

ESI Scheme

- The Employees' State Insurance Act, 1948 is the first major legislation on Social Security for workers in independent India.
- The Act envisages social protection of workers deployed in the organized sector in contingencies, such as sickness, maternity and death or disablement due to employment injury.
- Based on the principle of “pooling of risks and resources”, the unique, multidimensional Insurance Scheme guarantees a fair deal to the covered members by providing full medical facilities to the beneficiaries, besides, cash compensation for loss of wages in times of physical distress arising out of sickness or employment injury.

Applicability

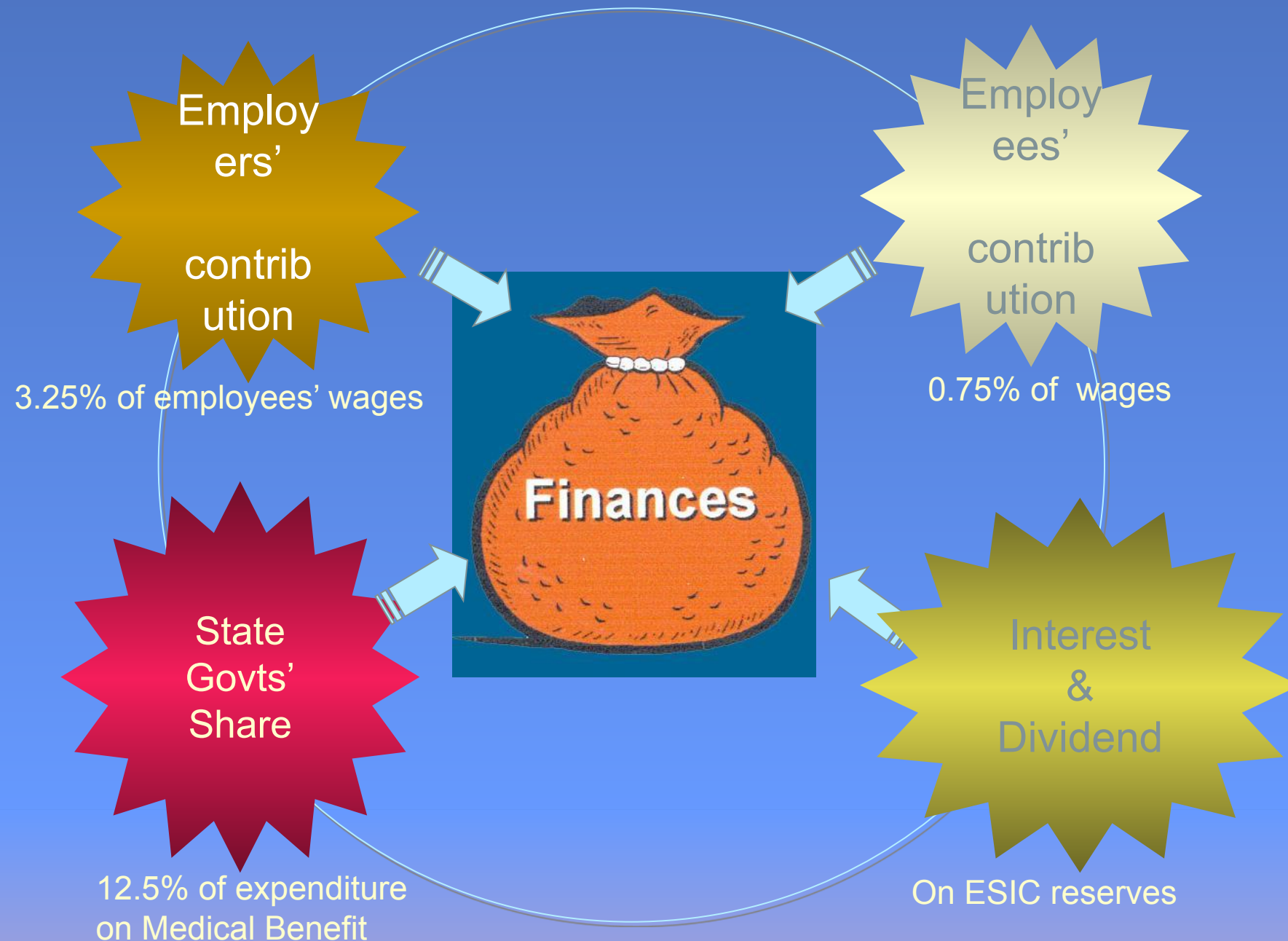


Factories employing 10 or more persons -
Section 2(12)

