and to regulate inspection under the four (4) labour laws viz. the Building & Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, the Payment of Gratuity Act, 1972 and the Contract Labour (Regulation and Abolition) Act, 1970 for the start-ups wherever applicable.

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

1.22 SAMADHAN 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. The very idea of online filing of an industrial dispute through SAMADHAN has bagged SKOCH Gold Award 2020 under Digital India category. (For more details please refer Chapter-3).

Employment Generation

Pradhan Mantri Rojgar Protsahan Yojana (PMRPY)

1.23 The Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) Scheme was launched on 9th August, 2016 to incentivise employers for generation of new employment, where Government of India was paying the full employer's contribution of 12% or as applicable towards EPF& EPS both w.e.f 01.04.2018 for new employment. This scheme had dual benefit, where, on the one hand, the employer is incentivised for increasing the employment base of workers in the establishment, and on the other hand, these workers will have access to social security benefits of the organized sector. The scheme is being implemented through EPFO. For more details please refer to Chapter 6 & 23.

STATISTICS (as on 21.12.2020)

Total Establishments benefitted	1,52,900
Total Employees benefitted	1,21,69,960
Total Amount Disbursed (Rs.)	8753.53 Crore

National Career Service

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

Aatmanirbhar Bharat Rojgar Yojana (ABRY)

1.25 Government has announced Aatmanirbhar Bharat 3.0 package to boost the economy and increase the employment generation in post Covid recovery phase. One of the measures announced in respect of Ministry of Labour and Employment as part of this package is

Aatmanirbhar Bharat Rojgar Yojana under which every establishment registered with EPFO and their new employees will benefit if the establishments take new employees or those who lost jobs between 01.03.2020 to 30.09.2020. For more details please refer chapter 23 (Para 23.42).

EMPLOYEES STATE INSURANCE CORPORATION (ESIC):

New Initiatives

1.26 Upgrading Infrastructure: For upgrading its Infrastructure ESIC has given in-principle approval for setting-up of new ESI Hospital.

List of New ESI Hospitals Sanctioned:

Sl. No.	State	Location
1	Gujarat	Alang
2	Madhya Pradesh	Pithampur
3	Jharkhand	Deoghar
4	Goa	North Goa
5	Chhatisgarh	Bhillai
6	Chhattisgarh	Raigarh
7	Odisha	ESIC SS hospital, Bhubaneswar
8	Odisha	Angul
9	Odisha	Duburi
10	Rajasthan	Bikaner
11	Rajasthan	Chittorgarh
12	Karnataka	Doddabalapur
13	Karnataka	Bommsandra
14	Karnataka	Shivamoga
15	Karnataka	Narsapura
16	Karnataka	Haroholli
17	Karnataka	Bellary
18	Haryana	Bahadurgarh
19	Haryana	Bawal
20	West Bengal	Siliguri

21	West Bengal	Haldia
22	Telangana	Ramagundam
23	Andhra Pradesh	Guntur
24	Andhra Pradesh	Vizianagaram
25	Andhra Pradesh	Kakinada
26	Andhra Pradesh	Penukonda
27	Andhra Pradesh	Vishakhapatnam
28	Andhra Pradesh	Sri City, Nellore
29	Kerala	Perambavoor
30	Tamil Nadu	Tirupur
31	Tamil Nadu	Sriperumbudur
32	Tamil Nadu	Dindigul
33	Tamil Nadu	Vaniyamvadi
34	Tamil Nadu	Tuticorin
35	Tamil Nadu	Kanyakumari
36	Uttarakhand	Dehradun
37	Uttarakhand	Sidkul area Haridwar
38	Delhi	Narela
39	Himachal Pradesh	Kala Amb

Several measures taken by ESI Corporation during COVID-19 pandemic

1.27 Medical:

- The following ESI Hospitals (with **2636 Isolation Beds**) across India functioned as **COVID-19 Dedicated Hospitals** to exclusively provide **COVID** medical services to the general public of the area:

DEDICATED ESIC HOSPITALS				
S.NO	Location of hospital	Name of the State	Quarantine No. Of Beds	Isolation Beds
1	BIHTA	BIHAR	400	0
2	KORBA	CHATTISGARH	100	0
3	RAIPUR		100	0
4	VAPI	GUJARAT	0	100
5	ANKLESHWAR		0	100
6	BAPUNAGAR		0	250
7	FARIDABAD	HARYANA	0	470
8	GURUGRAM		0	80
9	BADDI	HIMACHAL PRADESH	0	100
10	ADITYAPUR	JHARKHAND	0	42
11	BARI-BRAHMANA	JAMMU & KASHMIR	0	50
12	GULBARGA	KARNATAKA	240	120
13	KOLHAPUR	MAHARASHTRA	50	0
14	INDORE	MADHYA PRADESH	0	300
15	ALWAR	RAJASTHAN	444	0
16	BHIWADI		0	50
17	JAIPUR		0	250
18	UDAIPUR		0	100
19	SAHIBABAD	UTTAR PRADESH	0	100
20	JAJMAU		0	70
21	VARANASI (Super Speciality Block)		0	54
22	TIRUNELVELI	TAMILNADU	0	100
23	JOKA	WEST BENGAL	0	300
	TOTAL		1334	2636

- In addition to above, **around 961 Covid Isolation Beds** were available in most of the remaining ESIC Hospitals across the country, making a **total of 3597 Covid Isolation Beds in various ESIC Hospitals**. Further, a total of **555 ICU/HDU Beds with 213 Ventilators** had

also been made available in these Hospitals.

- Most of the ESIC Medical Colleges & Hospitals started conducting ICMR approved in-house Covid 19 Lab tests. RT-PCR tests were conducted in ESIC Medical Colleges at Sanathnagar

(Hyderabad), Rajajinagar (Bengaluru), Gulbarga (Karnataka), Joka (West Bengal), K.K.Nagar (Chennai), Faridabad (Haryana) and Bassai Darapur (Delhi); and in ESIC hospitals at Okhla, Ludhiana, Ezhukone and Bapunagar. RAPID COVID -19 ANTIGEN TEST facilities were also started in ESIC Hospital Jhilmil, Noida, Okhla, Rohini, Rourkela and Jammu.

- ESIC Medical College & Hospital, Sanath Nagar in collaboration with DRDO developed India's first ICMR approved Covid-19 sample collection mobile lab named "Mobile BSL-3 VRDL Lab".
- Plasma therapy which showed promising results to save the life of serious COVID-19 patients was started in ESIC Medical College & Hospital, Faridabad (Haryana) and ESIC Medical College & Hospital, Sanath Nagar (Telangana).
- Covid testing of ESIC beneficiaries was permitted though tie-up with ICMR approved private Labs, in case the same was delayed/not being reported by govt. Lab in time and affecting timely patient management.
- Fitness center for Covid 19 was started at ESIC Hospital, Rudrapur, wherein factory workers were screened/tested and declared 'Fit' by undergoing screening (General Physical Examination) before joining the factory. (Average 200 workers used to be screened daily).
- Covid Nodal Officers were nominated at each ESIC Hospital for effective coordination with State/Central Health Authorities regarding corona virus related matters. Further, ESIC Hospitals adopted all the updated guidelines being issued by MoH&FW, Govt. of India, on regular basis. Implementation of all such

measures was regularly been monitored at ESIC Hqrs. office through video conference with ESIC hospitals across the country. Regular availability of adequate stock of mask and Personal Protective Equipment (PPE) kits, etc. in each ESIC Hospital was ensured. Frequency of disinfection, asepsis and sanitization of ESIC health Institution premises was also suitably increased.

- Considering the difficulty being faced in availing medical benefit to migrant worker (ESI beneficiary) across the country, relaxation was granted to seek medical care services from ESIC hospital nearest to their home town, in case of emergency.

1.28 Non-Medical:

- Relaxation to employers for depositing ESI contribution for the month of February, 2020 and March-2020 was granted upto 15/05/2020 and 15/6/2020 respectively.
- Employers were also allowed to file return of contribution for period April, 2019 to September, 2019 and October, 2019 to March, 2020 upto 15/5/2020 & 15/06/2020 respectively.
- ESI beneficiaries who were unable to deposit the advance lump sum contribution under Rule - 60 & 61 @ Rs.10/- Per month to avail medical benefits due to lockdown were allowed to avail medical benefit till 30-6-2020.

1.29 State ESI Society has been operationalized in Chhattisgarh, Maharashtra and Tripura are being released directly to respective Society account from 2019-20 onwards. Further ESIC is also bearing 100% expenditure under ceiling of Medical Services provided by the State Govt. w.e.f. 2019-20 for the period of three year.

1.30 New Initiatives under health Reforms Agenda ESIC 2.0

- A) As per its 2nd Generation Reforms ESIC 2.0, the ESI Corporation has decided to implement the ESI Scheme in all the Districts of the country. The ESI Scheme has already been implemented in 575 Districts which includes entire area of 387 districts and 188 districts partially in their District Headquarters area and prominent industrial centers.
- B) Extending Coverage of Social Security Net of ESI Scheme (under ESIC 2.0)
1. Under Vision-2022, it is proposed to extend the coverage of ESI Scheme to entire nation by 2022.
 2. As part of goal of extending the social security benefits of ESI Scheme to the entire Country, the scheme has been notified in all States and Union Territories, except Lakshadweep Islands.
 3. The number of Insured Persons covered under the ESI Scheme on 31.03.2020 is 3.41 crores. The number of beneficiaries covered under Scheme is 13.24 crores.

EMPLOYEES' PROVIDENT FUND ORGANISATION (EPFO)

1.31 NEW INITIATIVES

- i. **Benefit to Employers under Pradhan Mantri Garib Kalyan Yojna (PMGKY):** Pradhan Mantri Garib Kalyan Yojna (PMGKY) intended to provide the upfront benefit of total 24% contribution i.e. 12% Employee share and 12% Employer share to the Employers having employment up to 100 and whose 90% of the employees were getting wages less than 15000. Based on the provisions of the Scheme changes have been made in the Unified Portal so that the eligible employers may avail the benefit of the Scheme. Till October, 2020, 2.6 lakhs establishment have been provided

upfront benefits to the tune of Rs. 2565.77 Crores.

ii. **EPF Advance to fight COVID-19 pandemic:**

A new sub-para (3) was inserted in Paragraph 68L of the EPF Scheme, 1952 through GSR No.225(E) published in the Gazette of India (Extraordinary), Part II-Section 3- sub section (1) on 28.03.2020 to provide for non-refundable advance to the extent of the basic wages and dearness allowances for three months or up to 75% of the amount standing to your credit in the EPF account, whichever is less from their EPF account to EPF members, employed in factory or establishment located in an area, which is declared to be affected by outbreak of epidemic or pandemic by the Appropriate Govt.

The necessary changes were made in the Unified Portal to enable PF members to apply for EPF advance to fight COVID-19 pandemic in a very short time coupled with auto settlement facility to ensure their quick settlement for disbursement of benefits to the PF members in need of hour. A total of 47.65 lakh PF members have availed Rs 12226.22 Crore as EPF advance under this provision.

iii. **Auto-settlement of EPF advance claims:**

Besides EPF advance to fight COVID-19 pandemic, EPFO launched auto-settlement of advance claims facility for the PF members having their UAN seeded with complete KYC. Though, this initiative was introduced on pilot basis in 2019, with onset of pandemic and consequent lockdown in March, 2020, this facility was launched across India. This facility ensured extension of service to subscribers with minimal human intervention. Already 38.77 lakh claims have been settled through auto-mode.

iv. Multi-location settlement of claims:

The lockdown due to Covid-19 and high impact on metropolitan cities resulted in to huge pendency of claims in larger Regional Offices of EPFO due to restrictions of movement of staff. As a part of the initiative EPFO launched a multi-location claim settlement facility ensuring continuity of services by allowing EPFO offices to settle online claims from any of its Regional Office across the country. This also enabled speedy settlement of claims by optimum utilization of manpower of EPFO Offices by transferring huge load of bigger offices to smaller offices having lesser pendency.

v. Facility for Jeevan Pramaan anytime in a year:

Pensioners availing pension under Employees' Pension Scheme, 1995 were required to submit their Life certificate /Jeevan Pramaan every year in the month of November. To reduce crowding of offices during the month of November and to avoid risk of spread of COVID-19 among EPS, 1995 pensioners who are elderly and most vulnerable to COVID-19, a facility was launched to enable them to submit their Life Certificate/ Jeevan Pramaan which will benefit around 65 lakhs of pensioners.

vi. Restoration of commutation and releasing of arrears :

Vide Notification no. GSR 132 E dated 20.02.2020, normal pension of Employees' Pension Scheme, 1995 was restored after completion of fifteen years from the date of such commutation, in respect of those members who availed the benefit of commutation of pension on or before the 25th day of September, 2008. A new function was introduced to generate the list of eligible member pensioners for restoring the commutation

amount and release of arrears through AUTO mode.

vii. EPFIGMS and Scheme certificate claim facility on UMANG App:

In order to provide the EPFO facilities to its last stakeholders, EPFO has been at forefront in providing its services through UMANG application. Continuing the efforts of availability on diverse platforms/mobile platform, the facility of filing grievance has been provided through UMANG app. The facility of filing application of scheme certificate has also been provided through UMANG App.

viii. Facility of Self-Generation of UAN:

The self-generation of UAN by any employees who has not been allocated UAN by the employer was provided on Unified Portal. This facility has been replicated through UANG App.

ix. Facility of Know Your UAN:

Several times the members failed to collect their UAN form employer and are not aware of it to avail the online facilities. There are also members who left before 01.01.2010 and their UAN was not generated. To facilitate such members, a facility to know their UAN and also generate UAN against the existing member is has been provided. Till 31.10.2020, total 32,86,797 members have used Know Your UAN facility.

1.32 Directorate General of Mines Safety (DGMS) – New initiative

- The revised format of annual returns was finalized as per the new requirements of changes in the regulations (CMR-2017, OMR-2017 etc.).
- Around 9200 new mines have been included in the database of registered mines at Head office, since 2017.
- Time bound delivery of data for Standard

Note-2020 and other reports of DGMS/Ministry.

- National Safety Awards (Mines) for the years of 2017 & 2018 is under process.
- Revision of criteria regarding selection of mines for NSA: To make the comparability of safety efficiency of mines for selection, it was found during analysis that the criteria should be revised. Accordingly, two workshops were arranged for the same. Based on the analysis and the statistics reported by stakeholders, some relevant criteria were revised which will be finally decided by the committee.

PLANNING DIVISION

1.33 Planning Unit is an integral part of Ministry and plays a vital role for output-outcome monitoring of all schemes of the Ministry of Labour and Employment under different components of Budget. This unit is mainly responsible for coordinating the information / material including work related to schemes of MoLE with NITI Aayog, M/o Tribal Affairs, M/o Social Justice and Empowerment and M/o Development of North Eastern Region. It also deals with Fifteen-Year Vision Document (2030), Seven-Year Strategy Document and Three-Year Action Plan of the Schemes of the Ministry. Also, this Unit coordinates in preparation of the Economic Survey material for MoLE and comments on EFC / SFC of different Ministries / Departments and economic matters received from different institutions. The Unit is also a Nodal Unit of Output-Outcome Monitoring Framework (OOMF) of NITI Aayog, Allocation for Welfare of Scheduled Caste (AWSC), Monitoring of Scheduled Tribe Component (STC), Monitoring of expenditure of North Eastern Region (NER) component and Deputation of Nodal / Area Officers (DS / Director / JS level) to various States / UTs to the Offices of EPFO, ESIC, NCS and DGFASLI. Planning Unit is headed by Senior Labour and Employment Advisor (SLEA) in the Ministry.

1.34 The M/o Finance provided an outlay of Rs. 11368.39 crore for the Central Sector (CS) Schemes / Centrally Sponsored (CSS) Schemes of the Ministry of Labour & Employment during the Financial Year 2020-21. In addition, this Ministry has earmarked Rs. 1887.67 crore (16.6% of total allocation) for Allocation for Welfare of Scheduled Caste (AWSC) and Rs. 977.95 crore (8.6% of total allocation) for allocation under Scheduled Tribe Component (STC) during the current fiscal for Central Sector / Centrally Sponsored Schemes.

ILO Centenary Celebration

1.35 To celebrate the International Labour Organization Centenary year, an event was organized by the Ministry of Labour and Employment on 22nd January, 2020 in New Delhi in which "ILO Commemorative Postage Stamp" was released. Also, two books namely "100 years of India's partnership with ILO" and "India and the ILO chronicle of a shared Journey-1919" were released during the function.

International Labour Day, 01.05.2020

1.36 On the occasion of the International Labour Day, Shri Santosh Kumar Gangwar, Hon'ble Minister of State (Independent Charge) for Labour & Employment held a Webinar with the Central Trade Union Organization and Employers' Organization on 1st May 2020 at Shram Shakti Bhawan, New Delhi. Senior officers of the Ministry of Labour & Employment, Representatives of various Central Trade Unions and Employers' organizations have taken part in the Webinar and discussed various issues related to (i) Protection of the interest of Workers and Migrant Workers in view of COVID-19, (ii) Measures to generate Employment, (iii) Measures to be adopted for restarting economic activities and (iv) Measures to improve situation of MSME to enable them to discharge their liabilities under Labour Laws.

ILO Global Summit

1.37 The Virtual ILO Global Summit was held

from 1-9 July, 2020. Shri Santosh Kumar Gangwar, Hon'ble Minister of State (Independent Charge) for Labour & Employment participated virtually in the ILO Regional Event held on 2 July 2020 and the Constituent Day held on 09 July 2020.



Chairpersonship of Governing Body of International Labour Organization:

1.38 Shri Heeralal Samariya, the then Secretary (L&E) was elected as the Chairman of the Governing Body of International Labour Organization for the period from June 2020 to June 2021. After his superannuation on 30.09.2020, Shri Apurva Chandra, Secretary (L&E) has been elected in his place. He chaired the 340th Session of the Governing Body of ILO held virtually during 2-14 November 2020.



Base Updation of Price Index Numbers for Industrial Workers (CPI-IW)

1.39 Shri Santosh Kumar Gangwar, Hon'ble Minister of State (Independent Charge) for Labour & Employment released the new series of Consumer Price Index for Industrial Workers (CPI-IW) with base year 2016 in the presence of Shri Apurva Chandra, Secretary (L&E) and Shri D. P. S. Negi, Senior Labour & Employment Advisor and Director General, Labour Bureau on 22nd October, 2020 at New Delhi. The new series will replace the existing series with base 2001 = 100. Shri Gangwar also unveiled the "Report on New Series of Consumer Price Index for Industrial Workers (CPI-IW) (Base 2016 = 100)", an important publication meant to give insights into the concepts, definitions and methodology related to the new series of CPI-IW with 2016 as base year.

SWACHH BHARAT MISSION

1.40 The Swachh Bharat Mission to achieve the target set by this Ministry has been implemented during the year. With the outbreak of COVID-19 pandemic, the activity in Swachhata Pakhwada has been intensified with a view to contain the spread of the pandemic. Following steps have been taken for the safety of the employees in accordance with the instructions / guidelines issued by MHA, DoP&T, M/o H&FW from time to time as under:-

- (i) Sanitization of all rooms, corridors, lifts, washes room, vehicles with of Ministry of Labour & Employment.
- (ii) Installation of Sanitizer dispenser at IN & OUT Gate of the building and in the corridors.
- (iii) Providing Hand Sanitizer for Section.
- (iv) Providing mask to all officers/officials.
- (v) Providing disinfectant spray for disinfecting files & papers etc. &
- (vi) Fixing Pamphlet of Does and Don't in corridors.

1.41 International Day of Yoga (IDY) on 21st June, 2020 was celebrated online to avoid mass gathering and maintain social distancing.

1.42 Birth anniversary of Sh. Mahatma Gandhi on 2nd October, 2020 was celebrated by remembering his ideology from home through online to avoid mass gathering and maintained social distancing.

1.43 The Constitution Day was celebrated on 26th November, 2020 by reading the Preamble of Constitution in respective Section with maintaining social distancing in the Conference Hall and from the chambers of officers.



GRIEVANCE REDRESSAL IN MAIN SECRETARIAT

1.44 Grievance Redressal Mechanism is part and parcel of the machinery of any administration. The public grievances are received in the Ministry mainly in two modes, viz. online through the **CENTRALISED PUBLIC GRIEVANCE REDRESS AND MONITORING SYSTEM (CPGRAMS) portal** (<https://pgportal.gov.in>) and also in off-line (physical) form from various sources. Of late, many aggrieved persons/parties are also raising their grievances to the Ministry through e-mail and Social Media. The Ministry of Labour and Employment is one of the top 20 Ministries which receive largest number of grievances.

1.45 The work of Public Grievance redressal is given high importance by this Ministry and it is regularly reviewed at highest level of Secretary (L&E). Majority of the grievances received in this Ministry are related to the Employees Provident Fund Organisation (EPFO), Chief Labour Commissioner(Central) Organisation (CLC(C)),

the Employees State Insurance Corporation (ESIC) and the Directorate General of Employment (DGE). While the Ministry gives due importance to grievances received through all sources/medium, the **online Public Grievances received in the Ministry on the CPGRAMS portal are being closely monitored and due to the regular and close monitoring at all levels, most of these grievances are presently being disposed of by various units, organisations and offices of the Ministry within 30 days.**

1.46 Comparative figures of Public Grievances received and disposed of in the CPGRAMS portal by the Ministry of Labour and Employment and percentage of disposal of such Grievances during the period from 01.01.2016 to 31.12.2020 (year wise) are given in detail in Chapter No. 20.

The Right to Information Act, 2005

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

1.48 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-motu disclosure of information about various Labour Acts/Regulations, which were required to be made public for the use of citizens of this country, on the Ministry's website i.e. www.labour.gov.in. It is also to be mentioned that Attached & Subordinate offices and Autonomous organisations of the Ministry have

their own websites which are linked to the Ministry's website.

1.49 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 2 years, including year 2020-2021 (Up to November, 2020), applications (Manually and Electronically) received in Main Secretariat, Ministry of Labour & Employment are as follows:

S. No	Years	RTI Applications Received
1	2019-2020	4930
2	2020-2021 (as on 30.11.2020) (Manually and Electronically)	3193

1.50 During the year from 1st April 2020 to 30th November, 2020, 04 applicant for the year 2020-

21 have gone to Central Information Commission(CIC) in the form of

Second Appeal, in which CIC has upheld the decision of First Appellate Authority.

1.51 Due to covid-19 pandemic the Ministry could not organized any workshop on RTI in the Year 2020-21.

Legal Cell

1.52 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 of Labour & Employment is one of the front runners in implementing LIMBS by uploading information of almost all Court cases (around 85319 court cases till 22nd December, 2020) on LIMBS portal.

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. (Box 2.1)

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

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

Vision

2.2 Decent working conditions and improved

quality of life for workers, ensuring India without Child Labour and enhancing employability on a sustainable basis.

Mission

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

2.4 Objectives

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

MINISTRY OF LABOUR & EMPLOYMENT

Shri Santosh Kumar Gangwar has taken over the charge as Minister of State (Independent Charge), Labour and Employment w.e.f. 31.05.2019.

Shri Apurva Chandra, IAS (MH:1988) has taken

over the charge as Secretary (L&E) w.e.f. 01.10.2020 in place of **Shri Heeralal Samariya, IAS (TG:1985)**, Secretary (L&E) who retired from Government Service on attaining the age of superannuation on 30.09.2020.

Bureau Heads

Ms Anuradha Prasad, AS(L&E) (IDAS : 1986) has taken over the charge as Additional Secretary (L&E) w.e.f. 11.07.2018. She is functioning as Chief Vigilance Officer and the Director General of Employment (DGE). She is also looking after all legal matters, Convergence of Social Security Scheme for unorganized worker including single data / single card, Organization of all Regional/Zonal meetings of the Ministry, Organizing of all Regional / Zonal Meetings of the Ministry, Citizen Charter of Ministry, Second National Commission on Labour (NCL) and Dattopant Thengadi National Board for Workers Education & Development (DTNBWEB). She is a special invitee to all statutory or advisory Boards/ Committees/ Meetings of the Ministry where she is not a member. Performing other special tasks allotted by Secretary (L&E).

Shri D.P.S. Negi (IES : 1985) has taken over the charge of Senior Labour and Employment Adviser w.e.f. 06.05.2020. He is looking after the work of Economic and Statistical Analysis (ESA), Disaster Management, Media Cell and Planning Unit. He is also Director General Labour Bureau.

Ms Sibani Swain, AS&FA (IES:1986) has taken over the charge of Additional Secretary and Financial Advisor w.e.f. 11.07.2018. She is looking after the work of Finance, Budget & Accounts (B&A), Cash and matters relating to Demand for Grants before Parliamentary Standing Committee on Labour and monitoring of Plan/Non-Plan Expenditure of Ministry. In addition, she is looking after the work of Pay & Accounts Office. She is also AS&FA for Ministry of Skill Development and Entrepreneurship.

Sh. Arun Kumar Biswas (ISS) took over charge as Director General (Statistics) w.e.f. 08.01.2020 in place of Sh. M. Peter Johnson DG(S). He is to look after the work of all matters related to National Career Service Centre for differently abled (Vocational Rehabilitation Centre) and National Institute for Career Service (CIRTES), Employment statistics & related reports and Parliament Unit.

Shri Ajay Tewari, IAS (AM:1993) took over the charge as Joint Secretary & Director General of Labour Welfare w.e.f. 02.11.2018. He is looking after the work of Labour Welfare – Rural and Unorganized Labour, Bonded Labour (all aspects related to Un-organised Workers Social Security Act) including registration of the workers and issue of card to them, DBT, Building and other Construction Workers (BOCW) Act, 1996 And BOCW's Welfare Cess Act, 1996 which have now been subsumed in Social Security Code. He is a Member on the General Council of Indian Sign Language Research and Training Centre (ISLRTC). He is also nodal officer for the newly launched pension Scheme for unorganized workers called PM-Shram –Yogi-Maandhan, National Data for Unorganized Worker, Migrant Workers and National Pension Scheme for Traders & Self Employed Persons (NPS-Traders).

Shri R.K. Gupta, (CSS : 1987) has taken over the charge as Joint Secretary w.e.f. 01.08.2016. He is looking after the work of Labour Reforms (Code on Industrial Relations, Code of Social Security, Code on Occupational Safety & Health Conditions and Code on Wages) Administration, Information Technology, Employees Provident Fund Organization (EPFO) & matters relating to EPF & MP Act, International Labour Affairs, Labour Conference, Coordination and Nodal officer for AVMS (ACC Vacancy Monitoring System), Bhavishya, e-Sparrow, e-Anubhav, Swachh Bharat Mission & APARs.

Ms Vibha Bhalla {IRS (IT) :1991} has taken over the charge as Joint Secretary w.e.f. 20.02.2019. She is looking after the work of Shram Suvidha Portal, Social Security **excluding Employees' Provident Fund Organisation (EPFO)**, Employee's State Insurance Corporation (ESIC), Industrial Safety & Health Division – Directorate General of Factory advice Service & Labour Institute (DGFASLI) matters related to Factories Act and Dock Workers (Safety & Health) Act etc, Wage Board and Wage Cell.

Ms Kalpana Rajsinghot, (IPoS : 1992) has taken over the charge as Joint Secretary w.e.f. 26.10.2017. She is looking after the work of V.V. Giri National Labour Institute (VVGNI), all matters relating to Industrial Relations including Appellate Authority for Railways (HOER), IR(PL), Child & Women Labour, Industrial Safety & Health Division – matters related to Directorate General Mine Safety (DGMS).

Sh. Sunil Prakash Bhardwaj (ISS:1998) is holding the post of DDG w.e.f. 01.08.2019. He is looking after the work of ESA(Labour Bureau), Planning and Parliament Units.

Shri Gopal Prasad (IES:2001) has assumed the charge of Economic Advisor w.e.f. 16.09.2020 in place of Shri Devender Singh, Economic Adviser. He is looking after the work of Central Labour Service, matters relating to Central Government Industrial Tribunals, Official Language, Public Grievances, Chief/Nodal Record Officer, Evaluation & Monitoring of Schemes and all matters related to RTI & VII CPC,. He is also Chief Information Security Officer.

Smt. Bandhula Sagar, Chief Controller of Accounts (ICAS:1988) took over the charge as the Head of the Accounting Organization w.e.f. 01/09/2020 (F/N) in the Ministry. She is looking after the work of Accounts, Budget, DBT & Internal Audit of the Ministry.

Organisations under administrative jurisdiction of Ministry of Labour and Employment

(I) Employees' State Insurance Corporation (ESIC)

Ms Anuradha Prasad, AS(L&E) (IDAS : 1986) has been assigned the additional charge of Director General of ESIC w.e.f. 14.02.2020 vice Shri Raj Kumar, IAS (GJ:1987).

(II) Employees' Provident Fund Organisation (EPFO)

Shri Sunil Barthwal, IAS (BH:1989) has assumed the charge as Central Provident Fund Commissioner EPFO w.e.f. 30.06.2018.

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

Shri D.P.S. Negi (IES : 1985) has been assigned the additional charge of the post of Chief Labour Commissioner(Central) w.e.f. 01.10.2020 vice **Shri Rajan Verma, CLS (1987)**.

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

Shri Satyendra Bahadur Singh,(ISS :1987) is holding the post of Deputy Director General (Employment) since 22.08.2017.

ATTACHED OFFICES

Directorate General of Employment (DGE)

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

schemes to increase the employability of specific target groups through its subordinate offices.

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

2.6 This Office is responsible for (a) prevention, investigation and settlement of industrial disputes in the central sphere; (b) enforcement of awards and settlements; (c) implementation of labour laws in industries and establishments in respect of which Central Government is the appropriate government; (d) verification of membership of Unions affiliated to the Central Organisations of workers for giving them representation in national and international conferences and committees; and (e) fixation and revision of dearness allowance component of minimum wages under the Minimum Wages Act, 1948 in the scheduled employments.

Directorate General Factory Advice Service & Labour Institutes (DGFASLI)

2.7 The Directorate General Factory Advice Service & Labour Institutes (DGFASLI), Mumbai is an attached office of the Ministry of Labour & Employment. It functions as a technical arm of the Ministry in regard to matters concerned with safety, health and welfare of workers in factories and ports. It assists the Central Government in formulation/review of policies and legislations on occupational safety and health in factories and ports, maintains liaison with Factory Inspectorates of States and Union Territories in regard to the implementation and enforcement of provisions of the Factories Act, 1948; renders advice on technical matters, enforces the Dock Workers (Safety Health & Welfare) Act, 1986; undertakes research in industrial safety, occupational health, industrial hygiene etc.; and provides training, mainly, in the field of industrial safety and health including one year Diploma Course in Industrial Safety, three-months Certificate Course in Industrial Health (Associate Fellow of Industrial Health -AFIH), One month Specialized Certificate Course in Safety and

Health for Supervisory Personnel working in Hazardous Process Industries.

2.8 The DGFASLI organisation comprises of the headquarters; five Labour Institutes and 11 Inspectorates of Dock Safety in Major Ports. The Headquarters in Mumbai has three divisions/cells, namely, Factory Advice Service Division, Dock Safety Division and an Award Cell.

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

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

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

2.11 The Regional Labour Institutes (RLIs) located in Chennai, Faridabad, Kanpur and Kolkata, are serving the respective regions of the country. Each of these institutes has the following divisions/ sections:

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

2.12 The Inspectorates of Dock Safety are established at 11 major ports of India viz. Kolkata, Mumbai, Chennai, Visakhapatnam, Paradip, Kandla, Mormugao, Tuticorin, Cochin, New

Mangalore and Jawaharlal Nehru Port. The Inspectorate of Dock Safety at Ennore Port is in the process of being set up.

Labour Bureau

2.13 Labour Bureau, a premium organisation established in 1920, is responsible for collection, compilation and publication of labour statistics and other information relating to labour such as employment and unemployment, wages, earnings, industrial relations, working conditions etc. It also compiles and publishes the Consumer Price Index Numbers for industrial and agricultural / rural workers.

SUBORDINATE OFFICES

Directorate General of Mines Safety (DGMS)

2.14 This Office is entrusted with enforcement of provisions of the Mines Act, 1952 and the Rules and Regulations framed thereunder. The provisions of the Indian Electricity Act, 1910 as applicable to mines and oil fields are also enforced by it.

Welfare Commissioners

2.15 The seventeen (17) offices of Welfare Commissioners 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 New Delhi (Headquarter) Allahabad, Ahmedabad, Ajmer, Bangalore, Bhubaneswar, Chandigarh, Cannanore, Dehradun, Hyderabad, Jabalpur, Kolkata, Nagpur, Patna, Ranchi (Jharkhand), Raipur and Tirunelveli.

AUTONOMOUS ORGANISATIONS

Employees State Insurance Corporation (ESIC)

2.16 The ESIC is responsible for implementation of the Employees State Insurance Act 1948, which provides for medical care and treatment to Insured Persons and their

families. Assistance is given in terms of benefits during sickness and maternity, compensation for employment related injury, pension for dependents on the death of workers due to employment related injury, etc.

Employees Provident Fund Organization (EPFO)

2.17 This Organisation is responsible for administration of the Employees Provident Funds and Miscellaneous Provisions Act, 1952. The Schemes for Provident Fund, Family Pension and Deposit Linked Insurance are implemented by the Organisation for the benefit of workers covered under the scheme. The Organisation is also responsible for administration of Employees Pension Scheme, 1995 that came into existence on 16.11.1995.

V. V. Giri National Labour Institute (VVGNI)

2.18 V.V. Giri National Labour Institute, Noida (Uttar Pradesh) is a registered society, which caters to the training and developmental needs of tripartite constituents –Central and State Government officials, trade union Members and Members of employers' organisation apart from other social partners on various facets of labour, labour relations and employment. It also undertakes action-oriented Research, Consultancy and Advocacy on issues related to labour, welfare schemes of the government for labour personnel management, industrial relations etc.

Dattopant Thengadi National Board for Workers Education (erstwhile CBWE)

2.19 The Board with its headquarters at Nagpur is a registered society dealing with schemes for training of workers on trade unionism and in bringing about consciousness among workers about their rights, duties and responsibilities. The Board also undertakes programmes for rural workers education and functional adult education.

ADJUDICATING BODY

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

2.20 Twenty two Central Government Industrial Tribunal (CGIT)-cum-Labour Courts have been set up under the provisions of the Industrial Disputes Act, 1947 for adjudication of industrial disputes in organizations for which the Central Government is the appropriate Government. Through Finance Act, 2017, the powers to settle the Appeals arising out of EPF&MP Act, 1952 have also been entrusted upon these Tribunals. These Tribunals are located at Dhanbad (Jharkhand), Mumbai, New Delhi and Chandigarh (two courts each) and one each at Kolkata, Jabalpur, Kanpur, Nagpur, Lucknow, Bangalore, Jaipur, Chennai, Hyderabad, Bhubaneswar, Ahmedabad, Ernakulam, Asansol and Guwahati. Further, the two Industrial Tribunals at Mumbai and Kolkata also function as National Tribunals.

ARBITRATION BODY

Board of Arbitration, Joint Consultative Machinery (JCM) Scheme

2.21 In 1966, the Government of India had introduced a Scheme for Joint Consultative Machinery (JCM) and Compulsory Arbitration for Central Government Employees for resolving unresolved differences between the Government, as an employer, and the general body of its employees in certain matters of common concern.

2.22 As per clause 16 of the JCM Scheme, Compulsory Arbitration is limited to disputes on Pay and Allowances, Weekly Hours of Work and Leave of a class or grade of employees. As per clauses 18 & 19 of the JCM Scheme for Arbitration, if so desired by either side, a dispute on an arbitrable matter is referred to the Board of Arbitration (BOA), only after it has been considered by the National Council or appropriate Departmental Council, as the case

may be, and a final disagreement between the two sides has been recorded in the matter.

Main Subjects dealt in the Ministry of Labour and Employment

2.23 In pursuance of the powers derived from the respective entries in the Union List and the Concurrent List of Seventh Schedule of the Constitution, the Ministry of Labour and Employment has been allocated the following items of work: -

2.24 Labour policy (including wage policy) and legislation, safety, health and welfare of labour, Social Security of labour, policy relating to special target group such as women labour, child labour, Industrial relations and enforcement of labour laws in the central sphere, adjudication of industrial disputes through Central Government Industrial Tribunals-cum-Labour Courts and National Industrial Tribunals, Workers Education, Labour and Employment Statistics, Employment Services, Administration of Central Labour & Employment Services, International Cooperation in Labour & Employment matters.

CENTRAL LABOUR SERVICE (CLS)

2.25 The Central Labour Service (CLS) was constituted with effect from 3rd February 1987 to ensure better industrial relations, labour welfare 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.

2.26 The factories and mines employing 500 or more workers and plantations employing 300 or more workers are required to appoint prescribed number of welfare officer(s) under the relevant statutes. Assistant Labour Welfare Commissioners (Central) and Deputy Labour Welfare Commissioners (Central) discharge statutory functions and they also advise and assist the management of the concerned establishments in maintaining harmonious industrial relations in the areas of safety, health

and welfare of workers etc. Moreover, by assisting the organization in resolution of workers' grievances, these officers prevent them from escalating into industrial disputes.

2.27 In addition, officers appointed as Assistant Labour Commissioners (Central), Regional Labour Commissioners (C), Deputy Chief Labour Commissioners (C) in the Central Industrial Relations Machinery (CIRM), headed by the Chief Labour Commissioner (C) are entrusted with the task of maintaining good Industrial relations in the Central sphere. The officers under CIRM are responsible for enforcement of all applicable labour laws in the establishments/ industries covered under Central Sphere. These officers perform quasi-judicial authority under the Minimum Wages Act, the Payment of Wages Act, the Payment of Gratuity Act, the Industrial Dispute Act, 1947 etc. Apart from the above, they also conduct general verification of Central Trade Union Organization and also Trade Unions unit level membership verification under Code of Discipline

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

2.29 Consequent to the 2nd Cadre Review of the Central Labour Service (CLS), 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:

2.30 Parliament Unit is the Nodal Unit for Parliament related matters. The main functions of this Unit are as under:-

- To receive all notices on Starred/Un-starred Parliament Questions as well as Special Mention/Resolution/ Short Duration Discussion etc. from Lok Sabha/Rajya Sabha Question Branches and to forward to all concerned Section in the Ministry for necessary action.
- To coordinate with the concerned Sections/Divisions of the Ministry to provide information related to Legislative Business before every Session of Parliament.
- To forward information in respect of matters of Urgent Public Importance raised in the House under Rule 377 in Lok Sabha and by way of Special Mention in Rajya Sabha during Zero Hour to respective House of Parliament.
- To coordinate with the concerned Sections/Divisions of the Ministry for Parliament Assurances.
- To coordinate with the concerned Sections/Divisions of the Ministry to provide information related to Parliament Standing Committee Meetings and other Parliament Committees.
- To conduct meetings of the Consultative Committee attached to this Ministry as per the convenience of Hon'ble Labour & Employment Minister.

FINANCE WING

Integrated Finance Division

2.31 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.

2.32 As provided in Appendix 2 of Delegation of Financial Powers Rules (DFPRs), 1978, 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.

2.33 During the year 2020-21, following major items of work were done in the Ministry of Labour and Employment in consultation with IFD:-

- MoLE has envisaged creation of a National database for Unorganized Workers Portal (NDUW)/Shramik Setu Project with an estimated cost of Rs.704 crores for 5 years i.e. from 2020-21 to 2024-25. It is aimed at creating national database seeded with Aadhar for unorganized workers which will be used for delivering social security schemes implemented by Central and State Governments. In this regard approval of D/o Expenditure, M/o Finance was also obtained and currently MoLE is in the process of expeditiously developing this project.
- Pradhan Mantri Garib Kalyan Yojana (PMGKY) was launched by the Gol in 2016. In economic response to COVID-19, MoF announced a set of pro-poor initiatives under Pradhan Mantri Garib Kalyan Yojana (PMGKY). One of the measures in respect of MoLE is Direct Benefit Transfers for Organised sector .Under this the entire employees EPF contribution (12% of wages) and employers' EPF &EPS contribution (12% of wages) totalling 24% of the monthly wages for a period of three months(March-May 2020) were to be directly paid by the central government in the EPF accounts(UAN) of the employees, who are already members of EPF Scheme,1952 and drawing wages less than Rs 15,000 per month. An extension of three months (i.e. for June, July and August,2020) has been granted by the government for extending benefits pertaining to PMGKY. A total of Rs.2850/- crore has been released under the scheme.
- Under the Mechanism of feedback from Financial Advisor to Department of Expenditure(DoE), information on all activities of Ministry of Labour and Employment , as prescribed by the DoE, were sent monthly in D.O. format from AS & FA;
- Apart from the above, all expenditure proposals which require specific concurrence/ approval of AS & FA beyond the delegated power of HoD in this Ministry were examined /scrutinized strictly in accordance with GFR 2017 and DFPRs, 1978;
- Also, guidelines with regard to fiscal prudence and austerity in expenditure management , as prescribed by the Ministry of finance were ensured and high

standards of financial propriety were maintained

- **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.**

Budget & Accounts Section

2.34 B&A Division is an integral part of Ministry of Labour & Employment and plays a vital role in the smooth implementation of schemes of MoLE. This Division is headed by Additional Secretary & Financial Adviser (AS&FA) in the Ministry. US(budget) under the supervision of CCA assists the Financial Advisor in all the matter related to the Division.

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

- To ensure that the schedule for preparation of budget is adhered to by the Ministry and Budget is drawn up according to the instructions issued by Finance Ministry from time to time.
- To examine the annual budget proposals received from various Divisions/Sections of the Ministry for placing the same before AS&FA for finalizing the Ministry's annual demand for grants in consultation with Bureau Heads concerned.
- Preparation of Detailed Demand for Grants based on the final ceiling conveyed by the Ministry of Finance and also comply the instructions regarding allocation of budget for SCSP, TSP and North Eastern Region.
- To watch and review the progress of expenditure against sanctioned grants through holding of regular meeting being chaired by 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/Section of this Ministry for supplementary demand for grants and forward the proposal to Ministry of Finance for the approval of Parliament.
- To screen re-appropriation proposals before forwarding the same to the Ministry of Finance for approval.
- To monitor settlement of audit objections, inspection reports, audit paras, etc. and to ensure prompt action on Audit Reports and issues related to Appropriation Accounts and Finance Accounts.
- Compilation of documents/material viz., Notes on Schemes, Standing Committee's Reports etc. for submitting the same, along with a presentation on Demand for Grants, to Lok Sabha Secretariat in connection with Parliamentary Standing Committee's meeting on "Demand for Grants" held in Parliament House Annexe on yearly basis. A full-fledged Report based on the discussion held and the information provided in the aforesaid documents, is also sent by Lok Sabha Secretariat for submitting Action Taken Report. Accordingly, B&A Section compiles Action Taken Report (ATR) on the Report containing the recommendations of Parliamentary Standing Committee. Laying of the Action Taken Report in both the Houses of the Parliament within six months of submitting the ATR to Lok Sabha Secretariat.
- To forward/upload the updated status of implementation of Budget Announcements to Ministry of Finance.

- Liaisoning with Autonomous Bodies, Attached & Subordinate offices for various budget related matters.
- Brief on Cut-Motions for budget debates on the Demand for Grants.
- To facilitate in providing loan to Government Servants.
- To provide secretariat assistance to Standing Audit Committee headed by Secretary (L&E) for which AS&FA is the nodal officer.

2.36 During the financial year 2020-21, following major items of work were performed by the B&A Section:-

- Proposal for Revised Estimates (RE) 2020-21 and Budget Estimates 2021-22 received from the concerned Divisions/Sections of the Ministry were examined/finalized and forwarded to the Ministry of Finance for approval.
- Feeding of budget estimates for the next two years i.e. 2021-22 & 2022-23 ahead of current financial year on Union Budget Information System as per the instruction contained in the Medium Term Expenditure Framework.
- ATN on 5th Report of the Parliamentary Standing Committee on Labour has been forwarded to the Lok Sabha Secretariat.
- Action Taken Report on the implementation of Budget Announcements for the years 2014-15 to 2020-21, having implication for MoLE, have been uploaded on DEA's eSamiksha Portal for online monitoring of the same by the Ministry of Finance.

Official Language

Progressive use of Hindi

2.37 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 2020-21 The Ministry of Labour & Employment has made efforts to promote the use of Hindi in official work and create interest among officers / staff to work. 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 such as papers to be placed before the Parliament, Labour Laws, Labour Codes, Bills, Hon'ble Labour & Employment Minister's Speeches, Press release etc. and other routine work of the Ministry.

2.38 Reconstitution of the Hindi Salahkar Samiti is in progress and the Department of official Language has been requested to nominate three non-officials members in the committee. Hindi Fortnight was observed during 10-24, September, 2020 to promote the use of Hindi in the official work of The Ministry.

Direct Benefit Transfer (DBT) Cell

2.39 With the aim of reforming Government delivery system by re-engineering the existing process in welfare schemes for simpler and faster flow of information / funds and to ensure accurate targeting of the beneficiaries, de-duplication and reduction of fraud, Direct Benefit Transfer (DBT) of funds to beneficiaries was started on 1st January, 2013. DBT Mission was created in the Planning Commission to act as the Nodal Point for implementation of the DBT programmes. The Mission was transferred to the Department of Expenditure in July, 2013 and continued to function till 14.09.2015. To give more impetus, DBT Mission and matters related thereto has been placed in Cabinet Secretariat under Secretary (Co-ordination & PG) w.e.f. 14.09.2015. DBT Mission at Cabinet Secretariat

is mandated to act as nodal point for implementation and monitoring of Aadhaar-based DBT programmes of various Central Ministries / Departments as well as State Governments / UTs. DBT Mission has also developed a web-based MIS portal (www.dbtbharat.gov.in), which collects and compiles all DBT related information of Ministries / Departments i.r.o. following parameters on regular basis:

- i) Beneficiary Digitization and their Aadhaar Seeding / Aadhaar Authentication.
- ii) Benefits (either Cash or Kind) given to the beneficiaries sponsored by the Consolidated Fund of India.
- iii) Fund transferred to the beneficiaries through DBT / Non-DBT Mode.

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

2.40 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 AS & FA (L&E) assisted by CCA. Day-to-Day functioning of DBT Cell is looked after by one Under Secretary. DBT Cell is coordinating and monitoring the progress of DBT in the Ministry as per the directions / instruction of DBT Mission. The list of 15 DBT Schemes [13 Cash Benefit Transfer, one In-Kind Benefit Transfer and one Aadhaar Enabled Service] of the Ministry of Labour & Employment covered under the DBT Program during 2020-21 is given in below **Table**.

List of DBT Schemes of the Ministry of Labour & Employment covered under the DBT Program during 2020-21

(From 1st April, 2020 upto 31st October, 2020)

Sl. No.	Name of the Scheme	Number of Beneficiaries during 2019-20	Amount Given to the Beneficiaries during 2019-20 [In Rs.]
Cash Transfer Schemes			
1	Financial Assistance for Education for the Wards of Beedi, Cine, IOMC, LSDM Workers	1	1840
2	Revised Integrated Housing Scheme (RIHS) - 2016 for Beedi, IOMC, LSDM, Cine Workers	1,647	8,36,65,000
3	Stipend to Children in Special Schools under National Child Labour Project (NCLP)	0	0
4	Stipend to Trainees under the Scheme of Welfare of SC / ST Job-Seekers through Coaching, Guidance & Vocational Training (CGC)	6,550	55,52,000
5	Stipend to Differently Abled Candidates under the Scheme of Vocational Rehabilitation Centres for Handicapped (VRCs)	400	2,65,00

Sl. No.	Name of the Scheme	Number of Beneficiaries during 2019-20	Amount Given to the Beneficiaries during 2019-20 [In Rs.]
6	Grants to Dattopant Thengdi National Board for Workers' Education & Development (DTNBWED)	11,990	51,39,649
7	Family Pension-cum-Life Assurance & Deposit Linked Insurance Schemes for the Plantation Workers in Assam	16,796	25,01,02,608
8	Rehabilitation Assistance under the Scheme of Rehabilitation of Bonded Labour	0	0
9	Employees Pensions Scheme (EPS) for EPF Pensioners	18,07,018	4,28,70,59,988
10	Employees Pensions Scheme (EPS) for EPF Members	5,11,55,711	33,54,00,07,740
11	Pradhan Mantri Rojgar Protsahan Yojana (PMRPY)	1,22,70,831	7,87,03,62,869
12	Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM)	39,36,636	1,55,08,30,001
13	National Pension Scheme for Traders and Self Employed Persons	41,473	2,44,26,796
In-Kind Transfer Scheme			
14	Grants to V.V. Giri National Labour Institute (VVG NLI)	3,311	NA
Aadhaar Enabled Service			
15	National Career Service (NCS)	20,58,658	NA

RFD Cell

Action Taken on Citizens' / Client's Charter (CCC)

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

kept in the Information Facilitation Centre of the Ministry for use by visitors.

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

2.43 An Information Facilitation Centre has been set up in the Ministry with Internet and Telephonic Facility, which is rendering all

necessary assistance to the Public by making information available on various activities and schemes of the Ministry and its Organizations.

Action Taken Notes on PAC and C&AG Audit Paras

Sl. No.	Report No. & Year	Paras	Details of the Paras/PA Reports on which ATNs are pending		
			No. of ATNs not sent by the Ministry even for the first time	No. of ATNs sent but returned with observations and audit is awaiting their re-submission by the Ministry	No. of ATNs which have been finally vetted by Audit but have not been submitted to CAG/PAC by the Ministry.
1	CAG Report No.4 of 2018 - Short realisation of administrative charge (EPFO)	One Para (Para No. 14.1)	0	0	1
2	Report No.115 - Action Taken by the Government on the Recommendations of the Committee contained in their Sixty Seventh Report on "Performance Audit of Employees State Insurance Corporation and Special Audit of Medical Education Projects of ESIC"	Seven (6,13,18, 23,28,33 & 38)	0	7	0

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). CIRM has complement of 18 officers at the Head Quarters and 287 Officers in the field. The offices of these officers 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:

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

3.3 (i) 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.

3.4 (a) During the Year 2020-2021 (April to November) the CIRM has intervened in 238 numbers of threatened strike and by their conciliatory efforts succeeded in averting 89 strikes. Which represent a successes rate of 37.39%. As for industrial disputes handled by the CIRM during the year 2018-2019, 2019-2020 and 2020-2021(April to November, 2020) the details are as under:-

Head	2018-2019	2019-2020	2020-2021 (Apr to Nov)
Industrial Disputes Handled	12,427	14,002	9,018
Industrial Disputes Disposed off	7,976	9,016	2,532
Strike Averted	461	698	89

(b) BENEFITS TO WORKERS DUE TO INTERVENTION BY CIRM

YEAR	2018-2019	2019-2020	2020-2021 (Apr to Nov)
Numbers of Workers Benefited	1,27,577	1,74,687	91,874
Amount of Relief to the above workers (In Crore)	1,323	4,136.3	937.44
Number of workers Regularised / Re-instated	2,693	570	1,447

(ii) ENFORCEMENT OF LABOUR LAWS:

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

- The Payment of Wages Act 1936 & rules made thereunder for Mines, Railways & Air Transport Services
- The Minimum Wages Act 1948 and Rules,
- The Contract Labour (Regulation & Abolition) Act, 1970 and Rules,
- The Equal Remuneration Act 1976 & Rules,
- The Inter-State Migrant Workmen (RE&CS) Act 1979 and Rules,
- The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 and Rules,
- The Payment of Gratuity Act, 1972 and Rules,

- The Labour Laws (Exemption from Furnishing returns and Maintaining Registers by certain Establishments) Act 1988,
- The Building and other Construction Workers (RE&CS) Act, 1996 and Rules.
- The Chapter VI-A of Indian Railways Act; Hours of Employment Regulations for Railways Employees
- The Industrial Employment (Standing Orders) Act, 1946 & Rules,
- The Maternity Benefit Act, 1961 & Mines and Circus Rules, 1963 & Rules and
- The Payment of Bonus Act, 1965, and Rules.

3.6 There are approximately 2.56 lac establishments in the Central Sphere. The Inspecting Officers of CIRM inspect these establishments under different labour enactments through routine Inspections and Special Drives for Inspections under the Crash Inspection Programmes and Taskforce Inspections to secure benefits of the beneficial legislations to workers. 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 for enforcement of beneficial enactments such as The Contract Labour (Regulation & Abolition) Act, 1970, The Minimum Wages Act, 1948 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 for the year 2018-2019 2019-2020 and 2020-21 (April to November) are given as under:-

STATEMENT SHOWING NO. OF INSPECTIONS ETC. UNDER VARIOUS LABOUR LAWS FOR THE YEAR 2018-2019, 2019-2020 and 2020-2021 (April to November, 2020)

Head	2018-2019	2019-2020	2020-2021 (April to November)
Inspection Conducted	36,470	40,698	1,711
No. of irregularities detected	2,10,697	2,15,927	10,487
No. of irregularities rectified	1,13,119	98,152	17,777
No. of prosecution cases filed	6,613	6,747	1,334
No. of convictions secured	2,433	3,168	525

* Number of conviction means obtained plus acquittal

(iii) IMPLEMENTATION OF AWARDS:-

3.7 The officers of CIRM implement Awards issued by Central Government Industrial Tribunal-cum-Labour Courts (CGITs). During the year 2018-2019, 2755 awards were received (including brought forward). Out of these 946 were implemented, implementation of 1073 Awards were stayed by Hon'ble Courts & implementation of 736 Awards are under process. The year 2019-20, **2283** awards were received (including brought forward). Out of these **498** were implemented, implementation of 962 Awards are stayed by Hon'ble Courts & implementation of 823 Awards are under process. However, 196 number of prosecution cases have been filed before the Hon'ble Courts. During the year 2020-2021 (Apr to November, 2020), 2110 awards were received (including

brought forward). Out of these 369 were implemented, implementation of 930 Awards are stayed by Hon'ble Courts & implementation of 811 Awards are under process. However, 206 number of prosecution cases have been filed before the Hon'ble Courts.

