

# ANNUAL REPORT OF LABOUR DIRECTORATE FOR THE YEAR, 2010-11.

## Brief History:-

Labour Organization was established in Tripura in the year 1951 under one Labour Officer. This was upgraded to Labour Directorate in 1965. Simultaneously, the Labour Directorate was bifurcated and a separate employment directorate was created. Subsequently in 1982 the Organization of Factories and Boilers was separated from the parent Labour Directorate.

Date/Year of Establishment:- 1965

Number of Employees: - 155

Group-A	Group-B	Group-C	Group-D	Total
02	09	81	63	155

## 2. Organisational set-up:-

Labour Commissioner  
X  
Dy. Labour Commissioner  
X  
Chief Labour Officer  
X  
Labour Officer  
X  
Labour Inspector

Chief Labour Officer West	Labour Officer South	Labour Officer North	Labour Officer Dhalai
Labour Inspector	Labour Inspector	Labour Inspector	Labour Inspector
Agartala Sonamura Bishalgarh Teliamura Khowai Mohanpur Jirania	Belonia Matabari Sabroom Santirbazar	Kailashahar Kanchanpur Pabnisagar Dharmanagar Kadamtala Kumarghat	Manu Ambassa Gandacherra

### 3. Corporate Objective:-

#### FUNCTIONS:-

Labour Directorate is responsible for –

- ✧ Administration and enforcement of 22 Labour Acts and Rules framed thereunder 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. ;
- ✧ Maintenance of industrial peace and harmony by conciliation, arbitration and adjudication of industrial disputes;
- ✧ Fixation and revision of minimum rates of wages in Scheduled employments;
- ✧ Implementation of Social Security and Welfare Schemes for the benefit of workers ;
- ✧ Promotion of Tripartitism / Bi-partitism in the solution of Labour problems;

#### 4. Main Objectives:-

The main objectives of the Labour Directorate are to maintain industrial peace and harmony, enforce different labour laws and to implement different Welfare Schemes like RSBY, ASSP, ESI & NSKP etc. for the un-organized workers.

#### 5. Budget Provision:-

Head	Budget Provision during 2010-11.	Expenditure	Remarks
1. Plan	133.84	145.76	Excess expenditure has been made due to payment of salary of ESI Dispensary staff.
2. Non-Plan	283.37	311.26	Due to payment of pensionery benefits to the retired employees of this Deptt.

**6. Highlight of Schemes implemented:-**

**(a) Asanghathita Sramik Sahayika Prakalpa:-**

Labour Department, Government of Tripura, introduced the Asanghathita Sramik Sahayika Prakalpa Scheme in 2001 which was launched in April, 2002. It is a State Government assisted scheme and meant for the social security of un-organized workers. The scheme aims at inducing the un-organized workers to save a portion of their earnings regularly so that the saved amount may be spent in old-age and meeting other social responsibilities. It is like a contributory provident fund scheme. Any worker engaged in any of the 20 un-organized establishments and 20 self employed occupations is covered under the scheme.

All wage employed and self employed workers engaged in 20 un-organized employments and 20 self-employed occupations between age of 21 and 55 years are eligible to get themselves enrolled under the scheme. Each beneficiary worker will contribute an amount of Rs.25/- per month. The State Govt. shall also contribute an equal matching amount.

Total contributions along with interests accrued thereon are paid back to the beneficiary on attainment of the age of 55 years or in the event of death or permanent total disability due to accident or loss of two eyes or two limbs or loss of one eye and one limb.

As of now, 52,954 nos. of beneficiaries have been enrolled under the scheme throughout the State during the year, 2010-11. Of them around 20% of the beneficiaries belong to scheduled castes community.

**(b) Tripura Building and Other Construction Workers Welfare Board.**

Tripura Building and Other Construction Workers Welfare Board constituted for providing social security and welfare measures to the workers engaged in building and other construction work. The Board has started its functioning since July, 2007. Any worker engaged in building and other construction work in the age group of 18-60 ages is eligible to get himself registered under the said Board. On registration under the Board, a beneficiary worker is entitled to get benefits under the following 7(seven) schemes of the Board namely Nirman Sramik Kalyan Prakalpa.

- i) Assistance to a beneficiary in case of accident.
- ii) Death benefit.
- iii) Pension benefit.
- iv) Loan and advance for housing scheme.

- v) Medical expenses for treatment of major ailments.
- vi) Maternity benefit to a female beneficiary.
- vii) Financial assistance for the education of the children of registered beneficiary.

