



Ease of Doing Business

Government of India is very keenly following the benchmarks set by the Doing Business Project of the World Bank to improve the business environment in the country. We are a nation of possibilities and we want to explore and avail every opportunity to promote development led growth in the country.

Ministry of Labour & Employment has taken various measures to promote 'Ease of Doing Business' through transformative reforms both legislative as well as governance. With extensive use of technology we have strived to provide better delivery of services to the businesses.

1. **Registration :**

a. Registration process for EPFO and ESIC are now fully online on real-time basis: Also there is **No Cost for Registration.**

The process of allotment of both EPFO and ESIC Registration Number to any employer is **totally online with no manual intervention**. Once an application is submitted successfully the registration number allotted is displayed immediately within a few minutes. There is no visit of any personnel from the EPFO or ESIC for collection of any documents as the required documents are uploaded by the employer at the time of application submission itself. The Registration can be done independently for EPFO at OLRE portal of EPFO(<https://unifiedportal.epfindia.gov.in>) and for ESIC at www.esic.in/ESICInsurance1/ESICInsuranceportal) . **If the Employer wants to register for both EPFO and ESIC , the common registration form is available at the eBiz Portal of DIPP since 9th March 2016**. In EPFO, the requirement of furnishing details of Bank account at the time of registration under has been made optional, and there is no such requirement at all in case of ESIC.

b. Common Registration Service on the e-biz Portal of DIPP: Ministry has launched the Common Registration on-line Service on the e-biz Portal of DIPP, for registration under 5 Central Labour Laws viz.

1. The Employees Provident Fund & Miscellaneous Provisions Act, 1952
2. The Employees State Insurance Act, 1948,

3. The Building & Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996,
4. The Contract Labour (Regulation & Abolition) Act, 1970, and
5. The Inter-State Migrant Workmen (Regulation of Employment & Conditions of Service) Act, 1979

2. Compliance of Labour Laws:

Shram Suvidha Portal: A Unified Web Portal 'Shram Suvidha Portal' has been launched to bring transparency and accountability in enforcement of labour laws and ease complexity of compliance. It caters to four major Organisations under the Ministry of Labour, namely

- Office of Chief Labour Commissioner (Central),
- Directorate General of Mines Safety,
- Employees' Provident Fund Organization; and
- Employees' State Insurance Corporation.

A Transparent Inspection Service is being operated on this portal and discretion of the Inspector in selection of unit has been removed.

3. Returns under Labour Laws:

a. Single Online Common Annual Return under 9 Central Labour Acts has been made operational on Shram Suvidha Portal since 24th April 2015 to facilitate filing of simplified Single Online Return by the establishments instead of filing separate Returns, under the following Acts:

1. Payment of Wages Act, 1936
2. Minimum Wages Act, 1948
3. Contract Labour (Regulation and Abolition) Act, 1970
4. Maternity Benefit Act, 1961
5. Building and Other Construction Workers (Regulation of Employment and Condition of Service) Act, 1996
6. Payment of Bonus Act, 1965
7. Inter-State Migrant Workmen (Regulation of Employment and conditions of Service) Act, 1979
8. Industrial Disputes Act, 1947
9. The Mines Act 1952

b. Following the integration with Haryana State, Establishments of Haryana can file Return for Factories Act on Shram Suvidha Portal.

c. Common Electronic Return cum Challan for EPFO and ESIC:

- Online Electronic Cum Challan Receipt (ECR) is available for both EPFO and ESIC independently. Filing & Payment of contribution is also online with no requirement of any paper document. In case of EPFO, Online filing of returns by Exempted Establishments has also been provided. **Establishments can also online file a common Electronic Cum Challan Receipt (ECR) for both EPFO and ESIC on Shram Suvidha Portal.**

4. Simplification of Registers and Forms:

Ministry of Labour & Employment has since notified “Ease of Compliance to maintain Registers under various Labour Laws Rules, 2017” on 21st February 2017 which has in effect replaced the 56 Registers/Forms under 9 Central Labour Laws and Rules made thereunder in to 5 common Registers/Forms. This will save efforts, costs and lessen the compliance burden by various establishments. These Rules are available on the Website of this Ministry at the link below:

<http://labour.gov.in/whatsnew/ease-compliance-maintain-registers-under-various-labour-laws-rules-2017>

The Ministry has also simultaneously undertaken to develop a software for the 5 common Registers. After development of the software, the same will be put on the Shram Suvidha Portal of the Ministry for free download with an aim to facilitate maintenance of those registers in a digitized form in accordance with the provisions made in the above said notification/Rules.

We hope you and your partners are using the aforesaid services effectively for promoting business in the Country. In case of any issues or queries, please contact us on help-shramsuvidha@gov.in

SHRAM SUVIDHA PORTAL TEAM
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