

Ministry of Labour & Employment

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

A. Vision@2047: As a part of SGOS-7, Secretary (Labour & Employment) has been entrusted to lead the sub-theme – “**Labour Reforms Implementation**”. During the month of May, 2024, Secretary (Labour & Employment) chaired two Inter-Ministerial Meetings to prepare the **concept paper** on the above sub-theme. Besides, during the SGOS-7 meeting held on 15.05.2024, a detailed presentation on Labour Code Implementation, Scheme for Gig & Platform Workers and Scheme for Unorganised Workers was made to SGoS-7 by the Ministry.

B. 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 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 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 May, 2024, **meetings** at the level of Secretary (Labour & Employment) were held on 06.05.2024, 09.05.2025, 16.05.2024 and 31.05.2024 to discuss various **concerns of Employers' Associations and other stakeholders on Labour Reforms**.

C. Governance Reforms: Shram Suvidha Portal: As on 31.05.2024, **44,53,387** Labour Identification Numbers (LIN) have been cumulatively generated (since October 2014) as compared to 40,63,480 as on 31.05.2023. This shows a rise of 3,89,907 in LIN generation over the last one year. The increase has been observed on account of greater LIN generation in the sectors of Agriculture, Forestry and Fishing, Construction, Electricity, Gas, Steam and Air Conditioning supply as well as Professional, Scientific and Technical activities.

D. E-Shram Portal:

- As on 31.5.2024, a total of **29.61 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.

- 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 eShram portal. 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.
- To realise the vision of “One-Stop-Solution”, weekly inter-ministerial meetings are chaired by Secretary, (Labour & Employment) with representatives/ senior officers from various Ministries/ Departments. In the month of May, 2024, review meetings were held on 08.05.2024 and 15.05.2024. The review meeting was primarily focused on progress in respect of **data sharing as well as API integration of various schemes’ portals with e-Shram.**

E. Employees Provident Fund Organization (EPFO):

- i. The **provisional payroll data** of EPFO released on 20th May 2024 highlights that EPFO has added 14.41 lakh net subscribers during the month of March, 2024.
- ii. The **Auto Settlement of advances** that had been introduced was **further strengthened** with dropping of two validations. There was an **increase of auto settled illness claims** to 48% in May '24 compared to 32% in April '24. The need for **attaching cheque leaves** along with claims was also dispensed with on 10.05.24 and 13.11 lakh claims (comprising 26.18% of claims) were processed without cheque leaves. The number of **auto transfer of accounts has also increased** to 6 lakh claims (approx.) in May '24 from 02 lakh claims in April '24.
- iii. To contain **claim processing timelines** in high workload offices ‘Multi-Location Claims’ settlement facility, involving regulated distribution of claims to lower workload offices for processing, was started on 08.05.2024. Initially workload of 19 large offices have been taken up under this facility and distribution of claims have been made to 36 low workload offices. This arrangement is being reviewed periodically.
- iv. In order to **reduce delays** in processing death claims, where Aadhaar seeding had not been done earlier (i.e. for members before Aadhaar was made mandatory) instructions were issued for processing such claims where details were available under **UAN**.
- v. Total **90.52 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 31.05.2024, disbursing an amount of ₹37,421.47 crores to PF members.

- vi. Since 01.04.2024, **Aadhaar seeding** for 21.53 lakh subscribers, taking the coverage to 99.84%; Bank account seeding for 12.13 lakh subscribers, with coverage reaching 76.64%; and mobile number seeding for 18.08 lakh subscribers taking the coverage to 91.73%, has been done.
- vii. Monthly '**Nidhi Aapke Nikat**' programme was conducted on 27.05.2024. Camps were held in 664 districts which was attended by 19,193 participants. Total 7,100 grievances were received and 6,519 were resolved. 439 ESIC Officials in 250 districts participated.

F. Employees State Insurance Corporation (ESIC):

- (i) **UAN Seeding of Insured Persons** : Out of 3.43 crore accounts of ESIC beneficiaries, 1.97 crore accounts have been assigned UAN till May, 2024, amounting to approximately 57.65% seeding.

- (ii) **Extension of ESIC Scheme:**
Total no. of fully notified districts have been now risen to 565, out of 668 notified districts in the country

- (iii) **MEDICAL SERVICES:**

During the month of May, 2024 total Annual Preventive Health Check-ups of 14,687 Insured Person were conducted in Hospitals, while Health Check-ups of 10,099 Insured Persons were conducted in Industrial Clusters.

- (iv) **Review of Recruitment Regulations of ESIC :**

The ESIC has taken a major steps to review its all the Recruitment Regulations (RRs). In this process, a total of 117 Recruitment Regulations, in medical and non-medical segments are to be reviewed and finalized. Reviews of these 117 RRs are at different stages, where the RRs for the 5 posts of Medical Specialist cadre in ESIC was approved in the month of May, 2024.

