



GLOBAL INVESTORS MEET - 2012
KARNATAKA

**DEPARTMENT OF FACTORIES, BOILERS,
INDUSTRIAL SAFETY AND HEALTH**



Lead Organiser



Knowledge Partner



Event Partner



INDEX

Industrial infrastructure in India: Foundation for Economic Growth	3
Karnataka: contributing to India's growth story	5
SEZs in Karnataka, driving Karnataka exports	6
Information Technology Investment Region (ITIR)	7
Suvarna Karnataka Development Corridor Programme: accelerating industrial growth	8
Vijayanagar Area Development Authority (VADA)	10
Peninsular Regional Industrial Development Corridor (PRIDe CORRIDOR)	11
M&A Scenario in Industrial Infrastructure in India	13
Industrial Parks and PPP Projects under implementation	14
Policy initiatives	15
Land Bank	16
Shelf of Projects	17

DEPARTMENT OF FACTORIES, BOILERS, INDUSTRIAL SAFETY AND HEALTH

1. INTRODUCTION

The main objectives and the intentions of the department is to protect the interests of workmen, to ensure plant and equipment safety, minimum basic amenities, conducive working environment and prevention of industrial/chemical disasters, occupational diseases, accidents. In its endeavour to provide and maintain transparency in administration at all levels it has become responsive, proactive and innovative.

2. LEGISLATIONS ENFORCED

The Factories Act, 1948

- i. The Karnataka Factories Rules 1969
- ii. The Major Accident Hazard Control (Karnataka) Rules 1994
- iii. The Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by certain Establishments) Act, 1988
- iv. The Karnataka Welfare Officers (Duties, Qualifications and Conditions of Service) Rules, 1963 (as amended in the year 1980)
- v. The Karnataka Factories (Defining of the Persons holding position of Supervision or Management) Rules, 1981.

The Indian Boilers Act 1923.

- i. The Indian Boiler Regulation, 1950
- ii. The Karnataka Boilers Rules, 1982.
- iii. Karnataka Boiler Operation Engineers Rules – 2011
- iv. Karnataka Boiler Attendance Rules - 2011
- v. The Karnataka Economizers Rules, 1959.

The Payment of Wages act, 1936

- i. The Karnataka Payment of Wages Rules 1963

The Maternity Benefit Act, 1961

- i. The Karnataka Maternity Benefit Rules 1963.

The Environment (Protection) Act, 1986

- i. The Chemical Accidents (Emergency Planning, Preparedness & Response) Rules 1996.
- ii. The Manufacture, Storage and Import of Hazardous Chemical Rules 1989.

The Child Labour (Prohibition and Regulation) Act, 1986

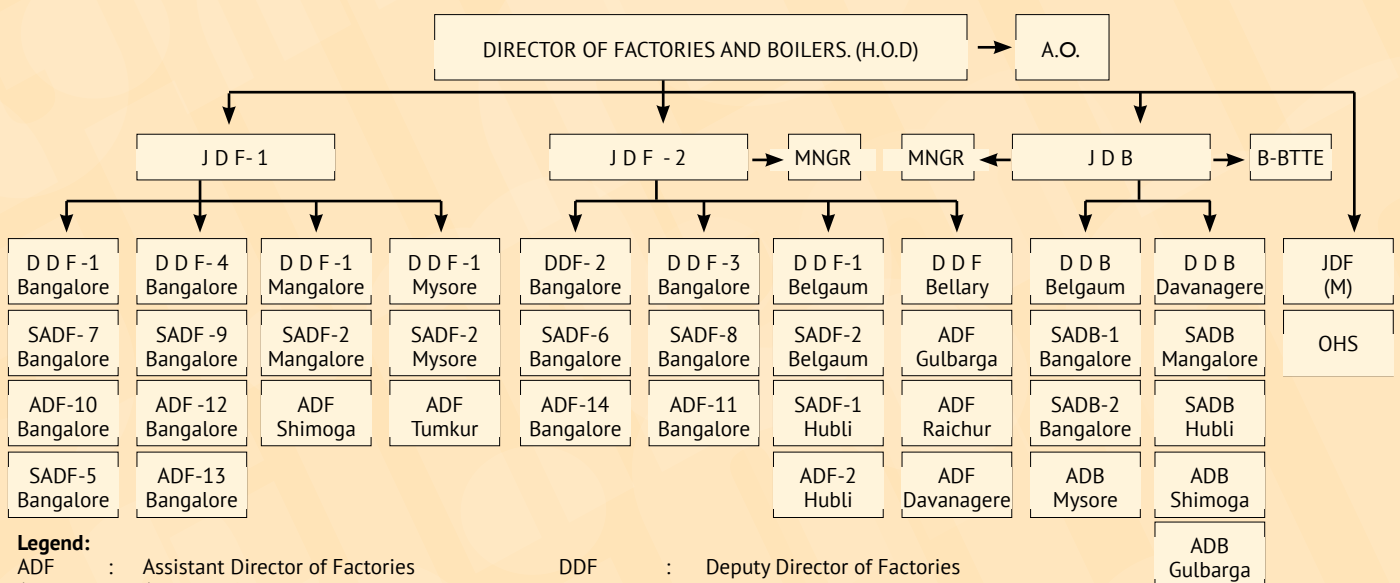
The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996

- i. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules 2006.

3. OBJECTIVES

- i. Protect the health, safety, welfare and to ensure safe work environment in registered factories.
- ii. Ensure safer working, operation and maintenance of boilers, steam lines and economizers.
- iii. Create awareness on the rights and benefits available to the women workers employed in registered factories.
- iv. Create awareness on safety, health, and work environment through dissemination of information by conducting training programmes, seminars, workshops, symposiums and interactive sessions.
- v. Ensure the safety and health of workmen involved in construction sector.

4. ORGANISATION CHART



Legend:

- | | |
|--|--|
| ADF : Assistant Director of Factories | DDF : Deputy Director of Factories |
| ADB : Assistant Director of Boilers. | DDB : Deputy Director of Boilers |
| SADF : Sr. Assistant Director of Factories | JDF (M) : Joint Director of Factories (Medical) |
| SADB : Sr. Assistant Director of Boilers | JDF : Joint Director of Factories |
| OHS : Occupational Health Specialist | JDB : Joint Director of Boilers |
| A.O. : Administrative Officer | BTTE : Boiler Testing Training & Examination Cell. |
| MNGR : Manager | |

5. FUNCTIONS

FACTORY WING

- i. To register all the factories falling under the purview of the Act.
- ii. To approve the location of the factories, building plan and layout keeping in mind the requirement of lighting, movement of space, ventilation, the activities around the factory and the habitation;
- iii. To oversee the aspect of safety, health and welfare of the workers employed in the registered factory.
- iv. To investigate the accidents;
- v. To impart training and advise the management and the workers to create the awareness in respect of various legislations enforced by the department;
- vi. To conduct enquires on complaints received from the workers trade unions;
- vii. To recognize and accept the competent persons to carryout tests and examinations wherever required;
- viii. To prescribed the methods to be adopted for compulsory disclosure of information about the hazardous processes;
- ix. To assess the measures established for monitoring the work environment.
- x. To guide the management in preparation of safety policy, on site emergency plan and preparedness procedures;
- xi. To assist the district administration in preparation and implementation of comprehensive off site emergency plan of the district and also the district disaster management control plan.
- xii. To ensure timely payment of earned wages to the workers employed in the factories;
- xiii. To identify the unregistered factories and to bring them under the purview,
- xiv. To ensure adequate safety and conducive health environment to the employees involved in construction activity.

BOILER WING

- i. To register all the boilers/economizers/steam lines coming under the purview of the Act.
- ii. To inspect periodically and issue certificate of fitness to run such registered boilers/ economizers annually or biannually as the case may be;
- iii. To suggest repairs/alteration for such boiler/economizers/steam lines, which are not fit for safe working/operation, also to supervise such repairs being undertaken by the owner of the boiler/economizer/steam line through authorized repairers after getting approval from the Department.
- iv. To investigate accident to boilers/economizer/steam lines
- v. To conduct welders examination as per Indian Boilers Act, 1950 and issue certificate;
- vi. To enforce Boiler Operation Engineers Rules and Boiler Attendant Rules and to conduct Boiler operation Engineers and Attendants examination
- vii. To approve design and drawing of Boilers/economizers/steam Lines/Mountings and Fittings
- viii. To conduct stage inspection during manufacture of boilers/economizers/ steam lines/mountings and fittings as per approved drawings.
- ix. To impart Training to Boiler attendants and operation engineers to run Boilers safety and efficiently.

6. SERVICES DELIVERED WITH TIMELINES

SL. No.	Particulars	Time Limit
1	Approval of plans	90 days
2	Registration and Grant of licence	90 days
3	Renewal of Licence (time limit to submit application)	60 days
4	Amendment and Transfer of licence	60 days
5	Issue of duplicate licence	60 days
6	Issue of competency certificate under section 28,29, 31, Rule 57, 88B and 129 of KFR 1969	60 days
7	Issue of exemption orders for overtime work incase exceptional pressure of work	30 days
8	Verifications of complaints	60 days
10	Deregistration of factories	90 days
12	Issue of Boiler Certificate on annual inspection	17 days
13	Registration Boilers	90 days
14	Registration of steam pipe line	90 days
15	Recognition of authorized boiler repairers	60 days
16	Recognition of steel makers, foundries and forging units	90 days
17	Recognition of IBR welders to make them qualify	90 days
18	Transfer of ownership of Boiler	60 days
19	Transfer of Boiler documents to other states	30 days
20	Approval of Manufacturing drawings of boilers, pressure parts and steam pipelines	60 days

7. RETURNS TO BE FILED

Factories Act, 1948

- i. Combined Annual Return in form no – 20.
- ii. Half Yearly Return in form no – 21.
- iii. Monthly Accident return in form no – 23.

Payment of Wages Act, 1936.

- i. Annual Return in form no - IV (in respect of employees drawing salary less than Rs. 10,000/- per month)

8. PROACTIVE SERVICES

a) Karnataka State Safety Institute

Purpose:

The safety in industrial activity has drawn utmost attention in maintaining certain safety standards which are not detrimental or injurious to the industrial community. The dissemination of knowledge in the field of safety and working environment through effective communication and education was considered one of the best tools in rejuvenating the minds of working class. The objective is to propagate safety, health and inculcate the safe work procedures for incident free production activity.

