



# **LABOUR AND EMPLOYMENT DEPARTMENT**

## **POLICY NOTE 2014 – 2015**

### **DEMAND No.32**

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MINISTER FOR RURAL INDUSTRIES  
AND LABOUR**

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**Government of Tamil Nadu  
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## **I. LABOUR DEPARTMENT**

Tamil Nadu has the unique distinction of maintaining harmonious industrial relations, which is the corner stone of sustained industrial growth. The labour policy of the Government seeks the overall growth and development of the industry and the individual worker who equally contributes to the success of the industry. Labour management relations are regulated to maintain economic development, social justice, industrial harmony and human resources development, improvement of living and working conditions of the workers, creation and maintenance of an atmosphere conducive for the growth and development of peaceful industrial relations and industrial peace in the State and strict enforcement of labour legislations and provisions of social security to the unorganised workers towards improving state economy.

## **Functions**

Labour Department enforces labour legislations, protecting the legitimate rights of workers and ensuring their welfare, so as to maintain a congenial labour environment, leading to speedy economic growth and prosperity. Eradication of child labour, enforcing Legal Metrology Act and provision of social security to workers are some of the predominant activities of the department.

## **Administrative Structure**

In order to enforce various Labour Laws towards attaining harmonious nexus among the working class and the management there are 568 officer posts and 2028 staff posts in this department.

In order to serve effectively for the working community, orders were issued for provision of 35 vehicles to the officers having enforcement and conciliation works. During the year 2013 - 2014, 2 numbers of Driver posts have been created and 4 Helper posts were also created for the operation of

Mobile Kit for the purpose of verification of weigh bridges so as to strengthen the Weights and Measures Unit.

## **Organizational Structure**

<b>Sl. No.</b>	<b>Cadre of officers</b>	<b>No. of Post</b>
1.	Commissioner of Labour	1
2.	Additional Commissioner of Labour	1
3.	Joint Commissioners of Labour	12
4.	Deputy Commissioners of Labour	16
5.	Assistant Commissioners of Labour	24
6.	Inspectors of Labour	30
7.	Labour Officers	50
8.	Inspectors of Plantation	10
9.	Inspectress of Labour	3
10.	Administrative Officers	5
11.	Labour Welfare Officers	2
12.	Public Relations Officer	1
13.	Accounts Officer	1
14.	Assistant Surgeons (Plantations)	2
15.	Deputy Inspectors of Labour	70

16.	Assistant Inspectors of Labour	219
17.	Stamping Inspectors	101
18.	Statistical Inspectors	20
	<b>Total</b>	<b>568</b>

## **INDUSTRIAL RELATIONS**

Healthy industrial relations is a key to progress and success. Uninterrupted production and reduction of industrial disputes contribute to the rapid and sustained industrial development. Industrial relations has become one of the most delicate and complex problems of modern industrial society. In order to attain industrial progress and in the interest of all, it is imperative to maintain good industrial relations between the management and employees. The role of the Labour Department is to aid and maintain harmonious balance between the labourers and management so that there is conducive atmosphere for achieving the objective of industrial growth and prosperity. With the responsive attitude and effective intervention of the conciliation machinery of Labour Department, the strikes and



lockouts are resolved expeditiously which ensures harmonious industrial relations in the State. During the year, 2013 - 2014 the conciliation officers have resolved 7193 disputes.

**Some of the major disputes resolved were:-**

1. Wage revision for plantation workers.
2. Wage revision for tannery workers.
3. Wage revision in Madura Coats.
4. Wage revision in TANGEDCO.
5. Strike in Indian Furniture, Tiruvallur.
6. Strike in Nokia Siemens Ltd., Sriperumpudur.
7. Strike in M.R.F. Ltd., Arakonam.
8. Law & Order issues settled in Powerloom Industry, Rubber Plantations & Vessels Manufacturing industry.
9. 21 strikes and 6 lock outs in various industries.

**Labour Courts**

There are 12 Labour Courts in the State. Four are functioning at Chennai, two at Vellore and one each in Salem, Coimbatore, Cuddalore, Tiruchirappalli, Madurai and Tirunelveli. Labour

Courts adjudicate on matters specified in the Second Schedule to the Industrial Disputes Act, 1947, as mentioned below:-

1. The propriety or legality of an order passed by an employer under the Standing orders;
2. The application and interpretation of Standing orders;
3. Discharge or dismissal of workmen including reinstatement of, grant of relief to, workmen wrongfully dismissed;
4. Withdrawal of any customary concession or privilege;
5. Illegality or otherwise of a strike or lock-out and
6. All matters other than those specified in the Third Schedule.

At the beginning of the year 2013-2014, 8,026 cases were pending in various Labour Courts. During the period 2013 - 2014, 1,487 cases were received and 2,498 cases were disposed including previous pending. As a result of additional infrastructure facilities provided to the Labour Courts

pendency has been reduced to 7015 by end of the year 2013-2014.

### **Industrial Tribunal**

An Industrial Tribunal is functioning at Chennai and adjudicates on matters specified in the Third Schedule to the Industrial Disputes Act, 1947, as mentioned below:-

1. Wages, including the period and mode of payment;
2. Compensatory and other allowances;
3. Hours of work and rest intervals;
4. Leave with wages and holidays;
5. Bonus, profit-sharing, provident fund and gratuity;
6. Shift working otherwise than in accordance with standing orders;
7. Classification by grades;
8. Rules of discipline;
9. Rationalisation;
10. Retrenchment of workmen and closure of establishment and

11. Any other matter that may be prescribed.

At the beginning of the year 2013-2014, 97 cases were pending in the Industrial Tribunal. During the 2013-2014, 52 cases were received and 31 cases were disposed leaving a pendency of 118 cases.

### **ENFORCEMENT OF ACTS AND RULES**

Enforcement of labour legislations is a dynamic activity of the Labour Department. The enforcement machinery of the department regularly conducts inspections and periodically organises special drives to ensure compliance of statutory requirements of labour laws and the laws relating to legal metrology. The principal duty of the enforcement officials is to ensure that the stakeholders concerned comply with the objectives envisaged in the statutes and to prosecute them for non-compliance.

**The important labour legislations enforced by the Labour Department are detailed below:-**

**The Tamil Nadu Shops and Establishments Act, 1947**

The Act regulates the conditions of employment of persons employed in shops and commercial establishments. It provides for the opening and closing hours of shops and establishments and provision of weekly holiday with wages. There are 3,25,387 shops and establishments in the State. 3,18,281 inspections were made by the enforcement officers during the year 2013-2014. 28,495 cases were compounded and a sum of Rs.23.85 lakh was collected as compounding fee. 728 cases were disposed off in courts and an amount of Rs.54817 was imposed as fine.

**The Tamil Nadu Catering Establishments Act, 1958**

The Act provides for regulating the conditions of persons working in catering establishments.

It regulates the provision of weekly holidays, periods of work, leave with wages, overtime wages, etc.

There are 29,979 catering establishments in the State. During the year 2013-2014, a sum of Rs.10.39 lakh was collected as registration, renewal and amendment fee from the employers of catering establishments. During the period, 43,863 inspections were made, 5,506 cases were compounded and a sum of Rs.5.63 lakh was collected as compounding fee. 48 cases were disposed off in courts and Rs.12,550 was collected as fine.

### **The Tamil Nadu Industrial Establishments (National and Festival Holidays) Act, 1958**

The Act provides for grant of national and festival holidays to persons employed in industrial establishments.

During the year 2013-2014, 1,06,690 inspections were made. Of these 7,106 cases were compounded and a sum of Rs.24.15 lakh was collected as compounding fee. 122 cases were

disposed off by Court and a sum of Rs.28,808 was collected as fine.

### **The Payment of Wages Act, 1936**

The Act provides for prompt and timely payment of wages to the employees, bars unauthorised deductions from wages by the employers and provides for the expeditious disposal of claims.

The Regional Deputy Commissioners of Labour have been notified as authorities to hear and decide the claims under this Act. During the year 2013-2014, 32,590 inspections were made. 41 prosecutions were launched and Rs.36,700 was imposed as fine. 103 claims were disposed off and a sum of Rs.1.61 lakh was ordered to be paid as wages to the claimants.

### **The Contract Labour (Regulation and Abolition) Act, 1970**

The enforcement officers of this department are taking effective steps to implement the above

Act and to ensure that the workers employed by the contractors are getting the welfare measures provided for in this Act.

This Act regulates the employment of contract labour and abolishes the system of contract labour in certain circumstances.

The Government of Tamil Nadu have prohibited the employment of contract labour in the following processes:-

1. Bagging process of cement and printing of gunny bags in Cement Industry.
2. 19 processes in the Tamil Nadu Electricity Board.

The State Government have also reconstituted the State Advisory Contract Labour Board consisting of employers and employees representatives and Government officials to advise the State Government on such matters arising out of the administration of this Act as may be referred to it and to carry out other functions assigned to it under this Act.



During the year 2013-14, 1,855 inspections were made. 3 cases were disposed-off by Courts and a sum of Rs. 3,000/- was collected as fine. 586 establishments were registered as principal employers and licenses were issued to 980 contractors. A sum of Rs.8.34 lakh was collected by way of registration fee and a sum of Rs.2.67 lakh was collected by way of license fee.

### **The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979**

This Act regulates the employment of inter-state migrant workers and to provide for regulation of their conditions of service. This Act provides for protection and welfare of workers migrated from other States.

During the year 2013-14, 402 inspections were made. 1 case was disposed off by the Court and a sum of Rs.2,000/- was collected as fine. 260 establishments were registered and 408 licenses were issued. A sum of Rs. 78,540/- was collected by

way of registration fee and a sum of Rs.38,700/- was collected by way of license fee.

### **The Tamil Nadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981**

The Act provides for conferment of permanent status to workmen in an industrial establishment who have been in continuous service of 480 days within a period of 24 calendar months. During the year 2013-2014, 2,435 inspections were made. 76 applications were ordered.

### **The Motor Transport Workers Act, 1961**

The Act regulates the welfare of motor transport workers and conditions of their work. The total number of motor transport undertakings registered is 2,810, consisting of 1,37,258 workers.

A sum of Rs.56,55,528/- was collected by way of registration fee. During the year 2013-2014, 5,802 inspections were made. 919 cases were compounded and a sum of Rs.2,33,500/- was

collected as compounding fee. 23 cases were disposed off by the courts and fine amount Rs.4900/- was imposed.

### **The Working Journalists and Other Newspaper Employees (Conditions of Service and Miscellaneous Provisions) Act, 1955**

The Act regulates the conditions of service of working journalists and other persons employed in newsprint establishments. The remuneration of working journalists and other persons employed in the newsprint establishments is fixed by the Wage Board constituted by the Central Government. During the year 2013-2014, 90 inspections were carried out. The recommendation of the National Wage Board for Working Journalists under the chairmanship of Justice Majithia has been admitted by Hon'ble Supreme Court and it is in force.

### **The Industrial Employment (Standing Orders) Act, 1946**

The Act requires employers of industrial establishments to define conditions of employment of

workers under certified Standing Orders. The Zonal Joint Commissioners of Labour have been notified as Certifying Officers under this Act. During the year 2013-2014, 267 standing orders of industrial establishments were certified.

### **The Trade Unions Act, 1926**

The Act provides for the registration of trade unions and lays down the law relating to registration of trade unions.

The Regional Deputy Commissioners of Labour have been notified as Additional Registrars of Trade Unions to register the Trade Unions. The total number of Trade Unions registered is 12,771. During the year 2013-2014, 244 Trade Unions were registered and a sum of Rs. 41,845/- was collected as registration and amendment fees.

### **The Payment of Gratuity Act, 1972**

The Act provides for the payment of gratuity to the employees. Gratuity is paid to an employee on

superannuation / retirement or resignation, if he / she has put in a continuous service for a period of not less than five years. Gratuity is also paid on death or disablement due to accident or disease.

The Assistant Commissioners of Labour in the office of the Regional Deputy Commissioners of Labour, have been notified as Controlling Authorities and the Zonal Joint Commissioners of Labour, as Appellate Authorities, under this Act. During the year 2013-2014, 2,415 claims were disposed off and a sum of Rs.80.72 crore was ordered to be paid to the claimants.

### **The Payment of Bonus Act, 1965**

The Act provides for the payment of bonus to persons employed, on the basis of profit or production or productivity. The Act provides for the payment of bonus to persons employed by factories and establishments, where 10 or more persons are employed. This Act applies to establishments covered under the Act and bonus is payable even if

the number of employees subsequently falls below 10.

A minimum bonus of 8.33% has to be paid, irrespective of the financial condition of the establishments. The Act prescribes a formula for calculating the bonus when a company makes profit. Every employee drawing wages not exceeding Rs.10,000/- per month and has worked for at least 30 days in an accounting year, is eligible for bonus. Maximum bonus payable under the Act is 20%.

### **The Maternity Benefit Act, 1961**

The Act regulates the employment of women for certain periods before and after child birth and provides for the payment of certain maternity benefits.

This Act provides for 12 weeks leave with wages for child birth (6 weeks neonatal and 6 weeks postnatal), one-month medical leave on medical certificate and 6 weeks leave for miscarriage. It provides for the payment of medical bonus of

Rs.3,500/-, if no free pre-natal and post-natal care is provided by the employer. During the year 2013-2014, 10,030 inspections were made. 4 cases were disposed off by the court and fine amount of Rs.6,200/-was imposed .

### **The Equal Remuneration Act, 1976**

The Act provides for the payment of equal remuneration to men and women workers and for the prevention of discrimination on the ground of sex against women in recruitment for employment and in payment of salary to women employees. During the year 2013-14, 12,300 inspections were conducted by the enforcement officers.

