

# **Labour in West Bengal**

**2014-15**

**Annual Report**





सत्यमेव जयते

## FOREWORD

Under the inspired leadership and guidance of the Hon'ble Chief Minister of West Bengal, the Labour Department is functioning as a responsive wing of the State Government.

Nearly seventy six lakh beneficiaries have been enrolled under the various social security schemes run by the Department. Rupees twelve thousand nine hundred eleven crore has been disbursed so far in various types of benefits to nearly thirteen lakh unorganised workers under the schemes.

There has been a significant improvement in industrial relations during the period under review. The management and trade unions conducted business with a high level of maturity and dedication. Thus it has become possible to settle a large number of long outstanding issues through bipartite and tripartite negotiations.

Industry wide settlements have taken place not only in the Sponge and Ferro Alloy industry, but also in the Tea and Jute industries, bringing relief and succour to a major section of the labour in West Bengal.

Thirty new employments including the employments of 'Factories', 'Bottling Plants', 'Establishments' and 'Shopping Malls' have been brought into the schedule to the Minimum Wages Act, 1948, in respect of the State of West Bengal. This is a major step forward towards protecting the weaker section of the labour who has little or no bargaining power before the Big industry houses. Most of the unorganised workers are now covered under the Act, wherein 91 employments have been included so far in the Schedule.

The inspecting officials of the Labour Commissionerate, the Factories and Boilers Directorates maintain a strict vigil on enforcement of statutory provisions guiding the working conditions and safety standards at industrial establishments and also on payment of statutory dues to workers.

Thus the Government is ever vigilant on social security schemes as well as on maintaining statutory discipline. Let the workers be happy and the industries flourish.

(Moloy Ghatak)

Minister in Charge, Labour Department.

Government of West Bengal.





## PREFACE

It is a matter of great pleasure to bring out "Labour in West Bengal 2014-15", the annual publication of the Labour Department, Government of West Bengal. The volume provides an overview of the functioning of the different directorates and welfare boards under the administrative control of the Department. The statistics incorporated in it throws light on the industrial relation situation prevailing in the state as well as developments under the social security schemes implemented through different directorates.

The volume is a result of the collective and sincere efforts of the officers and staff of the Labour Department and its various Directorates. Special mention may be made of the Statistical Section of the Labour Commissionerate, which supervises publication of the book.

Since possibilities of error cannot be ruled out in spite of our efforts, feedback and suggestions for improvement are welcome from the end users of the publication, i.e. the members of the trade unions, trade associations, the chambers of commerce, the private and public establishments, different government departments, the policy planners, administrators, people's representatives as well as educational and research institutions.

[ Amal Roy Chowdhury ]

Secretary

Labour Department

Government of West Bengal



# INTRODUCTION

The Labour Department is one of the major departments of the government, mainly involved in maintaining industrial peace and harmony in the state. The department seeks to facilitate harmonious industrial relations with an aim at ensuring the workers' basic rights at their workplace. There are a number of social security schemes and welfare fund boards for different sections of workers. The department is instrumental in conciliation and conflict resolution between the labour and the management.

The Labour Department seeks to promote welfare of the working class by ensuring safety, security and improved conditions of work, enforcing various labour laws in respect of minimum wages, payment of wages, gratuity etc., facilitating collective bargaining within the framework of the Industrial Disputes Act, 1947, providing social security for the workers and their family members, legal remedies in exigencies like loss of job, strike, lockout, closure etc., special protection for specific class of workers like women, children, beedi workers, motor transport workers, construction workers, plantation workers etc. It also facilitates employment/placement of job seekers and undertakes skill development programmes for the job seekers.

The diversified activities of the Labour Department, West Bengal are carried out by the different Directorates of the Department viz.

- (i) Labour Commissionerate
- (ii) Directorate of Employment
- (iii) Directorate of Factories
- (iv) Directorate of Boilers
- (v) Directorate of E.S.I. (MB Scheme)
- (vi) Directorate of Industrial Tribunals & Labour Courts.

The Directorate of Shops & Establishments has been merged with the Labour Commissionerate by a notification, issued on 06.06.2013. Besides these, the West Bengal Labour Welfare Board, Commissioner under the Workmen's Compensation Act, 1923 and the State Labour Institute are also administered under the aegis of the Labour Department.

The Labour Department is headed by Hon'ble Minister-in-Charge. The major branches and cells of the Labour Department are

- I.R. Branch (Industrial Relation)
- G.E. Branch (General Establishment)
- L.W. Branch (Labour Welfare)
- S.S. Branch (Social Security)
- Employment Cell
- Minimum Wages Cell
- RTI Cell
- Grievance Cell
- Law Cell

There is a Website at URL ([wb.gov.in/portal/wblabour](http://wb.gov.in/portal/wblabour)) where all important information are available.

Apart from statutory functions, the Department implements the following important Schemes/ Projects:

#### Plan Scheme:

##### Central Sector

- Rashtriya Swasthya Bima Yojana (RSBY)
- National Child Labour Project (NCLP)

##### State Sector

- State Assisted Scheme of Provident Fund for Unorganised Workers (SASPFUW)
- West Bengal Transport Workers' Social Security Scheme (WBTWSSS)
- West Bengal Beedi Workers' Welfare Scheme (WBBWWS)
- West Bengal Unorganised Sector Workers' Health Security Scheme (WBUSWHSS)
- Udiyaman Swanirvhar Karmasangsthan Prakalpa (USKP)
- Skill Development of Registered Job-seekers (SDRJ)

#### Non Plan Scheme:

- Financial Assistance to the Workers in Locked Out Industries (FAWLOI)
- Social Security for Building Workers under Building & Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996

An overview of the Directorates/ bodies under the Labour Department is given below:

#### Labour Commissionerate

The Labour Commissionerate of the state maintains industrial relations, enforces various labour laws and also administers social security schemes for the workers.

The Labour Commissionerate administers the following Acts:

- The Industrial Disputes Act, 1947



- The Industrial Employment (Standing Orders) Act, 1946
- The Minimum Wages Act, 1948,
- The Payment of Wages Act, 1936;
- The Contract Labour (Regulation & Abolition) Act, 1970
- The Interstate Migrant Workmen's (Regulation of Employment & Conditions of Service) Act, 1979
- The Equal Remuneration Act, 1976
- The Beedi & Cigar Workers (Conditions of Employment) Act, 1966
- The Motor Transport Workers Act, 1961
- The Plantations Labour Act, 1951
- The Sales Promotion Employees (Conditions of Service) Act, 1976
- The Working Journalists & Other News paper Employees (Conditions of Service & Miscellaneous Provisions) Act, 1955
- The Payment of Gratuity Act, 1972
- The Child Labour (Prohibition & Regulation) Act, 1986
- The Building & Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996
- The Trade Unions Act, 1926
- The Payment of Bonus Act, 1965

Apart from these Central Acts, the Commissionerate also administers the West Bengal Payment of Subsistence Allowance Act, 1969, West Bengal House Rent Allowance Act, 1974, West Bengal Unorganised Sector Workers' Welfare Act, 2007. The Beedi Workers' Welfare Scheme 2007 is also implemented by the Commissionerate.

Besides, the West Bengal Unorganised Sector Workers Welfare Board administers the State Assisted Scheme of Provident Fund for Unorganised Workers (SASPFUW), the West Bengal Building & Other Construction Workers' Welfare Board administers the welfare and social security schemes for construction workers and the West Bengal State Social Security Board administers the welfare scheme for transport workers.

This Commissionerate also administers the West Bengal Shops & Establishments Act, 1963 which regulates the employment and working conditions of the employees working in shops and establishments all over West Bengal.

### **Directorate of Employment**

There are 73 Employment Exchanges and 4 University Employment Information and Guidance Bureau under the Employment Directorate. It acts as a placement agency for the registered job-seekers as well as a facilitator in enhancing their employability under Skill Development Programme or for starting their own individual enterprises through self-employment skill schemes under Udiyaman Swanirvhar Karmasangsthan Prokalpa (USKP).

### **Directorate of Factories**

The Directorate of Factories primarily looks after the implementation of the Factories Act, 1948 for ensuring safety, health and welfare of the workers inside the factory premises. It strives to prevent occurrence of accidents and occupational health hazards.

### **Directorate of Boilers**

The Directorate of Boilers is responsible for administration of the Indian Boiler Act, 1923 and its main functions include assuring the safety of human life and property by adopting sound manufacturing practice, safe operation and proper maintenance of the Boilers.

### **Directorate of Industrial Tribunals & Labour Courts**

While the administration of various labour laws are carried out by the different directorates, considerable number of disputes arising out of the administration of the Industrial Disputes Act, 1947; the Industrial Employment (Standing Orders) Act, 1946 and the Working Journalists (Miscellaneous Provisions) Act, 1955 requires adjudication by Industrial Tribunals and Labour Courts.

### **Commissioner under the Workmen's Compensation Act, 1923**

The Office of the Commissioner, Workmen's Compensation is the statutory authority for implementation of the Workmen's Compensation Act, 1923. The overall duty of the office is to realize compensation from the employers concerned and to disburse the same to the injured workmen or the dependants of the deceased workmen.

### **Directorate of ESI (MB) Scheme**

The Employees State Insurance (Medical Benefit) Scheme is administered by this Directorate in collaboration with the Employees State Insurance Corporation. Under this scheme medical treatment, diagnostic facilities as well as cash benefits are provided to the insured workers. It is also responsible for administering the Rashtriya Swasthya Bima Yojana (RSBY).

### **West Bengal Labour Welfare Board**

The Board was formed with the purpose of promoting welfare activities amongst the working class population. It administers the West Bengal Labour Welfare Fund Act, 1974. It has 51 Labour Welfare Centers in different Industrial Zones and Tea Gardens of the State. These Centers aim at developing the physical and mental capacities of the workers and their families.

### **State Labour Institute**

The State Labour Institute conducts various training programmes, seminars, workshops for the government officers, trade union leaders etc. Besides, it conducts a one year Post Graduate Diploma Course in Human Resource Development & Labour Welfare as well as a six months Advanced Certificate Course in Construction Safety.

# CONTENTS

1. Budget Statement	13
2. Labour Commissionerate	21
(i) Note on Major Industries	29
(ii) Industrial Relations	34
(iii) Administration of Labour Laws	45
(iv) FAWLOI	91
(v) Social Security Schemes for Workers in the Unorganised Sector	96
(vi) Activities of Different Welfare Boards for the Workers in the Unorganised Sector	117
(vii) Child Labour	125
(viii) Consumer Price Index Number	133
3. Directorate of Factories	141
4. Directorate of <i>Boilers</i>	163
5. Directorate of Employment	177
6. Employees' State Insurance (MB) Scheme	191
7. Employees' Compensation	205
8. Labour Court	211
9. West Bengal Labour Welfare Board	215
10. State Labour Institute	221

## ***Appendix***

A. Employees' Provident Fund	229
B. Workers Education in India	255
C. E.S.I. Corporation	261
D. Wages & Earnings of workmen in Major Industries	268
E. Important Settlements	274
F. Important Notifications	296





# Budget Statement

Hon'ble Mr. Speaker, Sir,

On the recommendation of the Governor, I beg to move that a sum of Rs.696,09,78,000 (Rupees six hundred ninety six crore nine lakh seventy eight thousand) be granted for expenditure under Demand No.35, Major Head "2014-Administration of Justice", "2210-Medical and Public Health", "2230-Labour and Employment", "2235-Social Security and Welfare", "2251 -Secretariat Social Services" and "4250-Capital Outlay on other Social Services". This is inclusive of a sum of Rs.232,03,28,000/- (Rupees two hundred thirty two crore three lakh twenty eight thousand) already voted on account.

I have the pleasure to draw the attention of the House to the fact that the focus of the Labour Department remains not only unchanged in comparison to the previous years but, under

the present Government, we are also proactive and from the experiences imbibed so far we are fine tuning our endeavour towards betterment of the plight of the workers in general and unorganised workers in particular. "Save Industry and Save Workers" has been our motto to ensure the normal flow of industrial activities for not only enriching the economy but also for providing employment to the millions. During the present year, industrial relation scenario in the State has remained peaceful and conducive to industrial growth.

#### **Samajik Mukti Card and Social Security**

Social security is one of the pillars on which the structure of the Welfare State rests. Social security has been defined as a programme of protection provided by the society against the contingencies of modern life sickness, unemployment, old age dependency, accidents and incapacitation against which the individual can barely protect him or family by his meagre resources. With this aim in view, to cater to the needs of the Unorganised Sector Workers those who constitute 93% of total work force and contributes to both national as well as state economy, our Government is going all-out for comprehensive welfare under the able leadership of the Hon'ble Chief Minister.

For beneficiaries of SASPFUW, a smart card viz. "Samajik Mukti Card" was inaugurated on 26th July, 2012 by the Hon'ble Chief Minister. This card gives them access to their individual accounts and ensures transparency and accountability. As of now, 29.85 lakh such cards have been issued out of which 21.6 lakh in the year 2014-2015. For the year 2015-2016 the target is to cover all beneficiaries under SASPFUW Scheme.

#### **State Assisted Scheme of Provident Fund for Unorganised Workers (SASPFUW)**

In the financial year 2014-2015, 5.75 lakh beneficiaries have been enrolled under the SASPFUW Scheme and the total number has crossed the milestone of 50 lakh up to March, 2015 and the same is expected to rise to 56 lakh at the end of the financial 2015-2016. It is pertinent to mention that the assistance under the Health Security Scheme attached to SASPFUW Scheme is Rs. 10,000.

Nominees of the registered beneficiaries are entitled to receive Rs.50,000 and Rs. 1,50,000 in case of normal death and accidental death as the case may be and Rs.38.20 lakh for 1060 health benefit, Rs. 17.61 crore for 3523 natural death and Rs.4.31 crore for 287 accidental death have been disbursed to various claimants upto March 2015. Besides, final payments of Rs. 19.72 crore on account of termination of SASPFUW accounts have been handed over to 17,170 persons during 2014-2015.

The scheme that started from 2001 has gathered unprecedented momentum under the present Government. So I had proposed an allotment of Rs.213.23 crore in this sector.

#### **Construction Workers' Welfare Scheme**

Building and Other Construction Workers' Welfare Scheme also gathered momentum from the year 2012-2013. Up to March, 2015 the number of registered beneficiaries was nearly 23 lakh. We could bring 7.34 lakh new beneficiaries under the scheme during 2014-2015. Incidentally, it may be mentioned that the Scheme started from 2006. During the last two years (2013-2014 and 2014-2015) Rs.280.27 crore has been disbursed to 11.66 lakh beneficiaries. The record reveals that

upto 31.03.2013 benefits worth Rs.48.5 crore have reached to 1.9 lakh beneficiaries. Hence, the figure has jumped 6(six) times in just two years.

### **Transport Workers' Social Security Scheme**

West Bengal Transport Workers' Social Security Scheme was launched in August, 2010 to provide social security to workers engaged in motor vehicles used for commercial purpose. Benefits like pension, assistance on death, permanent disablement, maternity and medical are provided.

62 thousand beneficiaries have been registered during the last financial year, and 11,151 persons received benefits amounting to Rs.7.93 crore in the year 2014-2015.

Cumulative figures upto 2015 show that among 2.51 lakh of registered beneficiaries, 26.5 thousand received benefits amounting to Rs. 17.56 crore. An improved, new scheme for transport workers including auto and taxi drivers has been launched by the Hon'ble Chief Minister at Nazrul Mancha on 12.02.2015.

### **Beedi Workers' Welfare Scheme**

For providing social security to the Beedi Workers of the state, Government of West Bengal has introduced Beedi Workers' Welfare Scheme with the objective of providing grant for construction of house supplementary to Government of India Scheme, electrification and development of infrastructure for Co-operative housing of Beedi Workers from the state budget. Rs. 1.21 crore have been disbursed to 2423 Beedi Workers on account of housing subsidy and Rs.2.5 lakh to 100 beneficiaries for electrification of houses.

### **Social Security and Shramik Mela**

To reach out to more unorganised sector workers, 7 Shramik Mela were organised during 2013-2014. During the year 2014-2015; 21 Shramik Mela were organised in all 20 districts - 1 in each district and 2 in Burdwan district. This has resulted in significant increase of registration of beneficiaries under different social security schemes.

### **Industrial Relations**

The industrial relation situation during the period under review was relatively peaceful barring a few incidents like a partial strike in Jute and Tea Industries.

One of the notable and distinguishing aspects of the achievement of the Labour Directorate is the qualitative and quantitative change in dispute resolution process. Earlier trade unions preferred to settle the disputes at the bi-partite levels. Now there has been a paradigm shift in the approach and settlements are being made at the tri-partite level which has resulted in better wages, provisions for improved conditions of work and welfare benefits for the workers.

Mandays lost due to strike came down to Nil in the year 2013-2014. The average of mandays lost due to strike in 2007, 2008, 2009 and 2010 (including the period upto March, 2011) was 76.4 lakh. The average of 2011-12, 2012-13, 2013-14 and 2014-15 is 1.7 lakh. In 2014-2015 man-days lost due to strike was 6.14 lakh.

### **Jute Industry**

A group of 20 trade unions working in the field of Jute Industry raised fresh Charter of Demand as the last tri-partite agreement

dated 12.02.2010 was expired after a period of three years from the date of settlement. On receipt of the Charter of Demands from the unions the matter was taken up for conciliation and after several meetings the matter was settled amicably on 02.04.2015.

#### **Salient points of the agreement :**

The management agrees to pay one time ad-hoc payment of Rs.26 per month to all categories of workmen including new entrants. The new entrants after execution of this agreement shall be paid Rs.257 only per day in lieu of Rs. 157 as the entry level minimum payment. This agreement will be applicable to all operating 84 Jute mills existing in West Bengal.

#### **Tea Plantation**

There are 283 registered tea gardens in the hills, Tarai and Dooars regions of North Bengal, employing about 3 lakh people. Obviously, tea-gardens provide a major economic activity in North Bengal.

The Government of West Bengal is initially setting up a fund of Rs. 100 crore for the welfare of the tea plantation employees. This fund will also be utilised for revival of closed /sick tea gardens.

The industry-wide tri-partite agreement on revision of wage of daily rated tea plantation workers was signed on 20.02.2015 raising their daily wage from Rs. 95.00 to Rs. 117.50 for the year 2014-2015 and to Rs. 10.00 each year during the subsequent two years. About 2,50,000 workers will get the benefit from this wage revision.

#### **Financial Assistance to Workers in Locked out Industries (FAWLOI)**

With a view to providing financial assistance

to the industrial workers thrown out of employment for more than one year in registered plantations and factories, the State Government introduced the "Scheme for Financial Assistance to the Workers in Locked-out Industrial Units (FAWLOI)" in the year 1998. Initially financial assistance was Rs. 500 per month. Now it is Rs. 1500 w.e.f. 1.4.2010. The beneficiaries were also paid one time Id/ Puja Ex-gratia @ Rs. 1500 per head. Upto March, 2015, Rs.34.43 crore has been spent for providing benefits to 17,308 workers in 196 units. Budli and Special Budli workers who have rendered continuous service, have also been brought under the coverage of FAWLOI with effect from 01.03.2013.

#### **Minimum Wages**

The Government took a keen interest in the plight of the unorganized sector workers and have already revised minimum wages in 46 scheduled employments under the Minimum Wages Act, 1948.

While revising or fixing the rates of minimum wages the calorie quotient of fixing Minimum Wages was upgraded from 2200 K. Calories to 2700 K. Calories. It is also to be noted that the uniformity of wages in place of a variety of wages prevalent in the different scheduled employments has been achieved.

In addition to the earlier 61 employments, 30 new employments in the Minimum Wages schedule has been added by the Government vide Notification no.12-MW dated 09.02.2015 published in the Kolkata Gazette Extraordinary dated 17.02.2015. Among 30 new employments mention must be made of Garments Manufacturing Industry, Biscuits Manufacturing Industry, Sponge Iron, Ferro Alloys, Induction Furnace,



Bought Tea Leaf Factory, Private Hospitals and Research Centres.

### **Enforcement of Labour Laws**

A sustained campaign in this field has brought about a qualitative change in enforcement matters. During the year 2014-2015 (upto February, 2015), a total number of 2349 prosecution cases have been lodged which reflects an exponential increase as compared to the average number of cases registered annually during 2006-2010, annual average being 266 only.

### **Child Labour**

In order to prohibit working of children below 14 years from working in hazardous occupations and processes and also to regulate the working conditions in respect of hours of work, rest etc. in non-hazardous occupations, the Child Labour (Prohibition & Regulation) Act, 1986 came into force. Presently children are prohibited from working in 18 employments and 65 processes which are scheduled "hazardous".

**Special Schools under NCLP:** In West Bengal, all the 19 districts are covered under National Child Labour Project. Out of 985 sanctioned Special Schools, 943 are functioning with a total of 44,567 children.

**Residential Schools:** For welfare of working children by providing food, shelter, clothing, medical care along with educational and vocational training, the State Government notified for converting one special school in each district into a Residential School from the State Budget. At present, Residential Schools are running in the districts of Uttar Dinajpur, Nadia, Burdwan, North 24 Parganas, South 24 Parganas, Bankura,

Paschim Midnapore. The rest NCLP districts of the State are in the process of opening of Residential Schools. During the year 2014-2015 the Government has spent Rs.36,00,000 towards running Residential Schools.

### **Directorate of Boilers**

This Directorate enforces Indian Boiler Act, 1923 to ensure safety of human life and property through proper maintenance of boilers.

During the current financial year 2004 boilers / economisers have been examined, 1648 boilers have been certified after manufacture, 114 boilers have been registered after completion of erection.

On-line submission of application for licence, renewal of certificate of Boiler is under process. Payment of Fees for inspection of Boiler can now be deposited on-line through GRIPS portal of Finance Department.

Welders' Training Centre at Taratala has been renovated. It has started functioning with two new courses and 60 trainees. 33 trainees have successfully completed the 'Advanced Boiler Quality High Pressure Welder' training course, out of them, 28 have already got job from the campus interview arranged by the Welders' Training Centre.

### **Directorate of Factories**

It looks after the implementation of the Factories Act, 1948 for ensuring safety, health and welfare of the workers. The application for licence for setting up new factories has been streamlined. Online submission of application for Registration and grant of license for factories, approval of plans and renewal of license for factories has been introduced and functioned from 1st April,

2014. Moreover, from September 2014, online submission of fees for grant and renewal of license through the GRIPS portal of Finance Department, Government of West Bengal has been introduced.

During 2014, the number of inspection of factories recorded a rise to 630 against 590 in 2013. Number of fatal accidents in factories has recorded to 63 as against 96 in 2013.

Licence fees realised in the year 2014 has also showed an increase. About 4000 factory workers have been medically checked for work related diseases and other ailments in 2014.

### **Employees' State Insurance**

Employees' State Insurance Scheme is a comprehensive social security measure under the Employees' State Insurance Act, 1948. The Scheme is administered by the Employees' State Insurance Corporation and the State Government.

The number of Insured Persons in West Bengal has increased to 11.17 lakh and total numbers of beneficiaries has risen to approximately 44 lakh. The state is running 13 ESI Hospitals, 42 Service Dispensaries, 17 tie-up dispensaries to provide medical care to the insured persons and their family members. Also 6 Ayurvedic and 6 Homoeopathic Dispensaries has been set up in 6 of the ESI Hospitals, 2 GNM Nurses Training School are running at Maniktala and Sealdah. ESI Institute of Pain Management has been started for both therapeutic and research activities on different aspects of 'Pain' amongst insured persons.

expenditure for running the ESI (MB) Scheme is to be shared between the ESI Corporation and the State Government in the ratio of 7:1 subject to overall ceiling of the expenditure of Rs.2,000 per Insured Person per annum.

An incentive grant of Rs.23.00 crore (approximate) has been received from the ESI Corporation, New Delhi for excellent performance of capacity utilisation, which is the first time that a State has received such a grant in the history of ESI.

### **West Bengal Labour Welfare Board**

West Bengal Labour Welfare Board is engaged in activities like cultural functions, sports and games, celebration of May day, providing Scholarships and stipends, arranging skill based training, distribution of test papers, running of Holiday Homes and Rest Houses and Financial Assistance to the Workers for Critical Diseases.

During the year 2014-2015, Rs.27,04,500 were distributed amongst 1056 students as scholarship and stipend. Also 13,004 persons have availed the facility of Holiday Home and that has generated a revenue of Rs. 12,06,940.

### **Industrial Tribunals, Labour courts and Commissioner under Workmen's Compensation Act, 1923**

These are the adjudicating wings of the Labour Department which adjudicates cases arising out of Industrial Disputes Act, 1947 and other labour enactments. It is the statutory authority for implementation of the Workmen's Compensation Act, 1923.

264 cases were registered during this financial year and 302 cases under ID Act have been disposed of by the Directorate of

Industrial Tribunals during the current year up to January, 2015.

### **State Labour Institute**

The State Labour Institute, Govt, of West Bengal, functions as a training and orientation centre, offering specialized training in the field of HR Development & Labour Welfare. Two regular courses run by the State Labour Institute are-

- (a) Post Graduate Diploma in HRD & LW - One Year full time day course, &
- (b) Certificate Course in Construction Safety - Six months' Course.

The State Labour Institute has a comprehensively planned Calendar of Training, Workshops and Seminars labour related issues. Trainings are conducted for the Officers of the Labour Department on relevant matters.

Special Training Programmes in collaboration with ILO & V V Giri National Labour Institute are also conducted in this Institute on a variety of topics for the officers, N.G.Os, Trade Unions etc.

Besides imparting training, the State Labour Institute, Kolkata has started a quarterly journal entitled 'Shramik Barta' from August, 2013. This journal will keep general workers informed about latest development in the industrial scenario, time to time improvement on social security benefits for the workers in the unorganised sector and also make general workers aware about their legal rights.

### **Employment Directorate**

Following a series of decisions by the judiciary, the scopes of employment through

Employment Exchanges have been reduced to almost a nullity. The Hon'ble Chief Minister had, on 26th July, 2012 launched a unique project called 'Employment Bank'.

This is a state owned job-portal where the job-seekers, employers and placement agencies etc. are able to match their demand and supply on-line. Number of registered and validated job-seekers under Employment Bank is 18,27,590 as on 31st March, 2015.

Now, to provide a legal sanctity to the Employment Bank, the State Government is amending 'The West Bengal Regulation of Recruitment in State Government Establishments and Establishments of Public undertakings, Statutory Bodies, Government Companies and Local Authorities Act, 1999'.

The Labour Department has launched a new scheme titled "Yuvasree" with effect from 1st October, 2013. The objective of this scheme is to pay Rs. 1,500 per month to the job-seekers enrolled in 'Employment Bank' as unemployment assistance.

As on to-day 99,426 such job-seekers are getting unemployment assistance under 'Yuvasree' @ Rs. 1,500 per month. For this purpose, an amount of Rs.139 crore has been provided during 2014-2015.

Since the inception of Skill Development Scheme for the Registered Job-Seekers in the year 2007, the scope of the Scheme has been extended enormously in the activities like, Skill Training, Mock Test, Special Coaching, Career Corner and training for domestic Workers. During the year 2014-2015, against a target of 10,000, about 16,000 job-seekers have been admitted for Skill Training and Prashikshan Shibir for domestic workers.

A new Scheme "GATIDHARA" has been

launched by the State Government on 18.08.2014 to generate self-employment through promotion of transport service. Under this Scheme, the Government subsidizes a component of vehicular loan taken by an unemployed youth @ 30% of the project cost (Maximum Rs.1 lakh) against a project cost of maximum Rs.10 lakh. Rs. 100 crore has been provided by the Government for this purpose. So far, more than 2500 cases have been sponsored to different Banks for sanction and disbursement of fund to enable the applicants to earn their livelihood through 'Gatidhara' scheme.

#### **Construction of Regional Offices**

Construction of Regional Offices at Siliguri and at Asansol is going on involving a project cost of Rs. 7.32 crore and Rs. 8.30 crore respectively. To continue the running works and for some new projects a sum of Rs.12 crore has been proposed for 2015-2016.

#### **Conclusion**

Sir, in the foregoing text I have attempted to

present an exclusive picture of the activities of the Labour Department spread throughout the State through its various Directorates, Boards and Wings. Still it is not possible to give the entire picture, the Labour Department is aiming at ensuring meaningful labour laws enforcement and amicable productive industrial relations.

The Government is trying to simplify the procedures and make the delivery system easily accessible to the beneficiaries through e-governance and strengthening of infrastructure. The Labour Department is in the process of rationalisation and simplification of labour laws.

With this few words, I would request the House to kindly accept the Motion.

**Shri Moloy Ghatak**

Minister-in-charge

Labour Department

Government of West Bengal



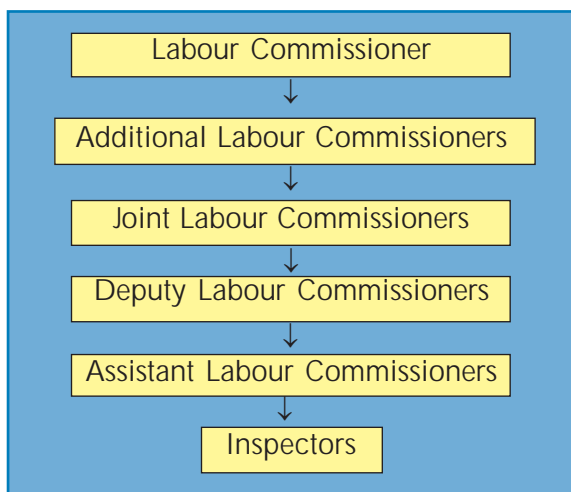


## Labour Commissionerate

The Labour Commissionerate facilitates not only conflict resolution between the management and the trade unions in the organised industrial sectors but also serves the greater purpose of enhancing the welfare of the large and heterogeneous sections of the unorganised working classes through the just enforcement of labour laws as well as through the proper implementation of the various social security schemes. The Statistics Section of the Labour Commissionerate, apart from preparing different reports and returns regarding the industrial relation situation in the State, compiles the State Series Index Number. It also fixes the minimum wages for the different scheduled employments in the State and periodically revises them on the basis of the various Consumer Price Index Number compiled by the Labour Bureau, Government of India as well as the State Series Index Number. The manifold activities of this Commissionerate are carried out through its head quarters in Kolkata, 68 regional offices and 480 Labour Welfare Facilitation Centres (LWFC) throughout West Bengal.

As per notification no. 11-G.E./G/1 'O'-25/13 dated 24.01.2014 of Labour Department name of the office of the Labour Commissioner has been changed to Labour Commissionerate instead of directorate of labour.

The broad organisational structure of the Labour Commissionerate is as follows :



The Labour Commissionerate personnel are manning the following Boards for implementing various social security schemes for the workers of the organised and the unorganised sectors.

### West Bengal Unorganised Sector Workers' Welfare Board

At present the Board is implementing the State Assisted Scheme of Provident Fund for Unorganised Workers (SASPFUW) throughout West Bengal through the Regional Labour Offices under the Labour Commissionerate. This is an ambitious programme which aims at providing social security in the form of Provident Fund to the workers of the Unorganised Sector.

### West Bengal Building & Other Construction Workers' Welfare Board

The Government has established the West Bengal Building and Other Construction

Workers' Welfare Board as per the Building & Other Construction Workers' (Regulation of Employment & Conditions of Service) Act, 1996 for looking after all matters connected with the administration of the West Bengal Building & Other Construction Workers' Welfare Fund. In recent years, the scale and quantum of benefit to be administered by the Board has been extended to a large extent.

### West Bengal State Social Security Board

This Board is to look after the implementation of the West Bengal Motor Transport Workers' Social Security Scheme, 2010 which has provided for pension and various other assistances on death or permanent disablement, children's education or marriage of daughters and various benefits like medical benefit and maternity benefit to the transport workers.

Apart from these the State Government introduced a Scheme viz. "Scheme for Financial Assistance to the Workers in Locked-out Industrial Units (FAWLOI)" in the year 1998 with a view to providing financial assistance to the industrial workers who are thrown out of employment due to prolonged lock-out/Suspension of work/Closure in industrial units in the state which are under lock-out/Suspension of work/Closure for more than one year. The Scheme was extended from time to time. The last such extension has been made upto March,2013 for 2012-2013 and at present the amount of financial assistance is Rs. 1500/- per month per worker and an annual Id/Puja Ex-gratia @Rs. 1500/- per worker.

The Beedi Workers' Welfare Scheme introduced in 2007, with a view to improving the conditions of the beedi workers in the State, is also administered by this Commissionerate. It includes electrification, housing subsidy and infrastructure development of the Beedi workers.

## OFFICES OF LABOUR COMMISSIONERATE

### DISTRICT : COOCH BEHAR

1. Office of the Assistant Labour Commissioner  
Cooch Behar  
Dilkhush Bhawan, 1st Floor,  
Temple Street, Near Sahitya Sabha,  
Dist : Cooch Behar  
PIN : 736101  
Tel : 03582-222738  
e-mail : alc.cobhgl@gmail.com
2. Office of the Assistant Labour Commissioner  
Dinhata  
Telephone Exchange Road,  
(Near By-pass More),  
Ward No. 4, Dinhata Municipality,  
P.O. - Dinhata,  
Dist. : Cooch Behar  
E-mail : alc.dinhata@gmail.com
3. Office of the Assistant Labour Commissioner  
Toofanganj  
Municipal Building Market,  
P.O. : Toofanganj, Dist. : Cooch Behar  
PIN : 736101  
e-mail : tufanganj@gmail.com
4. Office of the Assistant Labour Commissioner  
Mekhliganj  
Paschimpara, Ward No. 7,  
P.O. - Mekhliganj, Dist.- Cooch Behar  
PIN : 735304  
e-mail : rlomekhliganj@gmail.com
3. Office of the Assistant Labour Commissioner  
Kurseong  
41/1, J.M.G. Road, P.O. - Kurseong,  
Dist.-Darjeeling.  
Tel : 0354-2344055  
e-mail : alckurseang@gmail.com
4. Office of the Joint Labour Commissioner  
Siliguri  
3 C.V. Raman Sarani, Collegepara  
P.O. - Siliguri,  
Dist.-Darjeeling,  
PIN : 734001  
Tel : 0353-2435409  
e-mail : dlcsigl@gmail.com
5. State Labour Institute  
Siliguri  
Dagapur Complex,  
P.O. Pradhan Nagar, Siliguri  
Dist. - Darjeeling  
Tel : 0353-2514161

### DISTRICT : JALPAIGURI

1. Office of the Assistant Labour Commissioner  
Darjeeling  
PHON-TSOG-KHANGSAR,  
11 & 12 Lebung Cart Road,  
PIN : 734101  
P.O. + Dist.-Darjeeling  
Tel : 0354-2252307  
e-mail : rloderjeeling@gmail.com
2. Office of the Assistant Labour Commissioner  
Kalimpong  
Dr. B.L.Dixit Road., Kalimpong,  
Dist. Darjeeling,  
PIN : 734301  
Tel : 0355-225059  
e-mail : rlokfg@gmail.com
1. Office of the Deputy Labour Commissioner  
Jalpaiguri  
Kanthalguri Building, Kadamtala  
P.O. + Dist.-Jalpaiguri  
PIN: 735101  
Tel : 03561-225416, 03561-230112  
e-mail : alcjalpaiguri@gmail.com
2. Office of the Assistant Labour Commissioner  
Malbazar  
P.O. - Malbazar, Dist-Jalpaiguri.  
Tel : 03562-257141  
e-mail : alcmalbazar@gmail.com
3. Office of the Assistant Labour Commissioner  
Birpara  
P.O. - Birpara, Dist-Jalpaiguri  
Tel : 03563-266095  
e-mail : rlobirpara@gmail.com
4. Office of the Assistant Labour Commissioner  
Alipurduar  
College Halt (2nd Floor) Alipurduar,  
Dist.- Jalpaiguri  
Tel : 03564-255115  
e-mail : alc.alipurduar@gmail.com

### **DISTRICT : UTTAR DINAJPUR**

1. Office of the Assistant Labour Commissioner  
Raigunj  
Administrative Building, (Top Floor)  
P.O. -Karnajora, Dist.-Uttar Dinajpur  
Tel : 03523-252284  
e-mail : alcraiganj@gmail.com
2. Office of the Assistant Labour Commissioner  
Islampur  
P.W.D. Qr. No. J-24, New Town  
P.O.- Islampur, Dist. : Uttar Dinajpur  
Tel : 03526-256150  
email : alcisl2010@gmail.com

### **DISTRICT : DAKSHIN DINAJPUR**

1. Office of the Assistant Labour Commissioner  
Balurghat  
Chakbhabani, Ward No. 12,  
P.O.- Balurghat, Dist.-Dakshin Dinajpur  
Tel : 03522-255368  
email : rlobalurghatnew@gmail.com
2. Office of the Assistant Labour Commissioner  
Gangarampur  
Berail, P.O.- Buniadpur,  
Dist.-Dakshin Dinajpur  
Tel : 03524-259046  
email : alcgangarampur@gmail.com

### **DISTRICT : MALDA**

1. Office of the Assistant Labour Commissioner  
Malda  
Commercial Estate, Southern E/2 Block,  
(1st floor), Englishbazar,  
P.O. + Dist. - Malda,  
PIN : 732101  
Tel : 03512-220400  
email : malda.alc@gmail.com
2. Office of the Assistant Labour Commissioner  
Chanchal  
Collegepara, P.O.- Chanchal,  
Dist.- Malda, PIN : 732101  
Tel : 03513-252072  
email : alcchanchal@gmail.com

### **DISTRICT : MURSHIDABAD**

1. Office of the Deputy Labour Commissioner  
Beharampore  
19, A.B. Barrack Sqaure,  
P.O.- Berhampore,  
Dist.- Murshidabad, PIN : 742101

Tel : 03482-252905  
email : rloberhampore@gmail.com

2. Office of the Assistant Labour Commissioner  
Lalbagh  
178, Sahanagar Road, Lalbagh,  
P.O. + Dist.- Murshidabad  
Tel : 03482-271148  
email : lalbagrlo@gmail.com
3. Office of the Assistant Labour Commissioner  
Domkal  
P.O.- Domkal,  
Dist.- Murshidabad, PIN : 742306  
Tel : 03481-230095  
email : alc.domkal@gmail.com
4. Office of the Assistant Labour Commissioner  
Kandi  
Dak Bungalow Road, P.O.- Kandi,  
Dist.- Murshidabad  
Tel : 03484-256355  
email : rlokanak@gmail.com
5. Office of the Assistant Labour Commissioner  
Jangipur  
P.O.- Raghunathganj, Dist.-Murshidabad  
Tel : 03483-266245  
email : rlojangipur@gmail.com

### **DISTRICT : NADIA**

1. Office of the Deputy Labour Commissioner  
Kalyani  
District Centre Building, P.O.- Kalyani,  
Dist.- Nadia, PIN : 741235  
Tel : 25828368  
email : dlc.kalyani@gmail.com
2. Office of the Assistant Labour Commissioner  
Krishnanagar  
WBSRDA Building,  
Nadia Zilla Parisad Bhawan,  
P.O.- Krishnanagar, Dist.- Nadia  
Tel : 03472-252466  
email : alc.krishnanagar@gmail.com
3. Office of the Assistant Labour Commissioner  
Ranaghat  
Ranaghat Municipal Building  
P.O.- Ranaghat, Dist.- Nadia  
Tel : 03473-215033  
email : alc.ranaghat@gmail.com
4. Office of the Assistant Labour Commissioner  
Tehatta  
Old S.D.O. Building



P.O.- Tehatta, Dist.- Nadia  
Tel : 03471-249061  
email : alc.tehatta@gmail.com

**DISTRICT : BIRBHUM**

1. Office of the Assistant Labour Commissioner  
Suri  
Suri Municipal Town, Sanatanpara,  
P.O.- Suri,  
Dist.- Birbhum, PIN : 731101,  
Tel : 03462-255707  
email : alcsuri708@gmail.com
2. Office of the Assistant Labour Commissioner  
Bolpur  
Darjipara, P.O.- Bolpur,  
Dist.- Birbhum  
Tel : 03463-252884  
email : alc3463252884@gmail.com
3. Office of the Assistant Labour Commissioner  
Rampurhat  
Reshamsilpi Tantubay Samaby Ltd.,  
National Highway, Brahamanigram,  
P.O.- Rampurhat, Dist : Birbhum  
Tel : 03461-256578  
email : alc.rht@gmail.com

**DISTRICT : BURDWAN**

1. Office of the Deputy Labour Commissioner  
Durgapur  
Commercial Building, (1st Floor), City  
Centre, Durgapur-713316, Dist : Burdwan  
Tel : 0343-2546226, 0343-2546930  
email : dlcdgf@gmail.com
2. Office of the Deputy Labour Commissioner  
Asansol  
Mahaprabhu Bhawan, Burnpur Road,  
Cheliadanga, P.O.- Asansol,  
Dist.-Burdwan, PIN : 713304  
Tel: 0341-2251340, 0341-2256056  
email : dlc.asansol@gmail.com
3. Office of the Assistant Labour Commissioner  
Burdwan Sardar (North)  
Purta Bhawan, South Block, (4th floor),  
P.O.- + Dist.- Burdwan  
Tel : 0342-2647142  
email : burdwansadarnorth@gmail.com
4. Office of the Assistant Labour Commissioner  
Burdwan Sardar (South)  
147, Chandmari Main Road,

Bai Knchi Pukur Uttar,  
P.O.- & Dist.- Burdwan  
PIN : 713101  
Tel : 0342-2665122  
email : alcbdssouth@gmail.com

5. Office of the Assistant Labour Commissioner  
Kalna  
S.T.T.K. Road, Baidyapur More,  
(Near New Bus Stand),  
P.O.-Kalna, Dist. : Burdwan  
Tel : 03454-255206  
email : alckalna@gmail.com
6. Office of the Assistant Labour Commissioner  
Katwa  
Katwa Regulated Market Committee,  
P.O.-Khajurdihi, P.S.- Katwa,  
Dist.-Burdwan  
Tel : 0354-255206  
email : alckatwa@gmail.com

**DISTRICT : BANKURA**

1. Office of the Assistant Labour Commissioner  
Bankura  
Kamrar math, Holding No. 238/19,  
Ward No. 5, P.O.- + Dist.- Bankura  
Tel : 03242-254893  
email : alcbankura@gmail.com
2. Office of the Assistant Labour Commissioner  
Bishnupur  
Bailapara, P.O.- Bishnupur  
Dist.-Bankura, PIN : 722122  
Tel : 03244-252231  
email : alcbbsp@gmail.com
3. Office of the Assistant Labour Commissioner  
Khatra  
Rabindra Sarani, P.O.- Khatra,  
Dist.- Bankura  
Tel : 03243-256001  
email : alckhatra@gmail.com

**DISTRICT : PURULIA**

1. Office of the Assistant Labour Commissioner  
Purulia Sadar (East)  
Purulia Sadar, Amlapara,  
P.O. + Dist.- Purulia  
Tel : 03252-222980  
email : alc.purulia@gmail.com
2. Office of the Assistant Labour Commissioner  
Purulia Sadar (West)  
Deshbandhu Road,

P.O. + Dist.- Purulia  
Tel : 03252-224532  
email : alcprlwest@gmail.com

3. Office of the Assistant Labour Commissioner  
Raghunathpur  
B.P. Road, Adra More, New Bus Stand,  
P.O.- Raghunathpur, Dist.- Purulia  
Tel : 03251-255257  
email : alcraghunathpur@gmail.com

#### **DISTRICT : PASCHIM MEDINIPUR**

1. Office of the Deputy Labour Commissioner  
Kharagpur  
Holding No. 217/2-A, Pirbaba,  
P.O.- Inda, Kharagpur,  
Dist.- Paschim Medinipur  
Phone No. : 03222-225273  
email : dlckgp@gmail.com
2. Office of the Assistant Labour Commissioner  
Medinipur Sadar  
Zila Parisad Bhaban,  
P.O.- Medinipur Sadar,  
Dist.- Paschim Medinipur  
Tel : 03222-276876  
email : alcmid32@gmail.com
3. Office of the Assistant Labour Commissioner  
Ghatal  
P.O.- Ghatal, Dist.- Paschim Medinipur  
Phone No. : 03225-256349  
email : alcghatal@gmail.com
4. Office of the Assistant Labour Commissioner  
Jhargram  
Sashikala Bhawan, Goradhara,  
P.O.-Jhargram, Dist.- Paschim Medinipur  
Tel : 03221-258791  
email : alcjhargram@gmail.com

#### **DISTRICT : PURBA MEDINIPUR**

1. Office of the Deputy Labour Commissioner  
Haldia  
Basudebpur, P.O.-Khanjachak,  
Dist.- Purba Medinipur  
Tel : 03224-274224  
email : dlchaldia@gmail.com
2. Office of the Assistant Labour Commissioner  
Tamluk  
4/2/6, Abasbari, P.O.- Tamluk,  
Dist.- Purba Medinipur

Phone No. : 03228-270391  
email : alctamluk2010@gmail.com

3. Office of the Assistant Labour Commissioner  
Contai  
Monoharchak, P.O.-Contai,  
Dist.- Purba Medinipur  
Tel : 03220-255220  
email : alc.contai@gmail.com

#### **DISTRICT : HOOGHLY**

1. Office of the Deputy Labour Commissioner  
Chandannagar  
Palika Bazar, 2nd floor,  
P.O.-Chandannagar, Dist.-Hooghly  
Tel : 2683-5356  
email : lc.cnr@gmail.com
2. Office of the Deputy Labour Commissioner  
Serampore  
11/C-Raja K.L. Goswami St. 2nd floor,  
P.O.- Serampore, Dist.- Hooghly  
PIN : 712202  
Tel : 2662-1602  
email : 2011seram.dlc@gmail.com
3. Office of the Assistant Labour Commissioner  
Chinsurah  
Chinsurah Municipal Building Premises,  
Pipulpati, P.O.- Chinsurah,  
Dist.- Hooghly, PIN : 712103  
Tel : 033-2680-0168  
email : alc.cnsh@gmail.com
4. Office of the Assistant Labour Commissioner  
Arambag  
Link Road, Gourhati more.  
P.O.-Arambag, Dist.- Hooghly  
03211-254273  
PIN : 712601  
email : alc.abg@gmail.com

#### **DISTRICT : HOWRAH**

1. Office of the Deputy Labour Commissioner  
Howrah  
Sushama Mansion, 43,  
Netaji Subhas Road,  
P.O. + Dist.- Howrah  
Tel : 033-2637-5136  
email : dlcofhowrah@gmail.com
2. Office of the Assistant Labour Commissioner  
Uluberia  
Bazarpara, Kumar Kumari Bhavan,

Uluberia, Dist.- Howrah.  
Tel : 033-2661-0424  
email : alc.ulberia@gmail.com

**DISTRICT : NORTH 24 PARGANAS**

1. Office of the Deputy Labour Commissioner  
Barrackpore  
183, Old Calcutta Road, 3rd floor,  
P.O.-Talpukur, Barrackpore,  
Dist.- North 24 Pgs, PIN : 700123  
Tel : 033-2592-0124  
email : bkfdlc@gmail.com
2. Office of the Assistant Labour Commissioner  
Barasat  
34, K.N.C Road (Station Road),  
P.O.- Barsat, Dist.- North 24 Pgs.  
PIN : 700124  
Tel : 033-2552-3628  
email : bnt.alc.rlo@gmail.com
3. Office of the Assistant Labour Commissioner  
Basirhat  
Mayla Khola, Taki Road Basirhat Railway,  
Station More,  
Dist- North 24 Pgs. PIN :743225  
Tel : 03217-266459  
email : alcbasirhat@gmail.com
4. Office of the Assistant Labour Commissioner  
Bongaon  
Bongaon Station Road,  
P.O.- Bongaon,  
Dist- North 24 Pgs, PIN :743225  
Tel : 03215-255723  
email : alcbon@gmail.com
5. Office of the Assistant Labour Commissioner  
Bidhannagar  
Sramik Bhaban, Ground Floor  
P-3, CIT Scheme-VII M,  
Kankurgachi, Kolkata-54,  
email : rlobidhannagar@gmail.com

**DISTRICT : SOUTH 24 PARGANAS**

1. Office of the Assistant Labour Commissioner  
Alipore  
6, Church Lane, 4th Floor, Kol-1.  
Tel : 033-2231-7590  
email : alc.alipore@gmail.com
2. Office of the Assistant Labour Commissioner  
Baruipur  
Nandarani Complex,  
Holding No. 474 Kulpi Road, Ward No. 5,

Bhattacharjee para, P.O. + P.S.- Baruipur,  
Dist- South 24 Pgs. PIN : 700144  
Tel : 033-2433-0004  
email : rlobaruipur@gmail.com

3. Office of the Assistant Labour Commissioner  
Canning  
No.1, Dighirpar Girl's High School Para  
Road, Ward No. 5, Bhattacharjee Para,  
P.O. + P.S.- Baruipur, Dist- South 24 Pgs.  
Tel : 03218-255011  
email : canningalc@gmail.com
4. Office of the Assistant Labour Commissioner  
Kakdwip  
Near SDPO office, Subhasnagar  
P.O.-Kakdwip, Dist- South 24 Pgs.  
PIN : 743347  
Tel : 03210-255129  
email : rlokakdwip&24pgs@gmail.com
5. Office of the Assistant Labour Commissioner  
Diamond Harbour  
"Gurudham", Puratan Bazar,  
P.O.- Diamond Harbour,  
Dist- South 24 Pgs., PIN : 743339  
Tel : 03174-255144  
email : alcdhr@gmail.com
6. Office of the Assistant Labour Commissioner  
Falta  
Special Economic Zone,  
P.O.-Ramnagar, Falta,  
Dist.- South 24 Pgs. , PIN : 743504,  
Phone No. : 03174-222429  
email : alcfalta@gmail.com

**KOLKATA**

1. Office of the Labour Commissioner  
1, K.S. Roy Road, New Secretariat Buildings,  
11th Floor, Kolkata - 700001.  
Tel : 033-2248-8150  
email : labourcommissioner.wb@gmail.com
2. Office of the Labour Commissioner  
6, Church Lane,3rd & 4th Floor,  
Kolkata - 700 001.  
Tel : 033-2248 0092 / 2248 5721  
email : statisticsjlc@gmail.com
3. SLI, Kolkata  
Manicktala Main Road, Kankurgachi,  
Kolkata - 700054  
Tel : 033-2320-8854/1966  
email : statelabourinstitute@gmail.com

# OFFICES OF THE LABOUR COMMISSIONERATE

- |                     |                        |
|---------------------|------------------------|
| 1. Kolkata          | 38. Durgapur           |
| 2. Bidhannagar      | 39. Asansol            |
| 3. Barasat          | 40. Kalna              |
| 4. Barrackpore      | 41. Bardhaman Sadar    |
| 5. Bangaon          | 42. Katwa              |
| 6. Basirhat         | 43. Bankura            |
| 7. Alipur (Kolkata) | 44. Bishnupur          |
| 8. Alipur Sadar     | 45. Khatra             |
| 9. Falta            | 46. Purulia            |
| 10. Diamond Harbour | 47. Purulia Sadar West |
| 11. Baruipur        | 48. Raghunathpur       |
| 12. Canning         | 49. Suri               |
| 13. Kakdwip         | 50. Rampurhat          |
| 14. Howrah          | 51. Bolpur             |
| 15. Uluberia        | 52. Malda              |
| 16. Sreerampur      | 53. Chanchol           |
| 17. Chandannagar    | 54. Balurghat          |
| 18. Chinsura        | 55. Gangarampur        |
| 19. Arambag         | 56. Raigunj            |
| 20. Kharagpur       | 57. Islampur           |
| 21. Midnapur        | 58. Jalpaiguri         |
| 22. Jhargram        | 59. Alipurduar         |
| 23. Ghatal          | 60. Birpara            |
| 24. Contai          | 61. Malbazar           |
| 25. Tamluk          | 62. Cooch Behar        |
| 26. Haldia          | 63. Dinhata            |
| 27. Egra            | 64. Tufanganj          |
| 28. Kalyani         | 65. Mathabhanga        |
| 29. Ranaghat        | 66. Mekhiligunj        |
| 30. Krishnanagar    | 67. Siliguri           |
| 31. Tehatta         | 68. Darjeeling         |
| 32. Baharampur      | 69. Kurseong           |
| 33. Kandi           | 70. Kalimpong          |
| 34. Lalbag          |                        |
| 35. Jangipur        |                        |
| 36. Domkal          |                        |
| 37. Bardhaman       |                        |

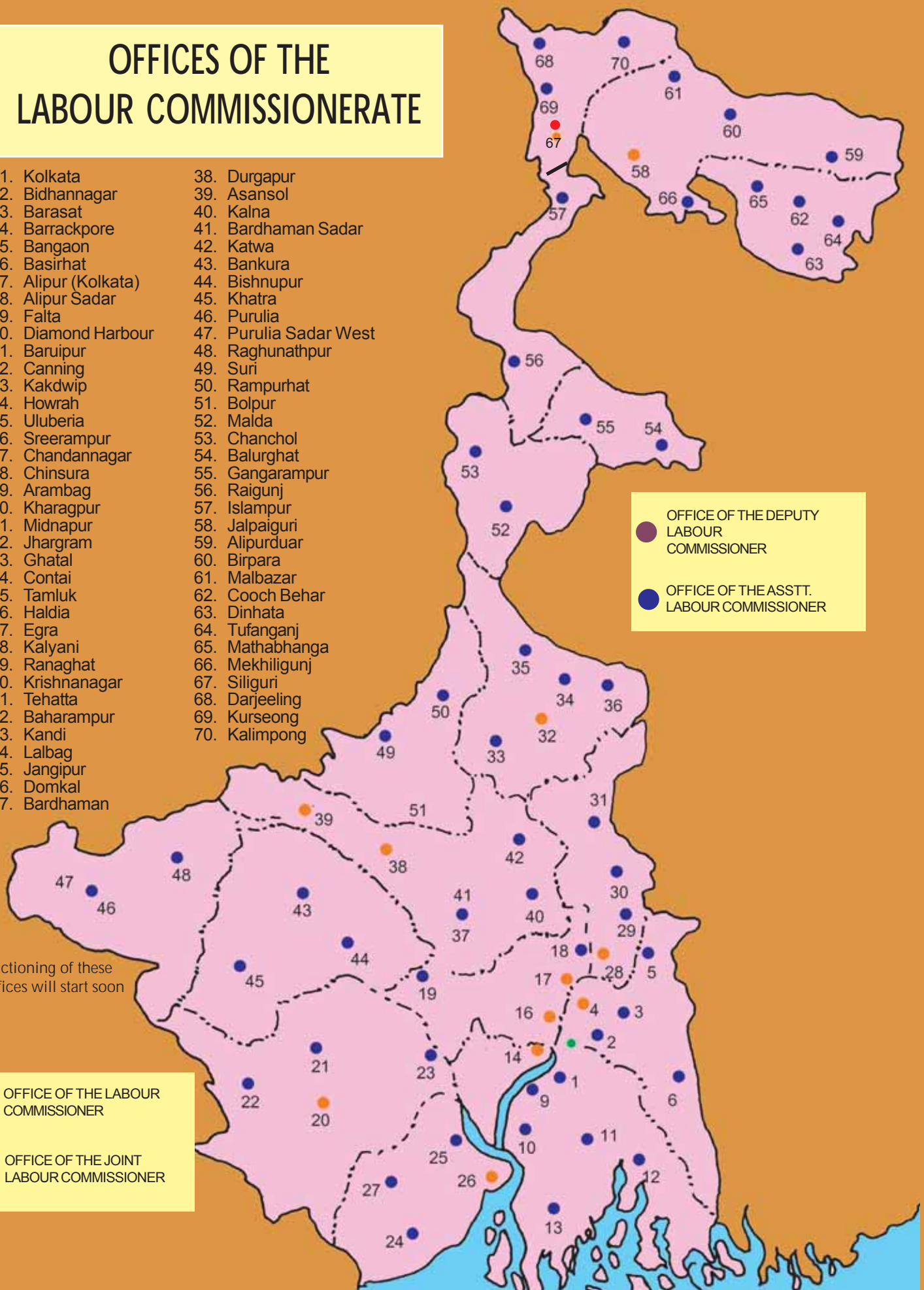
● Fuctioning of these offices will start soon

● OFFICE OF THE LABOUR COMMISSIONER

● OFFICE OF THE JOINT LABOUR COMMISSIONER

● OFFICE OF THE DEPUTY LABOUR COMMISSIONER

● OFFICE OF THE ASSTT. LABOUR COMMISSIONER

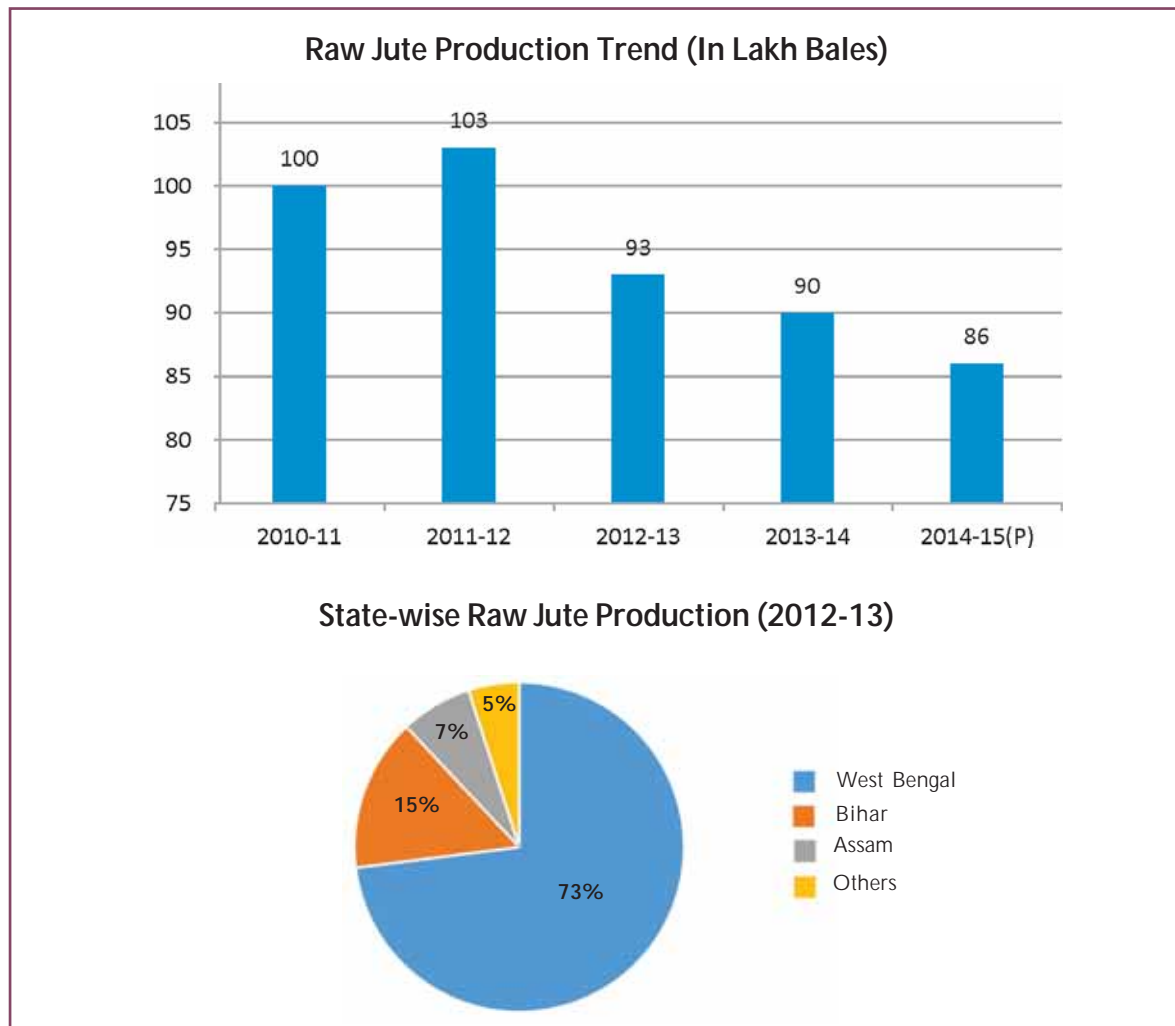


## (i) Note on Major Industries

### Jute Industry

The Jute Industry occupies an important place in the national economy of India. It is one of the major industry in the eastern region, particularly in West Bengal. Jute, the golden fiber meets all the standards for the 'safe' packaging in view of being a natural, renewable, biodegradable and eco-friendly product. Out of 66 composite Jute mills in India, 59 mills are located in West Bengal.

Roughly 100 lakh bales raw jute is produced in India, out of which almost 75% is produced in West Bengal alone. Of the 14 lakh MT of jute goods produced in India, almost 12.5 lakh MT is manufactured in West Bengal. It is estimated that this industry provides employment of 2.5 lakh workers with a few thousand more in supporting services. In addition there are a large number of persons engaged in the trade of jute.



The jute materials are mainly utilized in the form of jute bags for packaging food grains, sugar, potato etc. The packaging of food grains in jute bag is mandated as per Jute Packaging Materials (Compulsory Use in the Packaging Commodities) Act, 1987. The Act empowers the Central Government to constitute Standing Advisory Committee consisting of such persons having necessary expertise to give advice in the matter of determining the commodity or class of commodities or percentages thereof in respect of which jute packaging material shall be used in their packing. As per the order from the Ministry of Textile, Government of India, up to a maximum of 90% production of food grains and 20% production of sugar are required to be packed in the jute bags.

Since the Jute Industry is heavily dependent on Government orders, any uncertainty or delay in getting order from the Government badly affects the jute industry which in turn hurts the livelihood of lakhs of jute mill workers. Besides the guaranteed procurement under the JPM Act, initiatives toward diversification, R&D project in the Jute Sector through continuing innovations and market oriented research, development and application of potentially important Jute Geo-Textile etc. are to be taken up.

#### **Achievements :-**

On the expiry of the Industrywide Tripartite Agreement on jute executed on 12.02.2010, a long series of 36 meetings took place and thereafter a fresh Agreement on jute was arrived at between the Jute Millers and Trade Unions on 02.04.2015 in presence of the

Hon'ble Minister-in-Charge, Labour, Government of West Bengal. As per the Agreement, the new entrants shall be paid Rs. 257/- per day in lieu of Rs. 157/- as the entry level minimum payment and the existing workers including the new entrants shall get onetime ad-hoc payment of Rs. 26/-per month (for 208 hours) and it shall be added with the Basic Wages.

Besides, the Representatives from the Government of West Bengal attended the 23<sup>rd</sup> meeting of the Standing Advisory Committee on the packaging of jute held under the Chairmanship of Secretary, Textiles, Government of India on 09.06.2015 at New Delhi. In that meeting, the reservation of packaging under the Jute Packaging Materials (Compulsory Use in the Packaging Commodities) Act, 1987 was sustained to 90% for food grains and 20% for sugar like the previous year.

Furthermore, a Group of Ministers (GoM) headed by Hon'ble Finance Minister, West Bengal and having the Hon'ble Minister-in-Charge, Higher Education and School Education Department, the Hon'ble Minister-in-Charge, Panchayats & Rural Development, the Hon'ble Minister-in-Charge, Agriculture Department and the Hon'ble Minister-in-Charge, Labour Department, as members was constituted as per Government Order No. 63(5)-Cab.Sectt./GoM-03/13 dated 12.11.2014 to look into the matters connected to the jute industry. Henceforth, six meetings of GoM on jute were held under the Chairmanship of Hon'ble Finance Minister, West Bengal to discuss various issues related to the jute industry in West Bengal.

Last but not the least, in case any industrial dispute in relation to the Jute Industry is raised, Labour Department Officials take up the matter for conciliation in no time with a view to solve the issue.

## List of Jute mills in West Bengal

Sl. No.	Name of Jute Mill	Location (District)
1.	Agarpara	North 24 Parganas
2.	Alliance	North 24 Parganas
3.	Anglo India	North 24 Parganas
4.	Auckland	North 24 Parganas
5.	Eastern Manufacturing Co.	North 24 Parganas
6.	Empire	North 24 Parganas
7.	Sri Gouri Shankar	North 24 Parganas
8.	Jagatdal	North 24 Parganas
9.	Kamarhati	North 24 Parganas
10.	Kankinara	North 24 Parganas
11.	Kelvin	North 24 Parganas
12.	Loomtex	North 24 Parganas
13.	Meghna	North 24 Parganas
14.	Nafarchand	North 24 Parganas
15.	Prabartak	North 24 Parganas
16.	Reliance	North 24 Parganas
17.	Waverley	North 24 Parganas
18.	Gouripur	North 24 Parganas
19.	India Jute Mill	Hooghly (Serampore )
20.	Hastings Jute Mill	Hooghly (Serampore)
21.	Wellington Jute Mill	Hooghly (Serampore )
22.	Angus Jute Mill	Hooghly (Chandannagar)
23.	R.D.B. Textile Ltd., (Victoria Jute Mill)	Hooghly ( Chandannagar)
24.	M/s. S.N. Jute Factory Ltd.,	Hooghly (Chandannagar)
25.	Murlidhar Ratanlal Export Ltd. (Unit Gondalpara Jute Mill)	Hooghly ( Chandannagar)
26.	Dalhousie Jute Company	Hooghly ( Chandannagar)
27.	Northbrook Jute Co. Ltd.	Hooghly (Chandannagar)
28.	Ganges Jute Pvt. Ltd.	Hooghly (Chandannagar)
29.	Bellis India Ltd.	Hooghly ( Chandannagar)
30.	Budge Budge Co. Ltd.	South 24 Parganas
31.	Birla Corporation Unit Birla Jute Mill	South 24 Parganas
32.	New Central Jute Mills	South 24 Parganas
33.	Caledonian Jute Industries	South 24 Parganas
34.	Cheviot Jute Mill	South 24 Parganas
35.	Kanoria Jute & Industries (P) Ltd.	Howrah
36.	Gloster Ltd	Howrah
37.	Ludlow Jute & Specialities Ltd.	Howrah
38.	Tepcon International (India) Ltd, ( Unit: Sree Hanuman Jute Mill)	Howrah
39.	Vijai Shree Ltd. (FWJM Division)	Howrah
40.	Delta Ltd.	Howrah
41.	Howrah Mills Co. Ltd.	Howrah
42.	Mahadeo Jute & Industries Ltd.	Howrah
43.	Bally Jute Co. Ltd.	Howrah
44.	Ambika Jute Mill	Howrah
45.	Bharat Jute Mill	Howrah
46.	Tirupati Jute Mill	Howrah

Sl. No.	Name of Jute Mill	Location (District)
47.	Bauria	Howrah
48.	M/s. Hooghly Infrastructure Pvt. Ltd. (Unit: Hukumchand)	Nadia ( Kalyani)
49.	Naihati Jute Mill's Co. Ltd.	Nadia ( Kalyani)
50.	Jai Jute Industries (Formerly Nuddea Jute Mill)	Nadia (Kalyani)
51.	Soora Jute Mill	Kolkata
52.	Mangalpore	Burdwan
53.	Baranagar Jute Factory Pvt. Ltd.	Kolkata
54.	Calcutta Jute Manufacturing Co. Ltd.	Kolkata
55.	Alexandra (NJMC MILL)	North 24 Parganas
56.	Kinnison (NJMC MILL)	North 24 Parganas
57.	Khardah (NJMC MILL)	North 24 Parganas
58.	National (NJMC MILL)	Howrah
59.	Union (NJMC MILL)	Kolkata

### Tea Planation Industry

The Plantations Industry is one of the major industries in West Bengal. Tea is the most important cash crop produced in this State. Tea is grown in five districts, namely Darjeeling, Jalpaiguri, Alipurduar, Coochbehar and Uttar Dinajpur. Tea gardens in the three hill sub-divisions (Darjeeling Sadar, Kurseong and Kalimpong) of Darjeeling district produce orthodox tea which is famous worldwide for its aroma and flavour. These gardens are categorized as Darjeeling Gardens and the tea produced by them is branded as Darjeeling Tea. Most of it is exported. Siliguri, the single plains sub-division of the district of Darjeeling, produces mostly CTC variety of tea and the gardens in the region are categorized as Terai Gardens. The tea gardens in the Jalpaiguri, Alipurduar

and Coochbehar districts adjoining Terai region are categorized as Dooars Gardens. Thus tea-growing regions in West Bengal have been divided into three tea districts, namely Darjeeling, Terai and Dooars. Apart from tea, plantations industry as in West Bengal consist of cinchona and medicinal plant plantations. Majority of the workers are employed as pluckers and are paid daily wages. The other category of the workers in the plantations industry consists of clerks, medical staff such as doctors, nurses, compounders and technicians for tea processing and sub-staff. They are paid wages/ salaries on monthly basis.

Industry-wide tripartite agreement on wages for tea plantation workers was signed on 20.02.2015 by all the operating trade unions. The wages of the tea plantation





workers have been raised from Rs.90/- to Rs. 112.50 per day for the 1<sup>st</sup> year w.e.f. 01.04.2014, Rs. 122.50 w.e.f. 01.04 2015 and to Rs. 132.50 w.e.f. 01.04.2016. Approximately 2.6 lakh tea plantation workers are getting wages as per tripartite agreement. Tripartite agreement of the wages of other monthly rated employees (OMRE), staff and sub-staff are also in the process of finalisation. Apart from this, the workers are entitled to get medical facilities, housing accommodation etc. as provided under the Act.

The Government of West Bengal is deeply concerned about the locked out and abandoned tea gardens and is trying to make effective intervention to mitigate the sufferings of the affected workers.

#### **FAWLOI:**

The workers of as many as 7 (seven) tea gardens including re-opened gardens have been covered under the Scheme of Financial Assistance to the Workers of Locked-out Industries (FAWLOI) and they are receiving financial assistance at the rate of Rs.1,500/- p.m./head and one time ex-gratia at the rate of Rs.1500/- each before Id/Puja.

Recently, The Government of West Bengal has initiated specific interventions by extending the benefits of various Government Schemes and other relief to the workers of the seven closed tea gardens of (1) Dheklapara, (2) Bundapani, (3) Raipur, (4) Redbank, (5) Surendranagar, (6) Dharanipur and (7) Ringtong Tea Estate with a view to ameliorating their conditions.

In order to address the acute financial crisis and hardship of workers of tea gardens of the State, abandoned by their management, the Government of West Bengal in the Labour Department (vide Order No. 897-IR/121L-16/08 dated 08.07.2014) provided some relaxation of the FAWLOI Scheme. Eligible workers of the abandoned tea gardens may be covered under the Scheme FAWLOI after three months of such abandonment.

#### **Antyodaya Anna Yojana (AAY):**

The State Government under the provisions of WBPDS (Special Provision for Tea Gardens) Order, 2006 is providing rice @ 1.25 kg/au/week and wheat @ 750 gm /au/ week to the workers of 3 sick tea gardens of Darjeeling District and 26 sick tea gardens of Jalpaiguri Districts as a measure of food security, AAY benefit is being continued even after their re-opening.

#### **Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) and other benefits :**

The workers of the closed tea gardens are provided jobs under the Scheme MGNREGS. Other benefits to the workers and their families include Special Gratuity Relief (Spl. G.R.), blankets, utensils, kerosene, sanitation, water supply, Indira Awaas Yojana, (IAY) Sahay Prakash (cooked food for the disabled persons), Indira Gandhi National Old Age Pension Scheme (IGNOAPS) Tribal Pension. Geetanjali Prakash, Public Distribution System (PDS) through Self-Help Group (SHG). Other important measures taken to mitigate the suffering of the distressed workers and people residing in the closed tea gardens are finding out malnourished children and sending them immediately to the Nutritional Rehabilitation Centre (NRC) for proper treatment, finding out TB patients and other acutely sick persons and sending them to the NB Medical College Hospital/ nearest hospital for treatment etc.

The Standing Committee of the Cabinet on Industry/Infrastructure and Employment on 16.05.2012 accepted the 'Report of the Committee of Secretaries on the Extension of State Govt. Schemes to Tea Garden areas in North Bengal'. With regard to extension of State Government, Schemes for housing, sanitation, water supply etc. the Committee observes that 'Facilities extended to the tea gardens under Government Schemes will be supplementary in nature and will not absolve tea gardens of the responsibilities under the Plantations Labour Act (PLA), 1951'.

## (ii) Industrial Relations

### General Review

The Government in the Labour Department is following the principle of "Save Workers, Save Industry" policy to ensure normal flow of industrial activities for not only enriching the economy but also for providing employment to the millions. Following the policy the Government has successfully maintained a harmonious industrial relation situation throughout the State. Industry wise settlement in 'Sponge Iron and Ferro Alloy Industry' has been penned on 08.09.2014. Industry wise settlement in Tea Industry has been signed on 20.02.2015. Industry wise settlement on Jute Industry also has seen the light of day during the period.

The Government is persistently pursuing a policy of tripartitism in matters of industrial negotiations over and above bipartite settlements. This has actively minimized disguised exploitation, in matters of contribution towards Employees' provident Fund. ESI Scheme and non-payment of Minimum Wages.

### Industrial Disputes

In the Financial Year 2014-15, the State Conciliation Machinery handled 3000 (three thousand) disputes. The figure is inclusive of disputes arising out of strikes, lockouts & closures. 700 (Seven hundred) disputes were raised during the year and 2300 (Two thousand three hundred) disputes were brought forward from previous years. 951 (Nine hundred fifty one) disputes were disposed of during the year under review (Table - I). Table II shows the method of disposal of industrial disputes. Cause wise distribution of disputes either settled through conciliation or disputes for which reports u/s 12(4) of Industrial Disputes Act were submitted to the Government are shown in Table III, which shows that 21 disputes, connected with personnel related issues such as dismissal, discharge, suspension etc. could not be resolved through conciliation and these disputes accounted for 44.68% of the total number of reports submitted to the Government u/s 12(4) of the Industrial Disputes Act, 1947. Disputes connected with Wages & Allowances accounted for 6.38% of the total number of reports submitted u/s 12(4) of the said Act.

**Table-I**  
**Industrial Disputes (Year wise)**

Year	No. of disputes brought forward from previous year	No. of disputes raised during the year	Total no. of disputes handled during the year	No. of disputes disposed of during the year	Percentage of disposal of the total disputes handled
(1)	(2)	(3)	(4)	(5)	(6)
2012-13	2177	717	2894	662	22.87
2013-14	2232	648	2880	580	20.14
2014-15	2300	700	3000	951	31.70

**Table - II**  
**Industrial Disputes (Method of Disposal)**

Year	Total No. of disputes handled during the year	No. of disputes disposed of during the year	Disputes settled through conciliation (including cases where parties did not pursue)		Disputes for which reports u/s. 12(4) of the I. D. Act were submitted to the Government		Bipartite settlement		Otherwise disposed of**	
			Number	Percentage to total disposed	Number*	Percentage to total disposed	Number	Percentage to total disposed	Number	Percentage to total disposed
2012-13	2894	662	124	18.73	61(59)	9.21	36	5.44	441	66.62
2013-14	2880	580	76	13.10	36(36)	6.21	64	11.03	404	69.66
2014-15	3000	951	238	25.03	47(47)	4.94	26	2.74	640	67.29

\* Figures in brackets in column 6 indicate the number of cases recommended to the Government for adjudication.

\*\* Includes cases where adjudication u/s 10(IB) of the Industrial Disputes Act, has been preferred by the workmen, cases where disputes settled through mediation by parties other than Government/Conciliation Officer and cases where disputes have been withdrawn before commencement of conciliation proceedings.

**Table-III****Settlement/Non-settlement of Disputes in 2014 -15**

Sl. No.	Cause of Disputes	Disputes settled through conciliation (inclusive of cases where parties did not pursue)		Disputes for which reports u/s 12(4) of the Industrial Disputes Act were submitted to the Government	
		Number	Percentage	Number	Percentage
(1)	(2)	(3)	(4)	(5)	(6)
1.	Wages & Allowances	43	18.07	3	6.38
2.	Bonus	12	5.04	3	6.38
3.	Personnel (dismissal, discharge, suspension, transfer, etc.)	29	12.18	21	44.68
4.	Retrenchment	6	2.53	-	-
5.	Lay-off	-	-	-	-
6.	Leave & Hours of work	-	-	-	-
7.	Non-implementation of awards & agreements	04	1.68	-	-
8.	Employment, manning, etc.	04	1.68	-	-
9.	Promotion, upgrading, etc.	-	-	-	-
10.	Indiscipline, rowdyism, violence, etc. (as alleged by employer)	03	1.26	-	-
11.	Go-slow (as alleged by employer)	-	-	-	-
12.	Others	29	12.18	20	42.56
13.	Disputes disposed of where parties did not pursue (cause not classified)	108	45.38	-	-
<b>Total</b>		<b>238</b>	<b>100.00</b>	<b>47</b>	<b>100.00</b>

**Work-stoppage**

During the year 2014-15, there were 634 cases of work-stoppage (strikes & lockouts) affecting about 5 Lakh 10 thousand workmen with a loss of 18.24 million man days against 297 cases affecting about 93 thousand workmen with a loss of 15.03 million man days in the year 2013-14 (vide Table-IV). All these cases are inclusive of cases brought forward from the previous years.

**Table-IV****Work-stoppage (Strikes & Lockouts) 2014-15**

Year	No. of Work stoppage	No. of workers involved (in lakh)	No. of Mandays lost (in million)
2012-13	295	0.91	15.70
2013-14	297	0.93	15.03
2014-15	634	5.01	18.24

## STRIKES & LOCKOUTS

During the years  
2012-13 to 2014-15

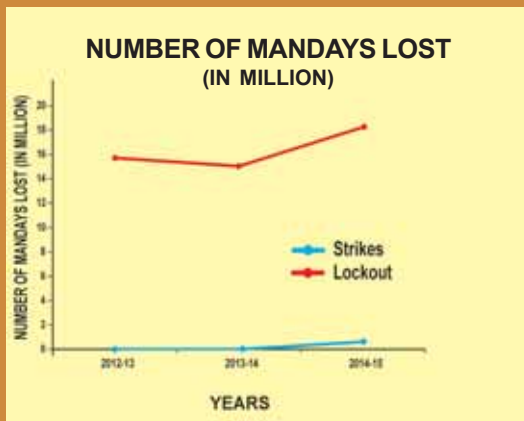


Table - V analyses cases of strike & lockouts separately which shows that during the year 2014-15 there was 314 case of strike affecting about 375.29 thousands workmen entailing a loss of 0.615 million man days against no cases of strike in the year 2013-14.

During the year 2014-15 there were 320 cases of lockout affecting about 125.33 thousand workmen with a loss of 17.62 million man days against 297 cases of lockout affecting about 93.10 thousand workmen with a loss of 15.03 million man days in 2013-14.

Table - VI analyses cause-wise distribution of work-stoppage of strikes & lockouts which were handled during 2014-15. It presents total cases dealt with during the year, total cases terminated and total cases continued at the end of the year.

Table - VII shows region wise position of work stoppage.

Table - VIII shows the list of strikes & lockouts in large establishments employing 1000 workmen & above which were settled through conciliation or otherwise during the year under review.

Table - IX analyses terminated cases of strikes & lockouts according to the methods of settlement.

Table - X to Table - XIV analyse the strike & lockout position in major industries, i.e., Tea, Jute, Engineering (Major), Engineering (Minor) & Cotton Textiles.

In course of implementation of the scheme for the Financial Assistance to the workers in Locked-out Industrial Units (FAWLOI) it was noticed that many cases of lockout were not reported to the Labour Commissioner at the time of actual occurrence of the lockout. It is also noticed that no disputes were raised at that time. These cases, which were actually under lockout for a long period, have not been taken into consideration. Cases which are pending for a long period before B.I.F.R., Supreme Court or High Court have also not been taken into consideration.

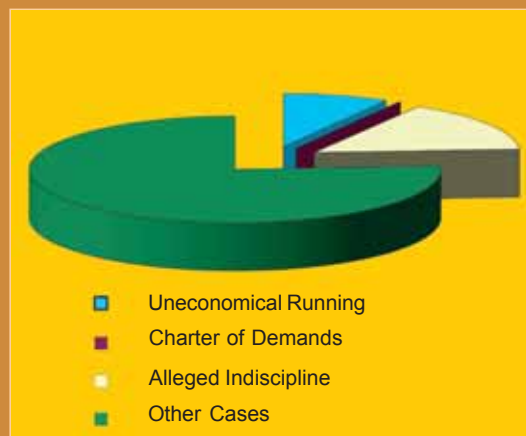
**Table-V**  
**Strikes & Lockouts in West Bengal from 2012-13 to 2014-15**

Year	Strike		Lockout		All Combined				
	No. of cases	No. of men involved (in thousand)	No. of cases	No. of men involved (in thousand)	No. of cases	No. of men involved (in thousand)			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
2012-13	1(0.34)	0.03(0.03)	0.005(0.03)	294(99.66)	90.75(99.97)	15.70(99.97)	295	90.78	15.70
2013-14	-	-	-	297(100.00)	93.10(100.00)	15.03(100.00)	297	93.10	15.03
2014-15	314(49.53)	375.29(74.96)	0.615(3.37)	320(50.47)	125.33(25.04)	17.62(96.63)	634	500.62	18.24

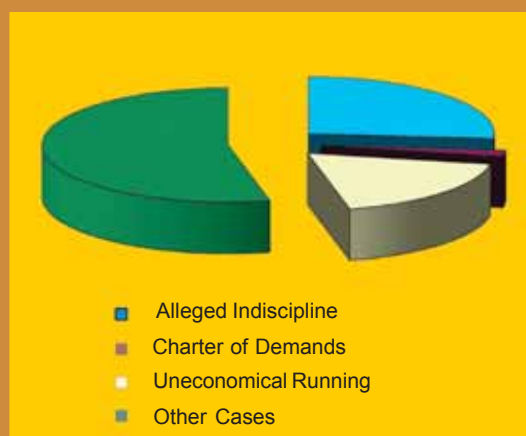
**N.B.** (1) Figures in parenthesis indicate percentage of strike/lockout to all combined.

