



Promoting Inclusive Growth in India - An overview of the Labour Reforms and Labour Welfare Schemes

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India is one of the fastest growing major economies in the world today. The V-shaped recovery of the country's economy following the ghastly COVID-19 pandemic which has been sweeping the globe, and the underlying strong macroeconomic fundamentals are pointers indicating the potential of the country to move swiftly towards achieving a USD 5 trillion economy. The recent policy initiatives of the government in social, economic, technological and geo-political spheres are further indications of the strong footprints India is going to leave at the regional and the global levels in the years to come.

For a vast and diverse country like India with its cultural mosaic, to harness demographic dividend, ushering in policy reforms which promote inclusive growth becomes crucial. The four Labour Codes enacted recently subsuming the existing 29 Labour Acts, employee and employer friendly Digital Portals and the various Welfare Schemes of the Central and State Governments towards creating livelihoods, promoting decent employment opportunities and social security in terms of Sickness/Health, Old-age Security, Maternity, Employment Injury, etc. to different sections of the society are sure indications of the country moving towards achieving an all-inclusive growth.

The Article gives an overview of some of the recent initiatives taken by the Government viz. Four Labour Codes passed by the Parliament, Digital Portals launched and major Welfare Schemes, all aimed at providing Social Security, Skilling/Training and Livelihood opportunities to the people on the one hand and further buoying the business eco-system and entrepreneurship on the other.

I. The Labour Codes

The four Labour Codes viz. Code on Wages, 2019; Code on Industrial Relations, 2020; Code on Social Security, 2020 and the Code on Occupational Safety, Health and Working Conditions, 2020 have been framed with the objectives to amalgamate, simplify and rationalize the existing Labour Acts and bring in transparency and velocity in their implementation.

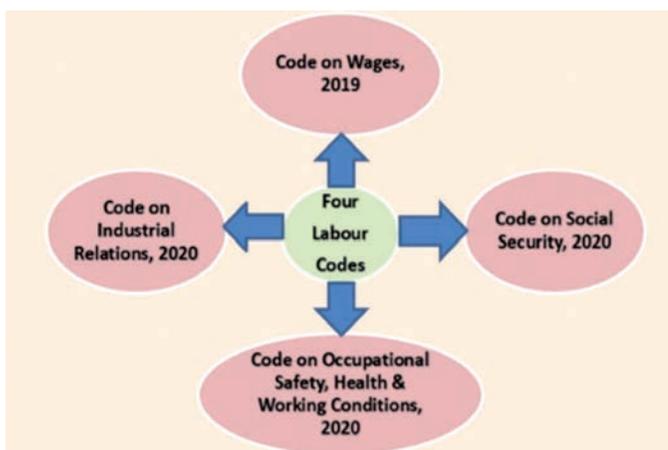
(a) **The Code on Wages, 2019** intends to universalize the applicability of payment of wages to all the employees. For instance, the minimum wage which was previously confined to workers engaged in notified scheduled employments now becomes the right of every worker in the country and thus is a historic step towards bringing in equity in the society. Addressing gender-based discrimination in payment of wages would

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(ii) The Labour Welfare measures discussed in the article are not exhaustive and do not cover all the measures. For accuracy and details refer to the original literature. Views are personal.

be a huge relief to the women workforce in the country. Further, the onus of paying minimum wages now falls squarely on the employers. The code also prescribes a premium on the skills, thus linking with the 'Skill India Programme' of the country. The code amalgamates the existing four Labour Acts related to Wages viz. The Payment of Wages Act, 1936; The Minimum Wages Act, 1948; The Payment of Bonus Act, 1965 and The Equal Remuneration Act, 1976.

(b) The Code on Industrial relations, 2020 aims at promoting better employee-employer relations by making mandatory to publish and display the statutory employment conditions viz. hours of work, wage rates, pay day, grievance redressal machinery, etc. at workplace. The new provisions of 'Fixed-term' employment with all statutory benefits like social security, wages, pro-rata gratuity, etc. on par with regular employees and 'Reskilling Fund' for training the retrenched workers are likely to help both employers and employees.



