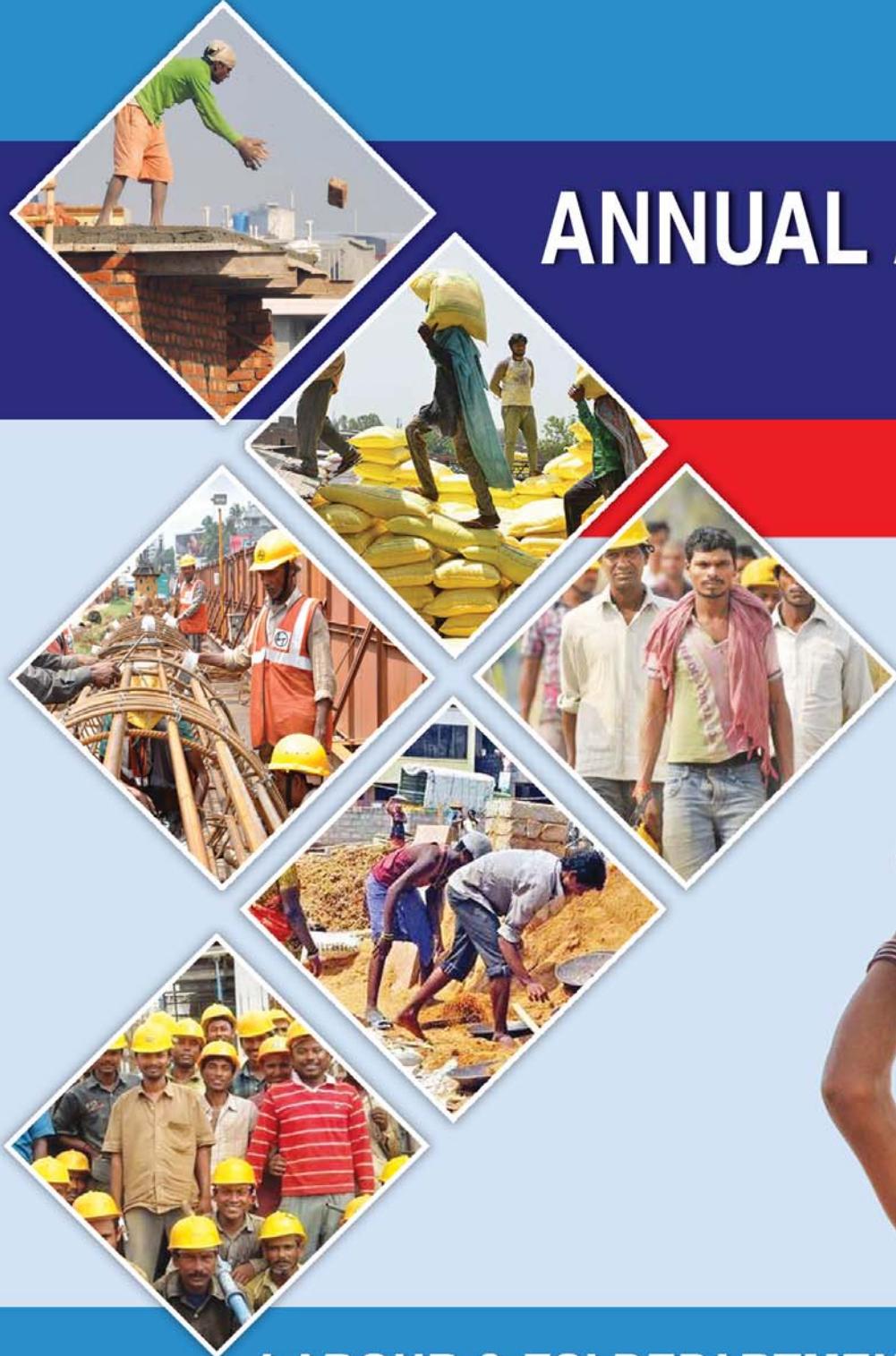




ANNUAL ACTIVITY REPORT

2020-21



**LABOUR & ESI DEPARTMENT
GOVERNMENT OF ODISHA**





GOVERNMENT OF ODISHA

Annual Activity Report 2020-21



LABOUR & ESI DEPARTMENT
GOVERNMENT OF ODISHA



LABOUR & ESI DEPARTMENT
Government of Odisha

HIGHLIGHTS

Strengthening Nirman Shramik Kalyan Yojana under Odisha Building & Other Construction Workers' Welfare Board

1

- 1.1 Construction workers benefited with schemes of around Rs. 518.46 crores. Rs. 361.95 crore cess was collected during FY-2020-21.
- 1.2 To mitigate the miseries of construction workers in view of COVID-19 Pandemic, Special Financial Assistance @ Rs 1500 per beneficiary has been extended to active registered construction workers under OB & OCWW Board.
- 1.3 5 Services under OB & OCWW Board are included under MO-Sarkar programme of the Govt.

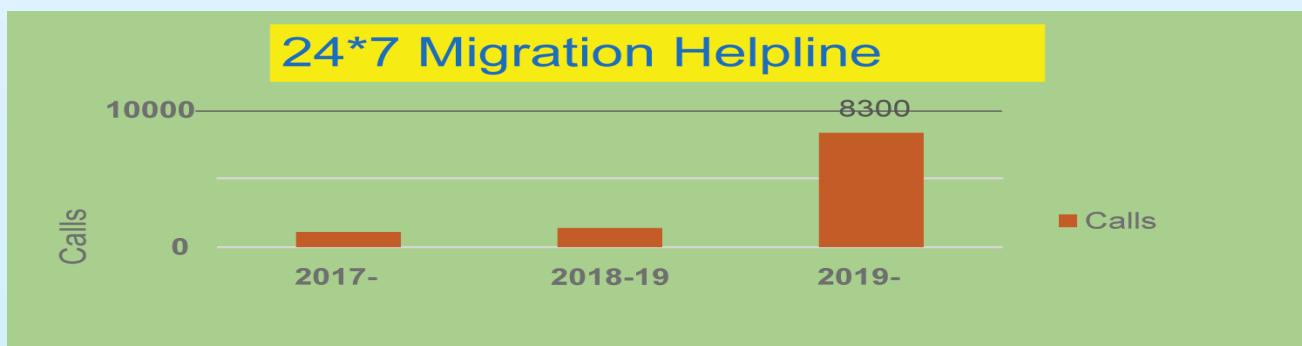
5T Measures and e-initiatives

- A. As a part of e-initiative under NSKY, online benefit module has been made operational in all 32 Labour districts to maintain transparency and timely delivery of services.
- B. Onsite registration of BOC workers has been given due weightage to reach out real beneficiaries under the OB&OCWW Board.
- C. To ensure payment of wages to workers electronically, E-Shramik database has been integrated to E-muster-roll developed by Works Department. This will help to identify genuine Labourers as well as to ensure their timely payments.

2

Ensuring Safety and Welfare of Migrant Workers / action against child labour :

- 2.1 Migrant Support and Resource Centres (*Shramik Sarathi*) set up in Kantabanji, Padmapur and Balugaon and Kendrapada. 52,140 migrant workers have been registered through voluntary registration of migrant workers in Bolangir, Nuapada and Ganjam.
- 2.2 Mega free health camp for Odia migrant workers has been held in Chennai, Tamilnadu in collaboration with Apollo hospital and Odia Association. 500 Odia migrant workers attended the camp.
- 2.3 Discussion with national and international agencies like J-PAL and National Law University for survey and capacity building has been promulgated. Survey of migrant workers in 71 migration prone GPs of Bolangir and Nuapada has been completed by National Law University, Odisha.
- 2.4 Enforcement with support from Police has been strengthened which paved way for arresting 57 illegal agents / contractors for illegal recruitment of migrant workers. A week long exclusive campaign against Child Labour was held throughout the State with participation of all stakeholders. Besides, State Level Workshop was held on 12th June, 2019 for observance of the 'World Day against Child Labour' under the Chairmanship of the Hon'ble Minister Labour & ESI and RD Odisha.
- 2.5 "E-Shramik Samadhan" system for migrant workers has been operational since January 2020 after inauguration by Hon'ble Chief Minister of Odisha. Focused activities for reducing distress migration in 476 GPs of 20 blocks in Bolangir, Bargarh, Kalahandi and Nuapada have been taken up.
- 2.6 The Shramik Sahayata Toll Free Helpline for migrant workers has been operational 24 x 7. 8300 calls have been attended in Shramik Sahayata Tollfree Helpline Call Centre.



- 2.7 1588 Odia migrant workers have been rescued from other States through Odisha Migrant Labour Help Desk in Delhi, Telangana and Andhra Pradesh and 41 emigrant workers have been rescued from different countries.
- 2.8 Engagement of “Shramik Mitra” in 30 migration prone GPs of Bolangir and Nuapada for registration of migrant workers at GP level.
- 2.9 155 Seasonal Hostels have been opened in 2019-20 for the children of migrant workers in the districts of Bolangir, Bargarh, Kalahandi, Nuapada and Khordha which has accommodated 7155 children. Financial support has been extended to Odisha Primary Education Programme Authority under School & Mass Education Dept.
- 2.10 The Parliamentary Committee while discussing on the Bill for Occupational Safety, Health and Working Conditions in Lok Sabha has appreciated and recommended initiatives of Migrant Workers intervention model as Resolution No.122.
- 2.11 A study on “Women Migrating in India : Evidence from Odisha” conducted by London School of Hygiene & Tropical Medicine and Centre for Women's Development Studies, New Delhi, has appreciated the initiatives of Odisha on the issues of migration.
- 2.12 Collaboration with academia: National Law University, Odisha, Cuttack (NLUO) entrusted with survey in 90 GPs @ 10GPs each, in nine migration prone districts of Odisha, to work further on reducing distress migration.
- 2.13 Training on preventing illegal trafficking / migration was imparted to DSPs and Addl. Superintendents of Police in Biju Pattanaik Police Academy.

**Facilitating Ease of Doing Business / Labour Reforms and infusing technology
in administration :-**

3

- 3.1 22139 inspections were conducted under important labour legislations, out of which 577 prosecutions were filed against the defaulting employers and 86 claim cases involving Rs. 2.06 Crores have been filed under the MW Act and PW Act.
- 3.2 1136 cases under the EC Act, PG Act and MW Act have been disposed of, wherein 741 beneficiaries have been paid Rs.21.34 Crores towards compensation/ differential wages.
- 3.3 2295 complaints have been disposed of and a pecuniary benefit of Rs. 5.47 Crores has been paid to 3333 workers.
- 3.4 Elimination of renewal provision from the Odisha Shops & Commercial Establishments, Rules, 1958 has been effected in the direction of facilitating Ease of Doing Business.
- 3.5 Under GO-SWIFT programme during month of June, July and August Director F & B has disposed of 3144 cases & Labour Directorate has disposed of 2887 cases; continuing to be the single largest user of the portal.

- 3.6 Under GO-SMILE programme, Director F&B has taken up 1067 cases and Labour Directorate has taken up 640 cases during FY-2019-20.
- 3.7 35 services relating to Directorate Labour & Directorate F&B have been sent to Industries Departments as compliance of BRAP.
- 3.8 Open tender has been floated for selection of System Integrator (SI), under the Computerization and e-Governance Project i.e. PAR-e-SHRAMA for fully automated delivery of end to end services of different Acts / Rules in respect of Directorate of Factories and Boilers and Labour Commissioner, Odisha.
- 3.9 229 Labour cases (223 cases under EC, Act + 04 cases under PG, Act + 02 cases under MW, Act) have been disposed of during 2019-20.

5T Measures and e-initiatives

- A. Legal MIS module- It has been developed for transparency and quick delivery of justice in the matter of pending cases in different Labour courts under different Labour Acts. Facility of an SMS to the petitioner regarding status of the case and link to download the judgement copy will be provided through this.
- B. A web portal “Odia FALAK” has been launched for display of odia signboard in front of shops and commercial establishments. General Public can lodge complaints against the erring employers.

4

Promoting occupational safety and health of industrial workers:

- 4.1 Represented in the sitting of the standing committee on Labour for Occupational, health and safety code, 2019 and submitted evidence / suggestions on behalf of Government of Odisha.
- 4.2 Achieved a significant reduction (25%) in fatal accidents in 2019 as compared to 2018.
- 4.3 All the stakeholders of State Crisis Group have been aware about the importance of cross-functional coordination, data sharing, updation of emergency response plan, community awareness and strengthening infrastructure. Necessary training has been imparted.
- 4.4 A sum of Rs.88 Lakh has been sanctioned under CMRF towards monetary compensation to the next of kin for twenty-two SILCOSIS victims @ Rs.4 Lakh each.
- 4.5 A quite no. of holding of District Crisis Group Meetings, Holding of Mock Drills in identified MAH / DAH Factories, Review of Safety Standard of Large-sized Factories, Chintan @ DoFB, Safety Convergence Workshop, Training of Silicosis etc. held at different suitable places to promote occupational safety and health of industrial workers.

5T Measures and e-initiatives

- A. Technology enabled safety compliance system (Mobile APP) has been developed for workers and distributed in some of the leading factories.
- B. Online Mobile application for accident monitoring system has been developed for all stake holders.

5

Improvement in Medical Services to the IPs under E.S.I :

- 5.1 126 new post for Bhubaneswar and 95 new post for Angul ESI hospitals have been created for better service delivery to the IPs.
- 5.2 Enhancement of diet rate for indoor patients and increased from Rs.50/- to Rs. 125/-.
- 5.3 Expenditures to the tune of Rs. 27.6 crore in medicines has been made in the Financial Year 2019-20.
- 5.4 The IP strength of the State increased from to 6,81,981.
- 5.5 10 No.s of Private Hospitals for secondary care treatment and 13 No.s of Private Hospitals for super speciality treatment of the IPs and family members have been tied up.
- 5.6 New website for the Directorate of ESIS launched. Besides, a RCM Software for effective functioning in clearance up RCM bills with maintaining utmost transparency is under process.
- 5.7 A new over ground reservoir constructed and inaugurated at ESI Hospital, Choudwar.

5T Measures and e-initiatives

- A. The proposal of RCM reimbursement software by GoO has been well appreciated by GoI and is under active consideration.
- B. SMS alert facility for EPF and ESI beneficiaries has been pursued with GoI and under progress.

6

Other significant achievements:

- 6.1 A web portal 'FALAK' has been launched in public domain to facilitate filing of complaints on non-display of sign-boards by employers of shops and establishments in ODIA language for enriching the ODIA language.
- 6.2 Due to Effective intervention of the conciliation machinery the industrial relation situation of the state was peaceful and normal resulting no loss of man-days in 2019, which results in more production and productivity.
- 6.3 Introduction of 5 services of Labour and ESI Department under MO SARKAR

Annual Activity Report 2020-2021

- 6.4 The time rated minimum wages in 89 scheduled employments and Piece rated minimum wages in 15 scheduled employments significantly enhanced in order to increase the standard of living, reduce poverty and inequality and boost morale of workers.

Category of workers	Earlier Rate-2015 (per day)	Present Rate-2018 (per day)	Hike (%)
Unskilled	Rs.200/-	Rs. 280/-	40
Semi skilled	Rs.220/-	Rs. 320/-	45
Skilled	Rs. 240/-	Rs. 370/-	54
Highly Skilled	Rs. 260/-	Rs. 430/-	65

- 6.5 Under the amended Odisha Shops & Commercial Establishments Act, 1956, all shops & commercial establishments of the State are monitored to display of Odia Sign Boards for emphasizing prominence of Odia language.
- 6.6 Odisha Labour Service Cadre has been restructured to provide doorstep services to the labourers of the State.
- 6.7 Department expenditure in the year 2018-19 is 89.86%.
- 6.8 Emphasis was given on processing maximum files through OSWAS. Files processed under OSWAS increased from 13822 in 2017-18 to 23369 in 2018-19.