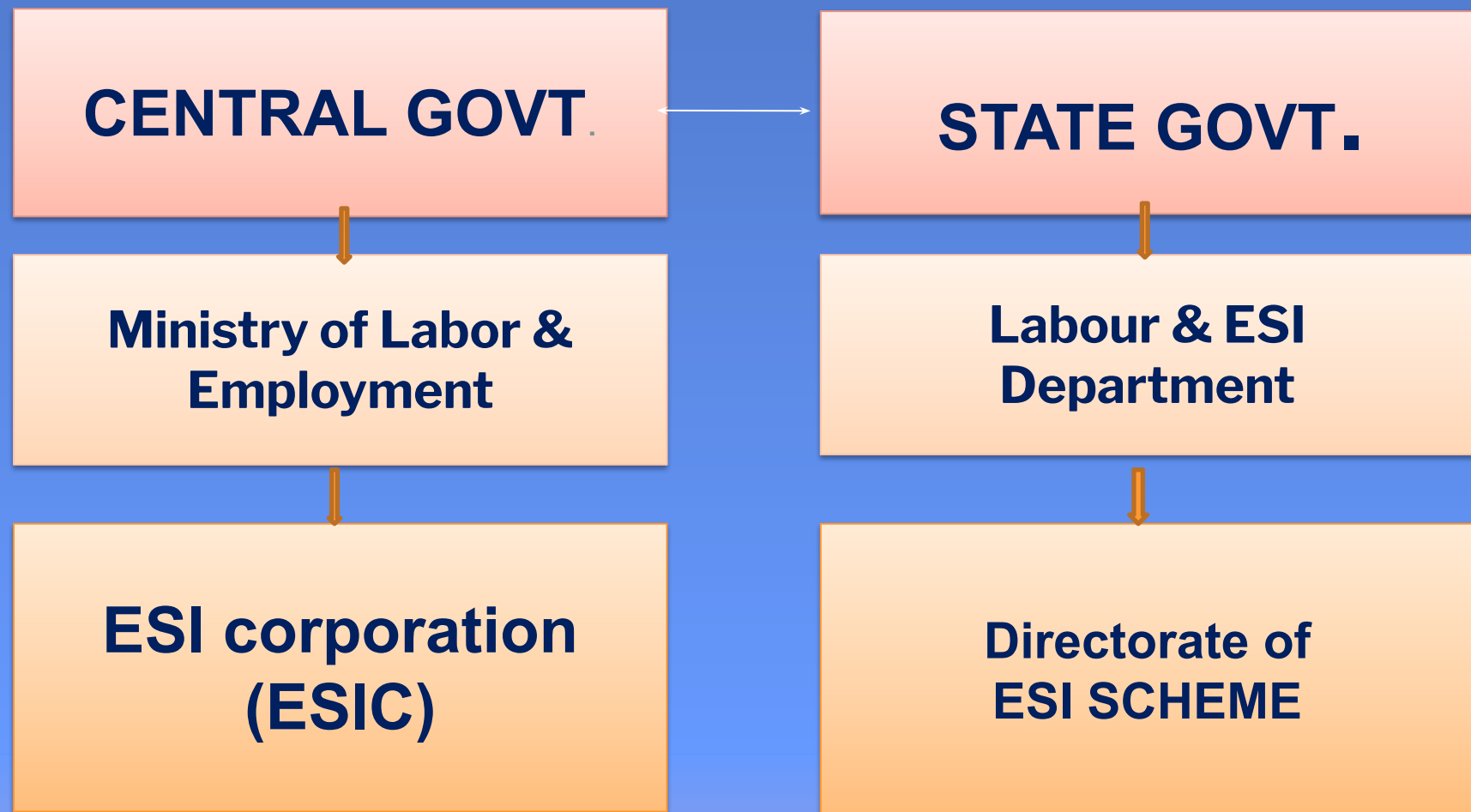


Establishments employing 10/20 or more persons
- Section 1(5)

Funding of the ESI Scheme



Organizational set-up



esic

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graph TD; esic --> Regional[Regional/SUB REGIONAL offices]; esic --> Hospitals[Esic hospitals]; esic --> Education[Medical education]; Regional --> Branch[branch offices/DCBOs];
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The diagram illustrates the organizational structure of ESIC. At the top is the 'esic' entity. It branches into three main functional areas: 'Regional/SUB REGIONAL offices', 'Esic hospitals', and 'Medical education'. The 'Regional/SUB REGIONAL offices' further branches into 'branch offices/DCBOs'. Each functional area is represented by a box with a title and a description of its responsibilities.

