



GOVERNMENT OF ODISHA

**ANNUAL ACTIVITY REPORT OF
LABOUR & ESI DEPARTMENT
FOR THE YEAR 2016-17**

**LABOUR & EMPLOYEES' STATE
INSURANCE DEPARTMENT**

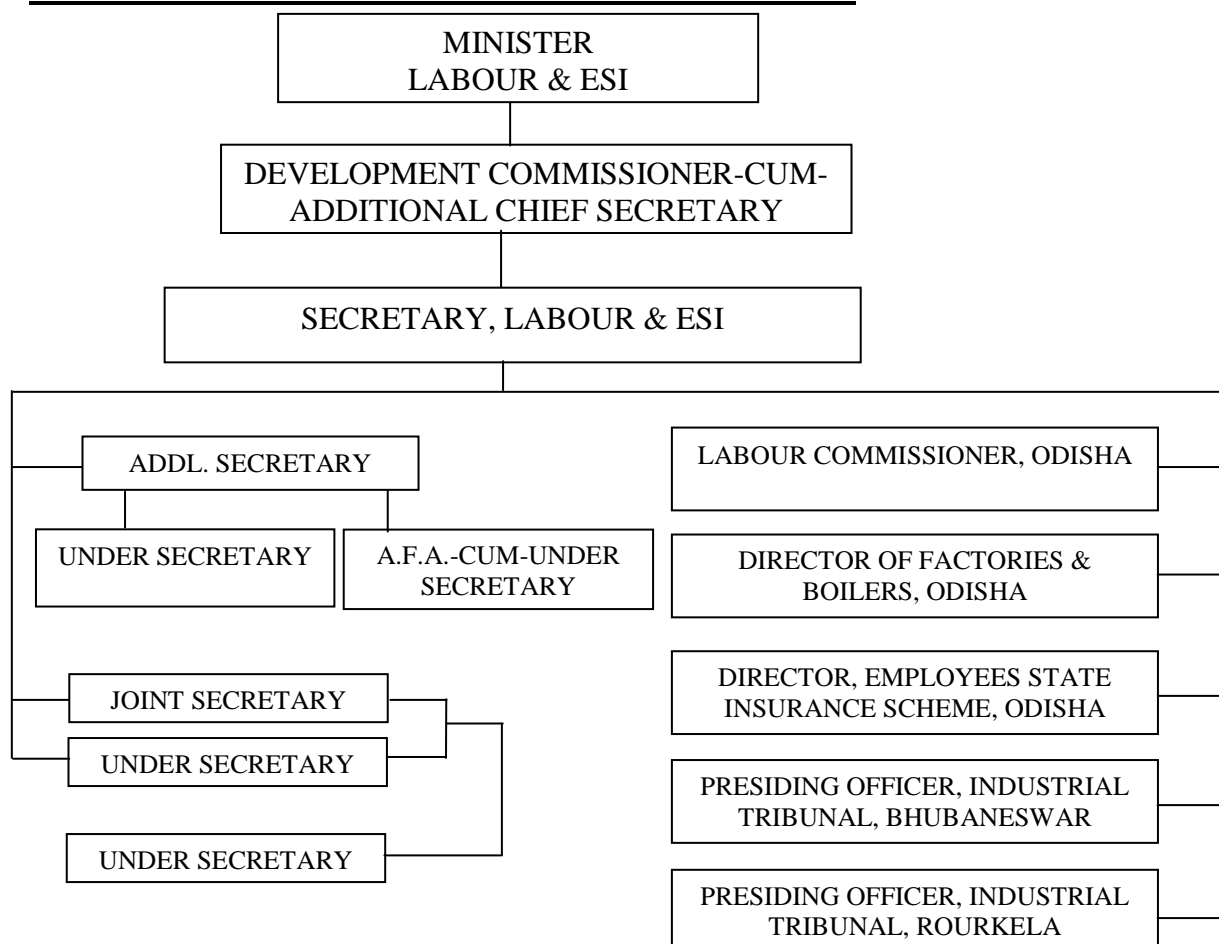
ANNUAL ACTIVITY REPORT OF LABOUR & ESI DEPARTMENT FOR THE YEAR 2016-2017

1. INTRODUCTION

1.1 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.

1.2 It is the Nodal Department for formulating plans, policies and programmes for development of the Labourers including child labourers (engaged under both organized and unorganized sectors). This Department also ensure safety & security measures in Factories & Boilers, look after social security of Industrial workers and settle Industrial Disputes.

1.3. LABOUR & ESI DEPARTMENT AS AN ORGANISATION



1.4. The activities of Labour & ESI Department are being Implemented through 05 (five) Heads of Departments including 2 Presiding Officers of Industrial Tribunals as hereunder.

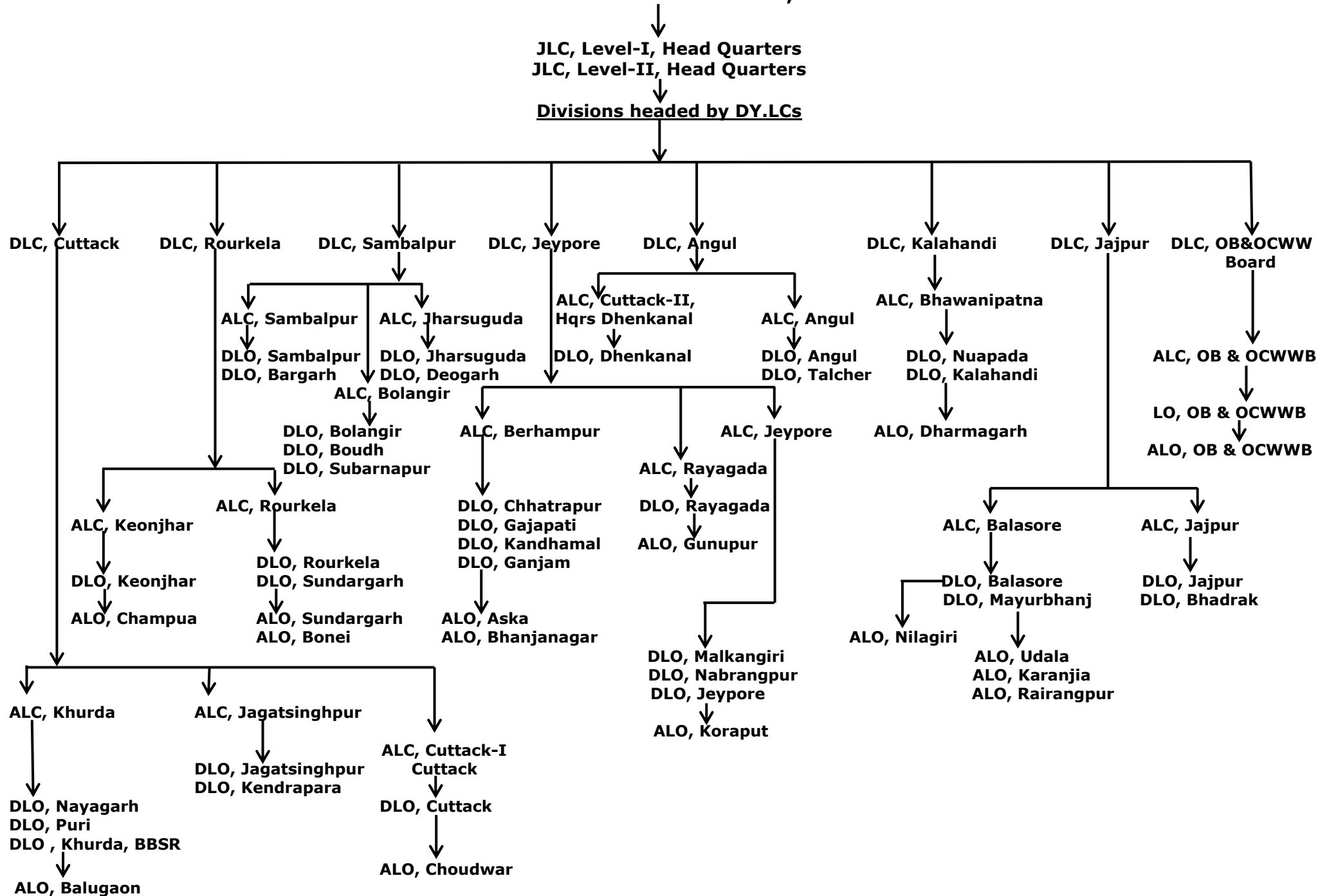
- (i) Labour Commissioner, Odisha.
- (ii) Directorate of Factories and Boilers, Odisha.
- (iii) Directorate of Employees' State Insurance Scheme, Odisha.
- (iv) Presiding Officer, Industrial Tribunal, Bhubaneswar.
- (v) Presiding Officer, Industrial Tribunal, Rourkela.