3.8 Difficulties in implementing the awards are experienced as employers obtain stay orders from High Courts on implementation. Prosecution proposal is submitted to the Ministry for sanction under Cr. PC 197.

STATEMENT SHOWING DETAILS OF AWARDS FOR THE YEAR 2018-2019, 2019-2020 and 2020-2021(April to November, 2020)

Head	2018-2019	2019-2020	2020-2021 (April to November)
Award Received during the year	2755	2,283	2,110
Award Implemented	946	498	369
Stay by Courts	1,073	962	930
Prosecution filed in Courts	224	196	206
Under Process	512	627	605

(iv) QUASI JUDICIAL FUNCTIONS:-

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

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

RLC (C):- Authority under The Minimum Wages Act, 1948, The Payment of Wages Act, 1936; The Payment of Gratuity Act, 1972 and The Equal Remuneration Act, 1976. Certifying Officer under The Industrial Employment (Standing Orders) Act, 1946 and Supervisor of Railway Labour under HOER, Conciliation Officer under the Industrial Disputes Act, 1947, disputes on classification under HOER are being dealt by RLC(C); Independent RLCs(C) are also notified as Registering and Licensing Officers 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

3.10 The claim cases decided by these officers under some of the above enactments / rules are given in the table below:-

Disposal of claim cases under MW, PW and PG Act

Head	2018-2019	2019-2020	2020-2021 (April to November 2020)
Claim cases received	19,937	23,869	19,017
Claims cases decided	8,066	8,063	2,173
Amount Awarded (In Crore)	215	135	81.39
Claims cases pending	11,871	15,806	16,844

Amount of relief provided during the course of inspections other than claim is Rs. **0.54** Crore for the period 2020-2021 (April-November, 2020).

COURT CASES:- 2020-21 (April- November)

Head	Hon'ble Supreme Court	Hon'ble High Court and other Courts
Received	78	2661
Pending	78	2661

ANNUAL RETURNS:-

Year	2017	2018	2019
Number of Establishments (latest)	2,56,679		
Number of online Annual Returns Received	27,717	39,673	45,093

(V) Verification of membership of Trade unions operating in an establishment to identify majority union under Code of Discipline

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

3.12 In the year 2020-21 (from 01.04.2020 to 31.10.2020) the Verification of membership of unions operating was conducted through secret Ballot in one establishment. The name of establishment is M/s Khetri Copper Complex (KCC), Hindustan Copper Ltd., Khetri Nagar, Dist. Jhunjhunu, Rajasthan.

Statutory verification of Membership of Unions operating in Nationalized Banks

3.13 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.

3.14 Appellate Authority for the above purpose is the Central Government or the Deputy Chief Labour Commissioner(C), Ministry of Labour and Employment, Government of India. No appeal has been received in the period (2020-2021).

(vi) WELFARE & TRAINING:-**WELFARE**

3.15 The ALWCs, DLWCs and LWCs are posted in Defence and other establishments such as CPWD, Security Presses, Mints, Ordnance Factories, Telecom 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.

TRAINING:-

3.16 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 CLS officers & LEO(C) with a view to enhance their skills & knowledge in various areas of their functioning for effective discharge of their duties. A committee was constituted with the approval of secretary, Ministry of Labour &

Employment on “Training Need Analysis” and on the basis of its recommendations; trainings were provided to the officers at the selected specialized Institutes.

Total 80 CLS Officers were imparted training during the year 2020-2021 (up to November, 2020) on various subjects like:-

- a. Wage Policy and Minimum wages
- b. Effective Labour Law Enforcement
- c. Training Programme for Newly Promoted RLC (C) and Dy.CLC(C)
- d. Training Programme on Laws Relating to Equality and Empowerment of Women
- e. Mandatory Training Programme for 26 Labour Enforcement Officers
- f. Training Programme on Making Conciliation Effective
- g. Training Programme on Labour Market and Employment Policies
- h. Labour Laws and International Standards on Social Security and Protection
- i. Training Programme on “Towards Generating Quality Employment: Challenges and Options”

(VI) MISCELLANEOUS FUNCTIONS:-

3.17 The CIRM performs the following miscellaneous functions also:

1. Conducting periodic meetings of Minimum Wages Advisory Board and notifying Variable Dearness Allowance every six months as per A.I.C.P.I. number.
2. Defending Ministry of Labour & Employment in various Writ Petitions filed against Ministry in different High Courts.
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 statutes of labour laws enforced by CLC(C) organisation.
7. Advising Ministry of Labour & Employment in Conflict situations like strikes of All India Nature and other labour matters.
8. Attending to Parliamentary Committees and other important delegations as per advice of the Ministry.
9. Keeping Liaison with State Government Labour Departments for collection of information as per direction of Ministry.
10. Imparting training to the Officers of Central Labour Service and LEO(C).

(A) The R.T.I. Act, 2005

3.18 CLC (C) Organisation is dealing with all the RTI applications at nodal point as well as at regional level. There are 59 nos. of CPIOs and 24 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 1128 RTI applications and 135 nos. of appeals. However, details of RTI applications dealt during previous years and current year is as below:-

Year	Online	Offline	Total
2018-2019	922	321	1243
2019-2020	1133	402	1535
2020-2021 (April to 30 th November, 2020)	933	195	1128

(B) PUBLIC GRIEVANCE:-

3.19 During the Year 2020-2021 (April to Nov. 2020) a total number of 15,564 (15,485 online and 79 offline) public grievances were received and a total number of 15,564 (15,485 online and 79 offline) public grievances have been disposed of, which accounts for 100 % of disposal.

Statement showing : Online\Offline Grievances Statuses

Period	Grievance	BF	Received	Total	Disposed off	Pending
2019-20		-	12845	12845	12845	NIL
2020-21 (Apr-Nov.)		-	15485	15485	15485	NIL
2019-20		NIL	320	320	320	NIL
2020-21 (Apr-Nov)		NIL	79	79	79	NIL

Besides, during the period from 01.01.2020 to 30.11.2020 the organisation has dealt with 699 nos. of grievances received under VIP reference. Grievances received on Social Media has also been dealt instantly.

(C) 3.20 MAJOR INDUSTRIAL RELATIONS EVENTS DURING 1st APRIL, 2020 TO 31st OCTOBER, 2020 IN WHICH CIRM PLAYED IMPORTANT ROLE:**3.21 All India General Strike****i. November 2020**

A Notice has been served by the National Convention of Workers organized jointly by the Central Trade Unions Federations namely INTUC, AITUC, CITU, LPF, TUCC, SEWA, LPF, HMS, AICCTU, TUCC proposing to go on All India General Strike on 26th November 2020 to press their charter of demands.

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

Accordingly, it is reported by the Regional offices that 206 strike notices were received and 189 conciliation proceedings were held. The conciliation officers succeeded in deferring the strikes in Power Grind and some of the Coal Mines and IOCL Refinery in the North Eastern Region.

The All India average percentage of absenteeism was 35% and the detailed report on strike position in the industries under Central Sphere, has been submitted to the Ministry.

3.22 BANK**i. United Forum of We Bankers**

The General Secretary, United Forum of We Bankers served notice dated 15.8.2020 regarding agitational programme followed by all India strike on 01.09.2020 to press their demands like conversion of all Part Time Sweepers into Full Time Employees in the subordinate cadre w.e.f. 01.04.2020, Absorption of all workmen in Subordinate Cadre, uniform Designation and nature of duties to all the workmen employees in subordinate cadre irrespective of their origin etc.

Dy. CLC(C) Kanpur intervened and seized the matter into conciliation and on his persuasion the union agreed not to proceed on proposed strike.

ii. The Lakshmi Vilas Bank Employees' Union and The Lakshmi Vilas Bank Officers' Association

The Coordination Committee of The Lakshmi Vilas Bank Employees' Union and The Lakshmi Vilas Bank Officers' Association served notice dated 11.09.2020 to the management of the Lakshmi Vilas Bank Ltd. proposing to go on one day token strike on 28.09.2020 and thereafter two days from 12.10.2020 to 13.10.2020 to press their demands.

Dy. CLC(C) Chennai intervened in the matter and seized the matter into conciliation and the same is adjourned to 13.10.2020.

3.23 COAL & NON-COAL**i. 5 Major Trade Unions operating in Coal Industry**

A notice dated 18.06.2020 has been jointly served by the 5 Major Trade Unions operating in Coal Industry proposed to call for 3 days strike from 2nd – 4th July 2020 in all mines and establishments of SECL, Coal India Ltd (CIL) & its subsidiaries to secure their charter of demands mentioned below:

1. Withdraw decision of commercial Mining in Coal Industry,
2. Stop all steps towards weakening or privatization of CIL & SCCL,
3. Withdraw decision to De-link CMPDIL from CIL
4. Enforce HPC/CIL enhanced wages to Contract workers in CIL and SCCL (Ref. CIL circular No.L CIL/C-5B/ JBCCI/ HPC/ 566 dated 18.02.2013)
5. Enforce implementation of Clause 9.3.0/9.4.0/9.5.0 of National Coal Wage Agreement.

On receipt of strike notice the same was forwarded to Dy. CLC(C) Kolkata for necessary intervention. Dy. CLC© Kolkata convened two joint meetings of Coal management and striking Federations on 30.06.2020 and 01.07.2020 where except INTUC no other federation participated and therefore no fruitful result evolved.

Further, the management of CIL informed CLC(C) that the representatives of the striking Federations also met the Coal Minister who assured the federations that there is no plan of disinvestment of CIL and therefore the union leader should reconsider their decision to go on the proposed 3 days strike.

However the federations were adamant that the they were ready to postponed the strike for the time being if the Govt. decides to withdraw their decision to stop commercial mining and immediately stops the auction process.

The Chief Labour Commissioner on the direction of Secretary L&E also intervened in the matter and convened a joint discussion on 02.07.2020 with

the officials of CIL and its subsidiaries through VC but none of the striking federation participated in the meeting and hence no outcome .

Based on the feedback received from the field offices, the overall strike position in Coal India Ltd. and its subsidiaries in the Country at on 02.07.2020, 03.07.2020 & 04.07.2020 have been observed to be at 68%, 59% & 59% respectively.

ii 5 Major Trade Unions operating in Coal Industry

The General Manager, Coal India Limited vide letter dated 18.06.2020 has informed that 5 Central Trade Unions has jointly served notice for observing one day strike on 18.08.2020 in CIL and its subsidiaries to press their demands related to policy decision of the Government of India and Coal India Management.

On 11.08.2020, Sh. A.K. Chaudhary, General Manager Coal India Ltd. has sent a Press Release dated 09.08.2020 forwarded by Sh. D.D. Ramanandan, Secretary AICWF (CITU) on behalf of Joint Federation of Trade Unions regarding postponement of proposed one day strike on 18.08.2020.

3.24 DEFENCE

(I) A notice dated 04.08.2020 have jointly served by the General Secretaries of All India Defence Employees Federation, Indian National Defence Workers' Federation and Bhartiya Pratiraksha Mazdoor Sangh to the Secretary, Deptt. of Defence Production proposing to go on an indefinite strike from 12.10.2020 to press their demands i.e. withdraw the decision to corporatize OFB, set-up an expert committee to study all the supposed drawbacks, and help increase efficiency and output from OFB, and service matter of all employees be protected and considered favourably, within the existing structure of OFB.

The matter was seized into joint discussion through VC on 15.09.2020 between the federations and OFB and MOD. Conciliation officer requested to the representatives of 3

federations to put up their issues/ agenda points to DDP as per terms of reference of EGoM so that meeting with EGoM could be facilitated and appealed not to resort to indefinite strike which will not be in the interest of the nation at all due to prevalent conditions in the country. However, the federation deferred the proposed strike.

(ii) Notice dated 01.09.2020 jointly served by the General Secretaries of All India Defence Employees Federation, Indian National Defence Workers' Federation and Bhartiya Pratiraksha Mazdoor Sangh proposing to go on one day strike on 19.10.2020 pertaining to Demands of MES Employees, Navy, DGQA, DRDO, EME, AOC, Airforce, DGAQA.

The matter was seized into conciliation through VC on 25.09.2020 by Dy. CLC(C) HQ with the representative of AIDEF, INDWF and Bhartiya Pratiraksha Mazdoor Sangh and Ministry of Defence and Deptt of Military Affairs and it was suggested to the representatives of MOD and Deptt of Military Affairs to hold a bilateral discussion immediately before 19.10.2020 and requested to all three federations not to resort to proposed strike on 19.10.2020. However, the federation deferred the proposed strike.

3.25 Miscellaneous

i. Kalpakkam Atomic Energy Contract Workers & Labour Union

The General Secretary, Kalpakkam Atomic Energy Contract Workers & Labour Union has served notice dated 31.07.2020 proposing to go on strike on or after 17.08.2020 to press their demands like noncompliance of statutory provisions, victimization against 8 contract workers for their union membership should be revoked.

Dy. CLC(C) Chennai has informed that the matter seized into conciliation by the ALC(C) Chennai and accordingly the union had deferred the proposed strike.

ii. Rashtriya Safai Mazdoor Sangh

The President, Rashtriya Safai Mazdoor Sangh

has served notice dated 06.08.2020 proposing to go on hunger strike on 26.08.2020 in front of Civic Centre, New Delhi to press their demands like to permanent the contractual workers on the basis of equal pay to equal work, payment of salary before the 7 of every month etc.

RLC(C) New Delhi intervened in the matter and seized the matter into conciliation on 25.08.2020 and on request of the parties the matter is adjourned for 11.09.2020.

3.26 OIL

i. Unions/Associations of Bharat Petroleum Corporation Ltd.

This office is in receipt of various notices served by the union/associations affiliated to the Bharat Petroleum Corporation Ltd. proposed to go on all India strike on 7th & 8th September 2020 for the long pending LTS on wages of workmen in the BPCL Refineries and Marketing set up.

In this regard Dy. CLC(C) Cochin has submitted his report that union went on strike and the Dy. CLC(C) Chennai also submit his report that the matter was seized into the conciliation and the union were advised not the pursue the strike during the pendency of the CP.

ii. Unions/Associations of Bharat Petroleum Corporation Ltd.

This office is in receipt of notice served by the union/associations affiliated to the Bharat Petroleum Corporation Ltd. proposed to go on all India strike from 2nd to 6th November, 2020 for demanding parity with other PSUs on DA neutralization, Fitment formula and removal of clause 1F from the LTS offer.

As advised by the CLC(C), New Delhi, the Dy. CLC(C), Cochin had intervened in the 5 days strike call called by the 4 trade unions of BPCL-Kochi Refinery commencing on 2nd November, 2020. During the conciliation, the Dy. CLC(C), Cochin had advised the unions to defer from the proposed strike call in compliance with Section 22 of the ID Act as well as the stay ordered by the

Hon'ble High Court of Kerala on the strike call. As mentioned in the minutes of the meeting endorsed to the CLC(C), New Delhi on 30.10.2020, the unions had agreed to consider the above advise strictly. In this regard, all the 4 trade unions have deferred the strike call and the strike thus stands averted.

Accordingly the undersigned (ALC(C) New Delhi) intervened into the strike notice under the provisions of the Industrial Dispute Act, 1947. Conciliation was fixed for 29.10.2020. On the said date Management of BPCL attended the proceedings but the above named Union was absent.

The undersigned as well as the management appealed to the union that being a Public Utility Service, not to proceed on Strike in the interest of country, industrial peace and harmony. The next date in the matter was fixed on 03.11.2020. On 03.11.2020, the union and management attended the conciliation proceedings. Union rep. informed that the Union has deferred the proposed strike from 2nd to 6th November 2020. File is closed as the proposed strike was averted successfully.

3.27 POST & TELEGRAPH

i. Bhartiya Gramin Dak Karmachari Sangha

The General Secretary, Bhartiya Gramin Dak

Karmachari Sangha to the management of Secretary, Deptt. of Posts, regarding VIKSHA MAGO programme on 15.08.2020 and indefinite strike from 14.09.2020 to press their charter of demands like Abolition of Rules 3A and declare to the GDS Staff as complete Govt. Employees with 8 hour duty, arrear of pay should be ordered to draw from 01.01.2016 instead of 01.07.2018, immediate declare time bound promotion etc.

RLC(C) New Delhi has informed that the indefinite strike from 14.09.2020 was deferred by the association.

3.28 PORT

i Paradip Port Construction Mazdoor Sangh

General Secretary, Paradip Port Construction Mazdoor Congress to the management of IOCL, Paradip proposing to go on strike w.e.f. 16.10.2020 against illegal detention of oil tanker and detention charges may be paid to the IOCL to the concerned owner with interest.

In this regard, the matter was seized under conciliation and the parties to the disputes were called for joint discussion on 15.10.2020 by the LEO(C), Paradip and finally after protracted discussion, the parties agreed to settle the dispute under section 12(3) of the ID Act, 1947.

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 <ol style="list-style-type: none"> 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 <ol style="list-style-type: none"> 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 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 .

Technology Initiative for seamless handling of Industrial Disputes:

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

3.29 The prime responsibility of Ministry of Labour & Employment has always been to protect, preserve and uplift the interests of workers. The primary objective of Industrial Disputes Act, 1947 (ID Act) is to make provisions for the investigation and settlement of Industrial Disputes (IDs) which are defined under section 2-A and 2(k) of the Industrial Disputes Act, 1947, by

way of mediation by the Conciliation Officer of the Appropriate Government. The ID Act, 1947 has been subsumed in Industrial Relations Code 2020 which is yet to be implemented.

3.30 In order to simplify the provisions, the amendment in the Industrial Disputes (Central) Rules, 1957 was done on 10.06.2019 wherein the Ministry as an appropriate government, administratively examines only the industrial disputes which does not seem to be fit for adjudication by the higher rank Labour Commissioners (C) whereas the cases which are found to be fit for adjudication are sent directly by Conciliation officers to the CGIT for adjudication.

3.31 In the present scenario of digitalization, the Ministry developed an e-dispute portal i.e. SAMADHAN (Software Application for Monitoring and Disposal, Handling of Apprehended/Existing Industrial Disputes) for filing disputes by a workman in a very simple and lucid way which has made the filing of the dispute easy.

3.32 SAMADHAN, the web portal, was launched by Secretary (Labour & Employment) on 6th February, 2019 in the 5 pilot regions i.e. Ajmer, Bengaluru, Bhubaneswar, Delhi and Raipur, and in May 2019 in the 6th region too i.e. Jabalpur. Thereafter, in order to ensure timely delivery of justice to all the workmen throughout the country, on 17th September, 2020, the Portal was launched on Pan India basis.

3.33 This initiative has ushered in a new era of Industrial Relations by hassle free and timely disposal of Industrial Disputes in a very simple, useful and transparent manner resulting into a simplified, standardized and streamlined process which is faster and easier to monitor. The paradigm shift in governance of Industrial Dispute statute ensures maintenance of peaceful work culture in the industry so that industrial growth doesn't suffer and rights of the employee remain protected.

3.34 As on date, there are total 7735 User IDs of which 6916 are Individual Users and 819 are Trade Union Users. Before the Pan India launch, 2183 industrial disputes cases were raised out of which approximately 75% cases were disposed of. Since the launch of portal, a total of 3066 cases have been raised through the portal and out of which 1986 cases have been disposed of.

3.35 Regular monitoring and analysis of MIS is done by the Program Management Unit (PMU) in the Ministry for which weekly and monthly reports are sought from the Conciliation officers. The review meetings are also conducted by the senior officers from time to time to appraise the performance of the portal.

3.36 PURPOSE OF SAMADHAN PORTAL

1. This online portal is devised to make it workers' friendly, easy to understand for filing dispute, transparency in a way that status will be visible to all stake holders at all times. Moreover, the Portal ensures accountability which makes process more effective and efficient.
2. Encourages transparency which ensures timely justice and trust by workers on the governance of the Government.
3. The aggrieved worker can handle his own case independently by himself without taking assistance of any middle man or trade union.
4. Cases falling under Section 2-A are directly referred to CGIT after lapse of 45 days before Conciliation officer which would reduce the time taken in manual application for redressal.
5. System enables automatic distribution of disputes to the concerned Conciliation Officers and make dispute redressal faster.
6. 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 document thus reducing the gap in communication.
7. It gives a bird's eye view of the status of cases files, disposed of, pending, implemented, including statistics and thus will strength the monitoring system.

Monitoring of Industrial Relations

3.37 Based on the information received from Labour Bureau on the number and spatial dispersion of strikes/lockouts, number of workers involved and mandays lost, number of units reporting retrenchment and the extent of layoffs,

the Ministry monitors the industrial harmony prevalent in the country.

3.38 The total number of strikes and lockouts and man-days lost during the period 2015-2020(P) are as follows:

No. of Strikes and Lockouts and Man-days lost during 2015-2020(P)

Year	Strikes	Lockouts	Total	Man-days lost
2015(P)	119	31	150	4,911,700
2016(P)	70	27	97	5,045,830
2017(P)	102	24	126	4,420,290
2018(P)	81	14	95	1,808,600
2019(P)	74	9	83	1,474,218
2020(P) (Jan. to Aug.)	14	-	14	1,20,041

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

- Not available

(P): Provisional and based on the returns/clarifications received in the Bureau till 21st October, 2020

3.39 The spatial/industry wise dispersion of the number of strikes and lockouts and the workers consequently affected is not uniform. Man-days lost is a direct measure of the impact of industrial unrest on industrial production.

3.40 Most of the industrial unrests, as indicated by strikes and lockouts, are primarily caused by issues relating to indiscipline & violence, wages & allowances and personnel matters.

Closure

3.41 The number of units effecting closure in both Central and State sphere during 2015-2020(P) are as follows:

3.42 Closures and workers affected (both in Central and State spheres) during 2015-2020 (P)

Year	Closures	Workers affected
2015(P)	23	1920
2016(P)	28	6037
2017(P)	22	2740
2018(P)	9	555
2019(P)	5	431
2020(P) (Jan to Aug)	-	-

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

- Not available

(P): Provisional and based on the returns/clarifications received in the Bureau till 21st October, 2020

3.43 Financial Stringency, shortage of raw materials, question of pollution and others are the main reasons for closures during the period.

Lay-Off

3.44 Lay-off can be defined as the failure, refusal or inability of an employer to give employment to a workman whose name is borne on the muster rolls of his industrial establishment and who has not been retrenched. Supply side bottlenecks such as shortage of power, shortage of raw materials, financial stringency and others as well as seasonal fall in demand for products may result in lay-offs.

3.45 The number of units effecting lay-off and the number of workers affected due to such lay-off during 2015-2020(P) were as follows:

3.46 Layoffs and workers affected during 2015 – 2020(P) (both in Central and State spheres)

Year	Closures	Workers affected
2015(P)	51	3654
2016(P)	29	3991
2017(P)	38	6182
2018(P)	22	3360
2019(P)	29	3103
2020(P) (Jan to Aug)	3	609

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

(P): Provisional and based on the returns/clarifications received in the Bureau till 21st October, 2020

Retrenchment

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

3.48 The number of units effecting retrenchment and workers retrenched therein during the period 2015-2020(P) are as follows:

Retrenchment and workers affected during 2015-2020(P) (both in Central and State spheres)

Year	Closures	Workers affected
2015(P)	13	534
2016(P)	4	86
2017(P)	4	87
2018(P)	8	106
2019(P)	2	98
2020(P) (Jan to Aug)	1	89

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

(P): Provisional and based on the returns/clarifications received in the Bureau till 21st October, 2020

Industrial Tripartite Committees

3.49 Industrial Tripartite Committees (ITCs) have been constituted with the view to promote the spirit of tripartism. These tripartite bodies provide a forum where the social partners can appreciate each other's industry specific problems through dialogue and help in evolving consensual policy options. These Committees are non-statutory Committees and their meetings are convened as and when required. Government's proactive role in these Committees has successfully harmonized the interest of the employers and workers resulting in a change of attitude from confrontation to that of co-operation.

The Trade Unions Act, 1926

3.50 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.

3.51 The Trade Unions Act, 1926 was last amended 2001 and enforced w.e.f. 9.1.2002. The objective of this amendment is to ensure orderly growth of Trade Unions and reduce multiplicity of Trade Unions and promote internal democracy.

3.52 The Trade Unions Act, 1926 is subsumed in the Industrial Relations Code 2020.

The Industrial Disputes Act, 1947

3.53 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.

3.54 The Industrial Disputes Act, 1947 was lastly amended in 2010 and enforced w.e.f. 15.9.2010 enhancing the wage ceiling of supervisors, providing direct access for the workman to the Labour Court or Tribunal and establishing of Grievance Redressal Machinery.

3.55 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.

3.56 To reduce the time taken in processing of an Industrial dispute, Ministry of Labour & Employment delegated the power of appropriate Government conferred by Section 39 of the Industrial Disputes Act, 1947 to the Conciliation Officer to directly refer the industrial disputes under Section 2A of the I.D. Act 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.1936(E) dated 10.06.2019.

3.57 The Industrial Disputes Act, 1947 is subsumed in the Industrial Relations Code 2020.

The Plantations Labour Act, 1951

3.58 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.

3.59 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. 7.6.2010. The objectives of these amendments are to make the Act more welfare oriented for the workers in the plantations sector.

3.60 The Plantations Labour Act, 1951 is subsumed in the Occupational Safety, Health and Working Conditions (OSH) Code 2020.

The Industrial Employment (Standing Orders) Act, 1946

3.61 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.

3.62 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.

3.63 The Industrial Employment (Standing Orders) Act, 1946 is subsumed in the Industrial Relations Code 2020.

The Sales Promotion Employees (Conditions of Service) Act, 1976.

3.64 The Sales Promotion (Employees) (Conditions of Service) Act, 1976 is a Central Act which came into force w.e.f. 6.3.1976. 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 31.1.2011 which are as under:

- (i) Cosmetics, soaps, household cleaners and disinfectants.
- (ii) Readymade garments
- (iii) Soft drink manufacturing industries
- (iv) Biscuits and confectioneries
- (v) Ayurvedic, Unani and Homeopathic Medicines
- (vi) Automobiles including accessories and spare parts
- (vii) Surgical equipments, artificial prosthesis and diagnostics
- (viii) Electronics, computers including accessories and spares
- (ix) Electrical appliances

- (x) Paints and varnishes

3.65 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.

3.66 Central Government is empowered to make rules under the Act.

3.67 A meeting of the Industrial Tripartite Committee for Sales Promotion Employees was held on 8.8.2017 under the chairmanship of Hon'ble Minister of State for Labour & Employment (IC) wherein it was decided to frame statutory working rules for sales promotion employees. The statutory working rules for sales promotion employees are under consideration of this Ministry.

3.68 The Sales Promotion (Employees) (Conditions of Service) Act, 1976 is subsumed in the Occupational Safety, Health and Working Conditions (OSH) Code 2020.

The Motor Transport Workers Act, 1961:

3.69 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 is subsumed in the Occupational Safety, Health and Working Conditions (OSH) Code 2020.

4.1 The DGFASLI on behalf of the Ministry of Labour has been implementing the Prime Minister's Shram Awards, Vishwakarma Rashtriya Puraskar (earlier known as Shram Vir National Awards) and the National Safety Awards scheme since 1965. These schemes were modified in 1971, 1978 and again in 2007. The schemes presently in operation are as under:

1) Prime Minister's Shram Awards (PMSA)

4.2 The Prime Minister's Shram Awards (PMSA) were instituted in 1985, for the workers (as defined in Industrial Disputes Act, 1947) in recognition of their outstanding contributions in organizations both in public and private sector and who have distinguished record of performance, devotion to duty of a high order, specific contribution in the field of productivity, proven innovative abilities, presence of mind and exceptional courage and also to the workmen who have made supreme sacrifice of laying down their lives in the conscientious discharge of their duties.

4.3 It has been decided from the year 2004 onwards that the private sectors shall also be included within the ambit of Prime Minister's Shram Awards and the workers in the private sector units employing 500 or more workers and engaged in manufacturing and productive processes will be eligible to apply for these awards. The number of awards has been increased from 17 to 33. The awards, in order of sequence are Shram Ratna, Shram Bhushan, Shram Vir/Veerangana and Shram Shri/Devi. The recognition consists of a Sanad and cash award of Rs. Two lakh (1 award), Rs. One lakh (4

awards), Rs. 60,000 (12 awards) and Rs. 40,000 (16 awards) respectively.

2) Vishwakarma Rashtriya Puraskar (VRP)

4.4 VRP is awarded in recognition of outstanding suggestions given by a worker or group of workers and implemented by the management during the previous calendar year resulting improvement in quality, productivity and working conditions such as safety, health and environmental conservation in the industrial undertakings where "Suggestion Schemes" are in operation. It is designed to give recognition at the national level to outstanding suggestions resulting in

- i. Higher Productivity
- ii. Improvement in safety and working conditions
- iii. Savings in foreign exchange (import substitution as well as quality and safety of products)
- iv. Improvement in overall efficiency of the establishments

4.5 The prizes are grouped in three classes:

- I. Applications ranked 1 to 5 (5 Awards) - Class "A" Awards Rs.75,000/- each
- II. Applications ranked 6 to 13 (8 Awards) - Class "B" Awards Rs.50,000/- each
- III. Applications ranked 14 to 28 (15 Awards) - Class "C" Awards RS.25,000/- each

4.6 These awards are applicable to the workers of Industrial establishments covered under the Factories Act, 1948, the employees covered

under the Dock Workers (Safety, Health and Welfare) Act 1986, the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Installations under Atomic Energy Regulatory Board (AERB).

3) National Safety Awards:

4.7 National Safety Awards are given in recognition of outstanding safety performance on the part of the industrial establishments covered under the Factories Act 1948, the employers covered under the Dock Workers (Safety, Health and Welfare) Act 1986, the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act,

1996 and Installations under Atomic Energy Regulatory Board (AERB).

4.8 The awards are given under twelve schemes, out of which ten are meant for Factories /Construction sites /Installations under AERB and two are for Ports. Under each award, a Shield and a Certificate of Merit is given to each of the Award Winners and Runners-up. The establishments are classified in different schemes based on working of highest man-hours.

4.9 The evaluation of application for the Prime Minister's Shram Awards, Vishwakarma Rashtriya Puraskar and National Safety Awards for the performance year 2018 is underway.

Introduction

5.1 In a labour surplus country like India, it is difficult to have an 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 rates of wages are fixed both by the Central and the State Governments in the scheduled employments falling within their respective jurisdictions under the provisions of the Minimum Wages Act, 1948. The Act binds the employers to pay the workers the minimum wages so fixed from time to time.

Minimum Wages Act, 1948

5.2 Under the Minimum Wages Act, 1948 (the Act) both the Central and the State Governments are “Appropriate Governments” for fixation/revision of minimum rates of wages for the scheduled employments at an interval not

exceeding five years. There are 45 scheduled employments in the Central sphere while in the State sphere the number (cumulative) of such employments is 1709. The Central Government has notified increase in the basic rate of minimum wages for all sectors in the Central sphere w.e.f. 19.01.2017. For the first time minimum wages for all sectors in the Central sphere, namely agricultural, non-agricultural, construction, etc. have been increased by 42% approximately.

5.3 The minimum rates of wages also include Special Allowance i.e. Variable Dearness Allowance (VDA) linked to Consumer Price Index Number, which is revised twice a year effective from 1st April and 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. 01.10.2020 are at Table 5.1**

Table 5.1

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

As on 01.10.2020

Name of Scheduled Employment	Category of Worker	Rates of wages including V.D.A per day (in Rs.)		
		Area A	Area B	Area C
1. Agriculture	Unskilled	407	371	368
	Semi-Skilled/Unskilled Supervisory	445	409	375
	Skilled/Clerical	483	445	408
	Highly Skilled	535	497	445
2. 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	431		
	(b) Soft Soil with Rock	648		
	(c) Rock	858		
	2. Removal and Staking of rejected stones with 50 metres lead 1.5 metres lift	346		
	Stone breaking or Stone Crushing for the stone size			
	(a) 1.0 inch to 1.5 inches	2642		
	(b) Above 1.5 Inches to 3.0 Inches	2260		
	(c) Above 3.0 Inches to 5 Inches	1326		
(d) Above 5.0 Inches	1089			
3. Sweeping and Cleaning	Unskilled	639	534	427
4. Watch and Ward	Without Arms	777	707	603
	With Arms	845	777	707
5. Loading and Unloading	Unskilled	639	534	427
6. Construction	Unskilled	639	534	427
	Semi-Skilled/Unskilled Supervisory	707	603	500
	Skilled/Clerical	777	707	603
	Highly Skilled	845	777	707
7. Non-Coal Mines		Above Ground	Below Ground	
	Unskilled	427	534	
	Semi-Skilled/Unskilled Supervisory	534	639	
	Skilled/Clerical	639	745	
	Highly Skilled	745	832	
Name of Scheduled Employment	Nomenclature			

1. Agriculture	Agriculture
2. Workers engaged in Stone Mines for Stone Breaking and Stone Crushing	Workers engaged in Stone Mines for Stone Breaking and Stone Crushing
3. Sweeping and Cleaning	Employment of Sweeping and Cleaning excluding Activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993
4. Watch and Ward	Employment of Watch and Ward
5. Loading and Unloading	Employment in Loading and Unloading in (i) Goods Sheds, Parcel Offices of Railways; (ii) Other Goodssheds, Godowns, Warehouses etc. and; (iii) Docks and Ports
6. Construction	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
7. Non-Coal Mines	Employees engaged in the employment of Gypsum, Barytes, Bauxite, Manganese, China Clay, Kyanite, Copper, Clay, Magnesite, White Clay, Stone, Steatite (including the mines producing Soap Stones and Talc), Orchre, Asbestos, Fire Clay, Chromite, Quartzite, Quartz, Silica, Graphite, Felspar, Laterite, Dolomite, Red Oxide, Wolfram, Iron Ore, Granite, Rock Phosphate, Hematite, Marble and Calcite, Uranium, Mica, Lignite, Grave, 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)
NandedWaghala	(M. Corpn)	GreaterVisakhapatnam	(M. Corpn)	Nasik	(UA)
Gulbarga	(UA)	Nellore	(UA)	Guntur	(UA)
Panchkula	(UA)	Guwahati	(UA)	Patna	(UA)
Area ‘C’ will comprise all areas not mentioned in this list.					
NB: U.A. stands for Urban Agglomeration.					

**States/Union Territories Which
Adopted/ Did not Adopt the system of
Variable Dearness Allowance (VDA)**

Sl. No.	Name of the State/UT which	
	Adopted VDA	Did not adopt VDA
1	Andhra Pradesh	Arunachal Pradesh
2	Assam	Goa
3	Bihar	Himachal Pradesh
4	Chhattisgarh	Jammu and Kashmir
5	Gujarat	Manipur
6	Haryana	Meghalaya
7	Jharkhand	Mizoram
8	Karnataka	Nagaland
9	Kerala	Sikkim
10	Madhya Pradesh	
11	Maharashtra	
12	Odisha	
13	Punjab	
14	Rajasthan	
15	Tamil Nadu	
16	Telangana	
17	Uttar Pradesh	
18	Uttarakhand	
19	West Bengal	
20	Andaman and Nicobar Islands	
21	Chandigarh	
22	Dadra and Nagar Haveli	
23	Daman and Diu	
24	Delhi	
25	Lakshadweep	
26	Tripura	
27	Puducherry	

National Floor Level Minimum Wage

5.4 In order to have a uniform wage structure and to reduce the disparity in minimum wages across the country, the concept of National Floor Level Minimum Wage as a non-statutory

measure was mooted on the basis of the recommendations of the National Commission on Rural Labour (NCRL) in 1991. On the basis of increase in the Consumer Price Index, the Central Government has revised the National Floor Level Minimum Wage from Rs. 160/- to Rs.176/- per day with effect from 01.06.2017.

Central Advisory Board (CAB)

5.5 The Central Government has re-constituted the Central Advisory Board (CAB) vide Notification No. S.O. 898 (E) dated 27th February, 2019 under Section 8 of the Minimum Wages Act, 1948. Present Chairman of the board is Hon'ble Member of Parliament, Shri Pankaj Chowdhary.

Minimum Wages Advisory Board (MWAB)

5.6 The Central Government has re-constituted the Minimum Wages Advisory Board (MWAB) vide Notification No. S.O. 527 (E) dated 29th January, 2019 under Section 7 of the Minimum Wages Act, 1948. **Present Chairman of the Board is Hon'ble Minister of Labour & Employment (I/C).**

5.7 The proposal for amendment of the Minimum Wages Act, 1948 for omission of Sec. 2(g) of the Act relating to definition of "scheduled employment" is not being pursued presently as the Payment of Bonus (Amended) Act, 2015 has been challenged in various High Courts. Department of Legal Affairs has opined to wait till vacation of stay and disposal of the writ petitions as definition of the "scheduled employment" is common in both the Minimum Wages Act, 1948 and the Payment of Bonus (Amendment) Act, 2015.

5.8 However, the Code on Wages, 2019 has been notified on 08.08.2019. The revised minimum wages will be determined as per the rules framed under the "Code on Wages, 2019".

Enforcement of the Minimum Wages Act, 1948

5.9 The Government is committed to enhance the welfare and well-being of farm labour and workers particularly those in the unorganized sector and to ensure implementation of the Minimum Wages Act, 1948. The enforcement of the Minimum Wages Act, 1948 is ensured at two levels. Minimum Wages under the Central sphere are enforced through Central Industrial Relations Machinery (CIRM). The position in respect of cases of enforcement by CIRM for the Year **2020-21** is provided in **Table 5.2**. In the State sphere, the State Enforcement Machinery ensures enforcement of the Minimum Wages Act, 1948. The position of enforcement of this Act in different States/UTs during **2019-20** is shown in **Table 5.3**.

Table 5.2

Minimum Wages Act, 1948

S.No.	Particulars	2020-21 (April to November, 2020)
1	No. of Inspections Conducted	536
2	No. of Irregularities detected	3873
3	No. of irregularities Rectified	4320
4	No. of Prosecution Launched	299
5	No. of Convictions	112

Claim cases under Minimum Wages Act

Year	CLAIMS FILED UNDER M.W Act, 1948			
	B/F	FILE D	DECIDE D	AWARDE D (RS.)
1	2	3	4	5
2020-21	3781	1022	632	175950823

01 Apr 20 to 30 Nov 2020									
Sl. No.	Enforcement	No. Of Inspections	No. of Workers		No. of Irregularities		No. of Prosecutions		Amt. of fine imposed by court/By DG inspection under BOCW Act (in RS)
			Male	Female	Detecte d	Rectifie r	filed	Conviction s	
1	CL(R&A) Act	441	452 17	3193	4078	6265	516	207	285750
2	BOCW (RE&CS) Act	61	354 4	101	730	1992	120	7	15000
3	ISMW Act	17	585	9	129	233	13	5	12000
4	MB Act	0	0	0	0	34	1	0	0
5	PB Act	91	428 3	846	206	402	63	1	250

6	Child Labour(P&R) Act	137	5501	728	30	50	9	0	0
7	MW Act	536	17210	2482	3873	4320	299	112	33850
8	PW(Mines) Act	53	4026	103	471	1874	72	22	1000
9	PW(Rly) Act	15	786	97	97	593	9	0	0
10	PW(ATS) Act	0	0	0	0	188	6	5	0
11	PW(Major Port) Act	0	0	0	0	0	0	0	0
12	HOER(Rly) Act	0	0	0	0	106	0	0	0
13	ER Act	121	11719	2654	88	143	22	31	48000
14	PG Act	90	9571	2105	249	1209	9	4	0
		1562	102442	12318	9948	17409	1139	394	395850

Table 5.3

Enforcement of Claim cases										
Sl No.	Region	B/F	Received	Total	Disposed of	Pending	Awarded amount	Number of workers benefited	Recoverd in Rs.	Paid to workers
1	Ahemdabad	104	24	128	1	127	31700	3	0	0
2	Ajmer	162	27	189	8	181	51812	14	167567	18564
3	Asansol	25	7	32	2	90	63752	36	0	0
4	Bangalore	759	266	1025	288	737	4804000	346	0	0
5	Bhubensehwar	105	59	164	4	160	2500	5	0	0
6	Chandigerh	312	0	312	0	312	0	0	0	0
7	Chennai	320	154	474	8	466	2600	13	59814	59814
8	Cochin	9	2	11	7	4	829522	82	0	829522
9	Dehradun	13	24	37	10	27	0	10	1736	10
10	Dhanbad	466	12	478	5	473	361184	0	1028219	0
11	Guwahati	30	14	44	4	40	2779212	19	0	0
12	Hyderabad	216	47	263	14	249	1102800	1031062	1102800	0
13	Jabalpur	83	41	124	14	110	922284	50	851700	847000
14	Kanpur	106	33	139	40	99	17390772	359	0	2020321
15	Kolkata	13	8	21	5	16	3000	3	0	0
16	Mumbai	124	39	163	18	145	142279129	1011	0	518703
17	Nagpur	9	54	63	29	44	1535406	142	1826141	7787247
18	New Delhi	841	152	993	114	879	1584407	554	1224790	0
19	Patna	34	41	75	37	38	1072138	136	130096	130096
20	Raipur	50	18	68	24	44	1134641	53	1089066	0
	Total	3781	1022	4803	632	4241	175950823	1033898	7481929	12211277

The Payment of Wages Act, 1936

5.10 The Payment of Wages Act, 1936 was enacted to regulate 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.

5.11 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.

5.12 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.

5.13 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

5.14 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.

5.15 In the 1950s and 60s, when the organized labour sector was at a nascent stage of development, the Government in appreciation of the problems of wage fixation in some sectors, constituted need based Wage Boards from time to time in line with the accepted policy of the Ministry of Labour. The Wage Boards are tripartite in character in which representatives of workers, employers and independent members participate and finalize the recommendations. At present, there is provision for only two Wage Boards, one for the Working Journalists and the other for the Non-Journalist Newspaper Employees which are in operation as statutory Wage Boards. All other Wage Boards have ceased to exist.

The Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 has been subsumed in Occupational, Safety, Health and Working Conditions, 2020 (OSH Code) which has been notified on 29.09.2020.

Wage Boards for Newspaper Employees.

5.16 The Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (the Act) provides for regulation of conditions of service of working journalists and other persons employed in newspaper establishments. Section 9 and Section 13C of the Act, inter-alia, provide for setting up of Wage Boards for fixation and revision of rates of wages in respect of working

journalists and non-journalist newspaper/news agency employees respectively. According to the Act, Wage Boards shall consist of the following:

- Three persons representing employers in relation to newspaper establishment;
- Three persons, representing working journalists for Wage Board under Section 9 and three persons representing non-journalist newspaper employees for Wage Board under Section 13 C of the

Act.

- Four independent persons, one of whom shall be a person who is or has been a Judge of a High Court or the Supreme court, and who shall be appointed by the Government as the Chairman thereof.

5.17 The Act does not lay down the periodicity for constituting the Wage Board-. In the past, various Wage Boards for Working Journalists and Non-Journalist Newspaper Employees were set up from time to time as shown in the Table below:-

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

VI.	Wage Board for Working Journalists & Non-Journalist Newspaper Employees	24-05-2007	31-12-2010	11-11-2011	Majithia Wage Board
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5.18 The Government constituted two Wage Boards – one for Working Journalists and other for Non-Journalist Newspaper Employees under Section 9 and Section 13 C respectively of the Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Act, 1955 and appointed Justice G. R. Majithia, retired Judge of the High Court of Bombay as common Chairman vide notification in the Gazette of India (Extra Ordinary) S.O. Nos. 809 (E) and 810(E) dated 24.5.2007. The Wage Boards submitted their final Report to the Government on 31.12.2010. The recommendations of the Majithia Wage Board as accepted by the Government on 25.10.2011 were notified in the Official Gazette vide S. O. No. 2532 (E) dated 11.11.2011.

The constitution and recommendations of the Majithia Wage Board were challenged through Writ Petitions filed by newspaper establishments before the Hon'ble Supreme Court. The Hon'ble Supreme Court dismissed all the Writ Petitions and directed that the wages as revised/determined shall be payable from 11.11.2011 when the Government of India notified the recommendations of the Majithia Wage Board. Also, in its final judgement, Hon'ble Supreme Court issued directions to all the State Governments to appoint Inspectors so as to determine whether the dues and entitlements of all categories of newspaper employees including journalists under the Majithia Wage Board Award have been implemented in accordance with the terms thereof. As the implementation of the recommendations rests with the State Government/UTs, this was communicated to the State Governments and Union Territory

Administrations for compliance. The Majithia Wage Board Recommendations are presently in vogue.

5.19 In order to monitor the implementation of the notification, a Central Level Monitoring Committee (CLMC) has been set up under the Chairmanship of Principal Labour & Employment Advisor. The composition of the CLMC modified vide this Ministry's order No.V-24011/1/2018-WB dated 15.5.2018 is as under:

- i. Additional Secretary, Ministry of Labour & Employment- Chairman
- ii. Joint Secretary, Ministry of Labour & Employment- Member
- iii. Joint Secretary, Ministry of Information & Broadcasting-Member
- iv. Chief Labour Commissioner (Central)- Member
- v. Director, Ministry of Labour & Employment- Member Secretary

5.20 The Committee has been meeting periodically from time to time both at Regional and National Level (New Delhi). The last meeting of the Committee was held at New Delhi on 09.07.2018 covering all States/UTs to review the implementation of the Wage Board Awards in the country. In the last CLMC meeting the representatives of States/ UTs were directed to gear up the monitoring mechanism at the State Level and to conduct regular inspections. The implementation status is obtained from the States/ UTs through Quarterly Progress Reports. Out of 36 States and UTs, 26 have constituted Tripartite Committee in order to monitor the state level implementation status. Out of the remaining

10 States/UTs, provision of Tripartite Committee is not applicable to 4 States/UTs (single-man establishment) while no information has been received from 6 States/UTs. The implementation status of Majithia Wage Board recommendations in the States/ UTs as on date are: 24.78% - Fully Implemented, 5.43% - Partially Implemented. Uttarakhand (100%), Puducherry (100%), A&N Island (100%), Nagaland (100%), Tamil Nadu (98.7%), Rajasthan (87.1%), Andhra Pradesh (82.4%) are the leading States in implementing the Majithia Wage Board recommendations.

5.21 In compliance of the order dated 05-12-2018 passed by the Hon'ble High Court of Delhi in LPA 549/2018 and C.M. No. 39593/2018 in the matter of The Statesman Limited Vs Union of India and Others, the process for re-notification of the Manisana Wage Board Recommendations has been completed in consultation with the Department of Legal Affairs. The Gazette Notification re-notifying the recommendations of Manisana Wage Board has been published vide S.O. 3596(e) dated 13.10.2020.

THE PAYMENT OF BONUS ACT, 1965

5.22 The Payment of Bonus Act, 1965 (the Act) provides for the payment of bonus to persons employed in certain establishments, employing 20 or more persons, on the basis of profits or on the basis of production or productivity and for matters connected therewith. The Payment of Bonus Act, 1965 has been subsumed under Code on Wages, 2019 which has been notified on 29.09.2020.

5.23 The minimum bonus of 8.33% is to be paid by every industry and establishment under Section 10 of the Act. The maximum bonus including productivity linked bonus that can be paid in any accounting year shall not exceed 20% of the salary/wage of an employee under Section 31 A of the Act.

5.24 Two ceilings are available under the Payment of Bonus Act, 1965. The limit specified under Section 2 (13) which defines an eligible employee under the Act, is generally known as the eligibility limit. Similarly, the limit prescribed for calculation of bonus under Section 12 is known as the calculation ceiling. The two ceilings are revised to keep pace with the price rise and increase in the salary structure. The revisions of the two ceilings over the years are as follows

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

5.25 As per the Payment of Bonus (Amendment) Act, 2015, which was notified in the Gazette of India on 1.1.2016 and brought into operation with effect from 1.4.2014, various establishments throughout the country have filed Writ Petitions challenging the constitutional validity of the said amendment. Ministry has taken a view that all the cases be transferred to Hon'ble Supreme Court under Article 139 A of the Constitution. So far, Ministry has received 149 Writ Petitions filed in various High Courts in the country and Ministry has filed all the transfer petitions in the Hon'ble Supreme Court.

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

Social Security Laws

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

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

Administration of Social Security Acts

6.3 The provisions of the Employee's Compensation Act, 1923 are being administered

exclusively by the State Governments. Cash benefits under the Employees' State Insurance Act, 1948 are administered by the Central Government through the Employees' State Insurance Corporation (ESIC), whereas the State Governments and Union Territory Administrations are administering medical care alongwith 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 35 States/UTs. As on 31.03.2020, 3.41 crore Insured Persons and 13.25 core beneficiaries are covered under the scheme.

6.5 Administration

The ESI Scheme is administered by a statutory body called the Employees' State Insurance Corporation (ESIC), which has members representing Employers', Employees, Central and State Governments, Medical Profession and the Parliament. The Union Minister for Labour & Employment is the Chairman. A standing Committee, constituted from among the members of the Corporation, acts as the executive body for administration of the Scheme and is chaired by the Secretary, Ministry of Labour & Employment. There are **26** Regional Boards and **248** Local Committees. The Director General is the Chief Executive Officer of the Corporation and is also an ex-officio member of the Corporation as well as its Standing Committee. The Hqrs. of the ESI Corporation is located at New Delhi. The Corporation has **64** field offices- **24** Regional Offices, **40** Sub Regional Offices. Besides, there are **599** Branch Offices, **50** Dispensary cum Branch Offices (DCBO) and **185** Pay Offices for administration of cash benefits to Insured Persons.

6.6 Funding and operating of the ESI Scheme

The ESI Scheme financed from contributions paid by the employers and employees as per provisions of ESI Act, 1948. The rate of ESI 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 for Medical care Expenditure 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 medical benefit which was shared between ESI Corporation and State Government in the ratio of 7:1 within the ceiling has been done away with for a period of three years from April, 2019 to March, 2022. Subject to certain conditions, creation of State Autonomous Body by the states under section 58(5) of ESI Act has been initiated where additional incentive of bearing 100% expenditure up to the ceiling is proposed. All capital expenditure on construction of ESI Hospital and other building including their maintenance is borne exclusively by ESIC.

6.7 Investment

All contribution received under the ESI Act and all other money belonging to the funds 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 funds was done in fixed deposits of public sector banks till March, 2019. From April, 2019 onwards, investments are being done by Portfolio Manager appointed by the ESI Corporation, as per investment policy of ESIC. As on 31st October, 2020 the total investment of funds stands at Rs.1,11,448.44 crore including Special deposit Account (SDA).

6.8 Arrears of ESI Dues

A sum of Rs. 4332.37 Crore is due as arrears as on 31.3.2020 on account of default/dues by the

employers of covered factories/establishments. An amount of Rs.2200.11 Crore was not 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.2132.26 Crores, represents recoverable arrears. The ESI Corporation has been taking necessary recovery action through Recovery Machinery, Legal and penal actions, and prosecution, under the provision of the Employee's State insurance Act-1948 and under Penal Code for recovery of ESI dues.

HEALTH BENEFIT UNDER ESI SCHEME

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

An Insured Person and his dependents are entitled to medical benefits from the day of entry into insurable employment. Insured Persons and their families are being provided medical care which includes outpatient care/ inpatient care, specialized medical care and super specialty medical care as per requirement of the patients. Besides, medical facilities under AYUSH i.e. Ayurveda, Yoga, Unani, Siddha and Homeopathy are also provided.

Medical care to beneficiaries is provided through a large infrastructure comprising Hospitals, Dispensaries, Annexes, Specialist centers, Model Dispensaries- cum- Diagnostic Centres (MDDC), IMP clinics, Modified- IMP and Modified-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 tie-up private and Govt. hospitals.

MEDICAL EDUCATION

6.10 Medical Education Institutions have been set-up at various location. The Institutions set-up and being run by ESIC are: -

PG Institutes:

PG courses are running at 06 Postgraduate Institutes of Medical Sciences & Research (PGIMSRs) at Rajajinagar, Bangalore (Karnataka); K.K. Nagar, Chennai (TN); Joka, Kolkata (WB); Maniktala, Kolkata (WB); Basaidarapur, New Delhi; and Andheri (E) Mumbai (MH).

Admission in PG Institute at Manicktala (WB) has been discontinued from A.Y 2020-21 in pursuance of decision of 178th Meeting of ESIC Corporation. Admission in PG Institute at Andheri (E), Mumbai has been stopped from A.Y 2019-20 due to fire incident happened on 17.12.2018 and will continue after re-commissioning the Hospital.