## WORK-STOPPAGE (STRIKE & LOCKOUT) BY CAUSES FOR THE YEAR 2014-15

### NUMBER OF CASES



### NUMBER OF MEN INVOLVED



**Table-VI**  
**Strikes & lockouts by causes during 2014-15**

Sl. No.	Causes	Nature of Work-stoppage					
		Strike	Lockout		All Combined		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
		No. of cases	No. of worker involved (in thousand)	No. of cases	No. of worker involved (in thousand)	No. of cases	No. of worker involved (in thousand)
1.	Wages & Allowances	314	375.29	4	0.10	318	375.39
2.	Bonus	-	-	1	0.22	1	0.22
3.	Go-slow	-	-	1	1.61	1	1.61
4.	Uneconomic running, technological obsolescence, loss of economic viability, Managements' intention to reduce working compliments etc.	-	-	167	41.57	167	41.57
5.	Charter of Demands	-	-	11	0.78	11	0.78
6.	Alleged indiscipline	-	-	116	77.59	116	77.59
7.	Miscellaneous	-	-	20	3.48	20	3.48
	<b>All Combined</b>	<b>314</b>	<b>375.29</b>	<b>320</b>	<b>125.35</b>	<b>634</b>	<b>500.64</b>

Table-VII

Region-wise position of work-stoppage (Strike & Lockout) including cases brought forward from the previous years , cases of work-stoppage terminated during the year & cases of work-stoppage continuing at the end of 2014-15

Region	Total cases			Total cases terminated		Cases continuing at the end of the year	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
	No. of cases	No. of worker involved (in thousand)	No. of cases involved (in thousand)	No. of cases	No. of worker involved (in thousand)	No. of cases	No. of worker involved (in thousand)
Kolkata (North)	8	1.03	-	-	-	8	1.03
Kolkata (Central)	19	2.84	-	-	-	19	2.84
Kolkata (South)	42	11.76	1	0.11	0.11	41	11.65
Howrah	52	31.36	6	14.78	14.78	46	16.58
Hooghly	59	27.92	7	18.74	18.74	52	9.18
Barrackpore	42	26.99	12	20.59	20.59	30	6.41
Durgapur	28	6.24	-	-	-	28	6.23
Nadia	32	5.94	-	-	-	32	5.94
Murshidabad	-	-	-	-	-	-	-
Midnapore	11	3.00	1	0.13	0.13	10	2.87
Siliguri	12	0.94	1	0.22	0.22	11	0.72
Jalpaiguri	15	7.32	3	2.59	2.59	12	4.73
<b>Total</b>	<b>320</b>	<b>125.34</b>	<b>31</b>	<b>57.16</b>	<b>57.16</b>	<b>289</b>	<b>68.18</b>



Table-VIII

The important cases of Strikes & Lockouts involving 1000 workmen & above which were settled through conciliation or otherwise during the financial year 2014-15

Sl. No	Name & Address of the concern	Nature of work stoppage	No. of worker involved	Date of Beginning	Date of Reopening
(1)	(2)	(3)	(4)	(5)	(6)
(1)	M/s. Hanuman Jute Mill, Howrah	Lockout	3,000	08.03.2014	28.04.2014
(2)	M/s. Trend Vyapar (P) Ltd. Barrackpore,	Lockout	4,000	10.03.2014	26.04.2014
(3)	M/s. Loomtex Engineering Ltd. Barrackpore,	Lockout	3200	28.10.2013	15.04.2014
(4)	M/s. NJMC Ltd., (Khardaha Unit), Barrackpore	Lockout	1000	09.09.2013	04.04.2014
(5)	M/s. North Brook Jute Mill, Serampore, Hooghly	Lockout	2500	06.03.2014	13.04.2014
(6)	M/s. Delta Jute & Industries Ltd., Howrah	Lockout	4000	28.01.2014	05.05.2014
(7)	M/s. Aditya Birla Insulators Serampore, Hooghly	Lockout	2000	13.05.2014	17.06.2014
(8)	M/s. Dalmore Tea Estate, Jalpaiguri	Lockout	1212	29.03.2014	02.06.2014
(9)	M/s. Waiverly Jute Mill, Barrackpore	Lockout	3600	18.06.2014	04.07.2014
(10)	M/s. North Brook Jute Co. Ltd., Chandannagar, Hooghly	Lockout	4000	15.06.2014	29.07.2014
(11)	RDB Textile Ltd., Howrah	Lockout	5000	21.06.2014	29.06.2014
(12)	Auckland Jute Mill, Barrackpore	Lockout	3100	17.06.2014	28.07.2014
(13)	Angus Jute Mill, Chandannagar, Hooghly	Lockout	4500	26.10.2014	30.10.2014
(14)	Tirupati Jute Mill, Howrah	Lockout	2500	01.10.2014	19.11.2014
(15)	Victoria Jute Mill, Chandannagar, Hooghly	Lockout	4800	08.11.2014	03.12.2014
(16)	Murulidhar Ratanlal Exports	Lockout	1500	12.02.2014	21.10.2014

**Table-IX**  
**Number of Cases of work-stoppage**  
**(Strike & Lockout) which were resolved during 2014-15**

Nature of work-stoppage	Conciliation		Bipartite		Otherwise		Total	
	No. of cases	No. of workmen benefited (in thousand)	No. of cases	No. of workmen benefited (in thousand)	No. of cases	No. of workmen benefited (in thousand)	No. of cases	No. of workmen benefited (in thousand)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Strike	-	-	01	0.16	313	375.13	314	375.29
Lockout	19	47.41	12	9.75	-	-	31	57.16
<b>Total</b>	<b>19</b>	<b>47.41</b>	<b>13</b>	<b>9.91</b>	<b>313</b>	<b>375.13</b>	<b>345</b>	<b>432.45</b>

**Table-X**  
**Strike & Lockout position in Tea Industry**

Year	Strike		Lockout		Total				
	No. of cases	No. of workmen involved (in thousand)	No. of man-days lost (in lakh)	No. of workmen involved (in thousand)	No. of cases	No. of man-days lost (in lakhs)			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
2012-13	-	-	-	13	10.13	0.88	13	10.13	0.88
2013-14	-	-	-	12	13.82	3.44	12	13.82	3.44
2014-15	277	238.34	4.77	11	7.26	12.68	288	245.38	17.44

**Table-XI**  
**Strike & Lockout position in Jute Industry**

Year	No. of cases	Strike No. of workmen involved (in lakh)	No. of man-days lost (in million)	No. of cases	Lockout No. of workmen involved (in lakh)	No. of man-days lost (in million)	No. of cases	Total No. of workmen involved (in lakhs)	No. of man-days lost (in million)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
2012-13	-	-	-	12	0.42	4.29	12	0.42	4.29
2013-14	-	-	-	16	0.39	3.41	16	0.39	3.41
2014-15	36	1.37	0.14	28	0.70	3.38	64	2.06	3.52

**Table-XII**  
**Strike & Lockout position in Engineering (Major)\* Industry**

Year	No. of cases	Strike No. of workmen involved (in thousand)	No. of man-days lost (in million)	No. of cases	Lockout No. of workmen involved (in thousand)	No. of man-days lost (in million)	No. of cases	Total No. of workmen involved (in thousand)	No. of man-days lost (in million)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
2012-13	-	-	-	20	9.38	2.52	20	9.38	2.52
2013-14	-	-	-	20	9.33	2.63	20	9.33	2.63
2014-15	-	-	-	22	12.67	3.30	22	12.67	3.30

\* Engineering (Major) indicates such units which employ 250 workmen or above.

**Table-XIII**  
**Strike & Lockout position in Engineering (Minor)\* Industry**

Year	No. of cases	Strike No. of workmen involved (in thousand)	No. of man-days lost (in million)	No. of cases	Lockout No. of workmen involved (in thousand)	No. of man-days lost (in million)	No. of cases	Total No. of workmen involved (in thousand)	No. of man-days lost (in million)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
2012-13	1	0.03	0.005	69	4.95	1.40	70	4.98	1.405
2013-14	-	-	-	63	4.54	1.39	63	4.54	1.39
2014-15	-	-	-	70	5.06	1.44	70	5.06	1.44

\* Engineering (Minor) indicates such units which employ less than 250 workmen.

**Table-XIV**  
**Strike & Lockout position in Cotton Textile Industry**

Year	No. of cases	Strike No. of workmen involved (in thousand)	No. of man-days lost (in million)	No. of cases	Lockout No. of workmen involved (in thousand)	No. of man-days lost (in million)	No. of cases	Total No. of workmen involved (in thousand)	No. of man-days lost (in million)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
2012-13	-	-	-	22	8.87	2.67	22	8.87	2.67
2013-14	-	-	-	22	9.89	2.68	22	9.89	2.68
2014-15	-	-	-	21	8.05	2.44	21	8.05	2.44

### (iii) Administration of Labour Laws

Various Labour Laws are enforced by the Labour Department of the State Government through its Directorates & Commissionerate and also by the Ministry of Labour and Employment of the Central Government through its departments and other agencies.

The Labour Commissionerate administers the following Labour Acts through its different wings:

1. The Trade Unions Act, 1926
2. The Payment of Wages Act, 1936
3. The Industrial Employment (Standing Orders) Act, 1946
4. The Industrial Disputes Act, 1947
5. The Minimum Wages Act, 1948
6. The Plantations Labour Act, 1951
7. The Working Journalists and other Newspaper Employees (Conditions of Service) & M.P. Act, 1955
8. The Motor Transport Workers Act, 1961
9. The Payment of Bonus Act, 1965
10. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966
11. The West Bengal Payment of Subsistence Allowance Act, 1969
12. The Contract Labour (Regulation and Abolition) Act, 1970
13. The Payment of Gratuity Act, 1972
14. The West Bengal Workmen's House Rent Allowance Act, 1974
15. The Equal Remuneration Act, 1976
16. The Sales Promotion Employees (Conditions of Service) Act, 1976
17. The Inter State Migrant Workmen (Regulation of Employment & Conditions of Service) Act, 1979
18. The Child Labour (Prohibition & Regulation) Act, 1986
19. The Building and Other Construction

Workers (Regulation of Employment & Conditions of Service) Act, 1996

20. The Building & Other Construction Workers Welfare Cess Act, 1996
21. The West Bengal Unorganised Sector Workers' Welfare Act, 2007
22. The Unorganised Workers' Social Security Act, 2008
23. The West Bengal Shops and Establishment Act, 1961.

It is worthwhile to mention that the Factories Directorate administers the Factories Act, 1948, the Payment of Wages Act, 1936 (in respect to factories), the Maternity Benefit Act, 1961 and the Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996 in part. The E.S.I. Directorate, Govt. of West Bengal and the E.S.I. Corporation administer the Employees State Insurance Act, 1948.

The West Bengal Labour Welfare Fund Act, 1974 is administered by the West Bengal Labour Welfare Board. The Workmen's Compensation Act, 1923 is administered by the Workmen's Compensation Commissioner. The Welfare Commissioner, Labour Welfare Organization, Government of India, looks after the Beedi Workers Welfare Fund Act, 1976 and the Cine Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981.

The Employees Provident Funds and Miscellaneous Provisions Act, 1952 is administered by the Employees Provident Fund Organization.

In the Labour Commissionerate there are 198 posts of officers in WBLS cadre. In addition to this there are 335 posts of Agricultural Minimum Wages Inspectors, of which 291 are earmarked for posting in different blocks and 68 for posting in 68 Regional Labour Offices.

Table - A1

## Particulars of Implementation of Labour Laws for the Year : 2014-15

Name of the Act	No. of Inspections conducted	No. of Infringements	No. of Prosecutions launched
M. W. Act.	5581	5950	1249
Other Labour Laws	12055	11210	1877
<b>Total</b>	<b>17636</b>	<b>17160</b>	<b>3126</b>

Year : 2014-15

Table - A2

## District wise reports on Implementation of Labour Laws for the Year : 2014-15

Sl. No.	District	No. of inspections conducted	No. of infringements detected	No. of prosecution cases launched	No. of conviction	No. of Acquittal	Amount of fine	No. of claim cases launched	Amount of fine decreed
1.	Darjeeling	733	1947	37	10	0	7,600.00	0	0.00
2.	Jalpaiguri	166	620	46	3	0	4,800.00	0	0.00
3.	Alipurduar	80	104	9	26	0	7,750.00	0	0.00
4.	Coochbehar	194	270	11	28	0	5,950.00	0	0.00
5.	U. Dinajpur	346	126	4	2	0	300.00	0	0.00
6.	D. Dinajpur	144	81	11	3	0	1,100.00	0	0.00
7.	Malda	128	128	64	0	0	0.00	0	0.00
8.	Murshidabad	883	1940	395	107	1	52,300.00	0	0.00
9.	Birbhum	358	292	42	2	0	600.00	0	0.00
10.	Burdwan	1483	1022	200	69	7	57,400.00	2	2,04,376.00
11.	Nadia	342	322	18	67	2	34,200.00	0	0.00
12.	Purulia	686	275	72	31	0	21,200.00	1	0.00
13.	Bankura	359	952	76	20	1	28,630.00	0	0.00
14.	PurbaMedinipur	1259	866	197	0	29	1,20,500.00	0	0.00
15.	Paschim Medinipur	726	952	232	43	0	40,750.00	0	0.00
16.	Hooghly	920	732	27	16	0	4,800.00	0	0.00
17.	Howrah	1235	1515	100	0	0	0.00	0	0.00
18.	North 24-Pgs	1214	811	246	43	0	21,500.00	0	0.00
19.	South 24-Pgs	2123	1065	457	158	0	2,23,850.00	0	0.00
20.	Kolkata	4257	3140	882	261	0	2,16,900.00	3	0.00
<b>Total</b>		<b>17636</b>	<b>17160</b>	<b>3126</b>	<b>889</b>	<b>40</b>	<b>8,50,130.00</b>	<b>6</b>	<b>2,04,376.00</b>

**Table-B****Statement of disposal of Court Cases under 13 Labour Legislations for the year 2014-15**

<b>Particulars</b>		<b>2014-15</b>
1.	No. of court cases pending at the beginning of the year	3753 (Revised)
2.	No. of court cases launched	3126
3.	No. of court cases disposed of by way of conviction	889
4.	No. of court cases ended in acquittal	40
5.	No. of court cases pending at the end of the year	5950

**Table - C****Statement of claim cases Under Sec. 20 of the Minimum Wages Act, 1948 and Sec.15 of Payment of Wages Act, 1936 for the year 2014-15 (filed by the Inspectors)**

<b>Particulars</b>		<b>2014-15</b>
1.	No. of claim cases pending at the beginning of the year	42(Revised)
2.	No. of claim cases filed during the year	06
3.	No. of Claim cases disposed of during the year	02
4.	No. of Claim cases pending	46
5.	No. of Claim applications setteled at the intervention of the officers of the Labour Commissionerate	32
6.	Amount of money realised and paid to workers at such intervention (Rs.)	17,95,307

There are 15 posts of Labour Inspectors who have also been notified as Minimum Wages Inspectors under Labour Department Notification Number 552-LW/3A/494 dated 25.04.1995. 67 more posts of Agricultural Minimum Wages Inspectors have been created and distributed in blocks and newly created regional labour offices are vide Labour Department Notification Number

103-GE/G/3A30/2006 dated 15.01.2007. 139 additional posts of Inspectors of Minimum Wages have been created under Labour Department Order Number 634G/GIE-50/09 dated 25.03.2010.

Besides this, 480 Labour Welfare Facilitation Centres (L.W.F.C) have been created by Labour Department Order no. 634 G.E/G/IE/ 50/09 dt 25.03.2010.

## **(B) DETAILS OF ADMINISTRATION OF VARIOUS LABOUR LAWS**

### **(i) The Trade Unions Act, 1926**

Office of the Registrar of Trade Unions, Government of West Bengal administers and implements the provisions of the Trade Unions Act, 1926; the Bengal Trade Unions Regulations 1927; the Trade Unions (West Bengal Amendment) Act, 1983 and the West Bengal Trade Unions Rules, 1998. The Registrar of Trade Unions, West Bengal (in the rank of Additional Labour Commissioner) is assisted by one Additional Registrar of Trade Unions, one Deputy Labour Commissioner, three Deputy Registrars in the rank of Assistant Labour Commissioner out of four sanctioning post and five Inspectors out of nine sanctioning post.

Joint Labour Commissioner, Siliguri acts as the Additional Registrar of Trade Unions in respect of North Bengal Zone comprising Malda, Uttar Dinajpur, Dakshin Dinajpur, Darjeeling, Jalpaiguri, Coochbehar, Alipurduar and discharges all power and functions of the Registrar under the Trade Unions Act with the help of one Deputy Registrar and one Inspector.

Registrar of Trade Unions, West Bengal also functions as Registrar in respect of Trade Unions for which the Appropriate

Government is the Central Government by virtue of delegated authority.

Apart from registration of Trade Unions, amendment of the rules and constitution of Registered Trade Unions, cancellation/ withdrawal of the registration of Trade Unions and compilation of various statistical reports from the annual returns submitted by the Trade Unions, the Trade Union Section has to defend court cases when the decisions of the Registrar are challenged by concerned Trade Unions or the Registrar has been made a party to litigation arising out of inter-union or intra-union rivalry. Sometimes the Registrar has to hear the litigant parties under the order of Hon'ble Court and to pass reasoned orders.

The Trade Union Section conducts election by Secret Ballot in terms of procedure laid down in the West Bengal Trade Unions Rules, 1998 for recognition of Trade Unions as Sole Bargaining Agent/ Principal Bargaining Agent/ Constituents of Joint Bargaining Council in an industrial establishment or a class of industry.

In recent future, the project of digitization of recorded data and online submission of registration and amendment forms including Annual Returns has been taken up.

A detailed amendment proposal in respect of the Act and Rules framed thereunder has also been prepared.

- No. of applications for registration of Trade Unions brought forward from previous year 2013 = 301.
- No. of applications for registration of Trade Unions received during the year = 518 (Ex. North Bengal Zone)
- No. of applications for registration of Trade Unions handled during the year = 819
- No. of Trade Union registered during the year = 373
- No. of applications rejected due to non-appearance of the applicants despite issuing reminder = Nil.
- No. of applications for registration of Trade Unions pending at the end of the year = 446
- Fees realized for new registration of Trade Unions = Rs. 1875/-.
- No. of Trade Unions cancelled during the year = 1964.



- No. of Live Registered Trade Unions as on 31.12.2014 = 10598.
- No. of Annual returns submitted by the Trade Unions during the year 2013 = 3613.
- No. of Partial Alteration of Rules and Constitution done during the year = 25.
- Fees realized for Partial Alteration of Rules & Constitution = Rs. 25/-.
- No. of Certified copy of Rules & Constitution was issued during the year = 20.
- Fees realized for certified copy of Rules and Constitution = Rs. 120/-.
- No. of Duplicate Registration Certificate issued during the year = 49.
- Fees realized for Duplicate Registration Certificate = Rs. 245/-.

#### Recognition of Trade Union

- No. of applications brought forwarded from the previous year = 16.
- No. of applications received during the year = 13.
- No. of Election conducted = 4.
- No. of applications rejected = 3.
- No. of applications pending at the end of the year = 22.
- Fees realized for Recognition of Trade Unions during the year = Rs. 3670/-.

#### Right to Information Act, 2005

- Total no. of applications received during the year, 2014 = 65.
- Total no. applications disposed of during the year = 65.

#### Court Case

- No. of Court Case received during the year = 1.
- No. of Court disposed during the year = Nil.
- No. of Court Case pending at the end of the year = 14.

#### Establishments where Election for the Recognition of trade Unions was conducted

Sl No.	Name of the establishment	Date of Election	No. of Workers involved
1	M/S Everest Industries Ltd.	06.02.2014	216
2	M/S Anmol Biscuits Ltd.	12.02.2014	399
3	M/S C.E.S.C. Ltd.	22.08.2014	4334
4	M/S ITC Ltd.	29.08.2014	378

#### Year wise report on registered Trade Unions and no. of workmen involved

Year	No. of Trade Unions registered	Total no. workmen involved
2011	919	256128
2012	784	77138
2013	413	28648
2014	373	26233

## The Payment of Wages Act, 1936

(In respect of Industrial Establishments other than Factories)

This Act regulates the payment of wages to certain classes of persons employed in any factory or in industrial or other Establishments. The Act envisages maintenance of register of wages, displaying notice and date of payment, timely payment of wages at the end of the wage period and prevention of illegal and unauthorized deduction of wages etc. Workers with monthly wages less than Rs.1,600/- were covered under the Act. By amendment to the Act, (i) the wage ceiling has been increased to Rs. 18,000 w.e.f. 12.09.2012 per month and (ii) the amount of the fine as envisaged in section 20 of the Act has also been raised.

The Inspectors of Factories have been appointed as Inspectors under the Act in respect of Factories within their respective jurisdiction. The State Government has also

by Notification No. 465-1/SSIA-1/67 dated 1.4.67 appointed the Minimum Wages Inspectors as Inspectors under the Act within their respective jurisdiction in respect of Industrial Establishments other than factories, dock, wharf and jetty. The State Government by Notification No. 21/MW/2W-43/87 dated 4.2.88 has made this Act applicable to all employments included in the Schedule to the Minimum Wages Act, 1948.

This Act also provides for determination and recovery of claims arising out of unauthorized deduction from wages or delay in payment of wages by the Authority appointed for this purpose. The Authority may direct refund of deduction or payment of delayed wages together with such compensation not exceeding ten times of the amount of claim. The State Government by Notification No. 6688-LW dated 19.12.60 has extended the provisions of this Act on certain establishments as enumerated therein.

### Administrative Report on the Payment of Wages Act, 1936 for the year 2014-15

Sl. No.	Particulars	2014-15
1.	No. of inspections conducted	1772
2.	(a) No. of infringements detected	1642
	(b) No. of infringements pending disposal at the end of the previous year	1080 (Revised)
	(c) Total No. of infringements (a + b) handled	2722
3.	No. of infringements let off after compliance	1323
4.	No. of prosecution cases launched	331
5.	No. of infringements pending disposal at the end of the year	1325
6.	No. of Court cases brought forward from the previous year	368 (Revised)
7.	No of court cases disposed of by way of	
	a) conviction	74
	b) Acquittal	0
8.	Fine imposed in those conviction (in Rs.)	2,13,500
9.	No. of Court cases pending disposal at the end of the year	625
10.	No. of claim cases brought forward from the previous year	Nil
11.	No. of claim cases launched / disposed of during the year	Nil
12.	No. of claim cases pending at Courts at the end of the year	Nil
13.	No. of claim applications disposed of at the intervention of Labour Commissionerate Officers	Nil
14.	Amount of money paid to the workers at such intervention	Nil

## Industrial Disputes Act, 1947

*(In respect of complaints on violation of different sections and rules & claims for recovery of dues of the workmen)*

The Industrial Disputes Act, 1947 provides for recovery of dues of the workmen from his employer payable under a settlement, award or under the provisions of Chapters VA and VB of the Act by issuance of certificates by the State Government to the Chief Judicial Magistrate or the Chief Metropolitan Magistrate having jurisdiction, who proceeds to realize the money as if it were a fine imposed by such Magistrate.

This provision was made effective from 30.11.1991 by the Industrial Disputes (West Bengal Second Amendment) Act, 1980.

The applications for such recovery of the dues of the workmen under section 33C(1) of the Act from the entire State of West Bengal are received and processed in the Enforcement

& Law Section of the Labour Commissionerate and the recovery petitions along with certificates issued by the State Government are filed before the Appropriate Courts for recovery of such certificate dues and on realization by Courts the arrangements for payment of such money to the workers are made by the E.L. Section of the Labour Commissionerate.

The E.L. Section also deals with complaints of non-implementation of settlements, awards and statutory dues arising out of provisions of closure, retrenchment and lay off as provided in Chapter VA and VB of the Act, as well as other complaints of violation of any provision of that Act for suitable legal actions against the violation in the Appropriate Court of Law u/s. 29 and other related sections.

Tables show the cases dealt with by the EL & MW Section in the year 2013-14 under I.D. Act 1947.

## Statement of Performance under the Industrial Disputes Act, 1947 for the year 2014-15

### 1 Complaints and Claims received during the year

No. of Violation cases	On violation of Award	Claims u/s.33C (i) of the I.D. Act 1947	On violation of settlement	Claims under Chapters VA & VB of the I.D. Act, 1947
(a) Pending disposal at the beginning of the year	191	121	43	Nil
(b) Received during the year	40	64	04	Nil
(c) Dealt with during the year.	231	185	47	Nil
(d) Disposed of during the year:-				
(i) by way of settlement on persuasion	Nil	Nil	Nil	Nil
(ii) by reporting to Govt. recommending (or not) issue of certificate or order of prosecution.	04	07	Nil	Nil
(iii) Otherwise i.e. due to non-appearance by party(ies) concerned	Nil	Nil	Nil	Nil
(e) Pending at the end of the year	227	178	47	Nil

## 2 Prosecution cases on complaints :

No. of prosecution cases	
(a) Pending trial at different Courts at the beginning of the year	215
(b) Where sanction from State Govt. received during the year	06
(c) Newly launched at different Courts during the year	06
(d) Disposed of at different Courts during the year	Nil
(e) Pending trial at different courts at the end of the year	221

## 3. Certificate cases and claims under section 33C(1):

No. of Certificate cases	
(a) Pending recovery at Courts / Collectorates at the beginning of the period	168
(b) Where sanction from State Govt. received during the period	13
(c) Instituted at Courts/ Collectorates during the period	12
(d) Amount of money involved in newly instituted cases	Rs.909,67,459.40
(e) Disposed of by the Court/ Collectorate	No data Available
(f) Pending recovery at Courts/Collectorates at the end of the period	181

### The Minimum Wages Act, 1948

The main objective of enactment of the Minimum Wages Act, 1948 is to prevent exploitation of labour and for that purpose provide some sort of social security measures to a vast majority of working class people employed in the unorganized sector in our country. These workers have very little or no bargaining power and consequently they often get deprived of a fair and legitimate wage. Hence, to ensure payment of a floor-level wage, fixation and /or revision of minimum wages in such sweated employments have been aimed at in the Act. There are two schedules to the Act., viz. Part I and II, wherein certain employments are included. The State Government has been empowered to add any employment to the schedule under Sec.27 of the Act. The State Government has added as many employments as possible to the schedule since the commencement of the Act. At present, there are 91 employments in the schedule of employments of which 15 were in the original Act. It is worth mentioning here

that out of 19 employments in the Original Schedule, 4 employments do not exist in our state.

State Govt. has included / added 30 new employments in the schedule to the new Act vide notification No. 12-MW dt. 09.02.2015. The list of such employments are shown in table VI. Fixation of minimum wages in such employment are under process.

Besides Fixation of minimum rates of wages, the State Govt. also revises such rates from time to time as per provisions under Sec 5(1) (b) of the Minimum Wages Act, 1948. Out of 61 employments which have been brought so far under the schedule of employments in West Bengal, minimum rates of wages have been fixed in 59 employments. Fixation of minimum wages in other 2 employments is under active consideration of the government. While drawing any proposal for fixation or revision of minimum rates of wages, norms as laid down by the 15th Indian Labour Conference with slight modifications have been adopted. The prices of food, clothing and other items are collected either by

conducting family-budget enquiry and considering expenditure in such items for a family with three consumption units, or from sources where such data are published regularly, viz. in Indian Labour Journal. Minimum Wages as fixed in this State have been linked to dearness allowance. Dearness

allowance is normally adjusted on the basis of half-yearly average of Consumer Price Index numbers at a certain rate.

Number of employments where minimum wages have been fixed, revised or subsequently added to the schedule are mentioned below :

(a) Number of employments in the original schedule to the Act :	
Part I .....	18
Part II .....	01
(b) Number of employments in the original schedule to the Act in respect of which State Govt. is the appropriate Government (Out of 19 employments in the original schedule, four employments do not exist in the State of W.B.)	15
(c) Number of employments subsequently added to part I of the schedule	76
(d) Number of employments where fixation / revision of Minimum Wages has been made	59
(e) Number of employments added to the schedule but minimum wages yet to be fixed.	32

The details of names of employments which have been included and added to the schedule and in respect of which fixation and/or revision of minimum wages have been notified are given in Table Nos. I, II, & III. The position of administration of Minimum Wages Act, 1948 for the year, 2014-15 is shown in Table IV. Table V shows the monthly Minimum Wages in different scheduled employments as on 31.03.2015. Table VI shows the names of employments which have recently been added in the schedule to the new Act. Minimum wages Act, 1948 in West Bengal.

**TABLE I**

**List of employments which originally appear in Part I and Part II of the Schedule to the Minimum Wages Act, 1948 and in respect of which the State Government is the Appropriate Government (with the Position of Fixation /Revision of minimum wages) Part I**

Item No. of the Schedule	Name of the Employment	Remarks
(1)	(2)	(3)
1.	(a) Woolen Carpet making establishment	The employment does not exist in this State.
	(b) Shawl Weaving establishment	The employment does not exist in this State.
2	(a) Rice Mill	Rates of minimum wages revised under the Labour Department Notification No.455-MW/2W-02/2007 dt.22.09.2011.
	(b) Flour Mill	Rates of minimum wages revised under Labour Department Notification No. 441-MW/2W-55/2006 dt. 21.09.2011.

Item No. of the Schedule	Name of the Employment	Remarks
(1)	(2)	(3)
	(c) Dal Mill	Rates of minimum wages revised under Labour Department Notification No.440-MW/2W-08/2010 dt.21.09.2011.
3	(a) Tobacco (Bidi making) (b) Cigarette Manufacturing	Rates of minimum wages revised under Labour Department Notification No. 106/MW dt. 03.07.1982. Rates of minimum wages revised under Labour Department Notification No.1619-LW dt. 30.06.1972. Wages are now governed by agreement.
4.	(a) Tea plantation (b) Cinchona plantation (c) Rubber plantation (d) Coffee plantation	Rates of minimum wages revised under Labour Department Notification No.4729-LW dt. 20.08.1959. Wages are now governed by agreement. Rates of minimum wages revised under the Labour Department Notification No.462-MW/2W-15/2009 dt. 22.09.2011. The employment does not exist in this state. The employment does not exist in this state.
5.	Oil mill	Rates of minimum wages revised under Labour Department Notification No. 442-MW/2W-20/2009 dt. 21.09.2011.
6.	Local Authority	Rates of minimum wages revised under Labour Department Notification No. 973/LW dt. 09/07/1970. Rates of Wages are now regulated by Local Self Government Department.
7.	Construction or maintenance of roads or in Building operation	Rates of minimum wages revised under Labour Department Notification No. 439-MW/2W-11/2010 dt. 21.09.2011.
8.	Stone Breaking or Stone Crushing	Rates of minimum wages revised under Labour Department Notification No. 451-MW/2W-01/08 dt.22.09.2011.
9.	Lac Manufactories	Rates of minimum wages revised under Labour Department Notification No. 138-MW/2W-03/2008 dt. 03.09.2012.
10.	Public Motor Transport	Minimum rates of wages revised under Labour Department Notification No. 185-MW dt. 16.11.1984
11.	Tanneries & Leather Manufactories	Minimum rates of wages revised under Labour Department Notification No. 453-MW/2W-04/2006 dt. 22.09.2011.

### Part II

1.	Agriculture	Rates of minimum wages revised under Labour Department Notification No. 461- MW/2W-02/2008 dt. 22.09.2011.
----	-------------	--

TABLE II

List of employments which originally appear in Part I and Part II of the Schedule to the Minimum Wages Act, 1948 and in respect of which the State Government is the Appropriate Government (With the position of fixation/Revision of minimum wages)

Item No. of the Schedule	Name of the Employment	Remarks
(1)	(2)	(3)
1.	Glass Industry	Rates of minimum wages fixed under Labour Department Notification No. 6407-LW dt. 20.07.1974.
2.	Paper Board & Straw Board Manufacturing Industry	Rates of minimum wages revised under Labour Department Notification No. 444-MW/2W-05/2009 dt. 21.09.2011.
3.	Power loom employing less than 10 persons	Rates of minimum wages revised under Labour Department Notification No. 447-MW/2W-06/2009 dt. 21.09.2011.
4.	Power loom employing 10 or more persons	Rates of minimum wages revised under Labour Department Notification No. 448-MW/2W-07/2009 dt. 21.09.2011.
5.	Manufacturing of Rubber and Rubber products	Rates of minimum wages fixed under Labour Department Notification No. 87-LW dt. 12.01.1979.
6.	Ceramic Industry	Rates of minimum wages revised under Labour Department Notification No. 437-MW/2W-08/2009 dt. 21.09.2011.
7.	Clinical Nursing Home	Rates of minimum wages fixed afresh under Labour Department Notification No. 466-MW/2W-10/2007 dt. 22.09.2011.
8.	Plastic Industry	Rates of minimum wages revised under Labour Department Notification No. 445-MW/2W-09/2009 dt. 21.09.2011.
9.	Saw Mill	Rates of minimum wages revised under Labour Department Notification No. 449-MW/2W-10/2009 dt. 21.09.2011.
10.	Decoration	Rates of minimum wages revised under Labour Department Notification No. 458-MW/2W-17/2009 dt. 22.09.2011.
11.	Bakery	Rates of minimum wages revised under Labour Department Notification No. 129-MW/2W-19/2010 dt. 13.08.2012.
12.	Shops as defined in the West Bengal Shops and Establishments Act, 1963 where such employment is not included in any other entry in the schedule	Rates of minimum wages fixed under Labour Department Notification No. 24-MW dt. 21.02.1985. Notification fixing Minimum Wages injunctioned by Kolkata High Court.

Item No. of the Schedule	Name of the Employment	Remarks
(1)	(2)	(3)
13.	Forestry or Timbering operation excepting those included in Part II of the Schedule	Rates of minimum wages revised under Labour Department Notification No. 495-MW/2W-04/2008 dt. 26.12.2011.
14.	Hotels and Restaurants including Boarding Houses and eating Houses employing not more than 20 persons	Rates of minimum wages fixed afresh under Labour Department Notification No. 107-MW/2W-12/2010 dt. 09.04.2012.
15.	Brick Manufactories	Rates of minimum wages fixed afresh under Labour Department Notification No. 42-MW/2W-33/2000 dt. 07.05.2002. The Notification was challenged by WP No. 676 was vacated by an Order dt. 21.09.2012.
16.	Salt Manufacturing Industry	Rates of minimum wages revised under Labour Department Notification No.456-MW/2W-60/2006 dt. 22.09.2011.
17.	Rope Industry	Rates of minimum wages revised under Labour Department Notification No. 465-MW/2W-24/2006 dt. 22.09.2011.
18.	Refractory Industry	Rates of minimum wages fixed under Labour Department Notification No. 38-MW/2W-6/95 dt. 25.07.1996.
19.	Bell Metal and Brass Industry	Rates of minimum wages revised under Labour Department Notification No. 436-MW/2W-19/2006 dt. 21.09.2011.
20.	Shoe Making Industry	Rates of minimum wages revised under Labour Department Notification No. 454-MW/2W-06/2010 dt. 22.09.2011.
21.	Establishments not covered by Notification No. 24-MW dt. 21.02.1985 fixing rates of minimum wages in shops	Rates of minimum wages fixed under Labour Department Notification No. 78-MW/2W-19/94 dt. 17.08.1998. The Notification is quashed by Kolkata High Court.
22.	Security Services	Rates of minimum wages revised under Labour Department Notification No.457-MW/2W-14/2010 dt. 22.09.2011.
23.	Fishery	Rates of minimum wages revised under Labour Department Notification No. 464-MW/2W-05/2008 dt.22.09.2011.
24.	Beedi Leaf Plucking	Rates of minimum wages revised under Labour Department Notification No. 74-MW/2W-06/2008 dt. 06.02.2012



Item No. of the Schedule	Name of the Employment	Remarks
(1)	(2)	(3)
25.	(a) Sericulture Nursery & Cultivation (b) Silk Spinning and/or weaving (Handloom)	Rates of minimum wages revised under Labour Department Notification No. 105-MW/2W-02/2010 dt. 04.04.2012.
26.	Tobacco Godown	Rates of minimum wages revised under Labour Department Notification No. 77-MW/2W-07/2008 dt. 06.02.2012.
27.	Handlooms	Rates of minimum wages revised under Labour Department Notification No. 76-MW/2W-01/2012 dt. 06.02.2012.
28.	Godowns	Rates of minimum wages revised under Labour Department Notification No.459-MW/2W-58/2006 dt. 22.09.2011.
29.	Paints and Chemical Factories	Rates of minimum wages revised under Labour Department Notification No.443-MW/2W-18/2009 dt. 21.09.2011.
30.	Plywood Industry	Rates of minimum wages revised under Labour Department Notification No.446-MW/2W-07/2010 dt. 21.09.2011.
31.	Sales Promotion of Medicine	Rates of minimum wages fixed under Labour Department Notification No. 103-MW/2W-58/2000 dt. 22.11.2002. The notification has been quashed by an order dt 27.09.2013 Hon'ble High Court, Calcutta.
32.	Hosiery Industry	Rates of minimum wages revised under Labour Department Notification No. 152-MW/2W-19/2009 dt. 16.10.2012.
33.	Bone- Meal Industry	Rates of minimum wages revised under Labour Department Notification No. 103-MW/2W-08/2008 dt. 04.04.2012.
34.	Cinema Industry	Rates of minimum wages revised under Labour Department Notification No. 1021-LW dt. 17.07.1970.
35.	Silk Printing Industry	Rates of minimum wages revised under Labour Department Notification No. 450-MW/2W-16/2009 dt. 21.09.2011.

Item No. of the Schedule	Name of the Employment	Remarks
(1)	(2)	(3)
36.	ChakKi Mill	Rates of minimum wages revised under Labour Department Notification No. 438-MW/2W-11/2009 dated 21.09.2011.
37.	Tailoring Industry	Rates of minimum wages revised under Labour Department Notification No.452-MW/2W-05/2006 dt. 22.09.2011.
38.	Medicinal Plants plantation other than Cinchona plantation	Rates of minimum wages revised under Labour Department Notification No. 463-MW/2W-14/2009 dt. 22.09.2011.
39.	Printing Press Industry	Rates of minimum wages revised under Labour Department Notification No.85-MW/2W-01/2007 dt. 15.02.2012.
40.	Iron Foundry	Rates of minimum wages revised under Labour Department Notification No.106-MW/2W-21/2010 dt. 04.04.2012.  The notification is under an interim of stay in the High Court in Calcutta in W.P. No. 731 of 2012.
41	Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act 1993.	Rates of minimum wages fixed under Labour Department Notification No. 460-MW/2W-03/2005, dt. 22.09.2011.
42	Silk Mills	The rates of minimum wages fixed under Labour Department Notification No. 75-MW/2W-39/2006, dt. 05.02.2012.
43	Establishments of professions such as Chartered / Cost Accounts, Auditors, Tax Consultants & other Firms / Companies engaged in the Consultancy/Advisory Services.	Rates of minimum wages are fixed under Labour Department Notification No. 104-MW/2W-24/2010, dt.20.04.2012.
44	Fountain pen and Ball Point Pen Manufacturing Industry	Rates of minimum wages are fixed under Labour Department notification No 111-MW/2W-25/2010 dt. 20.04.2012.

TABLE III

Employments where rates of minimum wages have not yet been fixed though included in the schedule to the Minimum Wage Act, 1948.

Item No. of the Schedule	Name of the Employment	Remarks
(1)	(2)	(3)
1.	Engineering Industry employing less than 50 persons	The employment was added to the schedule to the Minimum Wages Act, under Labour Department Notification No. 1212- LW dt. 02.07.1979.
2.	Cold Storage	The employment was added to the schedule to the Minimum Wages Act, 1948 under Labour Department Notification No. 174-MW dt. 30.05.1987. Fixation of rates of minimum wage is under consideration. However, the unions are in favour of negotiated settlements on wages.



Sri Moloy Ghatak, MIC, Labour Department, Govt. W.B. releasing a book on minimum wages written by S.H. Askari, Additional Labour Commissioner, W.B.

**Table - IV**

**Administrative Report on Minimum Wages Act, 1948 for the year 2014-15**

<b>Sl. No.</b>	<b>Particulars</b>	<b>Agriculture</b>	<b>Other than Agriculture</b>	<b>Total</b>
1.	No. of inspections conducted	66	5515	5581
2.	(a) No. of infringements detected	283	5667	5950
	(b) No. of infringements pending disposal at the end of the previous year.	113 (Rev)	3166 (Rev)	3279 (Rev)
	(c) Total no. of infringements (a+b) handled	396	8833	9229
3.	No. of infringements let off after compliance.	157	4205	4362
4.	No. of Court cases launched	92	1249	1341
5.	No. of infringements pending disposal at the end of the year.	147	3379	3526
6.	No. of Court cases brought forward from the previous year	01 (Rev)	1979 (Rev)	1980 (Rev)
7.	No. of court cases disposed off by way of			
	(a) Conviction	41	350	391
	(b) Acquittal	0	10	10
8.	Amount of fines imposed by Courts (Rs)	29,700	1,85,050	2,14,750
9.	No. of court cases pending at the end of the year [(4+6)-(7)]	52	2868	2920
10.	No. of claim cases brought forward from the previous year.	0	41(Revised)	41(Revised)
11.	(a) No. of claim cases filed	0	06	06
	(b) No. of workers involved	0	45	45
12.	No. of claim cases disposed of	0	2	02
13.	Amount of claim decreed. (Rs)	0	204376	204376
14.	No. of claim cases pending at court at the end of year.	0	45	45
15.	(a) No. of claim applications disposed of at the intervention of Labour Commissionerate officers	3	29	32
	(b) No. of workers involved	31	103	134
16.	(a) Amount of money paid to the workers at such Intervention (Rs)	2,48,000	15,47,307	17,95,307
	(b) No. of workers involved	4	103	107

TABLE - V

**Monthly Minimum Wages in different scheduled employments under the  
Minimum Wages Act, 1948 as on 31st March, 2015**

Sl. No.	Name of the Scheduled Employments	Area Covered	Categories of Employment			
			Unskilled Rs.	Semi-skilled Rs.	Skilled Rs.	Highly Skilled Rs.
1.	Agriculture	West Bengal				
	Per month without food		5831.00	6415.00	7057.00	-
	Per day without food		224.00	247.00	271.00	-
	Per day with food		208.00	231.00	255.00	-
2.	Bakery	Zone A	6886.00	-	-	-
		Zone B	6625.00	-	-	-
3.	Beedi Leaf Plucking	West Bengal	5831.00	6415.00	7057.00	-
4.	Bell Metal & Brass Industry	Zone A	6886.00	7575.00	8333.00	-
		Zone B	6625.00	7287.00	8016.00	-
5.	Bone Meal Industry	Zone A	6886.00	7575.00	8333.00	-
		Zone B	6625.00	7287.00	8016.00	-
6.	(a) Without firewood and accommodation	(i) Kolkata & 24 Pgs.	5753.00	5853.00	6053.00	
		(ii) Howrah & Hooghly	5127.00	5227.00	5427.00	
		(iii) Burdwan	5849.00	5949.00	6149.00	
		(iv) Darjeeling except Siliguri Sub-Divn.	4156.00	4256.00	4456.00	
		(v) Jalpaiguri, Siliguri Sub-Divn. & Coochbehar	4027.00	4127.00	4327.00	
		(vi) Bankura, Purba & Paschim Midnapore Purulia	4827.00	4927.00	5127.00	
		(vii) Birbhum	4813.00	4913.00	5113.00	
		(viii) Nadia & Murshidabad	4926.00	5026.00	5226.00	
		(ix) Malda & Uttar & Dakshin Dinajpur	4704.00	4804.00	5004.00	
	(b) With firewood and accommodation	(i) Kolkata & 24 Pgs.	5653.00	5753.00	5953.00	
		(ii) Howrah & Hooghly	5027.00	5127.00	5327.00	
		(iii) Burdwan	5749.00	5849.00	6049.00	
		(iv) Darjeeling except Siliguri Sub-Divn.	4056.00	4156.00	4356.00	
		(v) Jalpaiguri, Siliguri Sub-Divn. & Coochbehar	3927.00	4027.00	4227.00	
		(vi) Bankura, Purulia & Purba & Paschim Midnapore	4727.00	4827.00	5027.00	
		(vii) Birbhum	4713.00	4813.00	5013.00	
		(viii) Nadia & Murshidabad	4826.00	4926.00	5126.00	
		(ix) Malda & Uttar & Dakshin Dinajpur	4604.00	4704.00	4904.00	

Sl. No.	Name of the Scheduled Employments	Area Covered	Categories of Employment			
			Unskilled Rs.	Semi-skilled Rs.	Skilled Rs.	Highly Skilled Rs.
7	Ceramics Industries	Zone A	6886.00	7575.00	8333.00	-
		Zone B	6625.00	7287.00	8016.00	-
8	Chakki Mills	Zone A	6886.00	7575.00	8333.00	-
		Zone B	6625.00	7287.00	8016.00	-
9	Chartered/Cost Accountants, Auditors etc. Firms	West Bengal	6886.00	7575.00	8333.00	9166.00
10	Cigarette Manufacturing	Rates are now Governed by Agreement				
11	Cinchona Plantation	West Bengal	5831.00	-	-	-
12	Cinema Industries	West Bengal				
	a) House Exhibition Units	(i) Kolkata & Howrah	4455.25	4471.87	4544.60	-
		(ii) Municipalities having population 1 lakh or more	4435.51	4456.29	4508.43	-
		(iii) Other Moffusal Areas	4430.31	4440.70	4492.65	-
	b) Production Units	West Bengal	4455.25	4595.77	-	4710.83
	(c) Distribution Unit	West Bengal	4455.25	4523.82 (peon) (field inspector)	4565.38 (sales man)	-
	(d) Studio	West Bengal	4455.25	4494.73	4534.21	4648.50
13	Clinical Nursing Home	Zone A	6886.00	7575.00	8333.00	9166.00
		Zone B	6625.00	7287.00	8016.00	8818.00
14	Cold Storage	Minimum rates of wages are not yet fixed				
15	Construction & Maintenance of Roads or in Building Operation.	Zone A	6886.00	7575.00	8333.00	9166.00
		Zone B	6625.00	7287.00	8016.00	8818.00
16	Dal Mills	Zone A	6886.00	7575.00	8333.00	-
		Zone B	6625.00	7287.00	8016.00	-
17	Decoration	Zone A	6886.00	7575.00	8333.00	-
		Zone B	6625.00	7287.00	8016.00	-
18	Engineering Industry employing less than 50 persons	Fixation of minimum wages is under consideration				
19	Establishments not covered by Notification No. 24-MW dt. 21.02.85	Notification fixing Minimum wages quashed by Hon'ble Kolkata High Court				
20	Fishery	West Bengal	5831.00	-	-	-
21	Flour Mill	Zone A	6886.00	7575.00	8333.00	9166.00
		Zone B	6625.00	7287.00	8016.00	8818.00

Sl. No.	Name of the Scheduled Employments	Area Covered	Categories of Employment			
			Unskilled Rs.	Semi-skilled Rs.	Skilled Rs.	Highly Skilled Rs.
22	Forestry or Timbering Operation	West Bengal	5831.00	-	-	-
23	Fountain Pen and Ball Point Pen Industry	Zone A	6886.00	7575.00	8333.00	-
		Zone B	6625.00	7287.00	8016.00	-
24	Glass Industry	West Bengal	6045.00	6065.00	6115.00	6170.00
25	Godown	Zone A	6886.00	-	-	-
		Zone B	6625.00	-	-	-
26	Handloom	West Bengal	5831.00	-	-	-
27	Hosiery	Zone A	6886.00	7575.00	8333.00	-
		Zone B	6625.00	7287.00	8016.00	-
28	Hotel & Restaurants, eating house employing 20 or less persons	Zone A	6886.00	7575.00	8333.00	9166.00
		Zone B	6625.00	7287.00	8016.00	8818.00
29	Iron Foundry	Kolkata High Court in W.P. No. 731 of 2012 & GA 221 of 2013 has passed an interim order of restraint on giving effect to Notification No.106-MW/2W-21/2010 dt. 04.04.2012 revising Minimum Wages in Iron Foundry.				
30	Lac Manufactories	West Bengal	5831.00	6415.00	7057.00	-
31	Local Authority	Rates are now regulated by local Self-Government Department.				
32	Medicinal Plant other than Cinchona	West Bengal	5831.00	-	-	-
33	Oil Mills	Zone A	6886.00	7575.00	8333.00	-
		Zone B	6625.00	7287.00	8016.00	-
34	Paints & Chemical Factories	Zone A	6886.00	7575.00	8333.00	9166.00
		Zone B	6625.00	7287.00	8016.00	8818.00
35	Paper Board & Straw Board Manufacturing Industry	Zone A	6886.00	7575.00	8333.00	-
		Zone B	6625.00	7287.00	8016.00	-
36	Plastic Industry	Zone A	6886.00	7575.00	8333.00	-
		Zone B	6625.00	7287.00	8016.00	-
37	Plywood Industries	Zone A	6886.00	7575.00	8333.00	-
		Zone B	6625.00	7287.00	8016.00	-
38	Power Loom (10 or more persons)	Zone A	6886.00	7575.00	8333.00	-
		Zone B	6625.00	7287.00	8016.00	-
39	Power Loom (Less than 10 persons)	Zone A	6886.00	7575.00	8333.00	-
		Zone B	6625.00	7287.00	8016.00	-

Sl. No.	Name of the Scheduled Employments	Area Covered	Categories of Employment			
			Unskilled Rs.	Semi-skilled Rs.	Skilled Rs.	Highly Skilled Rs.
40	Printing Press	Zone A Zone B	6886.00 6625.00	7575.00 7287.00	8333.00 8016.00	- -
41	Public Motor Transport	West Bengal	6119.00 (Cleaner & Lorry Coolies)	6172.00 (Conductor)	6180.00 (Fitters & Time Keeper)	6251.00 (Drivers & Mechanics)
42	Refractory Industry	West Bengal	5789.00	5849.00	5909.00	5969.00
43	Rice Mill	West Bengal	5831.00	6415.00	7057.00	7763.00
44	Rope Industry	Zone A Zone B	6886.00 6625.00	7575.00 7287.00	8333.00 8016.00	- -
45	Rubber and Rubber Products Manufacturing	(i) Kolkata & 24 Pgs. (N&S) (ii) Howrah & Hooghly (iii) Burdwan (iv) Darjeeling except Siliguri Sub-Divn. (v) Jalpaiguri Siliguri Sub-Divn. & Coochbehar (vi) Bankura, Purulia & Purba & Paschim Midnapore (vii) Birbhum (viii) Nadia & Murshidabad (ix) Malda & Dinajpur (Uttar & Dakshin)	5601.00 4902.00 5541.00 4232.00 4120.00 4940.00 4929.00 4824.00 4733.00	5612.00 4913.00 5552.00 4243.00 4131.00 4951.00 4940.00 4835.00 4744.00	5638.00 4939.00 5578.00 4269.00 4157.00 4977.00 4966.00 4861.00 4770.00	
46	Sales Promotion in Medicine		Notification fixing Minimum Wages quashed by Kolkata High Court			
47	Salt Manufacturing Industry	West Bengal	5831.00	6415.00	7057.00	7763.00
48	Saw Mill	Zone A Zone B	6886.00 6625.00	7575.00 7287.00	8333.00 8016.00	- -
49.	Security Services	Zone A Zone B	6886.00 6625.00	7575.00 7287.00	8333.00 8016.00	- -
50	(a) Sericulture, Nursery and Cultivation (b) Silk Spinning and/or Weaving (Handloom)	West Bengal -	224.00 (per day) 5831.00 (per month)	- -	- -	- -
51	Shoe Making	Zone A Zone B	6886.00 6625.00	7575.00 7287.00	8333.00 8016.00	- -
52	Shops		Notification fixing Minimum Wages injuncted by Kolkata High Court			



Sl. No.	Name of the Scheduled Employments	Area Covered	Categories of Employment			
			Unskilled Rs.	Semi-skilled Rs.	Skilled Rs.	Highly Skilled Rs.
53	Silk Mills	Zone A	6886.00	-	-	-
		Zone B	6625.00	-	-	-
54	Silk Printing	Zone A	6886.00	7575.00	8333.00	-
		Zone B	6625.00	7287.00	8016.00	-
55	Stone Breaking & Stone Crushing	Zone A	6886.00	7575.00	8333.00	-
		Zone B	6625.00	7287.00	8016.00	-
56	Sweeping & Cleaning	Zone A	6886.00	7575.00	8333.00	-
		Zone B	6625.00	7287.00	8016.00	-
57	Tailoring Industry	Zone A	6886.00	7575.00	8333.00	-
		Zone B	6625.00	7287.00	8016.00	-
58.	Tanneries & Leather Manufactories	Zone A	6886.00	7575.00	8333.00	-
		Zone B	6625.00	7287.00	8016.00	-
59.	Tea Plantation	Rates are now governed by Agreement.				
60.	Tobacco (Beedi Marking)	(i) Kolkata & South 24 Pgs	5609.50	216.75	} Per 1000 Beddi Rolled	
		(ii) Howrah & Hooghly	4874.48	188.43		
		(iii) Other Districts	4750.72	183.67		
61.	Tobacco Godown	West Bengal	5831.00			

Areas under :

Zone A : (i) Areas Notified under Kolkata Metropolitan Development Authority (KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power Plants areas including Township areas, (vii) All the Municipal areas in different districts, (viii) All the sub-Division in districts in Howrah, Hooghly, Burdwan and 24-Parganas (N) [excluding Barasat and Basirhat], (ix) Alipur Sub-division and Baruipur Sub-division in the district of 24 Parganas (S), (x) Midnapore Sadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri Sub-Division in the District of Darjeeling, (xii) Bankura Sub-Division and Bishnupur Sub-Division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B : Rest of West Bengal.

Table - VI

List of Employments which has been included in the schedule to the Minimum Wages Act, 1948 and fixation of wages is likely to be done

Item No. of the scheduled	Name of the employment
63.	Bottling and Packaging Industry;
64.	Confectionery and Sweets Manufacturing;
65.	Clinical Establishments including Pathological Laboratories and Diagnostic Centres;
66.	Garments Manufacturing Industry;
67.	Saloons and Beauty Parlours;
68.	Ice Factory;
69.	Any Establishment in which manufacturing activity as defined under section 2(k) of the Factories Act is carried out and is not covered under any of the other scheduled employments;
70.	Automobile Engineering, Repairing Workshop & Garages;
71.	Private Hospitals and Research Centres not carried on by the government or government notified local authorities;
72.	Laundries, Laundry Services, Cleaning and Dyeing Plants / Units / Shops;
73.	Beverage Manufacturing & Vending Establishments;
74.	Fishing Activities including River & Deep Sea Fishing;
75.	Transportation, Marketing & Distribution of Petroleum Products and Cooking Gas including Petrol Pumps;
76.	Non-Banking Private Financial Institutions;
77.	Jewellery Manufacturing Industry;
78.	Ice Cream and Candy Manufacturing;
79.	Floor and Wall Tiles Manufacturing;
80.	Bought Tea Leaf Factory;
81.	Courier Service;
82.	Leather Goods Industry;
83.	Loading & Unloading Operations;
84.	Rolling of Iron Rods, Plates, Angles etc. and Rolling Mills;
85.	Wood Works and Furniture Industry;
86.	Information Technology Industry;
87.	Malls, Multiplexes, Departmental Stores and Mega Stores;
88.	Biscuit Manufacturing;
89.	Consumer Co-operative Societies, Primary Agricultural Co-operative Societies / Marketing Societies;
90.	Sponge Iron, Ferro alloys and Induction Furnaces;
91.	Establishments as defined under the West Bengal Shops and Establishments Act, 1963;
92.	Hotels and Restaurants including Boarding Houses, Eating Houses, Canteens, Clubs and Guest Houses."

## The Plantations Labour Act, 1951

Plantation in West Bengal is mainly constituted of Tea Industry. Tea Industry provides one of the vital livelihoods in the economy of Northern part of West Bengal. It is among the oldest constituents of the organized manufacturing sector.

Land & Labour constitute its most important inputs. There are also a few Cinchona & Medicinal Plant Plantations in the State. Tea Industry is located in the five districts of West Bengal, namely Darjeeling, Jalpaiguri, Alipurduar, Cooch Behar and Uttar Dinajpur. Most of the field workers and pluckers in Tea Plantations are paid daily wages. Besides them, the other workers here consist of Clerks, Medical Staff, technicians and sub-staff.

The Organisational set-up of the administration of the Plantations Labour Act, 1951 is headed by the Labour Commissioner, West Bengal as the Chief Inspector of Plantations with one Additional Labour Commissioner being in superior charge of the administration of the Act.

The Joint labour Commissioner, North Bengal Zone and Assistant Labour Commissioner at the Plantation Section of the Head Quarter assist the Chief Inspector of Plantations. The Inspectors (of the rank of Assistant Labour Commissioner) under the Plantations Labour Act, 1951 posted at different Regional Labour Offices in North Bengal Zone namely Darjeeling, Kalimpong, Kurseong, Siliguri, Jalpaiguri, Malbazar, Alipurduar, Birpara, Cooch Behar, Islampur, Raigunj, Balughat, Gangarampur, chanchol and Malda are given the primary responsibility of implementation of the Act.

The Plantations Labour Act, 1951 and the Rules framed thereunder provide for various health and welfare facilities for the benefit of the plantation workers. Some of the important welfare provisions are housing

facilities, medical facilities, canteens providing food at subsidized rates, crèche with attendants and refreshment, recreational facilities, protective clothing, drinking water at the place of work, creation of educational infrastructure, annual leave with wages, maternity benefits for women workers etc. It may be noted further that in any tea garden, where more than 300 plantation labourers are working, the employer is required to appoint a Labour Welfare Officer to look after the various welfare facilities for the labourers in the tea garden.

Apart from the above facilities provided under the Act and the Rules, some other facilities as decided by the bipartite and the tripartite agreements, are also provided to the workers employed in the plantations. Some of the facilities are mentioned below:

**PROVISION OF RATION:** Every worker in the plantation shall be supplied ration at concessional rate or given cash compensation in lieu of that. The sons and daughters of the workers upto the age of 16(sixteen) years are also to be provided with ration at concessional rate provided they are living with and fully dependent on their parents and are employed either on the estate or elsewhere.

**PROVISION OF FIRE WOOD:** The employer shall issue fire wood to each workers' family at the rate of two and half peels per household family annually. Where fire wood is not readily available, the management will have the option to issue soft coke in lieu of fire wood, on the ratio of 1 peel fire wood equal to 2(two) Quintals of soft coke. However, under no circumstances cash is allowed to be offered to the workers in lieu of fire wood.

During the last Financial Year i.e., 2014-15 the State Government has arranged for social security for the workers covering of 7 (seven) tea estates under the scheme of

“Financial Assistance to the Workers in Locked-out Industrial Units (FAWLOI)”. The worker is paid Rs.1,500/- each per month. They are also paid one time Ex-gratia @ Rs.1,500/- each before Puja/Id. Both the State Government and the Central Government have made sincere efforts to open the closed gardens.

**EMPLOYMENT:** 118 Annual Returns have been received from the 283 tea gardens for the year 2014. These 118 tea gardens have a total of 50,077.48 hectares of land under cultivation and 1,11,181 persons are employed there. Out of this, 47352 are male, 63667 are female and 162 are adolescent.

From among 3 Cinchona growing units, 1 unit has sent Annual Returns, the area of which is 1703.77 hectares and 491 persons (Male-194, Female- 297 and Adolescent-Nil) are employed therein. Children below the age of 14 (fourteen) years are strictly prohibited from working in the plantations.

No discrimination is reported in respect of payment between the male and female workers as per report of the Plantations Inspectors during the financial year 2014-15. No complaint of sexual harassment of female workers has been received.

**INSPECTION, PROSECUTION & CONVICTION:** 69 inspections have been conducted by the Inspectors under the Plantations Labour Act, 1951 during the year 2014-15, and total number 365 infringements have been detected in the course of these inspections. 41 prosecution cases have been launched, 10 number of Court cases disposed

of by conviction as reported during the year. It is remarkable that the number of court cases disposed of by acquittal by the Court is nil during the year. A total amount of Rs.88,000/- was realized as fine. The number of Court cases pending in different courts at the end of the year was 287.

**HOUSING ACCOMMODATION FOR WORKERS:** From the said 118 Annual Returns received from the Tea Estates/Gardens during the year under report it is found that 519 new houses were constructed and 3162 were adapted to a better state as specified in the West Bengal Plantations Labour Rules, 1956.

No. of Tea Gardens where Housing Performance is less than 30% of total requirements at the end of the year March, 2015 is 27.

**CRECHES:** It is found from the Returns submitted by 118 Tea Gardens that 113 tea gardens were maintaining 272 numbers of crèches, wherein 4686 children were reported to have been looked after. Hence, the percentage of tea gardens maintaining creche facility was 96% (approx).

**BOARDS AND THEIR FUNCTIONS:** There are three Boards viz., Housing, Electrification and Medical to advise the State Government about the measures required to be taken to address the grievances of the workers and to review the implementation of the decisions of the Boards regarding their housing accommodation, electrification in and around labour quarters, medical, drinking water and sanitary facilities.

**Annual Administrative Report under the Plantation Labour Act, 1951  
for the year 2014-15**

Sl. No.	Particulars	Tea	Cinchona	Total
1.	No. of Registered Garden	283	3	286
2.	New Registration during the Year. (attach list)	-	-	-
3.	Cancellation of Registration during the year (attach list)	-	-	-
4.	No. of Gardens where Housing Performance is less than 30% of the total requirement	27	-	27
5.	Total No. of Inspections during the year	69	-	69
5 (A)	No. of Gardens inspected once	54	-	54
5 (B)	No. of Gardens inspected twice	-	-	-
5 (C)	No. of Gardens inspected thrice	-	-	-
5 (D)	No. of Gardens inspected more than thrice	-	-	-
6.	No. of gardens not inspected	214	3	217
7.	No. of infringements detected during the year	365	-	365
8.	No. of court cases brought forward from previous year	256	-	256
9.	No. of Prosecution Cases launched during the year	41	-	41
10.	No. of Court Cases disposed of by Conviction	10	-	10
11.	No. of Court Cases disposed of by Acquittal	Nil	-	Nil
12.	No. of Court Cases disposed of by withdrawal	Nil	-	Nil
13.	No of Court Cases pending at the end of the year	287	-	287
14.	Total amount of fine imposed	Rs. 88,000/-		Rs. 88,000/-
(i)	Employment & Hours of work of general	-	-	-
(ii)	Employment & Hours of work of women	-	-	-
(iii)	Employment & Hours of work of Adolescent	-	-	-
(iv)	Notices, Registers & Returns	2	-	2
(v)	Health & Sanitation	2	-	2
(vi)	Welfare	2	-	2
(vii)	Others (Housing)	-	-	-
15.	Total no. of plantations convicted	17	-	17
16.	No. of Inspections u/s 37 A	-	-	-

Statement showing Medical Facilities available to the plantation workers in respect of Tea & Cinchona during the year 2014-15

Region	Return recd.	Total Population	Average No. of Workers employed	No. of Hospi-Tals	No. of Dispen-Saries	No. of Beds	No. of Visi-ting	No. of Dcoctor Residen-tial	No. of Mid-wives	No. of Nur-ses	No. of Com-poun-Ders	No. of Health Patients Assis-tants	No. of Other Sent to Hospitals
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Darjeeling	13	37111	7671	5	15	93	5	8	28	7	20	3	2190
Siliguri	21	60931	14532	13	9	191	19	18	24	22	19	18	3925
Jalpaiguri	16	97159	20129	15	2	329	11	17	21	16	15	12	2743
Malbazar	30	168646	32247	28	-	637	32	28	45	29	27	23	6513
Alipurduar	16	109792	20101	15	8	598	15	20	38	24	20	17	1985
Birpara	8	45707	8070	45	58	107	6	7	12	7	7	5	596
Kurseong	12	32582	5585	3	6	27	6	6	8	-	5	6	306
Kalimpong	1	1903	491	-	-	4	-	1	1	1	1	1	203
Coochbehar	1	1925	355	-	-	11	-	1	1	1	-	1	372
<b>Total</b>	<b>118</b>	<b>555756</b>	<b>111181</b>	<b>124</b>	<b>118</b>	<b>1997</b>	<b>94</b>	<b>106</b>	<b>178</b>	<b>107</b>	<b>114</b>	<b>86</b>	<b>18833</b>
<b>Cinchona</b>													
Kalimpong	1	2000	1396	1	2	10	-	-	5	3	2	-	-
<b>Grand Total</b>	<b>119</b>	<b>557756</b>	<b>112577</b>	<b>125</b>	<b>120</b>	<b>2007</b>	<b>94</b>	<b>106</b>	<b>183</b>	<b>110</b>	<b>116</b>	<b>86</b>	<b>18833</b>

## The West Bengal Shops and Establishments Act 1963

The basic objectives of the Act along with the rules framed thereunder are compulsory registration of all classes of shops and establishments, recovery of wages, enforcing various provisions like appointment letters to the person employed, maintenance of registers and records by the shopkeepers / employers, enforcing provisions like hours of work and leave of person employed etc.

Synopsis of the Act – After annulment of the West Bengal Shops & Establishments Act, 1940 and Bengal Shops and Establishments (West Bengal amendment) Act 1950, The West Bengal Shops and Establishments Act was enacted in 1963 “with a view of eliminating various defects in the existing Act and providing the employees with the additional benefits in the context of changed circumstances”. The Preamble to this Act of 1963 spells that its objective is to regulate holidays, hours of work, payment of wages and leave of persons employed in the Shops & Establishments in West Bengal to which the Act has been extended.

Applicability - as per Notification no 2185-IR Dt- 17.02.2011 of Labour Department, the

application of the Act has been extended to all classes of Shops & Establishments situated all over West Bengal.

For the effective implementation of the Act, the Directorate of Shops & Establishments has been merged with the Labour Commissionerate, West Bengal in terms of Labour Department Notification no- 2116-GE/G/1'0'-19/11 dt-06.06.2013 read with Notification No 297-GE/GE/G/1'0'-19/11 dt-25.02.2014. As per Labour Department memo no 697-GE/G/1'0'-19/11 dt-07.04.2014, the merger was made effective from 01.04.2014.

All Assistant Labour Commissioners have been declared as Registering Authority and Referee under the Act, for the respective area for which they hold charges as Assistant Labour Commissioner vide Notification no 661-LW/LW/3A-01/2014 DT-22<sup>nd</sup> October 2014 and 662-LW/LW/3A-01/2014 DT-22<sup>nd</sup> October 2014 respectively.

All Deputy Labour Labour Commissioner, Assistant Labour Commissionerate have been declared as Inspectors under the Act, for the respective area for which they hold charges vide Notification no 663-LW/LW/3A-01/2014 DT-22<sup>nd</sup> October 2014.

**Table A**

### Administration of The West Bengal Shops & Establishments Act, 1963

		01.04.14 to 31.03.15
1.	No. of inspections conducted during the period	5550
2.	No. of infringements detected during the period	5522
3.	No. of infringements brought forward from previous year	807 (Revised)
4.	No. of infringements let off after compliance	3340
5.	No. of infringements under process at the end of the period	2699
6.	No. of prosecution cases launched during the period	933
7.	No. of court cases disposed of through	
	(i) Conviction	296
	(ii) Acquittal	----
8.	Amount of fine imposed by the Courts	Rs. 92,400.00

**TABLE- B**

**B-1: Registration and allied works during the period 1.4.2014 - 31.3.2015.**

	Registration	Incorporating changes	Renewal of Registration	Winding up of Business
(i) Pending at the beginning of the year	48	287	310	07
(ii) Received during the period	4317	15984	18653	341
(iii) Issued during the period	4365	16271	18963	348
(iv) Pending at the end of the period	Nil	Nil	Nil	Nil

**B-2: Revenue earned during the period from 1.4.2014 - 31.3.2015**

Registration	Incorporating	Renewal of Changes	Total Registration
Rs.186908/-	Rs. 692605/-	Rs. 845404/-	Rs. 1724917/-

**B-3: Position showing extent of coverage of the Act during the period 1.4.2014 -31.3.2015**

1. Total number of Shops & Establishments registered as on date	755417
2. Total no. of persons employed in Shops & Establishments	927594

**TABLE C**

**Pay Cases during the period 1.4.2014 - 31.3.2015**

Year	No. of Cases pending at the beginning of the year	No. of Cases received during the period	No. of Cases disposed of during the period	Total amount realized by the Referee	No. of Cases sent to courts for realization/ amount involved	No. of Cases Pending
01.04.14 to 31.03.15	68 (Revised)	110	37	Rs. 16,33,228/-	7	141

**TABLE D**

**Complaint Cases during the period 1.4.2014 - 31.3.2015**

Complaint Cases Received	Disposal of Complaint Cases	
	1.By way of implementation	2.By way of prosecutions in case of non-compliance
a) Shops – 17	12	5
b) Estbs. – 23	19	4
Total - 40	31	9

It may be mentioned here that each complaint comprises of violations of more than one section under Shops & Establishments Act -1963



**Government of West Bengal**  
**Labour Department**  
**L.W. Branch**  
**East India House (2<sup>nd</sup> floor),**  
**20B Abdul Hamid Street, Kolkata-69**

No. 661-LW/LW/3A-01/2014

Dated Kolkata, the 22<sup>nd</sup> October, 2014

**Notification**

In exercise of the power mentioned under Sub-Section 12 of Section 2 of the Shops and Establishments Act, 1963 (Act 13 of 1963) and in supersession of all previous notification in this matter, the Governor is pleased hereby to appoint the persons mentioned in the entries in column (1) of the table below, to be the Registering Authority for the purpose of Section 16 of the Act, and to define the limits shown in the corresponding entries in column (2) thereof within which such Registering Authority shall exercise the powers conferred on him by and under the said Act.

Designation of the Registering Officer	Jurisdiction
(1)	(2)
Assistant Labour Commissioner	Respective area for which he holds charge as Assistant Labour Commissioner

By order of the Governor

(Sital Chandra Mondal)  
 Joint Secretary  
 to the Govt. of West Bengal

**Government of West Bengal**  
**Labour Department**  
**L.W. Branch**  
**East India House (2<sup>nd</sup> floor),**  
**20B Abdul Hamid Street, Kolkata-69**

No. 662-LW/LW/3A-01/2014

Dated Kolkata, the 22<sup>nd</sup> October, 2014

**Notification**

In exercise of the power mentioned under Sub-Section 2 of Section 14 of the Shops and Establishments Act, 1963 (Act 13 of 1963) and in supersession of all previous notification in this matter, the Governor is pleased hereby to appoint the persons mentioned in the entries in column (1) of the table below, to be the Referees for the purpose of the said Section 14 of the Act, and to define the limits shown in the corresponding entries in column (2) thereof within which such Referees shall exercise the powers conferred on him by and under the said Act.

Designation of the Registering Officer	Jurisdiction
(1)	(2)
Assistant Labour Commissioner	Respective area for which he holds charge as Assistant Labour Commissioner

By order of the Governor

(Sital Chandra Mondal)  
Joint Secretary  
to the Govt. of West Bengal

**Government of West Bengal**  
**Labour Department**  
**L.W. Branch**  
**East India House (2<sup>nd</sup> floor),**  
**20B Abdul Hamid Street, Kolkata-69**

No. 663-LW/LW/3A-01/2014

Dated Kolkata, the 22<sup>nd</sup> October, 2014**Notification**

In exercise of the power conferred by Sub-Section (1) of Section 19 of Shops and Establishments Act, 1963 (Act 13 of 1963) and in supersession of all previous notification in this respect, the Governor is pleased hereby to appoint the persons mentioned in the entries in column (1) of the table below, to be the Inspectors for the purpose of the said Act, and to define the limits shown in the corresponding entries in column (2) thereof within which such Inspectors shall exercise the powers conferred on them by and under the said Act.

Designation of the Registering Officer	Jurisdiction
(1)	(2)
Labour Commissioner, West Bengal	Whole of West Bengal
Additional Labour Commissioner, West Bengal	Whole of West Bengal
Joint Labour Commissioner, West Bengal	Whole of West Bengal
Deputy Labour Commissioner, West Bengal	Respective area for which he holds charge as Deputy Labour Commissioner
Assistant Labour Commissioner, West Bengal	Respective area for which he holds charge as Assistant Labour Commissioner
Inspector Under Minimum Wages Act/ Labour Inspector/Inspector, Agricultural Minimum Wages/Inspector, Shops and Establishments / Inspector, Trade Unions/ Statistical Investigator or Assistant.	Respective area of the Regional Labour Office (RLO) within which he is posted/ holds charge

By order of the Governor

(Sital Chandra Mondal)  
 Joint Secretary  
 to the Govt. of West Bengal

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

The Working Journalists and Other Newspaper Employees (Conditions of Service) and other Miscellaneous Provisions Act, 1955 is a welfare legislation enacted for the welfare of the Working Journalists and Non-journalists Employees employed in Newspaper Establishments and News Agencies.

'Working Journalist' means a person, whose principal avocation is that of a journalist who is employed in or in relation to a newspaper establishment and includes an Editor, News Editor, a Leader-Writer, Sub-Editor, Feature-Writer, Copy-Tester, Reporter, Correspondent, Cartoonist, News Photographer and Proof Reader.

'Non-journalist Employee' means a person employed to do any work in or in relation to any Newspaper establishment. There is a provision in the Act in respect of gratuity, hours of work, leave, fixation or revision of rates of wages for the working journalists. Under the Act, the Central Government, for the purpose of fixing and revision of wages for the working journalists and non-journalist newspaper employees, as and when necessary, constitutes wage Board. The Wage Board can recommend the revised wages with the date from when it would take effect. The Wage Boards are tripartite in character in which representative of workers, employers, independent members participate and finalize the recommendation.

In this respect, the recent recommendation on fixation of wages, allowances has been made by the National Wage Board for Working Journalists constituted by the Ministry of

Labour & Employment, Govt. of India vide Notification Nos. S.O.809(E), and 810(E) dt.24<sup>th</sup> MaY,2007.

Another recommendation from National Wage Board for other Newspaper Employees, constituted vide Notification Nos. S.O. 1066(E) and 1067(E) dt.03<sup>rd</sup> July, 2007 has been made.

Both the Statutory Wage Boards had been constituted under the chairmanship of Justice G.R. Majithia, vide Notification Nos. 580(E) and S.O. 581(E) dt.28<sup>th</sup> February, 2009.

The Union Cabinet, after certain corrections, approved on 25.10.2011 the proposal of the Ministry of Labour & Employment to accept the recommendations on the revision of wages and allowances of employees in Newspaper Establishments for working journalists and other newspaper employees. The report classified newspaper establishments into 8 categories and News Agencies into 4 categories based on gross revenues.

### **Main Recommendations of the Majithia Wage Boards :**

1. The revised pay comprises of variable pay at the rate of 35 percent for employees working in the first 4 classes of newspaper establishments;
2. The variable pay should be added to the revised basic pay for calculation of all allowances;
3. The rate of neutralization of DA should be 100% of basic pay for calculation of all allowances,
4. The House Rent Allowances should be at the rate of 30%, 20% and 10% and accordingly areas/cities should be classified into three categories i.e. X, Y and Z for this purpose;
5. The Transport Allowance should be 20%, 10% and 5% in the respective areas defined as X, Y and z;

6. Night Shift Allowance should range between Rs. 100.00 and Rs.50.00 for different classes or establishments;
7. The Awards as well as operational DA will be effective from 1<sup>st</sup> July, 2010;
8. Except as otherwise provided in the Awards, HRA, Transport Allowance, Hardship Allowance or any other allowance prescribed in the Awards shall be effective from the date of Notification of the Awards.

Central Government has notified the present recommendations of the Majithia Wage Board vide Notification No. S.O. No.2532 (E) dt.11.11.2011 in the Gazette of India.

Accordingly, the Newspaper Establishments are going to implement the wages as recommended.

No dispute over non-implementation of the Order based on Majithia Wage Board has been raised to the Labour Commissionerate West Bengal.

The Supreme Court of India on 07.02.2014 disposed of the Writ Petition (C) No. 246 of 2011 in the matter of ABP Pvt. Ltd. and AnrsVs Union of India and Ors. All other subsequent petitions filed before the Hon'ble Court. The Apex Court upheld the constitutional validity of the Central Government Notifications dated 11.11.2011 and directed for implementation of the recommendations of the Majithia Wage Boards for journalists and non-journalists of newspapers and news agencies.

Shri Shyamal Baran Ray filed a complaint against his employer M/s Press Trust of India, Kolkata for recovery of wages. Upon intervention, Labour Department, Government of West Bengal sanctioned an amount of Rs 1,67,445/- (Rupees One Lakh Sixty Seven Thousand four hundred and forty five only) in favour of Shri Ray. The matter is pending adjudication before the Hon'ble first Labour Court, Kolkata.

## The Motor Transport Workers Act, 1961

This Act provides for the welfare of motor transport workers and regulates the conditions of their work.

At the time of enactment this Act was applicable to Motor Transport Undertakings employing five or more motor transport workers. Later, by virtue of a Notification No. 1891-I.R. dated 02.05.79 the Act was made applicable to all motor transport undertakings employing less than five but more than one motor transport workers. Again, by a Notification No. 33-LW dated 04.01.84 the Act has been made applicable to any motor transport undertaking employing less than five motor transport workers.

The Act prescribes hours of work, wages for overtime work, canteens, rest rooms, supply of uniforms, medical facilities, first aid facilities, issuance of appointment letters to workers etc..

The Act also prescribes registration of motor transport undertakings and renewal of the same.

The Additional Labour Commissioner concerned with administration of the Act has been declared as Chief Inspectors and 68 Regional Assistant Labour Commissioners have been declared as Registering Officers under the Act.

All the Minimum Wages Inspectors, Labour Inspectors and Agricultural Minimum Wages Inspectors, have been appointed as Inspectors under the Act.

Engagement of children below fifteen years of age in any motor transport service has been prohibited under the Motor Transport Workers Act, 1961.

The motor transport workers employed in the employment of "Public Motor Transport" which is also a scheduled employment under The Minimum Wages Act, 1948 are entitled to get wages as per Government Notification.

**The Administrative Report on the Motor Transport Workers Act, 1961  
for the year 2014-15**

Sl. No.	Description	2014-15
1	No. of Inspections conducted	64
2	a) No. of infringements detected	85
	b) No. of infringements pending disposal at the end of the previous year	127 (Revised)
	c) Total No. of infringements handled (a+b)	212
3	No. of infringements let off after compliance	31
4	No. of Court cases launched	03
5	No. of infringements pending disposal at the end of the year	176
6	No. of Court cases brought forward from the previous year	173 (Revised)
7	No. of Court cases disposed by way of:	
	a) Conviction	05
	b) Acquittal	Nil
8	Amount of fine imposed by Court	Rs. 2100
9	No. of Court cases pending at the end of the year [(4+6)-(7)]	171

**Registrations & Renewals under the Motor Transport Workers Act, 1961  
for the year ended 2014-15**

Sl. No.	Description	2014-15
1	No. of new registrations	35
2	No. of new workers covered by new registration	980
3	Amount of Registration fees received	Rs. 134250
4	No. of Registrations renewed during the year	61
5	No. of workers covered by the renewals	317
6	Amount of renewal fees realized	Rs. 13312
7	No. of amendments done on registration during the year	Nil
8	Total amount of amendments and duplicate fees and other fees received	Nil
9	Total no. of Registered units at the end of the year	96
10	Total no. of workers covered by the Registered units at the end of the year	4150
11	Amount of Security Deposit during the year	Nil

**The Beedi and Cigar Workers  
(Conditions of Employment)  
Act, 1966.**

Beedi making industry is an important element of the rural economy of our state. This industry has the unique scope for providing employment not only at industrial premises

but also at the residence of the workmen. The workers are mostly unorganized and due to the very nature of the industry the workers are subjected to various occupational health hazards.

This Act provides for working hours, wages for overtime work, interval for rest, spread over of working hours, weekly day of rest,

annual leave with wages and some welfare and health measures like cleanliness, ventilation, sanitation, washing facilities, first aid, creche, canteen etc. for the workers of industrial premises.

This Act also provides for the supply of Log Books to all Home Workers for recording supply of raw materials, quantum of Beedis rolled and wages paid by their employers. Home workers have also been allowed to enjoy Annual Leave with wages under the statute. Beedi manufacturing is also a scheduled employment under the Minimum Wages Act, 1948 and accordingly for regulation of wages etc., the provisions of Minimum wages Act are also applicable.

Assistant Labour Commissioners have been appointed as "Competent Authorities" in their respective jurisdiction for granting licence to the industrial premises only. Statute does not provide for covering the home workers under the industrial premises licence. The Minimum Wages Inspectors and Agricultural Minimum Wages Inspectors have been appointed as inspectors under the Act in their respective area of jurisdiction.

The Deputy Labour Commissioners who are the Appellate Authorities in their respective jurisdiction under Section 31 (2) of the Act are empowered to hear and decide the cases of discharge, dismissal and retrenchment of the Beedi workers in the hands of their employers.

#### Administrative Report on the Beedi & Cigar Workers (Conditions of Employment) Act, 1966 for the year 2014-15

Sl. No.	Particulars	2014-15
1.	No. of inspections conducted	136
2.	(a) No. of infringements detected	84
	(b) No. of infringements pending disposal at the end of the previous year	42 (Revised)
	(c) Total no. of infringements (a+b) handled	126
3.	No. of infringements let off after compliance	42
4.	No. of Court cases Launched	03
5.	No. of infringements pending disposal at the end of the year	79
6.	No. of Court cases brought forward from	19 (Revised)
7.	No. of court cases disposed off by way of	
	(a) Convictions	05
	(b) Acquittal	0
8.	Amount of fine imposed by Court	Rs. 1500
9.	No. of Court cases pending at the end of the year [(4+6)-(7)]	17

#### License and Renewals under the Beedi & Cigar Workers (Conditions of Employment) Act, 1966 for the year 2014-15

Sl. No.	Particulars	2014-15
1.	Number of Licenses granted	03
2.	Amount of Licenses fees realized	Rs. 250/-
3.	Number of workmen covered by new license	130
4.	Number of licenses renewed	67
5.	Amount of renewal fees realized	Rs. 7051/-
6.	Number of workmen covered by renewal	3044
7.	Total number of Licenced units at the end of the year	399
8.	Total number of workers covered by the licenced units at the end of the year	3174

## The West Bengal Payment of Subsistence Allowance Act, 1969

This Act seeks to give relief to the employees/workers placed under suspension by their employers in the form of Subsistence Allowance. The Act specifies the quantum of subsistence allowance to the tune of 50% of their last wages (Basic, Dearness Allowances and certain other amenities) upto first 90 days and 75% thereafter till the entire period of suspension.

The process of recovery starts from the application in Form 'A' in quintuplicate (5 copies) submitted by the affected person under the relevant Rules. The application is

required to be addressed to the Secretary, Labour Department, Govt. of West Bengal through the Assistant Labour Commissioners spread over the entire state having jurisdiction to act as Conciliation Officers.