In addition, there are 03 (three) Labour Courts at Bhubaneswar, Sambalpur and Jeypore headed by Presiding Officers for adjudication of Industrial Disputes under the Industrial Disputes Act, 1947.

2. LABOUR COMMISSIONER, ODISHA

2.1 The Labour Commissioner, Odisha is the administrative head of the Labour Directorate. He / she is assisted by Joint Labour Commissioners, Deputy Labour Commissioners, Assistant Labour Commissioners and Labour Officers at the Directorate level. There are 7 Divisional offices at Cuttack, Sambalpur, Rourkela, Angul, Jajpur, Kalahandi and Jeypore headed by Deputy Labour Commissioners, 9 zonal office at Balasor, Bolangir, Dhenkanal, Berhampur, Khordha, Jagatsinghpur, Jharsuguda, Keonjhar & Rayagada headed by Assistant Labour Commissioners, 18 independent District Labour Office at Bhadrak, Boudh, Bargarh, Cuttack, Chhatrapur, Deogarh, Gajapati, Kandhamal, Khordha(BBSR), Kendrapara, Mayurbhanj, Malkangiri, Nuapada, Nayagarh, Nabarangpur, Puri, Subarnapur & Talcher and 14 Independent Assistant Labour Office at Nilagiri, Chowdar, Aska, Bhanjagar, Dharmagarh, Koraput, Balugaon, Champua, Karanjia, Rairangpur, Udala, Gunupur, Sundargarh & Bonai.

ORGANISATION CHART OF STATE LABOUR DIRECTORATE, ODISHA & OFFICE OF LABOUR COMMISSIONER, ODISHA



ANNUAL ACHIEVEMENT REPORT OF LABOUR DIRECTORATE FOR THE YEAR 2016-2017

2.3 The Labour Directorate is responsible for enforcement of 25 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 88 scheduled employments including agriculture.

2.4 The **industrial relations** scenario during the year 2016-17 is by and large peaceful. The year wise break up of strikes, lockouts, workers involved and man days lost for the year 2016-17 and previous year is given below:

Year	No. of strikes	No. of Lockouts	Workers involved		Mandays lost		Industrial disputes settled	Failure Report under consideration
			Strike	Lockout	Strike	Lock out		
2015-16	2	3	2505	1760	11480	70050	35	77
2016-17	Nil	2	Nil	2167	Nil	448569	20	11

2.5 2076 number of **complaints** have been disposed of during the year 2015-16 and 402 number of complaints have been disposed of during the year 2016-2017 and an amount of Rs. 41953739/- and Rs. 38798930/- were paid to affected workers during the years respectively.

2.6 The activities & achievements made under the **Inter State Migrant Workmen (Regulation of Employment and Condition of Service) Act, 1979** during the year 2016-17 and the previous year are given below:

Year	Prosecutions filed	Inspection Conducted	License issued during the year			Registration Certificate issued
			New	Renewal	Total	
2015-16	54	486	109	155	264	11
2016-17	23	313	429	258	687	6

2.7 The activities & achievements made under **Odisha Shops & Commercial Establishment Act, 1956** during the year 2016-17 and previous year are given below.

Year	Establishment Covered	Inspection Conducted	Prosecutions filed
2015-16	42389	2542	68
2016-17	43153	844	86

2.8 The activities & achievements made under **Contract Labour (Regulation & Abolition) Act, 1970** for the years 2015-16 and the previous year are given below.

Year	Principal Employers registered	License issued to the contractors	Inspection Conducted	Prosecutions filed
2015-16	116	1928	1360	34
2016-17	43	436	518	14

2.9 The activities & achievements made under **Beedi and Cigar Workers (Condition of Employment) Act, 1966** during the years 2016-17 and previous year are given below.

Year	Establishment Covered	No. of Licence issued to the Estt.	Inspection Conducted	Prosecutions filed
2015-16	571	23	76	Nil
2016-17	574	5	34	Nil

2.10 The activities & achievements made under **Motor Transport Workers Act, 1961** during the year 2015-16 and previous year is given below.

Year	Establishment Registered	Inspection Conducted	Prosecutions filed
2015-16	129	224	19
2016-17	43	34	6

2.11 The activities & achievements made under **Payment of Wages Act, 1936** for the year 2016-17 and the previous year are given below.

Year	Establishment Covered	Inspection Conducted	Prosecutions filed
2015-16	81997	4791	121
2016-17	81997	3440	135

2.12 The activities & achievements made under **Payment of Bonus Act, 1965** during the years 2016-17 and previous year are given below.

Year	Establishment Covered	Inspection Conducted	Prosecutions filed
2015-16	3319	247	2
2016-17	3319	312	10

2.13 Government have attached utmost importance for the effective enforcement of the Minimum Wages Act. So far 88 number of employments have been scheduled under the Minimum Wages Act for the purpose of fixation/revision of minimum rates of wages for the employees employed therein. The State Govt. have revised the minimum rates of wages payable to the Unskilled, Semi-Skilled, Skilled and Highly Skilled category of employees employed in 88 scheduled employments in the whole state of Odisha @ Rs.200/-, 220/-, 240/-/- and 260/- per day respectively vide in this Department Notification No. 1112 dtd.24.7.2015 which is effective from the date of publication of the said Notification. Similarly, the piece rated Minimum rate of wages in respect of 15 Scheduled employments have been revised and notified in the Odisha Gazette Notification No.9655 dt. 9.11.2015.

The activities and achievement made under **Minimum Wages Act, 1948** for the year 2016-17 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
2015-16	11803 including 5350 inspection relating to agricultural labour.	204	Rs. 15,29,410/-
2016-17	6760 including 715 inspection relating to Agricultural labour.	106	Rs. 4,22,270/-

2.14 The activities & achievements made under **Commissioner for Employees Compensation Act, 1923** for the year 2016-17 and previous year are given below:.

Year	Cases decided	Amount of Compensation paid to the affected workmen and their dependents
2015-16	1388	Rs. 4,36,148,943/-
2016-17	943	Rs.22,22,19,677/-

2.15 The activities & achievements made under **Payment of Gratuity Act, 1972** during the year 2016-17 & the previous year are given below:

Year	Cases decided	Amount of Gratuity paid
2015-16	87	Rs. 18,93,631/-
2016-17	38	Rs.9,35,263/-

- 2.16** The Price Index for Industrial Workers of Cuttack, Berhampur, Sambalpur Centre is prepared in this Directorate. The Workers of different Industries are being benefited by this Price Index.

3. State Action Plan for the Safety and Welfare of Migrant Workers

As part of State Action Plan for Safety and Welfare of Inter State Migrant Workmen, voluntary registration of migrant workers has been initiated at at G.P. level, in six migration prone districts namely Bolangir, Bargarh, Kalahandi, Nuapada, Ganjam and Gajapati of Odisha which would be helpful in tracking migrant workers in Destination States. An amount of Rs.208.00 lakhs have been placed with the above six District Collectors for the Year 2016-17 for registration of migrant workers and for developing infrastructure.

Memorandum of Understanding(MoUs) have been signed with Odia Associations in Karnataka, Tamil Nadu and Andhra Pradesh for ensuring safety and better worksite facilities for Odia Migrant Workers in the above States and initiate rescue activities whenever required.

The State Govt. has approved creation of Odisha Migrant Labour Help Desks in 05 States namely Delhi, Karnataka, Tamil Nadu, Andhra Pradesh and Telangana to develop database of Odia migrant workers and provide all required help to ensure worksite facilities and link them with welfare schemes of the Govt. in Destination States.

Seasonal Hostels, in convergence with School & Mass Education Department. for the children of Migrant Workers have been opened in four districts namely Bolangir, Bargarh, Kalahandi and Nuapada. The labour officials of the concerned districts visit the hostels for ensuring proper facilities for the children. 234 such hostels were opened in the Year 2015-16 for 8917 children of migrant workers.

Migrant labour survey in the districts of Gajapati, Koraput and Subarnapur have been completed by State Labour Institute, Odisha. The survey findings are under examination for further course of action.

Awareness activities have been initiated in GP / Block /District level to disseminate information on the entitlements and facilities available under the law for the migrant workers. An amount of Rs.40.00 lakhs have been placed with district collectors of 11 migration prone districts for the Year 2016-17.

Engagement of Special Police Officers (SPOs) in the Districts namely Bolangir, Bargarh, Kalahandi, Nuapada, Ganjam and Gajapati have been initiated for dealing with illegal recruitment of migrant workers, collection of intelligence and for rescue activities. An amount of Rs. 72.00 lakhs have been placed with the Superintendents of Police in the above districts.

A Shramik Sahayata Helpline (155368) is operational in the Labour Directorate which has been linked to a Grievance Redressal Software. 1235 migrant workers have been rescued from other States within a period from January, 2016 to December, 2016.

