

No.Z-16012/03/2020-Coord.  
Government of India / Bharat Sarkar  
Ministry of Labour and Employment  
Shram aur Rozgar Mantralaya  
( Coordination Section )  
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Shram Shakti Bhavan, Rafi Marg,  
New Delhi, May, 2020

**OFFICE MEMORANDUM**

**Subject: Forwarding of Monthly Report in respect of Ministry of Labour & Employment for the month of April, 2020.**

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The undersigned is directed to refer to the Cabinet Secretariat's I.D.No.502/1/2/2014-CA.V dated 09.12.2015 on the above subject and to forward herewith the Monthly Report in respect of Ministry of Labour & Employment for the month of April, 2020. The same has been e-mailed at [cabinetsy@nic.in](mailto:cabinetsy@nic.in), [subhag@nic.in](mailto:subhag@nic.in) and [shahr@nic.in](mailto:shahr@nic.in).

This issues with the approval of Additional Secretary (Coordination).

Encl: As above.

*Mahendra K.*  
(Dr. Mahendra Kumar) .  
Director  
(Coordination Section)

The Cabinet Secretariat  
(Under Secretary, Coord.)  
Rashtrapati Bhavan  
New Delhi.

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US (IT), Ministry of L&E, for uploading on the official website.

## Ministry of Labour & Employment

The Monthly Progress Report on important Issues / Developments for the month of April, 2020 is as under: -

1. **Actions/key decisions taken by Ministry of Labour and Employment in response to COVID-19 Pandemic.**

- a) To mitigate the hardships on employees due to the pandemic COVID-19 and its possible fall out, an advisory from Secretary (L&E) to all Chief Secretaries of the States was issued on 20.03.2020, to advise all the employers of public/private Establishment to not terminate their employees, particularly casual or contractual workers from job or reduce their wages. Also, it was advised that if any worker takes leave, he should be deemed to be on duty without any consequential deduction in wages for this period; and if the place of employment is to be made non-operational due to COVID-19, the employees of such unit will be deemed to be on duty. Similar advisories were also issued to Secretary, Department of Public Enterprises, and to all Employers' Associations to advise all Employers registered with them accordingly.
- b) In the wake of outbreak of COVID – 19 and subsequent nationwide lockdown, Office of Chief Labour Commissioner (C) started getting distress calls from employees/ workers including migrant workers across the country in respect of issues like non-payment of wages, termination and also the demands of shelters food ration etc. So all Deputy Chief Labour commissioners (C)/Regional Labour Commissioners (C) were advised vide letter 30<sup>th</sup> March 2020 to address these issues on priority by taking up with all principal employers, contractors and all public/private enterprises in their respective regions. Control rooms have been set up in 20 regions across the country by Chief Labour Commissioner. Control rooms are attending the distress calls/complaints from COVID-19 affected workers including migrant workers. As on 1.5.2020 total 9186 distress calls/complaints were received.
- c) ESIC has extended date for filing of contribution by employers for the months of February and March, 2020 by one month & to April & May, 2020 respectively, Chief Labour Commissioner (C) has extended the last date of filing of Unified Annual Return for the year 2019 to 30<sup>th</sup> April 2020 and Directorate General of Mines Safety (DGMS) has also extended the Return filing dates by one month from the respective due dates.
- d) ESIC Initiatives (Medical Side) to fight Corona Pandemic.
  1. **Quarantine facility (total 1184 Beds)** has been made functional in 04 ESIC Hospitals at Alwar (Rajasthan), Bihta, Patna (Bihar), Gulbarga (Karnataka) and Korba (Chhattisgarh).
  2. A total of 15 ESIC Hospitals with **2006 Isolation Beds** across India have been converted into **Dedicated Covid-19 Hospitals.**

3. Around **1006 Isolation Beds** have been made available in most of the remaining ESIC Hospitals across the country. Further, a total of **555 ICU/HDU Beds with 213 Ventilators** have also been made available in these Hospitals.
4. Covid-19 testing facility has been made available at ESIC Medical Colleges & Hospitals, Faridabad(Haryana) & Sanathnagar, Hyderabad(Telangana).
5. ESIC in collaboration with DRDO has developed India's first ICMR approved Covid 19 sample collection mobile lab named "Mobile BSL-3 VRDL Lab" at ESIC Medical College and Hospital, Sanathnagar, Hyderabad.

## 2. Labour Law Reforms:

- (i) **Legislative Reforms: Labour Codes:** As a part of legislative reforms, codification of existing Central Labour Laws into four Codes in accordance with the recommendations of the 2<sup>nd</sup> National Commission on Labour is in process. Current status is as under:
  - a) **Code on Wages, 2019:** The Code on Wages, 2019 has been passed by both Houses of the Parliament and assented to by the Hon'ble President on 08.08.2019. The draft Code on wages Central Rules, 2019 were placed on the website of the Ministry on 1/11/2019 for public consultation. The final rules are being finalised. The Committee examined the comments/suggestions received from various stakeholders. After taking approval of Hon'ble MOS (IC) [L&E], the draft rules were sent to the legislative department of the Ministry of Law for vetting. Legislative Department has advised to pre-publish the aforementioned draft Rules in the official Gazette for inviting comments of public/stakeholders. The Gazette notification is in the process of being published.
  - b) **Code on Industrial Relations:** The Code on Industrial Relations, 2019 was introduced in the Lok Sabha on 28.11.2019. The Code was referred to Parliamentary Standing Committee on 24.12.2019. The Parliamentary Standing Committee has presented its report to the Speaker on 23.04.2020.
  - c) **Code on Occupational Safety Health & Working Conditions:** The Code on Occupational Safety Health & Working Conditions, 2019 was introduced in the Lok Sabha on 23.07.2019. The Code was referred to the Parliamentary Standing Committee on Labour for examination on 09.10.2019. The Standing committee has presented its report on 11.02.2020. The Cabinet Note for withdrawal of the OSH Code, 2019 and introduction of the OSH code, 2020 has been sent to the Cabinet Secretariat on 13.04.2020.

