

Ministry of Labour and Employment

Name of the Key initiative/ Flagship Scheme: The Maternity Benefit (Amendment) Bill, 2016

Launch Date: Parliament passed the bill on 9th March, 2017

Objective : It inter-alia includes increasing maternity benefit to woman covered under the Maternity Benefit Act, 1961 from 12 weeks to 26 weeks up to two surviving children in order to allow the mother to take care of the child during his/her most formative stage, providing maternity benefit of 12 weeks to Commissioning mother and Adopting mother, facilitate “work from home” to a mother with mutual consent of the employee and the employer, making mandatory in respect of establishment having fifty or more employees , to have the facility of crèche either individually or as a shared common facility & also to allow four visits to the crèche by the woman daily.

Target Beneficiary: Women employees of organized sector

Physical Targets: Organized work force in the country is around 2.8 crores, of which 18 lacks are women, who will be benefited.

Name of the Key initiative/ Flagship Scheme: The Payment of Wages (Amendment) Act, 2017.

Launch Date: Published in the Gazette of India, on 15th February, 2017 as Act No. 1 of 2017 to come into force on the 28th day of December, 2016.

Objective: All wages shall be paid in current coin or currency notes or by cheque or by crediting the wages in the bank account of the employee: Provided that the appropriate Government may, by notification in the Official Gazette, specify the industrial or other establishment, the employer of which shall pay to every person employed in such industrial or other establishment the wages only by cheque or by crediting the wages in his bank account.

Name of the Key initiative/ Flagship Scheme: Child Labour (Prohibition and Regulation) Amendment Act, 2016

Launch Date: Passed by the Parliament on 26th July, 2016

Objective: Complete ban on employment of children below 14 years in any occupation or process. However, children are allowed to help in their family enterprises only in non-

hazardous occupations and that too only after school hours or during vacations. Further, no adolescent (14-18 years) shall be employed or permitted to work in any of the scheduled hazardous occupations or processes. There is more stringent punishment for violations.

Target Beneficiary: Children below 14 years and adolescent (14-18 years)

Name of the Key initiative/ Flagship Scheme: Labour Codes

Launch Date: The Group of Ministers (GOM) in its meeting on 8-3-2017 has agreed to further process the Labour code on Wages for consideration of the Cabinet. The Labour Code on Occupational Safety and Working Conditions and the Labour code on Social Security & Welfare are in the advance stage of drafting and will be submitted for consideration of GOM within next 2 months followed by the Labour Code on Industrial Relations

Objective: To simplify, rationalize and amalgamate Labour Laws in to 4-5 Codes on functional basis The 2nd National commission on Labour had recommended for. At present, the Ministry is working on the proposed codification of existing Labour Laws into 4 Labour Codes, viz. Labour Code on Wages, Labour Code on Industrial Relations, Labour code on Social Security & Welfare and Labour Code on Occupational Safety and Working Conditions.

Name of the Key initiative/ Flagship Scheme: Scheme to Promote Registration of Employers/Employees (SPREE)

Launch Date: 20th December 2016. The scheme will remain open up to 31st March 2017.

Objective: Registration of left out employers/ employees for the coverage under ESI

No. Of Beneficiaries: A total of 44,22,834 employees have been registered till 28th February, 2017

Name of the Key initiative/ Flagship Scheme: Employees' Enrolment Campaign

Launch Date: 1st January 2017

Objective: EEC - To enroll left out workers

Target- Beneficiary: Employees of organized sector.

Name of the Key initiative/ Flagship Scheme: Universal Account Number (UAN)

Launch Date: October 2014

Objective: One single Universal Account Number throughout employment in any establishment

Target Beneficiary: Employees of the establishments covered under EPF & MP Act, 1952

No. of Beneficiaries: 106287641 (UAN allotted)

Name of the Key initiative/ Flagship Scheme: Pradhan Mantri Rojgar Protsahan Yojna (PMRPY) and Pradhan Mantri Paridhan Rojgar Protsahan Yojna (PMPRPY)

Launch Date: 9th August 2016

Objective: To increase the employment base in the country

Target Beneficiary: Employers and employees of the establishments covered under EPF & MP Act, 1952.