4. State Action Plan for Elimination of Child Labour

As per Census, 2011 the total child population in Odisha, in 5-14 yrs, is 84,23,393. Approximately 4% of child population is engaged in some form of labour. The Census, 2011 also reveals that 1.65% of total population of the State is child labour in the age group of 10-14 years. A Child Labour Survey was conducted in the year 1997 which had identified 2,15,222 child labourers in the State.

As the Survey of 1997 data is old, the Baseline Survey for Child and Adolescent Labour is in progress in 24 districts of Odisha as per the recommendations of new Child Labour Act w.e.f. September, 2016.

It has been increasingly felt that elimination of child labour is a multistakeholders approach and in Odisha a convergence process with 10 other departments has been implemented to enroll children with 6-14 years of age in schools.

While focusing on education for children, attention has been given on reduction of poverty and linking more people with different Social Security Schemes/Welfare Schemes of the Govt.

Consequent upon the new Child Labour Act, the State Rules for the Child and Adolescent Labour have been framed.

Baseline Survey for Child and Adolescent Labour is in progress in 24 districts of Odisha. 06 districts namely Kendrapara, Jagatsinghpur, Boudh, Phulbani, Bhadrak and Puri have been sanctioned NCLP Projects in the month of January, 2017.

The child labour identified through the baseline survey shall be enrolled in the NCLP Special Training Centres. The adolescent labourers will be linked with existing skill development activities initiated by different departments of State Govt.

The Government of Odisha is also implementing a State Action Plan for elimination of Child Labour since January 2015.

As a major initiative, Seasonal Hostels have been opened in the districts of Bolangir, Bargarh, Kalahandi and Nuapada to ensure continuity of education for the children of migrant workers while their parents travel.

230 Seasonal Hostels for the children of migrant workers were opened in the year 2015-16. 8917 children were enrolled in these hostels to continue their education while their parents migrated 220 Seasonal Hostels are already functioning for the year 2016-17.

A Tollfree Shramik Sahayata Helpline (155368) for the issues of Migrant Workers and Child Labour has been operational in the labour directorate.

District Level Monitoring Committee on Labour (DLMCL) at district level have been constituted in all the districts which also act as the District Level Task Force on Child Labour. An amount of Rs.9.00 lakhs have already been placed with District Collectors for IEC / Orientation activities as prescribed under new Child Labour Act.

Intense activities have been initiated in 10 identified districts to declare 500 villages as "Child Labour Free Villages" by 2019.

5. Odisha Building & Other Construction Workers Welfare Board

Government of Odisha have framed the Odisha Building & Other Construction Workers (RE&CS) Rules in the year 2002 and have adopted the Building & Other Construction Workers' Welfare Cess Rules, 1988 w.e.f. 29.07.2003.

Odisha Building & Other Construction Workers' Welfare Board has been constituted under section 18 of the Building & Other Construction Workers (RE&CS) Act, 1996 with a view to registering of construction workers as its beneficiaries and provide different benefits to these workers .

As per Resolution No. 12653 dtd. 15.12.2008 of Govt. of Odisha in L&E Deptt., cess @ 1% of the cost of construction incurred by an employer/ builder is being collected w.e.f 15.12.2008 and being deposited in the fund of Odisha Building & Other Construction Workers' Welfare Board for welfare of the building workers. Different benefits such as educational assistance, assistance for purchase of working tools, bi-cycle and safety equipments, marriage assistance, maternity benefit, death benefit, funeral assistance, assistance for skill development, housing Scheme, pension Scheme, etc. are being implemented by the Board for welfare of the construction workers and their families. Details of ongoing welfare schemes under the Board is given below.

Till 31.01.2017, Rs. 1121.73 crores (approx) has been collected towards cess and deposited in the Welfare Board. So far, about 18.11 lakhs construction workers have been registered as beneficiaries under the Board, out of which about 6.98 lakhs beneficiaries have been extended with different benefits. For this purpose, Rs. 358.54 crores has been spent.

- 5.1 The activities & achievements made under **Odisha Building & Other Construction Workers Welfare Board** during the year 2016-17 and the previous year are given below:

Year	Registration of Beneficiaries	Disbursement of Benefit		Collection
		No. of beneficiaries	Amount (in Rs.)	
1	2	3	4	5
2015-16	6,95,217	2,47,189	105,62,24,244/-	217,28,81,947
2016-17	3,87,221	3,23,978	207,72,92,125/-	146,66,42,196

5.2 Disbursement of benefit (Benefit-wise) for the period 2008-09 to 2016-17.

Name of the benefit	Amount disbursed towards benefits (in Rs.)	No. of beneficiaries
Educational assistance	14,80,00,606/-	27,005
Marriage assistance	16,56,85,000/-	8,046
Maternity benefit	27,46,000/-	387
Assistance for purchase of working Tools	114,28,58,727/-	2,91,461
Assistance for purchase of Bi-cycle	46,22,99,912/-	1,21,347
Assistance for purchase of Safety equipments	16,59,42,643/-	1,67,827
Death benefit	10,24,95,000/-	1,297
Funeral Assistance	52,85,200/-	1,369
Accidental benefit	4,42,025/-	57
Assistance for Major ailments	1,08,064/-	9
Skill up-gradation Training through OSEM	2,48,000/-	52
RPL Scheme	37,03,74,454/-	71,502
Construction of Rest Sheds	78,92,661/-	Funds placed with 3 ULBs.
Construction of Drinking Water points	96,19,500/-	Funds placed with BMC.
Housing assistance under "NSPGY"	60,00,00,000/- Funds placed with PR Deptt.	7,619
Assistance under "NSPY"	15,00,000/- Funds placed with SS&EPD Deptt.	294
Construction of Rental Housing Complex in Cities and urban areas	Rs. 40,00,00,000/-	Funds placed with H&UD Deptt..
Total	358,54,97,792/-	6,98,272

5.3 Different ongoing Social Security Schemes under Board.

Educational Assistance (on completion of 1 year)	
For class- 6 th and 7 th to girl child	Rs. 2,000/- per annum
For class- 8 th to all children	Rs. 2,000/- per annum
For class- 9 th to all children	Rs. 3,000/- per annum
For class- 10 th to all children	Rs. 4,000/- per annum
Cash award to the children securing 90% or above in Class-10 th	Rs. 10,000/- (Onetime)
For Class – 11 th /12 th –	Rs. 5,000/- per annum
For Classes of B.A./B.Sc./ B.Com./PG Studies	Rs. 7,000/- per annum
For ITI	Rs. 7,000/- per annum
For Diploma/ Polytechnic	Rs.10,000/- per annum
For B. Tech / MCA / MBA / B. Arch. / M. Arch. / M.Tech / M. Sc ./ B. Pharm / M. Pharm / Hotel	Rs.40,000/- per annum

Management & Catering Services / Medical	
For B.Ed / CT/ Nursing Training / Other similar course	Rs.10,000/- per annum
Marriage Assistance (on completion of 1 year)	Rs. 25,000/-
Maternity Benefit (on completion of 1 year)	Rs. 10,000/-
Assistance for Purchase of Working Tools	Up to Rs. 4,000/-
Assistance for Purchase of Bi-cycle (on completion of 1 year)	Up to Rs. 4,000/-
Assistance for Purchase of Safety Equipment	Up to Rs. 1,000/-
Death Benefit	
a. Normal death	Rs. 1,00,000/-
b. Accidental death	Rs. 2,00,000/-
Assistance for Funeral Expenses	Rs. 5,000/-
Assistance in case of accident	
a. Permanent total disability due to accident	Rs. 1,50,000/-
b. Loss of one limb/ eye	Rs. 80,000/-
c. Permanent disability without loss of two limbs/ eyes	Rs. 40,000/-
d. Other disability	As per percentage of disability.
Medical expenses for treatment of major ailments (on completion of 1 year)	<ul style="list-style-type: none"> • Reimbursement upto Rs.3 lakhs for treatment of disease of Nervous system (Brain & spinal related), Cardiovascular system, Kidney & Cancer, (in lines of Odisha State Treatment Fund.) • Benefits at par with RSBY.
Financial Assistance for Skill Up-gradation Training	
a. Through RPL Scheme	Rs.200/- per day towards daily wage compensation for the training period
b. Through Odisha State Employment Mission.	Rs. 2,000/- per month towards stipend for training (maximum for six months)
Construction of Rest Shed	At labour congregation place (as per requisition)
Construction of Drinking water Outlets	At labour congregation place (as per requisition)
Housing Scheme namely Nirman Shramik Pucca Ghar Yojana (Implemented through Panchayati Raj Deptt. , Govt. of Odisha) (On completion of 3 years of registration)	Rs. 1,30,000/- for IAP Districts Rs. 1,20,000/- for Non-IAP Districts
Pension under Nirman Shramik Pension	i. Widow and disability pension