### **The Tamil Nadu Payment of Subsistence Allowance Act, 1981**

The Act provides for the payment of subsistence allowance during the period of suspension. The Assistant Commissioners of Labour in the office of the Regional Deputy Commissioners of Labour have been notified as Authorities and the Regional Deputy Commissioners of Labour as

Appellate Authorities under this Act. During the year 2013-2014, 196 claims were disposed off and a sum of Rs.97.06 lakh was ordered to be paid.

### **The Employees' Compensation Act, 1923**

The Act provides for compensation to workers in the event of death or loss of earning capacity due to accidents in the course of their employment. The Regional Deputy Commissioners of Labour have been notified as Commissioners to hear and decide on the claims under this Act.

The compensation amount awarded is to be deposited by the employers/Insurance Companies. In case of default in depositing the amount awarded, the Deputy Commissioners of Labour initiate action to recover the amount through District Collectors under the Revenue Recovery Act. During the year 2013-2014, 2,665 cases were disposed off and a sum of Rs.41.57 crore was ordered to be paid as compensation.



## **The Minimum Wages Act, 1948**

The Minimum Wages Act, 1948 provides for fixing minimum rates of wages in certain employments appended as schedule to Act. This Act seeks to ensure not only the sustenance of life but also preservation of efficiency of the employees. In Tamilnadu, 92 employments have been included in the Schedule. Minimum Wages have been fixed for 73 employments such as Shops and Establishments, General Engineering, Construction, Catering, Plantation, Tanneries and Leather Manufactory, Public motor transport, Textile mills (Apprentices) etc. The minimum wage is revised once in 4 years. While fixing the minimum wages, Variable Dearness Allowance is added to neutralise the cost of living. During the year 2013-2014, minimum rates of wages have been revised in respect of 20 employments. Further preliminary notifications for revision have been issued for 20 employments and necessary action is being taken to issue final notification.

During the year 2013 – 2014, employment in Hand Embroidery and Jari was included in Part-I of the Schedule of the Minimum Wages Act.

The Regional Deputy Commissioners of Labour have been notified as authorities to hear the claims under section 20 (1) of the Minimum Wages Act. During the year 2013-2014, 1,19,872 inspections were carried out and 183 prosecutions were launched and Rs.92450 was collected as fine amount. 453 claims were disposed off and Rs.1.29 crore was ordered to be paid to the claimants.

### **The Plantations Labour Act, 1951**

The Plantations Labour Act has been enacted to provide for the welfare of the plantation labour and to regulate the conditions of work in plantations. The Act is applicable to any land used or intended to be used for growing tea, coffee, rubber and cardamom with an extent of 5 hectares or more and in which 15 or more persons are employed.

## **Enforcing authorities**

The Plantations Labour Act, 1951 and its allied rules are enforced by 10 Inspectors of Plantations and two Assistant Surgeons (Plantations) in Tamil Nadu. The Joint Commissioner of Labour (Administration) is the Chief Inspector of Plantations under the administrative control of the Commissioner of Labour. The Offices of the ten Inspectors of Plantations are situated in Ooty, Coonoor, Gudalur, Panthalur, Kothagiri, Valparai, Yercaud, Batlagundu, Theni and Nagercoil. The offices of the Assistant Surgeons (Plantations) are situated in Ooty and Nagercoil.

The total number of plantations in Tamil Nadu is 2,221 covering an area of 61,747 hectares of which 680 are registered plantations covering an area of 54,071 hectares and 1,541 are unregistered plantations covering an area of 7,676 hectares. The total number of workers in registered plantations is 55,302 of which 21,060 are men and 34,242 are women. The total number of workers in unregistered

plantations is 7,709 of which 3,091 are men and 4,618 are women.

Under this Act, employers are obligated to provide housing facilities, medical facilities, protective clothing, drinking water etc. to the workers as follows:-

### **Housing Facilities**

Plantations Labour Act provides for the provision and maintenance of houses by the employer for the benefit and use of plantation workers residing in the plantations. The plinth area of the houses shall not be less than 287 Sq. ft. The houses shall have water facility within reasonable distances, electricity and cement flooring. In Tamil Nadu so far 42,601 houses have been constructed for the plantation workers.

### **Medical Facilities**

Every employer of plantations shall provide and maintain medical facilities for the workers and their families. Plantations employing 1000 or more

workers shall have own garden hospital, plantations employing more than 200 workers but less than 1000 workers shall have combined garden hospital and own dispensary and plantations employing 200 or less workers shall maintain dispensary either individually or in groups. The Assistant Surgeons (Plantations) are enforcing the provisions relating to the medical facilities to be provided by the employers under the act and rules. There are 129 dispensaries and 44 Group dispensaries, 29 Garden Hospitals and 4 Group Garden Hospitals in Tamil Nadu

## **Creches**

In plantations where more than 50 women workers are employed, a creche shall be provided for the benefit and use of children below the age of 6 years. The children shall be given pure milk and wholesome refreshment. The crèche shall have a suitable wash room. The children shall be provided with two sets of clothing once a year. The crèche shall have play materials for the children and also an

open play ground suitably fenced. There are totally 244 creches in the plantations in Tamil Nadu.

## **Education**

In the plantation where there are more than 25 children in the age of 6 to 12, the employer is liable to provide a primary school. However, if there is a school run by the Government or Local body within the radius of 1.6 Kms. of a particular plantation, the employer need not provide a separate school. There are 158 schools in the plantations in Tamil Nadu.

## **Protection from cold weather (warm cloth)**

The employer shall provide one field cumby every year and one rug once in Two years to all workers employed in districts other than Kanyakumari to protect them from rain and cold. The workers of Kanyakumari district shall be provided with an umbrella and one bed sheet once in a year.

## **Water Supply**

It is the responsibility of the employer to provide and maintain at convenient places in the plantation sufficient supply of wholesome drinking water. Where drinking water is supplied from well or reservoir, the water in it shall be sterilized periodically. The potability certificate has to be obtained from the Health Officer of the Department of Health and Preventive Medicine or from the Certifying Surgeon or from the testing labs of the Tamil Nadu Water Supply and Drainage Board.

3,122 inspections have been made under this act during the year 2013-2014 and 216 cases have been disposed in the court and a sum of Rs.3,01,200 was imposed as fine.

## **The Plantation Labour Housing Advisory Board & Plantation Labour Advisory Committee**

The Plantation Labour Housing Advisory Board is a statutory tripartite committee chaired by the Principal Secretary to Government, Labour and Employment Department, consisting of the

representatives of planters, workers and Government Officials. The object of this Board is to ensure provision of proper housing facilities to the plantation workers. The Plantation Labour Advisory Committee is a tripartite non-statutory committee, chaired by the Commissioner of Labour, and consisting of Government official and representatives of planters, workers. The object of this committee is to enforce the various provisions of the Plantations Labour Act and Rules.

## **SOCIAL SECURITY**

### **TAMIL NADU LABOUR WELFARE BOARD**

The Tamil Nadu Labour Welfare Board was constituted under the Tamil Nadu Labour Welfare Fund Act, 1972, in the year 1975. It implements various Welfare Schemes for the benefit of the organised Labour on contributory basis. The Hon'ble Minister for Labour is the Chairman of the Board. The Board has 5 Employees' Representatives, 5 Employers' Representative, 4 Government



Representatives, 3 Members of the Legislative Assembly and 2 Women Representatives.

In order to implement various labour welfare schemes, the Tamil Nadu Labour Welfare Board receives contribution from the employees and employers of the Factories, Plantations, Motor Transport Undertakings, Shops and Catering Establishments. The employees of the above establishments contribute Rs.7/- and employers contribute Rs.14/- per worker per year. The Government of Tamil Nadu contributes Rs.7/-. The Board also receives fine amount imposed by the Courts and also Compounding fees collected by the Labour Department against the employers for violation of Labour Acts and Rules.

### **Financial Assistance:**

The Board runs 68 Welfare Centres where facilities like Pre-School, Tailoring training and Reading Room are made available. During the year 2013-2014, 18,942 workers and their wards have

availed assistance and an amount of Rs.1.04 crore has been spent on various Welfare Schemes.

**New schemes introduced in the year 2013:**

1. Accidental Death Assistance of Rs.1 lakh to the workers.
2. Performance based Assistance to students who participate in National / State level Sports Meet.
3. Training for Computer, Hotel Management and Driving through Modular Employable Skill.
4. Extension of Educational Incentive Scheme to students who secure first ten places in 10<sup>th</sup> and 12<sup>th</sup> Standard Government Public Examinations in each Educational District.

**Labour Welfare Schemes**

1.	Labour Welfare Centres	Have facilities like Tailoring Section, Pre-school and Reading Room.
2.	Scholarships for various courses	Post Graduate Course Rs.6,000/- Graduates Course Rs.4,000/- Diploma Course Rs.2,500/- Higher Secondary Course Rs.2,000/- I.T.I. Course Rs.2,000/-

3.	Educational Incentive	For first 10 Rank Holders in each Educational District 10 <sup>th</sup> Standard - Rs.2,000/- 12 <sup>th</sup> Standard - Rs.3,000/-
4.	Book Allowance	Post-Graduate Course Rs.3,000/- Graduate Course Rs.2,000/- Diploma Course Rs.1,500/- Higher Secondary Course Rs.1000/- (For Private School students only)
5.	Assistance for Basic Computer Training	Rs.1000/- for five employees / dependants in each District.
6.	Marriage Assistance	Rs.5,000/- for female and Rs.3,000/- for male workers and their wards.
7.	Spectacles Assistance	Upto Rs.500/- for workers
8.	Typewriting /Shorthand Assistance	Typewriting Higher Rs.600/- Typewriting Lower Rs.1000/- Shorthand Inter/High Speed Rs.750/- Shorthand Lower / Higher Rs.1500/-

9.	Death Assistance and Funeral Expenses	Death Assistance of Rs.25,000/- and Funeral Expenses of Rs.2,000/- to the Legal Heir of the worker.
10.	Accident Death Assistance and Funeral Expenses	Accident Death Assistance of Rs.1,00,000/- and Funeral Expenses of Rs.2,000/- to the Legal Heir of the worker.
11.	Hearing Aid, Artificial Limbs and Three Wheelers	Upto Rs.1000/- for Hearing Aid, Govt. prescribed price for artificial limbs and free supply of three wheelers.
12.	T.B. Wards in various Sanatoria	Tambaram Sanatorium (Chennai), Tiruppur, Asaripallam (Kanyakumari), Austinpatti (Madurai) and Kizhpennathur (Thiruvannamalai)
13.	Holiday Homes for workers	Mamallapuram, Courtallam and Valparai.
14.	Jeeva Illam	A Rest House for Trade Union Representatives.
15.	Uzhaippavar Ulagam- Magazine for Workers	The Board brings out a monthly magazine "Uzhaippavar Ulagam", which consists of Court Judgments, Labour Acts, question and answers, Consumer Price Index for the benefit of the workers, employers and also

		to the public. The price of the magazine is Rs.7/- per copy and an annual subscription Rs.80/-, Life subscription Rs.750/-.
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## **UNORGANISED WORKERS WELFARE BOARDS**

The Government of Tamilnadu has been taking determined efforts to provide social security to the unorganised workers in the State. In consonance, the Government of Tamilnadu has enacted the Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act 1982 to provide benefits to the manual workers engaged in 69 employments included in the schedule to the Act. The welfare scheme framed under this Act, provides for assistances such as, education, marriage, maternity, natural and accidental death, disability cover, old age protection through monthly pension.

The Government has so far established 17 unorganised workers welfare boards under the Department of Labour. Tamil Nadu stands as a

pioneer in extending welfare measures to unorganised workers.

### **Tamil Nadu Construction Workers Welfare Board**

The Government of Tamil Nadu established the Tamil Nadu Construction Workers Welfare Board on 30.11.1994 and formulated the Tamil Nadu Manual Workers (Construction Workers) Welfare Scheme in 1994. The Scheme provides welfare measures for manual workers engaged in construction or maintenance of dams, bridges, roads or in any other building operation.

### **Tamil Nadu Manual Workers Welfare Board and 15 other Boards**

The Government of Tamil Nadu constituted the Tamil Nadu Manual Workers Welfare Board on 17.03.1999 and formulated the Tamil Nadu Manual Workers Social Security and Welfare Scheme, 2001. Later on, the scheme was substituted by the Tamil Nadu Manual Workers Social Security and Welfare

Scheme, 2006. Similar schemes were also framed for 14 other welfare boards.

**The 17 unorganised workers welfare boards under the administrative control of the Labour Department are:**

<b>Sl. No.</b>	<b>Name of the Board</b>
1.	Tamil Nadu Construction Workers Welfare Board
2.	Tamil Nadu Manual Workers Welfare Board
3.	Tamil Nadu Unorganised Drivers Welfare Board
4.	Tamil Nadu Tailoring Workers Welfare Board
5.	Tamil Nadu Hair Dressers Welfare Board
6.	Tamil Nadu Washer men Welfare Board
7.	Tamil Nadu Palm Tree Workers Welfare Board
8.	Tamil Nadu Handicraft Workers Welfare Board
9.	Tamil Nadu Handloom and Handloom Silk Weaving Workers Welfare Board
10.	Tamil Nadu Footwear and Leather Goods Manufactory and Tannery Workers Welfare Board
11.	Tamil Nadu Artists Welfare Board
12.	Tamil Nadu Goldsmiths Welfare Board
13.	Tamil Nadu Pottery Workers Welfare Board
14.	Tamil Nadu Domestic Workers Welfare Board

15.	Tamil Nadu Power loom Weaving Workers Welfare Board.
16.	Tamil Nadu Street Vending and Shops and Establishments Workers Welfare Board
17.	Tamil Nadu Cooking Food Workers Welfare Board

### **Various Assurances provided under Welfare Schemes**

Unorganised workers welfare schemes provide for the following welfare assurances to the workers registered in various unorganised workers welfare boards.

