

BENEFITS & ELIGIBILITY CONDITIONS

1. SICKNESS BENEFIT

- (a) Sickness Benefit : Payment of contribution for 78 days in corresponding contribution period of six months.
- (b) Enhanced Sickness Benefit : Same as above.
- (c) Extended Sickness Benefit : For 34 specified long term diseases. Continuous insurable employment for two years with 156 days contribution in four consecutive contribution periods.

2. DISABLEMENT BENEFIT

- (a) Temporary Disablement Benefit : From day one of entering insurable employment & irrespective of having paid any contribution.
- (b) Permanent Disablement Benefit : Same as above.

- 3. DEPENDANTS' BENEFIT** : From day one of entering insurable employment & irrespective of having paid any contribution in case of death due to employment injury.

- 4. MATERNITY BENEFIT** : Payment of contribution of 70 days in two preceding contribution periods (one year).

- 5. MEDICAL BENEFIT** : Full medical facilities for self and family from day one of entering insurable employment.

6. OTHER BENEFITS

- Confinement Expenses : An Insured Woman or an I.P. in respect of his wife in case confinement occurs at a place where necessary medical facilities under ESI Scheme are not available.
- Funeral Expenses : From day one of entering insurable employment.
- Vocational Rehabilitation : In case of physical disablement due to employment injury.
- Physical Rehabilitation : In case of physical disablement due to employment injury.
- Unemployment Allowance (RGSKY) : In case of loss of employment due to closure of factory, retrenchment or permanent invalidity due to non-employment injury and the contribution in respect of him have been paid/ payable for a minimum of three years prior to the loss of employment.
- Skill Upgradation training under RGSKY : Same as above.

DURATION & SCALE OF BENEFITS

Upto 91 days in two consecutive benefit periods at 20% more than the Standard Benefit Rate i.e. just above 60% of the wages.

14 days for Tubectomy & 7 days for Vasectomy, extendable on medical advice. Rate of payment is 100% of the wages.

124 days which may be extended upto two years on medical advice during a period of three years in insurable employment.
Rate: 70% of the wages approx.

As long as temporary disablement lasts.
Rate: about 75% of the wages approx.

For whole life.
Rate: about 75% of wages depending upon loss of earning capacity.

For life to the widow or until her re-marriage. To dependant children till the age of 25 years. To dependant parents for life.
Rate: about 75% of the wages approx. shareable in fixed proportion.

12 weeks in case of normal delivery. 6 weeks in case of mis-carriage. Extendable by 4 weeks on medical advice.
Rate : Almost full wages.

Full medical care till disease or disablement lasts. No ceiling on expenditure. Retired insured persons who have been in insurable employment for at least five years before superannuation and Disabled Insured Persons are entitled to full medical care for self and spouse only on payment of Rs. 120/- as annual contribution.

Up to two confinements only
Rate : Rs. 2500/- per case.

For defraying expenses on the funeral of an Insured Person.
Rate: Actual expenses subject to a maximum of Rs. 5000/-.

As long as vocational training lasts.
Rate: Actual fee charged of Rs. 123/- a day whichever is higher.

As long as a person is admitted in an artificial limb centre.
Rate: 100% of the wages.

Maximum twelve months during life time.
Rate: 50% of the wages.

For a short duration-maximum up to 6 months.

STANDARD SICKNESS BENEFIT RATES

S.No.	Average Daily Wage Slabs	Standard Benefit Rates
1.	Below Rs. 28/-	Rs. 14/-*
2.	Rs. 28 and above but below Rs. 32	Rs. 16/-
3.	Rs. 32 and above but below Rs. 36	Rs. 18/-
4.	Rs. 36 and above but below Rs. 40	Rs. 20/-
5.	Rs. 40 and above but below Rs. 48	Rs. 24/-
6.	Rs. 48 and above but below Rs. 56	Rs. 28/-
7.	Rs. 56 and above but below Rs. 60	Rs. 30/-
8.	Rs. 60 and above but below Rs. 64	Rs. 32/-
9.	Rs. 64 and above but below Rs. 72	Rs. 36/-
10.	Rs. 72 and above but below Rs. 76	Rs. 38/-
11.	Rs. 76 and above but below Rs. 80	Rs. 40/-
12.	Rs. 80 and above but below Rs. 88	Rs. 44/-
13.	Rs. 88 and above but below Rs. 96	Rs. 48/-
14.	Rs. 96 and above but below Rs. 106	Rs. 53/-
15.	Rs. 106 and above but below Rs. 116	Rs. 58/-
16.	Rs. 116 and above but below Rs. 126	Rs. 63/-
17.	Rs. 126 and above but below Rs. 136	Rs. 68/-
18.	Rs. 136 and above but below Rs. 146	Rs. 73/-
19.	Rs. 146 and above but below Rs. 156	Rs. 78/-
20.	Rs. 156 and above but below Rs. 166	Rs. 83/-
21.	Rs. 166 and above but below Rs. 176	Rs. 88/-
22.	Rs. 176 and above but below Rs. 186	Rs. 93/-
23.	Rs. 186 and above but below Rs. 196	Rs. 98/-
24.	Rs. 196 and above but below Rs. 206	Rs. 103/-
25.	Rs. 206 and above but below Rs. 216	Rs. 108/-
26.	Rs. 216 and above but below Rs. 226	Rs. 113/-
27.	Rs. 226 and above but below Rs. 236	Rs. 118/-
28.	Rs. 236 and above but below Rs. 250	Rs. 125/-
29.	Rs. 250 and above but below Rs. 260	Rs. 130/-
30.	Rs. 260 and above but below Rs. 270	Rs. 135/-
31.	Rs. 270 and above but below Rs. 280	Rs. 140/-
32.	Rs. 280 and above but below Rs. 290	Rs. 145/-
33.	Rs. 290 and above but below Rs. 300	Rs. 150/-
34.	Rs. 300 and above but below Rs. 310	Rs. 155/-
35.	Rs. 310 and above but below Rs. 320	Rs. 160/-
36.	Rs. 320 and above but below Rs. 330	Rs. 165/-
37.	Rs. 330 and above but below Rs. 340	Rs. 170/-
38.	Rs. 340 and above but below Rs. 350	Rs. 175/-
39.	Rs. 350 and above but below Rs. 360	Rs. 180/-
40.	Rs. 360 and above but below Rs. 370	Rs. 185/-
41.	Rs. 370 and above but below Rs. 380	Rs. 190/-
42.	Rs. 380 and above	Rs. 195/-