Yojana (Old age, widow and disability pension) (Implemented through Department of Social Security & Empowerment of Persons with disability, Govt. of Odisha)	irrespective of age and old-age pension on completion of 60 years of age ii. Rs.300/- per month for beneficiary upto 80 years iii. Rs. 500/- per month for beneficiary attaining age of 80 years and above
Construction of Rental Housing Complex (Implemented through the Housing & Urban Development Deptt., Govt. of Odisha)	i. Providing temporary rental housing facility to migrant construction workers in urban areas. ii. Presently, RHC Project is being undertaken in five Municipal Corporations namely, Bhubaneswar MC, Cuttack MC, Berhampur MC, Sambalpur MC, Rourkela MC and five Municipalities namely, Angul, Paradeep, Jharsuguda, Vyasaganagar, Dhenkanal.
Financial support to the children of BOC Workers for pursuing technical education like ITI and Diploma courses in Govt. Institutions. (Implemented through Department of Skill Development and Technical Education, Govt. of Odisha).	Re-imbursement of Admission Fee/Charges, hostel seat rent, Tuition fees, payment of maintenance Allowances and other charges. (ST/SC students shall be paid with the differential amount only, over and above the provisions provided for vide Resolution No. 23220/SSD Dtd. 26.11.2015 of the ST & SC Development Deptt.)
(I) For ITI courses in Govt. Institutions.	<u>Engineering Trade</u> For hostellers - Rs. 23,800/- per annum For day scholars - Rs. 10,300/- per annum
	<u>Non-Engineering Trade</u> For hostellers - Rs. 21,500/- per annum For day scholars - Rs. 8,000/- per annum
(II) For Diploma Education in Govt. Polytechnics.	For hostellers - Rs. 26,800/- per annum For day scholars - Rs. 11,800/- per annum

6. Labour Reforms

To facilitate industrialisation in the State, certain reforms have been adopted with respect to enforcement of labour laws under Ease of Doing Business programme such as allowing women to work during the night hours (IT & IT enable service sectors) by ensuring necessary safety measures by the employers, online registration of establishments under the OS&CE Act and Contract Labour (R&A) Act for the entrepreneurs applying through CAF under e-Biz Portal, synchronized inspection under Central Inspection Coordination Group (CICG), uploading of inspection report within 48 hours of inspection, prohibition of consecutive inspection by same Inspector in same establishment except exigency, inclusion of 14 services of 7 labour Acts under the ORTPS Act for time bound service delivery, uploading of approved registration certificates in the website for public viewing, Composite Inspection Scheme, Voluntary Compliance Scheme, third party audit of medium risk industries by duly empanelled agencies.

7. Implementation of Unorganised Social Security Act. 2008

Odisha Unorganised Workers Social Security Rules 2010 has been formulated by the Government and Odisha State Social Security Board has been constituted on dtd. 22.12.2011 and re-constituted on 23.12.2015. In the meantime three Board meetings have been convened. An amount of 50 lakhs grant in aid has been received from Government for registration of beneficiaries and disbursement of benefits through different schemes. Steps are being taken to develop software through NIC and formulation of Welfare Schemes for the unorganized workers.

8. Implementation of Odisha Labour Welfare Fund Act,2005.

Odisha Labour Fund Rule 2015 has been notified by the Govt. in Labour & ESI Deptt. on 27.1.2016. Under Section 4 of the Act., the Odisha Labour Welfare Board has been established on 21.5.2016. The Labour Commissioner, Odisha has been appointed as Welfare Commissioner-cum-Chief Executive Officer of the Board. The officers of the Labour Directorate starting from Asst. Labour Officer to Joint Labour Commissioner have been declared as Inspector for the purpose of Inspection of records in connection with sums payable in to the fund.

3. DIRECTORATE OF FACTORIES AND BOILERS

3.1 Introduction :

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

ii. Central Rules

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

C) Additional Responsibilities

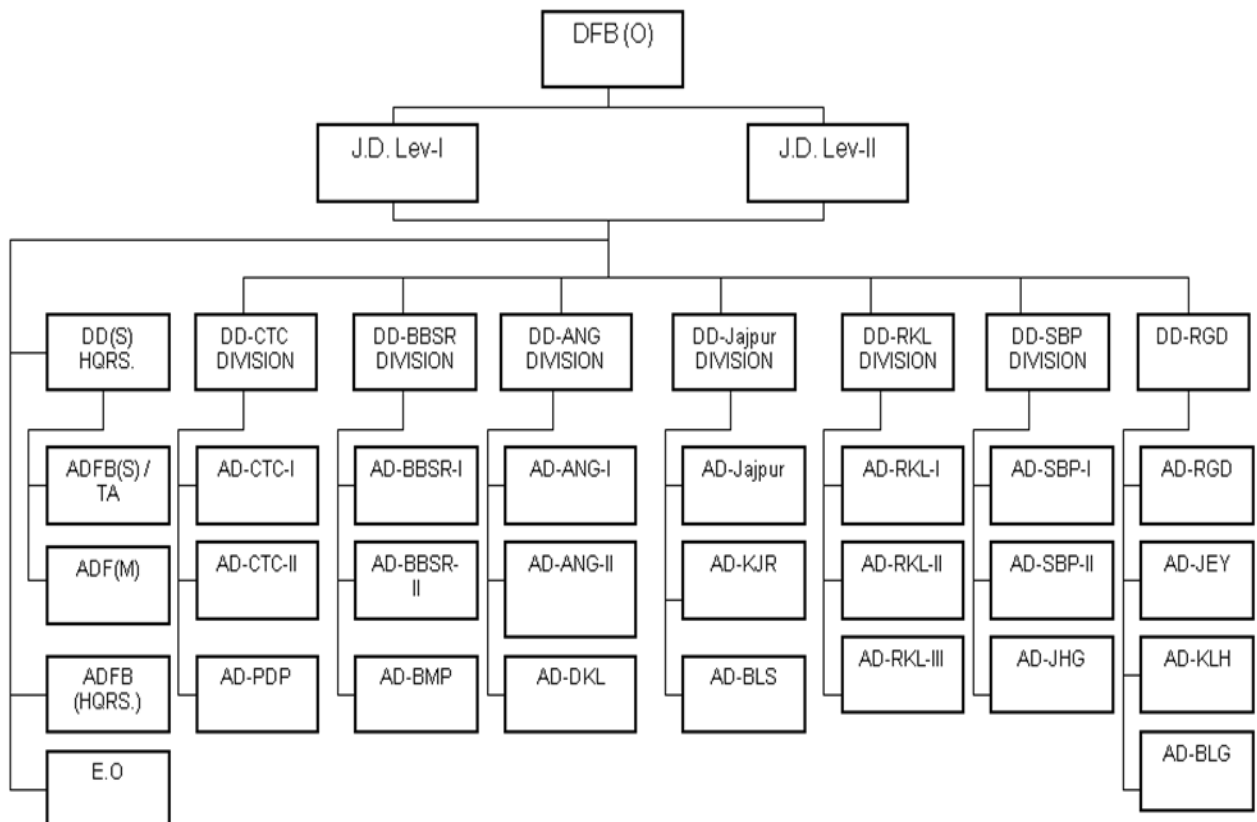
1. The Building & Other Construction Workers (Regulation of Employment and Conditions of Services) Act, 1996 [BOCW Act] Chapter-VI (Hours of Work, Welfare Measures & Other Conditions of Service of Building Workers) and Chapter-VII (Safety and Health Measures) only.
2. Orissa Building & Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2002 (Only the provisions under Chapter VI & VII of BOCW Act).
3. The Chemical Accidents (Emergency Planning, Preparedness and Response) Rules, 1996 (limited provisions only) under Environment (Protection) Act, 1986.
4. The Manufacture, Storage & Import of Hazardous Chemical Rules, 1989 (limited provisions only) under Environment (Protection) Act, 1986.

3.2 Organization structure:

This Directorate is headed by Director of Factories & Boilers under whom two Joint Directors of Factories & Boilers, one Deputy Director of Factories & Boilers (Safety), one Assistant Director of Factories & Boilers (Headquarters), one Assistant Director of Factories & Boilers (Safety) and one Assistant Director of Factories (Medical) are functioning at Headquarters. Besides, for enforcement in the field, there are seven Divisions headed by Deputy Directors of Factories & Boilers and twenty-two Assistant Directors of Factories & Boilers working under their control at different Headquarters throughout the State.

The organization structure is furnished herewith.

