

Ministry of Labour & Employment

1. Important policy decisions taken and major achievements during the month of November, 2023.

A. Labour Codes: 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. The latest status of each of the Code is as under:

The Code on Wages, 2019 was notified in Gazette of India 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 in Gazette of India on 29th September, 2020.

The Central Government has pre-published the draft Rules, namely, the Code on Wages (Central) Rules, 2020, the Industrial Relation (Central) Rules, 2020, the Code on Social Security (Central) Rules, 2020 and the Occupational Safety, Health and Working Conditions (Central) Rules, 2020.

(i) Status of Rules by State/UTs under four Labour codes: Following State/UT Governments have pre-published their Rules:-

Name of Code	Name of State/UTs which have pre-published the draft Rules
The Code on Wages, 2019	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)
The Industrial Relations Code, 2020	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)
The Code on Social Security, 2020	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Mizoram, 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 (30)
The Occupational Safety Health and working Conditions Code,	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Mizoram, Odisha, Punjab, Rajasthan, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh,

(ii) **Governance Reforms:** Shram Suvidha Portal: Under the Shram Suvidha Portal, 42,76,143 Labour Identification Number (LIN) have been generated and inspection report in respect of 8,25,426 cases have been uploaded on the portal.

B. eShram Portal: eSHRAM portal has been developed for creating a National Database of Unorganized Workers, which is seeded with Aadhaar to extend the benefits of the social security schemes to them. Any worker, who is working in unorganised sector and aged between 16-59 years, is eligible to register on the eSHRAM portal. It is the first-ever national database of unorganised workers including migrant workers, construction workers, gig and platform workers, etc. As on **31.12.2023**, a total of **29.27 crore** unorganised workers have registered on the portal.

C. Consumer Price Index: All India Consumer Price Index Number for Industrial Workers (CPI-IW) with base year 2016=100 for the month of November, 2023 increased by 0.7 points and stood at 139.1 (One Hundred Thirty-Nine and point One). The inflation based on CPI-IW stood at 4.98 per cent for November, 2023 as compared to 4.45 per cent for the previous month and 5.41 per cent during the corresponding month of the previous year.

D. Employees Provident Fund Organization (EPFO):

a) Good Governance Day, 2023

EPFO has celebrated "Good Governance Day" on December 25 on the occasion of the birth anniversary of former Prime Minister Shri Atal Bihari Vajpayee Ji. The purpose of Good Governance Day is to increase public access to various government programmes and services via good governance. It was established with the slogan "Good Governance through e-Governance".

On the occasion of Good Governance Day, Shri Adil Zainulbhai, Chairman Capacity Building Commission, Government of India delivered keynote address on the topic, 'Good Governance and the Role of Public Servants-Relevance of Capacity Creation'.

b) E-Nominations under Azadi Ka Amrit Mahotsav (AKAM)

As a part of AKAM, EPFO has started a special drive to encourage members to file e-nomination. In the month of December, 2023, 3.38 lakh e-nominations were filed. Total 2.17 crore e-nominations have been filed till 31.12.2023.

c) Settlement of claims by EPFO offices

Total 333.91 lakhs claim (Final PF Settlements, Death Claims, Insurance Claims and Partial withdrawals/advances including LIP & Covid-19) have been settled by EPFO offices from 01.04.2023 to 31.12.2023 disbursing an amount of ₹1,36,777.16 crores to PF members.

d) Progress on EDLI Scheme

The assurance benefit has been raised from earlier ₹6 Lakh to ₹7 Lakh with effect from 28.04.2021. Since 15.02.2020, an amount of ₹6,769.75 Crore has been disbursed to 2,41,447 beneficiaries across 79,322 establishments as assurance benefit till 31.12.2023. Total of 6,121 beneficiaries have been benefited under this scheme in the month of December, 2023.

e) KYC updation of subscribers

Since 01.04.2023, field offices have ensured Aadhaar seeding for 92.09 lakh subscribers, Bank account seeding for 42.20 lakh subscribers and mobile number seeding for 74.71 lakh subscribers till 31.12.2023.

f) EPFO Payroll data

The provisional payroll data of EPFO released on 20th December 2023 highlights that EPFO has added 15.29 lakh net subscribers during the month of October, 2023. Out of the total 15.29 lakh net subscribers added during the month around 7.72 lakh new members have enrolled during October, 2023.

g) Pension disbursement

Under the 'Prayaas' initiative, field offices of EPFO are handing over PPOs to members of EPS 1995 on the day of their superannuation. Field offices of EPFO conducted 7,269 webinars on Prayaas initiative till 31.12.2023 and 543 PPOs were handed over to subscribers under Prayaas initiative in the month of December, 2023.

h) Capacity Building Achievements during November, 2023

- All endeavours to achieve the mission goals of Karmayogi Bharat.
- Continuous efforts were made to get all the officials of EPFO registered on iGOT Karmayogi portal and make use of the platform to improve their knowledge. It is worth mentioned that EPFO is ranked amongst top 10 MDOs in completing number of courses on iGOT and was ranked 09th in the 'Hall Of Fame' of iGOT Karmayogi Newsletter.
- EPFO Officials have cumulatively completed more than One Lakh courses till December 2023 on iGoT platform.