**Regional/
SUB
REGIONAL
offices**

Implementation,
Registration,
Revenue &
Recovery

**Esic
hospitals**

Primary, Secondary
& Tertiary care,

**Medical
education**

UG (MBBS/BDS) &
PG Courses in 10
colleges

**branch
offices/DCBOs**

Disbursement of
Cash benefits/
Primary care

DIMS



**Esi hospital
(secondary care)**



**ESI Dispensary/
EMPANELLED
CLINICS
(primary care)**

BENEFITS UNDER ESI SCHEME

**Cash Benefit –
through
Regional/Sub Regional &
Branch offices/DCBOs**

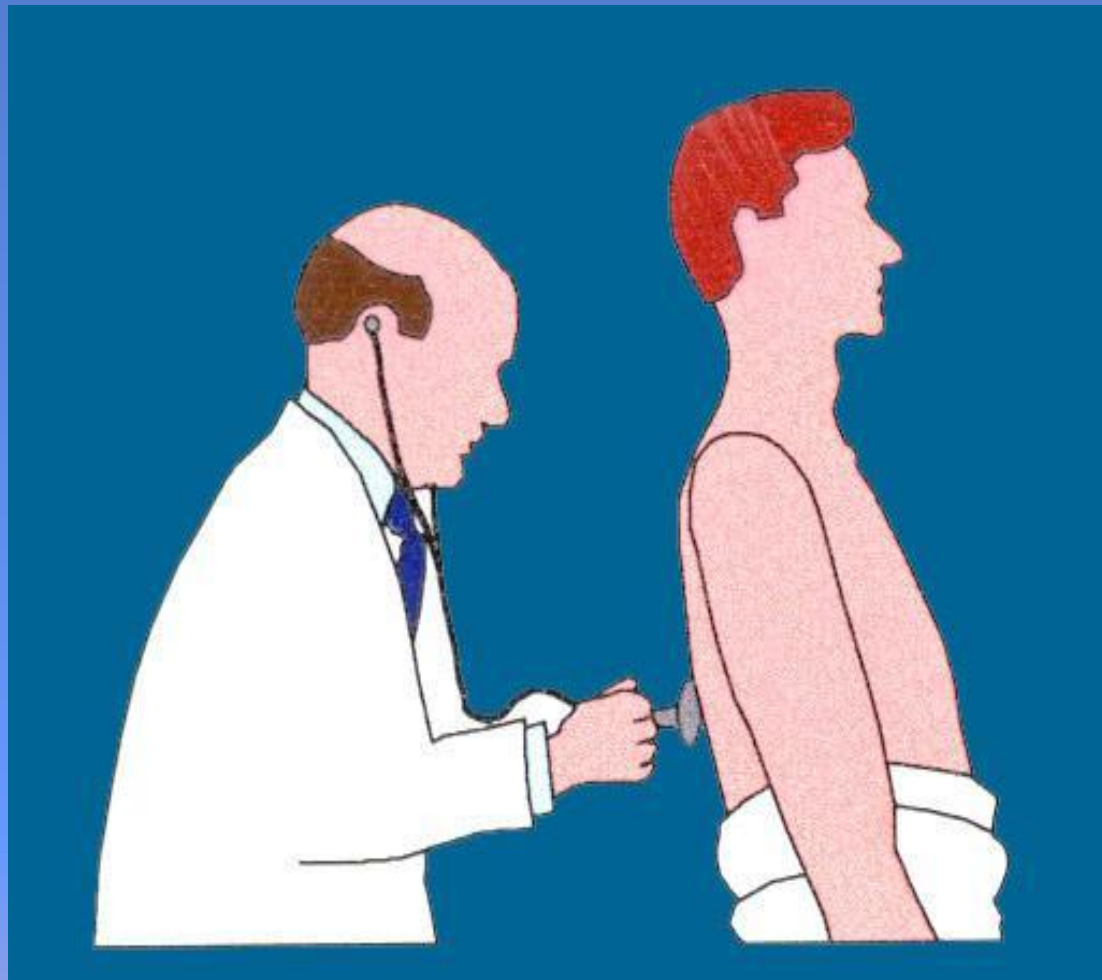


**Medical Benefit –
through
ESI dispensaries and hospitals**





Medical Benefit



- Out Patient Treatment
- In-Patient Treatment
- Diagnostic Facilities
- Specialist Services
- Super Specialist Services

