

Highlights of Labourworks™

- Photo ID Card generation with biometric signature
- Safety details like blood group, Emergency Contact details, Next of Kin
- Validity & Area movement, Colored Cards and similar safety features
- Proxy workers and debarred workers elimination
- Work Order integration and monitoring total number of workers
- ESI / PF numbers & compliances validations
- Periodical Medical checkups & Security checkup
- Wages with PF & ESI calculations
- Productivity metrics with shift wise hours and OT calculations
- Compliance monitoring as per the Labour law, Factory Act & PF / ESI
- Email & SMS Alerts
- Online verification of PF compliance of contractor
- Generates schedules required under Apprentice Act
- Integration to SAP ERP

SAP® Certified
Integration with SAP Applications

Labourworks is certified by SAP AG for Integration



Labourworks™ - Registration Kiosk

SPC Methodology™ Architecture



Labourworks™ is based on SPC Methodology™ which are industry best practices for Security, Productivity & Compliances. By implementing SPC Methodology™ companies have experienced a considerable savings in Contractor Billings.



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Real Time Compliance Management

Avoid non-compliances taking place than a post mortem after the damage is done.



Enterprise Contract Labour Management

Organizations have to adhere to many compliances under Labour Law , Factories act etc. Installing an ordinary attendance system and hiring a consultant is the usual course followed by most of the organizations . But this leads to handling non-compliances virtually in a post mortem method.

Labourworks™ can help you implement Real Time Compliance Management by ensuring restricting the entry by locking the turnstiles in a real time mode whenever non-compliance occurs. Some of the compliances that can be implemented by Labourworks™ in real time mode ...

- Working without a weekly off
- Maximum work hours exceeded in a week
- Contractor Labour License Expired
- Labour License Capacity exceeded
- Medical Check up not done
- Induction training not completed
- Work Order Expired
- Work Order Capacity Exceeded
- Female worker trying to enter during night shift
- Debarred worker trying an entry

As a considerate organization using Labourworks™ you can send advance Email/SMS notices about the possible non-compliances likely to happen and give an opportunity to the contractor to take corrective action . But if the corrective action is not taken in time then using Labourworks you can simply block the entry and avoid non-compliances from taking place.

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How does Labourworks help in enhancing Security / Safety with contract workers?

Background Check / Police Verification



Incidences such as "Illegal Bangladeshi immigrants working in a major organizations as temporary workers" Or "Naxalites found taking refuge in factories in Maharashtra" - turn into a PR nightmare for affected organizations. Labourworks™ helps follow few best practices like scanning ration cards or Voters IDs which helps in ensuring the verification of a contract worker. Intimation of non cognizable request from local/ native police station.

Proxy Worker



A different person posing as a bonafied worker is a frequent issue with contract workers. The skilled and un-skilled worker rate can cause a financial loss to an organization. However, if the proxy worker meets with an accident in the factory premise then the entire episode can take an ugly turn. Labourworks™ helps in controlling the proxy worker issue effectively by face recognition and photograph.

Debarred workers



Frequently Contract Labourers are debarred on account of alcoholism, vandalism, attempt of theft etc. However with a large number of workers it becomes difficult to ensure that the debarred workers are not entering the premise under a new contractor. Labourworks™ remembers debarred workers by their finger print (biometric) and does not generate badges for them.

Biometric Verification



Biometric verification is an effective way of verifying the identity of an individual. Labourworks™ is a biometric enabled system using finger & face recognition unit, Hence it helps in establishing a safe working environment using biometric signature.

How does Labourworks™ help in enhancing the Compliance Issues related to contract workers ?

Labour Law Compliance



The Principal Employer has to maintain certain registers like the Contractor Register, Workmen Register etc. Labourworks™ can help generating the same very easily.

EPF / ESI Compliance



The principal employer is responsible for ensuring that the contractor has deposited the PF/ESI amount for every contract worker. Using Labourworks™ one can maintain various records for achieving this compliance.

Compliances under Factories Act



Labourworks™ helps in adhering to compliances related to Child Labour, Continuous working etc. Labourworks™ helps in generating reminders and adhering to this compliance.

Online verification of PF compliance of contractor



Online monthly/yearly PF compliance verification of all contractors possible.

OSHAS / C-GMP



Occupational health & safety compliance, GMP requires records for periodical medical check-ups, records of PPEs issued, Induction Training etc. Using Labourworks™, the records for this compliance can be maintained. Online verification of PF compliance of contractor.

How does Labourworks™ help in enhancing the productivity related to contract workers ?

Contractor Bills Verification



Using Labourworks™ the exact time of entry and exit is recorded. Using this data the contractor bills can be verified. Some of our customers have experienced around 3 to 5 % reduction in the contractor bills after implementing Labourworks™.

OT Claim verification



Labourworks™ follows a system of authorizing the OT before OT starts. Hence only approved OT Can be claimed.

Productivity Benchmark Vs Labour Supply Report



Labourworks™ helps in establishing the benchmark for production vs No of labours deployed. Various MIS reports like the Department-wise, Shift-wise workers etc. can be automatically sent for management review.