(c) The Code on Occupational Safety, Health and Working Conditions, 2020 aims at providing a safe and healthy workplace for workers, including for the migrant workers. The code subsumes the existing 13 related Labour Acts and brings in parity between men and women working

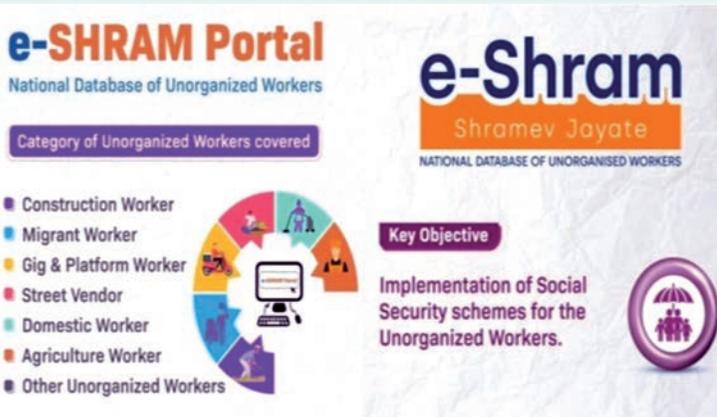
by allowing women workers to work in the night shift. It empowers the workers in seeking appointment letters with specified conditions including the likely tenure/contract period. Along with the wage code, this code redefines the role of labour enforcement officials by renaming the 'Inspector' as 'Inspector-cum-Facilitator' which means the inspecting official would now also guide the employers and employees of the inspecting organization on matters of concern. Provisions like mandatory health checkups annually for the employees at the cost of the employer would help in early detection and treatment of occupational diseases. Separate washroom/locker facilities, etc. for trans-genders is another hallmark of this code.

(d) The Code on Social Security, 2020 amalgamates the existing nine pieces of labour legislations related to social security of workers. The code for the first time universalizes the coverage of social security to even unorganized sector workers including home-based workers, domestic workers, etc. While various countries, including the developed ones have been pondering on how to cover the gig and platform workers with the social security benefits, India has taken the lead by bringing them within the ambit of social security including exploring the ways and means to finance the intended benefits.

II. Employee and Employer Friendly Digital Portals

(a) E-Shram Portal

The E-Shram portal has been developed by the Ministry of Labour and Employment with an intention to create a National Database of Unorganized Workers (NDUW) in the country. The details of unorganized workers viz. Name, Occupation, Address,



Educational Qualification, Skill Types, Family Details, etc. are captured by the portal for optimum realization of their employability and extend the benefits of the Social Security meant for them. Registering into the portal is free of cost and is seeded with Aadhar. Upon registration, the workers shall be issued with an E-Shramik card with unique Universal Account Number (UAN) and will be able to access the entitled Social Security benefits through this card anywhere anytime. If a worker is registered on the E-Shram portal and meets with an accident, he will be eligible for Rs. 2 Lakhs on death or permanent disability and Rs. 1 Lakh on partial disability. All categories of unorganized workers viz. Agriculture Labour, Milk/Food/Vegetable Vendors, Migrant Workers, Fishermen, Beedi Workers, Construction Workers, Rickshaw Pullers, Domestic Workers, ASHA Workers, to name a few, can get registered on the portal.

Since the launch of the portal on 26th August, 2021 in a span of three months over 9.11 crores registrations have been completed. This indicates the tremendous response received toward this portal. Around 48% of the registered people are women. 61.18% of those registered belong to the age bracket of 18-40 years followed by 22.4% in the age group of 40-50 years.

Further 92.35% of those registered have income less than Rs. 10,000. State-wise 2.09 crores registered belong to West Bengal followed by Uttar Pradesh (1.72 crores), Odisha (1.20 crores), Bihar (0.99 crores) in that order. The maximum registrations have been from those in the agriculture sector (4.74 crores) followed by construction (1.2 crores), domestic and household work (0.82 crores) and apparel sector (0.58 crores).

(b) Shram Suvidha Portal

The Unified Shram Suvidha Portal was Launched on 16th October, 2014 as an industry-friendly initiative for allotment of a Unique Labour Identification Number (LIN) for establishments; filing of Self-Certified and Simplified Online Annual Returns and a Transparent Labour Inspection Scheme (TLIS) through computerized system to eliminate human discretion. The objectives of the Portal has been to become a 'One-Stop-Shop' for all labour laws compliance; create unified database of all establishments and bring in transparency in compliance and enforcement. Many states have already got integrated with the portal.



(c) The National Career Service Portal

National Career Service (NCS) is a one-stop solution that provides a wide array of employment and career related services to the citizens. It works towards bridging the gap between jobseekers and employers, candidates seeking training and career



guidance, agencies providing training and career counselling, etc.

The NCS project reaches out to the people of this country through its three essential pillars viz. a well designed ICT based portal which is the NCS portal, Country-wide set up of Model Career Centers (MCCs) and Interlinkage with all the states through Employment Exchanges. The digital centralized portal also provides services like job search, job matching, rich career content, information on job fairs, services of local service providers like drivers, plumbers, etc. for households and various other services. This portal facilitates registration of Job Seekers, Employers, Skill Providers, Career Counsellors, Local Service Providers (LSP's), Career Centers, Placement Organisations, Households (for availing the services of the LSP's) and concerned Government Departments. The portal provides information on over 3000 career options from 53 key industry Sectors - from IT to Textiles, Construction to Automobiles, Pharma and much more. Job-seekers also have access to industry

trends in a user-friendly way. Registration is online and free of charge.