- SSA Probationary Examination was conducted on 10.12.2023 and the result was declared on 23.12.2023.
- Physical Trainings were conducted on “Human Resource Management” from 04th to 08th Dec 2023 and “Good Governance, ISSA Guidelines & Best Practices” from 18th to 22nd Dec 2023, at PDNASS.
- Workshop on Knowledge Sharing in Digital Governance & Management was conducted on 28.12.2023.

i) Nidhi Aapke Nikat Programme

Under the Nidhi Aapke Nikat 2.0, EPFO reaches out to all its stakeholders, thereby increasing accessibility and visibility of the organization in all the districts of the country. As scheduled, monthly ‘Nidhi Aapke Nikat’ programme was conducted on 27.12.2023. Camps were held in 681 districts which was attended by 22,756 participants. Total 9,316 grievances were received and 8362 were resolved.

E. Employees State Insurance Corporation (ESIC):

a) Performance in Key Areas:

• **UAN Seeding of Insured Persons:**

Universal Account Number (UAN) provides portability of benefit and enables introduction of technology. EPFO’s database has already been seeded with UAN. Seeding of ESIC database is now being undertaken first time. 1,85,23,771 accounts have been assigned UAN till December, 2023. Availability of common number between the accounts of ESIC and EPFO will help in comparing beneficiaries between the two organisations.

b) Recruitment:

- Gr. C Paramedical Exam for 1038 vacancies was conducted on 10.12.2023.
- Advanced Increment Test for existing stenographers was conducted on 14.12.2023.
- Interviews have been conducted for the post of Associate Professor (Dental) & Associate Professor (Medical) from 05.12.2023 to 12.12.2023. Result is being prepared.
- Interviews have been completed for Specialist Gr. II for Madhya Pradesh, Telangana, Tamilnadu and Delhi from 13.12.2023 to 27.12.2023.
- Interviews are being conducted for IMO Gr.II from 28.11.2023 to 09.01.2024.

c) Extension of ESIC Scheme:

- Total no. of fully notified districts have now risen to 556 out of the total notified 661 districts in the country.

d) Medical Services:

- (i) During the month of December 2023, total Annual Preventive Health Checkup of 4150 Insured persons was conducted in hospitals and health check-up of 6240 Insured persons was conducted in various Industrial Clusters.
- (ii) ESIC has issued Standard Operating Procedures (SoPs) for Occupational Health and Disease Centre at various ESIC hospitals.
- (iii) ESIC has issued instructions to Dean of ESIC Medical College and Regional Director to carry out public health awareness programme and sensitization of industrial manager about occupational diseases/injuries jointly with DGFASLI.
- (iv) ESI Corporation has issued instructions to conduct 3 days training for NABH/NABL Accreditation of ESIC hospitals. Further to mention that now the training has been arranged for 15th to 17th Jan '24.

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

- During the month of December, 2023, VVGNI organized 07 Offline/Online training programmes and 01 workshop including 01 Industrial Relation Programme; 01 Capacity Building Programme; 02 Thematic Training Programmes; 03 In-House Training Programme; for Officials of Directorate General Of Mines Safety & Employees State Insurance Corporation and Navy. These training programmes were attended by 174 participants.

The Institute organized 01 Thematic Workshop on “How to Prepare Reply of RTI Queries” was organized offline mode on 20th December, 2023 and were attended by 48 Participants.

G. Dattopant Thengadi National Board for Workers Education and Development (DTNBWED):

The Board has conducted the targeted activities (programmes) in the month of December, 2023.

Name of the Programmes	Number of Programmes (approx..)	Number of Participants (approx..)
Organized, Unorganized & Rural Sector (also conducted “Shramik Chaupal” programme)	1327	91962
Total	1327	91962

H. Atmanirbhar Bharat RozgarYojana (ABRY): To boost employment generation and to minimize socio-economic compact of Covid-19 pandemic, Ministry of Labour & Employment on 30.12.2020 notified EPFO-linked Atmanirbhar Bharat Rojgar Yojana (ABRY) scheme. As on 05th December 2023, total benefits of Rs. 10,043.02 Crore have been given to 60.49 lakhs beneficiaries through 1,52,499 Establishments under ABRY.

I. National Career Service (NCS):

a) Key activities/achievements of NCS:

- 833 Job fairs were organized in which a total of 2,938 employers participated and 22,423 candidates were provisionally selected for jobs during the month. In respect of stakeholder registration, 1,36,259 new employers, 8,92,192 new jobseekers were registered on the NCS portal. Around 8,46,908 vacancies mobilized on the NCS portal from 01st December 2023 to 31st December 2023.

