

25

STANDING COMMITTEE ON LABOUR

(2020-21)

(SEVENTEENTH LOK SABHA)

MINISTRY OF LABOUR & EMPLOYMENT

**[IMPACT OF COVID-19 ON RISING UNEMPLOYMENT
AND LOSS OF JOBS/LIVELIHOODS IN ORGANISED
AND UNORGANISED SECTORS]**

TWENTY-FIFTH REPORT



LOK SABHA SECRETARIAT

NEW DELHI

August, 2021/Sravana, 1943 (Saka)

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Presented to Lok Sabha on 03.08.2021

Laid in Rajya Sabha on 03.08.2021



LOK SABHA SECRETARIAT

NEW DELHI

August, 2021/Sravana, 1943 (Saka)

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**COMPOSITION OF THE STANDING COMMITTEE ON LABOUR
(2020-21)**

Shri Bhartruhari Mahtab - Chairperson

MEMBERS

LOK SABHA

2. Shri Subhash Chandra Baheria
3. Shri Pallab Lochan Das
4. Shri Pasunoori Dayakar
5. Shri Feroze Varun Gandhi
6. Shri Satish Kumar Gautam
7. Shri B.N. Bache Gowda
8. Dr. Umesh G. Jadhav
9. Shri Dharmendra Kumar Kashyap
10. Adv. Dean Kuriakose
11. Shri Sanjay Sadashivrao Mandlik
12. Shri Khalilur Rahaman
13. Shri D. Ravikumar
14. Shri Nayab Singh Saini
15. Shri Naba Kumar Sarania
16. Shri Ganesh Singh
17. Shri Bhola Singh
18. Shri K. Subbarayan
19. @ Vacant
20. # Vacant
21. \$ Vacant

RAJYA SABHA

22. Shri Dushyant Gautam
23. Shri Neeraj Dangi
24. Shri Oscar Fernandes
25. Shri Elamaram Kareem
26. ^ Shri Mahesh Jethmalani
27. Dr. Banda Prakash
28. * Shri Naresh Bansal
29. Ms. Dola Sen
30. Shri M. Shanmugam
31. Shri Vivek Thakur

SECRETARIAT

1. Shri T.G. Chandrasekhar - Joint Secretary
2. Shri D.R. Mohanty - Director
3. Shri Sanjay Sethi - Additional Director

@ Vacancy occurred *vice* Shri P.K. Kunhalikutty resigned *w.e.f* 3rd February, 2021.

Shri John Barla ceased to be Member of the Committee *w.e.f* 07.07.2021 *vice* he was appointed as Union Minister.

\$ Dr. Virendra Kumar ceased to be Member of the Committee *w.e.f* 07.07.2021 *vice* he was appointed as Union Minister.

^ Nominated *w.e.f* 11th June, 2021 *vice* Dr. Raghunath Mohapatra expired.

* Nominated *w.e.f* 23rd December, 2020 *vice* Shri Rajaram retired.

INTRODUCTION

I, the Chairperson, Standing Committee on Labour (2020-21) having been authorized by the Committee, present on their behalf this Twenty-Fifth Report on 'Impact of Covid-19 on Rising Unemployment and Loss of Jobs/ Livelihoods in Organised and Unorganised Sectors' relating to the Ministry of Labour & Employment.

2. In the process of examination of the Subject, the Committee obtained written memoranda from 12 Trade Unions and four Industry Associations *viz.* Bharatiya Mazdoor Sangh (BMS), Indian National Trade Union Congress (INTUC), All India Trade Union Congress (AITUC), Hind Mazdoor Sabha (HMS), Centre of Indian Trade Unions (CITU), All India United Trade Union Centre (AIUTUC), Trade Union Coordination Centre (TUCC), Self Employed Women's Association (SEWA), All India Central Council of Trade Union (AICCTU), Labour Progressive Federation (LPF), United Trades Union Congress (UTUC), National Front of Indian Trade Unions (NFITU), Federation of Indian Chambers of Commerce and Industry (FICCI), The Associated Chambers of Commerce and Industry of India (ASSOCHAM), Confederation of Indian Industry (CII) and Chamber of Indian Micro Small & Medium Enterprises (CIMSME) besides taking oral evidence of these Trade Unions and Industry Associations on 7th and 8th July, 2021 respectively.

3. The Committee took oral evidence of the representatives of the Ministry of Labour & Employment on 23rd June, 2021 and 8th July, 2021. The Committee considered and adopted this Report during the sitting held on 2nd August, 2021.

4. The Committee wish to express their thanks to the representatives of the above cited Trade Unions and Industry Associations as well as the Ministry of Labour & Employment for tendering evidence and placing before the Committee all the requisite information sought for in connection with the examination of the subject.

5. For ease of reference and convenience, the Observations/ Recommendations of the Committee have been printed in thick type in the body of the Report.

New Delhi;
2nd August, 2021
11 Sravana, 1943 (Saka)

BHARTRUHARI MAHTAB
CHAIRPERSON
STANDING COMMITTEE ON LABOUR

REPORT
PART-I

INTRODUCTORY

The worldwide spread of the novel Coronavirus disease (Covid-19) has turned out to be the biggest crisis that the mankind has ever faced. The Covid-19 health pandemic has threatened an 'economic bloodbath' where practically all economic activities around the world have been witnessing a closure. In fact, this health catastrophe has turned into a global economic crises putting at risk the health, jobs and livelihood of millions of people around the world. The International Labour Organisation (ILO) in its report 'ILO Monitor 2nd Edition: Covid-19 and the World of Work' describes Covid-19 as 'worst global crises since World War II'. The Head of the International Monetary Fund (IMF), Kristalina Georgieva said the world faced the worst economic crisis since the Great Depression of 1930s. According to the ILO, nearly 25 million jobs could be lost worldwide due to the pandemic, which would mean income losses for workers between US dollar 860 billion and 3.4 trillion.

1.2 Most of the World's poorest and most vulnerable people live and work in the informal economy and more than half the workforce in developing countries is employed in it. The Covid-19 pandemic has devastated the Indian Labour Market, denting the employment scenario and threatening the survival of millions of workers and their families. According to the ILO report more than 40 crore informal workers in India may get pushed into deeper poverty due to the pandemic and sectors such as hospitality and accommodation, retail and wholesale business services, construction and industry have suffered drastic consequences with a decrease in production and loss of hours and employment figures.

1.3 In developing countries like India, large share of the population typically depends upon the informal economy. In other words, the economic growth and development in general and livelihood and wages in particular of the vast majority of workers in India crucially depend on the economic viability of the informal sectors. According to Periodic Labour Force Survey (PLFS), over 90 percent of workers in India are informal workers which in absolute numbers translates into 419 million out of a total of 465 million workers. Out of these 419 million informal workers, 95 percent are engaged in rural areas and 80 percent in urban areas. In magnitude, the informal workers in rural areas (298 million) comprise almost 2.5 times higher than urban areas (121 million). This is primarily because a large number of informal workers are engaged in farm or

agricultural activities (62 percent) as compared to only 8 percent in urban areas. About 93 million informal workers in urban areas are involved primarily in five sectors namely manufacturing, trade, hotel and restaurant; construction; transport; storage and communications; and finance, business and real estate. Out of these total 93 million informal workers in these sectors, 50 percent are self employed, 20 percent are casual workers on daily wages and 30 percent are salaried or contract employees. Thus, the informal workers both in rural and urban areas who have been hit the most due to Covid-19 pandemic comprise the migrants, agriculture workers, casual/contract labours, construction workers, domestic workers, plumbers, painters, carpenters, street vendors, gig/platform workers etc.

1.4 Workers in the organised sector have also borne the brunt of job and livelihood losses due to the Covid-19 pandemic. As per Centre for Monitoring of Indian Economy (CMIE) data, nearly half of formal salaried workers moved into informal employment in 2020. The burden of the income shock was regressive and resulted in a sharp rise in inequality. Due to job losses and wage reductions, during 2020, poverty shot up with the number of individuals who lie below the proposed national minimum wage increasing by 230 million. Both employment and income bounced back after relaxation of the lockdown in June, 2020. But thereafter recovery stagnated. As per CMIE data, in December 2020, nearly 20 percent of workers who lost work during the lockdown were again or still unemployed. As of December, 2020, real per capita household incomes were, on average, 12 percent below their pre-pandemic level.

1.5 According to the Ministry, the data source of employment/unemployment indicators in India at present is the Periodic Labour Force Survey (PLFS) conducted by the Ministry of Statistics & Programme Implementation since 2017-18. The PLFS reports for the years 2017-18 and 2018-19 are available in public domain. Some of the Indicators provided by PLFS of Labour Market like Labour Force Participation Rate (LFPR), Worker Population Ratio (WPR), and Unemployment Rate (UR) may be used to assess the impact of COVID-19 on labour markets. The result of PLFS 2019-20 is awaited. Actual impact of Covid-19 pandemic on unemployment/livelihood can be assessed after the results of PLFS (2020-21) data will be available.

1.6 Although no survey data are available as yet on the impact of the second wave which has undisputedly been more severe than the first, anecdotal evidence as well as the situation experienced during the first wave suggest that there would have been significant income losses particularly in the informal sector, pushing the vulnerables deeper into crisis.

1.7 In order to tackle the impact of both the first and the second waves of Covid-19 pandemic, the Government of India have taken various steps for generating employment in the Country through several projects/programmes like Prime Minister's Employment Generation Programme (PMEGP), Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS), Pt. Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) and Deendayal Antodaya Yojana-National Urban Livelihoods Mission (DAY-NULM) run by Ministry of Micro, Small & Medium Enterprises, Ministry of Rural Development and Ministry of Housing & Urban Affairs, respectively. The Government is providing fiscal stimulus of more than rupees twenty seven lakh crore as part of the Aatmanirbhar financial Package. Aatmanirbhar Bharat package comprises of various long term schemes/ programmes/ policies for making the country self-reliant and to create employment opportunities for organised and unorganised sectors. Aatmanirbhar Bharat Rozgar Yojna (ABRY) Scheme has been launched to incentivize employers for creation of new employment along with social security benefits and restoration of loss of employment during COVID-19 pandemic. Besides these initiatives, flagship programmes of the Government of India such as Make in India, Digital India, Swachh Bharat Mission, Smart City Mission, Atal Mission for Rejuvenation and Urban Transformation, Housing for All, Infrastructure development and Industrial corridors have the potential to generate productive employment opportunities.

1.8 Against the above backdrop and with a view to assess the magnitude of the impact of first and second waves of Covid-19 on rising unemployment and loss of jobs/livelihood as well as to gauge the efficacy of the schemes/programmes launched by the Government to generate employment and ameliorate the socio-economic conditions of the most affected sections of the society, the Committee took up the Subject for examination and report. In the process, the Committee obtained written memoranda from 12 Trade Unions and four Industry Associations *viz.* Bharatiya Mazdoor Sangh (BMS), Indian National Trade Union Congress (INTUC), All India Trade Union Congress (AITUC), Hind Mazdoor Sabha (HMS), Centre of Indian Trade Unions (CITU), All India United Trade Union Centre (AIUTUC), Trade Union Coordination Centre (TUCC), Self Employed Women's Association (SEWA), All India Central Council of Trade Union (AICCTU), Labour Progressive Federation (LPF), United Trades Union Congress (UTUC), National Front of Indian Trade Unions (NFITU), Federation of Indian Chambers of Commerce and Industry (FICCI), The Associated Chambers of Commerce and Industry of India (ASSOCHAM), Confederation of Indian Industry (CII) and Chamber of Indian Micro Small & Medium Enterprises (CIMSME) besides taking oral evidence of these

Unions/Associations. The Committee also obtained background note and written replies /clarifications from the Ministry and took their oral evidence too. Based on the written/oral evidence of the Trade Unions and Industry Bodies and clarifications obtained from the Ministry, the Committee have analysed the issues involved in great detail in the succeeding chapters/paragraphs and given their considered opinions/ suggestions subsequently.

II RATE OF UNEMPLOYMENT

2.1 As per the survey done by the Centre for Monitoring of Indian Economy (CMIE), the overall rate of unemployment has increased from 8.4 percent to 23.8 percent as of March, 2020. The Committee desired to know the percentage of unemployment as on 31 May, 2021. In reply, the Ministry stated as under:

"Labour Bureau an attached office of MoL&E has been conducting the Annual Employment Unemployment surveys since 2010. The Six round of Annual Employment Unemployment surveys have been conducted in the years 2010-11, 2011-12, 2012-13, 2013-14, 2015-16 & 2016-17 respectively. Further, after 6th Annual Employment Unemployment Survey (2016-17), Labour Bureau has discontinued Annual Employment Unemployment Survey as Ministry of Statistics & Programme Implementation has started conducting Periodic Labour Force Survey (PLFS) on Labour Force parameters.

Ministry of Statistics and Programme Implementation (MoSPI), Government of India has been conducting Periodic Labour Force Survey (PLFS) since 2017. It presents most reliable and comprehensive statistics on the Labour force. PLFS is scientifically rigorous in terms of sampling methodology and questionnaire. As PLFS is an annual survey, conducted in a very comprehensive manner, hence results are available only after a certain lag period. However, quarter wise data in urban areas for the year 2019-20 as per current weekly status is available. Impact of Covid-19 will only be assessed until the results for PLFS 2019-20 and 2020-21 are available. Quarterly Unemployment Rate (in %) as per current weekly status in urban areas for persons aged 15 years and above is as follows:

Unemployment Rate (in%) in current weekly status in urban areas for persons aged 15 years and above

Survey period	male	female	persons
April – June 2019	8.2	11.3	8.8
July – September 2019	8.0	9.7	8.3
October - December 2019	7.3	9.8	7.8
January – March 2020	8.6	10.6	9.1
April – June 2020	20.7	21.1	20.8

Source:PLFS Quarterly Bulletin, MoSPI.

2.2 The Ministry further stated that as per the second Annual Report of PLFS (July 2018-June 2019) released in June, 2020, the Unemployment Rate (UR) according to usual status for persons of age 15 years and above at all India level (rural+urban) for 2017-18 and 2018-19 is 6% and 5.8% respectively. Results for the PLFS 2019-20 and 2020-21 are awaited. However, quarter wise data in urban areas for the year 2019-20 as per current weekly status is available.

2.3 State/UT-wise details of unemployment rate in percentage according to the usual status for the years 2017-18 and 2018-19 for age groups 15 years and above was stated to be as under:

Unemployment rate (UR) (in %) according to usual status (ps+ss) for each State/UT for age groups: 15 years and above

State/UT	2017-18 (rural + urban)			2018-19 (rural + urban)		
	male	female	persons	male	female	persons
Andhra Pradesh	4.8	3.9	4.5	5.3	5.3	5.3
Arunachal Pradesh	4.9	11.5	5.8	6.3	14.8	7.7
Assam	7.1	13.6	7.9	6.5	7.8	6.7
Bihar	7.2	2.8	7.0	10.2	3.0	9.8
Chhattisgarh	3.3	3.3	3.3	3.0	1.5	2.4
Delhi	9.2	10.7	9.4	10.6	9.6	10.4
Goa	8.1	26.0	13.9	5.3	16.4	8.7
Gujarat	5.0	4.1	4.8	3.5	2.0	3.2
Haryana	8.0	10.6	8.4	9.6	7.6	9.3
Himachal Pradesh	6.3	4.3	5.5	5.4	4.8	5.1
Jammu & Kashmir	4.2	8.5	5.4	3.5	8.9	5.1
Jharkhand	7.9	5.2	7.5	6.2	1.6	5.2
Karnataka	4.9	4.7	4.8	3.8	2.8	3.6
Kerala	6.2	23.2	11.4	4.9	17.0	9.0
Madhya Pradesh	5.1	2.1	4.3	4.1	1.5	3.5
Maharashtra	4.6	5.4	4.8	4.9	5.4	5.0
Manipur	10.2	15.7	11.5	8.1	13.0	9.4
Meghalaya	1.3	1.9	1.6	2.3	3.3	2.7
Mizoram	8.8	13.3	10.1	5.5	10.3	7.0
Nagaland	18.3	34.3	21.4	14.7	25.9	17.4
Odisha	7.3	6.3	7.1	7.1	6.6	7.0
Punjab	6.9	11.7	7.7	6.9	9.4	7.4
Rajasthan	5.9	2.3	5.0	6.6	3.7	5.7
Sikkim	2.6	5.2	3.5	3.2	2.8	3.1

Tamil Nadu	7.6	7.1	7.5	6.6	6.5	6.6
Telangana	7.7	7.2	7.6	8.4	8.0	8.3
Tripura	6.1	11.6	6.8	6.0	28.8	10.0
Uttarakhand	6.8	10.7	7.6	6.7	16.8	8.9
Uttar Pradesh	6.8	3.1	6.2	6.3	2.5	5.7
West Bengal	5.0	3.1	4.6	4.2	2.3	3.8
A & N Islands	5.3	42.8	15.8	5.3	35.7	13.5
Chandigarh	5.2	20.8	9.0	6.6	9.7	7.3
Dadra & Nagar Haveli	0.6	0.0	0.4	1.5	1.3	1.5
Daman & Diu	3.0	3.3	3.1	0.0	0.0	0.0
Lakshadweep	12.5	50.5	21.3	26.9	48.3	31.6
Puducherry	7.2	21.7	10.3	8.7	7.6	8.3
All-India	6.1	5.6	6.0	6.0	5.1	5.8

Source: Periodic Labour Force Survey (PLFS), M/o Statistics & Programme Implementation.

2.4 Similarly, State/UT-wise quarterly Unemployment Rate in percentage as per PLFS Quarterly Bulletin (April-June, 2020) in urban areas for age group 15 years and above was as follows:

Unemployment Rate as per PLFS Quarterly Bulletin (April-June 2020) (in %) in urban areas for age group: 15 years and above

State	Male				Female				Persons			
	Jul-Sep 2019	Oct-Dec 2019	Jan-Mar20 20	Apr-Jun 2020	Jul-Sep 2019	Oct-Dec 2019	Jan-Mar20 20	Apr-Jun 2020	Jul-Sep 2019	Oct-Dec 2019	Jan-Mar20 20	Apr-Jun 2020
Andhra Pradesh	7.8	8.4	11.6	27.3	15.8	13.5	15.3	22.0	10.0	9.9	12.6	26.0
Assam	8.4	7.3	7.2	14.4	18.9	20.1	19.1	20.9	10.3	9.9	9.6	15.6
Bihar	8.5	8.4	9.8	12.7	10.3	10.4	12.1	14.2	8.6	8.6	10.0	12.9
Chhattisgarh	8.8	9.9	8.4	16.1	9.6	8.9	12.1	16.3	9.0	9.7	9.3	16.1
Delhi	11.6	9.6	12.9	17.5	12.4	12.4	13.0	20.4	11.7	10.1	12.9	17.9
Gujarat	4.5	3.4	3.4	9.4	3.0	2.8	4.2	14.4	4.3	3.3	3.6	10.3
Haryana	7.5	6.8	6.9	13.1	5.3	6.8	7.6	13.6	7.1	6.8	7.0	13.2
Himachal Pradesh	9.2	7.1	12.8	16.0	15.9	8.6	12.9	12.6	10.8	7.5	12.8	14.9
Jammu & Kashmir	6.0	8.6	10.2	11.3	29.0	36.2	36.9	37.9	11.0	15.4	17.2	18.1

Jharkhand	8.3	8.1	12.0	33.5	8.5	5.0	11.3	25.5	8.3	7.6	11.8	32.3
Karnataka	3.6	3.8	4.0	10.4	4.7	6.3	5.2	21.0	3.8	4.3	4.3	13.0
Kerala	10.8	9.0	14.5	26.5	20.6	19.9	20.2	29.5	13.9	12.5	16.3	27.3
Madhya Pradesh	12.5	11.4	12.7	29.8	10.0	11.9	11.7	24.4	12.1	11.5	12.5	28.9
Maharashtra	5.7	5.2	5.6	35.0	6.4	6.6	8.0	37.2	5.8	5.5	6.2	35.5
Odisha	9.4	9.8	9.4	23.3	16.9	14.7	18.2	21.5	11.0	10.8	11.3	22.9
Punjab	8.5	7.9	8.0	12.8	14.3	16.8	14.3	14.3	9.7	9.6	9.3	13.1
Rajasthan	9.4	10.6	13.4	26.4	11.2	9.4	9.4	14.2	9.7	10.4	12.7	24.6
Tamil Nadu	6.7	7.0	8.0	18.2	7.1	8.3	9.9	15.3	6.8	7.4	8.6	17.3
Telangana	9.0	10.1	11.4	24.7	16.3	15.3	14.2	28.1	10.9	11.4	12.1	25.5
Uttarakhand	7.2	7.6	8.7	27.7	23.1	17.0	11.2	22.9	9.7	9.3	9.2	26.8
Uttar Pradesh	11.0	8.6	9.8	17.1	11.3	9.0	9.0	13.4	11.1	8.7	9.7	16.6
West Bengal	6.7	5.1	7.0	17.8	4.3	5.9	6.9	11.8	6.1	5.3	6.9	16.4
All-India	8.0	7.3	8.6	20.7	9.7	9.8	10.6	21.1	8.3	7.8	9.1	20.8

III. JOB LOSSES

3.1 The Committee desired to have the State-wise information on the number of persons whose services were terminated and wages/working days were reduced by Private Establishments even after issue of Advisories by the Ministry and action taken thereon. In response, the Ministry furnished the following detailed information.