The applications are heard and a report is submitted to the State Government by the officer concerned through the Enforcement and Law Section of the Labour Commissionerate. If the Applicant is found eligible to get the relief sought for, a certificate specifying the recoverable amount is issued by the Govt. The said certificate is sent to the Collector of the area concerned for recovery in the same manner as an arrear of land revenue.

### Statement of Performance under the West Bengal Subsistence Allowance Act, for the year, 2014-15

#### 1. Administrative Report on Applications for Recovery of Subsistence Allowance :

(a) No of cases pending at the beginning of the year	72
(b) No of cases received during the year	01
(c) Total no of cases dealt with	73
(d) No of cases disposed of	
(i) By way of settlement	Nil
(ii) On reporting to Govt. recommending issue of Certificate	01
(iii) By otherwise i.e. non-persuasion/non-submission of requisite papers	Nil
(e) No of cases pending disposal at the end of the year	72

#### 2. Disposal of certificate Cases under the Subsistence Allowance Act for the year 2014-15

(a) No of Certificate cases pending at the beginning of the year	108
(b) No of cases where sanction from State Govt. received	01
(c) No of certificate cases filed during the year	01
(d) No of certificate cases disposed of during the year	Nil
(e) No of certificate cases pending disposal at the end the year	109
(f) Amount of meny involved in the court cases	Rs. 4,08,938



### 3. Statement on recovery of dues under the West Bengal Payment of Subsistence Allowance Act, 1969, to be recovered by the Collectors as arrears of land revenue :

Sl. No.	Particulars	2010	2011	2012-13	2013-14	2014-15
1	No. of Certificates pending at the beginning of the year	103	104	112	108	108
2 a)	No of Certificates filed during the year	01	08	04	Nil	01
b)	Amount of money involved (Rs.)	272208.19	858674.92	324039.25	Nil	408938
3 a)	No. of Certificates realised during the year	Nil	Nil	Nil	Nil	Nil
b)	Amount of money involved	Nil	Nil	Nil	Nil	Nil
4	No. of Certificates pending at the end of the year	104	112	108	108	109

### The Contract Labour (Regulation and Abolition) Act, 1970

This Act is to regulate the employment of Contract Labour in certain establishments and to provide for its abolition in certain circumstances. The Act applies to every establishment in which 10 or more workmen are employed or were employed on any day of the preceding 12 months as contract labour and to every contractor who employs or employed on any day of the preceding 12 months, 10 or more workmen. Under Section 7 of the Act every principal employer of an establishment to which this Act applies, is required, to get his establishment registered under the Act. Under Section 12, no contractor to whom the Act applies shall undertake or execute any work through contract labour except in accordance with a valid licence issued by the Licensing Officer. The Act also provides among other things some welfare and health measures such as provision of canteen, rest room or suitable alternative accommodation, sufficient supply of wholesome drinking water, sufficient number of latrines and urinals, washing facilities, first aid arrangements etc, and some

other working conditions including regular and timely payment of wages, employment cards to the contract labour. Apart from those regulatory measures, there is also provision for abolition of contract labour system under this Act in particular jobs/processes/operations in an establishment by the State Government, where the State Government is the Appropriate Government under certain circumstances on the advice of the State Advisory Contract Labour Board.

All the Assistant Labour Commissioners have been appointed as Registering and Licensing Officers under this Act in their respective regions. Regional Deputy Labour Commissioners have been appointed as Appellate Authorities under this Act. 15 posts of Labour Inspectors in different regions including two in Kolkata, have been created to look after implementation of this Act. Besides, all Inspectors appointed u/s 19(1) of the Minimum Wages Act, 1948 have also been empowered to act as Inspectors under this Act.

The State Advisory Contract Labour Board has since been reconstituted in 2012 with Minister-in-Charge, Labour Department as Chairman. The said Board is to advise the

State Government in the matters of abolition of Contract Labour and certain other general issues concerning this Act.

A State Advisory Committee consisting of 12 members from the Association of Principal Employers, Contractors, Workers and the State

Government with State Labour Commissioner as Chairman holds enquiry into the matter relating to abolition of Contract Labour in an Establishment as, and when such matters are referred to it by the State Advisory Contract Labour Board.

**Administrative Report on the Contract Labour (Regulation and Abolition) Act,  
for the year ended 2014-15**

Sl. No.	Description	2014-15
1	No. of Inspection conducted	2277
2	a) No. of infringements detected.	2541
	b) No. of infringements pending disposal at the end of the previous year	1340 (Rev)
	c) Total no. of infringements (a+b) handled.	3881
3	No. of infringements let off after compliance	1578
4	No. of Court cases launched	419
5	No of infringements pending disposal at the end of year	1884
6	No. of Court cases brought forward from the previous year	930 (Rev)
7	a) Conviction	103
	b) Acquittal	30
8	Amount of fine imposed by court	2,73,400.00
9	No. of Court Cased pending at the end of the year {(4+6)-7}	1216

**No. of Registration Certificates issued to the Principal Employers in the Year 2014-15**

1	No. of Registration Certificates issued	448
2	Amount of registration fees received (Rs)	4,82,48,585
3	No. of workers involved	52011

**No. of Licences issued under the Act and related figures for the year 2014-15**

1	No of licences issued	6391
2	Amount of licence fees received (Rs)	6,33,929
3	Amount of Security Deposit received (Rs)	62,07,155
4	No of workers involved	83747

**No of licences of Contracts under the Act and related figures for the year 2014-15**

1	No of licence renewed	2503
2	Amount of renewal fees received (Rs)	5,52,730

**No of Amendments issued under the Act in the year 2014-15**

1	No of amendments done	79
2	No of fees received (Rs)	1,39,265

## The Payment of Gratuity Act, 1972

The Payment of Gratuity Act, 1972 is an important social security legislation intended to provide relief to an employee when he is no longer in service under his employer.

Its coverage extends to employees engaged in Factories, Mines, Oil fields, Ports, Plantations, Railway Companies, Shops, Establishments, Educational Institutions, Trustees or Societies registered under the Societies Registration Act, 1860, or under any other Laws enforced by the State Governments in respect of Societies where 10 or more persons are employed. This Act will continue to apply to an establishment even if the number of employees therein subsequently falls below 10.

This Act is a complete code containing detailed provisions when the right to gratuity will accrue, quantification of gratuity amount, recovery of unpaid or less paid gratuity with interest for delayed payment, appeals etc.. Gratuity benefit has been protected from attachment in execution of any decree or Order of any Civil, Revenue or Criminal Court.

Gratuity is payable to an employee on termination of his employment, after he has rendered continuous service for not less than five years, on superannuation, retirement or resignation or on death or disablement.

Five years of continuous service is, however, not necessary for entitlement to gratuity in case of death or disablement. The amount of gratuity payable to an employee is calculated at the rate of fifteen days' wages (Basic & Dearness allowance only) per each completed year of service based on the last drawn wages.

By an amendment of 2010, the maximum amount of gratuity payable to an employee has been raised to Rs. 10 lakhs with effect from 24.05.2010.

The employee is also entitled to a simple interest of upto @ 10% per annum (vide Notification No. S.O. 874(E) dated 01.10.1987) for delayed payment.

Presently in West Bengal, the Act is being administered through an extensive network extended to the remotest part of the State. Assistant Labour Commissioners posted at Regional Labour Offices and at the Headquarters of the Labour Commissionerate have been appointed to act as Controlling Authority under the Act.

The Controlling Authority is empowered to decide any dispute as to the admissibility of any claim, persons entitled to gratuity, amount of gratuity and to issue necessary direction.

There is also a provision of appeal against the order of the Controlling Authority. Deputy Labour Commissioners in the Regional Labour Offices and in the Headquarters of the Labour Commissionerate have been empowered to act as Appellate Authorities under The Payment of Gratuity Act, 1972.

The Controlling Authority is also empowered to issue Certificates for unpaid gratuity to the Collector who shall recover the amount as an arrear of land revenue along with 15% compound interest per annum (Notification No. S.O. 1032(E) dated 01.12.1987)

The State Government under Notification No. 718-LW dt. 28.07.1995 has appointed all Minimum Wages Inspectors, Agricultural Minimum Wages Inspectors and Labour Inspectors under Contract Labour Act as Inspectors for the purposes of the Act in relation to all establishments for which the Government of West Bengal is the Appropriate Government under clause (a)(ii) of S. 2 of the Act for the areas within their respective jurisdictions. The Inspectors are authorized by the State Government to file complaints before the appropriate Criminal Court to try any offence against the employers. Stringent penal provisions of a fine of not less than Rs.10,000/- for each offence has been introduced w.e.f. 01.10.1987 by the Act 22 of 1987.

**A: Administrative Report on the Payment of Gratuity Act, 1972  
for the year 2014-15**

Sl No.	Particulars	2014-15
1.	No of Inspections conducted	721
2.	(a) No. of infringements detected	587
	(b) No. of infringements pending disposal at the end of previous year	489 (Rev)
	(c) Total No. of infringements (a + b) handled	1076
3.	No. of infringements let off after compliance	456
4.	No. of Court cases launched	01
5.	No. of infringements pending disposal at the end of the year	619
6.	No. of Court cases brought forward from the previous year	01 (Rev)
7.	No. of Court Cases disposed of by way of :	
	(a) Conviction	01
	(b) Acquittal	Nil
8.	Amount of fine imposed by Court (Rs)	10,000
9.	No. of court cases pending at the end of the year [(4+6) – 7 ].	01

**B: Administrative Report of the Controlling Authority under the Payment of Gratuity Act, 1972 for the year 2014-15**

Sl. No.	Particulars	2014-15
1.	No. of Gratuity cases pending at the beginning of the year.	1815 (Rev)
2.	No. of cases received during the year.	778
3.	No. of cases disposed of during the year. {(a+b+c) at Sl. No. 4}	214
4.	(a) No. of cases where direction issued	114
	(b) No. of cases dismissed	30
	(c) No. of cases otherwise disposed of	70
5.	No. of cases pending at the end of the year	2379
6.	Amount of money ordered for payment vide 4(a)	Rs. 7,33,04090
7.	Amount of money involved in cases disposed of otherwise	Rs. 4,41,5967

**C: Certificate cases before the collector for the year 2014-15**

Sl. No.	Particulars	2014-15
1.	No. of certificate cases pending at the beginning of the year	653
2.	No. of certificate cases filed during the year	92
3.	Amount of money involved (Rs)	92,08,331
4.	No. of certificate cases disposed of	11
5.	Amount of money realised through certificate	10,55,841
6.	No. of certificate pending at the end of the year	734

### The West Bengal Workmen's House Rent Allowance Act, 1974

This is a State legislation. Under Notification No. 1264-IR dated 17.7.1996 it applies to the industrial establishments in West Bengal where 20 or more workmen are employed. Originally, it applied to industrial establishments, which employed 50 or more workmen. It has been provided in the Act that once applied, the provision of this Act shall continue to apply to the establishment even if the number of workmen falls below the required minimum.

The Act provides for payment of house rent allowance to a workman @ 5% of the wages or Rs. 15/- which ever is higher. Even

temporary, casual or badli workmen rendering services for less than 6 days in a month are entitled to a pro-rata house rent allowance.

State government has appointed all the Minimum Wages Inspectors, Labour Inspectors and Agricultural Minimum Wages Inspectors as Inspectors under this Act in their respective areas to enforce this Act and all Assistant Labour Commissioners as Controlling Authorities to hear and decide the claim applications under this Act and issue directions of payment. The Inspectors appointed under this Act have to obtain prior authorization of the State Government for filing complaints before the appropriate court of law for any infringement detected under this Act.

#### Administrative Report on the West Bengal Workmen's House Rent Allowance Act, 1974 for the year 2014-15

Sl No.	Description	2014-15
1	No. of inspections conducted	62
2	(a) No. of cases where infringements detected	17
	(b) No of infringements pending disposal at the end of the previous year	05 (Revised)
	(c) Total No. of infringements (a+b) handled	22
3	No. of infringements let off after compliance	17
4	No. of court cases launched	Nil
5	No. of infringements pending disposal at the end of the year	05
6	No. of court cases brought forward from the previous year	03 (Revised)
7	No. of Court cases disposed of by way of :	
	a) Conviction	Nil
	b) Acquittal	Nil
8	Amount of fine imposed by Court	Nil
9	No. of Court cases pending at the end of the year[(4+6)-(7)]	03

## The Equal Remuneration Act, 1976

The Equal Remuneration Act, 1976 is an important piece of legislation in the field of women's welfare and was enacted in obedience to Articles 15(1)16(2) and 39 of the Constitution with a view to provide for the payment of equal remuneration to men and women workers and for the prevention of discrimination on the ground of sex, against women in the matter of employment, promotion etc.

The State Government has appointed all the Assistant Labour Commissioners as authorities for the purpose of hearing and deciding (1) complaints and (2) claims. Both complaints and claims can be filed before the Authority in Form A&B respectively either by the worker herself or by any legal practitioner or by any Trade Union or by the Inspector under this Act or by any other person acting with the permission of the Authority. The claims so directed by the Authority can be recovered through the Enforcement of Law Section as per Sec.33C (1) of the Industrial Disputes Act, 1947 and the complaints so directed to Labour Commissionerate for removal of contravention, if not complied with, may constitute an offence punishable under Sec.10 of the Act.

The State Government has also appointed all the Minimum Wages Inspectors as Inspectors under this Act. The Inspectors may file both claims and complaints before the Authority. They may also

file only complaints ( but not claims) before the appropriate Court of law under sanction of such complaints by the State Government as provided in sec 12(2) of the Act.

There is no State Rule under this Act, but the Equal Remuneration Rules, 1976 published in the Gazette of India on 11<sup>th</sup> March, 1976 is followed. The provisions of law have been extended to a number of establishments by different Central Government Notifications starting from 1.1.1976 onwards.

A State Level Advisory Committee under the chairmanship of the State Labour Minister has been constituted in December 1996 to review among other things, the scope of increasing employment opportunities for women and other related matters.

The State Advisory Committee so far has held three meetings since its reconstitution in 1997 and last such meeting was held on 28.6.99. The State Govt, has recognized 25 Non-Government Organizations (NGOs) under Sec.12 (2) of the Act arming these organizations with the power to lodge complaints in the Courts of Law.

The general assessment of the situation regarding payment of equal wages to both male and female workers for the same and similar nature of work is that there exists no such discrimination in major and organized areas. The State machinery including the recognized NGOs are constantly on watch about any such violations in the unorganized areas.

## Administrative Report on the Equal Remuneration Act, 1976 for the year 2014-15

Sl. No.	Description	2014-15
1	No. of inspections conducted	183
2	(a) No. of infringements detected	53
	(b) No. of infringements pending disposal at the end of the previous year	09 (Revised)
	(c) Total No. of infringements (a+b) handled	62
3	No. of infringements let off after compliance	07
4	No. of Court cases launched	Nil
5	No. of infringements pending disposal at the end of the year	53
6	No. of Court cases brought forward from previous year	32 (Revised)
7	No of court cases disposed of by way of	
	(a) Conviction	Nil
	(b) Acquitted	Nil
8	Amount of fine imposed	Nil
9	No. of court cases pending at the end of the year	32

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

This Act regulates conditions of service of the Sales Promotion Employees in certain establishments. It applies at the first instance to every establishment engaged in pharmaceutical industry. However the Central Government may by official notification apply the provisions of the Act with effect from the date to be notified to any other establishment engaged in any other industry.

The Act provides for issue of appointment letters and different kinds of leave to Sales Promotion Employees. The Act also entitles Sales Promotion Employees to the benefits provided in the following Acts:

- (1) The Workmen's Compensation Act, 1923
- (2) The Industrial Disputes Act, 1947
- (3) The Minimum Wages Act, 1948
- (4) The Maternity Benefit Act, 1961
- (5) The Payment of Bonus Act, 1965
- (6) The Payment of Gratuity Act, 1972

### Administrative Report on The Sales Promotion Employees (Condition of Service) Act, 1976 for the year 2014-15

Sl No.	Description	2014-15
1	No. of inspections conducted	16
2	(a) No. of infringements detected	16
	(b) No. of infringements pending disposal at the end of the previous year	03 (Revised)
	(c) Total No. of infringements (a+b) handled	19
3	No. of infringements let off after compliance	05
4	No. of court cases launched	03
5	No. of infringements pending disposal at the end of the year	11
6	No. of Court cases brought forward from the previous year	02
7	No. of Court cases disposed of by way of :	
	(a) Conviction	Nil
	(b) Acquittal	Nil
8	Amount of fine imposed by Court	Nil
9	No. of Court cases pending at the end of the year [ ( 4+ 6 ) – ( 7 ) ]	05

## The Inter-State Migrant Workmen (Regulation of Employment & Conditions of Service) Act, 1979

This Act regulates the employment of Inter-State Migrant Workmen and provides for their conditions of service. The Act is applicable to every establishment in which five or more Inter-State Migrant Workmen are employed or were employed through a contractor on any day of the preceding twelve months. There are provisions for displacement allowance, allowance for journey from and to homes of workmen, residential accommodation, medical facilities etc. for Inter-State Migrant Workmen. The Act also provides for registration of principal employers and licensing of contractors.

Under this Act, a contractor who wants to recruit persons in a State for the purpose of employment in some Principal Employer's

establishment in another State has to get a license for such recruitment in the originating State and again has to get another license for employment in the Principal Employer's establishment in different States. Obtaining of a license under Contract Labour ( R & A ) Act, 1970 from the State of employment is a precondition for the contractors for submission of application for such a second license under I.S.M.W. (RE&CS) Act, 1979.

The State Rules under the Act were framed in 1981. All the Assistant Labour Commissioners have been appointed as Registering and Licensing Officers and Deputy Labour Commissioners have been appointed as Appellate Authorities within their respective jurisdiction by the State Government. All Minimum Wages Inspectors, Labour Inspectors and Agricultural Minimum Wages Inspectors have been appointed as Inspectors under the Act.

### Administrative Report on the Inter-State Migrant Workmen ( Regulation of Employment & Conditions of Service ) Act, 1979 for the year 2014-15

Sl. No.	Description	2014-15
1	No. of inspections conducted	131
2	(a) No. of infringements detected	109
	(b) No. of infringements pending disposal at the end of the previous year	64 (Revised)
	(c) Total No. of infringements (a+b) handled	173
3	No. of infringements let off after compliance	16
4	No. of court cases launched	17
5	No. of infringements pending disposal at the end of the year	140
6	No. of Court cases brought forward from the previous year	48 (Revised)
7	No. of Court cases disposed of by way of :	
	(a) Conviction	08
	(b) Acquittal	Nil
8	Amount of fine imposed by Court (Rs)	15280
9	No. of Court cases pending at the end of the year [(4+ 6)-(7)]	57



**Registrations, Licenses and Renewal of Licenses under the Act  
for the year 2014-15**

Sl. No.	Description	2014-15
1	No. of Registration Certificates issued upto 31.03.2014	70
2	No. of new Registration Certificates issued during the year	07
3	Amount of registraion fees received during the year (Rs)	410
4	No. of workmen covered by registration during the year	80
5	No. of Licenses issued during the year	08
6	Amount of license fees received during the year (Rs)	80
7	No. of workmen covered under license during the year	90
8	Amount of security money diposited during the year due to license (Rs)	90,000
9	No. of licenses renewed duiring the year	Nil
10	Amount of renewal fees received during the year	Nil
11	No. of workmen covered by such renewals	Nil
12	No. of amendments done on Registrations during the year	Nil
13	Total No. of amendments fees received	Nil

**The Child Labour  
(Prohibition & Regulation)  
Act, 1986**

The Child Labour (Prohibition & Regulation) Act, 1986 aims at prohibiting engagement of children below the age of fourteen in certain hazardous occupations and processes and regulating the conditions of service of such children engaged in other occupations and processes.

The hazardous occupations and processes are enumerated in the schedule of the Act.

An important addition to this schedule has been made by the Amendment Act of 10<sup>th</sup> July, 2006 and Notification Dated 10<sup>th</sup> October, 2006, wherein engagement of children below 14 years are as domestic help/servants, dhabas, restaurants, eateries, teashops, hotels etc. have been prohibited.

At present there are 16 hazardous occupations and 65 hazardous processes. However, prohibition of engagement of children below fourteen years of age in hazardous occupations and processes is not applicable if the same is carried out within a

family. The Act provides for a Child Labour Technical Advisory Committee for giving advise in the matter of inclusion of any occupation / process as hazardous in the schedule under the Act.

The Act provides for regulation of conditions of work of children engaged in establishments other than those categorized as hazardous in relation to hours of work, health and safety. Under Rule 3 of the West Bengal Child Labour Rules, 1995, every working child is to be provided with opportunities of education.

Under this Act, any person, police officer or Inspector may file a complain of commission of an offence under this Act in any Court of competent jurisdiction. The appropriate Govt. may appoint Inspectors, who shall be Public Servants, for the purpose of securing compliance with the Act.

No court inferior to that of a Metropolitan Magistrate or a Magistrate of the first class shall try any offence under this Act.

The penal provisions under the Act provides for imprisonment for a minimum of three months to one year and fine of Rs. 10,000/-to Rs.20,000/-or both.

**Administrative Report of Child Labour (Prohibition and Regulation) Act, 1986  
for the year 2014-15**

Sl. No.	Description	2014-15
1	Number of inspections done	645
2	Number of infringements detected	67
3	Number of infringement cases pending at the beginning of the year	09 (Revised)
4	Number of infringement cases handled	76
5	Number of infringement cases let-off after compliance	23
6	Number of prosecution cases field	20
7	Number of court cases disposed of by way of conviction	02
8	Number of court cases disposed of by way of acquittal	Nil
9	Amount of fine imposed by court (Rs.)	20000
10.	Number of infringement cases pending at the end of the year	33
11.	Number of prosecution cases pending in courts at the beginning of the year	32 (Revised)
12.	Number of prosecution cases pending in courts at the end of the year	50

**Building & Other  
Construction Workers'  
(Regulation of Employment & Condition of  
Service) Act, 1996**

An Act to regulate the employment and condition of service of building and other construction workers and to provide for their safety, health and welfare measures.

All the Assistant Labour Commissioners have

been appointed as Registering Officers under this Act in their respective regions.

All the Deputy Labour Commissioners have been appointed as Appellate Authorities under this Act. Besides, all Minimum Wages Inspectors, Agricultural Minimum Wages Inspectors and Inspectors under Contract Labour (R&A) Act, 1970 have been empowered to act as Inspectors under this Act.

**Administrative Report on the Building & Other Construction Workers' (RE&CS) Act, 1996  
for the year 2014-15**

Sl. No.	Particulars	2014-15
1.	No. of inspections conducted	461
2.	(a) No. of infringements detected	481
	(b) No. of infringements pending disposal at the end of the previous year/month	342 (Rev)
	(c) Total No. of infringements (a + b) handled	823
3.	No. of infringements let off after compliance	359
4.	No. of Court cases launched	49
5.	No. of infringements pending disposal at the end of the year/month	415
6.	No. of Court cases brought forward from the previous year/month	43 (Rev)
7.	No. of court cases disposed of by way of	
	a) conviction	01
	b) Acquittal	Nil
8.	Amount of fine imposed by court (Rs)	3000
9.	No. of Court cases pending at the end of the year/month {(4+6)-7}	91
10.	No. of claim cases brought from the previous year	Nil
11.	No. of claim cases disposed of during the year	Nil
12	No. of claim cases pending at Courts at the end of the year	Nil
13	Amount of money ordered for payment vide sl. no. 11	Nil

## (iv) Financial Assistance to the Workers of Locked-out Industrial Units (FAWLOI)

Government of West Bengal initiated a scheme to provide financial assistance to the jobless workers. The eligibility criteria was that the factory should have been under closure/suspension of work/lock out for more than a year.

Initially, the amount of money to be given to each worker was fixed at Rs. 500/-per month.

The same has been enhanced to Rs. 1500/- per month at present. The beneficiaries also get one time Id/Puja ex-gratia, At present, the rate of this has been enhanced from 1000/- to 1500/- per year.

A detailed statement of payment of financial assistance to the workers of locked-out industrial units during the year from 2011-12 to 2014-15 is shown in the table:

Year	No. of Units	No. of workmen benefited	Amount paid (Crore)	Amount paid (Crore)
2011-12	222	30,113	70.64	48.36
2012-13	208	19,393	39.25	34.98
2013-14	198	16,730	34.95	31.88
2014-15	197	17,308	37.51	34.43

### List of Units Covered Under the Scheme FAWLOI During the Financial Year 2014-15

Sl. No.	Name of the Unit	Name of the RLO	No. of Beneficiaries
1	Amic Industries Pvt. Ltd.	Barrackpore	01
2	Aspirin Engineering Exports Pvt. Ltd.	do	05
3	Ramsarup Utpadak	do	160
4	Bengal Enamel Works Ltd.	do	21
5	Swan Mills Ltd.	do	78
6	Mohini Mills Ltd.	do	115
7	Kusum Engineering Co. Ltd.	do	01
8	IMA Pvt. Ltd.	Durgapur	01
9	Pibco Ltd.	do	30
10	Bengal Cylinder & Containers Ltd.	do	37
11	Oxide India Ltd.	do	63
12	M/S B.O.G.L	do	35
13	Durgapur Refractories	do	01
14	Silicate & Glass Pvt. Ltd.	Barasat	57
15	Vax Institute Laboratory Pvt. Ltd.	do	10
16	Appex Pharmaceuticals Pvt. Ltd.	do	29
17	Indian Lead Pvt. Ltd.	do	51
18	Arambag Paper Mills	Arambag	105
19	Him Containers Ltd.	Haldia	238
20	Sri Krishna Co. Ltd.	Howrah	15
21	Krishna Lamination Ltd.	do	2
22	Bokaro Strip Mills Ltd.	do	27

Sl. No.	Name of the Unit	Name of the RLO	No. of Beneficiaries
23	Bharat Steel Wires Co. Ltd.	do	20
24	Hi-tech Fastners Ltd.	do	24
25	Indian Cardboard Box Mfg. Ltd.	do	07
26	India Machinery Co. Ltd.	do	45
27	Indo Japan Steel Pvt. Ltd.	do	212
28	Sanjay Glass Industries Ltd.	do	71
29	National Screw Pvt. Ltd.	do	02
30	Oyesters Packagers Ltd.	do	22
31	Remington Rand Ltd.	do	44
32	Tirupati Stamping Pvt. Ltd.	do	08
33	Therm Steel Industries Ltd.	do	14
34	RSI Ltd. (Unit-2)	do	130
35	Raghab Woodlum Ltd.	do	07
36	Ashok Steel	do	67
37	Kajaria Yarns	do	593
38	Bowreah Cotton Mills Co. Ltd.	Uluberia	954
39	Anantapur Textile Ltd.	do	500
40	Annapurna Powerloom Factory Pvt. Ltd.	do	01
41	Siddeswari Powerloom Factory Pvt. Ltd.	do	06
42	Bengal Powerloom Factory Pvt. Ltd.	do	05
43	Anantapur Powerloom Factory Pvt. Ltd.	do	06
44	Fortgloster India Ltd.	do	538
45	Uluberia Powerloom Co-op Society	do	28
46	Uluberia Tant Samabay Samity	do	15
47	Shine Up Fibres	do	75
48	Dunlop India Ltd.	Chandannagar	889
49	People Papers Ltd.	do	92
50	Sree Durga Boards Mills Ltd.	do	06
51	Bandel Ceramics Pvt. Ltd.	do	23
52	P.K. Iron Pvt. Ltd.	do	20
53	East End Paper Industries Ltd.	do	28
54	Kesoram Spun Pipes & Foundries Ltd.	do	251
55	Eastern Roofings Ltd.	do	32
56	N.K. Steel Ltd.	do	11
57	Durgapur Maleables Pvt. Ltd.	do	157
58	India Foils Ltd.	do	71
59	India Water Roofing	Kolkata North	01
60	Eastern Papers	do	02
61	Sun Enterprise	do	02
62	Saha & Co	do	17
63	Anand Metal Factory Ltd.	do	01
64	EAP Industries Ltd.	do	15
65	Bharati Printing Works Ltd.	do	12
66	Sunil Industries Ltd.	do	09
67	Usha Automobiles Engg. Ltd.	do	18

Sl. No.	Name of the Unit	Name of the RLO	No. of Beneficiaries
68	Angello Brothers Ltd.	do	68
69	Everest Pharmaceuticals (P) Ltd.	do	03
70	Sarat Textile Ltd.	do	09
71	Durgapur Maleables Pvt. Ltd.	do	06
72	Metal Complex Ltd.	do	11
73	Vinar Ltd	do	03
74	Amrita Bazar Patrika	Kolkata Central	35
75	Jugantar India Ltd.	do	29
76	Eagle Lithographing Pvt. Ltd.	do	37
77	Bhagabati Iron Industries	do	01
78	Shree Durga Rolling Mills	do	02
79	C.D. Cold Drinks Pvt. Ltd.	do	07
80	Small Tools MFG. of India	do	05
81	Birla Corporation Soorah Jute Ltd.	do	282
82	Sattajug Publications Pvt. Ltd.	do	05
83	Koley Biscuits	do	05
84	Dwarka Industrial Development	do	03
85	Process & Print	do	01
86	United Vegetables	Serampore	25
87	India Jute (Carpet Div)	do	98
88	Kusum Products	do	01
89	R.K. Agarwal	do	02
90	India Jute (Textile Div)	do	86
91	Super Forgive	do	204
92	Nipha Steel	do	40
93	Rishra Steel	do	62
94	East India Oil Corp	do	08
95	Agarwal Steel	do	01
96	Saktigarh Textiles	Burdwan	338
97	PEC Engineering	Kolkata South	25
98	The Champdani India Ltd.	do	05
99	Cristal Chemicals Pvt. Ltd.	do	07
100	Viga Sports	do	04
101	Bansal Food Products Ltd.	do	19
102	Subarban Engg. Works Pvt. Ltd.	do	24
103	Elemach Engg. Pvt. Ltd.	do	04
104	TMT Engineering	do	05
105	Vijay Industrial Works	do	02
106	Rolls Spin (Packagers) Ltd.	do	05
107	Manac Coil Pvt. Ltd.	do	08
108	Marine Delight Engg. Pvt. Ltd.	do	10
109	Bhaskar Engineering	do	07
110	Auto Polyplast	do	28
111	Card Board & Paper Products Ltd.	do	43
112	Bengal Lamp Ltd.	do	45

Sl. No.	Name of the Unit	Name of the RLO	No. of Beneficiaries
113	American Refrigerator	do	65
114	BMG Pharmaceuticals Ltd.	do	25
115	Steel & Allied Ltd.	do	07
116	Telerama India Ltd.	do	47
117	Stitch Art Export Pvt. Ltd.	do	87
118	Bharat Margarin Ltd.	do	82
119	Usha Atlas Hydrolic	do	60
120	Pioneer Industrial works Ltd.	do	73
121	Poisa Industrial Co. Ltd.	do	98
122	Micro Accessories Ltd.	do	85
123	Poddar Projects Ltd.	do	238
124	R.A. Food Products	do	75
125	Quality Pharmaceuticals Pvt. Ltd.	do	21
126	Rich Nutri Food Products Pvt. Ltd.	do	105
127	Perfect Biscuits	do	43
128	Meri Time Engineering Pvt. Ltd.	do	09
129	Hindustan Engineering	do	233
130	Carews Pharmaceuticals	do	34
131	Das Refrographics	do	11
132	Dasani Electrics	do	03
133	Birla DLW	do	37
134	Jenson & Nicholson	do	18
135	Metal Box	do	02
136	Premier Industrial	do	23
137	Raj Engineering	do	04
138	Ancillary Suppliers	do	13
139	Kesoram Industries Ltd.	do	604
140	Machinery Manufacturing Crop	do	64
141	Cabin Corporation	do	01
142	Indian Capacitors	do	03
143	Senbo Industries	do	36
144	Agarwal Steel	do	05
145	Small Tools Mfg. Co.	Krishnagar	14
146	Srestha Paper Mills	Kalna	50
147	Bama Metal Industries	do	06
148	S. P. Pigments	Asansol	145
149	Hooghly Mills Projects Ltd.	do	895
150	Baishali Multilayers Pvt. Ltd.	Bankura	27
151	Cellulose Containers Pvt. Ltd.	do	12
152	Eastern Explosives & Chemicals	Suri	155
153	Hindustan Coconut Oil	do	18
154	Patel Nagar Fabrics	do	05
155	Chandra Oil	do	22
156	Himalyan Rubber Products	Kalyani	107
157	Papirus Paper	do	159

Sl. No.	Name of the Unit	Name of the RLO	No. of Beneficiaries
158	Kanoria Wisconsin	do	31
159	Containers & Caps	do	15
160	Somani Ferro	do	133
161	Kalyani Ceramics	do	15
162	Ortho Pharma Pvt. Ltd.	do	23
163	Medidrips India Ltd.	do	17
164	U. Chemicals Industries	do	13
165	Deepjay Ltd.	do	20
166	Nadia Textile	do	01
167	Sunshine Ply Wood	do	19
168	Arjee Industries	do	07
169	W.B. Wire Industries	do	18
170	Sen & Pandit	do	01
171	Poddar Udyog	do	35
172	Sing Alloy Steel	do	27
173	Pec Boilers Ltd.	do	22
174	Zenith Alloys & Steel	do	42
175	Eastern Gelatin Pvt. Ltd.	do	23
176	Jenson & Nicholson	do	184
177	Steinhaus (I) Pvt. Ltd.	do	08
178	Gouripur Co. Ltd.	do	302
179	Ramswarup Utpadak	do	132
180	Murshidabad Roller Mills	Berhampore	15
181	Dheklepara T. E.	Birpara	422
182	Bandapani T. E.	do	973
183	Ringtong T. E.	Darjeeling	285
184	Dharanipur T.E.	Malbazar	315
185	Premier Timbers	Jalpaiguri	19
186	Raipur T.E.	do	534
187	Red Bank T.E.	do	746
188	Surendra Nagar T.E.	do	245
189	Onkar Rolling Mills	Malda	27
190	Duplex Board Pvt. Ltd.	Siliguri	24
191	Kulik Paper Industries Pvt. Ltd.	Raiganj	101
192	Purulia Steel	Purulia	151
193	Modern Refractories	do	106
194	Bajaj Chemicals	do	79
195	Unnayak Pole	do	35
196	Sreema Rooler	do	18
197	Anand Bihar Cold Storage	Midnipur	11
		<b>Total</b>	<b>16771</b>
Financially Assisted Nominees of deceased Workers			537
<b>Grand Total</b>			<b>17308</b>

## (v) Social Security Schemes for Workers in the Unorganised Sector

### Why Do We Need Social Security?

- (a) Social Security protects not just the subscriber but also his/her entire family by giving benefit packages in financial security and health care.
- (b) Social Security schemes are designed to guarantee at least long-term sustenance to families when the earning member retires dies or suffers a disability.
- (c) The main strength of the Social Security system is that it acts as a facilitator - it helps people to plan their own future through insurance and assistance.

### What does it mean by Social Security?

Social security is the protection provided by a society for its members against (i) sickness, (ii) maternity, (iii) employment injury, (iv) unemployment, (v) invalidity, (vi) old age, and (vii) death.

In the India context, Social Security is a comprehensive approach designed to prevent deprivation, assure the individual of a basic minimum income for himself and his dependents and to protect the individual from any uncertainties.

- The State bears the primary responsibility for developing system for providing protection and assistance to its workforce.
- Social security is increasingly viewed as an integral part of the development process. It helps to create a more positive attitude to the challenge of globalization and the consequent structural and technological changes.

### The unorganized sector on the other hand is characterized by

- (a) lack of labour law coverage,
- (b) seasonal and temporary nature of occupations,
- (c) high labour mobility,
- (d) dispersed functioning of operations,
- (e) casualization of labour,
- (f) lack of organizational support,
- (g) low bargaining power, etc.

The term 'unorganised labour' has been defined workers who have not been able to organise themselves to pursuit of their common interests due to certain constraints like casual nature of employment, ignorance and illiteracy, small and scattered size of establishments, etc. In general, unorganised workers are observed to be large in numbers, suffering from cycles of excessive seasonality of employment, scattered and fragmented work and poor place and poor in working conditions

The nature of work in the unorganized sector varies between regions and also between the rural areas and the urban areas.

- i. In the rural areas it comprises of landless agricultural labourers, small and marginal farmers, share croppers, persons engaged in animal husbandry, fishing, horticulture, bee-keeping, toddy tapping, forest workers, rural artisans, etc.
- ii. In the urban areas, it comprises mainly of manual labourers in construction, carpentry, trade, transport, communication etc. and also includes street vendors, hawkers, head load workers, cobblers, tin smiths, garment makers etc.





### Social Security Schemes and the State Labour Department

At present social security for almost all workers in the unorganized sector has gained high priority of the State Labour Department. With an aim to reach out and support the workers in unorganized sector, the State Labour Department has been implementing the following Social Security Schemes for the workers in the unorganized sector:

- a) State Assisted Scheme of Provident Fund for Unorganized Workers (SASPFUW)
- b) West Bengal Unorganised Sector Workers' Health Security Scheme
- c) Social Security Scheme for Construction Workers
- d) West Bengal Transport Workers Social Security Scheme
- e) West Bengal Beedi Workers' Welfare Scheme

## a) State Assisted Scheme of Provident Fund for Unorganised Workers (SASPFUW)

- The Scheme was introduced in the year 2001 and is wholly funded by the State Government
- All wage employed & self-employed workers between the age of 18 & 60 in the 46 unorganized industries & 12 self-employed occupations in the State of West Bengal and having an average family income of not more than Rs. 6500/-per month are eligible to be covered under the Scheme.
- Each eligible worker is to contribute a sum of Rs. 25/-per month and the state Government gives an amount of Rs. 30/- against worker's contribution.
- The State Government also bears the interest payable annually at the rate at which interest is allowed on deposit under the General Provident Fund by the Government from time to time.
- On attainment of the age of 60 years, or discontinuance as a subscriber under the scheme or in the event of the account becoming inoperative due to death, the total cumulative amount along with interest will be refunded to the workers, or to his/her nominees.
- A subscriber will be allowed one withdrawal of Rs. 1000/- provided he/she has made 48 months contributions and he/she has Rs. 2500/- in his/her credit. The amount may be paid to him/her by cheque.
- The account of a subscriber will be automatically closed if he/she does not make any contribution continuously for three financial years provided that such account shall be revived by the Regional Labour Welfare Commissioner (RLWC) i.e. ALC W.e.f. current financial year on an application made by the subscriber stating reasons for such non-payment and found to be sufficient by such RLWC. No arrear contribution shall, however, be allowed
- The scheme is administered by the West Bengal Unorganised Sector Workers' Welfare Board constituted under sub-sec.(1) of Sec. 4 of West Bengal Unorganised Sector Workers Welfare Act, 2007.

**Table-I**  
**Year-wise progress under 'SASPFUW' upto 31.03.2015**

Sl. No.	Financial Year	Number of Subscribers enrolled	Amount collected as Subscription (Rs.)	Matching Contribution Deposited (Rs.)	No. of case of Final payment	Amounts disbursed (Rs.)
1.	2000-2001	0	0			
2.	2001-2002	107036	2202340	24791400		
3.	2002-2003	324201	49358920			
4.	2003-2004	104424	75264460	60636460	No final payment was made during 2001-2007	
5.	2004-2005	72340	88958640	109499660		
6.	2005-2006	75480	90103900	123819560		
7.	2006-2007	159774	111364960	108591840		
8.	2007-2008	230378	149510800	141883220	6226	12713729
9.	2008-2009	306195	167961200	153781870	9196	12264458
10.	2009-2010	346827	236373360	134426000	8511	18893859
11.	2010-2011	641914	286548660	284524090	13111	32917635
12.	2011-2012	585284	437054980	399910000	20361	51905008
13.	2012-2013	742937	480668495	473690000	14119	40680137
14.	2013-2014	753149	823514335	860000000	31747	98490735
15.	2014-2015	642099	812184540	1182689930	19159	80562600
<b>TOTAL</b>		<b>50,92,038</b>	<b>381,10,69,590</b>	<b>405,82,44,030</b>	<b>1,22,430</b>	<b>34,84,28,161</b>

**Table-II**  
**District-wise Cumulative Report under SASPFUW upto 31.03.2015**

SI No.	Namr of the Districts	No of Enrolment	Amount Collected as subscription (Rs.)	Amount deposited to the Treasuries		Final Payment		Achievement during 2014-15
				Govt. Match Grant	Interest (Rs.)	No. of Cases	Amount disbursed (Rs.)	
I	II	III	IV	V	VI	VII	VIII	IX
1	Jalpaiguri	89274	42873790	38,17,420	3012420	5435	11295923	9534
2	Alipurduar	68262	48925225	64,21,616	5271616	3417	9356516	7307
3	Coochbehar	139817	74060990	48,97,244	3965244	3018	6952529	20538
4	Darjeeling	79789	54768355	63,19,224	5166224	2238	5883396	10682
5	Uttar Dinajpur	113892	47262850	29,94,863	2379863	3903	8171208	21497
6	Dakshin Dinajpur	115486	82461250	60,52,416	5102416	1314	3435391	12755
7	Malda	289075	248708850	1,47,19,972	11519972	6764	18768491	52234
8	Murshidabad	350853	229656790	1,92,52,530	15999530	7521	18158396	52475
9	Nadia	373800	285529820	3,25,10,965	26942965	8508	150769769	53696
10	North24 pgs.	528639	378852180	5,97,02,336	49763336	13280	45179177	47995
11	Kolkata	129863	69890790	58,69,813	4719813	4487	13064201	12106
12	South 24pgs	512672	438648560	4,26,89,570	29964570	15881	43696287	62255
13	Howrah	376845	316959970	3,24,66,588	25706588	9361	28226356	39324
14	Hoogly	317989	248829935	1,77,90,216	14157216	5516	17827847	36170
15	Burdwan	354961	291713865	2,99,59,616	23224616	10721	29203231	33044
16	Birbhum	143869	108196410	1,08,55,168	8678168	2084	6052990	16680
17	Bankura	157453	131569725	1,66,60,427	13618427	5209	16771533	16568
18	Purulia	134034	70192720	43,59,604	3336604	1019	2795162	20604
19	Paschim Medinipur	246326	159629885	1,61,42,287	12952287	4440	12114756	39801
20	Purba Medinipur	569139	482337630	4,04,65,697	33465697	8314	25017064	76834
Total		50,92,038	381,10,69,590	405,82,44,030	37,39,47,572	1,22430	47,27,40,223	6,42,099

#### Progress at a Glance

(i) Up to 31st March, 2014	4449939	2998885050	2875554100	29897572	103271	267865561
(ii) Progress during 2014-15	6,42,099	81,21,84,540	118,26,89,930	75000000	19159	204874662
(iii) Up to 31st March, 2015	5092038	3811069590	4058244030	373947572	122430	472740223

#### Activities performed under Computerization of SASPEFUW records upto 31/09/2015

- Development of a Web Based Application is complete. On-line registration of beneficiaries and posting of transaction data started.
- The application has undergone STQC audit and hosted on 1.9.2011 at West Bengal State Data Centre under IT

Department.

- Upto 31/03/2015 more than 42,29,165 of backlog Data (Form-1) and about 2,09,26,579 transaction data (From-IV) have been uploaded on the server. The rest of uploading activity is in progress.
- Distribution of system generated Account Slips to the beneficiaries covered under SASPFUW have started.
- Data stored in the server are also being

used for preparation and updating of Samajik Mukti Card.

- In addition to many other features, the application software has the capacity to track the defaulters under SASPFUW so that they can be brought back.

### **SAMAJIK MUKTI CARD**

The Government of West Bengal is marching ahead with the people-centric mission of Social Security. The unorganised sector workers covered under SASPFUW are getting special smart cards called '**SAMAJIK MUKTI CARD**'.

**Smart Card (with 32 KB memory electronic chip) based solution for Samajik Mukti Card will bring immense benefits :**

1. An online web based application in connection with administration of SASPFUW Scheme is already fully functional.
2. "Samajik Mukti Card" can be used by an unorganized worker at any of the 67 Regional Labour Offices (R.L.O) at districts

and Subdivisions as well as in all 480 Labour Welfare Facilitation Centres (L.W.F.C) in blocks and Municipalities.

3. All such offices are provided with computer along with Card Reader / Writer. The card could be read and updated from any RLO or LWFC with the help of Card Reader/ Writer. On swapping the card, the required information will be seen on computer screen.
4. The card reader/writer system will be connected to the central server maintained at SDC for accessing latest transaction data in respect to the beneficiary.

Once transaction is made and/or benefits are availed by a worker, it will be automatically updated and shown in the computer screen.

**Hon'ble Chief Minister, West Bengal launched the issue of 'Samajik Mukti Cards' to the unorganized sector workers on 26.07.2012 at Netaji Indoor Stadium, Kolkata.**

### **District wise status report on preparation of Samajik Mukti card upto 31.03.2015**

<b>Sl. No</b>	<b>District</b>	<b>No. of Cards received in 2012-13</b>	<b>No. of cards received in 2013-14</b>	<b>No. of Cards received in 2014-15</b>	<b>Total No. of Cards received up to 31.03.15</b>
1	Darjeeling	2537	20844	27456	50837
2	Uttar Dinajpur	1077	9741	36289	47107
3	Dakshin Dinajpur	1015	20403	35891	57309
4	Malda	3435	39568	68794	111797
5	Jalpaiguri	1274	24481	56920	82675
6	Cooch Behar	662	19418	65909	85989
7	Hooghly	4309	73169	140587	218065
8	Birbhum	2887	23661	49367	75915
9	Bankura	2870	30276	57455	90601
10	Burdwan	17054	54776	152775	224605
11	Purulia	1296	11972	37065	50333
12	Murshidabad	1606	58791	116956	177353
13	Nadia	10859	67518	111522	189899
14	North 24 Parganas	4521	55907	300011	360439
15	South 24 Parganas	3311	70288	259759	333358
16	Howrah	13404	45163	204957	263524
17	Paschim Medinipur	1404	44819	109694	155917
18	Purba Medinipur	1023	50238	212778	264039
19	Kolkata	151	29563	75750	105464
	<b>Total</b>	<b>74695</b>	<b>750596</b>	<b>2119935</b>	<b>2945226</b>

## b) The West Bengal Unorganised Sector Workers Health Security Scheme

The workers who have been enrolled under SASPFUW and who have paid their contributions regularly for last two years, are covered under the scheme. Under the scheme

i) A beneficiary is now entitled to get financial assistance upto Rs. 10,000/- only per annum. On account of hospitalization for not less than five days. The benefits to be provided for (a) clinical tests- full (b) cost of

medicine-full (c) assistance for hospitalization- Rs. 1,000/- for the 1st 5 days and additional amount of Rs. 100/- per day for remaining days.

Claims shall be admissible if the hospitalization is made in a Government hospital only.

ii) A nominee of a beneficiary under SASPFUW is entitled to a relief of

(a) Rs. 1,50,000/- only in cases of death of the beneficiary arising out of an accident and

(b) Rs. 50,000/- only in cases of normal death of the beneficiary.

Table-1.

District-wise Cumulative Progress Report on WBUSW Health Security Scheme upto to 31.03.2015

Sl No	Name of the District	Medical Benefit		Natural Death		Accidental Death		Scheme Total	
		No of cases	Amount Disbursed (Rs)	No of cases	Amount Disbursed (Rs)	No of Cases	Amount Disbursed (Rs)	No of cases	Amount Disbursed (Rs)
I	II	III	IV	V	VI	VII	VIII	IX	X
1	Jalpaiguri	5	49502	99	4950000	21	3150000	125	8149502
2	Alipurduar	4	17780	40	2000000	2	300000	46	2317780
3	Cooch Behar	33	213955	116	5800000	9	1350000	158	7363955
4	Darjeeling	52	319588	139	6950000	14	2100000	205	9369588
5	Uttar Dinajpur	25	190205	174	8700000	1	150000	200	9040205
6	Dakshin Dinajpur	26	113565	105	5250000	9	1350000	140	6713565
7	Malda	93	606997	523	26150000	17	2550000	633	29306997
8	Murshidabad	15	84947	220	11000000	8	1200000	243	12284947
9	Nadia	64	368333	258	12900000	27	4050000	349	17318333
10	North 24 pgs.	37	238788	252	12600000	24	3600000	313	16438788
11	Kolkata	56	385886	90	4500000	4	600000	150	5485886
12	South 24 pgs.	166	1000990	545	27250000	30	4500000	741	32750990
13	Howrah	149	848192	391	19550000	33	4950000	573	25348192
14	Hoogly	62	365252	214	10700000	27	4050000	303	15115252
15	Burdwan	41	207138	420	21000000	34	5100000	495	26307138
16	Birbhum	36	171125	132	6600000	16	2400000	184	9171125
17	Bankura	63	261457	229	11450000	16	2400000	308	14111457
18	Purulia	38	183830	138	6900000	12	1800000	188	8883830
19	Paschim Medinipur	130	713473	338	16900000	48	7200000	516	24813473
20	Purba Medinipur	23	190898	272	13600000	52	7800000	347	21590898
<b>Total</b>		<b>1118</b>	<b>6531901</b>	<b>4695</b>	<b>234750000</b>	<b>404</b>	<b>60600000</b>	<b>6217</b>	<b>301881901</b>

### Progress at Glance

Up to 31st March, 2014	467	2708040	1172	58600000	109	16350000	1748
Progress during 2014-15	651	3823861	3523	176150000	295	44250000	4469
Up to 31st March, 2015	1118	6531901	4695	234750000	404	60600000	6217

### c) Social Security Schemes for Construction Workers

- Under the scheme, a worker in the age group of 18-60 years and who has been engaged in any building or other construction work for not less than 90 days during the preceding twelve months is eligible for enrolment under the scheme.
- At present, a worker is required to pay a sum of Rs. 30 in a year.
- The scheme was introduced in 2006.
- Under the scheme, the following benefits are provided to the registered construction workers or their families:



Benefits	Amount (in Rs.)
<b>Assistance for accident</b>	
For treatment	10000/-
For disablement	50000/-
<b>Monthly pension</b>	
For beneficiary	750/-
Family	375/-
<b>Assistance for death</b>	
Natural	50000/-
Accidental	150000/-
<b>Assistance for education</b>	
Reading in Class XI	4000/-
Reading in Class XII	5000/-
Reading in BA/BSC/B.COM	8000/-
Medical/Engineering	30000/-
<b>Assistance for treatment</b> per annum	
For medicine & physical test of major ailments	20000/- (maxi)
For surgery	60000/- (maxi)
T.B.	6000/-
<b>Maternity benefit</b>	
Childbirth (Twice)	6000/-
Miscarriage (Twice)	6000/-
<b>Other welfare measures</b>	
Invalid pension (monthly)	750/-
funeral assistance	3000/-
<b>Assistance for marriage</b>	
self (Once)	10000/-
Children (Twice)	10000/-
Purchase of Cycles	3000/-
Purchase of tools	2000/-
Purchase of spectacles	500/-
Birth of girl child	10,000/-
Hearing Aid	5000/- (maxi)
Housing Loan	Upto Rs. 50,000/-

Refund of subscription with interest on maturity/death/unwilling to continue membership

**Table-I**  
**District-wise Cumulative Report on the Scheme under Building & Other Construction Workers' (RE&CS) Act upto 31.03.15**

SI No.	Districts Registered	Beneficiaries Registered	Beneficiary Regn. Fees.& Subscription	Estt. Regd.	Estt. Regn. Fees (Rs.)	Amount of Cess Received (Rs.)	Nos. of Benefit Disbursed	Amount Disbursed (Rs.)
I	II	III	IV	V	VI	VII	VIII	IX
1	Jalpaiguri	81,691	8,541,590	1,150	577,000	212,515,824	101,470	194,812,937
2	Alipurduar	40,097	2,991,680	438	226,500		11,354	30,183,977
3	Coochbehar	63,947	7,411,320	3,479	1,961,480	134,272,144	32,375	77,584,670
4	Darjeeling	53,849	5,929,450	3,163	849,000	618,335,949	44,174	116,997,130
5	Uttar Dinajpur	98,027	11,450,235	813	416,000	174,069,935	36,815	86,501,182
6	Dakshin Dinajpur	42,978	5,097,802	644	337,300	103,650,360	36,160	96,390,907
7	Malda	197,302	30,611,740	1,494	789,000	204,203,920	140,881	739,164,273
8	Murshidabad	195,974	32,256,430	363	246,000	217,160,577	81,260	301,567,529
9	Nadia	286,306	30,335,450	614	331,500	444,110,012	67,602	296,130,692
10	North24 pgs.	121,033	23,673,284	2,461	1,450,000	1,083,526,254	31,287	86,698,715
11	Kolkata	65,858	5,222,730	1,119	1,100,500	2,489,646,185	56,679	91,582,205
12	South 24pgs	248,694	41,224,230	838	518,500	341,066,536	129,471	338,527,968
13	Howrah	86,075	19,849,001	1,078	531,000	193,255,076	22,295	63,350,270
14	Hoogly	59,295	8,279,389	1,397	759,500	221,973,410	23,708	60,970,566
15	Burdwan	114,715	42,706,083	489	559,500	740,002,610	48,453	135,884,737
16	Birbhum	129,591	11,808,080	402	217,000	207,672,273	43,894	93,282,803
17	Bankura	43,550	5,213,270	489	261,500	123,114,070	24,428	60,320,861
18	Purulia	42,657	5,103,545	199	165,500	245,104,412	26,304	74,090,921
19	Paschim Medinipur	117,166	24,099,355	511	337,500	297,499,727	114,118	272,322,887
20	Purba Medinipur	201,171	50,273,236	620	395,450	610,423,544	72,629	190,517,940
<b>Total</b>		<b>2,289,976</b>	<b>372,077,900</b>	<b>21,761</b>	<b>12,029,730</b>	<b>8,661,602,818</b>	<b>1,145,357</b>	<b>3,406,883,170</b>

**Progress at Glance**

Progress Report Upto 31.03.2014	1,496,239	244,517,698	19,369	10,874,600	6,287,928,755	573,878	1,539,570,502
Progress during the Current Year	793,737	127,560,202	2,392	1,155,130	2,373,674,063	571,479	1,867,312,668
Process Report Upto 31.03.2015	2,289,976	372,077,900	21,761	12,029,730	8,661,602,818	1,145,357	3,406,883,170

**Table -II**  
**Year-wise progress report on BOCWA (Upto March, 2015)**

Financial year	Beneficiary Enrolled	Cess Collected (Rs.)	No. of Benefits disbursed	Amount disbursed (Rs.)
2005-07	23445	22525815	01	640
2007-08	23197	230557173	53	201341
2008-09	25384	526703734	151	469988
2009-10	44757	717738157	532	2212836
2010-11	155087	963798935	6847	12785789
2011-12	258076	1047782884	32346	87193644
2012-13	394177	1170749585	150362	382601449
2013-14	572116	1608072472	383586	1054104815
2014-15	793,737	2,373,674,063	571479	1,867,312,668
<b>Total</b>	<b>22,89,976</b>	<b>866,16,,02,818</b>	<b>11,45,357</b>	<b>340,68,83,170</b>

**Table-III**

**Cummulative Report on distribution of benefits under BOCWA upto 31.03.2015**

Name of the Benefit	Benefit Claimed U/R	Upto 2013-14		During 2014-15		Total (upto 31.03.2015)	
		No. of Beneficiary	Amount involved	No. of Beneficiary	Amount involved	Nos. of Beneficiary	Amount involved (Rs.)
I	II	III	IV	V	VI	VII	VIII
Accident Benefit	274	742	454800	265	887587	1007	1342387
Disablement Benefit		3	150000	6	300000	9	450000
Death Benefit	275						
Accidental Death		44	6250000	20	3000000	64	9250000
Normal death		5412	158775000	5135	256750000	10547	415525000
Pension Benefit	276	38	328010	53	958730	91	1286740
H. B. advance	277	0	0			0	0
Educational Benefit	279	78443	253565687	34055	194522000	112498	448087687
Medical benefit	280	5787	22892671	1209	18250158	6996	41142829
Maternity Benefit	281	1367	6782443	2585	24969000	3952	31751443
Other Welfare							
Assistance							
Cycle		141480	430436929	199894	599678319	341374	1030115248
Funeral		5061	15183000	5185	15555000	10246	30738000
Tools		307192	578213370	282988	565976000	590180	1144189370
Spectacles	282	21888	10887967	18254	9127000	40142	20014967
Family Pension		0	0			0	0
Refund of Subscription		1544	6885625	4680	5785874	6224	12671499
Invalid Pension		2	15000	16	213000	18	228000
Marriage		4875	48750000	17134	171340000	2209	220090000
<b>Total</b>		<b>573878</b>	<b>1539570502</b>	<b>571479</b>	<b>1867312668</b>	<b>1145357</b>	<b>3406883170</b>



## d) West Bengal Transport Workers' Social Security Scheme, 2010

### Background

The Government of India enacted the Unorganised Workers' Social Security Act, 2008 (no 33 of 2008) on 30.12.2008. In terms of Sub-Section (1) of Section 6 of the said Act, the Government of West Bengal in the Labour Department constituted the West Bengal State Social Security Board vide Notification No. 1025-IR dated 06.11.2009.

The Board recommended for adopting of a scheme for the social security of the transport workers of the State and accordingly, the scheme under the name of West Bengal Transport Workers' Social Security Scheme, 2010 was introduced under Labour Department, I.R. Branch Resolution No. 907-IR/Ei/1-A-4/10 dated 13th August 2010.

Hon'ble Chief Minister West Bengal announced some new benefits at the "Welfare Meet Together" held on 12.02.2015 at Nazrul Mancha, Kolkata. Based on her announcement the West Bengal State Social Security Board made some amendments vide Labour Department, IR Branch Notification No.183-I.R/Ei/1-A-01/10 dated 16<sup>th</sup> February 2015.

### Scheme in Brief

The Scheme extends to the whole of the State of West Bengal.

It applies to all unorganised workers engaged in automobiles used for commercial purposes, namely, cars, taxis, luxury taxis, light commercial vehicles, vans, auto-rickshaws, tempos, lorries, trucks, bus etc. or by whatever name called than those solely owned by an individual for his personal or family use.

"Transport worker" means an unorganized worker who has completed 18 years of age

but has not completed 60 years of age and to whom this scheme applies.

'Family' relating to a beneficiary shall be deemed to consist of the beneficiary, his/her spouse, son up to 21 years of age, unmarried daughter, if residing with the beneficiary, dependent parents, the widow and children of a deceased son.

### How to Enrol

A transport worker willing to join the scheme shall apply to the Registering Authority in Form-I for registration as a beneficiary under this scheme. Such application shall be accompanied with a registration fee of Rupees 30/- only. If the Registering Authority is satisfied with the submission made in the application he shall issue a Registration Certificate in Form-II declaring him/her as a beneficiary under the Scheme from the date of application. Such registration shall be valid for 12 calendar months including the month of application.

### Renewal

A transport worker willing to renew his/her registration shall apply in Form-III to the Registering Authority within thirty days of expiry of the certificate. However, if he cannot make it within the stipulated time he may be allowed to renew his certificate on production of valid reasons by

1. The registering Authority within six months;
2. The C.E.O. within nine months;
3. The Labour Commissioner within one year.

### Benefits available under the Scheme

The various benefits admissible under this scheme have recently been enhanced by the executive council and become available only after six months of registration, excepting death benefit which is available, as soon as registration is taken. The details of these benefits are as follows :

SI NO.	Name of the benefit	Eligibility	Amount (in Rs.)
1.	Pension	On attaining the age of 60 years and the beneficiary has remained under the scheme for a continuous period of not less than five years	@ 1500/- only p.m. with an increase of Rs 10/- only for each completed year of enrollment as a beneficiary in excess of five years
2.	Family Pension		@ 50% of the amount last drawn by the beneficiary
3.	Death		@ Rs. 2,00,000/- only Accidental death and @ Rs 50,000/-only in case of Normal Death of the beneficiary.
4.	Accident		A Beneficiary, if hospitalized for 5 or more days due to an accident shall be assisted @ Rs. 400/- per day for the 1st 5 days, and @ Rs. 200/- per day for the remaining period of hospitalization, up to a maximum of Rs. 10,000/-
5.	Medical Benefit	A beneficiary or any member of his family suffering from any major diseases like Cancer, Leprosy, T.B, brain stroke, cardiac problems, malfunctioning of kidney(s), AIDS, Eye Aliments, Varicose of Vein, or Thalassemia requiring hospitalisation and treatment Cashless medical benefits in case of auto and taxi drivers only, In case of Surgical operation,	Maximum Rs. 20,000/- only per annum  Maximum Rs. 30,000/- only, based on Rashtriya Swasthya Bima Yojna (RSBY) model Maximum Rs. 1,00,000/- only for self and Rs. 1,50,000/- only for family members including self per annum
6.	Marriage	Towards marriage of dependant daughter of a beneficiary	Rs. 25,000/- only twice with an interval of 5 years
7.	Education	Reading in class XI Reading in BA/BSC/B.COM Reading in MA/MSC /M.COM Medical/Enginerring	4000 6000 10000 30000
8.	Night Shelter	Two Night Shelters have been opened for the Transport Workers at P.C. Mittal Bus Stand Siliguri and at SLI, Kakurgachi, where an enrolled transport worker may spend the night for an amount of Rs. 10/- only per night. Lately decision has been taken to shift these Night Selters to Punjabi More, Raniganj and Dankuni, Hoghly	

A district-wise cumulative report on Progress under West Bengal Transport Workers' Social Security Scheme, 2010 up to 31.03.2015 is shown at **Table-I** and Year-wise Progress under the Scheme is shown at **Table-II** and Item-wise Benefit Distribution Report is shown at **Table-III**

**Table-I**

**District-wise Progress Report under West Bengal Transport Workers' Social Security Scheme, 2010 (upto 31.03.2015)**

Sl No.	Name of the district	No. of beneficiaries enrolled since inception upto 31.03.2014	No. of beneficiaries enrolled in the FY 2014-15	Culmulative no of beneficiaries enrolled upto 31.03.15
1	Jalpaiguri	2415	446	2,861
2	Alipurduar	1981	715	2,696
3	Coochbehar	6,040	2,241	8,281
4	Darjeeling	8,331	1,544	9,875
5	Uttar Dinajpur	3,607	491	4,098
6	Dakshin Dinajpur	4,987	462	5,449
7	Malda	7,230	12,630	19,860
8	Murshidabad	7,921	7,019	14,940
9	Nadia	21,265	4,782	26,047
10	North 24 Pgs.	17,859	1,589	19,448
11	Kolkata	21,514	5,495	27,009
12	South 24 Pgs.	10,392	3,921	14,313
13	Howrah	8,645	2,296	10,941
14	Hooghly	6,107	973	7,080
15	Burdwan	17,291	3,468	20,759
16	Birbhum	12,304	3,313	15,617
17	Bankura	4,913	1,235	6,148
18	Purulia	4,970	1,966	6,936
19	Paschim Medinipur	7,331	2,732	10,063
20	Purba Medinipur	14,141	4,903	19,044
<b>Total</b>		<b>1,89,244</b>	<b>62,221</b>	<b>2,51,465</b>



**Table-II**  
Year-wise report under West Bengal Transport Workers' Social Security Scheme, 2010 (upto 31.03.2015)

SI no	Financial Year	No of beneficiaries enrolled	Amount of benefit disbursed	No of beneficiaries benefitted	Amount of Cess Collected benefitted
1	2010-11	45697	60000	2	32045590
2	2011-12	28654	5520914	892	146079349
3	2012-13	40801	28942059	4782	150373464
4	2013-14	74092	61752875	9746	158460611
5	2014-15	62221	79396139	11169	190854794
<b>Total</b>		<b>251465</b>	<b>17,5671987</b>	<b>26591</b>	<b>677813808</b>

**Table-III**  
Report regarding Item-wise benefit disbursement under the Scheme up to March, 2015

Name of the Benefit	Since inception to 2013-14		In the FY 2014-15		Cumulative	
	No of beneficiaries Benefitted	Amount	No of beneficiaries Benefitted	Amount	No of beneficiaries Benefitted	Amount
I	II	III	IV	V	VI	VII
1 Assistance on Natural Death	337	14740000	232	11480000	569	2622000
2 Assistance on Accidental Death	72	9800000	42	6250000	114	16050000
3 Medical benefit for major ailments	334	6341683	196	3824734	530	10166417
4 Maternity benefit	1840	9347000	1774	10671000	3614	20018000
5 Assistance for purchase of Spectacles	3139	1572965	1584	790805	4723	2363770
6 Funeral	293	879000	218	654000	511	1533000
7 Assistance for Education of Children	8236	42691000	5807	33070000	14043	75761000
8 Hospitalisation Benefit	42	146200	31	129400	73	275600
9 Assistance for marriage	1121	10710000	1248	12441000	2369	23151000
10 T.B. package	8	48000	13	78000	21	126000
11 Eye Check-up of Drivers	0	0	24	7200	24	7200
<b>Total</b>	<b>15422</b>	<b>96275848</b>	<b>11169</b>	<b>79396139</b>	<b>26591</b>	<b>175671987</b>

## A NOTE ON e-DISTRICT MISSION MODE PROJECT FOR CONSTRUCTION & TRANSPORT WORKERS WELFARE SCHEMES AND SHOPS & ESTABLISHMENTS

District are the de facto front-end of government where most Government-to-consumer or G2C interaction takes place. To improve this experience and enhance the efficiencies of the various Departments at the district-level, e-District project was envisaged to enable providing of integrated and seamless delivery of citizen services by district administration through automation of workflow, backend computerization and data digitization across participating departments.

For delivery of "web-enabled" anytime anywhere access to information and service across the state of West Bengal e-District MMP was embraced.

### **List of Service under Labour Department which are covered under e-District Mission Mode Project :**

1. Building & Other Construction Workers' Beneficiary registration Service
2. Building & Other Construction Workers' Beneficiary Subscription Collection Service
3. Building & Other Construction Workers' and Transport Workers Benefit Disbursement Service
4. Transport Workers Beneficiary Registration Service
5. Registration of Shops & Establishments
6. Renewal process of Registration of shops & Establishments

7. Change in Registration certificate
8. West Bengal Transport Workers Beneficiary Registration Renewal Process

The Business Process Reengineering and detailed System Requirement Study were made for all these services. Thereafter software for each of the services was developed by the system Integrater selected by the Department of Information & Technology, Government of West Bengal. User Acceptance tests were conducted and software was customised to suit the need of Labour Department and the end users.

Backlog data are now being planned to be uploaded into the system so that benefit distribution can be brought into the ambit quickly along with other services.

- To ensure security of data and sanctity of the services, each of the service providers (i.e. Assistant Labour Commissioner, Inspector MW) under Labour Department are being provided with Digital signature.
- The certificate issued under e-District will carry Digital Signature certificate.
- Trainings were conducted by the system integrator in each district
- Computers are provided in the Regional Labour Offices and Labour Welfare Facilitation Centres.
- Relevant matching Government Orders make the services e-enabled is going to be notified very soon.

## e) West Bengal Beedi Workers' Welfare Scheme

- As a unique feature, West Bengal is having a large number of Beedi establishments employing a large number of Beedi workers who are considered to be one of the most vulnerable sections of workers amongst the informal sector workers.

- Most of the Beedi workers work from their houses and more than 70% of them are women workers.

With a view to ameliorating the living conditions of the Beedi workers in the State, 2007 and for providing social security to the Beedi workers, the Government of West Bengal introduced.

West Bengal Beedi Workers' Welfare Scheme vide Labour Department's Resolution No. 658-LW/2B-02/07 dated 23.08.07 The Scheme includes:

- a) Electrification of houses of the beedi workers
  - b) Construction of houses of the beedi workers &
  - c) Development of infrastructure of Co-operative housing of Beedi Workers
- These benefits are in addition to the facilities available to Beedi Workers under Beedi Workers Welfare Fund Act, 1976 which is administered by the Ministry of Labour & Employment, Government of India.

- a) **Electrification— A uniform grant @ Rs. 2,500/- per worker to provide for electrification of the houses of Beedi Workers.**

### Eligibility

- i) A Beedi worker, whether an employee of an establishment or factory or home worker engaged in the Beedi industry for

not less than one year.

- ii) The monthly income of the family of a Beedi worker should not exceed Rs. 6,500/
- iii) The Beedi worker should have a house in his/her name or in the name of his/her family member. In case, the house is not owned by the Beedi worker, the owner must give no objection for the electrification in his/her house.
- iv) The electric supply line must be available in the vicinity of the house proposed for electrification

### b) Housing Subsidy -

- i) A Beedi worker is entitled to uniform subsidy @ Rs. 20,000/- per tenement w.e.f 1<sup>st</sup> April, 2013 in addition to the central grant of Rs, 40,000/- for construction of houses.
- ii) The applications received on and after 1<sup>st</sup> April, 2013 will be considered for entitlement of Rs. 20000/- as state subsidy vide Labour Department Notification No. 296-LW/2B-02/12 Dated 12<sup>th</sup> April, 2013.
- iii) The said amount of Rs. 20,000/- will be released in two equal instalments through the concerned Regional Labour Offices under the Labour Commissionerate, West Bengal.

### c) Infrastructure Development -

- I) Grant @ Rs. 10,000/- per Beedi worker to provide for infrastructural facilities like approach road, water supply, sanitation, planting of trees and other amenities in a registered co-operative housing society.
- II) The fund of Rs. 10,000/- per tenement is released in instalments by the Labour Commissioner, West Bengal to the respective Co-operative Housing Society or the agency engaged in the job of construction of group / cluster housing.

District-wise Progress under Electrification of Houses upto 31.03.2015 is shown at Table-I, Year wise progress at Table-II and RLO-wise Report is shown at Table-III  
Table-I

Report on Electrification of Houses under District-wise Cumulative West Bengal Beedi Workers Welfare Scheme upto 31.03.2015

SI No.	Name of the District	No. of applications Received	Number of applications forwarded to WBSEDCL	Number of applications cleared by WBSEDCL	No. of Beneficiaries for whom fund has been released	Amount of Fund released (Rs.)	No. of houses connection provided
I	II	III	IV	V	VI	VII	VIII
1	Bankura	690	690	761	761	1901730	677
2	Birbhum	1328	1328	985	985	2461644	502
3	Burdwan	4093	4093	3780	3780	9447640	2326
4	Coochbehar	1924	1924	1231	1231	3077500	986
5	Dakshin Dinajpur	3038	2836	1371	1371	3427500	922
6	Darjeeling	8	8	8	8	20000	5
7	Hooghly	214	214	219	219	538790	5
8	Howrah	832	832	332	332	827604	166
9	Jalpaiguri	34	34	34	34	85000	26
10	Malda	12883	12671	8601	8601	21502500	7640
11	Murshidabad	22261	22261	22261	22261	55651190	14076
12	Nadia	5627	4886	1864	1864	4656130	699
13	North 24-Parganas	6125	6125	5055	5055	12624992	4641
14	Paschim Medinipur	777	753	655	655	1632160	436
15	Purba Medinipur	5996	4884	2422	2422	6002886	853
16	Purulia	880	871	604	604	1510000	403
17	South 24-Parganas	1630	1352	1154	1154	2885000	608
18	Uttar Dinajpur	1679	1679	992	992	2477650	328
	<b>TOTAL</b>	<b>69922</b>	<b>67344</b>	<b>52329</b>	<b>52329</b>	<b>130737416</b>	<b>35299</b>

\*Report upto March, 2013

**Table- II**

**Year-wise Progress report Electrification of Houses upto March, 2015**

Financial Year	Number of beneficiaries	Fund released (Rs.)	
2007-08	5999	14,994,170	Total Fund released for Electrification upto March, 2015 (Rs.) 13,07,37,416/- for 52,329 No. of beneficiaries
2008-09	10645	26,588,052	
2009-10	20514	51,238,316	
2010-11	10522	26,295,398	
2011-12	2802	7,003,980	
2012-13	1100	2,750,000	
2013-14	647	1,617,500	
2014-15	100	250000	
<b>Total</b>	<b>52,329</b>	<b>13,07,37,416</b>	

**Table-III**

**ROL-wise Report on Electrification on houses under Scheme during the financial Year-2014-15**

Sl. No.	Name of the District	Name of the RLO	Name of the Division WBSSEDCL	No. of Beneficiaries for whom fund has been released	Fund Released (Rs.)
1.	Malda	ALC Malda	Malda	486	12,15,000
<b>Total</b>				<b>486</b>	<b>12,15,000</b>
2.	South 24 Pgns	ALC	Behala	63	1,57,500
		Diamond Harbour	Diamond Harbour	17	42,500
<b>Total</b>				<b>80</b>	<b>2,00,000</b>
3.	Nadia	ALC Krishnagar	Krishnagar	10	25,000
<b>Total</b>				<b>10</b>	<b>25,000</b>
4.	Jalpaiguri	DLC Jalpaiguri	Jalpaiguri	3	7,500
<b>Total</b>				<b>3</b>	<b>7,500</b>
5.	North 24 Pgns.	ALC Bongaon	Bongaon	2	5,000
		ALC Barasat	Habra	63	1,57,500
<b>Total</b>				<b>65</b>	<b>1,62,500</b>
6.	Hooghly	ALC Chinsura	Tarakeswar	3	7,500
<b>Total</b>				<b>3</b>	<b>7,500</b>
<b>Grand Total</b>				<b>647</b>	<b>16,17,500</b>



Year- wise progress at Table-I upto 31.03.2015 is shown at Table-I, District-wise Progress under Housing Subsidy at Table-II and RLO-wise Report is shown at Table-III

Table-I

Year wise progress report under the Scheme upto March, 2015

Sl No.	Financial Year	1st Instalment		2nd Instalment		Fund released (Rs.)	Total Fund released by the State Government for Housing subsidy upto March, 2015
		No. of beneficiaries	Fund released (Rs.)	No. of beneficiaries	Fund released (Rs.)		
1	2007-08	12340	61700000	0	0	0	
2	2008-09	3642	18210000	0	0	0	
3	2009-10	6468	32340000	6963	34815000	34815000	
4	2010-11	137	685000	2923	14615000	14615000	
5	2011-12	3182	15910000	1718	8590000	8590000	
6	2012-13	0	0	4808	24040000	24040000	
7	2013-14	9390	46950000	742	3710000	3710000	
8	2014-15	1128	5640000	1295	6475000	6475000	
<b>TOTAL</b>		<b>36287</b>	<b>181435000</b>	<b>18449</b>	<b>92245000</b>	<b>92245000</b>	<b>(Rs.) 273680000/-</b>

**Table-II**  
**District-wise Cumulative Report on Housing Subsidy as on 31.3.205**

Sl No.	Name of the District	1st Instalment			2nd Instalment		
		No. of applications approved by Ministry of Labour & Emp. Govt. of India	Number of Beneficiaries for whom State fund (1st instalment) has been released	Fund released (@Rs. 5000/- per beneficiary (Rs. In Lakh)	No. of Beneficiaries for whom State fund (2nd instalment) has been released	Fund released (@Rs. 5000/- per beneficiary) (Rs. In Lakh)	
I	II	III	IV	V	VI	VII	
1	Bankura	1127	1127	56.35	670	33.5	
2	Birbhum	283	283	14.15	0	0	
3	Burdwan	51	51	2.55	44	2.2	
4	Coochbehar	330	330	16.5	318	15.9	
5	Dakshin Dinajpur	578	578	28.9	138	6.9	
6	Hooghly	44	44	2.2	0	0	
7	Howrah	222	222	11.1	31	1.55	
8	Malda	5873	5873	293.65	1834	91.7	
9	Murshidabad	8397	8397	419.85	6949	347.45	
10	Nadia	1000	1000	50	224	11.2	
11	North 24-Parganas	1898	1898	94.9	197	9.85	
12	Purba Medinipur	8724	8724	436.2	4011	200.55	
13	Purulia	1323	1323	66.15	1852	92.6	
14	South 24-Parganas	3094	3094	154.7	528	26.4	
15	Paschim Medinipur	1237	1237	61.85	335	16.75	
16	Uttar Dinajpur	2106	2106	105.3	1318	65.9	
<b>TOTAL</b>		<b>36287</b>	<b>36287</b>	<b>1814.35</b>	<b>18449</b>	<b>922.45</b>	

Table-III  
RLO-Wise Report on Housing Subsidy under W.B. Beedi Workers' Welfare Scheme during 2014- 2015

Name of the District	Name of RLO	No. of beneficiaries for whom fund has been released (1st Instalment)	Fund released (Rs. in Lakh)	No. of beneficiaries for whom fund has been released (2nd Instalment)	Fund released (Rs. in Lakh)
Purba Medinipur	ALC Contai	525	26.25	-	-
	ALC Tamluk	210	10.5	83	4.15
	DLC Haldia	1	0.05	-	-
<b>Total</b>	<b>736</b>	<b>36.8</b>	<b>83</b>	<b>4.15</b>	
Paschim Medinipur	DLC Kharagpur	51	2.55	-	-
	<b>Total</b>	<b>51</b>	<b>2.55</b>	-	-
	ALC Kakdwip	105	5.25	-	-
South 24 Parganas	ALC Baruipur	44	2.2	-	-
	ALC Diamond Harbour	24	1.2	-	-
	<b>Total</b>	<b>173</b>	<b>8.65</b>	-	-
Murshidabad	ALC Jangipur	168	8.4	24	1.2
	DLC Baharpur	-	-	82	4.1
	DLC Lalbagh	-	-	9	0.45
	ALC Domkal	-	-	5	0.25
	ALC Kandi	-	-	17	0.85
	<b>Total</b>	<b>168</b>	<b>8.4</b>	<b>137</b>	<b>6.85</b>
Dakshin Dinajpur	ALC Balurghat	-	-	136	6.8
	<b>Total</b>	-	-	<b>136</b>	<b>6.8</b>
	ALC Islampur	-	-	534	26.7
Uttar Dinajpur	ALC Raiganj	-	-	82	4.1
	<b>Total</b>	-	-	<b>616</b>	<b>30.8</b>
	ALC Chanchal	-	-	95	4.75
Malda	ALC Malda	-	-	69	3.45
	<b>Total</b>	-	-	<b>164</b>	<b>8.2</b>
	ALC Basirhat	-	-	27	1.35
North 24 Parganas	<b>Total</b>	-	-	<b>27</b>	<b>1.35</b>
	ALC Krishnangar	-	-	31	1.55
	ALC Ranaghat	-	-	5	0.25
Nadia	<b>Total</b>	-	-	<b>36</b>	<b>1.8</b>
	ALC Coochbehar	-	-	74	3.7
	ALC Dinhata	-	-	2	0.1
Coochbehar	ALC Toofanganj	-	-	20	1
	<b>Total</b>	-	-	<b>96</b>	<b>4.8</b>
	<b>Grand Total</b>	<b>1128</b>	<b>56.4</b>	<b>1295</b>	<b>64.75</b>

**Issue of I. Cards :** Under Rule 41 of the Beedi Workers Welfare Fund Rules, 1978 employers of bidi workers are required to issue identity cards to their employees to enable them to receive welfare benefits. At present the officials of the LWO are issuing Identity Cards to the Beedi workers.

Estimated No. of Beedi workers in West Bengal is- 19,79,067 and No. Identity Cards issued upto December, 2013 is 14,43,987 (Annexure – A).

**Annexure - A**

**Report on issue of I. Cards as on 31.12.2013**

SI No	Name of the District	Estimated No. of Beedi workers			No. of Beedi workers to whom Identity cards have been issued by the State Government			No of Beedi workers to whom I. Cards have been issued by L.W. Organ	Total No. of Beedi workers to whom I. Cards have been issued by the state Govt.& the L.W. Organ
		Male	Female	Total	Male	Female	Total		
I	II	III	IV	V	VI	VII	VIII	IX	X
1	Darjeeling	463	900	<b>1363</b>	250	690	<b>940</b>	0	940
2	Jalpaiguri	2625	8250	<b>10875</b>	1746	5193	<b>6939</b>	936	7875
3	Cooch Behar	14438	50549	<b>64987</b>	10622	28977	<b>39599</b>	12376	51975
4	Uttar Dinajpur	50432	60000	<b>110432</b>	26761	32747	<b>59508</b>	3444	62952
5	Dakshin Dinajpur	6323	22598	<b>28921</b>	4474	11128	<b>15602</b>	3014	18616
6	Malda	49950	240050	<b>290000</b>	33547	210854	<b>244401</b>	43273	287674
7	Murshidabad	60000	700000	<b>760000</b>	28888	299150	<b>328038</b>	104406	432444
8	Burdwan	15825	33250	<b>49075</b>	7996	17645	<b>25641</b>	296	25937
9	Birbhum	11050	25034	<b>36084</b>	2471	9273	<b>11744</b>	0	11744
10	Bankura	10875	9000	<b>19875</b>	6810	4213	<b>11023</b>	10768	21791
11	Purulia	49070	60030	<b>109100</b>	20281	23917	<b>44198</b>	46326	90524
12	Nadia	8042	70640	<b>78682</b>	3388	42708	<b>46096</b>	32102	78198
13	North 24 pgs.	30000	80745	<b>110745</b>	26668	54273	<b>80941</b>	10348	91289
14	South 24 pgs.	30250	50640	<b>80890</b>	18164	25203	<b>43367</b>	21724	65091
15	Howrah	9625	15250	<b>24875</b>	2837	8521	<b>11358</b>	3090	14448
16	Hoogly	4000	30375	<b>34375</b>	2186	16426	<b>18612</b>	6006	24618
17	Paschim Medinipur	16875	30313	<b>47188</b>	3344	5990	<b>9334</b>	30410	39744
18	Purba Medinipur	35430	75670	<b>111100</b>	25650	56606	<b>82256</b>	28723	110979
19	Kolkata	3150	7350	<b>10500</b>	0	0	<b>0</b>	7148	7148
<b>Total</b>		<b>408423</b>	<b>1570644</b>	<b>1979067</b>	<b>226083</b>	<b>853514</b>	<b>1079597</b>	<b>364390</b>	<b>1443987</b>

## (vi) Activities of Different Welfare Boards For The Workers in the Unorganised Sector

### Names & Composition of Different Boards

Name of the Board	Constituted under the Act & Date of Re-Constitution	Chairman	Vice-Chairman	Secretary	Total No. of Members	Board meeting held during 2014-15
The West Bengal Building and other Construction Workers' Welfare Board	The Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996  <b>Dated 16.09.2011</b>	Hon'ble MIC, Labour Department, Govt. of West Bengal	Secretary Labour Department, Govt. of West Bengal	Additional Labour Commissioner	17	25.09.2014
The West Bengal Unorganised Sector Workers Welfare Board	The West Bengal Unorganised Sector Workers Welfare Act, 2007 <b>Dated the 9<sup>th</sup> day of March, 2012</b>	Hon'ble MIC, Labour Department, Govt. of West Bengal	Secretary Labour Department, Govt. of West Bengal	Additional Labour Commissioner	20	25.09.2014
The West Bengal State Social Security Board	The Unorganised Workers' Social Security Act, 2008  <b>Dated 29.04.2013</b>	Hon'ble MIC, Labour Department, Govt. of West Bengal	-	Member-Secretary ---- Secretary Labour Department, Govt. of West Bengal	30	25.11.2014

**Introduction :** In addition to the West Bengal Labour Welfare Board which has been functioning effectively for the workers in the organised sector, three more Boards have been set up with the purpose of promoting welfare activities among the workers in the unorganised sector. The formation and activities of the said Boards are stated below:

### **1. THE WEST BENGAL BUILDING AND OTHER CONSTRUCTION WORKERS' WELFARE BOARD**

**a) Constitution of the Board :** As per provision of Sub-section (1) of Section 18 of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 the West Bengal Building and Other Construction Workers' Welfare Board was constituted in the year, 2005 vide Labour Department memo. No. 1182-IR/EIL/IA-18/20049 (Pt.) dated 20th September, 2005 and in the year 2011 vide Notification No. 965-IR dated: 16.09.2011 to exercise the powers conferred on, and perform the functions assigned to, it under this Act.

