

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, 42,60,725 Labour Identification Number (LIN) have been generated and inspection report in respect of 8,20,264 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, 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 **30.11.2023**, a total of **29.20 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 Oct, 2023 increased by 0.9 points and stood at 138.4 (One Hundred Thirty-Eight and point Four). The inflation based on CPI-IW stood at 4.45 per cent for October, 2023 as compared to 4.72 per cent for the previous month and 6.08 per cent during the corresponding month of the previous year.

D. Employees Provident Fund Organization (EPFO):

a) EPFO 71st Foundation Day Program

- Union Minister for Labour & Employment, Environment, Forest & Climate Change, Shri Bhupender Yadav inaugurated the 71st Foundation Day of EPFO held at Bharat Mandapam, New Delhi through virtual mode. Shri Rameshwar Teli, Union Minister of State for Labour & Employment, Petroleum & Natural Gas, Smt. Arti Ahuja, Secretary Labour & Employment and Smt. Neelam Shami Rao, Central P F Commissioner, Dr. Rajendra Kumar, Director General, ESIC were also present.
- On this occasion the Minister of State Shri Rameshwar Teli inaugurated an exhibition named “Amrit Kaal – Behtar Kal”, displaying the 71years of EPFO history, chatbot and revamped MIS 3.0.
- A documentary film on journey of 71 years of the organization titled “Achievements of EPFO” was also played on the occasion highlighting the organization’s achievements over the seven decades.
- A film on Mission Karmayogi@EPFO Training & Capacity Building was played displaying the eventful journey of training of officials of EPFO.

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 November, 2023, 2.88 lakh e-nominations were filed. Total 2.14 crore e-nominations have been filed till 30.11.2023.

c) Settlement of claims by EPFO offices

Total 298.99 lakhs claims (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 30.11.2023 disbursing an amount of ₹1,22,431.47 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 ₹6,593.96 Crore has been disbursed to 2,35,326 beneficiaries across 77,937 establishments as assurance benefit till 30.11.2023. Total of 6,098 beneficiaries have been benefited under this scheme in the month of November, 2023.

e) KYC updation of subscribers

Since 01.04.2023, field offices have ensured Aadhaar seeding for 82.23 lakh subscribers, Bank account seeding for 37.21 lakh subscribers and mobile number seeding for 65.91 lakh subscribers till 30.11.2023.

f) EPFO Payroll data

The provisional payroll data of EPFO released on 20th November 2023 highlights that EPFO has added 17.21 lakh net subscribers during the month of September, 2023. Out of the total 17.21 lakh net subscribers added during the month, around 8.92 lakh new members enrolled during September, 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 7,106 webinars on Prayaas initiative till 30.11.2023 and 490 PPOs were handed over to subscribers under Prayaas initiative in the month of November, 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 has got a mention in the 'Hall of Fame' of iGOT Karmayogi Newsletter.
- EPFO Officials have cumulatively completed more than Eighty thousand courses till November 2023 on iGoT platform.
- Physical Training on "Major Social Protections System & Governance Ethics" was conducted from 20th to 24th November 2023 at PDNASS.

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 28.11.2023. Camps were held in 664 districts which was attended by 19,628 participants. Total 8,010 grievances were received and 6,973 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. 18255089 accounts have been assigned UAN till November, 2023. Availability of common number between the accounts of ESIC and EPFO will help in comparing beneficiaries between the two organisations.

b) Property Management Division

(i) In principle approval given Seventeen (17) dispensaries in Gujarat:

1. Dahej (5Dr.)
2. Jhagadiya (5 Dr.)
3. Panoli (3 Dr.)
4. Jambusar (3 Dr.)
5. Moti Khavdi (5 Dr.)

6. Sikka (3 Dr.)
7. Dared (5 Dr.)
8. Gandhidham (5 Dr.)
9. Mundra (3 Dr.)
10. Shapar, Veraval (3 Dr.)
11. Metoda (3 Dr.)
12. Kuvadva (2 Dr.)
13. Umargam (5 Dr.)
14. Sarigam (5 Dr.)
15. Valsad-Gundlav (5 Dr.)
16. Pardi (5 Dr.)
17. Vadsar (5 Dr.)

c) Recruitment:

- ESIC participated in the 11th Tranche of Rozgar Mela held on 30th November, 2023. ESIC total candidate count for the 11th Tranche of Rozgar Mela was 179 for different posts. 9 Regional Offices of ESIC also participated in the 11th Tranche of Rozgar Mela in 13 Cities where 37 newly appointed candidates for the post of Dy. Director, Upper Division Clerk, Stenographer and Multi-tasking Staff received the Offer/Appointments Letters from Dignitaries/Chief Guests.

d) 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.

e) Medical Services:

- (i) During the month of November 2023, total Annual Preventive Health Checkup of 5345 Insured persons was conducted in hospitals while health check-up of 8105 Insured persons was conducted in various Industrial Clusters.
- (ii) ESI Corporation has issued guideline/instructions for the following:
 - Adoption of ICMR Standard treatment workflow in ESIC Hospitals.
 - Home delivery of drugs and home sample collections to the IPs and beneficiaries as entitled.
 - Integration of National AIDS Control Programme in ESIC Medical Institutions/Hospitals for preventive, diagnostic and treatment services.

