



LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

POLICY NOTE 2022-2023

DEMAND No.32

THIRU. C.V. GANESAN
HON'BLE MINISTER FOR LABOUR
WELFARE AND SKILL DEVELOPMENT

©
Government of Tamil Nadu
2022

INDEX

S. No.	CONTENTS	PAGE No.
1. LABOUR DEPARTMENT		
1.1.	FUNCTIONS	06
	1.1.1. Regulatory functions	06
	1.1.2. Welfare functions	07
1.2.	ADMINISTRATIVE SET-UP	08
1.3.	LAWS ENFORCED BY THE DEPARTMENT	09
	1.3.1. Laws relating to Industrial Relations	09
	1.3.2. Laws relating to Wages	19
	1.3.3. Laws relating to Social Security	28

S. No.	CONTENTS		PAGE No.
	1.3.4.	Laws relating to regulation of Employment and Working Conditions	34
	1.3.5.	Laws relating to Consumer Protection	52
1.4.	WELFARE BOARDS AND SOCIAL SECURITY SCHEMES		56
	1.4.1.	Tamil Nadu Labour Welfare Board	56
	1.4.2.	Unorganized Workers Welfare Boards	60
1.5.	TAMIL NADU INSTITUTE OF LABOUR STUDIES		77
1.6.	TAMIL NADU ACADEMY OF CONSTRUCTION		79

S. No.	CONTENTS	PAGE No.
1.7.	INTER STATE MIGRANT WORKERS	81
1.8.	SUSTAINABLE DEVELOPMENT GOALS (SDG)	82
1.9.	EASE OF DOING BUSINESS	84
1.10.	ONLINE STAMPING UNDER THE LEGAL METROLOGY ACT	87
1.11.	INTRODUCTION OF LABOUR CODES	87
1.12.	SPECIAL ACHIEVEMENTS	89
1.13.	STATE LABOUR ADVISORY BOARD	94
1.14.	PLANTATION LABOUR ADVISORY BOARD	94

S. No.	CONTENTS	PAGE No.
1.15.	MINIMUM WAGES (STATE) ADVISORY BOARD COMMITTEE	95
1.16.	e-SHRAM	96
2. DIRECTORATE OF INDUSTRIAL SAFETY AND HEALTH		
2.1.	ADMINISTRATIVE STRUCTURE	100
2.2.	FACTORIES ACT ENFORCEMENT DIVISION	101
2.3.	BUILDING AND OTHER CONSTRUCTION WORKERS ACT ENFORCEMENT DIVISION	101
	2.3.1. Enforcement of Factories Act and other labour legislations in Factories	103

S. No.	CONTENTS		PAGE No.
	2.3.2.	Promotion of Ease of Doing Business Initiatives in Factories	103
	2.3.3.	Inspection Scheme	106
	2.3.4.	Self-Certification-cum- Combined Annual Returns Scheme	109
	2.3.5.	Initiatives for Improving the Indicators of Sustainable Development Goals related to this Directorate	110
	2.3.6.	Fireworks Factory Inspections	113
	2.3.7.	Eradication of Child Labour in factories	116
	2.3.8.	Hazardous process Industries	117

S. No.	CONTENTS		PAGE No.
	2.3.9.	Major Accident Hazard factories	117
	2.3.10.	Site Appraisal Committee	118
2.4.	HEALTH AND SAFETY PROMOTIONAL ACTIVITIES IN FACTORIES		119
	2.4.1.	Health Promotion Functions	119
	2.4.2.	Noise Level Monitoring	120
	2.4.3.	Safety Awareness Promotion	121
	2.4.4.	Safety Training	122
	2.4.5.	Ensuring Pressure Vessel Safety	123

S. No.	CONTENTS		PAGE No.
	2.4.6.	Group Accident Scheme Personal Insurance	124
	2.4.7.	Safety Award Schemes	125
2.5.	ENFORCEMENT OF BUILDING AND OTHER CONSTRUCTION WORKERS ACT, 1996 & TAMIL NADU RULES, 2006 AND OTHER ALLIED LABOUR LAWS IN BUILDING AND OTHER CONSTRUCTION WORKS		126
	2.5.1.	Promotion of Ease of Doing Business Initiatives in Building and other Construction establishments	128
	2.5.2.	Inspection Scheme	130
	2.5.3.	Self-Certification-cum-Combined Annual Returns Scheme	132

S. No.	CONTENTS		PAGE No.
	2.5.4.	Safety Awareness Promotion for the Building and other construction workers	133
	2.5.5.	Special Initiatives	134
	2.5.6.	Measures to reduce the accidents in fireworks factories	139
3. DEPARTMENT OF EMPLOYMENT AND TRAINING			
EMPLOYMENT WING			
3.1.	ADMINISTRATIVE SET UP OF EMPLOYMENT WING		143
3.2.	FUNCTIONS OF DISTRICT EMPLOYMENT AND CAREER GUIDANCE CENTRES		146
3.3.	EMPLOYMENT PORTAL		148

S. No.	CONTENTS	PAGE No.
3.4.	SPECIAL RENEWAL CONCESSION	149
3.5.	CAREER GUIDANCE AND COUNSELLING	150
3.6.	STUDY CIRCLES	151
3.7.	FREE COACHING CLASSES IN COLLEGES	152
3.8.	VIRTUAL LEARNING SYSTEM	153
3.9.	CAREER AWARENESS AND SKILL WEEK	154
3.10.	THIRAN TAMIZHAGAM MAGAZINE AND PUBLICATIONS	154
3.11.	SPECIAL CELLS FOR DIFFERENTLY ABLED PERSONS	156
3.12.	COACHING – CUM – GUIDANCE CENTERS FOR SC / ST	157

S. No.	CONTENTS	PAGE No.
3.13.	SPECIAL VOCATIONAL GUIDANCE CENTRE FOR TRIBAL POPULATION	158
3.14.	STATE CAREER GUIDANCE CENTRE	158
3.15.	UNEMPLOYMENT ASSISTANCE SCHEME FOR UNEMPLOYED YOUTH	159
3.16.	UNEMPLOYMENT ASSISTANCE FOR ALL TYPES OF DIFFERENTLY-ABLED REGISTRANTS	160
3.17.	MODEL CAREER CENTRES	161
3.18.	PRIVATE SECTOR PLACEMENT	162
3.19.	TAMIL NADU PRIVATE JOB PORTAL	163
3.20.	SPECIAL PROGRAMME FOR SELECTION AWARENESS FOR AIRMEN	165

S. No.	CONTENTS	PAGE No.
3.21.	FREE COACHING CLASSES FOR COMPETITIVE EXAMINATIONS THROUGH TELEVISION	166
3.22.	ESTABLISHMENT OF DISTRICT EMPLOYMENT AND CAREER GUIDANCE CENTRES IN NEWLY CREATED DISTRICTS	168
3.23.	ACTION TAKEN ON PETITIONS RECEIVED BY "MUDHALVARIN MUGAVARI" DEPARTMENT	168
3.24.	SUSTAINABLE DEVELOPMENT GOALS	169
TRAINING WING		
3.25.	ADMINISTRATIVE STRUCTURE	172
3.26.	LONG TERM SKILL TRAINING PROGRAMMES	174
3.27.	CRAFTSMEN TRAINING SCHEME (CTS)	174

S. No.	CONTENTS	PAGE No.
	3.27.1. Government Industrial Training Institutes	176
	3.27.2. Promoting Vulnerable Sections	177
	3.27.3. Empowering Differently Abled Students through Skill Training	180
	3.27.4. Empowering Women through Skill Training	180
	3.27.5. Skill Training for Jail Inmates	182
	3.27.6. High end Trades	182
3.28.	ADDITIONAL SUPPORT TO THE STUDENTS	183
3.29.	PRIVATE INDUSTRIAL TRAINING INSTITUTES	184

S. No.	CONTENTS	PAGE No.
3.30.	SUPPORT TO PRIVATE ITIs	184
3.31.	ALL INDIA TRADE TEST AND NATIONAL LEVEL CERTIFICATION	185
3.32.	PLACEMENT TO TRAINEES	186
3.33.	UPGRADATION OF GOVERNMENT ITIs THROUGH PUBLIC PRIVATE PARTNERSHIP (PPP) MODE	187
3.34.	SKILL STRENGTHENING FOR INDUSTRIAL VALUE ENHANCEMENT (STRIVE)	189
3.35.	UPGRADATION OF EXISTING ITI AS MODEL ITI	195
3.36.	APPRENTICESHIP TRAINING SCHEME (ATS)	197
	3.36.1. Apprenticeship Training	197

S. No.	CONTENTS	PAGE No.
	3.36.2. National Apprenticeship Promotion Scheme (NAPS)	198
	3.36.3. Fresher as Apprentices in Establishments	199
	3.36.4. State Apprenticeship Monitoring Cell (SAMC)	200
3.37.	SKILL TRAINING THROUGH INDUSTRIAL SCHOOLS	201
3.38.	BEST INSTRUCTOR AWARD	203
3.39.	STAFF TRAINING	203
3.40.	DIGITAL LEARNING SYSTEM	205
3.41.	INDUSTRY INSTITUTE INTERFACE	206
3.42.	NEW INITIATIVES	207

S. No.	CONTENTS	PAGE No.
4. TAMIL NADU SKILL DEVELOPMENT CORPORATION		
4.1.	IMPLEMENTATION OF NATIONAL SKILL QUALIFICATION FRAME WORK (NSQF)	215
4.2.	ASSESSMENT AND CERTIFICATION OF TRAINING PROGRAMMES	216
4.3.	EMPANELMENT OF TRAINING PROVIDERS	216
4.4.	CANDIDATES TRAINED BY TNSDC DURING 2021-2022 (Till March 2022)	217
4.5.	FEATURES OF TNSDC PORTAL	222
4.6.	WORLD SKILLS COMPETITIONS 2022	225
4.7.	ADVANCED SKILL TRAINING	227

S. No.	CONTENTS	PAGE No.
4.8.	RECOGNITION OF PRIOR LEARNING (RPL)	228
4.9.	PRADHAN MANTRI KAUSHAL VIKAS YOJANA (PMKVY) 3.0	229
4.10.	SKILL ACQUISITION AND KNOWLEDGE AWARENESS FOR LIVELIHOOD PROMOTION (SANKALP)	230
4.11.	APEX SKILL DEVELOPMENT CENTRES	234
4.12.	MULTI SKILL DEVELOPMENT CENTRE	236
4.13.	NAAN MUDHALVAN	237
4.14.	SPECIAL PROGRAMS	240
4.15.	EFFECTIVE PLACEMENT OF TRAINED CANDIDATES	241

S. No.	CONTENTS	PAGE No.
4.16.	SUSTAINABLE DEVELOPMENT GOALS	242
5. DIRECTORATE OF MEDICAL AND RURAL HEALTH SERVICES (Employees' State Insurance Scheme)		
5.1.	ELIGIBILITY CRITERIA FOR ENROLMENT IN ESI SCHEME	245
5.2.	SCHEME FUNDING	246
5.3.	NETWORK OF ESI HOSPITALS AND DISPENSARIES	246
5.4.	ADMINISTRATIVE SETUP OF ESI SCHEME IN TAMIL NADU	248
5.5.	AYUSH UNITS UNDER ESI SCHEME	249
5.6.	BENEFITS OF ESI SCHEME	251
5.7.	OTHER BENEFITS UNDER THE ESI SCHEME	258

S. No.	CONTENTS	PAGE No.
5.8.	HOSPITAL DEVELOPMENT COMMITTEE	259
5.9.	REIMBURSEMENT OF MEDICAL EXPENSES INCURRED IN PRIVATE HOSPITALS BY THE ESI BENEFICIARIES	260
	5.9.1. Package deal (Tie-up Hospitals)	260
5.10.	STEPS TAKEN DURING THE COVID-19 PANDEMIC	261
5.11	ESIC COVID-19 RELIEF SCHEME	261

LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

1. LABOUR DEPARTMENT

Tamil Nadu is one of the leading States in Industrial production and attracts global investment. Tamil Nadu had achieved second place in GDP ranking in the country by maintaining harmonious industrial relations and peace and implements progressive and developmental programs based on the twin principles of quality employment generation and all-round development of working class.

Objectives of Labour Department

- To ensure industrial peace and harmony in the state by encouraging conciliation talks to settle the industrial disputes between the management and the workers.

- To ensure better service conditions, to protect the rights of workers and to promote social security to the organized workers by performing quasi-judicial functions.
- To protect the legitimate rights of the workers by fixing reasonable minimum wages.
- To improve the socio-economic status of workers by addressing their long term and short-term issues and by implementing various social security schemes.
- To enforce labour laws effectively for ensuring qualitative living and working standards of workers.
- To declare Tamil Nadu as child labour free state by completely eradicating child labour.

- To improve the livelihood of the unorganized workers by improving social security and welfare measures.

In order to build investors-cum-entrepreneurs friendly atmosphere in the state, the department has facilitated the employer and the entrepreneur for doing their business hassle free and peacefully by implementing ease of doing business.

The Labour Department coordinates with other line departments to eradicate the social evils of child labour and bonded labour system in the state of Tamil Nadu.

The 18 Unorganized Workers Welfare Boards ensures social security to the unorganized workers by implementing various welfare schemes.