The Minister-in-Charge, Labour Department is the Chairman of the Board, the Secretary, Labour Department Vice Chairman and Labour Commissioner, West Bengal Executive Vice-Chairman of the Board. The Secretary of the Board is the Chief Executive Officer of the Board, who is appointed by the Board with the prior approval of the State Government.

At present one Additional Labour Commissioner, West Bengal is functioning as the Secretary of the Board from its office at 6<sup>th</sup> Floor, B-Block, New Secretariat Building, 1.K.S.Roy Road, Kolkata-700001.

**b) Functions of the Board :** The functions of the Board have been detailed in the provisions of Section 22 of the Act. As per

provisions of Section 22(1) of the Building & other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996, the Board may-

- (a) provide immediate assistance to a beneficiary in case of accident;
- (b) make payment of pension to the beneficiaries who have completed the age of sixty years;
- (c) sanction loans and advances to a beneficiary for construction of a house not exceeding such amount and on such terms and conditions as may be prescribed;
- (d) pay such amount in connection with premia for Group Insurance Scheme of the beneficiaries as may deem fit;
- (e) give such financial assistance for the education of children of the beneficiaries as may be prescribed;
- (f) meet such medical expenses for treatment of major ailments of a beneficiary or, such dependant, as may be prescribed;
- (g) make payment of maternity benefit to the female beneficiaries; and
- (h) make provision and improvement of such other welfare measures and facilities as may be prescribed.

The Regional Labour Offices under the Labour Commissionerate are functioning as the Regional Offices of the Board. The services of all officers, inspectors and staff under the Labour Commissionerate are placed on partial deputation to the Board. At present all Assistant Labour Commissioners and Inspectors posted at blocks and municipalities act as Beneficiary Registering Officers under the Board in their respective jurisdiction.

**c) Activities of the West Bengal and Other Construction Workers' Welfare Board :**

- i) Welfare Measures : The Board provides the following welfare measures to the beneficiaries registered under the Board:
  - a) Accidental Benefit - Hospitalisation & Disablement benefit
  - b) Medical expenses - Treatment for major ailments including surgery
  - c) Financial Assistance to T.B. Patients
  - d) Maternity Benefit
  - e) Death Benefit-Accidental & Normal Death Benefit
  - f) Pension Scheme- Self/Family Pension, Invalid Pension
  - g) Financial Assistance for Education of Self/Children of Beneficiaries
  - h) Funeral expenses.
  - i) One time reimbursement up to a maximum of Rs.2,000/- to each beneficiary for purchasing tools
  - j) Cost of spectacle upto Rs.500/- to each registered beneficiary
  - k) Purchase of Bi-cycles/purchase of warm clothes/ different sorts of equipment or clothes as per requirement of construction workers @maximum Rs. 3000/- to beneficiaries as one time measure,
  - l) Marriage assistance
  - m) Birth of girl child
  - n) Hearing Aid and
  - o) Refund of subscription.

**Details of the benefits have already been mentioned in 'Social Security Schemes for Construction Workers' in the Chapter, "SOCIAL SECURITY TO THE WORKERS IN THE UNORGANIZED SECTOR"**

**ii) Awareness Generation :** The Board also organizes awareness generation camps through its regional offices throughout the year for spot registration of beneficiaries and distribution of benefits among the workers.

An all -out effort has been made to popularize the scheme. As part of a special drive, all R.L.Os have asked to organize special camps at block levels in consultation with elected representatives of respective areas, trade unions and bank officials for beneficiary registration. Necessary advertisements are also published in different newspapers in order to create all round awareness.

**As decided by the State Government in the Labour Department, the Board observed "Social Security Month" for the month of January, 2015 throughout the State. The primary objective of this programme is to generate awareness amongst unorganized sector workers about the social security schemes being implemented by the Labour Department for them and also to cover workers in more numbers in all social security schemes.**

**iii) Important Decisions taken by the Board during 2014-15 :**

**1. Criteria for disablement benefit under Rule 274 and criteria for invalid pension under Rule 282 :** The Board has approved the proposed criteria for getting disability benefit under Rule 274 and proposed criteria for getting disability pension under Rule 282. Both the criteria are as follows :

**A. Criteria for disablement benefit under Rule 274**

**Amount :** Rs. 50,000/-

**Payable :** Once in lifetime

**Criteria :**

- Disability due to injury at workplace or while reaching or returning from workplace but not due to any disability that is hereditary in nature or disability due to any disease.
- Beneficiary needs to be registered with the Board at the time of accident.

### Standards of Compensation :

#### Category I

##### Disability without any amputation

Percentage of disability as per certificate mentioned below taking 90% disability for payment of full amount (Rs. 50,000) and there after fixing of amount according to the % of disability (eg. Rs. 40000/- for 80%, Rs. 35000/- for 70% and so on)

#### Category II

##### Disability due to amputation of hand or leg

- Loss of hand up to wrist : 100%
- Loss of thumb of two hands : 100%
- Loss of thumb of one hand : 80%
- Loss of four fingers of one hand : 70%
- Loss of three fingers : 60%
- Loss of two fingers : 50%
- Loss of one leg up to toe : 100%
- Loss of fingers in foot : 20%

##### Documents required :

- Submission of Disability certificate (Certificate issued as per Order No. HF/O/PHP/292/HAD/9M-57- 2002)
- Copy of Identity card of the beneficiary
- Copy of passbook

##### B. Criteria for getting disability pension under Rule 282 :

**Type :** Monthly pension

**Criteria :** Submission of Disability certificate issued as per Order No. HF/O/PHP/292/HAD/9M-57- 2002 by the Department of Health, Government of West Bengal.

For disability (Category I) that is permanent in nature and not requiring any review as per disability certificate.

In case of amputation (Category II), loss of hand up to wrist, loss of thumbs or loss of leg upto toe resulting in 100% disability.

2. **Quantum for hearing aid etc under Rule 282 :** The Board has approved the proposed criteria for purchase of hearing aid and quantum there of (max Rs. 5000/-). The criteria are as follows :

**Benefit :** Hearing Aid

**Type :** Other Benefit under Rule 280

**Payable :** Once in lifetime

**Amount :** Rs. 5000/-

##### Criteria :

- Registered construction worker
- Partial hearing impairment certified by an E.N.T Specialist or Audiologist

##### Documents required :

- Application form
- Beneficiary Identity Card
- Prescription / Certificate of a Registered E.N.T Specialist or Audiologist



## 2. THE WEST BENGAL UNORGANISED SECTOR WORKERS' WELFARE BOARD

**a) Constitution of the Board :** Under sub section (1) of Section 4 of the West Bengal Unorganised Sector Workers Welfare Act, 2007 a Board in the name of **THE WEST BENGAL UNORGANISED SECTOR WORKERS' WELFARE BOARD** (the Board) was constituted in the year 2008 for the purpose of administering the Fund created under the Act and also for implementing the schemes introduced under the Act, or the existing schemes run under the direct financial assistance by the State Government vide Labour Department's Notification No.895-IR Dated 26.08.2008. The Board was further reconstituted in the year 2012 vide Labour Department's Notification No. 200(20)-IR Dated 09.03.2012.

The Hon'ble MIC, Labour Department is the Chairman of the Board. The Board functions through an Executive Council set up by it from its office at 6<sup>th</sup> Floor, N.S. Buildings, Kolkata-I.

**b) Power of the Board :** The Board is empowered to introduce for unorganized workers :

- Any Health Insurance Scheme;
- Any Scheme for providing pension to the beneficiaries who have completed the age of 60 years and to the members of the family in case of death of the beneficiary;
- Any Scheme for House building Loans and Advances to the Beneficiaries;
- Any Scheme to provide for Financial Assistance for Education of the children of the beneficiaries;
- Any Scheme to provide for Maternity Benefit to the female beneficiaries and
- Any Scheme to provide such other welfare measures and facilities as may be decided by the Board with approval of the State Government.

**c) Functions of the Board :**

**i) Implementation of SASPFUW :** At present the Board has been implementing the State Assisted Scheme of Provident Fund for Unorganised Workers (SASPFUW) throughout

West Bengal through the Regional Labour Offices under the Labour Directorate. For the purpose of implementing the objects of the West Bengal Unorganised Sector Workers Welfare Act 2007, the Regional Labour Offices under the Labour Commissionerate are functioning as the Regional Offices of the Board vide Labour Department's Memo No. 1064-IR Dated 19th November,2009.

**ii) Implementation of Health Security Scheme :** The Board is also implementing the West Bengal Unorganised Sector Workers' Health Security Scheme introduced under Labour Department's Resolution NO.34-IR Dated 05.01.2011 for the workers covered under the SASPFUW Scheme and subsequently the scheme has been amended vide Notification No.890-IR Dated 19.09.2012. One Additional Labour Commissioner functions as CEO of the Board and implements the decisions taken in Board's meetings.

**iii) Transfer of Fund :** The fund of the Board is provided by the Government of West Bengal. The fund as received from time to time from the Government is transferred electronically to all the SASPFUW Administrative Accounts opened in SBI and maintained by the Regional offices of the Board which make all kinds of payments. There are as many as 67 such Administrative Accounts throughout the State.

**iv)** The Board also provides necessary infrastructure to its Regional Offices after taking decisions in its meetings and allows the CEO of the Board to spend money out of the Fund on different items.

**v) Awareness Generation :** The Board also provides fund to all RLOs for organizing awareness generation camps through its regional offices throughout the year for spot registration of beneficiaries and distribution of benefits among the workers. An all-out effort has been made to popularize the scheme SASPFUW and Health Security Scheme. Necessary advertisements are also published in different newspapers in order to create all round awareness.

### 3. THE WEST BENGAL STATE SOCIAL SECURITY BOARD.

Following the enactment of the Unorganised Workers' Social Security Act, 2008 by the Government of India, the West Bengal State Social Security Board was constituted in the year 2009 under Sub section (1) of Section 6 of the said Act 2008 vide the Labour Department's Notification NO.1025-IR dt.06.11.2009 and it was further reconstituted in the year 2013 vide the Labour Department's Notification No.456-IR dt.29.04.2013

As per provisions of sub section (8) of Section 6 of the Unorganised Workers' Social Security Act, 2008, the State Board shall perform the following functions, namely:--

- (a) recommend the State Government in formulating suitable schemes for different sections of the unorganized sector workers;
- (b) advise the State Government on such matters arising out of the administration of this Act as may be referred to it;
- (c) monitor such social welfare schemes for unorganised workers as are administered by the State Government;
- (d) review the record keeping functions performed at the District level;
- (e) review the progress of registration and issue of cards to unorganised sector workers;
- (f) review the expenditure from the funds under various schemes; and
- (g) undertake such other functions as are assigned to it by the State Government from time to time.

In its 1<sup>st</sup> meeting held on 02.08. 2010 ,the West Bengal State Social Security Board recommended for adoption of a scheme for the social security of the transport workers of the state and accordingly, the scheme

under the name of West Bengal Transport Workers Social Security Scheme, 2010 was introduced under Labour Department, I R Branch Resolution No. 907-IR/E1EIL/1-A-4/110 dated, Kolkata, the 13<sup>th</sup> August, 2010

Under the West Bengal Transport Workers Social Security Scheme, 2010, the Board constituted a Fund called 'West Bengal Transport Workers Social Security Fund' and under the same Scheme the Board is authorized to act as Trustees to utilize the Fund as above for the following activities:-

- (a) Cost of administering the Scheme;
- (b) Grant to a local authority or any other body for the purposes of welfare of transport workers and
- (c) Corporate activities of social nature.

The Board also constituted an Executive Council for smooth implementation of the scheme which consists of the following members -

- (a) Minister-In-Charge Labour Department- Chairman
- (b) Principal Secretary Labour Department- Vice Chairman
- (c) An officer of the Transport Department not below the rank of Joint Secretary-member.
- (d) An officer of the Labour Department not below the rank of Joint Secretary-member,
- (e) CEO under this scheme - Member convener
- (f) Any other person as may be considered by the Board - Member

The Board is empowered to appoint one Chief Executive Officer to function as principal officer for the purposes of the scheme and also to appoint Additional Chief Executive Officers and such other officers or support staff as it may consider necessary for the purposes of the scheme.



State Level Shramik Mela was inaugurated by Smt. Mamata Bandyopadhyay, Hon'ble CM, West Bengal on 13.02.2015 in the presence of Hon'ble Ministers, Secretary, Labour Department and Labour Commissioner, West Bengal

### **SOCIAL SECURITY MONTH, SHRAMIK MELA AND THE ROLES OF DIFFERENT BOARDS**

The Government of West Bengal has adopted the people-centric mission of Social Security. Various welfare schemes have been introduced for the marginal and backward people of the society who are engaged in different occupations in the unorganised sector. With a view to reach those schemes to the people in large numbers the Government in the Labour Department decided to observe "Social Security Month" every year for the month of January from the year 2014 throughout the State.

According, Social Security Month for the year 2015 was observed during the month of January, 2015 throughout the State. The primary objective of this programme is to generate awareness amongst unorganized sector workers about the social security schemes being implemented by the Labour Department for them and also to cover workers in more numbers in all social security schemes.

The Social Security Schemes include mainly i) Provident Fund & Health Security scheme for the workers in the unorganized sector, ii) Social security schemes for construction workers and iii) Social security schemes for

transport workers.

For the purpose an Action Plan was as follows:

1. Communicating all DLCs to prepare an action plan for observing Social Security for the month of January, 2015.
2. Organizing Awareness Camps at District/ Sub-Division/ Block/ Gram Panchayat levels.
3. Organising Shramik Melas in all the district of West Bengal Seminars and Workshops should also be organized in the Shramik Melas.
4. Arrangement of wide publicity of the Schemes through advertisement in the newspapers, posters, banners & leaflets.
5. Mobile vans can be used.
6. Special emphasis on Enrolment of Beneficiaries and Distribution of Benefits during the camps.

To reach out to more and more construction workers, "Shramik Mela" was organized in all districts during the month of January and February of 2015 for the workers both in the organised and unorganised sectors along with observance of Social Security Month, 2015 during the month of January, 2015 at a suitable venue for three days to promote better industrial relations and provide opportunities of both awareness and recreation to the workers.



Smt. Mamata Bandyopadhyay, Hon'ble CM, West Bengal being greeted by Shri Mology Ghatak, MIC, Labour Department at Milan Mela Prangan, Kolkata on 13.02.2015

The Directorates of ESI (MB), Employment, Factories, Boilers and West Bengal Labour Welfare Board also participated in the Shramik Melas, The concerned Deputy Labour Commissioners were entrusted with the charge of organising and running the Mela in the districts.

Shramik Melas were started at Barasat and Balurghat on 8<sup>th</sup> January, 2015 and State-level Shramik Mela was inaugurated by Hon'ble

Chief Minister, West Bengal on 13<sup>th</sup> February, 2015 at Milan Mela Prangan, Kolkata.

Expenditures towards observing Social Security Month and organising Shramik Melas in all the districts were shared by all 3 Boards. Significant increase in registration of beneficiaries under different social security schemes has been made possible only for observance of Social Security Month and organizing Shramik Melas.



Smt. Mamata Bandyopadhyay, Hon'ble CM, West Bengal inaugurating State Level Shramik Mela at Milan Mela Prangan, Kolkata on 13.02.2015

## (VII) Child Labour

**The Background:** Children, who constitute a very large segment of our society, are undeniably invaluable assets of any society and have a definite role to play in the development of a nation. Children are the most vulnerable members of any society and there are a large number of children who unfortunately, instead of occupying their legitimate place at school, are found to be working to supplement the income of their families. These children are categorized as Child Labour. Child labour is a socio-economic phenomenon arising essentially out of poverty and lack of development. The problem of child labour is accepted either as a harsh reality or as an inescapable necessity

**Legal Framework:** In order to prohibit children below 14 years from working in hazardous occupations and processes and also to regulate the working conditions in respect of hours of work, rest etc. in non-hazardous occupations, the Child Labour (Prohibition & Regulation) Act, 1986 came into force.

Presently children are prohibited from working in 18 occupations and 65 processes which are scheduled as "hazardous" A detailed list of hazardous occupations and processes are shown at **Annexure-A**

The penal provision for engaging children in hazardous employments is imprisonment for minimum 3 months to maximum 1 year or fine from Rs 10,000/- to Rs 20,000/- or both.

### **Supreme Court Judgement on December 10, 1996**

- On December 10, 1996, a three-judge bench of the Supreme Court revisited the issue of child labour in Sivakasi fireworks factories and issued a landmark decision.
- The court had before it the report of a

committee of advocates set up to investigate the employment of children in Sivakasi. This committee was constituted following an accident which had taken place on 12.7.91 at Dawn Amorce Fireworks Industries in **which thirty-nine people had died.**

**To resolve the problem of child labour, the Supreme Court gave the following directions:**

- Every state government must conduct a survey, to be completed within six months, on the types of child labour carried out in the state.
- The survey could begin with the modes of employment mentioned under Article 24 of the Constitution of India. The most hazardous employment would rank first in priority, to be followed by a comparatively less hazardous employment, and so on.
- To ensure compliance with Child Labour (Prohibition and Regulation) Act, 1986, an employer must be asked to pay a sum of Rs 20,000 as compensation for every child employed in contravention of the provisions of the Act.
- The employer would be liable to pay this amount even if he were to disengage the child presently employed.
- The inspectors, appointed under Section 17 of the Act, would bear the responsibility of ensuring this.
- The sum paid as compensation should be deposited in a fund to be known as Child Labour Rehabilitation-cum-Welfare Fund.
- Such a fund should be established district-wise or area-wise.
- The fund so generated should be used only for the concerned child. The income earned through the fund would also be a part of the fund. To generate greater income, the



Sri Amal Roy Chowdhury, Secretary, Labour Department giving away prizes to the participants of NCLP schools

fund could be deposited in a high-yielding scheme of any nationalised bank or other public body.

- The State should ensure that an adult member of the family (whose name would be suggested by the parent/guardian of the concerned child) whose child is in employment in a factory or a mine or in other hazardous work gets a job anywhere, in lieu of the child.
- The employment could be combined with other assured employment as this would not require generation of much additional employment.
- The employment so given could be in the same industry where the child was employed or a public undertaking, and could be

manual in nature. The undertaking chosen for employment shall be one that is nearest to the place of residence of the family.

- In those cases where it would not be possible to provide employment to the adult member, the appropriate government would deposit a sum of Rs 25,000 every month for each child employed in a factory, a mine, or any other hazardous employment, in the Child Labour Rehabilitation-cum-Welfare Fund.
- In case of obtaining employment for an adult, the parent/guardian shall have to withdraw their child from work. Even if no employment was provided, the parent/guardian shall have to see that the child is spared from the requirement to work, as an

alternative source of income would have become available to him.

- The employment given or payment made would cease to be operative if the child is not sent by the parent/guardian for education.
- On discontinuation of the employment of the child, his education would be assured in a suitable institution. It would be the duty of the inspector to see to it that free and compulsory education up until the age of 14 is provided to the child.
- Penal provision contained in the Child Labour (Prohibition and Regulation) Act, 1986, would be used where employment of a child labour prohibited by the Act is found.
- Also, wherever child labour is employed in non-hazardous jobs (which is permissible under the Child Labour (Prohibition and Regulation) Act, 1986), the working hours of the child must not be more than four to six hours a day. Every child so employed must receive education for at least two hours each day. The entire cost of education must be borne by the employer. It would be the responsibility of the inspector to ensure this.

#### **Monitoring Authorities**

- The district collector would be responsible for monitoring the functioning of the inspectors.
- In view of the magnitude of the task, a separate cell in the Labour Department of the appropriate government would be created.
- The Secretary of the Labour Department would be responsible for monitoring the scheme.
- Overall monitoring by the Ministry of Labour, Government of India, would be beneficial and worthwhile.

#### **Steps taken in recent past :**

- A State Level Core Committee has been constituted to effectively address the issues relating to Child Labour, Bonded Labour and

Working Women vide Labour Department's Order No.574(25)-LW/IC-37/08 (Pt-1) Dated 27.08.2012.

- Labour Commissioner, West Bengal has been ordered to act as Chief Co-ordinator in respect of required activities under the Bonded Labour System (Abolition) Act, 1976 and the Child Labour (Prohibition & Regulation) Act, 1986 vide Labour Department's Order No.629-LW/IC-07/II Dated 10.11.2013.

#### **Vision: 2015-16**

- Attempt will be there to develop efforts aimed at elimination of Child Labour by linking them with Public Education through direct and transitional measures.
- Abolition of child labour will be the policy focus from both legal and administrative framework.
- To make Kolkata a child labour free City.
- Awareness generation & sensitization with all stakeholders involved; electronic & print media to be used for dissemination of information.

#### **Strategy :**

- Creating a suitable framework and development of infrastructure at all levels.
- Strengthening NCLP through Labour department.
- Proper tracking of the mainstreamed children up to 18 years of age.
- A survey to ascertain the number of child labour and the various trades in which they are engaged in the districts need to be done.
- Meeting with the Chairmen/ Project Directors of the Societies to bring uniformity in functioning
- All children enrolled in NCLP to get admission into formal schools under SSA and NCLP to act as a bridge course till such children are ready to cope up with the formal education system.

# National Child Labour Project (NCLP)

Realizing the multifaceted and complex nature of problems, Government of India had embarked on a holistic and a multi-pronged programme to eliminate child labour from the country in a phased manner and the National Policy on Child Labour was announced in 1987.

Although Government is committed to the task of elimination of child labour in all its forms, considering the nature and magnitude of the problem, gradual and sequential approach has been adopted to withdraw and rehabilitate children beginning with those working in hazardous occupations and processes. In order to translate the above policy into action, the Government of India initiated the National Child Labour Project Scheme in 1988 to rehabilitate the working children.

## Objective

The objectives of NCLP is to disengage children working in hazardous occupations and processes as envisaged under the Child Labour Act and mainstream them through formal/informal education and vocational training inducted in the special training centres of NCLP.

The target group of this programme is working children in hazardous employments in the age group of 9-14 years.

## Programme component of NCLP

The NCLP programme addresses the issue of child labour through the following activities

- (i) Survey to identify children engaged in hazardous occupations and processes-
- (ii) Withdrawal of the children from hazardous employment and processes
- (iii) Rehabilitation of children withdrawn from work through special training centres established by the project society

Survey is conducted to identify the child labours working in different hazardous occupations and processes. Thereafter the children are withdrawn from work and

rehabilitated by enrolment in schools. The children in the age group 5-8 years are enrolled in the schools under SarvaSikshaAbhijan, whereas Special training centres under the Project Society are set up for working children in the age group of 9-14 years.

## Functions of NCLP

The Ministry of Labour & Employment, Government of India is the nodal agency for implementation of NCLP.

The NCLP operates through Project Societies formed at the district level with the District Magistrate and District Collector as the Chairman and a Project Director. Each Project Society has the provision for two Field Officers, one Clerk cum Accountant, one data Entry Operator/ Stenographer and one Peon/ Helper. The members of the Society are from different spheres Government Departments, Business Organizations, Trade union Representatives, Public representatives and representatives of Non Government Organizations and social workers.

## Special Training Centres under NCLP

The Special training centres under NCLP are run by NGOs, local self-government bodies, or directly by the Project Society. The school enrolls working children of the age group of 9-14 years and is given education for a period of maximum three years or till their attainment of 14 years of age. Each Special School has the provision for 50 children. The children are given basic education and vocational training as well. Each school has the provision for two educational instructors and one vocational instructor. The teaching volunteers are mainly from the local community and are paid a consolidated honorarium of Rs.4,000/- per month.

Up to August 2009, the children were provided with cooked midday meal @ Rs 5/- per child per day. Now the nutrition component has been merged with mid-day meal under Sarva Siksha Mission .At present children of NCLP schools are provided with



Mid-Day Meal. The Project Society is receiving allotment for food grains, cooking cost @ Rs 5.38 per child, honorarium to cook @ Rs 1000/- for 50 children, transportation cost @Rs 75/- @ quintal food grain construction of kitchen shade/utensils Rs.2 lakhs and Monitoring Management & Evaluation Rs 40,000/-

Every child in the special training centres is paid a stipend of Rs.150/- per month. The amount is deposited in the Savings Account opened in the Post Office /Bank in the name of the child on a monthly basis which can be withdrawn only at the time of mainstreaming. The annual budget of the Special School is Rs 3, 20,000/- (apart from nutrition component) Status of NCLP in West Bengal In West Bengal, out of 985 sanctioned Special School, 929 are functioning with a total of 43702 children. (Details shown at Annexure-B) as on 31.03.2015.

### Residential Schools

For welfare of working children by providing food, shelter, clothing, medical care along with educational and vocational training, the State Government notified for converting one special school under NCLP to a Residential School in each district for which the State Government will contribute Rs. 750/- per child per month. ( Enhanced from Rs.500/- per child per month w.e.f 01.04.2010).

At present, Residential Schools are running in the districts of Uttar Dinajpur, Nadia, Bardhaman, Hooghly, North 24 Parganas, South 24Parganas, Paschim Midnapore and Malda.

### Awareness Generation & Other Programmes

The issue of awareness generation campaign against child labour was taken up through seminars, workshops, programmes etc. at all levels through out the state.

The International Labour Organization (ILO) launched the World Day Against Child Labour in 2002 to focus world attention on the urgent need to eradicate child labour. This is a day to remember the children and to commemorate those who work to bring about a world without child labour. Every year on 12<sup>th</sup> June, the World Day

Against Child Labour brings together governments, employers, world organizations, civic society, as well as millions of people around the world to highlight the plight of child labourers and possible steps to eradicate child labour.

For the first time to promote campaign against child labour message was sent through Short Message Service (sms) to number of mobile phone users.

"World Day Against Child Labour" was also being observed by the Labour Department in collaboration with Kolkata Child Labour Rehabilitation Cum Welfare Society on 12<sup>th</sup> of June, 2014 at "Sisir Mancha", Kolkata. In the year 2014, World Day Against Child Labour draws attention to the role of social protection in keeping children out of labour force and removing them from it. The theme selected by ILO for the purpose is

### "Extend social protection: combat child labour! World DayAgainst Child Labour, 12 June 2014"

An exhibition was also organised on the same day for theparents of the children studying in those NCLP training centres, who are basically workers of unorganized sector to know and avail the facilities available under different social security schemes implemented by Labour Commissionerate. Participation to worldwide campaign of Red Card to Child Labour was also an event of the programme.

A sit and draw competition was also organized with the students of special training centres for child labour, Kolkata on 9<sup>h</sup> of June, 2014.

Annual sports for the children of special training centres of NCLP, Kolkata under Kolkata Child Labour Rehabilitation cum Welfare Society was held on the 11<sup>th</sup> December, 2014 at Park Circus Maidan, in which Hon'ble Minister -In -Charge, Labour Department, Government of West Bengal, Shri Moloy Ghatak was the Chief Guest. In the said event approximately 250 children of special training centres of NCLP, Kolkata participated.



Annual sports for NCLP students being inaugurated by Sri Moley Ghatak, Hon'ble MIC, Labour Department

In addition to that, all district Societies have participated in the Shramik Mela organised by Labour Commissionerate in the month of

January & February, 2015. Stalls were prepared and various activities of societies were displayed.

### District-wise list of Special Schools under NCLP in West Bengal (Provisional)

Sl. No.	Name of the district	No of special schools sanctioned	No of special schools functioning	No of children enrolled
1	Jalpaiguri	19	19	904
2	Coochbehar	19	19	950
3	Darjeeling	25	14	578
4	Uttar Dinajpur	40	40	2000
5	Dakshin Dinajpur	40	40	2000
6	Malda	40	40	2000
7	Murshidabad	140	140	7000
8	Nadia	100	100	5000
9	North 24 parganas	40	40	1729
10	Kolkata	40	38	1900
11	South 24 parganas	40	31	1407
12	Howrah	40	34	1628
13	Hooghly	68	55	3200
14	Burdwan	46	46	2300
15	Birbhum	55	46	2300
16	Bankura	62	56	1306
17	Purulia	90	89	4450
18	Purba Medinipur	35	30	1320
19	Paschim Medinipur	46	42	1730
	<b>Total</b>	<b>985</b>	<b>929</b>	<b>43702</b>

**THE SCHEDULE Occupations**

Any occupation concerned with: -

1. Transport of passengers, goods or mails by railways;
2. Cinder picking, clearing of an ash pit or building operation in the railway premises;
3. Work in a catering establishment at a railway station, involving the movement of a vendor or any other employee of the establishment from the one platform to another or in to or out of a moving train;
4. Work relating to the construction of a railway station or with any other work where such work is done in close proximity to or between the railway lines;
5. A port authority within the limits of any port;
6. Work relating to selling of crackers and fireworks in shops with temporary licenses;
7. Abattoirs/Slaughter House;
8. Automobile workshops and garages;
9. Foundries;
10. Handling of toxic or inflammable substances or explosives;
11. Handloom and power loom industry;
12. Mines (underground and underwater) and collieries;
13. Plastic units and fiber glass workshops;
14. Employment of children as Domestic workers or servants and
15. Employment of children in Dhabas (roadside eateries), restaurants, hotels, motels, tea shops, resorts, spas or other recreational centers.
16. Diving.
17. Caring of elephant.
18. Working in the circus

**PART B Processes**

1. Beedi - making.
2. Carpet - weaving including preparatory and incidental process thereof.
3. Cement manufacture, including bagging of cement.
4. Cloth printing, dyeing and weaving including processes preparatory and incidental thereto.
5. Manufacture of matches, explosives and fireworks.
6. Mica - cutting and splitting.
7. Shellac manufacture.
8. Soap manufacture.
9. Tanning.
10. Wool - cleaning.
11. Building and construction industry- including processing and polishing of granite stones.
12. Manufacture of slate pencils (including packing).
13. Manufacture of products from agate.
14. Manufacturing processes using toxic metals and substances such as lead, mercury, manganese, chromium, cadmium, benzene, pesticides and asbestos.
15. Hazardous processes as defined in Sec. 2\_(cb) and dangerous operation as notified in rules made under section 87 of the Factories Act, 1948 (63 of 1948)
16. Printing as defined in Section 2(k) (iv) of the Factories Act, 1948 (63 of 1948)
17. Cashew and cashewnut descaling and processing.
18. Soldering processes in electronic industries.
19. Aggarbatti' manufacturing.
20. Automobile repairs and maintenance

- including processes incidental thereto namely, welding, lathe work, dent beating and painting.
21. Brick kilns and Roof tiles units.
  22. Cotton ginning and processing and production of hosiery goods.
  23. Detergent manufacturing.
  24. Fabrication workshops (ferrous and non-ferrous)
  25. Gem cutting and polishing.
  26. Handling of chromite and manganese ores.
  27. Jute textile manufacture and coir making.
  28. Lime Kilns and Manufacture of Lime.
  29. Lock Making.
  30. Manufacturing processes having exposure to lead such as primary and secondary smelting, welding and cutting of lead-painted metal constructions, welding of galvanized or zinc silicate, polyvinyl chloride, mixing (by hand) of crystal glass mass, sanding or scraping of lead paint, burning of lead in enamelling workshops, lead mining, plumbing, cable making, wire patenting, lead casting, type founding in printing shops. Store type setting, assembling of cars, shot making and lead glass blowing.
  31. Manufacture of cement pipes, cement products and other related work.
  32. Manufacture of glass, glassware including bangles, fluorescent tubes, bulbs and other similar glass products.
  33. Manufacture of dyes and dye stuff.
  34. Manufacturing or handling of pesticides and insecticides.
  35. Manufacturing or processing and handling of corrosive and toxic substances, metal cleaning and photo engraving and soldering processes in electronic industry.
  36. Manufacturing of burning coal and coal briquettes.
  37. Manufacturing of sports goods involving exposure to synthetic materials, chemicals and leather.
  38. Moulding and processing of fiberglass and plastic.
  39. Oil expelling and refinery.
  40. Paper making.
  41. Potteries and ceramic industry.
  42. Polishing, moulding, cutting, welding and manufacturing of brass goods in all forms.
  43. Processes in agriculture where tractors, threshing and harvesting machines are used and chaff cutting.
  44. Saw mill - all processes.
  45. Sericulture processing.
  46. Skinning, dyeing and processes for manufacturing of leather and leather products.
  47. Stone breaking and stone crushing.
  48. Tobacco processing including manufacturing of tobacco, tobacco paste and handling of tobacco in any form.
  49. Tyre making, repairing, re-treading and graphite beneficiation.
  50. Utensils making, polishing and metal buffing.
  51. Zari'making (all processes)'
  52. Electroplating;
  53. Graphite powdering and incidental processing;
  54. Grinding or glazing of metals;
  55. Diamond cutting and polishing;
  56. Extraction of slate from mines;
  57. Rag picking and scavenging.
  58. Processes involving exposure to excessive heat and cold;
  59. Mechanised fishing;
  60. Food Processing;
  61. Beverage Industry;
  62. Timber handling and loading;
  63. Mechanical Lumbering;
  64. Warehousing;
  65. Processes involving exposure to free silica such as slate, pencil industry, stone grinding, slate stone mining, stone quarries, andagate industry.

## (viii) Consumer Price Index Number

Consumer Price Index (C.P.I.) is designed to measure the changes over time, in the level of retail prices of a fixed set of goods and services consumed by an average family of a defined population group in a given area with reference to the base year. It may however be mentioned that the Consumer Price Index does not measure costliness of a place but in Consumer Price Index only price changes are reflected. However this aspect could be taken care of to some extent, by revising the base year of the Index at short interval, so that relative importance of items in the family budget of the given population based on latest consumption pattern is reflected in the Index.

The Consumer Price Index Number for Industrial Workers (CPI-IW) is the single most important price Statistics, which has immense financial implications. It is primarily used to regulate the dearness allowance of the government employees and the workers in the industrial sectors. It is also used in fixation and revision of Minimum Wages in scheduled employments besides measuring the inflation in retail prices.

These index numbers measure the extent to which the overall level of retail prices of goods and services consumed by the Industrial Worker/Agricultural Labourer/Working Class respectively have changed when compared with the corresponding base year and are used in calculating Dearness Allowances of the workers engaged in different scheduled employments under the Minimum Wages Act, 1948 and in different Industries as per agreements and awards.

In West Bengal, consumer price indices are being compiled for four different categories of population, namely,



- i) Industrial Workers,
- ii) Agricultural Labourers,
- iii) Rural Labourers and,
- iv) Working Class Employees,

The first three indices are being compiled by Labour Bureau and the last one is compiled by the Statistics Section of Labour Commissionerate, Government of West Bengal.

Labour Bureau with the approval of the Government of India first compiled Consumer Price Index Number for Industrial Workers with Base Year 1960 = 100. The C.P.I. Numbers were prepared for 50 different centres located throughout India out of which 5 centres were located in West Bengal. The base years for compilation of C.P.I. Nos. changed afterwards. Labour Bureau introduced two more series taking Base Year 1982 = 100 and Base Year 2001 = 100 which replaced the previous ones. To link the C.P.I. No. of a new base to the previous one a

linking factor (Multiplying factor) has been provided by Labour Bureau for each centre. The Labour Bureau has released the C.P.I.-IW with Base 2001 = 100 w.e.f. January, 2006 for 78 different centers all over India out of which 9 centres are of West Bengal. These new series of Index Numbers are more representative in character and reflect the latest consumption pattern of the Industrial Workers.

At present 15 (fifteen) C.P.I. Nos. are in operation in West Bengal. Labour Bureau compiles C.P.I.-IW for 9 centres in West Bengal, namely, Kolkata, Howrah, Asansol, Durgapur, Haldia, Jalpaiguri, Darjeeling, Siliguri and Ranigunj with Base 2001=100. Consumer price Index Number for Agricultural Labourers-West Bengal and Consumer Price Index Number for Rural Labourers- West Bengal on Base 1986-87 = 100 are also compiled by Labour Bureau. Statistics Section of Labour Commissionerate, Government of West Bengal compiles C.P.I. Nos. for working class for four different centres in West Bengal, namely, Bankura-Midinapure, Birbhum, Nadia-Murshidabad and Malda-West Dinajpore with Base 1951 = 100.

Table I(a), I(b) and I(c) show Consumer Price Index Numbers for Industrial Workers of different centres of West Bengal, on base 2001=100, on Base 1982 =100 and on Base 1960 = 100 respectively.

Table II(a), II(b) and II(c) show All India Average Consumer Price Index Numbers for Industrial Workers for different Base years.

Table III(a) and III(b) show Consumer Price Index Numbers for Agricultural Labourers - West Bengal for different Base years.

Table IV shows Consumer Price Numbers for Rural labourers -West Bengal for Base year 1986-87 = 100.

Table V shows Consumer Price Index Numbers for Working Class for four centres of West Bengal, namely, Bankura-Midinapure, Birbhum, Nadia-Mursidabad and Malda-West Dinajpur on Base 1951 = 100.

Table VI shows Annual Average of Consumer Price Index Numbers for Industrial Workers-Kolkata Centre from 2010-11 to 2014-15.

Table VII shows Annual Average of All India Average Consumers Price Index Numbers for Industrial workers (Base 1960 = 100) from 2010-11 to 2014-15.

**Table- I(a)**  
Consumer Price Index Number for Industrial Workers (Base: 2001 = 100)

Name of centres	April 2014	May 2014	June 2014	July 2014	August 2014	Sept. 2014	Oct. 2014	Nov. 2014	Dec. 2014	Jan. 2015	Feb. 2015	March 2015
Kolkata	236	238	240	242	244	243	246	242	243	243	242	242
Howrah	224	229	230	233	232	233	235	233	235	235	233	233
Asansol	274	274	278	284	285	284	284	283	283	282	282	282
Durgapur	280	280	281	286	285	284	285	286	284	283	282	282
Haldia	238	241	242	248	248	247	246	244	244	262	260	260
Jalpaiguri	236	238	241	243	244	248	251	249	246	245	243	244
Darjeeling	225	230	233	234	239	238	241	237	237	235	235	233
Siliguri	229	230	231	235	237	237	240	238	235	232	229	232
Raniganj	223	227	227	232	234	235	235	235	233	232	233	232

N.B. : Linking factors to arrive at Base 1982 = 100 from the Base 2001 = 100, series Kolkata 5.12 ; Howrah 5.42; Asansol 4.37; Durgapur 5.13; Haldia 5.64; Jalpaiguri 3.96; Darjeeling 3.80; Raniganj 4.02.

**Table- I(b)**  
Consumer Price Index Number for Industrial Workers (Base: 1982 = 100)

Name of Centres	April 2014	May 2014	June 2014	July 2014	August 2014	Sept. 2014	Oct. 2014	Nov. 2014	Dec. 2014	Jan. 2015	Feb. 2015	March 2015
Kolkata	1208	1219	1229	1239	1249	1244	1260	1239	1244	1244	1239	1239
Howrah	1214	1241	1247	1263	1257	1263	1274	1263	1274	1274	1263	1263
Asansol	1197	1197	1215	1241	1245	1241	1241	1237	1237	1232	1232	1232
Durgapur	1436	1436	1442	1467	1462	1457	1462	1467	1457	1452	1447	1447
Haldia	1342	1359	1365	1399	1399	1393	1387	1376	1376	1478	1466	1466
Jalpaiguri	935	942	954	962	966	982	994	986	974	970	962	966
Darjeeling	855	874	885	889	908	904	916	901	901	893	893	885
Raniganj	896	913	913	933	941	945	945	945	937	933	937	933

N.B. : Linking factors to arrive at Base 1960 = 100 from the Base 1982 = 100 Kolkata 4.74 ; Howrah 4.12; Asansol 4.77; Jalpaiguri 4.49 ; Darjeeling 4.99;

**Table- I(c)**  
**Consumer Price Index Number for Industrial Workers**  
 (Base: 1960 = 100)

Name of centres	Year	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March
Kolkata	2012-13	4759	4783	4854	4901	4901	4977	5024	5096	5072	5048	5072	5096
	2013-14	5195	5290	5337	5389	5532	5584	5726	5778	5655	5607	5555	5631
	2014-15	5726	5778	5825	5873	5920	5897	5972	5873	5897	5897	5873	5873
Howrah	2012-13	4330	4400	4511	4487	4532	4602	4623	4623	4577	4577	4623	4602
	2013-14	4734	4754	4779	4779	4870	4890	5002	5026	4936	4890	4845	4911
	2014-15	5002	5113	5138	5204	5179	5204	5249	5204	5249	5249	5204	5204
Asansol	2012-13	4713	4713	4794	4813	4961	4980	5023	5047	5066	5066	5128	5085
	2013-14	5147	5171	5314	5400	5524	5524	5610	5648	5505	5543	5543	5567
	2014-15	5710	5710	5796	5920	5939	5920	5920	5900	5900	5877	5877	5877
Jalpaiguri	2012-13	3309	3359	3376	3412	3430	3536	3628	3646	3574	3646	3646	3664
	2013-14	3772	3772	3893	3965	4090	4090	4198	4230	4126	4090	4144	4162
	2014-15	4198	4230	4283	4319	4337	4409	4463	4427	4373	4355	4319	4337
Darjeeling	2012-13	3643	3643	3658	3698	3792	3792	3847	3867	3867	3867	3887	3867
	2013-14	4002	4002	4022	4057	4097	4212	4306	4341	4306	4246	4266	4246
	2014-15	4266	4361	4416	4436	4531	4511	4571	4496	4496	4456	4456	4416

**Table- II(a)**  
**All India Average Consumer Price Index Number for Industrial Workers**  
 (Base: 2001 = 100)

Year	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March
2012-13	205	206	208	212	214	215	217	218	219	221	223	224
2013-14	226	228	231	235	237	238	241	243	239	237	238	239
2014-15	242	244	246	252	253	253	253	253	253	254	253	254

Linking factor to arrive at 1982 = 100 from 2001 = 100 is 4.63.



**Table- II(b)**  
All India Average Consumer Price Index Number for Industrial Workers  
Base: 1982 = 100

Year	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March
2012-13	949	954	963	982	991	995	1005	1009	1014	1023	1032	1037
2013-14	1046	1056	1070	1088	1097	1102	1116	1125	1107	1097	1102	1107
2014-15	1120	1130	1139	1167	1171	1171	1171	1171	1171	1176	1171	1176

Linking factor to arrive at 1960 = 100 from 1982 = 100 is 4.93.

**Table- II(c)**  
All India Average Consumer Price Index Number for Industrial Workers  
Base: 1960 = 100

Year	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March
2012-13	4679	4703	4748	4841	4886	4905	4955	4974	4999	5043	5088	5112
2013-14	5157	5206	5275	5364	5408	5433	5502	5546	5458	5408	5433	5458
2014-15	5522	5571	5615	5753	5773	5773	5773	5773	5773	5798	5773	5798

**Table- III(a)**  
Consumer Price Index Number for Agricultural Labourers  
Base: 1986-87 = 100

State : West Bengal												
Year	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March
2012-13	596	600	612	625	636	641	647	651	652	660	658	658
2013-14	663	682	690	703	715	722	732	750	731	725	720	728
2014-15	742	740	753	770	775	772	768	764	751	742	739	733

N.B. : Linking factor to arrive at 1960-61 series from the 1986-87 series is 5.73.

Table- III (b)

**Consumer Price Index Number for Agricultural Labourers**  
(Base: 1960-61 = 100)

State : West Bengal

Year	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March
2012-13	3415	3438	3507	3581	3644	3673	3707	3730	3736	3782	3770	3770
2013-14	3799	3908	3954	4028	4097	4137	4194	4298	4189	4154	4126	4171
2014-15	4252	4240	4315	4412	4441	4424	4401	4378	4303	4252	4234	4200

Table- IV

**Consumer Price Index Number for Rural Labourers**  
(Base: 1986-87 = 100)

State : West Bengal

Year	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March
2012-13	602	608	619	632	642	647	654	658	659	666	665	664
2013-14	669	689	697	710	722	731	741	759	740	734	730	738
2014-15	753	751	763	780	785	782	779	775	761	753	750	744

**Table- V**  
**Consumer Price Index Number for Working Class**  
**(Base: 1951 = 100)**

Name of centres	Year	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March
BANKURA-	2012-13	4411	4437	4464	4551	4574	4617	4683	4747	4727	4706	4729	4750
	2013-14	4786	4815	4835	4867	4926	4956	5043	5089	4998	4989	4956	4999
	2014-15	5056	5098	5129									
BIRBHUM	2012-13	4438	4450	4455	4624	4630	4643	4680	4683	4684	4681	4718	4729
	2013-14	4773	4805	4824	4851	4921	4959	5057	5091	4999	4987	4962	5003
2014-15	5057	5096	5129										
NADIA-	2012-13	4476	4487	4447	4522	4540	4549	4560	4570	4548	4547	4572	4597
MUSHIRDABAD	2013-14	4659	4665	4701	4706	4774	4800	4887	4905	4853	4851	4788	4845
2014-15	4910	4941	4970										
MALDA-	2012-13	4217	4230	4217	4268	4295	4345	4404	4428	4453	4442	4457	4486
WEST	2013-14	4512	4531	4554	4581	4653	4690	4777	4817	4739	4730	4685	4733
DINAJPUR	2014-15	4791	4830	4857									

**Table-VI**  
**Consumer Price Index Number for Industrial Workers**  
**(Base : 1960 = 100 )**  
**Kolkata Centre**

Year	Annual Average
2010-11	4259
2011-12	4530
2012-13	4965
2013-14	5523
2014-15	5867

**Table-VII**  
**All India Average Consumer Price Index Numbers for Industrial Workers**  
**(Base : 1960 = 100 )**

Year	Annual Average
2010-11	4103
2011-12	4447
2012-13	4911
2013-14	5387
2014-15	5725



## Directorate of Factories

The Directorate of Factories, under the Department of Labour, Govt. of West Bengal is mainly responsible for implementation and administration of the Factories Act in the State. It is primarily engaged in fulfilment of goals in respect of safety, health & welfare of the factory workers inside the factory premises by preventing possibility of accidents, and occupational health hazards such that any person can work inside the factory without fear. Mitigating deprivation of factory workers by attending complaints, elimination of occupational diseases and industrial disasters are also the major goals of this Directorate. It is the apex body for registration, approval of plan and issuance of licence for the factories in the state under the Factories Act. Besides, the Directorate also administers different labour related Acts & Rules, conducting seminars, safety related training programmes and industrial hygiene related surveys. It is also responsible for looking after the Safety and Health conditions of the Building and Other Construction Workers in the state of West Bengal. In a major breakthrough, the Directorate has introduced on-line submission of application for Registration and grant of license

for factories, approval of plants and renewal of license for factories from 1st April, 2014. From September 2014, it has also introduced online submission of fees for grant and renewal of license through the GRIPS portal of Finance Department, GOWB. The Directorate has also introduced online submission of different returns by the factories. It is also in the process of computerization of the Research Statistical Cell.

#### **Activities :**

This Directorate is responsible for administration of the following Acts and Rules:

- (1) The Factories Act, 1948 and the Rules framed there under (The West Bengal Factories Rules, 1958), [The West Bengal Factories (Exemption) Rules, 1982], [The West Bengal Factories (Welfare Officers) Rules, 1971], [The West Bengal Factories (Safety Officers) Rules, 1978].
- (2) The Payment of Wages Act, 1936 and the West Bengal Payment of Wages Rules, 1958.
- (3) The Maternity Benefit Act, 1961 and the West Bengal Maternity Benefit Rules, 1965.
- (4) The Manufacture, Storage and Import of Hazardous Chemical Rules, 1989.
- (5) The Chemical Accidents (Emergency planning preparedness and Response) Rules, 1996.
- (6) The Child Labour (Prohibition and Regulation) Act, 1986 and the West Bengal Child Labour (Prohibition and Regulation) Rules, 1995.
- (7) Rules under Part-III (Safety & Health) of the West Bengal Building & Other Construction Workers (Regulation of Employment & Conditions of Service) Rules, 2004.

The prime target of this Directorate is to lessen the industrial disaster and occupational health hazards and provide right counsel to the factory management for ensuring total safety and health of the factory workers. For this, the essential

functions performed by this Directorate include the following :

#### **Essential Functions :**

- (i) Registration and Licensing of factories and collection of fees.
- (ii) Approval of plans.
- (iii) Periodic routine inspection of all factories in order to find out the compliance with the provisions of the Acts & Rules and to take legal action, when required.
- (iv) Investigation of complaints, Accidents and Dangerous occurrences.
- (v) Identification of Major Accident Hazards factories (MAH) and advising these factories for preparing on - site emergency plans, safety reports etc..
- (vi) Surveys of work environment to evaluate the occupational stress parameters.
- (vii) Medical surveillance of the workers.
- (viii) Multi-disciplinary study of safety and health problems.
- (ix) Implementation of the welfare measures as contemplated under the law.
- (x) Designing safety features of the plants, equipment and systems.
- (xi) In-plant safety training of the workers.
- (xii) Helping the management in preparation of Material Safety Data Sheet (MSDS), safety reports, Hazards analysis reports and in holding mock drill to determine efficacy of on-site emergency plan.
- (xiii) Arranging meeting with the District or local authority of the District crisis group/ local crisis group.

In this financial year (2014-15), the officers of the Directorate visited 3311 factories, examined 3780 workers in different hazardous factories in connection with occupational diseases.

It has conducted 30 industrial hygiene surveys to detect different work-environmental stress factors. This year the Directorate has registered 666 new factories. It has collected total Rs. 1,30,30,769.00 as licence fees from various factories in the state.

It has also collected Rs.15,46,000/- as fine imposed from prosecution of different types of cases during this period.

## (1) The Factories Act, 1948

The Factories Act, 1948 has been designed for administering factories to ensure safe and healthy work environment in the work place. The Act has also provision relating to licencing and registration of factories, working hours, leave with wages and employment of workers including young persons. Women and young persons have been prohibited for working in certain employments. There are also special provisions relating to dangerous operations and hazardous processes, inspections and investigations of accidents and dangerous occurrences, occupational diseases and medical examinations of workers, safety and health surveys etc. There are also penal provisions for non-compliance of statutes.

The State Government has framed the following Rules under the Factories Act, 1948.

- (i) The West Bengal Factories Rules, 1958.
- (ii) The West Bengal Factories (Welfare Officers) Rules, 1971.
- (iii) The West Bengal Factories (Safety Officers) Rules, 1978.
- (iv) The West Bengal Factories (Exemption) Rules, 1982.

### Number of Registered Factories

The number of registered factories under different categories during the last three years is shown in Table 1.

**Table 1**

#### Number of registered factories in West Bengal at the close of the financial year

Year	Factories U/s 2m(i)*	Factories U/s 2m(ii)**	Factories U/s 85***	Total
2012-13	14,612	156	1,383	16,151
2013-14	15,186	156	1,402	16,744
2014-15	15,824	156	1,411	17,391

\* employing 10 or more workers with power;

\*\* employing 20 or more workers without power;

\*\*\* employing below 10 workers;

A total of 653 number of factories have been registered under section 2m (i) and 13 number of factories registered under section 85 respectively in the year 2014-15. Total 19 numbers of closed factories {(15 in 2(m) (i) category, 4 in Section 85 Category)} were crossed off from the register during the year 2014-2015. The net increase in the number of factories was 647 while the increase in employment of workers was 31837. Employment wise distribution of new factories in the year 2014-2015 is depicted in Table 2.

**Table 2**

#### Distribution of Factories registered during 2014-15

Category of Factories/ Workers	Section 2m(i) & 2m(ii)		Section 85	
	Number of Factories	Number of workers	Number of Factories	Number of workers
Up to 9	-	-	13	91
10 to 19	69	1085	-	-
20-49	289	5935	-	-
50-99	214	11736	-	-
100-499	76	11000	-	-
500+	5	2500	-	-
<b>Total</b>	<b>653</b>	<b>32256</b>	<b>13</b>	<b>91</b>

### Licence fees

Total amount of licence fees collected during the period from 01.04.2014 to 31.03.2015 was Rs. 1,30,30,769.00 (Rupees one crore, thirty lakh, thirty thousand seven hundred and sixty nine only).

### Inspection:

The number of visits paid by the Inspectors during the last three years are shown in Table-3.

**Table 3**  
**Number of visits to Factories by the Inspectors**

Year	Registered Factories		Unregistered Factories		Non- amenable Factories	Total
	U/s 2(m)*	U/s 85**	U/s 2(m)	U/s 85		
2012-13	2478	107	1033	203	307	4128
2013-14	2748	36	941	54	258	4040
2014-15	2360	41	841	44	227	3513

### Approval of plans:

This Directorate is responsible for approving all types of factory plans in respect of occupational health, safety and related matters. This includes new construction, additional installation of plant/ machinery, extension of existing structure and other various types of work. This is depicted in Table 4.

**Table 4**  
**Plans approved by the Directorate**

Year	Total
2012-13	654
2013-14	598
2014-15	924

### Employment

The Employment position in Factories under important industrial groups for the last three years is shown in Table 5, while the district wise position of factories and the average number of workers employed therein is shown in Table-6. Table-7 and Table-8 show total employment in factories during the last three years and women employment in factories in the State during last three calendar years respectively. Table-9 shows the violation of health provisions of the Factories Act during the financial year, 2014.



**Table 5****Average daily number of workers\* employed in major industrial groups in West Bengal as per statutory Annual Returns (Form 22) furnished by the employers**

(figures within brackets indicate the number of factories)

Industry Groups with NIC"98	2011	2012	2013 (p)
Rice (15312)	20,773 (837)	21,093 (852)	23,008 (908)
Tea (15491)	30,251 (373)	30,401 (376)	31,971 (403)
Cotton textiles (17111, 17115, 17118, 17121)	49,332 (411)	49,431 (416)	49,741 (427)
Jute & Allied Industries (17119)	2,14,834 (111)	2,15,204 (112)	2,15,204 (112)
Leather & Leather Products (19111 to 19119)	17,144 (530)	17,502 (535)	18,165 (547)
Paper and Paper products (Div. 21)	14,980 (304)	15,270 (311)	15,498 (341)
Printing & Allied Industries (Div. 22)	18,272 (469)	19,836 (503)	22,336 (570)
Rubber & Rubber Products (25111 to 25199)	13,932 (380)	15,057 (414)	17,174 (434)
Chemical & Chemical products (Div. 24)	41,092 (895)	42,430 (911)	44,347 (959)
Glass & Glass Products (26101 to 26109)	9,364 (100)	2,116 (112)	2,216 (112)
Engineering (27 to 36, 50, 52601 to 52609)	3,65,996 (6103)	3,68,224 (6161)	3,73,981 (6298)
Ship Building & Repairs (35111 to 35117)	8,083 (47)	8,133 (48)	7,640 (45)
Electricity (40101 to 40109)	19,660*** (92)**	21,433*** (95)**	20,792*** (94)**
<b>All Industries</b>	<b>1,00,0126 (15,567)</b>	<b>1,03,9613 (16,151)</b>	<b>1,07,7874 (16,744)</b>

\* Worker means an employed person defined under section 2(l) of the Factories Act,1948

\*\* Figures includes substations also

\*\*\* Workers engaged only in power generation

**Table 6**  
**District wise average daily number of workers employed in Factories as per**  
**statutory Annual Returns (Form 22) furnished by the employers**  
(Figures within brackets indicate the no. of Factories)

District	2011	2012	2013 (p)
Bankura	12,356 (243)	12,905 (255)	13,036 (257)
Birbhum	7,217 (175)	7,477 (181)	7,827 (194)
Bardhaman	1,11,729 (1162)	1,15,576 (1201)	1,17,604 (1249)
Kolkata	20,534 (1027)	21,099 (1055)	21,929 (1086)
Coochbehar	2,774 (45)	2,824 (46)	3,244 (50)
Darjeeling	16,215 (309)	16,665 (313)	17,215 (322)
Hooghly	1,03,547 (752)	1,04,837 (780)	1,06,701 (815)
Howrah	1,74,616 (3179)	1,78,109 (3257)	1,94,557 (3390)
Jalpaiguri	30,814 (534)	31,191 (540)	33,886 (587)
Malda	2,689 (73)	2,759 (75)	3,169 (80)
Purba & Paschim Medinipur	45,313 (388)	45,838 (393)	47,718 (435)
Murshidabad	5,101 (71)	5,641 (79)	6,051 (84)
Nadia	15,372 (224)	15,655 (234)	15,895 (238)
Purulia	6,940 (103)	7,270 (109)	7,390 (112)
24-Parganas North & South	4,30,193 (7173)	4,35,719 (7381)	4,69,984 (7562)
Dinajpur North & South	6,740 (109)	6,790 (110)	7,750 (123)
Defence Factories	26,575 (25)	26,575 (25)	26,575 (25)
<b>All Industries</b>	<b>10,20,705 (15,592)</b>	<b>10,39,613 (16,151)</b>	<b>10,77,874 (16,744)</b>

**Table 7**  
**Total employment**

Years	2012-13	2013-14	2014-15
Total employment	10,39,613	10,77,874	11,09,711

(p) denotes provisional

**Table 8**  
**Employment of Women in Factories**  
 as per statutory Annual Returns (Form 22) furnished by the employers

Year	Average daily no. of women workers employed
2011	18,910
2012	18,950
2013	18,979

**Table - 9**

**Violation of health provisions observed during this year 2014-15**

Ventilation & Temperature (Sec. 13)	Dust & Fumes (Sec. 14)	Over crowding (Sec. 16)	Lighting (Sec. 17)	Drinking Water (Sec. 18)	Latrines & Urinals (Sec. 19)
(1)	(2)	(3)	(4)	(5)	(6)
154	114	3	40	114	89

**Total = 514**

### Safety

The safety provisions of the Factories Act, 1948 are mainly concerned with reducing or avoiding work related injuries and accidents by elimination of unsafe conditions and unsafe Acts. The provisions relate to fencing of machinery, work on or near machinery in motion, employment of young persons on dangerous machines, hoists and lifts, lifting machines and tackles, precautions in case of fire, dangerous fume, explosive or inflammable dust and gases, storage and

handle of hazardous substances/chemicals emergency preparedness, appointment of safety officers etc.

The Government has notified the names of the factories where appointment of Safety Officers is compulsory.

The Officers of this Directorate are involved in extending co-operation to the Regional Labour Institute, Government of India, for conducting Diploma in Safety Engineering courses under the West Bengal State Council of Technical Education.

**Table 10**  
**Accidents in Factories**

Year	No. of accidents (All Factories)		
	Fatal	Non-Fatal	Total
2012-13	71	17,756	17,827
2013-14	77	19,250	19,327
2014-15	66	18,730	18,796

(p) denotes 'Provisional'



Rescue operation from a height using ladder at Alloy Steel Plant, SAIL, Durgapur

**Table 11**  
**Industry Wise Accidents In West Bengal**

Year	Jute			Engineering			Cotton			Chemicals		
	Total	Incidence rate (per 1000 Workers)	% of total West Bengal Accident	Total	Incidence rate	% of total West Bengal Accident	Total	Incidence rate	% of total West Bengal Accident	Total	Incidence rate	% of total West Bengal Accident
2012-13	10,120	47.13	56.76	4,234	10.09	23.75	2332	48.03	13.08	1145	20.95	6.42
2013-14	10,112	46.98	52.32	4760	10.05	24.63	2467	49.14	12.76	1516	20.87	7.84
2014-15	8,964	47.06	47.69	5129	13.71	27.29	2602	52.31	13.84	1619	36.51	8.61

Incidence Rate-per 1000 workers.

**Table 12**  
**Cause wise Distribution of Accidents**

<b>Causes</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>
Machinery	7849 (36.86)	6781 (35.09)	7193 (38.27)
Struck by Falling Body	2143 (10.06)	2051 (10.61)	2126 (11.31)
Stepping on or striking against object	2567 (12.06)	2356 (12.19)	2116 (11.26)
Handling of goods	1889 (8.87)	1544 (7.99)	1479 (7.87)
Persons falling (PFA + PFL + PFP)	3214 (15.09)	3212 (16.62)	4139 (22.29)
Hand tools	1883 (8.84)	1994 (10.32)	1355 (7.21)
Fires	48 (0.23)	37 (0.19)	42 (0.24)
Gassing	38 (0.18)	24 (0.12)	56 (0.03)
Others	1663 (7.81)	1328 (6.87)	290 (1.54)

N. B. The figures in the brackets indicate percentage of total accidents.

P - denotes 'Provisional'

**Table 13**  
**Agency wise distribution of fatal Accidents**

Items	2012-13	2013-14	2014-15
Prime movers, steam, gas and other engines, electric motors (not electric shock)	1	3	0
Transmission machinery	5	5	3
Lifting machinery	-	1	2
Machine Tools for metal working	-	-	1
Wood working machinery	-	-	-
Rollers of calenders, mixers, etc. not for metals or wood working (nip' accidents)	2	2	-
Other machinery moved by mechanical power	4	7	13
Railways	-	-	-
Others vehicles	-	-	-
Electricity	7	13	11
Explosion	4	8	10
Fires	1	3	1
Gassing	-	1	2
Molten metal, other hot or corrosive substances	6	2	-
Machinery not moved by mechanical power	-	-	-
Use of hand tools	-	-	-
Struck by falling bodies	7	-	2
Persons falling	31	20	11
Stepping on or striking against the object	2	-	4
Handling goods or articles	1	-	-
Others	0	12	6
<b>Total</b>	<b>71</b>	<b>77</b>	<b>66</b>

p - denotes 'Provisional'.

**Table 14**  
**Industry wise Distribution of Fatal Accidents**

Sl. No.	Industry	2012-13	2013-14	2014-15
01.	Manufacture of Food Products	2	4	3
02.	Manufacture of beverages, tobacco & tobacco products	2	8	5
03.	Manufacture of cotton textiles	1	1	0
04.	Manufacture of wool, silk & man-made fiber textiles	-	0	-
05.	Manufacture of jute and other fiber textiles	5	7	2
06.	Manufacture of textile products	1	0	0
07.	Manufacture of wood & wood products, Furniture & Fixtures	-	0	0
08.	Manufacture of paper & paper products & printing, publishing & allied Industries	2	3	0
09.	Manufacture of leather & leather products & fur etc.	1	1	0
10.	Manufacture of basic chemicals & chemical products including fire works	10	2	5
11.	Manufacture of rubber, plastics, petroleum & coal products, processing of nuclear fuels	4	3	3
12.	Manufacture of non-metallic mineral products	-	0	1
13.	Basic metals & alloy industries	34	32	30
14.	Manufacture of metal products & parts, except machinery and transport equipment	-	1	3
15.	Manufacture of machinery & equipment other than transport equipment including electrical machinery	6	8	8
16.	Manufacture of transport equipment & parts	2	0	1
17.	Repair of capital goods	-	0	-
18.	Electricity generation, transmission & distribution	14	7	5
19.	Gas & steam generation & distribution through pipes	4	0	-
20.	Water works and supply	-	0	-
21.	Storage & warehousing services	-	0	-
22.	Services incidental to transport	-	0	-
23.	Repair services	-	0	-
<b>Total</b>		<b>71</b>	<b>77</b>	<b>66</b>

p-denotes 'Provisional'.

**Table 15**  
**Cause wise Distribution of Jute Mill Accidents**

Year	Total No. of Accidents in Jute Mills	No. of Accidents caused by Jute machinery				No. of Accidents caused by factors other than Jute machinery						
		Spinning machines	Winding machines	Looms	Others	Total	Hand Tools	Falling Objects	Persons falling	Manual handling	Others	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
2012-13	11954	1714 (14.34)	1579 (13.21)	1432 (11.98)	1524 (12.75)	6250 (52.28)	706 (5.90)	541 (4.52)	638 (5.34)	530 (4.43)	3290 (27.53)	5704 (52.10)
2013-14	10112	1437 (14.21)	1331 (13.16)	1187 (11.74)	1216 (12.03)	5171 (51.14)	523 (5.17)	492 (4.87)	514 (5.08)	419 (4.14)	2993 (29.6)	4941 (48.86)
2014-15	8964	1210 (13.50)	1120 (12.49)	1024 (11.42)	1342 (14.97)	4696 (52.39)	508 (5.67)	467 (5.21)	628 (7.01)	378 (4.22)	2287 (25.51)	4268 (47.61)

N. B. Figures in brackets indicate percentage of total Jute Mill Accidents.

**Table 16**  
**Employment position of Safety Officers in Factories**

Year	No. of Factories notified for employment of Safety Officer	No. of Safety Officers required	No. of Safety Officers actually employed
2012-13	254	278	172
2013-14	254	289	168
2014-15	254	209	166

\*Figures includes no. of factories proposed to be de-notified due to closure or reduction in employment.



**Table 17****Violation relating to safety and working hours provisions detected by the Inspecting Officers during 2014-15**

Fencing of Machinery	Work on Machinery	Employment of Young Persons	Striking gear	Hoists & Lifts	Lifting Machinery	Revolving Machinery	
(S/21)	(S/22)	(S/23)	(S/24)	(S/28)	(S/29)	(S/30)	
469	0	0	0	45	253	31	
Pressure plant	Floor, Stairs etc.	Pits, sumps etc.	Excessive weight	Protection of eyes	Dangerous fumes	Explosions flammable dust etc.	Precautions in case of fire
(S/31)	(S/32)	(S/33)	(S/34)	(S/35)	(S/36)	(S/37)	(S/38)
239	114	58	0	30	5	0	625
<b>Rule 47 (containing further provisions of fencing/guarding)</b>							
Jute (Sch. I)	Cotton (Sch. II)	Wood (Sch. III)	Rubber (Sch. IV)	Power Press (Sch. V)			
25	24	9	9	24			
<b>Safety Provisions for Dangerous Operations Under Sec. 87/Rule 94</b>							
A/Water (Sch. I)	Plating (Sch. II)	F/Accr (Sch. III)	Glass (Sch. IV)	Grinding (Sch. V)	Lead (Sch. VI)	Generation of Gas (Sch. VII)	
0	2	1	0	1	4	2	
Printing (Sch. XIV)	Compressed Hydrogen or Oxygen (Sch. XV)	Pottery (Sch. XVI)	Rayon works (Sch. XVII)	Chemicals (Sch. XVIII)	Cellulose (Sch. XII)	Chromic acid (Sch. XIII)	
0	0	2	0	105	0	0	
Sand/Shot Blast (Sch. VIII)	Tanning (Sch. IX)	Softening (Sch. X)	Lifting Bales (Sch. XI)	Cellulose (Sch. XII)	Chromic acid (Sch. XIII)		
1	0	0	0	80	0		
Benzene (Sch. XX)	Solvent Extraction Plants (Sch. XXI)	Manganese & its compounds (Sch. XXII)	Dangerous Pesticides (Sch. XXIII)	Carcinogenic dye intermediates (Sch. XXIV)	Asbestos (Sch. XXV)		
3	3	12	2	0	80		

Free Silica (Sch.XXVI)	Corrosive Substances (Sch.XXVII)	Carbon disulphide (Sch.XXVIII)	Noise level (Sch.XXIX)	Highly inflammable liquid & compressed gases (Sch.XXX)	Foundry operations (Sch.XXXI)
40	18	9	50	105	20

#### Working hours provisions

Weekly Hours (S/51)	Weekly Holidays (S/52)	Daily Hours (S/54)	Rest Intervals (S/55)	Spread Over (S/56)	Night Shifts (S/57)
4	1	23	29	1	6

Overlapping Shifts (S/58)	Overtime wages (S/59)	Double employment (S/60)	Notice of Periods of work (S/61)	Register of adult workers (S/62)	Exemption rules (S/64)	Employment of Women (S/66)
16	0	0	406	555	0	0

**Total - 3535**

#### Research and Development Wing

Research and Development Wing conducts multidisciplinary studies on safety and health problem in factories. The wing has four cells namely Chemical Cell, Medical Cell, Industrial Hygiene Cell and Research Statistics Cell. The major activities of the Cells during the year under review are outlined serially below :

##### ● Activities of Chemical Cell in West Bengal 2014-15

The Chemical Cell conceptualize to strengthen enforcement of statutory provisions of the Factories Act and Rules vis-a-vis, safety and environment in factories as a priority started identification of both hazardous and Major accident hazard (MAH) factories in West Bengal. The criteria for identification of major accident hazard factories was started on the basis of the threshold storage quantities of hazardous chemicals in the state in accordance with the ILO guidelines and the Factories Act, 1948, as amended in 1987. In the

year 1991, the number of M.A.H. factories which include LPG Plants, Caustic Chlorine Plants, Integrated Steel Plants, ferro alloys industries, Power Plants, Oil Terminals, Petroleum Refineries, Petrochemicals, Pesticides, battery manufacturing, lead refining and lead oxide manufacturing industries, coal tar distillation units, dying and bleaching industries, rayon manufacturing units, paper, glass, paint & pigments industries. Water Treatment Plants, Fertilizer Plants etc. identified was 41 which increased to 85 at present (120% increase).

The number of industries in the chemical and allied sector (viz- basic chemicals, other fine chemicals, pharmaceuticals, paper, glass food preservation, solvent extraction, hydrogenation of vegetable oil, water treatment plants, beverages, power plants, cement, industrial adhesives, paint and pigment, electro-plating, acid picking and galvanization, lead compounds, pesticides etc) have also increased since 1991 (percentage growth is about 80). Prior to 1988, the regulating

to the prevention and control of hazardous chemicals and chemical hazards was the Factories Act 1948, as amended in 1987) and the Rules made there under.

After 1988, two new regulations were notified under the Environment Protection Act, 1986 (E. P. Act, 1986) :-

- 1) The Manufacture Storage and Import of Hazardous Chemicals Rules, 1989 (MS & IHC Rules, 1989)
- 2) The Chemical Accident (Emergency Planning, Preparedness and Response) Rules, 1996.

In addition to some of the provision relating to hazardous processes and dangerous operations prescribed under the Factories Act and Rules, the Chemical Cell is implementing the aforesaid regulations specified under E. P. Act, 1986.

The major role of Chemical Cell as specified in the ILO Directives is identification of chemical hazards by through inspection of chemical and allied industries and implement control measures to prevent major accidents (fire explosion & toxic release) resulting from unsafe industrial activities affecting plant personnel, neighbouring populace and environment.

The major thrust on the activities of Chemical cell was guiding the factories in formulating On-site emergency plans, implementation of the said plans by way of conducting mock drills inside the factory premises to assess the efficacy of the emergency facilities and the ability of the team members, implementation of the provision of MSI&HC Rules, 1989 (Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989) under the EP Act, 1986 which includes responsibility of the occupier having control of the industrial activities in connection with the identification, assessment and control of major accident hazard. The MAH factories were also advised to update their emergency plans, safety audit and safety reports of the above referred Rules.

The officers of the Cell are also submitting their views on Factory plans, On-site Emergency Plans

and safety audit reports for necessary modification or improvement of the same. In connection with the off-site emergency plans for the districts, necessary information required by the government nodal departments or district authorities were furnished from time to time by the Chemical Cell.

The other special activity performed by the Chemical Cell was onward transmission of specific information related to Major Accident Hazard installations in West Bengal to the Ministry of Environment and Forest, Govt. of India, New Delhi as required for preparing a National Data Base: Communication and sharing of relevant information with the Crisis Groups at Central, State and District level related to prevention and control of chemical hazards notified under Chemical Accidents (Emergency, Planning, Preparedness and Response Rules), 1996 framed under the E. P. act, 1986. Moreover the Chemical Cell had prepared Safe Operating Procedures (SOP) and crisis management plan (CMP) for industries other than chemical under the guidance of the Chief Inspector of Factories. In addition booklets on safety, fire and handling of specific chemical were prepared as desired by the Chife Inspector of Factories.

During routine inspection and visits to chemical and allied industries, implementation of preventive control measures like :-

- (1) Containment and neutralization system for corrosive & toxic chemicals viz. acids, alkali, chlorine, ammonia, etc.
- (2) Emergency kits, self-contained breathing apparatus, etc. for toxic substances viz. chlorine, ammonia, etc.
- (3) Improvement in the maintenance and use of control systems like alarm, fire fighting, bonding and earthing, gas detection and monitoring, ventilation and lighting for handling of highly flammable substances like petrol, diesel, hexane, carbon disulfide, benzene, toluene,

ethylbutyl acetate, acetone, IPG etc.

- (4) Personal protective equipment like respirators, protective clothing, safety helmets and boots, eye goggles, dust masks, ear muffs, eye wash and safety shower etc.
- (5) Good house keeping.
- (6) Work permits systems etc. are also being enforced.

The Chemical Cell had also enforced the development of mutual aid system for tackling an emergency situation in MAH industries, inculcating motivation and safety awareness in workers through in plant training programmes (both class room and practical) in both MAH and hazardous industries, as well as enforcing development of Material Safety Data Sheet (MSDS) for hazardous chemicals, Health and Safety Policy, emergency instructions including Do's and Don'ts for storage and handling of hazardous substances, Risk and Consequence analysis, Hazard and operability studies and other engineering control measures, etc. To achieve emergency preparedness in Industries, a series of inter-factory mock drill competitions on industrial disaster management and control (practical demonstration by the industries) in presence of statutory authorities like MOE & F, Govt. of India, Factories Directorate and District Emergency Authorities wherein the public emergency services were being mobilized to attend those drills to inculcate awareness and *participative* feeling.

**Table 18**  
**Activity Report of Chemical Cell**  
**for the year 2014-15**

MAH Factories	61 (Units)**
	116 (visits)**
Hazardous Factories	295 (units)**
	312 (visits)**
On-site Emergency Plan Submitted	76
Safety Audit Report Submitted or Scrutinised	24
Safety Report Submitted or Scrutinised	13
Mock Fire Drill/Emergency Plan Rehearsal Conducted	58

\*\* CUMULATIVE FIGURE OF MAH FACTORIES

\* CUMULATIVE FIGURE OF HAZARDOUS FACTORIES

## MEDICAL CELL

The officer of the Medical Cell carry out inspection of the factories to implement 'Medical Provisions' vis-à-vis Health and welfare chapters of the Factories Act, 1948 read with the West Bengal Factories Rules, 1958. All the officers possess post-graduate qualification.

The main emphasis is usually given on 'Hazardous Processes' and 'Dangerous Operations' where unless special care is taken, there could be serious bodily injury or occupational diseases etc. Apart from regular factory inspection, monitoring of pre-employment and periodical medical examination (as per requirement of the statute) of the exposed workers forms an integral part of their activities.

Table 19 shows details relating to the investigations made on workers of different factories subjected to pathological and radiological examinations for investigation of occupational diseases.

**Table 19**  
**Clinical and Laboratory examination**  
**of workers during 2014-15**

Pathological :	Total
Blood	24
Urine	0
Stool	0
Radiological (X-Ray)	24
Lung function test	1420
Sputum test	-
Liver function test	-
Audiometry	1420
Occupational diseases suspected	-
No. of workers declared unfit for further work	-
Eye Test	1420
Clinical Examination	-
Others	-

### Industrial Hygiene Cell

In earlier days the term Safety in an industry was restricted within the meaning of being safe from the visible unsafe conditions and restrain from adopting an unsafe act. With advancement of technology different chemicals including toxic & hazardous substances are being used as raw materials in the factories, offensive fumes, dust, gases and by-products are being generated causing risk of serious health impairment to both the on-site workers and off-site people. This health hazards may not be identified immediately after the exposure but after the lapse of even few years the person may be sick. Keeping in view of this international problem different new enactments have come in the last few years in the field of occupational safety & Health.

The Industrial Hygiene Cell of the Directorate of Factories is working to identify the potential hazards in an industry which may lead to serious health impairment of any person, monitor the hazards and suggest the management the control measures.

### IMPORTANT ACTIVITIES UNDERTAKEN

#### Studies/Surveys :-

The cell during the year conducted 30 (thirty) multi-directional studies/surveys in different types of industries like jute, oil, blending & packing, foundries, engineering etc.. In Jute Industry, the main hazards are high noise level, improper illumination, jute dust and inadequate ventilation. All these parameters were measured and it was found that concentration of jute dust exceeded the permissible level in almost all the factories. Noise level exceeded the permissible limit at many locations of the factories, it was highly exceeded particularly in looms, illuminations levels and air velocity were below the recommended level at many locations of almost all the factories where surveys were conducted.

Detailed report of work-environment monitoring

showing the data obtained during survey and the suggestion/recommendations for the improvement of the work-environment are sent to every management and follow-up action is also taken.

### OTHER IMPORTANT ACTIVITIES

Apart from I.H. Survey in different factories on regular basis as per stature, demonstration & display were also carried out for the students of the Diploma in Industrial Safety Course and for the students of the Constructional Safety Courses of different institutes including State Labour Institute, Govt. of W.B. in the training centre of this office as additional activities.

In addition, the cell displayed and demonstrated sampling and monitoring instruments at an exhibition held at Gaganendra Art Gallery (1<sup>st</sup> floor) adjacent to Sisir Mancha 1/1A, A.J.C. Bose Road, Kol-20 on 04.03.15 as part of observance of 41<sup>th</sup> NATIONAL SAFETY DAY by National Safety Council, West Bengal Chapter in collaboration with this Directorate.

### RESEARCH STATISTICS CELL

Research Statistics Cell is a key unit of this Directorate and works towards managing data relating to Factories. This division prepares various reports relating to safety, health, welfare, employment, Payment of Wages, Maternity Benefit etc. in respect of all the Registered factories in West Bengal. This division generates the reports by analyzing various annual returns submitted by the registered factories and inspectors of this directorate. This Cell also maintains a detail Statistical record relating to agency wise, industry wise and cause wise distribution of fatal & non-fatal accident records. For augmenting the activities towards service to the factories and to prepare report in a time bound manner online submission of returns by the factories has been taken up. Moreover, computerization process has also been taken up to enable the officers of this directorate to submit their important reports online. This



Fire drill using fire tender at Durgapur Steel Plant, SAIL, Durgapur

cell also acts as RTI cell of this directorate.

### WELFARE

For the Welfare of workers employed in factories, Chapter V of the Factories Act, 1948 and the West Bengal Factories Rules, 1958 stipulate the following welfare measures :

(i) Washing Facilities; (ii) Facilities for storing and Drying Clothing; (iii) Facilities for sitting; (iv) First Aid Appliances; (v) Shelter, Rest Room & Lunch Room (if more than 150 workers are ordinarily employed); (vi) Canteen (if more than 250 workers are ordinarily employed); (vii) Creche (if more than 30 women workers are ordinarily employed), Ambulance Room (if more than 500 workers are ordinarily employed); (viii) Welfare Officers (if more than 500 workers are ordinarily employed).

The violations of various welfare provisions as observed by officers of the Directorate during the year under review are shown in Table 21 and Table 25 shows the employment position of Welfare Officers in Factories during the last 5 years.

**Table 20**

### Violations of Welfare provision observed by the Inspecting Officers during 2014-15

Washing Facilities (Sec. 42)	6
First Aid (Sec.45/Rule 65)	178
Ambulance Room (Sec. 45/ Rule 66)	16
Canteen (Sec. 46)	33
Shelter/Rest or lunch room (sec.47)	30
Creche (Sec. 48)	6

**Table 21**  
**Employment of Welfare Officers in Factories**

Year	No. of Welfare Officers required	No. of Welfare officers appointed
2012-13	324	201
2013-14	324	211
2014-15	272	215

### Complaints

The total number of complaints recorded in the matter relating to the Factories Act and the Rules framed there under during the year 2014-15 was 21. These complaints were lodged mostly by the workers, Trade Unions and aggrieved

local residents in connection with hazard related to dust and obnoxious fume, high noise level in the workplaces, unsafe working conditions, unhealthy working environment, refusal of leave with wages, poor maintenance of welfare facilities, hazards to public due to storage and use of toxic and flammable materials, etc..

**Table 22**  
**Year wise investigations of complaints**

Year	No. of complaints investigated
2012-13	76
2013-14	84
2014-15	21



Resque operation from toxic gas environment using SCBA Set, at BPCL, LPG Bottling Unit, Durgapur

Table 23

**Details of Prosecution Cases  
(Instituted under Section 92 of the Factories Act, 1948 for violation of various provisions of the Acts and Rules framed thereunder)**

Year	No. of Prosecution against violation of safety provisions such as safe-guarding of machinery, safety schedules, pressure vessels, etc.	No. of Prosecution against violations of factory schedules relating to operations without a valid license, dangerous operations without previous approval for the site & building	No. of Prosecution against non-submission of notice of accidents and dangerous occurrences	No. of Prosecution against violation of the welfare provisions relating to health and first aid such as provisions of welfare provision relating to drinking water and canteen and welfare officers etc.	No. of Prosecution against contraven- tion of the provisions of annual leave with wages	No. of Prosecution against contraven- tion of violations	Total No. of prosecution cases instituted	Total No. of factories prosecuted	Total No. of conviction obtained	Total amount of fine imposed in Rs.			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
2012-13	50	53	7	4	3	19	2	3	12	149	134	43	12,13,000/-
2013-14	43	67	6	4	-	2	1	2	12	136	118	70	21,61,500/-
2014-15	37	48	3	4	-	1	1	3	4	101	96	68	15,46,000/-



## Various Seminar/ Workshops/ Awareness Generation & In-plant Safety Appreciation/ Training Programme during 2014-15

This year the officers of this Directorate conducted 142 training programmes. The details list of programmes and participants are given below :

### (ii) The Payment of Wages Act, 1936

#### Number of Factories Involved :

Within the administrative jurisdiction of the Directorate, the total number of factories covered by the Act was 17391 at the close of the year 2014-15.

