

SCHEME FOR PROVIDING EMPLOYMENT TO PERSONS WITH DISABILITIES IN THE PRIVATE SECTOR

The scheme of giving incentives to employers, for providing employment to persons with disabilities in the private sector, as approved by the Government would be as under: -

- (i) Total Outlay : Rs.1800 crore for the 11th Five Year Plan
- (ii) Sector covered : Private Sector
- (iii) Jobs to be created : 1 lakh per annum
- (iv) Salary limit : Employees with disabilities, with monthly wage up to Rs.25000/- per month, working in the private sector would be covered.
- (v) Incentives : Payment by Government of the employer's contribution to the Employees Provident Fund and Employees State Insurance for the first three years. The administrative charges of 1.1% of the wages of the employees covered under the Employees Provident Fund & Miscellaneous Provisions (EPF&MP) Act will continue to be paid by the employer.

2. Conditions: -

A. The scheme will be applicable to the employees with disabilities:-

(i) Covered under the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 and the National Trust for Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities Act, 1999.

(ii) In the private sector all over India on enrolment of the employees in Employees Provident Fund (EPF) and the Employees State Insurance (ESI), under the Employees Provident Fund and Miscellaneous Provisions Act, 1952 and Employees State Insurance Act, 1948 respectively. In the State of Jammu and Kashmir, the employees would be registered in EPF under the J&K Employee Provident Fund and Miscellaneous Provision Act, 1961.

(iii) Appointed on or after 1.4.2008.

B. The employers would submit a copy of the disability certificate, issued to the disabled employee by the Competent Authority under the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 and the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Rules, 1996, first time when such benefit under EPF and ESI is claimed.

C. The Government will directly provide employer's contribution for the schemes covered under the Employees Provident Fund & Miscellaneous Provisions Act, 1952 and

the Employees State Insurance Act, 1948. This will be done in respect of employees for a maximum period of three years. The administrative charges of 1.1% of the wages of the employees covered under the EPF Act will continue to be paid by the respective employers.

3. The Ministry of Social Justice & Empowerment would make available to the Employees Provident Fund Organisation and Employees State Insurance Corporation lump sum funds by way of advance. These would be used for the purposes of adjustment of individual claims received from the employers under the scheme. The amount with the organizations would be replenished periodically. Initially both the organisations would be provided Rs. 5 crore each and considering the requirement, the amount would be subsequently enhanced. The advance amount would be subject to quarterly review by the high level committee to be set up.

4. To monitor the implementation of the scheme, a high level Committee Co-chaired by the Ministries of Labour & Employment and Social Justice & Empowerment would be constituted. The composition of the Committee will be as follows:

- (a) Secretary, Ministry of Labour and Employment – Chairman
- (b) Secretary, Ministry of Social Justice and Empowerment- Co-Chairman
- (c) Joint Secretary, M/Labour & Employment - Member
- (d) Chief Provident Fund Commissioner of Employees Provident Fund Organization – Member
- (e) Commissioner, Employees State Insurance Corporation- Member
- (f) Joint Secretaries & Financial Advisors from the Ministries of Social Justice & Empowerment and Labour & Employment- Member.
- (g) Joint Secretary level officer in Ministry of Social Justice & Empowerment - Member Secretary.

5. The Committee would meet periodically, as per requirement, with a minimum sitting of once in a quarter and consider various issues necessary for the smooth functioning of the scheme.

**INCENTIVES SCHEME FOR EMPLOYERS IN PRIVATE SECTOR
FOR PROVIDING EMPLOYMENT TO PERSONS WITH
DISABILITIES AND SUGGESTIONS FOR IMPROVEMENT.**

The above Scheme has come into force with effect from 1st April,2008 through Ministry of Labour & Employment, Gazette Notification No. S-380/25/2/2008-SS.-I dated 31.03.2008.

SALIENT FEATURES

1. The scheme aims at to promote employment of person with disabilities in the private sector up to the wage ceiling of Rs.25,000/- p.m.
2. For this purpose, persons with disability will be one as defined under Persons with Disabilities (Equal Opportunities, Protection of Rights and Full participation) Act,1995 (1 of 1996) and under the National Trust for Welfare of Persons with Austim, Cerebral Palsy, Mental Retardation and Multiple Disabilities Act, 1999 (44 of 1999).
3. As per the Scheme, the employers who provide employment to disabled persons with disabilities are exempted from paying employer's contribution for the first 3 years. The Ministry of Social Justice & Empowerment will reimburse the employer's contribution in respect of such persons to ESIC for further three years.

