



# **ANNUAL REPORT**

## **2024-25**

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



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# Chapter-1

# HIGHLIGHTS OF IMPORTANT ACTIVITIES

## 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 with freedom, safety and dignity. The Ministry of Labour & Employment, one of the oldest and important Ministries of the Government of India, is functioning to ensure improving life and dignity of labour force of the country by protecting and safeguarding the interest of workers, promoting their welfare and providing social security to the labour force both in Organized and Unorganized Sector by enactment and implementation of various Labour Laws, which regulate the terms and conditions of service and employment of workers. The State Governments are also competent to enact legislation, as labour is a subject in the Concurrent List under the Constitution of India.

**1.2** The Ministry of Labour and Employment has taken several initiatives, legislative as well as administrative, to provide decent working conditions and improved quality of life for workers, and 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 CODES

**1.3** The Government has notified 4 Labour

Codes, namely, the Code on Wages, 2019 on 8th August, 2019 and the Industrial Relations Code, 2020, the Code on Social Security, 2020 & the Occupational Safety, Health and Working Conditions Code, 2020 on 29th September, 2020, by amalgamating 29 labour Laws.

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

**1.5** As a step towards implementation of the four Labour Codes, this Ministry published the draft Rules under the codes inviting comments of stakeholders.

**1.6** "Labour" is in the Concurrent List of the Constitution and under the Labour Codes, rules are required to be framed by the Central Government as well as by the State Governments. The Central Government and majority of States/UTs have pre-published rules under 4 Labour Codes. The details of States/UTs which have pre-published draft Rules under the four Labour Codes are as follows:

## Status of Rules by States/UTs under 4 labour Codes (as on 31.12.2024)

Name of Code	Name of States/UTs which have pre-published the draft rules
The Code on Wages, 2019	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Meghalaya, Mizoram, Nagaland, Odisha, Punjab, Rajasthan, Sikkim, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Andaman & Nicobar Islands, Dadra and Nagar Haveli and Daman and Diu, Chandigarh, Jammu & Kashmir, Ladakh, NCT of Delhi and Puducherry (34)
Industrial Relations Code, 2020	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Meghalaya, Mizoram, Odisha, Punjab, Rajasthan, Sikkim, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Andaman & Nicobar Islands, Chandigarh, Dadra and Nagar Haveli and Daman and Diu, Jammu & Kashmir, Ladakh and Puducherry (32)
Code on Social Security, 2020	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Meghalaya, Mizoram, Nagaland, Odisha, Punjab, Rajasthan, Sikkim, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Andaman &

Nicobar Islands, Dadra and Nagar Haveli and Daman and Diu, Chandigarh, Jammu & Kashmir, Ladakh and Puducherry (32)
Occupational Safety, Health & Working Conditions Code, 2020 Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Meghalaya, Mizoram, Nagaland, Odisha, Punjab, Rajasthan, Sikkim, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Andaman & Nicobar Islands, Chandigarh, Dadra and Nagar Haveli and Daman and Diu, Jammu & Kashmir, Ladakh and Puducherry (33)

**Regional conferences:** 06 regional level meetings were held on 30.08.2024, 06.09.2024, 15.09.2024, 20.09.2024, 30.09.2024, 04.10.2024 in Bangalore, Chandigarh, Rajkot, Bhubaneswar, Lucknow and Guwahati with the representatives of States/UTs to discuss the gaps/divergences between the Central draft Rules and draft rules pre-published by States/UTs under Labour Codes. In the aforesaid meetings States/UTs agreed to fill the gaps/divergences in their respective draft rules. The 07 States/UTs which have not pre-published their rules in respect of one or more Labour Codes, also agreed to frame their respective rules under Labour Codes and pre-publish the same for general information. States/ UTs also agreed to modify their rules in case of divergences so as to align them with Central Rules.

### State Integration

1.7 Integration of States with Shram Suvidha Portal is under way. So far, 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.

### **Revamping of Shram Suvidha Portal**

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

Ministry of Labour & Employment has initiated the process for revamping of Shram Suvidha Portal. Interactions with industries, trade unions and stake holders have been held. The revamped portal is likely to be completed by August, 2025.

### **Directorate General of Employment**

#### **National Career Service**

**1.9** 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](http://www.ncs.gov.in)) was dedicated to the Nation by Hon'ble Prime Minister of India on 20.07.2015. For more details, please refer chapter 23.

#### **1.10 e-Shram**

- Registrations on e-shram crossed 30 crores** this year showcasing its rapid and widespread adoption among the unorganised workers. This achievement highlights the social impact and the Government's commitment to support unorganised workers across the country.

- Ministry of Labour & Employment launched the **eShram as "One-Stop-Solution"** on 21st October 2024 for unorganized labour to have access to various social sector schemes as they register on eShram to access social security schemes and see benefits availed by them so far.
- So far, **twelve (12) Social Security/Welfare Schemes have been integrated/mapped with eShram** which includes: - One Nation One Ration Card (ONORC), Indira Gandhi National Disability Pension Scheme (IGNDPS), Indira Gandhi National Widow Pension Scheme (IGNWPS), National Family Benefit Scheme (NFBS), Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), Pradhan Mantri Awas Yojana – Gramin (PMAY-G), Pradhan Mantri Street Vendors Atmanirbhar Nidhi (PMSVANidhi), Pradhan Mantri Suraksha Bima Yojana (PMSBY), Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY), Ayushman Bharat – Pradhan Mantri Jan Arogya Yojana (AB-PMJAY), Pradhan Mantri Awas Yojana – Urban (PMAY-U) and Pradhan Mantri Matsya Sampada Yojana (PMMSY). This is an ongoing process, where other schemes will also be integrated with eShram in phase wise manner. The platform also enables agencies to use eShram data to verify workers' eligibility, ensure scheme saturation and target potential beneficiaries at State and District levels.

- Data sharing guidelines to share eShram data with States and UTs** have been formulated and shared. Accordingly, eShram is also facilitating all States/Union Territories by sharing details of eShram registrants with them to facilitate

targeted delivery & saturation of welfare schemes to workers.

- A **Platform Workers module** has been developed on eShram to facilitate verification of Platform Workers registered on eShram through aggregators. An advisory was also issued to all the Platform Aggregators encouraging them to register on e-Shram portal and also register the platform workers engaged with them.

## **1.11 EMPLOYEES STATE INSURANCE CORPORATION (ESIC):**

### **1.11.1 Upgrading Infrastructure**

For upgrading infrastructure in view of increasing IP population and expanding medical coverage, ESIC has given in-principle approval for setting up of new ESI Hospitals and dispensaries in 2024 as under:

<b>HOSPITAL</b>				
Sl. No.	State	Distt.	Location	Bed sanction
1	Bihar	Bhagalpur	Bhagalpur	30 (upgradable to 100)
2	Uttar Pradesh	Ayodhya	Janpad	30(upgradable to 100 beds)
3	Haryana	Rewari	Bawali	100+50
<b>UPGRADATION</b>				
Sl. No	State	Distt.	Location	Hospital bed upgraded
1	Bihar	Patna	Bihta	Upgraded from 330 To 420
2	Rajasthan	Alwar	Alwar	Upgraded from 330 To 420

### **1.11.2 Measures taken by ESIC :**

#### **Medical**

1. The Common Support Mission was formed with objective to review the ESIS Medical Facilities and to provide required support to those who are in need of hand holding for betterment of facilities.
2. ESIC's Annual Preventive Health Check-up program was conducted in campaign mode aimed at early detection of

diseases and timely intervention by highly qualified medical specialists, in which approx. 3,30,000 IP were screened in 45 days.

3. With an aim to strengthen in-house facility, ESI Corporation has expanded facility of chemotherapy in 42 ESIC hospitals.
4. On-boarding all its hospitals on the e-Sanjeevani Portal 2.0.
5. Guideline for adoption of National Tuberculosis Elimination Programme, National AIDS Control Programme, PMNDP programme, ICMR Standard treatment workflow in ESIC Hospitals and to align and register with National Cancer Registry Programme, ICMR in all the ESIC Medical College & Hospitals.
6. Provision of Blood Bank & Blood storage in ESIC hospitals.
7. Expansion of provision of home delivery of drugs and home sample collections to IPs and beneficiaries as entitled.
8. ESI Corporation has set up Public Health Unit (PHU) center, Online Dashboard Management System in its Headquarter, New Delhi.
9. SOPs for streamlining the functioning of Occupational Disease Centers (ODCs), sharing of occupational safety and health data with Directorate General of Factory Advice Services and Labour Institutes (DGFASLI).
10. Launched the "Indian Journal of Medical Sciences and Occupational Health", aimed at promoting medical research and knowledge dissemination in the field.

#### **Non-Medical**

#### **Increase in Rates of Benefits of Permanent**

## **Disablement Benefit (PDB) / Dependents' Benefit (DB) Beneficiaries:**

ESI Corporation, in February 2024, notified the enhancement of Permanent Disablement Benefit (PDB) & Dependents' Benefit (DB) Rates w.e.f. 01.08.2022 in the cases where the employment injuries resulting in disablement or death occurred on or before 31.12.2021. The rate was last revised w.e.f. 01.08.2018. Payment of arrears to all eligible beneficiaries has been done. The existing beneficiaries are getting PDB/DB from enhanced wages since April 2024.

## **Online platform for downloading e-Pehchan card of IPs and their family members:**

There exists a provision for downloading the e-Pehchan Card upon registration of a new Insured Person (IP) through the link provided on the Employer Portal/IP Portal/Uman App. This feature is also available to existing IPs. However, the e-Pehchan Card is initially downloaded without the photographs of the IPs and their family members. Subsequently, these photographs are manually pasted and countersigned by their respective employers or the designated ESIC Branch Manager.

Recently, ESI has introduced a provision in the online application allowing employers to upload photographs of IPs and their families for the purpose of e-Pehchan card. This aims to facilitate the identification of beneficiaries and providing them with hassle-free access to medical and cash benefits provided under the Act.

To streamline the process of downloading the e-Pehchan Card and ensure that IPs have easy access to their cards, ESIC has provided a link at the time of new registration to download the revised e-Pehchan Card along with a welcome SMS to IPs. To further facilitate IPs, ESI Corporation has developed online module where IP can download e-Pehchan card. This feature

has empowered the IPs to avail medical benefit and cash benefit in speedy manner as earlier he/she was dependent on the employer for e-Pehchan card.

## **Aadhar Implementation in ESI Corporation:**

ESI has adopted Aadhar authentication of IPs & their family members through OTP, Biometric and Face Recognition for providing social security benefits, including medical and cash benefits being provided under the provisions of Employees' State Insurance Act, 1948. Aadhar details of more than 1.5 crore beneficiaries have been seeded in the ESIC Database.

## **Extension of Atal Beemit Vyakti Kalyan Yojana:**

The Atal Beemit Vyakti Kalyan Yojana is a welfare scheme of the Employees State Insurance Corporation, under which unemployed insured persons are provided cash relief for a period of maximum 90 days. The rate of the benefit is 50% of his average daily wages. The scheme came into existence on 01.07.2018 on a pilot basis initially for a period of two years i.e. up to 30.06.2020, However, keeping in view of the need of the IPs, the scheme has been extended from time to time. Recently, ESIC has further extended the scheme for another two years w.e.f. 01.07.2024 to 30.06.2026 with relaxed contributory conditions.

## **1.11.3 New initiatives under health Reforms Agenda ESIC 2.0**

- Under ESIC 2.0, the scheme has been extended to all 36 states and Union Territories. There has been a geographical expansion of ESI Scheme since the launch of ESIC 2.0 and the scheme as on 09.12.2024 stands extended to 674 districts of the country which includes 571 complete districts and 103 partially notified districts.

- ESIC gave in-principle approval for the establishment of 10 New ESIC Medical Colleges at Andheri (Maharashtra), Basaidarapur (Delhi), Guwahati- Beltola (Assam), Indore (Madhya Pradesh), Jaipur (Rajasthan), Ludhiana (Punjab), Naroda-Bapunagar (Gujarat), Noida & Varanasi (Uttar Pradesh), Ranchi (Jharkhand).
- To augment the service delivery mechanism in North-Eastern states and to fulfill the vision of Act East Policy of the Government, the ESIC relaxed the existing norms for establishment of dispensaries, medical infrastructure/ Regional/Sub Regional Offices in NE states including Sikkim. Further, 06 Dispensary Cum Branch Offices (DCBOs) have been sanctioned in North-Eastern states and 06 Camp cum Liaison Offices have also been approved for set-up in North-Eastern states and Sikkim to strengthen the infrastructure for better rendering of ESI social security benefits.
- To provide the access to quality medical care across the country, ESIC is in process of convergence with Ayushman Bharat Pradhan Mantri Jan Arogya Yojana (AB-PMJAY). This will benefit over 14.43 crore ESI beneficiaries and their families. ESIC beneficiaries will be able to avail secondary and tertiary services at over 30,000 AB-PMJAY- empanelled hospitals, with no financial ceilings on treatment costs.

## **1.12 EMPLOYEES' PROVIDENT FUND ORGANISATION(EPFO)**

**1.12.1** 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.

**1.12.2** 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.

**1.12.3** The Act provides for Provident Fund, Pension Scheme and Insurance Fund in factories/establishments employing twenty or more employees in industries mentioned in Schedule-I to the Act. The Government of India through the Employees' Provident Fund Organization (EPFO) administers the Act and the following three Schemes framed under the Act:-

- i. The Employees' Provident Funds Scheme, 1952 (EPF)
- ii. The Employees' Pension Scheme, 1995 (EPS)
- iii. The Employees' Deposit Linked Insurance Scheme, 1976 (EDLI)

## **RATE OF INTEREST**

**1.12.4** The rate of Interest declared on the deposits of members to the Employees' Provident Fund was 8.25% (on monthly running balance) for 2023-24.

## **CUMULATIVE CORPUS UNDER THE ACT**

**1.12.5** Total cumulative investment corpus of all three Schemes administered by EPFO

excluding the corpus managed by exempted Provident Fund Trusts as on 31.03.2024, stands at Rs. 24,51,060.62 crore.

### **Centralized Pension Payment System**

**1.12.6 Centralized Pension Payments System (CPPS) under Employees' Pension Scheme 1995** has been successfully implemented in all ROs of EPFO from 1st Jan 2025.

It is a paradigm shift from the existing pension disbursement system that was decentralized, with each Zonal/Regional Office of EPFO maintaining separate agreements with only 3-4 banks. This transformative initiative empowers pensioners to access their pension seamlessly from any bank, any branch, anywhere in the country. It eliminates the need for physical verification visits and simplifies the pension disbursement process.

It would also ensure disbursement of pension throughout India without any need for transfer of Pension Payment Orders (PPO) from one office to another even when the Pensioner moves from one location to another or changes his bank or branch.

### **1.12.7 NEW INITIATIVES UNDERTAKEN BY EPFO FROM JAN, 2024 TO DECEMBER, 2024**

#### **1. Initiative/ Achievement from January 2024 to December 2024:**

- (i) Bhoomi Poojan for the land at Manesar purchased for RO Gurugram (Central) was conducted on 10.02.2024.
- (ii) Inauguration of new office building of RO-Gwailor was done on 05.03.2024.
- (iii) Inauguration of new office building of RO-Alwar by Hon'ble LEM on 14.03.2024.

#### **2. Joint declaration functionality - A new functionality on Joint declaration has been**

launched in February 2024. It will enable members to submit Member profile updating requests through an online system and its processing at Field offices.

**3. Deployment of Online System for Surrender of Exemption and Transfer of Past Accumulations** - A new online system concerning the surrender of exemption and the transfer of members' previous accumulations has been launched. This system can be accessed through the Employer's Login of the Unified Portal. It is designed for employers from exempted establishments to file their applications and necessary documents online, which will then be processed by the Regional Offices.

#### **4. E-Nomination**

EPFO has started a drive to increase the filing of e-nominations as it will give members a new level of freedom for availing EPFO services. It reduces the hardship upon the dependent family members of the deceased members/pensioners as they will no longer have to produce legal heirship certificates or other proofs to get pension or assurance benefits. Members may nominate their nominees any number of times through e-Nomination in the member portal and the latest nomination shall only be valid. Total e-Nominations filed during 2024 are 32,14,636.

#### **4. PENSION ADALAT**

It is an initiative for pensioners of EPS 1995, for closer interaction with their respective EPFO Officers/officials for getting their grievances resolved on top priority and efficient & smooth services. In this initiative, all types of grievances related to non-receipt of pension, arrears, transfer In/Out cases, digital life certificate etc., are heard by senior officers of concerned Regional Offices with the objective to resolve them, on the spot and provide them seamless services.

5. CBT recommended EPFO Amnesty Scheme 2024 which has been designed to encourage employers to voluntarily disclose and rectify past non-compliance or under-compliance without facing penalties or legal repercussions.

6. Criteria for empanelment of banks for centralized collection of EPF contributions have been simplified. It will now include all agency banks listed with RBI.

7. EPFO enhanced the limit for Auto claim settlement of partial withdrawals increased from Rs. 50,000 to Rs. 1,00,000/- . The Facility has been extended for housing, education and marriage in addition to illness.

8. EPFO relaxed mandatory requirement of uploading of the image of cheque leaf/ attested bank passbook for certain eligible cases for EPFO claims to ensure faster settlement of claims filed online thus promoting ease of living.

9. EPFO has **amended Table B and Table D** under the Family Pension Scheme for making short-term withdrawal benefits possible. The amendment of Table B will benefit more than 7 lakh EPS members every year who leave the scheme with less than 6 months of contributory service. The amendment of Table D will ensure that every completed month of service rendered is taken into account to give proportionate withdrawal benefit to the members. More than 23 lakh members every year will benefit from this modification of Table D.

10. EPFO released the updated Manual for Inspector cum Facilitator describing entire spectrum of duties and responsibilities of an Inspector cum Facilitator.

11. Enhanced Assurance Benefits through EDLI extended for all members of EPFO. This will ensure up to Rs 7 lakh of life cover to more than 6 crore EPFO members.

12. **EPFO approved ETF Redemption Policy** which mandates a 5-year holding, higher returns than government securities, and reinvestment of 50% redemption in ETF, enhancing EPF Scheme's 'Interest Account.'

13. A Social Security Agreement and Administrative Arrangement was signed in November 2024 between India and Poland in Warsaw.

### **Monitoring & Evaluation Unit**

**1.13** The Monitoring & Evaluation Unit (MEU) is an integral part of the Ministry and plays a vital role for output-outcome monitoring of schemes of Ministry of Labour and Employment (MoLE) under different components of Budget. This unit is mainly responsible for coordinating the information / material including work related to schemes of MoLE with NITI Aayog, Ministry of Social Justice & Empowerment (MSJE), Ministry of Tribal Affairs (MoTA) and Ministry of Development of North Eastern Region (MDoNER). This Unit also coordinates in preparation of the Economic Survey material for MoLE and comments on EFC / SFC and Cabinet Notes of MSJE, MoTA and MDoNER.

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

Ministry of Commerce & Industry. In addition, M&E Unit also monitors the progress of schemes of MoLE on-boarded on PRAYAS portal.

**1.14** The Ministry of Finance provided an financial outlay of Rs. 21705.57 Crore for Central Sector (CS) schemes of Ministry of Labour & Employment (MoLE) during the Financial Year 2024-25. In addition, this Ministry has earmarked Rs. 3605.12 (16.60% of total allocation) for DAPSC and Rs. 1867.38 Crore (8.60% of total allocation) for DAPST under Central Sector schemes during the FY 2024-25.

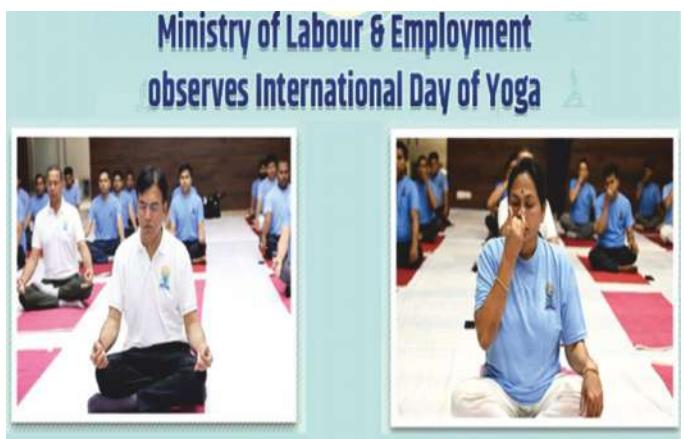
**1.15** Swachhata Pakhwada was observed from 1<sup>st</sup> May - 15<sup>th</sup> May, 2024 as per schedule decided by Cabinet Secretariat. A Committee comprising of Deputy Secretary Level Officers constituted to assess the cleanliness status of the Sections / offices in the Ministry. The Committee evaluated the cleanliness status of Sections / Offices and as per recommendation of Committee this Ministry distributed awards for cleanliness to the recommended Sections / Offices of the Ministry.



**1.16** On the 10<sup>th</sup> International Day of Yoga (IDY) on 21<sup>st</sup> June 2024, this Ministry successfully observed Yoga Camp at Deputy Speaker Hall, Constitution Club of India (CCI), Rafi Marg. Hon'ble Labour and Employment Minister and Hon'ble Minister of State (Labour and Employment) including senior officers of Ministry participated in the event.

A Lecture on importance of Yoga for Healthy

Living was organized. The tag line of 10<sup>th</sup> IDY was "Yoga for Self and Society".



**1.17** 'Har Ghar Tiranga' campaign was launched under the aegis of Azadi Ka Amrit Mahotsav (AKAM) to encourage the citizen to hoist the National Flag of India at their homes. This year as well 'Har Ghar Tiranga' campaign was organized with same zeal and patriotism from 09-15 August, 2024. To make the campaign successful, this Ministry distributed National Flag among its Officers/Staff and all employees. All the employees were encouraged to hoist the Indian National Flag at their premises during 'Har Ghar Tiranga' campaign and to put selfie with Tiranga on website [www.harghartiranga.com](http://www.harghartiranga.com).



**1.18** 'Swachhata Hi Seva' fortnight observed from 17th September to 2nd October with the theme of 'Swabhav Swachhata - Sanskaar Swachhata' followed by the Special Campaign

for disposal of pending matters 4.0 (SCDPM 4.O) campaign to reduce pendency in all work and disposing of waste/scrap commenced from 2<sup>nd</sup> October to 31<sup>st</sup> October, 2024 as per schedule of DARPG. During the campaigns cleaning of office premises, corridors, rooms, stairs, toilets and lifts were monitored daily by Committee constituted for the purpose. During the period, beautification of the premises was done by keeping good quality plants and flowers. Obsolete items and scrap were disposed of and a sum of Rs. 4.51 Lakh was realized through auction.



### The Right to Information Act, 2005

**1.19** In order to achieve the objectives of Good Governance, it is necessary that the administration should be transparent, responsive, accountable,

citizen-friendly and able to disseminate the information to the public. Right to Information is a powerful tool to ensure all these attributes in the administration and, therefore, the Government enacted the Right to Information (RTI) Act, 2005, which has come into effect from 12.10.2005.

**1.20** In pursuance of the provisions contained in the Right to Information Act 2005, action has been taken for the implementation of the Act in various Public Authorities under the aegis of Ministry of Labour & Employment. It includes dissemination of information in public domain relating to the particulars of organisation, its function and duties, the designation of CPIO and Appellate Authority etc. The Ministry has also initiated suo-moto disclosure of information about various Labour Acts/Regulations, which were required to be made public for the use of citizens of this country, on the Ministry's website i.e. [www.labour.gov.in](http://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.

**1.21** 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 2022 and 2023, applications (Manually and Electronically) received in Main Secretariat, Ministry of Labour & Employment are as follows:

S. No.	Years	RTI Applications Received
1	2022 (Manually and Electronically)	4875
2	2023 (Manually and Electronically)	4467
3	2024 (As on 31.12.2024) (Manually and electronically)	5337(online) + 494 (offline) = 5831

**1.22** During the year from 1<sup>st</sup> January 2024 to 31<sup>st</sup> December, 2024, 12 applicants have gone to Central Information Commission (CIC) in the form of Second Appeal.

### Legal Cell

**1.23** Legal Information Management & Briefing System (LIMBS) was introduced by the Department of Legal Affairs with an aim to digitalize entire process of Court cases. Legal Cell of the Ministry has strived to ensure that LIMBS is implemented by all organizations under the Ministry. Ministry of Labour & Employment is one of the front runners in implementing LIMBS by uploading information of almost all Court cases (around 80956 court cases till 31<sup>st</sup> December, 2024) on LIMBS portal.

### Child Labour

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

### Policy on Child Labour

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

- A legislative action plan

- Project based action in areas of high concentration of Child Labour
- Focus on general development programmes for the benefit of the families of Child Labour

### Legislative Action Plan

**1.26** 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..

### Project Based Action Plan

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

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

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# Chapter-2

## ORGANISATIONAL STRUCTURE & FUNCTIONS

### Labour Jurisdiction

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

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

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

#### Vision

**2.2** Decent working conditions and improved

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

#### Mission

**2.3** Formulating and implementing Policies/Programmes/Schemes/Projects for providing Social Security and Welfare, regulating conditions of work, occupational health and safety of workers, eliminating child labour, promoting harmonious Industrial Relations, ensuring enforcement of Labour Laws and promoting Employment Services.

#### 2.4 Objectives

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

### MINISTRY OF LABOUR & EMPLOYMENT

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

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

**Ms. Sumita Dawra, IAS (AP:1991)** took over the charge as Secretary (Labour & Employment) w.e.f. 29.02.2024 in place of Ms. Arti Ahuja, IAS (OR:1990).

### Bureau Heads

SI.	Name with	Service
No.	Designation	
1	Shri P. Sangeeth Kumar, Director General(Statistics)	ISS : 1992
2	Shri Alok Chandra, Senior Labour & Employment Advisor	IES : 1992
3	Ms. Deepika Kachhal, Joint Secretary	IIS : 1994
4	Ms. Madhumita Das, Joint Secretary & Financial Advisor	IPoS:1996
5	Shri Alok Mishra, Joint Secretary	IIS : 1998
6	Shri Ajoy Sharma, Joint Secretary	IAS (PB:1999)
7	Dr. Mahendra Kumar, Joint Secretary	IRSEE:1999
8	Shri Nagesh Kumar Singh, Deputy Director General	ISS : 2001
9	Shri Rupesh Kumar Thakur, Joint Secretary	IAS (UT:2006)

### Organisations under administrative jurisdiction of Ministry of Labour and Employment

#### (1) Employees' Provident Fund Organisation (EPFO)

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

#### (2) Employees' State Insurance corporation (ESIC)

Shri Ashok Kumar Singh, Director General (IAS: KL:1999)

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

Shri K. Shekar, Chief Labour Commissioner (Central) (CLS)

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

Shri Ajoy Sharma, Director General (Employment) (IAS : PB:1999)

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

Shri Alok Mishra, Director General (IIS:1998)

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

Shri Ujjwal Tah, Director General

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

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

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

Shri Alok Chandra, Director General (IES:1992)

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

Shri Alok Chandra, Director General (IES:1992)

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

Col. Neeraj Sharma, Director General (IC60062K)

### ATTACHED OFFICES

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

2.5 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 of Employment (DGE)**

**2.6** 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 etc. are the responsibility of the Central Government, whereas the administration of Employment Exchanges rests with the respective State Governments/Union Territories. Most of the States have Directorates of Employment located in the State capitals. In addition to these activities, DGE also runs various schemes to increase the employability of specific target groups through its subordinate offices.

### **2.7 DIRECTORATE GENERAL FACTORY ADVICE SERVICE & LABOUR INSTITUTES**

1. The Directorate General Factory Advice Service & Labour Institutes (DGFASLI), Mumbai is an attached office of the Ministry of Labour & Employment. It functions as a technical arm of the Ministry regarding matters concerned with 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, 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), four-weeks Specialized Certificate Course in Safety and Health for Supervisory Personnel working in Hazardous Process Industries etc.

2. The DGFASLI organisation comprises of the headquarters, five Labour Institutes and 11 Inspectorates of Dock Safety in Major Ports.
3. The Regional Labour Institutes (RLIs) in Chennai, Faridabad, Kanpur, Kolkata, and Shillong serve the respective regions of the country.
4. 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.

### **Labour Bureau**

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

The Bureau is responsible for the collection, compilation and publication of price, employment and labour statistics encompassing information on wages, earnings, absenteeism, labour turnover, industrial relations, etc. The various key parameters released regularly by the Bureau include the Consumer Price Index Numbers for Industrial Workers (CPI-IW),

Consumer Price Index Numbers for Agricultural and Rural Labourers (CPI-AL/RL), Wage Rate Index (WRI), etc. The Bureau also collects and compiles Administrative Statistics under 11 Labour Acts.

## SUBORDINATE OFFICES

### **Directorate General of Mines Safety (DGMS)**

**2.9** 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**

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

## AUTONOMOUS ORGANISATIONS

### **Employees State Insurance Corporation (ESIC)**

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

### **Employees Provident Fund Organization (EPFO)**

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

### **V. V. Giri National Labour Institute (VVGNI)**

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

### **Dattopant Thengadi National Board for Workers Education & Development (DTNBWED)**

**2.14** The Board operates with a nationwide network of fifty Regional Directorates with its headquarters at New Delhi and a national level Training and Research wing, Indian Institute of Workers Education at Mumbai, is a registered society dealing with schemes for training of workers on trade unionism, soft skills, capacity building for participating in shop-floor management, employment/ employability, availing appropriate Welfare/ Social Security schemes, Labour market information, building workers organisation especially in the unorganised sector, and in bringing about consciousness among workers about their

rights, duties and responsibilities. The Board also undertakes programmes for registration of workers in different schemes of Govt. including e-shram, National Career Service, PMSYM etc. as Awareness cum Registration Camps (ACRC).

## **ADJUDICATING BODY**

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

**2.15** Twenty-two Central Government Industrial Tribunal (CGIT)-cum-Labour Courts have been set up under the provisions of the Industrial Disputes Act, 1947 for adjudication of industrial disputes in organizations for which the Central Government is the appropriate Government. The powers to settle the Appeals arising out of EPF & MP Act, 1952 have also been entrusted upon these Tribunals. These Tribunals are located at Dhanbad (Jharkhand), Mumbai, New Delhi and Chandigarh (two 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**

**2.16** 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.

**2.17** 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**

**2.18** 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:-

- 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)

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

**2.20** 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 to industrial disputes.

**2.21** In addition, officers appointed as Assistant Labour Commissioners (Central), Regional Labour Commissioners (Central), Deputy Chief Labour Commissioners (Central) in the Central Industrial Relations Machinery (CIRM), headed by the Chief Labour Commissioner (Central) are entrusted with the task of maintaining good industrial relations in the Central sphere. The officers under CIRM are responsible for enforcement of applicable labour laws in the establishments/ industries covered under Central Sphere. These officers perform quasi-judicial 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.

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

**2.23** 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:

**2.24** Parliament Unit is the nodal unit of the Ministry for Parliament related matters. The main functions of the Unit are the following:-

- To coordinate receipt and forwarding of notices on Starred/ Unstarred Parliament Questions as well as Special Mentions/ Resolutions/ Short Duration Discussions etc. from Lok Sabha / Rajya Sabha Question Branches to all concerned Divisions/ officers in the Ministry for necessary action/ replies and furnish the replies/inputs to the concerned Houses of Parliament.
- To coordinate with the concerned Sections/officers of the Ministry to provide information related to Legislative Business before every session of Parliament.
- To forward information of the Ministry in respect of matters under Rule 377 in Lok Sabha, matters of Urgent Public Importance raised during Zero Hour and by way of Special Mention in Rajya Sabha to the concerned Houses of Parliament.
- To coordinate with the concerned

- Sections/officers of the Ministry in respect of Parliament Assurances.
- To coordinate with the concerned Sections/officers of the Ministry to provide information related to Parliament Standing Committee on Labour, Textiles and Skill Development and other Parliament Committees.
  - To organise meetings of the Parliamentary Consultative Committee attached to this Ministry as per the convenience of Hon'ble Union Minister for Labour & Employment.
- Accounts and Audit.
  - Foreign Visit Management System (FVMS).
  - Ensuring guidelines on financial management of Schemes/Programmes/Projects are duly followed.
  - Periodically reporting progress of implementation of Budget Announcements.
  - Ensuring compliance of GFRs in respect of Autonomous Bodies.
  - Assistance in Outcome Budget.

## **FINANCIAL ADVISER**

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

## **KEY RESPONSIBILITIES OF FINANCIAL ADVISER**

- Budget Formulation and Coordination of the Budget Process.
- Medium Term Expenditure Framework.
- Project/Scheme Appraisal, Monitoring and Evaluation.
- Expenditure and Cash Management.
- Public Financial Management System (PFMS).
- Screening of proposals to be referred to the Ministry of Finance.
- Monitoring of Non- Tax Revenues/ User Charges/Dividends.
- Monitoring of Assets and Liabilities.

- Accounts and Audit.
- Foreign Visit Management System (FVMS).
- Ensuring guidelines on financial management of Schemes/Programmes/Projects are duly followed.
- Periodically reporting progress of implementation of Budget Announcements.
- Ensuring compliance of GFRs in respect of Autonomous Bodies.
- Assistance in Outcome Budget.

## **FINANCE WING**

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

### **Integrated Finance Division**

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

As provided in Delegation of Financial Powers Rules (DFPRs), 2024, IFD, headed by JS&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.

**2.28** During the period from 01.01.2024 till December 2024 , following major items of work were done in the Ministry of Labour and Employment in consultation with IFD:-

- With the objective to adhere to the financial charter issued by Department of Expenditure (DoE) and to ensure efficiency, effectiveness and promptness on functioning of IFD, norms were fixed for matters referred to IFD. As per these norms initial action on any proposal is taken within 5 working days in IFD and final opinion on any reference is rendered within 15 working days. 90% of the matters are being disposed of within the norms set.
- Checklists related to subject matters requiring IFD's concurrence have been devised and circulated in order to streamline and expedite the process of examination in IFD.
- MoUs under Rule 229(xi) of GFR, 2017 between MoLE and two Autonomous Bodies under the administrative control of MoLE i.e. DTNBWED and VVGNLI were

finalised/signed for the FY 2024-25.

- Under the Mechanism of feedback from Financial Advisor to DoE, information on all activities of Ministry of Labour & Employment as per prescribed format were sent monthly in D.O. letter from JS&FA.
- Apart from the above, all expenditure proposals which require specific concurrence/approval of JS & FA beyond the delegated powers of HoD in this Ministry were examined /scrutinized strictly in accordance with GFR and DFPRs.
- Guidelines with regard to fiscal prudence and austerity in expenditure management, as prescribed by the Ministry of Finance were ensured and high standards of financial propriety were examined.
- The Standing Committee on GeM (SCoGeM) headed by JS & FA meets regularly to ensure that most of the procurement are made through GeM portal and to minimize default payments.
- Various proposal on Capital Expenditure related to establishment expenditure of this Ministry as a whole were scrupulously examined and concurred along with frequent monitoring of the same expenditure.
- Proposals regarding creation/revival of posts received from various offices under MoLE were examined and forwarded to DoE in a time bound manner.
- Delegation of Financial Power to HoDs has been revised in accordance with the Delegation of Financial Power, 2024 issued by Department of Expenditure, Ministry of Finance vide Gazette notification dated 22.03.2024.

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

### **2.30 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 JS&FA for finalizing the Ministry's annual demands for grants in consultation with Bureau Heads concerned.
- Preparation of Detailed Demands for Grants based on the final ceiling conveyed by the Ministry of Finance and also comply the instructions regarding allocation of budget for SCSP, TSP and North Eastern Region.
- To watch and review the progress of expenditure against sanctioned grants through holding of regular meeting being chaired by JS&FA, wherein, it is sensitized to maintain the even pace of expenditure so that it conforms to the Monthly Expenditure Projection and Quarterly Expenditure Projection approved by Parliament.
- To screen the proposals received from Divisions/Sections of this Ministry for supplementary demands for grants and forward the proposal to Ministry of Finance for the approval of Parliament.
- To screen re-appropriation proposals before forwarding the same to the Ministry of Finance for approval.
- To monitor settlement of audit objections, inspection reports, audit paras, etc. and to ensure prompt action on Audit Reports and issues related to Appropriation Accounts and Finance Accounts.(Table A indicating status of Audit Paras)
- Compilation of documents/material viz., Notes on Schemes, Standing Committee's Reports etc. for submitting the same, along with a presentation on Demands for Grants, to Lok Sabha Secretariat in connection with Parliamentary Standing Committee's meeting on "Demands for Grants" held in Parliament House Annex on yearly basis. A full-fledged Report based on the discussion held and the information provided in the aforesaid documents, is also sent by Lok Sabha Secretariat for submitting Action Taken Report. Accordingly, B&A Section compiles Action Taken Report (ATR) on the Report containing the recommendations of Parliamentary Standing Committee. Laying of the Action Taken Report in both the Houses of the Parliament within six months of submitting the ATR to Lok Sabha Secretariat.
- To forward/upload the updated status of implementation of Budget Announcements to Ministry of Finance.
- Liasoning with Autonomous Bodies, Attached & Subordinate offices for various budget related matters.
- Brief on Cut-Motions for budget debates on the Demands for Grants.
- To facilitate in providing loan to Government Servants.

- Under the Mechanism of feedback from Financial Advisor to Department of Expenditure (DoE), information on all activities of Ministry of Labour & Employment as per prescribed format were sent monthly in D.O. letter from JS&FA.
- To provide secretariat assistance to Standing Audit Committee headed by Secretary (L&E).

### **ROLE AND RESONSIBILITIES OF CHIEF CONTROLLER OF ACCOUNTS (CCA)**

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

**During the financial year 2024-25, following major items of work were performed by the B&A Section:-**

- Proposals for Revised Estimates (RE) 2024-25 and Budget Estimates 2025-26 received from the concerned Divisions/

Sections of the Ministry were examined/ finalized and sent to the Ministry of Finance for approval through UBIS portal. Proposal was approved by the Ministry of Finance on 12.12.2024.

- Notes on Scheme including replies of questionnaires for the Parliamentary Standing Committee on Labour, Textiles and Skill Development on Demands for Grants 2024-25 have been forwarded to the Lok Sabha Secretariat.
- Data in respect of Autonomous Bodies on ECL module of UBIS has been uploaded.
- Present Status of the Action Taken Reports on the implementation of Budget Announcements for the years 2014-15 to 2024-25, having implication for MoLE, have been uploaded on DEA's e-Samiksha Portal on monthly basis for online monitoring of the same by the Ministry of Finance.
- Various proposals of Re-appropriation of funds have been examined and approved by following DFPR 2024 done to provide budgetary supports to the divisions of MoLE in case of additional funds are required.
- Regular Monitoring of procurement of Goods and Services done through GeM.
- Pace of expenditure against sanctioned grants is reviewed through holding of weekly meetings by JS&FA to maintain even pace of expenditure so that it conforms to MEP/QEP projections.

### **Audit Paras**

- ❖ **Main Secretariat:-** In current FY, the C&AG has conducted the transaction audit for FY 2022-23 in which only 13 new audit

inspection paras have been received in April, 2024. Replies of all the paras have been furnished.

- Further, 840 UCs were pending in MoLE since Jan 2024 (some UCs pending since 1979) amounting to Rs. 98.07 Cr. All pending UCs were traced from records of PAO. Further, a UC settlement drive was undertaken for National Child Labour Project (NCLP) UCs amounting to Rs. 88.77 Cr. As a result, 40% pending UCs reconciled.
- ❖ **Audit workshops** held for settlement of inspection paras of field units: Audit settlement workshops were held for field units of MoLE organizations under their respective jurisdictions.
  - **Kolkata Zone:** - In April 2024, a total of 197 paras were outstanding, out of which 80 paras (41%) have been settled and rest are replied. In current FY, 14 Inspection paras have been received after workshop held during the month of April 2024.
  - **Chandigarh Zone:** - At the beginning of FY 2023-24, a total of 501 paras were outstanding. A workshop was held during the month of November 2024. During the workshop, out of 501 paras, 263 paras (53%) were agreed to be settled and rest are replied.
  - **Bengaluru Zone:** - At the beginning of FY 2023-24, a total of 192 paras were outstanding. A workshop was held during the month of November 2024. During the workshop, out of 192 paras, 58 paras (30%) were agreed to be settled and rest are replied.

## Official Language

### Progressive use of Hindi

**2.31** 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 2024-25, The Ministry of Labour & Employment has made sincere efforts to promote the use of Hindi in official work and create interest among officers / staff to use Hindi extensively. Steps were taken to ensure compliance of the provisions of the Official Language Act / Rules and orders / instructions/ guidelines issued by the Department of Official Language from time to time. Hindi Section of the Ministry is entrusted with the task of implementation of the Official Language Policy of the Government of India and translation of important documents. During the year, translation of Annual Report, papers to be placed before the Parliament including Parliament questions / replies, Labour Laws, Hon'ble Labour & Employment Minister's Speeches, press release etc. and other work of the Ministry were carried out.

Hindi Fortnight was observed during 14-29, September, 2024 to promote the use of Hindi in the official work of the Ministry. Hindi Workshops were also organised on quarterly basis to promote the use of Hindi among the officials of the Ministry.

### Direct Benefit Transfer (DBT) Cell

**2.32** 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 1<sup>st</sup> 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](http://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.

**2.33** 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 Joint Secretary & Financial

Advisor (L&E) assisted by Chief Controller of Accounts. Day-to-Day functioning of DBT Cell is looked after by Controller of Accounts. DBT Cell is coordinating and monitoring the progress of DBT in the Ministry as per the directions / instructions of DBT Mission. The list of 17 DBT Schemes of the Ministry of Labour & Employment covered under the DBT Program during 2024-25 is **annexed as Table-B**

**2.34** 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. CCC has been put on the website of the Ministry for easy access by public.

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

#### Action Taken Notes on PAC and C&AG Audit Paras

**Table A**

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

**List of DBT Schemes of the Ministry of Labour & Employment covered under the DBT Program during 2024-25**  
**(From 1<sup>st</sup> April, 2024 upto 31<sup>st</sup> December, 2024)**

**Table B**

<b>Sl. No.</b>	<b>Name of the Scheme</b>	<b>Number of Beneficiaries during 2024-25</b>	<b>Amount Given to the Beneficiaries during 2024- 25[Figure in Rupees]</b>
1	Employees Pension Scheme for EPF Members	6,96,85,959	59,61,22,98,278
2	Employees Pension Scheme for EPF Pensioners	18,41,427	6,15,69,64,755
3	Family Pension-cum-Life Assurance and Deposit Linked Insurance Schemes for the Plantation Workers in Assam	2,10,572	49,44,05,442
4	Financial Assistance for Education for the Wards of Beedi, Cine, IOMC, LSDM Workers	32,870	10,58,38,000
5	Grants to Dattopant Thengdi National Board for Workers Education and Development (DTNBWED)	908	2,24,250
6	Grants to VV Giri National Labour Institute (VVGNI)	1,636	2,04,03,444
7	National Database for Unorganised Workers	221	4,32,00,000
8	National Pension Scheme for Traders and Self Employed Persons [erstwhile Pradhan Mantri Laghu Vyapari Maan-dhan (PM-LVM) Yojana]	24,956	2,18,33,442
9	Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM)	16,10,829	1,53,13,57,161
10	Rehabilitation Assistance under the Scheme of Rehabilitation of Bonded Labour	3	60,000
11	Stipend to Differently Abled Candidates under the Scheme of Vocational Rehabilitation Centres for Handicapped	4,688	2,50,35,000
12	Stipend to Trainees under the Scheme of Welfare of SC ST Job-Seekers through Coaching, Guidance and Vocational Training	15,587	2,07,87,000

13	Employment Generation Scheme	The scheme is yet to be approved
14	New Employment Generation Scheme - Part B	
15	New Employment Generation Scheme - Part C	
16	Revised Integrated Housing Scheme (RIHS)-2016 for Beedi, IOMC,LSDM,CINE Workers	-
17	Stipend to Children in the Special Schools under the National Child Labour Project (NCLP)	-

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## Chapter-3

# INDUSTRIAL RELATIONS CENTRAL INDUSTRIAL RELATION MACHINERY (CIRM)

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

### 1. 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,

### 2. PREVENTION AND SETTLEMENT OF INDUSTRIAL DISPUTES

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

- a. Monitoring of Industrial Relations in Central Sphere,
- b. Intervention, mediation and conciliation in

Industrial Disputes in order to bring about settlement of disputes,

- c. Intervention in situations of threatened strikes and lockouts with a view to avert the strikes and lockouts,
- d. Implementation of settlements and awards,
- e. 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.

#### 2.1 (a) INDUSTRIAL DISPUTES HANDLED

The details of the industrial disputes handled by the CIRM during the year 2024-2025 (January to December, 2024) are as under:-

Head	January to December, 2024
Industrial Disputes Handled	10320
Industrial Disputes Disposed off	8023
Strike Averted	232

#### (b) BENEFITS TO WORKERS DUE TO INTERVENTION BY CIRM

Year	January to December, 2024
Numbers of Workers Benefited	172389
Amount of Relief to the above workers (In Crore.)	29929180252
Number of workers Regularised / Re-instated	648

### **3. ENFORCEMENT OF LABOUR LAWS:**

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

1. The Payment of Wages Act 1936 & rules made thereunder for Mines, Railways, Air Transport Services & Docks, Wharves and Jetties,
2. The Minimum Wages Act 1948 and Rules,
3. The Contract Labour (Regulation & Abolition) Act, 1970 and Rules,
4. The Equal Remuneration Act 1976 & Rules,
5. The Inter-State Migrant Workmen (RE&CS) Act 1979 and Rules,
6. The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 and Rules,
7. The Payment of Gratuity Act, 1972 and Rules,
8. The Labour Laws (Exemption from Furnishing returns and Maintaining Registers by certain Establishments) Act 1988,
9. The Building and other Construction Workers (RE&CS) Act, 1996 and Rules.
10. The Chapter VI-A of Indian Railways Act; Hours of Employment Regulations for Railways Employees
11. The Industrial Employment (Standing Orders) Act, 1946 & Rules,
12. The Maternity Benefit Act, 1961 & Mines and Circus Rules, 1963 & Rules and
13. The Payment of Bonus Act, 1965, and Rules.

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

#### **3.1 STATEMENT SHOWING NO. OF INSPECTIONS ETC. UNDER VARIOUS LABOUR LAWS FOR THE PERIOD JANUARY TO DECEMBER, 2024**

<b>Head</b>	<b>January to December, 2024</b>
Inspection Conducted	29234
No. of irregularities detected	105899
No. of irregularities rectified	24914
No. of prosecution cases filed	4424
No. of convictions secured	1315

### **4. IMPLEMENTATION OF AWARDS:-**

The officers of CIRM implement Awards issued by Central Government Industrial Tribunal-cum-Labour Courts (CGITs). During the period January to December, 2024, **1818** awards were received/brought forward out of these **258** were

implemented, implementation of **873** Awards were stayed by Hon'ble High Courts & implementation of **687** awards are under process.

Difficulties in implementing the awards are experienced as employers obtain stay orders from Hon'ble High Courts on implementation. Prosecution proposal is submitted to the Ministry of Labour and Employment for sanction under Section 197 of Cr. PC .

##### **5. QUASI JUDICIAL FUNCTIONS:-**

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 per occasion arises and Supervisor of Railway Labour under The Railway Servants Hours of Employment Rule, 2005.

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

**Dy. CLC(C):-** Appellate Authority under The Industrial Employment (Standing Orders) Act, 1946, The Payment of Gratuity Act, 1972, The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Appellate Authority to deal with appeals u/s 7 and 12 of The

Contract Labour (Regulation and Abolition) Act, 1970; Authority under Rule 25 (2) (v) (a) and (b) of The Contract Labour (Regulation and Abolition), Rules 1971; Conciliation Officer under the Industrial Disputes Act, 1947; Supervisor of Railway Labour under the Railway Servants Hours of Employment Rule, 2005.

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

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

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

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

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

<b>Head</b>	<b>January to December, 2024</b>
Claim cases received incl. brought forward	21423
Claims cases decided	10325
Amount Awarded (In Crore)	2280682696
Claims cases pending	11098

#### **6. Court Cases: -**

<b>Head</b>	<b>Hon'ble Supreme Court</b>	<b>Hon'ble High Court and other Courts</b>
No. of Cases	142	3961

#### **7. Annual Returns: -**

<b>Year</b>	
Number of online Annual Returns Received (for year 2024)	65451

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

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

The Chief Labour Commissioner (Central) organization during the period from 1st January 2024 to 31<sup>st</sup> December 2024 has conducted the Secret Ballot Election in the following establishments:

S.No.	Name of the establishment
1.	ONGC, Western Offshore Unit, Mumbai
2.	I.G.Mint Alipore
3.	M/s. Hindustan Aeronautics Ltd., Hyderabad
4.	Nuclear Power Corporation of India Ltd., (NPCIL), Kakrapar, Gujarat
5.	Mishra Bhatu Nigam Ltd., (Midhani), Kanchanbagh, Hyderabad
6.	Singareni Collieries Co. Ltd., Telangana
7.	Damodar Valley Corporation, Kolkata, West Bengal
8.	M/s.Bharat Dynamics Ltd., Hyderabad
9.	Steel Authority of India Ltd., Salem Steel Plant, Salem
10.	M/s.Rourkela Steel Plant, Rourkela
11.	M/s. Indian Oil Corporation Pipeline Division Eastern Region, Kolkata
12.	M/s.KIOCL Ltd., Bangalore & Mangalore
13.	Kudankulam Nuclear Power Project, Kudankulam Unit
14.	M/s. India Oil Corporation Limited, Barauni Refinery, Distt:Begusarai, Bihar
15.	Nuclear Power Corporation of India Ltd.(NPCIL), Rawatbhata Rajasthan
16.	Captive Power Plant, NALCO, Odisha

## **9. Statutory verification of Membership of Unions operating in Nationalized Banks**

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

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

## **10. WELFARE & TRAINING:-**

### **10.1 WELFARE**

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

### **10.2 TRAINING:-**

In house training on regular basis to the officers

of Central Labour Service (CLS) posted in three streams i.e. 1. Central Industrial Relation Machinery (CIRM)/Chief Labour Commissioner Organisation: 2. Director General Labour Welfare Organisation and 3. As Welfare Officers under The Factories Act in the Industrial Establishments under the control of Central Government. Under a plan scheme titled "Improvement and Strengthening of Training Wing Labour Officers". The objective of the scheme is to provide trainings to the CLC officers & LEO(C) with a view to enhance their skills & knowledge in various areas of their functioning for effective discharge of their duties. A committee was constituted with the approval of secretary, Ministry of Labour & Employment on "Training Need Analysis" and on the basis of its recommendations; trainings were provided to the officers at the selected specialized Institutes.

A total of 252 CLS Officers/LEOs were imparted training during the year 2024-2025 (January to December, 2024) on various subjects like Wage Policy and Minimum wages, Industrial Relations, Effective Labour Law Enforcement and Labour Codes etc. A induction training is currently in progress at VVGNLI, Noida for 27 newly recruited CLS officers.

## **11. MISCELLANEOUS FUNCTIONS:-**

The CIRM performs the following miscellaneous functions also:

1. Notifying Variable Dearness Allowance every six months as per A.I.C.P.I. number under the Minimum Wages Act, 1948.
2. Defending Ministry of Labour & Employment in various Writ Petitions filed against Ministry in different High Courts & Supreme Court.
3. Investigations of Complaints as per direction of the Ministry of Labour & Employment.

4. Assisting Central Advisory Contract Labour Board as convener of different sub-committees to examine prohibition of contract Labour in different employments.
5. Assisting Ministry in preparation of different reports required to be submitted to International Labour Organisation.
6. Supplying information to Ministry in replying Parliament Question on various labour laws enforced by CLC(C) organisation.
7. Advising Ministry of Labour & Employment in Conflict situations like strikes of All India Nature and other labour matters.
8. Attending to Parliamentary Committees and other important delegations as per advice of the Ministry.
9. Keeping Liaison with State Government Labour Departments for collection of information as per direction of Ministry.
10. Imparting training to the Officers of Central Labour Service and LEO(c).

## **12. The R.T.I. Act, 2005**

The CLC(C) Organisation is dealing with all the RTI applications at CLC(C) HQ as well as at regional level. There are 54 nos. of CPIOs and 21 nos. of First Appellate Authorities designated to deal with RTI applications/appeals received online as well as off line. At nodal point, Nodal Officer has dealt with 2782 RTI applications and 212 nos. of appeals. The details of RTI applications First Appeals dealt during the period previous year and current year in CLC(C) organisation is as below:-

	<b>Online</b>	<b>Offline</b>	<b>Total</b>
<b>RTI Applications</b>	2782	255	3037
<b>First Appeal</b>	212	31	243

## **13. PUBLIC GRIEVANCES:-**

During the Year 2023-2024 (Jan to Dec. 2024) a total number of 10,889 (9,582 online and 1307 offline) public grievances were received and a total number of 10777 (9483 online and 1294 offline) public grievances have been disposed of, which accounts for 96% of disposal.

### **Statement showing : Online\Offline Grievances Status during Year 2023-2024 (Jan to Dec. 2024)**

	B/F	Public Grievances received	Total	Public Grievances disposed off	Pending/under process as on 31.12.2024
Online	260	9582	9842	9483	359
Offline	17	1307	1324	1294	30

## **14. MAJOR INDUSTRIAL RELATIONS EVENTS DURING 1<sup>ST</sup> JANUARY, 2024 TO 31<sup>ST</sup> DECEMBER, 2024 IN WHICH CIRM PLAYED IMPORTANT ROLE:-**

**The details of the strikes in different establishments from 1<sup>st</sup> January 2024 to 31<sup>st</sup> December, 2024 is as follows:-**

**The details of the strikes in different establishments from 1<sup>st</sup> January 2024 to 31<sup>st</sup> December, 2024 is as follows:-**

### **1. AIR TRANSPORT**

#### **i) Bhartiya Kamgar Sena**

Strike notice dated 19.12.2023 given by Shri Sanjay Shankar Kadam, Joint General Secretary, Bhartiya Kamgar Sena to M/s Agile Airport Services Pvt. Ltd Mumbai, proposing to go on strike on **02.01.2024** to press their demands.

Dy. CLC(C), Mumbai intervened and seized the matter under conciliation on 27.12.2023. After

prolonged discussion on the matter and on advice of conciliation officer for deferment, the Union agreed to defer the strike.

#### **ii) All India Aircraft Maintenance Engineering Union (AIAMEU)**

Notice of Strike dated 8.4.2024 which is addressed to the CEO & CHRO, AI Engineering Service Limited has proposed to go on **strike on 23.4.2024** to press their demands. to press their demands.

As per information received from CHRO, AIESL and Secretary, AIAMEU, bilateral discussion were held on 12.4.2024 between the Management of AIESL and the representative of Union, thereafter a consensus was reached on various issues and accordingly a MOS was signed by both the parties. Further the Union has agreed to withdraw the strike and assured that they will not resort to proposed strike.

#### **iii) Joint Forum of AI Engineering Services Unions/Associations/Guild**

A nation-wide strike call was given by the **Joint Forum of AI Engineering Services Unions/Associations/Guild** proposing to go on strike on **24.05.2024** to press their demands of implementation of 3rd Pay Revision Agreement and payment of arrears from the management of Air India Engineering Services Ltd. The matter was initially seized into conciliation by Mumbai Regional Office of the CLC(C) however the management requested Dr. Onkar Sharma (CLS), CLC(C) to intervene at the apex level considering the facts that the matter is of all India nature and the management is situated at the New Delhi itself. Sensing the urgency and gravity of the matter, the CLC(C) intervened and conciliated the matter on 22.05.2024. After protracted tripartite discussion, while the management assured the CLC(C) that after the General Election they will pursue the matter at the Ministry of Civil Aviation level, as it involves

huge financial implications. The CLC(C) persuaded the union that since the matter is already seized into conciliation they should stick to the dialogue process. On the appeal of the CLC(C), **the unions agreed to withdraw the strike.**

The management and the unions thanked the CLC(C) for ending the deadlock and averting the strike and avoiding huge financial loss to the AIESL and the Govt. of India and also avoided several cascading effects/interruptions to the aviation industry.

#### **iv) Indian Airports Kamgar Union**

Notice of Strike dated 03.07.2024 served by Shri Manjeet Rana, General Secretary, Indian Airports Kamgar Union to the Chairman of Airports Authority of India. The Union hereby serves a "Notice of Protest by CoBs/Office Bearers/Followers of IAKU at CHQ, Rajiv Gandhi Bhawan, New Delhi at Regional Hqrs/Airports on **10.7.2024**, followed by Hunger Strike in all-over India Establishments/Airports of AAI w.e.f. **23.7.2024**.

Dy CLC(C), New Delhi intervened and seized the matter into conciliation and notices were issued for conciliation meeting on 11.7.2024 where the representatives from management and the union were present, after detailed discussion, deliberation and on appeal of conciliation officer/Dy CLC(C), New Delhi the representatives of the union agreed to **defer the proposed hunger strike commencing on 23.7.2024.**

#### **v) All India Craft Engineers' Association and Air India Aircraft Engineers' Association**

The President and General Secretary, AIAEA served a notice of strike addressed to the Chief Executive Officer, AI Engineering Services Ltd. Vide their letter No. AIAEA/NB/WB/79 dated 18.11.2024 endorsing a copy to others including Chief Labour Commissioner(C), New Delhi for

strike to be commenced w.e.f. 4.12.2024.

On receipt of the strike notice the matter was seized into conciliation and both the parties were called for conciliation meeting on 02.12.2024 where the representatives from management of AI Engineering Service Ltd and the associations were present. During the proceedings the Ld. representatives of union briefed the contents of strike notice as point No. (A) & (B). Point (A) deals with the matter of provident fund which is transferred to EPFO with an intent to discontinue the trust constituted for the purpose of provident fund as social security measures in respect of erstwhile Indian Airlines and Air India. Point No. (B) deals with promotion policy which is discriminatory as perceived by the union.

After prolonged discussion, the union agreed to defer the strike till next date of hearing if the management persuades and resolves the issues mentioned in point No. (A) within a month and the CEO remains present on the next date of hearing in the office of CLC(C) to reply the relevant questions.

## **2. BANK**

### **i) Joint Action Committee**

Strike Notice dated 22.12.2023 served Joint Action Committee to the Managing Director Axis Bank, Mumbai has proposed to go on chain agitation and food sacrifice from 01.01.2024 to press their demands.

The said strike has averted.

### **ii) Bengal Provincial Banks' Contract Employees' Association**

Strike Notice dated 22.12.2023 served by Syed Md. Sahabuddin, General Secretary, Bengal Provincial Banks 'Contract Employees' Association to the Managing Director and CEO of Punjab and Sind Bank has proposed to go on Strike in all branches of Punjab & Sind Bank in

West Bengal on **11.01.2024** to press their demands.

RLC(C), Kolkata intervened and seized the matter under conciliation on 09.02.2024 and it is informed by the conciliation officer that the proposed strike call by the union on 11.01.2024 has been averted and no strike was taken place.

### **iii) Convener of Joint Forum of Union Bank Union**

Notice of Strike dated 15.12.2023 served by Shri Jagannath Chakraborty, Convener of Joint Forum of Union Bank Union to the Managing Director & CEO, Union Bank of India has proposed to go on strike on **25.01.2024** to press their demands.

ALC(C), Kolkata-II intervened and seized the matter under conciliation on 22.01.2024 and the conciliation officer advised to the union to defer the strike on 25.01.2024, the union decided to postpone the strike.

### **iv) Bhartiya Gramin Dak Karmchari Sangh**

Notice of Hunger Strike dated 10.12.2023 served by Shri Dinesh Dhar Dubey, General Secretary, Bhartiya Gramin Dak Karmchari Sangh to the Postal Department, has proposed to go on hunger strike at Directorate General of Posts, Dak Bhawan, New Delhi-110001 from **08.02.2024** to press their demands.

The said strike has averted.

### **v) All India Regional Rural Bank Employees Association**

Strike notice dated 2.12.2023 served by All India Regional Rural Bank Employees Association and also from Intelligence Bureau, M/o Home Affairs. According to this notice one day **All India Strike will be on 23.02.2024 and two days all India strike held on 27-28 March, 2024** to press

their demands.

In this connection, all Dy. CLC(C)s in the field offices were advised to keep close watch on the IR situation and take necessary action over the same in their jurisdiction and submit report pertaining thereto. As per the information received from the field offices of Chief Labour Commissioner(C) Organization, the overall percentage of absenteeism in the RRB was approximately **23.73%**.

It is also submitted that Dy. CLC(C), New Delhi intervened and seized the matter under conciliation on 06.03.2024. After detailed discussion and on appeal of Dy. CLC(C), New Delhi the representatives of union/federations **agreed to defer the proposed strike on 27-28 March, 2024**. Due to effective conciliation two days National level strike has been averted and approx. **1 lakh man days saved and saved several crores of rupees of the RRB**.

#### **vi) All India Union Bank Officers'**

Notice of Strike dated 5.02.2024 served by Shri P.M. Balachandra, GS, All India Union Bank Officers' Federation to the Managing Director and CEO, Union Bank of India, Central Office, Mumbai, proposing to go on **one day strike on 28.03.2024** to press their demands.

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 13.03.2024 due to effective discussion the union has agreed to **defer the strike proposed for 28.3.0204**.

#### **vii) All India Punjab & Sind Bank Staff Organization**

Notice of Strike dated 11.3.2024 served by Shri S.P.S. VIRK, General Secretary, All India Punjab & Sind Bank Staff Organization to the Managing Director & CEO of Punjab & Sind Bank, New Delhi, proposing to call a **strike on 30.3.2024** to

press their demands.

Dy. CLC(C), New Delhi intervened and seized the matter into conciliation on 21.3.2024, after detailed discussion, deliberation and on appeal of conciliation officer/Dy CLC(C), New Delhi the representatives of All India Punjab and Sind Bank Staff Organisation agreed to **defer the proposed All India Strike on 30.3.2024**.

#### **viii) Nainital Bank Officers Association**

Notice of Strike by Nainital Bank Officers Association (affiliated of AIBOA) to on one-day demonstration at Branches/ROs and Hos, demonstration outside RO/ZO of Bank of Baroda and one-day strike on 30.3.2024.

ALC(C), Bareilly intervened and seized the matter into conciliation and as per the report received from the ALC(C), Bareilly **no strike took place on 30.3.2024**.

#### **ix) United Forum of We Bankers**

Notice of Strike dated 8.4.2024 served by Shri Kamlesh Chaturvedi, National Convener, United Forum has proposed to go on indefinite continuous strike from 6:00 AM on Mazdoor Diwas, **1<sup>st</sup> May 2024** to press their demands.

Dy CLC(C), New Delhi intervened and seized the matter into conciliation/joint discussion on 30.04.2024, due to effective discussion, strike has been averted.

#### **x) Bengal Provincial Banks' Contract Employees' Association**

Notice of Strike dated 23.4.2024 served by Syed Md Sahabuddin, General Secretary, Bengal Provincial Banks' Contract Employees' Association to the MD & CEO of UCO Bank and others has proposed to go on strike **on 13<sup>th</sup> and 14<sup>th</sup> May, 2024 in all ATMs in West Bengal**.

RLC(C), Kolkata intervened and seized the matter into conciliation/joint discussion on

07.05.2024. Conciliation was held at length and parties were advised to have a joint discussion and try to settle the issue amicably and submit a report of the meeting by next date of conciliation and to maintain the status quo till pendency of the conciliation. The strike has been averted and the next date of conciliation is fixed on 11.6.2024.

#### **xi) बैंक नोट मुद्रणालय कर्मचारी कॉग्रेस इंटक**

Notice of Strike dated 29.4.2024 served by General Secretary, बैंक नोट मुद्रणालय कर्मचारी कॉग्रेस इंटक, देवास to the Chief General Manager, Bank Note Press, Devas has proposed to go on strike on **strike on A shift 14.5.2024 to press their demands.**

RLC(C), Bhopal intervened and seized the matter into conciliation/joint discussion on 13.05.2024. On the persuasion of the conciliation officer, the union agreed to withdraw strike proposed on 14.5.2024.

#### **xii) Canara Bank Officers' Organization**

Notice of Strike dated 26.4.2024 served by the General Secretary, Canara Bank Officers' Organization under section 22 of the ID Act, 1947 has proposed to go on strike on **20.6.2024** to press their demands

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 20.05.2024. The CLC(C) appealed to the Canara Bank Officers Organization that as the matter has been under discussions, the CBOO should withdraw their strike notice. The CBOO agreed to withdraw the strike notice.

#### **xiii) Baroda Gujarat Gramin Bank Officers' Congress**

Notice of Strike dated 11.6.2024 served by the General Secretary, Baroda Gujarat Gramin Bank

Officers' Congress to the Chairman, Baroda Gujarat Gramin Bank has proposed to go on **strike on 25.6.2024** to press their demands.

RLC(C), Vadodara intervened and seized the matter into conciliation/joint discussion on 20.06.2024. The strike has averted and no strike has been reported.

#### **xiv) Nainital Bank Officers' Association**

Notice of Strike dated 27.05.2024 served by the Shri Peeyush Payal, General Secretary, Nanital Bank Officers' Association to the MD & CEO, Nainital Bank Ltd has proposed to go on **strike on 15.6.2024** to press their demands.

As per the report received from the Dy CLC(C), Dehradun, the strike took place on 15.6.2024 and 63 workers out of 86 were involved in the strike. Further it is also mention that the matter is under process for hearing before the ALC(C), Bareilly under ID Act, 1947.

#### **xv) The Joint Forum of BOB Sponsored Banks RRBs Unions (ii) Baroda Gujarat Gramin Bank Officers' Congress/ Baroda Gujrat Gramin Bank Employees' Congres (iii) Joint Forum of Baroda Rajasthan Kshetriya Gramin Bank Unions (v) Joint Forum of Baroda UP Bank Unions**

Notice Served by (i) The Joint Forum of BOB Sponsored Banks RRBs Unions (ii) Baroda Gujarat Gramin Bank Officers' Congress/ Baroda Gujrat Gramin Bank Employees' Congres (iii) Joint Forum of Baroda Rajasthan Kshetriya Gramin Bank Unions (v) Joint Forum of Baroda UP Bank Unions for indefinite strike commencing from **25<sup>th</sup> June** demanding recruitment and promotions reg.

Dy CLC(C), New Delhi intervene and seized the matter under conciliation on 24.6.2024, after detailed discussion deliberation and on appeal and great persuasion of Dy CLC(C), New Delhi the representatives of the Union/federation

agreed to defer the proposed strike on 25.6.2024. Due to effective conciliation indefinite National level strike proposed by Union/Federations has been averted and approx **12782 man days saved Rs 3.17 crore of 3 RRBs.**

#### xvi) Bank of India Officers' Organization

Notice of Strike dated 03.06.2024 served by Shri Ramawatar Saini, General Secretary, Bank of India Officer's Organization to the MD & CEO of Bank of India has proposed to go on strike on **19.07.2024** to press their demands.

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 10.07.2024. The conciliation officer appealed to the BOIOO to withdraw the proposed all India strike to maintain industrial harmony. Thereafter, BOIOO agreed to withdraw the strike notice.

#### xvii) All India Punjab & Sind Bank Officers' Federation

Notice of Strike dated 25.06.2024 served by Shri Ratneshwar Chaudhary, General Secretary, All India Punjab & Sind Bank Officers' Federation to the MD & CEO of Punjab & Sind Bank has proposed to go on strike on **30.07.2024** to press their demands.

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 22.07.2024. After protracted discussions over the issues, the conciliation officer appealed to the Federation to withdraw the proposed strike to maintain industrial harmony. Thereafter, the Federation agreed to withdraw the strike notice.

#### xviii) All India Bank of Baroda Officers' Union

Notice of Strike dated 25.6.2024 served by Shri K. Srinivasaro, General Secretary, All India Bank

of Baroda Officers' Union to the MD & CEO of Bank of Baroda, Mumbai has proposed to go on one day stay-out strike in the Bank on **12.07.2024** to press their demands.

On receipt of the strike notice the matter was seized into conciliation and notices were issued for conciliation meeting on 10.7.2024 where the representatives from management of Bank of Baroda and All India Bank of Baroda Officers' Union (AIBOBOU) were present.

At the outset, the unions/federations elaborated their grounds for the proposed strike on 12.7.2024. After protracted discussions, the parties agreed to discuss the matter again on 12.8.2024. Further, on appeal of the Conciliation Officer, the union agreed to defer the proposed strike.

#### xix) Bengal Provincial Banks' Contract Employees' Association

Notice of Strike dated 18.07.2024 served by Syed Md Sahabuddin, General Secretary, Bengal Provincial Banks' Contract Employees' Association to the CEO of CITI Bank, Mumbai and others has proposed to go on strike in the CITI Bank in West Bengal on 05.08.2024 to press their demands.

The matter has been seized in conciliation by the Dy CLC(C), Kolkata. Conciliation proceedings were held on 29.7.2024, 9.8.2024, 12.8.2024, 13.8.2024 and 27.8.2024. The proposed strike has been averted. Next date of conciliation has been fixed on 12.9.2024.

#### xx) Union Bank Officers' Organization

Notice of Strike dated 26.6.2024 served by the General Secretary, Union Bank Officers' Organization to the MD& CEO, Union Bank of India proposing to go on strike on 23.08.2024 to press their demands like to stop discriminatory transfer of members of UBOO and its office bearers, to give an option to specialist officers to

convert to General Stream, To formulate a transparent and fair transfer policy to officers in Scale IV & V etc.

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 07.08.2024 and 16.08.2024 in the O/o CLC(C) after detailed discussion, deliberation and on appeal of conciliation officer the said strike was averted.

#### **xxi) Sonali Bank Employees' Association**

Notice of Strike dated 24.7.2024 served by Shri Sanjit Chatterjee, President, Sonali Bank Employees' Association to the CEO of Sonali Bank PLC, Kolkata has proposed to go on strike in Sonali Bank PLC, India on **12.08.2024** to press their demands.

Dy CLC(C), Kolkata intervened and seized the matter into conciliation meeting on 09.08.2024, the said strike was deferred.

#### **xxii) All India Bank Employees' Association**

This office has received notice of strike dated 12.08.2024 under section 22 of the ID Act, 1947 jointly served by the General Secretary of All India Bank Employees' Association and Federation of Bank of India Staff Unions addressed to the MD & CEO, Bank of India, DFS and the Indian Bank's Association proposing to go on all India strike on 28.08.2024 regarding their various issues and demands.

On receipt of the strike notice the matter was seized into conciliation and notices were issued for conciliation meeting on 27.8.2024. Further, it was informed by the Indian Banks' Association vide letter dated 23.08.2024 that a meeting of representatives of All India Bank Employees Association, Federation of Bank of India Staff Unions, Management of Bank of India and Official from IBA was held on 23.08.2024 and

after the discussion the representatives of the unions informed their decision to **withdraw the proposed strike on 28.08.2024**.

#### **xxiii) United forum of Central Bank Unions**

This office has received notice of strike dated 28.7.2024 under section 22 of the ID Act 1947 served by the Convenor, United Forum of Central Bank Unions (consisting of AIBEA, AIBOA, INBEF, BEFI, NOBO) to the management of Central Bank of India proposing to go on All India Stay Out strike on 23.08.2024 to press their demands like violation of transfer policy settlement, violation of 8<sup>th</sup> Bipartite Settlement, non-honoring judgements of the courts including of Hon'ble Supreme Court etc.

On receipt of the strike notice the matter was seized into conciliation and notices were issued for conciliation meeting on 20.8.2024 where the representatives from management of Central Bank of India and the United Forum of Central bank Unions were present.

After protracted discussion between the parties the Ld. representatives from the management assured that all the issues will be discussed at bilateral level and an amicable solution be resolved at the earliest. Further, the CLC(C) requested the United Forum to withdraw the strike action proposed on 23.08.2024 to which the Forum acceded to. The swift and successful intervention from this office saved huge man hours for the country as well as ensured no disruption in banking and financial industry throughout the country and thereby avoiding economic loss as well.

#### **xxiv) Bengal Provincial Banks' Contract Employees' Association**

Notice of Strike dated **09.09.2024** served by Syed Md Sahabuddin, General Secretary, Bengal Provincial Banks' Contract Employees' Association under Sub-Section (i) of Section 22

of the ID Act, 1947 addressed to the CEO, Deutsche Bank Ag and the MD, M/s Peregrine Guarding Pvt Ltd. The Union has proposed to call a full day strike in West Bengal branch on **25.09.2024** to press their demands.

Dy CLC(C), Kolkata intervened and the matter was seized in conciliation. Conciliation meetings were held on 19.9.2024, 30.9.2024 and 1.10.2024. During the course of conciliation meetings both parties were advised to maintain the status quo. The Management of the bank is requested to take up the matter with the Higher Authorities so as not to take a stand in the matter and come to a conclusion. Management of Deutsche Bank has agreed to go back to their authorities to pursue and to review the position. The union stated that as per status quo all workers are in their duty continuously. **The proposed strike has been averted.**

#### **xxv) All India Union Bank Officers' Federation (AIUBOF) and All India Union Bank Employees' Association (AIUBEA)**

The Joint Forum of All India Union Bank Officers' Federation (AIUBOF) and All India Union Bank Employees' Association (AIUBEA) served a notice of strike under section 22 of ID Act, 1947 to the management endorsing a copy thereof to the Chief Labour Commissioner(C) vide their letter No. JL/110/2024 dated 9.9.2024 alongwith their charter of demands.