#### Inspection :

During the year under review a total number of 2976 visits were paid to factories. Ten visit was made exclusively to deal with the matters arising out of complaints, delayed payment of wages etc.

#### Fines, Deductions and Advances :

There was no report of any imposition or realization of fines during the year 2014 as per returns submitted by the factories. There was no any report of deduction or realization of advance payment from the workers.

#### Complaints :

During the year under review ten complaints were received from workers and trade unions of the factory. These complaints were relating to payment of wages. These complaints were thoroughly investigated and settled.

#### Violation of Provision under Payment of Wages Act:

1. Display of the abstracts of the Act and Rules	157
2. Display of notice of dates of payment	122
3. Non-maintenance of register of wages	50
4. Improper maintenance of register of wages	36
5. Irregularities in recording of dates of payment	31
6. Non-availability of register of wages	37
7. Delayed wages	7
8. Others	8

### Applications filed before the authority under the Payment of Wages Act :

During 2014-15, 8 application was filed before the authority under the Payment of Wages Act for realization of unpaid wages.

### (iv) Manufacture, Storage And Import of Hazardous Chemicals Rules, 1989

The MS&IHC Rules, 1989 was noticed under EP Act, 1986 where ten statutory authorities are entrusted with the responsibility of enforcing various provisions of the rule for prevention, mitigation and control of Major Accidents Hazards in industrial installations (both hazards and major accidents hazards).

The occupier of such installation who has control of industrial activities are required to identify the Major Accidents Hazards and take adequate steps to prevent Major Accidents (Fire, Explosion and Toxic Release involving hazardous chemicals) and limit their consequence to person and the environment, provide persons working on the site with necessary information training and equipment to ensure their safety.

The concerned occupiers are also required to submit Notification of sites, prepare and keep update onsite emergency plans by conducting mock-drills, develop MSDS, Prepare safety reports and conduct safety audits as specified in the said rule. The officers of this Directorate are continuously visiting the industries for enforcement of various provisions of the rule and others are on process of implementation.

The officers of this Directorate are also scrutinizing notification of sites, onsite emergency plans, MSDS, safety Reports and safety Audits time to time and issuing improvements notice for modification and amendment, if required. In addition, necessary information for formulation of Off-Site emergency plan are being provided to the District and Local

authorities as when required.

### **(v) Chemical Accidents (Planning, Preparedness And Response) Rules 1996**

This Rules deals with the planing, preparation and mitigation of chemical accidents and participation and functioning of different crisis groups at central, state, district and local levels.

The Inspector of Factories are the member secretary of the district and local crisis groups and members of the state crisis groups who assisting the State, District and local administration in fulfilling the objectives of the Chemical Accidents (EPP & R Rules, 1996).

### **(vi) Rules under Part-III (Safety & Health) of the West Bengal Building & other Construction workers (Regulation of Employment & Conditions of Service) Rules, 2004**

During 2014-15, officers of the Directorate inspected 39 construction sites through 46 visits across the state. In such total 252 violations were observed. Inspection reports were issued and action is being taken for compliance. Six (6) fatal accidents were noticed in these sites. Two nos.(2) of prosecution has been initiated during this year for violation of the provisions of Part III of the WBBOW Rules, 2004.



## **OFFICES OF FACTORIES DIRECTORATE**

### **Head Office**

Directorate of Factories  
(Office of the Chief Inspector of the Factories)  
New Secretariat Building, 8<sup>th</sup> Floor 1, K.S.Ray Road  
Kolkata-1.

Tel: 2210 3274 Website: [www.wbfactoryonline.in](http://www.wbfactoryonline.in)

### **Extension Office-I**

Directorate of Factories  
(Office of the Chief Inspector of Factories)  
146/1 B.B. Ganguly St. Kolkata-12.

Tel: 2227 4445/ 46 / 47/ 48

### **Extension Office-II**

Directorate of Factories  
(Office of the Chief Inspector of Factories)  
620, Diamond Harbour Road, Kolkata-34.

Tel: 2397 6421

### **Branch Offices**

1. Office of the Dy. Chief Inspector of Factories, Barrackpore Saheed Mongal Panday Sarani, P.O. Barrackpore, Dist. : North 24 Parganas, PIN : 700120. Tel : 033-2592 0727
2. Office of the Inspector of Factories, Durgapur, Administrative Building, City Centre (3<sup>rd</sup> Floor), P.O. Durgapur, Dist. : Burdwan, PIN-713216. Tel : 0343-2546010
3. Office of the Inspector of Factories, Serampore, 57/A/2/1, G.T. Road, P.O. Serampore, Dist. : Hooghly, PIN-712201. Tel: 033-26522262
4. Office of the Inspector of Factories, Haldia, Administrative Building, P.O Durgachak, Dist. : Purba Medinipur, PIN-721602. Tel: 03224-274105
5. Office of the Inspector of Factories, Jalpaiguri, Vill & P.O. Jalpaiguri, Dist.: Jalpaiguri, PIN-735101. Tel: 03561-230139
6. Office of the Dy. Chief Inspector of Factories, Asansol 84, Dr. M.N.Saha Road, Formerly Hutton Road, P.O. Asansol, Dist. : Burdwan, PIN-713301. Tel: 0341-2202644
7. Office of the Inspector of Factories, Kalyani, D.C. Building Suit No. 10 (2<sup>nd</sup> Floor), Kalyani, Dist. : Naida, PIN-741235. Tel: 033-25829415



## Directorate of Boilers

**D**irectorate of Boilers is a statutory body under labour department acting in accordance with the provisions of the Boilers Act, 1923, Indian Boiler Regulations, 1950 and rules made thereunder.

The main role of this Directorate is to ensure safety to human life and property through sound manufacturing, erection and commissioning practice, safe operation and proper maintenance of boilers, economisers, steam and feed water pipelines by applications of the provisions of the relevant Acts and Rules.

It is a fully technical Directorate which mainly deals with the design, manufacturing, erection and registration of Boilers under construction and in use.

Safety is ensured at the design, manufacturing and erection stages of the boilers, economizers, steam and feed water pipelines by application of the Indian Boiler Regulations,

1950 (as amended up to date) and different National and International Codes. For applications of the safe operation and maintenance of the boilers and economizers, the following rules have been framed and ammended by the State and Central Government under the Act :

- i) The West Bengal Boiler Rules, 1963
- ii) The Boiler Operation Engineers' Rules, 2011
- iii) The Boiler Attendants' Rules, 2011
- iv) The W.B Economizer Rules, 1958

### Main Activities

The activities relating to various public services rendered by the Directorate are indicated below :

- a) Inspection of boilers, economizers, steam vessels, steam & feed water pipes and other mountings & fittings under manufacture.
- b) Inspection of boilers, economizers, steam vessels, steam / feed water lines during erection at site.
- c) Registration of boilers / economizers on completion of erection and subsequent tests.
- d) Inspection of boilers / economizers during use for issuing fitness certification.
- e) Examination and subsequent approval of drawings relating to manufacture and erection of boilers, boiler components, mountings and fittings and the layouts of steam & feed water lines.
- f) Scrutiny and endorsement of documents pertaining to manufacture of boilers and other related components.
- g) Investigation and submission of reports on

accident involving boilers / economizers, associated pipe lines and other vessels coming under the purview of IBR.

- h) Prosecution of the owners of boilers for violation of the provisions laid down in the Indian Boilers Act.
- i) Updating records maintained by the Directorate when any boiler is either transferred from our state to other state or received by our state.
- j) Forwarding views on the proposals received from concerned parties regarding amendment of the Indian Boiler Regulations to the Central Boilers Board for consideration.
- k) To conduct examinations for the first class boiler attendants, second class boiler attendants and boiler operation engineers for issuance of certificates of competency to the successful candidates.
- l) Carrying out mechanical, chemical nondestructive and metallurgical tests for materials in connection with manufacture, erection and repairing of boilers and associated pipe lines at the Testing Laboratory of this Directorate.
- m) Failure analysis of pressure parts of the boilers and boiler components.
- n) To conduct testing of the high pressure welders and issue certificates for the successful candidates.
- o) Imparting training to candidates on modern high pressure welding at the Welders' Training Centre under this Directorate.
- p) Carrying out Remnant Life Assessment of old boilers and making recommendation for repairs / replacement of pressure parts as required.

## ACTUAL PERFORMANCE DURING LAST YEAR

Actual performance of this directorate during the financial year 2014-2015 are as follows.

### a) Different Project Jobs Involving Installation of Boilers

- i) Brief descriptions of the major Power Projects, which have either been completed or are in progress during 2014-2015 under the supervision of the Inspecting Officers of the Directorate are indicated below :

SL No.	Name of the project	Status
1	2 × 500 MW capacity units at WBDCL's Sagardighi Thermal Power Project, Murshidabad.	Erection of both the Units are in progress.
2	2 × 600 MW capacity units at DVC's Raghunathpur Thermal Power Project.	Erection of Unit 1 is completed and unit 2 is in progress.
3	2 × 300 MW Haldia Energy Limited, Haldia Medinipur (East)	Erection of boilers are completed. Registration due.
4	1 × 250 MW capacity new unit at DPL, Durgapur.	Erection of boiler is completed. Registration due.
5	3 × 150 MW Indian Power Corporation (Haldia) Ltd, Haldia	Erection of two units under progress. Third one not yet started.
6	Modification of 210 MW Boiler No. WBL 10931 at WBDCL, BTPS, Tribeni	Modification work under progress.

Erection of 600 MW Boiler at DVC, RTPS



- (ii) Brief description of some other small projects which have either been completed or are in progress during 2014-2015 under the supervision of the Inspecting Officers of this Directorate are given below :

SL. No.	Name of the Project	Address	Capacity of Boiler	Status
1	Matix Fertilizer and Chemicals Ltd.	Banskopa, Burdwan	1 × 80TPH 1 × 110 TPH	Erection completed Registration due.
2	Shivam Dhatu	Jamuria, Burdwan	2 × 10 TPH	Erection is in Progress
3	Shyam Sel & Power Ltd.	Jamuria, Burdwan	4 × 9.5 TPH 1 × 54 TPH 1 × 135 TPH 2 × 38 TPH	Completed Completed Erection are in progress
4	Super Smelters Ltd.	Jamuria, Burdwan	1 × 110 TPH 1 × 42 TPH	Completed Erection is in progress
5	ITC Ltd. (PSPD)	Tribeni, Hooghly	1 × 72 TPH	Completed
6	Reshmi Metalics	Kharagpur, Medinipur (East)	4 × 10 TPH 3 × 10 TPH 1 × 38 TPH	Completed Erection completed, registration due Erection is in progress
7	U.A.L. Concrete	Howrah	2 × 10 TPH	Completed
8	Reshmi Cement Ltd.	Jhargram, Paschim Medinipur	1 × 39 TPH	Erection is in progress
9	Soubhik Export Pvt Ltd.	Basirhat, 24 Pgs North	1 × 12 TPH	Erection completed, Registration due.
10	Jayashree Textiles	Rishra, Hooghly	1 × 16 TPH	Completed
11	Krish Agro Farms Pvt Ltd.	Gurap, Hooghly	1 × 10 TPH	Erection is in progress
12	Baba Malleswar Rice Mill	Galsi, Burdwan	1 × 20 TPH	Erection is in progress
13	Krishna Tissue Pvt Ltd.	Bagnan, Howrah	1 × 15 TPH	Erection is in progress
14	Ennore Cock Ltd.	Haldia	1 × 12 TPH	Erection is in progress
15	New Sunita Rice Mill	Berhampur	1 × 14 TPH	Erection is in progress

### Testing Laboratory

The Testing Laboratory, under the Directorate of Boilers, has been set up by the State Government during the Third Five-Year Plan. Since its inception, this laboratory has been conducting different tests as per the requirement of the Indian Boiler Regulation, 1950; for boiler parts and other ancillaries. It also conducts welder's qualification tests for welders to be engaged in high-pressure boiler welding jobs.

Different tests carried out by the laboratory include destructive and non-destructive type in accordance with various national and international codes and standards. The Inspecting officers also witnessed tests at the premises of different manufacturing and erection sites.

Testing laboratory renders its service not only to the Inspecting Authority of the State (Director of Boilers, WB) but also to the similar authorities of other states. The laboratory has following technical sections equipped with modern destructive and non-destructive testing facilities as listed below:

- i) Mechanical Testing
- ii) Chemical Testing
- iii) Metallography
- iv) Radiography (X-ray)

- v) Ultrasonic and Magnetic Particle Testing
- vi) Welder's Certification
- vii) Workshop

Engineering Designs and fabrication procedures are becoming more complex day-to-day and service loads and operating conditions of high-pressure boilers are becoming increasingly severe. This has resulted in development of sophisticated materials, the welding and other metallurgical characteristics of some of which are extremely critical necessitating through testing by destructive and non-destructive methods to assure their qualities. With the availability of above testing machines and equipment at the testing laboratory, it will be possible to ensure adequate reliability of boiler components in accordance with the provisions laid down in the Indian Boiler Regulations, which are being amended time to time to accommodate technological advancements. An amount of Rs. 14,22,555/- (out of Rs. 15,000,00/-) has been received for repair, renovation and purchasing of machineries of the Welder's Training Centre and Testing Laboratory, Taratala and the fund was utilized completely. In this financial year some new machines have been purchased and updated.

Testing of Welders at Site



## Welder's Training Centre

The welder's training centre which is a part of Testing Laboratory, Taratala, has been imparting training to welders since 1986. Due to some reasons the training programme became irregular. On the inspiration of Hon'ble MIC, Labour Department, two new one-year courses have been started which was inaugurated in presence of Hon'ble MIC, Labour Department and Secretary, Labour Department and other distinguished personalities on 8th February, 2014. The course details are as follows.

- (i) Boiler Quality High Pressure Welder
  - Duration : One year
  - Min. Qualification : Class VIII pass
  - Min. Age : 18 years
  - Course Fees : Rs. 7000/-
  - No. of seats : 30
- (ii) Advanced Boiler Quality High Pressure Welder
  - Duration : One year
  - Min. Qualification : I.T.I or Class X pass
  - Min. Age : 18 years
  - Course Fees : Rs. 9000/-
  - No. of seats : 30

Theoretical and practical training are imparted to the trainees on different aspect of boiler, pipeline and pressure vessel welding for different types of materials. After completion of course the successful candidates with certain practical experience will be eligible to appear examination for high pressure welding certificate as per Indian Boiler Regulation which is mandatory for any welding in boiler and related pipe lines.

Raw materials for practical training like pipe, tube, plate etc. are to be arranged by the trainee. Machining of the test pieces are to be arranged by the trainee. Eligible candidates will be admitted on first come first serve basis. On completion of training the successful candidates will get certificate.

There is greater scope of getting jobs for welders in industries and project sites.

In the last financial year 33 trainees have successfully completed the training course. Out of them 28 trainees have already got job through campus interview arranged by the Welders Training Centre. 45 no. of new trainees have been admitted to the Training Centre. Sri Amal Roy Chowdhury, Secretary Labour Department, welcomes the new candidates and handed over course materials to the trainees on 12th March 2015.

## Examination Conducted by the Directorate of Boilers for The Grant of Certificates of Competency/Proficiency as Boiler Attendants/Boiler Operation Engineers

Candidates working in boiler operation or maintenance, with certain qualification and experience, appear every year for the above examination conducted by Directorate of Boilers, W.B. During the period under review, out of 53 candidates 25 of them passed in the first class Boiler Attendant's Examination, out of 175 candidates 95 of them passed in the second class Boiler Attendant's Examination and out of 29 candidates 8 of them passed in the Boiler Operation Engineer's Examination conducted by this Directorate.

## Installation of Computer

To keep pace with the development in the field of boiler technology and related matters and also to keep records of huge data involving large number of boilers, which are presently in operation in our state, it has become essential to install a computerised system in the office of Boiler Directorate. It will facilitate the following activities.

- i) Analysis and checking of design of modern boilers, critical piping system and other related vessels.
- ii) To keep records of accounts and prepare bills.



- (iii) Maintenance of records of data of all installed boilers.
- (iv) Maintenance of all data related to BOE and Boiler Operators examination.

Previously some computers were installed in the Head Office, Testing Laboratory and in Branch Offices. Last financial year ten more computers have been installed. To cope up with the increased work load, to provide on facilities some more computers are required to be installed at Head Office and Branch Offices with network connectivity.

### Remnant Life Assessment of Boilers at Different Power Generating Stations of the State

It has become a global trend that whenever a boiler exceeds its designed operation life, it is not scrapped forthwith. Instead, a residual life assessment (RLA) study is carried out and based on analysis/observation necessary repairs, modification or replacement of parts are done to give a new lease of life to the boiler. The procedure is much cost effective in comparison to installation of a new one. To keep pace with the global trend, the Indian Boiler Regulations (IBR) has also been amended.

The laboratory under the Directorate is already equipped with sophisticated machineries to do this type of work independently. As per requirement of IBR, Remnant Life Assessment of power boilers, which have exceeded 1,00,000 working hours of operation has become mandatory. Intimation to this effect has been forwarded to all the Power Generating Agencies of the state. Some agencies have responded to the intimation and have taken necessary steps for carrying out RLA study.

The following power generating stations authorities have either completed or undertaken the RLA studies for their units :



Manufacturing of Super Critical Boiler at Alstom India Ltd., Durgapur

Sl. No.	Name of Power Station	No. of Boiler	Status
1	DVC, DTPS, Durgapur	1	Completed
2	SAIL, DSP, Durgapur	1	Completed
3	WBPDC, KTPS Kolaghat	1	Completed
4	WBPDC, Bk. TPP, Bakreswar	1	Completed

The agencies carrying out RLA study for the plants are to work in close coordination with the visiting officers of the Directorate of Boilers. The visiting officers are to review the agency's activities to ensure that the tests are being carried out as the requirements of IBR. They are to review the results of the tests or to witness the tests being carried out as and when required.

### Super Critical Boilers

Power plants operating above critical pressure (221.2 bar) are classified as super critical cycles. As the pressure increases latent heat decreases and boiling period decreases and at a pressure of 221.2 bar the water directly is converted to steam and this particular pressure is called critical pressure. Compare to thermal circulation boilers where drum is

installed to separate the steam and water mixture, in a super critical boiler existence of drum is avoided as water is directly converted to steam in the evaporator itself and partially becomes superheated while entering into the superheater zone. Therefore generation of steam in subcritical flow and supercritical flow calls for change of boiler design.

At present most of the units of supercritical range are being operated in combined circulation theory. Main advantage is fuel consumption per MW generation is less than other thermal power system. So, emissions are better controlled, fuel efficiency is higher.

Manufacturing of such type of boilers are going on in Alstom Indian Ltd., Durgapur, under inspection and certification by Directorate of Boiler, WB. Already manufacturing of pressure parts of five projects are completed. Out of five Barh II in Bihar and APPDCL in AP power projects have supplied power to grid. The status of manufacturing of projects during 2014-15 are as follows :

- i) Nabinagar, Bihar –1 × 660MW
- ii) Gadarwara, Chattisgarh –1 × 800MW
- iii) Suratgarh, Rajasthan –1 × 660MW
- iv) Banharpali, OPGCL, Odissa –1 × 660MW
- v) NLC, Tamilnadu –1 × 500MW

### Search for unauthorized boilers

Boilers which are not made as per IBR, 1950 are more prone to accident which causes losses to lives and properties. To identify unauthorized and uncertified boilers we are conducting surprise visits on regular basis to different areas of state. In the last financial year seventy five show-cause/notice were served for violation of provisions of Indian Boiler Act, 1923 to the owner of boiler.

We are also taking legal steps to the users of unauthorized boilers. Our aim is to stop the use of all unauthorized boilers within a very short time.

### Conducting Seminar

To conduct seminar at regular interval for

awareness on safety to minimize accident related to operation of boiler. Discussion and question answer session are being arranged at different locations of the state in operation and maintenance of boilers. The owners, representative of owners, boiler operators and engineers are requested to participate in the seminar.

Last financial year 16 no. of seminars were conducted at different location of the state for awareness to boiler users. One seminar was conducted at Siliguri especially for the boiler owners of tea garden for awareness and to inform about some mandatory aspects of Indian Boiler Act and Regulation.

### Participation in Shramik Mela

Last financial year we have participated 21 no. of Shramik Mela organized by the Labour Commissionerate in all districts of this state for awareness and provide information about the activities of this Directorate including Welders Training Centre. There were great response from the visitors.

### Inspection of Boilers in Use

The officers of this Directorate inspect the boilers and economizers in use and those which are found to be in order, are certified for further use. Repairs are recommended for the defective ones and the same are certified only after satisfactory completion of repairs.

YEAR	2012-13	2013-14	2014-15
No. of Boiler & Economiser inspected	1855	1711	2004
No. of Boiler & Economiser certified	1636	1615	1648
No. of Boiler & Economiser recommended for repair	105	90	121

### Exemption

The Boilers and Economisers are normally certified for use for a definite period. Sometimes,

if required, permission is granted to run beyond the certified period to meet public interest particularly in case of Power Plants.

While granting exemption, due consideration is given to safety in respect of age, quality of feed water, different control arrangements and records of past performance.

During the period from April, 2012 to March, 2015 no boiler has been exempted from the purview of the Indian Boilers Act, 1923.

### Transfer of Boilers

The number of Boilers transferred from the state and received by the state are shown below :

YEAR	2012-13	2013-14	2014-15
No. of Boilers & Economisers transferred from the state	1	1	1
No. of Boilers & Economisers shifted to this state	9	3	3
No. of ownership of boiler transferred within the state.		23	39

### Inspection of Boilers, Mountings and Fittings and Pipelines under Manufacture

The year wise break ups for manufacturing activities regarding boilers, mountings and fittings etc. are shown below :

YEAR	2012-13	2013-14	2014-15
No. of Boiler/ Economiser certified on completion of manufacture	25	39	29
Mountings and Fittings inspected and certified	93046	16603	65008
Steam and feed pipes inspected and certified	157	200	144

### Registration of Boilers and Economizers

The year wise figure for last three years are shown below :

	2012-13	2013-14	2014-15
No. of Boilers and economisers registered	113	157	111

### Examination of Drawings and Documents

The year wise figure for last three years are shown below :

YEAR	2012-13	2013-14	2014-15
No. of examined Drawings and approved	2381	2418	1907
No. of Documents examined and endorsed	2455	1422	1567

### Accident

There has been no accident of boiler during this financial year.

### Revenue Receipt

The year wise figure of the last three years are shown below :

YEAR	2012-13	2013-14	2014-15
RECEIPTS (in lakhs of rupees)	218.32	190.00	227.10

## Activities of Testing Laboratory

Sl. No.	Description	2012-2013	2013-14	2014-15
A.	No. samples for Physical Tests	7196	5504	5305
1	Tensile	2113	2004	1769
2	Bend	3341	1965	1234
3	Impact	111	124	97
4	Flattening	175	1095	1050
5	Expanding	337	371	308
6	Hardness	141	224	848
B.	No. of Chemical (Elements Analysed)	3915	2620	724
C.	No. of Radiographs Evaluated	15158	56236	40049
D.	No. of Radiographs Taken & Evaluated	596	580	208
E.	No. of Macro & Micro Examination	1390	684	487
1	Macro	1249	567	394
2	Micro	141	117	93
F.	No. of other NDT tests	–	3459	6304
G.	No. of Welders tested for Certification	279	186	62
H.	No. of Calibration tests	25	82	31
I.	No. of Welders Certificates Issued	283	181	49
J.	No. of brands of Welding Electrodes tested and approved	40	58	20

### ACHIEVEMENT

#### a) Workshop on boiler operation engineers' examination and Boiler Attendants' examination

It is mandatory to run boilers up to 1000 sq.m. heating surface area with the help of certified Boiler Attendants and above 1000 sq.m. heating surface area with the help of Boiler Operation Engineer. This Directorate conducts those examinations regularly twice in a year. From past experience it is found that some candidates face problem or make mistake during from fill up, submission of experience certificate and other documents.

To solve those problems and to educate the candidate, this Directorate first time have arranged two days workshop on the Boiler Operation Engineers and Boiler Attendants Examination on 12th and 13th March 2015. The programme was inaugurated by Sri Amal Roychowdhury, Secretary, Labour Department. About 64 participants attended the workshop. This workshop was very helpful to the candidates. Last financial year 120 no.

of Boiler Attendants and 8 no. of Boiler Engineers passed from this directorate.

#### b) Welders' Training Centre

Welders' Training Centre, Taratala, under this Directorate was inaugurated on 8th February, 2014 in a new form with two nos. of new training courses on welding in presence of the Hon'ble MIC and Secretary of Labour Department.

33 nos. of trainees have successfully completed the training course in the session 2014-2015. This Directorate had arranged for campus interview for those trainees for recruitment in different industries. Out of them, 28 nos. of trainees have already got job through campus interview.

Sri Molay Ghatak, Hon'ble MIC, Labour Department has distributed the certificates to the successful outgoing trainees on 13th March 2015.

#### c) On line submission of fees for inspection of boilers through GRIPS

To keep pace with the modern technology, Directorate of Boilers has introduced the

Distribution of certificates to the successful Trainees of Welders' Training Centre by Sri Molay Ghatak, Hon'ble MIC, Labour Department





Welcome speech by Sri Amal Roy Chowdhury, Secretary, Labour Dept. during Opening Ceremony of 2 days Workshop

system of on-line payment of fees for inspection of boiler and related activities in this financial year in the Government Receipt Portal System (GRIPS) with the help of Finance Department, W.B.

In this system the owners or users of boiler can submit the fees for inspection and related activities by Debit Card or e-transfer or e-challan by logging in to the Finance Department's Portal ([www.wbfin.nic.in](http://www.wbfin.nic.in)).

**d) Up loading documents in Website for "Ease of Doing Business"**

As a part of the mission of "Ease of Doing Business" in West Bengal and in India, we have uploaded the following documents in the Labour Departments' Portal.

- i) Check list of Boiler Directorate.
- ii) Standard operation procedure of Boiler Directorate.

- iii) Time line for service delivery.
- iv) Different Forms of Boiler Directorate.
- v) List of approved boiler and boiler component manufacturer.
- vi) List of approved repairer/erector of boilers.

**e) Regular workshop by visiting officers**

Visiting officers of the Directorate of Boilers are conducting workshop and seminar in their respective zonal area to discuss the operation & maintenance of boiler, safety norms, acts & rules, BOE and Boiler Attendants examination etc. with the Owners, Engineers, Operators and persons associated with boilers.

We have conducted 16 nos of seminar and workshop during the last financial year in different location of our state and response was very good.



Workshop for Boiler Operation Engineers

**f) Awareness programme on the Boiler Act, 1923 in tea garden area of North Bengal**  
We had conducted an awareness programme on Boiler Act, 1923 related to the unauthorized use of unregistered and uncertified boilers in the tea garden area of North Bengal in association with the Labour

Commissionerate.  
The seminar was held on 19th September, 2014 at Siliguri in presence of officers of this directorate, officers of Labour Commissionerate, representatives of Tea Garden and Tea Planters Association and Rice Mill Association.

Workshop for Boiler Attendants Examination



## FUTURE PLAN

### a) Development and implementation of Web Portal and Web Based application as a part of 'Ease of Doing Business'

At present all activities of our Directorate are done manually. We intend to develop and implement an exclusive web portal consisting of all vital information including different forms, acts, rules, fees etc. of Boiler Directorate. Also to develop and implement web based application software for online registration / renewal of certificate of boilers and economisers, different approvals, uploading of all reports, certificates etc. The process of submitting application, fees, documents etc. will be easier. This will help to give faster service to the industries.

### b) Search for unauthorized boilers

Boilers which are not manufactured and erected as per IBR, 1950 are more prone to accident which causes loss to lives and properties. Our aim is to find out those boilers by conducting surprise visit and to minimize the use of uncertified and unauthorized boiler.

### c) Set up of new Branch Office, Testing Laboratory and Welders Training Centre

We are having Head office at Kolkata. Branches offices at Malda, Durgapur, Sitarampur, Welders Training Centre and Testing Laboratory at Taratala, Kolkata. We have planned to set up of new Branch offices at Siliguri and Haldia, Welders Training Centre at Asansol and Siliguri and Testing Laboratory at Siliguri. That will help distant people from industries, welding trainees to access within their locality easily with this Directorate and we can provide efficient service to the industries.

### d) Conducting Seminar and workshop

We have planned to conduct more Seminar and Workshop at regular intervals for awareness on safety on operation and maintenance of boiler to minimize accident. Discussion and question answer session will be arranged at different owner and makers' premises at various location of the state.

## OFFICES OF BOILERS DIRECTORATE

### Head office

Directorate of Boilers,  
Government of West Bengal,  
8th Floor, N. S. Buildings,  
1, K. S. Roy Road,  
Kolkata-700001  
Ph. No. (033)22484403/22481541

### Branch Offices

1. Office of the Deputy Director of Boilers,  
Government of West Bengal,  
P. O.: Sitarampur, Dist : Burdwan.  
Ph. No.: (0341) 251 0517
2. Office of the Deputy Director of Boilers,  
Government of West Bengal,  
2nd Fl, 1st Administrative Building,  
City Centre, Durgapur-713216,  
Ph. No.: (0343) 2545592
3. Office of the Deputy Director of Boilers,  
Government of West Bengal,  
Satya Chowdhury Indoor Stadium  
Dormitory – III, 1st Floor  
Bandh Road, English Bazar,  
Maldah, Pin- 732101.  
Phone No.: (03512) 252635

### Testing Laboratory:

Office of the Superintendent of Testing Laboratory,  
Government of West Bengal,  
P-31, Taratala Road,  
Kolkata- 700088,  
Ph. No.: (033) 2401 4546





# Directorate of Employment

Employment Exchanges in India came into being with the setting up of the Directorate General of Resettlement and Employment (D.G.R & E), Government of India in July 1945 for the rehabilitation of demobilized service personnel and discharged war workers after World War II and later for persons displaced as a result of the Partition of India. By 1948 Employment Exchanges were thrown open to all categories of applicants as a placement organization. This transition called for long term measures.

Accordingly, the Training and Employment Services Organization Committee was appointed in 1952 to make recommendations for reorganization of the set up and diversification of the functions of the Employment Service.

The report submitted by this committee in 1954 is responsible for the present structure and functions of the Employment Service. Based on the recommendations of the committee day to day administration of the organization was handed over to the State

Governments with effect from 1<sup>st</sup> November, 1956.

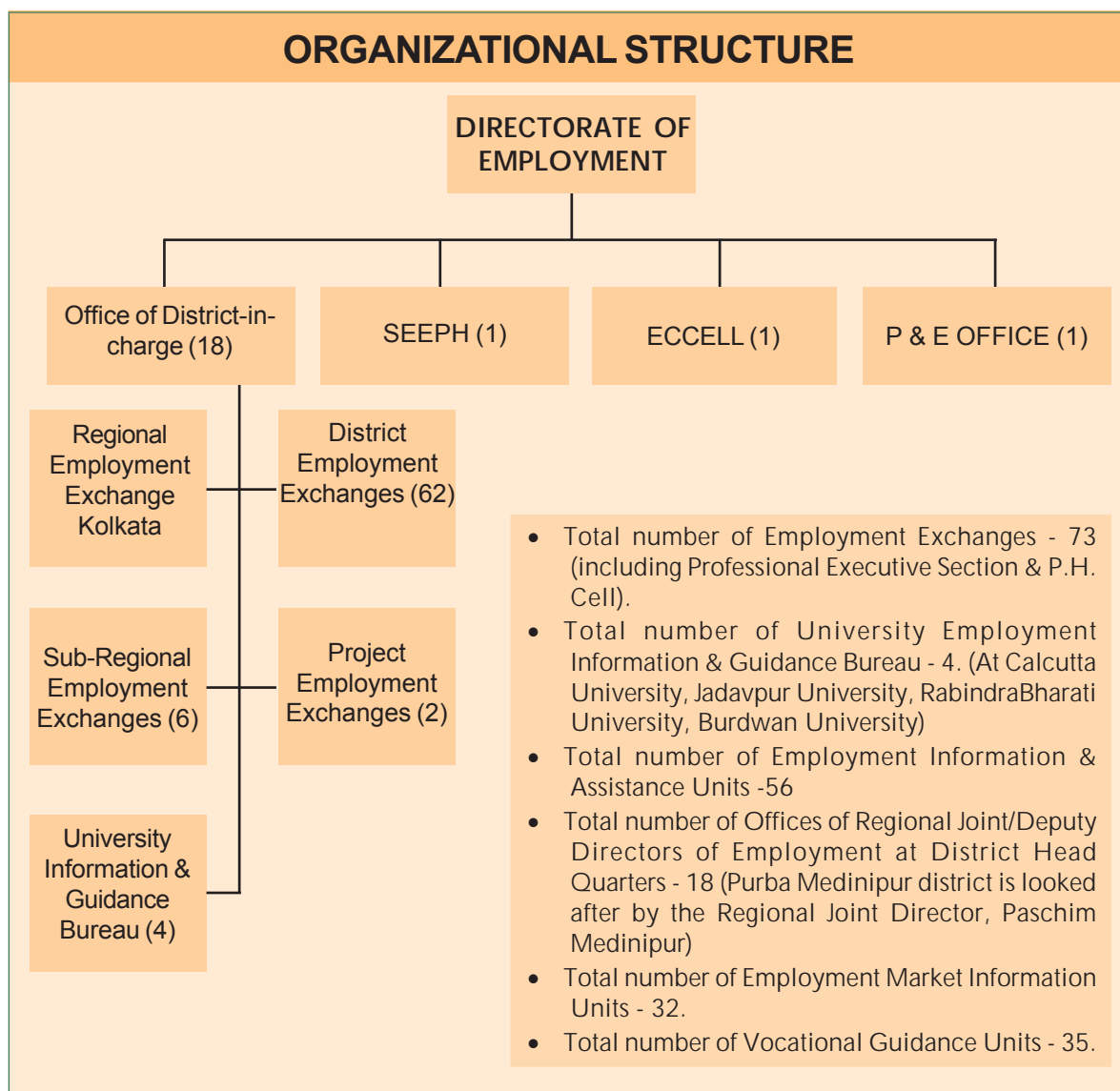
The responsibilities of the State Government included the following:-

- organizing vacancy and labour clearing in Employment Exchanges at the state level and coordination with the central machinery;
- collection, compilation, analysis and interpretation of unemployment and employment market data and furnishing such

information to the Government of India and agencies in the State interested in such information.

- In 1960 the name of the Directorate General of Resettlement and Employment was changed to Directorate General of Employment and Training (D.G.E. &T).

Since then the D.G.E. &T under the Ministry of Labour, Government of India is functioning as the apex body of the Employment Service at the national level.



### IMPORTANT DEVELOPMENTS

- The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 was enacted in 1959 and brought into force with effect from 1<sup>st</sup>, May 1960. Under the provisions of this Act and rules framed thereunder in 1960, all establishments in the public sector and those in the private sector employing 25 or more workers are required to notify vacancies arising in their establishments and also to render quarterly and biennial returns to local Employment Exchanges as notified by the State Government.
- Compulsory recruitment through Employment Exchanges in non PSC vacancies in the State Government establishments got started on the basis of Chief Secretary's circular issued in Labour Department no.5120 (60) LW dated 17.10.1977.
- The judgement passed by the Hon'ble Supreme Court of India in the Appeal case Civil Appeal no. 11646-11724 of 1996 (Excise Superintendent, Malakpatnam, Krishna District, Andhra Pradesh vs. K.B.N. Visweshwar Rao & Others) directed appointing authorities for compulsory open advertisement of each and every vacancy along with notification to Employment Exchanges.
- It became mandatory for appointing authorities to fill up all vacancies in non PSC Group B, C, and D posts in the regional and field offices of the State Government through Employment Exchanges under the West Bengal Regulation of Recruitment in State Government Establishments, Establishments of Public Undertakings, Statutory Bodies, Government Companies and Local Authorities Act, 1999 (W.B. Act XIV of 1999).
- The above State Act was amended under notification no.2112-L dated 31.08.2005 with the publication of the West Bengal Regulation of Recruitment in State Government Establishments, Establishments of Public Undertakings, Statutory Bodies, Government Companies and Local Authorities (Amendment) Act, 2005 (W.B. Act XX of 2005).
- Hon'ble High Court of Kolkata in W.P. 6703 (W) of 2002 (Tariff Hossain vs. State of West Bengal & Others) also passed an order dated October 9, 2002 to the effect that employment opportunities should not be restricted to candidates sponsored by Employment Exchanges only and till the relevant section of the Act was amended recruitment through Employment Exchanges as well by wide publication of notice in newspapers will be followed.
- The Government of West Bengal issued G.O. No. 101-Emp dated 25.07.2008 whereby all appointing authorities in State Government Establishments, Establishments of Public Undertakings, Statutory Bodies, Government Companies and Local Authorities were required to give wide publicity of the vacancies to ensure reasonable opportunity of response from eligible candidates for due consideration of their candidature in the recruitment process.
- The Government issued memo no. 7651 (50) F dated 01.10.2008 regarding direct recruitment against all erstwhile non PSC Group B, C, and D posts in State Government Establishments at the regional and field level through the Public Service Commission.
- The Government of West Bengal launched the Employment Bank portal, an interactive platform between job-seekers, training providers, employers

- and placement agencies w.e.f. 26.07.12.
- In Chief Secretary's circular under Labour Department, Employment Cell memorandum no. 71-Emp dated 25.03.2013 further direction was issued to the effect that all appointing authorities in State Government Establishments shall post their job requirements in the Employment Bank portal for publicity and obtain names from the job-seekers database. All appointing authorities were further instructed to enroll themselves as "Employer" in the same portal.
  - The Government of West Bengal also launched the "YUVASREE" scheme in October 2013 with an aim to support the first one lakh job-seekers enrolled in Employment Bank in enhancing their employability by undergoing appropriate skill development training.

## HIGHLIGHTS ON ACTIVITIES OF EMPLOYMENT EXCHANGES

Table-I

### District-wise Registration during the Financial Year 2014-15

Sl. No.	Name of Districts	Men	Women	Total
1.	Kolkata	10313	8074	18387
2.	24-Pgs North	17755	12339	30094
3.	24-Pgs South	13145	7862	21007
4.	Nadia	8524	5049	13573
5.	Murshidabad	19670	7442	27112
6.	Howrah	6081	4388	10469
7.	Hooghly	9836	6599	16435
8.	Burdwan	12274	6000	18274
9.	Birbhum	8401	4378	12779
10.	Bankura	7323	2919	10242
11.	*Medinipur	17439	8793	26232
12.	Purulia	6547	2139	8686
13.	Darjeeling	2753	2124	4877
14.	Jalpaiguri	8356	6929	15285
15.	Coochbehar	6695	4603	11298
16.	Malda	7901	5184	13085
17.	Uttar Dinajpur	5825	3904	9729
18.	Dakshin Dinajpur	3399	1647	5046
<b>Grand Total</b>		<b>172237</b>	<b>100373</b>	<b>272610</b>

\*Both the Purba & Paschim Medinipur Districts are being looked after by the office of the Joint Director of Employment in charge of Medinipur (Purba & Paschim) Districts.

**Table - II**  
**District-wise Live Register of West Bengal as on 31.03.2015**

Sl. No.	Name of Districts	Men	Women	Total
1.	Kolkata	368844	182104	550948
2.	24-Pgs North	658304	312585	970889
3.	24-Pgs South	385374	188490	573864
4.	Nadia	259512	126611	386123
5.	Murshidabad	296457	145052	441509
6.	Howrah	239906	125630	365536
7.	Hooghly	375045	185353	560398
8.	Burdwan	567910	212011	779921
9.	Birbhum	229806	87776	317582
10.	Bankura	264161	84464	348625
11.	Medinipur	616614	269027	885641
12.	Purulia	207565	49181	256746
13.	Darjeeling	126770	68269	195039
14.	Jalpaiguri	173449	110923	284372
15.	Coochbehar	171029	90674	261703
16.	Malda	189430	95913	285343
17.	Uttar Dinajpur	107532	61442	168974
18.	Dakshin Dinajpur	104778	50091	154869
<b>Grand Total</b>		<b>5342486</b>	<b>2445596</b>	<b>7788082</b>

**Table - III**  
**Number of Educated Applicants (10th Class & Above) registered**  
**during the Financial Year 2014-15**  
**and their break-up on Live Register classified by educational**  
**levels as on 31.03.2015**

Sl. No	Education Level	Live Register
1.	Illiterate,Literate & below-Matriculate	8,05,316
2.	10th Class passed	44,88,335
3.	10 + 2 Passed	15,29,893
4.	Graduates (General Education)	6,94,618
5.	Post-graduates (General Education) & Professional (e.g.MBBS, LLB, MBA, BCA etc.)	1,04,569
6.	Diploma Holders in Engineering & Technology	1,65,351
<b>Total</b>		<b>77,88,082</b>



Officers of the Central Management Cell receiving Awards of Excellence on behalf of the Directorate of Employment from the Hon'ble Minister-in-Charge, Labour Department for 'Employment Bank' and 'Yuvasree'

### Employment Bank

Inaugurated on 26/07/2012 by the Hon'ble Chief Minister of West Bengal, the Employment Bank is a unique e-governance initiative by the Labour Department, Government of West Bengal. It is a job-portal that created an interactive platform among Jobseekers of the State, Job-Providers throughout the country (Employers / Placement Agencies) and Institutions. This job portal aims

to open new employment avenues to jobseekers in the state and to assist the job providers. Through this portal Employers / Placement Agencies can generate lists of suitable candidates online and Institutions can offer 'e-campus' service to students by uploading student data. A basket of about 14 key services are being provided by this portal duly assisted by the Employment Exchanges which facilitate the validation of each job seeker.

**Table —IV**

### Performance Report in respect of Employment Bank from 01.04.2014 to 31.03.2015

Website: [www.employmentbankwb.gov.in](http://www.employmentbankwb.gov.in)

(a)	Jobseekers	Job-seekers validated	2,22,175
(b)	Employers enrolled	Employers validated	43
		Government	13
		Private	30
		Job posted	16404
(c)	Advertisements Published by enrolled Employers		39



Job-seekers receiving validated Employment Bank Enrolment Slips from the Hon'ble Minister-in-Charge, Labour Department at the "Sramik Mela" in Asansol

## YUVASREE

The Government of West Bengal launched a scheme named the "YUVA UTAHA PRAKALPA-2013" with an aim to support the first one lakh job-seekers enrolled in Employment Bank in enhancing their employability by undergoing some skill development training or acquiring any educational / professional qualification that would make them fit for the requirements of the Employment Market. Under this Scheme, the Government provides an assistance of Rs.1500/- (Rupees one thousand five hundred) per month per beneficiary as a one-time support grant for the jobseeker.

The Scheme was renamed "YUVASREE" vide Labour Department Order No. 200-Emp dated 18/09/2013. The Scheme was formally inaugurated by the Hon'ble Chief Minister of West Bengal on 03/10/2013.

## Scheme at a glance:

### I. Implementing Authority

The Directorate of Employment, West Bengal is the designated Implementing Authority and the Sub-Divisional Officers are the designated Sanctioning Authority under "YUVASREE".

### II. Eligibility Criteria

- A) In order to be eligible to apply for unemployment assistance under this Scheme a person should conform to the following criteria:-
1. He/She must be unemployed and a resident of West Bengal
  2. He/She must be enrolled with the Employment Bank as 'jobseeker'
  3. His/Her Educational Qualification should be Class VIII pass and above.
  4. He/She must be between 18-45 years of age on the 1<sup>st</sup> day of April of the year in

which he/she is considered under the Scheme

5. He/She must not have availed financial assistance / loan under any State/Central Government sponsored self-employment scheme.
- B) Only one member of a family is eligible to receive assistance under the Scheme.

### III. Submission of Annexure-III

The beneficiaries are required to submit a self-declaration in the form of Annexure-III every six months to ascertain whether they are utilizing the financial assistance for training purpose to upgrade skill and whether they still conform to the eligibility criteria to receive unemployment assistance under the scheme.

The YUVASREE scheme has so far been quite successful and the implementation procedure is carried out online by means of specially devised modules. All financial transactions in the scheme are made through the National Electronic Funds Transfer system.

## UDIYAMAN SWANIRBHAR KARMASTHAN PRAKALPA (USKP) 2008

This scheme was introduced by the Labour Department to assist the registered unemployed youth with Employment Exchanges to take up economically viable entrepreneurship & self-employment venture.

An unemployed youth is required to get a loan from banks or other financial institutions for his venture and a support under this scheme as subsidy would be provided to the bank to ease the loan burden on the unemployed youth.

Under this scheme the maximum project cost is Rs.50,000/- for an individual beneficiary and 25% of the loan amount (subject to a maximum of Rs. 12,500/-) is provided as the subsidy.

However, a number of unemployed youth can combine to form a co-operative society or any other recognized body corporate and make higher investment in a single project.





### Eligibility Criteria for Applicants:

- I. The applicant must have completed his 18<sup>th</sup> year but not 45<sup>th</sup> year of age (with usual relaxation for special categories) as on the 1<sup>st</sup> day of April of the year in which he applies for loan under the scheme.
- II. He must be registered with any Employment Exchange in West Bengal for more than a year (women, special categories, ex-servicemen and minority categories exempted).
- III. He must have "fully paid" any loan or advance take previously from any bank/ financial institution.

### Special Initiative

Entrepreneurship Motivation Training Programme for the prospective entrepreneurs under SESRU started in 2007 vide Labour Department No 8P-12(Govt)91/2469A dated 16.05.2007. Self-Employment Awareness-cum-Motivation camps of three days duration are held at different districts for imparting guidance and orientation for Self Employment initiatives.

### GATIDHARA

This scheme was introduced vide Labour Department G.O No 364-Emp/Emp./IM-9/2014 dated 18<sup>th</sup> August 2014 to enable the youth of West Bengal to explore potentialities in the transport sector by owning and operating small /medium vehicles. The objective of the scheme is to generate self-employment in urban as well as rural areas by providing financial assistance to the job-seekers enrolled in Employment Bank. The project cost should not exceed Rs.10 lakh and the Government subsidy will be not more than Rs.1 lakh.

### Eligibility criteria for applicants:

- An applicant must have completed 20<sup>th</sup> year but not 45<sup>th</sup> year of age as on the 1<sup>st</sup> day of April of the year in which he has applied for loan under the scheme (relaxable in case of candidates belonging to special categories).
- The family income of the applicant must not exceed Rs.25,000/- per month.



District Employment Exchange Asansol, Ranigunj and Sitarampur publicising various schemes of the Directorate of Employment at the Hon'ble Chief Minister's public meeting at Asansol

- The applicant himself/ the person engaged by him to drive the vehicle must possess a valid commercial driving license.

### Special Initiative

- 1) Car Melas were organized in different districts during 2014-15.
- 2) Road Shows on GATIDHARA were also organized in some districts of West Bengal.
- 3) The scheme was extensively publicized through leaflets, banners, hoardings etc.
- 4) Regular meetings were held with bankers and car dealers.

## SKILL DEVELOPMENT SCHEME FOR THE REGISTERED JOB-SEEKERS

This scheme has the following facets:

### Providing Training for the Registered Job-seekers

The "Skill Development Scheme for the Registered Job-Seekers" was introduced under Government Notification No. 1502-GE dated 01/08/2007 to enhance the employability of job-seekers aged 18 years and above and registered with Employment Exchanges through skill up-

gradation.

In order to compete with similar schemes being run by other Departments revision of the scheme incorporating areas such as pre-training counseling, compulsory soft skill training, placement guarantee, post placement tracking & support has become imminent.

Accordingly a proposal has been initiated for revision of the existing Skill Development Scheme.

In 2014-15, the physical target for admission for skill development training was 10000, while the achievement was 16075.

### Mock Test for the Registered Job-seekers

Mock-Tests are conducted for registered job-seekers to impart practice for various job-oriented Competitive Examinations. About 21,108 candidates had taken Mock Tests in 2014-15 on TET (Primary & Secondary) and SSC Clerkship (Matric level) examinations.

### Vocational Guidance/Counselling for the registered Job-Seekers

VG programmes are organised for offering assistance and Counselling to individuals on their choice of vocational training and career



planning in view of their strengths and weaknesses and the realities of the Employment market.

Activities within the premises:

- i. Registration Guidance;
- ii. Individual Information and Group Guidance;
- iii. Career corners (with Reading room facility).

Activities Outside the premises:

- 1) Career Talks in schools & colleges aimed at reaching out to the students who are at the threshold of entering the job market;
- 2) Career Corners within Employment Exchanges equipped with books, journals,

magazines etc;

3) Publication of Career Literature in electronic format covering vocational courses, competitive examinations, entrance tests for professional/technical courses etc. are available in the official website of the Government of West Bengal [www.banglarmukh.gov.in](http://www.banglarmukh.gov.in)

### Special Coaching

Special Coaching for job aspirants preparing for competitive examinations are arranged within the premises of Employment Exchanges by inviting Resource Persons from reputed institutes as faculty. This is provided free of cost and is for five days duration. About



Special Coaching Programme for Primary TET organised by the District Employment Exchange, Barasat



Proshikshan Shibir for Domestic workers organised by the District Employment Exchange, Chanchal

7608 youth have benefitted from this part of the scheme. Guidance was provided on TET (Secondary), IBPS (Clerical), PSC (Clerical) and SSC (Matric & Combined Graduate Level) Exams.

#### **Domestic Workers' Training**

Proshikshan Shibir of three days' duration are organized by Employment Exchanges for upgrading the skill of domestic workers in handling domestic appliances, arranging first aid in case of illness/injury, understanding safety measures etc. A stipend of Rs.100/- is provided per trainee per day. About 309 such camps have been held in 2014-15

wherein 7722 people had been benefitted.

#### **COMPUTERIZATION OF EMPLOYMENT EXCHANGES**

The Directorate of Employment, West Bengal had completed computerization of Employment Exchanges as a part of the National e-Governance Project (NeGP) with the help of the Directorate General of Employment and Training (DGE&T), Department of Labour, Government of India and the National Informatics Centre (NIC). A web based software had been developed by DGE&T with the help of NIC for computerizing Employment Exchange

procedure. All Employment Exchanges in the state have internet access at the moment. Backlog data pertaining to the time prior to online registration, has been uploaded in the NIC based system for starting online service in Employment Exchanges.

### Current Status & Future Plans

- A website for the Directorate of Employment, West Bengal has been developed and launched on 22<sup>nd</sup> June 2015 on [www.employmentdirectoratewb.gov.in](http://www.employmentdirectoratewb.gov.in). This website is being developed into an interactive portal that would enable most of the services to be delivered from the portal.
- All offices and exchanges are being given latest systems for ensuring faster delivery of citizen centric services to the people.
- Stress is being laid on extensive use of Information and Communications Technology in all citizen-centric ventures of the Directorate of Employment. The YUVASREE and GATIDHARA schemes under this Directorate are being monitored using online information systems. Filing of the Annexure -III under Yuvasree would now be made more convenient for the common man as he could now avail of the facilities of the nearest Common Service Center (Tathya Mitra Kendra) for filing his Annexure -III.

## NATIONAL CAREER SERVICE PROJECT (NCS) AND MODEL CAREER CENTRES (MCC) SCHEME

### Background

A gap between demand and supply in terms of skill acquired by the job-seeker and skill required by the job-provider exists in the

employment market in India. It has been observed that job-seekers with some basic skills need finishing skills in Information Technology, English language etc. that are essential for getting employed. They are also found to be lacking accessibility to information on skills and jobs. Job-providers, however, are looking for a rich inventory of skilled personnel to satisfy their manpower requirements at a minimum cost and without cumbersome procedure. The Directorate of Employment strives to tackle the existing skill gap by organizing demand-driven skill training programmes for the registered job-seekers.

In this backdrop, the D.G.E. & T., Ministry of Labour, Government of India has also initiated a project of setting up 50 Model Career Centres (MCC) equipped with information and communication technology enabled infrastructure within the premises of existing Employment Exchanges under the aegis of the National Career Service (NCS). The Directorate of Employment is responsible for the roll-out of NCS project & MCC Scheme in the State.

### Functions

The Model Career Centres (MCC) will have the following functions:-

- I. Assessment of skill and aptitude with the help of standard psychological/ aptitude tests;
- II. Counselling with the help of standardized tools and techniques available in the NCS portal;
- III. Providing soft and finishing skills in the IT Lab and Group Guidance Room of the centre;
- IV. Job matching done electronically as in the Employment Bank;
- V. E-Inventory for all stakeholders - an integrated database of the Employment Bank and the NCS inter linking the stale system with the national portal;
- VI. Job Fairs organized by the MCCs for face



Job-seekers registered with the Regional Employment Exchange, Kolkata addressing their queries to the Director of Employment, West Bengal

to face interaction between job-seekers and job-providers.

#### Present Status

- I. In September 2014 the D.G.E. & T had sought proposals from the State Governments on setting up MCCs. Accordingly, proposal had been sent with the approval of the Labour Department for two MCCs in West Bengal
- II. The proposal for the MCC at the Regional Employment Exchange, Kolkata has been approved by D.G.E. & T on 21.02.2015 and the site has been visited by the Director of Employment for survey of the existing infrastructure.



The Director of Employment at the Regional Employment Exchange, Kolkata for survey of the proposed and approved site for a Model Career Centre



## Employees' State Insurance (MB) Scheme

To provide for certain benefits to Employees in case of sickness, maternity and employment injury and to make provisions for related matter the Employees State Insurance Scheme was introduced as a comprehensive social security measure under the Employees' State Insurance Act, 1948. At present it is the largest Social Security Scheme in the country.

The whole Scheme is administered by the Employees' State Insurance Directorate, Government of W.B. and ESI Corporation. Medical Benefits and various other benefits including cash benefits are provided under the Scheme. In terms of an agreement with the E.S.I. Corporation the Government of West Bengal is entrusted for administering the E.S.I. Medical Benefit Scheme for the Insured Persons

and their families with family size 3.8 (three point eight) in the State of West Bengal. The ESI contribution of 6.5% of the annual salary is shared by the Employer (4.75%) and the Employee (1.75%).

As per agreement between the E.S.I. Corporation and the State Government the expenditure for running the E.S.I. (M.B) Scheme is to be shared between the E.S.I. Corporation and the State Government in the ratio of 7:1 subject to overall ceiling of the expenditure per I.P./per annum as may be fixed by the E.S.I. Corporation from time to time.

The present ceiling of expenditure of Rs.2000/- per I.P./per annum was fixed by the E.S.I. Corporation w.e.f. 1.4.2014. At present there are 11,60,684 number of IPs (as on 01-04-2014). Total number of beneficiaries is approximately 44 lakhs.

Any establishments employing 10 or more persons have been brought under the purview of the Scheme. The present upper ceiling of wages for coverage of any employee under the Scheme is Rs.15,000/- per month. Private Educational Institutions & Private Health Care Institutions are also brought under the purview of the Scheme.

#### **Benefits provided to the I.Ps under the E.S.I. (Medical Benefit) Scheme.**

Under the E.S.I. Scheme, IPs and their family members are entitled Full medical care facility with hospitalization, if necessary.

In-patient treatment is provided in the ESI hospitals owned by the State Government or in Private Hospitals [through Tie-ups].

Cash Benefits are disbursed by the Corporation through its Local Offices LOs/ Mini Local Offices (MLOs)/Sub Local Offices (SLOs)/pay offices, subject to certain contributory conditions.

#### **FOLLOWING MEDICAL CARE FACILITIES ARE AVAILABLE IN WEST BENGAL UNDER THE ESI (MB) SCHEME:**

- Indoor treatment for IP & Family in the hospitals including all specialities.
- 6 bedded ICCU Unit with facilities for implantation of Permanent Pacemaker.
- Super-speciality treatment including facilities of Cardiology, Neurology, Oncology, Hand Surgery and Haemodialysis in the ESI setup and other super speciality facilities from private institutions through tie-up arrangements.
- Collection and supply of Blood through ESI Blood Bank at Maniktala.
- Ante-natal and post-natal care to women beneficiaries.
- Family planning and immunisation services.
- Outpatient treatment at Service Dispensaries (SD) / Insurance Medical Practitioner's (IMP) clinics.
- Specialists' services at the OPD in all ESI Hospitals.
- Diagnostic facilities like all pathological/ radiological investigations including ultrasonography, echo-cardiography, CT scan, MRI, CT / MR Angio, endoscopies etc. at ESI hospitals and through Tie-up arrangements.
- Free supply of drugs and dressings through SDs, RBOs and from Specialist OPDs at each hospital.
- Ambulance facilities at all ESI Hospitals.
- AIDS prevention, awareness & control through 2 VCCTCs.
- Tuberculosis control through DOTS by participating in RNTCP.





Hon'ble Union Labour Minister Sri Bandaru Dattatreya and Hon'ble Minister-in-Charge, Labour Department Sri Mology Ghatak being greeted by Director ESI(MB) Scheme, Govt. W.B.

- Free supply of Spectacles and Hearing Aids for both IP & Family.
- Issue of Certificates in Statutory forms in respect of sickness, maternity etc. to I.Ps only.
- Pain Management Treatment at ESI Pain Management institute.

#### Out Patient treatment facilities

Out patient treatment facilities are rendered to the Insured Persons through Insurance Medical Practitioners, Service Dispensaries, Diagnostic Centres (now working with OPD of the respective hospitals) and Out Patients Departments in ESI Hospitals.

#### Implemented Area

ESI has extended its service facilities to many districts over the state including Kolkata, the District of South 24-Parganas, North 24-Parganas, Howrah, Hooghly, certain areas of Nadia District (Kalyani, Haringhata, Fulia, Saguna, Chakdaha and Ranaghat), Burdwan District (Asansol, Raniganj, Durgapur, Burnpur, Hirapur P.S.) and some parts of Midnapore.

Haldia and Kharagapur are now covered under full medical care benefits. The Scheme has been extended to Siliguri of North Bengal. Tie up Dispensaries were started at Rampurhat of Birbhum and Burdwan town of Burdwan, Malda town of Malda and Berhampur of Murshidabad.



Hon'ble Union Labour Minister Sri Bandaru Dattatreya on his visit to the 'Dialysis Unit' of ESI Hospital, Manicktala

### E. S. I. Hospitals :

#### (a)ESI Hospitals run by the State Government :

There are 13 E.S.I. Hospitals which are run

by the State Government are providing 3142 beds facilities including some T.B. Beds. Medicine, Surgery, Orthopaedics, Eye, E.N.T. Gynaecology and Obstetrics, Anaesthesiology, Dermatology, Dental, Psychiatry, Radiology, Pathology etc. are some areas having Indoor treatment facilities. Additionally, there is one Intensive Coronary Care Unit at ESI Hospital, Manicktala.

We have also one Diabetic Clinic, one Hand Surgery Unit and one Psychiatry Unit at ESI Hospital, Manicktala and Kamarhati respectively to enhance the board spectrum or healthcare delivery.

ESI Hospital at Belur functions as a TB Hospital and Manicktala as a referral Hospital.

Special mention is made for the Pathology Department at ESIH, Kamarhati and the Oncology Department & the Pain Management Clinic of Sealdah ESI Hospital for providing specialized treatment to the IPs.

#### Names of the E.S.I. Hospitals with Date of opening, Sanctioned and Commissioned beds are as follows :

Srl No	Name of Hospital	Date of commencement	Sanctioned Beds	Commssioned Beds
1	Kamarhati	26.03.1964	350	348
2	Sealdah	17.12.1964	250	254
3	Serampore	01.10.1965	216	216
4	Belur	15.04.1965	200	200
5	Balitikuri	01.02.1967	416	230
6	Uluberia	16.02.1967	216	216
7	Kalyani	20.12.1968	250	250
8	Gourhati	19.11.1972	216	216
9	Budge Budge	01.08.1973	300	300
10	Manicktala	01.03.1979	500	412
11	Asansol	01.02.1981	100	100
12	Bandel	08.02.1982	250	250
13	Durgapur	21.02.2000	150	150
<b>Total</b>			<b>3414</b>	<b>3142</b>

### Report of Indoor admissions and Outdoor attendance in the 13 ESI Hospitals

Srl No	Name of Hospital	OPD attendance			IPD attendance		
		2012-13	2013-14	2014-15	2012-13	2013-14	2014-15
1	Asansol	30600	31940	35278	4047	3989	3864
2	Baltikuri	39096	41897	41673	5841	4849	4357
3	Bandel	40215	42607	43836	7045	6752	7257
4	Belur	11943	13437	15916	613	673	743
5	BudgeBudge	59561	73159	85171	7792	7614	7081
6	Durgapur	55826	56429	56454	9608	9581	9381
7	Gaurhati	76157	85552	96362	11924	11244	10258
8	Kalyani	94071	109704	122811	9618	9035	9374
9	Kamarhati	134788	144098	140088	8621	9002	10817
10	Manicktala	133048	145189	167025	10257	10937	11729
11	Sealdah	54579	88513	92129	5145	4918	5709
12	Serampore	42204	38076	44736	11956	12132	12852
13	Uluberia	64761	78968	81803	7965	7548	7163
<b>Total</b>		<b>836849</b>	<b>949569</b>	<b>1023282</b>	<b>100432</b>	<b>98274</b>	<b>100585</b>

It may be noted that though overall OPD attendance has increased by more than 22% over the 2-year period but the indoor attendance (hospital admission) has remained more or less stable.

### Report of ESI Blood Bank, ESI Hospital, Manicktala : 2014-2015

Year	Month	No of Camp	Total Collection	Component Collection
2014	April	7	392	28
	May	4	314	131
	June	5	274	41
	July	6	330	58
	August	9	474	00
	September	5	203	00
	October	2	83	37
	November	5	273	48
2015	December	4	196	24
	January	8	410	24
	February	7	401	00
	March	4	197	36
<b>Total</b>		<b>66</b>	<b>3547</b>	<b>427</b>

#### Re-imbursment of expenditure for Medical Treatment :

Expenditure incurred by the I.Ps for treatment outside the ESI Hospitals is re-imbursed by the Directorate of ESI (MB) Scheme. Two systems of re-imbursment now exists :

(a) Re-imbursment of expenditure relating to general treatment, and

(b) Re-imbursment of expenditure relating to Speciality/Super specialty treatment. Re-imbursment of expenditure relating to general treatment has been arranged through selected Services Dispensaries, Superintendents, of E.S.I. Hospitals and the Office of the Administrative Medical Officer located at P-233, C.I.T. Scheme No.VII-M,

Bagmari Road, Kol-54. All the superintendents have been empowered to pass R.I. claims up to the Rs. 5000/- for both outdoor & Inpatient cases. The service dispensaries have been tagged with the Hospitals for easy access— (Memo No.-1479-SS/2H-J/ dt.30.9.2004). 12 Service Dispensaries, situated at the premises of ESI Hospitals, have been brought under the direct administrative control of Medical Superintendent of respective ESI Hospital. Administrative Medical Officer has been empowered to pass RI claim up to Rs. 10,000/- & The Director has been empowered to pass RI claim up to Rs. 1,00,000/- Which includes treatment cost of Speciality treatment.

● **Arrangement of Super Speciality Treatment for ESI beneficiaries:**

Since last few years ESI has taken up the effort to arrange all possible treatment for its beneficiaries in this state by Tie-Up agreement with reputed private medical institutions, wherever such facilities are not available in house. Entire cost on such treatment is normally borne by ESIC from this current year subject to a ceiling limit of Rs. 10 Lakhs.

This arrangement has been made totally 'CASH LESS'. The beneficiary is provided the treatment through Tie-up agency, arranged by respective Medical Superintendent of ESI/ ESIC hospital.



Sri Bandaru Dattatreya - Hon'ble Union Labour Minister: Sri Moloy Ghatak - Hon'ble Minister In-Charge, Labour Department, Govt. of WB, Sri M S Kar - Director ESI(MB) Scheme, Dr Mayukh Roy-Superintendent ESI Hospital Manicktala Dr S K Chowdhury - Senior State Medical Commissioner (EZ), Sri Dilip Bhattacharya - Member ESIC, Sri Anil Kumar - Regional Director (EZ), Sri Prasanta Nandi Chaudhury - Member ESIC, Sri Sadanandan IAS. - Jt. Secretary, Ministry of Labour, Gol on stage at Press Conference at ESI Hospital, Manicktala

## 17 Primary tie-up Service Dispensaries under ESI (MB) Scheme, Govt. of WB

SI No.	Name of SD	Code No.	Name & Address
1	Kharagpur	9021	M/s Sanjeevani Hill Nursing Home, Jhaptalapur, Kharagpur, Paschim Medinipur, PIN-721303
2	Dharmatala	0012	M/s Kalidas Mullik Sebaytan (Subarna Banik Samaj) 47, GC Ave, Kolkata-700013
3	Berhampur	8911	M/s Lila Sebyan Nursing Home 13/9, AC Rd(South), Indraprastha Khagra, Berhampur, Mursidabad, PIN-742103
4	Kulti	8515	M/s Hindusthan Diagnostic G.T. Road, Barakar, Burdwan, PIN-713324 (Oppo-BSNL Office)
5	Mejia	8711	M/s Durga Clinic Mejia Bagangora, Bankura, PIN-722143
6	Central Kolkata	0061	M/s SVS Marwari Hospital 118, Raja Ram Mohan Roy Saranee, Kol-700009
7	Malda	9711	"M/s Sri Sri Thakur Sitaramdas Omkarnath Charitable Trust S.M. Pally, 94/A, B.G. Road, Malda, PIN-732101
8	Rampurhat	8811	M/s Niramoy Nursing Home, Rampurhat, Bharsalapur, Birbhum, PIN-731224
9	Jamuria	8516	M/s Swastha Sewa Kendra, 20 Nandi Road, Jamuriahat, Burdwan, PIN-713336
10	Burdwan Town	8531	M/s Jeevandeep Nursing Home 16, DN Mitra Lane, Khoshbag, Burdwan, PIN-713101
11	Barjora	8721	M/s Sanjeebani Diagnostic Centre College Road, Barjora, Bankura, PIN-722202
12	Salanpur	8514	M/s Dr Das's Clinic, Samdi Road Salanpur, Rupnarayanpur, Burdwan
13	Halisahar	5073	Halisahar Municipality Halisahar, North 24 parganas
14	Bauria	2071	M/s Matri Sebasadan, Bauria Basudevpur, Howrah, PIN-711322
15	Medinipur Town	9022	St Joseph's Hospital, Medinipur Town PO-Vidyasagar University, Paschim Medinipur
16	Farakka	8921	"M/s NIRAMAY" C/o-Sanjay Saha, Chowkigram, PO-Beniagram, Farakka, Dist-Murshidabad, West Bengal PIN-742212
17	Fuleswar	2082	"M/s Fuleswar Seva Sadan", Fuleswar, Khushberia Uluberia, Howrah, West Bengal PIN-711315

**Secondary Tie-up Centres under ESI (MB) Scheme, WB [2014-2015] :**

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>i. M/s KPC Medical College &amp; Hospital, Kolkata</li> <li>ii. M/s Susrut Eye Foundation &amp; Research Centre, Kolkata</li> <li>iii. M/s Dr Nihar Munshi Eye Foundation, Kolkata</li> <li>iv. M/s Gouri Devi Hospital &amp; Research Institute, Durgapur</li> <li>v. M/S HLG Hopital, Asansol</li> <li>vi. M/s Diamond Hospital, Andal, Durgapore</li> <li>vii. Dr B.C. Roy Hospital, Haldia</li> <li>viii. Lila Sebayan Nursing Home, Murshidabad</li> <li>ix. Ms/ C C Saha, Kolkata [for supplying hearing aids]</li> </ul> | <ul style="list-style-type: none"> <li>x. M/s Hearing Clinic, Kolkata [for supplying hearing aids]</li> <li>xi. Mahavir International, Kolkata [for supplying spectacles]</li> <li>xii. Niramoy Nursing Home, Birbhum</li> <li>xiii. Sanjeevani Diagnostic Centre, Bankura</li> <li>xiv. Sanjeevani Hill Nursing Home, Kharagpur, Paschim Medinipur</li> <li>xv. Square Nursing Home, Maldah</li> <li>xvi. Sri thakur Sitaram Seva Kendra, Maldah</li> <li>xvii. St Joseph Hospital, Medinipur Town, Paschim Medinipur</li> <li>xviii. Super-D-Optics</li> <li>xix. CAMRI, Burdwan</li> <li>xx. Roy's Clinic, Siliguri</li> <li>xxi. Shanti Swasthalya &amp; Anusandhan Kendra, Siliguri</li> </ul> |
|--|---|

**List of some important Medicare Institutions under Tertiary Care Tie-up in West Bengal for Superspeciality Treatment :**

1	Rabindranath Tagore International Institute of Cardiac Science	Kolkata
2	Apollo Glenegles Hospital	Kolkata
3	A.M.R.I. Hospital, Saltlake	Kolkata
4	Calcutta Heart Research Centre	Kolkata
5	Cancer Centre Welfare Home & Research Institute	Kolkata
6	Park Medical Society	Kolkata
7	Medicare Superspeciality Hospital, Mukundapur, EM Bypass	Kolkata
8	Kothari Medical Centre	Kolkata
9	Charnock Hospital and Research Centre	Kolkata
10	Woodlands Multispeciality Hospital	Kolkata
11	Fortis Hospital	Kolkata
12	Divine Nursing Home	Kolkata
13	Peerless Hospital and BK Roy Research Centre	Kolkata
14	HLG Memorial Hospital	Asansol
15	Vivekananda Hospital	Durgapur
16	The Mission Hospital	Durgapur
17	Sanjeevani Hospital	Howrah
18	JMD Diagonstic Pvt Ltd.	Kolkata
19	Desun Hospital & Heart Institute	Kolkata
20	Narcissus Medical Centre Pvt Ltd	Serampore
21	ICare Institute of Medical Sciences & Research	East Medinipur
22	RSV Hospital Pvt Ltd	Kolkata
23	North Bengal Eye Centre	Siliguri
24	BMRCLtd	Kolkata
25	Shree Jain Research Centre	Howrah

## Up-gradation/Improvements of the ESI Hospitals:

It has become a continuous practice to enhance and promote new service facilities under ESI healthcare plans and for last few years ESI Corporation tooks various Schemes which has been already taken up for up-gradations and improvement of ESI Hospitals.

### Hospital Statistics:

Sl. No.	Hospital	Present Bed Strength (running)	Bed Occupancy Rate %
1	Asansol	100	76
2	Durgapur	150	91
3	Bandel	250	77
4	Gourhati	216	102
5	Serampore	216	77
6	Belur	200	89
7	Baltikuri	230	76
8	Uluberia	216	87
9	BudgeBudge	300	77
10	Kalyani	250	76
11	Kamarhati	348	81
12	Manicktala	412	91
13	Sealdah	254	75
<b>Total</b>		<b>3142</b>	<b>82.69</b>



Hon'ble Labour Minister, W.B., Shri Mology Ghatak being demonstrated the 'Gait Analysis Machine' at the ESI Institute of Pain Management of ESI Hospital Sealdah



Director ESI(MB) Scheme delivering his inaugural speech of 'Gait Analysis Lab' at the ESI Institute of Pain Management of ESI Hospital Sealdah

### Achievements during the year of 2014-15

1. Rs. 23.30 Crores of Incentive Fund has been received from ESI Corporation for 70% or more bed-occupancy rate.
2. "Gait Analysis Lab" has been started in ESI Institute of Pain Management, Sealdah.
3. 139 GDMO and 22 Specialist Doctors have been recruited through PSC.
4. 146 Non-Medical Technical Person have been recruited through PSC. [ECG-12; Pharmacy-50; LT-28; XRay-22; Physio-8; WM-9; SWO-17]
5. 'Blood Storage Unit' has been set up at ESI Hospital, Durgapur.
6. A new and updated "Physiotherapy Gym" is now functioning at ESI Hospital, Gaurhati.
7. One 'Chemotherapy Unit' has been started in Bandel and Baltikuri ESI Hospitals for the benefit of IPs of Howrah and Hooghly.
8. Paramedical courses like DMLT & DRD have been started at ESI Hospital, Asansol.
9. One new 500 mA X Ray machine with 'Digital Processor' have been supplied to each of seven ESI Hospitals viz., BudgeBudge, Durgapur, Kalyani, Kamarhati, Sealdah, Serampore, Uluberia ESI Hospital.
10. USG Machine with Doppler setup have been supplied to four ESI Hospitals viz., Durgapur, Gaurhati, Asansol & Uluberia ESI Hospital.



### ESI ManPower Development Society (ESI MPDS) :

The following courses are being run under the Man Power Development Society :

#### 1. GNM Course under 'Nurses Training Centre', Manicktala and 'Nursing Training School' Sealdah :

Nurses Training Centre, E.S.I Hospital, Manicktala and Nursing Training School, E.S.I Hospital Sealdah are two important Training Institutes for the Nurses being run by the ESI Directorate. These Nursing training Institutions conduct 3½ years general nursing

and midwifery (GNM) courses with total intake of 60 trainee nurses (40 intake for NTC at Manicktala and 20 intake for NTS at Sealdah).

As per New syllabus of Indian Nursing Council student nurses have to undergo 6 months internship after completion of 3rd year Examination and are paid internship stipend of Rs. 4000/-per months.

All facilities including Hostel, study materials, books and models, charts, instruments, sound system, computers and different types of furniture are provided.



Lamp Lighting Ceremony of Nurses Training School, Sealdah

## 2. Diploma in Dialysis Technology

DIPLOMA IN DIALYSIS TECHNOLOGY course is an important paramedical course run by Nephrology Department, ESI Hospital, Manicktala.

The aim to run this course is to produce properly and adequately trained dialysis technicians who basically play an important role to run a dialysis unit. This course is approved by West Bengal State Medical Faculty, Govt of West Bengal.

This is a two year diploma course and after passing the final examination students have to do 6 months of internship in our unit. There is a huge demand for trained technicians both in corporate and government institutions.

## 3. Optometry Course:

Kamarhati ESI Hospital has started two years integrated Optometry training course and has been successfully running the training programme for last two years. Students are trained to handle modern ophthalmic gadgets and a fair idea of ophthalmic surgical procedures along with the surgical instruments are also imparted. With this training they are expected to make excellent qualified professionals competent to pursue a career of independent practice or work in any eye hospital.

## 4. Institute of Pain Management, Sealdah :

The ESI Institute of Pain Management, since its inception has been functioning at a make shift arrangement at the top of 3rd floor of the ESI Hospital building, Sealdah.

A basic gait analysis lab has been also inaugurated on 05.09.2014 by the Hon'ble MIC, Labour Department, for its research works and also evaluation of chronic low back pain of the insured patients in near future after this is fully established.

## Presently the Institute is running with its objectives as follows :

**Treatment :** This is the only centre of excellence in Pain Medicine not only in the whole ESI Scheme, but also unique of its kind in India, and presently it is running with

- a. OPD services : every tuesday, approx. 200 patients attend each day.
- b. Inpatient Service : patients suffering with chronic cancer and non-cancer pain are treated accordingly with 20 beds allotted to this unit at the ESI Hospital, Sealdah.
- c. OT : Every wednesday and friday fluoroscopy guided interventional pain procedures are done with an approximate number of 80 procedures every month.

## Training :

This institute is running one year residential post graduate course "Fellowship in Pain Management" affiliated and recognized by the "West Bengal University of Health Sciences" as the only training centre in this State.

The West Bengal Medical Council, as the first state in India, has also recognized this course adding legality in practicing in the pain medicine.

Already second year of the course is running where both full time in-house and guest lecturers from reputed institutions are training the students.

## Research :

Apart from regular research dissertation works by the fellows and faculties of this Institute, the Institute is conducting a research

project sponsored by the National Jute Board on Chronic low back pain among jute mill workers.

#### IT Enablement:

##### a) ESI Directorate web site

As part of on going exercise of inducting IT in day to day management of the scheme, Hospitals, Dispensaries have been provided with computers.

Hospitals have been provided with Broad Band Internet in the pervious year. Now to improve two ways sharing of data, **Web site** for Directorate of ESI (MB) Scheme has been developed and the web site went live on the 2nd of January'09.

The address being: [www.esiwb.gov.in](http://www.esiwb.gov.in). This web site is equipped with complete data base of all IP (Insured Persons) on 'Live List', List of IMPs, Dispensaries along with dynamic pages for searching the required data.

The site also has the detailed information of all hospitals and the Cash Less Tie-Up arrangements with Rates for each treatment / procedure for viewing by all the stake holders.

##### b) Project Panchdeep

At present project Panchdeep- the largest IT enablement project in public sector all over India is being implemented in this state along with all other ESI implemented states of India to make the entire system and functioning of all ESI hospitals, dispensaries 'Paperless'.

Recently officers of this directorate, Superintendents of all ESI hospitals and IMO in Charges of different SDs actively participated in the interaction of plan and calendar of this project.

#### Introduction of Ambulance on hire basis:

All the ESI Hospitals have been instructed to deploy Ambulances on hire basis as per rate fixed by the Transport Department of Govt. of W.B. Out of thirteen, 9 ESI Hospitals have already deployed two (2 nos) Ambulance each on hire basis. The rest four ESI Hospitals have three (3 nos) of Ambulances on hire basis. At present, all the ESI Hospitals are having Ambulance facility for the benefit of the I.Ps.

#### Revolving Fund:

Expenditure of Corpus Revolving Fund:- 2014-15

1. Superspeciality treatment :-  
Rs. 374409579
2. Speciality treatment :- Rs. 57414031
3. Drugs and dressings [with Medical Equipment & AMC] :-  
Rs. 597352389

#### Pattern of Funding:

On the agreed principle of 7:1 sharing of expenditure on medical benefit Scheme ESI Corporation re-imburses quarterly through "on account payment" of the State Government in each financial year pending finalization of actual expenditure duly certified by the AG WB(Audit). After obtaining the "Audit Certificate" the ESI Corporation makes the final adjustment.

#### Expenditure on ESI (MB) Scheme during (2014-15) :

Budget framed by ESI Corporation, New Delhi for West Bengal during last 3 years:

Year	Budget (Rs.)
2012-2013	162,62,68,000
2013-2014	174,10,26,000
2014-15	1891922000

### Budget vis-a-vis expenditure from the State Fund for last three years

Year	Plan status	Budget	Expenditure
2012-2013	Non Plan	171,58,46,000	135,96,918
	State Plan	10,50,000	77,710
<b>Total</b>		<b>171,68,96,000</b>	<b>135,97,16,628</b>
2013-2014	Non Plan	159,34,20,000	138,56,32,783
	State Plan	10,50,000	1,78,762
<b>Total</b>		<b>159,44,70,000</b>	<b>138,58,11,545</b>
2014-15	Non Plan	1839078000	1203041288
	State Plan	1200000	1089651
<b>Total</b>		<b>1840278000</b>	<b>1204130939</b>

#### FUTURE PLAN

- Establishment of NICU[Neonatal Intensive Care Unit] at Kamarhati – the first of its kind in ESI setup.
- Establishment of new 100 bedded hospital at Haldia and Siliguri.
- Establishment of new Dialysis unit at Asansol ESI Hospital.
- Establishment of new BSc Nursing College at Asansol ESI Hospital.
- Starting of Paramedical Courses [DMLT, DRD, DCCT] at Serampore, BudgeBudge, Baltikuri and Manicktala ESI Hospitals.
- Installation of MRI and CT Scan machines at Manicktala ESI Hospital.
- Establishment of newer diagnostic facilities [Endoscopy and Echocardiography with Colour Doppler etc.] at different ESI Hospitals.





## Employees' Compensation

The Employees' Compensation Act, 1923 is the first piece of social security legislation in India for which this office is the statutory authority for West Bengal. The general scheme of this Act is that the compensation ordinarily be given to the Employees' who sustained personal injury by accidents arising out of and in the course of their employment. The scope of the Act has been extended to a great for the relief of the working employees. Accordingly, the Act was passed in 1923 and Rules were made thereafter.

The office of the Commissioner, Employees' Compensation, West Bengal deals with cases under the Employees' Compensation Act & Rules. The present courts of Commissioner, Employees' Compensation, West Bengal started functioning from the year 1945.

The office of the Commissioner, Employees' Compensation, West Bengal is the statutory authority for implementation of

the social objects as well as the legal objects of the historic Act. It was earlier known as The Workmen's Compensation Act, 1923. From 18-01-2010 it was amended as Employees' Compensation Act, 1923.

### Administration Set-up & Functions

The Office of the Directorate of Employees' Compensation, West Bengal, Kolkata is constituted with three Commissioners for Employees' Compensation, West Bengal. There are two other posts of Officers viz. Registrar, Employees' Compensation Court, West Bengal and Personal Assistant to the Commissioner, Employees' Compensation, West Bengal. The office consists of fifty posts of clerks and menials.

Among the three Commissioners, the 1<sup>st</sup> Commissioner is entrusted with the financial and administrative power. All the three Commissioners are to dispose of cases under the Employees' Compensation Act, 1923 as per rule.

The overall duty of the office is to realize compensation from the employers concerned and to disburse the same to the injured employee and the dependents of the deceased employee.

The Commissioner is also to see that the amounts of compensation are paid to the genuine person by an enquiry.

At present the procedure for payment has been changed in view of Notification No. 486-LW/WC-02/08, dt. 12-8-14 published in the Kolkata Gazette on 24<sup>th</sup> September, 2014 of Labour Department, Govt. of West Bengal and also instruction of R.B.I., Kolkata vide their memo. No.Bd(Kol)/32/10-03-002/2014-15, dt. 18-02-15 that all payments of compensation money be made only through

direct credit to accounts system in the mode of National Electronic Fund Transfer (NEFT). In Kolkata all payment of compensation has been paid by direct transfer to bank A/c of employee or dependents of deceased employee.

Under this directorate there are two separate courts i.e. Authority under Payment of Wages Act & The Authority under Minimum Wages Act are functioning in Kolkata.