The above schemes are financed out of fund derived from the contribution of the beneficiary workers at the rate of Rs.20/- per month and Cess equivalent to 1% levied and collected from the cost of construction of building or construction work. As of now, 7,668 beneficiaries have been enrolled under the Board. Above 20% of the beneficiaries belong to scheduled castes community.

The details of the Welfare Scheme for the year, 2010-11 are given below:-

Sl. No.	Particulars	Previous quarter	During the quarter	Total
	2	3	4	5
1.	Number of workers registered.	Male- 6,060 Female- 730	Male - 773 Female- 105	Male- 6,833 Female- 835
Total:-		6,790 nos.	878 nos.	7,668 nos.
2.	Number of workers benefited.	480 nos.	39 nos.	519 nos.
3.	Amount of Cess collected.	Rs.2161.54 lakhs	Rs.328.97 lakhs	Rs.2490.50 lakhs
4.	Amount spent.	Rs.7.01 lakhs.	Rs.0.50 lakhs.	Rs.7.51 lakhs.

Implementation of Health and Safety provision for the year 2011-11.

- i). Number of inspection conducted: - 134 during this quarter.
- ii). Number of accidents reported: - Nil.
- iii). Cases of violation of safety provisions found:- Nil.
- iv). Number of cases in which prosecution launched:- Nil.
- v). Any other relevant information; - Safety committee have not been constituted as there is no construction work where there are more than 500 workers.

(c) Rastriya Swasthya Bima Yojana.

It is health insurance scheme meant for the un-organized workers under BPL category. The object of the scheme is to provide for inpatient health care services free of cost to un-organized workers families and thus secure social security for them. Under the scheme all the un-organized workers families under BPL category will be enrolled and brought under the health insurance coverage to enable a family (a unit of five members) to get inpatient health care/day care service including cost of medicines and diagnostic/pathological facilities worth Rs.30,000/- per annum. Inpatient health care services will be provided in selected Hospitals/Nursing Homes/Dispensaries etc. A family will also get transportation cost equivalent to Rs.100/- per visit subject to the maximum of Rs.1, 000/- per annum.

The cost of premium will fully be borne by the Central and State Government at the ratio of 9:1. The beneficiary family is only to pay Rs.30/- per annum as registration /renewal fee. A beneficiary family so enrolled will be issued upon a Smart Card for the purpose of transaction of inpatient health care/ day care service.

The scheme will be implemented in all the 4(four) Districts of the State in phases. Enrollment of beneficiary and issue of Smart Card has already been started on and from 12<sup>th</sup> November, 2009 covering more than 55,000 (fifty five thousand) families of un-organized workers in North Tripura District first. While enrolling the beneficiaries, all the BPL Un-organized families belonging to scheduled castes communities will be brought under the coverage of the scheme, as far as practicable.

**(d) Implementation of Employees' State Insurance Act:-**

On the approval of the Central Government, the provisions of the Employees State Insurance Act,1948 had been extended in a cluster within 8(eight) K.M. of Agartala to secure social security measures like sickness, maternity, disablement and medical benefits etc. to the workers engaged in factories and other coverable establishments. Under an agreement with the ESI Corporation, a dispensary has been set up at Agartala w.e.f. 1<sup>st</sup> January, 2009 to provide for medical, surgical and obstetric treatment to the workers engaged in factories and coverable shops and commercial establishments under the ESI scheme. The dispensary is running under the control and administration of Labour Directorate. Till 31<sup>st</sup> August, 2011, 3212 nos. insured persons have been registered in different coverable establishments under E.S.I. Scheme. 10,141 nos. family members are involved against 3212 nos. insured persons. From inception 30,597 nos. beneficiaries have been treated in the ESI Dispensary till 31<sup>st</sup> March, 2011. Total 16 nos. patients have been referred out side the State for better treatment since inception.

**7. Remarkable Achievement(s) during the year:-**

The State Government in the Labour Department the employment of Domestic Workers has been added to the schedule of the Minimum Wages Act, 1948 for the purpose of fixation of minimum rates of wages for the workers engaged in the said employment.

The Labour Department has conducted survey all over the state to ascertain the actual number of workers engaged in the following employments for inclusion to the schedule of the Minimum Wages Act for the purpose of fixation of minimum rates of wages for the workers engaged in the said employments.

1. Hotel Restaurant, 2. Saw Mills, 3. Private Security Guard, 4. Tailoring, 5. Sweet Meats, 6. Loading and Un-loading Workers, 7. Gold Smith and 8. Incense and Incense Sticks.

**8. Any other matter required special mention: - Nil**