

International Labour Day

(Ministry of Labour & Employment)

“In this century, the aim of all workers across the world should be to unite the world.”¹

-Prime Minister Narendra Modi

May 1, 2022

International Labour Day, also known as the May Day, is celebrated at the international level to promote and encourage the healthy dialogue among social partners.²

The total number of workers in India across both organized and unorganized sectors, is more than 50 crores. The empowerment of workers is necessary for an empowered, prosperous and Aatmanirbhar India.³

With the motto, **“Mehnat Ko Samman, Adhikar Ek Saman”** the Government is focused on the welfare of workers through evidence-based policymaking.⁴



Narendra Modi ✓
@narendramodi

Today, on Labour Day we salute the determination & hardwork of countless workers who play a big role in India's progress. Shrameva Jayate!

New Labour Code for New India



Earlier in the country, the working class was entangled in web of multiple labour legislations. The Central Government has taken a revolutionary step in the right direction to provide them freedom in true sense. For this, recently the Central Government had taken historical step of codifying 29 laws into **four Codes**, (Wage Code, Social Security Code, Occupational Safety,

¹ <https://pib.gov.in/newsite/PrintRelease.aspx?relid=142608>

² <https://pib.gov.in/PressReleasePage.aspx?PRID=1530547>

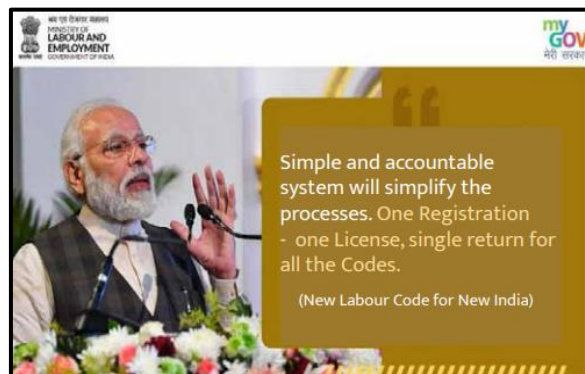
³ https://labour.gov.in/sites/default/files/Labour_Code_Eng.pdf

⁴ <https://pib.gov.in/newsite/PrintRelease.aspx?relid=225305>

Health and Working Conditions Code and Industrial Relations Code) so that workers can get security along with respect, health and other welfare measures with ease.

During 2015 to 2019, the Ministry of Labour & Employment organized nine tripartite discussions in which all the Central Trade Unions, Employers' Associations and representatives of State Governments were invited to give their opinions/suggestions on Labour reforms. All the four Bills were also examined by the Parliamentary Standing Committee which gave its recommendations to the Government. To know more about the New Labour Code for New India, [click here](#).

To read about the Labour Reforms undertaken since 2014, [click here](#).



Source- <https://labour.gov.in/sites/default/files/Labour Code Eng.pdf>

Measures taken by Central Government for workers/labour during COVID-19

The Union Government had taken several initiatives to address the issues of workers/labour in the country, which arose due to the lockdown announced to curb COVID-19.⁵ During this time, many e-governance measures were introduced to simplify the entire EPFO (Employees' Provident Fund Organization) claim process and by the same time [Pradhan Mantri Rojgar Protsahan Yojana](#) (PMRPY) launched with the objective to incentivize employers for creation of new employment opportunities in the country.⁶

- In order to mitigate the financial crisis of construction workers and boost their morale to deal of Covid-19 pandemic, financial assistance of Rs.5,012 crore had been provided to around 1.83 crore Building and Other Construction (BOC) Workers during the Covid-19 Pandemic. In addition, Food relief packages were provided to 30 lakhs BOC workers.⁷
- Railways started Shramik Special Trains to move migrant workers, pilgrims, tourists, students and other persons stranded at different places due to lock down. Indian

