

International Labour Day

(Ministry of Labour & Employment)

“The country is celebrating the 'Azadi Ka Amrit Mahotsav'. The country is working on the goal of a developed India. Our youth plays a crucial role in achieving this goal. As the nature of jobs is changing rapidly in the changing times, the government is also constantly creating opportunities for different types of jobs, adapting to the changing scenarios.”

-Prime Minister Narendra Modi

May 1, 2023

International Labour Day, **also known as ‘May Day’**, is celebrated at the international level to promote and encourage healthy dialogue among social partners¹. 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.² With the motto, **“Mehnat Ko Samman, Adhikar Ek Saman”** the Government is focused on the welfare of workers through evidence-based policymaking³.



New Labour Codes for New India

Earlier in the country, the working class was entangled in a web of multiple labour legislations. To rectify this, the Central Government took the revolutionary and historical step of codifying 29 laws into **four Codes**, (Wage Code, Social Security Code, Occupational Safety, 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.

¹ <https://pib.gov.in/PressReleasePage.aspx?PRID=1530547>

² https://labour.gov.in/sites/default/files/Labour_Code_Eng.pdf

³ <https://pib.gov.in/newsite/PrintRelease.aspx?relid=225305>

From 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 four Bills were also examined by the Parliamentary Standing Committee which gave its recommendations to the Government. **To know more about the New Labour Codes for New India, [click here](#).**

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

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-19⁴. During this time, many e-governance measures were introduced to simplify the entire EPFO (Employees' Provident Fund Organization) claim process and at the same time, Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) was leveraged to incentivize employers for the creation of new employment opportunities in the country⁵.

Some of the measures taken by the Central Government are:

- To mitigate the financial crisis of construction workers and boost their morale to deal with the adverse impact of the 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 lakh BOC workers.⁶
- Railways started Shramik Special Trains to move migrant workers, pilgrims, tourists, students and other persons stranded at different places due to the lockdown. Indian Railways distributed more than 85 lakh free meals and about 1.25 crore free water bottles to nearly 50 lakh migrants travelling in Shramik Special Trains⁷.
- EPFO ensured hassle-free service delivery through the UMANG app during the COVID-19 pandemic. For the same, EPFO had brought the facility of View Pensioner Passbook as well as the updation of Jeevan Pramaan Patra on the UMANG app.⁸
- 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 the pre-Covid-19 period from October 2019 to March 2020, where only 5.14 lakhs claims were submitted through the App.⁹

⁴ <https://pib.gov.in/PressReleaseIframePage.aspx?PRID=1620453>

⁵ <https://pib.gov.in/PressReleasePage.aspx?PRID=1687113#:~:text=Pension%20disbursement%20during%20COVID-19%20pandemic>

⁶ <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>

⁷ <https://pib.gov.in/PressReleasePage.aspx?PRID=1627493>

⁸ <https://pib.gov.in/PressReleasePage.aspx?PRID=1644807>

⁹ <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>

Schemes for Unorganized Workers

Unorganized Workers (UW) are mostly engaged as home-based workers, street vendors, midday meal workers, head loaders, brick kiln workers, cobblers, rag pickers, domestic workers, washermen, 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 unorganized workers in the country.¹¹

- **E-Shram Portal¹²**
 - 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.
 - A total of Rs. 704.01 crores were allocated for NDUW for the period FY 2019-20 to FY 2024-25 and funds around Rs. 418 Crores have been utilized as of 24th March 2023. To know about the detail of state-wise registration on the e-Shram portal, [click here](#).
 - As of 13.03.2023, 2.79 crore domestic & household workers have registered on the e-shram portal out of which 2.67 crore are women.¹³
- **Pradhan Mantri Shram Yogi Maandhan Yojana**
 - 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 receives 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](#)

¹⁰ <https://eshram.gov.in/employment-schemes>

¹¹ <https://static.pib.gov.in/WriteReadData/specificdocs/documents/2022/mar/doc20223923901.pdf>

¹² <https://labour.gov.in/unorganized-workers>

¹³ <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1907685>

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

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

[SVANidhi](#), [Prime Minister Employment Generation Programme \(PMEGP\)](#) and others.

