



ANNUAL REPORT

2024-25

**Ministry of Labour & Employment
Government of India**

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Chapter-1

HIGHLIGHTS OF IMPORTANT ACTIVITIES

INTRODUCTION

1.1 Work is part of everyone's daily life and is crucial to one's dignity, well-being and development as a human being. Economic development means not only creation of jobs but also working conditions in which one can work with freedom, safety and dignity. 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, promoting 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.

1.2 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, 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.

New Initiatives / Important Activities

LEGISLATIVE INITIATIVES

LABOUR CODES

1.3 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, by amalgamating 29 labour Laws.

1.4 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.

1.5 As a step towards implementation of the four Labour Codes, this Ministry published the draft Rules under the codes inviting comments of stakeholders.

1.6 "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 majority 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 31.12.2024)

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, Meghalaya, Mizoram, Nagaland, Odisha, Punjab, Rajasthan, Sikkim, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Andaman & Nicobar Islands, Dadra and Nagar Haveli and Daman and Diu, Chandigarh, Jammu & Kashmir, Ladakh, NCT of Delhi and Puducherry (34)
Industrial Relations Code, 2020	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Meghalaya, Mizoram, Odisha, Punjab, Rajasthan, Sikkim, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Andaman & Nicobar Islands, Chandigarh, Dadra and Nagar Haveli and Daman and Diu, Jammu & Kashmir, Ladakh and Puducherry (32)
Code on Social Security, 2020	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Meghalaya, Mizoram, Nagaland, Odisha, Punjab, Rajasthan, Sikkim, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Andaman &

Nicobar Islands, Dadra and Nagar Haveli and Daman and Diu, Chandigarh, Jammu & Kashmir, Ladakh and Puducherry (32)
Occupational Safety, Health & Working Conditions Code, 2020 Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Meghalaya, Mizoram, Nagaland, Odisha, Punjab, Rajasthan, Sikkim, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Andaman & Nicobar Islands, Chandigarh, Dadra and Nagar Haveli and Daman and Diu, Jammu & Kashmir, Ladakh and Puducherry (33)

Regional conferences: 06 regional level meetings were held on 30.08.2024, 06.09.2024, 15.09.2024, 20.09.2024, 30.09.2024, 04.10.2024 in Bangalore, Chandigarh, Rajkot, Bhubaneswar, Lucknow and Guwahati with the representatives of States/UTs to discuss the gaps/divergences between the Central draft Rules and draft rules pre-published by States/UTs under Labour Codes. In the aforesaid meetings States/UTs agreed to fill the gaps/divergences in their respective draft rules. The 07 States/UTs which have not pre-published their rules in respect of one or more Labour Codes, also agreed to frame their respective rules under Labour Codes and pre-publish the same for general information. States/ UTs also agreed to modify their rules in case of divergences so as to align them with Central Rules.

State Integration

1.7 Integration of States with Shram Suvidha Portal is under way. So far, Haryana, Gujarat,

Rajasthan, Uttar Pradesh, Madhya Pradesh, Maharashtra, Punjab, Uttarakhand and Delhi are being integrated with the Portal. Data is being shared and LIN is being allotted to the establishments covered by the state labour enforcement agencies.

Revamping of Shram Suvidha Portal

1.8 Hon'ble Finance Minister in Para 102 of the budget speech 2024-25 had announced "Shram Suvidha and Samadhan portals will be revamped to enhance ease of compliance for industry and trade."

Ministry of Labour & Employment has initiated the process for revamping of Shram Suvidha Portal. Interactions with industries, trade unions and stake holders have been held. The revamped portal is likely to be completed by August, 2025.

Directorate General of Employment

National Career Service

1.9 The Ministry is implementing the National Career Service (NCS) Project as a Mission Mode Project for transformation of the National Employment Service to provide a variety of employment related services like career counselling, vocational guidance, information on skill development courses, apprenticeship, internships etc. The NCS Portal (www.ncs.gov.in) was dedicated to the Nation by Hon'ble Prime Minister of India on 20.07.2015. For more details, please refer chapter 23.

1.10 e-Shram

- Registrations on e-shram crossed 30 crores** this year showcasing its rapid and widespread adoption among the unorganised workers. This achievement highlights the social impact and the Government's commitment to support unorganised workers across the country.

- Ministry of Labour & Employment launched the **eShram as “One-Stop-Solution”** on 21st October 2024 for unorganized labour to have access to various social sector schemes as they register on eShram to access social security schemes and see benefits availed by them so far.
- So far, **twelve (12) Social Security/Welfare Schemes have been integrated/mapped with eShram** which includes: - One Nation One Ration Card (ONORC), Indira Gandhi National Disability Pension Scheme (IGNDPS), Indira Gandhi National Widow Pension Scheme (IGNWPS), National Family Benefit Scheme (NFBS), Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), Pradhan Mantri Awas Yojana – Gramin (PMAY-G), Pradhan Mantri Street Vendors Atmanirbhar Nidhi (PMSVANidhi), Pradhan Mantri Suraksha Bima Yojana (PMSBY), Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY), Ayushman Bharat – Pradhan Mantri Jan Arogya Yojana (AB-PMJAY), Pradhan Mantri Awas Yojana – Urban (PMAY-U) and Pradhan Mantri Matsya Sampada Yojana (PMMSY). This is an ongoing process, where other schemes will also be integrated with eShram in phase wise manner. The platform also enables agencies to use eShram data to verify workers' eligibility, ensure scheme saturation and target potential beneficiaries at State and District levels.

- Data sharing guidelines to share eShram data with States and UTs** have been formulated and shared. Accordingly, eShram is also facilitating all States/Union Territories by sharing details of eShram registrants with them to facilitate

targeted delivery & saturation of welfare schemes to workers.

- A **Platform Workers module** has been developed on eShram to facilitate verification of Platform Workers registered on eShram through aggregators. An advisory was also issued to all the Platform Aggregators encouraging them to register on e-Shram portal and also register the platform workers engaged with them.

1.11 EMPLOYEES STATE INSURANCE CORPORATION (ESIC):

1.11.1 Upgrading Infrastructure

For upgrading infrastructure in view of increasing IP population and expanding medical coverage, ESIC has given in-principle approval for setting up of new ESI Hospitals and dispensaries in 2024 as under:

HOSPITAL				
Sl. No.	State	Distt.	Location	Bed sanction
1	Bihar	Bhagalpur	Bhagalpur	30 (upgradable to 100)
2	Uttar Pradesh	Ayodhya	Janpad	30(upgradable to 100 beds)
3	Haryana	Rewari	Bawal	100+50
UPGRADATION				
Sl. No	State	Distt.	Location	Hospital bed upgraded
1	Bihar	Patna	Bihta	Upgraded from 330 To 420
2	Rajasthan	Alwar	Alwar	Upgraded from 330 To 420

1.11.2 Measures taken by ESIC :

Medical

1. The Common Support Mission was formed with objective to review the ESIS Medical Facilities and to provide required support to those who are in need of hand holding for betterment of facilities.
2. ESIC's Annual Preventive Health Check-up program was conducted in campaign mode aimed at early detection of

diseases and timely intervention by highly qualified medical specialists, in which approx. 3,30,000 IP were screened in 45 days.

3. With an aim to strengthen in-house facility, ESI Corporation has expanded facility of chemotherapy in 42 ESIC hospitals.
4. On-boarding all its hospitals on the e-Sanjeevani Portal 2.0.
5. Guideline for adoption of National Tuberculosis Elimination Programme, National AIDS Control Programme, PMNDP programme, ICMR Standard treatment workflow in ESIC Hospitals and to align and register with National Cancer Registry Programme, ICMR in all the ESIC Medical College & Hospitals.
6. Provision of Blood Bank & Blood storage in ESIC hospitals.
7. Expansion of provision of home delivery of drugs and home sample collections to IPs and beneficiaries as entitled.
8. ESI Corporation has set up Public Health Unit (PHU) center, Online Dashboard Management System in its Headquarter, New Delhi.
9. SOPs for streamlining the functioning of Occupational Disease Centers (ODCs), sharing of occupational safety and health data with Directorate General of Factory Advice Services and Labour Institutes (DGFASLI).
10. Launched the "Indian Journal of Medical Sciences and Occupational Health", aimed at promoting medical research and knowledge dissemination in the field.

Non-Medical

Increase in Rates of Benefits of Permanent

Disablement Benefit (PDB) / Dependents' Benefit (DB) Beneficiaries:

ESI Corporation, in February 2024, notified the enhancement of Permanent Disablement Benefit (PDB) & Dependents' Benefit (DB) Rates w.e.f. 01.08.2022 in the cases where the employment injuries resulting in disablement or death occurred on or before 31.12.2021. The rate was last revised w.e.f. 01.08.2018. Payment of arrears to all eligible beneficiaries has been done. The existing beneficiaries are getting PDB/DB from enhanced wages since April 2024.

Online platform for downloading e-Pehchan card of IPs and their family members:

There exists a provision for downloading the e-Pehchan Card upon registration of a new Insured Person (IP) through the link provided on the Employer Portal/IP Portal/Uman App. This feature is also available to existing IPs. However, the e-Pehchan Card is initially downloaded without the photographs of the IPs and their family members. Subsequently, these photographs are manually pasted and countersigned by their respective employers or the designated ESIC Branch Manager.

Recently, ESI has introduced a provision in the online application allowing employers to upload photographs of IPs and their families for the purpose of e-Pehchan card. This aims to facilitate the identification of beneficiaries and providing them with hassle-free access to medical and cash benefits provided under the Act.

To streamline the process of downloading the e-Pehchan Card and ensure that IPs have easy access to their cards, ESIC has provided a link at the time of new registration to download the revised e-Pehchan Card along with a welcome SMS to IPs. To further facilitate IPs, ESI Corporation has developed online module where IP can download e-Pehchan card. This feature

has empowered the IPs to avail medical benefit and cash benefit in speedy manner as earlier he/she was dependent on the employer for e-Pehchan card.

Aadhar Implementation in ESI Corporation:

ESI has adopted Aadhar authentication of IPs & their family members through OTP, Biometric and Face Recognition for providing social security benefits, including medical and cash benefits being provided under the provisions of Employees' State Insurance Act, 1948. Aadhar details of more than 1.5 crore beneficiaries have been seeded in the ESIC Database.

Extension of Atal Beemit Vyakti Kalyan Yojana:

The Atal Beemit Vyakti Kalyan Yojana is a welfare scheme of the Employees State Insurance Corporation, under which unemployed insured persons are provided cash relief for a period of maximum 90 days. The rate of the benefit is 50% of his average daily wages. The scheme came into existence on 01.07.2018 on a pilot basis initially for a period of two years i.e. up to 30.06.2020, However, keeping in view of the need of the IPs, the scheme has been extended from time to time. Recently, ESIC has further extended the scheme for another two years w.e.f. 01.07.2024 to 30.06.2026 with relaxed contributory conditions.

1.11.3 New initiatives under health Reforms Agenda ESIC 2.0

- Under ESIC 2.0, the scheme has been extended to all 36 states and Union Territories. There has been a geographical expansion of ESI Scheme since the launch of ESIC 2.0 and the scheme as on 09.12.2024 stands extended to 674 districts of the country which includes 571 complete districts and 103 partially notified districts.

- ESIC gave in-principle approval for the establishment of 10 New ESIC Medical Colleges at Andheri (Maharashtra), Basaidarapur (Delhi), Guwahati- Beltola (Assam), Indore (Madhya Pradesh), Jaipur (Rajasthan), Ludhiana (Punjab), Naroda-Bapunagar (Gujarat), Noida & Varanasi (Uttar Pradesh), Ranchi (Jharkhand).
- To augment the service delivery mechanism in North-Eastern states and to fulfill the vision of Act East Policy of the Government, the ESIC relaxed the existing norms for establishment of dispensaries, medical infrastructure/ Regional/Sub Regional Offices in NE states including Sikkim. Further, 06 Dispensary Cum Branch Offices (DCBOs) have been sanctioned in North-Eastern states and 06 Camp cum Liaison Offices have also been approved for set-up in North-Eastern states and Sikkim to strengthen the infrastructure for better rendering of ESI social security benefits.
- To provide the access to quality medical care across the country, ESIC is in process of convergence with Ayushman Bharat Pradhan Mantri Jan Arogya Yojana (AB-PMJAY). This will benefit over 14.43 crore ESI beneficiaries and their families. ESIC beneficiaries will be able to avail secondary and tertiary services at over 30,000 AB-PMJAY- empanelled hospitals, with no financial ceilings on treatment costs.

1.12 EMPLOYEES' PROVIDENT FUND ORGANISATION(EPFO)

1.12.1 The Employees' Provident Fund Organisation, an autonomous body under the Ministry of Labour & Employment (MoL&E), Government of India, administers the

Employees' Provident Fund and Miscellaneous Provisions Act, 1952 and the Schemes framed there under.

1.12.2 The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 is a welfare legislation enacted for the purpose of instituting provident funds, pension fund and deposit linked insurance fund for employees working in factories and other establishments. The Act aims at providing social security and timely monetary assistance to industrial employees and their families when they are in distress and/or unable to meet family and social obligations and to protect them in old age, disablement, early death of bread winner and similar contingencies.

1.12.3 The Act provides for Provident Fund, Pension Scheme and Insurance Fund in factories/establishments employing twenty or more employees in industries mentioned in Schedule-I to the Act. The Government of India through the Employees' Provident Fund Organization (EPFO) administers the Act and the following three Schemes framed under the Act:-

- i. The Employees' Provident Funds Scheme, 1952 (EPF)
- ii. The Employees' Pension Scheme, 1995 (EPS)
- iii. The Employees' Deposit Linked Insurance Scheme, 1976 (EDLI)

RATE OF INTEREST

1.12.4 The rate of Interest declared on the deposits of members to the Employees' Provident Fund was 8.25% (on monthly running balance) for 2023-24.

CUMULATIVE CORPUS UNDER THE ACT

1.12.5 Total cumulative investment corpus of all three Schemes administered by EPFO

excluding the corpus managed by exempted Provident Fund Trusts as on 31.03.2024, stands at Rs. 24,51,060.62 crore.

Centralized Pension Payment System

1.12.6 Centralized Pension Payments System (CPPS) under Employees' Pension Scheme 1995 has been successfully implemented in all ROs of EPFO from 1st Jan 2025.

It is a paradigm shift from the existing pension disbursement system that was decentralized, with each Zonal/Regional Office of EPFO maintaining separate agreements with only 3-4 banks. This transformative initiative empowers pensioners to access their pension seamlessly from any bank, any branch, anywhere in the country. It eliminates the need for physical verification visits and simplifies the pension disbursement process.

It would also ensure disbursement of pension throughout India without any need for transfer of Pension Payment Orders (PPO) from one office to another even when the Pensioner moves from one location to another or changes his bank or branch.