Organization Chart



3.3 Aim and objective :-

The basic aim and objective of the Directorate is to enforce the above legislations for securing safety, occupational health, work environment, welfare and working condition in factories. With the advent of new technology, innovation and modernization, the work of this Directorate has increased multi-fold over the last decade. Further, several chemical factories have come up in the State handling hazardous and toxic substances which has been a challenge for the enforcement mechanism to handle such complex matters in enforcement of Industrial Safety and Health. The Directorate is consistently putting its untiring effort to safeguard life and property of industrial workforce.

The Directorate is bestowed with the added responsibility of developing Disaster Management system in Major Accident Hazard as well as Accident-prone factories of the State to prevent and mitigate Chemical and Industrial Disasters.

Besides, the legislations regulating Safety in Design, Manufacture, Quality assurance, Installation, Erection, Operation, Repair, Maintenance and Certification aspects of Boiler plants along with its connected Pipelines and equipments thereof is also a major responsibility assigned to the Directorate.

3.4 Programmes :

For proper enforcement and implementation of the existing Acts and Rules, the following programmes have been devised by the Directorate.

A. HEADQUARTERS

- Scrutiny of plans, technical specifications and documents along with Safety & Health Policy, Material Safety Data Sheet, Process Flowchart, On-site Emergency Plan, etc. for the purpose of Approval, Registration and Licensing of factories under the Factories Act, 1948
- Scrutiny of design, drawings, technical specifications and documents in respect of boilers, steam pipelines and related equipments under Indian Boiler Regulations for the purpose of registration and certification.

- To review and analyze accidents and dangerous occurrences and suggest remedial measures.
- To assess performance of Safety Officers deployed by different factories for acceptance under the Factories Act.
- To review On-site Emergency Plan and detailed Disaster Control measures and assess its workability for acceptance by Authority.
- To carry out technical competency and assessment of persons / Institutions for recognition as Competent Person in respect of Stability of Buildings and Structures, examination and testing of Hoists, Lifts, Cranes and other Lifting Machines, Pressure vessels, Piping and plant thereof, Confined space containing Dangerous fumes, Ventilation systems, Process of sand blasting, Asbestos processing, etc.
- To ensure medical examination and surveillance of industrial workers exposed to hazardous work environment.
- To ensure monitoring of work environment in different processes involving dust, fume, hazardous chemicals, noise, etc.
- To assess Safety and Health Management System in different factories of the State.
- To scrutinize Safety Audit Reports and ensure compliance.
- To assess technical competence of firms / persons for recognition as Boiler Manufacturer / Erector / Repairer under Indian Boiler Regulations, 1950.
- To conduct Boiler Operation Engineer / Boiler Attendant / Welder Certification Examination for the purpose.
- To conduct various promotional programmes such as training, seminar, workshop on safety and occupational health.
- To carry out periodic review and performance assessment of field officers.

B. FIELD (Zonal ADF&Bs and Divisional DDF&Bs)

- To inspect all Factories at least once in a year.
- To impart special thrust on all accident-prone and 2(cb) category Factories (i.e. the factories involving hazardous processes as defined in First Schedule).
- To ensure compliance by periodic check-up and initiate appropriate action against the recalcitrant occupiers and managers.
- To inspect Boilers along with the attached steam pipelines and equipments thereof periodically and also when needed.
- To provide advice on proper repair and maintenance of boilers as and when required in the event of detection of defect or failure.
- To investigate accidents and dangerous occurrences and take appropriate action.
- To enquire into the complaints and take remedial measures.
- To detect registrable-unregistered factories for registration and licensing under Factories Act.
- To detect crude steam generating devices used in factories and other places and take appropriate action for its dismantling.

C. DE-CENTRALISATION OF POWERS FOR EASE OF DOING BUSINESS :

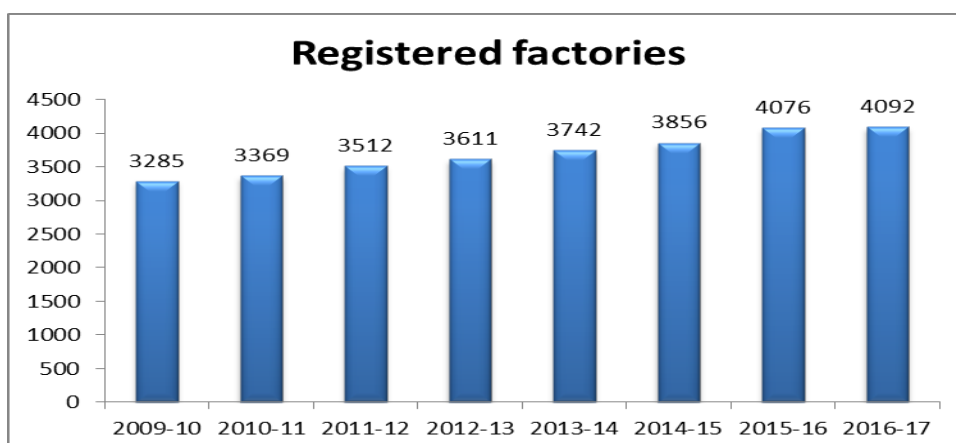
As per the Make in India programme being implemented by the State Government certain powers of the Chief Inspector of Factories & Boilers have been delegated to the Divisional Dy. Directors of Factories & Boilers for improving delivery of public services in addition imposition of provisions of the Odisha Right to Public Services Act in 12 different services under the Factories Act and the Boilers Act.

3.5 Performance of Directorate of Factories & Boilers for 2016-17

A statement with details of information under both Factories Act and Boilers Act during the year and the preceding four years is furnished below.

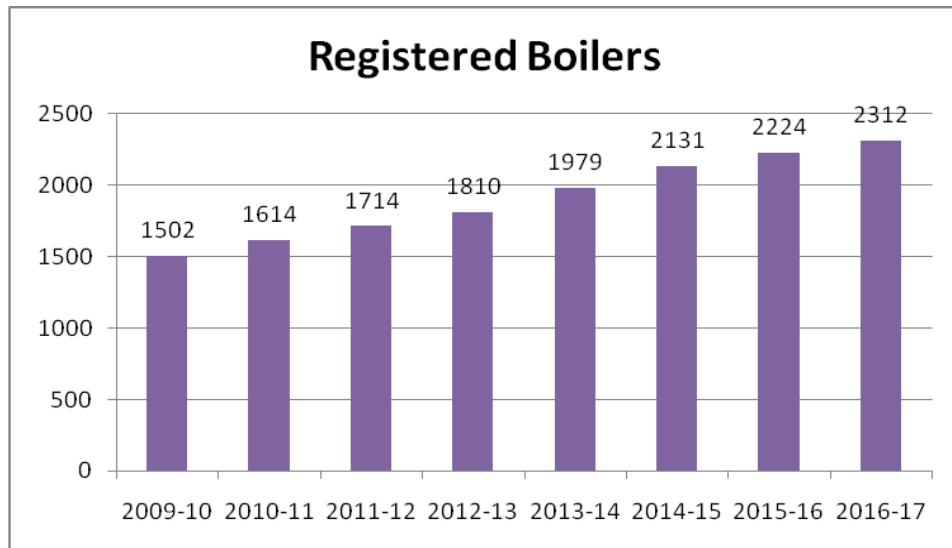
3.5.1 Registered Factories

Year	Total number of registered factories
2009-10	3285
2010-11	3369
2011-12	3512
2012-13	3611
2013-14	3742
2014-15	3856
2015-16	4076
2016-17	4092



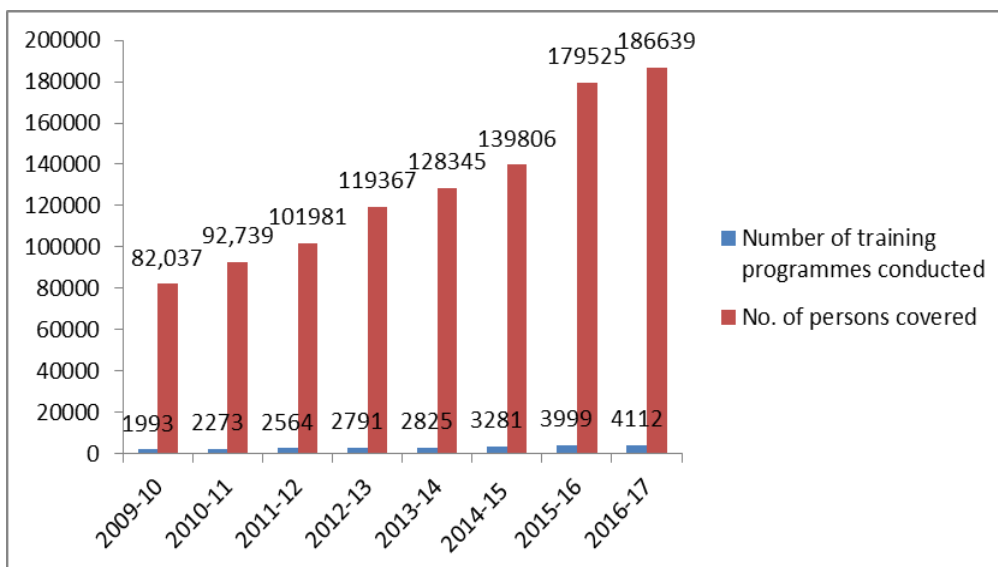
3.5.2 Registered Boilers

Year	Total number of Registered boilers
2009-10	1502
2010-11	1614
2011-12	1714
2012-13	1810
2013-14	1979
2014-15	2131
2015-16	2224
2016-17	2312