State-wise details of the number of workers terminated in the Central Sphere and the action taken in the matter

Name of the State	No. of workers/ employees retrenched	Action taken
Ajmer (Rajasthan)	19	a) 5 workers reinstated b) 9 workers did not raise any dispute even after advice c) 1 worker has been issued certificate u/s 2A of ID Act, 1947 on his request to approach Industrial Tribunal cum Labour Court. d) 1 worker grievance/dispute was transferred to other region (Nagpur). e) 1 grievance/dispute was withdrawn by the complainant. f) 2 workers' cases were otherwise disposed off as they received full compensation.
Chandigarh (Punjab, Haryana, HP)	51	a) 35 workers were reinstated after intervention of this office. b) 01 worker did not file ID under ID Act, 1947 therefore, conciliation could not be started. c) Out of 15 workers- i) 06 had resigned from the service, ii) services of 08 workers discontinued due to completion of project, iii) 01 worker was not confirmed in the service during probation period owing to performance issue.
Chennai (TN)	250	All 250 workers were reinstated after persuasion.
Cochin (Kerala)	798	(a) 127 workers have been reinstated. (b) 67 workers were terminated however retrenchment compensation and other dues were paid to them. The said will be considered for re-employment as and when situation gets better. (c) 4 workers who were retrenched were reinstated during the lockdown period itself. (d) In respect of 600 workers who were terminated the matter was taken up into conciliation and ended into failure.
Dehradun (Uttarakhand)	173	(a) 19 workers were reinstated (b) 15 workers cases resulted into OD. (c) 2 FOC (d) 2 MoS (e) 135 workers didn't pursue the case
Dhanbad (Jharkhand)	10	All 10 workers were reinstated by the intervention of conciliation officer.

Hyderabad (Andhra Pradesh)	251	<ul style="list-style-type: none"> a) 2 workers received benefits b) 110 workers didn't turned up in spite of advice/notice c) 1 referred to Court d) 2 workers refused to rejoin e) 136 cases are closed on 21.06.2021 as the petitioners to the dispute have approached various HCs and SC.
Jabalpur (Madhya Pradesh)	1526	<ul style="list-style-type: none"> a) 1421 Reinstated b) Matter of 27 workers was transferred to state. c) 54 workers were advised to raise complaints through Samadhan Portal. d) In matter of 15 workers MoS was signed e) Matter of 6 workers was otherwise disposed off. f) FOC 3
Kolkata (West Bengal)	330	All 330 workers of M/s Tele Performance Ltd, a contractor of M/s Reliance Jio, Kolkata were reinstated.
Mumbai (Maharashtra)	1087	<ul style="list-style-type: none"> (a) 995 workers re-instated (b) In matter of 66 workers Form-P (notice of retrenchment) sent to Secretary, Govt. of India (c) Matter of 23 workers was disposed and certificates were issued u/s 2-A of ID Act (d) 1 worker received retrenchment benefit amounting to Rs. 19000. (e) Matter of 1 worker was transferred to State (f) In matter of 1 worker last conciliation proceedings held on 17/02/2021. Notice for next conciliation proceedings shall be issued after easing lockdown.
New Delhi	1117	All 1117 workers have been re-employed by their employers by the efforts of the Conciliation Officer.
Patna (Bihar)	24	<ul style="list-style-type: none"> (a) 5 workers have been reinstated (b) 2 workers didn't turn up (c) FOC 4 (d) 2 workers given full & final settlement (e) Matter of 9 workers subjudice before High Court (f) MoS was signed in matter of 2 workers.
Raipur (Chhattisgarh)	23	All 23 workers have been reinstated.

3.2 The Ministry further stated that with substantial intervention and coordination of the Control Rooms with the employers, the complaints in respect of less/non-payment of wages were resolved and relief provided to the workers.

3.3 According to a number of National/Inter-national studies, there was significant fall in jobs and phenomenal rise in unemployment rate due to the lockdown imposed during the first wave of Covid-19 in 2020. The Committee desired to have a comparative status of the unemployment/job losses position after the second wave of the pandemic in April, 2021. In reply, the Ministry submitted as follows:

"The provisional payroll data of EPFO published on 20th June, 2021 highlights that EPFO has added around 12.76 lakh net subscribers during April, 2021. Despite the second wave of COVID-19 pandemic, April 2021 registered an increase of 13.73% net subscribers addition as compared to the previous month during which around 11.22 lakh net subscribers were added to the payroll. Data reflects that the number of exits in the month of April, 2021 have declined by 87,821 and rejoining has increased by 92,864 subscribers as compared to March, 2021. Of the 12.76 lakh net subscribers added during the month, around 6.89 lakh new members have come into the social security coverage of EPFO for the first time. The payroll data is provisional since the data generation is a continuous exercise as updation of employee record is a continuous process. The previous data hence gets updated every month. The net payroll data (month-wise) as per EPFO is as follows:

EPFO Provisional Payroll Data

Year/Month	Apr,20	May,20	Jun,20	Jul,20	Aug,20	Sep,20	Oct,20
Net payroll	-2,84,576	-2,89,489	1,26,623	5,02,786	6,25,556	12,16,345	8,86,230

Year/Month	Nov,20	Dec,20	Jan,21	Feb,21	Mar, 21	Apr, 21
Net payroll	6,67,010	8,94,188	11,13,080	11,28,758	11,21,864	12,75,729

Source: Payroll Reporting in India: An Employment Perspective –April, 2021, MoSPI.

3.4 Regarding the availability of data for employment generation in the unorganised sector, the representative of the Ministry submitted in evidence as follows:

"Right now, there is no area framed for this data for unorganized sector. We have already started the area frame survey and from the first quarter of January, 2022, both the components -- Quarterly Establishment Survey and Area Frame Establishment Survey -- will be merged and it will be called All

India Quarterly Establishment based Employment Survey. That means, from 1st April, 2022, for every quarter, we will know how much employment is generated in different sectors of the economy. It will cover almost the whole universe. So, the data which we get in the media from the different sections, from the NGO and all is not very reliable and not very authentic. We have got an expert committee set up by the Government under Prof. Mukherjee and Prof S.P. Kundu and there are many more statisticians and economists who are members of that Committee. They held 73 meetings in this Covid time. Of course, all these meetings were done through video conferencing and many were personal meetings with the expert groups. I am very sure that data with regard to employment and unemployment figures both in organized and unorganized sectors was lacking."

IV MEASURES TAKEN BY THE GOVERNMENT

4.1 The Committee were informed that the Government of India have taken the following measures/initiatives to address the challenges and threats posed by Covid-19 pandemic:

- i. "Underlining the need for coordinated efforts of the Central and State Governments, as labour being a concurrent subject, it was requested that officers in the Labour Departments may be sensitised about the 20 Control Rooms set up by the Ministry of Labour and Employment under the Chief Labour Commissioner (Central) on pan India basis to resolve the grievances of workers, mainly wage related and migrant labour issues, arisen due to nationwide lockdown imposed to fight against the COVID-19 pandemic. The organization of Chief Labour Commissioner(C), Ministry of Labour & Employment has received a number of complaints regarding termination of employment of workers of the industrial establishment falling in the Central Sphere during the Covid-19 pandemic. Many of these disputes across States got resolved at the conciliation stage in the Central sphere.
- ii. The Ministry also forwarded the list of 20 Central Control Rooms to the State Governments alongwith names of officers deputed by the Central Government. Union Minister of State (Independent Charge) for Labour and Employment has requested various State/UT Governments on 18.4.2020 to designate a nodal officer from Labour Department to coordinate with Control Rooms set up by Union Government for addressing issues of the labour/workers in the country in view of the nationwide lockdown announced to combat COVID-19 pandemic.
- iii. Due to intervention of control rooms set up on 11th April 2020 by the Ministry of Labour & Employment, Govt. of India, a total of 16623 complaints were received consisting of 12103 pertaining to State sphere and the rest in the Central sphere. An amount of Rs. 295 crore(approx.)

was got disbursed to 1,86,365 workers in the central sphere due to substantial intervention and coordination work done by control rooms under the CLC(C). These control rooms were rejuvenated on 21st April, 2021 after the second wave of Covid-19. As on 16th June, 2021, a total of 1270 complaints have been received comprising of 837 complaints from State sphere and the rest from the Central sphere. An amount of Rs 6.06 crore got disbursed to 4653 workers in the central sphere due to intervention and coordination work done by these control rooms.

- iv. Advisories were also issued to all State/UT Governments to advise all the Employers of Public/Private establishments to extend their coordination by not terminating their employees, particularly casual or contractual workers from job or reduce their wages.
- v. The Government is providing fiscal stimulus of more than rupees twenty seven lakh crore as part of the Aatmanirbhar financial Package. Aatmanirbhar Bharat package comprises of various long term schemes/ programmes/ policies for making the country self-reliant and to create employment opportunities for organised and unorganised sectors.
- vi. Government of India under Pradhan Mantri Garib Kalyan Yojana (PMGKY), has contributed both 12% employer's share and 12% employee's share under Employees Provident Fund (EPF), totaling 24% of the wage for the wage month from March to August, 2020 for the establishments having upto 100 employees with 90% of such employees earning less than Rs. 15000/-. Under the PMGKY scheme Rs 2567.20 crore was credited in EPF accounts of 38.85 lakhs eligible employees through 2,63,272 establishments.
- vii. Aatmanirbhar Bharat Rozgar Yojna (ABRY) Scheme has been launched with effect from 1st October, 2020 to incentivize employers for creation of new employment along with social security benefits and restoration of loss of employment during COVID-19 pandemic. This scheme being implemented through the Employees' Provident Fund Organisation (EPFO) reduces the financial burden of the employers of various sectors/industries including MSME and encourages them to hire more workers. Under ABRY, the Government of India is bearing for a period of two years, both the employees' share (12% of wages) and employers' share (12% of wages) of contribution payable or only the employees' share, depending on employment strength of the EPFO registered establishments. As on 18th June, 2021 total benefit has been given to 79,577 Establishments covering 21,42,142 beneficiaries under ABRY.
- viii. Statutory PF contribution of both employer and employee was reduced to 10% each from existing 12% each for all establishments covered by EPFO for three months.
- ix. Government of India, under Pradhan Mantri Garib Kalyan Rozgar Abhiyan (PMGKRA), has taken various initiatives to boost rural

infrastructure and rural economy to provide local employment opportunities particularly to the migrant returnees. It covered 116 districts of 6 States with a resource envelope of Rs 50,000 crore and was implemented in a mission mode campaign of 125 days through Ministry of Rural Development.

- x. The unemployment benefit under the Atal Beemit Vyakti Kalyan Yojana being implemented by the Employees' State Insurance Corporation (ESIC) has been enhanced to 50% from 25% of the average earning, payable upto 90 days, alongwith relaxation of eligibility conditions to claim the benefit, for insured workers who have lost employment due to COVID-19."

A. All India Quarterly Establishment based Employment Survey (AQEES)

4.2 The Ministry further stated as under:

- i. "Labour Bureau has launched two surveys on 1.4.2021 namely the All India Survey on Migrant Workers and the All India Quarterly Establishment Based Employment Survey (AQEES). While the AQEES will provide us with quarterly changes in employment across the major sectors of the economy, the Migrant workers survey will also collect data on the impact of COVID-19 on the jobs of migrant workers.
- ii. The AQEES has two components: one is Quarterly Employment Survey (QES) and another is Area Frame Establishment Survey (AFES). The QES component which was launched on 1st April, 2021 would provide employment estimates along with quite a few pertinent and useful items of information in respect of establishments employing 10 or more workers. The AFES component will provide a list frame for establishments with less than 10 workers along with the estimates of employment and all related information.
- iii. The data collection methodology under these surveys requires personal visits by investigators to the selected sample households/establishments which has become difficult in view of the ongoing second wave of pandemic. Therefore, the field work of these surveys was suspended on 19th April, 2021."

4.3 The Committee desired to know the proposal of the Ministry to resume the field work, which has currently been suspended due to the second wave of Covid-19, for compilation of employment data assessment under the All India Quarterly Establishment based Employment Survey (AQEES). In reply, the Ministry submitted as under:

Labour Bureau has started the field work of All India Quarterly Establishment based Employment Survey (AQEES) with effect from 1st April, 2021. However, in view of the difficulties emerged from the COVID-19 pandemic and safety of enumerators, the Expert Group under the Chairmanship of Prof. S.P. Mukherjee decided to pause field work of the all India surveys of the Labour Bureau till the situation normalised. The field work is suspended till date. The decision to resume the field work will be taken by the Chairman of the Expert Group in due course of time. Field work is expected to start by 15th July, 2021

B. Control Rooms

4.4 Referring to the 20 Control Rooms set up by the Ministry of Labour & Employment in various States, the Committee asked the exact role and functions of these Control Rooms. In response, the Ministry stated as under:

"The Role and Functions of the Control Rooms are:

- i. To address grievances of workers employed in Central Sphere regarding less/non-payment of wages/termination of employment etc.
- ii. To mitigate the problems of migrant workers through coordination with various state governments by guiding and placing them in temporary shelters with provision of food and shelter etc.

Further, keeping in view the extraordinary situation, all officers operating control rooms have been advised to adopt a humane approach to assist the aggrieved workers to maximum possible extent and ensure delivery of timely relief.

An aggrieved worker may approach these control rooms through the Phone/Whatsapp numbers, or via Email, as per the Control room's wise/officer wise phone number/whatsapp number/Email IDs circulated in public domain.

On receipt of the grievance, the Control rooms record the grievance in prescribed format. The grievances pertaining to Wages, terminations etc. of workers in Central Sphere are to be resolved by the regional offices of the Chief Labour Commissioner(C). The endeavour of the control rooms is to resolve the grievance within 72 hours. In case of the Distress Calls received from a migrant worker, the Control Rooms are mandated to take up such matters with the appropriate authority of the State Govt/Distt Administration apprising them of the matter and requesting for necessary action.

The grievances pertaining to the 'Employees Provident Fund' and 'Employees State Insurance' are recorded by the control rooms and are routed to the EPFO and ESIC authorities for redressal at their end. The Nodal officers designated in

EPFO and ESIC were responsible for ensuring timely redressal of the grievances routed to them through the control rooms.

Further, other grievances of workers pertaining to the State Government jurisdiction are taken up by the control rooms, with concerned State Governments. The State Governments were apprised and requested to take necessary action in the matter. In this regard, the Hon'ble Union Minister of State (I/C) for Labour and Employment, Shri Santosh Gangwar had also requested various State/UT Governments to designate a nodal officer from Labour Department to coordinate with Control Rooms."

4.5 Asked to furnish the details of State-wise location of the Control Rooms set up by the Ministry during the lockdown periods to resolve the grievances of workers, the following information was submitted to the Committee:

Region wise details of Covid - 19 Control Rooms to deal with complaints/distress calls in Central Sphere							
Sl No.	Regional office	Jurisdiction Area	Name of the officer	Deisgnation	e-mail	Mobile No.	Whats App
1	Ahemdabad	Gujrat& UT of Dadara Nagar Haveli, Daman &Diu	Sh. SC Joshi	Dy CLC(C)	dyclcahd-gj@nic.in	9314419296	9314419296
			Sh. Manikandan N	RLC(C)	manilawyer09@gmail.com	9486855475	9486855475
			Sh. JaideepYadav	LEO(C)	leocahd@gmail.com	9460009977	9460009977
2	Ajmer	Rajasthan	Sh. SS Chouhan	RLC(C)	dyclcajmer@nic.in/ rlc-ajmer-rj@nic.in	8949400533	8949400533
			Sh. Makwana	ALC(C)	alc-ajmer-rj@nic.in	9429255930	9429255930
			Sh. Arun	LEO(C)	leo1-ajmer-rj@nic.in	9473776725	9473776725
			Sh. PK Meena	LEO(C)	leo3-ajmer-rj@nic.in	9421100522	9421100522
3	Asansol	Asansol area of WB (Burdwan, Birbhum, Bankura&Purulia Districts)	Sh. MK Dhurua	Dy CLC(C)	dyclcasansol@gmail.com/ minaketan.dhurua@nic.in	9475861862	9475861862
			Sh. HemantTirkey	RLC(C)	rlcasansol@nic.in	7004729006	7004729006
			Shri P K Pajai	ALC(C)	prashant.pajai@gov.in	9823216757	9823216757
4	Bangalore	Karnatka	Sh. Ganpati Bhatt	Dy CLC(C)	dyclcbangalore@nic.in	9845617274	9845617274
			Sh. KA Sabastien	RLC(C)	rlc.bengluru@gmail.com	9443704669	9443704669
			Sh. Sandeep	ALC(C)	sandeep.v@gov.in	9611135878	9611135878
			Sh. Durgaprasad	LEO(C)	leodurgaprasad@gmail.com	7829673393	7829673393
5	Bubhneshwar	Orissa	Smt. ShakuntlaPatnaik	Dy CLC(C)	dyclcbbsr.od@nic.in	9818925073	9818925073
			Sh. UC Mishra	RLC(C)	ucmishra378@gmail.com	7008404282	7008404282
			Sh. AK Mahanta	RLC(C)	rlcrkl.od@nic.in	9437171297	9437171297
			Sh. Harmandeep Singh	ALC(C)	alcbbsr.od@nic.in	9971279209	9971279209
6	Chandigarh	HP, J&K, Haryana, Punjab & Chandigarh	Sh. Kulwant Singh Guru	Dy CLC(C)	dyclcchandigarh@nic.in	9410929362	9410929362
			Sh. Mrinmoy Thakur	RLC(C)	rlc-chandigarh@nic.in	9767493215	9767493215
		UT of Laddakh& J&K	Sh. UC Khare	RLC(C)	rlc.jammu-mole@gov.in	9484041981	9484041981