As per area of Jurisdiction three offices and establishments are situated in whole of West Bengal under the Employees' Compensation Act, 1923 as follows :-

- a) Commissioner, Employees' Compensation, North Bengal Region at Nawabbari Judicial Complex, P.O.& Dist. Jalpaiguri.  
Jalpaiguri area : Malda, Uttar Dinajpur, Dakshin Dinajpur, Jalpaiguri, Darjeeling and Cooch-Bihar.
- b) Commissioner, Employees' Compensation, at Administrative Building, City Centre, Durgapur-10, Dist. Burdwan  
Burdwan Area: Purulia, Bankura and Birbhum.
- c) Commissioner, Employees' Compensation, West Bengal at New Sectt. Bldgs., 2<sup>nd</sup> Floor, Block-'A', 1, K.S.Roy Road, Kolkata-700 001  
Rest of the district.  
Email ID : [cecwbkol@gmail.com](mailto:cecwbkol@gmail.com).  
(In Kolkata there are three court of Commissioner)

**Employees' Compensation, Kolkata**

Disposal of cases under Employees' Compensation Act, 1923 for the period from 01.04.2014 to 31.03.2015

Nature of cases 01.04.14 to 31.03.15	Pending on 01.04.2014 01.04.14 to 31.03.14	Filed/initiated during the period from	Disposed of during the period from	Pending as on 31.03.2015
Claim Cases	6981	476	679	6778
Agreement Cases	2	20	20	2
Fatal Accidents Cases	82	33	56	59
Deposit under Section 8(ii) of E.C.Act, 1923	241	124	101	264
Deposit u/s 8(i) of E.C. Act, 1923	340	131	164	307
<b>Total</b>	<b>7646</b>	<b>784</b>	<b>1020</b>	<b>7410</b>

**Personal Ledger Account in R.B.I., Kolkata for the period from 01.04.14 to 31.03.15**

Opening balance	Deposit	Payment	Closing balance
Rs.3,56,07,644.14	Rs.9,82,87,742.00	Rs. 7,92,86,667.99	Rs. 5,46,08,718.15

Court Fees: Court fees received during the period from 01.04.2014 to 31.03.2015 was Rs. 60,169.00

**Payment of Wages Act, 1936 & Minimum Wages Act, 1948**

Disposed of cases under the Payment of Wages Act and Minimum Wages Act for the period from 01.04.2014 to 31.03.2015.

Nature of cases	Pending on 01.04.2014	Filed during the period from 01.04.14 to 31.03.15	Disposed of during the period from 01.04.14 to 31.03.15	Pending as on 31.03.2015
Payment of wages Act,1936	104	3	26	81
Minimum Wages Act,1998	3	3	0	6
<b>Total</b>	<b>107</b>	<b>6</b>	<b>26</b>	<b>87</b>

**Personal Ledger Account in R.B.I., kolkata in respect of Payment of Wages Act, 1936 and Minimum Wages Act, 1948 for the period from 01.04.14 to 31.03.15**

Opening balance	Deposit	Payment	Closing balance
Rs. 79,28,383.04	Rs. 1,76,819.00	Rs. 51,737.00	Rs. 80,53,465.00

Court fees : Court fees received during the period from 01.04.14 to 31.03.15 was Rs. 384.00

## Employees' Compensation, Durgapur

The Employees' (Workmen's) Compensation Act, 1923 being a beneficial social security legislation and which intent to give some security to workman in certain type of employment and to ensure high degree of protection for workers and to provide a separate, speedy and cheap forum to the workman or to their dependents for claiming compensation, Govt. of West Bengal has set up Office/Court Employees' (Workmen's) Compensation Commissioner, for the District of Burdwan, Bankura, Birbhum and Purulia at Durgapur, Burdwan, in the year 1973. The Office/Court of Commission Employees' (Workmen) Compensation, Durgapur, started functioning from 1<sup>st</sup> Admn. Bldgs., (2<sup>nd</sup> floor), City Centre, Durgapur on and from 13.06.1973.

That all along the Office of the Commissioner, Employees' (Workmen's) Compensation, Durgapur, has been presided over by a Judicial Officer, earlier by Officer of West Bengal Higher Judicial Services Cadre and at present by Judicial Officer of District Judge Entry Level Cadre. That Since 04.05.2007, the Office/Court of the Commissioner, Employees' (Workmen's) Compensation, Durgapur has been presided over by the Judge, 9<sup>th</sup> Industrial Tribunal, Durgapur as In-charge.

### Activities/Functions

The Employees' (Workmen's) Compensation Act, 1923 has been promulgated due to the growing complexity of the industry with the increasing use of machinery and consequent danger to workmen, along with the comparative poverty of the workmen themselves, renders it advisable that they should be protected, as far as possible from hardship arising from accident.

Further, the Act as its name shows, seeks to compensate the workman injured and compensate the wage earner and his legal dependents and not the individual and compensate the loss of his earning and

nothing else. The object of the Act is to make Provision for the payment of compensation by certain class of employers to their workmen for injury by accident or to legal dependents of the deceased workmen died in an accident arising out or in the course of his employment. It is a guarantee against hazards of employment to which a workman is exposed because of his employment. The main object of the Act is to make Provision for payment of compensation to a workman only in case of his surviving of injury in question and to his dependents in the case of his death. The compensation is not only the benefit flowing from the Act, it has important effects in furthering work on the prevention of accidents, in giving workman greater freedom from anxiety and in rendering industry more attractive.

That after the introductions of Employees' State Insurance Act, 1948, the person who are covered by the Employees' State Insurance Act, 1948, are not entitled to receive disablement or dependents benefit under the Employees' (Workmen's) Compensation, Act, 1923 and the workman earning less than Rs. 15,000/-p.m. within the jurisdiction of Asansol Municipal Corporation and Durgapur Municipal Corporation who are also governed by the Employees' State Insurance Act, 1948, are barred to take benefit of the Act.

The Employees' (Workmen's) Compensation Act, creates a new type of liability. It is not strictly a liability arising out of tort, but is a sort of liability arising out of relationship of the employer and the employee. The employer under this Act is liable to pay compensation at the rate fixed in the Act itself to any workman incapacitated by an accident arising out and in the course of his employment. The main principle governing the compensation is not dependent on the suffering caused to the workman or expenses incurred by him in his treatment, but different between his wage earning capacity before and after the accident. The liability for the



payment of compensation is not dependent upon the neglect or wrongful Act on the part of the employer.

That if a workman while doing his employer work, trade or business engages himself in some other work which he is not ordinarily required to do under the contract of his employment and which act involves extra danger, he cannot hold his master liable for the risk arising therefrom.

Generally following types of compensation cases are dealt in the court of the Commissioner Employees' (workmen's) Compensation.

### Claim Case

Where the employer fails to make payment of compensation, then an injured workman or legal dependents of deceased workman files application in Form 'F' and Form 'G' as per Rule 20 of the Act. Then such application are registered as Claim Case and which are dealt like a civil case. That after taking into consideration both oral and documentary evidence adduced by the parties, an award is passed.

That on payment/deposit of awarded compensation either by the employer or the insurance company. Then distribution case is started and where an enquiry is caused through concerned D.M/Collector or S.D.O. of the Area within whose jurisdiction the deceased workman was last resided, to ascertain the actual legal dependents of the deceased workman and to ensure that no actual beneficiary or dependents of deceased workman has been left out. That on receiving enquiry report, the compensation amount so deposited is distributed/apportioned amongst the legal dependents as per the discretion of the Commissioner.

### Distribution Case

That when the employers voluntarily deposit compensation along with Form 'A', in case of fatal accident and along with Form 'AA', in case of non-fatal accidents u/s 8 of the Act.

That the amount deposited by the employer in cheque or by draft is remitted to local Treasury through Bank. The payment is made to the injured workman or to the legal dependents of the deceased workman after receiving enquiry report regarding the actual surviving legal dependents of the deceased workman from the District Magistrate/Collector or S.D.O. of the Area within whose jurisdiction the deceased last resided.

### Agreement Case

Where the amount payable as compensation has been settled by agreement, then a memorandum thereof is sent to the office of Commissioner, by the employer. On receiving such memorandum, Agreement Case is started and notice is sent to the concerned workman or to the dependents of the deceased workman to ascertain its genuineness. That on non receipt of objection from any of the parties, then such memorandum of agreement is registered. In case of objection, necessary order is passed after hearing parties.

### Actual performance during last year Cases pending as on 01.01.14

- a) Claim Case - 349
- b) Distribution Fatal Case - 25
- c) Distribution Non-Fatal Case - NIL
- d) Misc. Case - 03
- e) Agreement Case - NIL

### Cases disposed of during the year 2014

- a) Claim Case - 255
- b) Distribution Fatal Case - 43
- c) Distribution Non-Fatal Case - 07
- d) Agreement Case - NIL
- e) Misc. Case - 06

### Introlocutory petitions disposed of in the year 2014

- a) Claim Case - 117
- b) Distribution Fatal Case - 248
- c) Distribution Non-Fatal Case - 04

### Number of witnesses examined in the year 2014

- a) Claim Case - 100
- b) Distribution Fatal Case - 43
- c) Distribution Non-Fatal Case - 07

## Number of cases filed in the year 2014

- a) Claim Case - 26
- b) Distribution Fatal Case - 54
- c) Distribution Non-Fatal Case - 07
- d) Agreement Case - 03

## Achivement

The office/Court of the Commissioner, Employees' (Workmen's) Compensation, Durgapur, is presided over by judge 9th Industrial Tribunal, Durgapur as in-charge and has been functioning without a single clerical staff since 2013. At present the Court and Office of Commissioner, Employees' (Workmen's) compensation, Durgapur, has been functioning with help of a stenographer, one Group 'D' Staff and a Night guard. That in spite of such adverse condition, in total 311 cases were disposed of and 150 witnesses were examined and compensation amounting to Rs. 2,25,68,008/- was disbursed for the period from 12.02.14 to 31.12.14.

## Future Plan

At present the Office/Court of Commissioner Employees (Workmen's) Compensation has only three staff i.e. one Stenographer, one Office Peon and one Night guard-cum-Darwan. The actual sanctioned clerical post in the office of the Commissioner, Employees, (Workmen's) Compensations, Durgapur, is five, but due to retirement of clerical staff since 2011 till 2013, all the clerical post are lying vacant and which is causing hardship in dealing with huge amount of compensation money. That due to non-posting of a single clerical staff in the post of Accountant or Cashier or Head Clerk or an efficient staff having knowledge in accounts matter, the Office of Commissioner is unable to clear Crore of Compensation Amount lying in lapsed deposit and consequently the dependents of deceased workmen or injured workmen are deprived of their entitlement or due. That if the Department takes initiative to appoint clerical staff to the post which are lying vacant, then relief can be dispensed to the injured workmen and as well as to the dependents of the deceased workman within

time framed in the Act, which itself is a beneficial social legislation and which intends to insure rehabilitation of the workman himself or his dependents. For the progress of democratic socialism and its needed impact on the society the socialization of the needs and miseries of man is important as the socialization of the basis of production and wealth.

## Appointment of Sumon Bailiff or Process Server to avoid delay in serving notice/summon of the case upon the employer and insurer

When a claim Case is instituted a summon or notice of the case has to be issued to the employer/employers or to the Insurers with whom life risk of the workmen have been insured for their appearance and to answer the claim and to file written statement of his/its defence, if any.

That in most of the cases in spite of due and reasonable diligence on the part of the claimant summon and notice upon the employer/employers/Insurer sent by post could not server and which causes delay in disposal of the case. That to avoid delay and prevent the scrupulous employer/employers or insurer or witness residing or carrying business within the jurisdiction of the Commissioner, Durgapur, and who are avoiding service of summon/notice by post, then service upon them can be effected by a process server personally or by affixing copy of notice/summon on the outer door or some other conspicuous part of the house or office in which the employer or Insurer ordinarily reside or carries on business or personally works for gain.

So, the process server/summon bailiff can return the original notice or summon to the court and office of the commissioner from where it was issued, with a report endorsed thereon stating the circumstances under which he did so and names and address of the witness who identified the address and in whose presence the notice/summon was affixed.



## Labour Court

The main object of Industrial Disputes Act, 1947 is to restore industrial peace and promote good relation between the employer and the employees and to dispose of or settle industrial disputes by way of adjudication.

Directorate of Industrial Tribunals and Labour Courts are empowered to adjudicate various disputes covered under Industrial Disputes Act, 1947, Industrial Employment (Standing Order) Act, 1946 and Working Journalists (Miscellaneous Provisions) Act, 1955. At present 9 (nine) Industrial Tribunals and 2 (two) Labour Courts are functioning in the State of West Bengal.

Generally Industrial Tribunals are presided over by the Officers of West Bengal Higher Judicial Service cadre deputed by the Hon'ble High Court at Kolkata. Occasionally a few Judges of

Tribunals are appointed by the Labour Department by way of re-employment. The senior most of the in-service Judge is empowered to perform the duties of the D.D.O., Controlling Officer and Head of the Department by the Government of West Bengal. The Labour Courts are also manned by the members of the West Bengal Judicial Service posted on deputation as directed by the Hon'ble Court.

#### Activities/Functions :

Industrial Disputes Act is constituted to create industrial peace and harmony as well as to protect the interest of employees employed in the industry. The main activities of the Industrial Tribunals and Labour Courts are to adjudicate

and execute the disputes so registered.

Every Tribunal adjudicates on the Industrial Disputes referred by the Labour Department, Government of West Bengal by following the Acts and Rules framed there under, in public and submits its decision to the Government for information and publication. Whereas every individual files application before a Labour Court for adjudication of their application under Section 10 (1B) (d), 2A(2) & 33 (c)(2), before the specified Tribunal /Labour Courts.

#### Actual Performance during April 2014 to March 2015

A statement of achievement i.e. number of adjudication of Industrial Dispute cases is furnished below.

Section	No. of cases pending as on 01.04.2014	No. of cases received during 1.4.2014 to 31.03.2015	Total No. of cases	No. of cases disposed during 01.04.2014 to 31.03.2015	No. of cases pending as on 31.03.2015
10	529	94	623	113	510
10(1B)(d)	228	42	270	41	229
33A	18	0	18	2	16
33(2)(b)	25	0	25	12	13
10A	0	0	0	0	0
36A	1	0	1	0	1
33(C)(2)	406	78	484	102	382
11B	22	0	22	0	22
W. J. Act 17(2)	3	0	3	0	3
2A (2)	130	55	185	30	155
Misc.	15	0	15	10	5
<b>Total</b>	<b>1377</b>	<b>269</b>	<b>1646</b>	<b>310</b>	<b>1336</b>

Total number of witnesses examined in April 2014 to March 2015 by all the Industrial Tribunals and Labour Courts are 954. The Tribunals and Labour Courts dealt with 1646 cases and disposed 310 cases by adjudication during April 2014 to March 2015.

Number of pending cases before the Industrial Tribunals and Labour Courts thus stood at 1377 on 01.04.2014 and 1336 on 30.03.2015 (a detailed list is annexed as Annexure - A).

### **Important Programmes to be undertaken during 2014-15 for the Directorate of Industrial Tribunals.**

Presently individual worker (in view of Amendment) can approach directly to the Industrial Tribunal or Labour Court for adjudication of the dispute in between the worker/workman and the employer. When the applicant is the union (representing the workman) there is no provision for making direct approach before the Tribunal or the Labour Court, in respect of disputes awaiting reference.

There are number of disputes raised by the union awaiting for reference. Attempts to be taken to expedite the matter so that such disputes awaiting reference be immediately sent to the Industrial Tribunal or the Labour Courts. This drive will not only speed up the disposal of the disputes pending with the Labour Department but also give quick relief to the parties prayed for redressal.

In this connection it is to be mentioned that in terms of Notification Published by Ministry of Labour (Employment), Government of India bearing No. S.O.2278 dated 15.09.2010 read with Government of West Bengal, Labour Department (I.R Branch), Writers' Buildings, Kolkata; Notification No. 101-IR/IR-12L-14/

11 dated 02.02.2012 u/s 2A (2) the workman can directly file the dispute before the Industrial Tribunals as per jurisdiction for adjudication after the expiry of 45 days from the disputes raised before the Labour Commissioner, Government of West Bengal by force of such notification total number of cases received i.e. u/s 2A(2) during the year 2014-2015 are 55 (fifty five) and total number of disposals u/s 2A(2) are 30 (thirty). Statistics of total number of cases of all sections including the sections of 2A(2) are given in a table which shows the clear picture of entire case matters of the Directorate of Industrial Tribunals.

### **Any Special Initiative or achievement :**

Though there was massive shortage of staff and judicial officers throughout the year, sincere efforts were taken to maximize the judicial work to give appropriate relief to the litigant public. 269 cases were registered during this financial year (01.04.2014 to 31.03.2015) and 310 cases have been disposed of.

Tribunals and Labour Courts are trying their best to expedite the adjudication process.

### **Future Plan :**

The general trend is that the benefits of the Act is limited to metropolitan and urban areas. Most of the remote areas do not get benefits of the Act due to lack of infrastructure. To expand the benefits Industrial Tribunals are required to be de-centralized in the following areas like Haldia, Howrah, Barrackpore, Ranaghat, Krishnanagar and Diamond Harbour. Latest technological benefits like separate website LAN (Local Area Net Work) and Helpline are also required to be set up to expand the benefits of the Act.

Full-fledged staff with proper administrative control are also very much required to implement such plan.

## OFFICES, LABOUR WELFARE CENTRES & HOLIDAY HOMES OF WEST BENGAL LABOUR WELFARE BOARD

- |                                   |   |
|-----------------------------------|---|
| 1. HEAD OFFICE                    | M. L. W. CENTRE                         |
| 2. REGIONAL OFFICE                | 41. DUM DUM M. L. W. CENTRE             |
| 3. DARJEELING HOLIDAY HOME        | 42. BELGHORIA M. L. W. CENTRE           |
| 4. DIGHA HOLIDAY HOME             | 43. BELUR L. W. CENTRE                  |
| 5. HALDIA HOLIDAY HOME            | 44. SAPUIPARA M. L. W. CENTRE           |
| 6. BAKKHALI HOLIDAY HOME          | 45. TARAPUKUR GARDEN<br>M. L. W. CENTRE |
| 7. BARUIPUR L.W. CENTRE           | 46. PATULIA M.L. W. CENTRE              |
| 8. BELIAGHATA L. W. CENTRE        | 47. GOURHATI<br>M. L. W. CENTRE         |
| 9. BUDGE BUDGE L. W. CENTRE       | 48. SUNDIA M. L. W. CENTRE\             |
| 10. HOWRAH L.W. CENTRE            | 49. HARINGHATA<br>M. L. W. CENTRE       |
| 11. LILUAHL.L. W. CENTRE          | 50. KALYANI M.L. W. CENTRE              |
| 12. KIDDERPORE L. W. CENTRE       | 51. DURGAPORE<br>M. L. W. CENTRE        |
| 13. METIABRUZ L. W. CENTRE        | 52. SAGARBANGA<br>M.L. W. CENTRE        |
| 14. RISHRA L. W. CENTRE           | 53. KANYAPUR<br>M. L. W. CENTRE         |
| 15. SODEPUR L. W. CENTRE          | 54. JHALDA M.L. W. CENTRE               |
| 16. NAWABGANJ L. W. CENTRE        | 55. MADATI M.L. W. CENTRE               |
| 17. TELINIPARA L. W. CENTRE       | 56. MAHANADI<br>M.L. W. CENTRE          |
| 18. KANKINARA L. W. CENTRE        | 57. POKHRIA BONG<br>M.L. W. CENTRE      |
| 19. NAIHATI L. W. CENTRE          | 58. MUNGOO<br>M. L. W. CENTRE           |
| 20. BONGAON L. W. CENTRE          | 59. HASIMARA<br>M. L. W. CENTRE         |
| 21. RANAGHAT L. W. CENTRE         |   |
| 22. GORABARI L. W. CENTRE         |   |
| 23. BOLPUR L. W. CENTRE           |   |
| 24. PLASSEY L. W. CENTRE          |   |
| 25. DHULIAN L. W. CENTRE          |   |
| 26. FARAKKA L. W. CENTRE          |   |
| 27. BAGDOGRA L. W. CENTRE         |   |
| 28. SUKNA DAGAPUR<br>L. W. CENTRE |   |
| 29. SOURENI L. W. CENTRE          |   |
| 30. SONADA L. W. CENTRE           |   |
| 31. GING L. W. CENTRE             |   |
| 32. MUNSANG L. W. CENTRE          |   |
| 33. RANGO L. W. CENTRE            |   |
| 34. MATELI L. W. CENTRE           |   |
| 35. BIRPARA L. W. CENTRE          |   |
| 36. KALCHINI. L. W. CENTRE        |   |
| 37. BIRLAPUR M.L.W. CENTRE        |   |
| 38. MANICKTALA M.L.W. CENTRE      |   |
| 39. B.K.C.M.M.L. W. CENTRE        |   |
| 40. DANESH SK. LANE               |   |



- HOLIDAY HOME (4)
- MODEL LABOUR WELFARE CENTRE (23)
- HEAD OFFICE: KOLKATA (KANKURGACHI)
- ORDINARY LABOUR WELFARE CENTRE (30)

REGIONAL OFFICE:  
DAGAPUR COMPLEX  
(PRADHANNAGAR Dt.  
DARJEELING)



## West Bengal Labour Welfare Board

**W**est Bengal Labour Welfare Board and West Bengal Labour Welfare Fund administered by it are constituted under the West Bengal Labour Welfare Fund Act, 1974 to promote welfare of the workers of the State of West Bengal. The Board is a tripartite body consisting of the representatives from employers' organization, employees' organization and State Government. The Minister-in-Charge, Labour Department is the Chairman of the Board. The Welfare Commissioner, W.B. Labour Welfare Board is the Member-Secretary of the Board. The Head Office of the Board is housed in 'Shramik Kalyan Bhawan' situated at P-3, C.I.T. Scheme VII-M, Kankurgachi, Kolkata -700 054.



Cultural function being staged on the occasion of May Day celebration

### Labour Welfare Activities

Activities of the Board are driven by the welfare needs of workers. The Board implements various Labour Welfare Schemes and projects for extending labour welfare facilities and benefits to the workers who are paying contribution to the Labour Welfare Fund constituted under West Bengal Labour Welfare Fund Act, 1974.

There are 51 Labour Welfare Centres under the Board out of which 23 are Model Labour Welfare Centres. There are five Holiday Homes under the Board as well.

The Board performs the Labour Welfare activities through the Labour Welfare Centres, auditoria and Holiday Homes. The key activities of the Board are mentioned below:

### Cultural Functions and Sports & Games

The Labour Welfare Centres carry out labour welfare activities round the year. The Board provides different recreational and sports materials to the Labour Welfare Centres, such as, daily news papers, magazines, T.V.,

Carrom Board, Football, Table Tennis, physical fitness equipments etc. for the workers and their family members. Various cultural function and competitions, Annual Sports, Volleyball tournament, Football tournament, Carrom tournament, badminton tournament etc. are organized by the Labour Welfare Centres for recreation, entertainment and physical and mental well being of the workers and their dependents.

Auditorium attached to the Model Labour Welfare Centres are allowed to be used by the contributing workers at a very nominal rent for organizing social and cultural functions.

### Special Programmes

Zonal level cultural function, games and sports of the workers and family members at South Bengal and North Bengal Zones are held every year. May Day was celebrated in the last year at Howrah Sarat Sadan in South Bengal and at Bagdogra in North Bengal. Contributing workers and their family members participated in the programme.



## Scholarship and Stipend

Scholarship and Stipend are paid to the wards of the contributing workers every year as an economic support to pursue their studies from H.S. and above.

The Scheme of scholarship and stipend also covers the trainees hailing from the families of contributing workers admitted in "LABWEB" computer Training Programme in different Labour Welfare Centres. The eligibility for this scheme are as follows:

- a) For scholarship-
  - i) Guardian's annual income not exceeding Rs.1,20,000/- per year.
  - ii) Marks to be obtained 65% in Madhyamik and 55% in H.S. and above.
- b) For stipend-
  - i. Guardian's annual income not exceeding Rs. 72,000/- per year.
  - ii. Pass marks to be obtained 65% in Madhyamik, H.S. and University Examination and also in Medical and Engineering courses.

## Skill based Vocational Training & Computer Training

Training in Sewing & knitting and training in Music & Dance are imparted by the Training Instructors in different Labour Welfare Centres.



Shri Partha Pratim Bhoumik, Welfare Commissioner  
inaugurating a sports event in Durgapur

LABWEB Training Centres are now running with new policy of training in selected Model Labour Welfare Centres in technical collaboration with Webel Informatics Ltd. The objective of LABWEB Training Centres is to provide computer training to the wards of the contributing workers at a subsidised fee.

The Board provides 50% of the course fee to each ward of the contributing workers admitted in LABWEB Training Programme. At the end of the course, certificates of computer training are given to the successful candidates.

## Distribution of Test Papers

The Board distributes test papers to the wards of the contributing workers appearing at the Madhyamik examination

Inter Factory Football Tournament being held in Durgapur





Digha Holiday Home

and H.S. examination every year free of cost. During 2014-15 the Board distributed 7428 Test Papers to the examinees from contributing workers families.

### Book Grant

Another scheme of Book Grants to the students of contributing families studying in Class-IX & X is also running by the Board.

### Holiday Homes

The Board runs five Holiday Homes at Darjeeling, Digha, Bakkhali, Puri and Gangtok. Holiday Homes at Darjeeling, Digha, Bakkhali are owned and maintained by the Board. Holiday Homes at Puri and Gangtok are in rented Hotel/lodge. Holiday Home meant for the workers and their family members to enjoy the holidays.

For workers, the charge for booking of these Holiday Homes are as follows:

Digha, Bakkhali -	Rs.20/- per bed per day.
Bakkhali-	Rs. 200/- per suit per day.
Gangtok -	Rs.200/- for a double bedded room Per day.
Puri -	Rs.150/- for a double bedded room per day.
Darjeeling-	Rs. 50/- per seat per day.
Darjeeling-	Rs. 100/- per room per day.

To improve the service of Holiday Homes standard canteen facilities have been already started in Digha Holiday Homes since 01/04/2013. Setting up of Holiday

Homes at Mython & Santiniketan in under consideration.

### Rest House at Head office, Kolkata, Regional office, Sukna-Dagapur, Siliguri and Hasimara

There is a Rest House at Kankurgachi, Kolkata for the benefit of the contributing workers who are coming from distant districts of the State with a nominal charge of Rs. 50/- per day per bed. The Board also runs Rest Houses at Regional Siliguri and Hasimara Model Labour Welfare Centre, Alipurduar.

Persons other than contributing employees/workers may also avail the facilities at higher rate of charges provided such facilities are not booked by the contributing employees/workers.

### Financial Assistance to the workers for Critical Diseases

The Board has introduced a scheme of financial assistance of Rs.15,000/- for payment to contributing workers who suffer from critical diseases, such as, heart disease, Cancer, AIDS etc. During the year 2014-15 6 (six) patients of Critical Disease were given financial assistance by the Board at an amount of Rs. 90,000/-.

### FINANCIAL ASSISTANCE FOR CRITICAL DISEASES FOR 2014-2015

No. of beneficiaries	6
Amount	Rs. 90,000.00

### Welfare Activities/Calendar Programme

West Bengal Labour Welfare Board has an objective of organizing cultural & games sports among the workers and their family members through different Labour Welfare Centres. The programmes during the period observed as Administrative Calendar Programme :-

- Athletic Sports at Rishra Labour Welfare Centre, Hooghly,
- Volley Ball Competition at Durgapur Model Labour Welfare Centre, Burdwan,
- Sit & Draw at Belur Model Labour Welfare Centre, Howrah,
- Rabindra Jayanti at Mungpoo Rabindra Memorial Model Labour Welfare Centre, Darjeeling,
- Bhanu Bhakta Jayanti at Mungpoo Rabindra Memorial Model Labour Welfare Centre, Darjeeling,
- Football Competition at South Bengal Region,
- Football Competition at North Bengal Region,
- Observation May Day at Siliguri, North Bengal,
- Carrom Competition at Birlapur, Belghoria & Gourhati Model Labour Welfare Centres,
- Organization of Health Camp at Birpara Labour Welfare Centre, Alipurduar,
- Annual Sports at Durgapur Model Labour Welfare Centres, Burdwan.

#### SCHOLARSHIP/STIPEND

Year	Amount	No. of student
2013-2014	Rs 58,86,044/-	2720
2014-2015	Rs.27,04,500/-	1056

#### BOOK GRANT

Year	Amount	No. of student
2014-2015	Rs. 5,90,300/-	2596

#### DISTRIBUTION OF TEST PAPER

Year	Amount	No. of student
2013-2014	Rs. 5,31,197/-	6916
2014-2015	Rs. 6,25,645/-	7428

#### Participation in Shramik Mela of Labour Department

The Board has participated in the Shramik Mela as organized by Labour Department, Government of West Bengal in different districts of the State for awareness of social security benefits among the working people.

#### Revenue Earnings

The Principal sources of the income of the Board are the contribution of the employees and employers of the establishments, factories and plantations covered under the West Bengal Labour Welfare Fund Act, 1974.

Employees' share of contribution is Rs. 3/- for each employee and employer's share of contribution is Rs.6/- per employee payable to the Board half-yearly basis.



Digha  
Holiday Home

A comparative picture of statutory contribution along with penal interest earned during the period under reference vis-a-vis that during the same period in previous year is given below:

### STATUTORY CONTRIBUTION

Period	2011-12	2012-13	2013-14	2014-15
Employers' Contribution	1,09,90,234.50	1,14,46,854.00	1,26,33,297.00	1,25,63,388.00
Employees' Contribution	54,94,479.50	57,23,427.00	63,07,880.75	62,87,260.50
Matching Grant	1,09,10,572.00	1,19,04,000.00	1,29,75,000.00	1,59,83,640.00
Penal Interest	1,94,888.97	1,45,797.50	11,03,993.89	7,78,999.00
<b>Total</b>	<b>2,75,90,174.97</b>	<b>2,92,20,078.50</b>	<b>3,30,20,171.64</b>	<b>3,56,13,287.50</b>

### Development

1. Renovation of the Belur Model Labour Welfare Centre into a two-storied building with modern look and good facilities of Community Hall is going on. The State Govt. has sanctioned the total estimated amount of Rs. 70,00,000.00 for that project (round off).
2. Renovation and repairing of Darjeeling Holiday Home a sum of Rs. 20,00,000.00 (rounded off) has been sanctioned by the State Govt. through plan assistance. The work is almost completed.
3. There is also a plan already submitted for grant of plan assistance, to thoroughly renovate Digha Holiday Home and give this oldest facility provided by the Board a fresh new look. The State Govt. has sanctioned the estimated amount of Rs. 54,00,000.00 (rounded off) for through renovation of Digha Holiday Home. The work is almost completed.
4. A sum of Rs. 5,04,00,000.00 (Rupees five crore four lakh) only (rounded off) has been sanctioned for renovation of the auditorium at Kankurgachi, Kolkata. The work is in progress.
5. For renovation and repairing of Head Office of the Board at Kankurgachi a sum of Rs. 39.00 lac has been sanctioned by the State Government. The work is almost completed.
6. For renovation and repairing of Patulia Model Labour Welfare Centre in the North 24-Parganas district a sum of Rs. 40,00,000.00 has been sanctioned out of the approved estimate of Rs. 80,00,000.00 (rounded off). The work is almost completed.
7. For renovation and repairing of Kanyapur Model Labour Welfare Centre in the Burdwan district a sum of Rs. 1,59,46,091.00 has been sanctioned by the State Government. Work is almost completed.
8. For construction of Labour Complex at Sukna-Dagapur, Siliguri with a cost of Rs. 7,31,70,000.00 a sum of Rs. 1.5 crore has been sanctioned by the State Government. The work is in progress.
9. For renovation and repairing of DaneshSk. Lane Model Labour Welfare Centre in Howrah district a sum of 21,00,000.00 out of approved estimate of Rs. 56.00 lac (Rounded off). The work is yet to be started.



## State Labour Institute

This institute was first established in the year 1951 as a 'Training Institute-cum-Central Library, near Clive Ghat Street, Kolkata and was shifted to its own building at Kankurgachi, Kolkata-54 on 10<sup>th</sup> September, 1966. Since 1989 it is known as 'State Labour Institute'.

The principal objectives of starting this Institute was-

- a) to train up young graduates for appointment as Labour Welfare Officers in Factories, Plantations, Mines etc.
- b) to provide in service training to the Officers of Labour and allied Directorates;
- c) to conduct special course for Labour Welfare workers employed by the Labour Directorate as well as the industries;
- d) to conduct refresher courses for old trainees;
- e) to conduct special courses for small employers who may not be able to employ wholetime Welfare Officers; and

- f) to provide training facilities for Trade Union workers to guide them on right trade union and collective bargaining principles.

To meet these objectives, a “Labour Welfare Officers’ Training Course” was conducted which was termed “Certificate in Labour Welfare”. In the year 1989, this Course was upgraded to a One Year “Diploma Course in Personnel Management, Industrial Relations & Labour Welfare”. A branch of this Institute was established in 1994 at Siliguri.

### Academic Details

#### One Year P.G. Diploma in Human Resource Development & Labour Welfare:

A one year full time course the “P.G. Diploma in Human Resource Development & Labour Welfare” spread over two Semesters was introduced in Kolkata and Siliguri from December, 2004 in affiliation with West Bengal State Council of Technical Education.

In each academic year, starting in the month of July, the number of seats for State Labour Institute, Kolkata Centre is 50 (40 general candidates, 5 candidates sponsored by industrial establishments and 5 nominated Government Officials) and the number of seats for State Labour Institute, Siliguri Centre is 30 (25 general candidates and 5 sponsored candidates). The eligibility required for undergoing the above course is Graduate in any discipline.

The annual fees for the above course has been revised to Rs. 10,000/- for sponsored candidates and Rs.6,000/-for general candidates. The general candidates are selected through a written admission test; the sponsored candidates are selected through an interview.

The class for the 11th batch (2014-15) of this course commenced on 30th July, 2014.

The students who pass the above course may apply for the Certificate of Labour Welfare

Officers and are generally called by the Labour Department for an Interview (Viva-Voce). After the interview successful students are awarded a Certificate which qualifies them to be employed as Welfare Officers in Factories, plantations and various other Industries where appointment of Welfare officers is a statutory norm.

The details of the result of the final Examination 2013-14 session are as follows :

Sessions	Centre	No. of Students appeared	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	Pass
2013-14	Kolkata	39	39	0	0
	Siliguri	26	25	0	1

#### II. Six Months Certificate Course in Construction Safety

The Certificate Course in Construction Safety which was introduced in July, 2007 to develop safety professionals in the field of construction sector, has been continuing its journey successfully. Two sessions are covered each year. The classes are conducted on every Thursday and Friday between 11.00 a.m. and 5:00 p.m.

Admission for the two sessions generally starts in December and in June respectively. 30 seats are reserved for freshers and 5 seats are reserved for sponsored candidates. The course fee for the general candidates is Rs. 4000/- and the same for the sponsored candidates is Rs. 6000/-.

Candidates must be a Graduate in any discipline from a recognised University or a diploma holder in Mechanical/Civil/Structural or Construction Engineering or must possess any equivalent or higher degree to become eligible for appearing in the admission test. Sponsored candidates are selected through a viva-voce test.

While selecting the eligible candidates for both the above courses, existing Reservation Policy of the Government is followed.

The final examination of the Session, July-December, 2013 (13<sup>th</sup> batch) was held on 19<sup>th</sup>, 20<sup>th</sup> and 23<sup>rd</sup> February, 2014 and the results were declared on 6<sup>th</sup> June, 2014.

### Result of the July-December, 2013 Session (13<sup>th</sup> batch):

Session	No. of students appeared	Result
July- December, 2013	29	29-Frist class

### January-June, 2014 Session (14<sup>th</sup> batch) :

The classes for the 14<sup>th</sup> batch (Session January-June, 2014) of this course commenced on 14<sup>th</sup> March, 2014

### Placement of successful students

The Institute organises campus interviews for placement of passed-out students .Well known companies like CESC Ltd.,ITD Cementation, Jute Mills & Tea Gardens have been accepting our students and also they are working in many different commercial establishments.

In march, 2014, 6 (six) students of the State Labour Institute, Kolkata in respect of P.G. Diploma in Human Resource Development & Labour Welfare, 2012-13 session have been selected by CESC Ltd.

### Library

The State Labour Institute has a Computerized Library having a good collection of book on Labour Laws, Management and other Social Sciences including journals on labour matters, National/ International Reports and ILO Publications. Every year the Government sanctions funds for purchase of books & journals for the Libraries of Kolkata &



Training being imparted at SLI on a computer training programme

Siliguri Centres.

### Achievements

#### (A) Shramik Barta, a Bengali Quarterly Magazine

During the year 2014-15, the following issues of above Magazine were published.

- The 1<sup>st</sup> year 2<sup>nd</sup> issue of Shramik Barta was published in January, 2014.
- The 1<sup>st</sup> year 3<sup>rd</sup> issue of Shramik Barta was published in April, 2014.
- The 1<sup>st</sup> year 4<sup>th</sup> issue of Shramik Barta was published in August, 2014.
- The 2<sup>nd</sup> year 1<sup>st</sup> issue of Shramik Barta was published in December, 2014.
- The 2<sup>nd</sup> year 2<sup>nd</sup> issue of Shramik Barta is under preparation and will be Published Shortly.

A Welders' Training Centre at Taratala in collaboration with Boiler Directorate was inaugurated by the Hon'ble Minister-Charge, Labour Department, Govt. of West Bengal on 10<sup>th</sup> February, 2014.

### Publications:

1. A Booklet on “Survey of Tea Gardens in North Bengal” by Joint Labour Commissioner, North Bengal Zone was published by this Institute in February, 2014.
2. Booklet on “এক নজরে ১০০০ দিন, নতুন উদ্যোগ ও নতুন কার্যক্রম” was published by this Institute in the month of June. 2014.
3. A Book on ‘Minimum Wages - A Tool of Social Justice’ written by Shri S.H. Askari, Additional Labour Commissioner, Government of West Bengal and published by the State Labour Institute, Kolkata was released on December, 2014.
4. A Guidelines for Inspectors for training purposes was published by this Institute in February, 2015.

### Participation in Shramik Mela

1. This Institute participated in Shramik Mela in Diamond Harbour (South 24 Parganas) and Krishnanagar in the month of January, 2015.

### Training /Seminar/Workshop

This Institute conducted various training programmes, seminar, workshops & different interactive programmes in order to improve the quality of the Officers, Inspectors and Dealing Assistants and also to enhance the overall activities of the Labour Directorate Employees under the Labour Department with updated information on labour.

During the year under review the State Labour Institute, Kolkata conducted the following training programmes & seminar/workshops.





The following table shows particulars of these programmes :-

Sl. No.	Name of the Training Programme	Date of training	Training for	No. of Participants nominated	No. of Participants Present
1.	West Bengal Health Scheme, 2008	8th July, 2014	Dealing Assistants	16	18
2.	DDO function	17 & 18 July, 2014	DDOs	15×2 = 30	26
3.	Enforcement of Wage related Acts	24 & 25 <sup>th</sup> July, 2014	ALCs	25	20
4.	Disposal of Application of claim for Health benefits under various Social Security Schemes	8th August, 2014	ALCs with his one competent Inspector	16 × 2 = 32	20
5.	Payment of Gratuity Act 1972	11th & 12th August, 2014	ALCs	26	21
6.	Administrtion of Shops and Establishment Act 1963	13th & 14th August, 2014	DLCs / ALCs & Inspectors	9 × 2 = 18	40
7.	Enforcement of Labour Laws and Social Security Schemes	4 <sup>th</sup> & 5 <sup>th</sup> Sept., 2014.	Inspectors	31	28
8.	Basic Computer Operation	10 <sup>th</sup> to 14 <sup>th</sup> Nov., 2014.	Dealing Assistants Deptt. & Commissionerate	10	10
9.	Implementation of e-District Mission mode project in 16 districts for the State of W.B.	3 <sup>rd</sup> Dec., 2014	DLC, ALC	50	20
10.	West Bengal Health Scheme for all Employees and Pensioners/Cashless Medical treatment Scheme, 2014	16 <sup>th</sup> & 17 <sup>th</sup> Dec., 2014	DDO/Dealing Assistant/ CKCO	42	32
11.	Basic Computer Operation	5 <sup>th</sup> January to 11 <sup>th</sup> January 2015	Dealing Assistants Deptt. & Commissionerate	11	10
12.	Collaborative Training Programe on Social Security for Workers in Unorganised Sector with V.V. National Labour Institute, NOIDA.	10 <sup>th</sup> February to 12 <sup>th</sup> February 2015	Trade Unions	30	22
13.	Induction Level Training (1 <sup>st</sup> Batch) for the Newly appointed Inspectors in WBSLS	16th Feb, 2015 to 4th Mar, 2015	Inspectors in W.B.S.L.S	34	30
14.	Induction Level Training (2 <sup>nd</sup> Batch) for the Newly appointed Inspectors in WBSLS	2 <sup>nd</sup> March, 2015 to 20 <sup>th</sup> March, 2015	Inspectors in WBSLS	35	25
15.	Review meeting on Social Security Schemes and Enforcement of Labour Laws	23 <sup>rd</sup> March, 2015	DLCs, ALCs	250	95

## Governing Body

There is a Governing Body under the chairmanship of the Hon'ble Minister-In-Charge, Labour Department, Govt. of West Bengal for framing Policies relating to admission, conducting classes and final examination including Viva-Voce Test and any other matter related to the Course(s). The 65<sup>th</sup> meeting of Governing Body was held on 31<sup>st</sup> July, 2014

## Advisory Committee

For the State Labour Institute, Siliguri there is an Advisory Committee under the Chairmanship of the Joint Labour Commissioner, North Bengal Zone to supervise the functioning of the State Labour Institute, Siliguri Branch.

## Infrastructure :

### Development of Infrastru-cture during the year 2014-2015 :

1. Two (2) LCD Projectors have been purchased in the year 2014.
2. A Motorized screen has been installed in the Conference Hall for display of presentation.
3. A Xerox machine has been installed in January, 2015.
4. Twelve (12) computers - 8 for State Labour Institute, Kolkata and 4 for State Labour Institute, Siliguri have been purchased.



# Appendix



# A

## Employees Provident Fund

Constitution of India in Part - IV under the Chapter, "Directive Principles of State Policy," inter-alia, enjoins upon the state to strive to promote the welfare of the people by securing and protecting as effectively as it may, a social order in which justice, social, economic and political shall be the essence of all the institutions of national life.

Govt. of India has, through various enactments, endeavoured to give effect to the ideas and objectives enshrined in the Constitution. In the field of social security, the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 and the three Schemes framed under it namely, the Employees' Provident Fund Scheme- 1952, Employees' Deposit Linked Insurance Scheme-1976 and Employees' Pension Scheme- 1995 are amongst the extensive and major social security programmes for the working class of India.

Employees' Provident Fund & Miscellaneous Provisions Act, 1952 was enacted with the main objective of "making some provisions for the future of the industrial worker after he retires or for his dependents in case of his early death." It was then felt, after considering the possible alternative that the most appropriate course for this purpose was the institution of compulsory contributory provident fund to which both the worker and employer would contribute. It was recognised that such a Scheme would have, apart from others, the obvious advantage of cultivation among the workers the spirit of saving.

The Act initially provided for framing of a Scheme to be called the "Employees' Provident Fund Scheme" for the establishment for provident fund under the Act for specified classes of employees. The Employees'

Provident Fund Scheme was accordingly framed and it came into effect from 01.11.1952. On a review of the working of the Scheme over the years, it was found that although Provident Fund was an effective old age and survivorship benefit, in the event of premature death of an employee, the accumulations to the Provident Fund might not be sufficient to render adequate and long term protection to his family. This led to the introduction of Employees' Family Pension Scheme with effect from 1st March, 1971. An Ordinance was promulgated on 17<sup>th</sup> October, 1995 which was repealed by amendment of Employees' Provident Funds & Miscellaneous Provisions Act, 1952, in August 1996, framing a new Scheme called the Employees' Pension Scheme, 1995, which was introduced w.e.f 16.11.1995 repealing the Employees' Family Pension Scheme, 1971.

In the year 1976, the Act was further amended with a view to introducing yet another Social Security Scheme to provide an insurance cover to the members of the Provident Fund without payment of any premium by such members. The insurance cover was linked to deposits in the Provident Fund to the credit of the deceased employees. The Employees Deposit Linked Insurance Scheme came into effect from 01.08.1976.

The three Schemes taken together provide to the employees an umbrella of protection in the form of old age and survivorship benefits, long-term protection and security to the employee and after his death to his family members and timely advances during the period of membership for social and productive purposes. To the employers, they provide a steady labour force, which is essential for the productivity and prosperity of the establishment.

To the Government, they provide funds of considerable magnitude for utilization on various projects and programmes designed to promote economic and social development of the country and well being of its people.

During the last 62 years, the organisation has registered tremendous growth and continues to expand further. The approach of the Government and Employees' Provident Fund Organisation is to bring more and more industries within the preview of the Act and to cover additional number of establishments so that the benefits of social security are extended to a large number of workers. The West Bengal Region consists of two Regional Offices, one at Salt Lake, Kolkata, with five Sub-Regional Offices at Park Street, Howrah, Barrackpore, Durgapur & Port Blair (Andaman), with one service centre at Midanapur and another Regional office at Jalpaiguri with three Sub-Regional Offices at Jangipur, Siliguri & Darjeeling with one service centre at Gangtok (Sikkim) for smooth implementation of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 and three schemes viz. Employees' Provident Fund Scheme, Employees' Pension Scheme & Employees' Deposit Linked Insurance Scheme, framed thereunder in the State of West Bengal, the Andaman & Nicobar Islands & Sikkim has been undertaken.

### **GROWTH OF ORGANISATION**

With the passage of 62 years of service, the Employees' Provident Fund Organisation has grown manifold. Initially only six categories of industries viz. Cement, Iron & Steel, Cigarettes, Textiles, Electrical, Mechanical or General Engineering products and papers were covered. The share of contribution payable equally by the employer and employees was 6.25% at the initial stage of operation which has been enhanced to 8.33% (minimum) and 10% in some specified industries and following promulgation of an Ordinance by President of India the rate of

contribution has again been enhanced to 10% (minimum) for some specified industries and 12% for all other industries with effect from 22.09.1997.

The coverage procedure has been liberalised with a view to bringing in more and more establishments within the preview of the Act and with effect from 22.09.1997 the provision of the Act has been made applicable to every establishment from the date of its set up. Similar amendments have been made in salary/wage limit criteria. And with effect from 01.06.2001 the salary/wages limit has been raised to Rs. 6,500/- per month and further enhanced to ` 15,000/- w.e.f. 01.09.2014

### **OVERVIEW**

Employees' Provident Fund Organisation is the largest social security organisation in India, established in 1952 to administer a provident fund for workers. It now administers three programs: Employees' Provident Fund (EPF), the Employees Pension Scheme (EPS) and Employees' Deposit Linked Insurance Fund (EDLI). The three Schemes apply to 187 different types of industries and classes of establishments employing 20 or more employees.

The primary object of these schemes is to provide social security and to inculcate amongst the workers a spirit of savings while they are gainfully employed and to make provision for benefits after they retire from service and for their family members after death. The three schemes, taken together now cover a large area of social security system for the workers in covered industrial and other establishments employing 20 persons or more.

The Organisation functions under the overall superintendence of the policies framed by the Central Board of Trustees, a tripartite body headed by Union Minister for Labour as Chairman. The Chief Executive Officer of the Organisation is the Central Provident Fund Commissioner is an Ex-officio Member of the Board and its Secretary.

The table below presents an overview of the three Schemes:-

	Employees' Provident Fund Scheme, 1952	Employees' Pension Scheme, 1995	Employees' Deposit Linked Insurance Scheme, 1976
Benefits :	Accumulations plus interest upon retirement, resignation, death, partial withdrawals allowed for specific expenses such as house constructions, higher education, marriage, illness etc.	<ul style="list-style-type: none"> <li>❖ Monthly benefits for early superannuation/retirement, disability survivor, widow/ widower, children, orphan &amp; dependent parent</li> <li>❖ Amount of pension based on avg. salary in final year of employee and total years of employment</li> <li>❖ Minimum pension : disablement/children</li> <li>❖ Past service benefit to participants of Family Pension Scheme 1971.</li> </ul>	Para 22(1) Provides lump-sum benefit upon death, equal to average balance in the EPF account during the 12th months preceding death, up to Rs.50,000/-plus 40% of the amount in excess of Rs. 50,000/- subject to a maximum of Rs.1,00,000/- Para 22(2) Provides (i) the average monthly wages drawn during the 12 months preceding the month in which member died multiplied by 20 or (ii) the amount of benefit under subparagraph (1) whichever is higher.
Contributions :			
Employer	3.67% (for 172 industries) 1.67% (for 5 industries)	8.33%	0.5%
Employee	12% (for 172 industries) 10% (for 5 industries)	None	None
Government	None	1.16%	—
Administrative Charges : Un-exempted (% of wages)	1.10% upto 31.12.2014 & 0.85% w.e.f. 01.01.2015 subject to minimum ` 75/- per month for every non-functional estt. having non-contributory member and 500/- per month per estt. for other estt.	Till 05.01.2007 @ 16% paid out of the EPS Fund and rest from EPF Administration Fund. With effect from 06.01.07 to be met fully from EPF Admn. Fund.	0.01% subject to minimum ` 25/- for every non-functional estt. having no contributory member & ` 200/- per month per estt. for other establishment
Inspection Charges: Exempted	0.18%	N.A.	0.005%

## I. Employees' Provident Fund Scheme, 1952

### APPLICATION OF THE ACT

- 1.1 The Employees' Provident Fund and Miscellaneous Provisions Act, 1952 extends to the whole of India except the State of Jammu and Kashmir. (The State Government of Jammu & Kashmir have instituted a separate Provident Fund Scheme with effect from 1<sup>st</sup> June, 1961).
- 1.2 The Act initially applied to factories/ establishments falling within 6 specified industries i.e. (1) Cement (2) Cigarettes (3) Electrical, Mechanical or General Engineering Products (4) Iron & Steel (5) Paper (6) Textiles (made wholly or in part of cotton or wool or jute or silk whether natural or artificial) which had completed 3 years of existence and employs 50 or more persons. Through an amendment, establishments employing 20 or more persons were also brought under the purview of the Act with effect from 31<sup>st</sup> December, 1960 subject to the condition that 3 years must have elapsed from the date of setting up of establishment employing 50 or more persons and 5 years in case of establishments employing 20 or more persons but less than 50 persons.
- 1.3 Through another amendment of the Act it has, w.e.f. 01.08.1988, been made applicable to all establishments employing 20 or more persons on expiry of period of 3 years from the date of set up. Further, infancy period of 3 years has been abolished w.e.f. 22.09.1997 by another amendment of the Act.
- 1.4 The Act has been made applicable to new specified industries/classes of establishments from time to time.
- 1.5 The Employees' Provident Fund and Miscellaneous Act, 1952 as it stands is applicable to:

(i) Every establishment which is engaged in any one or more of the industries specified in Schedule I of the Act or any activity notified by Central Government in the Official Gazette.

(ii) Employing 20 or more persons.  
The Act does not apply to Co-operative Societies/Establishments, employing less than 50 persons and working without the aid of power.

1.6 Presently, 182 industries/classes of establishments are covered under the Employees' Provident Funds and Miscellaneous Provisions Act. These include factories/establishments in Primary, Secondary, Trading, Commercial and Service Sectors of the economy. Another amendment in the EPF Act, 1952 for application of the Act to life insurance companies, airports, electronic media companies in private sector and lodging houses. The following class of establishments are also included under EPF & MP Act, 1952:

- Companies offering life insurance, annuities etc. other than Life Insurance Corporation of India
- Private airports and joint venture airports;
- Electronic media companies in private sector;
- Lodging houses, service apartments and condominiums.

### Rate of Contribution

1.7 As per amendments dated 22.09.1997 in the Act, both the employees and employers contribute to the fund at the rate of 12% of the basic wages, dearness allowance and retaining allowance, if any, payable to employees per month. The rate of contribution is 10% in case of the following establishments:-

(i) Any covered establishment with less than 20 employees,



- (ii) Any sick industrial company as defined in clause (O) of Sub-section (1) of Section 3 of the Sick Industrial Companies (Special Provisions) Act, 1985 and which has been declared as such by the Board for Industrial and Financial Reconstructions,
- (iii) Any establishment which has at the end of any financial year accumulated losses equal to or exceeding its entire net worth, and
- (iv) Any establishment in the (a) Jute (b) Beedi (c) Brick (d) Coir Industries other Spinning Sector and (e) Gaur gum industries/factories.

### Investment

1.8 The contributions received by the Employees' Provident Fund Organisation in respect of un-exempted establishments as well as the Board of Trustees of exempted establishments are to be invested after making payments on account of advances and final withdrawal in accordance with the pattern laid down by the Government of India from time to time. Right from the time of inception, the RBI had been handling the work of investment of Employees' Provident Fund monies. However, from 01.04.1995, this job has been handed over to the Securities Services Branch of State Bank of India, Mumbai. The State Bank of India is required to follow certain broad guidelines and maintain the pattern of investment notified by the Government of India.

- 2. Any money received on the maturity of earlier investment reduced by obligatory outgoing shall be invested in accordance with the investment pattern prescribed in this Notification.
- 3. In case of any instruments mentioned above being rated and their rating falling below investment grade and the same rating has been confirmed by two credit

rating agencies, then the option of exit can be exercised.

- 4. The investment pattern as envisaged in the above paragraphs may be achieved by the end of a financial year and shall come into force with immediate effect.

### II) E. D. L. I. Scheme-1976

Keeping in view the insertion of Para 72(7) of the EPF Scheme, 1952, a new Para 24(4) in E.D.L.I. Scheme, 1976 has been inserted with the same provision as to the period of settlement of claims and the penalty provided in the Para for non-settlement of E.D.L.I. claim.

- a) Section 6c and Sub-Section (1) of Section 7 of EPF & MP Act, 1952 has been amended with effect from 18/06/2010. The maximum benefit under E.D.L.I. Scheme 1976 has been changed at the amount of Rs. 1,00,000.00 as per Para 22(1). Further it is amended on 08.01.2011 and benefit extended as follows :-

Para 22(1) Provides lump-sum benefit upon death, equal to a average balance in the EPF account during the 12 months preceding death up to Rs. 50,000/- plus 40% of the amount in excess of Rs. 50,000/- subject to maximum of Rs. 1,00,000/-.

Para 22(2) provides (i) the average monthly wages drawn during the 12 months preceding the months in which member died multiplied by 20 or (ii) the amount of benefit under subparagraph (1) whichever is higher.

- b) Notification S-65013/1/2001-SSII dated 30.05.2001 issued by Ministry of Labour, Govt. of India amending the proviso to Sub-Section (1) of Section 7 of E.D.L.I. Scheme, 1976 raising the wage ceiling for contribution to E.D.L.I fund from Rs. 5,000/- to Rs. 6,500/- w.e.f. 01.06.2001 and further

enhanced to Rs.15,000/- w.e.f. 01.09.2014 as per notification dated 22.08.14, the EDLI benefit will be regulated as per the following manner:-

I. In all cases of EDLI claims where the date of death of the member occurs on or after 01.09.2014, the benefits shall be regulated on the basis of the enhanced wages ceiling limit of Rs.15,000/- per

month or along with the admissible increase of 20% under newly introduced sub-paragraph (4) of paragraph 22.

II. In those cases of EDLI claims where the date of death of member occurs prior 01.09.2014 the benefits will be regulated on the basis of the wages ceiling limit of Rs. 6,500/- per month.

### Pattern of Investment

The pattern of investment prescribed by the Government of India which was notified in July, 2003 which is still in force is indicated below:

Investment Pattern	Percentage-amount to be invested
(i) Central Government securities as defined in section 2 of the Public Debt Act, 1944 (18 of 1944), and/or units of such Mutual Funds which have been set up as dedicated funds for investments in Government Securities and which have been approved by the Securities and Exchange Board of India.	25%
(ii) (a) Government Securities as defined in Sec. 2 of the Public Debt Act, 1944 (18 of 1944), created and issued by any State Government; and/or units of such Mutual Funds which have been set up as dedicated Funds for investment in Government securities and which have been approved by the Securities and Exchange Board of India; and/or (b) Any other negotiable securities the principal whereof and interest whereon is fully and unconditionally guaranteed by the Central Government or any State Government except those covered under (iii)(a) below.	15%
(iii) (a) Bonds/Securities of 'Public Financial Institutions' as specified under Section 4(1) of the Companies Act, "public sector companies as defined in Section 2(36-A) of the Income Tax Act, 1961 including public sector banks; and/or (b) Short duration (less than a year) Term Deposit Receipt (TDR) issued by public sector banks.	30%
(iv) To be invested in any of the above three categories as decided by the trustees.	30%
(v) The trusts, subject to their assessment of risk-return prospects, may invest upto 1/3 <sup>rd</sup> of (iv) above, in private sector bonds/securities, which have an investment grade rating at least two credit rating categories.	

### Administrative Charges Payable by the Employers of Un-exempted Establishments

Period	Rate	Reckoned on
01.11.1952 to 13.12.1962	3%	Total employers' and employees' contribution
01.01.1963 to 30.09.1964	3%	Total employers' and employees' contributions payable @ 6.25%
	2.4%	Total employers' and employees' contributions payable @ 8%
01.10.1964 to 30.11.1978	0.37%	On total pay on which contributions are payable
01.12.1978 to 30.09.1986	0.37%	On total pay on which contributions are payable. Minimum Administrative charges payable per month per establishment is Rs. 5/-
01.10.1986 to 31.07.1998	0.65%	On total pay on which contributions are payable. Minimum Administrative charges payable per month per establishment is Rs. 5/-
01.08.1998 to 31.12.2014	1.10%	On total pay on which contributions are payable. Minimum Administrative charges payable per month per establishment is Rs. 5/-
01.01.2015 onward	0.85%	On total pay in which contribution are payable subject to minimum. Administrative charges payable per establishment is Rs. 75/- per month for every non-functional estt. having no contributory member & Rs. 500/- per month per estt. for other estt.

### Inspection Charges Payable by the Employers of Exempted Establishment

Period	Rate	Reckoned on
01.11.1952 to 31.12.1962	0.75%	On total employees' and employers' contributions payable @ 6.25%
01.01.1963 to 30.09.1964	0.75%	On total employees' and employers' contributions payable @ 6.25%
	0.06%	On total employees' and employers' contributions payable @ 8%
01.10.1964 to 31.07.1998	0.09%	On total pay on which contributions are payable
01.08.1998 onwards	0.18%	On total pay on which contributions are payable

## Chronological Event in the Change of Wage Limit under Employees' Provident Fund Scheme, 1952

[Para 2(f) for membership]

PERIOD	WAGE LIMIT PER MONTH
01.11.1952 to 31.05.1957	Rs. 300/-
01.06.1957 to 30.12.1962	Rs. 500/-
31.12.1962 to 10.12.1976	Rs. 1,000/-
11.12.1976 to 31.08.1985	Rs. 1,600/-
01.09. 1985 to 31.10.1990	Rs. 2,500/-
01.11.1990 to 30.09.1994	Rs. 3,500/-
01.10.1994 to 31.05.2001	Rs. 5,000/-
01.06.2001 to 31.08.2014	Rs. 6,500/-
01.09.2014 onwards	Rs. 15,000/-

### Qualifying period of service eligibility for enrolment to the membership of the fund (Para 26 of the EPF Scheme, 1952)

From the inception of the EPF Scheme in 1952 till 2 <sup>nd</sup> December, 1971	Completion of one year continuous service or has actually worked for not less than 240 days within a period of one year or less, whichever is earlier.
From 03.12.1971 to 09.08.1974	Completion of one year continuous service or has actually worked for not less than 240 days within a period of one year or less or has been declared permanent in any such factory or other establishment whichever is the earliest.
From 10.08.1974 to 30.01.1981	Completion of six months continuous service or has actually worked for not less than 120 days within a period of six months or less or has been declared permanent in any such factory or other establishment, whichever is the earliest.
From 31.01.1981 to 31.10.1990	Completion of three months continuous service or has actually worked for not less than 60 days within a period of three months or has been declared permanent in any such factory or other establishment, whichever is the earliest.
From 01.11.1990 onwards	From the date of joining the factory/establishment.

**STATUTORY PUNISHMENT FOR OFFENCES COMMITTED UNDER THE EPF & MP ACT, 1952 – EPF/EPS/EDLI SCHEMES**

Section 14 of the Employees' Provident Funds & Miscellaneous Provisions Act, 1952 provides for stringent punishment on the persons responsible for the offences committed under the Act/Schemes. The nature of offences and the punishment contemplated are hereunder:

PENAL PROVISIONS				
Act-Sec (1)	Offender (2)	Offence (3)	Imprisonment (4)	Fine (5)
14(1)	Whoever	Avoiding payment or of enabling any other person to avoid payment under the Act/Schemes, knowingly makes or causes to be made any false statement of representation.	Extended to or One Year Or with both	Rs. 5000/-
14(1A)	An Employer	Contravention or Default in payment of Contribution payable under Sec.6. Non-payment of Inspection Charges payable in A/c No. 2 & Non Payment of Administrative Charges payable in A/c No. 2	Extended to 3 years (1) Not less than one year for non remittance of Employees' share of contribution deducted; (2) Not less than 6 months (in any other case)	Rs. 10,000/-  Rs. 5,000/-
14(1B)	An Employer	Contravention or Default in Payment of EDLI Contribution payable in A/c. No. 21, EDLI Admn. Charges payable in A/C No. 22 and Inspection Charges payable in A/c. No. 22	Extended to one year but shall not be less than 6 months (Proviso common to Sec. 14(1A) and 14(1B) provides that the court may or any adequate & special reasons to be recorded in the judgement impose a sentence of imprisonment for a lesser term)	And also fine extended to Rs. 5,000/-
14(2)	Any person	Contravention or Default in complying with any of the provisions of the three Schemes.	May extend to one year or with fine which may extend to Rs. 4000/- or with both.	
14(AA)	Whoever	Having been convicted by a court of an offence punishable under the Act/Schemes, commits the same offence under the Act/Schemes.	Extended to 5 years but shall not be less than 2 years	And fine of Rs. 25,000/-
14C	An Employer	Convicted of an offence in default in the payment of EPF/EPS/EDLI, Contributions or non-transfer of previous P.F. Accumulations either on account of coverage or an account of cancellation of exemption and ordered to pay the contributions or transfer the accumulations within stipulated period and failure to pay or transfer the amount as directed by the Court.	Imprisonment as provided under Sec14 of the Act, as relevant to the offence committed.	And also fine extended to one hundred rupees for every-day after expiry on which the court order has not been complied with.
7Q	An Employer	Non-payment of any amount due from him under the Act within the date	Simple interest @ 12% p.a. to be paid from the due date to the date of Payment	

## EMPLOYEES' PENSION SCHEME – 1995

### III) Employees' Pension Scheme 1995

With a view to keeping pace with introduction of Para 72(7) of E.P.F. Scheme 1952 and Para24(4) of E.D.L.I. Scheme 1976 the Employees Pension Scheme, 1995 has also been made attractive to the subscribers on the sometime. To maintain harmony among the three Schemes, Para 17A Employees Pension Scheme 1995 has been incorporated narrating the same guidelines provisions as mentioned in the amendments of EPF Scheme, 1952.

- a) The discrimination in the settlement of Pension between the widow and widower has removed, widower also has now been put on par with widow, disentitling pension on remarriage.
- b) Likewise the disparity between male and female child towards entitlement of Pension has been removed. The girl child has been put at par with male child in the matter of pension entitlement until 25 years of age irrespective of whether married or not.
- c) Section 6A and 7(1) of the EPF & MP Act, 1952 has been amended vide notification No. S-65015/2/2001 – SSII dated 21.5.2001. By this amendement the salary/wage limit of subscriber for contribution of Employees Pension Fund has been raised to Rs. 6500/- per month w.e.f. 1.6.2001 and ` 15,000/- w.e.f. 01.09.2014
- d) Statutory annual evaluation of Employees Pension Fund has been provided in Para 32(1) of scheme by virtue of which the Central Government shall have an annual valuation of the employees' Pension Fund made by valuer appointed by it.
- e) Relief on Pension : In exercise of powers vested in Central Government

under Para 32(2) of the Employees Pension Scheme, 1995 the Central Government has allowed 4% relief to pensioners. The relief is made effective from 15.11.1996 i.e. after one year from the date of introduction of Employees' Pension Scheme, 1995. 5.50% w.e.f. 1.4.1998, 4% w.e.f.01.04.1999 and 4% w.e.f. 01.04.2000 relief have allowed to all pensioners.

- (g) The appropriate Government may grant exemption to any establishment or class of establishments from the operation of this Scheme. If the employees of the establishments are either members of any other pension scheme or purpose to be members of a pension scheme wherein the Pensionary benefits are at par or more favourable than the benefits provided under this Scheme, where exemption is granted to any establishment or class of establishment under this paragraph, withdrawal benefits available to the credit of the employees of such establishment under the ceased family Pension Scheme, 1971 shall be paid, subject to the consent of employees to the pension fund of the establishments so exempted. An application for exemption under this paragraph shall be presented to Regional Provident Fund Commissioner having jurisdiction by the establishment or class of establishments together with a copy of pension scheme of the establishment(s) and other relevant documents as may be called for by him. On receipt of such an application, the Regional Provident Fund Commissioner shall scrutinise it, obtain the recommendations of the Central Provident Fund Commissioner and submit the same to the appropriate

government decision. Pending disposal of application for exemption under this paragraph, employers share of contribution shall not be remitted to the Pension Fund as envisaged in subparagraph (1) of paragraph 3. An application for exemption presented under this paragraph shall be disposed of within a period of six months from the date of its receipt or such further time as may be extended for reasons to be recorded in writing. If the application for exemption is not disposed of within the period so specified, the exemption applied of shall be deemed to have been granted.

**Explanation:**

For the purpose of this paragraph, the period of six months will count from the date on which the application for exemption is given in complete form to the satisfaction of the Regional Provident Fund Commissioner.

**Scheme & Coverage**

- III.1 Employees' Pension Scheme, 1995 has been introduced w.e.f. 16.11.1995. With the introduction of the Pension Scheme, the erstwhile Family Pension Scheme, 1971 has ceased to operate. However, the pensioners who were drawing under the erstwhile Family Pension Scheme, 1971 will continue to draw Pension under the Employees' Pension Scheme, 1995.
- III.2 All Provident Fund members including those employed in exempted establishments contributing to the Family Pension Scheme, 1971 and new entrants to Employees' Provident Fund Scheme, 1952 shall compulsorily become members of the Employees' Pension Scheme, 1995. E.P.F. members who were not members of Family Pension Scheme, 1971 has the option to join the New Pension Scheme, 1995.

**Pension Fund**

- III.3 No additional contribution is payable either by the employer or the employees for the Pension Fund. The Scheme is to be financed by diversion of 8.33% of the P.F. contribution from employers' share of contribution and the Central Govt. will contribute @ 1.16% as Govt. contribution. From 16.11.1995, the employers' share of P.F. contribution representing 8.33% of the wage is being diverted to the Pension Fund. All accumulations in the ceased family Pension Fund of EFPS'71 constitute the corpus of the Pension Fund under EPS 1995.

**Eligibility**

- III.4 A member shall be entitled to:-
  - (a) Superannuation Pension if he has rendered eligible service of 20 years or more and retires or otherwise ceases to be in the employment on attaining the age of 58 years.
  - (b) Retirement Pension if he has rendered eligible service of 20 years or more and retires or otherwise ceases to be in the employment before attaining the age of 58 years.
  - (c) Short Service Pension, if he has rendered eligible service of 10 or more but less than 20 years.

The date of implementation of the amendments would be based on the date of commencement of Pension. To be clearer, all monthly member pension cases where the date of commencement of pension is on or after 26.09.2008, would not be eligible for opting for Commutation and ROC and reduction factor @ 4%

will be applicable for opting pension by the member between the age group of 50 to 57 years.

## Arrangements for Disbursement of Pension

III.5 For ensuring disbursement of Pension every month, arrangements have been made through nationalized banks [UBI, PNB, ICICI, AXIS BANK, HDFC for Kolkata region and UCO BANK, UBI, CENTRAL BANK OF INDIA, SBI, UTTAR BNGA KHETRIYA GRAMIN BANK, PNB, HDFC, AXIC BANK, ICICI, for jalpaiguri region] to remit the pension by providing credit to Pensioner Pension Payment Account every month in the first working day.

Payments are made through CBS a/c of pensioners in respect of all the designated banks. As per provision life certificate in respect of the pensioners needs to be submitted to the bank in the month of November every year. In case of non-submission of life certificate within the scheduled time frame, pension will be stop by the system w.e.f. January of the very next year. However immediately after submission of Life Certificate by the pensioners, pension get started immediately from next month along with the arrears.

### Project and computerisation

The following Softwares are under implementation at present :

- \* Further to the all India process of conversion of the computerized work area from Unix Platform to Oracle Platform the computerization project was implemented in Four Phases, i.e. sub-Regional Office, Park Street in the first phase, Regional Office, Kolkata & Sub-Regional Office, Durgapur in second

phase, Sub-Regional Office, Howrah & Barrackpore in third phase and sub-Regional Office, Port Blair in fourth phase. Beginning from April, 2010 and final implementation in Sub-Regional Office, Port Blair in September, 2011.

- \* The new Software is an interactive LAN Based System working on Oracle Platform.
- \* The new software envisages module based and role based activities at various level which can be broadly classified as follows :
  - I. Data Migration Module for validation and fetching of the Legacy Data from the Old Unix System into the Oracle System.
  - II. Establishment Module for creation of Establishment Master.
  - III. Transaction Module for Settlement of Claim and Updation of Annual Accounts.
  - IV. Pension Module for all Pension Activities.
  - V. Reports Module for generation of Monitoring and MIS Reports.
- \* The new Application Software has moved from the centralized EDP environment to a largely Role based and Activity based de-centralised environment.
- \* At present Major Service Area Activities like Settlement of Claims and processing the Annual Accounts is possible in new application Software along with Cash and Pension related functions.
- \* With a view to providing better services to the Subscribers the implementation of settlement of claims through NEFT/CBS has also been done, that greatly reducing the time lag of claim settlement.
- \* With a view to providing updated information at various level and areas of interest to Subscriber interactive data is



also available through the new Application Software.

EPFO website also caters to multifarious needs of the subscribers like tracking claim status, knowing member balance, knowing details of the Employer. Also the latest development and changes in the organisation are also reflected in the website.

**Member portal :** Members can register online to view EPF Account passbook. The facility at present is only for the members for whom the employer has uploaded the Electronic Challans cum Returns for the wage month of May 2012 onwards. There is no need to create and remember any user id and password. One have to use his mobile no. and any of the identity proof with number such as PAN CARD, AADHAR, NPR(National Population Register), Bank Account, Voter ID, Passport or Driving License to register and thereafter to login. A registered member can view only one account details under one establishment. In case one has nos. of account, he is advised to apply for transfer through the Form 13. Facility to display the accounts of inoperative accounts will be provided later through a request mode. The facility is not for the current members of establishments having exemption under the EPF Scheme, 1962.

**Know your Claim Status :** One can click to [epfindia.gov.in](http://epfindia.gov.in), to find the status of his claim submitted in any of the Employees' Provident Fund Organisation office. Select the Employees' Provident Fund Organisation office where your account is maintained and furnish your PF Account number. Leave the extension field blank, in case the account does not have one.

**Employer e-sewa:** E.P.F.O. launches online receipt of Electronic Challan cum Return(ECR) from the month of April 2012 (March paid in April). Employers are requested to Register

their establishments and create their user id and password through this portal. The registered employers can upload the Electronic Return and the uploaded return data will be displayed through a digitally signed copy in PDF format. It will be available for printing also. Once approved by the employer online Challan will be prepared based on uploaded return. The employer may choose to make the payment through internet banking of SBI or take a printout of the Challan and pay at any designated branch of State Bank of India.

#### Benefits:

- \* No paper return to be prepared and submitted to E.P.F.O.
- \* No need to submit other returns viz. Form 5/10/12A,3A and 6A.
- \* Employers will get the confirmation of payment through SMS instantly.
- \* The contribution will be credited to the members' account on monthly basis.
- \* Employers can view the annual accounts slip for accounting year 2011-12 inline.
- \* For earlier years employers can request for the annual slips through this portal.
- \* Employer registration starts from 20.03.2012
- \* Universal Account Number is allowed to the members on the basis of ECR. Member attaining 58 years these who are excluded from EPS' 95 there names do not appear in ECR and not accountable to UAN in the normal process. The Er. would upload a text file which contains the deatials of estt. members ID through a facility available on OTCP Er. Portal. The system will process the respons text file & generate a PDF file containng member ID, member's name UAN for dissemination to members through Ers. which facilities members Pass Book, SMS of monthly

contribution UAN card, short code SMS service (With an option to receive SMS in 10 different Indian language filling of online Transfer claims, Inoperative help desk, knowing of claim status etc.

### **Incentives to the Employer in the Private Sector for Providing Regular Employment to the Persons with Disabilities**

As a sequel to the proposal put forth by the Union Finance Minister in his Budget Speech (2007-08) before the Parliament regarding the Incentive Scheme, the Government of India, vide Notification Nos. GSR 252(C) to GSR 253(E) has amended the Employees' Pension Scheme, 1995 and the Employees' Provident Fund Scheme, 1952 respectively. In consonance with the aforesaid notification, the Central Government will make payment in respect of the Employer's Share of the EPF, 1952 and EPS, 1995 contribution of physically challenged employees who have been enrolled in the Private Sector Establishments, for the first 3 years of his/her service. (The administrative charges of 1.1% of the wages under E.P.F. will, however, have to be paid by the employer).

The aforesaid Incentive Scheme is available in respect of the employees satisfying the following eligibility conditions:

- Appointed on or after 01.04.2008 in a private sector establishment.
- On a monthly wage up to Rs. 25,000/-.
- Having a Disability Certificate issued by the Competent Medical Board under the persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995.
- Disability under the above Act includes: (i) Blindness (ii) Low Vision, (iii) Leprosy-cured, (iv) Hearing impairment,

(v) Locomotor Disability, (vi) Mental Retardation & (vii) Mental Illness. The Act defines a 'Person with disability' as one 'suffering from not less than 40% of any disability as certified by a Medical Authority.

### **Special Provision in respect of International Workers and International Security Agreements.**

Due to the global demographic pressure coupled with the impact of globalisation and free market economy, India has been witnessing a huge movement of labour, in and out of India. This migration may be of short to medium term duration with generally migrants returning to their home country after completing the employment period. Since this labour mobility is on its way in many categories of establishments where EPF & MP Act, 1952 applies, it is a cause of concern to:

- Avoid double coverage/non-coverage.
- Provide for totalisation of social security rights earned during the employment in the host country and
- Ensure portability of Social Securities and migrating workers on a reciprocal basis.
- The initiatives made in this regard by the Govt. of India have led to negotiating social security agreements (SSA) on bi-lateral basis.

### **Notification Regarding inoperative Account**

As per notification dated 15.01.2011 wherever the member is a non-contributory member to his/her account in a continuous period of 3 Years (36 months), the account is becoming inoperative and the member is not entitled to get interest on the accumulation kept idle in the PF Account after 36 months. This will be enacted with effect from 1<sup>st</sup> April 2011.

**Performance at a Glance in Respect of Kolkata Region  
As on March, 2015 (2014-2015)**

**SERVICE TO THE SUBSCRIBERS**

**(A) ANNUAL STATEMENTS OF ACCOUNTS ISSUED/UPDATED**

KOLKATA REGION	JALPAIGURI REGION	TOTAL
4861803	1888281	6695478

**(B) SETTLEMENT OF CLAIMS**

YEAR	TOTAL SETTLEMENT OF CLAIMS IN ALL PARAMETERS	TOTAL PENDENCY POSITION IN ALL PARAMETERS
KOLKATA	372070	102
JALPAIGURI	251082	174
TOTAL	623152	276

**Enforcement and Recovery**

**(A) COVERAGE OF ESTABLISHMENT & SUBSCRIBERS/DURING THE YEAR**

	KOLKATA	JALPAIGURI	TOTAL
ESTABLISHMENT (Un-Exempted)	2144	395	2539
SUBSCRIBERS (Un-Exempted)	572539	153305	725844

**(B) CURRENT DEMAND RAISED**

(Amount in Lakhs)

Kolkata	Jalpaiguri	Total
19433.47	9737.26	29170.73

**(C) CURRENT DEMAND COLLECTED**

(Amount in Lakhs)

Kolkata	Jalpaiguri	Total
9233.95	4309.25	13543.20

**(D) ARREAR DEMAND COLLECTED**

(Amount in Lakhs)

Kolkata	Jalpaiguri	Total
1242.72	2216.63	3459.35

**(E) BALANCE DUE FOR COLLECTION (Arrear & Current Demand)**

(Amount in Lakhs)

Kolkata	Jalpaiguri	Total
35467.82	12991.44	48459.26

**(F) I.P.C. UNDER SECTION 406/409**

	Kolkata	Jalpaiguri	Total
FILED	44	18	62

**(G) PROSECUTION CASES FILED U/s 14**

Region	Kolkata	Jalpaiguri	Total
No of Cases Filed	27	3	30

**ESTABLISHMENTS COVERED**

Continued efforts were made by the organisation to bring all coverable establishments within the purview of the Act and also to ensure that the benefits available under the Act and Scheme are extended to all eligible members. 1,999 new establishments were covered during the year.

**Table 1**  
**No. of Establishments Covered as on the last date**  
**of the year in respect of Kolkata Region**

COVERAGE UNDER THE ACT	Kolkata Region	Jalpaiguri Region	Total
a) No. of Un-exempted establishments	38730	8910	47640
b) No. of Exempted establishments	458	16	474
<b>TOTAL</b>	<b>39188</b>	<b>8926</b>	<b>48114</b>

**Table 2**  
**No. of subscribers as on the last date of the**  
**year in respect of kolkata Region**

(In lakh)

Number of Subscriber (in lakhs)	Kolkata Region	Jalpaiguri Region	Total
(a) Un-exempted	46.33	17.24	63.57
(b) Exempted	9.15	0.06	9.21
<b>TOTAL</b>	<b>55.48</b>	<b>17.30</b>	<b>72.78</b>

**Service to Subscribers (F/19)**

Under report 166275 claims were settled for payment as on March, 2015 by Kolkata Region and 120690 claims were settled for payment as on March, 2015 by the Jalpaiguri Region.

**Partial Withdrawal Cases (F/31)**

During the course of the year 16228 & 9457 members as on March, 2015 availed withdrawals for the purpose of illness, invalidations and to provide funds to enable them to discharge their social responsibilities, like marriage of own sister/brother/daughter/son or higher education of children or house building from Kolkata Region and Jalpaiguri Region respectively.

**Withdrawal Benefits of Pension (F/10B & F/10C)**

A Member is entitled for withdrawal benefits under Employees' Pension Scheme, 1995 only where the minimum pensionable service of ten years has not been rendered on attaining the age of 58 years. Details of benefits sanctioned under the Employees' Pension Scheme, 1995 year-wise for the past three years are as under:-

**Table 4**

Service to Subscribers	Kolkata	Jalpaiguri	Total
Withdrawal Benefits Claims Settled	140103	101963	242066

**Monthly Members Pension**

A member retiring at the age of superannuation i.e. 58 years on rendering eligible minimum service of 10 years shall be entitled for retirement pension. The pension entitlement shall be worked out on the following formula:

**Members' monthly pension =**  

$$\frac{\text{Pensionable Salary} \times \text{Pensionable Service}}{70}$$

Disablement pension on permanent disablement of the member subject to qualifying period is minimum one-month's membership.

**Widow Pension**

Widow/widower of the member shall be entitled for pension from the following day of death of the member whether the death has occurred while in service or after exit from the employment or after retirement/commencement of pension. The pension of widow/widower will be in prescribed rate subject to a minimum of four hundred and fifty rupees per month. Pension under this category shall be payable for life time of widow/widower or remarriage of widow/widower, whichever is earlier.

**Children Pension**

Two children of the deceased member shall be entitled to children pension upto the age of twenty five years in addition to pension to widow. The amount of pension for each child shall be equal to twenty five percent of the amount admissible to the widow subject to a minimum of Rs. one hundred and fifty per month.

**Orphan Pension**

Orphan children shall be entitled to monthly pension equal to seventy five percent of the amount of widow pension subject to a minimum of three hundred and thirty eight rupees per month per child, where the members is survived by children only pension under this category shall be payable to a maximum of two orphan children up to the age of 25 years.

**NOMINEE PENSION**

Member can nominate a person to receive benefits under the Employees' Pension Scheme, 1995 where a member is unmarried or does not have any family. Such nominee shall be paid pension equal to widow pension in case of death of member.

**Table 5**

Service to the Subscribers	Kolkata	Jalpaiguri	Total
Nos. of Pension (F/10A, 10D) Claims Settled.	32736	12587	45323

### **Employees' Deposit Linked Insurance Scheme, 1976**

Benefits under Employees' Deposit Linked Insurance Scheme, 1976 are payable to the person who is entitled to receive the Provident Fund of deceased member. On the death of the member of the Employees' Provident Fund, the claimant is paid an amount under Para 22(1) of the EDLI Scheme, which provides a lump-sum benefit upon death, equal to the average balance in the EPF account during the 12 months preceding death up to Rs. 50,000/- plus 40% of the amount in excess of Rs. 50,000/- subject to maximum of Rs. 1,00,000/-.

Para 22(2) of the said scheme provides (i) the average monthly wages drawn during the 12 months preceding the month in which member died multiplied by 20 or (ii) the amount of benefit under subparagraph (1) whichever is higher. As per notification dated 22.08.14, the EDLI benefit will be regulated as per the following manner :-

III. In all cases of EDLI claims where the date of death of the member occurs on or after 01.09.2014, the benefits shall be regulated on the basis of the enhanced wage ceiling limit. Rs 15,000/- per month alongwith the admissible increase of 20% under newly introduced Sub-paragraph (4) of paragraph 22.

IV. In those cases of EDLI claims where the date of death of member occurs prior to 01.09.2014 the benefit will be regulated on the basis of the wage ceiling limit of Rs 6,500/- per month.

**Table 6**

Service to the Subscribers	Kolkata	Jalpaiguri	Total
Nos. of EDLI Claims Settled.	2114	1210	3324

### **Default Management**

The high incidence of default continues to the cause for concern. The sickness in industries like Textile, Jute and General Engineering has a trailing effect on Provident Fund. Supporting and follow up action are being taken.

