

Ministry of Labour & Employment

The Monthly Progress Report on important Issues / Developments for the month of January, 2019 is as under: -

1. Pradhan Mantri Shram-Yogi Maandhan (PM-SYM):

Hon'ble Finance Minister in his Budget Speech for 2019-20 has announced the launch of Pradhan Mantri Shram-Yogi Maandhan (PM-SYM), a mega pension scheme for the workers in the unorganized sector, whose monthly income is Rs. 15,000 or less. The minimum age of joining the scheme is 18 years and maximum is 40 years. The contribution under the scheme is to the extent of 50% by the subscriber and 50% by the Government of India. The subscriber will receive an assured minimum monthly pension of Rs. 3000 from 60 years of age onwards. The scheme will be implemented through Life Insurance Corporation of India. The Ministry has commenced action for launch of this scheme from 15th February, 2019.

2. Important policy decisions taken and major achievements during the month:

- (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 2nd National Commission on Labour is in process. The details are given below briefly:
- (ii) **The Code on Wages Bill:** The Draft Code on Wages Bill, 2017 was introduced in the Lok Sabha on 10.08.2017 and subsequently referred to the Parliamentary Standing Committee on Labour. Presently, the official amendment to the Code is under pre-legislative consultative process.
- (iii) **Code on Industrial Relations:** To introduce the proposal of Labour Code on Industrial Relations Bill, 2018 in the Parliament, draft Note for the Cabinet along with the Labour Code on Industrial Relations Bill, 2018 was circulated on 08.02.2018 for Inter-Ministerial consultation for seeking views/comments thereon. After examining the received comments of Ministries/Departments, the draft Code on Industrial Relations has been suitably modified. Presently, the Code is under pre-legislative consultative process.
- (iv) **Code on Social Security & Welfare:** The draft Note for the Cabinet along with the Labour Code on Social Security & Welfare Bill, 2018 was circulated on 16.11.2018 for Inter-Ministerial consultation. A Tripartite Consultation Meeting to discuss the Labour Code on Social Security & Welfare Bill, 2018 was held on 27.11.2018 with Central Trade Union Organizations, the Employer' Associations and the State Governments/UTs under Chairmanship of Hon'ble Minister of State (Independent Charge) for Labour and Employment. A meeting of the Informal Group of Ministers (GoM) under Chairmanship of Hon'ble Finance Minister to consider the said Bill was been held on 03.12.2018 and 03.01.2019. Presently, the Code is under pre-legislative consultative process.
- (v) **Code on Occupational Safety Health & Working Conditions:** A Tripartite Consultation Meeting was held on 22.11.2018 with Central Trade Union

Organizations, the Employer' Associations and the State Governments/UTs under Chairmanship of Hon'ble Minister of State (Independent Charge), Labour and Employment to discuss the draft Occupational Safety, Health & Working Conditions Bill, 2018. Presently, the Code is under pre-legislative consultative process..

(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 **01.02.2019** indicates that **2638348** Labour Identification Number (LIN) have been generated. Total **465837** inspections have been assigned, out of which inspection report in respect of **441752 cases** have been uploaded on the Portal.

Integration of Unified Shram Suvidha Portal with State/UTs: Under the process of integration of State Governments with the Shram Suvidha Portal, as on date, Haryana, Gujarat, Rajasthan, Uttar Pradesh, Madhya Pradesh, Maharashtra, Punjab, Uttarakhand and Delhi have been integrated with the Portal. Other States, namely Bihar, Chhattisgarh, and Tamil Nadu are in the process of integration.

3. Industrial Safety and Health: (ISH):

Model Factories Rules (Rule made as under Section 19 (3) and Section 112 of the factories 1948) regarding provision of sanitary napkins for the women workers approved by Hon'ble MoS (IC), Labour & Employment and circulated by Directorate General of Factories Advice Services Ltd. (DGFASLI) to the State Governments/UTs for its adoption by the State/UTs in their Factories Rules on 31.01.2019.

Rule 44 ©: Sanitary napkins of adequate quantity conforming to Indian Standards shall be provided and maintained in the women's toilets for their use and the same replenished on daily basis.

Disposable bins with lids shall be provided within the women's toilets for the collection of the used napkins. The used napkins shall be disposed off as per the procedure approved by the inspector.

4. Employees Provident Fund Organisation: (EPFO):

i) **Reconstitution of Committees of Central Board of Trustees, EPF:-** Consequent to the reconstitution of Central Board of Trustees, EPF, the following committees of CBT, EPF were reconstituted by competent authority on 23.01.2019-

- a) Finance, Investment & Audit Committee.
- b) Pension & EDLI Implementation Committee.
- c) Exempted Establishments' Committee.

ii) **Steps to arrest default by establishments:** - Zone wise default position was reviewed and as a part of compliance plan, default by establishments for the

period April, 2018 to December, 2018 was analyzed. A detailed communication was sent to Zonal Offices to take steps for arresting such default by establishments.

