

Gujarat is one of the most industrialized states in India. When early industrialization was gaining momentum in Gujarat, it was increasingly becoming clear that the labour and capital were becoming more and more adversary in their roles.

Mahatma Gandhi attempted to mediate and solve the problems between employers and workers in the strike in Calico Mills in Ahmedabad in 1918. The emphasis on voluntary arbitration as a method of resolving the disputes between labour and capital was advocated by Mahatma Gandhi.

The Gandhian approach laid equal emphasis on labour and capital as the two wheels of the chariot and as equal partners.

The setting up of the State Labour Welfare Board and several boards for unorganized workers welfare in Gujarat are the manifestation of the philosophy and practice of Gandhian approach to labour which the Government of Gujarat is striving to emulate.

Gujarat is the first State to take initiatives to develop harmonious industrial relations. Just as Gujarat is world leader in industrialization the labour welfare is also being seriously considered by the Government. This is evident in emerging friendly labour administration and synergy, minimum labour unrest. It is not surprising that Gujarat has become now preferred destination not only for the industry to invest but also for labour to find reasonably good and quality jobs.

The Second National Commission on Labour has recommended Umbrella Legislation to provide social security net to unorganized workers and following this the Unorganized Workers Social Security Act, 2008 was enacted by Government.

It is pertinent to note that, Gujarat is only the State in the Country to have separate Rural Labour Commissionerate that takes care of social security of agriculture and rural workforce. Further, Gujarat has taken proactive initiative in the year 2007 and constituted the Unorganized Worker's Social Security Board, for urban unorganized workforce to provide social security benefits to urban unorganized workforce.

In wake of the Unorganized Workers Social Security Act, 2008 the State has framed rules, constituted the State Welfare Board etc. to provide social security to all unorganized workers including construction workers in the State. It is planned to register at least, 1000 unorganized workers in each Taluka by 25th December, 2014. To facilitate the task, entire State machinery is involved. The entire programme is fine-tuned by the Honorable Chief Minister and Minister of Labour and Employment, Gujarat State. All the District Collectors have been addressed twice through video conference by the Chief Secretary and the Hon'ble Labour Minister, Gujarat State.

It was decided to have massive registration campaign in all the 33 districts of the State on 25th December, 2014 and to provide them with U-WIN

number (Unorganized Worker Identification Number) and benefits under the various social security schemes to these registered unorganized workers. These schemes include;

1. Educational aid
2. Maternity benefits
3. Accidental group insurance scheme
4. Funeral Benefit
5. Housing Scheme (Nanaji Deshmukh Housing Scheme)
6. Free Legal Aid to Construction Worker
7. Occupation Disease Aid Scheme
8. Training for Construction Workers
9. Economic Aid for Coaching to Children of Construction Workers
10. Temporary Housing Facility for Construction Workers
11. Smart Card/Identity Card to Construction Workers
12. Balwadi/Anganwadi for Children of Construction Workers
13. Safety Equipment Kit
14. Medical aid in major disease
15. Skill Development Training
16. Medical aid in major disease under MA Amrutam Scheme
17. Schemes of Gujarat Rural Labour Welfare Board
18. Accidental Group Insurance Scheme
19. Economic Aid in major and incurable disease
20. Cycle Distribution to Salt Worker

It has been also planned to launch Shram Suvidha Portal on 25th December, 2014. The Labour Portal will facilitate employer to on-line register and generate Worker Identification Number (WIN), registration under the self-certification scheme and filing of Consolidated Annual Return. The said Shram Suvidha Portal will also facilitate unorganized workers to register and generate U-WIN number (Unorganized Worker Identification Number) and to facilitate all workers to file on-line complaints. The complaints, so registered will be analyzed by State Analysis Intelligence Unit.

It has been decided to launch Toll free Help-Line named Shramik Seva Suvidha (SSS), first in India of its own kind to provide information to workers and to redress their grievances.