ACTION TAKEN BY ESIC :-

1. Detailed instructions to all regions and sub regions have been issued including procedure to be followed, records to be maintained and report to be submitted.
2. All the field offices of ESIC have also been instructed to hold seminar and conferences with employers and employer's organization.
3. They have also been instructed to get in touch with the Local EPFO offices to exchange registration details of disabled people.

4. The Director General, ESIC has issued D.O. letters to all the employers and Corporation members (Employers' representatives) requesting them to provide more and more employment opportunity to people with disabilities.

RESULTS:-

- 35 Seminars, meeting and conference have been held by various region and sub regions of ESIC till September, 2009.
- 261 no. of disabled persons have been covered under the scheme since April,2008 to September,2009. The region/sub region wise details of disabled IPs and their wage records are as under:-

No. of Disabled Persons covered under the ESI Scheme from April, 2008 to September, 2009.

Sl. No.	Region/Sub Regions	No. of Disabled Persons from April, 2008 to September, 2009.	Wages paid To the Employees from April, 2008 to September, 2009.
1	Nagpur	7	3,02,816
2	Noida	71	12 69,302 (upto March, 2009)
3	Coimbatore	41	3,66,646
4	Ahmedabad	111	1,23,26,224
5	Gurgaon	2	1,16,923
6	Vadodara	2	69,463
7	Pune	12	6,82,993
8	Rohini	15	4,40,892
	Total	261	1,55,75,259

SUGGESTION TO IMPROVE THE SCHEME FROM
ESIC

1. Reimbursement of employer's share of contribution may be considered for five year instead of three years.
2. Certain percentage of salary of the disabled persons should be paid by Govt. This has also been suggested by some employer.
3. Some incentive in the form of reward may be considered for employers who are employing more No. of disabled persons. The figure can be decided by Ministry of Social Justice & Empowerment, Govt. of India.
4. Wide publicity be done by govt. through T.V., Newspaper, Radio and other media initiatives like hoardings and billboards etc.
5. An employee drawing wages at Rs.25,000/- is required to pay Rs.438/- p.m. as employees contribution @ 1.75% and employer's contribution on this @ 4.75% is Rs.1188/- per month. This will be a big sum for individual when paid by them. Therefore, claim of the contribution may restricted to wages upto Rs.10,000/- only. In this way, employees contribution would be Rs. 175/- p.m. and employer share would be Rs.475/- p.m. only.

Director (Bft.)
ESIC

**Information in respect of coverage of Disabled IPs from
April,08 to September,09.**

Sl. No.	State	No. of Disabled IPs
1	Andhra Pradesh	Nil
2	Assam	Nil
3	Bihar	Nil
4	Chattisgarh	Nil
5	Delhi	15
6	Goa	Nil
7	Gujarat	113
8	Himachal Pradesh	Nil
9	Haryana	02
10	Jammu & Kashmir	Nil
11	Jharkhand	Nil
12	Karnataka	Nil
13	Kerala	Nil
14	Madhya Pradesh	Nil
15	Maharashtra	19
16	Orissa	Nil
17	Puducherry	Nil
18	Punjab	Nil
19	Rajasthan	Nil
20	Tamil Nadu	41
21	Uttar Pradesh	71
22	Uttarakhand	Nil
23	West Bengal	Nil
Total		261

REPORT OF ESI BENEFICIARIES WITH DISABILITY FOR WHOM EMPLOYER'S CONTRIBUTION IS TO BE PAID BY

M/SJ&E (Provisional consolidated statement)

