

## LABOUR WELFARE

The Government has provided the social security cover to most of the workers in the organised sector through the Employees Provident Fund Office and Employees State Insurance Corporation within the legal framework. However, no such social security cover has been provided to the workers in the unorganised sector who constitute 92% of the total work force. The concept of Labour Welfare Fund was, therefore, evolved in order to extend a measure of social assistance to workers in the unorganized sector. Towards this end, following separate legislations have been enacted by Parliament to set up five Welfare Funds to be administered by Ministry of Labour to provide housing, medical care, educational and recreational facilities to about 49 lakh beedi workers, 73,650 mine workers and 68,000 cine workers:-

1. The Mica Mines Labour Welfare Fund Act, 1946;
2. The Limestone and Dolomite Mines Labour Welfare Fund Act, 1972;
3. The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Fund Act, 1976;
4. The Beedi Workers Welfare Fund Act, 1976; and
5. The Cine Workers Welfare Fund Act, 1981.

The Ministry of Labour is administering five Welfare Funds for beedi, cine and certain categories of non-coal mine workers. The Funds have been set up under the Acts of Parliament for the welfare of these workers. The Funds are financed out of the proceeds of cess levied under respective Cess/Fund Acts on manufactured beedis, feature films, export of mica, consumption of limestone & dolomite and consumption and export of iron ore, manganese ore & chrome ore.

Rate of cess on manufactured beedis, feature films, Iron Ore, Manganese Ore, Chrome Ore, Limestone & Dolomite and Mica at a glance is given as under:  
CESS RATES UNDER WELFARE FUNDS-AT A GLANCE

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1.	Iron Ore	Re.1.00 per metric tonne on export/internal consumption w.e.f. 1.8.1990.
2.	Manganese Ore	Rs.4.00 per metric tonne on export/internal consumption w.e.f. 11.9.2001.
3.	Chrome Ore	Rs.6.00 per metric tonne on export/internal

		consumption w.e.f. 11.9.2001.
4.	Mica	4.5% ad-valorem on export from 1st November 1990.
5	Limestone & Dolomite	Re.1/- per metric tonne on internal consumption w.e.f. 27.12.2000.
6	Cine	Rs.20,000 per Hindi & English Feature and Rs.10,000/- per feature films in all other languages w.e.f.27.12.2000.
7.	Beedi	Rs.5/- per 1,000 manufactured beedis w.e.f. 1.4.2006.

Eligibility ceiling limit for the workers covered under Limestone & Dolomite Mines Labour Welfare Fund and Iron Ore Mines, Manganese Ore Mines & Chrome Ore Mines Labour Welfare Fund has been revised w.e.f. 26.02.2001 from Rs.6,500/- p.m. to 10,000/-p.m. for the purpose of providing welfare benefits to them. Similarly, family income ceiling for beedi workers has been enhanced from Rs.3,500/- to Rs.10,000/- p.m. during April,2003 for extending benefits under various welfare schemes except housing scheme.

Income ceiling limit of cine workers has been raised from 1,600/- to upto Rs.8,000/- in case of remuneration by way of monthly wages and from Rs.8,000/- to Rs.1,00,000/- in case of remuneration by way of lump sum w.e.f. 2.5.2002.

The details of the health schemes undertaken by the Welfare V section of the DGLabour Welfare is as follows:

## **1 HEALTH SCHEMES**

### **1 Free Medical Treatment**

Basic health care is extended through 10 hospitals and 274 dispensaries all over the country. Three more hospitals, at Mukkudal in Tamilnadu, Sagar in Madhya Pradesh and Bihar Sharif in Bihar are nearing completion. Another hospital has been sanctioned Jhalda, West Bengal

In addition, liberal reimbursement of medical expenditure for the treatment of serious diseases like:

**2 Reimbursement of entire expenditure for treatment of cancer:  
(Scheme was introduced on 01-12-1984)**

CANCER TREATMENT: a) Reimbursement of full expenditure \*\* for the (for workers & dependents -treatment taken in Govt. hospital /govt. 6 months continuous service is recognised hospitals. essential) b) Subsistence allowance shall be paid

@ Rs.600-750 per month. Conveyance charges will be reimbursed from residence

to hospital and back.

**3 Reimbursement of expenses for treatment of heart diseases:  
(Scheme was introduced on 18-09-1984)**

HEART DISEASES: a) Reimbursement of expenditure upto Rs.1.3 (for workers & dependants - lakhs for the treatment taken in govt . 3 years continuous service is hospital / Govt.recognised hospital. essential) b) Subsistence allowance shall be paid

@ Rs.750-1000/- per month. Conveyance charges will also be reimbursed from residence to hospital & back.

