

## 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

## 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.



Labourworks™ - Registration Kiosk

  
**Labour Works™**

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.

