

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2470
TO BE ANSWERED ON 04.08.2025**

**LABOUR REFORMS AND WORKERS WELFARE UNDER EPFO AND
ESIC**

2470. DR. BHOLA SINGH:

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) the details of the key reforms introduced by the Government in labour welfare, wage standardisation and social security;**
- (b) the details of the impact of reforms on workforce formalisation, The Employees Provident Fund Organisation (EPFO)/Employees' State Insurance Corporation (ESIC) coverage and safety;**
- (c) the details of the role of digital platforms like Shram Suvidha and e-Shram in service delivery; and**
- (d) the manner in which said reforms benefitted the informal and unorganised workers?**

ANSWER

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

(a) to (d): The Government has enacted four Labour Codes namely, the Code on Wages, 2019, the Code on Social Security, 2020, the Industrial Relations Code, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020 after simplification, amalgamation and rationalization of the relevant provisions of the existing 29 Central Labour Acts. The Labour Codes have been enacted with an objective of strengthening the welfare of workers, including unorganized workers in terms of statutory minimum wage, social security and healthcare. The Code on Wages, 2019 has universalized statutory right for minimum wages and timely payment of wages to all workers to support sustainable growth and inclusive development. Code on Social Security, 2020 (CoSS) aims to extend social security benefits to all workers both in the organised and unorganised sectors. The provisions introduced in this Code to enhance coverage of social security are as follows:

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i. The coverage of Employees' State Insurance Corporation (ESIC) has been extended pan-India as against notified districts/areas, enabling the provisions for ESIC coverage on voluntary basis for establishments having less than 10 employees. Further, benefits under ESIC can also be made applicable to an establishment which carries on hazardous or life threatening occupation as notified by the Central Government, in which even a single employee is employed. The provisions of CoSS relating to Employees' Provident Fund are applicable to every establishment in which twenty or more employees are employed.

ii. The Code envisages a Social Security Fund for formulating schemes for welfare of the unorganized workers, gig workers and platform workers.

iii. The Central Government has been empowered to extend benefits to unorganized workers, gig workers and platform workers and the members of their families through ESIC or Employees' Provident Fund Organization.

The initiatives like e-Shram Portal and Shram Suvidha Portal have played an important role in service delivery. The details are as follows:-

(i) 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 portal is meant to register and support the unorganised workers by providing them a Universal Account Number (UAN) on a self-declaration basis.

(ii) The Shram Suvidha Portal (SSP) was launched on 16th October, 2014. The Directorate General Mines Safety (DGMS), Chief Labour Commissioner (CLC), Employees' Provident Fund Organisation (EPFO) and Employees' State Insurance Corporation (ESIC) through SSP generates a unique Labour Identification Number (LIN) 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.