

## Ministry of Labour & Employment

The Monthly Progress Report on important Issues / Developments for the month of December, 2018 is as under: -

### 1. Important policy decisions taken and major achievements during the month:

1. **Legislative Reforms : Labour Codes :** As a part of legislative reforms, codification of existing Central Labour Laws into 4 Codes as per the recommendations of the 2<sup>nd</sup> National Commission on Labour is in process. The details are given below briefly:

**The Code on Wages Bill:** The Draft Code on Wages Bill, 2017 was introduced in the Lok Sabha on 10.08.2017 and subsequently referred to the Parliamentary Standing Committee on Labour. The Committee has presented its Report to the Lok Sabha on 18<sup>th</sup> December, 2018. The recommendations of the Committee have been examined in the Ministry and Official Amendment to the Code on Wages Bill, 2017 has been drafted to include the accepted recommendations of the Standing Committee. The draft Note for the Cabinet along with the official amendments to the Code on Wages Bill, 2017 has been sent to Cabinet Secretariat on 24.12.2018 for consideration for introducing it in the Parliament.

**Code on Industrial Relations:** Draft Note for the Cabinet along with the draft Labour Code on Industrial Relations Bill, 2018 was circulated on 08.02.2018 for Inter-Ministerial consultation for seeking views/comments thereon. After examining the comments received from Ministries/Departments, the draft Code on Industrial Relations has been suitably modified. After vetting of the Code by Legislative Department, Ministry of Law & Justice, the draft Cabinet Note alongwith the Code on Industrial Relations Bill, 2018 has been sent to Cabinet Secretariat on 05.11.2018 for consideration for introducing it in the Parliament.

**Code on Social Security & Welfare:** A preliminary draft of the Code on Social Security & Welfare was placed on the website of the Ministry on 16.03.2017, inviting comments of the stakeholders / public. After considering the comments of various stakeholders, a revised draft namely draft Code on Social Security and Welfare, 2018 was uploaded on the website of this Ministry on 01.03.2018 seeking suggestions/comments from stakeholders/public. A Tripartite Consultation Meeting to discuss the Labour Code on Social Security & Welfare Bill, 2018 has been held on 27.11.2018 with Central Trade Union Organizations, the Employer' Associations and the State Governments/UTs under Chairmanship of Hon'ble Minister of State (Independent Charge) for Labour and Employment. The draft Note for the Cabinet along with the Labour Code on Social Security & Welfare Bill, 2018 has also been circulated on 16.11.2018 for Inter-Ministerial consultation. Meeting of the Informal Group of Ministers (GoM) under Chairmanship of Hon'ble Finance Minister to consider the said Bill have been held on 03.12.2018 and 03.01.2019.

**Code on Occupational Safety Health & Working Conditions:** Preliminary draft of the Code on Occupational Safety Health & Working Conditions was prepared and placed on the website of the Ministry on 23.03.2018 for inviting comments/suggestions of the stakeholders including general public. A Tripartite Consultation Meeting was held on 22.11.2018 with Central Trade Union Organizations, the Employer' Associations and the State Governments/UTs under

Chairmanship of Hon'ble Minister of State (Independent Charge), Labour and Employment to discuss the draft Occupational Safety, Health & Working Conditions Bill, 2018. The draft Cabinet Note alongwith the draft Occupational Safety, Health & Working Conditions Bill, 2018 has been circulated for Inter-Ministerial consultation on 16.11.2018. A meeting of the Informal Group of Ministers (GoM) under Chairmanship of Hon'ble Finance Minister to consider the Code has also been held on 29.11.2018. Now, for introducing Code on Occupational Safety Health & Working Conditions, 2018 in Parliament, the Draft Note for the Cabinet along with the Code on Occupational Safety Health & Working Conditions 2018 has been sent to Cabinet Secretariat on 21.12.2018 for consideration.

## **(ii) Governance Reforms : Shram Suvidha Portal**

**Progress under Shramev Jayate Programme launched by Hon'ble Prime Minister:** Under the Shram Suvidha Portal, launched on 16.10.2014, the computerized status of inspections/Establishments as on **02.01.2019** indicates that **2628513** Labour Identification Number (LIN) have been generated. Total **458189** inspections have been assigned, out of which inspection report in respect of **432593 cases** have been uploaded on the Portal.

**Integration of Unified Shram Suvidha Portal with State/UTs:** Under the process of integration of State Governments with the Shram Suvidha Portal, as on date, Haryana, Gujarat, Rajasthan, Uttar Pradesh, Madhya Pradesh, Maharashtra, Punjab, Uttarakhand and Delhi have been integrated with the Portal. Other States, namely Bihar, Chhattisgarh, and Tamil Nadu are in the process of integration.