Medical Colleges:

ESIC has established and is running 06 ESIC Medical Colleges at Rajajinagar, Bangalore (Karnataka); K. K. Nagar, Chennai (TN); Joka, Kolkata (WB); Gulbarga (Karnataka); Faridabad (Haryana) and Sanathnagar, Hyderabad (Telangana).

Recognition has been granted by MCI for ESIC Medical Colleges at Rajajinagar, Bangalore (Karnataka); K. K. Nagar, Chennai (TN); Joka, Kolkata (WB); Gulbarga (Karnataka) and Faridabad (Haryana). Admission of 5th MBBS Batch (2020-21) students is under process at Sanathnagar, Hyderabad (Telangana).

Dental Colleges:

ESIC is running 02 Dental Colleges at Rohini, Delhi and Gulbarga, Karnataka. Recognition has been granted by DCI for ESIC Dental college at Rohini, New Delhi. Admission of 4th batch BDS students (2020-21) was admitted at ESIC Dental College, Gulbarga.

Nursing College:

ESIC is running 02 Nursing Colleges at Indiranagar, Bangalore (Karnataka) and Gulbarga (Karnataka). ESIC Nursing College at Indiranagar, Bangalore has been started in 2013-14 and ESIC Nursing College at Gulbarga, Karnataka has been started in 2015-16.

Para Medical Institute:

ESIC is running 01 Para Medical Institute at Gulbarga, Karnataka. Two Courses i.e. Diploma in OT & Anaesthesia Technology; and Diploma in Medical Records Technology, have been started in 2019-20 at ESIC Para-medical Institute, Gulbarga, Karnataka.

Start of DNB Courses

ESIC has started DNB courses in hospitals not associated with Medical Colleges/ PG Institutes so that there is no conflict with courses run under MCI. However, DNB courses have also been started at ESIC Medical College, Sanathnagar from 2019-20.

Due to review of decision by the Corporation, regarding Medical Education, the proposed Medical Colleges at (i) Coimbatore, Tamilnadu; (ii) Paripally, Kerala and (iii) Mandi, Himachal Pradesh have been transferred to respective State Government who have started MBBS courses at their location.

Meanwhile, ESIC has started medical services at associated Hospitals of proposed Medical College Alwar, Rajasthan and Bihta, Patna (Bihar).

EMPLOYEES' PROVIDENT FUND ORGANISATION

6.11 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 at providing social security and timely monetary assistance to industrial employees and their families when they are in distress and/or unable to meet family and social obligations and to protect them in old age, disablement, early death of bread winner and similar contingencies.

SCHEMES FRAMED UNDER THE EPF & MP ACT, 1952

6.12 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. 6,00,000/- without any contribution from employees.*

COVERAGE OF ESTABLISHMENTS AND MEMBERS

6.13 Presently, the Act is applicable to industries/classes of establishments specified in

Schedule I of the Act or any activity notified by the Central Government in the Official Gazette and employing twenty or more persons. Apart from the provision for compulsory coverage, provision also exists under Section 1(4) of the Act for voluntary coverage. As on 31.10.2020, there were 14,87,572 establishments and factories covered under the Act with a membership of 25.26 crore, both in the Exempted and Un-exempted sectors. With effect from 01-09-2014, an employee, on joining employment in a covered establishment and getting pay upto Rs.15, 000/- is required to become a member of the fund. During October, 2020, contribution was received against 4.46 crore members from 8,29,362 establishments covered under the Act.

CUMULATIVE CORPUS UNDER THE ACT

6.14 Total cumulative investment corpus of all three Schemes administered by EPFO excluding the corpus managed by exempted Provident Fund Trusts as on 31st March, 2020, stands at Rs. 13,86,945.53 crore.

RATE OF INTEREST

6.15 The rate of interest declared on the deposits of members to the Employees' Provident Fund was 8.50% (on monthly running balance) for 2019-20.

EMPLOYEES' PROVIDENT FUND SCHEME 1952

SERVICE TO MEMBERS

6.16 A member of the Employees Provident Fund Scheme is entitled to withdraw the amount lying in his account together with interest on quitting service. During the Period April-Oct,2020, 149.32 lakhs EPF claims were settled. The scheme also provides for partial withdrawals from the Provident Fund Account to meet contingencies like illness, unemployment invalidation and also to provide financial assistance to discharge their social responsibilities like marriage of self, children or higher education of children and construction of dwelling house. At the end of a financial year a member is also entitled to receive annual

statement of account indicating the balance in his EPF Account.

EMPLOYEES' PENSION SCHEME 1995

6.17 The Employees' Pension Scheme, 1995 has been introduced with effect from 16.11.1995.

6.18 The Scheme is financed by transferring 8.33% of the Provident Fund contributions from employers' share and by contribution at the rate of 1.16% of basic wages of employees by the Central Government. All accumulations in the ceased Employees' Family Pension Fund constitute the corpus of the Pension Fund.

BENEFITS UNDER THE PENSION SCHEME

6.19 The Employees' Pension Scheme, 1995 provides the following benefits to the members and their families:

- Monthly member pension\
- Disablement pension
- Widow/widower pension
- Children pension
- Orphan pension
- Disabled Children/Orphan Pension
- Nominee pension
- Pension to dependent parents
- Withdrawal benefit

6.20 The category-wise break up of pension claims (all benefits) settled by the Employees' Provident Fund Organisation during the year 2019-2020 is indicated in the following table:

Category of Claims	Number of Claims Settled
Monthly Pension	2.81 lakh
Benefits	
Other than Monthly Pension	38.53 lakh
Total	41.34 lakh

PENSION DIVISION

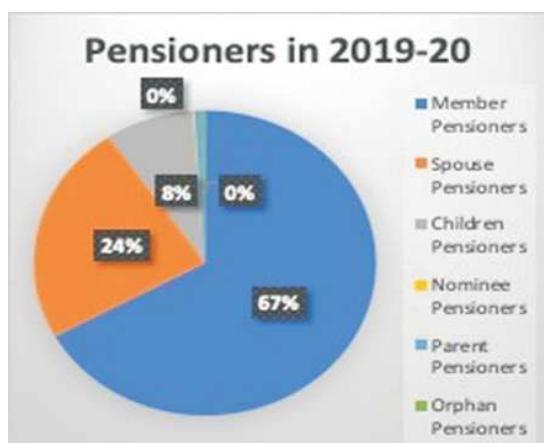
PENSIONERS

6.21 The EPS has since its inception grown in terms of the beneficiaries at a rapid pace. In the last five years the overall growth-in-terms of the

pensioners being benefited by the scheme has increased at more than 5% to 10% year on year. The increase in the number of pensioners in the last five years are given in the table and the graph below:-

Distribution of Pension Categories under the Employees' Pension Scheme, 1995							
Year	Member Pension	Spouse Pension	Children Pension	Nominee Pension	Parent Pension	Orphan Pension	Total Pensioner
2015-16	3783251	930372	574137	10058	23038	36925	5357781
2016-17	3875335	1139764	570519	12300	31261	20618	5649797
2017-18	4211685	1431613	556510	10562	41740	21080	6273190
2018-19	4325413	1477583	573580	10538	43264	21368	6451746
2019-20	4477710	1565361	562352	10424	46922	19948	6682717

6.22 Among the pensioners, the category of member pensioners constitutes almost 67% of the total number of pensioners with the



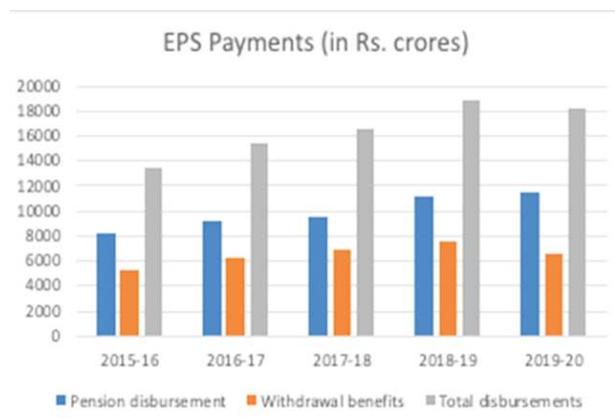
spouse and children pensioners constituting about 32% of the pensioners. The distribution of pensioners in the year 2019-20 is shown in the figure below:-

EPS FUND RECEIPTS, PAYMENTS AND CORPUS

6.23 With the increase in the number of pensioners the amount disbursed as pension has also shown a steady increase over the years. However, the Fund has not witnessed any cash

flow problems till now, in spite of there being a projected actuarial deficit in the valuation of the Fund. The outgo from the EPS in the last five years is as below:

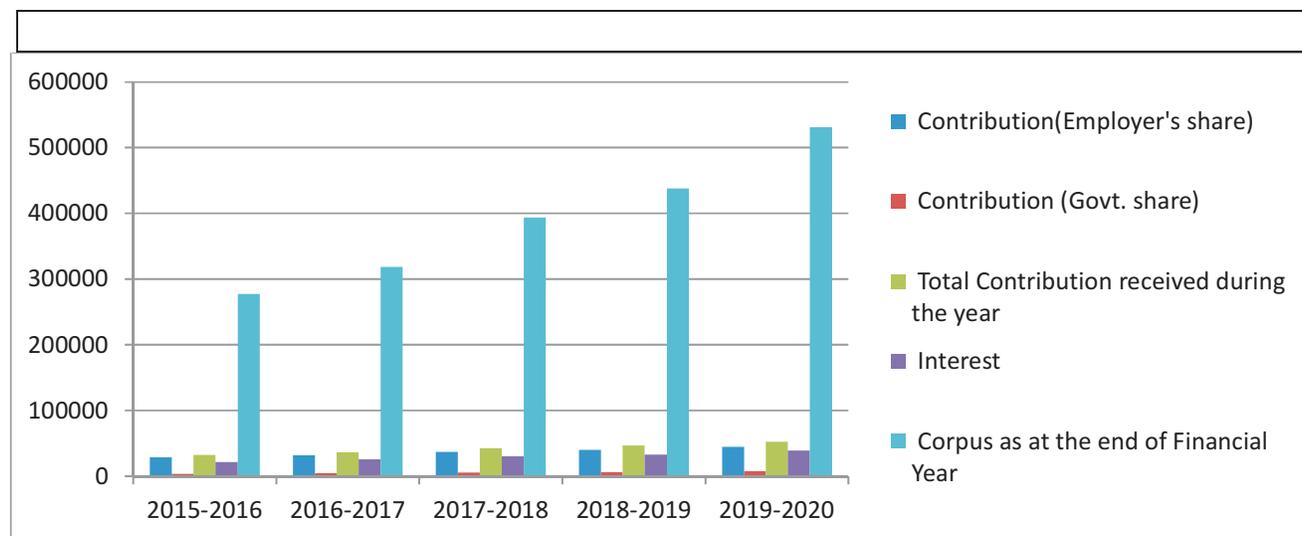
EPS Payments (Rs. in crores)			
Year	Pension Disbursed	Withdrawal Benefits	Total
2015-2016	8,263.04	5,282.13	13,545.17
2016-2017	9,212.25	6,297.98	15,510.23
2017-2018	9,613.59	6,983.45	16,597.04
2018-2019	11,207.34	7,636.41	18,843.75
2019-2020	11,559.61	6,659.15	18,218.76



6.24 Along with the increase in the pension and withdrawal benefit payments there has been a continuous increase in the receipts and corpus given the growth in the membership as

well as general increase in wages. The growth in the receipts and corpus in the previous five years are given in the table and the graph below:-

Pension Fund Receipts & Corpus (Rs in crores)					
Year	Contribution (Employer's share)	Contribution (Govt. share)	Total Contribution received during the year	Interest	Corpus as at the end of Financial Year
2015-2016	29026.88	3280.2	32307.08	21662.14	277077.2
2016-2017	32108.65	4284.8	36393.45	25381.19	318412.38
2017-2018	36618.23	5757.42	42375.65	30260.66	393604.4
2018-2019	40259.74	6401.9	46661.64	32982.68	437762.54
2019-2020	44448.55	7504.59	51953.14	39042.05	530846.39



6.25 The accumulated corpus of the EPS has grown steadily and since the year 2015-16 the corpus has increased by almost %. The fund has consistently had more receipts than payment outgo since inception and the position in the previous five years is depicted in the tables and the graph above.

IMPLEMENTATION OF MINIMUM PENSION PROVISION

6.26 During the year 2014-15, one of the long-awaited demands for implementation of the minimum pension was given effect to. The Central Government had issued Gazette Notification No. 593(E) dated 19.08.2014

providing a minimum pension of Rs. 1,000/- per month for member/ widow(er)/ disabled/ nominee/ dependent parent pensioners. Rs. 750/- per month for orphan pensioners and Rs. 250/- per month for children pensioners.

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

Year	No. of Pensionerbenefited	Amount paid as per original pension (Rs. in crores)	Amount Paid as per minimum pension notification (Rs. in crores)	Difference amount (Rs. in crores)
2015-16	18,96,396	1,425.29	2,247.00	821.70
2016-17	18,34,624	1,333.63	2,146.69	813.06
2017-18	17,21,904	1,342.47	2,177.30	834.83
2018-19	20,03,143	1,433.64	2,354.07	920.43
2019-20	19,82,612	1,403.97	2,311.83	907.86

ACTUARIAL VALUATION OF THE EMPLOYEES' PENSION SCHEME, 1995

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

6.29 The 22nd and 23rd valuation report for 31.03.2018 and 31.03.2019, respectively, is expected to be submitted by the Valuer shortly. The process for appointment of Valuer for 24th valuation of the Pension Fund as on 31.03.2020 has been initiated.

PENSION DISBURSEMENT

6.30 The Disbursement of pension is being carried out at present using the Core Banking

System (CBS) platform of the pension disbursement banks. Instructions have been issued to the field offices to ensure that pension is credited to the pensioners' accounts on the first working day of the month.

6.31 The disbursement of monthly pension benefits is credited out through the network of branches of banks with which agreements have been made. The Regional Offices have entered into arrangements with Nationalized Commercial Banks for this purpose. Centralized pension disbursement arrangement agreement have also been made with HDFC Bank, ICIC Bank, Axis Banks and Post offices to disburse pension and other benefits all over India.

EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME

6.32 Insurance Scheme came into force on 1st August, 1976. This Scheme is supported by a nominal contribution by the employers. No contribution is payable by the Employee for availing the Insurance cover.

APPLICATION AND COVERAGE

6.33 Insurance Scheme is applicable to all factories/establishments to which the EPF Act 1952 applies. All the employees who are members of the provident fund are members of this Scheme.

BENEFITS UNDER THE SCHEME

6.34 The following benefits is provided in case of death of an employee who was member of the scheme at the time of death:-

- (i) The family gets an amount linked to either the average balance in PF account during preceding 12 months or during the period of his membership, whichever is less, except where the average balance exceeds rupees fifty thousand, the amount payable shall be rupees fifty thousand plus 40% of the amount in excess of rupees fifty thousand subject to a ceiling of rupees one lakh. The benefit will be further increased by twenty percent.
- (ii) Where the deceased member was in the employment of the same establishment for a continuous period of twelve months, preceding the month in which he died, the quantum of benefits will be the average monthly wages drawn (subject to a maximum of Rs. 15,000/-) during the twelve months preceding the month in which employee died, multiplied by thirty times plus fifty percent of the average balance in the account of the deceased in the Fund or of a provident fund exempted under section 17 of the Act or under, paragraph 27 or 27A of the Employees' Provident Funds Scheme, 1952, as the case may be, during the period of his membership, whichever is less subject to a ceiling of one lakh and fifty thousand rupees.

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

COMPLIANCE AND ARREAR MANAGEMENT

6.36 The following initiatives were taken.

1. Centralized, faceless digital interactive system for default management:

It was developed and Pilot Test run was RO, Agra & Karnal in January, 2020 whereby list of establishments not filing ECRs is generated on 21st of each calendar month and SMS is sent immediately to such establishments. In case of no response, E-mail notice is issued.

e-Inspection For mis deployed in Login of estts. which fail to respond to SMS & email & continue to default for three months or more.

Through e-inspection Form, Employer can

- i. Intimate closure of business & upload proof thereof
- ii. Declare amount in default and seek installments to pay the outstanding dues
- iii. Report and remit the outstanding dues

2. Facility for Online self-generation of UAN to employees joining in EPF covered establishments:

To allow enrolment in the Schemes by workers themselves and also to generate intelligence data in regards to evasion in extension of membership and non-coverage of eligible establishments.

3. Instructions issued for accountability & transparency in assessments

- I. Inquiries u/s 7A to be initiated only if evidence available establishing a prima

facie case after due investigation u/s 13 of the Act and after generation of computerized diary number through Compliance e-Proceedings Portal.

- ii. All hearings, adjournments & records thereof, filing of records & orders ordered to be on Compliance e-Proceedings Portal and not otherwise.

4. System of Virtual hearings in Quasi-judicial inquiries u/s 7A and 14B

It was launched on 09.09.2020 to fast track the assessment of dues while complying with social distancing norms in vogue during Pandemic.

It entails savings of cost, time and logistics as the parties to the dispute can attend hearing from remote location of their choice and the orders passed are available on Compliance e-Proceedings Portal

PRADHAN MANTRI ROJGAR PRO TSAHAN YOJANA (PMRPY)

6.37 The Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) was launched on 9th of August, 2016.

6.38 In order to incentivise creation and generation of new jobs in formal sector, the Scheme provided that Government of India will pay the Employee's Pension Scheme (EPS'95) contribution of 8.33% for all new employees enrolling under the Employees' provident Fund Scheme, 1952 (with EPFO) for the first three years of their employment. This was intended to incentivize the employers to recruit unemployed persons and also to formalize the employment. In order to channelize this intervention towards the target group of semi-skilled and unskilled workers, the Scheme was applicable to those with salary/wages up to Rs 15000/- per month and who had not worked in any establishment registered with EPFO prior to 01/04/2016 and did

not have UAN prior to 01/04/2016. This Scheme had a dual benefit, where, on the one hand, the employer is incentivized 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. To check duplication errors and prevent unscrupulous members from availing the benefit, it was mandated that the UAN of beneficiaries will be seeded with Aadhaar.

6.39 In case of the textile (apparel) sector where the establishment particularly dealt with manufacturing of wearing apparel, the employers were also eligible to get 3.67% of employers' share of EPF contribution paid by the Government (in addition to paying the EPS'95 contribution of 8.33%) under the Pradhan Mantri Paridhan Rojgar Protsahan Yojana (PMRPY).

6.40 With effect from 01/04/2018, the whole of employer's share of EPF & EPS contribution (10% or 12% as the case may be) is being provided to the employers for a period of three years in respect of the new employees and the existing employees for their remaining period of three years. Hence, the establishments and the employees therein which were getting twin benefits under both PMRPY & PMPRPY now are eligible for the full benefit of 12% (or 10%) under PMRPY since 01.04.2018. The terminal date for registration of beneficiary through establishment was 31st March, 2019.

6.41 The Scheme received good response from the employers. Though a little slow initially, but with the effective and large scale publicity by Head Office and the field offices of EPFO through conduct of Seminars and workshops with both the employers & Employers' Associations and employees & Union representatives, the response picked up fast and by the terminal date of registration, 185022 establishments had

registered with 13791049 employees under the scheme. Out of this, 145512 establishments had been benefitted in respect of 11805003 employees amounting to Rs. 43706034526/-. The year wise details are given as under:

PMRPY

Financial Year	New Unique Employees benefitted	Employers benefitted	Subsidy disbursed (In Rs)
2016-17	33031	868	25839391
2017-18	3025084	39423	4919573820
2018-19	8746888	144736	38708772274
2019-20	364957	135760	33935995284
2020-21 (Oct. 2020)	Nil	109303	7873182009

6.42 The Government had revised the Scheme guidelines dated 23.02.2017 vide their order dated 07.03.2019. This has produced the effect that for any establishment to avail upfront benefit under PMRPY for a particular wage month, it is now mandatory that the ECR is filed by 15th of the subsequent month.

Financial Year	New Unique Employees benefitted	Employers benefitted	Subsidy disbursed (In Rs)
2016-17	3900	19	1787994
2017-18	218304	689	187502672
2018-19	46840	781	51668588
2019-20	N.A.	N.A.	N.A.
2020-21	N.A.	N.A.	N.A.

6.43 On the initiative of the ACC (HQ) PMRPY and the help of Concurrent Audit Cell as well as IS Division, a scrutiny of the data of beneficiaries under PMRPY scheme was taken up and the same was validated with the legacy data of members exiting before 01.04.2016 on different parameters like, PAN, Aadhar, Name, Father's Name, Date of Birth and Gender of the beneficiaries. The outcome located a large number of duplicate cases who were suspected to be in-eligible beneficiaries under the PMRPY scheme. Such accounts were blocked and further flow of benefited under the PMRPY scheme in respect of the suspected UANs was disallowed.

6.44 The lists of such cases were pushed into the logins of the respective establishments for verification and certification of their authenticity. A notice to the effect was also issued to all the related establishments by the respective RPFs with a request to either confirm their authenticity or block those cases permanently.

6.45 During the Financial Year 2019-20, the de-duplication exercise was completed involving verification of about 8.98 lakh UANs registered under PMRPY. Out of this, employers had availed benefit under PMRPY in lieu of a total of 7,62,013 ineligible member beneficiaries, amounting to a total of Rs.285.49 crores approx. Accordingly, a recovery module was prepared by the IS Division for recovering the principal amount along with interest and damages. The details of recovery effected from employers are as follows:-

Principal amount	264.63 crores (92.23 %)
Damages	30.29 crores
Interest	15.20 crores.
Total	310.12 crores

6.46 This exercise has led to massive savings for the Government of India, firstly by recovering the subsidy already disbursed in respect of ineligible beneficiaries, and secondly by

preventing further subsidy disbursement into such accounts. We can safely assume that the total savings would be in excess of Rs 500cr.

6.47 ELIGIBILITY

- Any Establishment registered with EPFO and having LIN
- Any new employee
- Registered with EPFO on or after 01-April-2016
- Having UAN generated on or after 01-April-2016
- UAN seeded with Aadhaar
- Earning up to (and including) Rs. 15,000/- per month.
- Benefit will continue against an employee on changing of job if other conditions satisfied
- Maximum 3 years benefit against an employee from the first date of joining in the scheme.

POLICY CHANGES

6.48 In order to bring more transparency and minimize the grievances these initiatives have also been taken:-

Directions have been issued for providing Calculation Sheet to the subscribers at the time of PF withdrawal and also to provide calculations to the Pensioners with regard to the Pension sanctioned.

Assam Tea Employees' Provident Fund Organisation (ATEPFO)

6.49 Social security for Plantation workers in Assam is operated through the State Govt of Assam. Following schemes are dealt by ATEPFO:-

- (i) Deposit Linked Insurance Scheme
- (ii) Family Pension cum Life Assurance Scheme

6.50 Deposit Linked Insurance Scheme:

The Deposit Linked Insurance Scheme introduced in the year 1984. **Deposit Linked Insurance Scheme provides** Assurance benefit (payment linked to the average balance in the Provident Fund Account of an employee, payable to a person belonging to his family or otherwise entitled to it in the event of death of the employee while being a member of the Fund) to all the employees in the Tea Plantations in Assam.

Central Government pays contribution towards Deposit Linked Insurance (DLI) Scheme under DLI Fund @ 0.25% (Contribution) and 0.05% (Administrative Charges) of the wages of the PF members.

The Board of Trustees, ATEPFO has enhanced the ceiling of assurance benefit payable from existing minimum Rs. 50,000 to Rs. 1,00,000 and maximum Rs. 1,00,000 to Rs. 2,00,000 with effect from April, 2020.

During the year 2019-2020, ATEPFO had settled 2042 nos of DLI claims amounting to Rs. 12.66 crores.

Further, Government of India has sanctioned Rs. 6.23 crore for the year, 2019-2020 under the Deposit Linked Insurance Scheme for the Plantation workers in Assam.

6.51 Family Pension-cum-Life Assurance Scheme:-

The Family Pension Scheme came into force with effect from 01.04.1972. Family Pension-cum-Life Assurance Scheme covers the cases of Pension/Family Pension to all the members of the Assam Tea Plantations Provident Fund Scheme on retirement, premature cessation and family pension to their families on death while in service.

Central Government pays contribution towards Family Pension Scheme under Assam Tea Plantation Provident Fund and Pension Fund @ 1.16% of the wages of the PF members. The Central Government is also paying Administrative Cost towards the Scheme fully.

Further, Government of India has sanctioned total Rs. 12.82 crore for the year 2019-2020 under the Family Pension cum Life Assurance Scheme for the Plantation workers in Assam.

THE EMPLOYEE'S COMPENSATION ACT, 1923

6.52 The Employees' Compensation Act, 1923, earlier known as "Workmen's Compensation Act" is an old but an important enactment, as it introduced a kind of social security scheme for the workers of this country. It enables an employee, and in case of death of an employee, his dependents, to get, at the cost of his employer, compensation for employment injury.

6.53 The object of the Act is to provide for the payment of compensation by employers to their employees for injury caused to them by accident while in employment. If an employee contracts an occupational disease while in employment, it is also treated under the Act as injury caused by accident.

6.54 The compensation has been enhanced to Rs. 1, 20,000/- in case of death and Rs. 1, 40,000/- in case of disablement resulting from injury. The amount of funeral expenses has been enhanced to Rs. 5,000/-. Wage ceiling for calculation of compensation is Rs. 15,000/-- p.m. w.e.f. 03.01.2020. Through the amendment carried out in the Act w.e.f. 18.01.2010, a clause has been inserted in the Act to enable the Government to raise the compensation, funeral expenses and wage limit by notification in the official Gazette. A new Section 25A has been added for the Commissioner to dispose of the matter relating to compensation under this Act within a period of three months from the date of reference and intimate the decision.

6.55 As per the Employee's Compensation (Amendment) Act, 2017 Section 17A has been added. Now, "Every employer shall immediately at the time of employment of an employee, inform the employee of his rights to compensation under

this Act, in writing as well as through electronic means, in English or Hindi or in the official language of the area of employment, as may be understood by the employee." Further, under Section 18A, penalty for contravention of Act has been increased from present Rs. 5,000/- to Rs. 50,000/- which may extend to one lakh rupees. As per Section 30, the amount of dispute has been revised to go for an appeal from Rs. 300/- to Rs. 10,000/- or such higher amount notified by the Central Government, so as to reduce litigation.

THE MATERNITY BENEFIT ACT, 1961

6.56 The Maternity Benefit Act, 1961 regulates the employment of women in factories, mines, the circus industry, plantation units and shops or establishments employing 10 or more persons except the employees covered under the Employees State Insurance (ESI) Act, 1948 for certain period before and after birth and provides for maternity and other benefits. It extends to the whole of India. It also provides for maternity leave and payment of certain monetary benefits to women workers subject to fulfillment of certain conditions during the period when they are out of employment on account of pregnancy. The services of a woman worker cannot be terminated during the period of her absence on account of pregnancy except for gross misconduct. As per amendment of Section 5 of the Maternity Benefit (Amendment) Act, 2017, maximum period for which a woman can get paid maternity benefit is twenty-six weeks upto two surviving children. For adopting/commissioning mothers and for more than two surviving children, 12 weeks of paid maternity leave is also available. A medical bonus of Rs. 3,500/- is being provided from 19.12.2011 under the Act. The crèche facility has also been provided by the Maternity Benefit (Amendment) Act, 2017 after insertion of new Section 11A, according to which every establishment having fifty or more employees shall have the facility of crèche within

such distance, as may be prescribed, either separately or along with common facilities.

THE PAYMENT OF GRATUITY ACT, 1972

Objective

6.57 The Payment of Gratuity Act, 1972 provides for a scheme of compulsory payment of gratuity to employees engaged in factories, mines, oilfields, plantations, ports, railway companies, motor transport undertakings, shops or other establishments on the termination of his employment after he has rendered continuous service for not less than five years on his superannuation, or on his retirement or resignation, or on his death or disablement due to accident or disease. Provided that the completion of continuous service of five years shall not be necessary where the termination of the employment of any employees is due to death or disablement. Payment of Gratuity is an employer's liability under the extant provisions of the PG Act.

6.58 Coverage

- Every factory, mine, oil-field, plantation, port and railway company.
- Every shop or establishment within the meaning of any law for the time being in force in relation to shops and establishments in a State, in which ten or more persons are employed or were employed on any day of the preceding twelve months.
- Such other establishments or class of establishments in which ten or more employees are employed or were employed on any day of the preceding twelve months as the Central government may, by notification, specify in this behalf.
- A shop or establishment once covered shall continue to be covered notwithstanding that the number of persons employed therein at any time falls below ten.

Entitlement

6.59 Every employee, other than apprentice irrespective of his wages is entitled to receive gratuity after he has rendered continuous service for five years or more. Gratuity is payable at the time of termination of his service either (i) on superannuation or (ii) on retirement or resignation or (iii) on death or disablement due to accident or disease. Termination of services includes retrenchment. However, the condition of five years' continuous service is not necessary if services are terminated due to death or disablement. In case of death of the employee, the gratuity payable to him is to be paid to his nominee, and if no nomination has been made, then to his heirs.

Calculation of Benefits

6.60 For every completed year of service or part thereof in excess of six months, the employer pays gratuity to an employee at the rate of fifteen days' wages based on the rate of wages last drawn. As per section 4(3) of the Act, the amount of the gratuity payable to an employee shall not exceed such amount as may be notified by the Central Government from time to time, at present the ceiling under the Act is Rs.20,00,000/-.

Administration

6.61 The Act is enforced both by the Central and State Governments. Section 3 authorizes the appropriate government to appoint any officer as a controlling authority for the administration of the Act. Mines, major ports, oilfields, railway companies and establishment owned or controlled by the Central Government and establishment having branches in more than one State are controlled by the Central Government. The remaining factories and/ establishments are looked after by the State Governments.

6.62 The Central/State Governments appoint the Controlling Authorities and Inspectors for different areas, to ensure that the provisions of

the Act are complied with. The Central/State Governments also frame rules for administration of the Act. In Maharashtra, the labour courts in different localities are notified as Controlling Authority for the administration of the Act.

6.63 In pursuance to a judgment of Hon'ble Supreme Court, the definition of 'employee' as per the section 2(e) of the Act in order to cover the teachers in educational institutions under the Act has been amended vide the Payment of Gratuity

(Amendment) Act, 2009 notified on 31.12.2009 with effect retrospectively i.e. from 3rd April, 1997.

6.64 Consequent upon the Payment of Gratuity (Amendment) Act, 2018, notified on 29.03.2018, this Ministry has enhanced the ceiling on amount of gratuity from Rs.10 lakh to Rs.20 lakh under the Act vide Notification No. S.O. 1420(E) dated 29.03.2018 with effect prospectively i.e. from 29.03.2018.

Labour Welfare (Health) Scheme

7.1 Labour Welfare Organisation under the Ministry of Labour & Employment administers Welfare Funds for the Welfare of (i) Beedi, (ii) Cine, Iron Ore / Manganese Ore / Chrome Ore, (iv) Limestone and Dolomite Mine Workers which were set up under various Acts of Parliament. The concept of Labour Welfare Fund was evolved in order to extend a measure of social assistance to workers in the unorganized sector. Towards this end, separate legislations were enacted by Parliament to set up five Welfare Funds to be administered by Ministry of Labour & Employment to provide medical care to workers employed in beedi industry, certain non-coal mines, and cine workers.

7.2 The scheme of Welfare Funds is outside the framework of specific employer and employee relationship in as much as the resources are raised by the Government on a non-contributory basis and delivery of welfare services affected without linkage to individual worker's contribution. Welfare funds, which follow a sectoral approach, are in addition to a large number of various other poverty alleviation and

employment generation programmes, which follow a regional approach and for which most of these workers are eligible.

7.3 The basic objective of this scheme is to provide Health to more than 50 lakh poor and illiterate Beedi/ Cine/ Iron, Manganese, Chrome/ Limestone & Dolomite/ Mica Mine workers and their family members. These workers belong to unorganized and economically weaker sections of the society. These workers have very low literacy rate, poor health standards and low per capita income. The Scheme becomes a medium to enhance the living standards of this section of workers.

7.4 Health care facilities are being provided to Beedi, Cine and Non Coal Mine workers and to their families through **10** Hospitals and **286** Dispensaries located across the country.

7.5 Conducting welfare activities for Beedi / LSDM / MICA / IOMC / Cine workers and their dependents in the field of Health, Education and Housing.

7.6 Health care facilities have been provided to approx. 50 Lakh Beedi / LSDM / MICA / IOMC / Cine workers and their families.

S.No	HEALTH SCHEME	Salient Features
1.	Health care facilities are being provided to Beedi, Cine and Non Coal Mine workers	Reimbursement of expenditure for specialized treatment taken under Government recognized Hospitals in case of critical disease.

and to their families through 10 Hospitals and 286 Dispensaries located across the country.	Cancer	Reimbursement of actual expenses on treatment, medicines and diet charges incurred by workers, or their dependents.
	Tuberculosis	Reservation of beds in T.B. Hospitals and domiciliary treatment for workers. Subsistence allowance of Rs. 750/- to Rs. 1000/- p.m is granted as per the advice of the treating physician.
	Heart Diseases	Reimbursement of expenditure up to Rs. 1,30,000/- to workers.
	Kidney Transplantation	Reimbursement of expenditure up to Rs. 2,00,000/- to workers.
	Hernia, Appendectomy, Ulcer Gynaecological diseases and Prostrate diseases	Reimbursement of expenditure up to Rs. 30,000/- to workers and their dependents.

7.7 State/UT wise details of registered Beedi Workers

Sl.No.	Name of Region	Name of State/UT	Total
1.	Ahmedabad	Gujarat	39011
2.	Ajmer	Rajasthan	38791
3.	Allahabad	Uttar Pradesh	412757
4.	Bangalore	Karnataka	295501
5.	Bhubaneswar	Odisha	208212
6.	Hyderabad	Andhra Pradesh/ Telangana	458040
7.	Jabalpur	Madhya Pradesh	440556
8.	Kolkata	West Bengal	1829203
9.	Guwahati	Assam	24398
10.	Kannur	Kerala	40276
11.	Nagpur	Maharashtra	155089
12.	Patna	Bihar	296972

13.	Raipur	Chhattisgarh	3893
14.	Tirunelveli	Tamil Nadu	603076
15.	Ranchi	Jharkhand	136519
	Total		49,82,294

7.8 The Labour Welfare Organization is headed by a Director General (Labour Welfare). He is assisted by seventeen (17) Regional Welfare Commissioners for the

purpose of administration of these Funds in the States. The jurisdiction of each Welfare Commissioner has been shown in the Table below:

WELFARE COMMISSIONERES AND THEIR JURISDICTION		
S.NO.	Name of the Region	States Covered
01	Allahabad	Uttar Pradesh
02	Ahmadabad	Gujarat, Diu
03	Ajmer	Rajasthan
04	Bangalore	Karnataka
05	Bhubaneswar	Orissa
06	Hyderabad	Andhra Pradesh, Telangana
07	Jabalpur	Madhya Pradesh
08	Nagpur	Maharashtra , Goa, Dadar Nagar Haveli & Daman
09	Ranchi	Jharkhand
10	Patna	Bihar
11	Raipur	Chhattisgarh
12	Dehradun	Uttarakhand, Himachal Pradesh
13	Kolkata	West Bengal, Andaman & Nicobar, Sikkim
14	Guwahati	Assam, Meghalaya, Nagaland, Tripura, Arunachal Pradesh, Manipur, Mizoram
15	Tirunelveli	Tamil Nadu, Puducherry
16	Chandigarh	Punjab, Delhi, Chandigarh, Haryana, Jammu & Kashmir
17	Cannanore	Kerala, Lakshadweep

Skill Development Programme

7.9 Ministry of Labour & Employment in collaboration with NSDC and MoSDE have been providing Skill Development training to the Beedi Workers and their dependants to engage them in alternative jobs in all 17 Labour Welfare Regions.

Total of 7262 beneficiaries have availed the Skill Development Training as on 31.12.2019 out of which 2746 beneficiaries have been provided placement in alternate jobs. Further, a joint committee of the officials of MoLE, MSDE and NSDC has also formulated the 'Healthy Option' special project for promotion of alternative

occupations through skill development of Beedi Workers and their dependents under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) (2016-2020). 'Healthy Option' special project has been forwarded to all the Welfare Commissioners to provide inputs for incorporation in the project.

Salient features of programme:

7.10 The salient features of the programme include the following:

- Payment of Stipend to the registered Beedi worker to compensate him for loss of wages suffered while the worker attended the training.
- Travel expenses of the trainee, whether the worker or his dependent to cover the cost of travel from his place of residence to the **Vocational Training Providers (VTP)** and back.
- Support for Lodging & boarding expenses in case the worker or his dependent is required to stay away from his residence for attending the training.
- Training to beedi rollers and their dependents to be provided in VTPs approved under the Skill Development Programme being implemented by the Central/ State Govt.
- Certification under the Skill Development Programme being implemented by the Central/ State Govt. having national validity for the skill certified thereunder.
- Placement and tracking of trainees to ensure that they sustain in the alternative employment after the training. Payment of final installment of stipend made conditional upon successful placement and tracking.
- All payments to be made direct to the trainees through online transactions i.e.

Direct Benefit Transfer (DBT) to ensure financial inclusion of the beedi rollers.

7.11 Various Courses in which Skill Development Training has been imparted

1. Account Using Tally
2. CNC Operator
3. Hotel Management (Front Office Associate)
4. Sewing Machine Operator
5. Food & Beverages Service
6. A/C & Fridge Mechanic
7. Customer Care Executive
8. Solar PV Installation
9. Tailoring
10. Solar Panel Installation
11. Asstt. Electrician
12. Asstt. Beauty Therapist
13. Basic Computer Course
14. General Duty Asstt.
15. Field Technician
16. Automobile Repairing
17. Plumbing
18. Beautician
19. Mushroom Cultivation
20. Banking & Accountancy
21. Medical & Nursing Course
22. Hand Embroidery
23. Jam & Jelly Making
24. Computer Hardware
25. Pickle Making
26. Stitching & Fashion Designing
27. Soft Toys Making
28. Agarbatti Making
29. Bag Making
30. LED Technician
31. CCTV Technician

7.12 DETAILS OF BENEFICIARIES AND EXPENDITURE UNDER HEALTH COMPONENT - CONSOLIDATED FOR ALL REGIONS

S.No.	Name of Component	2018-19		2019-20		2020-21	
		Number of Beneficiaries	Expenditure (in Rupees)	Number of Beneficiaries	Expenditure (in Rupees)	Number of Beneficiaries	Expenditure (in Rupees)
1	Health	11,85,209	8.7669 Cr*	13,53,227	4.2146 Cr	16,41,516	7.77cr**

* Prior to Financial Year 2018-19, salary of employees covered under Health Scheme were funded from Health Scheme Fund Head. With effect from 2018-19, salary was funded from Administrative Head.

** From April 2020 to 2nd January 2021.

Revised Integrated Housing Scheme, 2016

7.13 A revamped housing scheme (RIHS, 2016) has been introduced from December, 2016 with a subsidy of Rs.1, 50,000 per beneficiary household. RIHS, 2016 is applicable to the workers engaged in Beedi/Iron Ore Mines, Manganese Ore & Chrome Ore Mines (IOMC)/Limestone Ore Mines, Dolomite Ore Mines (LSDM) /Mica Mines and Cine Industries registered with the Labour Welfare Organization (LWO).

In the scheme, a subsidy of Rs.1,50,000/- is released in three instalments on 25:60:15 ratio (First as advance, second on reaching the lintel level and third after receipt of inspection report that the construction of houses has been completed in all respect).

Under this scheme subsidy is released through DBT.

Details during last four years under the Revised Integrated Housing Scheme (RIHS) are as under:

Financial Year	Expenditure (Rs. in crore)	No. of beneficiaries households
2017-18	45.74	12876
2018-19	49.20	12394

2019-20	19.24	3485
2020-21 (up to December 2020)	27.35	7854

7.14 Convergence of Housing Scheme

In meeting of Expenditure Finance Committee (EFC) under the Ministry of Finance for appraisal and continuation of the Labour Welfare Scheme held on 11.05.2018 under the Chairmanship of Secretary (Expenditure), it was decided that the Ministry of Labour & Employment will explore the possibilities to converge the RIHS with the Pradhan Mantri Awaas Yojna (PMAY) of the Ministry of Urban Development poverty (URBAN) and Pradhan Mantri Awaas Yojna (Rural) of the Ministry of Rural Development. It was suggested to frame a timeline and to draw a transition plan, when all new sanctions under RIHS will be stopped and housing subsidy will be drawn from PMAY and a transition plan may be drawn up when all new sanction under RIHS will be stopped and housing subsidy will be drawn from PMAY. Accordingly all Welfare Commissioner were directed not to release subsidy towards 1st instalment under RIHS and send pending applications to the concerned Blocks /ULBs for sanction under PMAY.

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

8.2 As per the Periodic Labour Force Survey (PLFS) carried out by the National Sample Survey Organisation of the Ministry of Statistics & Programme Implementation, in the year 2017-18, the total employment in both organized and unorganised sector in the country was around 47 crores. Out of this, around 9 crores are engaged in the organized sector and the balances of 38 crores are in the unorganized sector. The workers in the unorganized sector constitute more than 81 per cent of the total employment in the country. But this number is expected to have gone up due to Covid-19 and lockdown thereon. A large number of unorganized workers are home based and are engaged in occupations such as beedi rolling, agarbatti making, papad making, tailoring, and embroidery work. workers who are working or engaged as street vendors, mid-day meal workers, head loaders, brick kiln workers, cobblers, rag pickers, domestic workers, washermen, rickshaw pullers, landless labourers, own account workers, agricultural workers, construction workers, handloom workers, leather workers, audio- visual workers and similar other occupations.

8.3 The unorganised workers suffer from cycles of excessive seasonality of employment, lack of a formal employer-employee relationship, absence of adequate social security protection and other welfare schemes.

COMPREHENSIVE LEGISLATION FOR WORKERS IN THE UNORGANIZED SECTOR

8.4 The Unorganised Workers' Social Security Act 2008 has been subsumed in the Code on Social Security, 2020. The Code has come into force with effect from 29.09.2020. For the first time, provisions have been made to register all the unorganised workers on a National Portal. They will be provided Unique Labour Identifier Number which will be portable across the country. The Central and State Governments shall utilize this National portal to deliver various social security schemes to the Unorganised Workers.

8.5 Further, India is leading the world in providing the social security schemes on the subject of life and disability cover; health and maternity benefits; old age protection and any other benefit as may be determined by the Central Government to the Gig Workers and Platform workers. These floating workers shall also be registered on the same national portal, with the Aadhar and aggregators of such workers shall also play very important role in the welfare of the Gig and Platform workers.

8.6 Learning with the experiences on migrant workers during the Covid pandemic, the State Government and the State Building Workers Welfare Board have been made responsible to register the Building and Other Construction Worker, working within their geographical areas

and to provide them benefits of the social security schemes in the states. To facilitate the registration, renewal and updation of the building and other construction workers, provision for the Nodal Officer is being made in the Rule on code of Social Security 2020 to make them accountable for registration, renewal and updation of particulars. Further, enabling provision for the portability of the benefits for the building and other construction workers, process of their registration, deregistration and manner of obtaining the benefits in the State, where they are working as building and other construction workers, are being made in the rules.

8.7 Ministry of Labour & Employment is in the process of developing of a comprehensive National Data base for the unorganised workers to address various challenges and to deliver various social security and welfare schemes being implemented by the different Ministries/ Departments of the Central and State Governments. Such database would help the stakeholders including Government authorities to inter-alia assess the movement of workers from informal sector to formal sector and vice-versa, their occupation, skill development, and help in delivery of various Social Security and welfare schemes being implemented for them. The key objective of the Portal is as under:

- (i) Creation of a centralized database of unorganised workers, seeded with Aadhaar
- (ii) Integration of PM-SYM, NPS Traders Pensions Schemes and other schemes being implemented by the MoLE for Uws.
- (iii) Sharing of information with various stakeholders through APIs for delivery of various social security schemes.
- (iv) Shramik Setu Mobile App for registration and leveraging of social security schemes.

- (v) Ascertaining the status of the migrant workers and also movement of workers from formal sector to informal and vice versa of the migrant workers and their updation.
- (vi) Portability of the benefits to the migrant and construction workers.
- (vii) Providing a comprehensive database to Govt. for tackling any National Crisis like COVID-19 in future.

8.8 The Salient features of the Code on Social Security, 2020 pertaining to the Unorganised Sector Workers are as under:

- In the Social Security Code, under Section 109, provisions have been made for the Central Government, to formulate the schemes for the benefit of unorganised workers, on the life and disability cover; health and maternity benefits; old age protection and any other benefit as may be determined by the Central Government and similar provisions have been also made for the State Government to formulate schemes, on provident fund; employment injury benefit; housing; educational schemes for children; skill upgradation of workers; funeral assistance; and old age homes.
- In the Social Security Code under Section 109 (3), and (4), every scheme formulated under this provision shall be required to be notified by the Central Government. The notification shall cover the scope of the scheme, eligibility condition, authority to implement the scheme, beneficiary of the scheme, resources of the scheme, implementing agency, grievance redressal mechanism, etc.
- Similar provisions have also been made

for the gig workers and platform workers under section 114 of the Code.

8.9 The Central Government in 2017, has converged Aam Admi Bima Yojana with Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and Pradhan Mantri Suraksha Bima Yojana (PMSBY). Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and Pradhan Mantri Suraksha Bima Yojana (PMSBY) provide insurance cover to a set of unorganised workers. PMJJBY provides life insurance cover of Rs. 2 lakh on payment of premium of Rs. 330 per annum for the age group of 18 to 50 years. PMSBY provides insurance coverage of Rs. 2 lakh on accidental death or full disability, and Rs. 1 lakh on partial disability on payment of premium of Rs. 12 per annum for the age group 18 to 70 years. Around 2.66 Crore beneficiaries were covered under these scheme during the Insurance cycle year 2019-20.

As per the decision of the Government of India taken in Sept, 2019, the beneficiaries of the converged PMJJBY and PMSBY are to be transition from subsidy regime to full premium payment with effect from 1st April, 2020. These schemes are being implemented directly through banks.

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

8.10 Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM), a pension scheme for unorganised workers has been introduced by the Government of India to provide old age protection to the Unorganised Workers. The enrolment under the scheme started since 15th February, 2019 and was formally launched by the Hon'ble Prime Minister on the 5th March, 2019. As on 20.01.2021, over 45 Lakhs beneficiaries have been registered under the scheme.

8.11 The unorganised workers who are mostly engaged as home based workers, street

vendors, mid-day meal workers, head loaders, brick kiln workers, cobblers, rag pickers, domestic workers, washer men, rickshaw pullers, landless labourers, own account workers, agricultural workers, construction workers, beedi workers, handloom workers, leather workers, audio- visual workers and similar other occupations, may join the scheme.

It is a voluntary and contributory pension scheme. It is available to all unorganised workers in the age group of 18 years to 40 years with monthly income not exceeding to Rs 15,000. Further he should not be a member of New Pension Scheme (NPS), Employees' State Insurance Corporation (ESIC) scheme or Employees' Provident Fund Organisation (EPFO) and he should not be an income tax payee. The monthly contributions of the beneficiaries range from Rs.55 to Rs.200 per month depending upon their entry age. The equal matching contribution is also being paid by the Central Government. Under the scheme, contribution amount for the first month is being paid in cash and subsequent month's contribution is auto debited through linked bank account.

8.12 Enrolment to Pradhan Mantri Shram Yogi Maandhan is done through the Common Service Centres (CSC), with its network of 3.50 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 shall be responsible for pension pay-out.

8.13 The features of the scheme is as given below :

- (i) **Minimum Monthly Assured Pension** of Rs 3000/- shall be provided after attaining the age of 60 years.
- (ii) 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.

- (iii) 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.

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

National Pension Scheme for Traders, Shopkeeper and Self-Employed Persons (Erstwhile name was Pradhan Mantri Karam Yogi) was launched on 12.09.2019 by the Hon'ble Prime Minister. The eligibility and other features of the scheme are similar to PM-SYM Scheme. It is also a voluntary and contributory pension scheme. In this scheme the annual turnover should not exceed Rs. 1.5 Crore and the subscribers should not be member of EPFO/ESIC/NPS/ PM-SYM. As on 20.01.2021 around 43,000 beneficiaries have been registered under the prescribed scheme.

The Scheme is being implemented through LIC of India and Common Services Centres –SPV. Enrolment of the beneficiaries is done through the Common Service Centres (CSC), with its network of 3.50 lakh Centres across the country and also self-enroll through visiting the portal www.maandhan.in. Life Insurance Corporation of India (LIC) is the Pension Fund Manager and shall be responsible for pension pay-out.

Pension Week/Pension Saptah was also celebrated in all the States/UTs in coordination with Common Service Centres during 30th November, 2019 to 6th December, 2019, to increase the enrolments under both the Schemes, i.e. PM-SYM and NPS-Traders, Shopkeeper and Self-Employed Person.

Hon'ble Minister for Labour and Employment inaugurated the Pension Week/Pension Saptah and all the State Governments/UT Governments adequately popularized and brought more awareness about the schemes. The progress of the Scheme is being reviewed regularly in the Ministry for taking initiatives under Mission Mode.

THE BUILDING AND OTHER CONSTRUCTION WORKERS

8.15 The construction workers constitute one of the largest categories of workers in the unorganized sector. Based on the Sample Survey conducted by NSSO, MoSPI in 2011-12, about 5.02 crore workers are employed in construction activities. In order to safeguard the interest of the workers of this sector, Government has enacted the following legislations for the construction workers: -

- **The Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996.**
- **The Building and Other Construction Workers' Welfare Cess, Act, 1996;**

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

8.17 These legislations regulate the employment and conditions of service, safety and health measures for the construction workers through State Welfare Boards constituted at the State level. All State Governments and Union Territories have constituted State Welfare Boards. The Government of Tamil Nadu has been implementing its own Act. Welfare measures are financed by levy of cess on cost of construction

work incurred by an employer (the Government has notified the cess @ 1%).

8.18 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.62,363 crore (cumulative) has been collected as Cess by the State Governments and Union Territories till date and an amount of approx. Rs.22,365 (cumulative) has been spent on the Welfare Schemes for Building and Other Construction workers by the State Governments and the Union Territories.

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

8.20 Implementation of the Building and Other Construction Workers (RECS) Act, 1996 and the Building and Other Construction Workers' Welfare Cess Act, 1996 was under close scrutiny of the Hon'ble Court in Writ Petition (Civil) No. 318 of 2006 between M/s National Campaign Committee for Central Legislation on Construction Labour V/s Union of India and others. Pursuant to the judgment dated 19th March, 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.

8.21 In the current pandemic period, to mitigate the financial crisis of the Building and Other Construction Workers (BOCW) and protect them against the economic disruptions during Covid-19 pandemic and Country-wide lockdown, the Central Government has taken numerous measures to provide them financial assistance, food packages and other benefits. Advisory guidelines were issued on 24.03.2020 under Section – 60 of the Building and Other Construction Workers Act, 1996 to all the States/UTs Building and Other Construction Workers Welfare Boards to frame a scheme for transfer of adequate funds in the bank account of construction workers through direct benefit transfer (DBT mode) from the cess funds collected by the States/UTs. In response the State Welfare Boards have cumulatively disbursed more than Rs.5000 Crores, through DBT, to the bank accounts of 1.83 Crores BOC Workers during lockdown and thereafter under Pradhan Mantri Garib Kalyan Yojana (PMGKY). Food relief packages have also been provided by some States/UTs to around 30 lakh workers from the cess fund.

MIGRANT WORKERS AND THE INTER-STATE MIGRANT WORKMEN

8.22 According to the 2011 Census (Provisional Report), 45 Crore persons have changed their place of residence within the country and out of this, 4.6 Crore or 10.22% left their place for work.

8.23 The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 was enacted to protect the rights and safeguard the interests, of migrant workers.

8.24 The Act regulates the employment of inter-state migrant workmen and provides for their conditions of service. It applies to every establishment, and the contractor, who employ five or more inter-state migrant workmen. The Act has provision for issue of Pass-Book to every inter-state migrant workmen with full details, payment of displacement allowance equivalent to 50% of monthly wages, payment of journey allowance including payment of wage during the period of journey, suitable residential accommodation, medical facilities and protective clothing, payment of wages, equal pay for equal work etc.

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

8.26 The problem of migration is sought to be checked through a multi dimensional course of action through rural development, provision of improved infrastructural facilities, equitable dispersal of resources to remove regional

disparities, employment generation, land reforms, increased literacy, financial assistance etc. In order to generate better employment opportunities at State level, the Government have launched a number of schemes like Pradhan Mantri Gram Sadak Yojana (PMGSY), Pradhan Mantri Awas Yojna (IAY) etc. Further, the Government have also enacted the Mahatma Gandhi Rural Employment Guarantee Act, 2005 to provide 100 days guaranteed employment to rural households.

8.27 Ministry of Labour & Employment and State Governments of Andhra Pradesh and Odisha have signed MoUs to facilitate strengthening of Inter-State Coordination Mechanism for smooth implementation of the activities in source and destination areas of migrant workers. Similar MoUs have also been signed with the State Governments of Uttar Pradesh, Bihar, Jharkhand and Chhattisgarh.

