

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 2177
TO BE ANSWERED ON 07.08.2025**

TRANSFORMATIVE REFORMS FOR WORKERS

2177. # SMT. RAMILABEN BECHARBHAI BARA:

SHRI NARHARI AMIN:

SHRI RYAGA KRISHNAIAH:

Will the Minister of Labour and Employment be pleased to state:

- (a) the key components of the Ministry's 11-year-long "transformative reforms," including specific initiatives for labour welfare, social security and public healthcare services;**
- (b) the quantitative outcomes achieved under these reforms;**
- (c) the manner in which digital interventions have improved efficiency, reduced delays, and enhanced access for workers, along with the parameters used by the Ministry to assess these reforms; and**
- (d) whether these reforms have led to an expansion in the coverage of social security schemes with specific numbers on how many workers under EPFO and ESIC during the five years?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) & (b): The Ministry of Labour & Employment implements Central Sector Schemes which are pan India in nature. The details of beneficiaries count under various labour welfare schemes for the period from 2015-16 to 2024-25 is as under:

Total number of Beneficiaries under Labour Welfare Scheme		
Health	Housing	Education
16171611	84160	2292702

Further, the Government of India has formulated the Unorganised Workers' Social Security Act (UWSS), 2008 that provides for, inter-alia, formulating welfare schemes for unorganized sector on the matters relating to

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

The Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM) scheme was launched in March, 2019 in order to provide old age protection to the workers of unorganised sector. This is a voluntary and contributory pension scheme. Under the scheme, a monthly minimum assured pension of Rs. 3000/- is provided to the unorganised workers after attaining the age of 60 years. The workers in the age group of 18-40 years whose monthly income is Rs. 15000/- or less and not a member of EPFO/ESIC/NPS (Government funded) or not an income tax payee are eligible to join the scheme. The monthly contribution by the beneficiary ranges from Rs. 55/- to Rs. 200/- depending upon the entry age of the beneficiary. Under the scheme, equal matching contribution is paid by the Central Government. Enrolment in the Scheme is done through the Common Service Centres, with its network of about 4 lakh Centres across the country. Eligible unorganised workers can also self-enroll through visiting the portal www.maandhan.in.

(c): The initiatives like e-Shram Portal and Shram Suvidha Portal have played an important role in improving efficiency, reducing delays and enhancing workers' access and transparency in the following manner:-

(I) The Shram Suvidha Portal (SSP) was launched on 16th October, 2014. The portal caters to four major organizations of Ministry of Labour & Employment inter-alia including EPFO & ESIC. Through the SSP, a unique Labour Identification Number (LIN) is generated online to businesses and employers registered on the portal. The portal has eased the complexity of compliance by providing the facilities of online registration, license and return filing to business entities along with randomised risk based inspection system, thereby reducing subjectivity, for the law implementing agencies.

(II) The Ministry of Labour and Employment launched e-Shram portal (eshram.gov.in) on 26th August, 2021 for creation of a comprehensive National Database of Unorganised Workers (NDUW) seeded with Aadhaar. The e-Shram portal is meant to register and support the unorganised workers by providing them a Universal Account Number (UAN) on a self-declaration basis.

(d): Major schemes of the Ministry of Labour and Employment providing social security and implemented through EPFO are as under:

1. Aatmanirbhar Bharat Rozgar Yojana (ABRY): The Central Government implemented the ABRY from 01.10.2020 to 31.03.2022 to incentivize creation of new employment opportunities during the COVID-19 recovery phase by providing assistance to the employers of establishments registered with EPFO to recruit unemployed persons including re-employment of those who were rendered unemployed during the Pandemic. Total number of beneficiaries under ABRY are 6049287.

2. Pradhan Mantri Rojgar Protsahan Yojana (PMRPY): The scheme was designed to incentivise employers for generation of new employment. The scheme had been made applicable from 01.4.2016 to 31.03.2019 (Benefits for registered employees are continued for 3 years from date of joining i.e. till closure of Scheme: 31.03.2022). Total number of beneficiaries under PMRPY are 12270966.

3. Pradhan Mantri Garib Kalyan Yojana (PMGKY): The scheme was announced initially under PM Garib Kalyan Package from March 2020 to May 2020. It was later extended under Aatmanirbhar Bharat Abhiyan 1.0 for three months from June to August 2020. Under the Scheme, the Central Government paid the employees' and employers' share of EPF & EPS contributions (24% of wages) for the Scheme period. It was aimed at preventing disruption in the employment of low wage-earning EPFO members in EPF covered establishments who were employing up to hundred employees. Total number of beneficiaries under PMGKY are 3891968.

Further, the scheme providing social security and implemented through ESIC are as under –

The ESI Act applies to factories employing 10 or more employees. At present, the wage ceiling for coverage for an employee is Rs. 21000/month (Rs.25000/month for PWD employee). In accordance with Section 1 (3) of the ESI Act, the ESI Scheme is extended by the Central Government in phase manner depending on industrial concentration and availability of the infrastructure for administration of medical benefits.

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As on 30.07.2025, the status of implementation of ESI Scheme is as under:

Implementation Status	No. of Districts
Districts Notified	695
Fully Notified	602
Partially Notified	93
Non-notified	83
Total Districts	778

In the year 2014, the Scheme was implemented in 393 districts of the country which now extends in 695 districts. The detail of numbers of workers brought under the coverage of the Employees' State Insurance Corporation (ESIC) during the 5-year period from 2020-21 to 2024-25, are 174484600.
