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STANDING COMMITTEE ON LABOUR, TEXTILES AND SKILL DEVELOPMENT

(2022-23)

(SEVENTEENTH LOK SABHA)

MINISTRY OF LABOUR AND EMPLOYMENT

DEMANDS FOR GRANTS

(2023-24)

FORTY-FIRST REPORT

LOK SABHA SECRETARIAT

NEW DELHI

March, 2023/Phalguna, 1944 (Saka)

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Presented to Lok Sabha on 13.03.2023

Laid in Rajya Sabha on 13.03.2023

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March, 2023/Phalguna, 1944 (Saka)

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COMPOSITION OF THE STANDING COMMITTEE ON LABOUR, TEXTILES AND SKILL DEVELOPMENT (2022-23)

Shri Bhartruhari Mahtab - Chairperson

MEMBERS
LOK SABHA

2. Shri Subhash Chandra Baheria
3. Kunwar Pushpendra Singh Chandel
4. Shri Pallab Lochan Das
5. Shri Feroze Varun Gandhi
6. Shri Satish Kumar Gautam
7. Shri Bache Gowda B.N.
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18. Shri Ganesh Singh
19. Shri Nayab Singh
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RAJYA SABHA

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24. Shri R. Dharmar
25. Prof. Manoj Kumar Jha
26. Shri Elamaram Kareem
27. Ms. Dola Sen
28. Shri M. Shanmugam
29. Shri Shibu Soren
30. Shri Vijay Pal Singh Tomar
31. Shri Binoy Viswam

SECRETARIAT

1. Shri T.G. Chandrasekhar - Additional Secretary
2. Shri Sanjay Sethi - Additional Director
3. Shri K.G. Sidhartha - Deputy Secretary

INTRODUCTION

I, the Chairperson, Standing Committee on Labour, Textiles and Skill Development (2022-23) having been authorized by the Committee do present on their behalf this Forty-First Report on 'Demands for Grants (2023-24)' of the Ministry of Labour and Employment.

2. The Committee considered the Demands for Grants (2023-24) of the Ministry of Labour and Employment which were laid on the Table of the House on 6th February, 2023. After obtaining the Budget Documents, Explanatory Notes, etc., the Committee took evidence of the representatives of the Ministry of Labour and Employment on 21st February, 2023. The Committee considered and adopted the Report at their Sitting held on 10th March, 2023.

3. The Committee wish to express their thanks to the officers of the Ministry of Labour and Employment for tendering oral evidence and placing before them the detailed written notes and post evidence information as desired by the Committee in connection with the examination of the Demands for Grants.

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

New Delhi;
10th March, 2023
19 Phalguna, 1944 (Saka)

BHARTRUHARI MAHTAB
CHAIRPERSON,
STANDING COMMITTEE ON LABOUR,
TEXTILES AND SKILL DEVELOPMENT

REPORT
PART-I

I. INTRODUCTORY

1. The Ministry of Labour & Employment, one of the oldest and important Ministries of the Government of India, is functioning to ensure improving life and dignity of labour force of the country by protecting and safeguarding the interest of workers, promotion of their welfare and providing social security to the labour force both in Organized and Unorganized Sector by enactment and implementation of various Labour Laws, which regulate the terms and conditions of service and employment of workers. The State Governments are also competent to enact legislation, as labour is a subject in the Concurrent List under the Constitution of India.

2. The Ministry of Labour and Employment has taken several initiatives, legislative as well as administrative, to provide decent working conditions and improved quality of life for workers, employment generation and simplification of Labour Laws for ease of doing business. The endeavour of the Ministry is to create a climate of trust that is essential for economic growth and development and for the dignity of the labour force of the country.

3. The Government has notified 4 Labour Codes, namely, the Code on Wages, 2019 on 8th August, 2019 and the Industrial Relations Code, 2020, the Code on Social Security, 2020 & the Occupational Safety, Health and Working Conditions Code, 2020 on 29th September, 2020.

4. Codification of the Labour Laws will, inter alia, reduce multiplicity of definitions & authorities, facilitate implementation & use of technology in enforcement of labour laws and bring transparency & accountability in enforcement which would promote setting up of more enterprises, thus catalysing the creation of employment opportunities in the country. Hence, it would promote setting up of industries by reducing rigidity of labour market and facilitate hassle-free compliance, paving the way for realizing the goal of Atmanirbhar Bharat. Simultaneously, it will harmonize needs of workers and industry and will prove an important milestone for welfare of the workers.

5. As a step towards implementation of the four Labour Codes, the Central Government has published the following draft Rules inviting comments of all stakeholders including general public:-

- the Code on Wages (Central) Rules, 2020;
- the Industrial Relation (Central) Rules, 2020;
- the Industrial Relations (Central) Recognition of Negotiating Union or Negotiating Council and Adjudication of Disputes of Trade Unions Rules, 2021;
- the Code on Social Security (Central) Rules, 2020;
- the Code on Social Security (Employee’s Compensation) (Central) Rules, 2021;

- the Occupational Safety, Health & Working Conditions (Central) Rules, 2020; and
- draft Rules under section 16 (5) of the Occupational Safety, Health and Working Conditions Code, 2020.

6. Also, under the Industrial Relations Code, 2020, following Model Standing Orders have been pre-published in the Gazette of India for inviting suggestions/objections from the stakeholders:

- the Model Standing Orders for Service Sector, 2020;
- the Model Standing Orders for Manufacturing Sector, 2020; and
- the Model Standing Orders for Mines, 2020.

7. Keeping in view the needs of the services sector, a separate Model Standing Orders for Services Sector has been prepared of the first time.

8. "Labour" is in the Concurrent List of the Constitution and under the Labour Codes, rules are required to be framed by the Central Government as well as by the State Governments. The Central Government and a number of States/UTs have pre- published rules under 4 Labour Codes. The details of States/UTs which have pre- published draft Rules under the four Labour Codes are as follows :

Status of Rules by States/UTs under 4 labour Codes (As on 23.12.2022)

Name of Code	Name of States/UTs which have pre-published the draft rules
The Code on Wages, 2019	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Mizoram, Odisha, Punjab, Rajasthan, Sikkim, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Andaman & Nicobar Islands, Chandigarh, Jammu & Kashmir, Ladakh, NCT of Delhi and Puducherry (31)
Industrial Relations Code, 2020	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra,Manipur, Mizoram, Odisha, Punjab, Sikkim, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Chandigarh, Jammu & Kashmir, Ladakh and Puducherry (28)
Code on Social Security, 2020	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Uttarakhand, UttarPradesh, UTs ofAndaman & Nicobar Islands, Chandigarh,Jammu & Kashmir, Ladakh and Puducherry (28)
Occupational Safety, Health & Working Conditions Code,	Andhra Pradesh, Arunachal Pradesh, Assam,Bihar, Chhattisgarh,Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh,

2020	Maharashtra, Manipur, Odisha, Punjab, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Chandigarh, Jammu & Kashmir, Ladakh and Puducherry (26)

9. The endeavours of the Ministry are *inter-alia* directed towards enhancing welfare and social security provisions for unorganised sector workers; providing social security to organised sectors workers; eliminating child labour; promoting skill development; strengthening employment services; prevention and settlement of Industrial Disputes and strengthening Labour Laws enforcement machinery; and improving Safety conditions and ensuring safety of workers.

10. The Ministry of Labour and Employment (MoLE) presented their Detailed Demands for Grants for the Financial Year 2023-24 to the Parliament on 6th February, 2023 under Demand No: 64 detailing fund requirement under the following Major heads of Accounts:-

(i) 2251 Secretariat Social Services
(ii) 2225 Welfare of SC/ST and Other Backward Classes
(iii) 2230 Labour Employment & Skill Development
(iv) 2552 Lump-Sum Provision for North Eastern Region
(v) 3601 Grants-in-aid to State Governments
(vi) 3602 Grants-in-aid to Union Territories Governments
(vii) 4225 Welfare of SC/ST and Other Backward Classes
(viii) 4250 Capital Outlay on other Social Services

11. Total Allocation for the Ministry for the year 2023-24 is as under:-

Budgetary Allocations 2023-24

			(Rs. In Crore)
Sl.No	**Revenue**	**Capital**	**Total**
1	13183.86	37.87	13221.73

12. As may be seen from above, Budgetary allocation under Revenue & Capital is Rs.13183.86 crore and Rs.37.87 crore, respectively. Employees' Pension Scheme, 1995, with a Budget allocation of Rs.9167.00 crore accounts for 69.53% of Revenue budget allocation.

13. The Ministry have been allocated Rs.13221.73 crore for the year 2023-24. Major Schemes run by the Ministry includes Aatmanirbhar Bharat Rojgar Yojana (ABRY), National Career Services-Employment Exchanges Mission Mode Project, Welfare of SCs/ST job seekers through Coaching, Guidance and Vocational training, Social Security, Pradhan Mantri Shram Yogi Maan-Dhan

(PM-SYM), National Pension Scheme for Traders and Self-employed Persons, Social Security for Plantation Workers in Assam, Rehabilitation of bonded labour, National Database for UnorganisedWorkers (NDUW), Employees Pension Scheme 1995.

II. OVERALL FINANCIAL PROPOSALS & PERFORMANCE

(i) Proposals and Allocations for 2023-24

14. As regards the details of the proposed amount scheme wise and actualallocation as approved by the Ministry of Finance for theyear, the Ministrysubmitted the following:-

Scheme-wise details of Budget Estimate Proposed & Received 2023-24			
			(in Crore)
Sl. No	**Schemes / Programmes**	**BE (2023-24) Proposed**	**BE (2023-24) Received**
A. The Budget Allocations, net of recoveris, are given below:			
CENTRE'S EXPENDITURE			
Establishment Expenditure of the Centre			
1	Secretariat Services	100.23	89.31
2	Labour Bureau	32.04	31.65
3	Other Items related Chief Labour Commissioner, Central Government Industrial Tribunal, Research and Information Technology	185.46	117.77
4	Direcorate General of Factory Advice Services (DGFASLI)	44.11	39.10
5	Directorate General of Minies Safety (DGMS)	160.01	109.08
6	Internation Cooperation	33.05	27.00
7	Directorate General of Employment	81.00	70.22
8	DG Labour Weflare Scheme (Estb..)	183.10	175.78
Total-Establishment Expenditure of the Centre		**819.00**	**659.91**
Central Sector Schemes/Projects			
9	Labour and Employment Statistical System (LESS)	125.04	110.00
10	Labour Welfare Scheme	79.00	75.00
Social Security Schemes for Workers			
11	National Database for Uuorganised Workers	300.00	300.00
12	Employees Pension Scheme, 1995	9167.00	9167.00
13	Social Security for Plantation Workers in Assam	62.24	60.00
14	Pradhan Mantri Shram Yogi Maan-Dhan Yojana	350.00	350.00
15	National Pension Scheme for Traders and Self Employed Persons erstwhile Pradhan Mantri Karam Yogi Maan-Dhan Yojana	3.00	3.00
16	Atmanirbhar Bharat Rojgar Yojana	2456.00	2272.82
	Total-Social Security Schemes for Workers	**12338.24**	**12152.82**
17	National Child Labour Project	**10.00**	**10.00**
18	Scheme for Rehabilitation of Bonded Labourer	**10.00**	**10.00**
	Total-Central Sector Schemes/Projects	**12562.28**	**12357.82**
	Other Central Sector Expenditure		
	Autonomous Bodies		
19	Central Board for Workers Education	172.82	113.10
20	National Labour Institute	13.90	13.90
	Total-Autonomous Bodies	**186.72**	**127.00**
	Total-Other Central Sector Expenditure	**186.72**	**127.00**
	TRANSFERS TO STATES		
	Centrally Sponsored Schemes		
21	Employment Generation Programs		
	21.01 Coaching and Guidance for SC,ST and Other Backward Classes	25.00	25.00
	21.02 National Career Services	52.00	52.00
	Total- Employment Generation Programs	77.00	77.00
	Total-Centrally Sponsored Schemes	**77.00**	**77.00**
	Other Grants/Loans/Transfers		
22	Transfer to Reserve Fund		
	22.01 Gross Budgetary Support	0.00	0.00
	22.02 Less Recovery	0.00	0.00
	Net		
	Grand Total	**13645.00**	**13221.73**

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15. As would be observed from the data furnished, during the Fiscal 2023-24, the BE proposal by the Ministry was Rs. 13,645 Crore whereas BE received has been Rs.13221.73 crore. On being asked about the premise under which the Ministry of Finance curtailed the budgetary allocation, the Ministry apprised as under:-

> “Proposal for Budgetary allocation of Rs. 13,645 Crore for the FY 2023-24 was sent to the Ministry of Finance. However, Rs. 13,221.73 was allocated in the BE 2023-24. It is likely that, theMinistry of Finance curtailed the budgetary allocation of MoLE keeping in view the overall demands of the various Ministries. The allocation for establishment expenditure has also been reduced by Rs. 159.09 crore from our budget estimate of Rs 819 crore. This may impact the requirement for expenditure on salary, allowances, IT etc, all of which is likely to increase in view of the recruitment drive being undertaken.”

16. When asked if the shortage of fund under Establishment expenditure in BE 2023-24 was taken up with the Ministry of Finance, the Ministry responded that Ministry of Finance has indicated that the request of the Ministry for additional fund for meeting the requirement of establishment expenditure will be considered at RE 2023-24 stage.

17. In response to a specific query regarding steps taken for accurate projections at BE stage and the measures contemplated for their optimal utilisation for the year 2023-24, the Ministry submitted as under:-

> "Estimation of funds at BE Stage has been worked out after detailed discussion with concerned divisions, taking in to account approved year-wise scheme outlays, expenditure trends, stage of scheme implementation and the revised fund flow mechanism to make budget estimates more realistic.Further, Bureau Heads have been advised to ensure proportionate expenditure during the year by fixing monthly and quarterly targets and also to review actual expenditure vis-a-vis targets. The pace of expenditure is also being reviewed on weekly basis by JS&FA and Secretary, MoLE.

18. The Ministry further clarified that since ABRY, PMSYSM,NPS Traders, NDUW and Rehabilitation of Bonded Labourare demand driven schemes and the expenditure under these schemes are directly linked to the demand received, the budgetary allocation for BE 2023-24 has been rationalized taking into account the trend of demand and actual expenditure in FY 2022-23, closure of new registrations under ABRY, RIHS, NCLP etc. The fund allocated in BE 2023-24 for the above schemes seems to be adequate keeping in view of the estimated demand"

(ii) Budgetary Allocation and Utlisation during 2020-21,2021-22 and 2022-23

19. The financial allocation and expenditure for the last three fiscals and BE 2023-24 are as under:

(Rs. in crore)

Year	BE	RE	Actuals	% Expenditure over RE
2020-21	12065.39	13719.56	12920.38	94.17
2021-22	13306.50	14248.72	24036.34	168.69
2022-23	16893.68	16117.65	12970.18 (upto 13.02.2023)	80.47 (upto 13.02.2023)
2023-24	13221.73			

20. On being asked to justify the reasons for the substantial reduction in BE 2023-24 of Rs 13221.73 crore in comparision to BE of Rs 16893.68 crore during the previous fiscal, the Ministry submitted as under:

> "BE 2023-24 was optimized rationally and reduced under the following schemes due to following reasons:
>
> (i) Sunset date for registration under Atmanirbhar Bharat Rojgar Yojana was 31.03.2022. However, the registered beneficiaries are eligible to avail benefits under this scheme till 31.03.2024. Since, no new registrations are being done under this scheme therefore the budget for this scheme has been reduced to Rs 2272.82 crore in BE 2023-24 compared to BE of 2023-24 of Rs. 6400.00 crore as per anticipated demand on the basis of already registered beneficiaries.
>
> (ii) RIHS sub-scheme under Labour Welfare scheme has been converged with Pradhan Mantri Awas Yojana (PMAY) in 2018. Now no new sanction under RIHS is being issued and only disbursement of residual second and third installment is being made. Sunset date for this sub-scheme is 31.03.2023. Therefore, the BE 2023-24 under Labour Welfare Scheme has been reduced to Rs. 75 crore from Rs. 120 crore in BE 2022-23.
>
> (iii) NCLP scheme has been merged with SamagraSiksha Abhiyan of the Ministry of Education. Provision of only Rs. 10 crore in BE 2023-24 has been made under this scheme for clearing pending liabilities compared to Rs. 20 crore in FY 2022-23.
>
> (iv) Against the original target of 25 crore registrations, 28 crore unorganized workers have already been registered under NDUW till 08.02.2023. Approximately 27 crore workers were registered on e-Shram portal against the target of 5 crore in FY 2021-22. The number of new registration has been about 1.17 crore in FY 2022-23 due to over

achievement of target in the previous year. Therefore, the budget under this scheme has been rationalized to Rs. 300 crore in BE 2023-24 compared to BE 2022-23 of Rs. 500 crore and RE 2022-23 of Rs 400 crore.

(v) NPS Traders is a demand driven scheme and the trend of registration in past years shows that the new registrations under this scheme have been reduced significantly. Expenditure in FY 2022-23 has been meager. Therefore, the budget has been reduced under this scheme to Rs. 3 crore in BE 2023-24 compared to Rs 50 crore in BE 2022-23.

These are some of the reasons for substantial decrease in BE for 2023-24, although outlay for some other schemes viz EPS, LESS, Coaching & Guidance of SC/ST have increased compared to BE 2022-23."

(iii) Budget allocation (2023-24) and Expenditure under major Schemes in 2022-23

21. The Budget allocation (2023-24) and Expenditure under major Schemes in 2022-23 is as under:-

(Rs. in crore)

S. No.	Description	BE 2022-23	RE 2022-23	Actual 2022-23 (Up to 13.02.23)	% expenditure over RE	BE 2023-24
	Grant no 64-MoLE	16893.68	16117.65	12970.18	80.47	13221.73
1	Employees Pension Scheme	8485.00	8485.00	7777.91	91.67	9167.00
2	Aatmanirbhar Bharat Rozgar Yojana	6400.00	5758.06	4188.00	72.73	2272.82
3	Establishment Expenditure of the Centre	619.18	644.18	511.11	79.34	659.91
4	Pradhan Mantri Shram Yogi Man Dhan Yojana	350.00	350.00	93.31	26.66	350.00
5	National Pension Scheme for Traders &Self Employed Persons	50.00	10.00	0.02	0.20	3.00
6	Labour Welfare Scheme	120.00	120.00	36.76	30.63	75.00
7	Labour and	89.00	80.00	36.08	45.10	110.00

	Employment Statistical System					
8	National Data Base of Unorganised Workers	500.00	400.00	120.07	30.02	300.00
9	National Child Labour Project	20.00	20.00	15.48	77.40	10.00
10	Grant to Autonomous Bodies	115.40	115.40	87.00	75.39	127.00
11	Social Security for Tea Plantation Workers in Assam	60.00	60.00	45.00	75.00	60.00
12	National Career Services (NCS)	52.00	42.00	37.79	89.98	52.00
13	Coaching and Guidance for SCs, STs and OBCs	23.00	23.00	16.82	73.13	25.00
14	Rehabilitation of Bonded Labour	10.00	10.00	4.83	48.30	10.00
15	Bima Yojana for Unorganised Workers	0.10	0.01	0.00	0.00	0.00
	Total	16893.68	16117.65	12970.18	80.47	13221.73

22. On being asked on the pace of utilisation of the pending amount of Rs. 3147.47 Crore (as on 13.02.2023) during the remainder of 2022-23 fiscal, the Ministry submitted as under:-

> "The Ministry has utilized Rs. 13092.99 crore till 21.02.2023 which is 81.23 % of the RE-2022-23."

23. The Secretary, MoLE, while tendering oral evidence deposed as under:

"Sir, our BE was Rs.16,893 crore. Against the RE, we have had an achievement of roughly 81 per cent, and against the BE, it is currently 77 per cent. We have been reviewing it almost every week. In the SoM, we review the expenditure and we expect that by the end of March this year, we will achieve 90 per cent of RE, which will be about 86 per cent of the BE. There have been certain shortcomings. We will also explain to you why that has happened. They are related to things which are in the nature of the design of the scheme or things which are beyond our control.

24. When asked about the Schemes/projects that are likely to be affected in case of shortfalls in full utilisation of funds during 2022-23, the Ministry stated as under:-

"The Schemes such as ABRY, PMSYM, NPS Traders, NDUW, Rehabilitation of Bonded Labour are likely to show lower than anticipated utilization**.** Since, most of these schemes are demand driven and the expenditure under these schemes are directly linked to the demand received, therefore, no adverse effect is anticipated on the schemes due to shortfall."

25. On the quantum of funds spent in each quarter during the Financial year 2022-23, the Ministry furnished as under:

Quarter-1	Quarter-2	Quarter-3	Quarter-4 (up to 08.02.2023)
3634.47 Crore	4172.85 Crore	3413.85 Crore	1013.24 Crore

26. Asked to state whether the Ministry was strictly adhering to the Budget Division (Ministry of Finance) guidelines in regard to ceiling limit of expenditure i.e. 15 percent in last month of financial year, the Ministry responded as under:-

"Ministry is strictly adhering to the Budget division (Ministry of Finance) guidelines in regard to ceiling limit of expenditure i.e, 15% of BE in last month of financial year. In FY 2021-22, a supplementary grant of Rs. 10260.62 crore was received with the approval of the Parliament in March 2022 for clearing pending dues of EPS."