1.12.7 NEW INITIATIVES UNDERTAKEN BY EPFO FROM JAN, 2024 TO DECEMBER, 2024

1. Initiative/ Achievement from January 2024 to December 2024:

- (i) Bhoomi Poojan for the land at Manesar purchased for RO Gurugram (Central) was conducted on 10.02.2024.
- (ii) Inauguration of new office building of RO-Gwailor was done on 05.03.2024.
- (iii) Inauguration of new office building of RO-Alwar by Hon'ble LEM on 14.03.2024.

2. Joint declaration functionality - A new functionality on Joint declaration has been

launched in February 2024. It will enable members to submit Member profile updating requests through an online system and its processing at Field offices.

3. Deployment of Online System for Surrender of Exemption and Transfer of Past Accumulations - A new online system concerning the surrender of exemption and the transfer of members' previous accumulations has been launched. This system can be accessed through the Employer's Login of the Unified Portal. It is designed for employers from exempted establishments to file their applications and necessary documents online, which will then be processed by the Regional Offices.

4. E-Nomination

EPFO has started a drive to increase the filing of e-nominations as it will give members a new level of freedom for availing EPFO services. It reduces the hardship upon the dependent family members of the deceased members/pensioners as they will no longer have to produce legal heirship certificates or other proofs to get pension or assurance benefits. Members may nominate their nominees any number of times through e-Nomination in the member portal and the latest nomination shall only be valid. Total e-Nominations filed during 2024 are 32,14,636.

4. PENSION ADALAT

It is an initiative for pensioners of EPS 1995, for closer interaction with their respective EPFO Officers/officials for getting their grievances resolved on top priority and efficient & smooth services. In this initiative, all types of grievances related to non-receipt of pension, arrears, transfer In/Out cases, digital life certificate etc., are heard by senior officers of concerned Regional Offices with the objective to resolve them, on the spot and provide them seamless services.

5. CBT recommended EPFO Amnesty Scheme 2024 which has been designed to encourage employers to voluntarily disclose and rectify past non-compliance or under-compliance without facing penalties or legal repercussions.
6. Criteria for empanelment of banks for centralized collection of EPF contributions have been simplified. It will now include all agency banks listed with RBI.
7. EPFO enhanced the limit for Auto claim settlement of partial withdrawals increased from Rs. 50,000 to Rs. 1,00,000/- . The Facility has been extended for housing, education and marriage in addition to illness.
8. EPFO relaxed mandatory requirement of uploading of the image of cheque leaf/ attested bank passbook for certain eligible cases for EPFO claims to ensure faster settlement of claims filed online thus promoting ease of living.
9. EPFO has **amended Table B and Table D** under the Family Pension Scheme for making short-term withdrawal benefits possible. The amendment of Table B will benefit more than 7 lakh EPS members every year who leave the scheme with less than 6 months of contributory service. The amendment of Table D will ensure that every completed month of service rendered is taken into account to give proportionate withdrawal benefit to the members. More than 23 lakh members every year will benefit from this modification of Table D.
10. EPFO released the updated Manual for Inspector cum Facilitator describing entire spectrum of duties and responsibilities of an Inspector cum Facilitator.
11. Enhanced Assurance Benefits through EDLI extended for all members of EPFO. This will ensure up to Rs 7 lakh of life cover to more than 6 crore EPFO members.
12. **EPFO approved ETF Redemption Policy** which mandates a 5-year holding, higher returns than government securities, and reinvestment of 50% redemption in ETF, enhancing EPF Scheme's 'Interest Account.'
13. A Social Security Agreement and Administrative Arrangement was signed in November 2024 between India and Poland in Warsaw.

Monitoring & Evaluation Unit

1.13 The Monitoring & Evaluation Unit (MEU) is an integral part of the Ministry and plays a vital role for output-outcome monitoring of schemes of Ministry of Labour and Employment (MoLE) under different components of Budget. This unit is mainly responsible for coordinating the information / material including work related to schemes of MoLE with NITI Aayog, Ministry of Social Justice & Empowerment (MSJE), Ministry of Tribal Affairs (MoTA) and Ministry of Development of North Eastern Region (MDoNER). This Unit also coordinates in preparation of the Economic Survey material for MoLE and comments on EFC / SFC and Cabinet Notes of MSJE, MoTA and MDoNER.

The M&E Unit is also a Nodal Unit for Output-Outcome Monitoring Framework (OOMF), monitoring of Development Action Plan for Scheduled Castes (DAPSC) [erstwhile Scheduled Caste Sub-Plan (SCSP)] / Development Action Plan for Scheduled Tribes (DAPST) [erstwhile Tribal Sub-Plan (TSP) / Scheduled Tribe Component (STC)], monitoring of expenditure of North Eastern Region (NER) component, deputation of Area / Nodal Officers to various States / UTs to monitor the functioning of Field Offices and implementation of schemes of MoLE, Vibrant Village Programme (VVP) of Ministry of Home Affairs and PM-GatiShakti National Master Plan (NMP) of Department for Promotion of Industry & Internal Trade (DPIIT),

Ministry of Commerce & Industry. In addition, M&E Unit also monitors the progress of schemes of MoLE on-boarded on PRAYAS portal.

1.14 The Ministry of Finance provided an financial outlay of Rs. 21705.57 Crore for Central Sector (CS) schemes of Ministry of Labour & Employment (MoLE) during the Financial Year 2024-25. In addition, this Ministry has earmarked Rs. 3605.12 (16.60% of total allocation) for DAPSC and Rs. 1867.38 Crore (8.60% of total allocation) for DAPST under Central Sector schemes during the FY 2024-25.

1.15 Swachhata Pakhwada was observed from 1st May - 15th May, 2024 as per schedule decided by Cabinet Secretariat. A Committee comprising of Deputy Secretary Level Officers constituted to assess the cleanliness status of the Sections / offices in the Ministry. The Committee evaluated the cleanliness status of Sections / Offices and as per recommendation of Committee this Ministry distributed awards for cleanliness to the recommended Sections / Offices of the Ministry.



1.16 On the 10th International Day of Yoga (IDY) on 21st June 2024, this Ministry successfully observed Yoga Camp at Deputy Speaker Hall, Constitution Club of India (CCI), Rafi Marg. Hon'ble Labour and Employment Minister and Hon'ble Minister of State (Labour and Employment) including senior officers of Ministry participated in the event.

A Lecture on importance of Yoga for Healthy

Living was organized. The tag line of 10th IDY was "Yoga for Self and Society".



1.17 'Har Ghar Tiranga' campaign was launched under the aegis of Azadi Ka Amrit Mahotsav (AKAM) to encourage the citizen to hoist the National Flag of India at their homes. This year as well 'Har Ghar Tiranga' campaign was organized with same zeal and patriotism from 09-15 August, 2024. To make the campaign successful, this Ministry distributed National Flag among its Officers/Staff and all employees. All the employees were encouraged to hoist the Indian National Flag at their premises during 'Har Ghar Tiranga' campaign and to put selfie with Tiranga on website www.harghartiranga.com.



1.18 'Swachhata Hi Seva' fortnight observed from 17th September to 2nd October with the theme of 'Swabhav Swachhata - Sanskaar Swachhata' followed by the Special Campaign

for disposal of pending matters 4.0 (SCDPM 4.O) campaign to reduce pendency in all work and disposing of waste/scrap commenced from 2nd October to 31st October, 2024 as per schedule of DARPG. During the campaigns cleaning of office premises, corridors, rooms, stairs, toilets and lifts were monitored daily by Committee constituted for the purpose. During the period, beautification of the premises was done by keeping good quality plants and flowers. Obsolete items and scrap were disposed of and a sum of Rs. 4.51 Lakh was realized through auction.



The Right to Information Act, 2005

1.19 In order to achieve the objectives of Good Governance, it is necessary that the administration should be transparent, responsive, accountable,

citizen-friendly and able to disseminate the information to the public. Right to Information is a powerful tool to ensure all these attributes in the administration and, therefore, the Government enacted the Right to Information (RTI) Act, 2005, which has come into effect from 12.10.2005.

1.20 In pursuance of the provisions contained in the Right to Information Act 2005, action has been taken for the implementation of the Act in various Public Authorities under the aegis of Ministry of Labour & Employment. It includes dissemination of information in public domain relating to the particulars of organisation, its function and duties, the designation of CPIO and Appellate Authority etc. The Ministry has also initiated suo-moto disclosure of information about various Labour Acts/Regulations, which were required to be made public for the use of citizens of this country, on the Ministry's website i.e. www.labour.gov.in. It is also to be mentioned that Attached & Subordinate offices and Autonomous organisations of the Ministry have their own websites which are linked to the Ministry's website.

1.21 The Ministry has also set up a Central RTI Cell, headed by a Nodal Officer, where the RTI applications from the citizens are received. During last 2 years, including year 2022 and 2023, applications (Manually and Electronically) received in Main Secretariat, Ministry of Labour & Employment are as follows:

S. No.	Years	RTI Applications Received
1	2022 (Manually and Electronically)	4875
2	2023 (Manually and Electronically)	4467
3	2024 (As on 31.12.2024) (Manually and electronically)	5337(online) + 494 (offline) = 5831

1.22 During the year from 1st January 2024 to 31st December, 2024, 12 applicants have gone to Central Information Commission (CIC) in the form of Second Appeal.

Legal Cell

1.23 Legal Information Management & Briefing System (LIMBS) was introduced by the Department of Legal Affairs with an aim to digitalize entire process of Court cases. Legal Cell of the Ministry has strived to ensure that LIMBS is implemented by all organizations under the Ministry. Ministry of Labour & Employment is one of the front runners in implementing LIMBS by uploading information of almost all Court cases (around 80956 court cases till 31st December, 2024) on LIMBS portal.

Child Labour

1.24 Government is following a robust multi-pronged strategy to tackle the issue of child labour. It comprises of statutory and legislative measures, rescue and rehabilitation, universal elementary education along with social protection & poverty alleviation and employment generation schemes.

Policy on Child Labour

1.25 The National Policy on Child Labour declared in August, 1987, addresses the complex issue of child labour in a comprehensive, holistic and integrated manner. The Action Plan under this policy is multi-pronged and mainly consists of:

- A legislative action plan

- Project based action in areas of high concentration of Child Labour
- Focus on general development programmes for the benefit of the families of Child Labour

Legislative Action Plan

1.26 The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 as amended in 2016, *inter-alia*, covers complete prohibition on employment or work of children below 14 years of age in all occupations and processes; linking the age of the prohibition of employment with the age for free and compulsory education under Right to Education Act, 2009; prohibition on employment of adolescents (14 to 18 years of age) in hazardous occupations or processes and making stricter punishment for the employers contravening the provisions of the Act..

Project Based Action Plan

1.27 In pursuance of National Child Labour Policy, the National Child Labour Project (NCLP) Scheme was started in 1988 to rehabilitate children rescued from child labour. It is a Central Sector Scheme.

The NCLP Scheme has now been assimilated with "Samagra Shiksha Abhiyan" Scheme of Ministry of Education, Department of School Education and Literacy in phased manner after 01st April 2021 to avoid the duplication of efforts at the District and State level. The children rescued / identified as child labour, after completing the necessary formalities, may be admitted to Special Training Centre, operated in the district under SSA Scheme.

Chapter-2

ORGANISATIONAL STRUCTURE & FUNCTIONS

Labour Jurisdiction

2.1 Under the Constitution of India, Labour as a subject is in the Concurrent List and, therefore, both the Central and the State governments are competent to enact legislations subject to certain matters reserved for the Centre. (Table 2.1)

Table 2.1	
ALLOCATION OF SUBJECTS	
Union List	Concurrent List
Entry No. 55- Regulation of labour and safety in mines and oil fields.	Entry No.22 - Trade Union; industrial and Labour disputes.
Entry No. 61- Industrial disputes concerning Union employees.	Entry No. 23 Social security and social insurance; employment and unemployment.
Entry No. 65 – Union agencies and institutions for “vocational training”.	Entry No. 24- Welfare of labour including conditions of work, provident funds, employers’ liability, workmen’s compensation, invalidity and old age pensions and maternity benefit.

Vision, Mission and Objectives of the Ministry of Labour and Employment

Vision

2.2 Decent working conditions and improved

quality of life for workers, ensuring India without child labour and enhancing employability on a sustainable basis.

Mission

2.3 Formulating and implementing Policies/Programmes/Schemes/Projects for providing Social Security and Welfare, regulating conditions of work, occupational health and safety of workers, eliminating child labour, promoting harmonious Industrial Relations, ensuring enforcement of Labour Laws and promoting Employment Services.

2.4 Objectives

1. Enhancing welfare and social security provisions for unorganised sector workers
2. Providing social security to organised sectors workers
3. Eliminating child labour
4. Strengthening employment services
5. Prevention and settlement of Industrial Disputes and strengthening Labour Laws enforcement machinery
6. Improving safety conditions and safety of workers

MINISTRY OF LABOUR & EMPLOYMENT

Dr. Mansukh Mandaviya has taken over the charge as Union Minister for Labour and Employment w.e.f. 11.06.2024.

Sushri Shobha Karandlaje has taken over the charge as Minister for State for Labour and Employment w.e.f. 11.06.2024.

Ms. Sumita Dawra, IAS (AP:1991) took over the charge as Secretary (Labour & Employment) w.e.f. 29.02.2024 in place of Ms. Arti Ahuja, IAS (OR:1990).

Bureau Heads

SI.	Name with	Service
No.	Designation	
1	Shri P. Sangeeth Kumar, Director General(Statistics)	ISS : 1992
2	Shri Alok Chandra, Senior Labour & Employment Advisor	IES : 1992
3	Ms. Deepika Kachhal, Joint Secretary	IIS : 1994
4	Ms. Madhumita Das, Joint Secretary & Financial Advisor	IPoS:1996
5	Shri Alok Mishra, Joint Secretary	IIS : 1998
6	Shri Ajoy Sharma, Joint Secretary	IAS (PB:1999)
7	Dr. Mahendra Kumar, Joint Secretary	IRSEE:1999
8	Shri Nagesh Kumar Singh, Deputy Director General	ISS : 2001
9	Shri Rupesh Kumar Thakur, Joint Secretary	IAS (UT:2006)

Organisations under administrative jurisdiction of Ministry of Labour and Employment

(1) Employees' Provident Fund Organisation (EPFO)

Shri Ramesh Krishnamurthi, Central Provident Fund Commissioner (IRS: 1992)

(2) Employees' State Insurance corporation (ESIC)

Shri Ashok Kumar Singh, Director General (IAS: KL:1999)

(3) Office of Chief Labour Commissioner (Central) {CLC(C)}

Shri K. Shekar, Chief Labour Commissioner (Central) (CLS)

(4) Office of Director General of Employment (DGE)

Shri Ajoy Sharma, Director General (Employment) (IAS : PB:1999)

(5) Office of Director General of Factory Advice Service & Labour Institutes (DGFASLI)

Shri Alok Mishra, Director General (IIS:1998)

(6) Office of Director General of Mines Safety (DGMS)

Shri Ujjwal Tah, Director General

(7) Office of Director General V. V. Giri National Labour Institute (VVGNI)

Dr. Arvind, Director General (AFHQ Civil Services 1996)

(8) Office of Director General of Labour Bureau (DGLB)

Shri Alok Chandra, Director General (IES:1992)

(9) Office of Director General of Labour Welfare (DGLW)

Shri Alok Chandra, Director General (IES:1992)

(10) Office of Director General Dattopant Thengadi National Board for Workers Education

Col. Neeraj Sharma, Director General (IC60062K)

ATTACHED OFFICES

Office of Chief Labour Commissioner (Central) [CLC(C)]

2.5 This Office is responsible for (a) prevention, investigation and settlement of industrial disputes in the central sphere; (b) enforcement of awards and settlements; (c) implementation of labour laws in industries and establishments in respect of which Central Government is the appropriate government; (d) verification of membership of Unions affiliated to

the Central Organisations of workers for giving them representation in national and international conferences and committees; and (e) fixation and revision of dearness allowance component of minimum wages under the Minimum Wages Act, 1948 in the scheduled employments.