III. Labour Welfare Schemes of the Government

(a) Social Security Schemes

(i) Pradhan Mantri Shram Yogi Mandhan Yojana (PM-SYMY)

It is a voluntary and contributory mega pension Yojana of old age protection and Social Security meant for the workers in the unorganised sector whose monthly income is up to Rs.

15,000. Any worker can join this pension scheme who is in the age bracket of 18 to 40 years. A meagre contribution ranging between Rs. 55 to Rs. 200 per month during the working age would fetch an assured monthly pension of Rs. 3,000 from the age of 60 years. A worker joining the pension yojana at the age of 18 years will have to contribute as little as Rs. 55 per month only till the age of 60 years while workers joining the scheme at the age of 40 will have to contribute Rs. 200 per month. A matching contribution would be done by the Central Government. Majority of the workers who are working in the unorganised sector as street vendors, rickshaw pullers, construction workers, rag pickers, home

Pradhan Mantri Shram-Yogi Maandhan

- Mega pension yojana for unorganised sector workers with monthly income of ₹ 15,000 or below
- Assured monthly pension of ₹ 3,000 from the age of 60 years
- Small monthly contribution during working age with matching govt. contribution
- To benefit 10 crore labourers and workers in unorganised sector

pension during the time when there is a fall in the interest rates. The minimum entry age is 60 years (completed) with a policy terms of 10 years and with an investment limit of Rs.15 Lakhs per senior citizen.

(iv) Atal Pension Yojana (APY)

This contributory pension scheme was launched on 01st June 2015 to address the longevity risks among the workers in the unorganised sector and to instil the habit of thrift so that they save voluntarily for their retirement. It is administered by the Pension Fund Regulatory and Development Authority (PFRDA) through the National Pension System (NPS) Architecture.

The minimum period of contribution by any subscriber under the APY is 20 years. The subscription can be made on a monthly/quarterly/half-yearly basis. The contribution levels vary and would be lower if the subscriber joins early and it increases if he joins late. The central government contribution is 50% of the total contribution or Rs. 1,000 per annum, whichever is lower for a period of 5 years. This scheme is open to all citizens between the age of 18 and 40 years having a saving bank account in a bank or a post office. The pension is payable to the spouse after the death of the subscriber. Contributions to the APY is eligible for tax benefits similar to the NPS upto a deduction

of Rs. 50,000 under section 80CCD(1) of the Income Tax Act.

(v) Janani Suraksha Yojana (JSY)

JSY scheme provides conditional cash transfer to reduce maternal and neonatal mortality by promoting institutional delivery among pregnant women. Financial assistance for institutional delivery in Low Performing States is Rs. 1,400 in rural areas and Rs. 1,000 in urban areas. In High Performing states it is Rs. 700 in rural areas and Rs 600 in urban areas.

JANANI SURAKSHA YOJANA (JSY)

- Cash assistance with delivery and post-delivery care.
- For pregnant women going to a public health institution for delivery, entire cash entitlement is to be disbursed to her in one go, at the health institution.

(vi) Pradhan Mantri Matru Vandana Yojana (PMMVY)

PMKVY is a conditional based direct benefit transfer (DBT) scheme under which cash benefits are provided to pregnant women in their bank account directly to meet enhanced nutritional needs and partially compensate for wage loss. Under this scheme, a cash incentive of Rs. 6,000 would

THREE GUARANTEED BENEFITS OF APY

- 1** GUARANTEED MINIMUM MONTHLY PENSION (RS. 1,000 TO RS. 5,000) FOR LIFE
- 2** SAME AMOUNT OF LIFELONG PENSION FOR SPOUSE AFTER SUBSCRIBER'S DEATH
- 3** NOMINEE RECEIVES ₹ 1.70 LAC TO ₹ 8.50 LAC AFTER DEATH OF SPOUSE

Atal Pension Yojana
A GOVT. OF INDIA'S GUARANTEED PENSION SCHEME

PFRDA
Pension Fund Regulatory and Development Authority

PRADHAN MANTRI MATRU VANDANA YOJANA

- Pregnant Women and Lactating Mothers to get upto ₹ 6,000
- Over 26 lakh beneficiaries
- ₹ 440 Crore released to 17.4 lakh beneficiaries
- PMMVY-Common Application Software (PMMVY-CAS) launched on 1st September 2017
- Pan-India expansion of Maternity Benefit Programme Since 1st January 2017

be provided directly in the account of Pregnant Women and Lactating Mothers (PW&LM) for first living child of the family subject to their fulfilling specific conditions relating to Maternal and Child Health.

