

Ministry of Labour & Employment

1. Important policy decisions taken and major achievements during the month of July, 2024.

A. Labour Reforms: As a part of the legislative reforms, existing 29 Acts in the central sphere have been subsumed in the four Codes. All Codes have been passed by the Parliament and notified, except date of implementation. The Code on Wages, 2019 was notified in the Gazette of India on 8th August, 2019 and the Industrial Relations Code, 2020, the Code on Social Security, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020 were notified in the Gazette of India on the 29th September, 2020. Status of rules pre-published by the States/ UTs, under four Codes is in **Annexure**.

Broadly, seven States/ UTs, viz, Meghalaya, Nagaland, Tamil Nadu, West Bengal, Lakshadweep, Andaman & Nicobar Islands, and NCT of Delhi have not pre-published draft rules under Labour Codes.

During the month of July, 2024, meetings at the level of Secretary (Labour & Employment) were held on **08.07.2024, 09.07.2024, 10.07.2024, 15.07.2024, 16.07.2024, 18.07.2024, 22.07.2024** and **24.07.2024** to discuss various concerns of Employers' Associations, Trade Unions and Industry Associations on Labour Reforms.

B. Governance Reforms: Shram Suvidha Portal: As on 31.07.2024, **45,18,715** Labour Identification Numbers (LIN) have been cumulatively generated (since October 2014) as opposed to **41,48,009** as on 31.07.2023. This shows a rise of 3,70,706 in LIN generation over the last one year.

C. e-Shram Portal:

- i. As on 31.07.2024, a total of **29.86 crore** unorganised workers have registered on the e-Shram portal and have been assigned Universal Account Numbers (UAN). e-Shram is presently integrated with NCS, Skill India, Digital, PMSYM, MyScheme, etc. and efforts are ongoing for integration across other relevant Ministries.
- ii. The Ministry of Labour & Employment envisages to develop e-Shram portal as **“One-Stop-Solution” for Unorganised Workers** of the country. The Ministry aims to facilitate access of **various social security schemes** being implemented by various Ministries/ Departments for the benefit of the unorganised workers through e-Shram portal for which **inter-ministerial meetings** were held on **10.07.2024** and **31.07.2024**. Integration of few schemes such as Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY), Pradhan Mantri Suraksha Bima Yojana (PMSBY) and Ayushman Bharat - Pradhan Mantri Jan Arogya Yojana (AB-PMJAY) is a priority agenda of the Ministry. Further, other schemes like PM-SVANidhi, MGNREGA, Pradhan

Mantri Awas Yojna – Gramin (PMAY-G) and Ration Card data etc. are also being integrated with e-Shram in a time bound manner.

D. Employees Provident Fund Organization (EPFO):

- i. **Industry Interaction Meet** with Secretary (L&E) at Hyderabad on **05th July, 2024** - The Secretary(L&E) during the Industry Interaction meet organised by CII and EPFO, highlighted
 - ❖ Labour Reforms have **simplified procedures, reduced compliance burdens**, and **decriminalized** certain offences, enhance the **Ease of Doing Business**.
 - ❖ Need for **inclusive growth** by Labour reforms & Social Security Schemes with **equal opportunities for women, youth, and rural workers**.
 - ❖ Developing a **database on NCS Portal** to streamline skill mapping, aiding both employers and job seekers.
 - ❖ A **Task Force is studying AI's** impact on industries to guide future skill management and workforce adaptation.
- ii. **Meeting with Chief Secretary, J&K** on **19th July 2024** at Srinagar. Important Decisions taken during the meeting are as under:-
 - ❖ **Reconciliation** of 509,113 accounts to EPFO
 - ❖ Transfer of **surplus corpus** to EPFO
 - ❖ Transfer of Employees' Deposit Linked Insurance Scheme (EDLI) funds to EPFO
 - ❖ Increase publicity of EPFO benefits and continue outreach programs like Nidhi Aapke Nikat 2.0
- iii. The **provisional payroll data** of EPFO released on 20th July 2024 highlights that EPFO has added **19.50 lakh net** subscribers during the month of May, 2024. The addition during May 2024 is the **highest** since the payroll data was released in April 2018.
- iv. Total **184.57 lakhs claim** (Final PF Settlements, Death Claims, Insurance Claims and Partial withdrawals/advances including LIP) have been settled by EPFO offices from 01.04.2024 to 31.07.2024 disbursing an amount of ₹77,105.07 crores to PF members.
- v. Since 01.04.2024, **Aadhaar seeding** for 45.58 lakh subscribers, taking the coverage to 99.85%; Bank account seeding for 23.4 lakh subscribers, with coverage reaching 77.65%; and mobile number seeding for 37.18 lakh subscribers taking the coverage to 92.21%, has been done.
- vi. Monthly '**Nidhi Aapke Nikat**' programme was conducted on 29.07.2024. Camps were held in 654 districts which was attended by 19,140 participants. A total of 7,603 grievances were received and 6,906 were resolved.