27. The Committee desired to know the reasons for substantial amount of supplementary grant of Rs.10,260.62 crore, received in March, 2022 for clearing pending dues of EPF.In response, the Ministry submitted as under:

> “As per Para 3(2) of the EPS-95, Govt. pays its share of contribution at the rate of 1.16% of the pay of the member of EPS-95, limited to Rs. 15000/- per month. This money is received in the Public Account of the GoI. Towards this contribution, there had been accumulation of arrears due to shortfall in allocation over the years from 1995 onwards to the tune of Rs. 10589.20 crore as on 31.03.2021. MoLE sought a cash supplementary demand for Rs. 10260.62 crore to clear the entire accumulated liability and same was approved by the Ministry of Finance. Remaining amount was provided to EPFO through re-appropriation….”

28. On the issue of Re-appropriation of funds during 2022-23, the Committee desired to know about the specific constraints faced in anticipating expenditure at the proposal stage and the measures proposed to avoid excess expenditure during 2023-24. The Ministry, in response, furnished the following reasons for re-appropriation:-

> "(a) Increase of expenditure of ILO conference is due to increase in subscription rate by ILO, Geneva in 29.07.2022.
>
> (b) Structural repairs of hostel buildings had to be approved in view of safety of trainees.
>
> (c) G-20 summit is being organized at various locations in consonance with the national priorities & international standards. Expenditure under this head could not be anticipated at the time BE 2022-23 was prepared in September-2021. It was decided that all offices need to brought under e-office including attached and subordinate offices after the BE 2022-23 was finalized."

III OVERALL ACHIEVEMENTS - PHYSICAL TARGETS

29. Scheme-wise physical targets and achievements along with reasons for shortfall in achievements of the targets during 2022-23 for the major schemes have been stated to be as under:-

(i) Labour Welfare Scheme

(Rs in crore)

Sl.No.	Name of the Scheme/ Project/ Programme	FINANCIAL		PHYSICAL	
		Targets	**Achievements (up to 17.01.2023)**	**Target**	**Achievements**
1	Revised Integrated Housing Scheme (RIHS).	42.95 cr	11.57 cr	Only $2^{nd}/3^{rd}$ installment are being paid under this scheme. The scheme has now been converged with Pradhan Mantri Aawas Yojana.	3593 (2^{nd} and 3^{rd} installments)
2	Health Scheme	15.63 cr	6.40cr	Health is a continuous activity hence it is not possible to fix a target in this category. Benefits under this scheme will be extended to all eligible workers and their dependants	14.46 lakh (Since it is demand driven scheme, no target can be fixed)
3	Education	61.42 cr	12.87cr	1 lakh	82,550 (verification of received scholarship applications is still under process)

(ii) Rehabilitation of Bonded Labour, 2016.

(Rs in crore)

Name of the Scheme/Project/ Programme	FINANCIAL		PHYSICAL	
	Targets	Achievements (up to 13.02.2023)	Target	Achievements
Rehabilitation of Bonded Labour	10 cr	4.83 cr	No target can be fixed. As and when existence of bonded is detected, such persons are identified for rehabilitation	334 (as on 13.01.2023)

(iii) Welfare of SC/ST job seekers through Coaching, Guidance and Vocational Training

(Rs in crore)

Name of the Scheme/Project/ Programme	FINANCIAL		PHYSICAL	
	Targets	**Achievements (up to 13.02.2023)**	**Target**	**Achievements**
Coaching-cum-Guidance Centres for SC/ST (Providing vocational guidance and career counselling services to educated SC/ST job-seekers)	23.00 cr	16.82cr	To provide vocational guidance, career counselling, typing and shorthand facilities to 2400 SC/ST job seekers and also prepare them for competitive examination/selection tests for Group 'C' posts	2400 SC/ST candidates would be imparted training under special coaching scheme. The target will be fully achieved.
Computer Training to educated SC/ST job seekers			To provide Computer Training to 6879 educated SC/ST job seekers	Computer Training to 4829 educated SC/ST job seekers is being provided. The Computer Hardware Maintenance Training was provided to 2050 SC/ST job seekers

(iv) National Career Service

(Rs in crore)

Name of the Scheme/Project/ Programme	FINANCIAL		PHYSICAL	
	Targets	Achievements (up to 13.02.2023)	Target	Achievements
National Career Service	52.00cr	37.79 cr	59 MCC(to be operationalized)	59 MCCs operationalized
			50(New MCCs to be established and operationalized)	177 new MCCs established
			997 Emp. EX to be interlinked with NCS portal	27 States have been interlinked with NCS portal
			Organisation of Job Fairs at district level	1935
			Training to Emp. Officers on NCS	767

(v) Aatmanirbhar BharatRojgar Yojana

(Rs in crore)

Name of the Scheme/Project/ Programme	FINANCIAL		PHYSICAL	
	Targets	Achievements (up to 13.02.2023)	Target	Achievements
Aatmanirbhar Bharat RojgarYojana (ABRY)	6400.00cr	4188.00 cr	71.80 Lakh (during the entire period of the Scheme)	Total beneficiaries registered till 07.01.2023 is 60.20 Lakh. However, during the C.F.Y. the number of beneficiaries benefited is 5.31 Lakh.

(vi) Pradhan Mantri Shram Yogi Maan-Dham (PM-SYM) Yojana

(Rs in crore)

Name of the Scheme/Project/ Programme	FINANCIAL		PHYSICAL	
	Targets	Achievements (up to 13.02.2023)	Target	Achievements
PradhanMantri Shram Yogi Maan-Dham (PM-SYM) Yojana	350.00 cr	93.31 cr	To enroll 1 crore new beneficiaries	2,63,971. The reason for not achieving the target is due to the Covid situation in the country and there was complete lock-down from time to time for which registration/ enrolments were much less than the anticipated targets.

(vii) National Pension Scheme for Traders, Shopkeepers and Self-Employed Persons:

(Rs in crore)

Name of the Scheme/Project/ Programme	FINANCIAL		PHYSICAL	
	Targets	**Achievements (up to 13.02.2023)**	**Target**	**Achievements**
National Pension Scheme for Traders, Shopkeepers and Self-Employed Persons	50.00 cr	0.02cr	To enroll 25 lakh new beneficiaries	4979. The reason for not achieving the target given above in the table is due to the Covid situation in the country and there was complete lock-down from time to time for which registration/ enrolments were much less than the anticipated targets.

(viii) National Database of Unorganised Workers

(Rs in crore)

Name of the Scheme/ Project/ Programme	FINANCIAL		PHYSICAL	
	Targets	**Achievements (up to 13.02.2023)**	**Target**	**Achievements**
National Database of Unorganised Workers	500.00 cr	120.07 cr	To register 5 crore unorganised workers on e-Shram Portal	1.17 cr (as on 13.01.2023)

IV <u>SCHEME WISE ANALYSIS</u>

A. EMPLOYMENT SCHEMES

(i) National Career Services (NCS)

30. National Career Service (NCS) Project is a Mission Mode Project for transformation of the National Employment Service to provide a variety of employment related services like job matching, career counselling, vocational guidance, information on skill development courses, apprenticeship, internships etc. This project consists of three important components namely- (i) NCS Portal (www.ncs.gov.in); (ii) Model Career Centres; and (iii) Interlinking of Employment Exchanges with NCS portal. The services under NCS are available online and can be accessed directly, through Career Centres, Common Service Centres, Post Offices, mobile devices, cyber cafes etc. The various stakeholders on the NCS platform include job seekers, industries, employers, employment exchanges (career centres), training providers, educational institutions and placement organizations. These services are available free of cost. The portal also facilitates organization of job fairs where both employers and job seekers

can interact.The Ministry has engaged with several institutions and organisations to bring more and more job opportunities to our workforce with some of the leading organisations/ job portals such as Hire me, Times Job, Freshers world, Freshers live, Quess Corp. Limited, TCS ION, Cassius Technologies Pvt. Ltd., First Job, etc. As per DOPT instructions it has been decided that advertisement of vacancies shall now be mandatory placed at the National Career Service Portal.

31. The NCS Project also envisaged setting up of Model Career Centres (MCCs), a brick and mortar model of NCS, which have state-of-the-art infrastructure and will act as a hub of career counselling and also provide career related services (such as organising job fairs, mobilise the employers, provide career counselling at local level etc). in collaboration with States and other institutions to the jobseekers and employers through outreach activities. As on 31.12.2022, Government has approved 407 MCCs (including 07 on non-funded basis). As of now, 316 MCCs (including 07 on non- funded basis) are functional. The NCS Project has also been enhanced to interlink 997 Employment Exchanges with NCS Portal and under this scheme, Govt. of India is providing funds to the states for organizing job fairs, up-gradation of IT and refurbishment of infrastructure of employment exchanges. The portal also facilitates organization of job fairs where both employers and job seekers can interact. DGE has conducted more than 9229 Job Fairs (online and offline) since inception (till 09th January 2023) out of which 2492 Job Fairs were conducted during 1st January to 31st Dec.2022. During 2022-23 (till December 2022) around 1935 job fairs have been organised under National Career Service (NCS) in which 60,727 job Seekers participated and 20,447 candidates were shortlisted.

32. The main objectives of NCS project are as follows:

1. Enhancing career and employment opportunities
2. Counselling and guidance for career development
3. Enhancing quality of work force
4. Focusing on inclusive growth initiatives.
5. Empowering youth through digital skills.

33. Following are the main features of NCS portal:

1. More than 900 approved counselors providing career guidance.
2. 3600+jobroles with a knowledge repository of career content on these job roles.
3. Toll-Free Call Centre(Helpdesk No. 1514) in 07 different languages.
4. Integration with 27 States for information exchange.
5. Strategic MoU partnerships with portals/private organizations like Monster, Freshersworld, HireMee, TCS-iON,Microsoft,UNICEF, YuWaah etc.
6. Linkage with EPFO, ESIC,MSDE(Skill India portal), DigiLocker etc.

7. Linkage with Govt. recruitment bodies – UPSC, SSC, Railway Recruitment Boards etc.

34. In this context, the representative of the Ministry during evidence deposed as under:

> "Sir, I just wanted to tell the Committee about the NCS ecosystem because employment is something that is very, very crucial and NCS scheme has worked a lot on this aspect. 407 model career centres have been approved. 316 centres have started functioning. This year, the Ministry has covered more than its target operationalising these model career centres. Here, the job seekers are given various kinds of counselling and career progression is talked about. Online and offline job fairs are taking place. More than 2.9 crore job seekers are now on the NCS portal. It is now getting integrated with the State's Employment Portal. It is also getting integrated with private partners such as Quess, HireMe, Naukri.com etc. It is also integrated within the Ministry with e-Shram, EPFO, ESIC and also with the MSME, Udyam portal and the Skill India Portal. Currently, we have more than 2.9 crore job seekers registered. 47 lakh people have registered this year. There are more than 8.5 lakh employers on the portal.
>
> Regarding integration with the Udyam Portal, in one year itself, more than 6.4 lakh MSMEs have come on board and they can now advertise their vacancies on this portal. We have been mobilising these vacancies and more than 1.27 crore vacancies have been mobilised on the NCS portal. This year itself, 30 lakh vacancies have been mobilised. MCCs are conducting job fairs across the country. More than 270 job fairs per month are being conducted across the country.
>
> This year, we have already done 2702 job fairs. These have resulted in more than one lakh selections happening immediately during the job fair. As per the direction of the Committee, we have also been requesting the States to invite the MPs and MLAs of that area for these job fairs. ……
>
> Also, NCS now is integrated with the UDYAM, the Skill India portal, and the e-Shram portal. Going forward, the idea is that employer, whether he is in the public sector or in the private sector or in the MSME sector, should be able to see all the skilled personnel being trained by not only the Skill Ministry but all the Ministries of Government of India. Whatever skill he is getting, that data is getting aggregated at Skill India portal and the employers will now be able to choose. Also, the NCS portal has associated with UPSC and SSC so that all those candidates who could not be picked up say for the civil service vacancies, their details will be available on NCS portal so that private and government employers can directly recruit them."

35. The financial allocation and expenditure for the last three fiscals under NCS project and BE 2023-24 are as under:

(Rs. in Crores)

S. No.	Year	BE	RE	AE	Shortfall/Excess Expenditure
1	2020-21	79.39	49.63	43.77	5.86(-)
2	2021-22	57	32	24.31	7.69(-)
3	2022-23	52	42	37.79(upto 13.02.2023)	4.21(-)
4	2023-24	52	-	-	-

36. On being asked whether the Ministry would be able to utilize the remaining funds alloted for 2022-23 by 31.03.2023, the Ministry submitted as under:

> "As on 07.02.2023, actual expenditure is Rs. 37.93 crore. The expenditure of remaining amount w.r.t. RE 2022-23 is planned and is likely to be utilized by the end of Financial Year."

37. Asked to state the measures proposed to maximize utililisation of Rs. 52 crore as earmarked for 2023-24, the Ministry submitted as under:

> "In order to maximise utilization of Rs. 52 crore earmarked for 2023-24, it is planned to transform existing technology of National Career Service Project for enhancement of user interface and experience, foster rapid e-KYC processes & enable flexible registrations for all worker segments, bring on-board dynamic, effective career advancement content etc."

38. The Committee desired to be apprised of the State-wise details and the progress of the sanctioned and functioning Model Career Centres. In response, the Ministry furnished the following detailed information:-

> "Till 08.02.2023, 407 Model Career Centres (MCCs) (including 7 Non-funded) have been approved and 316 MCCs are functioning. State-wise list is as under:

A. **<u>The details of approved and functioning Model Career Centres (MCCs) in States/UTs under National Career Service (NCS) as on 08.02.2023</u>**

S.No.	State/UT Name	Number of MCCs Approved	Number of MCCs Functioning
1	Arunachal Pradesh	6	5
2	Assam	13	13

3	Andaman and Nicobar Islands	1	1
4	Andhra Pradesh	30	14
5	Bihar	20	20
6	Chhattisgarh	12	8
7	Delhi	2	2
8	Goa	1	1
9	Gujarat	13	9
10	Haryana	4	4
11	Himachal Pradesh	2	2
12	Jammu and Kashmir	19	17
13	Ladakh	3	2
14	Jharkhand	20	11
15	Karnataka	14	14
16	Kerala	14	4
17	Lakshadweep	2	1
18	Maharashtra	28	23
19	Meghalaya	4	4
20	Madhya Pradesh	13	10
21	Manipur	2	2
22	Mizoram	4	2
23	Nagaland	7	2
24	Odisha	32	24
25	Puducherry	4	4
26	Punjab	12	9
27	Rajasthan	16	16
28	Sikkim	6	5
29	Telangana	12	11
30	Tripura	4	3
31	Tamil Nadu	20	16
32	Uttar Pradesh	39	39
33	Uttarakhand	5	4
34	West Bengal	16	14
Total		**400**	**316**

B. **Details of 7 Non-funded Model Career Centres**

S.No.	State/UT Name	Number of MCCs
1	Maharashtra	2
2	Manipur	1
3	Nagaland	1
4	UttarPradesh	1
5	WestBengal	2
	Total	**7**

39. On the measures contemplated to operationalise the remaining 84 Model Career Centres, the Ministry submitted that the funds have been released to States/UTs for these MCCs and the process of operationalization of MCCs is regularly monitored through periodic meetings at senior officer level.

40. As regards the number of job seekers registered with these Model Career Centres, the Ministry furnished the following State-wise data:-

State/ UT Name	**Job Seekers registered**
Andaman and Nicobar Islands	2391
Andhra Pradesh	59012
Arunachal Pradesh	1273
Assam	12073
Bihar	182355
Chhattisgarh	58464
Delhi	6583
Goa	3309
Gujarat	100877
Haryana	25748
Himachal Pradesh	15977
Jammu and Kashmir	14856
Jharkhand	24735
Karnataka	67530
Kerala	9175
Ladakh	1300
Lakshadweep	1448
Madhya Pradesh	36523
Maharashtra	13353
Manipur	3627
Meghalaya	853
Nagaland	451
Odisha	61729
Puducherry	5097
Punjab	22770
Rajasthan	105941
Sikkim	665
Tamil Nadu	23968
Telangana	13747
Tripura	110813
Uttar Pradesh	104715
Uttarakhand	16925

West Bengal	88509
Total	**1196792**

41. When asked about the placement figure with respect to regular/ad-hoc/part time/contract employments generated in the last three years, the Ministry submitted that reporting of hiring figure by Employers/placement data is not mandatory on NCS portal, which captures data of candidates being shortlisted by the employers/portal. The Ministry, however, furnished the following data pertaining to the number of candidates shortlisted by Employers/portal against vacancies posted in the last three years:

Year	**No. of candidates Shortlisted**
2019-20	233432
2020-21	611955
2021-22	681582
2022-23 (till 21.02.2023)	4790593

42. In response to pointed query as to how does one assess the outcome of various measures undertaken to enhance career and employment opportunities and improving quality of workforce in the absence of any disclosure by the Employers on the empirical data of employment generated, the Ministry submitted as under:

> "The NCS portal has three main quantifiable data sets viz. number of job seekers registered, number of employers registered and number of vacancies mobilized on the portal. Further, softskills and digital trainings are provided free of cost to the registered job seekers to improve the quality of workforce."

43. Asked to furnish State-wise details of inter-linked employment exchanges with NCS portal and how do the Ministry propose to persuade the remaining States/UTs to inter-link the employment exchanges with the NCS portal, the Ministry responded as under:-

> "API Integration of State Employment Exchange Portal with the NCS portal has been completed with 20 States/UTs, 7 States/UTs are directly registering on NCS Portal. Remaining States/UTs are developing/enhancing their Portals which will enable their integration with NCS. Details of API Integration with States/UTs are as under:"

API Integration Status	**State / UTs**	**No of employment exchanges**
Completed	A&N	1
	Assam	23
	Delhi	2
	Goa	1
	Gujarat	46

API Integration Status	**State / UTs**	**No of employment exchanges**
	Haryana	65
	Himachal Pradesh	12
	J&K	20
	Jharkhand	43
	Madhya Pradesh	51
	Maharashtra	50
	Manipur	11
	Meghalaya	13
	Odisha	39
	Puducherry	5
	Punjab	46
	Rajasthan	39
	Telangana	33
	Uttar Pradesh	76
	Uttarakhand	23
Directly Registering on NCS	Arunachal Pradesh	14
	Bihar	58
	Chandigarh	2
	Dadar& Nagar Haveli and Daman & Diu	3
	Karnataka	40
	Lakshadweep	1
	Tripura	6

44. On the number of job seekers re-registered after completing the term of their employment on ad-hoc/part-time/contract basis, the Ministry stated as under:

> "The registrants including job seekers remain registered on NCS as long as they want to. Job seekers can register on NCS portal irrespective of their employment status. A job seeker can continue his/her registration on NCS portal even if he/she is employed."

45. Asked to state the details of MoUs signed with various institutions and organizations, the Ministry stated as under:

> "MoUs have been signed with many leading institutions and organizations in private sector like Monster.com, freshersworld, Quickr jobs, MeraJob, Hiremee, First Job, Indian Staffing federation etc., many Industry bodieslike NASSCOM, FICCI, CII etc. and with other Ministries/ departments like MSDE, MHRD, AICTE, EPFO, ESIC etc. to enhance the quality and reach of NCS and provide a platform for dialogue and actions on enhancing employability throughout the country."

46. On being specifically enquired about the ratio of jobs *vis-a-vis* employment generated by the MoUs signed with the private orgnisations, the Ministry submitted that the MoU with private job portals has so far resulted in sharing of more than 65 lakh vacancies on NCS portal. NCS has partnered with TCS-iON for free soft skills training and Microsoft for free digital skills training to the registered jobseekers.

47. On the efforts being made to enhance the services of NCS Project, the Ministry stated as under:

> "…… it is contemplated to enhance the services of NCS portal through redesigning of user interface for a better user experience, upgrade the existing technological infrastructure, better job matching capabilities, integration with other Government initiatives like GSTN, etc."

48. In this context, the Secretary, MoLE during evidence deposed as under:

"…..**एनसीएस पोर्टल पर दिन प्रति दिन वैकेंसीज बढ़ रही हैं। हमारे जो एम्प्लॉयर्स हैं, जो बड़े-बड़े प्राइवेट सेक्टर्स और सरकार के बड़े एम्प्लायर्स हैं या जो प्लेटफॉर्म्स हैं, जैसे मान्सटर डॉट कॉम, नौकरी डॉट कॉम, लिंक्ड इन ये सब हमारे साथ जुड़े हुए हैं। इसमें वैकेंसीज प्रति माह बढ़ती हैं। हमारे लोग एआई के द्वारा जॉब सर्च कर पाते हैं। अब हम इसको नेक्स्ट लेवल पर लेकर जाना चाहते हैं। अब हम एनसीएस** 2.0 **लाएंगे। जैसा यूपीआई में एक प्लेटफॉर्म हुआ और उसके ऊपर अलग-अलग पोर्टल्स आकर एपीआई के द्वारा इंटीग्रेशन कर सकते हैं। इसमें आगे जाते हुए, एनसीएस** 2.0 **भी उसी प्रकार का होगा, ताकि हम और लोगों को इसमें जोड़ पाएं। इससे एम्प्लॉयर और जॉब सीकर इसके साथ जुड़ पाएंगे। हम एक सप्ताह या दस दिन के अंदर आरएफपी फ्लोट करने वाले हैं। उसके बाद हम इस कार्य को आगे लेकर जाएंगे।**"

(ii) National Career Service (NCS) Centres for SCs/ STs (erstwhile coachingcentre and guidance for SC, ST and OBCs)

49. National Career Service Centres for SC/STs were established by Directorate General of Employment & Training (now Directorate General of Employment), Ministry of Labour& Employment, Govt. of India. These Centres provide services to SC/ST job seekers registered with Employment Exchanges for enhancing their employability through coaching, counselling and related training programmes. Some of the programmes organized by these Centres cover confidence building, individual guidance, mock interviews, training in typing, shorthand and computer, etc. The main objectives of the CGCs Scheme are:-

i) To render vocational guidance and career related information;

ii) To channelize educated SC/ST job-seekers registered with the Employment Exchanges in appropriate vocations; and

iii) To increase their employability through coaching/training/guidance.