PERFORMANCE / INITIATIVES AND ACHIEVEMENTS (EPFO)

- A. LEGISLATIVE REFORMS:** A comprehensive amendment to EPF and MP Act is under consideration of the Government.
- B. ADMINISTRATIVE INITIATIVES / DECISIONS:**
1. Banks employing 20 and more persons covered under the EPF & MP Act, 1952
 2. Minimum pension under EPS has been revised to Rs.1000/- in perpetuity per month in April 2015.
 3. Simplified Pension Claim Form 10D (UAN) and single page Pension Payment Order (PPO) under Employees' Pension Scheme, 1995 introduced.
 4. Monthly Orphan pension till the age of 25 years and beyond in special cases
 5. Death claims to be processed within 07 days and retirement claims to be settled on the day of retirement (in response to the PRAGATI review meeting held on 26th October by the Prime Minister of India)
 6. EDLI Benefit increased from 3.6 Lakh (max) to 6.0 Lakh(max)
 7. Time limit reduced to 20 days from 30 days for EPF claim settlements.

7. Optional Deferment of age for drawing Pension from 58 year to 60 year with 4% per year incentive.
 8. EPFO has tied up with more than 2 lakh CSC (Common Service Centers) outlets for various services including Jeevan pramaan Patra.
 9. Threshold limit of Provident Fund withdrawal raised from Rs. 30,000/- to Rs. 50,000/- for Tax Deducted at Source (TDS) effective 1st June, 2016.
 10. The EPF Scheme has been amended to include payGov platform for financial transaction. PayGov is a centralized platform for facilitating all government departments and services to collect online payments for government services.
 11. Payment of statutory contributions made mandatory through internet banking
 12. Employers registered with EPFO who generate new employment incentivized under Pradhan Mantri Rojgar Protsahan Yojna (PMRPY) Scheme launched on 9th August 2016
 13. EPFO raised its investment limit in Exchange Traded Funds (ETFs) from 5% to 10%.
 14. Consolidation of field offices database commenced in October and so far 26 offices of EPFO have migrated to the consolidated database to Central Data Centre
 15. Incentive Scheme for employers under EPFO to encourage partnership in allotment of Universal Account Number (UAN) to their employees.
- ✓ **Incentive Refund Scheme A:** Claim 10% refund of administrative charges by:- (i) Providing member's details as required under Form No. 11 (New) (80% or above) (ii) Seeding of all the three KYC details i.e. AADHAR (at least 80% of (i) above, bank account (100% of (i) above) and PAN (wherever applicable). (iii) UAN activation (100% of (i) above)
 - ✓ **Incentive Refund Scheme B:** Claim 5% refund of administrative charges by: - (a) providing member's details as required under Form No. 11 (New) (60% or above). (b) Seeding of all the three KYC details i.e. AADHAR (70% of (a) above, bank account (80% of (a) above) and PAN (wherever applicable). (c) UAN activation (60% of (a) above).
 - ✓ **Self-certification regarding compliance introduced by EPFO in the case of start-ups:** In order to facilitate promotion of start-up ecosystem in India, establishments in the first year of their operation allowed to submit self-certification of compliance under the EPF & MP Act, 1952.

C. GOVERNANCE REFORMS THROUGH TECHNOLOGY

1. Ease of compliance & better enforcement of Labour Laws

ECR 2.0, UAN 2.0 and PMRPY services to be made operational from December 2016. The computerization reforms include facilitating submission of online claims ECR 2.0, UAN 2.0 and PMRPY services.

ONLINE REGISTRATION OF ESTABLISHMENTS (OLRE):

Employers can apply for EPF code numbers online by upload of digitally signed documents at the time of application itself (from December 2015). The code number is allotted online immediately.