(vii) Ayushman Bharat - Pradhan Mantri Jan Arogya Yojana (PM-JAY)

PM-JAY aims at protecting poor households against the financial shock of hospitalisation. It provides a cover of up to Rs. 5 Lakh per family Per year, for secondary and tertiary care hospitalisation at public and empanelled private hospitals.

ABOUT PMJAY

-  A cover of Rs. 5 lakh per family per year
-  10.74 crore poor & vulnerable families entitled as per SECC. No cap on family size or age
-  States given flexibility to decide on mode of implementation
-  Benefits will be portable across the country
-  Around 85% of rural families and 60% of urban families have been identified
-  To be launched on 25th September – the birth anniversary of Pandit Deendayal Upadhyay

(viii) Aam Aadmi Bima Yojana (AABY)

AABY, administered by the Life Insurance Corporation of India (LIC), offers insurance coverage to one earning family member.

Aam Aadmi Bima Yojana

Benefits from the scheme

- Inclusion For Death From Natural Causes
- Inclusion For Disability
- Inclusion For Accidental Death
- Extra Benefit

It provides monetary support while protecting beneficiaries from economic distress in the case of death or in case of permanent or partial disability.

(ix) Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY)

PMJJBY provides life insurance cover to unorganised workers of Rs. 2 lakh, on payment of premium of Rs. 330 per annum. It is applicable to the 18 to 50 years age group.



Pradhan Mantri Jeevan Jyoti Bima Yojana

- Life Insurance for the Poor & Underprivileged
- Life Insurance of Rs 2 lakhs
- Premium of just Rs 330/- per Year
- 3.46 crore people enrolled
- Rs 1390.42 paid as claims



(x) Pradhan Mantri Suraksha Bima Yojana (PMSBY)

It was launched in 2015 with the objective of enhancing the penetration of accident insurance in poor and unorganised workers. It provides a one year personal accident insurance renewable from year to year to

PRADHAN MANTRI SURAKSHA BIMA YOJNA

<p>Purpose Personal accidental insurance</p> <p>Age group 18-70 years</p> <p>Sum assured ₹2 lakh</p> <p>Premium ₹12 per annum</p> <p>Tenor 1 year cover; renewable</p> <p>Who can enroll All bank account holders in participating banks</p> <p>Payment process Auto-debit facility</p> <p>Scheme offered by Public sector general insurance companies and other general insurance companies</p> <p>Cover period 1 June to 31 May</p>	<p>Assurance Up to 70 years of age or closure of bank account</p> <p>Additional cover Yes</p> <p>Benefits ₹2 lakh on death to the nominee</p> <p>₹2 lakh on total and irrecoverable loss of both eyes/hands/feet or loss of sight of one eye and loss of use of one hand or foot</p> <p>₹1 lakh on total and irrecoverable loss of sight of one eye or loss of use of one hand or foot</p> <p>Premium break up Premium to insurance company: ₹10 per annum</p> <p>Transaction fee to agent: ₹1 per annum</p> <p>Transaction fee to a bank: ₹1 per annum</p> <p style="text-align: right; font-size: small;">Source: Ministry of Finance</p>
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the people of 18 to 70 years age group. Under the scheme risk coverage of 2 Lakhs for accidental death or permanent total disability and Rs. 1 Lakh for permanent partial disability is insured at a premium Rs. 12 per year.

(xi) Atal Bimit Vyakti Kalyan Yojana (ABVKY)

This Yojana has been introduced by Employees State Insurance Corporation (ESIC) on a Pilot basis for a period of 2 years with effect from 01st July 2018 and later extended upto June 2021. The primary objective of the scheme was to oversee that unemployment benefit is paid to workers covered under the ESI Scheme.

The ESI scheme aims to protect 'Employees' against impact of incidences of sickness, maternity, disablement and death due to employment injury and to provide medical care to the insured persons (IP's) and their families. The ESI scheme covers about 3.49 Crores of family units of workers and provides cash benefits and medical facilities to about 13.56 Crores beneficiaries. Minimum 2 years of insurable employment is required to claim the relief. ESIC's 'Chinta se Mukti' mobile app has been launched for IP-centric information

services made available through UMANG (Unified Mobile Application for New-age Governance platform).

Relaxation have been made in the ABVKY to cope with job losses during Covid-19 pandemic viz. payment of relief enhanced to 50% (earlier 25%) of average wages payable upto maximum 90 days of unemployment; claims can be filed directly by workers (earlier they had to be got forwarded by last employers); relief becoming payable after 30 days of unemployment (earlier 90 days); benefits to be settled within 15 days from the date of application; etc.