## **2. Employees Provident Fund Organisation: (EPFO):**

- i) **223<sup>rd</sup> meeting of CBT, EPF:** - The 223<sup>rd</sup> meeting of CBT, EPF was held on 04.12.2018 wherein important decisions on key issues like reconstitution of Executive Committee and other non-statutory Committees, entering into MoU with IBPS for direct recruitment, extension of tenure of current Portfolio Managers of EPFO, relaxation in the period of eligibility service for promotion of EPFO personnel, enhancement of roles and functions of District Offices etc. were taken.
- ii) **Insertion of Paragraph 68HH in the Employees' Provident Funds Scheme, 1952:** - The newly inserted Paragraph 68HH which was notified in the Official Gazette vide M of Labour & Employment Notification No. G.S.R. 1182(E) dated 6<sup>th</sup> December 2018, enables a member who is no longer in employment for a month, to avail up to 75% of the total provident fund standing to his credit. Since the membership would be retained, it would enable a member to avail pensionary benefits at the time of retirement.
- iii) **SMS to pensioners at the time of settlement of their pension claim:** - Instructions were issued to field offices to send an SMS containing details of monthly pension and arrears to pensioners at the time of settlement of their pension claim to make process of claim settlement more subscribers friendly.
- iv) **Progress in PMRPY and PMPRPY Schemes:** - The progress in PMRPY & PMPRPY scheme upto December, 2018 is as under: -

Particulars	PMRPY	PMPRPY
Total number of beneficiaries in the schemes	98,38,346	2,67,263
Total number of beneficiaries seeded with Aadhaar	2. 98,38,346	2,67,263
Total number of establishments benefitted	1,21,350	796
Total payment made under the schemes upto December, 2018 (in Rs.)	32,53,16,91,225	24,02,65,641
Total payment made under the schemes using Aadhaar upto December, 2018 (in Rs.)	32,53,16,91,225	24,02,65,641
Total Excess amount released by EPFO (i.e negative balance as on 14.12.2018. (In Rs.)	8,98,39,20,900	Merged with PMRPY scheme with effect from 01.04.2018

### 3. Employees State Insurance Corporation: (ESIC):

The ESI Scheme has been implemented in Mokokchung district in the State of Nagaland.

### 4. Industrial Relations:

- i) General Secretary, All India Bank Officers' Confederation, had served notice proposing to go on strike on 21.12.2018 to press their demands. Addl. CLC(C) intervened and held joint discussion/conciliation proceedings on 19.12.2018. Association was advised to withdraw strike notice conciliation proceeding commenced but Association went on strike on 21.12.2018 and approximately 77% absenteeism was reported throughout the country.
- ii) Convener, United Forum of Bank Unions, had served notice proposing to go on strike to press for their demands. Addl. CLC(C) intervened and a joint discussion/conciliation proceeding was convened at CLC(C), Head Quarter on 20.12.2018 and the Unions were requested to consider to defer their proposed strike on 26.12.2018 but the union decided to proceed on strike on 26.12.2018 and approximately 91% absenteeism was reported throughout the country.
- iii) General Secretary, Coal Mines Engineering Workers Association proposed to go on an indefinite hunger strike on 18.12.2018 to press their demands. The Dy. CLC(C), Dhanbad has informed that the matter was discussed between the parties and on the assurance of the management; the union has withdrawn the proposed indefinite hunger strike.
- iv) Secretary General, Cochin Port Employees' Organization, proposed to go on strike on 05.11.2018 to press their demands. The RLC(C) Cochin intervened in the matter and seized the matter into conciliation and the strike has been averted.

- v) Secretary General, Federation of All India CWC Employees' Unions, New Delhi proposed to go on strike on 21.12.2018 to press their demands. The Dy. CLC(C) New Delhi intervened in the matter and the union deferred the proposed strike.

#### 5. Consumer Price Index:

All India Consumer Price Index Number for Industrial Workers (CPI-IW) with base 2001=100 for the month of November, 2018 has increasing by 1 point and pegged at 302 (Three Hundred Two). In the corresponding period last year, i.e. during November, 2017, the All India C.P.I-IW stood at 288. The inflation based on CPI-IW remained stationery at 4.86 percent November, 2018 as compared to 5.23 percent for the previous month and 3.97 percent during the corresponding month of the previous year.

#### 6. Training Programmes:

During December, 2018, 812 training programmes were organized by the DTNBWED for the benefit of 29241 workers belonging to Organized, Unorganized and Rural Sectors and 49 training programmes were organised by the DTNBWED for the benefit of 1859 workers belonging to MGNREGA programmes.

VV Giri National Institute organized 16 training programmes during the month of December, 2018 including 02 Industrial Relation programmes, 05 Capacity Building programmes, 01 Research Methods programme, 01 in-house training programme for RBI officials and 01 International programmes. These programmes were attended by 439 participants, out of which SC and ST were 86 and 58 respectively.

One International training programme on 'Gender Issues in the World of Work' under the Indian Technical Economy Cooperation and Special Commonwealth African Assistance Programmes (ITEC/SCAAP) of the Ministry of External Affairs, Government of India. This 3 weeks training programmes was held from December 03-21, 2018 and was attended by 32 foreign participants representing 21 countries viz Botswana, Burundi, Cambodia, Cote D'ivoire, Ethiopia, Ghana, Indonesia, Kenya, Kyrgyzstan, Liberia, Mauritius, Niger, South Sudan, Sri Lanka, Syria, Tajikistan, Trinidad & Tobago, Uganda, Uzbekistan, Vietnam and Zimbabwe.

- (2). Important matters held up on account of prolonged inter-ministerial consultations:

Nil.

- (3). Number of cases of 'sanction for prosecution' pending for more than 3 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 Public Grievances:

Number of Public Grievances redressed during the month	Number of Public Grievances pending at the end of the month
2565*	1144

\* Received during the month and forwarded to concern Division for Redressal.