The state government is taking swift action to expedite the disposal of various welfare scheme petitions. In order to enhance the skills of unorganized workers with new strategies, various skill development training courses are being conducted by Tamil Nadu Academy of Construction and are given appropriate certification after successful completion. This paves way for the workers to get higher wages and better employment opportunities abroad and thereby enhancing their quality of life.

Under the Constitution of India, the subject of Labour is in the Concurrent list, therefore both the Union & the State Governments are competent to enact legislations.

The relevant entries of the Concurrent list are as follows:

22. Trade Unions; Industrial and Labour disputes.
23. Social Security and Social Insurance; Employment and Unemployment.
24. Welfare of labour including conditions of work, provident funds, employer's liability, workmen's compensation, invalidity and old age pension and maternity benefits.
- 33-A. Weights and Measures except establishment of standards.

1.1. FUNCTIONS

Labour Department has functions of regulating service conditions as well as implementation of welfare schemes.

1.1.1. Regulatory functions are as follows

1. Enforcement of various labour legislations enacted by the Union and State Governments.
2. Quasi-judicial functions to protect the interest of the workmen.
3. Settlement of industrial disputes through conciliation.
4. Protecting the interest of consumers by enforcing The Legal Metrology Act, 2009 and Legal Metrology (Packaged Commodities) Rules, 2011.

5. Fixation/Revision and enforcement of Minimum rates of Wages for various scheduled employments.
6. Rescue and Rehabilitation of Bonded Labourers.
7. Eradication of Child Labour in all occupations and adolescent labour in hazardous occupations and processes.
8. Regulating the employment of Inter-state migrant workers and contract workers.

1.1.2. Welfare functions are as follows

1. Extending various social security benefits to organized and unorganized sector workers through welfare boards.
2. Providing assistance to the dependent in case of death / to the worker in case of

disablement due to accident during the course of employment.

3. Extending services through Mobile Health Clinics, Anganwadis, Dormitories, etc. for the unorganized workers.
4. Spreading awareness with regard to various welfare schemes.
5. Providing training to construction workers.

1.2. ADMINISTRATIVE SET-UP

The Labour Department in Tamil Nadu was formed in the year 1920. Its headquarters is located at DMS Campus, Teynampet, Chennai. The department is headed by the Commissioner of Labour who is assisted by 12 Additional Commissioners of Labour, 16 Joint Commissioners of Labour, 24 Deputy Commissioners of Labour, 103 Assistant Commissioners of Labour, 2 Assistant Surgeons

(Plantations), 1 Accounts officer and 1 Public Relation Officer, 70 Deputy Inspectors of Labour, 220 Assistant Inspectors of Labour, 101 Stamping Inspectors and 1,299 supporting staff.

1.3. LAWS ENFORCED BY THE DEPARTMENT

The details of various labour laws enforced by the Labour Department are given below:

1.3.1. Laws relating to Industrial Relations

It consists of the Industrial Disputes Act, 1947, The Trade Union Act, 1926 and the Industrial Employment (Standing Orders) Act, 1946.

These laws outline the relationship between the employer, employee and trade union. It also provides framework for conditions

of employment, dispute resolution, industrial relations and collective bargaining.

1.3.1.1. The Industrial Disputes Act, 1947

The Industrial Disputes Act, 1947 is to investigate and settle the industrial dispute between the employer and employer, employer and workmen, workmen and workmen.

The ultimate purpose of The Industrial Disputes Act is to secure amity and industrial peace and harmony by providing machinery and procedures for the investigation and settlement of industrial disputes through effective Conciliation.

The Act prescribes procedures for penal actions for breach of settlement or award and describes preventive measures for unfair labour practices, illegal strikes and lock outs.

Under this Act, Officers of Labour Department are empowered to undertake conciliation process.

During the period from 01.04.2021 to 31.03.2022, the conciliation officers have effectively intervened and resolved 1,081 industrial disputes amicably and 14 strikes and 2 lockouts have been resolved amicably.

(a) Major industrial disputes resolved during 2021-2022

Electro Steel Casting, Tiruvallur District

Electro Steel Casting Limited is situated at Elavur Village, Gummidipoondi Taluk, Tiruvallur District and functioning from the year 1964. It is engaged in the manufacturing of Steel Casting Pipes.

Nearly 100 contract workers are engaged through 5 Contractors in various subsidiary

services. Due to decrease in production, six contract workers were temporarily relieved from job in the month of October 2021 after giving due notice and out of them, it was declared by the management that 2 contract workers will be re-engaged in some other job and once normal working condition is restored, the remaining 4 workers will be considered for re-employment.

The above stand of the management was not accepted by the contract workers and they have protested with their family members against the management at the entrance of the factory from 03.01.2022. In this regard, an industrial dispute was raised before the Deputy Commissioner of Labour (Conciliation)-2, Chennai and at the enquiry held on 31.01.2022, it was advised by the conciliation officer that on the issue of 6 contract workers an amicable solution may be reached through conciliation

and the contractors and management were also asked to permit both the contract and the permanent workers to resume duty and thus the issue was settled amicably.

**Foxconn Hon Hai Technology India Mega
Development Private Limited,
Kancheepuram District**

Contract workers of Foxconn Hon Hai Limited protested on 15.12.2021 due to food poisoning caused by food served at a hostel where they were staying in Thiruvallur District. This prompted protest against the living conditions at the hostel. When the Hon'ble Minister for Labour and Skill Development and Thiruvallur District Collector visited the hostel of the women workers, they emphasized their demands to rectify the problems prevailing in the hostel as some women workers fell sick and were admitted in hospital after consumption of food provided in the hostel.

The workers dispersed after the announcement of formation of committee consists of MLA of Poonamalle, RDO Thiruvallur, Tahsildar Poonamallee, Joint Director of Industrial Safety and Health and 5 women workers to resolve their grievances.

Once again, the protest was triggered after there was a rumour that one of the women staff died of food poisoning. A sizeable number of workers of Foxconn Ltd., protested on Bangalore-Chennai National Highway and the movement of public vehicles were stalled for few hours. In order to end this protest, a team consists of the Hon'ble Minister for Labour Welfare and Skill Development, Collector and Superintendent of Police of Kanchipuram District and Officers of Labour and DISH held discussions with the workers. The women workers demanded the district administration to bring back the missing women and take action

against those in charge of the hostel and dormitory for supplying of spoiled food. The issue was resolved after clarifications were given that all the workers had recovered and were well. Some of them had also returned to their homes, following this the women workers wound up their protest and dispersed.

Foxconn Hon Hai Limited have subsequently taken corrective action to improve the hostel facilities for the workers and have reopened the industry on 12.01.2022 and production has commenced. As of now about 12,140 workers are employed in the industry and normalcy prevails in the factory.

**NTPC Tamil Nadu Energy Company Limited,
Tiruvallur District**

NTPC Tamil Nadu Energy Company Limited operating in Tiruvallur District, Vallur with 2012 Contract workers went on strike since

08.02.2022, demanding higher wages. As per the relevant advice given during the talks held on 14.02.2022, in the presence of the Additional Commissioner of Labour, Chennai, Special allowance was agreed to be paid to the NTECL and UPL contract workers from 01.02.2022. The workers subsequently called off the strike and returned to work immediately.

(b) Labour Courts and Industrial Tribunals

Section 10 of the Industrial Disputes Act provides for disposal of all unresolved industrial disputes by referring them for adjudication to Labour Courts or Industrial Tribunal, based on the nature and scope of the issues connected with the disputes so as to prevent industrial unrest and promote peace and harmony in the industries.

Labour Courts are adjudicating bodies which pass award and pass orders on labour related matters specified in the second schedule annexed to The Industrial Disputes Act, 1947. In Tamil Nadu, there are 18 Labour Courts, functioning to adjudicate upon industrial dispute cases that are not settled amicably through conciliation process. Chennai has four Labour Courts. Vellore, Coimbatore and Madurai have two each while Salem, Cuddalore, Tiruchirappalli, Tirunelveli, Kancheepuram, Kumbakonam, Hosur and Udthagamandalam have one court each. The Labour Courts have disposed off 1,298 cases in 2021.

Industrial Tribunals are adjudicating bodies which deal with the matters specified in the third schedule annexed to the Industrial Disputes Act, 1947. One Industrial Tribunal is functioning at Chennai, which has disposed 54 cases in 2021.

1.3.1.2. 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.

This Act is applicable to the establishments where 20 or more workers are employed. During the period from 01.04.2021 to 31.03.2022, 262 standing orders of industrial establishments were certified by the Additional Commissioners of labour.

1.3.1.3. The Trade Unions Act, 1926

The Trade Unions Act, 1926 is a regulatory legislation that has been enacted to empower the workers in the organised and unorganised sector to form an association to protect their rights. The Act provides for the registration,

regulation and protection of the members of Trade Union. During the period from 01.04.2021 to 31.03.2022 there were 230 Trade Unions registered under this Act.

1.3.2. Laws relating to Wages

These laws provide for the fixation and revision of minimum rates of wages and ensure prompt payment of wages, bonus and equal remuneration to male and female employees who are doing the same nature of work.

1.3.2.1. The Payment of Wages Act, 1936

The Act ensures prompt and timely payment of wages to the employees without any unauthorized deductions and takes care of speedy disposal of the claims related to wages. This act is applicable for workers receiving gross salary up to Rs.24,000 per month.

During the period from 01.04.2021 to 31.03.2022 under The Payment of Wages Act 12,235 inspections were conducted and 19 cases were disposed off in the courts with a fine amount of Rs.1,35,000/- against employers for various contraventions. Besides this 297 claims were disposed off and Rs.2,90,73,495/- was ordered to be paid to the workmen.

1.3.2.2. The Minimum Wages Act, 1948

The Minimum Wages Act, 1948 aims at fixing of minimum rates of wages in certain employments appended to the Schedule of the Act. This Act seeks to ensure not only the sustenance of life but also preservation of efficiency of the employees. In Tamil Nadu, 94 employments have been added to the Schedule of the Minimum Wages Act, 1948. Out of this, Minimum Wages have been fixed for 83 employments, such as, Shops and

Establishments, General Engineering, Construction, Catering, Plantation, Automobile workshops, Public motor transport, etc. Generally, in Tamil Nadu, minimum wage is revised once in every 4 years.

During the period from 01.04.2021 to 31.03.2022, enforcement officers have conducted 24,753 inspections under the Minimum Wages Act, 1948 and 74 cases were disposed with a fine amount of Rs.1,90,500/- against employers for various contraventions; 1,290 claims were received and 831 claims were disposed off and Rs.6,25,08,561/- have been ordered to be paid to the workmen.

**Achievements for the period from
01.04.2021 to 31.03.2022**

I. During this period, the Minimum Wages have been newly fixed for the following employments.

- i. Employment in Folding Textile Goods.
- ii. Employment in Pottery Works.
- iii. Employment in Home Textiles, that is to say, Bed room Textiles, Bath room Textiles, Living room Textiles, Decorative Textiles, Kitchen Textiles and the like items.

II. During this period, the Minimum Wages have been Revised in respect of the following employments.

- i. Employment in Carpentry and Blacksmith

- ii. Employment in Gunny Industry
- iii. Employment in Paper and other incidental processes connected with the Handmade Paper Industry
- iv. Employment in Footwear making Industry
- v. Employment in Agriculture and works ancillary to agriculture
- vi. Employment in Coir Manufactory.

III. During this period, Preliminary Notification for Revising the Minimum Wages have been issued for the following employments.

- i. Employment in Distillery Industry
- ii. Employment in Chemical Fertilizer Industry

- iii. Employment in Cotton ginning and Pressing and employment in cotton waste
- iv. Employment in Printing Presses
- v. Employment in Construction of Pandals
- vi. Employment in Mushroom Growing and allied works
- vii. Employment in Appalam Manufactory
- viii. Employment in Tobacco (including beedi making other than beedi rolling) manufactory
- ix. Employment in Bakeries and Biscuits Manufactory
- x. Employment in Vessel (Utensil) Making
- xi. Employment in Bricks and Tiles Manufactory

- xii. Employment in Cashewnut Industry
- xiii. Employment in Coffee Curing Works
- xiv. Employment in Electronic Industry
- xv. Employment in Polythene Manufactory and Processing Foam items and Plastic Manufactory
- xvi. Employment in any Plantation, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea, coffee or cardamom
- xvii. Employment in Coconut Peeling
- xviii. Employment in Leather goods manufactory
- xix. Employment in Any rice mill, flour mill or dhall mill

- xx. Employment in Bleaching or Dyeing or Both
- xxi. Employment in Coaching academies that is to say, Tutorial Colleges, Technical Institutes, Primary or Nursery Schools, English medium Schools run on Commercial lines without Government grant other than those run by Government and local bodies as the case may be.
- xxii. Employment in Agarbathi Manufactory
- xxiii. Employment in Tanneries and Leather Manufactory
- xxiv. Employment in Sago Industry
- xxv. Employment in Granite Industry

1.3.2.3. The Payment of Bonus Act, 1965

The Act enables payment of bonus to persons employed, on the basis of profit or production or productivity in factories and establishments, where 10 or more persons are employed.

The maximum bonus including productivity linked bonus that can be paid in any accounting year shall not exceed 20% of the wage of an employee under section 31A of the Act.