8.28 In response to the Government of India's Directions, the State Welfare Boards have cumulatively disbursed more than Rs.5000 Crores to approximately 1.83 crore Building and Other Construction workers (BOCW), majority of them migrant workers, during lockdown and thereafter. In addition to this, around 30 lakh BOC Workers have also been provided food relief packages during lockdown.

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, 2016

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 the case of the Seven North Eastern States, 100% central assistance if they expressed their inability to provide their share.

9.4 Subsequently in 2016, the scheme was revamped with effect from 17.05.2016 and is known as 'Central Sector Scheme for Rehabilitation of Bonded Labourer - 2016'. The salient features of the Scheme are as under:

- Financial assistance for rehabilitation of a rescued bonded labourer has been increased from Rs. 20,000/- to one lakh

per adult male beneficiary, Rs. 2 lakh 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. 3 lakh 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 lakh per district to the States for conducting survey of bonded labourers once in every three years per sensitive district, Rs. 1.00 Lakh for evaluatory studies (maximum of five Evaluatory Studies per year) and Rs. 10 Lakhs per State per annum for awareness generation. The Central Government will give 50% of the amount required for conducting Survey, Awareness Generation and Evaluatory Studies in advance.
- The release of rehabilitation assistance has been linked with conviction of the accused. However, immediate cash assistance up-to Rs. 20,000/- may be

provided to the rescued bonded labour by the District Administration irrespective of the status of conviction proceedings. Further, in cases where the trial has not been concluded, but the District Administration has arrived at a prima facie finding and proof of bondage, then the proposal for cash assistance shall not be stopped for want of details of conviction. However, final disbursement of cash assistance and non-cash assistance shall be made upon proof of bondage and other legal consequences as per judicial process.

- The Scheme provides for creation of a Bonded Labour Rehabilitation Fund at District level by each State with a permanent corpus of at least Rs. 10 lakh at the disposal of the District Magistrate for extending immediate help to the released bonded labourers.
- The above benefits are in addition to other land and housing elements provided by the States.

Till date a sum of Rs. 9,617.67 Lakhs has been released to the State Governments for rehabilitation of 2,93,725 bonded labourers.

9.5 A number of workshops have been conducted in collaboration with the NHRC, State Governments, ILO and other stakeholders to sensitise the State Government officials, vigilance committees etc. regarding the legal provisions and the revamped Central Scheme and monitor and evaluate the progress.

10.1 Contract labour generally refers to workers engaged by a contractor for user enterprises. It is a significant and growing form of employment. These workers are millions in number and are engaged primarily in agricultural operations, plantation, construction industry, ports and docks, oil fields, factories, railways, shipping, airlines, road transport etc.

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

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

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

10.5 The Central Advisory Contract Labour Board (CACLB) is a Statutory Body, tripartite in constitution and quasi-judicial in nature. The non-official members hold office for a term of three years. The present Central Advisory Contract Labour has been re-constituted on 29th May, 2019 and the term of the present CACLB is upto 28.05.2022. Till date, 97 meetings of the Central Advisory Contract Labour Board have been held.

10.6 So far, 94 notifications have been issued u/s 10 of the Act abolishing employment of contract labour in specified establishments in consultation with the Central Advisory Contract Labour Board.

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

10.8 So far, 31 notifications have been issued u/s 31 of the Act granting exemption to establishments from the purview of the Act.

10.9 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.

10.10 To promote ease of doing business and remove multiplicity & duplicity in various forms/reports/returns, the Ministry of Labour & Employment notified the “Rationalisation of Forms and Reports under Certain Labour Laws Rules, 2017” in the official gazette of India on 28th March, 2017. In effect, the number of forms and reports prescribed under the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970),

the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (30 of 1979) and the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (27 of 1996) have been reduced from 36 to 12.

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

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

- i. Filing of unified annual return mandatory online on the Shram Suvidha Portal under the above three Acts vide notification(s) G.S.R. 1593 (E) to G.S.R. 1596 (E)

notified in the Gazette of India on 29th December, 2017.

- ii. Publication of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Central (Amendment) Rules, 2018 in the Gazette of India vide notification number G.S.R. 828(E) dated 4th September, 2018 so as to make filing of application(s) for registration of establishments and granting of certificate of registration under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (27 of 1996) mandatorily online on the Shram Suvidha Portal.
- iii. Filing of applications and granting of certificate of registration/license under the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970) and the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (30 of 1979) have been made mandatorily online on the Shram Suvidha Portal vide Gazette of India notification(s) G.S.R. 1125(E) and G.S.R. 1126(E) dated 15th November, 2018.

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's workers, 8.5 million are in household industry and 43.7 million are classified as other workers.

11.2 As per Census 2011, the work participation rate for women is 25.51 per cent as compared to 25.63 per cent in 2001. The Worker Population Rate (WPR) for women in rural areas is 35.1 per cent as compared to 17.5 per cent in urban areas based on 4th Annual Employment Unemployment Survey (2013-14) and same is 30.2 per cent in rural area and 14.8 per cent in urban area under 5th Annual Employment Unemployment Survey(2015-16)under Usual Principal & Subsidiary Status (UPSS) approach. As per 4th and 5th Annual Employment Unemployment Survey launched by Labour bureau in December 2013 and April 2015, the overall Female Labour Force Participation rate under Usual Principal & Subsidiary Status (UPSS) Approach has been decreased from 31.1 percent to 27.4 percent

Periodic Labour Force Survey (PLFS)

11.3 As per the results of Periodic Labour Force Survey (PLFS) conducted by National Sample Survey Office, Ministry of Statistics and programme Implementation during 2017-18, the overall Worker population Ratio for women in the

age group 15 & above was 22% and it was 23.7% area as compared to 18.2% in urban areas based on usual status (Principal status +Subsidiary Status) basis. The overall female Labour Force Participation Rate for the age group 15 & above status (Principal status +Subsidiary status) basis was 23.3% which was 24.6% in rural areas as compared to 20.4% in urban areas. The overall unemployment rate of female was 5.6% and the unemployment rate of female in rural areas was 3.8% and 10.8% in urban areas.

PROTECTION OF THE INTEREST OF WOMEN WORKERS

11.4 Formulation and coordination of policies and programmes for the female labour force within the frame work of national manpower and economic policies.

- Maintaining liaison with other Government agencies to secure effective implementation of the programmes in respect of women workers.
- Monitoring the implementation of the Equal Remuneration Act, 1976 and setting up of an Advisory Committee under the Equal Remuneration Act, 1976.

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

EQUAL REMUNERATION ACT, 1976

11.6 The Equal Remuneration Act, 1976 provides for payment of equal remuneration to

men and women workers for same work or work of similar nature without any discrimination and also prevent discrimination against women employees while making recruitment for the same work or work of similar nature, or in any condition of service subsequent to recruitment such as promotions, training or transfer. The provisions of the Act have been extended to all categories of employment. The Act is implemented at two levels viz. Central level and State level. At the Central sphere, the enforcement of the act is entrusted to the Chief Labour Commissioner (Central) who heads the Central Industrial Relations Machinery (CIRM). A Central Advisory Committee (CAC) on Equal Remuneration Act, 1976 under the Chairmanship of Hon'ble Minister of Labour & Employment has been constituted for reviewing the steps taken for effective implementation of the Act.

11.7 In cases where the State Government are “appropriate authorities”, the enforcement of the provisions of Equal Remuneration Act is done by the officials of State Labour Departments. Annual returns are called for by the special cell in the Ministry from the State Governments in order to monitor implementation of the Act. The State Governments/Union Territories are being advised from time to time to ensure more rigorous enforcement of the Act so as to improve the condition of women workers.

11.8 A complaint Committee to deal with the complaints of sexual harassment of women employees at workplace of Ministry of Labour & Employment and its attached offices has been reconstituted

Amendment in Maternity Benefit Act, 1961

11.9 The Government is sensitive to the need for family and social policies aimed at reconciling work and family obligations. The Government has amended the Maternity Benefit Act 1961 in the year 2017 vide enactment of Maternity Benefit (Amendment) Act 2017 which inter-alia provides

for increased paid maternity leave from 12 weeks to 26 weeks and provisions for facility of crèche in the establishments having 50 or more employees.

Training of Women Workers

11.10 For empowering the women workers, special efforts were made by Dattopant Thengadi National Board for Workers Education & Development (erstwhile Central Board of Workers Education) to have more participation of Women Workers in Board's various training programmes. During the year 2019-20 (upto November 2019) 62,177 women participated in Board's various training Programmes. Among 62,177 total women workers, 61,248 were from SC category and 11,050 from ST Category.

11.11 The Dattopant Thengadi National Board for Workers Education & Development (formerly CBWE) also conducts 2-days special training programmes for women workers in which only women participants of various categories in unorganized sector are enrolled. Till November, 2019, 167 such special programmes for women workers were conducted in which 6,213 numbers of workers participated. The women are made aware about their rights and duties, and provisions under various Labour Legislation in respect of women and child welfare and various other provisions of the Central and State Government related to women for upliftment of women and children.

11.12 The V.V.Giri National Labour Institute (VGNLI), which is the training, research and policy institute of the Ministry of Labour & Employment, conducts various customized training programmes on labour and employment issues for women workers on regular basis. Training for gender parity and women's empowerment is a vital component of VVGNLI Commitment to promote gender equality for creating gender inclusive societies. Considering training as a transformative process aiming to

provide knowledge, skills, attitudinal and behavioral change, the Institute conducts training programmes on various dimensions of gender. Twelve training programmes were conducted exclusively on various issues related to gender, gender budgeting & mainstreaming and women empowerment in which 227 women participated. To name a few of these twelve training programmes are as follows:

1. Laws relating to Equality & Empowerment of Women, June 15-19, 2020.
2. Gender Responsive Budgeting – July 13-17, 2020
3. Gender, Decent Work and Social Protection – August 03-07, 2020
4. Skill Development Strategies for Women Workers in the Informal Economy, August 24-28, 2020.

CHILD CARE CENTRES

11.13 Statutory provisions have been made in certain Labour laws for organizing child care centers for the benefit of women workers. These include Factories Act, 1948, the Beedi & Cigar Workers (Conditions of Employment) Act, 1966, the Mines Act, 1952, the Plantation Act, 1951 and the Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996. The Government has amended the Maternity Benefit Act 1961 in the year 2017 vide enactment of Maternity Benefit

(Amendment) Act 2017 which inter-alia provides for paid maternity leave of 26 weeks and provisions for facility of crèche in the establishments having 50 or more employees. Detailed provisions of the amended Maternity Benefit Act have been given in the box attached to this chapter.

ASSISTANCE TO WOMEN JOB SEEKERS

NCS Features for Women

11.14 In order to promote women empowerment, National Career Service (NCS) has various features for helping women connect with the right opportunities. A specific title “Jobs for Women” has been featured on NCS Portal Home page to help them easily search and apply to relevant jobs. Job Fairs and Events are conducted for women centric jobs, eg: Model Career Centre, Coimbatore conducted a Job Fair exclusively for teachers in June, 2019. Also, a functionality has been provided on NCS wherein household users can reach out to Local Service Providers like plumbers, electricians, cooks, beauticians etc. in their locality.

11.15 The Employment Exchanges take special care to cater to the job needs of women registered with them. During the year 2016, total 59722 and during 1st January 2017 to 31st August, 2017, total 67141(Provisional) women were placed through various employment exchanges.

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

Table 11.1

EMPLOYMENT OF WOMEN – PROTECTIVE LEGAL PROVISIONS

Name of the Enactment	Protective Provisions
1. The Beedi & Cigar Workers(Conditions of Employment) Act,1966	<p>Creches:- In every industrial premises wherein more than thirty female employees are ordinarily employed, there shall be provided and maintained a suitable room or rooms for the use of children under the age of six years of such female employees. (2) Such rooms shall</p>

	<p>(a) provide adequate accommodation;</p> <p>(b) be adequately lighted and ventilated;</p> <p>(c) be maintained in a clean and sanitary condition;</p> <p>(d) be under the charge of women trained in the care of children and infants.</p> <p>(3) the State Government may make rules-</p> <p>(a) prescribing the location and the standard in respect of construction, accommodation, furniture and other equipment of rooms to be provided under this section.</p> <p>(b) requiring provision in any industrial premises to which this section applies, of additional facilities for the care of children belonging to female employees, including suitable provisions of facilities for washing and changing their clothes;</p> <p>(c) requiring the provision in any industrial premises for free milk or refreshment or both for such children;</p> <p>(d) Requiring that facilities shall be given in any industrial premises for the mothers of such children to feed them at necessary intervals.</p>
2. The Plantation Labour Act,1951	<ul style="list-style-type: none"> • Provision of crèches in every plantation wherein fifty or more women workers (including women workers employed by any contractor) are employed or where the number of children of women workers (including women workers employed by any contractor) is twenty or more. • Definition of family has been made gender neutral so as to remove distinction between the family of male and female workers for availing dependent benefits. Family also includes dependent widow sister of a female worker as well as male worker. • To cover all aspects of safety and occupational health of workers, specifically women and adolescents working in plantations, a new chapter pertaining to the use of handling, storing or transporting chemicals, insecticides and toxic substances used in the plantations has been added.
3. The Contract Labour (Regulation & Abolition) Act,1970	<ul style="list-style-type: none"> • Provision of separate rest rooms or alternative accommodations for women employees in every place wherein contract labour is required to halt at night. • Provision of separate reserved portion of dining hall and service counter.

	<ul style="list-style-type: none"> • Provision of separate washing places and latrines for women to secure privacy. • Provision of crèches where twenty or more women are ordinarily employed as contract labour.
<p>4. The Inter State Migrant Workmen (Regulation of Employment & Conditions of Service) Act,1979</p>	<p>Section 44 Creche</p> <p>(1) In every establishment where 20 or more workmen are ordinarily employed as migrant workmen and in which employment of migrant workmen is likely to continue for three months or more, the contractor shall provide and maintain two rooms of reasonable dimensions for the use of their children under the age of six years, within fifteen days of the coming into force of the rules, in case of existing establishment, and within fifteen days of the commencement of the employment of not less than twenty women as migrant workmen in new establishment.</p> <p>(2) One of such rooms shall be used as playroom for the children and the other as bedroom for tile children.</p> <p>(3) If the contractor fails to provide the crèche within the time laid down, the same shall be provided by the Principal Employer within fifteen days of the expiry of the time allowed to the Contractor.</p> <p>(4) The contractor or the principal employer as the case may be, shall supply adequate number of toys and games in the play rooms and sufficient number of cots and beddings in the steeping, room.</p> <p>(5) The crèche shall be so constructed as to afford adequate protection against heat, damp, wind, rain and shall have smooth, hard and impervious floor surface.</p> <p>(6) The crèche shall be at a convenient distance from the establishment and shall have</p> <p>(7) Effective and suitable provisions shall be made in every room of the crèche for securing and maintaining adequate ventilation by circulation of fresh air and there shall also be provided and maintained sufficient and suitable natural or artificial lighting.</p>
<p>5. The Factories Act,1948</p>	<ul style="list-style-type: none"> • Provision of crèches in every factory wherein more than thirty women workers are ordinarily employed. • Employment of women in factory is prohibited except between the hours of 6.00 A.M. to 7.00 P.M. However, in exceptional circumstances,

	<p>employment of women is permitted upto 10.00 P.M.</p> <ul style="list-style-type: none"> • Employment of women is also prohibited/restricted in certain factories involving dangerous operations • No women shall be allowed to clean, lubricate or adjust any part of prime mover while it is in motion • No women shall be employed in any part of a factory for pressing cotton in which a cotton opener is at work
6. The Mines Act,1952	<ul style="list-style-type: none"> • Vide Gazette Notification No. SO 506(E) published on 29.01.2019 as extraordinary part-II, section-3, sub-section (ii), the restriction on the employment of women as per the provisions of the Mines Act, 1952, in any mine between the hours of 7.00pm and 6.00am in the mine above ground including opencast workings and in any mine belowground between the hours of 6.00am and 7.00pm in technical, supervisory and managerial work has been relaxed subject to the provision of adequate facilities and safeguards regarding their occupational safety, security and health. • Regarding providing adequate facilities, Legislative circular has been issued by DGMS and mine management have to frame Standard Operation Procedure (SOP) in connection with the deployment of women at night hours.
7. The Maternity Benefit Act,1961	<p>Following benefits are available under the Maternity Benefit Act 1961:-</p> <ul style="list-style-type: none"> • 26 Weeks of maternity leave out of which eight weeks before the expected date of delivery for upto 2 surviving children. For more than two children and for adopting/commissioning mothers, 12 weeks of paid maternity leave. • One month maternity leave to a woman worker suffering from illness arising out of pregnancy, delivery, premature birth of child (miscarriage, medical termination of pregnancy or tubectomy operation). • Two nursing breaks of 15 minutes until the child attains the age of 15 months. • Medical Bonus of Rs.3500/- if no prenatal confinement and post-natal care is provided by the employer free of charge. • Light works for 10 weeks.

	<ul style="list-style-type: none"> • Immunity from dismissal during absence of pregnancy. • No deduction of wages of woman entitled to maternity benefit. • Facility of work from home' • Facility of crèche if 50 or more employees are working in the establishment with daily four visits.
8. The Equal Remuneration Act,1976	<ul style="list-style-type: none"> • Payment of equal remuneration to men and women workers for same or similar nature of work protected under the Act. • No discrimination is permissible in recruitment and service conditions except where employment of women is prohibited or restricted by or under any law.
9. Employee's State Insurance Act 1948 read with The Employee's State Insurance (Central) Regulation,1950	<p>The benefits available under ESI Scheme are as under:-</p> <ul style="list-style-type: none"> • Medical Benefit • Sickness and extended sickness benefit • Maternity benefit <ul style="list-style-type: none"> i) 26 weeks of paid leave for upto 2 children ii) 12 weeks for more than 2 children adopting and commissioning mothers. iii) 6 weeks for miscarriage. iv) Additional moths leave for sickness arising out of pregnancy. v)Medical bonus of Rs.5000/- • Disablement benefits • Dependent benefits • Funeral benefits.
10. The Beedi Workers Welfare Fund Act,1976	<ul style="list-style-type: none"> • Appointment of women member in the Advisory and Central Advisory Committee is mandatory under the Acts at Sl. No.10-13
11. The Iron Ore Mines, Manganese Ore Mines and Chrome Or Mines Labour Welfare Fund Act,1976	
12. The Lime Stone and Dolomite Mines Labour Welfare Fund Act,1972	
13. The Mica Mines Labour Welfare Fund Act,1946	

<p>14. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act,1996</p>	<p>Section 35 Creches</p> <p>(1) In every place where in, more than fifty female building workers are ordinarily employed, there shall be provided and maintained a suitable room or rooms for the use of children under the age of six years of such female workers,</p> <p>(2) Such rooms shall-</p> <ul style="list-style-type: none"> (a) provide adequate accommodation; (b) be adequately lighted and ventilated; (c) be maintained in a clean and sanitary condition (d) be under the charge of women trained in the care of children and infants
<p>15. The Industrial Employment (Standing Orders) Act,1946</p>	<ul style="list-style-type: none"> • Provision regarding safeguards against sexual harassment of women workers at their work places.

INTRODUCTION

12.1 Government of India stands committed to the elimination of child labour in the country. 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 Realizing the multifaceted nature of this

problem, the Government has embarked on a holistic and multi-pronged approach to eliminate child labour from the country in a phased manner, beginning with children working in hazardous occupations and processes and progressively covering those working in other occupations also. On the one hand, it provides for legal action for enforcement purposes and on the other, focuses on general development programmes for the economic empowerment of the families of children as well as project based action in areas of high concentration of child labour.

National Child Labour Policy (NCLP)

12.3 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

12.4 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.

12.5 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.

12.6 The Act defines the jurisdiction of both Central and State Governments in implementing the Act. 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.**

12.7 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.**

12.8 After making suitable amendment in the Child Labour (Prohibition & Regulation) Act, 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.**

The ratification of the Convention No.138 and 182 would move a step ahead in the direction of achieving the goal of eradication of child labour from the country as it would be legally binding to comply with the provisions of the Conventions. 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.

12.9 Government is also laying lot of stress on the enforcement of the Child and Adolescent Labour (Prohibition & Regulation) Act, 1986. For violation of the provisions under the Act, during the last 7 years (2014-20) about 16.30 lakh inspections were carried out, resulting in approximately 10720 prosecutions out of which more than 4153 convictions were obtained.

12.10 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 provide for a mechanism for both enforcement of the legislative provisions and effective implementation of the National Child Labour Project (NCLP). The Portal has component like Complaint Corner, State Government, NCLP, Child Tracking System, and Convergence. Now complaint of child labour can be registered electronically on the Portal to the concerned District Nodal Officers (DNOs) for taking prompt action.

Project Based action

12.11 Government had started the National Child Labour Project (NCLP) Scheme in 1988 to

rehabilitate working children in the child labour endemic districts of the country. As on date the Scheme is sanctioned in 324 districts of India. The list of districts in which Special Training Centres for child labour sanctioned under NCLP Scheme is at **Table 12.2**.

12.12 The NCLP scheme is a Central Sector scheme. Under the scheme, project societies are set up at the district level under the Chairpersonship of the Collector/District Magistrate for overseeing the implementation of the project. Under the NCLP Scheme, children in the age group of 9-14 years, withdrawn from work are put into Special Training Centers, where they are provided with bridge education, vocational training, mid-day meal, stipend, health-care facilities etc. and finally mainstreamed to the formal education system. Children in the age group of 5-8 years are directly linked to the formal education system through a close coordination with the Sarva Shiksha Abhiyan (SSA). Adolescent labour identified in the age group of 14 to 18 years working in hazardous occupations /processes are provided with vocational training opportunities through existing scheme of skill developments. In addition, efforts are also made to target the families of these children so as to cover them under various developmental and income/employment generating programmes of the Government to raise the economic standard of the family. Further, under the Scheme the Ministry funds awareness generation campaigns against the evils of child labour and enforcement of child labour laws through electronic and print media. At present, there are around 2705 NCLP training centers being run in the country with an enrolment of approximately 75 thousand children. Since inception about 13.50 lakh working children have already been mainstreamed to regular education system under the NCLP Scheme.

12.13 The year-wise budget allocation and expenditure incurred under the scheme during last five years are as under:

(in crores)

Year	Budget Allocation (Final Grant)	Expenditure
2015-16	99.45	93.20
2016-17	105.00	104.73
2017-18	95.17	94.03
2018-19	89.99	89.99
2019-20	78	77.47
2020-21	110 (BE)	7.40 (as on 1 st December, 2020)

Monitoring of the NCLP Scheme

12.14 A Central Monitoring Committee under the Chairpersonship of Secretary, Ministry of Labour & Employment, exists for the overall supervision and monitoring, of the National Child Labour Projects. State Governments have also been advised to set up State Level Monitoring Committees similar to the Central Monitoring Committee.

12.15 To ensure involvement of State Government in implementation and monitoring of the NCLP Scheme and to make awareness generation activities to curb the menace of child labour it has been decided to form State Resource Centre (SRC) in every State/UT under the Chairmanship of State Labour Secretary. The PENCil portal developed by the Ministry connect Central Governments, Districts and all Project Societies. The SRCs will coordinate and monitor the implementation of the NCLP Scheme in their respective State through PENCiL portal and also update its reports on the portal.

12.16 Ministry has developed Attendance Module for online attendance through Pencil portal for the children enrolled in the STCs under the NCLP Scheme and for speedy payment of

stipend through DBT to children.

Revision of the NCLP Scheme

12.17 Government has enhanced the amount of stipend from Rs.150/- to Rs.400/- per month per child, rates of honorarium for volunteers and other parameters of the scheme. Further, the volunteers involved in the scheme would be provided incentive on the basis of their performance. This new initiative would motivate them to improve their quality and efficiency. Government has simplified the guidelines for implementation of NCLP Scheme and decided to expand the coverage of the Scheme in all districts having incidence of child labour. The Ministry of Labour & Employment has issued instructions to State Governments for conducting survey on child labour in such districts where there is a possibility of incidence of child labour.

CONVERGENCE OF GOVERNMENT PROGRAMMES

12.18 As Child labour is an outcome of various social economic problems such as poverty, economic backwardness, lack of access to basic services, illiteracy etc, the Government is taking very focused and concerted efforts towards the convergence of the on-going developmental schemes at the Central Government, State Government and the District level. Government of India initiatives to bestow certain rights and schemes for Employment Generation and Social Security are all part of the efforts to eliminate child labour. Under the revised NCLP guidelines, much emphasis has been given for its convergence with Serva Siksha Abhiyan (SSA) and other schemes. School uniforms and text books to each child in the NCLP schools (STCs) is sought for under SSA whereas nutritious cooked mid-day meal is ensured through Mid-Day Meal (MDM) scheme of the Government. The provision of primary health care including health check-ups and maintenance of health cards is also provided through School Health Programme under NRHM.

12.19 The educational rehabilitation of the children is also to be supplemented with economic rehabilitation of their families. The Government is adopting a sequential approach with focus on proper rehabilitation of not only the working children but their families also through revised NCLP scheme and convergence of various developmental schemes of the Government. Ministry of Women and Child Development is to provide for food and shelter to the children withdrawn from work through their schemes of Shelter Homes, etc as part of the Integrated Child Protection Programme. Ministry of Rural Development is to provide employment opportunities to the parents of the children near their place of residence under MGNREGA. Ministry of Consumer Affairs, Food and Public Distribution is to provide subsidized food grains under the Food Security Act.

Re-alignment of NCLP Scheme with RTE Act, 2009

12.20 With the enactment of Right to Education Act, 2009, there has been a need for realignment of the NCLP Scheme with the provisions of RTE Act, 2009. Ministry of Human Resource Development vide their letter No. 10-4/2009-EE.4 dated 2.7.2010 intimated that the NCLP Schools can serve as special training centers for un-enrolled and out of school children in accordance with the provisions of Section 4 of the RTE Act and Rule 5 of the Right of Children for free and compulsory education (RTE) Rules, 2010.

Supreme Court Judgement on Child Labour

12.21 Hon'ble Supreme Court of India has issued various directions to the State Governments from time to time. Some of these directions are:

- completion of survey of children working in hazardous employments;
- payment of compensation amounting to

Rs.20,000/- by the offending employer for every child employed in contravention of the provisions of the Act;

- giving alternative employment to an adult member of the child withdrawn from the hazardous occupations or payment of an amount of Rs.5,000/- for each child employed in hazardous employment by the appropriate Government;
- payment of interest on the corpus of Rs.25,000/- (Rs.20,000/- by the employer and Rs.5,000/- by the appropriate Government) to the family of the child withdrawn from work;
- provision of education in a suitable institution for the child withdrawn from work;
- constitution of the Child Labour Rehabilitation-cum-Welfare Fund;
- constitution of a separate cell in the Labour Department of the appropriate Government for the purpose of monitoring.

Provision of Child & Adolescent Labour Rehabilitation Fund:

12.22 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 aluminium.
- (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, flourine, bromine and iodine);
 - (xii) Explosives (including industrial explosives and detonators and fuses).
- (20)** Insecticides, Fungicides, Herbicides and other pesticides industries.
- (21)** Synthetic Resin and Plastics.

- (22) Man-made Fiber (Cellulosic and 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 enamelling workshops, lead mining, plumbing, cable making, wire patenting, lead casting, type founding in printing shops. shot making and lead glass blowing;
24. Manufacture of cement pipes, cement products and other related work;
25. Manufacture of glass, glass ware including bangles, florescent tubes, bulbs and other similar glass products;
26. Manufacturing or handling of pesticides and insecticides;
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, moulding, cutting, welding and manufacturing of brass goods in all forms;
34. Processes in agriculture where tractors, threshing and harvesting machines are used and chaff cutting;
35. Saw mill – all processes;
36. Sericulture processing;
37. Skinning, dyeing and processes for manufacturing of leather and leather products;
38. Tyre making, repairing, re-treading and graphite beneficiation;
39. Utensils making, polishing and metal buffing;
40. Zari' making and processes involving the use of *zari* (all processes);
41. Graphite powdering and incidental processing;
42. Grinding or glazing of metals;
43. Diamond cutting and polishing;
44. Rag picking and scavenging;
45. Mechanized fishing;
46. Food processing;
47. Beverage industry;
48. Cultivating, sorting, drying and packaging in spice industry;
49. Timber handling and loading;
50. Mechanical lumbering;
51. Warehousing;
52. Massage parlours, gymnasiums, or other recreational centres, or in medical facilities;
53. Operations involving the following dangerous machines:-
 - (a) hoists and lifts;
 - (b) lifting machines, chains, ropes and lifting tackles;
 - (c) revolving machinery;
 - (d) power presses;
 - (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.

Table 12.2

CONSOLIDATED LIST OF DISTRICTS STATE-WISE UNDER THE NCLP
SCHEME

Sl. No.	Name of State	No. of Sanctioned Districts	Name of District
1.	Andhra Pradesh	13	Anantapur, Chittoor, Kadapa, Guntur, Kurnool, Nellore, Prakasam, Srikakulam, Vizianagaram, Vishakhapatnam, West Godavari, East Godavari, and Krishna.
2.	Assam	5	Nagaon, Kamrup, Bongaigaon, Nalbari and Lakhimpur

3.	Bihar	24	Nalanda, Saharsa, Jamui, Katihar, Araria, Gaya, East Champaran, West Champaran, Madhepura, Patna, Supaul, Samastipur, Madhubani, Darbhanga, Muzaffarpur, Nawada, Khagaria, Sitamarhi, Kishanganj, Begusarai, Banka, Saran, Purnia and Bhagalpur
4.	Chhattisgarh	8	Durg, Bilaspur, Rajnandgaon, Surguja, Raigarh, Raipur, Dantewada and Korba
5.	Gujarat	9	Surat, Panchmahals, Kutch (Bhuj), Banaskantha, Dahod, Vadodara, Bhavnagar, Ahmedabad and Rajkot
6.	Haryana	3	Gurgaon, Faridabad and Panipat
7.	Jammu & Kashmir	3	Srinagar, Jammu and Udhampur
8.	Jharkhand	9	Garwaha, Sahibganj, Dumka, Pakur, West Singhbhum (Chaibasa), Ranchi, Palamu, Gumla and Hazaribagh
9.	Karnataka	17	Bijapur, Raichur, Dharwad, Bangalore Rural, Bangalore Urban, Belgaum, Koppal, Devangere, Mysore, Bagalkot, Chitradurga, Gulbarga, Bellary, Kolar, Mandya, Haverly and Tumkur
10.	Madhya Pradesh	22	Mandsaur, Gwalior, Ujjain, Barwani, Rewa, Dhar, East Nimar(Khandwa), Rajgarh, Chhindwara, Shivpuri, Sidhi, Guna, Shajapur, Ratlam, West Nimar(Khargon), Jhabua, Damoh, Sagar, Jabalpur, Satna, Indore and Katni.
11.	Maharashtra	18	Solapur, Thane, Sangli, Jalgaon, Nandurbar, Nanded, Nasik, Yavatmal, Dhule, Beed, Amravati, Jalna, Aurangabad, Gondia, Mumbai Suburban, Pune, Buldana and Parbhani.
12.	Nagaland	1	Dimapur
13.	Odisha	24	Angul, Balasore, Bargarh, Bolangir, Cuttack, Deogarh, Gajapati (Udayagiri), Ganjam, Jharsuguda, Kalahandi, Koraput, Malkangiri, Mayurbhanj, Nabarangpur, Nuapada, Rayagada, Sambalpur, Sonepur, Jajpur, Keonjhar, Dhenkenal, Khurda, Nayagarh and Sundergarh.
14.	Punjab	3	Jalandhar, Ludhiana and Amritsar
15.	Rajasthan	27	Jaipur, Udaipur, Tonk, Jodhpur, Ajmer, Alwar, Jalore, Churu, Nagaur, Chittaurgarh, Banswara, Dhaulpur,

			Sikar, Dungarpur, Bharatpur, Bikaner, Jhunjhunu, Bundi, Jhalawar, Pali, Bhilwara, Sri Ganganagar, Barmer, Dausa, Hanumangarh, Kota and Baran.
16.	Tamil Nadu	18	Chidambaranar/Toothikudi (Tuticorin), Coimbatore, Dharmapuri, Vellore, Salem, Tiruchirapalli, Tirunelveli, Krishnagiri, Chennai, Erode, Dindigul, Theni. Kanchipuram, Thiruvannamalai, Tiruvallur, Pudukkottai, Nammakkal and Virudhunagar.
17.	Telangana	31	Hyderabad, Karimnagar, Khammam, Nizamabad, Rangareddy, Warangal, Nalgonda, Medak, Mehbubnagar, Adilabad, Mancheril, Nirmal, Komuram Bheem Asifabad, Jagtial, Warrangal (Urban), Jayashankar Bhupalpally, Jangaon, Sangareddy, Siddipet, Wanaparthy, Nagarkurnool, Jogulambab Gajwal, Suryapet, Medchal Malkajgiri, Vikarabad, Mahabubabad, Pedapally, Rajanna Sircilla, B.Kothagudem, Y.Bhuvanagiri and Kamareddy.
18.	Uttar Pradesh	55	Varanasi, Mirzapur, Bhadohi (Sant Ravi Das Nagar), Bulandshahar, Saharanpur, Azamgarh, Bijnour, Gonda, Kheri, Bahraich, Balrampur, Hardoi, Barabanki, Sitapur, Faizabad, Badaun, Gorakhpur, Kushinagar, Kannauj, Shajahanpur, Rae Bareilly, Unnao, Sultanpur, Fatehpur, Shravasti, Pratapgarh, Basti, Sonbhadra, Mau, Kaushambi, Banda, Ghaziabad, Jaunpur, Rampur, Bareilly, Lucknow, Meerut, Etawah, Agra, Ghazipur, Mathura, Etah, Moradabad, Allahabad, Kanpur Nagar, Aligarh, Ambedkar Nagar Balua, Gautambudh Nagar, Hapur, Jhansi, Lalitpur, Mainpuri, Sambhal and Ferozabad.
19.	Uttarakhand	13	Dehradun, Chamoli, Nainital, Champawat, Almora, Haridwar, Tehri Garhwal, Pauri Garhwal, Udham Singh Nagar, Pithoragarh, Rudraprayag, Bageshwar and Uttarkashi.
20.	West Bengal	20	Burdwan, North Dinajpur, Dakshin Dinajpur, North 24-Parganas, South 24-Parganas, Kolkata, Murshidabad, West Midnapore, Maldah, Bankura, Purulia, Birbhum, Nadia, Hoogli, Howrah, Jalpaiguri, Cooch Behar, East Midnapore, Darjeeling and Alipurduar.
21.	Delhi	1	NCT of Delhi
	Total	324	

A. THE ORGANISATION

13.1 The Directorate General Factory Advice Service & Labour Institutes (DGFASLI), Mumbai is an attached office of the Ministry of Labour & Employment. It functions as a technical arm of the Ministry in regard to matters concerned with safety, health and welfare of workers in factories and ports. It assists the Central Government in formulation/review of policies and legislations on occupational safety and health in factories and ports, maintains liaison with Factory Inspectorates of States and Union Territories in regard to the implementation and enforcement of provisions of the Factories Act, 1948; renders advice on technical matters, enforces the Dock Workers (Safety Health & Welfare) Act, 1986; undertakes research in industrial safety, occupational health, industrial hygiene etc.; and provides training, mainly, in the field of industrial safety and health including one year Diploma Course in Industrial Safety, three-months Certificate Course in Industrial Health (Associate Fellow of Industrial Health -AFIH), One month Specialized Certificate Course in Safety and Health for Supervisory Personnel working in Hazardous Process Industries.

13.2 The DGFASLI organisation comprises of the headquarters; five Labour Institutes and 11 Inspectorates of Dock Safety in Major Ports. The Headquarters in Mumbai has three divisions/cells, namely, Factory Advice Service Division, Dock Safety Division and an Award Cell.

13.3 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 Hazards Control**

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

13.5 The Regional Labour Institutes (RLIs) located in Chennai, Faridabad, Kanpur and Kolkata, are serving the respective regions of the country. Each of these institutes has the following divisions/ sections:

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

13.6 The Inspectorates of Dock Safety are established at 11 major ports of India viz. Kolkata, Mumbai, Chennai, Visakhapatnam, Paradip, Kandla, Mormugao, Tuticorin, Cochin, New Mangalore and Jawaharlal Nehru Port. The Inspectorate of Dock Safety at Ennore Port is in the process of being set up.

13.7 The manpower inventory of the organization as on 18.11.2020 is given in box as below:

Manpower position of DGFASLI

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	15	8	7	32	15	17	17	10	7	64	33	31
CLI, Mumbai	22	16	6	6	4	2	85	57	28	113	77	36
RLI, Chennai	9	6	3	2	1	1	29	14	15	40	21	19
RLI, Kanpur	9	6	3	2	0	2	29	15	14	40	21	19
RLI, Kolkata	9	5	4	2	1	1	29	11	18	40	17	23
RLI, Faridabad	8	5	3	2	1	1	11	5	6	21	11	10
Inspectorates Dock Safety	14	7	7	11	9	2	31	10	21	56	26	30
Total	86	53	33	57	31	26	231	122	109	374	206	168

Note - S: Sanctioned Strength, W: Working, V: Vacant

A. ACTIVITIES OF THE ORGANISATION

I. Safety and Health in Factories

13.8 The Factories Act, 1948 is the principal legislation for regulating various aspects relating to safety, health and welfare of workers employed in factories. This Act is a Central Enactment, which aims at protecting workers employed in factories from industrial and occupational hazards. The State Governments and Union Territory Administration frame their Rules under the Act and enforce provisions of the Act and respective rules through their Factory Inspectorates/Directorates.

13.9 The Ministry of Labour and Employment is accountable to the Parliament for proper enforcement of the Act. Uniformity in the application of the provisions of the Act in various States and Union Territories is achieved by circulating the Model Rules prepared by DGFASLI, which are incorporated by them in their State Factories Rules with necessary modifications to suit local needs. In the task of framing the Model Rules, the DGFASLI, on behalf of the Ministry of Labour and Employment, enlists the cooperation and involvement of the State Governments by convening annually a Conference of Chief Inspectors of Factories (CIF)

of the states and UTs. The Conference discusses all matters relating to the administration of the Act as well as proposed amendments. Besides, the Conference also serves as a forum for discussion of the progress made in the techniques and methods of prevention of accidents and ill health in factories. The Model Rules are updated in consultation with the CIFs.

II. Inspectorate of Dock Safety

13.10 The Dock Workers (Safety, Health and Welfare) Act, 1986 was enacted 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 worker engaged in loading, unloading & transportation of cargo, including the work incidental to dock work. In addition, the Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989 framed under the Environment (Protection) Act, 1986 are also enforced by DGFASLI in the major ports of India through the Inspectorates of Dock Safety.

13.11 Administration of the Act and the Regulations in major ports is carried out by the Ministry of Labour & Employment, through DGFASLI, Mumbai. The Director General is the

Chief Inspector of Dock Safety appointed under the Act. The Chief Inspector of Dock Safety is also an authority for enforcement of the Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989 framed under the Environment (Protection) Act, 1986 in the major ports.

13.12 The above statutes are enforced by the Inspectors posted at Inspectorate of Dock Safety at all the major ports viz. Mumbai, Kolkata, Chennai, Kandla, Mormugao, New Mangalore, Cochin, Tuticorin, Visakhapatnam, Paradip and Jawaharlal Nehru Port except Ennore where the Inspectorate is being set up. Presently, the enforcement in this Port is carried out by the Inspectors posted in Inspectorate Dock Safety, Chennai.

13.13 The main function of the Inspectorates is to ensure the compliance with the provisions under the statutes. The statutory responsibilities of Inspector include inspection of ships, tankers, loose-gears, container-handling equipment, docks, container-yard and terminal, hazardous installations and isolated storages, tanks; carrying out the investigation of accidents (fatal and serious) and dangerous occurrences; prosecution of employers, attending to complaints, providing advisory services and conducting safety promotional activities like training programmes, workshops, celebration of safety week etc. The Inspectorate also prosecutes the agency responsible for violation of any provision of the Act and Regulations framed there under.

(a) Activities

1. Enforcement activities (various inspections, investigations, prosecutions, promotional activities, etc.) were carried out by the Dock Safety Inspectorates at all major ports for the administration and enforcement of the Dock Safety statutes.
2. Organized 3 no. of review meetings

through video conference with all the inspectors of Dock Safety on 28.05.2020, 25.06.2020 & 15.10.2020.

3. Organised meeting on “Safety requirements and Legal Compliance while carrying out Load testing of cranes in Major Ports” on 31.08.2020 via video conference for competent persons approved by DGFASLI.
4. Preparation of material for Occupational Safety, Health and Working Conditions Code, 2020.
5. Preparation of material for Rules and Regulations to be framed under the Occupational Safety, Health and Working Conditions Code, 2020.

(b) Future plans

1. A new Regional Labour Institute at Shillong is being set up to cater to the needs of the North-Eastern states
2. It is proposed to establish Regional Labour Institute at Jammu catering services to Union Territories of Jammu & Kashmir, Ladakh and State of Himachal Pradesh.
3. Implementation of online based platform for grant/renewal of competency for competent persons, grant/renewal of empanelment of doctors for medical examination of Dock Workers, Site notification for MAH installations & issuance of Safety Performance Report (SPR) for employers of Dock Workers.

III. TRAINING PROGRAMMES

➤ Professional Programmes

- One year Advanced / Post Diploma in Industrial Safety Courses are held at CLI Mumbai, RLI Kolkata, RLI Chennai, RLI Kanpur and RLI Faridabad, wherein candidates from various private and

government organisations participate to become qualified Safety Officers as required under Section 40-B of the Factories Act, 1948 and Rules made there under.

- Three months Associate Fellow in Industrial Health (AFIH) Course is also conducted by DGFASLI in which Medical personnel from various private and government organisations participate.
- Training Programmes are conducted in the field of Industrial Safety and Health including training programmes on Occupational Safety and Health, Long duration training programme (2 or more days duration), Short duration training programme (1 or 2 days duration), Half day duration online training programme, Seminar, Workshops, In-plant training, Appreciation programmes, Talks etc. are also conducted by DGFASLI at CLI, Mumbai and the four Labour Institutes, in Faridabad, Kanpur, Kolkata and Chennai.

IV. STUDIES AND SURVEYS

13.14 National Studies and Surveys are undertaken by DGFASLI, in its efforts towards helping the Central Government to ascertain the status of working conditions, safety and health in factories and port sector, and to formulate the appropriate standards for inclusion in statutes. A national level 'National Survey on Occupational Safety & Health' (as per Section 91-A of the Factories Act, 1948) has been undertaken in silicosis affected areas in India with reference to the implementation of the order of the Hon'ble Supreme Court.

13.15 Unit level consultancy studies are carried out at the request of the management and reports are submitted for implementation of the recommendations for further improvements in factories concerned.

V. INDUSTRIAL SAFETY, HEALTH & WELFARE CENTRE

13.16 Industrial Safety, Health and Welfare Centre of the Central Labour Institute and Regional Labour Institutes promote the hazard communication through display of panels, models, charts, graphs, write-ups etc. which is visited by workers, executives from industry and delegates from other countries.

VI. TESTING OF PERSONAL PROTECTIVE EQUIPMENT

A. Respiratory Personal Protective Equipment

13.17 The laboratories for respiratory personal protective equipment testing at Central Labour Institute, Mumbai undertake performance tests of Canisters, Dust Masks, SCBA Air Quality equipment, etc. as per relevant BIS standards.

B. Non-Respiratory Personal Protective Equipment

13.18 The laboratories for non-respiratory personal protective equipment testing at Central Labour Institute, Mumbai undertake performance tests of Helmets, Safety Shoes, Safety Goggles, Safety Belts and Welding Glasses etc as per relevant BIS standards.

VII. REPRESENTATION ON BIS COMMITTEES

13.19 Officers of DGFASLI represented on several BIS Committees/Sub-committees dealing with Safety and Health matter and offered comments on draft standards.

VIII. PROMOTIONAL ACTIVITIES- (AWARD SCHEMES)

13.20 The DGFASLI on behalf of the Ministry of Labour has been implementing the Prime Minister's Shram Awards, Vishwakarma Rashtriya Puraskar (earlier known as Shram Vir National Awards) and the National Safety Awards scheme since 1965. These schemes were modified in 1971, 1978 and again in 2007. The schemes presently in operation are as under:

1) Prime Minister's Shram Awards (PMSA)

13.21 The Prime Minister's Shram Awards (PMSA) were instituted in 1985, for the workers (as defined in Industrial Disputes Act, 1947) in recognition of their outstanding contributions in organizations both in public and private sector and who have distinguished record of performance, devotion to duty of a high order, specific contribution in the field of productivity, proven innovative abilities, presence of mind and exceptional courage and also to the workmen who have made supreme sacrifice of laying down their lives in the conscientious discharge of their duties.

13.22 It has been decided from the year 2004 onwards that the private sectors shall also be included within the ambit of Prime Minister's Shram Awards and the workers in the private sector units employing 500 or more workers and engaged in manufacturing and productive processes will be eligible to apply for these awards. The number of awards has been increased from 17 to 33. The awards, in order of sequence are Shram Ratna, Shram Bhushan, Shram Vir/Veerangana and Shram Shri/Devi. The recognition consists of a Sanad and cash award of Rs. Two lakh (1 award), Rs. One lakh (4 awards), Rs. 60,000 (12 awards) and Rs. 40,000 (16 awards) respectively.

2) Vishwakarma Rashtriya Puraskar (VRP)

13.23 VRP is awarded in recognition of outstanding suggestions given by a worker or group of workers and implemented by the management during the previous calendar year resulting improvement in quality, productivity and working conditions such as safety, health and environmental conservation in the industrial undertakings where "Suggestion Schemes" are in operation. It is designed to give recognition at the national level to outstanding suggestions resulting in

- (i) Higher Productivity
- (ii) Improvement in safety and working conditions
- (iii) Savings in foreign exchange (import substitution as well as quality and safety of products)
- (iv) Improvement in overall efficiency of the establishments.

The prizes are grouped in three classes:

- (a) Applications ranked 1 to 5 (5 Awards) - Class "A" Awards Rs.75, 000/- each
- (b) Applications ranked 6 to 13 (8 Awards) - Class "B" Awards Rs.50, 000/- each
- (c) Applications ranked 14 to 28 (15 Awards) - Class "C" Awards RS.25, 000/- each

13.24 These awards are applicable to the workers of Industrial establishments covered under the Factories Act, 1948, the employees covered under the Dock Workers (Safety, Health and Welfare) Act 1986, the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Installations under Atomic Energy Regulatory Board (AERB).

3) National Safety Awards:

13.25 National Safety Awards are given in recognition of outstanding safety performance on the part of the industrial establishments covered under the Factories Act 1948, the employers covered under the Dock Workers (Safety, Health and Welfare) Act 1986, the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Installations under Atomic Energy Regulatory Board (AERB).

B. NEW INITIATIVES

- The CLI/ RLIs have been assigned as Centre of Excellence in specific areas as follows:

CLI, Mumbai - Engineering Industry.

RLI, Faridabad -	MSME and Chemical Process Safety.
RLI, Chennai -	Construction and Automobile Industry.
RLI, Kanpur -	Sugar Industry and Power Generation.
RLI, Kolkata -	Ferrous and Non-Ferrous Metals and Paper Industry

- A new Regional Labour Institute at Shillong is being set up to cater to the needs of the North-Eastern states.
- It is proposed to establish Regional Labour Institute at Jammu catering services to Union Territories of Jammu & Kashmir, Ladakh and State of Himachal Pradesh.

DIRECTORATE GENERAL OF MINES SAFETY (DGMS)

13.26 Directorate General of Mines Safety (DGMS) is a subordinate office under the Ministry of Labour and Employment with its headquarters 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 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.

13.27 Minerals are depleting assets of a nation. Extraction of the same from below the surface of the earth is fraught with innumerable dangers. Mining has been and continues to be a hazardous profession and has rightly been deemed to be a

war with the unpredictable forces of nature. The condition of roof and sides of underground mines can change without any prior indication. Dangers due to sudden inrush of water, release of lethal and inflammable gases or the fall of roof and side are inherent to mining and it is essentially because of such unpredictable dangers that mining is considered the most hazardous of all peace-time occupations.

13.28 Mineral constitutes the backbone of the economic growth of any nation and India has been eminently endowed with this gift of nature. Progressive industrialization witnessed the rise in demand. Growth of mining under the impact of successive Five Year Plans had been phenomenal. 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.

13.29 The Mines Act, Subordinate Legislation thereunder and other allied legislations administered by the Directorate are as follows:

Mines Act, 1952

- Coal Mines Regulations, 2017.
- Metalliferous Mines Regulations, 1961.
- Oil Mines Regulations, 2017.
- Mines Rules, 1955.
- Mines Vocational Training Rules, 1966.
- Mines Rescue Rules, 1985.
- Mines Crèche Rules, 1966.
- Coal Mines Pit Head Bath Rules, 1959.

Electricity Act, 2003

- Central Electricity Authority Regulations, 2010

Allied Legislation

- Factories Act, 1948: Chapters III & IV

- Manufacture, Storage & Import of Hazardous Chemicals Rules. 1989 under Environmental Protection Act, 1986
- The Coal Mines (Conservation & Development) Act, 1974

Role and Function of DGMS

Vision of DGMS

13.30 To attain risk and hazard free conditions of work and welfare of persons employed in mines.

Mission of DGMS

13.31 To identify and reduce risk of accidents and occupational diseases in and around the mine by:

- Development of suitable legislation, rules, regulations, standards and guidelines
- Adequate measures to ensure compliance and
- Awareness initiatives to inculcate safety and health culture amongst work-persons and stakeholders

Current functions of DGMS broadly include:

1. Inspection of mines.
2. Investigation into -
 - (a) accidents
 - (b) dangerous occurrences - emergency response
 - (c) complaints & other matters.
3. Grant of:
 - (a) statutory permission, exemptions & relaxations
 - (b) approval of mine safety equipment, material & appliances.
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
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 -
 - Conference on Safety in Mines

- National Safety Awards to the mines practicing best safety standard; awarded by Hon'ble President of India
 - 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

13.32 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. The entire country is divided into eight zones 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 29 such Regional Offices. Two Sub-Regional offices have also been set up in important areas of concentrated mining activities away from Regional offices. Each of these is under the charge of Deputy Director. Besides having inspecting officers of Mining cadre in each zone, there are officers of Electrical and Mechanical Engineering and Occupational Health disciplines. DGMS has a total sanctioned strength of 732 (Regular) and 231(Outsourcing) persons with 551 in position as on 01.11.2020 as shown below:

CATEGORY OF OFFICIALS	NO. OF SANCTIONED POST	NO. OF OFFICIALS IN POSITION
GROUP-A	279	137
GROUP-B (Gazetted)	38	25
GROUP-B (Non - Gazetted)	186	153**
GROUP-C	229	152
GROUP C Sanctioned for outsourcing	231#	84*
TOTAL	732 (Regular) & 231(Outsourcing)	551

#To be filled up by outsourcing.

* Incumbents (Total-84;04 on abolition posts & 80 on outsourcing posts) present on such posts will stand abolished as and when existing incumbents vacate the posts on account of promotion/ reversion/ superannuation.

** 02 posts of Jr. Translator and 09 posts of Draughtsman Surveyor (total 11 Gr. B Non-Gazetted posts) have not been abolished till date due to incumbents presents on such post.

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

YEAR	Sanctioned strength	In position
2009	950	683
2010	963*	669
2011	963*	662
2012	963*	657
2013	963*	647
2014	963*	670
2015	963*	672
2016	963*	647
2017	963*	598
2018	963*	567
2019	963*	555
2020#	963*	551

#as on 01.11.2020.

**Including 231 posts to be filled up by outsourcing.*

TREND OF ACCIDENT

13.33 Trend in fatal and serious accidents in Coal mines are shown in Fig. 1. It can be seen

that the serious injury is constantly falling over the years. The death rate is fluctuating in between 0.1 and 0.3. To minimize the rate further, the Directorate General of Mines Safety has taken various measures, the analysis of that is given in Fig.10 and Fig. 11.

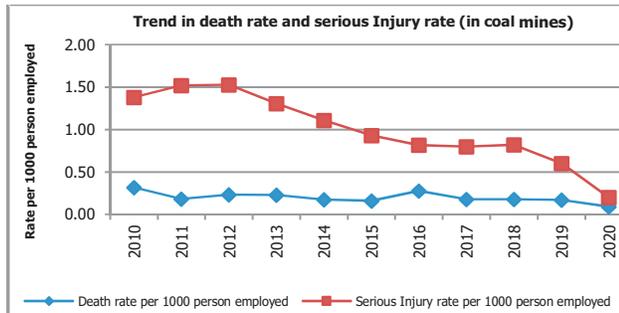


Fig.1: Trend in death rate and Serious Injury rate in coal mines
Note: For the year 2020, data is considered upto 31.10.2020

13.34 Trend in fatal and serious accidents in metalliferous mines is shown in Fig. 2. Both the rates have fluctuating trends but over the period it can be said that the serious injury rate is falling.