We hope to continue and better these efforts in 2020-21



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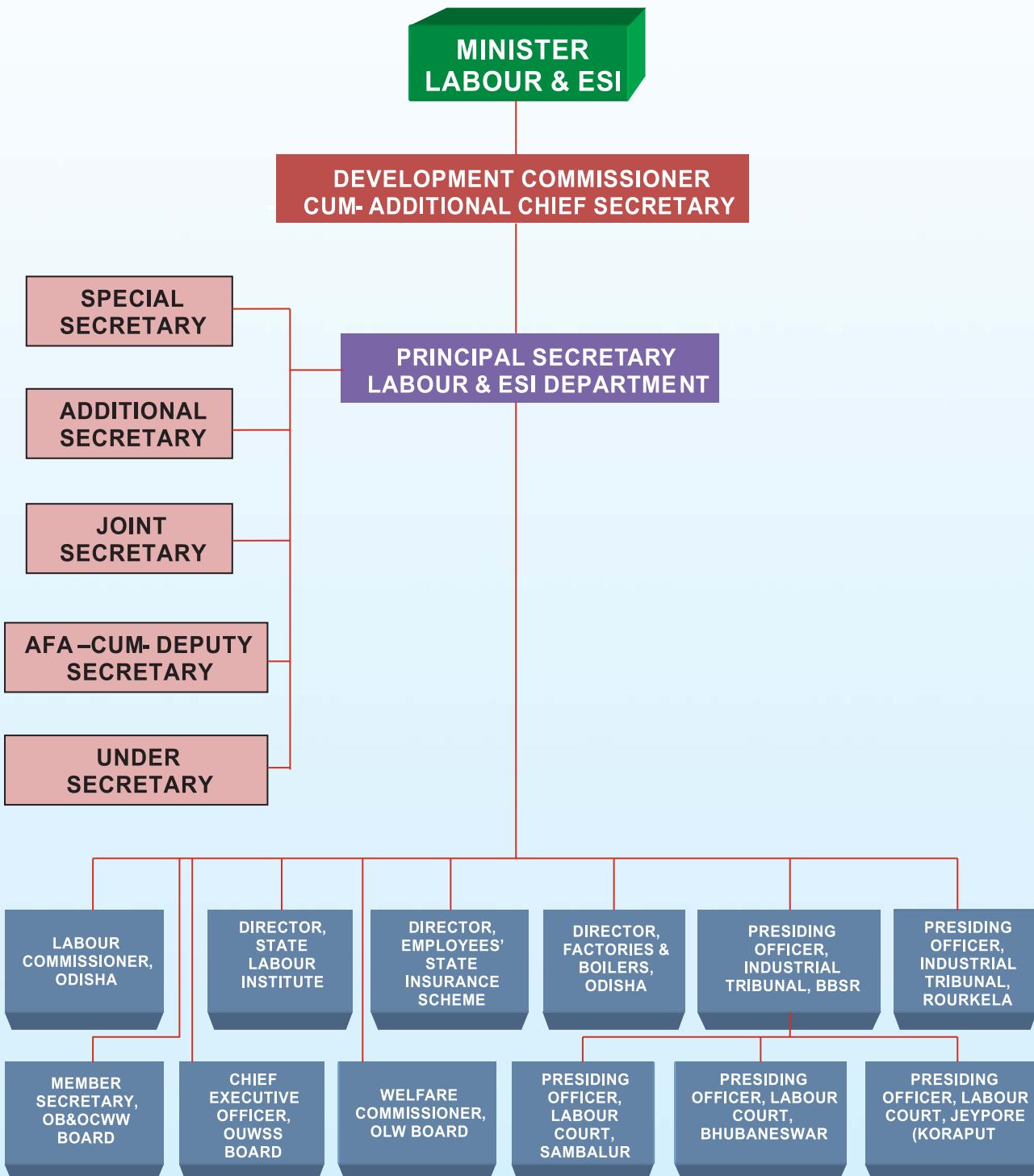
Labour & ESI Department as an Organisation : Structure & Functions



Labour & ESI Department

1.1

1.1.1. Organogram



1.1.2 Structure

- ❖ Activities of the Department are being implemented through 3 Heads of Departments
 - Labour Commissioner, Odisha.
 - Directorate of Factories and Boilers, Odisha.
 - Directorate of Employees' State Insurance Scheme, Odisha.
- ❖ In addition, there are 2 Industrial Tribunals and 3 Labour Courts headed by Presiding Officers for adjudication of Industrial Disputes under the Industrial Disputes Act, 1947.
 - Industrial Tribunal, Bhubaneswar.
 - Industrial Tribunal, Rourkela.
 - Labour Court, Bhubaneswar
 - Labour Court, Sambalpur.
 - Labour Court, Jeypore.

1.1.3 About the Department

- ❖ The Labour & ESI Department had its original nomenclature as Labour Employment and Housing Department.
- ❖ In the year 1980, the Housing wing was separated and it became Labour & Employment Department.
- ❖ After restructuring of Departments, the Employment wing has been separated from this Department.
- ❖ This Department has been renamed as Labour & Employees' State Insurance Department vide G.A. Department Notification No. 24622/Gen. dt.19.12.2011 read with their Corrigendum No. 3175/Gen. dt.10.02.2012.
- ❖ It is the Nodal Department for formulating plans, policies and programmes for development of the labourers including child and adolescent labourers engaged under both organized and unorganized sectors.
- ❖ This Department also ensures safety & security measures in Factories & Boilers, looks after social security of industrial workers and settles Industrial Disputes as well.

1.1.4 Functions

- ❖ To have a conducive industrial climate in the state through enforcement of different labour laws – ensuring labour welfare whilst also facilitating Ease of Doing Business.
- ❖ To promote welfare of labour in the organized and unorganised sectors by enforcing implementation of labour laws as well as welfare schemes under different Boards set up for the purpose viz; Odisha Building & Other Construction Worker's Welfare Board, Odisha Labour Welfare Board and Odisha Unorganised Worker's Social Security Board.
- ❖ To monitor Nirman Shramik Kalyan Yojana, the umbrella scheme for construction workers including, inter alia, collection of cess, registration of eligible beneficiaries and timely disbursement of appropriate benefits in an efficient and transparent manner.
- ❖ To address specific issues of child labour and those relating to the safety and welfare of migrant workmen in source districts and destination states.
- ❖ To oversee activities of the Directorate of Factories and Boilers, giving thrust simultaneously on occupational health and safety of workers and Ease of Doing Business in factories & boilers under the provisions of Factories Act and Boilers Act, respectively.
- ❖ To ensure optimal health facilities for Insured Persons under the Employees State Insurance Scheme through the Directorate of ESI.
- ❖ Maintenance of Industrial peace and harmony through conciliation, prevention of strikes / lockouts and other forms of industrial unrest.
- ❖ Registration of Trade Unionism, regulating Trade Union activities, verification of membership and recognition of Trade Unions.
- ❖ Holding courts of Commissioner under the Employees Compensation Act, Authority under the Minimum Wages Act, Controlling Authority under the Payment of Gratuity Act.
- ❖ Elimination of child labour through inspection / raid, rescue and rehabilitation under SAP for Elimination of Child Labour.
- ❖ Ensuring health safety & welfare of migrant labourers through safe repatriation and wage protection.
- ❖ Collecting of non-tax revenue under different labour laws and
- ❖ Collection of cess under the B&OCW Cess Act, 1996.
- ❖ Licensing of contractors, registration of establishments under various labour laws.

1.2

Labour Directorate :

1.2.1 Structure

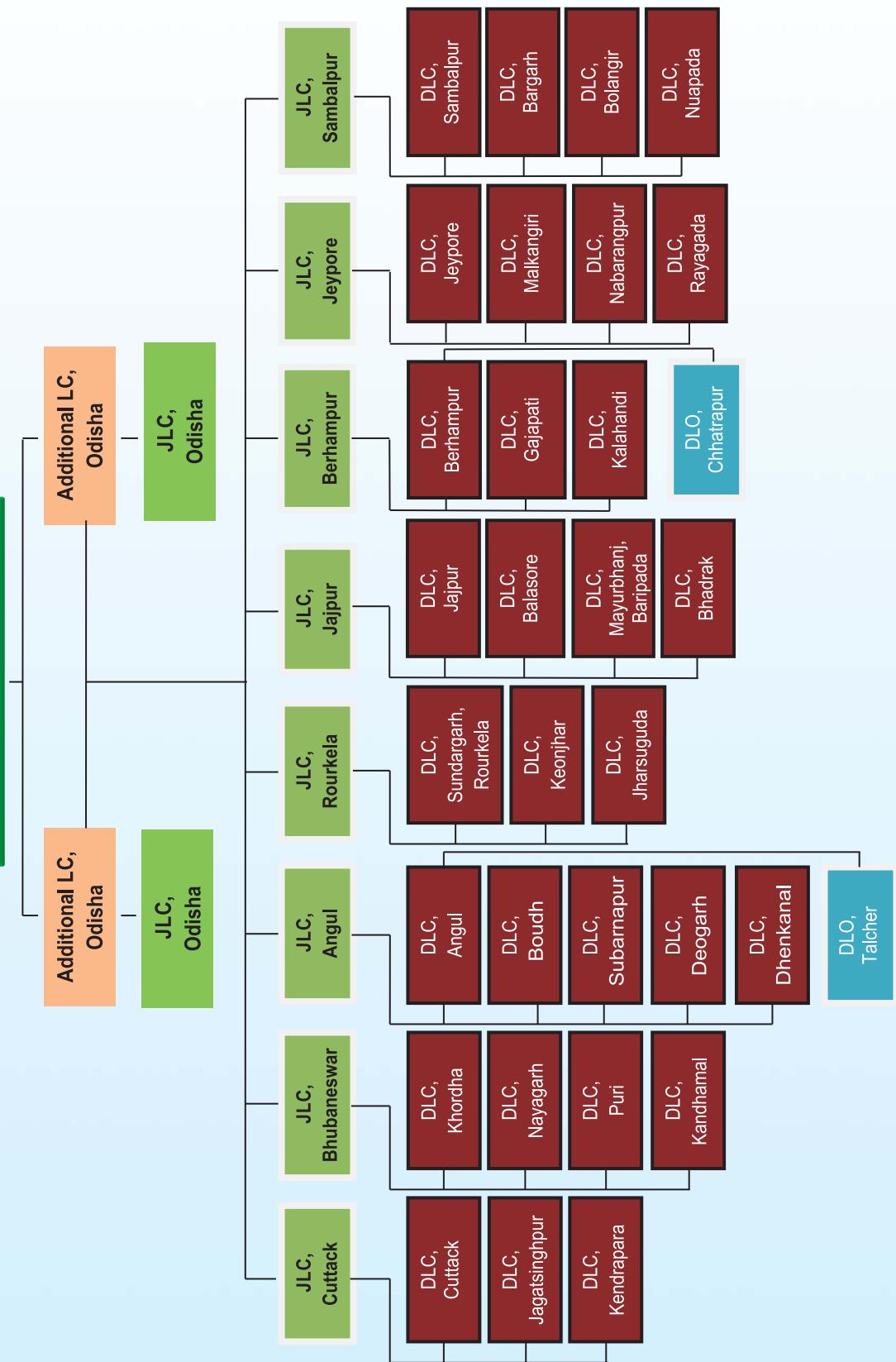
Present organizational hierarchy of Labour Directorate, Odisha is as follows:

- ❖ Labour Commissioner, Odisha
- ❖ Additional Labour Commissioner, Odisha
- ❖ Joint Labour Commissioner
- ❖ Divisional Labour Commissioner
- ❖ District Labour Officer
- ❖ Assistant Labour Officer
- ❖ Rural Labour Inspector

1.2.2 Functions

- ❖ Enforcement of various labour laws for regulating the working conditions and welfare of workers in both organised and unorganised sector.
- ❖ Ensuring payment of minimum wages.
- ❖ Timely payment of wages.
- ❖ Protection of legal rights of contract labour, migrant labour, beedi workers, working journalists and motor transport workers, etc.
- ❖ Discharging quasi-judicial functions.
- ❖ Ensuring payment of gratuity, employees compensation in case of accidental injury/death, extending maternity benefit.
- ❖ Collection of cess and non-tax revenue.
- ❖ Ensuring safety and welfare of migrant workmen through State Action Plan.
- ❖ Ensuring elimination of child labour through State Action Plan.
- ❖ Implementing different labour laws relating to welfare of workers.
- ❖ Discharging Quasi-judicial functions.
- ❖ Collection of cess and non-tax revenue.

**Labour Commissioner,
Odisha**



Directorate of Factories & Boilers

1.3

1.3.1 Structure

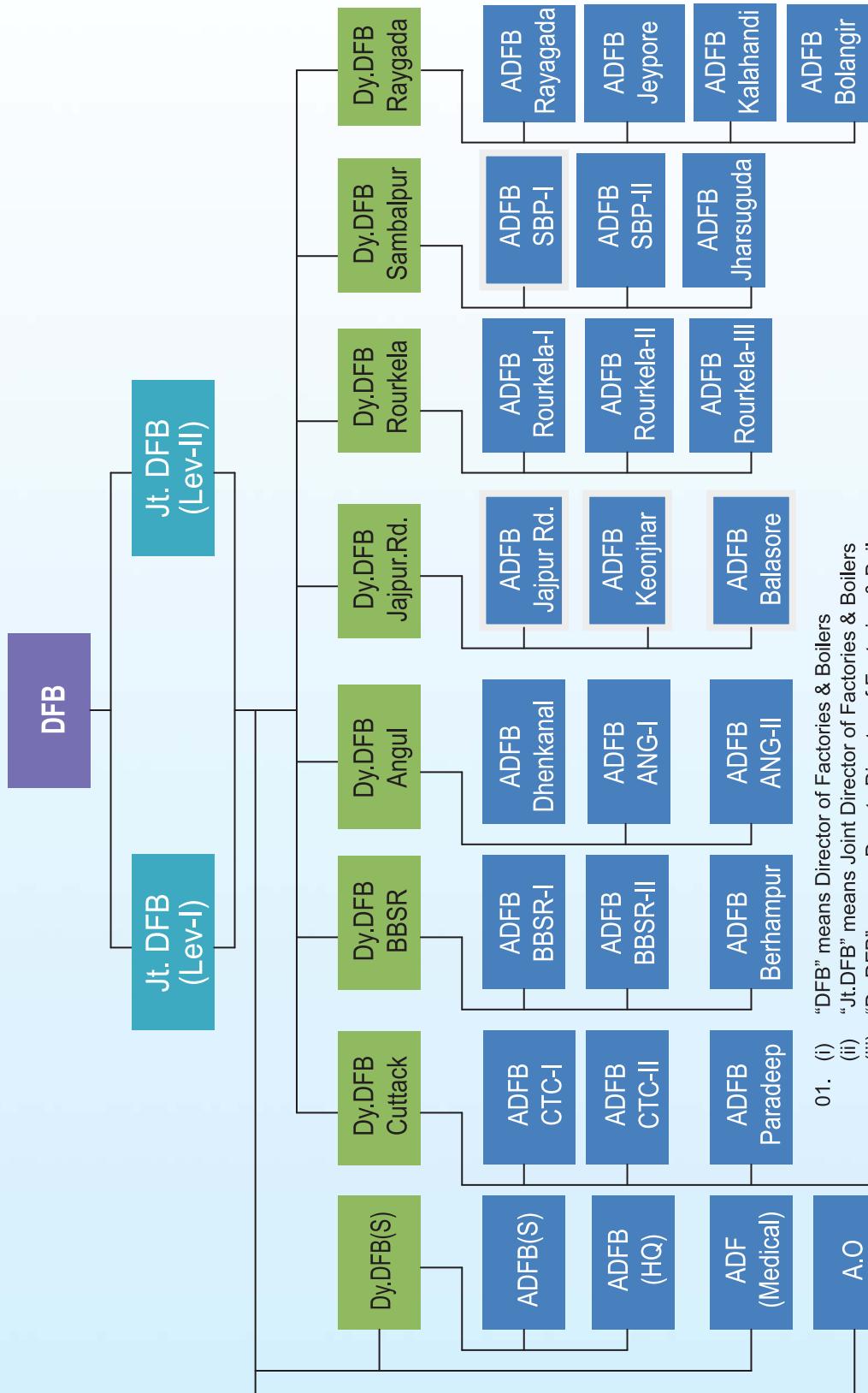
Present organizational hierarchy of Directorate of Factories & Boilers, Odisha is as follows:

- ❖ Director of Factories & Boilers, Odisha
- ❖ Additional Director of Factories & Boilers
- ❖ Joint Director of Factories & Boilers
- ❖ Deputy Director of Factories & Boilers
- ❖ Assistant Director of Factories & Boilers

1.3.2 Functions

- ❖ Approval, Registration and Licensing of factories and boilers under the Factories Act, 1948 and Boilers Act, 1923, respectively.
- ❖ Review accidents / dangerous occurrences and suggest remedial measures.
- ❖ Assess performance of Safety Officers, Competent Persons & Boiler Manufacturers / Erectors/ Repairers.
- ❖ Assess Safety and Health Management System in different factories, On-site Emergency Plan and detailed Disaster Control measures, initiated by different factories for acceptance under the Factories Act.
- ❖ Ensure medical examination of industrial workers, work environment monitoring etc.
- ❖ Conduct Boiler Operation Engineer / Boiler Attendant / Welder Certification Examination and grant of Certificates thereof.
- ❖ Conduct promotional programmes such as training, seminar, workshop on safety and occupational health. Organize Annual State Safety Award Functions.