The wage ceiling for applicability of the Payment of Bonus Act, 1965 was fixed as Rs.21,000 per month. With effect from 01.04.2014 the bonus shall be calculated as if the salary of the employees is Rs.7,000 per month or the Minimum wages for the schedule employment as fixed by the appropriate Government whichever is higher.

1.3.2.4. The Equal Remuneration Act, 1976

Payment of equal remuneration to men and women workers is guaranteed and discrimination on the ground of gender against women is forbidden under this Act. During the period from 01.04.2021 to 31.03.2022, enforcement officers have conducted 7,311 inspections in various establishments under this act.

1.3.3. Laws relating to Social Security

The provision of social security and formulation of welfare schemes for the workers of both organized and unorganized sectors are governed by these laws. Payment of gratuity, payment of subsistence allowance, conferment of permanent status to workmen, maternity benefit to female workers, payment of compensation to employees in case of accidents are being taken care under these laws.

1.3.3.1. The Employees' Compensation Act, 1923

The Employees' Compensation Act, 1923 is the first social security act enacted in India. The act aims to provide workmen and / or their dependents some relief based on their loss of earning capacity in case of accidents arising out of and in the course of employment and resulting in either death or disablement of workmen.

The Regional Joint Commissioners of Labour have been notified as Commissioners to hear the claims and pass orders under the Act. The compensation amount awarded shall be deposited by the Employers / Insurance Companies with the Commissioner. 2,975 cases were disposed off and a sum of Rs.76,26,28,800/- was ordered as compensation, during the period from 01.04.2021 to 31.03.2022.

1.3.3.2. The Payment of Gratuity Act, 1972

An employee is entitled for the payment of gratuity if he / she has rendered 5 years of continuous service on his / her superannuation, retirement, resignation, death, disablement, due to accident or illness. However, the 5 years of continuous service is not mandatory in the case where the termination is due to death or disablement. The Maximum amount of Gratuity that can be paid to an employee is Rs.20 lakh.

The Deputy Commissioners of Labour in the office of the Regional Joint Commissioners of Labour have been notified as Controlling Authorities and the Zonal Additional Commissioners of Labour as Appellate Authorities under this Act.

1,898 claims were disposed off and a sum of Rs.23,82,38,722/- was ordered to be paid to the claimants and 380 appeal petitions were heard and disposed during the period from 01.04.2021 to 31.03.2022.

1.3.3.3. The Tamil Nadu Payment of Subsistence Allowance Act, 1981

The Act deals with the payment of subsistence allowance to workmen during the period of suspension, pending enquiry. The Deputy Commissioners of Labour in the office of the Regional Joint Commissioners of Labour have been notified as Authorities and the Regional Joint Commissioners of Labour as Appellate Authorities under this Act.

67 claims were disposed off and a sum of Rs.61,61,749/- was ordered to be paid as subsistence allowance to the claimants and 14 appeal petitions were heard and disposed

during the period from 01.04.2021 to 31.03.2022.

1.3.3.4. The Maternity Benefit Act, 1961

This Act regulates and ensures employment, payment, and certain maternity benefits for women for the period before and after childbirth. This Act provides for 26 weeks leave with wages for childbirth of which not more than 8 weeks shall precede the date of expected delivery. 7,108 inspections have been carried out under this act during the period from 01.04.2021 to 31.03.2022. One case was disposed off in the court with a fine amount of Rs.5,000/- imposed against employer.

1.3.3.5. The Tamil Nadu Industrial Establishments (Conferment of Permanent Status to workmen) Act, 1981

This 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 months. 224 claim petitions seeking permanency were disposed and orders were issued directing the employer to confer permanent status to 158 workmen during the period from 01.04.2021 to 31.03.2022.

1.3.3.6. The Tamil Nadu Labour Welfare Fund Act, 1972

A Fund is constituted under this Act, for the purpose of promoting the welfare of organised labour and matters connected therewith.

1.3.3.7. The Tamil Nadu Manual Workers [Regulation of Employment & Conditions of Work] Act, 1982

The Act regulates employment, the conditions of work & workplace and security of manual workers in certain employments.

1.3.4. Laws relating to regulation of Employment and Working Conditions

These laws regulate and emphasize conducive environment for workers working in the shops, commercial establishments, catering establishments, motor transport undertakings, plantations, beedi and cigar establishments, newspaper establishments, contract labour, etc.

1.3.4.1. The Tamil Nadu Shops and Establishments Act, 1947

The Act regulates conditions of employment of workers employed in shops and commercial establishments. During the period from 01.04.2021 to 31.03.2022, enforcement officers conducted 32,817 inspections, 2,805 cases were compounded for various offences and a sum of Rs.8,27,750/- was collected as compounding fee; 5 cases were disposed off in courts with a fine amount of Rs.6,325/- against employers for various contraventions.

The said Act has been amended by inserting a new section 22-A vide the Tamil Nadu Shops and Establishments (Amendment) Act, 2021, to provide seating facility for all the employees in the premises of every establishment so that they may take

advantage of any opportunity to sit which may occur in the course of their work and thereby avoid 'on their toes' situation throughout the working hours. The said Amendment Act has been published in the Tamil Nadu Government Gazette dated 4th October 2021.

1.3.4.2. The Tamil Nadu Catering Establishments Act, 1958

The Act regulates conditions of work in catering establishments, including hotels and restaurants. During the period from 01.04.2021 to 31.03.2022, a sum of Rs.1,56,85,861/- was collected as registration, renewal and amendment fee from the employers of catering establishments; 4,726 inspections were made and contraventions were noticed in 2,081 cases and a sum of Rs.3,93,075/- was collected as compounding fee.

1.3.4.3. The Motor Transport Workers Act, 1961

This Act protects the welfare of motor transport workers and their conditions of work. During the period from 01.04.2021 to 31.03.2022, enforcement officers conducted 645 inspections and 47 Motor Transport establishments were newly registered; 238 contraventions were identified and compounded to the tune of Rs.81,200/-. One case was disposed off in court with a fine amount of Rs.3,500.

1.3.4.4. The Plantations Labour Act, 1951

The Plantations Labour Act 1951 and its rules provide for Health, Safety and welfare of the plantation labourers and to regulate the conditions of work in plantations. It is applicable to any land used or intended to be used for growing tea, coffee, rubber, cardamom and

cinchona in an extent of 5 hectares or more and in which 15 or more workers are employed.

The Employers / Planters are obliged to provide housing facilities, medical facilities, crèches, educational facilities, protective clothing, drinking water etc. to the workers.

The Chief Inspector of Plantations in Chennai along with eight Assistant Commissioners of Labour (Plantations) are situated in Ooty, Coonoor, Kothagiri, Gudalur, Valparai, Yercaud, Batlagundu and Nagercoil to ensure enforcement of the Act. Besides there are two Assistant Surgeons (Plantations) posted in Ooty and Nagercoil to ensure medical facilities to Plantation Workers.

The total numbers of plantations in Tamil Nadu are 2,225 covering an area of 62,250 hectares of which 683 are registered plantations covering an area of 54,599 hectares

and 1,542 are unregistered plantations covering an area of 7,651 hectares. The total number of workers engaged in plantations is 56,961 of which 22,367 are men and 34,594 are women.

During the period from 01.04.2021 to 31.03.2022 enforcement officers have conducted total number of 2,187 inspections under the Act, and 85 cases has been disposed in the court with a fine amount of Rs.2,65,000/- against employers.

1.3.4.5. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966

The Act provides for the welfare of the workers in beedi and cigar establishments and regulates the conditions of their work. 1,142 inspections were made during the period from 01.04.2021 to 31.03.2022 and 100 cases

were disposed of by the Court and Rs.11,400/- was collected as fine amount.

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

The conditions of service of working journalists and other persons employed in newspaper establishments are regulated under this Act. It also authorizes to set up wage boards for fixation and revision of rates of wages in respect of working journalists and non-journalists newspaper / news agency employees respectively. The recommendations of the 'Majithia Wage Board' are in force with effect from 11.11.2011. Out of the 76 Newspaper establishments in the State, 75 establishments have fully implemented the

recommendations of the Majithia wage Board and 1 establishment, the New Indian Express, Ambattur, Chennai has implemented the recommendations by way of a settlement made under sec 18(1) of Industrial Disputes Act, 1947 with their employees.

1.3.4.7. The Tamil Nadu Industrial Establishments (National, Festival and Special Holidays) Act, 1958

National, festival & special holidays are granted with wages to persons employed in industrial establishments. During the period from 01.04.2021 to 31.03.2022, a total of 26,291 inspections were made. Contraventions were noticed in 2,746 establishments and a sum of Rs.19,47,250/- was collected as compounding fee; 32 cases were disposed off in courts with

a fine amount of Rs.45,050/- against employers for various contraventions.

1.3.4.8. The Contract Labour (Regulation and Abolition) Act, 1970

Employment of contract labour is regulated in certain establishments under this Act. 222 Registration Certificates and 297 Licenses were issued to the principal employers and contractors respectively during the period from 01.04.2021 to 31.03.2022.

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

This Act is enacted to regulate the conditions of service and to protect the inter-state migrant workmen whose services are utilized outside their native states. During the

period from 01.04.2021 to 31.03.2022, 11 Registration Certificates and 4 Licenses were issued to the principal employers and contractors respectively.

1.3.4.10. The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986

Children are the greatest gift to humanity and childhood is an important and impressionable stage of human development as it holds the potential to the future development of the society.

Employment of children in work affects the mental and physical growth of children. As education to the children employed in the early age is denied, they are not able to attain higher status in the society, and in turn, the development of the entire society is affected. The concerted efforts taken by various

departments of the State Government have resulted in perceptible decline in the number of child labour in the State. The State Government has adopted a multi-pronged integrated strategy for total elimination of child labour in the State.

State Action Plan (SAP) for eradication of Child and Adolescent Labour has been approved by the Government which is aimed at providing broad guidelines to the enforcement officials and redefined the role and responsibility of the other line departments. The Government has also approved the Standard Operating Procedure for effective Enforcement of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986.

(a) Enforcement

In order to strengthen the enforcement, a District Level Task Force is functioning in the districts under the Chairmanship of the District

Collector. District Task Force were reconstituted vide G.O. (2D) No.2, Labour and Employment (U2) Department, dated. 11.01.2021. The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and the allied Acts prohibiting employment of children are implemented in the State by the officials of the Commissionerate of Labour and the Directorate of Industrial Safety and Health. During the period from 01.04.2021 to 31.03.2022, the enforcement officers inspected 33,504 establishments which includes the raids conducted by the teams formed under the District Level Task Force. There were 104 violations noticed and 138 child labours were rescued and rehabilitated. 136 cases were filed and 68 cases (including previous pending) ended in conviction and a fine of Rs.13,35,000/- has been imposed.

The State has notified the Assistant Commissioners of Labour (Enforcement) as Nodal Officers for each district. In order to ensure complete prohibition of employment of children below 14 years, the Government of India has introduced a vibrant enforcement mechanism in the form of an online portal "PENCiL" (Platform for Effective Enforcement for No Child Labour).

(b) Awareness Generation

Every year June 12th is observed as "Anti Child Labour Day" to create awareness among the public. Last year State level Anti-Child Labour Day awareness programme was observed in the Commissionerate of Labour and the Hon'ble Minister of Labour Welfare and Skill Development Department participated in the program. On that day, awareness was created by flying Giant balloon containing

Anti Child Labour slogans, taking Anti Child Labour Day pledge and Signature Campaign was undertaken against employment of child labour.

(c) Training and Workshop

State level Training has been imparted to officials of Labour Department at Anna Administrative Staff College, to implement the State Action Plan for eradication of Child Labour completely in Tamil Nadu.

Regional level Training and Workshop have been conducted at Tiruchirappalli, Madurai and Coimbatore to officials of Labour Department and Line Department who are involved in eradication of Child Labour.

(d) National Child Labour Project

The National Child Labour Project (NCLP) funded by the Government of India is implemented in 15 Districts in Tamil Nadu.

The NCLP society is headed by the District Collector, who is the chairperson of the National Child Labour Project. Currently, 203 Special Training Centers are functioning in the 15 NCLP project districts in which 3,362 rescued child labourers are studying. During the period from 01.04.2021 to 28.02.2022, the number of children mainstreamed into regular schools were 1,758. In addition to the stipend of Rs.400, educational materials, free uniform, free medical check-up etc., are provided to children supported by NCLP. The State Government is providing a monthly cash assistance of Rs.500/- to the children who had been in NCLP schools and who have now been admitted in regular schools to pursue higher education.

Union Government has stated vide letter no.Z-16025/04/2021-CL, dated:14.03.2022 that it has been decided that the National Child

Labour Project will be subsumed under Samagra Shiksha Abhiyan of Ministry of Education.

1.3.4.11. The Bonded Labour System (Abolition) Act, 1976

The Central Sector Scheme for Rehabilitation of Bonded Labourer 2016 provides for economic and social rehabilitation of the rescued bonded labourers by amplifying their skill and capacity building. A State Action Plan and Standard Operating Procedure for rescue, release and rehabilitation of bonded labour have been formulated by the State Government in order to provide guidelines to various stakeholders for robust implementation of the Act. The High Level Monitoring Committee has been reconstituted during 2019-20.