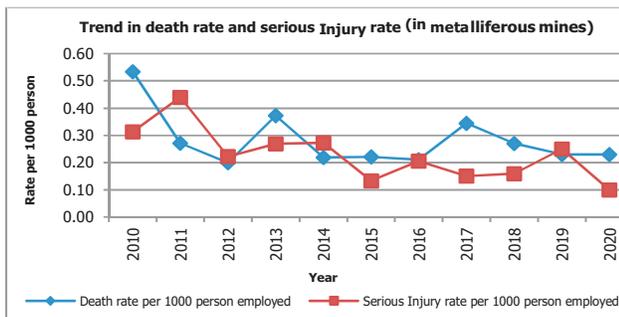


Fig.2: Trend in death rate and Serious Injury rate in metalliferous mines
Note: For the year 2020, data is considered upto 31.10.2020

13.35 Trend in fatal and serious accidents in oil mines is shown in Fig. 3. Both the rates have fluctuating trends but over the period it can be said that the serious injury rate is falling.

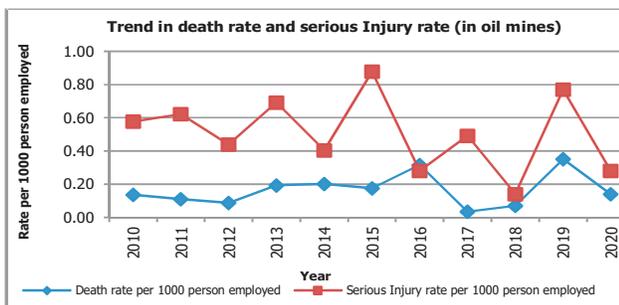


Fig.3: Trend in death rate and Serious Injury rate in oil mines
Note: For the year 2020, data is considered upto 31.10.2020

SAFETY MEASURES

13.36 To ensure enforcement of necessary safety measures in mines, inspections and enquiries are carried out by the inspecting officers of DGMS. Apart from inspecting coal, metalliferous and oil mines, DGMS also undertakes investigation into all fatal accidents, certain serious accidents and dangerous occurrences and makes recommendations for remedial measures to prevent recurrence of similar mishaps. The Trend of accidents from 2001 to 2020 is shown in Table 13.5A. The trend in fatal accidents and fatality rate per 1000 persons employed on 10 yearly average basis from the year 1951 to 2010 and 2011-2019 is shown in Table 13.5B.

13.37 Powers under section 22 and 22A of the Mines Act, 1952, Regulation 116 of Coal Mines Regulations, 2017 and Regulation 108 of Metalliferous Mines Regulations, 1961 have been vested with DGMS to issue improvement notices and prohibitory orders to restrict or prohibit employment of persons in mines or part of mines. The number of inspections and enquiries carried out from the year 2006 onwards are shown in Table 13.6.

CIRCULARS

13.38 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.

COMPETENCY TEST

13.39 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. Details of applications received and competency certificates issued during the period from 01.04.2020 to 31.10.2020 have been given in Table 13.7

APPROVAL OF MINES SAFETY EQUIPMENTS

13.40 Approval, now online, is granted by Chief Inspector of Mines (Also designated as Director General of Mines Safety) to various equipments for use in mines to fulfill 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 equipments/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 equipments also need to conform to the relevant Indian Standards and in case there is no Indian Standard, the standards of the country of origin (ISO/EN/DIN, etc.). The application should also include test certificates from approved laboratory as per the relevant standard. After the documents are scrutinized and found in order, field trial approval is granted to check the pit worthiness of the equipments in various mines. After the equipments 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.

13.41 The equipments/machinery/appliances and materials requiring approval can be categorized into:-

- Personal protective equipment.
- Environmental monitoring

instruments and devices.

- Machinery and other equipments for carrying out mining operations and
- Safety materials for use in underground mines.

13.42 The table below shows particulars of items approved

Resuscitator, Self Rescuer, Breathing Apparatus approved during 01.04.2020 to 30.09.2020			
Items	Number of regular approval/ approval extension granted	Number of Field Trial approvals / Field Trial Approval Extension granted	Total number of Approvals granted
Self Rescuers	01	00	01
Resuscitator	01	00	01
Breathing Apparatus	00	01	01
Total	02	01	03

Equipment, appliances, materials and machinery approved during 01.04.2020 to 30.09.2020		
Number of regular approval/ approval extension granted	Number of field trial approvals/ field trial approval extension granted	Total number of approvals granted
07	03	10

Explosives, Exploders & Detonators, etc. approved during 01.04.2020 to 30.09.2020		
Number of regular approval/ approval extension granted	Number of field trial approvals/field trial approval extension granted	Total number of approvals granted
13	00	13

13.43 The details of approval for use of Mechanical Equipments etc. in mines were granted during 01.04.2020 to 30.09.2020 are given below:

Sl. No.	Type of approval	No. of approval granted
1.	Field trial approval / extension	06
2.	Regular approval/renewal	11
Total no. of approval granted		17

13.44 The details of approvals for use of Electrical Equipments etc. in mines were granted during 01.04.2020 to 31.10.2020 which is given below:

Sl. No.	Type of approval	No. of approval granted
1.	Field trial approval	04
2.	Field trial extension	08
3.	Regular approval	01
4.	Renewal	37
Total no. of approval granted		50

STATISTICS DIVISION, DGMS

13.45 DGMS has a computerized information management (Statistics) system which is maintained by Statistics Division. The Statistics Division is maintaining online software for National Safety Awards (Mines) since 2017. The Division after receipt of various mines safety related data (in the form of returns & reports) scrutinizes, processes and compiles the same.

Vision of Statistical division:

13.46 To complement and supplement in the direction of ensuring nationally acceptable and internationally competitive standards of health, safety and welfare for employees of the mines of India.

Functions of the Statistics Division

Sl. No	Main Activities
1	To Compile, process and maintain the data related to employment, machinery, explosives, accidents statistics pertaining to Mines (Coal & Non-Coal)
2	Work relating to Parliamentary Standing Committee- Supply of data as per requirement.
3	Work relating to Safety Committee of Coal India Ltd. - Supply of data as per requirement.
4	Work related to Parliament Questions: 1. Processing of answer of the Parliament Questions (All sessions) 2. Data processing related to Parliament Questions
5	Accident report: 1. Data entry pertaining to accident related forms and reports in database 2. Processing of accident data 3. Maintenance of accident data in database
6	Processing of Annual Returns of Coal and Non-coal mines: 1. Scrutinizing of submitted returns 2. Processing of data
7	1. 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 - Monthly 2. Besides the division assists in the publication of the following: a) DGMS Standard Note – Yearly b) Ministry's Annual Report – Yearly c) Special Bulletin on Accident Scenario in Coal & Non-Coal Mines - on requirement d) Special Bulletin on Mine disasters in India – (on requirement)

Sl. No	Main Activities
8	National Safety Awards (Mines): 1. Processing and scrutiny related to National Safety Awards (Mines) applications. 2. Maintenance of National Safety Awards (Mines) database 3. Organizing meetings of NSA committee, workshops etc.
9	Dissemination of data to other organisations viz. CSO, IBM, Labour Bureau and State Governments, Ministry of Coal etc.
10	Updating / Maintenance of data related to outcome budget
11	Updating / Maintenance of data related to RFD: 1. Maintenance of inspection and enquiry related database 2. Maintenance of permission cases related database
12	Reconciliation of data related to accident from the Mines management and the Sub-Regional/Regional/Zonal Offices of this Directorate.
13	To coordinate various wings of DGMS as and when required.
14	Development/customization of Software (Co-ordination and briefing) : 1. Mine Statistics 2. National Safety Awards (Mines)
15	The Division is also assisting the researchers of various organizations like IIT (ISM), Dhanbad, IITs and BIT etc. as and when required.
16	For registration of mines, a database is maintained where a unique identification number (mine code) is generated and disseminated to the concerned zone/region.
17	Preparation of standard note 1. Accident analysis. 2. Compilation and derivation of ratios.

18	Compilation of mines details, Coal and Non- coal from Shramsuvidha Portal.
19	Keeping in view the vision of Prime Minister, effort has been made to develop an online platform to collect data and making necessary data available to user online in the following areas: 1. Annual Return 2. Time series analysis of accident
20	Detailed analysis of accidents on various criteria e.g. Cause, Place, State, Age etc.

13.47 The Statistics Division maintains various computerized database 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.

RECENT INITIATIVES AND ACHIEVEMENTS

- The revised format of annual returns was finalized as per the new requirements of changes in the regulations (CMR-2017, OMR-2017 etc.).
- Around 9200 new mines have been included in the database of registered mines at Head office, since 2017.
- Time bound delivery of data for Standard Note-2020 and other reports of DGMS/Ministry.
- National Safety Awards (Mines) for the years of 2017 & 2018 is under process.
- Revision of criteria regarding selection of mines for NSA: To make the comparability of safety efficiency of mines for selection, it was found during analysis that the criteria should be revised. Accordingly, two workshops were arranged for the same. Based on the analysis and the statistics reported by stakeholders, some relevant criteria were revised which will be finally decided by the committee.

NATIONAL SAFETY AWARDS (MINES)

13.48 To promote a competitive spirit amongst mine operators for the betterment of safety standards in mines and give due recognition to outstanding safety performance at the national level, the Ministry of Labour & Employment, Government of India, instituted the National Safety Awards (Mines) in 1983 for the contest year 1982. The Ministry of Labour and Employment endeavors to reduce the risk of occupational diseases and casualty to persons employed in mines by drafting appropriate occupational health and safety legislation and setting standards, by overseeing compliance thereof and by taking up variety of promotional initiatives and awareness programmes which create an environment in which safety is given due priority. National Safety Awards (Mines) is one such promotional initiative. The NSA scheme is applicable to all mines which come under the purview of the Mines Act, 1952. For the contest year 2015 & 2016, total 73 National Safety Award (Mines) were presented by Hon'ble Vice President of India on 16th December 2019 at Vigyan Bhawan, New Delhi.

13.49 The applications received for National Safety Awards (Mines) for the contest years 2017 & 2018 is under process.



Hon'ble Vice President of India, giving the National Safety Award (Mines) for the Contest Year 2015 & 2016 on 16th Dec, 2019 at Vigyan Bhawan, New Delhi.

13.50 Growth of mining activities and year-wise accident in India



Hon'ble Minister of State for Labour & Employment (I/C) addressing during the National Safety Awards (Mines) function at Vigyan Bhawan, New Delhi on 16th Dec, 2019

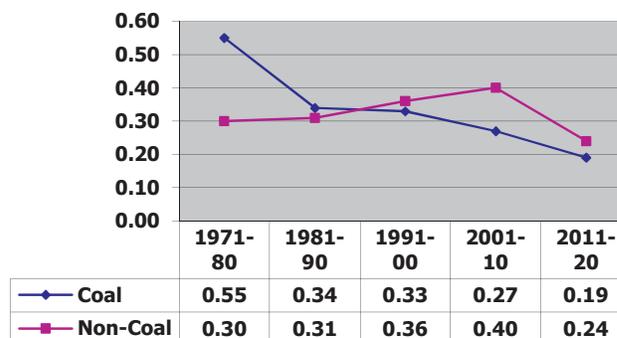
The growth of the mining activities from the year 2006 to 2015 is reflected in Table 13.1. Trend of accident in mines is reflected in Table 13.2. Table 13.3 reflects trend of accidents in Coal Mines cause wise. Table 13.4 reflects trends of accident in Non-Coal cause wise. Status of accidents and the resultant casualties in mines are important aspects related to mines safety. These are reflected in the Table 13.5A and 13.5 B.

13.51 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.

13.52 Table 13.7 reflects the number of applications received from various managers and other employees of mines and accordingly certificates of competency are issued.

Accident Experience

13.53 The accident trends in terms of fatal accidents and fatality rates per thousand persons employed at 10 yearly average since 1971-80 to 2011-20 (up to October, 2020) are indicated below:



13.54 The long term trend of fatality rate and decadal trend can be expressed 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 in coal mines show a steady decline over the years, however, the same cannot be said about the non-coal mines.

13.55 A closer analysis of accidents reveals that during 2019, fatal accidents in coal mines caused by dumpers, trucks, etc. contributed about 22% of the accidents, followed by about 15% caused by Non-transportation machinery. In non-coal during 2019, highest percentage of fatal accidents was due to fall of persons and it was about 22%. It was followed by the cause: Fall of sides which was 16%.

13.56 So far as serious accidents in coal mines during 2019 are concerned the major contributors were: Fall of persons and Fall of objects which were 27% and 14% respectively. In case of non-coal the major contributors were: Fall of persons and Fall of objects which were 23% and 17% respectively

13.57 Figures 4&5 below show cause-wise fatal and serious accidents respectively in coal mines during the year 2019.

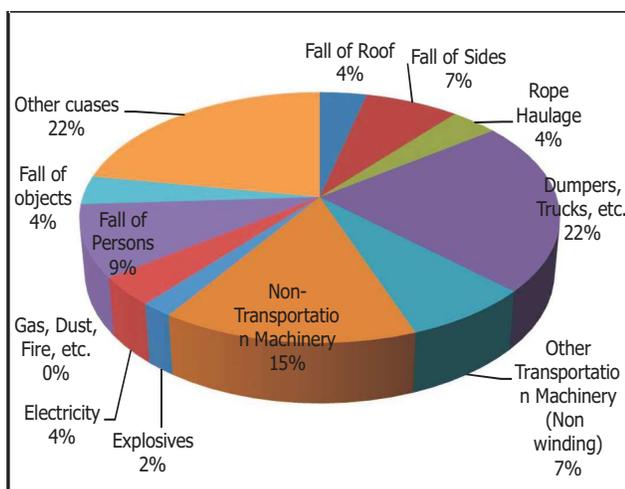


Fig.4: Cause-wise distribution of fatal accidents in coal mines during 2019

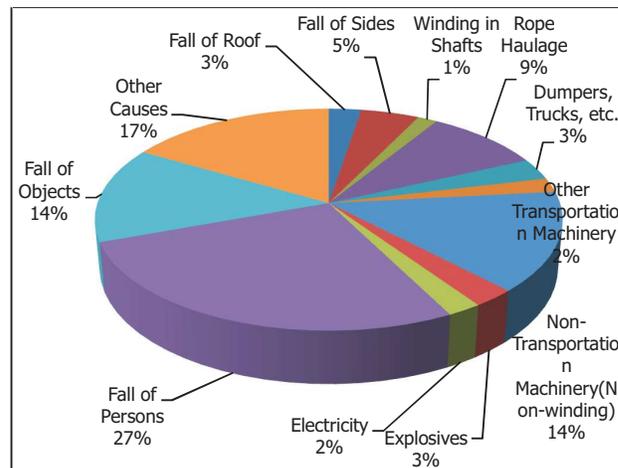


Fig.5: Cause-wise distribution of serious accidents in coal mines during 2019

13.58 Figures 6 and 7 below show cause-wise fatal and serious accidents respectively in non-coal mines in 2019.

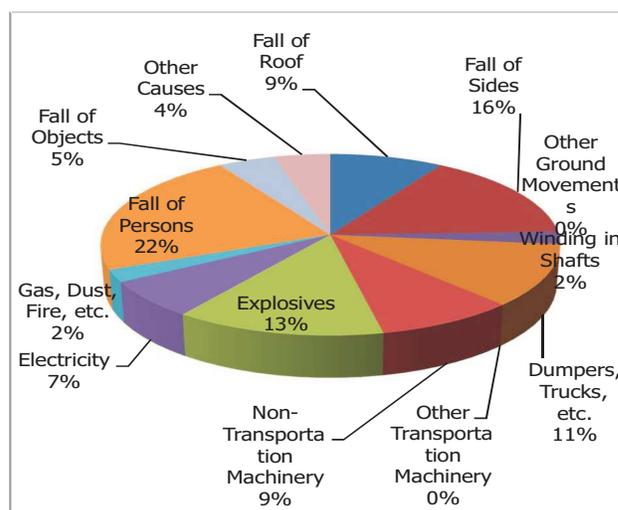


Fig. 6 Cause-wise distribution of fatal accidents in non-coal mines during 2019

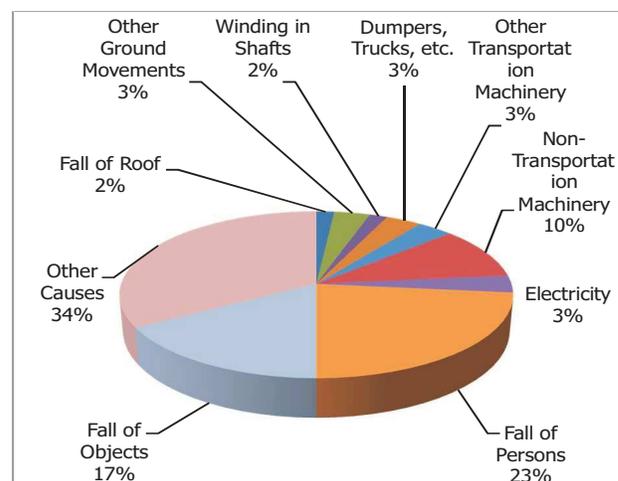


Fig.7 Cause-wise distribution of serious accidents in non-coal mines during 2019

13.59 Table 13.1 shows the growth of mining activities in India from 2006 to 2015. Mining activities have been classified into Coal, Metal and Oil. The values

of minerals mined from the Coal, Metal and Oil have been shown. The table also shows the aggregate horse power and explosive used in the mining activities in India.

• Table 13.1											
• Growth of Mining Activities in India											
Year	No. of reporting mines			Value of minerals (in Million Rupees)			Aggregate H.P. (in 000s)			Explosives used (in 000 tonnes)	
	Coal	Metal	Oil	Coal	Metal	Oil	Coal	Metal	Oil	Coal	Metal
2006	568	1720	44	374671	162160	370657	5953	2666	468	345.3	95.1
2007	567	1770	49	419279	235351	256944	5843	2646	457	353.0	97.8
2008	569	1904	67	481635	289354	294290	5935	2857	711	395.3	121
2009	583	2002	74	581240	325453	351652	6248	3309	842	461.0	101.7
2010	592	1961	82	618357	434283	404801	6362	3310	851	493.2	97.2
2011	601	1956	85	666415	419109	399397	6809	3801	937	503.5	98.2
2012	582	2148	86	744934	448843	492060	6936	4101	854	474.6	102.2
2013	605	2230	88	1037522	423740	565656	7557	4104	1014	523.6	100.2
2014	588	2254	92	1212547	462475	544443	5799	3932	993	590.8	113.2
2015	590	2398	112	1068745	629814	473290	5770	4502	1443	591.1	105.4

Note: Based on the information as reported by mines through ZO/ ROs

Data for the year of 2016 to 2019 has not been compiled as the software for annual return is not complete

13.60 Table 13.2 shows the trend of accidents in mines from 2001 to 2020. Accidents have been classified into coal and non-coal mines.

Accidents are further classified into fatal and serious accidents.

Table 13.2						
Trend of Accidents in Mines						
Year	Number of Accidents in Coal Mines			Number of Accidents in Non-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	268	335	39	37	76
2017	56	266	322	46	21	67
2018	49	266	315	48	22	70
2019	54	193	247	45	60	105
2020*	29	62	91	27	20	47

* Data for the year 2020 are provisional and data for 2020 are as per the report received up to 31.10.2020.

13.61 Table 13.3 shows the trend of accidents in coal mines from 2015 to 2020, cause wise. There are 14 broad causes of accidents in coal

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

Causes	Number of Fatal Accidents						Number of Serious Accidents					
	2015	2016	2017	2018	2019	2020*	2015	2016	2017	2018	2019	2020*
Fall of Roof	4	8	3	3	2	3	9	11	7	9	5	4
Fall of Sides	5	5	5	2	4	0	11	8	16	14	9	0
Other Ground Movements	0	1	0	0	1	0	1	0	0	0	0	1
Winding in Shafts	0	1	0	0	2	0	3	0	2	14	3	0
Rope Haulage	3	5	5	2	2	0	28	26	20	20	18	3
Dumpers, Trucks, etc.	16	20	19	15	12	9	14	12	8	13	6	5
Other Transportation Machinery	0	3	2	1	4	1	4	7	2	6	4	0
Non-Transportation Machinery	11	9	10	10	8	3	18	17	16	24	28	5
Explosives	0	0	2	2	1	2	5	3	3	1	2	1
Electricity	4	2	2	5	2	0	3	6	6	4	4	3
Gas, Dust, Fire, etc.	0	4	1	2	0	0	1	0	0	0	0	0
Fall of Persons	4	4	2	3	5	4	105	87	85	74	52	22
Fall of Objects	2	2	2	0	2	1	46	43	72	40	27	8
Other Causes	5	3	3	4	9	6	54	48	29	47	35	10
Total	54	67	56	49	54	29	302	268	266	277	193	62

* Data for the year 2020 are provisional and data for 2020 are as per the report received up to 31.10.2020.

13.62 Figure 8 shows the percentage of fatal accidents cause-wise in mines during 2015-

2020. It can be observed that the major reason for fatal accident is Dumpers, Truck etc. followed by Fall of Persons.

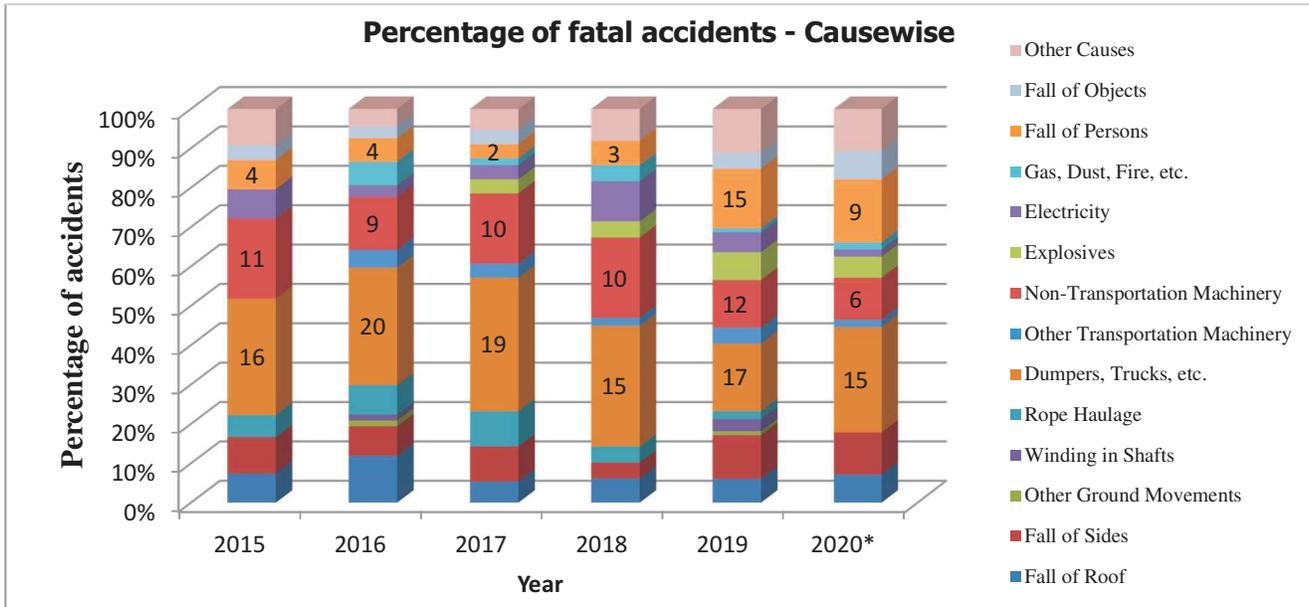


Fig.8 Percentage of fatal accident- cause-wise

13.63 Figure.9 shows the percentage of serious accidents cause wise in mines during 2015-2020. It can be observed that the major reason for

serious accident is Fall of person followed by Fall of objects and other causes (except non-transportation machinery in 2018 & 2019).

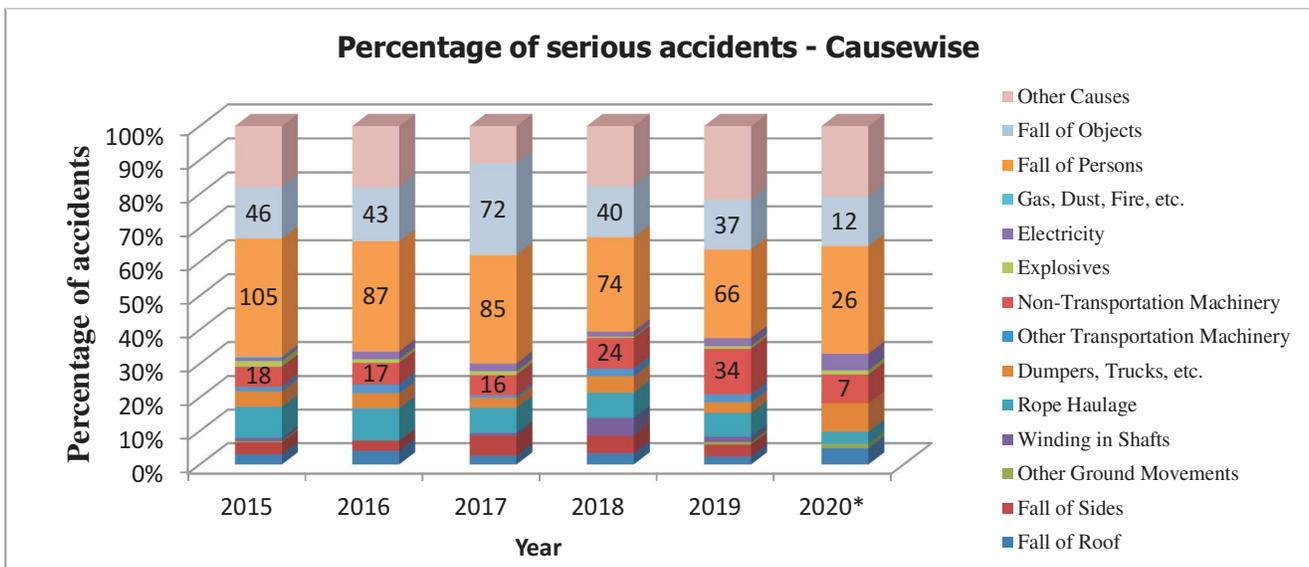


Fig.9 Percentage of Serious accident- cause-wise

13.64 From figure. 8 and figure. 9, it can be found that the reasons for fatal and serious accidents are different. The major cause for fatal accident is “Dumper, Trucks etc.” while for serious accident it is “fall of persons”.

13.65 Table 13.4 shows the trend of accidents in non-coal mines from 2015 to 2020, cause wise. There are 14 broad causes of accidents in non-coal mines. Accidents are further classified into fatal and serious accidents.

Causes	Trend of Accidents in Non-coal Mines – Cause wise											
	Number of Fatal Accidents						Number of Serious Accidents					
	2015	2016	2017	2018	2019	2020*	2015	2016	2017	2018	2019	2020*
Fall of Roof	2	0	1	3	4	1	3	0	0	0	1	0
Fall of Sides	5	6	9	9	7	6	2	3	0	1	0	0
Other Ground Movements	0	0	1	1	0	0	0	0	0	0	2	0
Winding in Shafts	2	1	1	1	1	0	1	0	2	0	1	0
Rope Haulage	0	0	0	0	0	0	0	1	0	0	0	0
Dumpers, Trucks, etc.	13	8	5	9	5	6	0	1	0	0	2	2
Other Transportation Machinery	2	0	1	0	0	0	1	1	0	1	2	0
Non-Transportation Machinery	2	1	7	7	4	3	5	3	3	2	6	2
Explosives	0	3	6	0	6	1	0	0	0	1	0	0
Electricity	2	0	2	2	3	1	1	2	3	0	2	1
Gas, Dust, Fire, etc.	1	1	0	1	1	1	1	1	1	0	0	0
Fall of Persons	9	9	8	6	10	5	5	14	3	6	14	4
Fall of Objects	4	4	4	5	2	3	9	6	4	4	10	4
Other Causes	3	6	1	4	2	0	7	5	5	7	20	7
Total	45	39	46	48	45	27	35	37	21	22	60	20

* Data for the year 2020 are provisional and data for 2020 are as per the report received up to 31.10.2020.

13.66 Table 13.5A shows the trend of accidents and resultant casualties' in mines from 2001 to 2020. The mines are classified into coal and non-coal mines.

Accidents have been classified into fatal and serious accidents

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	268	271	39	50	10	37	38
2017	56	61	0	266	272	46	68	11	21	32
2018	49	62	11	266	269	48	54	13	22	22
2019	54	59	6	193	198	45	54	9	60	62
2020*	29	32	5	62	64	27	35	7	20	20

* Data for the year 2020 are provisional and data for 2020 are as per the report received up to 31.10.2020.

13.67 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.

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	0.40	264	0.55	66	0.27	74	0.30
1981-90	162	0.30	185	0.34	65	0.27	73	0.31
1991-2000	140	0.27	170	0.33	65	0.31	77	0.36
2001-2010	87	0.22	108	0.27	54	0.32	67	0.40
2011-2020*	59	0.17	66	0.19	43	0.20	52	0.24

* Data for the year 2020 are provisional and data for 2020 are as per the report received up to 31.10.2020.

13.68 Table 13.6 shows the number of inspections and enquiry in mines from 2007 to 2020. The mines have been further segregated into coal, metal and oil mines. The inspections and enquiry is showing slightly increasing trend in long period.

• Table 13.6

• Number of Inspections and Enquiries

Year	No. of Inspections				No. of Enquiries				Grand Total
	Coal	Metal	Oil	Total	Coal	Metal	Oil	Total	
2006	4192	2630	219	7041	951	338	27	1316	8357
2007	4330	2309	183	6822	796	380	24	1200	8022
2008	4614	2838	216	7668	840	417	24	1281	8949
2009	4404	3325	250	7979	899	372	52	1323	9302
2010	3486	3297	243	7026	911	463	52	1425	8451
2011	3216	3688	321	7225	956	452	68	1476	8701
2012	3811	3635	292	7738	933	537	40	1510	9248
2013	4038	3898	329	8265	890	449	60	1399	9664
2014	4664	4694	588	9946	1035	540	111	1686	11632
2015	6047	5889	786	12722	1280	653	36	1969	14691
2016	4634	7766	638	13038	1165	586	96	1847	14885
2017	4259	4813	639	9711	1169	1068	32	2269	11980
2018	3253	4258	606	8117	937	618	54	1609	9726
2019	2284	3078	456	5818	901	544	85	1530	7348
2020*	932	854	129	1915	487	282	72	841	2756

* Data for the year 2020 are provisional and data for 2020 are as per the report received up to 30.09.2020

13.69 In Fig.10, the trend is plotted taking number of inspection on primary axis. The trends of fatal and serious accidents are plotted on secondary axis taking number of accidents as dependent variable. It can be observed that over a long period, the trend of both fatal and serious accidents have gone down. For serious accidents, the gradient of decline is steeper than

that of fatal accidents. The data shows a sharper decline in serious accident consequent upon a sharp increase in the number of inspection during the year 2015. On the basis of all the facts, we can infer that inspection have very positive impact on the improvement of overall safety in the coal mines (i.e. decline in the number of fatal and serious accidents).

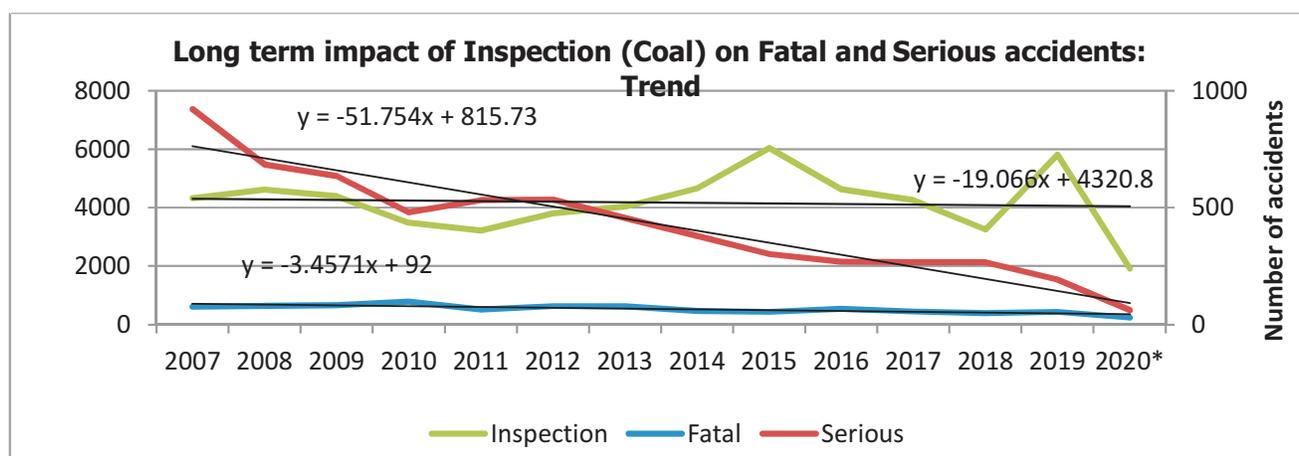


Fig.10 Long term impact of Inspection (Coal) on Fatal and Serious accidents: Trend

13.70 In the above graph for enquiry, the trend is plotted taking number of enquiry on primary axis. The trends of fatal and serious accidents are plotted on secondary axis taking number of accidents as dependent variable. It can be observed that over a long period, the trend of both fatal and serious accidents have gone down i.e. the number of accidents has declined. For

serious accidents the gradient of decline is steeper than that of fatal accident. The spread of number of enquiry over a long period is showing a slight increase. On the basis of all the facts, we can infer that enquiry have very positive impact on the improvement of overall safety in the coal mines (i.e. decline in the number of fatal and serious accidents).

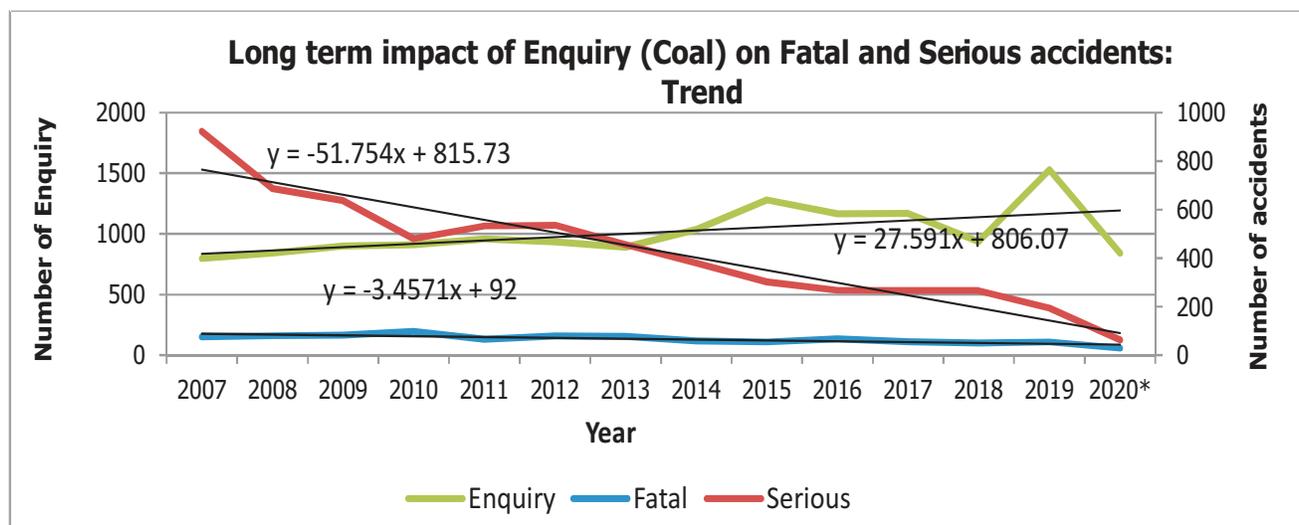


Fig.11 Long term impact of Enquiry (Coal) on Fatal and Serious accidents: Trend

13.71 Table 13.7 shows the details of applications received and competency certificates issued

during the period from 01.04.2020 to 31.10.2020 have been given in Table 13.7

Application received & Certificates of Competency issued during April, 2020 to October, 2020				
Category of certificates of competency	Coal Mines Regulations, 2017		Metalliferous Mines Regulations, 1961	
	Application Received	Certificate issued*	Application Received	Certificate issued*
Manager	256	322	158	284
Surveyor	264	60	87	23
Overman/Foreman	1107	1434	827	178
Sirdar/Mate**	0	0	0	0
Blaster**	0	0	0	0
Winding Engine Driver**	0	0	0	0
Gas testing**	0	0	0	0

* Applications received prior to April 2020 have been dealt during April, 2020 to October, 2020. In view of that, certificates issued may not be in proportionate with that of application received. **Applications for Junior Examinations such as (1), (2), (3) & (4) are not being dealt at Examination Section, DGMS (HQ) and are dealt by respective Zonal Offices

NATIONAL CONFERENCE ON SAFETY IN MINES

13.72 The 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. The first Conference was held in the year 1958. The eleventh conference was held on 4th & 5th July, 2013 at New Delhi during which three major issues (i) Small Scale Mining, (ii) Safety, health & welfare of Contractual workers & (iii) Surface & underground transportation machinery were deliberated in detail. 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



ON-GOING SCHEMES

Strengthening of Systems & Infrastructure of DGMS (SSID):

13.73 Earlier during 2017-2020, A scheme namely Strengthening of System & Infrastructure of DGMS (SSID) (Formerly Mine Accidents Analysis and Modernization of Information

Database (MAMID) and Strengthening of Infrastructure facilities and core functions of Directorate General of Mines Safety (SOCFOD) was existing but from the Year 2020-2021, there is no scheme approved and hence there is no target. However S&T division continue to function to achieve the desired goal.

Following activities were undertaken by S&T Division during 01.04.2020 to 31.10.2020	
Activity	Achievement
A. Imparting training and facilitating for preparation of Safety Management Plan	Nil due to Covid situation
B. Organizing Programmes for safety awareness in small mines with the help of state governments.	Nil due to Covid situation

C. Development of DGMS Officials on OHS & Technical Subjects Through Training/ Seminars, etc. by exposing them to National & International institutes, Seminars, Conferences etc.	NIL
D. Digitization of Plans, abandoned mine plans, etc.	500 Plans
E. Scientific studies in mines on various subjects in key problem areas of mining for providing continual support to the mining industry by setting appropriate standards, protocols & guidelines.	Nil due to Covid situation
F. Issue of Circulars/guidelines/ standards/protocols on Occupational Safety and Health in mines	Technical: 06 Nos. Legislative: NIL General: NIL
G. Workshops and seminars on development of guidelines/ standards/ protocols, new technologies, Occupational Safety and Health matters and on other subjects	Nil due to Covid situation
H. Implementation of computer based Statutory Examinations for Senior Exams (Coal & Metal)	Activity not being under taken by S & T during the period
I. Computerization and digitization of examination records, validation recording & tracking system	Activity not undertaken during the period
J. Training of middle- level management officials, Workmen's Inspectors, Workers and others by MSHA	Nil due to Covid situation
K. Approval of R&D activity of the Academic institution, Research organization, etc. 1. Clearance for undertaking R&D Project in underground coal mines titled "Development of Tele-Robotic & Remote operation Technology for underground Mines" for monitoring the environment and mapping at Khottadih Colliery of Pandveswar Area of M/s Eastern Coalfield Limited on experimental basis by M/s CSIR-CMERI, Durgapur, CSIR- CMFIR, Dhanbad& CMPDI, Ranchi	01

13.74 During the period 01.04.2020 to 31.10.2020 approvals of equipment, appliances,

materials and machinery granted for use in mines are given below:

Approvals of Equipment, Apparatus & PPEs during 01.04.2020 to 31.10.2020:		
Sl. No.	Type of approval	No. of approvals granted
1.	No. of field trial/extension	04
2.	Regular approval/extension	22
	Total	26

E-Governance in DGMS

13.75 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.

13.76 DGMS has started e-governance, utilizing IT in accordance with the recommendations of the Central Cabinet. In order to achieve this goal, an e-Governance Road map has been made, which has suggested implementing it in a phased manner giving importance on the establishment of formal organizational structure and project management structure.

DGMS has taken many IT initiatives during the year 2020-21 including the following:

- a. The website of DGMS has been redesigned and customized for providing better user interface and transparency for different stakeholders.
- b. In line with the Digital India initiative, software modules namely "Approval System", "Permission/ Exemption/ Relaxation |System" have been developed and made live for use by the user industry. As on 31.10.2020 total of 7309 applications for Permission/ Exemption/Relaxation has been received online and 7011 has been dealt accordingly.
- c. "National Safety Award (Mines) System" software module has been made live for online submission of applications for the NSA (Mines), evaluation and verification of data and preparation of awardees list. This has brought transparency and

accountability in the system. For the contest years 2015 and 2016 total 290 and 378 online applications were received respectively and the National Safety Awards (Mines) function was organized on 16th December 2019 at Vigyan Bhawan, New Delhi. For the contest years 2017 and 2018 total of 315 and 223 applications have been received online for the respective years.

- d. "Accidents & Statistics System" software module has been developed and made live on 01.08.2020. This system has enabled online, sending of accident intimation by the mine user, filing of accident inquiry reports by the inspecting officers of DGMS, follow up of the accident reports, finalization of action and dissemination of the relevant information and alerts to the mining industry for improving safety standards. Additionally, the system provides platform for online filing of statistical details by the mine users. As on 31.10.2020 total of 56 fatal accidents, 82 serious accidents and 12 dangerous occurrences have been reported on the web portal.
- e. Module for online logging of daily activity by the officers has been developed to generate details of inspection, inquiry, follow up actions, promotional initiatives taken up on daily basis. This will facilitate online generation and reporting of monthly summary work by the officers and real time updating of dash board on the DGMS web site.
- f. "Accounts & Budget System" software module has been developed as a part of "Digital DGMS."
- g. For online generation for inspection, the

modalities for “Risk-based inspection System” for coal mines have been developed and incorporated in the ShramSuvridha portal.

- h. The digitization of old records including mines plans has been going in view of Digital India and secured record keeping. This will ensure secured record keeping and easy and timely access.

Recent initiatives in DGMS:

- The modalities for “Risk-based Inspection System” for coal mines have been developed. The inspections are generated for online assignment through shramsuvridha portal prioritizing on the actual risk rating of the coal mines of all categories. The software for the purpose has been developed by NIC and implemented by incorporating it in ShramSuvridha Portal. Risk-based inspection system for metalliferous mines is under progress.



- The Coal Mines Regulations, 2017 and the Oil Mines Regulations, 2017 have been notified. The draft of the amendment proposal of the Metalliferous Mines Regulations and the Mines Vocational Training Rules has been discussed in the Section 12 committee constituted under the Mines Act, 1952 and sent for publication in the official gazettee. The process for the

amendment of the Mines Rescue Rules and Mines Rules has been initiated. The amendments are necessitated in view of the technological developments, changed mining methods, machinery and work environment etc.

- Vide Gazette Notification No. SO 506(E) published on 29.01.2019 as extraordinary part-II, section-3, sub-section (ii), the restriction on the employment of women as per the provisions of the Mines Act, 1952, in any mine between the hours of 7 pm and 6 am in the mine above ground including opencast workings and in any mine belowground between the hours of 6 am and 7pm in technical, supervisory and managerial work has been relaxed subject to the provision of adequate facilities and safeguards regarding their occupational safety, security and health.
- Directorate General of Mines Safety (DGMS), Ministry of Labour & Employment, Government of India and the Department of Natural Resources Mines and Energy, Queensland Government, Australia, through the Safety in Mines, Testing and Research Station (Simtars) have signed Memorandum of Understanding (MoU) for Sharing and dissemination of information on occupational safety and health, technological advancements and best practices, setting up a world class Occupational Safety and Health Academy having satellite centres and develop it as a training hub for persons engaged with mineral industry in India and its neighbourhood with a view to ensure safety at work place and equip industry in formulation of risk based Safety Management Plan and Emergency Evacuation systems.



DGMS AND SIMTARS SIGN MoU TO SHARE TECHNICAL KNOWLEDGE IN OCCUPATIONAL SAFETY ON 07.03.2019

Table 13.8

THE DETAILS OF TRAININGS/WORKSHOPS/SEMINARS ATTENDED BY DGMS OFFICERS DURING 01.01.2019 to 31.10.2019

S. No	Name of the Seminar, Workshop, Symposium etc	Venue	Period	No. of Officers attended
	NIL	NIL	NIL	NIL

OCCUPATIONAL HEALTH CONDITIONS

13.77 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]

13.78 Under section 25 of the Mines Act, 1952, Pneumoconiosis, Asbestosis, Silicosis, Manganese Poisoning of nervous type and Cancer of lung or stomach or the pleura and peritoneum i.e. mesothelioma were already notified as disease connected with mining operations. In addition to the aforesaid diseases the three more additional diseases i.e. Noise Induced Hearing Loss, Contact Dermatitis caused by direct contact with chemical and Pathological manifestations due to radium or radioactive substances have been notified as diseases related to mining vide Gazette Notification No.S.O.399 E dated 21st February, 2011. Airborne dust concentration i.e. threshold permissible limit for asbestos fibre has been reduced from 2 fibre per millilitre to 1 fibre per millilitre. Cases of CWP, Silicosis & NIHL reported by Mine Management to DGMS are given below:

Year	Coal Workers' Pneumoconiosis	Silicosis	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	2	0	0
2018	2	9	0
2019	1	0	0
2020*	0	0	0

* upto 31.10.2020

13.79 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

13.79 Occupational health surveys have been carried out in various states in the year 2017, 2018 & 2019 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, 11441 persons have been examined and 262 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

* upto 31.10.2020

Fresh Initiatives

13.80 Fresh initiatives have been undertaken by DGMS to make the mine workers more aware about the dangers of airborne dust diseases and how to prevent such diseases by suppressing the dust at its source using wet drilling and dust extraction and preventing devices, use of dust masks and other personal protective equipments. Directorate General of Mines Safety has organized 347 Awareness camps in 20 states in the Year 2017, Year 2018 and 2019 to bring awareness among the mine owners and mine workers regarding Silicosis.

13.81 Medical Officers engaged in medical examinations of mine workers were imparted hands on training as how to diagnose silicosis and pneumoconiosis at its initial stages as per the ILO Classification of Chest Radiographs during special programmes held in Chennai, Nagpur, New Delhi, Meghalaya. Still more programmes are being arranged in other parts of the country.

14.1 The Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE), Ministry of Labour, Government of India, was established in 1958 to implement Workers Education Scheme at National, Regional, Unit and Village Levels.

- The Board is tripartite in character and consists of representatives from Central Organisations of Workers/Employers, Central/State Governments and Educational Institutions.
- Awareness is sought to be created 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, rural and informal sectors as indicated in **Table 14.1**.
- 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

14.2 Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE) **is headed by a Chairman. Its headquarters is at Nagpur. The Chief Executive of the Board is the Director General, who is assisted by an Additional Director, Financial Adviser Deputy**

Directors, Zonal / Regional Directors and Subordinate Staff etc. The **Board operates through 50 Regional Directorates and 7 Sub-Regional Directorates. The Six Zonal Directorates situated at Delhi, Guwahati, Kolkata, Mumbai, Chennai and Bhopal monitor the activities of the Regional Directorates in their respective zones.**

14.3 Tripartite Regional Advisory Committees constituted for each Regional Directorate review the progress of the scheme and recommend measures for effective implementation of Workers Education Programmes. The Indian Institute of Workers Education (IIWE), Mumbai, an apex level training Institute of the Board, was established in 1970.

TRAINING PROGRAMMES OF THE BOARD

14.4 Training programmes of the Board for workers in Organized Sector are conducted at three levels.

- At the first level training is imparted to the candidates selected as Education Officers. After successful completion of the training, these Education Officers conduct varied programmes from the Regional Directorates.
- At the second level, workers from different establishments, sponsored by trade unions and released by employers are trained. These trained workers are called Trainers.
- At the third level, the Trainers conduct classes for the rank and file of workers in their respective establishments.

NATIONAL LEVEL PROGRAMMES

14.5 Programmes for representatives from Central Trade Union Organizations/ Federations and Voluntary Organizations on different subjects are conducted by the IWE in addition to giving pre-employment training to Education Officers and reorientation to Regional Director and Education Officers of the Board as well. In view of the specialized training needs to tackle some of the specific issues by Trade Unions, three cells namely (i) Industrial Health, Safety and Environment (ii) Education for Rural and Unorganised Sector Workers and (iii) Women and Child Labour have been established in the Institute.

14.6 During the period from April, 2020 to October, 2020, The National Level Programmes could not be conducted as the premises of Mumbai have been declared unsafe as per structural audit carried out by IIT, Mumbai. However, virtual training is being conducted by the IWE, Mumbai.

PROGRAMMES AT REGIONAL LEVEL

14.7 Details of training programmes conducted by the Regional Directorates during the period April, 2020 to October, 2020 including Unit Level Classes, programmes for rural workers and workers belonging to unorganized sector and weaker sections are indicated in the **Table 14.1**.

ORGANISATION OF UNORGANISED LABOUR AND TRAINING OF RURAL VOLUNTEERS

14.8 Initially the Board concentrated its activities in the organized sector. The Board shifted its emphasis to rural sector since 1977–1978 on the recommendations of Workers Education Review Committee. Initially started with 7 pilot projects, the rural workers education programmes have now become a regular and continuing programme. The objectives of the programme are:

- To promote critical awareness of problems, privileges and obligations as workers and citizens;
- To enhance self confidence and build up scientific attitude;
- To educate them to develop their organizations through which they can fulfil socio-economic functions and responsibilities in rural economy and strengthen democratic, secular and socialist fibre of rural society;
- To educate them in protecting and promoting their individual and social interest;
- To motivate for family welfare planning and to combat social evils.

14.9 Rural Volunteers are given one week orientation /Refresher Courses at Regional Directorates to assist Education Officers in conducting Rural Awareness Camps. These camps are attended by landless labour, tribal labour, artisans, forest workers and educated unemployed in rural areas etc.

14.10 Tailor made programmes of one to four days durations, based on the functional and educational needs of workers, for Handloom, Powerloom, Khadi & Village Industries, Industrial Estates, Small Scale Units, Handicrafts, Sericulture, Coir Industry, Beedi Industry and Workers of Weaker Sections such as women workers, handicapped workers rickshaw drivers, construction workers, civic and sanitation workers are also organized by the Board.

Performance

14.11 During the period from April, 2020 to October, 2020, the Board has conducted **1236** programmes of various durations and trained **30547** workers of various sectors. Details are at **Table 14.2**.

MAJOR ACHIEVEMENTS

Empowerment Programmes

14.12 During the year the pandemic situation the 4 days duration programmes organised less up to October, 2020. In pursuance of the recommendations to the Committee on Rural Camps, the Board has introduced 4-days Empowerment Programmes from the financial year 2003-04. During the period from April, 2020 to October, 2020, 160 workers have been benefited in 4 Empowerment Programmes organized for Unorganized, Weaker and Rural Sector workers.

Programmes for Panchayati Raj Functionaries

14.13 The Panchayati Raj Institutions have been entrusted with the responsibility of preparing plans and implementation of various programmes of rural infrastructure development and poverty alleviation programmes which calls for necessary knowledge and skills among the elected members of Panchayati Raj. For the success of Panchayati Raj, its members need to be educated and trained to shoulder their responsibilities in a best manner. Owing to the increasing thrust of the Govt. of India for educating the elected members of Panchayati Raj Institutions, the Board conducts exclusive training programmes of 2-days duration for the elected members of the Panchayati Raj Institutions.

14.14 During the period from April, 2020 to October, 2020, no programme conducted elected for members of the Panchayati Raj Institutions (including N.E. Region). Due to pandemic situation spread and lockdown.

Special Programme for Migrant Workers of Unorganized Sector

14.15 The Board also conducts special programme called Migrant Worker w.e.f. 2020-21 to generate awareness the various welfare

schemes launched by the Central/State Governments.

14.16 During the period from April, 2020 to October, 2020, 7 programmes were conducted for migrant workers of rural / unorganized workers and 255 workers were trained.

Labour Welfare and Development Programmes

14.17 The Ministry of Labour has assigned to the CBWE the task of Generating Awareness among the Rural/Unorganized sector workers about the various welfare schemes of the Government for their socio-economic development.

14.18 Accordingly, the Board has designed and introduced from the year 2003-2004, a new programme called "Labour Welfare and Development" of 2 days duration for the workers of rural/unorganized sector for implementation through its 50 Regional Directorates. During the period from April, 2020 to October, 2020 the Board has organized 82 awareness generation programmes for 2585 workers of rural and unorganized sectors under Labour Welfare & Development programmes.

14.19 Besides, informative study material developed by the Board in the form of booklets and leaflets for distribution to the participants of the training programmes.

GRANTS-IN-AID SCHEME

14.20 The Central Board for Workers Education through its Grants-in-Aid Scheme extends financial assistance to Trade Union Organizations and Educational Institutions etc. to conduct Workers Education Programmes for their own workers.

14.21 The Grants-in-Aid Scheme of the Board was introduced in the year 1960 and developed considerably since then. It is modified and improved from time to time after taking into consideration the suggestions and demands

from the Trade Unions. The last revision of the Grants-in Aid scheme and its pattern of expenditure were done in April, 2005 with a view to induce the trade unions to avail this faculty on a wider scale. Similarly the rules and procedure of the Grants-in-Aid Scheme have also been simplified accordingly to meet the Trade Union needs.

