

Ministry of Labour & Employment

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

A. Labour Reforms: As a part of legislative reforms, the 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 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.

B. Governance Reforms: Shram Suvidha Portal: As on **30.04.2024**, 44,32,005 Labour Identification Numbers (LIN) have been cumulatively generated (since October 2014) as opposed to 40,36,032 as on 30.04.2023. This shows a rise of 3,95,973 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.

C. EShram Portal: As on 30.4.2024, a total of **29.56 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.

D. Employees Provident Fund Organization (EPFO):

- (i) EPFO has increased the existing eligibility limit of **auto claim settlements** for illness from Rs. 50,000/- to Rs.1,00,000/- and the same has been also deployed in the application software on 10.04.2024. Further, EPFO also automated claims for education, marriage & housing on 30.04.2024.
- (ii) The **provisional payroll data** of EPFO released on **20th April 2024** highlights that EPFO has added 15.48 lakh net subscribers during the month of February, 2024, out of which around 7.78 lakh new members have enrolled during February, 2024.
- (iii) Total **41.23 lakhs claim** (*Final PF Settlements, Death Claims, Insurance Claims and Partial withdrawals/advances including LIP & Covid-19*) have been settled by EPFO offices from 01.04.2024 to 30.04.2024 disbursing an amount of ₹16.960.60 crores to PF members.
- (iv) Since 01.04.2024, **Aadhaar seeding** for 9.44 lakh subscribers, taking the coverage to 99.84%; Bank account seeding for 5.53 lakh subscribers, with

coverage reaching 76.05%; and mobile number seeding for 8.34 lakh subscribers taking the coverage to 91.46%, has been done.

- (v) Monthly '**Nidhi AapkeNikat**' programme was conducted on 29.04.2024. Camps were held in 652 districts which was attended by 19,300 participants. Total 7,129 grievances were received and 6,480 were resolved.

E. Employees State Insurance Corporation (ESIC):

- i. **UAN Seeding of Insured Persons:** Out of 3.43 crore accounts of ESIC beneficiaries, 1.95 crore accounts have been assigned UAN till April, 2024, amounting to approximately 56.85% 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 April, 2024 total Annual Preventive Health Check-ups of 8877 Insured Persons were conducted in Hospitals while Health check-ups of 8477 Insured Persons were conducted in Industrial Cluster.
 - Advisory has been issued to all ESIC Hospitals and Dispensaries on Heat wave season-2024.

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

- i. V. V. Giri National Labour Institute had organized **07** training programmes and **01** Study Visit during the month of April, 2024 including 02 Industrial Relations programmes; 04 Capacity Building Programmes; and 01 Programme for North Eastern States. These training programmes were attended by **112** participants.

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 (37) and short term training programmes for Un-Organized workers (38) in the month of April, 2024.

Name of the Programmes	Number of Programmes (approx..)	Number of Participants (approx..)
Organized & Unorganized Sector	75	1937

H. Meetings:

- (i) **BRICS 1st Employment Working Group virtual Meeting** under Russian Federation was attended by a delegation led by Joint Secretary, Ministry of Labour and Employment on 10-11 April 2024. Following **key decisions/outcomes** emerged from 1st BRICS EWG meeting 2024:

- Creation of common digital platforms for training/retraining for citizens of the BRICS member countries
- Creation of a common mechanism for forecasting the BRICS labour market.
- Establishment of the BRICS OSH Network.
- Exchange of experience in the field of application of preventive approaches to reducing the level of occupational diseases
- Sharing of coordinated approaches towards optimization and improvement of the work of inspectors

(ii) **3rd Joint Working Group (JWG) meeting** under the aegis of India -UK Migration and Mobility Partnership Agreement (MMPA) held during 24-25 April, 2024 at London, United Kingdom (UK). The Indian delegation comprised of officers from MEA, MSDE, MHA, MoEd and MoLE. Following points were highlighted during the JWG meeting, so as to promote safe and regular migration of workers and skilled professionals between India and UK:

- Need to promote cross border job matching and narrowing of skill gaps,
- Posting of the jobs available in UK under 'international vacancies' on National Career Service (NCS) portal by UK employers through approved channels,
- Possibility of linking of NCS portal with the Government of UK's portal providing labour and employment services,
- Skill gap mapping and mutual recognition of skills (apart from academic qualifications) between India and UK,
- Need to support ILO and OECD in conducting the feasibility study for development of international reference classification for occupations,
- Facilitate industry-specific exchange and migration in labor-intensive sectors, such as textiles, as part of the Young Professional scheme under India-UK MMPA,
- Need to sign Social Security Agreement (SSA) between India and UK for the welfare of international migrant workers of the two countries.

(iii) **G20 3rd Employment Working Group virtual Meeting** under Brazilian Presidency was attended by a delegation led by Joint Secretary, Ministry of Labour and Employment on 26.04.2024. The priority areas discussed included the creation of quality jobs and the promotion of decent work as a way to ensure social inclusion and eliminate poverty, and creation of a repository for labor-related social inclusion policies.

The key outcome was the decision of the Brazilian Presidency to resume the subgroup on Labor Income Share and Inequalities.

I. National Career Service (NCS):

i. Key activities/achievements of NCS:

- **216 Job fairs** were organized on the NCS portal, in which 393 employers participated and 1,054 candidates were provisionally selected for jobs during the month. In respect of stakeholder registration, 1,25,490 new employers and 6,71,718 new jobseekers registered on the NCS portal. Around 12,70,948 vacancies mobilized on the NCS portal from 01st April 2024 to 30th April 2024.

ii. **Skilling/Upskilling Initiatives:** The upskilling initiatives have been ongoing through the NCS portal. In the month of April 2024,

- Under the "TCS iON" Career Skills Program, 229 candidates underwent training, and 20 candidates completed it.
- Under the HireMee Employability Assessment program, 1,854 candidates registered, with 113 candidates completing the program and 409 candidates completing it partially.

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

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

Month	No. of workers benefited	Total Amount by which benefited (in Rs.)
April	4577	31,55,08,755/-

Details of Strike Averted as under:

S.No	Regional Heads	Strike details/Management	Union
1.	Chennai	Tamilnadu General Workers Union (vs.).	a) Kamarajar Port Trust
		Tamilnadu General Workers Union (vs)	Hindustan Petroleum Corporation Ltd.
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 April, 2024 out of total 13887 PG cases, 13490 (97.14%) cases were redressed. As regards case of PG Appeals, out of total 3483 cases, 3201 (91.90%) cases of Public Grievances Appeals have been disposed of 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	07	04	-
3	EPFO	05	05	00	00	-
4	ESIC	03	03	00	00	-
5	CBWE	01	01	00	00	-
6	VVGNLI	01	01	00	00	-
7	DGFASLI	01	00	01	00	-
8	O/o CLC(C)	01	00	01	00	-
	Total	45	32	09	04	-

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

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)