All the Assistant Commissioners of Labour (Enforcement) have been appointed as Nodal Officers for the implementation of the Bonded

Labour System (Abolition) Act, 1976 and the Central Sector Scheme for Rehabilitation of Bonded Labourer 2016 for their respective administrative jurisdiction.

The role of Tamil Nadu State Legal Service Authority has been included in the amended Standard Operating Procedure (Para 5(A)) vide G.O. (Ms.) No.138, Labour Welfare and Skill Development (U1) Department, dated:28.09.2021 to take all effective steps to provide free and competent legal services to the rescued Bonded Labour when the case comes up for trial by the para legal volunteers.

The rescued bonded labourers are rehabilitated with immediate assistance amount of Rs.20,000/-, Public Distribution System Ration Card, Community Certificate, employment, education, skill training, enrolment in SHG and medical needs. Further, they are

enrolled in the relevant Unorganized Workers Welfare Boards and the benefits eligible under the respective schemes are extended to them.

As per the revamped Central Sector Scheme for Rehabilitation of Bonded Labourer-2021, immediate assistance has been enhanced from Rs.20,000/- to Rs.30,000/- with effect from 27.01.2022.

Government have sanctioned a sum of Rs.121 lakh (Rupees One Hundred and Twenty One lakh only) for creation of Permanent Corpus Fund for rehabilitation of bonded labour. The State Government have allotted a sum of Rs.125 lakh for the rehabilitation of the rescued bonded labour during the Financial Year 2021-2022.

During the period from 01.04.2021 to 31.03.2022, a sum of Rs.61,00,000/- was paid

as immediate assistance to 305 rescued bonded labourers.

The Government have ordered to observe Bonded Labour System Abolition Day on 9th February of every year to eradicate Bonded Labour System and make Tamil Nadu Bonded Labour Free State.

Bonded Labour System Abolition Day was observed on 09.02.2022 and Pledge was taken by all Government Offices.

Government have introduced Toll Free Helpline No.1800 4252 650 to receive complaints about bonded labour.

1.3.5. Laws relating to Consumer Protection

The Additional Commissioner of Labour (Inspections) is notified as the Controller of Legal Metrology. There are 30 Assistant

Commissioners of Labour (Enforcement) and 8 Assistant Commissioners of Labour (Plantations) (Deputy Controllers of Legal Metrology), 67 Deputy Inspectors of Labour (Assistant Controllers of Legal Metrology), 101 Stamping Inspectors and 218 Assistant Inspectors of Labour (Legal Metrology Officers) notified as Legal Metrology officers for enforcing Legal Metrology Act & Rules.

1.3.5.1. The Legal Metrology Act, 2009

This Act enforces standards of weights and measures and protects the interest of consumers and regulates trade and business in weights and measures and other goods which are sold or distributed by weight, measure or number.

During the period from 01.04.2021 to 31.03.2022, under the Legal Metrology Act, 41,587 inspections were made and 3,407 contraventions were noticed, and a fine

amount of Rs.6,000/- and compounding fee of Rs. 41.89 lakh has been levied and collected by way of court cases and compounding, and an amount of Rs.61.20 crore has been collected as stamping fee.

During the period from 01.04.2021 to 31.03.2022, 689 Manufacturer / Dealer / Repairer Licenses have been issued and an amount of Rs.44.66 lakh has been collected as License fee and Renewal fee.

1.3.5.2. The Legal Metrology (Packaged Commodities) Rules, 2011

Under these Rules it is made mandatory that all manufacturers, packers and importers of goods and commodities have to make certain declarations like name and address of the manufacturer, common or generic name of the commodity, net quantity, month and year of packing, the retail sale price of the package etc.,

in the packaged commodities. They have to obtain registration certificate for this purpose under the provisions of this Rule. The purpose is to protect the consumers from being charged in excess of the maximum retail price and also to make them aware of other related information regarding the package.

During the period from 01.04.2021 to 31.03.2022 under Legal Metrology (Packaged Commodities) Rules 15,630 establishments were inspected and 994 contraventions were noticed, and a fine amount of Rs.24,000/- and compounding fee of Rs.50.13 lakh has been levied and collected by way of court cases and compounding, and 687 Packer / Importer Registration Certificate has been issued and an amount of Rs.5.41 lakh has been collected as Registration fee.

1.4. WELFARE BOARDS AND SOCIAL SECURITY SCHEMES

1.4.1. Tamil Nadu Labour Welfare Board

Tamil Nadu Labour Welfare Fund Act, 1972 was enacted to ensure certain basic and necessary services, amenities and facilities to the workers of organized sector. With this objective Tamil Nadu Labour Welfare Board was constituted in 1975. The benefits are offered to the workers by the means of contribution from the employees and employers of Factories, Plantations, Motor Transport Undertakings, Catering establishments and Shops and Establishments.

The employees contribute Rs.10/- and employers contribute Rs.20/- per worker and Government contribute Rs.10/- per worker every year. The fine amount imposed by the courts and compounding fees collected by the

enforcement officers against the employers for violation of Labour Acts and Rules also constitute Labour Welfare Fund.

The Labour Welfare Fund collected is utilized to defray the following schemes.

- ❖ Assistance for purchasing Sewing Machine
- ❖ Education Scholarship and Educational Incentive
- ❖ Book Allowance
- ❖ Assistance for Basic Computer Training
- ❖ Marriage Assistance Scheme
- ❖ Assistance for Spectacles
- ❖ Assistance for Natural Death and Funeral Expenses
- ❖ Assistance for Accidental Death and Funeral Expenses

- ❖ Free Supply of Question Bank for 10th standard and 12th standard Examination
- ❖ Assistance for Entrance Coaching Classes
- ❖ District Level Sports Assistance
- ❖ State Level Sports Assistance
- ❖ Health and Life Skill Development Training.

Holiday Homes were constructed at Mamallapuram, Valparai and Courtallam to provide accommodation at a subsidised tariff to workers and their families in order to make them to enjoy their vacation.

Jeeva Illam was constructed to provide accommodation to representatives of workers. It is located near the office of the Commissioner of Labour.

A monthly Tamil Magazine Uzhaippavar Ulagam which contains important Court Judgements and articles are published for the benefit of employers and employees.

Statement showing number of beneficiaries and amount spent on various Labour Welfare Schemes for the period from 01.04.2021 to 31.03.2022.

Sl. No.	Schemes	Beneficia-ries	Amount Rs. (in lakh)
1.	Scholarship	1,150	28.89
2.	Book Allowance	112	1.96
3.	Marriage Assistance	653	65.10
4.	Spectacles Assistance	48	0.48
5.	Natural Death Assistance / Funeral Expenses	426	127.80
6.	Accident Death Assistance / Funeral Expenses	85	89.25
7.	UzhaippavarUlagam monthly magazine	4,280 (Monthly)	5.88

Sl. No.	Schemes	Beneficia-ries	Amount Rs. (in lakh)
8.	Guest House, Holiday Homes Maintenance and Administrative Expenses	1,925	56.75
	Total	8,679	376.11

1.4.2. Unorganized Workers Welfare Boards

Tamil Nadu is a forerunner among the states in enacting a law for providing social security cover to the unorganised workers. The Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982 and the schemes enacted therein provide social security schemes and welfare assistances to the Unorganised Workers, engaged in the 54 (Construction) + 69 (Manual) categories of employments specified in the schedule appended to the Act.

These schemes provide various welfare assistances to the unorganised registered workers such as Education, Marriage, Maternity, Natural Death, Accidental Death, Funeral, Accident Disability, Monthly Pension and Family Pension (Registered Construction Workers only).

The Government has constituted 18 Unorganised Workers Welfare Boards as below:

Sl. No.	Name of the Boards
1	Tamil Nadu Construction Workers Welfare Board
2	Tamil Nadu Manual Workers Social Security and Welfare Board
3	Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board
4	Tamil Nadu Tailoring Workers Welfare Board
5	Tamil Nadu Hair Dressers Welfare Board
6	Tamil Nadu Washermen Welfare Board
7	Tamil Nadu Palm Tree Workers Welfare Board

Sl. No.	Name of the Boards
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 and Catering Workers Welfare Board
18	Tamil Nadu Fire and Match Workers Welfare Board

1.4.2.1. Functions of Unorganized Workers Welfare Boards

At the District level 40 Assistant Commissioners of Labour (Social Security Scheme) administers the functions of the Boards such as Registration, Renewal and Disbursement of Welfare Scheme Assistance to the Unorganised Workers.

The Head Office and District Assistant Commissioner of Labour (Social Security Scheme) offices of the unorganized welfare boards have been computerized for speedy compliance of claim applications.

The Online registration process was initiated from 19.06.2020 and from 20.07.2020 onwards identity cards have been issued to the registered workers. The online renewal and claim applications received from 26.08.2020 are verified by ACL (SSS) concerned.

The District Monitoring Committee headed by the District Collector monitors the timely disbursal of benefits to the members.

In order to mitigate the sufferings of manual workers while receiving scheme assistance, the disbursement of welfare scheme assistances are directly transferred to the bank accounts of the beneficiaries / unorganised workers through Electronic Clearance System (ECS) mode with greater transparency.

1.4.2.2. Enhancement of Welfare Scheme Assistances

During the demand for grants for the Financial year 2021-2022 on the floor of Legislative Assembly, on 04.09.2021, the Hon'ble Minister for Labour Welfare and Skill Development Department has announced introduction / enhancement of the Welfare Scheme Assistances to the registered workers of

Tamil Nadu Construction Workers Welfare Board,
Tamil Nadu Manual Workers Social Security &
Welfare Board and 16 other Welfare Boards.

- Educational Scheme Assistance of Rs.1000/- to the children of registered Manual workers studying 6th to 9th Standard has been newly introduced.
- Educational Scheme Assistance for 10th standard studying girl children and 10th standard passed children of registered construction workers was enhanced from Rs.1,000/- to Rs.2,400/-.
- For registered Construction Workers, Educational Scheme Assistance for 11th standard studying girl children was enhanced from Rs.1,000/- to Rs.3,000/- and 12th Standard studying girl children and 12th standard passed children was

enhanced from Rs.1,500/- to Rs.3,000/- per year.

- For registered Construction Workers and registered Unorganized Drivers and Automobile Workshop Workers, Educational Scheme Assistance for studying regular bachelor degree Rs.1,500/- and hosteller Rs.1,750/- was enhanced to Rs.4,000/- per year.
- For registered Construction Workers and registered Unorganized Drivers and Automobile Workshop Workers, Natural Death Assistance was enhanced from Rs.20,000/- to Rs.50,000/-. Similarly, for other Manual workers, Natural Death Assistance was enhanced from Rs.20,000/- to Rs.30,000/-. For Unorganized Drivers and Automobile Workshop Workers, Accidental Death

Assistance have been enhanced from Rs.1,00,000/- to Rs.2,00,000/-.

- Similarly, Accidental Death Assistance has also been enhanced from Rs.1,00,000/- to Rs.1,25,000/- to registered Manual workers other than Construction Workers and Unorganised Drivers and Automobile Workshop Workers.

1.4.2.3. Types of Welfare Scheme Assurances

The following Welfare Scheme Assurances are provided to the workers, who are registered with 18 Unorganised Workers Welfare Boards:

SI. No.	Welfare Scheme Assistance	Construction Workers Welfare Board	Drivers and Automobile Workshop Workers Board	Workers Registered in other Welfare Boards
		Amount (Rs.)	Amount (Rs.)	Amount (Rs.)
1.	Personal Accident Relief			
	a) Accidental Death	1,00,000/-	2,00,000/-	1,25,000/-
	b) Accidental Disability (based on extent of Disability)	upto 1,00,000/-	upto 1,00,000/-	upto 1,00,000/-

Sl. No.	Welfare Scheme Assistance	Construction Workers Welfare Board	Drivers and Automobile Workshop Workers Board	Workers Registered in other Welfare Boards
		Amount (Rs.)	Amount (Rs.)	Amount (Rs.)
	c) Accidental Death at work site and death even after admitted in hospitals. (during the course of employment) (including unregistered workers)	5,00,000/-	--	--
2.	Natural Death Assistance	50,000/-	50,000/-	30,000/-
3.	Funeral Assistance	5,000/-	5,000/-	5,000/-

Sl. No.	Welfare Scheme Assistance	Construction Workers Welfare Board	Drivers and Automobile Workshop Workers Board	Workers Registered in other Welfare Boards
		Amount (Rs.)	Amount (Rs.)	Amount (Rs.)
4.	Educational Assistance			
	a) Studying from 6 th Std to 9 th Std	1,000/-	1,000/-	1,000/-
	b) Girl Children studying 10 th Std / All 10 th passed students	2,400/-	1,000/-	1,000/-
	c) Girl Children studying 11 th Std	3,000/-	1,000/-	1,000/-
	d) Girl Children studying 12 th Std / All 12 th Std passed students	3,000/-	1,500/-	1,500/-

Sl. No.	Welfare Scheme Assistance	Construction Workers Welfare Board	Drivers and Automobile Workshop Workers Board	Workers Registered in other Welfare Boards
		Amount (Rs.)	Amount (Rs.)	Amount (Rs.)
	e) Regular Degree Course with Hostel facility	4,000/-	4,000/-	1,500/- 1,750/-
	f) Regular Post Graduate Course with Hostel facility	4,000/- 5,000/-	4,000/- 5,000/-	4,000/- 5,000/-
	g) Professional Degree Course with Hostel facility	4,000/- 6,000/-	4,000/- 6,000/-	4,000/- 6,000/-
	h) Professional P.G Course with Hostel facility	6,000/- 8,000/-	6,000/- 8,000/-	6,000/- 8,000/-