Organisation Chart



01. (i) "DFB" means Director of Factories & Boilers
 (ii) "Jt.DFB" means Joint Director of Factories & Boilers
 (iii) "Dy.DFB" means Deputy Director of Factories & Boilers
 (iv) "ADFB" means Asst. Director of Factories & Boilers
 (v) "AO" means Establishment Officer
 (vi) "EO" means Establishment Officer
02. The Director is declared as Chief Inspector under the Factories Act, 1948 and The Boilers Act, 1923.

Two Group-A Senior Officers, Eight Group-A Officers, Twenty-six Group-A (jr.) Officers,

1.4

Directorate of ESI Scheme, Odisha. (As on 31/03/2021)

1.4.1 Structure

Present organizational hierarchy of Directorate of ESI Scheme, Odisha is as follows:

- ❖ Director of ESI Scheme, Odisha.
- ❖ Additional Director.
- ❖ Joint Director.
- ❖ Deputy Director / IMO (Group-A-Senior Branch).
- ❖ Assistant Director.
- ❖ Accounts Officer.
- ❖ Administrative Officer.
- ❖ Establishment Officer.



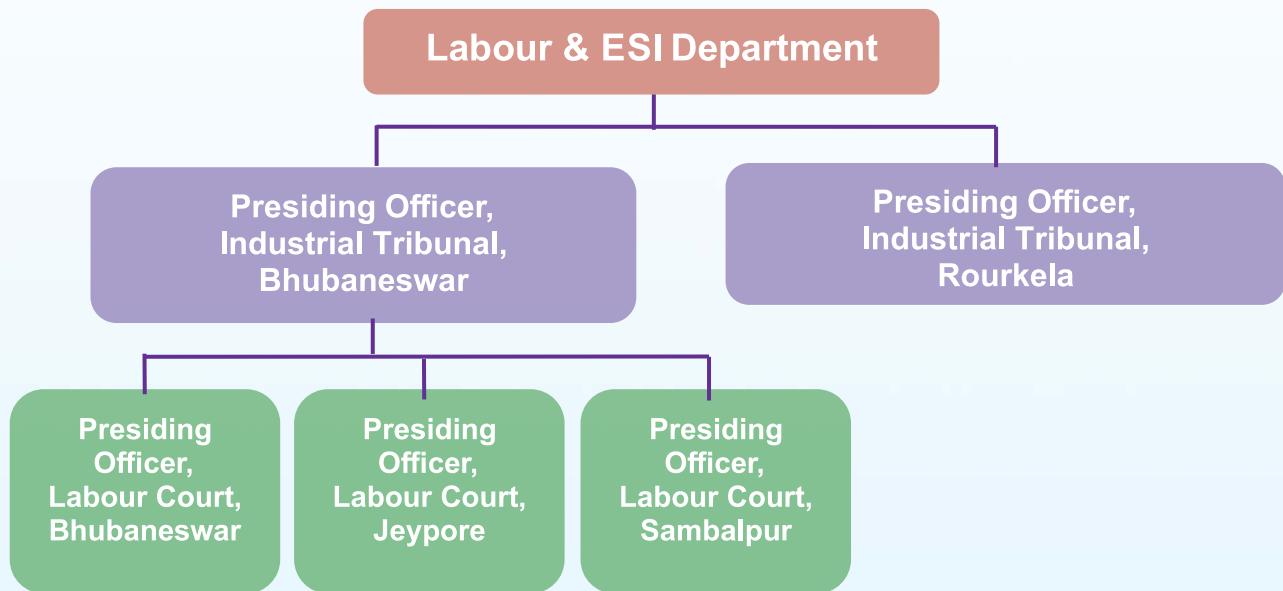
1.4.2 Functions

- ❖ ESI Scheme, Odisha offers medical benefits to 7,41,390 Insured Persons and their family members through a network of 41 ESI dispensaries & 4 no. of ESI hospitals in Odisha.
- ❖ Free OPD consultations.
- ❖ Free Indoor treatment.
- ❖ Supply of free medicines, free diet for indoor patients.
- ❖ Reimbursement of all drugs purchased by IPs.
- ❖ Referral to 13 nos. of secondary case hospitals & 13 nos. of tertiary care hospitals for cashless treatment inside the state.
- ❖ Referral to outside state tertiary care tie up hospitals is hassle free & cashless.
- ❖ Referral to outside state tertiary care tie up hospitals as per choice of IPs.
- ❖ Free ambulance services to Non-Ambulatory patients.
- ❖ Cashless treatment for kidney, liver transplantation, joint replacement and cancer diseases.

1.5

Industrial Tribunals & Labour Courts

1.5.1 Structure



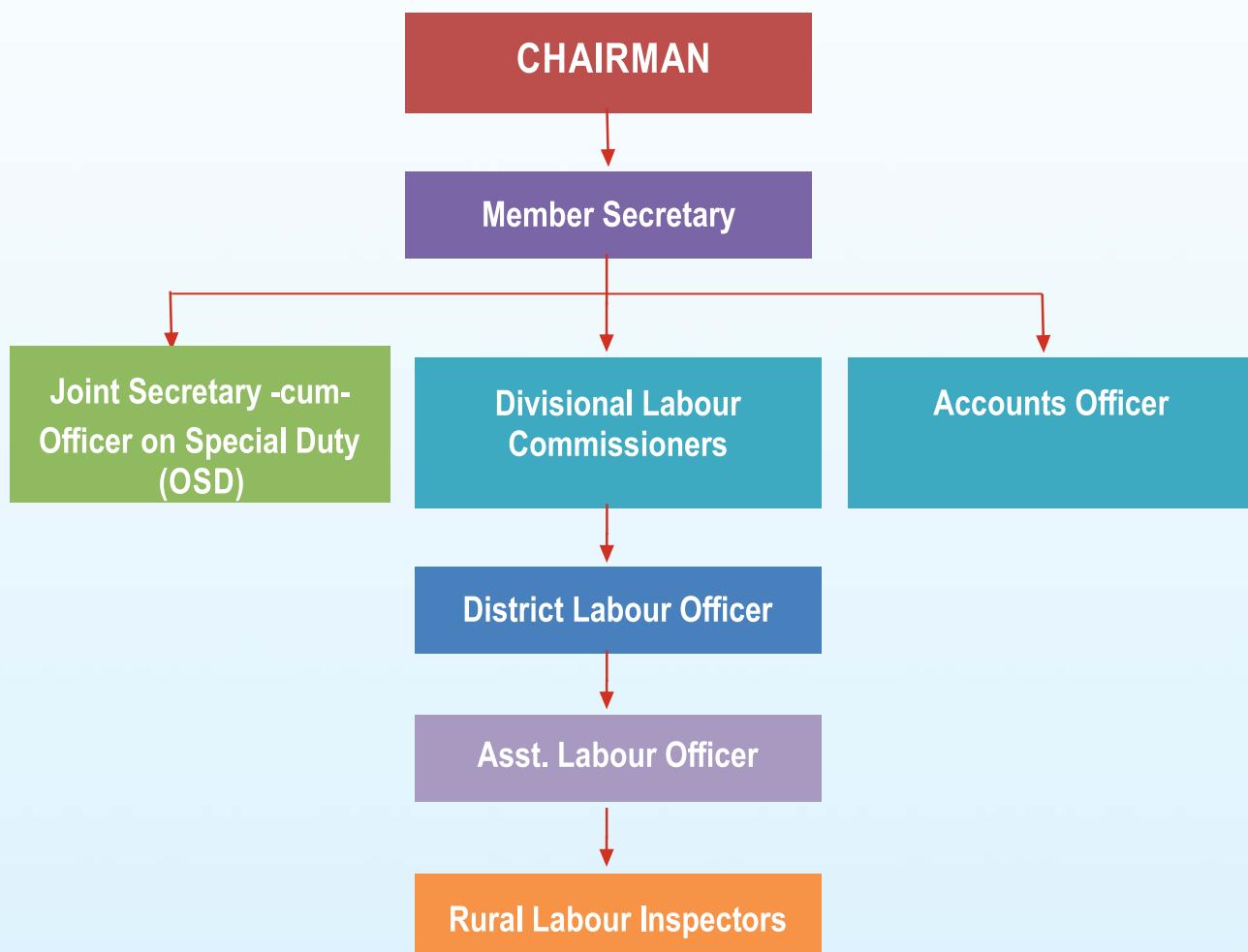
1.5.2 Functions

- ❖ Adjudication of Industrial Disputes cases referred by the Government, Labour & ESI Department or application received from individual workman who has been discharged, dismissed, etc.
- ❖ Computation of arrear dues of worker.
- ❖ Execution of Awards / orders passed by the concerned Labour Court / Industrial Tribunal Appellate Authority under the Trade Unions Act, 1926.

1.6

Odisha Building & other Construction Workers' Welfare Board

1.6.1 Structure



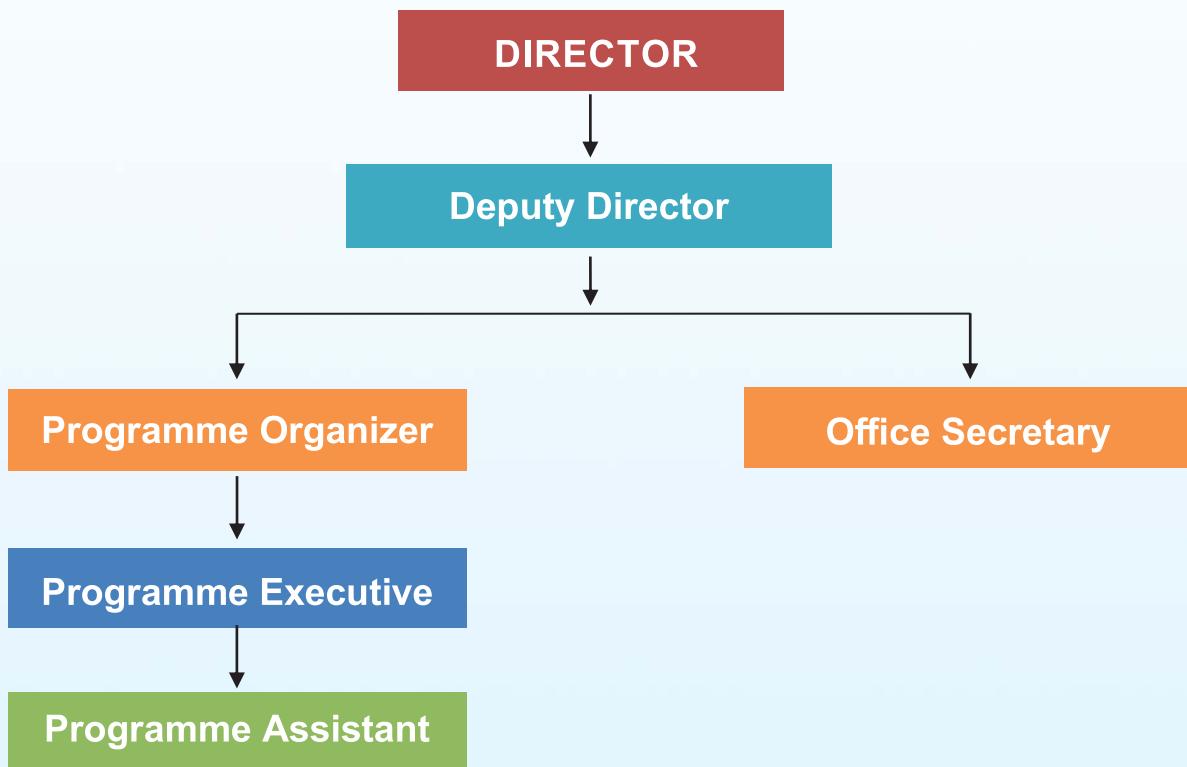
1.6.2 Functions:

- ❖ Registration of BoC workers
- ❖ Cess collection
- ❖ Benefit disbursement under "Nirman Shramik Kalyan Yojana"

1.7

State Labour Institute

1.7.1 Structure



1.7.2 Functions:-

- ❖ State Labour Institute, Bhubaneswar started functioning from 1st May, 1993.
- ❖ It is incorporated to meet the long felt need and desire for promotion professional activities in the field of labour including training, orientation, research, publication and information services, studies, development of manpower, Management Information System, etc.
- ❖ The Institute has completed 26 years from the date of its establishment. In 26 years of services.

Ensuring Conducive Industrial Climate & Law Enforcement



2.1

Labour Directorate

- ❖ The Labour Commissioner, Odisha is the administrative head of the Labour Directorate. He / she is also known as State Industrial Relation Machinery for the state of Odisha. He has been entrusted with the task of maintaining harmonious Industrial Relation, enforcement of Labour Laws, Verification of Trade Unions membership in state sphere, regulation of Welfare Schemes, Social Security of Workers etc. He is assisted by Additional Labour Commissioner, Joint Labour Commissioners, Divisional Labour Commissioners, Dist. Labour Officers and Asst. Labour Officers, 01 Additional Labour Commissioner at Head Office, 06 Joint Labour Commissioners, 24 Divisional Labour Commissioners, 18 District Labour Officers and 28 Assistant Labour Officers (in different field offices including headquarters) are functioning in the state to regulate different labour laws and welfare schemes.

Deals with implementation of Labour Laws relating to Enforcement, Welfare, Quasi-judicial and Collection of Non-tax Revenues & Cess.

