



E-Governance in ESIC - recent e-filing & e-payment initiatives of ESIC

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Profile

- Worked as Audit Officer in CAG for 9 years
 - Audit of Oil marketing companies, petroleum refineries & general insurance companies.
 - Nominated for audit of World Health Organisation, Geneva
 - Was visiting faculty to the International Centre of Information Systems Audit (iCISA), NOIDA
- Joined ESIC as Deputy Director through UPSC in 2010
- Member of the Drafting Committee of the Accounting Policy of ESIC, when it switched to accrual system of accounting in 2011-12
- Implementation of ERP in ESIC in Karnataka Region
- Enforcement of ESI Scheme in Karnataka through new coverage and inspection
- Liaison with State Government as regards extension of ESI Scheme to new areas

Agenda

- Brief introduction about ESI Scheme
- e-Filing & payment
 - Remittance of monthly contribution
 - Filing of various returns
 - Self declaration vs CA's certificate
- e-Kranti - Shram Suvidha Portal
 - Labour Identification Number (LIN)
 - Selection of units for inspection – system driven
 - Access to inspection report by employer
 - Sharing of inspection reports among enforcement agencies
 - Grievance redressal
- 'Pehchan' card – smart card issued to covered employees
- Q & A

About ESIC

- One of the social security schemes
- vide ESIC Act, 1948 –mandatory
- Implemented in consultation with State govts.
- Applicable to factories & establishments in covered area
- Funded thru contributions from employers & employees – NO BUDGETARY SUPPORT
- Provides medical & cash benefits

About ESIC – units coverablecontd..

- All factories other than seasonal - covered
- All employees whose income not more than Rs.15,000 (Rs.25,000 in case of disabled emp)
- Min. reqd. strength of employees – 10
- Contract / casual / temporary labourers also covered
- Applicability of Act to a specific revenue area through govt. notification

About ESIC – funding

....contd..

- Employer's share - 4.75% of wages
- Employee's share - 1.75%
- Employee need not contribute if his / her average daily wage < Rs.137
- Handicapped employees – Govt. pays on behalf of employer for 3 yrs

About ESIC ..medical benefit..

- Available from day one
- For employee and his family members
- Treatment in ESI hospitals / tie-up hospitals
- Super specialty treatment also available
- Retired employee & their spouse can continue to be benefitted by paying Rs.120 p.a.
- Quantum of medical benefit in **2014-15 (RE)**
– **Rs.6189 crore**

ESI scheme Vs Mediclaim insurance

Mediclaim insurance

- Profit motive
- Premium based on sum insured-increases with age
- Medical check up reqd. for certain persons
- Ceiling on benefit
- Extra premium for covering family of insured person (IP)
- Only medical benefit

ESIC Scheme

- Welfare motive
- Uniform rate of contribution for all age groups
- No medical checkup required
- No limit where CGHS rates are prescribed, else Rs.10 lakh / beneficiary / year
- Family members of IP automatically covered
- Provides many benefits in addition to medical benefit

About ESIC

..cash benefits..

- Sickness benefit
- Disability benefit
- Maternity benefit
- Dependant benefit
- Miscellaneous benefits:
 - Unemployment benefit
 - Funeral expenses
 - Rehabilitation allowance
- Quantum of cash benefits paid – **2014-15**
(RE) – **Rs.979 crore**

e-Filing & payment

- Payment of contribution online from 1-4-15 through payment gateway
- Filing of Return of contribution (Regulation 26(1)) has been done away with
- Compliance under Regulation 26(1-A):
 - Self certification - where no. of employees < 40
 - Maintenance of records & registers (eg. Regn.32(1))
 - Distribution of temporary identity cards / pehchan cards
 - Wages considered for payment of contribution & wages excluded
 - Certificate by CA – where no. of employees 40 or more

E-Kranti – Shram Suvidha Portal

- Initiative by Min. of Labour & Employment, Govt. of India, thru NIC
- Unified Web Portal, for compliance under 16 labour laws, on pilot basis – including ESIC
- Unification of compliance thru Labour Identification Number (LIN)
- Envisaged to provide single harmonized return by employers