Directorate General of Employment (DGE)

2.6 The Directorate of Employment (DGE) is responsible for laying policies, standards, norms and guidelines throughout the country for coordinating employment related services. Employment being concurrent subject, the laying down of policies, procedures, standards, norms, guidelines etc. are the responsibility of the Central Government, whereas the administration of Employment Exchanges rests with the respective State Governments/Union Territories. Most of the States have Directorates of Employment located in the State capitals. In addition to these activities, DGE also runs various schemes to increase the employability of specific target groups through its subordinate offices.

2.7 DIRECTORATE GENERAL FACTORY ADVICE SERVICE & LABOUR INSTITUTES

1. The Directorate General Factory Advice Service & Labour Institutes (DGFASLI), Mumbai is an attached office of the Ministry of Labour & Employment. It functions as a technical arm of the Ministry regarding matters concerned with safety, health and welfare of workers in factories and ports. It assists the Central Government in formulation/review of policies and legislations on Occupational Safety and Health in factories and ports, maintains liaison with Factory Inspectorates of States and Union Territories in regard to the implementation and enforcement of provisions of the Factories Act, 1948; renders advice on technical matters, enforces the Dock

Workers (Safety Health & Welfare) Act, 1986; undertakes research in industrial safety, occupational health, industrial hygiene etc.; and provides training, in the field of industrial safety and health including one-year Diploma Course in Industrial Safety, three-months Certificate Course in Industrial Health (Associate Fellow of Industrial Health-AFIH), four-weeks Specialized Certificate Course in Safety and Health for Supervisory Personnel working in Hazardous Process Industries etc.

2. The DGFASLI organisation comprises of the headquarters, five Labour Institutes and 11 Inspectorates of Dock Safety in Major Ports.
3. The Regional Labour Institutes (RLIs) in Chennai, Faridabad, Kanpur, Kolkata, and Shillong serve the respective regions of the country.
4. The Inspectorates of Dock Safety are established at 11 major ports of India viz. Kolkata, Mumbai, Chennai, Visakhapatnam, Paradip, Kandla, Mormugao, Tuticorin, Cochin, New Mangalore and Jawaharlal Nehru Port.

Labour Bureau

2.8 Labour Bureau, is an attached office of the Ministry of Labour & Employment, headed by the Director General. The organization has its Head Quarter at Chandigarh with nine regional offices located at Kolkata, Chennai, Ahmedabad, Kanpur, Guwahati, Mumbai, Hyderabad, Jaipur and Indore.

The Bureau is responsible for the collection, compilation and publication of price, employment and labour statistics encompassing information on wages, earnings, absenteeism, labour turnover, industrial relations, etc. The various key parameters released regularly by the Bureau include the Consumer Price Index Numbers for Industrial Workers (CPI-IW),

Consumer Price Index Numbers for Agricultural and Rural Labourers (CPI-AL/RL), Wage Rate Index (WRI), etc. The Bureau also collects and compiles Administrative Statistics under 11 Labour Acts.

SUBORDINATE OFFICES

Directorate General of Mines Safety (DGMS)

2.9 This Office is entrusted with enforcement of provisions of the Mines Act, 1952 and the Rules and Regulations framed thereunder. The provisions of the Indian Electricity Act, 1910 as applicable to mines and oil fields are also enforced by it.

Welfare Commissioners

2.10 The Eighteen (18) offices of Welfare Commissioner are responsible for providing welfare services to the workers employed in mica, limestone and dolomite, iron ore, manganese & chrome ore mines and in the beedi and cinema industries. These offices are located at Ahmedabad, Ajmer, Bengaluru, Bhubaneswar, Chandigarh, Dehradun, Guwahati, Hyderabad, Jabalpur, Lucknow, Thiruvananthapuram, Kolkata, Nagpur, Patna, Ranchi, Raipur, Chennai and Srinagar, and are directly controlled by the Ministry of Labour & Employment.

AUTONOMOUS ORGANISATIONS

Employees State Insurance Corporation (ESIC)

2.11 The ESIC is responsible for implementation of the Employees State Insurance Act, 1948, which provides medical care and treatment to Insured Persons and their families. Assistance is given in terms of benefits during sickness and maternity, compensation for employment related injury, pension for dependents on the death of workers due to employment related injury, etc.

Employees Provident Fund Organization (EPFO)

2.12 This Organisation is responsible for administration of the Employees Provident Funds and Miscellaneous Provisions (EPF&MP) Act, 1952. The Schemes for Provident Fund, Family Pension and Deposit Linked Insurance are implemented by the Organisation for the benefit of workers covered under the scheme. The Organisation is also responsible for administration of the Employees Pension Scheme, 1995 that came into existence on 16.11.1995.

V. V. Giri National Labour Institute (VVGNI)

2.13 V.V. Giri National Labour Institute (VVGNI), an autonomous body of the Ministry of Labour and Employment, Government of India, set up in July 1974, is a premier Institute of labour research, training and education. Since its inception, the Institute has endeavoured through its research, training, education and publications to reach out to diverse groups concerned with various aspects of labour in the organised and the unorganised sectors.

Dattopant Thengadi National Board for Workers Education & Development (DTNBWED)

2.14 The Board operates with a nationwide network of fifty Regional Directorates with its headquarters at New Delhi and a national level Training and Research wing, Indian Institute of Workers Education at Mumbai, is a registered society dealing with schemes for training of workers on trade unionism, soft skills, capacity building for participating in shop-floor management, employment/ employability, availing appropriate Welfare/ Social Security schemes, Labour market information, building workers organisation especially in the unorganised sector, and in bringing about consciousness among workers about their

rights, duties and responsibilities. The Board also undertakes programmes for registration of workers in different schemes of Govt. including e-shram, National Career Service, PMSYM etc. as Awareness cum Registration Camps (ACRC).

ADJUDICATING BODY

Central Government Industrial Tribunals-cum-Labour Courts (CGITs)

2.15 Twenty-two Central Government Industrial Tribunal (CGIT)-cum-Labour Courts have been set up under the provisions of the Industrial Disputes Act, 1947 for adjudication of industrial disputes in organizations for which the Central Government is the appropriate Government. The powers to settle the Appeals arising out of EPF & MP Act, 1952 have also been entrusted upon these Tribunals. These Tribunals are located at Dhanbad (Jharkhand), Mumbai, New Delhi and Chandigarh (two courts each) and one each at Kolkata, Jabalpur, Kanpur, Nagpur, Lucknow, Bangalore, Jaipur, Chennai, Hyderabad, Bhubaneswar, Ahmedabad, Ernakulam, Asansol and Guwahati. Further, the two Industrial Tribunals at Mumbai and Kolkata also function as National Tribunals.

Arbitration Body

Board of Arbitration, Joint Consultative Machinery (JCM) Scheme

2.16 In 1966, the Government of India had introduced a Scheme for Joint Consultative Machinery (JCM) and Compulsory Arbitration for Central Government Employees for resolving unresolved differences between the Government, as an employer, and the general body of its employees in certain matters of common concern.

2.17 As per clause 16 of the JCM Scheme, Compulsory Arbitration is limited to disputes on pay and allowances, weekly hours of work and leave of a class or grade of employees. As per

clauses 18 & 19 of the JCM Scheme for Arbitration, if so desired by either side, a dispute on an arbitrable matter is referred to the Board of Arbitration (BOA), only after it has been considered by the National Council or appropriate Departmental Council, as the case may be, and a final disagreement between the two sides has been recorded in the matter.

Main Subjects dealt in the Ministry of Labour and Employment

2.18 In pursuance of the powers derived from the respective entries in the Union List and the Concurrent List of Seventh Schedule of the Constitution, the Ministry of Labour and Employment has been allocated the following items of work:-

- Labour policy (including wage policy) and legislation,
- Safety, health and welfare of labour,
- Social Security of labour,
- Policy relating to special target group such as women labour, child labour, Industrial relations and enforcement of labour laws in the central sphere,
- Adjudication of industrial disputes through Central Government Industrial Tribunals-cum-Labour Courts and National Industrial Tribunals,
- Workers Education,
- Labour and Employment Statistics,
- Employment Services,
- Administration of Central Labour & Employment Services,
- International Cooperation in Labour & Employment matters.

CENTRAL LABOUR SERVICE (CLS)

2.19 The Central Labour Service (CLS) was constituted with effect from 3rd February 1987 to ensure better industrial relations, providing benefits of labour welfare schemes and enforcement of labour laws. Consequent upon the Cadre Review, the Central Labour Service (CLS) was notified as an Organized Service in the year 2004.

2.20 The factories and mines employing 500 or more workers and plantations employing 300 or more workers are required to appoint prescribed number of welfare officer(s) under the relevant statutes. Assistant Labour Welfare Commissioners (Central) and Deputy Labour Welfare Commissioners (Central) discharge statutory functions and they also advise and assist the management of the concerned establishments in maintaining harmonious industrial relations in the areas of safety, health and welfare of workers etc. Moreover, by assisting the organization in resolution of workers' grievances, these officers prevent them from escalating to industrial disputes.

2.21 In addition, officers appointed as Assistant Labour Commissioners (Central), Regional Labour Commissioners (Central), Deputy Chief Labour Commissioners (Central) in the Central Industrial Relations Machinery (CIRM), headed by the Chief Labour Commissioner (Central) are entrusted with the task of maintaining good industrial relations in the Central sphere. The officers under CIRM are responsible for enforcement of applicable labour laws in the establishments/ industries covered under Central Sphere. These officers perform quasi-judicial authority under the Minimum Wages Act, the Payment of Wages Act, the Payment of Gratuity Act, the Industrial Dispute Act, 1947 etc. Apart from the above, they also conduct general verification of Central Trade Union Organization and also Trade Unions unit level membership

verification under Code of Discipline.

2.22 CLS officers appointed as Assistant Welfare Commissioners (Central) and Welfare Commissioners (Central) in the Welfare Organisation of the Ministry of Labour and Employment under the Director General (Labour Welfare) administer various welfare related schemes viz., Health, Housing, Education, etc. for unorganized workers engaged in Beedi making industry, non-coal mines etc.

2.23 The present Cadre strength of the Service in various grades is restructured and revised as 01 post in HAG, 02 posts in SAG, 59 posts in JAG, 115 posts in STS and 163 posts in JTS Grade.

PARLIAMENT UNIT:

2.24 Parliament Unit is the nodal unit of the Ministry for Parliament related matters. The main functions of the Unit are the following:-

- To coordinate receipt and forwarding of notices on Starred/ Unstarred Parliament Questions as well as Special Mentions/ Resolutions/ Short Duration Discussions etc. from Lok Sabha/ Rajya Sabha Question Branches to all concerned Divisions/ officers in the Ministry for necessary action/ replies and furnish the replies/inputs to the concerned Houses of Parliament.
- To coordinate with the concerned Sections/officers of the Ministry to provide information related to Legislative Business before every session of Parliament.
- To forward information of the Ministry in respect of matters under Rule 377 in Lok Sabha, matters of Urgent Public Importance raised during Zero Hour and by way of Special Mention in Rajya Sabha to the concerned Houses of Parliament.
- To coordinate with the concerned

- Sections/officers of the Ministry in respect of Parliament Assurances.
- To coordinate with the concerned Sections/officers of the Ministry to provide information related to Parliament Standing Committee on Labour, Textiles and Skill Development and other Parliament Committees.
 - To organise meetings of the Parliamentary Consultative Committee attached to this Ministry as per the convenience of Hon'ble Union Minister for Labour & Employment.
- Accounts and Audit.
 - Foreign Visit Management System (FVMS).
 - Ensuring guidelines on financial management of Schemes/Programmes/Projects are duly followed.
 - Periodically reporting progress of implementation of Budget Announcements.
 - Ensuring compliance of GFRs in respect of Autonomous Bodies.
 - Assistance in Outcome Budget.

FINANCIAL ADVISER

2.25 Ms. Madhumita Das, JS & FA (IPoS: 1996) holds the charge of Joint Secretary & Financial Advisor of the Ministry of Labour & Employment. She heads the Finance Division and Budget & Accounts (B&A). She is looking after the matter relating to Demands for Grants before Parliamentary Standing Committee on Labour and monitoring of Expenditure of Ministry.

KEY RESPONSIBILITIES OF FINANCIAL ADVISER

- Budget Formulation and Coordination of the Budget Process.
- Medium Term Expenditure Framework.
- Project/Scheme Appraisal, Monitoring and Evaluation.
- Expenditure and Cash Management.
- Public Financial Management System (PFMS).
- Screening of proposals to be referred to the Ministry of Finance.
- Monitoring of Non- Tax Revenues/ User Charges/Dividends.
- Monitoring of Assets and Liabilities.

- Accounts and Audit.
- Foreign Visit Management System (FVMS).
- Ensuring guidelines on financial management of Schemes/Programmes/Projects are duly followed.
- Periodically reporting progress of implementation of Budget Announcements.
- Ensuring compliance of GFRs in respect of Autonomous Bodies.
- Assistance in Outcome Budget.

FINANCE WING

2.26 Secretary (M/o Labour & Employment) is the Chief Accounting Authority of the Ministry of Labour & Employment and discharges duties with the assistance of Joint Secretary & Financial Advisor (JS & FA) and Chief Controller of Accounts (CCA). JS&FA is the Head of Budget and Finance and CCA is the Head of the Accounting Organization in the Ministry of Labour & Employment.

Integrated Finance Division

2.27 Integrated Finance Division is headed by the JS & FA in the Ministry. Deputy Secretary (Finance) assists the Financial Advisor on all matters relating to tendering financial advice.

As provided in Delegation of Financial Powers Rules (DFPRs), 2024, IFD, headed by JS&FA, carries out the following functions:-

- To advise the Administrative Ministry on all matters falling within the powers delegated to the Ministry by the M/o Finance. This includes all powers other than those devolving on a Ministry in its capacity as Head of Office;
- To scrutinize proposals for re-delegation of powers to subordinate authorities;

- To screen and give concurrence to all expenditure proposals beyond the delegated power of HoD in the Ministry;
- To screen all expenditure proposals requiring to be referred to Ministry of Finance for concurrence and comments;
- To closely associate with the evaluation of progress and performance of projects and other continuing schemes;
- To closely associate with the formulation of Schemes and important expenditure proposals from the initial stages;
- To examine & scrutinize SFC/EFC proposals received from various Wings of the Ministry.