- (a) Enquiry under section 7A has been initiated for quick determination of dues.
- (b) Recovery machinery has been strengthened for quick realisation of arrears dues as well as current dues.
- (c) Realization through Bank attachment.
- (d) Interaction with police authorities for quick action on cases launched under section 406/409 IPC.
- (e) Setting up Employees' Provident Fund Tribunal.

### **Redressal of Public Grievances**

The Organisation in tune with its objectives lays considerable importance to the redressal of Grievances of the Members of the Fund. The following mechanisms are used for Public Grievance Redressal:-

- I. Customer Services division at Head Quarters and Field Offices.
- II. Bhavishyanidhi Adalats at Field Offices on 10<sup>th</sup> every month.
- III. Online grievance registration and redressal through web based portal, i.e. CPGRAMS & EPFIGMS.
- IV. Interactive Customer Services in Field Offices.

## LIST OF ESTABLISHMENTS IN DEFAULT OF 10 LAKH AND ABOVE AS ON 31.03.2015

Sl. No.	Industry Code	Name of the Establishment	Total Default ( Amount in Lakh)
1	WB/34392	M/s. Anandalok Hospital	17.95
2	WB/22576	M/s. Klar Sehan (P) Ltd.	11.92
3	WB/44728	M/s. Eagal's Eye Security Agency	19.73
4	WB/11111	M/s. Angus & Co. Ltd.	25.42
5	WB/46192	M/S.Insmat Agency Pvt Ltd.	39.40
6	WB/22793	M/s. Andrew Yule & Co. Ltd.	24.31
7	WB/33831	M/s Bengal Service Society School	21.44
8	WB/18881	M/s. K.C. Paul & Sons	17.75
9	WB/593	M/s Small Tools	30.60
10	WB/14360	M/s. Rolls Print (Packaging)	12.37
11	WB/39912	M/s. Joshi Transport Corpn.	11.33
12	WB/24717	M/s. Vigilance Bureau of India	10.46
13	WB/14873	M/s. Universal Heavy Mechanical	88.23
14	WB/34391	M/s. Jems Alexander	11.00
15	WB/5917	M/s. Indo Japanese	19.90
16	WB/24485	M/s. NTC	26.12
17	WB/24035	M/s. A.O.P.(I) Ltd.	10.56
18	WB/7767	M/s.Tecolimit (I) Ltd.	35.92
19	WB/2095	M/s. Electricals Industries Corpn.	13.86
20	WB/11886	M/s. Sovera & Co.	10.21
21	WB/289	M/s. Calcutta Fan	32.76
22	WB/14508	M/s. BMG Pharmaceuticals	12.41
23	WB/9608	M/s. Simon Carves	355.36
24	WB/29130	M/s. Leo Consultant	25.48
25	WB/34797	M/s. P.R. Catering	91.98
26	WB/33793	M/s. Duracon Engineers	10.68
27	WB/33222	M/s. DMP Nirman	92.91
28	WB/39699	M/s. Modern Transport	20.54
29	WB/44950	M/s. Ex-serviceman Resettlement Society	235.88
30	WB/14665	M/s. National Textile Corporation	79.74
31	WB/16564	M/s. Usha Atlas Hydraulic Equip. Ltd.	59.06
32	WB/12781	M/s State Fisheries DVL Corporation	192.84
33	WB/44853	M/s Sujata Electric Pvt. Ltd.	29.22
34	WB/33271	M/s Satyajug Coop. Ltd.	15.87
35	WB/18974	M/s Ajkal Publishers	16.84
36	WB/15348	M/s Darjeeling cons.tea	10.78
37	WB/15852	Economic Homoeo Pharmacy	11.69
38	WB/7889	M/S Andrew yule & co.	12.03
39	WB/44121	RBM Tantia Joint Venture	15.41

Sl. No.	Industry Code No.	Name of the Establishment	Total Default (Amount in lakh)
40	WB/26442	The Bharat Transport Organisation	10.35
41	WB/24650	Duckbill Drugs	26.23
42	WB/298	Bicco Lawric Ltd	43.51
43	WB/25768	Autarctea	10.58
44	WB/48365	Keppel Magus Development	56.61
45	WB/48365	Keppel Magus Development	56.61
46	WB/60678	W.B. University of Technology	33.63
47	WB/55524	CIS Bureans Facility services	14.14
48	WB/26688	Bengal Protective Guarbls	26.05
49	WB/48812	Camellia Educare Trust	20.92
50	WB/48797	R.N. Tagore International Institute of Cardiac Science	33.90
51	WB/40831	Five Star Lagistico	21.78
52	WB/54785	Bueyrus India	14.91
53	WB/10022	Wackar metroark Chemical	66.83
54	WB/44506	Satyam Creation	37.22
55	WB/44320	Panchag Services	11.36
56	WB/26773	Surface Transport	52.48
57	WB/24128	Hindustan Art	12.75
58	WB/33159	Indira Memorial	18.39
59	WB/4466	Visual Service	27.71
60	WB/1845	Universal Drug	22.77
61	WB/29716	Panther Securities	56.35
62	WB/40400	M Mazumder	10.51
63	WB/593	The Small tools	129.32
64	WB/48582	Bhart Sanchor	199.99
65	WB/48674	Bidhan Chandra	21.54
66	WB/14855	T & I Pvt. Ltd.	45.76
67	WB/49849	SKGPaper Pulp & Paper Mills	25.54
68	WB/33674	Subabata Bose	89.83
69	WB/15282	The W.B. co-oper. splaning Mills	25.74
70	WB/3779	M/s Ashoke Cleema	30.52
71	WB/33426	M/s. Carbon Composites	38.25
72	WB/28546	M/s. Star Security & Detective Agency	91.43
73	WB/16165	M/s. Favourite Small Investment Ltd.	792.32
74	WB/16364	M/s. Arambagh Hatcherries Pvt. Ltd.	439.64
75	WB/16364	M/s. Arambagh Hatcherries Pvt. Ltd	38.81
76	WB/53034	M/s. Pathnfinder Educational centre	23.57
77	WB/6909	M/s. Capri Home product	38.29
78	WB/12133	M/s Krebs Manufacturing Ltd.	13.74
79	WB/42152	M/s S.S.T. Media Pvt. Ltd.	13.89
80	WB/246	M/s BESCO	185.41



Sl. No.	Industry Code No.	Name of the Establishment	Total Default (Amount in lakh)
81	WB/53286	M/s Sangha Goods Career	19.08
82	WB/42348	Polar Industries	22.81
83	WB/7739	M/s Chandra & Co. (Engg.)	73.97
84	WB/40452	M/s Mediclue Research and	15.69
85	WB/53395	M/s Priya Entertainment	12.22
86	WB/34843	M/s Germicidde House	17.30
87	WB/53744	M/s Nortech Property	28.26
88	WB/12133	M/s Kerbs Manufact	11.87
89	WB/42348	M/s Polar	21.36
90	WB/53034	M/s Pathfindere	19.39
91	WB/16364	M/s Arambagh	442.68
92	WB/29503	M/s Brainware	167.57
93	WB/29336	M/s Pratik	41.50
94	WB/26907	M/s Ramesh	31.21
95	WB/42418	M/s Initial	10.61
96	WB/25147	M/s International	49.55
97	WB/28736	M/s Qntrack	67.26
98	WB/34627	M/s Vogue	11.43
99	WB/5447	M/s Khemka	10.30
100	WB/41053	M/s Indian	13.10
101	WB/28545	M/s Star Security	26.72
102	WB/34698	M/s Shaman	18.30
103	WB/9167	M/s Nizam	69.37
104	WB/27742	M/s Creative	10.11
105	WB/34843	M/s Germicidde House	16.22
106	WB/112	M/s Bengal Laxmi Cotton Mills	228.57
107	WB/113	M/s Rampooria Cotton Mills	407.18
108	WB/153	M/s Shalimar Rope Works Ltd	9.38
109	WB/163	M/s NISCO	57.32
110	WB/350	M/s Bengal Fine Spng	198.58
111	WB/396	M/s Laxmi Narayan Cotton Mill	19.27
112	WB/542	M/s Central Cotton Mill	456.37
113	WB/642	M/s Kusum Products Ltd.	11.42
114	WB/1880	M/s G.I.S. Cotton Ltd.	38.93
115	WB/1916	M/s Bengal Fine Spinning & Weaving Mill	80.23
116	WB/7239	M/s Sarai Kella Glass Works Ltd.	7.01
117	WB/8021	M/s Shree Govinddeo Glass Works	14.95
118	WB/9610	M/s Indian Cardboard Ind.	36.06
119	WB/10129	M/s R.B. Ltd	14.36
120	WB/12201	M/s Indo Japan Steels Ltd.	169.85
121	WB/12317	M/s Eastend Paper (P) Ltd.	103.72

Sl. No.	Industry Code No.	Name of the Establishment	Total Default (Amount in lakh)
122	WB/12818	M/s Sankar Rubber Industries	28.52
123	WB/15512	M/s Engser India Pvt. Ltd.	13.83
124	WB/23621	M/s (STAY) Crystal Cable Ind.	34.16
125	WB/27308	M/s Sun Chrono Pvt. Ltd	10.70
126	WB/27506	M/s Uttarpara Children Home	27.99
127	WB/14043	M/s Super forging & Steel	15.92
128	WB/2679	M/s RSI Ltd.	37.12
129	WB/36750	M/s B.D. Casting	10.22
130	WB/9517	M/s Ralia Ram Agarwal	11.72
131	WB/8223	M/s Sree Engg. Products Ltd.	27.19
132	WB/14596	M/s Gopal Bleaching Industries	17.37
133	WB/24095	M/s Diamond Cotton Industries	13.24
134	WB/28155	M/s Sree Durga Processing	12.68
135	WB/494	M/s East India Metal	29.52
136	WB/2802	M/s Coventer Spring	20.77
137	WB/90A	M/s Tirupati Jute	56.31
138	WB/27994	M/s Arambagh Paper	31.96
139	WB/18910	M/s A.B Pneumatics	12.30
140	WB/26	M/s The Empire Jute Co.	268.21
141	WB/9744	M/s Wool Combers of India Ltd.	78.73
142	WB/9283	M/s Small Tools Mfg. Co. Ltd.	58.95
143	WB/11643	M/s Welgh Bird India Ltd.	51.95
144	WB/24867	M/s Himalaya Rubber Pvt. Ltd.	47.15
145	WB/101	M/s Mahalaxmi Cotton Mills	49.66
146	WB/460	M/s Kusum Engg. Co. Ltd.	20.56
147	WB/9492	M/s B.S. Engg. Corpn	6.00
148	WB/9813	M/s A.V.J. Wires Ltd.	12.47
149	WB/19013	M/s Somani Ferro Alloys Ltd.	10.56
150	WB/26867	M/s Somani Ferro Alloys Ltd.	10.00
151	WB/361	M/s Bengal Enamel	93.08
152	WB/104	M/s Bangashree Cotton	21.61
153	WB/15966-A	M/s P.E.C. Boiler Ltd.	23.44
154	WB/12794	M/s Easter Spinning Mills	24.01
155	WB/11692	M/s Tyre Corpn. India Ltd.	146.34
156	WB/2128	M/s Andrew Yule & Co. Ltd.	16.04
157	WB/19097	M/s Webfil Ltd.	19.79
158	WB/7 & 25	M/s Gouripore Co. Ltd.	548.26
159	WB/111	M/s Arnapura Cotton Mills Ltd.	15.33
160	WB/36&47	M/s Nuddea Mill Co. Ltd.	3291.96
161	WB/24626	M/s Jai Jute & Industry Ltd.	24.92
162	WB/2,27 & 40	M/s Baranagar Jute (PLC)	648.35

Sl. No.	Industry Code No.	Name of the Establishment	Total Default (Amount in lakh)
163	WB/9991	M/s Asw Steel	23.94
164	WB/933B	M/s Sahadeo Singh & Sons	18.60
165	WB/12093	M/s Inds & Forgings (P) Ltd.	10.36
166	WB/28648	M/s. Assembly of God Church School	13.11
167	WB/28687	M/s Sonali Ceramics Pvt. Ltd.	10.35
168	WB/25330	M/s Bankura Biri Shilpi co-op. Society Ltd.	17.35
169	WB/37230	M/s BSC-RBM Pati (JV)	49.69
170	WB/42924	M/s S.B. Pigment (P) Ltd.	52.08
171	WB/1651	M/s HCL	1844.97
172	WB/37269	Burdwan Homeopathic Medical College & Hospital	11.54
173	WB/12514	M/s The CCS Ltd.	12.58
174	WB/1266	M/s. The Statesman Ltd.	22.36
175	WB/28	M/s Caledonian Jute & Industries Ltd.	153.84
176	WB/49,51,5529	M/s. New Central Jute Mills Co. Ltd.	1618.10
177	WB/29018	M/s CFL Capital Finance Services Ltd.	62.12
178	WB/707	M/s Bata India Ltd	568.34
179	WB/1 & 24	Budge Budge Company Ltd.	91.68
180	WB/8	Njmc (Unit : Union)	63.15
181	WB/4	M/s Hooghly Mills Co. Ltd.	112.55
182	WB/9608	Simon Carves (I)	21.74
183	WB/439	Beni Ltd.	22.29
184	WB/268 & 369	Brathwaite & Co.	85.89
185	WB/15475	M/s Scottish Church	45.00
186	WB/19148	M/s West Bengal Housing Board	68.25
187	WB/3574	M/s I.B.P. Co.	24.69
188	WB/26974	M/s West Bengal Power Development Corpn. Ltd.	69.83
189	WB/5027	M/s Shaw Wallace & Co.	66.28
190	WB/1267	M/s Amrita Bazar Patrika Ltd	927.41
191	WB/16448	M/s Goodrike Group Ltd.	51.52
192	WB/716	M/s Dunlop (I) Ltd.	202.04
193	WB/1619	Asiatic Oxygen & Acetylene Co. Ltd.	18.81
194	WB/5260	M/s Kusum Products Ltd. (exempt).	13.52
195	WB/9516	M/s India Jute & Inds. Ltd. (Exempted).	45.86
196	WB/77	Vijay Shree Ltd. (Fort William Jute	30.44
197	WB/89	Auckland International Ltd. (Ambika Jute Mills)	148.08
198	WB/375	M/s. Hooghly Mills (Unit. Gondal Para)	122.40
199	WB/1959	M/s. Fort Gloster Industries	23.94
200	WB/78 & 10839	M/s N.J.M.C.	75.39
201	WB/79	M/s. Delta International Ltd.	245.27
202	88	Tepcon International	35.59
203	WB/69	M/s. Hastings Jute Mill	14.89

Sl. No.	Industry Code No.	Name of the Establishment	Total Default (Amount in lakh)
204	WB/63	Angus Jute Works	552.28
205	WB/64	The Shyamnagar Jute Factory	818.15
206	WB/62 & 71	Victoria Jute Co. Ltd.	1093.56
207	WB/97	Kanoria Jute Industries	1097.78
208	WB/72	North Brooke Jute Co. Ltd.	125.44
209	WB/76,85 & 86	Howrah Mills Co. Ltd.	47.62
210	WB/81	M/s Bally Jute Mills	40.33
211	WB/22	M/s Hooghly Dock & Port	35.87
212	WB/76, 85 & 86	M/s Howrah Mills	711.31
213	WB/15	Kankinara Co. Ltd.	93.30
214	WB/17	M/s Kamarhatty Co. Ltd.	166.23
215	WB/48 & 55	M/s NJMC Ltd., Unit Kennision	424.65
216	WB/11 & 43	M/s NJMC Ltd., Unit Khardah	299.40
217	WB/46	M/s NJMC Ltd., Unit Alexandra	38.22
218	WB/663	Saraswati Press Ltd.	22.87
219	WB/30	Hooghly Mills Co Ltd. (Unit : Wevarly)	197.51
220	WB/35	Meghna Jute Mills (Unit : Gajanand Commercial)	297.35
221	WB/338	Titagarh Jute Mill No. 2 (Loomtex)	946.51
222	WB/37	M/s Agarpara Jute Mill Ltd.	77.86
223	WB/354	M/s Premium Agro Exports Ltd.	5.48
224	WB/23	M/s Kelvin Jute Industries Ltd.	233.10
225	WB/664	Bengal Water Proof	125.13
226	WB/38 & 9952	Shree gouri shankar jute mill	9.46
227	WB/24501	M/s Oxide India Pvt. Ltd.	29.98
228	WB/651	New Dooars T.E.	139.49
229	WB/657	Banarhat T.E.	95.89
230	WB/665	Kumlai T.E.	351.40
231	WB/670	Raimatang T.E.	54.67
232	WB/676	Chunabhatti T.E.	81.06
233	WB/799	Bundapani T.E.	291.26
234	WB/816	Bharnobari T.E.	81.59
235	WB/819	Dheklapara T.E.	72.94
236	WB/824	Totapara T.E.	415.36
237	WB/836	Nagaisuri T.E.	121.09
238	WB/843	Birpara T.E.	209.79
239	WB/853	Dumchipara T.E.	217.31
240	WB/858	M/s Garganda T.E.	150.98
241	WB/859	Manabarie T.E.	23.14
242	WB/889	Madhu T.E.	462.26
243	WB/910	Red Bank T.E.	63.93
244	WB/949	Satali T.E.	53.27
245	WB/911	Dalmore Tea Estate	15.50
246	WB/913	M/s Dalsingpara T.E.	22.72

Sl. No.	Industry Code No.	Name of the Establishment	Total Default (Amount in lakh)
247	WB/916	Radharani T.E.	16.12
248	WB/946	Kadambani T.E.	50.41
249	WB/952	M/s Raipur T.E.	104.00
250	WB/981	M/s Lankapara T.E.	234.52
251	WB/982	M/s Kilkot T.E.	134.93
252	WB/999	M/s Bagrakot T.E.	104.20
253	WB/1009	Naya Sylee T.E.	3.15
254	WB/1011	Kohinoor T.E.	436.19
255	WB/1082	Jogesh Ch. T.E. (Exem.)	47.45
256	WB/1083	Subhasani T.E. (Exem.)	373.05
257	WB/1092	Grassmore T.E.	300.79
258	WB/1401	Beech T.E.	192.23
259	WB/1427	Debpara T.E.	55.03
260	WB/1465	Karbala T.E.	136.39
261	WB/1492	Mugalkata T.E.	196.49
262	WB/1595	Hantapara T.E.	174.59
263	WB/8256	Surendra Nagar T.E.	26.60
264	WB/13625	Dharanipur T.E.	193.47
265	WB/16503	Tulsipara T.E.	96.05
266	WB/851	Tasati T.E.	253.39
267	WB/788	Telepara	40.63
268	WB/683	Chinchula T.E.	64.50
269	WB/3385	Sonali T.E.	71.24
270	WB/970	Shikarpur T.E.	234.03
271	WB/32137	Jindal Tea Plnt P. Ltd.	5.28
272	WB/52085	Jlpaiguri Municipality	23.98
273	WB/32184	Madarihat Land Project	37.56
274	WB/32917	Coochbehar Jalpath Paribahan samabay Samity	21.50
275	WB/1509	Patkapara T.E.	63.29
276	WB/32185	Supriya T.E.	41.51
277	WB/649	Kalchini T.E.	23.56
278	WB/1541	Turturi T.E.	52.05
279	WB/869	Rahimabad T.E.	123.11
280	WB/1589	Coochbehar T.E.	10.22
281	WB/32363	Essem Jute	23.60
282	WB/1402	Bhandapur T.E.	35.10
283	WB/1085	Denguajhar T.E.	15.98
284	WB/11738	Potong T.E.	22.23
285	WB/885	M/s Single T.E.	25.54
286	WB/936	M/s Kamala T.E.	60.34
287	WB/1037	M/s Bijoy Nagar T.E. (Exem.)	63.00
288	WB/1576	M/s Panighata T.E.	129.60

Sl. No.	Industry Code No.	Name of the Establishment	Total Default (Amount in lakh)
289	WB/698	M/s Gangaram T.E.	155.12
290	WB/30243	M/s Goalgoach T.G.	69.11
291	WB/998	M/s Singbulli T.E.	24.39
292	WB/1038	M/s Kumai T.E.	39.44
293	WB/992	Gaya Ganga T.E.	53.89
294	WB/681	Chamati T.E.	12.49
295	WB/30242	Lakhipur T.E.	34.75
296	WB/30244	Patagora T.E.	38.73
297	WB/1321	Jogmaya T.E.	32.81
298	WB/50454	Kurseong Municipality	25.94
299	WB/50470	Kalimpong Municipality	17.16
300	WB/50458	Dalkhola Municipality	13.83
301	WB/50457	Rajgani Municipality	58.58
302	WB/50459	Kaliyaganj Municipality	11.99
303	WB/1357	M/s Poobong T.E.	107.59
304	WB/655	M/s Mim T.E.	46.14
305	WB/1060	Dooteriah T.E.	58.21
306	WB/1044	Kelej Valley T.E.	31.31
307	WB/653	Rungli Rungliot T.E.	16.82
308	WB/11946	M/s Mantu Biri Factory (P) Ltd.	15.55
309	WB/11926	M/s Murshidabad Biri Factory & Co.	27.30

**Consolidated defaulting position in Both Categories (Unexampted+Exempted)  
in R/O Kolkata & Jalpaiguri Region**

(Rs. in lakh)

Year	Total Arrears	Realised during the year	Closing Balance
KOLKATA 2014-15 (up to 31.03.2015)	45944.49	10476.67	35467.82
JALPAIGURI 2014-15 (up to 31.03.2015)	19517.32	6525.88	12991.44
<b>TOTAL</b>	<b>65461.81</b>	<b>17002.55</b>	<b>48459.26</b>

## Workers Education

The Central Board for Workers Education (CBWE), Ministry of Labour, Government of India, was established in 1958 to implement 'Workers Education' in India. The Board is tripartite in character. It consists of representatives from Central Organisations of Workers and Employers, Central and State Governments and Educational Institutions. Workers Education aims at creating critical awareness among all section of workers, thereby enabling them to collectively more for betterment.

It ensures participation of all in the development process. Board organizes different types of training programmes for the workers in organised, unorganised, rural and informal sectors as indicated in this report.

Board's programmes reflect the new orientation, direction and dimensions for meeting the wider educational needs of the worker, trade unions and managements, keeping in view the changed scenario.

### OBJECTIVES

- ❖ To strengthen among all sections of the working class, including rural workers, a sense of patriotism, National, Integrity, Unity, Amity, Communal Harmony, Secularism and pride in being an Indian.
- ❖ To equip all sections of workers, including rural workers and woman workers, for their intelligent participation in social and economic development of the nation in accordance with its declared objectives.
- ❖ To develop amongst the workers a greater understanding of the problems of their social and economic environment, their responsibilities towards family members, and their rights and obligations as citizens, as workers in industry and as members and officials of their trade union.
- ❖ To develop capacity of workers in all aspects to meet the challenges of the country from time to time.
- ❖ To develop strong, united and more responsible trade unions and to strengthen democratic processes and traditions in the trade union movement through more enlightened members and better trained officials.
- ❖ To empower the workers as employees of the organization and to develop sense of belongingness as effective instruments of amicable industrial relations and maintaining industrial peace.
- ❖ To meet the needs of workers to have access to ways of acquiring and continuous upgradation of knowledge and skills that they require to find and hold a job.

### OBJECTIVES OF RURAL WORKERS EDUCATION

- To promote among rural workers, critical awareness of the problems of their socio-economic environment and their privileges and obligations as workers, as members of the village community and as citizens.

- To educate the rural workers to enhance their self-confidence and build-up a scientific attitude;
- To educate rural workers in protecting and promoting their individual and social interests.
- To educate rural workers in developing their organizations through which they can fulfill socio-economic functions and responsibilities in rural economy and strengthen democratic, secular and socialist fibre of rural society.
- To motivate rural workers for family welfare planning and to combat social evils.

**Organisational Set-up :**

Central Board for Workers Education is headed by the 'Chairman'. Its headquarter is at Nagpur. The Chief Executive of the Board is the Director who is assisted by an Additional Director, Deputy Directors and Financial Adviser. The Board operates through 50 Regional Directorates and 9 Sub-Regional Directorates. Six Zonal Directorates are located at Delhi, Guwahati, Kolkata, Mumbai, Chennai and Bhopal, They monitor the activities of the Regional Directorates in their respective zones.

Tripartite Regional Advisory Committees are constituted for each Regional Directorate to oversee the progress of Workers Education in the Region and recommend measures for its effective implementation. Indian Institute of Workers Education (IIWE), Mumbai is the apex level training Institute of the Board. It was established in the year 1970. IIWE, Mumbai, conducts training programmes for the Education Officers and other National Level Training activities.

**Coverage :**

Regional Directorate, Kolkata of the Board caters to the workers of six Districts of the State of West Bengal : they are

1. 24-Parganas (South)
2. Purba Medinipur
3. Paschim Medinipur
4. Howrah
5. Part of Hooghly
6. Part of Kolkata

Going by category of workers, board's training programme covers workers of organized, unorganized and rural sectors. supervisory and managerial cadres are covered through Joint Education Programmes. high level self financing seminars are also organized for top level executives and trade union leaders.

**Organised Sector :**

The programmes conducted in Organised Sector at the Regional Level are 45-Day Trainers of Training Course, 21 – Day Personality Development Programme, 3-Day programme on 'Workers Participation in Management' etc. and at the Plant / Unit level the Workers Education Programme are Need Based Seminars, Joint Education Programmes, Self Generation of Fund Programme of 1,2,3 Days duration and Quality of Life Programme 2/4 – day duration for the workers & their spouses in different establishments. During 2014-2015 – a total number of 15 workers have been trained at the Personality Development Course.

At the Plant and Establishment level a total number of 584 workers received training in different training programmes of the Board that includes Joint Education Programme/ Need Based Programme/Self Generation of Fund Programme / Quality of Life Programme etc.

**Unorganised Sector :**

In the Unorganised Sector, 2-day/4-day full time camp were organized as well as conducted for the benefit of the unorganized workers such as the rickshaw pullars, women workers, bidi workers and home based workers etc. A total number of 6570



unorganized workers have been covered in 132 camps during the financial year 2014-15.

***Rural & Informal Sector :***

During the year under report - 21 Nos. of 2-day Rural Awareness Camps were conducted wherein 830 rural workers got the benefit of Workers Education. The aforesaid programmes were conducted in the village (rural areas of 24 Parganas (south), Medinipur (East & West), Howrah and Hooghly Districts of West Bengal.

***Weaker Section & Special Category of Workers :***

1-Day, 2-Day and 4-Day duration programmes were also conducted for the workers of Weaker Section & Special Category of workers which included Women workers, Child Labour, Parents of Child Labour & SC/ST workers, 2-Day Special Programme on Labour Welfare & Development were also conducted. A total number of 2315 workers belonging to Weaker Section & Special Category of workers got covered in 59 numbers of target specific special seminar during the financial year 2014-15.

***Special Workers Education Programme for Scheduled Caste and Schedules Tribe Workers :***

2-day Workers Education Programmes, specially designed to cater the educational and information need of the Scheduled Caste and Scheduled Tribe workers have been conducted under Scheduled Caste Sub-Plan (SCSP) and Tribal Sub-Plan (TSP) respectively. This year (2014-15) 60 (Sixty) numbers of 2-Day programme are conducted under SCSP for the Scheduled Caste workers covering 2379 workers under the Region.

Accordingly, 17 (Seventeen) numbers of 2-day duration Workers Education Programme were conducted during 2014-15

and about 652 Tribal Workers are covered under this Regional Directorate.

**MGNREGA**

The special programmes for the beneficiaries of MGNREGA are being conducted by CBWE through its Regional Directorates spread across the country to enlighten the rural masses about the benefits of the Mahatma Gandhi National Rural Employment Guarantee Scheme. Objective of such Workers Education programme are to enable the rural workers for their effective participation in the scheme. During this financial year a total number of Nine Village level programmes conducted & 350 workers were trained. Three numbers of Block Level programme were also conducted and 300 workers were trained.

**Observance / Celebration of Various Days :**

Regional Directorate Kolkata of Central Board for Workers Education observed the following days to mark the occasions. Seminars, symposia, special lecture, film shows, competitions etc. were organized. Pledges, wherever required, were administered to the trainees and members of staff.

- \* Swachh Bharat Avijan.
- \* Anti-Terrorism Day
- \* Republic Day
- \* Independence Day
- \* Sadbhavana Day

Central Board for Workers Education, Kolkata, celebrated the Workers Education Day on 16th September, 2014 at The Conference Hall of 'Academy of Fine Arts', Kolkata. Eminent personalities from different Government Organisation / Departments, Industries, Trade Unions and Non Government Organisations attended the programme.

**CENTRAL BOARD FOR WORKERS EDUCATION : KOLKATA**  
**TARGET AND ACHIEVEMENT FOR THE YEAR 2014-15**

Sl. No.	Name of the Programme	Tarrget for 2014-15	No. of Progammes conducted
<b>REGIONAL LEVEL</b>			
1	Personality Development Programme (21 days)	02	01
2	Need Based Seminar (2 Days)	06	02
<b>UNIT LEVEL</b>			
3	Joint Education Programme – 1day	21	16
4	Joint Education Programme – 2days	08	05
5	S.G.F – 1 day	03	04
6	S.G.F – 2 days	03	03
7	S.G.F – 3 days	–	02
8	Programme for Trained Workers at Plant Level (1-day)	09	04
<b>UNORGANISED SECTOR</b>			
9	Special Programme Quality of Life for workers and their Spouses (4 days Unorganised Sector)	03	03
10	Special Programme Quality of Life for workers and their Spouses (2 days Unorganised Sector )	03	03
11	Empowerment Camp for Unorganised sector – 4 days	06	06
12	Retraining for Unorganised Sector – (1 day)	03	03
13	Empowerment Camp for weaker section (4 days)	03	03
14	Special Programme for Unorganised Sector (2 days)	08	13
15	Special Programme for Women Workers (2 days)	06	09
16	Special Programme for Parents of Child Labour (2 days)	03	03
17	Special Programme for Child Labour	03	03
18	Special Programme for SC Workers (2 days) (SCSP)	60	60
19	Special Programme for ST Workers (2 days) (TSP)	18	17
20	Special Programme for Labour Welfare and Development (2 days)	09	09
21	Special Programme for Panchayati Raj Functionaries (2 days)	03	–
<b>RURAL SECTOR</b>			
22	Rural Awarness Programme	21	21
23	Empowerment Camp for Rural Labour (4 days)	03	03
24	Retraining for Rural Sector (1day)	03	03
25	2 days Village Level Programme on MGNREGA	09	09
26	2 days Block Level Programme on MGNREGA	06	03
<b>Total</b>		<b>240</b>	<b>242</b>

**CENTRAL BOARD FOR WORKERS EDUCATION : BARRACKPORE  
PROGRESS AND PERFORMANCE FOR THE YEAR 2014 -15**

From 01.04.2014 to 31.03.2015

Sl. No.	Name of the Programme	Target for 2014-15	Programme conducted	Worker's trained
<b>REGIONAL LEVEL</b>				
1	Training of Trainers (45 days)	-	-	-
2	Personality Development Prog. (21 days)	01	01	17
3	Refresher Course for Worker Trainers (1week)	01	-	-
4	Joint Education Programme (1 day)	04	01	20
5	Need Based Seminar (2 days)	04	01	22
<b>UNIT LEVEL</b>				
6	Part Time ULC (45 days)	08	05	100
7	Joint Education Programme (2 days)	04	-	-
8	a) CTP-General (1 day)	04	08	154
	b) CTP-General (2 days)	04	-	-
	c) CTP-General (3 days)	-	02	34
9	1-day programme for trained workers at plant level	06	04	85
<b>UNORGANISED SECTOR</b>				
10	2-day Special Programme on quality of life	06	03	118
11	4-day Special Programme on quality of life	02	02	80
12	Empowerment Camp for unorganised sector (4 days)	02	04	160
13	Empowerment Camp for weaker sections (4 days)	02	03	120
14	1-day Re-training programme for unorganised sector	04	08	480
15	Special Seminars (2days)			
	a) Unorganised Sector	04	27	1080
	b) Women workers	04	10	399
	c) Parents of Child labour	04	04	160
	d) Child labours	02	03	120
	e) Labour welfare and development	04	14	560
	f) Panchayati Raj Functionaries	02	01	35
	g) SC/ST workers	20	16	635
	h) SC Workers (SCSP head)	30	42	1672
	i) ST Workers (TSP head)	10	10	398
	j) MGNREGA – village level (under plan head)	04	05	200
	k) MGNREGA – block level (Plan head)	02	02	200
<b>RURAL SECTOR</b>				
A	Rural Awareness Camp (2 days)	08	11	439
B	1 day Re-training programme for rural workers	04	08	474
C	Empowerment Camp for rural labour (4 days)	02	03	120
<b>Total</b>		<b>152</b>	<b>198</b>	<b>7882</b>

**CENTRAL BOARD FOR WORKERS EDUCATION : SILIGURI**  
**PROGRESS AND PERFORMANCE FOR THE YEAR 2014-2015**  
(From 01.04.2014 to 31.03.2015)

Sl.	Name of the Programme	Annual Target	No. of Programme Conducted	No. of Workers Trained
<b>REGIONAL LEVEL</b>				
1	Need Based Seminar (2-Day)	03	02	42
2	Joint Educational Programme (1Day)	03	00	00
3	Self Education of Fund Programme (1Day)	02	01	20
4	Self Generation of Fund Programme (2-Day)	02	02	40
<b>UNIT LEVEL</b>				
5.	2-Day Joint Educational Programme	02	1	20
6.	Spl. Programme Quality of Life for Workers and their spouses (2-Days Organized Sector)	01	00	00
<b>UNORGANISED SECTOR</b>				
7.	Spl. Programme Quality of Life for Workers and their spouses (4-Day Unorganized Sector)	01	00	00
8.	Spl. Programme Quality of Life for Workers and their spouses (2-Day Organized Sector)	02	01	40
9.	Emp. Camp for Unorganized Sector (4-Day)	01	01	40
10.	Retraining for unorganized Sector (1-Day)	01	01	60
11.	Emp. Camp for Weaker Section (4-Day)	01	01	40
<b>SPECIAL SEMINARS</b>				
12.	Spl. Progms. for Unorganized Sector (2-Day)	02	01	40
13.	Spl. Progms. for Women Workers	01	01	40
14.	Spl. Progms. for SCSP Workers (2-Day)	20	20	797
15.	Spl. Spl. Progs. for TSP Workers (2-Day)	10	10	399
16.	Spl. Progs. for Labour Welfare Develp. (2-Day)	02	02	80
17.	Spl. Prog. for Construction Workers	05	03	119
<b>RURAL SECTOR</b>				
18.	Rural Awareness Programme	04	00	00
19.	Empowerment Camp for Rural Labour (4-Day)	01	00	00
20.	Retraining for Rural Sector (1-Day)	02	00	00
<b>NORTH EAST SPECIAL PROGRAMME</b>				
21.	3-Day Spl. Progme. for State Level	10	10	300
22.	3-Day Spl. Progme. for Panchayati Raj Functionaries	01	00	00
<b>MGNREGA</b>				
23.	2-Day Awareness Generation Programme On Mgnrega-Village Level	03	00	00
24.	2-Day Awareness Generation Programme On Mgnrega-Block Level	0	0	0
25.	2-Day Awareness Generation Programme On Mgnrega-District Level	0	0	0
<b>Total</b>		<b>80</b>	<b>57</b>	<b>2077</b>

# C

## ESI Corporation

**Introduction**-The ESI Scheme formulated under the Employees' State Insurance Act, 1948 provides for medical care and cash benefit in contingencies such as Sickness, Maternity, Disablement and Death or Disablement due to employment injury and other related matters in relation thereto.

Under the Scheme the medical care is also provided to the employees covered under the ESI Scheme along with the dependants family members.

- ❖ Starting from 25000 Insured Persons in 1952 in two industrial centres in Kanpur and Delhi, the social security net of ESIC is covering about 1.95 crores families of workers today providing succour in times of distress of workmen covering more than 7.58 crores beneficiaries all over the country.
- ❖ With only 21 Dispensaries in 1952 to about 1418 dispensaries, 140 ISM units and 152 Hospitals today, is a long way since the inception of the scheme.
- ❖ Against only two centres in 1952, there are about 815 centres throughout India as of now where ESI has reached the families of workers.

- ❖ ESI Corporation is opening Medical Education Institutions throughout the country to augment its own medical infrastructure.
- ❖ To serve the beneficiaries better ESIC is going for e-governance in a massive way.

### II Coverage

The ESI Act applies to factories using power employing 10 or more employees and non-power using factories employing 10 or more employees for wages.

The provision of the Act are being brought into force phase wise on different date. The Act also provides an enabling provision under which the appropriate Govt. is empowered to extend the provision of the Act to other class of establishments industrial, commercial, agricultural or otherwise.

Under this provision different State Govt. have also extended the provisions of the Act to shop, restaurants, cinemas and preview theatres, road motor transport undertaking, newspaper establishments, educational institutions and medical institutions employing 10 or more employees.

Extension of ESI Scheme in West Bengal Region are as follows:

Sl. No.	Date
1. Extension of ESI Scheme to Small Manufacturing Units engaging upto 19 persons and using power and non-power units engaging 20 or more persons	26-04-1975
2. Extension of ESI Scheme to Hotels and Restaurants, News paper establishments, Cinema Houses, Preview Theatres, transport establishments engaging 20 persons or more	01-08-1976
3. Extension of ESI Scheme to Shops engaging 20 persons or more	06-03-1983
4. Extension of ESI Scheme to Educational/Medical Institutions engaging 20 persons or more	28-08-2006

Sl.	Date
5. Establishment belonging to or under the control of the Central Govt. wherein 20 or more persons are employed or were employed for wages on any day of preceeding twelve month such as Shops, Hotels, Restaurants, Road Transport establishments including Preview Theatres, Newspaper establishments engaged in Insurance Business other than Non Body Financial Corporation (NBCC), Port Trust, Airport Authorities and Ware Houses.	20-07-2009
6. Reduction of threshold limit of coverage of establishment from 20 to 10 employees in respect of - (a) Shops (b) Hotels (c) Restaurants (d) Road Motor Transport establishments (e) Cinemas including preview theatres (f) Newspaper establishments as defined in Section 2(d) of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955) (g) Educational Institutions (including public, private, aided or partially aided) run by individuals, trustees, societies or other organizations (h) Medical Institutions (including corporate, joint sector, trust, charitable and private ownership hospitals, nursing homes, diagnostic centres, pathological labs),	10-02-2011

The employees drawing monthly wages of ₹ 15,000/- per month are covered under the Scheme.

In West Bengal, as on 31.03.2015, the scheme covers 12.25 lakhs insured persons in around 29 centres and the total number of beneficiaries is 47.53 lakhs.

### III Function and Administrative Responsibility

Under the Act the employers are required to pay contribution at the rate of 4.75 percent of wages of the covered employees. The employees covered under the Act are also required to pay 1.75 percent of their wages. Employees drawing wages upto ₹ 100/- per day are exempted to pay their share of contribution but the employer is required to pay their share of contribution in respect of such employees.

The employers employing persons with disability drawing monthly wages upto ₹ 25,000/- are exempted from payment of employers share of contribution for first three

years for providing employment to such persons.

### IV Organisational Set Up

The ESI Scheme was administered by an apex corporate body called the Employees State Insurance Corporation. It comprises members representing all stake holders including employees, employers, representative of the Central and State Government, Members of Parliament and from medical profession. The Corporation is headed by the Hon'ble Union Minister of Labour and Employment, Govt. of India as Chairman and the Director General, appointed by the Central Government, functions as Chief Executive Officer of the ESI Corporation.

A Standing Committee constituted from among the members of the Corporation acts as an Executive Body. The Medical Benefit Council constituted by the Central Govt. is another Statutory Body that advises the Corporation on matters related to effective delivery of medical services to the beneficiaries.

The Corporation with its Hqrs. at New Delhi operates through a net work of 61 Regional, Sub Regional and Divisional Offices located in various states. The administration of Medical Benefit is taken care by the

respective State Government except in case of Delhi and Noida/Greater Noida area in Uttar Pradesh where the Corpn. administers medical facilities directly. The Corpn. is running 36 ESIC Model Hospitals directly.

## V ACTIVITIES/FUNCTIONS BENEFITS

BENEFITS & ELIGIBILITY CONDITIONS		DURATION AND SCALE OF BENEFITS
<b>1. SICKNESS BENEFIT</b>		
(a) Sickness Benefit	: Payment of contribution for 78 days in corresponding contribution period of six month	Upto 91 days in two consecutive benefit periods at 70% of the average daily wages for 91 days in a year
(b) Enhanced Sickness Benefit	: Same as above	14 days for Tubectomy & 7 days for Vasectomy, extendable on medical advice. Rate of payment is 100% of the average daily wages.
(c) Extended Sickness Benefit	: For 34 specified long term diseases. Continuous insurable employment for two years with 156 days contribution in four consecutive contribution periods	124 days which may be extended upto two years on medical advice during a period of two years in insurable employment.  <b>Rate : 80% of the average daily wages approx.</b>
<b>2. DISABLEMENT BENEFIT</b>		
(a) Temporary Disablement Benefit	: From day one of entering insurable employment and DisablementBenefit irrespective of having paid any contribution for disablement due to employment injury	As long as temporary disablement lasts.  <b>Rate : 90% of the average daily wages approx.</b>
(b) Permanent Disablement Benefit	: Same as above	For whole life. <b>Rate : 90% of the average daily wages depending upon loss of earning capacity.</b>
<b>3. DEPENDANTS BENEFIT</b>	: From day one of entering insurable employment and irrespective of having paid any contribution in case of death due to employment injury.	For life to the widow or until her re-marriage. To dependant children till the age of 25 years. To dependant parents for life. <b>Rate : about 90% of the average daily wages approx. Shareable in fixed proportion.</b>

4. MATERNITY BENEFIT	: Payment of contribution of 70 days in two preceding contribution periods (one year)	Upto 12 weeks in case of normal delivery. Upto 6 weeks in case of mis-carriage. Extendable by 4 weeks on medical advice. <b>Rate: Almost 100% of the average daily wages.</b>
5. MEDICAL BENEFIT	: Full medical facilities for self and family from day one of entering insurable employment	Full medical care till disease or disablement lasts. No ceiling on expenditure.
6. MEDICAL BENEFIT TO RETIRED INSURED PERSON :		Retired insured persons who have been in insurable employment for at least five years before retirement on superannuation or under VRS or premature retirement and Disabled Insured Persons with 40% of loss of earning capacity are entitled to full medical care for self and spouse only on payment of ` 120/- as annual contribution.
7. OTHER BENEFITS :		
Confinement	: An Insured Person or an I.P. in respect of his wife in case expenses for confinement occurs at a place where necessary medical facilities under ESI Scheme are not available.	Upto two confinements only. <b>Rate: ` 2500/- per case.</b>
Funeral Expenses :	From day one of entering insurable employment	For defraying expenses on the funeral of an Insured Person. <b>Rate : Actual expenses subject to a maximum of ` 10000/-.</b>
Vocational Training	: In case of physical disablement due to employment injury	As long as vocational training lasts. <b>Rate: Actual fee charged or ` 123/- a day whichever is higher.</b>
Provision of Artificial limb	: In case of physical disablement due to employment injury	As long as a person is admitted in an artificial limb centre. <b>Rate : 100% of the average daily wages.</b>



**Rajiv Gandhi Shramik Kalyan Yojana** : In case of involuntarily loss of employment due to closure of factory, retrenchment or permanent invalidity due to non-employment injury and the contribution in respect of him have been paid/payable for a minimum of three years prior to the loss of employment. Maximum twelve months during life time.  
**Rate : 50% of the average daily wages.**

**Skill Upgradation Training under RGSKY** : Same as above For a short duration - maximum upto 6 months.

#### VI . Extension of ESI Scheme District Wise in West Bengal

Sl.No.	Name of the District	Name of the Centre	Date of Implementation
1	Kolkata	1) Kolkata	14.08.1955
2	Howrah	2) Howrah	14.08.1955
3	24-Parganas (South)	3) 24-Parganas (South)	29.03.1964
4	24-Parganas (North)	4) 24-Parganas (North)	29.03.1964
5	Nadia	5) Nadia	01.08.1976
6	Hooghly	6) Hooghly	14.05.1984
7	East Midnapore	7) Haldia	01.03.1990
8	Darjeeling	8) Siliguri	01.04.2002
9	West Midnapore	9) Kharagpur	16.11.2006
10	Jalpaiguri	10) Bimnaguri & Boligacha	01.03.2009
11	Bankura	11) Mezia Extended Areas of Mezia	01.09.2009
		12) Barjora	01.04.2010
12	Burdwan	13) Asansol	01.02.1981
		14) Ranigunge	01.02.1981
		15) Durgapur	16.09.1990
		16) Burnpur,	01.09.2001
		17) Burdwan Town	01.05.2010
		18) Peripheral areas of Burdwan Town	01.03.2012
		19) Jamuria	01.03.2012
13	Birbhum	20) Rampurhat	01.03.2012
14	Murshidabad	21) Berhampore	01.09.2012
15	Malda	22) Malda	01.09.2012
16	jalpaiguri	23) Luis Pukri	01.04.2013
17	West Midnapore	24) Midnapore Town	01.08.2013

**VII ESI SCHEME AT A GLANCE  
WEST BENGAL REGION**

1. Date of implementation of ESI Scheme 14.8.1955
2. No. of Centres covered at the time of implementation District : 2; Centre : 2
3. No. of Centres covered as on 31.3.2015 District : 15; Centre : 29
4. Approved No. of Covered Employees as on 31.3.2015 : 11,54,370
5. Approved No. of Insured Persons as on 31.3.2015 : 12,25,150
6. Number of beneficiaries including family members : 47,53,582
7. Number of Employers (Live as on 31.3.2015) : 39,402
8. No. of Branch Offices : RO - 39; SRO, Bkp - 18; SRO, Dgp - 5; Total - 62
9. No. of Pay Office : RO - 1; Total - 1
10. No. of Hospitals Run under ESI Scheme 13; Model Hospital under ESIC - 1; Total - 14
11. Total No. of ESI Beds : 3577
12. Total No. of Tie-Up Hospitals/ Diagnostic Centers for Tertiary Care : 68
13. Total No. of Service Dispensaries : 44
14. Total No. of Tie-Up Dispensaries : Primary Care - 16; Secondary Care - 20
15. No. of Insurance Medical Practitioners : 392
16. No. of Rajya Beema Oushadhalaya : 08

**VIII EXPENDITURE ON CASH BENEFIT (in Rupees Lakhs)**

Head	2013-14	2014-15
Sickness Benefit	3069.45	3358.03
Extended Sickness Benefit	367.73	614.07
Maternity Benefit	97.53	114.80
Temporary Disablement Benefit	1078.86	4067.08
Permanent Disablement Benefit	2037.87	1755.22
Dependant Benefit	288	325
Funeral Expenses	172.55	149.74
Rajiv Gandhi Sramik Kalyan Yojna	0.14	1.14
<b>TOTAL</b>	<b>7112.13</b>	<b>10385.08</b>

**IX MEDICAL BOARD**

Target - To decide Medical Board cases within 1 month.

Achievement - 92.40% of Medical Board cases decided within 1 month

2013-14		2014-15	
Receipt	Disposed	Receipt	Disposed
5364	4956	6125	5661

**X TOTAL DEPENDENT BENEFIT PAYMENT THROUGH ECS**

2013-14		2014-15	
Receipt	Disposed	Receipt	Disposed
14512	14512	16201	16201

## XI PUBLIC GRIEVANCE

Target - To decide Public Grievances cases within 15 days

Achievement - 99% cases decided within 15 days

2013-14		2014-15	
Receipt	Disposed	Receipt	Disposed
979	973	930	917

## XII HOLDING OF SUVIDHA SAMAGAM

1. Schedule of holding Suvidha Samagam  
2<sup>nd</sup> Wednesday at Regional Office/Sub Regional Offices, Barrackpore and Durgapur and 2<sup>nd</sup> Friday in all Branch Offices.
2. No. of Suvidha Samagam held during 2014-15—695.
3. Major issues discussed
  1. Issue of Pehachan Card to each employee.
  2. Payment of cash benefit through ECS/ RTGS.
  3. Redressal of Grievances of IPs/IWs.
  4. Awareness regarding medical and cash benefit of the scheme.
  5. Latest Developments in ESI Scheme

## XIII ADVANTAGES TO EMPLOYERS

1. Employers are exempted from the applicability of the -
  - a) Maternity Benefit Act.
  - b) Employees' Compensation Act in respect of employees covered under ESI Scheme.
2. Employers have, at their disposal, a productive, well secured workforce, an essential ingredient for better productivity.
3. Employers are absolved of any responsibility in times of physical distress

of workers and their dependants such as sickness, employment injury or physical disablement and death resulting in loss of wages; as the responsibility of paying cash benefits shift to the Corporation in respect of insured employees.

4. Any sum paid by way of contribution under the ESI Act is deducted in computing 'income' under the Income Tax Act.

## XIV RECENT INITIATIVES

- Online payment of ESI Contribution by the Employer.
- Improving services through e-governance projects.
- Empowering States-Formation of State Executive committee to review and monitor mechanism of medical care delivery.
- Enhancement in the ceiling of medical care per IP per year.
- Holding Suvidha Samagam at Regional/ Sub-Regional Offices and Branch Offices.
- Enhancement in exemption limits from payment of employee's share from Rs 100 to Rs 137 per day.
- Enhancement in the rate of PDB and DB (Notification dated 12.05.2015).
- Tie up with more than 1000 reputed hospitals for providing cashless medical care facilities for super speciality care.

# D

## Wages and Earnings of Workmen in Major Industries

Wages of workers in the organised sector in the four major industries in West Bengal, namely, Jute Industry, Cotton Textile Industry, Engineering Industry and Tea Plantation Industry are regulated by industry-wide tripartite agreements while wages in the unorganised sector are mainly governed by notifications under the Minimum Wages Act, 1948.

The wage rates for workers of the Jute Industry are still governed by the industry-wise wage agreement signed on 02.12.1995. Dearness Allowance is linked to Consumer Price Index Number for the industrial workers, Kolkata Centre Base 1960 = 100 for quarters ending March, June, September and December respectively and rates of neutralization of D.A. is Rs.1.90 per point rise or fall over 1430 points. However, by virtue of a tripartite industry-wise settlement in Jute Industry dated 12.02.2010, the wages of the 'new entrants' who will be enrolled after 12.02.2010 were to be paid @Rs.157/- in lieu of Rs.100/- per day as the entry level minimum payment. They are also entitled to D.A.

The wage rate in Cotton Textile Industry is governed by the agreement signed on 01.06.1995 and was to remain in force for a

period of three years. This in the absence of any fresh agreement is still operational. Dearness Allowance is linked to Consumer Price Index Number for Industrial Worker of Kolkata Centre Base 1960 = 100 for quarter ending March, June, September and December respectively and rate of neutralisation of D.A. is Rs.1.50 per point rise or fall over 1375 points.

The wage rates of workers in Engineering Industry other than Central Public Sector Undertakings was signed on 10.02.1997. Dearness Allowance is linked to Consumer Price Index Number for Industrial Workers of Kolkata Centre (Base 1960 = 100) for Quarters ending March, June, September and December respectively and rate of neutralisation of D.A. is Rs.2.00 per point rise or fall over 1625 points.

Wage rate of the workers in Tea Plantation Industry is now governed by an agreement signed on 20.02.2015.

The starting monthly wages of an unskilled worker excluding house rent allowance where applicable in the said four major industries in the organized sector as per respective agreements during the last three years are shown in Tables I, II, IIIA and IIIB.

**Table - I**  
**Starting Monthly Wages of an unskilled Worker in Jute Industry as per agreement dated 02.12.95**

Period	Basic Wages Rs.	FDA. Rs.	V.D.A. Rs.	Total Rs.	Average Consumer Price Index no. for Kolkata Centre on Base (1960 = 100)	Remarks
November, 2010 to January, 2011	496.00	2004.45	5367.50	7867.95	4255 (July,2010 to September, 2010)	This rate does not include HRA
February to April, 2011	496.00	2004.45	5489.10	7879.89	4319 (October to December, 2010)	do
May to July, 2011	496.00	2004.45	5519.50	8019.95	4335 (January to March, 2011)	do
August to October, 2011	496.00	2004.45	5646.80	8147.25	4402 (April to June, 2011)	do
November, 2011 to January, 2012	496.00	2004.45	6057.20	8557.65	4618 (July to September, 2011)	do
February to April, 2012	496.00	2004.45	5967.90	8468.35	4571 (October to December, 2011)	do
May to July, 2012	496.00	2004.45	5890.00	8390.45	4530 (January to March, 2012)	do
August to October, 2012	496.00	2004.45	6401.10	8901.55	4799 (April to June, 2012)	do
November, 2012 to January, 2013	496.00	2004.45	6642.40	9142.85	4926 (July to September, 2012)	do
February to April, 2013	496.00	2004.45	6904.60	9405.05	5064 (October to December, 2012)	do
May to July, 2013	496.00	2004.45	6919.80	9420.25	5072 (January to March, 2013)	do
August to October, 2013	496.00	2004.45	7303.60	9804.05	5274 (April to June, 2013)	do
November, 2013 to January, 2014	496.00	2004.45	7736.80	10237.25	5502 (July to September, 2013)	do
February, 2014 to April, 2014	496.00	2004.45	8150.00	10651.45	5720 (October to December, 2013)	do
May, 2014 to July, 2014	496.00	2004.45	7919.20	10419.00	5598 (January to March, 2014)	do
August, 2014 to Oct, 2014	496.00	2004.45	8257.40	10757.85	5776 (April to June, 2014)	do
November, 2014 to Jan, 2015	496.00	2004.45	8487.30	10987.75	5897 (July to September, 2014)	do
February, 2015 to Apr, 2015	496.00	2004.45	8519.60	11020.05	5914 (October to December, 2014)	do

**Table - II**  
**Starting Monthly Wages of an unskilled Worker in Cotton Industry as per agreement dated 01.06.1995**

Period	Basic Wages Rs.	FDA. Rs.	V.D.A. Rs.	Total Rs.	Average Consumer Price Index no. for Kolkata Centre on Base (1960 = 100)	Remarks
November, 2010 to January, 2011	308.00	1582.25	4320.00	6210.25	4255 (July, 2010 to September, 2010)	This rate does not include HRA
February to April, 2011	308.00	1582.25	4416.00	6306.25	4319 (October to December, 2010)	do
May to July, 2011	308.00	1582.25	4440.00	6330.25	4335 (January, 2011 to March, 2011)	do
August to October, 2011	308.00	1582.25	4540.50	6430.75	4402 (April, 2011 to June, 2011)	do
November, 2011 to January, 2012	308.00	1582.25	4864.50	6754.75	4618 (July to September, 2011)	do
February to April, 2012	308.00	1582.25	4794.00	6684.25	4571 (October to December, 2011)	do
May to July, 2012	308.00	1582.25	4732.50	6622.75	4530 (January to March, 2012)	do
August to October, 2012	308.00	1582.25	5136.00	7026.25	4799 (April to June, 2012)	do
November, 2012 to January, 2013	308.00	1582.25	5326.00	7216.25	4926 (July to September, 2012)	do
February to April, 2013	308.00	1582.25	5533.00	7423.75	5064 (October to December, 2012)	do
May to July, 2013	308.00	1582.25	5545.50	7485.75	5072 (January to March, 2013)	do
August to October, 2013	308.00	1582.25	5848.50	7738.75	5274 (April to June, 2013)	do
November, 2013 to January, 2014	308.00	1582.25	6190.50	8080.75	5502 (July to September, 2013)	do
February, 2014 to April, 2014	308.00	1582.25	6517.50	8407.75	5720 (October to December, 2013)	do
May, 2014 to July, 2014	308.00	1582.25	6334.50	8224.75	5598 (January to March, 2014)	do
August, 2014 to October, 2014	308.00	1582.25	6601.50	8491.75	5776 (April to June, 2014)	do
November, 2014 to January, 2015	308.00	1582.25	6783.00	8673.25	5897 (July to September, 2014)	do
February, 2015 to April, 2015	308.00	1582.25	6808.50	8698.75	5914 (October to December, 2014)	do

Table - III  
A

Starting Monthly Wages of an unskilled worker in Engineering Unit employing 50 to 249 workmen (other than CPSU units) as per agreement dated 10.02.1997

Period	Basic Wages Rs.	FDA Rs.	V.D.A. Rs.	Total Rs.	Average Consumer Price Index No. for Kolkata Centre on Base (1960 = 100)	Remarks
December, 2010 to February, 2011	1771.00	1144.30	5260.00	8175.30	4255 (July, 2010 to September, 2010)	This rate does not include HRA
March to May, 2011	1771.00	1144.30	5388.00	8303.30	4319 (October to December, 2010)	do
June to August, 2011	1771.00	1144.30	5420.00	8335.30	4335 (January, 2011 to March, 2011)	do
September to November, 2011	1771.00	1144.30	5554.00	8469.30	4402 (April, 2011 to June, 2011)	do
December, 2011 to February, 2012	1771.00	1144.30	5986.00	8901.30	4618 (July, 2011 to September, 2011)	do
March to May, 2012	1771.00	1144.30	5892.00	8807.30	4571 (October to December, 2011)	do
June to August, 2012	1771.00	1144.30	5810.00	8725.30	4530 (January to March, 2012)	do
September to November, 2012	1771.00	1144.30	6348.00	9263.30	4799 (April to June, 2012)	do
December, 2012 to February, 2013	1771.00	1144.30	6602.00	9517.30	4926 (July to September, 2012)	do
March to May, 2013	1771.00	1144.30	6878.00	9793.30	5064 (October to December, 2012)	do
June to August, 2013	1771.00	1144.30	6894.00	9809.30	5072 (January to March, 2013)	do
September to November, 2013	1771.00	1144.30	7298.00	10213.30	5274 (April to June, 2013)	do
December, 2013 to February, 2014	1771.00	1144.30	7754.00	10669.30	5502 (July to September, 2013)	do
March to May, 2014	1771.00	1144.30	8190.00	11105.30	5720 (October to December, 2013)	do
June, 2014 to August, 2014	1771.00	1144.30	7946.00	10861.30	5598 (January to March, 2014)	do
September, 2014 to Nov, 2014	1771.00	1144.30	8302.00	11217.30	5776 (April to June, 2014)	do
December, 2014 to Feb, 2015	1771.00	1144.30	8544.00	11459.30	5897 (July to September, 2014)	do
March, 2015 to May, 2015	1771.00	1144.30	8578.00	11493.30	5917 (October to December 2014)	do

**TABLE - III**  
**B**  
**Starting Monthly Wages in Engineering Units employing (i) 250 to 1000 workmen and (ii) 1001 and above workmen (other than CPSU units) as per agreement dated 10.02.97**

Period	Basic Wages Rs.	FDA.		V.D.A.		Total Rs.	Average Consumer Price Index no. for Kolkata Centre on Base (1960 = 100)	Remarks
		Rs.	Rs.	Rs.	Rs.			
December, 2011 to February, 2012	i. 1814.00.	1152.80	5986.00	8952.80	4926 (July, 2012 to September, 2012)	This rate does not include H.R.A		
	ii. 1818.00	1152.80	5986.00	8956.80				
March to May, 2012	i. 1814.00	1152.80	5892.00	8858.80	4571 (October to December, 2011)	do		
	ii. 1818.00	1152.80	5892.00	8862.80				
June to August, 2012	i. 1814.00	1152.80	5810.00	8776.80	4530 (January to March, 2012)	do		
	ii. 1818.00	1152.80	5810.00	8780.80				
September to November, 2012	i. 1814.00	1152.80	6348.00	9314.80	4799 (April to June, 2012)	do		
	ii. 1818.00	1152.80	6348.00	9318.80				
December, 2012 to February, 2013	i. 1814.00	1152.80	6602.00	9568.80	4926 (July to September, 2012)	do		
	ii. 1818.00	1152.80	6602.00	9572.80				
March to May, 2013	i. 1814.00	1152.80	6878.00	9844.80	5064 (October to December, 2012)	do		
	ii. 1818.00	1152.80	6878.00	9848.80				
June to August, 2013	i. 1814.00	1152.80	6894.00	9860.80	5072 (January to March, 2013)	do		
	ii. 1818.00	1152.80	6894.00	9864.80				
September to November, 2013	i. 1814.00	1152.80	7298.00	10264.80	5274 (April to June, 2013)	do		
	ii. 1818.00	1152.80	7298.00	10268.80				
December, 2013 to February, 2014	i. 1814.00.	1152.80	7754.00	10720.80	5502 (July to September, 2013).	do		
	ii. 1818.00	1152.80	7754.00	10724.80				
March to May, 2014	i. 1814.00	1152.80	8190.00	11156.80	5720 (October to December, 2013)	do		
	ii. 1818.00	1152.80	8190.00	11160.80				
June, 2014 to Aug. 2014	i. 1814.00	1152.80	7946.00	10861.30	5598 (January to March, 2014)	do		
	ii. 1818.00	1152.80						
Sept, 2014 to Nov, 2014	i. 1814.00	1152.80	8302.00	11268.80	5776 (April to June 2014)	do		
	ii. 1818.00	1152.00						
Dec, 2014 to Feb, 2015	i. 1814.00	1152.80	8544.00	11510.80	5897 (July to September, 2014)	do		
	ii. 1818.00	1152.80						
Mar, 2015 to May, 2015	i. 1814.00	1152.80	8578.00	11544.80	5914 (October to December, 2014)	do		
	ii. 1818.00	1152.00						



TABLE - IV

**A. Daily wages for the daily rated workers in Tea Estates of Hill areas (Darjeeling, Kalimpong & Kurseong sub-divisions), Dooras and Terai regions**

Period		Daily wage
From	1.4.2014 to 31.3.2015	Rs.112.50
From	1.4.2015 to 31.3.2016	Rs.122.50
From	1.4.2016 to 31.3.2017	Rs.132.50

\*(As per memorandum of settlement dated 20.02.2015)

**B.**

- (i) For tea garden in the Hill areas, the existing practice of payment of Extra Leaf Price (ELP) will be continued
- (ii) For the Tea gardens in the Dooars and Terai Regions, the rate of Extra Leaf Price (ELP) shall be Rs. 3.00 per Kg. for production up to 6 kgs. above the base task and Rs. 3.50 per Kg. for production of more than 6 kgs. above the base task (weekly output to be determined on the basis of fixed daily task) w.e.f. 20.02.15



# E

## Important Settlements

### (I) MEMORANDUM OF SETTLEMENT

#### 1. Name of the Parties :

The Employers of (1) Sponge Iron, (2) Ferro Alloys, (3) Induction Furnace and (4) Rolling Mill industries of West Bengal represented by West Bengal Iron & Steel Manufacturers Welfare Association, 1, R.N. Mukherjee Road, Martin Burn House, Ground Floor, Kolkata - 700 001

And

Their workers represented by-

#### (1) INTTUC affiliated Unions :

- (i) Jai Balaji Industries Ltd. (Unit-iii) Permanent Shramik Karmachari Union, Regn. No. 27065
- (ii) Jai Balaji Industries Ltd. Contractors Workers Union, Regn. No. 25279
- (iii) Jai Balaji Industries Ltd. Thikadar Workers Union, Regn. No. 25353.
- (iv) Calster Sponge Ltd. Permanent Workmens Union, Regn. No. 26404.
- (v) Shyam Steel Industries Ltd. Permanent Workmens Union, Regn. No.26403
- (vi) Adhunik Corporation Ltd. ThikadarMazdoor Union, Regn No. 26590.
- (vii) Haldia Steel Contractor & Casual Workers Union, Regn. No. 25656.
- (viii) Shyam Ferro Alloys Ltd. Workmens Union, Regn. No. 25487.
- (ix) Jaishree Steel Pvt. Ltd. Permanent Workmens Union, Regn. No. 26406.
- (x) Alokandanda Sponge Iron (P) Ltd. Permanent Workmens Union, Regn. No. 26490
- (xi) Neo Metalliks Ltd. Contractor Workers Union, Regn. No. 26523.
- (xii) C.P. Sponge Iron Pvt. Ltd. Contractors Workers Union, Regn. No. 27203.
- (xiii) V.S.P. Udyog (Pvt.) Ltd. Workers Union, Regn. No. 26502.
- (xiv) Sharp Ferro Alloys Contractors Workers Union, Regn. No. 25962.
- (xv) Corporate Ispat Alloys Ltd. Contractors Workers Ltd., Regn. No. 26026.
- (xvi) R.S. Concast Ltd. Permanent Workmens Union, Regn. No. 26492.
- (xvii) Jagadamba Industries Ltd. Thikadar Mazdoor Union, Regn. No. 26489.
- (xviii) SRMB Srijan Ltd. Contractors Workers Union, Regn. No. 24148.
- (xix) Srinivasa Ferro Alloys Ltd. Contractors Workers Union, Durgapur - 713 211, Regn. No. 26220.
- (xx) Shakambari Overseas Pvt. Ltd. Contractors Workmen Union, Regn. No.25654.
- (xxi) Kartick Alloys Ltd. Contractors Workers Union, Regn. No. 25741.
- (xxii) Shyam Steel Industries Contractors Workers Union, Regn. No. 27204.
- (xxiii) Corporate Ispat Pvt. Ltd. Contractor Workers Union, Regn. No. 26498.
- (xxiv) Shyam Ferro Alloys Ltd. Contractors Workers Union, Durgapur 713213, Regn. No. 25486.
- (xxv) West Bengal Nirman Workers Union, Regn. No. 25075.
- (xxvi) Surya Alloy Industries Ltd. Contractors Workers Union Regn. No. 26592.
- (xxvii) Matangi Steel Pvt. Ltd. Contractors Workers Union, Regn. No. 26598.

- (xxviii) Bhaskar Shranchi Alloys Ltd. Contractors Workers Union, Regn. No. 26591.
- (xxix) Shova Ispat Alloys Ltd. Thikakarmi Union, Regn. No. 26594.
- (xxx) Amit Metaliks Ltd. Workers Union, Regn. No. 25747.
- (xxxi) Shyam Ferro Alloys Ltd. Contractor Worker Union, Durgapur - 713215, Regn. No. 25741.
- (xxxii) Srinivasa Ferro Alloys Contractors Workers Union, Durgapur-713 215, Regn. No. 27749.

(2) CITU affiliated Unions :

- (i) Co-ordination Committee of Trade Unions of Small, Medium Iron & Steel Industries (CITU)

(3) INTUC affiliated Unions :

- (i) Shyam Sel Ltd. Shromik Union, Regn. No. 26066
- (ii) Durgapur Shyam Ferro Alloys Ltd. Shramik Union Regn. No. 25834
- (iv) Shyam Steel Industries Ltd. Casual Workers Union, Regn. No. 25662
- (v) Jagadamba Industries Ltd. Workers Union, Regn. No.26745
- (vi) C.P. Rollers Pvt. Ltd. Casual & Contractors Workers Union, Regn. No. 25710
- (vii) KIC Metaliks Ltd. Contractors Sramik Union, Regn. No. 26119
- (viii) Kajaria Iron & Steel Co. Pvt. Ltd. Shramik Union, Regn. No. 26063
- (ix) Amit Metaliks Ltd. Sramik Union, Regn. No. 25692.

**2. Representing the Employers :**

- (i) Shri S. Bhattacharjee, Convener, W.B.I & S. M.W. Association
- (ii) Shri S.L. Agarwal. M.B. Ispat Group.
- (v) Shri R.K. Chakraborty, Shyam Group.
- (vi) Shri U. Jhunjhunwala, Mark Steels Ltd.
- (vii) Shri Amrik Singh, Modern India Concast Ltd.
- (viii) Shri Sitaram Agarwal, Super Smelters
- (ix) Shri Dipak Agarwal, Gagan Ferrotech
- (x) Shri Pulak Kumar Neogy, Sr. manager, P&A, SPS Steels Rolling Mills Ltd.

**3. Representing the Workers :**

- (1) INTTUC - affiliated Unions :
  - (i) Ms. Dola Sen, State President, INTTUC. West Bengal.
  - (ii) Shri Probhat Chaterjee, District President, INTTUC, Burdwan.
  - (iii) Shri Swapan Bauri, District President, INTTUC, Bankura.
  - (iv) Shri Prafulla Kr. Mahato, District President, INTTUC, Purulia
  - (v) Shri Dinen Roy, District President, INTTUC, PaschimMedinipur
  - (vi) Shri Samir Mukherjee, INTTUC, Burdwan District
  - (vii) Shri Partha Guin, INTTUC, Bankura District.
  - (viii) Shri Magan Ghosh, General Secretary, Ispat Damodar Ltd. Workers Union
  - (ix) Shri Bholanath Karmakar, General Secretary, Shakambari Ispat Steel Pvt. Ltd. Workers Union
  - (x) Shri Joy Chand Garai, General Secretary, D.D. International Pvt Ltd. Workers Union

- (xi) Shri Somesh Mukherjee, General Secretary, S.P.S. Metal Cast Workers Union.
- (xii) Shri Arun Dhara, General Secretary, Joy Balaji (Unit-IV) Shramik Union
- (xiii) Shri Budheswar Mahato, Gen. Secy. Rashmi Sponge Iron (Unit-III) Workers Union

(2) CITU affiliated Unions :

- (i) Shri Nikhil Mukherjee, Convener, CCTUSMISI (CITU)
- (ii) Shri B.K. Chakraborty, (CITU) Burdwan District Committee
- (iii) Shri Kinkar Posak, (CITU) Bankura District Committee
- (iv) Shri Haradhan Jha, CITU, Raniganj
- (v) Shri Manoj Dutta, CITU, Jamuria.
- (vi) Shri Umapada Gope, CITU, Raniganj.
- (vii) Shri Uttam Shyam, CITU, Durgapur.
- (viii) Shri Bapi Banerjee, CITU, Durgapur, Angadpur.

(3) INTUC affiliated Unions :

- (i) Shri Ramen Pandey, Working President, INTUC, West Bengal.
- (ii) Shri Bikash Ghatak, President, INTUC, Burdwan District.
- (iii) Shri Swapan Banerjee, General Secretary, INTUC, Burdwan District.

**4. Short Recital of the Case :**

The Trade Unions mentioned above affiliated to the Central Trade Unions, like, INTTUC, CITU, INTUC representing the workers of different units of Sponge Iron, Ferro Alloy, Induction Furnace and Rolling Mill industries of West Bengal submitted their charters of demands on different dates in February, 2013 and March, 2013 to the Managements of the Units and to the Regional Labour Offices of the area for settlement of the issues mentioned therein. Co-ordination Committee of Trade Unions or Small, Medium Iron & Steel Industries (CITU) and West Bengal Pradesh National Trade Union Congress also in their letter dated 20.3.13 and 25.3.13 respectively sought the intervention of the Labour Department for settlement of the issues of the charters of demands submitted by their respective affiliated Trade Unions to the managements. The Charters of demands included, inter alia, the demand for a new wage settlement for the workers of the Sponge Iron, Ferro Alloys, Induction Furnace and Rolling Mill Industries of West Bengal in view of the expiry of the Industry-wise Tripartite Agreement, dt. 23.12.2010. The matter was taken up in conciliation. The Employers representative body West Bengal Iron & Steel Manufacturers Welfare Association in their letter dt. 1.4.2013 submitted that the industry was facing acute and tremendous problems for past sometime. The major problem is inadequate supply of Iron Ore, the principal raw material of the industry. The restrictive policy adopted by the Government of Orissa on Iron Ore lifting and transporting it to West Bengal has resulted in acute shortage of this raw materials for the Iron Industry of West Bengal. As a result, the industrial units are operating off and on with 30% of its installed capacity. Again, the supply of coal by Coal India at a regulated price has been reduced to a considerable extent. As a result, the industry is forced to import coal at a higher cost from other country. In addition, international recession is affecting adversely the Iron & Steel related industries. In view of this, the industry is not able to bear any additional financial burden at present and to increase the production cost causing further problem to the industry. On the other hand, the unions demanded for enhancement of wages

and introduction of Dearness Allowance and certain other allowances for the workers of the industry. They demanded the wages of the workers of the industry in no circumstances shall be less than the current minimum rates of wages applicable to the workers of manufacturing and industrial establishments in West Bengal. In course of the conciliation proceedings discussion by and between the parties came to a halt for a brief period when the Association withdrew themselves from the negotiation process. However after some time discussion was with the Association in separate conferences to sort out the problem. The good office of the Hon'ble MIC, Labour Department, Government of West Bengal was availed of. Ultimately after a protracted discussion in several separate and joint conferences, the dispute is settled by and between the parties this day of 5th June, 2014 before S.H. Askari, Addirional Labour Commissioner, Government of West Bengal on the following terms and conditions :

### 5. Terms of Settlement :

It is agreed by and between the parties that

(1) Wages of each worker will be increased as follows:

(a) Rs. 1000/- per month will be increased over and above the existing monthly wage of each worker as on 01.02.2013.

(b) The increase of Rs. 1000/- per month mentioned above, will be paid in two parts as follows:

(i) 15% increase over and above the existing monthly base wage of each worker who belongs to such group of workers drawing a base wage Rs. 150/- or less daily and 10% increase over and above the monthly base wage of each worker who belongs to such group of workers drawing a base wage Rs. 151/- daily or above.

(ii) The balance of Rs. 1000/- minus the 15% or 10% increase, as the case may be, over and above the existing monthly base wage mentioned above, will be paid as Special Allowance per month to each worker.

[Note : Here, Base wage means the basic part of wage including annual increment, but with no other allowances included in it. As per existing practice in the industry, existing monthly base wage is calculated by multiplying the daily base wage by 30. For example, if the existing pre-revised daily base wage of a worker is Rs. 150, the existing pre-revised monthly base wage of the worker stands Rs.  $150 \times 30 =$  Rs. 4500. So, consequent to 15% increase as per terms mentioned above, the monthly base wage of Rs. 4500 will be revised to Rs.  $4500 + \text{Rs. } 675 \text{ (15\%)} =$  Rs. 5175 So, the remaining Rs.  $1000 - \text{Rs. } 675 =$  Rs. 325 per month will be paid as Special Allowance in this case. Similarly, if the existing pre-revised daily base wage of a worker is Rs. 160, the existing pre-revised monthly base wage of the worker stands Rs.  $160 \times 30 =$  4800. So consequent to 10% increase as per terms mentioned above the monthly base wage of Rs.  $160 \times 30 =$  4800. So consequent to 10% increase as per terms mentioned above the monthly base wage of Rs. 4800 will be revised to Rs.  $4800 + 480 \text{ (10\% increase)} =$  Rs. 5280. So, the remaining Rs.  $1000 - \text{Rs. } 480 =$  Rs. 520 per month will be paid as Special Allowance in this case.]

(2) Any worker drawing pre-revised wage of Rs. 151 or more per day, if after revision through this agreement, stands to draw a basic wage which is eventually less than that of a worker drawing pre-revised wage of Rs. 150 or less, shall enjoy a pay protection ensuring a base wage higher than the latter.

(3) House Rent Allowance (HRA) will be paid to each worker @ 5% on the revised

monthly base wage including annual increment.

(4) A Calculation sheet (though not exhaustive) of some revised total monthly wages and total daily wages that will stand as per terms mentioned hereinabove of this agreement is given in annexure A which is a part of this agreement.

(5) An Annual Increment of Wages @ Rs. 208 per month will be added to the revised monthly base wage of each worker on 1st March each year i.e. an Annual Increment of Rs. 8 per day (i.e. Rs. 208/26 = Rs. 8) will be added to the revised daily base wage of each worker on 1st March each year. This Annual Increment will be effective from 1st March, 2013.

(6) According to the existing practice in the industry, the daily wage of a worker is derived by dividing the total monthly wages by 30. Henceforth, the daily wage of a worker will be calculated by dividing the total monthly wage including all admissible allowances by 26, not by 30. For the purpose of calculation of total wages payable to a worker for work done by him for any number of days, the daily wage of that worker is to be multiplied by the number of days actually worked by him.

(7) (a) Each worker will be entitled to annual leave with wages as per provision of the factories Act, 1948.

(b) Each worker will be allowed 12 days leave with wages for National Holidays and festival Holidays every year.

(8) The employers will cover the workers under the provisions of the EPF & MP Act and the ESIC Act as applicable to them immediately, who are not yet covered by these Acts.

(9) The employers will implement the provisions of all relevant Labour Laws including the Employees Compensation Act, 1923 as applicable in respect of their workers. The safety materials as per provisions of the Factories Act, 1948 shall be provided by each employer to each worker. Supply of potable drinking water, an arrangement for toilet and urinal shall be ensured by the employer as per provisions of the Factories Act, 1948.

(10) All other existing benefits and practices/privileges enjoyed by the workers/employees shall be continued.

(11) The terms of this settlement shall be applicable to all categories of workers including un-skilled, semi-skilled, skilled, highly - skilled, loading and un-loading workers and supervisory staff who are treated as workers engaged directly or indirectly or through contractor by the employers. Piece rated workers engaged directly or indirectly or through contractor by the employers will also get the benefit of the revised wages proportionately.

(12) The terms and conditions of this settlement will be applicable to all industrial units of Sponge Iron, Ferro Alloys, Induction furnace and Rolling Mill Industries in the State of West Bengal.

(13) The total arrear wages and allowances payable to each worker consequent to the revision of Wages and Allowances under this agreement will be paid to each worker in 9 installments within the financial year of 2014-2015 ending in 31st March, 2015.

(14) If any dispute arises over payment of Bonus under the Payment of Bonus Act, 1965, it will be settled at tripartite level.

(15) If any dispute arises in the matter of implementation of any terms and conditions of this agreement, it will be resolved at tripartite level.

(16) Every employer will issue appointment letter and identity card to all his/her workers mentioning the date of appointment and other particulars of the workers relating to his/her

employment with immediate effect.

(17) Each worker will be given wage slip of pay and allowances paid to him/her at the time of payment of wages.

(18) Each worker will be given annual PF statement issued by Provident Fund Department, through respective Organization/Employer.

(19) Each employer will install Biometric/Electronic attendance system for the purpose of recording attendance of the workers and this will be installed within 6 months from the signing of this agreement. However, the provision for maintaining attendance register, under the Factories Act, 1948 shall be complied with by the employers.

(20) Both sides, the managements and the workers will cooperate with each other to maintain normalcy with respect to production. The workers shall maintain discipline at the work places by following the Rules & Regulations of the organization.

**(21) The agreement will be operative from 1st february, 2013 to 31st March, 2016.**

With this, the dispute is settled fully and finally.

SIGNATURE OF EMPLOYERS REPRESENTATIVES REPRESENTATIVES

SIGNATURE OF UNION REPRESENTATIVES

Witness :

1. Shri Partha Pratim Chakraborty, 05.06.14  
Deputy Labour Commissioner, Durgapur.

2. Shri Shyamal Dutta, 05/06/14  
Deputy Labour Commissioner,  
Kharagpur

3. Shri Nirupam Mondol, 05/06/14.  
Assistant Labour Commissioner,  
Durgapur



05/6/2014

S.H. Askari,  
Conciliation Officer

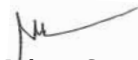
&

Additional Labour Commissioner,  
Government of West Bengal

## ANNEXURE - A

### Sample Calculation Sheet of Revised Wages

SL.No.	Existing Wages	Revised Wages w.e.f.1.2.13	Revised Wages after 1st Annual Increment w.e.f. 1.3.2013
1.	Daily base wage : Rs.131 Monthly base Wage : Rs.131 × 30 = Rs.3930 H.R.A @ 5% = Rs. 196.50 Total Monthly Wage : Rs. 4126.50 Total daily wage : Rs.4126.50/30= Rs.137.55	Monthly base Wage : Rs. 3930 + 589.50 (15%increase)=4519.50 HRA@5%=225.97 Spl.Allowance = 410.50 Total Monthly Wage: Rs.5155.97 Total daily Wage : Rs.5155.97/26=Rs.198.30 (As per agreement to get daily wage, monthly wage is to be divided by 26)	Monthly base Wage : Rs. 4519 +208(Annual Increment) = Rs.4727.50 HRA @ 5%=236.37 Spl.Allowance=Rs.410.50 Total Monthly wage : 5374.37 Total daily wage=5374.37/26=206.70
2.	Daily base wage : Rs.150 Monthly base wage : Rs. 150 ×30=Rs.4500 H.R.A @ 5%=Rs.225 Total Monthly wage : Rs.4725 Total daily wage : Rs.4725/30=Rs.157.50	Monthly base Wage : Rs. 4500 + 675 (15%increase)=Rs.5175 HRA@5%=Rs.258.75 Spl.Allowance = Rs.325 Total Monthly Wage=Rs.5758.75 Total daily Wage = Rs.5758.75/26=Rs.221.49	Monthly base Wage : Rs. 5175 +208(Annual Increment) = Rs 5383 HRA @ 5%=269.15 Spl.Allowance=Rs.325 Total Monthly wage = Rs.5977.15 Total daily wage=Rs.5977.15/26=Rs.229.89
3.	Daily base wage : Rs.178 Monthly wage : 178×30=Rs.5340 H.R.A @ 5%=Rs.267 Total Monthly wage : Rs.5607 Total daily wage : Rs.5607/30=Rs.186.90	Monthly base Wage : Rs. 5340 + 534 (10%increase)=Rs.5874 HRA@5%=Rs.293.70 Spl.Allowance = Rs.466 Total Monthly Wage= Rs.6633.70 Total daily Wage = Rs.6633.70/26=Rs.255.70	Monthly base Wage : Rs. 5874 +208(Annual Increment) = Rs 6082 HRA @ 5%=304.10 Spl.Allowance=Rs.466 Total Monthly wage = Rs.6852.10 Total daily wage=Rs.6852.10/26=Rs.263.54
4.	Daily base wage : Rs.205 Monthly wage : Rs.205×30=Rs.6150 H.R.A @ 5%=Rs.307.50 Total Monthly wage : Rs.6457.50 Total daily wage : Rs.6457.50/30=Rs.215.25	Monthly base Wage : Rs. 6150 + 615 (10%increase)=Rs.6765 HRA@5%=Rs.338.25 Spl.Allowance = Rs.385 Total Monthly Wage= Rs.7488.25 Total daily Wage = Rs.7488.25/26=Rs.288	Monthly base Wage : Rs. 6765 +208(Annual Increment) = Rs 6973 HRA @ 5%=348.65 Spl.Allowance=Rs.385 Total Monthly wage = Rs.7706.65 Total daily wage=Rs.7706.65/26=Rs.296.40
5.	Daily base wage : Rs.240 Monthly wage : Rs.240×30=Rs.7200 H.R.A @ 5%=Rs.360 Total Monthly wage : Rs.7560 Total daily wage : Rs.7560/30=Rs.290.76	Monthly base Wage : Rs. 7200 + 720 (10%increase)=Rs.7920 HRA@5%=Rs.396 Spl.Allowance = Rs.280 Total Monthly Wage= Rs.8596 Total daily Wage = Rs.8596/26=Rs.330.61	Monthly base Wage : Rs. 7920 +208(Annual Increment) = Rs 8128 HRA @ 5%=406.40 Spl.Allowance=Rs.280 Total Monthly wage = Rs.8814.40 Total daily wage=Rs.8814.40/26=Rs.339.01



Additional Labour Commissioner  
West Bengal



## (II) MEMORANDUM OF SETTLEMENT

## 1. Names and addresses of the Parties :

West Bengal Cold Storage Association  
(Affiliated to Bharat Chamber of Commerce)  
9, Park Mansions, 2nd Floor Kolkata - 700 016.