On receipt of the strike notice the matter was seized into conciliation and the date of discussion was fixed for 19.09.2024 and finally on 25.09.2024 where the representatives from management of Union Bank of India and the Joint Forum of AIUBOF and AIUBEA were present.

After prolonged discussion and appeal made by the Chief Labour Commissioner(C), the Joint Forum of AIUBOF and AIUBEA agreed to avert the proposed strike. The swift and successful

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

#### **xxvi) Federation of Bank of India Staff Unions**

This office has received notice of Strike dated 12.9.2024 under section 22 of the ID Act, 1947 served by Federation of Bank of India Staff Unions addressed to the MD & CEO, Bank of India, proposed to go on **strike on 30.9.2024 and 1.10.2024** to press their demands.

On receipt of the strike notice the matter was seized into conciliation and both the parties were called for conciliation meeting on 23.9.2024 and finally on 26.09.2024 where the representatives from management of Bank of India and the Federation of Bank of India Staff Unions were present.

After protracted discussion, both the parties agreed to assess the requirement of CSA, in near term, jointly on the basis of the parameters formulated by the joint committee by 15.11.2024. The Management agreed to take further steps for recruitment of the number of CSA so arrived at and complete the process of recruitment by 31.03.2025. For that specific purpose, a joint committee comprising of 4 members (2 from each side) would be constituted within 7 days from today.

In view of the facts above the Management appealed the Federation and also by the Conciliation Officer, to withdraw the strike in question and the same is accepted by the Federation. Accordingly, the strike is averted. The swift and successful intervention from this office saved huge man hours for the country as well as ensured no disruption in banking and financial industry throughout the country and thereby avoiding economic loss as well.

### **xxvii) All India Federation of UCO Bank Officers**

Notice of Strike dated 28.7.2024 served by the General Secretary, All India Federation of UCO Bank Officers to the MD& CEO, UCO Bank proposing to go on strike on 10.09.2024 to press their demands like to stop discriminatory transfer of members of AIFUCBO-NOBO-BMS office bearers and its members, to stop the practice of unlawful transfer protection to the office bearers of AIUCBOF, to stop blatant violation of extant transfer policy guidelines for officers dated 17.12.2022 etc.

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 07.08.2024 in the O/o CLC(C) after protracted discussion, the CLC(C) advised the federation that as the management has considered most of the genuine demands raised in the charter of demands and assured to take necessary action as per policy and functional requirement of the Bank. The union has been withdraw the proposed strike.

### **xxviii) All Bengal Contract Security Workers Union**

Notice of Strike dated 06.10.2024 served by Apurba Bandyopadhyay, General Secretary, All Bengal Contract Security Workers Union under Sub-Section (i) of Section 22 of the Industrial Disputes Act, 1947 addressed to the Branch Manager, State Bank of India, New Barrackpore Branch. The union has proposed to go on strike on **29.10.2024** to press their demands.

As per the report received from Dy CLC(C), Kolkata, the matter of said strike has been intervened by ALC(C)-I, Kolkata and the conciliation was fixed on 25/10/2024 but due to arrival of DANA Cyclone, none of the parties could attend the conciliation as reported by the said conciliation officer. Further, it is informed

that the **Strike was averted**. Now the conciliation is fixed for 25/11/24 at 3:40 PM.

### **xxix) Rajasthan Gramin Bank Officers Organization and Gramin Bank Employees Union**

Notice of strike dated 08.10.2024 served by Shri Deependra Singh Tanwar, Secretary, Rajasthan Gramin Bank Officers Organization and Shri Anand Sharma, Secretary, Gramin Bank Employees Union under Sub-Section (i) of Section 22 of the Industrial Disputes Act, 1947 addressed to the Chairman, Rajasthan Marudhara Gramin Bank. The unions have proposed to go on strike on **25.11.2024** to press their demands.

As per the report received from RLC(C), Ajmer, no strike has been taken place.

### **xxx) All India Punjab National Bank Officers' Federation**

The General Secretary, All India Punjab National Bank Officers' Federation served a notice of strike dated 05.12.2024 to the management of Punjab National Bank endorsing a copy thereof to the Chief Labour Commissioner(C) Delhi and the Secretary, Ministry of Labour & Employment, New Delhi, for two days i.e. 26.12.2024 and 27.12.2024 to press their charter of demands. The notice of strike was seized into conciliation proceeding and date of discussion was fixed on 20.12.2024 at 11.30AM.

The conciliation officer advised both the parties to discuss other matter of CoD bilaterally and update the status on next date of hearing. Further, the management appealed to the federation not to go on strike and cooperate in smooth and uninterrupted functioning of the bank to which the federation agreed to defer the strike.

## **3. COAL**

### **i) Bihar Colliery Kamgar Union (CITU)**

Strike notice dated 29.12.2023 served by Shri Agam Ram, Secretary, Bihar Colliery Kamgar Union (CITU) to the Agent, Barakar Engg. & Foundary Works, Eastern Colafields Ltd, Sanctoria, Nirsha, Dhanbad, has proposed to go on **strike from 16.01.2024 for 3 days** to press their demands.

Dy. CLC(C), Patna intervened and seized the matter under conciliation on 09.01.2024. After prolonged discussion and on persuasion of conciliation officer union has agreed to defer the proposed strike.

#### **ii) Koyala Khadan Shramik Congress**

Strike Notice dated 12.12.2023 served by Shri Hareram Singh, General Secretary, Koyala Khadan Shramik Congress to the Chairman cum Managing Director, Eastern Coalfields Ltd has proposed to go on Hunger Strike on and from **08.01.2024** to press their demands.

Dy. CLC(C), Asansol intervened and seized the matter under conciliation on 29.12.2023. The proposed hunger strike has been averted by the active intervention and constant efforts of Dy. CLC(C), Asansol.

#### **iii) Sanyukt Sangharsh Samiti, WCL(HMS, BMS, AITUC, CITU, INTUC)**

Notice of Strike dated 16.01.2024 served by Sanyukt Sangharsh Samiti, WCL (HMS, BMS, AITUC, CITU, INTUC) to the Secretary, M/o Coal, proposing to go on a one day token strike on **15.02.2024 in all WCL companies and propose to go on indefinite strike from 22.02.2024** to press their demands.

As per the report received from the Management Sanyukt Sangharsh Samiti, WCL(HMS, BMS, AITUC, CITU, INTUC) has not gone on indefinite strike from 22.02.2024.

#### **iv) Koyala Mazdoor Sabha (HMS)**

Notice of Strike dated 27.01.2024 served by

Shri Sujeet Kumar Gangulee, Secretary, Koyala Mazdoor Sabha (HMS), JKD Sub Area/Hasdeo Area to the Sub Area Manager, South Eastern Coalfields Limited, proposing to call a **strike on 27.02.2024** to press their demands.

As per the report received from the Union the said strike has postponed up to 31.3.2024.

#### **v) NLC Jeeva Oppanda Thozhilargal Sangam**

Notice dated 29.1.2024 served by the NLC Jeeva Oppanda Thozhilargal Sangam proposing to go on strike from any day after 14 days expiry of receipt of the notice-reg.

As per the report received from the management the union has not gone on strike.

#### **vi) Indian National Mine Workers' Federation**

Strike Notice dated 10.08.2024 served by Shri N G Arun, Secretary General, Indian National Mine Workers' Federation has proposed to go on **one day token Strike on 26.8.2024** in all establishment of Coal India Ltd and their all Coal producing Outsourcing Company regarding their demands.

As per the report received from the RLC(C), Dhanbad, the strike proposed by the Union on 26.8.2024 has not taken place.

#### **vii) Koyala Majdoor Sabha, Hind Majdoor Sabha**

Notice of Strike dated 17.08.2024 served by Shri Sunil Pandey, General Secretary, Koyala Majdoor Sabha, Hind Majdoor Sabha to the Sub Area Manager, South Eastern Coal Fields Limited has proposed to go on strike on **02.09.2024** to press their demands.

As per the information received from the ALC(C), Shahdol (MP), the strike has been postponed by the Union.

## 4. Insurance

### GIC Officers' Association

GS, GIC Officers' Association has forwarded a strike notice regarding their demands like Clarification of GIC Re Status, Retrospective Restructuring of Wage/Pay Scales for the period 2012-2017, Wage revision for the period 2017-22, NPS 14% Employers Contribution & Increase in Family Pension to 50%, Non-deduction of GICOA monthly membership subscription fees, Not conducting Structure meeting with GICOA.

The union has proposed to participate in the following IR actions:

1. **Tuesday, 09th July, 2024** : Lunch Hour Demonstrations
2. **Tuesday, 16th July, 2024**: Lunch Hour Demonstrations
3. **Tuesday, 23rd July, 2024** : One hour Dharna 12.00 PM to 01.00 PM at CMD office.
4. **Wednesday, 31st July 2024** : ONE Day STRIKE.

Dy CLC(C), Mumbai intervened and seized the matter into conciliation on 24.7.2024, after detailed discussion, deliberation and on appeal of conciliation officer/Dy CLC(C), Mumbai the representatives of the union agreed to **defer the proposed strike commencing on 31.7.2024**.

## 5. PORT

### i) Paradip Port Shramik Karmchari Union

Strike Notice dated 25.12.2023 served by Shri Debi Prasad Samantaray, President, Paradip Port Shramik Karmchari Union to the Head HR & IR, Paradip International Cargo Terminal Pvt Ltd and sub-contractors has proposed to go on strike

on **10.01.2024** to press their demands.

Dy.CLC(C), Bhubaneswar intervened and seized the matter under conciliation on 08.1.2024. The strike was postponed by the union.

### ii) National Coordination Committee of Major Port & Dock Workers Federations

This office is in receipt of various strike notices from federations and unions at a call of National Coordination Committee of Major Port & Dock Workers Federations, proposing to go on All India indefinite Strike from 28.08.2024 to press their charter of demands. The notices were forwarded to the concerned Regional Heads for intervention and necessary action.

As per the reports received from the regions, the proposed indefinite strike has been averted.

### iii) Paradip Port Shramik Karmchari Union

Notice of Strike dated 26.11.2024 served by Jyotiranjan Sahoo, General Secretary, Paradip Port Shramik Karmchari Union under Sub-Section (i) of Section 22 of the Industrial Disputes Act, 1947 addressed to the Manager HR and Administration, M/s Paradip International Cargo Terminal Private Ltd and the Manager, M/s J M Baxi Ports and Logistics Private Ltd. The union has proposed to go on one day token strike on **25.12.2024** to press their demands.

LEO(C), Paradip intervened and seized the matter in to the conciliation on 31.12.2024, the propose strike has been averted.

## 6. POWER

### Rajasthna Parmanu Bijli Ghar Anubandhit Vahan Chalak-Parichalak Union

Strike Notice dated 20.08.2024 served by Shri Jaswant Meena, General Secretary, Rajasthna

Parmanu Bijli Ghar Anubandhit Vahan Chalak- Parichalak Union has proposed to go on **Strike on 02.9.2024** to press their demands.

As per the report received from the RLC(C), Ajmer, the strike proposed by the Union on 02.09.2024 has not taken place.

## 7. STEEL

i) **Rourkela Mazdoor Sabha, Bokaro Industrial Trade Union, Ferro Scrap Nigam Limited Employees' Union, Ferro Scrap Nigam Permanent Employee Union, FSNL Shramik Sangh, Save Ferro Scrap Nigam Limited and Bhilai Ferro Ispat Shramik Sangh**

This office is in receipt of various strike notices under section 22 of the ID Act, 1947 from the Rourkela Mazdoor Sabha, Bokaro Industrial Trade Union, Ferro Scrap Nigam Limited Employees' Union, Ferro Scrap Nigam Permanent Employee Union, FSNL Shramik Sangh, Save Ferro Scrap Nigam Limited and Bhilai Ferro Ispat Shramik Sangh. They have proposed to go on indefinite strike with effect from **21.08.2024** in the establishment of Ferro Scrap Nigam Limited to press their demands.

Dy CLC(C), Raipur intervened and seized the matter into conciliation and notices were issued for conciliation meeting on 19.08.2024 and next date of conciliation meeting is fixed for 03.09.2024 **and the said strike was defer.**

ii) **All the unions operating in different Plants/units of Steel Authority of India Limited**

All the unions operating in different Plants/units of Steel Authority of India Limited (SAIL) affiliated to INTUC, AITUC, HMS, CITU, BMS and others served a notice of strike under section 22 of the ID Act, 1947 to be commenced on **28.10.2024 from 06.00AM to 06.00 AM 29.10.2024**, to the management of SAIL, endorsing a copy of the same to the Chief Labour Commissioner

(Central) and its subordinate offices throughout the country. The said notices are seized into conciliation and the date of hearing was fixed in the office of Chief Labour Commissioner on 25.10.2024 at 03.00 PM. wherein the representatives of Unions and management concerned attended the proceeding.

However, even after putting all the efforts by CLC(C), the unions went on strike on 28.10.2024. Hence, as per the reports received from the regions, **the overall strike percentage reported across the country was 25%.**

## 8. MISCELLANEOUS

i) **Proof Employees' Union**

Strike Notice dated 02.1.2024 served by Shri Satyajit Sahu, General Secretary, Proof Employees' Union to the Director, Proof & Experimental Establishment Chandipur had been proposed to conduct a relay hunger strike to 08.01.2024 from 11.01.2024.

The matter was already taken in conciliation by the Dy. CLC(C), Bhubaneswar and the conciliation proceeding has been closed on 22/01/2024.

ii) **INTUC/AITUC/HMS/CITU/AICTU**

Strike notices from various unions of SAIL and its constituent companies/ offices were served with a copy to the regional offices of CLC(C) organization whereby the unions/ federations proposed to go on **all India strike on 29th – 30th January, 2024** to press their demands like finalization of NJCS agreement and payment of arrears of 39 months, (ii) Revision of different allowances including HRA, night shift allowance, difficult area allowance, mines allowances and others (iii) Revision of wages and job security of contract workers of SAIL and RINL (iv) Revision of APIRS(Bonus) Scheme and additional payment of bonus for the year 2022-2023, not less than previous year's amount and (v) one

additional increment to all workers.

As major issues of strikes were not confined to one region the matter was seized into conciliation and notices were issued immediately for conciliation meeting on 24.01.2024. In the meeting, the representatives from the management of SAIL and the unions/federations were present.

After protracted discussions over the core issues, the undersigned advised the management that the points which have been agreed upon in the MoU dated 22.10.2021 should be honoured by both the sides and it is paramount for maintenance of sound industrial harmony. The undersigned, therefore, advised the management to hold regular bilateral discussions over the five core issues stated above and conclude the issues related to MoU dated 22.10.2021 with effective outcome under intimation to the undersigned within two and half months. The management agreed to the same. The undersigned further advised the unions/federations that since the matter has been seized into conciliation and discussions are underway they should also cooperate with the management and should agree to withdraw the proposed strikes. On the appeal of the undersigned, the federations/unions agreed to **defer the proposed strikes on 29-30 Jan 2024.**

### **iii) One day nation-wide General Strike by Central Trade Union on 16.02.2024.**

All the Central Trade Union Federations has given a call for Observation of All India General Strike on 16.02.2024 to press their charter of demands.

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

Accordingly, All Regional heads along with Chief Labour Commissioner(C), Ministry of Labour & Employment intervened into the matter and held joint discussions to resolve the issue with unions and management where some of them have agreed to not to go for strike but some of the unions/ associations did not agree to the suggestion and strike took place on 16.02.2024.

As per the information received from the field offices of Chief Labour Commissioner(C) Organization, it has been reported that mainly Coal, Non-Coal, Telecom, Steel and Power sectors were partially affected, however the overall impact of the strike is marginal. Further, the overall percentage of absenteeism in the industries was approximately 2.64%.

### **iv) BVFCL Contractual Workers Union, Namrup**

Vide email dated 1.5.2024 Dibya Jyoti Gogoi, President, BVFCL Contractual Workers Union, Namrup, stating that BVFCL management has not taken any action to solve their demands till date, therefore, they were rescheduling announce an indefinite strike.

RLC(C), Dibrugarh intervened and seized the matter into conciliation/joint discussion and after the intervention of RLC(C), Dibrugarh the strike was averted.

### **v) Central Warehousing Corporation**

Notice of Strike dated 8.5.2024 served by Secretary General, Federation of Central Warehousing Corporation Employees unions has proposed to go on strike on **18.6.2024** to press their demands like to stop monetization of different Warehouses of CWC under the NMP.

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 05.06.2024. The CLC(C) persuaded and appealed to the Federation to withdraw the strike

notice as the matter has already been seized into conciliation and advised them to maintain peace and harmony in the organization. The Federation agreed to withdraw the proposed strike on **18.06.2024** as the discussions are going on.

**vi) Nalco Theka Mazdoor Sangh**

Strike Notice dated 27.08.2024 served by Shri Prakash Rout, General Secretary, Nalco Theka Mazdoor Sangh under Sub-Section (i) of Section 22 of the ID Act, 1947 addressed to the Group General Manager, NALCO, Angul. The Union has proposed to call a strike from **10.09.2024** to press their demands.

Dy CLC(C), Bhubaneswar intervened and seized the matter in to the conciliation on 06.09.2024, the propose strike has been called off by the Union.

**vii) Nalco**

Strike Notice dated 04.10.2024 served by served by Shri Laxmidhar Nayak, Shri Bhaskar Sahu and Mrs Laxmi Pradhan addressed to the Group General Manager (CPP), NALCO, Angul Odisha. They have proposed **to go on indefinite strike including blockade of the railway track leading to the NALCO plant, at 6:00 AM on 18.10.2024** to press their demands.

The said matter is under conciliation before the ALC(C), Angul. The strike was deferred.

**viii) NLC**

NLC Jeeva Oppanda Thozhilargal Sangam informed about indefinite strike from 18<sup>th</sup> to press their demands (**18.11.2024**), regarding action against the NLC management and to immediately reinstate the victim and provide justice to them.

RLC(C), Chennai intervened and seized the matter in to the conciliation on 18.10.2024, the propose strike has been called off by the Union.

**15. SIGNIFICANT MEMORANDUM OF SETTLEMENT DURING 1<sup>ST</sup> JANUARY, 2024 TO 31<sup>ST</sup> DECEMBER, 2024 IN WHICH CIRM PLAYED IMPORTANT ROLE:-**

**Office of Chief Labour Commissioner(C), New Delhi Major Settlements arrived at during the period from January 2024 to December 2024**

1. **Memorandum of Settlement** was signed on **02.01.2024** between the management of M/s ITI Limited, Palakkad and ITI Employees Union over the issues of non-payment of wages from July 2023 to September 2023 before RLC(C), Cochin. As a result of this settlement **142 workers get monetary benefit of Rs 1,24,61,000/-**.

2. **Memorandum of Settlement** was signed on **12.01.2024** between the management of All India Gramin Bank workers Organization and All India Gramin Bank Officers Organisation affiliated to BMS and Department of Finance (DFS), NABARD, 43 RRBs and 12 Sponsor banks over the charter of demands before Dy. CLC(C), New Delhi. **Through this settlement approx. 25735 officers and workmen will get financial benefit amounting to approx. Rs 237 crores and approx. 4628 deceased family members of the officers and workmen will get revised Family Pension amounting to approx. Rs 61.30 crores.**

3. **Memorandum of Settlement** was signed on **16.01.2024** between the management of KHP, Neepco Ltd, Neepco Khep Local Contract Labours' Union Umrangsho, Dima Hasao and contractors of KHPS Neepco over the issue of Charter of demands before Dy.

- CLC(C), Guwahati.
4. **Memorandum of Settlement** was signed on **10.01.2024** between the management of Narsamuda colliery, Dhemomain Group under Sodepur Area of M/s ECL and Koyala Mazdoor Congress, Asansol over the denial of regularization of Shri Joyram Gope before ALC(C), Asansol.
5. **Memorandum of Settlement** was signed on **10.01.2024** between the management of Parbelia Group under Sodepur Area of M/s ECL and Koyala Mazdoor Congress, Asansol over the denial of giving of due leave wages i.r.o. Shri Amarendranath Bagdi before ALC(C), Asansol.
6. **Memorandum of Settlement** was signed on **10.01.2024** between the management of Chinakuri Mine No 1 under Sodepur Area of M/s ECL and Koyala Mazdoor Congress over the denial in payment of Life Cover Scheme i.r.o. Smt Lakhi Mejhain w/o Late Budhu Kajhi before ALC(C), Asansol.
7. **Memorandum of Settlement** was signed on **18.01.2024** between the management of Farakka Nabarun Civil & Mechanical Contractors Association and their workmen represented by Farakka S.T.P.S. (NTPC Ltd) Contractor's Workers Union over the charter of demands before Dy.CLC(C), Kolkata. **Total 3300 nos of contractual workmen will be benefited from these settlements and total financial impact will be Rs. 10-12 crores approximately.**
8. **Memorandum of Settlement** was signed on **19.02.2024** between the management of M/s Airon and M/s Group Lavender, contractors engaged by JIO and Kerala Samsthana Mobile Phone Tower Employees Union (CITU) over a charter of demands and full and final settlement of the employees worked under M/s Airon and M/s Group Lavender before RLC(C), Cochin. As a result of this settlement **10 workers get monetary benefit of Rs 1,50,000/-.**
9. **Memorandum of Settlement** was signed on **14.02.2024** between the management of Shri C.O. Johnson, m/s Global Construction Company, contractor engaged by M/s IOCL, LPG-Bottling Plant, Chelari, Calicut and Kerala Pradesh Petroleum & Gas Mazdoor Sangh (BMS), IOC General Labour Congress (INTUC) & Swathanthra Thozhilali Union (STU) over the issue of revision of wages of housekeeping, haulage & Cylinder handling workers before RLC(C), Cochin. As a result of this settlement **82 workers get monetary benefit of Rs 1,44,00,000/-.**
10. **Memorandum of Settlement** was signed on **02.02.2024** between the management of M/s Ericsson India Pvt. Ltd., M/s Talentpro India Ltd., M/s NR Switch-N-Radio Services Pvt Ltd, contractor engaged by M/s Bharti Airtel and Bhartiya Private Telecom Mazdoor Sangh (BMS) over the issue of service conditions before RLC(C), Cochin. As a result of this settlement **43 workers get monetary benefit of Rs 30,00,000/-.**
11. **Memorandum of Settlement** was signed on **29.02.2024** between the management of M/s Dynamic S.S. Engineering Company Pvt Ltd., Chennai, Sub-Contractor of NTPC Ltd Ramagundam through M/s Tata Projects Ltd and their contract workmen represented by Dist General Secretary,

- Peddapalli Zilla Contract Karmikula Sangam(IFTU) over alleged no payment of full and final settlement and bonus payment before RLC(C), Hyderabad. As a result of this settlement **4 workers get monetary benefit of Rs 3,45,365/-.**
12. **Memorandum of Settlement** was signed on **15.02.2024** between Shri Pinaki Neogi, Office Assistant Multipurpose and General Manager of Mizoram Rural Bank over termination of service and retrenchment benefit before ALC(C), Silichar. As a result of this settlement **1 workers get monetary benefit of Rs 47,169/-.**
13. **Memorandum of Settlement** was signed on **28-02-2024** before the RLC(C), Vadodara between the Contractor M/s Dhanjibhai K Patel, contractor of CMS W. Rly, Vadodara And Shri Kanubhai Mali due to the settlement -Number of workman benefited : **one**, Tune of relief to the workman as Rs. **1,69,627/-.**
14. **Memorandum of Settlement** was signed on **14-02-2024** before the RLC(C), Vadodara between M/s Pappilon Industrial and House Contractor of ONGC Ltd., Ankleshwar And Shri Shard Swain, due to the settlement -Number of workman benefited : **one**, Tune of relief to the workman as Rs. **15, 430/-**
15. **Memorandum of Settlement 28-02-2024** before the RLC(C), Vadodara between M/s Silvassa Resources Pvt Ltd contractor of Balmer Lawarie and Co. Lod Silvassa and their contract workmen pre. Thorugh Akhil D & DNH Kamdar Sangh Silvassa . Duet to the settlement -Number of workman benefited : **91** , Tune of relief to the workman as Rs. **8,79,600/-**
16. **Memorandum of Settlement** was signed on **14-02-2024** before the RLC(C), Vadodara between the Management of ONGC Ltd and contractor M/s NIS Management and M/s Checkmate Services Ltd And Glorious petroleum mazdoor Sangh Due to the settlement - Number of workman benefited : **1** , Tune of relief to the workman as Rs. **3,50,441/-**
17. **Memorandum of Settlement** was signed on **13-02-2024** before the RLC(C), Vadodara between the Management of GAIL and contractor and Mrs. Atula Shrivastava. Due to the settlement - Number of workman benefited : **1** , Tune of relief to the workman as Rs. **10,00,000/- (Rupees Ten Lakhs)**
18. **Memorandum of Settlement** was signed on **02-02-2024** before the RLC(C), Vadodara between the Management of ONGC Ltd and contractor-M/s Security and Intelligence Services ( I ) Ltd and Petroleum Karmachari Majoor parishad. Duet to the settlement –**Two** workmen reinstated.
19. **Memorandum of Settlement** was signed on **01-02-2024** before the RLC(C), Ahmedabad between the Management of UCO Bank and General Secretary, UCO Bank Employees Association, Ahmedabad over demand of Payment of Bonus for the year 2022-23. Due to the settlement **40** workers got benefited by Rs. **2,80,000/- (Surat Zone).**
20. **Memorandum of Settlement** was signed on **01-02-2024** before the RLC(C), Ahmedabad between the Management of UCO Bank and General Secretary, UCO Bank Employees Association, Ahmedabad over demand of Payment of Bonus for the year 2022-23. Due to the settlement **32** workers got benefited by

- Rs. 2,20,000/- (Ahmedabad & Rajkot Zone).
21. **Memorandum of Settlement** was in Chandigarh region between the M/s Rahee Infratech Ltd. vs. Nirman Mazdoor Union over Covered facilities i.e. insurance safety, medical facility EPF, transport facility, OT and timely payment of wages, etc. Due to the settlement 22 workers got benefited.
22. **Memorandum of Settlement** was in Chandigarh region between the M/s Aggarwal Associates vs. Smt. Kamla over the matter of reinstatement. One workman reinstate.
23. **Memorandum of Settlement** was signed on **19.02.2024** between the management of ONGC, EOA Kakinada asset ONGC and Rajahmundry Petroleum General Employees Union over 2 (k) of Industrial Disputes Act, 1947 before Dy. CLC(C), Hyderabad. As a result of this settlement **2 workers reinstate**.
24. **Memorandum of Settlement** was signed on **19.02.2024** between the management of NK Industries Subcontractor OF L & T Ltd., Rambilli and NAOB Contract Workers Union over Termination from services of 11 contract workers before Dy. CLC(C), Hyderabad. As a result of this settlement **82 workers reinstate and get monetary benefit of Rs. 504115/-**.
25. **Memorandum of Settlement** was signed on **22.02.2024** between the management of MIDHANI and MIDHANI Employees Union over Monthly performance incentive scheme (RPIS-23) for Non-executive before ALC(C), Hyderabad. As a result of this settlement
- 77 workers get monetary benefit of Rs 1,00,00,000/-.
26. **Memorandum of Settlement** was signed on **22.02.2024** between the management of CLR Facility Pvt Ltd and KA Srinivas Yadav over Monetary Dues before ALC(C), Hyderabad. As a result of this settlement **1 workers get monetary benefit of Rs 20000/-**.
27. **Memorandum of Settlement** was signed on **27.02.2024** between the management of M/s The Fertilizers and Chemicals Travancore Limited and seven recognized trade unions of FACT over the issue of service conditions before RLC(C), Cochin. As a result of this settlement **1500 workers get monetary benefit of Rs 6000000000/-**.
28. **Memorandum of Settlement** was signed on **29.02.2024** between the management of M/s The Fertilizers and Chemicals Travancore Limited, Udyogamandal and FACT Employees Association (CITU) before RLC(C), Cochin. As a result of this settlement **216 workers get monetary benefit of Rs 216300000/-**.
29. **Memorandum of Settlement** was signed on **12.02.2024** between the management of Shree Cement Staff & General Workers Mazdoor Sangh Vs Shree Cements in Bangalore Region. As a result of this settlement **226 workers get monetary benefit of Rs 5800000/-**.
30. **Memorandum of Settlement** was signed on **3.02.2024** between the management of Damagoria Colliery of BCCL & Colliery Mazdoor Congress (HMS) over the issue of reinstatement in service before Dy. CLC(C), Asansol. As a result of this settlement **4 workers get**

- reinstate in their service.
31. **Memorandum of Settlement** was signed on **05.02.2024** between the management of Satgram Sripur Area of ECL and INMOSSA over the issue of SLP benefit before RLC(C), Asansol. As a result of this settlement **27 workers got benefit.**
32. **Memorandum of Settlement** was signed on **07.02.2024** between the management of Eastern Coalfields Ltd (HQ) and Colliery Mazdoor Congress (HMS) over the issue of regularization of service before RLC(C), Asansol. As a result of this settlement **1 worker got benefit.**
33. **Memorandum of Settlement** was signed on **13.02.2024** between the management of Pure Searssole Colliery of ECL and Koyala Mazdoor Congress over the issue of legal dues before RLC(C), Asansol. As a result of this settlement **1 worker got benefit.**
34. **Memorandum of Settlement** was signed on **13.02.2024** between the management of Satgram Sripur Area of ECL and Colliery Mazdoor Union over the issue of regularization of service before RLC(C), Asansol. As a result of this settlement **2 worker got benefit.**
35. **Memorandum of Settlement** was signed on **27.02.2024** between the management Central Bank of India, Durgapur and Central Bank of India Employees Union over the issue of re-fixation of basic pay before RLC(C), Asansol. As a result of this settlement **2 worker got monetary benefit of Rs 575165/-.**
36. **Memorandum of Settlement** was signed on **22.02.2024** between the management of Khanda Colliery of Bankola Area of ECL and Rashtriya Mulnivasi Bahujan Karmchari Sangh (RMBKS) over the issue of SLP benefit before ALC(C), Raniganj and Durgapur. As a result of this settlement **1 worker got benefit.**
37. **Memorandum of Settlement** was signed on **28.02.2024** between the management of Bhanora West Block Colliery of ECL and Koyala Mazdoor Congress over the issue of compassionate before ALC(C), Asansol. As a result of this settlement **1 worker got benefit.**
38. **Memorandum of Settlement** was signed on **29.02.2024** between the management of M/s Kochi metro Rail Limited and Kochi Metro Employees Union over the issue of service condition before RLC(C), Cochin. The total numbers of workers involved in the dispute were 88.
39. **Memorandum of Settlement** was signed on **11.03.2024** between the management of M/s Shapoorji Pallonji & Company Private Limited, Contractor of Rourkela Steel Plant and its workman Shri Ranjeet Kumar Pand over non-payment of full and final dues before Dy CLC(C), Bhubaneswar. As a result of this settlement **1 worker get monetary benefit of Rs 236374/-.**
40. **Memorandum of Settlement** was signed on **12.03.2024** between the management of M/s Shapoorji Pallonji & Company Private Limited, Contractor of Rourkela Steel Plant and its workman Shri Ranjeet Kumar Pand over non-payment of full and final dues before Dy

- CLC(C), Bhubaneswar. As a result of this settlement **1 workers get monetary benefit of Rs 27212/-.**
41. **Memorandum of Settlement** was signed on **11.03.2024** between the management of M/s S.C. Varghese & Company Ltd, contractor of BHEL of NSPCL and tis workman Shri J Panda represented through NSPCL workers Union over non-payment of full and final dues before Dy CLC(C), Bhubaneswar. As a result of this settlement **1 worker get monetary benefit of Rs 89000/-.**
42. **Memorandum of Settlement** was signed on **13.03.2024** between M/s Castrol India Ltd, Silvassa Plat and Akhil Dadra and Nagar Haveli Kamdar Sangh over revision of wages before RLC(C), Vadodara. Due to the settlement - Number of workman benefited : **51** , Tune of relief to the workman as Rs. **56304000/- ( Rupees Five Crore Sixty Three Lakh Four Thousand only)**
43. **Memorandum of Settlement** was signed on **20.03.2024** between Contractor M/s G.R Engineer , contractor of IOCL, Gujarat Refinery, Vadodara And Shri Chauhan Hareshbhai M before RLC(C), Vadodara, due to the settlement -Number of workman benefited : **one** , Tune of relief to the workman as Rs. **60000/-.**
44. **Memorandum of Settlement** was signed on **21.03.2024** between M/s Shraddha Consultancy & M/s Maa Engg. Contractor of IOCL, Gujarat Refinery, Vadodara and Shri Patanwadiya Laxmanbhai before RLC(C), Vadodara . Due to the settlement -Number of workman benefited: **one**, Tune of relief to the workman as Rs. **29492/-.**
45. **Memorandum of Settlement** was signed on **13.03.2024** between M/s Tecnimont Pvt Ltd Contractor of IOCL, Gujarat Refinery, Vadodara and Shri Bhagat Singasan Bhoj Kushwaha before RLC(C), Vadodara. Due to the settlement -Number of workman benefited : **one** , Tune of relief to the workman as Rs. **59414/-.**
46. **Memorandum of Settlement** was signed on **14.03.2024** between M/s B.J Patel Contractor of Gujarat Gas Ltd and Operation and Maintenance Mazdoor Sangh before RLC(C), Vadodara. Due to the settlement -Number of workman benefited: **24** , Tune of relief to the workman as Rs. **752430/- ( Rupees Seven Lakh Fifty Two Thousand Four Hundred Thirty only).**
47. **Memorandum of Settlement** was signed on **5.03.2024** between M/s Kochi Metro Rail Limited and Kochi Metro Employees Union before RLC(C), Cochin over the issue of service conditions. Due to the settlement -Number of workman benefited: **88**.
48. **Memorandum of Settlement** was signed in March, 2024 between Sri Bishnu Bahadur Thapa/Rail Mazdoor Union -Vs- N.F. Railway, Lumding over before Dy CLC(C), Guwahati. As a result of this settlement **1 worker gets benefitted.**
49. **Memorandum of Settlement** was signed on **11.03.2024** between the management of M/s HR Square LLP, contractor of IOCL Bottling Plant, Kondapalli and IOLC (LPG) Bottling Plant Contract Workers Union Kondapalli regarding dependent employment before Dy CLC(C), Hyderabad. As a result of this

- settlement **1 worker gets benefitted.**
- 50.** **Memorandum of Settlement** was signed on **20.03.2024** between the management of M/S CALIBER MERCHANTILE PVT LTD Camp- Jayant, Distt.-Singrauli (MP) and 61 workers regarding reinstatement in service in Jabalpur region. As a result of this settlement **61 workers reinstatement in their services.**
- 51.** **Memorandum of Settlement** was signed on **11.03.2024** between the management of CWC, Bhopal and Kendriya Bhandaran Nigam Karmchari Sangh regarding transfer of worker in Jabalpur region. As a result of this settlement **1 worker gets benefitted.**
- 52.** **Memorandum of Settlement** was signed between the management of Punjab National Bank and Shri Samunder Singh in New Delhi region. **1 worker get monetary benefit of Rs 533224/-.**
- 53.** **Memorandum of Settlement** was signed on 18.03.2024 between the management of Project Manager, M/s Navayuga Engineering Company Ltd, RVNL PKG-5 and Samvida Shramik Sangh, UK in the matter of overtime payment and other issues by the Management of M/s Navayuga Engineering Company Ltd in the O/o Dy.CLC(C) Dehradun. As a result of this settlement **8 workers gets benefitted.**
- 54.** **Memorandum of Settlement** was signed on **05.03.2024** between National Mazdoor Union and Lodna Area of BCCL over correction of date of birth in the O/o Dy.CLC(C) Dhanbad. As a result of this settlement **1 worker gets benefitted.**
- 55.** **Memorandum of Settlement** was signed on **14.03.2024** between Rashtriya Colliery Mazdoor Union and Sijua Area of BCCL regarding denial of proper wages to workers in the O/o Dy.CLC(C) Dhanbad. As a result of this settlement **36 workers gets benefitted.**
- 56.** **Memorandum of Settlement** was signed on **07.03.2024** between Shir J C Mahto, contractor worker and UCIL regarding illegal termination in the O/o Dy.CLC(C) Dhanbad. As a result of this settlement **1 worker gets benefitted.**
- 57.** **Memorandum of Settlement** was signed on **09.04.2024** between the management of M/s SIS Ltd. contractor of ONGC Ltd., Vadodara AND ONGC Administrative and Technical Contract Workers Union before RLC(C), Vadodara. As a result of this settlement **109 workers get monetary benefit of Rs 763000/-.**
- 58.** **Memorandum of Settlement** was signed on **19.04.2024** between the management of Indian Overseas Bank AND Shri Ashvin Kumar A Patel –over promotion issue before RLC(C), Vadodara. As a result of this settlement **1 worker get benefitted.**
- 59.** **Memorandum of Settlement** was signed on **24.04.2024** between the management of M/s Thyssenkrupp contractor of IOCL, Gujarat Refinery AND Mr. Prakash Kushwaha before RLC(C), Vadodara. As a result of this settlement **1 worker get monetary benefit of Rs 50000/-.**
- 60.** **Memorandum of Settlement** was signed on **26.04.2024** between the management of Contractor NIS Management contractor of ONGC Ltd.,

- Cambay and Glorious Petroleum Mazdoor Sangh before RLC(C), Vadodara. As a result of this settlement **1 worker get monetary benefit of Rs 92950/-.**
- 61. Memorandum of Settlement** was signed on **23.04.2024** between the management of IOCL Gujarat Refinery, Vadodara and Gujarat Refinery Karmachari Sangh before RLC(C), Vadodara. As a result of this settlement **1050 workers get monetary benefit of Rs 74800000/-.**
- 62. Memorandum of Settlement** was signed on **30.04.2024** between the management of M/s CDF Infracon Pvt Ltd sub-contractor of M/S Roadway Solutions India Infra Ltd., contractor of NHAI, Surat and Shri Abasaheb Gaigawale before RLC(C), Vadodara. As a result of this settlement **1 worker get monetary benefit of Rs 400000/-.**
- 63. Memorandum of Settlement** was signed on **30.04.2024** between the management of M/s LINDE Engineering contractor of IOCL, Gujarat Refinery AND Shri Jayram R and 15 others before RLC(C), Vadodara. As a result of this settlement **16 workers get monetary benefit of Rs 724052/-.**
- 64. Memorandum of Settlement** was signed on **23.04.2024** between the management of M/s SLN Enterprises, Cochin & M/s Quebec Communications Pvt. Ltd., Cochin Vs Bharatiya Private Telecom Mazdoor Sangh (BMS), Ernakulam before RLC(C), Cochin. As a result of this settlement **14 workers get monetary benefit of Rs 3184200/-.**
- 65. Memorandum of Settlement** was signed on **16.04.2024** between the management of M/s Electrotek Engineers Private Limited, HPCL Contractor, Ernakulam Vs Kerala Petroleum & Gas Workers Union (CITU), Ernakulam before RLC(C), Cochin. As a result of this settlement **4 workers get monetary benefit of Rs 120000/-.**
- 66. Memorandum of Settlement** was signed on **01.04.2024** between the management of M/s Air India Express Employees Union (BMS), Ernakulam Vs M/s Air India Express Limited before RLC(C), Cochin. As a result of this settlement **1950 workers get benefitted in service conditions.**
- 67. Memorandum of Settlement** was signed on **09.04.2024** between the management of M/s KMML, Chavara, Kollam Vs Contract Workers Union, Chavara, Kollam before RLC(C), Trivandrum. As a result of this settlement **158 workers get monetary benefit of Rs 15000000/-.**
- 68. Memorandum of Settlement** was signed on **15.04.2024** between the management of M/s KEMDEL Vs Unions Sitr II before RLC(C), Trivandrum. As a result of this settlement **172 workers get monetary benefit of Rs 7200000/-.**
- 69. Memorandum of Settlement** was signed on **15.04.2024** between the management of M/s Sunil Vs Union before RLC(C), Trivandrum. As a result of this settlement **27 workers get monetary benefit of Rs 1000000/-.**
- 70. Memorandum of Settlement** was signed on **17.04.2024** between the management of M/s Sheeba S before RLC(C), Trivandrum. As a result of this settlement **1 worker get monetary benefit of Rs 180000/-.**

71. **Memorandum of Settlement** was signed on **18.04.2024** between the management of M/s. ACB Indio and M/s. G.G. Construction & 2.0 MTPA Bhojudih Cool Wahery Contractors' Workers' Union (AIUTUC) before RLC(C), Asansol. As a result of this settlement **7 workers reinstate in their service.**
72. **Memorandum of Settlement** was signed on **24.04.2024** between the management of Kunustoria Colliery of M/s. ECL & Koyola Mazdoor Congress before RLC(C), Asansol over compassionate employment. As a result of this settlement **1 worker gets benefitted.**
73. **Memorandum of Settlement** was signed on **5.04.2024** between Bondar Singh Vs NHAI before RLC(C), Bhopal over reinstatement in job. As a result of this settlement **1 worker gets benefitted.**
74. **Memorandum of Settlement** was signed on **4.04.2024** between Ms Rani Vs Axis Bank Ltd before RLC(C), Bhopal. As a result of this settlement **1 worker gets benefitted.**
75. **Memorandum of Settlement** was signed on **18.04.2024** between Shri Ashok Vs Axis Bank Ltd before RLC(C), Bhopal. As a result of this settlement **1 worker gets benefitted.**
6. **Memorandum of Settlement** was signed on **09.04.2024** between Sonia Vs. Divine Enterprises Military Hospital Pathankot before RLC(C), Chandigarh. As a result of this settlement **1 worker get monetary benefit of Rs 2468/-.**
77. **Memorandum of Settlement** was signed on **04.04.2024** between the management of C.V. Area of M/s BCCL Vrs Bahujan Mazdoor Union before ALC(C), Dhanbad-I. As a result of this settlement **1 worker get monetary benefit of approx Rs 250000/-.**
78. **Memorandum of Settlement** was signed on **23.04.2024** between the management of Cantonment Board Ahmedabad and Sh. Jigar Solanki, National General Secretary, Akhil Bhartiya Safai Mazdoor Sangh, Vadodara before RLC(C), Ahmedabad. As a result of this settlement **1 worker get benefitted.**
79. **Memorandum of Settlement** was signed on **16.04.2024** between the management of M/s BSCL Exploration Ltd Contractor of ONGC Mehsana AND Glorious Petroleum Mazdoor Sangh, Ahmedabad before RLC(C), Vadodara. As a result of this settlement **4 workers get monetary benefit of Rs 640000/-.**
80. **Memorandum of Settlement** was signed on **04.04.2024** between the management of M/s B Vishal Ltd contractor of ONGC Mehsana and Glorious Petroleum Mazdoor Sangh, Ahmedabad before RLC(C), Ahmedabad. As a result of this settlement **2 workers get benefitted.**
81. **Memorandum of Settlement** was signed on **23.04.2024** between the management of Contractors of Indian Oil Petronas (P) Ltd., and I.P.P.L. Nationalist Thika Sramik Union (Affiliated to INTTUC) before ALC(C), Kolkata-II. As a result of this settlement **176 workers get monetary benefit of Rs 529540/-.**
82. **Memorandum of Settlement** was signed on **26.04.2024** between the management of M/s Arpit Associates and

- Shri Manuraj, Atul Jaiswal and Lokeshwar Prasad before ALC(C), Raipur. As a result of this settlement **3 workers get monetary benefit of Rs 4500/-.**
83. **Memorandum of Settlement** was signed on **25.04.2024** between the management of NTPC Unchahar, Raebareli, Uttar Pradesh and Thermal Power House Construction Thekedar karmchari Sangh before RLC(C), Lucknow. As a result of this settlement **1 worker gets monetary benefit of Rs 310044/-.**
84. **Memorandum of Settlement** was signed on **25.04.2024** between the management of M/s Gaja Engineering Pvt. Ltd and Samvidha Shramik Sangh before RLC(C), Dehradun. As a result of this settlement **30 workers get monetary benefit of Rs. 1365169/-**
85. **Memorandum of Settlement** was signed on **25.04.2024** between the management of M/s Song DA Ritwik, Pauri Garhwal and Samvidha Shramik Sangh before RLC(C), Dehradun. As a result of this settlement **20 workers get monetary benefit of Rs. 1268696/-.**
86. **Memorandum of Settlement** was signed on **9.04.2024** between the management of Oriaa Gramya Bank Vs Orissa Gramya Bank Retire Association before Dy CLC(C), Bhubaneswar. As a result of this settlement **1600 workers get monetary benefit of Rs. 5 crore.**
87. **Memorandum of Settlement** was signed on **19.04.2024** between the management of M/s Utkal Projects Pvt Ltd contractor of RSP, SAIL, Rourkela Vrs General Secretary, Sundergarh Industrial Shramik Sabha, Rourkela before RLC(C), Rourkela. As a result of this settlement **1 worker reinstated.**
88. **Memorandum of Settlement** was signed on **30.04.2024** between the management of M/s Bridge and roof Company India Ltd, Sub-contractor of M/s NSPCL, Rourkela Vrs General Secretary, Steel Employee Association, Rourkela before RLC(C), Rourkela. As a result of this settlement **21 workers benefitted.**
89. **Memorandum of Settlement** was signed on **30.04.2024** between the management of M/s RVPR Constructions Pvt Ltd Sub-contractor of M/s NSPCL, Rourkela Vrs General Secretary Sundergarh Industrial Shramik Sabha, Rourkela before RLC(C), Rourkela. As a result of this settlement **4 workers get monetary benefit of Rs 54083/-.**
90. **Memorandum of Settlement** was signed on **9.04.2024** between the management of KMFWU (Keonjhar Mines and forest workers union) Vrs G4s & M/s OMC before LEO(C), Barbil. As a result of this settlement **1 worker reinstated.**
91. **Memorandum of Settlement** was signed on **9.04.2024** between the management of KMFWU (Keonjhar Mines and Forest Workers Union) Vrs G4s & M/s OMC before LEO(C), Barbil. As a result of this settlement **8 workers get monetary benefit of Rs 153531/-.**
92. **Memorandum of Settlement** was signed on **12.04.2024** between the management of M/s Chemical Process Equipment Pvt Ltd, Sub-contractor of M/s IOCL. As a result of this settlement **3 workers get monetary benefit of Rs 45000/-.**

93. **Memorandum of Settlement** was signed on **01.05.2024** between the management of M/s Garden Design contractor of CWM, W. Rly and Shri Jayantibhai T Solanki over termination / non-payment of dues before RLC(C), Vadodara. As a result of this settlement **1 worker get monetary benefit of Rs 30000/-.**
94. **Memorandum of Settlement** was signed on **15.05.2024** between the management of M/s SVN Association contractor of CMS W. Rly, Vadodara and Shri Vipul Solanki and 2 others over termination / payment of dues before RLC(C), Vadodara. As a result of this settlement **3 workers get monetary benefit of Rs 69792/-.**
95. **Memorandum of Settlement** was signed on **29.05.2024** between the management of M/s Harji Engineering Contractor of IOCL, Gujarat Refinery, Vadodara and Shri Yogeshkumar & 1 another , C/o Parivartan Madoor Sangh over non-payment of dues before RLC(C), Vadodara. As a result of this settlement **2 workers get monetary benefit of Rs 90000/-.**
96. **Memorandum of Settlement** was signed on **30.05.2024** between the management of M/s Thermosystem pvt Ltd sub-contractor of M/s Thyssenkrupp- contractor of IOCL, Gujarat Refinery, Vadodara and Parivartan Mazdoor Sangh over payment of dues to late Shri Monu Gupta before RLC(C), Vadodara. As a result of this settlement **1 worker get monetary benefit of Rs 313000/-.**
97. **Memorandum of Settlement** was signed on **30.05.2024** between the management of M/s Shaarc Projects contractor of IOCL, Gujarat Refinery, Vadodara and Parivartan Mazdoor Sangh over payment of dues to contractual workmen before RLC(C), Vadodara. As a result of this settlement **10 workers get monetary benefit of Rs 200000/-.**
98. **Memorandum of Settlement** was signed on **13.05.2024** between the management of BTE & Staff Union vs Egis Road Operations Pvt Ltd before ALC(C), Bangalore. As a result of this settlement **21 workers get monetary benefit of Rs 264000/-.**
99. **Memorandum of Settlement** was signed on **21.05.2024** between Mahesh Kumar and M/s Tiwari & Co. and RBI before RLC(C), Chandigarh. As a result of this settlement **1 worker get monetary benefit of Rs 33852/-.**
100. **Memorandum of Settlement** was signed on **21.05.2024** between Raj Kumar and M/s Tiwari & Co. and RBI before RLC(C), Chandigarh. As a result of this settlement **1 worker get monetary benefit of Rs 33183/-.**
101. **Memorandum of Settlement** was signed on **28.05.2024** between the management of General Secretary Food Corporation of India Handling Workers Union Vs FCI Karnal before ALC(C), Karnal. As a result of this settlement **1 worker get monetary benefit of Rs 86000/-.**
102. **Memorandum of Settlement** was signed on **28.05.2024** between the management of President SBI Staff Congress Union Vs AGM SBI RASMECC Hisar before ALC(C), Karnal. As a result of this settlement **1 worker get monetary benefit of Rs 1249021/-.**

103. **Memorandum of Settlement** was signed on **30.05.2024** between the Sh. Jugmander Singh Vs M/s Hari Krishan Yadav Security Agency before ALC(C), Karnal. As a result of this settlement **1 worker get monetary benefit of Rs 20747/-.**
104. **Memorandum of Settlement** was signed on **30.05.2024** between Sh. Jugmander Singh, Sh. Ram Mehar, Sh. Krishan and Sh. Sultan Singh Vs M/s Hari Krishan Yadav Security Agency before ALC(C), Karnal. As a result of this settlement **4 workers get monetary benefit of Rs 82988/-.**
105. **Memorandum of Settlement** was signed on **09.05.2024** between Gen Sec PVKU (CITU) Vs Management of NPCIL RR Site, Rawatbhata over the issue of regularization of short duty/outside duty on TAMS through physical register maintained at the second level before ALC(C), Kota. As a result of this settlement **approx. 1100 workers get benefitted.**
106. **Memorandum of Settlement** was signed on **29.05.2024** between Shri Rajesh Saini, workman Vs KCC Khetri Nagar, M/s EFM & C Pvt Ltd before RLC(C), Jaipur. As a result of this settlement **1 worker gets benefitted.**
107. **Memorandum of Settlement** was signed on **27.05.2024** between Laxmi Chand & Sons, New Delhi Dinesh Chandra Gangawar before ALC(C), Bareilly. As a result of this settlement **21 workers get monetary benefit of Rs. 4139100/-.**
108. **Memorandum of Settlement** was signed on **02.05.2024** between the Management of Central Bank of India and its contractor (a) Tata Communication payment solution ltd (b) Hitachi Payment Service Pvt Ltd and Bengal Provincial Bank Contractor Employees Association before ALC(C)-II, Kolkata. As a result of this settlement **83 workers get monetary benefit of Rs. 7500000/-.**
109. **Memorandum of Settlement** was signed on **22.05.2024** between the Management of Haldia International Container Terminal Pvt Ltd and SMPK (HDC) Trinmool Contractors' Workers' Union before ALC(C)-II, Kolkata. As a result of this settlement **50 workers get monetary benefit of Rs. 1080000/-.**
110. **Memorandum of Settlement** was signed on **31.05.2024** between the Management of Trilocana Logistics Pvt Ltd and SMPK (HDC) Trinmool Contractors' Workers' Union before ALC(C)-II, Kolkata. As a result of this settlement **100 workers get monetary benefit of Rs. 2240600/-.**
111. **Memorandum of Settlement** was signed on **24.05.2024** between the Management of Banka Bio Pvt Ltd Vrs AICCTU before Dy CLC(C), Bhubaneswar. As a result of this settlement **78 workers get monetary benefit of Rs. 1062855/-.**
112. **Memorandum of Settlement** was signed on **02.05.2024** between the Management of M/s. J.P. Syndicate, Contractor of RSP, SAIL, Rourkela Vrs General Secretary, Sundergarh District Industrial Shramik Sabha, Rourkela before RLC(C), Rourkela. As a result of this settlement **1 workman reinstate in job.**
113. **Memorandum of Settlement** was signed on **24.05.2024** between the Management of KMWU Vrs M/s. NSIPL,

- Contractor of Bansapani Iron Ore Mines OMC Ltd before LEO(C), Barbil. As a result of this settlement **56 workers get monetary benefit of Rs. 232046/-.**
114. **Memorandum of Settlement** was signed on **14.05.2024** between the Management of Sh. Tapan Kumar Samal-Vrs M/s Chemical Process Equipment (P) Ltd-sub-contractor of Technip of IOCL before LEO(C), Paradip. As a result of this settlement **1 worker gets monetary benefit of Rs. 51395/-.**
115. **Memorandum of Settlement** was signed on **27.05.2024** between the Management of Shri Bijay Kumar Parida & 2 other Vs NRP Company before LEO(C), Paradip. As a result of this settlement **3 workers get monetary benefit of Rs. 30000/-.**
116. **Memorandum of Settlement** was signed on **21.05.2024** between the Management of Shri C.V. Area of M/s BCCL Vrs National Mazdoor Union before Dy CLC(C), Dhanbad. As a result of this settlement **1 worker reinstate in job.**
117. **Memorandum of Settlement** was signed on **16.05.2024** between the Management of Block-II Area of M/s BCCL Vrs Bihar Colliery before ALC(C), Dhanbad-II. As a result of this settlement **1 worker gest benefitted.**
118. **Memorandum of Settlement** was signed on **21.05.2024** between the Management of Shri C.V. Area of M/s BCCL Vrs National Mazdoor Union before ALC(C), Hazaribagh. As a result of this settlement **1 worker reinstate in job.**
119. **Memorandum of Settlement** was signed on **14.05.2024** between the Management of Uttar Railway Karmchari Union and DRM, N.E. Railway Lucknow before RLC(C), Lucknow. As a result of this settlement **6 workers get benefitted.**
120. **Memorandum of Settlement** was signed on **15.05.2024** between the Management of Union V/s WCL before RLC(C), Bhopal. As a result of this settlement **1 worker gets benefitted.**
121. **Memorandum of Settlement** was signed on **27.05.2024** between the Management of Union V/s WCL before RLC(C), Bhopal. As a result of this settlement **1 worker gets benefitted.**
122. **Memorandum of Settlement** was signed on **28.05.2024** between the Shri Chandramohan Sharma V/s Indusind Bank Ltd before RLC(C), Bhopal. As a result of this settlement **1 worker gets benefitted.**
123. **Memorandum of Settlement** was signed on **29.05.2024** between the Sh. Rajbabu Agnihotri V/s M/s Manish Electricals before RLC(C), Jabalpur. As a result of this settlement **1 worker reinstates.**
124. **Memorandum of Settlement** was signed on **26.05.2024** between the Management of M/s Arpit Associates Vs Shri Manuraj before ALC(C), Raipur. As a result of this settlement **1 worker get monetary benefit of Rs. 24000/-.**
125. **Memorandum of Settlement** was signed on **03.05.2024** between Shri. Albert K.G., M/s. MA Constructions, Contractor engaged by M/s BPCL, Irumpanam Terminal, Irumpanam and Kerala Petroleum & Gas Workers Union (CITU) over the issue of wage revision

and other benefits for maintenance workers before RLC(C), Cochin. As a result of this settlement **22 workers get monetary benefit of Rs 3960000/-.**

126. **Memorandum of Settlement** was signed on **03.05.2024** between Shri. Albert K.G., M/s. MA Constructions, Contractor engaged by M/s BPCL, Irumpam Terminal, Irumpam and Irumpam General Workers Union (INTUC) - Wage revision and other benefits for maintenance workers over the issue of wage revision and other benefits for maintenance workers before RLC(C), Cochin. As a result of this settlement **6 workers get monetary benefit of Rs 1080000/-.**

127. **Memorandum of Settlement** was signed on **03.05.2024** between Shri. Albert K.G., M/s. MA Constructions, Contractor engaged by M/s BPCL, Irumpam Terminal, Irumpam and Kerala Petroleum & Gas Workers Union (CITU) – Wage revision and other benefits for wagon filling workers before RLC(C), Cochin. As a result of this settlement **15 workers get monetary benefit of Rs 2700000/-.**

128. **Memorandum of Settlement** was signed on **08.05.2024** between M/s GTL Infrastructure Ltd. & M/s Innovsource Services Pvt. Ltd. and Kerala Samsthana Mobile Phone Tower Employees Union (CITU) - Over the issue of violation of LTS before RLC(C), Cochin. As a result of this settlement **2 workers get monetary benefit of Rs 384000/-.**

129. **Memorandum of Settlement** was signed on **15.05.2024** between M/s Fertilisers and Chemicals Travancore Ltd., and the Unions before ALC(C),

Ernakulam. As a result of this settlement **200 workers get monetary benefit of Rs 550000/-.**

130. **Memorandum of Settlement** was signed on **17.05.2024** between M/s PA Star Sequence Services Ltd. Vs Its Worker before ALC(C), Ernakulam. As a result of this settlement **1 worker gets monetary benefit of Rs 54000/-.**
131. **Memorandum of Settlement** was signed on **22.05.2024** between M/s Quebec Communications Pvt. Ltd. Vs Workers Unions before ALC(C), Ernakulam. As a result of this settlement **55 workers get monetary benefit of Rs 200000/-.**
132. **Memorandum of Settlement** was signed on **21.6.2024** between the management of M/s National Insurance and Shri Pawan before RLC(C), Bhopal. As a result of this settlement **1 workman reinstates.**
133. **Memorandum of Settlement** was signed on **07.06.2024** between the Director, ICMR-National Institute of Virology, Pune, M/s Dharamvir Singh Security Agency, Pune and Shri Alguram Chhotelal Bind before RLC(C), Pune. As a result of this settlement **1 worker get monetary benefit of Rs 97734/-.**
134. **Memorandum of Settlement** was signed on **12.06.2024** between the General Secretary, Bhartiya Kamgar Sena and M/s Agile Airport Services Pvt Ltd before RLC(C), Mumbai. As a result of this settlement **19 workers get monetary benefit of Rs 3500000/-.**
135. **Memorandum of Settlement** was signed on **20.06.2024** between the management of NTPC, Unchahar, M/s

Kanwar Enterprises and Shri DS Mishra, representative of workman before RLC(C), Lucknow. As a result of this settlement **01 workers get monetary benefit of Rs 37500/-.**

- 136. **Memorandum of Settlement** was signed on **13.06.2024** between Sh Rajat Tripathi, Sr Manager, HR, Bank of India and Bank of India staff Association UP before RLC(C) Lucknow over the matter of transfer,. As a result of this settlement **01 workman gets benefitted.**
- 137. **Memorandum of Settlement** was signed on **24.06.2024** between NHIDCL, M/s Gaza Engineering Pvt Ltd Vs Sanvida Shramik Sangh before Mohammad Ozair (Dehradun). As a result of this settlement **98 workers get monetary benefit of Rs 7581059/-.**
- 138. **Memorandum of Settlement** was signed on **07.06.2024** between RVNL, M/s Sang the Ritwik Vrs Sanvida Shramik Sangh before Mohammad Ozair (Dehradun). As a result of this settlement **47workers get monetary benefit of Rs 2960753/-.**
- 139. **Memorandum of Settlement** was signed on **07.06.2024** between Shri Prahlad Sing Vs DAV Public School before Shri Hari Gautam (Dehradun). As a result of this settlement **1 workman reinstates.**
- 140. **Memorandum of Settlement** was signed on **07.06.2024** between Shri Shailesh Kumar Vs Tiger Force Security & ICA before Shri Hari Gautam(Dehradun). As a result of this settlement **1 workman reinstates.**
- 141. **Memorandum of Settlement** was signed on **07.06.2024** between the

management of PNB and PNB Employees Union before Shri Hari Gautam (Dehradun). As a result of this settlement **3 workers get monetary benefit of Rs 7375/-.**

- 142. **Memorandum of Settlement** was signed on **21.06.2024** between the management of Bharat Dynamics Employees Trade Union Congress Vs General Manager HR Bharat Dynamics Limited before RLC(C), Hyderabad. As a result of this settlement **25 workers get monetary benefit of Rs 144328/-.**
- 143. **Memorandum of Settlement** was signed on **26.06.2024** between the management of Kundarapu Satyanarayana, Rep by Dist GS, Peddapalli Zilla Contract Karmikula Sangam (IFTU) Vs M/s Brother Engineering Erectors Ltd., sub-contractor of NTPC, Ramagundam before RLC(C), Hyderabad. As a result of this settlement **1 worker gets monetary benefit of Rs 80000/-.**
- 144. **Memorandum of Settlement** was signed on **26.06.2024** between the management of M/S. Ratha Services, Vs. Naob Contract Workers Union (CITU) before RLC(C), Visakhapatnam. As a result of this settlement **7 workers get monetary benefit of Rs 185000/-.**
- 145. **Memorandum of Settlement** was signed on **20.06.2024** between the management of M/S Srinivasa Enterprises vs. Sri Lalam Naidu & Sri Lalam Gangaraju before RLC(C), Visakhapatnam. As a result of this settlement **2 workers get monetary benefit of Rs 80000/-.**
- 146. **Memorandum of Settlement** was signed on **19.06.2024** between the management of Hindustan

Fluorocarbons Limited Workers Trade Union Vs Hindustan Fluorocarbons Limited before RLC(C), Hyderabad. As a result of this settlement **1 worker gets monetary benefit of Rs 26330/-.**

147. **Memorandum of Settlement** was signed on **07.06.2024** between the management of M/s Bridge & Roof Co. (India) Limited, Sub- contractor of NSPCL, Rourkela Vrs. Its workmen represented through the General Secretary, Steel Employees Association, Rourkela before RLC(C), Rourkela. As a result of this settlement **4 workers get benefitted.**
148. **Memorandum of Settlement** was signed on **07.06.2024** between the management of M/s Bridge & Roof Co. (India) Limited, Sub- contractor of NSPCL, Rourkela Vrs. Its workmen represented through the General Secretary, Steel Employees Association, Rourkela before RLC(C), Rourkela. As a result of this settlement **3 workers get benefitted.**
149. **Memorandum of Settlement** was signed on **21.06.2024** between the management of M/s Indfab Project Pvt. Ltd., Contractor of Rourkela Steel Plant, Rourkela Vs Shri Ladu Nayak represented through the General Secretary, Sundargarh District Industrial Shramik Sabha, Rourkela before RLC(C), Rourkela. As a result of this settlement one workman was reinstated in the service.
150. **Memorandum of Settlement** was signed on **21.06.2024** between the management of M/s S. K. Enterprises, Contractor of Rourkela Steel Plant, Rourkela Vs Shri Asit Kumar Tripathy

through the General Secretary, Sundargarh District Industrial Shramik Sabha, before RLC(C), Rourkela. As a result of this settlement the management agreed to pay full and final dues to the workman 22000/-.