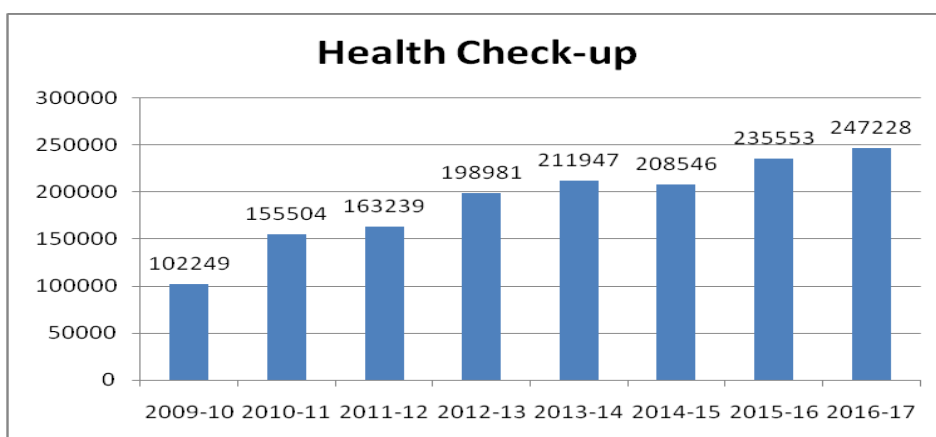
3.5.3 Training for Industrial Workers

Year	Number of training programmes conducted	No. of persons covered
2009-10	1993	82,037
2010-11	2273	92,739
2011-12	2564	1,01,981
2012-13	2791	1,19,367
2013-14	2825	1,28,345
2014-15	3281	1,39,806
2015-16	3999	1,79,525
2016-17	4112	1,86,639



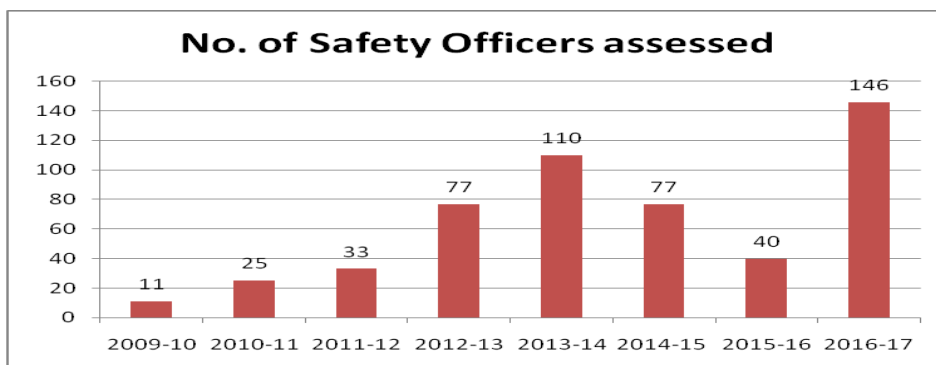
3.5.4 Health Check-up

Year	Total no. of workers undergone health Check-up
2009-10	1,02,249
2010-11	1,55,504
2011-12	1,63,239
2012-13	1,98,981
2013-14	2,11,947
2014-15	2,08,546
2015-16	2,35,553
2016-17	2,47,228



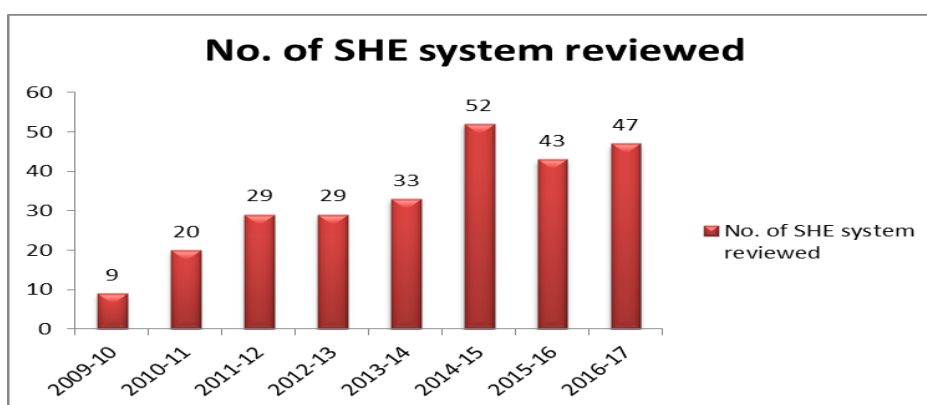
3.5.5 Assessment of Safety Officer

Year	No. of Safety Officers assessed
2009-10	11
2010-11	25
2011-12	33
2012-13	77
2013-14	110
2014-15	77
2015-16	40
2016-17	146



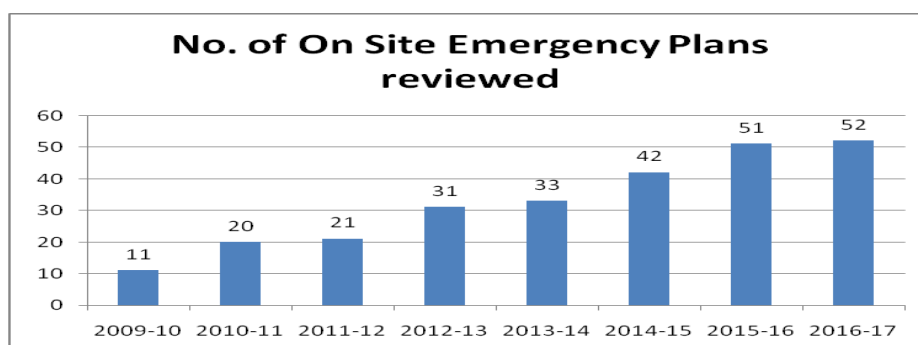
3.5.6 Review of Safety, Health & Environment (SHE) system of Factories

Year	No. of SHE system reviewed
2009-10	09
2010-11	20
2011-12	29
2012-13	29
2013-14	33
2014-15	52
2015-16	43
2016-17	47



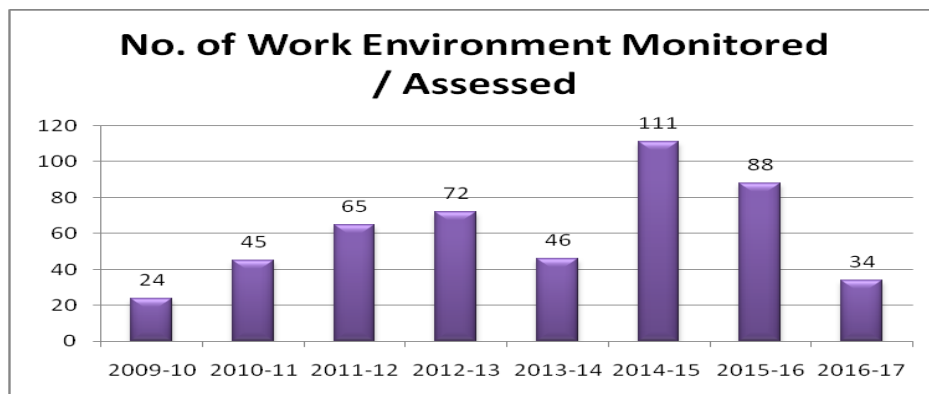
3.5.7 Workability of On-Site Emergency Plans

Year	On Site Emergency Plans reviewed
2009-10	11
2010-11	20
2011-12	21
2012-13	31
2013-14	33
2014-15	42
2015-16	51
2016-17	52



