

# Year End Review 2024 - Ministry of Labour and Employment

e-Shram Launched as “One Stop Solution” with Access to 12 Welfare Schemes for Unorganized Workers; Registrations on e-Shram Crosses 30 crores

Prime Minister Inaugurates, Lays Foundation Stone and Dedicates 28 Key Projects Worth Rs. 3,921 Crore under Employees' State Insurance Corporation (ESIC)

ESIC Gave In-Principle Approval for Establishment of 10 New ESIC Medical Colleges

NCS Portal Mobilizes 3.89 Crore Vacancies Since Inception; Integrated with 30 States/UTs Employment Portals and Several Private Job Portals

Building and Construction Workers MIS Portal Launched for Centralised Data Management System

EPFO Rolls Out Major Changes to Ease Withdrawal Process, Including CPPS and Increased Limit for Auto Claim Settlements

# 6 Regional Meetings Held with States/UTs to Facilitate Framing Rules within Ambit of Labour Codes

## Ministry Working Towards Framework Development for Social Security Coverage to Gig and Platform workers

## ILO's World Social Protection Report 2024-26 Highlights India's Success in Doubling Social Protection Coverage

## ELI Scheme Announced in Union Budget 2024-25 for Incentivizing Job Creation, Promoting Formalization and Improving Employability

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### e-Shram

- **Registrations on e-shram crossed 30 crores** this year showcasing its **rapid and widespread adoption** among the unorganised workers. This achievement highlights the social impact and the **Government's commitment** to support unorganised workers across the country.
- Ministry of Labour & Employment launched the **eShram as "One-Stop-Solution"** on 21st October 2024 for unorganized labour to have access to various social sector schemes as they register on eShram to access social security schemes and see benefits availed by them so far.
- So far, **twelve (12) Social Security/ Welfare Schemes** have been **integrated/ mapped** with eShram which includes: - One Nation One Ration Card (ONORC), Indira Gandhi National Disability Pension Scheme (IGNDPS), Indira Gandhi National Widow Pension Scheme (IGNWPS), National Family Benefit Scheme (NFBS), Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), Pradhan Mantri Awas Yojana – Gramin (PMAY-G), Pradhan Mantri Street Vendors Atmanirbhar Nidhi (PM-SVANidhi), Pradhan Mantri Suraksha Bima Yojana (PMSBY), Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY), Ayushman Bharat – Pradhan Mantri Jan Arogya Yojana (AB-PMJAY), Pradhan Mantri Awas Yojana – Urban

(PMAY-U) and Pradhan Mantri Matsya Sampada Yojana (PMMSY). This is an ongoing process, where other schemes will also be integrated with eShram in phase wise manner. The platform also enables agencies to use eShram data to verify workers' eligibility, ensure scheme saturation and target potential beneficiaries at State and District levels.

- **Data sharing guidelines to share eShram data with States and UTs** have been formulated and shared. Accordingly, eShram is also facilitating all States/ Union Territories by sharing details of eShram registrants with them to facilitate targeted delivery & saturation of welfare schemes to workers.
- A **Platform Workers module** has been **developed on eShram** to facilitate verification of Platform Workers registered on eShram through aggregators. An advisory was also issued to all the Platform Aggregators encouraging them to register on e-Shram portal and also register the platform workers engaged with them.

### **National Career Service (NCS)**

- NCS has become a '**one stop platform**' for all career related services including jobs from **private and government sectors**, information on online & offline job fairs, skill/training programmes etc.
- From 01st January 2024 to 15th December 2024, **1,89,33,219** vacancies were mobilized on the NCS portal, taking the total vacancies mobilized since inception to 3.89 crores. This year active vacancies count crossed a peak of **20 lakhs on a given day**, with an average of **15 lakhs job opportunities** available on NCS portal at any given time.
- A total of **11,451 overseas vacancies** were posted by MEA Registered Agents on the NCS portal.
- On the NCS portal, **8,263 Job fairs** were organized in which **43,874 employers** participated, and 2,69,616 candidates were provisionally selected for jobs during the year. In respect of stakeholder registrations, **17,23,741 new employers and 1,38,45,887 new job seekers** were registered on the NCS portal.
- The NCS portal has significantly enhanced its integration and collaboration efforts. It is now **integrated with 30 States/UTs** employment portals and several private job portals, enriching its database and broadening access to job opportunities.
- NCS has been **integrated with MyBharat platform** to provide a user friendly experience for youth, institutions, and organizations. Through MyBharat, NCS can create events, and registered volunteers can participate. Model Career Centers (MCCs) are also connected, enabling Young Professionals to engage with volunteers for job fairs and outreach programs.
- The **National Career Service Centres for Differently Abled (NCSCs for DA)** established in different States assisted in the rehabilitation of **15,781 persons**.
- The **National Career Service Centres for SC/ST (NCSCs for SC/ST)** in various States provided career counselling and guidance service/placement service/special coaching/computer training to **2,41,091 candidates**.

