

WELCOME

Labour Directorate,
Government of Tripura.

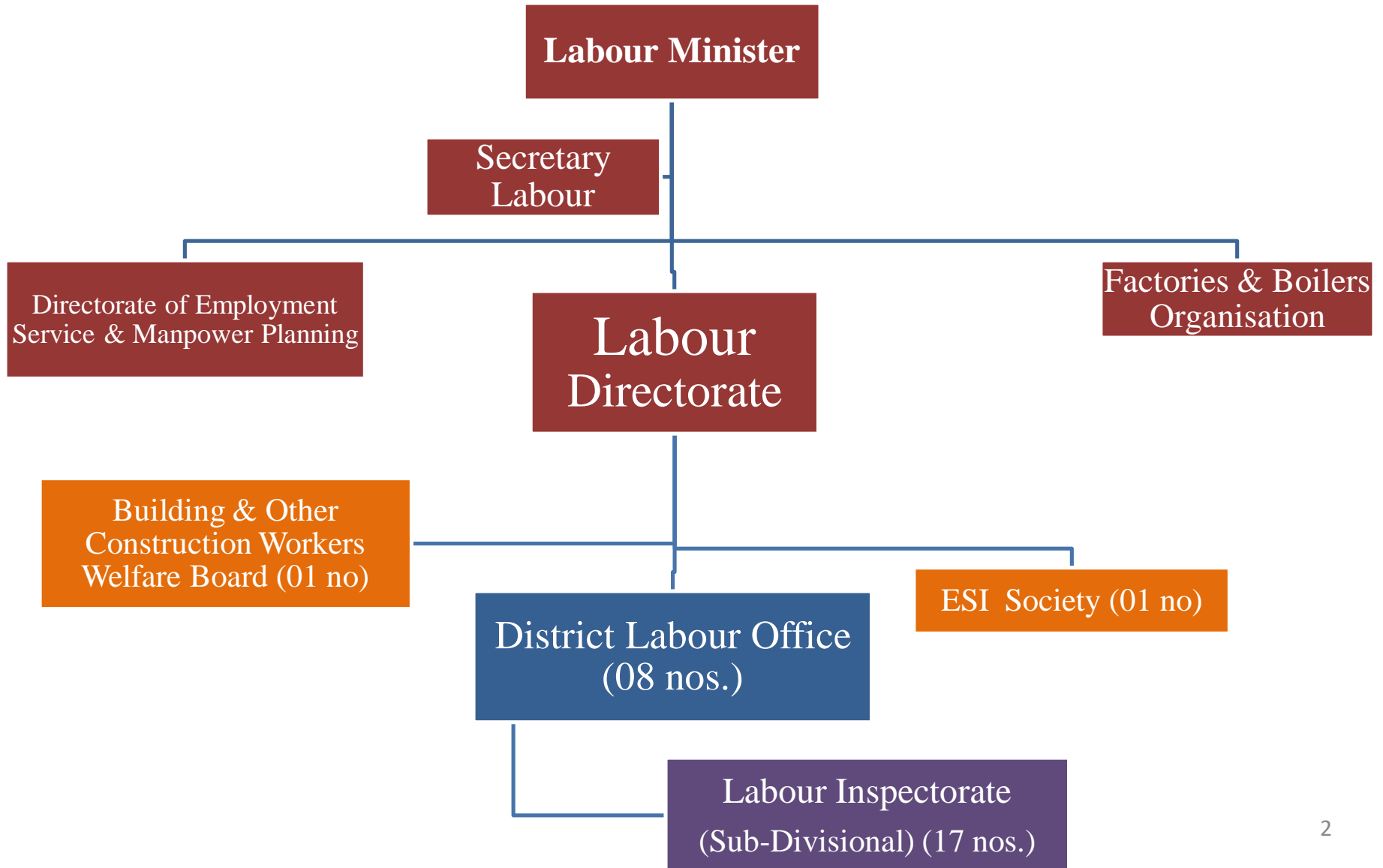
Presentation
on

Different Labour Laws and welfare schemes

Venue: PRTI

Date: 11th September, 2024.

Organisational Structure



Major objectives of Labour Directorate

- Administration and enforcement of 24 Labour Acts and Rules framed there under in respect of which the State Govt. is the appropriate Govt. to secure the rights and privileges of the workers like regulation of conditions of services, hours of work, weekly holidays , payment of wages, bonus, gratuity etc.
- Prevention, Investigation and settlement of Industrial Disputes.
- Enforcement of awards and settlements.
- Implementation of Labour laws.
- Fixation of Minimum wages in scheduled employments.
- Implementing welfare activities meant for workers.
- Revision of Variable Dearness allowance(VDA).