		Chandigarh & HP	Sh. RajendraSingh	ALC(C)	alc-chd@nic.in	9428391157	9428391157
		Punjab & Haryana	Sh. Kishore Thakur	ALC(C)	alcjldcl.c.chd@nic.in	7876000522	9810679034
7	Chennai	Tamilnadu&Puducherry	Sh. VM Manickam	Dy CLC(C)	support-dylcchn@nic.in	9677112646	9677112646
			Sh. Anna Durai	RLC(C)	support-dylcchn@nic.in	9884576490	9884576490
			Sh. PP Mohandas	ALC(C)	support-dylcchn@nic.in	9272927808	9272927808
			Sh. RamanandYadav	LEO(C)	support-dylcchn@nic.in	9791013944	9791013944
8	Cochin	Kerla&Lakshdweep	Sh. PK Lukas	Dy CLC(C)	dyclc.cochin@nic.in	9446876550	9446876550
			Smt. Resmi V	RLC(C)	rlccochin@nic.in	9744440025	9744440025
			Sh. Antony	RLC(C)	rlctrivandrum@gmail.com	9884570212	9884570212
			Sh. AneishRavindra	ALC(C)	alckem-mole@gov.in	9447780006	9447780006
9	Dehradun	Uttrakhand& Western UP	Sh. Sushil Kumar	RLC(C)	rlcdehradun@nic.in, dyclc.ddn-uk@nic.in	9457467433	9457467433
			ShriKshitij Sharma,	ALC(C)	alc.ddn-uk@nic.in	8865018090	8005571023
		Western Part of UP	Sh. Niranjana Kumar	RLC(C)	rlcnoida-mole@gov.in	9910197795	9910197795
10	Delhi	Delhi	Sh. Tejbahadur	RLC(C)	bahadur.tej8@gmail.com	9810423681	9810423681
			Sh. AlokBharti	ALC(C)	bharti.alok@gov.in	9205088587	9205088587
			Sh. Brijvir Singh	LEO(C)	brijvirsingh71@gmail.com	7033880080	7033880080
11	Dhanbad	Jharkhand	Sh. SushantNaik	RLC(C)	dyclcdhanbad@nic.in/ rlc.dhanbad-jh@nic.in	9480725704	9480725704
			Sh. DK Singh	RLC(C)	rlcranchi@nic.in	9630089117	9630089117
			Sh. AmanPreet Singh	ALC(C)	alc.dhanbad1-jh@nic.in	9971389825	9971389825
			Sh. ShitanshuTaye	ALC(C)	alc.dhanbad3-jh@nic.in	7319988456	7319988456
12	Guwahati	Assam, Mijoram, Manipur, Nagaland, Meghalaya, Arunchal Pradesh & Tripura	Sh. SJ Tigga	RLC(C)	rlcguwahati@nic.in	8408822550	8408822550
			Sh. ChannkeevSaikia	RLC(C)	rlc.dib-as@gov.in	9435151666	9435151666
			Hari Om Gautam	ALC(C)	alc.ghy-as@gov.in	8472815680	8472815680
13	Hyderabad	Telangana& Andhra Pradesh & Yanam&Mahe of UT of Puducherry	13+47:4947:5247:48	RLC(C)	rlchyd@nic.in/ dyclchyd-ap@nic.in	9496204401	9496204401
			Sh. P Laxman	ALC(C)	alchydpl@gmail.com	8328504888	8328504888
			Sh. A Chaturvedi	ALC(C)	alc2.hyd-mole@gov.in	8552008109	8552008109
14	Jabalpur	Madhya Pradesh	Shri Sunil Kumar	Dy CLC(C)	dyclcjbpm@nic.in	9424744424	9424744424
			ShriRakesh Gaur	RLC(C)	rakesh.gaur@gov.in	9131836172	9424695992
			ShriAbhinavTiwari	ALC(C)	abhinavtiwari.04@gov.in	8090166481	8090166481
15	Kanpur	UP except Western UP	Sh. RK Agarwal	Dy CLC(C)	dyclckanpur@nic.in	9650320774	9650320774
			Sh. WasimalHaq	RLC(C)	rlckanpur@nic.in	7052180786	7052180786
			Dr. SaswateeRath	LEO(C)	rath.saswatee@gmail.com	7376988443	7376988443
			Sh. OP Singh	RLC(C)	rlclucknow@nic.in	8218702980	8218702980

16	Kolkata	WB except the part with Asansol region,	Sh. TK Panda	Dy CLC(C)	ho-dyclckol@nic.in	9437223322	9437223322
			Sh. AbhimanyuLenka	RLC(C)	rlc-dyclckol@nic.in	9437391230	9437391230
			SmtDeepali	ALC(C)	alc2-dyclckol@nic.in	9831513232	9831513232
			Dr A Narseya	ALC(C)	e2_dyclckol@nic.in	8106540369	8106540369
		Sikkim ,	Sh. J Bhattacharjee	ALC(C)	alcs-dyclckol@nic.in	9462716627	9462716627
		UT of A&C	Dr. K Amitesh	ALC(C)	alcp-dyclckol@nic.in	9390812741	9390812741
17	Mumbai	Maharashtra except jurisdiction of Nagpur Region	Sh. Karamchand	Dy CLC(C)	dyclc.mum-mh@nic.in	8790172488	8790172488
			Sh. BS Rathor	RLC(C)	dyclc.mum-mh@nic.in	7718046779	7718046779
			SmtKalpanaSisodia	ALC(C)	dyclc.mum-mh@nic.in	9166988999	9166988999
			Sh. JNS Chouchary	RLC(C)	rlc.pune-mh@nic.in	9811716031	9811716031
		Goa	Dr. Madhwan	RLC(C)	commr-rlc-mh@nic.in	9445486975	9445486975
18	Nagpur	Nagpur Area of Maharashtra (Nagpur, Bhandara, Akola, Wardha, Buldhana, Jalgaon, Chanderpur, Nanded , Latur, Beed, Yeotmal)	Sh. TK Singh	RLC(C)	dyclc.ngr-mh@nic.in/ rlcngp-mh@nic.in	9575545118	9575545118
			Sh. SachinShellar	ALC(C)	alcngp-mh@nic.in	9967260088	9967260088
			Sh. SR Shindey	ALC(C)	alc-chpngr-mh@nic.in	9422163345	9422163345
19	Patna	Bihar	Sh. Sahu	RLC(C)	dyclcpat-bih@nic.in	8908091129	8908091129
			Sh. RM Tiwari	ALC(C)	alcpatna1-bih@nic.in	7739595559	7739595559
			Sh. AmanToppo	ALC(C)	amantoppo@yahoo.com	8340514626	8340514626
20	Raipur	Chhattishgarh	Shri SH Sayyed	RLC(C)	dyclcraipur.cg@gov.in	9420187866	9420187866
			ShriPrasanta Kumar Ray	RLC(C)	rlc.bilaspur-cg@gov.in	9955330244	9955330244
			Sh. AkhileshRai	ALC(C)	dyclcraipur.cg@gov.in	9439723939	9439723939

4.6 In response to a specific query regarding State-wise details of complaints/grievances received pertaining to the Central and State spheres, number of workers benefitted etc. during the period from 11th April, 2020 to 31st March, 2021, the following detailed information was furnished:

Control Room Report for the period from 11th April 2020 to 31st March 2021									
Sl No.	Name of State	No of Grievances received pertaining Central Sphere	No of Grievances received pertaining State Sphere	Total No of Grievances received pertaining to Termination	Total No of Grievances received pertaining to Distress call	No of Workers benefitted in Central Sphere	Amount got Disbursed	No of Workers benefitted in State Sphere	Amount got Disbursed
1	Arunachal Pradesh	0	4	0	4	0	0	0	0
2	Andhra Pradesh	8	192	55	9	45	358315	58	1986442
3	Assam	99	106	26	73	1714	23373639	26	406003

4	Bihar	88	207	23	15	4848	37958977	439	17010043
5	Chandigarh	76	30	13	5	0	0	19	0
6	Chhattisgarh	117	160	25	60	4086	52594043	55	467000
7	Delhi	483	1912	355	184	1416	18886273	0	0
8	Goa	3	12	5	3	0	0	0	0
9	Gujrat	115	753	51	174	230	3896646	23	235904
10	Haryana	19	200	81	7	303	3392581	0	0
11	Himachal Pradesh	10	18	3	3	1662	25168406	250	1875000
12	Jharkhand	108	148	29	81	11556	111364369	4	199715
13	Karnataka	141	492	190	151	627	7110305	0	0
14	Kerala	103	237	23	84	20117	353699745	1300	17973440
15	Madhya Pradesh	455	1024	205	162	3289	34467933	51	121760
16	Maharashtra	155	605	97	169	0	0	0	0
17	Meghalaya	0	1	0	1	0	0	0	0
18	Odisha	179	234	58	111	5996	84185512	3	65383
19	Puducherry	0	6	3	0	0	0	0	0
20	Punjab	22	76	16	11	1954	16226992	1	12000
21	Rajasthan	184	400	79	43	6175	85008472	78	758443
22	Tamil Nadu	515	2240	235	1213	104007	1860359232	64	1007621
23	Telangana	303	562	216	154	8246	80163677	35	1095020
24	Tripura	0	1	0	1	0	0	0	0
25	UT of A&N	3	3	0	1	228	7815171	2	134302
26	UT of Dadra Nagar Haveli, Daman & Diu	1	25	2	4	0	0	2	17732
27	UT of J & K	13	14	3	12	431	9972171	0	0
28	UT of Laddakh	1	0	0	0	34	801270	0	0
29	Uttar Pradesh	202	1457	210	70	505	8220329	3	42121
30	Uttarakhand	68	222	22	8	326	1418147	0	0
31	West Bengal	260	240	49	35	23216	478965094	0	0
32	Others	291	1125	234	427	7033	67430046	7	70000
	Total	4022	12706	2308	3275	208044	3372837345	2420	43477929

4.7 Responding to another specific query regarding State-wise details of Central sphere workers who got wages paid due to substantial intervention/ coordination of the Control Rooms, the Ministry furnished the following information:

State wise details of central sphere workers who got wages paid due to substantial intervention/coordination of the Control Rooms

Sl No.	State	Number of workers benefitted	Amount disbursed in Rs.
1	Assam	582	9437994
2	Bihar	17	256097
3	Chhatishgarh	268	2278396
4	Delhi	11	241396
5	Gujrat	41	474386
6	Jharkhand	738	5403835
7	Kerala	1397	23364515
8	Mahrashtra	254	1522504
9	Orissa	1821	20926764
10	Rajasthan	295	5145051
11	Telangana	524	5741612
12	Uttar Pradesh	17	444972
13	Uttrakhand	25	359156
14	West Bengal	281	3996466
	Total	6271	79593144

C. Advisories Issued to the State/UT Governments

4.8 The Committee were informed that the Secretary, Ministry of Labour and Employment vide DO No. M-11011/08/2020-Media dated 20th March 2020 advised all Chief Secretaries of States/UTs to extend their coordination with the employers in Public and Private Establishments by not terminating the services or reduce their wages of employees' particularly casual/contractual workers. This DO was also circulated by Chief Labour Commissioner (Central) vide DO letter No. CLC(C)/Covid-19/LS-1 dated 30th March 2020 addressed to in-charge control rooms for necessary action.

4.9 The Committee asked whether any study has been conducted to gauge the impact of the advisories issued *vis-a-vis* the employers' policy of recruitment/termination of service. In reply, the Ministry stated that no such study has been conducted.

4.10 The Committee then asked the efforts made by the Government to come to the rescue of both employees and those employers who could not be able to pay wages or retain their employees in the event of their closure of business due to prolonged lockdowns. In reply, the Ministry submitted as under:-

"To reduce the burden of payment of wages to employees and to encourage new employment Ministry of Labour & Employment has launched Aatmanirbhar Bharat Rozgar Yojna (ABRY) Scheme. This scheme being implemented through the Employees' Provident Fund Organisation (EPFO) reduces the financial burden of the employers of various sectors/industries including MSME and encourages them to hire more workers. Under ABRY, the Government of India is bearing for a period of two years, both the employees' share (12% of wages) and employers' share (12% of wages) of contribution payable or only the employees' share, depending on employment strength of the EPFO registered establishments. As on 24th May, 2021 total benefit has been given to 74,875 Establishments covering 19,63,594 beneficiaries under ABRY. Further, as part of Aatmanirbhar Bharat Abhiyan 1.0 launched on 13.05.2020, the Central Govt. in order to provide relief from liquidity crunch during Pandemic also announced reduction in statutory rate of EPF contributions from 12% to 10% for all class of establishments & employees except those owned or controlled by the Central / State Govt. and PMGKY beneficiary establishments."

D. One Nation One Ration Card (ONORC)

4.11 Highlighting the vital role played by the ONORC plan, the Ministry apprised as under:

"During the ongoing COVID-19 crisis in the country, the 'One Nation One Ration Card (ONORC)' plan for nation-wide portability of ration cards is playing a vital role in ensuring the food security of all National Food Security Act (NFSA) beneficiaries, particularly migrant beneficiaries, by enabling their access to their entitled NFSA foodgrains, as well as the Pradhan Mantri Garib Kalyan Anna Yojana (PM-GKAY) foodgrains, from any Fair Price Shop (FPS) in the country.

Up to December 2020, 32 States/UTs have enabled the ONORC plan providing the facility of ration card portability to almost 86% NFSA population in the country (around 69 Crore beneficiaries) to take benefit of ration card portability from any Fair Price Shop (FPS) in these States/UTs. While, the remaining beneficiaries of 4 States/UT of Delhi, Chhattisgarh, Assam and West Bengal are expected to be covered under ONORC plan in next few months, after integration of these States/UT targeted for integration under ONORC plan in next few months.

During the last three months of April, May and June 2021 so far, i.e. during the second wave of the pandemic, almost 1.4 Crore, 1.48 Crore and 1.35 Crore portability transactions respectively have been recorded in States/UTs under ONORC, through which foodgrains in the tune of approx. Rs. 3,500 Crore in food subsidy have been delivered to the NFSA beneficiaries during this period.

Further, it is mentioned that on average, a typical NFSA ration card consists of about 4-5 members and generally through a single transaction, the foodgrains are lifted for the entire family or multiple members and as per requirements. Hence, the number of NFSA beneficiaries (persons) benefiting from ration cards portability under ONORC would be much higher than the number of portability transactions in each month."

4.12 Asked to furnish the State-wise total number of ONORC transactions during the months of April, May and June 2021 (second wave of the Pandemic), the Ministry submitted the following data:

"State-wise total number of ONORC Transactions during the last three months (second wave of pandemic) as on 30 June 2021:

Sl. No.	State/UT	Total Portability Transaction (in last 3 Months)
1.	Andaman & Nicobar Islands	1,427
2.	Andhra Pradesh	44,67,805
3.	Arunachal Pradesh	14
4.	Bihar	1,18,29,298
5.	Chandigarh	-
6.	DNH & Daman Diu	5,684
7.	Goa	2,765
8.	Gujarat	1,29,869
9.	Haryana	16,02,777
10.	Himachal Pradesh	251
11.	Jammu & Kashmir	31,009
12.	Jharkhand	85,553
13.	Karnataka	25,66,079
14.	Kerala	21,77,821
15.	Ladakh	56
16.	Lakshadweep	-
17.	Madhya Pradesh	10,21,360
18.	Maharashtra	19,28,086
19.	Manipur	-
20.	Meghalaya	1
21.	Mizoram	112
22.	Nagaland	55
23.	Odisha	3
24.	Puducherry	-
25.	Punjab	356
26.	Rajasthan	93,68,033
27.	Sikkim	-
28.	Tamil Nadu	372
29.	Telangana	37,27,430
30.	Tripura	48,215
31.	Uttarakhand	979
32.	Uttar Pradesh	32,85,969
	Total	4,22,81,379

4.13 In response to another specific query, the Ministry deposed as under:

"The One Nation One Ration Card (ONORC) plan is a technology driven system which allows the National Food Security Act (NFSA) ration card holders/beneficiaries to seamlessly access their subsidised foodgrains from any ePoS enabled Fair Price Shop (FPS) in the country through their same existing ration cards with biometric authentication at the time of lifting the foodgrains from FPS. Thus, under ONORC there is no requirement to prepare/issue new ration cards to beneficiaries. Moreover, there is no need to even carry original documents (i.e. ration card or Aadhaar card). In fact, beneficiaries can merely walk into any nearby FPS and simply provide a copy or quote either their ration card number or Aadhaar number to the FPS dealer for availing the benefit of ration card portability after Aadhaar based biometric authentication on an ePoS device.

Further, it is mentioned that NFSA provides a State/UT-wise total coverage for about 81.35 Crore persons in the country to receive highly subsidized foodgrains through Targeted Public Distribution System (TPDS). Against which, at present around 80 Crore beneficiaries through about 23.5 Crore NFSA ration cards (AAY & PHH) in the country are receiving the benefit of highly subsidised foodgrains every month. Further, in Delhi NCR and West Bengal, 100% of respective NFSA coverage is being utilised by the respective State/UT Government.

E. Pradhan Mantri Garib Kalyan Yojana (PMGKY) and Pradhan Mantri Garib Kalyan Rozgar Abhiyan (PMGKRA)

4.14 As regards PMGKY, the Ministry apprised as under:

"Government of India under Pradhan Mantri Garib Kalyan Yojana (PMGKY), has contributed both 12% employer's share and 12% employee's share under Employees Provident Fund (EPF), totaling 24% of the wage for the wage month from March to August, 2020 for the establishments having upto 100 employees with 90% of such employees earning less than Rs. 15000/-. Under the PMGKY scheme Rs 2567.20 crore was credited in EPF accounts of 38.85 lakhs eligible employees through 2,63,272 establishments."

4.15 Regarding PMGKRA, the Ministry submitted as under:

"Government of India, under Pradhan Mantri Garib Kalyan Rozgar Abhiyan (PMGKRA), has taken various initiatives to boost rural infrastructure and rural economy to provide local employment opportunities particularly to the migrant returnees. It covered 116 districts of 6 States with a resource envelope of Rs 50,000 crore and was implemented in a mission mode campaign of 125 days through Ministry of Rural Development."

4.16 Asked to furnish the State-wise details of PMGKY benefits extended, the Ministry submitted the following data:

STATE-WISE PMGKY BENEFIT				
SI	STATE/UT	ESTABLISHMENTS	UAN	BENEFIT (In Rs)
1	ANDAMAN AND NICOBAR ISLANDS	200	1,758	1,61,65,109
2	ANDHRA PRADESH	10,477	1,66,018	1,16,90,34,353
3	ARUNACHAL PRADESH	164	1,493	86,52,776
4	ASSAM	2,439	20,658	13,77,63,406
5	BIHAR	4,104	60,186	43,22,31,657
6	CHANDIGARH	1,982	28,890	20,44,81,067
7	CHATTISGARH	5,737	91,378	64,50,19,222
8	DELHI	4,463	52,422	36,55,70,609
9	GOA	1,312	19,475	12,67,50,318
10	GUJARAT	20,064	2,94,005	1,85,66,52,030
11	HARYANA	7,003	1,02,217	64,13,10,850
12	HIMACHAL PRADESH	3,916	55,990	36,43,52,099
13	JAMMU AND KASHMIR	2,078	26,590	20,84,32,436
14	JHARKHAND	6,286	1,00,274	76,99,46,403
15	KARNATAKA	21,238	3,14,277	2,49,96,08,357
16	KERALA	7,123	1,22,464	92,77,32,405
17	LADAKH	15	172	21,12,504
18	MADHYA PRADESH	11,588	1,72,923	1,07,58,24,356
19	MAHARASHTRA	36,495	4,79,481	3,16,50,24,476
20	MANIPUR	332	6,205	3,29,53,259
21	MEGHALAYA	285	2,644	1,82,75,367
22	MIZORAM	54	867	77,15,565
23	NAGALAND	169	2,516	1,81,03,442
24	ORISSA	8,747	1,43,692	1,01,88,91,544
25	PUNJAB	5,774	78,757	50,69,80,376
26	RAJASTHAN	10,866	1,44,459	79,74,35,733
27	TAMIL NADU	33,777	5,80,409	3,57,10,91,025
28	TELANGANA	11,847	1,73,549	1,02,69,71,311
29	TRIPURA	372	3,976	2,71,23,065
30	UTTAR PRADESH	16,819	2,35,031	1,57,99,85,296
31	UTTARAKHAND	3,093	50,786	32,46,83,759
32	WEST BENGAL	24,450	3,57,925	2,12,50,90,782
	TOTAL	2,63,269	38,91,487	25,67,19,64,957

F. PM-SVANidhi Scheme

4.17 The Committee were informed that under the PM-SVANidhi Scheme, as on 28.06.2021, 25.03 lakh loan applications have been sanctioned and Rs. 2,130 crore disbursed to 21.57 lakh beneficiaries.

