

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 2160  
TO BE ANSWERED ON 18.12.2025**

**STRENGTHENING OF LABOUR WELFARE SCHEMES**

**2160. SHRI LAHAR SINGH SIROYA:**

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

- (a) whether Government has strengthened labour welfare schemes such as Employees' Provident Fund (EPF), Employees' State Insurance (ESI) and maternity benefits across the country including Karnataka;**
- (b) the number of workers in Karnataka benefitting from these schemes during the last three years;**
- (c) whether awareness campaigns have been conducted to inform workers about their entitlements; and**
- (d) the steps taken to ensure timely disbursement and effective monitoring of these schemes?**

**ANSWER**

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

**(a): The Government has strengthened labour welfare schemes by consolidating various labour laws into four Labour Codes, namely the Code on Wages, 2019; the Industrial Relations Code, 2020; the Occupational Safety, Health and Working Conditions Code, 2020; and the Code on Social Security, 2020.**

**Under the Code on Social Security, 2020, provisions are made to provide benefits relating to the Provident Fund, Pension Fund, and Employees Deposit Linked Insurance (EDLI) for all establishments. Further, as per the decisions of the 238<sup>th</sup> CBT, the withdrawal provisions have been liberalized and simplified by merging 13 types of partial withdrawal provisions into a single unified framework. The use of technology has also been promoted to ensure transparency and accountability, leading to effective enforcement of the provisions of the legislation.**

**Contd..2/-**

**In respect of ESI, the Code on Social security, 2020 has been implemented w.e.f. 21.11.2025. As per the provisions of the CoSS, 2020, the provisions of Chapter IV (ESIC) apply to every establishment in which ten or more persons are employed other than in a seasonal factory. establishments with less than 10 persons will be able to voluntarily subscribe to ESIC. In addition, the CoSS also provides for the coverage of the employees of the hazardous industries even with one employee.**

**(b): In respect of EPF, the number of workers in Karnataka benefitting from the Employees' Provident Fund Scheme, 1952 is as follows:**

- **As on 31.03.2023: 17,67,586 members**
- **As on 31.03.2024: 18,23,217 members**
- **As on 31.03.2025: 18,78,540 members.**

**In respect of ESI, the all India number of workers including Karnataka benefitting from ESI scheme in the last three years:-**

<b>Year</b>	<b>No of Insured Persons in State Karnataka</b>	<b>All India No of Insured Persons</b>
<b>2022-23</b>	<b>3264340</b>	<b>34297410</b>
<b>2023-24</b>	<b>3439260</b>	<b>37206090</b>
<b>2024-25</b>	<b>3533300</b>	<b>38435880</b>

**(c): In respect of EPF, for broad participatory awareness and as a grievance redressal platform, outreach programme like Nidhi Apke Nikat is conducted every month for employers as well as employees, in all districts.**

**In respect of ESI, the following steps have been taken by ESIC for outreach.**

- 1. To create awareness among ESI stakeholders, particularly workers in the formal sector and their dependants—ESIC adopts a comprehensive media-mix approach. This includes the use of print media, outdoor media (Pan-India as well as region-specific), radio jingles, and various social media platforms such as Facebook, X, YouTube, Instagram, and WhatsApp for dissemination of information on new initiatives, achievements, benefits and claim procedures under the ESI Scheme.**
- 2. ESIC observes a fortnight-long outreach programme (Special Services Fortnight) every year in February. During this period, all field offices and hospitals, including those in Karnataka, organize awareness campaigns, seminars, grievance redressal programmes, health talks and health screening camps to inform and engage with insured workers.**

**(d): In respect of EPF, the EPF & MP Act, 1952 provides the following powers to EPFO authorities for effective monitoring and to ensure that timely payment of statutory dues are received in respect of employees covered under the Act:**

**i. Amounts due or escaped from assessment are determined under Sections 7A subject to provisions u/s 7B and 7C of the Act.**

**ii. Damages for delayed remittances are levied under Section 14B.**

**iii. Assessed amounts are recovered by taking actions under Sections 8B to 8G.**

**iv. Prosecution can be filed in a Court of Law against defaulting employers, for non-deposit of dues and returns under Sections 14, 14A and 14AA of the EPF & MP Act, 1952 as well as under relevant provisions of the Schemes framed under the Act.**

**v. Criminal cases can be filed against defaulting employer under section 316 of BNS (section 405 & 406 of IPC), for criminal breach of trust where employees' share of contribution deducted from the wages of employees are not remitted within stipulated time.**

**In respect of ESI, the Employees' State Insurance Corporation (ESIC) has adopted a technology-driven system wherein employer and employee registration, contribution submission, benefit claims, medical eligibility, and related processes are carried out through an online portal. The cash benefits are directly transferred to the beneficiary account, whereas, Medical Benefit is provided through ESI hospital, Dispensary, Insured Medical Practitioner (IMP) tie-up hospital etc. after authentication of the beneficiary and the treatment is cashless. As the entire workflow is executed within the secured ESIC IT system, real-time monitoring is ensured at all levels.**

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