MAJOR LABOUR LAWS BEING ENFORCE BY THE LABOUR DIRECTORATE

1. Tripura Shops & Establishment Act 1970
2. Minimum Wages Act 1948
3. Payment of Wages Act 1936
4. Industrial Dispute Act 1947
5. Inter State Migrant Workmen (RE&CS) Act, 1979
6. Plantation Labour Act 1951
7. The Payment of Bonus Act 1936
8. Beedi & Cigar workers (Condition of employment) Act 1966
9. Payment of Gratuity Act 1936
10. Un-organized workers Act, 2008
11. Motor Transport Workers Act, 1961
12. Child Labour (Prohibition & regulation) Act, 1986
13. Contract Labour (regulation & Abolition) Act, 1970
14. The Equal remuneration Act, 1976

ACT

15. Industrial Disputes Act, 1947
16. Maternity Benefit Act, 1961
17. Trade Union Act 1926
18. Employees Compensation Act 1923
19. Working Journalists (Condition of service & Misc. Provisions) Act, 1955
20. Sales promotion Employees (Condition of Service) Act , 1976
21. Building & other Construction workers (RE& CS) 1996
22. Building & other Construction workers welfare Cess Act 1996
23. Industrial Employment (Standing order) Act 1946
24. Bonded Labour System (Abolition) Act, 1976

Implementation of Social Security Schemes for workers:-

Labour Directorate has been implementing various labour welfare schemes with an intention to ensure social security for the working class of organized and unorganized the society in the following :-

- (A) Model Welfare Scheme for BOCW: **NSKP 2.0**
- (B) Pradhan Mantri Shram Yogi Maandhan (**PM-SYM**)
- (C) National Pension Scheme for Traders and Self-employed Persons
- (D) **ASANGATHITA SHRAMIK SAHAYIKA PRAKALPA (ASSP);**
- (E) e-SHRAM;
- (F) Employees State Insurance Scheme (**ESI**);

(A) MODEL WELFARE SCHEME FOR BOCW: NSKP 2.0

- **Model Welfare Schemes** for the registered construction workers is being implemented by the Tripura Buildings & Other Construction Workers Welfare Board (**TBOCWWB**) as **NSKP2.0**.
- Age group between **18 to 59** years and completed **90 days service** as a building or other construction workers.
- Registered workers shall deposit **Rs.20/-** as monthly subscription.
- Till date total **42,981** nos. of construction workers are registered under the Board.

Scheme Benefits of Nirman Shramik Kalyan Prakalpa 2.0

- **Marriage Benefit** of **Rs.50,000/-** upto two daughters marriage and self marriage of female registered worker.
- **Maternity Benefit** of **Rs.8,000/-** to female registered and the wife of male registered construction worker.
- Maximum **90 days paid Maternity leave** with wages for the registered female construction workers. The rate of wages shall be paid on the basis of notification published by the Labour Department for the employment of Construction Workers of the unskilled category.
- **Education Assistance** for the children of registered construction Workers shall be provided once in a year from **Rs.1800 to 20000** (max) according to the class i.e. **from Class-I onwards**.
- Coverage of **Medical treatment facility** to the BOC workers and their dependents under **Ayushman Bharat Yojana** (AB-PMJAY) upto **Rs.5,00,000/-**.
- **Disability benefit** of **Rs.3,000/-** per month upto 60 years of age, thereafter regular pension benefit shall be provided.
- **Pension benefit** of **Rs. 1000/-** per month, on attaining **60 years of age** .
- **Death Benefit** of **Rs. 2,00,000/-**(natural death) and **Rs. 4,00,000/-** (accidental death).

Contd.

- **Funeral Assistance** of **Rs.10,000/-**, to the survivors of the deceased beneficiary.
- **Subsidized loan** for the construction of house by the registered worker upto Rs. 6 lacs, in which interest subsidy **@ 6.5% per year**, upto maximum period of **20 years** shall be borne by the Board.
- Toolkits to the registered construction workers are distributed who have completed the skill upgradation training programme successfully. Till date 807 nos. of construction workers are being provided with tool kits.

Pradhan Mantri Shram Yogi Maandhan Yojana(PM-SYM)

- After attaining the age of 60 yrs., beneficiaries are entitled to receive monthly assured pension of Rs.3000/-.
- On death of the beneficiary, spouse is eligible for 50% monthly pension.
- If husband and wife, both joins the scheme, they are eligible for Rs. 6000/- monthly pension.
- Till now total 33,400 nos. of beneficiaries enrolled under this scheme in our state.

E-Shram for unorganized workers.