⁵ <https://pib.gov.in/PressReleaseIframePage.aspx?PRID=1620453>

⁶ <https://pib.gov.in/PressReleasePage.aspx?PRID=1687113#:~:text=Pension disbursement during COVID-19 pandemic- EPFO ensured that,on first of every month despite ongoing pandemic.>

⁷ <https://pib.gov.in/PressReleasePage.aspx?PRID=1687113#:~:text=Pension disbursement during COVID-19 pandemic- EPFO ensured that,on first of every month despite ongoing pandemic.>

Railways distributes more than 85 lakh free meals and about 1.25 crore free water bottles to nearly 50 lakh migrants traveling in Shramik Special Trains. ⁸

- 20 Control Rooms set up across the country has so far received about 9000 grievances of which 6500 pertain to States/UTs and the same were shared with them from time to time.
- EPFO ensured hassle free service delivery through UMANG during COVID-19 pandemic. For the same, EPFO had brought the facility of View Pensioner Passbook as well as updation of Jeevan Pramaan Patra on UMANG app.⁹ During the period from April to September 2020, a total of 19.20 lakh claims were filed online through UMANG App. This was a whopping 274% increase compared to pre-Covid-19 period from October 2019 to March 2020, where only 5.14 lakhs claims were submitted through the App.¹⁰

Government Initiatives for Labour Welfare ¹¹

Schemes for Unorganized Workers:

Unorganized Workers (UW) are mostly engaged as home based workers, street vendors, mid-day meal workers, head loaders, brick kiln workers, cobblers, rag pickers, domestic workers, washer men, rickshaw pullers, landless labourers, own account workers, agricultural workers, construction workers, beedi workers, handloom workers, leather workers, audio-visual workers or workers in similar other occupations. There are approximately 42 crore such unorganized workers in the country.¹²



⁸ <https://pib.gov.in/PressReleasePage.aspx?PRID=1627493>

⁹ <https://pib.gov.in/PressReleasePage.aspx?PRID=1644807>

¹⁰

<https://pib.gov.in/PressReleasePage.aspx?PRID=1687113#:~:text=Pension%20disbursement%20during%20COVID-19%20pandemic-%20EPFO%20ensured%20that,on%20first%20of%20every%20month%20despite%20ongoing%20pandemic.>

¹¹ <https://eshram.gov.in/employment-schemes>

¹² [doc20223923901.pdf \(pib.gov.in\)](https://pib.gov.in/doc20223923901.pdf)

- [eShram](#)¹³
 - The portal for the registration of Unorganized Workers across the Country was launched on 26 August 2021.
 - This portal helps in building a comprehensive National Database of Unorganized Workers (NDUW) in the country.
 - The portal proves to be a huge boost towards last mile delivery of the welfare schemes for crores of unorganized workers for more than 38 Crore workers. The registration is totally free for the workers.
- [Pradhan Mantri Shram Yogi Maan-dhan \(PM-SYM\)](#)
 - Pradhan Mantri Shram Yogi Maandhan Yojana is a government scheme meant for old age protection and social security of Unorganized workers.¹⁴
 - It is a voluntary and contributory pension scheme under which the beneficiary would receive a minimum assured pension of Rs 3000/- per month after attaining the age of 60 years and if the beneficiary dies, the spouse of the beneficiary shall be entitled to receive 50% of the pension as family pension.¹⁵
- [Social Security Welfare Schemes](#)
 - Few of the Social Security Welfare Schemes for unorganized workers are National Pension Scheme for Traders and The Self-employed Persons (NPS), Pradhan Mantri Jeevan Jyoti Yojana (PMJJBY), Pradhan Mantri Suraksha Bima Yojana (PMSBY), Atal Pension Yojana, and others.
- [Employment Schemes](#)
 - Employment Schemes for the unorganized workers include MGNREGA, Deen Dayal Upadhyay – Gramin Kaushalya Yojana (DDU-GKY), Garib Kalyan Rozgar Yojana, Deen Dayal Upadhyaya Antyodaya Yojana (DAY), PM SVANidhi, Prime Minister Employment Generation Programme (PMEGP) and others.