2.28 During the period from 01.01.2024 till December 2024 , following major items of work were done in the Ministry of Labour and Employment in consultation with IFD:-

- With the objective to adhere to the financial charter issued by Department of Expenditure (DoE) and to ensure efficiency, effectiveness and promptness on functioning of IFD, norms were fixed for matters referred to IFD. As per these norms initial action on any proposal is taken within 5 working days in IFD and final opinion on any reference is rendered within 15 working days. 90% of the matters are being disposed of within the norms set.
- Checklists related to subject matters requiring IFD's concurrence have been devised and circulated in order to streamline and expedite the process of examination in IFD.
- MoUs under Rule 229(xi) of GFR, 2017 between MoLE and two Autonomous Bodies under the administrative control of MoLE i.e. DTNBWED and VVGNLI were
- finalised/signed for the FY 2024-25.
- Under the Mechanism of feedback from Financial Advisor to DoE, information on all activities of Ministry of Labour & Employment as per prescribed format were sent monthly in D.O. letter from JS&FA.
- Apart from the above, all expenditure proposals which require specific concurrence/approval of JS & FA beyond the delegated powers of HoD in this Ministry were examined /scrutinized strictly in accordance with GFR and DFPRs.
- Guidelines with regard to fiscal prudence and austerity in expenditure management, as prescribed by the Ministry of Finance were ensured and high standards of financial propriety were examined.
- The Standing Committee on GeM (SCoGeM) headed by JS & FA meets regularly to ensure that most of the procurement are made through GeM portal and to minimize default payments.
- Various proposal on Capital Expenditure related to establishment expenditure of this Ministry as a whole were scrupulously examined and concurred along with frequent monitoring of the same expenditure.
- Proposals regarding creation/revival of posts received from various offices under MoLE were examined and forwarded to DoE in a time bound manner.
- Delegation of Financial Power to HoDs has been revised in accordance with the Delegation of Financial Power, 2024 issued by Department of Expenditure, Ministry of Finance vide Gazette notification dated 22.03.2024.

2.29 B&A Division: B&A Division is an integral part of the Ministry of Labour & Employment and plays a vital role in the budget formulation of MoLE. This Division is headed by Joint Secretary & Financial Adviser (JS&FA) in the Ministry. US(B&A), Deputy Secretary (Finance and Budget) and Chief Controller of Accounts (CCA) assist the Financial Advisor in all the matter related to the Division.

2.30 Functions & Duties of the B&A Division are given below:-

- To ensure that the schedule for preparation of budget is adhered to by the Ministry and Budget is drawn up according to the instructions issued by Finance Ministry from time to time.
- To examine the annual budget proposals received from various Divisions/Sections of the Ministry for placing the same before JS&FA for finalizing the Ministry's annual demands for grants in consultation with Bureau Heads concerned.
- Preparation of Detailed Demands for Grants based on the final ceiling conveyed by the Ministry of Finance and also comply the instructions regarding allocation of budget for SCSP, TSP and North Eastern Region.
- To watch and review the progress of expenditure against sanctioned grants through holding of regular meeting being chaired by JS&FA, wherein, it is sensitized to maintain the even pace of expenditure so that it conforms to the Monthly Expenditure Projection and Quarterly Expenditure Projection approved by Parliament.
- To screen the proposals received from Divisions/Sections of this Ministry for supplementary demands for grants and forward the proposal to Ministry of

Finance for the approval of Parliament.

- To screen re-appropriation proposals before forwarding the same to the Ministry of Finance for approval.
- To monitor settlement of audit objections, inspection reports, audit paras, etc. and to ensure prompt action on Audit Reports and issues related to Appropriation Accounts and Finance Accounts.(Table A indicating status of Audit Paras)
- Compilation of documents/material viz., Notes on Schemes, Standing Committee's Reports etc. for submitting the same, along with a presentation on Demands for Grants, to Lok Sabha Secretariat in connection with Parliamentary Standing Committee's meeting on "Demands for Grants" held in Parliament House Annex on yearly basis. A full-fledged Report based on the discussion held and the information provided in the aforesaid documents, is also sent by Lok Sabha Secretariat for submitting Action Taken Report. Accordingly, B&A Section compiles Action Taken Report (ATR) on the Report containing the recommendations of Parliamentary Standing Committee. Laying of the Action Taken Report in both the Houses of the Parliament within six months of submitting the ATR to Lok Sabha Secretariat.
- To forward/upload the updated status of implementation of Budget Announcements to Ministry of Finance.
- Liasoning with Autonomous Bodies, Attached & Subordinate offices for various budget related matters.
- Brief on Cut-Motions for budget debates on the Demands for Grants.
- To facilitate in providing loan to Government Servants.

- Under the Mechanism of feedback from Financial Advisor to Department of Expenditure (DoE), information on all activities of Ministry of Labour & Employment as per prescribed format were sent monthly in D.O. letter from JS&FA.
- To provide secretariat assistance to Standing Audit Committee headed by Secretary (L&E).

ROLE AND RESONSIBILITIES OF CHIEF CONTROLLER OF ACCOUNTS (CCA)

- Assist the FA in discharge of duties relating to financial management system in general and budgeting and accounting in particular.
- Primarily responsible for Financial Reporting, Accounts and Internal Audit.
- All other Role and Responsibilities as detailed in Para 1.3 of Civil Accounts Manual.
- CCA as head of the Accounts wing shall function under the overall superintendence and control of FA – Report to FA on administrative matters, file processing, APAR etc.
- Active association in the process of Budget formulation. Budget related files to be submitted to FA through CCA. Budget section should ordinarily function under CCA (exception will require concurrence of DoE).
- Nodal Officer for PFMS

During the financial year 2024-25, following major items of work were performed by the B&A Section:-

- Proposals for Revised Estimates (RE) 2024-25 and Budget Estimates 2025-26 received from the concerned Divisions/

Sections of the Ministry were examined/ finalized and sent to the Ministry of Finance for approval through UBIS portal. Proposal was approved by the Ministry of Finance on 12.12.2024.

- Notes on Scheme including replies of questionnaires for the Parliamentary Standing Committee on Labour, Textiles and Skill Development on Demands for Grants 2024-25 have been forwarded to the Lok Sabha Secretariat.
- Data in respect of Autonomous Bodies on ECL module of UBIS has been uploaded.
- Present Status of the Action Taken Reports on the implementation of Budget Announcements for the years 2014-15 to 2024-25, having implication for MoLE, have been uploaded on DEA's e-Samiksha Portal on monthly basis for online monitoring of the same by the Ministry of Finance.
- Various proposals of Re-appropriation of funds have been examined and approved by following DFPR 2024 done to provide budgetary supports to the divisions of MoLE in case of additional funds are required.
- Regular Monitoring of procurement of Goods and Services done through GeM.
- Pace of expenditure against sanctioned grants is reviewed through holding of weekly meetings by JS&FA to maintain even pace of expenditure so that it conforms to MEP/QEP projections.

Audit Paras

- ❖ **Main Secretariat:-** In current FY, the C&AG has conducted the transaction audit for FY 2022-23 in which only 13 new audit

inspection paras have been received in April, 2024. Replies of all the paras have been furnished.

- Further, 840 UCs were pending in MoLE since Jan 2024 (some UCs pending since 1979) amounting to Rs. 98.07 Cr. All pending UCs were traced from records of PAO. Further, a UC settlement drive was undertaken for National Child Labour Project (NCLP) UCs amounting to Rs. 88.77 Cr. As a result, 40% pending UCs reconciled.
- ❖ **Audit workshops** held for settlement of inspection paras of field units: Audit settlement workshops were held for field units of MoLE organizations under their respective jurisdictions.
 - **Kolkata Zone:** - In April 2024, a total of 197 paras were outstanding, out of which 80 paras (41%) have been settled and rest are replied. In current FY, 14 Inspection paras have been received after workshop held during the month of April 2024.
 - **Chandigarh Zone:** - At the beginning of FY 2023-24, a total of 501 paras were outstanding. A workshop was held during the month of November 2024. During the workshop, out of 501 paras, 263 paras (53%) were agreed to be settled and rest are replied.
 - **Bengaluru Zone:** - At the beginning of FY 2023-24, a total of 192 paras were outstanding. A workshop was held during the month of November 2024. During the workshop, out of 192 paras, 58 paras (30%) were agreed to be settled and rest are replied.

Official Language

Progressive use of Hindi

2.31 With a view to implement the Official

Language Policy of Government of India and rules made thereunder, there is a full-fledged Hindi Section in the Ministry. During the year 2024-25, The Ministry of Labour & Employment has made sincere efforts to promote the use of Hindi in official work and create interest among officers / staff to use Hindi extensively. Steps were taken to ensure compliance of the provisions of the Official Language Act / Rules and orders / instructions/ guidelines issued by the Department of Official Language from time to time. Hindi Section of the Ministry is entrusted with the task of implementation of the Official Language Policy of the Government of India and translation of important documents. During the year, translation of Annual Report, papers to be placed before the Parliament including Parliament questions / replies, Labour Laws, Hon'ble Labour & Employment Minister's Speeches, press release etc. and other work of the Ministry were carried out.

Hindi Fortnight was observed during 14-29, September, 2024 to promote the use of Hindi in the official work of the Ministry. Hindi Workshops were also organised on quarterly basis to promote the use of Hindi among the officials of the Ministry.

Direct Benefit Transfer (DBT) Cell

2.32 With the aim of reforming Government delivery system by re-engineering the existing process in welfare schemes for simpler and faster flow of information / funds and to ensure accurate targeting of the beneficiaries, de-duplication and reduction of fraud, Direct Benefit Transfer (DBT) of funds to beneficiaries was started on 1st January, 2013. DBT Mission was created in the Planning Commission to act as the Nodal Point for implementation of the DBT programmes. The Mission was transferred to the Department of Expenditure in July, 2013 and continued to function till 14.09.2015. To give more impetus, DBT Mission and matters related

thereto has been placed in Cabinet Secretariat under Secretary (Co-ordination & PG) w.e.f. 14.09.2015. DBT Mission at Cabinet Secretariat is mandated to act as nodal point for implementation and monitoring of Aadhaar-based DBT programmes of various Central Ministries / Departments as well as State Governments / UTs. DBT Mission has also developed a web-based MIS portal (www.dbtbharat.gov.in), which collects and compiles all DBT related information of Ministries / Departments i.r.o. following parameters on regular basis:

- i. Beneficiary Digitization and their Aadhaar Seeding/Aadhaar Authentication.
- ii. Benefits (either Cash or Kind) given to the beneficiaries sponsored by the Consolidated Fund of India.
- iii. Fund transferred to the beneficiaries through DBT/ Non-DBT Mode.
- iv. Savings, if any, due to removal of duplicate/ghost/fake beneficiaries.

2.33 In pursuance to the directions of DBT Mission, a DBT Cell was constituted in the Ministry of Labour & Employment, in August, 2016, for attending the work relating to Direct Benefit Transfer. The Cell is working under overall supervision of Joint Secretary & Financial

Advisor (L&E) assisted by Chief Controller of Accounts. Day-to-Day functioning of DBT Cell is looked after by Controller of Accounts. DBT Cell is coordinating and monitoring the progress of DBT in the Ministry as per the directions / instructions of DBT Mission. The list of 17 DBT Schemes of the Ministry of Labour & Employment covered under the DBT Program during 2024-25 is **annexed as Table-B**

2.34 The Citizens' / Clients' Charter (CCC) of the Ministry of Labour & Employment is updated regularly on the basis of the guidelines of the Department of Administrative Reforms & Public Grievances (DAR&PG) and the Performance Management Division (PMD), Cabinet Secretariat and in consultation with the stakeholders of the Ministry. CCC has been put on the website of the Ministry for easy access by public.

2.35 The Citizens' / Clients' Charter (CCC) contains information with respect to vision, mission, services / transactions rendered by the Ministry along with responsible persons and their contact details. Separately, contact details of Grievance Redressal Officer and information with reference to Attached / Subordinate Offices / Autonomous Bodies of the Ministry along with the contact details and address of their websites have been incorporated in the Charter.

Action Taken Notes on PAC and C&AG Audit Paras

Table A

Report No. & Year	Paras	Details of the Paras/PA Reports on which ATNs are pending				
		No. of ATNs not sent by the Ministry even for the first time	No. of ATNs sent but returned with observations and audit is awaiting their re-submission by the Ministry	No. of ATNs which have been finally vetted by Audit but have not been submitted by the Ministry to CAG/PAC.	Remarks	
No CAG/PAC para is pending against the Ministry of Labour & Employment						

List of DBT Schemes of the Ministry of Labour & Employment covered under the DBT Program during 2024-25
(From 1st April, 2024 upto 31st December, 2024)

Table B

Sl. No.	Name of the Scheme	Number of Beneficiaries during 2024-25	Amount Given to the Beneficiaries during 2024- 25[Figure in Rupees]
1	Employees Pension Scheme for EPF Members	6,96,85,959	59,61,22,98,278
2	Employees Pension Scheme for EPF Pensioners	18,41,427	6,15,69,64,755
3	Family Pension-cum-Life Assurance and Deposit Linked Insurance Schemes for the Plantation Workers in Assam	2,10,572	49,44,05,442
4	Financial Assistance for Education for the Wards of Beedi, Cine, IOMC, LSDM Workers	32,870	10,58,38,000
5	Grants to Dattopant Thengdi National Board for Workers Education and Development (DTNBWED)	908	2,24,250
6	Grants to VV Giri National Labour Institute (VVGNI)	1,636	2,04,03,444
7	National Database for Unorganised Workers	221	4,32,00,000
8	National Pension Scheme for Traders and Self Employed Persons [erstwhile Pradhan Mantri Laghu Vyapari Maan-dhan (PM-LVM) Yojana]	24,956	2,18,33,442
9	Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM)	16,10,829	1,53,13,57,161
10	Rehabilitation Assistance under the Scheme of Rehabilitation of Bonded Labour	3	60,000
11	Stipend to Differently Abled Candidates under the Scheme of Vocational Rehabilitation Centres for Handicapped	4,688	2,50,35,000
12	Stipend to Trainees under the Scheme of Welfare of SC ST Job-Seekers through Coaching, Guidance and Vocational Training	15,587	2,07,87,000

13	Employment Generation Scheme	The scheme is yet to be approved
14	New Employment Generation Scheme - Part B	
15	New Employment Generation Scheme - Part C	
16	Revised Integrated Housing Scheme (RIHS)-2016 for Beedi, IOMC,LSDM,CINE Workers	-
17	Stipend to Children in the Special Schools under the National Child Labour Project (NCLP)	-

Chapter-3

INDUSTRIAL RELATIONS CENTRAL INDUSTRIAL RELATION MACHINERY (CIRM)

Chief Labour Commissioner's (Central) Organisation, also known as Central Industrial Relations Machinery (CIRM) is an attached office of the Ministry of Labour & Employment. The CIRM is headed by the Chief Labour Commissioner (Central). It has been entrusted with the task of maintaining harmonious Industrial Relations, Enforcement of Labour Laws and Verification of CTUOs (Central Trade Union Organisations). The offices of the organisation are spread over different parts of the country with regional and unit level formations.