Shram Suvidha Portal

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- online reporting of harmonized inspection report - by inspecting officials
- Selection of units for inspection on an automated manner based on pre-defined criteria / algorithm – NO DISCRETION TO Inspectors
- Inspection reports shared among all labour enforcement agencies – avoid multiple inspections

Shram Suvidha Portal

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- online reporting of harmonized inspection report by inspecting officials
- Selection of units for inspection on an automated manner based on pre-defined criteria / algorithm – NO DISCRETION to Inspectors
- Inspection reports shared among all labour enforcement agencies – avoid multiple inspections
- Access to inspection report by employers - envisaged

Shram Suvidha Portal – inspection .. Contd..

Criteria for selection of units for inspection:

- Newly covered units
- Units in default for 6 months
- Units who applied for closure request
- Units not inspected for 3 years or more
- Some units where there is 30% fall in contribution/no. of employees
- Units which supply manpower with > 250 emp



Shram Suvidha

(Registration of Units for LIN, Reporting Inspection & Grievance Redressal System)
Ministry of Labour & Employment



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Dear User (Who have received LIN) You can generate your passwrc



Login

User ID

Password

fa3509

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Welcome to Unified Portal for Registration of Units for LIN, Reporting of Inspection, Submission of returns & Grievance Redressal

This Portal will facilitate ease of reporting at one place for various Labour Laws, consolidated information of Labour Inspection and its enforcement. The Web Portal will enhance convenience of reporting, transparency in Labour Inspection and monitoring of Labour Inspection based on key performances indices and provide an effective Grievances Redressal System hyperlinked with Department of Administrative Reforms and Public Grievances (DARPG) Portal.

MINISTRY OF LABOUR & EMPLOYMENT
 Government of India

Chief Labour Commissioner (Central)
 Government of India

Employees' Provident Fund Organisation
(A Statutory Body under Ministry of Labour & Employment, Government of India)

Home Page of Shram Suvidha Portal

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Unified Portal of Labour and E... X

efelabourreturn.gov.in/inspectionManagement

Shram Suvidha
 (Registration of Units for LIN, Reporting Inspection & Grievance Redressal System)
 Ministry of Labour & Employment

Welcome, **[Redacted]** You have logged in as Inspector.
 Enforce: **[Redacted]** 2015-13:35:53

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Inspection Management

Inspections Expired Inspections

| S.No | Inspection ID | Establishment | Identity No | Category | Start Date | Due Date | Operation |
|------|---------------|---------------|-------------|-----------|------------|------------|-----------|
| 1 | 81856 | [Redacted] | [Redacted] | Mandatory | 26-06-2015 | 01-07-2015 | |
| 2 | 81831 | [Redacted] | [Redacted] | Mandatory | 25-06-2015 | 30-06-2015 | |
| 3 | 81811 | [Redacted] | [Redacted] | Mandatory | 24-06-2015 | 29-06-2015 | |
| 4 | 81826 | [Redacted] | [Redacted] | Mandatory | 23-06-2015 | 26-06-2015 | |
| | 81824 | [Redacted] | [Redacted] | Mandatory | 22-06-2015 | 25-06-2015 | |

efelabourreturn.gov.in/inspectionManagement#

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Assignment of inspection thru system generated list of units

Pehchan card

- Why Pehchan ??
 - Employees can derive benefit out of contribution paid in earlier employments also.
 - Dependants of employees staying away from employee can get medical treatment in their place of residence from ESI Dispensaries.
- Enrolment for pehchan
 - One card and one insurance number for life
 - Two cards for each employee
 - Enrolment of employee and family members not necessarily on the same day
 - Anywhere enrolment
- Enrollment at employer's premises subject to certain conditions
- Automatic de-duplication of duplicate registrations of employees
- Prosecution action against defaulting employers (Regn. 16 read with sec.85(g))

Any Questions ??

Contact us:

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- Issues related to IT & Pehchan card:
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Thank you