**4 Reimbursement of expenses for treatment of Kidney Transplantation etc:  
(Scheme was introduced on 10-02-1992)**

KIDNEY TRANSPLANTATION: a) Reimbursement of expenditure upto (for workers & dependants - Rs.2 lakhfor the treatment taken in govt. hospital /govt. recognised hospital. 3 years continuous service is essential)

b) Subsistence allowance shall be paid @ Rs.750-1000/- per month. Conveyancecharges will also be reimbursed from residence to hospital & back.

\*\* The Welfare Commissioner of the various region viz. Allahabad, Ajmer, Bangalore,Bhubaneshwar, Hyderabad, Jabalpur, Karma, Kolkatta and Nagpur have beenempowered to sanction reimbursement upto Rs 2,00,000/-in each case as per the provision of the various schemes applicable as on date. And beyond Rs.2,00,000/- the approval of the office of the DG (LW), New Delhi is required.

**5 Financial Assistance for minor diseases like Hernia, Appendectomy, Ulcer, Gynecological diseases and prostrate diseases:  
( Scheme was introduced on 13-12-2003)**

Minor Diseases like : a) Reimbursement of expenditure upto  
Hernia, appendectomy, Ulcer, Rs.30,000/-for the treatment taken in  
Gynecological diseases, Prostrate gov. hospital /govt. recognised  
diseases. hospital.  
(3 years continuous service)  
(Only for Workers)

For availing the benefits of the above schemes, the worker has to take prior permission of /inform the Welfare Commissioner for taking treatment in Govt. Hospital or Govt. recognised Hospitals in the prescribed form through the nearest Medical Officer of LWO dispensary and the claims have to be submitted in the prescribed form.

**6 Financial assistance for purchase of Spectacles:  
( Scheme was introduced on 14-09-1984)**

PURCHASE OF SPECTACLES : a) Reimbursement of expenditure upto  
(for workers only )- Rs.150/- for purchase of spectacles.  
b) Reimbursement of expenditure upto  
Rs.70/- for change of lens.

The worker has to procure the spectacle and send the original receipt along with the application to the Welfare Commissioner.

**7 Maternity Benefit Scheme for Female Workers:  
( Scheme was introduced in 1988)**

MATERNITY BENEFIT: Financial Assistance of Rs.1000/- will be given  
(for Female workers only - for the first two deliveries.  
6 months continuous service is  
essential)

The female worker shall submit the claim of Maternity benefit after delivery along with birth certificate in the prescribed format.

**Monetary Compensation for Sterilization:  
( Scheme was introduced on 29-07-1988)**

MONETARY COMPENSATION Rs.200/- will be paid if the worker or  
his/her

FOR STERILISATION spouse undergoes Sterilization having two or less  
(for worker & his or her spouse– living children.  
6 months continuous service is essential)

The worker has to submit the claim in the prescribed format.

**9 Reservation of Beds in TB Hospital/ Sanatoria and Domiciliary treatment of TB: ( Scheme was introduced on 12-04-1978 & 06-08-1985)**

TREATMENT FOR T.B.: a) Free treatment in T.B. Hospital  
(for workers & dependents - b) Rs.50/- per month for purchase of medicines  
6 months continuous service is essential. @ Rs.750-- to workers only c) Subsistence allowance shall be paid

Worker has to avail treatment at the recognised TB Hospitals and submit the claims in the prescribed format. Subsistence allowance will be paid for the period of non payment of wages to the worker.

**10 Providing treatment for mental diseases (Scheme was introduced on 28-09-1987)**

MENTAL DISEASES a) Monthly expenditure of Rs.180 - Rs.900/- per patient per month is paid to the mental hospital  
( For workers & dependants)  
6 months continuous service is essential) b) Subsistence Allowance shall be paid @ Rs.600/- to Rs.750/- per month.

**11 Providing treatment for leprosy for workers. (Scheme was introduced on 26-08-1986)**

LEPROSY RELIEF Subsistence Allowance shall be paid @ Rs. 200/- to Rs. 300/- per month  
For workers & dependants  
6 months continuous service.

**12. Scheme for Grant-in-aid to State Govt / ESIC / Beedi Workers Group Housing Co-op. Society / NGOs / Control of State Govt..Recognised Hospital /s etc. for providing medical facilities to Beedi Workers.**

- Upto Rs.2.0 crores or 75% of the actual cost of construction including cost of Medical equipments.
- Rs.4.0 lakh or 75% of the actual cost of Ambulance / Mobile Van whichever is less.
- Rs.10.0-0 lakh per annum or 75% of the actual cost, towards supply of medicines to a 15-bedded hospital maintained by above organisation.