E. Employees State Insurance Corporation (ESIC):

- i. **UAN Seeding of Insured Persons in Panchdeep Application:** **2,03,45,907** UAN seeding of IPs has been completed till July, 2024. The percentage amounts to be **59.32 %** approximately.
- ii. **Extension of ESIC Scheme:** Total no. of fully notified districts have now risen to **571**, out of 674 notified districts in the country.
- iii. **MEDICAL SERVICES:**
 - ❖ During the month of July 2024, total Annual Preventive Health Checkups of **6,164** Insured Persons were conducted in Hospitals while Health check-ups of **5,217** Insured persons were conducted in Industrial Clusters.
 - ❖ **Six missions of Common Support Mission (CSM)** have been completed for the states of WB, Telangana, AP, MP, Punjab & Gujarat in the months of June & July. Missions have submitted their reports which are being followed up for necessary action for improvement in State ESI services.
- iv. **PROPERTY MANAGEMENT DIVISION:** Work started for construction of **30 bedded (upgradable to 100 beds)** at Shahjahanpur, U.P.

F. V. V. Giri National Labour Institute (VVGNI), Noida:

V. V. Giri National Labour Institute had organized **16** training programmes during the month of July, 2024, which were attended by **331** participants.

SI No.	Title of the programmes	Date	No. of Participants
1.	Labour Codes and Rules	July 15-16, 2024	27
2.	Labour Codes and Rules	July 15-16, 2024	19
3.	Future of Work – Ensuring Decent Work and Social Protection	July 22-24, 2024	15
4.	Capacity Building Programme on Labour Codes In India	July 22-26, 2024	14
5.	Behavioural Skills for Developing Effective Leadership	July 22-26, 2024	09
6.	Fundamentals of Labour Codes	July 29-02 August, 2024	39
7.	Managing Livelihood and Social Protection in the light of Climate Change	July 01-05, 2024	24
8.	Facilitating Gender Sensitive Environment: A Behavioural Approach	July 08-12, 2024	24
9.	Leadership Development Programme For Sustainable Development	July 15-19, 2024	33

SI No.	Title of the programmes	Date	No. of Participants
10.	Recent Initiatives towards Codification of Labour Laws in India	July 29-02 August, 2024	33
11.	Training of Trainers Programme for Rural Educators	July 29-02 August, 2024	13
12.	Leadership Development programme for Rural Educators	July 29-02 August, 2024	10
13.	Course on Qualitative Methods in Labour Research	July 01-05, 2024	17
14.	Gender Issues in Labour : A Behavioural Approach for North Eastern States	July 01-05, 2024	27
15.	Labour Codes: Key Features and Perspectives	July 08-12, 2024	13
16.	Sensitization Programme on Prevention and Elimination of Bonded Labour and Child Labour	July 24-26, 2024	14
	Total		331

A Lecture-cum-workshop on ‘**Future of Employment: Challenges and Opportunities**’ was organized on 3rd July, 2024 in which was attended by 25 participants.

G. Dattopant Thengadi National Board for Workers Education and Development (DTNBWED):

DTNBWED, through its 51 regional offices located in different parts of the Country, has conducted the targeted activities, which include modular training programmes for organized workers (60), short term training programmes for Un-Organized workers (222) and Shramik Chaupals for Unorganized Workers (624) in the month of July, 2024.