SHRAMYOGI KALYAN MELA

With the objective of ensuring economic and social development of the unorganized workers across the sectors in the economy, the Government of Gujarat has planned a number of programmes. A special **Shramyogi Kalyan Mela, 2014** is planned on the birthday of Hon'ble former Prime Minister of India Shri Atal Behari Vajpayee. A Shramyogi Kalyan Mela is planned on mega-scale across the state.

- ❖ The Shramyogi Kalyan Mela will be organized at 20 places on the birthday of the Hon'ble former Prime Minister Shri Atal Behari Vajpayee for the benefit of 1.25 crore unorganized workers in the state.

- ❖ Under the Kalyan Mela, the benefits under a variety of welfare schemes of the Government of Gujarat will be made directly available to the workers.
- ❖ For help and information to the workers and employers, a web portal will be set up on the same day.
- ❖ In order to access the benefits and the entitlements, a helpline facility called Shramyogi Sahay Suvidha (SSS) will be also started.
- ❖ Unorganized Shramyogi Card (U-WIN) will be also distributed.
- ❖ An LSE Atlas covering details of LSE (Labour, Skills and Employment) across the districts of the State will also be launched.

The salient features of Shramyogi Kalyan Mela

- The address of Hon'ble Prime Minister of India and Hon'ble Chief Minister of Gujarat will telecast live at 20 places covering all 33 districts of State.
- The Hon'ble Chief Minister of Gujarat will inaugurate Shramyogi Seva Helpline and Web portal. An LSE (labour, skills, employment) atlas will also be launched.
- Hon'ble Minister present will address the Shramyogi Kalyan Mela at all 20 places.
- Honoring the leaders with distinguished services for Shramyogis.

Helpline and Web Portal for Shramyogi

- The Hon'ble Prime Minister of India inaugurated the web portal on 16th October, 2014 in India. Deriving inspiration from this momentous event, the Government of Gujarat is taking the first historical step for safety and security of the unorganised workers in the state.
- In order to avoid maintaining of multiple registers, it is proposed that the industry /employers will now require to maintain only one integrated online register.
- Since the employer is required to maintain only one register, the employer will be in a position to focus on production and productivity issues and thereby helps the competitiveness and growth of industry and development of the state.
- Given this online access to information on establishment to workers, there will be greater transparency.
- This will also increase realization of equal importance of industry and workers as the two wheels of the chariot and hence, industrial relations will tend towards harmony.
- This facility will become the first step towards the abolition of Inspection Raj as desired and extolled by the Hon'ble Prime Minister of India.

- The Gujarat State will be the first in the country to provide this type of facility to the workers.
- The workers will be also in a position to access the information on their rights immediately.
- The information on various welfare schemes can be easily accessed.
- This is also an attempt to resolve the grievances and the issues faced by the Shramyogis.
- Since this facility ensures information just by a phone call, it will result in saving of precious time and money of the workers.

YOJANA TO PROVIDE SMART CARD /IDENTITY CARD TO BUILDING AND CONSTRUCTION WORKERS, UNORGANISED WORKERS AND RURAL WORKERS.

The unorganized workers, rural workers and building and construction workers were given separate identity cards. Instead of that, it is planned to issue a comprehensive Smart Card/ Identity Card called Unorganized Workers Identification Number (U-WIN) which can be used for all schemes of benefit to the workers. With such smart U-WIN card, the workers will be able to get benefit under the schemes, such as Mukhyamantri Amrutam (MA) Yojana, MA/Vatsalya Yojana, financial help for occupational diseases, Group insurance for accidents and benefits under other welfare schemes.

FREE LEGAL AID FOR BUILDING AND CONSTRUCTION WORKERS

With the objective of ensuring equal opportunity under law, a free legal aid Scheme is implemented. Under the scheme, free legal aid will be made available in case of problems such as violation of law, accident, compensation, etc. The legal advice and guidance will be also provided to the workers. The workers will be also helped in matters such as court attendance, defence, etc. The scheme provides financial assistance upto Rs.50,000.