<b>Sl. No</b>	<b>Types of Assurance</b>	<b>Amount (In Rs.)</b>
1	Accident Relief Scheme	
	a) Accidental Death	1,00,000
	b) Accidental Disability (based on extent of Disability)	up to 1,00,000
	c) Artificial limbs and Wheel-Chair (as per the norms and at the rates fixed by the Tamil Nadu Differently Aabled Persons Welfare Board.)	
2	Natural Death Assurance	15,000
3	Funeral expenses Assurance	2,000



4	Educational Assistance		
	a)	Girl Children studying 10 <sup>th</sup>	1,000
	b)	10 <sup>th</sup> passed	1,000
	c)	Girl Children studying 11 <sup>th</sup>	1,000
	d)	Girl Children studying 12 <sup>th</sup>	1,500
	e)	12 <sup>th</sup> passed	1,500
	f)	Regular Degree Course with Hostel facility	1,500 1,750
	g)	Regular Post Graduate Course with Hostel facility	4,000 5,000
	h)	Professional Degree Course with Hostel facility	4,000 6,000
	i)	Professional P. G Course with Hostel facility	6,000 8,000
	j)	ITI or Polytechnic with Hostel facility	1,000 1,200
5	Marriage Assistance		
	(a)	for men	3,000
	(b)	for women	5,000
6	Maternity Assistance		6,000
	Miscarriage / Medical Termination of Pregnancy		3,000
7	Reimbursement of cost of Spectacles		up to Rs.500/-

8	Pension	Rs.1000/- Per month
9	Family Pension (applicable only to Tamil Nadu Construction Workers Welfare Board)	Rs.400/- Per month

### **Administrative mechanism of Schemes**

Registration, renewal, sanctioning of claim applications and disbursement of assistance are carried out by the Labour Officer (Social Security Scheme) to the workers registered in all the 17 Welfare Boards established in each district with effect from 01.11.2008. The District Monitoring Committee headed by the District Collector, monitors the issues relating to administration of the schemes of the boards at the district level.

### **Financial resources**

The funds for implementing welfare schemes of the welfare boards is received through collection of Cess / additional tax and from Government grants.

Tamil Nadu Construction Workers Welfare Board receives a contribution in the form of Cess at the rate of 0.3% of the total estimated cost of the building and other construction work. The Government have issued orders increasing the rate of Cess from 0.3% to 1% with effect from 17.12.2013. During the year 2013-2014, Cess amount of Rs. 151,37,03,650/- has been received by the Tamil Nadu Construction Workers Welfare Board.

The Tamil Nadu Unorganised Drivers Welfare Board receives an additional tax of 1% under the Motor Vehicle Taxation Act from the owners of the vehicles used to carry passengers and goods on road. During the year 2013 - 2014, a sum of Rs.12,14,63,111/- has been received as additional tax by the Tamil Nadu Unorganised Drivers Welfare Board.

The Government of Tamil Nadu is providing grants to Tamil Nadu Manual Workers Welfare Board and other 14 Welfare Boards for implementing

welfare schemes. Rs. 90 Crores was allotted in the Budget Estimate for the year 2013-14.

### **Registration, Beneficiaries and Welfare assistance**

During the year 2013 - 2014, 79,445 workers were newly registered, 1,14,101 beneficiaries have been provided financial assistance to the tune of Rs.35,59,12,299/- by the Tamil Nadu Construction Workers Welfare Board.

During the year 2013 – 2014, the Tamil Nadu Manual Workers Welfare Board and 15 other welfare Boards have newly registered 1,85,192 workers and a sum of Rs.57,46,45,404/- has been released as financial assistance to 2,57,202 beneficiaries.

### **WELFARE OF BEEDI WORKERS**

#### **The Beedi and Cigar Workers (Conditions of Employment) Act, 1966**

The Act provides for the welfare of workers in Beedi and Cigar establishments and regulates the conditions of their work. 2.40 lakh beedi workers

(Industrial and home workers) are engaged in 1554 Beedi Establishments in the State. 6364 inspections were made by the Department and 298 cases were disposed of by the Court with a fine of Rs.7,23,100. A sum of Rs.1,74,259 has been collected as licence fee for registration and renewal of beedi establishment.

### **Welfare of Beedi Workers in Tamil Nadu (Revised Integrated Beedi Workers Housing Scheme -2007)**

To uplift the socio-economic conditions of the beedi workers, the Central Government is implementing Revised Integrated Housing Scheme - 2007 with effect from 01.04.2007. Under the scheme, the cost of construction of a house is Rs.45,000/- out of which Central subsidy is Rs.40,000/-. The Government of Tamil Nadu gave Rs.5,000/- per house as its subsidy in lieu of beneficiary's contribution.

Tamil Nadu Government has enhanced the unit cost of construction to Rs.1,00,000/- and State

subsidy from Rs.5,000/- to Rs.60,000/- vide G.O.(Ms).No.43, dated: 26.03.2012.

On receipt of administrative approval from the Central Government, the state subsidy at the rate of Rs.60,000/- per house will be released to the Welfare Commissioner, Hyderabad.

## **CONSUMER PROTECTION**

### **The Legal Metrology Act, 2009**

With a view to ensure consumer protection, the Legal Metrology Act, 2009 established and enforces standards of weights and measures. It regulates trade and business in weights, measures and other goods which are sold or distributed by weight, measure or number.

The Deputy Commissioner of Labour (Inspections), Chennai has been notified as the Controller of Legal Metrology for the entire State of Tamil Nadu.

The Controller of Legal Metrology and his field officers enforce the Legal Metrology Act, 2009 and the Legal Metrology (Packaged Commodities) Rules, 2011.

During the year 2013-2014, a sum of Rs.1,83,220 has been collected as license fee and Rs.24.28 crore has been collected as stamping fee. 3,71,930 inspections were made. 11,828 cases were compounded and Rs.1.23 crore has been collected as compounding fee.

### **The Legal Metrology (Packaged Commodities) Rules, 2011**

During the year 2013-2014, a sum of Rs.3.45 lakh has been collected as Registration fee for issue of Registration certificates for packing of commodities. 1,56,863 inspections were made. 2,880 cases were compounded and a sum of Rs.81.36 lakh was collected.

## **ERADICATION OF CHILD LABOUR**

Child labour is not only a phenomenon of socio-economic underdevelopment, but also a social evil. Tamil Nadu Government has attached great importance to the issue of eradication of child labour and has taken various steps to realise a child labour free state.

Census 2001 placed the number of child labour in the state at 4.19 lakh. SSA survey of 2003 estimated it at 70,344. This number has reduced over the years due to various enforcement, rehabilitation and developmental efforts taken by the Government. SSA survey of 2012 estimated the number of out of school children due to economic compulsion as 29,656.

### **Enforcement**

Enforcement is one of the important strategies of the State Action Plan for eradication of child labour. District Level Task Force is functioning in every District under the Chairmanship of the District



Collector to strengthen enforcement activities. The under mentioned statutes relating to prohibition and regulation of employment of children are implemented in the State by the Inspectors of Labour and Deputy Director of Industrial Safety and Health :-

1. The Child Labour (Prohibition and Regulation) Act, 1986.
2. The Factories Act, 1948.
3. The Motor Transport Workers Act, 1961.
4. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966.
5. The Tamil Nadu Shops and Establishments Act, 1947.
6. The Tamil Nadu Catering Establishments Act, 1958.

During the year 2013-2014 1,42,626 establishments were inspected by way of regular, special and surprise inspections, including the raids conducted by the teams formed under the District Level Task Force. 54 Violations were noticed, 26 prosecutions launched and 14 cases ended in

conviction (including previous year cases) with a fine of Rs.1,60,000/-. All the rescued children below the age of 14 years were enrolled in the National Child Labour Project (NCLP) Special Training Centres (STC) / regular schools.

### **Awareness Generation**

The World Day Against Child Labour on June 12<sup>th</sup> is observed every year at the state and district levels to create awareness among the general public against child labour. Anti-Child Labour Day message from the Hon'ble Chief Minister is annually brought out in various Tamil and English dailies. Awareness activities like human chains, rallies, sticker and poster campaigns, puppet shows, folk programmes, street plays, oath taking in schools and Government offices, etc. are organised throughout the State.

Hon'ble Chief Minister presented the awards to the District Collectors of Dharmapuri and Vellore for the good performance in eradication of child labour for the years 2011 and 2012, respectively during the Collector's Conference held on 13.12.2013.

A state level anti-child labour awareness meeting was held on 09.07.2013. The Hon'ble Minister for Labour and the Worshipful Mayor of Chennai Corporation distributed the awards to the mainstreamed students of the Special Training Centres of National Child Labour Projects who secured high marks in the 10<sup>th</sup> and 12<sup>th</sup> standard public examinations. Awards were also given to one best teacher from each NCLP district, one Inspector of Labour, one Deputy Director of Industrial Safety and Health, one NCLP project director and two field officers for their good performance in their area of work. Some of the erstwhile NCLP STC children presently pursuing higher education in arts and science, engineering and medicine were felicitated.

At the 40<sup>th</sup> All India Industrial and Tourism Trade Fair at Chennai during the month January - February 2014, anti-child Labour audio jingles were broadcast and materials on eradication of child labour exhibited.

One day workshop on “Child Rights and Child Labour Issues” for Judicial Officers, Medical Officers, Inspectors of Labour and Deputy Director of Industrial Safety and Health was conducted in collaboration with the State Judicial Academy on 22.02.2014 at Chennai.

### **National Child Labour Project**

In Tamil Nadu, National Child Labour Projects are functioning in 15 Districts viz., Chennai, Coimbatore, Dindigul, Dharmapuri, Erode, Krishnagiri, Kancheepuram, Namakkal, Thoothukudi, Tirunelveli, Trichy, Tiruvannamalai, Salem, Vellore and Virudhunagar Districts. 11,366 rescued and out of school children were studying in 335 Special Training Centres as on 31.3.2014. So far 90,985 children were mainstreamed into regular schools from the inception of the project. Stipend of Rs.150/- p.m., educational materials, free medical check-up etc. are provided to NCLP children.

## **Special Initiatives and some success stories**

Tamil Nadu Government is providing benefits such as, free uniforms, free text books, school bag, chart, atlas, geometry box, crayons, chappal, free bus pass and mid-day meal with 5 eggs per week that are available to regular school children to the NCLP STC children. Government is also extending monthly cash assistance of Rs.500/- to all erstwhile NCLP STC children pursuing the higher education till they complete their studies. 876 students received assistance under this scheme during the year 2013-14. Presently, more than 100 such students are studying engineering, while 3 are pursuing Medicine.

In a state level function organised in commemoration of the 150<sup>th</sup> Birthday of Swami Vivekananda in February 2013, the Hon'ble Chief Minister of Tamil Nadu gave a cash prize and a certificate to Selvi. K. Manju, an erstwhile child labour from Chennai, who got first place in the recitation contest.

Two erstwhile NCLP STC students from Tamil Nadu, Thiru. Mohan working as software engineer and Thiru. Ramalingam, studying MBBS participated as delegates and shared their experience in the Second SAARC Regional Workshop on child labour, organised for SAARC member countries on 29.05.2013 at New Delhi.

Selvan. Kavin, aged 12 years, an erstwhile child labour got Young Scientist award from his Excellency Governor of Tamil Nadu Dr. K. Rosaiah on 09.12.2013 for his paper on 'Waste of Human Energy' selected for the National Children Science Congress.

As a follow up programme of decisions taken in the State Monitoring Committee Meeting, a 'Carrier Guidance cum Skill Development Programme' for the NCLP dropout children above 14 years was organized at Dharmapuri on 24<sup>th</sup> November 2013 and about 1200 persons were enrolled to undergo training in various skill training programmes.

## **Integrated Child Protection Project in Dharmapuri and Salem Districts**

Integrated Child Protection Programme (ICPP) is implemented in collaboration with UNICEF to improve the quality of life for children up to the age of 14 engaged in employment in cotton seed and cotton farming in the Districts of Salem and Dharmapuri.

Under the programme, 180 'para teachers' were engaged in regular schools and Government tribal residential schools located in hills and tribal areas. This step also contributed to increase the attendance rate of children in these schools. Activity based learning / training was provided to the above teachers and 35 block coordinators. Village level child rights committees were formed and meetings were conducted every month. Child friendly village planning exercises were undertaken in all village panchayats of these two districts.

## **TAMIL NADU INSTITUTE OF LABOUR STUDIES**

The Tamilnadu Institute of Labour Studies was established by the Government of Tamilnadu in 1973. It was registered under the Tamilnadu Societies Registration Act and functions as a Society from 1988. Hon'ble Minister for Labour is the Chairman of the Governing Committee of this Institute. This Institute is functioning in a rental building, within the office complex of the Tamilnadu Slum Clearance Board, in No.5, Kamarajar Salai, Chennai - 5. This Institute is an educational cum training institution under the control of the Labour and Employment Department of the Government of Tamilnadu. The Government of Tamilnadu gives Rs.1,59,57,000/- as annual grants-in-aid for meeting the rent, salary of the employees and faculty, electricity charges, vehicle expenses, etc.

This Institute periodically conducts Training Programmes, Seminars, Refresher Courses, Orientation Programmes, etc. to cater to the needs of supervisory and managerial personnel of private



and public sector industries, trade unions and the officers of Labour Department and the Directorate of Industrial Safety and Health.

This institute also conducts Training programmes in collaboration with the International Labour Organisation, New Delhi and V.V. Giri National Labour Institute, Noida.

This Institute has conducted the following seminars / training programmes from 01.04.2013 to 31.03.2014.