(xii) Prime Ministers Garib Kalyan Yojana (PMGKY)

The Prime Ministers Garib Kalyan (Yojana)/ Abhiyaan was launched to counter the increasing demand for employment due to COVID-19 induced lockdowns and provide minimum income to the poor, especially the migrant workers for their healthy sustenance as there was influx of these migrant workers from major cities and towns to their parent states/villages. The objective of the abhiyaan was, apart from providing livelihood opportunity, create infrastructure through public works like building roads, housing, anganwadis,

Enhancing quantum of relief being provided to eligible workers under

Atal Bimit Vyakti Kalyan Yojana



Enhanced benefit and relaxation in eligibility conditions under Atal Bimit Vyakti Kalyan Yojana (ABVKY)

- Rate of relief enhanced from 25% to 50% of the average daily wages
- Relief amount to be credited to the bank account of the Insured person directly
- Scheme extended upto 30th June, 2021 with enhancement in relief and relaxation in eligibility conditions upto 31.12.2020
- Insured Person can apply online and thereafter submit hard copy of their claim directly to their designated ESIC Branch Office

For more information and claiming relief under the scheme, please visit www.esic.in

Ministry of Labour & Employment
Government of India

Employees' State Insurance Corporation

For more information please visit nearest designated ESIC Branch Office or call toll free number 1800 11 2526

PRADHAN MANTRI GARIB KALYAN YOJANA

Insurance scheme for Health Workers

- Insurance cover of ₹50 lakh for 90 days to 22.12 lakh public healthcare providers & community health workers
- Insurance scheme will also include **accidental loss of life** on account of contracting COVID-19
- Insurance provided under this scheme would be over and above any other insurance cover being availed of by the beneficiary
- On account of the unprecedented situation, private hospital staff/ retired/volunteer/local urban bodies/contract/daily wage/ ad-hoc/outsourced staff requisitioned by hospitals can also be **drafted for COVID-19 related responsibilities**

panchayat bhawans and other community assets. The basket of wide variety of works was to ensure that each migrant workers is able to get an opportunity of employment according to his/her skill in the coming 125 days.

(xiii) Atmanirbhar Bharat Rozgar Yojana (ABRY)

The ABRY was launched to incentivise the employers registered with Employees Provident Fund Organisation (EPFO), for creation of new employment along with Social Security benefits and restoration of loss of employment during COVID-19 pandemic.

AATMANIRBHAR BHARAT 3.0
Aatmanirbhar Bharat Rozgar Yojana
Subsidy support from Central Govt.

- (1) Central Govt. to provide subsidy for two years in respect of new eligible employees engaged on or after 01.10.2020 at following scale
 - **Establishments employing up to 1000 employees**
 Employee's contributions (12% of Wages) & Employer's contributions (12% of wages) totalling 24% of wages
 - **Establishments employing more than 1000 employees**
 Only Employee's EPF contributions (12% of EPF wages)
- (2) The subsidy support to get credited upfront in Aadhaar seeded EPFO Account (UAN) of eligible new employee

It is a Central sector scheme and has been launched for a period of 3 years (2020-2023) under the Atmanirbhar Bharat Package 3.0. Under this package the Government of India bears both the employer's share (12% of wages) and employee's share (12% of wages) of contribution payable or only the employees share, depending on employment strength of the EPFO registered establishments.

An employee drawing monthly wage of less than Rs.15,000 who was not working in any establishment registered with the

EPFO before October 1, 2020 and did not have a universal account number or EPF member account number prior to October 1, 2020 is eligible for the benefit. Further, any EPF member possessing universal account number drawing monthly wage less than Rs. 15000 who exited from employment during the COVID-19 pandemic from 01.03.2020 to 30.09.2020 and did not join employment in any EPF covered establishment upto 30.09.2020 is also eligible to avail the benefit. This scheme is being implemented by the EPFO of the Ministry of Labour and Employment.

The scheme is expected to reduce the financial burden of the employers of various sectors/ industries including MSME and will encourage them to have more workers. This will also create more employment and discourage industries from firing/ shedding off employees during the tough phase of the pandemic.

(xiv) Pradhan Mantri Kisan Samman Nidhi (PM-KISAN)

It is an income support scheme that provides small and marginal farmers with upto Rs. 6,000 per year to support their financial needs. It aims at improving the economic security of farmers.

Pradhan Mantri Kisan Samman Nidhi (PM-KISAN)

Rs. 6,000 per year to be transferred directly to farmers' families who own cultivable land upto 2 hectares

- Three equal installments of Rs. 2,000 each will be transferred directly to small & marginal farmers' bank account.
- By definition, a farmer family will comprise of husband, wife & minor children.
- Eligible farmers are being selected by the State Governments.
- First installment will be payable with effect from 1st December, 2018.
- Entire expenditure of the scheme is borne by Government of India.
- Helps in meeting cultivation needs of the farmer.
- Will free farmer from the clutches of moneylenders.