Activities:

- i. It conducts training programmes in different modules on need base to shop floor, supervisory and management level persons.
- ii. It organizes meaningful and purposeful National Safety Day falling on 4th March and Chemical Disaster Prevention Day falling on 4th December of every year.
- iii. It provides course material and other relevant information to all the industries and the workmen regularly.
- iv. It brings out the quarterly news report of the department namely "Suraksha Vahini" which contains number of articles related to Safety, Health and Environment, brief description of the recent accidents with solutions, the government notifications and various other activities that are undertaken by the department at various levels and forums. The quarterly news letter also carries certain useful advertisements which are relevant to the industries in maintaining safe work culture.

b) Women Rights Training and Safety Monitoring Cell

Purpose:

The Cell is formed with an objective to prevent the atrocities on women workers, to alleviate the ignorance, the benefits available under various provision of law, to motivate them to understand their rights and to make them self dependent and self reliable so as to improve their quality of life. In Karnataka there are about eleven thousand registered factories and about thirteen lakh workers employed in these factories. Out of which 3.9 lakh are women workers employed mostly in readymade garments, agarbatti, electronic goods, jarda-cashew processing, coir, coffee. To achieve the objectives of the cell the department is organizing various Training programmes under the supervision of senior officers to bring about awareness in the respect of their rights.

Activities:

- i. The department has brought out a small booklet in a form of a compendium containing various schemes available, benefits, the department details, the contact address are being issued.
- ii. So that the workman are benefitted and will be able to contact the right department in the hours of need.
- iii. So far 458 training programmes have been conducted and 25,213 women workers have participated and benefitted.

c) Central Safety Monitoring Cell

Purpose:

To identify the industries involved in hazardous process and to secure the compliance under chapter IV A of the Factories Act, 1948 and Chemical Accidents (Emergency Planning, Preparedness and Response) Rules, 1996 framed under Environment (Protection) Act, 1986.

Activities:

The tragedy of Bhopal that occurred on the 3rd December of 1984 woke up the whole world to a greatest industrial tragedy ever heard in the civilized society. The states having chemical industries, chemical process industries reviewed their system of working and the competency possessed by them to meet the exigencies that are likely to occur in industrial scenario. This process required a dedicated agency so that the evaluation of safety status of existing industries, proposed industries could be assessed, also the activities of such industries are closely monitored and new projects are cleared having proper siting guidelines. The effective mechanism to prevent and contain industrial disasters is through well-planned and rehearsed emergency planning and response. These plans are required to be generated at the local level, sub division level, district level and at state level. This emergency preparedness plan and response are not limited only to the department but involves multiple agencies of the state which includes the district administration as a whole, the NGO's, the experts, etc.,. The central safety monitoring cell is working in all the areas specified above in a focused way.

d) Boiler Testing, Training and Examination Cell

The Boiler Testing, Training and Examination Cell was created in the Department during the year 1995 with an objective to ensure safe construction, operation and maintenance of boilers, to impart necessary training and to conduct various examinations. The cell also oversees the safety with regard to the mountings, fittings and welding consumables at various stages.

The main thrust of the cell is also to oversee the installation and usage of high capacity boilers in large-scale industries like Thermal Power Stations & Super Thermal Power Stations. The target for the scheme is to conduct Examination & Training Programme in the field of boiler inspections, welders examinations & Boiler Attendants and Boiler Operation Engineers Training Programmes respectively.

e) Pressure Vessels and Plant Safety Monitoring Cell**Purpose:**

To oversee the safe working of pressure vessels, lifting machines, hoists, pressure plants, power presses, dust extraction systems and similar other dangerous machinery used in industrial activity.

Activities:

The pressure plants and other dangerous equipment used in industrial activity are highly vulnerable on account of variation in temperature and pressure. Thousands of chemicals having varied characteristic and properties are in use, are in manipulation, and are in storage or in process. The behaviour of these chemicals directly depends on two parameters mentioned above and the soundness of the vessel with its mountings. Unless, these plants and equipment are maintained in safe working conditions it would lead to serious accident and at times to disasters. Therefore, a dedicated cell was the need of the hour. The cell was established to keep a strict vigil over such activities including identification and recognition of competent persons to carry out the aim and objective of the cell.

f) Industrial Hygiene Laboratory:

Department is having an Industrial Hygiene Laboratory with certain equipment to monitor the work environment as well as to study the health conditions of the persons employed in hazardous process industries.

All the workers employed in the hazardous process industries are required to be subjected to pre-employment and periodical medical examinations as envisaged under the relevant provisions of the Factories Act and Rules made there under. Such examinations have to be carried out by the Factory Medical Officers. The Department has initiated to undertake medical surveillance in specialized categories of industries such as foundries, electroplating, cement industries, etc. The aim would be to develop a credible data on health status of the workmen working in such hazardous process.

g) e-Governance

The department has taken giant strides in adopting total e-governance in all its sphere of activities to provide hassle free, quicker, quality services with user friendly attitude. This is an amazing opportunity for the entrepreneurs to use this facility which may not be available in any other state across the county. In the first phase, to provide access to on-line services to seek registration of boilers, factories and submission of returns is being launched very shortly. With this, the long awaited demand is being met.

9. WEB DETAILS

www.labour.kar.nic.in

10. CONTACT DETAILS

Office Address	Name of the officer	Designation	Phone No.	E-MAIL ID
Directorate of Factories, Boilers, Industrial Safety & Health "Karmika Bhavana" 2nd floor, Bannerugatta road, Bengaluru-29,	Sri. H. Srinivasaiah	Director	080 – 26531200	h.srinivasaiah@rediffmail.com
	Sri. B.S.Ramachandra	JDF	080 – 26531208	bsrchandra@rediffmail.com
	Sri. T.G.Manjunath	JDB	080 – 26531207	tgmanjunatha@yahoo.co.in
	Sri. A.R.Vijayendra	JDF	080 – 26531201	arvijayendra@sify.com
	Dr. V.H.H.Surendra	JDF (M)	080 – 26531209	vhhsurendra@gmail.com
	Dr. H.M.Srinivas	OHS	080 – 26531203	factory_boiler@sify.com
	A.Somashekar	DDF	080-26531206	anna_somashekar@yahoo.co.in
	D.C.Jagadeesh	DDF	080-26531206	dc_jagadeesh@yahoo.co.in
	G.P.Rajagopal	DDF	080-26531205	rajagopalsrimathi@gmail.com
	K.Srinivas	DDF	080-26531205	ksri2002@yahoo.com
	Ravindranath.N.Rathod	SADF	080-26531204	ravirathod.sadf@sify.com
	A.J. Satish Babu	SADF	080-26531204	satishbabu.aj@gmail.com
	M.S.Mahadev	SADF	080-26531204	mahadevsadf@yahoo.com
	T.V.Narayanappa	SADF	080-26531203	vijalapura_tv@yahoo.com
	V.Thimmaraju	SADF	080-26531203	thimmarajuts@gmail.com
	Ashok.R.Goankar	SADB	080-26531204	ashokgkr@gmail.com
	K.V.Palaiah	SADB	080-26531204	kvpaliah@yahoo.com
	S.A.Narasimha Murthy	ADF	080-26531204	narasimhamurthy77@yahoo.com
	H.Suresh	ADF	080-26531204	sureshadf@gmail.com
	K.S.Krishnappa	ADF	080-26531204	kavana123@gmail.com
M.A.Somashekar	ADF	080-26531204	adf13_somashekar@yahoo.co.in	
M.K.Umesh	ADF	080-26531204	umeshkgowda@yahoo.co.in	
B.K.Shwetha	ADB (BTTE CELL)	080-26531204	shwethareddy57@gmail.com	
No.4(C) next to Hotel Polo Paradise, People Tree School Road, Cantonment, Bellary-563104	S.R. Sridhar	DDF	08392- 240474	ddfbellary@gmail.com

P.B.no.17, Dutta prasad Building, K.R. Layout, Club Road, Belgaum - 590001.	T.R. Ramesh	DDF	0831-2421292	tr_ramesh@yahoo.com
	S.B.Biradar	DDB	0831-2466033	biradar_sb@yahoo.com
	N.Navaneetha Mohan	SADF	0831-2421292	mohan_navneeth@yahoo.com
Ganesh Complex, II nd Floor Dharshan Hotel Back side, P.B. Road, DVG-2.	S.M. Vasanna	DDB	08192-279174	vasannasm@yahoo.com
	A.Srinivas	ADF	08192-234707	srinivas131@gmail.com
No. 1872/41, Vasanthanagar, M.S.K. mills Road, Gulbarga - 585101.	Venkatesh Rathod	ADF	08472-220620	vrathod_74@yahoo.co.in
	S.R.Srnivas	ADB	08472-229929	srsrnivasa.adb@gmail.com
Umachagi Building, Koin Road, Hubli - 580020.	Parthasarathy R.K.	SADF	0836-2360943	mantarayan9993@rediffmail.com
	Bharathi Mugadum	ADF	0836-2361454	bharathimagadum@yahoo.com
	K.M. Pratham	SADB		prathamkm@yahoo.com
Ist Main Road, Opp., Industrial Estate, Yadavagiri, Mysore-570020.	B.V. Ravikumar	DDF	0821-2540686	ddfdiv1mysore@gmail.com
	H.S.Narendra Babu.	SADF	0821-2514549	hsnarendrababu@gmail.com
	Chikkamuniyappa M.H.	ADB		mhc04@yahoo.co.in
1st Floor, Sri Venkatesha Complex, Near Infosys, Kottara, Mangalore-575006, Dakshina Kannada	M.N.Jakkananavar	DDF	0824-2451716	ddfmgng@gmail.com
	K.G.Nanjappa	SADF	0824-2459214	nanjappakg@rediffmail.com
	Chandramouli K.V.	SADB		vinmouli@yahoo.co.in
Udayanagar, Station Road, Raichur-584101.	C. Rajesh Mishrakoti	ADF	08532-233011	rcmishrikoti@rediffmail.com
No.615/99, Amara Krupa, L.L.R.Road, Durgi Gudi, Shimoga-577201	Prakash.A.Shenoy	ADF	08182-224508	pshenoy123@gmail.com
	T.Ravi	ADB		ravi7076@gmail.com
ST.Mary's School Road, Gandhinagar, Tumkur-572102	K.N.Safeer Ahmed	ADF	0816-2254991	safeerkn@gmail.com

LABOUR DEPARTMENT

1. INTRODUCTION

The rapidly changing economic situation has brought about new and complex challenges in the labour sector. The department is keeping a strict vigil over changed circumstances and constantly monitoring the industrial relations consequently it has succeeded in ensuring a good degree of peace and harmony during the period. The Department has focused attention for regulation and enforcement of various labour laws and in this task also the department has greatly succeeded.