*Or full average daily wage whichever is less.

ESIC AT A GLANCE

Particulars	As on 31.3.2010 (Provisional)
State/Union Territories covered	29
No. of Centres	787
No. of Employees	13912400
No. of Insured Persons/Family Units	14301550
No. of Insured Women	2264076
Total Beneficiaries	55490000
No. of Employers covered	406499
Coverable Employees in Non-Implemented areas	1188057
Branch Offices/Pay Offices	611/197
Inspection Offices	352
ESI Hospitals	146
ESI Annexes	42
No. of ESI Beds	
(i) Constructed	
(a) ESI Hospitals	23923
(b) ESI Annexes	849
(ii) Reserved in other Hospitals	2967
Total	27739
ESI Dispensaries/ISM Units	1388/44
Insurance Medical Officers	7070
Insurance Medical Practitioners	1678



ESIC...

where you avail incomparable
social security benefits, for self & family



EMPLOYEES' STATE INSURANCE SCHEME OF INDIA
-An Introduction



कर्मचारी राज्य बीमा निगम
Employees' State Insurance Corporation

EMPLOYEES' STATE INSURANCE SCHEME OF INDIA -An Introduction

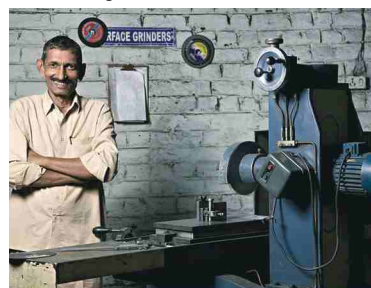
1. The Scheme

The promulgation of Employees' State Insurance Act, by the Parliament, in 1948, was the first major legislation on comprehensive Social Security for workers in independent India. The Act envisages social protection for workers in the organised 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", this unique, multidimensional health insurance scheme guarantees a fair deal to the covered members by providing full medical facilities to the beneficiaries, besides, adequate cash compensation to insured persons for loss of wages or earning capacity in times of physical distress arising out of sickness or employment injury.



2. Applicability

The ESI Act applies to any premises/precincts, where 10 or more persons are employed. A factory or an establishment located in a geographical area notified for implementation of the Scheme, falls under the purview of the Act. Employees of the aforesaid categories of factories and establishments, drawing wages upto



Rs. 15,000/- (w.e.f. 01.05.2010) a month, are entitled to social security cover under the ESI Act. The wage ceiling for purpose of coverage of employees is revised from time to time, to keep pace with rising cost of living and consequent wage hikes.

3. Coverage

In the beginning, the ESI Scheme was implemented at just two industrial centres in the country in 1952, namely Kanpur and Delhi. There was no looking back since then in terms of its geographic reach and demographic coverage. Keeping pace with the process of industrialisation, the Scheme today, stands implemented at over 787 centres in 29 States and Union Territories. The Act now applies to over 4.06 lakhs factories and establishments across the country, benefitting about 1.43 crores insured person family units. As of now, the total beneficiary population stands at 5.50 crores.



4. Administration

The comprehensive and multi-pronged social security programme is administered by an apex corporate body called the Employees' State Insurance Corporation. It comprises members representing vital interest groups, including, employees, employers, the Central and State Government, representatives of Parliament and medical profession. The Corporation is headed by the Union Minister of Labour, as its Chairman, whereas the Director General, appointed by the Central Government functions as its Chief Executive Officer. The broad based corporate body is, primarily, responsible for coordinated policy planning and decision making for growth, development and efficacy of the scheme. A Standing Committee, constituted from among the members of the Corporation, acts as an Executive Body. The Medical Benefit Council, constituted by the Central Government, is yet another Statutory Body that advises the Corporation on matters related to effective delivery of medical services to the Beneficiary Population.

