

## Ministry of Labour & Employment

The Monthly Progress Report on important Issues / Developments for the month of April, 2021 is as under:

### 1. Labour Law Reforms:

**(i) Four Labour Codes:** As a part of legislative reforms, the existing 29 Acts in the central sphere have been subsumed in the four Codes. All Codes have been passed by Parliament and notified. The latest status of each of the Code is as under:

- **The Code on Wages:** The Code on wages (Central) Rules, 2020 has been finalized in consultations with Ministry of Law and Justice.
- **The Code on Occupational Safety Health & Working Conditions (OSH & WC):** The Code on Occupational Safety Health & Working Conditions (Central) Rules, 2021 have been finalized in the Ministry and sent to Legislative Department for vetting.
- **The Code on Industrial Relations:** The Code on Industrial Relations (Central) Rules, 2021 has been finalized including vetting by Legislative Department.
- **The Code on Social Security:** The Code on Social Security (Central) Rules, 2021 has been finalized sent to Legislative Department for vetting.

**(ii) Status of State Rules under four labour Codes:** Following State Governments have pre-published their Rules:-

Name of Code	Name of States which have pre-published the draft Rules
Code on Wages	J&K, Bihar, Uttarakhand, Karnataka, UP, Gujarat, Odisha, Punjab
Industrial Relations Code	J&K, MP, Bihar, Uttarakhand, UP, Gujarat, Punjab & Karnataka
Code on Social Security	J&K, MP, Bihar, Uttarakhand, UP, Punjab
OSH & WC Code	J&K, Uttarakhand, UP, MP, Bihar

### (iii) Governance Reforms: Shram Suvidha Portal

- Under the Shram Suvidha Portal, **32,23,288** Labour Identification Number (LIN) have been generated and inspection report in respect of **5,99,891** cases have been uploaded as on 10.05.2021.

## 2. **Employees Provident Fund Organization (EPFO):**

- i) **Settlement of claims by EPFO offices-** Since 01.04.2021, 22.97 lakh claims (Final PF Settlements, Death Claims, Insurance Claims and Partial withdrawal/advance including LIP & Covid-19) have been settled by EPFO offices till 30.04.2021 disbursing an amount of Rs. 80,92.77 crores to PF members. Exempted establishments have also played an important role and have settled 4,76,190 COVID-19 advance claims disbursing an amount of Rs. 4354.27 crores to their members till 30.04.2021.
- ii) **Pension disbursement during COVID-19 pandemic-** In the month of April, 2021, EPFO released Rs 994.66 crores as monthly pension to EPS pensioners. 31,303 new pensioners were also added in the month of April, 2021. In April 2021, field offices of EPFO conducted 178 webinars on Prayas initiative, which were attended by 522 EPS members and 914 employer representatives.
- iii) **KYC updation of subscribers-** Since 01.04.2021, EPFO offices have ensured Aadhaar seeding for 10.32 lakh subscribers, mobile seeding for 8.26 lakh subscribers and bank account seeding for 7.49 lakh sub-scribers till 30.04.2021.
- iv) **Encouraging trends from payroll data-** The provisional payroll data of EPFO published on 20 April, 2021 highlights a growing trend of subscriber base with the addition of 12.37 lakh net subscribers during the month of February, 2021. Despite COVID-19 pandemic, EPFO added around 69.8 lakh subscribers during the financial year 2020-21.

## 3. **Actions/key initiatives taken by Employees State Insurance Corporation (ESIC):**

- i. 21 ESIC hospitals have been made fully dedicated COVID hospitals with 3676 COVID isolation beds, 229 ICU beds and 163 Ventilator beds for the treatment of COVID patients. In addition, 26 ESI Scheme Run Hospitals with 2023 beds have also been made COVID Hospitals throughout the country. An instruction has also been issued to the remaining ESIC hospitals to convert at least 20% of the bed capacity as COVID beds.
- ii. In order to assist IPs in getting information of availability of COVID beds in all the ESIC hospitals, a COVID Dashboard to provide real time information on the status of beds in each of the hospitals has been developed and deployed on the ESIC Website-[www.esic.in](http://www.esic.in).
- iii. A roadmap for rolling out of the mIMP scheme to the entire country has been prepared and circulated to all the regions during the month of April, 2021. The mIMP Scheme was introduced by the ESIC in the year 2019 on pilot basis in certain selected centres, where no ESIC/ESIS Medical facility was available. New policy guidelines have been issued for implementation of the scheme throughout the country.

- iv. In order to assist the Ips/ beneficiaries to locate the nearest ESIC/ESIS establishments and Tie up hospitals, a facility has been developed and deployed in the “UMANG – ESIC Chinta Se Mukti” Mobile App. This will help promoting hassle-free services to the IPs and beneficiaries of the Scheme.

4. **Consumer Price Index:** All India Consumer Price Index Number for Industrial Workers (CPI-IW) with base year 2016=100 for the month of March 2021 increased by 0.6 points and stood at 119.6 (One hundred Nineteen and point six). The inflation based on CPI-IW stood at 5.64 per cent for March, 2021 as compared to 4.48 per cent for the previous month and 5.50 per cent during the corresponding month of the previous year.