**REPORTING ORGANISATION : ESIC
REPORT FOR THE PERIOD : APRIL-2008 TO SEPT-2009**

PART I: Region-wise Statement

S. No.	Region	No. of Beneficiaries appointed after 01.04.08 for whom valid claims have been received	New appointees for whom valid claims recd. During the period	No. of beneficiaries whose names have been deleted during the period	No. at the end of the current period (3+4-5)	For the last month of prev. period	For the period 01.04.08 to 30.09.09						Total	Upto
							Month I	Month II	Month III	Month IV	Month V	Month VI		
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.
1	Nagpur	NIL	7	---	7								14,384	03/09
2	Noida	NIL	71	---	71								8,655 (claims for 12 empls. as submitted by employer)	03/09
3	Coimbatore	NIL	41	---	41								31,235	08/09
4	Ahmedabad	NIL	111	---	111								5,42,746	09/09
5	Gurgaon	NIL	2	---	2								5,554	03/09
6	Vadodara	NIL	2	---	2								3,300	09/09
7	Pune	NIL	12	---	12								32,443	09/09
8	Rohini	NIL	15	---	15								20,943	09/09
	Total		261		261								6,59,260	

N.B. :- Above figures are shown consolidated for the period from April, 2008 to September, 2009.

Director (Bft.)

SRO NAGPUR

Part II : Disability-wise Statem

S. No.	Type of Disability	Number of Beneficiaries appointed after 01.04.08 for whom valid claims have been received.				Remarks
		At the end of prev. HY.	New appointees for whom valid claims recd. During the HY.	Deleted during the HY.	At the end of the current HY.	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Visual Impairment (x) Blindness (xi) Low Vision (xii) Total (1)		7			
2.	Hearing Impaired					
3.	Locomotor Disability (including Cerebral Palsy)					
4.	Mental Retardation					
5.	Mental illness					
6.	Leprosy-cured					
7.	Autism					
8.	Multiple Disabilities					
	Total		7			

Director (B)

SRO Noida

Part II : Disability-wise Statement

S. No.	Type of Disability	Number of Beneficiaries appointed after 01.04.08 for whom valid claims have been received.			Remarks	
		At the end of prev. HY.	New appointees for whom valid claims recd. During the HY.	Deleted during the HY.		At the end of the current HY.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Visual Impairment (iv) Blindness (v) Low Vision (vi) Total (1)		1			
2.	Hearing Impaired		11			
3.	Locomotor Disability (including Cerebral Palsy)		59			
4.	Mental Retardation					
5.	Mental illness					
6.	Leprosy-cured					
7.	Autism					
8.	Multiple Disabilities					
	Total		71			

Director (BI)

SRO Coimbatore**Part II : Disability-wise Statement**

S. No.	Type of Disability	Number of Beneficiaries appointed after 01.04.08 for whom valid claims have been received.	At the end of prev. HY.	New appointees for whom valid claims recd. During the HY.	Deleted during the HY.	At the end of the current HY.	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	
1.	Visual Impairment (i) Blindness (ii) Low Vision (iii) Total (1)		8 Nil 8				
2.	Hearing Impaired		7				
3.	Locomotor Disability (including Cerebral Palsy)		Nil				
4.	Mental Retardation		9				
5.	Mental illness		Nil				
6.	Leprosy-cured		Nil				
7.	Autism		Nil				
8.	Multiple Disabilities		17				
	Total		41				

Director (B)

S. No.	Type of Disability	Number of Beneficiaries appointed after 01.04.08 for whom valid claims have been received.				Remarks
		At the end of prev. HY.	New appointees for whom valid claims recd. During the HY.	Deleted during the HY.	At the end of the current HY.	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Visual Impairment (vii) Blindness (viii) Low Vision (ix) Total (1)		11			
2.	Hearing Impaired		99			
3.	Locomotor Disability (including Cerebral Palsy)					
4.	Mental Retardation					
5.	Mental illness					
6.	Leprosy-cured					
7.	Autism		1			
8.	Multiple Disabilities					
	Total		111			

Director (B

SRO Gurgaon

Part II : Disability-wise Statement

S. No.	Type of Disability	Number of Beneficiaries appointed after 01.04.08 for whom valid claims have been received.			Remarks	
		At the end of prev. HY.	New appointees for whom valid claims recd. During the HY.	Deleted during the HY.		At the end of the current HY.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Visual Impairment (i) Blindness (ii) Low Vision (iii) Total (1)		2			
2.	Hearing Impaired					
3.	Locomotor Disability (including Cerebral Palsy)					
4.	Mental Retardation					
5.	Mental illness					
6.	Leprosy-cured					
7.	Autism					
8.	Multiple Disabilities					
	Total		2			

Director (B

(B. D. Sharma)

