

Benefit	Contributory Condition	Duration	Rate
Maternity Benefit	Payment of contribution of 70 days in two preceding contribution periods.	It is paid upto 26 weeks in case of confinement, upto two surviving children, 12 weeks for more than two surviving children, upto 12 weeks to commissioning/adopting mother, upto 6 weeks in case of miscarriage further extendable by 1 month on medical advice in case of sickness arising out of Pregnancy, Confinement, Miscarriage.	100% of the average daily wages.
Medical Benefit	Reasonable medical facilities for self and family from day one of entering insurable employment.	Reasonable medical care till he/she remains in insurable employment.	
OTHER BENEFITS			
Atal Bimit Vyakti Kalyan Yojana	In case of unemployment, cash compensation is paid to the IP subject to one year of Service completed by IP and contribution for not less than 78 days in one contribution period in 12 months immediately preceding to unemployment.	90 days	50% of the average daily earning
Unemployment Allowance (RGSKY)	In case of involuntarily 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 two years prior to the loss of employment.	Maximum 24 months during life time.	50% of the average daily wages for the first 12 months and thereafter, 25% for last 12 months.
Confinement Expenses	An insured Woman or an I.P. in respect of his wife is eligible if confinement occurs at a place where necessary medical facilities under EI scheme are not available.	Up to two confinements only.	₹ 7,500/- per case
Funeral Expenses	From day one of entering insurable employment	For defraying expenses on the funeral of an insured person.	Actual expenses subject to a maximum of ₹ 15,000/-
Vocational Training	In case of physical disablement due to employment injury.	As long as vocational training last.	Actual fee charged or ₹ 123/- a day, whichever is higher.
Physical Rehabilitation	In case of physical disablement due to employment injury.	As long as person is admitted in an artificial limb center.	100% of the average daily wages.
Vocational Rehabilitation Skill Development Scheme	In case of Unemployment Allowance under RGSKY.	For a duration of maximum 6 months.	

ESI SCHEME : AT A GLANCE



ESIC Medical College & Hospital, Alwar (Rajasthan)



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कर्मचारी राज्य बीमा निगम
Employees' State Insurance Corporation
श्रम एवं रोजगार मंत्रालय, भारत सरकार
Ministry of Labour & Employment, Government of India

ESI Scheme - An Introduction

The Employees' State Insurance Scheme is an integrated measure of Social Insurance embodied in the Employees' State Insurance Act and is designed to accomplish the task of protecting 'employees' as defined in the Employees' State Insurance Act, 1948 against the impact of contingencies of sickness, maternity, disablement and death due to employment injury and to provide medical care to insured persons and their families. The ESI Act is applicable to all non-seasonal factories employing 10 or more persons. The State Governments have extended the coverage under Section 1(5) of the Act to Shops, Hotel, Restaurants, Cinema including preview theatres, Road-motor transport undertakings, Newspaper establishments, Private Medical Institutions, Educational Institutions and to contract and casual employees of Municipal Corporation/Municipal Bodies employing 10 or more persons in the certain States/UTs, where State Govt. is the appropriate Govt.

The Central Govt. has extended the coverage under Section 1(5) to Shops, Hotels, Restaurants, Road Motor Transport establishments, Cinema including preview theatres, Newspaper establishments, establishment engaged in Insurance Business, Non-Banking Financial Companies, Port Trust, Airport Authorities, Warehousing establishments employing 20 or more Persons, where Central Govt. is the appropriate Govt.

The existing wage limit for coverage under the Act, effective from 01.01.2017, is ₹ 21,000/- per month (₹ 25,000/- per month in the case of Persons with Disability).

The ESI Scheme is financed by contributions from employers and employees. The rate of contribution by employer is 3.25% of the wages payable to employees. The employees' contribution is at the rate of 0.75% of the wages payable to him/her. Employees, earning upto ₹ 176/- a day as daily wages, are exempted from payment of their share of contribution.

The main benefits provided under ESI Scheme are Sickness Benefit, Disablement Benefit, Dependents Benefit Maternity Benefit and Medical Benefit. Besides, other benefits being provided to beneficiaries are Unemployment Allowance (RGSKY), Confinement Expenses, Funeral Expenses, Vocation Rehabilitation, Skill upgradation training and compensation in case of unemployment under in Atal Bimit Vyakti Kalyan Yojana (ABVKY).

Coverage

In the beginning, the ESI Scheme was implemented at just two industrial centers 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 progress of industrialization, ESI Scheme stands implemented in 656 districts in 36 states and Union Territories of the country. Presently, the Act applies to over 15.94 lakhs factories and establishments across the country, benefiting over 3.42 crores Insured Persons/family units. The total beneficiaries stand at over 13.30 crores.

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 161 hospitals (ESIC Hospitals 54 & ESIS Hospitals 107) for inpatient services. Primary and out-patient medical services are provided through a network of about 1574/387 ESI Dispensaries/AYUSH units and 887 Panel Clinics. Primary Medical Services & Cash Benefits are also provided at one place through 104 Dispensaries Cum Branch Offices (DCBOs).

The Corporation has also set up seven Occupational Disease Centers, one each at Mumbai (Maharashtra), New Delhi, Kolkata (W.B.), Chennai (T.N.), Alwar (Rajasthan), Patna (Bihar) and Indore (M.P.) for early detection and treatment of occupational diseases prevalent amongst workers employed in hazardous industries.

Apart from this, ESIC is also running 8 medical colleges and hospitals, 2 dental colleges, 2 nursing colleges and 1 para-medical college across the country.