### **Training Programmes**

<b>Details of the seminars conducted in various places in Tamilnadu during the period</b>	<b>No. of seminars conducted</b>	<b>No. of persons benefited</b>
One day seminar for the personnel working in shops, catering establishments and motor transport undertakings	13	1166
Two day seminar for the personnel working in Factories	1	100

Five Training Programmes were conducted in collaboration with the International Labour Organisation, New Delhi.

One Training Programme was conducted in collaboration with the V.V.Giri National Labour Institute, Noida.

This Institute also conducted the Induction Training Programmes for the newly recruited Assistant Inspectors of Labour and the Labour Officers.

Altogether, this Institute has conducted 24 seminars / training programmes benefiting 1541 persons including officers of Labour Department and the Directorate of Industrial Safety and Health.

### **Academic Activities**

This Institute conducts academic courses i.e. B.A. (Labour Management) and M.A. (Labour Management) with affiliation to the University of Madras. The University of Madras has also recognized this Institute as a Research Institute to

conduct part time and full time Ph.D. programmes on Labour Management from the year 2001. The Institute is also offering a part time (evening) one year P.G. Diploma Course called "Post Graduate Diploma in Labour Administration" (PGDLA), and the "Diploma in Labour Laws with Administrative Law (part time - week end) (D.L.L.) for the benefit of the employed people.

**Details of students admitted for the Academic year 2012-13 and 2013 - 14**

<b>S. NO.</b>	<b>Course Details</b>	<b>No. of students Admitted 2012 - 13</b>	<b>No. of students Admitted 2013 - 14</b>
1.	B.A. (Labour Management)	55	55
2.	M.A. (Labour Management)	44	40
3.	P.G.D.L.A.	112	102
4.	D.L.L. - Started from the academic year 2013 - 14	-	50

## Ph.D. Details

S. No.	Course Details	Now pursuing Ph.D. Students	Ph.D. Degree awarded
1	Full Time	2	14
2	Part Time	7	2

## Placement

This Institute has a placement cell by name "Neo Manager's Guidance Bureau" (NMGB) which arranges Campus Interview / Placement for the outgoing students of B.A. (Labour Management) and the M.A. (Labour Management).

The students are well placed in most of the leading private and public sector organizations and to name a few: Neyveli Lignite Corporation Ltd., WIPRO Technologies, TCS, HCL, Cognizant, GE Finance, Apollo Hospitals, Hyundai, Mafoi Consultancy Services, Sindoori Hotels, GRT Grand Days, Satyam Computers, Satyam Cinemas, Union Bank of India, TAFE, INOVA and Malayala Manorama.

During the year 2013, 15 B.A. (Labour Management) third year students and 12 M.A. (Labour Management) second year students have got good placements. For the year 2014 at present 3 of B.A. (L.M.) students got placement order from M/s. Lakisth Consultancy.

### **Development of the institute**

All the classrooms of the institute have been fitted with the LCD projectors and converted into smart classrooms during the financial year 2012-13.

This institute is to be upgraded as a Centre of Excellence and action is underway to construct a new building with necessary infrastructure at the land allotted by the Government of Tamilnadu, in the Ambattur Government, I.T.I. campus. The Government has issued G.O. allotting 3 acres of land for the proposed institute campus.

### **Diploma Course on Labour Laws with Administrative Law**

During the Budget Session on 13.5.2013, the Hon'ble Chief Minister of Tamilnadu has announced

under Rule 110, that a new week end part time Diploma Course on Labour Laws with Administrative Law will be started from the academic year 2013-14 at the Tamilnadu Institute of Labour Studies.

Accordingly, a G.O. has been issued from the Government and the classes commenced on 10.8.2013 (Saturdays & Sundays). 50 students were admitted during 2013-14 and for the academic year 2014 – 2015 the Government issued G.O for admitting 50 more students in this course.

### **TAMILNADU ACADEMY OF CONSTRUCTION (TAC)**

Tamil Nadu Academy of Construction (TAC) has started functioning from 04.01.2013. It provides skill training to workers registered under the Tamil Nadu Construction / Manual Workers Welfare Boards and their wards for various skills required for the employment in the unorganised sector. TAC focuses on retraining and re-skilling workers.

Training is imparted in electrical, painting, wood work, construction etc., trades in all

Government Industrial Training Institutes and Private Industrial Training Institutes approved by the Directorate of Employment and Training (DET) under Modular Employable Skill (MES) Training programme. So far, short term skill training has been provided to 158 persons and 308 persons are undergoing MES training.

## **II. DIRECTORATE OF INDUSTRIAL SAFETY AND HEALTH**

Tamilnadu has always been at the forefront of economic growth, contributed by substantial measure through its industrial development. Availability of good quality manpower is imperative for industrial growth. The state has a rich labour pool comprising of well –qualified, skilled, disciplined, productivity–oriented workforce. The state is committed to safeguard the safety, health and welfare of the precious workforce and the Directorate of Industrial Safety and Health is actively involved in safeguarding the interest of workers employed in factories. The best infrastructure provided in this state, coupled with the rich pool of workforce has made Tamilnadu an attractive destination for industries. A wide variety of industries in each of the sector such as Engineering industries , Automobile manufacturing units, various Chemical Industries, Textile Industries, Leather Units, fire work Units, Cement Industries and Industries covering all the



manufacturing sectors have been well established in the state.

In Tamilnadu 42,288 factories are registered under Factories Act 1948 covering 18,81,500 workers.

The Directorate of Industrial Safety and Health, by its ceaseless efforts ensures that various provisions as stipulated in the Factories Act 1948 and the following allied Labour Legislations are provided to the workers working in registered factories, thereby protecting the interests of the workers.

1. The Factories Act, 1948 and Tamil Nadu Factories Rules, 1950.
2. The Payment of Wages Act, 1936 and Tamil Nadu Rules, 1937.
3. The Tamil Nadu Industrial Establishments (National and Festival Holidays) Act, 1958 and Rules, 1959.
4. The Minimum Wages Act, 1948 and Tamil Nadu Rules, 1953.
5. The Maternity Benefit Act, 1961 and Tamil Nadu Rules, 1967.
6. The Contract Labour (Regulation and Abolition) Act, 1970 and Tamil Nadu Rules, 1975.

7. The Tamil Nadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981 and Rules, 1981.
8. The Equal Remuneration Act, 1976 and Rules, 1976.
9. The Tamil Nadu Payment of Subsistence Allowance Act, 1981 and Rules, 1981.
10. The Tamil Nadu Labour Welfare Fund Act, 1972 and Rules, 1973.
11. The Child Labour (Prohibition and Regulation) Act, 1986 and Tamil Nadu Rules, 1994.
12. The Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988.
13. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Tamilnadu Rules 1983.
14. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Tamil Nadu Rules, 2006.
15. The Payment of Gratuity Act, 1972 and Tamil Nadu Rules, 1973.
16. Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989.
17. The Tamil Nadu Control of Industrial Major Accident Hazards Rules, 1994.

**The following functions are broadly carried out by the Directorate of Industrial Safety and Health :**

- i. Enforcement of Factories Act.
- ii. Health, Safety, Training and Development functions.
- iii. Enforcement of Building and other Construction Activities.

**ENFORCEMENT OF FACTORIES ACT**

Officials of this Directorate are carrying out inspections periodically to ensure proper implementation of various welfare measures under these Acts and Rules.

In order to reduce the frequency of inspections and to eliminate unnecessary interference in such a way to enable the entrepreneurs to concentrate on production and marketing, factories are inspected by the officials of this directorate as mentioned below:-

- (i) Factories certified as Small Scale Industries and not engaged in dangerous operations are inspected only once in a period of five years provided no accident occurs, no complaints are received either from the workers or from the Trade Unions.

- (ii) Factories certified as Small Scale Industries but engaged in dangerous operations and Non-SSI units are inspected once in a period of six months as the safety and health aspects in the hazardous processes and dangerous operations have to be monitored and ensured periodically.
- (iii) Match and Fire Works Factories are inspected once in every three months in order to minimize the occurrences of fire and explosion in these factories and to eradicate child labour employment.
- (iv) In addition, special, holiday and check inspections are also undertaken for better monitoring of the safety, health and welfare provisions.

From 01.04.2013 to 31.03.2014, 38,639 inspections were carried out by the officials to fulfill the above said provisions.

Further to simplify the procedures and maintenance of records by the factory managements, Government have amended the Tamil Nadu Factories Rules 1950 deleting certain registers to be maintained in factories and simplifying certain forms to be submitted by the factories.

## **SQUAD INSPECTIONS**

### **Fire Work Factories**

Special Squads are formed every year with the officials from this directorate along with the officials of the departments of Revenue, Police, Fire and Rescue Services, to control the occurrences of accidents in the fireworks factories especially during festival seasons. These special squads conducts surprise inspections in the fireworks factories during the peak seasons when production of fire works is in large quantities.

The schedule of visit is decided only by the squad officials at the beginning of the day. During these squad inspections, compliance of safety provisions by the management is strictly monitored.

During the period from 01.04.2013 to 31.03.2014, 799 squad inspections were conducted.

## **Child Labour**

Prohibition of Child Labour in Factories, as mandated under Section 67 of Factories Act, 1948 is strictly enforced. Further, to eradicate Child Labour in hazardous industries, Squad inspections are also conducted every month along with officials of the department of Revenue, Police and members of the National Child Labour Project. 1304 squad inspections have been conducted from 01.04.2013 to 31.03.2014.

Moreover, while filing prosecutions against the defaulting employers, the penal provisions under Section 14 and 15 of Child Labour (Prohibition and Regulation) Act, 1986 are invoked, since these Sections are more deterrent than what is contemplated under Section 92 of the Factories Act, the other reason being that Child Labour (Prohibition and Regulation) Act, 1986, as it stands today is not applicable to Factories coverable under the purview of Factories Act, 1948. In this way, 49 cases have been filed against the defaulting employers and fine

amount of Rs.3,37,400/- have been realized from 01.04.2013 to 31.03.2014.

### **Complaint Enquiry**

Complaints received from the workers and Trade Union leaders are given top priority and they are enquired into immediately and suitable actions are being taken to settle the grievances. 487 Complaints were received from 01.04.2013 to 31.03.2014, and 479 complaints were enquired and disposed off and the remaining complaints are being looked into . In addition to the above, meetings with the Trade Union leaders are also conducted to get feed back from them, so as to provide better service to members of working community.

### **The TamilNadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981**

The Tamil Nadu Industrial Establishments (Conferment of Permanent status to workmen) Act, 1981 implemented by the Directorate of Industrial Safety and Health, confers permanent status to

workmen who have put in continuous service of 480 days within a period of 24 calendar months. Due to the intensive effort of the officers of this Directorate, 48,217 workers have been made permanent from 01.04.2013 to 31.03.2014.

### **Enforcement of Minimum Wages Act, 1948**

Apart from the routine inspections, special inspections are also conducted under Minimum Wages Act to protect the wage conditions of the workers.

### **Hazardous Process Industries**

In certain industries the usage of higher quantity of raw materials or chemicals are likely to cause material impairment thereby safety and health of the persons engaged in or connected therewith will be affected or may result in the pollution of the general environment and such of those industries are classified as Major Accident Hazard Units. These factories are inspected with greater concentration to ensure operational safety. A Major Accident Hazard



Control Cell formed at the Headquarters recommends suitable safety measures to the Major Accident Hazard Factories to prevent Industrial disasters and also monitors the compliance of the suggestions given by it. 29 processes have been listed as hazardous process industries and as on 31.03.2014, 125 units have been classified as Major Accident Hazard units in the State.

As many as 119 On-site Emergency Plans have been received from Major Accident Hazard Units up to 31.03.2014, out of which 109 were recorded subject to certain conditions. District Collectors have been nominated as the District Emergency Authority in respect of Off-site Emergency Plans and the Director of Industrial Safety and Health as the authority for the On-site Emergency Plans. Further, Mock Drills are conducted periodically in the factories under the supervision of the Officers of the Directorate of Industrial Safety and Health to assess and update the operational efficiency in the event of real emergency. 129 Mock

Drills have been conducted from 01.04.2013 to 31.03.2014.

### **Site Appraisal Committee**

A Site Appraisal Committee has been constituted as per Section 41A of the Factories Act for the purpose of advising the Government to consider the application for grant of permission for the initial location or expansion of the Factories involving hazardous process. This committee gives advice to the hazardous processes industries to have safe environment and safe work practices from the initial stage itself. 30 applications have been considered by this committee from 01.04.2013 to 31.03.2014.

## **HEALTH, SAFETY, TRAINING AND DEVELOPMENT**

### **Pressure Vessel Testing**

Apart from regular enforcement of Factories Act, 1948 and Allied Acts, operational safety of the pressure vessels installed in the Factories is also

ensured by this Directorate. All the pressure vessels operating above atmospheric pressure excluding steam boilers coming under the purview of Indian Boilers Act are examined or tested externally once in every six months, internally once in every year or hydrostatically once in every two years or subjected to ultrasonic test once in every four years. 1,06,278 External, 2,888 Internal, 15,999 Hydrostatic and 4,318 Ultrasonic examinations have been conducted from 01.04.2013 to 31.03.2014.

## **Health Promotion Functions**

A medical wing is functioning in this Directorate with one Chief Medical Officer and eight Medical Officers. They conduct health surveys at periodical intervals for the workers employed in Chemical Factories and suggest both clinical and other preventive measures for them. They also conduct Medical Examination for the workers engaged in canteen periodically. Medical Fitness Certificates are issued to Adolescent workers. The Medical Officers also accompany the Child Labour Squad for ascertaining the age of the Child Labour.

## **Industrial Hygiene Unit**

An Industrial Hygiene Unit functioning in this Directorate collects air samples and tests the presence of Ammonia, Chlorine, Sulphur-di-oxide, Hydrogen sulphide, etc. in factories prone to chemical pollutants and suitably advises the management both on the improvement of the work environment and the health of the workers.