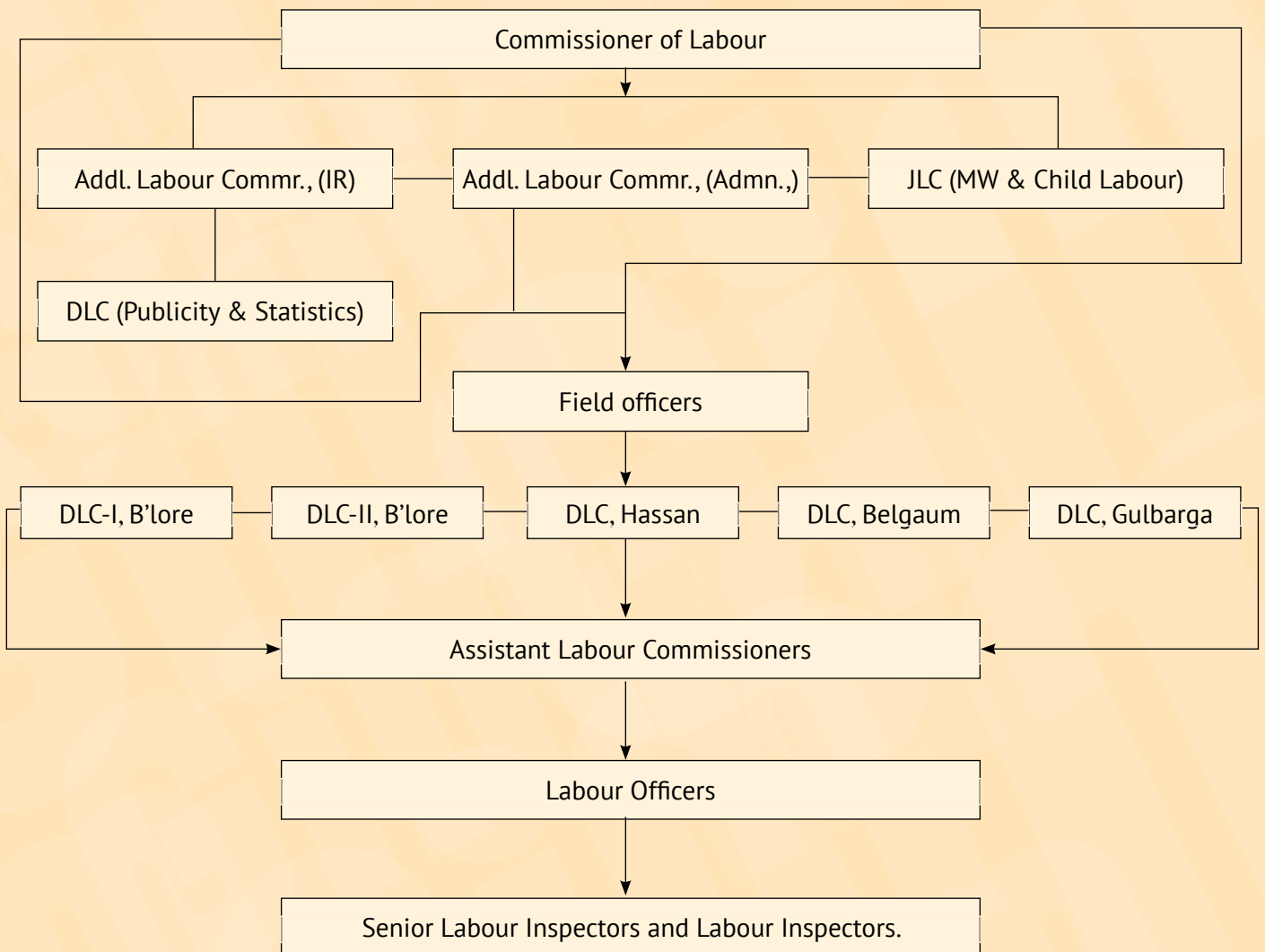
2. LEGISLATIONS ENFORCED

- i. The Industrial Disputes Act, 1947;
- ii. The Minimum Wages Act, 1948;
- iii. The Trade Unions Act, 1926;
- iv. The Workmen's Compensation Act, 1923;
- v. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966;
- vi. The Plantation Labour Act, 1951;
- vii. The Karnataka Industrial Establishments (National and Festival Holidays) Act, 1963;
- viii. The Industrial Employments (Standing Orders) Act, 1946;
- ix. The Contract Labour (Regulation and Abolition) Act, 1970;
- x. The Payment of Wages Act, 1936;
- xi. The Payment of Bonus Act, 1965;
- xii. The Payment of Gratuity Act, 1972;
- xiii. The Child Labour (Prohibition and Regulation) Act, 1986;
- xiv. The Working Journalists (Fixation of Rates of Wages) Act, 1958;
- xv. The Working Journalists (Conditions of Service and Miscellaneous) Act, 1955;
- xvi. The Karnataka Shops and Commercial Establishment Act, 1961;
- xvii. The Motor Transport Workers Act, 1961;
- xviii. The Sales Promotion Employees (Conditions of service) Act, 1976;
- xix. The Maternity Benefit Act, 1961;
- xx. The Karnataka Labour Welfare Fund Act, 1965;
- xxi. The Equal Remuneration Act, 1976;
- xxii. The Inter-State Migrant workmen (Regulation of Employment and Conditions of Service) Act, 1979;
- xxiii. The Karnataka Subsistence Allowance Act, 1988;
- xxiv. The Labour Laws (Exemption from furnishing Returns and Maintenance of Registers by certain Establishment) Act, 1988.
- xxv. Building and Other Construction workers (Regulation of Employment and Conditions of Service) Act, 1996.
- xxvi. The Unorganized Workers Social Security Act, 2008;

3. OBJECTIVES

- i. To achieve harmonious industrial relations and quick settlement of disputes;
- ii. To achieve better welfare of both organized labour through enforcement of labour laws and social security schemes;
- iii. Release of child labour and their rehabilitation;
- iv. To enhance responsiveness, efficiency and transparency in administration.

4. ORGANISATION CHART



5. FUNCTIONS

- i. Promoting harmonious relations between labour and management through effective intervention;
- ii. Regulating wages and other service conditions and extend welfare measures like RSBY, NPS lite, etc., to eligible beneficiaries;
- iii. Strengthening vigilance against child labour and rehabilitation.
- iv. Fixing / revising minimum wages at regular intervals for various scheduled employment after due consultation with the Karnataka State Minimum Wages Advisory Board.
- v. Extending benefits of different welfare provisions under various labour legislations and brining out improvement in working conditions of organized / unorganized sectors.

6. SERVICES DELIVERED WITH TIMELINES

Sl. No.	List of Services	Designated Officer	Stipulated Time
1	2	3	4
1	Registration under the Karnataka Shops and Commercial Establishments Act, 1961	Labour Inspector/ Senior Labour Inspector	Within 30 working days
2	Renewal of Registration under the Karnataka Shops and Commercial Establishments Act, 1961	Labour Inspector/ Senior Labour Inspector	Within 15 working days
3	Registration of Principal employer under the Contract Labour (Regulation & Abolition) Act, 1970	Assistant Labour Commissioner	Within 30 working days
4	License to the contractor under the Contract Labour (Regulation & Abolition) Act, 1970	Assistant Labour Commissioner	Within 30 working days
5	Renewal of Licence to the contractor under the Contract Labour (Regulation & Abolition) Act, 1971	Assistant Labour Commissioner	Within 15 working days
6	Registration of establishment under the Building and Other Construction Workers (Regulation of Employment and Conditions) Act, 1996	Labour Officer	Within 15 working days
7	Registration of Building and other Construction Workers	Labour Inspector/ Senior Labour Inspector / Labour Officer	Within 15 working days
8	Registration of plantations under the Plantation Labour Act, 1951	Labour Officer	Within 30 working days
9	Registration under the Trade Union Act, 1926	Asst. Labour Commissioner	Within 60 working days
10	Registration under Motor Transport Workers Act, 1961	Asst. Labour Commissioner	Within 30 working days
12	Licence under the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979	Assistant Labour Commissioner	Within 30 working days
13	Licenses to industrial premises under the Beedi and Cigar Workers (Conditions of Employment) Act, 1966	Assistant Labour Commissioner	Within 30 working days

7. RETURNS TO BE FILED

- i. Form U under Karnataka Shops and Commercial Establishments Act, 1961
- ii. Form D under Payment of Bonus Act, 1965
- iii. Form D under Karnataka Labour Welfare Fund Act, 1965

8. PROACTIVE SERVICES

Karnataka Labour Institute

Karnataka Labour Institute is a pioneer training institute established with the following objectives:

- i. Educate and train officers, workers, union leaders and employers on labour issues.
- ii. Conduct research work.
- iii. Improve industrial relations through education and training.
- iv. Update statistics under various labour enactments.
- v. Empowerment of workers to improve their living standards

The working model of the institute is in partnership with National Law School of India University, Bangalore. The institute is attracting large number of participants also is receiving large amount of inquiries for more number of training programmes. The curriculum and the schedule is being developed on need basis.

Computerization of Six Enactments of the Department

The Department of Labour is enforcing 26 Central and State Labour legislations. Out of these, the following enactments have constant public interface.

- i. Karnataka Shops and Commercial Establishments Act, 1961
- ii. Contract Labour (Abolition and Regulation) Act, 1970
- iii. Plantation Labour Act, 1951
- iv. Inter- State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
- v. Motor Transport Workers Act, 1961
- vi. Trade Unions Act, 1926

To provide online services to the citizens under the said enactments it is proposed to adopt e-governance under the project namely "Karmika. The project is in the anvil and becomes reality very shortly.

Karnataka Labour Journal

The Department of Labour is publishing a quarterly journal namely "Karnataka Labour Journal". It provides information on Government Orders, Notifications, Amendments, Circulars, Judgments from Hon'ble Supreme Court and High Courts, Articles from various quarters on labour issues.

