

Ministry of Labour & Employment

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

A. Labour Reforms: 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 the Parliament and notified, except date of implementation. The Code on Wages, 2019 was notified on 8th August, 2019 and the Industrial Relations Code, 2020, the Code on Social Security, 2020 and the Occupational Safety, Health & Working Conditions Code, 2020 were notified on 29th September, 2020. Status of rules pre-published by States/ UTs under four Codes is in **Annexure**.

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

B. Governance Reforms: Shram Suvidha Portal: As on **31.03.2024**, 43,80,520 Labour Identification Numbers (LIN) have been cumulatively generated (since October 2014) as opposed to 39,86,331 as on 31st March 2023. This shows a rise of 3,94,189 in LIN generation over the last one year. The increase has been observed on account of greater LIN generation in the sectors of Construction, Professional, scientific and technical activities as well as agriculture, forestry and fishery.

C. EShram Portal: As on 31.3.2024, a total of **29.51 crore** unorganised workers have registered on the eShram portal and have been assigned Universal Account Numbers (UAN). EShram is presently integrated with NCS, Skill India, Digital, PMSYM, MyScheme, etc. and efforts are ongoing for integration across other relevant Ministries.

D. Employees Provident Fund Organization (EPFO):

- (i) The **provisional payroll data** of EPFO released on **24th March 2024** highlights that 16.02 lakh net subscribers have been added during the month of January, 2024, out of which, 8.08 lakh new members have enrolled during January, 2024.
- (ii) Total 444.996 lakh claim (*Final PF Settlements, Death Claims, Insurance Claims and Partial withdrawals/advances including LIP & Covid-19*) have been settled by EPFO offices during FY 2023-24 disbursing an amount of ₹1,82,820.96 crores to PF members.
- (iii) During FY 2023-24, **Aadhaar seeding** for 1.21 crore subscribers, taking the coverage to 99.83%; Bank account seeding for 56.63 lakh subscribers, with coverage reaching 75.45%; and mobile number seeding for 99.5 lakh subscribers taking the coverage to 91.17%, has been done.
- (iv) Monthly '**Nidhi Aapke Nikat**' programme was conducted on 27.03.2024. Camps were held in 656 districts which was attended by 18,909 participants. Total 7,156 grievances were received and 6,401 were resolved.
- (v) The **new office building** of EPFO Regional Office in Gwalior was inaugurated on 05.03.2024 by Hon'ble Labour and Employment Minister Shri. Bhupender Yadav.

E. Employees State Insurance Corporation (ESIC):

- i. **UAN Seeding of Insured Persons:** Out of 3.43 crore accounts of ESIC beneficiaries, 1,94 crore accounts have been assigned UAN till March, 2024, amounting to approximately 56.5% seeding.
- ii. **Recruitment:**
 - Result of 349 candidates who qualified for the post of Assistant Professor for ESIC PGIMSRS & Medical Colleges declared on 10.03.2024
 - Result of 38 candidates who qualified for the post of Specialist Gr. II for Tamilnadu, Telangana, MP and Delhi Region of ESIC hospitals declared on 07.03.2024
 - Results of 12 paramedical posts declared in March, 2024 for ESIC hospitals and dispensaries.

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

- i. VVGNI organized 13 training programmes during the month of March, 2024 on topics like Labour Laws, Social Security, Industrial relations, etc. which were attended by 282 participants including the officers of the Central/State Governments, Public/ Private Sector Undertakings, Representatives of Trade Unions/Associations/ Federations.
- ii. One International training programme under ITEC on 'Enhancing Productivity through Improving Work Culture' was also organized during March 04-22, 2024, attended by 29 foreign participants representing 25 countries viz. Azerbaijan, Bangladesh, Bhutan, Botswana, Ethiopia, Kenya, Kyrgyzstan, Malawi, Malaysia, Mongolia, Namibia, Niger, Nigeria, Oman, Peru, Russia, South Sudan, Sri Lanka, Suriname, Syria, Tajikistan, Tanzania, Uzbekistan, Zambia and Zimbabwe.
- iii. The Institute also organized three Workshops on International Women's Day, Work from Home and Labour reforms, participated by 115 participants. A Sri Lankan delegation of 8 members visited the Institute on Study Tour on Towards a Framework for Strengthening social protection system during March 13-15, 2024.

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 (37), short term training programmes for Un-Organized workers (619) and Shramik Chaupals for Unorganized Workers (618) in the month of March, 2024.

Name of the Programmes	Number of Programmes (approx..)	Number of Partipants (approx..)
Organized, Unorganized & Rural Sector (also conducted "Shramik Chaupal" programme)	1274	100331
Total	1274	100331

H. Atmanirbhar Bharat RozgarYojana (ABRY):

During Covid-19 pandemic, to boost employment generation and to minimize socio-economic impact of pandemic, Ministry of Labour & Employment on 30.12.2020 notified EPFO-linked Aatmanirbhar Bharat Rojgar Yojana (ABRY) scheme. As on 31th March 2024 total benefits of Rs. 10188.50 crore have been given to 60.49 lakhs beneficiaries through 1,52,517 Establishments under ABRY.

