



भारतीय मजदूर संघ Bharatiya Mazdoor Sangh

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Date.: 06.01.2026

To,

Dr Mansukh Bhai Mandaviya ji

Hon. Union Minister for Labour & Employment

Government of India, New Delhi

Sub: Resolve long-pending problems related to Social Security and other issues on a high-priority basis, - requested -regarding

Ref: Our memorandum on 21st November 2025

Respected Sir ,

Namaskar.

You are aware that the Bharatiya Mazdoor Sangh (BMS) is rendering yeoman service to the indian workforce through its' constructive and agitative activities. You are also aware that the BMS has a vast network among Unorganized-sector workers. The Labour ministry has taken various initiatives, such as E-Shram and the Samadhan Portal, which have raised many hopes among workers.

BMS consistently demanding that specific long-pending issues be resolved in the interest of millions Indian Workers, particularly those related to Social Security and Scheme Workers. Now, BMS is requesting that you take on a new initiative and resolve the following issues immediately.

1. Indian Labour Conference (ILC)

The last session of the Indian Labour Conference was held in 2015. BMS urges that the ILC be convened at the earliest, thereby upholding the long-standing tripartite tradition. The Government must listen to the voices of all stakeholders. For several years, BMS and other CTUOs have been consistently raising this demand. The time has now come for the Government to take decisive action.

2. Social Security

- **EPS-95 Pensioners:** The minimum pension under EPS-95 should be increased substantially from Rs. 1,000/ to cater to present-day needs and link with Dearness Allowances. Furthermore, all EPS-95 pensioners should be made eligible for benefits under the Ayushman Bharat Yojana. At the same time, include a provision that the hike will apply to all other EPS95 Pensioners who are currently receiving more than Rs1000/
- **EPF & ESI:** The wage ceilings for EPF and ESI contributions must be revised. The ESI wage ceiling should be raised from Rs. 21,000 to Rs. 42,000, and once enrolled, a worker should not be excluded from the scheme merely because their wages exceed the eligibility limit. The EPF wage ceiling should similarly be increased from Rs. 15,000 to Rs. 30,000.

- **Bonus:** All bonus-related ceilings must be enhanced. The current calculation ceiling for annual bonus payments should be raised from Rs. 7,000 / as per the present-day needs (or) to the applicable minimum wage of the scheduled employment, whichever is higher. The eligibility ceiling should be abolished altogether so that all workers receive a bonus under the Payment of Bonus Act, 1965.
- **Gratuity:** The entitlement should be enhanced from 15 days to 30 days of wages for every completed year of service.
- **Central Government Employees:** Contributions under the Central Government Employees Group Insurance Scheme have remained unchanged since 1986. Nearly 40 years have passed. The monthly premium should now be revised to a minimum of ₹1,500, with proportionate enhancement of insurance benefits.

3. Scheme Workers:

Nearly 70 lakh scheme workers, including Anganwadi workers and helpers (28 lakh), Mid-Day Meal workers (25.7 lakh), Gramin Dak Sevaks (6 lakh), ASHA workers (10 lakh), NHM workers (5 lakh), and workers under various other schemes, have been performing regular duties for many years. Keeping the huge workload and extra working hours in mind, the government should ensure that the minimum wages and other benefits are paid to all these Scheme workers.

4. Workers' Welfare

- Reinstatement of the cess-based welfare funding mechanism, discontinued after the introduction of GST, or ensure adequate compensation to welfare boards such as those for beedi workers, plantation labour, fisheries, and contract labour.
- Provide special support packages for labour-intensive sectors such as beedi, plantation, construction, and fisheries, as well as for workers in emerging sectors, including the platform economy.
- Integrate e-Shram cards with clearly defined benefit pathways and allocate dedicated funds based on e-Shram data to ensure that existing welfare schemes are effectively accessible.

5. Problems of Contract Workers

There is an alarming rise in the use of contractual employment across Government departments, PSUs, boards, corporations, autonomous institutions, societies, and the private sector. Many workers in industries and government establishments have served for more than 25 years on a contractual basis. Still, they are not receiving proper wages and are being exploited. Therefore, the BMS demands that stringent action be taken against those who violate the rules. As per Clause 25(2)(5)(A), the contract worker should be paid the same and similar wages at par with the workman employed by the Employer in any establishment. The same rule should be strictly enforced to ensure justice for all types of Contract workers.

We trust that the Government will take all necessary steps to address workers' long-pending demands and ensure justice for them. Hope you respond positively

Yours' sincerely



(Ravindra Himte)

General Secretary

Copy: Sushri Shobha Karandlaje Ji, Hon'ble Union Minister of State for Labour and Employment, Government of India.