9. WEB DETAILS

www.labour.kar.nic.in

10. CONTACT DETAILS

Sl.No	Name of the Officers Sri/Smt.	Phone Numbers
1	S R Umashankar, IAS., CoL	26531252
2	Gurudas M Bhat, AdLC (IR)	26531253
3	J.T.Jinkalappa, JLC (MW)	26531251/ 26541348
4	R.Anuradha, DLC (P&S)	26531256
Office of the Deputy Labour Commissioner, Region-1, Bangalore		
5	J.M.Jayadevaiah,DLC-1	22458851
Office of the Deputy Labour Commissioner, Region-2, Bangalore		
6	E Lakshmappa, DLC, Region-2	22458850
Office of the Deputy Labour Commissioner, Hassan Region, Hassan		
7	T Srinivas, DLC, Hassan Region	08172-268517
Deputy Labour Commissioner, Gulbarga Region, Gulbarga		
8	M S Chidananda ,DLC, Gulbarga	08472-275278
Deputy Labour Commissioner, Belgaum Region, Belgaum		
9	G.Manjunath, DLC	0831-2428066

Note:

- CoL – Commissioner of Labour
- AdLC (IR) – Additional Labour Commissioner (Industrial Relations)
- AdLC(Admn.) – Additional Labour Commissioner (Administration)
- JLC (MW) – Joint Labour Commissioner (Minimum Wages)
- DLC (P & S) – Deputy Labour Commissioner (Publicity & Statistics)
- DLC – Deputy Labour Commissioner

Sl.No	Name of the Officers with address	Telephone No.	Email.Id
1	2	3	4
Office of the Assistant Labour Commissioner, Division-1,Bangalore			
1	S.B.Ravikumar, ALC, Division-1, Karmika Bhavana, Bangalore.	26086254	alcdiv1@gmail.com
Office of the Assistant Labour Commissioner, Division-2, Bangalore			
2	H K Shanmukappa, ALC, Division-2, Karmika Bhavana, Bangalore	26086255	-
Office of the Asst. Labour Commissioner, Dvn-3, Bangalore			
3	Balakrishna C H, ALC., Division- 3, Karmika Bhavana, Bangalore	26531258 extn-256	
Office of the Assistant Labour Commissioner, Division-4, Bangalore			
4	Dr.Shripad S.B.,ALC Karmika Bhavana, Bangalore	26531257	-
Office of the Assistant Labour Commissioner, Mysore Division, Mysore			
5	A.H Umesh, ALC, Mysore	0821-2541942	-
Office of the Assistant Labour Commissioner, Mangalore Division, Mangalore			
6	Venkatesh Appaiah Shindihatti, ALC, Mangalore	0824-2437479	-
Office of the Assistant Labour Commissioner,Chickmagalur			
7	A J Shreevalli, ALC, Chickmagalur	08262-230586	alckm01@gmail.com
Assistant Labour Commissioner,Gulbarga Division			
8	Indi, ALC	08472-275276	-
Assistant Labour Commissioner, Bellary Division, Davanagere			
9	S S Sharif, ALC	08192-230094	-
Assistant Labour Commissioner, Belgaum			
10	Girish S Patil, ALC	0831-2403597	-
Asst. Labour Commissioner, Hubli Dvn, Hubli			
11	M S Thimoli, ALC, Hubli	2353662	Alc.hubli@yahoo.com

Sl.No	Name of the Officers with address	Telephone No.	Email.Id
1	2	3	4
Office of the Labour Officer, Sub-Division-1, Bangalore			
1	Gopalkrishna M,LO 1 Karmika Bhavana, Bangalore.	26086258	-
Office of the Labour Officer, Tumkur			
2	A P Pundalika Rao,LO	0816-2273269	-
Office of the Labour Officer, Sub-Division-2, Bangalore			
3	M.N.Devaraju,LO Karmika Bhavana, Bangalore	26086259	-
Office of the Labour Officer, Sub-Division-5, Bangalore			
4	K L Ravikumar, LO, Division-5, Karmika Bhavana, Bangalore	26086222	-
Office of the Labour Officer, Sub-Division-3, Bangalore			
5	Ramaiah, LO, Division-3, Karmika Bhavana, Bangalore	26086260	-
Office of the Labour Officer, Kolar			
6	S Revanna, LO, Kolar	08152-222156	-

Office of the Labour Officer, Chikkaballapur			
7	J J Jahagirdar, LO, Chikkaballapur	08156-274048	-
Office of the Labour Officer, Sub-Division-4, Bangalore			
8	Somanna, LO, Division-4, Karmika Bhavana, Bangalore	26086261	-
Office of the Labour Officer, Sub-Division-6, Bangalore			
9	N B Ramachandra, LO, Division-6, Karmika Bhavana, Bangalore	26086223	-
Office of the Labour Officer, Ramanagara			
10	M Nagaraj, LO	27273372	-
Office of the Labour Officer, Mysore Sub-Division, Mysore			
11	Mohammad Jahir Bhasha, LO	2343990	-
Office of the Labour Officer, Chamarajanagar			
12	M V Lakshmana Swamy, LO Chamarajanagar	08226-225571	-
Office of the Labour Officer, Dvn-1, Mandya			
13	A C Thammanna, LO, Sub-Division-I, Mandya	08232-220837	labourofficesubdivision2mandya@gmail.com
Office of the Labour Officer, sub-Division-II, Mandya			
14	Mohammed Yousuf, LO, Sub-Division-II, Mandya	225210	-
Office of the Labour Officers, Sub-Division-1, Mangalore			
15	D G Nagesha, LO, D.K. Sub - Division-1, Mangalore	0824-2435343	-
Office of the Labour Officer, D.K. Sub Division-2, Mangalore			
16	M Ananda Murthy, LO, D.K. Sub-Division-2	0824-2433132	-
Office of Labour Officer, Udupi			
17	K.G.Johnson, LO	0820-2530651	-
Office of the Labour Officer, Shimoga			
18	M P Vishwanath, LO, Shimoga	08182-222940	-
Office of the Labour Officer, Sub-Division-1, Chickmagalur			
19	K Chandra, LO	231575	-
Office of the Labour Officer, Sub-Division-2, Chickmagalur			
20	S.Vijaykumar, LO	08262-229094	-
Office of the Labour Officer, Hassan Division, Hassan			
21	H L Guruprasad, Labour Officer	08172-253209	lohsn1@gmail.com
Office of the Labour Officer, Madikeri			
22	P Yathiraj, LO, Madikeri	08272-225534	lomadikeri@gmail.com
Labour Officer, Gulbarga			
23	Baburao, LO, Gulbarga	08472-269347	-
Labour Officer, Bidar			
24	Dharanesh, LO, Bidar	08482-227187	-

Labour Office, Raichur			
25	Arati Poojari, LO	226368	-
Labour Office, Koppal			
26	K P Musiyappa, LO, Koppala	08539-222590	-
Labour Office, Yadgir			
27	A M Krishnamurthy, LO Yadgir	-	-
Labour Office, Davangere			
28	C H Hiregowdar, LO	08192-237332	-
Labour Office, Chitradurga			
29	S R Veena, LO	08194-231694	labouroffice.chitradurga@gmail.com
Labour Office Sub-divn-1, Bellary			
30	H Gopalagowda, LO	08392-254895	-
Labour Office, Sub-Divn-2, Bellary			
31	G Govindaiah, Labour Officer	08392-254875	-
Labour officer, Division-1, Belgaum			
32	Santhosh Hipparagi, LO	0831-2464391	-
Labour Officer, Division-2, Belgaum			
33	Mahesh, Labour Officer	0831-2462109	-
Labour officer, Division-1, Bijapur			
34	A S Patil, Labour Officer	08352-250937	-
Labour Officer, Division-2, Bijapur			
35	Siddalingappa Alur, LO	08352-242778	-
Labour Officer, Bagalkot			
36	C V Horatti, Labour Officer	08354-235527	-
Labour Office, Dvn-1, Hubli			
37	Kamala S Vagmore, LO, Dvn-1, Hubli	2356322	-
Labour Office, Dvn-2, Hubli			
38	Mohammad Abdul Khaliq, LO, Div.2, Hubli	0836-2356503	-
Labour Officer, Haveri			
39	K B Nagaraju, LO, Haveri	08375-249296	-
Labour Officer, Gadag			
40	Mohmad Bashir Ansari , LO	08372-233480	-
Labour Officer, Karwar			
41	H.M.Nagaraj, LO	08382-226637	-

DEPARTMENT OF EMPLOYMENT AND TRAINING

1. INTRODUCTION

The Department of Employment and Training is (i) rendering assistance / service to job seekers in securing gainful employment based on their qualifications & skills and (ii) conducting various vocational training programmes for young men and women of Karnataka in acquiring useful employment oriented skills. Schemes / Programmes are implemented in accordance with the standards and norms prescribed by Directorate General of Employment and Training, Govt. of India, New-Delhi. While the employment service is rendered through "Employment Exchanges" and "Guidance Bureau", Vocational Training Programmes are implemented through a network of Government and private Industrial Training Institutes, Industrial establishments and other institutions offering training in various need based employable skills.