For payment of Cash Benefits, the Corporation operates through a network of over 604 Branch Offices, whose functioning is supervised by 64 Regional/Sub-Regional Offices.

ESIC- A Complete Social Security Organization for India's Workforce

The ILO defines Social Security as "the security that society furnishes through appropriate organization against certain risks to which its members are perennially exposed. These risks are essentially contingencies against which an individual of small means cannot effectively provide by his own ability or foresight alone or even in private combination with his fellows. The mechanics of social security, therefore, consists in counteracting the blind injustice of nature and economic activities by rational planned justice with a touch of benevolence to temper it."

The ESIC is the only Social Security Organization in the country which covers most of the exigencies (provided in the list of ILO) which are sickness, medical care for the worker, maternity, unemployment, work injury, death of worker, invalidity and widowhood.

The ESI Scheme is based on the Gandhian principle of "contributions as per their ability and benefits as per the requirement". This principle entitles an insured person who is from the lower wage bracket of the society for a huge line up of benefits by paying the contribution as per the wages he/she is earning.

Each social security payments made under the ESI Scheme helps the insured person without putting any extra burden on his/her savings or earnings, during emergent medical and other contingencies. The benefits being provided by the ESI Scheme are: -

- ▶ **Medical Benefit:** ESIC provides reasonable medical care to insured persons and their dependent family members from the day of joining insurable employment. The range of medical services being provided covers preventive, promotive, curative and rehabilitative services. For this, the insured has to be treated by showing his identity in ESI Dispensary and in hospitals.
- ▶ **Sickness Benefit:** Payment of sickness benefit is given to the insured person at the rate of 70 percent of average daily wages for 91 days in two consecutive benefit periods. A minimum contribution of 78 days should have been paid in relevant contribution period.
- ▶ **Maternity Benefit:** It is paid upto 26 weeks in case of confinement, upto two surviving children, 12 weeks for more than two surviving children, upto 12 weeks to commissioning/ adopting mother, upto 6 weeks in case of miscarriage, further extendable by 1 month on medical advice in case of sickness arising out of Pregnancy, Confinement, Miscarriage subject to payment of contribution of 70 days in two preceding contribution periods.
- ▶ **Disablement Benefit:** Disability benefit is given to the insured person who is incapacitated due to injury. In cases of temporary disability and full permanent disability, the average daily wage is paid at the rate of 90 percent and in the case of permanent partial disability, it is given in proportion to the loss incurred in the ability to earn.
- ▶ **Dependants' Benefit:** On the death of the insured person due to employment injury, the monthly payment at the rate of 90 percent of the average daily wages shareable between the dependants in the fixed proportion is given. This benefit is given to the widow of an insured person for lifelong or remarriage, till the completion of the age of 25 years for son and to the daughter till her marriage.
- ▶ **Atal Bimit Vyakti Kalyan Yojana (ABVKY):** In case of unemployment, cash compensation is paid to the Insured Person for the 90 days at the rate of 50% of wages. For this, the contribution of at least 78 days in one completed contribution period should be paid by the insured person in 12 months immediate period to unemployment.
- ▶ **Old Age Medical Care:** Old age medical care is provided to the insured person and his/her spouse in the ESI hospitals and dispensaries on retirement after the superannuation age or by taking retirement under the voluntary retirement plan or pre-retirement, subject to the condition of minimum service of 05 years in insurable employment before the retirement and the payment of ₹ 120/- per annum after retirement.
- ▶ **Vocational Rehabilitation Allowance:** Disablement doesn't mean complete loss of skill. Payment of actual fee charged or ₹ 123/- per day in case of disablement due to employment injury as vocational rehabilitation allowance.
- ▶ **Rehabilitation Allowance:** Injury during employment doesn't mean loss of daily livelihood. 100% of average daily wages in case of physical disablement due to employment injury as long as the person is admitted in an artificial limb center for fixation/ repair or replacement of artificial limb.
- ▶ **Other Benefits Confinement Expenses:** ₹ 7500/- per confinement where ESI medical facilities are not available.
- ▶ **Funeral Expenses:** Actual expenses subject to a maximum of ₹ 15,000/- in cash for funeral of deceased IP.

Brief description of Benefits, Contributory Conditions, Duration of Benefits and the Scale of Benefits

Benefit	Contributory Condition	Duration	Rate
SICKNESS BENEFIT			
Sickness Benefit	Payment of contribution for 78 days in corresponding contribution period.	Upto 91 days in two consecutive benefits periods.	70% of the average daily wages.
Enhanced Sickness Benefit	Same as Above	14 days for Tubectomy and 7 days for Vasectomy, extendable on medical advice	100% of the average wages.
Extended Sickness Benefit	For 34 specified long-term diseases, continuous insurable employment for two years with the minimum 156 days' contribution in four consecutive contribution periods.	124 days during a period of two years. This may be extended upto two years on medical advice.	80% of the average daily wages.
DISABLEMENT BENEFIT			
Temporary Disablement Benefit	From day one of entering insurable employment for disablement due to employment injury.	As long as temporary disablement lasts.	90% of the average daily wages approx.
Permanent Disablement Benefit	From day one of entering insurable employment for disablement due to employment injury.	For whole life.	90% of average daily wages or in proportion to the loss of earning capacity
Dependants' Benefit	From day one of entering insurable employment, paid for death due to employment injury.	For life to the widow or until her re-marriage, and to dependant son till the age of 25 years, till marriage of daughter and to dependant parents etc. Subject to conditions.	90% of average daily wages shareable in fixed proportion among all dependants.