50. The financial allocation and expenditure under NCS Centres for SC/STs for the last three fiscals and BE 2023-24 are as under:-

(Rs. in crores)

S. No.	**Year**	**BE**	**RE**	**AE**	**Shortfall/Excess Expenditure**
1	2020-21	17	10	10.76	0.76(+)
2	2021-22	19.90	17.90	14.50	3.40(-)
3	2022-23	23	23	16.82(upto 13.02.2023)	6.18(-)
4	2023-24	25	-	-	-

51. Asked to state the steps taken to utilize the remaining funds of Rs. 6.18 crore in the last quarter of the current financial year and the extent to which the increased BE of Rs. 25 crore for 2023-24 would enhance the implementation of the Scheme?

> "Utilization under the scheme till 7th February, 2023 stands at Rs 16.47 crore. A sizeable amount out of remaining Rs. 6.53 crore comprises of committed expenditure on training and stipend for the SC/ST trainees. With higher allocation of Rs. 25 crore during 2023-24, three more new market driven computer courses are proposed to be introduced for SC/ST candidates which would result into enhanced enrollment of candidates. This would widen the scope of implementation of the scheme."

52. When asked to furnish State wise details of SC/ST/women beneficiaries under the Scheme for the last three years, the Ministry furnished the following data:

S.No.	**State**	**SC Registered**	**ST Registered**	**Female Registered**
1	Andaman and Nicobar Islands	3050	1236	24653
2	Andhra Pradesh	48482	9201	277893
3	Arunachal Pradesh	1164	19750	32876
4	Assam	150255	259450	796219
5	Bihar	223171	27031	538855
6	Chandigarh	4023	81	20911
7	Chhattisgarh	17327	38556	127577
8	Dadra and Nagar Haveli & DD	135	882	1984
10	Delhi	45431	2613	165333
11	Goa	988	5477	51887
12	Gujarat	62980	58585	264194
13	Haryana	62738	1696	221357
14	Himachal Pradesh	119896	21415	250839
15	Jammu and Kashmir	8235	3155	161693
16	Jharkhand	101376	196433	375197

17	Karnataka	36003	15268	258838
18	Kerala	15952	2329	158181
25	Ladakh	8	5898	5008
37	Lakshadweep	11	6260	3818
19	Madhya Pradesh	214044	151229	599291
20	Maharashtra	933336	315331	1514678
21	Manipur	9136	15732	82570
22	Meghalaya	855	18423	22998
23	Mizoram	444	14316	12999
24	Nagaland	532	21162	20454
26	Odisha	36579	31859	157398
27	Puducherry	19206	120	68404
28	Punjab	82745	1660	354111
29	Rajasthan	252451	121949	581399
30	Sikkim	537	1590	6008
31	Tamil Nadu	76076	17515	466489
32	Telangana	89445	33934	267804
33	Tripura	59820	77479	148225
34	Uttar Pradesh	448337	27235	996750
35	Uttarakhand	51439	9747	146341
36	West Bengal	513648	61850	1293247
	Total	**3689855**	**1596447**	**10476479**

53. The Ministry furnished the following State-wise data with regards to the trainees under NCS for SC/STs during 2022-23:

Sl. No.	State	No of Trainees
1	Mizoram	250
2	Karnataka	450
3	Odisha	475
4	Tamilnadu	400
5	Delhi	230
6	Assam	400
7	Haryana	540
8	Telangana	350
9	Manipur	240
10	Madhya Pradesh	550
11	Rajasthan	350
12	Punjab	275

13	Jammu & Kashmir	225
14	Meghalaya	129
15	Uttar Pradesh	990
16	Nagaland	150
17	West Bengal	350
18	Himachal Pradesh	425
19	Maharashtra	400
20	Arunachal Pradesh	250
21	Puducherry	200
22	Jharkhand	480
23	Gujarat	750
24	Kerala	370
25	Andhra Pradesh	50
Total		**9279**

54. At present, twenty five National Career Service Centres for SC/STs are functioning in twenty five States/Union Territories. On being asked to state whether there is any proposal to expand the number of National Career Service Centres, the Ministry submitted that State/UT Governments have been providing coaching and training services through various schemes and no such proposal for expansion is under consideration presently.

55. On being asked at to whether any benchmark has been put in place to examine and consolidate feedback from the SC/ST beneficiaries about the NCS Centres, the Ministry submitted as under:

> "The standard procedure is already in place to collect, examine and consolidate the feedback in a standard format from the NCSC-SC/ST beneficiaries. Feedback is also obtained through regular interaction with SC/ST beneficiaries through individual as well as group guidance sessions conducted by NCSC-SC/STs. Regular success stories are received and compiled. Besides this, senior officers from the Ministry regularly visit the Centers and interact with candidates to get first hand feedback from the candidates."

56. As regards the ratio of number of the NCS Centres in terms of Urban and Rural areas, the Ministry submitted as under:

"NCSC for SC/STs were established in the States as model institutes to enhance the employability of SC/ST jobseekers through guidance/coaching/training. The State Governments are expected to open similar Centers in the States from their own resources depending on their requirement. Most of these Centers are located in State Capital or in cities with large SC/ST populations."

57. The Committee desired to know the role of the DBT MIS Portal in easing payment of stipend to the trainees. The Ministry, in response, stated as under:

"The newly developed DBT MIS portal has been envisioned to reduce manual effort considerably and to have a real-time credible data repository. The DBT MIS portal facilitate end to end digitization of process starting from enrollment of candidates, capturing all relevant information about training, profile of the candidate and bank, Aadhaar details etc. The DBT MIS portal further facilitates payment of stipend through Aadhaar payment bridge. The total number of SC/ST beneficiaries during 2022-23 is 9279."

58. Asked to state measures put in place to periodically review the employability of the trained SC/ST job seekers, the Ministry stated as under:

"Weekly review of various activities of NCSC-SC/STs including employability aspects are done through virtual mode. During the review, emphasis is laid more on conducting placement drives, job fairs, liaison with employers' organizations, leveraging the benefits of National Career Service (NCS) portal etc. with a view to facilitate employment for SC/ST jobseekers."

B. SOCIAL SECURITY SCHEMES

(i) Aatmanirbhar Bharat Rojgar Yojana (ABRY)

59. ABRY was announced as a part of Aatmanirbhar Bharat 3.0 package to boost the economy, increase the employment generation in post Covid recovery phase and to incentivize creation of new employment along with social security benefits and restoration of loss of employment during COVID-19 pandemic. This scheme is being implemented through the Employees Provident Fund Organization (EPFO), reduces the financial burden of the employers of various sectors/industries and encourages them to hire more workers. Under ABRY, the Government of India is crediting 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. Under ABRY, benefits are provided to every establishment registered with EPFO and their new employees (earning wage less than Rs. 15,000/- per month) if the establishments take new employees on or after 1.10.2020 and upto 31st March, 2022 or those who lost jobs between 01.03.2020 to 30.09.2020. The beneficiaries registered

upto31st March, 2022 will continue to receive the benefits for 2 years from the date of registration under the scheme.

60. The salient features of the Scheme are as under:

- Government of India will pay both 12% employees' contribution and 12% employers' contribution i.e. 24% of wages towards EPF in respect of new employees in establishments employing upto 1000 employees for two years;

- Government of India will pay only employees' share of EPF contribution i.e. 12% of wages in respect of new employees in establishments employing more than 1000 employee for two years;

- An employee drawing monthly wage of less than Rs. 15000/- who was not working in any establishment registered with the Employees' Provident Fund Organisation (EPFO) before 1st October, 2020 and did not have a Universal Account Number or EPF Member account number prior to 1stOctober 2020 will be eligible for the benefit;

- Any EPF member possessing Universal Account Number (UAN) drawing monthly wage of less than Rs. 15000/- who made exit from employment during Covid pandemic from 01.03.2020 to 30.09.2020 and did not join employment in any EPF covered establishment up to 30.09.2020 will also be eligible to avail benefit.

61. The Committee were informed that under the Scheme, as on 7th Jan, 2023, total benefits of Rs. 8210.10 crore have been given to 60.20 lakh beneficiaries through 1.52 lakh establishments and the total registration stands at 75.10 lakh since the closing date of the Scheme viz 31.03.2022. When asked as to what action has been proposed to cover the 14.9 lakh employees who are otherwise eligible to be covered under the yojana but have been left out owing to the non-fullfillment of eligibility conditions for being covered under the scheme, the Ministry stated as under:

> "The registration window for establishments and new employees under ABRY schemeclosed on 31.03.2022, as per provisions of the scheme. However, the benefit is payable tothe new employees for a period of 24 months from the dateof registration of newemployee, not later than 31/03/2024 in any case if they satisfy the eligibility criteria.
>
> 2. The scheme allows registration of "New Employees" by the establishment upon fulfillingthe eligibility conditions. In addition, it is to mention that establishments employing up to50 employees had to add minimum 2 new employees and establishments employing morethan 50 employees had to add minimum 5 new employees above the reference base(Number of EPF Contributory Members in ECR filed for wage month September 2020 istaken as reference base of employees) and retain the number of employees in referencebase on month-to-month basis to be eligible for benefits. These 14.9lakhs employeeswere added by the establishment but due to non-fulfilment of the eligibility criteria asstated above, the employees were not provided any benefit under the scheme.

However,these employees upon employment in theeligible establishments and fulfilling othereligibility criteria may receive benefit under the scheme. However, the benefitwill bepaid till March 2024 only".

62. On the reasons for reduction of BE for the fiscal 2023-24 to Rs.13,221.73 crore from Rs.16,893.68 crore in 2022-23, the Ministry informed *inter-alia* that the allocation for Atmanirbhar Bharat Rozgar Yojana has been reduced from Rs.6,400 crore in 2022-23 to Rs.2,272.82 crore for the fiscal 2023-24 as the sunset date for registration was 31.03.2022. In this regard, when asked whether the amount of Rs.2,272.82 proposed in BE 2023-24 would suffice for the registered beneficiaries to avail the benefits under the scheme, the Ministry stated as under:

> "The Budget Estimates has been prepared on the basis of monthly trend in the number of actual Beneficiaries. In the Financial Year 2023-24, there will be exit of beneficiaries from the ABRY scheme upon completion of 24 months as per the provision of the scheme. Considering the above facts, the amount of Rs. 2,272.82 crore has been estimated as expenditure for the FY 2023-24."

63. In this context, the representative of the Ministry during evidence deposed as under:

> "Since this is a demand-driven scheme and it depends upon how many people are actually eligible to receive this support from the Government, this year we have kept the BE at Rs.6,400 crore. As the year progressed, we have seen that the demand under the scheme is not up to that amount. Therefore, we have kept the RE at Rs.5,758 crore. Further, we have seen that our final estimate will come to about Rs.4,700 crore. Accordingly, we will end up using less".

64. The Secretary, MoLE supplemented as under:

> "If I may just add a little bit on ABRY, it was a post-COVID subsidy from the Government to encourage employment. However, there are two main reasons because of which the eligibility has not been met by many people. One is that if there is an enterprise with more than 50 people, then the condition is that they have to employ at least five more plus retain those 50. Even if one person is retrenched, then they are not eligible for this benefit. So, there are many where even if a single person has left employment, then the eligibility condition is not met.
>
> The other reason is, as you are aware, the wage threshold of Rs.15,000. If anybody goes above that wage threshold, then also the eligibility is not met. So, probably, that is why, many enterprises were not seeking this aid. Plus, they are not seeking this aid otherwise also. Which is why, our projection has not been met".

65. When asked about the progress of ABRY, the representative of the Ministry during evidence deposed as under:

““Sir, this year our expenditure has been ₹ 4,300 crore up to yesterday. The total beneficiaries have been 60 lakhs, out of which 53.84 lakhs are absolutely new employees and 6.42 lakhs are those who had lost their jobs during the COVID pandemic and have now rejoined in establishments covered by EPF.

66. On being asked as to how the data was captured, the representative deposed as under:

“This data has been captured through the EPFO. These are ECR returns that are filed by the establishments”.

(ii) <u>Pradhan Mantri Shram Yogi Maan Dhan Yojna (PM-SYM)</u>

67. Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM) was launched in February, 2019. This is a voluntary and contributory pension scheme for providing monthly minimum assured pension of Rs. 3000/- after attaining the age of 60 years to the workers of unorganised sector. The 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. 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 about 4.00 lakh Centres across the country. The Life Insurance Corporation of India is the fund Manager to this Scheme. In addition eligible persons can also self-enroll through visiting the portal www.maandhan.in. As on 17.01.2023, 43.94 lakh beneficiaries have been enrolled under the scheme.

68. The financial allocation and expenditure under PM-SYM for the last three fiscals and BE 2023-24 were as under:-

(Rs. in crore)

S. No.	**Year**	**BE**	**RE**	**AE**	**Shortfall/Excess Expenditure**
1	2020-21	500	330	319.71	10.29 (-)
2	2021-22	400	350	324.23	25.77(-)
3	2022-23	350	350	93.31(upto 13.02.2023)	256.69 (-)
4	2023-24	350	-	-	-

69. As would be seen from above data, during the fiscal year 2022-23, a sum of Rs 350 crore was allocated at BE stage which was kept unchanged at RE stage, indicating a certain plan for execution of the scheme, whereas, actual expenditure as on 13.02.2023 is Rs 93.31 crore only which is 26.6% of BE/RE. On being asked the reasons for consistent shortfalls in fund utilization under PMSYM, the Ministry responded as under:

"The reason for consistent shortfall is the COVID situation in the country as there was a complete lockdown from time to time for which registration/enrollments where much less than the anticipated targets. Also, due to the ensuing pandemic the non-continuation of the registered beneficiaries resulted in consistent shortfall in utilization of funds under PM-SYM Scheme. Expected expenditure from LIC is being received and will be processed shortly."

70. In this context, the representative of the Ministry during evidence deposed as under:

"In the case of the Pradhan Mantri Shram Yogi Maandhan Yojana, which is our pension scheme for the unorganized sector, our BE was Rs.350 crore and we expected that we will use the same in the RE. Sir, you will be aware that in this year the fund flow mechanism has changed in the Government of India. Now we have brought all these schemes under the mechanism of a Central nodal agency. So, there is a Central Nodal Account in which all the amounts that were previously released have had to revert. Here we saw that the actual utilization of money was not done. Actually, this scheme is run through the LIC. The LIC has not utilized the amount that was released to them in earlier years.

So, this year our ability to release further funds was restricted by the amount that was already available in the account."

71. The Committee were apprised of the target of enrollment of 1 crore beneficiaries in each of the financial year 2020-2021, 2021-2022 and 2022-23; whereas 1,29,967, 1,28,930 and 2,63,971 (as on Dec, 2022) beneficiaries respectively in each year were enrolled. On the reasons attributed for the reasons for low performance, the Ministry submitted as under:

Ministry has observed that the performance of the scheme has been remarkably less than the targeted figures for the past 3 years despite the fact that the scheme has very affordable premium rate in comparison to the other pension schemes.

- Ministry has reviewed this issue at several platforms and also held discussions with concerned stakeholders like CSC, LIC, NPCI and DFS. A comparative study was also conducted by VVGNLI in December 2021 on various Government pension schemes to find out the core issues behind the low performance of pension schemes administered by MoLE. The following reasons emerged out:

o Long-term financial commitment required by the beneficiaries.

o Due to sudden outbreak of COVID-19 pandemic and lockdown, the lives of the small traders and self-employed persons have been adversely affected.

o Presence of other pension scheme covering unorganized workers from Central Government (Atal Pension Yojana). Some States like Rajasthan, Haryana have separate pension schemes for unorganized workers where they don't have to pay any premium.

- Currently Ministry has appointed Indian Institute of Public Administration (IIPA) for carrying out Third Party Evaluation of scheme to identify the hurdles in scheme implementation. Scheme guidelines will be revised accordingly to cover maximum unorganized workers. The final report is awaited.

72. Asked to state the concrete steps taken/proposed to enhance the achievement of physical targets, the Ministry submitted as under:

> "To encourage the scheme further Ministry is conducting review meetings with Common Service Centres (CSCs) to mobilize the eligible beneficiaries for registration under the scheme. To undertake Information Education and Communication (IEC) activities, funds have been allocated to States/UTs. Subsequently to create awareness among e-Shram beneficiaries, SMSs have been sent to eligible subscribers registered under e-Shram, lying in the age group of 18-40 Years. Donate a Pension Module to encourage the employer to pay the premium of their staff under PM-SYM has also been launched.
>
> .....Four new modules have been made live in scheme portal viz. Voluntary EXIT, Involuntary EXIT, Revival Module and Claim Status to make it easy for the registrants to exit from the scheme or revive their PM-SYM pension account, and to track the status of their applications/claims."

73. The Committee were informed that 43.94 lakh beneficiaries were enrolled through Common Service Centres and by visiting the portal as on 17.01.2023. On being enquired about the number of beneficiaries that have got self-enrolled through portal during the years 2021-22 and 2022-23, the Ministry replied that the self-enrolment can be done through maandhan.in portal which is also maintained by CSC only.

74. On the efforts being undertaken/envisaged to enhance registrations under the Scheme, the Ministry stated as under:

- Weekly/Fortnightly meetings with the Welfare Commissioners and CSC officials are being held for effective monitoring of the scheme and to identify the gaps (if any).
- States have been allocated funds to conduct awareness activities to bring in more registrations
- Organization of awareness generation campaigns and dissemination of information to workers for the benefit of workers in the Unorganised sector
- Regular monitoring of activities to achieve the target in a time bound manner
- States being asked to mobilize the workers of eShram beneficiaries under Pension schemes

75. The Committee were informed that after initial downfall due to Covid**,** Registration under PM-SYM have actually seen upward trend in recent years (2,63,971 in 2022-23 compared to 1,28,930 in 2021-22).

76. Asked to state the measures for inspection/audit of systems/applications developed by CSC and LIC to review the functioning and progress of PMSYM, the Ministry submitted as under:-

> "(i) CSC: Initially, when maandhan application was launched in 2019 audit was conducted. However, CSC has made live new maandhan application on 13th January, 2023 whose audit is in progress and is expected to get completed by the end of February.
>
> (ii) LIC: (a) Configuration Audit and Vulnerability Assessment (CA VA) Audit was conducted for this system on 12-12-2022. (b) LIC internal Audit / Inspection departments are also reviewing the working of the Scheme.

(iii) <u>National Pension Scheme for Traders and Self Employed Persons (erstwhile Pradhan Mantri Karam Yogi Maan-Dhan Yojana)</u>

77. NPS Traders has been launched on 12.09.2019. It is a voluntary and contributory pension scheme. The traders in the age group of 18-40 years with an annual turnover, not exceeding Rs. 1.5 crore and who are not member of EPFO/ESIC/NPS (govt funded)/PM-SYM or an income tax payer, can join the scheme. Under the scheme, the subscribers, after attaining the age of 60 years, are eligible for a monthly minimum assured pension of Rs. 3,000/-. Enrolment to the scheme is done through the Common Service Centres, with its network of about 4.0 lakhs Centres across the country. The Life Insurance Corporation of India is the fund Manager to this Scheme . In addition eligible persons can also self-enroll through visiting the portal www.maandhan.in. Under the scheme, 50% monthly contribution is payable by the beneficiary and equal matching contribution is paid by the Central Government. As on 17.01.2023, over 50,000 beneficiaries have been enrolled under the scheme.

78. The Committee observed that the budgetary allocation for NPS Traders has been reduced from Rs.50 crore in 2022-23 to Rs.3 crore in 2023-24 as the number of registrations under the scheme have reduced significantly. Asked about the efforts to revamp the scheme so as to make it attractive for subscription, the Ministry explained as under:

> "The scheme is demand-driven and based on the registration pattern, funds for the next FY has been reduced. However, Ministry is closely monitoring the progress of the scheme and has taken several steps to improve registration and other parameters to make it more attractive as stated herewith:
>
> (i)Ministry has appointed Indian Institute of Public Administration (IIPA) for carrying out third party evaluation of scheme. Scheme guidelines will be revised accordingly to cover maximum number of unorganized workers.........."

79. The representative of the Ministry during evidence deposed as under:

"there is a National Pension Scheme for Traders and Self-employed Persons. In fact, if I may just go back to the Pradhan Mantri Shram Yogi Maan-dhan Yojana (PM-SYM), we have also given the third-party evaluation of this scheme to IIPA because we wanted to evaluate the scheme before we took a decision on how to continue it. The NPS for traders is a very similar scheme. There are various requirements like Rs. 1.5 crore turnover should not exceed, etc. So, this scheme has had very low take off. We are looking at options of merging this scheme with PM-SYM because these are self-employed people who are basically a single proprietor kind of entities or small traders. Mostly they confuse the scheme with PM-SYM. There are also other pension schemes of the Government of India like the Atal Pension Yojana. So, Madam has been thinking that we should look at it in a holistic perspective, and we are also waiting for the third-party evaluation recommendations."

80. The Committee was apprised that as on Dec 2022, 4979 beneficiaries were enrolled under NPS-Traders during 2022-23 against the original target of 25 lakh beneficiaries. As on 17.01.2023, the total number of beneficiaries since inception of the scheme is around 50,000. As informed by the Ministry, the target could not be achieved owing to the effects of pandemic and resultant lockdown. Asked to state the measures initiated/ contemplated, to address the low demand for the scheme to extend the benefits of the scheme to small shop keepers/traders, the Ministry responded as under:

"To encourage the scheme further Ministry is conducting review meetings with Common Service Centres (CSCs) to mobilize the eligible beneficiaries for registration under the scheme. To undertake Information Education and Communication (IEC) activities, funds have been allocated to States/UTs."