- The said institutions are eligible for grant in aid if they intend to expand the existing infrastructure or to provide both indoor and outdoor medical facilities to the Beedi workers.
- Recurring expenses including payment of salary to the Medical / Para medical / Ministerial staff has to be borne by the respective institution.

**13 Grant in aid to mine management for maintenance of standard dispensary services:**

**Applicability** Any Mine management which maintains Standard Dispensary/Hospital .

**Benefits:** Grant in aid is payable @10 paise per Metric Tonne of Iron Ore/Manganese Ore/Chrome Ore produced and @ 40 paise per metric tonne of Limestone & Dolomite produced or 75% of the expenditure on Medicines and establishments charges, whichever is less.

**14. Financial assistance to mine workers involved in serious accident**

**Applicability** Any mine worker who meets with fatal accident or is totally /permanently incapacitated in mine accident.

**Benefits** A lump sum grant of Rs.10,000/- . An amount of Rs. 1000/- per month for a maximum period of five years. A monthly scholarship of Rs. 250/- to each of the school going child till the age of 21 years or his her marriage whichever is earlier. (The children availing this will not be eligible for scholarship under Financial assistance for Education.)

**15. Financial assistance to mine workers for artificial limbs**

**Applicability** Any mine worker

**Eligibility** Worker who lose their limb while on duty.

**Benefits** The worker is entitled for supply of artificial limb from any of the recognised/approved centres of Government of India. The total expenditure including the cost oflimbs and travelling expenses to the centre is borne by Labour Welfare Organisation.

**SOCIAL SECURITY SCHEME:**

- Beedi and Cine Workers in the age group of 18-60 years and who are not subscribers of Employees Provident Fund scheme are covered under the Group Insurance Scheme. The benefits under the scheme are as under.

Natural Death	Rs.10,000/-
Accidental Death	Rs.25,000/-

Partial Disability

Rs.12,500/- Not applicable for Cine Workers

The details of the Education, Recreation, Water Supply and other schemes under taken by the Welfare IV section of the DG Labour Welfare is as follows:-

**1. Providing financial assistance towards funeral expenses of beedi/cine/ mine workers.**

- Rs. 1500/- is given in cash as to the family members of the deceased beedi/cine/mine worker to meet the funeral expenses.

**2. Scheme for financial assistance to a widow/widower of beedi/cine/ mine worker as well as to widow/widower worker (mine/beedi/cine) for meeting the wedding expenses of their daughters.**

- Rs. 5000/- in each occasion for marriage of 1st two daughters.

**EDUCATION SCHEME:**

**FINANCIAL ASSISTANCE FOR EDUCATION**

1. Financial Assistance for providing Scholarship to the wards of Workers under Beedi/Iron Ore, Manganese Ore, Chrome Ore Mines/LSDM/Mica Mines/Cine Workers Welfare Funds.

Under the Education Scheme financial assistance is provided to the school going children of workers studying from Class 1 to professional degree courses ranging from Rs.250/- to Rs.8000/- per annum.

Group	Class	Rates in( ₹)	
		Girls	Boys
Group I	Class I to IV	250	250
Group II	Class V to VIII	940	500
Group III	Class IX	1140	700
Group IV	Class X	1840	1400
Group V	Class XI to XII	2440	2000
Group VI	Non-Professional Degree Courses; Non-Professional Post Graduate Courses; Two-Three Year Diploma Courses and BCA,BBA and PGDCA.*	3000	3000
GROUP VII	Professional Degree Courses i.e.B.E./B.Tech/MBBS/BAMS/BUMS/B.Sc(Agriculture) and MCA/MBA.*	8000	8000

The worker has to submit the application through the School where the children of the worker is studying in the prescribed form along with seal and signatures of the school, copy of Marks Card with a copy of identity card within the prescribed time limit.

## **2. Financial assistance for purchase of motor vehicle for school going children:**

### **Applicability:**

Mine management (Lime Stone & Dolomite Mine & Iron/Manganese/Chrome ore mine)

**Eligibility:** Minimum children (studying in school/college or other institutions) to be benefited should not be less than 50 for a normal bus and 30 for mini bus.

**Benefits:** Financial assistance limited to 75% of the actual or ₹7 lakh for normal bus and ₹3 lakh for a mini bus, whichever is less.