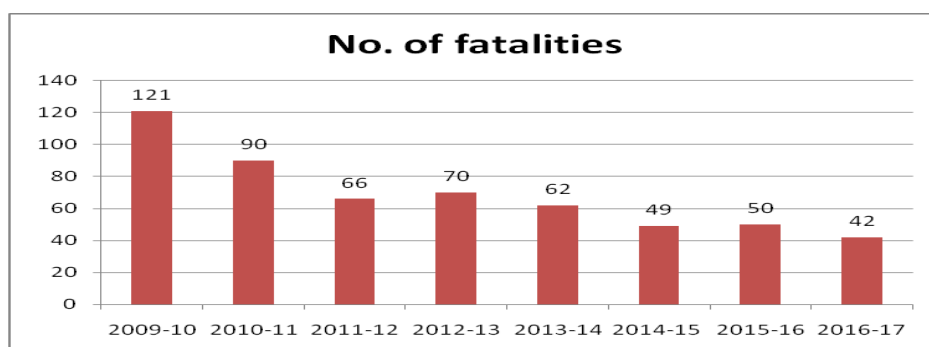
3.5.8 Work Environment Monitoring

Year	No. of Work Environment Monitored / Assessed
2009-10	24
2010-11	45
2011-12	65
2012-13	72
2013-14	46
2014-15	111
2015-16	88
2016-17	34



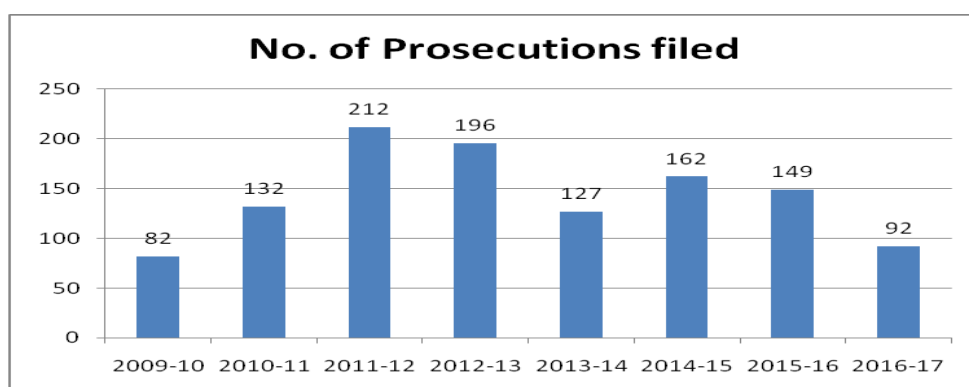
3.5.9 Fatal Accidents

Year	No. of fatalities
2009-10	121
2010-11	90
2011-12	66
2012-13	70
2013-14	62
2014-15	49
2015-16	50
2016-17	42



3.5.10 List of Prosecutions Filed

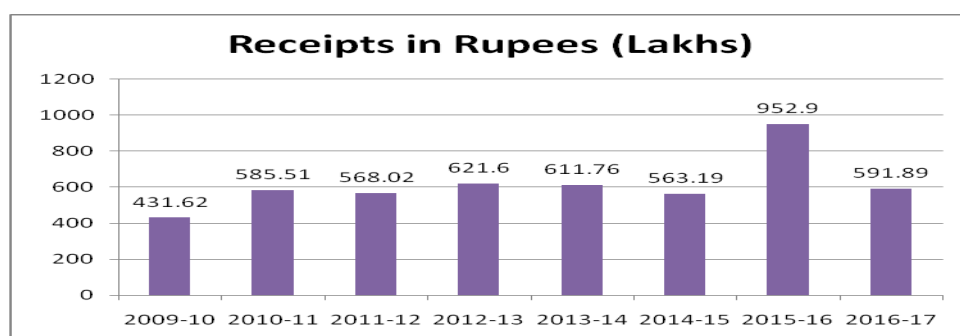
Year	No. of Prosecutions filed
2009-10	82
2010-11	132
2011-12	212
2012-13	196
2013-14	127
2014-15	162
2015-16	149
2016-17	92



3.5.11 Revenue Receipt

(Fees collected under both Factories Act and Boilers Act and Rules framed thereunder towards scrutiny and approval of plans, design drawings, registration, licensing, recognition of competent persons, enrolment of boiler manufacturer, steam pipeline erector, repairer, examination fee for conducting BOE and BACC examination, etc.)

Year	Receipts in Rupees (Lakhs)
2009-10	431.62
2010-11	585.51
2011-12	568.02
2012-13	621.6
2013-14	611.76
2014-15	563.19
2015-16	952.86
2016-17	591.89



3.6 Action initiated by the Directorate:

- Identified accident-prone factories of the State and circulated the list to all officers of the Directorate for proper enforcement and special attention in improvement on safety and accident prevention.
- Frequent review of Safety Management System of hazardous factories done by a team of officers.
- Prohibition orders and improvement notices served on detection of imminent danger to human life of the vicinity or safety and immediate compliance ensured.
- All cases of fatal accidents reviewed by a team of officers at Headquarters of the Directorate in presence of the senior technical officers of the management and action plan formulated to avert similar accidents.
- All On-site Emergency Plans scrutinized, reviewed and assessed by a team of officers of the Directorate and the workability of such plan ensured.
- Strict instructions issued to conduct mock drill in presence of field officers and improvement brought in the system.
- The field officers are activated to conduct the meeting of District Crisis Group in consultation with the Collector and District Magistrate concerned.
- Performance of Safety Officers assessed before acceptance.
- Some of the accident-prone factories were inspected by the Director of Factories & Boilers and other senior officers and action taken for improvement.
- Steps have been taken for simplifying the procedure for disposal of the files quickly to improve the delivery of public service.
- Twelve important various services under Factories Act and Boilers Act have been brought under the Odisha Right to Public Services Act, 2012.
- E-Biz portal has been operational from February, 2016 for registration of factories and boilers & approval of factories plan.
- NISG (National Institute of Smart Government) has been entrusted to develop the computerization of the Directorate and at field stage.

3.7 Major data on achievement of the Directorate during 2016-17 :

In addition to improvement in normal functioning of the Directorate with faster approval of statutory matters, the following achievements were made during the year 2016-17.

- Due to consistent action by the officers of the Directorate with special focus on reduction of accidents, the rate of accidents have come down to about 34.7% as compared to 2009-10.
- Departmental Disaster Management Plan was prepared for the first time and submitted to the Additional Chief Secretary-cum-Managing Director, Odisha State Disaster Mitigation Authority. The Departmental Disaster Management Plan after approval by the Authority has been uploaded in the Government portal.
- The State Crisis Group meeting chaired by Chief Secretary, Odisha was held on 28.02.2017. Instructions were given to the field functionaries to conduct periodic meeting of District Crisis Group in consultation with the Collector and District Magistrate and also to form Mutual-Aid Response Group at Disaster-prone areas. Out of 30 districts 25 Districts have District Crisis Group and 04 no. meetings have been held in 2016-17.
- Actions made for appointment of competent supervisors in handling hazardous processes as per the legal provisions.
- Review and assessment of Safety Officers, Competent Persons, Safety and Health Policy, Safety Audit Reports, Emergency Planning, Fatal accidents and Dangerous occurrences, etc. relating to improvement in Safety Management System were made by a team of officers at Headquarters and improvement brought in this direction.

For improvement of delivery of public services the Divisional Dy. Directors of the Directorate have been delegated to exercise the powers of Chief Inspector for approval of extension plan and renewal of factory licence of the factories employing up to 100 persons.

4. DIRECTORATE OF EMPLOYEES' STATE INSURANCE SCHEME

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 with six dispensaries at Brajarajnagar, Rajgangpur, Choudwar, Barang, Rajabagicha and Khapuria covering up total number of 23,000 Industrial workers. Now, the ESI Scheme provides full medical care to 5,31,784 Insured Persons (IPs) and their family members through a network of 05 ESI Hospitals and 40 ESI Dispensaries and Insurance Medical Practitioners (IMPs) services in 20 Revenue Districts of Odisha. 9,411 no. of coverable employees in remaining 10 Districts of Odisha shall also be covered under programme ESIC-2.0 by State Medical Commissioner, ESI Corporation, Bhubaneswar.

The ESI Act applies to all factories / establishment employing 10 or more persons and drawing wages up to Rs.21,000/- per month. The employees covered under the ESI Act are known as Insured Persons (IPs). The covered employees (Insured Persons) contribute 1.75% of their wages whereas his employer contributes 4.75% to ESI Corporation.

The ESI Corporation has enhanced ceiling of expenditure to Rs.3,000/- per IP during the year 2017-18, out of which Rs.1,750/- has been earmarked towards expenditure on medical care of the Insured Persons 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. It is relevant to mention here that the State Government in principle is in agreement for formation of ESI Society for the State.

<p style="text-align: center;">DIRECTORATE OF EMPLOYEES STATE INSURANCE SCHEME; ODISHA.</p> <p style="text-align: center;"> </p> <p style="text-align: center;">ORGANIZATION STRUCTURE.</p> <p style="text-align: center;">Director, ESI Scheme (HQ)</p> <p style="text-align: center;"> </p> <p style="text-align: center;">JOINT DIRECTOR, LEVEL-I</p>				
Deputy Director (Central Medical) Insurance Medical Officer	Deputy Director (Development)	Assistant Director (Field Establishment)	Accounts Officer (Budget & Audit)	Establishment Officer (Office Establishment)

NORTH ZONE Joint Director-cum-Supdt. ESI Hospital,Kansbahal	CENTRAL ZONE Joint Director-cum-Supdt. ESI Hospital,Choudwar	SOUTH ZONE Joint Director-cum-Supdt. ESI Hospital,J.K.Pur
2 ESI Hospitals , 2 annexed Wards & 12 ESI Dispensaries	2 ESI Hospitals 22 ESI Dispensaries	1 ESI Hospital & 06 ESI Dispensaries.