151. **Memorandum of Settlement** was signed on **21.06.2024** between the management of M/s Sunshine Transport, M/s Vishal Transport Contractor of Kurmitar Iron ore Mines of M/s O.M.C. Ltd Vrs Shri Taraknath Gocchayat and others before RLC(C), Rourkela. As a result of this settlement 20 workers get monetary benefit of Rs 300000/-.
152. **Memorandum of Settlement** was signed on **28.06.2024** between the management of M/s Utkal Projects Private Limited, Contractor of Rourkela Steel Plant, SAIL, Rourkela Vs Shri Panchanan Pradhan represented through General Secretary, Rourkela Ispat Karmachari Sangha, before RLC(C), Rourkela. As a result of this settlement 1 worker gets monetary benefit of Rs 10000/-.
153. **Memorandum of Settlement** was signed on **28.06.2024** between the management of Balda Iron Ore Block of M/s Serajuddin & Co. Vs Shri Jagabandhu Brahma, before RLC(C), Rourkela. As a result of this settlement the workman was benefitted to the tune of Rs. **175403/-.**
154. **Memorandum of Settlement** was signed on **26.06.2024** between the management of M/s. Aarya Enterprises Vrs Sh. Tapas Biswal before LEO(C), Barbil. As a result of this settlement the workman was reinstate and get monetary benefit of Rs **25968/-.**

155. **Memorandum of Settlement** was signed on **27.06.2024** between the management of M/s. Kolhan Agency Vrs Harish Chandra Mahto and 2 others before LEO(C), Barbil. As a result of this settlement the 3 workers get monetary benefit of Rs. 46020/- each.
156. **Memorandum of Settlement** was signed on **24.06.2024** between the management of M/s. KMWU Vrs Roida C Iron Mines M/s. OMC Ltd before LEO(C), Barbil. As a result of this settlement the 21 workers get monetary benefit of Rs. 191520/-.
157. **Memorandum of Settlement** was signed on **06.06.2024** between the management of Shankarsan Pasayat & 7 others Vrs Petrochem Engineering Construction before LEO(C), Barbil. As a result of this settlement the 8 workers get monetary benefit of Rs. 141578/-.
158. **Memorandum of Settlement** was signed on **06.06.2024** between the management of G. S. PEIWU Vrs M/s. Vaaman Engineers(India) Ltd before LEO(C), Barbil. As a result of this settlement the **700** workers get monetary benefit of Rs. 17500000/-.
159. **Memorandum of Settlement** was signed on **18.06.2024** between the management of FCI Worker Union Vs FCI Food Storage before ALC(C), Ajmer. As a result of this settlement the **38** workers get benefitted.
160. **Memorandum of Settlement** was signed on **24.06.2024** between Kamal Gharu Vs SBI, Ajmer before ALC(C), Ajmer. As a result of this settlement the **one workman reinstates in services**.
161. **Memorandum of Settlement** was signed on **25.06.2024** between Rajendra Prasad Jat Vs Rampura Agucha, Bhilwara before ALC(C), Ajmer. As a result of this settlement the **one workman benefitted**.
162. **Memorandum of Settlement** was signed on **25.06.2024** between Umesh Kumar Beawat Vs HZL Rampura, Agucha Bhilwara before ALC(C), Ajmer. As a result of this settlement the **one workman benefitted**.
163. **Memorandum of Settlement** was signed on **10.06.2024** between M/s Gandhi Travels, management of OPAL and ONGC Workers Union before RLC(C), Vadodara. As a result of this settlement the **51 workmen get monetary benefitted of Rs 1232356/-**.
164. **Memorandum of Settlement** was signed on **26.06.2024** between M/s Hockwood Contractor of IOCL and Shri Jitubhai Solanki before RLC(C), Vadodara over the nonpayment of dues. As a result of this settlement the **1 workman get monetary benefitted of Rs 150000/-**.
165. **Memorandum of Settlement** was signed on **26.06.2024** between M/s Thyessenkrupp contractor of IOCL and Shri Sumit Khatik before RLC(C), Vadodara over the nonpayment of dues. As a result of this settlement the **1 workman get monetary benefitted of Rs 100000/-**.
166. **Memorandum of Settlement** was signed on **26.06.2024** between M/s Thyessenkrupp contractor of IOCL and Shri Ram Singh before RLC(C), Vadodara over the nonpayment of dues. As a result of this settlement the **1 workman get monetary benefitted of**

**Rs 100000/-.**

- 167. **Memorandum of Settlement** was signed on **28.06.2024** between M/s Almak Engineering, M/s K-Denials and M/s Swapan Rekha contractor of NPCIL and Gujarat Sramik Sangathan before RLC(C), Vadodara over settlement of working hours.
- 168. **Memorandum of Settlement** was signed on **28.06.2024** between M/s Katch Security contractor of NPCIL and Gujarat Sramik Sangathan before RLC(C), Vadodara over age relaxation private security guards at NPCIL.
- 169. **Memorandum of Settlement** was signed on **06.06.2024** between the President Khadan Shramik Union Vs Shree Raipur Cement Plant before ALC(C), Raipur. As a result of this settlement the **300 workmen get monetary benefitted of Rs 5500000/-.**
- 170. **Memorandum of Settlement** was signed on **06.06.2024** between the M/s JB Traders and Shri Keshav Verma, Kamlesh Kumar and Shri Bhuddeswar before ALC(C), Raipur. As a result of this settlement the **3 workmen get monetary benefitted of Rs 24,000/-.**
- 171. **Memorandum of Settlement** was signed on **26.06.2024** between Sh. Kartar Singh, Sh. Dushyant Singh and Sh. Mahender Pal V/s Ajay Mangotra Security Agency before ALC(C), Karnal. As a result of this settlement the **3 workmen reinstates in services.**
- 172. **Memorandum of Settlement** was signed on **21.06.2024** between Sh. Ranjit Singh V/s 1. Additional Director, CGHS, Jammu, 2. M/s Global Corporate Service Srinagar before RLC(C), Jammu. As a

result of this settlement the **1 workman get monetary benefitted of Rs 54000/-.**

- 173. **Memorandum of Settlement** was signed on **03.06.2024** between Sh. Sarabjeet Singh V/s 1. Manager ATM Section HDFC Bank Satwari, Jammu, 2. The RSM Diebold Nixdorf, 3. HOD Global Force Management Service Pvt Ltd, Salt Lake Kolkata, West Bengal before RLC(C), Jammu. As a result of this settlement the **1 workman get monetary benefitted of Rs 65000/-.**
- 174. **Memorandum of Settlement** was signed on **19.06.2024** between Indian Bank Employees Union and Indian Bank before ALC(C)-1, Chennai. As a result of this settlement the **2 workmen get monetary benefitted of Rs 986000/-.**
- 175. **Memorandum of Settlement** was signed on **11.06.2024** between Indian Bank Employees Union and Indian Bank before ALC(C)-II, Chennai. As a result of this settlement the **1 workman get monetary benefitted of Rs 420472/-.**
- 176. **Memorandum of Settlement** was signed on **11.06.2024** between Indian Bank Employees Union and Indian Bank before ALC(C)-II, Chennai. As a result of this settlement the **1 workman get monetary benefitted of Rs 72910/-.**
- 177. **Memorandum of Settlement** was signed on **11.06.2024** between Indian Bank Employees Union and Indian Bank before ALC(C)-II, Chennai. As a result of this settlement the **1 workman get monetary benefitted of Rs 1043254/-.**
- 178. **Memorandum of Settlement** was signed on **11.06.2024** between Indian Bank Employees Union and Indian Bank before ALC(C)-II, Chennai. As a result of

- this settlement the **1 workman get monetary benefitted of Rs 668204/-.**
179. **Memorandum of Settlement** was signed on **19.06.2024** between Indian Bank Employees Union and Indian Bank before ALC(C)-II, Chennai. As a result of this settlement the **1 workman get monetary benefitted of Rs 815729/-.**
180. **Memorandum of Settlement** was signed on **19.06.2024** between Indian Bank Employees Union and Indian Bank before ALC(C)-II, Chennai. As a result of this settlement the **1 workman get monetary benefitted of Rs 369536/-.**
181. **Memorandum of Settlement** was signed on **06.06.2024** between Loading and Unloading workers Union (CITU) and the management of M/s St. Antony's Transports contractor engaged by BPCL-Kochi refinery before RLC(C), Cochin. As a result of this settlement the **44 workmen get monetary benefitted of Rs 1478400/-.**
182. **Memorandum of Settlement** was signed on **24.06.2024** between M/s Ericsson India Pvt Ltd contractor engaged by M/s Leo Communication and Bhartiya Privated Telecom Mazdoor Sangh (BMS) before RLC(C), Cochin. As a result of this settlement the **53 workmen get monetary benefitted of Rs 1152558/-.**
183. **Memorandum of Settlement** was signed on **25.06.2024** between M/s Hind Erectors, contractors of M/s BPCL, Kochi and Kerala Petroleum & Gas Workers Union (CITU) before ALC(C), Enrakulam. As a result of this settlement the **16 workmen get monetary benefitted of Rs 882500/-.**
184. **Memorandum of Settlement** was signed on **19.06.2024** between Bastacolla Area of BCCL and KIMP before ALC(C), Dhanbad-III over the matter of grant of service and linked promotion. As a result of this settlement the **2 workmen get benefitted.**
185. **Memorandum of Settlement** was signed on **24.06.2024** between Bastacolla Area of BCCL and KIMP before ALC(C), Dhanbad-III over the matter of grant of service and linked promotion. As a result of this settlement the **1 worker gets benefitted.**
186. **Memorandum of Settlement** was signed on **24.06.2024** between Sanjay Udyog Pvt Ltd and Md Moin Ansari, Gouri Shankar Chauhan, Gaya Sharma, Chhotu Sonar and Chhotu Chauhan before ALC(C), Dhanbad-III over the matter of grant of service and linked promotion. As a result of this settlement the **5 workers get monetary benefit of Rs 150000/-.**
187. **Memorandum of Settlement** was signed on **07.06.2024** between All Bengal Indian Oil Contractors Employees Union and M/s Durga Refrigeration Works, Dream India Hospitality & Nilachal Auto Electrics Works before RLC(C), Guwahati. As a result of this settlement the **18 workers get monetary benefit of Rs 2964150/-.**
188. **Memorandum of Settlement** was signed on **28.06.2024** between All India Post payment Bank Officers' Association and management of India Post Payment Bank over the charter of demands before Dy CLC(C), New Delhi. through this settlement approx. **1274 employees will get financial benefit amounting to approx. Rs 70 crore arrear payment**

- towards wages and allowances revision wef 1.11.2022 and will get financial benefit approx. Rs 5 crore per month in addition to other benefits.**
189. **Memorandum of Settlement** was signed on **18.07.2024** between the management of Bank of Baroda and Joint Forum of BOB Sponsored Bank RRBs Unions and Associations. As a result of this settlement **1859 employees of three RRBs sponsored by Bank of Baroda will get promotion and will get financial benefit approx. Rs 92 lakh per month (Rs 11 crores per annum approx.) and banks have agreed to recruit 1940 vacancies of officer and employees through IBPS.**
190. **Memorandum of Settlement** was signed on **26.07.2024** between M/s Leotech Process, contractor of South Central Railway, Secunderabad and Shri Amar Nath Bhosle before RLC(C), Hyderabad. As a result of this settlement **1 workman get monetary benefit of Rs 10000/-.**
191. **Memorandum of Settlement** was signed on **29.07.2024** between MIDHANI, Hyderabad and MIDHANI Employees' Union before ALC(C), Hyderabad. As a result of this settlement **450 workers get monetary benefit of Rs 3000000/-.**
192. **Memorandum of Settlement** was signed on **16.07.2024** between the management of M/s RJ Enterprises and Smt Manju Devi before RLC(C), Ajmer. As a result of this settlement **the workman reinstate in job.**
193. **Memorandum of Settlement** was signed on **15.07.2024** between CITU Union V/s M/s WCL Pathakhera before RLC(C), Bhopal. As a result of this settlement **one workman get benefitted.**
194. **Memorandum of Settlement** was signed on **22.07.2024** between Shri Satnam and AU Small Finance Bank before RLC(C), Bhopal. As a result of this settlement **one workman get benefitted.**
195. **Memorandum of Settlement** was signed on **25.07.2024** between IOCL, Jayant V/s Bhartiya Chemical Mazdoor Sangh before ALC(C), Shahdol. As a result of this settlement **one workman get benefitted.**
196. **Memorandum of Settlement** was signed on **10.07.2024** between Bridge & Roof Co. (I) Ltd. and Refinary Mazdoor Avam Karamchari Mahasangh, Bina before ALC(C), Jabalpur. As a result of this settlement **13 workers get monetary benefit of Rs 469883/-.**
197. **Memorandum of Settlement** was signed on **03.07.2024** between Hindustan Copper Project, Malanjkhand V/s Bhartiya Khanij Mazdoor Union (BMS) before ALC(C), Chhindwara. As a result of this settlement **15 workers get monetary benefit of Rs 100000/-.**
198. **Memorandum of Settlement** was signed on **19.07.2024** between M/s Navyuga Engineering Company Ltd., RVNL Package-3 and Samvida Shramik Sangh, Uttarakhand before RLC(C), Dehradun. As a result of this settlement **11 workers get monetary benefit of Rs 1140070/-.**
199. **Memorandum of Settlement** was signed on **19.07.2024** between Bhartiya Khadya Nigam Karmchari Union and FCI

- over the strike notice regarding issue of illegal transfer before RLC(C), Dehradun.
200. **Memorandum of Settlement** was signed on **19.07.2024** between FCI Executive Staff Union and FCI over matter of transfer before RLC(C), Dehradun.
201. **Memorandum of Settlement** was signed on **04.07.2024** between Tamil Nadu Petroleum and Gas Workers Union Vs Indian Oil Corporation Ltd before ALC(C)-II, Chennai. As a result of this settlement **124 workers get monetary benefit of Rs 1200000/-**.
202. **Memorandum of Settlement** was signed on **29.07.2024** between F. Arulanantham and Shevarous Bauxite Mines/Vedanta Limited (Malco) before ALC(C)-II, Chennai. As a result of this settlement **1 workers get monetary benefit of Rs 1287000/-**.
203. **Memorandum of Settlement** was signed on **16.07.2024** between Shri Sonu Kumar, EWS, Barra, Kanpur Nagar and M/s S.R. Enterprises Ltd before ALC(C), Kanpur. One workman reinstate in job.
204. **Memorandum of Settlement** was signed on **18.07.2024** between Shri Shashi Kant Verma and H.M.I. Enterprises Contractor of Rail Coach Factory, Lalganj, Raebareli before RLC(C), Lucknow. As a result of this settlement **1 workers get monetary benefit of Rs 33657/-**.
205. **Memorandum of Settlement** was signed on **22.07.2024** between Bhartiya Khadya Nigam Karmchari Sangh and FCI, RO, Gomtinagar over the matter of transfer of employees/union members before RLC(C), Lucknow.
206. **Memorandum of Settlement** was signed on **16.07.2024** between FCI Vrs FCI Workers Union before Dy CLC(C), Bhubaneswar. As a result of this settlement **23 workmen reinstate in their job**.
207. **Memorandum of Settlement** was signed on **25.07.2024** between G.S. PEIWU Vrs M/s. A.P. Construction before LEO(C), Paradip. As a result of this settlement **1 workers get monetary benefit of Rs 50000/-**.
208. **Memorandum of Settlement** was signed on **25.07.2024** between G.S. PEIWU Vrs M/s. Indo Instrument before LEO(C), Paradip. As a result of this settlement **2 worker get monetary benefit of Rs 100000/-**.
209. **Memorandum of Settlement** was signed on **10.07.2024** between Santosh Beura & 13 others Vrs M/s. Shapoorji Pallonji and Company Pvt. Itd before LEO(C), Paradip. As a result of this settlement **14 worker get monetary benefit of Rs 611250/-**.
210. **Memorandum of Settlement** was signed on **22.07.2024** between Chintu Nath & 9 others Vrs M/s. Maa Sarala Construction & Engineering before LEO(C), Paradip. As a result of this settlement **10 workers get monetary benefit of Rs 187820/-**.
211. **Memorandum of Settlement** was signed on **03.07.2024** between Dr. B.R. Ambedkar Workers Union Vrs M/s. Repley & Handling (P) Ltd before LEO(C), Paradip. As a result of this settlement **17 workers get monetary benefit of Rs 243600/-**.
212. **Memorandum of Settlement** was

- signed on **19.07.2024** between Paradip Port Mazdoor Sangh Union and M/s. Maa Ugratara Construction before LEO(C), Paradip. As a result of this settlement **36 workers get monetary benefit of Rs 1080000/-.**
213. **Memorandum of Settlement** was signed on **04.07.2024** between M/s Rotodyne Engineering Services Private Limited, Contractor of RSP Vrs GS-Sundergarh Industrial Shramik Sabha, Rourkela over the matter of payment of full & final dues before RLC(C), Rourkela. As a result of this settlement **1 worker get monetary benefit of Rs 40641/-.**
214. **Memorandum of Settlement** was signed on **04.07.2024** between M/s Rotodyne Engineering Services Private Limited, Contractor of RSP Vrs GS-Sundergarh Industrial Shramik Sabha, Rourkela over the matter of payment of full & final dues before RLC(C), Rourkela. As a result of this settlement **10 workers get monetary benefit of Rs 255473/-.**
215. **Memorandum of Settlement** was signed on **04.07.2024** between M/s P-Tech Power Construction, Contractor of Rourkela Steel Plant Vrs Shri Km Dhanajay Soni over the matter of payment of full & final dues before RLC(C), Rourkela. As a result of this settlement **1 worker get monetary benefit of Rs 12138/-.**
216. **Memorandum of Settlement** was signed on **04.07.2024** between M/s P-Tech Power Construction, Contractor of Rourkela Steel Plant Vrs Shri Balaram Pradhan over the matter of payment of full & final dues before RLC(C), Rourkela. As a result of this settlement **1 worker get monetary benefit of Rs 51000/-.**
217. **Memorandum of Settlement** was signed on **04.07.2024** between M/s P-Tech Power Construction, Contractor of Rourkela Steel Plant Vrs Shri Jagadiswar Pattnaik over the matter of payment of full & final dues before RLC(C), Rourkela. As a result of this settlement **1 worker get monetary benefit of Rs 40000/-.**
218. **Memorandum of Settlement** was signed on **09.07.2024** between M/s Bharat Kumar Thacker, Contractor of Barsuan Iron Ore Mines of Rourkela Steel Plant Vrs The Secretary, United Mines Mazdoor Union, Kalta over the matter of payment of full & final dues before RLC(C), Rourkela. As a result of this settlement **40 worker get benefitted.**
219. **Memorandum of Settlement** was signed on **19.07.2024** between M/s Himanshu Brothers, Contractor of Rourkela Steel Plant, SAIL, Rourkela and The General Secretary, Sundargarh Industrial Shramik Sabha, Rourkela before RLC(C), Rourkela. As a result of this settlement **1 workman get reinstated in job.**
220. **Memorandum of Settlement** was signed on **26.07.2024** between Raikela Iron Ore Mines of M/s GeetaraniMohanty Vrs. General Secretary, Sundargarh Mines & Transport Workers Union, Koira before RLC(C), Rourkela. As a result of this settlement **140 workmen were benefitted by the MOS.**
221. **Memorandum of Settlement** was signed on **29.07.2024** between M/s Caxport Private Limited, Contractor of Central Marketing Organisation, SAIL, Rourkela and the General Secretary, Rourkela Contractor Workers Union, Rourkela before RLC(C), Rourkela. As a

- result of this settlement **14** workmen were benefitted by the MOS.
- 222. Memorandum of Settlement** was signed on **29.07.2024** between M/s D Chakravarty, Contractor of Raikela& Tantra Iron Mines of M/s Penguin Trading Agency Ltd. and The General Secretary, Sundargarh and Keonjhar Districts Mazdoor Union, Barbil before RLC(C), Rourkela. As a result of this settlement **5** workmen were benefitted by the MOS.
- 223. Memorandum of Settlement** was signed on **29.07.2024** between M/s Naaraayani Minerals Private Limited, Contractor of Raikela& Tantra Iron Mines of M/s Penguin Trading Agency Ltd. Vrs. The General Secretary, Sundargarh and Keonjhar Districts Mazdoor Union, Barbil before RLC(C), Rourkela. As a result of this settlement **2** workmen were reinstate in their job.
- 224. Memorandum of Settlement** was signed on **29.07.2024** between M/s Balaji Mining and Logistics, Contractor of Raikela& Tantra Iron Mines of M/s Penguin Trading Agency Ltd. Vrs. The General Secretary, Sundargarh and Keonjhar Districts Mazdoor Union, Barbil before RLC(C), Rourkela. As a result of this settlement **14** workmen were benefitted by the MOS.
- 225. Memorandum of Settlement** was signed on **29.07.2024** between M/s Jyoti Ranjan Patra, Contractor of Raikela & Tantra Iron Mines of M/s Penguin Trading Agency Ltd. Vrs the General Secretary, Sundargarh and Keonjhar Districts Mazdoor Union, Barbil before RLC(C), Rourkela. As a result of this settlement **5** workmen were reinstate in their job.
- 226. Memorandum of Settlement** was signed on **29.07.2024** between M/s Naaraayani Minerals Private Limited, Contractor of Raikela& Tantra Iron Mines of M/s Penguin Trading Agency Ltd Vrs The General Secretary, Sundargarh and Keonjhar Districts Mazdoor Union, Barbil before RLC(C), Rourkela. As a result of this settlement **112** workmen were reinstate in their job.
- 227. Memorandum of Settlement** was signed on **29.07.2024** between M/s S.K. Pati, Contractor of Raikela& Tantra Iron Mines of M/s Penguin Trading Agency Ltd and The General Secretary, Sundargarh and Keonjhar Districts Mazdoor Union, Barbil before RLC(C), Rourkela. As a result of this settlement **19** workmen were reinstate in their job.
- 228. Memorandum of Settlement** was signed on **31.07.2024** between M/s SRG Earth Resources (P) Ltd., Contractor of Rourkela Steel Plant Vrs. The General Secretary, Sundargarh Industrial Shramik Sabha, Rourkela before RLC(C), Rourkela. As a result of this settlement **108** workmen **get monetary benefit of Rs 3575291/-**.
- 229. Memorandum of Settlement** was signed on **04.07.2024** between Ms Pallavi Sharma Vs Kamthean Security Contractor of NIT Raipur before Dy CLC(C), Raipur. As a result of this settlement Ms Pallavi Sharma Reinstated in her job.
- 230. Memorandum of Settlement** was signed on **09.07.2024** between M/s JB Traders and Hemashankar, Babulal, Vanikumar and Jhamman Lal before ALC(C), Raipur. As a result of this settlement **4** workmen **get monetary benefit of Rs 32000/-**.

231. **Memorandum of Settlement** was signed on **10.07.2024** between M/s Hexanet Infra Solutions Pvt Ltd., Contactor engaged by M/s Vodafone idea Limitd and Kerala Samsthana Mobile Phone Tower Employees Union (CITU) before RLC(C), Cochin. As a result of this settlement **25** workmen **get monetary benefit of Rs 1650000/-**.
232. **Memorandum of Settlement** was signed on **08.07.2024** between Shri K K Alias, Engineering Contractor engaged by M/s Kochi Salem Pipeline Pvt Ltd-LPG Bottling Plant, Udayamperoor and Kerala Petroleum & Gas Worker's Union (CITU) & IOC INTUC before RLC(C), Cochin. As a result of this settlement **2** workmen **get monetary benefit of Rs 72000/-**.
233. **Memorandum of Settlement** was signed on **01.07.2024** between HOC Contractor Association, Contractor engaged by M/s HOC Ltd and Cochin Refineries General Worker's Congress (INTUC) before RLC(C), Cochin. As a result of this settlement **100** workmen **get monetary benefit of Rs 93600000/-**.
234. **Memorandum of Settlement** was signed on **01.07.2024** between Regional Contractors Association, BPCL-Kochi Refinery Contractors engaged by M/s BPCL-Kochi Refinery and Cochin Refineries General Worker's Congress (INTUC) before RLC(C), Cochin. As a result of this settlement **500** workmen **get monetary benefit of Rs 46800000/-**.
235. **Memorandum of Settlement** was signed on **02.07.2024** between Preman P C., Kanpur against the management of M/s PA Star Security Services, Contractor engaged by M/s Reliance Jio before RLC(C), Cochin. As a result of this settlement **1** workman **get monetary benefit of Rs 33420/-**.
236. **Memorandum of Settlement** was signed on **02.07.2024** between Shri Purushottaman C.K., Kanpur against the management of M/s PA Star Security Services, Contractor engaged by M/s Reliance Jio before RLC(C), Cochin. As a result of this settlement **1** workman **get monetary benefit of Rs 33420/-**.
237. **Memorandum of Settlement** was signed on **29.07.2024** between the management of M/s N A Distributors, Wayanad Contractor engaged by M/o IOCL Irumpalam and Kerala Petroleum & Gas Worker's Union (CITU) over a charter of demands before RLC(C), Cochin. As a result of this settlement **21** workmen **get monetary benefit of Rs 5670000/-**.
238. **Memorandum of Settlement** was signed on **12.07.2024** between M/s MESCO Ltd contractor of IOCL, Gujarat Refinery, Vadodara and Mr. Rajendra Singh Rajput and other contract workmen over non-payment of dues before RLC(C), Vadodara. As a result of this settlement **37** workmen **get monetary benefit of Rs 2066706/-**.
239. **Memorandum of Settlement** was signed on **12.07.2024** between M/s Toyo Engineering Ltd. contractor of IOCL, Gujarat Refinery, Vadodara and Shri Ritesh bhai Parmar and other contract workmen over non-payment of dues before RLC(C), Vadodara. As a result of this settlement **42** workmen **get monetary benefit of Rs 1271811/-**.
240. **Memorandum of Settlement** was signed on **22.07.2024** between M/s Guruji Infrastructure Pvt Ltd contractor

- of Sardar Vallabhbhai National Institute of Technology, Surat and Jayeshkumar Naginbhai Rathod and other contract workmen over re-engagement and non-payment of dues before RLC(C), Vadodara. As a result of this settlement **71 workmen get monetary benefit of Rs 3327912/-.**
241. **Memorandum of Settlement** was signed on **23.07.2024** between OT Technical Staff Associates Vs. PGIMER before RLC(C), Chandigarh. As a result of this settlement **90 workmen get monetary benefit of approx. 1.5 crore.**
242. **Memorandum of Settlement** was signed on **18.07.2024** between Tata Air India Ltd and CITU before Dy CLC(C), Kolkata. As a result of this settlement **7 workmen get monetary benefit of Rs. 5554920/-.**
243. **Memorandum of Settlement** was signed on **18.07.2024** between UCO Bank and UCO Bank Staff Union (BPBEA & AIUCBEF) before Dy CLC(C), Kolkata. As a result of this settlement **27 workmen get monetary benefit of Rs. 162000/-.**
244. **Memorandum of Settlement** was signed on **29.07.2024** between M/s Financial Software & Systems Pvt Ltd., Contractor engaged by IDBI Bank and BPBCEA before Dy CLC(C), Kolkata. As a result of this settlement **20 workmen get monetary benefit of Rs. 2500000/-**
245. **Memorandum of Settlement** was signed on **23.07.2024** between M/s Security & Personnel Services Systems Pvt Ltd., Contractor engaged by UCO Bank and UCO Bank before RLC(C), Kolkata. As a result of this settlement **12 workmen were reinstated in job.**
246. **Memorandum of Settlement** was signed on **24.07.2024** between M/s Oceanland Shipping Pvt Ltd and Calcutta Port Shramik Janat Panchyat, Kolkata before ALC(C)-II, Kolkata. As a result of this settlement **33 workmen get monetary benefit of Rs. 3304944/-.**
247. **Memorandum of Settlement** was signed on **01.07.2024** between M/s Khajababa Construction and workers before ALC(C)-II, Kolkata. As a result of this settlement **14 workmen get monetary benefit of Rs. 705600/-.**
248. **Memorandum of Settlement** was signed on **02.07.2024** between AVR Storage Tank Terminals Pvt Ltd and workers before ALC(C)-II, Kolkata. As a result of this settlement **31 workmen get monetary benefit of Rs. 1674000/-.**  
**Memorandum of Settlement** was signed on **10.07.2024** between M/s FSS & IDBI Bank and workers before ALC(C)-II, Kolkata. As a result of this settlement **26 workmen get monetary benefit of Rs. 3250000/-.**
249. **Memorandum of Settlement** was signed on **26.07.2024** between E J Area of M/s BCCL and United Coal Workers Union before RLC(C), Dhanbad. As a result of this settlement **01 workman get monetary benefit of Rs. 61793/-.**
250. **Memorandum of Settlement** was signed on **18.07.2024** between Kusunda Area of BCCL and Rashtriya Mazdoor Union before ALC(C)-I, Dhanbad. As a result of this settlement **01 workman get benefitted.**
251. Proposed Nationwide Strike by All India Punjab & Sind Bank Staff Organisation at Punjab & Sind Bank averted. Due to effective conciliation the dispute was

- resolved and settled by Dr. R.G. Meena, Dy. Chief Labour Commissioner (C), New Delhi result in signing of **Memorandum of Settlement dated 20.08.2024** through which 222 persons got employment for the post of Customer Service Associates in the Punjab & Sind Bank and bank management agreed to fill up 522 vacancies for the post of Customer Service Associates through Institute of Banking Personnel Selection (IBPS) in addition to other benefits.
- 252.** **Memorandum of settlement was signed on 06.08.2024** in the matter of All India Strike Notice Served by All India Regional Rural Bank Employees Association, National Federation of RRB Officers, national Federation of RRB Employees and National Federation of RRB Officers against the management of DFS, NABARD, 43 RRBs and 12 Sponsor Banks over the charter of demands. **Due to this Settlement 92000 employees of RRBs sponsored by 12 Nationalized commercial Banks will get benefit of revised pay and allowance w.e.f. 01.11.2022 and financial benefit amounting more than 2709.2 crores.**
- 253.** **Memorandum of Settlement** was signed on **13.08.2024** between Manmohan, Mukesh Kumar, Mukesh Vijay, Bhagchand, Vimala Bai and Shiv Charan before ALC(C), Ajmer. As a result of this settlement **6 workman get monetary benefit of Rs 400000/-.**
- 254.** **Memorandum of Settlement** was signed on **22.08.2024** between Kamal Kumar Mali and Modern Veer Rays Security Force Jaipur before ALC(C), Ajmer. As a result of this settlement **1 worker get monetary benefit of Rs 74622/-.**
- 255.** **Memorandum of Settlement** was signed on **23.08.2024** between M/s Kings Security Guards Services Private Ltd., C/o The DRM Hyderabad South Central Railway, Hyderabad Vs The Railway Contract Workers Union Hyderabad before RLC(C), Hyderabad. As a result of this settlement **68 workers get monetary benefit of Rs 720257/-.**
- 256.** **Memorandum of Settlement** was signed on **20.08.2024** between M/s Ravus Security Housekeeping Agency, contractor of Indian Coast Guard, Visakhapatnam and Midathada Siva Prasad before RLC(C), Visakhapatnam. As a result of this settlement **1 worker get monetary benefit of Rs 25000/-.**
- 257.** **Memorandum of Settlement** was signed on **16.08.2024** between M/s YAK Granites Company and CITU Hanmakonda Zila Committee before ALC(C), Mancherial. As a result of this settlement **65 workers get monetary benefit of Rs 1100000/- and reinstate in their jobs with back wages.**
- 258.** **Memorandum of Settlement** was signed on **12.08.2024** between M/s RKD-Niraj (JV), Contractor of Kolkata Metro Railway and Jai Jawan Azad-E-Hind (LWO) Union before Dy CLC(C), Kolkata. As a result of this settlement **27 workers get monetary benefit of Rs 5500000/-.**
- 259.** **Memorandum of Settlement** was signed on **08.08.2024** between Anirban Transport Services and HDC Contractor's Sramik Union before ALC(C)-II, Kolkata. As a result of this settlement **88 workers get monetary benefit of Rs 7553568/-.**

260. **Memorandum of Settlement** was signed on **29.08.2024** between Petroleum Contract Workers Union and Abhiya Construction (contractor of BPCL) before ALC(C), Mangalore. As a result of this settlement **9 workers get monetary benefit of Rs 212932/-.**
261. **Memorandum of Settlement** was signed on **21.08.2024** between Rangamma & 9 others vs South Western Mining before RLC(C), Bellary. As a result of this settlement **10 workers get monetary benefit of Rs 1054836/-.**
262. **Memorandum of Settlement** was signed on **02.08.2024** between Rangamma & 12 others and Three Star Services Pvt Ltd, contractor of South Western Railway before RLC(C), Bellary. As a result of this settlement **13 workers get reinstated in their job.**
263. **Memorandum of Settlement** was signed on **07.08.2024** between Madras Port and Dock Employees Union Vs Chennai Port Authority before ALC(C)-II, Chennai. As a result of this settlement **1 worker get monetary benefit of Rs 48000.**
264. **Memorandum of Settlement** was signed on **12.08.2024** between Dalmia Cement Bharat Ltd, Dalmaipuram Vs Dalmia Cement National Worker's Union before ALC(C), Puducherry. As a result of this settlement **234 workers get monetary benefit of Rs 21910000/-.**
265. **Memorandum of Settlement** was signed on **29.08.2024** between FCI Shramik Union V/s FCI before ALC(C), Puducherry. As a result of this settlement **36 workers get service benefitted.**
266. **Memorandum of Settlement** was signed on **09.08.2024** between Shri Amitabh Nath, Ex- Office Assistant -Vs- The General Manager, Mizoram Rural Bank before ALC(C), Silichar. As a result of this settlement **1 worker gets benefitted of Rs 43589/-.**
267. **Memorandum of Settlement** was signed on **01.08.2024** between Shri Laxmi Narayan, Khilendra Sahu, Vinod Kumar and Tulram Vs M/s JB Traders before ALC(C), Raipur. As a result of this settlement **4 workers get monetary benefit of Rs 32000/-.**
268. **Memorandum of Settlement** was signed on **05.08.2024** between AIIMS Outsourcing Employees Union Vs M/s Intelligence Security AIIMS before ALC(C), Raipur. As a result of this settlement **1 workers get benefitted.**
269. **Memorandum of Settlement** was signed on **30.08.2024** between M/s Kandol Transport Limited Contractor of Kurmitar Iron Ore Mines of MOC Limited. Vrs The General Secretary North Orissa Workers Union, Rourkela before RLC(C), Rourkela. As a result of this settlement **39 workers get monetary benefit of Rs 215000/-.**
270. **Memorandum of Settlement** was signed on **30.08.2024** between M/s Asha Erectors Contractor of Rourkela Steel Plant, SAIL, Rourkela Vrs The Secretary Gangpur Mazdoor Monch, Rourkela before RLC(C), Rourkela. As a result of this settlement **31 workers get monetary benefit of Rs 1290187/-.**
271. **Memorandum of Settlement** was signed on **12.08.2024** between KMFNU Vrs M/s. KJS Ahluwalia before LEO(C), Barbil. As a result of this settlement **5 workers get monetary benefit of Rs**

- 271629/-.**
272. **Memorandum of Settlement** was signed on **13.08.2024** between Prateeksha Engineering Vrs Sh. Dasarathi Pradhan before LEO(C), Barbil. As a result of this settlement **1 worker gets monetary benefit of Rs 7809/-**
273. **Memorandum of Settlement** was signed on **13.08.2024** between M/s. Leading Construction Vrs Sh. Sumanta Mahapatra before LEO(C), Barbil. As a result of this settlement **1 worker gets monetary benefit of Rs 116700/-.**
274. **Memorandum of Settlement** was signed on **14.08.2024** Singh Electricals Vrs Sh. Royan Munda before LEO(C), Barbil. As a result of this settlement **1 worker gets monetary benefit of Rs 97020/-.**
275. **Memorandum of Settlement** was signed on **22.08.2024** G.S. PEIWU Vrs. M/s. Mahadev Enterprises before LEO(C), Paradip. As a result of this settlement **23 workers get monetary benefit of Rs 1038000/-.**
276. **Memorandum of Settlement** was signed on **16.08.2024** G.S. PIWU Vrd M/s. Tathagata Engineering before LEO(C), Paradip. As a result of this settlement **4 workers get monetary benefit of Rs 380000/-.**
277. **Memorandum of Settlement** was signed on **14.08.2024** Pabitra Parida & 38 others Vrs M/s. Mangala Fabricator before LEO(C), Paradip. As a result of this settlement **39 workers get monetary benefit of Rs 1136033/-.**
278. **Memorandum of Settlement** was signed on **02.08.2024** M/s Song-DA Ritwik (JV), RVNL Package-6, UK Vrs Samvida Shramik Sangh, Uttrakhand in Dehradun region. As a result of this settlement **14 workers get benefitted.**
279. **Memorandum of Settlement** was signed on **23.08.2024** M/s Max HES JV Company Ltd, RVNL Package01 Vrs Samvida Shramik Sangh, Uttrakhand in Dehradun region. As a result of this settlement **20 workers get benefitted.**
280. **Memorandum of Settlement** was signed on **05.08.2024** between M/s Globe Labour & Security Service contractor of Central Goods and Services Tax, Vadodara and Shri Sunil A Solanki over non-payment of dues before the Regional Labour Commissioner (Central), Vadodara. With the intervention and conciliation efforts **1 workman got his dues to the tune of Rs.30000/-.**
281. **Memorandum of Settlement** was signed on **20.08.2024** between URC ( Makarpura) Air Force, Station Vadodara and Shri Arvindbhai Vankar over non-payment of dues before the Regional Labour Commissioner (Central), Vadodara. With the intervention and conciliation wage revision done and concerned workman got dues of wages to the tune of Rs. 401083/-.
282. **Memorandum of Settlement** was signed on **23.08.2024** between NTPC, Jhanor and contractors and Bhartiya karmachari Sangh over charter of demand before the Regional Labour Commissioner (Central), Vadodara. **With the intervention and conciliation efforts 71 workmen re-engaged got their dues of wages to the tune of Rs. 930000/-.**

283. **Memorandum of Settlement was signed on 23.08.2024** between SBI, Amreli and its contractor M/s Singh Vigilance Security Pvt Ltd. , Amreli with Shri Rakesh B Chavda, Amreli over the issue of termination from service before ALC(C), Ahmedabad, **With the intervention reinstatement of one worker.**
284. **Memorandum of Settlement was signed on 23.08.2024** between Dy. Chief Environment and Housekeeping Manager, Kalupur Railway Station Ahmedabad & others and the President Akhil Bharatiya Karmachari Mahasangh, Ahmedabad over the termination from service in respect of Shri Kalubhai and Smt. Savitaben, **with the intervention reinstatement of one worker.**
285. **Memorandum of Settlement** was signed on **27.08.2024** between Sumit Bakshi Vs. MES Ambala before RLC(C), Chandigarh. As a result of this settlement **1 worker get monetary benefit of Rs 200000/-.**
286. **Memorandum of Settlement** was signed on **30.08.2024** between Pooja Vs. SBI before RLC(C), Chandigarh. As a result of this settlement **1 worker get monetary benefit of Rs 316261/-.**
287. **Memorandum of Settlement** was signed on **12.08.2024** between EM's Jitu Construction Vrs Ajay Kumar, Contract worker before RLC(C), Dhanbad. As a result of this settlement **1 worker get monetary benefit of Rs 19700/-.**
288. **Memorandum of Settlement** was signed on **30.08.2024** between M/s Raj Engineering, M/s Pragati Co-operative Labour Contract & Construction Society Ltd, M/s Mega Marketing and M/s Soumen Chaterjee working in Ultratech Cement Ltd, Durgapur Vrs West Bengal Cement Works Contractors Employees Union (CITU) and Ultra Tech Cement Ltd Contractors Workers Union (INTUC) before ALC(C), Raniganj. As a result of this settlement **194 worker get monetary benefit of Rs 1.57 crore.**
289. **Memorandum of Settlement** was signed on **30.08.2024** between Shri Kiran Vs Baroda UP Bank over the matter of reinstatement before RLC(C), Lucknow. As a result of this settlement **1 worker get benefitted.**
290. Proposed one day massive rally and demonstration over charter of demands by All India Railway Track Maintainer Union (AIRTU). Due to effective conciliation the dispute was resolved and settled by Dr. R.G. Meena, Dy. Chief Labour Commissioner (C), New Delhi result in signing of **Memorandum of Settlement dated 29.08.2024** through which 39836 persons got employment for the post of Track Maintainers through Railway Recruitment Boards (RRBs).
291. **Memorandum of Settlement** was signed on **03.09.2024** between M/s Maskat Technologies Pvt Ltd, Contractor engaged by M/s Bharti Airtel Ltd and Bhartiya Prviate Telecom Mazdoor Sangh(BMS) before RLC(C), Cochin. As a result of this settlement **95 workmen get monetary benefit of Rs 1543750/-.**
292. **Memorandum of Settlement** was signed on **02.09.2024** between M/s Nisa Industrial Services Pvt Ltd contractor engaged by M/s Indus towers Ltd and Bhartiya Private Telecom Mazdoor Sangh (BMS) before RLC(C), Cochin. As a result of this settlement **78 workmen get**

- monetary benefit of Rs 1092936/-.
293. **Memorandum of Settlement** was signed on **05.09.2024** between M/s Choza Industrial Caterers, contractor engaged by M/s HPCL, Irumpalam Installation and Kerala Petroleum & Gas Workers Union (CITU) before RLC(C), Cochin. As a result of this settlement **5** workmen **get monetary benefit of Rs 60000/-**.
294. **Memorandum of Settlement** was signed on **05.09.2024** between M/s Alphonic India Pvt Ltd contractor engaged by M/s HPCL, Irumpalam Installation and Kerala Petroleum & Gas Workers Union (CITU) before RLC(C), Cochin. As a result of this settlement **3** workmen **get monetary benefit of Rs 108000/-**.
295. **Memorandum of Settlement** was signed on **05.09.2024** between M/s SA India Resources, contractor engaged by M/s HPCL, Irumpalam Installation and Kerala Petroleum & Gas Workers Union (CITU) before RLC(C), Cochin. As a result of this settlement **3** workmen **get monetary benefit of Rs 108000/-**.
296. **Memorandum of Settlement** was signed on **05.09.2024** between M/s Sigma Infotech, contractor engaged by M/s HPCL, Irumpalam Installation and Kerala Petroleum & Gas Workers Union (CITU) before RLC(C), Cochin. As a result of this settlement **9** workmen **get monetary benefit of Rs 216000/-**.
297. **Memorandum of Settlement** was signed on **06.09.2024** between M/s Pace Power System Pvt Ltd and Kerala Samsthana Mobile Phone Tower Employees Union(CITU) before RLC(C), Cochin. As a result of this settlement **10** workmen **get monetary benefit of Rs 130000/-**.
298. **Memorandum of Settlement** was signed on **06.09.2024** between M/s Intelux Electronics Pvt Ltd and Kerala Samsthana Mobile Phone Tower Employees Union(CITU) before RLC(C), Cochin. As a result of this settlement **10** workmen **get monetary benefit of Rs 70000/-**.
299. **Memorandum of Settlement** was signed on **05.09.2024** between M/s Seelakshmi Enterprises Pvt Ltd, M/s Henry and Farad Private Ltd, M/s Royal Command Protection Group & M/s Unitac Energy Solutions India Pvt Ltd, contractor engaged by M/s Indus Towes, Kochi and Kerala Samsthana Mobile Phone Tower Employees Union(CITU) before RLC(C), Cochin. As a result of this settlement **200** workmen **get monetary benefit of Rs 28500000/-**.
300. **Memorandum of Settlement** was signed on **09.09.2024** between M/s Quebec Communications Private Ltd & M/s SLN Enterprises, contractor engaged by Tata Communication Ltd and Bhartiya Private Telecom Mazdoor Sangh (BMS) before RLC(C), Cochin. As a result of this settlement **60** workmen **get monetary benefit of Rs 810000/-**.
301. **Memorandum of Settlement** was signed on **09.09.2024** between M/s Walsons Facility Solutions Pvt Ltd contractor engaged by M/s Bharit Airtel Pvt Ltd and Bhartiya Private Telecom Mazdoor Sangh (BMS) before RLC(C), Cochin. As a result of this settlement **25** workmen **get monetary benefit of Rs 92500/-**.
302. **Memorandum of Settlement** was

- signed on **09.09.2024** between M/s Hexanet Infra Solutions Pvt Ltd, M/s Nidheeesh Services, contractor engaged by M/s Vodafone Idea Ltd and Kerala Samsthana Mobile Phone Tower Employees Union(CITU) before RLC(C), Cochin. As a result of this settlement **20** workmen **get monetary benefit of Rs 225000/-.**
303. **Memorandum of Settlement** was signed on **09.09.2024** between M/s Hexanet Infra Solutions Pvt Ltd, contractor engaged by M/s Vodafone Idea Ltd and Bhartiya Private Telecom Mazdoor Sangh (BMS) before RLC(C), Cochin. As a result of this settlement **35** workmen **get monetary benefit of Rs 393750/-.**
304. **Memorandum of Settlement** was signed on **09.09.2024** between M/s Quebec Communications Private Ltd & M/s SLN Enterprises, contractor engaged by Tata Communication Ltd and Kerala Samsthana Mobile Phone Tower Employees Union(CITU)before RLC(C), Cochin. As a result of this settlement **21** workmen **get monetary benefit of Rs 283500/-.**
305. **Memorandum of Settlement** was signed on **13.09.2024** between Telecrats India Private Ltd, contractor engaged by M/s Jio Communication Ltd and Bhartiya Private Telecom Mazdoor Sangh (BMS) before RLC(C), Cochin. As a result of this settlement **610** workmen **get monetary benefit of Rs 9455000/-.**
306. **Memorandum of Settlement** was signed on **19.09.2024** between M/s HHA Tank Terminal Pvt Ltd, contractor engaged by M/s IOCL Cochin Terminal, Irumpanam and Kerala Petroleum & Gas Workers Union (CITU) before RLC(C), Cochin. As a result of this settlement **18** workmen **get monetary benefit of Rs 8640000/-.**
307. **Memorandum of Settlement** was signed on **19.09.2024** between M/s RK Engineering Contractor, contractor engaged by M/s IOCL LPG Bottling Plant, Udayamperoor and Kerala Petroleum & Gas Workers Union(CITU) before RLC(C), Cochin. As a result of this settlement **3** workmen **get monetary benefit of Rs 324000/-.**
308. **Memorandum of Settlement** was signed on **19.09.2024** between M/s Western Interior Designers and Marine Contractor, contractor engaged by M/s IOCL Cochin Terminal, Irumpanam and Kerala Petroleum & Gas Workers Union (CITU) before RLC(C), Cochin. As a result of this settlement **2** workmen **get monetary benefit of Rs 216000/-**
09. **Memorandum of Settlement** was signed on **20.09.2024** between M/s Ascend Telecom Infrastructure Pvt Ltd, contractor engaged by M/s Radha Bhargvi Telecom Solutions and Bhartiya Private Telecom Mazdoor Sangh (BMS) before RLC(C), Cochin. As a result of this settlement **19** workmen **get monetary benefit of Rs 2907000/-.**
310. **Memorandum of Settlement** was signed on **23.09.2024** between M/s Royal Command Protection Group, contractor engaged by M/s Tower Vision India Pvt Ltd and Bhartiya Private Telecom Mazdoor Sangh (BMS) before RLC(C), Cochin. As a result of this settlement **25** workmen **get monetary benefit of Rs 3825000/-.**
311. **Memorandum of Settlement** was

- signed on **09.09.2024** between M/s Bird World Wide Flight Services(I) Pvt Ltd Vs Kerala Civil Aviation Congress (INTUC), CIAL Contract Employees Union (CITU) before ALC(C), Ernakulam. As a result of this settlement **750** workmen **get monetary benefit of Rs 1500000/-.**
312. **Memorandum of Settlement** was signed on **12.09.2024** between Thomas AABASOFT Technologies Pvt Ltd and Kerala Civil Aviation Congress (INTUC) before ALC(C), Ernakulam. As a result of this settlement **12** workmen **get monetary benefit of Rs 24000/-.**
313. **Memorandum of Settlement** was signed on **11.09.2024** between Jaipal & others Vrs DPs NTPC, Dadri before RLC(C), Noida over the issue of DA arrear. As a result of this settlement **9** workmen get benefitted.
314. **Memorandum of Settlement** was signed on **11.09.2024** between Rishipal Vrs Tiger Force Security & ICAI before RLC(C), Noida. As a result of this settlement **1** workman reinstate in job.
315. **Memorandum of Settlement** was signed on **27.09.2024** between Hindustan Zinc Ltd Udaipur and Hindustan Zinc Workers Federation, Udaipur before Dy CLC(C), Ajmer. As a result of this settlement **9500 (approx.)** workmen **get monetary benefit of Rs 1050000000/-.**
316. **Memorandum of Settlement** was signed on **11.09.2024** between Ashok Kumar Vs HDFC Bank before ALC(C), Ajmer. As a result of this settlement **1** workman reinstate in job.
317. **Memorandum of Settlement** was signed on **03.09.2024** between Ultratech Nathdwara Cement Sharmik Sangh Vs Darshan Lal, contractor before ALC(C), Ajmer. As a result of this settlement **1138** workmen **get monetary benefit of Rs 13524000/-.**
318. **Memorandum of Settlement** was signed on **11.09.2024** between Ultratech Nathdwara Cement Sharmik Sangh Vs Chulgiri Enterprises Pvt Ltd before ALC(C), Ajmer. As a result of this settlement **285** workmen **get monetary benefit of Rs 185250/-.**
319. **Memorandum of Settlement** was signed on **18.09.2024** between M/s Kogta Finance India Limited, Rajgarh Vs Seepak Kushwah before RLC(C), Bhopal. As a result of this settlement **1** workman **get monetary benefit of Rs 45200/-.**
320. **Memorandum of Settlement** was signed on **24.09.2024** between M/s Dynamic Enterprise Vrs East Coast Railway Contract Shramik Union before Dy CLC(C), Bhubaneswar. As a result of this settlement **400** workmen **get monetary benefit of Rs 10700000/-.**
321. **Memorandum of Settlement** was signed on **17.09.2024** between KCCL Vrs KMFNU before LEO(C), Barbil. As a result of this settlement **1** workman **get monetary benefit of Rs 50000/-.**
322. **Memorandum of Settlement** was signed on **10.09.2024** between URKU Vs DRM, NE Railway, Lucknow before RLC(C), Kanpur over the matter of pay fixation. As a result of this settlement **2** workmen **get benefitted.**
323. **Memorandum of Settlement** was signed on **18.09.2024** between Thermal Power House Constr Thekedar

- Karmchari Sangh Unchahar Raebareli Vs MCF Raebareli and its contractor M/s Shakti Tour & Travel before RLC(C), Kanpur. As a result of this settlement **1 workman get monetary benefit of Rs 15000/-.**
324. **Memorandum of Settlement** was signed on **23.09.2024** between Bhartiya Khadya Nigam Karmchari Sangh Vs FCI Lucknow before RLC(C), Kanpur over the matter of overtime allowance.
325. **Memorandum of Settlement** was signed on **23.09.2024** between Bhartiya Khadya Nigam Karmchari Sangh Vs FCI Lucknow before RLC(C), Kanpur over the matter of transfer of employees/union members.
326. **Memorandum of Settlement** was signed on **30.09.2024** between Bhavini Employees Union Vs Bhavini before ALC(C)-I, Chennai. As a result of this settlement **2000 workmen get monetary benefit of Rs 2400000/-.**
327. **Memorandum of Settlement** was signed on **30.09.2024** between Tamil Nadu Atomic Power Employees Union Vs Madras Atomic Power Station and General Service Organization before ALC(C)-I, Chennai. As a result of this settlement **4500 workmen get monetary benefit of Rs 5400000/-.**
328. **Memorandum of Settlement** was signed on **23.09.2024** between Indian Bank Employees Unions Vs Indian Bank before ALC(C)-II, Chennai.
329. **Memorandum of Settlement** was signed on **25.09.2024** between Minjur Paguthi Pothu Thozhilalar Sangam Vs Kamarjar Port Trust/JSW coal Terminal Pvt Ltd/Mohan Contractor before ALC(C)-II, Chennai.
330. **Memorandum of Settlement** was signed on **25.09.2024** between Tamil Nadu Petroleum and Gas Workers Union Vs De-pestar Company/Bharath Petroleum Corporation Ltd LPG Bottling Plant/Makeen Energy before ALC(C)-II, Chennai. As a result of this settlement **78 workmen get monetary benefit of Rs 9966528/-.**
331. **Memorandum of Settlement** was signed on **11.09.2024** between Indian Bank, Chennai Vs India Bank Employees Unions Chennai before ALC(C), Puducherry. As a result of this settlement **1 workman get monetary benefit of Rs 274288/-.**
332. **Memorandum of Settlement** was signed on **19.09.2024** between Bhilai Shramik Sabha Vs CISS Security Ltd before ALC(C), Raipur. As a result of this settlement **1 workman get monetary benefit of Rs 25000/-.**
333. **Memorandum of Settlement** was signed on **19.09.2024** between Shri Parsuram and 12 others Vs JB Traders before ALC(C), Raipur. As a result of this settlement **13 workmen get monetary benefit of Rs 104000/-.**
334. **Memorandum of Settlement** was signed on **19.09.2024** between IDBI before RLC(C), Bellary over the matter of transfer. As a result of this settlement **1 workman get benefitted.**
335. **Memorandum of Settlement** was signed on **05.09.2024** between IDBI Bank Kolkata, M/s Financial Software System Pvt Ltd (Contractor of IDBI Bank) Vs Bank Employees' Federation West Bengal before Dy CLC(C), Kolkata. As a result of this settlement **1 workman get monetary benefit of Rs 104000/-.**

- this settlement **24** workmen get monetary benefit of Rs **3000000/-**.
336. **Memorandum of Settlement** was signed on **05.09.2024** between Shri Supriyo Dey and Surajit Khan Vs M/s Prabhu Nath Singh before ALC(C)-I, Kolkata. As a result of this settlement **2** workmen get monetary benefit of Rs **220000/-**.
337. **Memorandum of Settlement** was signed on **05.09.2024** between Ambuja Cement Contractor Worker Union Vs. Ambuja Cement Ltd., Bathinda before ALC(C), Jalandhar. As a result of this settlement **90** workmen get monetary benefit of Rs **6480000/-**.
338. **Memorandum of Settlement** was signed on **18.09.2024** between Nishan Singh Vs Gateway Distriparks Ltd. before ALC(C), Jalandhar. As a result of this settlement **01** workman **reinstate in job**.
339. **Memorandum of Settlement** was signed on **11.09.2024** between United Forum of We Bankers Vs RM SBI and CM SBI before ALC(C), Chandigarh. As a result of this settlement **01** workman **gets monetary benefit of Rs 120000/-**.
340. **Memorandum of Settlement** was signed on **13.09.2024** between Washery Division Sudamdihi, BCCL Vrs United Coal Workers Union before RLC(C), Dhanbad. As a result of this settlement **01** workman **gets monetary benefit of Rs 50000/-**.
341. **Memorandum of Settlement** was signed on **13.09.2024** between Mugma Area of ECL vrs Bihar Colliery Kamgar Union before RLC(C), Dhanbad. As a result of this settlement **22** workmen **get monetary benefit of Rs 213400/-**.
342. **Memorandum of Settlement** was signed on **27.09.2024** between Bank of Baroda Employees Association -Vs-management of Bank of Baroda before RLC(C), Guwahati over the matter of retrenchment. As a result of this settlement **01** workman **gets benefitted**.
343. **Memorandum of Settlement** was signed on **12.09.2024** between Shri Anil Kumar Singha, Survey Enumerator, NSSO(FOD) Silchar -Vs- Dy. Director General, NSSO (FOD), Regional Office, Guwahati before ALC(C), Silichar over the matter of retrenchment. As a result of this settlement **01** workman **gets benefitted**.
344. **Memorandum of Settlement** was signed on **05.09.2024** between Mithani Colliery under Sodepur Area of M/s ECL & Koyala Mazdoor Congress before ALC(C), Asansol over the issue of payment of stoppage of payment of HRA. As a result of this settlement **01** workman **gets benefitted**.
345. **Memorandum of Settlement** was signed on **06.09.2024** between Patmohana Colliery under Sodepur Ara of M/s ECL & Koyala Mazdoor Congress before ALC(C), Asansol over the issue of payment of stoppage of payment of HRA. As a result of this settlement **01** workman **gets benefitted**.
346. **Memorandum of Settlement** was signed on **19.09.2024** between M/s Mukherjee Brothers & M/s Rakesh Enterprise, contractors of Ramnagore Colliery - SAIL before RLC(C), Asansol and Koyala Khadan Thika Shramik Union (WB) over the issue of medical facilities pay slips, PF/pension facilities, proper safety kits, identity card etc. As a result of

- this settlement **85** workmen **get benefitted.**
347. **Memorandum of Settlement** was signed on **25.09.2024** between M/s Shivani Construction (Sub Contractor of ISGEC Heavy Engineering Ltd) Vrs Nand Kumar Mehta Sashi Kumar Prasad, Manmohan Kumar before RLC(C), Patna. As a result of this settlement **03** workmen **get monetary benefit of Rs 105000/-.**
348. **Memorandum of Settlement** was signed on **26.09.2024** between Ravva Contract Employees Union Vs Contractors of M/s Vedanta India Ltd. before Dy CLC(C), Hyderabad. As a result of this settlement **66** workmen **get monetary benefit of Rs 61100000/-.**
349. **Memorandum of Settlement** was signed on **05.09.2024** UCO Bank Employees Association Vs UCO Bank Hyderabad Zone, Hyderabad before RLC(C), Hyderabad. As a result of this settlement **71** workmen **get monetary benefit of Rs 284000/-.**
350. **Memorandum of Settlement** was signed on **26.09.2024** HMT Employees Union Telangana Vs HMT Machine Tools Ltd., Hyderabad before RLC(C), Hyderabad over the matter of service benefit. As a result of this settlement **1** workman gets benefitted.
351. **Memorandum of Settlement** was signed on **04.09.2024** NFC Industrial Workers Union Vs Nuclear Fuel Complex, Hyderabad before ALC(C), Hyderabad. As a result of this settlement **59** workmen **get monetary benefit of Rs 3720304/-.**
352. **Memorandum of Settlement** was signed on **19.09.2024** All India Ex-Servicemen Bank Employees Federation Vs Indian Overseas Bank, Vijayawada before ALC(C), Vijaywada over the matter of service benefit. As a result of this settlement **1** workman gets benefitted.
353. **Memorandum of Settlement** was signed on **16.10.2024** between India Trade Promotion Organization Employees Union and the management of India Trade Promotion Organization over the charter of demands before Dy CLC(C), New Delhi. As a result of this settlement **360** workmen **get monetary benefit of Rs 40000000/-.**
354. **Memorandum of Settlement** was signed on **23.10.2024** between Indian Airports Kamgar Union and Airport Authority of India before Dy CLC(C), New Delhi. As a result of this settlement **5000** employees of Airport Authority of India **got monetary benefit of Rs 180000000/-.**
355. **Memorandum of Settlement** was signed on **03.10.2024** between M/s ASI Limited V/s Rashtriya Mazdoor Sangh before ALC(C), Kota. As a result of this settlement **1200** workmen **get benefitted.**
356. **Memorandum of Settlement** was signed on **08.10.2024** between M/s Goodwill Stone V/s Rashtriya Mazdoor Sangh before ALC(C), Kota over the matter of bonus for the year 2023-24 @17.75%. As a result of this settlement **48** workmen **get benefitted.**
357. **Memorandum of Settlement** was signed on **08.10.2024** between M/s Chauhan Minerals V/s Rashtriya Mazdoor Sangh before ALC(C), Kota

- over the matter of bonus for the year 2023-24 @17 %. As a result of this settlement **40** workmen **get benefitted**.
358. **Memorandum of Settlement** was signed on **08.10.2024** between M/s P.C. Bangur V/s Rashtriya Mazdoor Sangh before ALC(C), Kota over the matter of bonus for the year 2023-24 @13.50%. As a result of this settlement **85** workmen **get benefitted**.
359. **Memorandum of Settlement** was signed on **08.10.2024** between Shrinath Enterprises V/s Rashtriya Mazdoor Sangh before ALC(C), Kota over the matter of bonus for the year 2023-24 @13%. As a result of this settlement **42** workmen **get benefitted**.
360. **Memorandum of Settlement** was signed on **08.10.2024** between Shri Gurjiv Singh Mines Owner V/s Rashtriya Mazdoor Sangh before ALC(C), Kota over the matter of bonus for the year 2023-24 @17%. As a result of this settlement **42** workmen **get benefitted**.
361. **Memorandum of Settlement** was signed on **08.10.2024** between Shri Damonjot Singh V/s Rashtriya Mazdoor Sangh before ALC(C), Kota over the matter of bonus for the year 2023-24 @16%. As a result of this settlement **22** workmen **get benefitted**.
362. **Memorandum of Settlement** was signed on **08.10.2024** between Shri Zugal Kisore V/s Rashtriya Mazdoor Sangh before ALC(C), Kota over the matter of bonus for the year 2023-24 @16%. As a result of this settlement **28** workmen **get benefitted**.
363. **Memorandum of Settlement** was signed on **08.10.2024** between M/s Sunrise Stone V/s Rashtriya Mazdoor Sangh before ALC(C), Kota over the matter of bonus for the year 2023-24 @14%. As a result of this settlement **48** workmen **get benefitted**.
364. **Memorandum of Settlement** was signed on **21.10.2024** between Shri Imran Khan Vs M/s Jai Trishul & BSP before ALC(C), Raipur as a result of this settlement **1** workman **get reinstated**.
365. **Memorandum of Settlement** was signed on **17.10.2024** between Chhattisgarh Cement and Khadan Employees Union Vs M/s Maharaja Group Associates, UTCL Rawan before ALC(C), Raipur. As a result of this settlement **39** workmen **got monetary benefit of Rs 700000/-**.
366. **Memorandum of Settlement** was signed on **29.10.2024** between Shri Pawan Mourya V/s MVIS & BSP before ALC(C), Raipur. As a result of this settlement **01** workman **get monetary benefit of Rs 35000/-**.
367. **Memorandum of Settlement** was signed on **29.10.2024** between Shri Sajan Yadav V/s MVIS & BSP before ALC(C), Raipur. As a result of this settlement **01** workman **get monetary benefit of Rs 15000/-**.
368. **Memorandum of Settlement** was signed on **29.10.2024** between Shri Rajesh Mandle V/s MVIS & BSP before ALC(C), Raipur. As a result of this settlement **01** workman **get monetary benefit of Rs 16000/-**.
369. **Memorandum of Settlement** was signed on **29.10.2024** between Shri Mahendra Kumar V/s MVIS & BSP before ALC(C), Raipur. As a result of this

- settlement **01** workman get monetary benefit of Rs **15000/-.**
370. **Memorandum of Settlement** was signed on **29.10.2024** between Shri Rahul Kumar V/s MVIS & BSP before ALC(C), Raipur. As a result of this settlement **01** workman get monetary benefit of Rs **12000/-.**
371. **Memorandum of Settlement** was signed on **29.10.2024** between Shri G. Suresh Babu V/s MVIS & BSP before ALC(C), Raipur. As a result of this settlement **01** workman get monetary benefit of Rs **18000/-.**
372. **Memorandum of Settlement** was signed on **29.10.2024** between Shri Dudhaditya Sahoo V/s MVIS & BSP before ALC(C), Raipur. As a result of this settlement **01** workman get monetary benefit of Rs **18000/-.**
373. **Memorandum of Settlement** was signed on **29.10.2024** between Shri G Sagar V/s MVIS & BSP before ALC(C), Raipur. As a result of this settlement **01** workman get monetary benefit of Rs **13000/-.**
374. **Memorandum of Settlement** was signed on **23.10.2024** between TPT Democratic Staff Union (CITU) Vs GA Sivani Enterprises, Contractor of M/s PSA Sical Terminal Ltd., Tuticorn-over Bonus for period 2023-24 before RLC(C), Madurai. As a result of this settlement **76** workmen get monetary benefit of Rs **691600/-.**
375. **Memorandum of Settlement** was signed on **23.10.2024** between Tamil Nadu Min Oozhiyar Mathiya Amaippu (CITU) Vs M/s NLC Tamil Nadu Power Ltd., contractors over Bonus for period 2023-24 excluding supervisors before RLC(C), Madurai. As a result of this settlement **1294** workmen get monetary benefit of Rs **17627294/-.**
376. **Memorandum of Settlement** was signed on **23.10.2024** between Tamil Nadu Min Oozhiyar Mathiya Amaippu (CITU) Vs M/s NLC Tamil Nadu Power Ltd., contractors over Bonus for period 2023-24 excluding supervisors before RLC(C), Madurai. As a result of this settlement **262** workmen get monetary benefit of Rs **2180624/-.**
377. **Memorandum of Settlement** was signed on **09.10.2024** between Union Bank Employees' Union Vs Union Bank of India before ALC(C)-II, Chennai. As a result of this settlement **1** workman get benefitted.
378. **Memorandum of Settlement** was signed on **22.10.2024** between Tamil Nadu Kanima Niruvanam Uzhiyargal Sangam Vs Tamil Nadu Kanima Niruvanam before ALC(C)-II, Chennai. As a result of this settlement **1** workman get monetary benefit of Rs **100000.**
379. **Memorandum of Settlement** was signed on **08.10.2024** between MP Theka Shramik Mazdoor Congress Vs/ M/s AIIMS before RLC(C), Bhopal. As a result of this settlement **01** workman reinstated.
380. **Memorandum of Settlement** was signed on **08.10.2024** between MP Theka Shramik Mazdoor Congress Vs/ M/s AIIMS before RLC(C), Bhopal. As a result of this settlement **10** workmen reinstated.
381. **Memorandum of Settlement** was signed on **09.10.2024** between Patabeda

- Iron Mines of M/s MGM Minerals Ltd Vrs General Secretary, Keonjhar Mining Workers Union, Barbil before RLC(C), Rourkela. As a result of this settlement **160 workmen get monetary benefit of Rs 11087686/-.**
382. **Memorandum of Settlement** was signed on **09.10.2024** between Patabeda Iron & Mn. Mines of M/s M G Mohanty Vrs General Secretary Keonjhar Mining Forest Workers Union, Barbil before RLC(C), Rourkela. As a result of this settlement **128 workmen get monetary benefit of Rs 584384/-.**
383. **Memorandum of Settlement** was signed on **09.10.2024** between M/s Balaji Mining & Logistics Contractor of Raikela & Tantra Iron Mines of M/s Penguin Trading & Agencies Limited Vrs the General Secretary OMWU before RLC(C), Rourkela. As a result of this settlement **14 workmen get monetary benefit of Rs 548473/-.**
384. **Memorandum of Settlement** was signed on **09.10.2024** between M/s Naaraayani Minerals Private Limited, Contractor of Raikela & Tantra Iron Mines of M/s Penguin Trading & Agencies Limited. Vrs The General Secretary OMWU before RLC(C), Rourkela. As a result of this settlement **136 workmen get monetary benefit of Rs 5400909/-.**
385. **Memorandum of Settlement** was signed on **09.10.2024** between M/s Raikela & Tantra Iron Mines of M/s Penguin Trading & Agencies Limited Vrs the General Secretary OMWU before RLC(C), Rourkela. As a result of this settlement **17 workmen get monetary benefit of Rs 494771/-.**
386. **Memorandum of Settlement** was signed on **09.10.2024** between M/s S.K. Pati, Contractor of M/s Raikela & Tantra Iron Mines of M/s Penguin Trading & Agencies Limited. Vrs General Secretary OMWU before RLC(C), Rourkela. As a result of this settlement **19 workmen get monetary benefit of Rs 644109/-.**
387. **Memorandum of Settlement** was signed on **09.10.2024** between M/s Taj Construction, Contractor of M/s Raikela & Tantra Iron Mines of M/s Penguin Trading & Agencies Limited Vrs General Secretary OMWU before RLC(C), Rourkela. As a result of this settlement **38 workmen get monetary benefit of Rs 1109649/-.**
388. **Memorandum of Settlement** was signed on **09.10.2024** between Shri Barfani Security Services Contractor of Kalta Iron Ore Mines of SAIL, Rourkela Steel Plant. Vrs General Secretary Sundargarh Industrial Shramik Sabha before RLC(C), Rourkela. As a result of this settlement **28 workmen get benefited.**
389. **Memorandum of Settlement** was signed on **09.10.2024** between Shri T.Surya Narayan Reddy Contractor of NHAI Vrs General Secretary Sundargarh Industrial Shramik Sabha before RLC(C), Rourkela. As a result of this settlement **29 workmen get benefited.**
390. **Memorandum of Settlement** was signed on **09.10.2024** between KMFNU Vs. Checkmate Securities before LEO(C), Barbil. As a result of this settlement **4 workmen get monetary benefit of Rs 240240/-.**
391. **Memorandum of Settlement** was signed on **09.10.2024** between KMFNU Vrs KCCL before LEO(C), Barbil. As a

- result of this settlement **54** workmen **get benefited.**
- 392. Memorandum of Settlement** was signed on **15.10.2024** between M/s Navyuga Engineering Co Ltd, RVNL Package-3, UK Vrs Samvida Shramik Sangh Uttrakhand before RLC(C), Dehradun over the matter of promotion. As a result of this settlement **14** workmen **get benefited.**
- 393. Memorandum of Settlement** was signed on **17.10.2024** between M/s Megha Engineering Ltd, RVNL Package-8, UK Vrs Samvida Shramik Sangh Uttrakhand before RLC(C), Dehradun over the matter of promotion. As a result of this settlement **05** workmen **get benefited.**
- 394. Memorandum of Settlement** was signed on **24.10.2024** between Manoranjan Deka (Contractor) -Vs- Ratul Das & 3 Othrs before RLC(C), Guwahati over the matter of reinstatement. As a result of this settlement **04** workmen **get monetary benefit of Rs 40000/-.**
- 395. Memorandum of Settlement** was signed on **25.10.2024** between Numaligarh Refinery Greater Workers Union -Vs- BPCL, Numaligarh before RLC(C), Dibrugarh. As a result of this settlement **27** workmen **get monetary benefit of Rs 194000/-.**
- 396. Memorandum of Settlement** was signed on **03.10.2024** between M/s Amit Sharma (contractor of IOCL Lube Blending Plant, Kolkata) and M/s Indian Oil Blending Ltd., Employees & Contractor Labour Union before RLC(C), Kolkata. As a result of this settlement **44** workmen **get monetary benefit of Rs 1249494/-**
- 397. Memorandum of Settlement** was signed on **23.10.2024** between M/s Commando Division (Contractor of CGHS) and Kolkata Zilla Security & Allied Services Workmen Union before ALC(C), Kolkata-1 over the matter of reinstatement. As a result of this settlement **03** workmen **get benefited.**
- 398. Memorandum of Settlement** was signed on **01.10.2024** between M/s lion India Ltd (Contractor of SBI) and Bank Employees Union Forum before ALC(C), Kolkata-I. As a result of this settlement **4** workmen **get monetary benefit of Rs 125000/-.**
- 399. Memorandum of Settlement** was signed on **01.10.2024** between M/s Hi Tel (Contractor of Vodafone Idea Ltd) and ABCSWU & PCSMWU before ALC(C), Kolkata-I. As a result of this settlement **15** workmen **get benefited.**
- 400. Memorandum of Settlement** was signed on **28.10.2024** between M/s Aegis Vopak Terminals Ltd and SMPK (Haldia Dock Complex) Trinmool Contractors Workers Union before ALC(C), Kolkata-II. As a result of this settlement **11** workmen **get monetary benefit of Rs 451836/-.**
- 401. Memorandum of Settlement** was signed on **28.10.2024** between Narada cement Kamgar Sangh, Naranda Distt Chandrapur Vs M/s N.K. Sharma & Sons, contractor of M/s Dalmia Cement (Bharat) Ltd Chandrapur before ALC(C), Chandrapur. As a result of this settlement **100** workmen **get monetary benefit of Rs 1800000/-.**
- 402. Memorandum of Settlement** was signed on **25.10.2024** between Kusum Vs M/s BMG India Ltd before RLC(C), Chandigarh. As a result of this settlement **01** workman **get benefited.**

403. **Memorandum of Settlement** was signed on **16.10.2024** between Ambuja Cement Karmchari Sangh Vs Ambuja Cement Ltd (Baga) HP before ALC(C), Chandigarh. As a result of this settlement **300 workmen get monetary benefit of Rs 200000/-.**
404. **Memorandum of Settlement** was signed on **24.10.2024** between Shri Mustak Mashi Vs L & T Ltd before ALC(C), Karnal. As a result of this settlement **01 workman get monetary benefit of Rs 452500/-.**
405. **Memorandum of Settlement** was signed on **24.10.2024** between Shri Ranjit Singh Vs L & T Ltd before ALC(C), Karnal. As a result of this settlement **01 workman get monetary benefit of Rs 56000/-.**
406. **Memorandum of Settlement** was signed on **24.10.2024** between Shri Vishwajeet Singh Vs L & T Ltd before ALC(C), Karnal. As a result of this settlement **01 workman get monetary benefit of Rs 77000/-.**
407. **Memorandum of Settlement** was signed on **24.10.2024** between Shri Vikas Vs L & T Ltd before ALC(C), Karnal. As a result of this settlement **01 workman get monetary benefit of Rs 50750/-.**
408. **Memorandum of Settlement** was signed on **24.10.2024** between Shri Bikky Gond Vs L & T Ltd before ALC(C), Karnal. As a result of this settlement **01 workman get monetary benefit of Rs 35000/-.**
409. **Memorandum of Settlement** was signed on **28.10.2024** between Shri Sarup Singh Vs IOCL before ALC(C), Jalandhar. As a result of this settlement **01 workman get monetary benefit of Rs 17000/-.**
410. **Memorandum of Settlement** was signed on **28.10.2024** between Shri Neeraj Kumar Vs IOCL before ALC(C), Jalandhar. As a result of this settlement **01 workman get monetary benefit of Rs 17000/-.**
411. **Memorandum of Settlement** was signed on **28.10.2024** between Shri Balwinder Vs IOCL before ALC(C), Jalandhar. As a result of this settlement **01 workman get monetary benefit of Rs 17000/-.**
412. **Memorandum of Settlement** was signed on **03.10.2024** between Akhil Bhartiya Karmchari Mahasangh Vs DRM, WR, Ahmedabad before RLC(C), Ahmedabad. As a result of this settlement **10 workmen get monetary benefit of Rs 160000/-.**
413. **Memorandum of Settlement** was signed on **03.10.2024** between Akhil Bhartiya Karmchari Mahasangh Vs DRM, WR, Ahmedabad before RLC(C), Ahmedabad. As a result of this settlement **06 workmen get monetary benefit of Rs 99690/-.**
414. **Memorandum of Settlement** was signed on **25.10.2024** between Baroda Mazdoor Sabha Vs M/s Aqua Facility Services Pvt Ltd over the issues of payment of bonus before RLC(C), Vadodara. As a result of this settlement **74 workmen get monetary benefit of Rs 619362/-.**
415. **Memorandum of Settlement** was signed on **07.10.2024** between Shri Anilbhai Chouhan and other workmen engaged in the establishment of IOCL Ltd Gujarat Refinery, Vadodara under M/s

- Bridge and Roof Company (India) Ltd Vs Privartan Mazdoor Sanghthan over the issues of non-payment of wages before RLC(C), Vadodara. As a result of this settlement **20 workmen get monetary benefit of Rs 662599/-.**
416. **Memorandum of Settlement** was signed on **07.10.2024** between Shri Sunil Kumar Prasad and other workmen engaged in the establishment of IOCL Ltd Gujarat Refinery, Vadodara under M/s Bridge and Roof Company (India) Ltd Vs Privartan Mazdoor Sanghthan over the issues of non-payment of wages before RLC(C), Vadodara. As a result of this settlement **12 workmen get monetary benefit of Rs 513405/-.**
417. **Memorandum of Settlement** was signed on **09.10.2024** between Shri Vasant Kumar Nandlal and other workmen engaged in the establishment of M/s Megha Engineering & Infrastructures Ltd (a contractor working under IOCL Ltd Gujarat Refinery, Vadodara) Vs Privartan Mazdoor Sanghthan over the issues of non-payment of wages before RLC(C), Vadodara. As a result of this settlement **03 workmen get monetary benefit of Rs 32798/-.**
418. **Memorandum of Settlement** was signed on **08.10.2024** between Shri Vinot Bharti and other workmen engaged in the establishment of IOCL Ltd Gujarat Refinery, Vadodara under M/s Sandip Nanavati Construction LLP Vs Privartan Mazdoor Sanghthan over the issues of non-payment of wages before RLC(C), Vadodara. As a result of this settlement **02 workmen get monetary benefit of Rs 129295/-.**
419. **Memorandum of Settlement** was signed on **03.10.2024** between Sr Divisional Electrical Engineer, Western Railway, Ahmedabad Vs Union Akhil Bhartiya Karmchari Mahasangh, Ahmedabad before ALC(C), Ahmedabad. As a result of this settlement **01 workman get benefited.**
420. **Memorandum of Settlement** was signed on **07.10.2024** between ADEN/VG, Western Railway, Viramgam Vs Union Akhil Bhartiya Karmchari Mahasangh, Ahmedabad before ALC(C), Ahmedabad. As a result of this settlement **01 workman get benefited.**
421. **Memorandum of Settlement** was signed on **24.10.2024** between Shriram General Insurance Vs Shri Hrtik Vyas before ALC(C), Ahmedabad. As a result of this settlement **01 workman get benefited.**
422. **Memorandum of Settlement** was signed on **15.10.2024** between M/s NTPC Kahalgaon Vrs Central President Jharkhand Mazdoor Klyan Sangh, Godda, before ALC(C), Pakur. As a result of this settlement **400 workmen get monetary benefit of Rs 1000000/-.**
423. **Memorandum of Settlement** was signed on **29.10.2024** between Petroleum General Employees Union Vs M/s SIS Pvt Ltd, contractor of M/s ONGC, before Dy CLC(C), Hyderabad. As a result of this settlement **52 workmen get monetary benefit of Rs 3120000/-.**
424. **Memorandum of Settlement** was signed on **25.10.2024** between Sri Bondala Mohana Babu & Sri Badithaboyina Srinu Vs M/s Wintech Engineering Works, Visakhapatnam, before RLC(C), Visakhapatnam. As a result of this settlement **2 workmen get**

- monetary benefit of Rs 119730/-.**
425. **Memorandum of Settlement** was signed on **23.10.2024** between Sri Chodipalli Mahesh Vs M/s K.S.K.Raju, sub-contractor of L & T Ltd Rambilli (NAOB), Visakhapatnam, before RLC(C), Visakhapatnam. As a result of this settlement **1 workman get monetary benefit of Rs 40000/-.**
426. **Memorandum of Settlement** was signed on **23.10.2024** Ms.K.Kalyani and 29 other workmen Vs Abhipsa Construction, Chinna Ogirala, contractor of NHAI, PIU, Vijayawada, before ALC(C), Vijayawada over the matter of reinstatement. As a result of this settlement **30 workmen get reinstate.**
427. **Memorandum of Settlement** was signed on **03.10.2024** between M/s Quralet Industrial Solutions (P) Ltd contractor engaged at BPCL dept, Cheppad & Kerala Petroleum & Gas Workers Union (CITU), before RLC(C), Cochin. As a result of this settlement **25 workman get monetary benefit of Rs 1500000/-.**
428. **Memorandum of Settlement** was signed on **01.10.2024** between Indian Oil Plant works Union (STU) & Shri Kunjumuhammed, contractor at M/s IOCL Calicut Bottling Plant, before RLC(C), Cochin. As a result of this settlement **42 workman get monetary benefit of Rs 100000/-.**
429. **Memorandum of Settlement** was signed on **01.10.2024** between Kerala State Mobile Tower Workers Union (AITUC) and M/s Blue Ocean Personnel & Allied Service (P) Ltd., M/s Qussar Telecom Consultants (P) Ltd contractor engaged by Nokia Network Ltd, before RLC(C), Cochin. As a result of this settlement **38 workman get monetary benefit of Rs 10927279/-.**
430. **Memorandum of Settlement** was signed on **25.10.2024** M/s Telecrats India (P) Ltd contractor engaged by M/s Reliance Jio Infocomm Ltd & Bhartiya Private Telecom Mazdoor Sangh (BMS), before RLC(C), Cochin. As a result of this settlement **01 workman get reinstate.**
431. **Memorandum of Settlement** was signed on **25.10.2024** between M/s Electroteck Engineers (P) Ltd contractor engaged by M/s BPCL Irumpalam Installation & Kerala Petroleum & Gas Workers Union (CITU), before RLC(C), Cochin. As a result of this settlement **5 workman get monetary benefit of Rs 240000/-.**
432. **Memorandum of Settlement** was signed on **25.10.2024** between M/s Electroteck Engineers (P) Ltd contractor engaged by M/s BPCL CCK Irumpalam Installation & Kerala Petroleum & Gas Workers Union (CITU), before RLC(C), Cochin. As a result of this settlement **13 workman get monetary benefit of Rs 624000/-.**
433. **Memorandum of Settlement** was signed on **28.10.2024** between M/s S. Max India, contractor at IOCL, Indane Bottling Plant, Udayamperoor & Kerala Petroleum & Gas Workers Union (CITU) & IOCL LPG Cylinder Bottling and General Working Congress (INTUC), before RLC(C), Cochin. As a result of this settlement **56 workman get monetary benefit of Rs 672000/-.**
434. **Memorandum of Settlement** was signed on **24.10.2024** between Union Bank of India and Union Bank Employees

- Union, before RLC(C), Trivandrum. As a result of this settlement **18 workman get monetary benefit of Rs 2267205/-.**
435. **Memorandum of Settlement** was signed on **28.10.2024** between TLM Solutions & Services at Air India Hangar & United head Load & General Workers Union, before RLC(C), Trivandrum.
436. **Memorandum of Settlement** was signed on **16.10.2024** between BPCL Kazhakootam & Kerala Petroleum & Gas workers Union, before RLC(C), Trivandrum.
437. **Memorandum of Settlement** was signed on **07.10.2024** between M/s Aravani Advisory (P) Ltd and Smt Shruti Ravi, before ALC(C), Ernakulam. As a result of this settlement **01 workman get benefited.**
438. **Memorandum of Settlement** was signed on **15.10.2024** between M/s Kudumbasree Initiative for Business Solutions and Smt Manju VP, before ALC(C), Ernakulam. As a result of this settlement **01 workman get benefited.**
439. **Memorandum of Settlement** was signed on **25.10.2024** between M/s Interlux Electric (P) Ltd and Kerala Samsthana Mobile Phone Tower Employees Union (CITU), before RLC(C), Trivandrum. As a result of this settlement **83 workman get monetary benefit of Rs 2000000/-.**
440. **Memorandum of Settlement** was signed on **17.10.2024** between Mithani Colliery under Sodepur Area of M/s ECL and Koyala Mazdoor Congress, before ALC(C), Asansol. As a result of this settlement **01 workman get benefited.**
441. **Memorandum of Settlement** was signed on **30.10.2024** between Khas Kajora Colliery under Kajora of M/s ECL & Koyala Mazdoor Congress, before ALC(C), Asansol. As a result of this settlement **01 workman get benefited of Rs 70879/-.**
442. **Memorandum of Settlement** was signed on **08.10.2024** between Baroda UP Bank Employees Union Sultanpur Vs Baroda UP Bank, in Kanpur region over the matter of service condition.
443. **Memorandum of Settlement** was signed on **18.10.2024** between Samvida Avam Asangathit Karmchari Sangh and the M/s Jindal Infrastructure Pvt Ltd over the matter of reinstatement of services of Shri Ram Nath, in Kanpur Region. As a result of this settlement **01 workman get benefited of Rs 65000/-.**
444. **Memorandum of Settlement** was signed on **08.11.2024** between M/s Dinu Electricals, Instrument Work Contractor engaged by M/s BPCL-KR STF, Puthuvyppin and Kerala Pradesh Petroleum & Gas Mazdoor Sangham (BMS) over a charter of demands, before RLC(C), Cochin. As a result of this settlement **03 workman get monetary benefit of Rs 180000/-.**
445. **Memorandum of Settlement** was signed on **12.11.2024** between M/s Sreelakshmi Enterprises Pvt Ltd, M/s Henry and Farad Pvt Ltd, M/s Royal Command Protection Gorup and M/s Unitac Energy Solutions India Pvt Ltd contractor engaged by M/s Indus Towers and their workmen represented by Bhartiya Private Telecom Mazdoor Sangh (BMS) , before RLC(C), Cochin over the issue of long term wages, service agreement. As a result of this settlement