14.22 Grants-in-aid is available for conducting full time Residential and Non-residential Programmes of 3 to 7 days duration according to the local requirement of the Trade Union Organizations. The grantees are allowed flexibility regarding subjects to be covered and number of participants. The grants-in-aid scheme has also been extended to the Rural Workers.

14.23 The Board provides grants-in-aid to registered Trade Unions and other institutions for conducting their own workers education programmes.

14.24 The Board also sanctions grants-in-aid for National Level Courses to the Central Trade Union Organizations and National Federations.

USE OF HINDI

14.25 One meeting of the Official Language implementation Committee of the Board was held at Nagpur to review the progress in the use of Rajbhasha Hindi at Head Office, Nagpur. Virtual Hindi workshop was conducted on 19/10/2020 for North, East employees of the Board.

14.26 Hindi Day was celebrated on 14th September, 2020 as per the guidelines & SOP of Ministry i.e. Social Distancing, Sanitisation, wearing mask and 30% present of the Employees. Hindi fortnight was celebrated from 01.9.2020 to 14.9.2020 in the head office, Nagpur. Different types of competitions were conducted and prizes were distributed to winners. IWE and all Regional Directorates of the Board also celebrated Hindi Day and observed Hindi Fortnight. All the officers and

staff members participated enthusiastically.

OBSERVANCE/CELEBRATION OF VARIOUS DAYS

14.27 The Head Office and all Zonal and Regional Offices of Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE), IWE, Mumbai, observed the following days to mark the occasions :-

- Anti-Terrorism Day
- Independence Day
- Sadbhavana Day
- Vigilance Awareness Week
- Swatch Bharat Abhiyaan
- Celebrating 151 years of the Mahatma Gandhi.

14.28 Webinar, Virtual Seminars, etc. were organized by following the guidelines as per the SOP of the Government of India with presence of 50% presence of the Staff. Pledges wherever required were administered to the trainees and members of staff.

NEW INITIATIVES

COVID 19

14.29 During period April 2020 to October 2020, the Board generated the awareness through on programmes on COVID 19 novel corona virus were conducted through webinar and virtual programmes to aware the participants about the COVID 19 as per the guidelines of Govt. of India and SOP for prevention of these virus. Exclusive 32 programm for Covid 19 were conducted and 989 participants were trained in Rural & Unorganised Sector.

14.30 The DTNBWED has conducted exclusive training programmes for rural workers on MGNREGA by way of a project to enlighten the rural masses about the benefits of the National Rural Employment Guarantee Scheme.

Table 14.1

COURSES ORGANISED UNDER WORKERS EDUCATION SCHEME

Sr. No.	National Level	Sr. No.	Regional Level	Sr. No.	Unit Level	Sr. No.	Specific Categories
1	Organising the unorganised	1	Training of Trainers (10 days)	1	Unit Level Classes	1	Functional Adult Literacy Classes
2	Organising the unorganised	2	Capacity Building Programmes (5 days)	2	Need Based Special Programmes	2	Empowerment Programme for Unorganised Workers (4- days)
3	Social Security Schemes	3	Joint Education Programmes (1 day)	3	Joint Education Programmes (2-days)	3	Empowerment Programme for Weaker Section (4-days)
4	Supervisory Development	4	Programmes under Self Generation of Funds (1/2/3-days) CTP	4	Plant Level Programme for Trained Workers(1 day)	4	Empowerment Programme for Rural Workers (4-days)
5	Role of JCM Members	5	Need Based Seminars (1-2 days)			5	Migrant Workers programme for Rural Unorganised Workers (2 day)
6	Welfare Schemes for Unorganised Workers	6	Quality of Life for Workers and their Spouses (4/2 days)			6	Rural Awareness Camps (2 days)
7	Role of Trade Unions in National Development	7	MGNREGA			7	Special programme for SCSP/TSP Workers (2 day)
8	Trade Union Leadership.					8	2 days programme for :
9	Industrial Development and Role of Trade Unions					8 (a)	Unorganised workers/ Stone Quarry etc.,
10	Refresher Course					8 (b)	Women Workers
11	Leadership Development					8 (c)	SC/ST Workers
12	Refresher Course					8 (d)	Parents of Child Labour/ Child Labour.
13	Capacity Building					8 (e)	Labour Welfare and Development
14	Skills for Developing Effective Leadership					8 (f)	Construction Workers
15	Refresher Course					8 (g)	HIV / AIDS Programme
16	Team Work						
17	Upgradation of skills and updating Knowledge of Young Trade Union Leaders						
18	Office Management						
19	Women Workers						
20	Challenges before Trade Unions in changing scenario						

Table 14.2

Activities of Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE) for the period 2020-21

Activity	Target 2020-21	Achievement from 1.04.2020 to 31.10.2020	
		Progs.	Participants
REGIONAL LEVEL			
Training of Trainers (10 month)		1	35
Capacity Building Programmes (5 days)	20	1	29
Refresher Course for Trainers (1 week)			
Joint Education Programme on Participative Management (1 day)	500	504	9224
Programmes under Self Generation of Funds / CTPG (1/2/3 days)	400	9	164
Need Based Seminars (1/2 days)	250	73	1485
Programmes on Quality of Life for Workers and their spouses (4 days)	0	0	
Programmes on Quality of Life for Workers and their spouses (2 days)	25	0	
Seminar at Plant Level (1 day)	200	51	704
Special Programme for Self Generation of Fund Programme (5 days)	0	0	0
Workers Participation in Management	20	0	0
UNIT LEVEL			
Part/Full Time Unit Level Classes (3-months/3-weeks/1 month)	50	2	63
Joint Education Programmes for New Members of Joint Councils at Enterprise Level (2/3 days)	375	37	698
UNORGANISED SECTOR			
Empowerment Programme for Unorganized Workers/Weaker Section (4 days)	40	4	160
Programme for Unorganized Sector/Stone Quarry/Construction Workers (2 days)	275	157	5200
Programme for Women Workers (2 days)	250	93	3060
Programme for Parents of Child Labour/Child Labour (2 days)	110	9	295
Programme for SC/ST, SCSP/TSP (2 days)	1343	31	925
Labour Welfare & Development Programme (2 days)	240	82	2585
Programmes for Panchayati Raj (2 days)	50	0	
Programme on Quality of Life for Workers and their spouses (4 days)	10	1	40
Programme on Quality of Life for Workers and their spouses (2 days)	21	1	40
Special Programmes for Migrant Workers in Unorg. Sector (2 day)	542	7	255
Special Programmes for COVID - 19		32	989
State Level N E (3 days)	55	0	
Panchayati Raj (3 days) North-East	55	0	
Special Programmes for North-East (2/5 days)	4	0	
Leadership Development Programme (10 days)	4	0	
Innovative Programme (1 day)		4	184
RURAL SECTOR			
Rural Awareness Camps (2 days)	490	95	3176
MGNREGA	226	22	588

Central Sector Schemes / Centrally Sponsored Schemes

15.1 The Ministry is implementing many schemes for improving life and dignity of labour force both in Organised and Unorganised Sectors during the current FY 2020-21. Main emphasis of programmes / schemes is on Elimination of Child Labour, Abolition & Rehabilitation of Bonded Labourers, Labour Welfare, Occupational Safety and Health and Employment Generation. The important schemes under Social Security for Workers are: Employees' Pension Scheme, 1995, Pradhan Mantri Gareeb Kalyan Yojana, Social Security for Plantation Workers in Assam, Pradhan Mantri Shram Yogi Maandhan (PMSYM) for unorganised workers and Pradhan Mantri Karam Yogi Maandhan (renamed as National Pension Scheme for Traders and Self Employed Persons). National Child Labour Project (NCLP), Employment Generation Programs, namely, National Career Service and Pradhan Mantri Rojgar Protsahan Yojna and Labour Welfare Scheme for Beedi, Cine and Non-Coal Mine workers are also the other major schemes.

15.2 Planning Division in the Ministry of Labour & Employment deals with the monitoring of expenditure of CS / CSS schemes for Scheduled Caste Welfare Programmes, Scheduled Tribe Component and review of North East Component.

15.3 The M/o Finance has provided an outlay of Rs. 11368.39 crore for the Central Sector (CS) Schemes / Centrally Sponsored (CSS) Schemes for the Ministry of Labour & Employment during the Financial Year (2020-21). The details of the Schemes Outlay are given in Table 15.1.

15.4 In compliance with the Government directives, this Ministry has earmarked Rs. 1887.67 crore (16.6% of total allocation) as Allocation for Welfare of Scheduled Caste (AWSC) and Rs. 977.95 crore (8.6% of total allocation) as allocation under Scheduled Tribe Component (STC) during the current financial year i.e. 2020-21 for Central Sector / Centrally Sponsored Schemes as per details given in **Table 15.1**.

15.5 10% of Plan Allocation (Rs. 1137.16 crore) has been earmarked for specific Projects / Schemes in the North-Eastern (NE) States and Sikkim during 2020-21 under 10% GBS for NER.

15.6 Ministry of Labour & Employment implements 11 Central Sector and 3 Centrally Sponsored 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 (Erstwhile NBWE). List of the schemes along with budget provisions and expenditure are given in **Table No 15.2 and 15.3**.

**Ministry of Labour & Employment: Financial Outlay of Central Sector Schemes /
Centrally Sponsored Schemes for FY 2020-21**

Table 15.1

(Rs. in Crore)

Sl. No.	Name of Schemes	Total Financial Outlay 2020-21	Allocation for Welfare of Scheduled Castes	Allocation for Welfare of Scheduled Tribes
1	Labour and Employment Statistical System	25.00	2.00	1.00
2	Creation of National Platform Of Unorganised Workers and allotment of an Aadhaar seeded identification numbers	50.00	8.30	4.30
3	Employee's Pension Scheme, 1995	7457.00	1237.86	641.30
4	Social Security for Plantation Workers in Assam	40.00	6.64	3.32
5	Labour Welfare Scheme	150.00	24.90	12.90
6	Bima Yojna for Unorganised Workers	200.00	33.70	17.45
7	Pradhan Mantri Shram Yogi Maandhan	500.00	83.00	43.00
8	Pradhan Mantri Karam Yogi Maandhan (renamed as National Pension Scheme for Traders and Self Employed Persons)	180.00	29.90	15.50
9	National Child Labour Project including grants-in-aid to voluntary agencies and reimbursement of assistance to bonded labour.	120.00	19.92	9.99
10	Employment Generation Programme			
i)	National Career Services	79.39	13.25	6.63
ii)	Pradhan Mantri Rojgar Protsahan Yojna	2550.00	417.20	218.36
iii)	Coaching and Guidance for SC, ST and OBCs	17.00	11.00	4.20
	Total	11368.39	1887.67	977.95

Table 15.2

MINISTRY OF LABOUR & EMPLOYMENT							
(Rs. in crores)							
BUDGET PROVISION AND EXPENDITURE							
Sl. No.	Name of the Scheme	BE 2018-19	Actuals 2018-19	BE 2019-20	Actuals 2019-20	BE 2020-21	Exp. Upto Oct., 20
I Establishment Expenditure of the Centre							
1	Secretariat	62.16	59.54	66.81	66.15	75.13	38.94
2	Labour Bureau	12.05	11.30	21.04	20.28	29.00	15.04
3	Other Expenditures related to CLC@, CGIT & IT	69.02	65.12	78.26	77.61	128.37	56.67
4	Directorate General of Factory Advice Services (DGFASLI)	23.65	21.61	23.54	21.52	37.00	14.65
5	Directorate General of Mines Safety (DGMS)	62.34	61.80	62.34	62.61	79.50	45.56
6	International Cooperation	22.50	18.85	21.00	24.35	26.00	0.10
7	Directorate General of Employment	36.76	33.35	35.10	33.81	68.00	31.01
8	DG Labour Welfare (Establishment)	0.00	0.00	73.00	63.00	151.00	86.72
Total-Establishment Expenditure of the Centre		310.00	288.48	271.57	369.33	594.00	288.49
II Central Sector Schemes/Project							
9	Labour and Employment Statistical System (LESS)	45.00	32.36	22.00	17.73	25.00	5.94
10	Strengthening of Adjudication Machinery and holding of Lok Adalates	10.00	6.04	0.00	0.00	0.00	0.00
11	Machinery for Better Conciliation, Preventive Mediation, Effective Enforcement of Labour Laws, Chief Labour Commissioner	32.11	13.25	23.60	29.72	0.00	0.00
12	Strengthening and Development of DGFASLI Organization and OSH in factories ports and docks	11.00	6.93	18.50	9.48	0.00	0.00
13	Strengthening of Infrastructure facilities and core functions of Directorate General of Mines Safety	13.01	10.29	13.00	11.27	0.00	0.00
14	Labour Welfare Schemes	242.26	236.93	164.00	135.05	150.00	12.11
15	Creation of National Platform of Unorganized Workers and allotment of an Aadhaar seeded identification numbers	50.00	0.96	1.00	0.15	50.00	0.00

16	Bima Yojana for Unorganized Workers	50.00	49.49	17.01	190.00	200.00	0.00
17	Pradhan Mantri Shram Yogi Maandhan Yojana	0.00	0.00	500.00	352.20	500.00	169.75
18	Pradhan Mantri Karam Yogi Maandhan Yojana	0.00	0.00	750.00	155.87	180.00	4.88
19	Employees' Pension Scheme, 1995	4900.00	4900.00	4500.00	5096.67	7457.00	2925.68
20	Social Security for Plantation Workers in Assam	35.00	22.00	19.90	19.04	40.00	12.00
21	Incentive for Entities for Providing Maternity benefits	0.00	0.00	0.10	0.00	0.10	0.00
22	National Child Labour Project including grants in aid to voluntary agencies and reimbursement of assistance to bonded labour	120.00	93.26	100.00	77.48	100.00	7.16
23	Seeding and authentication of Aadhaar number of all insured person under ESI	0.00	0.00	0.10	0.00	3.00	0.00
Total- Central Sector Schemes/Project		5608.48	5508.38	5371.51	6094.66	8725.10	3137.52
III Other Central Sector Expenditure							
Autonomous Bodies							
24	Central Board for Workers Education	90.00	74.58	78.00	113.03	85.00	55.76
25	National Labour Institute	15.35	10.59	12.00	12.00	15.00	10.69
Total-Autonomous Bodies		105.00	105.35	85.17	125.03	100.00	66.45
IV Centrally Sponsored Schemes							
26	Coaching and Guidance for SC, ST and Other Backward Classes	22.00	17.41	18.00	15.33	17.00	2.27
27	Employment Promotion Scheme	13.90	7.73	15.79	16.39	0.00	0.00
28	National Career Services	109.80	38.70	50.00	63.98	79.39	21.59
29	Pradhan Mantri Rozgar Protsahan Yojana	1652.09	3499.14	4500.00	3400.00	2550.00	3550.00
Total-Centrally Sponsored Schemes		1164.90	1797.79	3562.98	3496.00	2646.39	3573.86
Grand Total		7188.38	7700.00	9291.23	10085.02	12065.49	7066.32

Table 15.3

Last Five Year BE, RE and Expenditure of the Ministry of Labour & Employment

Rs. In crore

Year	BE	RE	Expenditure
2015-2016	5361.37	4835.08	4642.06
2016-2017	6242.60	5174.08	4949.30
2017-2018	7378.38	6592.90	6528.57
2018-2019	7700.00	9749.58	9291.23
2019-2020	11184.09	11184.09	10085.02

NATIONAL CAREER SERVICE CENTRES FOR SCHEDULED CASTES AND SCHEDULED 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, counselling 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.

Labour Welfare Funds/Schemes

16.2 A number of schemes providing medical, housing, educational, recreational, water supply and family welfare benefits are being implemented for workers [including SCs / STs persons and persons with Disabilities (PWDs)] engaged in Mica Mines, Iron Ore, Manganese Ore and Chrome Ore Mines, Limestone and Dolomite Mines, Cine and Beedi workers under the five Welfare Funds, namely, Mica Mines

Labour Welfare Fund; Limestone & Dolomite Mines Labour Welfare Fund; Iron Ore Mines, Manganese Ore and Chrome Ore Mines Labour Welfare Fund; Cine Workers Welfare Fund; and Beedi Workers Welfare fund set up by the Acts of parliament. No separate data is maintained with regard to budget/ expenditure/number of persons benefited in respect of SCs/STs Persons and Persons with Disabilities (PWDs).

Rehabilitation of Bonded Labour

16.3 In order to assist the State Governments in the task of rehabilitation of released Bonded Labourers, this Ministry of Labour & Employment launched a Centrally Sponsored Plan Scheme for rehabilitation of released bonded labour in May, 1978. The Government has revamped the Centrally Sponsored Plan Scheme for Rehabilitation of Bonded Labourers with effect from 17th May, 2016. The revamped scheme is known as 'Central Sector Scheme for Rehabilitation of Bonded Labourer - 2016'. The revised scheme is a Central Sector Scheme, the State Government is not required to pay any matching contribution for the purpose of cash rehabilitation assistance. Financial assistance has been increased from Rs. 20,000/- to one lakh per adult male beneficiary, Rs. 2 lakh 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 woman and Rs. 3 lakh in cases of bonded or forced labour involving extreme cases of deprivation or marginalization such as trans-genders, or woman 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. Till date, a sum of Rs. 9617.67 Lakhs has been released under the scheme to the State Governments for rehabilitation of 2,93,725 bonded labourers. As per the report of the National Commission on Rural Labour, 1991, 86.6% of the identified bonded labour belongs to SC/ST category, so

benefits of the scheme are flowing predominantly to these categories of bonded labourers.

REPRESENTATION OF SCs AND STs IN MAIN SECRETARIAT OF MINISTRY

16.4 Data on representation of Scheduled Castes (SCs) / Scheduled Tribes (STs) employees in the Ministry of Labour & Employment is furnished in **Table 16.1**

Table 16.1

REPRESENTATION OF SCs/STs IN THE MINISTRY OF LABOUR & EMPLOYMET INCLUDING ITS ATTACHED / SUBORDINATE OFFICES / AUTONOMOUS BODIES (as on 01.01.2020)							
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'	4477	671	335	637	279	-34	-56
Group 'B'	4999	769	384	730	389	-39	5
Group 'C' (including erstwhile Group 'D' also)	34828	5226	2613	6490	2232	1264	-381
Total	44304	6665	3332	7857	2900	1192	-432

16.5 As per the requirement of the Rights of Persons with Disabilities Act, 2016, 4% posts are to be reserved for Person with Disabilities. The

data and number of posts held by Persons with Disabilities (PWDs) in the Ministry of Labour and Employment as under:-

Table 16.2

REPRESENTATION OF PERSONS WITH DISABILITIES (DIFFERENTLY ABLED) IN THE MINISTRY OF LABOUR & EMPLOYMENT INCLUDING ITS ATTACHED / SUBORDINATE OFFICES / AUTONOMOUS BODIES (as on 01.01.2020)		
Category of Employees	Total Number of Employees	Number of posts held by differently abled person
Group 'A'	4477	52
Group 'B'	4999	70
Group 'C' (including erstwhile Group 'D' also)	34828	753
Total	44304	875

Functions and Organizational Set-up of Labour Bureau Chandigarh/Shimla:

17.1 Labour Bureau has been engaged in collection, compilation, analysis and dissemination of labour statistics at All India and State level on different facets of labour since its inception in the year 1920. The statistics help in providing vital inputs for formulation of suitable policies and for suggesting appropriate ameliorative measures to improve the conditions of different segments of labour force. **The main activities of the Bureau include:**

- i) Compilation and maintenance of Consumer Price Index Numbers for (i) Industrial Workers; (ii) Agricultural and Rural Labourers, (iii) Retail Price Index of Selected Essential Commodities in Urban and Rural Areas and (iv) Wage Rate Indices.
- ii) Collection, compilation and dissemination of statistical information on various aspects of labour such as employment, unemployment, wages and earnings, absenteeism, labour turnover, social security, welfare amenities, industrial relations, etc. on the basis of statutory and voluntary returns under different Labour Acts.
- iii) Conducting research studies and surveys on labour related matters in organized/unorganized sectors covering, inter alia, SC/ST Workers, Women Labour, Contract Workers and occupational wage surveys in manufacturing industries, mines, plantations and service sectors.

iv) Imparting training to State/UT personnel and the trainees sponsored by various State and Central agencies.

v) Bringing out regular and ad-hoc publications in the field of labour.

17.2 The two main wings of Labour Bureau are at Chandigarh and Shimla and its five Regional offices are at Ahmedabad, Kolkata, Chennai, Kanpur and Guwahati and a Sub-Regional office at Mumbai under Ahmedabad Regional Office.

Major Activities and Achievements of Labour Bureau

I. Consumer Price Indices

17.3 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) base 2001=100

17.4 Consumer Price Index Numbers for Industrial Workers (CPI-IW) which measure the rate of change in prices of a fixed basket of goods and services consumed by the working class population are compiled and maintained by Labour Bureau.

17.5 Labour Bureau compiled and **released the Consumer Price Index Numbers for Industrial Workers** on base: 2001=100 from **January, 2006 to August, 2020**. The index on New Base (2016=100) is being released by Labour Bureau from September, 2020. The index numbers are released on the last working day of every succeeding month through Press Release. These are also published in the Bureau's monthly publication "Indian Labour Journal" besides

putting them on the Bureau's Website www.labourbureaunew.gov.in. A comparative Statement of variations in Consumer Price Indices (CPI) for Industrial Workers (IW) is given in **Table 17.1 (i) and 17.1 (ii)**. **The Annual Report on CPI Numbers for Industrial Workers (Base: 2001 = 100) for the year 2018 has been released.**

(b) Consumer Price Index Numbers for Rural Labourers and for Agricultural Labourers [CPI (RL/AL)] (Base: 1986-87=100)

17.6 Based on the retail price data collected from 600 sample villages, CPI Numbers for Rural labourers and its subset Agricultural Labourers are being compiled for 20 States and All-India on base 1986-87=100 on a monthly basis.

17.7 Labour Bureau also compiled & released CPI Numbers for Agricultural & Rural Labour (Base 1986-87=100). The comparative statement of annual variation in CPI-AL and CPI-RL is presented in **Table 17.2**.

(c) Base Updation of Price Index Numbers for Industrial Workers (CPI-IW)

17.8 Labour Bureau has completed the process of updating the CPI-IW series to a more recent base period i.e. 2016=100. A total of 88 centres have been covered in the new series of CPI-IW, which have been approved by the Standing Tripartite Committee (STC) of Ministry of Labour & Employment and Group of Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL). In the new series of CPI-IW, a sample size of 48384 working class families belonging to existing 7 sectors (Factories, Mines, Plantation, Railways, Public Motor Transport Undertakings, Electricity Generation and Distribution, Ports and Docks) has been covered under the Working Class Family Income & Expenditure Survey and 18816 working class families belonging to these sectors have been covered under Repeat House Rent Survey. The new Series was also placed before the Standing

Tripartite Committee (STC) and National Tripartite Forum represented by Apex Level Trade Union Leaders, Employer's Associations Representatives and State Representatives both from Central Ministries as well as States.

17.9 Shri Santosh Kumar Gangwar, Hon'ble Minister of State (Independent Charge) for Labour & Employment released the new series of Consumer Price Index for Industrial Workers (CPI-IW) with base year 2016 in the presence of Shri Apurva Chandra, Secretary (L&E) and Shri D. P. S. Negi, Senior Labour & Employment Advisor and Director General, Labour Bureau on 22nd October, 2020 at New Delhi. The new series will replace the existing series with base 2001 = 100. **Shri Gangwar also unveiled the "Report on New Series of Consumer Price Index for Industrial Workers (CPI-IW) (Base 2016 = 100)",** an important publication meant to give insights into the concepts, definitions and methodology related to the new series of CPI-IW with 2016 as base year.



Shri Santosh Kumar Gangwar, Hon'ble Labour & Employment Minister unveils report on base revision of Consumer Price for Industrial Workers (CPI-IW) to 2016=100 from existing 2001=100

(d) Base Updation of Consumer Price Index Numbers for Rural Labourers and for Agricultural Labourers [CPI (RL/AL)]

17.10 In pursuance of the recommendations/suggestions made by the various

committees/commissions such as Committee of Secretaries, National Statistical Commission (NSC), 2nd National Commission on Labour, Niti Aayog (erstwhile Planning Commission) and Technical Advisory Committee on Statistics of Prices of Cost of Living (TAC on SPCL), Labour Bureau has initiated the process of base updation of CPI-AL and RL. The coverage of the new series of CPI-AL/RL would extend to all States and Union Territories except Chandigarh (fully urbanized) and Ladakh. The base period for the new series of CPI-AL and RL would be 2019. Market survey with the proposed base year 2019 is almost complete and price data is presently being scrutinized by Labour Bureau. First round scrutiny of data is complete and clarification received from field is being scrutinized further for second round of scrutiny. Fixation of specifications / units of items and collection of prices is under progress. In the absence of 75th Round of NSS data, approval of the Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL) has been obtained to use 68th round of NSS data. The weights would be generated using 68th round of NSS data for index compilation. The compilation of index numbers would start once the weights are approved by the TAC on SPCL.

(e) Statutory and Voluntary Returns

17.11 Labour Bureau has been entrusted with the work of collection, compilation and dissemination of statistics relating to various aspects of Labour, such as Industrial Relations, labour welfare, Social Security, Safety Measures, inspections, Inspection Machinery etc., and such statistics get generated as a by-product of the

administration, enforcement and implementation of 11 selected Labour Acts. Returns under 10 Labour Acts are statutory and for one act it is voluntary. The Central Labour Commissioner (CLC), the State Labour Commissioner (SLCs) and States Chief Inspector of Factories (CIFs) administer/enforce these Acts and hence the Primary source of Administrative Labour Statistics. Based on the information/data furnished by these agencies, Labour Bureau brings out Annual Reports/Reviews on working of these Acts.

17.12 Ministry of Labour & Employment has amalgamated all Central Labour Laws / Acts into four labour codes. Factory Act, 1948, Plantation Labour Act, 1951 and Motor Transport Workers Act, 1961 have been covered under the Occupational Safety, Health and Working Condition Code. Trade Union Act, 1926, Industrial Employment (Standing Orders) Act 1946 and Industrial Disputes Act, 1947 have been covered under the Industrial Relations Code. Minimum Wages Act, 1948 and Payment of Wages Act, 1936 have been covered under the Wage Code whereas Employees' Compensation Act, 1923 and Maternity Benefit Act, 1961 have been subsumed under the Social Security Code. **In addition to the present mandate of Labour Bureau which is limited to 11 labour acts only, it has now been proposed to designate Labour Bureau as the Nodal agency for collation of administrative statistics for labour returns under all the four Labour Codes.**

(f) Field Surveys and Studies

17.13 Labour Bureau conducts periodic/ad-hoc surveys on different aspects of labour

such as: i) Employment, ii) Wages and Earnings, iii) Working and Living Conditions of workers engaged in the Organized and Unorganized sectors of the economy to bridge the gap in the availability of labour statistics. Labour Bureau also compiles wage rate data for 25 agricultural and non-agricultural occupations regularly every month from 600 sample villages of 20 States / UTs. Achievements during the reference year are as under:

- **Wage rate statistics was compiled upto the month of June, 2020** and published in the Indian Labour Journal.

(g) Occupational Wage Survey

17.14 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.

17.15 Under the 7th Round of OWS, total ten reports consisting of 56 industries have been prepared and all the reports viz. Five Textile Industries, Textile Garment Industry, Three Plantation Industries, Tea Processing Industry, Mining Industry, Ten Manufacturing Industries, Ten Engineering Industries, Nine Engineering Industries, Nine Manufacturing Industries and Four Service Sector Industries, duly approved by the Ministry, have been released by Labour Bureau. The 8th round of Occupational Wage Survey is being planned and is expected to start shortly.

(h) Contract Labour Survey

17.16 Contract Labour Survey aims at

studying the extent & nature of problems faced by contract labour and working conditions of contract labour employed in different segments of industries vis-a-vis the provisions under the Contract Labour (Regulation & Abolition) Act, 1970. Information collected under the survey relates to contractor wise employment of contract labour, jobs performed by such labour, reasons for preferring employment of contract labour, working conditions, wages & allowances, fines & deductions, welfare facilities, social security, industrial relations, maintenance of records by the contractor, etc.

17.17 So far, 47 Surveys have been conducted in 39 industries. **The Field work for Contract Labour survey in Food Corporation of India has been completed and scrutiny of schedules is presently in progress.**

(i) Working and Living Conditions of Workers in Unorganised Sector of Industries/Employments

17.18 The aim of the survey is to collect data on working and living conditions of workers engaged in the Unorganised Sector of Industries/employments. So far, 31 surveys have been conducted and all the reports have been released. **The latest survey has been conducted in Readymade Garment Industry. The draft report of Readymade Garment Industry Survey has been submitted to the Ministry for approval.**

(j) Socio-economic Conditions of Women Workers in Industry

17.19 The scheme aims at collecting data on Women Workers with a view to study their

working and living conditions and Welfare facilities available to them vis-a-vis the labour laws. So far 22 surveys of women workers have been conducted in various sector of employment and all the reports have been released.

(k) Studies on Evaluation of Implementation the Minimum Wages Act, 1948

17.20 The survey aims at evaluating the extent to which the Minimum Wages Act, 1948 is being implemented in various scheduled employments in different parts of the country. So far, 28 such studies have been conducted and all the reports released.

(l) Working and Living Conditions of Scheduled Castes/ Scheduled Tribes workers in urban areas

17.21 So far, Labour Bureau has conducted 9 Scheduled Castes workers and 9 Scheduled Tribes workers surveys. A survey has been conducted on “Working and Living Conditions of the Scheduled Castes Workers in unclean occupations” in Ludhiana and SBS Nagar, Punjab. The draft report of the survey has been submitted to the Ministry for approval.

(m) Training in Labour Statistics

17.22 No training programme in Labour Statistics could be organized by Labour Bureau due to the global COVID pandemic.

(n) Annual Survey of Industries

17.23 Labour Bureau is responsible for processing and dissemination of industrial statistics collected through the Annual Survey of Industries (Labour Part) under the Collection of Statistics Act, 2008. The main

objective is to build a systematic database on Absenteeism, Labour Turnover, Earnings, Employment and Labour Cost in Manufacturing Industries and to analyze the various components of Labour Costs such as Wage / Salary, Bonus, Provident Funds, Welfare Expenses, etc. in Manufacturing Industries. ASI Reports on Statistics on Employment and Labour Cost (Vol. I) for the years 2014-15 to 2017-18 and ASI Reports on Absenteeism, Labour Turnover, Employment and Labour Cost (Vol. II) for the years 2014-15 to 2016-17 have been released by Labour Bureau.

(o) Base Updation of Wage Rate Index

17.24 Wage Rate Index (WRI) Numbers compiled by Labour Bureau depict the movement of relative change experienced in wage rates over a period of time with 1963-65=100 as base year. These indices are compiled for twenty-one selected industries in three sectors viz. Manufacturing, Plantation and Mining. Labour Bureau has initiated the base updation activity of Wage Rate Index from 1963-65 = 100 to 2016 = 100. 37 industries have been finalized by the Technical Advisory Committee on WRI and quarter-wise schedule to collect occupation wise data for the pay period 2016, 2017, 2018, 2019 and 2020 to construct weight for each occupation finalized by TAC, has also been prepared. Further, preparation of list of units is presently under progress.

(p) Release of Official Logo of Labour Bureau

17.25 The official Logo of Labour Bureau was unveiled by Shri Santosh Kumar Gangwar, Hon'ble Minister of State (IC) for Labour & Employment on 20th August, 2020 in

the presence of Shri H. L. Samariya, Secretary (L&E) and Shri D. P. S. Negi, Senior Labour & Employment Adviser & Director General, Labour Bureau. The newly launched logo represents that Labour Bureau is a data based organization dealing in data related to workers and work. The logo also represents the three goals that Labour Bureau strives to achieve in producing quality data i.e. Accuracy, Validity and Reliability. Blue wheel is a cog wheel representing work, choice of blue colour signifies that we deal with blue collar workers, the graph is not going up words alone as in real world data has ups & downs because it captures ground reality. A tricolored Graph, matching the colours of the National flag, along with wheat ears, signifying the fruit of rural agricultural labour, have been beautifully placed in the logo.



Inauguration of Labour Bureau's Logo by Shri Santosh Gangwar, Hon'ble Labour & Employment Minister on 20th August, 2020

(q) Inauguration of Office Building of Labour Bureau

17.26 The newly constructed office building of Labour Bureau - the "Shram Bureau Bhawan" - has been inaugurated by the Hon'ble Minister of Labour & Employment (IC) in Chandigarh on 11th September, 2020. Shri Heeralal Samariya, Secretary, Labour and Employment and SLEA &

DG Labour Bureau Shri D. P. S. Negi were also present on the occasion. The new building, with all modern amenities, would help to cater to the infrastructural needs of Labour Bureau.



Inauguration of "Shram Bureau Bhawan" by Shri Santosh Gangwar, Hon'ble Labour & Employment Minister on 11th September, 2020 in Chandigarh

(r) Digitization and Automation

17.27 Digitization and Automation of all activities has been identified as a high priority area by Labour Bureau. The organisation is taking steps to significantly reduce human interface in the data processing chain i.e. from collection of data to its dissemination and is striving hard to make the entire process of data collection online using modern IT tools. Digitization and artificial intelligence would help in collection & analysis of large data in much less time, thereby increasing the reliability of data and reducing the time lag in release of various labour and price statistics by the Bureau.

(s) Proposed Surveys

17.28 Labour Bureau has been entrusted with the task of conducting the following four "All India" surveys :

- (i)** All India Survey on Migrant workers,
- (ii)** All India Survey on Domestic workers,

- (iii) All India Survey on employment generated by Professionals, and
- (iv) All India Survey on employment generated in the non-formal transport sector.

17.29 An Expert Group under the chairmanship of Prof. S. P. Mukherjee with Prof. Amitabh Kundu as Co-chairman has been constituted vide Ministry's Order dated 09th September 2020 to examine and finalise the schedules, sampling design and other technical details of all the aforesaid surveys to be conducted by Labour Bureau. The first meeting of the Expert Group was held on 08th October, 2020 while the Second

Meeting of the Expert Group was held on 22nd October, 2020 at Shram Shakti Bhawan. The Expert Group has further been divided into four sub-groups to look into the technicalities of each of the four surveys and the Sub-groups are conducting regular meetings.

(t) Publications

17.30 The Bureau brings out a number of publications based on the statistical research work, studies and surveys conducted by it. The list of publications which have been released/ finalized during 2020 is given in **Table 17.3**.

Table 17.1 (i)
Comparative Statement of variations in Consumer Price Indices (CPI) for Industrial Workers (IW)

Year	CPI (IW)	Percentage variation (annual)
Base 2001=100	125	6.83
2006-07	133	6.40
2007-08	145	9.02
2008-09	163	12.41
2009-10	180	10.43
2010 -11	195	8.33
2011-12	215	10.26
2012-13	236	9.77
2013-14	251	6.36
2014-15	265	5.58
2015-16	276	4.15
2016-17	284	2.90
2017-18	300	5.63
2018-19	322	7.33
2019-20		

Note :

- i) Index values are annual average of the respective financial year averages.
- ii) Similarly the percentage variation for 2006 has been derived by converting the figures of 2001=100 by using linking factor i.e. 4.63. The converted figure for 2006-07 was 579.
- iv) Value for the year 2005-06 w.e.f. Jan., 2006 have been derived from the figures of 2001=100 by using conversion factor 4.63

Table 17.1 (ii)**Monthly variation in CPI- IW (Base: 2001 = 100 & 2016 = 100)**

Month	2014-2015		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21	
	Index	Percentage variation	Index	Percentage variation	Index	Percentage variation	Index	Percentage variation	Index	Percentage variation	Index	Percentage variation	Index	Percentage variation
April	242	+1.26	256	+0.79	271	+1.12	277	+0.73	288	+0.35	312	+0.97	329	0.92
May	244	+0.83	258	+0.78	275	+1.48	278	+0.36	289	+0.35	314	+0.64	330	0.30
June	246	+0.82	261	+1.16	277	+0.73	280	+0.72	291	+0.69	316	+0.64	332	0.61
July	252	+2.44	263	+0.77	280	+1.08	285	+1.79	301	+3.44	319	+0.95	336	1.20
August	253	+0.40	264	+0.38	278	-0.71	285	-	301	+0.00	320	+0.31	338	0.60
September	253	0.00	266	+0.76	277	-0.36	285	-	301	+0.00	322	+0.63	118	0.59
October	253	0.00	269	+1.12	278	+0.36	287	+0.70	302	+0.33	325	+0.93		
November	253	0.00	270	+0.37	277	-0.36	288	+0.35	302	+0.00	328	+0.92		
December	253	0.00	269	-0.37	275	-0.72	286	-0.69	301	-0.33	330	+0.61		
January	254	+0.40	269	0.00	274	-0.36	288	+0.70	307	+1.99	330	0.00		
February	253	-0.40	267	-0.74	274	-	287	-0.35	307	+0.00	328	-0.61		
March	254	+0.40	268	+0.37	275	+0.36	287	-	309	+0.65	326	-0.61		

Note: (i) Index for 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, 2.88. The converted index for September, 2020 is 340.

TABLE 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	4.37	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

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 (1960-61) 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.

Source: Labour Bureau, Shimla

TABLE 17.3**LIST OF PUBLICATIONS RELEASED / FINALISED DURING 2020**

Sl. No.	Publications
1.	Indian Labour Journal (Monthly)
2.	Annual Report on Consumer Price Index Numbers for Industrial Workers Base 2001=100 for the year 2018.
3.	Report on New Series of Consumer Price Index for Industrial Workers (CPI-IW) (Base 2016 = 100)
4.	Annual Survey of Industries, Report on Statistics on Employment and Labour Cost (Vol. I) and Absenteeism, Labour Turnover, Employment and Labour Cost (Vol. II) for the year 2014-15.
5.	Annual Survey of Industries, Report on Statistics on Employment and Labour Cost (Vol. I) and Absenteeism, Labour Turnover, Employment and Labour Cost (Vol. II) for the year 2015-16.
6.	Annual Survey of Industries, Report on Statistics on Employment and Labour Cost (Vol. I) and Absenteeism, Labour Turnover, Employment and Labour Cost (Vol. II) for the year 2016-17.
7.	Annual Survey of Industries, Report on Statistics on Employment and Labour Cost (Vol. I) for the year 2017-18.
8.	The report on "Statistics of Factories 2016".

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.

VISION

18.2 A globally reputed institution and centre of excellence in labour research and training committed to enhancing the quality of work and work relations

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

18.3 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

18.4 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

18.5 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.

18.6 Research Projects completed and

ongoing during April, 2020 to October, 2020 under different research centers of the Institute are listed below:

1. National Resource Centre on Child Labour

Completed Projects/Case Study

- Actuality of Child Labour Issue in India and the Policy Response Initiatives of the Government: An Analysis
- Initiatives to Address Child Labour in Supply Chains in India: Mapping Sectoral Focus
- Building of Capacities of State and District Level Multi-stakeholders on Prevention and Rehabilitation of Child Labour on the basis of Amendments in Child Labour Legislation and Ratification of International Conventions (Third Phase)
- Protecting of Children from Labour Exploitation: Strengthening Mechanisms and Structures - Evaluation of NCLP Strategies (2018-2020)
- Addressing Child Labour in general and in the context of COVID 19 Pandemic Disaster: Case Study of Girl Child Domestic – *Dr. Helen R. Sekar*

On-going Projects

- Child Activities Data Collection through a Labour Force Survey (LFS): Phase I – Pilot test of a 'model' modified LFS Questionnaire applicable to children'
- Enforcement Dynamics of Law in Eradication of Child Labour in India: A Study of the Impact of the latest Amendments made in Child Labour Act

2. Centre for Labour Market Studies

Completed Project/Case Study

- Promoting Youth Employment & Entrepreneurship: A Study with Special focus on 'Startups'

- Good Practices on International Labour Migration Governance: Case Study of India's eMigrate – *Dr. S.K. Sasikumar*

On-going Project

- Skills and the Changing World of Work (Research Project carried out under the aegis of BRICS Network of Labour Research Institutes).

3. Centre for Agrarian Relations Rural and Behavioural Studies

Completed Project/Case Studies

- Developing Training Materials Modules on Behavioural Skills and Other Training Inputs
 - ✓ Module on Leadership Development
 - ✓ Module on Organizational Structure, Culture & Productivity
- Skill Training of Rural Poor Youth for Employment and Livelihood Enhancement: Cases from Field Interactions- **Mr. Priyadarsan Amitav Khuntia**
- Experience of SEWA & Kudumbashree: Social Security Floor – *Dr. Dhanya MB*
- Case Study on Emergence of Gandhi as a Leader - *Dr. Ramya Ranjan Patel*
- Protecting the Un-protected: A Case Study of Mathadi Model for Social Security of Unorganised Workers - *Dr. Manoj Jatav*

Ongoing Project

- Decoding Agrarian Crisis: A Study of Production, Employment and Emerging Challenges

4. Centre for Employment Relations and Regulations

Completed Project/Case Study

- Case Study on Role of Proper Appreciation of Facts and Credence of

Conciliation Officer in Effective Conciliation of Industrial Disputes – *Dr. Sanjay Upadhyaya*

Ongoing Project

- Documentation of Select Practices on Industrial Relations in India

5. Integrated Labour History Research Programme

Completed Projects

- Digitisation of Gandhi and Labour
- Digitisation of National Campaign for Construction Workers Legislation Ongoing Projects
- Digitisation of All India Trade Union Congress Collection 1928-1996
- Digitisation of Workers Education Trust Collection – Phase II

6. Centre for Labour and Health Studies

Completed Project/Case Study

- Good Practices on Health Protection for Workers in Informal Employment -The Case Study of Rashtriya Swasthya Bima Yojana -**Dr. Ruma Ghosh**

7. Centre for Gender and Labour Studies

Completed Project/Case Study

- ILO research study on 'Overview of Laws, Policies and Practices on Sexual Harassment and Violence against Women Workers in South Asia' (Research Paper)
- **Maternity Protection: A Case Study – Dr. Shashi Bala**
- The Exposure Dialogue Programme (EDP) – A Case Study – *Dr. Ellina Samantroy*

Ongoing Project

- Implementation of Equal Remuneration Act 1976

- Impact on Employment of the Maternity Benefit (Amendment) Act, 2017: Identifying the Affirmative Initiative & Challenges in the Implementation of the Act

8. Centre for North East India

Completed Project/Case Study

- Pension for Unorganised Workers: A Case Study of Pradhan Mantri Shram Yogi Maan - dhan (PM-SYM) – *Dr. Otojit Kshetrimayum*

Ongoing Projects

- North East Migrants in Delhi: A Socio-economic Study
- Social Security of Handloom Weavers in Manipur
- Livelihood Security and Social Protection of Tea Plantation Workers in Assam

9. Centre for Climate Change and Labour

Completed Project/Case Study

- Good Practices and Lessons Learnt from the Vocational Training Improvement Project - *Dr. Anoop K. Satpathy*

Networking (International and National)

18.7 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 Nations 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) and State Labour Institutes.

18.8 As a part of its international outreach, the Institute has signed a Memorandum of Understanding with International Training Centre (ITC) of International Labour Organisation (ILO), Turin on 28th November, 2018 extending the professional collaboration in the areas of training and education activities in the field of labour and employment for another 5 years i.e. 2018-2023. The MoU envisages to expand the collaboration between the two institutions in training activities to promote decent work for all. The two organizations will work together in areas of mutual interest for activities, inter alia, related to (i) organizing collaborative training and education programmes; (ii) developing training modules; and (iii) faculty exchange. During the year 2020-21, faculty members from ITC-ILO, Turin and ILO, Geneva have been involved for delivering sessions during online training programmes conducted by the Institute due to Covid-19 outbreak.

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. Accordingly, VVG NLI is also the partner institution in the **BRICS Network of Labour Research Institutes** established during the BRICS Labour & Employment Ministerial meetings held under the Presidency of China in 2017. V. V. Giri National Labour Institute represents India in the BRICS Network of Labour Research Institutes. One of the major objectives of this Network is to undertake research studies on contemporary concerns related to the world of work. During the year 2020-21, a research study has been undertaken on the theme, **Skills and the Changing World of Work**.

TRAINING AND EDUCATION (2020-21)

18.10 V.V. Giri National Labour Institute is

committed to promote a better understanding 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 participants is used for updating the training curriculum as well as redesigning training modules.

18.11 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.

18.12 The methodology adopted in these training programmes use an appropriate mix of audio-visual presentation, lectures, group discussions,

case studies and behavioral science techniques. Apart from the Institute's faculty, guest faculty is also invited to strengthen the training programmes.

18.13 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 and Organisers of the organised and unorganised sectors, and
- Researchers, Trainers, field workers and others concerned with labour issue.

18.14 In the prevailing COVID-19 pandemic scenario, the Institute initiated conducting **e-Training Programmes** for the benefit of social partners. During the year from April 2020 – October 2020, the Institute has conducted 64 online training programmes and 07 workshops/webinars for different stakeholders and social partners across the country viz. Central and State government officials, Labour Administrators, Members of Trade Unions and Employers Associations, Civil Society Members, Field Level Workers representatives, Researchers, Trainers, etc. The details are as follows:

Training Programmes held during April-October, 2020

S. No	Name of the Programme	No. of Progs.	No. of Days of Progs.	No. of Participants
1.	Labour Administration Programmes	09	31	367
2.	Industrial Relations Programmes	02	08	24
3.	Capacity Building Programmes	34	120	1536
4.	Research Methods Programmes	01	05	27
5.	Child Labour & Bonded Labour Programmes	04	09	217
6.	Training Programmes for North Eastern States	08	29	230
7.	Collaborative Programmes	06	17	241
	TOTAL	64	219	2642

Workshops/Webinars

18.15 Apart from online training programmes, the

Institute has also conducted webinars on different topics. The details are as given below:

S. No.	Name of Webinar	No. of Days	No. of Participant
1.	Webinar on Safety and Health at Workplace April 28, 2020	01	80
2.	Webinar on "COVID-19: Protect Children From Child Labour, Now More Than Ever!" Jointly organized by the ILO & the V.V. Giri National Labour Institute June 12,2020	01	2300
3.	Webinar on Understanding Kerala's Job Challenges August 25-26, 2020	02	55
4.	National Webinar on Labour Migration: Issues and Way Forward September 15, 2020	01	300
5.	National Webinar on Skill Development for Tribal and Rural Youth: Inclusion and Opportunities in collaboration with Gandhigram Rural Institute, Gandhigram, Tamil Nadu September 16-18,2020	03	72
6.	National Webinar on 'SAMADHAN' Portal September 17, 2020	01	122
7.	National Webinar on 'PENCIL' Portal September 17, 2020	01	145
	TOTAL	10	3074

PUBLICATIONS

18.16 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

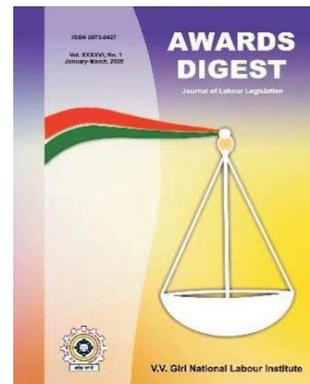
18.17 Labour & Development is a biannual academic journal. It is dedicated to advancing the understanding of various aspects of labour through theoretical analysis and empirical investigations. The journal publishes articles of high academic quality in the field of labour



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.

Awards Digest: Journal of Labour Legislation

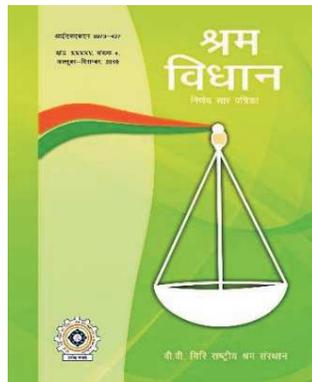
18.18 Awards Digest is a quarterly journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts and



Central Administrative Tribunals are reported in the Journal. It includes articles, amendments to labour laws and other relevant information. The journal is a valuable reference for personnel managers, trade union leaders and workers, labour law advisors, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.

Shram Vidhan

18.19 Shram Vidhan is a quarterly Hindi journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts and Central Administrative Tribunals are reported in the Journal. This journal is a valuable reference for personnel managers, trade union leaders and workers, labour law advisors, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.



Indradhanush

18.20 It is a bi-monthly Newsletter brought out by the Institute which captures Institute's multifarious activities in the area of research, training and education, workshop, seminar etc. The Newsletter also brings out brief details about different events organized by the Institute. It also highlights professional engagements of the Director General and faculty members along with profiling the visits of the distinguished persons who visit the Institute.



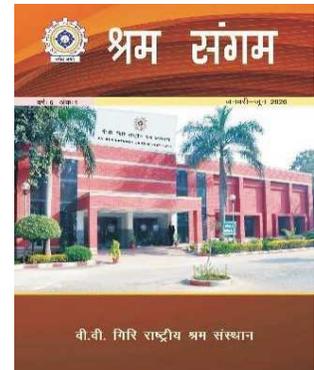
Child Hope

18.21 Child Hope is a quarterly Newsletter of the Institute. It is being brought out to pave way for ending child labour by reaching out to different sections of society, mobilizing their efforts in this direction.



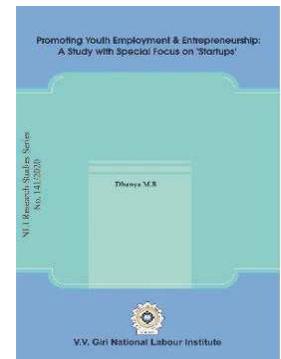
Shram Sangam

18.22 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 The Institute is also publishing a series entitled, NLI Research Studies Series, to disseminate the findings of the research activities of the Institute. So far the Institute has published 142 research findings in this series.



141/2020 Promoting Youth Employment & Entrepreneurship: A Study with Special Focus on 'Startups'- Dr. Dhanya M.B

142/2020 Implementation of the Equal Remuneration Act, 1976 - Dr. Shashi Bala

VVGNLI Policy Perspectives

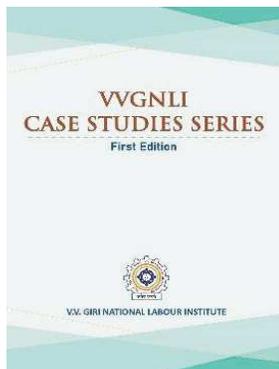
18.24 VVGNLI Policy Perspectives focuses on key policy interventions of the government and its implications for labour and employment and also on strategies/policy initiatives to be followed which could be adopted in the area of labour and employment in future.



- India's Code on Wages – Ensuring Sustainable & Inclusive Growth - Dr. H. Srinivas

VVGNLI Case Studies Series, 2020

18.25 This first ever compilation includes case studies on some of the important areas of labour and related issues developed by the faculty members of the VVGNLI.



- Good Practices on International Labour Migration Governance: Case Study of India's eMigrate – Dr. S.K. Sasikumar
- Addressing Child Labour in general and in the context of COVID 19 Pandemic Disaster: Case Study of Girl Child Domestic - Dr. Helen R. Sekar
- Case Study on Role of Proper Appreciation of Facts and Credence of Conciliation Officer in Effective Conciliation of Industrial Disputes – Dr.

Sanjay Upadhyaya

- Good Practices on Health Protection for Workers in Informal Employment -The Case Study of Rashtriya Swasthya Bima Yojana -Dr. Ruma Ghosh
- Good Practices and Lessons Learnt from the Vocational Training Improvement Project - Dr. Anoop K. Satpathy
- Maternity Protection: A Case Study – Dr. Shashi Bala
- The Exposure Dialogue Programme (EDP) – Dr. Ellina Samantroy
- Pension for Unorganised Workers: A Case Study of Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM) – Dr. Otojit Kshetrimayum
- Skill Training of Rural Poor Youth for Employment and Livelihood Enhancement: Cases from Field Interactions - Mr. Priyadarsan Amitav Khuntia
- Experience of SEWA & Kudumbashree: Social Security Floor – Dr. Dhanya MB
- Case Study on Emergence of Gandhi as a Leader - Dr. Ramya Ranjan Patel
- Protecting the Un-protected: A Case Study of Mathadi Model for Social Security of Unorganised Workers - Dr. Manoj Jatav

ADVOCACY AND DISSEMINATION

18.26 Advocacy and dissemination of relevant information about various programmes and schemes are considered as core strategies to enhance the outreach of the welfare programmes launched to benefit the disadvantaged people and backward regions. Ministry of Labour and Employment and other concerned ministries and organisations request the V. V. Giri National Labour Institute from time to time to be part of

such advocacy and dissemination activities. During the period, the Institute participated in the Mega events 'Swadeshi Mela' at Balia and 'Rise in Uttar Pradesh, 2020' at Ghaziabad during January 26-February 03, 2020 and February 14-16, 2020 respectively to spread the information on recent innovative government schemes and interventions for enhancing the welfare of the people. The Institute while participating in such activities, primarily focuses on disseminating the information related to Institute's training and other professional activities and also provide technical inputs on different aspects of labour like employment, skill development, social security and labour, child labour, gender and work, rural and agricultural labour etc. The Institute also displays all its major publications in such events.