4.18 Asked to furnish the State-wise breakup, the following detailed information was provided:

State-wise applications received, sanctioned and disbursed under PM SVANidhi
(As on 28.06.2021)

State Name	Total Applications received	Applications Sanctioned	Disbursed out of sanctioned
ANDAMAN AND NICOBAR ISLANDS	463	411	400
ANDHRA PRADESH	2,75,357	1,82,561	1,43,408
ARUNACHAL PRADESH	4,861	2,424	1,995
ASSAM	38,047	17,356	14,701
BIHAR	1,00,134	46,760	30,510
CHANDIGARH	4,047	2,504	2,215
CHHATTISGARH	95,371	42,708	41,107
Daman and Diu and Dadra and Nagar Haveli	2,179	1,277	961
DELHI	62,676	38,140	31,841
GOA	1,399	1,061	1,033
GUJARAT	2,17,003	1,12,611	1,03,866
HARYANA	45,311	20,918	17,458
HIMACHAL PRADESH	4,052	2,911	2,823
JAMMU AND KASHMIR	16,388	13,181	12,029
JHARKHAND	44,005	23,872	22,489
KARNATAKA	2,42,513	1,27,166	1,11,535
KERALA	12,008	8,346	8,153
LADAKH	290	253	248
MADHYA PRADESH	4,82,468	3,42,983	3,23,072
MAHARASHTRA	4,16,737	2,00,421	1,54,320
MANIPUR	16,187	8,186	6,290
MEGHALAYA	583	330	277
MIZORAM	631	444	438
NAGALAND	2,223	1,304	1,239
ODISHA	58,344	32,667	27,192
PUDUCHERRY	1,804	1,390	1,116
PUNJAB	1,00,614	36,915	29,396
RAJASTHAN	1,46,287	67,348	51,918
TAMIL NADU	2,86,183	1,30,761	91,261
TELANGANA	4,55,772	3,46,699	3,14,011
TRIPURA	4,105	2,729	2,623
UTTAR PRADESH	10,75,375	6,69,660	5,95,716
UTTARAKHAND	16,582	10,051	9,291
WEST BENGAL	14,863	7,571	2,682
Grand Total	42,44,862	25,03,919	21,57,614

4.19 The Committee desired to be apprised of the efforts made by the Government to cover more beneficiaries *viz.* street vendors across the Country under the Scheme. In reply, the Ministry submitted as under:

"Regular joint review meetings along with D/o Financial Services at the level of Secretary and AS/JS have been conducted. Disbursement targets have been given to States/UTs/Lending Institutions. To give a boost to sanction and disbursement, time to time special camps in all the Urban Local Bodies (ULBs) across the country have been organized.

Recently, vide D.O letter dated 24.06.2021 of Secretary, MoHUA instructions have been issued to all the States/UTs alongwith Lending Institutions to organize special camps named 'Sankalp se Siddhi' from July 01 to August 15, 2021 during which the LIs shall make efforts to disburse all sanctioned applications & sanction all the eligible pending applications. During the drive, the ULBs in co-ordination with the State Level Banking Committee/District Level Banking Committee, would organise camps to complete the documentation requirements of the Banks to sanction and disburse the loans. These camps may be utilised to mobilise new applications, socio-economic profiling under 'SVANidhi se Samridhhi', digital transaction training so that the Street Vendors are empowered in every way possible to face the pandemic related stress."

G. Aatmanirbhar Bharat Rojgar Yojana (ABRY)

4.20 The Committee were informed that the ABRY was launched to incentivize creation of new employment during Covid-19 Pandemic with effect from 1st October, 2020. The last date of registration under ABRY Scheme has been extended from 30th June, 2021 to 31st March, 2022. Elaborating the salient features and achievements made under the Scheme, the Ministry deposed as under:

"As part of Aatmanirbhar Bharat Abhiyan 1.0 launched on 13.05.2020, the Central Govt. in order to provide relief from liquidity crunch during Pandemic also announced reduction in statutory rate of EPF contributions from 12% to 10% for all class of establishments & employees except those owned or controlled by the Central / State Govt. and PMGKY beneficiary establishments. The establishments and members beneficiary due to above is noted below:

Month	Establishments	Employees
May, 2020	1.25 Lakh	1.57 Crore
June, 2020	1.39 Lakh	1.75 Crore
July, 2020	1.41 Lakh	1.80 Crore

Aatmanirbhar Bharat Rojgar Yojana (ABRY)- On 12.11.2020, as part of Aatmanirbhar Bharat 3.0 package, the Central Govt. announced the ABRY from 01.10.2020 to incentivize employment generation in EPFO registered establishments during Covid Recovery phase.

The ABRY scheme was initially opened from the wage month October 2020 to June 2021 for registration of new employees and the incentive is available for a period of two years from date of registration of new employee by eligible establishment. Considering the disruption caused by the consequent

second wave of Covid-19 pandemic, the Central Government has extended the validity period of registration up to 31.03.2022 and the beneficiaries will draw the benefit under the scheme till March 2024. Incentive in form of payment of EPF contributions is available for 24 Wage months from date of registration of new employees. Incentive of both employees & employer's contributions i.e. 24% of wages in r/o new employees in Estts employing up to 1000 employees & only employee's EPF contributions i.e. 12% of wages in r/o new employees in estts employing more than 1000 employees. The incentive enables the new employees to draw higher take home salary as 12% of wage is not deducted from their wages and is paid by the Central Govt.

Eligibility conditions for establishments:

Number of EPF Contributory Members in ECR filed for wage month September 2020 is the reference base of employees.

Establishments employing up to 50 employees have to add minimum 2 new employees and Establishments employing more than 50 employees have to add minimum 5 new employees to the reference base and retain the number of employees in reference base on month to month basis to be eligible for benefits. For new establishments getting covered from 1.10.2020 to 31.03.2022, the reference base is treated as zero and incentive is available for employing new employees.

Beneficiaries- "New Employees"

"New employee" means any employee drawing wages less than Rs 15000/- per month who joins employment in any EPFO registered establishments for the first time from 01.10.2020 to 31.03.2022 and is allotted Aadhaar validated UAN. Those EPF members who made exit from employment during 1.03.2020 to 30.09.2020 and join in any EPFO registered establishment between 1.10.2020 to 31.03.2022. The new employee should continue to be employed in any eligible Establishment to avail the incentive. Benefits is not available to any new employee who is a registered beneficiary under PMRPY / PMPRPY.

Claim of benefits and disbursement:

To implement ABRY, EPFO has deployed electronic facility on Employer's portal whereby the employers can register the establishment and new employees and claim benefits through Electronic Returns cum Challans (ECR) for each wage month.

The benefits of employees' and employer's share of EPF/EPF contributions is provided upfront to the employers at the time of submission of ECR.

Establishments working as contractors engaged in providing manpower to one or more principal employers shall not claim benefit of employers' share under this Scheme if the same is claimed or received from the principal employer.

To facilitate this an electronic facility is deployed on EPFO's Unified Portal for Principal Employers to view EPF compliance of their Contractors & contract workers registered with EPFO."

4.21 The Committee desired to be apprised of the details of fund allocation under ABRY and the status of progress made for the revival of the organised and unorganised sectors. In response, the Ministry deposed as under:

"The total funds allotted under the Aatmanirbhar Bharat Rojgar Yojana for the FY 2020-21 was Rs. 405 crores. The total funds allocated for the entire scheme period, i.e. till 2023-24 is Rs. 22,098 crores.

Further, the current status of progress under the ABRY scheme as on 30.06.2021 is tabulated below:

Number of Beneficiaries UANs and Amount of Benefits (State-wise)
(as on 30.06.2021)

STATE_NAME	UANS	Benefit Amount (in Rs.)
ANDAMAN AND NICOBAR ISLANDS	280	16,88,002
ANDHRA PRADESH	60,376	27,76,29,980
ARUNACHAL PRADESH	18	91,512
ASSAM	4,510	1,99,03,772
BIHAR	8,850	4,82,57,643
CHANDIGARH	25,997	11,28,20,728
CHATTISGARH	30,310	14,34,24,745
DELHI	78,703	32,21,97,407
GOA	8,653	4,10,60,667
GUJARAT	2,47,890	1,02,94,09,719
HARYANA	1,41,793	63,10,16,869
HIMACHAL PRADESH	33,385	14,66,11,701
JAMMU AND KASHMIR	7,292	3,31,05,691
JHARKHAND	23,171	11,71,95,349
KARNATAKA	1,73,394	82,62,99,262
KERALA	34,142	16,61,68,193
LADAKH	26	1,17,563
MADHYA PRADESH	73,950	37,48,73,146
MAHARASHTRA	3,66,148	1,50,89,38,909
MANIPUR	419	20,68,528
MEGHALAYA	689	59,85,187
MIZORAM	178	16,01,130
NAGALAND	38	1,52,696

ORISSA	34,850	16,61,63,908
PUNJAB	66,116	31,79,97,081
RAJASTHAN	1,15,734	48,83,56,655
SIKKIM	1,870	1,10,16,235
TAMIL NADU	2,96,876	1,08,08,56,857
TELANGANA	96,848	37,14,01,316
TRIPURA	2,491	1,35,17,631
UTTAR PRADESH	1,50,701	75,05,75,134
UTTARAKHAND	38,417	17,67,83,826
WEST BENGAL	78,825	30,77,23,537
Total	22,02,940	9,49,50,10,579

Unique Beneficiaries and Amount of Benefits
(as on 30.06.2021)

	Establishment	New Joinees	Re-Joinees	Total Unique Beneficiaries	Benefit Amount (in Rs.)
Estts. upto 50	23,881	9,64,715	1,74,547	11,39,262	5,40,21,21,976
Estts. upto 1000	57,096	4,52,906	42,254	4,95,160	2,77,23,12,337
Estts above 1000	1,274	4,64,063	1,04,455	5,68,518	1,32,05,76,266
Total	82,251	18,81,684	3,21,256	22,02,940	9,49,50,10,579

Number of Beneficiaries UANs and Amount of Benefits (Gender-wise)
(as on 30.06.2021)

GENDER	UANS	Benefit Amount (in Rs.)
Male	16,25,178	6,96,56,55,119
Female	5,70,302	2,49,54,06,712
Transgender	29	61,592
NA	7,431	3,38,87,156
Total	22,02,940	9,49,50,10,579

H. Atal Beemit Vyakti Kalyan Yojana (ABVKY)

4.22 The Committee were apprised that unemployment benefit under the ABVKY being implemented by the ESIC has been enhanced from 25 percent to 50 percent of the average earning, payable upto 90 days, alongwith relaxation of eligibility conditions for insured workers who have lost employment due to the Covid-19 Pandemic.

4.23 The Ministry further stated as under:

"All the insured persons under ESI Act who fulfill the required eligibility conditions for availing relief under Atal Beemit Vyakti Kalyan Yojana, are covered under the scheme. There is no provision for separate registration under the scheme. "

4.24 In response to a specific query, the Ministry apprised that during the first and second waves of the pandemic i.e. from 01.04.2020 to 20.06.2021, 53002 claims amounting to Rs. 70.43 crore have been paid under ABVKY.

4.25 Asked to furnish the State-wise data on the number of beneficiaries and amount paid to them under the ABVKY during the second wave of the Pandemic i.e. from March, 2021 to June, 2021, the Ministry provided the following data:

State-wise data of number of cases and amount paid under Atal Beemit Vyakti Kalyan Yojana during 01.3.2021- 30.06.2021		
State	No of cases	Amount Paid (Rs.)
Himachal Pradesh	262	3253057
Karnataka	381	6482285
Punjab	401	5186842
Uttarakhand	581	5092455
Haryana	610	7895259
Assam	14	250215
Rajasthan	553	6828061
J&K	30	257715
UP	982	13450757
West Bengal	117	1983005
Bihar	55	593196
Delhi	364	6494470
Jharkhand	15	269087
Mizoram	3	16283
Gujarat	475	6990249
Maharashtra	725	11867837
AP	342	3766160
Puducherry	14	201534
Odisha	17	168136
MP	195	2522600
Goa	17	282417
Chhattisgarh	61	562116
Kerala	110	1650622
Tamilnadu	1870	24168967
Telangana	340	5198621
Total	8534	115431946

I. MGNREGA

4.26 Highlighting the measures taken under MGNREGA to generate sufficient employment in rural areas, the Ministry apprised as under:

"Government has earmarked an additional Rs. 40,000 crore under MGNREGA to generate employment of nearly 300 crore person days towards addressing need for more work including returning migrant workers. MGNREGA wage has been increased to Rs. 202 a day from Rs. 182 to benefit nearly 13.62 crore families. Out of total employment generated (in person days), women share is 52.1% in the FY 2021-22, as on 02.07.2021"

4.27 The Committee desired to know the schemes floated by the Government for the urban poor in line with MGNREGA which benefits the rural poor. In reply, the Ministry submitted as under:

"Employment generation coupled with improving employability of the youth is the priority concern of the Government. Government has taken various steps for generating employment in the country like encouraging private sector of economy, fast-tracking various projects involving substantial investment and increasing public expenditure on schemes such as Prime Minister's Employment Generation Programme (PMEGP), Pt. Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) Pradhan Mantri Rojgar Protsahan Yojana (PMRPY), Pradhan Mantri Mudra Yojana (PMMY), flagship programmes of the Government such as Digital India, Swachh Bharat Mission, Smart City Mission, Atal Mission for Rejuvenation and Urban Transformation, Housing for All, Infrastructure development and Industrial corridors which have the potential to generate productive employment opportunities, etc. both for urban and rural poor. Ministries/ Departments/ States also run skill development schemes across various sectors to improve the employability of youth and also facilitate placements. Schemes such as the National Apprenticeship Promotion Scheme (NAPS) implemented by Ministry of Skill Development & Entrepreneurship wherein Government reimburses 25 percent of the stipend payable to apprentices also enhances employability of the youth to access employment.

Ministry of Housing & Urban Affairs (MoHUA) is administering a Centrally Sponsored Scheme named "Deendayal Antyodaya Yojana"- National Urban Livelihoods Mission (DAY-NULM), through the respective States/UTs, to reduce poverty and vulnerability of urban poor households by enabling them to access gainful self-employment and skilled wage employment opportunities, for improvement in their livelihoods on a sustainable basis. The mission also aims to build strong grassroots level institutions of the urban poor; provide shelters equipped with essential services to the urban homeless and address livelihoods

concerns of the urban street vendors by facilitating access to suitable spaces, institutional credit, social security, etc. PMSVANidhi Scheme has facilitated collateral free working capital loan upto Rs.10,000/- for one-year tenure to street vendors, to resume their businesses."

4.28 In response to another related query, the Ministry clarified as under:

"In order to extend the benefits of Social Security Schemes to the workers of unorganised sector working in both rural and urban areas, the Government enacted the Unorganised Workers' Social Security Act, 2008. Under the Act, the Central Govt. is mandated to formulate suitable welfare schemes for unorganised workers on matters relating to:

- i. life and disability cover,
- ii. health and maternity benefits,
- iii. old age protection, and
- iv. any other benefit as may be determined by the Central Government.

Further, the Act also stipulates that the State Government may formulate and notify, from time to time, suitable welfare schemes for unorganised workers, including schemes relating to

- a. provident fund,
- b. employment injury benefit,
- c. housing,
- d. educational schemes for children,
- e. skill upgradation of workers,
- f. funeral assistance; and
- g. old age homes.

The said Act has now been subsumed in the Code on Social Security 2020 with the wider scope of welfare for the Unorganised Workers including Gig workers and Platform workers and extended coverage. The Central Government through its several Ministries is running various schemes for the poorer of urban areas as well as rural areas viz. Ayushman Bharat (PM-JAY) for health facilities, PMSBY/PMJJBY for providing accidental/death insurance, PMSVANidhi for providing loan to street vendors, PMSYM and NPS Traders for providing assured pension to unorganised workers and self-employed workers etc."

J. Pradhan Mantri Shram Yogi Maan-Dhan (PMSYM) & National Pension Scheme for Traders and Self-Employed Persons (NPS-Traders)

4.29 Labour being a concurrent subject, the Committee desired to be apprised of the status of the performance of the States in implementing the Schemes announced by the Central Government. In response, the Ministry submitted as under:

"i. **Pradhan Mantri Shram Yogi Maan-dhan (PMSYM):** In order to provide the social security needs of unorganised workers a pension scheme in the name of Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM), was launched in March, 2019. It is a voluntary and contributory pension scheme. Under this scheme, minimum assured monthly pension of Rs.3000/- will be provided to the beneficiaries after attaining the age of 60 years. Under the scheme, the subscriber is required to pay the prescribed contribution amount which ranges Rs. 55-200/- depending upon the entry age of the workers and the Central Government provides equal matching contribution. Enrolment to the Scheme is done through the Common Service Centres (CSC-SPV). In addition, eligible persons can also self-enroll through visiting the portal www.maandhan.in. The unorganised workers in the age group of 18-40 years whose monthly income is Rs. 15000/- or less and not a member of EPFO/ESIC/NPS(Govt. funded) can join the scheme. Total beneficiaries enrolled under the PMSYM Scheme as on 30.06.2021 are around 45.01 lakh.

iii. **Pradhan Mantri Laghu Vyapari Maan-Dhan Scheme or National Pension Scheme for Traders and Self-Employed Persons (NPS-Traders):** National Pension Scheme for Traders, Shopkeepers and Self-Employed Persons (originally proposed name was, 'Pradhan Mantri Laghu Vyapari Maan-Dhan Scheme') was launched in September, 2019. It is a voluntary and contributory pension scheme. Under this scheme, minimum assured monthly pension of Rs.3000/- will be provided to the beneficiaries after attaining the age of 60 years. The traders in the age group of 18-40 years with an annual turn over, not exceeding Rs.1.5 crore and who are not a member of EPFO/ESIC/NPS/PM-SYM (Govt. funded) or an income tax payer, can join the scheme. Under the scheme, 50% monthly contribution is payable by the beneficiary and equal matching contribution is paid by the Central Government. Enrolment to the Scheme is done through the Common Service Centres, with its network of 3.50 lakh Centres across the country. In addition, eligible persons can also self-enroll through visiting the portal www.maandhan.in. Total beneficiaries enrolled as on 30.06.2021 are around 43,916."

V. MIGRANT WORKERS

5.1 The Committee were informed that States/UTs were advised to collect the details of all the migrant workers who had returned to their home States. Advisory guidelines were issued to all the States/UTs to ensure provision of decent working conditions, health and occupational safety and social security benefits to the migrant workers.

5.2 Elaborating further, the Ministry submitted as under:

"In compliance of Hon'ble Supreme Court's order dated 09.06.2020 in Suo Motu WPC. No. 6/2020, D.O. Letter was written on 19.06.2020 by Secretary, MoLE to Chief Secretaries / Administrators of all States/UTs to collect details of all migrant labourers who have reached their native places and maintain details of migrant workers of their skill, nature of employment, earlier place of employment village-wise, block-wise and district-wise to facilitate the administration to extend benefit of different schemes which may be applicable to such migrant workers. As per the data received from States/UTs the total number of migrant workers who returned to their home States during first phase of Covid – 19 lockdown is given below.

SL No	Name of the State	No. of Migrant workers belonging to this State who have returned to their home State *
1	Andhra Pradesh	32,571
2	Andaman and Nicobar	4,960
3	Arunachal Pradesh	2,871
4	Assam	4,26,441
5	Bihar	15,00,612
6	Chandigarh	39230
7	Chhattisgarh	526900
8	Dadra & Nagar Haveli and Daman & Diu	43,747
9	Delhi	2,047
10	Goa	85620
11	Gujarat	0
12	Haryana	1,289
13	Himachal Pradesh	18,652
14	Jammu & Kashmir	48,780
15	Jharkhand	5,30,047
16	Karnataka	1,34,438
17	Kerala	3,11,124
18	Ladakh	50
19	Lakshadweep	456
20	Madhya Pradesh	7,53,581
21	Maharashtra	1,82,990
22	Manipur	12,338
23	Meghalaya	4,266
24	Mizoram	8446
25	Nagaland	11,750
26	Odisha	853,777
27	Puducherry	1,694
28	Punjab	5,15,642
29	Rajasthan	13,08,130
30	Sikkim	33,015
31	Tamil Nadu	72,145
32	Telangana	37,050
33	Tripura	34,247

34	Uttar Pradesh	32,49,638
35	Uttarakhand	1,97,128
36	West Bengal	13,84,693
	Total	1,14,30,968

*** As per the data received from the States/UTs till date**

5.3 The Committee were then apprised that during the second wave only 5,15,363 migrant workers returned to their home States. Many of them have returned for seasonal activities like crop cutting, marriage, festivals etc. Underlining the difference of migration position between the first and second waves/lockdowns, the Ministry deposed as under:

"The nature of localized lockdowns, curfews imposed by the various States, to cover specific areas of State/district/community, as the case may be, during the second wave of Covid-19 in 2021 is completely different from the National lockdown of last year. With a view to ensuring food security, health safety and transport facilities to the migrant workers, the Ministry of Labour & Employment has been regularly conducting review cum coordination meetings with the States and UTs. Till now, eight such meetings have been conducted via Video-Conferencing on 13.04.2021, 23.04.2021, 06.05.2021, 13.05.2021, 20.05.2021, 27.05.2021, 03.06.2021 and 10.06.2021."

5.4 Asked to furnish the data on the number of migrant workers getting re-employment in the same organisations after their return from their home States, the Ministry responded as under:-

"Migration of workers from one State to another State is a continuous process and the migrant workers keep on moving from one State to other States in search of work. Therefore, it is not feasible to keep such data."

