

**Need to extend the salary ceiling limit beyond Rs.21,000  
for ESI coverage**

SHRI M. SHANMUGAM (Tamil Nadu): Sir, at present, ESI scheme is restricted to employees whose salary is up to Rs.21,000. Now-a-days, reaching Rs.21,000 level is not a difficult thing, given the cost of living and, therefore, most of the people are suddenly going out of the ESI coverage. The system should be devised on par with EPF Pension scheme. Even though the salary may increase, still they should be able to continue in the ESI Scheme, by giving them the option to continue. In that way, the entire working class will get the ESI benefit and there will be more number of insured persons. Monetary benefit will also increase. Rule 52 of the Employees State Insurance (Central) Rules, 1950 gives exemption from payment of employee's contribution under section 42 of ESI Act, and therefore the employees in the unorganised sector need not pay contribution and they can be given universal coverage. I understand, there is a proposal to cover the unorganised workers under the provisions of ESI for which the scheme is proposed to be framed by the Union Government. I would, therefore, demand that the Government should come forward to do this at the earliest possible period so that all the workers in the unorganised sector are covered under the ESI scheme for availing benefits.

MR. DEPUTY CHAIRMAN: The following hon. Members associated themselves with the Special Mention matter raised by the hon. Member, Shri M. Shanmugam: Dr. V. Sivadasan (Kerala), Shri A. A. Rahim (Kerala), Shri P. Wilson (Tamil Nadu), Dr. Fauzia Khan (Maharashtra), Dr. Sasmit Patra (Odisha), Shri Sandosh Kumar P (Kerala) and Dr. John Brittas (Kerala).

Now, Dr. V. Sivadasan on 'Concern over issues faced by IT and ITES sector employees.'

**Issues faced by IT and ITES Sector employees**

DR. V. SIVADASAN (Kerala): Sir, the IT and ITES workers are facing increasing exploitation with adverse effects on health and well-being. They are made to work much more than eight hours, and this destroys their psychological and physical well-being. Erratic patterns of shift in work affects the sleeping patterns of the workers and causes irreparable damage to their health. The companies do not provide proper paid holidays. Adhocism and arbitrariness reign supreme. Unrealistic targets are set before the workers, and they have no control over the conditions of work. In the BPO