2. LEGISLATIONS ENFORCED

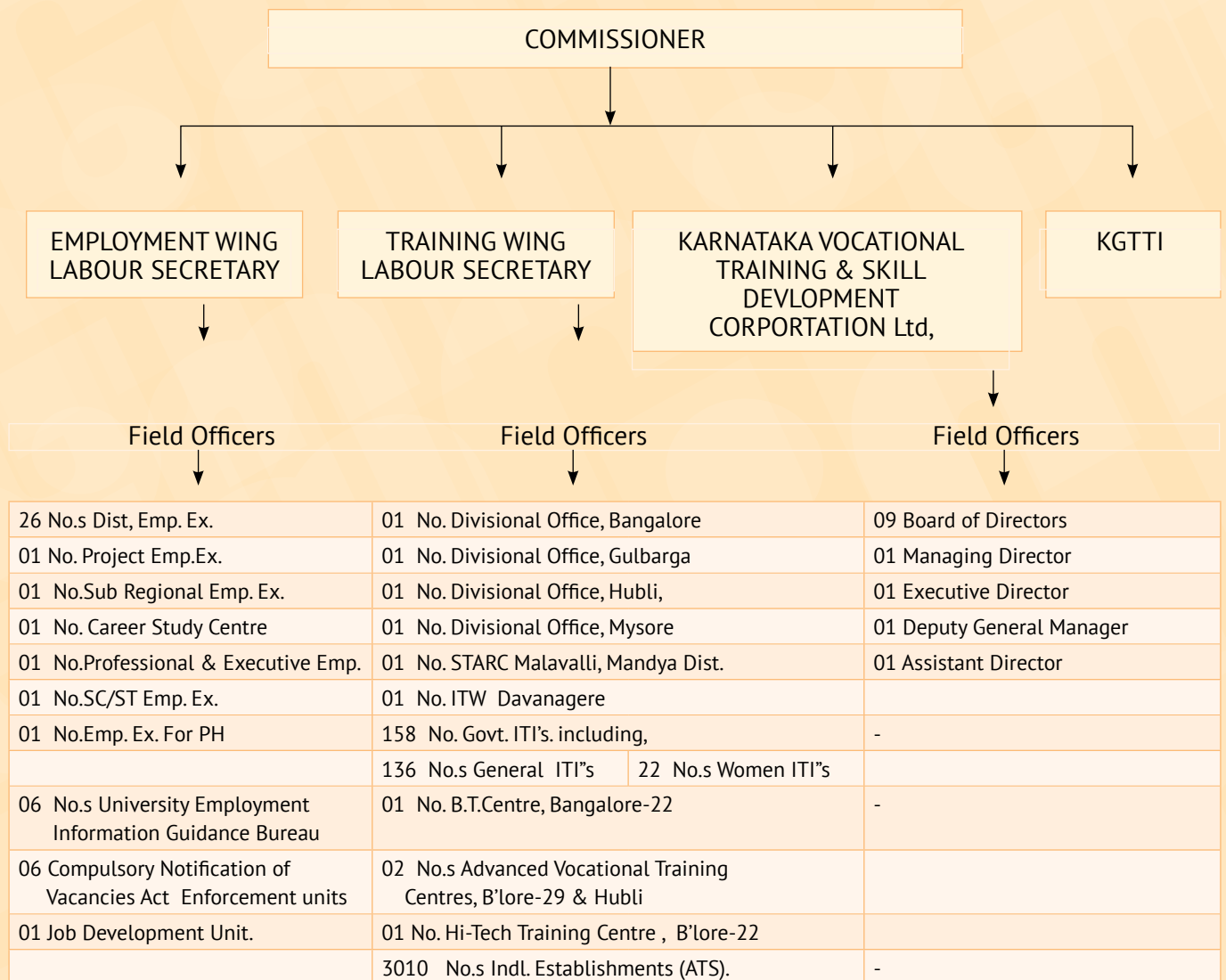
- i. The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959.
- ii. Apprentices Act, 1961.

3. OBJECTIVES

- i. To promote employment of un-employed people through job registration, vocational guidance and employment information.
- ii. To impart technical skills to the youth so as to enable them to get employed in industries as skilled workers or take up self-employment.
- iii. To improve the quality of industrial production through systematic training and re-training of industrial workers in advanced skills.
- iv. To promote self-employment amongst the illiterate and semi-literate rural people by imparting employable skills in various trades.

4. ORGANISATION CHART

DEPARTMENT OF EMPLOYEE'S STATE INSURANCE MEDICAL SERVICES



5. FUNCTIONS:

- (i) Establishment of Industrial Training Institutes/Centres in the State both under Government and Private Sector. These Industrial Training Institutes provide skill training in Engineering and Non-Engineering trades.
- (ii) Identifying the places of training in industries and establishments in accordance with the Apprenticeship Act, 1961, and supervising and controlling the Apprenticeship Training Programme.
- (iii) Designing need based short-term training programmes and implementing the same in Industrial Training Institutes.
- (iv) Implement centrally sponsor schemes like centre of Excellence, Modular Employable Skills, up gradation of ITIs under PPP Mode
- (v) Establish Staff Training Institute.

1. SERVICES DELIVERED

Employment Exchanges register the job seekers according to their qualification / experience. No maximum or minimum age limits are prescribed for registration. However, applicants below 14 years of age are normally discouraged from registering their names. Applicants are registered in the Employment Exchanges situated in the district in which they are presently residing, although have completed their education elsewhere in the state.

2. RETURNS TO BE FILED

- (i) ER -1 (Quarterly)
- (ii) ER-2 (Once in Two years)

3. PROACTIVE SERVICES

Craftsman Training Scheme: Industrial Training Institutes (ITI's)

As per DGET letter action has been taken to circulate the DGET letter to ITIs through Divisional Offices. Implementation of new trades like SPA Therapy, Health Safety and Environment, Firemen, Fire Technology and Industrial Safety Management.

- i. Web based Trainee Admission Software (TAS) is hosted in the session Aug-2011. This software is prepared by M/s Encore Technologies, Bengaluru. Correction, Modification and up gradation of software is under progress.
- ii. As per the DGET order, action has been taken to introduce the IT Literacy and Employability Skill in place of Social Studies and also action has been taken to give the training in above subjects from KVT & SDC
- iii. Action has been taken to MOU with NTPC Limited for up-gradation Govt. ITI, Bijapur.
- iv. Total admission made in Aug-2011 session in all 158 I.T.Is is 33653 and total fee collection from the trainees is Rs. 403,83,600/- And same has remitted to the Revenue Head.
- v. Govt. of India has been Identified the 7 Govt. Industrial Training Institutes situated in Minority concentrated Districts and up-grade those ITIs into CoE under Vocational Training Improvement Project under the 15 Point programmes of Prime Minister of India, Statistics has been sent to the Government. Statistics as under

Human Resources Development:-

With a view to improve the standard of training, the Instructional Staff of the Industrial Training Institutes are being periodically trained and re-trained in various Government of India Training Institutes and Industrial Establishments. Government of Karnataka has accorded sanction for establishment of Staff Training and Research Centre (STARC) at Malavalli, Mandya District during 2006-07. The "Training of Trainers" Programme has commenced at STARC Malavalli to provide training for faculty members of ITI's/ITCs in the State. Besides, training of Junior Training Officers (JTOs) & Principals are conducted inter-alia at (i) ATI-Hyderabad, Kolkatta, Chennai, Mysore, (ii) CSTARI Kolkatta, (iii) CTI- Chennai, (iv) GTTI Koyamattur, (v) FTI Bangalore, (vi) Apex High Tech Institute Bangalore-22, (vii) NVTI, NOIDA and (viii) STARC, Malavalli. A Total of 411 staff members have undergone training in the above said institutes until December 2011. In addition, total of 7 non technical staff have undergone training in basic computer operations like MS Excel and access and usage of internet, Accounts Audit, Administration in Kannada, using of HRMS and RTI in district training institutes and also about duties & responsibilities of the drawing & disbursing officers and financial management.

CRAFTSMEN TRAINING SCHEME ALL INDIA TRADE TEST:-

TRADE TESTS (NCVT):

Four Trade Tests are conducted under the aegis of NCVT out of which two are under Craftsman Training Scheme and two under Apprenticeship Training Scheme. Two CTS Trade Tests were conducted during the month of January 2011 and July 2011 and two ATS Trade Tests were conducted during May 2011 and November 2011. After the trade tests, centralized valuation were conducted and results were announced by the State Board of Examinations. As per DGET Norms, Centre of Excellence Examination system is implemented in selected Govt. ITIs and two examinations were conducted on February 2011(BBBT) and August 2011 (Advanced Module).

- i. **Scvt Trade Test (State Level):** Trade Tests for the some of the ITC's including Deaf, Dumb and blind was conducted during August 2011 and results were announced within the stipulated time.
- ii. **State Level Skill Competition Test:** Under the aegis of State level skill competition for craftsman, tests were conducted during November 2011 for the best trainees who secured highest marks in the 15 designated trades as per DGET guide lines.
- iii. **Issue of Certificates:** After conducting the Trade Tests, the Marks Cards and Provisional National Trade Certificates and PNAC's to the passed out trainees and apprentices were issued in time. NTC's are issued after getting the signature of the Secretary, NCVT, New Delhi during 2009. Further it will also be planned to issue all the pending NAC's to the passed out apprentices.
- iv. **Issue of NTC's:** During 2011 session 17,000 NTCs facsimiled by Secretary NCVT, DGET have been issued.

Computerization: From November 2001 onwards all examination activities are computerized, Marks card, PNTC, PNAC, C-Forms are also issued through computerized process. In the examination section, yearly two CTS, two ATS, one SCVT, one Skill Competition Test & two CoE examinations are being conducted annually.

AFFILIATION OF INDUSTRIAL TRAINING INSTITUTES:-

- i. There are 193 aided and 1087 un-aided Pvt.
- ii. ITIs are functioning in the State 135 Govt. ITI s is affiliated with DGET and 05 proposals are awaiting affiliation from DGET.
- iii. 1280 Pvt. ITI s are affiliated with DGET and additional proposals of 127 Pvt. ITI s awaiting affiliation of DGET.
- iv. 193 Pvt. ITI s were set up from the year 1997 with 35,003 trainees in various trades are covered under the scheme of 100% grant-in-aid from October 2007, benefiting 2313 staff working in these 193 aided ITI s.
- v. During 2010-11, 601 applications have been received from various ITIs for affiliation of new trades/units. Inspection through the Standing committee is in progress.
- vi. During the year 2011-12, Rs. 1,25,44,000/- (One crore twenty five lakh forty four thousand. Only) have been remitted to the Govt. as affiliation fee.

APPRENTICESHIP TRAINING SCHEME:-

Apprenticeship Training Scheme is being implemented in the State since 1963 under statutory provision of the "Apprentices Act 1961" to meet the long felt needs of the trained skilled workers in industries besides improving the employability of young people through training in Industries. The Department has implemented 184 designated trades so far in the State out of 127 trades designed by D.G.E. & T. New Delhi. There is also provision in the Act for reservation of training slots for SC and ST candidates, Ex-Servicemen and wards of armed forces personnel. Efforts are also being made to cover more women Apprentices and minorities / weaker section of society.

MODULAR EMPLOYABLE SKILL (MES)

- i. Savings Bank (SB) Joint Account has been opened at DET for the Financial Transaction of MES Scheme.
- ii. Karnataka Vocational Education Training Society is formed in DET as per the DGET guidelines. (copy attached)
- iii. Paper Notification given to provide publicity regarding the scheme and invited VTP applications from Government, Private and Non-Government Organizations.
- iv. After the society was formed 127 VTP applications were received.
- v. 2 VEC meetings were conducted and clearance for 108 VTP registrations obtained.
- vi. Industries like Godrej, L&T Ltd., are already registered and several such Industries/BPOs have applied application for VTP registration with the intention of implementing MES due to wide publicity provided by MES Cell.