- iii) **Allowing benefits of pension on actual salary to EPS Members:** - Instructions were issued to all Regional Offices to streamline and ease the process of allowing benefits of pension on actual salary to EPS Members as per Supreme Court judgment in SLP No. 33032-33033 of 2015. This is likely to reduce generation of grievances of EPS members at source.
- iv) **PMRPY Membership blocking/unblocking functionality:** - Instructions alongwith a specimen notice to be issued to establishments were given to Regional Offices to ensure verification of the genuineness of beneficiaries enrolled under PMRPY who have been flagged for not being eligible as per Para 5(d) of PMRPY Scheme. The exercise would result in ensuring disbursement of PMRPY benefits to eligible employees only.
- v) **Progress in PMRPY and PMPRPY Schemes:** - The progress in PMRPY & PMPRPY schemes upto January, 2019 is as under: -

Particulars	PMRPY	PMPRPY
Total number of beneficiaries in the scheme	1,05,58,046	2,67,416
Total number of beneficiaries seeded with Aadhaar	1,05,58,046	2,67,416
Total number of establishments benefitted	1,30,524	795
Total payment made under the scheme upto January, 2019 (in Rs.)	36,92,15,03,537	24,03,81,923
Total payment made under the scheme using Aadhaar upto January, 2019 (in Rs.)	36,92,15,03,537	24,03,81,923
Total Excess amount released by EPFO (i.e. negative balance as on 31.01.2019). (In Rs.)	16,02,17,91,874	Merged with PMRPY scheme with effect from 01.04.2018

5. Employees State Insurance Corporation: (ESIC):

The ESI Scheme has been implemented in Mokokchung district in the State of Nagaland. District of East Sikkim & South Sikkim in the State of Sikkim and district of Nabarangpur in the State of Odisha.

6. Industrial Relations:

- i) Various unions/associations has given a call for observing strike on 8th – 9th January 2019 as per the declaration made in National Convention of Workers on 28th September 2018 at New Delhi. In the said connection, all Dy. CLC(C)s in the field offices were advised to intervene as & when the strike notices are received by them from any Trade Union functioning in their jurisdiction and submit report pertaining thereto. As per reports received from field offices the

most affected industry is the banking sector where the percentage of absenteeism due to strike is 58%, whereas there is no impact of strike in Departmental organization like Railways CPWD and Food & Storage Sector like FCI & CWC. In this regard, as per reports received from the field offices, a detailed report on strike position in the industries under Central Sphere, has been submitted to the Ministry.

- ii) Various Defence Employees Unions proposing to go on strike from 23.01.2019 to 25.01.2019, all Dy. CLCs(C) were advised to intervene and send strike position of their region to this office in case strike takes place. Based on the feedback received from the field offices, the overall strike position in the various unions operating in the Defence Establishment of the Country on 23.01.2019 to 25.01.2019 has been observed as to be 79 % .
- iii) President, Food Corporation of India Mazdoor Sangh proposing to go an indefinite strike on 8.1.2019 to press their demands. Dy. CLC(C) Kanpur intervened in the matter and seized the matter into conciliation and the strike has been averted.
- iv) President, Kakrapar Anumathak Karamchari Sangathan proposing to go on strike on 29.1.2019 to press their charter of demands. RLC(C) Ahmedabad intervened in the matter and the union deferred the proposed strike.

7. Consumer Price Index:

All India Consumer Price Index Number for Industrial Workers (CPI-IW) with base 2001=100 for the month of December, 2018 has increasing by 1 point and pegged at 301 (Three Hundred One). In the corresponding period last year, i.e. during December, 2017, the All India C.P.I-IW stood at 286. The inflation based on CPI-IW stood at 5.24 percent December, 2018 as compared to 4.86 percent for the previous month and 4.00 percent during the corresponding month of the previous year.

8. Training Programmes:

During January, 2019, 626 training programmes were organized by the DTNBWED for the benefit of 21171 workers belonging to Organized, Unorganized and Rural Sectors and 19 training programmes were organised by the DTNBWED for the benefit of 743 workers belonging to MGNREGA programmes.

(2). Important matters held up on account of prolonged inter-ministerial consultations:

Nil.

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

Nil.

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

Nil.

- (5). Status of Public Grievances:

Number of Public Grievances redressed during the month	Number of Public Grievances pending at the end of the month
3767*	1022

* Received during the month and forwarded to concern Division for Redressal.