5. **Atma Nirbhar Bharat Rozgar Yojana (ABRY)-** A new Scheme ABRY was launched to incentivise creation of new employment opportunities during the COVID recovery phase on 09.12.2020. As on 03.05.2021, 2.17 lakh establishments have registered 24.70 lakh new employees under ABRY. Till 03.05.2021, 65,931 establishments have claimed benefits amounting to Rs. 549.72 crores in respect of 16.55 lakh beneficiaries.

6. **A. Amendments to Employees’ Deposit Linked Insurance Scheme, 1976 (EDLI):** The Scheme has been in operation since August, 1976. The scheme is managed only on the basis of contribution of 0.5% of monthly wages paid by the employer to the fund created for this purpose. There is no employee contribution. All surviving dependent family members of EPFO are eligible to avail benefits of EDLI in case of death in harness of the member. Details of amendments made in EDLI Scheme, 1976 through notification GSR 299(E) issued on 29.04.2021 are as under:

- a. Amount of maximum benefit has been increased from ₹ 6 lakh to ₹ 7 lakh to the family members of deceased employee.
- b. Minimum assurance benefit of ₹2.5 lakh to eligible family members of deceased employees who was a member for a continuous period of 12 months in one or more establishments preceding his death in place of existing provision of continuous employment in the same establishment for 12 months. It will benefit contractual/casual labourers who were losing out on benefits due to condition of continuous one year in one establishment.
- c. Restoration of provision of minimum ₹ 2.5 lakh compensation retrospectively, i.e., from 15<sup>th</sup> February 2020.
- d. The above amendments to the Scheme shall be in force for a period of 3 years from 29.04.2021.

**B. Amendments to Investment pattern in respect of the funds maintained by EPFO and Exempted Trusts:** The pattern of investment of funds maintained by EPFO and Exempted Trusts are notified by the Ministry of Labour and Employment vide S.O. 1071(E) dated 23.4.2015 and S.O. 1433(E), dated the 29th May, 2015 respectively.

**C.** The following further amendments were made with effect from the 15th day of March, 2021 vide notification 1710 (E) dated 29.04.2021 and 1709 (E) dated 29.04.2021 respectively. The salient features of the said amendments are as under:

**(I)** Inclusion of sub-category (e) Units issued by Category I and Category II Alternative Investment Funds (AIF) regulated by the Securities and Exchange Board of India, under category (v) relating to the investment pattern “Asset Backed, Trust Structured and Miscellaneous Investments”.

**(II)** The investments in sub-category (e) is subject to satisfaction of the following conditions:

(a) the permitted funds under Category I are infrastructure funds, SME Funds, Venture Capital Funds and Social Venture Capital Funds as detailed in Securities and Exchange Board of India (Alternative Investment Funds) Regulations, 2012;

(b) for Category II- AIF as per Securities and Exchange Board of India (Alternative Investment Funds) Regulations, 2012, at least 51% of the funds of such AIF shall be invested in either of the infrastructure entities or SMEs or venture capital or social welfare entities;

(c) Funds shall invest only in those AIFs whose corpus is equal to or more than Rs.100 crores;

(d) the exposure to a single AIF shall not exceed 10% of the AIF Size. However, this limit would not apply to a Government sponsored AIF;

(e) Funds to ensure that investment should not be made directly or indirectly in securities of the companies or Funds incorporated and/or operated outside India;

(f) the Sponsor of Alternative Investment Fund should not be the promoter in the Fund or the promoter group of the Fund; and

(g) the AIFs shall not be managed by investment manager, who is directly or indirectly controlled or managed by the Fund or the promoter group of the Fund.

7. Ministry of Labour and Employment has constituted Expert Committees vide Office Order dated 25.03.2021 and 05.04.2021 for framing of standards/rules under Section 18, 23 and 24 of the OSH&WC Code, 2020 for factory, docks, Building and Other Construction Work and Fire Safety. The Expert Committees comprise of industry and subject experts from both public and private sector across the country. The Expert Committees for Factories and Dock Works are constituted under Chairmanship of Dr. R. K. Elangovan, DG, DGFASLI, Mumbai. The other two Expert Committees for the Building & Other Construction Works and the Fire Safety are constituted under Chairmanship of Shri P.L.N. Murthy, VP & Head Domestic Operations, L &T Hydrocarbon, Chennai and Shri D. K. Shami, Fire Advisor to the Government of India, MHA respectively.

8. V.V. Giri National Labour Institute organized 08 online/ offline training programmes during the month of April, 2021 including 03 Labour Administration programmes; 01 Industrial Relations programmes; 03 capacity building programmes and 01 programme for North Eastern States.

9. Important matters held up on account of prolonged inter-ministerial consultations:

Nil.

10. Number of cases of „sanction for prosecution“ pending for more than 3 months:

Nil.

11. Particulars of cases in which there has been a departure from the Transaction of Business Rules or established policy of the Government:

Nil.

12. Status of Public Grievances:

Number of Public Grievances redressed during the month	Number of Public Grievances disposed in the month
<b>6939</b>	<b>4321</b>