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Ministry of Labor and Employment Annual Report 22-23

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Introduction

The Ministry of Labour & Employment in India is responsible for improving the lives and dignity of the country's labor force by protecting their interests, promoting welfare, and providing social security through the implementation of various labor laws.

The Ministry of Labor and Employment's Annual Report 2022-23 covers various issues, including labor welfare, social security, occupational safety, women and work, gender budgeting, international cooperation, and labor statistics. It also provides details on government initiatives related to labor and employment.

Key Highlights

- Labor Welfare

The Labor Welfare Organization administers five welfare funds for beedi, cine, and certain non-coal mine workers, with the objective of providing health care facilities to unorganized and economically weaker sections of society.

- Social Security

India's social security programs cover a limited part of the formal workforce and depend on mandatory employer contributions or joint contributions. Employers are primarily responsible for adhering to social security laws. The Employees' State Insurance Act, 1948; The Employees' Provident Funds & Miscellaneous Provisions Act, 1952; The Employee's Compensation Act, 1923; The Maternity Benefit Act, 1961; and The Payment of Gratuity Act, 1972 are the primary laws for the organized sector in India.

- Unorganized Workers

The Code on Social Security, 2020 defines an unorganized worker as a home-based, self-employed, or wage worker not covered by certain Acts. The unorganized sector employs around 81% of India's workforce, lacking formal employer-employee relationships and adequate social security protection. The Code on Social Security, 2020 includes provisions for improving social security schemes for unorganized workers and incorporates the Unorganized Workers' Social Security Act 2008. The PM-SYM and the National Pension Scheme for Traders, Shopkeeper and Self-Employed Persons are two significant schemes for unorganized workers.

- Women and Work

Women comprise a significant part of India's workforce with a total of 149.8 million female workers, making up 25.51% of the workforce. The Equal Remuneration Act, 1976, ensures payment of equal wages to men and women employees for similar work without any discrimination. The Maternity Benefit Act has also been amended to provide for longer paid maternity leave and crèche facilities in establishments with 50 or more employees.

- Children and Work

India's Constitution bans child labor in factories and hazardous work and mandates free and compulsory education for children aged 6 to 14. The National Child Labor Policy implemented in 1987 takes a multi-

pronged approach consisting of legislative action, general development programs, and project-based action in high concentration areas. The Child and Adolescent Labor (Prohibition & Regulation) Act of 1986 forbids employing children under 14 and adolescents (14 to 18 years) in hazardous occupations. India ratified ILO conventions No. 138 and 182 in 2017, further restricting child labor. The National Child Labor Project launched in 1988 rehabilitates working children in endemic districts.

- Occupational Safety and Health

The Directorate General Factory Advice Service & Labour Institutes (DGFASLI) in Mumbai, an attached office of MoL&E, acts as a technical arm in matters related to worker safety, health, and welfare in factories and ports. The Central Labor Institute in Mumbai is divided into specialized divisions for industrial safety, hygiene, medicine, environmental engineering, staff training, productivity, and accident hazards control. It carries out services like technical advice, safety audits, testing, issuance of performance reports, and delivers talks. The report also mentions the major achievements of the Directorate General of Mines Safety (DGMS) and its move to online systems and legislative reforms.

- Gender Budgeting

The Gender Budget Cell, headed by the Chief Controller of Accounts, releases the Gender Budget Statement every year alongside the Union Budget. The Statement reflects the expenditure on women and child under various schemes. A Broad-Based Committee for Gender Analysis and Budgeting has been constituted to evaluate and suggest action plans for addressing gender concerns. The Scheme includes National Career Service Centers providing training and guidance for candidates belonging to the SC/ST category.

Read More: https://labour.gov.in/sites/default/files/ar_2022_23_english.pdf

Author: Gauri Kapoor, PILOT at Pratham.