### **Directorate General Labour Welfare (DGLW)**

- **Building and Construction Workers MIS Portal** was launched on 21.08.2024 as the centralized data management system for compilation and analysis of the data obtained from BoCW welfare boards of the states.
- The States/UTs have been requested to **share the BOC workers' data with e-shram** and to follow 2- way API integration process. As a step forward, **10 States** namely, Andhra Pradesh, Assam, Bihar, Gujarat, Haryana, Jharkhand, Rajasthan, Tamil Nadu, Uttar Pradesh and Uttarakhand have **completed integration process**.

- The State BoC Welfare Boards have been advised for **coverage of BOC workers under the PMJJBY, PMSBY**. Total **12 States** have reported the signing of MoU with State Health Agency under NHA for extension of Ayushman Bharat- PMJAY.

## Implementation of Labour Codes

- M/o Labour & Employment has been consistently working for **harmonization of Rules** under the four codes, across the States.
- During the year, **6 regional meetings** were **held** between August and October, 2024 to facilitate State/UT Governments for framing the Rules within the ambit of Labour Codes.
- During this period, **Nagaland** pre-published draft Rules under Code on Social Security and the Occupational Safety, Health & Working Conditions Code.
- **Sikkim** pre-published draft Rules under the Occupational Safety, Health & Working Conditions Code.
- **Andaman & Nicobar Islands** pre-published draft Rules under the Industrial Relations Code.
- All 36 States/UTs are expected to complete harmonization and pre-publication of draft rules by 31<sup>st</sup> March 2025.
- Ministry of Labour & Employment has identified four reforms in Labour Laws to be carried out viz. Single Registration, Single Return, Firm-based common license with 5 years validity. Further the Ministry is also moving for change of role of Inspector to Inspector-cum-Facilitator. The above steps would act as a catalyst for EODB by reducing compliance burden.

## International Labour Affairs

- ILO's World Social Protection Report 2024-26 shows that **India has doubled its social protection coverage estimate**. Report highlights that India's Targeted Public Distribution System is one of the **world's largest legally binding social assistance schemes** providing in-kind food security to about 800 million people.
- **India and Germany** concluded a **Joint Declaration of Intent** in the field of Employment and Labour, to enhance bilateral cooperation and exchange in areas of mutual interest between the respective Ministries.
- Under the aegis of G20, India is actively collaborating with the ILO and OECD on **global skills gaps mapping**, including a feasibility study on international reference classification of occupations based on skills and qualifications. The initiative will promote international mobility.
- A **webinar on "Employment Opportunities for Youth in International Organisations"** was organised on 6th December 2024 by Ministry of Labour and Employment in collaboration with the United Nations India, International Labour Organization (ILO) and University Grants Commission. The event attracted more than 1100 students from 42 top institutions across Delhi/NCR, specializing in law, business, management, and related fields.
  - Ministry of Labour & Employment and ESIC in collaboration with International Social Security Association (ISSA) is organizing a technical seminar on **"Formalization and social security coverage for workers in informal sectors: Challenges and innovations"** on 20-21 January, 2025. The seminar would contribute to development of improved strategies and enhanced capabilities in the area of extending social protection to informal workers. More than **40 social security organizations from 32 countries of Asia Pacific Region** would attend the seminar. The event would also witness participation of various multilateral organizations such as **ILO, World Bank, ADB, UN India** etc. and **industry experts** and representatives of **State Governments**.
  - Ministry of Labour & Employment is organizing a **regional event** in the month of February 2025 on **"Responsible business for inclusive and sustainable societies"** under the aegis of Global Coalition for Social Justice. India is a member of the Coordinating Group of the Global Coalition

for Social Justice, which is an ILO-led initiative for forging policy coherence amongst global actors for promotion of social justice