Sl. No.	Welfare Scheme Assistance	Construction Workers Welfare Board	Drivers and Automobile Workshop Workers Board	Workers Registered in other Welfare Boards
		Amount (Rs.)	Amount (Rs.)	Amount (Rs.)
	i) ITI or Polytechnic with Hostel facility	1,000/- 1,200/-	1,000/- 1,200/-	1,000/- 1,200/-
5	Marriage Assistance (a) for men (b) for women	3,000/- 5,000/-	3,000/- 5,000/-	3,000/- 5,000/-
6	Maternity Assistance Miscarriage/Medical Termination of Pregnancy	6,000/- 3,000/-	6,000/- 3,000/-	6,000/- 3,000/-
7	Reimbursement of cost of Spectacles	upto 500/-	upto 500/-	upto 500/-

Sl. No.	Welfare Scheme Assistance	Construction Workers Welfare Board	Drivers and Automobile Workshop Workers Board	Workers Registered in other Welfare Boards
		Amount (Rs.)	Amount (Rs.)	Amount (Rs.)
8	a) Pension (Per month)	1000/-	1000/-	1000/-
	b) Family Pension (Per month)	500/-	--	--

Source of Funds

The Tamil Nadu Construction Workers Welfare Board receives contribution of cess at the rate of 1% of the total estimated cost of the building or the construction work proposed to be constructed. The contribution of Rs.764.02 crore

has been received as cess during the year 2021-22. (01.04.2021 to 31.03.2022)

The Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board receives the additional tax collected for every commercial motor transport carrying passengers or goods on roads at the rate of 1% under the Tamil Nadu Motor Vehicle Taxation Act, 1974. An amount of Rs.7.57 Crore has been received as additional tax from 01.04.2021 to 31.03.2022.

Tamil Nadu Manual Workers Social Security and Welfare Board and other 15 Welfare Boards receive Government Grants for implementing welfare schemes. The Government of Tamil Nadu have sanctioned a grant of amount Rs.138.59 crore from 01.04.2021 to 31.03.2022.

**Achievements of 18 Unorganised Workers
Welfare Boards :**

**Details of Registration and Disbursement of
Welfare Assistancess from the Inception of
the Board upto 31.03.2022**

Sl. No.	Name of the Board	Registration (in Lakh)	Beneficiaries (in Lakh)	Amount (Rs. in Crore)
1	Tamil Nadu Construction Workers Welfare Board.	19.43	20.34	1,017.09
2	Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board.	1.46	1.47	57.64
3	Tamil Nadu Manual Workers Social Security Welfare Board and 15 other welfare boards.	17.30	34.86	1,210.90
Total		38.19	56.67	2,285.63

**Details of Registration and Disbursement of
Welfare Assistances
from 01.04.2021 to 31.03.2022**

Sl. No.	Name of the Board	Registration (in Lakh)	Beneficiaries (in Lakh)	Amount (Rs. in Crore)
1	Tamil Nadu Construction Workers Welfare Board.	5,89,555	1,51,633	161.20
2	Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board.	53,883	15,651	8.74
3	Tamil Nadu Manual Workers Social Security and Welfare Board and 15 other welfare boards.	3,47,227	2,38,984	129.08
Total		9,90,665	4,06,268	299.02

1.5. TAMIL NADU INSTITUTE OF LABOUR STUDIES

The Tamil Nadu Institute of Labour Studies was established in 1973. It was registered under the Tamil Nadu Societies Registration Act and functions as Society from 1988. The Chairman of the Governing Committee of this Institute is the Hon'ble Minister of Labour Welfare and Skill Development Department. The Government of Tamil Nadu sanctions annual grants-in-aid for administration of the institute.

For this Institute, new building was constructed at Ambattur and is functioning its own building from 22.3.2021.

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. 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 (week end – Saturday and Sunday) (D.L.L.) for the benefit of the employed people.

This Institute periodically conducts Training Programmes, Seminars, 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.

Government have issued G.O. (Ms.) No. 191, Labour Welfare and Skill Development (G2) Department, dated 06.12.2021,

for creation of 7 New posts for Tamil Nadu Institute of Labour Studies.

1.6. TAMIL NADU ACADEMY OF CONSTRUCTION

“Tamil Nadu Academy of Construction” (TAC) has been established to enhance the skill, ability and knowledge of the workers employed in the construction work.

The Office of the Tamil Nadu Academy of Construction (TAC) is functioning at the Ground Floor of the Tamil Nadu Labour Welfare Board Building, DMS campus from 04.01.2013. Training are being conducted to Construction Workers through the Technical Training Centres recognized by Industrial Training Institutes approved by the Directorate of Employment and Training (DET).

The Training is provided free of cost. On successful completion of training, National Council for Vocational Training (NCVT) certificates are issued to the trainees.

Bridge Course Training under Recognition of Prior Learning (RPL) at a cost of Rs.186.20 lakh and it is proposed to train 5,000 Construction Workers funded by Tamil Nadu Construction Workers Welfare Board. Tamil Nadu Academy of Construction in co-ordination with Tamil Nadu Skill Development Corporation (TNSDC) and Construction Industry Development Council (CIDC) imparts this training and is being carried out successfully. During 01.04.2021 to 31.03.2022, 1,095 Construction workers have been imparted this training.

1.7. INTER-STATE MIGRANT WORKERS

The Government has issued orders to distribute dry ration kits containing 15 kg Rice, 1 kg Dhal and 1 kg cooking oil to 1,29,444 Inter State Migrant workers who lost their employment and do not have ration cards during the COVID-19 Lockdown in 2021 vide G.O. (Ms.) No. 398, Revenue and Disaster Management Department, Dated:10.06.2021. Rs.6,66,44,243/- (Rupees Six Crore Sixty Six lakh Forty Four Thousand Two Hundred and Forty Three only) has been allocated for this.

Mobile Information-cum-Assistance centres for migrant workers will be introduced through voluntary organizations to ensure reach of Government welfare schemes and to raise awareness about their legal rights.

1.8. SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDG) objective was to produce a set of universally applicable goals that balances the three dimensions of sustainable development, environmental, social and economic. The 2030 Agenda comprises 17 new Sustainable Development Goals (SDG) and 169 Targets.

Out of the 17 Goals, the following 2 goals and its few targets relates to Labour Department.

Goal No.5.1 – End all forms of discrimination against all women and girls everywhere.

The Equal Remuneration Act, 1976 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 the matter of employment.

During the period from 01.04.2021 to 31.03.2022, 7,311 inspections were carried out under this Act.

Goal No.8.5 – By 2030 achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities and equal pay for work of equal value.

The Minimum Wages Act, 1948 provides for fixing of minimum wages for scheduled employments. The Act applies to persons engaged in scheduled employments or in specified class of work in respect of which minimum rates of wages have been fixed.

1.9. EASE OF DOING BUSINESS

Ease of doing business initiatives are promoted through creation of online facilities for Registration / Licensing / Renewal / Amendments / Transfer / Closure and Inspection Scheme under various Labour legislations and Legal Metrology Act in Labour Department's website <https://labour.tn.gov.in>. It has also enabled e-payment facility and with download facilities for Certificates / Licences.

As per the Information Technology Act, 2011, Government of Tamil Nadu has issued Gazette Notification dated 14.12.2016 relating to 41 Electronic Service Delivery services in Labour Department, out of the 41 services, 37 services have already been implemented, the remaining 4 services will be implemented shortly.

Online filing of Combined Annual Returns

In order to avoid filing of multiple Annual Returns under various Labour Laws an environmental friendly paperless online filing of Combined Annual Returns have been made mandatory in respect of the following Rules:

- The Tamil Nadu Catering Establishments Rules, 1959
- The Tamil Nadu Plantations Rules, 1955
- The Tamil Nadu Motor Transport Workers Rules, 1965
- The Tamil Nadu Beedi and Cigar workers (Conditions of Employment) Rules, 1968

Combined Registers

For reducing the burden of maintaining various registers and forms, simplified Combined

Register has been introduced in the following rules:

- The Tamil Nadu Catering Establishment Rules, 1959
- The Tamil Nadu Motor Transport Workers Rules, 1965
- The Tamil Nadu Beedi and Cigar workers (Conditions of Employment) Rules, 1968
- The Tamil Nadu Shops and Establishments Rules, 1948

Similarly, the department will introduce combined registers under the following Rules:

- The Tamil Nadu Plantations Rules, 1955.

1.10.ONLINE STAMPING UNDER THE LEGAL METROLOGY ACT

On 23.02.2022, stamping process of Weights & Measures and Calibration & Stamping of Fuel Dispensers, Tankers, etc., under Legal Metrology Act, 2009 have been made online in the Labour Department Portal.

1.11.INTRODUCTION OF LABOUR CODES

The Union Government have planned to subsume the existing 29 Labour Welfare enactments into the following 4 Labour Codes which have been passed by the Parliament and have received assent of the Hon'ble President of India.

- i. Code on Wages, 2019
- ii. Industrial Relations Code, 2020
- iii. Code on Social Security, 2020

iv. Occupational Safety, Health and Working Conditions Code, 2020

At the same time the Union Government has also prepared Central Rules and published them in the Gazette.

To enforce the Labour Codes in their states, the State Governments are drafting State Rules in their respective states.

The State Government has published draft rules on 11.04.2022 for the Code on Wages, Industrial Relations Code and Occupational Safety, Health and Working Conditions Code. Trade Union, Workers, Employers and other members of the public can provide objections and suggestions to the Draft Rules. The Government will finalise the Rules only after due consultation with all the Stakeholders.

1.12. SPECIAL ACHIEVEMENTS

- The Hon'ble Chief Minister has inaugurated the disbursement of Welfare Scheme Assistances for 50,721 registered workers of 18 Unorganised Workers Welfare Boards and Rs.12.35 crore has been disbursed to them at the Secretariat on 01.12.2021.
- Housing Facilities Scheme to the registered workers of Tamil Nadu Construction Workers Welfare Board was introduced.
- New Five ACL (SSS) Offices in the Districts of Chengalpattu, Kallakurichi, Tenkasi, Ranipet and Mayiladuthurai at the cost of Rs.36.32 Crore were formed.
- "Tamil Nadu Cooking Food Workers Welfare Board" had been renamed as "Tamil Nadu Cooking and Catering Workers Welfare Board" and the catering workers are registering in this Board.

- Educational Assistance of Rs.1,000/- per year to the children of registered construction workers studying 6th to 9th Standard was introduced.
- Educational Assistance of Rs.1,000/- was enhanced to Rs.2,400/- per year for 10th standard studying girl children and 10th standard passed children of registered construction workers.
- Educational Assistance of Rs.1,000/- was enhanced to Rs.3,000/- per year for 11th standard studying girl children and Rs.1,500/- was enhanced to Rs.3,000/- per year for 12th Standard studying girl children and 12th standard passed children of registered construction workers.
- Educational Assistance of Rs.1,500/- was enhanced to Rs.4,000/- per year for the wards of construction workers studying

bachelor degree in regular stream and Rs.1,750/- was enhanced to Rs.4,000/- per year for studying bachelor degree in regular stream while staying at hostel.

- Natural Death Assistance of 20,000 was enhanced to 50,000 to the dependents of deceased construction workers registered in Tamil Nadu Construction Workers Welfare Board.
- "Tamil Nadu Unorganised Drivers Welfare Board" had been renamed as "Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board" and the workers are registering in this Board.
- Educational Assistance to the children of registered workers of Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board,

studying 6th standard to 9th standard was introduced.

- Educational Assistance of Rs.1,500/- was enhanced to Rs.4,000/- per year for the wards of Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board for studying Bachelor degree in regular stream and Rs.1,750/- was enhanced to Rs.4,000/- per year for studying Bachelor degree in regular stream while staying at hostel.
- Accidental Death Assistance of Rs.1.00 Lakh was enhanced to Rs.2.00 Lakh in case of accidental death of Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board.
- Natural Death Assistance of Rs.20,000/- was enhanced to Rs.50,000/- to the dependents of deceased Tamil Nadu

Unorganised Drivers and Automobile Workshop Workers Welfare Board.

- Educational Assistance of Rs.1,000/- per year to the workers registered in Tamil Nadu Manual Workers Social Security Welfare Board and other 15 boards for their children studying 6th standard to 9th standard was introduced.
- Accidental Death Assistance of Rs.1.00 Lakh was enhanced to Rs.1.25 Lakh in case of accidental death of workers of Tamil Nadu Manual Workers Social Security Welfare Board and other 15 boards was introduced.
- Natural Death Assistance of Rs.20,000/- was enhanced to Rs.30,000/- in case of Natural death of workers of Tamil Nadu

Manual Workers Social Security Welfare Board and other 15 boards.

1.13. STATE LABOUR ADVISORY BOARD

The State Labour Advisory Board was reconstituted on 28.02.2022. As the name indicates this Board advises the Government on matters / subjects affecting Labour and Management in the course of functioning of various establishments, industries and plantations. Hon'ble Minister for Labour Welfare and Skill Development Department is the Chairman of the Board.