(xv) National Scheme for Welfare of Fisherman

It provides financial assistance to fishermen during lean seasons and for other purposes such as construction of houses and tube-wells. The scheme reduces the insecurity that comes for the seasonality of a person's occupation. The Matsya Sampada Yojana aims to promote aqua culture to benefit all fisherman with social security and accident insurance. A central sector scheme seeks to make India into a hotspot of fish and aquatic products through an appropriate mix of policy making, marketing and infrastructure aids.



(b) Training, Skills & Entrepreneurship Development

(i) The Green Skill Development Programme (GSDP)

This programme of the ministry of Environment, Forest and Climate Change is an initiative for skill development in the environment and forest sector to enable youth to get gainful employment. The program endeavours to develop green skilled workers having technical knowledge and commitment to sustainable development. It will help in the attainment of the Nationally Determined Contributions (NDCs), Sustainable Development Goals (SDGs), National Bio Diversity targets (NDTs) and Waste Management Rules,



2016. The skilling programs cover diverse fields such as pollution monitoring, waste management, water budgeting, wild life management, para taxonomy etc.. The duration of the courses ranges from 80 hours to 560 hours. In the first stage a pool of master trainers/specialists would be created who further train the youth across the country.

(ii) Digi Saksham

Digi Saksham, the digital skills programme to enhance the employability of youth by improving their digital skills was launched in 2021 by the Ministry of Labour and Employment and Microsoft India, as a joint initiative. It is an extension of the government's ongoing programmes of supporting youth especially, from the rural and semi-urban areas. The programme will be implemented in the field by "Aga Khan Rural Support Programme India (AKRSP-I)".

Under this initiative, free of cost training will be provided to more than 3 lakh youth, in basic digital skills and/ or advance computing viz. Excel, Java Script, Data Visualisation, Power Bi, HTML, Software Development Fundamentals, Programming Languages, Introduction to Coding, etc.. The programme has 3 components -Digital Skills Self-paced Learning, VILT (Virtual Instructor Led Training) mode and ILT

DIGISAKSHAM

DIGITAL SKILLS PROGRAMME TO ENHANCE YOUTH EMPLOYABILITY

Joint Initiative of Ministry of Labour and Microsoft India

Free-of-cost training in digital skills to 3 lakh+ youths to be given in 1st year

Three types of training

■ Digital Skills (Self paced learning)

■ VILT mode training (Virtual Instructor led)

■ ILT mode training (Instructor led)



(Instructor Led Training) mode where the training is in person and would be conducted at the Model Career Centres (MCCs) and National Career Service Centres (NCSCs).

(iii) Deen Dayal Upadhyaya Gramin Kaushal Yojana (DDU-GKY)

It was launched on 25th September 2014 on the Antyodaya Divas with a broad objective of transforming the demographic surplus into demographic dividend and driving in the agenda for an inclusive growth by developing skills and productive capacity of the Rural Youth. The focus has been on rural youth in the age group of 15-35 years covering even the SCs/STs/OBCs/Women/PWDs and Minorities. The scheme has a 3-tier implementation model with the DDU-GKY at the National level functioning as the policy making and facilitation agency rendering even technical support. The DDU-GKY State Missions provide the implementation support and the Program Implementation Agency (PIA) at the field level implementing the program through skilling and placement projects. The DDU-GKY has been playing a significant role in the context of AatmaNirbhar Bharat through skilling.



(iv) Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

The PMKVY-3.0 was launched in January 2021 with an aim to empower the India's Youth with employable skills by offering a basket with 300 skill courses to choose. The Yojana is expected to create an eco-system for the youth to make informed choices on the available skilling avenues, provide support to the youth for skill training and certification and promote sustainable skill centres for greater participation of private sector. The modes of training include (i) Class-room based Approach (both theory and practical) conducted physically at the PMKY 3.0 affiliated training centres and (ii) Blended Approach wherein the theory portion of the course may be delivered through digital/online mode and the practical portion to be delivered at the affiliated training centre, by using the physical training infrastructure. PMKVY 3.0 has been designed to be more trainee/ learner-centric with a focus on bridging the demand-supply gap by promoting skill development in areas of new-age and industry 4.0 job roles.