- The Ministry has accelerated efforts to promote skilled mobility to **new destination countries** such as **European Union** and its constituents, in collaboration with Ministry of External Affairs. In this direction, deliberations were held under **joint mechanisms** with European Union, United Kingdom and Italy. These discussions focussed on **streamlining and easing of visa requirements**, procedures and timelines, **sharing of job vacancies through linkage of employment portals**, mutual recognition of qualifications, strengthening of **pre-departure training and orientation, lifelong learning** and skilling, and **gainful return and reintegration**.
- The Ministry represented at key international forums such as **International Labour Organization, BRICS and G20**. Interventions were made on crucial labour and employment issues including democratization of governance of ILO, living wages, renewed social contract, decent work and care economy, future of work and AI, standard setting for gig and platform workers, green transition, skilling and life-long learning.

### **Employees Provident Fund Organisation (EPFO)**

- Central Board of Trustees of EPFO approved proposal for a Centralized Pension Payment System (CPPS) enabling EPS Pensioners to get pension from any bank, any branch, anywhere in India from January 2025. This paradigm shift from the existing pension disbursement system will benefit 77 lakh pensioners. Two pilots of CPPS have been successfully completed.
- CBT approved a significant amendment to paragraph 60(2)(b) of the EPF Scheme, 1952 allowing for interest payment upto the date of settlement as against existing provision of paying interest upto the end of the preceding month.
- CBT recommended **EPFO Amnesty Scheme 2024** which has been designed to encourage employers to voluntarily disclose and rectify past non-compliance or under-compliance without facing penalties or legal repercussions.
- **Criteria for empanelment of banks** for centralized collection of EPF contributions have been **simplified**. It will now include all agency banks listed with RBI. Additionally, CBT approved the empanelment of other Scheduled Commercial Banks that are not RBI Agency Banks but have a minimum of 0.2% of total EPFO collection. This criterion has been **relaxed from the earlier 0.5%**. This initiative will enhance both the Ease of Doing Business and the Ease of Providing Service.
- EPFO enhanced the **limit for Auto claim settlement** of partial withdrawals increased from Rs. 50,000 to Rs. 1,00,000/-. The Facility has been extended for housing, education and marriage in addition to illness. This will directly **help 7.5 crore (approx) EPF members** to avail their funds within the shortest possible duration.
- EPFO **relaxed** mandatory requirement of **uploading of the image of cheque leaf/ attested bank passbook** for certain eligible cases for EPFO claims to ensure faster settlement of claims filed online thus promoting ease of living. This relaxation will also **reduce instances of rejection of claims** due to non-uploading of the image of cheque leaf/ attested bank passbook.
- EPFO has **amended Table B and Table D** under the Family Pension Scheme for making short-term withdrawal benefits possible. The amendment of Table B will **benefit more than 7 lakh EPS members every year** who leave the scheme with less than 6 months of contributory service. The amendment of Table D will ensure **that every completed month of service rendered is taken into account to give proportionate withdrawal benefit to the members**. More than **23 lakh members** every year will benefit from this modification of Table D.
- EPFO **launched Online Module for Surrender of Exemption by establishments** to ensure ease of doing business and reduce the time and effort by providing **facilities such as online submission of application, validation** of applications and transfer of past accumulations of the member. This

will **benefit at least 1 lakh members of 70 establishments** to transfer the accumulations of almost Rs 1000 crores, as and when their surrenders are admitted.

- EPFO released the updated **Manual for Inspector cum Facilitator** describing entire spectrum of duties and responsibilities of an Inspector cum Facilitator. This Manual is intended to enhance and encourage operational as well as adaptive problem solving skills of Inspector cum Facilitator.
- EPFO has instructed its' field offices instructed to process claims **Death Claims without Aadhaar** if details in UAN are accurate.
- **EPFO credited 8.25%** interest for 2023-24 to EPF subscriber accounts. EPFO has a strong track record of distributing higher income to its members over the years with prudence.
- Enhanced **Assurance Benefits through EDLI** extended for all members of EPFO. This will ensure up to Rs 7 lakh of life cover to more than 6 crore EPFO members.
- **EPFO approved ETF Redemption Policy which** mandates a 5-year holding, higher returns than government securities, and reinvestment of 50% redemption in ETF, enhancing EPF Scheme's 'Interest Account.'
- **Employer Compliance:** Circular issued to ensure UAN activation and Aadhaar seeding by 30.11.2024 for new employees to avail ELI benefits.
- A **Social Security Agreement** and Administrative Arrangement was signed in November 2024 **between India and Poland** in Warsaw.
- Under Centralized IT Enabled System (CITES 2.01), EPFO will have an integrated, centralized data-base, bringing efficiency in process. The IT upgradation involving hardware and software upgrade, is targeted to be completed by January 2025.