I. Meetings:

- (i) An Indian delegation led by Secretary (Labour & Employment) attended the **350th Session of the Governing Body (GB) of International Labour Organisation (ILO)** from 04 to 14 March 2024 at Geneva, Switzerland. Following are **key decisions/outcomes**:
- India has joined ILO's flagship initiative of Global Coalition for Social justice (GCSJ). India highlighted its willingness to collaborate more actively and closely with the Coalition as a member of its Coordination group.
 - In respect of democratization in ILO's governance, India suggested that representation of participating member countries in various organs and committees of ILO should be based on the principle of 'One Country, One Voice and One Vote'. The GB decided to develop alternative options to advance democratization including by enabling voting and other rights to the deputy members of the Governing Body. As a result, the revised distribution of voting rights amongst tripartite constituents of the GB would be: Governments: 56, Employers: 28, Workers: 28.
 - With respect to formulation of definition of living wages, Indian delegation recommended that the definition of living wage must include three equally weighted dimensions of health, education and standard of living as measured in the Multi-dimensional Poverty Index of NITI Aayog.
 - In order to increase representation of Indians in ILO workforce, the Indian delegation suggested to revise the parameters for calculation of the desirable range of ILO workforce from the countries by giving due consideration to population size and labour-force of the countries.
- (ii) Indian delegation led by Secretary (L&E) participated in **2nd G20 Employment Working Group Meeting** under Brazilian Presidency from 27 to 28 March 2024 at Brasilia, Brazil. The overarching theme of the meeting was Gender equity and the promotion of diversity in the world of employment. The Indian delegation intervened in all sessions and presented India's achievements and practices.
- The Indian Delegation also succeeded in organizing a special session on Day 02 for discussing the Terms of Reference of conducting a feasibility study for development of an international reference classification of occupations. In 2023, G20 Labour & Employment Ministers & G20 Leaders made a historic commitment to work towards development of the international classification. This long awaited global project will promote mapping, benchmarking, referencing, mutual recognition, development and sharing of skills. This will boost international mobility – a key element of Viksit Bharat@2047 vision.

J. National Career Service (NCS):

i. Key activities/achievements of NCS:

- **567 Job fairs** were organized on the NCS portal, in which 2,405 employers participated and 9,220 candidates were provisionally selected for jobs during the month. In respect of stakeholder registration, 1,74,579 new employers and 11,75,079 new jobseekers registered on the NCS portal. Around 19,61,209 vacancies were mobilized on the NCS portal from 01st March 2024 to 31st March 2024.

ii. Skilling/Upskilling Initiatives: The upskilling initiatives have been ongoing through the NCS portal. In the month of March 2024,

- Under the "TCS iON" Career Skills Program, 344 candidates underwent training, and 52 candidates completed it.
- Under the HireMee Employability Assessment program, 1601 candidates registered, with 75 candidates completing the assessment and 291 candidates completing it partially.

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

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

Month	No. of workers benefited	Total Amount by which benefited (in Rs.)
March	3275	16,67,44,630/-

Details of Strike Averted as under:

S. No	Regional Heads	Strike details/Management	Union
1.	Chennai	Bharat Heavy Electrical Limited, Ranipet (vs)	a) BAP Employees General Trade Union. b) BAP Employees Union.
		Bharat Petroleum Corporation Ltd, LPG Bottling Plant/Khosan Crisp Alias Makeen Energy Coy and M/s. M Dinakaran (vs)	Tamilnadu Petroleum and Gas Workers Union
2.	Guwahati	02 nos. of strike averted	

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 March, 2024 out of total 18165 PG cases, 14093 (77.58%) cases were redressed. As regards case of PG Appeals, out of total 3175 cases, 2751 (86.64%) 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	10	00	01	-
2	CGIT	22	10	03	09	-
3	EPFO	05	01	01	03	-
4	ESIC	03	02	00	01	-
5	CBWE	01	01	00	00	-
6	VVGNLI	01	01	00	00	-
7	DGFASLI	01	00	01	00	-
8	O/o CLC(C)	01	00	01	00	-
	Total	45	25	10	14	-

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

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, 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 (30)
States which have not pre-published the draft Rules	Meghalaya, Nagaland, Tamil Nadu, West Bengal, Lakshadweep and NCT of Delhi (06)

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, Odisha, Punjab, Rajasthan, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Chandigarh, Dadra and Nagar Haveli and Daman and Diu, Jammu & Kashmir, Ladakh and Puducherry (29)
States which have not pre-published the draft Rules	Meghalaya, Nagaland, Sikkim, West Bengal, Andaman & Nicobar Islands, Lakshadweep and NCT of Delhi (07)