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

- i. V.V.Giri National Labour Institute had organized **07** training programmes and **02** Workshops during the month of May, 2024 including 01 Labour Administration programme; and 06 Capacity Building programmes. These training programmes were attended by 181 participants.

- ii. Workshop on '**Training & Capacity Building - Vision@2047**' was conducted on 16th May, 2024 and attended by **70** officials. Secretary (Labour & Employment) chaired the workshop to develop roadmap to implement labour reforms.

H. 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 (43) and short term training programmes for Un-Organized workers (22) in the month of May, 2024.

Name of the Programmes	Number of Programmes	Number of Participants
Organized Sector	43	937
Unorganized Sector	22	1010
Total	65	1947

I. Labour Bureau:

Secretary (Labour & Employment) visited Labour Bureau, Chandigarh on 13th May, 2024 and undertook **detailed review** of activities of Labor Bureau. Based on discussions, Secretary, (Labour & employment) instructed Labour Bureau to develop concept papers on emerging areas such as **web-scraping** to gather information on prices of commodities, employment survey to be made **technology-intensive**, **perception survey** on future of work, preliminary work on **Labour market Information System**, capacity **building calendar**.

J. International Meetings:

i. A tripartite meeting on **112th session of the International Labour Conference (ILC)** of International Labour Organization (ILO) was held on 24.5.2024 in New Delhi under the chairpersonship of Secretary (Labour & Employment) in hybrid mode. The meeting was attended by the representatives of the Workers', Employers' groups, officers from this Ministry and the Director, ILO, Delhi. The agenda items of the 112th session of the ILC of ILO along with ILO reports for the Conference were discussed in the tripartite meeting.

ii. The **4th G20 Employment Working Group Meeting** under the Brazilian Presidency was held in Geneva, Switzerland from 28-31 May, 2024. The Indian delegation was headed by the Joint Secretary, Ministry of Labour and Employment. A presentation was made on the topic of leaving no one behind, social protection including the highlights of Government of India's progressive initiatives and recent exercise in expanding India's Social protection coverage in ILO's **World Social Protection Report 2023-25**. Draft G20 Labour Ministers' Declaration was also discussed during the meeting.

In addition, Special session on G20's commitment on skill gap and international classification of occupation also took place. Delegation highlighted that India is pledging **INR 10 million** (\$ 1,20,000 approx.) out of \$ 8,10,000 for feasibility study and urged other nations as well as ILO and OECD to come forward to contribute. The Indian delegation also supported the new sub-group on labour income share and inequalities.

Outcome of 4th EWG G20 Meeting under Brazilian Presidency: G20 Member States supported Brazilian Presidency to restore the Labour Income Share and Inequalities Sub-group.

K. National Career Service (NCS):

i. Key activities/achievements of NCS :

- **354 Job fairs** were organized on the NCS portal, in which 826 employers participated and 5,332 candidates were provisionally shortlisted for jobs during the month. In respect of stakeholder registration, 1,33,952 new employers and 7,57,215 new jobseekers registered on the NCS portal. Around 15,63,492 vacancies mobilized on the NCS portal from 01st May 2024 to 31st May 2024.

ii. Skilling/Up-skilling Initiatives: The upskilling initiatives have been ongoing through the NCS portal. In the month of May 2024,

- Under the "TCS iON" Career Skills Program, 328 candidates underwent training, and 60 candidates completed it.
- Under the HireMee Employability Assessment program, 2,228 candidates registered, with 127 candidates completing the program and 531 candidates completing it partially.

iii. National Career Service (NCS) 2.0:

- A **RFP was floated** for the upgradation of NCS portal.
- The last date of bid submission was 3rd May, 24 and we received bids from vendors & the bids were opened on the same day, in front of the technical bid opening committee and representatives of bidders.
- A meeting was convened on 14th May 2024, for the presentation of solution by the bidders, to the technical evaluation committee.
- Second meeting was convened on the 29th May, 2024 to address the queries of technical committee.

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

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

Month	No. of workers benefited	Total Amount by which benefited (in Rs.)
May	2,296	9,47,29,205/-

Details of Strike Averted as under:

S.No.	Regional Heads	Strike details/Management	Union
1.	Asansol	One possible strike at Raghunathpur Thermal Power Station (DVC)	
2.	Guwahati	02 Nos. of Strike were 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 May, 2024 out of total 18467 PG cases, 13873 (75.12%) cases were redressed. As regards case of PG Appeals, out of total 3859 cases, 2664 (69.03%) 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	05	06	-
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	08	06	-

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)