

Ministry of Labour & Employment

The Monthly Progress Report on important Issues / Developments for the month of September, 2020 is as under: -

1. Labour Law Reforms:

I. **Labour Codes:** As a part of legislative reforms, codification of existing Central Labour Laws into 4 Codes as per the recommendations of the 2nd National Commission on Labour has been undertaken. The details are given below briefly:

- The **Code on Wages** has been passed by both Houses of the Parliament and assented to by the President on 08.08.2019. The draft Rules have been published in Gazette of India on 07.07.2020 for inviting comments from public and Stakeholders. The comments received are being finalized.
- Other Three Codes, viz, the **Code on Occupational Safety & Health**, the **Code on Social Security** and the **Code on Industrial Relations**, have been passed by Lok Sabha on 22.09.2020 and Rajya Sabha on 23.09.2020. Hon'ble President gave his assent on 28.09.2020 and **all the three Codes have been notified on 29.09.2020**. The process of formulation of rules under the 3 Codes has been started.

II. Governance Reforms: Shram Suvidha Portal

- **Progress under Shramev Jayate Programme launched by Hon'ble Prime Minister:** Under the Shram Suvidha Portal, launched on 16.10.2014, the computerized status of inspections/Establishments as on 09.10.2020 indicates that **29,70,379** Labour Identification Number (LIN) have been generated. Total **5,97,094** inspections have been assigned, out of which inspection report in respect of **5,73,397** cases have been uploaded on the Portal.
- The process of registration for EPFO and ESIC for new Public, Private Limited Companies and one Person Company has been integrated with the portal of M/o Corporate Affairs.

2. Employees Provident Fund Organization (EPFO):

- (i) **Meeting of Central Board of Trustees, EPF-** The 227th meeting of CBT, EPF was held on 09.09.2020 through Video Conference Mode wherein many important issues were deliberated and decided upon. Hon'ble Minister of State (I/C), L&E launched virtual hearing facility for quasi-judicial cases under EPF&MP Act, 1952 which would enhance ease and convenience for employers and employees to appear in hearings from remote locations of their choice. The system entails savings on time, travel and expenditure for parties, ensures compliance to social distancing norms and fast tracks assessment of worker's dues to generate better confidence in the quasi-

judicial mechanism. Detailed instructions were issued for strict implementation of the mechanism in all field offices of EPFO.

The CBT accorded approval of amendment of para 22(3) of EDLI Scheme to enhance the maximum assurance benefit from Rs. 6 lakhs to Rs. 7 Lakhs which would provide additional succour to families and dependants of members of the scheme in case of their unfortunate death while in service.

In view of exceptional circumstances arising out of COVID-19, the agenda regarding interest rate was reviewed by the Central Board and it recommended the same rate @ 8.50% to the Central Govt. It would comprise of 8.15% from debt income and balance 0.35% (capital gain) from the sale of ETFs subject to their redemption by 31st December, 2020.

(ii) New facilities on UMANG app- Adding to the slew of services, EPFiGMS - the in-house grievance resolution portal of EPFO has been made available on UMANG App w.e.f 11.09.2020. This move will synergize EPFiGMS with UMANG app and EPFO's stakeholders will now be able to lodge their grievances on UMANG app. Out of the 47.3 crore hits clocked by the app since August 2019, 41.6 crore or 88% of them were by EPFO subscribers alone.

(iii) Measures to implement EPF relief package under PMGKY- As a part of the relief package under PMGKY, Govt. of India has proposed to pay 24% of the monthly wages into EPF accounts subject to certain conditions. Benefits amounting to Rs. 2570 crores have been credited under the package till 30.09.2020, covering 44,69,662 employees from 2,81,939 establishments. EPFO offices have organized 6,660 webinars with 68,493 stakeholders, disseminating crucial information regarding various services provided by EPFO including benefits under PMGKY.

(iv) Settlement of claims & KYC updation of subscribers by EPFO offices- Since the introduction of provision for special withdrawal from EPF as a part of PMGKY Scheme, EPFO offices across the country have settled 41.74 lakh COVID-19 advance claims till 30.09.2020, disbursing an amount of Rs. 10,883.43 crores to claimants. Since 01.04.20, 122.65 lakh final settlement and advance claims have been settled by EPFO offices till 30.09.2020 disbursing an amount of Rs. 45,809 crores to PF members. Exempted establishments have also played an important role and have settled 3,70,400 COVID-19 advance claims disbursing an amount of Rs. 3610.45 crores to their members till 30.09.2020. Since 01.04.2020, EPFO offices have ensured Aadhaar seeding for 88.96 lakh subscribers, mobile seeding (UAN activation) for 47.98 lakh subscribers and bank account seeding for 43.22 lakh subscribers till 30.09.2020.

3. Actions/key initiatives taken by Employees State Insurance Corporation (ESIC) in view of COVID-19 Pandemic:

- I. ESIC is implementing the Atal Bimit Vyakti Kalyna Yojna under which unemployment benefit is paid to the workers covered under ESI Scheme. The scheme was launched in June 2018 on a pilot basis for a 2 year period. The ESI Corporation has decided to extend the scheme for one more year up to 30th **June 2021**. It has also been decided to relax the existing conditions and enhance the amount of relief from 25% to 50 % of average daily wages upto maximum of 90 days for workers who have lost employment during the Covid-19 pandemic period. The enhanced relief under the relaxed conditions will be payable during the period of 24.03.2020 to 31st **December 2020**. Thereafter the scheme will be available with original eligibility conditions during the period 01.01.2021 to 30.06.2021.
- II. Pursuant to the decision taken in the CoS meeting on 08.07.2020, a draft “Roadmap for Transformational Reforms in ESIC” was shared with NITI Aayog with copy to Cabinet Secretariat. A presentation on the Roadmap was made to CEO, NITI Aayog in a meeting held on 07.09.2020. The suggestions given by NITI Aayog are presently under examination in ESIC.
- III. Since the lockdown, 23 ESIC Hospitals have been declared as dedicated Covid hospitals for Covid-19 related treatment to the general public. As of now, 16 of these hospitals continue to function as dedicated Covid Hospitals. In addition, on the directions of Ministry of Home Affairs, ESIC Hospital in Bihta, Patna, Bihar has been handed over to DRDO to be run as a dedicated Covid Hospital.
- IV. Plasma Therapy for Covid-19 treatment has been made available in ESIC Medical College & Hospital, Faridabad (Haryana) and ESIC Medical College & Hospital, Sanath Nagar, Hyderabad (Telangana). RTPCR based testing for COVID-19 is available in 7 ESIC institutions viz. ESIC Medical College & Hospital at Faridabad (Haryana), Sanath Nagar, Hyderabad (Telangana), Joka, Kolkata (West Bengal), Rajaji Nagar (Karntaka), Gulbarga (Karnataka), K.K. Nagar, Chennai (Tamil Nadu) and ESIC Hospital, Basaidarapur, Delhi.

4. Consumer Price Index:

All India Consumer Price Index Number for Industrial Workers (CPI-IW) with base 2001=100 for the month of **August**, 2020 increased by 2 points and stood at 338 (Three hundred thirty eight). In the corresponding period last year i.e. during August, 2019 at All India CPI-IW stood at 320. The inflation based on CPI-IW stood at 5.63 percent for August, 2020 as compared to 5.33 percent for the previous month and 6.31 percent during corresponding month of the previous year.

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

Nil.

6. Number of cases of 'sanction for prosecution' pending for more than 3 months:

Nil.

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

Nil.

8. Status of Public Grievances:

Number of Public Grievances redressed during the month	Number of Public Grievances pending at the end of the month
5991	2132