**d) Code on Social Security:** The Code on Social Security, 2019 was introduced in the Lok Sabha on 11.12.2019. The Code was referred to Parliamentary Standing Committee on 24.12.2019 for examination.

**(ii) Governance Reforms:**

**A. Samadhan Portal :**

An e-dispute portal for filing industrial disputes by workman/employer related to employment has been launched by Secretary (Labour & Employment). At present the portal is being run on pilot basis in 6 states, viz. Delhi, Rajasthan, Chhattisgarh, Karnataka, Orissa and Madhya Pradesh. Till 30.04.2020, total 5146 registrations were done on the Portal in these six States, out of which 4595 have been done by individuals and 551 have been done by Trade Unions. Total 38 online cases were filed through the Samadhan Portal in the month of April, 2020.

**B. Shram Suidha Portal:**

- i. Progress under Shramev Jayate Programme launched by Hon'ble Prime Minister:** Under the Shram Suidha Portal, launched on 16.10.2014, the computerized status of inspections/Establishments as on **01.05.2020** indicates that **28,43,551** Labour Identification Number (LIN) have been generated. Total **5,94,966** inspections have been assigned, out of which inspection report in respect of **5,68,928** cases have been uploaded on the Portal.
- ii. Integration of Unified Shram Suidha Portal with State/UTs:** Integration of States with Shram Suidha Portal is under way. As on date, Haryana, Gujarat, Rajasthan, Uttar Pradesh, Madhya Pradesh, Maharashtra, Punjab, Uttarakhand and Delhi are being integrated with the Portal. Data is being shared and LIN is being allotted to the establishments covered by the State labour enforcement agencies.

**3. Employees Provident Fund Organisation: (EPFO):**

- i)** EPFO has taken various steps in pursuance of the PMGKY to help/assist the low-wage earning and EPF members fight COVID-19 and incentives employers to retain employees and disburse wages during COVID-19 Pandemic.
  - a)** An amount of Rs. 4860 crore was approved under PMGKY package for credit of employee's & employer's share of EPF & EPS contributions (24% of wages) for three months from March to May, 2020 by Government of India. It will benefit 78.37 lakh employees in 3.77 lakh establishments.

- b) Notification was issued for amendment of EPF Scheme, 1952 on 28.03.2020 to provide for advance from EPF account to the extent of 75% of EPF balance or three month wages whichever is less to members to fight COVID-19 as part of PMGKY package.
- c) To incentivize wage payment, the employers who have disbursed the wages to their employees for March, 2020, the due date for filing of Electronic Challan cum Return (ECR) & payment of contribution for wage month March, 2020 has been extended from 15.04.2020 to 15.05.2020.
- ii) **Settlement of claims by EPFO offices-** Since the introduction of provision for special withdrawal from EPF as a part of PMGKY Scheme, EPFO offices across the country have settled 8,44,947 Covid-19 claims till 30.04.2020 disbursing an amount of Rs. 2662.41 crores to claimants. In total, 14,93,993 claims have been settled by EPFO offices till 30.04.2020 disbursing an amount of 5303.92 crores to PF members. Exempted establishments have also risen to the occasion and have settled 96,047 Covid-19 claims disbursing an amount of Rs. 1066.36 crores to their members till 30.04.2020. Further, during the lockdown, special emphasis is being given to UAN-KYC seeding so that more and more employees are able to avail online services offered by EPFO. Despite only one-third of its staff being able to work during the lockdown, EPFO is committed to serve its members and is playing a crucial role in addressing the liquidity issues being faced by its members during the current pandemic.
- iii) **Measures to implement EPF relief package under PMGKY-** As a part of the relief package under PMGKY, Govt. of India has proposed to pay 24% of the monthly wages into EPF accounts subject to certain conditions. Benefits amounting to 562.11 crores have been given under the package till 30.04.2020 covering 35,72,658 employees from 2,14,918 establishments. Detailed guidelines along with FAQs have been issued to implement the aforesaid package with wide publicity thereof through EPFO website, press releases, webinars, SMS to employers, and facebook and twitter handle of EPFO. On the basis of data furnished by establishments in ECRs filed under their EPF code numbers, a provisional list of eligible establishments has been provided to field offices of EPFO for nudging the employers to take timely benefit of these provisions.
- iv) **Extension of due date for payment of contribution for wage month March 2020-** Considering the unprecedented situation created by Covid-19 pandemic and the consequent lockdown, it was decided to allow grace period of 30 days (from 16.04.2020 to 15.05.2020) for filing of ECRs to employers of those establishments which have disbursed wages for March, 2020 to their employees. This will provide much needed succor to employers facing liquidity crisis.

**4. Consumer Price Index:**

All India Consumer Price Index Number for Industrial Workers (CPI-IW) with base 2001=100 for the month of **March**, 2020 decreased by 2 points and stood at 326 (Three hundred twenty six).

**5. Important matters held up on account of prolonged inter-ministerial consultations:**

Nil.

**6. Number of cases of 'sanction for prosecution' pending for more than 3 months:**

Nil.

**7. Particulars of cases in which there has been a departure from the Transaction of Business Rules or established policy of the Government:**

Nil.

**8. Status of Public Grievances:**

Number of Public Grievances redressed during the month	Number of Public Grievances pending at the end of the month
5960	748