

Ministry of Labour & Employment

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

A. Labour Reforms: 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 Codes¹. Status of rules pre-published by the States/ UTs, under four Codes is in **Annexure-1**. To facilitate these States/ UTs in drafting rules under Labour Codes, regional level meetings were held, delineated below, and extensive discussions held. Further, expert resource persons, are engaging with these States/ UTs to handhold them.

To bring harmony across rules of Central and States/ UTs under Labour Codes and evolve consensus, six regional meeting have been held to discuss the gaps/divergences between the Central draft Rules and draft rules pre-published by States/UTs under Labour Codes. Four regional level meetings were held during September 2024, viz on 06.09.2024, 15.09.2024, 20.09.2024 and 30.09.2024 in Chandigarh, Rajkot, Bhubaneswar and Lucknow respectively with the representatives of States/UTs. In the aforesaid meetings States/UTs agreed to rectify the gaps/divergences in their respective draft rules. States/UTs which have not pre-published their rules in respect of one or more Labour Codes, also agreed to frame their respective rules and pre-publish the same for general information. States/ UTs also agreed to consider to modify their rules in case of divergences so as to align them with Central Rules.

Reforms undertaken by States under existing Act were also discussed and showcased during the regional meetings, with objective of cross- learnings.

Further, Secretary (L&E) chaired interaction meeting with industry representatives, CII and employers on 05.09.2024 and 19.09.2024 at Chandigarh and Bhubaneswar respectively in which, inter-alia, the Employment Linked Incentive (ELI) scheme announced in Budget 2024-25 and Labour reforms were discussed, including ESIC & EPFO related reform agenda, with industry & employers, including some Labour Unions.

Besides above interactions, focused stakeholder consultations were held to draw guidelines of ELI Scheme at the level of Union Labour and Employment Minister with employers organisation on 03.09.2024, and at Secretary (L&E) level with employer organisations, inter-Ministerial consultations and Research and Academic Institutions on 13.09.2024, 17.09.2024 and 19.09.2024 respectively. These interactions gave valuable insights to make ELI scheme effective and robust.

¹ 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.

B. Governance Reforms: Shram Suvidha Portal: As on 30.09.2024, 45,68,890 Labour Identification Numbers (LIN) have been cumulatively generated (since October 2014) as opposed to 42,24,036 as on 30.09.2023. This shows a rise of 3,44,854 in LIN generation over the last one year.

C. e-Shram Portal:

- i. On 30.09.2024, e-Shram portal completed a total of 30.16 crore registrations of unorganised workers and were assigned Universal Account Numbers (UAN). e-Shram is presently integrated with NCS, Skill India, Digital, PMSYM, MyScheme, etc. and progress is seen in integration across other relevant Ministries.
- ii. The Ministry of Labour & Employment is developing eShram portal as “OneStop-Solution” with aims to facilitate access of unorganized sector labour to various social security schemes being implemented by various Ministries/ Departments through eShram portal.
- iii. In this regard, an interaction/ meeting under the chairmanship of Hon'ble Minister (Labour& Employment) was held with key stakeholders for extending social protection to Platform Workers and on boarding of Aggregators on eShram. For this purpose, an advisory was issued on 16.09.2024.

D. Employees Provident Fund Organization (EPFO):

- i. The provisional payroll data of EPFO released on 23rd September 2024 highlights that EPFO has added 19.94 lakh net subscribers during the month of July, 2024, marking the highest recorded increase since payroll data tracking began in April 2018. EPFO added 10.52 lakh new members in July 2024, representing a 2.66% increase over June 2024 and a 2.43% rise compared to July 2023.
- ii. Total 284.90 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 30.09.2024 disbursing an amount of ₹1,19,556.44 crores to PF members.
- iii. Since 01.04.2024, Aadhaar seeding for 69.54 lakh subscribers, taking the coverage to 99.24%; Bank account seeding for 35.41 lakh subscribers, with coverage reaching 66.55%; and mobile number seeding for 57.10 lakh subscribers taking the coverage to 85.95%, have been done.
- iv. Monthly 'Nidhi Aapke Nikat' programme was conducted on 27.09.2024. Camps were held in 686 districts which was attended by 22,540 participants. A total of 7,862 grievances were received and 7,084 were resolved.