CENTRE OF EXCELLENCE (COE):-

Up-gradation of 500 Government ITIs across the country into "Centres of Excellence (COEs)" is a very important scheme of GOI for promoting skill development both in organized as well un-organized sectors. The scheme commenced in 2004-05 as Vocational Training Improvement Project (VTIP) under World Bank Assistance.

- i. In Karnataka, the CoE scheme is implemented in 36 Govt. ITIs out of 158 Government ITIs as follows:

Up gradation of 1396 Govt. ITIs through Public-Private-Partnership (PPP)

- i. This scheme was implemented during 2007-08, for each ITI to be covered under this scheme; one Industry partner will be associated to lead process of up-gradation in the ITI. The Industry Partner will be identified by the State Government in consultation with Industry Associations.

KARNATAKA VOCATIONAL TRAINING & SKILL DEVELOPMENT CORPORATION

With a view to enhance the employability of youth through proper Skill training, Government of Karnataka has initiated a very important flagship programme to provide employment to 10 lakh youth in 5 years. To implement this programme effectively a special purpose vehicle viz; Karnataka Vocational Training & Skill Development Corporation (KVTSDC) was established.

KVTSDC has taken up several initiatives to reach the unemployed, disadvantaged, less educated & economically backward youth in both Urban and Rural Karnataka.

Since 2008 - 09, the State Government of Karnataka has taken up the Skill Development as a major policy initiative to address the problem of unemployment. The State has established 47 new ITI's in the last two years and optimally utilized the new GOI schemes viz; CoE, VTIP, PPP in skill training and enhancing employability. Some of the major initiatives are:-

Establishment of State Skill Commission

- i. Karnataka has established its own State Skill Commission with the Hon'ble Chief Minister as its Chair person and Hon'ble Labour Minister as its Vice – Chairperson.
- ii. Representatives from the trade & industry, Secretaries of relevant departments & experts in the field are on the Commission as the members.
- iii. The commission is fully functional and has already deliberated seven times and drawn several useful ideas and guidelines.

Adoption of Skill Development Policy.

- i. The State has adopted its own Skill Development policy on the lines of National Skill Policy.
- ii. Ensuring adequate availability of Skilled man power, equitable access to all, matching between supply & demand of Skill, meeting the challenges of emerging technologies, promoting a strong and symbiotic Public Private Partnership are major objectives of the policy.

Establishment of Karnataka Vocational Training & Skill Development Corporation.

- i. The Corporation was established on 12th Sep 2008 as a Special Purpose Vehicle (SPV) to implement the recommendations of the Skill Commission and State Government in achieving the objectives of the Skill Development Policy.
- ii. The Corporation is given a target of imparting Skills and getting Employment for 10 lakh persons in 5 years.
- iii. The Corporation has taken measures like establishing Helpline, organizing Skill-N-Job Fairs, Skill Training programmes under MES in convergence with other line departments and technical institutes, establishing HRD centers in Employment exchanges, taking up studies in Skill Mapping among others.
- iv. Helpline: - Helpline is established at KVTSDC office to help the youth register with relevant particulars. The data's available are shared with employers and other agencies for training as well as for the purpose of employment.
- v. So far Karnataka Vocational Training and Skill Development Corporation has organized 33 Skill N Job fairs and 174 Mini job Fairs and has provided skill training for 3,40,740 candidates and employment provided for 2,46,971 candidates.
- vi. *During the year 2011-12 (up to Jan.2012), 6 Mega job fair, 4 mini job fairs were organized, wherein 52,242 job seekers participated and 13,043 Job offers were made. During the year 2011-12 (up to Jan.2012), skilling / skill up gradation training was given to 42,141 persons through KVTSDC.
- vii. For the first time in the Country, Employment exchanges have been converted has HRD centers and presently Six centers, at Mangalore, Bijapur, Kolar, Mandya, Hubli, and Chamrajanagar have started functioning and two more centers will be added shortly.
- viii. E-Learning labs in SC /ST Post Metric Hostels , Special Skill Training for Minority, Disabled candidates, "Sahayog" Programme for Under-Graduates students, "Margadarshi" Career Guidance center in 577 schools of 114 taluk's, Special skill training and employment drive in naxal effected areas are some of the major initiatives taken for providing skill training and employment.
- ix. Central Placement Cell, Karnataka Employment Centers established: To bridge the demand & supply in the job market web based technology is being utilized for job matching & mapping and developing Voice portal through the use of mobile phones in association with IBM India.
- x. ELIP: Soft skill and Life Skills training to students in 158 Government ITI's taken up through 12 training partners and 15192 students are undergoing training.

- xi. KOUSHALYASIRI CENTERS: Skill Training Programmes in most backward talukas identified by the High Power Committee to study regional imbalances under the Chairmanship of Dr.D M Nanjundappa in 17 districts taken up and 15,060 candidates trained under the Special Development Programme.
- xii. SABALA PROGRAM: In association with Women & Child Welfare Department, the skill development training programme for adolescent Kishories in the age group of 16-18 yrs in 5 Districts taken up for 2000 candidates.

Vocational Guidance:-

The importance of Vocational Guidance has gained significance in the wake of diminishing job opportunities in the Public Sector and increasing demand for highly skilled and experienced manpower in the Private Sector. The Vocational Guidance units located in the District Employment Exchanges and the University Employment Information and Guidance Bureau functioning in the precincts of the respective universities continued to spread the above message by conducting suitable programmes like career talks, career conference and exhibition of career literature etc., both inside and outside their premises in co-ordination with educational institutions and voluntary organizations.

Udyoga Mela:-

Due to the dwindling of the jobs in Public sector, job melas have been arranged for the applicants registered in the Employment Exchanges to make use of the jobs that are available in the private and un-organized sectors. These job melas bring both Private employers and job seekers under common platform. During 2011 (up to December, 2011), 18 such job melas were arranged by the Department.

Employment Market Information:-

The Employment Exchanges are responsible for collecting information periodically about employment in the organized sector under the provisions of employment exchanges (Compulsory Notification of Vacancies) Act, 1959 and rules framed there under. The employment data thus collected from establishments in both public and private sector are compiled at the State level for publication of Employment Reports / reviews. During 2011 one annual report (English & Kannada), 4 quarterly reports (4 English & 4 Kannada) were published. For a meaningful collection and analysis of employment data it is necessary to ensure comprehensiveness. It has been possible to achieve this objective by strict enforcement of the mandatory provisions of the said Act and Rules, by the enforcement units at the regional level, besides the combined efforts made by the District Employment Exchanges and the Directorate.

Computerization of Employment Exchanges:-

The Department has adopted ``Web Based Portal`` developed by NIC New Delhi in all the Employment Exchange of the State. The data retrieval is possible in all Employment Exchanges. The registration of job seekers is being done online, using this web based portal in all the Employment Exchanges of the State. After customization of this National Portal to State needs, it will be thrown open to public. The job seekers can, thereafter register for Employment Assistance themselves online. The employers can also retrieve and extract information online.

4. WEB DETAILS

www.labour.kar.nic.in

5. CONTACT DETAILS

Commissioner	N. SRIRAMAN, I A S.	08025189100 Fax:25189102	
PA To Commissioner	S Rajkumar M N Srikanta	08025189100 Fax:25189102	
TRAINING WING (Head Office)			
Joint Director-TRG.& ADM.	Shivalinga Murthy	080-25189103	8095294907
Joint Director - TTC	K Ramachandrappa	080-25189109	8197021869
Deputy Director (Trg) Pur/MES/Insp/Comp/Trg	Hareeshwarappa	080-25189105	
Deputy Director (Trg) Afl/Bldg/Plng/HRD	Halappa Shetty K.R.	080-25189104	9448501789
Deputy Director (Trg) COE/SPIU/Corpn	Saroja M.	080-25189118	9972182770
Deputy Director (Trg) Plng/Bldg	Lakshmi C.P.	080-25189106	9449394300
Deputy Director - TTC	Siddalingappa Kuri	080-25189110	9448754373
Deputy Director-SPIU/MES	Ekanthaswamy	080-25189114	9448735605
Asst. Director (ATS)	Nagarathna	080-25189129	
Assistant Director (Trg)COE/SPIU/	Ramesh M.S.	080-25189127	9844316631
Asst. Director (Trg)Pur	Rama.P	080-25189130	9449051153
Assistant Director (Trg)MES/Afln/HRD/	Vanaja	080-25189120	9480180151
Asst Dir.Trg)-TTC	Parandhama O.	080-25189110	9945181569
Asst. Dir.-Accounts	Md.Akbar	080-25189111	9731999142
Asst Director-Adm	Satyanna B.M.	080-25189108	7829006656
Administrative Asst.	Nagendra Prasad	080-25189126	8904355674
Assistant Director (Trg) (ATS)	Vijaykumar	080-25189110	9448277634

TRAINING WING

BANGALORE DIVISION			
Joint Director & Addl.Director(SPIU/PPP)	V.P.Eshwar Naik	080-25189114	9448575464
Asst.Apprenticeship Adviser	Nagaraj M.	080-25189114	
Asst.Apprenticeship Adviser	Lakshmirajaiah T.R.	080-25189114	
Assistant Director	Jayalakshmi K.	080-25189114	9480449679
Assistant Director	Vijaykumar.V.	080-25189114	9448277634
HUBLI DIVISION			
Joint Director	Nooruddin	0836-2225342	9844056051
Asst.Appt. Adviser	Eshwarappa Dyamanagoudra	0836-2225342	9343599249
Assistant Director	R.P. Shiggaonkar	0836-2225342	9886781251
MYSORE DIVISION			
Joint Director	H.Venkataram	0821-2543335	9448100119
Asst.Apprenticeship Adviser	Srikantaradhya	0821-2543335	9980895590
Assistant Director	Suchitra C.R.	0821-2543335	9008600076
GULBARGA DIVISION			
Joint Director	B.L.Chandrashekar	08472-256200	9448204506
Asst.Apprenticeship Adviser	Kalpana	08472-256200	9886764386
Administrative Officer	B S Ogi	08472-256200	9845490821
STAFF TRAINING AND RESEARCH CENTRE (STARC), MALVALLI			
Joint Director	M.G.Hundekar	08231-244801	9481631786
Deputy Director	Jayashree M	08231-244801	9972447565
Admin. Officer	Khaleel Ahmed	08231-244801	9980955117
I. T. W. Davanagere	RAMESYA. P.	9448005039	
KGMSDC	RAGHUPATHY, Jt.Secy.	26649797 / 9972733606	