1.14. PLANTATION LABOUR ADVISORY BOARD

Plantation Labour Advisory Committee, a tripartite committee headed by the Commissioner of Labour deals with the issues relating to the smooth implementation of Plantation Labour Act, 1951. This committee is

a non-statutory committee. The Committee has been reconstituted on 28.12.2021 (G.O. (2D) No.60. Labour Welfare and Skill Development Department). The 51st meeting of this committee was held on 23.03.2022 at Chennai.

1.15.MINIMUM WAGES (STATE) ADVISORY BOARD COMMITTEE

Minimum Wages (State) Advisory Board is constituted as per section 7 of the Minimum Wages Act 1948, for the purpose of co-ordinating the work of committees and sub-committees appointed under section 5 and for advising the appropriate Government generally in the matter of fixing and revising minimum rates of wages.

The Commissioner of Labour is the Chairman of this Board which has been reconstituted vide G.O.(D) No.20, Labour Welfare and Skill Development Department,

dated.12.01.2022. The 78th meeting of this committee was held on 22.03.2022 at Chennai.

1.16 e-SHRAM

On the directions of Hon'ble Supreme court of India in Suo-Motu No.6/2020 dated 29th June 2020, the Union Government's Ministry of Labour and Employment (MoLE), has developed the e-SHRAM portal and launched it on 26th August 2021 (<http://eshram.gov.in>) for registration of the Unorganized Workers / Migrant Workers.

As on 31st March 2022, Tamil Nadu has achieved 70,48,529 number of registration of unorganised workers in e-SHRAM Portal.

2. DIRECTORATE OF INDUSTRIAL SAFETY AND HEALTH

Tamil Nadu is one of the well developed States in terms of industrial development and has emerged as a front runner by attracting large number of domestic and foreign investments.

The State possess a diversified base of industries such as Automobile, Automobile ancillary units, Engineering, Textile, Garments, Leather, Chemical, Petrochemicals, Food, Fireworks and Match works sectors, etc.,.

Tamil Nadu is the second largest economy in the country and is a major contributor of India's GDP. Being an industrial powerhouse of the country the State has built and continues to develop a robust industry with buoyant and resilient infrastructure. High export share of the state reflects strong industrial foundation,

infrastructure and ease of doing business of the State.

It is the top priority of the Government to achieve higher inclusive economic growth in Tamil Nadu by creating sustainable employment opportunities and maximizing the welfare of the workforce.

In order to enhance ease of doing business and thereby attracting more domestic and international companies to invest and do business in Tamil Nadu, the Government has taken various initiatives like prescribing timelines for the service delivery functions under various labour laws and maintenance of statutory registers has also been simplified. Filing of Single Combined Annual return has been introduced and the computerized risk-based inspection scheme has been implemented. The above reforms has not only

contributed to simplified procedures but has led to the rapid and sustainable development of our State economy.

An online portal has been developed exclusively for this Directorate and various e-services delivery functions such as registration, licensing under various Statutes and online filing of Annual Return by the managements is being carried out hassle-free. This portal facilitates issue of various digitally signed registration certificates and licenses through the online portal of this Directorate with online fee payment facility, thereby issuing the statutory approvals / clearance on time and avoiding the need for physical interaction with the issuing authority.

The Directorate of Industrial Safety and Health enforces various labour legislations effectively with a view of ensuring the safety,

health and welfare of the workers employed in factories and construction sites. Through the pragmatic approach, this Directorate plays a pivotal role in promoting Safe industrial environment, it leads to industrial peace in our State.

As on 31.03.2022, there are 48,394 factories registered under the Factories Act, 1948 and 24,93,853 workers are employed therein. Similarly, 15,219 construction establishments have been registered under the Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, benefitting 7,92,889 workers.

2.1. ADMINISTRATIVE STRUCTURE

The Directorate of Industrial Safety and Health is headed by Director of Industrial Safety and Health and it has two divisions namely

Factories Act enforcement division and Building and Other Construction Workers Act enforcement division.

2.2. FACTORIES ACT ENFORCEMENT DIVISION

This division is functioning under the Director with one Senior Additional Director, 6 Additional Directors, 32 Joint Directors, 55 Deputy Directors, 46 Assistant Directors, 1 Chief Medical Officer and 8 Assistant Civil Surgeons.

2.3. BUILDING AND OTHER CONSTRUCTION WORKERS ACT ENFORCEMENT DIVISION

This division is functioning under the Director with one Senior Additional Director, 2 Joint Directors, 8 Deputy Directors, and 16 Assistant Directors.

The Directorate of Industrial Safety and Health, is committed to protect the safety, health and welfare of the workers, employed in factories, building and other construction sites and carries out the following activities:

- (i) Enforcement of Factories Act, 1948 & Tamil Nadu Factories Rules, 1950 and other allied labour legislations in Factories.
- (ii) Health and Safety promotional activities in factories.
- (iii) Enforcement of Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Tamil Nadu BOCW (Regulation of Employment and Conditions of Service) Rules, 2006 and other allied labour legislations in construction establishments.

2.3.1. Enforcement of Factories Act and other labour legislations in Factories

The prime function of this Directorate is to conduct periodic inspections in Factories so as to ensure compliance of safety, health and welfare measures prescribed under the Factories Act, 1948 and other allied labour laws.

2.3.2. Promotion of Ease of Doing Business Initiatives in Factories

The inspection scheme of the Directorate of Industrial Safety and Health has been modified and computerized risk-based inspection scheme in respect of factories has been introduced.

An online web portal has been developed for the Directorate of Industrial Safety and Health which facilitates 'Ease of Doing Business'

with e-payment facilities and online statutory clearances under various Labour legislations with digital signature of the concerned officials of this Directorate. The following services of the Directorate are available online through the web portal <https://dish.tn.gov.in>

- Issue of licence under Factories Act, 1948.
- Renewal of licence under Factories Act, 1948.
- Approval of plans under Factories Act, 1948.
- Issue of Registration certificate under Contract Labour (Regulation and Abolition) Act, 1970.
- Issue of Licence under Contract Labour (Regulation and Abolition) Act, 1970.

- Issue of Registration certificate under Interstate Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979.
- Issue of Licence under Interstate Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979.
- Submission of Combined Annual Returns.

Renewal of licenses under various labour legislations have been automated from the renewal year 2021 and the management could download the auto generated licence with the online payment of the appropriate licence fees through the web portal.

For modification of online portal of this Directorate, a total sum of Rs.1.73 Crore has

been sanctioned by the Government and the work regarding the same is in progress.

2.3.3. Inspection Scheme

In order to bring more transparency in inspection, '**Computerised Risk based Random Inspection** with online allocation of Inspecting Officers has been implemented in the Directorate of Industrial Safety and Health.

The inspection scheme mandates the following principles for promoting transparency:

- (i) Inspection must be done for various acts at the same time, in any particular Factory / Building or other Construction establishment.
- (ii) The same Inspector should not inspect the same Factory / Building and other Construction establishment twice consecutively.

- (iii) For all cases of inspection, the inspection report should be submitted to the department and the concerned Factory / Building and other Construction establishment within 24 hours after the time of inspection.

The factories are categorized as **High, Medium and Low Risk Factories** on the basis of manufacturing process and number of workers employed therein.

2.3.3.1. High Risk Factories

Factories involving dangerous operations (under section 87 and Rule 95) and hazardous process industries (listed under the schedule of section 2(cb)) employing more than 100 workers and all Major Accident Hazardous factories are categorised as "High Risk" factories.

2.3.3.2. Medium Risk Factories

Factories involving dangerous operations (under section 87 and Rule 95) and hazardous process industries (listed under the schedule of section 2(cb)) employing upto 100 workers and factories not involving dangerous operations and non hazardous process industries employing more than 250 workers are categorised as “Medium Risk” factories.

2.3.3.3. Low Risk Factories

All other factories not covered under Medium and High risk categories are classified as “Low risk” factories.

High risk factories are randomly inspected once in a year, Medium risk factories are randomly inspected once in two years and Low risk factories are randomly inspected once in five years.

During the period 01.04.2021 to 31.03.2022, 9,207 inspections were carried out by the officials of this Directorate and safety, health and welfare facilities are ensured to workers employed in the factories.

2.3.4. Self-Certification-cum-Combined Annual Returns Scheme

(i) Self-Certification Scheme

Self-Certification scheme has been introduced for the Medium risk category of factories employing more than 250 workers and Low risk category of factories. Low risk category of factories enrolled under this scheme shall be exempted from physical inspection. The medium risk factories enrolled in the above scheme shall be randomly inspected once in five years.

(ii) Simplified Combined Annual Returns

For providing relief to the management and making procedures simple and hassle free, Tamil Nadu Factories Rules has been amended. The Factory managements shall furnish the Combined Annual Return in Form No. 22 as per Rule 100 of Tamil Nadu Factories Rules, 1950. Various details under different Labour enactments pertaining to factories can be furnished online in a single form and the duplication of filing of returns under various Labour Acts has been eliminated.

2.3.5. Initiatives for Improving the Indicators of Sustainable Development Goals related to this Directorate

Sustainable Development Goals also known as Global Goals were adopted by the United Nation in 2015 as a Universal Goal and

that development must balance social, economic, environmental sustainability.

Goal No. 5.1. - Ratio of Female to Male average wage / salary earnings received among regular wage / salaried employees.

At present the nature of work performed by industrial female workers and male workers are different and the wage / salary earnings also vary accordingly. However, equal wage for similar nature of work is ensured for female workers by the enforcement of Equal Remuneration Act, 1976 which 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 the matter of employment.

**Goal No. 5.5. - Ratio of Female to Male
Labour Force Participation
Rate (LFPR)**

Ensuring Health, Safety, Welfare and Security of Female workers will motivate more women to take up industrial employment, thereby improving LFPR index. The following factors are provided to encourage women workers participation in industrial employment :

- i) Safe transport facilities for female workers employed in night shifts
- ii) Proper enforcement of sanitary provisions and all health and welfare measures for female workers.
- iii) Establishment of common creche facilities in Industrial clusters.
- iv) Proper implementation of "The Sexual Harassment of Women

at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and ensuring the internal complaints committee is established in all the industries and establishments.

- v) Creating awareness regarding the statutory provisions under the Tamil Nadu Hostels and Homes for Women and Children (Regulation) Act, 2014 among the factory managements.

2.3.6. Fireworks Factory Inspections

All the chemicals used in the manufacture of fireworks, the intermediate products and the final end products are dangerous in nature and they pose a serious threat to the life and safety of the workers, if the requisite safety procedures are not strictly followed. These factories are inspected periodically to ensure safety of

workers and also educate the managements of fireworks factories and workers on safe handling and working methods. During the period from 01.04.2021 to 31.03.2022, 409 cases have been filed against the erring fireworks factory managements and fine amount of Rs.22,24,000/- was imposed by the courts.

2.3.6.1. Special Mobile Team for Fireworks factories

Fireworks factories are not only dangerous, but also labour intensive. In Virudhunagar, a Mobile Team headed by an Additional Director has been formed exclusively for inspecting Fireworks factories since a large number of Fireworks units are functioning in this District. This has been envisaged to give further thrust on enforcing safety provisions to ensure safe working conditions in fireworks factories. This Mobile Team conducts surprise inspections

to ensure the safety of workers and also educates the workers and the managements on safe working procedures in factories.

After the creation of Mobile Team, the management as well as the workers of Fireworks factories have become more acquainted with the safe operating procedures.

During the period 01.04.2021 to 31.03.2022, the squad has conducted 197 inspections and 24 cases have been filed against the managements in which a fine amount of Rs.2,65,000/-has been imposed by the courts.

In order to reduce the accidents in fireworks industries, a safety committee headed by the District Collector, Virudhunagar has been constituted to review the safety measures in the fireworks factories.

2.3.7. Eradication of Child Labour in factories

Periodical inspections in factories are conducted by officials to prohibit the employment of children, as stipulated under Section 67 of the Factories Act, 1948 and the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986. Further, squad inspections are also conducted in coordination with the officials of the Labour Department and the staff of the National Child Labour Project to identify child labour employment in factories and small establishments. During the period 01.04.2021 to 31.03.2022, 1,486 inspections were conducted in factories and 7 cases have been filed in the courts against the defaulting employers.

2.3.8. Hazardous process Industries

The industries that use hazardous raw materials and chemicals likely to cause safety and health hazard to the persons engaged in storage and handling of the same and also result in the pollution of the environment are classified as Hazardous Process industries as per Section 2(cb) of Factories Act, 1948 (Amended Act, 1987).

The First Schedule under Section 2 (cb) of The Factories Act, 1948 (Amended Act, 1987) has listed 29 processes as hazardous processes.

2.3.9. Major Accident Hazard factories

Factories storing and handling chemicals more than threshold quantity listed under schedule 3 of the Manufacture, storage and import of Hazardous Chemicals Rules, 1989 are classified as Major Accident Hazards factories

(MAH units). In Tamil Nadu, 175 units have been identified as major accident hazards factories as on 31.03.2022.

To assess the real time problems that may arise during emergencies, mock drills are conducted periodically in these factories under the supervision of the officers of this Directorate. During the period 01.04.2021 to 31.03.2022, 75 mock drills have been conducted.