E. Employees State Insurance Corporation (ESIC):

i. UAN Seeding of Insured Persons in Panchdeep Application:

2,08,70,200 UAN seeding of IPs has been completed till September, 2024. The percentage amounts to be 56% approximately.

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

VV Giri National Labour Institute had organized 16 training programmes and 01 Workshops during the month of September, 2024, which were attended by 404 participants.

S. No	Title of the Programmes/Workshop	Date	No. of Participants
1.	Developing Positive Attitude for Excellence at Work	September 17-20, 2024	07
2.	Enhancing Capacity in Preventing Sexual Harassment at the Workplace	September 30-04 october,2024	05
3.	Pension Schemes for the Organised and Unorganised Sector	September 09-11,2024	27
4.	Capacity Building Programme for Trade Union/Civil Society	September 02-06, 2024	22
5.	Capacity Building Programme for Effective Leadership	02- 06 September, 2024	16
6.	Migration and Development: Issues and Perspectives	September 09-11,2024	18
7.	Quantitative Data Management and Analytical Writing in Labour Research	September 30-04 october,2024	41
8.	Skills for Youth Employability and Entrepreneurship	September 02-06, 2024	27
9.	New Labour Codes: Issues and Perspectives	September 09-13,2024	31
10.	Course on Research Methods in Labour Studies	September 09-13, 2024	21
11.	Orientation Programme on Responsible Business Practices	September, 17-19, 2024	15
12.	Sensitization Programme on Prevention and Elimination of Bonded Labour and Child Labour	September 23-25, 2024	27
13.	Understanding Labour Codes and Rules	September 23-27, 2024	14
14.	Fundamentals of Labour Codes for North Eastern States	September 30-04 october,2024	13
15.	Online Gyan Poshan Panchayats: Awareness Programme on Different Schemes of MoL&E, Gol (MANAGE)	September 10-12,2024	50
16.	Organization Specific Programme on "Orientation on Basic Computer Applications and MS Office Software ETC	September 23-27, 2024	30
17.	Awareness Workshop on Labour Studies	September 24, 2024	40
	Total		404

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 (48), short term training programmes for Un-Organized workers (249) and Shramik Chaupals for Unorganized Workers (688) in the month of September, 2024.

Name of the Programmes	Number of Programmes	Number of Participants
Organized Sector	48	1014
Unorganized Sector	249	19794
Shramik Chaupal Programme	688	40954
Total	985	61762

H. Labour Bureau:

The inflation rate based on Consumer Price Index Number for Industrial Workers (CPI-IW) base year 2016=100 moderated to 2.44 per cent for the month of August, 2024, as compared to 6.91 per cent during the corresponding month of the previous year.

I. International Meetings:

- i. Secretary, Ministry of Labour & Employment, Ms. Sumita Dawra, led the Indian delegation at the BRICS Labour and Employment Ministerial Meeting held under the Russian Presidency on 9-10 Sept, 2024 in the city of Sochi, Russia. The Ministers/ Heads of Delegation of the member countries viz. Brazil, Russia, India, China and South Africa participated in the meeting. Ministers/Heads of Delegation of the new members of BRICS Partnership: Egypt, Ethiopia, Iran, and the United Arab Emirates also attended the meeting.
- ii. Discussions were held on strategies for BRICS plus countries for lifelong professional education, vocational guidance, platform employment, ensuring safe and healthy working environment, and social support. Secretary (L&E) made interventions on all four priority areas and highlighted the progressive steps taken by Government of India.
- iii. One of the significant outcomes of the aforesaid meeting was the adoption of the BRICS Labour & Employment Ministers' Declaration. The Declaration recognized the need for developing: comprehensive strategies for life-long learning, vocational guidance, continuous professional education; modernization of employment services; ensuring safe working conditions; welfare of the platform workers and bolstering robust social support mechanisms.

J. National Career Service (NCS):

i. Key activities/achievements of NCS:

- 913 Job fairs were organized on the NCS portal during the month of September, 2024.