Features of PMKVY 3.0

-  Cross utilisation of existing infrastructure for establishment of skilling centres
-  Introduction of significant reforms in the assessment ecosystem
-  Creation of a pool of certified trainers through direct funding for the Training of Trainers Program (ToT)

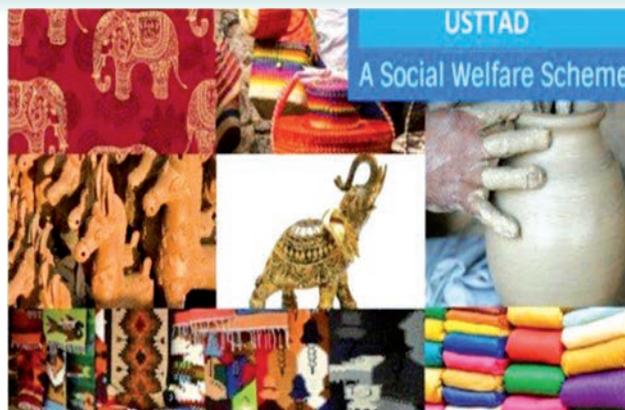
Due to its bottom-up approach to training, it is expected to identify job roles that have demand at the local level and skill the youth accordingly linking to these opportunities.

The PMKVY-1.0 and 2.0 were launched earlier with an intention to boost the employability of the youth corresponding to the demands of the industry. The PMKVY-1.0 was launched on 15th July 2015 (World Youth Skills Day) with an objective to provide free short duration skill training and incentivising this by providing monetary rewards to youth for skill certification. In the initial year of 2015-2016, about 19.85 Lakh were trained. The PMKVY-2.0 covering the period 2016-2020 was launched by scaling up both in terms of Sector and Geography and by greater alignment with other missions of the Government of India like Make in India, Digital India, Swatch Bharat etc.

The PMKVY scheme has two components - Centrally Sponsored Centrally Managed (CSCM) known as the central component to be implemented by the National Skill Development Corporation (NSDC) and the Centrally Sponsored State Managed (CSSM) known as the state component to be implemented by the State Skill Development Missions (SSDM's)/ respective departments of States/Union Territories. The total target of the scheme will be divided approximately in the ratio of 75:25 between Central and State components.

(v) Upgrading the Skills and Training in Traditional Arts/Crafts for Development (USTTAD)

The scheme was launched in 2015 with an objective to preserve the heritage of traditional arts and crafts and build capacity



of traditional artisans and craft persons and establish linkages of traditional skills with the Global Markets. The scheme also envisages stipend for USTTAD apprentices for Research & Development apart from organizing Hunar Haat and Shilp Utsav for marketing the products through exhibitions organized within the country and abroad.

(vi) Nai Manzil

It was launched in August 2015 to promote holistic development of the minority community personnel through an integrated education and livelihood initiative. The primary objective of the scheme is to provide education rich program to eligible youth to obtain open schooling certification of class 8th/10th and impart high quality hard and soft skills training leading to productive employment. World Bank is partnering with the ministry of Minority Affairs by providing technical assistance which includes 50% of the schemes budget.

Nai Manzil

- To mainstream Madarsa students through bridge course with the help of reputed Academic Institutions.
- To be implemented by Maulana Azad Education Foundation (MAEF).
- Following Five Institutions have been selected to provide bridge course to 3000 students :
 - Aligarh Muslim University (AMU)
 - Jamia Millia Islamia University
 - National Institute of Open Schooling (NIOS)
 - Indira Gandhi National Open University (IGNOU)
 - Maulana Azad National Urdu University (MANUU)

Garib Nawaz Skill Development Centres were launched in 2017 with an objective of providing short term job-oriented skill development courses to the youth from the minority communities to make them employable. It has been launched in various states.

(vii) Pravasi Kaushal Vikas Yojana (PKVY)

The yojana aims at enhancing soft and domain skills of youth in line with the international standards and help them in getting overseas employment. It will be implemented by the National Skill Development Corporation (NSDC) through its training partners. The short term courses of the yojana (2 Weeks to 1 Month) are expected to prepare the candidates holistically in taking up challenging assignments in different countries with confidence and meet transnational skill requirements.

PRAVASI KAUSHAL VIKAS YOJANA

- A scheme designed to offer skill training to Indians seeking jobs overseas.
- It institutionalizes a framework to provide Pre-Departure Orientation Training to the Indian workers migrating overseas every year.
- Conducted by the Ministry of External Affairs & Ministry of Skill Development & Entrepreneurship

(viii) Support to Training and Employment Program for Women (STEP)

It is a Central Sector Scheme which aims to provide both, hard and soft skills that give employability to women as Self-employed or entrepreneurs in the field of Agriculture, Horticulture, Food processing, Handlooms, Tailoring/Embroidery, Handicrafts, Computer & IT enabled services, Hospitality sector, Travel and Tourism Sector, etc. along with soft skills.