5.5 The Committee then desired to be apprised of the robust coordination mechanism between the Central Government and the State Governments to ensure all round welfare of the migrant workers. In response, the Ministry apprised as under:

"In the wake of unlocking after the complete lockdown an advisory guidelines to State/UT Governments was issued for the welfare of Migrant workers returning to destination States vide D.O. dated 27.07.2020 from Hon'ble LEM. The advisory guidelines contain for provision of decent working conditions, health and occupational safety and social security benefits to migrant workers. States/UTs were requested to implement the advisory guidelines by quickly gearing up their labour enforcement machinery and ensuring statutory compliance by all the stakeholders which could provide migrant workers much needed help to mitigate the financial crisis and empower them to deal with the pandemic."

VI BUILDING AND OTHER CONSTRUCTION WORKERS (BOCWs)

6.1 As regards direct transfer of funds to the BOCWs, the Committee desired to be apprised of the State wise position during the first and second waves of the Covid-19 pandemic. In response, the Ministry submitted as under:

"In response to the Government of India's directions to frame schemes for direct transfer of funds to Building and Other Construction workers (BOCW) the State Welfare Boards have cumulatively disbursed around Rs.5618 crore to approx. 1.83 crore Building and Other Construction workers. State/UT wise information is given below:-

State-wise status on Cash relief provided to BoC Workers during first wave of COVID - 19				
Sl. No.	Name of the States/UTs.	Total no of BoCW workers given assistance	Total amount disbursed (Rs in Lakh)	Expenditure on Other Items like food, Ration Kit, shelter etc. (Rs in Lakh)
1	Andhra Pradesh	1967484	19675	0
2	Arunachal Pradesh	3000	60	0
3	Assam	221378	4428	0
4	Bihar	1107696	22154	0
5	Chhattisgarh	202579	0	186
6	Goa	5117	307	0
7	Gujarat	374372	3744	0
8	Haryana	310935	15468	0
9	Himachal Pradesh	133090	7734	0
10	J&K (including laddakh)	170131	6805	0
11	Jharkhand	199226	2000	0
12	Karnataka	1362438	68122	0
13	Kerala	694123	6944	0
14	Madhya Pradesh	891850	17837	0
15	Maharashtra	967556	48378	0
16	Manipur	52605	526	0
17	Meghalaya	24730	1237	0
18	Mizoram	51451	1544	640
19	Nagaland	19046	381	0
20	Odisha	1837000	27555	0
21	Punjab	290638	17438	0
22	Rajasthan	758102	179991	0
23	Sikkim	7836	157	0
24	Tamil Nadu	1370601	27412	0
25	Telangana	830324	12455	88027
26	Tripura	39082	1172	0
27	Uttar Pradesh	1824771	35384	0
28	Uttarakhand	228423	4568	0
29	West Bengal	2198349	21983	0
30	Delhi	43945	4395	0
31	A&N Islands	12856	701	0

32	Chandigarh	6670	400	0
33	Dadra & Nagar Haveli	0	0	0
34	Daman and Diu	0	0	0
35	Lakshadweep	1109	165	0
36	Puducherry	35765	715	0
		18244278	561834	88853
			650687	

State-wise status on Cash relief provided to Building and Other Construction (BoC) Workers during Second Wave of COVID

Sl. No.	Name of the States/UTs.	Total no of BoCW workers given assistance	Amount disbursed @ per worker	Total amount disbursed (Rs in Crore)
1	Andhra Pradesh			
2	Arunachal Pradesh			
3	Assam	0	0	0
4	Bihar			
5	Chhattisgarh			
6	Goa			
7	Gujarat	0	0	0
8	Haryana			
9	Himachal Pradesh	0	0	0
10	J&K (including laddakh)			
11	Jharkhand	0	0	0
12	Karnataka	19,48,000	3,000	584.40
13	Kerala	6,96,129	1,000	69.61
14	Madhya Pradesh	12,00,000	1,000	120
15	Maharashtra	10,33,052	1500	154.95
16	Manipur			
17	Meghalaya			
18	Mizoram			
19	Nagaland	20,000	2000	4
20	Odisha	0	0	0
21	Punjab			
22	Rajasthan	0	0	0
23	Sikkim	0	0	0
24	Tamil Nadu			
25	Telangana			
26	Tripura			
27	Uttar Pradesh	67,00,000	1,000	670
28	Uttarakhand	0	0	0
29	West Bengal			
30	Delhi	2,10,684	5000	105.342
31	A&N Islands	0	0	0
32	Chandigarh	0	0	0
33	Dadra & Nagar Haveli			
34	Daman and Diu			
35	Lakshadweep	0	0	0
36	Puducherry			
	Total	1,18,07,865		1708.302 Cr

6.2 In response to another related specific query, the Ministry apprised as follows:

In order to mitigate the financial crisis of the construction workers and protect them against the economic disruptions due to the outbreak of Covid-19 pandemic and Country-wide lockdown the Central Government had taken numerous measures to provide them financial assistance, food packages and other benefits. Advisory guidelines were issued on 24.03.2020 under Section – 60 of the Building and Other Construction Workers Act, 1996 to all the States/UTs Building and Other Construction Workers Welfare Boards to frame a scheme for transfer of adequate funds in the bank account of construction workers through direct benefit transfer (DBT mode) from the cess funds collected by the States/UTs. In response, during the first wave of COVID - 19 the State Welfare Boards have cumulatively disbursed more than Rs. 5618/- Crores, through DBT, to the bank accounts of 1.83 Crores (approx.) BOCW Workers during lockdown and thereafter. Food relief packages have also been provided by the States/UTs to around 30 lakh workers from the cess fund. As per latest information received from States/UTs during second wave of COVID - 19 an amount of Rs. 1704.302 crores have been disbursed through DBT to 1,18,07,865 BOC workers.

VII NATIONAL DATABASE FOR THE UNORGANISED WORKERS (NDUW)

7.1 Regarding the development of a comprehensive NDUW for Construction, Migrant, Gig and Platform Workers, Street Vendors, Domestic, Agriculture and similar other workers seeded with Aadhaar, the Ministry apprised that the NDUW was being developed under technical supervision of NIC at a cost of Rs. 704.01 crore covering an estimated 37 crore Unorganised Workers to address various challenges and issues relating to the delivery of benefits of the welfare schemes meant for them.

7.2 The objectives of NDUW are as under:

- i. "Creation of a centralized database of all unorganized workers (UWs) including Construction Workers, Migrant Workers, Gig and Platform workers, Street Vendors, Domestic Workers, Agriculture Workers, etc., to be seeded with Aadhaar.
- ii. Integration of Social Security Schemes meant for UWs being administered by MoLE and subsequently those run by other ministries as well.
- iii. Sharing of information in respect of registered unorganised workers with various stakeholders such as Ministries/ Departments/ Boards/ Agencies/ Organizations of the Central & State Governments through

APIs for delivery of various social security and welfare schemes being administered by them.

- iv. Ascertaining the status and address/ current location of the migrant workers and also their movement from formal sector to informal sector and vice versa.
- v. Portability of the social security and welfare benefits to the migrant and construction workers.
- vi. Providing a comprehensive database to Central and State Governments for tackling any National Crises like COVID-19 in future."

7.3 As regards bulk identification of data and integration of NDUW portal with other schemes/programmes, the Ministry apprised as under:

"Ministry of Finance approved the EFC proposal of for Rs 704 crore project for a period of 5 years in October 2020 with certain conditions as follows:

- i. Bulk Data available with different Ministries /Departments (MGNREGA, Asha, Anganwadi workers etc.) may be utilized for bulk identification and registration under NDUW.
- ii. Integration with PM-SYM, NPS-Traders, Pensions Scheme.
- iii. Framing a data sharing Policy as per extant government guidelines and in consultation with relevant stakeholders.
- iv. NDUW portal to be merged / integrated with NCS Portal and 'Skill Development Portal.
- v. Encourage other Ministries/ Departments to register their beneficiaries such as MGNREGA on the portal for getting benefits.
- vi. There may be smooth processes for change of address of the migrant worker and that the database is updated every time there is a change in the current address.
- vii. Ministry must design an appropriate Output Outcome Monitoring Framework in consultation with Niti Aayog and capture information in the Output-Outcome monitoring portal in a time bound manner."

7.4 Asked to state the latest status of the establishment of the portal, the Ministry submitted as under:-

"Ministry of Labour & Employment has already released Rs. 45.39 crore to NICSII for required software development and hardware purchases in January/

February 2021. Portal will be open for registration preferably by August/September, 2021 and handed over to the State/UT Governments to carry out the registration of the Unorganised Workers through their districts and state levels administrative machinery. The State/ UT Governments are to populate the data by mobilising the unorganized workers. Registration facilities will be available through CSCs, State Seva Kendra, Labour Facilitation Centers, selected post offices of Department of Posts' Digital Seva Kendras, etc. Workers will also be able to register themselves through mobile app or NDUW Portal in a more convenient way in self mode or assisted mode. A Comprehensive Action Plan (CAP) for registering the entire unorganized workers in least possible time period is under process."

7.5 The Secretary, Ministry of Labour & Employment deposed in evidence:

"Sir, we will launch the module for registration of workers, if not by 31st of July, at least, by 15th of August. Through the CSE, if a worker comes, then they can register themselves and become a part of the database. And as I said, we are also making an effort to take the bulk database of some of the building and construction workers, which is readymade database relating to labour, and if that database is Aadhaar linked, then we will import it directly."

7.6 The Committee then asked whether registration under NDUW would be voluntary and if so, the steps taken by the Ministry to motivate the Unorganised workers to register themselves under the portal. In reply, the Ministry submitted as under:

"Registration under National Database of Unorganised Workers (NDUW) is voluntary on demand. But, in order to avail any social security benefit under the code on Social security, one is required to be registered on the NDUW Portal. Government has decided to provide Accidental Insurance Cover for two years in the form of Pradhan Mantri Suraksha Bima Yojna (PMSBY) the annual subscription of which is Rs 12 per annum for those registering under NDUW Portal. Thereafter, on the basis of registration and feedbacks, if required the Central Government may decide extending the benefits and coverage. The project is expected to commence the registration work by August / September 2021 after addressing all critical technical issues. Thereafter, the State Governments are to populate the data on the portal through mobilising the unorganised workers. The Common Service Centres through its nation-wide network of over 4 lakh centres and selected post offices of the Department of Posts will act as registration centres, where workers can visit and register themselves free of cost.

VIII MICRO, SMALL & MEDIUM ENTERPRISES (MSME)

8.1 The Covid-19 Pandemic has affected the MSMEs the worst. The Committee desired to know the number of MSME Units closed and the number of workers affected therein alongwith the measures taken by the Government to rehabilitate/support them. In response, the Ministry submitted as follows:

"Ministry of MSME has created new portal for Udyam Registration and replaced Udyog Aadhaar Portal w.e.f. 01.07.2020. From 01.07.2020 onwards, MSMEs are registered on new website www.udyamregistration.gov.in as per the new definition of MSME.

As per Udyog Aadhaar Portal, number of MSMEs registered (since September 2015 to 30.06.2020) all over the country was 1,02,32,468. From 01.07.2020 to 07.07.2021, number of MSMEs registered on Udyam registration portal all over the country is 35,74,914.

	Number of MSMEs registered on Udyam registration portal
Micro	33,22,566
Small	2,24,079
Medium	28,269
Total	35,74,914

COVID-19 pandemic has temporarily affected various sectors including employment in Micro, Small and Medium Enterprises in the country. Reserve Bank of India (RBI) has issued guidelines on 'Framework for Revival and Rehabilitation of Micro, Small and Medium Enterprises' to Scheduled Commercial Banks (excluding Regional Rural Banks) in March 2016. Under this Framework, banks have been advised to identify incipient stress in the MSME accounts and refer it to the Committees formed under the framework for Corrective Action Plan for rectification, restructuring and recovery. As per the information received from RBI, the number of Accounts referred to the Committee and number of Accounts resolved by the committee for the half year ended March, 2017 to half year ended March, 2020 are:

S.No.	For the half year	Total MSME	
		Accounts referred to the Committee during the half year	Accounts resolved by the Committee during the half year
1.	October 2016- March 2017	1,00,803	1,37,282
2.	April 2017- September 2017	87,062	95,107
3.	November 2017-March 2018	1,30,208	1,30,473
4.	April 2018-September 2018	1,50,165	1,23,227
5.	October 2018-March 2019	1,42,275	1,46,519
6.	April 2019-September 2019	1,72,949	1,50,613
7.	October 2019-March 2020	3,39,728	3,24,621

Source: RBI

Note: Number of cases resolved by the committees is more than the cases referred due to some pending cases with the committees at the beginning of the half year which have been resolved during the period"

IX JOB LOSSES OF INDIANS WORKING ABROAD

9.1 The Committee desired to know whether any exercise had been undertaken to take stock of the job losses of Indian nationals working abroad but returned due to Covid-19 and measures taken to utilise their skilled expertise. In response, the Ministry apprised as under:

"With the aim of creating a database of the skilled workforce returning to the country under the Vande Bharat Mission (VBM), Ministry of Skill Development and Entrepreneurship (MSDE) in partnership with the Ministry of Civil Aviation (MCA) and the Ministry of External Affairs (MEA) had launched the SWADES (Skilled Workers Arrival Database for Employment Support) initiative. Under this initiative, data has been collected on the skills and experience of returning migrants. The returning citizens are required to fill up an online SWADES Skill Card, containing details related to the work sector, job title, employment and years of experience.

As on 28th February, 2021, more than 30,500 citizens have registered on SWADES. The top countries where the citizens are returning are UAE, Oman, Qatar, Saudi Arabia and Kuwait. The top sectors are Construction, Oil & Gas, Tourism & Hospitality, Automotive, Management and Entrepreneurship & Professional. The top receiving Indian States are Kerala, Tamil Nadu, Maharashtra, Uttar Pradesh and Karnataka.

For facilitating employment opportunities, details of SWADES registrations have been integrated with Skill India's ASEEM (Aatmanirbhar Skilled Employee Employer Mapping) portal. Currently, 1500+ employers are registered on ASEEM portal and have posted a demand for more than 8.5 lakh employees in India. Specific outreach for SWADES candidates is also being conducted through ASEEM with employers."

X. PAYROLL OF EMPLOYEES PROVIDENT FUND ORGANISATION (EPFO)

10.1 As regards the payroll data of EPFO published until March 2021, the Ministry deposed as under:

"As per the provisional payroll data of EPFO published until March 2021, it highlights that despite Covid-19 pandemic, cumulative net payroll addition for FY 2021 is almost at par with last year (78.58 lakh), with 77.08 lakh net

additions to subscribers base. It is observed that there is addition in net payroll in each month of 2020-21 except for the month of April and May 2020.

It is pertinent to mention here that most of the economic activities during the month of April and May 2020 were at the halt due to complete lockdown measures put in place in these months. With the unlocking of economic activities in phased manner w.e.f June 2020, addition can be seen in the net payroll data in the subsequent months. Gradually, as the lockdown restrictions eased up from the second quarter of FY 2021, rise in net payroll over the successive quarters can be observed. The net payroll data as per EPFO is as follows:

Year/month	Net payroll (EPFO)		
	Male	Female	Total
2017-18	1470442	232785	1552940
2018-19	4883757	1305172	6112223
2019-20	6273841	1593614	7858394
2020-21	6313635	1398080	7708375
April 2021	995103	280816	1275729

Source: Payroll Reporting in India: An Employment Perspective –April, 2021, MoSPI."

10.2 The Committee asked about the alternate procedure/mechanism developed to register those workers who would not possess Aadhaar Cards. In reply, the Ministry clarified as under:

- i. "Enrollment architecture under the Act and the Schemes framed there under in pre-computerisation era did not require KYC and the compliance and benefit disbursement revolved around the verification and attestation of the employer causing huge hardships to workers. To overcome such difficulties, EPFO has undertaken a mammoth exercise to digitize the entire process of disbursing benefit under the Schemes from collecting contributions in a provident fund account till settlement of the account. For this, Universal Account Number (UAN) was issued to each member who was requested to make them Know Your Customer (KYC) compliant by seeding UAN with their Aadhaar, bank account and mobile number. Aadhaar seeding will also help the members to file online requests for withdrawals and/or advances.
- ii. As far as EPFO is concerned, the Employees' Pension Schemes, 1995 framed under the Employees Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952) is having members and pensioners and the Central Government makes its contribution and provides subsidy for which the expenditure is incurred from the Consolidated Fund of India. Therefore, in pursuance of the provisions of section 7 of the Aadhaar

(Targeted Delivery of Financial and other Subsidies, Benefits and Services) Act, 2016 (18 of 2016), a notification has been issued on 04.01.2017 thereby linking UAN with Aadhaar.

- iii. The workers are being registered on UAN platform and the benefits under the Act and the Schemes framed thereunder are extended to them even in the absence of the Aadhaar.
- iv. EPFO is providing all assistance to members who do not have Aadhaar to obtain the same from UIDAI. Based on particulars of EPFO records UIDAI issues Aadhaar to such members."

XI ROLE OF EMPLOYEES' STATE INSURANCE CORPORATION (ESIC) DURING THE PANDEMIC

11.1 In response to a pointed query of the Committee regarding the significant and noteworthy role played by the ESIC during Covid-19 Pandemic, the Ministry furnished the following elaborate write up:

"Employees' State Insurance Corporation (ESIC) is a Social Security Organisation providing comprehensive social benefits covering 3.41 crores family units of workers and 13.24 crore beneficiaries as per provisions of ESI Act, 1948. The Employees' State Insurance Corporation raised to prevailing Covid-19 pandemic and made arrangement in 31 dedicated hospitals across the country thereby commissioning 6000 beds out of which 3213 were isolation beds. More than 23,000 Covid-19 patients have been treated so far.

Apart from providing medical facilities, "ESIC Covid-19 Relief Scheme" was launched on 03.06.2021. Under the new Scheme, eligible dependents of the IPs who died due to COVID-19 shall be paid periodical payment in their bank account. Till 25.06.2021 a total of 417 claims under the scheme have been received."

I. ESIC Covid Relief Scheme:

In order to provide help and succor to the families of the IPs who died due to COVID-19, Employees' State Insurance Corporation has started ESIC COVID-19 Relief Scheme. Under this scheme 90% of wages of deceased Insured Person shall be paid to the eligible dependents of the Insured person died due to COVID-19. The scheme shall be effective for a period of two years w.e.f. 24.03.2020. The eligibility conditions for relief under the scheme are: -

- i. The IP who died due to COVID-19 disease must have been registered on the ESIC online portal at least three months prior to the date of diagnosis of COVID-19 disease resulting in his/her death.

- ii. The deceased IP must have been in employment on the date of diagnosis of COVID-19 disease and contributions for at least 70 days should have been paid or payable in respect of him/her during a period of maximum one year immediately preceding the diagnosis of COVID-19 disease resulting in death.
- iii. Other Features of the Scheme.
 - a. The claimant for the relief will submit their claim for relief under the scheme enclosing the COVID-19 positive report and death certificate of IP in the nearest Branch Office of ESIC. All verifications and other formalities will be done by the ESIC Branch Office.
 - b. Proof of the age and identity of dependents shall be given by means of Aadhar or birth certificate issued by the competent authority.
 - c. The IP/IW who were availing maternity Benefit (MB) or Temporary Disablement Benefit (TDB) or Extended Sickness Benefit (ESB) and died due to COVID-19 and who fall short of the required 70 days of contribution due to being on MB, TDB or ESB, the number of days they were on MB, TDB or ESB during the period of one year prior to the diagnosis of COVID-19 will be counted for their eligibility for relief under the scheme.
 - d. There may be cases of death even after recovery from COVID-19 and discharge from hospital. In such cases, if the death results within 30 days of recovery and discharge from hospital, then the case shall be decided on recommendation of a Medical Board. In cases where the date of recovery from COVID-19 cannot be ascertained for want of COVID-19 negative certificate, the Post COVID death up to 45 days after testing COVID-19 Positive shall be considered for relief under the scheme.
 - e) Spouse of the deceased IP/IW shall be eligible for Medical care on depositing Rs 120/- in lump-sum for one year.