2.3.10. Site Appraisal Committee

The State Government has constituted a Site Appraisal Committee as stipulated under Section 41A of Factories Act, 1948 (Amended Act, 1987) to advise the Government on the applications submitted by the hazardous process industries either for grant of initial permission or for expansion. This committee scrutinizes the applications, analyses and advises the

hazardous process industries to have safe work environment and safe work practices right from the inception. During the period 01.04.2021 to 31.03.2022, the site appraisal committee has scrutinized 11 applications.

2.4. HEALTH AND SAFETY PROMOTIONAL ACTIVITIES IN FACTORIES

2.4.1. Health Promotion Functions

A medical wing is functioning in this Directorate with one Chief Medical Officer and eight Assistant Civil Surgeons. They conduct periodical medical examination and Medical fitness certificates are issued to the workers engaged in Dangerous Operations, Hazardous processes, Adolescent workers and for the canteen workers. They also suggest both clinical and other preventive measures. The Medical Officers also accompany the child labour squad

inspection team for ascertaining the age of the child.

During the period 01.04.2021 to 31.03.2022, Medical Officers have issued 1,82,799 medical examination certificates to the workers engaged in dangerous and hazardous process industries, 14,159 medical certificates to the canteen workers and 27,899 fitness certificates to the adolescent workers.

2.4.2. Noise Level Monitoring

This Directorate takes concerted efforts to combat the problems faced by the workers due to 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 of noise. Suitable instruction is being given to the managements at the time of inspections and

wherever necessary, legal action is being initiated.

2.4.3. Safety Awareness Promotion

The officers of this Directorate take rigorous efforts to minimise the occurrence of accidents through safety promotional activities like conducting safety courses, safety awareness campaigns and safety drills.

Three Safety Propaganda Committees have been constituted in this regard by this Directorate at Chennai, Madurai and Coimbatore regions. These committees periodically visit Chemical Factories, Fireworks, Tanneries and Bleaching & Dyeing units to review safety mechanisms and to explain the hazards in these industrial units by educating the managements and workers about the safety precautions to be followed to avoid the occurrence of accidents.

During the period 01.04.2021 to 31.03.2022, these committees have conducted 84 safety awareness campaigns benefitting 3,852 workers.

2.4.4. Safety Training

Safety training classes are periodically conducted by the officers of this Directorate in factory premises itself. During the period 01.04.2021 to 31.03.2022, 518 training classes have been conducted benefitting 19,445 workers.

The Directorate is coordinating with the other Non-Governmental voluntary organizations like National Safety Council and National Productivity Council which are involved in safety promotional activities through safety seminars for creating safety awareness among the managements, regular workers and contract workers.

2.4.5. Ensuring Pressure Vessel Safety

In addition to the enforcement of labour welfare legislations, operational safety of the pressure vessels installed in the factories is also ensured by the officers of 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 and internally once in a year or hydrostatically once in every two years or subjected to ultrasonic test once in every four years. During the period 01.04.2021 to 31.03.2022, 1,38,717 external; 1,574 internal; 16,263 hydrostatic and 7,804 ultrasonic examinations have been conducted.

2.4.6. Group Personal Accident Insurance Scheme

A Group Personal Accident Insurance Scheme has been implemented by the Government of Tamil Nadu as per the directions of the Honourable Supreme Court of India. In case of fatalities in match and fireworks factories, a sum of Rs.50,000/- is paid to the legal heir of the workers. The premium for the insured amount is fixed annually with the consultation of the Insurance companies and Members of Match & Fireworks Management Association. The payment of premium for each and every worker employed is the statutory liability of the employer. This compensation is in addition to the compensation provided under Employees State Insurance Scheme or Employees Compensation Act.

Number of persons to be covered under this scheme will be 10% more than the maximum number of workers actually employed on any one day during the calendar year. At present the Group insurance scheme has been renewed and implemented through The New India Assurance Company, Thiruthangal for fireworks and match factories.

2.4.7. Safety Award Schemes

2.4.7.1. State Safety Awards

State Safety Awards are presented to the managements every year, in order to motivate them towards safety and to recognize their best performance in accident prevention and promotion of safety consciousness among workers. Under this scheme, every year, first, second and third prizes of 90 numbers each, are awarded to the managements of different

categories based on the performance of factories in accident reduction.

2.4.7.2. Uyarnta Uzhaipalar Virudhugal

“Tamilaga Arasin Uyarnta Uzhaipalar Virudhugal” are awarded every year to encourage the workers, who give valuable suggestions to improve productivity, working environments and Safety Standards.

2.5. ENFORCEMENT OF BUILDING AND OTHER CONSTRUCTION WORKERS ACT, 1996 & TAMIL NADU RULES, 2006 AND OTHER ALLIED LABOUR LAWS IN BUILDING AND OTHER CONSTRUCTION WORKS

The prime responsibility of the BOCW wing formed in 2013 is to ensure basic amenities, safety, health and welfare measures for the construction workers of the construction

establishments as per the provisions of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Tamil Nadu Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2006. Apart from carrying out enforcement activities the BOCW officials impart safety awareness training to builders, contractors and workers to improve safety and reduce the accidents at construction sites.

During the period 01.04.2021 to 31.03.2022, 983 construction establishments have been registered and 899 inspections were conducted. 181 cases have been filed against the establishments for violations noticed during inspection, and a fine amount of Rs.2,18,000/- has been imposed by courts in 65 cases.

2.5.1. Promotion of Ease of Doing Business Initiatives in Building and other Construction establishments

An online web portal has been developed for the Directorate of Industrial Safety and Health which facilitates 'Ease of Doing Business' with e-payment facilities. The statutory clearances under various Labour legislations are issued online with digital signature of the concerned officials of this Directorate through this web portal. The following services of the Directorate are available on the web portal <https://dish.tn.gov.in>

- Issue of Registration certificate under Building and other Construction Workers (Regulation of Employment and Conditions of Services) Act, 1996.

- Issue of Registration certificate under Contract Labour (Regulation and Abolition) Act, 1970.
- Issue of Licence under Contract Labour (Regulation and Abolition) Act, 1970
- Issue of Registration certificate under Interstate Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979.
- Issue of Licence under Interstate Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979.
- Submission of Combined Annual Returns.

2.5.2. Inspection Scheme

Under the risk based inspection scheme, the building and other construction establishments are categorized as High, Medium and Low Risk categories on the basis of the nature of construction and number of workers employed therein.

2.5.2.1. High Risk Construction Establishments

All construction works employing more than 500 workmen and other works involving risk in construction activity such as multi-storied building of five floors and above, railways construction, power generation and distribution works, dams, etc., irrespective of the number of workmen are classified as “High Risk” category of establishment.

2.5.2.2. Medium Risk Construction Establishments

Construction works employing 50 to 500 workmen and construction of buildings with more than two floors but less than five floors irrespective of the number of workmen are classified as "Medium Risk" category of establishment.

2.5.2.3. Low Risk Construction Establishments

All other construction works not classified under High and Medium risk category are classified as "Low Risk" category of establishment.

The Schedule of Inspections will be determined through online inspection module. The construction establishments will be selected randomly as per the frequency of inspections of

the officials of Directorate Industrial Safety and Health.

High risk establishments are to be randomly inspected once in a year, Medium risk establishments are to be randomly inspected once in two years and Low risk establishments are to be randomly inspected once in three years.

2.5.3. Self-Certification-cum-Combined Annual Returns Scheme

2.5.3.1. Self-Certification Scheme

Self-Certification-cum-Combined Annual Returns Scheme has been introduced for the following building and other construction establishments:

- a) Medium risk category of establishments

b) Low risk category of establishments

Low risk category of building and other construction establishment enrolled under the Self-Certification-cum-Combined Annual Returns Scheme shall be exempted from physical inspection. The medium risk category of building and other construction establishment enrolled in the above scheme shall be randomly inspected once in three years.

2.5.4. Safety Awareness Promotion for the Building and other construction workers

The construction establishments are labour oriented and prone for accidents. Since the migrant workers employed in construction sites are illiterate and are not aware of safe working methods, safety training is imparted to these workers in their mother tongue. To create safety awareness for the workers and employers

of construction establishments, two safety awareness programmes are conducted every month by each Deputy Director of Building and other Construction Workers Act enforcement division.

During the period 01.04.2021 to 31.03.2022, 38 safety training classes were conducted benefiting 1,110 workers which helped in creation of more awareness and in reducing the number of accidents.

2.5.5. Special Initiatives

❖ Safety Kits for the Construction workers

Safety kits containing Safety full body harness, Safety Helmet, Electrical Safety Shoes, Safety Shoes, Reflective Jacket, Nose Mask, Hand gloves (cotton), Rubber Gloves, Electrical Safety Gloves,

Rubber Boot, Safety Goggles, Welding Face Shield to one lakh construction workers at a cost of Rs.16.57 Crore have been procured and work towards distribution of the same to the construction workers has been started.

❖ **Providing training on safe handling of chemicals to the officials of this Directorate**

Government has sanctioned a sum of Rs.22.00 lakh towards imparting training on chemical safety to the officials of this Directorate and training has been provided to all the officers of this Directorate in the Month of March 2022.

❖ **Production of short films on onsite and offsite emergency mock drills**

A sum of Rs.19.97 lakh for the production of short films on onsite and offsite mock drills has been sanctioned by the Government and work regarding the same is in progress.

❖ **Specific Safety Awareness Programmes for chemical, cement and spinning mills factories**

A Chemical Process Safety Awareness Programme on safe procedures and preventive safety measures to be followed in Chemical factories was conducted on 25.09.2021 in Cuddalore benefitting 40 management representatives from 14 chemical factories under the chairmanship of Director of Industrial Safety and Health.

A webinar on “Industrial safety and Accident Prevention” was conducted by Additional Director of Industrial safety and Health, Coimbatore on 29.09.2021 with 156 participants from various factory managements in the districts of Coimbatore, Tiruppur, Erode and the Nilgiris.

- ❖ A symposium on best safety practices to prevent accidents in cement industries has been conducted at Tiruchirappalli on 27.11.2021 benefitting 70 management representatives of 12 cement factories. A book on “Best practices for Accident prevention and Occupational Health in cement industries” was released by the Director of Industrial Safety and Health.

- ❖ Awareness programme on safe handling of chlorine in factories situated in the Erode district has been conducted by the officials of this Directorate along with the Tamil Nadu Pollution Control Board officials on 24.12.2021 benefitting 67 management representatives.
- ❖ **Release of Safety Guide on Power press and work at height**

A Safety guide regarding Power press and work at height was released by the Director of Industrial Safety and Health during the National Safety day celebration at Hyundai Motor India Limited, Sriperumbudur.

2.5.6. Measures to reduce the accidents in fireworks factories

2.5.6.1. Safety Awareness Promotion in Fireworks Factories

In order to reduce the accidents in fireworks factories and promote safety awareness among the workers employed in fireworks factories Safety Propaganda Committees have been constituted in this regard by this Directorate at Madurai region.

In Madurai region, the committee has conducted 32 safety awareness campaigns benefitting 1,126 workers during the period 01.04.2021 to 31.03.2022.

2.5.6.2. Training Centre for the Workers of Fireworks Factories

The workers employed in the Fireworks factories are mostly illiterate and they are not

aware of safe working methods and the properties of the chemicals, thus resulting in a number of fatal accidents. A Training Centre has been established in Sivakasi, to create awareness among foremen/supervisors and workers on safety measures to be followed in the manufacturing of fireworks. This Training centre imparts specific training on the following safety aspects:

- Properties of chemicals
- Handling of chemicals
- Combination of chemicals
- Reaction of chemicals
- Safe Operating methods

During the period 01.04.2021 to 31.03.2022, one day training programs were conducted in 61 sessions benefitting

2,334 workers and one month training classes have been conducted in 7 batches benefitting 78 foremen / supervisors.

2.5.6.3. Special squads for fireworks factories

During the festival season of Diwali, special squads are formed along with Joint Directors of other jurisdictions all over the State to ensure safety of persons engaged in the manufacturing of fireworks. During these squad inspections, the safe storage and handling of dangerous materials in Fireworks factories are monitored. Legal action is being initiated against erring managements for the violations noticed during the inspections.

During the period 01.04.2021 to 31.03.2022, 472 squad inspections were conducted in fireworks factories in the Virudhunagar district by the officials of this

Directorate in various districts to ensure safe functioning of fireworks factories during the Diwali festival.

2.5.6.4. Safety Training classes for fireworks factories

In the district of Virudhunagar, 20 training classes have been conducted by the officials of this Directorate benefiting 761 workers during the period 01.04.2021 to 31.03.2022.

3. DEPARTMENT OF EMPLOYMENT AND TRAINING

EMPLOYMENT WING

The vision of the Department of Employment and Training is to enhance the employability of the youth of the State by providing them with Career Guidance and Counselling, Conducting Private Job Fairs and Skill assessment through the District Employment and Career Guidance Centers. These Centers register the job seekers for Public sector vacancies and nominate eligible candidates whenever vacancies are notified.

