

## Ministry of Labour & Employment

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### 1. Labour Law Reforms:

Ministry has taken many initiatives for both Governance and Legislative Reforms to ease the complexity of compliance of labour laws as well as to bring transparency and accountability in the enforcement of labour laws.

**(i) Legislative Reforms: Labour Codes:** As a part of legislative reforms, codification of existing Central Labour Laws into 4 Codes as per the recommendations of the 2<sup>nd</sup> National Commission on Labour is in process. The details are given below briefly:

- a. **Code on Wages, 2019:** The Code on Wages, 2019 has been passed by both Houses of the Parliament and assented to by the Hon'ble President on 08.08.2019. The draft Rules on Code on Wages, 2019 have been placed on the website of the Ministry on 1/11/2019 for public consultation. The Committee examined the comments/suggestions received from various stakeholders. After taking approval of the Hon'ble MoS (IC) [L&E], the draft Rules were sent to the Legislative Department of Ministry of Law for vetting. Legislative Department has advised to pre-publish the aforementioned draft Rules in the official Gazette for inviting comments of public/stakeholders. The draft Code on Wages (Central) Rules, 2020 have been pre published for comments of all the Stakeholders/General Public on 07.07.2020.
- b. **Code on Occupational Safety Health & Working Conditions:** The Code on Occupational Safety Health & Working Conditions, 2019 has been introduced in the Lok Sabha on 23.07.2019. The Code had been referred to the Parliamentary Standing Committee on Labour for examination on 09.10.2019. The Standing Committee had presented its report on 11.02.2020. The Cabinet Note for withdrawal of the OSH Code, 2019 and introduction of the OSH Code, 2020 has been approved by the Cabinet on 08.09.2020.
- c. **Code on Industrial Relations:** The Code on Industrial Relations, 2019 has been introduced in the Lok Sabha on 28.11.2019. The Code had been referred to Parliamentary Standing Committee on Labour for examination on 24.12.2019. The Standing Committee had presented to the Hon'ble Speaker its report on 23.04.2020. The Cabinet Note for withdrawal of the Industrial Relations Code, 2019 and introduction of the Industrial Relations Code, 2020 has been approved by the Cabinet on 08.09.2020.
- d. **Code on Social Security:** The Code on Social Security, 2019 has been introduced in the Lok Sabha on 11.12.2019. The Code has been referred to Parliamentary Standing Committee on Labour for examination on 24.12.2019.

The Standing Committee has presented its report on 31.07.2020. The Cabinet Note for withdrawal of the Code on Social Security, 2019 and introduction of the Code on Social Security, 2020 has been approved by the Cabinet on 08.09.2020.

## (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 09.09.2020 indicates that **29,45,306** Labour Identification Number (LIN) have been generated. Total **5,95,874** inspections have been assigned, out of which inspection report in respect of **5,71,667** cases have been uploaded on the Portal.
- Integration of Unified Shram Suvidha Portal with State/UTs: Integration of States with Shram Suvidha Portal is underway. As on date, Haryana, Gujarat, Rajasthan, Uttar Pradesh, Madhya Pradesh, Maharashtra, Punjab, Uttarakhand and Delhi are being integrated with the Portal. Data is being shared and LIN is being allotted to the establishments covered by the State labour enforcement agencies.
- Shram Suvidha Portal has been integrated with portal of M/o Corporate Affairs for EPFO & ESIC registration for new companies at the time of incorporation only

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

- EPFO ensures hassle free service delivery through UMANG app-** The Unified Mobile Application for New-age Governance (UMANG) has been a big hit among subscribers enabling them to utilize services during COVID-19 pandemic from the comfort of their homes in a hassle free manner. During the COVID-19 pandemic period from April to July 2020, a total of 11.27 lakh claims were filed online through UMANG App. This was a whopping 180% increase compared to pre-COVID-19 period from December 2019 to March 2020, where only 3.97 lakh claims were submitted through the app. Instead of developing its own App, EPFO joined UMANG, curtailing costs and enhancing facility of centralized services. In fact, EPFO services are the most accessed services on UMANG app. Of the 47.3 crore hits clocked by the app since August 2019, 41.6 crore or 88% were for EPFO services.
- EPFO conferred Digital Technology Sabha Award by Indian Express Group-** EPFO won Digital Technology Sabha Award under "Enterprise Category" for developing Auto claim settlement process to respond to the need of subscribers during the pandemic. This project was developed in house and it helped to bring down COVID-19 claim settlement time to 72 hours for members whose KYC requirements were complete in all respects.
- Prayaas - an endeavor to release Pension on the day of Superannuation-** EPFO has taken several policy and digital initiatives during the ongoing Pandemic to ensure uninterrupted service delivery to its subscribers. Against this backdrop, public outreach and awareness programs assume greater

significance and EPFO has constantly focused on the need to digitally connect with all its stakeholders. In continuation of these initiatives, EPFO will now strive to release pension on the day of superannuation to the members of EPS 1995. For achieving this objective, monthly webinars titled- “Prayaas - an endeavor to release Pension on the day of Superannuation” are being conducted by field offices, wherein members of EPS 1995 who are superannuating within 03 months are invited. The purpose of these webinars is to educate the members of the EPS 1995 along with their employers so that they can submit pension claims complete in every respect and EPFO can issue PPO on the day of superannuation to such members.