Name of the Programmes	Number of Programmes	Number of Participants
Organized Sector	60	1257
Unorganized Sector	222	18068
Shramik Chaupal Programme	624	43191
Total	906	62516

H. Labour Bureau:

The inflation rate based on Consumer Price Index Number for Industrial Workers (CPI-IW) base year 2016=100 moderated to 3.67 per cent for the month of June, 2024, as compared to 5.57 per cent during the corresponding month of the previous year.

I. International Meetings:

- i. A delegation led by **Sushri Shobha Karandlaje, Hon'ble Minister of State, Labour & Employment** attended Labour & Employment Ministers (LEM) Meetings of G20 held on 25-26 July, 2024 at Fortaleza, Brazil. Further, Joint Secretary, Ministry of Labour and Employment attended the 5th EWG Meeting held on 24th July, 2024.

Key Highlights:

- HMoS made interventions on key focus areas of the Labour & Employment track, viz. **Just Transition**; the creation of **quality jobs** and the promotion of **decent work** to ensure **social inclusion** and **eliminate poverty and hunger**; **Gender Equality** and the promotion of diversity in the world of work; and the **use of technologies** as a means of improving everyone's quality of life.
- The need for **skilling and reskilling** to ensure just and fair transition to greener alternatives.
- Delegation highlighted generation of **over 80 million employment opportunities** from **2017-18 to 2021-22**. The reduction in the youth unemployment rate from **17.8% in 2017-18 to 10% in 2022-23** was also mentioned.
- India's achievement in **leveraging technology** as a means of improving everyone's quality of life

Outcome:

- **G20 LEMM declaration was adopted** under the Brazilian Presidency

- ii. Meeting held with ILO on **8th July, 2024** regarding issues related to **social security coverage of domestic workers**.

Outcomes:

ILO needs to collaborate with Ministry to:

- suggest **workable framework** on social security for domestic workers and
- **mechanism** to deliver social security schemes.

- iii. Meeting held with **ILO** regarding **Japan funded Global Project on Business value chain**

Outcomes:

- **Workshop on decent work in the business value chain** with States/UTs, key ministries/ departments/ Employers & Sectoral Association
- **Project concept note, key interventions/ activities**, outputs and action plan to be identified in consultation with the stakeholders.

- iv. **First Meeting** of the tripartite **Labour Rights Advisory Board (LRAB)** constituted as per the **Indo Pacific Economic Framework (IPEF) Pillar II Supply Chain Resilience Agreement** was held virtually on **30-July-2024**.

Outcomes:

Ministry proposed the following priority areas:

- a. Develop **incentives and mechanisms** to facilitate more **investment in enterprises** that advance employment having high standards of labour rights.
- b. Technical assistance and capacity building to assist with the promotion of employment having labour rights.
- c. Highlight **best practices** that are improving **conditions for workers**.
- d. **Best practice** guides to help **enterprises** operating in IPEF supply chains.

J. National Career Service (NCS):

i. Key activities/achievements of NCS:

- **815 Job fairs** were organized on the NCS portal during the month of July, 2024.

No. of employers participated	No. of provisionally shortlisted candidates	No. of new employers registered	No. of new jobseekers registered
3029	14223	1,50,348	13,14,609*

* 4,936 are UAN (EPFO & e-Shram) best jobseekers.

- **Job Vacancies:** Around **16,26,638 vacancies** were mobilized on the NCS portal in July 2024.

ii. Skilling/Upskilling Initiatives:

- Under the "TCS iON" Career Skills Program, 345 candidates underwent training, and 70 candidates completed it.
- Under the HireMee Employability Assessment program, 2,438 candidates registered, with 142 candidates completing the program and 378 candidates completing it partially.

K. CLC (C), (IR- Section):

Important issues/Developments for month of July, 2024 pertaining to CLC (C) Organisation as under:

Month	No. of workers benefited	Total Amount by which benefited (in Rs.)
May	4,999	48,93,25,927/-

Details of Strike Averted as under:

S. No.	Regional Heads	Strike details/Management	Union
1.	Bhubaneswar	1. M/s. Inspectorate Griffith India Pvt. Ltd.	Pradip Port Mazdoor Sangh
		2. Kalinga Commercial Corp. Ltd.	Jurudi Anchalika Shramika Surakshya Committee.
		3. Kalinga Commercial Corp. Ltd.	Sukinda Region Chromite Khadan Mazdoor Sangh.