(iv) <u>Labour Welfare Scheme</u>

81. Revised Integrated Housing Scheme (RIHS), 2016:- Under RIHS, subsidy of Rs.1,50,000/- (per beneficiary) is provided in 3(three) installments in the ratio of 25:60:15 to Beedi/Iron Ore Mines, Manganese Ore & Chrome Ore Mines (IOMC)/Limestone Mines, Dolomite Mines (LSDM)/Mica Mines and Cine Workers for construction of own pucca houses. As per direction of Expenditure Finance Committee (EFC), the RIHS scheme has been converged with Pradhan Mantri Awaas Yojna (PMAY) in 2018. Now, no new sanction under RIHS is being made and only disbursement of residual second and third installment is being made.

82. On being asked to furnish a factual note on the progress of transition of RIHS to PMAY, the Ministry explained as follows:

> "As per direction of Expenditure Finance Committee, a timeline and a transition plan was drawn up when all new sanction under RIHS were stopped and housing subsidy were drawn from PMAY. In compliance of the transition plan, all welfare commissioners (WC) were directed as under:-
>
> (i) To examine all the applications received by them and bifurcate them as per eligibility for PMAY (G) and PMAY (U) and send the applications eligible for housing assistance under PMAY (Urban), to the respective municipalities/Urban local bodies (ULB) for further processing. Accordingly, all WCs have sent the applications to respective offices. Total 6826 workers have availed the benefit under PMAY.
>
> (ii) WCs have also taken steps to get the names of left out workers included in PMAY (G) in co-ordination with Gram Sabha."

83. The Committee desired to know the steps taken/proposed in coordination with Ministry of Urban Development to popularize this Scheme among the targeted beneficiaries. In response, the Ministry made the following submissions:

> "Welfare Commissioners (C) have been campaigning and popularizing about PMAY (Urban) and PMAY (Grameen) scheme among the targeted beneficiaries i.e. Beedi/Cine/Non-Coal Mine Workers with the help of Worker's Union, Owner of the establishments of Beedi/Cine/Non-Coal mines, Gram Panchayat and Urban Local Bodies (ULBs). And Accordingly, the eligible beneficiaries are being assisted to apply for above schemes in respective offices i.e. gram panchayat in case of PMAY (Grameen) and Urban Local Bodies in case of PMAY (Urban)."

84. In response to a specific query about the number of workers who have availed the benefits under the Pradhan Mantri Awas Yojana (PMAY), the Ministry submitted that 6826 Workers have availed benefit under Pradhan Mantri Awas Yojana (PMAY) since the transition.

85. The Committee observed that during the year 2022-23, BE & RE for the Labour Welfare Schemes was estimated at Rs. 120 crore, out of which only Rs. 37.08 cr was utilized upto 20.02.2023 resulting in huge unspent balance of Rs. 82.92 crore viz. 69.1% of BE/RE. On being asked about the reasons for under-utilization of funds during 2022-23, the Ministry furnished the Component wise expenditure along with remarks for under-utilization of fund as under:

S.No	Name of Component of LWS	BE (Rs. In Cr.)	Expenditure (upto 20 Feb 2023) (Rs. In Cr.)	Expected Expenditure upto 31st March 2023 (Rs. In Cr.)	Remarks for Under-Utilization
1.	Health	15.63	7.05	15.63	Demand driven scheme based on footfall of patients in Hospitals and Dispensaries
2.	Housing	42.95	13.64	20.00	WCs have not been able to release 2nd and 3rd instalments for want of proper documents like Utilization Certificates (UCs)/Succession Certificate in case of death of beneficiaries etc.
3.	Education	61.42	16.38	48.00	Disbursement of Backlog payment for the year 2018-19, 2019-20 & 2021-22 was delayed due to technical problem occurred in PFMS and NSP portal. The issue has been resolved in consultation with PFMS and DBT Mission. More manpower have been deployed to process the offline payments manually on PFMS, the same will be cleared in due course of time.
	Grand Total	120.00	37.08	83.63	

86. In this context, the representative of the Ministry during evidence deposed as under:

> "Sir, under this scheme there is low utilization as of now because a lot of the applications that have been received are in the housing component where final verifications are taking place. The housing scheme has already been converged with the PMAY since 2021. We are now only releasing the second and final instalments. So, a lot of scrutiny is happening. That is one reason of low utilization in labour welfare scheme.

Apart from that, the scholarship applications come typically in the last quarter. Those are also under scrutiny right now. This is the only scheme where there is a likelihood where we may breach the 15 per cent ceiling of last month and the 33 per cent ceiling of the last quarter. As of now we have not breached. Before doing so, we will take exemptions from the DOE if at all we are in a position to do so."

87. On the steps envisaged to utilise the left over budget under the Scheme, the Ministry responded as under:

"Regular meetings in form of weekly video conferences are being organised with all Welfare Commissioners (C) of states heading the Labour Welfare Organisation (LWOs) for utilization of left-over budget. The Component wise progress is as follows:-

(i) Health:-The substantial progress is being made by way of clearing the pendency of re-imbursement bills of beneficiaries regarding major ailments like Heart, Kidney and Cancer diseases. Further, clearing of pending bills of recurring expenditures like Diesel bills of ambulances, Electricity, House-keeping charges, other charges etc. of Hospital and Dispensaries are being taken up on priority basis.

(ii) **Housing:-**Pro-active steps have been taken regarding speedy disbursal of pending instalments of housing in respect of beneficiaries of RIHS 2007 & 2016. The Welfare Commissioner has been delegated full Administrative and Financial Power in respect of RIHS 2007 &2016, therefore, WCs can take necessary decision for disposal at the earliest in view of the RIHS 2016 Scheme Guidelines.

(iii) Education:-Disbursement of Backlog payment for the year 2018-19, 2019-20 & 2021-22 is under process. The approval of competent authority has been received in this regard. More manpower have been deployed to process the offline payments manually on PFMS, the same will be cleared in due course of time."

88. In this context, the representative of the Ministry during evidence deposed as under:

"The financial assistance for housing of ₹ 1.5 lakh per household is paid in three instalments. Since the RIHS scheme is converged with PMAY, we are not giving any new grants.

89. When questioned about the decision to merger RIHS with PMAY, the representative during evidence deposed as under:

"Sir, as the Committee might be aware, we had actually wanted to continue this."

90. It was noted thatowing to certain technical glitch in PFMS and NSP portal, backlog payment of scholarships to the students could not be made since 2018-19. For 2022-23 only Rs.16.05 crore could be disbursed upto January,

2023 against the BE of Rs.61.42 crore. Enquired specifically on the current status of resolving the problem of clearing the backlog payments, the Ministry stated as under:

> "The necessary communication was made with the PFMS(HQ) and DBT Mission for redressal of the various complexities and technical issues that occurred on the PFMS portal. The technical director of PFMS informed that payment files needed to be downloaded from PFMS in excel file and again to be uploaded on PFMS portal in prescribed proforma by following the specific procedure.In this regard, half day training was organized on 16/02/2023 for offline processing of payment files in PFMS portal for disbursal of remaining amount of Financial Assistance. Further, the approval for payment ofRs.16,06,96,740/- towards financial assistance for Education to 77645no. of beneficiaries, for the academic year F.Y.2021-22 has already been accorded and the same is being processed on PFMS portal."

91. The Committee then asked about the steps proposed by the Ministry to utilize Rs. 75 cr allocated for the year 2023-24. The Ministry, in response, stated as under:

> "Till March 2023, Labour Welfare Scheme (LWS) has three Component i.e. Health, Housing and Education. However, w.e.f. 1st April 2023, Housing Scheme is being closed down.
>
> Rs. 75 Crore will be spent on Education, Health Component of LWS and any spill over dues under RIHS that remains to be paid by March 2023.
>
> The quantum of Financial Assistance for Education to the wards of Beedi/Cine/IOMC/LSDM/Mica Mines workers is increased from Academic Year 2022-23. Therefore, the entire fund under BE 2023-24 will be utilized. Revised rate of scholarship from the year 2022-23 is as under:

Scholarship			
	Old Benefits (Amount in Rs. Per annum)		Scholarship rate w.e.f. 2022-23 (Amount in Rs. Per annum per student)
Class	Girls	Boys	Both girls and boys
I to IV (for purchase of dress/books etc.)	250	250	1000
V to VIII	940	500	1500
IX	1140	700	2000
X	1840	1400	
Class XI & XII	2440	2000	3000
ITI	10,000	10,000	6000

Polytechnic	N.A.	N.A.	6000
Degree Course (Including B.Sc.-Agri)	3000	3000	6000
Professional Courses(BE/MBBS/MBA)	15000	15000	25000

*Students promoted to the next class is eligible to apply for scholarship.

The Health Scheme is demand driven scheme and as per the previous year's trend of expenditure, the proposed BE for FY 2023-24 will be utilized.

(v) <u>Social Security for Plantation Workers in Assam</u>

92. Social Security for Plantation Workers in Assam is operated through the State Government of Assam. Following schemes are dealt by Assam Tea Employees Provident Fund Organisation (ATEPFO):-

(i) Deposit Linked Insurance Scheme
(ii) Family Pension cum Life Assurance Scheme

Deposit Linked Insurance Scheme

93. The Deposit Linked Insurance Scheme introduced in the year 1984. Deposit Linked Insurance Scheme provides assurance benefit to the family of a deceased member of the Fund who dies while in service. The quantum of the DLI Benefit admissible to the family of the deceased member is Rs. 1,00,000/- (minimum) to Rs. 2,00,000/- (maximum) from April, 2020. Central Government pays contribution towards Deposit Linked insurance (DLI) Scheme under DLI Fund @ 0.25% (Contribution) and 0.05% (Administrative Charges) of the wages of the PF members. Government of India had released a sum of Rs. 10.37 crore for the year 2021- 2022 under the Deposit Linked Insurance Scheme for the Plantation workers in Assam. Further, a sum of Rs.9.28 crore has been released during the year 2022-2023 (upto 31.01.2023) underthe said scheme.

Family Pension cum Life Assurance Scheme

94. The Family Pension Scheme came into force with effect from 01- 04-1972. Family Pension cum Life Assurance Scheme provides family pension to the family of a deceased member of the Scheme who dies while in Service. The quantum of the Family Pension admissible to the family of the deceased member is Rs. 1000/-(minimum) to Rs. 1500/- (maximum). The Central Government pays contribution towards Family Pension Scheme @ 1.16% of the wages of the PF members. The Central Government is also paying Administrative Cost towards the Scheme fully. Government of India had released a sum of Rs. 39.63 crore for the year 2021-22 under the Family Pension cum Life Assurance Scheme for the Plantation workers in Assam. Further, a sum of Rs.35.72 crore has been released during the year 2022-2023 (upto 16.01.2023) under the said scheme.

95. The financial allocation and expenditure for the last three fiscals and BE provisions 2023-24 for the Scheme were stated to be as under:-

(Rs. in crore)

S. No	**Year**	**BE**	**RE**	**AE**	**Shortfall/Excess Expenditure**
1	2020-21	40	40	27.38	12.62(-)
2	2021-22	60	50	50	0
3	2022-23	60	60	45(upto 13.02.2023	15.00(-)
4	2023-24	60	-	-	

96. When enquired about the steps proposed to ensure the optimal utilisation of Rs 60 crore as allocated in BE in 2023-24, the Ministry stated as under:

> "During the year 2021-22, a sum of Rs.50 crore was released. During the current year, out of Rs. 60 crores, Rs.45 crores has been released. Efforts are being made for optimal utilization of fund of Rs. 60 crore allocated in BE 2023-24."

97. On being asked about the reasons for slow progress in utilisation of funds during 2022-23, the Ministry responded as under:

> "Out of the remaining balance, Rs. 15 crore will be released before 31.03.2023. Further, implementation of revised procedure for flow of fund as per Model 2 i.e. Implementation through scheduled commercial banks was the main reason for slow progress for utilization of fund during 2022-23."

98. When asked about the measures taken to streamline the delivery mechanism, the Ministry responded as under:

> **"**The implementation of revised procedure for flow of funds as per Central Nodal Agency (CNA) Model 2 i.e. "Implementation through Scheduled Commercial Banks" were initiated during the current financial year itself. At the beginning, it was at nascent stage. After initial glitch, the system has now started functioning properly. The funds are now being released as per the Monthly Expenditure Plan".

99. When asked about the impact of outreach programme in the North East States to strengthen the mechanism for mandatory seeding of Aadhar in Universal Account Numbers and whether any surveys are being undertaken to identify the number of tea plantation workers other than West Bengal and Assam, the Ministry apprised as under:

“Various Aadhaar camps for Aadhaar seeding have conducted in North East States. During the FY 2022-23 total 25,352 UANs are seeded with Aadhaar successfully.

As per the baseline survey conducted in the year 2018 by the Tea Board, a statutory body under the aegis of the Ministry of Commerce and Industry, Department of Commerce, the details of State-wise, number of tea plantation workers are as under:

Sl. No	**State**	**No of workers**		
		Permanent	**Temporary**	**Total**
1	Assam	391404	342243	733647
2	West Bengal	242294	98341	340635
3	Tripura	7065	4185	11250
4	Arunachal Pradesh	964	2723	3687
5	Sikkim	402	164	566
6	Meghalaya	48	56	104
7	Bihar	79	100	179
8	Himachal Pradesh	74	253	327
9	Mizoram	0	40	40
10	Uttarakhand	43	58	101
11	Nagaland	0	100	100
12	Tamil Nadu	29448	7946	37394
13	Kerala	28725	6410	35135
14	Karnataka	2286	364	2650
	All India	**702832**	**462983**	**1165815**

V. OTHER PROGRAMMES/PROJECTS/STATUTORY BODIES

(i) Central Sector Scheme for Rehabilitation of Bonded Labourer, 2021

100. In order to assist the State Governments in their task of rehabilitation of released bonded labourers, the Ministry of Labour launched a Centrally Sponsored Scheme for rehabilitation of bonded labourers in May, 1978. Originally the Scheme provided for rehabilitation assistance up-to ceiling of Rs.

4000/- per freed bonded labour, which was shared by the Central Government and State Governments on (50:50) basis; in the case of North Eastern States, 100% central assistance if they expressed their inability to provide their share.

101. Subsequently the scheme was modified from time to time. In 2016, the scheme was revamped and known as 'Central Sector Scheme for Rehabilitation of Bonded Labourer - 2016. Further, the scheme was modified in January 2022 and came into effect from 27.01.2022. The salient features of the Scheme are as under:

- Financial assistance for rehabilitation of a rescued bonded labourer is Rs. one lakh per adult male beneficiary, Rs. 2 lakh for special category beneficiaries such as children including orphans or those rescued from organized & forced begging rings or other forms of forced child labour, and women and Rs. 3 lakh in cases of bonded or forced labour involving extreme cases of deprivation or marginalization such as trans- genders, or women or children rescued from ostensible sexual exploitation such as brothels, massage parlours, placement agencies etc., or trafficking, or in cases of differently abled persons, or in situations where the District Magistrate deems fit.

- The State Governments are not required to pay any matching contribution for the purpose of cash rehabilitation assistance.

- The Scheme provides for financial assistance of Rs. 4.50 lakh per district for conducting survey of bonded labourers once in every three years per sensitive district, Rs. 1.50 Lakh for Evaluatory studies (maximum of five Evaluatory Studies per year) and Rs. 10 Lakhs per annum for awareness generation per state.

- The release of rehabilitation assistance is linked with conviction of the accused. However, immediate cash assistance up-to Rs. 30,000/- may be provided to the rescued bonded labour by the District Administration irrespective of the status of conviction proceedings.

  Further, in cases where the trial has not been concluded, but the District Administration has arrived at a prima facie finding and proof of bondage, then the proposal for cash assistance shall not be stopped for want of details of conviction. However, final disbursement of cash assistance and non-cash assistance shall be made upon proof of bondage and other legal consequences as per judicial process.

- The Scheme provides for creation of a Bonded Labour Rehabilitation Fund at District level by each State with a permanent corpus of at least Rs. 10 lakh at the disposal of the District Magistrate for extending immediate help to the released bonded labourers.

- The above benefits are in addition to other land and housing elements provided by the States.

102. In addition to the financial assistance, the beneficiaries are also entitled for the following: -

1. Allotment of House/site & agricultural land.
2. Land development.
3. Provision of low cost dwelling units.
4. Animal husbandry, diary, poultry, piggery etc.
5. Wage employment, enforcement of minimum wages etc.
6. Collection and processing of minor forest products.
7. Supply of essential commodities under targeted public distribution system.
8. Education for children.
9. Any other welfare Scheme of Central/State Government.

103. A total no. of 3,15,302 bonded labourers have been released till date and Rs. 10367.10 Lakhs has been released/reimbursed to the State/UT Governments under Scheme for rehabilitation of bonded labourers till 31.12.2022. Further, Rs. 1127.94 lakh has also been provided to State /UT Govt towards conducting Survey, Awareness Generation and Evaluatory Studies till 31.12.2022.

104. Achievement under the Scheme as on 13.02.2023, has been cited as Rs. 4.83 crore against the target of Rs. 10 crore for the year 2022-23. Further, the proposed allocation for the year 2023-24 is Rs. 10 crore. Asked to state the plan of action to utilise the earmarked funds in the absence of any targets fixed by the State Governments, the Ministry stated as under:

> "The Central Sector Scheme for Rehabilitation of Bonded Labourers is a demand driven scheme and fund is provided/reimbursed to State/UT Governments on receipt of proposals from State/UT Governments. As keeping labourer as bondage is a punishable offence in terms of Section 16 of The Bonded Labour System (Abolition) Act, 1976, target cannot be fixed to identify and rescue the bonded labourer. An amount of Rs.4.83 Crore has already been utilized under Central Sector Scheme for Rehabilitation of Bonded Labourer, 2021, till 31.1.2023."

105. The Committee then asked about the mechanism in place to identify the prevalence of bonded labourso as to effectively utilise the allocated funds for their rehabilitation. In reply, the Ministry submitted as under:

> "The State/UT Govts are advised regularly to identify the districts where surveys and other ancillary activities for the welfare of bonded labourers could be undertaken. As per the revamped Scheme, immediate financial assistance has been enhanced from Rs. 20,000/- to Rs. 30,000/- and amount of assistance for each evaluatory study (maximum 5 evaluatory studies per year) has also been enhanced from Rs. 1.00 lakh to Rs. 1.50 lakh for each evaluatory study conducted for eradication of bonded labourer. As a pro-active approach, State/UT Govts is advised/approached regularly to conduct more and more surveys,

awareness generation and evaluatory studies to identify and release the bonded labourers.”

106. On being specifically enquired on the number of Bonded labourers rescued and rehabilitated as envisaged under the Scheme, the Ministry submitted as under:

Since 1978, through this scheme, during 1978 to 31.1.2023, a total no. of 2,96,305 bonded labourers have been rehabilitated. Non-cash assistance like allotment of houses and agricultural land, securing educational facilities for children, other welfare schemes of Central / State Government etc. to the rescued bonded labourers come under the purview of State Government. This Ministry does not have details in this regard.

107. Asked to furnish the district-wise data of corpus funds utilized by various States during the year 2022-23, the Ministry submitted the following data:

District-wise utilization of fund under the scheme ‘Rehabilitation of Bonded Labour’ is as under:

State	District	Fund Released (in lakhs)
Rajasthan	Jaipur	9.40
	Chittorgarh	4.60
Uttar Pradesh	Saharanpur	39.00
	Bulandshahar	4.20
	Kaasganj	3.00
	Aligarh	46.20
	Jaunpur	4.00
	Agra	1.00
	Meerut	2.00
	Mujaffarpur	93.00
	Shamli	91.00
	Baghpat	106.80
	Cuddalore	2.20
	Coimbatore	1.00
	Kanchipuram	0.80
	Krishnagiri	2.00
	Namakkal	1.60
	Pudhukottai	1.40

Tamil Nadu	Sivagangai	1.80
	Salem	0.80
	Tiruvallur	29.80
	Thiruvarur	1.20
	Thanjavur	1.80
	Tuticorin	0.20
	Trichy	2.20
	Tirunelveli	0.40
	Virudhunagar	2.80
	Villupuram	5.80
	Vellore	3.60

108. The Committee were informed that 320, 1676 and 334 (as on 13.01.2023) bonded labours were rescued from various States in 2020-21, 2021-22 and 2022-23 respectively. When asked about the progress of setting up of Special Fast Track Courts for facilitating speedy trial and penalty to violators, the Committee were informed that the Ministry is in the consultation process with the States/UTs for setting up of Fast Track Courts.

109. The Committee then desired to know whether any proposal was under consideration to increase the threshold of corpus fund at the disposal of District Magistrate especially in States with higher incidence of bonded labour. In response, the Ministry submitted that no such proposal is under consideration of the Ministry of Labour& Employment.

110. When enquired about the progress of the operationalisation of National Portal on Bonded Labour, the Ministry apprised the Committee that a bid was floated on GeM portal to identify the agency for development of a portal for bonded labour. However, the selection process of bidder could not be materialised.