1. FUNCTIONS OF THE ORGANISATION:

The functions of CIRM broadly are given as under:

- i. Prevention and Settlement of Industrial Disputes, in Central Sphere,
- ii. Enforcement of Labour Laws and Rules made there under in central sphere,
- iii. Implementation of awards,
- iv. Quasi-Judicial functions,
- v. Verification of the membership of the CTUOs,
- vi. Welfare & Training,
- vii. Other Miscellaneous functions,

2. PREVENTION AND SETTLEMENT OF INDUSTRIAL DISPUTES

The CIRM ensures harmonious Industrial Relations in the central sphere establishments through:

- a. Monitoring of Industrial Relations in Central Sphere,
- b. Intervention, mediation and conciliation in

Industrial Disputes in order to bring about settlement of disputes,

- c. Intervention in situations of threatened strikes and lockouts with a view to avert the strikes and lockouts,
- d. Implementation of settlements and awards,
- e. Enforcement of other provisions in Industrial Disputes Act, 1947 relating to: (1) Works Committee, (2) Recovery of Dues, (3) Lay Off, (4) Retrenchment, (5) Unfair Labour Practices etc.

2.1 (a) INDUSTRIAL DISPUTES HANDLED

The details of the industrial disputes handled by the CIRM during the year 2024-2025 (January to December, 2024) are as under:-

Head	January to December, 2024
Industrial Disputes Handled	10320
Industrial Disputes Disposed off	8023
Strike Averted	232

(b) BENEFITS TO WORKERS DUE TO INTERVENTION BY CIRM

Year	January to December, 2024
Numbers of Workers Benefited	172389
Amount of Relief to the above workers (In Crore.)	29929180252
Number of workers Regularised / Re-instated	648

3. ENFORCEMENT OF LABOUR LAWS:

Another important function of CIRM is enforcement of Labour Laws in the establishments for which Central Government is the Appropriate Government. The machinery enforces following Labour Laws and Rules framed there under:

1. The Payment of Wages Act 1936 & rules made thereunder for Mines, Railways, Air Transport Services & Docks, Wharves and Jetties,
2. The Minimum Wages Act 1948 and Rules,
3. The Contract Labour (Regulation & Abolition) Act, 1970 and Rules,
4. The Equal Remuneration Act 1976 & Rules,
5. The Inter-State Migrant Workmen (RE&CS) Act 1979 and Rules,
6. The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 and Rules,
7. The Payment of Gratuity Act, 1972 and Rules,
8. The Labour Laws (Exemption from Furnishing returns and Maintaining Registers by certain Establishments) Act 1988,
9. The Building and other Construction Workers (RE&CS) Act, 1996 and Rules.
10. The Chapter VI-A of Indian Railways Act; Hours of Employment Regulations for Railways Employees
11. The Industrial Employment (Standing Orders) Act, 1946 & Rules,
12. The Maternity Benefit Act, 1961 & Mines and Circus Rules, 1963 & Rules and
13. The Payment of Bonus Act, 1965, and Rules.

There are approximately 2.32 lacs establishments in the Central Sphere. The Inspecting Officers of CIRM inspect these establishments under different labour enactments. To ensure transparency and accountability in the system, all the inspections are conducted through web enabled Shram Suvidha Portal. The inspection reports are uploaded on the Shram Suvidha Portal within 48 hours, so as to enable employers to make good the irregularities and deficiencies noticed during inspections. Special emphasis is given to enforcement of beneficial enactments such as Minimum Wages Act, 1948; The Contract Labour (Regulation & Abolition) Act, 1970, and The Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996 in the unorganised Sector. Prosecutions are launched against persistent defaulters and in respect of major violations. Details of Inspections for the period January to December, 2022 are given as under:-

3.1 STATEMENT SHOWING NO. OF INSPECTIONS ETC. UNDER VARIOUS LABOUR LAWS FOR THE PERIOD JANUARY TO DECEMBER, 2024

Head	January to December, 2024
Inspection Conducted	29234
No. of irregularities detected	105899
No. of irregularities rectified	24914
No. of prosecution cases filed	4424
No. of convictions secured	1315

4. IMPLEMENTATION OF AWARDS:-

The officers of CIRM implement Awards issued by Central Government Industrial Tribunal-cum-Labour Courts (CGITs). During the period January to December, 2024, **1818** awards were received/brought forward out of these **258** were

implemented, implementation of **873** Awards were stayed by Hon'ble High Courts & implementation of **687** awards are under process.

Difficulties in implementing the awards are experienced as employers obtain stay orders from Hon'ble High Courts on implementation. Prosecution proposal is submitted to the Ministry of Labour and Employment for sanction under Section 197 of Cr. PC .

5. QUASI JUDICIAL FUNCTIONS:-

The CIRM officers from the level of LEO(C) up to the level of CLC (C) also perform certain Quasi-Judicial Functions as shown below:

CLC(C):- Director General (Inspections) under The Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996 but power has been delegated to a Dy. CLC(C) at headquarters; Appellate Authority under The Industrial Employment (Standing Orders) Act, 1946, Conciliation Officer under the Industrial Disputes Act, 1947 for intervening in the disputes as per occasion arises and Supervisor of Railway Labour under The Railway Servants Hours of Employment Rule, 2005.

Addl. CLC(C):- Conciliation Officer under The Industrial Disputes Act, 1947. Appellate Authority under The Industrial Employment (Standing Orders) Act, 1946. He is an officer of senior level of CIRM to assist CLC (C) in all his functioning.

Dy. CLC(C):- Appellate Authority under The Industrial Employment (Standing Orders) Act, 1946, The Payment of Gratuity Act, 1972, The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Appellate Authority to deal with appeals u/s 7 and 12 of The

Contract Labour (Regulation and Abolition) Act, 1970; Authority under Rule 25 (2) (v) (a) and (b) of The Contract Labour (Regulation and Abolition), Rules 1971; Conciliation Officer under the Industrial Disputes Act, 1947; Supervisor of Railway Labour under the Railway Servants Hours of Employment Rule, 2005.

RLC (C):- Authority under The Minimum Wages Act, 1948, The Payment of Wages Act, 1936; and The Equal Remuneration Act, 1976. Certifying Officer under The Industrial Employment (Standing Orders) Act, 1946 and Supervisor of Railway Labour under Railway Servants Hour of Employment Rules, 2005, Conciliation Officer under the Industrial Disputes Act, 1947, disputes on classification under HOER are being dealt by RLC(C); Independent RLCs(C) are also notified as Registering and Licensing Officer under The Contract Labour (Regulation and Abolition) Act, 1970 and Inter-State Migrant Workmen Act, 1979; Registering Officer under The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.

ALC(C):- Controlling Authority under The Payment of Gratuity Act, 1972; Authority under The Equal Remuneration Act, 1976; Registering and Licensing Officer under The Contract Labour (Regulation and Abolition) Act, 1970, ISMW (RE&CS) Act, 1979, Conciliation Officer under the Industrial Disputes Act, 1947; Supervisor of Railway Labour The Railway Servants Hours of Employment Rule, 2005.

LEO (C) :- In some places LEOs (C) are notified as Conciliation Officer under the Industrial Disputes Act, 1947

Besides above the officers of CLC(C) organisation have been declared as Inspectors under various labour law enactments.

The claim cases decided by these officers under Minimum Wage Act, Payment of Wages Act & payment of Gratuity Act are given in the table below:

Head	January to December, 2024
Claim cases received incl. brought forward	21423
Claims cases decided	10325
Amount Awarded (In Crore)	2280682696
Claims cases pending	11098

6. Court Cases: -

Head	Hon'ble Supreme Court	Hon'ble High Court and other Courts
No. of Cases	142	3961

7. Annual Returns: -

Year	
Number of online Annual Returns Received (for year 2024)	65451

8. Verification of membership of Trade unions operating in an establishment to identify majority union under Code of Discipline.

The Verification of membership of unions operating in the establishments of central sphere is conducted by Chief Labour Commissioner (Central)'s office under Code of Discipline for the purpose of granting recognition as and when directed by the Ministry of Labour and Employment.

The Chief Labour Commissioner (Central) organization during the period from 1st January 2024 to 31st December 2024 has conducted the Secret Ballot Election in the following establishments:

S.No.	Name of the establishment
1.	ONGC, Western Offshore Unit, Mumbai
2.	I.G.Mint Alipore
3.	M/s. Hindustan Aeronautics Ltd., Hyderabad
4.	Nuclear Power Corporation of India Ltd., (NPCIL), Kakrapar, Gujarat
5.	Mishra Bhatu Nigam Ltd., (Midhani), Kanchanbagh, Hyderabad
6.	Singareni Collieries Co. Ltd., Telangana
7.	Damodar Valley Corporation, Kolkata, West Bengal
8.	M/s.Bharat Dynamics Ltd., Hyderabad
9.	Steel Authority of India Ltd., Salem Steel Plant, Salem
10.	M/s.Rourkela Steel Plant, Rourkela
11.	M/s. Indian Oil Corporation Pipeline Division Eastern Region, Kolkata
12.	M/s.KIOCL Ltd., Bangalore & Mangalore
13.	Kudankulam Nuclear Power Project, Kudankulam Unit
14.	M/s. India Oil Corporation Limited, Barauni Refinery, Distt:Begusarai, Bihar
15.	Nuclear Power Corporation of India Ltd.(NPCIL), Rawatbhata Rajasthan
16.	Captive Power Plant, NALCO, Odisha

9. Statutory verification of Membership of Unions operating in Nationalized Banks

The Ministry of Finance, Department of Financial Services has revised the procedure for conducting verification of membership strength of various unions of workmen operating in Nationalized Banks for determining the majority status to identify Representative union and for the purpose of nominating a Workmen/ Employee as Director, on the Board of Director of Banks vide its notification dated 19.11.2008. As per this notification the verification of membership of trade unions is to be conducted through check off system by the designated officers at the level of General Manager nominated by Chairman or Managing Director of Bank. An appeal lies against the report of the Designated Officer before the Appellate Authority.

Appellate Authority for the above purpose is the Central Government or the Deputy Chief Labour Commissioner(C), Ministry of Labour and Employment, Government of India.

10. WELFARE & TRAINING:-

10.1 WELFARE

The ALWCs, DLWCs and LWCs are posted in Defence and other establishments such as CPWD, Ordnance Factories, Hospitals, etc., which are under the control of Central Government. The LWCs are posted at the Head Quarters of these establishments. These officers ensure harmonious Industrial Relations in their respective establishments. They also look after the welfare and redressal of grievances of the workers, administration of Welfare Schemes and advise the managements on various Labour Matters including constitution of bilateral committees such as Shop Councils, Works Committees etc.

10.2 TRAINING:-

In house training on regular basis to the officers

of Central Labour Service (CLS) posted in three streams i.e. 1. Central Industrial Relation Machinery (CIRM)/Chief Labour Commissioner Organisation: 2. Director General Labour Welfare Organisation and 3. As Welfare Officers under The Factories Act in the Industrial Establishments under the control of Central Government. Under a plan scheme titled "Improvement and Strengthening of Training Wing Labour Officers". The objective of the scheme is to provide trainings to the CLC officers & LEO(C) with a view to enhance their skills & knowledge in various areas of their functioning for effective discharge of their duties. A committee was constituted with the approval of secretary, Ministry of Labour & Employment on "Training Need Analysis" and on the basis of its recommendations; trainings were provided to the officers at the selected specialized Institutes.

A total of 252 CLS Officers/LEOs were imparted training during the year 2024-2025 (January to December, 2024) on various subjects like Wage Policy and Minimum wages, Industrial Relations, Effective Labour Law Enforcement and Labour Codes etc. A induction training is currently in progress at VVGNLI, Noida for 27 newly recruited CLS officers.

11. MISCELLANEOUS FUNCTIONS:-

The CIRM performs the following miscellaneous functions also:

1. Notifying Variable Dearness Allowance every six months as per A.I.C.P.I. number under the Minimum Wages Act, 1948.
2. Defending Ministry of Labour & Employment in various Writ Petitions filed against Ministry in different High Courts & Supreme Court.
3. Investigations of Complaints as per direction of the Ministry of Labour & Employment.

4. Assisting Central Advisory Contract Labour Board as convener of different sub-committees to examine prohibition of contract Labour in different employments.
5. Assisting Ministry in preparation of different reports required to be submitted to International Labour Organisation.
6. Supplying information to Ministry in replying Parliament Question on various labour laws enforced by CLC(C) organisation.
7. Advising Ministry of Labour & Employment in Conflict situations like strikes of All India Nature and other labour matters.
8. Attending to Parliamentary Committees and other important delegations as per advice of the Ministry.
9. Keeping Liaison with State Government Labour Departments for collection of information as per direction of Ministry.
10. Imparting training to the Officers of Central Labour Service and LEO(c).

12. The R.T.I. Act, 2005

The CLC(C) Organisation is dealing with all the RTI applications at CLC(C) HQ as well as at regional level. There are 54 nos. of CPIOs and 21 nos. of First Appellate Authorities designated to deal with RTI applications/appeals received online as well as off line. At nodal point, Nodal Officer has dealt with 2782 RTI applications and 212 nos. of appeals. The details of RTI applications First Appeals dealt during the period previous year and current year in CLC(C) organisation is as below:-

	Online	Offline	Total
RTI Applications	2782	255	3037
First Appeal	212	31	243

13. PUBLIC GRIEVANCES:-

During the Year 2023-2024 (Jan to Dec. 2024) a total number of 10,889 (9,582 online and 1307 offline) public grievances were received and a total number of 10777 (9483 online and 1294 offline) public grievances have been disposed of, which accounts for 96% of disposal.

Statement showing : Online\Offline Grievances Status during Year 2023-2024 (Jan to Dec. 2024)

	B/F	Public Grievances received	Total	Public Grievances disposed off	Pending/under process as on 31.12.2024
Online	260	9582	9842	9483	359
Offline	17	1307	1324	1294	30

14. MAJOR INDUSTRIAL RELATIONS EVENTS DURING 1ST JANUARY, 2024 TO 31ST DECEMBER, 2024 IN WHICH CIRM PLAYED IMPORTANT ROLE:-

The details of the strikes in different establishments from 1st January 2024 to 31st December, 2024 is as follows:-

The details of the strikes in different establishments from 1st January 2024 to 31st December, 2024 is as follows:-

1. AIR TRANSPORT

i) Bhartiya Kamgar Sena

Strike notice dated 19.12.2023 given by Shri Sanjay Shankar Kadam, Joint General Secretary, Bhartiya Kamgar Sena to M/s Agile Airport Services Pvt. Ltd Mumbai, proposing to go on strike on **02.01.2024** to press their demands.