N.R. DE RESOURCE CENTRE ON LABOUR INFORMATION (NRDRCLI)

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

18.28 Physical Achievements

1. Books/Journal/Services - The library has acquired 08 books/reports/bound volumes of journals / CDs/ AV/ VC during April 2020 to October 2020, thereby enlarging the stock of books/reports/bound volumes of journals / slides / audio visual / videos / CDs /photographs/ Posters/banners/ clippings/panels etc. to 65527. The library regularly subscribed to 148 professional journals, magazines and newspapers in printed and electronic forms during the period. This Knowledge Centre

provides services to users: Selective dissemination of information (SDI); Current awareness service; Bibliographical service; On-line search; Article indexing of Journals; Newspaper clippings service; Micro-fiche search and printing; Reprographic Service; CD-ROM Search; Audio/Visual Service; Current Content Service; Article Alert Service; Lending Service and Inter-Library Loan Service.

2. Products

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

- Guide to periodical literature – Quarterly in-house publication providing bibliographical information of articles from over 120 selected journals / magazines.
- Current Awareness Bulletin – Quarterly in-house publication providing bibliographical information in NRDRCLI.
- Article Alert – Weekly publication providing bibliographical information of important articles in all subscribed journals/magazines.
- Current Content Service – Monthly publications. It is the compilation of content pages of subscribed journals.
- Article Alert Service – This weekly service is hosted on the Institute's web site for public access.
- e-Newspaper Clipping Service – A weekly service of scan copy of all major news pertaining to labor & related subjects.

3. Maintenance of specialized resource centre

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

- National Resource Centre on Child Labour

- National Resource Centre on Gender Studies

DIGITAL ARCHIVE

18.29 Networking with agencies (national and international) involved in digital archiving is a crucial aspect of the archive. The archive is the country's largest digital repository of labour documents, with more than 15 gigabytes of data on the World Wide Web (www.indialabourarchives.org) for public access. The collections for the archives are generated through commissioning and monitoring research and collection projects on prioritized areas of labour history, which involves negotiation and networking with experts and agencies, both within and outside the country.

18.30 MAJOR ACHIEVEMENTS

- During April to October, 2020, V.V. Giri National Labour Institute conducted 64 on-line training programmes for various social partners. The number of trainee participants was 2642. The Institute also conducted 07 workshops/webinars with 3074 participants.
- VVG NLI has completed 21 research projects/case studies during the period on various facets of labour and employment.
- Interim Review of ILO's Decent Work Country Programme (DWCP) 'Implementation and Planning for the Biennium 2020-21' was organized at V. V. Giri National Labour Institute (VVG NLI) on January 23, 2020. Smt. Anuradha Prasad, Additional Secretary, Ministry of Labour & Employment chaired the meeting. Mr. Moussa Oumarou, Deputy Director General, International Labour Organisation, Geneva; Shri R.K. Gupta, Joint Secretary, Ministry of Labour & Employment; Dr. H. Srinivas, Director General, V.V. Giri National Labour

Institute and Ms. Dagmar Walter, Director, ILO DWT for South Asia and Country Office for India addressed the meeting. The meeting was attended by nearly 70 senior functionaries representing the government, trade unions, employers' organisation, International Labour Organisation, and V.V. Giri National Labour Institute.

- The National Commission for Women (NCW) in collaboration with the V. V. Giri National Labour Institute organised 06 Regional Consultations on various issues related to women empowerment at Gandhinagar, Bengaluru, Guwahati, Cuttack, Delhi and Chandigarh. The broad objectives of these Consultations were to discuss and suggest on key concerns related to Female Labour Force Participation in India; impact of existing legislations on Women Workers and social and economic empowerment of women. These Consultations were attended by participants representing the government particularly from the NCW, VVG NLI, State Commission for



Women, SCPCR, senior government officials, representatives from UNICEF, civil society representatives, scholars from universities & research institutions, legal experts, faculty and students from

NLU. All the consultations were coordinated by Dr. Ellina Samantroy, Fellow.



- V. V. Giri National Labour Institute was conferred with the following awards by the Town Official Language Implementation Committee (TOLIC), Noida at its 39th meeting held on 29.01.2020 at National Centre for Medium Range Weather Forecasting, Sector-62, Noida:
 - i) Protsahan Puraskar for outstanding performance in the activities related to the implementation of Official Language Hindi during the year 2018-19;
 - ii) Rajbhasha Ratna for continuous and active contribution towards the implementation of Official Language Policy for the last several years.



Dr. H. Srinivas, Director General; Dr. Sanjay Upadhyaya, Senior Fellow, Shri Vinay Kumar Sharma, Asstt. Administrative Officer and Shri Beerendra Singh Rawat, Sr. Hindi Translator, VGNLI receiving the award

- Under the Board/Autonomous Bodies/Trust/Society category of the



Rajbhasha Kirti Puraskars of Official Language Department, Ministry of Home Affairs, Govt. of India, V. V. Giri National Labour Institute has been conferred with Second Prize in 'Ka kshetra' for the best implementation of Official Language Policy during the year 2019-20. The award will be distributed on 14 September 2021 on the occasion of Hindi Diwas Samaroh since it could not be organized by the Official Language Department this year due to prevailing Covid-19 pandemic situation in the country

- Dr. H. Srinivas, Director General participated in the Technical meeting on 'Achieving Decent Work in Global Supply Chains' organised by International Labour Organisation at Geneva during February 25-28, 2020. The decision to conduct the technical meeting was decided by the Governing Body of ILO in its 336th session held in June 2019.



Dr. H. Srinivas, Director General and Shri S. V. Ramana, Under

Secretary, Ministry of Labour & Employment attending the 'Technical Meeting on Achieving Decent Work in Global Supply Chains' at ILO Headquarters, Geneva, Switzerland from 25th to 28th February, 2020

- The Institute bagged the 1st Runner up (Second Best Stall) award in the Event 'Rise in Uttar Pradesh 2020' at HRIT Group of Institutions, Ghaziabad during 14-16 February 2020 organized by TARMEH Events. About 40 Central Government Ministries, National Institutes and PSUs participated in this event. Shri Santosh Kumar Gangwar, Hon'ble Minister of Labour and Employment, GOI inaugurated the Event and visited VVGNNLI stall with Dr. Anil Kumar Aggarwal, Hon'ble MP, Rajya Sabha, Ms. Asha Sharma, Mayor Ghaziabad. Shri P. Amitav Khuntia, Associate Fellow, Shri S.K. Verma, ALIO and Shri Rajesh Karn coordinated the event.



Shri Santosh Kumar Gangwar, Hon'ble Minister of State for Labour & Employment (Independent Charge), visiting the Stall of V. V. Giri National Labour Institute

- Workshop on 'Startups and Young Entrepreneurs: Opportunities and Challenges' was organized by the Institute on February 28, 2020. This workshop aimed at discussing the challenges and opportunities for start-ups in India and its role in creating employment especially for youth in India.
- V. V. Giri National Labour Institute

participated in the 'Swadeshi Mela, 2020' organized by Swadeshi Jagaran Manch during 26 January – 03 February 2020 at Ballia, Uttar Pradesh to disseminate information about the various welfare schemes of Ministry of Labour and Employment and the activities of the V.V. Giri National Labour Institute. More than 30000 people including students & teachers from various schools, colleges & universities visited the VVGNNLI stall. Many youth were sensitized assisted some youth get registered on the portal. Some of the latest publications of the institute were also displayed in the Mela.



- The V.V. Giri National Labour Institute organised a workshop on Gandhi and Women Empowerment on the occasion of International Women's Day and to commemorate the 150th birth anniversary of Mahatma Gandhi on March 13, 2020 at the Institute. The workshop aimed at deliberating on the Gandhian perspective on women empowerment. The workshop was inaugurated by Dr. H.Srinivas, Director General, VVGNNLI. The resource persons for the workshop were Dr. Suman Jain, Professor, Department of Hindi, Banaras Hindu University, Dr. Satish Kaleshwari, former DGM, IFCI Ltd; Smt. Sushma Jugran Dhyani, Senior Journalist, New Delhi and Dr. Shiv Pathak, Assistant Professor, Aryabhata College,

Delhi University. Dr. Helen R. Sekar, Senior Fellow, VVGNI and Dr. Ellina Samantroy, Fellow, VVGNI coordinated the event.

- A Webinar titled Safety and Health at Workplaces: Occupational Safety and Health with a Focus on Gender was organized by V.V. Giri National Labour Institute (VVGNI) in collaboration with PRIA International Academy (PIA) and Martha Farrell Foundation (MFF) on April 28, 2020 the 'World Day for Safety and Health at Work'. The workshop discussed various facets of occupation safety and health issues apart from conditions of work. Dr. H. Srinivas, Director General, VVGNI, delivered the Opening Address of the Webinar. The panelists included Mr. PK Goswami, Deputy Director at Directorate of

Work Team for South Asia. Mr. Souvik Bhattacharya, Member of National Campaign Committee on Unorganised Sector Workers shared his experiences from the field, especially the struggles of the informal workers who are affected during the COVID-19 pandemic. Dr. Ruma Ghosh, Fellow, VVGNI and Ms. Nandita Bhatt, Director, MFF, moderated the discussions. The webinar was attended by over 80 participants including Labour Department Officers and other social partners.

- The V.V. Giri National Labour Institute organized a National-level Webinar on Covid-19: Protect Children from Child Labour, now more than ever on 12th June 2020 jointly with the MOLE, ILO DWT/CO India and KSF to observe the 'World

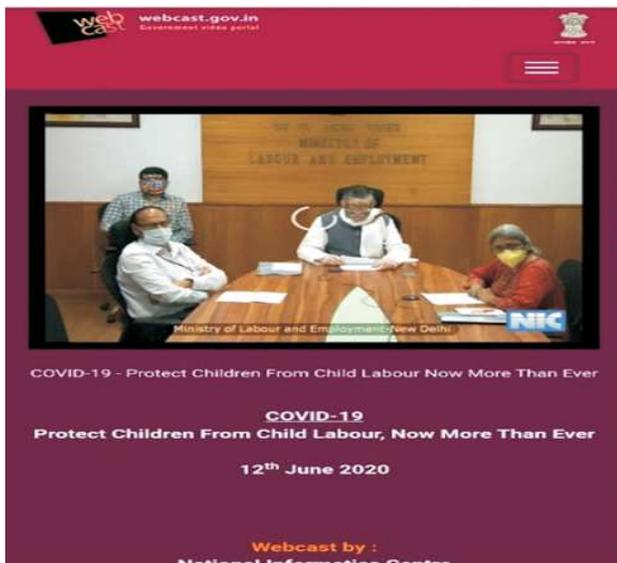
The poster is for a webinar titled "SAFETY AND HEALTH AT WORKPLACES: OCCUPATIONAL SAFETY AND HEALTH WITH A FOCUS ON GENDER". It is scheduled for 28 April 2020 (Tuesday) from 3:00 PM to 5:30 PM IST. The event is organized by V.V. Giri National Labour Institute (VVGNI) in collaboration with PRIA International Academy (PIA) and Martha Farrell Foundation (MFF). The poster lists the Inaugural Address by Dr. H. Srinivas, Director General of VVGNI. The Moderator is Ms. Nandita Bhatt, Director of MFF. The Summing up is by Dr. Ruma Ghosh, Fellow (Faculty Member) and Coordinator, Centre for Labour and Health Studies, V.V. Giri, National Labour Institute. The Panelists include Mr. P.K. Goswami, Deputy Director (DGH) at Directorate of Industrial Safety and Health (DISH), Labour Department, Government of Delhi; Dr. Rajesh Tandon, Founder-President, Participatory Research in Asia (PIA), New Delhi; Ms. Amarjeet Kaur, General Secretary, AITUC; Mr. S.A. Azad, Director, People's Rights and Social Research Centre (PRASAR), New Delhi; and Ms. Aya Matsuura, Gender Specialist, ILO Decent Work Team for South Asia in New Delhi. The poster also includes logos for VVGNI, PRIA, and MFF, and an RSVP link: tinyurl.com/y2dghn2f.



Day Against Child Labour (WDACL)' launched by the ILO for the first time in the year 2002. The objective of this Webinar on the World Day Against Child Labour was to gain further support of the Government, ILO social partners, media, civil society organizations, youth groups, women's groups and others in the campaign against child labour. The Webinar was inaugurated by Shri Santosh Kumar Gangwar, Hon'ble Minister for Labour & Employment (Independent



Charge). Shri Kailash Satyarthi, Nobel Peace Laureate, addressed the participants. Shri Heeralal Samariya, Secretary, MoLE, Gol, presided over the inaugural session. Dagmar Walter, Director, ILO India, Ms. Kalpana Rajsinghot, Joint Secretary, MoLE, and Dr. H Srinivas, Director General, V. V. Giri National Labour Institute addressed the participants at the Inaugural Session of the Webinar.



- A Workshop on Understanding Kerala's Job Challenges was organized online by V.V Giri National Labour Institute in collaboration with Kerala Institute of Labour & Employment (KILE) during

August 25-26, 2020. The specific objectives of the programme were to provide an overview of emerging trends in

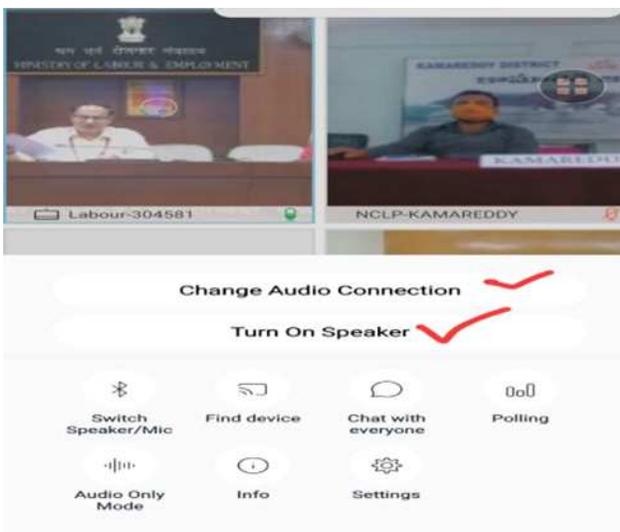


employment scenario at the national and state level; acquire knowledge about Labour Market dynamics in Kerala; understand the pattern and complex phenomenon of employment, especially female employment in Kerala; and capacity building to undertake labour market surveys and strategies in employment generation. This workshop was attended by 55 participants from Kerala including trade unions, employers, researchers, officials from labour departments, civil society organizations. Dr. H. Srinivas, Director General, VVGNI inaugurated the workshop and Smt. M Shajeena, Executive Director, KILE delivered special address. Dr. Dhanya M.B., Associate Fellow, VVGNI and Shri Kiran, KILE, Thiruvananthapuram coordinated the programme.

- V.V. Giri National Labour Institute organised an Online National Workshop on Labour Migration: Issues and Way Forward on September 15, 2020. The Workshop was inaugurated by Ms. Kalpana Rajsinghot, Joint Secretary, Ministry of Labour and Employment, Government of India. Dr. H. Srinivas, Director General, V.V. Giri National Labour Institute set the

context and detailed the objectives of the Workshop. The workshop deliberated on issues like: trends and patterns of labour migration; effectiveness of existing secondary sources of data in capturing all forms of labour migration flows; effect of employment generation programmes on migration flows; major hurdles encountered by the migrant workers especially in the light of recent Covid-19 pandemic; measures taken by different stakeholders in mitigating insecurities of the migrant workers etc. The Online National Workshop was attended by 318 participants representing Central Government, State Government, Trade Unions, Employers' Organisations, Civil Society Organisations and Academic Institutions. Dr. S.K. Sasikumar, Senior Fellow was the Workshop Co-ordinator

- National-level Training Workshop on 'PENCIL Portal' for the Chairpersons of NCLP was conducted On-line on 17th September 2020 by VVG NLI and MoLE. The objectives of this Workshop were to highlight diligent marking of online attendance on PENCIL portal; to emphasize on working of the stipend module; registration of DSC; beneficiary validation, and other related aspects.



Shri Heeralal Samariya, Secretary, Ministry of Labour and Employment (MoLE), Government of India inaugurated the Workshop. Ms. Kalpana Rajsinghot, Joint Secretary, MoLE presided over the workshop and Dr. H.Srinivas, Director General, VVG NLI set the tone for workshop. Dr. Helen R. Sekar, Senior Fellow, VVG NLI, anchored the complete programme along with Smt. Mary Jacob, Deputy Secretary, MoLE and other officials of the Ministry participated and clarified doubts of the participants.

- A National Webinar on 'SAMADHAN' Portal (Software Application for Monitoring and Disposal, Handling of Industrial Disputes) was organised by VVG NLI and MoLE on September 17, 2020 with an objective to share

knowledge about the functioning and effectiveness of the portal. Shri Heeralal Samariya, Secretary, MoLE inaugurated the Webinar and Ms. Kalpana Rajsinghot, Joint Secretary, MoLE presided over the webinar and elaborated the functioning of the portal. Shri D.P.S Negi, CLC & SLEA spoke on the importance of the SMADHAN Portal. Dr. H.Srinivas, Director General, VVGnLI welcomed the participants and set the context. Shri Sanjay Upadhyaya, Senior Fellow, VVGnLI along with officials of MoLE coordinated the programme.

A National Webinar on Skill Development

for Tribal and Rural Youth: Inclusion and Opportunities was organised in collaboration with Gandhigram Rural Institute, Gandhigram, Tamil Nadu during September 16-18, 2020. The workshop was Inaugurated by Dr. H. Srinivas, Director General VVGnLI, NOIDA and attended by 72 participants representing academicians; researchers; officials from PRIs; NGO / trade union representative; Skill Development Institutions to discuss the opportunities and challenges of tribal and rural youth's need of skill development in India with a focus on government policies and programs paving a way for their inclusion and well-being

19.1 The National eGovernance Plan (NeGP) is an initiative by the government of India to connect eGovernance systems throughout the country and create a nation-wide network for electronic delivery of government services. The National e-Governance Plan (NeGP) was conceptualized to focus on e-Governance initiatives at the national level with an aim to "Make all Government services accessible to the common man in his locality, through common service delivery outlets, and ensure efficiency, transparency, and reliability of such services at affordable costs to realize the basic needs of a common man". In this regard, "Scheme on Information Technology" is under implementation in the Ministry. The objective of the Scheme is to strengthen and up-grade the existing information technology infrastructure in the Ministry. It is intended to bring the working of the Government to higher standard and move in the direction of paperless office. An amount of Rs. 300 lakh was earmarked for IT infrastructure during the financial year 2020-21.

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

A. Activities in the Ministry:

- i. Several IT initiatives were taken up in the Ministry for e.g. during the nationwide lockdown a portal for Dy CLC Delhi was developed. Portal is operated by Dy CLC Delhi office wherein litigating parties can get information regarding cause list, tenders, date of next hearing, etc through the portal.

- ii. Maintenance of the various portals like that of Tour & Travel, Central Government Industrial Tribunal-cum Labour Courts (CGITs-cum-LCs), Flower Maintaining System, canteen management software etc. were taken up.
- iii. The functions of Ministry's SAMADHAN (Software Application for Monitoring And Disposal, Handling of Apprehended/ Existing Industrial Dispute) portal were stabilized.
- iv. Implementing e-Office as one of the Mission Mod Projects (MMPs) under the Digital India Programme. Use of e-office in official transactions helps in bringing transparency, accountability and expeditious decision making. E-office also provides additional advantages like real time tracking, location agnostic disposal, universal search-ability and retrieval of files.
- v. PENCIL (Platform for Effective Enforcement of No Child Labour) Portal was launched for better monitoring & reporting system, to ensure effective implementation of the provisions of the amended Child Labour (Prohibition & Regulation) Act, 1986 and National Child Labour Project (NCLP) Scheme. PENCIL Portal has five components namely :- (i) Complaint Corner, (ii) District Nodal Officer (DNO), (iii) National Child Labour Project (NCLP) Scheme, (iv) State Government and (v) Central Government. At present District Nodal Officers from 620 DNOs from 36 states have been

nominated for disposal of online complaint. Further, all operational Project Societies of NCLP are registered on the portal for better implementation of NCLP scheme.

- vi. Issued Notification dated 21st February, 2017 for ease of compliance of Labour Laws, reducing the number of Registers to be maintained to 5 in place of 56 Registers which were provided under the Central Labour Laws/Rules. To facilitate the compliance by the establishments further, a software was developed for maintenance of these registers by the Establishments and uploaded for free download on the Ministry's website <https://labour.gov.in/eRegister> . As on 05.01.2020, 44,606 number of downloads have been made by the establishments all over India since inception of the website.
- vii. 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 04.11.2020, 1.04 crore active job seekers, 57748 active employers are registered and it has led to mobilization of 79.31 lakh. NCS has partnered with Department of Posts , Common Service Centres (CSCs) and various other Ministries/Departments (MSDE, MHRD, AICTE etc) to extend registration of job seekers. To enhance the reach and enrich the employment opportunities available to youth, Strategic MOUs have been signed with leading job portals, placement organisation and institutions of repute. Government of India has recently made it mandatory for government vacancies to be posted on the NCS Portal.
- viii. NCS portal has an important component of organizing online job fairs. DGE has

conducted 4903 Job Fairs since inception till date and 409 Job Fairs in this FY 2020-21. NCS has partnered with Department of Posts and CSCs (Common Service Centres) to extend registration of job seekers. A scheme has been evolved to interlink all employment exchanges to the NCS Portal. Government of India has also made it mandatory for all the Government departments to post their vacancies on the NCS Portal.

- ix. Shram Suvidha Portal (SSP) is a major IT initiative of the Ministry, towards ease of doing business and reducing the complexities in labour law compliance. Details have been given in **para 1.8 (Chapter 1)**.
- x. Initiatives of the CLC Organisation are as under:
 - a. CLC(C) organisation is using IT based system for inspections, issuance of license & registration certificates and for receiving unified annual return under various Labour Laws through ShramSuvidha Portal.
 - b. LIMBS portal is being used to enter details of cases of Hon'ble Supreme Court, High Courts, Labour Courts and Lower courts by the respective field offices of the CLC© organization.
 - c. Twenty control rooms were set up in the regional headquarters under the supervision of CLC(C) during the lock down declared in view of the Covid-19, to resolve the complaints of workers/migrant workers. IT systems/methods were used in resolving the complaints.
- xi. Labour Bureau: Data generation and compilation is the main activity of Labour Bureau. Accordingly, there is a huge scope for integrating the existing activities of Bureau with the Information technology

(IT) tools. The Bureau is taking numerous initiatives with regard to achieving such integration:

- a. For online collection of prices under the new base for CPI(IW), software has been developed which makes use of hand-held devices such as TABs, which in turn will improve the quality of data collection and reduce the time lag in the release of Index Numbers.
- b. As a first step, the Bureau is going to make use of IT based online survey solutions for collection and processing of data under the four All India Surveys on Survey on employment generated by Professionals, Employment generated by transport sectors, survey on migrant workers and Survey on domestic workers.
- c. Bureau is proposing to launch a complete digitalization and automation of all the activities which will encompass the entire chain of data generation starting from collection to dissemination. IT interventions will not only enhance the efficiency of data collection but will also reduce the time lag in data dissemination.
- d. In addition to this, Bureau also intends to also take advantage of new fields like big
- e. data analytics and artificial intelligence for better data delivery.
- f. The Broad objectives of the proposed digitalization and automation project are:
 - To integrate the existing core activities of Bureau with advanced tools and technologies and making them

paperless. o Digitization of archive datarecords.

- IT based Survey solutions for surveys conducted by Bureau to make the surveys paperless.
 - Development of a database management system, that addresses the need for seamless data transfer, storage, access and integrity o Integration of database so created with the Bureau's website including creation of a dynamic dashboard for dissemination to end users.
 - g. E-office has been implemented in Labour Bureau, Chandigarh, Shimla and all Regional offices.
 - h. Bureau is also in a process to make its website more users friendly.
- xii. DGMS has taken many IT initiatives during the year 2020-21 including the following:
- a) The website of DGMS has been redesigned and customized for providing better user interface and transparency for different stakeholders.
 - b) In line with the Digital India initiative, software modules namely "Approval System", Permission /Exemption/Relaxation/ System" have been developed and made live for use by the user industry. As on 31.10.2020 total of 7309 applications for Permission/Exemption/ Relaxation has been received online and 7011 has been dealt accordingly.
 - c) "National Safety Award (Mines) System" software module has been made live for online submission of applications for the NSA (Mines), evaluation and verification of data and preparation of awardees list. This has

brought transparency and accountability in the system.

- d) “Accidents & Statistics System” software module has been developed and made live on 01.08.2020. This system has enabled online, sending of accident intimation by the mine user, filing of accident inquiry reports by the inspecting officers of DGMS, follow up of the accident reports, finalization of action and dissemination of the relevant information and alerts to the mining industry for improving safety standards.
- e) For online generation for inspection, the modalities for “Risk-based inspection System” for coal mines have been developed and incorporated in the Shram Suvidha portal.

xiii. The project of revamping of the web site was completed during 2020-2021. The Website is now made live on NIC's cloud services. The project was also comprised of the online Web MIS Portal and a Mobile Application. This MIS Portal and Mobile Application is developed to enter and maintain the real time data of various training programmes / activities in Organized, Unorganised and Rural Sectors conducted by the 50 Regional Directorates of DTNBWED. This MIS Application is integrated with DBT Bharat Portal for online updation of data in respect of Direct Benefit Transfers. The MIS Portal and Mobile Application is made live during May 2020. The submission of online data by Regional Directorates of DTNBWED was initiated since June 2020.

Further, (a) Recently the proposal for integration of MIS Portal with PFMS has been finalized and sent to NIC for further

action of developing the same at the earliest.

(b) Action has been initiated for on Boarding of the DBT Scheme on UMANG Application. As per the instructions of the Ministry. National e-governance Division (NEGD) has been requested to undertake the work of On-Boarding of this DBT Scheme at the earliest.

(c) The work of implementation of e-offices services is under progress for which 34 MBPS of leased has been sanctioned by NIC and is already installed through BSNL (Service Provider).

xiv. VVGNLI - In accordance with the mandate of the Government of India to promote the National e-Governance Plan (NeGP) and Digital India infrastructure, the Institute took a number of steps to upgrade and stabilize its e-Governance and Digital infrastructure. Some of the major steps undertaken in this regard are as follows:

- a) Up gradation of New version of library management software — The Institute procured “LIBSYS 10 EJB” and started new web based library and information services.
- b) Online Submission of APAR -The Institute has now implemented e-PAR i.e. on-line submission of Annual Performance Appraisal Report (APAR) in SPARROW Portal
- c) The Institute has completed operationalization of e-office system and launched a new website <http://www.vvqnli.gov.in>. The campus has been completely Wi-Fied and CCTVs cameras installed covering the whole campus.
- d) Due to prevailing COVID-19

pandemic scenario and the nation-wide lockdown during the months of March 2020 and April 2020, the Institute in its right earnest started conducting webinars/online programmes as an alternative to the existing face to face training programmes as participants from different parts of the country could not travel. V.V. Giri National Labour Institute, one of the first institutions to start on-line training programmes, conducted 64 online training programmes and 07 workshops/webinars for different stakeholders and social partners across the country viz. Central and State government officials, Labour Administrators, Members of Trade Unions and Employers Associations, Civil Society Members, Field Level Workers representatives, Researchers, Trainers, etc. during the period from April to October, 2020 which were attended by 5716 participants. And from April to December 2020, the Institute conducted 89 on-line training programmes and 09 workshops/webinars attended by 6826 participants. These webinars included 02 national level webinars, one on generating awareness about the functioning of the 'SAMADHAN' (Software Application for Monitoring and Disposal, Handling of Industrial Disputes) & 'PENCIL' portals and the ways & means to strengthen the functioning of these portals. Both the webinars were inaugurated by the Secretary, Ministry of Labour & Employment.

- e) The Institute has also started issuing on-line certificates to the participants who have attended the training

programmes. These training programmes have been well received by the participants across the country as could be seen from the online feedback.

B. IT INITIATIVES IN EPFO –

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

- i. **Benefit to Employers under Pradhan Mantri Garib Kalyan Yojna (PMGKY): Pradhan Mantri Garib Kalyan Yojna (PMGKY) intended to provide** the upfront benefit of total 24% contribution i.e. 12% Employee share and 12% Employer share to the Employers having employment up to 100 and whose 90% of the employees were getting wages less than 15000. Based on the provisions of the Scheme changes have been made in the Unified Portal so that the eligible employers may avail the benefit of the Scheme. Till December, 2020, 2.63 lakhs establishment have been provided upfront benefits to the tune of Rs. 2566.80 Crores.
- ii. **EPF Advance to fight COVID-19 pandemic:** A new sub-para (3) was inserted in Paragraph 68L of the EPF Scheme, 1952 on 28.03.2020 to provide for non-refundable advance to the extent of the basic wages and dearness allowances for three months or up to 75% of the amount standing to your credit in the EPF account, whichever is less from their EPF account to EPF members, employed in factory or establishment located in an area, which is declared to be affected by outbreak of epidemic or pandemic by the Govt.

A total of 56.99 lakh PF members have availed Rs 14353.46 Crore as EPF advance under this provision (Dec, 20).

iii. Auto-settlement of EPF advance claims:

Besides EPF advance to fight COVID-19 pandemic, EPFO launched auto-settlement of advance claims facility for the PF members having their UAN seeded with complete KYC. Though, this initiative was introduced on pilot basis in 2019, with onset of pandemic and consequent lockdown in March, 2020, this facility was launched across India. This facility ensured extension of service to subscribers with minimal human intervention. Already 49.75 lakh claims have been settled through auto-mode (Dec, 20).

iv. Multi-location settlement of claims:

The lockdown due to Covid-19 and high impact on metropolitan cities resulted in to huge pendency of claims in larger Regional Offices of EPFO due to restrictions of movement of staff. As a part of the initiative EPFO launched a multi-location claim settlement facility ensuring continuity of services by allowing EPFO offices to settle online claims from any of its Regional Office across the country. This also enabled speedy settlement of claims by optimum utilization of manpower of EPFO Offices by transferring huge load of bigger offices to smaller offices having lesser pendency.

v. Facility for Jeevan Pramaan anytime in a year: Pensioners availing pension under Employees' Pension Scheme, 1995 were required to submit their Life certificate /Jeevan Pramaan every year in the month of November. To reduce crowding of offices during the month of November and to avoid risk of spread of COVID-19 among EPS, 1995 pensioners who are elderly and most vulnerable to COVID-19, a facility was launched to enable them to submit their Life Certificate/ Jeevan

Praamaan which will benefit around 65 lakhs of pensioners.

vi. Restoration of commutation and releasing of arrears : Vide Notification no. GSR 132 E dated 20.02.2020, normal pension of Employees' Pension Scheme, 1995 was restored after completion of fifteen years from the date of such commutation, in respect of those members who availed the benefit of commutation of pension on or before the 25th day of September, 2008. A new function was introduced to generate the list of eligible member pensioners for restoring the commutation amount and release of arrears through AUTO mode.**vii. EPFIGMS and Scheme certificate claim facility on UMANG App: In order to provide the EPFO facilities to its last stakeholders, EPFO has been at forefront in providing its services through UMANG application. Continuing the efforts of availability on diverse platforms/mobile platform, the facility of filing grievance has been provided through UMANG app. The facility of filing application of scheme certificate has also been provided through UMANG App.****viii. Facility of Self-Generation of UAN: The self-generation of UAN by any employees who has not been allocated UAN by the employer was provided on Unified Portal. This facility has been replicated through UANGApp.****ix. Facility of Know Your UAN: Several times the members failed to collect their UAN form employer and are not aware of it to avail the online facilities. There are also members who left before 01.01.2010 and their UAN was not generated. To facilitate such members, a facility to know their UAN and also generate UAN against the existing member is has been provided. Till 31.10.2020, total 32,86,797 members**

have used Know Your UAN facility.

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

- xi. Extension of Life certificate validity:

In an effort to keep the most vulnerable and elderly pensioners of EPFO away from the risk of Covid-19, the life certificate validity period for last year's LC has been extended up to February 2021.

C. IT INITIATIVES IN ESIC-

19.4 Significant progress has been made in the field of Information and Communication Technology (ICT) by ESIC during 2019-20. ESIC has taken over strategic control and responsibilities in managing its own IT affairs w. e. f. Sep 2019. After the contract with the previous service provider for maintaining "Panchdeep" the e-governance project of ESIC was over a new service provider was handed over the project with curtailed responsibilities. The scope of project was redefined and was modified for managing all central Applications (including ERP, Insurance and Dhanwantri, etc.), along with Data Centre (DC) and Data Recovery Centre (DRC) maintenance and business continuity. All field activities including management of computer infrastructure, Network & Bandwidth provisioning and central activities such as renewal of licences, maintenance / technical contracts, subscriptions of all tangible and intangible central assets at DC / DR has been taken over by ESIC.

19.5 SALIENT FEATURES

- ESIC has actively started facilitating

renewal of annual support of applications & software licenses of the existing Software assets, Technical support for Hardware assets and procurement of newer tools in Data Centre and Data Recovery Centre. In addition to these, any new license/assets required for Project 'Panchdeep' are also being procured and provided by ESIC. Earlier, procurement and provisioning of licenses was completely in the domain of the System Integrator /Service Provider.

- ESIC has completely taken over network component of Project 'Panchdeep'. Provisioning of Connectivity solutions including MPLS/ Broadband/ ILL, Computer Hardware, Peripheral IT devices and tools at Field locations have been decentralized and are now under direct supervision of ESIC field Offices.
- ESIC is in the process of deploying a professional Entity / IT Consulting body to provide strategic guidance for moving forward to Version 2.0 of its IT Project that may involve moving the on-premises DC/DR services and in-house applications of IT services to Cloud Platform for acquiring completely managed services.
- In pursuance of having better monitoring and control over service provider, the Project Monitoring Unit is being strengthened and for this necessary process has already been initiated.
- For getting strategic consulting support on IT matters, ESIC is in the process of engaging IT Consultants in specific domains.
- IT Facility management at the field offices are being done through availing services of IT Managers and IT Assistants on contractual basis through agencies

(GeM).

- Migration to alternate connectivity like ILL (Internet Leases Line) and Digital India Infoway (DII) solution under National Knowledge Network (NKN), etc. have been initiated.
- SD-WAN routers devices are being installed in field locations in replacement of the 10 years old Normal Routers. As on date, around 1500 sites have been already migrated to SD-WAN system.

19.6 VALUE-ADDED CHANGES IMPLEMENTED IN 'PANCHDEEP'

- The Atal Bimit Vyakti Kalyan Yojana (ABVKY) Scheme for those Insured Persons who are rendered unemployed has been made simpler & easier. Now, the beneficiaries need not visit their ex-employers for validation of their Claim applications, nor they are required to visit any of the ESIC offices, in person, to submit claim documents. They have also been empowered with the tools of 'self-declaration', 'self-attestation', 'online-uploading' thus abolishing the earlier requirement of Non-Judicial Stamp Papers, certification by a Notary and physical presence, in line with the vision of the Prime Minister. These small changes in the process not only saved the beneficiaries of monetary expenses, but also prevented them of unwarranted hassles in the current situation of Covid-19 Pandemic. The eligibility conditions have been drastically relaxed for those IPs rendered jobless due to the Covid-19 Pandemic so that more and more of the beneficiaries get relief under the scheme to mitigate the hardship during this difficult period of national disaster. The relief amount has been doubled and incorporated for auto-calculation by the system defined logic. The ease of making

an online claim and getting relief thereafter has been grossly simplified. Necessary validations and system defined verifications have been implemented for lesser human intervention and instantaneous relief amount calculation as well as direct transfer of relief money to the beneficiary's bank account.

- Integration of Panchdeep Module with PMJAY for real-time eligibility check before availing services through 'Ayushman Bharat' in specified two districts. The scheme is being extended to 50 more districts for the benefit of the Insured Persons, to be implemented by Dec 2020.
- The revised & enhanced rate for compensation for Permanent Disablement Benefit and Dependent Benefit under the ESI Scheme have been successfully implemented in IT System (Insurance and Benefit Modules) so as to help disburse the arrear payment electronically to the eligible and bonafide beneficiaries as per the revised benefit guidelines.
- Employers and Entities of Jammu & Kashmir region were given special relaxation to file contribution of the beneficiaries for the past period of 01/04/2019 to 30/09/2019, as a special measure to tackle the hardship during the ongoing geo-political situation. System was primed to take cognizance of such selective relaxations.
- A performance Dashboard is published in www.esic.in depicting status on various Key Performance Indicators, adding value to the organisation's credibility and deliverables.
- For the target delivery of benefits to the

- bonafide Beneficiaries and for dissemination of information from time to time, the Mobile number seeding of the newly registered employees were made mandatory in ESIC database, w. e. f. 01.07.2020. The authentication of Mobile Numbers is done through a mechanism of validation through the OTPs.
- The seeding of Bank Account details of the newly registered employees was made mandatory in ESIC database, w. e. f. 01.07.2020. The system automatically validates the IFS Codes and fetches credentials of the bank for uniform data seeding. System prevents duplication of bank account credentials and thus ensures target delivery of cash benefits by removing bogus data. Online verification of bank Account credentials of beneficiaries through NPCI is in the advanced stage of integration.
 - For the ease of doing business, the new entities which are getting registered as companies through the Agile Platform of Ministry of Corporate Affairs are also facilitated to register under ESI Act, in a single go through common transactions. The integration of Panchdeep with MCA portal has been made effective.
 - E-Payment facility has been provisioned for direct disbursing of benefits to the bank accounts of beneficiaries through SBI gateway.
 - For the convenience of the Employers / establishments, ESIC has integrated with different Banks (SBI, BoB, IDBI, Axis, Canara, HDFC, etc.) for online payment of contribution by the employers using Internet Banking (Corporate and Retail) for Real time remittance. Integration with other Banks is in the process for enabling employers to make contribution payment through bank of their choice.
 - UTI-ITSL has been a partner of ESIC as 3rd party Bill Processing Agency for processing and scrutinising online claims and bills of private hospitals from where ESI procures medical services in special cases mainly for tertiary care services. The software module of UTI-ITSL has been successfully integrated with various modules of Panchdeep. This has facilitated online referral to processing to scrutinising and clearing of payment against the bills raised, resulting in transparency, promptness and efficiency of providing cashless medical services of ESIC, in case ESIC desires to procure a service for the beneficiary that is not-available inhouse.
 - The 'Ask An Appointment' Mobile App has been fortified with provisions for seeking appointment in Hospitals. A beneficiary, who has been referred to a hospital online by a dispensary doctor, can seek an appointment for registration in OPD of a referred department of a referred hospital, on a particular day. Furthermore, if a doctor in a hospital has advised a beneficiary for a review visit (follow up) online, the patient can seek an appointment to prevent waste of time in queues. Appointment facility through a mobile app was earlier available for seeking appointment in dispensaries only. Presently, Delhi State (DMD) has implemented this facility in dispensaries. Hospitals are being trained to keep up. The States of Telangana and Goa are also scheduling for training and planning to adopt the Appointment module. These hospitals/states are about to make necessary configurations in the holiday master for the state/hospital/dispensary, defining time slots based on resource availability in each of the departments/hospitals/dispensaries and the days

when these departments function/ operate/ The one-time configuration for each dispensary/hospital is resource intensive and is dependent on the adoption/ownership of the controlling office. However, the module is Nation-Ready.

MEDIA CELL

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

19.8 Activities /Achievements by Media Cell in the year 2020:

- i) Handling of over Four thousand Public Grievances from 1st April, 2020 to 31 December, 2020 received on the Official Social Media Handles on Twitter and Facebook of the Ministry.
- ii) Media Cell publicizes the initiatives and efforts of the Ministry and Government of India through social media by posting creative infographics, video or animations at minimal expenditure.
- iii) The team also regularly uploads awareness creatives related to the Ministry in addition to gathering and disseminating information of the Hon'ble LEM and Ministry's National and International event.
- iv) The team also actively shares news articles related to the Ministry beneficial for the workforce along with sharing relevant tweets by reliable news agencies and regularly monitors news to encounter fake news.
- v) Media Cell also circulates VIP reference/request for participation in

events to showcase the schemes, achievements and initiatives taken by the Ministry.

- vi) Media Cell has been coordinating with Divisions/Organizations in Media Publicity Campaign and organizes Press Conferences/Press Brief/Press Releases and ensures wider publicity through PIB official website.
- vii) Media Cell coordinates with Bureau of Outreach and Communication (BOC), National Film Development Corporation of India (NFDC) and other media agencies to develop effective media related strategy.
- viii) Social Media engagement was widely obtained with about 300 million impressions on #AatmaNirbhar Shramik, #BadegaRozgar and #SatyamevJayate, #Shramevjayate on introduction of Bill in Lok Sabha on 19.09.2020, discussion and passing of the Bill in Lok Sabha on 22.09.2020 and introduction & passing of Bills in Rajya Sabha on 23.09.2020. 100 infographics were produced and posted on Social Media garnering wide engagement over all 3 days.

19.9 For the first time since independence Ministry Tableau has been shortlisted for Republic day Parade on 26th January 2021. It will showcase the Game changer Labour Reforms done by Government. Ministry is planning to launch a large scale media campaign to 4 Labour codes passed by the parliament i.e. the Code on Wages, 2019, OSH Code Bill, 2020, Industrial Relations Code Bill, 2020 and Social Security Code, 2020. These 4 labour laws are developed by merging already existing all 29 labour laws. As these codes affect life of almost every person in the country whether employer or employee, therefore, Ministry will create a large scale media campaign to make everyone aware about the benefits.

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 2020

Punitive Vigilance Complaints – All the complaints received during the year 2020-21 (till

date) have been appropriately addressed.

Departmental Proceedings – One new case of Departmental Proceeding has been initiated. Sincere efforts were made to expeditiously finalise the pending Departmental Proceedings by issuing necessary directions to the concerned Inquiring Authorities.

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

Preventive Vigilance – Annual Property Returns submitted by the employees of the Ministry were properly scrutinised to deter the corrupt intent if any. All the intimations given regarding acquiring/disposing of the movable/immovable property were also properly examined in the light of known sources of income of the concerned employees. Vigilance Awareness Week was observed in the Ministry from 27.10.2020 to 02.11.2020. Officer and members of staff in the Ministry took an Integrity Pledge on 27.10.2020.

GRIEVANCE REDRESSAL IN MAIN SECRETARIAT

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

20.4 The work of Public Grievance redressal is given high importance by the Ministry and it is regularly reviewed under chairmanship of Secretary (L&E). **As per the report generated on 31/12/ 2020 in the CPGRAMS portal account of the Ministry, the average Disposal Time of the grievances received on PG Portal (CPGRAMS) by the Ministry of Labour and Employment for the period 01/01/2020 to**

31/12/2020 is 10 days .

20.5 A Comparative table with year-wise figures of Public Grievances received and disposed of in the CPGRAMS portal by the Ministry of Labour and Employment and percentage of disposal of such Grievances during the period 2016 to 2020 (viz. from 01.01.2016 up to 31.12.2020) are shown at the **Annexure-PG.1.**

Sl. No. (col. 1)	Year (col. 2)	No. of Grievances Brought forward from previous year (col. 3)	No of Grievan ces received during the year (col. 4)	Total No. of Grievances received for the year (col. 5) [col. 3+ col.4]	Cases disposed of during the year (col. 6)	Cases pending at the end of the year (col. 7) [col. 5-col. 6]	Percentage of Disposal (col. 8) [col. 6/col. 5]X100
1.	2016	27	158	185	152	33	82.16%
2.	2017	33	32461	32494	31058	1436	95.58%
3.	2018	1436	35054	36490	35295	1195	96.72%
4.	2019	1195	46540	47735	46397	1338	97.19%
5.	2020	1338	58862	60200	58637	1563	97.40%

N.B:

- The above figures are as per reports generated on 31.12.2020 in the CPGRAMS Portal account of the Nodal Public Grievance Officer of the Ministry.
- 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 EMPLOYEES' STATE INSURANCE CORPORATION (ESIC)

20.6 The ESI Corporation being a premier social security Organisation is catering to the needs of more than 13 crores of ESI Beneficiaries i.e. about 10% of the population of the country. Being a service Organisation ESIC is handling numerous Public grievances/queries from its stake-holders throughout the year. 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.

20.7 Public Grievances are received through various channels like Telephone, Postal, Email, CPGRAMS, Santusht portal, Social networking etc. The Corporation monitors Public Grievances through a vast network of designated Public Grievance Officers posted in all the field offices/ESIC hospitals.

20.8 To provide guidance, urgent and correct information to the stake holders/beneficiaries and making the grievance filing easy and convenient, the Corporation has set up a 24 hour Toll-Free

helpline number 1800-11-2526 through which Stakeholders & public can register their grievances telephonically and get a grievance registration number for the same. They can also seek status of their grievance from this helpline by providing such grievance registration number. This facility has helped those IPs/IWs who are

either illiterate or lacking writing/computer skills.

20.9 All out efforts are made to redress all grievances at the earliest and within the maximum time limit of 30 days. As a result the Corporation has been able to settle following number of grievances received on CPGRAMS portal satisfactorily during the year 2020-2021

Year	Brought forwarded	Received	Settled	Pending
01-04-2020 to 31-10-2020	286	4022	3920	388

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

20.11 In most of the cases where telephone numbers are available, feedback/ Satisfaction level are also obtained from the complainant continuously and in case of any dissatisfaction remedial measures are taken promptly.

20.12 The Director General, ESIC himself/herself takes efforts on his/her part by reviewing atleast 20 grievances every week to check qualitative and speedy redressal of grievances. Video conferences are also arranged periodically to monitor speedy and appropriate disposal of grievances received at various ESIC offices/Hospitals.

20.13 VIGILANCE ACTIVITIES IN ESIC

Vigilance Branch of ESI Corporation implements policies, instructions and guidelines from Central

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

Offices i.e. Regional Offices, Sub Regional Offices, Branch Offices, Hospitals and Dispensaries etc. falling in their respective jurisdiction. The Zonal Vigilance Officers also carry out Test inspections of Employers registered under ESI Act to examine correctness of Inspections conducted by SSOs.

20.14 The status in respect of various activities accomplished by Vigilance Division during the period **01/04/2020 to 31/10/2020**_are given below:

- 1 During this period, penalty orders were passed in **44** Disciplinary cases, out of which **24** orders were passed from Hqrs. Office.
- 2 During the period, total **69** Charge Sheets were issued, out of which **33** Charge Sheets were issued from Hqrs. Office.
- 3 During this period, **20** appeal cases were received from various appellants and **19** orders passed including previously received appeals.
- 4 **23** Complaints involving vigilance angle were disposed off during the period under report.
- 5 All the quarterly suspension review meetings have been held in time.
- 6 From **January 2020**, Property Return has been filed though Sparrow (Online Mode).
- 7 Monthly, quarterly and annual returns to Central Vigilance Commission have been sent timely.
- 8 During this period, **02** prosecution sanction cases were received and **02** sanction were granted within prescribed time limit in all the cases.
- 9 No. of inspection conducted by Zonal Vigilance Offices during the period are **06**.
- 10 Scrutiny of Super Specialty Treatment bills was done by Medical Vigilance

Officers and excess payments amounting of **Rs.2857043/-** recovered during the aforesaid period.

20.15 Vigilance Awareness Week was organized from **27.10.20 to 2.11.20** in all the offices of the Corporation across the country. On this occasion various activities as per the guidelines of the CVC were organized in all the offices of ESIC throughout the country. Ms. Garima Bhagat, CVO, ESIC also delivered an informative speech on "Mapping Integrity Risks in procurement-a Preventive Vigilance approach" which was attended and appreciated by all the field offices/hospitals. On the closing day of the observance, a poster making competition based on this year's theme as well as other vigilance related matters was organized in ESIC Hqrs.

VIGILANCE (EPFO)

20.16 To ensure transparency, efficiency and integrity in administration, the EPFO's Vigilance Division has adopted a multipronged strategy of preventive vigilance measures to contain, control and curb corruption in order to ensure prompt, effective and hassle-free service to its subscriber members.

20.17 As the Organization grew larger with an ever increasing subscribers' base, its functions became more diverse and had to cope with the increased quantum of service delivery responsibilities and consequently its accountability also grew manifold. In these circumstances the role of Vigilance wing became ever more crucial. The Vigilance Division in EPFO is headed by a Joint Secretary level Chief Vigilance Officer at the Headquarters in New Delhi. It has four Zonal Vigilance Directorates headed by Deputy Director (Vigilance), located in Hyderabad, Mumbai, Kolkata and New Delhi to monitor effective implementation of preventive vigilance measure in a proactive manner.

I. Preventive Vigilance

Preventive Vigilance inspections were conducted in four major offices of EPFO ,namely, RO Delhi

South, RO Park Street, RO Hyderabad I and RO Bandra .

II. Punitive Vigilance

- **Complaints:**

621 new complaints were received during 2020-21 (from 01.04.2020 to 31.10.2020). Out of these 621 complaints, 538 were disposed upto 31.10.2020. .

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

During the year upto 31/10/2020, no case of CVC first stage advice is pending for issuance of charge memo. CVC's second stage advice in one case was disposed off in October 2020.

- **Disciplinary proceedings initiated**

Two fresh Disciplinary Proceedings were initiated during the year upto 31/10/2020. Both of these were major penalty proceedings.

- **Disciplinary proceeding finalized**

Seven Disciplinary proceedings ,all major were finalized during the year.

- **Prosecution Sanctions**

Prosecution Sanctions were accorded in 5 cases during the year upto 31/10/2020.

- **Departmental action upon conviction by Court**

Departmental action following conviction on criminal charges in judicial proceedings was taken in one case and penalty of dismissal imposed on the official convicted.

III. Surveillance & Detection

- **Coordination meeting with CBI/ACB**

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

- **Vigilance Awareness week 2020**

VAW 2020 was observed in EPFO from 27.10.2020 to 02.11.2020 with the theme "Satark Bharat Samridh Bharat". All activities related to VAW 2020 were undertaken observing the social distancing norms and safety protocols related to Covid-19 and adhering to the economy measures prescribed by the Govt. of India.

The following activities were undertaken during the VAW 2020 :

- Integrity pledge:** VAW 2020 activities kicked off with the integrity pledge on 27.10.2020. In view of the pandemic situation officials were encouraged to take e-pledge. A total of 9699 officials across all 121 EPFO offices in the country took the pledge.
- Outreach Activities:** As part of outreach activities, steps for grievance redressal and empowerment of EPFO subscribers and general public through dissemination of information on the social security schemes administered under the EPF & MP Act 1952 and related services were undertaken. With the above purpose in view three competitions were conducted with the active participation of all offices in Video making, creative making and preparation of FAQs. The field offices in all 21 Zones of EPFO participated in the competitions. The winning entries adjudged by expert panels of judge were selected for hosting on EPFOs website and social media platforms for the benefit of EPFO members/pensioners and the general public.

A competition for preparing case studies was also conducted which saw enthusiastic participation by officials. The winning entries in the case study competition is proposed to be used for

training purpose of EPFO staff and officers for their capacity building.

An appeal was also made to the general public to forward suggestions for Vigilance Administration for which a dedicated email ID was created and which evoked good response. The suggestions are under examination for further action.

REDRESSAL OF PUBLIC GRIEVANCES (Customer Service Division-EPFO)

20.18 The organization, in tune with its objectives, lays strong importance to customer service and the redressal of grievances of the members of the fund. The Customer Services Division existing in the Employees' Provident Fund Organization, Headquarters, New Delhi and field formations in 22 Zones, 138 Regional Offices and 117 District Offices including Jammu and Kashmir ((100 Regional Offices Headed by RPFC-I and 35 Regional Offices Headed by RPFC-II) across the country are equipped with full-fledged Facilitation Centers, PROs and supporting staff with an aim to provide quality service to all stake holders of the organization. The Organization has a robust Citizen Centric mechanism to handle the grievances of its stakeholders i.e. employers, employees and pensioners through a network of its offices spread throughout the country.

20.19 There is three-tier organizational structure of Customer Service Division for handling and redressal of public grievances. At the Head Office level, this division is headed by Additional Central Provident Fund Commissioner, H.Q. and assisted by Additional Central Provident Fund Commissioner, Regional Provident Fund Commissioners, Assistant Provident Fund Commissioner and Public Relation Officer. Grievance resolution is regularly reviewed by the top management of EPFO.

20.20 Apart from this all Additional Central Provident Fund Commissioners in twenty Two

Zones in the country monitor the grievance handling system and attend grievances pertaining to offices under their jurisdiction.

20.21 The Regional Provident Fund Commissioners, closely monitor the receipt and disposal of grievances with an aim to redress the grievances promptly in their offices and to improve service to EPFO's customers. The nodal officer in each office is responsible for ensuring that grievances pertaining to that office are redressed immediately so that the overall grievances are minimized. He/she is also personally responsible for any inordinate delays in redressal of grievances in his/her respective office.

20.22 The grievances are raised by the subscribers and employers themselves and besides these are also referred to EPFO from the office of the Hon'ble Prime Minister, Labour Minister, cabinet secretariat, People's representative etc. Public Grievances are received through the following modes:-

- Online on internet based Portals.
- Social Media (Facebook, Twitter & Quora)
- Call Centre
- Facilitation centres/PROs at each office
- Whatsapp Help Line by each office
- By post/email
- In person/by phone

20.23 The Grievances received primarily relate to following areas:

- Non Transfer of PF Accumulations.
- Final PF Withdrawal
- KYC related issues of Subscriber pertaining PF Office.
- Claim settled but amount not credited in member's bank account.
- Non Settlement of PF Advance claim.