(ii) National Database of Unorganised Workers (NDUW) Project/Shramik Setu Portal

111. The Ministry of Labour and Employment had launched the e-shram portal on 26.08.2021 for creating a National Database of Unorganized Workers (NDUW), seeded with Aadhaar. It is first ever national database of unorganized workers including agricultural workers, domestic workers, construction workers, gig and platform workers, etc. eShram captures details of workers

such as name, occupation, address, educational qualification, skill type etc. for optimum, realization of their employability and extend the benefits of the social security schemes to them. It is envisaged that the portal will also help in providing portability of the benefits to the migrant and construction workers. It will also provide a comprehensive database to Government for tackling any National crisis situation like COVID-19 in future. All eligible registered unorganised workers are entitled to get an accidental insurance benefit of Rs. 2.0 lakh in case of death and Rs. 1.0 lakh in case of permanent disability for a one year free of cost. Portal seeks to register estimated 38 crore unorganised workers and after registration on eShram portal, a Universal Account Number (UAN) is issued to all registrants.

112. The Committee were informed that out of the estimated 38 crore unorganised workers, around 28 crore beneficiaries have been registered as on 17.01.2023, with a target to register 5 crore beneficiaries in FY 2023-24. For the fiscal 2022-23, while the target was to register 5 crore unorganized workers, only 1.17 crore could be registered. Asked about the reasons for variation of achievement *vis-à-vis* the target and the measures put in place to accelerate the pace of registration of the remaining unorganized workers on e-Shram portal, the Ministry responded as under:

> "eShram portal was launched on 26th August 2021 for creation of a comprehensive National Database of Unorganised Workers. It was intended to register 38 crore estimated unorganised workers across the country. Ministry envisaged to register total 25 crore workers in the 5-year period starting from F.Y. 2020-21 to F.Y. 2024-25, details of which are as under:-

Estimated number of Registration of Unorganised Workers (no in Crore)			
Financial Year	**Through CSCs**	**Through State Governments and Self-registrations**	**Total**
(1)	**(2)**	**(3)**	**(4)**
2020-21	1	2	3
2021-22	2	3	5
2022-23	2	3	5
2023-24	2	3	5
2024-25	3	4	7
Total	**10**	**15**	**25**

> After launch of the eShram portal, eShram received positive response from the workers and over 27 crore unorganised workers got registered by 31st March 2022 (within a short period of approximately 7 months) itself against the envisaged 5 crore for the year or the target of cumulative total of 8 crore. As eShram has already reached 74.46% (as on 7th February 2023) against estimated number of unorganised workers in the country, pace of registration has reduced. Hence, around 1.52 crore workers could be registered on eShram (till 7th February 2023)."

113. On the measures put in place to expedite registration of all unorganised workers onto the e-Shram portal, the Ministry stated that the following steps have been taken to expedite registration:

a) eShram is providing multi-channel registration facility to unorganised workers across country. CSC-SPV along with its more than 4 lakh Village Level Entrepreneurs (VLEs) have been on boarded to provide registration facilities at village level.
b) States where CSC outreach in not prominent, State SewaKendras (SSKs) have been on boarded to facilitate registration of unorganised workers.
c) eShram has been integrated with UMANG mobile application to provide on-the-go registration and updation facilities to unorganised workers.
d) Regular review meetings with CSC are being held to increase the pace of registration.
e) IEC (Information, Education, and Communication) funds have also been released to the states so that they can plan activities promoting more registrations.
f) Registration camps and drives are being organised by Ministry from time to time to mobilise workers in unorganised sector for registering on eShram."

114. In this context, the representative of the Ministry during evidence deposed as under:

> "The National Database for Unorganized Workers, also known as e-Shram portal has had a lot of success against our estimate of covering 25 crore unorganized workers. We are already at almost 29 crores, and the expenditure on this scheme has also reduced a bit because of the maximum number of registrations are already over last year. However, this year we were expecting that there would be payment for the Pradhan Mantri Suraksha Bima Yojana (PMSBY) component, which was the accident insurance that was supposed to be paid for those who had registered in 2020-21 and 2021-22. However, we have run into huge technical problem.
>
> The PMSBY scheme is run by banks, and the premium is taken from the bank account of the beneficiary. Although we tried our level best with the Department of Financial Services, the integration with 200 odd banks is not going to be possible. Also, the PMSBY was meant for only those two years. So, now we are trying to look at other options to provide the benefit to those of our registered unorganized workers who unfortunately met with fatalities during 2020-21 and 2021-22. We have decided to look at various options, and take the DOE's guidance on this, and we will do the expenditure next year, which is why the NDUW is also showing a lower utilization".

115. When asked about the state-wise details of registration on e-Shram portal against the population, the Ministry furnished the following data:

S. NO.	State Name	Total Population as per census 2011	Total Registration on eShram as on 22nd Feb 2023	Percentage
1	Andaman & Nicobar Islands	3,80,581	28,517	7%
2	Andhra Pradesh & Telangana	8,45,80,777	1,20,35,053	14%
3	Arunachal Pradesh	13,83,727	1,40,646	10%
4	Assam	3,12,05,576	69,32,556	22%
5	Bihar	10,40,99,452	2,85,66,872	27%
6	Chandigarh	10,55,450	1,74,176	17%
7	Chhattisgarh	2,55,45,198	82,60,872	32%
8	Nct Of Delhi	1,67,87,941	32,52,611	19%
9	Dadra & Nagar Haveli	3,43,709	72,886	12%
10	Daman & Diu	2,43,247		
11	Goa	14,58,545	57,345	4%
12	Gujarat	6,04,39,692	91,90,873	15%
13	Haryana	2,53,51,462	52,57,047	21%
14	Himachal Pradesh	68,64,602	19,23,666	28%
15	Jammu &Kashmir , Ladakh	1,25,41,302	34,06,965	27%
16	Jharkhand	3,29,88,134	91,46,460	28%
17	Karnataka	6,10,95,297	74,66,887	12%
18	Kerala	3,34,06,061	59,04,347	18%
19	Lakshadweep	64,473	2,434	4%
20	Madhya Pradesh	7,26,26,809	1,69,05,379	23%
21	Maharashtra	11,23,74,333	1,34,82,389	12%
22	Manipur	28,55,794	4,05,128	14%
23	Meghalaya	29,66,889	2,88,737	10%
24	Mizoram	10,97,206	58,278	5%
25	Nagaland	19,78,502	2,18,702	11%
26	Odisha	4,19,74,218	1,33,28,869	32%
27	Puducherry	12,47,953	1,76,472	14%
28	Punjab	2,77,43,338	54,97,031	20%
29	Rajasthan	6,85,48,437	1,28,06,249	19%
30	Sikkim	6,10,577	24,395	4%
31	Tamil Nadu	7,21,47,030	83,77,379	12%
32	Tripura	36,73,917	8,44,602	23%
33	Uttar Pradesh	19,98,12,341	8,30,14,924	42%
34	Uttarakhand	1,00,86,292	29,72,415	29%
35	West Bengal	9,12,76,115	2,57,98,278	28%
Total		**1,21,08,54,977**	**28,60,19,440**	**24%**

116. Based on recommendations of the Committee, the Ministry had undertaken the work of inter-linking of e-Shram with UDYAM, ASEEM and NCS Portals. When asked about the time frame for completing the process of the remaining work relating to inter-linking the portals, the Ministry submitted as under:

"Integration with NCS Portal has already been done in March, 2022. ASEEM will be a part of theSkill India Digital (SID) Portal which is yet to be launched by Ministry of Skill Development and Entrepreneurship (MSDE). API testing for integration of eShram with Skill India Digital (SID) Portal has been completed and integration will be made live once Skill India Digital Portal is launched by MSDE. Once integrated, it will facilitate workers registered on eShram to register for skilling, training and apprenticeship opportunities and avail these as per their requirements through SID Portal. eShram has been indirectly integrated with UDYAM through NCS Portal. It may be further stated that eShram is integrated with NCS and NCS is integrated with UDYAM.**"**

117. In this regard, the Committee desired to know the status of e-Shram data sharing integration with State/UT's and various Central Ministries. In response, the Ministry apprised as under:

"Ministry has developed a Standard Operating Procedure (SOP) to share eShram data with States/ UTs. Based on this SOP, data sharing guidelines have been prepared and shared with all the States & UTs. Pilot integration for data sharing with Haryana has been done. A Data Sharing Portal (DSP) to share eShram data with all the States and UTs have also been made live. All the States and UTs have been asked to send requisition form for creation of respective logins for downloading data from eShram.SOP/Guidelines to share eShram data with Central Ministries/ Departments is also under finalization. A committee has been formed by MoLE in this regard with representatives from various ministries. The draft guidelines have already been circulated and will be finalized once comments are received from all the members."

118. The Secretary, MoLE during evidence deposed as under:

"**हमारे** 400 **ऑक्युपेशन ई-श्रम के डेटा में है। उसमें अलग-अलग कैटगरीज़ के लोग रजिस्टर करते हैं। जब हम ई-श्रम के डेटा को देखते हैं तो उसमें लगभग** 48 **प्रतिशत एग्रीकल्चर लेबर दिखाई जाती है। हमने महिलाओं की बात की है तो ई-श्रम डेटाबेस में लगभग** 50 **प्रतिशत के आस-पास महिलाएं रजिस्टर्ड हैं। अब ई-श्रम का लिंकेज अन्य राज्यों की सुविधाओं के साथ भी कर दिया गया है। डेटा शेयरिंग का मैकेनिज्म क्या होगा, वह हमने सभी स्टेट्स को कम्युनिकेट कर दिया है। वह अति शीघ्र कई स्टेट्स ने कर भी दिया है। उनके पोर्टल्स के साथ हमारा इंटीग्रेशन हो भी गया है और हम बाकी काम तेजी से कर रहे हैं।**

सर, माइग्रेंट वर्कर्स के बेनिफिट्स की पोर्टेबिलिटी के लिए हमने 'वन नेशन, वन राशन' के अधिकारियों के साथ मीटिंग की है। उसी क्रम में हमारा उनके साथ डेटा इंटीग्रेशन लगभग काफी हद तक हो गया है। कुछ टेक्निकल इश्यूज रहते हैं, वे भी बहुत जल्दी हो जाएंगे। हम इसमें बहुत तेजी से कम रहे हैं। इसके अतिरिक्त हम माइग्रेंट्स के लिए किस तरह से और चीजें भी पोर्टेबल कर सकते हैं तथा जैसा आपने बताया कि स्कूल में एडमिशन या फिर छोटे बच्चे हैं, जो दूसरे राज्यों में जाते हैं तो क्या उनके बच्चे आंगनबाड़ी

केन्द्र में भर्ती होते हैं या नहीं? इसके लिए हमने स्टेट्स के साथ एक चर्चा आरम्भ की है। उसमें अलग स्टेकहोल्डर्स यूनियन के लोग तथा अन्य लोग भी हैं। उसके बाद हम स्टेट्स के लिए क्या गाइडलाइन ला सकते हैं, उसके ऊपर हम काम कर रहे हैं। इसमें किस तरह से पोर्टेबिलिटी इन्श्योर होगी, उसमें हमारा एक फोकस रहेगा।"

119. The representative of the Ministry during evidence further deposed as under:

> "Sir, I will come to the Gold Award eShram has won. It is a matter of great pride for us that the hon. President has given the Gold Award for Public Digital Platforms -- Central Ministries/Departments category to eShram. This award was given to us on 7th January, and I am sure that the Committee would be very happy to know about it."

(iii) <u>Employees' Provident Fund Organisation (EPFO)</u>

120. The Employees' Provident Fund Organisation (EPFO) came into existence under the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 [Act 19 of 1952]–an Act to provide for the institution of provident funds, pension fund and deposit–linked insurance fund for employees in factories and other establishments. The Employees' Pension Scheme, 1995 (EPS,1995) is a Scheme framed under EPF & MP Act, 1952 came into effect from 16th November, 1995. On introduction of EPS,1995, the erstwhile Employees' Family Pension Scheme, 1971 ceased to operate and all the assets and liabilities of the old scheme were transferred and merged with the Employees' Pension Fund.

121. Under the Employees' Pension Scheme (EPS), 1995, the Government contributes @ 1.16 per cent of wages, up to an amount of Rs.15,000 per month through budgetary support. Further, the Government, for the first time, provided a minimum pension of Rs. 1000 per month to the pensioners under EPS, 1995 from 01.09.2014 by providing additional budgetary support.

122. When enquired whether there is any proposal to increase the current mandatory EPF wage ceiling of Rs.15,000, the Ministry replied that the wage ceiling for coverage under the Employees' Provident Fund (EPF) Scheme, 1952 is revised from time to time and it is Rs.15000/- per month presently.

123. The Committee were informed that the EPF and Miscellaneous Provisions Act, 1952 has since been subsumed in the Social Security Code, 2020. When enquired about the enabling provisions in the Social Security Code, 2020, to ensure the coverage of workers and management of Schemes and Funds pertaining to EPF are not diluted or compromised, the Ministry responded as under:

> "As regards effective coverage of workers, the First Schedule of the Code on Social Security, 2020 (the Code) prescribes applicability of Employees' Provident Fund to every establishment in which twenty or more employees are employed. Section 15of the Code on Social Security, 2020

enables the Central Government to frame Schemes, such as, the Employees' Provident Fund Scheme, the Employees' Pension Scheme, the Employees' Deposit Linked Insurance Scheme and provide for all or any of the matters respectively specified in Part A, Part B and Part C of the Fifth Schedule. In addition, Section 15(1)(d) also enables the Central Government to frame any other scheme or schemes for the purposes of providing social securitybenefits under this Code to self-employed workers or any other class ofpersons. Under Section 16 of the Code, the Central Government may establish certain funds such as a Provident Fund, a Pension Fund, a Deposit-Linked Insurance Fund for various purposes especially in respect of the Provident Fund Scheme, the Pension Scheme and the Insurance Scheme respectively. Under Section 16(2), the Provident Fund, the Pension Fund and the Insurance Fund shall vest in, and be administered by the Central Board in such manner as may be specified in the respective schemes"

124. As regards the measures in place to achieve the target of Universal Social Security Coverage by way of Provident Fund, Pension and Life Insurance Scheme for all types of workers, the Ministry submitted as under:

"The Employees' Provident Funds and Miscellaneous Provisions (EPF & MP) Act, 1952 applies to every establishment which is a factory engaged in any industry specified in Schedule-I and to any other establishments as may be notified by Central Government, in which twenty or more persons are employed.

The Government has enacted the Code on Social Security, 2020 to amend and consolidate the laws relating to social security with the goal to extend social security to all employees and workers either in the organised or unorganised or any other sectors. With the aim of unversalizing social security coverage, Schedule-I of the Code on Social Security, 2020 relating to Employees' Provident Fund shall be applicable to every establishment in which 20 or more employees are employed. Therefore, the applicability will not be restricted to specified industries/ establishments as is the case under the current EPF & MP Act and its Schemes. Further, Section 15(1) (d) of the said Code enables the Central Government to frame any other scheme or schemes for the purposes of providing social security benefits under this Code to self-employed workers or any other class of persons. However, the Code on Social Security, 2020 has not yet come into force."

125. When asked about schemes envisaged for social security/ pension for Gig and Platform Workers, the Ministry apprised as under:

"At present, Gig and Platform Workers does not come under the purview of EPF&MP Act 1952 which is administered by EPFO. The Centre for Labour Studies, National Law School of India University, Bangalore has been engaged for assistance in framing of a new Scheme for the Gig & Platform workers as well as workers in the unorganized Sector.

> Memorandum of Understanding (MoU) has been signed by EPFO with NLSUI on 23.01.2023. Further, the Code on Social Security, 2020 has already envisaged framing of suitable social security schemes for gig workers and platform workers on matters relating to life and disability cover, accident insurance, health and maternity benefits, old age protection, etc. However, the Code is yet to come into force.”

126. When asked about the progress made with regard toassociation of National Law School of India University, Bangalorein framing of a new scheme for the gig and platform workers as well as the workers in the unorganized sector, the Secretary, MoLE during evidence deposed as under:

> “Sir, they have done most of the work. In fact, we have asked for a presentation. There was a preliminary presentation but we have asked to work on that a little more and they will be making a presentation next month after which we will know what contours they have covered.”

127. It was pointed out that 26 or more States/UTs have agreed to implement the Codes. When asked about the implications if certain States willfully do not want to implement the Code, the Secretary, MoLEwhile submitting that the Ministry is pursuing the matter with the States concerned, supplemented as under:

> “Sir, I have to check the legal aspect of that as to what is provided in the Codes.”

128. The Committee observed that the retention of the threshold limit of minimum of 20 workers for an establishment to come under the ambit of EPFO as well as the threshold limit of Rs.15,000/- per month for EPF applicability would restrict the coverage of EPF to informal workers in the organised sector as minimum wages in Class ‘A’ cities are more than Rs.15,000/-.When enquired about any evaluatory study conducted in this regard, the Ministry replied as under:

> “Section 2(26) ofthe Code on Social Security, 2020 has provision for notifying the wage ceiling by the Central Government for coverage under EPF. Further, the sub-section (4) of section 1 read with the First Schedule of the said Code, EPF is applicable to every establishment in which 20 or more employees are employed. However, under section 152 of the Code, the Central Government is empowered to amend the First Schedule by way of addition or deletion therein if it is necessary or expedient so to do. This provision was not provided in the EPF & MP Act, 1952. Further, sub-section (5) of section 1 of the Code provides that where it appears to the Central Provident Fund Commissioner, whether on an application made to him by the employer of an establishment or otherwise, that the employer and majority of employees of that establishment have agreed that the provisions of Chapter III (EPF) should be made applicable to that establishment, the Central Provident Fund Commissioner, may, by notification, apply the provisions of the said Chapter to that establishment on and from the date of such agreement or

from any subsequent date specified in the agreement. However, the Code on Social Security, 2020 has not yet come into force."

129. In compliance of orders contained in Para 44(iii) & (iv) read with para 44 (v) of Hon'ble Supreme Court judgement dated 04.11.2022 in the matter of Special Leave Petition (C) Nos. 8658-8659 of 2019, the EPFO *vide* Circular No. Pension/2022/56259/6541 dated 20.02.2023 have issued instructions for implementation within the stipulated timeline. The Committee desired to know whether the implication of the judgement of the Supreme Court on Employees' Pension Scheme had been appropriately factored into while formulating the current year's budget proposals. In response, the Ministry submitted as under:

> "…..the budget proposal of RE 2022-23 and BE 2023-24 was prepared in September 2022 taking into account the normal growth of the membership/contribution under EPS-95. The judgment of Hon'ble Supreme Court on Employee Pension Scheme was received in November-2022. Therefore, its implications are not factored in to the BE 2023-24 allocation."

(iv) <u>Employees State Insurance Corporation (ESIC)</u>

130. The Employees' State Insurance Act, 1948 applies to all non-seasonal factories employing 10 or more persons. The provisions of the Act are being brought into force in district area-wise in stages. The Act contains an enabling provision under which the "appropriate government" is empowered to extend the provisions of the Act to class of establishments, industrial, commercial, agricultural or otherwise. Under these provisions, the State Governments have extended the coverage under Section 1(5) of the Act to Shops, Hotel, Restaurants, Cinema including preview theatres, Road-motor transport undertakings, Newspaper establishments, Private Medical Institutions, Educational Institutions and to contract and casual employees of Municipal Corporation/Municipal Bodies employing 10 or more persons in the certain States/UTs, where State Govt. is the appropriate Govt. The Central Govt. has extended the coverage under Section 1(5) to Shops, Hotels, Restaurants, Road Motor Transport establishments, Cinema including preview theatres, Newspaper establishments, establishment engaged in Insurance Business, Non-Banking Financial Companies, Port Trust, Airport Authorities, Warehousing establishments employing 20 or more Persons, where Central Govt. is the appropriate Govt. Thirty-two State Governments have reduced the threshold for coverage of shops and establishments to 10 or more persons. The employees of registered factories and establishments drawing wages up to Rs. 21000/- per month (Rs.25,000/- for Persons with Disability) are covered under the Act.

131. The Employees' State Insurance Scheme is financed by Contributions received from the employers' and employees' covered under ESI Act, 1948. The rate of employers' share of contribution is 3.25% of the wages of the employees while the employees' share of contribution is 0.75% of their wages. Employees

earning wages up to Rs.176/- per day are exempted from payment of their share of contribution. The expenditure on medical care is shared between the Employees' State Insurance Corporation and the State Governments in the ratio 7:1. The Corporation does not receive any grant-in-aid/budgetary allocation from the Central Government.

132. As part of extending the social security benefits of ESI Scheme in the entire country, the ESI scheme has been notified in all the States & Union Territories except Lakshadweep Islands. Now, it is proposed to extend the coverage of ESI Scheme to all districts of the country in the coming year(s). (Annual Report pp. 7-8).The scheme stands extended to 601 districts of the country (as on 01.12.2022) which includes 458 fully notified districts and 143 partially notified districts. The scheme is not notified in 143 districts.As on 31.03.2022 a total of 3.10 crore Insured persons and 12.04 crore beneficiaries are covered under the Scheme.

133. When asked whether there is any proposal to increase the ceiling of Rs.21,000, the representative of the Ministry during evidence deposed that as of now, there is no proposal.

134. The Secretary, MoLE supplemented as under:

> "Sir, once the Codes come into being the Social Security Code, there is a provision that the wage ceiling will be rationalised."

135. A sum of Rs. 4459.69 Crore is due as arrears as on 31.3.2021 on account of default/dues by the employers of covered factories/establishments. An amount of Rs.2163.49 Crore was immediate not recoverable, due to various reasons, such as factories having gone into liquidation. BIFR/NCLT cases, whereabouts of employers not known, disputes in Courts, etc. The balance amounting to Rs.2296.20 Crores, represents immediate recoverable arrears.