- 258 workman get monetary benefit of Rs 37461600/-.**
446. **Memorandum of Settlement** was signed on **08.11.2024** between M/s Dinu Electricals, Electrical Operation & Maintenance work contractor engaged by M/s BPCL-KR STF- HTPL, Jetty Ernakulam and Kerala Pradesh Petroleum & Gas Mazdoor Sangham (BMS) over a charter of demands for revision of wages and other benefits, before RLC(C), Cochin. As a result of this settlement **03 workmen get monetary benefit of Rs 140400/-**
447. **Memorandum of Settlement** was signed on **01.11.2024** between M/s Sajith Marine Pvt Ltd, Electrical Works Contractor engaged by M/s HPCL Lube, Kadavanthra and Kerala Petroleum & Gas Workers Union (CITU), before RLC(C), Cochin. As a result of this settlement **3 workmen get monetary benefit of Rs 108000/-.**
448. **Memorandum of Settlement** was signed on **01.11.2024** between Shri K G Rajeevan, Loading/unloading works Contractor engaged by M/s HPCL Lube, Kadavanthra and Kerala Petroleum & Gas Workers Union (CITU), before RLC(C), Cochin. As a result of this settlement **10 workmen get monetary benefit of Rs 360000/-.**
449. **Memorandum of Settlement** was signed on **01.11.2024** between Shri N Karthikeyan, Electrical Works Contractor engaged by M/s HPCL Cochin Terminal, Kadavanthra and Kerala Petroleum & Gas Workers Union(CITU), before RLC(C), Cochin. As a result of this settlement **2 workmen get monetary benefit of Rs 72000/-.**
450. **Memorandum of Settlement** was signed on **05.11.2024** between M/s Flying Fire Services, contractor engaged by M/s BPCL STF, Puthuvyypeen and Kerala Petroleum & Gas Workers Union (CITU), before RLC(C), Cochin. As a result of this settlement **15 workmen get monetary benefit of Rs 1620000/-.**
451. **Memorandum of Settlement** was signed on **13.11.2024** between Shri N Bhaskaran, Housekeeping Works contractor engaged by M/s HPCL Kochin Terminal, Kadavanthra and Kerala Petroleum & Gas Workers Union (CITU), before RLC(C), Cochin. As a result of this settlement **5 workmen get monetary benefit of Rs 220000/-.**
452. **Memorandum of Settlement** was signed on **26.11.2024** between M/s Western Interior Designers and Marine Contractors, Housekeeping and Haulage Maintenance Works Contractor engaged by M/s IOCL Feroke Depot, Kozhikode and Kerala Petroleum & Gas Workers Union (CITU), before RLC(C), Cochin. As a result of this settlement **17 workmen get monetary benefit of Rs 3672000/-.**
453. **Memorandum of Settlement** was signed on **26.11.2024** between M/s Western Interior Designers and Marine Contractors, Mechanical and Instrumentation Works Contractor engaged by BPCL LPG Bottling Plant, Ambalamugal and Kerala Petroleum & Gas Workers Union (CITU), before RLC(C), Cochin. As a result of this settlement **10 workmen get monetary benefit of Rs 240000/-.**
454. **Memorandum of Settlement** was signed on **26.11.2024** between M/s Total Care Security, contractor engaged by M/s

- HPCL, Irumpanam Installation and Kerala Petroleum & Gas Workers Union (CITU), before RLC(C), Cochin. As a result of this settlement **06** workmen **get monetary benefit of Rs 216000/-**
455. **Memorandum of Settlement** was signed on **06.11.2024** between Bhartiya Khadya Nigam Karmchari Sand & the management of FCI over the matter of transfer, before RLC(C), Lucknow.
456. **Memorandum of Settlement** was signed on **12.11.2024** between Rashtriya Mazdoor Congress & management of M/s GE Power India Ltd, before RLC(C), Lucknow. As a result of this settlement **01** workman **get monetary benefit of Rs 15000/-**.
457. **Memorandum of Settlement** was signed on **12.11.2024** between Rly Rashtriya Mazdoor Congress & management of M/s Vedanta Enterprises, before RLC(C), Lucknow. As a result of this settlement **02** workmen **get monetary benefit of Rs 8000/-**
458. **Memorandum of Settlement** was signed on **18.11.2024** between Samvida Avam Asangathit Karmchari Sangh and the M/s Jindal Infrastructure Pvt Ltd over the matter of reinstatement of service of Shri Ram Nath, before RLC(C), Lucknow. As a result of this settlement **01** workman **get monetary benefit of Rs 65000/-**.
459. **Memorandum of Settlement** was signed on **22.11.2024** between Abhishek Srivastava and the management of Bajaj Alianz General Insurance over the matter of relieving, before RLC(C), Lucknow.
460. **Memorandum of Settlement** was signed on **22.11.2024** between President, Baroda UP Bank Employees Union Vs HRM, Baroda UP Bank, Pratapgarh, before ALC(C), Allahabad. As a result of this settlement **01** workman **get monetary benefit of Rs 23692/-**.
461. **Memorandum of Settlement** was signed on **25.11.2024** between Mecon Ltd, Ranchi and Mecon Employees Union, before RLC(C), Ranchi. As a result of this settlement **138** workmen **get monetary benefit of Rs 10000000/-**.
462. **Memorandum of Settlement** was signed on **14.11.2024** between Management of Pukti Balihari Area of M/s BCCL, Dhanbad and National Mazdoor Union, before RLC(C), Dhanbad. As a result of this settlement **1** workman **get monetary benefit of Rs 800000/-**
463. **Memorandum of Settlement** was signed on **25.11.2024** between Management of Bastacolla Area of M/s BCCL, Dhanbad and national Mazdoor Union, before RLC(C), Dhanbad. As a result of this settlement **1** workman **get monetary benefit of Rs 40000/-**
464. **Memorandum of Settlement** was signed on **26.11.2024** between Management of Lodna Area of M/s BCCL and United Coal Workers Union, before RLC(C), Dhanbad. As a result of this settlement **1** workman **get monetary benefit of Rs 75000/-**.
465. **Memorandum of Settlement** was signed on **27.11.2024** between Management of E.J. Area of M/s BCCL and United Coal Workers Union, before RLC(C), Dhanbad. As a result of this settlement **1** workman **get monetary benefit of Rs 50000/-**.
466. **Memorandum of Settlement** was signed on **12.11.2024** between

- Management of AMP Colliery under Barora Area of M/s BCCL and United Coal Workers Union, before ALC(C), Dhanbad-II. As a result of this settlement **1 workman get monetary benefit of Rs 100000/-.**
467. **Memorandum of Settlement** was signed on **12.11.2024** between Management of Kharkharee Colliery under Govindpur Area of M/s BCCL and Koyla Ispat Mazdoor Panchayat, before ALC(C), Dhanbad-II. As a result of this settlement **1 workman get monetary benefit of Rs 50000/-.**
468. **Memorandum of Settlement** was signed on **12.11.2024** between Management of Moonidih Project under W.J. Area of M/s BCCL and Koyla Ispat Mazdoor Panchayat, before ALC(C), Dhanbad-II. As a result of this settlement **3 workmen get monetary benefit of Rs 200000/-.**
469. **Memorandum of Settlement** was signed on **19.11.2024** between Management of Uranium Corporation of India Ltd Jaduguda and Jharkhand Theka Mazdoor Union, before ALC(C), Chaibasa. As a result of this settlement **3000 workman get monetary benefit of Rs 15000000/-.**
470. **Memorandum of Settlement** was signed on **29.11.2024** between Management of Mugma Area of M/s ECL, Dhanbad and Koyla Ispat Mazdoor Panchayat, before ALC(C), Dhanbad-I. As a result of this settlement **1 workman get monetary benefit of Rs 38257/-.**
471. **Memorandum of Settlement** was signed on **27.11.2024** between Management of E.J Area of M/s BCCL and Bahujan Mazdoor Union, before ALC(C), Dhanbad-III. As a result of this settlement **1 workman get monetary benefit of Rs 100000/-.**
472. **Memorandum of Settlement** was signed on **28.11.2024** between Management of E.J Area of M/s BCCL and Bihar Colliery Kamgar Union, before ALC(C), Dhanbad-III. As a result of this settlement **1 workman get monetary benefit of Rs 200000/-.**
473. **Memorandum of Settlement** was signed on **28.11.2024** between Management of E.J Area of M/s BCCL and Bihar Colliery Kamgar Union, before ALC(C), Dhanbad-III. As a result of this settlement **1 workman get monetary benefit of Rs 200000/-.**
474. **Memorandum of Settlement** was signed on **08.11.2024** between Management of M/s Chatterjee Cleaning Arts Service Ltd and M/s Kolkata Response Group Pvt Ltd contractor engaged by CITI Bank Vrs Bengal Provincial Bank's Employees' Association before Dy CLC(C), Kolkata. As a result of this settlement **2 workmen get monetary benefit of Rs 610000/-.**
475. **Memorandum of Settlement** was signed on **08.11.2024** between Management of M/s Chatterjee Cleaning Arts Service Ltd and M/s Kolkata Response Group Pvt Ltd contractor engaged by CITI Bank Vrs Bengal Provincial Bank's Employees' Association before Dy CLC(C), Kolkata. As a result of this settlement **32 workmen get monetary benefit of Rs 9760000/-.**
476. **Memorandum of Settlement** was signed on **08.11.2024** between Management of M/s Financial Software System Pvt Ltd contractor engaged by

- IDBI Bank and Paschimbanga Contractors Security & Maintenance Workers Union before Dy CLC(C), Kolkata. As a result of this settlement **23 workmen get monetary benefit of Rs 2625000/-.**
477. **Memorandum of Settlement** was signed on **08.11.2024** between Management of M/s Financial Software System Pvt Ltd contractor engaged by IDBI Bank and All Bengal Contract Security Workers Union before Dy CLC(C), Kolkata. As a result of this settlement **24 workmen get monetary benefit of Rs 3000000/-.**
478. **Memorandum of Settlement** was signed on **08.11.2024** between Management of M/s G4 Secure Solutions (I) Pvt Ltd and KZS&AWU before ALC(C), Kolkata-I. As a result of this settlement **6 workmen get monetary benefit of Rs 210000/-.**
479. **Memorandum of Settlement** was signed on **08.11.2024** between Management of M/s Scientific Security Management Services Pvt Ltd and Security & Allied workers Union, WB before ALC(C), Kolkata-I. As a result of this settlement **1 workman reinstate in job.**
480. **Memorandum of Settlement** was signed on **08.11.2024** between Management of M/s Loknath Security & Bank Employees Federation, WB before ALC(C), Kolkata-I. As a result of this settlement **1 workman reinstate in job.**
481. **Memorandum of Settlement** was signed on **29.11.2024** between Management of M/s Haldia International Container Terminal Pvt Ltd and M/s SMPK (Haldia Dock Complex) Trinamool Contractors Workers Union before ALC(C), Kolkata-II. As a result of this settlement **20 workmen get monetary benefit of Rs 240000/-.**
482. **Memorandum of Settlement** was signed on **07.11.2024** between Management of IMRC- RCMR, Port Blair and S Jyothi before ALC(C), Kolkata-I. As a result of this settlement **1 workman get monetary benefit of Rs 19084/-.**
483. **Memorandum of Settlement** was signed on **28.11.2024** between Tata Electrical contractors of HAL Vrs Nirajan Behera & others before Dy CLC(C), Bhubaneswar. As a result of this settlement **15 workmen get benefitted.**
484. **Memorandum of Settlement** was signed on **28.11.2024** between Kalinga commercial corporation co.ltd Vrs Jurudi Anchalika shramik surakshya committee before Dy CLC(C), Bhubaneswar. As a result of this settlement **30 workmen get monetary benefit of Rs 3483000/-.**
485. **Memorandum of Settlement** was signed on **05.11.2024** between Chagali Sahoo & 15 others Vrs M/s. Sahponji Pallonji & Company Pvt. Ltd before LEO(C), Paradip. As a result of this settlement **16 workmen get monetary benefit of Rs 685106/-.**
486. **Memorandum of Settlement** was signed on **18.11.2024** between G. S. PPMS Union Vrs M/s. Basulei Construction before LEO(C), Paradip. As a result of this settlement **16 workmen get monetary benefit of Rs 2023560/-.**
487. **Memorandum of Settlement** was signed on **20.11.2024** between G.S. PEIW Union Vrs Hi-Point Services Pvt. Ltd before LEO(C), Paradip. As a result of

this settlement **6** workmen **get monetary benefit of Rs 840960/-.**

**488. Memorandum of Settlement** was signed on **20.11.2024** between Satyabrata Malla & 2 others Vrs M/s. Shap Tanks & Structures Pvt. Ltd before LEO(C), Paradip. As a result of this settlement **3** workmen **get monetary benefit of Rs 49665/-.**

**489. Memorandum of Settlement** was signed on **21.11.2024** between Himachal Pradesh Bhawan Avam Sadak Nirman Kamgaar Union, CITU(HP) Vs. Max Infra Limited before ALC(C), Chandigarh. As a result of this settlement **400** workmen **get monetary benefit of Rs 7700000/-.**

**490. Memorandum of Settlement** was signed on **20.11.2024** between Punjab Gramin Bank Vs. Sabka Sainik (Krantikaris) Union Punjab before ALC(C), Jalandhar. As a result of this settlement **68** workmen **get monetary benefit of Rs 6122865/-.**

**491. Memorandum of Settlement** was signed on **26.11.2024** between BHEL Works Contract Shramik Ekta Union Bhopal V/S M/s BHEL, Bhopal before RLC(C), Bhopal. As a result of this settlement **2829** workmen **get monetary benefit of Rs 1285897/-.**

**492. Memorandum of Settlement** was signed on **26.11.2024** between Shri Shiva Sen V/S M/s Max Life Insurance before ALC(C), Shahdol. As a result of this settlement **01** workman **get benefitted.**

**493. Memorandum of Settlement** was signed on **11.11.2024** between The Dalmia Cement Mazdoor Sanghatan, Naranda Distt, Chandrapur Vs M/s N.K. Sharma & Sons, Contractor of M/s

Dalmia Cement (Bharat) Ltd, Chandrapur before ALC(C), Chandrapur. As a result of this settlement **100** workmen **get monetary benefit of Rs 1800000/-.**

**494. Memorandum of Settlement** was signed on **14.11.2024** between Narora Parmanu Vidyut Prayojna Karmchari Union Vs NPCIL before RLC(C), Dehradun over the matter of 2 days special CL.

**495. Memorandum of Settlement** was signed on **13.11.2024** between Food Corporation India Ahmedabad Vs Food Corporation of India Shramik Union before RLC(C), Ahmedabad. As a result of this settlement **01** workman **get benefitted.**

**496. Memorandum of Settlement** was signed on **20.11.2024** between Director, NPCIL, KAPS, Kakrapar vs The General Secretary, Gujarat Shramik Sangathan against Kriti Construction (Contractor) before RLC(C), Vadodara.

**497. Memorandum of Settlement** was signed on **13.11.2024** between SBI Temporary Sub-staff Union & Mgmt of Manjushree Garden Maintenance Services Pvt. Ltd before ALC(C), Hubli. As a result of this settlement **34** workmen **get monetary benefit of Rs 127330/-.**

**498. Memorandum of Settlement** was signed on **20.11.2024** between Vasavadatta Cement Employees General Workers Union & Mgmt of Vasavadatta Cement before ALC(C), Gulbarga. As a result of this settlement **275** workmen **get monetary benefit of Rs 44825000/-.**

**499. Memorandum of Settlement (58 Settlements)** was signed on **20.11.2024**

- between Shri Deva Ram Choudhary and 57 others Vs Central University of Rajasthan Tiger 4 India before ALC(C), Ajmer. As a result of this settlement **80** workmen **get monetary benefit of Rs 765762/-.**
- 500.** **Memorandum of Settlement** was signed on **28.11.2024** between M/s Saif Khan Mine Owner Vs Rashtriya Mazdoor Sangh INTUC before ALC(C), Kota over the matter of bonus for the year 2023-24 @17%. As a result of this settlement **17** workmen get benefitted.
- 501.** **Memorandum of Settlement** was signed on **28.11.2024** between M/s Amzad Khan Mine Owner Vs Rashtriya Mazdoor Sangh INTUC before ALC(C), Kota over the matter of bonus for the year 2023-24 @17%. As a result of this settlement **17** workmen get benefitted.
- 502.** **Memorandum of Settlement** was signed on **28.11.2024** between Sidhi Stone Vs Rashtriya Mazdoor Sangh INTUC before ALC(C), Kota over the matter of bonus for the year 2023-24 @17%. As a result of this settlement **12** workers get benefitted.
- 503.** **Memorandum of Settlement** was signed on **28.11.2024** between M/s Silver Stone Vs Rashtriya Mazdoor Sangh INTUC before ALC(C), Kota over the matter of bonus for the year 2023-24 @17%. As a result of this settlement **15** workers get benefitted.
- 504.** **Memorandum of Settlement** was signed on **21.11.2024** between Mithani Colliery under Sodepur area of ECL & Koyala Mazdoor Congress before ALC(C), Kota over the matter of payment of HRA to Md Shamin.
- 505.** **Memorandum of Settlement** was signed on **18.11.2024** between Sh. Kailash Das, Guwahati -Vs- S S Enterprise, Guwahati before RLC(C), Guwahati. As a result of this settlement **01** workmen **get benefitted.**
- 506.** **Memorandum of Settlement** was signed on **26.11.2024** between Smt. Dipali Basfore, Boko -Vs- B H Enterprise, SBI Contractor, Boko before RLC(C), Guwahati. As a result of this settlement **01** workman **get monetary benefit of Rs 19500/-.**
- 507.** **Memorandum of Settlement** was signed on **11.11.2024** between Numaligarh Refinery Tanker & Truck Driver Union - Vs- BCPL, Numaligarh before RLC(C), Dibrugarh. As a result of this settlement **150** workman **get monetary benefit of Rs 400000/-.**
- 508.** **Memorandum of Settlement** was signed on **08.11.2024** between Shri Tomeshwar Nirmalkar Vs MVIS & BSP before ALC(C), Raipur over the matter of illegal termination. As a result of this settlement **01** workman **get monetary benefit of Rs 18000/-.**
- 509.** **Memorandum of Settlement** was signed on **08.11.2024** between Shri Rakesh Kumar Vs MVIS & BSP before ALC(C), Raipur over the matter of illegal termination. As a result of this settlement **01** workman **get monetary benefit of Rs 15000/-.**
- 510.** **Memorandum of Settlement** was signed on **08.11.2024** between Shri Dushyant Kumar Vs MVIS & BSP before ALC(C), Raipur over the matter of illegal termination. As a result of this settlement **01** workman **get monetary benefit of Rs 16000/-.**

511. **Memorandum of Settlement** was signed on **08.11.2024** between Shri Rajendra Choudhary Vs MVIS & BSP before ALC(C), Raipur over the matter of illegal termination. As a result of this settlement **01 workman get monetary benefit of Rs 18000/-.**
512. **Memorandum of Settlement** was signed on **08.11.2024** between Shri Tarun Kumar Vs MVIS & BSP before ALC(C), Raipur over the matter of illegal termination. As a result of this settlement **01 workman get monetary benefit of Rs 15000/-.**
513. **Memorandum of Settlement** was signed on **08.11.2024** between Shri Shiv Shankar Vs MVIS & BSP before ALC(C), Raipur over the matter of illegal termination. As a result of this settlement **01 workman get monetary benefit of Rs 16000/-.**
514. **Memorandum of Settlement** was signed on **08.11.2024** between Shri Gyaneswar Vs MVIS & BSP before ALC(C), Raipur over the matter of illegal termination. As a result of this settlement **01 workman get monetary benefit of Rs 16000/-.**
515. **Memorandum of Settlement** was signed on **08.11.2024** between Shri Raunak Kumar Vs MVIS & BSP before ALC(C), Raipur over the matter of illegal termination. As a result of this settlement **01 workman get monetary benefit of Rs 35000/-.**
516. **Memorandum of Settlement** was signed on **08.11.2024** between Shri Lokesh Yadav Vs MVIS & BSP before ALC(C), Raipur over the matter of illegal termination. As a result of this settlement **01 workman get monetary benefit of Rs 13000/-.**
517. **Memorandum of Settlement** was signed on **08.11.2024** between Shri Dikesh Kumar Vs MVIS & BSP before ALC(C), Raipur over the matter of illegal termination. As a result of this settlement **01 workman get monetary benefit of Rs 16000/-.**
518. **Memorandum of Settlement** was signed on **08.11.2024** between Shri Sanjay Yadav Vs MVIS & BSP before ALC(C), Raipur over the matter of illegal termination. As a result of this settlement **01 workman get monetary benefit of Rs 16000/-.**
519. **Memorandum of Settlement** was signed on **08.11.2024** between Shri Rajesh Sao Vs MVIS & BSP before ALC(C), Raipur over the matter of illegal termination. As a result of this settlement **01 workman get monetary benefit of Rs 15000/-.**
520. **Memorandum of Settlement** was signed on **08.11.2024** between Shri Govind Thakur Vs MVIS & BSP before ALC(C), Raipur over the matter of illegal termination. As a result of this settlement **01 workman get monetary benefit of Rs 17000/-.**
521. **Memorandum of Settlement** was signed on **08.11.2024** between Shri Nand Kumar Vs MVIS & BSP before ALC(C), Raipur over the matter of illegal termination. As a result of this settlement **01 workman get monetary benefit of Rs 17000/-.**
522. **Memorandum of Settlement** was signed on **08.11.2024** between Shri Yashwant Kumar Vs MVIS & BSP before ALC(C), Raipur over the matter of illegal

- termination. As a result of this settlement **01 workman get monetary benefit of Rs 16000/-.**
523. **Memorandum of Settlement** was signed on **08.11.2024** between Shri Rajkumar Sing Vs MVIS & BSP before ALC(C), Raipur over the matter of illegal termination. As a result of this settlement **01 workman get monetary benefit of Rs 40000/-.**
524. **Memorandum of Settlement** was signed on **13.11.2024** between Hamal Mazdoor Sangh Vs M/s Sarabjeet Hora before RLC(C), Raipur over the matter of illegal termination. As a result of this settlement **01 workman reinstate in job.**
525. **Memorandum of Settlement** was signed on **25.11.2024** between M/s G S Santhal Paragana Udyogic Mazdoor Sangth Vs M/s Eastern India Enterprises before ALC(C), Pakur. As a result of this settlement **61 workman get monetary benefit of Rs 152500/- per month.**
526. **Memorandum of Settlement** was signed on **25.11.2024** between M/s G S M G R Worker Union, Sahebganj Vs M/s Eastern India Enterprises before ALC(C), Pakur. As a result of this settlement **61 workman get monetary benefit of Rs 152500/- per month.**
527. **Memorandum of Settlement** was signed on **06.12.2024** between M/s A&A Associates, contractor engaged by M/s HPCL Kanjikode and Kerala Petroleum & Gas Workers Union (CITU) over a charter of demands, before RLC(C), Cochin. As a result of this settlement **14 workmen get monetary benefit of Rs 252000/-.**
528. **Memorandum of Settlement** was signed on **19.12.2024** between Shri Paulose M.H. Contractor engaged by M/s HPCL – LPG Bottling Plant, Irimpanam and Kerala Petroleum & Gas Workers Union (CITU) over a charter of demands, before RLC(C), Cochin. As a result of this settlement **2 workmen get monetary benefit of Rs 72000/-.**
529. **Memorandum of Settlement** was signed on **03.12.2024** between BOB emp. Asso. MP V/s Bank of Baroda over the service matter, before RLC(C), Bhopal. As a result of this settlement **1 workman get benefitted.**
530. **Memorandum of Settlement** was signed on **27.12.2024** between Sri Simanta Das and Other - Vs- IOCL, Guwahati Refinery over the service condition related matter, before RLC(C), Guwahati. As a result of this settlement **1 workman get benefitted.**
531. **Memorandum of Settlement** was signed on **17.12.2024** between Sr. Divisional Electrical Engineer Western Railway Vs. Akhil Bhartiya Karmachari Mahasangh, before ALC(C), Ahmedabad. As a result of this settlement **1 workman get benefitted.**
532. **Memorandum of Settlement** was signed on **17.12.2024** between ONGC, Mehsana Vs. M/s DB Enterprises Ahmedabad & Glorious Petroleum Mazdoor Sangh, before ALC(C), Ahmedabad. As a result of this settlement **1 workman get benefitted.**
533. **Memorandum of Settlement** was signed on **17.12.2024** between Union Bank of India, Ahmedabad Vs. UBI EU Vadodara, before ALC(C), Ahmedabad. As a result of this settlement **1 workman get monetary benefit of Rs 6750/-.**

534. **Memorandum of Settlement** was signed on **26.12.2024** between New Work Engineering Vs. Mazdoor Parivartan Sangh, before RLC(C), Vadodara. As a result of this settlement **1 workman get monetary benefit of Rs 6886/-.**
535. **Memorandum of Settlement** was signed on **20.12.2024** between Union Bank of India, Surat Vs. UBI EU Vadodara, before RLC(C), Vadodara. As a result of this settlement **1 workman get monetary benefit of Rs 11200/-.**
536. **Memorandum of Settlement** was signed on **20.12.2024** between Union Bank of India, Surat Vs. UBI EU Vadodara, before RLC(C), Vadodara. As a result of this settlement **1 workman get monetary benefit of Rs 19500/-.**
537. **Memorandum of Settlement** was signed on **10.12.2024** between Bridge and Roof Vs. Mazdoor Parivartan Sangh, before RLC(C), Vadodara. As a result of this settlement **3 workmen get monetary benefit of Rs 74064/-.**
538. **Memorandum of Settlement** was signed on **05.12.2024** between Bhagwat Construction Vs. Gujrat Shramik Sangthan, before RLC(C), Vadodara. As a result of this settlement **15 workmen get monetary benefit of Rs 106333/-.**
539. **Memorandum of Settlement** was signed on **05.12.2024** between DPT Kandla Vs. Kandla Port Karmchari Sangh, before ALC(C), Adipur. As a result of this settlement **04 workmen get benefitted.**
540. **Memorandum of Settlement** was signed on **16.12.2024** between Sh. Ramesh Chauhan Vs. M/s RCC, before ALC(C), Adipur. As a result of this settlement **01 workman get monetary benefit of Rs 45000/-.**
541. **Memorandum of Settlement** was signed on **02.12.2024** between M/s Indure Private Ltd and Shri Kirshna Singh, before ALC(C), Pakur. As a result of this settlement **01 workman get monetary benefit of Rs 25000/-.**
542. **Memorandum of Settlement** was signed on **02.12.2024** between M/s Indure Private Ltd and Shri Kirshna Singh, before ALC(C), Pakur. As a result of this settlement **01 workman get monetary benefit of Rs 25000/-.**
543. **Memorandum of Settlement** was signed on **06.12.2024** between M/s Shree Om Construction IOCL BP Kalyani Contractor and Kalyani IOCL inside contractors' workmen union (INTUC), before RLC(C), Kolkata. As a result of this settlement **53 workmen get monetary benefit of Rs 327646/-.**
544. **Memorandum of Settlement** was signed on **20.12.2024** between M/s Premier Vigilance Security Pvt Ltd and workers, before ALC(C), Kolkata-II. As a result of this settlement **10 workman get monetary benefit of Rs 366000/-.**
545. **Memorandum of Settlement** was signed on **18.12.2024** between M/s Limelight Service Agencies and Old Mint Kolkata, before ALC(C), Kolkata-I over the matter of reinstatement. As a result of this settlement **1 workman reinstate in job.**
546. **Memorandum of Settlement** was signed on **18.12.2024** between Tiger Four India Pvt Ltd and Paschimbanga Contractors and Security Workers Union,

- before ALC(C), Kolkata-I over the matter of reinstatement. As a result of this settlement **1 workman reinstate in job.**
- 547. Memorandum of Settlement** was signed on **18.12.2024** between Global Force Management Pvt Ltd and Paschimbanga Contractors Security Workers Union, before ALC(C), Kolkata-I over the matter of reinstatement. As a result of this settlement **1 workman reinstate in job.**
- 548. Memorandum of Settlement** was signed on **23.12.2024** between Hutt Gold Mines Staff & Employees Union Vs Hutt Gold Mines, before RLC(C), Bellary. As a result of this settlement **3700 workmen get monetary benefit of Rs 550000000/-.**
- 549. Memorandum of Settlement** was signed on **09.12.2024** between Shri Gangadhar Vs Muthoot Housing Finance Company Ltd, before ALC(C), Hubli. As a result of this settlement **1 workman get benefitted.**
- 550. Memorandum of Settlement** was signed on **13.12.2024** between M.D. Akhtar Khan, GS, Rashtriya Mazdoor Union and M/s Bharat Coking Coal Ltd, East Jharia, before RLC(C), Dhanbad over denial of providing wage protection and SLU. As a result of this settlement **1 workman get monetary benefit of Rs 300000/-.**
- 551. Memorandum of Settlement** was signed on **13.12.2024** between M.D. Akhtar Khan, GS, Rashtriya Mazdoor Union and Bhowra South Colliery, East Jharia, BCCL, before RLC(C), Dhanbad. As a result of this settlement **47 workmen get monetary benefit of Rs 4700000/-.**
- 552. Memorandum of Settlement** was signed on **13.12.2024** between E J Area of BCCL Vrs United Coal Workers Congress, before RLC(C), Dhanbad. As a result of this settlement **02 workmen get monetary benefit of Rs 67770/-.**
- 553. Memorandum of Settlement** was signed on **13.12.2024** between Basantimata Dahihari Colliery of BCCL Vrs JSS & 11 others, before RLC(C), Dhanbad. As a result of this settlement **200 workmen get monetary benefit of Rs 1788384/-.**
- 554. Memorandum of Settlement** was signed on **18.12.2024** between Bastacolla Area of BCCL Vs National Mazdoor Union, before RLC(C), Dhanbad. As a result of this settlement **01 workman get monetary benefit of Rs 116000/-.**
- 555. Memorandum of Settlement** was signed on **20.12.2024** between Barora Area of M/s BCCL Vs National Mazdoor Union, before RLC(C), Dhanbad over the matter of compassionate employment. As a result of this settlement **01 workman get benefitted.**
- 556. Memorandum of Settlement** was signed on **20.12.2024** between Bastacolla Area of BCCL VS Bihar Colliery Kamgar Union before RLC(C), Dhanbad. As a result of this settlement **01 workman get monetary benefit of Rs 150000/-.**
- 557. Memorandum of Settlement** was signed on **31.12.2024** between M/s Navyuga Engineering Co Ltd, RVNL Package-5, UK Vrs Samvida Shramik Sangh Uttarakhand before RLC(C), Dehradun over the matter of promotion. As a result of this settlement **20 workman**

- get benefitted.
558. **Memorandum of Settlement** was signed on **09.12.2024** between Contract Labour Employees Union Vs Ambuja Cement Dadri, before RLC(C), Noida. As a result of this settlement **170** workmen **get monetary benefit of Rs 6900000/-.**
559. **Memorandum of Settlement** was signed on **16.12.2024** between Vikas Kumar Vs ICICI Bank, before RLC(C), Noida over the matte of reinstate. As a result of this settlement **1** workman **reinstate in job.**
560. **Memorandum of Settlement** was signed on **10.12.2024** between Shri Jagdish Sharma, General Secretary State Committee of CITU Vs Chairman Managing Director Food Corporation of India and M/s Baneet Gupta Contractor Jammu, before RLC(C), Jammu. As a result of this settlement **26** workmen **get benefitted.**
561. **Memorandum of Settlement** was signed on **09.12.2024** between Sh. Mukesh vs Lambda Technologies, before ALC(C), Karnal. As a result of this settlement **1** workman **get monetary benefit of Rs 250000/-.**
562. **Memorandum of Settlement** was signed on **16.12.2024** between Punjab Gramin Bank Officers Association vs Punjab Gramin Bank, before ALC(C), Jalandhar. As a result of this settlement **74** workmen **get monetary benefit of Rs 1184995/-.**
563. **Memorandum of Settlement** was signed on **18.12.2024** between UCO Bank Employees Association vs UCO Bank, before ALC(C), Jalandhar. As a result of this settlement **1** workman **get**
- monetary benefit of **Rs 8319/-.**
564. **Memorandum of Settlement** was signed on **06.12.2024** between M/s Dinesh Chandra Agarwal Infracon Pvt Ltd NHAI & Shri Akhil Gorai, before RLC(C), Asansol. As a result of this settlement **1** workman **get monetary benefit of Rs 70000/-.**
565. **Memorandum of Settlement** was signed on **09.12.2024** between Satgram Project, under Satgram Sripur Area of M/s ECL Vs Koyala Mazdoor Sangh, before ALC(C), Asansol. As a result of this settlement **1** workman **get benefitted.**
566. **Memorandum of Settlement** was signed on **10.12.2024** between Amritnagar Colliery under Kunustoria Area of M/s ECL Vs Koyala Mazdoor Sangh, before RLC(C), Asansol. As a result of this settlement **1** workman **get benefitted.**
567. **Memorandum of Settlement** was signed on **19.12.2024** between Nimcha(R), Colliery under Satgram-sripur Area of ECL Vs Koyala Mazdoor Congress, before ALC(C), Asansol. As a result of this settlement **1** workman **get compassionate job.**
568. **Memorandum of Settlement** was signed on **17.12.2024** between M/s Power Mech Private Ltd., contractor of Singareni Thermal Power Plant Vs. Singareni Thermal Power Plant Contract Employee Welfare & Protection Union, before DY CLC(C), Hyderabad. As a result of this settlement **400** workmen **get monetary benefit of Rs 1200000/-.**
569. **Memorandum of Settlement** was signed on **02.12.2024** between M/s K.S.K Raju, Sub-contractor of L&T Ltd., Rambilli

- (NAOB), Visakhapatnam Vs NAOB Contract Workers Union (CITU), before RLC(C), Visakhapatnam. As a result of this settlement **18 workmen get monetary benefit of Rs 530000/-.**
570. **Memorandum of Settlement** was signed on **11.12.2024** between M/s Ultra Dimensions Pvt Ltd., Vs Visakha Defence Contract Workers Union(CITU), before RLC(C), Visakhapatnam. As a result of this settlement **1 workman get monetary benefit of Rs 300000/-.**
571. **Memorandum of Settlement** was signed on **11.12.2024** between M/s Ultra Dimensions Pvt Ltd., Vs Visakha Defence Contract Workers Union(CITU), before RLC(C), Visakhapatnam. As a result of this settlement **1 workman get monetary benefit of Rs 425121/-.**
572. **Memorandum of Settlement** was signed on **18.12.2024** between M/s Orril Energy Services Pvt. Ltd., contractor at SDSC SHAR, ISRO, Sriharikota, before ALC(C), Hyderabad. As a result of this settlement **1 workman reinstate in job.**
573. **Memorandum of Settlement** was signed on **10.12.2024** between M/s M/s DRDL, DSE Company, Hyderabad Vs TS contract Labour Union (BMS), before ALC(C), Hyderabad. As a result of this settlement **1 workman reinstate in job.**
574. **Memorandum of Settlement** was signed on **05.12.2024** between Indian Bank Vs Indian Bank Staff Association, before RLC(C), Kanpur. As a result of this settlement **1 workman get benefitted.**
575. **Memorandum of Settlement** was signed on **17.12.2024** between Mathura Refinery Samvida Shramik Union, before RLC(C), Kanpur. As a result of this settlement **283 workmen get monetary benefit of Rs 977482/-.**
576. **Memorandum of Settlement** was signed on **18.12.2024** between Shri Sunil Kumar & others Vs BTL EPC Ltd contractor of NTPC Unchahar, before RLC(C), Lucknow. As a result of this settlement **09 workmen get monetary benefit of Rs 357000/-.**
577. **Memorandum of Settlement** was signed on **19.12.2024** between Bharitya Khadya Nigam Karmchari Sangh Vs FCI Lucknow, before RLC(C), Lucknow over the matter of transfer.
578. **Memorandum of Settlement** was signed on **20.12.2024** between Thermal Power House Construction Thekedar Karmchari Sangh Vs M/s Kunal Globes and M/s Priya Construction contractor of M/s NTPC Unchahar, Raebareli, before RLC(C), Lucknow. As a result of this settlement **11 workmen get monetary benefit of Rs 99057/-.**
579. **Memorandum of Settlement** was signed on **18.12.2024** between DGS, SBISA Prayagraj Vs SB Prayagraj, before ALC(C), Prayagraj. As a result of this settlement **02 workmen get benefitted.**

## **VISION STATEMENT OF CLC's(C) ORGANISATION**

### **Vision 2030:**

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

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

<b>Seven Year Strategy</b>		<b>Three Year Action Plan</b>
1.	Disposal of Industrial Disputes in conciliation in <b>30 days</b> by <ol style="list-style-type: none"> <li>i. Continuous engagement with employers &amp; Trade unions.</li> <li>ii. Strengthening grievance handling machinery at establishment level.</li> </ol>	1. Disposal of Industrial Disputes in conciliation in <b>40 days</b> by <ol style="list-style-type: none"> <li>i. Continuous engagement with employers &amp; Trade unions.</li> <li>ii. Strengthening grievance handling machinery at establishment level.</li> </ol>
2.	Securing full compliance in r/o 10 Labour Laws by <ol style="list-style-type: none"> <li>i. Real time tracking of default and violations through IT -enabled systems.</li> <li>ii. Taking corrective action within <b>2-3 days</b>.</li> </ol>	2. Securing full compliance in r/o 10 Labour Laws by <ol style="list-style-type: none"> <li>i. Continuous tracking of default and violations through field level intelligence and IT -enabled systems.</li> <li>ii. Taking corrective action within <b>7 days</b>.</li> </ol>
3.	Disposal of claim applications under MW Act, PW Act, and ER Act within <b>2 months</b> by <ol style="list-style-type: none"> <li>i. On-line filling of claims.</li> <li>ii. Disposal on the basis of on-line records.</li> </ol>	3. Disposal of claim applications under MW Act, PW Act, and ER Act within <b>3 months</b> by <ol style="list-style-type: none"> <li>i. On-line filling of claims.</li> <li>ii. Disposal on the basis of available records.</li> </ol>
4.	Passing of order under Payment of Gratuity Act within <b>2 months</b> by <ol style="list-style-type: none"> <li>i. On-line filling of claims.</li> <li>ii. Disposal on the basis of on-line records.</li> </ol>	4. Passing of order under Payment of Gratuity Act within <b>3 months</b> by <ol style="list-style-type: none"> <li>i. On-line filling of claims.</li> <li>ii. Disposal on the basis of available records.</li> </ol>
5.	Disposal of appeals under Payment of Gratuity Act within <b>20 days</b> .	5. Disposal of appeals under Payment of Gratuity Act within <b>30 days</b> .
6.	Issue of Registration/License under CL(R&A) Act, BOCW Act and ISMW Act within <b>3 days</b> .	6. Issue of Registration/License under CL(R&A) Act, BOCW Act and ISMW Act within <b>5 days</b> .
7.	Disposal of appeals under CL(R&A) Act, BOCW Act and ISMW Act within <b>15 days</b> .	7. Disposal of appeals under CL(R&A) Act, BOCW Act and ISMW Act within <b>30 days</b> .

## **16. The Trade Unions Act, 1926**

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

2. The Trade Unions Act, 1926 was last amended in 2001 and enforced w.e.f. 09.01.2002. The objective of this amendment is to ensure orderly growth of Trade Unions and reduce multiplicity of Trade Unions and promote internal democracy.
3. The Trade Unions Act, 1926 has been merged in the Industrial Relations Code, 2020.

## **Monitoring of Industrial Relations**

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

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

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

**19.** SAMADHAN, the web portal, was

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

**20.** In addition to this, a separate module was developed and launched on 3-10-2022 for workers, trade unions and other stakeholders to file Claims under: (a) the Minimum Wages Act, 1948 (b) The Payment Wages Act, 1936 (c) The Equal Remuneration Act, 1976 (d) The Payment of Gratuity Act, 1972 (e) The Maternity Benefit Act, 1961 and also to file Grievances, which are not covered under any of the aforementioned Acts.

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

## **22. PURPOSE OF SAMADHAN PORTAL**

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

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

6. The portal has user friendly interface and has enhanced transparency and efficiency of grievance resolution for all stakeholders. The portal also has tools for internal monitoring of grievances.
  7. To facilitate workers and increase outreach, the portal has also been integrated with Common Services Centres (CSCs), the SANDES app and the UMANG app.
- 23.** As on 31st December, 2024, the total number of User IDs is 133117 out of which 119252 are Individual User IDs and 13865 are Trade Union User IDs. As on 31<sup>st</sup> December, 2024, a total number of 36536 Industrial disputes have been raised, with 33315 being disposed of, 28641 Claim cases, with 17278 being disposed of, and 18199 general complaints received, with 15783 being disposed of.

**24** Regular monitoring and analysis of MIS is done by the Program Management Unit (PMU) in the Ministry. The review meetings are also conducted by the senior officers from time to time to appraise the performance of the portal.

### Monitoring of Industrial Relations

**25.** The Industrial Disputes Act, 1947 (ID Act) aims to promote industrial peace and harmony by creating tools and procedures for investigating and resolving industrial disputes through negotiations that foster mutually beneficial relationships between an employer and employee.

**26.** ID Act enables Central Government to investigate and resolve industrial disputes,

prevent illegal strikes and lockouts, and offer assistance to workers facing layoffs, retrenchment, or unfair dismissal.

**27.** Matters relating to lay-off and retrenchment in industrial establishments are governed by the provisions of the Industrial Disputes Act, 1947 (ID Act). As per the ID Act, establishments employing 100 persons or more are required to seek prior permission of the appropriate Government before effecting, retrenchment or lay-off. Further, any retrenchment and lay-off not carried out as per the provisions of ID Act are deemed to be illegal. ID Act, also provides for right of workmen laid off and retrenched for compensation and it also contains provision for re-employment of retrenched workmen. Based on their respective jurisdictions, Central and State Governments take actions to address the issues of the workmen and protect their interests as per the provision of the Act. In the establishments that lie in the jurisdiction of Central Government, the Central Industrial Relations Machinery (CIRM) is entrusted with the task of maintaining harmonious Industrial relations and protecting the interests of workers including on the matters relating to lay-off and retrenchment and their prevention. The jurisdiction in the matters with regard to multi-national and Indian companies in IT, social media, Edu Tech firms and related sectors lies with the respective State Governments which also maintain related details.

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

### **29. The Industrial Disputes Act, 1947.**

The Industrial Disputes Act, 1947 provides for investigation and settlement of industrial disputes.

The main objectives of the Act are : promotion of measures for securing and preserving amity and good relations between the employer and workmen; investigation and settlement of industrial disputes between employers and employers, employers and workmen or workmen and workmen; prevention of illegal strikes and lock-outs; relief to workmen in the matter of lay-off and retrenchment; and collective bargaining.

The Industrial Disputes Act, 1947 was lastly amended in 2010 and enforced w.e.f. 15.09.2010 enhancing the wage ceiling of supervisors, providing direct access for the workman to the Labour Court or Tribunal and establishing of Grievance Redressal Machinery.

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

To reduce the time taken in processing of an Industrial dispute, Ministry of Labour & Employment by exercising the power under Section 39 of the Industrial Disputes Act, 1947, delegated the power to the Conciliation Officer under Section 2A of the I.D. Act to directly refer the industrial disputes to Labour Court or Tribunal for adjudication instead of filing a report to the appropriate Government, if no settlement could be arrived at in the course of conciliation proceedings vide Notification No. S.O.1262(E) and S.O.1263(E) dated 17.03.2023. Subsequently, S.O. No. 1936(E), dated 10.06.2019 has been rescinded by S.O. No. 1762(E), dated 17.04.2023.

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

### **30. The Plantations Labour Act, 1951**

1. The Plantations Labour Act, 1951 is a Central Act but administered by the State Governments. The Act provides for the

welfare of plantation labour and it regulates the conditions of work in plantations. This Legislation is applied to all tea, coffee, rubber, cinchona and cardamom plantations which measures 5 hectares or more in which 15 or more persons are working. The State Governments are also vested with powers to extend all or any of the provisions of the Act to any plantation notwithstanding it measures less than 5 hectares or the number of persons employed therein is less than 15. The Act covers Offices, hospitals, dispensaries, schools and crèches within the plantation premises. The Act contains important provisions related to health, welfare, hours of work, rest intervals, prohibition on employment of children etc.

2. Keeping in view the changing social, economic and industrial relations scenario in the country, the Government amended the Plantations Labour Act, 1951 which was enforced w.e.f. 07.06.2010. The objectives of these amendments are to make the Act more welfare oriented for the workers in the plantations sector.
3. The Plantations Labour Act, 1951 has been merged in the Occupational Safety, Health and Working Conditions (OSH) Code 2020 and Social Security Code 2020.

### **31. The Industrial Employment (Standing Orders) Act, 1946**

The Industrial Employment (Standing Orders) Act, 1946 is an Act enacted to require employers in the industrial establishments formally to define with sufficient precision the conditions of employment under them and to make the said conditions of employment known to workmen employed by them for which they have to get the Standing Orders certified which should be in

conformity with the Model Standing Order. This Act applies to every industrial establishment wherein one hundred or more workmen are employed, or were employed on any day of the preceding twelve months viz. (i) industrial establishments as defined in Section 2(ii) of the Payment of Wages Act, 1936; (ii) Section 2(m) of the Factories act, 1948; (iii) Railways; (iv) establishment of a person who, for the purpose of fulfilling a contract with the owner of any industrial establishment, employs workmen. Appropriate Government is competent to extend the Act to other classes of industrial establishments or to grant exemption where necessary.

2. The category of 'Fixed Term Employment Workman' was incorporated under the Industrial Employment (Standing Orders) Act, 1946 and Rules made thereunder for all sectors vide Notification No.G.S.R.235(E) dated 16.3.2018.

3. The Industrial Employment (Standing Orders) Act, 1946 has been merged in the Industrial Relations Code, 2020.

### **32. The Sales Promotion Employees (Conditions of Service) Act, 1976:**

The Sales Promotion (Employees) (Conditions of Service) Act, 1976 is a Central Act which came into force w.e.f. 06.03.1976. The main purpose of the Act is to regulate certain conditions of service of sales promotion employees in certain establishments. Initially this Act was applicable only to the sales promotion employees engaged in pharmaceutical industry. Thereafter the schedule of the Act has been amended and the Act was made applicable to additional 10 Industries vide Notification No.S.O.217(E) dated 31.01.2011 which are as under:

- (i) Cosmetics, soaps, household cleaners and disinfectants.
- (ii) Readymade garments

- (iii) Soft drink manufacturing industries
- (iv) Biscuits and confectioneries
- (v) Ayurvedic, Unani and Homeopathic Medicines
- (vi) Automobiles including accessories and spare parts
- (vii) Surgical equipments, artificial prosthesis and diagnostics
- (viii) Electronics, computers including accessories and spares
- (ix) Electrical appliances
- (x) Paints and varnishes

2. The Act stipulates that provision of Workmen's Compensation Act, 1923, the Industrial Disputes Act, 1947, the Minimum Wages Act, 1948, the Maternity Benefit Act, 1961, the Payment of Bonus Act, 1965, the Payment of Gratuity Act, 1972 may apply to the sales promotion employees.
3. Central Government is empowered to make rules under the Act.
4. The Sales Promotion (Employees) (Conditions of Service) Act, 1976 has been merged in the Occupational Safety, Health and Working Conditions (OSH) Code 2020.

### **33. The Motor Transport Workers Act, 1961:**

The Motor Transport Workers Act, 1961 provides for the welfare of motor transport workers and to regulate the conditions of their work like medical facilities, welfare facilities, hours of work spread over, period of rest, overtime and annual leave with pay etc. This Act has been merged in the Occupational Safety, Health and Working Conditions (OSH) Code 2020.

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## Chapter-4

# NATIONAL LABOUR AWARDS

**4.1** The DGFASLI, on behalf of the Ministry of Labour & Employment, implements the Prime Minister's Shram Awards, Vishwakarma Rashtriya Puraskar and the National Safety Awards scheme to appreciate the contribution made by the factories and docks towards producing quality goods and providing efficient services in safe and healthy conditions. The details of these awards are as given below:

### 1) Prime Minister's Shram Awards (PMSA)

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

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

award of Rs. Two lakh (1 award), Rs. One lakh (4 awards), Rs. 60,000 (12 awards) and Rs. 40,000 (16 awards) respectively.

### 2) Vishwakarma Rashtriya Puraskar (VRP) and National Safety Awards

**4.4** The DGFASLI on behalf of the Ministry of Labour & Employment has been implementing the Vishwakarma Rashtriya Puraskar (earlier known as Shram Vir National Awards) and the National Safety Awards scheme since 1965. These schemes were modified in 1971, 1978 and 2007. The schemes presently in operation are as follows:

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

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

**4.5** The prizes are grouped in three classes:

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

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

#### B) National Safety Awards:

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

**4.8** The awards are given under twelve schemes, out of which ten are meant for Factories /Construction sites /Installations under AERB and two are for Ports. Under each award, a Shield and a Certificate of Merit is given to each of the Award Winners and Runners-up.

The details of awards held in the previous years are given in the below tables:

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

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

**Table 4.2 - Estimated annual savings resulting from the suggestions**

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

**Table 4.3 - National Safety Awards under different schemes**

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

**N.B.:** The scrutiny of applications for Awards for the performance years 2019 and 2020 is in progress; while the performance year 2021 is declared as "NIL Year" vide MoL&E letter No. 13011/20/2022-ISH-I dated 07.12.2022.

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# Chapter-5

# WAGES

## Introduction

**5.1** In a labour surplus country like India, it is difficult to have a uniform and comprehensive wage policy for all sectors of the economy. Wages in the organized sector are generally determined through negotiations and settlements between the employer and the employees. In the unorganized sector, however, labour is vulnerable to exploitation due to illiteracy and lack of effective bargaining power.

## The Minimum Wages Act, 1948

**5.2** The Minimum Wages Act, 1948, safeguards the interests of the workers as they are vulnerable to exploitation due to illiteracy and lack of bargaining power and binds the employers to pay the minimum wages to the workers as fixed under the statute for the work performed during a given period, which cannot be reduced by collective agreement or an individual contract. The provisions of the Act are gender neutral and thus do not discriminate between male and female workers. Under the Minimum Wages Act, 1948 (the Act) both the Central and the State Governments are

“Appropriate Governments” for fixation/revision of minimum rates of wages for the scheduled employments at an interval not exceeding five years. There are 45 scheduled employments in the Central sphere. The Central Government has notified increase in the basic rate of minimum wages for all sectors in the Central sphere w.e.f. 19.01.2017. For the first time minimum wages for all sectors in the Central sphere, namely agricultural, non-agricultural, construction, etc. have been increased by 42% approximately.

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

**Table 5.1****Area wise Rates of Minimum Wages for Scheduled Employments in the Central Sphere (as on 01.10.2024)**

Sr. No.	Scheduled Employment	Category of Workers	Rates of Wages including V.D.A per day (in Rs.)		
			Area A	Area B	Area C
1.	Agriculture	Unskilled	500	457	452
		Semi-skilled/Unskilled Supervisory	546	502	462
		Skilled/Clerical	593	546	501
		Highly-skilled	656	611	546
2.	Sweeping and Cleaning +	Unskilled	783	655	526
3.	Watch Ward	Without Arms (Upgraded to skilled with training)	954	868	739
		With Arms (Upgraded to highly skilled for supervision)	1035	954	868
4.	Loading & Unloading %	Unskilled	783	655	526
5.	Construction ^	Unskilled	783	655	526
		Semi-skilled/ Unskilled Supervisory	868	739	614
		Skilled/ Clerical	954	868	739
		Highly-skilled	1035	954	868
6.	Workers engaged in lift * Stone Mines for Stone Breaking and Stone Crushing	1.Excavation & removal of over burden with 50 meters lead/1.5 meters			
		(a) Soft Soil	530		
		(b) Soft Soil with Rock	795		
		(c) Rock	1053		
		2. Removal and stacking of rejected stones with 50 meters lead/1.5 meters lift *	426		
		3. Stone breaking or Stone Crushing for the stone size of category**			
		(a) 1.0 inch to 1.5 inches	3232		
		(b) Above 1.5 Inches to 3.0 Inches	2764		
		(c) Above 3.0 Inches to 5 Inches	1623		
		(d) Above 5.0 Inches	1334		
7.	Non-coal Mines \$		Above Ground {Rates of Wages including V.D.A per day (in Rs.)}	Below Ground {Rates of Wages including V.D.A per day (in Rs.)}	
		Unskilled	526	655	
		Semi-skilled/Unskilled Supervisory	655	783	
		Skilled/Clerical	783	912	
		Highly-skilled	912	1020	

\* Per 2.831 cubic meters or 100 cubic feet

\*\* Per truck load of 5.662 cubic meters or 200 cubic feet

+ Employees engaged in the employment of Sweeping and Cleaning excluding Activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993.

% Employees engaged in the employment of Loading and Unloading in (i) Goods Sheds, Parcel Offices of Railways; (ii) Other Goods Sheds, Godowns, Warehouses and other similar employments; (iii) Docks and Ports; and (iv) Passengers Goods and Cargo Carried out at Airports (Both International and Domestic).

^ Employees engaged in the employment of construction or maintenance of Roads or Runways or in Building Operations including laying down Underground Electric, Wireless, Radio, Television, Telephone, Telegraph and Overseas Communication Cables and similar other Underground Cabling Work, Electric Lines, Water Supply Lines and Sewerage Pipe Lines.

\$ Employees engaged in the employment of Gypsum Mines, Barytes Mines, Bauxite Mines, Manganese Mines, China Clay Mines, Kyanite Mines, Copper Mines, Clay Mines, Magnesite Mines, White Clay Mines, Stone Mines, Steatite Mines (including the mines producing Soap Stones and Talc), Ochre Mines, Asbestos Mines, Fire Clay Mines, Chromite Mines, Quartzite Mines, Quartz Mines, Silica Mines, Graphite Mines, Felspar Mines, Laterite Mines, Dolomite Mines, Red Oxide Mines, Wolfram Mines, Iron Ore Mines, Granite Mines, Rock Phosphate Mines, Hematite Mines, Marble and Calcite Mines, Uranium Mines, Mica Mines, Lignite Mines, Gravel Mines, Slate and Magnetite Mines.

### Classification of Area

<b>AREA – “A”</b>					
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)		
<b>AREA – “B”</b>					
Agra	(UA)	Gwalior	(UA)	Port Blair	(UA)
Ajmer	(UA)	Hubli-Dharwad	(M. Corpn)	Puducherry	(UA)
Aligarh	(UA)	Indore	(UA)	Raipur	(UA)
Allahabad	(UA)	Jabalpur	(UA)	Raurkela	(UA)
Amravati	(M.Corpn)	Jaipur	(M.Corpn)	Rajkot	(UA)
Amritsar	(UA)	Jalandhar	(UA)	Ranchi	(UA)
Asansol	(UA)	Jalandhar-Cantt.	(UA)	Saharanpur	(M.Corpn)
Aurangabad	(UA)	Jammu	(UA)	Salem	(UA)
Bareilly	(UA)	Jamnagar	(UA)	Sangli	(UA)
Belgaum	(UA)	Jamshedpur	(UA)	Shillong	
Bhavnagar	(UA)	Jhansi	(UA)	Siliguri	(UA)
Bhiwandi	(UA)	Jodhpur	(UA)	Solapur	(M.Corpn)
Bhopal	(UA)	Kannur	(UA)	Srinagar	(UA)
Bhubaneshwar	(UA)	Kochi	(UA)	Surat	(UA)
Bikaner	(M.Corpn)	Kolhapur	(UA)	Thiruvananthapuram	(UA)
Bokaro Steel City	(UA)	Kollam	(UA)	Thrissur	(UA)

Chandigarh	(UA)	Kota	(M.Corpn)	Tiruchirappalli	(UA)
Coimbatore	(UA)	Kozhikode	(UA)	Tiruppur	(UA)
Cuttack	(UA)	Ludhiana	(M.Corpn)	Ujjain	(M.Corpn)
Dehradun	(UA)	Madurai	(UA)	Vadodara	(UA)
Dhanbad	(UA)	Malappuram	(UA)	Varanasi	(UA)
Durgapur	(UA)	Malegaon	(UA)	Vasai- Virar City	(M.Corpn)
Durg-Bhilai Nagar	(UA)	Mangalore	(UA)	Vijayawada	(UA)
Erode	(UA)	Meerut	(UA)	Vishakhapatnam	(M.Corpn)
Firozabad		Moradabad	(M. Corpn)	Warangal	(UA)
Goa		Mysore	(UA)	Gorakhpur	(UA)
Nanded Waghala	(M. Corpn)	Greater Visakhapatnam	(M.Corpn)	Nasik	(UA)
Gulbarga	(UA)	Nellore	(UA)	Guntur	(UA)
Panchkula	(UA)	Guwahati	(UA)	Patna	(UA)
<b>Area 'C'</b> will comprise all areas not mentioned in this list.					
<b>NB:</b> U.A. stands for Urban Agglomeration.					

**5.4** In the meanwhile, the Code on Wages, 2019 has been notified on 08.08.2019, wherein the provisions of the Payment of Wages Act, 1936, the Minimum Wages Act, 1948, the Payment of Bonus Act, 1965 and the Equal Remuneration Act, 1976 have been subsumed. The provisions of the Code on Wages, 2019, have not come into effect except the provisions relating to the Central Advisory Board.

#### The Payment of Wages Act, 1936

**5.5** The Payment of Wages Act, 1936 regulates payment of wages to workers employed in industries and to ensure speedy and effective remedy to them against illegal deductions and/or unjustified delay caused in paying wages in current coin, or currency notes or by cheque or by crediting in the bank account of the workers.

**5.6** The Payment of Wages (Amendment) Act, 2017- Section 6 of the Payment of Wages Act, 1936 has been amended on 16.02.2017 to enable making payment of wages in current coin or currency notes or by cheque or by crediting in the bank account of the workers. The

amendment made also enables that the appropriate Government may, by notification in the Official Gazette, specify the industrial or other establishment, the employer of which shall pay to every person employed in such industrial or other establishment, the wages only by cheque or by crediting the wages in the bank account.

**5.7** Provision for making payment only by cheque or by crediting in the bank account of an employee, in respect of industrial or other establishments; namely Railways, Air transport services, Mines and Oil fields in the Central Sphere has been notified on 26.04.2017.

**5.8** The wage ceiling for applicability of the Payment of Wages Act, 1936, was fixed at Rs. 1600/- p.m. in 1982. This wage ceiling has been periodically revised on the basis of the Consumer Expenditure Survey brought out by the National Sample Survey Office, after every five years. The Central Government has enhanced the wage ceiling from Rs.18,000/- to Rs. 24,000/- per month w.e.f. 29.08.2017 for applicability of the Act.

## **The Payment of Wages (Nomination) Rules, 2009**

**5.9** In pursuance of the recommendation of the Special Task Force set up by the Ministry of Women and Child Development for providing complete equality to women vis-a-vis men in terms of payment of wages, the Central Government, in exercise of powers conferred in sub-section (3) of section 26 of the Payment of Wages Act, 1936, has notified the Payment of Wages (Nomination) Rules, 2009, vide notification GSR No 822 (E) dated 29th June, 2009 defining the procedure for nomination and restricting the nomination by workers to his /her family members as far as applicable.

### **Enforcement of the Payment of Wages Act, 1936 and the Minimum Wages Act, 1948**

**5.10** The Government is committed to enhance the welfare and well-being of workers in the organised and unorganised sector and ensure implementation of the Payment of Wages Act, 1936 and the Minimum Wages Act, 1948. The enforcement of various labour laws including the Payment of Wages Act, 1936 and the Minimum Wages Act, 1948 is ensured at two levels. While in the Central Sphere, the enforcement is secured through the Inspecting officers of the Chief Labour Commissioner (Central) commonly designated as Central Industrial Relations Machinery (CIRM), the compliance in the State Sphere is ensured through the State Enforcement Machinery.

**5.11** In the 1950s and 60s, when the organized labour sector was at a nascent stage of development, the Government in appreciation of the problems of wage fixation in some sectors, constituted need-based Wage Boards from time to time in line with the accepted policy of the Ministry of Labour. The Wage Boards are tripartite in character in

which representatives of workers, employers and independent members participate and finalize the recommendations. At present, there is provision for only two Wage Boards, one for the Working Journalists and the other for the Non-Journalist Newspaper Employees which are in operation as statutory Wage Boards. All other Wage Boards have ceased to exist.

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

### **The Working Journalist and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955.**

**5.13** The Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (the Act) provides for regulation of conditions of service of working journalists and other persons employed in newspaper establishments. Section 9 and Section 13C of the Act, inter-alia, provide for setting up of Wage Boards for fixation and revision of rates of wages in respect of working journalists and non-journalist newspaper/news agency employees respectively. According to the Act, Wage Boards shall consist of the following:

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

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

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

Sl. No.	Name of the Industry	Date of appointment of Wage Board	Date on which final report was submitted to the Government	Date of acceptance of the recommendation by the Government	Name of the Wage Board
1	2	3	4	5	6
I.	Wage Board for Working Journalists	02-05-1956	NA	11-05-1957	Divatia Wage Board
II.	(a) Wage Board for Working Journalists	12-11-1963	17-07-1967	27-10-1967	Shinde Wage Board
	(b) Wage Board for Non-Journalist Newspaper Employees	25-02-1964	17-07-1967	18-11-1967	
III.	(a) Wage Board for Working Journalists	11-06-1975	13-08-1980	26-12-1980 & 20-07-1981	Palekar Wage Board
	Wage Board for Non-Journalist Newspaper Employees	06-02-1976			
IV.	Wage Board for Working Journalists and Non-Journalist Newspaper Employees	17-07-1985	30-05-1989	31-08-1989	Bachawat Wage Board
V.	Wage Board for Working Journalists and Non-Journalist Newspaper Employees	02-09-1994	25-07-2000	05-12-2000 & 15-12-2000	Manisana Wage Board
VI.	Wage Board for Working Journalists & Non-Journalist Newspaper Employees	24-05-2007	31-12-2010	11-11-2011	Majithia Wage Board

**5.15** The Government constituted two Wage Boards – one for Working Journalists and other for Non-Journalist Newspaper Employees under Section 9 and Section 13C respectively of the

Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Act, 1955 and appointed Justice G. R. Majithia, retired Judge of

the High Court of Bombay as common Chairman vide notification in the Gazette of India (Extra Ordinary) S.O. Nos. 809 (E) and 810(E) dated 24.5.2007. The Wage Boards submitted their final Report to the Government on 31.12.2010. The recommendations of the Majithia Wage Board were notified in the Official Gazette vide S. O. No. 2532 (E) dated 11.11.2011.

**5.16** The implementation of the recommendations rests with the State Government/UTs, and the same was communicated to the State Governments and Union Territory Administrations for compliance. The Majithia Wage Board Recommendations are presently in vogue.

**5.17** In order to monitor the implementation of the Wage Board Awards, a Central Level Monitoring Committee (CLMC) has been set up. The present composition of the Committee is as under:

i.	Special Secretary/Additional Secretary, Ministry of Labour & Employment	Chairman
ii.	Joint Secretary, Ministry of Labour & Employment (in-charge of Wage Board Section)	Member
iii.	Joint Secretary, Ministry of Information & Broadcasting	Member
iv.	Chief Labour Commissioner (Central)	Member
v.	Director/Deputy Secretary, Ministry of Labour & Employment (in-charge of Wage Board Section)	Member Secretary

The last meeting of the Committee was held through VC on 29.05.2024 covering all States/UTs to review the implementation of the Wage Board Awards in the country. The implementation status is obtained from the States/ UTs through Quarterly Progress Reports. 25 States, excluding the States having one-man establishments, have intimated constitution of Tripartite Committee in order to monitor the state level implementation status.

## The Payment of Bonus Act, 1965

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

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

**5.20** Two ceilings are available under the Payment of Bonus Act, 1965. Firstly, the limit specified under Section 2 (13) of the Act defines eligibility of an employee to get the Bonus. Secondly, Section 12 prescribes limit for calculation of bonus to be paid to an employee. The two ceilings are revised to keep pace with the price rise and increase in the salary structure. The revisions of the two ceilings over the years are as follows:

Sl. No	Year of Amend ment	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.

# SOCIAL SECURITY

## Chapter-6

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

### Social Security Laws

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

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

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

exclusively by the State Governments. Cash benefits under the Employees' State Insurance Act, 1948 are administered by the Central Government through the Employees' State Insurance Corporation (ESIC), whereas the State Governments and Union Territory Administrations are administering medical care along with ESIC under the Employees' State Insurance Act, 1948. The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 is administered by the Government of India through the Employees' Provident Fund Organisation (EPFO). In mines and circus industry, the provisions of the Maternity Benefit Act, 1961 are being administered by the Central Government through the Chief Labour Commissioner (Central) and by the State Governments in factories, plantations and other establishments. The Payment of Gratuity Act, 1972 is administered by the Central Government in establishments under its control, establishments having branches in more than one State, major ports, mines, oil-fields and railway companies and by the State Governments and Union Territory Administrations in all other cases. This Act applies to factories and other establishments.

### The Employees State Insurance Act, 1948

#### 6.4 Coverage

The Employees' State Insurance Act, 1948 applies to factories employing 10 or more persons. The provisions of the Act are being brought into force area-wise in stages. The Act contains an enabling provision under which the 'Appropriate Government' is empowered to extend the provisions of the Act to other classes

of Establishments, Industrial, Commercial Agricultural or otherwise. Under these provisions, the Appropriate Governments have extended the provisions of the Act to Shops, Hotels, Restaurants, Cinemas including Preview Theatres, Road Motor Transport undertaking, Newspaper Establishments, Educational & Medical institutions, Establishments engaged in Insurance business, Non-banking Financial Companies, Port Trust, Airport Authorities and Warehousing Establishments etc. employing 10 or more employees. Employees of Factories and establishments covered under the Act drawing monthly wages up to Rs. 21000/- per month and Rs. 25000/- per month for persons with disabilities are covered under the scheme. The ESI Scheme is now operated in 36 States/UTs. As on 31.03.2024, 3.72 crore Insured Persons and 14.44 crore beneficiaries are covered under the scheme.

## **6.5 Administration**

The headquarter of ESI Corporation is housed in New Delhi. The Corporation has 65 field offices, 24 regional Offices, 41 Sub Regional Offices. Besides, there are 610 Branch Offices and 107 Dispensary cum Branch Offices (DCBO) for administration of cash benefits to Insured Persons.

## **6.6 Funding and operating of the ESI Scheme**

The ESI Scheme is financed by contributions from the employers and employees as per provisions of ESI Act,1948. The rate of contribution is 4% of the monthly wages out of which the employer's and the employee's share of contribution are 3.25% and 0.75% respectively. The Corporation makes an "on-account payment" to the State Govt for providing medical care to ESI Beneficiaries. At present the prescribed ceiling is Rs 3,000/-per Insured Persons family unit per Annum. The expenditure

on medical care benefit is shared between ESI Corporation and State Government in the ratio of 7:1 within the ceiling. Formation of State ESI Society under section 58(5) of ESI Act has been initiated, where additional incentive of bearing of 100% expenditure, up to the ceiling, is proposed. Further, all capital expenditure on construction of ESI Hospital and other building including their maintenance is borne exclusively by ESIC. The expenditure on Tertiary care is also borne entirely by ESIC.

## **6.7 Investment**

"All contribution received under ESI Act and all other money belonging to the Fund which are not immediately required for defraying day to day expenses are invested in the manner prescribed under Rule 27 of the ESI (central) Rules, 1950. Investment of ESIC Fund is done in State Development Loans (SDLs), Govt. securities (G-Sec), AAA rated PSU Bonds, Fixed Deposits etc. as per the approved Investment Policy of ESIC through Portfolio Managers appointed by the ESI Corporation.

As on 30<sup>th</sup> September, 2024, the total investment of Fund stands at Rs.1,53,163.89 crore including Special Deposit account (SDA)."

## **6.8 Arrears of ESI Dues**

A sum of Rs. 5899.27 Crores is due as arrears as on 31.3.2024 on account of default / dues by the employers of covered factories / establishments. An amount of Rs.3351.30 Crore was found not immediately recoverable due to various reasons, such as factories having gone into liquidation, BIFR / NCLT cases, whereabouts of employers not known, disputes in courts, etc. The balance amounting to Rs. 2547.97 Crores, represents immediately recoverable arrears. The ESI Corporation has been taking necessary recovery action through recovery mechanism, legal and penal actions, and prosecution, under the provision of the Employee's State insurance

Act-1948 and under the Indian Penal Code for recovery of ESI dues from the defaulting employers.

### **6.9 Health benefit under ESI Scheme including list of hospitals ESIC / ESIS**

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

An Insured Persons and his dependents are entitled to medical benefits from the day of entry into insurable employment. Insured Persons and their families are being provided medical care

which includes outpatient care/inpatient care, specialized medical care and super specialty medical care as per requirement of the patients. Besides, medical facilities under AYUSH i.e. Ayurveda, Yoga, Unani, Siddha and Homeopathy are also provided. Medical care to beneficiaries is provided through a large infrastructure comprising Hospitals, Dispensaries, Dispensary-cum-Branch Office (DCBO), Insurance Medical Practitioners (IMP) clinics, and Employers' Utilisation Dispensaries (EUD) and tie-up arrangements with other health institutions. The range of medical services provided covers preventive, promotive, curative and rehabilitative services. In-patient services are provided through ESI Hospitals and through empanelment with private and Govt. hospitals.

#### **List of ESIC/ESIS Hospitals**

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

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

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

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

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

## 6.10 MEDICAL EDUCATION

ESI Corporation has established Medical Education Institutions, across the country which includes Medical Colleges, Dental Colleges, Nursing Colleges and Paramedical College. To improve the quality of services, the Employees' State Insurance Scheme, the Employees' State

Insurance Act, 1948 was amended in 2010, and section 59-B inserted, relating to 'Medical and Para-medical education', which enabled the Corporation to establish Medical Colleges, Nursing Colleges and Training institutes for its para-medical staff and other employees.

**Rationale of Medical Education:** Medical Education in ESIC fulfils the objectives of (1) Augmentation of scarce qualified medical manpower to serve beneficiaries (2) Carry out research especially in occupational diseases

and training to medics and para-medics and (3) Promotes inclusivity as specified seats in medical colleges are earmarked for the wards of Insured Persons / workers.

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

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

In the year 2021, two new ESIC Medical Colleges have been established, viz., ESIC Medical College & Hospital, Alwar and ESIC Medical College & Hospital, Bihta with initial permission of 100 seats by the National Medical

Commission which will be gradually increased to higher number of seats.



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

## MEDICAL COLLEGES HANDED OVER TO THE STATE

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

## ESIC DENTAL COLLEGE

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

## ESIC NURSING COLLEGE

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

## ESIC PARAMEDICAL COLLEGE

	Gulbarga	Total
Paramedical	130	130
Ward of IP	104	104

## POST GRADUATE SEATS

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

The establishment of 10 New ESIC Medical Colleges is under process, reaffirming the government's commitment for strengthening healthcare. The ESIC institutions will build medical manpower, foster excellence in education, inclusivity, clinical competency and ensure a skilled workforce to meet India's healthcare demands while enhancing quality care through modernized systematic protocol-

based treatment and ensuring advanced medical facilities for the workforce with a vision and commitment to serve the underserved. Efforts are being made to develop the educational institutions as tertiary care centers to provide state of art facilities to ESI beneficiaries by developing super specialty services in the field of cardiology, neurology, oncology and transplant services have been developed in ESIC Medical College Hospitals.



Cath lab at ESIC Medical College Hospital, Faridabad

## 6.11 EMPLOYEES' PROVIDENT FUND ORGANISATION

The Employees' Provident Fund Organisation, an autonomous body under the Ministry of Labour & 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.