- ❖ The Industrial Disputes Act, 1947 and Odisha Rules 1959
- ❖ The Industrial Employment (Standing Orders) Act, and Rules 1946.
- ❖ The Trade Unions Act, 1926 and Odisha Regulation, 1941.
- ❖ The Minimum Wages Act, 1948 and Odisha Rules 1954.
- ❖ The Odisha Shops and Commercial Establishment Act, 1956 and Rules 1958.
- ❖ The Payment of Bonus Act, 1965 and Rules 1975.
- ❖ The Child Labour (Prohibition and Regulation) Act, 1986 and Odisha Rules 2018.
- ❖ The Payment of Wages Act, 1936 and Odisha Rules 1936.
- ❖ The Maternity Benefit Act, 1961 and Odisha Rules 1966.
- ❖ The Working Journalists (Condition of Service) and Miscellaneous Provision Act, 1955.
- ❖ The Motor Transport Workers Act, 1961 and Rules 1966.
- ❖ The Employees' Compensation Act, 1923 and (Central) Rules 1924.
- ❖ The Beedi and Cigar Workers (Condition of Employment) Act, 1966 and Odisha Rules 1969.

- ❖ The Odisha Industrial Establishment (National Festival) Holidays Act, 1969 and Rules 1972.
- ❖ The Contract Labour (Regulation and Abolition) Act, 1970 and Odisha Rules 1975.
- ❖ The Payment of Gratuity Act, 1972 and Odisha Rules 1974.
- ❖ The Inter-State Migrant Workmen (Regulation of Employment and Condition of Service) Act 1979 and Odisha Rules 1980.
- ❖ The Equal Remuneration Act, 1976 and Rules 1976.
- ❖ The Sales Promotion Employees (Condition of Service) Act and Rules 1976.
- ❖ The Labour Laws (Exemption from furnishing Returns and maintenance of Registers by certain establishments) Act, 1988 & Amendment Act 2014.
- ❖ The Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996 and Odisha Rules, 2002.
- ❖ The Building and Other Construction Workers' Welfare Cess Act and Rules, 1998.
- ❖ The Verification of Membership and Recognition of Trade Unions Rules 1994.
- ❖ The Unorganized Workers Social Security Act 2008 and Rules 2010.
- ❖ The Odisha Labour Welfare Fund Act, 2005 and Rules 2015.
- ❖ The Cine Workers and Cinema Theatre Workers' (R&E) Act, 1981.

2.1.1 Industrial Relations Scenario

The Labour Directorate is responsible for enforcement of 26 labour legislations/schemes with a view to maintaining industrial peace and harmony, regulating service conditions of workers, prevent exploitation and adoption of unfair labour practices and ensure payment of statutory wages. The industrial Relations Machinery and Enforcement Machinery have been streamlined and geared up to take preventive measures to ensure industrial peace and payment of the prescribed minimum wages to workers engaged in 89 scheduled employments including agriculture.

2.1.2 The **industrial relations** scenario during the year 2019-20 is by and large peaceful. The year wise break up of strikes, lockouts and workers involved for the year 2019-20 and previous year is given below:

Year	No. of strikes	No. of Lockouts	Workers involved		Industrial disputes settled	Failure Report submitted to Govt.
			Strike	Lockout		
01	02	03	04	05	06	07
2019-20	1	1	99	1300	11	45
2020-21	-	-	-	-	03	32

2.1.3 2367 number of **complaints** have been disposed of during the year 2019-20 and 1370 number of complaints have been disposed of during the year 2020-21 and an amount of Rs.5,56,89,796.40/- and Rs.4,82,54,691/- were paid to affected workers during the years respectively.

2.1.4 The activities & achievements made under the **Inter State Migrant Workmen (Regulation of Employment and Condition of Service) Act, 1979** during the year 2020-21 and the previous year are given below:

Year	Inspection Conducted	Prosecutions filed	License issued		Registration Certificate issued	
			New (during the year)	Total (at the end of the year) (cumulative)	New (during the year)	Total (at the end of the year) (cumulative)
01	02	03	04	05	06	07
2019-20	156	43	234	2921	20	180
2020-21	27	19	94	2998	06	186

2.1.5 The activities & achievements made under **Odisha Shops & Commercial Establishment Act, 1956** during the year 2020-21 and previous year are given below.

Year	Establishment Covered	Inspection Conducted	Prosecutions filed
01	02	03	04
2019-20	48466	1490	68
2020-21	48673	302	02

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2.1.6 The activities & achievements made under **Contract Labour (Regulation & Abolition) Act, 1970** for the year 2020-21 and the previous year are given below.

Year	Principal Employers registered	License issued to the contractors	Inspection Conducted	Prosecutions filed
01	02	03	04	05
2019-20	131	2006	845	14
2020-21	96	896	324	06

2.1.7 The activities & achievements made under **Beedi and Cigar Workers (Condition of Employment) Act, 1966** during the year 2020-21 and previous year are given below.

Year	Establishment Covered	No. of Licence issued to the Estt.	Inspection Conducted	Prosecutions filed
01	02	03	04	05
2019-20	590	6	8	0
2020-21	591	01	14	0

2.1.8 The activities & achievements made under **Motor Transport Workers Act, 1961** during the year 2020-21 and previous year are given below.

Year	Establishment Covered	Inspection Conducted	Prosecutions filed
01	02	03	04
2019-20	3136	193	2
2020-21	3319	81	0

2.1.9 The activities & achievements made under **Payment of Wages Act, 1936** for the year 2020-21 and the previous year are given below.

Year	Establishment Covered	Inspection Conducted	Prosecutions filed
01	02	03	04
2019-20	95872	5654	212
2020-21	97803	1583	26

2.1.10 The activities & achievements made under **Payment of Bonus Act, 1965** during the year 2020-21 and previous year are given below.

Year	Establishment Covered	Inspection Conducted	Prosecutions filed
01	02	03	04
2019-20	3319	574	0
2020-21	3319	324	0

2.1.11 To protect the interest of the wage earners, the Government has revised the minimum wages payable to the Unskilled, Semiskilled, Skilled and Highly Skilled category of employees employed in 89 scheduled employments @ Rs. 280/-, 320/-, 370/- and 430/- per day respectively vide Govt. in Labour & ESI Department Notification No.1991 dtd. 30.10.2018 which was effective from the date of Notification. In addition to this, a special allowance called Variable Dearness Allowance (V.D.A) @ Rs. 6.30, @ Rs. 11.70 , @ Rs. 5.40, @ Rs. 4.65 and @ Rs. 3.00 per day has been given to all categories (Unskilled, Semi-skilled, Skilled & Highly Skilled categories) of employees in 89 scheduled employments vide Labour Directorate Notification No.4820 dated 27.05.2019 , No.11688 dated 07.11.2019, No.4864 dated 22.07.2020, No.6100 dated 21.10.2020 and No.2816 dated 25.05.2021 respectively. Accordingly, the minimum rate of wages including V.D.A. for these categories of workers is fixed to Rs.311.00, Rs.351.00, Rs.401.00 & Rs.461.00 respectively per day with effect from dated 01.04.2021. Similarly, the minimum piece rate of wages in 15 scheduled employments have been revised and notified in the Odisha Gazette Notification No.1992 dtd. 30.10.2018.

The activities and achievement made under **Minimum Wages Act, 1948** for the year 2020-21 and the previous year are given below:

Year	Inspection Conducted			Prosecutions filed	Amount released and paid to the Workers towards short payment & nonpayment of wages
	Agriculture	Other than Agriculture	Total		
01	02	03	04	05	06
2019-20	2037	5869	7906	174	28,33,518.00
2020-21	323	1683	2006	28	2,05,609.00

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2.1.12 The activities & achievements made under **Commissioner for Employees Compensation Act, 1923** for the year 2020-21 and previous year are given below:.

Year	Cases decided	Amount of Compensation paid to the affected workmen and their dependents(in Rs.)
01	02	03
2019-20	1076	Rs.26,50,37,178.00
2020-21	402	Rs.14,14,29,711.00

2.1.13 The activities & achievements made under **Payment of Gratuity Act, 1972** during the year 2020-21 & the previous year are given below:

Year	Cases decided	Amount of Gratuity paid (in Rs.)
01	02	03
2019-20	142	Rs.82,61,933.00
2020-21	112	Rs.1,03,94,087.00

2.1.14 The activities & achievements relating to claim Cases under **Minimum Wages Act, 1948** during the year 2020-21 & the previous year are given below:

Year	Cases decided	Amount paid (in Rs.)
01	02	03
2019-20	51	Rs.6,06,202.80
2020-21	11	Rs.2,77,393.00

2.1.15 The activities & achievements made under **Child & Adolescent Labour (P&R) Act, 1986** during the year 2020-21 & the previous year are given below:

Year	Inspection	Rescued	Prosecution
01	02	03	04
2019-20	2760	149	23
2020-21	625	34	28

2.2

Directorate of Factories Act & Boilers

2.2.1 The Directorate of Factories & Boilers, Odisha works under the administrative control of Labour & ESI Department, Govt. of Odisha. This Directorate is entrusted with the responsibility of implementation of various Acts, Rules and Regulations as mentioned below relating to Safety and Health of the industrial workers and protection of plant, process, machineries and equipment from accidental damage.

A) Enforcement of Central Acts / Regulations

1. The Factories Act, 1948
2. The Boilers Act, 1923
3. The Indian Boiler Regulations, 1950

B) Enforcement of Rules under the Acts

i. State Rules

1. The Odisha Factories Rules, 1950
2. The Odisha Factories (Control of Major Accident Hazard) Rules, 2001
3. The Odisha Boiler Rules, 1971
4. The Factories (Odisha Amendment) Ordinance, 2020

ii. Central Rules

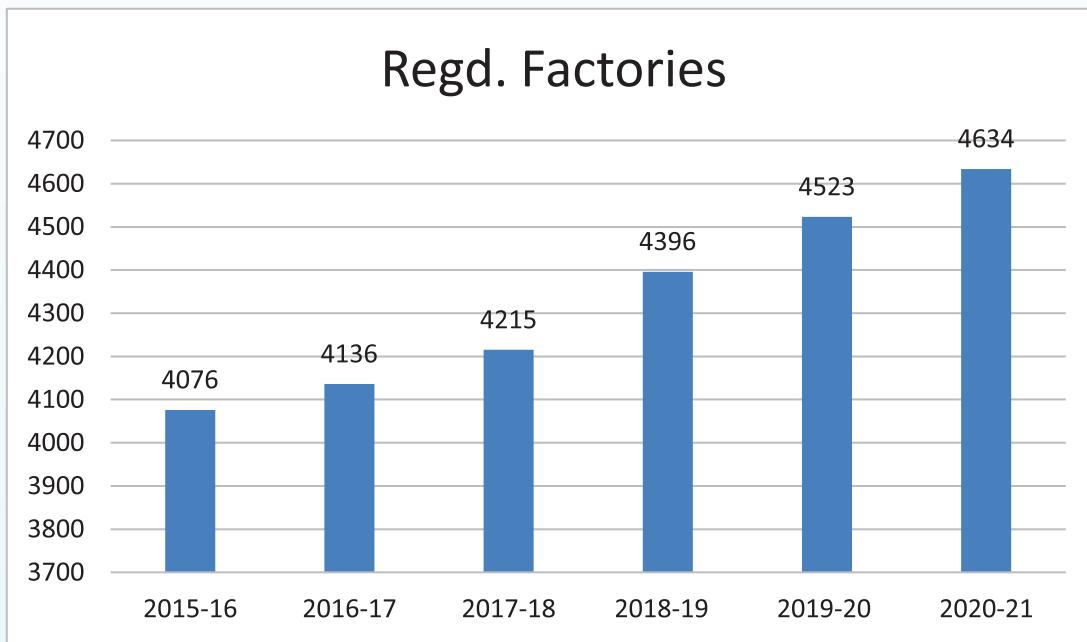
1. The Boiler Attendants' Rules, 2011
2. The Boiler Operation Rules, 2021

C) Additional Responsibilities

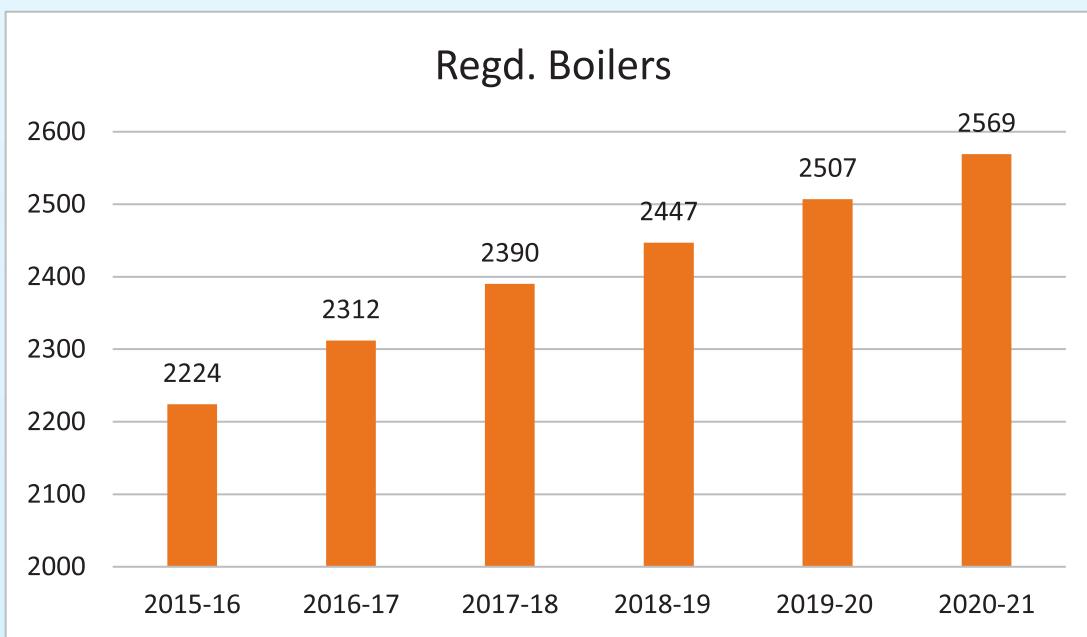
1. Chapter-VI and Chapter-VII of The Building & Other Construction Workers (Regulation of Employment and Conditions of Services) Act, 1996& Rules, 2002.
2. The Chemical Accidents (Emergency Planning, Preparedness and Response) Rules, 1996under Environment (Protection) Act, 1986.
3. The Manufacture, Storage & Import of Hazardous Chemical Rules, 1989 under Environment (Protection) Act, 1986.
4. Dock Workers (Safety, Health and Welfare) Act, 1986.