136. When asked about the recoveries made over the last three years, the Ministry furnished the following data :

Year	Recovery Target (Rs. in crores)	Recovered (Rs. in crores)
2019-20	643.05	454.90
2020-21	533.07	305.81
2021-22	580.07	423.62

137. As regards the steps taken to strengthen inspection and monitoring to effect recoveries, the Ministry apprised as under:

> "As per New Inspection Policy, Inspection of the units/establishments is marked through Unified ShramSuvidha Portal. As and when any information regarding non-compliance by the particular unit is received

in the office, Inspection of the concerned unit is approved by the Hqrs. after examining the complaint on merits. If complaint has some merit, then the concerned unit is marked for inspection to the concerned Region, to take further necessary action."

138. On being enquired about the steps taken by ESI for speedy recovery of arrears, the Ministry responded as under:

"The following steps have been taken by ESI for speedy recovery of arrears from defaulters: -

1. Recovery Target is fixed every year RO/SRO wise to recover the outstanding dues.
2. Monthly performance report of each region is closely monitored and if needed necessary instructions are issued to expedite for compliance.
3. Special drive launched every year from 1st December to 31st March in order to ensure maximum recovery of dues of the Corporation.
4. RDs/Jt. Dir(I/c) are advised to depute additional staff in Recovery Cell during the special drive.
5. Attaching the Bank Account of the defaulters, recourse to garnishee proceedings, attachment of moveable/immovable properties, arrest of defaulters are taken in a judicious manner."

139. As regards State-wise/District wise details of 'immediate recoverable dues' as well as 'not immediately recoverable dues' during the last two years, the Ministry furnished the following data:

		2020-21 (Rs. In Crore)			**2021-22 (Rs. In Crore)**		
S. NO.	**States/UTs**	**Recoverable Dues**	**Non - Recoverable Dues**	**Total**	**Recoverable Dues**	**Non - Recoverable Dues**	**Total**
1	AndhraPradesh	113.28	37.36	150.64	121.93	53.13	175.06
2	Assam	10.48	13.97	24.44	17.63	14.01	31.64
3	Bihar	21.00	17.02	38.01	30.09	24.83	54.92
4	Chhatisgarh	42.73	71.53	114.26	38.94	77.04	115.98
5	Delhi	80.05	68.65	148.71	96.46	72.99	169.45
6	Goa	0.00	2.53	2.53	10.54	2.56	13.10
7	Gujrat	72.98	106.15	179.14	76.73	107.68	184.41
8	Haryana	109.56	101.03	210.59	120.15	100.87	221.02
9	HimachalPradesh	13.13	5.71	18.84	14.28	5.77	20.05

10	Jammu&Kashmir	12.34	15.21	27.55	19.73	23.26	42.99
11	Jharkhand	18.18	12.00	30.18	20.86	14.37	35.23
12	Karnataka	280.59	125.20	405.79	205.52	157.97	363.49
13	Kerala	122.61	59.39	182.00	121.02	78.65	199.67
14	MadhyaPradesh	29.44	60.85	90.30	54.13	83.72	137.85
15	Maharashtra	410.91	466.03	876.94	466.57	597.04	1063.61
16	Orissa	62.27	33.02	95.29	65.47	33.96	99.43
17	Puducherry	27.35	5.13	32.49	31.08	7.14	38.22
18	Punjab	62.94	33.87	96.81	79.95	38.78	118.73
19	Rajasthan	60.61	29.89	90.50	78.34	36.68	115.02
20	TamilNadu	279.56	362.82	642.38	233.18	482.14	715.32
21	Telangana	214.11	113.96	328.07	240.67	121.21	361.88
22	UttarPradesh	80.35	62.96	143.32	102.38	97.51	199.89
23	Utarakhand	14.21	7.15	21.36	10.38	10.47	20.85

DetailsofRecoveryforlast2years			
S.No.	State/UTs	Recovery for the year 2020-2021	Recovery for the year 2021-2022
1	Andhra Pradesh	16.95	31.19
2	Assam	4.04	2.67
3	Bihar	3.04	5.46
4	Chhattisgarh	2.8	3.52
5	Delhi	19.54	18.14
6	Goa	1.61	2.02
7	Gujarat	8.88	12.12
8	Haryana	18.37	20.39
9	Himachal Pradesh	3.45	3.3
10	Jammu & Kashmir	1.44	1.83
11	Jharkhand	4.3	4.85
12	Karnataka	32.14	44.43
13	Kerala	15.48	23.8
14	Madhya Pradesh	9.3	8.54
15	Maharashtra	43.25	65.22
16	Odisha	3.71	8.19
17	Puducherry	3.2	6.31
18	Punjab	13.14	24.92

19	Rajasthan	6.02	8.11
20	Tamil Nadu	41	60.46
21	Telangana	19.26	27.88
22	Uttar Pradesh	18.73	18.96
23	Uttarakhand	1.93	4.98
24	West Bengal	14.23	16.33
	TOTAL	305.81	423.62

140. The State-wise details of ESIC/ESIS Hospitals and Dispensaries as furnished by the Ministry is as under:

STATE WISE LIST OF ESIC/ ESI Scheme (ESIS) HOSPITALS

Sl. No.	State	Sl. No.	Name of Hospital
1.	Andhra Pradesh	1.	Visakhapatnam
		2.	Rajamahendravarm,
		3.	Tirupati
		4.	Vijaywada.
2.	Assam	5.	Beltola (ESIC)
		6.	Tinsuksia(ESIC)
3.	Bihar	7.	Phulwarisharif(ESIC)
		8.	Dalmianagar *
		9.	Munger *
		10.	Bihta(ESIC)
4.	Chandigarh (UT)	11.	Ramdarbar (ESIC)
5.	Chhattisgarh	12.	Raipur (ESIC)
		13.	Korba(ESIC)
6.	Delhi	14.	Basaidarapur(ESIC)
		15.	Jhilmil (ESIC)
		16.	Okhla (ESIC)
		17.	Rohini (ESIC)
7.	Goa	18.	Margao
8.	Gujarat	19.	Bapunagar (ESIC)
		20.	Naroda, (ESIC)
		21.	RajpurHirpur
		22.	Kalol
		23.	Baroda
		24.	Surat
		25.	Rajkot
		26.	Bhavnagar
		27.	Vapi (ESIC)
		28.	Jamnagar
		29.	Ankleshwar (ESIC)
		30.	Vadodara (Chest)*
9.	Haryana	31.	Gurgaon (ESIC)
		32.	Jagadhari

Sl. No.	State	Sl. No.	Name of Hospital
		33.	Panipat
		34.	Ballabgarh
		35.	Bhiwani
		36.	Manesar (ESIC)
		37.	Faridabad MC & Hospital (ESIC)
10.	Himachal Pradesh	38.	Parwanoo
		39.	Baddi (ESIC)
11.	Jammu & Kashmir	40.	Bari Brahmana (ESIC)
12.	Jharkhand	41.	Maithan
		42.	Adityapur (ESIC)
		43.	Namkum, Ranchi (ESIC)
13.	Karnataka	44.	Rajaji Nagar (ESIC)
		45.	Indira Nagar
		46.	Dandeli
		47.	Devanagre
		48.	Hubli
		49.	Mysore
		50.	Mangalore
		51.	Shahbad *
		52.	Belgaum
		53.	Peenya(ESIC)
		54.	Gulbarga (ESIC)
14.	Kerala	55.	Alleppy
		56.	Asramam (ESIC)
		57.	Ernakulam
		58.	Ezhukone (ESIC)
		59.	Mulamkunnathukam
		60.	Olarikara
		61.	Palakkad
		62.	Peroorkada
		63.	Udyogmandal (ESIC)
		64.	Vadavathur
		65.	Feroke
		66.	Thottada
15.	Madhya Pradesh	67.	Nanda Nagar(ESIC)
		68.	Indore
		69.	Ujjain
		70.	Gwalior
		71.	Bhopal
		72.	Dewas
		73.	Nagda
16.	Maharashtra	74.	Andheri (ESIC)

Sl. No.	State	Sl. No.	Name of Hospital
		75.	Ullhasnagar
		76.	Thane
		77.	Mulund
		78.	MGM
		79.	Vashi
		80.	Worli
		81.	Kandivali
		82.	Sholapur
		83.	Nasik
		84.	Nagpur
		85.	Aurangabad
		86.	Chinchwad
		87.	Kolhapur (ESIC)
		88.	Bibvewadi(ESIC)
17.	Odisha	89.	Kansbahal
		90.	Choudwar
		91.	Jaykapur
		92.	Brajrajnagar *
		93.	Bhubhaneswar
		94.	Barbil *
		95.	Rourkela (ESIC)
		96.	Angul (ESIC)
18.	Puducherry	97.	Gorimedu
19.	Punjab	98.	Amritsar
		99.	Jalandhar
		100.	Ludhiana (ESIC)
		101.	Mohali
		102.	Phagwara
		103.	Hoshiarpur
		104.	MandiGobindgarh
20.	Rajasthan	105.	Jaipur (ESIC)
		106.	Kota
		107.	Jodhpur
		108.	Bhilwara
		109.	Pali
		110.	Bhiwadi (ESIC)
		111.	Alwar (ESIC)
		112.	Udaipur (ESIC)
21.	Tamil Nadu	113.	Ayanavaram, Chennai
		114.	Madurai
		115.	KK Nagar, Chennai (ESIC)
		116.	Vellore
		117.	Sivakasi
		118.	Salem

Sl. No.	State	Sl. No.	Name of Hospital
		119.	Hosure
		120.	Tirucharapally
		121.	Tirunelveli (ESIC)
		122.	Coimbatore
22.	Telangana	123.	Nacharam
		124.	Nizamabad
		125.	R C Puram
		126.	SS Sanathnagar (ESIC)
		127.	Sanathnagar (ESIC)
		128.	Sirpurkagarnagar
		129.	Warangal
23.	Uttarakhand	130.	Rudrapur (ESIC)
24.	Uttar Pradesh	131.	Pandunagar, Kanpur
		132.	Azadnagar, Kanpur
		133.	Modinagar
		134.	Naini Allahabad
		135.	Sarvoday Nagar, Kanpur
		136.	Sarojininagar, Lucknow (ESIC)
		137.	Sahibabad (ESIC)
		138.	Agra
		139.	Saharanpur
		140.	Kidwainagar
		141.	Bareilly (ESIC)
		142.	Jajmau, Kanpur (ESIC)
		143.	Noida (ESIC)
		144.	Aligarh
		145.	Pipri
		146.	Varanasi (ESIC)
25.	West Bengal	147.	Asansol
		148.	Belur Belly
		149.	Baltikuri
		150.	Gaurhati
		151.	Budge Budge
		152.	Kalyani
		153.	Maniktala
		154.	Kamarhati
		155.	Sealdah
		156.	Uluberia
		157.	Serampur
		158.	Bandel
		159.	Joka, Thakurpur (ESIC)
		160.	Durgapur

*Non-functional hospitals

STATE/ UT-WISE DETAILS OF ESI DISPENSARIES (1502)

Sl. No.	State / Union Territory	Dispensary (1502)		
		ESIC	ESIS	Total Dispensaries
1.	Andaman & Nicobar Island	0	0	0
2.	Andhra Pradesh	0	94	94
3.	Arunachal Pradesh	0	0	0
4.	Assam	0	26	26
5.	Bihar	0	17	17
6.	Chandigarh (UT)	0	2	2
7.	Chhattisgarh	0	42	42
8.	Delhi (UT)	32	0	32
9.	Goa	0	15	15
10.	Gujarat	0	102	102
11.	Haryana	0	82	82
12.	Himachal Pradesh	0	17	17
13.	Jammu & Kashmir	0	8	8
14.	Jharkhand	0	21	21
15.	Karnataka	0	113	113
16.	Kerala	0	145	145
17.	Madhya Pradesh	0	42	42
18.	Maharashtra	0	68	68
19.	Manipur	0	0	0
20.	Meghalaya	0	2	2
21.	Mizoram	0	1	1
22.	Nagaland	0	3	3
23.	Odisha	0	41	41
24.	Puducherry (UT)	0	15	15
25.	Punjab	0	69	69
26.	Rajasthan	0	74	74
27.	Sikkim	0	2	2
28.	Tamil Nadu	0	225	225
29.	Telangana	0	70	70
30.	Tripura	0	5	5
31.	Uttar Pradesh	4	94	98
32.	Uttarakhand	0	30	30
33.	West Bengal	0	41	41
	Total	**36**	**1466**	**1502**

141. As informed by the Ministry, for upgrading its infrastructure, ESIC has given in-principle approval for setting up of 76 new ESI hospitals.326 new ESIC Branch offices, 44 Dispensary Cum Branch Offices (DCBOs) and 180 ESIS Dispensaries have also been sanctioned by ESIC till September, 2022. The details of 76 new ESI hospitals, as furnished by the Ministry aregiven below:

Sl. No.	State	District	Location
1.	AndhraPradesh	Guntur	Guntur(ESIC)
2.	AndhraPradesh	Vizianagaram	Vizianagaram
3.	AndhraPradesh	EastGodawari	Kakinada
4.	AndhraPradesh	Ananthpur	Penukonda
5.	AndhraPradesh	Vishakapatnam	Vishakhapatnam(ESIC)
6.	AndhraPradesh	SriPottiSriramulu (Nellore	SriCity,Nellore
7.	AndhraPradesh	SriPottiSriramulu (Nellore	Nellore
8.	Andhra Pradesh	Vishakapatnam	Atchyutapuram
9.	Bihar	Muzaffarpur	Muzzafarpur(ESIC)
10.	Chhattisgarh	Durg	Bhillai
11.	Chhattisgarh	Raigarh	Raigarh
12.	Chhattisgarh	Bilaspur	Bilaspur
13.	Delhi	NorthDelhi	Narela(ESIC)
14.	Goa	NorthGoa	MulgaonGoa
15.	Gujarat	Bhavnagar	Alang
16.	Gujarat	Ahmedabad	Sanand
17.	Haryana	Jhajjar	Bahadurgarh
18.	Haryana	Rewari	Bawal
19.	Haryana	Gurgaon	Manesar(ESIC)
20.	Haryana	HIssar	Hissar
21.	Haryana	Sonipat	Sonepat
22.	Haryana	Ambala	Ambala
23.	Haryana	Rohtak	Rohtak
24.	HimachalPradesh	Sirmaur	Kala Amb
25.	Jammu&Kashmir(UT)	Badgam	Ompura,Srinagar
26.	Jharkhand	Deoghar	Deoghar
27.	Jharkhand	Bokaro	Bokaro (ESIC)

28.	Karnataka	Bangalore Rural	Doddabalapur
29.	Karnataka	Bangalore Rural	Bommsandra
30.	Karnataka	Shimoga	Shivamoga
31.	Karnataka	Kolar	Narsapura
32.	Karnataka	Ramanagar	Haroholli
33.	Karnataka	Bellary	Bellary
34.	Karnataka	Tumkur	Tumkur
35.	Karnataka	Udupi	Udupi
36.	Kerala	Ernakulam	Perambavoor
37.	Leh(UT)	Leh	Leh(ESIC)
38.	MadhyaPradesh	Dhar	Pithampur
39.	MadhyaPradesh	Jabalpur	Jabalpur
40.	Maharashtra	Nagpur	Butibori,Nagpur
41.	Maharashtra	Palghar	Palghar(ESIC)
42.	Maharashtra	Satara	Satara(ESIC)
43.	Maharashtra	Raigad	Pen(ESIC)
44.	Maharashtra	Jalgaon	Jalgaon(ESIC)
45.	Maharashtra	Pune	Chakan (ESIC)
46.	Maharashtra	Raigad	Panvel(ESIC)
47.	Odisha	Khurdha	ESICSShospital,Ja gannath Prasad,Bhubanes war(ESIC)
48.	Odisha	Jajpur	Duburi
49.	Odisha	Jagatsinghpur	Paradeep
50.	Odisha	Jharsuguda	Jharsuguda
51.	Punjab	SASNagar (Mohali)	SASNagar, Lalru
52.	Rajasthan	Bikaner	Bikaner(ESIC)
53.	Rajasthan	Chittorgarh	Chittorgarh
54.	Sikkim	East Sikkim	Rangpo(ESIC)
55.	TamilNadu	Tiruppur	Tirupur
56.	TamilNadu	Kanchipuram	Sriperumbudur
57.	TamilNadu	Dindigul	Dindigul
58.	TamilNadu	Tirupattur	Vaniyamvadi
59.	TamilNadu	Thothukudi	Tuticorin
60.	TamilNadu	Kanyakumari	Kanyakumari
61.	TamilNadu	Chengalpattu	Chengalpattu

62.	TamilNadu	Erode	Erode
63.	Telangana	Peddapalli	Ramagundam
64.	UttarPradesh	Meerut	Meerut (ESIC)
65.	UttarPradesh	Firozabad	Firozabad
66.	Uttar Pradesh	Shahjahanpur	Shahjahanpur(ESIC)
67.	UttarPradesh	Amroha	Gajraula(ESIC)
68.	Uttar Pradesh	Moradabad	Moradabad
69.	Uttar Pradesh	Gorakhpur	Gorakhpur
70.	Uttarakhand	Dehradun	Dehradun
71.	Uttarakhand	UdhamSingh Nagar	Kashipur
72.	Uttarakhand	Haridwar	SidkulareaHaridwar
73.	WestBengal	Darjeeling	Siliguri
74.	WestBengal	PurbaMedinapore	Haldia
75.	WestBengal	North 24	Garshyamnagar
76.	WestBengal	Paschim	Kharagpur

142. The Committee were informed that in order to address the issue of non-allocation of funds through State Budget for running the ESI Scheme, ESIC had encouraged the States to form State ESI Societies so that funds can be provided directly for running the Scheme and they need not wait for provision from State exchequer/treasury. When asked about the status of the number of States that have consented to form ESI State Societies, the Ministry apprised as under:

> "The issue regarding formation of society by the States/UTs are followed at the ESIC Headquarters level as well as through its Regional Offices. Apart from that, letter from the Hon'ble Chairman, ESI Corporation and Chairman, ESI Standing Committee have also been addressed to the respective Chief Ministers and Chief Secretaries in this regard. As on date, 21 States/UTs have agreed to form the ESI Society in their State/UT. Out of which 4 Societies, namely Societies in Maharashtra, Chhattisgarh, Tripura and Himachal Pradesh have been operationalised. Some states have expressed their desire to maintain present arrangement/status quo. In the overall interest of the ESI beneficiaries, the states are regularly requested to consider forming the Society which also grants them autonomy in terms of medical manpower engagement, equipment purchase and fund availability, as mentioned above."

143. Asked to state the reasons for not agreeing to form ESI State Societies despite 100 percent funding by ESIC, the Ministry replied as under:

> "The following reasons may be broadly attributable to non-formation of Society.

- Resistance from existing employees of ESI Directorate of the State Govt. to work as employees of the Society.

- Not accepting the uniform approved structure of the Governing Body of the Society by the States.
- ESIC had decided to bear the entire expenditure up to the ceiling for a period of three years from 2019-20, 2020-21 and 2021-22, which has now ended. The additional incentive of not having to bear the 1/8th share in case the Society is formed was not attractive during these three years. The process of registration of Society by the State was also delayed during this period.
- It is the prerogative of the States/UTs concerned to register the Society.

The ESI Corporation has decided to extend the entitlement period for 100% expenditure upto the ceiling till 31.03.2023. The matter is actively being pursued with the State Governments."

144. As per the provision of the Code on Social Security, 2020, any member or beneficiary under ESI Scheme would be required to seed his Aadhar for seeking benefits under it. On being asked about the modalities put in place for seeding of Aadhar data amongst the Insured Persons, the Ministry replied as under:

"The notification of Implementation of Aadhar Authentication on voluntary basis for delivery of benefits under the ESIC Act, 1948 has already been done by Ministry of Labour & Employment in Gazette of India, which has been notified in Gazette of India on 13.01.2023. The technical assessment and infrastructure required for Aadhar implementation is being carried out by ESIC. Once the Aadhar authentication facility is operational, ESIC has put modalities in place for seeding of Aadhar data of IPs for availing of benefits under the ESI Act as under:

1. Employers shall be provided with a link to update the Aadhaar numbers of their existing as well as new employees and their family members in the IPPortal.
2. Special drive shall be undertaken atBranch office/ Dispensary/ Hospital/RO/SRO level for updation of Aadhar number of IPs and their family members.
3. Awareness camps shall be organized at majorindustrial clusters for wide publicity of benefits of seeding Aadhar in ESIC database.
4. ESIC is in process of developing the various modules for seeding and authentication of Aadhar of employees and beneficiaries, on voluntary basis."

145. The Ministry apprised the Committee on the steps taken to improve services in State run ESIS hospitals and dispensaries as under:

- With a view to improve the functioning of State Govt. run ESIS hospitals and dispensaries, ESIC has asked state ESI scheme to implement reform measures and prescribed certain minimum facilities/ parameters to be maintained in ESIS health establishments viz: Availability of doctors and para-medical staff as per sanctioned strength
- Availability of minimum number of medicines. Pathological and X-ray services in house in all Hospitals.

- Monitoring of general cleanliness and up keep of dispensary/hospital, bio-metric attendance and change of hospital bed sheets as per VIBGYOR mission.
- Formation of State ESI Society by the states."