Dy. CLC(C), Mumbai intervened and seized the matter under conciliation on 27.12.2023. After

prolonged discussion on the matter and on advice of conciliation officer for deferment, the Union agreed to defer the strike.

ii) All India Aircraft Maintenance Engineering Union (AIAMEU)

Notice of Strike dated 8.4.2024 which is addressed to the CEO & CHRO, AI Engineering Service Limited has proposed to go on **strike on 23.4.2024** to press their demands. to press their demands.

As per information received from CHRO, AIESL and Secretary, AIAMEU, bilateral discussion were held on 12.4.2024 between the Management of AIESL and the representative of Union, thereafter a consensus was reached on various issues and accordingly a MOS was signed by both the parties. Further the Union has agreed to withdraw the strike and assured that they will not resort to proposed strike.

iii) Joint Forum of AI Engineering Services Unions/Associations/Guild

A nation-wide strike call was given by the **Joint Forum of AI Engineering Services Unions/Associations/Guild** proposing to go on strike on **24.05.2024** to press their demands of implementation of 3rd Pay Revision Agreement and payment of arrears from the management of Air India Engineering Services Ltd. The matter was initially seized into conciliation by Mumbai Regional Office of the CLC(C) however the management requested Dr. Onkar Sharma (CLS), CLC(C) to intervene at the apex level considering the facts that the matter is of all India nature and the management is situated at the New Delhi itself. Sensing the urgency and gravity of the matter, the CLC(C) intervened and conciliated the matter on 22.05.2024. After protracted tripartite discussion, while the management assured the CLC(C) that after the General Election they will pursue the matter at the Ministry of Civil Aviation level, as it involves

huge financial implications. The CLC(C) persuaded the union that since the matter is already seized into conciliation they should stick to the dialogue process. On the appeal of the CLC(C), **the unions agreed to withdraw the strike.**

The management and the unions thanked the CLC(C) for ending the deadlock and averting the strike and avoiding huge financial loss to the AIESL and the Govt. of India and also avoided several cascading effects/interruptions to the aviation industry.

iv) Indian Airports Kamgar Union

Notice of Strike dated 03.07.2024 served by Shri Manjeet Rana, General Secretary, Indian Airports Kamgar Union to the Chairman of Airports Authority of India. The Union hereby serves a "Notice of Protest by CoBs/Office Bearers/Followers of IAKU at CHQ, Rajiv Gandhi Bhawan, New Delhi at Regional Hqrs/Airports on **10.7.2024**, followed by Hunger Strike in all-over India Establishments/Airports of AAI w.e.f. **23.7.2024**.

Dy CLC(C), New Delhi intervened and seized the matter into conciliation and notices were issued for conciliation meeting on 11.7.2024 where the representatives from management and the union were present, after detailed discussion, deliberation and on appeal of conciliation officer/Dy CLC(C), New Delhi the representatives of the union agreed to **defer the proposed hunger strike commencing on 23.7.2024.**

v) All India Craft Engineers' Association and Air India Aircraft Engineers' Association

The President and General Secretary, AIAEA served a notice of strike addressed to the Chief Executive Officer, AI Engineering Services Ltd. Vide their letter No. AIAEA/NB/WB/79 dated 18.11.2024 endorsing a copy to others including Chief Labour Commissioner(C), New Delhi for

strike to be commenced w.e.f. 4.12.2024.

On receipt of the strike notice the matter was seized into conciliation and both the parties were called for conciliation meeting on 02.12.2024 where the representatives from management of AI Engineering Service Ltd and the associations were present. During the proceedings the Ld. representatives of union briefed the contents of strike notice as point No. (A) & (B). Point (A) deals with the matter of provident fund which is transferred to EPFO with an intent to discontinue the trust constituted for the purpose of provident fund as social security measures in respect of erstwhile Indian Airlines and Air India. Point No. (B) deals with promotion policy which is discriminatory as perceived by the union.

After prolonged discussion, the union agreed to defer the strike till next date of hearing if the management persuades and resolves the issues mentioned in point No. (A) within a month and the CEO remains present on the next date of hearing in the office of CLC(C) to reply the relevant questions.

2. BANK

i) Joint Action Committee

Strike Notice dated 22.12.2023 served Joint Action Committee to the Managing Director Axis Bank, Mumbai has proposed to go on chain agitation and food sacrifice from 01.01.2024 to press their demands.

The said strike has averted.

ii) Bengal Provincial Banks' Contract Employees' Association

Strike Notice dated 22.12.2023 served by Syed Md. Sahabuddin, General Secretary, Bengal Provincial Banks 'Contract Employees' Association to the Managing Director and CEO of Punjab and Sind Bank has proposed to go on Strike in all branches of Punjab & Sind Bank in

West Bengal on **11.01.2024** to press their demands.

RLC(C), Kolkata intervened and seized the matter under conciliation on 09.02.2024 and it is informed by the conciliation officer that the proposed strike call by the union on 11.01.2024 has been averted and no strike was taken place.

iii) Convener of Joint Forum of Union Bank Union

Notice of Strike dated 15.12.2023 served by Shri Jagannath Chakraborty, Convener of Joint Forum of Union Bank Union to the Managing Director & CEO, Union Bank of India has proposed to go on strike on **25.01.2024** to press their demands.

ALC(C), Kolkata-II intervened and seized the matter under conciliation on 22.01.2024 and the conciliation officer advised to the union to defer the strike on 25.01.2024, the union decided to postpone the strike.

iv) Bhartiya Gramin Dak Karmchari Sangh

Notice of Hunger Strike dated 10.12.2023 served by Shri Dinesh Dhar Dubey, General Secretary, Bhartiya Gramin Dak Karmchari Sangh to the Postal Department, has proposed to go on hunger strike at Directorate General of Posts, Dak Bhawan, New Delhi-110001 from **08.02.2024** to press their demands.

The said strike has averted.

v) All India Regional Rural Bank Employees Association

Strike notice dated 2.12.2023 served by All India Regional Rural Bank Employees Association and also from Intelligence Bureau, M/o Home Affairs. According to this notice one day **All India Strike will be on 23.02.2024 and two days all India strike held on 27-28 March, 2024** to press

their demands.

In this connection, all Dy. CLC(C)s in the field offices were advised to keep close watch on the IR situation and take necessary action over the same in their jurisdiction and submit report pertaining thereto. As per the information received from the field offices of Chief Labour Commissioner(C) Organization, the overall percentage of absenteeism in the RRB was approximately **23.73%**.

It is also submitted that Dy. CLC(C), New Delhi intervened and seized the matter under conciliation on 06.03.2024. After detailed discussion and on appeal of Dy. CLC(C), New Delhi the representatives of union/federations **agreed to defer the proposed strike on 27-28 March, 2024**. Due to effective conciliation two days National level strike has been averted and approx. **1 lakh man days saved and saved several crores of rupees of the RRB**.

vi) All India Union Bank Officers'

Notice of Strike dated 5.02.2024 served by Shri P.M. Balachandra, GS, All India Union Bank Officers' Federation to the Managing Director and CEO, Union Bank of India, Central Office, Mumbai, proposing to go on **one day strike on 28.03.2024** to press their demands.

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 13.03.2024 due to effective discussion the union has agreed to **defer the strike proposed for 28.3.0204**.

vii) All India Punjab & Sind Bank Staff Organization

Notice of Strike dated 11.3.2024 served by Shri S.P.S. VIRK, General Secretary, All India Punjab & Sind Bank Staff Organization to the Managing Director & CEO of Punjab & Sind Bank, New Delhi, proposing to call a **strike on 30.3.2024** to

press their demands.

Dy. CLC(C), New Delhi intervened and seized the matter into conciliation on 21.3.2024, after detailed discussion, deliberation and on appeal of conciliation officer/Dy CLC(C), New Delhi the representatives of All India Punjab and Sind Bank Staff Organisation agreed to **defer the proposed All India Strike on 30.3.2024**.

viii) Nainital Bank Officers Association

Notice of Strike by Nainital Bank Officers Association (affiliated of AIBOA) to on one-day demonstration at Branches/ROs and Hos, demonstration outside RO/ZO of Bank of Baroda and one-day strike on 30.3.2024.

ALC(C), Bareilly intervened and seized the matter into conciliation and as per the report received from the ALC(C), Bareilly **no strike took place on 30.3.2024**.

ix) United Forum of We Bankers

Notice of Strike dated 8.4.2024 served by Shri Kamlesh Chaturvedi, National Convener, United Forum has proposed to go on indefinite continuous strike from 6:00 AM on Mazdoor Diwas, **1st May 2024** to press their demands.

Dy CLC(C), New Delhi intervened and seized the matter into conciliation/joint discussion on 30.04.2024, due to effective discussion, strike has been averted.

x) Bengal Provincial Banks' Contract Employees' Association

Notice of Strike dated 23.4.2024 served by Syed Md Sahabuddin, General Secretary, Bengal Provincial Banks' Contract Employees' Association to the MD & CEO of UCO Bank and others has proposed to go on strike **on 13th and 14th May, 2024 in all ATMs in West Bengal**.

RLC(C), Kolkata intervened and seized the matter into conciliation/joint discussion on

07.05.2024. Conciliation was held at length and parties were advised to have a joint discussion and try to settle the issue amicably and submit a report of the meeting by next date of conciliation and to maintain the status quo till pendency of the conciliation. The strike has been averted and the next date of conciliation is fixed on 11.6.2024.

xi) बैंक नोट मुद्रणालय कर्मचारी कॉग्रेस इंटक

Notice of Strike dated 29.4.2024 served by General Secretary, बैंक नोट मुद्रणालय कर्मचारी कॉग्रेस इंटक, देवास to the Chief General Manager, Bank Note Press, Devas has proposed to go on strike on **strike on A shift 14.5.2024 to press their demands.**

RLC(C), Bhopal intervened and seized the matter into conciliation/joint discussion on 13.05.2024. On the persuasion of the conciliation officer, the union agreed to withdraw strike proposed on 14.5.2024.

xii) Canara Bank Officers' Organization

Notice of Strike dated 26.4.2024 served by the General Secretary, Canara Bank Officers' Organization under section 22 of the ID Act, 1947 has proposed to go on strike on **20.6.2024** to press their demands

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 20.05.2024. The CLC(C) appealed to the Canara Bank Officers Organization that as the matter has been under discussions, the CBOO should withdraw their strike notice. The CBOO agreed to withdraw the strike notice.

xiii) Baroda Gujarat Gramin Bank Officers' Congress

Notice of Strike dated 11.6.2024 served by the General Secretary, Baroda Gujarat Gramin Bank

Officers' Congress to the Chairman, Baroda Gujarat Gramin Bank has proposed to go on **strike on 25.6.2024** to press their demands.

RLC(C), Vadodara intervened and seized the matter into conciliation/joint discussion on 20.06.2024. The strike has averted and no strike has been reported.

xiv) Nainital Bank Officers' Association

Notice of Strike dated 27.05.2024 served by the Shri Peeyush Payal, General Secretary, Nanital Bank Officers' Association to the MD & CEO, Nainital Bank Ltd has proposed to go on **strike on 15.6.2024** to press their demands.

As per the report received from the Dy CLC(C), Dehradun, the strike took place on 15.6.2024 and 63 workers out of 86 were involved in the strike. Further it is also mention that the matter is under process for hearing before the ALC(C), Bareilly under ID Act, 1947.

xv) The Joint Forum of BOB Sponsored Banks RRBs Unions (ii) Baroda Gujarat Gramin Bank Officers' Congress/ Baroda Gujrat Gramin Bank Employees' Congres (iii) Joint Forum of Baroda Rajasthan Kshetriya Gramin Bank Unions (v) Joint Forum of Baroda UP Bank Unions

Notice Served by (i) The Joint Forum of BOB Sponsored Banks RRBs Unions (ii) Baroda Gujarat Gramin Bank Officers' Congress/ Baroda Gujrat Gramin Bank Employees' Congres (iii) Joint Forum of Baroda Rajasthan Kshetriya Gramin Bank Unions (v) Joint Forum of Baroda UP Bank Unions for indefinite strike commencing from **25th June** demanding recruitment and promotions reg.

Dy CLC(C), New Delhi intervene and seized the matter under conciliation on 24.6.2024, after detailed discussion deliberation and on appeal and great persuasion of Dy CLC(C), New Delhi the representatives of the Union/federation

agreed to defer the proposed strike on 25.6.2024. Due to effective conciliation indefinite National level strike proposed by Union/Federations has been averted and approx **12782 man days saved Rs 3.17 crore of 3 RRBs.**

xvi) Bank of India Officers' Organization

Notice of Strike dated 03.06.2024 served by Shri Ramawatar Saini, General Secretary, Bank of India Officer's Organization to the MD & CEO of Bank of India has proposed to go on strike on **19.07.2024** to press their demands.

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 10.07.2024. The conciliation officer appealed to the BOIOO to withdraw the proposed all India strike to maintain industrial harmony. Thereafter, BOIOO agreed to withdraw the strike notice.

xvii) All India Punjab & Sind Bank Officers' Federation

Notice of Strike dated 25.06.2024 served by Shri Ratneshwar Chaudhary, General Secretary, All India Punjab & Sind Bank Officers' Federation to the MD & CEO of Punjab & Sind Bank has proposed to go on strike on **30.07.2024** to press their demands.

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 22.07.2024. After protracted discussions over the issues, the conciliation officer appealed to the Federation to withdraw the proposed strike to maintain industrial harmony. Thereafter, the Federation agreed to withdraw the strike notice.

xviii) All India Bank of Baroda Officers' Union

Notice of Strike dated 25.6.2024 served by Shri K. Srinivasaro, General Secretary, All India Bank

of Baroda Officers' Union to the MD & CEO of Bank of Baroda, Mumbai has proposed to go on one day stay-out strike in the Bank on **12.07.2024** to press their demands.

On receipt of the strike notice the matter was seized into conciliation and notices were issued for conciliation meeting on 10.7.2024 where the representatives from management of Bank of Baroda and All India Bank of Baroda Officers' Union (AIBOBOU) were present.

At the outset, the unions/federations elaborated their grounds for the proposed strike on 12.7.2024. After protracted discussions, the parties agreed to discuss the matter again on 12.8.2024. Further, on appeal of the Conciliation Officer, the union agreed to defer the proposed strike.

xix) Bengal Provincial Banks' Contract Employees' Association

Notice of Strike dated 18.07.2024 served by Syed Md Sahabuddin, General Secretary, Bengal Provincial Banks' Contract Employees' Association to the CEO of CITI Bank, Mumbai and others has proposed to go on strike in the CITI Bank in West Bengal on 05.08.2024 to press their demands.

The matter has been seized in conciliation by the Dy CLC(C), Kolkata. Conciliation proceedings were held on 29.7.2024, 9.8.2024, 12.8.2024, 13.8.2024 and 27.8.2024. The proposed strike has been averted. Next date of conciliation has been fixed on 12.9.2024.

xx) Union Bank Officers' Organization

Notice of Strike dated 26.6.2024 served by the General Secretary, Union Bank Officers' Organization to the MD& CEO, Union Bank of India proposing to go on strike on 23.08.2024 to press their demands like to stop discriminatory transfer of members of UBOO and its office bearers, to give an option to specialist officers to

convert to General Stream, To formulate a transparent and fair transfer policy to officers in Scale IV & V etc.