- Development of In-house Dialysis Services at ESIC Hospitals and integration with Pradhan Mantri National Dialysis Program (PMNDP).
- Availing of medical services by the IPs and beneficiaries from any ESIC/ESIS dispensary/hospital across India.

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

- During the month of November, 2023, VVGNI organized 10 Offline/Online training programmes including 01 Industrial Relation Programmes; 05 capacity Building Programmes; 01 Child Labour & Bonded Labour Programmes; 01 North-Eastern States Programmes; 02 In-House Training Programme for Deputy Directors of ESIC; and Civilian Personnel for NAVY. These training programmes were attended by 247 participants.

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

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

Name of the Programmes	Number of Programmes (approx..)	Number of Participants (approx..)
Organized, Unorganized & Rural Sector (also conducted "Shramik Chaupal" programme)	1044	75428
Total	1044	75428

H. Atmanirbhar Bharat RozgarYojana (ABRY): To boost employment generation and to minimize socio-economic impact 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 60.48 lakhs beneficiaries through 1,52,499 Establishments under ABRY.

I. Meetings:

- An Indian delegation led by Ms. Arti Ahuja, Secretary, Ministry of Labour & Employment had attended the 349th Session of Governing Body of ILO held from 30th October to 9th November, 2023 at Geneva, Switzerland. Secretary (L&E) had also attended the special session of ILO held on 10-11 November, 2023 at Geneva, Switzerland. G20 Employment Working Group (EWG) Informal Handover meeting was held on 7th Nov, 2023 at ILO, Geneva. Subsequently, a joint letter from India

and Brazil was sent to all G20 members & guest countries and International & Regional Organizations on 8th November, 2023 for following up on the commitments made by the G20 Labour & Employment Ministers in Indore.

- A meeting of Labour & Employment Secretaries of State/UTs was held under the chairpersonship of Secretary (Labour & Employment) on 23-24 November, 2023 at Bharat Mandapam, New Delhi. Labour & Employment Secretaries from 30 States/UTs had attended the said meeting.

J. Handbook on Convergence: Union Minister for Labour & Employment and Environment, Forest & Climate Change, Shri Bhupender Yadav released a Handbook on Convergence of various organizations under Ministry of Labour & Employment on 17.11.2023. The handbook consists of Standard Operating Procedures (SoPs) for achieving convergence at the field level through collaborative efforts amongst verticals for information exchange, grievance redressal of workers and creating awareness regarding availability of various services of the Ministry and its Organizations. A total number of 2013 officers and officials from field offices of Ministry of Labour & Employment participated in the function through webcast.

K. National Career Service (NCS):

a) Key activities/achievements of NCS:

- 650 Job fairs were organized in which a total of 2,609 employers participated and 12,359 candidates were provisionally selected for jobs during the month. In respect of stakeholder registration, 1,11,634 new employers, 5,30,587 new jobseekers were registered on the NCS portal. Amongst these new Job seekers, 6,825 are UAN-based jobseekers. Around 9,53,599 vacancies mobilized on the NCS portal from 01st November 2023 to 30th November 2023.

(b) Skilling/Upskilling Initiatives:

- A total of 5,615 candidates underwent the training, and 339 courses were completed under “TCS iON” program on NCS Portal.

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

- Shri N.G. Arun, General Secretary, Indian National Trade Union Congress has proposed to go on strike on and from 10.11.2023 in all Public Sector/Undertaking to press their demands. The proposed strike on and from 10.11.2023 in all Public Sector / Undertaking had been deferred in view of festive occasions like Deepavali, Bhai dooj, Chhat Puja etc. The rescheduled date of strike has been fixed on 20.12.2023 which is intimated to the concerned ministry for necessary action.

- Notice of Strike served by Tanksal Karmika Saneh/ Calcutta Mint Employee's Union/ Hyderabad Security Printing Press Employees Union/ Tanksal Mazdoor Sabha to the Chairman & Managing Director, Security Printing & Minting Corporation of India Ltd. 16th Floor, Janpath, New Delhi has proposed to go on strike on 01.11.2023 to press their demands. The CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 27.10.2023 and next date of hearing is 8.12.2023 in the O/o CLC(C) due to effective discussion the union has agreed to defer the strike.
- Dr Raghunath Kuchik, General Secretary, Bhartiya Kamgaar Sena to the Chairman & Managing Director, Axis Bank Limited, Mumbai and the Director, M/s Seven-S Banking Management Consultancy Services (P) Ltd has proposed to go on strike on 23.11.2023 to press their demands. As per information received from Dy. CLC(C), Mumbai the said strike has averted.
- Shri Ratnakar Swain, General Secretary, Paradip Port Shramik Karmchari Union has proposed to go on strike in the shape of stoppage of work on and from 22.11.2023 to press their demands. Dy. CLC(C), Bhubaneswar intervened and seized the matter under conciliation and the last conciliation proceeding was held on 20.11.2023. The next date of hearing is scheduled on 6.12.2023 and the strike was 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 November, 2023 out of total 17222 PG cases, 12937 (75.11%) cases were redressed. As regards case of PG Appeals, out of total 3216 cases, 2593 (80.62%) 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