146. When asked about the extent to which the vacancies in Hospital/ Dispensaries run by ESIC and State Governments have affected the functioning of Hospitals/ Dispensaries and the measures taken to address the issues, the Ministry apprised as under:

> "In some of the ESIC Hospitals, some of the medical services have been affected due to vacancies in the post of doctors, nurses and paramedical staff. Vacancies in the post of radiologist have resulted in underutilization of equipment for radiological investigations. Likewise, lack of an anesthetist in some hospitals also create difficulties in setting up of ICU services in such hospitals. This is one of the major causes for referral of beneficiaries in many cases to ESIC empaneled hospitals. The shortage of doctors in some dispensaries also lead to overcrowding of patients. To overcome the above situation and improve the medical services, ESIC has undertaken a special recruitment drive to fill the vacant posts of doctors, specialists and other medical staff.
>
> To incentivize better bed occupancy in state run ESI hospitals, ESIC has approved a policy for granting of funds @ Rs. 200 per IP per annum over and above the ceiling limit where bed occupancy is more than 70% in ESIS hospitals."

147. The Committee also took note of the fact that a number of doctors and other paramedical staff are working in various ESIC hospitals and dispensaries on ad-hoc or contractual basis, especially the Ayurvedic doctors.

148. Asked about the status of receipt of proposals awaited from State Governments of Maharashtra, Madhya Pradesh and Rajasthan for handing over of underperforming ESIS hospitals at Nagpur, Aurangabad, Nagda and Kota respectively to ESIC, the Ministry submitted as under:

> **i) & ii) ESIS Hospital, Nagpur and Aurangabad (Maharashtra):-**
>
> Hon'ble Minister (Labour & Employment) & Chairman, ESI Corporation vide letter dated 11.10.2018 requested Hon'ble Chief Minister, Govt of Maharashtra to take initiative for handing over of ESIS Hospital, Nagpur and Aurangabad to ESIC. In response to this DO, Principal Secretary, Public health department vide DO dated 10.04.2019 requested ESIC to absorb all employees of ESIS of this hospital (Including Group D employees). Further, Hon'ble Minister (Labour & Employment) & Chairman, ESI Corporation vide letter dated 07.08.2019 requested Hon'ble Chief Minister, Govt of Maharashtra to take initiative

for unconditional handing over of ESIS Hospital, Nagpur and Aurangabad to ESIC. Response from State Govt is awaited.

iii) ESIS Hospital, Nagda (Madhya Pradesh): -

Hon'ble Minister (Labour & Employment) & Chairman, ESI Corporation vide letter dated 12.09.2021 requested Hon'ble Chief Minister, Govt of Madhya Pradesh to direct concerned authority to make all around efforts to improve the medical services at ESIS Hospital, Nagda in terms of availability of manpower, equipment, drugs and other ancillary facilities. Further, State Govt was also requested that, if the State Govt is willing to hand over the hospital to ESIC, then consent for the same may be conveyed to ESIC. Response from State Govt is awaited.

iv) ESIS Hospital, Kota (Rajasthan): -

ESIC vide DO Dated 01.12.2022 requested Secretary, Labour Department, Govt of Rajasthan for handing over of ESIS Hospital, Kota to ESIC on the basis of existing MOU. Response from State Govt is awaited."

149. With regard to taking over ESIS hospitals, the Committee were informed that the Ministry had taken up the matter with various State Governments. When asked about the progress in this regard, the Secretary, MoLE during evidence deposed as under:

"सर, अभी हाल ही में कुछ हॉस्पिटल को स्टेट ने ईएसआईसी को टेकओवर करने के लिए गवर्नमेंट ने एग्री किया है, कुछ कर भी लिए हैं और कुछ अभी टेकओवर कर रहा है।"

VI. <u>ALL INDIA SURVEYS</u>

150. The Labour Bureau has been entrusted with the task of conducting three All-India Surveys viz, All-India Quarterly Establishment based Employment Survey (AQEES), All-India Survey on Migrant Workers and All India Survey on Domestic Workers. When asked about the sources, methodology, coverage, periodicity and progress of these surveys, the Ministry submitted as under:.

"Labour Bureau has been entrusted with the task of conducting the following three "All India" surveys:

(A) <u>All India Quarterly Establishment based Employment Survey (AQEES)</u>

AQEES has the following two components

i. <u>Quarterly Employment Survey (QES)</u>

- QES is an establishment-based survey and provides information on change in employment in establishments with 10 and more workers under the 9 selected sectors of the economy. Nine Sectors covered in QES are Manufacturing, Construction, Trade, Transportation, Education, Health, Accommodation & Restaurants, IT/BPO and Financial Service activities. Around 12000 establishments are covered in QES across 09 sectors spread across all States/UTs. The sixth Economic Census has been used as a frame for drawing sample from different sectors. The survey was started w.e.f. April, 2021 & till so far, four such surveys have been conducted & reports thereon released. Further, surveys are in progress.

ii. Area Frame Establishment Survey (AFES)

The objective of AFES is to provide employment estimates for a sizeable segment of the economy covering establishments employing 9 or less workers. Nine Sectors covered in AFES are Manufacturing, Construction, Trade, Transportation, Education, Health, Accommodation & Restaurants, IT/BPO and Financial Service activities. A stratified multistage design sampling has been adopted for AFES following the recommendation of the Expert Group. About 15000 First Stage Units – FSUs i.e. village/urban blocks (bifurcated in urban and rural area) are covered to capture information from the smaller establishments with 9 or lesser workers. About 2.16 lakhs establishments have been covered. Field work of the survey has been completed. The tabulation and report drafting is in progress.

(B) All India Survey on Migrant Workers:

The objective of the survey is to (i)Estimate the number of domestic/internal migrant workers in the country (ii)Collect data on their household characteristics, socio economic conditions and working conditions and study the impact of COVID19 on their work. A Multi-stage stratified sampling design with First Stage Units (FSUs) as Census 2011 villages in rural sector and Urban Frame Survey (UFS) blocks in urban sector has been used for selection of households in both rural and urban sectors. About 1,20,000 households have been covered for collecting detailed information. The Field work of the survey has been completed and a Draft report is under preparation.

(C) All India Survey on Domestic Workers

The objective of the survey is to estimate the number of Domestic Workers across the country by important socio-demographic key characteristics (age-profile, education level, etc.), Collect data regarding household characteristics, socio-economic conditions, living and working conditions, of domestic workers. A Multi-stage stratified sampling design with First Stage Units (FSUs) as Census 2011 villages in rural sector and Urban Frame Survey (UFS) blocks in urban sector has been used for selection of households in both rural and urban sectors. The survey covers all the State/UTs in India. About 1,48,000 households have been covered in the survey. The Field work of the survey has been completed and Draft report is under preparation."

151. Asked about the challenges encountered during the survey exercises owing to the dynamic nature of the informal sector, the Ministry explained as under:

"Some of the challenges faced are like non-availability of consistent data in informal sector enterprises, changed locations of enterprises from that given in the sample, non-availability of respondents, inadequate data available with the respondent, sampling errors, errors in recording of data, delay in reporting data inconsistencies etc.

Key strategies adopted to overcome challenges include collection through digital mode, building scrutiny checks into software applications for minimizing error in data collection, eliminating repeated data, continuous monitoring and hand holding of Investigator/supervisor/regular visit to the field, communication with the establishment, liaison with the state Directorate of Economics & Statistics (DES) and Labour Commissioner Offices on continuous basis for smooth conduct of the survey."

152. On the training modules conducted for the field enumerators and supervisors engaged in these Survey exercises for effective collection and collation of data, the Ministry responded as under:

"Prior to the launch of every survey, extensive and comprehensive training programmes are conducted. These trainings are held for all the contractual as well as regular manpower i.e. supervisors, investigators and officers engaged in the survey, across the country. After launching of the survey, regular review meetings are also held to address the challenges faced by the field staff."

153. Asked about the extent of use of digital technology in the survey exercises, the Ministry submitted as under:

"The migrant worker survey was conducted using Computer-Assisted Personal Interviews (CAPI) model and in this regard a software was built for capturing information. The software consisted of the entire schedule of enquiry along with soft-checks and hard-checks of data, to allow real-time scrutiny. Field investigators were required to fill and upload the schedules in the CAPI."

PART-II

OBSERVATIONS/RECOMMENDATIONS

Overall Financial Performance

1. The Committee note that a total amount of Rs.16,893.68 crore was allocated as BE 2022-23, which was decreased to Rs.16,117.65 crore at RE stage whereas the actual expenditure incurred as on 21.02.2023 was Rs.13,092.99 crore, which amounts to 81.23% of the RE amount. The scheme wise analysis of utilization of funds for the fiscal 2022-23 upto 13.02.2023 reveals that the Employee's Pension Scheme (EPS) and National Career Services (NCS) are the only Schemes which recorded expenditure upto 90% *vis-à-vis* RE provisioning whereas for most other Schemes, the percentage utilization has been substantially low. In case of PMSYM, NDUW, Labour Welfare Schemes and Rehabilitation of Bonded Labour, the utilization recorded has been 26.66%, 30.02%, 30.63% and 48.30% respectively vis-à-vis the budget provisioning. In this context, the Secretary, MoLE during evidence stated that despite shortcomings in the nature of design of some Schemes and other things beyond the control of the Ministry, it is expected that 90% of the RE will be utilized by the end of financial year 2022-23.The Committee observe that gross under-utilization of the funds has impacted the performance of certain schemes thereby defeating the laudable intent of these schemes in benefitting the targeted groups. The Committee, therefore, impress upon the Ministry to leverage their spending pattern on such schemes where the utilisation percentage is not upto-the-mark so as to ensure optimal achievement of the 2022-23 allocations by the close of the Financial Year, 2022-23.

2. In regard to utilization of the budgeted funds, the Committee also note that for the current fiscal 2022-23, utilization of funds has been very low in the fourth Quarter of the year as compared to the previous three quarters. The utilisation has been to the extent of Rs.1,013.24 Crore as of 08.02.2023. The Committee have been apprised that the Ministry is strictly adhering to the Budget Division (Ministry of Finance) guidelines in regard to ceiling limit of expenditure i.e., 15% of BE in last month of financial year. Further, based on the information provided, the Committee find that the Ministry have been left with Rs.3024.66 crore to be spent after 21.02.2023 by the close of the Financial Year. The Committee would like to emphasize that the endeavour of the Ministry should be to evenly utilize the budget allocations across all quarters of the Financial Year so that implementation of various schemes is carried out impactfully and is not hampered. The Committee trust that there is no shortfall in expenditure and the schemes under implementation are not adversely impacted due to under-utilisation.

3. The Committee observe that the schemes such as ABRY, PM-SYM, NPS Traders, NDUW, Rehabilitation of Bonded Labour have recorded lower than anticipated utilization of budgeted funds. The Ministry have informed that the schemes are demand driven and the expenditure under the schemes is directly linked to the demand received. The Committee, however, urge the Ministry to intensify their efforts with a view to generating demand under the respective schemes so that the budgetary allocation is utilized gainfully and possible adverse effect on the

implementation of the schemes owing to the shortfall in utilization of funds during 2022-23 is avoided.

4. The Committee note that an allocation of Rs.10,260.62 crore has been received in March 2022 as a supplementary grant for clearing pending dues of EPF. The Ministry have informed that there has been accumulation of arrears due to shortfall in allocation over the years from 1995 onwards to the tune of the said amount of over Rs.10,260.62 crore. From the information furnished, the Committee note that the accumulation of arrears was due to shortfall in allocation over the years from 1995 onwards towards EPF, which added up and totalled to the tune of Rs.10,589.20 crore as on 31 March, 2021. The Committee are of the view in this regard that the year-wise outgo towards the liability towards EPF ought to have been worked out objectively and the accumulation of arrears which totaled to a substantial amount, avoided. The Committee, therefore, desire that the Ministry endeavour to ensure that practices that are indicative of poor financial management are avoided.

5. The Committee are concerned to find that against the Ministry's proposal for budgetary allocation of Rs.13645crore for the financial year 2023-24, the Ministry of Finance have allocated Rs.13221.73 crore. As stated by the Ministry, the allocation for establishment expenditure has also been reduced by Rs.159.09 crore, which may impact the requirement for expenditure on salary, allowances, IT etc. In this context, the Ministry of Finance has indicated that the request of the Ministry of Labour and Employment for additional fund for meeting the requirement of establishment expenditure will be considered at RE 2023-24 stage. The

Committee would like to emphasise that it is imperative on the part of the Ministry to take up the matter with the Ministry of Finance at RE 2023-24 stage for obtaining requisite funds so as to ensure that the administrative work is not hampered for want of funds.

6. The Ministry have assured that Bureau Heads have been advised to ensure proportionate expenditure during the year by fixing monthly and quarterly targets and also to review actual expenditure vis-a-vis targets. The pace of expenditure is also being reviewed on weekly basis. The Committee desire that the monitoring mechanism be further strengthened to ascertain strict compliance with the instructions issued to the Bureau Heads so as to secure annual fiscal prudence. Further, the pace of expenditure be regulated as per the instructions/guidelines issued by the Ministry of Finance.

<u>Overall Physical Targets and Achievements</u>

7. The Committee are concerned to note that in case of major schemes, the Ministry have not been able to achieve the physical targets during 2022-23. To illustrate, the physical targets for enrollments under Pradhan Mantri Shram Yogi Maan-Dhaan Yojana (PM-SYM) was fixed at 1 crore new beneficiaries while the beneficiaries enrolled has only been to the extent of 2,63,971 as on 13.02.2023. Similarly, for the National Pension Scheme for Traders, Shopkeepers and Self Employed Persons, the enrollments have been a miniscule 4979 *vis-à-vis* the overall target of 25 lakh beneficiaries. In the case of National Database of Unorganised Workers (NDUW), while the physical target was to register 5 crore

unorganized workers, only 1.52 crore workers could be registered till 07.02.2023. The low level of enrollments has been attributed mainly to the outbreak of the Covid-19 and resultant lockdowns imposed across the country during the period; eligibility conditions in the case of NPS-Traders; presence of other pension schemes, etc. as a result of which registration/enrollments were much less than anticipated. The constraints notwithstanding, the achievement recorded in regard to the target set for operationalising 59 Model Career Centres has been to the extent of 100 percent. Further, while 50 new MCCs were proposed to be established and operationalised, 177 MCCs were established and 2400 SC/ST candidates were imparted vocational training/career counselling under Special Coaching Scheme as envisioned. The Committee acknowledge presence of bottlenecks/constraints encountered by the implementing agencies in the process of achieving the targets. The Committee emphasize that now the effect of the pandemic has eased to a considerable extent, the Ministry needs to put in place a robust mechanism so as to ensure that the schemes regain momentum and shortfalls in achieving the targets are offset. Simultaneously, the review/revamp of PM-SYM and NPS-Traders may be undertaken on the basis of the third party evaluation being conducted by Indian Institute of Public Administration (IIPA).

National Career Services (NCS)

8. The Committee note that as on 31.12.2022, Government has approved 407 Model Career Centres (MCCs) (including 07 non-funded MCCs) out of which 316 MCCs (including 07 non-funded MCCs) are

functional. The Committee find that out of the remaining 84 MCCs to be operationalised in 22 States/UTs, the majority of MCCs viz. 53 MCCs are to be operationalised in six States *viz.* Andhra Pradesh (16), Jharkhand (09), Kerala (10), Maharashtra (05), Nagaland (05) and Odisha (08). As stated by the Ministry, funds have been released to all States/UTs, where MCCs are non-functional and the process of operationalisation is being regularly monitored. The Committee call upon the Ministry to fortify their coordination and monitoring mechanism so as to ensure that the remaining 84 MCCs in 22 States/UTs are operationalised in a time-bound manner so as to provide career counseling and other related services to the job seekers and employers.

9. The Committee further note that NCS portal has three main quantifiable data sets *viz.* number of job seekers registered, number of employers registered and number of vacancies mobilized on the portal. The Committee find that 11,96,792 job seekers are registered on the portal, out of which, as on 21.02.2023, 47,90,593 candidates were shortlisted by employers/portal. The Committee observe that the data regarding placement of shortlisted candidates has not been made available on the portal. As stated by the Ministry, the reporting of hiring figure by employees/placement data is not mandatory on the NCS portal. The Committee are of the considered view that in the absence of empirical/quantifiable data of direct employment generated through the NCS portal, accurate assessment of the outcome of the Project cannot be done. The Committee, therefore, recommend that the scope of NCS portal be further enhanced to capture placements so as to generate data

pertaining to job placements vis-a-vis registration/shortlisted candidates which will gauge the effectiveness of the Scheme in the delivery of employment services to job seekers and employers besides helping in achieving objectives of the NCS Project.

10. The Committee appreciate that pursuant to their recommendations, the Ministry have issued instructions to the States/UTs to invite local MPs and MLAs to the job fairs being organized under NCS across the country. The Committee impress upon the Ministry to continue their collaborative efforts in this direction so that the invaluable feedback and suggestions of local elected representatives are gainfully utilized.

11. The Committee note that BE 2022-23 for the NCS Project was Rs. 52 crore which was reduced to Rs.42 crore at RE stage and as on 13.02.2023, Rs.37.79 crore has been utilized, leaving an unspent balance of Rs.4.21 crore, which according to the Ministry is planned and is expected to be utilized by 31.03.2023. The Committee further note that in order to maximise utilization of Rs.52 crore earmarked for 2023-24, the Ministry plan to transform existing technology of National Career Service Project for enhancement of user interface and experience, foster rapid e-KYC processes & enable flexible registrations for all worker segments, bring on-board dynamic, effective career advancement content, etc. The Committee trust that the Ministry would be able to meet their assurance with regard to utilization of unspent balance during 2022-23 and also the measures planned for maximum utilization of funds earmarked for 2023-24.

National Career Service (NCS) Centres for SCs/ STs (erstwhile coaching centre and guidance for SC, ST and OBCs)

12. The Committee note that BE and RE under the Scheme during 2022-23 was Rs.23 crore and the actual expenditure as on 13.02.2023 is Rs.16.82 crore. As stated by the Ministry, a sizeable amount of remaining balance of Rs.6.53 crore comprises of committed expenditure on training and stipend for the SC/ST trainees. The Committee desire that steps be taken to ensure that all the committed liabilities are met by the end of fiscal 2022-23.

13. The Committee are pleased to note that there has been persistent increase in budget allocations under the Scheme since 2020-21. In fact, BE 2023-24 has been increased from Rs.23 crore in 2022-23 to Rs.25 crore in 2023-24 with a view to introducing three more new market driven computer courses which would not only enhance enrollment of candidates but also the scope of implementation of the Scheme. The Committee are of the considered view that the step taken by the Ministry is in the right direction and the Ministry should continue their efforts in enhancing employability of SC/ST job seekers through introduction of market driven courses from time to time.

14. The Committee note that the NCSCs for SC/STs were established in the States as model institutes to enhance the employability of SC/ST job seekers through guidance/coaching/training. At present, 25 such centres are functioning in 25 States/UTs and no proposal to expand the number of NCSCs is presently under consideration. As stated by the Ministry, the State Governments are expected to open similar centres in the States

from their own resources depending on the requirement.The Committee would like to be apprised of the details of centres opened by the States from their own resources, the collaborative efforts made by the Ministry in this regard and the outcome thereof.

Aatmanirbhar Bharat Rojgar Yojana (ABRY)

15. The Committee note that Aatmanirbhar Bharat Rojgar Yojana (ABRY) scheme which is being implemented through the Employees Provident Fund Organization (EPFO) reduces the financial burden of the employers of various sectors/industries and encourages them to hire more workers. Under ABRY, the Government of India is crediting 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. Under ABRY, benefits are provided to every establishment registered with EPFO and their new employees (earning wage less than Rs.15,000/- per month) if the establishments take new employees on or after 1.10.2020 and upto 31.03.2022 or those who lost jobs between 01.03.2020 to 30.09.2020. The registration window for establishments and new employees under the Scheme has closed on 31.03.2022. The beneficiaries registered upto 31.03.2022 will continue to receive the benefits for 2 years from the date of registration under the scheme.

The Committee note that as on 07.01.2023, total benefits of Rs. 8210.10 crore have been given to 60.20 lakh beneficiaries through 1.52 lakh establishments and the total registrations stand at 75.10 lakh since

the closing date of the Scheme viz 31.03.2022. The Ministry have stated that the remaining 14.90 lakh employees have not been provided any benefits as they did not fulfill the eligibility criteria. The Scheme provides that establishments employing up to 50 employees had to add minimum 2 new employees and establishments employing more than 50 employees had to add minimum 5 new employees above the reference base (Number of EPF Contributory Members in ECR filed for wage month September 2020 is taken as reference base of employees) and retain the number of employees in reference base on month-to-month basis to be eligible for benefits. The Committee were apprised that even if a single person has left employment, the eligibility criteria is not met. Further, the Scheme is applicable to new employees earning wages less than Rs.15,000 p.m. If the wages increase this threshold, then too, the eligibility is not met. As informed by the Ministry during evidence, on account of the stipulations, many enterprises have not come forward to seek this aid and consequently the projections have not been met.

The Committee desire that the fulfillment of eligibility conditions specified for availing the benefits under the ABRY could be considered for being relaxed to some extent at least as 14.90 lakh employees have been left out of availing the benefits under the scheme due to factors such as, lack of awareness or the complexity of the stipulations. The Committee recommend that the Ministry ought to look into these issues of non-coverage of such beneficiaries so that the purpose of extending social security benefits to the employers/employees is met to the fullest extent.

16. The Committee also note that for ABRY, during 2022-23, BE of Rs.6,400 crore was reduced to Rs.5,758.06 crore at RE stage and the actual expenditure as on 13.02.2023 is Rs.4,188 crore. As per Ministry's own submission before the Committee, a total amount of Rs.4,700 crore is expected to be utilized by 31.03.2023, thereby leaving around Rs.1,058.06 crore unutilized during the year. The Committee, therefore, urge the Ministry that the constraints that may have been impeding the implementation of the Scheme be looked into so as to ensure optimum utilization of funds and effective execution of the Scheme.

