

Right Environment at Workplace (REW) sessions at JPL

This initiative was launched at JPL primarily to address the issue of cultural integration and the lack of awareness among contract staff about the welfare schemes available to them under various government schemes and the process to avail them.

REW is a communication initiative wherein sessions are organised for contract staff to introduce them to our values and culture at Apraava Energy and also ensure a conducive work environment. The sessions focus on areas like gender sensitisation & prevention of sexual harassment, whistleblowing policy, alcohol & drug policy, respect for people, awareness on statutory benefits like Provident Fund (PF), Employee’s State Insurance (ESI) Scheme, and labour welfare schemes and the process to avail the benefits.

To bring more visibility and transparency about labour welfare schemes, JPL distributed a handbook with detailed information about twenty-one welfare schemes implemented by the government of Haryana.

This initiative has helped contract staff to avail benefits under various social security laws and welfare schemes. There has been an increase in the quantum of benefits claimed under various welfare schemes year-on-year basis, such as availing medical facility from Employees State Insurance Corporation (ESIC).



Year	Value of welfare claims by contract staff (INR)
CY 2020	42,000
CY 2021	705,000
2022 (As on 31 March)	635,000



ESI Awareness session and medical camp by ESIC doctors and branch manager