II. Medical Service measures taken by ESI Corporation during 2nd wave of COVID-19 pandemic.

To deal with the challenging situation of COVID-19 Pandemic resurgence during the current year, Employees' State Insurance Corporation (ESIC) has taken many decisions/steps to make provisions for providing medical services to IPs, beneficiaries and Staff including general public at large, as under:

- i. 33 ESIC Hospitals with 4,000 dedicated Covid beds having 400 ventilators were converted into dedicated COVID Hospitals to exclusively provide COVID medical services to the general public of the area as per requirement of local administration.
- ii. Alternate provisions were made for providing medical services from Tie-up Hospital, if an ESIC Hospital was declared as a dedicated Covid Hospital to cater exclusively to Corona suspected/confirmed cases. In such cases, ESI beneficiaries could be referred to tie-up Hospitals for providing prescribed secondary care/SST consultation/admission/investigation during the period for which concerned ESIC Hospital functions as dedicated Covid-19 Hospital. ESI Beneficiaries was also allowed to seek Emergency/non-Emergency medical treatment from tie-up hospital directly without referral letter, in accordance with his/her entitlement.
- iii. ESIC Hospitals are continuously adopting all updated guidelines being issued by MoH&FW, Govt. of India, on regular basis for delivering better and prompt medical services. Implementation of all such measures is being regularly monitored at ESIC Hqrs. Office through regular video conferences with ESIC hospitals across the country.
- iv. Each ESIC hospital has been instructed to function with a minimum of 20% of its bed capacity as dedicated Covid beds for ESI IPs, beneficiaries, staff & pensioners.
- v. In order to ease out the hardship of ESI Beneficiaries in this tough time, ESIC has allowed purchase of medicines by beneficiaries from private chemists and its subsequent reimbursement by ESIC.
- vi. Proposal for requirement/allocation of PSA Oxygen plant at all ESIC hospitals across the country have been shared with MoL&E and the process is on for installation of the same.
- vii. Steps are being taken to make available various Covid treatment related medicines viz. Remdesivir, Tocilizumab, Amphotericin B etc. to various ESIC Hospitals.
- viii. Instructions have been issued for Incentivizing doctors (Faculty/SRs) to join at various ESIC Hospitals.
- ix. Consolidated Remuneration package to retired Army Teacher (Broad Speciality) as per SRESTA Scheme for joining on contract basis at ESIC Medical Education Institution have been provisioned.

- x. Ventilators, BIPAP machines are being made available to various ESIC Hospitals which have been received as donation through Ministry of Health and Family Welfare, Govt of India/ other State govt/Private bodies
- xi. Instructions have been issued to ESIC hospitals on setting up of Patient Information System for attendants.
- xii. Upward revision of Special Delegation of Power to Purchase Committee in respect of procurement for Covid supplies from Rs 2.5 lacs to Rs 10 Lacs for ESIC Hospital for a period of 02 months (07.05.2021 to 06.07.2021) has been approved.
- xiii. In order to prepare ESIC health system for likely third wave of Covid, a strategic group for formulation of strategy was constituted which has prepared its draft report and based on its recommendation, measures will be taken very shortly once the report is finalised"

11.2 The Committee desired to know the State-wise details of the number of workers belonging to the Organised and Unorganised Sectors who died due to the Pandemic. In reply, the Ministry submitted as under:

"Employees' State Insurance Corporation has launched ESIC COVID-19 Relief Scheme on 03.06.2021 under which the eligible dependents of the IPs who died due to COVID-19 shall be paid periodical payment in their bank account. Till 25.06.2021 a total of 417 claims under the scheme have been received.

As per information received from Ministry of Health & Family Welfare, it doesn't maintain the classification/categorization of workers who died due to COVID19. However, the total number of deaths as on 07.07.2021 is 4,04,211."

11.3 The Ministry were unable to furnish any reply to a pointed query of the Committee regarding the deployment of the family members of those workers/labourers who lost their lives due to the Pandemic.

11.4 Commenting on the matter, the Chief Provident Fund Commissioner (CPFC) clarified in evidence as follows:

"As regards the data which you mentioned regarding the employment given by employers to the wards of those who were killed in Covid pandemic, I do not think there is any such scheme. So, the data collection itself will be very difficult and also, there is no such guideline or any scheme that anybody is bound to provide any employment to the wards of any person who died with Covid."

PART-II

OBSERVATIONS/RECOMMENDATIONS

RATE OF UNEMPLOYMENT AND JOB LOSSES

1. According to Periodic Labour Force Survey (PLFS), over 90 percent of workers in India are informal workers which in absolute terms translates into 419 million out of a total of 465 million workers. The informal workers both in rural and urban areas who have been hit the most due to Covid-19 Pandemic comprise the migrants, agriculture workers, casual/contract labours, building and construction workers, domestic workers, gig/platform workers and self-employed workers like plumbers, carpenters, painters, street vendors etc. The Committee note that because of the character of seasonality of employment and lack of formal employee-employer relationship in the Unorganised Sectors, workers belonging to such sectors have been the worst sufferers during the Covid-19 induced lockdowns/shutdowns. In other words, the poor and vulnerable workers in the unorganised sectors have been in distress for their informality specifically due to low levels of income and savings, lack of employment security and access to government social protection. The consequential effects on loss of jobs, rising unemployment, indebtedness, nutrition, health and education of unorganised workers and their family members have the potential to cast a long shadow and irreparable damage. Needless to say, formalising the Unorganised Sector, increasing

the productivity, strengthening and upgrading the existing livelihoods and creating new opportunities should remain the major thrust areas to mitigate the impact of Covid-19 pandemic on unemployment and joblessness. The Committee also desire that social security measures need to be strengthened and made attractive. Further, the Government should explore ways and means to put money in the bank accounts of the informal workers during adverse conditions like Covid-19.

2. The Committee desire that the Government both at the Central and State Levels should encourage and introduce entrepreneurial opportunities as means of sustenance which would help in reducing unemployment and supporting recovery. Further, in order to enhance the skills/expertise of the vulnerable and marginalised populations in the economy, focussed attention be paid towards creating a large number of skill development programmes/projects which would ensure availability of quality manpower to cater to the needs of the economy.

3. The Committee also feel that leveraging investments into the traditional sectors, strengthening the 'Make in India' mission and intensifying further infusion of technology into various sectors would certainly provide enhanced local and pan-India employment opportunities.

4. As in most countries, the Covid-19 Pandemic in India has exacerbated vulnerabilities for the women, young and self-employed

workers besides the migrants and workers with low and medium skills. The Government therefore, should strive to support a recovery that is robust, broad based and women centric and based on social dialogues with all the stakeholders concerned so as to promote and ensure seamless transition.

5. Workers in the Organised Sector have also borne the brunt of job and livelihood losses due to the Covid-19 Pandemic. The Committee are of the studied opinion that the Covid-19 crisis in India has come in the backdrop of pre-existing high and rising unemployment. Therefore, a comprehensive plan and roadmap is required to address the deteriorating condition of employment much aggravated by the pandemic, and widening disparities in the job market in the Organised Sector. The Committee also feel that in the short/immediate term, it is imperative to expand the social assistance and public welfare programmes, both in the urban and rural areas, to provide relief and protection to the most vulnerable and disadvantaged strata of the society. Offering another round of income support to the poor to compensate for loss of jobs/employment incurred due to the two lockdowns imposed would go a long way in mitigating their woes.

6. Since the short-term measures alone would not be adequate to counter the adverse economic effects of Covid-19, the Government have to embark upon long term radical reorientation of the growth strategy to

make the growth process more employment intensive and inclusive by focussing on industries and activities that are critical for employment generation and job creation. The Committee are of the firm opinion that developing clusters of growth, supporting formalisation of the workplace, promoting vocational and skill trainings, scaling of apprenticeship programmes, fostering entrepreneurship, innovation and start ups etc. need focussed attention of the Government to counter rising unemployment and job losses and to ensure sustained economic revival. Further, fund allocation to ramp up health infrastructure should be increased and universal health care for all should be made a legal obligation of the Government.

7. The Committee desire that measures for economic reactivation should follow a job-rich approach, backed by stronger employment policies and better resourced and comprehensive social protection system. International Coordination on stimulus packages and debt relief measures especially for MSMEs will prove to be very critical to the multi-pronged approach towards effective and sustainable recovery.

8. According to the Ministry of Labour & Employment (MOLE), the Periodic Labour Force Survey (PLFS) being conducted by the Ministry of Statistics and Programme Implementation (MoSPI) presents most reliable and comprehensive statistics on the labour force. The Committee are however concerned to find that the PLFS annual survey reports are

available for the years 2017-18 and 2018-19 only i.e. prior to the outbreak of Covid-19 pandemic. Though the quarter wise data in urban areas for the year 2019-20 as per current weekly status are available, that does not reflect a true picture in view of the Ministry's own admission that impact of Covid-19 will be assessed only after the results for PLFS 2019-20 and 2020-21 are available. The Ministry have clarified that PLFS is scientifically rigorous in terms of sampling methodology and questionnaire and as it is an annual survey conducted in a very comprehensive manner, results are available only after a certain lag period. The Committee are not convinced with the reasonings adduced by the Ministry for such inordinate delay in publication of PLFS reports, especially when it becomes imperative to gauge the rate of unemployment in the Country due to Covid-19 Pandemic. While appreciating the comprehensive methodology adopted for annual PLFSs to depict an authentic picture, the Committee would, however, like to impress upon the Ministry of Labour & Employment to take up the matter with the Ministry of Statistics and Programme Implementation for timely completion of surveys besides taking into cognisance the research carried out by the other credible institutions/entities in the interregnum period so that requisite corrective action is taken to address rising unemployment due to Covid-19 Pandemic.

9. The Committee appreciate that due to the intervention of the Ministry, most of the employees/workers in the Central sphere whose

services were terminated/retrenched in various States during Covid-19 have been reinstated. To illustrate, all 1,117 workers in Delhi, all 330 workers in Kolkata, 1,421 workers out of 1,526 workers in Jabalpur, all 250 workers in Chennai, 995 out of 1,087 workers in Mumbai have been reinstated after active persuasion. However, in respect of 600 workers out of 798 workers who were terminated in Cochin, the reconciliation process failed. Similarly, out of the terminated 173 workers in Dehradun, 135 workers did not pursue the case. The Committee desire the Ministry to again intervene in the matter to reassess the causes of failure of the reconciliation process and motivate the workers to pursue their cases so that the poor workers get reinstated at this difficult time. As these figures/data have been provided by the respective State Governments based on the complaints/grievances lodged by the aggrieved persons and as there is every possibility of many affected workers not registering their complaints because of varied reasons, the Committee impress upon the Ministry to be more pro-active and capture the actual data so as to give requisite support to those workers who have been out of job/employment. The Committee further desire that the Ministry should *suo-motu* make efforts to find out similar cases of termination/retrenchment at the Central sphere in other Cities/ States and take corrective action based on the findings.

All India Quarterly Establishment based Employment Survey (AQEES)

10. The Committee appreciate that the Ministry have already started the area frame survey and from the first quarter of January, 2022 both the components i.e. Quarterly Establishment Survey and Area Frame Establishment Survey will be merged and it will be called All India Quarterly Establishment based Employment Survey (AQEES). In view of the Ministry's submission that employment and unemployment figures in both organised and unorganised sectors are lacking, the Committee are of the considered opinion that the endeavour to put in place an amalgamated All India Survey is a step in right direction and the Ministry should ensure that the proposed survey is carried out w.e.f. 1st April, 2022 i.e. the first quarter of 2022 so as to capture real time data and facilitate suitable action.

Control Rooms

11. The Committee note that during Covid-19 Pandemic, the Ministry have set up 20 Control Rooms in various States to address grievances of workers employed in Central Sphere regarding less/non-payment of wages, termination of employment etc. as well as to mitigate the problems of migrant workers through coordination with various State Governments. The Committee find that between the period 11th April 2020 and 31st March 2021, a total number of 4022 complaints/grievances were received pertaining to the Central Sphere, more than 2 lakh workers

were benefitted and an amount of Rs. 337 crore (approx) got disbursed to them. But so far as the grievances pertaining to the State Sphere is concerned, the Committee note that out of 12,706 complaints received during the same period, only 2420 workers could be benefitted and an amount of Rs. 4.35 crore could be disbursed. While the performance of some States in benefitting the State Sphere workers is laudable *viz.* Kerala (1300 workers), Bihar (439 workers), Himachal Pradesh (250 workers), no other State could reach the three figure mark. In fact in bigger States like Uttar Pradesh and Odisha, only 3 workers each pertaining to the State Sphere could be benefitted. What is more worrisome is the fact that the performance of a number of States like Maharashtra, Delhi, Haryana, Karnataka, West Bengal, Uttarakhand etc. in benefitting the State Sphere workers is nil during the period April 2020 to March 2021 though a number of complaints/grievances were received during the said period. The Committee, therefore, urge the Ministry to strengthen their coordination mechanism with the State Governments especially whose performances have not been upto the mark in benefiting State sphere workers so that the position improves and the purpose of setting up of Control Rooms to mitigate the problems of the workers across States during distress is truly achieved.

Advisories Issued to the State/UT Governments

12. The Committee note that on 20th March 2020, advisories were issued from the Secretary, Ministry of Labour & Employment to all the

Chief Secretaries of States/Union Territories to extend their coordination with the employers in Public and Private Establishments by not terminating the services or reduce wages of the employees, particularly casual/contract workers. Control Rooms in-charge were also informed accordingly by the Chief Labour Commissioner (Central) to take necessary action. However, no study has been conducted by the Ministry to gauge the impact of the advisories issued especially in terms of the employers' policy of recruitment/termination of services. The Committee feel that without assessing the impact, mere issue of advisories would serve no purpose as could be vindicated from the fact that some employers reportedly challenged these advisories in the Supreme Court and the matter is sub-judiced. They, therefore, recommend that periodic evaluation studies be carried out by the Ministry in tandem with the State Governments to assess the adherence to the advisories issued so that aberrations, if any, wherever noticed could be promptly corrected for the benefit of the aggrieved employees/workers.

One Nation One Ration Card (ONORC)

13. The Committee note that upto December, 2020, 32 States/UTs have enabled the One Nation One Ration Card (ONORC) plan providing the facility of ration card portability to almost 86 percent National Food Security Act (NFSA) population in the Country (around 69 crore beneficiaries) to take benefit of ration card portability from any Fair Price

Shop (FPS) in these States/UTs. During the first three months of the second wave of the pandemic i.e. April, May and June, 2021, almost 1.4 crore, 1.48 crore and 1.35 crore portability transactions respectively have been recorded in the States/UTs under ONORC through which foodgrains to the tune of approximately Rs. 3,500 crore in food subsidy have been delivered. Unquestionably, the ONORC, during the ongoing Covid-19 crisis in the Country is playing a vital role in ensuring the food security of all NFSA beneficiaries, particularly migrants. The Committee are, however, concerned to find that four States namely Delhi, Chhattisgarh, Assam and West Bengal are yet to integrate with the ONORC plan. In view of the crucial role played by the ONORC during the pandemic, the Committee urge the Ministry to take up the matter with the abovementioned four State Governments so that they get themselves integrated with the ONORC Plan with a sense of urgency enabling the NFSA beneficiaries in these States to have access to their entitled foodgrains from any FPS in the Country. The Committee further recommend that a performance assessment of the 32 States/UTs who have already been enrolled under the ONORC be carried out, especially to gauge the number of domiciles of one State who have availed the facility in another State so that the delinquent States/UTs could be impressed upon to adopt adequate publicity campaigns highlighting the distinct advantages of the ONORC portability scheme to encourage more and more beneficiaries to avail the facility in any State.

Pradhan Mantri Garib Kalyan Yojana (PMGKY) and Pradhan Mantri Garib Kalyan Rozgar Abhiyan (PMGKRA)

14. The Committee note that under the Pradhan Mantri Garib Kalyan Yojana (PMGKY), the Government of India have contributed both employer's and employee's share of 12 percent each for the wage months March to August, 2020. As a result, Rs. 2567.20 crore has been credited in EPF accounts of 38.85 lakh eligible employees through 2,63,272 establishments across the Country. Similarly, under Pradhan Mantri Garib Kalyan Razgar Abhiyan (PMGKRA), the Government have taken various initiatives to boost rural infrastructure and rural economy by providing local employment opportunities particularly to the migrant returnees, covering 116 districts of six States with a resource envelope of Rs. 50,000 crore. While taking note of the appreciable initiatives taken by the Government of India under PMGKY and PMGKRA to address the concerns of both organised and unorganised sectors, especially during the ongoing crisis, the Committee desire that the monitoring and coordination mechanism be intensified by all the organs of the Government engaged for the purpose so as to ensure that the noble intent of providing economic benefits to the distressed masses actually fructifies without any leakage.

PM-SVANidhi Scheme

15. The Government have announced a stimulus package of Rs. 5,000 crore for nearly 50 lakh street vendors, acknowledging the grave impact of the Pandemic on their loss of livelihood and the intended relief will be

a credit loan that will provide an initial working capital of Rs. 10,000/- for all the vendors. The Committee find that under the PM-SVANidhi Scheme, out of the 42.45 lakh loan applications received, 25.03 lakh applications have been sanctioned and Rs. 2130 crore has been disbursed to 21.57 lakh beneficiaries as on 28th June 2021. In order to give a boost to sanction and disbursement, time to time special camps in all the Urban Local Bodies (ULBs) across the Country have been organised and instructions have been issued on 24th June, 2021 by the Secretary, Ministry of Housing and Urban Affairs to all the States/UTs and Lending Institutions to organize special camps named ‘Sankalp se Sidhi’ from 1st July to 15th August, 2021 during which the Lending Institutions shall make efforts to disburse all sanctioned applications and sanction all the eligible pending applications. Moreover, regular joint review meetings are convened by the Ministry along with Department of Financial Services at the level of Secretary and Additional Secretaries/Joint Secretaries in which disbursement targets have been given to States/UTs/Lending Institutions. The Committee feel that these are measures in right direction and should be persisted with for timely disbursement of the loan amount to the needy applicants. The Committee, however, desire that the Government, in the face of the devastating effect of the pandemic on the street vendors should explore the feasibility of converting the loan credit amount into a direct cash grant as livelihood support enabling the vendors to restart their income activity in a regular manner besides

collating/maintaining the detailed information of the street vendors for provision of timely rehabilitation and relief measures, as and when required.

16. Keeping in view the ignorance of a large number of street vendors about the provisions contained in the Street Vendors (Protection of Livelihood and Regularisation of Street Vending) Act, the Committee recommended that information on transparency and active implementation of the provisions of the Act on which States and Cities have made rules and issued certificates of vending etc. should be made available publically and updated periodically on the Ministry's website and all the way down to the municipal level, wherever feasible. It is equally important to activate the Town Vending Committees (TVCs) and the stakeholders having a track record of solving the problems/issues concerning the Street vendors be associated with the TVCs.

17. As a long term measure to mitigate the problems faced by the Street Vendors, the Committee recommend that the vendors be accounted for during development work resulting in displacement and Street Vendors Associations be included in the Municipality Committees to ensure approval of infrastructure projects through a participatory process that accommodates the needs of all the stakeholders.

Aatmanirbhar Bharat Rozgar Yojna (ABRY)

18. The Committee note that as part of Aatmanirbhar Bharat Abhiyaan 1.0 launched on 13.05.2020, the Central Government in order to provide relief from liquidity crunch during the Pandemic announced reduction in statutory rate of EPF contributions from 12 percent to 10 percent for all classes of Establishments and Employees except those owned or controlled by the Central/State Governments and PMGKY beneficiary establishments. On 12.11.2020, as part of Aatmanirbhar Bharat 3.0 package, the Central Government announced the ABRY from 01.10.2020 to incentivise employment generation in EPFO registered Establishments during the Covid recovery period. The total funds allocated for the entire scheme period i.e. till 2023-24 is Rs. 22,098 crore and the last date for registration under the Scheme has been extended from 30 June, 2021 to 31 March, 2022 considering the disruptions caused by the consequent second wave of Covid-19 Pandemic. The Committee find that as on 30th June, 2021, an amount of Rs. 950 crore (approximately) has been disbursed under ABRY to 22,02,940 beneficiaries in various States led by Maharashtra with 3,66,148 beneficiaries followed by Tamil Nadu with 2,96,876, Gujarat with 2,47,890, Karnataka with 1,73,394, Uttar Pradesh with 1,50,701, Haryana with 1,41,793 and Rajasthan with 1,15,734 beneficiaries. The Committee also appreciate that for effective implementation of ABRY, EPFO has deployed electronic facility on Employers portal whereby the employers can register the establishment

and new employees and claim benefits through Electronic Returns-cum-Challans (ECR) for each wage month. While taking cognisance of the commendable efforts of the Government during the Covid-19 Pandemic in launching a novel scheme like ABRY which intends to benefit employers and employees alike, the Committee desire that depending on the situation, the validity period of registration be further extended beyond 31st March, 2022 and the whole registration process of the Establishments and New Employees be further simplified and streamlined so as to encompass more Establishments under the Scheme which in turn would benefit more employees.