Pradhan Mantri Shram Yogi Maan Dhan Yojna (PM-SYM)

17. The Committee note that Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM), which was launched in February, 2019 is a voluntary and contributory pension scheme for providing monthly minimum assured pension of Rs.3000/- after attaining the age of 60 years to the workers of unorganised sector. The 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. As on 17.01.2023, 43.94 lakh beneficiaries have been enrolled under the scheme.

During the fiscal year 2022-23, a sum of Rs.350 crore was allocated at BE stage which was kept unchanged at RE stage, indicating a certain plan for execution of the Scheme, whereas, actual expenditure as on 13.02.2023 is Rs.93.31 crore only, which is 26.6% of BE/RE. As stated by the Ministry, the reasons for consistent shortfalls in physical and financial targets *inter alia* include complete lockdown from time to time due to COVID; change in fund flow mechanism in the Government, non-

utilization of funds by LIC released in the earlier years, long-term financial commitment required by the beneficiaries, presence of other pension schemes covering unorganized workers from Central Government (Atal Pension Yojana); some States like Rajasthan, Haryana have separate pension schemes for unorganized workers where they don't have to pay any premium, etc. The steps taken by the Ministry to enhance the achievement of physical targets *inter alia* include mobilization of eligible beneficiaries for registration; sending SMSs to eligible subscribers registered under e-Shram in the age group of 18-40; launch of Donate a Pension Module to encourage the employers to pay the premium of their staff, introduction of 4 new modules viz. voluntary exit, involuntary exit, revival module and claim status; etc.The Committee note that there is consistent shortfall in achievement of physical targets during the last three years. As against the cumulative target of registration of 3 crore beneficiaries during 2020-21, 2021-22 and 2022-23 (as on December, 2022), only 5.22 lakh beneficiaries could be registered. The Committee are dismayed to note the under-utilization of allocated funds under the Scheme during the current fiscal. It is equally discouraging that there were huge shortfalls in achievement of physical targets during the last three years.

Considering the fact that there was change in fund flow mechanism during the current fiscal and also that LIC had not utilized the amount released in earlier years resulting in restriction in release of funds, the Committee desire that coordination and monitoring mechanism be further strengthened and periodic reviews be undertaken to assess the

progress in implementation of the Scheme so as to achieve physical targets, which in turn would lead to optimal utilization of funds earmarked for the purpose. The Committee further recommend that the third party evaluation being conducted by IIPA be expedited and follow up action to review/revamp the Scheme be taken on priority in the larger interest of welfare of intended beneficiaries.

<u>National Pension Scheme for Traders and Self Employed Persons (erstwhile Pradhan Mantri Karam Yogi Maan-Dhan Yojana)</u>

18. The Committee note that NPS Traders was launched on 12.09.2019. It is a voluntary and contributory pension scheme. The traders in the age group of 18-40 years with an annual turnover, not exceeding Rs. 1.5 crore and who are not members of EPFO/ESIC/NPS (govt funded)/PM-SYM or an income tax payer, can join the scheme. Under the scheme, the subscribers, after attaining the age of 60 years, are eligible for a monthly minimum assured pension of Rs.3,000/-. While 50% monthly contribution is payable by the beneficiary, equal matching contribution is paid by the Central Government.

The Committee note that against the target of enrolment of 25 lakh beneficiaries, as on 17.01.2023, over 50,000 beneficiaries have been enrolled under the scheme including a meager number of 4979 beneficiaries enrolled during 2022-23. The BE for 2022-23 was Rs.50 crore which was reduced to Rs.10 crore at RE stage and the actual expenditure as on 13.02.2023 was Rs.2 lakh leaving an unspent balance of Rs.9.98 crore.The BE for 2023-24 has been drastically reduced from Rs.50 crore in 2022-23 to Rs.3 crore in 2023-24, in view of the significant

reduction in the number of registrations. As stated by the Ministry, the reasons for under achievement of physical and financial targets *inter alia* include lockdown during COVID pandemic, eligibility condition like annual turnover tonot be in excess ofRs.1.5 crore, etc. The steps taken by the Ministry to improve registration and to make the schememore attractive *inter alia* includeappointment of Indian Institute of Public Administration (IIPA) to carry out third party evaluation, etc. The Ministry is also considering an option to merge the scheme with PM-SYM for which third party evaluation is also being conducted by IIPA.

The Committee are deeply concerned to note the below par performance of the Scheme in both financial and physical terms and desire that appropriate focus be given to resolve the issues hampering the implementation of the Scheme so that the physical and financial targets envisaged under the Scheme are achieved. The Committee also impress upon the Ministry to expedite third party evaluation of the Scheme by IIPA so that the Scheme could be revamped/revised and maximum number of beneficiaries enrolled.

Labour Welfare Scheme

19. The Committee note that Labour Welfare Scheme (LWS) has three components viz. Health, Housing and Education. The Revised Integrated Housing Scheme (RIHS) has been converged with Pradhan Mantri AwaasYojna (PMAY) in 2018. Now, no new sanction under RIHS is being made and only disbursement of residual second and third installment is being made. The Housing scheme is being closed down w.e.f. 01.04.2023.

During 2022-23, BE and RE for Labour Welfare Scheme was Rs.120 crore out of which only Rs.37.08 crore has been utilized as on 20.02.2023 resulting in huge unspent balance of Rs.82.92 crore viz. 69% of BE/RE.

For Health component, BE 2022-23, expenditure (as on 20.02.2023) and unspent balance is Rs.15.63 crore, Rs.7.05 crore and Rs.8.58 crore respectively. The reasons for under-utilization on this component as attributed by the Ministry include, the scheme is demand driven, and is based on footfall of patients in hospitals and dispensaries. The Ministry have assured that the unspent balance of Rs.8.58 crore is expected to be utilized by 31.03.2023. The Committee desire that pending bills of beneficiaries towards reimbursement of medical expenses be cleared on priority so that the unspent balance during 2022-23 is utilized gainfully.

20. For Housing component, BE 2022-23, expenditure (as on 20.02.2023) and unspent balance is Rs.42.95 crore, Rs.13.64 crore and Rs.29.31 crore respectively. In this component, Welfare Commissioners have, as per the Ministry, not been able to release second and third installment for want of proper documents like Utilization Certificates (UCs)/Succession Certificates in case of death of beneficiaries. In addition, the scrutiny of a large number of applications is being undertaken. The Ministry have assured that out of unspent balance of . Rs. 29.31 crore, Rs.20 crore is expected to be utilized by 31.03.2023. Taking cognizance of the reasons for under-utilization under this component, the Committee desire that earnest efforts be made for release of funds as per defined guidelines and within the stipulated time frame.

21. For Education component, BE 2022-23, expenditure (as on 20.02.2023) and unspent balance is Rs.61.42 crore, Rs.16.38 crore and Rs.45.04 crore respectively. As informed by the Ministry, in this component, the disbursement of Backlog payment for the year 2018-19, 2019-20 & 2021-22 was delayed due to technical problem that occurred in PFMS and NSP portal. However, the issue has since been resolved in consultation with PFMS and DBT Mission and the same is under process. As informed by the Ministry, the approval for payment of Rs.16,06,96,740/- towards financial assistance to 77645 beneficiaries, for the academic year F.Y. 2021-22 has been accorded and the same is being processed on PFMS portal. The Ministry have assured that Rs.48 crore is expected to be utilized by 31.03.2023. The Ministry have also informed that there is a likelihood where the 15 per cent ceiling of last month and the 33 per cent ceiling of the last quarter may be breached in this component. Mainly considering the fact that delay in making the payments has been owing to technical problems, necessary exemptions/approval from the Department of Expenditure maybe obtained in this regard, as per norms/guidelines issued by the Ministry of Finance for releasing the amount before the Financial Year closes.

Social Security for Plantation Workers in Assam

22. The Committee note that the Social Security Schemefor Plantation Workers in Assam is operated through the State Government of Assam. Deposit Linked Insurance Scheme and Family Pension cum Life Assurance Scheme are dealt by Assam Tea Employees Provident Fund

Organisation(ATEPFO). The quantum of the DLI Benefit admissible to the family of the deceased member is Rs.1,00,000/- (minimum) to Rs. 2,00,000/- (maximum) from April, 2020. The quantum of the Family Pension admissible to the family of the deceased member is Rs. 1000/- (minimum) to Rs.1500/- (maximum). Under the Deposit Linked Insurance Scheme, Government of India had released a sum of Rs. 10.37 crore for the year 2021- 2022 and Rs. 9.28 crore has been released during the year 2022-2023 as on 31.01.2023. Under Family Pension cum Life Assurance Scheme, a sum of Rs. 35.72 crore has been released during the year 2022-2023 as on 16.01.2023.

The Committee find that BE and RE for 2022-23 is Rs.60 crore out of which Rs.45 crore has been utilized up to 13.02.2023. As stated by the Ministry, the implementation of revised procedure for flow of funds as per Central Nodal Agency (CNA) Model 2 i.e. "Implementation through Scheduled Commercial Banks" initiated during the current financial year, was the main reason for slow progress of utilization of fund during 2022-23. The Ministry have assured that the remaining amount of Rs.15 crore will be released before 31.03.2023. The Committee trust that the difficulties that may be faced in adhering to the new system of fund flow are appropriately addressed, and the Ministry would be able to meet their assurance.

23. The Committee note that as per the baseline survey conducted by Tea Board in 2018, there were 11,65,815 tea plantation workers in 14 States out of which 7,02,832 are permanent and the remaining 4,62,983 are temporary workers. Assam and West Bengal have maximum tea

plantation workers viz. 7,33,647 and 3,40,635 respectively. The Committee desire that the database of tea plantation workers be updated and steps taken to provide welfare measures and decent working conditions to both permanent and temporary workers through speedy implementation of the welfare and social security related provisions of the Labour Codes. The Committee also consider it to be appropriatethat a Social Security Scheme on lines similar to the Scheme dealt with by ATEPFO for plantation workers in Assam be formulated in respect of plantation workers of other places/States as well.

Central Sector Scheme for Rehabilitation of Bonded Labourer, 2021

24. The Committee note that the modified Central Sector Scheme for Rehabilitation of Bonded Labour, 2021 came into effect w.e.f. 27.01.2022. During 2022-23, as on 13.01.2023, 334 bonded labourers were rescued from various States and 3 States, *viz.* Rajasthan (2 Districts), Uttar Pradesh (10 Districts) and Tamil Nadu (17 Districts) claimed reimbursement towards rehabilitation of bonded labour in 2022-23. As informed by the Ministry, an amount of Rs.106.80 lakh, 93 lakh and 91 lakh was released for utilization in the Districts of Baghpat, Muzzaffarpur and Shamli respectively, which is indicative of the prevalence of the scourge of bonded labour on a significant scale. Although, the Ministry of Labour and Employment is proactively issuing advisories to State/UT Governments to conduct surveys, awareness generation and evaluatory studies to identify and release the bonded labour, tangible or substantial results towards eradicating bonded labour remain to be witnessed. The

Committee, therefore, impress upon the Ministry to reinforce their coordinating and monitoring mechanism so as to ensure eradication of this social evil.

25. The Committee further note that a bid was floated on GeM portal to identify the agency for development of National Portal on Bonded Labour. However, the selection process could not be materialized. The Committee, desire that the Ministry intensify the efforts towards establishing the National Portal on Bonded Labour so that the welfare measures prescribed for bonded labour are well disseminated and benefits aretruly and accurately extended to them.

26. The Committee find that in addition to financial assistance, non-cash assistance like allotment of houses and agricultural land, educational facilities to the children, etc. are provided to the bonded labour. The Committee note that while the Ministry maintains the details of financial assistance, the non-cash assistance falling under the purview of State Government is not maintained by the Ministry. Notwithstanding the jurisdictional aspects, the Committee impress upon the Ministry to take measures towards enabling collection of the information from respective State Governments and maintain a central database of all types of assistance being provided to the rescued bonded labourso as to take suitable corrective action as and when required.

National Database of Unorganised Workers (NDUW) Project

27. The Committee note that during 2022-23, BE of Rs.500 crore under the National Database of Unorganised Workers (NDUW) Project was revised

downwards to Rs.400 crore and the actual expenditure as on 13.02.2023 was Rs. 120.07 crore i.e. 30.02% of RE. The BE for 2023-24 is Rs.300 crore. For the fiscal 2022-23, while the physical target was to register 5 crore unorganized workers, only 1.52 crore workers could be registered till 07.02.2023. As stated by the Ministry, out of overall estimated 38 crore unorganized workers,against the target to register 25 crore workers up to 2024-25, 28.60 crore were registered as on 07.02.2023 within a period of 7 months of launch of portal on 26.08.2021. The pace of registration has, therefore, reduced and around 1.52 crore workers could be registered during 2022-23 as on 07.02.2023. The various measures taken by the Ministry to expedite registration process includes multi-channel registration facility, on-boarding of State Seva Kendras, integration with eShram with UMANG application etc. The Committee recommend that concerted efforts be continued in coordination with State Governments so as to maximize achievement of physical targets.

28. The Committee further note that the Ministry has developed a Standard Operating Procedure (SOP) to share eShram data with States/ UTs. Based on this SOP, data sharing guidelines have been prepared and shared with all the States & UTs. Pilot integration for data sharing with the Government of Haryana has been done. A Data Sharing Portal (DSP) to share eShram data with all the States and UTs has also been made live. All the States and UTs have been asked to send requisition forms for creation of respective logins for downloading data from eShram. The Committee also note that SOP/Guidelines to share eShram data with Central Ministries/ Departments is also under finalization andthe draft guidelines

have been circulated and will be finalized once comments are received from all the Ministries. The Committee feel that the measures initiated for sharing eShram data with States/UTs and establishment of DSP for the purpose are steps in right direction and should be pursued with uninterruptedly. The Committee also impress upon the Ministry to finalise the guidelines to share eShram data with Central Ministries/Departments in a time-bound manner so that welfare measures are extended to the beneficiaries.

29. The Committee are happy to note that eShram portal has been awarded "Gold Award for Public Digital Platforms--Central Ministries/Departments". The Committee desire the Ministry to continue their efforts in updating the Portal so as to extend the benefits of various Social Security Schemes to the intended beneficiaries and provideportability of benefits to migrant and construction workers.

Employees' Provident Fund Organisation (EPFO)

30. The Committee note that Gig and Platform Workers do not come under the purview of EPF&MP Act 1952 which is administered by EPFO. The Centre for Labour Studies, National Law School of India University, Bangalore has been engaged for assistance in framing of a new Scheme for the Gig & Platform workers as well as workers in the unorganized Sector and Memorandum of Understanding (MoU) has also been signed by EPFO with NLSUI on 23.01.2023. The Committee have been apprised that most of the work in this connection has been completed. In view of the imperatives and urgencies involved, the Committee exhort the Ministry to expedite the process so that a Scheme exclusively for Gig and Platform

Workers is made operational and put in placeas recommended by the Committee and as envisaged in the Code on Social Security, 2020.

31. The Committee note that while most States/UTs have pre-published draft rules on The Code on Wages, 2019, Industrial Relations Code, 2020, Code on Social Security, 2020 and Occupational Safety, Health & Working Conditions Code, 2020, some States/UTs areyet to pre-publish the draft rules. The Ministry have informed thatthe matter is being pursued with the States/UTs concerned. The Committee are of the opinion that issues that may be delaying the implementation of the Labour Codes need to be taken up and addressed with urgency. The Committee would like to be apprised of the efforts made and the developments in this regard.

32. As informed by the Ministry, the implications of the judgement of Hon'ble Supreme Court dated 04.11.2022 on Employees' Pension Scheme have not been factored into while formulating the BE 2023-24 allocation of the Ministry as the same was prepared in September, 2022. The Committee impress upon the Ministry to assess and work out the likely financial implication on implementing the judgement and approach the Ministry of Finance for additional funds, as may be needed so as toenable timely payment of amounts that may become due.

<u>Employees State Insurance Corporation (ESIC)</u>

33. The Committee note that a sum of Rs.4,459.69 Crore is due as arrears as on 31.3.2021 on account of default/dues by the employers of covered factories/establishments. An amount of Rs.2,163.49 Crore is stated to be not recoverable immediately, due to various reasons, such as factories having gone into liquidation. BIFR/NCLT cases, whereabouts of

employers not being known, disputes in Courts, etc. The balance amounting to Rs.2296.20 Crores, represents immediate recoverable arrears.

Although the ESIC have taken steps for speedy recovery of arrears which *inter alia* include fixing recovery target every year, launch of special drive every year from 1st December to 31st March, deployment of additional staff in Recovery Cell during the special drive, attaching the Bank Account of the defaulters, attachment of moveable/immovable properties, arrest of defaulters etc, the desired outcome remains to be witnessed. In fact, during the last three years, the Ministry have not been able to meet the recovery target. While taking note of the Ministry's efforts for effecting recovery, the Committee desire that the inspection and monitoring mechanism be strengthened so as to deter violators.

34. The Committee note that at present 160 ESIC/ESIS hospitals are in existence in 25 States/UTs and out of these, 6 are non-functional. Further, 1502 Dispensaries (36 ESIC and 1466 ESIS) are also presently functional in 33 States/UTs. The Committee have been apprised that ESIC has given in-principle approval for setting up of 76 new ESI hospitals in 24 States/UTs. In addition, 44 Dispensary-cum-Branch Offices (DCBO) and 180 ESIS Dispensaries have also been sanctioned till September, 2022. While appreciating the decision for setting up of new Hospitals and Dispensaries as a step in right direction, the Committee express concern over the existing vacancies of doctors/nurses and paramedical staff in some of the hospitals, which, as admitted by the

Ministry/ESIC has affected the functioning of Hospitals/Dispensaries and also led to overcrowding of patients. It has also been brought to the notice of the Committee that a number of doctors and other paramedical staff are working in various ESIC Hospitals and Dispensaries on ad-hoc or contractual basis, especially the Ayurvedic doctors. The Committee, therefore, impress upon the Ministry to accord utmost priority to fill up the existing vacancies, ensure setting up of new Hospitals and Dispensaries in a time-bound manner and also take appropriate measures for regularization of doctors and paramedical staff working on ad-hoc or contractual basis.

35. The Committee appreciate that the efforts are underway for taking over four ESI hospitals run by the State Governments *viz.* hospitals at Nagpur and Aurangabad (Maharashtra), Nagda (M.P.) and Kota (Rajasthan). The Committee also note that the matter is now pending on the part of the State Government concerned. The Committee were apprised during evidence that recently some of the State Governments have approached ESIC to take over hospitals which the Government have also agreed to. The Committee desire to be furnished with the details of the requests received from the State Governments for handing over ESIS Hospitals. The Committee appreciate that the Ministry is in the process of taking over some ESIS Hospitals. The Committee call upon the Ministry to chalk out an effective plan so as to ensure smooth taking over of such Hospitals in a time-bound manner in the overall interest of ESI beneficiaries.

36. The Committee appreciate that with a view to improving the State Government run ESIS hospitals and dispensaries, the Ministry/ESIC have asked state ESI Hospitals to implement reform measures and prescribe certain minimum facilities/parameters to be maintained in ESIS health establishments viz. availability of doctors and paramedical staff as per sanctioned strength, availability of minimum number of medicines, monitoring of general cleanliness, change of hospital bed sheets as per VIBGYOR mission etc. The Committee impress upon the Ministry to intensify measures and strengthen the collaborative efforts so that the noble intent of providing quality healthcare facilities in the State-run hospitals and dispensaries to the ESI beneficiaries is well-served.

37. The Committee note that in order to address the issue of non-allocation of funds through State Budget for running the ESI Scheme, ESIC had encouraged the States to form State ESI Societies so that funds can be provided directly for running the Scheme and they need not wait for provision from State exchequer/treasury. As on date, 21 States/UTs have agreed to form the ESI Society in their State/UT. Out of which 4 Societies, namely Societies in Maharashtra, Chhattisgarh, Tripura and Himachal Pradesh have been operationalised. Some States have expressed their desire to maintain present arrangement/status quo. As stated by the Ministry, the reasons attributed to non-formation of Society *inter alia* include resistance from existing employees of ESI Directorate of the State Government to work as employees of the Society; not accepting the uniform approved structure of the Governing

Body of the Society by the States; prerogative of the States/UTs concerned to register the Society, etc. Though the Ministry are taking a number of measures to address the issue, the Committee urge the Ministry to resolve the concerns expressed by the States concerned and vigorously pursue the matter with the States concerned. The Committee also desire that appropriate steps be taken on priority to ensure operationalisation of the Societies in the remaining 17 States/UTs, which have already agreed to form the Societies.

<u>All India Surveys on Migrant Workers and Domestic Workers</u>

38. Based on the assurance given by the Ministry, the Committee in their 30th Report on Demands for Grants (2022-23) of the Ministry had hoped that the All India Survey on Migrant Workers (MWS) would be completed by August 2022. The Committee had also impressed upon the Ministry to make concerted efforts for completion of All India Survey on Domestic Workers (DWS) in a time bound manner. The Committee, however, find that in the case of both the surveys, the field work has been completed and Draft reports are under preparation, which implies that the progress in this direction has not been on expected lines. Taking into cognizance the challenges encountered during the survey exercises owing to the dynamic nature of the informal sector and the key strategies adopted to overcome such challenges, the Committee impress upon the Ministry to intensify the measures already initiated so as to ensure timely preparation of survey Reports so that the data regarding migrant workers

and domestic workers across the country is timely made available and the welfare measures are truly and accurately extended to them.

New Delhi;	**BHARTRUHARI MAHTAB**
10th March, 2023	**CHAIRPERSON,**
19 Phalguna, 1944 (Saka)	**STANDING COMMITTEE ON LABOUR,**
	TEXTILES AND SKILL DEVELOPMENT