

Schemes for Skilled and Unskilled Migrant Labourers

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Migrant workers are engaged in various occupations. The Government is implementing several social security and welfare schemes for workers including skilled and unskilled migrant workers. These schemes include; (i) Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and Pradhan Mantri Suraksha Bima Yojana (PMSBY), (ii) PM SVANidhi Scheme, (iii) Pradhan Mantri Awas Yojana. (iv) Ayushman Bharat Pradhan Mantri Jan Arogya Yojana and (v) Pradhan Mantri Shram Yogi Maan-Dhan (PM-SYM).

Labour Bureau has conducted an All India Survey on Migrant Workers, on their socio economic characteristics. The field work of the survey has been completed.

The Ministry of Labour and Employment launched eShram portal (eshram.gov.in) on 26th August 2021 for creation of a comprehensive National Database of Unorganised Workers, including migrant workers, verified and seeded with Aadhaar.

The Ministry of Labour and Employment has also launched the eShram– “One-Stop-Solution” on 21st October 2024. eShram– “One-Stop-Solution” entails integration of different Social Security/ Welfare schemes at single portal i.e., eShram. This enables unorganised workers registered on eShram to access social security schemes and see benefits availed by them, through eShram. So far, twelve (12) Social Security/ Welfare Schemes have been integrated/ mapped with eShram which includes: - Mahatma Gandhi National Rural Employment Guarantee Act, National Social Assistance Programme (Indira Gandhi National Disability Pension Scheme, Indira Gandhi National Widow Pension Scheme, National Family Benefit Scheme) Pradhan Mantri Awas Yojana – Gramin (PMAY-G), etc.

The Government has enacted four Labour Codes, namely, Code on Wages, 2019, the Industrial Relations Code, 2020, Code on Occupational Safety, Health and Working Conditions, 2020 and Social Security, Code 2020, inter-alia, to improve welfare, safety and health of the workers. Labour Codes have following provisions in this regard:

- Statutory right created for minimum wage and timely payment to all workers electronically.
- State cannot fix minimum wage rate below Floor wage.
- Schemes for unorganized workers and gig and platform workers.
- Social Security Fund for unorganized workers.
- Portability of PDS and other benefits for building workers and inter-state migrant workers (ISMW).
- Safety regulations such as ventilation, fencing, overcrowding etc. aligned with international standards.
- Free of cost annual health check-up for employees.
- Re-skilling Fund from employer contribution: Fifteen days wages to be paid to a retrenched worker.
- Career Centre for skilling, career and entrepreneurship guidance i.e. National Career Service portal.
- Mandatory appointment letter to every employee.
- Fixed term employment to promote direct employment.
- Promote gender neutrality and prohibit discrimination in recruitment and wage payment.
- Women allowed to work at night in all establishments subject to their consent and safety.

- Maternity benefits of 26 weeks leave with pay for women employees.
- 'Work from home' for women after availing maternity leave on mutually agreed employment conditions with employer.
- All establishments having 50 or more workers to ensure crèche facility.

This information was given by Union Minister of State for Labour and Employment, Sushri Shobha Karandlaje in a written reply in Lok Sabha today.

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