## **WATER SUPPLY SCHEMES FOR MINE WORKERS.**

**Applicability:** Mine managements

**Eligibility :** In area of concentration of mine workers houses.

**Benefits :** 75 % of the actual cost of the scheme providing water supply to the mine workers.

## **GRANT IN AID FOR LIBRARIES FOR MINE WORKERS**

**Applicability :** Mine managements.

**Eligibility :** Managements should run libraries for the benefit of minimum 100 workers.

**Benefits:** Grant-in-aid of maximum of ₹10,000/- per annum.

## **RECREATIONAL SCHEMES**

### **1. Supply of TV sets:**

**Applicability :** Mine and Beedi Workers

**Eligibility :** Mine managements and Beedi Workers Co-operative Societies

**Benefits :** ₹10,000/- for colour TV set and ₹4000/- for B&W TV Set.

### **2. Grant in aid for purchase of dish antenna**

**Applicability :** Mine Managements

**Eligibility:** Mine managements who provide housing facilities to their workers and where such houses form a colony of at least 100 houses.

**Benefits :** Payment limited to 50% of the actual cost of the dish antenna including all the accessories or ₹30,000/- whichever is less.

### **3. Organising sports/games social & cultural activities**

**Applicability:** Mine and Beedi workers

**Eligibility:**

- (a) Each mine management with a group of mines under their control will be eligible for reimbursement of expenditure.
- (b) Beedi managements or social and cultural organisation of repute.



(c) Prior approval of the competent authority is required to be obtained.

**Benefits :**

**A. For mine managements(LSDM/IOMC).**

Sl No.	Item	Present limit for mine management
1.	for Organizing Sports, Games, Tournaments etc.	75% of the actual expenditure subject to a limit of ₹20,000
2.	Purchase of Sports Gear.	75% of the actual expenditure subject to a limit of ₹20,000..
3.	For social activities like celebration of National and regional festivals	₹2500 per activity subject to a limit of ₹7,500/- in a financial year for celebrating 3 festivals.(may be applicable to all funds except CWWF)
4	For cultural activities like dance drama,music elocution competition	₹2000 per activity subject to a limit of ₹14,000/- in a financial year for celebrating 7 festivals.(may be applicable to all funds except CWWF)

**B For Beedi Managements**

1) 50% of the actual cost of the event subject to a maximum of ₹2000/- per event.

**(C) Organization Of Annual Sports Under the scheme for Organising sports/games social & cultural activities by the Department:**

**Applicability :**Beedi and Mines Workers(IOMC/LSDM).

**Benefits:** ₹40,000/- per year per tournament.

**4. Grant in aid for sports ground.**

**Applicability:** Mine workers only(LSDM/IOMC).

**Eligibility:** The grant-in-aid will be admissible only for provision of Sports Ground where the concentration of workers is not less than 250. Detailed estimate with site plan indicating the place where the sports ground is proposed to be located should be furnished alongwith application.

**Benefits:** Financial assistance will be a grant-in-aid payable subject to a maximum of Rs..3000/- on matching basis.

**5. Excursion cum study tour.**

**Applicability:** Mine Workers

**Eligibility:**

- 1) All permanent and temporary workers.
- 2) His/her name should be in the Form 'B' register and has put in continuous service of at least two years.
- 3) He should possess a valid Identity Card on the date of tour.
- 4) The period of tour and total distance to and from should not exceed ten days and 3000 Km respectively.
- 5) The number of workers in one trip should not be less than 10 and not more than 50 in any case.
- 6) To obtain prior approval of Welfare Commissioner before the tour is undertaken.

**Benefits :** Grant-in-Aid payable on matching basis subject to a maximum of ₹30,000/- per tour subject to the conditions applicable.

#### **6. Motor vehicle for transportation of mine workers (except mica)**

**Applicability:** Mine Workers

**Eligibility:**

- 1) The number of mine workers to be benefited should not be less than 50 in case of a normal bus and 25 in case of mini bus.
- 2) Assistance will be paid to the mine managements (except mica).

**Benefits:** Financial assistance will be as follows with effect from 1<sup>st</sup> April, 2012.

1. Normal bus 75% of the actual cost or ₹7 lakh whichever is less.
2. Mini Bus 75% of the actual cost or ₹5 lakh- whichever is less.

#### **7. Sight seeing & holiday home facilities for beedi/mine workers:**

**Applicability:** Beedi/mine Workers.

**Eligibility:**

1. Beedi /mine workers with six months of employment are entitled.
2. Sight seeing expenses including Rickshaw charges ₹50 per person for 3 days admissible. The additional expenditure will be met from the budget grant of the respective welfare fund of beedi workers and mine workers.
3. Reimbursement of expenditure is made after certificate of Caretaker Holiday Home.

#### **8. Grant in aid for setting up of community centres for benefit of beedi workers:**

- Benefit is available for setting up of Community Centre in beedi Workers Housing Colony having minimum 50 houses.
- The State Government should submit the plan and estimate for construction of Community Hall duly approved by competent authorities.
- The minimum covered area not less than 50 sq. metres with a life of more than 20 years.
- An amount of ₹1.00 lakh is released on completion of construction after inspection by the Officers of Labour Welfare Organisation.

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