The Corporation, with its Central Headquarters at New Delhi, operates through a network of 52 Regional, Sub-Regional and Divisional Offices located in various States. The administration of Medical Benefit is taken care of by the respective State Government except in case of Delhi and Noida/Greater Noida area in Uttar Pradesh where the

Corporation administers medical facilities directly. The Corporation has taken over the administration of 23 ESI Hospitals in various States for developing them as ESIC Model Hospitals.

5. Finance

ESI Scheme, like most of the Social Security Schemes the world over, is a self financing health insurance scheme. Contributions are raised from covered employees and their employers as a fixed percentage of wages. As of now, covered employees contribute 1.75% of the wages, whereas, the employers contribute 4.75% of the wages, payable to their employees. Employees earning upto Rs. 70/- a day are exempted from payment of their share of contribution. The State Governments, as per provisions of the Act, contribute 1/8th of the expenditure of medical benefit within a per capita ceiling of Rs. 1200/- per Insured Person per annum. Any additional expenditure incurred by the State Governments, over and above the ceiling and not falling within the shareable pool, is borne by the State Governments concerned.



6. Infrastructure

Ever since its inception in 1952, the infrastructural network of the Scheme has kept expanding to meet the social security requirements of an ever increasing worker population. ESI Corporation has so far set up 146 hospitals and 42 hospital annexes with about 27739 beds for inpatient services. Primary and outpatient medical services are provided through a network of about 1388 ESI dispensaries and 1678 panel clinics. The Corporation has also set up five Occupational



Disease Centres, one each at Pune (Maharashtra), New Delhi, Kolkata (W.B.), Chennai (T.N.) and Indore (M.P.) for early detection and treatment of occupational diseases prevalent amongst workers

employed in hazardous industries.

For payment of Cash Benefits, the Corporation operates through a network of over 808 Branch Offices/Pay Offices, whose functioning is Supervised by Regional/Sub-Regional and Divisional offices.

7. Social Security Benefits

The health insurance benefits offered by the Scheme fall in two broad categories; namely, the Medical Benefit and the Cash Benefit.

(a) Medical Benefit

An Insured Person and his/her family members become eligible to full medical facilities, without any upper ceiling as per requirement, from day one of entering the insurable employment. The benefit comprises of out patient care, domiciliary visits, specialist and diagnostic services, hospitalisation, super specialty treatment, free supply of drugs and dressings, provision of artificial aids and appliances, besides, immunisation and family welfare services, etc. The scheme also offers old age medical care to retired Insured Persons, disabled workers and their spouses subject to fulfillment of certain conditions.

(b) Cash Benefit

These include Benefits payable in cash through Branch Offices of the Corporation on account of loss of wages or earning capacity caused by Sickness, Maternity, Disablement or death of an insured person due to employment injury or occupational disease. Sickness Benefit, Disablement Benefit, Maternity Benefit, etc. are payable after due medical certification by an authorised doctor/medical board. Unemployment Allowance is payable for loss of employment due to closure of factory, retrenchment or permanent invalidity not less than 40% arising out of non-employment injury.

Brief description of Benefits, Contributory Conditions, Duration of Benefits and the Scale of Benefits are indicated on the backside of this brochure.



New Amendments in ESI Act, 1948 Vide ESI (Amendment) Act, 2010 w.e.f. 01.06.2010

- Facilitating coverage of smaller factories employing 10 or more persons.
- Enhancing age limit of dependant children for eligibility to Dependents Benefit from 18 years to 25 years.
- Extending medical benefit to dependant minor brother/sister in case of IPs not having own family and whose parents are also not alive.
- Streamlining the procedure for assessment of dues from defaulting employers.
- Providing an Appellate Authority within the Corporation against assessment to avoid unnecessary litigation.
- Continuing medical benefit to insured persons retiring under VRS scheme or taking premature retirement.
- Treating commuting accidents as employment injury.
- Streamlining the procedure for grant of exemptions.
- Third party participation in commissioning and running of the Hospitals.
- Opening of medical/dental/paramedical/nursing colleges to improve quality of medical care.
- Making an enabling provision for extending medical care from under utilised ESI hospitals to other beneficiaries covered under the Rashtriya Swasthaya Bima Yojana introduced by the Ministry of Labour & Employment w.e.f. 01.04.2008 or any other scheme framed by the central government, on payment of user charges.
- Reducing duration of notice period for extension of the Act to new classes of establishments from six months to one month.
- Empowering State governments to set up autonomous Corporations for administering medical benefit in the States for bringing autonomy and efficiency in the working.
- Insurance Inspectors will now be known as Social Security Officers.