- E-Shram portal which is a centralized database of unorganized workers seeded with Aadhaar.
- All the social security benefits to unorganized workers will be delivered through this portal.
- If a beneficiary (worker in an unorganised sector with an e-Shram card) dies due to a mishap, the spouse will get all the benefits.
- Death insurance of Rs.2,00,000 and financial aid of Rs.1,00,000 in the case of partial handicap.

PMSYM & NPS Traders

SI No	Name of the Scheme	Objective	Enrolment Age	Subscription	Benefit	Type of Workers	Registration status
1	Pradhan Mantri Shram Yogi Maandhan (PM-SYM)	Self-Contributory pension scheme for unorganized workers	18 to 40 years with Maximum monthly income less than 15000	Rs 55 to 200 per Month by Members contribution based on age and equal will be contributed by Central Govt.	Rs 3000/- as Minimum Assured Pension after attaining age of 60 years. After his or her death, spouse will receive a monthly family pension(50% of pension)	Unorganized workers who's income is less than Rs 15000/	33,400
2.	NPS for Traders and Self-employed Persons (NPS Traders)	Self-Contributory pension scheme for retail traders/shop keepers or self-employed persons	18 to 40 years with annual turnover is Rs 1.5 crore or below	Rs 55 to 200 per Month by Members contribution based on age and equal will be contributed by Central Govt.	Rs 3000/- as Minimum Assured Pension after attaining age of 60 years. After his or her death, spouse will receive a monthly family pension(50% of pension)	Retail traders/shopkeepers or self-employed persons	1,465

E-Shram

- e-Shram portal has been developed by Ministry of Labour & Employment, Govt. of India for **registration to create a comprehensive National Database for Un-organized Workers, Migrant Workers and Domestic Workers, MGNREGA Workers, Rickshaw pullers, Small and Marginal Farmers, Agriculture Labourers, Share croppers, Fishermen, Animal husbandry workers, etc. to provide social security benefits.**
- The unorganized workers enrolled in eShram portal shall avail benefits viz.
 - i) E-SHRAM Card received after registration in will be accepted across the Country,
 - ii) Accidental Insurance coverage through PMSBY for a year
(Rs. 2 Lakh in case of accidental death and permanent disability, Rs. 1 Lakh in case of partial disability)
 - iii) Social Security benefits will be delivered through e-Shram Portal.
- **Tripura has enrolled more than 8.78 lakh Un-organized workers in e-SHRAM portal standing 2nd position in North East state.**

Asangathita Shramik Sahayika Prakalpa (ASSP)

- ASSP is a State scheme, in which a beneficiary shall contribute an amount of **Rs.50/- per month upto 60 years** of age and an equal amount of share shall be deposited by the State Government.
- Completion of 60 years total deposited amount with interest is paid to the beneficiary.
- A beneficiary age between **21 to 59 years** can enroll to the scheme but new beneficiary **enrolment stopped** from September 2019 due to launch of **PMSYM**.
- Further existing Beneficiary age **between 21 to 40 years** voluntary shifted **to PMSYM** and Beneficiaries of age **more than 40 years** are availing the benefits.

Digitization and DBT of ASSP Scheme

- One web based MIS portal has been developed.
- All the existing beneficiaries data like personal details, ASSP number, details of beneficiary contribution and other details of beneficiaries maintain at **Block/ULB in the from ledger Register, Passbook** etc. has been **digitized** using web base MIS portal.
- Now they can deposit their contribution directly into the their ASSP bank account and Govt. matching contribution can also be deposited to directly to bank account. Started from **April 2022**
- **Organizing GP/VC level camps** for settlement of benefits to inactive beneficiary.

The Employees' State Insurance Scheme (ESI)

- ✓ **The Employees' State Insurance Scheme was introduced under the Employees' State Insurance Act, 1948 to provide Social Security benefit to the employees of organized sectors employing 10 or more persons.**
- ✓ **Maximum benefits of the Scheme are like Super Specialty Treatment, Sickness Benefit, Maternity Benefit, Disablement Benefit, Dependants Benefit, Funeral Expenses etc. are being provided directly by the ESIC**
- ✓ **Primary & secondary treatment facility are being provided through ESI dispensary in Tripura.**

Miscellaneous

- Payment of Bonus/ ex-gratia to the workers working in various establishments has been initiated and ensured by the Directorate of Labour for ensuing Durga Puja festival,2024. Accordingly 24,981 nos. of workers of different sectors will be benefitted.
- Special emphasis has been taken by the enforcement machineries of the Department in the field level for ensuring child labour free. Accordingly some rescue operation has been done with the help of District Level Task Force and prosecutions were done against the violators.



NAMASKAR