As on 6.12.2016, around 1.52 Lakhs establishments have obtained online registration on OLRE portal.

Compliance Analysis & Monitoring System:

This software was launched on 16.02.2016

Principal employers, registered with EPFO & Government Department which are not registered with EPFO now upload details of contract awarded with due details – which will be available to EPFO for checking.

2. BETTER DELIVERY OF SERVICE:

Universal Account Number (UAN):

- As on 15.12.2016, EPFO has allotted around 9.64 crore UAN to its members and around 3.03 crore of these members have activated using their Mobile number and have been benefitting from online services. No. of KYC details digitally approved are 7.05 crore.

ONLINE FACILITIES TO MEMBERS:

- In September 2015, EPFO moved from e-governance to m-governance and launched a mobile application. As on 6.12.2016, 23.96 lakhs members have downloaded the Mobile App.
- Through Missed Call service only with a missed call at 01122901406, at no cost to the member, member is provided with all the envisaged details.
- 5.11 crore missed calls have been received as on 6.12.2016, 5.11
- The members who have activated their UAN receive regular SMS regarding their deposit of monthly PF contribution in their account. A SMS message is also being sent to employers that they have not deposited the monthly contribution or non-deposit of returns.

UPDATION OF ACCOUNTS:

- A new mechanism to credit the interest in members' accounts has been developed for auto-updating of members' accounts at the end of the financial year.
- Legally as per provisions of the Scheme EPFO has to issue compiled accounts by 30th September every year.

- On 01/04/2015 EPFO created history and more than 15 crore accounts of the members were updated with the interest for the year 2014-15.
- The paper work has substantially been eliminated.

FACILITIES TO INTERNATIONAL WORKERS:

- Bilateral Social Security Agreements (SSA) are made with other countries to protect the interests of Indian professionals, skilled workers working abroad. EPFO is the nodal implementing agency.
- A facility was launched for the international workers for online fillable form seeking certificate of coverage (COC).
- India - Japan Social Security Agreement came into force from 01st October 2016. SSA with 19 countries till date have been signed. With 15 countries the SSAs is in operation

3. OTHERS

National Award for e-Governance 2015-16

- EPFO bagged gold award in IT initiatives at 19th National Conference on E-governance. The award announced by the Department of Administrative Reforms & Public Grievances was for EPFO's Universal Account Number programme.

Global Network Operations Centre (g-NOC):

- EPFO has started its Network operation centre at National Data Centre, Dwarka, New Delhi.
- G-NOC monitors the IT functioning of the EPFO and is the nodal point for handling troubleshooting as well as detecting and preventing all external threats such as virus attacks or hacking attempts.

SOCIAL MEDIA

- To manage social networking platform of EPFO (www.facebook.com/sociallepfo and www.twitter.com/sociallepfo) EPFO in collaboration with ESIC and MOLE has hired a professional agency.

Universal Account Number

The UAN progamme was launched by the **Hon'ble Prime Minister in October, 2014 as part of Pandit Deen Dayal Upadhyay Shramev Jayate Karyakaram**. The launching of

UAN programme is perhaps the most radical step taken by the organisation in the recent past. UAN allotted by EPFO to each of its subscribers is designed to act as an umbrella for the multiple member IDs allotted to the same individual on account of different employments. The introduction of UAN would enable the organization to identify the member without intermediation of the employer and also ensure speedy, transparent and efficient service delivery to the member directly. The UAN database is seeded with various KYC details for foolproof identification of the member and to enable e-driven services. On activating the UAN, the member would be able to access a host of services like downloadable dynamic UAN card, updated details of PF accounts, auto trigger of transfer request while changing employment etc.

Initially, EPFO had issued UAN to 4.17 crore contributing members and thereafter, the organization has been able to allot UAN on a continuous basis to all new entrants and also old members on making a request EPFO has been continuously coordinating thereafter with the employers covered under the EPF & MP Act, 1952 to seed the necessary KYC details and thereafter, enable the individual EPF members to activate their UAN.