## 6.12 SCHEMES FRAMED UNDER THE EPF & MPACT, 1952

Following three Schemes have been framed under the Act:-

- i. **The Employees' Provident Funds Scheme, 1952 (EPF)** (w.e.f 1<sup>st</sup> 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 16<sup>th</sup> 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. 1<sup>st</sup> August, 1976) - *Insurance Scheme is a deposit linked Scheme that provides for benefits up to Rs. 7,00,000/- without any contribution from employees*

## 6.13 COVERAGE OF ESTABLISHMENTS AND MEMBERS

Presently, the Act is applicable to industries/classes of establishments specified in Schedule I of the Act or any activity notified by the Central Government in the Official Gazette and employing twenty or more persons. Apart from the provision for compulsory coverage, provision also exists under Section 1(4) of the Act for voluntary coverage. With effect from 01-09-2014, an employee, on joining employment in a covered establishment and getting pay upto Rs. 15,000/- is required to become a member of the

fund. Following table shows the reach of EPFO and its services during 01.01.2024 to 31.12.2024:

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

## 6.14 EMPLOYEES' PENSION SCHEME 1995

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

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

## 6.15 BENEFITS UNDER THE PENSION SCHEME

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

- Monthly member pension
- Disablement pension
- Widow/widower pension
- Children pension
- Orphan pension
- Disabled Children/Orphan Pension

- Nominee pension
- Pension to dependent parents
- Withdrawal benefit

**6.16** The category-wise break up of pension claims (all benefits) settled by the Employees' Provident Fund Organization during the year 2024 is indicated in the following table:

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

#### **6.17 EPS Payments (Rs. in Crores)**

Along with the increase in the pension and withdrawal benefit payments there has been a continuous increase in the receipts and corpus

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

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

\*Unaudited data

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

#### **6.18 IMPLEMENTATION OF MINIMUM PENSION PROVISION**

During the year 2014-15, one of the long-

awaited demands for implementation of the minimum pension was given effect to. The Central Government had issued Gazette

Notification No. 593(E) dated 19.08.2014 providing a minimum pension of Rs. 1,000/- per month for member/widow (er)/ disabled/nominee/dependent parent pensioners, Rs. 750/- per month for orphan pensioners and Rs. 250/- per month for children pensioners.

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

Year	No. of Pensioners benefited	Amount paid as original pension (Rs. In Crores)	Amount Paid as per minimum pension notification (Rs. In crores)	Difference amount (Rs. In Crores)
2019-2020	19,82,612	1,403.97	2,311.83	907.86
2020-2021	19,70,670	1,415.03	2,315.70	900.67
2021-2022	20,44,136	1,421.57	2,348.31	926.74
2022-2023	20,55,878	1,463.01	2,432.77	969.76
01.01.203 to 31.12.2023	20,55,521	1,471.30	2,450.38	979.08
01.01.2024 to 31.12.2024	2059247	1480.07	2472.15	992.09
#Projections for Jan –Mar, 2025	2063159	370.01*	618.03*	248.02*

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

\* Calculated by dividing the total amount by 4.

## 6.19 EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME, 1976.

EDLI Scheme came into force on 1st August, 1976. This Scheme is supported by nominal contribution of 0.5% by the employers. No contribution is payable by the employee for availing the benefits of the scheme.

## 6.20 APPLICATION AND COVERAGE

Insurance Scheme is applicable to all factories/establishments to which the EPF & MP Act, 1952 applies. All the employees who are members of the Employees Provident Fund are members of this Scheme.

## 6.21 BENEFITS UNDER THE SCHEME

The following benefits are provided in case of

death of an employee who was a member of the scheme at the time of his/her death:-

i. The family will get an amount equal to the average balance in Provident Fund account during preceding 12 months or during the period of his membership, whichever is less; except where the average balance exceeds rupees fifty thousand, the amount payable shall be rupees fifty thousand plus 40% of the amount in excess of rupees fifty thousand subject to a ceiling of rupees one lakh. The benefit will be further increased by twenty percent.

ii. Where the deceased member was in employment for a continuous period of twelve months, preceding the month in which he died, the quantum of benefits will be the average

monthly wages drawn (subject to a maximum of Rs.15,000/-) during the twelve months preceding the month in which employee died, multiplied by thirty five times plus fifty percent of the average balance in the Provident Fund account of the deceased during the preceding twelve months subject to a ceiling of one lakh and seventy five thousand rupees.

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

## 6.22 Key figures of EDLI

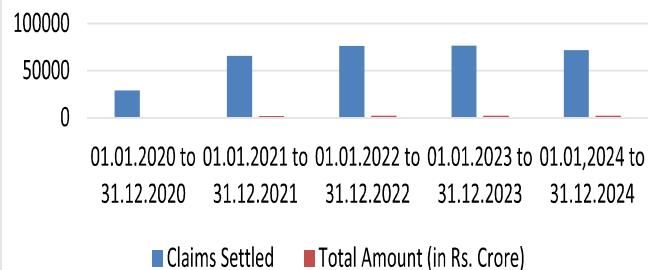
Important Amendments in the EDLI Scheme vide G.S.R. 715(E) dated 18.11.2024:

- Maximum assurance benefits payable shall be Rs.7,00,000/- w.e.f 28.04.2024
- Minimum assurance benefits payable shall be Rs.2,50,000/- w.e.f 28.04.2024
- The minimum and maximum assurance benefits will be payable to member who was in employment for continuous period of 12 months preceding the month in which member died irrespective of change of establishment during the said period.

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

Key Figures for the last 5 Calendar Years		
Calendar Year	Claims Settled	Total Amount (in Rs. Crore)
01.01.2020 to 31.12.2020	28831.00	716.92
01.01.2021 to 31.12.2021	65584.00	1908.78
01.01.2022 to 31.12.2022	75883.00	2168.08
01.01.2023 to 31.12.2023	76347.00	2099.41
01.01.2024 to 31.12.2024	71518.00	2090.93

## Key Figures of EDLI



## 6.23 THE EMPLOYEE'S COMPENSATION ACT, 1923

The Employees' Compensation Act, 1923 enables the dependents of an employee to secure compensation at the cost of his employer after the death of employee due to employment injury. It also provides for compensation in case of employment injury during the course of employment.

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

**6.25** Through the Employee's Compensation (Amendment) Act, 2017, Section 17A has been added. Now, "Every employer shall immediately at the time of employment of an employee, inform the employee of his rights to compensation under this Act, in writing as well as through electronic means, in English or Hindi or in the official language of the area of employment, as may be understood by the employee". Further, under Section 18A, penalty for contravention of Act has been increased from present Rs.5,000/- **to not less than** Rs.50,000/- which may extend to one lakh rupees. As per Section 30, the amount of dispute has been revised to go for an appeal from Rs. 300/- to Rs.10,000/- or such higher amount notified by the Central Government, so as to reduce litigation.

## THE MATERNITY BENEFIT ACT, 1961

**6.26** The Maternity Benefit Act, 1961 regulates the employment of women in factories, mines, the ciprcus industry plantation units and shops or establishments employing 10 or more persons except the employees covered under the Employees State Insurance (ESI) Act, 1948 for certain period before and after birth and provides for maternity and other benefits. It extends to the whole of India. Following benefits are available under the Maternity Benefit Act 1961:-

- 26 Weeks of maternity leave out of which eight weeks before the expected date of delivery for upto 2 surviving children. For woman having two **or** more than two children and for adopting /commissioning mothers, 12 weeks of paid maternity leave.
- One month maternity leave to a woman

worker suffering from illness arising out of pregnancy, delivery, premature birth of child (miscarriage, medical termination of pregnancy or tubectomy operation).

- Two nursing breaks of 15 minutes until the child attains the age of 15 months.
- Medical Bonus of Rs.3500/- if no prenatal confinement and post-natal care is provided by the employer free of charge.
- Light works for 10 weeks.
- Immunity from dismissal during absence of pregnancy.
- No deduction of wages of woman entitled for maternity benefit.
- Facility of work from home'.

Facility of crèche if 50 or more employees are working in the establishment with daily four visits

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# Chapter-7

# LABOUR WELFARE

## Directorate General Labour Welfare (DGLW)

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

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

**7.3** Earlier, the schemes were managed through Welfare Funds created under Acts of Parliament. There were five Welfare Fund Acts viz the Beedi workers Welfare Fund Act,1976; the Limestone and Dolomite Mines Labour Welfare Fund Act,1972; the Mica Mines Labour Welfare Fund Act 1946; the Iron Ore, Manganese Ore and Crome Ore Mines Labour Welfare Fund Act 1976 and the Cine Workers Welfare Fund Act,1981. The funds used to be financed by collecting cess under respective Cess Acts / Fund Acts. There were three Cess Acts viz the Beedi workers Welfare Cess Act,1976; the Iron Ore, Manganese Ore and Crome Ore Mines Labour Welfare Cess Act 1976; and the Cine Workers Welfare Cess

Act,1981. The provisions of cess collection in respect of Limestone and Dolomite Mines Labour and Mica Mines Labour were contained in respective Welfare Fund Act. All the Cess Acts have now been repealed and four Fund Acts have also been repealed. Now the labour welfare scheme is financed through grant from the government.

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

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

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

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

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

### Components of Labour Welfare Scheme (LWS)

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

#### 7.8 Housing Scheme: Revised Integrated Housing Scheme (RIHS)

A revamped housing scheme (RIHS, 2016) was introduced in December, 2016 providing a subsidy of Rs.1, 50,000 per beneficiary household. The subsidy is released through DBT mechanism in three instalments of 25:60:15

ratio. viz First instalment as advance, second on reaching the lintel level and third after receipt of inspection report that the construction of houses has been completed in all respect.

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

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

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

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

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

**7.10 Education Scheme:** Financial Assistance is given to the wards of Beedi/Iron Ore Mines, Manganese Ore & Chrome Ore Mines (IOMC)/Limestone Mines, Dolomite Mines (LSDM)/Mica Mines and Cine Workers,

varying from Rs. 1000/- to Rs. 25,000/- per student per year. The benefits under the scheme are transferred through DBT mechanism and the applications under this scheme are invited and processed through the National Scholarship Portal (NSP). Every year more than one lakh applications are received under this scheme on the NSP portal.

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

## 7.11 Campaign for Unorganized Workers

- Awareness Programme:** Various camps are organized across the country by the Labour Welfare Organisations in their respective jurisdictions to spread the awareness in respect of various welfare and other schemes like PM-SYM, E-Shram, PMSBY, PMJJBY, PM- JAY (Ayushman Bharat) etc. run by Government of India for the workers of

unorganized sector. During the period of 1.4.2024 to 31.12.2024, 4538 Aware Camps for PM-SYM, E-Shram, PMSBY, PMJJBY, PM- JAY (Ayushman Bharat) and 3434 Preventive Health Check-up Camps have been organised by the LWOs across the country.

- **Registration Camps:** The Labour Welfare Organisations organize camps

with the help of CSC, nodal banks and concerned state governments to register the workers of unorganized sector in various social security schemes.

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

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# Chapter-8

# UNORGANIZED WORKERS

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

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

## COMPREHENSIVE LEGISLATION FOR WORKERS IN THE UNORGANIZED SECTOR

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

registered on eShram portal. The key objectives of the Portal are as under:-

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

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

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

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

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

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

**8.4 Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM)**, a pension scheme for

unorganised workers has been introduced by the Government of India to provide old age protection to the Unorganised Workers. As on 31.12.2024, over 50 Lakhs beneficiaries have been registered under the scheme, including the bulk upload data pertaining to 5.06 Lakh beneficiaries.

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

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

**8.7** The features of the scheme is as given below:

1. Minimum Monthly Assured Pension of Rs. 3000/- after attaining the age of 60 years.
2. During the receipt of pension, if the subscriber dies, the spouse of the beneficiary shall be entitled to receive 50% of the pension as family pension.
3. If a beneficiary has given regular contribution and died due to any cause (before age of 60 years), his/her spouse will be entitled to join and continue the scheme subsequently by payment of regular contribution or exit the scheme as per provisions of exit and withdrawal of the money with interest as applicable in the scheme.

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

#### **8.8 National Pension Scheme for Traders, Shopkeeper and Self-Employed Persons:**

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

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

#### **The Building and other Construction workers**

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

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

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

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

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

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

country, as on 30.09.2024.

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

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

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

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

- i. The State/UT BOCW Welfare Boards should have integration with e-Shram Portal
- ii. Onboarding of BOC workers on e-Shram Portal and they should have e-Shram Universal Account Number (UAN)
- iii. Portability of benefits to BOC workers
- iv. Opening of Special Educational / Training Institutions for the wards of registered BOC workers
- v. Construction of School building for the wards of BOC workers
- vi. Facilitation Centres for registration of BOC workers by the State BOCW Welfare Boards
- vii. Coordination between destination and source states and relevant authorities for portability of benefits and address issues relating to migrant workers

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

**8.17** For bringing BOCW under the coverage of Ayushman Bharat PM-JAY, Ministry of Labour & Employment, National Health Authority (NHA), State BOCW Welfare Boards and State Health Agencies (SHAs) have been pro-actively

engaging in various deliberations. As a step forward, 14 States/UTs BOCW Welfare Boards (Punjab, Bihar, Nagaland, MP, UP, Chandigarh, Tripura, Gujarat, Telangana, Assam, Himachal Pradesh, Sikkim, Andaman & Nicobar, Arunachal Pradesh) have signed MoU with concerned SHAs.

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

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

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

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

Act, 1996 have been subsumed in the Occupational Safety, Health and Working Conditions Code, 2020 (OSH Code, 2020) and the Code on Social Security, 2020 (SS Code, 2020). Both the codes have been notified on 29.09.2020.

### **Migrant Workers & Inter-State Migrant Workers**

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

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

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

- (a) Contractor/ Employer of an establishment employing inter-state migrant worker has to ensure suitable conditions of work

having regard to the fact that the migrant worker is required to work in a state other than his own State.

- (b) In case of fatal accident or serious bodily injury, employer/ contractor has to report to the specified authorities of both the States and also to the next of kin of the worker.
- © Migrant worker is eligible to avail all the benefits which is available to a regular worker of that establishment including benefits of ESIC, EPFO and other benefits.
- (d) He is eligible for journey allowance once in a year.
- (e) He is eligible for benefits of Public Distribution System (PDS) in his native State or the destination State where he is employed, under the initiative named One Nation One Ration Card.
- (f) He is eligible for the defined benefits from the cess fund if he is working as the Building & Other Construction (BOC) worker.
- (g) A toll-free helpline number.
- (h) There is also a provision for study of inter-state migrant worker.
- (i) No suit or other proceeding in Court for recovery of debt of the past liability will lie against the migrant worker after completion of his employment.

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

### Gig and Platform Workers

**8.26** The Indian workforce is undergoing a profound transformation, with the rise of the gig economy as a pivotal force. Fueled by the rapid

expansion of online platforms and the increasing prevalence of flexible work arrangements, this burgeoning sector is creating a new class of workers who operate outside the traditional employer-employee paradigm.

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

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

### Framework development for social security coverage

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

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

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

### **Platform Worker registration and on-boarding**

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

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

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

### **Extensive stakeholder consultations**

**8.34** Multiple rounds of deliberations have been conducted with aggregators, knowledge partners, and platform worker organizations, State Governments/UTs to ensure a

comprehensive understanding of the Social Security Code, 2020 and collaborative approaches for developing a social security framework for gig & platform workers. Also, meetings under the Chairmanship of Honorable Minister of Labour and Employment have been conducted, with the Aggregators and Knowledge Partners on 18.09.2024 and with the Platform Workers Associations /Unions and Knowledge Partners on 17.10.2024.

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

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

### **Committee to recommend social security framework for gig & platform workers**

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

**8.38** The Committee's Terms of Reference encompass, discussion on changes in definition of Code on Social Security, 2020 and Draft Rules on Code on Social Security, 2020, potential and related facets of contribution, Social Security Scheme for Gig and Platform Workers, its

modalities, etc. Furthermore, the Committee is tasked with exploring and recommending suitable framework for designing a comprehensive Social Security Scheme specifically for gig & platform workers, and determining its implementation modalities.

**8.39** The Committee's deliberations have involved extensive discussions and presentations on key factors such as platform worker earnings,

sectoral variations, and alternative scheme frameworks. To gain a broader perspective, the Committee has engaged with special invitees representing diverse stakeholder interests. Additionally, the Committee has actively consulted with the Employees' Provident Fund Organization (EPFO) and the Employees' State Insurance Corporation (ESIC) to ensure the development of an ideal social security scheme for platform workers with optimum benefits.

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# Chapter-9

# BONDED LABOUR

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

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

- On commencement of this Act, the bonded labour system stood abolished and every bonded labourer stood freed and discharged free from any obligation to render bonded labour.
- Any custom, agreement or other instrument by virtue of which a person was required to render any service as bonded labour was rendered void.
- Liability to repay bonded debt was deemed to have been extinguished.
- Property of the bonded labourer was freed from mortgage etc.
- Freed bonded labourer was not to be evicted from homesteads or other residential premises which he was occupying as part of consideration for the bonded labour.
- District Magistrates have been entrusted with certain duties and responsibilities for implementing the provisions of this Act.
- Vigilance committees are required to be

constituted at district and sub-divisional levels.

- Offences for contravention of provisions of the Act are punishable with imprisonment for a term, which may extend to three years and also with fines, which may extend to two thousand rupees.
- Powers of Judicial Magistrates are required to be conferred on Executive Magistrates for trial of offences under this Act. Offences under this Act could be tried summarily.

## Central Sector Scheme for Rehabilitation of Bonded Labourer, 2021

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

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

- Financial assistance for rehabilitation of a rescued bonded labourer is Rs. One lakhs per adult male beneficiary, Rs. two lakhs for special category beneficiaries such as children including orphans or those rescued from organized & forced begging rings or other forms of forced child labour, and women and Rs. three lakhs in cases of bonded or forced labour involving extreme cases of deprivation or marginalization such as trans-genders, or women or children rescued from ostensible sexual exploitation such as brothels, massage parlours, placement agencies etc., or trafficking, or in cases of differently abled persons, or in situations where the District Magistrate deems fit.
- The State Governments are not required to pay any matching contribution for the purpose of cash rehabilitation assistance.
- The Scheme provides for financial assistance of Rs. 4.50 lakhs per district for conducting survey of bonded labourers once in every three years for sensitive district, Rs. 1.50 lakhs for evaluatory studies (maximum of five evaluatory studies per year) and Rs. 10 lakhs per annum for awareness generation per State.
- The release of rehabilitation assistance is linked with conviction of the accused. However, immediate cash assistance upto Rs. 30,000/- may be provided to the

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

- The Scheme provides for creation of a Bonded Labour Rehabilitation Fund at District level by each State with a permanent corpus of at least Rs. 10 lakhs at the disposal of the District Magistrate which would be renewable for extending immediate help to the released bonded labourers.
- The above benefits are in addition to other cash or non-cash benefits provided by the States.

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

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# Chapter-10

## CONTRACT LABOUR

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

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

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

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

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

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

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

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

**10.9** The Contract Labour (Regulation and Abolition) Act, 1970 has been subsumed in the OSH & WC Code, 2020 and the Code has been notified on 29.09.2020. It will come into force from the date of notification by the Central Government. In the OSH & WC Code, the threshold of the number of contract labourers in establishment has been enhanced from 20 to 50 workers for the purpose of applicability of the Code in respect of contract labour. In the Code, core activity of an establishment has been defined as any activity for which the establishment is set up and includes any activity

which is essential or necessary to such activity. The following activity shall not be considered as essential or necessary activity, if the establishment is not set up for such activity, namely:

- (i) sanitation works, including sweeping, cleaning, dusting and collection and disposal of all kinds of waste;
- (ii) watch and ward services including security services;
- (iii) canteen and catering services;
- (iv) loading and unloading operations;
- (v) running of hospitals, educational and training Institutions, guest houses, clubs and the like where they are in the nature of support services of an establishment;
- (vi) courier services which are in nature of support services of an establishment;
- (vii) civil and other constructional works, including maintenance;
- (viii) gardening and maintenance of lawns and other like activities;
- (ix) housekeeping and laundry services, and other like activities, where these are in nature of support services of an establishment;
- (x) transport services including, ambulance services;
- (xi) any activity of intermittent nature even if that constitutes a core activity of establishment.

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

Labour (Regulation and Abolition) Act, 1970 (37 of 1970), the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (30 of 1979) and the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (27 of 1996) have been reduced from 36 to 12.

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

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

- i. Filing of unified annual return mandatory online on the Shram Suvidha Portal under the above three Acts vide notification(s) G.S.R. 1593 (E) to G.S. R. 1596 (E) notified in the Gazette of India on 29the December, 2017.
- ii. Filing of application and granting of certificate of registration/license under the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970) has been made mandatorily online on the Shram Suvidha Portal vide Gazette of India notification(s) G.S.R. 1125 (E) and G.S.R. 1126 (E) dated 15<sup>th</sup> November, 2018

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# Chapter-11

# WOMEN AND WORK

## PROFILE OF WOMEN WORKERS

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

### Periodic Labour Force Survey (PLFS)

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

## EQUAL REMUNERATION ACT, 1976

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

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

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

## MATERNITY BENEFIT ACT, 1961

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

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

## CHILD CARE CENTRES

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

## COMPLAINT COMMITTEE

**11.9** A complaint Committee to deal with the complaints of sexual harassment of women employees at workplace of Ministry of Labour & Employment has been reconstituted. The

Committee will deal with complaints, if any, of sexual harassment of employees of (a) Ministry of Labour & Employment (Main Secretariat), (b) Directorate General of Employment (DGE), (c) Office of the Chief Labour Commissioner (Central), (d) Pay & Accounts Office of Ministry of Labour & Employment in the Main Secretariat/DGE/CLC(C).

## Training of Women Workers

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

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

**Training\_ programme on Gender and Women (January to November 2024)**

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

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

1. Leadership Development programme for Women Officials- January 27-29, 2025
2. Gender and Entrepreneurship Together- December 16-20, 2024
3. Gender, Work and Development-March 03-07, 2025
4. Research Methods in Gender and Labour

Issues- December 02-06, 2024

5. International Labour Standards and Promotion of Gender Equality at the Workplace- March 10-28, 2025
6. Enhancing Employability and Entrepreneurship among Women of North Eastern States- November 25-29, 2024
7. Gender and Labour Laws: National and International Perspectives(National Law University) NLU, Cuttack, Odisha- November 25-27, 2024
8. Leadership Development Capsule for Women officials for Navy Officials- December 09-13, 2024
9. International Labour Standards and Promotion of Gender Equality at the Workplace- January 15-February 02, 2024

**ASSISTANCE TO WOMEN JOB SEEKERS**

**NCS Features for Women**

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

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

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

**Table 11.1**

**EMPLOYMENT OF WOMEN – PROTECTIVE LEGAL  
PROVISIONS**

<b>Name of the Enactment</b>	<b>Protective Provisions</b>
1. The Beedi & Cigar Workers (Conditions of Employment) Act, 1966	<p><b>14. Creches:-</b></p> <p>(1) In every industrial premise 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.</p> <p>(2) Such rooms shall</p> <ul style="list-style-type: none"> <li>(a) provide adequate accommodation;</li> <li>(b) be adequately lighted and ventilated;</li> <li>(c) be maintained in a clean and sanitary condition;</li> <li>(d) be under the charge of women trained in the care of children and infants.</li> </ul> <p>(3) the State Government may make rules-</p> <ul style="list-style-type: none"> <li>(a) prescribing the location and the standard in respect of construction, accommodation, furniture and other equipment of rooms to be provided under this section.</li> <li>(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;</li> <li>(c) requiring the provision in any industrial premises for free milk or refreshment or both for such children;</li> <li>(d) Requiring that facilities shall be given in any industrial premises for the mothers of such children to feed them at necessary intervals.</li> </ul>

2. The Plantation Labour Act, 1951	<p>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</p> <p>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.</p> <p>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.</p>
3. The Contract Labour (Regulation & Abolition) Act, 1970	<p>Provision of separate rest rooms or alternative accommodations for women employees in every place wherein contract labour is required to halt at night.</p> <p>Provision of separate reserved portion of dining hall and service counter.</p> <p>Provision of separate washing places and latrines for women to secure privacy.</p> <p>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>Separate rest rooms for women in every place wherein migrant workmen are required to halt a night in connection with the working of the establishment and in which employment of migrant workmen is likely to continue for three months or more. Separate reserved portion of dining hall and service counter for women migrant workmen.</p> <p>Separate washing places and latrines for women migrant workmen to secure privacy.</p> <p>Creches where twenty or more women are ordinarily employed as migrant workmen</p>
5. The Factories Act, 1948	<p>Provision of crèches in every factory wherein more than thirty women workers are ordinarily employed.</p> <p>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, the State Government may, by notification, vary the limits, but no such variation shall authorize the employment of any woman between the hours of 10.00 P.M and 5.00 A.M.</p> <ul style="list-style-type: none"> <li>• Employment of women is also prohibited/restricted in certain factories involving dangerous operations.</li> <li>• No women shall be allowed to clean, lubricate or adjust any part of prime mover while it is in motion.</li> <li>• No women shall be employed in any part of a factory for pressing cotton in which a cotton opener is at work.</li> </ul>
6. The Mines Act, 1952	<ul style="list-style-type: none"> <li>• The employment of women was fully restricted in underground mines and in above-ground and opencast mines it was restricted in between 7:00 pm and 6:00 am under Section 6(1) of the Mines Act, 1952.</li> </ul>

- The Central Government relaxed these restrictions vide Gazette Notification No. SO 506(E), dated January 29, 2019 subject to ensuring the safety, security, and health of women.
- Further, the Directorate General of Mines Safety (DGMS) issued guidelines vide
- DGMS(Legis)/Circular No.02 on May 24,2019,for mine owners/ managements to frame Standard Operating Procedure (SOPs) for the employment of women in their respective mines.
- The relaxation granted by the Central Government has yielded positive outcomes, with a notable increase in women joining the mining industry. Employers have demonstrated increased motivation to hire a greater number of women employees.
- The employment of women in the mining industry has consistently risen from 2020 as given below:

Year	Above Ground and opencast (Between 7PM to 6AM)	Below Ground
2020	64	20
2021	71	25
2022	143	57
2023	237	102
2024	442	103

- Women in mining now hold diverse roles, like Mine Managers, Mining Engineers, Geologists, Maintenance Engineers, and Heavy Earth Moving Machinery operators, among others.
- Women miners are now actively taking part in mines rescue which is one of the toughest. Latest achievements in national and international arena reflect the same.

	<ul style="list-style-type: none"> <li>• <b>International:</b> India's first all women underground mine rescue team participated in the prestigious XIII International Mines Rescue Competition held in Colombia organized by the National Mining Agency of Colombia under the guidance of the International Mines Rescue Body (IMRB.) The event featured over 26 teams globally.</li> <li>• India's seven-member all-women achieved a historic milestone by competing on the international stage. The tam was placed second overall (Female Task Force) out of 21 teams from 8 countries. They were also placed second in First Aid/Mine rescue action in non-breathing atmosphere (Drill).</li> <li>• <b>National:</b> Hindustan Zinc Limited (HZL) formed India's first all-women mine rescue team, trained at Nagpur's Mines Rescue Station.</li> <li>• The participation of five all-women rescue teams at the 53rd All India Mines Rescue competition.</li> <li>• These achievements reflect the positive shift in societal attitudes towards women's roles in such critical sectors, and it is an encouraging sign of increased inclusivity and equal opportunity in the rescue and safety</li> </ul>
7. The Maternity Benefit Act,1961	<p>For benefits are available under following the Maternity Benefit Act 1961:-</p> <ul style="list-style-type: none"> <li>• 26 Weeks of maternity leave out of which eight weeks before the expected date of delivery for upto 2 surviving children. For woman having two or more than two children and for adopting/ commissioning mothers, 12 weeks of paid maternity leave.</li> <li>• One month maternity leave to a woman worker suffering from illness arising out of pregnancy, delivery, premature birth of</li> </ul>

	<p>child (miscarriage, medical termination of pregnancy or tubectomy operation).</p> <ul style="list-style-type: none"> <li>• Two nursing breaks of 15 minutes until the child attains the age of 15 months.</li> <li>• Medical Bonus of Rs.3500/- if no prenatal confinement and post-natal care is provided by the employer free of charge.</li> <li>• Light works for 10 weeks.</li> <li>• Immunity from dismissal during absence of pregnancy.</li> <li>• No deduction of wages of woman entitled to maternity benefit.</li> <li>• Facility of work from home'</li> <li>• Facility of crèche if 50 or more employees are working in the establishment with daily four visits.</li> </ul>
8. The Equal Remuneration Act, 1976	<ul style="list-style-type: none"> <li>• Payment of equal remuneration to men and women workers for same or similar nature of work protected under the Act.</li> <li>• No discrimination is permissible in recruitment and service conditions except where employment of women is prohibited or restricted by or under any law.</li> </ul>
9. Employee's State Insurance Act 1948 read with The Employee's State Insurance (Central) Regulation, 1950	<p><b>Section 46 of The ESI Act-1948 envisages the following major Social Security Benefits to the insured persons including insured women:</b></p> <ul style="list-style-type: none"> <li>• <b>Medical Benefit</b></li> <li>• <b>Sickness, Extended sickness and enhanced sickness benefit</b></li> <li>• <b>Maternity benefit</b></li> </ul>

	<p>I. 26 weeks of paid leave for up to 2 children.</p> <p>II. 12 weeks for more than 2 children and adopting and commissioning mother.</p> <p>III. 6 weeks for miscarriage.</p> <p>IV. Additional one month leave for sickness arising out of pregnancy.</p> <ul style="list-style-type: none"> <li>• <b>Disablement benefits</b></li> <li>• <b>Dependent benefits</b></li> <li>• <b>Funeral benefits</b></li> </ul> <p>ESIC also provides some other need-based benefits such as Unemployment Allowances under <b>Atal Beemit Vyakti Kalyan Yojana</b> and <b>Rajeev Gandhi Shramik Kalyan Yojana</b> to all eligible insured persons including insured women.</p> <p>Moreover, confinement expenses of ₹7500/- per case for two confinements only is payable to an insured woman and the wife of an insured person as <b>medical bonus</b> under rule 56A of the ESI (Central) Rules 1950 provided that the confinement occurs at a place where necessary medical facilities under the ESIS are not available.</p> <p>As per Section 73 of the ESI Act 1948, all employees including women employee are well protected from dismissal, discharge, reduction of wages or punishment during the period as specified under ESI(General) Regulation 1950 for the certified periods for maternity benefit and disablement benefit for temporary disablement or is under medical treatment for sickness or is absent from work as a</p>
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	<p>result of illness duly certified in accordance with the regulations to arise out of the pregnancy or confinement rendering the employee unfit for work.</p>
10. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996	<p><b>Section 22(1)(g): Functions of the Board:</b> The Board may make payment of maternity benefit to the female beneficiaries.</p> <p><b>Section 35 Creches</b></p> <ol style="list-style-type: none"> <li>1. In every place wherein, 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.</li> <li>2. Such rooms shall- <ol style="list-style-type: none"> <li>a. provide adequate accommodation;</li> <li>b. be adequately lighted and ventilated;</li> <li>c. be maintained in a clean and sanitary condition</li> <li>d. be under the charge of women trained in the care of children and infants.</li> </ol> </li> </ol>
11. The Industrial Employment (Standing Orders) Act, 1946	Rule 14 and 17 of the Industrial Employment (Standing Orders) Central Rules, 1946 under the Industrial Employment (Standing Orders) Act, 1946 list sexual harassment as Misconduct and provide for disciplinary action.
12. The Occupational Safety, Health and Working Conditions Code, 2020.	<p><b>Section 24(3) - Welfare facilities in the establishment, etc.</b></p> <p>(3) The Central Government may make rules to provide for the facility of crèche having suitable room or rooms for the use of children under the age of six years of the employees at suitable location and distance either separately or along with common</p>

facilities in establishments wherein more than fifty workers are ordinarily employed.

**Section 43 - Employment of women.** 43. Women shall be entitled to be employed in all establishments for all types of work under this Code and they may also be employed, with their consent before 6 a.m. and beyond 7 p.m. subject to such conditions relating to safety, holidays and working hours or any other condition to be observed by the employer as may be prescribed by the appropriate Government.

**Section 44 -Adequate safety of employment of women in dangerous operation.**

44. Where the appropriate Government considers that the employment of women is dangerous for their health and safety, in an establishment or class of establishments or in any particular hazardous or dangerous processes in such establishment or class of establishments, due to the operation carried out therein, such Government may in the prescribed manner, require the employer to provide adequate safeguards prior to the employment of women for such operation

**Section 82 - Dangerous Operations-** The appropriate Government may by rules make the provisions relating to any operations, factory or class or description of factories in which manufacturing process or operation is carried on which exposes any of the persons employed in it to a serious risk of bodily injury, poisoning or disease, for

(b) prohibiting or restricting the employment of pregnant women in the manufacturing process or operations.

**Section 93(2)Safety** - The State Government may prescribe for special safeguards for employment of women or adolescents in using or handling hazardous chemicals.

**Section 135 - Power of State Government to make rules-**

- (1) The State Government may, subject to the condition of previous publication and by notification, make rules for the carrying out the provisions of this Code.
- (2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:-
  - (u) for prohibiting or, restricting employment of women or adolescents under sub-section (2) of section 93

**Section 18 (2)(f) of the OSH & WC code, 2020**

Second schedule laid down under Section 18(2)(f) of the Occupational Safety, Health and Working Conditions Code, 2020 provides the following protection for women workers- SI. No. 7-prohibition of employment of women, children and adolescent near cotton openers.

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# Chapter-12

# CHILDREN AND WORK

## INTRODUCTION

**12.1** Our Constitution provides for protection of children from involvement in economic activities and avocations unsuited to their age and this is provided for in the Fundamental Rights (Article-24). Directive Principles of State Policy in the Constitution also strongly reiterate this commitment.

### Constitutional Provisions:

#### Article 21 A

##### Right to Education

The State shall provide free and compulsory education to all children of the age of 6 to 14 years in such manner as the State, by law, may determine.

#### Article 24

##### Prohibition of employment of children in factories, etc.

No child below the age of 14 years shall be employed in work in any factory or mine or engaged in any other hazardous employment.

#### Article 39

**The State shall, in particular, direct its policy towards securing:-** The health and strength of workers, men and women, and the tender age of children are not abused and that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength.

**12.2** Constitutional and legislative provisions providing protection to children against employment has been elaborated in the National Child Labour Policy announced in 1987. The

policy addresses the complex issue of child labour in a comprehensive, holistic and integrated manner. The action plan under this policy is multi-pronged and mainly consists of:

- (i) Alegislative action plan;
- (ii) Focuses on general development programmes for the benefit of the families of children; and
- (iii) Project-based action plan in areas of high concentration of child labour.

### Legal Protection of Children at Work

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

**12.4** The Child Labour (Prohibition & Regulation) Amendment Rules, 2017, *inter-alia*, cover provision for prevention, rescue and rehabilitation and convergence, definition of "help" in the family enterprises owned by the family of the child and regulation of child artists to ensure their safety and security. The Rules also provides for District Nodal Officer (DNO) and Task Force under the chairmanship of District Magistrate to ensure that the provisions of the Act are properly enforced.

**12.5** The Central Government is the “appropriate Government” in relation to establishments under the control of the Central Government or a railway administration or a major port or a mine or oilfield. In all other cases, the State Government is the “appropriate Government”. The State Action Plan issued by the Ministry enumerates the actions arisen on the part of State Governments /UTs after enactment of the Amendment Act.

**12.6** The Schedule of hazardous occupations and processes of the Act is divided in two parts namely 'Part A' covering a list of hazardous occupations and processes in which adolescents are prohibited to work and children are prohibited to help in family or family enterprises and 'Part B' covering an additional list of occupations and processes where children are prohibited to help in family or family enterprises (in addition to 'Part A'). The revised schedule of the Act is at **Annexure 12.1**.

**12.7** After making suitable amendment in the Child Labour (Prohibition & Regulation) Act 1986 in 2016, India ratified ILO conventions No.138 (minimum age of entry to employment) and 182 (worst form of child labour) on 13.06.2017. By ratifying these two core conventions, India join majority of the countries who have adopted the legislation to prohibit and place severe restrictions on the employment and work of children.

**12.8** The Standard Operating Procedure (SOP) framed by the Ministry works as a ready reckoner for trainers, practitioners and monitoring agencies to ensure complete prohibition of child labour and protection of adolescents from hazardous labour ultimately leading to Child Labour Free India. The online portal PENCIL (Platform for Effective Enforcement for No Child Labour) developed by the Ministry of Labour & Employment provide for a mechanism for both enforcement of the

legislative provisions and effective implementation of the National Child Labour Project (NCLP). The Portal has components like Complaint Corner, Child Tracking System, and NCLP data. Now complaints of child labour can be registered electronically on the Portal to the concerned District Nodal Officers (DNOs) for taking prompt action.

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

(in crore)

Year	Budget Allocation (Final Grant)	Expenditure
2020-21	49.00	41.20
2021-22	20.00	18.45
2022-23	20.00	15.93
2023-24	10	0.6792
2024-25	0.00	0.00*

Note: The NCLP Scheme has been subsumed in the “Samagra Shiksha Abhiyan” Scheme implemented by Ministry of Education and there is no fund allocation now.

#### **12.10 Coordination and Convergence among Agencies**

- Coordination with Ministry of Women and Child Development – sharing of information from child helpline, surveys or portals of M/o WCD for identification of child labour.
- Coordination with Department of School Education & Literacy – At the school level reporting of children who have been consistently absent from school for 30 days and ensuring enrolment and retention of all children; and at the State and Central level inclusion of information

about child labour in the syllabus and education material is key in ensuring prevention of child labour.

- Coordination and convergence with local level skill development department can ensure skill training of young persons to protect them from being employed in hazardous labour.

### **Provision of Child & Adolescent Labour Rehabilitation Fund:**

**12.11** In order to give the statutory back up for the rehabilitation Fund, the Government has made a provision in the Child Labour (Prohibition & Regulation) Amendment Act, 2016 for constitution of Child & Adolescent Labour Rehabilitation Fund at district level to ensure that child and adolescent is not only rescued but his future is secured by the amount collected in fund for his welfare and education. The amount of fine realized from the employer of the child or adolescent shall be credited in the rehabilitation Fund and an amount of fifteen thousand will also be credited by the appropriate Government for each of the child and adolescents rescued from the work.

### **Annexure 12.1**

#### **“PART-A”**

#### **Hazardous occupations and processes in which adolescents are prohibited to work and children are prohibited to help**

1. Mines and Collieries (underground and underwater) and related work in,-
  - i. Stone quarries;
  - ii. Brick kilns;
  - iii. Preparatory and incidental processes thereof including extraction, grinding, cutting, splitting, polishing, collection, cobbling of stones or lime or slate or

silica or mica or any other such element or mineral extracted from the earth; or

- iv. Open pit mines.

2. Inflammable substances and explosives such as -

- i. Production, storage or sale of fire crackers;
- ii. For manufacture, storage, sale, loading, unloading or transport of explosives as defined under the Explosives Act, 1884 (4 of 1884);
- iii. Work relating to manufacturing, handling, grinding, glazing, cutting, polishing, welding, moulding, electro-plating, or any other process involving inflammable substances;
- iv. Waste management of inflammable substances, explosives and their by-products; or
- v. Natural gas and other related products.

#### **Hazardous processes (serial numbers (3) to (31) below are as specified in the First Schedule of the Factories Act, 1948 (63 of 1948))**

3. Ferrous Metallurgical Industries
  - i. Integrated Iron and Steel;
  - ii. Ferro-alloys;
  - iii. Special Steels.
4. Non-ferrous Metallurgical Industries: Primary Metallurgical Industries, namely zinc, lead, copper, manganese and aluminum.
5. Foundries (ferrous and non-ferrous): Castings and forgings including cleaning

- or smoothening or roughening by sand and shot blasting.
6. Coal (including coke) Industries:
- Coal, Lignite, Coke, similar other substance;
  - Fuel Cases (including Coal Gas, Producer Gas, Water Gas).
7. Power Generating Industries.
8. Pulp and paper (including paper products) Industries.
9. Fertilizer Industries:
- Nitrogenous;
  - Phosphatic;
  - Mixed.
10. Cement Industries: Portland cement (including slag cement, puzzolona cement and their products).
11. Petroleum Industries:
- Oil Refining;
  - 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:
- Coke Oven By-products and Coaltar Distillation products;
- ii. Industrial Gases (nitrogen, oxygen, acetylene, argon, carbon dioxide, hydrogen, Sulphur dioxide, nitrous oxide, halogenated hydrocarbon, ozone, similar other gas);
- iii. Industrial Carbon;
- iv. Alkalies and Acids;
- v. Chromates and dichromates;
- vi. Lead and its compounds;
- vii. Electro chemicals (metallic sodium, potassium and magnesium, chlorates, per chlorates and peroxides);
- viii. Electro thermal produces (artificial abrasive, calcium carbide);
- ix. Nitrogenous compounds (cyanides, cyanamides, and other nitrogenous compounds);
- x. Phosphorus and its compounds;
- xi. Halogens and Halogenated compounds (chlorine, fluorine, bromine and iodine);
- xii. Explosives (including industrial explosives and detonators and fuses).
20. Insecticides, Fungicides, Herbicides and other pesticides industries.
21. Synthetic Resin and Plastics.
22. Man-made Fiber (Cellulosic and non-cellulosic) industry.
23. Manufacture and repair of electrical accumulators.
24. Glass and Ceramics.
25. Grinding or glazing of metals.
26. Manufacture, handling and processing of asbestos and its products.

27. Extraction of oils and fats from vegetable and animal sources.
28. Manufacture, handling and use of benzene and substances containing benzene.
29. Manufacturing processes and operations involving carbon disulphide.
30. Dyes and dyestuff including their intermediates.
31. Highly flammable liquids and gases.
32. Process involving handling and processing of hazardous and toxic chemicals as specified in Part-II of the Schedule I to the Manufacture, Storage and Import of Hazardous Chemical Rules, 1989.
33. Work in slaughter houses and abattoirs including work with guillotines.
34. Work involving exposure to radioactive substances including electronic waste and incidental processes therein.
35. Ship breaking.
36. Salt Mining or Salt Pan Work.
37. Hazardous processes as specified in Schedule IX to the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Central Rules, 1998.
38. Work in beedi-making or processing of tobacco including manufacturing, pasting and handling tobacco or any drugs or psychotropic substance or alcohol in any form in food processing and beverage industry and at bars, pubs, parties or other similar occasions that serve alcoholic substances.

**“PART-B”**

**List of occupations and processes where children are prohibited to help in family or family enterprises (in addition to PART A)**

**Occupations**

Any occupation concerned with -

1. Transport of passengers, goods or mails by railways;
2. Cinder picking, clearing of an ash pit or building operation in the railway premises;
3. Work in a catering establishment at a railway station, involving the movement of a vendor or any other employee of the establishment from one platform to another or into or out of a moving train;
4. Work relating to the construction of a railway station or with any other work where such work is done in close proximity to or between the railway tracks;
5. A port authority within the limits of any port;
6. Automobile workshops and garages;
7. Handloom and powerloom industry;
8. Plastic units and fiberglass workshops;
9. Domestic workers or servants;
10. Dhabas (roadside eateries), restaurants, hotels, motels, resorts;
11. Diving;
12. Circus;
13. Caring of Elephant;
14. Power driven bakery machine;
15. Shoe making.

**Processes**

1. Carpet-weaving including preparatory and incidental process thereof;
2. Cement manufacture, including bagging of cement;
3. Cloth printing, dyeing and weaving including processes, preparatory and incidental thereto;
4. Shellac manufacture;
5. Soap manufacture;
6. Wool-cleaning;
7. Building and construction industry including processing and polishing of granite stones; hauling and stacking materials; carpentry; masonry;
8. Manufacture of slate pencils (including packing);
9. Manufacture of products from agate;
10. Cashew and cashew nut descaling and processing;
11. Metal cleaning, photo engraving and soldering processes in electronic industries;
12. Aggarbatti manufacturing;
13. Automobile repairs and maintenance including processes incidental thereto namely, welding, lathe work, dent beating and painting;
14. Roof tiles units;
15. Cotton ginning and processing and production of hosiery goods;
16. Detergent manufacturing;
17. Fabrication workshops (ferrous and non-ferrous);
18. Gem cutting and polishing;
19. Handling of chromite and manganese ores;
20. Jute textile manufacture and coir making;
21. Lime kilns and manufacture of lime;
22. Lock making;
23. Manufacturing processes having exposure to lead such as primary and secondary smelting, welding and cutting of lead-painted metal constructions, welding of galvanized or zinc silicate, polyvinyl chloride, mixing (by hand) of crystal glass mass, sanding or scraping of lead paint, burning of lead in enameling workshops, lead mining, plumbing, cable making, wire patenting, lead casting, type founding in printing shops. shot making and lead glass blowing;
24. Manufacture of cement pipes, cement products and other related work;
25. Manufacture of glass, glass ware including bangles, fluorescent tubes, bulbs and other similar glass products;
26. Manufacturing or handling of pesticides and insecticides;
27. Manufacturing or processing and handling of corrosive and toxic substances;
28. Manufacturing of burning coal and coal briquettes;
29. Manufacturing of sports goods involving exposure to synthetic materials, chemicals and leather;
30. Oil expelling and refinery;
31. Paper making;
32. Potteries and ceramic industry;

- 33. Polishing, molding, cutting, welding and manufacturing of brass goods in all forms;
- 34. Processes in agriculture where tractors, threshing and harvesting machines are used and chaff cutting;
- 35. Saw mill – all processes;
- 36. Sericulture processing;
- 37. Skinning, dyeing and processes for manufacturing of leather and leather products;
- 38. Tyre making, repairing, re-treading and graphite beneficiation;
- 39. Utensils making, polishing and metal buffing;
- 40. Zari' making and processes involving the use of *zari* (all processes);
- 41. Graphite powdering and incidental processing;
- 42. Grinding or glazing of metals;
- 43. Diamond cutting and polishing;
- 44. Rag picking and scavenging;
- 45. Mechanized fishing;
- 46. Food processing;
- 47. Beverage industry;
- 48. Cultivating, sorting, drying and packaging in spice industry;
- 49. Timber handling and loading;
- 50. Mechanical lumbering;
- 51. Warehousing;
- 52. Massage parlours, gymnasiums, or other recreational centers, or in medical facilities;
- 53. Operations involving the following dangerous machines:-  
  - (a) Hoists and lifts;
  - (b) Lifting machines, chains, ropes and lifting tackles;
  - (c) Revolving machinery;
  - (d) Power presses;
  - (e) Machine tools used in the metal trades;
- 54. Composing types for printing, printing by letter press, lithography, photogravure or other similar process or book-binding, as specified in sub-clause (iv) of clause (k) of section 2 of the Factories Act, 1948."

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# Chapter-13

## OCCUPATIONAL SAFETY & HEALTH

### **Directorate General Factory Advice Service & Labour Institutes (DGFASLI)**

**13.1** The Directorate General Factory Advice Service & Labour Institutes (DGFASLI), Mumbai is an attached office of the Ministry of Labour & Employment. It functions as a technical arm of the Ministry 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), four-weeks Specialized Certificate Course in Safety and Health for Supervisory Personnel working in Hazardous Process Industries etc.

The DGFASLI organisation comprises of the headquarters, five Labour Institutes and 11 Inspectorates of Dock Safety in Major Ports. The Headquarters in Mumbai has four divisions/cells, namely, Factory Advice Service Division, Dock Safety Division, Awards Cell, and Construction Advisory Service Division.

The Central Labour Institute in Mumbai started

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

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

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

The Regional Labour Institutes (RLIs) in Chennai, Faridabad, Kanpur, Kolkata, and Shillong serve the respective regions of the country they are located in each of these institutes has the following divisions/ sections:

- Industrial Safety
- Industrial Hygiene
- Industrial Medicine

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

## ACTIVITIES OF THE ORGANISATION

### I. SAFETY AND HEALTH IN FACTORIES

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. 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 consultation of the State Governments by convening annually a Conference of Chief Inspectors of Factories (CIF) of the States and UTs. The Conference discusses matters relating to the administration of the Act as well as proposed amendments. Besides, the Conference also serves as a forum for discussion on the latest development in the field of Occupational Safety and Health.

### II. INSPECTORATE OF DOCK SAFETY

The Dock Workers (Safety, Health and Welfare) Act, 1986 came into force on 14<sup>th</sup> 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.

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.

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

The details of the enforcement activities (various inspections, investigations, prosecutions, promotional activities, etc.) carried out by the Dock Safety Inspectorates at all major ports for the administration and enforcement of the Dock Safety statutes is given in **Annexure-I**.

### III. TRAINING PROGRAMMES

DGFASLI regularly conducts a number of training programmes of varying duration for the awareness and effective compliance of

standards/measures to ensure Safety and Health at workplace. Through its Central/Regional Labour Institutes, the DGFASLI conducts the following programmes:

- Advance Diploma in Industrial Safety (ADIS), a one-year diploma course conducted at CLI Mumbai, RLI Chennai, RLI Faridabad, RLI Kanpur and RLI Kolkata, 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.
- Associate Fellow of Industrial Health (AFIH), a three-month certificate course for qualified medical practitioners to be engaged as Factory Medical Officers in Occupational Health Centres in the Factories.
- 4-week Specialized Certificate Course for Supervisors employed in Hazardous Process industries under section 41C (b) of the Factories Act, 1948.
- 10-day Basic Course for newly recruited Inspectors of factories.
- 5-day Refresher Course for Senior Inspectors of factories.
- 15-day full time certificate course on Safety in Working at Height & Scaffolding.
- 15-day full time certificate course on Safety in Excavation and Tunneling.
- 15-day full time certificate course on Safety in Material Handling and Lifting Operations
- Long duration training programme (3 or more days duration)
- Short duration training programme (1 day duration)
- Seminar/ Workshop

- In-plant training programmes for the industries
- Appreciation programme, visit to the OSH exhibition centres, visit to labs etc.
- Talks, online programmes etc. for industry personnel

The details of the training programmes conducted during Jan 2024 to Nov 2024 are given in **Annexure-II**.

#### **IV. STUDIES AND SURVEYS**

Studies and Surveys are conducted by DGFASLI, in its efforts towards helping the Central Government to ascertain the status of working conditions, safety and health in factories and docks, and to formulate the appropriate standards for inclusion in statutes. Unit level consultancy studies are carried out at the request of the management and reports are submitted for implementation of the recommendations for further improvements in factories concerned

#### **V. INDUSTRIAL SAFETY, HEALTH & WELFARE CENTRE**

Industrial Safety, Health and Welfare Centre of the Central Labour Institute and Regional Labour Institutes promote 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**

The Industrial Hygiene Division at CLI, Mumbai is concerned with the improvement of Industrial Work Environment. The division comprises Industrial Hygiene Laboratory (IHL), Respiratory Equipment Testing Laboratory (RETL) and Non-Respiratory Equipment Testing Laboratory (NRETL). The RETL and NRETL labs carry out

testing of indigenous Personal Protective Equipment (PPE) as per the standards set by the Bureau of Indian Standards (BIS).

- **Respiratory Personal Protective Equipment Testing:** The laboratories for respiratory personal protective equipment testing at Central Labour Institute, Mumbai tests the performance and efficiency of indigenous respiratory PPE such as Dust Masks, Canisters/ Cartridge Gas Respirators, SCBA Air Quality equipment, etc. as per relevant BIS standards.
- **Non-Respiratory Personal Protective Equipment Testing:** The laboratories for non-respiratory personal protective equipment testing at Central Labour Institute, Mumbai carries out testing of indigenous non-respiratory PPE such as Safety Helmets, Safety Shoes, Safety Goggles, Safety Belts and Welding Glasses etc. as per relevant BIS standards.

The details of Personal Protective Equipment tested by DGFASLI during the Jan 2024 to Nov 2024 are given in **Annexure-III**.

## **VII. REPRESENTATION ON BIS COMMITTEES**

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

## **VIII. ACTIVITIES AND FUTURE PLANS**

### **a. Activities carried out during 1<sup>st</sup> January, 2024 to 30<sup>th</sup> November, 2024**

#### **1. Conducting Consultancy/Study/ Survey/Audit**

DGFASLI conducted a number of Study, Survey and Audits in the field of

Occupational Safety and Health during the period Jan 2024 to Nov 2024 in various parts of the country. The details of these activities conducted by DGFASLI are given in **Annexure-IV**.

#### **2. Conducting seminars in collaboration with DGUV Germany**

DGFASLI has conducted a number of seminars in collaboration with German Social Accident Insurance (DGUV), a leading body in the field of Occupational Safety and Health in Germany to promote Occupational Safety and Health and enhance workplace safety. These seminars aim to foster knowledge exchange and cooperation in the areas of safety management, industrial hygiene, risk assessment, and the development of safe work practices. By leveraging the expertise of DGUV, an organization renowned for its rigorous research, safety standards, and successful implementation of OSH practices in Germany, DGFASLI has been able to offer valuable training and insights in the field of Occupational Safety and Health.

#### **4. Conference of Chief Inspectors of Factories**

The 58<sup>th</sup> National Conference of Chief Inspectors of Factories (CIF) was organised by DGFASLI in collaboration with Government of Odisha on 12<sup>th</sup> February, 2024 in Bhubaneswar, Odisha. The conference was attended by Ms. Arti Ahuja, the then Secretary, Ministry of Labour of Employment, Government of India and Shri R.S. Gopalan, Commissioner cum Secretary, Labour and ESI Department, Govt. of Odisha, Ms Anu Garg, Development Commissioner, Odisha.

**5. Conducting heat wave awareness programmes**

DGFASLI organized a number of heat wave awareness programmes at workplaces, factories, construction sites, etc. to prevent heat-related illnesses, such as heat exhaustion and heat stroke, by educating workers and supervisors on recognizing symptoms, staying hydrated, and implementing safe work practices. These programmes promote a culture of safety, encouraging workers to report symptoms early and adjust work routines during high heat, which helps maintain productivity and reduces health risks.

**6. Established Regional Labour Institute, Shillong**

The Regional Labour Institute, Shillong has been established with the objective of providing technical services for improvement of Safety, health and well-being of workers employed in factories & other industries. This institute will cater to the needs of the industries and promote occupational safety, health and work environment in the North Eastern states of Sikkim, Arunachal Pradesh, Assam, Meghalaya, Nagaland, Manipur, Mizoram, and Tripura.

7. DGFASLI has signed a number of MoUs with private institutions to collaborate on training initiatives in the field of Occupational Safety and Health, facilitate knowledge exchange, and develop specialized training programs for both employers and employees in diverse industries, and Capacity Building of Trainers and Safety Professionals.

8. DGFASLI also maintains statistics related to administration of the Factories Act, 1948 and Rules framed there under; and

administration of Dock Workers (Safety, Health & Welfare) Act, 1986 and the Regulations, 1990 framed there under. This information is collected by DGFASLI from all the States/UT having factories registered under the Factories Act, 1948. This information base is used in planning and implementation of national policies concerning Occupational Safety and Health as well as preparing replies to various parliament questions related to administration of the aforesaid Acts and Regulations. This information along with other information pertaining to DGFASLI and all the Labour Institutes has been published in the annual report of DGFASLI known as the Standard Reference Note and the same is published on the website of DGFASLI.

9. During the period January 2024 to November 2024 several training programmes on Occupational Safety and Health were conducted by DGFASLI. The details of these training programmes are mentioned in **Annexure-II**.

10. 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. The details of these activities are mentioned in **Annexure-I**.

11. DGFASLI organized a series of events such as the *Swachhata Abhiyaan* and *Hindi Pakhwada* across its various offices and institutions ie DGFASLI (Headquarters), Central Labour Institute at Mumbai, Regional Labour Institutes at Chennai, Faridabad, Kanpur, Kolkata, and Shillong and IDS offices. The *Swachhata Abhiyaan* aimed to engage

staff and stakeholders in activities that promote hygiene, and sustainability. The *Hindi Pakhwada* aimed at promoting the use of **Hindi** as the official language. During this period, various activities were organized to encourage staff to communicate in Hindi, especially in official documentation, correspondence, and communication with stakeholders.

### **Mining Sector, Labour Safety and Occupational Health**

#### **DIRECTORATE GENERAL OF MINES SAFETY(DGMS)**

**13.2** The Directorate General of Mines Safety (DGMS) is the Indian Government regulatory body and is a sub-ordinate office to the Union Ministry of Labour & Employment. The headquarters of DGMS is located at Dhanbad, Jharkhand State.

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. DGMS is headed by the Chief Inspector of Mines (also designated as Director General of Mines Safety).

**13.3** To take care of the enhanced targets, mechanization of mining activities has taken place. Large-scale mechanization led to higher risk to health and safety of the persons deployed in mines. Accordingly, the role of the **Directorate-General of Mines Safety (DGMS)** has also broadened.

**13.4** The Mines Act, 1952, Subordinate Legislation made thereunder and other allied legislations administered by the Directorate are as follows:

#### **The Mines Act, 1952**

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

#### **The Electricity Act, 2003**

- Part of the Central Electricity Authority (Measure relating to Safety and electric Supply) Regulation, 2023, applicable to mines, framed under the ELECTRICITY ACT, 2003.

#### **Allied Legislation**

- The Factories Act, 1948: Chapters III & IV
- The Manufacture, Storage & Import of Hazardous Chemicals Rules, 1989 under The Environmental Protection Act, 1986
- The Coal Mines (Conservation & Development) Act, 1974

### **ROLE AND FUNCTION OF DGMS**

#### **Vision of DGMS**

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

## Mission of DGMS

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

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

## The main functions of DGMS include:

1. Inspection of mines.
2. Investigation into –
  - a. Accidents
  - b. dangerous occurrences - emergency response
  - c. complaints & other matters.
3. Grant of:
  - a. statutory permission, exemptions & relaxations
  - b. approval of mine safety equipment, material & appliances.
4. Maintaining information/ reports regarding accidents, enquiries related to accidents (as per rules/ regulation) etc. for future planning.
5. Based on the above, reports are submitted to various Parliament Committees as per requirements.
6. Interactions for development of safety equipment, material and safe work practices through workshop etc.
7. To compile, process and maintain the data

related to accidents statistics pertaining to Mines (Coal & Non-Coal)

8. Publication: To bring out the following publications periodically:
  - a. Statistics of Mines in India, Volume – I (Coal)-(Yearly)
  - b. Statistics of Mines in India, Volume – II (Non-Coal)-(Yearly)
  - c. Monthly Review of Accident (on the DGMS web-site) (Monthly)
  - d. DGMS Standard Note – Yearly
  - e. DGMS Bulletin - Quarterly
9. Dissemination of mines accident and safety related data to other organisations viz. CSO, IBM, Labour Bureau, State Governments, Ministry of Coal etc.
10. Assistance towards development of Safety Legislation & Standards
11. Safety Information Dissemination.
12. Conducting examinations for grant of competency certificates to ensure that only competent persons are appointed as mine Managers, Surveyors, Overman, Foreman, etc. (under the Coal Mines Regulation, 2017 and the Metalliferous Mines Regulation, 1961).
13. Safety promotional initiatives including:
  - a. Organisation of –
    - National Conference on Safety in Mines
    - Mines Safety Awards to the mines practicing best safety standard
    - Safety Weeks & Campaigns
  - b. Promoting –
    - safety education and awareness programmes

- workers' participation in safety management through
  - workmen's inspector
  - safety committee
  - tripartite reviews

## ORGANISATION SET-UP

**13.7** This is a subordinate office under the Ministry of Labour and Employment with its Headquarters at Dhanbad (Jharkhand). It is headed by the Director General of Mines Safety. At Head Quarters, Director General is assisted by specialist officers of Mining, Electrical and Mechanical Engineering, Statistics, Occupational Health, Law, Survey, Administration and Accounts disciplines. The Head Quarter also has a Technical Library and S&T Laboratory as a back-up support to the Organization. Field Organization has a two-tier network. DGMS has eight zonal offices across the country; each zone is under the charge of Deputy Director-General. There are three to four Regional offices under each Zonal office. Each Region is under the charge of Director of Mines safety. There are in all 38 such Regional Offices. Besides having inspecting officers of Mining cadre in each zone, there are officers of Electrical and Mechanical Engineering and Occupational Health disciplines.

## CIRCULARS

**13.8** The DGMS issues circulars to the mining industry on occupational safety and health matters, which may have wide implications. Technical Circulars, Approval Circulars, General Circulars, General Instruction, Technical Instructions, Legislative Circular and Legislative instructions are issued as per requirement.

In the year 2024 Nil (0) technical instruction; Nil (0) general instruction were issued.

In the year, 2024 Six (06) technical circulars were issued; the details of which are given hereunder:

S No .	Subject	Issue No. & date
1	Heat wave in summer and precautions against occurrence of accidents/incident s due to exposure to high temperature	DGMS(Tech) Circular (OH)/01 dated 19.04.2024
2	Precautions against danger of inundation in mines	DGMS/SOMA/(Tech) Circular N. 02 dated 22.05.2024
3	Ensuring safety in opencast coal mines: preventing accidents involving wheeled trackless transportation machinery	DGMS/ / (Tech) SOMA /Circular N. 03 dated 21.08.2024
4	Acceptance of digital radiography in statutory medical examination of mine employee conducted under Mines Rule 29F of 1955	DGMS/OH/(Tech) Circular N. 04 dated 21.08.2024
5	Guidelines for determining adequacy of electrical supervisors and electricians on duty in every mine or oilfields while electricity is being used. - [sub regulation (1) and (3) or regulation (117) of CEAR-2023]	DGMS Circular No. 5 dated 23.08.2024

6	<p>Training syllabus for Electrical Engineers, Electrical supervisors and Electricians who have been engaged for operation and maintenance of electrical installations in mines and oilfields.</p> <p>[Regulation (118) of CEAR – 2023]</p>	DGMS Circular No. 6 dated 23.08.2024
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Further, one Legislative circular was issued on DGMS (Legis.) (Exam) Circular No. 01 dated 23.07.2024 on Issue of Statutory Certificate on Exemption basis and examination basis under the Coal Mines Regulations, 2017, the Metalliferous Mines Regulation, 1961 and the Mines Act, 1952 through online/digital mode

## STANDARD SETTING

**13.9** Based on past experiences/experience of countries abroad, following developmental initiatives are undertaken by DGMS,

- Amendment of Safety Laws,
- Issue of guidelines for safer operations in identified thrust areas through circulars and
- Issue of technical instructions to DGMS officers for their guidance.

## COMPETENCY TEST

**13.10** To ensure that only competent persons are appointed as mine Managers, Surveyors, Overman, Foreman, etc. the DGMS on behalf of the Board of Mining Examinations constituted under the Coal Mines Regulation, 2017 and the Metalliferous Mines Regulation, 1961, conducts

examinations and issues certificates of competency.

**13.11** Further we have replaced offline issuance of statutory certificate with online generation of statutory certificate of competency on examination basis from CBT-2023 onwards and also receipt of online applications and issuance of online certificates on exemption basis started from 21st September, 2023.

**13.12** The details of applications received and competency certificates issued during the period from 01.01.2024 to 31.12.2024 have been given in Table 13.7. Further the projection or estimate for the period January, 2025 to March, 2025 shall be tentatively 5200 nos of applications shall be received through online mode and subsequently tentatively 5200 nos of certificates shall be issued through online mode.

## APPROVAL OF MINES SAFETY EQUIPMENTS

**13.13** Approval is granted by Chief Inspector of Mines (Also designated as Director General of Mines Safety) to various equipment for use in mines to fulfil the statutory obligation enshrined under different provisions of Coal Mines Regulation, 2017, Metalliferous Mines Regulations, 1961, Oil Mines Regulations, 2017, Central Electricity Authority Regulations, 2010 and Mines Rescue Rules, 1985. The procedure of approval includes scrutiny of the applications mainly to find out the quality control system adopted by the manufacturers and their capacity to manufacture equipment/material etc., which will be capable of working safely under the hostile environment of the mines and remain operative during prolong use under adverse condition. The equipment also needs to conform to the relevant Indian Standards and in case, there is no Indian Standard, the standards of the country of origin (ISO/EN/DIN, etc.). The application should also include test certificates

from approved laboratory as per the relevant standard. After the documents are scrutinized and found in order, field trial approval is granted to check the pit worthiness of the equipment in various mines. After the equipment are successfully tried in the field, the performance report from the concerned mine management is obtained. If the above reports are found satisfactory regular approval is granted for a specific period.

**13.14** Mining is a hazardous occupation. Therefore, equipment, machinery, apparatus, appliances and other materials used in mines are required to be safe, robust, reliable and capable of working safely under hostile environment. The equipment needs to remain safe for prolonged usage even in adverse condition.

**13.15** The objective of granting approval to various equipment for use in mines is to primarily fulfil the statutory obligation enshrined under different provisions of Coal Mines Regulations, 2017, Metalliferous Mines Regulations, 1961, Oil Mines Regulations, 2017, Central Electricity Authority (Measure relating to Safety and Electric Supply) Regulation, 2010 and Mines Rescue Rules, 1985 besides statutory notification under these regulations issued by the Competent Authority from time to time.

**13.16** The equipment/machinery/appliances and materials requiring approval can be categorized into:-

- Personal protective equipment.
- Environmental monitoring instruments and devices.
- Machinery and other equipment for carrying out mining operations and
- Safety materials for use in underground mines.

**13.17** The table below shows particulars of items approved during 01.01.2024 to 30.11.2024.

Items	Number of regular approval/approval extension granted	Number of field trail approvals / Field trail approvals extension granted	Total No of approvals granted
Self-Rescuer	00	00	00
Exploder	01	01	02
Breathing Apparatus	02	00	02
Cap Lamp	03	00	03
Gas Detector	02	01	03
Detonators	03	00	03
Explosives	00	00	00
Total	11	02	13

**13.18** The details of field study and scientific study performed by DGMS are given below:

S.No	Activity	Dec-24*	CY-2024
1	Airborne Dust Survey	00	02 (02 Mines)
2	Noise Survey	00	00
3	Illumination Survey	02	06 (05 Mines)
4	Blast Induced Ground Vibrations Monitoring (PPV)	00	00
5	AMP Digitalization of Plans	55	800
6	Library Digitalization	CIM Report Hindi Rules Book	02 Completed Completed
7	Approval/Renewal/Field Trial of Equipment Report	1	02 (2 Extension, 03 Recorded)
8	Mine Field Survey Work	02	08 Mines
9	AMP/ Discontinuance/ Closed Received from Mines	Nil	04 Mines

\* Month Dec-24 is projection numbers.

**13.19** The details of Approval/Field Trial Approval for use of Mechanical Equipment etc. in mines were granted during 01.01.2024 to 31.12.2024 are given below:

Sl. No.	Type of approval	No. of approvals granted
1.	Field trial approval/ extension	06
2.	Regular approval/ renewal	19
Total no. of approval granted		25

The projected estimates for the period January 2025 to March 2025 is given below:

Sl. No.	Type of approval	No. of approvals granted
1.	Expected Field trial approval/ extension	01
2.	Expected Regular approval/ renewal	04
Total no. of expected approval		05

**13.20** The details of approvals for use of Electrical Equipment etc. in mines were granted during 01.01.2024 to 31.12.2024 which is given below:

Sl. No.	Type of approval	No. of approvals granted
1.	No. of Field trial approvals/extensions granted	23
2.	No. of Regular approvals granted	26
3	No. of renewal approvals granted	61

Standardization of mining equipment, apparatus and test procedure by BIS.

## STATISTICS DIVISION, DGMS

**13.21** DGMS has a computerized management information management system which is maintained by Statistics Division. It is also 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 for finalization of award winning mines.

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

**13.22** The Statistics Division maintains various computerized data base of information and statistics regarding the various activities of mines safety. The database maintenance and the processing of data are done on the software platform developed by the Division.

## MAJOR AHIEVEMENTS

### 13.23 ONLINE SYSTEMS

- Online inspection of mines through Shram-Suvidha portal. Risk based generation of random inspections.
- Online receipt, dealing and grant of Permission/Exemption/ Relaxation through web application module.
- Online receipt, dealing and grant of Approvals of safety equipment through web application module.
- Online statistical module for filing of online Annual returns by mine managements and computation of statistical data.
- Online Accident & Statistical module for submission of intimation of accidents and dangerous occurrences by mine

managements and computation of statistical data.

- Computer-based examination system has now been implemented for all Certificate of Competency examination.

### **13.24 LEGISLATIVE REFORMS**

- The Coal Mines Regulations, 1957 is comprehensively amended as Coal Mines Regulations 2017. Similarly, the Oil Mines Regulations, 1984 is amended as the Oil Mines Regulations, 2017 to incorporate the changes in Occupational Safety and health of mine workers in line with the technological advancements in mining industry.
- The restriction on the employment of women in mines was relaxed vide Gazette Notification No. SO 506(E) dated 29.01.2019.

### **13.25 TRANSFORMATION TO CBT BASED STATUTORY EXAMINATIONS**

- The Bye laws for conduct of examination under the Coal Mines Regulations 2017 & the Metalliferous Mines Regulations, 1961 have been comprehensively amended and notified in the Gazette of India vide Notification Nos. G.S.R. 555(E), G.S.R. 556(E), G.S.R. 557(E), G.S.R. 558(E) and G.S.R. 559(E) Dhanbad, dated the 11th August, 2021 & vide Notification Nos. G.S.R. 560(E), G.S.R. 561(E), G.S.R. 562(E), G.S.R. 563(E), G.S.R. 564(E), G.S.R. 565(E) and G.S.R. 566(E) Dhanbad, dated the 11th August, 2021, respectively.
- The examination for grant of Manager's Certificate of Competency under the Coal Mines Regulations, 2017 & the Metalliferous Mines Regulations 1961 is now Computer Based Test (CBT) only

and no oral examination for these certificates.

- The examinations for grant of Overman's, Foreman's, Surveyor's, Sirdar's, Mining Mate's, Blaster's and Gas Testing competency certificates shall also be Computer Based Test (CBT) only and no oral examination for these certificates.
- For persons holding degree or diploma in mining engineering, the requirement for gas testing examination has been removed and the certificate shall be granted on exemption basis only.
- The statutory certificates for the candidates on examination basis under the MMR 1961 and the CMR 2017 and Mines Act 1952 are being issued online which is directly sent to the candidates through secured email. The candidates can get the status of their application on real time basis.
- Verification of original documents have now been eased for candidates through online verification at 24 DGMS Verification centres across India for certificates issued under the CMR,2017, the MMR,1961 and the Mines Act,1952 on examination and on exemption basis. Online certificate will be issued to the candidates to be declared successful in CBT -2023 such candidate will get their digitally signed online certificate sent through secured mail to the candidates. Thus, receiving of offline documents have been removed. Further the candidate may track their status of application on real time basis. This facilitated transparency, ease and comfort for the candidates.
- Certificates on exemption basis is being already issued online from November,2023

2011	65	533	598	44	82	126
2012	79	536	615	36	45	81
2013	77	456	533	58	52	110
2014	59	379	438	39	44	83
2015	54	302	356	45	35	80
2016	67	269	336	39	37	76
2017	56	266	322	42	22	64
2018	49	265	314	45	26	70
2019	51	193	244	45	58	103
2020	48	117	165	40	24	64
2021	43	186	229	33	45	78
2022	24	181	205	40	48	88
2023	38	117	155	28	35	63
2024	38	106	144	32	31	63

\*Data for 2024 is provisional

**13.31** Table 13.5A shows the trend of accidents and resultant causalities in mines from 2001 to 2024. The mines are classified into coal and non-

coal mines. Accidents have been classified into fatal and serious accidents.

**Table 13.5A**

**Accidents and resultant casualties in mines**

Year	Coal					Non-Coal				
	Fatal Accident			Serious Accident		Fatal Accident			Serious Accident	
	Acc	Killed	Inj	Acc	Inj	Acc	Killed	Inj	Acc	Inj
2001	105	141	14	667	706	71	81	8	199	200
2002	81	97	15	629	650	52	64	3	205	206
2003	83	113	12	563	578	52	62	16	168	169
2004	87	96	14	962	977	57	64	9	188	194
2005	96	117	19	1106	1119	48	52	4	108	109
2006	78	137	15	861	876	58	71	9	78	79
2007	76	78	77	923	940	56	64	13	79	92
2008	80	93	16	686	693	54	73	35	83	85
2009	83	93	14	636	646	36	44	3	94	101
2010	97	118	23	480	488	54	91	5	61	63
2011	65	67	10	533	546	44	50	9	82	84
2012	79	83	6	536	542	36	38	5	45	45

- Legislative Circulars- DGMS (Legis) (Exam) Circular No. 01 of 2021, in this regard have been issued for wider dissemination of information about the reforms made.
- FIRST-AID: DGMS (Tech) (OH) Circular No. 01 of 2021, Dhanbad dated 06.08.2021 regarding “Standards for conduct of First-Aid Training and issue of First-Aid Certificates” have been issued for wider dissemination of information about the reforms made.

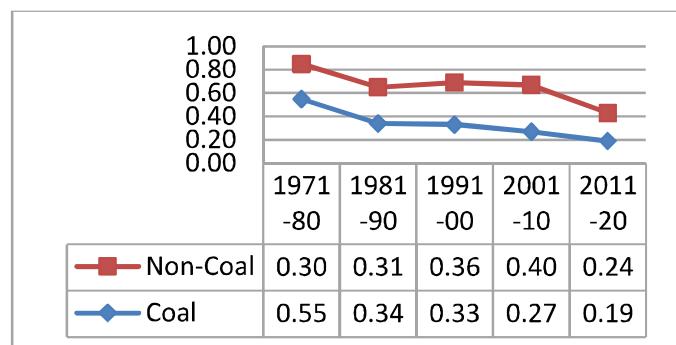
**13.26** DGMS conducts technical inspections and enquiries of the mines pertaining to safety as per established standards. The database related to all these is also maintained and the figures for various years are reflected in Table 13.6.