- iv. **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. 2448.79 crores have been given under the package till 31.08.20, covering 43.64 lakh employees from 2,74,067 establishments. Detailed guidelines alongwith FAQs were issued to implement the aforesaid package with wide publicity thereof through EPFO website, press releases, webinars, SMS to employers, and facebook & twitter handle of EPFO. Since the lockdown, EPFO offices have organized 4,883 webinars with 55,935 stakeholders, disseminating crucial information regarding various services provided by EPFO including benefits under PMGKY.
- v. **Pension disbursement during COVID-19 pandemic-** EPFO ensured that pensioners under the Employees’ Pension Scheme (EPS) 1995, which include mostly senior citizens, women, children and orphans, receive regular monthly income during the ongoing pandemic. In the month of August 2020, EPFO released Rs 998.94 crores as monthly pension to EPS pensioners. 29,884 new pensioners were also added in the month of August, 2020. EPFO is ensuring credit of monthly pension on schedule so that 65 lakhs pensioners under EPS 1995 are not financially inconvenienced during the COVID-19 pandemic. In fact timely credit of pension in this hour of need has been accorded top most priority by EPFO to bring succor to pensioners.
- vi. **Encouraging trends from Payroll Data-** The provisional payroll data published by EPFO on 20th August 2020 reveals that the subscriber base of EPFO increased by around 8.47 lakh members during the first quarter of FY21. The COVID-19 pandemic outbreak had adversely affected the enrolments in the month of April and May 2020. Despite the lockdown, around 0.20 lakh and 1.72 lakh net new subscribers were added to social security schemes of EPFO in the month of April and May 2020. The month of June saw speedy recovery with addition of 6.55 lakh net subscribers registering a remarkable 280% month on month growth. The new subscriber joining has increased roughly by 64% from 3.03 lakh in May to 4.98 lakh in June 2020. In addition, the exits from EPFO subscriber base declined by nearly 33% from 4.45 lakh in May to 2.96 lakh in June 2020. The number of members, who exited and then rejoined, indicates switching of jobs by subscribers within the establishments covered by EPFO. This has also increased by approximately 44% for the month of June, 2020 over May, 2020, with more subscribers choosing to retain membership by transferring funds rather than opting for final settlement. The new establishments that remitted their first ECR have grown from its low of 820 in April 2020 to 1802 in May 2020. In the month of

June 2020, the growth continued with 2390 establishments registering their first ECR recording a month on month growth of 32%.

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

#### A. Relaxation in eligibility criteria and enhancement in the payment of relief under Atal Bimit Vyakti Kalyan Yojana:

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 upto 30th **June 2021**. It has also been decided to relax the existing conditions and enhance the amount of relief 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. Review of these conditions will be done after 31.12.2020 depending upon the need and demand for such relaxed conditions.

#### B. ESIC has also taken following initiatives.

- i. 23 ESIC Hospitals (**with 2636 Isolation Beds**) across India have functioned/ functioning as **COVID-19 Dedicated Hospitals** to exclusively provide COVID medical services to the general public of the area.
- ii. **6 ESIC Hospitals** with a **total of 1334 Beds** have been converted into **Quarantine facilities**.
- iii. In addition to above, **around 961 Covid Isolation Beds** are available in most of the remaining ESIC Hospitals across the country, making a **total of 3597 Covid Isolation Beds in various ESIC Hospitals**. Further, a total of **555 ICU/HDU Beds with 213 Ventilators** have also been made available in these Hospitals.
- iv. ESIC Medical College & Hospital, Faridabad (Haryana), ESIC Medical College & Hospital, Sanath Nagar (Telangana) and ESIC-PGIMSR, Basaidara Pur (Delhi) have started ICMR approved in-house Covid 19 Lab test service.
- v. ESIC Medical College & Hospital, Sanath Nagar in collaboration with DRDO has developed India's first ICMR approved Covid-19 sample collection mobile lab named "Mobile BSL-3 VRDL Lab".
- vi. Plasma therapy which is shown to save the life of serious COVID-19 patients has been started in ESIC Medical College & Hospital, Faridabad (Haryana) and ESIC Medical College & Hospital, Sanath Nagar (Telangana).

- vii. RAPID COVID -19 ANTIGEN TEST facilities has been started in ESIC Hospital Jhilmil, Okhla and Noida and RT-PCR in ESIC PGIMSR Basaidara Pur, Delhi and ESIC Medical College & Hospital Faridabad.
- viii. In order to ease out the hardship of ESI Beneficiaries in this tough time, ESIC has allowed purchase of medicines by beneficiaries from private chemists and its subsequent reimbursement by ESIC.
- ix. Fitness center for Covid 19 has been started at ESIC Hospital, Rudrapur, wherein all factory workers are declared 'Fit' by undergoing screening (General Physical Examination) before joining the factory. (Average 200 workers are screened daily).

Covid Nodal Officers have been nominated at each ESIC Hospital for effective coordination with State/Central Health Authorities regarding corona virus related matters.

#### 4. **Consumer Price Index:**

All India Consumer Price Index Number for Industrial Workers (CPI-IW) with base 2001=100 for the month of **July**, 2020 increased by 4 points and stood at 336 (Three hundred thirty six). In the corresponding period last year i.e. during July, 2019 at All India CPI-IW stood at 5.33 percent of July, 2020 as compared to 5.06 percent of the previous month and 5.98 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
4980	2265