Atal Beemit Vyakti Kalyan Yojana (ABVKY)

19. Another employee benefit Scheme initiated during the Pandemic that has engaged the attention of the Committee is the Atal Beemit Vyakti Kalyan Yojana (ABVKY) being implemented by the ESIC under which unemployment benefit has been enhanced from 25 percent to 50 percent of the average earning, payable upto 90 days, alongwith relaxation of eligibility conditions for the insured workers who have lost employment due to the Covid-19 pandemic. All the insured persons under the ESI Act who fulfill the eligibility conditions for availing relief under ABVKY are covered under the Scheme and there is no provision for separate registration. The Committee find that during the first and second waves of the pandemic i.e. from 1st April, 2020 to 20th June, 2021, 53,002 claims amounting to Rs. 70.43 crore have been paid under

ABVKY. As regards the specific period of the second wave i.e. from 1st March, 2021 to 30th June, 2021, the Committee note that an amount of Rs. 11.55 crore (Approx) has been disbursed in 8,534 cases pertaining to various States viz. Tamil Nadu (1,870), Maharashtra (725), Haryana (610), Rajasthan (553), Uttarakhand (581), Gujarat (475), Punjab (401), Karnataka (381), etc. Considering the immense difficulties and hardships faced by the employees/workers during Covid-19 pandemic, the Committee desire that the ABVKY scheme be extended further on relaxed eligibility conditions so as to provide more relief to the Insured Persons (IPs) who have become unemployed due to the pandemic.

MGNREGA

20. The Committee note that the Government has earmarked Rs. 40,000 crore under MGNREGA to generate employment of nearly 300 crore person days towards addressing the need for more work including returning migrant workers. Further, MGNREGA wage has been increased from Rs. 182 a day to Rs. 202 a day to benefit nearly 13.62 crore families. It is heartening to note that out of the total employment generated (in person days), women's share is 52.1 percent in the FY 2021-22 as on 2nd July, 2021. While taking note of the measures taken under MGNREGA to boost rural employment and considering the increase in the number of individual members in families because of return of Migrants to their native places due to the lockdowns/shutdowns imposed, the Committee desire that the intended benefits under the Scheme be made individual

specific instead of family centric to depict a clear picture of the actual number of individual beneficiaries. The Committee also desire that with a view to mitigating the immediate sufferings of the rural populace, especially the migrant labours, the Government should consider increasing the work allocation under the Scheme to at least 200 days per year so as to effectively cater to the growing job demands.

21. The Committee further recommend that the Government should contemplate enhancement in the budgetary allocations under MGNREGA and assured funds for the social and economic security of these workers in view of their precarious conditions during the Pandemic. It is equally imperative to ensure immediate payment to the workers against the work done by them so that workers have income in hand during unforeseen circumstances. Further, health insurance be made mandatory for all the MGNREGA workers by suitably amending the payment schedule.

Urban Poor

22. The Committee's attention has been drawn to the fact that unlike employment generation programmes in rural areas, the plight of urban poor has not got much attention of the Government. The Ministry have clarified that the Government have taken various steps for generating productive employment opportunities both for urban and rural poor. Such steps *inter-alia* include encouraging private sector economy, fast tracking various projects involving substantial investment and increasing

public expenditure on schemes like Prime Minister's Employment Generation Programme (PMEGP), Pandit Deen Dayal Upadhyaya Grameen Kaushal Yojana (DDU-GKY), Pradhan Mantri Rojgar Protsahan Yojana (PMRPY), Pradhan Mantri Mudra Yojana (PMMY), flagship programmes such as Digital India, Swachh Bharat Mission, Smart City Mission, Atal Mission for Rejuvenation and Urban Transformation etc. Further, the Ministry of Housing and Urban Affairs are administering a centrally sponsored scheme called 'Deen Dadyal Antyodaya Yojana – National Urban Livelihood Mission (DAY-NULM)' through the respective States/UTs. In view of the imperatives involved in reducing poverty and vulnerability of the urban poor households by enabling them to access gainful self-employment and skilled wage employment opportunities, the Committee call upon the Government to pay focussed and urgent attention to build strong grass root level institutions for the urban poor, provide shelters equipped with all essential services to the urban homeless and facilitate access to suitable business spaces, institutional credit, cash grant at difficult times and above all social security so as to ensure improvement in their livelihoods on a substantial basis. The Committee feel that building schools, hospitals, water works, connecting internal roads alongwith reforestation, soil reclamation etc. are some projects/programmes which could generate substantial employment in the urban areas. Moreover, there is an imperative need for putting in place an

Employment Guarantee Programme for the urban workforce in line with MGNREGA.

Pradhan Mantri Shram Yogi Maan-Dhan (PMSYM) and National Pension Scheme for Traders and Self-Employed Persons (NPS-Traders)

23. The Committee note that in order to provide the social security needs of the unorganized workers, a pension scheme called ‘Pradhan Mantri Shram Yogi Maan-Dhan (PMSYM) was launched in March 2019. As on 30th June, 2021, around 45.01 lakh beneficiaries have been enrolled under PMSYM. Similarly, National Pension Scheme for Traders, Shopkeepers and Self-Employed persons (NPS-Traders) was launched in September, 2019. Around 43,916 beneficiaries have been enrolled under the NPS-Traders scheme as on 30th June, 2021. The Committee find that enrolment to both the schemes is voluntary and done through Common Service Centres and additionally eligible persons can also self-enrol through visiting the portal www.maandhan.in. The Committee are of the considered opinion that extensive awareness campaigns highlighting the advantages of an assured pension amount after attaining the age of 60 years should be conducted by the Central Government as well as the State Governments so as to encourage more and more workers in the unorganized sectors including self-employed workers to get themselves enrolled under the Pension Schemes.

MIGRANT WORKERS

24. The Committee note that the total number of migrant workers who returned to their home States during the first wave of Covid-19 lockdown was 1,14,30,968 as per the data received from the States/UTs by the Ministry. During the second wave lockdown, 5,15,363 migrant workers returned to their home States. During the first wave, the maximum number of migrants who returned to their home States belong to Uttar Pradesh (32,49,638) followed by Bihar (15,00,612); West Bengal (13,84,693); Rajasthan (13,08,130); Odisha (8,53,777); Madhya Pradesh (7,53,581); Jharkhand (5,30,047); Chhattisgarh (5,26,900); Punjab (5,15,642); and all other States/UTs including Jammu & Kashmir and Ladakh. The Committee find that in compliance to the Supreme Court Order dated 9th June 2020, the Secretary, Ministry of Labour & Employment wrote a letter on 19th June, 2020 to the Chief Secretaries/Administrators of all the States/UTs to collect and maintain details of all migrant labours who returned to their native places alongwith their skill, nature of employment, earlier place of employment village-wise, block-wise and district-wise to facilitate the administration to extend benefit of different schemes applicable to them. According to the Ministry, regular review and coordination meetings are being held with the States/UTs with a view to ensuring food security, health safety and transport facilities to the migrant workers. When the entire nation was witnessing a heart-rending sight of lakhs of migrant workers walking

back to their native places helplessly without anything to fall back on, the Committee find it surprising that the Ministry waited for as long as two months i.e. until June 2020 to write to the State Governments and that too after goaded by the Supreme Court, to collect the much needed detailed data of the migrant workers. Needless to say, it speaks volumes of the inaction/delayed action on the part of the Ministry at that specific point of never experienced crisis, notwithstanding a number of appreciable and pro-active measures undertaken by the Central Government as well as the State Governments subsequently to provide food, shelter, transport and health facilities to the migrant labours. The Committee, therefore, exhort the Ministry to take suo-moto cognizance of such unprecedented crisis without waiting for the judiciary to intervene and leverage their monitoring and coordination mechanism with the State/UT Governments to effectively implement the advisories/guidelines issued at the Central level so as to ensure statutory compliance by all the stakeholders for providing the much needed help to the migrant workers and empower them to deal with the pandemic.

25. The Committee desire that the Public Distribution Systems (PDSs) of the destination State Governments should be able to accommodate the migrants also. Mechanisms should be developed to extend this protection with portability of their ration cards and also enable the local Governments to endorse it. Further, there should be better and stronger coordination between both the Governments of origin and destination

States to ensure the safety and employment rights like minimum wages, portability of social security etc. of the migrant workers. Every care should be taken to recognize and respect the dignity and fundamental rights of the migrant labours, especially women workers.

BUILDING AND OTHER CONSTRUCTION WORKERS (BOCWs)

26. As regards State-wise status of cash relief provided to Building and Other Construction Workers (BOCWs) during the first wave of Covid-19, the Committee find that more than Rs. 5,618 crore (approximately) has been disbursed to 1,82,44,278 such workers during the said period in various States, maximum BOCWs belonging to West Bengal (21,98,349) followed by Andhra Pradesh (19,67,484); Odisha (18,37,000); Uttar Pradesh (18,24,771); Tamil Nadu (13,70,601); Karnataka (13,62,438); Bihar (11,07,696) and other States. Similarly, during the second wave an amount of Rs. 1,708 crore (approximately) has been disbursed to 1,18,07,865 BOCWs belonging to seven States only *viz.* Karnataka, Kerala, Madhya Pradesh, Maharashtra, Nagaland, Uttar Pradesh and Delhi. It is a matter of serious concern that apart from the above-mentioned seven States, not a single BOCW in any other State/UT has been given cash benefit/relief during the relatively more deadly second wave. In consonance to the Advisory guidelines issued on 24th March, 2020, the Committee urge the Ministry to pursue the matter with the respective BOCW Welfare Boards to arrange urgent transfer of adequate funds pertaining to the second wave in the Bank account of the construction

workers through DBT mode from the cess funds collected by the States/UTs.

27. The Committee recommend that large scale drives should be undertaken on priority basis to register new construction workers as well as to renew the existing registrations and the process for new registrations and renewal of registrations need to be streamlined and simplified so as to enable the construction workers to do it more independently and efficiently.

28. In view of the critical role played by BOCW Cess Funds in providing badly required relief to the construction workers during the pandemic, the Committee would like the Government to explore the feasibility of establishing similar Cess Funds for other unorganised sector workers including auto/two-wheeler mechanics/workers, taxi/lorry drivers, Gig/platform workers etc. who have also been severely affected during the Pandemic induced lockdowns.

NATIONAL DATABASE FOR THE UNORGANISED WORKERS (NDUW)

29. The Committee are deeply concerned to note the inordinate delay in the development of a comprehensive National Database for the Unorganised Workers (NDUW), despite their earlier recommendations to hasten the process. The NDUW which was conceptualised at a cost of Rs. 704.01 crore covering an estimated 37 crore Unorganised Workers viz. Migrants, Construction Workers, Street Vendors, Gig/Platform Workers,

Domestic, Agriculture and Allied Sector workers, Motor Transport workers, shops/commercial Establishment workers etc. seeded with Aadhaar to address various challenges and issues relating to the delivery of benefits of the Welfare Schemes meant for them, is yet to see the light of the day. Needless to say, such a comprehensive data base would have made it easier for the Government to identify and provide essentials such as food, dry rations etc. to the unorganised workers especially the migrant workers from the first pandemic wave onwards. Moreover, for accessing of any benefit percolating from the Welfare Schemes announced/framed by the Centre or the States, a national database of the unorganised workers is highly essential and urgent, especially in view of the horrifying chaos witnessed in 2020 which underlined the dire need to speedily develop such a database. It is unacceptable that the all-important exercise of developing a comprehensive national database for the unorganized workers continues to be a work in progress. However, now that the Secretary, Ministry of Labour & Employment has assured that the work will be completed by 15th August, 2021, the Committee impress upon the Ministry to ensure the completion and operation of the national database by the assured deadline so as to extend the intended benefits of various schemes to the workers in the unorganized sectors in a efficient and structured manner.

30. The Committee note that registration under NDUW is voluntary on demand. But, in order to avail any social security benefit under the Code

on Social Security, the unorganized worker is required to be registered under NDUW. As many of the unorganized workers might be illiterate and unable to register online and in view of the imperatives involved for being registered on the portal, the Committee desire that the Governments, both at the Central and State levels should proactively facilitate the registration process of the unorganized workers on the NDUW portal, so that they reap the benefits of the registration.

WOMEN WORKERS

31. In view of the reported large scale unemployment and loss of jobs/livelihoods among the women workers in both organised and unorganised sectors during the pandemic, the Committee desire that the Government should pay special attention and adopt a structured approach towards the rehabilitation of the women work force enabling them to earn sustainable livelihoods. Measures in that direction should *inter-alia* include strengthening women entrepreneurs with affirmative action to increase public and private procurement from them; capacity building of women to onboard and manage new technologies; capital support to collective enterprises run by women; investing in infrastructure that supports the childcare and domestic work needs of women workers in diverse employment situations; establishing effective labour market policies addressing wages, employer-worker relations, insurance and workers' ability to negotiate; expanding the social security system to

include women informal workers guaranteeing them access to health insurance, pensions and old age homes etc.

MICRO, SMALL & MEDIUM ENTERPRISES (MSME)

32. As per Udyog Aadhaar Portal, the number of MSMEs registered since September, 2015 to 30th June, 2020 all over the Country was 1,02,32,468. With effect from 1st July, 2020, the Ministry of Micro, Small & Medium Enterprises has replaced the Udyog Aadhaar Portal with Udyam Registration Portal under which 35,74,914 MSMEs have been registered from 1st July, 2020 to 7th July, 2021. The Committee are deeply concerned to find that the current Covid-19 pandemic induced lockdown has substantially disrupted the operation of MSMEs, which employ about 85 to 90 percent of the workforce, due to their dependence on the cash-economy, physical non-availability of workers and restrictions in the availability of raw materials and transport infrastructure. The Committee's attention has been drawn to the fact that more than 81 percent MSMEs are self-financed with only around 07 percent borrowing from formal financial institutions and Government sources (Employment Census 2013). These MSMEs are spatially concentrated with Uttar Pradesh and West Bengal accounting for around 35 percent of MSMEs and other States accounting for 65 percent of MSMEs. The Committee are of the considered opinion that committed and joint efforts by both the Central Government and State Governments to support the MSMEs are essential, imminent and crucial to ease the brutal impact of the crisis on these

entrepreneurs, their employees and the overall economy. Needless to say, the committed efforts should encompass the whole gamut of ease of doing business like finance to start ups, lower rate of interest, single licensing system, provision of encumbrance free work place, skill development and awareness programmes etc. The Committee believe that loan guarantee and immediate liquidity provision, loan extensions and penalty waivers on repayment delays due to unprecedented situations and interest rate reductions on future loans will certainly facilitate the revival of the stressed MSMEs, ensuring thereby employment generation and job availability to a substantial extent.

JOB LOSSES OF INDIANS WORKING ABROAD

33. The Committee appreciate that with the aim of creating a database of the skilled workforce returning to the Country under the Vande Bharat Mission (VBM), Ministry of Skill Development & Entrepreneurship in partnership with Ministry of Civil Aviation and Ministry of External Affairs have launched the Skilled Workers Arrival Database for Employment Support (SWADES) initiative. As on 28th February, 2021 more than 30,500 citizens have registered on SWADES, mainly returning from UAE, Oman, Qatar, Saudi Arabia and Kuwait relating to sectors like Construction, Oil & Gas, Tourism and Hospitality. For facilitating employment opportunities, details of SWADES registrations have been integrated with Skill India's ASEEM portal. The Committee are of the considered opinion that it is a step in right direction to provide gainful

employment to the returning Indian nationals by utilizing their skilled expertise in various sectors besides catering to the demands of the employers, hence the approach be further intensified.

EPFO PAYROLL

34. The Committee note that despite Covid-19 Pandemic cumulative net EPF payroll addition for the year 2021 was 77.08 lakh net additions to the subscriber base which is almost at par with 2020 net payroll (78.58 lakh). The Committee observe that there is addition in net payroll in each month of the Financial Year 2020-21, except for the months of April and May 2020 as most of the economic activities during these two months of 2020 were at halt due to complete lockdown measures put in place. However, the Committee's attention has been drawn to a study conducted by the Azim Premji University according to which nearly half of the formal salaried workers moved into informal work either as self-employed (30 percent), casual wage (10 percent), informal salaried jobs (9 percent) between late 2019 and late 2020. Therefore, the Committee desire that the above data and studies conducted by other reputed and credible agencies be taken into consideration by the Ministry and reconciled with the data collected/maintained by EPFO so as to depict an authentic and real picture of the rate of unemployment/loss of jobs in the wake of Covid-19 pandemic for initiating requisite corrective measures as and when warranted.

35. The Committee appreciate that EPFO is providing all possible assistance to the members who do not have Aadhaar Cards to obtain the same from UIDAI. Moreover, the workers are being registered on UAN platforms and the benefits under the Act and the schemes framed thereunder are extended to them even in the absence of the Aadhaar. While taking cognizance of the measures initiated to benefit the employees, the Committee are of the firm opinion that EPFO needs to play a more innovative and proactive role, especially with a huge corpus fund at its disposal in mitigating the emergent needs of not only the members registered with it but workers in the Unorganised sectors too across the Country during unprecedented crisis like Covid-19.

ROLE OF ESIC DURING THE PANDEMIC

36. The Committee note that in order to deal with the challenging situation of Covid-19 Pandemic, the ESIC has taken a number of measures to make provisions for medical services to the Insured Persons (IPs), beneficiaries and staff including general public at large. Such measures *inter-alia* include ESIC Covid-19 Relief Scheme, effective for two years from 24th March, 2020, under which 90 percent of wages of the deceased IP shall be paid to the eligible dependants; conversion of 33 ESIC Hospitals into dedicated Covid Hospitals to the general public; making available various Covid treatment related medicines; incentivising the Doctors (Faculty and Senior Residents) to join ESIC Hospitals; etc. The Committee are, however, concerned to note that the Ministry/ESIC do

not collect or maintain the State-wise details of the number of workers belonging to the Organised/Unorganised Sectors who died due to Covid-19 on the alibi that the Ministry of Health and Family Welfare does not maintain the classification/categorisation of workers who died due to Covid-19. It is equally deplorable to observe the Ministry's inability to furnish information regarding the deployment of the dependant family members of those workers who lost their lives due to the Pandemic. What is more worrisome is the statement of the Ministry that there is no such guideline or any scheme that anybody is bound to provide any employment to the wards of any person who died due to Covid. While disapproving of the non-maintenance of relevant data on the death of workers/labours due to Covid-19, the Committee urge the Ministry to initiate urgent efforts to collate such technology-driven data so as to prudently facilitate and extend timely post-death benefits to the dependant and needy family members of the deceased workers.

37. The Committee are of the firm view that if there are no guidelines or schemes that will make it mandatory to provide employment to the wards of any worker/labour who died due to Covid-19, let the Government explore the modalities to expeditiously put in place the requisite guidelines so as to make it incumbent upon the employers to provide employment to the dependant family members of such employees who died due to Covid-19 Pandemic. Taking into account the devastating effects of the current Pandemic and the prevailing precarious conditions

of the workers, the Committee call upon various organs of the Government, especially ESIC and EPFO, to go beyond the Guidelines/Schemes and adopt a humane approach and compassionate attitude in this critical juncture so as to assist the aggrieved workers to the best possible extent and ensure delivery of adequate and timely relief to them.

38. As neither the Central Government nor the State Governments/UT Administrations are doing any favour in the provision of welfare measures to the people in distress and as they are duty bound to do so, the Committee exhort that the Government should consistently strive to bring in systemic improvements in the implementation of Schemes formulated/envisaged so that the people in need are truly benefitted.

New Delhi;
2nd August, 2021
11 Sravana, 1943 (Saka)

BHARTRUHARI MAHTAB
CHAIRPERSON
STANDING COMMITTEE ON LABOUR

STANDING COMMITTEE ON LABOUR
(2020-21)

Minutes of the Sixteenth Sitting of the Committee

The Committee sat on Wednesday, the 23rd June, 2021 from 1100 hrs. to 1330 hrs. in Committee Room 'B', Parliament House Annexe, New Delhi.