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

## ACCIDENT TRENDS

**13.28** The accident trends in terms of fatal

accidents and fatality rates per thousand persons employed at 10 yearly averages since 1971-80 to 2011-20 are indicated below:



**13.29** The long-term trend of fatality rate and decadal trend is presented through the above chart. The chart above outlines the trend in fatality rates per 1000 persons employed in coal and non-coal mines on a ten yearly average basis. The trend shows a steady decline over the years.

**13.30** Table 13.2 shows the trend of accidents in mines from 2001 to 2024. Accidents have been classified into coal and non-coal mines. Accidents are further classified into fatal and serious accidents.

Year	Table 13.2 Trend of Accidents in Mines						
	Number of Accidents in Coal Mines			Number of Accidents in Non-Coal Mines			Total
	Fatal	Serious	Total	Fatal	Serious	Total	
	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	

2013	77	82	11	456	457	58	74	15	52	53
2014	59	62	3	379	391	39	45	10	44	50
2015	54	55	9	302	307	45	48	13	35	38
2016	67	94	7	269	272	39	50	10	37	38
2017	56	61	0	266	272	42	63	11	22	28
2018	49	62	11	265	268	45	51	12	26	26
2019	51	56	6	193	198	45	54	10	58	60
2020	48	53	18	117	120	40	50	8	24	25
2021	43	51	2	186	191	33	50	6	45	46
2022	24	28	3	181	187	40	54	13	48	52
2023	38	41	6	117	124	28	33	7	35	36
2024*	38	48	3	106	107	32	39	21	31	36

\* Data of 2024 is provisional.

**13.32** Table 13.5B shows the trend in fatal accidents and fatality rates per 1000 persons employed (ten yearly average). The table shows

the average accident, accident rate, average killed and death rate.

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	61	0.17	68	0.19	44	0.20	53	0.24

**13.33** Table 13.6 shows the number of inspections, enquiry, notices issued, prohibitory orders, prosecution launched, circulars issued,

permissions dealt and approvals dealt in mines from 2021 to 2024.

Table 13.6

Sr.No.	Parameter	2021	2022	2023	2024*
1.	No. of Inspections	3460	8310	9008	7886
2.	No. of Enquiries	1083	1400	1284	1445
3.	No. of Notices Issued	111	127	233	241

4.	No. of Prohibitory orders issued	76	216	330	338
5.	No. of prosecutions launched	34	24	36	29
6.	No. of circulars issued	2	2	2	7
7.	No. of permissions dealt	4222	5309	6855	7603
8.	No. of approvals dealt	322	313	278	308

\* Data pertaining to the year 2024 is provisional.

**Table No.13.7**

**Applications received & Certificates of Competency issued during 1st January, 2024 to 31<sup>st</sup> December, 2024**

SI.No	Category Certificates Competency	of of	Coal Mines Regulations, 2017	Metalliferous Mines Regulations, 1961		
			Application Received	Certificates issued	Application Received	Certificates issued
1	Manager		59	562	53	367
2	Online Manager		2216	1307	1266	797
3	Surveyor		Nil	15	Nil	14
4	Online Surveyor		155	129	87	62
5	Overman/Foreman		Nil	960	03	203
6	Online		3368	2809	1216	752
7	Sirdar/ Mate		Nil	07	40	87
8	Online Sirdar/ Mate		53	43	253	174
9	Blaster		NA	NA	20	23
10	Online Blaster		NA	NA	42	30
10	Winding Engine Driver		10	2	78	35
11	Gas Testing		04	08	Remarks: GT is being issued both under the CMR, 2017 & MMR, 1961	
12	Online Gas Testing		3351	3344		

## E-Governance in DGMS

**13.34** E-Governance is understood as the use of Information and Communication Technology (ICT) at all the level of the Government in order to provide services to the citizens, interaction with business enterprises and communication and exchange of information between different agencies of the Government in a speedy, convenient efficient and transparent manner.

**13.35** DGMS has started e-governance, utilizing IT in accordance with the recommendations of the

Central Cabinet. In order to achieve this goal, an e-Governance Road map has been made, which has suggested implementing it in a phased manner giving importance on the establishment of formal organizational structure and project management structure.

DGMS has taken many IT initiatives which including the following:

- a. The website of DGMS has been redesigned and customized for providing better user interface and transparency for different stakeholders.

- b.** DGMS website was undergone Security audit successfully on 28.02.2023 and STQC website quality certification was issued on 13.07.2023 which is valid upto 12.07.2026.
- c.** In line with the Digital India initiative, software modules namely “Approval System”, Permission/Exemption/ Relaxation |System” have been developed and made live for use by the user industry. As on 31.12.2024 total of 32807 applications for Permission/ Exemption/ Relaxation has been received online and 31807 has been dealt accordingly. During the calendar year total of 7876 applications for Permission/ Exemption/ Relaxation has been received online and 7973 (including those received in 2023) has been dealt accordingly. As on 31.12.2023 total of 1778 applications for Approvals have been received online and 1699 has been dealt accordingly. During the calendar year total of 337 applications for Approvals have been received online and 325 has been dealt accordingly.
- d.** “Accidents & Statistics System” software module has been developed and made live on 01.08.2020. This system has enabled online, sending of accident intimation by the mine user, filing of accident inquiry reports by the inspecting officers of DGMS, follow up of the accident reports, finalization of action and dissemination of the relevant information and alerts to the mining industry for improving safety standards. Additionally, the system provides platform for online filing of statistical details by the mine users. As on 31.12.2024, total of 460 fatal accidents, 851 serious accidents and 184 dangerous occurrences have been reported on the web portal.
- e.** Module for online logging of daily activity by the officers has been developed to generate details of inspection, inquiry, follow up actions, promotional initiatives taken up on daily basis. This will facilitate online generation and reporting of monthly summary work by the officers and real time updating of dash board on the DGMS web site.
- f.** For online generation for inspection, the modalities for “Risk-based inspection System” for coal mines have been developed and incorporated in the Shram Suvidha portal.
- g.** 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:

### 13.36 Reforms in Statutory Examination for issuing Competency Certificate:

- i. Oral Examination was completely eliminated from all forms of statutory examinations under CMR, 2017 and MMR, 1961 from the year 2021.
- ii. The Computer Based Test (CBT) -2022 for Sirdar's, Mate's, Blaster's and Gas Testing Certificate of Competency Examinations were conducted in English, Hindi, Bengali, Oriya, Tamil and Telugu Languages to ease the candidates appearing from different mining areas.
- iii. Computer-based examination system (CBT) has now been implemented for all Certificate of Competency examination and exemption cases are also being dealt through web application module.

### 13.37 Online Transfer portal for DGMS officers:

Online portal for Annual General Transfer of Group A officers has been made functional since September 2022.

**13.38 Labour Conference and Meetings:** The 49th meeting of the Standing Committee on Safety in Coal Mines, was organised on 17.12.2024 Hon'ble Union Minister of Coal & Mines, Shri G. Kishan Reddy launched the National Coal Mines Safety Report Portal to enhance transparency & real-time monitoring of safety in coal mines. With a robust safety audit module, the portal ensures better tracking, risk mitigation, & adoption of best safety practices with the vision of Zero Harm Potential in coal mining operations.

**13.39 Reorganisation of DGMS:** The DGMS was reorganised into 8 Zones and 38 Regions (in place of 29 Regions & 2 sub-regions) vide gazette Notification No. Part II- Section 3-Sub-section(i): GSR.300(E) dated 17th April 2023 and G.S.R.342(E), dated 02.05.2023.

**13.40** In order to ensure capacity building of officers of DGMS, was sent to attend trainings at various institutions during 2024-25 like VVGNLI NOIDA, ISTM Delhi, IIT (ISM) Dhanbad, ITC-ILO New Delhi, ONGC IPSHEM Goa, GeM Training M/s AJNIFM Faridabad, M/s LBSNAA Mussoorie and other institutions.

#### 1. iGot Karmayogi(Online):

- i. **480** officers/ officials have been completed the 06 mandatory courses in iGot Karmayogi online portal.
  - ii. **225** officers/ officials have been completed the 4 Hrs National Learning Week Compliance in online portal. **250** officers/ officials have been planned the Cyber security on line raining modules in iGot Portal.
2. Safety and health awareness programs conducted by DGMS: To make the mine workers more aware about the dangers of airborne dust diseases and ways to protect from 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 equipment (PPEs), DGMS organized Health awareness programmes, Health Check-up camps. DGMS organized 45 specialised safety and awareness programs and 23 Nos. of Health awareness and check-up camps across India, covering coal and non-coal sectors. Key areas covered: Dust Suppression & Traffic Rules and Safe Explosives Handling, Heat Wave Protection, Silicosis Awareness and occupational Health check-up.

**13.41 Special Campaign 4.0:** This program was carried out at different offices of DGMS from 2nd October 2022 to 31st October 2022. Under this program a total space of about 1218 Sq.ft. was freed up by disposal of scrap material and an amount of Rs. 27000/- was earned. Also in the program a total of 5995 files were reviewed and 1577 files were weed out.

**13.42 Swachhata Hi Seva (SHS)** campaign was celebrated from 14th September to 1<sup>st</sup> October 2024. DGMS Headquarters, Zonal, and regional offices organized the campaign in a holistic way. Swatch Bharat Diwas was celebrated on 02.10.2024.

**13.43 Activities undertaken during the Swatchhata Hi Seva 2024 campaign held between 14th September to 1st October, 2024 Event wise report:**

Sl.no.	Event undertaken	Total
1	Public awareness on Swatch Bharat	04
2	Mass cleaning drives	33
3	Competitions on swacth Bharat	06
4	Marathon on swatch Bharat	01

5	Plantation drives	09
6	Pledges on Swatch Bharat	01
7	Preventive health checkups and social security coverage for Safaikarmis	03
8	Waste to art	01
	<b>Total</b>	<b>58</b>

## OCCUPATIONAL HEALTH CONDITIONS

**13.44** 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]

**13.45** Under section 25 of the Mines Act, 1952, Pneumoconiosis, Asbestosis, Silicosis, Manganese Poisoning of nervous type and Cancer of lung or stomach or the pleura and peritoneum i.e. mesothelioma were already notified as disease connected with mining operations.

**13.46** In addition to the aforesaid diseases the three more additional diseases i.e. Noise Induced Hearing Loss, Contact Dermatitis caused by direct contact with chemical and Pathological manifestations due to radium or radioactive

substances have been notified as diseases related to mining vide Gazette Notification No.S.O.399 E dated 21st February, 2011.

**13.47** 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	3	0	1
2018	2	5	2
2019	0	0	0
2020	0	0	0
2021	3	0	0
2022	2	0	0
2023	1	0	0
2024 (up to 31 August)	2	0	0

**13.48** 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:

<b>Year of</b>	<b>No. of Silicosis</b>
2017	105
2018	31

**13.49** Occupational health surveys have been carried out in various states in the year 2017, 2018, 2019, 2020, 2021, 2022, 2023 and 2024 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, 13296 persons have been examined and 286 cases of silicosis have been detected which are as given below:

<b>Year of Detection</b>	<b>No. of Silicosis cases</b>
2017	157
2018	54
2019	51
2020	0
2021	6
2022	16
2023	0
2024	2

## PROMOTIONAL INITIATIVES

### Women Empowerment/ Naari Shakti

**13.50** The employment of women, in underground and between 7:00 pm and 6:00 am in above-ground and opencast mines, was restricted under Section 46(1) of the Mines Act, 1952.

The Central Government relaxed these restrictions vide Gazette Notification No. SO 506(E), dated January 29, 2019 subject to ensuring the safety, security, and health of women.

In this regard, the Directorate General of Mines Safety (DGMS) issued guidelines vide DGMS(Legis)/Circular No.02 on May 24, 2019,

for framing SOPs to be adopted by mine owners/ managements during the employment of women in their respective mines.

The relaxation granted by the Central Government has yielded positive outcomes, with a notable increase in women joining the mining industry. Employers have demonstrated increased motivation to hire a greater number of women employees.

Women in mining now hold diverse roles, like Mine Managers, Mining Engineers, Geologists, Maintenance Engineers, and Heavy Earth Moving Machinery operators, among others.

The first-ever women's mines rescue brigade has been constituted in the Indian mining history at M/s Hindustan Zinc Limited after getting the required training at Mines Rescue Station, Nagpur, who participated in Zonal and All India Mines Rescue competitions.

Under the guidance of the DGMS India's first all-women underground mine rescue team participated in the prestigious XIII International Mine Rescue Competition held in Colombia, Organized by the National Mining Agency of Colombia under the guidance of the International Mines Rescue Body (IMRB), the event featured over 23 teams globally.

India's seven-member all-women rescue team from Hindustan Zinc achieved a historic milestone by competing on the international stage.

The team placed second overall (Female Task Force) out of 23 teams from 7 countries. They also placed second in First Aid/ Mine rescue action in non-breathing atmosphere (Drill)

These achievements reflect the positive shift in societal attitudes towards women's roles in such critical sectors, and it is an encouraging sign of increased inclusivity and equal opportunity in the rescue and safety sectors.

**13.51** Quality Policy: QMS ISO 9001:2015 Certification: DGMS achieved ISO 9001:2015 certification in May 2024, reflecting its commitment to quality, regulatory compliance, and stakeholder satisfaction.

**13.52** DGMS actively uses social media platforms like X (496.7K followers) and YouTube (127 videos, 96,540 views). Safety alerts and updated information are shared regularly,

enhancing transparency and awareness.

Institution of Mines Safety Awards (MSA): The DGMS instituted Mines Safety Awards this year in collaboration with the All-India Mines Safety Association (AIMSA). The first Mines Safety Awards, 2024, held at the Biswa Bangla Convention Centre, Kolkata, recognized excellence in mining safety.

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Annexure-IActivities carried out by Inspectorate of Dock Safety (Jan 2024 – Nov, 2024)

<b>1. Inspections by Inspectorates of Dock Safety</b>	
<b>Title</b>	<b>Achievement</b>
i. Ship Inspection	381
ii. Dock Inspection	521
iii. Gear Inspection	524
iv. Hazardous installations	63
v. Inland Container Depot	7
vi. Other Visits	520
<b>Total</b>	<b>2016</b>

<b>2. Reportable Accidents in Ports</b>	
Total Accidents	20
Fatal Accidents	14

<b>3. Progress in disposal of prosecution cases</b>	
Filed during the year	20
Decided during the year	16

<b>4. Progress in inquiries into fatal accidents</b>	
Initiated during the year	9
Concluded during the year	21

## Training programmes conducted by DGFASLI (Jan, 2024 - Nov, 2024)

Training programmes		Nos.
1. Advance Diploma in Industrial Safety (ADIS)	Programmes	5
	Participants	216
2. Associate Fellow of Industrial Health (AFIH)	Programmes	10
	Participants	399
3. 4-weeks Specialized Certificate Course for Supervisors employed in Hazardous Process Industries	Programmes	2
	Participants	14
4. Short Duration (1 day) Training Programme	Programmes	21
	Participants	230
5. Long Duration (3 or more days) Training Programme	Programmes	69
	Participants	1038
6. Seminar/Workshop	Programmes	14
	Participants	479
7. In-plant Training Programme	Programmes	44
	Participants	1561
8. Appreciation Programme	Programmes	78
	Participants	2169

**No. of Personal Protective Equipment tested by DGFASLI (Jan, 2024 - Nov, 2024)**

Sl.	Month	No. of Personal Protective equipment tested (Respiratory and Non-Respiratory)
1.	January, 2024	16
2.	February, 2024	35
3.	March, 2024	10
4.	April, 2024	22
5.	May, 2024	25
6.	June, 2024	45
7.	July, 2024	28
8.	August, 2024	15
9.	September, 2024	16
10.	October, 2024	6
11.	November, 2024	19
<b>Total</b>		<b>237</b>

**Consultancy/Studies/Survey/Audit conducted by DGFASLI (Jan, 2024 - Nov, 2024)**

Sl.	Title
1.	Safety Audit at M/s. NTPC Mouda, Nagpur
2.	Safety Audit at M/s Elring Klinger Automotive Pvt. (L) Pune
3.	Safety Audit at M/s. Manali Petrochemicals Limited, Manali, Chennai
4.	Safety Audit at DRCTPP (HPGCL), Yamunanagar, Haryana
5.	Safety Audit at New Mangalore Port Authority, Mangalore
6.	Safety Audit at Jindal Power Ltd., Tamnagar, Chattisgarh
7.	Safety Audit at Hindalco Industries Ltd., Jharkhand
8.	Safety Audit at RSPL, Raipur, Chattisgarh
9.	Risk Assessment Study at RSPL, Raipur, Chattisgarh
10.	HAZOP Study at Neyveli Lignite Corporation (NLC), Neyveli, T.N
11.	Safety Audit at Namaste India Foods Pvt. Ltd., Kanpur
12.	Risk Assessment Study at Detergent Powder Manufacturing Unit-4, Pithampur Industrial Area, MP
13.	Safety Audit at Chennai Port Authority, Chennai, TN
14.	Work Environment Monitoring Study at Pyrotek (I) Pvt. Ltd, Pune, Maharashtra
15.	Safety Audit at M/s RSPL Bhognipur, Kanpur
16.	Study/Survey of Inspection of Compressor Air Quality at M/s. Joseph Lesili Dynamiks Manufacturing Pvt Ltd,Vasai(E), Palghar, Maharashtra
17.	Industrial Hygiene Study at India Yamaha Motor Pvt. Ltd., Surajpur, Uttar Pradesh
18.	Safety Audit at Grasim industries Ltd, Ganjam, Odisha

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# Chapter-14

## DATTOPANT THENGADI NATIONAL BOARD FOR WORKERS EDUCATION AND DEVELOPMENT

**14.1** The Dattopant Thengadi National Board for Workers Education and Development established in 1958, is a tripartite body which implements the Workers Education scheme at National, Regional and unit/village level. The Board undertakes training programmes, which cover workers from both organised and unorganised sectors.

**14.2** The main objective of the Board's training programmes is to build capacities among all sections of the working population through its unique education and training curriculum. Supervisory and Managerial cadres are also being covered in specially designed training programmes under organised organised sector.

### Workers Education

**14.3** Dattopant Thengadi National Board for Workers Education and Development (erstwhile, Central Board for workers Education), Ministry of Labour & Employment, Government of India, was established in 1958 to implement Workers Education Scheme at National, Regional, and Village Levels

- The Board is tripartite-plus in character and consists of representatives from Central Organisations of Workers/ Employers, Central/State Governments and Educational Institutions.
- Awareness is 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 and informal sectors as indicated in (**Annexure -1**).

- Board's programmes reflect the new orientation, direction and dimensions for meeting the wider educational needs and aspirations of the worker, trade unions and managements, keeping in view the changed scenario.

### STRUCTURE

**14.4** The Board is headed by Minister of Labour and Employment as the President of the Board. Secretary (Labour & Employment) is the Ex-officio Member and Vice President of the Board. The Board comprises of representatives of Organizations of Workers, Organizations of Employers, representatives of State Governments and Educational Bodies. The affairs of the Board are managed by Governing Body elected from amongst the members of the Board. The Governing Body is headed by the Chairperson, nominated by the Government of India. The Chief Executive of the Board is the Director General, who is assisted by an Additional Director, Financial Adviser, Deputy Directors, Regional Directors and Subordinate Staff etc. The Board operates through 50 Regional Directorates. The apex Training and Research institute of the Board, Indian Institute of Workers Education (IIWE) is situated in Mumbai.

**14.5** 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 in that respective region.

### 14.6 Training Programmes on Organized Sector -

In Organized Sector, Board conducts training

programmes at three levels. ie National level, Regional Level and Unit Level.

Organized Sector programmes are conducted for the workers working in Govt Sector/Offices, Public Sector (PSU), and Private Sectors. Also includes the members of various Trade unions and workers from different establishments, sponsored by the trade unions.

Details of training programmes conducted by the Regional Directorates during the period April, 2024 to December 2024, which includes organized sector and unorganized sector programmes as indicated in the (**Annexure-2**).

#### **14.7 Programmes for Unorganized workers:**

Initially the Board concentrated its activities in the organized sector. The Board shifted its emphasis to unorganized/rural sector since 1977–1978 on the recommendations of Workers Education Review Committee. Initially started with 7 pilot projects, the unorganized/rural workers education programmes have now become a regular and continuing programme. Since April 2024 onward Board has taken new initiative to outcome based programme.

**These programmes are conducted with a view to :**

- To promote critical awareness of problems, privileges and obligations as workers and citizens;
- To enhance self-confidence and build up scientific attitude;
- To educate them to develop their organizations through which they can fulfil socio-economic functions and responsibilities in rural economy and strengthen democratic, secular and socialist fibre of rural society;
- To educate them in protecting and promoting their individual and social

interest;

- To motivate for family welfare planning and to combat social evils.
- To register workers under various Govt. Schemes.
- To improve upon their employability through targeted skilling programmes.

#### **Performance**

During the period from April, 2024 to December 2024 the Board has conducted **7359** programmes and trained **458024** workers from various sectors. Details are at (**Annexure 1**).

#### **14.8 MAJOR ACHIEVEMENTS**

##### **Awareness Generation and Registration Camp (ACRC)**

The objective of the programme is to make the workers in un-organised sector aware about various welfare schemes of the Government. The aim of the programme is to derive maximum benefit from the schemes and also advise to registered workers on e-Shram Portal, PMSYM, BOCW, and other State Govt and Central Govt. Welfare Schemes. From April 2024 to December 2024, 1757 number of ACRC programmes were conducted in which 134948 participants have participated.

##### **Shramik Choupal Programmes**

The aim of the programme is to derive maximum benefit from the schemes and also advise to registered workers on e-Shram Portal, PMSYM, BOCW, Sambal Yojana and other State Govt and Central Govt. Schemes.

During the year from April 2024 to December 2024, total 4976 number of Shramik Choupal Programmes been conducted and 307661 participants were trained in Boards training programmes.

## GRANTS-IN-AID SCHEME

The Grants-in-Aid Scheme of the Board was introduced in the year 1960. The Rules and Procedure of the Grants-in-Aid Scheme have been simplified accordingly to needs of the Trade Union.

Dattopant Thengadi National Board for Workers Education & Development through its Grants-in-Aid Scheme extends financial assistance to Trade Union Organizations and Educational Institutions etc. to conduct Workers Education Programmes for their own workers.

## USE OF HINDI

Hindi Diwas was celebrated on 14<sup>th</sup> September, 2024. Hindi fortnight was celebrated from 15.9.2024 to 29.9.2024 in the Head office, New Delhi. 50 Regional Directorates of the Board had also celebrated Hindi Diwas and observed Hindi Fortnight. All the officers and staff members had participated enthusiastically in these programmes.

## OBSERVANCE/CELEBRATION OF VARIOUS DAYS

The Head Office, New Delhi and Regional Offices of Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE) and IIWE, Mumbai, observed the following days to mark the occasions :-

- Anti-Terrorism Day on 21<sup>st</sup> May
- Independence Day on 15<sup>th</sup> August
- Sadbhavana Day on 20<sup>th</sup> August
- Workers Education Day on 16<sup>th</sup> September
- Constitutional Day on 26<sup>th</sup> November
- Vigilance Awareness Week from 28<sup>th</sup> Oct 2024 to 3<sup>rd</sup> Nov 2024
- Swatch Bharat Abhiyaan, Campaign 4.0

- Yoga Day on 21<sup>st</sup> June

## 14.9 NEW INITIATIVES

- The Board is working on re-orientation of its programmes and objectives and to come up with new initiatives with tangible benefits to the targeted group.
- The Board is planning to design customized training programs on the basis of occupations available in E-Shram and in consultation with NSDC.
- The Board is striving to make linkages with EPFO, ESIC, e-Shram, PYSYM, NCS, etc to design the training programmes/activities accordingly to address the needs of the target group.
- Employability and Proficiency Enhancement Programme (EPEP) MoU is signed between DTNBWED and NAREDCO. Objectives of the MoU are intended to catalyze, enhance and expand the employability of the construction workers as a mandated welfare activity. Job Roles covered are Shuttering Carpenters, Bar Benders, Assistant Masons. Total 09 Pilot Programs were conducted in Delhi NCR in which 252 workers attended. Programme is now rolled out in 10 states i.e. Maharashtra, Odisha, Uttar Pradesh, Haryana, Delhi, Bihar, Punjab, Gujarat, Karnataka and Assam
- MoU has been signed between Milkfed, Punjab and DTNBWED in the year 2024-25 for conducting MTP-(SGF) programme on Employee of different units of Punjab State Cooperative Milk producers federation Ltd.
- MoU with Tata Steel Technical Service Limited (TSTSL) and Tata Steel support Service Ltd (TSSSL) with DTNBWED for conducting 20 MTP (SGF) programme in the financial year 2024-25 for 500

employees of different units of Tata Steel located at six different locations in India on

the topic "Behaviour Based Safety".

### Annexure-1

#### COURSES ORGANISED UNDER WORKERS EDUCATION AS PER ANNUAL REPORT 2024-25 (upto 31.12.24)

Sr. No.	Name of Programme	No. of Programmes	Total Male	Total Female	Grand Total
<b>Organized Sector</b>					
1	Capacity Building Programme for Office Bearers of TUs (02 Modules)	14	307	52	359
2	Grant in Aid (02 Modules)	0	0	0	0
3	Grant in Aid (06 Module)	2	79	1	80
4	Modular Training Programme (MTP) 02 Modules	111	2352	259	2611
5	Programme on OSH (Organised Sector)	5	88	99	187
6	SGF Modular Training Programme 01 Module	64	1179	80	1259
7	SGF Modular Training Programme 02 Modules	287	5238	487	5725
8	SGF Modular Training Programme 04 Modules	8	140	14	154
<b>Total</b>		<b>491</b>	<b>9383</b>	<b>992</b>	<b>10375</b>
<b>Unorganized Sector</b>					
1	Awareness Generation and Registration Camp (ACRC)	1759	58884	76230	135114
2	Employability and Proficiency Enhancement Programme (EPEP)	30	856	87	943
3	Programme on OSH (Unorganised Sector)	30	133	721	854
4	Shramik Chaupal	4977	152300	155439	307739
5	Sponsored Short Term Training Programme (SSTTP) (01 day)	75	1582	1661	3243
<b>Total</b>		<b>6871</b>	<b>213755</b>	<b>234138</b>	<b>447893</b>
<b>Grand Total</b>		7362	223138	235130	458268

## Annexure-2

## TRAINING PROGRAMMES OF THE BOARD

Sr. No.	COURSE TITLE	TARGET GROUP	BOARD OUTLINE OF SUBJECTS COVERED
A	ORGANISED SECTOR		
1	<b>Capacity Building Programme-4 Modules</b>	Office bearers of Trade Unions	To Organize a series of programs as per theme based structured Module for- (i) Trade union consciousness; (ii) The purposes, functions and administration of trade unions; (iii) The conduct of Industrial relations and knowledge of the industry; (iv) The development of a mature individual and his role as a citizen (v) The Labour Codes
2	<b>Board provides assistance for conducting trainings in tune with objectives of Workers Education through Trade Unions for Capacity Building of Trade Unions-6 Modules Grants-in-Aid</b>	For office bearer of Trade Unions	The Legal framework and labour codes, management of attitudes, habits, ways of thinking, leadership, The trends indicating the way our society appears
3	<b>Modular Training Programme for - Self</b>		At Industry Premises or in-house training based on Pre structured Modules (on the basis of Training Need Identification or various inputs)

	<b>Generation of Funds 2 Modules/4 Modules/6 Modules</b>	Workers and employees of the industry/establishment/offices	<p><b>Contents:</b> Labour Codes, topics related on Applied Industrial Psychology / HR / Organizational Development / Industrial Domain and Trade Union Management &amp; Administration -</p> <p>MTP-SGF programmes are conducted to earn revenue for strengthening of Workers Education Framework in the country under Organized Sector.</p>
<b>B</b>	<b>UNORGANISED SECTOR</b>		
1	<b>Training of Trainers (TOT) Programmes: 03 Days</b>	Perspective RV / Facilitators / Representatives of Collaborating Agency	To develop a pool of trainers / Rural Volunteers and Facilitators which will be helpful for the Board for conducting programs effectively in unorganized and rural sectors.
2	<b>Awareness cum Registration camp (ACRC)</b>	<ul style="list-style-type: none"> <li>ñ Unorganized &amp; Rural workers, Self Employed, Unemployed Youth</li> </ul>	<p>Conducted with an objective to make the workers in unorganized sector aware about various welfare schemes of the Government.</p> <p>Participants are also motivated to register themselves under various such schemes.</p> <ul style="list-style-type: none"> <li>ñ Programmes were conducted in 65 Aspirational Blocks in 23 States.</li> <li>ñ Workers were mostly, registered under the schemes namely e-Shram, PMSYM, ABHA, NCS, Adhar Card, Voter Card etc.</li> <li>ñ Programme are conducted at village, block, panchayat, colonies etc. with the help of NGOs, Trade Unions etc.</li> </ul>

			Each programme is conducted at a place for 03 days with the expenditure pattern as approved in 185 <sup>th</sup> Governing Body meeting held on 26.06.2024.
3	<b>Sponsored Short Term Training Programme (SSTTP) - 01 day Theme Based</b>	Unorganized & Rural workers, Self Employed, Unemployed Youth, Workers in Industrial Estates etc.	
4	<b>Shramik Chaupal</b>	These programmes are organized at labour chowks, worker clusters and construction sites for U/O Workers.	Awareness about and linkage with Govt. Welfare Schemes related labour and other initiatives of Government.
5	<b>Skill Boot Training Programme (SBTP) for Recognition of Prior Learning (RPL) in collaboration with National Skill Development Corporation (NSDC) 03 days (01 day by DTNBWED and 2<sup>nd</sup> &amp; 3<sup>rd</sup> by NSDC)</b>	Unorganized & rural workers having certain skills.	01 Day training will be given on Foundational skills by DTNBWED as Project Implementing Agency (PIA) and 2 <sup>nd</sup> & 3 <sup>rd</sup> day will be engaged by NSDC for skill development activities under RPL.
6	<b>Employability and Proficiency Enhancement Programme (EPEP)</b>	construction workers as a mandated welfare activity	Programmes are of 05 days duration conducted at construction sites. Last days is engaged for assessment of the participants. Job Roles covered are Shuttering Carpenters, Bar Benders, Assistant Masons etc

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# Chapter-15

## PROGRAMMES

**15.1** The Ministry is implementing many schemes for improving life and dignity of labour force both in Organized and Unorganized Sectors during the FY 2024-25. Main emphasis of programmes / schemes is on e-Shram portal [National Database of Unorganized Workers (NDUW)], abolition and rehabilitation of Bonded Labourers, Labour Welfare, Occupational Safety & Health (OSH) and Employment Generation. The important schemes under Social Security for workers are: Employees' Pension Scheme (EPS), 1995, Social Security for Tea Plantation Workers in Assam, Pradhan Mantri Shram Yogi Maandhan (PMSYM) for Unorganized Workers and National Pension Scheme (NPS) for Traders and Self Employed Persons. In addition, e-Shram portal, National Career Service (NCS), National Career Service Centres (NCSC) for SC / ST] and Labour Welfare Scheme (LWS) for

Beedi, Cine and Non-Coal Mine workers are also other major schemes.

**15.2** Monitoring & Evaluation Unit (MEU) in Ministry of Labour & Employment deals with the monitoring of expenditure of schemes under Development Action Plan for Scheduled Castes (DAPSC) [erstwhile Scheduled Caste Sub-Plan (SCSP)], Development Action Plan for Scheduled Tribes (DAPST) [erstwhile Tribal Sub-Plan (TSP) / Scheduled Tribe Component (STC)] and North Eastern Region (NER) component.

**15.3** The Ministry of Finance provided an financial outlay of Rs. 21705.57 Crore for Central Sector (CS) schemes of Ministry of Labour & Employment during the Financial Year 2024-25. The schemes-wise financial outlays are given in **Table 15.1**

**Table: 15.1**

**Ministry of Labour & Employment: Financial Outlay of Schemes for  
FY 2024-25**

(Rs. in Crore)

Sl. No .	Name of Schemes	Total Financia l Outlay 2024-25	Allocatio n for DAPSC 2024-25	Allocatio n for DAPST 2024-25
1	Labour and Employment Statistical System (LESS)	50.00	8.30	5.70
2	Labour Welfare Scheme (LWS)	50.68	8.42	4.35
3	Employee's Pension Scheme (EPS), 1995	10950.00	1817.70	941.70
4	Social Security for Tea Plantation Workers in Assam	66.20	1.22	0.35

5	Pradhan Mantri Shram Yogi Maandhan (PMSYM) Yojana	177.24	29.42	15.24
6	National Pension Scheme (NPS) for Traders and Self Employed Persons	0.01	0.00	0.00
7	e-Shram Portal - National Database of Unorganized Workers (NDUW)	176.84	27.70	17.85
8	Aatmanirbhar Bharat Rojgar Yojana (ABRY)	150.00	24.90	14.90
9	New Employment General Scheme (NEGS) - Employment Linked Incentive (ELI) Scheme	10000.00	1660.00	860.00
10	Rehabilitation of Bonded Labour	6.00	1.00	0.52
11	National Career Service Centres (NCSC) for SC / ST	20.60	16.83	1.77
12	National Career Services (NCS)	58.00	9.63	5.00
<b>Total</b>		<b>21705.57</b>	<b>3605.12</b>	<b>1867.38</b>

**15.4** In compliance with the Government directives, this Ministry has earmarked Rs. 3605.12 (16.60% of total allocation) for DAPSC and Rs. 1867.38 Crore (8.60% of total allocation) for DAPST under CS schemes during the FY 2024-25 as per details given in Table 15.1.

**15.5** Further, 10% of allocation (Rs. 2191.07 Crore) has been earmarked specifically for North-Eastern Region (NER) during the FY 2024-25 under 10% Gross Budgetary Support (GBS) for NER.

#### **Central Sector Schemes, Centrally Sponsored Schemes, Establishment and Other Central Sector Expenditure**

**15.6** Ministry of Labour & Employment implements 12 Central Sector Schemes. Ministry also gives Grant-in-aid to Autonomous Bodies viz., V.V.Giri National Labour Institute & Dattopant Thengadi National Board for Workers Education and Development. List of the schemes along with budget estimates, revised estimates and expenditure are given in **Table No 15.2 and 15.3**.

Table 15.2

<b>MINISTRY OF LABOUR &amp; EMPLOYMENT</b>							
<b>(Rs. in crores)</b>							
<b>BUDGET PROVISION AND EXPENDITURE</b>							
Sl.No.	Name of the Scheme	BE 2023-24	RE 2023-24	Actual 2023-24	BE 2024-25	RE 2024-25	Exp. Upto 31 <sup>st</sup> Dec, 2024
<b>I. Establishment Expenditure of the Centre</b>							
1	Secretariat	89.31	96.59	89.47	104.46	98.05	73.25
2	Labour Bureau	31.65	28.39	25.68	30.07	26.09	20.51
3	Other Expenditures related to CLC(C), CGIT & IT	117.77	118.04	110.98	124.52	111.18	85.31
4	Directorate General of Factory Advice Services (DGFASLI)	39.1	40.03	34.34	39.34	34.08	24.11
5	Directorate General of Mines Safety (DGMS)	109.08	120.93	113.33	119	116.36	89.56
6	International Cooperation	27	42.8	41.64	43.14	41.87	41.84
7	Directorate General of Employment	70.22	74.96	68.21	76.86	79.48	56.32
8	DG Labour Welfare (Establishment)	175.78	157.33	150	156.36	152.17	121.16
<b>Total-Establishment Expenditure of the Centre</b>		<b>659.91</b>	<b>679.07</b>	<b>633.65</b>	<b>693.75</b>	<b>659.28</b>	<b>512.06</b>
<b>II. Social Security Schemes/Projects for Workers</b>							
1	Labour and Employment Statistical System (LESS)	110.00	44.80	33.76	50.00	26.58	7.79

2	Labour Welfare Scheme	75.00	102.00	81.3	50.68	50.68	11.33
3	Employees' Pension Scheme, 1995	9167.00	9760.00	9127	10950.00	10235.00	7718.08
4	Social Security for Plantation Workers in Assam	60.00	59.94	59.87	66.20	63.39	48.25
5	Pradhan Mantri Shram Yogi Mandhan Yojana	350.00	205.21	162.51	177.24	242.73	94.86
6	National Pension Scheme for Traders and Self Employed Persons erstwhile Pradhan Mantri Karam Yogi Maan-Dhan Yojana	3.00	0.10	0	0.01	0.01	0.00
7	Aatmanirbhar Bharat Rojgar Yojana	2272.82	1350.00	1221.06	150.00	0.00	0.00
8	National Data Base for Unorganised Workers	300.00	102.96	28.96	176.84	26.93	12.88
9	National Child Labour Project	10.00	6.00	0.68	0.00	0.68	0.00
10	Rehabilitation of Bonded Labour	10.00	6.98	1.34	6.00	6.00	0.34
11	Coaching and Guidance for SC, ST and Other Backward Classes	25.00	25.00	23.89	20.60	20.60	13.59
12	National Career Services	52.00	52.00	46.9	58.00	58.00	28.21
13	New Employment Generation Scheme				10000.00	6799.43	0.03
<b>Total-Central Sector Schemes/ Projects</b>		12434.82	11714.99	10787.27	21705.57	17530.03	7935.36
<b>Autonomous Bodies</b>							
1	Dattopant Thengadi National Board for Workers Education	113.10	113.10	105.12	117.00	103.26	87.75

2	National Labour Institute	13.90	13.90	13.58	15.15	14.65	10.85
<b>Total-Autonomous Bodies</b>		<b>127.00</b>	<b>127.00</b>	<b>118.70</b>	<b>132.15</b>	<b>117.91</b>	<b>98.60</b>
<b>Grand Total</b>		<b>13221.73</b>	<b>12521.06</b>	<b>11539.62</b>	<b>22531.47</b>	<b>18307.22</b>	<b>8546.02</b>

**Table 15.3**

Last Five Year BE, RE and Expenditure of the Ministry of Labour &amp; Employment

(Rs. In crore)

<b>Year</b>	<b>BE</b>	<b>RE</b>	<b>Expenditure</b>
2019-20	11184.09	11184.09	10085.02
2020-21	12065.49	13719.56	12920.37
2021-22	13306.50	14248.72	24036.34
2022-23	16893.68	16117.65	14797.95
2023-24	13221.73	12521.06	11539.62

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# Chapter-16

## WELFARE OF SCHEDULE CASTES & SCHEDULE TRIBES

### 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, counseling and related training programmes. Some of the programmes organized by these Centres cover confidence building, individual guidance, mock interviews, training and practice

in typing, shorthand and computer, etc.

*The applicants are provided guidance at the time of their registration with the Employment Exchange and also when they are sponsored against notified vacancies. The Centre also follows up with the employers for placement against vacancies reserved for the Scheduled Caste and Scheduled Tribe candidates. For further details on NCSC-SC/STs refer chapter24.*

### Representation of SCs and STs the Ministry of Labour and Employment

**16.2** Data on the representation of Schedule Caste (SC) and Scheduled Tribe (ST) employees in the Ministry of Labour and Employment is as under :-

**Table 16.1**

<b>Group</b>	<b>Total No. of Employees</b>	<b>Due as per reservation norms</b>		<b>In position</b>		<b>Surplus(+) Shortfall(-)</b>	
		<b>SC (15%)</b>	<b>ST (7.5%)</b>	<b>SC</b>	<b>ST</b>	<b>SC</b>	<b>ST</b>
Group 'A'	4997	747	373	724	316	-23	-57
Group 'B'	9823	1490	745	1539	670	91	-75
Group 'C' (including erstwhile Group 'D' also)	30860	4637	2318	5319	2108	682	-210
<b>Total</b>	<b>45680</b>	<b>6874</b>	<b>3436</b>	<b>7582</b>	<b>3094</b>	<b>750</b>	<b>342</b>

**16.3** As per the requirement of the Rights of Persons with Benchmark Disabilities Act, 2016, 4% posts are to be reserved for Person with

Disabilities. The data and number of posts held by Persons with Disabilities (PWDs) in the Ministry of Labour and Employment as under:-

<b>REPRESENTATION OF PERSONS WITH DISABILITIES (DIFFERENTLY ABLED) IN THE MINISTRY OF LABOUR &amp; EMPLOYMENT INCLUDING ITS ATTACHED / SUBORDINATE OFFICES / AUTONOMOUS BODIES</b>		
<b>Category of Employees</b>	<b>Total Number of Employees</b>	<b>Number of posts held by differently abled person</b>
Group 'A'	4997	54
Group 'B'	9823	126
Group 'C' (including erstwhile Group 'D' also)	30860	746
<b>Total</b>	<b>45680</b>	<b>926</b>

**Data on the representation of Other Backward Classes (OBC) employees in the Ministry of Labour and Employment is as under**

<b>Category of Employee</b>	<b>Total No. of employees</b>	<b>Due as per Reservation norms</b>	<b>in Position</b>	<b>Surplus(+) / Shortfall (-)</b>
		<b>OBC (27%)</b>	<b>OBC</b>	<b>OBC</b>
Group 'A'	4997	1307	1037	-270
Group 'B'	9823	2684	1813	-871
Group 'C' (including erstwhile Group 'D' also)	30860	8348	7644	-704
<b>Total</b>	<b>45680</b>	<b>12339</b>	<b>10494</b>	<b>-1845</b>

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# Chapter-17

# LABOUR STATISTICS

## 17.1 Labour Statistics under the Factories Act, 1948 and Trade Unions Act, 1926

Labour Statistics under the Factories Act, 1948 and Trade Unions Act, 1926 are collected, compiled and disseminated at all India basis for the formulation of labour policies. The data is received in the form of consolidated annual/half yearly Returns under the Factories Act, 1948 and annual Returns under the Trade Unions Act, 1926. These returns are received from the Chief Inspector of Factories and the Labour Commissioners of the States/UTs. The States/UTs consolidate these returns and send annual returns to the Labour Bureau in the prescribed proforma. The Bureau, in turn, tabulates these returns and consolidates the data at all-India level and brings out Reports viz. Annual Review on Statistics of Factories and Biennial Review on Trade Unions in India. These statistics are supplied to various agencies which include I.L.O., C.S.O., DGFASLI etc. Besides, the data is also disseminated through the various publications.

## 17.2 Achievements

1. Report of Annual Review on “Statistics of Factories” for the year 2021 has been released.
2. Report on “Trade Unions in India” for the Year 2021 has been released.

## 17.3 Future Plans

Scrutiny, Posting and Tabulation of data for the Annual Review on Statistics of Factories for the year 2022 and for the Report on “Trade Unions in India” for the Year 2022 are being carried out during 2024-25.

## 17.4 Consumer Price Indices

The Consumer Price Indices are compiled & maintained by Labour Bureau on a regular monthly basis as under:-

### (a) Consumer Price Index Numbers for Industrial Workers (CPI-IW) on base 2016=100

17.5 Consumer Price Index Numbers for Industrial Workers (CPI-IW) measure the rate of change in prices of a fixed basket of goods and services consumed by the working class population. It is being compiled and maintained by Labour Bureau since 1946.

- i. The index on base (2016=100) was released in September, 2020. Indices up to the month of November, 2024 have been compiled and released.
- ii. The weighting diagram for the series has been derived on the basis of the Working Class Family Income and Expenditure Survey conducted during the year 2016. The weights for broad groups are presented in **Box 17.1**.
- iii. The index numbers are released through Press Release and Monthly Index Letter.
- iv. Three statements on CPI (IW) showing Annual Percentage Variations, Monthly Percentage Variations and Y-o-Y Inflation are presented at **Table 17.1, 17.2 and 17.3** respectively.
- v. These Index Numbers are utilized for revision of wages, determination of variable dearness allowance, measuring inflationary trends and policy formulation.

**(b) Retail Price Index for 31 Essential Commodities**

**17.6** Retail Price Index of 31 Essential Commodities are also compiled every month and supplied to the Ministry of Consumer Affairs, Food and Public Distribution to facilitate monitoring of movement in prices of these selected commodities. These indices are compiled on the basis of weighting diagram derived from the weights determined under Consumer Price Index Numbers for Industrial Workers and Price data collected under the series. Indices upto the month of October, 2024 were compiled and disseminated to concerned agencies.

**(c) Housing Index**

**17.7** As a corollary to the main Working Class Family Income and Expenditure Survey, Repeat House Rent Survey has been conducted at 88 centres and Housing Indices have been compiled for all 88 centres. This survey is conducted twice in a year on an interval of six months to compile housing indices @2 indices per centre per year. These indices are used in compilation of CPI (IW).

**17.8** As per the recommendation of the ILO, the Family Income and Expenditure Survey should be conducted at intervals not more than 10 years. This survey is conducted under the guidance of the Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL). Accordingly, Labour Bureau conducted a fresh Working Class Family Income & Expenditure Survey in the year 2016 with a view to update the series of CPI-IW to a new base. The new series of index with base 2016=100 has been released w.e.f. September, 2020.

**(d) Consumer Price Index Numbers for Rural Labourers and for Agricultural Labourers [CPI (RL and AL)] (Base: 1986-87=100)**

**17.9**

- 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.

- Labour Bureau has compiled & released CPI Numbers for Agricultural & Rural Labour (Base 1986-87=100) up to the month of November, 2024. The comparative statement of annual variation in CPI-AL and CPI-RL is presented in **Box 17.2**.
- The Monthly indices and annual rate of inflation are presented respectively in **Tables 17.4 (AL & RL) & 17.5 (AL & RL)**.
- These index numbers are, inter alia, used for revision and fixation of minimum wages in respect of the employments in agriculture under the Minimum Wages Act, 1948, revision of wages under MGNREGA, fixation of procurement/support prices of agricultural crops by CACP and updation of material cost under PM-POSHAN scheme.

**(e) Wage Rate Data:**

**17.10** Collection of wage rate data for 25 agricultural and non-agricultural occupations from 600 sample villages is being done regularly on monthly basis. Wage rate statistics up to the month of October, 2024 have been compiled and published.

**(f) Wage Rate Index**

**17.11** Wage Rate Index (WRI) is one of the prominent economic indicators which measures the relative changes in wages of manual worker in selected occupations of selected industries over a period of time. Labour Bureau has been compiling WRI since 1969. Recently, the base year of WRI has been revised from 1963=100 to 2016=100 by Labour Bureau. Under the New

WRI Series, half-yearly wise (point-to-point) WRI data for selected 37 industries in three sectors viz. Manufacturing, Plantation and Mining, from July 2016 (base year) are compiled.

### (g) Quarterly Employment Survey (QES)

#### Objective of QES

**17.12** QES is an establishment-based survey and provides information on change in employment of the establishments having 10 and more workers from the 9 selected sectors of the economy.

#### Nine Sectors covered under QES:

Manufacturing, Construction, Trade, Transportation, Education, Health, Accommodation & Restaurants, IT/BPO and Financial Service activities.

#### Sample Size allocation of QES

The sample size taken for first four rounds of the QES was around 12000 establishments in each round. Thereafter, from 5<sup>th</sup> round onwards of QES the sample size was approximately 15000 establishments.

The reports of six rounds of QES starting from April-June, 2021 to Jul-Sep, 2022 have been released.

### (h) Training in Labour Statistics.

**17.13** Training programme for 29 probationers of the 46th batch of Indian Statistical Service (ISS) was organised during 18th to 20th July, 2024 at Labour Bureau Chandigarh.

**Box 17.1**

#### WEIGHTS FOR BROAD GROUPS UNDER CPI-IW ON BASE: 2016=100

Group(s)	Weight(s)
Food & Beverages	39.20
Pan, Supari, Tobacco & Intoxicants	1.80
Clothing & Footwear	5.95
Housing	17.75
Fuel & Light	5.49
Miscellaneous	29.81
<b>Total</b>	<b>100.00</b>

**Table 17.1**

**Comparative Statement of variations in Consumer Price Index for Industrial Workers (CPI-IW) on Base: 2001=100 and 2016=100.**

Base	Financial Year	Index	Percentage variation (annual)
<b>I. 2001=100</b>	2006-07	125	6.83
	2007-08	133	6.40
	2008-09	145	9.02
	2009-10	163	12.41
	2010-11	180	10.43
	2011-12	195	8.33
	2012-13	215	10.26
	2013-14	236	9.77
	2014-15	251	6.36
	2015-16	265	5.58
<b>II. 2016=100</b>	2016-17	276	4.15
	2017-18	284	2.90
	2018-19	300	5.63
	2019-20	322	7.33
	2020(Apr, 20 - Aug, 20)	333	5.19
	2020-2021(Sep,20 – Mar,21)	119.0	
	2021-2022	123.6	5.14
	2022-2023	131.1	6.07
	2023-24	137.9	5.19

- Note:** i) Index values are annual average of respective financial year.
- ii) The percentage variation for the year 2020-21 w.e.f. September, 2020 have been derived from the figures of base 2016=100 by using conversion factor of 2.88. The converted figure for 2020-21 (September, 2020 to March, 2021) is 342.7.

**Table 17.2**  
**Monthly variation in CPI-IW (Base: 2001=100& 2016=100)**

FY Month	2018-19			2019-20			2020-21			2021-22			2022-23			2023-24			2024-25		
	Index variation	Percentage Index variation	Index variation	Index variation	Percentage Index variation	Index variation	Index variation	Percentage Index variation	Index variation	Index variation	Percentage Index variation	Index variation	Index variation	Percentage Index variation	Index variation	Index variation	Percentage Index variation	Index variation	Index variation	Percentage Index variation	
April	288	0.35	312	0.97	329	0.92	120.1	0.42	127.7	1.35	134.2	0.68	139.4	0.36							
May	289	0.35	314	0.64	330	0.30	120.6	0.42	129.0	1.02	134.7	0.37	139.9	0.36							
June	291	0.69	316	0.64	332	0.61	121.7	0.91	129.2	0.16	136.4	1.26	141.4	1.07							
July	301	3.44	319	0.95	336	1.20	122.8	0.90	129.9	0.54	139.7	2.42	142.7	0.92							
August	301	0.00	320	0.31	338	0.60	123.0	0.16	130.2	0.23	139.2	-0.36	142.6	-0.07							
September	301	0.00	322	0.63	118.1	0.62	123.3	0.24	131.3	0.84	137.5	-1.22	143.3	0.49							
October	302	0.33	325	0.93	119.5	1.19	124.9	1.30	132.5	0.91	138.4	0.65	144.5	0.84							
November	302	0.00	328	0.92	119.9	0.33	125.7	0.64	132.5	0.00	139.1	0.51									
December	301	-0.33	330	0.61	118.8	-0.92	125.4	-0.24	132.3	-0.15	138.8	-0.22									
January	307	1.99	330	0.00	118.2	-0.51	125.1	-0.24	132.8	0.38	138.9	0.07									
February	307	0.00	328	-0.61	119.0	0.68	125.0	-0.08	132.7	-0.08	139.2	0.22									
March	309	0.65	326	-0.61	119.6	0.50	126.0	0.80	133.3	0.45	138.9	-0.22									

**Note:** (i) Index from September, 2020 is on New Base 2016=100.

(ii) The percentage variation for September, 2020 has been derived by converting the figure of 2016=100 by using linking factor of 2.88.

**Table 17.3**

**ANNUAL RATE OF INFLATION BASED ON ALL INDIA CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS**

**(Base: 2001=100 & 2016=100)**

Year/ Month h	Index	Rate of Inflation	2018	2019	2020	2021	2022	2023	2024					
January	288	5.11	307	6.6	330	7.49	118.2	3.15	125.1	5.84	132.8	6.16	138.9	4.59
February	287	4.74	307	6.97	328	6.84	119.0	4.48	125.0	5.04	132.7	6.16	139.2	4.90
March	287	4.36	309	7.67	326	5.50	119.6	5.64	126.0	5.35	133.3	5.79	138.9	4.20
April	288	3.97	312	8.33	329	5.45	120.1	5.13	127.7	6.33	134.2	5.09	139.4	3.87
May	289	3.96	314	8.65	330	5.10	120.6	5.25	129	6.97	134.7	4.42	139.9	3.86
June	291	3.93	316	8.59	332	5.06	121.7	5.57	129.2	6.16	136.4	5.57	141.4	3.67
July	301	5.61	319	5.98	336	5.33	122.8	5.26	129.9	5.78	139.7	7.54	142.7	2.15
August	301	5.61	320	6.31	338	5.62	123.0	4.80	130.2	5.85	139.2	6.91	142.6	2.44
September	301	5.61	322	6.98	118.1	5.62	123.3	4.40	131.3	6.49	137.5	4.72	143.3	4.22
October	302	5.23	325	7.62	119.5	5.91	124.9	4.52	132.5	6.08	138.4	4.45	144.5	4.41
November	302	4.86	328	8.61	119.9	5.27	125.7	4.84	132.5	5.41	139.1	4.98		
December	301	5.24	330	9.63	118.8	3.67	125.4	5.56	132.3	5.50	138.8	4.91		

**Note:** i) Rate of inflation has been calculated as percentage increase over the figure of the corresponding month of the previous year.

ii) Index from September, 2020 is on New Base 2016=100.

(iii) Inflation from September, 2020 has been derived by converting the figure of 2016=100 by using linking factor of **2.88**.

**Box 17.2:Comparative Statement of variation in Consumer Price Indices for Agricultural Labourers (CPI-AL) and Rural Labourers (CPI-RL) on base 1986-87=100**

Year	CPI-AL	CPI-RL	Annual percentage variation	
			CPI-AL	CPI-RL
1995-1996	237	238	-	-
1996-1997	256	256	8.02	7.56
1997-1998	264	266	3.13	3.91
1998-1999	293	294	10.98	10.53
1999-2000	306	307	4.44	4.42
2000-2001	305	307	-0.33	0.00
2001-2002	309	311	1.31	1.30
2002-2003	318	321	2.91	3.22
2003-2004	331	333	4.09	3.74
2004-2005	340	342	2.72	2.70
2005-2006	353	355	3.82	3.80
2006-2007	380	382	7.65	7.61
2007-2008	409	409	7.63	7.07
2008-2009	450	451	10.02	10.27
2009-2010	513	513	14.00	13.75
2010-2011	564	564	9.94	9.94
2011-2012	611	611	8.33	8.33
2012-2013	672	673	9.98	10.15
2013-2014	750	751	11.61	11.59
2014-2015	800	802	6.67	6.79
2015-2016	835	839	4.38	4.61
2016-2017	870	875	4.19	4.29
2017-2018	889	895	2.18	2.29
2018-2019	907	915	2.02	2.23
2019-2020	980	986	8.05	7.76
2020-2021	1034	1040	5.51	5.48
2021-2022	1075	1084	3.97	4.23
2022-2023	1148	1160	6.79	7.01
2023-2024	1229	1240	7.05	6.90

**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, Chandigarh

**Table: 17.4 (AL) :Monthly Variation in CPI (AL) (Base 1986-87=100)**

Month	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023		2023-2024		2024-2025	
	Index	Percentage variation on over previous month	Index	Percentage variation over previous month										
1	4	5	6	7	8	9	14	15	12	13	14	15	14	15
April	888	0.11	932	0.87	1014	0.70	1041	0.58	1108	0.91	1180	0.43	1263	.032
May	891	0.34	940	0.86	1019	0.49	1049	0.77	1119	0.99	1186	0.51	1269	.048
June	894	0.34	950	1.06	1018	-0.10	1057	0.76	1125	0.54	1196	0.84	1280	.87
July	902	0.89	958	0.84	1021	0.29	1061	0.38	1131	0.53	1215	1.59	1290	0.78
August	907	0.55	965	0.73	1026	0.49	1066	0.47	1140	0.80	1224	0.74	1297	0.54
September	910	0.33	976	1.14	1037	1.07	1067	0.09	1149	0.79	1226	0.16	1304	0.54
October	913	0.33	987	1.13	1052	1.45	1081	1.31	1159	0.87	1241	1.22	1315	0.84
November	914	0.11	1000	1.32	1060	0.76	1092	1.02	1167	0.69	1253	0.97	1320	0.38
December	913	-0.11	1014	1.40	1047	-1.23	1097	0.46	1167	0.00	1257	0.32		
January	915	0.22	1016	0.20	1038	-0.86	1095	-0.18	1170	0.26	1258	0.08		
February	917	0.22	1010	-0.59	1037	-0.10	1095	0.00	1171	0.09	1258	0.00		
March	924	0.76	1007	-0.30	1035	-0.19	1098	0.27	1175	0.34	1259	0.08		

Source: Labour Bureau, Chandigarh

**Table: 17.5 (AL): Annual Rate of Inflation based on all-India Consumer Price Index for Agricultural Labourers (Base: 1986-87=100)**

Month	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
	Index	Rate of inflation @	Index	Rate of inflation @	Index	Rate of inflation @	Index
1	4	5	6	7	8	9	10
April	888	2.07	932	4.95	1014	8.80	1041
May	891	2.18	940	5.50	1019	8.40	1049
June	894	1.94	950	6.26	1018	7.16	1057
July	902	2.04	958	6.21	1021	6.58	1061
August	907	1.45	965	6.39	1026	6.32	1066
September	910	1.90	976	7.25	1037	6.25	1067
October	913	1.33	987	8.11	1052	6.59	1081
November	914	0.99	1000	9.41	1060	6.00	1092
December	913	1.44	1014	11.06	1047	3.25	1097
January	915	2.23	1016	11.04	1038	2.17	1095
February	917	3.15	1010	10.14	1037	2.67	1095
March	924	4.17	1007	8.98	1035	2.78	1098

@Percentage increase over the figures of the corresponding month of the previous year.881

Source: Labour Bureau, Chandigarh.

**Table: 17.4 (RL) :Monthly Variation in CPI (RL) (Base 1986-87=100)**

Month	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023		2023-2024		2024-2025	
	Index	Percenta ge variati on over p revious month												
1	4	5	6	7	8	9	14	15	12	13	14	15	14	15
April	896	0.22	939	0.75	1019	0.59	1049	0.58	1119	0.90	1192	0.51	1275	0.39
May	899	0.33	948	0.96	1025	0.59	1057	0.76	1131	1.07	1197	0.42	1281	0.47
June	902	0.33	957	0.95	1024	-0.10	1065	0.76	1137	0.53	1207	0.84	1292	0.86
July	910	0.89	965	0.84	1028	0.39	1070	0.47	1143	0.53	1226	1.57	1302	0.77
August	915	0.55	972	0.73	1033	0.49	1074	0.37	1152	0.79	1234	0.65	1309	0.54
September	917	0.22	983	1.13	1043	0.97	1076	0.19	1161	0.78	1237	0.24	1316	0.54
October	920	0.33	993	1.02	1057	1.34	1090	1.30	1170	0.78	1251	1.32	1326	0.76
November	921	0.11	1006	1.31	1065	0.76	1101	1.01	1178	0.68	1262	0.88	1331	0.38
December	921	0.00	1019	1.29	1053	-1.13	1106	0.45	1179	0.08	1267	0.40		
January	923	0.22	1021	0.20	1045	-0.76	1105	-0.09	1181	0.17	1268	0.08		
February	925	0.22	1016	-0.49	1044	-0.10	1106	0.09	1182	0.08	1269	0.08		
March	932	0.76	1013	-0.30	1043	-0.10	1109	0.27	1186	0.34	1270	0.08		

**Source:** Labour Bureau, Chandigarh.

**Table: 17.5 (RL): Annual Rate of Inflation based on all-India Consumer Price Index for Rural Labourers (Base: 1986-87=100)**

Month	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
	Index	Rate of inflation@	Index	Rate of inflation@	Index	Rate of inflation@	Index
1	4	5	6	7	8	9	10
April	896	2.28	939	4.80	1019	8.52	1049
May	899	2.39	948	5.45	1025	8.12	1057
June	902	2.04	957	6.10	1024	7.00	1065
July	910	2.25	965	6.04	1028	6.53	1070
August	915	1.67	972	6.23	1033	6.28	1074
September	917	2.00	983	7.20	1043	6.10	1076
October	920	1.43	993	7.93	1057	6.45	1090
November	921	1.21	1006	9.23	1065	5.86	1101
December	921	1.66	1019	10.64	1053	3.34	1106
January	923	2.44	1021	10.62	1045	2.35	1105
February	925	3.24	1016	9.84	1044	2.76	1106
March	932	4.25	1013	8.69	1043	2.96	1109

@Percentage increase over the figures of the corresponding month of the previous year.

**Source:** Labour Bureau, Chandigarh.

# Chapter-18

## LABOUR RESEARCH & TRAINING

### LABOUR RESEARCH AND TRAINING

**18.1** V. V. Giri National Labour Institute (VVGNI), an autonomous body of the Ministry of Labour and Employment, Government of India was set up in July 1974 and has grown into a premier Institute of labour research and training. Since its inception, the Institute has endeavoured through its research, training, education and publications to reach out to diverse groups concerned with various aspects of labour in the organised and unorganised sectors. The focus of such endeavours is the concern to transfer academic insights and understanding for application to policy formulation and action, so as to ensure a just place for labour in an egalitarian and democratic society.

#### 18.2 Vision

A globally reputed institution and centre of excellence in labour research and training committed to enhancing the quality of work and work relations

#### 18.3 Mission

- Bring Labour and Labour Relations as the Central Feature in Development Agenda through:
- Addressing issues of transformations in the world of work;
- Disseminating knowledge, skills and attitudes to major social partners and stakeholders concerned with labour and employment;
- Undertaking research studies and training interventions of world class

standards, and

- Building understanding and partnerships with globally respected institutions involved with labour.

#### Objectives and Mandate

**18.4** The Memorandum of Association spells out clearly a wide range of activities that are essential to fulfill the objective of the Institute. It mandates the Institute:

- (i) To undertake, aid, promote and coordinate research on its own or in collaboration with other agencies, both national and international;
- (ii) To undertake and assist in organising training and education programmes, seminars and workshops;
- (iii) To establish wings for:
  - (a) Education, training and orientation;
  - (b) Research, including action research;
  - (c) Consultancy; and
  - (d) Publication and other such activities as may be necessary for achieving the objectives of the society;
- (iv) To analyze specific problems encountered in the planning and implementation of labour and allied programmes and to suggest remedial measures;
- (v) To prepare, print and publish papers, periodicals and books;
- (vi) To establish and maintain library and information services;

- (vii) To collaborate with other institutions and agencies in India and abroad which have similar objectives; and
- (viii) To offer fellowships, prizes and stipends.

## Structure

**18.5** The General Council, the apex governing body of the Institute, with Union Labour and Employment Minister as its President, lays down the broad policy parameters for the functioning of the Institute. The Executive Council with Secretary (Labour & Employment) as Chairperson monitors and guides the activities of the Institute. Both the General Council and the Executive Council are tripartite in nature and consist of members representing the government, trade union federations, employers' associations and also eminent scholars and practitioners in the field of labour. Director General of the Institute is the Principal Executive Officer and manages and administers the activities of the Institute. Director General is aided in the day-to-day functioning by a team of faculty members consisting of professionals from different disciplines and a team of administrative officials and staff.

## MAJOR ACTIVITIES

### Research

**18.6** Research on labour and related issues constitutes one of the core mandates of the Institute. The Institute has been actively engaged in undertaking policy research and action research, covering a wide range of labour related issues viz. new forms of employment, future of work, structural transformation and its implications, skill development, labour laws, industrial relations, informal economy, social security, child labour, labour migration, decent work and agrarian relations. The Institute also

provides research and technical support to the Ministry of Labour and Employment and other policy making bodies of the Government. The research activities of the Institute are carried out under the aegis of specialized research centres. Each research centre has a Research Advisory Group comprising eminent scholars and practitioners to provide relevant advice and direction.

**18.7** Research Projects/Papers/Case Studies completed and ongoing during January 2024 to December 2024 under different research centers of the Institute are listed below:

### Centre for Employment Relations and Regulations

#### *Completed Research Project/Case Study*

- ✓ Comparative Analysis of Rules made by States under Labour Codes

### Centre for Social Protection and Health Studies

#### *Completed Research Projects*

- ✓ Internal Migrants and Portability of Social Security Benefits
- ✓ Study under BRICS Network of Labour Research on 'Ensuring Social Security for All country Report : India'
- ✓ Social Security Benefits to Plantation Workers: A Case Study of Tea Gardens in West Bengal

#### *Ongoing Research Projects*

- ✓ Developing a Training Module on Fundamental Principles and rights at Work (FPRW) for Trainers to Create Awareness on FPRW in Cotton Industry
- ✓ Integrated Development and Labour Welfare: Evaluating Outcomes of

Housing, Sanitation, and Water Programmes

**Centre for Agrarian Relations, Rural and Behavioural Studies**

**Completed Research Project/Case Study**

- ✓ Social Security through Green Jobs: A Case Study of Government Policies and Programmes

**Ongoing Research Projects**

- ✓ Sugarcane Farming in Uttar Pradesh with special reference to conditions of workers and pattern Employment in District Muzaffarnagar: At Farming Level.
- ✓ Sugarcane Farming in Uttar Pradesh with special reference to conditions of workers and pattern Employment in District Muzaffarnagar: At Manufacturing Level

**Centre for Gender and Labour Studies**

**Completed Research Projects**

- ✓ Paid and Unpaid Work of Urban Working Women in the Organized Manufacturing Sector: A Study of Time Use Patterns in the National Capital Region
- ✓ Gender and Social Security for BRICS Nations"- Research for BRICS Network of Labour Research Institutions for 2023
- ✓ Vulnerability Mapping and Identification of Alternative Livelihood for Beedi Workers in Telangana
- ✓ The Implementation of the Maternity Benefit Act in India
- ✓ Policy brief on Employment and Skill Development – A Case Study
- ✓ Gender and Social Security for BRICS

Nations

**Ongoing Research Projects/Papers**

- ✓ Impact Assessment of Flagship Schemes on the Lives of Labour i.e.ü
  - ⇒ Saksham Anganwadi and Poshan 2.0,
  - ⇒ Deendayal Antyodaya Yojana - National Rural Livelihood Mission: Ajeevika
  - ⇒ Pradhan Mantri Ujjawala Yojana
- ✓ Mapping of Social Welfare Schemes for Domestic Workers in the State of Bihar and study on Accessibility Assessment of the Schemes in collaboration with the ILO, New Delhi
- ✓ Designing Flexible Working Hours Policy: A Case of NCR -Government sector
- ✓ Designing Flexible Work Arrangements- A Case of NCR- I.T Sector

**Centre for Labour Market Studies**

**Completed Research Projects**

- ✓ A Research Study on 'e-formality Practices' (under the aegis of BRICS Network of Labour Research Institutes)
- ✓ Research Study on *Gig and Platform Workers: Vision 2047"*

**On-going Research Projects**

- ✓ E-Platform Employment: Role in the Labour Market and Problems of Platform Workers Labour Regulation
- ✓ Navigating the Gig Economy: An Intersectional Investigation into the Experiences and Challenges of Women in the Indian Gig Economy

## Centre for North East India

### Completed research Projects

- ✓ Review of Social Protection Financing System in India (ILO)
- ✓ Sustainable Financing of Social Security in G20 Countries

### Ongoing Research Projects

- ✓ Navigating Sustainable Sources of Funding for Social Security of Gig & Platform Workers in India
- ✓ Impact Assessment of Flagship Schemes on the Lives of Labour i.e.
  - ⇒ Atal Beemit Vyakti Kalyan Yojana (ABVKY)
  - ⇒ Pradhan Mantri Jan Arogya Yojana (PM-JAY)
  - ⇒ Pradhan Mantri Suraksha Bima Yojana (PMSBY)
  - ⇒ Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY)

## Integrated Labour History Research Programme (ILHRP)

### Completed Research Project

- ✓ Role of Labour Movement in Social Security and Social Protection in Pre-Independence India
- ✓ Labour Movement's Relationship with the Development of Technology, Skills and Enterprises

### Networking (National and International)

**18.8** VVGNLI is mandated to forge professional collaborations with major international and national institutions involved with labour and related issues. The Institute over the years has been working in collaboration with international

institutions like International Labour Organisation (ILO), United Nations International Children's Emergency Fund (UNICEF), United National Development Programme (UNDP) and National institutions like Indian Institute of Management, Lucknow (IIM-L), National Institute of Rural Development & Panchayati Raj, Hyderabad (NIRD&PR-H); Tata Institute of Social Sciences, Guwahati (TISS-G), Late Narayan Megha ji Lokhande Maharashtra Institute of Labour Studies Mumbai (LNML MILS-M), Mahatma Gandhi Labour Institute, Ahmadabad (MGLI-A), Dashrath Manjhi Institute of Labour and Employment Studies, Patna (DMIL&ES-P), Gujarat Institute of Development Research, Ahmedabad, National Institute of Agricultural Extension Management (MANAGE), Hyderabad, Indian Institute of Forest Management and State Labour Institutes. The Institute signed the following three MoUs with various Organisations during the period to facilitate collaborative training, research and academic activities related to labour and employment issues

- (i) National Law University, Delhi – 27.03.2024
- (ii) Bennett University, Greater Noida – 16.12.2024
- (iii) Indian Navy – 29.04.2024

**18.9** V. V. Giri National Labour Institute has been recognized by the Government of India as the Nodal Labour Institute of the country to network with other Labour Institutions of four BRICS countries. One of the major objectives of this Network is to undertake research studies on contemporary concerns related to the world of work. The following research studies have been completed under the aegis of BRICS Network of Labour Research Institutes:

- ✓ Research Study on '*e-formality Practices*'
- ✓ Research Study on '*Ensuring Social*

*Security for All country Report : India'***Training and Education (2024-25)**

**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 trainees participants is used for updating the training curriculum as well as redesigning training modules and as taken as inputs for further research activities.

**18.11** 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 training programmes use an appropriate mix of audio-visual presentation, lectures, group discussions, case studies, field visits and behavioural science techniques. Apart from the Institute's faculty, renowned guest faculty are also invited to strengthen the training programmes.

**18.13** 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, Industrial Relations Managers, Social Activists and different stakeholders of organised and unorganised sectors, and
- Researchers, Trainers, field workers and others concerned with labour issues.

**18.14** During the year from January – December, 2024, the Institute conducted 153 training programmes including 04 international programmes and attended by 3506 participants.

**Training Programmes Conducted from 01.01.2024 to 31.12.2024**

Name of the Programme	No. of Progs.	No. of Participants
Special Training Programme	0	0
Labour Administration Programmes	13	214
Industrial relations Programmes	21	299
Capacity Building Programmes	64	1454
Research Methods Programmes	07	122
International Programmes	04	109
Child Labour Programmes	06	109

North East Programmes	10	219
Collaborative Programmes	04	342
Thematic Training Programmes	08	157
In-House Programmes	16	481
<b>TOTAL</b>	<b>153</b>	<b>3506</b>

**Training Programme to be conducted (01.01.2025 to 31.03. 2025)**

S.No	Name of the Programme	No. of Progs.
1.	Special Training Programmes	0
2.	Industrial Relations Programmes	06
3.	Capacity Building Programmes	09
4.	Research Methods Programmes	0
5.	International Programmes	03
6.	Child Labour Programmes	05
7.	North East Programmes	01
8.	Collaborative Programmes	07
9.	Thematic Training Programme	02
10.	Inhouse Programme	02
	<b>TOTAL</b>	<b>35</b>

**Workshops/Webinars/Study Visits**

**18.15** Apart from training programmes, the

Institute has also conducted Workshops/ Webinars/ Special Events/ Study Visits on different topics. The details are as given below:

SI No.	Name of the Workshop/Seminar/Events/ Study Visits	No. of days	No. of Participant	Coordinator
1.	One day training for ISEC participants - January 10, 2024	01	20	P. Amitav Khuntia
2.	Workshop on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 - February 14, 2024	01	70	Shashi Bala

3.	Workshop on "Towards a Framework For Strengthening Social Protection System for Sri Lankan Delegates' as a part of Study Visit- 13-15 March 2024	03	08	Otojit Kshetrimayum
4.	Workshop "Investing in Women: Inspiring Inclusion" on the occasion of International Women's Day 2024 – March 8, 2024	01	70	Ellina Samantroy
5.	International workshop on "Work from Home: Designing Flexible Working Hours" – March 15, 2024	01	20	Shashi Bala
6.	National Seminar on" Labour Law Reforms and New Labour Codes in India: Issues and Challenges" – March 20, 2024	01	25	Sanjay Upadhyaya Ellina Samantroy
7.	Vision @ 2047: Workshop on 'Training & Capacity Building Labour Reforms: Code on Wages, 2019' for the Officials of Ministry of Labour and Employment- May 16, 2024	01	70	Ellina Samantroy
8.	Workshop on "Labour and Development" for Students of NSSTA – May 17, 2024	01	32	Amitav Khuntia
9.	Special Lecture on "Future of Employment: Challenges and Opportunities" – July 03, 2024	01	25	Manoj Jatav
10.	Workshop on "Internal Migration and Research" - August 01, 2024	01	50	Ruma Ghosh
11.	Workshop on 'Social Security Schemes – Provident Fund and New Pension Schemes" – August 8, 2024	01	20	Ruma Ghosh
12.	Orientation Workshop on "Labour issues, Labour Laws and Labour Codes" for Indian Postal Service Probationers - August 09, 2024	01	06	Sanjay Upadhyaya
13.	Virtual Master class on "The Maternity Benefit (Amendment) Act, 2017" collaborative Workshop with ASSOCHAM – September 24, 2024	01	61	Ellina Samantroy

## Publications

**18.16** VVGNLI 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.

### Indradhanush

**18.19** It is a quarterly Newsletter brought out by the Institute which captures Institute's multifarious activities in the area of research, training and education, workshops, seminars etc.