Pradhan Mantri Rojgar Protsahan Yojna (PMRPY) and Pradhan Mantri Paridhan Rojgar Protsahan Yojna (PMPRPY)

The Government of India implemented two schemes on 9th August 2016 viz Pradhan Mantri Rojgar Protsahan Yojna (PMRPY) and Pradhan Mantri Paridhan Rojgar Protsahan Yojna (PMPRPY).

- Under the PMRPY Scheme, the employers registered with EPFO are incentivized on generation of new employment. The Government of India bears 8.33% contribution of the employer's share to the Employees' Pension Scheme (EPS) for a period of three years. While the employer is incentivized for increasing the employment base in the country, the scheme additionally helps deeper access to social security benefits for the workers, in general. All establishments under EPFO can apply for availing benefits under the scheme subject to certain conditions like a) establishments registered with EPFO should have a Labour Identification Number (LIN), b) new employee, for the purpose of the scheme, is an employee earning less than Rs. 15,000 per month and not working in any establishment registered with EPFO in the past and not have a UAN allotted prior to 1st April 2016.

Key Initiatives and Flagship Schemes of the ESI Corporation

a. ESIC has started 03 major initiatives in the recent past namely,

1. **Launch of SPREE Scheme-** ESIC has launched SPREE Scheme for registration of left out workers. The Scheme will remain open for a period of three months from 20st December to 31st March, 2017. The salient features of the scheme are,-

- i. The employers registering during the period will be treated as covered from the date of registration or as declared by them.
- ii. The newly registered employees shall be treated as covered from the date of their registration or as declared by them.

A total of 44,22,834 employee have been registered under the Scheme. ESIC has launched SPREE Scheme for registration of left out workers. The Scheme will remain open for a period of three months from 20st December to 31st March, 2017. The salient features of the scheme are,-

1. The employers registering during the period will be treated as covered from the date of registration or as declared by them.
2. The newly registered employees shall be treated as covered from the date of their registration or as declared by them.

A total of 44,22,834 employee have been registered under the SPREE Scheme for the period from 20.12.16 to 28.2.17.

2. **District Implementation-** The ESI Scheme has been expanded in new/partially implemented districts of the country under ESIC-2.0 Reforms Agenda. The scheme has been expanded by fully notifying 300 partially implemented districts and adding 51 new districts from 1.4.16 till this date.

3. **Construction Workers-** The Scheme has been extended to construction site workers from August, 2015. Earlier only the construction office staff of the construction companies was under the purview of ESI Scheme.

b. As regards with the details of the schemes/initiatives targeted for women on International Women's Day, recent amendment in ESI (Central) Rules, 1950 relating to Maternity Benefit under ESI Scheme is as under:-

The Ministry of Labour & Employment, Govt. of India vide notification dated 20.1.2017 in exercise of the powers conferred by Section 95 of the ESI Act, 1948, after consultation with the ESIC has amended the Employees' State Insurance (Central) Rules, 1950. The salient features of the rules termed as the ESI (Central) Rules, 2017 are as under:-

- i. Maternity Benefit has been extended from 12 weeks to 26weeks out of Insured women can claim 8 weeks of maternity benefit from the expected date of confinement.
- iii. Maternity Benefit has also been extended to a "commissioning mother" (who as biological mother wishes to have a child and prefers to get embryo implanted in any other woman) and a woman who legally adopts a child of up-to three months of age.
- iv. In case of Commissioning mother or adopted child, the Insured Woman will be paid maternity benefit for 12 weeks before the child is handed over to the commissioning mother or adopting mother as the case may be.
- v. Provided also that the insured woman having two or more than two surviving children shall be entitled to receive maternity benefits during a period of twelve weeks of which not more than six weeks shall precede the expected date of confinement.