## **Noise Pollution**

This Directorate takes concerted efforts to combat the problems faced by the workers due to high noise pollution prevalent in certain industries. The noise level is monitored with Sound Level Meter and steps are taken to safeguard the workers from exposure to high level noise.

## **Prevention of Accidents**

Even though there is a constant increase in the number of workers getting benefited due to new factories being registered, the incidence of accidents

are controlled by the intense and ceaseless efforts put in by the officers of this Directorate by way of increased safety promotional activities like conducting safety surveys, safety courses, safety awareness campaigns and safety drills.

### **Safety Propaganda Committees**

To prevent blasts and accidents in the Factories and to avoid loss of human lives, three Safety Propaganda Committees have been constituted by this Directorate at Chennai, Madurai and Coimbatore. These committees periodically visit Chemical Factories, Fireworks, Tanneries and Bleaching & Dyeing units to review safety mechanisms and to explain hazards in these industrial units by educating the managements and workers about the safety precautions to be followed to avoid accidents. These committees have conducted 133 safety awareness campaigns benefiting 7,146 persons from 01.04.2013 to 31.03.2014.

## **Safety Training**

To educate the workers and managements on the importance of safety, training classes are periodically conducted in factory premises itself in Tamil version at free of cost. These training classes are welcomed by both the workers and managements. During the year from 01.04.2013 to 31.03.2014, 491 training classes have been conducted in 446 factories benefiting 22,826 persons.

## **Seminars**

The Directorate is also coordinating with the other non – Governmental voluntary organizations like National Safety Council which involved in safety promotional activities for creating safety awareness among the managements and workers including contract workers. During the year from 01.04.2013 to 31.03.2014, 14 seminars have been conducted benefiting 1,448 persons.

## **Group Personal Accident Insurance Scheme**

A Group Personal Accident Insurance Scheme was formulated from 1.7.1986 onwards by Government of Tamil Nadu to render relief of Rs.16,000/- for the insured persons of the Match and Fireworks Industries, in case of death, loss of limbs, loss of eye-sight, etc., due to the accidents. As per the directions of the Supreme Court of India vide its order dated 31.10.1990, the Tamil Nadu Government have introduced a new Group Personal Accident Insurance Scheme for a sum of Rs.50,000/- for every employee working in Match and Firework factories in Tamil Nadu. This scheme was made effective from 01.07.1991 onwards. The premium for the insured amount was fixed annually with the consultation of the Insurance companies and Members of Match & Fireworks Management Association. Number of persons to be covered is the maximum number of workers actually employed on any one day during the calendar year + 10% extra on the maximum number of workers actually employed. The payment of premium

for each and every worker employed is the statutory liability of the employer. At present the workers are covered under this scheme by the New India Assurance Company Ltd. This compensation is in addition to the compensation provided under E.S.I Scheme or Workmen Compensation Act.

### **Mobile Team**

A Mobile Team for Fire Works Factories has been formed at Virudhunagar District on 03.01.13, headed by the Additional Director of Industrial Safety and Health, to inspect the fireworks factories surprisingly and monitor the safety and health measures of the workers in these factories. This mobile team educates and create more awareness among the workers and the management by inculcating safe operating procedure in the work place. This team have conducted 399 inspections in fire work factories in and around Sivakasi and Virudhunagar district and appropriate legal action is being taken on the erring managements.



## **Training Centre at Sivakasi**

As per the announcement made by the Hon'ble Chief Minister, Training Centre at Sivakasi was started to create safety awareness to the workers working in Fireworks factories. 387 workers were given in 12 batches in the Training Centre. Foundation was laid on 05/07/2013 for the construction of Permanent Training Centre at Sivakasi and work is in progress.

## **The Tamil Nadu Safety Officers (Duties, Qualifications and conditions of Service) Rules 2005**

The TamilNadu Safety Officers (Duties, Qualifications and conditions of Service) Rules 2005 have been framed to ensure the occupational safety of all workers while they are at work.

This rules, further enhanced the employability of the graduates and their recognition as safety officers as this rule says that the safety officers shall be on par with senior executives of the concerned factory.

During this year, Government have recognized the Post Graduation Degree in Industrial Safety in the following colleges and universities for approval of safety officers.

1. Knowledge Institute of Technology, Salem.
2. Kalasalingam University, Srivilliputhur.
3. Annamalai University, Chidambaram.
4. Indragandhi National Open University, Bhopal, Madhya Pradesh.

**Approval of Post Graduate Diploma Course in Occupational Health for the appointment of Medical Officer in Hazardous Industries.**

Occupational Health is a cross multi-disciplinary Health subject, concerned with protecting the health and welfare of workers engaged in the factories. To achieve the objective of I.L.O – W.H.O, which is to promote and maintain the highest degree of physical, mental and social well-being of workers in all occupation. Tamilnadu Government framed rules in Tamilnadu Factories Rules 1950 to appoint medical officers in the Occupational Health Centre with a specialised qualification in Industrial Health. Accordingly, Government have approved Dr. MGR

Medical University to conduct Post Graduate Diploma in Occupational Health, SRM Medical College and Dr. Ramachandra Medical College to conduct, 3 months certificate training in Industrial health, as such more number of qualified doctors would be available to meet the need of qualified doctors in the era of fast industrialization.

## **AWARDS**

### **State Safety Awards**

In order to motivate the managements for better safety performance, State Safety Awards are presented to the managements every year based on their performance in reducing accidents in their Factories. Under the scheme, every year 90 first prizes are awarded to the managements besides 90 second prizes and 90 third prizes.

Further to increase Safety Awareness in the Factory and to make more number of Managements to participate the value of Award has been enhanced and Orders were issued. State Safety Award value of 1<sup>st</sup> prize awarded to 90 managements have been enhanced from Rs.2500/- to Rs.5000/- for each

shield value of the II prize awarded to 90 managements have been enhanced from Rs.1500/- to Rs.4000/- for each shield.

For the year 2012, 156 awardees have been selected for the State Safety Awards

### **UYARNTHA UZHAIPALAR VIRUDHU**

To encourage the workers who suggest outstanding and useful method for the improvement in productivity, better working environments and improvement in Safety Standards "Tamilaga Arasin Uyarntha uzhaipalar Virudhu" are awarded every year. The number of awardees has been enhanced from 24 to 43 in G.O (MS) No.93, Labour and Employment Department, dated 13.06.2012. Due to this enhancement for the year 2012, the number of applications have been increased 100%. During 2012 92 workers from 43 factories have been selected for Uyarntha uzhaipalar Virudhugal.

## **Special Safety Awards for Fireworks Factories**

In order to prevent accidents and to reduce the number of accidents in the Fireworks manufacturing units, Safety Awards are awarded to the Fire Works Factory managements for showing better safety performance. Under this Scheme, every year 3 first prizes worth Rs.15,000/ each, 3 second Prizes worth Rs.12,000/each and 3 third prizes worth Rs.10,000/ each Silver shields are given to the Managements.

## **The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Tamil Nadu Rules, 2006**

Tamil Nadu Building and Other Construction Workers (Regulation and Employment and Conditions of Service) Rules was framed in the year 2006. The provisions in Act and Rules are being enforced by the Officials of the Directorate of Industrial Safety and Health from the year 2010 onwards. The officials apart from the regular enforcement, testing of pressure vessels and conducting safety classes to

workers in the factories, are also carrying out enforcement activities in the Building and other construction works in Tamil Nadu.

The officers of the Directorate of Industrial Safety and Health notified as Enforcement Officers are intensively enforcing the above Act and Rules so as to prevent accidents and to ensure welfare measures for the workers in the construction industry. 1,224 Construction Establishments have been registered and 541 cases have been launched and fine amount of Rs.10,46,000/- has been collected from 01.04.2013 to 31.03.2014.

Orders have been issued on 27.03.2013 for formation of a separate wing in this directorate exclusively for carrying out enforcement activities and imparting safety awareness training to management, contractors and workers involved in the Building and other construction works in an effective manner.

To create awareness on safety measures to be followed by the construction workers and employers of Construction Industry, Government order has

been issued to conduct 2 Safety Awareness campaigns per month.

On 14.08.2013 Hon'ble Minister has conducted a meeting with builders, promoters and contractors to make awareness on the provisions and the importance of the Building and other Construction works Act so as to ensure that all the workers in the construction work shall get safety and welfare measures as stipulated in the said Act and Rules. Now fund has been sanctioned to this Directorate from the Secretary, Construction Workers Welfare Board and started and 51 classes were conducted 4651 workers were benefited.

### **III. EMPLOYMENT AND TRAINING DEPARTMENT**

#### **EMPLOYMENT WING**

The primary function of the Employment offices is to register job seekers, nominate them to employers and render vocational guidance. Apart from this, they collect and compile labour market information and prepare youth for various competitive examinations.

#### **Organizational Structure**

There is one Employment office in each of the 32 Districts in the State of Tamilnadu. A special employment office for differently abled, District Employment Office for Technical Personnel and Unskilled are functioning at Chennai. Two Professional and Executive Employment Offices are functioning in this State one at Chennai and another at Madurai.

There are 5 Coaching-cum-Guidance Centres functioning for Scheduled Castes and Scheduled Tribes in Trichirappalli, Cuddalore, Coimbatore,



Vellore and Tirunelveli Districts and a Special Vocational Guidance Centre for Tribals is functioning at Udthagamandalam.

To monitor the functions of the Employment Offices and Special Offices there are four Regional Joint Director (Employment) Offices functioning at Chennai, Trichirappalli, Madurai and Coimbatore. The overall control of the Department is vested with the Director of Employment and Training. The Director is assisted by two Joint Directors, four Deputy Directors and other Officials in the overall administration of the department.

### **Performance of the Employment Offices**

To keep pace with the modern times, the activities of employment office have been fully computerised. Employment office activities like registration, renewal, issuing of identity card and nominating the registrants to vacancies notified by the employers are being done using the department website [www.tnvelaivaaiippu.gov.in](http://www.tnvelaivaaiippu.gov.in) All 37 Employment Offices have been networked.

During the year 2013-2014, 15,23,820 candidates registered their qualifications with the Employment offices in the entire state. As on 31.03.2014, there are 84,78,948 candidates waiting on the Live Register of all the Employment offices in the State.

### **Registration for Employment through Schools**

As per the guidance of the Hon'ble Chief Minister of Tamil Nadu, from the academic year 2011-12, 12th standard and 10th Standard passed candidates could register their qualification in the employment website using online facility from the school premises itself. In the academic year 2013-14, 5,04,215 students who passed 12th and 7,09,955 students who passed 10th standards benefited from initiative.

### **Vocational Guidance Activities**

Vocational Guidance Units function in 17 District Employment Offices in Tamilnadu. Through these units, the youth are given information on higher education, employment and self-employment

opportunities. In addition to this, individual information, group discussion and apprenticeship information are provided.

Vocational guidance units conduct career talks, contact employers for job opportunities, organise Career Guidance Exhibition and Seminars in Educational Institutions. Vocational guidance activities help youth to take career decision on higher education, employment and competitive examinations.

In 2013-14, 3752 candidates were nominated for apprenticeship training, 1406 career talks were delivered, 32 career exhibitions were conducted and 3280 candidates were provided with information on self-employment.

### **STUDY CIRCLE**

Study Circles have been setup by the Government in all 32 District Employment Offices to help students prepare for competitive Exams. In 2003 the Hon'ble Chief Minister extended the study circles to 385 Panchayat Unions. The Scheme is

helpful for the rural Job seekers, in enhancing their competitive skills. The Study circles conduct free coaching classes for various competitive examination advertised by the Tamil Nadu State recruiting agencies. The youth are provided with Text Books, weekly / monthly Magazines News papers and study materials intended for Competitive Examinations. 77891 job seekers are enrolled as members in the Study Circles.

### **Private Sector Placements**

The rapid industrial growth in Tamilnadu has resulted in greater number of employment opportunities in the Private Sector. Hence, the Employment Offices help unemployed youth by organising job fair in getting private sector placement. The private placement job fair is being conducted in each district. As per the directions of the Hon'ble Chief Minister of Tamilnadu, a mega job fair for private placement was conducted at Srirangam in Trichy District on 08.09.2013, in which 108 private employers and 23904 job seekers participated. 5054 job seekers were selected.

During the year 2013-14, 36396 applicants were placed in Private Sector.

### **District Level Private Sector Placement Assistance Cell**

In 32 District Employment offices and 5 Special Employment Offices, the District Level Private Sector Placement Assistance Cell is established to fulfill the man power requirements of private sector and organise face to face interviews, to provide information on various employment opportunities to job seekers. These cells will conduct regular Private Sector Placement Campaigns.

### **Special Cells for Differently Abled**

There is a Special Employment office for the Differently Abled at Guindy, Chennai. Apart from this, there are 13 Special Cells for Differently abled in Coimbatore, Erode, Cuddalore, Madurai, Nagercoil, Kancheepuram, Trichirappalli, Salem, Tuticorin, Thanjavur, Udagamandalam, Tirunelveli, and Vellore Distict. These offices identify suitable placement opportunities for the Differently Abled Registrants.

They also adopt selective placement techniques for the Differently Abled. As on 31.03.2014 there are 105829 Differently Abled on the Live Register of Employment office. This includes 81,586 Orthopaedically Handicapped, 12,539 Visually Challenged and 11,704 Hearing impaired candidates.

### **Coaching–Cum–Guidance Centres for Scheduled Caste / Scheduled Tribe**

There are 5 Coaching-cum-Guidance Centres for Scheduled Caste / Scheduled Tribe youths functioning at Coimbatore, Cuddalore, Tiruchirapalli, Tirunelveli and Vellore Districts.