No. of employers participated	No. of provisionally shortlisted candidates	No. of new employers registered	No. of new jobseekers registered
4,709	64,520	1,44,556	15,18,536*

* 5,331 are UAN (EPFO & e-Shram) best job seekers.

- Job Vacancies: Around 1,42,742 vacancies mobilized on the NCS portal from 01st September 2024 to 30th September 2024.

ii. Skilling/Upskilling Initiatives:

- Under the "TCS iON" Career Skills Program, 230 candidates underwent training, and 15 candidates completed it.
- Under the HireMee Employability Assessment program, 2478 candidates registered, with 166 candidates completing the program and 471 candidates completing it partially.

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

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

Month	No. of workers benefited	Total Amount by which benefited (in Rs.)
September	11983	27,63,51,649/-

Details of Strike Averted as under:

S. No.	Regional Heads	Strike details/Management	Union
1.	Chennai	1) BPCL, Tirunelveli & Contractors - proposing to go on strike on 14.09.2024 - Over charter of demands -Strike Averted. 2) HPCL, Tirunelveli & Contractors - proposing to go on strike on 14.09.2024-Over charter of demands -Strike Averted.	1.Tirunelveli District Bharat Hindustan Petroleum Lorry Ottunargal & Udhaviyalargal Nalasangam. 2.Tirunelveli District Bharat Hindustan Petroleum Lorry Ottunargal & Udhaviyalargal Nalasangam.

		3) Chennai Port Authority - proposing strike on or after 03.10.2024 - Over the issue of various demands - Strike Averted.	3.The Transport and Dock Workers Union.
2.	Cochin	M/s. Fertilisers and Chemicals Travancore Ltd and seven trade unions proposing to go on strike from 05.09.2024 over the issue of 6 points of charter of demands. strike averted.	1.Construction & Contract Workers Union(CITU) 2. Udyogamandal Contract Worker's Union(BMS) 3.General Workers Union (AITUC) 4.Udyogamandal Contract Workers Union Congress(INTUC) 5.General Workers Association(UTUC) 6.Eloor Industrial Area Swathanthra Contract Workers Union(STU) 7. Eloor Mekhala Contract Workers Union(INLC).
3.	Dhanbad	Management-Chairman, Jharkhand Rajya Gramin Bank. The unions served a strike notice, proposing to go on strike on 30.9.2024 & 01.10.2024 for fulfilment of certain demands- Strike averted.	Jharkhand Rajya Gramin Bank Karamchari Sangh & Jharkhand Rajya Gramin Bank Employees's Association
4.	Guwahati	1. BCPL Lepetkata, Dibrugarh 2. M/s Bharalua & Security Department, OIL India Ltd. 3.Numaligarh Refinery Contractors, Golaghat 4. BVFCL Namrup 5. ONGC Sivsagar 6. OIL India Ltd. Duliajan 7. Bank of Baroda, Guwahati	1. Contract Workers Union, BCPL 2. Mr. Krishna Borah 3. Numaligarh Refinery Greater Workers Union 4. Contractors Labour Union, Namrup 5. ONGC & RIG Workers Union, Sivsagar 6. OPEAT, Duliajan 7. Bank of Baroda Employees Association.
5.	Hyderabad	--	Food Corporation of India Shramik Union.
6.	Kolkata	1.Paschimbanga Gramin Bank, Kolkata 2.Vodafone Idea Ltd. 3. Vodafone Idea Ltd.	1. Bengal Bank Business correspondents association

		4. SBI General Insurance Company Ltd.,	2. All Bengal Contract Security Workers Union 3. Paschimbanga Contractors Security & Maintenance workers union 4. Paschim banga Contractors security & maintenance workers union
7.	Raipur	1.M/s First Choice Facility contractor of Rajhara captive mines of BSP VS 2	1. CITU union.

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 September, 2024 out of total 21798 PG cases, 16209 (74.36%) cases were redressed. As regards case of PG Appeals, out of total 4238 cases, 3329 (78.55%) 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	15	02	05	-
3	EPFO	05	04	01	00	-
4	ESIC	03	03	00	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	35	05	05	-

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-1

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)
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States which have not pre-published the draft Rules	Meghalaya, Tamil Nadu, West Bengal, Lakshadweep and NCT of Delhi (05)
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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)