ESIC (MEDICAL SERVICES)

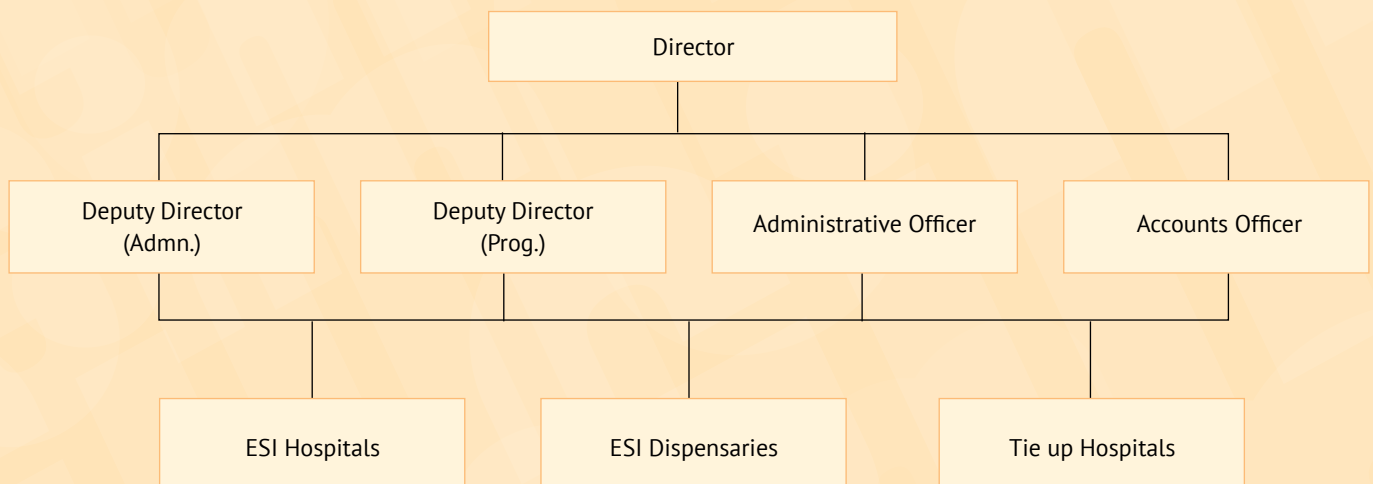
1. INTRODUCTION

The ESI Corporation is a vibrant, pioneer social security organization providing cash and medical benefit to the workers of the organized sector of India. It is a comprehensive social security scheme designed to accomplish the task of socially protecting the employees against the events of sickness, maternity, disablement and death due to employment injury and to provide medical care to the insured employees and their families. In the State 19 lakh insured persons and 85 lakh of their family members are receiving the medical benefit under this scheme.

2. OBJECTIVE

The scheme is to provide a comprehensive health care, package of sustenance to the injured, the family of the deceased employee working in organized sectors against the events of sickness, maternity benefit, disablement and death due to employment injury.

3. ORGANISATION CHART



FAQ IN BRIEF

1. What is ESI scheme?

It is a comprehensive Social Security Scheme designed to accomplish the task of socially protecting the 'employees' in the organized sector against the events of sickness, maternity, disablement and death due to employment injury and to provide medical care to the insured employees and their families.

2. How does the scheme help the employees?

The scheme provides full medical care to the employee registered under the scheme during the period of his incapacity for restoration of his health and working capacity. It provides financial assistance to compensate the loss of his / her wages during the period of his abstention from work due to sickness, maternity and employment injury. The scheme provides medical care to his / her family members also.

3. How the Scheme is funded?

The ESI scheme is a self financing scheme. The ESI funds are primarily built out of contribution from employers and employees payable monthly at a fixed percentage of wages paid. The State Governments also contribute 1/8th share of the cost of Medical Benefits.

4. Is it mandatory for the Employer to register under the scheme?

Yes, it is the statutory responsibility of the employer under Section 2-A of the Act read with Regulation 10-B, to register their Factory / Establishment under the ESI Act within 15 days from the date of its applicability to them.

5. What is the procedure for Registration of an employer?

The Factory or Establishment to which the Act applies is to be registered by submitting an Employer's Registration Form (Form-1) to the concerned Regional Office and obtain an identification number called the Code number (Section 2(A) read with Regulation 10-B)

6. What are the documents to be submitted along with the Employer's Registration Form?

Documents relating to the constitution of the Factory / Firm / Establishment, evidence in support of the date of commencement of production / business, list of Partners/Directors with their addresses, address proof like pan card / passport / voter identity card, month wise employment position etc.. are the essential documents.

7. What is the definition of a Factory for coverage under ESI?

Factory is defined under section 2(12) as 'any premises including the precincts thereof whereon ten or more persons are employed or were employed on any day of the preceding twelve months, and in any part of which, a manufacturing process is being carried on or is ordinarily so carried on, but does not include a mine subject to the operation of Mines Act 1952, or a railway running shed.

8. Whether the persons employed who are not coverable under the Act are also counted for the purpose of counting 10/20 persons for coverage of factory/establishment?

Yes. All persons employed in the premises including the precincts thereof irrespective of their wages including casual, trainees, contract employees are counted for the purpose of coverage of the factory/establishment. Even the Directors employed are to be counted.

9. Who are the persons not to be counted for coverage of a factory?

The following persons are not to be counted

- i. A proprietor or a partner whether drawing salary or not;
- ii. A contractor lending the services of his employee;
- iii. An apprentice engaged for the first time under the Apprentice Act, 1961;
- iv. Persons employed on contract for service, e.g., legal technical, tax consultants;
- v. Persons employed in branch / sales offices etc. away from the factory premises are not to be counted for the purpose of cover as employee under Section 2(9), if their wages does not exceed the ceiling limit prescribed.

10. What are the establishments that attract coverage under ESI?

According to the notification issued by the State Government concerned under Section 1 (5) of the Act, the following establishment employing 20 or more persons for wages attracts ESI coverage.

- i. Shops
- ii. Hotels or restaurants not having any manufacturing activity, but engaged in 'sales'
- iii. Cinemas including preview theatres;
- iv. Road Motor Transport Establishments;
- v. News paper establishments. (that is not covered as factory under Sec. 2(12);
- vi. Private Education Institutions (those run by individuals, trustees, societies or other organizations) and Medical Institutions (Including Corporate, Joint Sector, trust, charitable and private ownership hospitals, nursing homes, diagnostic centres, pathological labs).

11. Can a factory or establishment once covered go out of coverage if the number of persons employed therein goes down to the minimum limit prescribed?

Once a factory or an Establishment is covered under the Act, it continues to be covered notwithstanding the fact that the number of persons/coverable employees employed therein at any time falls below the required limit or the manufacturing process therein ceases to be carried on (Section 1(6) of the Act).

12. Is there any provision for 'exemption of a factory or establishment' from ESI coverage?

Yes. If the employees in a factory or establishment are otherwise in receipt of benefits substantially similar or superior to those provided under the ESI Act, the appropriate Government may grant exemption to such factory or establishment for a period of one year at a time prospectively in consultation with ESIC. Application for renewal is to be made three months before the date of expiry of exemption period (Section 87).

13. Who is a Principal Employer?

(A) In case of a factory, any of the following:

- i. Owner;
- ii. Occupier;
- iii. Managing Agent of the owner or occupier;
- iv. Legal representative of a deceased owner or occupier;
- v. Manager of the factory under the Factories Act, 1948.

(B) In case of Establishments belonging to or under the control of Government of India

- i. The Specified Authority
- ii. The Head of the Department (in the absence of specified authority)

(C) In the case of other establishments:

Any person responsible for the supervision and control of the establishment.

14. Who is an Immediate Employer?

Immediate Employer can be any or all of the following:

- i. One who executes any work inside the premises of the principal employer of a factory or an establishment.

- ii. One who executes the work of a factory or establishment outside the premises under the supervision of its principal employer or his agent;
- iii. One who lets on hire the services of his employees to the principal employer of a factory or establishment; and
- iv. A Contractor (Sec. 2 (13))

15. Who are the persons to be covered as “Employees”?

Any person employed for wages in or in connection with the work of a covered factory or establishment, and

- a. Directly employed by the Principal Employer, on any work of the Factory or establishment within the premises or elsewhere, or in any part, department or branch dealing with administration, purchase of raw materials, sale, or distribution of the products of the factory or establishment.
- b. Employees of the immediate employer;
 - i. Employed in the premises on any work of the factory or establishment;
 - ii. Employed outside the premises on any work of the factory or establishment under the supervision of the Principal Employer or his agent;
 - iii. Employees lent or let on hire to the principal employer on any work of the factory, or
 - iv. Paid Directors of a company;

Exclusions: 1. An Apprentice engaged for the first time under the Apprentice Act 1961 and 2. An employee drawing wages above the wage ceiling prescribed by the Central Government.

16. What is the wage ceiling limit prescribed for coverage of an employee?

It is Rs. 15,000 per month from 1st May, 2010.

The wage ceiling for coverage of an employee with 'disability' is Rs. 25,000/- per month from 1-4-2010.

17. What is Contribution”?

Contribution is the sum of money payable to the Corporation by the Principal employer in respect of an employee and includes any amount payable by or on behalf of the employer in accordance with the provisions of the Act (Section 2 (4)).

18. What is the Present Rate of Contribution?

- i. Employer’s contribution: A sum equal to 4.75% of the wages payable to an employee, rounded off to the next higher rupee;
- ii. Employee’s contribution: A sum equal to 1.75% of the wages payable to an employee, rounded off to the next higher rupee;

19. What is the time limit for payment of contribution?

Contribution shall be paid in respect of an employee in to a bank duly authorized by the Corporation within 21 days of the last day of the calendar month in which the contribution falls due for any wage period (Reg. 29 & 31)

20. What are the penal provisions for non-payment or delayed payment of contribution?

- i. The employer is liable for prosecution under Section 85(a) of the Act.
- ii. The Corporation may levy and recover damages at the following rates, not exceeding the amount of contribution payable for default or delay in payment of the contribution.