S. No.	Type of Disability	Number of Beneficiaries appointed after 01.04.08 for whom valid claims have been received.				Remarks
		At the end of prev. HY.	New appointees for whom valid claims recd. During the HY.	Deleted during the HY.	At the end of the current HY.	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Visual Impairment (i) Blindness (ii) Low Vision (iii) Total (1)					
2.	Hearing Impaired					
3.	Locomotor Disability (including Cerebral Palsy)		2			
4.	Mental Retardation					
5.	Mental illness					
6.	Leprosy-cured					
7.	Autism					
8.	Multiple Disabilities					
	Total		2			

Director (B)

SRO PUNE

Part II : Disability-wise Statement

S. No.	Type of Disability	Number of Beneficiaries appointed after 01.04.08 for whom valid claims have been received.				Remarks
		At the end of prev. HY.	New appointees for whom valid claims recd. During the HY.	Deleted during the HY.	At the end of the current HY.	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Visual Impairment (xiii) Blindness (xiv) Low Vision (xv) Total (1)					
2.	Hearing Impaired					
3.	Locomotor Disability (including Cerebral Palsy)					
4.	Mental Retardation					
5.	Mental illness					
6.	Leprosy-cured					
7.	Autism					
8.	Multiple Disabilities					
	Total		12			

Director (B

(Sharma)

S. No.	Type of Disability	Number of Beneficiaries appointed after 01.04.08 for whom valid claims have been received.				Remarks
		At the end of prev. HY.	New appointees for whom valid claims recd. During the HY.	Deleted during the HY.	At the end of the current HY.	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Visual Impairment (i) Blindness (ii) Low Vision (iii) Total (1)		15			
2.	Hearing Impaired		15			
3.	Locomotor Disability (including Cerebral Palsy)					
4.	Mental Retardation					
5.	Mental illness					
6.	Leprosy-cured					
7.	Autism					
8.	Multiple Disabilities					
	Total		15			

Director (I)



Headquarters Office
Employees State Insurance Corporation
(ISO 9001-2000 certified)
Panchdeep Bhawan, CTG Road, New Delhi-110002

No. P-11/14/11/08-Bft.II

Dated: 20.10.09

To

The Director,
Govt. of India,
Ministry of Social Justice and Empowerment,
Shastri Bhawan,
New Delhi-110 001.

Subject : Incentive to Employers' in the Private Sector for providing Employment to Persons with Disabilities.

Madam,

Kindly refer to your D.O. letter No. 36-01/2008-DD.III dated 16.09.09, on the above subject.

In this connection, the required information is as under:-

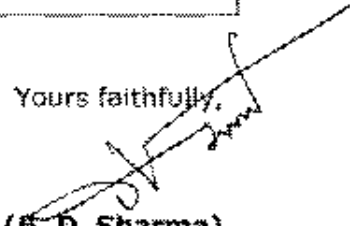
A. Utilization Statement for the year 2008-09

(i) Publicity	Rs.49,73,973/- (Towards advt. in all India newspapers Rs.9,33,451/- (Towards 3.50 lakhs Mailers dispatched to all Employers' covered under ESI Scheme)
(ii) Employers' Share	Rs.6,59,260/- is provisional claim for the period April,2008 to September,2009.

B. Proposal for the expenditure for the year 2009-10

(i) Publicity & issue of Mailers/Publicity materials	Rs.1.00 Crore
(ii) Employers' Share	Rs.25.00 lakhs

Yours faithfully,


(B. D. Sharma)
Director (Bft.)

Copy to: The Secretary (SS-II), Ministry of Labour & Employment, Govt. of India for kind information please.


Director (Bft.)

20.10.2009

ESI Scheme: Happiness to all

BENEFITS TO EMPLOYEES

Under the ESI Scheme, the comprehensive and need based package of major Social Security benefits in cash and kind include:-

1. **Medical Benefit** - for self & family
2. **Sickness Benefit** - for self
3. **Maternity Benefit** - for self
4. **Disablement Benefit**
 - a) **Temporary Disablement Benefit** - for self
 - b) **Permanent Disablement Benefit** - for self
5. **Dependants' Benefit** - for dependants in case of death due to employment injury.