2.2.2. Important Statistics:

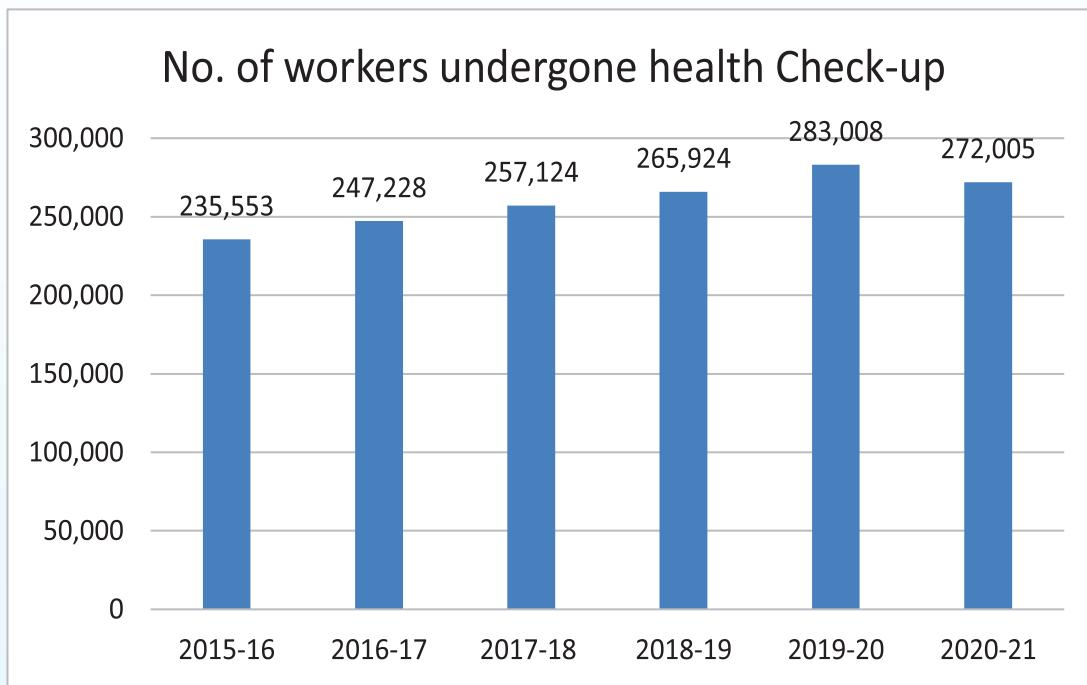
1. Registered Factories



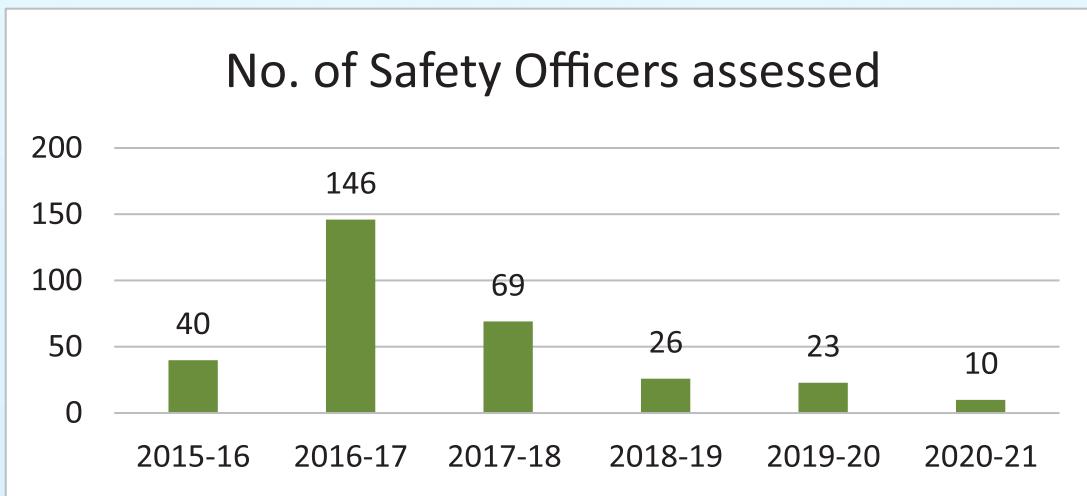
2. Registered Boilers



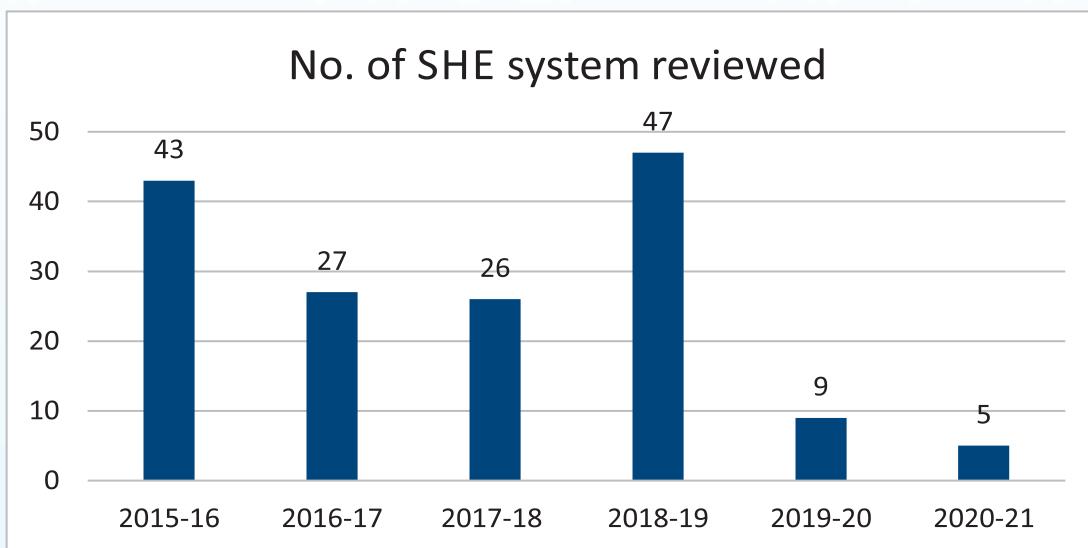
3. Health Check-up of Industrial Workers



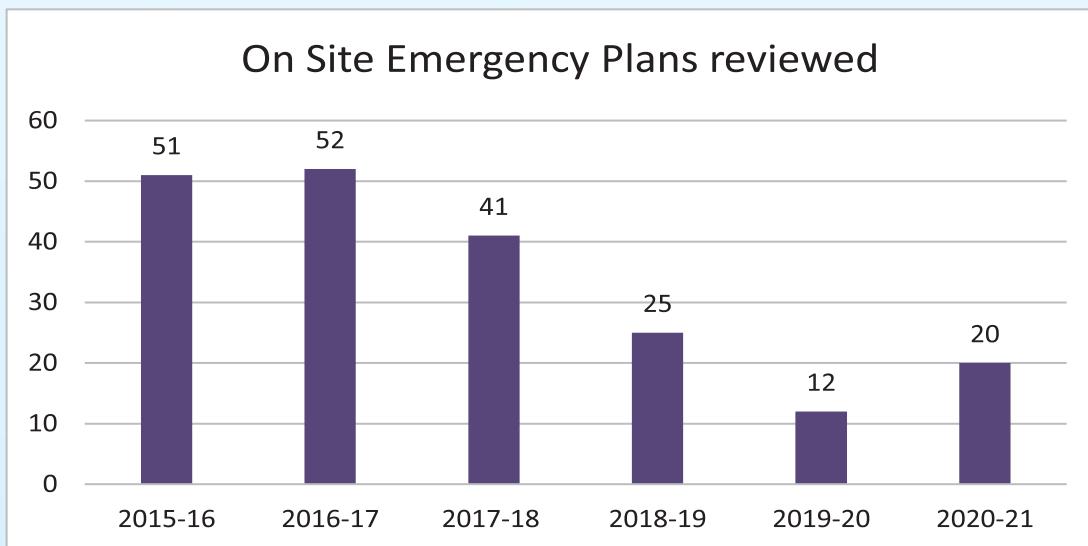
4. Assessment of Safety Officer



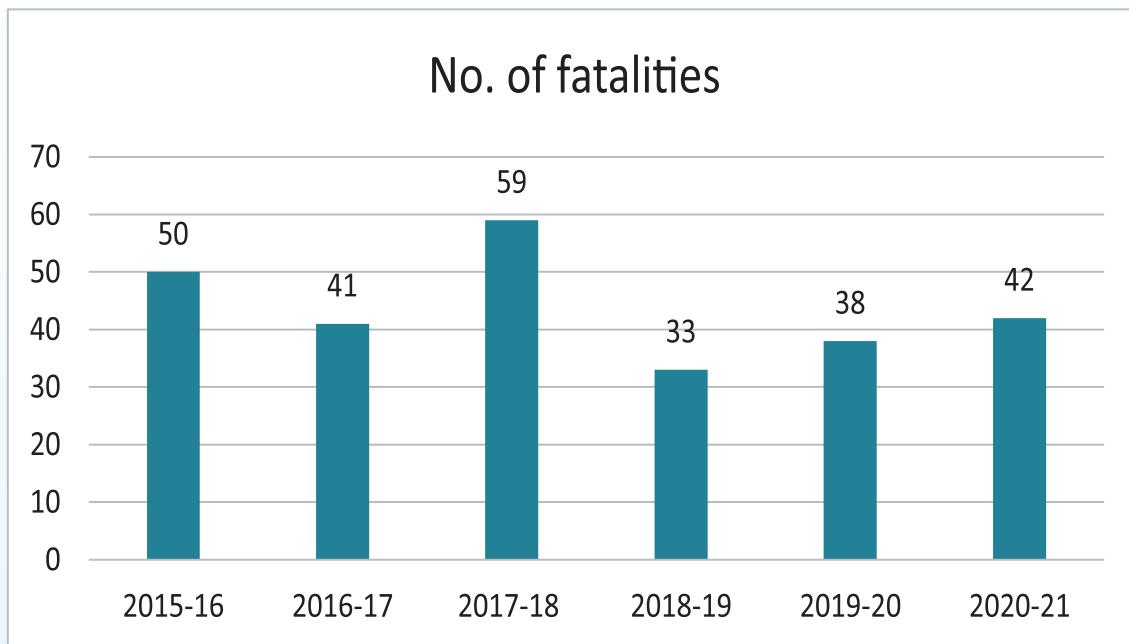
5. Review of Safety, Health & Environment (SHE) system of Factories



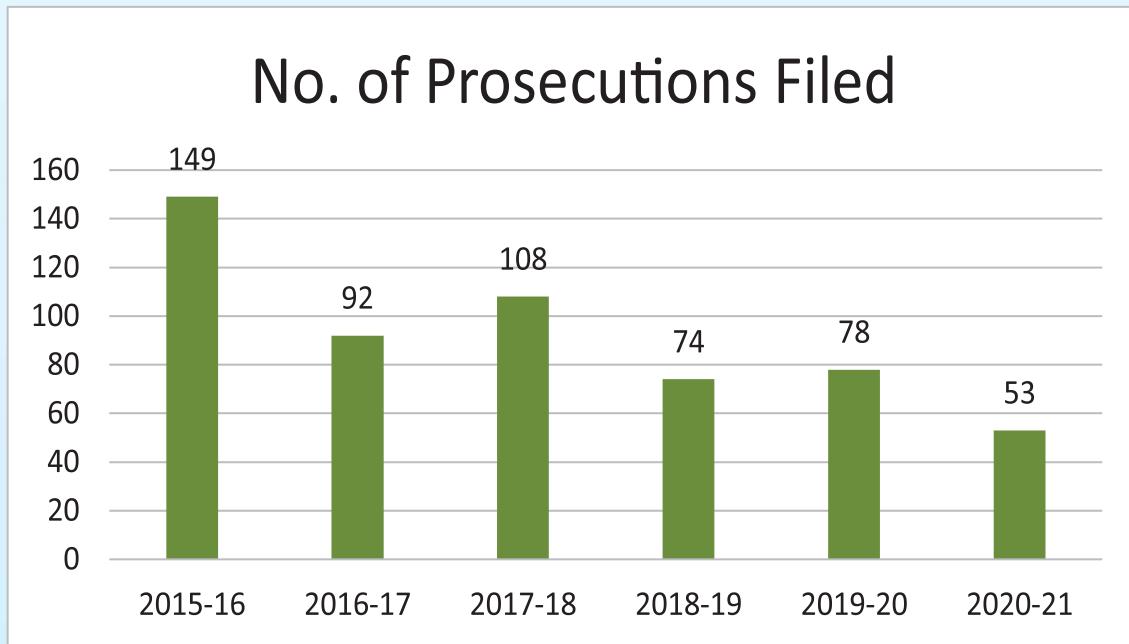
6. Workability of On-Site Emergency Plans



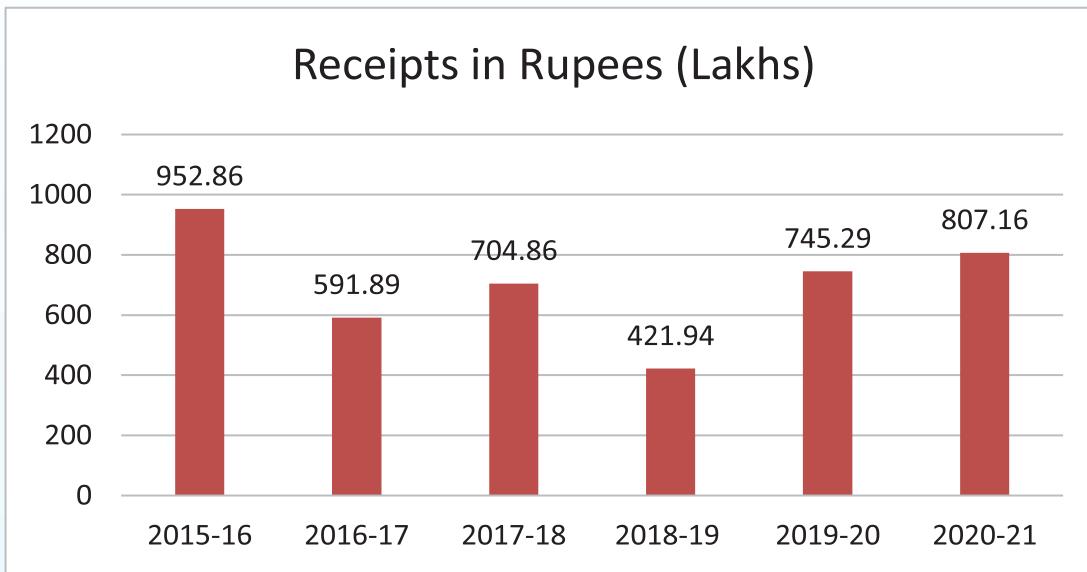
7. Fatal Accidents



8. Prosecutions Filed



9. Revenue Receipt



2.2.3 Significant Achievements

❖ Improvement of working conditions and safety

To carry out various activities by Safety Cell of this Directorate throughout the State, organisation of State Safety Award function, Work Environment Monitoring in Factories with help of Industrial Hygiene Laboratory, conduct of Safety Convergence meets and to meet various expenses for implementations of policies of Government for reduction of accidents.

❖ Information, Education and Communication Activities

To print IEC materials regulated to safety, health, working conditions, occupational diseases, conduct of Crisis Group meetings, etc. Acts / Rules / Regulations / Resolutions / Important Executive Instructions / Recent Ordinance proclaimed if any which are yet to be passed as Acts

❖ Recent Ordinance proclaimed

Odisha Ordinance No.14 of 2020 – The Factories (Odisha Amendment) Ordinance, 2020

Other Acts / Rules / Regulations enforced

❖ The BoCW Act and Rules and Regulations framed there under (only CHAPTER-VI & VII of the Act)

❖ Chemical Accidents (Emergency Planning, Preparedness and Response) Rules, 1996 under Environment (Protection) Act, 1986 and Manufacture, Storage & Import of Hazardous Chemical Rules, 1989 under Environment (Protection) Act, 1986. (limited provisions only)

2.3

Industrial Tribunal

2.3.1 Rourkela

The Industrial Tribunal, Rourkela has been constituted as separate Heads of Department, by the State Government during the Financial Year 1996-1997 for Adjudication of Industrial Disputes referred. by the State Government and also other miscellaneous cases filed by the parties arising out of Industrial Disputes Act. 1947. The territorial jurisdiction of the Presiding Officer, Industrial Tribunal, Rourkela covers districts of Sundergarh, Sambalpur, Baragarh, Deogarh, Jharsuguda, Sonepur, Bolangir, Nuapada, Kalahandi and Keonjhar. An Officer of Superior Judicial Service (Sr. Branch) is functioning as Presiding Officer, Industrial Tribunal, Rourkela. The cases are being disposed of after hearing the parties at the Head Quarter as well as at Circuit Courts as far as practicable according to the convenience of parties. This Directorate is a judicial organization, which adjudicates Industrial Dispute Cases. No other development scheme is under-taken through this directorate.