20.24 All grievances received in the customer Service Division are registered into a computerized system (EPFiGMS) and acknowledgement is sent to the member by email & SMS. Thereafter, grievances are sent to the field offices to which they relate to, for redressal. Grievances are monitored on regular basis with system support.

20.25 Comprehensive policy guidelines have been issued from time to time reiterating commitment to improve service standards in the EPFO and they are being monitored intensively by the Head Office and the Zonal offices. Quality of grievance handling also counts substantially towards performance appraisal.

20.26 The facility of online registration of public grievances and their redressal is available on the following internet based grievance handling systems:-

- EPF Integrated Grievance

Management System (EPFiGMS) portal available on EPFO website. (www.epfindia.gov.in).

- Centralized Public Grievance Redressal and Monitoring System(CPGRAMS), the PG portal of Govt of India. (www.pgportal.gov.in).

20.27 EPFiGMS launched in 2010 is an internet based grievance management system that has been developed by CSD in collaboration with the NIC, and is customized to the needs of the Organization. The EPFiGMS has been developed with a view to provide a single window platform that is able to record, acknowledge and track/ monitor grievances till its final redressal. The grievance resolution mechanism is citizen centric.

20.28 The details of grievances in EPFiGMS received and redressed for the year 2018-19, 2019-20 & from 01.04.2020 to 31.12.2020 are given below:

	2018-19	2019-20	2020-21 (01.04.2020 to 31.12.2020)
Grievances pending at the beginning of the year	3272	5215	20526
Received during the year	645040	920881	936986
Total	648312	926096	957512
Disposed off during the year	643097	905570	927101
Balance at the end of the year	5215	20526	30411
Percentage of Disposal	99.19	97.78	96.82

20.29 During the period 01.04.2020 to 31.12.2020, within 30 days 99% of grievances were redressed. 21.53% redressed within 3 Days, 46.65% between 4 to 7 Days, 23.94% between 8 to 15 Days and 6.97% redressed between 15 to 30 Days. Further, the top management reviews the grievance redressal mechanism periodically. The Grievance

categories pertains to members, employers and pensioners are being analyzed periodically and effective measures are being taken to improve the grievance redressal. The EPFiGMS portal has been on-boarded in UMANG platform to reach the EPFO stakeholders through Mobile. The stake holders can register their grievances, get OTP, receive the Grievance Registration

Number and track / view the status through mobile. In addition to Facebook, Twitter EPFO also replying queries through Quora Platform. Anyone can reach EPFIGMS portal through <https://epfigms.gov.in>

EPFIGMS: RECOGNITION & AWARDS

20.30 Grievance resolution mechanism through EPFO's in-house portal EPFIGMS won the GOLD award by SKOCH India SKOCH Digital India & e-Governance Award 2020 in the Category: *Services Delivery - Government to Citizens (G2C)*. The award was conferred during the 66th SKOCH Summit on 30th July, 2020.

SKOCH Award, instituted in 2003, recognizes people, projects and institutions that go extra mile to make India a better nation. Out of 1000+ entries, over 200 entries were shortlisted to finale through rigorous selection process which include 1. Presentation, 2. discussion and Q&A on the topic, 3. Online voting of the shortlisted nominations, 4. virtual exhibition and 5. voting during the summit.

20.31 CPGRAMS is a program developed and executed by the Department of Administrative

Reforms & PG (DARPG) under Ministry of Personnel, PG & Pension, Government of India, has been successfully implemented in the Organization. All the offices are regularly using CPGRAMS to monitor & redress the grievances.

20.32 A total of 22,985 grievances (brought forward 153 and received during the period 22,832) were received on CPGRAMS Portal of the Department of Administrative Reforms & PG (DARPG) under Ministry of Personnel, PG & Pension, Government of India for the period 01.04.2020 to 31.10.2020 in EPFO. Out of these 22,985 grievances, 21,365 cases were disposed off during the period and disposal percentage was 92.95%. For the period 01.04.2020 to 31.10.2020 it is intimated that disposal was generated on 21.01.2021 from portal and based on that,

- (i) Cases resolved less than 7 days= 12831(60.05%)
- (ii) Cases resolved within 15 days = 19513 (91.33%)
- (iii) Cases resolved within 30 days=20876 (97.71%)

India and International Labour Organisation (ILO)

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

21.2 ILO is financed mainly by contribution received from the member states. The total Budget of ILO is SF 392,877,422. 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 2021, India's share of contribution is SF 3,30,0922 and works out to Rs. 27,32,50,323 in Indian currency. India has always made timely payment of annual contribution to ILO.

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

Ratifications by India

21.4 India has ratified 47 Conventions which includes six core or fundamental human rights Conventions like Forced Labour Convention (C-29), Equal remuneration Convention (C-100), Abolition of Forced labour Convention (C-105), Discrimination (Employment & 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 such as Labour Inspection Convention (No. 81), Employment and Social Policy Convention (No. 122) and Tripartite Consultations (International Labour Standards).

G-20 Labour and Employment Ministries' Meeting held on 10th September, 2020 under the Saudi Arabian Presidency

21.5 Indian delegation led by Shri Santosh Kumar Gangwar, Minister of State for Labour and Employment (Independent Charge) attended the G-20 Labour and Employment Ministers' meeting held virtually under the Saudi Arabian Presidency on 10th September 2020. The G20 Labour and Employment Ministerial Declaration was adopted by the G20 Labour and Employment Ministers. The priority areas for discussion included: (i) Adapting Social Protection to Reflect the Changing Patterns of Work (ii) Better Preparing Youth for the Transitions to Work (iii) Achieving Gender Equality in the World of Work (iv) Exploring Behavioral Insights Application for Robust Labor Market Policies.

Other G-20 Meetings

- Shri Heeralal Samariya, Secretary and

Shri Ram Kumar Gupta, Joint Secretary, M/o Labour and Employment attended the First G20 Employment Working Group Meeting (EWG) from 4-6 February, 2020 at Jeddah, Kingdom of Saudi Arabia.

- G20 Extraordinary Labour and Employment Ministers' Meeting was held virtually on 23.04.2020 wherein the Ministry appraised the steps taken by the country for dealing with the crisis due to Covid-19
- The second G20 Employment Working Group Meeting was held virtually on 8th April, 2020. Ms. Anuradha Prasad, Additional Secretary, Labour and Employment and Ms. Kamini Tandekar, Deputy Director attended the virtual Second G20 EWG meeting.
- The G20 Third Employment Working Group (EWG) Virtual meeting was held on 19-20 August, 2020 under the presidency of Saudi Arabia. Shri. J.K. Singh, Deputy Secretary headed the virtual meeting from Ministry of Labour and Employment.



- The G20 Fourth Employment Working Group (EWG) Virtual Meeting was held on 7-8 September, 2020. Shri. J.K Singh,

Deputy Secretary headed the virtual meeting from Ministry of Labour and Employment.

BRICS Labour and Employment Ministerial Meeting held on 9th October 2020 under the Russian Presidency

21.6 An Indian delegation led by Shri Santosh Kumar Gangwar, Minister of State for Labour and Employment (Independent Charge) attended the BRICS Labour and Employment Ministers' meeting held virtually under the Russian Presidency on 9th October, 2020. The BRICS Labour and Employment Ministerial Declaration was adopted by the BRICS Labour and Employment Ministers. The priority areas for discussion included: (i) Development of a preventative safety and healthy work culture (ii) Poverty alleviation through social and economic transformations (iii) Future of work in the digital economy

Other BRICS Meetings

- Consultations through video consultation were held to discuss the BRICS LEMM declaration under the Russian Presidency were held on 1st June and 18th June, 2020. The Secretary, (L&E) headed the delegation that participated in these consultations.
- The virtual Consultation on BRICS LEMM, 3rd round, was held on 16th July 2020. The delegation led by Shri R.K Gupta, Joint Secretary participated in the virtual meeting.
- The 4th and 5th round of virtual discussion on BRICS LEMM declaration was held on 24th & 31st August, 2020, respectively. Shri J.K Singh, Deputy Secretary headed the virtual discussion from Ministry of Labour and Employment.

The 340th Session of the Governing Body:

21.7 The 340th Session of the Governing

Body (GB) of the International Labour Organisation was held virtually from 2-14 November, 2020. Shri Apurva Chandra, Secretary(L&E) chaired the sittings of the Governing Body and the meetings of the Officers of the Governing Body. Indian Delegation comprising of Shri Ram Kumar Gupta, Joint Secretary, Ms. Vibha Bhalla, Joint Secretary, Shri S V Ramana, Under Secretary, Ms. Kamini Tandekar, Deputy Director, Ms. Priya Sarraf, Deputy Director and officials from PMI, Geneva participated in the meeting.



Policy Development Section

GB.340/POL/1: The Role of the ILO in addressing climate change and a just transition for all

21.8 Ms. Vibha Bhalla, Joint Secretary, in her intervention emphasized that the level of development across countries is different, therefore job loss and job creation due to transition to low carbon economy would differ across countries and regions. She stressed that ILO must engage in region specific quantitative research on the impact of the transition to a low carbon economy on the labour markets; clearly identifying the nature and the scale of changes.

21.9 Implementation support in the form of finance, technology and capacity building as agreed under UNFCCC must be encouraged to maintain and achieve the commitments under Nationally Determined Contributions and ensure

adapting to adverse impacts of climate change. India has favored an appropriate international response to deal with the issue of climate change, for both pre-2020 and post-2020 climate actions based on the principles of equity and Common but Differentiated Responsibilities and Respective Capabilities.



GB.340/POL/2: Renewing commitment to youth employment by endorsing a follow-up plan of action on youth employment for the period 2020–30.

21.10 India in its intervention supported ILO's follow-up action on youth employment through knowledge development and dissemination strategy. It was suggested that ILO may take research on informal labour market conditions and ways to enhance formality of workers. Research on core causes of widespread informal employment of youth in developing countries can help the constituents in framing policies to overcome these problems and increase formal employment among young workers.

21.11 There is a need to focus on the new forms of work in particular the gig and the platform economy that mostly engages the youth. Adequate social protection should be provided to such workers. We have enacted the Code on Social Security, 2020 that envisages the extension of social security to all workers

including gig and platform workers. In order to accelerate the process of inclusion of gig and platform workers, we have defined gig workers, platform workers and created an overarching national level tripartite body to formulate policies for medical, pension, sickness benefits, etc. for gig and platform workers.

Institutional Section

GB.340/INS/11: Progress report on the technical cooperation programme agreed between the Government of Qatar and the ILO

21.12 The intervention on this agenda item was delivered by Mr Vimarsh Aryan, First Secretary, PMI. India welcomed the recent legislation Law no. 17 enacted by the Qatar government that fixes a non-discriminatory minimum wage and appreciated the efforts of the government taken to strengthen the Wage Payment System (WPS).

21.13 The government of Qatar has demonstrated a strong commitment for supporting and improving the labour market by adopting Law No. 19 of 2020 that ends the requirement for workers to obtain their employer's permission to change jobs thereby facilitating the worker's mobility in the local labour market. The achievements of Qatari government conspicuously exemplify the benefits of a constructive dialogue and effective collaboration between Governments, workers and employers together with the ILO.

GB.340/INS/12: Progress report on the follow-up to the resolution concerning remaining measures on the subject of Myanmar adopted by the Conference at its 102nd Session (2013)

21.14 First Secretary, PMI in the intervention welcomed the efforts made by the government of Myanmar on labour related issues in recent years, as is also reflected in the DG's report. The government of Myanmar has demonstrated a strong commitment for eliminating forced labour and promoting and protecting labour rights in the

country including through a new Action Plan on the Elimination of Forced Labour and encourage the ILO to continue to provide technical assistance to Myanmar.

ILO and the international community should continue to support the government of Myanmar in its efforts to strengthen employment and labour market policies, especially in addressing Covid-19 challenges that workers are facing at present.

GB.340/INS/14: Complaint concerning non-observance by Bangladesh of the Labour Inspection Convention, 1947 (No. 81), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

21.15 The statement on this agenda item was delivered by PMI, Geneva. India in its intervention appreciated the comprehensive response filed by the government of Bangladesh against all the allegations made in the complaint.

21.16 In the last decade the labour and employment sector of Bangladesh has gone through massive legal and administrative reforms, supported by numerous concrete actions, including those relating to trade union activities, workplace safety, wages, skills development and labour welfare.

21.17 Government of Bangladesh should be given additional time so that the intended consequences of these reforms percolate to the beneficiaries, especially in wake of the complications that have arisen due to the COVID19. Appreciating the government of Bangladesh's strong commitment to working closely with the social partners in further promoting labour rights in the country; it was recommended that government of Bangladesh should be given sufficient opportunity to resolve all the issues through regular supervisory mechanisms of the ILO.

High Level Section

GB.340/HL/2: COVID-19 and the World of Work

21.18 Ms. Vibha Bhalla, Joint Secretary, in her intervention emphasized that moving beyond the crisis is essential and an approach of building back better needs to be adopted. Health and welfare of our workers has remained our priority. Government of India introduced financial support and other relief measures for the most affected and the vulnerable sections in our country. The poor, the women, the migrant workers, the small enterprises and the farmers have remained our focus.

21.19 There is a need to think of a sustainable strategy that involves a more direct and human centered approach for improving levels of economic activity, household income, productivity, employment, social protection, skilling and decent working conditions. Government of India's strategy has been to focus on five pillars namely economy, infrastructure, technology driven arrangements; vibrant demography, and demand.

India supported the focus on sustainable social protection systems, infrastructure and enterprise and stressed that the focus should also be on the micro, medium and small enterprises and the Cooperative Sector. ILO should also engage in research to understand the relative employment effects of different infrastructure and industrial financing options for SDG implementation. These research outcomes would help ILO and member countries in shaping the social dialogue and the policy discourse.

21.20 With the world of work witnessing tremendous changes and COVID-19 creating uncertainties, the challenge is to ensure decent work in respect of working conditions and protection in sectors such as the care economy, digital economy and informal economy, where largely women are employed. ILO should focus

on creating a knowledge sharing center that records the best practices and experiences of member countries in these sectors.

Informal G20 EWG Meeting

21.21 An informal virtual G20 EWG meeting was held on 04.11.2020 on the sidelines of the Governing Body Meeting. Italy would be the next chair of the G20. The meeting was attended by Ms. Vibha Bhalla, Joint Secretary and Ms. Kamini Tandekar, Deputy Director, Ministry of Labour and Employment. Italy discussed the priorities of the EWG, the meetings of which are scheduled to begin from February 2020. The labour and employment issues proposed to be discussed under the Italian Presidency are:

- (a) More better and equally paid jobs for women: stepping up efforts towards Brisbane target (The Presidency propose to introduce G20 Brisbane Roadmap 2025 for achieving the target that would include a set of indicators to measure the progress).
- (b) Social Protection Systems in a changing world of work (reflect on the social protection gaps; expand insurance-based scheme and design effective minimum income scheme; come out with a set of policy options).
- (c) Working patterns, business organization and production process in the Digitalization era (reflect on platform jobs building upon the policy principles for promoting decent work in the platform economy agreed under Argentinian's Presidency; reflect on the role of Artificial Intelligence in shaping businesses' organisation and employment relationships; agree on a set of guiding principles on platform jobs and remote working, including through exchange of views with Social Partners).

Discussion relating to Covid-19 and its impact would be included across all the three priorities. The first G20 EWG meeting is scheduled to take place in last week of February 2021. The G20 LEMM would be held in last week of June, 2021.

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

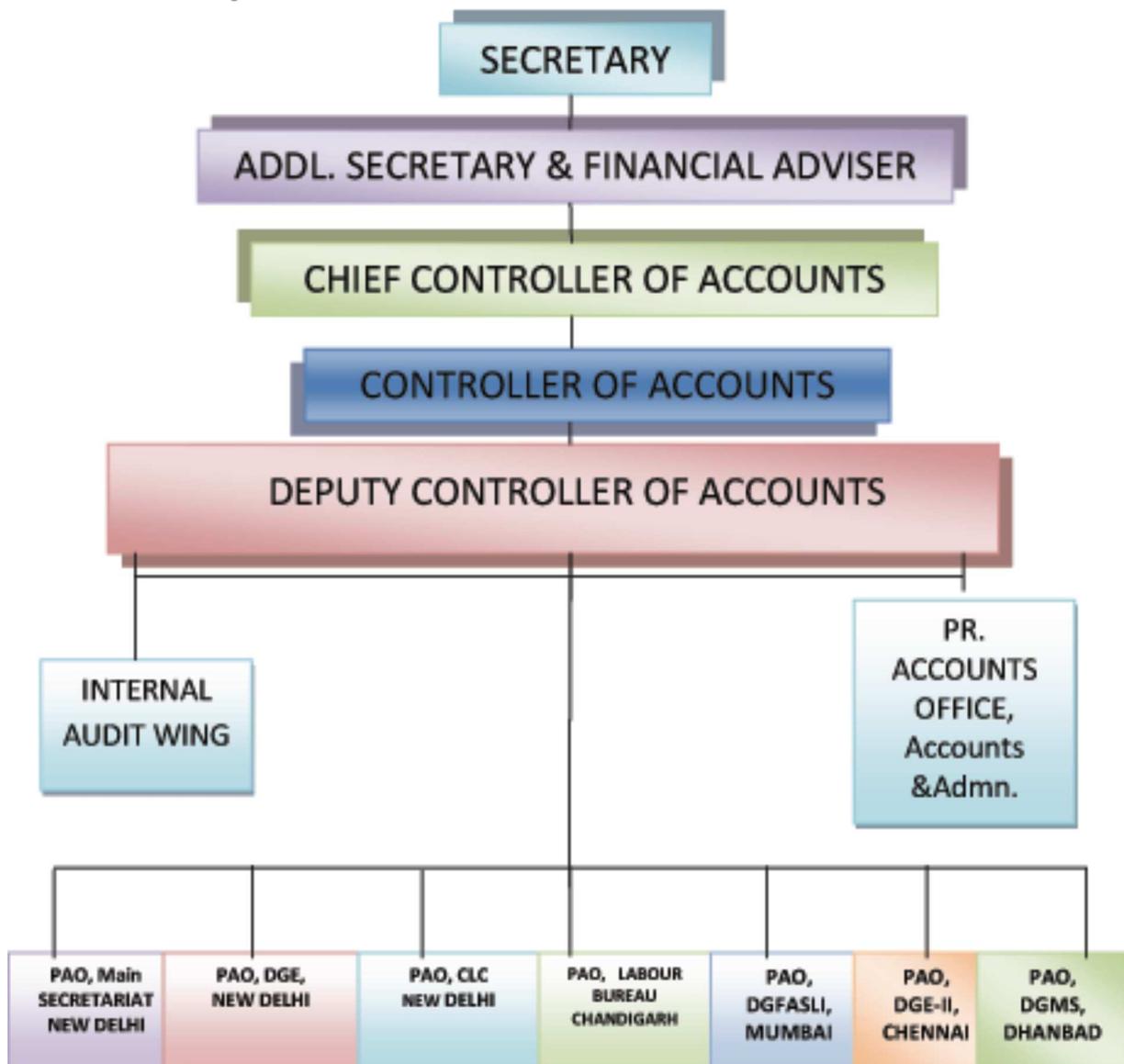
- Dr. H.Srinivas, Director General, VV Giri National Labour Institute and Sri S.V. Ramana, Under Secretary, M/o Labour & Employment (25-28 February, 2020), attended the ILO's Technical Meeting on Achieving Decent Work in Global Supply Chains, Geneva, Switzerland.
- The 83rd Session of the Board of the International Training Centre of the ILO by virtual setting was held on 26-27 October, 2020. Shri Mahendra Kumar, Director, Ministry of Labour and Employment attended the virtual session.
- The virtual meeting to discuss the project "EU-India Common Agenda for Migration and Mobility (CAMM) was held on 18.08.2020. Ms. Shrutimala Rajbongshi, Deputy Director attended the virtual meeting from Ministry of Labour and Employment.
- 6th KOSTAT-ILO Workshop on "International Migration Statistics (ILMS) in the Asia-Pacific Region" on October was held on 12-15 October, 2020. Ms. Shailja Singh, Deputy Director (Employment), Ministry of Labour and Employment participated th• e virtual workshop.

Office of Chief Controller of Accounts

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 (1st April to 31st October, 2020 during F.Y. 2020-21)

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.

Due to COVID-19 pandemic situation, no Audit was conducted during 1st April to 31st October, 2020 of the financial year 2020-21 and no new paras were added. After proper verification of the compliance report furnished by the Head of Offices of the audited units 155 paras pertaining to past period were settled.

2. Grant-in-Aid

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

3. Utilization Certificate

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

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

4. Public Financial Management System (PFMS)

To achieve the target framed by Department of

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

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

5. e-Payment System

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

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

6. Direct Benefit Transfer (DBT)

Since M/o Labour & Employment is a welfare oriented Ministry, many schemes fall under the category of DBT schemes. Office of the Chief Controller of Accounts through their Pay & Accounts Offices had made payment under DBT for direct credit into the account of beneficiaries under schemes of Ministry of Labour &

Employment. Most of the DBT in the Ministry is processed through PFMS using e-payment functionality to avoid any delay in disbursement of money to the beneficiaries' accounts.

7. Process flow of e-Payment system

Highlights of e-payment System:

High Security Standards and System Logs of Transactions.

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

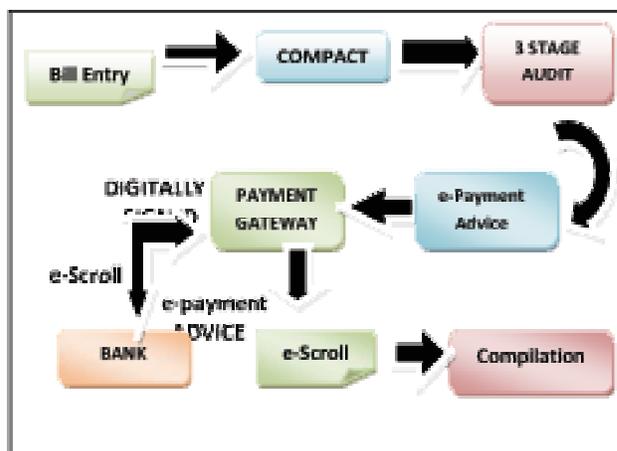
- 128 bit PKI encryption.
- Integrity of Information: Hash Algorithm (SHA1); security standards are designed to ensure confidentiality, authenticity and integrity of data being conveyed on the internet by PAOs to the bank.
- Non –repudiation: Key generation/ Digital Signature based on 128 bit PKI (Public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

Advantages of e-payment

- Savings in time and effort due to online fund transfer using digitally signed unique e-authorization ID.
- Secure mode of payment
- Transparency in payment procedure.
- Elimination of physical cheque & their manual processing.
- Online auto reconciliation of payments.
- Efficient compilation of accounts.
- Complete trail of transactions at all levels available anytime.

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

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



22.3 Following work was also done during from 01st April to 31st October, 2020 during F.Y. 2020-21 by office of the Chief Controller of Accounts through their Pr. Accounts Office and Pay & Accounts Offices:-

- Payments of bills of establishment of the Ministry and its attached & subordinate offices.
- Payment of Pay and Allowances in respect of Ministry's Staff.
- Payment of Grants-in-aid to Grantee Institutions.
- Payment of Long term and Short term advances to the staff of the Ministry.
- Payment of Contingent Bills in respect of expenditure incurred by the Ministry.
- Payment of TA<C bills.
- Payment of Medical Reimbursement Bills.

- (viii) Payment of Retirement/Terminal Benefits, long term loans and advances and for withdrawal from Provident Fund (in respect of Government Servants other than MTS)
- (ix) Payment of loans and grants to State Governments through Reserve Bank of India (and wherever this office has a drawing account, payment thereof to Union Territory Governments/ Administrations).
- (x) Consolidation of monthly accounts of the Ministry in the manner prescribed by Controller General of Accounts (CGA).
- (xi) Preparation and submission of annual Appropriation Accounts of the Grant of the Ministry, Statement of Central Transactions and material for Finance Account of Union Government (Civil) to the Controller General of Accounts.
- (xii) Rendition of advice on finance & accounts matters to the Ministry.
- (xiii) Supply of Cheque Books to PAOs and cheque drawing DDOs through concerned PAO.
- (xiv) Maintenance of liaison with CGA and accredited bank for verification and reconciliation of all receipts and payments made on behalf of the Ministry through the accredited bank.
- (xv) Reconciliation of Cash Balances of the Ministry.
- (xvi) Issuing sanctions to agent Ministries on behalf of various wings of the functional Ministry for carrying out certain activity required by the functional Ministry.
- (xvii) Maintain account of advance`s under various types of Debt and Deposit heads including Provident Fund.
- (xviii) Authorize pension payment on retirement of employees

BACKGROUND

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

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

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

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

23.5 With each successive Five Year Plan, there has been expansion of the activities of the Employment Service and Training Service in the Centre and the States. The total number of Employment Exchanges functioning are 997

(including 76 University Employment Information and Guidance Bureaux).

INFRASTRUCTURE AVAILABLE FOR EMPLOYMENT SERVICE WITH STATE GOVERNMENTS:-

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

23.6 The Directorate General of Employment (DGE) is presently headed by the Director General (Employment). The organizational set up of the Directorate General consists of two principal wings namely, Directorate of Employment and Secretariat Wing.

RESPONSIBILITIES

EMPLOYMENT DIRECTORATE

- Plans and formulates programmes for expansion and development of National Employment Service in consultation with State Governments.
- Coordinates the work of Employment Service in States/UTs.
- Conducts training programmes and develops staff training material for the Employment Service personnel.

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

STATUTORY PROVISIONS

23.7 The statutory provision enforced by DGE is:-

- Employment Exchanges (Compulsory

Notification of Vacancies) Act, 1959 and Rules made there under. The 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:-

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

WITH CENTRAL GOVERNMENT:

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

HIGHLIGHTS

EMPLOYMENT SERVICE

23.9 DGE does not implement any employment generation scheme. Its role is to

coordinate and oversee the employment generation taking place in the country through the National Employment Service in India. The network of Employment Service has expanded from 18 Employment Exchanges in 1951 to 997 Employment Exchanges.

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

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

NATIONAL EMPLOYMENT SERVICE

INTRODUCTION

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

officers of DGE. The Working Group considered various issues pertaining to National Employment Service and made necessary recommendations.

23.13 Features of National Employment Service

- National Employment Service covers all the States and Union Territories except the State of Sikkim.
- Day to day administration of the Employment Exchanges is under the control of respective State Governments/ Uts.
- It has a network of 997 Employment Exchanges.
- As a part of administrative functioning, data are collected through Employment Exchange Statistical Returns, each return covering a specific field of activity like registration, placement, etc. with different periodicity.
- As a part of Employment Market Information Programme, data was being collected from the Organised Sector (all public sector establishments and all non-agricultural private sector establishments with 10 or more workers) on employment, vacancies, occupational and educational pattern of employees, etc. in ER-I returns prescribed under the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and Rules framed there under. The establishments employing 10-24 workers in private sector are covered on voluntary basis. 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.

23.14 To convert the National Employment

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

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

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

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. The Code on Social Security (CoSS), 2020 was introduced in the Lok Sabha on 19.09.2020. Thereafter, it was passed by both the Houses of Parliament and assented

to by the Hon'ble President of India and notified in the Gazette of India on 29.09.2020 as Act No. 36 of 2020. The new rules are under process of notification.

PERFORMANCE OF NATIONAL EMPLOYMENT SERVICE*

23.16 The details of the network of 997 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 :	997
➤ University Employment Information and Guidance Bureaux (UEIGBx)	76
➤ Professional and Executive Employment Exchanges	14
➤ Special Employment Exchanges for the Physically Handicapped	42
➤ Special Employment Exchange for Plantation Labour	01
➤ Employment Exchanges exclusively for Women	05

23.17 The performance of Employment Exchanges (as on 30-06-2018) is given below:

**Table - 23.19
(In Lakh)**

Category	No. of Job seekers Registered	No. of job seekers Placed	No. of job seekers on Live Register
Men*	11.04	1.38	268.15
Women*	6.25	0.23	155.87
Total*	17.29	1.61	424.02

* Provisional

Salient features of registration and placement in Employment Exchanges.

23.18 Registration:

Out of total number of 17.29 lakh job seekers registered upto end of June 2018, 11.04 lakh job seekers were men and 6.25 lakh were women. Maximum numbers of job seekers 2.14 lakh were registered in Gujarat followed by 2.11 lakh in Uttar Pradesh, 1.80 lakh in Kerala and 1.77 lakh in Maharashtra.

23.19 Placement:

Out of the 1.61 lakh job seekers that got employment through the employment exchanges, 0.23 lakh were women. The maximum placement made was 1.30 lakh in Gujarat during the same period.

23.20 Live Register:

Out of total number of 424.02 lakh job seekers on Live Register, 268.15 lakh job seekers are men and 155.87 lakh job seekers are women. The highest job seekers were in West Bengal followed by Tamil Nadu.

23.21 Year-wise registration, placement, vacancies notified, submissions made and Live Register for the period 2008-2018 are given in Table No. 23.23

Table - 23.23

Year	Emp loy ment Exc han ges, UEI GBx	(In Thousand)					Live Register
		Regi strat ion	Plac ement nt	Vaca ncies notified	Subm ission made		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	
2008	968	5315.9	305.0	570.8	3344.0	39112.4	
2009	969	5693.7	261.5	419.5	2589.3	38152.2	
2010	969	6186.0	505.4	706.9	3747.1	38818.5	
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* (as on 30-06-2018)	997	1729.3	160.6	754.4	1164.1	42402.2

**Provisional; Data after June, 2018 is under process and the figures are reported calendar year wise.*

CENTRAL EMPLOYMENT EXCHANGE, DELHI

23.22 The Central Employment Exchange, DGE located at 3/10 Jam Nagar House, New Delhi under M/o Labour and Employment is responsible for Advertisement of vacancies of scientific & technical in nature occupying in the central Government Establishments with the pay scale of Rs.1400-2300 (Pre-revised) or above. As per revised procedure laid down by DoPT all the vacancies notified to CEE as per EE (CNV) Act, 1959 are (now presumed as a part of Social Security Code) to be advertised in Employments News by Central Employment Exchange (CEE). In addition to this, such vacancies are also to be placed at National Career Service (NCS) Portal vide instruction issued by DoPT in November, 2016.

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

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

EMPLOYMENT ASSISTANCE TO SPECIAL CATEGORIES

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

National Career Service

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

23.26 The NCS Project has three pillars-NCS Portal, Inter-Linking of Employment Exchanges and Model Career Centers. The services under NCS are available online and can be accessed directly, through Career Centres, Common Service Centres, Post Offices, mobile devices, cyber cafes etc. The various stakeholders on the NCS platform include job seekers, industries, employers, employment exchanges (career centres), training providers, educational institutions and placement organizations.

23.27 The NCS Portal (NCSP) has been made functional at the URL (www.ncs.gov.in). The portal

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

The brief Statistics of NCS Portal is as under:

NATIONAL CAREER SERVICE		
Sr. No.	Parameters	Number as on 22 nd December 2020
1.	Active Job Seekers Registered	01.04 crore
2.	No. of active Employers Registered	96909
3.	Active Vacancies Mobilised	72488
4.	Total Vacancies Mobilized	80.11 Lakh

23.28 With the increased focus of Government on Career Counselling, the Ministry proposes to create a network of Career Counsellors where the Career Centres will become the hub of Career Counselling in their area. Under the process, over 6000 *Career Counsellors* from various States/UTs have got registered at NCS Portal, out of which more than 700 are regularly publishing their schedules on NCS Portal

23.29 The NCS Portal also provides an open architecture for partnering of institution 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 Quikr Jobs, Monster.com, Freshers World, First Job, Mera Job, Synergy relationship Management Services Private Limited, VSS Tech Solutions Pvt. Ltd. Monster.com, Saral Rozgar, Cassius Technologies Pvt.Ltd.Shine.com etc. As per DOPT instructions it has been decided that advertisement of vacancies shall now be mandatory placed at the National Career Service Portal(ncs.gov.in) developed by Ministry of Labour and Employment.

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

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

23.32 The NCS Project also envisaged setting

up of Model Career Centres (MCCs) to be established in collaboration with States and other institutions to deliver employment services. The Government provides financial assistance to the states for model career centres based on the proposals and scheme guidelines. These model centres can be replicated by the States from their own resources. Government has approved 207 Model Career Centres (including 7 non-funded MCCs). The MCCs envisage creating states of Art infrastructure model career centre for providing variety of employment services using technology.

23.33 The NCS Project has also been enhanced to interlink 997 Employment Exchanges with NCS Portal and under this scheme Govt. of India is providing funds to the states for up-gradation of Employment Exchange and for organising job fairs. So far 28 States/UTs have sent proposals and funds have been released to 26 States/UTs. During 20120-21 (till November, 2020) around 475 job fairs have been organised under National Career Service (NCS) in which 75058 job Seekers participated and 19227 candidates were shortlisted.

23.34 In a parallel exercise, the Ministry has initiated a programme for capacity building of officers of the National Employment Service and Young Professionals being deputed at Model Career Centres under a multi-pronged strategy of orientation, refresher and specialized training in the area of National Career Services. Over, 407 (till 23.11.2020) officers have been trained on various modules of National Career Services like career counseling training, portal management training, SIYB training etc.

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

form of a calendar view, the link to which is provided on the home page. The job fairs are searchable by state, district and industry on the calendar. The career centers can create the job-fair and enables employers and jobseekers to participate for the job fair. The portal also facilitates organization of job fairs where both employers and job seekers can interact. DGE has conducted 4969 Job Fairs since inception till date and 475 Job Fairs in this FY 2020-21.

23.36 In addition, NCS has also signed Memorandum of Understandings (MoUs) with many strategic partners in order to enhance the quality and reach of the services throughout the country. Ministry has engaged with several institutions and organisations to bring more and more job opportunities to our workforce with some of the leading institutions/ organisations such as Common Service Centres, Department of Posts, and other leading private job portals operating in the metros. Ministry is also integrated the NCS Portal with other Ministries/ departments like MSDE, MHRD, AICTE, etc. 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 3600 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.

23.37 NCS is publishing newsletter on monthly basis to communicate the updates about NCS scheme to its users. It covers various new services and features which are recently added on NCS portal. It also provides an update on the online and offline job-fairs, events and training which are being organized at various locations in different states. In addition to this, every newsletter captures an in-

depth career related information on one of the prominent sectors also. It also highlights some success stories of the jobseekers and employers. Every month, these newsletters are published in English and Hindi language on the portal and a mail notification with the newsletter is sent to all the registered NCS users at the end of every month.



PradhanMantriRojgarProtsahanYojana (PMRPY)

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

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

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

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

Till 21st December, 2020 total benefit of Rs.8753.53 Crore has been given to 1.52 Lakhs Establishments covering 1.21 crores (Details in chapter 6) beneficiaries under (PMPRPY).

National Career service Centres for SC/STs

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

National Career Service Centres for Differently Abled

23.40 Twenty Four National Career Service Centers for Differently Abled (NCSC-DA)

(Erstwhile VRCs) have been functioning in the country, out of which, one Centre at Vadodara has been set up exclusively for women with disabilities. These Centres evaluate residual capacities of persons with disabilities and provide them adjustment training and skill training with a view to integrate them in the economic mainstream and make them productive citizens of the country. These Centres play pro-active role in creating public awareness and community participation in the rehabilitation of people with disabilities. During the 2019-20 these centres have registered 30785, evaluated 30752 and rehabilitated 11349 persons with disabilities. During 2020-21 (upto 30.11.2020) these centres have registered 2083, evaluated 2062 and rehabilitated 1147 persons with disabilities. To synergize the link between demand and supply of skilled workforce, the Government has established 5 Model Career Centres for welfare of PWDs in NCSCs for DA. The Centres focus on career counselling as key activities for youth with disabilities to pursue skill enhancement courses that the market drive. The officers of the NCSC-DA are being trained on professional counselling techniques. Outreach counselling sessions and job-fairs are a key activity in these career Centres. **Details on NCSC-DAs is given at Chapter 24.**

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

Aatmanirbhar bharat rojgar Yojana (ABRY)

23.42 Government has announced Aatmanirbhar Bharat 3.0 package to boost the economy and increase the employment generation in post Covid recovery phase. One of the measures announced in respect of Ministry of Labour and Employment as part of this package is Aatmanirbhar Bharat Rojgar Yojana under which

every establishment registered with EPFO and their new employees will benefit if the establishments take new employees or those who lost jobs between 01.03.2020 to 30.09.2020.

This scheme has been conceptualised to incentivise creation of new employment opportunities during Covid-19 recovery phase. Due to Covid-19 pandemic the demand in the country is affected by uncertainty and due to this uncertainty, there is a tendency to restrict new job creation by the employers. The proposed scheme will incentivize employers for generation of new employment and formalisation of informal employment and will help in decreasing the uncertainty and creating demand in the economy from the spending of new workers.

The ABRY Scheme was approved by the Cabinet in the meeting held 9th December 2020. Under the scheme Government of India will provide subsidy for two years in respect of new employees engaged on or after 1st October, 2020 and upto 30th June, 2021 by paying 12% of wages towards employees' share of EFP contribution of Establishment having more than 1000 employees' and 24% of wages towards employers' and employees' share of EFP contribution for establishment having upto 1000 employees' in respect of new employees' drawing salary less than Rs, 15,000/- per month.

NATIONAL INSTITUTE FOR CAREER SERVICE

23.43 The National Institute for Career Service (erstwhile Central Institute for Research and Training in Employment Service) was set up in October, 1964 under Directorate General of Employment (DGE), M/o Labour & Employment for imparting Research & Training in Employment Services. The Institute was later expanded in 1970 with additional function of publishing career literature and again in 1987 with added responsibility of occupational research & promotion of self-employment. Now, the Ministry

is implementing the Employment Exchange Mission Mode Project under National eGovernment plan (Ne-GP). Under this Project, NICS-NOIDA (erstwhile CIRTES), has been designated as nodal institute for capacity building under NCS project. NICS is responsible for imparting training to all stakeholders of NCS project like Employer, Job Seeker, Training Provider, College Students/ Counsellors/ Placement Organization/Govt. Organization etc. and for Officers of National Employment Services working at Central & State Govt. NICS is also playing major role in implementing the Young Professional Scheme of M/o Labour and Employment and coordinating the activities of Model Career Centers established across country under NCS project.

23.44 NICS as Model Career Centre (MCC) is responsible for organizing various activities like outreach activities, organizing Job Fairs/Job drives, Career Counselling sessions, registration of Job Seekers, Employers and Local Service Providers etc. During April, 2020 to October, 2020 MCC, NOIDA organized 10 online Job drives.

TRAINING ACTIVITIES AT NICS

- Seventeen (17) Capacity Building Programs / Refresher Training Programs have been organized till OCTOBER, 2020 for Employment service Personnel's, **staff of NCSC for SC/ST (CGC)** & YPs and 351 trainees attended the above mentioned training programmes.
- Twenty seven (27) Orientation programmes have been organized via online mode (webinar) for various stakeholders of NICS till OCTOBER, 2020 and 1757 trainees have been attended the above mentioned orientation programmes.
- 16 Workshops have been organized for various stakeholders of NICS till OCTOBER, 2020 and 740 persons have

been attended the above mentioned workshop programmes.

- Five (5) Employability Training Programs for job seekers has been organized till OCTOBER, 2020 and 224 trainees attended the said programmes.

23.45 NATIONAL CAREER SERVICE ACTIVITIES AT NICS

- Being Nodal institute for capacity building, NICS is imparting training to Officers of Employment Service, all stakeholders of NCS project.

- Awareness programmes on National Career Service project conducted for trainees of International Training Programme of VVG NLI, NOIDA.
- Implementation and Monitoring the work of Young Professionals posted at various MCCs under NCS Project..
- Publishing Monthly e-new letter of NICS, NOIDA.
- National Career Service portal improvement and data analytics.

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

NATIONAL CAREER SERVICE CENTRES FOR SC/STs.

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

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

The scheme was launched in 1969-70 in 4 Centers on a pilot basis. Keeping in view the success of the scheme, it was extended to

another nineteen States in a phased manner. At present, twenty five National Career Service Centres for SC/STs are functioning in twenty five States/Union Territories one each at Delhi, Jabalpur, Kanpur, Chennai, Hyderabad, Thiruvananthapuram, Kolkata, Jaipur, Ranchi, Surat, Aizawl, Bangalore, Imphal, Hissar, Nagpur, Bhubaneshwar, Guwahati, Mandi, Kohima, Jowai, Jammu, Jalandhar, Naharlagun, Puducherry & Vishakhapatnam. The NCSCs at Jowai & Vishakhapatnam are in the process of being made functional.

In addition, fourteen of these Centres provide facilities for training in Shorthand and Typing. The physical achievements of various National Career Service Centres during 2020-21 (up to November, 2020) are given below:

ACTIVITY	NO. OF CANDIDATES COVERED
Registration on NCS	7742
Individual Guidance/Career Information	20270
Confidence Building Programme	9301
Training in Typing and shorthand	4910
Pre-Recruitment Training (PRT)	1350

These Centres:

- Provide employment related coaching-cum-guidance to SC/ST applicants.

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

24.3 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 more places at Kanpur, Kolkata, Bangalore, Hyderabad, Ranchi, Surat, Guwahati, Imphal, Hissar, Jabalpur, Chennai, Thiruvananthapuram, Jaipur, Bhubaneswar, Mandi, Nagpur, Delhi, Jammu, Jalandhar, Kohima & Naharlagun.
- Till 2020-21, 21244 SC/ST candidates have successfully completed the Special Coaching.

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

24.4 This scheme was launched from February 2004, with a view to provide Computer Training to SC/ST educated job seekers registered with the Employment Exchanges through outsourcing of training facilities. The training of six months duration was arranged at Bangalore, Bhubaneswar, Chennai, Delhi, Guwahati, Hissar, Hyderabad, Jaipur, Jabalpur, Kolkata, Nagpur, Surat, Kanpur, Thiruvananthapuram, Ranchi & Mandi was coordinated by respective National Career Service Centre for SC/STs under DGE located at

these places. It was observed that six month Computer Training Course was not of much help to the candidates to provide employability in view of changing demands in the Labour Market. From the year 2009-10 it was therefore, decided to impart one year 'O' Level Computer Training to 1000 SC/ST candidates through DOEACC Society under the Department of Information Technology which has been started w.e.f 03.08.2009. In addition to the above said places, the training is also being imparted at Jammu, Jalandhar, Imphal & Kohima w.e.f 03.08.2009. 20060 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 June, 2020, and the next batch has started w.e.f September, 2020 with a seating capacity of 4200 SC/ST jobseekers at 21 NCSCs for SC/STs.

24.5 The one year 'O' level Computer Hardware Maintenance Training was also started w.e.f 01.08.2012. 8500 SC/ST candidates were admitted & provided training till July, 2020 and next batch has been started w.e.f 01.09.2020 with a seating capacity of 1000 SC/ST candidates at 21 NCSCs for SC/STs.

Physical Progress during 2020-21 are given as under:-

Name of Programme	Achievements (No. of candidates)
Special Coaching Scheme	1350
'O' Level one year Computer Training	4200
'O' Level one year Computer Hardware Maintenance	1000

24.6 Allocation of Rs.18.00 crore has been made during 2020-21 for the scheme namely "Welfare of SC/ST jobseekers through coaching, Guidance and Vocational Training and Introduction of new courses in existing National Career Service Centers (NCSCs) for SC/STs and Establishment of new NCSC in the States not covered so far".

Benefits provided to SC/ST trainees through Direct Benefit Transfer (DBT) (Scheme "0586")

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

24.7 At present 25 NCSC for SC/STs (erstwhile CGC for SC/ST) are being run to enhance the employability of educated SC/ST job-seekers registered with the employment Exchanges through Coaching/ Training/Counseling etc. 21 NCSC-SC/STs are covered under DBT Scheme covering 2350 beneficiaries in three sub-schemes i.e., (1) Special Coaching Scheme (1300 Beneficiaries), (2) Computer 'O' Level Training Software Course (600 Beneficiaries) and (3) Computer 'O' Level Computer Hardware Maintenance Training (450 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 FY 2019-20 a total budget of Rs 2.53 Crore (FE) was allotted for stipend and 98.41% of the FE i.e., Rs.2.49 Crore was expended.

SCHEDULED CASTES/ SCHEDULED TRIBES

24.8 Performance of Employment Exchanges in respect of Scheduled Caste/Scheduled Tribe and Other Backward Class job-seekers during 2012 onwards is indicated in **Table 24.1** below.

Table 24.1

(in lakh)

Category	Activity	2013	2014	2015	2016	2017*
SCHEDULED CASTE	Registration	10.25	7.66	8.00	6.16	3.74
	Placement	0.32	0.22	0.27	0.29	0.16
	Live Register	72.92	76.44	70.48	71.35	73.36
SCHEDULED TRIBE	Registration	3.44	3.48	3.75	2.70	1.97
	Placement	0.21	0.24	0.28	0.27	0.18
	Live Register	24.87	24.17	25.22	25.69	26.10
OTHER BACKWARD CLASS	Registration	18.33	14.85	15.88	11.01	7.63
	Placement	0.23	0.10	0.11	0.09	0.05
	Live Register	114.14	121.34	113.99	116.5	118.21

* Provisional.

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

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

- **Twenty –four National** Career Service Centers for Differently
- Abled (NCSC-DA) (Erstwhile Vocational Rehabilitation Centre) have been functioning in the country, out of which, one Centre at Vadodara has been set up exclusively for women with disabilities. Three new Centres at Dimapur (Nagaland), Shillong (Meghalaya) and Dehradun (Uttarakhand) have been created during F.Y.2019-20. These centres are in the process of being operational.
- These centres evaluate the residual capacities of People with Disabilities and

provide them non formal skill training with a view to integrate them in the economic mainstream and make them productive citizens of the country.

- These centres play pro-active role in creating public awareness and community participation in the rehabilitation of persons with disabilities.
- During 2019-20 these Centres have registered 30785, evaluated 30752, and rehabilitated 11349, Persons with Disabilities.
- During 2020-21 (upto November, 2020) these Centres have registered 2083, evaluated 2062 and rehabilitated 1147 Persons with Disabilities.
- To synergize the link between demand and supply of skilled workforce, the Government has established 5 Model Career Centres at NCSC–DAs. The Centres will focus on career counselling as a key activity for youth with disabilities to pursue skill enhancement courses that are market-driven. Outreach counselling sessions and job fairs will be a key activity in these Career Centres.

Benefits provided to Differently Abled trainees through DBT (Scheme “3348”)

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

24.10 At present, there are 21 NCSC for Differently-abled (erstwhile VRC for Handicapped) in the country, which evaluate the residual capacities of the handicapped (referred to as persons with disabilities also) **in the categories of Locomotors, Visual & Hearing impaired, Mild Mental Retardation and Leprosy Cured** and provide them adjustment training, to facilitate their early economic rehabilitation. No formal job oriented skill training is provided at these centres, however, a stipend @ Rs. 2500/- per trainee per month is paid to the beneficiary undergoing training subject to minimum 80% of the attendance in a particular month. Further rehabilitation services are also extended to the persons with disabilities living in the rural areas through the mobile camps. In FY 2019-20 a total budget of Rs 1.88 Crore (FE) was allocated for stipend and 82.44% of the FE i.e., Rs.1.55 Crore was expended.

ASSISTANCE TO DIFFERENTLY ABLED EX-SERVICEMEN AND DEPENDANTS

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

death or **differently abled** was attributable to military service, with effect from Feb, 1981. During the year 2020 (Jan to Nov.) 12 **differently abled** Ex-Servicemen and dependents were registered for Employment Assistance.

SERVICES TO PERSONS WITH DISABILITIES THROUGH EMPLOYMENT EXCHANGES:

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

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

(In thousands)

Year	Registration	Placements	Live Register
2012	54.1	2.1	715.2
2013	30.5	1.9	717.3
2014	28.4	1.7	698.2
2015	42.1	2.8	689.0
2016	41.3	2.6	681.5
2017*	39.5	2.4	705.82

* Provisional

SPECIAL EMPLOYMENT EXCHANGES FOR DEFFERNTLY ABLED:

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

24.14 Thirty Eight Special Cells for the differently abled with a Special Placement Officer

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

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

Year	2012	2013	2014	2015	2016	2017*
Registration	13606	5653	3251	4434	3783	4137
Placement	237	249	61	147	125	117
Live Register	102687	94657	96251	93197	93224	93326

WOMEN

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

Table 24.2

(In Thousands)

Year	Registr ation	Placement	Live Register Of Women	Total Live Register	% Of Live Register Of Women To Total Live Register
2007	1835.5	46.5	12001.5	39974.0	30.0
2008	1756.1	51.9	12328.2	39114.9	31.5
2009	1989.9	53.4	12404.7	38152.2	32.5
2010	2005.4	107.1	12924.1	38818.5	33.3
2011	2122.6	85.7	13694.8	40171.6	34.1
2012	3511.0	67.8	15645.8	44790.1	34.9
2013	2233.2	58.7	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	635.5	49.8	15649.5	42809.1	36.6
2018* (as on 30-06-2018)	624.8	23.0	15587.7	42402.2	36.8

* Provisional:

Data after June, 2017 is under process and the figures are reported calendar year

MINORITIES

24.17 In order to have full integration of minorities in all aspects of national life, the State Governments have been advised to ensure that no discrimination is made against minority

communities in matters of registration and in sponsoring names by Employment Exchanges. The State Governments have also been advised to create monitoring cells to watch the progress of minorities in the matter of their registration and

placement and to instruct the Employment Exchanges to organize mobile Employment Exchange Registration Camps in minority concentration areas.

In all there were 59 lakh job-seekers on the Live Registers of Employment Exchanges belonging

to the minority communities at the end of December 2017 (Provisional). These account for 13.9% of total job-seekers on the Live Register.

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

Directorate for Financial Year 2020-21 are given in Table-24.17 below:

Table-24.17

S.No.	Schemes under Employment Directorate	Financial year 2020-21	
		Budget Estimates (Cr.)	Expenditure (till date 2020)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”.	17.00	5.20
3	National Career Service (NCS) Project	79.39	29.31
4	Pradhan Mantri Rojgar Protsahan Yojana	2550	1100

25.1 The Gender Budget Cell is headed by Chief Controller of Accounts (CCA) who is assisted by Deputy Controller of Accounts (Dy. CA) and Under Secretary (Budget & Accounts). Chief Controller of Accounts has also initiated the process of updating the Gender Budget-Annual Action Plan for 2020-21. The Gender Budget Cell prepares the comprehensive Annual Action Plan so that true picture of the Ministry's Gender-wise utilization of funds is reflected in the various Union Budget related statements and documents.

Broad Based Committee for Gender Analysis and Budgeting:-

25.2 A Broad Based Committee for Gender Analysis and Budgeting has been constituted under the Chairpersonship of Secretary, Ministry of Women and Child Development (MoW&CD)

with Government and private stakeholders to evaluate and suggest action plan for moving forward towards addressing the gender concerns and reviewing the action taken by the Ministries/Departments for advancing Gender Budgeting. Smt. Bandhula Sagar, Chief Controller of Accounts, Ministry of Labour & Employment has been nominated as a member in the committee to represent Ministry of Labour & Employment.

WELFARE OF SC/ST

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

(Rs. in crore)

Programme	Expected outcomes/ Objective	Gender component of Programme/ sub Programme	Total Public Expenditure(Rs.) 2019-20			Public Expenditure on Women/Girls(Rs.) (2019-20)			Gender Disaggregated Beneficiaries (extent of benefits to women) (2019-20) Targets and Performance number of female beneficiaries/ physical/ financial others
			scheme	Est.	Total	scheme	Est.	Total	
1	2	3	4	5	6	7	8	9	10
"Welfare of SC/ST jobseekers through coaching, Guidance and	To enhance the employability of SC/ST job	The programme is both for men & women unemployed	7.7665	10.2335	18.00	6.69	8.63	15.32	68633 (46%)

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".	seekers through Coaching, Guidance & Vocational Training	educated job seekers.
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(b) A GENDER BASED ANALYSIS (GBA) STATEMENT OF PUBLIC EXPENDITURE AND NUMBER OF BENEFICIERIES DURING 2019-20.

(Rs. in crore)

Programme	Expected outcomes/ Objective	Gender component of Programme/ sub Programme	Total Public Expenditure(Rs.) 2019-20 (Plan & Non-Plan)			Total Public Expenditure (Rs.) on Women/Girls (2019-20)(Plan & Non Plan)			Gender Disaggregated Beneficiaries (extent of benefits to women) (2019-20) Targets and Performance number of female beneficiaries/physical/financial others
			Plan	Estt. Exp.	Total	Plan	Estt. Exp.	Total	
Assistance to physically handicapped (Differently Abled)	To evaluate residual capacities, providing adjustment training and render assistance in Vocational Rehabilitation	The Programme comprises both men and women.	16.69	-	16.69	4.67	-	4.67	20681 (women beneficiaries) 28 %



Ministry of Labour & Employment
(Government of India)

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