SHRI NANAJI DESHMUKH AWAS (HOUSING YOJANA) FOR BUILDING AND CONSTRUCTION WORKERS

The Gujarat Housing and other Construction Workers Welfare Board has implemented Shri Nanaji Deshmukh Awas Yojana with the objective of providing good and pucca houses for the workers. The objective of the Yojana is to enhance the security and social status, reduce migration, increase productivity and ultimately provide pucca houses to all workers. The building and construction workers registered in the Board and who do not have their own house will be entitled one-time benefit under the Yojana. The Yojana provide for Rs.1.6 lakh subsidy.

TEMPORARY HOUSING YOJANA FOR THE BUILDING AND CONSTRUCTION WORKERS.

Under the Yojana, the registered building and construction workers will be provided temporary housing facility in rural as well as urban areas at their worksites.

ACCIDENT GROUP INSURANCE YOJANA

Under the Yojana, the unorganized and rural workers are entitled to an insurance cover upto Rs.50,000 in case of grievous injury and up to Rs.1 lakh in case of death. In case of accident at the worksite, the worker will be entitled upto Rs.1 lakh and Rs.2 lakh in case of death.

MUKHYAMANTRI AMRUTAM (MA) YOJANA

A majority of building and construction workers are seasonal migrants. Hence, the Government has made a special provision to ensure that they are covered under the Yojana implemented by Health and Family Welfare Department. With a view to provide free medical aid and assistance and also for ensuring health cover for their family, the Government of Gujarat has implemented Mukhyamantri Amrutam (MA) Yojana. Under the Yojana, a sum of upto Rs.2 lakh have been provided for medical treatment.

YOJANA FOR ASSISTANCE IN OCCUPATIONAL HEALTH AND ILLNESSES

The building and construction workers are often required to work under difficult and unusual circumstances and vulnerable to occupational diseases. Under the Yojana, assistance is provided for treatment of occupational illnesses. Under the Yojana, a maximum of Rs.3 lakh financial help is available. Moreover, in ordinary cases, financial help of Rs.1500 per month and in serious cases, monthly financial help of Rs.3000 is provided.

HEALTH ASSISTANCE YOJANA FOR RURAL WORKERS

In cases of serious and incurable diseases, expenditure upto Rs.3 lakh will be borne by the State on behalf of the affected unorganized rural worker. In such cases of illness, the workers and their families are also assisted for treatment in other than the Government hospitals in consultation with the Government Medical officer. Moreover, the treatment is free in the Government Hospitals.

BALWADI/ANGANWADI YOJANA FOR CHILDREN OF CONSTRUCTION WORKERS

The Yojana is implemented with the noble objective to provide nutritious food alongwith the study for the children of construction workers. Under the yojana, provision has been made to start Anganwadi/ Balwadi centres for their children at the construction sites.

It is also stipulated that such centres will be run/ managed by the local government or NGOs depending upon their suitability.

HOSTEL FACILITY AND ASSISTANCE FOR COACHING FOR SPECIALISED EDUCATION/ SKILL TO THE CHILDEN OF CONSTRUCTION WORKERS.

With a view to ensure building bright future for their children, the Gujarat Building and Construction Workers Welfare Board has implemented a scheme for Hostel facility, Scholarship and financial assistance for coaching in specialized education/ skill.

TRAINING SCHEME FOR BUILDING AND CONSTRUCTION WORKERS

Under the Training scheme, advanced vocational skill training in occupations such as masonry, carpentry, plumbing, etc. is provided. Boarding and lodging facility is provided at free of cost to the trainees. The training will be imparted by the agencies under the Directorate of Employment and Training, Department of Labour & Employment or by authorized other institutions. Moreover, daily minimum wage equivalent allowance is also provided to the trainees.

PROVISION FOR TOOLS AND EQUIPMENTS (TOOL KITS) TO UNORGANISED WORKERS.

The Government of Gujarat has implemented this scheme for providing tools and equipments to unorganized workers in the State. The tools and equipments worth upto Rs.6,000/- are provided which boost productive activities. This is expected to make noteworthy contribution to productivity and income of the workers.