The cases instituted, disposed of and pending in the Industrial Tribunal, Rourkela during the Financial Year 2020-21 are given below :

B.F from the Previous Year	Institute during the Year 2020	Total (1+2)	Disposed of During the Year 2020	Pending at the end of the Year 2020 (3-4)
1	2	3	4	5
57	02	59	05	54

2.3.2 Bhubaneswar

The Economical progress and prosperity of a country/ State depends to a large extent on its industrial output, peace and harmony. Keeping this aspect in mind, the Government of Odisha in their L&ESI Department has constituted this Industrial Tribunal with head quarter at Bhubaneswar since long. Three Labour courts at Bhubaneswar, Sambalpur and Jeypore are also functioning under the administrative control of Presiding Officer, Industrial Tribunal Bhubaneswar. An officer of the Odisha Superior Judicial service and three officers of the Odisha Judicial service are functioning as Presiding Officer ,Industrial Tribunal and Presiding Officer ,Labour Court respectively, to adjudicate industrial disputes referred to them by the state Govt. and also disposing of other cases arising out of industrial dispute act and other

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labour Laws. Further, the Presiding Officer ,Industrial Tribunal, Bhubaneswar has also been designated as the chairman of the medical appeal tribunal under the ESI Act-1948.The cases are being disposed of after hearing the parties at the head quarter as well as in circuit courts as per as practicable according to the convenience of the parties and courts. The cases instituted disposed of and pending in the Industrial Tribunal, Bhubaneswar and three labour courts during the financial year-2020-2021.

Sl No	Name of the Office	B.F from the Previous Year	Institute during the Year 2020	Total (1+2)	Disposed of During the Year 2020	Pending at the end of the Year 2020 (3-4)	Number of cases Stayed
1.	2	3	4	5	6	7	
1.	Presiding Officer ,Industrial Tribunal, Bhubaneswar	149	69	218	26	192	37
2	Presiding Officer Labour Court, Bhubaneswar	461	86	547	18	529	88
3	Presiding Officer Labour Court, Sambalpur	123	05	128	06	122	13
4	Presiding Officer Labour Court, Jeypore	120	03	123	nil	123	34

Promoting Labour Welfare in Unorganised Sector



3.1

Nirman Shramik Kalyan Yojana (NSKY)

Odisha Building & Other Construction Workers' Welfare Board is a statutory body constituted under the provisions of Building & Other Construction Workers (RE & CS) Act, 1996 and functioning under the administrative control of Labour and ESI Deptt., Govt. of Odisha.



Functions:

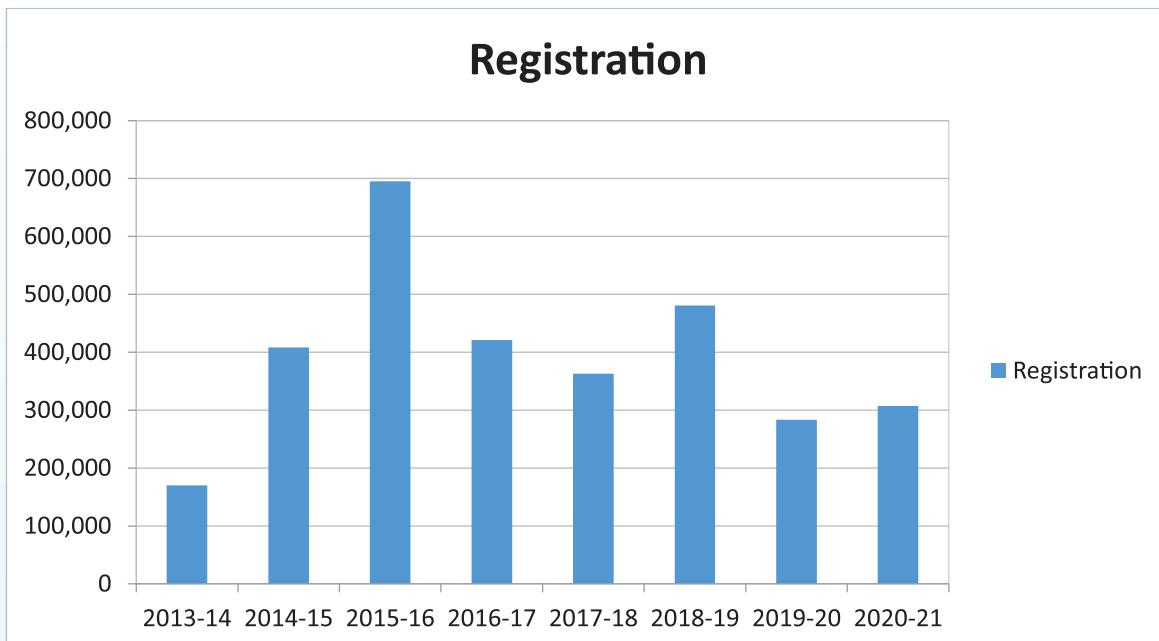
- Registration of BoC workers
- Cess Collection
- Benefit disbursement under "Nirman Shramik Kalyan Yojana"

Activities and achievements of Odisha Building & Other Construction Workers' Welfare Board made during the year 2020-21.

3.1.2 Registration of beneficiaries under OB & OCWW Board

Year	Beneficiary Registration
01	02
2013-14	1,69,776
2014-15	4,08,133
2015-16	6,95,217
2016-17	4,20,875
2017-18	3,63,153
2018-19	4,80,475
2019-20	2,83,064
2020-21	3,07,140
Cumulative Total	32,14,542

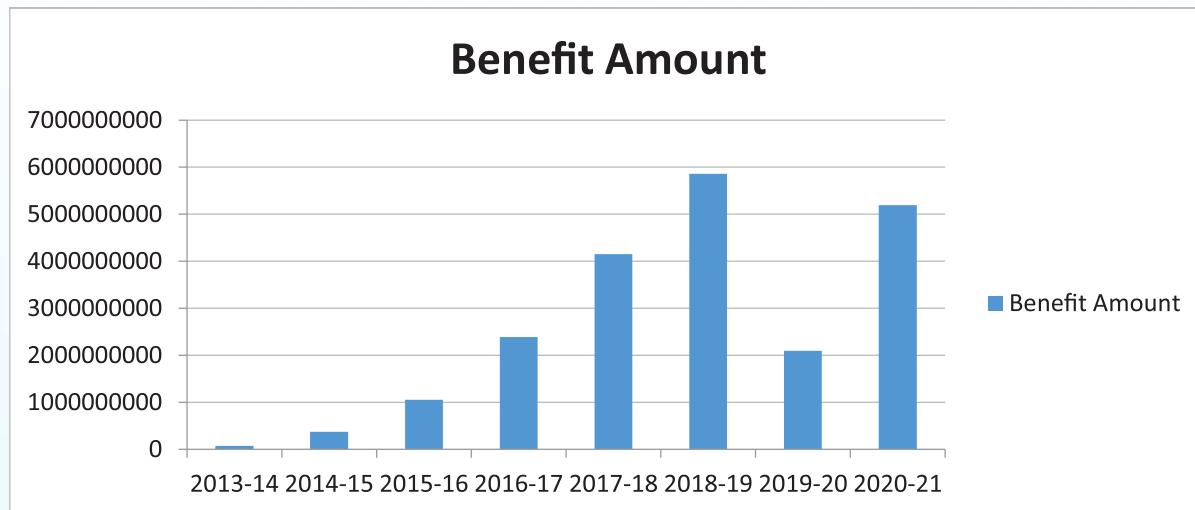
Cumulative Growth



3.1.3 Benefit Disbursement (Year-wise)

Year	Benefit Amount (in Rs.)	Beneficiary Coverage
01	02	03
2013-14	7,14,19,041/-	24,658
2014-15	37,53,10,554/-	1,01,846
2015-16	105,62,24,244/-	2,47,189
2016-17	238,67,85,193/-	3,96,049
2017-18	415,15,86,180/-	3,82,085
2018-19	585,85,24,251/-	8,77,499
2019-20	209,72,03,459/-	1,37,626
2020-21	SFA- 203,09,32,095/- 315,37,44,000/ 518,46,76,095/	1,42,061
Cumulative Total	2118,69,80,845/-	23,10,605

Cumulative Growth



3.1.4 Achievement on beneficiary coverage and benefit disbursement under OB&OCWW Board

Sl. No.	Name of the Benefits	During 2019-20		During 2020-21		Total (Cumulative) (From 2008-09 to 2020-21)	
		Beneficiary	Amount (in Rs.)	Beneficiary	Amount (in Rs.)	Beneficiary	Amount (in Rs.)
01	02	03	04	05	06	07	08
1	Education	64,314	29,48,26,500	58,592	27,28,22,500	3,96,774	194,67,58,586
2	Marriage	12,476	40,53,70,000	17,208	71,09,65,000	66,211	199,08,40,000
3	Maternity	2,769	2,76,44,000	2,716	2,71,16,000	12,324	12,05,84,000
4	Working tools	5,044	2,01,09,837	6,102	2,19,34,440	4,75,607	187,61,01,038
5	Bi-cycle	11,690	4,39,96,873	19,120	6,90,08,624	4,94,567	193,50,94,104
6	Safety Equipments	5,321	52,36,902	21,917	1,94,50,131	3,45,322	34,01,42,404
7	Skill up- gradation Training through OSEM	-	-	-	-	54	2,54,000
8	Death	5,827	70,74,25,000	5,374	88,31,25,000	20,767	251,93,95,800
9	Funeral	5,744	2,87,10,400	5,305	2,65,10,400	20,706	10,17,88,400
10	Accident	-	-	-	-	57	4,42,025
11	Major ailments	-	-	-	-	9	1,08,064

Sl. No.	Name of the Benefits	During 2019-20		During 2020-21 (Prov.)		Total (Cumulative) (From 2008-09 to 2020-21)	
		Beneficiary	Amount (in Rs.)	Beneficiary	Amount (in Rs.)	Beneficiary	Amount (in Rs.)
01	02	03	04	05	06	07	08
12	RPL	10,401	15,73,83,947	-	-	4,39,622	371,97,16,263
13	NSPGY	9,840	40,00,00,000	1461	-	23,600	290,00,00,000
14	NSPY	132	50,00,000	11	-	750	1,30,00,000
15	Rental Housing Complex	-	-	-	-	-	40,00,00,000
16	Nirman Kusum	4,068	-	4255	-	14,235	15,00,00,000
17	Rest Sheds	-	15,00,000	-	-	-	93,92,661
18	Drinking Water Points	-	-	-	-	-	96,19,500
19	SFA	-	-	-	315,37,44,000	-	315,37,44,000
	Total :	1,37,626	209,72,03,459	1,42,061	518,46,76,095	23,10,605	2118,69,80,845

3.1.5. Welfare Cess.

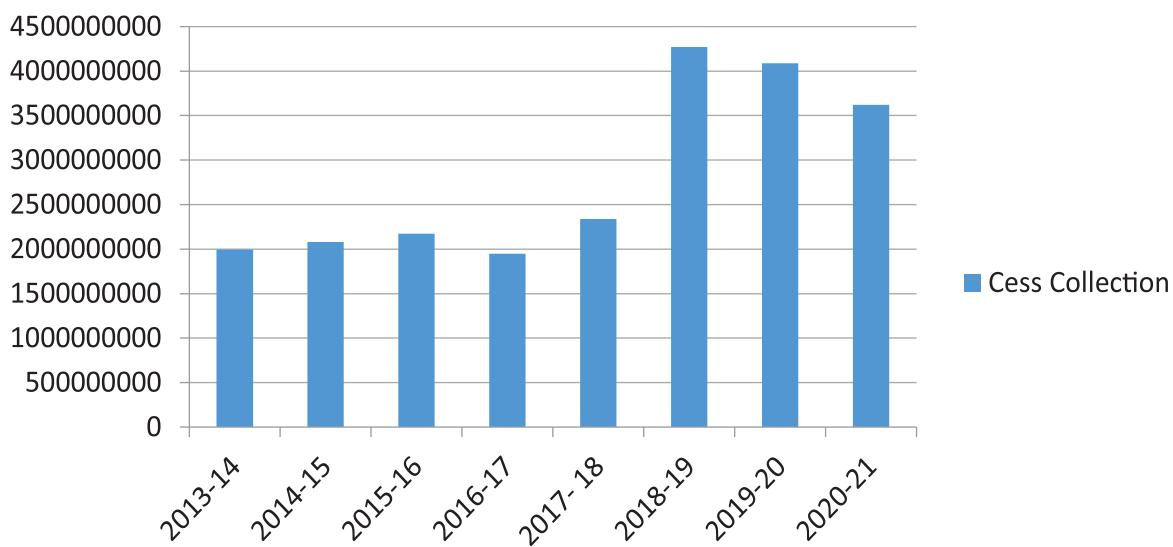
- As per B & OCW Welfare Cess Act, 1996, cess is being collected w.e.f. 15.12.2008 @ 1% from every employer of building or other construction establishments except construction of individual residence costing upto Rs. 10 lakhs.

An amount of Rs. 2,601 Crs. has been collected towards cess out of which an amount of Rs. 361.95 Crs. has been collected during the year 2020-21

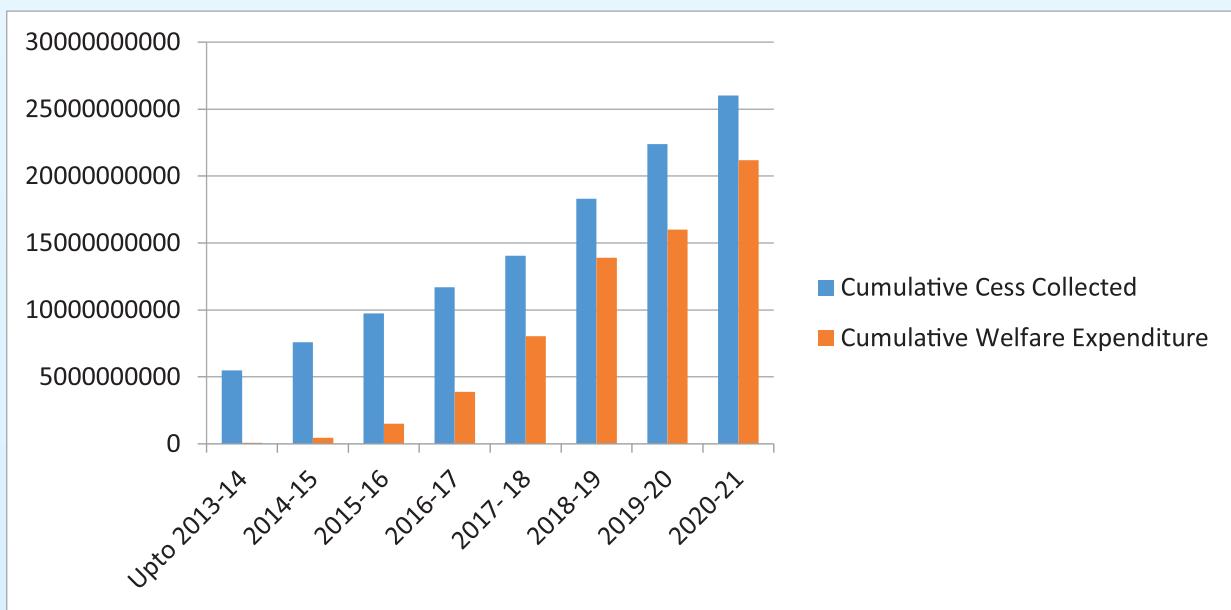
Collection of cess (Year-wise)

Year	Total (in Rs.)
01	02
2013-14	199,56,36,543
2014-15	208,08,88,835
2015-16	217,28,81,947
2016-17	194,97,89,571
2017- 18	233,77,12,731
2018-19	427,05,79,977
2019-20	408,59,67,949
2020 21	361,95,06,190
Cumulative Total	2601,42,85,782

Cess Collection



3.1.6. Performance of OB&OCWWB over last Eight years



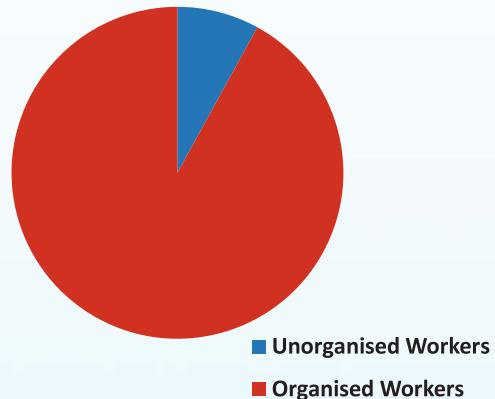
Implementation of the Unorganized Workers' Social Security Board (OUWSSB)

3.2

3.2.1 Unorganised Workers in Odisha

- ❖ As per 2011 Census, total working population of Odisha was 1.75 crores.
- ❖ Out of the total working population, about 92% are unorganized workers.