In addition, the scheme also provides some other need based benefits to insured workers. These are:

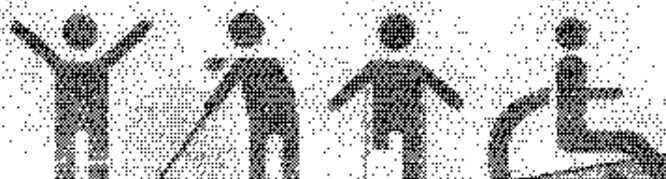
- **Funeral Expenses** - to a person who performs the last rites of an I.P.
- **Rehabilitation Allowance** - for self
- **Vocational Rehabilitation** - for self
- **Old Age Medicare** for self and spouse
- **Medical Bonus** - for insured women and IPs wife
- **Unemployment Allowance (Rajiv Gandhi Shramik Kalyan Yojana)**

ADVANTAGES TO EMPLOYERS

- i) Employers are exempted from the applicability of the:
 - (a) Maternity Benefit Act,
 - (b) Workmen's Compensation Act in respect of employees covered under the ESI Scheme
- ii) Employers have, at their disposal, a productive, well secured workforce; an essential ingredient for better productivity.
- iii) Employers are absolved of any responsibility in times of physical distress of workers and their dependants such as sickness, employment injury or physical disablement and death resulting in loss of wages, as the responsibility of paying cash benefits shift to the Corporation in respect of insured employees.
- iv) Any sum paid by way of contribution under the ESI Act is deducted in computing 'income' under the Income Tax Act.

For any complaint / grievance, please contact : 1800 11 2526 or E-mail : jd-pg@esic.nic.in

EPBAX No. : 011 - 23234092 / 93 / 98





कर्मचारी राज्य बीमा निगम
Employees' State Insurance Corporation

Panchdeep Bhawani, C.I.G. Marg, New Delhi-110 002
Fax No. : 011-23239867 E-mail : bk_sahu04@yahoo.com

Dear Employer,

Government of India, Ministry of Social Justice & Empowerment is running a novel scheme namely "Incentives to Employers in the Private Sector for providing Employment to the person with disabilities", which has since been implemented by ESIC by covering such persons drawing wages upto Rs. 25,000/- p.m. This scheme is very beneficial to all the employers covered under the ESI Act, 1948 as under the Scheme, the Employers' share of ESIC contribution i.e. 4.75% in case of disabled persons appointed on or after 01.04.08 and drawing wages upto Rs. 25,000/- per month, will be paid by the Central Government for three years.

Hence, I make an appeal to you to make this novel scheme successful by providing more and more employment to the people with disability so that dreams of our "differently-abled" citizens are fulfilled and you also enjoy the incentive provided by the government.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'B. K. Sahu', is written over a horizontal line.

B. K. Sahu
Insurance Commissioner





SCHEME for Employers Employing Persons with Disabilities

ESIC equips them with Hope & Determination !

- ☞ Persons with disabilities employed on or after 01.04.2008 and drawing monthly wages upto Rs. 25,000/- are covered under the scheme.
- ☞ Employer's share of contribution will be paid by Government for 3 years.
- ☞ Declaration forms of such employees be forwarded to Branch Office with distinct marking "Disabled" along with copy of disability certificate.
- ☞ In 'Return of Contribution', against the "Employers' share of contribution", the employer can write "to be paid by Government"

Such disabled persons covered under ESI Scheme shall be entitled to

- Medical Benefit • Sickness Benefit • Maternity Benefit • Disablement Benefit
- Dependants' Benefit • Funeral Expenses • Rehabilitation Allowance
- Vocational Rehabilitation • Old Age Medicare • Medical Bonus
- Unemployment Allowance (Rajiv Gandhi Shramik Kalyan Yojana)

For more information contact concerned Branch Office/Regional Office or Call 1800 11 2526
(Toll free) on all working days from 9:30 a.m. to 5:00 p.m. or log on to : www.esic.nic.in

सामाजिक न्याय और अधिकारिता मंत्रालय
Ministry of Social Justice & Empowerment



श्रम एवं रोजगार मंत्रालय
Ministry of Labour & Employment



कर्मचारी राज्य बीमा निगम
EMPLOYEES' STATE INSURANCE CORPORATION
PANCHDEEP BHAWAN, C.I.G. MARG, NEW DELHI-110 002