

Advisory for Central/ State/ Local Governments on Setting up a Social Security Net for the workers.

This should be read in conjunction with Advisory no. 1

1. Obligations of the Employer (Including Main/ Sub Employers).

- Maintain a database of all workers. The workers will be given access to register as a worker and update his details, recognition shall come from his/ her Aadhar number..
- Details maintained will be:
Name, Permanent Address, UID, Disability status, Education, Skills, Bank Account details, Provident fund account number, Health Insurance details, Marital status, details of children, present address, details of nearest of Kin.

• Maintain Historical record of Employment:

Employer identified by his PAN/TAN any other registration number, Employer's industry, Work location, skill, designation, monthly salary, month wise wages/salary earned and received, Date working from, End Date.

Every employer will also be required to submit details about every worker and the data reconciled to eliminate inaccuracies, errors and omissions.

2. Obligation of the Government (Central/ State/ Local)

1. To keep the employer informed of any of the regulatory provisions/ Changes & ensure compliance.
2. To route any State granted benefits to the workers through the employer.

3. Mandate of CIDC

1. To set up/ establish Employment exchange. To determine the unemployed and under employed and to direct them to employers who need their skills
2. To get accurate information on the informal economy. Right now, its contribution to the GDP is estimated based on the performance of the organized sector.

4. The objectives of the database are:

1. To ensure that every worker is provided wages/ benefits as defined in earlier Advisory.
2. To help with transfer of funds required for subsistence to those out of work for no fault of theirs and making less than required for subsistence in a particular period.

A Social Security Network includes pension as may be decided by EPFO for those who cannot work anymore because of age or disability. What is required to be contributed by the worker and employer and budgetary support required are details that can be worked out.

The aim is to ensure that no citizen of India ever becomes destitute or receives less than

required for subsistence, while the rest of the society has plenty and that the cost of wages includes necessary social security net for the worker.

Being issued for consideration of Implementation.

Dr. P. R. Swarup

DG, CIDC