Unorganised Workers in Odisha



3.2.2. Unorganised Workers' Social Security Act and Odisha Rules.

- The Unorganised Workers' Social Security Act has been enacted in 2008.
- The Odisha Unorganised Workers Social Security Rules formulated in 2010 has been duly amended vide Notification No.1482 Dtd.06.08.2019.
- This amendment has facilitated for
 - Elimination of registration fees and renewal fees for the purpose of beneficiary registration/ renewal.
 - Renewal period extended from 1 year to 3 years.
 - Delegation of benefit sanctioning power to district level.
 - Appointment and function of Chief Executive Officer of the Board.
 - Budget of the State Board.

3.2.3 Odisha Unorganised Workers' Social Security Board

- ❖ Odisha Unorganised Workers' Social Security Board constituted under Sec.6 of the Unorganised Workers' Social Security Act on dtd. 22.12.2011 to monitor the activities of registration of unorganized workers of Odisha as beneficiary and extension of social security benefit to them recently constituted on 14.08.2019.
- ❖ Hon'ble Minister, Labour & ESI, Odisha is the Chairman of the Board.

- ❖ Principal Secretary, Labour & ESI Department, Govt. of Odisha is its Member Secretary.
- ❖ Labour Commissioner, Odisha is the Chief Executive Officer of the Board.

3.2.4 Activities so far.

Beneficiary Registration:-

- ❖ The beneficiary registration activity under Odisha Unorganised Workers Social Security Board is being carried out at district level.
- ❖ The District Labour Officers, Assistant Labour Officers and Rural Labour Inspectors have been declared as Registering Officer for the purpose of registration of unorganized workers.
- ❖ In the 1st phase, Government of Odisha has decided to enrol the unorganized workers belonging to the categories of Street Vendors, Small Traders, Domestic Workers, Rickshaw Pullers, Auto Drivers, Cobblers, Agricultural Workers, Forest Workers, Newspaper Hawkers, Safai Karmacharis under the Odisha Unorganised Workers Social Security Board.
- ❖ The District Labour Officers, Assistant Labour Officers and Rural Labour Inspectors have been declared as Registering Officer for the purpose of registration of unorganized workers.
- ❖ So far, 1.72 Lakhs unorganised workers have been registered in the State.

3.2.5 Disbursement of Benefits:-

- ❖ Government of Odisha has formulated following Social Security Schemes for the registered beneficiaries and their family members:
 - Accidental Death Benefit:2,00,000/-
 - Natural Death Benefit:1,00,000/-
 - Permanent Disability Benefit due to accident:1,50,000/-
 - Partial Disability Benefit for loss of both limbs:80,000/-
 - Partial Disability Benefit for loss of one limb:40,000/-
 - Health Assistance: In Convergence with the Health & Family Welfare Department, Odisha.
- As on March, 2021, Rs. 46 lakhs has been placed with districts towards death benefits (both Natural & Accidental) for the dependents of 45 deceased beneficiaries.

Promoting Labour Welfare in the Organised Sector



4.1

Directorate of Employees State Insurance Scheme

INTRODUCTION

4.1.1 Administration of ESI Scheme in Odisha

- ❖ The ESI Scheme is a multipurpose Health Insurance and Social Security Scheme for industrial workers and their family members under the ESI Act, 1948.
- ❖ The ESI Scheme was implemented in Odisha on 30.01.1960. At present the whole State is covered under ESI Scheme under programme ESI Corporation - 2.0 providing social security coverage to 7,41,390 IPs as on 31.03.2020.
- ❖ The ESI Act applies to all factories/establishment employing 10 or more persons and drawing wages up to Rs.21,000/- per month. The covered employees (Insured Persons) contribute 0.75% of their wages whereas their employer contributes 3.25% to ESI Corporation every month. The total health care of the beneficiaries is the sole aim of the ESI Scheme.

4.1.2 Benefits Extended :-

- Sickness Benefit
 - Enhanced Sickness Benefit
 - Dependents' Benefit
 - Physical Rehabilitation Allowances
 - Vocational (Occupational) Rehabilitation Scheme
 - Reimbursement claims of Medicines.
 - Extended Sickness Benefit
 - Disablement Benefit
 - Maternity Benefit
 - Funeral Expenses
- ❖ The ESI Corporation has enhanced ceiling of expenditure to Rs.3,000/- per IP per annum from 2017-18 onwards out of which Rs.1,750/- has been earmarked towards expenditure on medical care per Insured Person per annum. The per capita expenditure up to the ceiling is shared between the ESI Corporation and the State Government in the agreed ratio of 7:1 whereas the expenditure beyond the ceiling is entirely borne by the State Government. Once, the ESI Society will be in operation, then entire expenditure up to ceiling shall be borne by the Corporation. But 100% expenditure within the ceiling will be borne by ESI Corporation from 31th December, 2017

4.1.3 Enhancement of I.P. strength

No. of Insured Persons under the ESI Scheme as on 31.03.2018 was 6,76,970 & as on 31.03.2019 was 6,81,981. The total IPs increased to 7,41,390 as on 31.03.2020.

4.1.4 Activities

1. Primary Care Treatment of ESI Beneficiaries

Primary Care Treatment is provided to ESI beneficiaries through 4 ESI Hospitals and 41 ESI Dispensaries. In addition, Government had approved appointment of 12 nos. of Clinical set ups/Allopathy Doctors as Insurance Medical Practitioners for providing Primary Medical Care to newly identified IPs staying 20 Kms. away from existing ESI Dispensaries.

2. Empanelment of Secondary Care Treatment through tie-up hospitals

During the year 2020-21, 13 (Thirteen) Private Hospitals have been empanelled with ESI Scheme to provide Secondary Care Treatment to ESI beneficiaries. The entire expenditure for the purpose is borne by ESI Scheme. Bills amounting to Rs.2,12,40,267/-have been paid to different tie up Hospitals during 2020-21.

3. Empanelment of Private Hospitals to provide Cashless Super Specialty treatment.

13 (Thirteen) number of Super Specialty Hospitals have been empanelled by ESI Corporation for cashless treatment of ESI beneficiaries. The hospitals are Aswini Hospital, Cuttack, Care Hospital, Bhubaneswar, Hi-Tech Medical College & Hospital, Bhubaneswar, Kalinga Institute of Medical Sciences, Bhubaneswar, Shanti Memorial Hospital, Cuttack, Sparsh Hospital, Bhubaneswar, IMS & SUM Hospital, Bhubaneswar, Ashwini Trauma Centre, Cuttack, HCG Panda Cancer Hospital, Cuttack, Sun Hospital, Cuttack, Medica TS Hospital, Jajpur, Utkal Healthcare Pvt.Ltd, Bhubaneswar & Vivekanand Hospital, Bhubaneswar. The payment in this regard is entirely borne by ESI Corporation which is beyond the ceiling limit.

Purchase of Medicine

Medicines amounting to Rs.34, 09, 37,854/- purchased during the financial year 2020-21 which is 5.69% more than the previous year.

4. Expenditure under Secondary Treatment

An amount of Rs.2,12, 40, 267/- has been paid to Secondary Care Tie-up Hospital towards Cashless Treatment of ESI beneficiaries which is 10.77 % less than the previous year.

5. Reimbursement of Medical Claim

An amount of Rs. 5.66 crore has been paid towards RCM claims during the year 2020-21.

6. Expenditure under Super Specialty Treatment

An amount of Rs. 25.83 crores have been paid to the Super Specialty Hospitals towards treatment of ESI beneficiaries.

7. Training / Health Camp

- ❖ Training programme for the Doctors and Staff under Dhanawantari are being conducted.
- ❖ Organization of Health Camp in different Dispensaries and Hospitals are being conducted.
- ❖ Organization of Awareness Camps among the ESI beneficiaries.

8. Suvidha Samagam

- ❖ A Public Grievance Redressal Forum for the ESI beneficiaries which is held regularly on 2nd Wednesday of every month at ESI Regional Office, Bhubaneswar.

4.1.5 Budget provision and expenditure for the year 2020-21

- ❖ The details of Budget Provisions & Expenditures for the year 2020-21 is as detailed below:

2020-21 (as on 31/03/2021)

Total Budget Provision	-	Rs. 118,93,48,000/-
Total Expenditure	-	Rs. 81,15,58,446/-
Administrative Expenditure	-	Rs. 36,35,32,465/-
Other Head of Expenditure	-	Rs. 44,80,25,981/-
Percentage of Expenditure	-	Rs. 68.23 %

4.1.6 Achievement

- ❖ Procurement and supply of medicine worth of Rs. 34.09 crores during 2020-2021 which is 5.69% more than the previous year.
- ❖ An amount of Rs.2.12 crores has been paid to the Secondary Care Tie-Up Hospital towards Cashless treatment of ESI beneficiaries which is 10.77% less than the previous year.
- ❖ An amount of Rs. 25.83 crores have been paid to the Super Specialty Hospitals towards treatment of ESI beneficiaries.
- ❖ 23 Nos. of new Instrument and equipment's during the year have been installed in the Hospitals for the benefit of the Insured patients.

- ❖ Rs 5.66 crore have been paid towards RCM claims during the year 2020-21.
- ❖ OPSC has sponsored 65 suitable Doctors for their posting in ESI Scheme, Odisha during the current year.
- ❖ Tentative date has been fixed for recruitment of Paramedical Staff by OSSC.
- ❖ DPC conducted for promotion of IMOs.
- ❖ ACP in respect of 02 nos. of Group-C & D cases are sanctioned.
- ❖ RACP in respect of 05 nos. of Group-C & D cases are sanctioned.
- ❖ MACP in respect of 63 nos. of Group-C & D cases are sanctioned.
- ❖ 3 Ambulance Drivers have been engaged on outsourcing basis.
- ❖ 20 Contractual Doctors have been engaged under ESI Scheme to provide health care to the Ips.
- ❖ Construction of 100 bedded ESI Hospital, Angul at Balaram Prasad shall be operationalize shortly.
- ❖ SMS alert to the beneficiaries has been approved for implementation in the 181st Meeting of the ESI Corporation.
- ❖ RCM reimbursement software is in active consideration and funds have been provided to OCAC.
- ❖ MO SARAKAR initiatives have been implemented in the Directorate and all Hospitals.

4.1.7 VISION FOR 2021-22

- ❖ Construction of 100 bedded ESI Hospital at Duburi.
- ❖ 30 bedded Hospital each at Balasore, Berhampur, Jeypore and Paradeep are to be taken up by ESI Corporation.
- ❖ Establishment of 250 bedded Super Specialty Hospital at Bhubaneswar.
- ❖ Posting of Doctors and Paramedical Staff.
- ❖ Formation of ESI Society.

Our motto is to reach out the last workman in the remote industrial area of factories / establishment in our State and to stand firmly behind him/her at the time of his/her distress.

4.2

EPFO

- 4.2.1 The Employees Provident Fund Organisation has been established to administer the Employees' Provident Funds & Miscellaneous Provisions Act, 1952.
- 4.2.2 The Preamble to the EPF & MP Act, 1952 sets the tone for the institution of provident funds, pension funds and deposit linked insurance funds for employees in factories and other establishments.
- 4.2.3 The Labour & ESI Department is the Nodal Department for administration of the said Act in the State of Odisha.

4.3

Odisha Labour Welfare Board

Implementation of the Odisha Labour Welfare Fund Act, 2005 & Activities of Odisha Labour Welfare Board.

i) Act & Rules:-

- The Odisha Labour Welfare Fund Act has been enacted in the year 2005
- The Odisha Labour Welfare Fund Rules have been framed in the year 2015.

ii) Constitution of Odisha Labour Welfare Board:-

- The Odisha Labour Welfare Board has been constituted on dtd. 21.05.2016.
- Hon'ble Minister Labour & ESI is the Chairman of the Board.
- Principal Secretary, Labour & ESI is the Vice- Chairman of the Board.
- Labour Commissioner, Odisha is the Member Secretary –cum-Welfare Commissioner of the Board.

iii) Funds Position:-

- So far, employees and employers contribution amounting to about Rs. 5.50 crores have been collected from different establishments and deposited in OLW Fund.

iv) Schemes:

- Scholarship Scheme for meritorious children of the Contributor employees is being implemented by the Board. Under this Scheme, the Board aims to provide onetime scholarship of Rs.1 Lakh, either at graduation or post-graduation level to the meritorious children of the contributor employees, who have successfully enrolled through the qualifying examinations in any of the reputed Government institutions like IIT, NIT, IIM, IISc., IISER, NISER, AIIMS and MBBS & BDS in Government Medical College across India to encourage them to pursue qualitative technical and professional courses.
- During 2020-21, benefit disbursement under this scheme has been commenced.



Distribution of Scholarship amount to the ward of a contributor employee of M/s- IMFA, Rayagada

v) Other Activities:

As a part of Ease of Doing Business, electronical deposit of contributions/dues to the Board's Fund has been made mandatory w.e.f. 09.10.2020

4.4

Adjudication of E.C. Act, MW Act and PG Act

The Divisional Labour Commissioners and Joint Labour Commissioners have been entrusted with quasi judiciary powers to hear and dispose of cases under the Employees' Compensation Act, Minimum Wages Act and Payment of Gratuity Act.

4.4.1 Employees' Compensation Act

- ❖ The Divisional Labour Commissioners and the Joint Labour Commissioners have been declared as the Commissioners under the Employees' Compensation Act.
- ❖ The activities & achievements made under **Commissioner for Employees Compensation Act, 1923** for the year 2020-21 and previous year are given below :

Year	Cases decided	Amount of Compensation paid to the affected workmen and their dependents(in Rs.)
01	02	03
2019-20	1076	Rs.26,50,37,178.00
2020-21	402	Rs.14,14,29,711.00

4.4.2 Minimum Wages Act

To protect the interest of the wage earners, the Government has revised the minimum wages payable to the Unskilled, Semiskilled, Skilled and Highly Skilled category of employees employed in 89 scheduled employments @ Rs. 280/-, 320/-, 370/- and 430/- per day respectively vide Govt. in Labour & ESI Department Notification No.1991 dtd. 30.10.2018 which was effective from the date of Notification. In addition to this, a special allowance called Variable Dearness Allowance (V.D.A) @ Rs. 6.30, @ Rs. 11.70 , @ Rs. 5.40, @ Rs. 4.65 and @ Rs. 3.00 per day has been given to all categories (Unskilled, Semi-skilled, Skilled & Highly Skilled categories) of employees in 89 scheduled employments vide Labour Directorate Notification No.4820 dated 27.05.2019 , No.11688 dated 07.11.2019, No.4864 dated 22.07.2020, No.6100 dated 21.10.2020 and No.2816 dated 25.05.2021 respectively. Accordingly, the minimum rate of wages including V.D.A. for these categories of workers is

fixed to Rs.311.00, Rs.351.00, Rs.401.00 & Rs.461.00 respectively per day with effect from dated 01.04.2021. Similarly, the minimum piece rate of wages in 15 scheduled employments have been revised and notified in the Odisha Gazette Notification No.1992 dtd. 30.10.2018.