(b) Skilling/Upskilling Initiatives:

- A total of 1,631 candidates underwent the training, and 141 courses were completed under “TCS iON” program on NCS Portal.

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

1. Coal and Mines

i) Nalco Thika Shramika Co-ordination Committee

Strike Notice dated 29.11.2023 served by Shri Anil Baral, General Secretary, Nalco Thika Shramika Co-ordination Committee to the management of S&P Complex, Smelter, NALCO, Angul has proposed to go on strike on **20.12.2023** to press their demands.

Dy. CLC(C), Angul intervened and seized the matter under conciliation and the conciliation proceeding was held on 13.12.2023. The strike was deferred.

ii) Gangpur Labour Union

Strike Notice dated 06.12.2023 served by Shri Sandeep Mishra, General Secretary Gangpur Labour Union to the Business Head, M/s Bisra Stone Lime Company Ltd has proposed to go on token strike on **20.12.2023** to press their demands.

The matter seized in conciliation and the date of proceeding conciliation fixed on 15/12/2023 at 11:00 AM at O/o the RLC(C) Rourkela. The strike was deferred.

2. Bank

i) All India Bank Employees' Association

Notice of strike dated 15.11.2023 served by Shri C.H. Venkatachalam, General Secretary, All India Bank Employees' Association to the Chairman, Indian Banks' Association and others proposing to go on all India **Strike on various dates in various banks starting from 4th December, 2023 and two days(19-20, January, 2023) continuous All India strike in all banks.**

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 24.11.2023 due to effective discussion the union has agreed to defer the strike proposed for 4.12.2023.

ii) All Bengal Contract Security Workers Union

Strike Notice dated 23.11.2023 served by Shri Apurba Bandyopadhyay, General Secretary, All Bengal Contract Security Workers Union to the Assistant General Manager (ATM), State Bank of India has proposed to go on strike on **18.12.2023** to press their demands.

ALC(C)-I, Kolkata intervened and seized the matter under conciliation on 14.12.2023 and the next date of conciliation has been fixed on 22.01.2024. As per the advice of conciliation officer the union did not resort to proposed strike on 18.12.202.

iii) Bhartiya Kamgar Sena

Strike notice dated 21.11.2023 served by Shri Santosh Chalke, General Secretary, Bhartiya Kamgar Sena has proposed to go on strike on **06.12.2023** to press their demands.

The Strike has averted.

iv) United Forum of Central Bank Unions

Strike Notice dated 05.12.2023 served by United Forum of Central Bank Unions to the management of Central Bank of India has proposed to go on All India Strike in Central Bank of India on **26.12.2023** to press their demands.

Dy. CLC(C), Mumbai intervened and seized the matter under conciliation on 18.12.2023 and the strike has deferred.

3. POST

All India Postal Employees Union Gramin Dak Sevak

Strike Notice dated 13.12.2023 served by Shri Tapan Bhowmik, General Secretary, All India Postal Employees Union Gramin Dak Sevak to the

Secretary, Department of Posts, Dak Bhawan has proposed to go on Indefinite Strike from **14.12.2023** to press their demands.

Deputy CLC(C) New Delhi had taken the matter under conciliation and has submitted the conciliation report on the matter along with the reply of the Management. In response to the Management it was stated that the said Association/Union is not recognized under EDA Rules, 1995 and the GDS Association cannot be included in any Federation.

4. TELECOM

Central of Indian Trade Unions (CITU)

Strike Notice dated 18.12.2023 served by Shri Subhash Pande, President, Central of Indian Trade Unions (CITU) has proposed to go on Strike on **29.12.2023** regarding various pending issues of telecom workers.

As per the information received from the union the proposed strike was postponed by the telecom workers.

5. Miscellaneous

i) Indian National Trade Union Congress (INTUC)

Strike Notice dated 01.11.2023 served by Shri N.G. Arun, General Secretary, Indian National Trade Union Congress has proposed to go on strike **in all Public Sector/Undertaking/Government & Semi Government organization, all establishments of Government of India as well as Private Sector** to press their demands as per the program mentioned below:

1. Dharna Pradarshan from 25.11.2023 to 5.12.2023.
2. Dharna at Jantar Mantar on 15.12.2023.
3. Token strike on 20.12.2023.

Dy. CLC(C), Kolkata intervened and seized the matter under conciliation on 11.1.2024 and the strike has deferred.

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 December, 2023 out of total 18779 PG cases, 13754 (73.24%) cases were redressed. As regards case of PG Appeals, out of total 3676 cases, 3155 (85.82%) 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	11	08	03	-
3	EPFO	05	03	01	01	-
4	ESIC	03	03	00	00	-
5	CBWE	01	01	00	00	-
6	VVGNI	01	01	00	00	-
7	DGFASLI	01	01	00	00	-
8	O/o CLC(C)	01	00	01	00	-
	Total	45	31	10	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