Schemes for Organized Labour

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, skill providers and career counsellors, get local help, etc. Employers can also use this portal to find skilled candidates.
 - Information about local employment services, career centres, etc. is also available.
- [Universal Account Number](#)
 - This online service is provided by the Employees' Provident Fund Organisation (EPFO).
 - EPFO members can check the status of Universal Account Number (UAN) online. After selecting a state and providing EPFO account number the UAN status can be checked.
- [Disputes](#)
 - Software Application for Monitoring And Disposal, Handling of Apprehended/Existing Industrial Disputes (SAMADHAN) allows online registration with the intent to make justice for workpersons simple & quick.
- [Atmanirbhar Bharat Rojgar Yojana](#)
 - ABRBY was announced as a part of the Aatmanirbhar Bharat 3.0 package to boost the economy, increase the employment generation in the post-Covid recovery phase and incentivize the creation of new employment along with social security benefits and restoration of loss of employment during COVID-19 pandemic.
- [Pardhan Mantri Rojgar Protsahan Yojana](#)
 - PMRPY Scheme has been designed to incentivise employers for the generation of new employment, where the 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 the Pradhan Mantri Shram Yogi Maan-Dhan (PM-SYM) pension scheme to the unorganized workers, the Government has taken the Donate-a-Pension initiative under which people/employers can donate the premium contribution for their immediate support staff as drivers, helpers etc or eligible unorganized workers in the age group of 18-40 years to provide them old age protection through PM-SYM pension scheme. The donor can pay a minimum of one year's contribution. The donation amount for a year amount to a minimum of Rs 660/- and a maximum of 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 the Donate-a-Pension module for their staff to extend them the benefits of the PM-SYM pension scheme.¹⁶

• EPFO adds 13.96 lakh net subscribers

- According to the Data released by NSO 6.35 crore new subscribers joined the EPF Scheme from September 2017 to February 2023.¹⁷
- 8.02 crore new subscribers joined the ESI Scheme from September 2017 to February 2023. To get more data regarding EPFO and ESI schemes, [click here](#).
- Employees' Provident Fund Organisation (EPFO) added 13.96 lakh net members in the month of February 2023.¹⁸



• E-Shram Registered Unorganised Workers Get Jobs through NCS

- E-Shram portal envisages registration of all unorganised sector workers to create a comprehensive database of unorganised workers.
- As on March 10, 2023, there are more than 28.64 crore workers registered in the portal.¹⁹
- The e-Shram portal is integrated with National Career Service (NCS) Portal. As on March 16, 2023, over 13 Lakhs e-Shram job seekers have registered on the NCS portal.²⁰

¹⁶ <https://www.pib.gov.in/PressReleasePage.aspx?PRID=1814555>

¹⁷ <https://pib.gov.in/PressReleasePage.aspx?PRID=1919530>

¹⁸ <https://pib.gov.in/PressReleasePage.aspx?PRID=1918293#:~:text=The%20provisional%20payroll%20data%20of,EPFO%20for%20the%20first%20time.>

¹⁹ <https://pib.gov.in/PressReleasePage.aspx?PRID=1907684>

²⁰ <https://pib.gov.in/PressReleasePage.aspx?PRID=1907684>

- e- SHRAM portal is also integrated with Pradhan Mantri Shram Yogi Maandhan (PMSYM) Scheme to enable e-SHRAM registrants to easily opt for the PMSYM scheme.²¹
- As on December 31, 2022, an amount of around Rs. 347 crore has been given to Common Service Centre and Rs. 19.07 Crore to States/UTs for registration and IEC activities respectively.²²
- **Employment in Major Industries Increased in the Last 3 Years**²³
 - Periodic Labour Force Survey's (PLFS) data indicates that employment in the major Industries i.e., mining, manufacturing, construction and electricity & water, has increased over the last three years.
 - Further, as per the fourth round of QES (January-March, 2022), the estimated total employment in the nine selected sectors was 3.18 crore, which is 10 lakhs higher than the estimated employment (3.08 crore) from the first round of QES (April-June, 2021).
 - Out of the total employment estimated in the selected nine sectors, the Manufacturing sector accounted for 38.5% and Construction Sector 1.9%.
 - The Production Linked Incentive (PLI) scheme is being implemented by the Government with an outlay of Rs. 1.97 lakh crore, for a period of 5 years starting from 2021-22 which has the potential for creating 60 lakh new jobs.
 - The budget of 2023-24 proposed to increase capital investment outlay steeply for the third year in a row by 33 per cent to Rs. 10 lakh crores, which would be 3.3 per cent of GDP. This substantial increase in recent years is central to the government's efforts to enhance growth potential and job creation.

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 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. To that end, at present, 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.²⁴

²¹ <https://www.pib.gov.in/PressReleasePage.aspx?PRID=1906432>

²² <https://www.pib.gov.in/PressReleasePage.aspx?PRID=1906432>

²³ <https://pib.gov.in/PressReleaselframePage.aspx?PRID=1907686>

²⁴ <https://labour.gov.in/about-ministry>

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