THE ACHIEVEMENT DURING THE YEAR 2016-17

(A) Enhancement of I.P. strength

As on 31.03.2016, the number of Insured Persons (IPs) under the ESI Scheme were 3,99,580. Under the programme ESIC-2.0 the entire State has been covered under the ambit of ESI Scheme, Odisha and 1,32,204 no. of coverable employees have been identified and covered under ESI Scheme in 20 implemented districts. Another 9,411 no. of employees have been identified by ESI Corporation to be covered under ESI Scheme in remaining 10 districts. The total IPs at present are 5,31,784.

(B) Primary Care Treatment of ESI Beneficiaries

Government had approved appointment of 16 nos. of clinical set ups/ Allopathy Doctors as Insurance Medical Practitioner for providing Primary Medical Care to newly identified I.Ps staying 20 Kms away from existing ESI dispensaries. Out of which 14 Nursing Homes/ Clinics have been appointed as Insurance Medical Practitioners (IMPs) to provide primary care treatment to newly identified IPs.

(C) Empanelment of Secondary Care Treatment through tie-up hospitals

During the year 2016-17, Ten(10) Private Hospitals have been empaneled with ESI Scheme to provide Secondary Care Treatment to ESI beneficiaries. The entire expenditure for the purpose is borne by ESI Scheme, Odisha. Bills amounting to Rs.1,26,65,163/- have been paid to different Hospitals during 2016-17.

(D) Tertiary Care Treatment of ESI Beneficiaries

Eight (08) numbers of Tertiary Care Hospitals have been empaneled under ESI Scheme for cashless treatment of ESI beneficiaries. The hospitals are KIMS Hospital, Bhubaneswar, Hi-Tech Medical College Hospital, Bhubaneswar, Sparsh Hospital, Bhubaneswar, Vivekananda Hospital, Bhubaneswar, Panda Curie Cancer Hospital Telengapenth, Shanti Hospital, Cuttack, Aditya Care Hospital, Bhubaneswar, IMS & SUM Hospital, Bhubaneswar. The expenditure for SST care treatment for the period 01.04.2015 to 31.08.2015 was paid through ESI Directorate to and by State Medical Commissioner, ESI Corporation from 01.09.2015 and onwards. An amount of Rs.62,86,112/- towards pending bills of different Tertiary Care Hospitals have been paid during 2016-17. An amount of Rs.2,27,931/- received on 14.03.2017 shall be paid during the year 2017-18.

(E) Budget provision and expenditure

During the year 2016-17, Budget Provision to the tune of TRS 66,46,55 have been provided to the ESI Scheme like Administrative Expenditure & Other Head of Expenditure. The details of Budget Provision, Expenditure and Surrender is as follows:

Total Budget Provision	-	Rs.66,46,55,000/-
Total Expenditure	-	Rs.58,31,55,454/-
(Administrative Expenditure-		Rs.55,61,54,454/-
Other head of expenditure	-	Rs.2,70,01,000/-)

(F) MEDICAL CARE PROVIDED DURING 2015-16 & 2016-17

Sl. No.	Description of Activity	2015-16	2016-17
1	No. of patients treated in outdoor	953938	964623
2	No. of patients treated in indoor	5930	7846
3	No. of Laboratory Examination done	57573	58796
4	No. of X-Ray done	3708	3660
Family Welfare Activities			
1	Vasectomy	3	9
2	Tubectomy	45	56
3	I.U.D	53	57
4	M.T.P.	73	98
5	Oral Pills	3565	3859
6	Nirodh	9793	10237
Immunization Programme			
1	B.C.G	1881	1873
2	Polio	10201	9687
3	D.P.T	10378	10064
4	T. Toxoid	10951	10556
5	Measles	590	739

(G) Renovation of ESI Hospital, Bhubaneswar & submission of PIP 2017-18

The renovation work of ESI Hospital, Bhubaneswar is almost over. Process is in final stage for shifting the different sections of the Hospital to the New Block.

State Government have prepared and submitted the Project Implementation Plan amounting to Rs.123 crores for the year 2017-18 to ESI Corporation for its sanction.

(H) Establishment of Super Specialty Hospital at Bhubaneswar

A 500 bedded Super Specialty Hospital is going to come up over 25 Acres of Govt. land earmarked for ESIC Medical College & Hospital at Jagannath Prasad Bhubaneswar.

(I) New Hospital Proposal

Work order for construction of 100 bedded ESI Hospital at Banarpal in the district of Angul has already been issued. Tender process by ESIC Head Quarters has already started for construction of 100 bedded ESI Hospital at Duburi in District-Jajpur. State Government have approved the proposal of 100 bedded Hospital at Paradeep and 30 bedded Hospitals each at Berhampur, Balasore and Jeypore. The construction of the projects will be taken up by ESI Corporation after its sanction.

(J) Expansion of ESI Scheme to 20 districts & coverage for remaining 10 districts

Under the ESIC 2.0 Programme the ESI Scheme is being implemented in 20 districts of the State. Fresh survey has been made and additional 1,32,204 IPs have been identified. Out of which, 62,166 IPs have been tagged with existing ESI dispensaries and the remaining 70,038 IPs have been proposed to be attached to Insurance Medical Practitioners (IMPs).

The expansion of ESI service to remaining 10 districts has been approved in principle by State Government. Government have issued NOC to State Medical Commissioner, ESIC to implement ESI Scheme for the newly identified IPs.

5. INDUSTRIAL TRIBUNALS AND LABOUR COURTS

5.1. PRESIDING OFFICER: INDUSTRIAL TRIBUNAL: BHUBANESWAR

In a vast Popular Country like India, the overall economics parameters of its people rest mainly on small, medium and large scale Industrialization during last few decades brought in its fold right to collective bargaining guaranteed under our Constitution. Unless disputes and difference arising from Industrial Relations system are addressed, settled amicable or being adjudicated upon timely, peacefully and justifiable, industrial peace, tranquility, productivity and harmony can not be ensured. Taking Cognizance of such objectives and obligation in the field industrial Scenario, the State Government of Odisha in there erstwhile Labour and ESI Department have constituted this Industrial Tribunal with headquarters at Bhubaneswar and three Labour Courts each at Bhubaneswar, Sambalpur and Jeypore for adjudication of Industrial Disputes referred to them under the industrial Disputes Act, 1947. An officer belonging to the Odisha Superior Judicial Service and three Officers of the Odisha Superior Judicial Service on deputation have been appointed as the Presiding Officers of the Industrial Tribunal and Labour Courts respectively to adjudicate upon such Industrial Disputes. 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 off by the Presiding Officers after hearing the parties both at their respective headquarters as well as by holding Circuit Courts as far as practicable according to the convenience of the Parties and Courts. The cases instituted, disposed off and pending in the Industrial Tribunal, Bhubaneswar and three Labour Courts during the Financial Year 2016-17 are enumerated below:-

Sl. No.	Name of the Office	B.F. of the previous year.	Instituted during the year.	Total	Disposed of during the year.	Pending at the end of the year.	No. of Cases Stayed as on 31.03.2016
1.	Presiding Officer, Industrial Tribunal, Bhubaneswar.	155	16	171	07	164	94
2.	Presiding Officer, Labour Court, Bhubaneswar.	360	186	546	201	345	52
3.	Presiding Officer, Labour Court, Sambalpur.	56	104	160	76	84	25
4.	Presiding Officer, Labour Court, Jeypore (Koraput).	146	46	192	78	114	28

5.2. PRESIDING OFFICER: INDUSTRIAL TRIBUNAL: 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 Sundargarh, Sambalpur, Baragarh, Deogarh, Jharsuguda, Sonapur, Bolangir, Nuapada, Kalahandi and Keonjhar. An Officer of Superior Judicial Services (Sr. Branch) is functioning as Presiding Officer, Industrial Tribunal, Rourkela. The cases are being disposed of after hearing the parties at the Headquarters 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 developmental scheme is under-taken through this Directorate.

The cases instituted, disposed of and pending in the Industrial Tribunal, Rourkela during the Financial Year 2016-17 are given below:

B.F. from the previous year.	Institute during the year 2016-17	Total (1+2)	Disposed of during the year 2016-17	Pending at the end of the year 2016-17 (3-4)
1	2	3	4	5
77	01	78	NIL	78