Schemes for Organized Labour¹⁶

Organized labour is an association of workers united as a single, representative entity to improve the economic status and working conditions of employees through collective bargaining with company management. Organized labour groups are also known as unions.

- [National Career Service Portal](#)
 - Job seekers can avail the benefits of this portal by registering themselves.
 - They can find career centres, find skill providers and career counsellors, get local help, etc. Employers can also use this portal to find skilled candidates.

¹³ [Unorganized Worker | Ministry of Labour & Employment](#)

¹⁴ [Unorganized Worker | Ministry of Labour & Employment](#)

¹⁵ [doc20223923901.pdf \(pib.gov.in\)](#)

¹⁶ [Organized Worker | Ministry of Labour & Employment](#)

- Information about local employment services, career centres, etc. is also available.
- **Universal Account Number (UAN)**
 - This online service is provided by the Employees' Provident Fund Organisation (EPFO).
 - EPFO members can check the status of UAN online. The state and provide EPFO account number can be selected to check the UAN status
- **SAMADHAN portal for Industrial Disputes**
 - Software Application for Monitoring And Disposal, Handling of Apprehended/Existing Industrial Dispute (SAMADHAN) allows online registration with the intent to make justice for workmen simple & quick
- **Aatmanirbhar Bharat Rojgar Yojana (ABRY)**
 - ABRY was announced as a part of Aatmanirbhar Bharat 3.0 package to boost the economy, increase the employment generation in post Covid recovery phase and to incentivize creation of new employment along with social security benefits and restoration of loss of employment during COVID-19 pandemic.
- **Pradhan Mantri Rojgar Protsahan Yojana(PMRPY)**
 - PMRPY Scheme has been designed to incentivise employers for generation of new employment, where Government of India will be paying the full employer's contribution towards EPF & EPS (Employee Pension Scheme) for the new employment.
 - This scheme has a dual benefit- on the one hand, the employer is incentivised for increasing the employment base of workers in the establishment, and on the other hand, a large number of workers will find jobs in such establishments.
 - A direct benefit is that these workers get access to social security benefits of the organized sector.

Further, the Ministry of Labour and Employment has a [List of Enactments for Labour](#).

Recent Development Stories

- **Donate-a-Pension Scheme**
 - To extend the benefits of Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM) pension scheme to the unorganized workers, the Government has taken Donate-a-Pension initiative for unorganized workers in the age group of 18-40 years so as to provide them old age protection through PM-SYM pension scheme. The donor can pay minimum of one year's contribution. The donation amount for a year amounts to minimum Rs 660/- and maximum upto Rs 2400/- depending on the age of the beneficiary.

- As on 31 March, 2022, around 100 people/employers have come forward to donate the premium contribution through Donate-a-Pension module for their staffs to extend them the benefits of PM-SYM pension scheme.¹⁷
- **EPFO adds 14.12 lakh net subscribers¹⁸**
 - The provisional payroll data of EPFO highlighted that EPFO has added 14.12 lakh net subscribers in the month of February, 2022.
 - The month-on-month comparison of payroll data reflects a slight increase of 31,826 net subscriber addition in February, 2022 compared to the previous month of January, 2022.
 - Year-on-year comparison shows an increase of 1,74,314 net additions during February, 2022 as compared to net subscriber addition in corresponding month of 2021.
 - There is consistent increase in the net subscriber addition since October, 2021 showcasing trust in the services rendered by the organisation.
- **E-Shram Registered Unorganised Workers Gets Decent Jobs through NCS¹⁹**
 - In line with the Union Budget speech 2022-23, the linkage between NCS and e-Shram has been completed recently. This linkage has enabled unorganized workers registered on e-Shram to seamlessly register on NCS and look for better job opportunities through NCS. So far, more than 26,000 e-Shram beneficiaries have registered on NCS and have started benefiting from this linkage.
 - As reported by some of the eShram beneficiaries, a woman unorganised worker from Vizianagaram, Andhra Pradesh got a job in a reputed chemical firm as the District Manager through NCS.
 - One other female e-Shram beneficiary from Palakkad, Kerala received a job offer as a Process Executive in a reputed software firm at Ernakulam. e-Shram registrants are getting varied job offers like Quality Control, Accountant, Agriculture officer, etc through NCS.
 - The NCS portal of Ministry of Labour and Employment is having more than 1.5 lakh active vacancies. The portal also offers soft skills and digital skills training module free of cost to its registered jobseekers.
- **Quarterly Employment Survey (QES) Report²⁰**