		4. Dhansar Engineering Co Pvt. Ltd.	Sukinda Region Chromite Khadan Mazdoor Sangh.
2.	Chennai	M/s. Airport Authority of India, Madurai (Hunger Strike)	M/s. Indian Airports Kamgar Union.
3.	Cochin	M/s. Bharati Airtel Ltd. against illegal suspension of Shri Soju Chandran and Shri Saranjith T R.	Bharatiya Private Telecom Mazdoor Sangh (BMS).
4.	Mumbai	1. GIC Officers' Association against the management of GIC. 2. Raigad Shramik Sanghtana against the management of Container Corporation of India.	
5.	Raipur		RCMC Union/Shri Ahmed Hussain, General Secretary Hasdeo Area.

2. Important Policy Matter held up on account of prolonged inter-ministerial consultations.

NIL

3. No. of cases of 'sanction for prosecution' pending for more than three 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 ongoing Swachhta Abhiyan (progress under Special Campaign):

During the month of July, 2024 out of total 20414 PG cases, 15963 (78.19%) cases were redressed. As regards case of PG Appeals, out of total 4008 cases, 3694 (92.16%) cases of Public Grievances Appeals have been disposed of.

6. Status of Rationalization of Autonomous Bodies:

NIL

7. Information on specific steps taken for utilization of the Space Technology bases tools and applications in Governance and Development.

NIL

8. Vacancy position of senior level appointments in the Ministry/Department, including Autonomous Bodies/PSUs:

Sr. No.	Name of Organisations	Sanctioned Post	Filled on regular basis	Filled on additional charge basis	Vacant	Remarks
1	MoL&E(MS)	11	11	00	00	-
2	CGIT	22	11	07	04	-
3	EPFO	05	05	00	00	-
4	ESIC	03	02	01	00	-
5	CBWE	01	01	00	00	-
6	VVGNI	01	01	00	00	-
7	DGFASLI	01	00	01	00	-
8	O/o CLC(C)	01	00	01	00	-
	Total	45	31	10	04	-

9. List of cases in which ACC directions have not been complied with:

NIL

10. Details of FDI proposals cleared during the month and status for FDI proposals awaiting approval in the Ministry/Department.

NIL

Annexure

Status of Pre-publication of rules under Labour Codes by State Governments

1. The Code on Wages, 2019

States which have pre-published the draft Rules	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Mizoram, Odisha, Punjab, Rajasthan, Sikkim, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Andaman & Nicobar Islands, Dadra and Nagar Haveli and Daman and Diu, Chandigarh, Jammu & Kashmir, Ladakh, NCT of Delhi and Puducherry (32)
States which have not pre-published the draft Rules	Meghalaya, Nagaland, West Bengal, and Lakshadweep (4)

2. The Industrial Relations Code, 2020

States which have pre-published the draft Rules	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Mizoram, Odisha, Punjab, Rajasthan, Sikkim, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Chandigarh, Dadra and Nagar Haveli and Daman and Diu, Jammu & Kashmir, Ladakh and Puducherry (30)
States which have not pre-published the draft Rules	Meghalaya, Nagaland, West Bengal, Andaman & Nicobar Islands, Lakshadweep and NCT of Delhi (6)

3. The Code on Social Security, 2020

States which have pre-published the draft Rules	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Mizoram, Nagaland, Odisha, Punjab, Rajasthan, Sikkim, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Andaman & Nicobar Islands, Dadra and Nagar Haveli and Daman and Diu, Chandigarh, Jammu & Kashmir, Ladakh and Puducherry (31)
States which have not pre-published the draft Rules	Meghalaya, Tamil Nadu, West Bengal, Lakshadweep and NCT of Delhi (05)

4. The Occupational Safety, Health and Working Conditions Code, 2020

States which have pre-published the draft Rules	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Mizoram, Nagaland Odisha, Punjab, Rajasthan, Sikkim, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Chandigarh, Dadra and Nagar Haveli and Daman and Diu, Jammu & Kashmir, Ladakh and Puducherry (31)
States which have not pre-published the draft Rules	Meghalaya, West Bengal, Andaman & Nicobar Islands, Lakshadweep and NCT of Delhi (05)