CASH BENEFIT

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graph TD; CB[CASH BENEFIT] -->|1| DB[Dependant Benefit]; CB -->|2| DB2[Disablement Benefit]; CB -->|3| SB[Sickness Benefit]; CB -->|4| MB[Maternity Benefit]; CB -->|5| OB[Other Benefits];
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1

**Dependant
Benefit**

2

**Disablement
Benefit**

3

**Sickness
Benefit**

4

**Maternity
Benefit**

5

**Other
Benefits**

Other Cash Benefits

- Funeral Expenses (Rs. 15,000/-)
- Confinement Expenses (Rs.7,500/-)
- Rajiv Gandhi Shramik Kalyan Yojana
(Unemployment Allowance in case of closure @ 50% of wage for the first year and 25% in the second year)
- Atal Beemith Vyakti Kalyan Yojana
(Unemployment Allowance in case of retrenchment @ 25% of wages.)

Salient points of the ESI Scheme

1. Covers all types of employees
(permanent, temporary, casual, whether employed directly by the principal employer or through immediate employers)
2. Full medical care from day one of insurable employment.
3. No pre-medical examination for registration of employees.
4. No ceiling on expenses incurred for treatment.
(In case of Non-CGHS package rate Rs.10 lakhs per IP per annum)
5. Medical care after retirement / permanent disablement.

Salient points of the ESI Scheme

6. Medical care, disablement / death benefit admissible irrespective of contribution paid or not.
7. Besides Allopathic system of medicine, other treatments such as Ayurvedic, Yoga, Unani, Siddha, & Homeopathy is also administered.
8. Employees in respect of wages less than Rs.21,000/- per month are coverable.

Employers' Responsibilities

- Shift responsibilities under Workmen Compensation Act, Maternity Benefit Act by registering employees under ESI Act.
- Pay Contribution by 15th of the following month.
(Non / delayed payment of contribution attracts interest besides levy of penalty)
- Do not deduct and pay employees' share in case employees' daily wage is less than Rs.176/-.
- Do not pay employer's share in case of disabled employees.
- Maintain required registers and records as per the Act.

- Submit Accident Report within 48 hours of the Injury (employment) to the employee.
- Intimate date of closure, shifting of factory / establishment within 7-days of its happening.
- Ascertain liability towards ESI dues before taking ownership of any factory / establishment.

- Ensure registration of all coverable employees before engaging any employee.
- Link employees & their family members Aadhaar No. with the Insurance No.
- Link one dispensary for the employee and another for his family in case family is not residing with the employee.

- Obtain declaration from the employee and make changes in respect of his / her dependants consequent upon birth, marriage, death, etc.
- Continue with the same Insurance No. on change of employment, as it is valid for life.

IT Enablement

Registration :	<u>https://shramsuvridha.gov.in</u>
<u>Compliance</u> :	<u>www.esic.in</u>
Information :	<u>www.esic.nic.in</u>

Empowerment of Beneficiaries

- ESIC- Chinta Se Mukti Mobile App
(available on UMANAG App platform of Gol,
<https://goo.gl/BZUv9u>).
- www.esic.in for IP portal

For

- ❖ Checking ESI contribution, personal profile, claim status, entitlement to benefits, etc.
- ❖ Knowledge bank on health & audio-visuals on ESI benefits.
- ❖ Lodging grievances.

SPECIAL ESIC SCHEMES DURING COVID PANDEMIC

A. Relaxed Atal Bimit Vyakti Kalyan Yojna

- ❖ The Scheme is effective w.e.f. 24.03.2020 to provide benefit to IPs who have become unemployed. The Scheme has been extended upto 30.06.2022.
- ❖ 50% of wages is paid as financial compensation for a period of 3 months.

B. COVID-19 RELIEF SCHEME

- ❖ The Scheme was launched with retrospective effective from 24.03.2020 to 23.03.2022.
- ❖ The dependents of IP who has lost his life due to COVID are entitled to pension subject to certain conditions.
- ❖ The monthly pension will be 90% of the average wage of the deceased employee.
- ❖ Payment will be directly credited into the bank account of the dependents.
- ❖ The spouse of the deceased employee is also eligible for ESI medical care on payment of Rs.120/- per year.

Thank You