Support to Training and Employment Programme (STEP) for Women

Aim: To make a significant impact on women by upgrading skills. The target group includes the marginalised asset less rural women and urban poor

Objectives

- To mobilise women in small viable groups and make facilities available through training and access to credits
- To provide training for skill upgrading
- To enable groups of women to take up employment-cum- income generation programmes

(ix) Apprenticeship Protsahan Yojana (APY)

The Apprentices Act, 1961 was enacted with an objective of regulating the programme of training of apprentices in the industry by utilizing the facilities available therein for imparting on-the-job training. The Act makes it obligatory for employers in specified industries to engage apprentices in designated trades to impart Apprenticeship Training on the job in industry to youth and person having National Trade certificate issued by National Council for Vocational Training (NCVT) to develop skilled manpower for the industry. There are four categories of apprentices namely; trade apprentice, graduate, technician and technician (vocational) apprentices. Qualifications of trade apprentices vary from class VIII pass to XII pass (10+2) system. Period of training varies from 6 months to 4 years.

National Apprentice Promotion Scheme

- Rs. 10,000 crore approved for apprenticeship training to create more jobs.
- India aims to train 50 lakh apprentices, an increase of 22 folds from present strength.
- Huge skill development aimed by subsidised training to get skilled worker.
- Biggest monetary reward initiative in the last seven years for skill development.
- Government will bear 25% of the stipend and 50% cost (Rs. 7,500 per apprentice) of academic training of an apprentice.

Under this yojana, the Government will support manufacturing units mainly and other establishments by reimbursing 50% of the stipend paid to apprentices during first two years of their training. The apprenticeship Act 1961 has also been amended to make it more responsive to the needs of the industry and the youth.

(x) Pradhan Mantri Mudra Yojana (PMMY)

It was launched in 2015 with the objectives of increasing the entrepreneurial activity of existing small businesses and encouraging first generation entrepreneurs by providing loans to small entrepreneurs. The scheme was expected to promote small scales enterprises which are labour intensive, thereby providing more employment. All loans under the yojana are provided without any collateral. The loan is provided through mudra card which can be used as a regular debit card. The 3 types of loan under this yojana are - Shishu, Kishor and Tarun.



employment opportunities. Through this initiative, the government aims to empower start-ups to grow through innovation and design. 'The Start-up India Hub' has been established to create a single point of contact for the entire start-up eco-system and enable knowledge exchange and access to funding.

(xii) Stand Up India

It was launched in 2016 with the objective of promoting entrepreneurship amongst the SCs/STs and Women via facilitating financial access for setting up a green field enterprise. The scheme facilitates bank loans between Rs. 10 Lakhs and Rs.1 Crore to at least one SC or one ST borrower and at



(xi) Start-up India

It is a flagship initiative of the Government of India intended to build a strong eco-system for nurturing innovation and start-ups in the country that will drive sustainable economic growth and generate large scale



least one women borrower per bank branch for setting up a green field enterprise. The enterprise could be in manufacturing, services or the trading sector. The loan is repayable in 7 years with a maximum moratorium period of 18 months.

(xiii) Make in India

The program aims at promoting India as an important investment destination and a global hub for manufacturing, design and innovation. Its other objectives include facilitating investment, fostering innovation, building class manufacturing infrastructure, improving ease of doing business and enhancing skill development. The key targets under this scheme are to (i) To increase the manufacturing sectors growth rate to 12-14% per annum in order to increase the sectors share in the economy, (ii) Create 100 million additional manufacturing jobs in the economy by 2022, and (iii) To ensure that the manufacturing sectors contribution to GDP is increased to 25% by 2025.

The Global Commission on Future of Work appointed by the International Labour Organisation as a part of the 'future of work' initiative had recommended to adopt a "Human-centred Approach" to achieve a future of work that provides decent and sustainable work opportunities for all. The commission suggested a 3-pronged strategy

of increasing investment in people's capabilities, increasing investment in the institutions of work and increasing investment in decent and sustainable work. The various provisions of the four labour codes, the digital initiatives and the measures taken by the government for the welfare of all the people who are and who intend to be in the Labour Market, as portrayed above, reflects the intent of the country to move swiftly towards achieving an inclusive growth and further towards attaining the Sustainable Development Goals (SDGs) of the United Nations.

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- Increase in Manufacturing Sector growth to 12%-14%
- Increase in share of manufacturing in country's GDP from 16% to 25%
- Create 100 million additional jobs in manufacturing sector
- Enhance global competitiveness of Indian manufacturing
- Ensuring sustainability of manufacturing growth
- Creation of appropriate skill sets

V.V. Giri National Labour Institute (VVGnLI) is a premier institution involved in research, training, education, publication and consultancy on labour and related issues. Set up in 1974, the Institute is an autonomous body of the Ministry of Labour and Employment, Government of India.



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- Disseminating knowledge, skills and attitudes to major social partners and stakeholders concerned with labour and employment;
- Undertaking research studies and training interventions of world class standards; and
- Building understanding and partnerships with globally respected institutions involved with labour.

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