The Newsletter brings out brief details about different events organized by the Institute. It also highlights major professional engagements of the Director General and faculty members along with profiling the visits of the distinguished persons who visit the Institute.

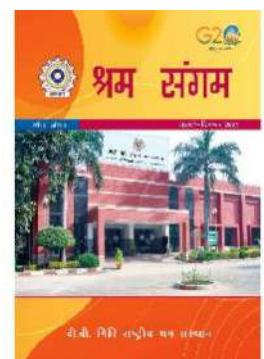
### Child Hope

**18.20** *Child Hope* is a quarterly Newsletter of the Institute. It is being brought out to pave the way for ending child labour by reaching out to different sections of society. The Newsletter also documents the initiatives and best practices of the different social partners in their effort to eradicate the problem.



### Shram Sangam

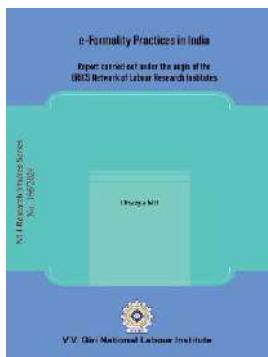
**18.21** *Shram Sangam* is a biannual official language magazine brought out by the Institute to orient the employees towards progressive use of Hindi and to make use of their creativity in its expansion. Apart from poems, essays



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

**18.22** All research studies carried out by the Faculty members are published in the form of *NLI Research Studies Series*, in order to disseminate the findings of the research activities of the Institute. So far the Institute has published 166 research studies in the form of NLI Research Studies Series.



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

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

### Physical Achievements

**Books/Journal/Services** - The library has acquired 12 books/reports/bound volumes of journals / CDs/ AV/ VC during January 2024 to December 2024, thereby enlarging the stock of books/reports/bound volumes of journals / slides / audio visual / videos / CDs /photographs/ Posters/ banners/clippings/ panels etc. to 65690. The library regularly subscribed to 102 professional journals, magazines and newspapers in printed and electronic forms during the period.

This Knowledge Centre provides services to users: Selective dissemination of information (SDI); Current awareness service; Bibliographical service; On-line search; Article indexing of Journals; Newspaper clippings service; Micro-fiche search and printing; Reprographic Service; CD-ROM Search; Audio/Visual Service; Current Content Service; Article Alert Service; Lending Service and Inter-Library Loan Service.

### Products

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

- Guide to periodical literature – Quarterly in-house publication providing bibliographical information of articles from over 102 selected journals / magazine.
- Current Awareness Bulletin – Quarterly in-house publication providing bibliographical information on acquisition in NRDRCLI.
- Article Alert – Weekly publication providing bibliographical information of important articles in all subscribed journals/magazines.
- Current Content Service – Monthly publications. It is the compilation of content pages of subscribed journals.
- Article Alert Service – This weekly service is hosted on the Institute's web site for public access.
- e-Newspaper Clipping Service – A weekly service of scan copy of all major news pertaining to labor & related subjects.

Maintenance of specialized resource centre

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

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

#### 18.24 MAJOR ACHIEVEMENTS

- During January to December 2024, V.V. Giri National Labour Institute conducted 153 training programmes including 04 international programmes for various social partners and 21 workshops attended by 3503 participants and 477 participants respectively.
- VVGNLI has completed 16 Research Projects/Paper/Case Studies during January to December, 2024 on various facets of labour and employment.
- The Institute is accredited 'Very Good' by Capacity Building Commission.
- One Day Workshop on ***Gender & Labour Issues*** for ISEC Participants of 'Official Statistics and Related Methodology'



conducted by National Statistical Systems Training Academy-NSSTA on January 10, 2024 in the Institute. 14 Officers from different countries namely, Bangladesh, Botswana, Burundi, Cote d'Ivoire, Democratic Republic of Congo, Ethiopia, Fiji, Gambia, Kenya, Madagascar, Malawi, Myanmar, and Niger visited with Dr. J.S. Tomar, Director, NSSTA. Mr. P. Amitav Khuntia, Associate

Fellow of VVGNLI coordinated the workshop.

- One Day Workshop on ***Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013*** was organized on February 14, 2024. The workshop aimed at enhancing the understanding of strategies needed to combat sexual harassment in the workplace. The workshop was attended by 80 employees of V. V. Giri National Labour Institute, Noida. Dr. Shashi Bala, Senior Fellow was the Course Director.
- To commemorate the International Women's Day, 2024, the Institute organised a Workshop on the theme ***Investing in Women: Inspiring Inclusion*** on March 08, 2024. The workshop was inaugurated by Dr. Arvind, Director General, VVGNLI. Shri B. S. Rawat, Senior Hindi Translator introduced the guest speakers. The Keynote address was delivered by Prof. Vivek Kumar, Professor, Centre for the Study of Social Systems, School of Social Sciences, JNU. Prof. Kumar reflected on Dr. B. R. Ambedkar's contribution towards women empowerment. A special lecture was delivered by Mr. Charu Tiwari, Freelance Journalist. He spoke about the relevance of folk tradition



towards women empowerment. The

programme also included poetry recitation by Mr. P. Amitav Khuntia, Shri B. S. Rawat, Mrs. Manju Singh, Mrs. Nidhi Agarwal and Dr. Ellina Samantroy on the issues of gender equality. The vote of thanks was delivered by Dr. Ellina Samantroy, Fellow. The workshop was co-ordinated by Dr. Ellina Samantroy and Mr. B. S. Rawat.



- VVGNI – ILO Workshop on **Towards a Framework for Strengthening Social Protection System** for Sri Lankan delegates as part of study visit was organised at the institute from 13-15 March 2024. Mr. Satoshi Sasaki, Deputy



Director, ILO Decent Work Team for South Asia and Country Office for India and Dr. Arvind, Director General of the Institute inaugurated the workshop. Eight representatives from Government, industry, Unions and ILO from Sri Lanka participated in the workshop. Dr. Otojit Kshetrimayum, Fellow was the Course Director.

- The Institute conducted an International Workshop on **Work from Home: Designing Flexible Working Hours Policy** on March 15 2024 in which all the stakeholders discussed broadly the following points to undertake detailed inclusive research for framing flexible work hour policies in the future: (i) Working-time laws and regulations on



maximum daily hours of work and statutory rest periods for better life satisfaction; (ii) Experience in working time and flexibility during the COVID-19 crisis; and (iii) The impact on female labor force participation, healthy work-life balance, productivity, and incentive for men to participate in unpaid care work may be examined. The workshop was attended by 41 participants from NGO's, Universities students, representatives of Government offices, Employers' Organisations and Trade Unions. Dr. Arvind, Director General, VVGNLI welcomed the participants and Dr. Shikha Anand, Director (Employment), MoL&E inaugurated the workshop. Dr. Shashi Bala, Senior Fellow was the Coordinator of the workshop.

- The V. V. Giri National Labour Institute (VVGNI) in collaboration with Dr. B. R. Ambedkar National Law University (DBRANLU), Sonepat organized a One-Day National Seminar on **Labour Law Reforms and New Labour Codes in**

**India: Issues and Challenges** on March 20, 2024 at its campus, Sonepat, Haryana. The seminar was inaugurated by the Hon'ble Vice Chancellor & Patron-in-Chief Prof. (Dr.) Archana Mishra. The Chief Guest for the occasion was Shri



Ved Prakash Yajurvedi, Former Director General, VVGNLI. Shri Pawan Kumar, Zonal Head (Northern Zone), Bhartiya Mazdoor Sangh; Shri Rahul Sharma, Advocate, Delhi High Court and Dr. Ramphool, Registrar, NLU were the guest speakers at the inaugural session. The vote of thanks was delivered by Dr. Balwinder Kaur, Director, Centre for Labour Studies, DBRANLU. Dr. Sanjay Upadhyaya, Senior Fellow, Dr. Ellina Samantroy, Fellow and Dr. Manoj Jatav, Fellow from VVGNLI chaired different technical sessions in the seminar. 64 papers were presented in the seminar by scholars from university, practitioners, legal experts etc. An Abstract book was

released by the dignitaries. Dr. Balwinder Kaur and Dr. Ellina Samantroy were the Editors-in-Chief of the book. The programme was coordinated by Dr. Ellina Samantroy from VVGNLI and Dr. Balwinder Kaur from DBRANLU.

- V.V. Giri National Labour Institute in collaboration with National Law University Delhi organised a Workshop on ***Level Playing Field for Gig Workers: Law and Policy Discourse*** on March 27, 2024 at National Law University Delhi in which academics, policy makers, trade unions, employers and research scholars participated and made contribution with their rich and insightful deliberations. The Workshop was coordinated by Dr. Ruma Ghosh, Senior Fellow, VVNLI and Dr. Sophy K.J., NLUD.



- The Institute organised an Orientation Workshop on ***Transformation in the World of Work cum Study visit*** for the

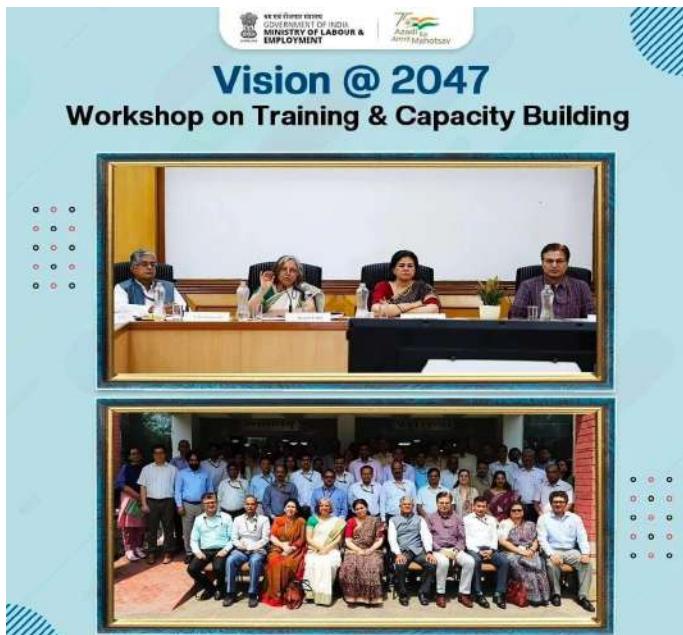


Students of Centre for the Study of Social Systems, School of Social Sciences, Jawaharlal Nehru University, Delhi on May 04, 2024. The programme aimed to make the participants understand the dynamics of work, technological development and its impact, and acquaint with the policy/ legislative initiatives with reference to Labour Codes. A Panel Discussion on Policy/Legislative Initiatives for Social Protection, Safety and Health with reference to Gender was conducted. Dr. Elina Samantroy, Dr. Oto jit Kshetrimayum Fellows of the Institute were panellists and Dr.Sanjay Upadhyay, Senior Fellow was the discussant moderated by the Course Director. Twenty two Master Degree and Ph.D students along with Professor Manoj Kumar Jena, participated in this workshop at VVGNLI, Noida. Dr. Arvind, Director General VVGNLI interacted with participants and delivered valedictory address. Mr. P.Amitav Khuntia, Associate Fellow, VVGNLI was the Course Director.

- The VVGNLI organised a panel discussion on ***Addressing Skill Gap*** on May 10, 2024 at the Institute. The discussion aimed at equipping the participants with emerging issues and concerns in women's sustainable skill development. The event

was attended by 18 participants representing central trade unions representatives, skill development institutes, NGOs. Dr. Shashi Bala, Senior Fellow was the Course Director.

- V.V. Giri National Labour Institute organised Vision@2047: Workshop on ***Training & Capacity Building for Labour Reforms*** on May 16, 2024. The workshop was chaired by Smt. Sumita Dawra, Secretary, M/o Labour & Employment, GoI with the participation of 70 senior officers of Employees' Provident Fund Organisation, Employees' State Insurance Corporation, Directorate General Labour Welfare, Labour Bureau, Office of the Chief Labour Commissioner, Directorate General Factory Advice Service and Labour Institutes, VVGNLI, Shramik Shiksha DTNBWED, Directorate General Of Mines Safety (DGMS). Dr. Ellina Samantroy, Fellow coordinated the workshop.



- The V.V. Giri National Labour Institute organised a Special Lecture on ***Future of Employment: Challenges and Opportunities*** on July 03, 2024 at its campus. The keynote address was

delivered by Prof. Sanjai Bhatt from the Delhi School of Social Work. The lecture was followed by an engaging discussion featuring a distinguished panel of experts, including Prof. Onkar Mal, Dr. Sashi Bala, Mr. Ashwini Kumar, and Ms. Deepika Jajoria. Dr. Arvind, Director General of the V.V. Giri National Labour Institute, chaired the event and delivered an insightful address. He underscored the increasing volatility, uncertainty, complexity, and ambiguity in the contemporary world and highlighted the pivotal role of technology in enabling smarter and more efficient ways of working amidst these challenges.

- A policy workshop on ***Internal Migration and Research*** was organized on August 01, 2024 to discuss research studies that would facilitate migrant-inclusive infrastructure and institutions which would enable the connectivity in the existing machinery among the different states, thereby safeguarding the labour rights of the migrant workers and promoting inclusive development. The workshop was attended by 38 participants representing academicians, research scholars and government officials. Dr. Ruma Ghosh, Senior Fellow was the Course Director.



- A workshop on ***Social Security Schemes – Provident Fund and New Pension Schemes*** was organized on August 08, 2024 which aimed at strengthening the

understanding of participants on the different pension schemes for workers in the organized and the unorganised sector. The workshop was attended by 20 employees of the V.V. Giri National Labour Institute. Dr. Ruma Ghosh, Senior Fellow was the Course Director.

- An Orientation Workshop on ***Labour issues, Labour Laws and Labour Codes*** for Indian Postal Service Probationers organized on August 09, 2024. The workshop aimed at providing an understanding and orientation to the Indian Postal Service Probationers on labour issues, labour laws and labour codes. The programme was attended by 09 officers from Indian Postal Service undergoing induction training at Rafi Ahmed Kidwai National Postal Academy, Ghaziabad. Dr. Sanjay Upadhyaya, Senior Fellow was the Course Director.
- V. V. Giri National Labour Institute was conferred with the ***Second Prize*** by the Town Official Language Implementation Committee (Office), Noida in its 47<sup>th</sup> meeting held on August 23, 2024 at National Council for Hotel Management and Catering Technology, Sector-62, Noida on 23.08.2024 for its excellent performance in the implementation of Official Language Policy during the year.



Dr. Arvind, Director General, VVGNLI receiving the award from Shri Vijay Kumar, Chairman, Town Official Language Implementation Committee (Office), Noida

- The Institute organised a Webinar on ***The Maternity Benefit (Amendment) Act, 2017: Provisions, Policies and Practices*** in collaboration with the Associated Chambers of Commerce and Industry of India (ASSOCHAM) on September 20, 2024. The webinar discussed the challenges in implementing



the Maternity Benefit (Amendment) Act, 2017 and suggested pathways forward. The webinar emphasised the positive impact of the act on women's workforce participation while highlighting the need for improved awareness and targeted training to address ongoing implementation issues. Dr. Rajan Verma, Dr. Rohit Mani Tiwari, Mr. Manoj Kumar Sharma, Dr. Ellina Samantroy, Dr. Anadi N Sinha, Ms. Pooja Ramchandani and Basudev Mukherjee delivered the lectures in the webinar. The webinar was attended by 61 participants. The webinar was jointly coordinated by Mr. Santosh Parashar,

Director, ASSOCHAM and Dr. Ellina Samantroy, Fellow, VVGNLI.

### Study Visits



- The VVGNLI organised a study visit for the students of MAB Institute of Judicial Science, Domkal, Murshidabad, West Bengal on April 22, 2024. The programme was attended by 22 Students and Faculty of 5-Year B.A.LLB Course who visited the institute. Mr. P. Amitav Khuntia, Associate Fellow coordinated the visit.
- An Awareness Workshop on Labour Studies was organized on September 20, 2024 with an aim to educating participants about key concepts and trends in labour studies, fostering a deeper understanding of the labour market and its dynamics. The workshop was attended by 40 participants representing Masters' students from Tamil Nadu Institute of Labour Studies (TILS), Tamil Nadu. Dr. Dhanya MB, Fellow was the Course Director.



- A Workshop on ***Prevention of Sexual Harassment of Women at the Workplace*** for the employees of Tata Electronics Pvt Ltd was organised on 25<sup>th</sup> November 2024 with an objective to discuss the legal framework for addressing sexual harassment and the strategies needed to combat sexual harassment at the workplace.



- A Workshop on ***Prevention of Sexual Harassment of Women at the Workplace*** for the officials of Indian Navy at Nau Sena Bhawan, Delhi Cantt, Delhi was organised on December 12, 2024 with an objective to understand the significances of Gender Sensitization and the legal framework for addressing sexual harassment at the workplace.

## EVENTS

- 52<sup>nd</sup> Meeting of the General Council of VVGNLI was held on 29<sup>th</sup> January, 2024 chaired by Shri Bhupender Yadav, Hon'ble Union Minister for Labour & Employment and President, General Council. Ms. Arti Ahuja, Secretary, Ministry of Labour & Employment and Vice-President, General Council; Shri Ramesh Krishnamurthi, Additional Secretary, Ministry of Labour & Employment; Ms. G. Madhumita Das, JS & FA, Ministry of Labour & Employment; Shri Kamal Kishore Soan, Joint Secretary; Ms.



Shri Bhupender Yadav, Hon'ble Union Minister for Labour & Employment chairing the meeting of the General Council

Amarjeet Kaur, General Secretary, AITUC; Shri Mukesh Kumar Jain, All India Manufacturers' Organisation; and Dr. Arup Mitra, Professor, South Asian University attended the meeting, coordinated by Dr. Arvind, Director General, VVGNLI & Member Secretary, General Council, VVGNLI.

- An MoU has been signed between V.V. Giri National Labour Institute and Indian Navy on April 29, 2024 at the VVGNLI Campus. The MoU signifies a landmark



moment in nurturing cooperation between defence and labor sectors, paving the way for synergistic efforts in workforce development and capacity building.

- V.V. Giri National Labour Institute (VVGNLI) signed an MoU with the Bennett University on December 16, 2024 at the Bennett University, Greater

Noida. A welcome address was delivered by Prof. (Dr.) Pradeep Kulshreshtha, Dean, School of Law, Bennett University. The MoU was signed by Dr. Arvind, DG, VVGNLI and Prof. (Dr.) Ajith Abraham, Vice Chancellor, Bennett University. The event was graced by Mr. Senthil Kumar, Chief Operating Officer, Bennett University. The event was coordinated by

Dr. Ellina Samnantry, Fellow from VVGNLI and Dr. Priyanka Chatterjee, Assistant Professor from Bennett University. The programme was attended Dr. Sanjay Upadhyaya, Senior Fellow from VVGNLI. A vote of thanks was delivered by Ms. Nupur Kumari, Assistant Professor, Bennett University.



Dr Arvind, Director General, VVGNLI, Noida and Rear Admiral Aditya Hara, ACOP (AC) of the Indian Navy exchanging

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# Chapter-19

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

**19.1** The National e-Governance Plan regarding cause list, tenders, date of (NeGP) is an initiative by the government of India to connect eGovernance systems throughout the country and create a nation- wide network for electronic delivery of government services. The National eGovernance Plan (NeGP) was conceptualized to focus on e-Governance initiatives at the national level with an aim to "Make all Government services accessible to the common man in his locality, through common service delivery outlets, and ensure efficiency, transparency, and reliability of such services at affordable costs to realize the basic needs of a common man".

**19.2** Ministry of Electronics & Information Technology (MeitY), Government of India has put in place various mechanisms aimed at preventing cyber attacks and to guide organizations in responding to cyber related incidents. The guidelines are aimed in different security domains such as Network Security, Applications Security, Data Security, Auditing, Third Party Outsourcing etc.

**19.3** Ministry of Labour and Employment has nominated a senior level Officer as Chief Information Security Officer (CISO) along with separate CISOs for subordinate/attached offices. A team of officers under the CISOs has also been put in place for taking appropriate steps.

**19.4** Ministry of Labour & Employment has selected a CERT-In empanelled agency through GeM for the Security audit of various web applications/Portals of MoLE for a period of 3 years. Regular audit is being conducted by

Security Auditor for the websites/portals of MoLE. The subordinate/Attached Offices of MoLE also conduct the cyber security audit from CERT-in empaneled organizations through their IT team. Necessary action has been taken well in advance for conducting cyber security audits wherever required.

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

### A. Activities in the Ministry:

- i. Several IT initiatives were taken up in the Ministry for e.g. Development of Ministry's internal dashboard, upgradation of Ministry's dashboard on the official website, integration of Invest India Portal with Ministry's Shram Suvidha Portal.
- ii. The functions of Ministry's SAMADHAN (Software Application for Monitoring and Disposal, Handling of Apprehended/ Existing Industrial Dispute) portal were stabilized.
- iii. Implemented e-Office as one of the Mission Mode Projects (MMPs) under the Digital India Programme. Use of e-office in official transactions helps in bringing transparency, accountability and expeditious decision making. E-office also provides additional advantages like real time tracking, location agnostic disposal, universal search-ability and retrieval of files.
- iv. PENCIL (PLATFORM FOR Effective

Enforcement of No Child Labour) Portal was launched for better monitoring & reporting system, to ensure effective implementation of the provisions of the amended Child Labour (Prohibition & Regulation) Act, 1986 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) data, (iv) State Government and (v) Central Government.

The NCLP Scheme has been assimilated with "Samagra Shiksha Abhiyan" Scheme of Ministry of Education, Department of School Education and Literacy in phased manner after 01st April 2021.

- v. Ministry issued Notification dated 21<sup>st</sup> 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>.
- B. The Directorate General of Employment (DGE) has launched the initiative to bring together employers, trainers, and jobseekers on a single platform through the National Career Service (NCS) Portal ([www.ncs.gov.in](http://www.ncs.gov.in)). As on December 31, 2024, the NCS platform has registered 5.17 crore jobseekers, 38.64 lakh employers, and mobilized more than 4.1 crore vacancies through the portal. On an average, around one million active

vacancies were available on NCS portal.

The NCS portal has been integrated with several Government platforms including the e-Shram portal, Udyam portal, and Skill India Digital Hub (SIDH). Additionally, it has partnered with the employment portals of 23 States/UTs, while 7 states/UTs directly use the platform for jobseeker registration. The portal also collaborates with prominent private job portals such as Quikr Jobs, Foundit (formerly Monster.com), FreshersWorld, Cassius Technologies Pvt. Ltd., HireMee, TCS iON, TMI etc. These integrations have helped to mobilize a larger number of vacancies from private employers. The NCS portal also offers an International Jobs module, which enables MEA-registered agents to post international job opportunities.

The employability assessment tool available on the platform helps jobseekers assess their skills and readiness for employment. Furthermore, the DigiSaksham program offers free digital skills training in areas like Excel, Azure, and Security Fundamentals. Additionally, the "Career Skill Training" section equips jobseekers with essential soft skills. These programmes are conducted in association with industry partners.

- C. **DGMS has taken many IT initiatives during the year 2024 which including the following:**
  - i. The website of DGMS has been redesigned and customized for providing better user interface and transparency for different stakeholders. DGMS website was undergone Security audit successfully on 28.02.2023 and STQC

- website quality certification was issued on 13.07.2023 which is valid up to 12.07.2026.
- ii. In line with the Digital India initiative, software modules namely “Approval System”, Permission / Exemption / Relaxation | System” have been developed and made live for use by the user industry. As on 31.12.2024 total of 32807 applications for Permission / Exemption / Relaxation has been received online and 31807 has been dealt accordingly. During the calendar year total of 7876 applications for Permission/Exemption/ Relaxation has been received online and 7973 (including those received in 2023) has been dealt accordingly. As on 31.12.2023 total of 1778 applications for Approvals have been received online and 1699 has been dealt accordingly. During the calendar year total of 337 applications for Approvals have been received online and 325 has been dealt accordingly.
  - iii. 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 2021 and 2022, 619 and 498 applications respectively have been received online.
  - iv. “Accidents & Statistics System” software module has been developed and made live on 01.08.2020. This system has enabled online, sending of accident intimation by the mine user, filing of accident inquiry reports by the 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. Since the system was enabled online, total of 460 fatal accidents, 851 serious accidents and 184 dangerous occurrences have been reported on the web portal as on 31.12.2024.
  - v. 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.
  - vi. 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 (SSP). For making 100% inspections through the SSP, all the Directors of Mines Safety (Mining posted in the Regions, Electrical and Mechanical posted in Zones) were also included in the system since 03.12.2024.
  - vii. All statutory examinations under Coal Mines Regulations, 2017 and Metalliferous Mines Regulations, 1961 are being conducted on Computer Based Test (CBT) mode. The computer-based test (CBT) for Manager's, Overman's, Foreman's, Surveyor's, Sirdar's, Mate's, Blaster's and Gas Testing Competency Examination, under the Coal Mines Regulations, 2017 and Metalliferous Mines Regulations, 1961 was held all over India in the month of December 2024. A total of 17070 candidates appeared in the aforesaid

- examinations. Highlights of 2024 include multilingual CBT in six regional languages, examinations held in 14 cities (including new canters in Chennai, Varanasi, and Bilaspur), online certificate verification, and issuance of over 11,500 competency certificates, streamlining the process and enhancing accessibility.
- viii. Implementation of e-Office & SPARROW – A meeting was held on 04.11.2024 regarding implementation of e-office and e-SPARROW, chaired by Joint Secretary, MoLE, in which fresh data of employees were asked to submit in desired format, which was already submitted on Friday on 01.11.2024.
- ix. Online portal for Annual General Transfer of Group A officers has been made functional since September 2022 and all Group A officers' transfers were carried out through the portal in the year 2023. The process is continued.
- x. For dissemination of information and awareness to the stakeholders on the DGMS OHS measures, the social media platforms - X (496.7K followers) handle <https://twitter.com/DGMS1902> and YouTube channel <https://www.youtube.com/@DGMSINDIA> (127 videos, 96,540 views) are being actively used. Safety alerts and updated information are shared regularly, enhancing transparency and awareness.
- D. DGFASLI has taken many IT initiatives during the year 2024 which including the following:**
- The E-office has been implemented and is fully functional in all DGFASLI offices.
  - The E-Sparrow system has been implemented for APAR filing of all Group A, B, and C employees of DGFASLI.
  - The DGFASLI transfer portal has been implemented and is functional.
  - The DGFASLI official website has been updated and is regularly maintained.
  - The official social media handles of DGFASLI (Facebook, Instagram, and X) have been created and are maintained regularly.
- E. IT initiatives in EPFO**
- **Online Member profile correction facility provided in Member Portal:** To correct profile of the member and thereby reduce rejection of the claim form, a user friendly facility has been provided to members on 25<sup>th</sup>February 2024 in their member portal login to initiate the joint declaration required as per the Standard Operating Procedure (SOP). This facility will reduce the dependency of a member on his or her employer to initiate the process and track the progress of profile correction and will help EPFO to reduce and monitor the issues relating to profile correction.
  - **Establishments e-report:** for providing various details like number of members mapped with UAN, number of UAN with missing details, Pending KYC to be approved, Total PF contributions, Total Pension contribution for a particular month, etc. in the open domain for all the stakeholders. It will improve transparency and ease of living.
  - Facility developed to send 7Q and 14 B intimations online & submission of response by employers.

- **MIS 3.0** - The revamped version of MIS i.e. MIS 3.0 has been launched for providing efficient and relevant dashboards to the management of EPFO. Some of the proposed fruitful results are Enhanced User Interface Experience, Better Navigation, Self-Customizable Reports, User-Oriented Reports Extraction and Download, Insights at a glance, Convenient reports searching facility etc.
  - **EDLI:** Online return filing facility for EDLI exempted establishments.
  - **Deployment of Online System for Surrender of Exemption and Transfer of Past Accumulations:** A new online system concerning the surrender of exemption and the transfer of members' previous accumulations has been launched. This system can be accessed through the Employer's Login of the Unified Portal. It is designed for employers from exempted establishments to file their applications and necessary documents online, which will then be processed by the Regional Offices.
  - **Other IT Reforms**
    - Facility to employers for submitting Joint Declaration for profile/service correction where member does not have UAN based login.
    - Deployment of functionality in EPFO Software to provide Facility to Regional Offices for Freezing/De-freezing of UAN/ MIS/ Establishment..
    - A primary rejection reason of Aadhaar matching in death cases has been done away with.
  - Annual Member Accounts for the year 2023-24 is updated for 31.5 Crore (99.60%) Member Accounts (as on 31.12.2024).
- Software Module Development:**
- i. Surrender of exemption Module has been developed and has gone live.
  - ii. CPPS successfully pilot tested with pension disbursement of Rs 11 crore for Oct'24 to more than 49,000 EPS Pensioners of Jammu, Srinagar and Karnal. Nationwide rollout of CPPS in all ROs was done in December, 2024 and Rs. 1,572 Cr disbursed as pension to more than 68 lakh pensioners.
  - iii. User Management Module has been developed.
  - iv. Re-engineered ECR returns module has been developed.
  - v. Development of all other modules are in progress.
- Ease of doing business:**
- To ensure ease of doing for its members, EPFO has simplified the process for transfer of PF account on change of jobs wherein the requirement to route online transfer claims through either the previous or current employer has been removed in majority of cases. With the introduction of the revised process, it is expected that in future over 1.20 crore out of 1.30 crore total transfer claims i.e. 94% of the total claims would be directly forwarded to EPFO without requiring the employer's intervention. Presently, transfer claims in certain situations do not require any approval from the employer when a member leaves an employment and joins another establishment. From

1st April 2024 till date, around 1.30 crore transfer claims have been received by EPFO in the online mode out of which approx. 45 lakh claims are auto-generated transfer claims which account for 34.5% of the total transfer claims. This simplified process will result in a considerable reduction of the turnaround time as the claim on submission by members. It will also greatly reduce the member grievances considerably (presently 17% of the total grievances pertain to transfer related issues) along with the corresponding rejections. Large employers who have a large workload of approving such cases will have significant improvement in the ease of doing business.

- **CITES 2.0:** The IT infrastructure & environment setup for Staging is fully functional now. All Servers, Storage, Network components have been delivered and configured. Most Security components have also been delivered and are being configured.
- **Project 3.0:** The EPFO 3.0 'AS-IS' workshop was organised on 12 Dec 2024. Workshop aimed to analyze the current state of the EPFO ecosystem, focusing on identifying challenges and inefficiencies within existing workflows, business processes and technology.

## F. IT initiatives in ESIC

### 1. PANCHDEEP 1.0 : ESIC'S E-GOVERNANCE PROJECT

'Project Panchdeep' stands as one of the largest e-governance initiatives in India, designed to offer comprehensive online services for a wide array of stakeholders, including employers,

insured persons, ESIC staff, third-party service providers, government agencies, and suppliers. The project facilitates critical ESIC functions such as Employer & Beneficiary Registration, Contribution Deposits, Disbursement of Cash Benefits, Documentation of Medical Services, Management of assets and inventories, etc.

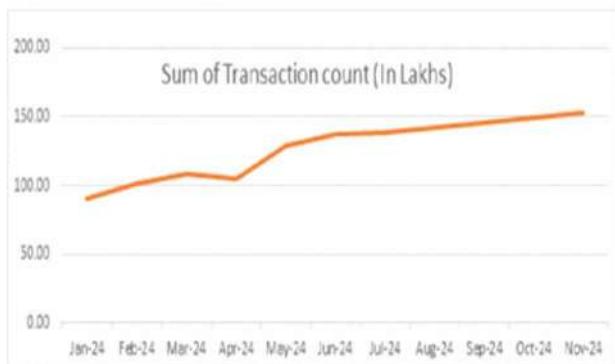
ESIC's ICT initiatives have led to the digitization of key processes, reducing paperwork and administrative burden for all stakeholders including the Insured Persons, Employers and staff. The introduction of online portals and mobile applications has empowered beneficiaries to conveniently access their benefit and healthcare related information, promoting transparency and accessibility. ESIC's commitment to leveraging technology has also resulted in improved data analytics capabilities, enabling data-driven decision-making to enhance the effectiveness and sustainability of the provisions of the scheme and e-Governance.

The Employees' State Insurance Corporation (ESIC) has successfully upgraded its flagship IT system, **Project Panchdeep** recently. This significant upgrade encompasses improvements of the entire IT infrastructure, including hardware, middleware, software, and network systems, resulting in a faster, more secure, and user-friendly platform for all stakeholders across ESIC.

The upgraded system ensures seamless registration and contribution deposit processes, thereby promoting ease of doing business for employers and insured persons. With a focus on improving operational efficiency, ESIC has transitioned to a new environment with enhanced connectivity, robust security measures, and upgraded database servers.

## Measure to improve the Dhanwantari Application/Module

Dhanwantri Module (Health Information System application software) includes all services related to Hospitals, Dispensaries, OPD, IPD, Laboratories, Imaging Services. It enhances hospitals and dispensaries by improving access to patient records, including previous case histories, thereby facilitating more efficient patient management. It is now being used/adopted more widely in ESIC hospitals and dispensaries, with a 50% growth in adoption since the beginning of the year 2024 and is on linear rise.



The connection pool for the concurrent users of the Dhanwantari Module and the Insurance Module has been significantly increased in September 2024. The number of incidents/issues reported by the users pertaining to the functioning of modules has decreased to one third in comparison to the last year. Beside that against the total transaction count of more than 1.5 Cr the incident reported were only 93 in the number.

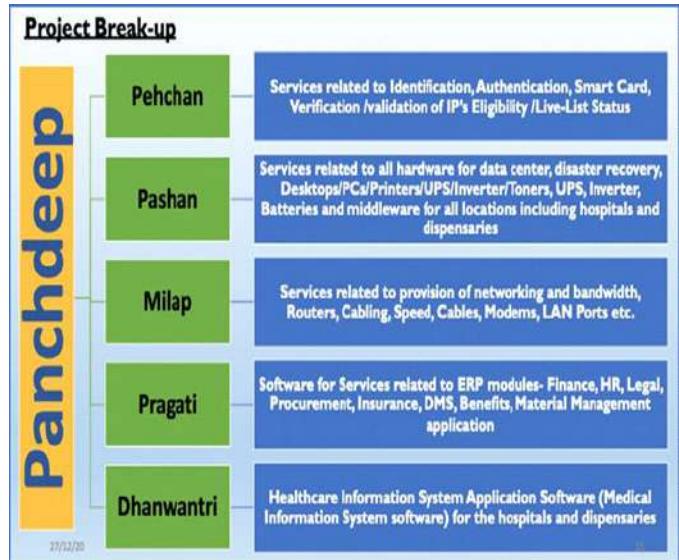
## 2. Salient Features of IT Project 'Panchdeep'

**2.1** ESIC e-governance structure has five components which are as follows:-

**Pehchaan** which includes all services related to identification, authentication and verification of Insured Persons (Ips). It initially included

capturing of biometrics (for de-duplication) and issuance of two Smart Identity Cards (one for IP and one for the family) for availing benefits from any ESI institution, anywhere in the country, anytime. Later, with inclusion of the e- Pehchan, these were discontinued. Now, Aadhaar can be used for identification and authentication of Insured Persons (IPs). IPs can also generate ABHAIDs using their IP Numbers.

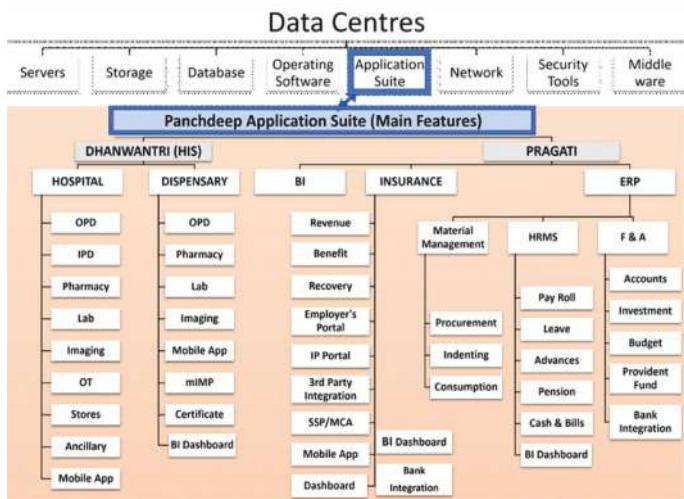
- **Milaap** comprises of all services related to provisioning network and bandwidth.
- **Pashaan** consists of services related to hardware for Data Centre, Disaster Recovery Center, desktops /PCs and Middleware.
- **Dhanwantri includes** all services related to Hospitals, Dispensaries, OPD, IPD, Laboratories & Imaging Services.
- **Pragati** for all services related to ERP, Insurance, Benefit, HRMS, Material Management and Finance.



## Panchdeep Application Suite

The suite of applications is a centralized web-based solution that enables users of various ESI offices to access the applications from web browsers. The solution is driven by a flexible &

configurable workflow engine to ensure it meets all workflow requirements of ESI scheme such as administration, requirement of medical facilities, contribution made by employers and administration of ESIC employees. The solution also consists of a self-service portal for the employees covered under the scheme. The key application system is captured in the diagram below:-



## Recent Value-added changes in the modules/application

### i) Fortification of AAA+ Mobile App

- Initially Ask An Appointment mobile app (AAA+ mobile app) was developed for providing the facilities to Insured Persons and beneficiaries to book the doctors appointment at the click of the button, thus, eliminating the requirement for standing in the queue of OPD appointment. The AAA+ mobile app has been fortified with enhanced services designed to improve accessibility, and convenience for Insured Persons (Ips), ESIC employees, and ESIC pensioners. The app now offers the following key features for Insured Persons:
- Self-Check-In Generation-** The app user (IP/Beneficiary/Staff) shall now be

able to generate a check-in for a booking on the day of the appointment by themselves. She/he shall not be required to stand a queue in the Dispensary/hospital for OPD check-in creation.

- IP Personal Details:** Insured Persons can access and view their personal information and can track the status of requests for update to their personal details.
  - Entitlement to Benefits:** A user-friendly interface enables IPs to easily check their eligibility for various ESIC benefits.
  - E-Pehchan Card:** IPs can directly download their E-Pehchan card onto their mobile devices for instant access.
  - Contribution Details:** IPs can view a detailed summary of their contributions linked to their IP number.
  - Claim Intimation Request Status:** IPs can monitor the status of their submitted claim intimation requests.
  - Home Sample collection:** Request generation facility.
  - Aadhaar Seeding-** Provision added for the Aadhaar number seeding and ABHA number generation for the Insured Persons and their dependents through the Insured Persons itself and through ESIC Staff Members.
- Additionally, the app has undergone significant improvements to provide a more user-friendly experience. The number of online appointments has seen a significant rise, with a 177% increase from 2023 to 2024. These efforts reflect ESIC's continued commitment to modernizing its IT infrastructure,

enhancing operational efficiency, and improving the overall beneficiary experience.

#### **ii) Aadhaar Seeding for Beneficiaries:**

ESIC has given provision for seeding of Aadhaar card through AAA+ mobile app, IP Portal, Employer portal and staff login. ESIC has been seeding Aadhaar through various modes viz. Biometric, OTP or face authentication. To expedite the process, a provision has been given for bulk Aadhaar seeding for the employers and in the staff login.

Besides that, to ease the process of Ayushman Bharat Health Account (ABHA) details generation, a provision has also been added along with Aadhaar seeding.

#### **iii) Automated Email Notifications for Defaulters-**

A new feature has been introduced to automatically send emails to monthly defaulting employers (DI, D2, D3), ensuring prompt communication and follow-up actions.

#### **iv) Photograph Capture for Beneficiaries**

In line with the proposed convergence of ESIC and PMJAY, ESIC has initiated the process of capturing photographs of Insured Persons and their dependents.

#### **v) Dashboards**

Several new dashboards have been provided to senior management for analytics such as dashboard for DO letters, internal and external audit para and CCTV surveillance of medical colleges and ESIC Hospitals.

#### **vi) Vigilance Clearance Module**

An online vigilance clearance module has

been developed to reduce processing time and streamline the vigilance clearance process. This system ensures that clearance reports are readily accessible to the Competent Authority.

#### **vii) Bank Integration**

ESIC has integrated with multiple banks, expanding the payment options available to over 8 lakh employers who generate challans for their monthly contributions. This integration enhances convenience and streamlines the payment process for employers.

#### **viii) Inter/Intra-Region Transfer Module-**

A new module has been implemented to facilitate the transfer process as per new policy for various ESIC cadres. This module ensures greater transparency by allowing employees to seek transfer options and track the progress of their requests within the system.

These initiatives are part of ESIC's ongoing efforts to modernize its services, improve operational efficiency, and ensure a seamless experience for all stakeholders, including Insured Persons, employees, pensioners, and employers. Through these continuous advancements, ESIC reaffirms its commitment to providing better healthcare and social security services for the welfare of its beneficiaries.

### **G. Media Cell**

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

and Employment to common worker of the country.

### **Activities /Achievements by Media Cell in the Year 2024**

- i) Media Cell undertakes publicity of the initiatives and efforts of the Ministry in print, electronic as well as digital media through Press Releases, social media posts, programmes & Interviews on DD and AIR etc. Creative infographics, short videos/ reels, awareness videos/gifs are used in social media posts.
- ii) National and International events organised by the Ministry are also publicised on all media platforms.
- iii) Media cell also highlights positive & negative news related to this Ministry on daily basis. Media cell regularly monitors social media content to counter fake news.
- iv) Media Cell covers all media activities of this Ministry as well as the O/o Hon'ble LEM & MoS (L&E).
- v) Media Cell monitors and coordinates with media units of all subordinate organisations and attached offices to ensure harmony and cross publicity of all activites/schemes/programmes of the Ministry and its organisations. Media Cell also facilitates all the Divisions/ Organizations with regard to Press Briefs/Press Releases, organizing Press Conferences to ensure wider publicity through PIB etc.
- vi) Media Cell coordinates with CBC, Prasar Bharti, National Film Development Corporation of India (NFDC) and other media agencies to develop effective media related strategies.

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# Chapter-20

## VIGILANCE & REDRESSAL OF PUBLIC GRIEVANCES

### 20.1 Role and Functions of Chief Vigilance Officer

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

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

### 20.2 An over view of the performance during the year 2024-25

#### Punitive vigilance

**Complaints** – Actions were taken on the complaints received during the year 2024-25 (as on 15.12.2024) as per the extant rules and procedures.

**Departmental Proceedings** – Sincere efforts were made to expeditiously finalise the pending Departmental Proceedings by issuing necessary directions to the concerned Inquiring Authorities.

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

**Preventive Vigilance** – Annual Immovable Property Returns for the year 2023 submitted by the employees of the Ministry were properly scrutinized. 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 28.10.2024 to 03.11.2024. Officer and members of staff in the Ministry took an Integrity Pledge on 30.10.2024.

### GRIEVANCE REDERESSAL IN MAIN SECRETARIAT

**20.3** The Public Grievances are received in the Ministry mainly in two modes, viz. online through the **CENTRALISED PUBLIC GRIEVANCE REDRESS AND MONITORING SYSTEM (CPGRAMS)** portal (<https://pgportal.gov.in>)

and also in off-line (physical) 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/Additional Secretary (Labour & Employment). **As per the report generated on 31/12/2024 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 01/01/2024 to 31/12/2024.**

**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 2020 to 2024 (viz. from 01.01.2020 up to 31.12.2024) are shown in Table 1.1

**Table 1.1 Year-wise break up of Public Grievances received and disposed of in the online CPGRAMS portal (<https://pgportal.gov.in>) by the Ministry of Labour and Employment from 2020 onwards-**

Sl. No. (col. 1)	Year (col. 2)	No. of Grievances Brought forward from previous year (col. 3)	No. of Grievances received during the year (col. 4)	Total No. of Grievances received for the year (col. 5) [col. 3+ col. 4]	Cases disposed of during the year (col. 6)	Cases pending at the end of the year (col. 7) [col. 5 - col. 6]	Percentage of Disposal (col. 8) [col. 6/col. 5]X100
1.	2020	1338	58862	60200	58637	1563	97.40%
2.	2021	1527	96378	97905	93900	4005	95.91%
3.	2022	4063	137327	141390	138478	2912	97.94%
4.	2023	3032	165053	168085	163224	4861	97.11%
5.	2024	4920	179830	184750	177809	6941	96.24%

N.B: 1. The above figures are as per reports generated on 31.12.2024 in the CPGRAMS Portal.

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

### Redressal of Public Grievances

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

**20.7** In pursuance of the instructions issued by the Directorate of Public Grievances, Govt. of India, the Corporation is making all out efforts for

qualitative and speedy redressal of all the Public Grievances received through various modes. Public Grievances are received through various channels like Telephone, Postal, Email, CPGRAMS, social media etc.

**20.8** The Corporation monitors Public Grievances through a vast network of 143 designated Public Grievance Officers posted in all the field offices/ESIC hospitals.

**20.9** To provide guidance/ information to the stake holders/ beneficiaries and making the

grievance filing easy and convenient, the Corporation has set up a 24-hour multi-lingual Toll-Free helpline number 1800-11-2526 through which Stakeholders & public can register their grievances telephonically and get a grievance registration number for the same. They can also seek status of their grievance from this helpline by providing such grievance registration number. This facility has helped those IPs/IWs who are

either illiterate or lacking writing/computer skills.

**20.10** Grievances are redressed timely and qualitatively within the maximum time limit of 21 days. ESIC has settled the grievances received on CPGRAMS portal satisfactorily during the period 01-04-2024 to 15-12-2024 as per following:

Year	Brought forwarded	Received	Settled	Pending as on 31/12/2024
01-04-2024 to 31-12-2024	436	18772	18744	464

Pending as on 31/12/2024	Pending 0-10 Days	Pending 11-21 Days	Pending 22-30 Days	Pending 31-45 Days	Pending 46-60 Days	Pending 61-90 Days	Pending 91-180 Days
464	367	96	0	1	0	0	0

**20.11** 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 2<sup>nd</sup> Friday of each month regularly. Medical Superintendent of the ESIC/ESIS Hospitals, where the ESIC and ESIS Hospitals are located in the same town/city are also part of these Suvidha Samagam organized by the Regional Offices/Sub-Regional Offices/ Divisional offices and on the spot medical related grievances are settled through them.

- In many cases where telephone numbers are available, feedback/ Satisfaction level is also obtained from the complainant and in case of any dissatisfaction remedial measures are taken promptly.
- A detailed Standard Operating Procedure (SOP) for timely redressal of public

grievances at each level with timelines has also been issued directing all offices to redress all the public grievances following the procedure.

- Video conferences are also held periodically to monitor speedy and appropriate disposal of grievances received at various ESIC offices/ Hospitals.

## VIGILANCE ACTIVITIES IN ESIC

**20.12** Vigilance activities refer to the systematic efforts and processes adopted by organizations to detect, prevent and address misconduct, corruption as well as unethical behaviour. These activities are essential for maintaining transparency, fairness and integrity in organizations. Vigilance activities *inter-alia* encompass a wide range of proactive measures, aimed not only at identifying malpractices but also at creating an environment where

misconduct is deterred. These activities are vital for the smooth functioning of organizations and ensure that they operate ethically and efficiently. Adoption of a proactive approach to detect, prevent and correct unethical practices enables organizations, to maintain trust with employees and public. A robust vigilance framework helps create a culture of accountability and integrity. The Vigilance branch of ESIC is headquartered at New Delhi with four Vigilance Inspection Units located at New Delhi, Kolkata, Mumbai and Chennai.

During 2024, six charge sheets were issued and penalty orders were passed in thirty-two disciplinary cases. Prosecution sanction is granted in all the nine cases within the prescribed time limit. Further, no case of prosecution sanction remained pending for more than three months. One thousand three hundred and eighty annual property returns were scrutinized. Scrutiny of super specialty treatment bills was done regularly. Further, all the quarterly structured meetings were held in time and monthly/quarterly/annual reports to Central Vigilance Commission (CVC) were sent in time.

Vigilance Awareness Week (VAW) 2024 was observed by the ESI Corporation at its Headquarters and the field offices throughout the country with enthusiasm as per the direction of the Central Vigilance Commission (CVC) from 28th October to 3rd November, 2024. The theme for the Vigilance Awareness Week this year was 'Culture of Integrity for Nations Prosperity'. The Vigilance Awareness Week commenced with the Integrity Pledge on 28th October 2024. In addition, various activities as well as outreach programmes like Essay Writing Competition, Poster Making Competition, Quiz Competition, Suvidha Samagam and Extempore Competition were organized at the Headquarters and field units during the week wherein the candidates participated with enthusiasm.

The Closing Ceremony was organized in the Headquarters office on 13.11.2024 which was graced by Director General, ESIC, Financial Commissioner, CVO and other senior officers. The winners of various competitions which were held during the Vigilance Awareness Week were awarded for their outstanding performances.

In addition, a three-month campaign was undertaken from 16.08.2024 to 15.11.2024 on Preventive Vigilance with focus on the following areas:

- I. Capacity Building Programs
- II. Identification and Implementation of Systemic Improvement Measures
- III. Updation of Circulars/Guidelines/Manuals
- IV. Disposal of Complaints received before 30.06.2024
- V. Dynamic Digital Presence

All the above activities were carried out and complaints received before 30.06.2024 were disposed off.

## **REDRESSAL OF PUBLIC GRIEVANCES (Customer Service Division-EPFO)**

**20.13** EPFO, in tune with its objectives, lays strong emphasis on customer service and the redressal of grievances of all stakeholders. The Organization has a robust mechanism to handle the grievances of its stakeholders i.e. employers, employees and pensioners through a network of its offices spread throughout the country. The Customer Service Division existing in the Employees' Provident Fund Organization, Headquarters, New Delhi and field formations in 21 Zones and 139 Regional Offices across the country are equipped with full-fledged Facilitation Centres, Public Relation Officers and supporting staff with an aim to provide quality service to all stakeholders of the organisation.

The various modes of registering and resolving grievances are-

1. CPGRAMS
2. Grievance Appeals
3. EPFiGMS
4. Call Center
5. Whatsapp Business Helpline
6. Twitter and FB account of EPFO & MoL&E
7. FAQs
8. Facilitation Centers

**20.14** Grievances are received from subscribers, pensioners, account holders of EPFO and from employers of establishments both exempted and unexempted, directly and also through President's Secretariat, Prime Minister's Office (PMO), Directorate of Public Grievances (DPG), Directorate of Administrative Reforms and Public Grievances (DARPG), Ministry of Labour and Employment, National Human Rights Commission (NHRC) and Social Media like Twitter and Facebook.

#### **CENTRALIZED PUBLIC GRIEVANCE REDRESSAL AND MONITORING SYSTEM (CPGRAMS):**

**20.15** Centralized Public Grievance Redressal and Monitoring System (CPGRAMS) is available on PG portal of Govt of India. ([www.pgportal.gov.in](http://www.pgportal.gov.in)). This is an online web-enabled system over NICNET developed by NIC, in association with Directorate of Public Grievances (DPG) and Department of Administrative Reforms and Public Grievances (DARPG). CPGRAMS is the platform based on web technology which primarily aims to enable submission of grievances by the aggrieved citizens from anywhere and anytime (24x7) basis to

Ministries/Departments/Organisations who scrutinize and take action for speedy and favorable redressal of these grievances which has been successfully implemented in EPFO. All the offices are regularly using CPGRAMS to monitor & redress the grievances.

#### **20.16 Monitoring of grievances received under CPGRAM Portal:**

- The grievances under CPGRAMS Portal are received by Customer Service Division (CSD) in EPFO Head Office through Ministry of Labour and Employment. After receipt of grievances, they are forwarded to the concerned field office as well as ACC's of the concerned division in Head Office for redressal. However after implementation of CPGRAMS 7.0 for all the Regional offices of EPFO, grievances received through MoLBR category directly falls into the login of the concerned Regional Offices and speedup the process of resolution of grievances leading to better service delivery.
- The field offices redress the grievances within the stipulated time and upload their replies on the CPGRAMS Portal of Customer Service Division at Head Office.
- The customer service division in turn forwards the reply to Ministry of Labour and Employment for its final disposal. The Ministry of Labour and Employment then replies to the citizen except in case of grievances pertaining to DPG which are disposed by DPG itself.
- Vigorous monitoring of grievances is done at all levels. Reports of pendency and disposal are generated regularly and followed up with field offices and different sections of Head Office through multiple

modes like Emails, whatsapp, calls etc

- Disposal of Public Grievances is reviewed by the Ministry of Labour and Employment every month and feedback also taken over calls from randomly

selected complainants from Ministry every month to know the quality of redressal of grievances on CPGRAMS portal.

#### **20.17 Receipt and disposal of grievances through CPGRAMS:**

Year	Opening balance	Number of Grievance received	Number of Grievance disposed	Percentage of disposal	Average time taken
(01.01.2024 to 31.12.2024)	4239	159184	157452	96.34	8

During the period from 01.01.2024 to 31.12.2024, in CPGRAMS portal, during the period 01.04.2023 to 31.03.2024, within 30 days, 97.11% of grievances were redressed. 28.72% redressed within 3 Days, 29.20% between 4 to 7

Days, 26.69% between 8 to 15 Days and 12.48% redressed between 16 to 30 Days.

#### **20.18 Disposal of grievances received from various offices of Government of India:**

S. No.	Grievance Source	Total receipt	Disposed	Disposal percentage
1	DPG	11234	10706	95
2	DARPG	801	776	97
3	Direct from complainant	136649	131870	97
4	President Secretariat	1393	1376	99
5	DOPPW(Pension)	4737	4539	96
6	PMO	8609	8185	95

#### **20.19 REGULAR REVIEW MEETINGS:**

Disposal of Public Grievances is reviewed by the Ministry of Labour & Employment every month.

#### **20.20 Qualitative Analysis of top 10 categories in CPGRAMS for the period 01.01.2024 to 31.12.2024:**

S. No.	Grievance Category	Brought forward	Received during	Total receipts	Disposed
1	Withdrawal Final settlement of 19 20 10C 31	1401	60396	61797	59936
2	KYC updation/Correction/Joint Declaration issue	1070	43258	44328	42982
3	Transfer of PF and Pension Service/Form 13 issue	575	22219	22794	21867
4	Category not assigned / Auto forward	613	9771	10384	9974
5	Establishment/Employer Grievance	119	9377	9496	9363
6	PENSION RELATED GRIEVANCE	86	4177	4263	3821
7	UAN DISABLED /deactivated	81	3082	3163	2843
8	COMPLIANCE/Coverage/Evasion	21	1576	1597	1552
9	Member passbook /service related issue	28	1072	1100	972
10	Higher Pension	43	698	741	691

## **EMPLOYEE'S PROVIDENT FUND ONLINE GRIEVANCE MANAGEMENT SYSTEM (EPFIGMS)**

**20.21** EPFO introduced many new online services to its stakeholders like ECR, UAN, Passbook, PMPRY, Online Transfer, Online Claim processing etc. With the extension of service areas of EPFO, the earlier EPFIGMS launched in 2010 was not meeting the challenges and new issues faced by the members necessitating its revamping. The revamped EPFIGMS was launched on 21 August, 2019 at Hyderabad.

This system has not only provided convenience to subscribers to register their grievances/queries but has also proved to be of immense value to field offices in managing grievances. Subscribers can register their grievances on the EPFIGMS portal from anywhere and at any time. The grievance can be lodged by the Members, Pensioners, Establishments and Others.

EPFIGMS has been developed with a view to provide a single window platform that is able to record, acknowledge and track/monitor grievances till it is finally redressed.

Besides the revamped EPFIGMS is citizen centric and facilitates EPFO in monitoring the redressal of grievances efficiently, transparently and with greater accountability. It has helped EPFO in streamlining its processes and improving the ease of business for the subscribers.

**20.22** The revamped EPFIGMS 2.0 has several innovative features, as below:-

- i. Bilingual, as the grievances can be registered both in English and Hindi.
- ii. OTP verification to authenticate the user.
- iii. Online lodging of grievance/complaint based on UAN.

- iv. UAN integrated with master database of EPFO resulting in identification of EPF office for redressal of grievance
- v. Quick resolution - the lodged grievance is directed to the officer who is handling the account of the member.
- vi. Comprehensive Categorization – 65 categories introduced to identify exact nature of grievance
- vii. Grievance closure only after satisfaction of complainant
- viii. Feedback by complainant on (a) Portal Interface (b) Quality of Redressal
- ix. Multiple document upload - Up to 3 documents can be uploaded in one grievance
- x. Interactive system - Complainant can send online comments/clarifications when asked
- xi. Interim reply to complainant can be sent in case redressal is delayed
- xii. Dedicated Email and SMS facility to provide communications and alerts.
- xiii. 3-level escalation of grievances-RO, Zonal and HO
- xiv. Daily Monitoring through dashboard and MIS reports

### **20.23 Grievances Registered & Disposed in EPFIGMS during 01.01.2024 to 31.12.2024**

During the period 01.01.2024 to 31.12.2024,

Year	No. of Grievance	Disposed	% of disposal
(01.01.2024 to 31.12.2024)	15,80,559	15,18,984	96.10%

within 30 days, 94.11% of grievances were redressed. 10.45% redressed within 3 Days, 31.29% between 4 to 7 Days, 34.65% between 8 to 15 Days and 17.72% redressed between 16 to 30 Days. Further, the top management reviews the grievance redressal mechanism periodically.

Total Grievances registered	Grievances registered through Umang App	Percentage Receipt(out of total grievances registered)	Disposal of Umang Grievances
1543999	393492	25.48 %	385318(98%)

**20.25** The feedback has been obtained from the stakeholders for the disposal of grievances to evaluate the quality of the grievance disposal. Out of 15,80,559 total grievance receipt during 2024, 15,18,984 grievances have been disposed i.e. (96.10%). As per EPFiGMS portal as of 01.01.2024 to 31.12.2024 out of 15,18,984 grievance disposal, EPFO received 1,57,010 feedback from the stakeholders i.e. (10.33%). Further, out of that 1,57,010 feedback, 32,311 (20.58%) feedbacks are 5 Star. Further 60,429(38.48%) feedbacks are 3 star and above. Hence, it is presumed that more than 38% of stakeholders are satisfied with grievance resolution mechanism in EPFO. The feedback also obtained from the stakeholders for the portal performance and improvement. During the period 01.01.2024 to 31.12.2024, 79.66% feedbacks are 3 star and above with respect to performance of the EPFiGMS portal.

#### Santusht:

**20.26** After creation of Santush Cell in the Ministry for Grievance resolution, the emails are being received on regular basis for taking up the same with field offices.

#### CALL CENTRE:

Period	No. of emails received	e-mails forwarded to concerned office
(01.01.2024 to 31.12.2024)	2,915	2,915

#### 20.24 EPFiGMS in UMANG APP

EPFiGMS has been on-boarded in UMANG app and the data has been obtained from UMANG app 01.01.2024 to 31.12.2024

#### Star rating of offices In EPFiGMS:

**20.27** EPFO Call Centre is operational at 12 locations to address the queries received on the toll-free number 1800118005 from its stakeholders across India. The short code 14470 has been introduced to address queries. During the calendar year 2024, **36,91,424 calls** were replied in the Call Centre. The call centre is functional in three shifts, from morning 7:00 A.M. to evening 9:00 P.M., on all days of the week except gazette holidays. Further, the call centre was revamped in January 2021 by implementing the CSC VCC (virtual contact centre), which has the following advantages over the earlier system:

- Call Recording Facility
- Call Monitoring Facility
- Real Time Dashboard
- Provision to store Missed Calls
- Call Back Facility Provision to send SMS
- Feedback from stakeholders
- Provision for detailed report

The capacity of the revamped call centre has increased by almost 100%. Now approximately **10,551 calls** are replied to per day as compared to 2000 calls before revamping. 143 Agents are responding to the queries of stakeholders in 10 vernacular languages i.e. Tamil, Telugu,

Gujarati, Marathi, Bengali, Kannada, Assamese, Punjabi, Malayalam, Odia in addition to Hindi and English from 7 A.M to 9 P.M in three shifts. Constant monitoring of live calls by utilizing the

feature of interception has ensured the quality of replies furnished to the stakeholders. The facility of recording all the calls with a time shelf of six months ensures the complaint verification.

S.No	Zonal Office/Particulars	States Covered under the Zone	Local Language other than Hindi & English
1	Zonal ACC Office, Delhi & Uttarakhand, Jammu	Pan India	Hindi & English
2	Zonal ACC Office, Chennai & Puducherry	Tamil Nadu & Puducherry	Tamil
3	Zonal ACC Office, Telangana	Telangana, Andhra Pradesh	Telugu
4	Zonal ACC Office, Gujarat (Ahmedabad)	Gujarat	Gujarati
5	Zonal ACC Office, Bandra	Maharashtra, Pune, Thane & Goa	Marathi
6	Zonal ACC Office (West Bengal) & A&N & Sikkim	West Bengal, Union Territory of Andaman & Nicobar Islands, Sikkim	Bengali
7	Zonal ACC Office, Rajasthan (Jaipur)	Rajasthan	Hindi
8	Zonal ACC Office, Karnataka	Karnataka	Kannada
9	Zonal ACC Office, Guwahati	Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland and Tripura	Assamese
10	Zonal ACC Office, PB & HP	Punjab	Punjabi
11	Zonal ACC Office, Kerala	Kerala, Union Territory of Lakshadweep islands	Malayalam
12	Zonal ACC Office, Orissa	Orissa	Odia

Real-time and interactive dashboard ensures the smooth functioning of the Call Centre concerning the number of total agents, login agents, active agents, free agents, agents on break, customers waiting in queue etc.

## 20.28 WHATSAPP HELPLINE:

- EPFO has introduced WhatsApp Helpline Call number in all 138 Regional Offices from July, 2020 to resolve the queries raised by stakeholders from the comfort of their homes. These WhatsApp Helpline numbers are posted on EPFO website so that stakeholders can easily access the numbers of their respective PF Office.
- A dedicated team in each Regional Office ensures the reply to the queries within 24 hours.
- 2,26,032 Grievances/ Queries through WhatsApp Helpline were received for the period from 01.01.2024 to 31.12.2024, out of which 2,21,787 have been resolved.

- Frequently Asked Questions/Self-explanatory texts and standardized infographic has been shared in different regional languages in the catalogue features on the helpline for the benefit of all stakeholders.
- End to end encryption of WhatsApp Helpline assures total security.
- The WhatsApp Helpline ensure seamless and un-interrupted service delivery to the subscribers.

	No. of queries received	No. of queries replied	Pendency	Disposal%
Facebook	16,603	16,603	0	100%
Twitter	21,839	21,551	0	98.68%

### 20.30 FAQs:

- A total of 407 FAQs have been updated by various Head Office Divisions.
- These FAQs are available in both English and Hindi version of the EPFO website.
- 407 FAQs are uploaded on Quora platform of EPFO.
- In ABRY, FAQs in 19 languages including English and Hindi has been translated so far.

### 20.31 NIDHI AAPKE NIKAT 2.0

Nidhi Aapke Nikat 2.0 is not only a grievance redressal platform and information exchange network for the employers and the employees but also a platform for exchange of information with the district level authorities of various State

### 20.29 Social Media:

EPFO has an impressive presence in Social Media on Facebook, Twitter, Whatsapp and Quora. EPFO onboarded Quora also in October 2020. Social media queries are replied from the social media handles of EPFO. The replies furnished on Social Media on Facebool page and Twitter handle of EPFO from 01.01.2024 to 31.12.2024 is as under:

and Central Government departments.

Under the Nidhi Aapke Nikat 2.0, EPFO reaches out to all its stakeholders, there by increasing accessibility and visibility of the organization in all the districts of the country. The aim of the programme is to reach out to all the districts in the country on the same day every month. The Nidhi Aapke Nikat 2.0 will be conducted on 27th of every month starting from January 2023.

Nidhi Aapke Nikat is an interactive platform for employees, employers, pensioners etc, It is an information exchange program for all stakeholders to ensure on the spot grievance redressal and those grievances, which is not resolved on the spot, same is to be registered on EPFiGMS portal for resolution.



The data for grievances registered in EPFIGMS under the category “Nidhi Aapke Nikat 2.0” for the period from 01.01.2024 to 31.12.2024 is as follows:-

Opening balance	Receipt	Disposed	Pending
109	5428	5334	203

### EPFO ChatBot- “ MAITREYI”

In the case of EPFO website, a specialized chatbot has been designed to cater to the needs of individuals seeking information about the Employees' Provident Fund Organization (EPFO). This chatbot operates using advanced Natural Language Processing (NLP) technology to facilitate easy and efficient access to crucial information related to EPFO services.

#### Key Features and Functions:

- Keyword-Based Interaction
- Information Retrieval
- FAQ Responses
- Office Locator
- Voice to Text Facility
- Forms Inclusion

### COMMUNICATIONS & PUBLIC RELATIONS DIVISION

**20.32** The Communication & Public Relations Division is the nodal division which acts as an interface between EPFO and its stakeholders. Its responsibilities include designing communications campaigns, managing social media handles, issuing press releases and coordinating with the press. It also works for building the brand image of EPFO thereby enhancing the image of the Central Government as a citizen-centric unit.

During 2024(i.e. from January -December, 2024), the Division's main activities are as follows: -

### Nidhi Aapke Nikat -2.0

Over the years, EPFO has taken several measures and reforms for the benefit of its subscribers and has been carrying out several public outreach activities. It started with Bhavishya Nidhi Adalat later on rechristened as Nidhi Aapke Nikat where members and employers were invited to visit the office on a fixed day for the resolution of their grievances. In January 2023, Nidhi Aapke Nikat 2.0 was launched. The approach now is to reach out to the stakeholders, thereby increasing accessibility and visibility of the organization, in all the districts of the country, with regular periodicity.

The Nidhi Aapke Nikat 2.0 is not only a grievance redressal platform and information exchange network for the employers and the employees but also a platform for the exchange of information with the district-level authorities of various State and Central Government departments.

Under the Nidhi Aapke Nikat 2.0, EPFO is organizing camps at the district level on the 27th of every month starting from January 2023 or the next day in case of a holiday.

From Jan 2024 to Dec 2024, the total camps held were 8,008 which were attended by 2, 42,117 participants. 92,732 grievances were received and 84,270 were resolved on the spot.

**It is projected that 2000 camps with around 60528 participants would be held in the period of January to March, 2025.**

#### Social Media Activities

C&PR Division is entrusted with the responsibility of educating and making the stakeholders aware through social media by posting creatives, cartoons, GIFs and videos on Facebook, Twitter, Public App, Instagram and YouTube. As of 31st December 2024, EPFO had 307558 followers on Twitter, 3,42,492 followers on Facebook,

831,400 followers on Public App, 16,08,126 followers on YouTube and 1,75,023 on Instagram. EPFO has one of the largest numbers of followers on YouTube among the Central Government Organizations.

The key areas of information dissemination during the year 2024 were -Types of EPF Advances, EDLI Scheme, Convergence, Nidhi Aapke Nikat 2.0, Prayaas initiative, e-Nomination, e-Passbook on UMANG App, Call Center, Services on Pensioners Portal, Vigilance Awareness, Call centre, Fraud Prevention, Jeevan Pramaan etc.

In the period between 01.01.2024 to 31.12.2024 on total social media posts were 1289.

**It is projected that 300 social media posts would be done in the period of January to March, 2025.**

#### **Educative Videos**

To educate our stakeholders, EPFO releases one short film every Friday at 6 PM on the YouTube channel @socialepfo. The educative films on various topics e.g EPS 95 and Types of pension, EPF Scheme ,Deferred Pension, Scheme Certificate, Prayaas, Member Profile Corrections ,Duties of Employers and Employees ,Convergence, UAN Activation ,Interest on EPF , Nidhi Aapke Nikat 2.0, Vigilance Awareness Campaign 2024 etc. were posted for educating and enabling stakeholders to get benefits from EPFO.

In the year 2024, 52 informative and educative videos were posted on the official YouTube channel of EPFO.

**Further, it is projected that 12 weekly IEC videos would be posted between January to March, 2025.**

#### **Live Sessions on YouTube**

In the year 2024, Communication and Public

Relations Division started with Live Sessions on YouTube Channel of EPFO. These live sessions are held on second Tuesday of every month. Through the live sessions, officers of EPFO interact with the stakeholders through their official YouTube Channel and resolve their queries. The live sessions are very informative and help to generate awareness by covering various topics related to EPF &MP Act, 1952.

In the year 2024, 8 live sessions were held on various topics such as Higher Pension, Freezed Accounts, EPF Advances, EPF Transfer, UAN and Digital Services etc.

**It is projected that 4 live sessions would be held in the period between January to March, 2025**

#### **Webinars**

Field Offices are conducting Webinars to create awareness and educate the stakeholders. From January to December 2024, a total of 18915 webinars were organized with 78386 participants.

**It is projected that 4758 webinars with 19596 participants would be held during January to March, 2025**

#### **My Gov Quiz:**

A quiz was conducted through the My Gov Platform on various services provided by EPFO. The quiz was live on My Gov platform from 11th December 2023 to 11th February 2024. To ensure maximum participation in the quiz, due publicity was given to the quiz on all social media handles of EPFO through posts and re-posts. The number of participants was 68,647.

#### **Media Coverage**

Press releases were issued from time to time to bring forth developments in EPFO for knowledge of stakeholders. The efforts of EPFO in truly

acting as an “essential services” arm of the Government, earned the trust of the citizens while handling service requests. National media carried out news of EPFO extensively giving confidence in the Government's commitment for ensuring social security delivery seamlessly.

### **Vigilance Activities in EPFO**

**20.33** The Vigilance Division in EPFO is headed by a Joint Secretary level Chief Vigilance Officer at the Headquarters in New Delhi. There are eight Zonal Vigilance Directorates located in Hyderabad, Chennai, Bengaluru, Mumbai, Ahmedabad, Kolkata, Chandigarh and New Delhi.

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

#### **I Preventive Vigilance**

Preventive Vigilance inspections/surprise checks were conducted at 04 offices of EPFO during the period from 01.01.2024 to 31.12.2024.

#### **II Punitive Vigilance**

- Complaints:

911 new complaints were received from 01.04.2024 to 31.12.2024. 900 Complaints were disposed till 31.12.2024.

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

During the year upto 31.12.2024 first stage advice of Central Vigilance Commission was disposed off in 02 cases, in which both were major penalty

cases. CVC's second stage advice in 01 case was disposed off which was a minor penalty case.

- Disciplinary proceedings initiated:  
24 disciplinary proceedings were initiated during the year till 31.12.2024.
- Disciplinary proceeding finalized:  
A total of 20 Disciplinary proceedings were finalized during the year of which 11 were major penalty proceedings and 09 were minor penalty.
- Prosecution Sanction:  
Prosecution Sanctions were accorded in 31 cases during the year till 31.12.2024.

#### **III Surveillance & Detection**

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

#### **IV Vigilance Awareness Week, 2024**

VAW 2024 was observed in EPFO from 28.10.2024 to 03.11.2024 with the theme “सत्यनिष्ठा की सरकृति से राष्ट्र की समृद्धि” “Culture of Integrity for Nation's Prosperity”.

Further, as per CVC guidelines, a 3 months' Campaign was held from 16th August, 2024 to 15th November, 2024 as a precursor to VAW 2024 with focus on (awareness about grievance and complaints disposal, Capacity Building and updation of circulars/guidelines.)

Following activities were undertaken during the VAW 2024:

1. **Integrity pledge:** VAW 2024 activities kicked off with the integrity pledge on 28.10.2024. The E-ledger link was posted on the official website of EPFO and an

awareness was created promoted through social media accounts of EPFO.

- 2. Signature campaign:** A signature campaign was organized at all Offices to disseminate the spirit and message of the VAW 2024.
- 3. Training:** The National Training Academy of EPFO (PDUNASS) and Zonal Training institutes conducted Training on the Five Thematic Areas specified by CVC during the 3months VAW Campaign. The Faculty engaged comprised of experts from CVC and other Organisations. The newly recruited Assistant Commissioners and Social Security Assistants were given training on these areas for effective utilization in their future postings and work assignments.
4. The In-service Training programmes organised by PDUNASS are focused on the Business processes of EPFO and how to improve the working culture and Public Image of the Organisation. Effective handling of Public grievances and service delivery are the thrust areas of the trainings which are in-line with the CVC guidelines for Preventive Vigilance.
- 5. Outreach Activities:** At the field office level a variety of initiatives were undertaken which saw earnest participation of the stakeholders, especially through the "Nidhi Aapke Nikat" District Outreach Programmes of EPFO. Seminars, workshops, panel

discussions and grievance redressal (both in online and offline mode) were organised. As part of public outreach activities, competitions were organized for schools, college and gram sabhas at various locations, in order to disseminate the message of the VAW 2024. Quizzes on Vigilance Awareness and on Cyber Hygiene were also conducted at Field office levels.

The posters provided by the Central Vigilance Commission (CVC) were displayed at the Head Office and by all field Offices. It is also relevant to mention that social media platforms of EPFO were utilized to a great extent to promote the theme and message of VAW 2024 and to publicize the various activities undertaken by EPFO during the campaign period.