¹⁷ <https://www.pib.gov.in/PressReleasePage.aspx?PRID=1814555>

¹⁸ <https://www.pib.gov.in/PressReleasePage.aspx?PRID=1818407>

¹⁹ <https://www.pib.gov.in/PressReleasePage.aspx?PRID=1818405>

²⁰ <https://www.pib.gov.in/PressReleasePage.aspx?PRID=1820803>

- The report of Quarterly Employment Survey (QES) released on April 28, 2022 for the period October-December 2021, indicated increasing trend in employment in organized segment employing 10 or more workers, of the selected nine sectors viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants, IT/ BPOs and Financial Services.
- Overall around 23.55% of units provided on-the-job training to their workers.

The Central Government aggressively works to protect and safeguard the interests of workers in general and those who constitute the poor, deprived and disadvantaged sections of the society, in particular, with due regard to creating a healthy work environment for higher production and productivity and to develop and coordinate vocational skill training and employment services. There are 44 labour related statutes enacted by the Central Government dealing with minimum wages, accidental and social security benefits, occupational safety and health, conditions of employment, disciplinary action, formation of trade unions, industrial relations, etc.²¹

References

- <https://pib.gov.in/newsite/PrintRelease.aspx?relid=142608>
- <https://pib.gov.in/PressReleaseIframePage.aspx?PRID=1530547>
- <https://pib.gov.in/PressReleaseIframePage.aspx?PRID=1620453>
- <https://pib.gov.in/PressReleasePage.aspx?PRID=1696812>
- <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1687113>
- <https://pib.gov.in/PressReleaseIframePage.aspx?PRID=1620027>
- <https://pib.gov.in/PressReleasePage.aspx?PRID=1627493>
- <https://pib.gov.in/newsite/PrintRelease.aspx?relid=225305>
- [Pradhan Mantri Jeevan Jyoti Bima Yojana \(PMJJBY\) and Pradhan Mantri Suraksha Bima Yojana \(PMSBY\) \(pib.gov.in\)](#)
- [Atal Pension Yojana \(pib.gov.in\)](#)
- [PMAY-G – From Houses to Homes \(pib.gov.in\)](#)
- <https://pib.gov.in/PressReleaseIframePage.aspx?PRID=1527603>
- <https://www.pmkvyofficial.org/recognition-of-prior-learning>
- [List of Approved RPL Projects Under PMKVY 2016-20 | National Skill Development Corporation \(NSDC\) \(nsdcindia.org\)](#)
- [Aam Aadmi Bima Yojana by Department of Financial Services| National Portal of India](#)
- <https://www.pib.gov.in/PressReleasePage.aspx?PRID=1738169>
- [Social Security Schemes \(pib.gov.in\)](#)

²¹ [About the Ministry | Ministry of Labour & Employment](#)

- <https://pib.gov.in/PressReleaseDetailm.aspx?PRID=1606304>

Important Links

- <https://www.dol.gov/general/laborday/history>
- <https://labour.gov.in/labour-codes>
- <https://eshram.gov.in/>
- <https://labour.gov.in/shram-suvidha-portal>
- <http://labourbureau.gov.in>
- <https://labour.gov.in/sites/default/files/Labour Code Eng.pdf>

AG/HP/RC/AM/SS