These centres provide career guidance, employment information to youth from Scheduled Caste and Scheduled Tribe communities, conduct confidence building programmes, counseling services and organize coaching classes for the youth appearing for competitive examination advertised by various recruiting agencies with the co-ordination of the local employment offices.

In 2013-14, 3220 Scheduled Caste and Scheduled Tribe candidates were benefited from this

scheme. Further, the Centre organized 110 Confidence building programmes and 234 career talks for the youth and forwarded 266 applications to the nationalized banks for self employment ventures.

### **Special Vocational Guidance Centre for Tribal Youth**

A Special Vocational Guidance Centre for Tribals is functioning at Udagamandalam. The center provides guidance to students and job seekers belonging to tribal community. They collect information on training facilities and publish information brochures for the benefit of tribal youth. The Vocational Guidance Officer visits the educational institutions and hostels run for the benefit of the Scheduled Tribe and delivers Career Talks. The Vocational Guidance Office also provides them with the information on higher education, professional courses, training facilities, scholarships and job opportunities.

This centre also does camp registration of Scheduled Tribe applicants residing in remote areas. In 2013-2014, 85 applicants were registered.

131 tribal youth were given guidance and 188 applicants received Individual Information. 35 Career Talks were delivered by the Vocational Guidance Officer.

### **Unemployment Assistance Scheme**

Unemployment Assistance is given to those who are waiting on the Live Registers of Employment Offices for atleast 5 years. The assistance is given for three years period subject to the eligibility conditions like age limit and annual income. An amount of Rs.100/- for S.S.L.C. failed; Rs.150/- for S.S.L.C. passed; Rs.200/- for H.S.C. passed and Rs.300/- for graduates per month is paid to beneficiaries. During the year 2013-2014, a sum of Rs.24.00 Crores disbursed to 1,00,870 beneficiaries.



## **TRAINING WING**

To improve the growth prospects of manufacturing and services sectors, Training wing of the Department of Employment and Training is functioning with the aim of developing skilled manpower through diversified courses to meet the requirement of industries and to instill self-employment skills in people through a large number of self employment oriented courses.

### **Skill Development for progress in life:-**

Skills and knowledge are the driving forces of economic growth and social development of any country. The economy becomes more productive, innovative and competitive through the existence of more skilled human potential in a country. Countries with higher and better levels of skills adjust more effectively to the challenges and opportunities of globalization. Hence, Skill development is necessary for growth of the individual as well as the country. Skill development also contributes in enhancing

individual's employability, both wage and self employment and ability to adapt to changing technologies and labour market demands. Thus Vocational training prepares an individual for a specific vocation or occupation, for the world of work. It is a main key for people to become self-reliant, widens the opportunities for people to find a job which fits with their talents and preferences, helps them to get decent work and a fair income, helps people to come out of the poverty trap and provides them with skills to make progress in their life.

Vision 2023 envisages training and skilling 20 million persons over the next 11 years. The document highlights that the single most important resource for the success of "Vision 2023" is the availability of trained, knowledgeable and skilled manpower in Tamil Nadu. About 60-65% (about 12-13 million) in the category of semi-skilled and 33-39% (about 6.6-7.8 million) in the category of skilled manpower will be the requirement of industries over the next 11 years in the State.

## **Skill Development Initiatives**

Large scale skill development is thus an imminent imperative. Major challenges of skill development initiatives is also to address the needs of huge population by providing skills in order to make them employable and help them secure decent work. Harnessing the demographic dividend through appropriate skill development efforts would provide an opportunity to achieve inclusive growth and increased productivity within the country and reduction in the global skill shortage. Based on this, the Training wing of the Department takes various initiatives for skill development in the State under the able guidance and advise of our Hon'ble Chief Minister of Tamil Nadu.

## **Role of Industrial Training Institutes (ITIs)**

Industrial Training Institutes (ITIs) play a vital role in imparting skill training under Craftsmen Training Scheme and produce technician level work force in the State in different trades. Various skill training programmes are being implemented through

a vast network of Government ITIs and Private ITIs in the State.

Systematic training is offered in these institutes to ensure a steady flow of skilled manpower in different trades to the industries. Further, various skill development initiatives are being undertaken in the State through Tamil Nadu Skill Development Corporation (TNSDC) to reduce the unemployment problem among the educated youth.

Government ITIs are headed by Principal in the cadre of Training Officer / Assistant Director / Deputy Director depending upon the trainee strength.

### **Organizational Structure**

The Director of Employment and Training is the Head of Department. Two Joint Directors at the state Directorate are assisting the Director. For administrative convenience the state is divided in to 5 regions viz., Chennai, Trichy, Coimbatore, Madurai

and Tirunelveli. In each region, the Regional Joint Director is supervising the training activities in ITIs.

### **Major skill Development Schemes implemented by the Department**

1. Craftsmen Training Scheme.
2. Apprenticeship Training Scheme.
3. Industrial Schools.
4. Skill Development Initiative- Modular Employable Skills.
5. Centres of Excellence.
6. Up-gradation of Govt. ITI under PPP mode.
7. Skilling Initiatives of Tamil Nadu Skill Development Corporation (TNSDC)

### **Craftsmen Training Scheme**

#### **Objectives**

- ❖ To impart skill training to the less privileged and school dropouts to acquire technical skill for gainful employment,
- ❖ to ensure steady flow of skilled workmen in different sectors to meet the existing as well as future manpower requirement of the industry,

- ❖ Establishing close interaction with the Industries on the issues relating to exchange of technical knowledge and experience for the mutual benefit of the Industrial Training Institute as well as Industry

Craftsmen Training Scheme is implemented through Industrial Training Institutes (ITIs). There are 72 Government ITIs functioning across the State, each with a student strength ranging from 100 to 1000. This includes 12 Government ITIs functioning exclusively for women, one ITI for Scheduled Caste and six for Scheduled Tribe. At present 27, 098 trainees are enrolled including supernumerary capacity (30% supernumerary seats are allowed in each ITI). Industrial Training is imparted to both boys and girls in 45 Engineering courses and 20 Non-Engineering trades.

The training period ranges from 6 months to 2 years depending upon the trades. Students between the age group of 14 and 40 years are admitted in Industrial Training Institutes. There is no upper age limit for girls admitted in women ITIs / women wings

of the general ITIs. Admission is made every year during the month of July through District Counselling. Selection of candidates is based on merit cum communal reservation rules in force. Nationwide common curriculum prescribed by National Council for Vocational Training (NCVT) is followed for all the courses.

### **District Wise Counseling of Admission**

The candidates are selected according to merit and communal rotation through District Wise Counseling every year.

Counseling is conducted by the Government ITIs located in each District through specialized software designed. The candidates according to their rank will choose the course or ITI as per their choice. The selection order issued to each candidate on the spot.

The candidates thus allotted by the Department in the month of July every year will be

trained in the concerned Institute as per NCVT norms of training.

### **New Industrial Training Institutes**

Government have issued orders to start 10 new ITIs in the State with effect from the academic year 2013-14 at Bodi, Veppalodai, Aruppukottai, Radhapuram, Thiruvaiyaru, Karumandurai, Anaicutti, Gudalur, Jamunamarathur and Kolli Hills. These ITIs are located in rural areas to help huge rural youths of these areas to acquire skills and able to mainstream with the workforce in developed regions.

### **Welfare Schemes for Scheduled Caste/ Scheduled Tribe Training**

Vocational Training is given to the Scheduled Caste and Scheduled Tribe youths, in different trades to enhance their employability in getting decent job and by the way to improve their Socio-Economic conditions.

A Government Industrial Training Institute with 5 trades and 200 seats is functioning at



Chidambaram in Cuddalore district exclusively for Scheduled Caste.

### **Six Government Industrial Training Institutes for Scheduled Tribes**

Six Government Industrial Training Institutes viz., Sankarapuram in Villupuram District with 6 trades and 220 seats, Anaikatti in Coimbatore District with 5 trades and 200 seats, Karumandurai in Salem District with 5 trades and 200 seats, Jamunamarathur in Thiruvannamalai District with 5 trades and 200 seats, Kolli Hills in Namakkal District with 5 trades and 200 seats, and Gudalur in The Nilgiris District with 5 trades and 200 seats are functioning exclusively for Scheduled Tribe.

### **Women Training**

State Government is paying special attention for overall development of women. Skill development courses exclusively for women candidates are being offered under Craftsmen Training Scheme through 12 Government ITIs exclusively functioning for women in Guindy, Ambattur, Karur, Aundipatti,

Namakkal, Dindigul, Madurai, Coimbatore, Salem, Nagercoil, Cuddalore and Pullambadi with total seats of 3058.

Separate women wings are set up in Tanjore, Ramanathapuram and Hosur Government ITIs with 356 seats. There is no upper age limit for girls admitted in Women ITIs / Women Wings. Further, 30% of seats in all Government Industrial Training Institutes are reserved for women candidates.

### **Institute Management Committees(IMCs) in Government ITIs**

Effective industry institute linkage is essential to improve the relevance of training in the ITIs with the labour market needs. Institute Management Committees have been formed in each Government ITI with this objective. The constitution of IMCs in every Government ITI provides the platform for closer interaction with the industry which is very vital for successful implementation of Vocational Training Programme. Institute Management Committee consists of 11 members out of which 5 members

from industry including the Chairman from industry and a member of industry association. Other members are, two student representatives of the institute, one faculty member of the institute, District Employment officer, Regional Joint Director of Training and the Principal of the institute is the member-secretary.

The role and responsibilities of IMC are such as Generation & utilization of finance, Donation of Machinery & Equipments, Curriculum Revamping, Selection of Contract Faculty, Employment, Faculty and Staff Development, Organizing Seminars, Industrial Training, Up-Gradation of Teaching Aids, etc.,

### **Bio-metric attendance System**

Government have issued orders to introduce Biometric attendance system for the staff as well as trainees of all Government ITIs to keep them prompt in attending the training programmes conducted in ITIs. Government have sanctioned an amount of

Rs.50.55 Lakhs for the procurement of Biometric attendance machines for all ITIs.

### **IT Literacy Training in Government ITIs**

Government have issued orders to train all the students of all Government ITIs through ICT Academy of Tamil Nadu in computer skills. ICT academy arrange facilities for computer training including faculties for training. In the year 2012-2013, 13,000 trainees of Government ITIs were trained. Government have issued orders to train 15,000 trainees of Government ITIs in computer skills 2013-2014.

### **Language cum Soft Skill Labs in Government ITIs**

The students passing out of the ITI's get themselves employed in various Industry sectors in India and abroad. In order to compete for the suitable jobs in the global market, these students have to be not only skilled in their vocational trades; they must be also trained on some basic life skills

like soft skills, language skills and basic IT Skills, which is currently the gap between the Industry and academic specific to the ITI. Hence it is necessary that they must be trained in these skill areas to make them more employable. The Hon'ble Chief Minister has announced to establish Language cum Soft Skill labs in Government ITIs to fulfill this need.

### **Free training to the Trainees of Government ITI Trainees**

To encourage admission and active participation in skill training programme and to help the poor and downtrodden youth, tuition fee is waived by the Government and free training is offered to all the trainees of Government ITIs.

### **Other Welfare Schemes to the Trainees**

The Government have sanctioned the following concessions to the Government ITI and Government aided Private ITI trainees:-

1. Bus pass from their place of residence to the institute
2. Two sets of uniforms per year

3. One pair of shoe per year
4. Bi-Cycle
5. Monthly stipend @ Rs.500/- to all the trainees irrespective of community and income
6. Laptop to all the trainees
7. Text Books and drawing instruments

### **Private Industrial Training Institutes**

Private participation including industries in vocational training is encouraged by the State Government and by the Government of India to supplement the efforts in producing huge number of skilled manpower required for the Industry. At present there are 627 Private affiliated ITIs in Tamil Nadu with a total seating capacity of 60,320. These Private ITIs are affiliated with National Council for Vocational Training (NCVT) and are imparting training in NCVT approved courses.

## **Training Cost Reimbursement scheme for Private ITIs**

The private institutes willing to come under this scheme surrender 50% seats to be filled to the Department. These 50% seats available in Private Industrial Training Institutes under Government quota are filled up through District Counseling. State Government is reimbursing the training cost to the private institutes on behalf of the candidates

The reimbursement of the cost of training under the scheme would be at the rate of Rs.10,000/- per trainee per year in rural areas and Rs.12,000/- per trainee per year in urban areas. For two year courses, reimbursement of Rs.20,000/- per student for rural institutes and Rs.24,000/- per student for institutes located in Municipalities and Corporation limits is eligible.

75% of the reimbursement amount will be initially released to the institute based on the fixed fee and the balance 25% will be released based on the number of passed out candidates.

For two year courses, 37.5% release of reimbursement of training cost will be made in the beginning of first year and another 37.5% of reimbursement of training cost will be made in the beginning of second year and the balance 25% of reimbursement will be released based on the number of passed out candidates at the end of second year training. Funds will be released by the Government directly to the institutes through ECS.

This support is meant for the complete process i.e. towards mobilization and recruitment of trainees, training of trainers, cost of trainers, preparation of training location, training equipment, consumables, training materials, utilities, boarding/lodging of trainees if required, assessment and certification of trainees etc,.

### **All India Trade Test and Certification**

Trade Test is conducted by NCVT for the trainees of Government ITIs and the Private affiliated ITIs at the end of training on All India basis with a



nationwide common examination schedule and common question papers.

The valuation of answer paper is done in 5 regions viz. Chennai, Coimbatore, Trichy, Madurai and Tirunelveli. In July, 2013, 38,682 trainees including the supplementary candidates have appeared in the All India trade Test under NCVT. Pass out candidates are awarded with National Trade Certificate (NTC) by NCVT.

In addition, every year, the department is conducting trade test / examination under Apprenticeship Training Scheme and Industrial School Pattern.