- 6. Concluding Ceremony:** The observance of VAW 2024 concluded at Head Office with a closing ceremony presided over by the Central Provident Fund Commissioner on 03.11.2024, during which the winners of the various competitions held during the week were felicitated.

With changing organizational needs and challenges. It lays emphasis on preventive and participative vigilance to curb and eradicate corrupt activities and to promote transparency and efficiency through continuous engagement with the core functional areas. It also assays the function of punitive vigilance which is essential in an organization with constant citizen interface and handling public funds.

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# Chapter-21

## INTERNATIONAL COOPERATION

### 21.1 India and International Labour Organisation (ILO)

India is one of the founder members of International Labour Organization since its existence in 1919 and has been a permanent member of the ILO Governing Body since 1922. A unique feature of the ILO is its tripartite character. At every level in the organization, Governments are associated with the two other social partners, namely, the workers and employers. The three organs of the ILO are:

- (1) International Labour Conference - General Assembly of the ILO that meets every year in the month of June,
- (2) Governing Body - Executive Council of the ILO that meets three times in a year in the months of March, June and November and
- (3) International Labour Office - a Permanent Secretariat.

**21.2.** ILO is financed mainly by contribution received from the member states. The total Budget of ILO is SF400309000. 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 2025, India's share of contribution is SF4046595. India has always made timely payment of annual contribution to ILO.

**21.3.** India and ILO have an enduring and vibrant relationship which is marked by close and

dynamic cooperation over the years. India has significantly contributed to the achievement of ILO's objectives, its thought processes, deliberations and style of functioning.

### 21.4 Ratifications by India

India has ratified 47 Conventions and one Protocol which includes six core/Fundamental Conventions, namely, Forced Labour Convention (C- 29), Equal remuneration Convention (C-100), Abolition of Forced labour convention (C-105), Discrimination (Employment and Occupation) Convention (C-111), Minimum Wage Convention, 1973 (C-138) and Worst Forms of Child Labour Convention, 1999 (C-182), and three priority/governance conventions, namely, Labour Inspection Convention (No. 81), Employment and Social Policy Convention (No. 122) and Tripartite Consultations (International Labour Standards).

### 21.5 The 350th Session of Governing Body of ILO

The 350<sup>th</sup> Session of the Governing Body of International Labour Organisation was held from 04.03.2024 to 14.03.2024 in Geneva, Switzerland. Delegation from this Ministry was headed by Ms. Sumita Dawra, Secretary (Labour and Employment). Shri Kamal Kishore Soan, Joint Secretary, Dr. Mahendra Kumar, Director and Shri Piyush Kumar Pathak, Deputy Director also attended the meeting in Geneva.

The delegates of the 187 member countries participated in the meeting. DG ILO has given their opening remarks on Global Coalition for Social Justice, Democratisation agenda item, living wages etc. Interventions were given by

Indian delegates during 350<sup>th</sup> Session of GB ILO held from 4<sup>th</sup> March to 14<sup>th</sup> March 2024 at Geneva on the following;

**I. Update on the Global Coalition for Social Justice.**

- Indian delegation congratulating DG ILO on his flagship initiative of GCSJ. Delegation informed that India has joined this initiative. In reference to thematic development of coalition, India supported the ILO proposal. During ASPAG meeting, it was informed that India is willing to make greater contribution to the agenda of promoting social justice globally by collaborating more actively and closely with the Coalition as a member of its Coordination group.

**II. Democratization in the ILO's governance and update on the status of the 1986 Amendment**

- Through strong intervention, India suggested that representation of participating member countries in various organs and various Committees of ILO should be based on the principle of 'One Country, One Voice and One Vote'. Further, it was highlighted that the regional asymmetry in screening and other groups should be addressed based on this principle.

**III. Review of the functioning of the Governing Body, areas of improvement and follow-up action**

- Indian delegation made intervention on this agenda item and highlighted the concern of the existing representational asymmetry in the regional government groupings of

the ILO Governance organs and various Committees of the Governing Body of ILO particularly CEACR. India urged the Governing Body to consider the relevant possibilities for a constructive dialogue on areas of improvement

**IV. Report of the Meeting of Experts on Wage Policies, including Living Wages**

- The Indian delegation commended the experts' efforts on wage policies, including living wages, and emphasized the need for collaborative work to establish agreed-upon criteria for calculating a living wage. They highlighted the importance of considering economic, social, and demographic factors in defining living wages and recommended ILO support to countries upon request, particularly for developing data collection frameworks.
- In the context of a decent living standard, India's National Multidimensional Poverty Index was presented as a model, measuring deprivations across health, education, and living standards through 12 SDG-aligned indicators. The delegation proposed that these factors be included in the living wage definition and called for ILO technical assistance to national statistics offices to support systematic data collection.

**V. Scale of assessments of contributions to the budget for 2025**

- Indian delegation suggested ILO to revise

the desirable range in ILO staff of the countries by giving due consideration to population size and workforce. Delegation highlighted that Member States' representation in the ILO's workforce is determined on international professional category staff occupying positions and these are subject to geographical distribution, namely P, D and senior positions funded from the ILO's regular budget. It was elucidated that the representation of Europe and America in ILO staff is very high while that of Asia and Pacific region representation is very low.

## **21.6 The 112<sup>th</sup> Session of International Labour Conference (ILC) of ILO**

The 112<sup>th</sup> Session of International Labour Conference of International Labour Organisation (ILO) was held at Geneva, Switzerland from 03-14 June 2024.

A delegation led by Ms. Sumita Dawra, Secretary (Labour & Employment) comprising of Shri Alok Chandra, Sr. Labour and Employment Adviser, Dr. Mahendra Kumar, Joint Secretary and Shri Amit Nirmal, Deputy Director General along with representatives from Workers' Groups and Employers' Groups attended the conference in Geneva.



## **21.7 The 351<sup>st</sup> Session of Governing Body of ILO**

The 351<sup>st</sup> Session of the Governing Body of International Labour Organization (ILO) was held on 15th June, 2024 in Geneva, Switzerland. Officials from Permanent Mission of India to the UN in Geneva attended the Governing Body meeting in Geneva.

## **21.8. The 352<sup>nd</sup> Session of Governing Body of ILO**

The 352<sup>nd</sup> Session of the Governing Body of International Labour Organization (ILO) was held from 28 October 2024 to 07 November 2024 at Geneva, Switzerland. A delegation led by Ms. Sumita Dawra, Secretary (Labour and Employment) attended the 352<sup>nd</sup> Session of Governing Body of ILO in Geneva. Shri Rupesh Kumar Thakur, Joint Secretary, Shri Chaman Lal Guleria, Deputy Secretary and Shri Rajiv Jha, Under Secretary were members of the Indian delegation.

## **21.9. The G20 EWG Handover Meeting.**

The G20 EWG handover meeting was held on 5th November, 2024 in Geneva, Switzerland. Shri Rupesh Kumar Thakur, Joint Secretary and Shri Rajiv Jha, Under Secretary were members of the Indian delegation.



## **21.10. BRICS Network Meeting of Labour Research Institutes.**

BRICS Network Meeting of Labour Research Institutes was held virtually on 9.4.2024 under

Russian Federation's Presidency. The meeting was attended by Dr. Arvind, Director General, V.V Giri National Labour Institute.

### **21.11. BRICS 1<sup>st</sup> Employment Working Group (EWG) meeting.**

BRICS First Employment Working Group (EWG) under Russian Federation's Presidency meeting was held virtually from 10-11 April 2024. A delegation from the Ministry comprising of Shri Rupesh Kumar Thakur, Joint Secretary, Dr. Mahendra Kumar, Director and Shri Piyush Kumar Pathak, Deputy Director attended the meeting virtually.

### **21.12. BRICS Seminar on Population matters.**

BRICS Seminar on Population Matters under Russian Federation's Presidency meeting was held virtually on 25.06.2024. A delegation from the Ministry comprising of Shri Rupesh Kumar Thakur, Joint Secretary, Shri Chaman Lal Guleria, Deputy Secretary and Shri Piyush Kumar Pathak, Deputy Director attended the meeting virtually.

### **21.13. BRICS 2<sup>nd</sup> Employment Working Group (EWG) meeting.**

BRICS Second Employment Working Group (EWG) under Russian Federation's Presidency meeting was held from 7-8 September 2024 at Sochi, Russia. Dr. Mahendra Kumar, Joint Secretary, Shri Chaman Lal Guleria, Deputy Secretary and Shri Piyush Kumar Pathak, Deputy Director attended the meeting at Sochi, Russia.



### **21.14. BRICS Labour & Employment Ministers' Meeting (LEMM)**

Indian delegation led by Ms. Sumita Dawra, Secretary (Labour & Employment) attended the BRICS Labour and Employment Ministers' (LEMM) meeting under the Presidency of Russian Federation from 9-10 September 2024 at Sochi, Russia. Shri Chaman Lal Guleria, Deputy Secretary and Shri Piyush Kumar Pathak, Deputy Director were members of the delegation.

The Ministers of the member countries viz. Brazil, Russia, India, China and South Africa participated in the meeting. Discussions were held on four priority issues, namely, Development of a system of vocational guidance, skills training and lifelong professional education for the entire population; Platform employment and the challenges of its regulations; Ensuring safety and healthy working environment and social protection for workers; and Development of social support for the BRICS countries.

- An Intervention was given by Indian delegation during BRICS LEMM Meeting under Russian Presidency (2024) on **development of a system of vocational guidance, skills training and lifelong professional education for the entire population**.
  1. The Secretary highlighted India's progress, including internship opportunities for youth, the integration of the National Career Service (NCS) portal with the Skill India Digital Hub (SIDH), the role of Sector Skill Councils in enhancing employability, and the e-Shram portal for informal sector workers' access to skills.
  2. The delegation reaffirmed its commitment to promoting equal opportunities, reskilling, and upskilling programs,

emphasizing collaboration with BRICS and new member states to create an inclusive future of work. They stressed the importance of exchanging innovative strategies to reboot employment services, ensuring employability and sustainable growth. Member states also discussed measures to modernize employment services and align skills acquisition with modern business



- An Intervention was also given by Indian delegation during BRICS LEMM Meeting under Russian Presidency (2024) on **Platform employment and the challenges of its regulations.**
  1. In her opening remarks at the Labour & Employment Ministers meeting, Ms. Dawra, Secretary (L&E) highlighted India's Code on Social Security, which defines gig and platform workers and provides them with social security benefits, offering protection such as life and disability cover, health and maternity benefits, and old-age protection. The Secretary emphasized that the Code empowers the Central Government to design comprehensive schemes for platform workers.
  2. The delegation also shared India's

initiatives on skill development and upskilling, particularly for gig economy workers, through targeted education and e-learning platforms. It was stated that India has created a national database of over 300 million unorganized workers, including gig and platform workers, to facilitate the delivery of social security schemes.

- An Intervention was also given by Indian delegation during BRICS LEMM Meeting under Russian Presidency (2024) on **Ensuring safety and healthy working environment and social protection for workers**
  1. The Secretary emphasized India's commitment to societal welfare through the principles of "Sabka Saath, Sabka Vikas, Sabka Vishwas, Sabka Prayas." The Government's strategies to mitigate occupational hazards and promote a healthier workforce were highlighted, particularly through accidental insurance under the Employees' State Insurance Corporation (ESIC), providing financial security for workers facing workplace accidents, including medical expenses, disability benefits, and compensation for fatalities.
  2. The delegation also raised concerns about the unregulated working hours, road safety, and the mental and physical well-being of platform workers, urging measures to address these issues. The need for extensive studies on occupational diseases and health hazards, particularly for home-based online workers, was also stressed. India emphasized empowering vulnerable

groups, including women, migrants, the disabled, and the elderly, to access employment opportunities and reiterated the importance of legislative measures for workplace safety and equal pay. BRICS member states shared their progress in developing occupational safety and health (OSH) regulations, strengthening labour laws, and promoting awareness and research to prevent workplace risks.

- An Intervention was also given by Indian delegation during BRICS LEMM Meeting under Russian Presidency (2024) on **Development of social support for the BRICS countries**
  1. India highlighted the strengths of its social security schemes, such as the Employees State Insurance Corporation (ESIC), which provides medical and other benefits, and the Employees Provident Fund Organisation (EPFO), one of the largest social security funds globally. The e-Shram platform, with a membership of 300 million unorganised sector workers, was presented as a key initiative to provide social security benefits to informal and self-employed workers. India also emphasized labour welfare schemes like the Pradhan Mantri Awas Yojana for affordable housing, Pradhan Mantri Kaushal Vikas Yojana for skill development, and the Ayushman Bharat healthcare program, covering 347 million people.
  2. India's focus on financial inclusion and social welfare was also underscored, highlighting efforts to provide financial

services and safety nets for vulnerable populations, fostering an inclusive society. The delegation urged BRICS countries to collaborate in ensuring universal social protection for all citizens. Member states discussed mechanisms and legislation in their countries to provide social support for self-employed workers, particularly those working through digital platforms.



#### **21.15. G20 1<sup>st</sup> Employment Working Group (EWG) Meeting**

Under Brazil's G20 Presidency, the First Employment Working Group meeting was held virtually on 20 February 2024. The meeting was attended by Shri Rupesh Kumar Thakur, Joint Secretary, Dr. Mahendra Kumar, Director and Shri Rakesh Gaur, Deputy Director.

#### **21.16. G20 2<sup>nd</sup> Employment Working Group (EWG) Meeting**

The G20 Second Employment Working Group (EWG) Meeting under Brazil's G20 Presidency was held in Brasilia, Brazil from 27 to 28 March 2024. Ms. Sumita Dawra, Secretary (Labour & Employment) led the Indian delegation which also comprised Shri Rupesh Kumar Thakur, Joint Secretary and Shri Rakesh Gaur, Deputy Director.

## **21.17. G20 3<sup>rd</sup> Employment Working Group (EWG) Meeting**

The G20 3rd Employment Working Group (EWG) meeting under the G20 Brazilian Presidency was held virtually on 26.04.2024. The meeting was attended by Shri Rupesh Kumar Thakur, Joint Secretary, Dr. Mahendra Kumar, Director and Shri Rakesh Gaur, Deputy Director.

## **21.18. G20 4<sup>th</sup> Employment Working Group (EWG) Meeting**

The G20 4<sup>th</sup> Employment Working Group (EWG) Meeting under Brazil's G20 Presidency was held in Geneva, Switzerland from 28-31 May 2024. Shri Rupesh Kumar Thakur, Joint Secretary and Shri Piyush Kumar Pathak, Deputy Director attended the meeting in Geneva.

## **21.19. G20 1<sup>st</sup> Extraordinary Employment Working Group (EWG) Meeting**

The 1<sup>st</sup> Extraordinary Employment Working Group (EWG) Meeting under Brazil's G20 Presidency was held virtually on 28.06.2024. Shri Rupesh Kumar Thakur, Joint Secretary, Shri Chaman Lal Guleria, Deputy Secretary and Shri Rakesh Gaur, Deputy Director attended the meeting virtually.

## **21.20. G20 2nd Extraordinary Employment Working Group (EWG) Meeting**

The 2nd Extraordinary Employment Working Group (EWG) Meeting under Brazil's G20 Presidency was held virtually on 12.07.2024. Shri Rupesh Kumar Thakur, Joint Secretary, Shri Chaman Lal Guleria, Deputy Secretary and Shri Rakesh Gaur, Deputy Director attended the meeting virtually.

## **21.21. G-20 5<sup>th</sup> Employment Working Group (EWG) Meeting and G20 Labour and Employment Ministers' Meeting (LEMM)**

The G20 5<sup>th</sup> Employment Working Group (EWG) Meeting under Brazil's G20 Presidency was held in Fortaleza, Brazil from 23-24 July 2024. Shri Alok Mishra, Joint Secretary attended the meeting at Fortaleza, Brazil.

The G20 Labour and Employment Ministers Meeting 2024 under Brazil's Presidency was held in Fortaleza, Brazil from 25-26 July 2024. The meeting was attended by Sushri Shobha Karandlaje, Hon'ble Minister of State for Labour & Employment. Shri Alok Mishra, Joint Secretary also attended the meeting as member of the Indian delegation.

## **21.22. International Trade and Investment Agreements, Social Security and Manpower Mobility Agreements and other International Fora and Groups.**

- Ms. Priya Sarraf, Deputy Director attended the 3<sup>rd</sup> Joint Working Group Meeting with UK side under the aegis of India-UK MoU on Migration and Mobility Partnership from 24-25 April 2024 at London, UK.
- Shri Vijay Kumar Meena, Deputy Secretary attended the 1st Joint Working Group Meeting with the Italian side under the aegis of India-Italy Migration Mobility Agreement from 26-27 June 2024 at Rome, Italy.
- Shri Rakesh Gaur, Deputy Director attended Indo Pacific Economic Framework's Labour and Networks Discussion (LAND) at Bangkok, Thailand from 27-30 August 2024.
- Shri Prashant Baijal, Deputy Director attended Asian Productivity Council training on Youth Education and the Future of Work at Manila, Philippines from 12-13 November 2024.
- Shri Rakesh Gaur, Deputy Director attended 8<sup>th</sup> India-EU High Level

Delegation on Migration and Mobility (HLDMM) at Brussels, Belgium from 28-29 November 2024.

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

- A meeting between Ms. Arti Ahuja, Secretary (Labour & Employment) and Ms. Leonie Gebers, State Secretary in German Federal Ministry of Labour & Social Affairs was held in New Delhi on 30.01.2024.
- A meeting between Shri Bhupendra Yadav, Hon'ble Minister of Labour & Employment and Mr. Narek Mkrtchyan, Hon'ble Minister of Labour of Armenia was held in New Delhi on 23.02.2024.
- Ms. Richa Sharma, Director attended ILO's Asia Pacific Regional Meeting on Child Labour and Forced Labour from 18-21 March 2024 at Bangkok, Thailand.
- Shri Ramesh Krishnamurthi, Additional Secretary and Dr. Pradeep Kumar Jena, Director attended ITC-ILO's workshop on Extension of Social Protection Coverage to Workers in the Platform and Gig Economy at Turin, Italy from 18-22 March 2024.
- A meeting between Ms. Sumita Dawra, Secretary (Labour & Employment) and Mr. Mikhail Kasko, Ambassador Extraordinary and Plenipotentiary of the Republic of Belarus to India was held in New Delhi on 24.05.2024.
- A meeting between Ms. Sumita Dawra, Secretary (Labour & Employment) and Ms. Lilian Tschan, State Secretary in German Federal Ministry of Labour & Social Affairs was held in New Delhi on 18.06.2024.
- A meeting between Ms. Sumita Dawra,

Secretary (Labour & Employment) and Ms. Michiko Miyamoto, Director, ILO, New Delhi was held in New Delhi on 18.07.2024.

- A meeting between Dr. Mansukh Mandaviya, Hon'ble Minister of Labour & Employment and Ms. Cynthia McCaffery, UNICEF India Representative was held in New Delhi on 06.08.2024.
- A meeting between Dr. Mansukh Mandaviya, Hon'ble Minister of Labour & Employment and Ms. Michiko Miyamoto, Director, ILO, New Delhi was held in New Delhi on 14.08.2024.
- A meeting between Dr. Mansukh Mandaviya, Hon'ble Minister of Labour & Employment and Mr. Hubertus Heil, Hon'ble German Labour Minister was held in New Delhi on 24.10.2024 regarding signing the Joint Declaration of Intent (JDol) in the field of Employment and Labour.
- Shri Shivakant Kumar, Deputy Secretary attended ITC-ILO's course on Prevention of Work Related Occupational Diseases at Turin, Italy from 21 October to 01 November 2024.
- Dr. Mahendra Kumar, Joint Secretary and Shri Manikandan N, Deputy Director attended ITC-ILO's event on Labour Law Reforms and International Labour Standards at Colombo, Sri Lanka from 19-21 November 2024.
- Shri Sudesh Kumar, Under Secretary attended ILO's Tripartite Regional Knowledge Sharing Forum- Innovation Approaches to Formalisation at Bangkok, Thailand from 26-28 November 2024.

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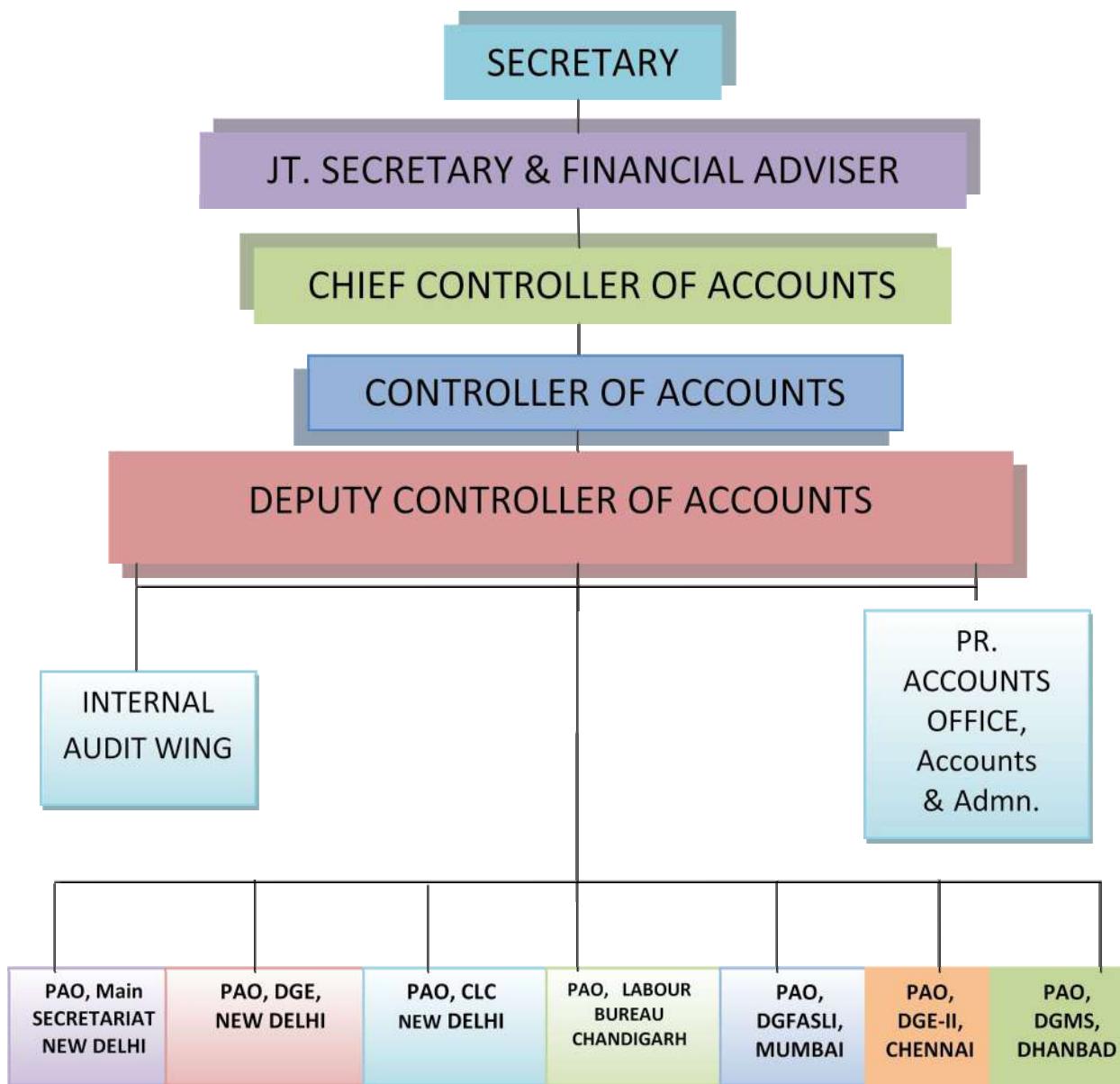
## Chapter-22

# PRINCIPAL ACCOUNTS OFFICE, MINISTRY OF LABOUR & EMPLOYMENT

### The Accounting Organisation of Ministry of Labour & Employment

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

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



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

### **1. Internal Audit**

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

### **2. Grant-in-Aid**

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

### **3. Utilization Certificate**

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

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

### **4. Public Financial Management System (PFMS)**

To achieve the target framed by Department of Expenditure, M/o Finance regarding

Universal Rollout of Public Financial Management System (PFMS) for Central Sector (CS) Schemes, Chief Controller of Accounts, Ministry of Labour and Employment created a Public Financial Management System (PFMS) Monitoring Cell headed by Sr. Accounts Officer to assist all Program Divisions to achieve the target as per time schedule in Ministry of Labour and Employment. The CDDO Module in PFMS is also in the process of getting implemented in all the CDDOs of Ministry of Labour & Employment in order to universalize the use of PFMS

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

### **5. Robust Digitalization of Accounts**

The process of digitalization of accounts in the Departmentalized Accounting Organization of Ministry of Labour and Employment started by the Office of Chief Controller of Accounts, Ministry of Labour & Employment under the guidance of the Office of the Controller General of Accounts. The implementation of various modules such as CNA, SNA and TSA to enhance the fund flow to Autonomous Bodies/Implementing Agencies enabling government to monitor and utilize the available funds.

The Union Minister for Finance & Corporate Affairs Smt. Nirmala Sitharaman launched the Electronic Bill (e-Bill) processing system, announced in Union Budget 2022-23, on the occasion of 46th Civil Accounts Day. This is part of 'Ease of Doing Business (EoDB) and

Digital India eco-system' to bring in broader transparency and expedite the process of payments. It will enhance transparency, efficiency and faceless-paperless payment system by allowing suppliers and contractors to submit their claim online which will be traceable in real time basis. The E-Bill has been implemented across all the 7 PAOs of M/o Labour & Employment.

## 6. Direct Benefit Transfer (DBT)

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

## 7. Process flow of e-Payment system

### Highlights of e-payment System:

High Security Standards and System Logs of Transactions.

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

- 128 bit PKI encryption.
- Integrity of Information: Hash Algorithm (SHA1): security standards are designed to ensure confidentiality, authenticity and integrity of data being conveyed on the internet by PAOs to the bank.
- Non-repudiation: Key generation/ Digital Signature based on 128 bit PKI (Public Key Infrastructure) as recommended by RBI.

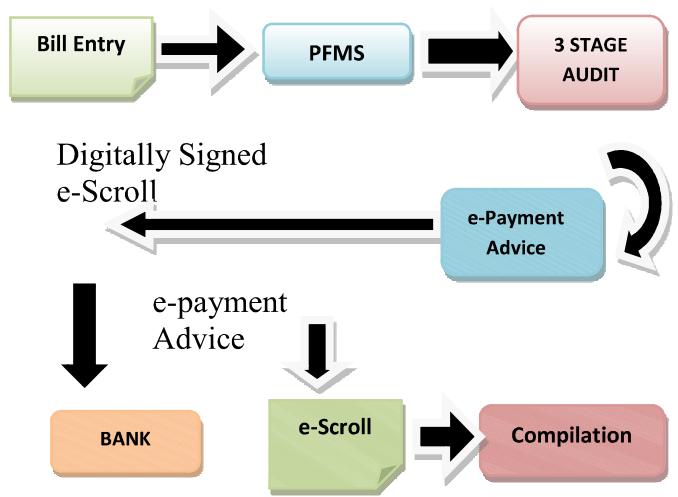
- Digitally signed e-payment Authorization along with itemized tracking of each e-payment authorization and automated reconciliation.

### Advantages of e-payment

- Savings in time and effort due to online fund transfer using digitally signed unique e-authorization ID.
- Secure mode of payment
- Transparency in payment procedure.
- Elimination of physical cheque& their manual processing.
- Online auto reconciliation of payments.
- Efficient compilation of accounts.
- Complete trail of transactions at all levels available anytime.

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

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



## 8. Non-Tax Receipt Portal (NTRP)

- The objective of Non-Tax Receipt Portal (NTRP) is to provide a one-stop window to Citizens/ Corporate /Other users for making online payment of Non-Tax Revenue payable to Government of India (GoI).The annual collection of Non Tax Receipts of Government of India is over Rs.3 (three) lakh Crores.
- Non-Tax Revenue of Government of India comprise of a large bouquet of receipts, collected by individual departments/ministries.
- The online electronic payment in a completely secured IT environment, will help common users/citizen from the hassle of going to banks for making drafts and then to Government offices to deposit the instrument for availing the services. It also helps avoidable delays in the remittance of these instruments into Government account as well as eliminates undesirable practices in the delayed deposit of these instruments into bank accounts.
- NTRP shall facilitate instant payment in a transparent environment using online payment technologies such as Internet Banking, Credit/Debit Cards.
- NTRP Portal in M/o Labour and Employment is functional from 1st November'2016.

## 9. Treasury Single Account (TSA) model 1 and 1A.

The Expenditure Management Commission (EMC) vide Para 125 of its September 2015 report has recommended that in order to minimize the cost of government borrowings and to enhance efficiency in fund flows to Autonomous Bodies (Abs), government should

bring all ABs under TSA System.

In order to bring Autonomous Bodies (ABs) under Treasury Single Account (TSA) system, Ministry of Finance, Department of Expenditure has issued guidelines for bringing the ABs under TSA System as per Master Circular issued by M/o Finance vide O.M. F.No. 3/(06)/PFMS/2023 dated 21.05.2024.

**TSA Model 1:** This will be applicable for schemes having a Budget Estimate of Rs. 100 Crore or more in a Financial Year and is being implemented through only two level of Central/State Government agencies eligible to open account in Reserve Bank of India. Agencies may be a Central Autonomous Body/ Central PSU Enterprise or a State Government Agency.

**TSA Model 1A (Hybrid TSA):** This will be applicable for schemes having a Budget Estimate of Rs. 100 Crore or more in a Financial Year where the sub-agency involved cannot open account in RBI or there are more than two levels of Government/Private Sub-Agencies are involved and RBI does provide facility to open accounts for 3<sup>rd</sup> and below level of agencies.

## 10. SNA Model

For better monitoring of availability and utilization of funds released to the States under the Centrally Sponsored Schemes (CSS) and to reduce float. The Department of Expenditure has modified the procedure for release of funds under CSS and Every State Government will designate a Single Nodal Agency (SNA) for implementing each CSS.

## 11. Central Nodal Agency (CNA) –Model 2

As per the Master Circular issued by M/o Finance, Department of Expenditure has issued guidelines for bringing the ABs under TSA System as per Master Circular issued by M/o

Finance vide O.M. F.No. 3/(06)/PFMS/2023 dated 21.05.2024 this mode is applicable for Central Sector schemes with the Budget Estimates of less than Rs. 100 Crores, however Ministries/Departments may opt for model 1/1A for such schemes. Every Ministry/Department will designate a Central

Nodal Agency (CNA) for implementing Central

Sector Scheme. The CNA will open a Central Nodal Account (savings bank account in a scheduled commercial bank authorized to conduct government business by the Ministry/Department concerned. Implementing Agencies down the ladder will be designated as Sub-Agencies (SA) and they will use the CNA accounts with clearly defined drawing limits.

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Account at Glance for the F.Y. 2023-24						
Scheme wise Expenditure (Rs. In Crores)						
Sr. No.		BE 2023-24	RE 2023-24	FE 2023-24	Actual Expenditure	%age w.r.t. FE
(A)	<b>Establishment Expenditure of the Centre</b>	659.91	679.07	651.11	633.65	97.32
(B)	<b>Central Sector Schemes</b>					
1	Labour and Employment Statistical System (LESS) (Payment of Individuals and agencies through LOA)	110.00	44.80	35.53	33.76	95.02
2	Labour Welfare Scheme (Payment made to various Welfare Offices across States along with DBT for Scholarship and Housing Subsidy)	75.00	102.00	82.50	81.3	98.55
3	Employees Pensions Scheme, 1995 (Payment made to EPFO)	9167.00	9760.00	9127.00	9127.00	100.00
4	Social Security for Plantation Workers in Assam (Payment made to Assam Tea EPFO)	60.00	59.94	60.00	59.87	99.78
5	Pradhan mantra Shram Yogi Maandhan (Payment made to LIC)	350.00	205.21	164.95	162.51	98.52
6	Pradhan Mantri Karam Yogi Maandhan (Payment made to LIC)	3.00	0.10	0.025	0.01	40.00
7	Aatmanirbhar Bharat Rojgar Yojana (Payment made to EPFO)	2272.82	1350.00	1265	1221.06	96.53
8	National Child Labour Project	10.00	6.00	0.82	0.68	82.93
9	Bonded Labour	10.00	6.98	1.34	1.34	100.00
10	National Database for Unorganized Worker (Payment of Professional services made to NIC for technical support as well as GIA to states in the form of Advice through Pr AO)	300.00	102.96	31.14	28.95	92.97
11	Central Board for Workers Education (Payment made to CBWE Headquarter Nagpur for GIA through PAO along with in Kind DBT)	113.10	113.1	105.16	105.12	99.96
12	National labour Institute (Payment made to VVGNLI Noida, for GIA through PAO along with in Kind DBT)	13.90	13.9	13.58	13.58	100.00
13	Coaching and Guidance for SC, ST and other Backward Classes (Payment made to individual institutes along with DBT of stipend)	25.00	25.00	25.00	23.89	95.56
14	National Career Services (Payment made to individual Consultancy agencies through PAO along with GIA in the form of Advice to States through Pr AO)	52.00	52.00	47.22	46.90	99.32
	<b>Grand Total</b>	<b>13221.73</b>	<b>12521.06</b>	<b>11610.38</b>	<b>11539.62</b>	<b>99.39</b>

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# Chapter-23

## DIRECTORATE GENERAL OF EMPLOYMENT

### BACKGROUND

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

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

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

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

**23.5** With each successive Five Year Plan, there has been expansion of the activities of the Employment Service and Training Service in the

Centre and the States. As per the information received from States/UTs, the total number of Employment Exchanges functioning in country is 1007 (including 84 University Employment Information and Guidance Bureau).

### INFRASTRUCTURE AVAILABLE FOR EMPLOYMENT SERVICE WITH STATE GOVERNMENTS:

- As per the information received form the State/UTs, there are 1007 Employment Exchanges functioning [including 42 Special Employment Exchanges for Differently Abled (Handicapped)] throughout India.
- 38 Special Cells for persons with disability are functioning in normal Employment Exchanges in various States.
- The State Directorates of Employment are generally located in the State Capitals.

**23.6** The Directorate General of Employment (DGE) is presently headed by the Director General (Employment). The organizational set up of the Directorate General consists of two principal wings namely, Directorate of Employment and Secretariat Wing.

All the useful information relating to functioning of this directorate general such as functions, schemes, published reports/documents, recruitment rules, reports relating to employment & unemployment data, vacancies, telephone directory, details of DGE employees & offices, etc. is available on a recently developed website (<https://dge.gov.in/dge>) which is being

updated regularly. Since its launch in April, 2022, it has received more than 56.38 lakh hits till 31.12.2024 which reflects very encouraging response from its users.

## **RESPONSIBILITIES**

### **EMPLOYMENT DIRECTORATE**

- Plans and formulates programmes for expansion and development of National Employment Service in consultation with State Governments.
- Coordinates the work of Employment Service in States/UTs.
- Conducts training programmes and develops staff training material for the Employment Service personnel.
- Carries out periodic programme of evaluation of policies, procedures and working practices of Employment Exchanges in the States with a view to assessing and advising the State Governments on the progressive development of the service and to ensure that National Policies, Standards and Procedures are effectively implemented.
- Collects and disseminates Employment Market Information and prescribes uniform reporting procedures for the organized sector and Employment Exchanges.
- Co-ordinates Vocational Guidance and Career Counselling Services rendered through Employment Exchanges and University Employment Information and Guidance Bureaux (UEIGBx), 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:-**

- 1005 Employment Exchanges [including 42 Special Employment Exchanges for Differently Abled (Handicapped)] throughout India.
- 38 Special Cells for persons with disability are functioning in normal Employment Exchanges in various States.

- The State Directorates of Employment are generally located in the State Capitals.

## WITH CENTRAL GOVERNMENT:

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

## HIGHLIGHTS

### EMPLOYMENT SERVICE

**23.9** DGE does not implement any employment generation scheme. Its role is to coordinate and oversee the employment generation taking place in the country through the National Employment Service in India. The network of Employment Service has expanded from 18 Employment Exchanges in 1951 to 1007 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 84 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 1007 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 relevant provisions of EE(CNV) Act, 1959/ EE(CNV) Rules 1960 pertaining to compulsory notifications of vacancies by employers to employment exchanges now form part of Code on Social Security, 2020. Draft Rules (Central) have been notified in November, 2020.

## **NATIONAL EMPLOYMENT SERVICE MANUAL(NESM)**

**23.14** NESM is a manual of instructions, procedures to be followed relating to functioning and operations of National Employment Service through country wide network of Employment Exchanges. The Employment Exchanges function under the control of respective State Governments. The NESM was last revised in 2006. The process of revising it again was

initiated during the year and NESM 2022 has been finalized. The revised NESM-2022 consists of 04 volumes.

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 3<sup>rd</sup> 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 recommended that the Act be comprehensively amended to make the functioning of Employment Exchanges more relevant to the needs of society.

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

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

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

#### **PERFORMANCE OF NATIONAL EMPLOYMENT SERVICE\***

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

**Table- 23.18**

➤ Total number of Employment Exchanges includes the following :	1007
➤ University Employment Information and Guidance Bureaux (UEIGBx)	84
➤ Professional and Executive Employment Exchanges	14
➤ Special Employment Exchanges for the Physically Handicapped	42
➤ Employment Exchanges exclusively for Women	05

**23.17** The performance of Employment Exchanges (**as on 31-12-2023**) 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	42.4	5.6	274.7
Women	29.9	1.5	166.8
Total	72.30	7.1	441.5

#### **Salient features of registration and placement in Employment Exchanges.**

##### **23.18 Registration:**

Out of total number of 72.30 lakh job seekers registered up-to end of December 2023, 42.40 lakh job seekers were men and 29.9 lakh were women. Maximum numbers of job seekers 13.7 lakh were registered in Madhya Pradesh followed by Assam, Maharashtra and Chhattisgarh which were more than 6 Lakh in each State.

**23.19 Placement:**

Out of the 7.05 lakh job seekers that got employment through the employment exchanges, 1.5 lakh were women.

**23.20 Live Register:**

Out of total number of 441.5 lakh job seekers on

Live Register, 274.70 lakh jobseekers are men and 166.8 lakh jobseekers are women.

**23.21** Year wise registration, placement, vacancies notified, submissions made and Live Register for the period 2011-2023 are given in **Table No.-23.23**

**Table - 23.23**

Year	Employment Exchanges ,UEIGBx	(in Thousand)				
		Registration	Placement	Vacancies notified	Submission made	Live Register
(1)	(3)	(4)	(5)	(6)	(7)	
2011	966	6206.3	471.5	819.7	5142.9	40171.6
2012	956	9722.2	427.6	682.8	2982.2	44790.1
2013	956	5969.4	348.5	510.7	3002.1	46802.5
2014	978	5957.2	338.5	762.0	4220.4	48261.1
2015	978	6939.4	395.0	810.3	4307.6	43502.7
2016	997	5959.9	405.5	1401.4	3906.4	43376.1
2017	997	3948.9	424.6	813.2	1851.1	42444.9
2018	997	3831.3	404.7	1225.3	2584.64	42122.3
2019	997	3455.0	365.9	540.6	1966.6	42405.1
2020	997	2073.9	308.1	419.0	1187.5	42829.2
2021	1005	3224.4	494.1	824.8	2527.3	44071.7
2022	1005	3996.7	644.6	1367.6	2637.6	45717.7
2023	1005	7229.30	705.50	1533.7	2433.50	44154.5

**CENTRAL EMPLOYMENT EXCHANGE, DELHI**

**23.22** The Central Employment Exchange, DGE located at Shram Shakti Bhawan, New Delhi under M/o Labour and Employment is responsible for Advertisement of vacancies of scientific & technical in nature occupying in the

central Government Establishments with the Level 05 or above. As per revised procedure laid down by DoPT all the vacancies notified to CEE as per EE (CNV) Act. 1959 are (now presumed as a part of Social Security Code) to be advertised in Employments News by Central Employment Exchange (CEE). In addition to this, such vacancies are also to be placed at

National Career Service (NCS) Portal vide instruction issued by DoPT in November, 2016.

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

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

### **EMPLOYMENT ASSISTANCE TO SPECIAL CATEGORIES**

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

### **National Career Service**

**23.25** The Ministry is implementing the National Career Service (NCS) Project as a Mission Mode Project for transformation of the National Employment Service to provide a variety of employment related services like job matching, career counselling, vocational guidance, information on skill development courses, apprenticeship, internships etc. This project consisted NCS Portal ([www.ncs.gov.in](http://www.ncs.gov.in)) and Model Career Centres.

**23.26** The services under NCS are available online and can be accessed directly, through Career Centres, Common Service Centres, Post Offices, mobile devices, cyber cafes etc. The various stakeholders on the NCS platform include job seekers, industries, employers, employment exchanges (career centres), training providers, educational institutions and placement organizations.

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

### **The brief Statistics of NCS Portal is as under:**

<b>NATIONAL CAREER SERVICE</b>		
<b>Sr. No.</b>	<b>Parameters</b>	<b>Number as on 31<sup>st</sup> December 2024</b>
1.	Job Seekers Registered	5,16,63,027
2.	No. of active Employers Registered	38,34,367
3.	Active Vacancies Mobilised	11,98,580
4.	Total Vacancies Mobilized	4,01,75,800

**23.28** With the increased focus of Government on Career Counselling, the Ministry has created a network of Career Counsellors where the Career Centres will become the hub of Career Counselling in their area. Around 1,174

approved Career Counsellors from various States/UTs have are available on NCS Portal for providing online/offline career counselling services to the Jobseekers.

**23.29** The NCS Portal also provides an open architecture for partnering of institutions and organisations for delivery of career and employment related services. The NCS Portal has developed specific pages to help categorize and improve delivery of services in the focus areas or otherwise. The partnering institutions will be provided appropriate space and links on the NCS Portal to improve delivery of services on a non-exclusivity basis and be amenable to the monitoring systems. Ministry has engaged with several institutions and organisations to bring more and more job opportunities to our workforce with some of the leading organisations such as TCS iON, Quikr Jobs, Foundit (Monster.com), Freshers World, First Job, Mera Job, Synergy relationship Management Services Private Limited, VSS Tech Solutions Pvt. Ltd., Saral Rozgar, Cassius Technologies Pvt. Ltd., HireMee etc.. As per DOPT instructions it has been decided that advertisement of vacancies shall now be mandatory placed at the National Career Service Portal ([ncs.gov.in](http://ncs.gov.in)) developed by Ministry of Labour and Employment.

**23.30** In 2024, several new MoUs were signed to enhance job opportunities. Amazon Seller Services is focused on providing local and inclusive job opportunities in sectors like logistics, technology, and customer service, with a special emphasis on differently-abled job seekers. The TMI Group is facilitating job vacancies through the NCS portal and offering free self-paced learning, psychometric assessments, and placement-linked training programs via their e2E Academy. The Cygnus Group of Hospitals is boosting healthcare sector employment by connecting job seekers with

roles in 22 hospitals across Northern India. Additionally, TeamLease EdTech has integrated their Digiversity portal with NCS, setting up Digiversity Career Lounges in selected Model Career Centres for career counseling and guiding job seekers on work-integrated degree programs.

**23.31** The NCS portal has significantly enhanced its integration and collaboration efforts. It is now integrated with 30 States/UTs employment portals and several private job portals, enriching its database and broadening access to job opportunities. NCS has been integrated with Skill India Digital Hub, PM Gati Shakti Portal, TMI inputs and services, MP Rozgar, MahaRojGar Portal (Maharashtra), and NEDFi.

**23.32** NCS has been onboarded into the MyBharat platform to provide a user-friendly experience for youth, institutions, and organizations. Through MyBharat, NCS can create events, and registered volunteers can participate. Model Career Centers (MCCs) are also connected, enabling Young Professionals to engage with volunteers for job fairs and outreach programs.

**23.33** NCS Portal has also established linkage with Govt. recruitment bodies – UPSC, SSC, ASRB, Railway Recruitment Boards etc. for disclosure of non-recommended willing candidates. This database is useful to other employers as it enables them to identify suitable employable candidates.

**23.34** The portal has also a rich career information repository, which is helpful for the career counsellors/job seekers while guiding the individual/ choosing the occupations. The Ministry has updated the NCO documents in the line of ISCO – 2008 and mapped the NCO with the QP-NOS. The current volume of NCO (NCO-2015 series) details out the job description of

3,842 civilian occupations for 52 sectors. The NCO helps to identify the size and profile of the sectors/industries, types of occupations, key trends, developments, and opportunities for progression in a particular sector.

**23.35** National Career Service (NCS) partnered with TCS iON, a strategic unit of Tata Consultancy Services Ltd. to offer its registered jobseekers a free, self-paced Online Training Program on “Career Skills”, which will equip the learners with an array of soft skills.

Under the Digisaksham, NCS registered job-seekers are offered a free, self-paced and Virtual Instructor led Online Training Programme on digital skills such MS-Excel, Azure, Java, Python, Security Fundamentals, HTML etc. for enhancing the employability of the job-seekers.

**23.36** NCS portal has been integrated with the e-Shram portal for consent-based registration of e-Shram registered unorganized workers and search for gainful career opportunities. So far, more than 1,29,11,527 e-Shram registrants have registered on NCS portal.

**23.37** NCS portal has been integrated with the Udyam portal for consent-based registration of UDYAM registered MSME as an employer on the NCS Portal. These employers can post their vacancy requirements over NCS. So far 35,76,276 MSME employers have been registered on NCS portal.

**23.38** NCS Portal integrated with Skill India Portal (SIP). As on 31<sup>st</sup> December 2024; 57,17,947 SIP candidates have now been registered on NCS Portal.

**23.39** The government job module on NCS portal wherein DGE can post jobs on behalf of other government ministries/departments / PSU organizations. This module can be used for

notification of permanent or contractual vacancies like Young Professionals, Consultants, etc. across different government departments or ministries.

**23.40** The International Jobs module facilitates MEA-approved RAs to post international job opportunities on the NCS portal. It will facilitate the jobseekers to search and apply for these international job opportunities via NCS portal. MEA-approved RAs registered over the NCS portal have posted around 17,744 vacancies.

**23.41** NCS has successfully integrated with DigiLocker. With this seamless integration, NCS users can now securely and effortlessly access and share their educational and employment documents stored in their DigiLocker accounts. This innovation not only simplifies the job application process but also enhances the credibility and authenticity of the documents submitted, fostering trust among employers and job seekers.

**23.42** NCS has launched employability assessment tools in December 2023. This is an AI proctored online free evaluation tool. It's a 100-minute exam that includes psychometric, communication skills, verbal ability, logical reasoning, domain knowledge & computer skills. The key benefits are:

- Jobseekers get a view of their employability quotient.
- Get noticed by dream employers.
- Identify strengths and areas of improvements.
- Stand out in the crowd by posting your video resumes.
- Accessible on app and web platforms.
- Instant test results.

**23.43** NCS Portal facilitates for organising online Job Fairs part from organising Job Fairs at the Model Career Centres established at various States/UTs. This facility has enabled the Job seekers at far places to meet the employers online. From 01<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024 total 8,750 Job Fairs were organised where 693,161 Job seekers and 45,674 employers participated. Since the confirmation of the final hiring figure is not mandatory on NCS Portal, the job hiring data is available only to the extent as voluntarily reported by the employers. 279,289 candidates have been shortlisted through Job Fairs from 01<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024.

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

#### **National Career service Centres for SC/STs**

**23.45** Twenty-Five National Career Service Centers for SC/STs have been set up in 25 States. Confidence Building Programmes and Vocational Guidance is provided to SC/ST job seekers through these centres. Besides, the facilities for practicing Typing and Shorthand are provided to SC/ST job seekers in 14 such Centres. These Centres have also been arranging Pre-

Recruitment Training programmes for SC/ST candidates to improve their employability in competitive examinations conducted by Staff Selection Commission and other Recruitment Boards for Group 'C' and equivalent posts. Details on NCSC-SC/STs is given in chapter24.

#### **National Career Service Centres for Differently Abled**

**23.46** Twenty-Four National Career Service Centers for Differently Abled (NCSC-DA) (Erstwhile VRCs) have been functioning in the country, out of which, one Centre at Vadodara has been set up exclusively for women with disabilities. These Centres evaluate residual capacities of persons with disabilities and provide them adjustment training and skill training with a view to integrate them in the economic mainstream and make them productive citizens of the country. These Centres play pro-active role in creating public awareness and community participation in the rehabilitation of people with disabilities. During 2023-24 these centres have registered 42537, evaluated 42512 and rehabilitated 14977 persons with disabilities. During 2024 (upto31.12.2024) these centres have registered 46540, evaluated 46506 and rehabilitated 17523 persons with disabilities. To synergize the link between demand and supply of skilled workforce, the Government has established 5 Model Career Centres for welfare of PWDs in NCSCs for DA. The Centres focus on career counseling as key activities for youth with disabilities to pursue skill enhancement courses. The officers of the NCSC-DA are being trained on professional counseling techniques. Outreach counseling sessions and job-fairs are a key activity in these career Centres. The projected physical achievement during January to March 2025 is: registered 12025. Evaluated 11698 and rehabilitated 4351. **Details on NCSC-DAs is given at Chapter-24.**

**23.47** Placement service to the differently abled Ex-servicemen/Border Security Force personnel and their dependents is provided through an Ex-servicemen Cell set up in DGE (Hqrs.). For further details please refer to para 24.15 of chapter 24.

#### **Aatmanirbhar Bharat Rojgar Yojana (ABRY)**

**23.48** 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 9<sup>th</sup> 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 31<sup>st</sup> March 2022 by paying 12% of wages towards employees' share of EFP contribution of Establishment having more than 1000 employees' and 24% of wages towards employers' and employees' share of EFP

contribution for establishment having upto 1000 employees' in respect of new employees' drawing salary less then Rs,15,000/- per month.

The scope of the scheme i.e., last date for registration of new employees under the scheme has been extended from 30<sup>th</sup> June 2021 to 31<sup>st</sup> March 2022 with the approval of CCEA in its meeting held on 30.06.2021. The terminal date for registration of beneficiaries was 31.03.2022. The beneficiaries registered upto 31.03.2022 continued to receive the benefits for 2 years from the date of registration under the scheme.

Since inception of the scheme, as on 31.03.2024, total benefits of Rs. 10188.50 Crore was given to 6049287 beneficiaries through 1,52,517 establishments. Year-wise details under ABRY are given below:

F.Y.	Unique beneficiaries UANs	Unique beneficiaries' establishments	Disbursed Amount (Rs. In Crore)
F.Y. 2020-21	12,97,120	56,225	351.07
F.Y. 2021-22	41,91,801	83,208	4046.36
F.Y. 2022-23	5,45,720	12684	4593.05
F.Y. 2023-24 till 31.03.2024	14649	400	1197.90

#### **NATIONAL INSTITUTE FOR CAREER SERVICE (NICS)**

**23.49** The National Institute for Career Service (NICS) erstwhile Central Institute for Research and Training in Employment Service (CIRTES) was set up in October 1964 under the Directorate General of Employment (DGE), M/o Labour & Employment for imparting Research & Training in Employment Services. The Institute was later expanded in 1970 with the additional function of publishing career literature and again in 1987 with the added responsibility of Occupational Research & Promotion of self-employment. With

the implementation of the NCS Project under the Employment Exchange Mission Mode Project of the National e-Government Plan (Ne-GP) in 2015, the Central Institute for Research and Training has been revamped as the Nodal Institute for Capacity Building for the employment service personnel working under National Employment Service at Central/State Government and renamed as National Institute for Career Service on July 2016. Since 2015, NICS is handling three major tasks:

- Capacity Building / professional in-service Trainings,
- Young Professional Scheme
- Model Career Centre (MCC)

Detailed activities of NICS Noida may be seen through the monthly e-newsletter of NICS Noida at:<https://dge.gov.in/dge/nics-e-newsletter>.

### **23.50 Capacity Building programs / professional in-service Trainings;**

NICS Noida has conducted **135 programs** with **6156 participants** from **Jan 2024 to Dec 2024**, details are as follows:

- Twenty-five (**25**) professional in-service Trainings /Capacity Building Programs / Refresher Training Programs for Employment Service Personnel's & YPs with **553** participants.
- Fifty-One (**51**) Orientation/ Capacity building programs for Jobseekers, students, employers & other stakeholders of the NCS portal with **2330** participants.

#### **YP Recruitment Details**

Batch	Selection Process Date	Joining Date	Candidates selected	Candidates Joined
I	11-13 June 2015	5 Oct 2015	48	31

- Twenty (**20**) Workshops/Seminars for various stakeholders of NCS portal with **292** participants.
- Eight (**8**) Employability Training with **844** participants i.e., job seekers.
- Thirty-six (**36**) Webinars on New & Emerging Job roles/Career Talk with **2469** participants addressing various career-related subjects, featuring prominent subject matter experts. These sessions were subsequently uploaded to the YouTube channels of NICS and NCS India (NICS YouTube channel link: <https://youtube.com/@nicsnoida7916?si=uDWMFS1LKWX7X9>

#### **23.51 Young Professional Scheme:**

NICS Noida has conceptualized & implemented the Young Professional (YP) Scheme under the NCS Project of the Ministry of Labour and Employment. This initiative encompasses the recruitment of YPs, deployment of YPs at 400 approved MCCs, disbursement of remuneration and increments, contract extension, training, etc. NICS selected 748 candidates through 10 recruitment rounds from 2015 to 2023. The organization plays a pivotal role in coordinating activities of over 400 Model Career Centres established across the country as part of the NCS Project through the engagement of Young Professionals. As of 31<sup>st</sup> Dec 2024, **226 Young Professionals** are working at MCCs functioning under state employment departments across the country, under the NCS project of the Ministry of Labour and Employment.

II	1-3 April 2016 8-9 Apr 2016	4 July 2016	50	28
III	10-12 Aug 2016 27 Aug 2016	2 Jan 2017	44	32
IV	23-25 Mar 2017	19 Jun 2017	52	24
V	10-12 Oct 2018	14 Jan 2019	28	14
VI	27-29 <sup>th</sup> April 2022 9-11 <sup>th</sup> May 2022	20 June 22	102	78
VII	11-15 <sup>th</sup> July 2022	22 Aug 22	120	68
VIII	22-25 <sup>th</sup> Nov 2022	20 Dec 22	156	113
IX	13-15 <sup>th</sup> Feb 2023	13 Mar 23	94	74
X	4-5 <sup>th</sup> July 2023	21 Aug 23	54	38
<b>Total</b>			<b>748</b>	<b>500</b>

#### MCC Status in respect of YPs

1	Total MCCs Approved	400
2	Functional MCCs (by deployment of YPs)	398
	No. of MCCs where 3 years of YP service completed	119
	No. of MCCs where YPs currently working	226
	No. of MCCs where YP posted but currently vacant	53
3	No. of MCCs where YP deployed but no one joined	2

#### 23.52 Model Career Centre (MCC)

NICS, Noida is also running a Model Career Centre (MCC) which is responsible for organizing various activities like organizing Job Fairs/Job drives, Career Counselling sessions, registration of Job Seekers & Employers, outreach activities, etc. During Jan to Dec 2024, MCC NICS Noida conducted a total **48** Job fairs/ placement drives against **37,579** vacancies in which **16,330** job seekers & **501** employers participated. Approximately

**9400** candidates were shortlisted. MCC registered **11,905** job seekers, **58** Employers on the NCS Portal, and **4736** job seekers were guided individually.

#### 23.53 Career literature/ Career guidance information

NICS also supports Employment service personnel in career guidance information. NICS prepared and published **19** career literatures till Dec 2024 at [https://dge.gov.in/dge/career\\_content](https://dge.gov.in/dge/career_content).

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# Chapter-24

## EMPLOYMENT ASSISTANCE TO SPECIAL CATEGORIES

### EMPLOYMENT ASSISTANCE TO SPECIAL CATEGORIES

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

### NATIONAL CAREER SERVICE CENTRES FOR SC/STs.

**24.2** The Government of India, Ministry of Labour & Employment, Directorate General of Employment is implementing the scheme “Welfare of SC/ST jobseekers” through the network of 25 National Career Service Centres for SC/ST (NCSCs for SC/ST) (erstwhile Coaching-cum-guidance Centres (CGC)) across the country. These Centres are located at Aizawl, Bengaluru, Bhubaneshwar, Chennai, Delhi, Kolkata, Guwahati, Hisar, Hyderabad, Imphal, Jaipur, Jammu, Jabalpur, Jalandhar, Jowai, Kanpur, Kohima, Nagpur, Naharlagun (Arunachal Pradesh), Puducherry, Ranchi, Surat, Thiruvananthapuram, Una (erstwhile Mandi) & Vishakhapatnam.

The objective of the scheme is to enhance the employability of SC/ST jobseekers through vocational guidance, career counselling, computer training, pre -recruitment training etc. These Centres conduct outreach programmes like job fairs, career talk and group guidance activities in various educational institutes for channelizing the job seekers in appropriate vocations.

Market driven O-level software, Computer Hardware Maintenance, Office Automation Accounting and Publishing Assistant, Computer Application Business Accounting Associate and Cyber Secured Web Development Associate training are imparted to jobseekers through NIELIT with a view to prepare them to meet the demands of the labour market. A coaching programme is also run through local training institutions to prepare SC/ST jobseekers for the competitive examinations.

In order to build confidence among SC/ST jobseekers confidence building programmes and pre-recruitment trainings are organized for facilitating SC/ST job seekers entry into the world of work.

The scheme was launched in 1969-70 in 4 Centers on a pilot basis. Keeping in view, the success of the scheme, it was extended to another 21 States in a phased manner. At present, 25 National Career Service Centres for SC/ST are functioning in 25 States/Union Territories.

In addition, 14 of these Centres provide facilities for training in Shorthand and Typing. The physical achievements of various National Career Service Centres from January, 2024 to December, 2024 are given below:

ACTIVITY	NO. OF CANDIDATES COVERED (Jan 2024 to Dec.24)
Registration on NCS	35827

Individual Guidance/Group Guidance/Career Talk	150221
Confidence Building Programme	47613
Training in Typing and shorthand	13854
Pre-Recruitment Training (PRT)	14967

**These Centres:**

- Provide employment related coaching-cum-guidance to SC/ST applicants.
- Provide information on job requirements and the type of tests/interviews they are likely to face when called by the employers.
- Take up appropriate follow up action with the employers to ascertain the results of submission against reserved vacancies.
- Undertake job development work besides providing occupational information/vocational guidance & counselling and organising Confidence Building Programmes for job-seekers.
- The applicants registered with employment exchanges are provided guidance at the time of their registration and also when they are sponsored against notified vacancies. The Centre also follows up with the employers for placement against vacancies reserved for the Scheduled Caste and Scheduled Tribe candidates belongs to SC/ST.
- Provide facilities to SC/ST job-seekers for practicing shorthand and typing at the above Centres except National Career Service Centres located at Aizawl, Hisar, Bhubaneshwar, Guwahati, Una

(erstwhile Mandi), Kohima, Jowai, Jammu, Jalandhar, Naharlagun & Vishakhapatnam.

- Arrange from time to time, Pre-Recruitment Training Programme for SC/ST candidates to improve their employability through competitive examinations conducted by the Staff Selection Commission, etc. for group 'C' posts in collaboration with various employing authorities and recruiting agencies.

**24.3 SALIENT FEATURES OF SPECIAL COACHING SCHEME FOR SC/STs**

- A Special Coaching Scheme to prepare SC/ST candidates for competitive examinations/selection tests for Group 'C' posts is being operated through NCSC for SC/STs.
- The coaching is of 11 months duration and the trainees are paid stipend besides free course books and limited stationery. The coaching institutes are paid professional charges for imparting coaching to SC/ST candidates.
- This scheme was launched in 1973 on a pilot basis at Delhi. Guided by the benefits derived from the above Special Coaching Scheme, the scheme has been extended to twenty-four more places at Aizawl, Bengaluru, Bhubaneshwar, Chennai, Kolkata, Guwahati, Hisar, Hyderabad, Imphal, Jaipur, Jammu, Jabalpur, Jalandhar, Jowai, Kanpur, Kohima, Nagpur, Naharlagun (Arunachal Pradesh), Puducherry, Ranchi, Surat, Thiruvananthapuram, Una (erstwhile Mandi) & Vishakhapatnam.
- Till December 2024, 26609 SC/ST candidates have successfully completed the Special Coaching.

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

**24.4** This scheme was launched from February 2004, with a view to provide Computer Training to SC/ST educated job seekers registered with the Employment Exchanges through outsourcing of training facilities. The training was of six months duration.

The scheme was launched initially at Bengaluru, Bhubaneswar, Chennai, Delhi, Guwahati, Hisar, Hyderabad, Jaipur, Jabalpur, Kolkata, Nagpur, Surat, Kanpur, Thiruvananthapuram, Ranchi & Una (erstwhile Mandi). The programme was coordinated by respective National Career Service Centre for SC/STs under DGE located at these places. It was observed that six-month Computer Training Course was not of much help to the candidates to provide employability in view of changing demands in the Labour Market. From the year 2009-10 it was therefore, decided to impart one year 'O' Level Computer Training to 1000 SC/ST candidates through DOEACC Society under the Department of Information Technology which has been started w.e.f 03.08.2009. Currently, the scheme has been extended to 25 NCSC for SC/ST Centres. At present 26,960 SC/ST candidates were admitted & provided training under the 'O' level one year computer training (software) through National Institute of Electronics & Information Technology (NIELIT) till December 2024.

**24.5** The one year 'O' level Computer Hardware Maintenance Training was started w.e.f 01.08.2012 and 10,850 SC/ST candidates were admitted & provided training till December 2024.

**24.6** SC/ST job seekers are being imparted special coaching scheme, 'O' level Computer training, Computer hardware maintenance Training and three new computer courses to

enhance the employability. At present 5085 SC/ST candidates were admitted under these courses during 2024-25.

**24.7** Three new Computer Courses namely Office Automation Accounting, Computer Application Business Accounting Associate, Cyber Secured Web Development Associate were introduced from 2023-24 in Ten Centres Viz Bengaluru, Bhubaneshwar, Chennai, Delhi, Guwahati Hyderabad, Kanpur, Kolkata, Surat & Thiruvananthapuram.

**24.8** Allocation of Rs.20.60 crore has been made during 2024-25 for the scheme namely "Welfare of SC/ST jobseekers through coaching, Guidance and Vocational Training and Introduction of new courses in existing National Career Service Centers (NCSCs) for SC/STs and Establishment of new NCSC in the States not covered so far".

**24.9** One of the major objectives of NCS Centres working for the SC STs is to build confidence. The primary focus of the program is to engage them in a healthy & participative conversation. CBP Program provides a platform for all candidates to speak in front of the Group, and through active participation & peer learning they will get a peek in their confidence. A Confidence Building, Career Talk and Pre-Recruitment Training programme was organized at NCSC for SC/ST, Puducherry.





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

**24.10** At present 25 NCSCs for SC/ST (erstwhile CGC for SC/ST) are being run to enhance the employability of educated SC/ST job-seekers registered with the employment Exchanges through Coaching/Training/ Counselling etc. A total of 3091 beneficiaries are being disbursed stipend during 2024-25 in 25 centres under following Courses, in Six sub-Schemes i.e.,

(1) Special Coaching Scheme (2160

Beneficiaries),

- (2) Computer 'O' Level Training Software Course (1350 Beneficiaries)
- (3) Computer 'O' Level Computer Hardware Maintenance Training (675 Beneficiaries).
- (4) Office Automation Accounting, (300 Beneficiaries)
- (5) Computer Application Business Accounting Associate, (300 Beneficiaries).
- (6) Cyber Secured Web Development Associate, (300 Beneficiaries).

The stipend is paid @Rs.1,000/- per trainee per month through DBT w.e.f. 01-07-2017 subject to minimum 80% attendance during a particular month. In calendar year 2024 at total stipend of Rs. 3.71 Cr. Was given to the beneficiaries under DBT.

#### **SCHEDULED CASTES/ SCHEDULED TRIBES**

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

**Table-24.1**

(in lakh)

<b>Category</b>	<b>Activity</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>SCHEDULE DC CASTE</b>	Registration	4.37	3.95	4.65	3.35	3.62	7.09	10.72
	Placement	0.31	0.32	0.24	0.21	0.26	0.38	0.53
	Live Register	71.05	69.97	70.68	69.96	70.31	72.84	71.84
<b>SCHEDULE DTRIBE</b>	Registration	2.48	1.89	2.25	1.56	1.67	2.42	4.80
	Placement	0.33	0.32	0.30	0.20	0.21	0.22	0.39
	Live Register	26.08	26.06	26.39	25.05	25.36	30.18	25.31
<b>OTHER BACKWAR DCLASS</b>	Registration	7.98	6.77	8.62	6.53	6.46	9.67	17.80
	Placement	0.05	0.06	0.05	0.05	0.06	0.18	0.17
	Live Register	118.21	114.86	115.15	114.07	4128	122.15	128.3

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

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

- **Twenty –four National Career Service Centers for Differently Abled (NCSCs-DA)** (Erstwhile Vocational Rehabilitation Centres) have been functioning in the country, out of which, one Centre at Vadodara has been set up exclusively for women with disabilities.
- These Centres evaluate the residual capacities of People with Disabilities and provide them non-formal skill training with a view to integrate them in the economic mainstream and make them productive citizens of the country.
- These Centres play pro-active role in creating public awareness and community participation in the rehabilitation of persons with disabilities.
- **During 2024 (Jan, 2024 to Dec, 2024)** these Centres have registered **46540**, evaluated **46506** and rehabilitated **17523** Persons with Disabilities (PwDs).
- To synergize the link between demand and supply of skilled workforce, the Government has established 5 Model Career Centres at NCSCs-DA. The Centres will focus on career counselling as a key activity for youth with disabilities to pursue skill enhancement courses that are market-driven. Outreach counseling

sessions and job fairs will be a key activity in these Career Centres.

**24.13** On 27th December, 2024, a group guidance cum counselling session was organized at NCSC for DA, Shillong. During the event, Aids & Appliances kits were distributed to Hearing Impaired candidates.



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

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

**24.14** At present, there are 24 NCSC for Differently-abled (erstwhile VRC for Handicapped) centers in the country, which evaluate the residual capacities of the handicapped (referred to as persons with disabilities also) in the categories of Locomotors, Visual & Hearing impaired, Mild Mental Retardation and Leprosy Cured and provide the mad just mental training, to facilitate their early economic rehabilitation. No formal job oriented skill training is provided at these centres, however, a stipend @ Rs.2500/-per trainee per month is paid to the beneficiary undergoing training subject to minimum 80% of the attendance in a particular month. Further rehabilitation services are also extended to the persons with disabilities living in the rural areas through the mobile camps. In 2024 a total

stipend of Rs. 3.88 Cr was given to the PwD beneficiaries under DBT.

### **ASSISTANCE TO DIFFERENTLY ABLED EX-SERVICEMEN AND DEPENDANTS**

**24.15** In order to provide registration/placement services to the Differently Abled Ex-Servicemen/ Border Security Force Personnel and the dependants of Defence Service Personnel/ Border Security Force personnel killed or severely differently abled in action, against the vacancies reserved for ex-servicemen and earmarked for priority categories, an Ex-Servicemen Cell was set up in the Directorate General of Employment & Training in July, 1972. Subsequently, the scope of the special service was also extended for the benefit of Ex-Servicemen differently abled during peace time as well as dependants of the Defence Service Personnel killed or severely differently abled in peace time provided that the death or differently abled was attributable to military service, with effect from Feb, 1981.

### **SERVICES TO PERSONS WITH DISABILITIES THROUGH EMPLOYMENT EXCHGANGES:**

**24.16** 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	Registrat ion	Placements	Live Register
2017	32.1	2.2	700.6
2018	29.5	2.0	690.9
2019	32.0	2.5	689.5

<b>2020</b>	28.8	2.7	694.3
<b>2021</b>	28.0	2.6	704.8
<b>2022</b>	28.3	2.5	702.7
<b>2023</b>	27.1	2.2	699.2

### **SPECIAL EMPLOYMENT EXCHANGES FOR DEFFERNTLY ABLED:**

**24.17** 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 are Special Cells dealing with differently abled job-seekers.

**24.18** 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.

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

Year	2017	2018	2019	2020	2021	2022	2023
Registration	2798	2488	2448	866	1659	902	556
Placement	71	184	175	102	145	103	81
Live Register	93295	90665	90471	87431	90902	87185	61862

**WOMEN**

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

**Table 24.2**

(In Thousand)

YEAR	REGISTRATION	PLACEMENT	LIVE REGISTER OF WOMEN	TOTAL LIVE REGISTER	% OF LIVE REGISTER OF WOMEN TOTOTAL
2011	2122.6	85.7	13694.8	40171.6	34.1
2012	3511.0	67.8	15645.8	44790.1	34.9
2013	2233.2	58.8	16549.1	46802.5	35.4
2014	2189.4	60.8	17078.3	48261.1	35.4
2015	2532.7	59.9	15540.0	43502.7	35.7
2016	2256.8	59.7	15731.4	43376.1	36.3
2017	1548.5	85.1	15519.4	42444.9	36.6
2018	1437.0	58.2	15611.0	42122.3	37.1
2019	1375.2	55.2	15709.8	42405.1	37.0
2020	748.8	45.8	15873.2	42829.2	37.1
2021	1327.5	81.1	15829.7	44071.7	35.9
2022	1500.4	122.7	16297.3	45717.7	35.6
2023	2988.5	151.6	16681.2	44154.5	37.8

**MINORITIES**

**24.21** 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 40.0 lakh job-seekers on the Live Registers of Employment Exchanges belonging to the minority communities at the end of December 2023. These account for 11.0% of total job-seekers on the Live Register.

**24.22.** The details of the Budget Estimates of the Schemes of Employment

**Directorate for Financial Year 2024-25 are given below:**

S.No.	Schemes under Employment Directorate	Financial year 2024-25	
	Schemes/Programmes	Budget Estimates (Cr.)	Expenditure (till December 2024) in Cr.
1	“Welfare of SC/ST jobseekers through coaching, Guidance and Vocational Training and Introduction of new courses in existing National Career Service Centres (NCSCs) for SC/STs and Establishment of new NCSCs in the states not covered so far”.	20.60	13.71
2	National Career Service (NCS) Project	58.00	28.16
3	Aatmanirbhar Bharat Rojgar Yojana	150.00	0.00

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# Chapter-25

# GENDER BUDGETING

**25.1** The Gender Budget Cell is headed by Chief Controller of Accounts (CCA) who is assisted by Controller of Accounts (CA). The Gender Budget Statement (Statement 13) is released every year alongside with the Union Budget to reflect the

expenditure on Women and Child under the various schemes.

The Gender Budget Statement (Statement 13) is as under:

(Rs. In crores)

Name of the Scheme	2023-2024 Actuals	2024-2025 Budget Estimates	2024-2025 Revised Estimates	2025-2026 Budget Estimates
<b>PART B: Pro-Women (at least 30% of provision)</b>				
<b>Demand No.64</b>				
<b>Ministry of Labour and Employment</b>				
1. Labour Welfare Scheme	27.20	25.07	27.20	27.20
2. Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM)	98.02	81.53	146.41	147.19
3. EPS 95 (Minimum Pension)	672.00	749.00	690.00	700.00
4. Family Pension cum Life Assurance Scheme for the Plantation Workers in Assam	42.22	37.00	44.64	47.77
<b>Total:</b>	<b>839.44</b>	<b>892.60</b>	<b>908.25</b>	<b>922.16</b>
<b>PART B Total:</b>	<b>839.44</b>	<b>892.60</b>	<b>908.25</b>	<b>922.16</b>
<b>PART C : Pro-Women (below 30% of provision)</b>				
<b>Demand No. 64</b>				
<b>Ministry of Labour and Employments</b>				
1. National Career Services	9.85	...	10.09	15.39
<b>PART C Total:</b>	<b>9.85</b>	<b>...</b>	<b>10.09</b>	<b>15.39</b>
<b>Grand Total</b>	<b>849.29</b>	<b>892.60</b>	<b>918.34</b>	<b>937.55</b>

## WELFARE OF SC/ST

**25.2** National Career Service Centers for SC/ST provide confidence building, pre-recruitment & computer training and vocational

guidance to the SC/ST candidates. The scheme is gender neutral. These National Career Service Centres are also involved in organizing job fairs and outreach activities.

<u>Programme</u>	<u>Expected Outcome/objective</u>	<u>Gender Component of programme /Sub Programme</u>	<u>Total Public Expenditure for financial year (2024-25 upto December 2024)</u>	<u>Total Public Expenditure on Woman/ for financial year (2024-25 upto December 2024)</u>	<u>Gender Disaggregated Beneficiaries (extent of benefits to women) (2024-25 upto December 2024)/ Targets and Performance number of female beneficiaries/ Physical financial other</u>	<u>Remarks</u>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
“Welfare of SC/ST jobseekers through coaching, Guidance and Vocational Training and Introduction of new courses in existing National Career Service Centres (NCSCs) for SC/STs and Establishment of new NCSCs in the States not covered so far”	To enhance the employability of SC/ST job seekers through coaching, Guidance & Vocational Training	The programme is both for men & women unemployed educated job seekers	<u>13.71</u>	<u>6.30</u>	<u>90399 (46%)</u>	

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