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 07.08.2024 and 16.08.2024 in the O/o CLC(C) after detailed discussion, deliberation and on appeal of conciliation officer the said strike was averted.

xxi) Sonali Bank Employees' Association

Notice of Strike dated 24.7.2024 served by Shri Sanjit Chatterjee, President, Sonali Bank Employees' Association to the CEO of Sonali Bank PLC, Kolkata has proposed to go on strike in Sonali Bank PLC, India on **12.08.2024** to press their demands.

Dy CLC(C), Kolkata intervened and seized the matter into conciliation meeting on 09.08.2024, the said strike was deferred.

xxii) All India Bank Employees' Association

This office has received notice of strike dated 12.08.2024 under section 22 of the ID Act, 1947 jointly served by the General Secretary of All India Bank Employees' Association and Federation of Bank of India Staff Unions addressed to the MD & CEO, Bank of India, DFS and the Indian Bank's Association proposing to go on all India strike on 28.08.2024 regarding their various issues and demands.

On receipt of the strike notice the matter was seized into conciliation and notices were issued for conciliation meeting on 27.8.2024. Further, it was informed by the Indian Banks' Association vide letter dated 23.08.2024 that a meeting of representatives of All India Bank Employees Association, Federation of Bank of India Staff Unions, Management of Bank of India and Official from IBA was held on 23.08.2024 and

after the discussion the representatives of the unions informed their decision to **withdraw the proposed strike on 28.08.2024**.

xxiii) United forum of Central Bank Unions

This office has received notice of strike dated 28.7.2024 under section 22 of the ID Act 1947 served by the Convenor, United Forum of Central Bank Unions (consisting of AIBEA, AIBOA, INBEF, BEFI, NOBO) to the management of Central Bank of India proposing to go on All India Stay Out strike on 23.08.2024 to press their demands like violation of transfer policy settlement, violation of 8th Bipartite Settlement, non-honoring judgements of the courts including of Hon'ble Supreme Court etc.

On receipt of the strike notice the matter was seized into conciliation and notices were issued for conciliation meeting on 20.8.2024 where the representatives from management of Central Bank of India and the United Forum of Central bank Unions were present.

After protracted discussion between the parties the Ld. representatives from the management assured that all the issues will be discussed at bilateral level and an amicable solution be resolved at the earliest. Further, the CLC(C) requested the United Forum to withdraw the strike action proposed on 23.08.2024 to which the Forum acceded to. The swift and successful intervention from this office saved huge man hours for the country as well as ensured no disruption in banking and financial industry throughout the country and thereby avoiding economic loss as well.

xxiv) Bengal Provincial Banks' Contract Employees' Association

Notice of Strike dated **09.09.2024** served by Syed Md Sahabuddin, General Secretary, Bengal Provincial Banks' Contract Employees' Association under Sub-Section (i) of Section 22

of the ID Act, 1947 addressed to the CEO, Deutsche Bank Ag and the MD, M/s Peregrine Guarding Pvt Ltd. The Union has proposed to call a full day strike in West Bengal branch on **25.09.2024** to press their demands.

Dy CLC(C), Kolkata intervened and the matter was seized in conciliation. Conciliation meetings were held on 19.9.2024, 30.9.2024 and 1.10.2024. During the course of conciliation meetings both parties were advised to maintain the status quo. The Management of the bank is requested to take up the matter with the Higher Authorities so as not to take a stand in the matter and come to a conclusion. Management of Deutsche Bank has agreed to go back to their authorities to pursue and to review the position. The union stated that as per status quo all workers are in their duty continuously. **The proposed strike has been averted.**

xxv) All India Union Bank Officers' Federation (AIUBOF) and All India Union Bank Employees' Association (AIUBEA)

The Joint Forum of All India Union Bank Officers' Federation (AIUBOF) and All India Union Bank Employees' Association (AIUBEA) served a notice of strike under section 22 of ID Act, 1947 to the management endorsing a copy thereof to the Chief Labour Commissioner(C) vide their letter No. JL/110/2024 dated 9.9.2024 alongwith their charter of demands.

On receipt of the strike notice the matter was seized into conciliation and the date of discussion was fixed for 19.09.2024 and finally on 25.09.2024 where the representatives from management of Union Bank of India and the Joint Forum of AIUBOF and AIUBEA were present.

After prolonged discussion and appeal made by the Chief Labour Commissioner(C), the Joint Forum of AIUBOF and AIUBEA agreed to avert the proposed strike. The swift and successful

intervention from this office saved huge man hours for the country as well as ensured no disruption in banking and financial industry throughout the country and thereby avoiding economic loss as well.

xxvi) Federation of Bank of India Staff Unions

This office has received notice of Strike dated 12.9.2024 under section 22 of the ID Act, 1947 served by Federation of Bank of India Staff Unions addressed to the MD & CEO, Bank of India, proposed to go on **strike on 30.9.2024 and 1.10.2024** to press their demands.

On receipt of the strike notice the matter was seized into conciliation and both the parties were called for conciliation meeting on 23.9.2024 and finally on 26.09.2024 where the representatives from management of Bank of India and the Federation of Bank of India Staff Unions were present.

After protracted discussion, both the parties agreed to assess the requirement of CSA, in near term, jointly on the basis of the parameters formulated by the joint committee by 15.11.2024. The Management agreed to take further steps for recruitment of the number of CSA so arrived at and complete the process of recruitment by 31.03.2025. For that specific purpose, a joint committee comprising of 4 members (2 from each side) would be constituted within 7 days from today.

In view of the facts above the Management appealed the Federation and also by the Conciliation Officer, to withdraw the strike in question and the same is accepted by the Federation. Accordingly, the strike is averted. The swift and successful intervention from this office saved huge man hours for the country as well as ensured no disruption in banking and financial industry throughout the country and thereby avoiding economic loss as well.

xxvii) All India Federation of UCO Bank Officers

Notice of Strike dated 28.7.2024 served by the General Secretary, All India Federation of UCO Bank Officers to the MD& CEO, UCO Bank proposing to go on strike on 10.09.2024 to press their demands like to stop discriminatory transfer of members of AIFUCBO-NOBO-BMS office bearers and its members, to stop the practice of unlawful transfer protection to the office bearers of AIUCBOF, to stop blatant violation of extant transfer policy guidelines for officers dated 17.12.2022 etc.

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 07.08.2024 in the O/o CLC(C) after protracted discussion, the CLC(C) advised the federation that as the management has considered most of the genuine demands raised in the charter of demands and assured to take necessary action as per policy and functional requirement of the Bank. The union has been withdraw the proposed strike.

xxviii) All Bengal Contract Security Workers Union

Notice of Strike dated 06.10.2024 served by Apurba Bandyopadhyay, General Secretary, All Bengal Contract Security Workers Union under Sub-Section (i) of Section 22 of the Industrial Disputes Act, 1947 addressed to the Branch Manager, State Bank of India, New Barrackpore Branch. The union has proposed to go on strike on **29.10.2024** to press their demands.

As per the report received from Dy CLC(C), Kolkata, the matter of said strike has been intervened by ALC(C)-I, Kolkata and the conciliation was fixed on 25/10/2024 but due to arrival of DANA Cyclone, none of the parties could attend the conciliation as reported by the said conciliation officer. Further, it is informed

that the **Strike was averted**. Now the conciliation is fixed for 25/11/24 at 3:40 PM.

xxix) Rajasthan Gramin Bank Officers Organization and Gramin Bank Employees Union

Notice of strike dated 08.10.2024 served by Shri Deependra Singh Tanwar, Secretary, Rajasthan Gramin Bank Officers Organization and Shri Anand Sharma, Secretary, Gramin Bank Employees Union under Sub-Section (i) of Section 22 of the Industrial Disputes Act, 1947 addressed to the Chairman, Rajasthan Marudhara Gramin Bank. The unions have proposed to go on strike on **25.11.2024** to press their demands.

As per the report received from RLC(C), Ajmer, no strike has been taken place.

xxx) All India Punjab National Bank Officers' Federation

The General Secretary, All India Punjab National Bank Officers' Federation served a notice of strike dated 05.12.2024 to the management of Punjab National Bank endorsing a copy thereof to the Chief Labour Commissioner(C) Delhi and the Secretary, Ministry of Labour & Employment, New Delhi, for two days i.e. 26.12.2024 and 27.12.2024 to press their charter of demands. The notice of strike was seized into conciliation proceeding and date of discussion was fixed on 20.12.2024 at 11.30AM.

The conciliation officer advised both the parties to discuss other matter of CoD bilaterally and update the status on next date of hearing. Further, the management appealed to the federation not to go on strike and cooperate in smooth and uninterrupted functioning of the bank to which the federation agreed to defer the strike.

3. COAL

i) Bihar Colliery Kamgar Union (CITU)

Strike notice dated 29.12.2023 served by Shri Agam Ram, Secretary, Bihar Colliery Kamgar Union (CITU) to the Agent, Barakar Engg. & Foundary Works, Eastern Colafields Ltd, Sanctoria, Nirsha, Dhanbad, has proposed to go on **strike from 16.01.2024 for 3 days** to press their demands.

Dy. CLC(C), Patna intervened and seized the matter under conciliation on 09.01.2024. After prolonged discussion and on persuasion of conciliation officer union has agreed to defer the proposed strike.

ii) Koyala Khadan Shramik Congress

Strike Notice dated 12.12.2023 served by Shri Hareram Singh, General Secretary, Koyala Khadan Shramik Congress to the Chairman cum Managing Director, Eastern Coalfields Ltd has proposed to go on Hunger Strike on and from **08.01.2024** to press their demands.

Dy. CLC(C), Asansol intervened and seized the matter under conciliation on 29.12.2023. The proposed hunger strike has been averted by the active intervention and constant efforts of Dy. CLC(C), Asansol.

iii) Sanyukt Sangharsh Samiti, WCL(HMS, BMS, AITUC, CITU, INTUC)

Notice of Strike dated 16.01.2024 served by Sanyukt Sangharsh Samiti, WCL (HMS, BMS, AITUC, CITU, INTUC) to the Secretary, M/o Coal, proposing to go on a one day token strike on **15.02.2024 in all WCL companies and propose to go on indefinite strike from 22.02.2024** to press their demands.

As per the report received from the Management Sanyukt Sangharsh Samiti, WCL(HMS, BMS, AITUC, CITU, INTUC) has not gone on indefinite strike from 22.02.2024.

iv) Koyala Mazdoor Sabha (HMS)

Notice of Strike dated 27.01.2024 served by

Shri Sujeet Kumar Gangulee, Secretary, Koyala Mazdoor Sabha (HMS), JKD Sub Area/Hasdeo Area to the Sub Area Manager, South Eastern Coalfields Limited, proposing to call a **strike on 27.02.2024** to press their demands.

As per the report received from the Union the said strike has postponed up to 31.3.2024.

v) NLC Jeeva Oppanda Thozhilargal Sangam

Notice dated 29.1.2024 served by the NLC Jeeva Oppanda Thozhilargal Sangam proposing to go on strike from any day after 14 days expiry of receipt of the notice-reg.

As per the report received from the management the union has not gone on strike.

vi) Indian National Mine Workers' Federation

Strike Notice dated 10.08.2024 served by Shri N G Arun, Secretary General, Indian National Mine Workers' Federation has proposed to go on **one day token Strike on 26.8.2024** in all establishment of Coal India Ltd and their all Coal producing Outsourcing Company regarding their demands.

As per the report received from the RLC(C), Dhanbad, the strike proposed by the Union on 26.8.2024 has not taken place.

vii) Koyala Majdoor Sabha, Hind Majdoor Sabha

Notice of Strike dated 17.08.2024 served by Shri Sunil Pandey, General Secretary, Koyala Majdoor Sabha, Hind Majdoor Sabha to the Sub Area Manager, South Eastern Coal Fields Limited has proposed to go on strike on **02.09.2024** to press their demands.

As per the information received from the ALC(C), Shahdol (MP), the strike has been postponed by the Union.

4. Insurance

GIC Officers' Association

GS, GIC Officers' Association has forwarded a strike notice regarding their demands like Clarification of GIC Re Status, Retrospective Restructuring of Wage/Pay Scales for the period 2012-2017, Wage revision for the period 2017-22, NPS 14% Employers Contribution & Increase in Family Pension to 50%, Non-deduction of GICOA monthly membership subscription fees, Not conducting Structure meeting with GICOA.

The union has proposed to participate in the following IR actions:

1. **Tuesday, 09th July, 2024** : Lunch Hour Demonstrations
2. **Tuesday, 16th July, 2024**: Lunch Hour Demonstrations
3. **Tuesday, 23rd July, 2024** : One hour Dharna 12.00 PM to 01.00 PM at CMD office.
4. **Wednesday, 31st July 2024** : ONE Day STRIKE.

Dy CLC(C), Mumbai intervened and seized the matter into conciliation on 24.7.2024, after detailed discussion, deliberation and on appeal of conciliation officer/Dy CLC(C), Mumbai the representatives of the union agreed to **defer the proposed strike commencing on 31.7.2024**.

5. PORT

i) Paradip Port Shramik Karmchari Union

Strike Notice dated 25.12.2023 served by Shri Debi Prasad Samantaray, President, Paradip Port Shramik Karmchari Union to the Head HR & IR, Paradip International Cargo Terminal Pvt Ltd and sub-contractors has proposed to go on strike

on **10.01.2024** to press their demands.

Dy.CLC(C), Bhubaneswar intervened and seized the matter under conciliation on 08.1.2024. The strike was postponed by the union.

ii) National Coordination Committee of Major Port & Dock Workers Federations

This office is in receipt of various strike notices from federations and unions at a call of National Coordination Committee of Major Port & Dock Workers Federations, proposing to go on All India indefinite Strike from 28.08.2024 to press their charter of demands. The notices were forwarded to the concerned Regional Heads for intervention and necessary action.

As per the reports received from the regions, the proposed indefinite strike has been averted.

iii) Paradip Port Shramik Karmchari Union

Notice of Strike dated 26.11.2024 served by Jyotiranjan Sahoo, General Secretary, Paradip Port Shramik Karmchari Union under Sub-Section (i) of Section 22 of the Industrial Disputes Act, 1947 addressed to the Manager HR and Administration, M/s Paradip International Cargo Terminal Private Ltd and the Manager, M/s J M Baxi Ports and Logistics Private Ltd. The union has proposed to go on one day token strike on **25.12.2024** to press their demands.

LEO(C), Paradip intervened and seized the matter in to the conciliation on 31.12.2024, the propose strike has been averted.

6. POWER

Rajasthna Parmanu Bijli Ghar Anubandhit Vahan Chalak-Parichalak Union

Strike Notice dated 20.08.2024 served by Shri Jaswant Meena, General Secretary, Rajasthna

Parmanu Bijli Ghar Anubandhit Vahan Chalak- Parichalak Union has proposed to go on **Strike on 02.9.2024** to press their demands.