Period of delay	Rate of damages in % p.a	Period of delay	Rate of damages in % p.a
i) Less than 2 months	5%	iii) 4 to 6 months	15%
ii) 2 to 4 months	10%	iv) 6 months and above	25%

21. What is Medical Benefit?

Medical benefit means the medical attendance and treatment to the insured persons covered under the Act and their families as and when needed. This is the only benefit provided in kind through the State Governments (except in Delhi), and uniform to all as per their requirement without linking it to their wages and contributions.

22. What is the scale of Medical Benefit?

Full range of Medical, Surgical and Obstetric treatment consisting of out-door treatment, in-patient treatment, supply of all drugs and dressings, pathological and radiological investigations, prenatal and post-natal care, super specialty consultation and treatment, ambulance services, provision of artificial appliances, etc.

23. How long is Medical benefit available?

The insured person and his family are entitled to the Medical Benefit from the very first day of his/her joining the insurable employment. A person who is covered under the scheme for the first time is eligible for medical care for self and family for three months. If he/she continues in insurable employment for three months or more, the benefit is admissible till the beginning of the corresponding benefit period. If contribution were paid/payable for not less than 78 days in the said contribution period, medical benefit is admissible till the end of the corresponding benefit period. If the insured person is in ESI coverage for at least 2 years, and contributed for not less than 156 days, and is suffering from any of the 34 specified long term diseases, the medical benefit is admissible till the incapacity last or for a period of 3 year for self and family.

24. How a temporary or casual employee who works for 3 or 4 days and leaves the employment is entitled to the medical care?

If he leaves the employment before his registration process is completed, the employer may provide him with a 'certificate of employment' consisting of his date of employment, date of leaving, family particulars, etc. in form ESIC-86. Based on this certificate that person and his family can avail 'medical benefit' for a period of 3 months.

25. What is the benefit admissible to the family members?

- i. Family members are also entitled to full medical care as and when needed.
- ii. The family members are also entitled to artificial limbs, artificial appliances, etc as a part of medical treatment.
- iii. The medical benefit is also admissible to the family during the period the insured person is in receipt of unemployment allowance. In case he dies during the period, his family continues to receive the medical benefit till the end of those 12 months.
- iv. Reimbursement of expenditure incurred on the funeral of the deceased employee.
- v. In case of the death of the insured employee due to employment injury, the spouse, widowed mother and children are entitled to dependants benefit.
- vi. Any benefit due to the insured employee at the time of death is paid to the nominee.
- vii. Funeral expenses in the nature of lump sum payment up to a maximum of Rs.2500/- made to defray the expenditure on the funeral of deceased Insured Person.
- viii. The ESI Corporation has decided to provide a rehabilitation unemployment allowance to the Insured Persons who have been rendered unemployed involuntarily due to closure of the factory / establishment, retrenchment or permanent invalidity arising out of non-employment injury. The Scheme has been named as Rajeev Gandhi Shramik Kalyan Yojan. It shall apply to an Insured Person who becomes unemployed on or after 1st April 2005. The benefit provided is 50% of the last drawn wage for a period of 12 month, provided he/she is continuously registered and paid contribution for a period of two years.

26. What are the records to be maintained for ESI purpose?

In addition to the Muster roll, wage record and books of Account maintained under other laws, the employer is required to maintain the following registers for ESI:

- i. Employees Register in new Form 6.
- ii. Accident Register in new Form 11 and
- iii. An inspection book.
- iv. The immediate employer is also required to maintain the Employee's Register for the employees deployed to the principal employer.

27. What are the returns / reports to be submitted by the employer?

- i. An annual return in Form 01-A by 31st January of every year to the Regional office, showing the changes if any during the preceding year.
- ii. Return of Contributions in quadruplicate for each contribution period to be submitted to the branch office duly enclosing all the paid challans for the six months within 42 days of expiry of each contribution period i.e. by 11th November for contribution period ended 30 September and 12th May for the contribution period ended 31st March.
- iii. Reports: Accident report in Form 12 in case any accident takes place.
- iv. Declaration Forms: In Form 1 for all the employees at the time of coverage of the unit, and thereafter as and when a new employee joins the insurable employment along with a return in Form 3 in duplicate within 10 days.

28. What is Registration of an Insured Person?

The benefits provided under the Act are related to the contribution paid by the employer on behalf of the insured person. Therefore, to identify each insured person, both for proper recording of the contributions received as also for honouring his claims for benefits, registration of an insured person is necessary.

29. How are the employees registered under the Scheme?

At the time of joining the insurable employment, an employee is required to fill in a Declaration Form (Form-I) and submit a family photo in duplicate to the employer, which is to be submitted to the ESI Branch Office by his employer. The employee is then allotted an insurance number for the purpose of his identification under the scheme and issued a temporary identity card for availing medical benefit for self and family for a period of three months. Thereafter, he is provided with a permanent photo identity card. A person once registered need not register again in case of change of employment. The same registration can be transferred from one place to the other. Now the ESIC is going 'online'. Smart card name 'Pehchan Card' separately for self and family with biometric details are issued, which is valid in any ESI Hospital / Dispensary throughout the country for availing the medical benefits. The employee can also draw his cash benefits from any of the ESI branch office throughout the country.

5. SERVICES DELIVERED

Sl. No	Services	Designated Officer	Time limit
Dispensary Level			
1	Submission of Medical Reimbursement Bills of IP's	Administrative Medical Officer	15 working days
Hospital Level			
1	Sanction of Medical Reimbursements Bills of IP's	Medical Superintendent ESI Hospitals/Diagnostic Centres	60 working days
2	Submission of Super Speciality Medical Reimbursement bills to Directorate / ESIC	Administrative Medical Officer/ Medical Superintendent, / ESI Hospitals/Diagnostic Centre	30 working days
3	Submission towards sanction of Deposits for Super Speciality Treatment to ESIC	Medical Superintendent, ESI Hospitals/Diagnostic Centre	3 working days
Directorate Level			
1	Sanction of Medical Reimbursements Bill of IP's	Office Superintendents of concerned Medical Reimbursement Section	

6. PROACTIVE SERVICES

Grievance cell:-

A Grievance Redressal Machinery is functioning in ESI Hospitals / Dispensaries and the Directorate of ESIS Medical Services. A State level Grievance Cell is established in the Directorate consisting of Officials from ESIS Medical Services and Officials from ESI Corporation.

The Committee meets on the third working Friday of every month to hear complaints relating to administration of Medical Benefits.

In cases of emergency the patients who are directly admitted to the Private Hospitals, the Committee recommends to reimburse the Medical expenses as per the emergency of the situations in the interest of the beneficiaries.

124th Grievance Cell meeting was successfully completed on January 2012 making Karnataka a foremost state in the country to have successfully completed such meetings.

- | | |
|---|--|
| <ul style="list-style-type: none"> i. Immunisation ii. Intensive Care Unit has been commissioned at ESIH Indiranagar, Bangalore. iii. Full time ESI Dispensaries has been commissioned in the following places. <ul style="list-style-type: none"> ➤ Varur, Dharavadi District. ➤ Kopal, Kopal District. iv. Action has been taken to commission full time ESI Dispensaries in the following places. <ul style="list-style-type: none"> ➤ Devanahally, Bangalore Rural District. ➤ Hosakote Industrial Area, Bangalore Rural District. ➤ Sarjapura Road Bangalore. | <ul style="list-style-type: none"> ➤ Lagere Bangalore. ➤ Peenya Industrial Area Bangalore. ➤ Konappana Agrahara Bangalore. ➤ Madhanayakanahalli Bangalore. v. The Department has recruited 95 Doctors on Contract Basis at the remuneration of Rs. 25,000/pm to overcome the problems of Medical Offices. vi. It is proposed to commission 100-bedded full-fledged ESI Hospital at Peenya Industrial Area Bangalore and one super speciality hospital at Gulbarga vii. It is proposed to commission 100-bedded Hospital at Bommasandra Industrial Area. |
|---|--|

- viii. It is proposed to commission 100-bedded Hospital at Doddabalapura. In this regards the KIADB has allotted 5 areas of land at Apparel Park Doddabalapura.
- ix. It is proposed to commission full time ESI Dispensaries in the following places:
- Sahakarnagar Bangalore.
 - Nayandanahalli Bangalore.
 - Sunkadakatte Bangalore.
 - Nagawara Bangalore.
 - Devanhalli Bangalore.
 - Hosakote Industrial Area.
 - Varthur.
 - Harohalli.
 - Sarjapura Road, Bangalore.
 - Lagere Bangalore.
 - Peenya Industrial Area.
 - Konappna Agrahara.
 - Madhanayakana Halli.
- x. It is proposed to upgrade the existing 07 Hospitals and 103 Dispensaries in the interest of the beneficiary by providing necessary and sophisticated equipment at the cost of Rs. 600 lakhs.
- xi. It is proposed to introduce I M P System to the following places.
- Kadakola, Mysore District
 - B.C.Road, Mangalore District
 - Chickmagalore, Chickmagalore District.
 - Tiptur, Tumkur District.
- xii. It is proposed to commission 10 Lab in the following Dispensaries.
- ESI Dispensary, Thumkur.
 - ESI Dispensary, Dhasarahalli.
 - ESI Dispensary, Devasandra.
 - ESI Dispensary, Yelahanka.
 - ESI Dispensary, Peenya-2.
 - ESI Dispensary, Hosakotte.
 - ESI Dispensary, Jayanagar.
 - ESI Dispensary, Kengeri.
 - ESI Dispensary, Jigani.
 - ESI Dispensary, Bommasandra.

5. SERVICES DELIVERED

www.labour.kar.nic.in

8. CONTACT DETAILS

Directorate of ESIS(Medical) Services

Rajajinagar, Bangalore 560 010.

Tele No. : (080) 3324216 / 3324325 / 3325578 / 3324218



Managing Director, Karnataka Udyog Mitra

3rd Floor, Khanija Bhavan (East Wing), No.49, Race Course Road, Bangalore - 560 001, India.

- Ph.: +91-80-2228 2392, 2228 5659, 2238 1232, 2228 6632
- Fax: +91-80-2226 6063
- Email: md@kumbangalore.com
- Visit us at: www.kumbangalore.com