### **Semester Pattern of Examination**

With effect from August 2013 admission, semester system of examination has been introduced. Two year courses will have four semesters and one year courses will have two semesters. At the end of each semester All India Trade Test will be conducted.

## **Question Papers in Tamil Language**

In All India Trade Test for ITI Students, Question Papers were issued by NCVT only in English and Hindi. The students who are 8<sup>th</sup> passed and above with rural background find it very difficult to understand the questions available in English and Hindi. With the effort of our Hon'ble Chief Minister of Tamil Nadu, the question papers in Tamil language is being supplied by NCVT with effect from July 2012.

## **State Skill Competition**

State skill competition is conducted every year in 18 trades at the state level with a view to foster the spirit of healthy competition among the trainees of Industrial Training Institutes.. The State best trainee in each trade is awarded with a cash prize of Rs.25,000/- each and a Merit Certificate.

## **All India Skill Competition**

All India Skill Competition is conducted in 15 trades every year by the Government of India. The State best trainees in 15 trades from all the states compete at the All India Skill Competition. The best

trainee at All India level in each trade is given a cash prize of Rs.50,000/-and a merit certificate by Government of India.

The best State whose trainees secure the highest total marks among all the trades is awarded a merit certificate and a running shield medal. Out of 49 All India Skill Competitions held so far, Tamil Nadu alone has been declared as the BEST STATE 22 times.

### **Dr. Radhakrishnan Award**

To motivate and encourage best teachers, every year, 12 Best Teachers (Principal-2, Training Officer-2, Assistant Training Officer-4 and Junior Training Officer-4) of Government ITIs are selected who show exemplary performance in imparting training and best Teacher award in the name of Dr.Radhakrishnan award is given to them. This award comprises a cash prize of Rs.10000/- each along with a Merit Certificate.

## **Trainer/Instructor Training**

With a view to provide comprehensive training both in skill development / up-gradation and training methodology, instructional staffs are deputed for training to various institutions run by Government of India like Central Training Institute, Advanced Training Institute at Chennai and Apex Hi-tech institute at Bangaluru. This training equips them with the latest technology and skill in the areas like Teaching Techniques, use of Audio Visual Aids in teaching, Classroom Management etc. The State Government have also planned to set up a faculty Development Institute under PPP mode through Tamil Nadu Skill Development Corporation.

## **Private Candidates Examination and Certification**

Candidates having minimum entry qualification prescribed for regular course for a particular trade under Craftsmen Training Scheme (CTS) and possessing minimum 3 years experience in the relevant trade in establishments implementing Apprenticeship Training Scheme/ Establishments

covered under factories Act or registered with any Government / local authorities will be allowed to appear for the All India Trade Test as a private candidate. The successful candidates in all India Trade test are awarded National Trade Certificate (NTC) by National Council for Vocational Training(NCVT). A screening Test is conducted by the department in the month of December every year to select the candidates eligible for appearing all India Trade Test.

### **Wireman Helper Competency Examination**

“Wireman Helper Competency” Examination is conducted by the department once in 3 years to test and certify skill of the candidates who have acquired skill through experience in House wiring Skills,. Candidates with 21 years of age and having a minimum work experience of 5 years with an electrical contractor or in a recognized establishment are eligible to appear for this examination. The last examination was held in December 2012. 3,113 candidates had appeared for the Examinations and

Certificates were issued to 2,649 successful candidates.

### **Apprenticeship Training Scheme**

ITI passed semi skilled trainees from Industrial Training Institutes are sponsored as apprentices to Industrial establishments for training for a period ranging from 6 months to 2 years, with an objective for acquiring industrial skills. In Tamil Nadu, Apprenticeship Training is being given in 90 trades in 2,411 Industrial Establishments. As of now 10,880 apprentices are undergoing training. During Apprenticeship Training, the apprentices are given stipend ranging from Rs.2,100/- to Rs.3,100/- per month by the establishments. At the end of training, Trade Test at All India level is conducted during the month of April and October. The successful candidates are issued National Apprenticeship Certificate. This year, 6,324 apprentices appeared in the All India Apprenticeship Trade Test.

## **Industrial Schools**

Besides Government and affiliated Private Industrial Training Institutes, there are 635 Private Industrial Schools functioning in Tamil Nadu, to cater the needs of the local industries and to train the youths depending on the employment opportunities available in districts. At present, approximately 21,678 candidates are undergoing training in industrial schools. Training is offered in 90 trades mainly in Automobile, catering, Electrical, Electronics, Welding, tailoring, Computer application, beautician, Office Automation etc. Training period ranges from 45 days to 3 years for short term and long term courses depending on the trades. 8<sup>th</sup> pass and 10<sup>th</sup> pass candidates are admitted for training. State Level examination is conducted for long term courses and Certificates are issued to the successful candidates by the State Government. Technical Teacher's Training Certificate Course is also available under this scheme. The students passing out with this certificate are eligible for appointment as technical teachers in schools. The Industrial Schools

are self financing institutes except 44 Industrial Schools including minority status institutions are receiving maintenance grant from the Government, out of which 22 Industrial schools have also got NCVT affiliation and upgraded as ITIs .

The result of final examination for the last 3 years is given below:

<b>Sl. No.</b>	<b>Year of Exam</b>	<b>Appeared</b>	<b>Passed</b>	<b>% Pass</b>
1	2011	19,851	14,948	75.30
2	2012	18,623	13,688	73.50
3	2013	15,703	13,566	86.39

### **Skill Development Initiative – Modular Employable Skill (SDI-MES)**

A demand driven short-term training Modules have been introduced under the scheme titled “Skill Development Initiative - Modular Employable Skill” (SDI-MES) to enable the school drop outs and college drop outs to acquire skill in a short span.

The scheme offers multi-entry and multi exit options, flexible delivery schedule and lifelong learning. Courses are available for persons having



completed minimum 5th standard and attained the age of 14 years. Testing of skills of trainees is being done by independent assessing bodies, which are not involved in training delivery, to ensure that it is done impartially. Under the scheme, so far 651 courses have been developed. Testing of skills of trainees is being done by 35 independent assessing bodies. 1,17,855 persons have been enrolled during the year 2013-2014 and are getting trained.

This scheme is 100% funded by the Central Government in form of reimbursement of training cost to the training providers. This scheme is implemented through 1,099 Registered Vocational Training Providers comprises of 62 Government ITIs, 13 Central Prisons, 1 Central Government Institute and 1,023 other Private bodies.

To reduce the burden for the poor students, the State Government bears the cost of training on their behalf at Government ITI VTPs. For 2013-2014 Rs.8.25 Crore is allotted by the State Government through Tamil Nadu Skill Development Corporation. In the year 2013-2014, through Government ITIs

32,474 candidates and through Private VTPs 85,381 candidates are being trained under this scheme.

### **Centres of Excellence (Up-gradation of Government ITIs)**

Government have embarked on the strategic objective of modernizing and improving the quality of training in Government run ITIs, with involvement of stakeholders. Initially, action has been taken for up-gradation of 5 Government ITIs from domestic resources to create "Centers of Excellence" for producing multi-skilled workforce of world standards. The highlights of the scheme is introduction of multi-skilling courses during the first year, followed by advanced and specialized modular courses in the second year by adopting industry wise cluster approach, multi entry and multi exit provisions.

Government of India launched this Scheme in 2005-2006. Under domestic funding, Five Government ITIs were upgraded as Centres of Excellence with Rs.1.6 Crore each with a total cost of Rs.8.00 Crore. World Bank funded this scheme as Vocational Training Improvement Project (VTIP) from

2006-2007 at an outlay of Rs.3.50 Crore per ITI for 14 ITIs and Rs.2 Crore per centre for 3 ITIs, with a total cost of Rs.55 Crore, which interalia, envisages up-gradation of 17 ITIs which will provide training in 10 new sectors. Totally 5,074 trainees seats created in 22 project ITIs. The expenditure is shared between the Central and State Government in the ratio of 75:25.

So far, Rs.59.94 Crore have been received from Government, out of which Rs.51.85 Crore have been spent.

### **UPGRADATION OF GOVERNMENT ITIs UNDER PUBLIC PRIVATE PARTNERSHIP MODE**

Government of India launched this scheme in the year 2007 to improve the ITI-Industry interaction and to motivate private participation in skill development activities. 32 Government ITIs are under up-gradation at a total cost of Rs. 80 Crore with an interest free loan of Rs.2.5 Crore, to each ITI funded by Government of India to upgrade these Government ITIs in terms of Civil works, purchase of tools and equipments, and recruitment of instructors.

To manage the functioning of the ITI, an Institute Management Committee (IMC) headed by an industry partner is constituted with five members from the industry, five members from the Government and Government ITI Principal as Member Secretary. The Institute Management Committee is registered as a society and academic and financial powers are delegated to the IMC societies for day to day functioning of the ITI. It prepares an Institute Development Plan (IDP) which lays down the road map for the development of the Institute. Rs.2.5 Crore is released to IMC of each ITI as interest free loan repayable in 20 equal annual installments after moratorium of 10 years. Apart from the financial and academic autonomy, the IMCs are also allowed to determine 20% admissions in the ITI as management quota seats. So far, 1,097 trainees seats created in these project ITIs.

## **TAMIL NADU SKILL DEVELOPMENT CORPORATION (TNSDC)**

Tamil Nadu Skill Development Mission is formed vide G.O. (Ms.) No. 144, Labour and Employment (S1) Department dated: 25.9.2009 and later registered as society. It is created with the objective to increase skilled manpower in Tamil Nadu so as to fulfill skill needs of industries there by attracting large investments to our State.

To increase the ambit of Tamil Nadu Skill Development Corporation, it is registered as a non-profit organization under Section 25 of Indian Companies Act in July 2013. After becoming a company, 3 Board of Directors meeting of Corporation have been conducted so far.

Honourable Chief Minister of Tamilnadu has announced under Rule 110 that the Government has earmarked a sum of Rs.100.00

crores for the financial year 2013-14 to train 2.24 lakhs people in 18 sectors. Accordingly Government has released Rs.57.87 crores to TNSDC. Skill training proposals to a tune of Rs.71.01 crores to benefit 1,71,018 youth have been approved by 3 board of Directors meeting of Corporation conducted. On these lines many skill training programmes are initiated and in various stages of implementation.

### **The Skill training programmes so far completed**

- ❖ IT Skill training to 13,500 ITI trainees in association with ICT Academy at a cost of Rs.164.40/- lakhs has been completed.
- ❖ Modular employable skill programme in the state at a cost of Rs.8.25 Crores for 55,000 youth have been successfully completed.
- ❖ IT skill training through ICT Academy to 5000 Government Arts and Science and Engineering College students has been completed successfully.

- ❖ Soft skill training through IL&FS to 19963 Government Arts and Science college students has been completed successfully.
- ❖ Cell phone repair training in association with BSNL for 3,000 Government College, Polytechnic, Schools and ITI students at a cost of Rs.72.00 lakhs has been completed successfully.
- ❖ Training to 120 persons in footwear and allied products manufacturing process by FDDI at a cost of Rs.36.00 lakhs has been completed successfully.
- ❖ English language skill training programme for 100 B.Sc Nursing final year students of Government Nursing College, Chennai in collaboration with British Council, Chennai at a cost of Rs.12.83 lakhs has been completed.
- ❖ Basic welding & advanced welding training programme for 192 unemployed youth in collaboration with WRI, BHEL, Trichy at a cost of Rs. 107.52 lakhs has been completed successfully.
- ❖ Tailoring training to 54000 women members of women tailoring industrial cooperative society through ATDC will be imparted. So far

1255 members were trained at a cost of Rs.38.72 lakhs.

- ❖ Skill training through Avinashilingam Jan Shikshan Sansthan, Coimbatore to 50 persons at a cost of 5.13 lakhs has been completed successfully.
- ❖ Skill training in installation and maintenance of Solar Photovoltaic electric system in association with EDI, Chennai for 500 persons at a cost of Rs.56.40 lakhs has been completed.
- ❖ IT and Soft Skill training was imparted to 100 graduate and post graduate students of Tamil Nadu Institute of Labour studies through ICT Academy at a cost of Rs. 2.00 lakhs
- ❖ Taking into account demand for skilled persons in two wheelers servicing and maintenance, training in association with TVS training school for 200 youth at a cost of Rs. 30.00 lakhs was completed.
- ❖ Short term skill training was imparted in light Engineering Sector through TANSTIA for 200 persons at a cost of Rs. 36.00 lakhs.



## **Skill training programmes under implementation**

- ❖ Cell phone service and repair training through BSNL is imparted for 5000 persons at a cost of Rs. 53.75 lakhs.
- ❖ Taking into account the need for trained persons in security services to man business enterprises and commercial complexes, skill training in security services is imparted for 25,000 persons through State Police Department at a cost of Rs. 750.00 lakhs.
- ❖ Training in Basic computer course to 14000 students of Government ITI at a cost of Rs. 171.50 lakhs is underway.
- ❖ Taking into account demand for skilled persons in Hospitality sector training to be imparted to 960 persons at a cost of Rs. 36.12 lakhs. This training is imparted through Commissionerate of Food Safety.
- ❖ Taking into account demand for skilled persons in Retail sector short term skill training through Cooperative training institutions for 10,000 at a cost of Rs. 237.50 lakhs is underway.
- ❖ Short term skill training through Tamil Nadu Khadi & Village Industries Board for 395

persons at a cost of Rs. 42.94 lakhs is underway.