As per the report received from the RLC(C), Ajmer, the strike proposed by the Union on 02.09.2024 has not taken place.

7. STEEL

i) **Rourkela Mazdoor Sabha, Bokaro Industrial Trade Union, Ferro Scrap Nigam Limited Employees' Union, Ferro Scrap Nigam Permanent Employee Union, FSNL Shramik Sangh, Save Ferro Scrap Nigam Limited and Bhilai Ferro Ispat Shramik Sangh**

This office is in receipt of various strike notices under section 22 of the ID Act, 1947 from the Rourkela Mazdoor Sabha, Bokaro Industrial Trade Union, Ferro Scrap Nigam Limited Employees' Union, Ferro Scrap Nigam Permanent Employee Union, FSNL Shramik Sangh, Save Ferro Scrap Nigam Limited and Bhilai Ferro Ispat Shramik Sangh. They have proposed to go on indefinite strike with effect from **21.08.2024** in the establishment of Ferro Scrap Nigam Limited to press their demands.

Dy CLC(C), Raipur intervened and seized the matter into conciliation and notices were issued for conciliation meeting on 19.08.2024 and next date of conciliation meeting is fixed for 03.09.2024 **and the said strike was defer.**

ii) **All the unions operating in different Plants/units of Steel Authority of India Limited**

All the unions operating in different Plants/units of Steel Authority of India Limited (SAIL) affiliated to INTUC, AITUC, HMS, CITU, BMS and others served a notice of strike under section 22 of the ID Act, 1947 to be commenced on **28.10.2024 from 06.00AM to 06.00 AM 29.10.2024**, to the management of SAIL, endorsing a copy of the same to the Chief Labour Commissioner

(Central) and its subordinate offices throughout the country. The said notices are seized into conciliation and the date of hearing was fixed in the office of Chief Labour Commissioner on 25.10.2024 at 03.00 PM. wherein the representatives of Unions and management concerned attended the proceeding.

However, even after putting all the efforts by CLC(C), the unions went on strike on 28.10.2024. Hence, as per the reports received from the regions, **the overall strike percentage reported across the country was 25%.**

8. MISCELLANEOUS

i) **Proof Employees' Union**

Strike Notice dated 02.1.2024 served by Shri Satyajit Sahu, General Secretary, Proof Employees' Union to the Director, Proof & Experimental Establishment Chandipur had been proposed to conduct a relay hunger strike to 08.01.2024 from 11.01.2024.

The matter was already taken in conciliation by the Dy. CLC(C), Bhubaneswar and the conciliation proceeding has been closed on 22/01/2024.

ii) **INTUC/AITUC/HMS/CITU/AICTU**

Strike notices from various unions of SAIL and its constituent companies/ offices were served with a copy to the regional offices of CLC(C) organization whereby the unions/ federations proposed to go on **all India strike on 29th – 30th January, 2024** to press their demands like finalization of NJCS agreement and payment of arrears of 39 months, (ii) Revision of different allowances including HRA, night shift allowance, difficult area allowance, mines allowances and others (iii) Revision of wages and job security of contract workers of SAIL and RINL (iv) Revision of APIRS(Bonus) Scheme and additional payment of bonus for the year 2022-2023, not less than previous year's amount and (v) one

additional increment to all workers.

As major issues of strikes were not confined to one region the matter was seized into conciliation and notices were issued immediately for conciliation meeting on 24.01.2024. In the meeting, the representatives from the management of SAIL and the unions/federations were present.

After protracted discussions over the core issues, the undersigned advised the management that the points which have been agreed upon in the MoU dated 22.10.2021 should be honoured by both the sides and it is paramount for maintenance of sound industrial harmony. The undersigned, therefore, advised the management to hold regular bilateral discussions over the five core issues stated above and conclude the issues related to MoU dated 22.10.2021 with effective outcome under intimation to the undersigned within two and half months. The management agreed to the same. The undersigned further advised the unions/federations that since the matter has been seized into conciliation and discussions are underway they should also cooperate with the management and should agree to withdraw the proposed strikes. On the appeal of the undersigned, the federations/unions agreed to **defer the proposed strikes on 29-30 Jan 2024.**

iii) One day nation-wide General Strike by Central Trade Union on 16.02.2024.

All the Central Trade Union Federations has given a call for Observation of All India General Strike on 16.02.2024 to press their charter of demands.

In this connection, all Dy. CLC(C)s in the field offices were advised to intervene as & when the strike notices received by them from any Trade Union functioning in their jurisdiction and submit report pertaining thereto.

Accordingly, All Regional heads along with Chief Labour Commissioner(C), Ministry of Labour & Employment intervened into the matter and held joint discussions to resolve the issue with unions and management where some of them have agreed to not to go for strike but some of the unions/ associations did not agree to the suggestion and strike took place on 16.02.2024.

As per the information received from the field offices of Chief Labour Commissioner(C) Organization, it has been reported that mainly Coal, Non-Coal, Telecom, Steel and Power sectors were partially affected, however the overall impact of the strike is marginal. Further, the overall percentage of absenteeism in the industries was approximately 2.64%.

iv) BVFCL Contractual Workers Union, Namrup

Vide email dated 1.5.2024 Dibya Jyoti Gogoi, President, BVFCL Contractual Workers Union, Namrup, stating that BVFCL management has not taken any action to solve their demands till date, therefore, they were rescheduling announce an indefinite strike.

RLC(C), Dibrugarh intervened and seized the matter into conciliation/joint discussion and after the intervention of RLC(C), Dibrugarh the strike was averted.

v) Central Warehousing Corporation

Notice of Strike dated 8.5.2024 served by Secretary General, Federation of Central Warehousing Corporation Employees unions has proposed to go on strike on **18.6.2024** to press their demands like to stop monetization of different Warehouses of CWC under the NMP.

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 05.06.2024. The CLC(C) persuaded and appealed to the Federation to withdraw the strike

notice as the matter has already been seized into conciliation and advised them to maintain peace and harmony in the organization. The Federation agreed to withdraw the proposed strike on **18.06.2024** as the discussions are going on.

vi) Nalco Theka Mazdoor Sangh

Strike Notice dated 27.08.2024 served by Shri Prakash Rout, General Secretary, Nalco Theka Mazdoor Sangh under Sub-Section (i) of Section 22 of the ID Act, 1947 addressed to the Group General Manager, NALCO, Anugul. The Union has proposed to call a strike from **10.09.2024** to press their demands.

Dy CLC(C), Bhubaneswar intervened and seized the matter in to the conciliation on 06.09.2024, the propose strike has been called off by the Union.

vii) Nalco

Strike Notice dated 04.10.2024 served by served by Shri Laxmidhar Nayak, Shri Bhaskar Sahu and Mrs Laxmi Pradhan addressed to the Group General Manager (CPP), NALCO, Angul Odisha. They have proposed **to go on indefinite strike including blockade of the railway track leading to the NALCO plant, at 6:00 AM on 18.10.2024** to press their demands.

The said matter is under conciliation before the ALC(C), Angul. The strike was deferred.

viii) NLC

NLC Jeeva Oppanda Thozhilargal Sangam informed about indefinite strike from 18th to press their demands (**18.11.2024**), regarding action against the NLC management and to immediately reinstate the victim and provide justice to them.

RLC(C), Chennai intervened and seized the matter in to the conciliation on 18.10.2024, the propose strike has been called off by the Union.

15. SIGNIFICANT MEMORANDUM OF SETTLEMENT DURING 1ST JANUARY, 2024 TO 31ST DECEMBER, 2024 IN WHICH CIRM PLAYED IMPORTANT ROLE:-

Office of Chief Labour Commissioner(C), New Delhi Major Settlements arrived at during the period from January 2024 to December 2024

1. **Memorandum of Settlement** was signed on **02.01.2024** between the management of M/s ITI Limited, Palakkad and ITI Employees Union over the issues of non-payment of wages from July 2023 to September 2023 before RLC(C), Cochin. As a result of this settlement **142 workers get monetary benefit of Rs 1,24,61,000/-**.

2. **Memorandum of Settlement** was signed on **12.01.2024** between the management of All India Gramin Bank workers Organization and All India Gramin Bank Officers Organisation affiliated to BMS and Department of Finance (DFS), NABARD, 43 RRBs and 12 Sponsor banks over the charter of demands before Dy. CLC(C), New Delhi. **Through this settlement approx. 25735 officers and workmen will get financial benefit amounting to approx. Rs 237 crores and approx. 4628 deceased family members of the officers and workmen will get revised Family Pension amounting to approx. Rs 61.30 crores.**

3. **Memorandum of Settlement** was signed on **16.01.2024** between the management of KHP, Neepco Ltd, Neepco Khep Local Contract Labours' Union Umrangsho, Dima Hasao and contractors of KHPS Neepco over the issue of Charter of demands before Dy.

- CLC(C), Guwahati.
4. **Memorandum of Settlement** was signed on **10.01.2024** between the management of Narsamuda colliery, Dhemomain Group under Sodepur Area of M/s ECL and Koyala Mazdoor Congress, Asansol over the denial of regularization of Shri Joyram Gope before ALC(C), Asansol.
5. **Memorandum of Settlement** was signed on **10.01.2024** between the management of Parbelia Group under Sodepur Area of M/s ECL and Koyala Mazdoor Congress, Asansol over the denial of giving of due leave wages i.r.o. Shri Amarendranath Bagdi before ALC(C), Asansol.
6. **Memorandum of Settlement** was signed on **10.01.2024** between the management of Chinakuri Mine No 1 under Sodepur Area of M/s ECL and Koyala Mazdoor Congress over the denial in payment of Life Cover Scheme i.r.o. Smt Lakhi Mejhain w/o Late Budhu Kajhi before ALC(C), Asansol.
7. **Memorandum of Settlement** was signed on **18.01.2024** between the management of Farakka Nabarun Civil & Mechanical Contractors Association and their workmen represented by Farakka S.T.P.S. (NTPC Ltd) Contractor's Workers Union over the charter of demands before Dy.CLC(C), Kolkata. **Total 3300 nos of contractual workmen will be benefited from these settlements and total financial impact will be Rs. 10-12 crores approximately.**
8. **Memorandum of Settlement** was signed on **19.02.2024** between the management of M/s Airon and M/s Group Lavender, contractors engaged by JIO and Kerala Samsthana Mobile Phone Tower Employees Union (CITU) over a charter of demands and full and final settlement of the employees worked under M/s Airon and M/s Group Lavender before RLC(C), Cochin. As a result of this settlement **10 workers get monetary benefit of Rs 1,50,000/-.**
9. **Memorandum of Settlement** was signed on **14.02.2024** between the management of Shri C.O. Johnson, m/s Global Construction Company, contractor engaged by M/s IOCL, LPG-Bottling Plant, Chelari, Calicut and Kerala Pradesh Petroleum & Gas Mazdoor Sangh (BMS), IOC General Labour Congress (INTUC) & Swathanthra Thozhilali Union (STU) over the issue of revision of wages of housekeeping, haulage & Cylinder handling workers before RLC(C), Cochin. As a result of this settlement **82 workers get monetary benefit of Rs 1,44,00,000/-.**
10. **Memorandum of Settlement** was signed on **02.02.2024** between the management of M/s Ericsson India Pvt. Ltd., M/s Talentpro India Ltd., M/s NR Switch-N-Radio Services Pvt Ltd, contractor engaged by M/s Bharti Airtel and Bhartiya Private Telecom Mazdoor Sangh (BMS) over the issue of service conditions before RLC(C), Cochin. As a result of this settlement **43 workers get monetary benefit of Rs 30,00,000/-.**
11. **Memorandum of Settlement** was signed on **29.02.2024** between the management of M/s Dynamic S.S. Engineering Company Pvt Ltd., Chennai, Sub-Contractor of NTPC Ltd Ramagundam through M/s Tata Projects Ltd and their contract workmen represented by Dist General Secretary,

- Peddapalli Zilla Contract Karmikula Sangam(IFTU) over alleged no payment of full and final settlement and bonus payment before RLC(C), Hyderabad. As a result of this settlement **4 workers get monetary benefit of Rs 3,45,365/-.**
12. **Memorandum of Settlement** was signed on **15.02.2024** between Shri Pinaki Neogi, Office Assistant Multipurpose and General Manager of Mizoram Rural Bank over termination of service and retrenchment benefit before ALC(C), Silichar. As a result of this settlement **1 workers get monetary benefit of Rs 47,169/-.**
13. **Memorandum of Settlement** was signed on **28-02-2024** before the RLC(C), Vadodara between the Contractor M/s Dhanjibhai K Patel, contractor of CMS W. Rly, Vadodara And Shri Kanubhai Mali due to the settlement -Number of workman benefited : **one**, Tune of relief to the workman as Rs. **1,69,627/-.**
14. **Memorandum of Settlement** was signed on **14-02-2024** before the RLC(C), Vadodara between M/s Pappilon Industrial and House Contractor of ONGC Ltd., Ankleshwar And Shri Shard Swain, due to the settlement -Number of workman benefited : **one**, Tune of relief to the workman as Rs. **15, 430/-**
15. **Memorandum of Settlement 28-02-2024** before the RLC(C), Vadodara between M/s Silvassa Resources Pvt Ltd contractor of Balmer Lawarie and Co. Ltd Silvassa and their contract workmen pre. Thorugh Akhil D & DNH Kamdar Sangh Silvassa . Duet to the settlement -Number of workman benefited : **91** , Tune of relief to the workman as Rs. **8,79,600/-**
16. **Memorandum of Settlement** was signed on **14-02-2024** before the RLC(C), Vadodara between the Management of ONGC Ltd and contractor M/s NIS Management and M/s Checkmate Services Ltd And Glorious petroleum mazdoor Sangh Due to the settlement - Number of workman benefited : **1** , Tune of relief to the workman as Rs. **3,50,441/-**
17. **Memorandum of Settlement** was signed on **13-02-2024** before the RLC(C), Vadodara between the Management of GAIL and contractor and Mrs. Atula Shrivastava. Due to the settlement - Number of workman benefited : **1** , Tune of relief to the workman as Rs. **10,00,000/- (Rupees Ten Lakhs)**
18. **Memorandum of Settlement** was signed on **02-02-2024** before the RLC(C), Vadodara between the Management of ONGC Ltd and contractor-M/s Security and Intelligence Services (I) Ltd and Petroleum Karmachari Majoor parishad. Duet to the settlement –**Two** workmen reinstated.
19. **Memorandum of Settlement** was signed on **01-02-2024** before the RLC(C), Ahmedabad between the Management of UCO Bank and General Secretary, UCO Bank Employees Association, Ahmedabad over demand of Payment of Bonus for the year 2022-23. Due to the settlement **40** workers got benefited by Rs. **2,80,000/- (Surat Zone).**
20. **Memorandum of Settlement** was signed on **01-02-2024** before the RLC(C), Ahmedabad between the Management of UCO Bank and General Secretary, UCO Bank Employees Association, Ahmedabad over demand of Payment of Bonus for the year 2022-23. Due to the settlement **32** workers got benefited by