The activities and achievement made under **Minimum Wages Act, 1948** for the year 2020-21 and the previous year are given below:

Year	Inspection Conducted			Prosecutions filed	Amount released and paid to the Workers towards short payment & non payment of wages
	Agriculture	Other than Agriculture	Total		
01	02	03	04	05	06
2019-20	2037	5869	7906	174	28,33,518.00
2020-21	323	1683	2006	28	2,05,609.00

4.4.3 Payment of Gratuity Act

- ❖ Under the Payment of Gratuity Act, the Divisional Labour Commissioners and the Joint Labour Commissioners have been declared as the Controlling Authority and the Appellate Authority respectively.
- ❖ The activities & achievements made under **Payment of Gratuity Act, 1972** during the year 2020-21 & the previous year are given below:

Year	Cases decided	Amount of Gratuity paid (in Rs.)
01	02	03
2019-20	142	Rs.82,61,933.00
2020-21	112	Rs.1,03,94,087.00

Welfare and Safety of Migrant Labour



5.1

Safety and Welfare of Migrant Workers in the State

Implementation of State Action Plan for the Safety and Welfare of Inter State Migrant Workmen in Odisha :

1. Survey data of migrant workers in 90 migration prone GPs of Bolangir and Nuapada have been shared with district administration of Bolangir and Nuapada for convergence of services to reduce distress migration.
2. Team mobilisation with District Administration for providing free food and accommodation to migrant workers, facilitate psychosocial counseling in relief camps ensure that migrant workers do not travel on railway track or walk on road, etc.
3. 7719 calls have been attended in Shramik Sahayata Tollfree Helpline Call Centre.
4. 304 Odia migrant workers have been rescued from other States through Odisha Migrant Labour Help Desk in Telangana and Andhra Pradesh.
5. Finalization of Research / study plan with J-PAL South Asia in reducing distress migration in Odisha.
6. 24 number of Odia emigrant workers have been rescued / repatriated from foreign countries.
6. Ministry of External Affairs, Government of India has approved office of Protector of Emigrants (PoE) for the State of Odisha.

Preventing Child Labour



6.1

Elimination of Child Labour (Reimagine a better future for every Child)

6.1 Elimination of Child Labour :

- ❖ A State Action Plan for Elimination of Child Labour is under implementation in a convergence mode through 9 line departments.
- ❖ Survey under National Child Labour Project (NCLP) has been completed in 16 districts out of 24 NCLP districts.
- ❖ Orientation-cum-Training Programme in collaboration with OSCPCR on elimination of child labour is completed in 15 districts.
- ❖ Video Conference with Stakeholders on the occasion of World Day Against Child Labour.

The Activities and Achievements made under **Child & Adolescent Labour (P&R) Act., 1986** for the year 2020-21 and the previous year are given below:

Year	Inspection	Rescued	Prosecution
01	02	03	04
2019-20	2760	149	23
2020-21	625	34	28

Towards Vision Zero- Occupational Health & Safety of industrial workers



Towards Vision Zero- Occupational Health & Safety of industrial workers

7.1

7.1 Safety Cell

With a view to bring down Industrial accidents and dangerous occurrences this Cell under the Directorate is constantly trying to create safety consciousness among the workers/ supervisors/managers by conducting safety promotional activities through training- programme, lectures, seminars, case studies and discussion in different factories of the State.

- ❖ Scrutiny and analyzing the accident investigation reports of field officers for assessing the system deficiency with a view to find out the circumstances leading to the accident and suggestions for remedial measures to avert recurrence.
- ❖ Instructions to the field officers for penal action against defaulting managements.
- ❖ Scrutiny of draft onsite emergency plan of hazardous factories to evaluate its effectiveness for mitigating the emergency situation followed by a group discussion with the representatives of the management guiding them for incorporation of deficiencies and shortcomings.
- ❖ Holding programmes through electronic media to propagate the message of safety at workplaces among the general public as well as the factory workers.
- ❖ Coordinating among the district administration and the field officers of this Directorate for holding district crisis group and local crisis group meeting from time to time for updating the off-site emergency plan and allied activities.
- ❖ Holding safety award ceremony by way of prizes to different management/ professionals having good safety track record as a token of appreciation. Due to COVID no meeting has been conducted.

7.2 Headquarters Organization

- ❖ Scrutiny of documents and drawings for registration and licensing of factories under the Factories Act.
- ❖ Renewal of factories licence.
- ❖ Review of inspection reports of the field officers for monitoring the enforcement activities.

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- ❖ Instructions to various management for implementation of provisions of Law based on the inspection reports of the field officers for improvement.
- ❖ Sanction of prosecution against errant management for violations of provisions of Law.
- ❖ Instructions to field officers to enquire into various complaints made by individual workers, trade unions, as also based on press clippings
- ❖ Recognition of competent person for examination of pressure vessels, lifting tackles and stability of buildings / structures after due scrutiny of documents and review by personal appraisal and periodical renewal of certificate of recognition of competent persons based in their performance on the last certificate period.
- ❖ Scrutiny of drawings and design calculation for manufacture of boiler and steam piping.
- ❖ Inspection of boiler and steam pipeline during manufacture in the manufacturer workshop as inspecting Authority / Inspection Officer.
- ❖ Issue of last certificates in prescribed form for newly manufactured boilers and Retrofits.
- ❖ Scrutiny of documents, design, drawings for registration of boilers.
- ❖ Scrutiny of technical feasibility report of field officers for carrying out the repair to boilers.
- ❖ Scrutiny of final documents after repair for declaring the Boiler fit for use
- ❖ Scrutiny of proposal made by field officers for reduction of working pressure of boiler on account of ageing
- ❖ Scrutiny of documents for acceptance of institution / persons to carry out repairs/ erection / modification of boilers /steam pipeline based on their capability and competency
- ❖ Scrutiny of documents received from field officers to issue certificates to welders are competent Authority
- ❖ Holding written and personal appraisal of eligible candidates for award of proficiency certificates as Boiler Operation Engineer under the Boilers Operation Engineers Rules to enable them to remain in charge of power / giant sized boilers as per requirement of Law
- ❖ Holding written, viva voce followed by practical examination for awarding the certificate of competency as Boiler Attendant to 1st class and 2nd calls category to enable them to remain in charge of boilers during their operation as per Law.
- ❖ Administration of headquarters and district establishments.

7.3 District Establishment

- ❖ Enforcement of The Factories Act and The Boilers Act, Rules and Regulation through spot inspection
- ❖ Identification of deficiencies and shortcomings in the workplace of factories followed by suggestion to the management for rectification
- ❖ Penal action against recalcitrant management
- ❖ Appearing Courts to adduce evidence as Complainant
- ❖ Investigating fatal and serious accidents and dangerous occurrences
- ❖ Witnessing mock drills for assessment of preparedness for mitigation of emergency situation in hazardous factories
- ❖ Convening the meetings of district crisis group as well as local crisis group as a Member Secretary for finalization of off-site emergency plan
- ❖ Detection of unregistered-registrable factories for registration
- ❖ General awareness among the workers, supervisors and managers of factories through shop floor training, seminars, discussions and symposium
- ❖ Physical assessment of boilers for assessment of its fitness for use in industries
- ❖ Physical assessment of boilers during and after repair
- ❖ Inspection of boilers and its connected steam pipelines during construction in situ
- ❖ Monitoring engagement of competent persons holding certificate of competency as Boiler Operation Engineer / Boiler Attendant for operation of boiler plants
- ❖ Conducting welder's initial qualification / requalification test.

Labour Reforms and Ease of Doing Business (EoDB) Initiatives



8.1

Directorate of Factories and Boilers

Following Labour Reforms have been made:-

(1) Time bound Delivery of Services under the ORTPS Act, 2012

- 18 services of Factories and Boilers Directorate notified.

Important Statutes:

- I. The Factories Act, 1948
- II. Boilers Act, 1923.

(2) Simplification of Processes

- I. Self- Certification Scheme for factories
- II. Occupier has the option for self-certification; 20% factories in the scheme inspected at random.
- III. Factories with hazardous processes are excluded from the scheme.

(3) Decentralization of Powers of Chief Inspector has been delegated for

- I. approval of extension plan
- II. renewal & amendment of licenses of factories up to 100 manpower
- III. approval of one year term boiler certificates
- IV. approval of Steam pipe line drawings up to 10.54kg/cm²
- V. renewal of certificate of 'competent persons'

(4) Amendment of Rules

- I. The years old offline system of renewal of licence procedure has been replaced by online system and the deemed renewal of licence has been incorporated in the Odisha Factories (Amendment) Rules, 2020.

(5) New Recent Reforms

- I. Threshold for factories increased from 10 to 20 manpower with power and 20 to 40 manpower without power
- II. Exemptions for factories with 10-19 workers with power and 20 to 39 without power

- (i) Approval of plan
- (ii) Payment of fees
- (iii) Stability certificate
- (iv) Renewal of license
- (v) Inspection unless warranted due to accident/ complaint

- III. Engagement of women workers with consent from 7 PM to 6 AM
- IV. Increase in overtime to 115 hours (per three months) from existing limit of 75 hours per quarter.
- V. Reduce qualifying period for leave with wages to 180 days from existing 240 days
- VI. Compounding of petty offences with fine in line with prosecution

- (6) **At present, following 11 services under Factories Act, and Boilers Act are being rendered online through PAReSHRAM Portal and another 12 services are in the process of making online.**
- a) Approval of Plan and Permission to Construct or Take into use any building as a factory
 - b) Registration, Grant of Factory License
 - c) Renewal of Factory License
 - d) Transfer of License
 - e) Approval of Extension Plan for factory
 - f) Amendment of License
 - g) Approval of erection permission of Boilers
 - h) Approval of Steam Pipeline drawings
 - i) Registration of Boilers
 - j) Renewal of Boiler / Grant of short duration certificate
 - k) Approval of repair orders of Boilers

8.2

Labour Directorate

To promote industrialization in the State and to facilitate Ease of Doing Business for the stakeholders, following reforms have been adopted by Labour Directorate:-

- (1) 23 services of 9 Labour Acts are included under ORTPSA and 7013 no. of services disposed of within ORTPS time line during 01.01.2020 to 31.12.2020.
- (2) Amendment of Sec.25-F and Sec.25-K of Chapter V-B of the Industrial Disputes Act, 1947 increasing the threshold from 100 to 300.
- (3) Amendment of Sec.1 of the Contract Labour (Regulation & Abolition) Act,1970 increasing the threshold from 20 to 50 for applicability of the Act.
- (4) Amendment of Rule-29(2) 1 of the Contract Labour (Regulation & Abolition) Rules, 1975 to facilitate deemed renewal/ auto renewal of Licence to contractor.
- (5) Amendment of Rule-15(2) of the Inter State Migrant Workman (RE & CS) Odisha Rules, 1980 to facilitate deemed renewal/ auto renewal of Licence to contractor.
- (6) Amendment of Rule-4 of Odisha Shops & Commercial Establishments Rules omitting renewal of registration certificate and facilitating one time registration.
- (7) Amendment of Sec.3(2) of Odisha Shops & Commercial Establishment Act allowing engagement of women during night hours in Information Technology (IT) and Information Technology Enabled Service (ITES) and Electric System Design and Manufacturing Services.
- (8) Electronically/ digitally maintenance of registers and records by the employers engaging 20 or more employees mandated by Resolution of the Govt. in L & ESI Department.
- (9) Online submission of Combined Annual Return (CAR) by the employers engaging 20 or more employees mandated by Resolution of the Govt. in L & ESI Department.
- (10) Online submission of applications for grant of registration, licence, renewal, amendment, transfer, certification, enrolment and approval to the authorities by Resolution of the Govt. in L & ESI Department.
- (11) Online deposit of contribution/ dues under Labour Welfare Fund Act, 2005 mandated by the order of the Labour Commissioner, Odisha.
- (12) Six of the services under 4 Labour Acts are delivered online in GO-SWIFT portal during 01.01.2020 to 31.12.2020. Total 1235 applications have been approved online.
- (13) Voluntary Compliance Scheme for non-hazardous establishments covering 18 labour laws; allowing employers to submits self-certified Combined Annual Return and get exemption from regular inspection for 3 years from the date of enrollment.
- (14) Self-Certification Scheme for 'Startups' permitting complete exemption of the inspection to Start-ups in the 1st year setting up allowing online submission of self declaration under four labour laws in the first year, and very regulated inspection from second year onwards up to three years.
- (15) PAReSHRAM Portal of L & ESI Department launched on 17.12.2020 enabling end-to-end online delivery of 22 services in the 1st phase and 30 services in the 2nd phase launched on 21.12.2021 counting total number of online services at 52, relating to both Labour Directorate and Directorate of Factories & Boilers.
- (16) Provision for third party verification of approved certificates made available under PAReSHRAM Portal.

Initiatives during COVID-19 Lockdown



9.1

Initiative during Covid -19 Lock down

1. Around 90000 migrant workers from different states (both inter state and intra state) were taken care of through 2610 relief camps / shelters, out of which 2140 are Govt. camps and 470 are private camps / in-situ camps.
2. Labour and ESI Department, Govt. of Odisha through district level functionaries facilitated movement of around 43000 stranded migrant persons from Odisha, as on 26.05.2020, for their return to home states.
3. 3554 calls were received involving 44013 migrant workers which were shared with district labour machinery and got redressed. A dedicated WhatsApp number 7008110717 was circulated for reaching out to migrant population in distress and for first hand reporting.
4. An On-line Grievance Redressal Portal exclusively for in-migrants with the support of Azim Premji Philanthropic Initiatives (APPI) was developed. Through this On-line portal, all the calls received by the Helpline and requests from various State Govts. were directly sent to the District Labour Officers (DLOs) concerned and the DLOs could submit Action Taken Report on-line. Also, a Dashboard was created for generating various reports.
5. 146 Letters / E-mails were received from different states for grievances relating to food and accommodation etc. involving 1,50422 migrant workers out of which 128 letters / emails have been replied and grievances involving 1,34, 610 migrant workers have been addressed.



Migrants of Nagaland stranded in Odisha were sent to Dimapur, Nagaland by Bus alongwith 33 stranded Nagas in Chhattisgarh in coordination with Chhattisgarh and Nagaland Govts.



(33 migrants from Delhi stranded in Joda block, Keonjhar were sent to home by train from Bhubaneswar in cooperation with Keonjhar District Administration during Shut Down.)

6. Special drive initiated during COVID-19 Pandemic

1. Guidelines issued to various factories on COVID-19 Management and SOPs to restart industries post lockdown.
2. Working hours from 8 to 12 was allowed during lockdown to run the industries smoothly with minimum workers.
3. Extension of boiler certification up to 30th June, 2020.

7. Special Financial Assistance to Building & other Construction Workers :

- Special package for Covid-19 declared by Hon'ble Chief Minister, Odisha, during the last week of March, 2020.
- Rs.1500/- per beneficiary for 21,02,496 active registered Construction workers under the Odisha Building & Other Construction Workers' Welfare Board.
- Total sanctioned Rs.315cr.
- Door step disbursement by Block and ULBs started in April, 2020.



LABOUR & ESI DEPARTMENT GOVERNMENT OF ODISHA

Nodal Officer : Shri Jyotirmay Nayak, OFS
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