PRESENT

Shri Bhartruhari Mahtab - CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri Subhash Chandra Baheria
3. Shri Dayakar Pasunoori
4. Shri Satish Kumar Gautam
5. Dr. Umesh G. Jadhav
6. Shri Dharmendra Kumar Kashyap
7. Adv. Dean Kuriakose
8. Shri Sanjay Sadashivrao Mandlik
9. Shri Naba Kumar Sarania
10. Shri Kalilur Rahaman
11. Shri Nayab Singh Saini
12. Shri Ganesh Singh
13. Shri Bhola Singh

RAJYA SABHA

14. Shri Elamaram Kareem
15. Shri Banda Prakash
16. Ms. Dola Sen
17. Shri M. Shanmugam
18. Shri Dushyant Gautam
19. Shri Vivek Thakur
20. Shri Naresh Bansal

SECRETARIAT

1. Shri T.G. Chandrasekhar - Joint Secretary
2. Shri D.R. Mohanty - Director
3. Shri Sanjay Sethi - Additional Director
4. Shri Kulvinder Singh - Deputy Secretary
5. Shri K.G. Sidhartha - Deputy Secretary

Witnesses

REPRESENTATIVES OF THE MINISTRY OF LABOUR & EMPLOYMENT

1.	Ms. Anuradha Prasad	Special Secretary		
2.	Shri Ajay Tiwari	Joint Secretary		
3.	Shri R.K. Gupta	Joint Secretary		
4.	Shri Gopal Prasad	Economic Adviser		
5.	Shri S.B. Singh	Deputy Director General (E)		
6.	Shri S.C. Joshi	Additional CLC (C)		
7.	Shri Hardeep Singh Chopra	Deputy Director General (Labour Bureau)		
8.	Shri Pankaj Raman	Additional Commissioner	Central	PF

2. XX XX XX XX

3. The Chairperson then suggested that the issues relating to 'Impact of Covid-19 on Rising Unemployment and Loss of Jobs/livelihood in Organised and Unorganised Sectors' be taken up as a separate subject and an exclusive Report be presented thereon. The Members concurred. The Committee decided to obtain the views/suggestions of the Central Trade Unions Organisations/Associations on the Subject matter.

4. XX XX XX XX

5. Thereafter, the representatives of the Ministry of Labour and Employment were called in and the Chairperson welcomed them to the sitting of the Committee convened to have a briefing on the issues relating to 'Impact of Covid-19 on Rising Unemployment and Loss of Jobs/livelihood in Organised and Unorganised Sectors'. Drawing the attention of the witnesses to Direction 58 of the 'Directions by the Speaker' regarding confidentiality of the proceedings during deposition before the Parliamentary Committees, the Chairperson asked the Special Secretary, Ministry of Labour and Employment to brief the Committee on the large scale cases of rising unemployment and job losses; survey being conducted for the purpose and likely time for its

completion; measures taken to alleviate the impact of Covid-19 on unemployment in the Country; financial stimulus and other unemployment benefits proposed/given; advisories issued by the Ministry to various State Governments/Organizations to avoid termination of the jobs of Contract/Casual workers etc.

6. The Special Secretary accordingly gave an overview on several aspects of the subject matter through a PowerPoint Presentation which *inter-alia* included the initiatives taken by the Ministry to address job losses and protect livelihood issues arising out of the impact of Covid-19; employment/unemployment data indicators as per the available reports of Periodic Labour Force Survey (PLFS) being conducted by the Ministry of Statistics and Programme Implementation (MoSPI); increase in share of self employed and regular wage/ salaried employees and drop in share of casual labourers between January-March, 2020 & April-June, 2020 in urban economy; employment data initiatives by the Labour Bureau *viz.* launch of All India Survey on Migrant Workers and All India Quarterly Establishment Board Employment Survey (AQEES) w.e.f. 01.04.2021; Establishments of 20 Control Rooms on pan India basis to resolve grievances of workers; redressal of grievances relating to termination of employment in the Central Sphere and issue of advisories to all States/ UTs Governments to advise all employers of public/private establishments not to terminate employees particularly casual or contractual workers from job or reduce their wages; issue of advisories to States/UTs to frame schemes for direct transfer of funds to Building & other Construction Workers (BOCW) to aid in availing benefits of welfare schemes; Funding for welfare schemes under Aatmanirbhar Bharat Package and MNREGA towards creation of employment opportunities; increase in MNREGA wage to Rs. 202 per day from Rs. 182; reduction in statutory PF contribution of both employer and employee for all Establishments covered by EPFO under Pradhan Mantri Garib Kalyan Yojna (PMGKY); facilitation / disbursal of collateral free working capital loan to street vendors under PM-SVANidhi

Scheme, extension of Atal Beemit Vyakti Kalyan Yojna (ABVKY) for another one year upto 30.06.2021 with relaxed eligibility conditions; Issue of advisory to States/UTs to collect details of all migrant workers who have returned to their home States and to ensure decent working conditions, health & occupational safety & security benefits to migrant workers etc.

7. The Members then raised certain specific queries on related issues, which inter-alia included the data pertaining to Inter-State migration and job losses suffered by seasonal migrant workers alongwith the nature of employment provided to the returning migrants; efforts made to incentivize restoration and creation of employment including social security benefits in the informal sector; need to assist the participation of women in the workforce and steps taken to reduce gender gap in labour force; status of establishing National Data Base for unorganized workers, etc. The representatives of the Ministry responded to the queries raised by the Members.

8. As some points required detailed and statistical data, the Chairperson asked the Special Secretary to furnish written replies thereon within 10 days. The Chairperson also drew the attention of the Ministry to the non-receipt of replies to the points raised by the Members at the sitting of the Committee held on 8th April, 2021 and asked the Special Secretary to furnish the said replies in a day or two. The Special Secretary assured to comply.

9. The Chairperson thanked the Special Secretary and other representatives of the Ministry for furnishing the valuable information on the subject matter and responding to the queries of the Members.

(The witnesses then withdrew)

[A copy of the verbatim proceedings was kept on record]

The Committee then adjourned.

XX Does not pertain to this Report.

STANDING COMMITTEE ON LABOUR

(2020-21)

Minutes of the Eighteenth Sitting of the Committee

The Committee sat on Wednesday, the 07th July, 2021 from 1500 hrs. to 1715 hrs. in Committee Room 'B', Parliament House Annexe, New Delhi.

PRESENT

Shri Bhartruhari Mahtab, Chairperson

Lok Sabha

2. Shri Pallab Lochan Das
3. Shri Satish Kumar Gautam
4. Dr. Umesh G. Jadhav
5. Shri Naba Kumar Sarania
6. Shri Nayab Singh Saini
7. Shri Ganesh Singh
8. Shri Bhola Singh

Rajya Sabha

9. Dr. Banda Prakash
10. Ms. Dola Sen
11. Shri M. Shanmugam
12. Shri Neeraj Dangi
13. Shri Dushyant Gautam
14. Shri Vivek Thakur
15. Shri Naresh Bansal

SECRETARIAT

1. Shri D.R. Mohanty - Director
2. Shri Sanjay Sethi - Additional Director
3. Shri Kulvinder Singh - Deputy Secretary
4. Shri Sidhartha Gautam Kamidi- Deputy Secretary

NON-OFFICIAL WITNESSES

- | | | | | |
|-----|--|---------------------------------------|-----------------|---|
| 1. | Shri Ram Chandra Khuntia, (Ex-MP) | Vice President | | Indian National Trade Union Congress (INTUC) |
| 2. | Shri B. Surendran | All India Organising Secretary | India | Bharatiya Mazdoor Sangh (BMS) |
| 3. | Ms. Sonia George | National Member | Council | Self Employed Women's Association (SEWA) |
| 4. | Shri V. Veluswamy | National Organising Secretary | | Labour Progressive Federation (LPF) |
| 5. | Shri Sheo Prasad Tiwari | National Secretary | General | Trade Union Coordination Centre (TUCC) |
| 6. | Shri R. Karumalaiyan | National Secretary | | Centre of Indian Trade Unions (CITU) |
| 7. | Shri Ramesh Kumar Parasher | Member Secretariat (New Delhi) | All India (New) | All India United Trade Union Centre (AIUTUC) |
| 8. | Shri Rajiv Dimri | General Secretary | | All India Central Council of Trade Union (AICCTU) |
| 9. | (i) Shri Mahesh Jaiswal
(ii) Shri Sunil Kumar | Senior President
General Secretary | Vice | National Front of Indian Trade Unions (NFITU) |
| 10. | Ms. Amarjeet Kaur | General Secretary | | All India Trade Union Congress (AITUC) |
| 11. | Shri Harbhajan Singh Sidhu | General Secretary | | Hind Mazdoor Sabha (HMS) |

2. The Chairperson welcomed the Members of the Committee and representatives of Trade Unions to the sitting of the Committee, convened to hear their views on the Subject 'Impact of Covid-19 on Rising Unemployment and Loss of Jobs/Livelihood in Organised and Unorganised Sectors. Impressing

upon the witnesses to keep the proceedings of the Committee 'Confidential', the Chairperson asked them to present their views/suggestions on the subject.

3. The representatives of the Trade Unions accordingly submitted their views one by one covering various aspects of the subject matter and also responded to the queries of the Members.

4. The Chairperson thanked the witnesses for appearing before the Committee and furnishing their views/suggestions on the subject. The Chairperson also asked the representatives to furnish their additional views/information, if they so desire, within two/three days.

The witnesses then withdrew.

[A copy of the verbatim proceedings was kept on record]

The Committee then adjourned.

STANDING COMMITTEE ON LABOUR

(2020-21)

Minutes of the Nineteenth Sitting of the Committee

The Committee sat on Thursday, the 08th July, 2021 from 1100 hrs. to 1315 hrs. in Committee Room No. '3', Parliament House Annexe, Extension Building, New Delhi.

PRESENT

Shri Bhartruhari Mahtab, Chairperson

Lok Sabha

2. Shri Subhash Chandra Baheria
3. Shri Pallab Lochan Das
4. Shri Dayakar Pasunoori
5. Shri Satish Kumar Gautam
6. Dr. Umesh G. Jadhav
7. Shri Naba Kumar Sarania
8. Shri Nayab Singh Saini
9. Shri Bhola Singh

Rajya Sabha

10. Dr. Banda Prakash
11. Ms. Dola Sen
12. Shri M. Shanmugam
13. Shri Neeraj Dangi
14. Shri Dushyant Gautam
15. Shri Vivek Thakur
16. Shri Naresh Bansal

SECRETARIAT

1. Shri T.G. Chandrasekhar - Joint Secretary
2. Shri D.R. Mohanty - Director
3. Shri Sanjay Sethi - Additional Director
4. Shri Kulvinder Singh - Deputy Secretary
5. Shri Sidhartha Gautam Kamidi- Deputy Secretary

NON-OFFICIAL WITNESSES

Representatives of Confederation of Indian Industry (CII)

1. Mr. Sougata Roy Choudhury Executive Director- Skill Development, Affirmative Action & Industrial Relations Confederation of Indian Industry
2. Ms. Harsh Juneja Lead, Industrial Relations and Migrant Workforce

Representatives of Federation of Indian Chambers of Commerce and Industry (FICCI)

1. Mr. Alok Shriram Sr. Managing Director & CEO, DCM Shriram Industries Ltd New Delhi
2. Mr. Michael Dias Secretary, The Employers Association of Delhi

Representatives of Associated Chambers of Commerce and Industry of India (ASSOCHAM)

1. Mr. Manoj Sharma Co-Chairman, National Council for Industrial Relations, Policies and Reforms
2. Mr. Santosh Parashar Additional Director & Head Corporate Affairs and Nodal Officer

Representative of Chamber of Indian Micro Small and Medium Enterprises (CIMSME)

Shri Vikram Pratap Singh Associate

2. XX XX XX XX
3. XX XX XX XX
4. XX XX XX XX
5. XX XX XX XX

6. Thereafter the representatives of the Industry Associations were called in and the Chairperson welcomed them to the sitting of the Committee, convened to hear their views on the Subject 'Impact of Covid-19 on Rising Unemployment and Loss of Jobs/Livelihood in Organised and Unorganised Sectors'. Impressing upon the witnesses to keep the proceedings of the Committee 'Confidential', the Chairperson asked them to present their views/suggestions on the subject.

5. The representatives of the FICCI and CII accordingly submitted their views covering various aspects. The representatives of ASSOCHAM gave a PowerPoint Presentation. They also responded to the queries of the Members. The representative of CIMSME submitted a written memorandum.

6. The Chairperson thanked the witnesses for appearing before the Committee and furnishing their comments/suggestions on the subject. The Chairperson also asked the representatives to furnish their written replies/ additional information within a week.

The witnesses then withdrew.

[A copy of the verbatim proceedings was kept on record]

The Committee then adjourned.

XX Does not pertain to this Report.

STANDING COMMITTEE ON LABOUR

(2020-21)

Minutes of the Twentieth Sitting of the Committee

The Committee sat on Thursday, the 08th July, 2021 from 1500 hrs. to 1720 hrs. in Committee Room No. '3', Parliament House Annexe- Extension Building, New Delhi.

PRESENT

Shri Bhartruhari Mahtab – CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri Subhash Chandra Baheria
3. Shri Pallab Lochan Das
4. Shri Dayakar Pasunoori
5. Shri Satish Kumar Gautam
6. Dr. Umesh G. Jadhav
7. Shri Naba Kumar Sarania
8. Shri Nayab Kumar Saini
9. Shri Bhola Singh

RAJYA SABHA

10. Dr. Banda Prakash
11. Ms. Dola Sen
12. Shri M. Shanmugam
13. Shri Neeraj Dangi
14. Shri Dushyant Gautam
15. Shri Vivek Thakur
16. Shri Naresh Bansal

SECRETARIAT

- | | | | |
|----|-------------------------|---|---------------------|
| 1. | Shri T.G. Chandrasekhar | - | Joint Secretary |
| 2. | Shri D.R. Mohanty | - | Director |
| 3. | Shri Sanjay Sethi | - | Additional Director |
| 4. | Shri Kulvinder Singh | - | Deputy Secretary |
| 5. | Shri K.G. Sidhartha | - | Deputy Secretary |

WITNESSES

REPRESENTATIVES OF THE MINISTRY OF LABOUR & EMPLOYMENT

- | | | |
|----|---------------------|------------------------------------|
| 1. | Shri Apurva Chandra | Secretary (L&E) |
| 2. | Shri D.P.S. Negi | SLEA, CLC (C) & DG (Labour Bureau) |
| 3. | Shri Sunil Barthwal | Central PF Commissioner |
| 4. | Shri S.B. Singh | Deputy Director General (E) |
| 5. | Shri Gopal Prasad | Economic Adviser |
| 6. | Shri Pankaj Raman | Additional CPFC |

2. At the outset, the Chairperson welcomed the Members of the Committee and the representatives of the Ministry of Labour & Employment to the sitting of the Committee, convened to have a briefing on the Subject 'Impact of Covid-19 on Rising Unemployment and Loss of Jobs/Livelihood in Organised and Unorganised Sectors'. Drawing the attention of the witnesses to Direction 58 of the 'Directions by the Speaker' regarding confidentiality of the proceedings during deposition before the Parliamentary Committees, the Chairperson asked the Secretary, Ministry of Labour & Employment to brief the Committee on various initiatives taken and challenges in the Country.

3. The Secretary accordingly gave an overview on various issues concerning to the subject matter through Power Point Presentation, which *inter-alia* included introduction of Aatmanirbhar Bharat Rojgar Yojana (ABRY) with the objectives to incentivize employers for creation of new employment along with social security benefits, restoration of employment; boost the economy by minimizing the impact of Covid-19 pandemic and ameliorate the hardship faced by low paid workers; developing a comprehensive National Data Base for the Unorganised Workers (NDUW) seeded with Aadhar with a view to address issues related to delivery of benefits of welfare schemes meant for them; opening of Portal for registration by August/ September, 2021 and handing over the same to the State/UT Governments to carry out the registration of the

Unorganised Workers through District and State levels administrative machinery, etc.

4. The Members then raised certain specific queries on various issues, which *inter-alia* included registration of unorganized workers in National Database on Unorganised Workers Portal (NDUW) and its functioning; coverage of all unorganized workers under NDUW; measures for publicity of NDUW portal for enrollment of unorganized workers; process for registration of workers under NDUW; reasons for non registration of Handloom Weavers and tea plantation workers under NDUW portal; promotion of NDUW portal and its benefits for unorganized workers *via* awareness campaigns in Newspapers; extension of Social Security provisions under Ayushman Bharat, Prime Minister Kisan Maandhan Yojana (PMMDY); formulation of employment guarantee programme for Unorganized workers; details of One Nation One Ration Card Scheme and the States which have not accepted the Scheme, mechanism and measures taken for implementing the Scheme; policy on urban poor workers; mismatch in the implementation of Public Distribution System (PDS) in various States; registration of platform workers under establishments and mechanism to monitor such establishments; monitoring of migrant workers and related agencies; non availability of Social Security benefits to tea plantation workers and unorganized workers in Assam; welfare board for tea plantation establishments; collection of cess for unorganized workers; registration of unorganized workers under Ayushman Bharat to avail benefits under Scheme; etc. The representatives of the Ministry responded to the queries/ points raised by the Members.

5. As some points required detailed and statistical data, the Chairperson asked the Secretary to furnish written replies thereon within a week. The Secretary assured to comply.

6. The Chairperson thanked the Secretary and other representatives of the Ministry for furnishing valuable information on the subject matter and responding to the queries of the Members.

(The witnesses then withdrew)

[A copy of the verbatim proceedings was kept on record]

The Committee then adjourned.

STANDING COMMITTEE ON LABOUR

(2020-21)

Minutes of the Twenty-First Sitting of the Committee

The Committee sat on Monday, the 2nd August, 2021 from 1000 hrs. to 1030 hrs. in Committee Room 'B', Parliament House Annexe, New Delhi.

PRESENT

Shri Bhartruhari Mahtab, Chairperson

LOK SABHA

2. Shri Subhash Chandra Baheria
3. Shri Pallab Lochan Das
4. Shri Satish Kumar Gautam
5. Shri Dharmendra Kumar Kashyap
6. Adv. Dean Kuriakose
7. Shri Khalilur Rahaman
8. Shri Nayab Singh Saini
9. Shri Bhola Singh

RAJYA SABHA

10. Shri Elamaram Kareem
11. Dr. Banda Prakash
12. Ms. Dola Sen
13. Shri Dushyant Gautam
14. Shri Vivek Thakur
15. Shri Naresh Bansal

SECRETARIAT

- | | | | |
|----|------------------------------|---|---------------------|
| 1. | Shri T.G. Chandrasekhar | - | Joint Secretary |
| 2. | Shri D.R. Mohanty | - | Director |
| 3. | Shri Sanjay Sethi | - | Additional Director |
| 4. | Shri Sidhartha Gautam Kamidi | - | Deputy Secretary |

2. At the outset, the Chairperson welcomed the Members to the sitting of the Committee, convened to consider and adopt the Draft Report on the Subject 'Impact of Covid-19 on Rising Unemployment and Loss of Jobs/ Livelihoods in Organised and Unorganised Sectors'.

3. The Chairperson observed that the Report has been drafted in the shortest possible time and in the best possible manner incorporating the major concerns expressed by various Trade Unions and Industry Associations as well as the depositions of the Ministry of Labour & Employment. The Members concurred and the Committee appreciated the efforts made by the Secretariat in that direction.

4. Observing that the second wave of Covid-19 Pandemic was not over yet and subsequent waves were looming large which might result in further deterioration of the economic conditions in the organized and unorganized sectors, the Chairperson suggested that the issues involving the subject matter would be further examined in detail once the Ministry furnish their Action Taken Notes within three months after presentation of this Report and therefore the draft Report should be adopted unanimously. The Members concurred with the views of the Chairperson.

5. Giving an overview of the important Observations/Recommendations contained in the draft Report, the Chairperson, solicited the views/suggestions of the Members. Accordingly, the Members gave some suggestions/inputs to the draft Report. After some discussions the draft Report was adopted by the Committee with some modification/ amendments.

6. The Committee then authorized the Chairperson to finalise the draft Report in light of the factual verification, if any, and present the same to both the Houses on 3rd August, 2021.

7. The Committee thereafter decided to undertake an on-the-spot Study Visit to Srinagar, Shimla and Chandigarh during the third/fourth week of August, 2021, which was earlier scheduled during April 2021 but postponed due to a surge in Covid-19 cases.

The Committee then adjourned.