— AND—

Their Workers represented by :

## 1. For CITU :

- (i) Federation of Cold Storage Employees Union, West Bengal 85/3, G.T. Road (West), Serampore, Hooghly.
- (ii) Hooghly District Cold Storage Employees Union.
- (iii) Burdwan District Cold Storage Shramik Union.
- (iv) Paschim Medinipur Cold Storage Workers Union.
- (v) Bankura Zilla Himghar Karmachari Union.
- (vi) Howrah District Cold Storage Employees Union.
- (vii) Jalpaiguri Zilla Cold Storage Shramik Karmachari Union.

## 2. For INTTUC :

- (i) West Bengal Cold Storage Workers & Employees Union, Saktigarh Uttar Bazar, Banka Bridge Pally Shilpa Chira Mill, PO - Saktigarh, Burdwan - 713149.
- (ii) Bardhaman Zilla Cold Storage Shramik Karmachari Union.
- (iii) Burdwan District Cold Storage Permanent Workers Union.
- (iv) Paschim Medinipur Zilla Sthahi Himghar Shramik Union.
- (v) Bankura Zilla Himghar Sthahi Shramik Union.
- (vi) Uttarbanga Himghar Workers Union.
- (vii) Birbhum Zilla Cold Storage Shramik Karmachari Union.
- (viii) Hooghly Zilla Cold Storage Shramik Karmachari Union.

## 2. Representing the Management :

- 1. Shri S.M. Jain, Chairman, Labour Committee, WBCSA
- 2. Shri Rampada Paul - President, WBCSA
- 3. Shri Naba Kumar Kundu - Vice-President
- 4. Shri Gobind Kajaria - Treasurer
- 5. Shri Patit Paban De
- 6. Shri Sunil Kumar Rana
- 7. Shri Kaushik Kundu
- 8.
- 9. Shri P K Saha - Labour Advisor

### 3. Representation the Workers/Union :

#### 1. For CITU :

1. Shri Prasanta Ghosh - President
2. Shri Nikhil Paramanik
3. Shri Apal Majhi
4. Shri Bidyut Ray
5. Shri Kinkar Posak
6. Shri Ashok Pal
7. Shri Tridib Chakrabarty

#### 2. For INTTUC :

1. Shri Golam Jarjis - Working President
2. Abdul Sattar
3. S.K. Ajamat ali
4. Shri Saroj Pal
5. S.K. Jahirul Islam
6. Shri Radhashyam Kundu
7. Shri Ashis Ray
8. Shri Taracharan Roy Ghatak
9. Shri Gouranga Lal Basu

#### Short recital of the case :

Previous Industry - wise tripartite settlement in Cold Storage Industry in the State, signed on 04.10.2010 was valid up to 31.08.2013. Respective Unions submitted their Charter of Demands on 27.08.2013 and 27.06.2013 respectively. Several sittings were held at bipartite levels to discuss the Charter of Demands. Thereafter, the matter was referred to the conciliation machinery where discussions were held. The Hon'ble MIC, Labour Department exercised his good office also. Finally a tripartite settlement is made today i.e. on 8th September, 2014 on the following terms and conditions.

#### Terms of Settlement :

It is agreed by and between the Parties that :

(1) Grouping of the Cold Storages in the State will remain the same as per the last Agreement dated 04.10.2010.

(2) (i) The Basic Wages of the existing workmen will be increased w.e.f. 01.09.2013 at a lump-sum amount as mentioned below :

The lump sum amount, mentioned below against the following Groups of Cold Storages over and above the existing Basic Wages of the Workers w.e.f. 01.09.2013 shall be applicable :-

Group - categories	Lump sum increase (Rs.) of monthly wages
Cold Storages	
GROUP - A	20
GROUP - B	45
GROUP - C	85
GROUP - D	95
GROUP - F	125

**(iii) Workers joining on and after 01.09.2013 will not be entitled to this increase.**

- (3) The rate of annual increment for all workmen shall be increased by Rs. 5/- over the existing annual increment w.e.f. 01.01.2014 including the workmen of Group - A category of cold storages.
- (4) Fixed DA, VDA and its Pegging Points :
- (i) **The existing total VDA points of 1560 as on 31.03.2014 will be added to the existing fixed DA revising the pegging points from 4037 to 5597. As a consequence the fixed DA will stand at 5597 points as on 31.3.14.**  
The rate of VDA per point shall be increased by 1 paisa on the existing rates of VDA and arrear payment will be made w.e.f. 1<sup>st</sup> September, 2013 on the increased points.
- (ii) **VDA :**  
**The VDA will be paid to each worker/employee over 5597 points w.e.f 1.4.2014 and payable at a rate mentioned herein above. (Base year ; 1960 = 100)**
- (5) **Medical Allowance :**  
With effect from 01.09.2013 the Medical Allowance will be increased to Rs. 125/- Per Month from Rs. 90/-.
- (6) **Payment of Bonus :**  
All matters relating to payment of Bonus shall remain unchanged. The existing rate of 14% Bonus will continue to remain payable during the years covered by the present settlement. The Workmen engaged in the Units with higher rate of Bonus shall enjoy the same.
- (7) **House Rent Allowance :**  
The workers as defined under the West Bengal House Rent Allowance Act shall be entitled for House Rent in accordance with the relevant provision of the said Act.
- (8) **Leave, PF, Insurance & Safety :**  
The Provision of leave, P.F., Insurance & Safety shall be guided as per the tripartite settlement dated 10.03.2004 subject to the provisions of relevant Act/Rules.
- (9) **Payment of Arrears :**  
The arrear amounts payable to each worker out of the settlement shall be paid within one month from the signing of the Agreement.
- (10) **General**
1. Any existing benefit or facility now enjoyed by the workmen but not altered by this settlement shall continue.
  2. If any extra payment is made for any extra work to a workman, the same shall continue provided the workman continues to put in such extra work.
  3. In view of certain local problems faced by some Cold Storages in the matter of shift duty etc., the same would be discussed and resolved at bipartite level.
  4. The union/workmen and the management agree to extend all possible co-operation to each other for maintaining industrial and harmony in the units.
  5. All other points raised by the union in course of discussions but not covered under this settlement will be deemed to have been dropped.

6. Any difference of opinion between the parties whatsoever shall be resolved through constitutional methods.
  7. The question of new recruitment is entirely a matter of management prerogative.
- (11) In case, any dispute arises regarding any of the terms and conditions of the settlement the same may be referred to the conciliation officer for interpretation/clarification.

This settlement comes into force w.e.f. 01.09.2013 and will remain valid up-to 31st July, 2017.

With this the disputes is settled fully and finally.

Signature of  
representatives of the  
Management

*[Handwritten signatures]*  
8/9/2014  
8/9/2014  
8/9/14  
8/9/14  
8/9/14  
8/9/14

Signature of representatives  
of the Union / Workers

*[Handwritten signatures]*  
For INTTUC :  
8/9/2014  
Abdul Sattar  
SK Ayazul Haq  
AShis Roy.  
8/9/2014  
Salaj Kr. Pal  
8/9/14  
Radha slyem kundu  
SK. Jahirul Islam  
Gauranfa la/Basak  
8/9/14  
Prasanti  
8/9/14  
Nikhil Kumar  
Apal Maji  
Bidyant Ray  
8/9  
Kinkar Das  
8.9.14  
Ashok Paul  
Saamar Nafiz  
8/9/14



*[Handwritten signature]*  
08/9/2014  
S.H. Askari,  
Conciliation Officer  
&  
Additional Labour Commissioner,  
Govt. of West Bengal

## (III) MEMORANDUM OF SETTLEMENT

## 1. Name of the Parties :

The Tea Plantation Industry in West Bengal represented by :

1. The Secretary General. CCPA, Royal Exchange Place, 6 NS. Road, Kolkata - 700001
2. The Secretary, DBITA, P.O. Binnaguri, Dt. Jalpaiguri.
3. The Secretary, TBITA, Bengdubi, P.O. Bagdogra. Dt. Darjeeling.
4. The Secretary, Darjeeling Tea Association. The Club, Darjeeling.
5. The Secretary, Darjeeling Indian Tea Association, P.O. & Dist. Darjeeling.
6. The Secretary, Tea Association of India, P.O. Ethelbari, Dt. Alipurduar/ Kadmtala, Dt. Darjeeling.
7. The Secretary, Terai Indian Planters Association. P.O. Matigara, Dt. Darjeeling.
8. The Advisor, Indian Tea Planters, Association, Jogesh Chandra Hall, Jalpaiguri.

**And**

The daily rated workmen employed in the Tea Plantation Industry in West Bengal represented by

1. All West Bengal Tea Garden Labour Union (AWBTGLU).
2. Cha Bagan Mazdoor Union (CBMU). Birpara.
3. Darjeeling Cha Bagan Workers Union (DCBWU).
4. Dooars Cha Bagan Workers Union (DCBWU), Kalchini.
5. Darjeeling District Chia Kaman Mazdoor Union (DDCKMU), Siliguri.
6. Darjeeling Terai Dooars' Plantation Labour Union (DTDPLWU).
7. Himalayan Plantation Workers Union (HPWU)
8. Jatiya Cha Mazdoor Congress (JCMC)
9. National Union of Plantation Workers (NUPW) Hamiltonganj/ Siliguri.
10. North Bengal Cha Bagan Employees Union (NBCBEU).
11. North Bengal Tea Plantation Employees Union (NBTPEU).
12. Paschim Banga Cha Bagan Shramik Karmachari Union (PBCBSKU), 25, D.L. Roy Sarani, Mahanandapara, Siliguri - 734001.
13. Progressive Plantation Workers Union (PPWU). Nagrakata - 735225.
14. Progressive Tea workers Union (PTWU).
15. Rastriya Cha Mazdoor Congress (RCMC).
16. Tea Employees Association of West Bengal (TEAWB).
17. Terai Dooars Plantation Workers Union (TDPWU).
18. Terai Sangrami Cha Shramik Union (TSCSU).

19. Trinamool Tea Plantation Workers Union (TTPWU).  
Hamiltonganj / Siliguri.
20. West Bengal Cha Mazdoor Sabha (WBCMS).
21. West Bengal Cha Shramik Union (WBCMS).
22. West Bengal Tea garden Employees Association (WBTGEA).
23. Zilla Cha Bagan Workers Union (ZCBWU).
24. The President, INTTUC, West Bengal, Kolkata.
25. Darjeeling Terai Dooars Chia Kaman Mazdoor Union,  
Darjeeling.
26. Uttarbanga Cha Bagicha Sramik Union (Mekhliganj). District.  
Coochbehar, PIN - 735304.

## 2. Short Recital of the Case :

The industry-wise settlement in respect of the daily-rated workers of tea plantation industry dated 04.11.2011 expired on 31.03.2014. Operating trade union submitted their respective charter of Demands to the Labour Commissionerate on different dates and sought intervention of the Labour Commissioner. The Labour Commissioner, West Bengal intervened into the matter for an amicable settlement. Several separate and joint conferences were held on 25.02.2014, 12.03.2014, 18.06.2014, 16.07.2014, 07.08.2014, 08.08.2014, 15.12.2014, 16.12.2014 and 20th day of February, 2015. After protracted negotiation, the issue relating to the charter of demands regarding wage increase has been settled in presence of Shri Moley Ghatak, Hon'ble Minister-in-Charge, Labour Department, Shri Subrata Mukherjee, Hon'ble MIC, Department of Panchayat and Rural Development & Public Health Engineering Department, and Shri Goutam Deb, Hon'ble Minister-in-Charge, North Bengal Development Department, on this 20th day of February, 2015 on the following terms and conditions :

## 3. Terms of Settlement :

- (a) (i) The rates of wages of the daily rated workers of the tea gardens of Hill areas (Darjeeling, Kalimpong and Kurseong Sub-divisions) shall be increased as follow:

**With effect from 01.04.2014** : From Rs. 90.00 per day to Rs. 112.50  
(Rs. 90.00 + Rs. 17.50 + 5.00 [one time Allowance] per day.

**With effect from 01.04.2015** : From Rs. 112.50 per day to Rs. 122.50 per day

**With effect from 01.04.2016** : From Rs. 112.50 per day to Rs. 132.50 per day.

- (ii) The existing practice of payment of ELP in respect of tea gardens of Hill areas will be continued.

- (iii) The rates of wages of the daily rated workers of the tea gardens of Dooars and Terai Regions shall be increased as follow:

**With effect from 01.04.2014** : From Rs. 95.00 per day to Rs. 112.50 per day.

**With effect from 01.04.2015** : From Rs. 112.50 per day to Rs. 122.50 per day

**With effect from 01.04.2016** : From Rs. 112.50 per day to Rs. 132.50 per day.

[(b) For the tea gardens in the Dooars and Terai Regions, the rate of Extra Leaf Prices - (ELP) shall be Rs. 3.00 per Kg. for production up to 6 kgs above the base task and Rs. 3.50 per Kg. for production of more than 6 Kgs. above the base task (weekly output to be determined on the basis of fixed daily task), with effect from the date of signing the agreement.

- (C) The existing rate of Additional Compensation will be increased from the date of signing this agreement in the following manner:
- (i) The rate of Rs. 4.00 per day will be increased to Rs. 7.50 per day.
  - (ii) The rate of Rs. 4.50 per day will be increased to Rs. 8.50 per day.]
- (d) It has been decided that arrear payment for the period from 1st April, 2014 to 20th February, 2015 shall be made in three equal installments i.e. **1st installment before 31.03.2015, the 2nd installment before 30.06.2015 and the 3rd and last installment before 31.10.2015 and the payment as per revised rates of wages shall be made with effect from 21.02.2015 onwards.**
- (ii) The State Government shall take up the issues raised by the employers with the Government of India for implementation of Central Government Schemes in Tea Plantation of North Bengal regarding food-grains, water supply sanitation and medical facilities under NRHM.
  - (iii) The State Government shall take care of the interest of the employers and the plantation workers for the development of Tea Industry. The issues raised by the operating trade unions and employers Associations / CCPA regarding working hours, absenteeism and mechanization of tea production shall be reviewed after six months with a view to resolve grievances of the plantation workers and issues raised by the employers.
  - (iv) The issue of enhancement of wages of staff and sub-staff shall be taken up shortly for arriving at an amicable settlement.
  - (v) The parties shall maintain discipline and peace in the tea gardens. In case of any grievances / industrial disputes, the matter shall be resolved discussion without hampering normal work.
  - (vi) Remaining issues, like two bela work, half-bela work, un-paid holidays, hours of work etc. raised by both of the parties will be taken up for conciliation at a subsequent tri-partite level meeting.
  - (vii) The agreement shall come into force with effect from 01.04.2014 and shall remain in force till the minimum rates of wages become effective under the provisions of the Minimum Wages Act, 1948. However, the committee constituted by notification 20-MW/2W/16/2010 dated 17.02.2014 may give effort to submit the report as early as possible.

**On behalf of the Employers**

1. The Secretary General, CCPA, Royal Exchange Place, 6, N.S. Road, Kolkata - 700001.
2. The Secretary, DBITA, P.O. Binnaguri, Dt. Jalpaiguri.
3. The Secretary, TBITA, Bengdubi, P.O. Bagdogra, Dt. Darjeeling.
4. The Secretary, Darjeeling Association. The Club, Darjeeling.

**On behalf of the Workmen/Unions**

1. All West Bengal Tea Garden Labour Union (AWBTGLU, (INTTUC)
2. Cha Bagan Mazdoor Union (CBMU)
3. Darjeeling Cha Bagan Workers Union (DCBWU).
4. Dooars Cha Bagan Workers Union (DCBWU), Kalchini.
5. Darjeeling District Chia Kaman Mazdoor Union (DDCKMU). Siliguri.
6. Darjeeling Terai Dooars' Plantation Labour Union (DTDPLU).

5. The Secretary, Darjeeling Indian Tea Association, P.O. & Dist. Darjeeling.
6. The Secretary, Tea Association of India, P.O. Ethelbari, Dt. Alipurduar, Kadamtala, District Darjeeling.
7. The Secretary, Terai Indian Planters Association, P.O. Matigara, Dt. Darjeeling.
8. The Advisor, Indian Tea Planters Association, Iogesh Chandra Hall, Jalpaiguri.
7. Himalayan Plantation Workers Union (HPWU).
8. Jatiya Cha Mazdoor Congress (JCMC).
9. National Union of Plantation Workers (NUPW), Hamiltonganj.  
National Union of Plantation Workers (NUPW), Siliguri.
10. North Bengal Cha Bagan Employees Union (NBCBEU).
11. North Bengal Tea Plantation Employees Union (NBTPEU).
12. Paschim Banga Cha Bagan Shramik Karmachari Union (PBCBSKU).
13. Progressive Plantation Workers Union (PPWU).
14. Progressive Tea workers Union (PTWU).
15. Rastriya Cha Mazdoor Congress (RCMC)
16. Tea Employees Association of West Bengal (TEAWB).
17. Terai Doors Plantation Workers Union (TDPWU).
18. Terai Sangrami Cha Shramik Union (TSCHU).
19. Trinamool Tea Plantaiton Workers Union (TTPWU). Hamiltanganj.  
Trinamool Tea Plantaiton Workers Union (TTPWU). Siliguri.
20. West Bengal Cha Mazdoor Sabha (WBCMS)
21. West Bengal Cha Shramik Union (WBCSU)
22. West Bengal Tea garden Employees Association (WBTGEA).
23. Zilla Cha Bagan Workers Union (ZCBWU).
24. The President INTTUC, West Bengal Kolkata.
25. Darjeeling Terai Dooars Chia Kaman Mazdoor Union, Darjeeling.
26. Uttarhanga Cha Bagicha Sramik Union (Mekhliganj), District. Coochbehar, PIN-735304.



*(Handwritten signature)*

(Jawaid Akhtar)  
Conciliation Officer  
&

Labour Commissioner, West Bengal

**Witnesses :**

1. Pashupati Ghosh Addl. Labour Commissioner, West Bengal.  
*(Handwritten signature and date: 20.02.2015)*
2. Md. Rizwan, Joint Labour Commissioner, North Bengal Zone.  
*(Handwritten signature and date: 20.02.15)*



## (iv) MEMORANDUM OF SETTLEMENT

1. **Name of the Parties** Employers of Jute Mills of West Bengal  
And

Their workmen represented by :

- (1) Bengal Chatkal Mazdoor Union, 53, A.J.C. Bose Road, Kolkata - 700 014.
- (2) National Union of Jute Workers, 41B Kabitirtha Sarani, 1<sup>st</sup> Fl. Kidderpore, Kolkata - 700 023.
- (3) Federation of Chatkal Mazdoor Union, 50/1, Nirmal Ch. Street, Kolkata - 700 013.
- (4) Rastriya Chatkal Mazdoor Union, C/o. Supreme Law Chamber, 5, K.S. Roy Road, Kolkata - 1.
- (5) Jute Textile Workers Union, 5, Abhoy Mukherjee Lane, Kolkata - 700 056.
- (6) Bengal Provincial Chatkal Mazdoor Union, 249, Bipin Behari Ganguly St. Kolkata - 700 012.
- (7) Paschimbanga Chatkal Mazdoor Federation, 52/7, B.B. Ganguly Street, Kolkata - 700 012.
- (8) All India Jute Textile Workers Federation, 26, Dr. Sudhir Basu Road, Port Sramik Bhawan Khidderpur Kolkata - 700 023.
- (9) National Union of Jute Workers, 24/D, Ekbalpur Lane, Kolkata - 700 023. Corres Address : 88, M.G. Road, P.O Budge Budge, South 24 pgs. Kolkata - 700 137.
- (10) All India Jute Workers Federation, 53, A.J.C. Bose Road, Kolkata - 700 016.
- (11) Indian National Jute Workers Federation, 177B, A.J.C. Bose Road, Kolkata - 700 016.
- (12) Indian Federation of Jute Textile Workers, 10, Government Place, Kolkata - 700 001.
- (13) West Bengal National Jute Mill Shramik Union 1, Mirbahar Street, Kolkata.
- (14) Jute Workers Federation. 154, G.T. Road (S), Howrah - 711 102.
- (15) All India Federation of Jute Workers, 50/1, Nirmal Ch. Street, Kol-700 013.
- (16) Bharatiya Jute Mazdoor Sangh, 10 K.S. Roy Road, Kolkata - 700 001.
- (17) Bengal Jute Mills Workers' Union, 48, Lenin Sarani Kolkata - 700 013, Corrs. Address : 77/2/1, Lenin Sarani, Kolkata -13
- (18) West Bengal Chatkal Shramik Karmachari Union, 129/A, Karl Marx Sarani, Kolkata - 700 023.
- (19) National Union of Jute Textile Workers, 2A, Hazi Md. Mahasin Square, Kolkata - 700 016.
- (20) Bengal Chatkal Mazdoor Forum, 21/1/1, Creek Row, Kolkata - 700 014.
- (21) National Federation of Jute Workers, A/18F/1, Sahanagore Road, Kolkata - 700026.
- (22) State President, Indian National Trinamool Trade Union Congress, Trinamool Congress Bhawan, 36G, Topsia Road, Kolkata - 700 100.

2. **Representatives of Employers**

(a) For Indian Jute Mills Association :

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

**(b) For Individual Jute Mills**

1. Alliance Mills (Lesses) Ltd.
2. Aditya Translink Private Ltd.
3. Agarpara Jute Mills Ltd.
4. Ambica Multifibres Ltd. (Unit : Ambica Mills)
5. The Angus Co. Ltd.
6. Bally Jute Co. Ltd.
7. Birla corporation Ltd.
8. Budge Budge Co. Ltd.
9. The Calcuta Jute Mfg. Co. Ltd.
10. Cheviot Co. Ltd.
11. Chitavalsah Jute Mills (Williard India Ltd.)
12. Dalhousie Jute Co. Ltd.
13. Delta Limited.
14. Premium Agro Exports Ltd. (Unit: Eastern Jute Mills)
15. The Empire Jute Co. Ltd.
16. East India Commercial Co. Ltd.  
(Unit : Sh. Krishna Jute Mills)
17. The Ganges Mfg. Co. Ltd.
18. Gloster Jute Mills Ltd.
19. Hastings Jute Mills (MurlidharRatanlal Exports)
20. Hooghly Mills Co. Ltd.
21. Hooghly Mills Projects Ltd.
22. Howrah Mills. Co. Ltd.
23. Jagatdal Jute & Industries Ltd.
24. Kamarhatty Co. Ltd.
25. Trend VyaparPvt. Ltd.
26. Mahabir Jute Mills Ltd.
27. Mahadeo Jute & Industries Ltd.
28. PadamMercantilespvt. Ltd. (Meghna Jute Mills)
29. Naihati Jute Mills Co. Ltd.
30. Prabartak Jute Mills Ltd.
31. Reliance Jute Mills (International) Ltd.
32. Rameswara Jute Mills (Winsome International Ltd.)
33. Vijayshree Ltd. (Fort William Jute Mills)
34. A I Champdany Ind. Ltd. (Anglo India Jute Mills)
35. Auckland International Ltd. (Auckland Jute Mills)
36. Baranagore Jute Factory Plc.
37. W.B. Agro text Corpn. Ltd.
38. A.I. Champdany Industries Ltd. \*Wellington Jute).

39. Caledonian Jute & Industries Ltd.
40. Delta Ltd.
41. Kanoria Jute & Industries Ltd.
42. Kanknarrah Co. Ltd.
43. Ludlow Jute Mills.
44. Nafar Chand Jute Mills.
45. New Central Jute Mills. Co. Ltd.
46. North Brook Jute Co. Ltd.
47. KMP Jute Mills Ltd. (Nuddea Jute Mills)
48. Bristi Vinimay Pvt. Ltd. (Premchand Jute Mills)
49. Gouri Shankar Jute Mills Ltd.
50. Tepcon International (India) Ltd. (Hanuman Jute)
51. RDB Textiles Ltd. (Victoria Jute Works)
52. Tirupati Jute Industries Ltd.
53. Loomtex Engg. Pvt. Ltd. (Titagarh No. 2 Jute Mill)

### Representing Workmen/Union:

- (1) Bengal Chatkal Mazdoor Union
- (2) National Union of Jute Workers
- (3) Federation of Chatkal Mazdoor Union
- (4) Rastriya Chatkal Mazdoor Union
- (5) Jute Textile Workers Union
- (6) Bengal Provincial Chatkal Mazdoor Union
- (7) Paschimbanga Chatkal Mazdoor Federation
- (8) All India Jute Textile Workers Federation
- (9) National Union of Jute Workers
- (10) All India Jute Workers Federation
- (11) Indian National Jute Workers Federation
- (12) Indian Federation of Jute Textile Workers
- (13) West Bengal National Jute Mill Sharamik Union
- (14) Jute Workers Federation
- (15) All India Federation of Jute Workers
- (16) Bharatiya Jute Mazdoor Sangh
- (17) Bengal Jute Mills Workers' Union
- (18) West Bengal Chatkal Shramik karmachari Union
- (19) National Union of Jute Textile Workers
- (20) Bengal Chatkal Mazdoor Forum
- (21) National Federation of Jute Workers
- (22) State President, Indian National Trinamool Trade Union Congress

#### 4. SHORT RECITAL OF THE DISPUTE

A group of twenty Trade Unions namely Bengal Chatkal Mazdoor Union, National Union of Jute Workers, Federation of Chatkal Mazdoor Union, Rastriya Chatkal Mazdoor Union, Jute Textile Workers Union, Bengal Provincial Chatkal Mazdoor Union, Paschimbanga Chatkal Mazdoor Federation, All India Jute Textile Workers Federation, National Union of Jute Workers, All India Jute Workers Federation, Indian National Jute Workers Federation, Indian Federation of Jute Textile Workers, West Bengal National Jute Mill Shramik Union, Jute Workers Federation, All India Federation of Jute Workers, Bharatiya Jute Mazdoor Sangh, Bengal Jute Mills Workers Union, West Bengal Chatkal Shramik Karmachari Union, National Union of Jute Textile Workers, Bengal Chatkal Mazdoor Forum operating in Jute Industry, National Federation of Jute Workers and Indian National Trinamool Trade Union Congress, West Bengal raised fresh Charter of Demands as the last tripartite agreement dated 12.02.2010 was expired after a period of three years from the date of settlement. On receipt of the Charter of Demands from the unions the matter was taken up for conciliation and after several meeting the matter was settled amicably before Sri Moloy Ghatak, Minister In-Charge, Labour Department on 02.04.2015 on the following terms and conditions :-

#### 5. TERMS OF SETTLEMENT

It is agreed by and between the parties that-

- (I) Regarding the existing workers of the mill, the Management agrees to pay onetime ad-hoc payment of Rs. 26/- per month (for 208 hours) to all categories of workman including new entrants and it shall be added with the Basic Wages.
- (II) The DA shall continue as per the rise of fall of CPI @ Rs. 1.90 per point to the workmen in four quarters every year i.e. on 1<sup>st</sup> February, 1<sup>st</sup> May, 1<sup>st</sup> August & 1<sup>st</sup> November.
- (III) The new entrants after execution of this agreement shall be paid Rs. 257/- only per day in lieu of Rs. 157/- as the entry level minimum payment. They will also be entitled to future D.A. increase. The existing workers getting below the settled amount, if any, shall get the agreed amount on and from the date of execution of this agreement. On the other hand, the workers getting more than the agreed amount shall continue to enjoy the same.
- (IV) The Management shall ensure the payment of D.A. if unpaid, as per clause 5(1) of the agreement dated 10.02.2010.
- (V) The Management agrees to pay last drawn wages to the retired workers in cases of reemployment. However, it will not be applicable to those who have been paid all their retirement dues and after discontinuation of the employer employee relationship.
- (VI) A committee consisting of the representatives of the Labour Department, workers and the Management headed by experts shall review the question of maintenance of the strength of permanent and special badlies in the ratio of 90% and 20% respectively millwise and shall submit their report within six months to the Government, which will take steps to implement it.
- (VII) For the time being, it is, however, agreed to by and between the parties that 5000 (Five Thousand) Workmen shall be made permanent from amongst the special badlies in respect of all Mills proportionately and a similar number of badlies will be promoted to the category

of special badlies. The Identity Cards will be issued to all workers and no worker will be allowed to work in the mill without the same.

- (VIII) There Shall be no contractual worker affecting the existing workers inside the mill, both for perennial and other jobs.
- (IX) The demands for grades and scales of pay for the workers and related matters will be covered under the West Bengal Jute Policy.
- (X) It has been agreed that this settlement will remain in operation for a period of three years with effect from the date of signing of this tripartite agreement and shall continue to remain in operation thereafter till it is terminated by statutory notice in accordance with the provision of the Industrial Disputes Act. 1947.
- (XI) After execution of this agreement, the management shall not enter in any bipartite agreement at the mill level with regard to financial emoluments covered by this agreement.
- (XII) House rent allowance will be paid as per Law.
- (XIII) The Management Shall provide and continue Canteen facility in no-profit-no-loss basis.
- (XIV) The mill Management shall arrange individual electric meter for every quarter and the electric consumption charge will be borne by the respective worker, However, the Management will make all efforts to provide domestic meter, if the electric supply authority allows.
- (XV) This agreement will be applicable to all operating 84 no. s (list attached) Jute mills existing in West Bengal.

SIGNATURE OF THE EMPLOYERS	SIGNATURE OF THE REPRESENTATIVE OF UNION
INDIAN JUTE MILLS ASSOCIATION	(1) Bengal Chatkal Mazdoor Union
(1)	(2) National Union of Jute Workers
(2)	(3) Federation of Chatkal Mazdoor Union
(3)	(4) Rastriya Chatkal Mazdoor Union
	(5) Jute Textile Workers Union
	(6) Bengal Provincial Chatkal Mazdoor Union
	(7) Paschimbanga Chatal Mazdoor Federation
	(8) All India Jute Textile Workers Federation
	(9) National Union of Jute Workers
	(10) All India Jute Workers Federation
	(11) Indian National Jute Workers Federation
	(12) Indian Federation of Jute Textile Workers
	(13) West Bengal National Jute Mill Shramik Union
	(14) Jute Workers Federation
	(15) All India Federation of Jute Workers
	(16) Bharatiya Jute Mazdoor Sangh
	(17) Bengal Jute Mills Workers' Union

- (18) West Bengal Chatkal Sharamik  
Karmachari Union
- (19) National Union of Jute Textile Workers
- (20) Bengal Chatkal Mazdoor Forum
- (21) National Federation of Jute Workers
- (22) State President, Indian National  
Trinamool Trade Union Congress

### INDIVIDUAL JUTE MILLS

1. Alliance Mills (Lesses) Ltd.
2. Aditya Translink Private Ltd.
3. Agarpara Jute Mills Ltd.
4. Ambica Multifibres Ltd. (Unit : Ambica Mills)
5. The Angus Co. Ltd.
6. Bally Jute Co. Ltd.
7. Birla Corporation Ltd.
8. Budge Budge Co. Ltd.
9. The Calcutta Jute Mfg. Co. Ltd.
10. Cheviot Co. Ltd.
11. Chitavalsah Jute Mills (Willard India Ltd.)
12. Dalhousie Jute Co. Ltd.
13. Delta Limited
14. Premium Agro Exports Ltd. (Unit : Eastern Jute Mills)
15. The Empire Jute Co. Ltd.
16. East India Commercial Co. Ltd (Unit : Sh. Krihna Jute Mills)
17. The Ganges Mfg. Co. Ltd.
18. Gloster Jute Mills Ltd.
19. Hastings Jute Mill (Murlidhar Ratanlal Exports)
20. Hooghly Mills Co. Ltd.
21. Hooghly Mills Projects Ltd.
22. Howrah Mills Co. Ltd.
23. Jagatdal Jute & Industries Ltd.
24. Kamarhatty Co. Ltd.
25. Trend Vyapaar Pvt. Ltd.
26. Mahabir Jute Mills Ltd.
27. Mahadeo Jute & Industries Ltd.
28. Padam Mercantiles Pvt. Ltd. (Meghna Jute Mills)
29. Naihati Jute Mills Co. Ltd.
30. Prabartak Jute Mills Ltd.
31. Reliance Jute Mills (International) Ltd.
32. Rameswara Jute Mills (Winsome International Ltd.)
33. Vijayshree Ltd. (Fort William Jute Mills)
34. A. I Champdany Ind. Ltd. (Anglo India Jute Mills)
35. Auckland International Ltd. (Auckland Jute Mills)
36. Baranagore Jute Factory Plc.
37. W.B. Agro Text. Corpn. Ltd.

38. A. I Champdany Industries Ltd. (Wellington Jute)
39. Caledonian Jute & Industries Ltd.
40. Delta Limited
41. Kanoria Jute & Industries Ltd.
42. Kankinarrah Co. Ltd.
43. Ludlow Jute Mills.
44. Naffar Chand Jute Mills Ltd.
45. New Central Jute Mills Co. Ltd.
46. North Brook Jute Co. Ltd.
47. KMP Jute Ltd. (Nuddea Jute Mills)
48. Bristi Vinimay Pvt. Ltd. (Premchand Jute Mills)
49. Gouri Shankar Jute Mills Ltd.
50. Temcon International (India) Ltd. (Hanuman Jute)
51. RDB Textiles Ltd. (Victoria Jute Works)
52. Tirupati Jute Industries Ltd.
53. Loom Engineering Pvt. Ltd. (Titagarh No. 2 Jute Mills)



*[Handwritten Signature]*  
2/4/15

(JAWAID AKHTAR)  
CONCILIATION OFFICER  
& Labour Commissioner  
West Bengal  
LABOUR COMMISSIONER  
WEST BENGAL

Witness:

*[Handwritten Signature]*  
Additional Labour Commissioner  
West Bengal.  
*[Handwritten Signature]*  
2/4/15  
Joint Labour Commissioner  
Govt. of West Bengal.

*[Handwritten Signature]* 02.04.15

Assistant Labour Commissioner  
Govt. of West Bengal.

F

# Important Notifications

Registered No. WB/SC-320

No. 177(I)

The  
Kolkata Gazette



सत्यमेव जयते

*Extraordinary*  
Published by Authority

---

ASVINA 28]

MONDAY, OCTOBER 20, 2014

[SAKA 1936

---

**PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.**

**GOVERNMENT OF WEST BENGAL**  
**LABOUR DEPARTMENT**  
**M. W. Branch**

NOTIFICATION

**No. 54-MW/MW/2W-32/13.**—10th September 2014. —Whereas the Governor is of opinion that minimum rates of wages should be fixed under the Minimum Wages Act, 1948 (11 of 1948), in respect of the following employments in the State of West Bengal;

Now therefore, in exercise of the power conferred by section 27 of the Minimum Wages Act, 1948 (11 of 1948), the Governor is pleased hereby to give notice of 3 months of its intention to add to Part-I of the Schedule to the said Act, the following employments after serial No. 61 of the Part I of the said schedule for the purposes of the said Act:—

- “63. Bottling and Packaging Industry;
64. Confectionery and Sweets Manufacturing;
65. Clinical Establishments including Pathological Laboratories and Diagnostic Centres;
66. Garments Manufacturing Industry;
67. Saloons and Beauty Parlours;
68. Ice Factory;
69. Any Establishment in which manufacturing activity as defined under section 2 (k) of the Factories Act is carried out and is not covered under any of the other scheduled employments;
70. Automobile Engineering, Repairing Workshop & Garages;
71. Private Hospitals and Research Centres not carried on by the Government or Government notified local authorities;



- 
- 
72. Laundries, Laundry Services, Cleaning and Dyeing Plants / Units / Shops;
  73. Beverage Manufacturing & Vending Establishments;
  74. Fishing Activities including River & Deep Sea Fishing;
  75. Transportation, Marketing & Distribution of Petroleum Products and Cooking Gas including Petrol Pumps;
  76. Non-Banking Private Financial Institutions.
  77. Jewellery Manufacturing Industry;
  78. Ice Cream and Candy Manufacturing;
  79. Floor and Wall Tiles Manufacturing;
  80. Bought Tea Leaf Factory;
  81. Courier Service;
  82. Leather Goods Industry;
  83. Loading & Unloading Operations;
  84. Rolling of Iron Rods, Plates, Angles etc. and Rolling Mills;
  85. Wood Works and Furniture Industry;
  86. Information Technology Industry;
  87. Malls, Multiplexes, Departmental Stores and Mega Stores;
  88. Biscuit Manufacturing;
  89. Consumer Co-operative Societies, Primary Agricultural Co-operative Societies / Marketing Societies;
  90. Sponge Iron, Ferro alloys and Induction Furnaces;
  91. Establishments as defined under the West Bengal Shops and Establishments Act, 1963;
  92. Hotels and Restaurants including Boarding Houses, Eating Houses, Canteens, Clubs and Guest Houses.”

By order of the Governor,  
SITAL CHANDRA MONDAL,  
O.S.D.&Ex-officio,  
Dy. Secy, to the Govt, of West Bengal.

The  
  
 Kolkata Gazette

सत्यमेव जयते

*Extraordinary*  
Published by Authority

PAUSA 25]

THURSDAY, JANUARY 15, 2015

[SAKA 1936

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.

**GOVERNMENT OF WEST BENGAL**

**LABOUR DEPARTMENT**

**L. W. Branch**

NOTIFICATION

No. 650-LW/LW/3 A-01/14.—22nd October, 2014.—In exercise of the power conferred by Section 4 of the Industrial Disputes Act, 1947 (14 of 1947) and in supersession of all previous Notifications in the matter, the Governor is pleased hereby to appoint the persons mentioned in the entries in column (1) of the table below, to be the Conciliation Officers for the purpose of the said Act, and to define the limits shown in the corresponding entries in column (2) thereof within which such Conciliation Officers shall exercise the powers conferred on them by and under the said Act.

Designation of the Conciliation Officers	Jurisdiction
(1)	(2)
Labour Commissioner, West Bengal	Whole of West Bengal
Additional Labour Commissioner, West Bengal	Whole of West Bengal
Joint Labour Commissioner, West Bengal	Whole of West Bengal
Deputy Labour Commissioner, West Bengal	Whole of West Bengal
Assistant Labour Commissioner, West Bengal	Respective areas under the Regional Labour Office (RLO) for which he holds charge

By order of the Governor,  
SITAL CHANDRAMONDAL,  
Jt. Secy. to the Govt. of West Bengal.

**NOTIFICATION**

No. 651-LW/LW/3A-01/14.—22nd October, 2014.—In exercise of the power conferred by Section 4 of the the Industrial Disputes Act, 1947 (Act 14 of 1947) and in supersession of all previous Notification in the matter, the Governor is pleased hereby in the interest of Public Service to demarcate the area and Jurisdiction of the Conciliation Officers posted in 68 Regional Labour offices in West Bengal as noted in column II of the Schedule below with Headquarters as mentioned in Column III, district in Column IV and area & Jurisdiction thereof as mentioned in Column V therein :

**THE SCHEDULE**

<b>SI. No.</b>	<b>Name of the Regional Labour Office (RLO)</b>	<b>Headquarters</b>	<b>District</b>	<b>Area &amp; Jurisdiction</b>
<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>	<b>V</b>
1	RLO, Coochbehar	Coochbehar	Coochbehar	Coochbehar Sadar Sub division of Coochbehar District
2	RLO, Mathabhanga	Mathabhanga	Coochbehar	Mathabhanga Sub division of Coochbehar District
3	RLO, Mekhliganj	Mekhliganj	Coochbehar	Mekhliganj Sub division of Coochbehar District
4	RLO, Dinhata	Dinhata	Coochbehar	Dinhata Sub division of Coochbehar District
5	RLO, Tufanganj	Tufanganj	Coochbehar	Tufanganj Sub division of Coochbehar District
6	RLO, Jalpaiguri	Jalpaiguri	Jalpaiguri	Jalpaiguri Sub division of Jalpaiguri District (Except area falling within Siliguri Municipal Corporation)
7	RLO, Malbazar	Malbazar	Jalpaiguri	Malbazar Sub division of Jalpaiguri District
8	RLO, Birpara	Birpara	Alipurduar	Falakata, Birpara-Madarihat and Kalchini Blocks of Alipurduar District
9	RLO, Alipurduar	Alipurduar	Alipurduar	Kumargram, Alipurduar-I and Alipurduar-II Blocks and Alipurduar Municipality of Alipurduar District

10	RLO, Darjeeling	Darjeeling	Darjeeling	Darjeeling Sadar Sub division of Darjeeling District
11	RLO, Kurseong	Kurseong	Darjeeling	Kurseong Sub division of Darjeeling District
12	RLO, Kalimpong	Kalimpong	Darjeeling	Kalimpong Sub division of Darjeeling District
13	RLO, Siliguri	Siliguri	Darjeeling	Siliguri Sub division of Darjeeling District and area of Jalpaiguri District falling within Siliguri Municipal Corporation
14	RLO, Raiganj	Raiganj	Uttar Dinajpur	Raiganj Sadar Sub division of Uttar Dinajpur District
15	RLO, Islampur	Islampur	Uttar Dinajpur	Islampur Sub division of Uttar Dinajpur District
16	RLO, Balurghat	Balurghat	Dakshin Dinajpur	Balurghat Sadar Sub division of Dakshin Dinajpur District
17	RLO, Gangarapur	Gangarampur	Dakshin Dinajpur	Gangarampur Sub division of Dakshin Dinajpur District
18	RLO, Malda	Malda	Malda	Malda Sadar Sub division of Malda District
19	RLO, Chanchal	Chanchal	Malda	Chanchal Sub division of Malda District
20	RLO, Berhampore	Berhampore	Murshidabad	Berhampur Sadar Sub division of Murshidabad District
21	RLO, Kandi	Kandi	Murshidabad	Kandi Sub division of Murshidabad District
22	RLO, Jangipur	Jangipur	Murshidabad	Jangipur Sub division of Murshidabad District
23	RLO, Lalbag	Lalbag	Murshidabad	Lalbag Sub division of Murshidabad District
24	RLO, Suri	Suri	Birbhum	Suri Sadar Sub division of Birbhum District
25	RLO, Bolpur	Bolpur	Birbhum	Bolpur Sub division of Birbhum District
26	RLO, Rampurhat	Rampurhat	Birbhum	Rampurhat Sub division of Birbhum District
27	RLO, Bankura	Bankura	Bankura	Bankura Sadar Sub division of Bankura District
28	RLO, Bishnupur	Bishnupur	Bankura	Bishnupur Sub division of Bankura District
29	RLO, Khatra	Khatra	Bankura	Khatra Sub division of Bankura District
30	RLO, Purulia Sadar East	Purulia	Purulia	Purulia Sadar East Sub division of Purulia District
31	RLO, Purulia Sadar West	Purulia	Purulia	Purulia Sadar West Sub division of Purulia District
32	RLO, Raghunathpur	Raghunathpur	Purulia	Raghunathpur Sub division of Purulia District

33	RLO, Bardhaman Sadar North	Bardhaman	Bardhaman	Bardhaman Sadar North Sub division of Bardhaman District
34	RLO, Bardhaman Sadar South	Bardhaman	Bardhaman	Bardhaman Sadar South Sub division of Bardhaman District
35	RLO, Asansol	Asansol	Bardhaman	Asansol Sub division of Bardhaman District
36	RLO, Durgapur	Durgapur	Bardhaman	Durgapur Sub division of Bardhaman District
37	RLO, Kalna	Kalna	Bardhaman	Kalna Sub division of Bardhaman District
38	RLO, Katwa	Katwa	Bardhaman	Katwa Sub division of Bardhaman District
39	RLO, Kalyani	Kalyani	Nadia	Kalyani Sub division of Nadia District
40	RLO, Ranaghat	Ranaghat	Nadia	Ranaghat Sub division of Nadia District
41	RLO, Krishnanagar	Krishnanagar	Nadia	Krishnanagar Sub division of Nadia District
42	RLO, Tehatta	Tehatta	Nadia	Tehatta Sub division of Nadia District
43	RLO, Serampore	Serampore	Hooghly	Serampore Sub division of Hooghly District
44	RLO, Chandannagar	Chandannagar	Hooghly	Chandannagar Sub division of Hooghly District
45	RLO, Chinsura	Chinsura	Hooghly	Chinsura Sub division of Hooghly District
46	RLO, Arambag	Arambag	Hooghly	Arambag Sub division of Hooghly District
47	RLO, Howrah	Howrah	Howrah	Howrah Sadar Sub division of Howrah District
48	RLO, Uluberia	Uluberia	Howrah	Uluberia Sub division of Howrah District
49	RLO, Kharagpur	Kharagpur	Paschim Medinipur	Kharagpur Sub division of Paschim Medinipur District
50	RLO, Medinipur	Medinipur	Paschim Medinipur	Paschim Medinipur Sadar Sub division of Paschim Medinipur District
51	RLO, Ghatal	Ghatal	Paschim Medinipur	Ghatal Sub division of Paschim Medinipur District
52	RLO, Jhargram	Jhargram	Paschim Medinipur	Jhargram Sub division of Paschim Medinipur District
53	RLO, Haldia	Haldia	Purba Medinipur	Haldia Sub division of Purba Medinipur District
54	RLO, Tamluk	Tamluk	Purba Medinipur	Tamluk Sadar West Sub division of Purba Medinipur District
55	RLO, Contai	Contai	Purba Medinipur	Contai Sub division of Purba Medinipur District
56	RLO, Egra	Egra	Purba Medinipur	Egra Sub division of Purba Medinipur District

57	RLO, Barrackpore	Barrackpore	North 24 Parganas	Barrackpore Sub division of North 24 Parganas District
58	RLO, Barasat	Barasat	North 24 Parganas	Barasat Sadar Sub division of North 24 Parganas District
59	RLO, Basirhat	Basirhat	North 24 Parganas	Basirhat Sub division of North 24 Parganas District
60	RLO, Bongaon	Bongaon	North 24 Parganas	Bongaon Sub division of North 24 Parganas District
61	RLO, Bidhannagar	Bidhannagar	North 24 Parganas	Bidhannagar Sub division of North 24 Parganas District
62	RLO, Alipore	Alipore	South 24 Parganas	Alipore Sadar Sub division including Kolkata Municipal Corporation Ward Nos. 101 and upwards
63	RLO, Baruipur	Baruipur	South 24 Parganas	Baruipur Sub division of South 24 Parganas District
64	RLO, Canning	Canning	South 24 Parganas	Canning Sub division of South 24 Parganas District
65	RLO, Kakdwip	Kakdwip	South 24 Parganas	Kakdwip Sub division of South 24 Parganas District
66	RLO, Diamond Harbour	Diamond Harbour	South 24 Parganas	Diamond Harbour Sub division of South 24 Parganas District excluding Falta Free Trade Zone, Falta Industrial Growth Centre consisting of Sectors III, IV, V & VI of Kalatala Hat G.P. under Diamond Harbour-II Block
67	RLO, Falta	Falta	South 24 Parganas	Falta Free Trade Zone, Falta Industrial Growth Centre consisting of Sectors III, IV, V & VI of Kalatala Hat G.P. under Diamond Harbour-II Block
68	RLO, Kolkata	Kolkata	Kolkata	Kolkata Municipal Corporation Ward Nos. 1 to 100

By order of the Governor,  
SITAL CHANDRA MONDAL,  
Jt. Secy. to the Govt. of West Bengal.

## NOTIFICATION

No. 652-LW/LW/3A-01/14.—22nd October, 2014.—In exercise of the power conferred by Section 6 of the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970) and in supersession of this department notification No. 131 - LW/LW/3A-27/ 79, dated the 7th February, 1980, and No. 17-LW/LW/LW/3A-5/86 dated, Calcutta the 7th January, 1988, the Governor is pleased hereby to appoint the persons mentioned in the entries in column (1) of the table below, to be the Registering Officers for the purpose of Chapter III of the Act, and to define the limits shown in the corresponding entries in column (2) thereof within which such Registering Officers shall exercise the powers conferred on them by and under the said Act.

**The Schedule**

<b>Designation of the Registering Officer</b>	<b>Jurisdiction</b>
(1)	(2)
Assistant Labour Commissioner.	Respective area for which he holds charge as Assistant Labour Commissioner.

By order of the Governor,  
SITAL CHANDRA MONDAL,  
Jt. Secy. to the Govt. of West Bengal.

## NOTIFICATION

No. 653-LW/LW/3A-01/14.—22nd October, 2014.—In exercise of the power conferred by Section 11 of the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970) and in supersession of this department notification No. 130-LW/LW/3A-27/ 79, dated the 7th February, 1980, and No. 19-LW/LW/LW/3A-5/86 dated, Calcutta the 7th January, 1988, the Governor is pleased hereby to appoint the persons mentioned in the entry in column (1) of the table below, to be the Licensing Officers for the purpose of Chapter IV of the Act, and to define the limits shown in the corresponding entries in column (2) thereof within which such Licensing Officers shall exercise the powers conferred on them by and under the said Act.

<b>Designation of the Licensing Officer</b>	<b>Jurisdiction</b>
(1)	(2)
Assistant Labour Commissioner.	Respective area for which he holds charge as Assistant Labour Commissioner.

By order of the Governor,  
SITAL CHANDRA MONDAL,  
Jt. Secy. to the Govt. of West Bengal.

## NOTIFICATION

No. 654-LW/LW/3A-01/14.—22nd October, 2014.—In exercise of the power conferred by Section 15 of the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970) and in supersession of all previous Notifications in this matter, the Governor is pleased hereby to appoint the persons mentioned in the entry in column (1) of the table below, to be the Appellate Officers for the purposes of Chapters III and IV of the Act, and to define the limits shown in the corresponding entries in column (2) thereof within which such Appellate Officers shall exercise the powers conferred on them by and under the said Act.

<b>Designation of the Appellate Officer</b>	<b>Jurisdiction</b>
(1)	(2)
Deputy Labour Commissioner.	Respective area for which he holds charge as Deputy Labour Commissioner.

By order of the Governor,  
SITAL CHANDRA MONDAL,  
Jt. Secy. to the Govt. of West Bengal.

**NOTIFICATION**

No.655-LW/LW/3A-01/14.—22nd October, 2014.—In exercise of the power conferred by sub-section (1) of Section 28 of the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970) and in supersession of this department Notification No. 522-LW//LW/3A-21/79, dated the 14th July, 1981, and No. 18—LW/LW/3A-5/86 dated, Calcutta the 7<sup>th</sup> January, 1988, the Governor is pleased hereby to appoint the persons mentioned in the entries in column (1) of the table below, to be the Inspectors for the purpose of the said Act, and to define the limits shown in the corresponding entries in column (2) thereof within which such Inspectors shall exercise the powers conferred on them by and under the said Act.

<b>Designation of the Inspector</b>	<b>Jurisdiction</b>
(1)	(2)
Additional Labour Commissioner, West Bengal	Whole of West Bengal
Joint Labour Commissioner, West Bengal	Whole of West Bengal
Deputy Labour Commissioner, West Bengal	Respective area for which he holds charge as Deputy Labour Commissioner
Assistant Labour Commissioner, West Bengal	Respective area of the Regional Labour Office (RLO) for which he holds charge as Assistant Labour Commissioner
Inspector under the Minimum Wages Act, 1948/ Labour Inspector / Inspector, Agricultural Minimum Wages / Inspector, Shops and Establishments / Inspector, Trade Unions / Statistical Investigator or Assistant	Respective area of the Regional Labour Office (RLO) within which he is posted / holds charge

By order of the Governor,  
SITAL CHANDRA MONDAL,  
Jt. Secy. to the Govt. of West Bengal.

**NOTIFICATION**

No. 656-LW/LW/3 A-01 /14.—22nd October, 2014.—In exercise of the power conferred by Section 3 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (Act 30 of 1979) and in supersession of this department Notification No. 4756-LW/LW/I A-24(A)/79, Calcutta, the 20th September, 1983, the Governor is pleased to appoint hereby the following officers of the State Government as shown in column (1) of the schedule below, to be the Registering Officers for the purpose of Chapter II of the said Act, and to define the jurisdiction shown in the corresponding entries in column (2) thereof within which such Registering Officers shall exercise the powers conferred on them by and under the said Act.

**The Schedule**

<b>Designation of the Registering Officer</b>	<b>Jurisdiction</b>
(1)	(2)
Assistant Labour Commissioner.	Respective area for which he holds charge as Assistant Labour Commissioner.

By order of the Governor,  
SITAL CHANDRA MONDAL,  
Jt. Secy. to the Govt. of West Bengal.



**NOTIFICATION**

No. 657-LW/LW/3A-01/14.—22nd October, 2014.—In exercise of the power conferred by Section 7 of the Inter-State Migrant Workmen ( Regulation of Employment and Conditions of Service ) Act, 1979 ( Act 30 of 1979) and in supersession of this department Notification No. 4757-LW/LW/1A-24(A)/79, Calcutta, the 20<sup>th</sup> September, 1983, the Governor is pleased to appoint hereby the following officers of the State Government as shown in column (1) of the schedule below, to be the Licensing Officers for the purpose of Chapter III of the said Act, and to define the jurisdiction shown in the corresponding entries in column (2) thereof within which such Licensing Officers shall exercise the powers conferred on them by and under the said Act.

**The Schedule**

<b>Designation of the Licensing Officer</b>	<b>Jurisdiction</b>
(1)	(2)
Assistant Labour Commissioner	Respective area for which he holds charge as Assistant Labour Commissioner

By order of the Governor,  
SITAL CHANDRA MONDAL,  
Jt. Secy. to the Govt. of West Bengal.

**NOTIFICATION**

No. 658-LW/LW/3A-01/14.—22nd October, 2014— In pursuance of Sections 12 and 16 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service ) Act,1979 ( Act 30 of 1979) and in supersession of this department Notification No. 4758-LW/LW/1A-24(A)/79, Calcutta, the 20<sup>th</sup> September, 1983, the Governor is pleased to appoint hereby the following officers of the State Government as shown in column (1) of the schedule below, to be the Specified Authorities for the purposes of Sections 12 and 16 of the said Act, and to define the jurisdiction shown in the corresponding entries in column (2) thereof within which such Specified Authorities shall exercise the powers conferred on them by and under the said Act.

**The Schedule**

<b>Designation of the Specified Authorities</b>	<b>Jurisdiction</b>
(1)	(2)
Assistant Labour Commissioner	Respective area for which he holds charge as Assistant Labour Commissioner

By order of the Governor,  
SITAL CHANDRA MONDAL,  
Jt. Secy. to the Govt. of West Bengal.

**NOTIFICATION**

No. 659-LW/LW/3A-01/14.—22nd October, 2014.—In exercise of the power conferred by Section 11 of the Inter-State Migrant Workmen ( Regulation of Employment and Conditions of Service ) Act, 1979 ( Act 30 of 1979) and in supersession of this department Notification No.4759-LW/LW/1A-24(A)/79, Calcutta, the 20<sup>th</sup> September, 1983, the Governor is pleased to nominate hereby the following officers of the State Government as shown in column (1) of the schedule below, to be the Appellate Officers for the purposes of the said Act, and to define the jurisdiction shown in the corresponding entries in column (2) thereof within which such Appellate Officers shall exercise the powers conferred on them by and under the said Act.

**The Schedule**

<b>Designation of the Appellate Officers</b>	<b>Jurisdiction</b>
(1)	(2)
Assistant Labour Commissioner	Respective area for which he holds charge as Deputy Labour Commissioner

By order of the Governor,  
SITAL CHANDRA MONDAL,  
Jt. Secy. to the Govt. of West Bengal.

**NOTIFICATION**

No. 660-L/W/L/W/3 A-01 /14.—22nd October, 2014.—In exercise of the power conferred by sub-section (1) of Section 20 of the Inter-State Migrant Workmen ( Regulation of Employment and Conditions of Service ) Act, 1979 (Act 30 of 1979) and in supersession of this department Notification No. 4760-LW/LW/1 A-24(A)/79, Calcutta, the 20th September, 1983, the Governor is pleased to appoint hereby the following officers of the State Government as shown in column (1) of the schedule below, to be the Inspectors for the purposes of Chapter VI of the said Act, and to define their respective jurisdiction shown in the corresponding entries in column (2) thereof within which such Inspectors shall exercise the powers conferred on them by and under the said Act.

**The Schedule**

<b>Designation of the Inspectors</b>	<b>Jurisdiction</b>
(1)	(2)
Additional Labour Commissioner, West Bengal	Whole of West Bengal
Joint Labour Commissioner, West Bengal	Whole of West Bengal
Deputy Labour Commissioner, West Bengal	Respective area for which he holds charge as Deputy Labour Commissioner
Assistant Labour Commissioner, West Bengal	Respective area for which he holds charge as Assistant Labour Commissioner
Inspector under the Minimum Wages Act, 1948 / Labour Inspector / Inspector, Agricultural Minimum Wages / Inspector, Shops and Establishments / Inspector, Trade Unions / Statistical Investigator or Assistant	Respective area of the Regional Labour Officer (RLO) within which he is posted / holds charge

By order of the Governor,  
SITAL CHANDRA MONDAL,  
Jt. Secy. to the Govt. of West Bengal.

The  
Kolkata Gazette



सत्यमेव जयते

Extraordinary  
Published by Authority

---

---

MAGHA 14]

TUESDAY, FEBRUARY 3, 2015

[SAKA 1936

---

---

**PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.**

**GOVERNMENT OF WEST BENGAL  
LABOUR DEPARTMENT  
M. W. Branch**

NOTIFICATION

No. 02-MW/2W-32/13.—6th January 2015.— Whereas, the Governor is of opinion that the following employment which was added to Part-I of the Schedule to the Minimum Wages Act, 1948 vide Notification No. 64-MW/2W-58/2000 dated 25th June, 2001 published in The Kolkata Gazette, Extraordinary dated 27th June, 2001 should be excluded from the Schedule to the said Act with a view to non-application of the provisions of the said Act to the said employment;

Now, therefore, in exercise of the power conferred under Section 27 of the said Act, the Governor is pleased hereby to issue three months' notice of his intention to exclude the following employment from Part-I of the Schedule to the said Act;

“60. Sales Promotion in Medicine.”

By order of the Governor,  
SITAL CHANDRA MONDAL,  
Jt. Secy. to the Govt. of West Bengal.

The  
Kolkata Gazette



सत्यमेव जयते  
Extraordinary  
Published by Authority

MAGHA 28]

TUESDAY, FEBRUARY 17, 2015

[SAKA 1936

**PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.**

**GOVERNMENT OF WEST BENGAL  
LABOUR DEPARTMENT  
M. W. Branch**

**NOTIFICATION**

No. 12-MW/MW/2W-32/13.—9th February, 2015.— Whereas, the Governor is of opinion that minimum rates of wages should be fixed under the Minimum Wages Act, 1948 (11 of 1948), in respect of the following employments in the State of West Bengal;

And whereas, by Notification No. 54-MW/MW/2W-32/13 dated 10th September, 2014 published at page 547-548 of Part-I of The Kolkata Gazette, Extraordinary, dated October 20, 2014, the Governor had issued notice of his intention to do so;

Now, therefore, after expiry of the said period of three months and in exercise of the power conferred under Section 27 of the Minimum Wages Act, 1948 (11 of 1948) the Governor is pleased hereby to add to Part-I of the Schedule to the said Act, the following employments after serial No. 61 of the Part I of the said schedule for the purposes of the said Act:-

- “63. Bottling and Packaging Industry;
64. Confectionery and Sweets Manufacturing;
65. Clinical Establishments including pathological Laboratories and Diagnostic Centres;
66. Garments Manufacturing Industry;
67. Saloons and Beauty Parlour;
68. Ice Factory;
69. Any Establishment in which manufacturing activity as defined under Section 2 (k) of the Factories Act is carried out and is not covered under any of the other scheduled employments;
70. Automobile Engineering Repairing Workshop & Garages;
71. Private Hospitals and Research Centres not carried on by Government or local Authorities;
72. Laundries, Laundry services, Cleaning and Dyeing Plants & shops;
73. Beverage Manufacturing & Vending Establishments;
74. Fishing activities including River & Deep Sea Fishing;
75. Transportation, Marketing & Distribution of Petroleum Products and Cooking Gas including Petrol Pumps;
76. Non-Banking Private Financial Institutions;
77. Jewellery Manufacturing Industry;
78. Ice Cream and Candy Manufacturing;
79. Floor and Wall Tiles Manufacturing;

- 
- 
80. Bought Tea Leaf Factory;
  81. Courier Service;
  82. Leather goods Manufactory;
  83. Loading & Unloading Operations;
  84. Rolling of Iron Rods, Plates, Angles etc. and Rolling Mills;
  85. Wood Works and Furniture Industry;
  86. Information Technology Industry;
  87. Malls, Multiplexes, Departmental Stores and Mega Stores;
  88. Biscuit Manufacturing;
  89. Consumer Co-operative Societies, Primary Agricultural Co-operative Societies/Marketing Societies;
  90. Sponge Iron, Ferro Alloys and Induction Furnaces;
  91. Establishments as defined under the Shops and Establishments Act, 1963;
  92. Hotels and Restaurants including Boarding Houses, Eating Houses, Canteens, Clubs and Guest Houses”.

By order of the Governor,  
SITAL CHANDRA MONDAL,  
Jt. Secy. to the Govt. of West Bengal.

The  
Kolkata Gazette



Extraordinary  
Published by Authority

PHALGUNA 25]

MONDAY, MARCH 16, 2015

[SAKA 1936

**PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.**

**GOVERNMENT OF WEST BENGAL  
LABOUR DEPARTMENT  
IR Branch**

**AMENDMENT**

No. 183-I.R./Eil/l-A-4/10.—16th February, 2015—Whereas, the Government of West Bengal has introduced the West Bengal Transport Workers' Social Security Scheme, 2010, hereinafter referred to as the Scheme, vide the Government of West Bengal, Labour Department Resolution No. 907-I.R./E-i l/l-A-4/10 dated 13th August 2010, published in the Kolkata Gazette Extraordinary dated 25<sup>th</sup> August 2010;

And whereas, the West Bengal State Social Security Board has been reconstituted under this Department Notification No. 456 -1R/ EIL /1A - 01 / 09, dated 29-04-2013, in terms of sub-section (1) of Section 6 of the Unorganised Workers' Social Security Act, 2008, read with sub-section (5) of Section 6 of the said Act;

And whereas, this Reconstituted West Bengal State Social Security Board in its meeting dated 25.11.2014, has recommended to the State Government certain modifications in the West Bengal Transport Workers' Social Security Scheme in some respects as mentioned herein below;

And whereas, the Government of West Bengal is of opinion that, the scheme needs improvement to take care of the social security needs of the transport workers in general and that of the auto and taxi drivers in particular;

Now, therefore, in accordance with Clause 24 of the Scheme, the Governor is pleased hereby to enhance / rationalize / restructure the Scheme / benefits provided under the Scheme in the following manner for a proper implementation of the Scheme and in the interest of transport workers.

The Governor is also pleased to introduce cashless medical benefits up to Rs. 30,000/-only, to begin with, for the auto and taxi drivers only, in the RSBY model for facilitating instant treatment in the designated hospitals / nursing homes.

The Governor is further pleased to do away with the renewal fees of Rs 30/- only annually charged from transport workers.

The amendments, if not otherwise mentioned in the Scheme, shall take immediate effect.

The amendments follow:-

- (1) Pension shall be allowed to a beneficiary who has been a beneficiary under the scheme for a continuous period of not less than five years at the rate of Rs. 750/- only per mensem for the period from 01.04.2012 to 28.02.2015. The pension amount shall be enhanced to Rs 1500/- only per mensem w.e.f. 01.03.2015.

(2) After Sub Clause (2) of Clause 12 of the Scheme, Sub Clause (3) shall be added in the following manner :

“12 (3) Family Pension.

After death of the beneficiary his / her dependent member of family shall receive Family Pension @ 50% of the amount of last pension amount drawn by the beneficiary, as introduced in the Scheme w.e.f. 26.03.2012. The rate of the Family Pension shall be @ Rs 750/- only per mensem w.e.f. 01.03.2015.”

(3) Clause 13 of the Scheme shall be read as-

“13. (1). In case of death of the beneficiary,

- (a) arising out of an accident, a nominee /dependent of a beneficiary shall be entitled to a relief of Rs. 1,50,000/- only for the period from 01.04.2012 to 28.02.2015 and Rs. 2,00,000/- only w.e.f. 01.03.2015.
- (b) In case of normal death of the beneficiary, a nominee/dependent of a beneficiary shall be entitled to a relief of Rs.50,000/- only w.e.f. 01.04.2012.”

Clause 13. (2). On permanent disability shall stand repealed w.e.f. 01.03.2015.

“Clause 13 (3). No assistance under this provision shall be allowed if such death was-

- (a) Caused by intentional self injury, suicide or attempted suicide, homicide, insanity or immorality or if the member was under influence of intoxicating liquor, drug or narcotic or,
- (b) Caused by injuries resulting from riots, civil commotions or racing of any kind.”

(4) Clause 14 of the Scheme. Medical benefit for major ailments: shall be read as-

“Clause 14. Medical benefit for major diseases:

(1) A beneficiary or any member of his family suffering from any major diseases like Cancer, Leprosy, T.B., brain stroke (introduced w.e. f. 15.05.2013), cardiac problems,, malfunctioning of kidney (s), AIDS, Eye ailments (introduced w.e.f. 12.10.2012), Vericosis of vein (introduced w.e.f. 12.10.2012) or Thalacemia requiring hospitalization and treatment may be allowed relief upto Rs 20,000/- w.e.f. 01.04.2012, or the date of introduction of the disease in the Scheme.

*Explanation:* In case of auto and taxi drivers only, cashless medical benefits shall be provided up to Rs. 30,000/-only w.e.f. 01.03.2015.

(2) In case of surgical operation, relief shall be allowed up to a maximum of Rupees 80,000/- only for the period from 01.04.2012 or the date of introduction of disease in the Scheme to 28.02.2015. This shall be enhanced to Rs1,00,000/- only for self and Rupees 1,50,000/- only for family members including self per annum w.e.f. 01.03.2015.

In view of above, explanation to Clause 14(2) of the Scheme shall stand repealed.

(3) Actual amount of relief under this provision shall be such as may be decided by the Authorised Officer in consideration of the nature of ailment and on the basis of a certificate from the hospital where such treatment was conducted.”

(5) The benefit under Clause 15 of the Scheme viz Maternity Benefit, shall be Rs 6000/- for the period from 01.04.2012 to 28.02.2015. Similarly the benefit under Clause 19 of the Scheme viz Assistance on Marriage shall be Rs 10,000/- only for the period from 01.04.2012 to 28.02.2015.

Both the clauses shall be clubbed together w.e.f. 01.03.2015. and shall be read as -

“Clause 15. Assistance for Marriage and Maternity:-

An assistance of Rs 25,000/- only shall be allowed to a beneficiary towards marriage of his or her dependent daughter, as the case may be. Such benefit shall be allowed twice in life time with an interval of 5 years w.e.f. 01.03.2015.”

(6) Clause 19 of the Scheme stands repealed w.e.f. 01.03.2015.

(7) Clauses 16 of the Scheme, i.e. Assistance for purchase of Spectacles and Clause 17 of the Scheme, i.e. Funeral Expenses shall stand repealed w.e.f. 01.03.2015.

(8) Clause 18 of the Scheme shall be read as-

“Clause 18. Assistance for education of children:

One time assistance for education of children of a beneficiary shall be allowed in the following manner:-

- (i) Rs. 4,000/- for studying in Higher Secondary w.e.f. 01.04.2012,
- (ii) Rs. 6,000/- for studying in a general graduation course w.e.f. 01.04.2012,
- (iii) Rs. 8,000/- for studying in a Post Graduation course, w.e.f. 01.04.2012 to 28.02.2015 and Rs. 10,000/- w.e.f. 01.03.2015,
- (iv) Rs. 30,000/- for studying in a Technical/ Professional degree Course like Engineering / Medical or Business Management (introduced in the Scheme w.e.f. 15.05.2013) w.e.f. 01.04.2012.

*Explanation* : (1) such benefit shall not be allowed for more than two children,

(2) benefits under this provision shall have cumulative effect.”

(9) Clause 8 of the Scheme related to Renewal of Registration of a beneficiary stands repealed.

(10) Any reference to renewals in Clause 10 of the Scheme shall be omitted.

(11) Accidental Hospitalisation as introduced in the scheme w.e.f. 26.03.2012 shall be incorporated as-

“Clause 14 A. Accidental Hospitalization :

A beneficiary, if hospitalised for five or more days due to accident shall be provided with assistance @ Rs. 400/- per day for the first (5) Five days and @ Rs. 200/- per day for the remaining period of hospitalisation up to a maximum of Rs. 10,000/- only w.e.f.26.03.2012.”

(12) Eye check up of drivers as introduced in the Scheme w.e.f. 12.10.2012 @ Rs. 300/- only to be reimbursed after every two years ,shall stand repealed w. e.f. 01.03.2015.

(13) T.B. package as introduced in the scheme w.e.f. 15.05.2013 @Rs. 6,000/- given to the beneficiary per year on production of the DOT Card, shall stand repealed w.e.f. 01.03.2015.

(14) Form I of the Scheme shall be replaced by “Revised Form 1 - Application for enrolment as a beneficiary under the West Bengal Transport Workers’ Social Security Scheme” as annexed herewith.

(15) In form VII of the Scheme, the phrase “Signature of beneficiary” shall be replaced by “Signature of Beneficiary/ Dependent or Nominee in case of death of the beneficiary.”

(16) A new Clause 21A is introduced in the Scheme as follows :-

“ Clause 21 A. Declaration of Regional Labour Offices as Regional Labour Offices of the West Bengal State Social Security Board.

All Regional Labour Offices of the Labour Commissionerate shall also function as Regional Labour Offices of the West Bengal State Social Security Board.”



## ANNEXURE TO THE AMENDMENT WITH REFERENCE TO SL. NO. 14

## FORM-I

## APPLICATION FOR ENROLMENT AS A BENEFICIARY UNDER THE WEST BENGAL TRANSPORT WORKERS' SOCIAL SECURITY SCHEME (WBTWSSS)

Affix Applicant's recent stamp size photo
--

To,  
The Registering Authority

Sir,

I hereby apply to enrol myself as a beneficiary under the West Bengal Transport Workers' Social Security Scheme. Rupees Thirty as registration fee is submitted herewith.

1. Name of the applicant : Sri/Smt \_\_\_\_\_
2. Male/Female/Other : \_\_\_\_\_
3. Name of Father/ Husband : \_\_\_\_\_
4. Permanent Address : Village/House no./Road \_\_\_\_\_  
P.O. \_\_\_\_\_ District \_\_\_\_\_  
Block/Municipality/Corporation \_\_\_\_\_  
PIN \_\_\_\_\_ P.S. \_\_\_\_\_
5. Present Address: Village/House no./Road \_\_\_\_\_  
P.O. \_\_\_\_\_ District \_\_\_\_\_  
Block/Municipality/Corporation \_\_\_\_\_  
PIN \_\_\_\_\_ P.S. \_\_\_\_\_
6. Caste : General/ Scheduled Caste/ Scheduled Tribe/ O.B.C
7. Religion : \_\_\_\_\_
8. Date of birth : 

--	--	--	--	--	--	--	--
9. (i) Transport Workers' Status : Self Employed/Wage Employed  
(ii) Nature of vehicles : Bus/Mini bus/ Truck/ Auto Rickshaw/ Van/ Tempo/Taxi/Luxury Taxi/Others  
(iii) Nature of duties : Driver/Conductor/Helper/Cleaner/Others
10. Details of family members solely dependent on the applicant: ( as per annexure)
11. Mobile No: \_\_\_\_\_ 12.E-mail ID: \_\_\_\_\_
13. Aadhar Card No. \_\_\_\_\_ 14.Bank A/C. No. : \_\_\_\_\_
15. Bank Name: \_\_\_\_\_ 16.Bank IFSC Code : \_\_\_\_\_
17. Marital Status :

Place-

Date-

\_\_\_\_\_  
(Full Signature/LTI of the applicant)

Verification

The statement made above are true to the best of my knowledge and belief; anything contrary to it liable to prosecution as per law.

\_\_\_\_\_  
(Full Signature/LTI of the applicant)

**DETAILS OF DOCUMENTS TO BE ATTACHED**

1. Three copies of recent stamp size photograph of the applicant duly attested by the certifying authority mentioned overleaf (One copy to be affixed to the specified place in the Form and another two copies to be enclosed)
2. Age proof- Attested copy of Birth certificate from Hospital/Nursing Home/ Municipality/Panchayat/School Leaving Certificate/ Horoscope/ Voters' Identity Card/ Ration Card/ Driving Licence etc.

**Certificate**

(To be given in the Panchayat area by Gram Panchayat Pradhan/ a member of Panchayat Samity; in the Municipal Corporation area by Councillor or Commissioner; Member of Zilla Parishad; People's representative such as M LA/ MP/ President or Secretary of a Registered Trade Union to which the applicant belongs; Employer concerned; an Officer of the State Government not below the rank of the Inspector).

I know the applicant Shri/Smt \_\_\_\_\_ and hereby certify that statements made by him/ her are true to the best of my knowledge and belief.

Place :

Date :

Signature \_\_\_\_\_

Name \_\_\_\_\_

Stamp \_\_\_\_\_

**ANNEXURE****DETAILS OF FAMILY MEMBERS SOLELY DEPENDENT ON THE APPLICANT**

SI. No.	Name	Relationship with the applicant	Sex	Age

Place:

Date :

\_\_\_\_\_  
(Full Signature / LTI of the applicant)**NOMINATION FOR THE SCHEME**

Namu of the Nominee	Relationship with the applicant	Sex	Age

Place :

Date :

\_\_\_\_\_  
(Full Signature / LTI of the applicant)

By order of the Governor,  
SITAL CHANDRA MONDAL,  
Jt. Secy. to the Govt. of West Bengal

# The Kolkata Gazette



सत्यमेव जयते

*Extraordinary*  
Published by Authority

JYAISTHA 26]

TUESDAY, JUNE 16, 2015

[SAKA 1937

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.

**GOVERNMENT OF WEST BENGAL**  
**LABOUR DEPARTMENT**  
**L. W. Branch**  
**East India House (2<sup>nd</sup> Floor)**  
**20B, Abdul Hamid Street, Kolkata- 700 069**

No. 435/LW/3A-01/14

Dated, Kolkata, the 15th June, 2015.

**NOTIFICATION**

In order to simplify and rationalise the inspection procedure and to promote synchronised inspection, in exercise of the power conferred on the State Government as mentioned in Column III of the Schedule below, the Governor is pleased hereby to appoint the following officer as shown in Column II of the Schedule to be the “Inspector” for the purpose of the respective Acts as mentioned in Column V of the Schedule and to define his jurisdiction and local limit within which he shall exercise powers conferred on Inspectors by or under the said Act as mentioned in Schedule IV.

<b>Sl. No.</b>	<b>Designation of officers</b>	<b>Name of the Act and the relevant section of empowerment of the State Government</b>	<b>Local limits/ Jurisdiction</b>	<b>Remarks/Purpose</b>
<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>	<b>V</b>
1	Inspector, Minimum Wages	(a) Section 19(1) of the Minimum Wages Act, 1948	Respective area of the Regional Labour Office within which he is posted/holds charge	The Minimum Wages Act, 1948
		(b) Section 14(3) of the Payment of Wages Act, 1936	-Do-	The Payment of Wages Act, 1936
		(c) Section 9(1) of the Equal Remuneration Act, 1976	-Do-	The Equal Remuneration Act, 1976

I	II	III	IV	V
1	Inspector, Minimum Wages	(a) Section 19(1) of the Minimum Wages Act, 1948	Respective area of the Regional Labour Office within which he is posted/holds charge	The Minimum Wages Act, 1948
		(b) Section 14(3) of the Payment of Wages Act, 1936	-Do-	The Payment of Wages Act, 1936
		(c) Section 9(1) of the Equal Remuneration Act, 1976	-Do-	The Equal Remuner- ation Act, 1976
		(d) Section 14 of the Maternity Benefit Act, 1961	Respective area of the Regional Labour Office within which he is posted/holds charge	The Maternity Benefit Act, 1961
		(e) Section 19(1) of the Shops & Establishments Act, 1963	-Do-	The Shops & Establishments Act, 1963
		(f) Section 16 of the Labour Welfare Fund Act, 1974	-Do-	The Labour Welfare Fund Act, 1974
		(g) Section 27 (1) of the Payment of Bonus Act, 1965	-Do-	The Payment of Bonus Act, 1965
		(h) Section 7A (1) of the Payment of Gratuity Act, 1972	-Do-	The Payment of Gratuity Act, 1972
		(i) Section 28 (1) of the Contract Labour (Regula- tion & Abolitio) Act, 1970	-Do-	The Contract Labour (Regulation & Abolition) Act, 1970
		(j) Section 20 (1) of the Inter State Migrant Workmen's (Regulation of Employment & Conditions of Service) Act, 1979	-Do-	The Inter State Migrant Workmen's (Regulation of Empl- oyment & Conditions of Service) Act, 1979
		(k) Section 6 (1) of the Beedi and Cigar Workers' (Conditions of Employment) Act, 1966	-Do-	The Beedi and Cigar Workers' (Conditions of Employment) Act, 1966
		(l) Section 17 of the Child Labour (Prohibition & Regulation) Act, 1986	-Do-	The Child Labour (Prohibition & Regulation) Act, 1986
		(m) Section 4(1) of the Motor Transport Workers' Act, 1961	-Do-	The Motor Transport Workers' Act, 1961
		(n) Section 8 (1) of the Sales Promotion Employees (Conditions of Service) Act, 1976	-Do-	The Sales Promotion Employees (Conditions of Service) Act, 1976
		(o) Section 17B (1) of the Working Journalists & Other Newspaper Emplo- yees (Conditions of Service & Miscellaneous Provisions) Act, 1955	-Do-	The Working Journalists and Other Newspaper Employees (Conditions of Service & Miscellaneous Provisions) Act, 1955
		(p) Section 7(1) of the West Bengal Workmen's House Rent Allowance Act, 1974	-Do-	The West Bengal Workmen's House Rent Allowance Act, 1974

By order of the Governor.

**SITAL CHANDRA MONDAL**

*Joint Secretary to the Government of West Bengal.*

The  
Kolkata Gazette



सत्यमेव जयते

Extraordinary  
Published by Authority

ASADHA 2]

TUESDAY, JUNE 23, 2015

[SAKA 1937

**PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.**

**GOVERNMENT OF WEST BENGAL**

**LABOUR DEPARTMENT**

**East India House**

**20B, Abdul Hamid Street, Kolkata - 700 069**

No. 462-LW

Dated, Kolkata, the 22nd June, 2015.

**NOTIFICATION**

As per “The Unorganised Workers Social Security Act, 2008”, the State Government has to register and issue Identity Cards to all unorganised sector workers which shall be a smart card carrying a unique identification number and shall be portable. This card will take over the role of existing RSBY cards and enable the beneficiary to avail benefits under all welfare schemes meant for the unorganised workers, including RSBY. Now, after careful consideration, it has been decided to constitute an apex committee in State level in the following manner :—

- |  |                 |
|--|-----------------|
| 1. Chief Secretary to the Government of West Bengal. ....                                  | Chairman        |
| 2. Addl. Chief Secretary/Principal Secretary, Home Department, Govt. of W.B. ....          | Member          |
| 3. Principal Secretary/Secretary, Health and Family Welfare Department, Govt. of W.B. .... | Member          |
| 4. Principal Secretary/Secretary, Information and Technology, Govt. of W.B. ....           | Member          |
| 5. Principal Secretary/Secretary, Panchayat and Rural Development, Govt. of W.B. ....      | Member          |
| 6. Principal Secretary/Secretary, Labour Department Govt. of W.B. ....                     | Member          |
| 7. Labour Commissioner, Govt. of W.B. & Nodal Officer .....                                | Member Convenor |

The Committee will take all policy decisions regarding implementation of this project and guide the district level committee (s) formed for the purpose. The committee is authorized to co-opt any other officer as its member.

By order of the Governor.

**SANJAY MITRA,**

*Chief Secretary to the Government of West Bengal.*

ORDERED THAT

The Notification be published in the Kolkata Gazette Extraordinary.

**SITAL CHANDRA MONDAL**

*Joint Secretary to the Government of West Bengal.*

The  
Kolkata Gazette



सत्यमेव जयते

Extraordinary  
Published by Authority

---

---

SRAVANA 1 ]

THURSDAY, JULY 23, 2015

[SAKA 1937

---

---

**PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.**

**GOVERNMENT OF WEST BENGAL  
LABOUR DEPARTMENT  
M. W. Branch**

No. 90-MW/2W-32/13

Dated, Kolkata, the 17th July, 2015.

**NOTIFICATION**

Whereas, the Governor is of opinion that the following employment which was added to Part-I of the schedule to the Minimum Wages Act, 1948 vide Notification No. 64-MW/2W-58/2000 dated 25th June, 2001, published in The Kolkata Gazette, Extraordinary dated 27th June, 2001 should be excluded from the schedule to the said Act with a view to non-application of the provisions of the said Act to the said employment;

And whereas, by Notification No. 02-MW/2W-32/13 dated 6th January, 2015 published at page 155 of part-I of The Kolkata Gazette, Extraordinary, dated 3rd February, 2015, the Governor had issued three months' notice of his intention to do so;

Now therefore, after expiry of the said period of three months and in exercise of the power conferred under section 27 of the said Act, the Governor is pleased hereby to exclude the following employment from Part-I of the Schedule to the said Act :

“60. Sales Promotion in Medicine”.

By order of the Governor.

**SITAL CHANDRA MONDAL**

*Joint Secretary to the Government of West Bengal.*