## **Employees State Insurance Corporation (ESIC)**

- **Hon'ble Prime Minister of India inaugurated, laid the foundation stone, and dedicated 28 key projects worth Rs 3921 crores** under the Employees' State Insurance Corporation (ESIC).
- ESIC gave in-principle approval for the establishment of 10 **New ESIC Medical Colleges** at Andheri (Maharashtra), Basaidarapur (Delhi), Guwahati- Beltola (Assam), Indore (Madhya Pradesh), Jaipur (Rajasthan), Ludhiana (Punjab), Naroda-Bapunagar (Gujarat), Noida & Varanasi (Uttar Pradesh), Ranchi (Jharkhand).
- To augment the service delivery mechanism in North-Eastern states and to fulfill the vision of Act East Policy of the Government, the ESIC **relaxed the existing norms for establishment of dispensaries**, medical infrastructure/Regional/Sub Regional Offices in NE states including Sikkim. Further, **06 Dispensary Cum Branch Offices (DCBOs)** have been sanctioned in North-Eastern states and 06 Camp cum Liaison Offices have also been approved for set-up in North-Eastern states and Sikkim to strengthen the infrastructure for better rendering of ESI social security benefits.
- To provide the access to quality medical care across the country, ESIC is in process of **convergence with Ayushman Bharat- Pradhan Mantri Jan Arogya Yojana (AB-PMJAY)**. This will benefit over 14.43 crore ESI beneficiaries and their families. ESI beneficiaries will be able to avail secondary and tertiary services at over 30,000 AB-PMJAY- empanelled hospitals, with no financial ceilings on treatment costs.
- ESIC bagged 4 **certificates of merit** in different categories at Regional Social Security Forum for Asia and the Pacific (RSSF Asia-Pacific) event of International Social Security Association (ISSA) at Riyadh, Saudi Arabia

## **Gig and Platform Worker**

- The Ministry is working towards **Framework Development for Social Security Coverage to Gig and Platform workers**
- Extensive stakeholder consultations were conducted with aggregators, knowledge partners, platform worker organizations, and State Governments/UTs to ensure a comprehensive

understanding of the Social Security Code, 2020, and to develop collaborative approaches for a social security framework tailored to gig and platform workers.

- A dedicated committee, chaired by the Central Provident Fund Commissioner (CPFC) of the Employees' Provident Fund Organisation (EPFO), has been constituted. This committee comprises representatives from platform aggregators, gig and platform worker associations, knowledge partners, and industry associations. It is tasked with suggesting, among other things, a framework for providing social security and welfare benefits to gig and platform workers.
- A collaborative study is being undertaken with the International Labour Organization (ILO) to comprehensively assess various factors related to platform workers. These include the number of platform workers, prevalent business models, potential schemes, financial implications (such as aggregator turnover and contributions), and a roadmap for implementing a social security scheme for platform workers.

### **Employment Linked Incentive (ELI) Scheme**

- Government announced the **Employment Linked Incentive Scheme**, in the Union Budget 2024-25. It is a major step towards incentivizing job creation, promoting formalization in job market, and improving employability.
- Broadly, the Scheme encompasses the following: **Part A:** Targeting first-time employees in the formal sector registered with EPFO, this Part offers a one-month wage (up to Rs. 15,000) in three instalments. **Part B:** Focusing on job creation in manufacturing, this Part incentivizes both employees and employers for the additional employment of first-time employees by reimbursing their EPFO contributions during the first four years of employment, as per scheme guidelines. Employees with salaries up to Rs. 1 lakh will be eligible. **Part C:** Providing support to employers by reimbursing upto Rs. 3,000 per month for two years towards their EPFO contribution for each additional employee above the threshold, with a salary of up to Rs. 1 lakh per month.
- This along with two more schemes, are a part of the five-package schemes aimed at creating job opportunities, skilling youth, and expanding internship options, with a total outlay of **₹2,00,000 crores, expected to benefit around 4.1 crore young people** over the next five years.
- The ELI scheme is anticipated to have a significant impact across several sectors and address issues of employability, social security coverage and job creation.

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