- ❖ Short term skill training in association with Central Govt. Agency National Small Industries Corporation Limited underway for 2295 persons in light engineering trades at an estimated cost of Rs. 258.88 lakhs.
- ❖ Short term skill training programme through TAHDCO at an estimated cost of Rs.1119.32/- lakhs for 13,130 persons is approved towards gainful employment for the year 2012-13.
- ❖ Power loom training for 400 persons in Namakkal District through SITRA is underway.
- ❖ Short term skill training in textile sector through Apparel Training Design Centre (ATDC) is provided to 7200 persons in 12 Districts. 5038 persons have completed training till date.
- ❖ Short term skill training under Construction Sector is imparted through Central Government's Construction Industry Development Council at a cost of Rs.577.50 lakhs for 3,500 persons in 5 districts. 1642

persons were trained till date and training for 640 persons is underway.

- ❖ LMW Driver training to train 25,002 persons in collaboration with PUDHU VAAZHUVU project at a cost of Rs.15.00 Crores is underway. 9682 persons were trained till date and training for 5750 persons is underway.
- ❖ In Plastic engineering and technology Skill training is imparted for 200 persons at a cost of Rs.40.00 lakh through the CIPET. Training for 133 persons is underway.
- ❖ In Media Sector through National Film Development Corporation (NFDC) Skill training is imparted to 1300 persons at a cost of Rs.132.50 lakhs. 208 persons were trained so far and 97 persons are now at training.
- ❖ Through Hotel Management training institutions in Chennai and Trichy Training for 1400 persons at a cost of Rs. 93.08 lakhs is underway.
- ❖ Training to 300 persons at an estimated cost of Rs. 10.53 lakhs through ATI, Chennai. Training programme commenced on 20.01.2014. So far 95 candidates were trained.

## **Skill training programmes to be commenced Shortly**

- ❖ Construction sector skill training to be imparted to 500 persons through L&T at an estimated cost of Rs.120.00/- lakhs
- ❖ Textile sector skill training thorough Handlooms & Textiles Directorate to be imparted to 1149 persons at an estimated cost of Rs. 25.27/- lakhs.
- ❖ Banking and Financial Service sector skill training through ICT Academy to be imparted to 2000 persons at an estimated cost of Rs.99.50/- lakhs.
- ❖ Welding and Plumbing skill training through SNR Training institutions.
- ❖ Leather and leather goods manufacturing skill training through FDDI for 480 persons at an estimated cost of Rs. 144.00/- lakhs.
- ❖ Handicrafts skill training through KVIB at an estimated cost of Rs.55.91 lakhs.

## **IV. OVERSEAS MANPOWER CORPORATION LIMITED**

“Sailing even overseas and seeking wealth”, being our people endeavour, the Government of Tamilnadu with a view to lend a helping hand to get them job in Overseas without the interruption of the so called merchants of labour and other hassels, has instituted the Overseas Manpower Corporation on 30.11.1978. Permitted by the Central Government to place abroad over thousands of job seekers a year. The Overseas Manpower Corporation has sole objective to place abroad the job seekers from Tamilnadu.

### **PHYSICAL PERFORMANCE**

#### **Registration**

As on 31.03.2013, 26,977 registrants are on the rolls and 2,2 65 job seekers have registered for overseas job from 01.04.2013 to 31.3.2014.

## **Placement**

Since its inception and upto 31.03.2013, Overseas Manpower Corporation has placed 8,033 job seekers in abroad. In the current financial year, it has placed 184 candidates from 01.04.2013 to 31.3.2014. Thus Overseas Manpower Corporation has guided and assisted the job seekers to get overseas jobs and contributed in enhancing the foreign exchange.

## **FINANCIAL STATUS**

In the financial year 2012-2013, Overseas Manpower Corporation has earned a net profit of Rs.23.09 lakhs after tax. During the current financial year 2013-2014, it has earned Rs.4.21 lakhs as on 31.3.2014 as profit after depreciation and before tax.

The Overseas Manpower Corporation is also stepping in the direction to involve in inland employment service to assist the local job seekers.

## **V. DIRECTORATE OF MEDICAL AND RURAL HEALTH SERVICES**

### **(Employees' State Insurance Scheme)**

The Employees State Insurance Scheme is a comprehensive Social Security Scheme designed to accomplish the task of socially protecting the employees in the organised sector against the events of sickness, maternity, disablement and death due to employment injury or occupational diseases.

This Scheme provides full medical care to the employees during the period of their incapacity, registered under the Scheme, for restoration of his health and working capacity. It provides financial assistance to compensate the loss of his / her wages during the period of his/her absence from work due to sickness, maternity and employment injury.

The ESI Scheme is administered by a duly constituted corporate body called the 'Employees State Insurance Corporation' as per the provision of the ESI Act 1948 enacted by the Parliament.

In Tamil Nadu, medical facilities are provided through a network of 205 ESI Dispensaries (198 Static ESI Dispensaries, five Mobile Dispensaries and two Utilisation Dispensaries and 10 ESI Hospitals (seven ESI Hospitals are under the control of the State Government and three ESI Hospitals are run direct by the ESI Corporation) with 2011 beds.

### **ADMINISTRATIVE SETUP OF ESI SCHEME IN TAMIL NADU**

The Regional Director and the State Medical Commissioner are administering ESI Scheme in Tamil Nadu on behalf of ESI Corporation, New Delhi.

In the State side, the Director of Medical and Rural Health Services (ESI) is administering the Scheme. For the administrative convenience of the Director (ESIS), four Regional Administrative Medical Officers (ESIS) and seven Medical Superintendents are appointed. The Regional Administrative Medical Officer (ESIS) Offices are functioning in Chennai, Coimbatore, Salem and Madurai. The ESI Hospitals in Chennai, Madurai, Sivakasi, Trichy, Salem, Vellore



and Hosur are administered by the Medical Superintendents.

Under the Scheme the following benefits are provided to the Insured Persons and their family members.

### **Medical Benefit**

Medical facilities for self and dependents are admissible from day one of entering insurable employment. Primary, Secondary and Tertiary care are provided through a network of ESI Dispensaries, ESI Hospitals and tie-up Private Hospitals.

<b>Total No. Insured Persons</b>	<b>Total No. of Dependent Beneficiaries</b>
25,92,947	1,00,60,634

### **Sickness Benefit**

Sickness Benefit is payable to an Insured Person in cash in the event of sickness resulting in absence from work and when duly certified by an authorised Insurance Medical Officer.

## **Maternity Benefit**

Maternity Benefit is payable to Insured Women in case of confinement or miscarriage for 84 days and sickness related to Maternity for further period of 30 days.

## **Extended Sickness Benefit (By Cash)**

Extended Sickness Benefit is payable to the Insured Persons for the period of certified sickness in case of specified 34 long term diseases that need prolonged treatment and absence from work on Medical advice.

## **Dependent's Benefit (By Cash)**

Dependent's Benefit is payable to dependent of a deceased Insured Person where death occurs due to Employment injury or occupational disease.

## **Disablement Benefit (By Cash)**

Disablement Benefit is payable to Insured Employees suffering from physical disablement due to employment injury or occupational disease.

### **a) Temporary Disablement Benefit (By Cash):**

Temporary Disablement Benefit at 70% of wages is payable till temporary disablement lasts and is duly certified by authorised Insurance Medical Officer.

### **b) Permanent Disablement Benefit (By Cash):**

Permanent Disablement Benefit is payable for life.

### **Enhanced Sickness Benefit (By Cash):**

Enhanced Sickness Benefit is payable to Insured Persons in the productive age group for undergoing Sterilization operation viz. Vasectomy/Tubectomy.

## **Funeral Benefit (By Cash)**

Funeral Benefit on death of an Insured Person is payable to a maximum of Rs.10,000/-

## **Unemployment allowance (By Cash)**

ESI Corporation is providing unemployment allowance to the Insured Person if retrenchment and other specified contingencies occurs from the companies, provided Insured Person has put in 3 years of continuous service. He is eligible for 50% of his last month salary paid for a period of maximum 1 year under Rajiv Gandhi Shramik Kalyan Yojana Unemployment Allowance.

## **REIMBURSEMENT OF MEDICAL EXPENSES INCURRED IN PRIVATE HOSPITALS BY THE ESI BENEFICIARIES:**

### **(1) Revolving Fund**

The 'Revolving Fund' was created by the State Government in the year 2004. It is created for the purpose of quick settlement of the Medical and

Surgical reimbursement bills of the Insured Persons and their family members treated in Private Hospitals. Treatment bills of Specialty and Super Specialty disease also can be reimbursed. During the financial year 2012-2013, treatment bills at private hospitals amounting to Rs.11,57,93,101/ for the Specialty / Super Specialty treatment of 4834 Insured Persons have been settled.

During the Financial year 2013-2014 a sum of Rs.15,01,80,912/- has been settled to 8496 Insured Persons.

## **(2) Package Deal**

Under Package Deal, agreements have been made with 165 private Hospitals for the convenience of the Insured Persons and their families to take Specialty and Super Specialty Treatment. The Insured Persons and their family members are admitted to the Private Hospitals as per the recommendations of the concerned ESI Dispensaries and ESI Hospitals. The Insured Persons are free from paying the medical expenses to the private

Hospitals after treatment. The Hospital Bills are directly settled by the ESI Corporation under Package Deal. During the financial year 2012-2013, an amount of Rs.23,95,28,749/- under this package deal has been settled.

During the Financial year 2013-2014 a sum of Rs.26,26,03,973/- has been settled to 57,667 cases.

### **Other Benefits**

- 1) Old age medical care for self and spouse at a nominal contribution of Rs.120/ per annum after superannuation.
- 2) Free supply of physical aids such as Crutches, Wheel Chairs, Dentures, Spectacles are offered under this Scheme.
- 3) Preventive Health Care Services such as Immunisation. HIV/AIDS Detection and treatment are provided.
- 4) National Programmes like Family Welfare activity RNTCP are also implemented.
- 5) Allowance of Rs.5,000/- is paid to an Insured Woman or to the wife of an Insured Person, in case if she does not avail hospital facilities for her confinement.

## **Eligibility Norms for Enrolment in ESI Scheme**

Employees drawing wages up to Rs.15,000/- per month is covered under the Scheme. However, the employee affected with disability of Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities, who draws wages Rs.25,000/- per month will also be covered under the Scheme.

The ESI Scheme is mainly financed by contributions from employees and employers, at a fixed percentage a sum equivalent to 1.75% and 4.75% of wages respectively.

The total expenditure on the Medical facilities of the scheme is spent by the Tamil Nadu Government, subject to a ceiling of Rs.1,500/- per insured person per annum and 7/8 of the audited expenditure is reimbursed by the ESI Corporation.

## **Ayurvedha and Yoga Units**

Ayurvedha and Yoga Units are functioning in all the seven State run ESI Hospitals.

## **Unani and Homoeopathy Units**

Unani and Homoeopathy Units are functioning in two State run ESI Hospitals.

## **Siddha Units**

Siddha units are functioning in all the seven State run ESI Hospitals and 20 ESI Dispensaries.

## **Implementation of ESI Scheme:**

The ESI Scheme is implemented in two ways:

- 1) Coverage of new geographical areas by attaching them with the already existing ESI Dispensaries. During the year 2013-2014, the Government have issued orders for the coverage of four new areas for the benefit of 2289 employees and by attaching them with the already existing ESI Dispensaries. The areas were implemented.
- 2) Opening of new ESI Dispensaries in various places. During the year 2013-2014, the Government have issued orders for the opening of five new ESI Dispensaries covering and for the benefit of 18,030 employees. They will be opened during this year.



## **Hospital Development Committee**

Hospital Development Committee has been constituted in ESI Hospitals for the maintenance of minor and major repairs of the ESI buildings, and also for the purchase and repair of Medical equipments in the ESI Hospitals and ESI Dispensaries.

## **Computerisation**

All the ESI Hospitals and ESI Dispensaries excluding five mobile ESI Dispensaries in this State have been linked by Broad Band facility to a central server by M/s.WIPRO under nationwide venture called "Project Panchdeep". Under this Scheme the registration facilities of the Insured Persons have been simplified by giving them a smart card wherein the details of his work place and family details are available. Using this card the Insured Persons and their family members can take treatment in any ESI Hospital / ESI Dispensary in India. The entire cost for this "Project Panchdeep" is fully borne by the ESI Corporation.

## VI. Part – II Schemes for the year

**2014 – 2015**

Sl. No.	Description of the Scheme	Expenditure (Rs. in lakh)
<b>1</b>	<p><b>Labour</b></p> <p><b>Component - 1</b></p> <p>Replacement of 9 Vehicles to the Joint Commissioner of Labour &amp; Deputy Commissioner of Labour</p> <p>Purchase of working Standard Digital Balances</p>	<p><b>48.44</b></p> <p><b>15.04</b></p>
<b>2</b>	<p><b>Employment and Training</b></p> <p><b>Component - 1</b></p> <p>Construction of Toilets at Government ITI, Cuddalore and Government ITI, Perambalur</p> <p>Replacement of Vehicle for Government ITI, Cuddalore</p>	<p><b>13.00</b></p> <p><b>6.25</b></p>
	<p><b>Component – 2</b></p> <p>Setting up of Language cum Soft Skill Lab in Government ITIs – 12 Districts</p>	<p><b>300.00</b></p>

--	Collector, Dharmapuri District: Skill Development Training in 1,000 NCLP children above 18 years of age	<b>10.00</b>
<b>3</b>	<b>Industrial Safety and Health Component - 1</b>  Purchase of 8 Fax Machines by replacing the Old Machines for the use of the Office of the Joint Director of Industrial Safety and Health, Trichy, Deputy Director of Industrial Safety and Health Madurai, Erode Tiruppur, Salem, Tiruvallur, II Division, Chennai and Trichy.  Purchase Of 3 New Vehicles by replacing the Old Vehicles to the Subordinate office	<b>1.60</b>  <b>18.00</b>
<b>Total</b>		<b>412.33</b>

**P. MOHAN  
MINISTER FOR RURAL INDUSTRIES  
AND LABOUR**