3.1. ADMINISTRATIVE SET UP OF EMPLOYMENT WING

The Department headed by the Director of Employment and Training is assisted by two Joint Directors at Headquarters, namely Joint

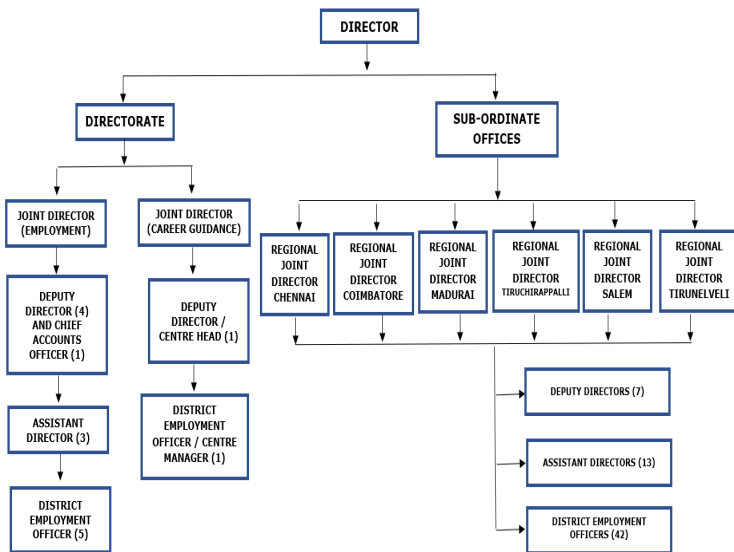
Director (Employment) and Joint Director (Career Guidance) of the Employment wing. The Administrative Setup at Directorate is augmented with four Deputy Directors, one Chief Accounts Officer, three Assistant Directors and five District Employment Officers.

Regional Joint Director (Employment) Offices function in six regions namely Chennai, Coimbatore, Madurai, Tiruchirappalli, Salem, and Tirunelveli.

There are 48 subordinate offices under the Employment Wing, consisting of 38 District Employment and Career Guidance Centers, two Professional Employment and Career Guidance Centre (Chennai and Madurai), one Special Employment and Career Guidance Center for Differently Abled at Chennai, five Coaching cum Guidance Centers for SC / ST (Coimbatore, Cuddalore, Tiruchirappalli,

Tirunelveli and Vellore) one Special Vocational Guidance Centre for Tribal Population at Udhagamandalam and a State Career Guidance Centre at Chennai. All the activities of these centers are monitored by the Regional Joint Directors of Employment.

The Organogram is as follows



3.2. FUNCTIONS OF DISTRICT EMPLOYMENT AND CAREER GUIDANCE CENTRES

- Registration of jobseekers, renewal and updating the details.
- Sponsoring eligible candidates to notified vacancies of Public Sector.
- Conducting free Coaching Classes for Competitive Examinations through Study Circles.
- Providing e-content for all competitive examinations through Virtual Learning Portal
- Career Guidance and Counselling services to SC / ST youth.
- Free coaching classes for economically weaker sections

studying in Arts and Science Colleges of 10 Universities.

- Registration and Guidance for Overseas Employment Opportunities.
- Mobilization and Registration for Skill Training.
- Career Guidance Talks in Educational Institutions.
- Release of Career Guidance Publications periodically.
- Conduct of Job Fairs periodically for Private Sector placements.
- Providing placements in Private Sectors through Tamil Nadu Private Job Portal.
- Implementation of Unemployment Assistance Scheme.

- Collection and Compilation of Employment Market Information.

3.3. EMPLOYMENT PORTAL:

“www.tnvelaivaaiippu.gov.in”

All employment activities including employment registration, renewal, sponsoring of candidates against notified vacancies etc., are being carried out through a web portal which was launched by then Hon'ble Deputy Chief Minister of Tamil Nadu on 15th of September, 2010. This portal also facilitates the employment registration for SSLC and HSC passed students at the School premises itself.

As on 31.03.2022 there are 76,24,726 persons in the Live Register of the District Employment and Career Guidance Centres. Among them 35,63,672 are Men, 40,60,817 are Women and 237 are Transgender.

Live Register details (as on 31.03.2022)

DETAILS	REGISTRANTS
Total Registrants	76,24,726
School students below 18 years	16,73,803
Students taking up higher studies in the age group 18 to 23 years	17,32,820
Job seekers in the age group 24 to 35 years	28,82,193
Registrants in the age group of 36 to 58	13,24,170
Registrants above 58 years.	11,740

3.4. SPECIAL RENEWAL CONCESSION

As per the announcement made by the Hon'ble Minister for Labour Welfare and Skill Development during the discussion on demand for grants 2021-2022, Special Renewal Concession was given for the Registrants who failed to renew their Employment Registration during the years 2014, 2015 and 2016 and further 3 months extension was given for

renewal to the registrants who failed to renew during the years 2017, 2018 and 2019. 2,88,108 registrants have benefitted from this concession.

3.5. CAREER GUIDANCE AND COUNSELLING

The District Employment and Career Guidance Centres create awareness among youth on employment opportunities through Career Guidance and Counselling. Career awareness programmes are conducted by the District Employment and Career Guidance Centres in all educational institutions. Further, in the premises of all these Centres, Registration Guidance, Group and Individual Guidance, Enrollment for Study Circle, Registration for Skill Training and Registration for Overseas job opportunities are being done. Career Guidance Exhibitions and Seminars are conducted every year. The Government has sanctioned

Rs.10,000/- for each Centre to conduct these exhibitions.

3.6. STUDY CIRCLES

The vacancies in various Public Sector Establishments are filled by conducting various competitive examinations through recruiting agencies such as TNPSC / TNUSRB / SSC / RRB / IBPS, etc.,. Study Circles established in all District Employment and Career Guidance Centres provide free coaching by expert faculty to the aspirants of competitive examinations. The Study Circles are provided with necessary books for competitive examinations, dailies, weekly, monthly magazines including previous year Question Papers. The Coaching Classes for these examinations are being conducted through online and offline classes depending on the pandemic situation.

Motivational talks are delivered by Eminent Motivational Speakers and successful candidates of the Study Circles. Mock Tests and Mock Interviews are being conducted for the aspirants. An amount of Rs.2.00 Crore is sanctioned by the Government every year for the Study Circle activities.

A total of 436 classes were held during the financial year 2021-2022 by the Study Circles in which 25,848 aspirants were enrolled. During 2021-2022, 590 aspirants who have studied in these study circles have passed various competitive examinations.

3.7. FREE COACHING CLASSES IN COLLEGES

Free Coaching Classes are conducted for various competitive examinations for final year students of Government Arts and Science Colleges affiliated to 10 Universities, who have

applied for competitive examinations in order to enter Public Sector. An amount of Rs.50.00 lakh per annum is being sanctioned towards this scheme by the Government.

3.8. VIRTUAL LEARNING SYSTEM :
<https://tamilnaducareerservices.tn.gov.in/>

Virtual Learning Portal was launched to utilize the growing technological advances by facilitating e-learning for aspirants of Competitive Examinations. Videos, Audios and e-content in both Tamil and English for various competitive examinations held by TNPSC / TNUSRB / UPSC / SSC / RRB / IBPS, etc., are uploaded in the portal. Registrants enrolled in the portal can download the e-content. Information pertaining to syllabus for Competitive Examinations, annual calendar, current affairs, vacancies notified by Recruiting agencies are also uploaded regularly. 1,63,008 aspirants have registered in the portal.

3.9. CAREER AWARENESS AND SKILL WEEK

Career Awareness and Skill Week is observed by all the District Employment and Career Guidance Centres along with Tamil Nadu Skill Development Corporation every year during the second week of July. During 2021-2022, numerous activities such as career counselling, career talks, seminars on career awareness, skill awareness programmes, etc., were conducted virtually. Skill competitions, quiz programmes, special programmes for transgenders, women, Differently Abled were held to create awareness.

3.10. THIRAN TAMIZHAGAM MAGAZINE AND PUBLICATIONS

A quarterly magazine named 'Thiran Tamizhagam' is published by the Department, featuring the activities of the Department of Employment and Training, and the Tamil Nadu

Skill Development Corporation. Since inception, 16 Editions have been published.

In addition to this, career guidance booklets on the following topics have been published:

- 'What after 10th?'
- 'What after 12th?'
- 'What after ITI?'
- 'What after Polytechnic?'
- 'Post Graduate & Post Graduate Diploma Courses in Premier Institutions – At a Glance'

The above publications are available as e-books in the Department's website www.tnvelaivaaiappu.gov.in.

3.11.SPECIAL CELLS FOR DIFFERENTLY ABLED PERSONS

To provide Career Guidance and employment assistance to the Differently-Abled persons, a Special Employment and Career Guidance Centre for the Differently-Abled Persons is functioning in Chennai. To extend the services to the Differently-Abled Persons of all districts, special cells were also established in all District Employment and Career Guidance Centres. Special initiatives including special coaching classes for competitive examinations, Private placement assistance, creating awareness on various job opportunities / Skill training courses / Scholarships / Self-employment schemes, have been undertaken for the benefit of Differently-Abled persons by the District Employment and Career Guidance Centres. Special Coaching Classes with

Sign Language Interpreters are conducted for the Hearing Impaired aspirants.

3.12.COACHING – CUM – GUIDANCE CENTERS FOR SC / ST

Coaching – cum Guidance Centers for SC / ST were established in five districts namely, Coimbatore, Cuddalore, Tiruchirappalli, Tirunelveli and Vellore, which have considerable population of Scheduled Castes and Scheduled Tribes. These centres cater to the needs of the Scheduled Caste and Scheduled Tribe Registrants by providing Career Guidance and Counselling, conducting Confidence Building Programmes, conducting free Coaching Classes for various competitive examinations, motivating to take up self-employment, providing training to improve their abilities for employment and career prospects. An amount of Rs.20.46 lakh per annum is sanctioned by the Government to

these Centres for carrying out the above activities.

3.13. SPECIAL VOCATIONAL GUIDANCE CENTRE FOR TRIBAL POPULATION

Special Vocational Guidance Centre for Tribal Population at Udhagamandalam is functioning to create awareness on various careers, higher educational opportunities, competitive examinations and self-employment in remote areas of the district. This Centre also conducts spot registration for tribal candidates residing in interior hill areas.

3.14. STATE CAREER GUIDANCE CENTRE

The State Career Guidance Centre established at Chennai is equipped with Virtual Classrooms and Counselling Facilities including psychometric analysis. The Centre also conducts coaching classes to aspirants of Competitive

Examinations and conducts Mock Tests. Further the centre also conducts exclusive Job Fairs for Job seekers having specialized qualifications.

3.15. UNEMPLOYMENT ASSISTANCE SCHEME FOR UNEMPLOYED YOUTH

Unemployment Assistance Scheme was launched in 2006 to provide financial assistance to the unemployed youth of the State. This assistance is rendered for three years to the registrants of the District Employment and Career Guidance Centre who have been waiting in the live register for a minimum of five years. The annual family income criteria for eligibility is Rs.72,000/-. Age limit is 45 years for the persons belonging to Scheduled Caste and Scheduled Tribe and 40 years for others.

Unemployment assistance of Rs.200/- per month is given to SSLC failed, Rs.300/- for SSLC passed, Rs.400/- for HSC passed and Rs.600/-

for graduates and is directly credited into the bank account of the beneficiaries at the end of each quarter. Rs.27.48 Crore was disbursed as assistance to 55,342 beneficiaries during 2021-2022.

3.16.UNEMPLOYMENT ASSISTANCE FOR ALL TYPES OF DIFFERENTLY-ABLED REGISTRANTS

Unemployment Assistance is provided to Differently-abled job seekers also. To avail this scheme, the beneficiaries should have been in the live register of the Employment Exchange for one year and there is no restriction on parental income and age. The assistance is given for a period of ten years. The unemployment assistance of Rs.600/- per month is given to persons who are illiterate and upto SSLC passed, Rs.750/- for HSC passed and Rs.1,000/- for Graduates. Rs.14.42 Crore was disbursed to

14,420 beneficiaries during 2021-2022. Funds for this scheme is provided by the Department for Welfare of Differently Abled Persons.

3.17. MODEL CAREER CENTERS

The Union Government under Mission Mode Project has granted financial assistance for establishing 'Model Career Centers'. The first Model Career Center was established in Vellore and subsequently in Coimbatore in 2014. The objective of Model Career Centre is to conduct psychometric analysis and assess the job seekers / students and offer career guidance and counselling to a greater extent.

Subsequently, seven additional Model Career Centres were sanctioned and established at Salem, Tiruvallur, The Nilgiris, Villupuram, Virudhunagar, Madurai and Ramanathapuram with financial aid of Rs.49.50 Lakh per centre

except Madurai for which Rs.47.35 lakh has been sanctioned.

3.18.PRIVATE SECTOR PLACEMENT

Private Sectors have witnessed increased manpower requirement in recent times. To ensure maximum placement of job seekers in private sectors, District Employment and Career Guidance Centers organize micro and mega job fairs periodically by inviting employers, skill providers and job seekers to meet directly and ensure that their respective requirements are fulfilled. Micro job fairs are conducted in the premises of the Office every Friday. In addition, Mega Job Fairs are also conducted quarterly in various venues in the Districts to provide a wider selection of manpower to employers and greater opportunities to the job seekers. These job fairs also help job seekers to validate their credentials who did not secure a placement and to take up

skill training or other necessary training to become employable. The Government have sanctioned Rs.1.52 Crore every year for conducting job fairs.

Statistics for the period from 2021 - 2022

S. No.	Description	Mega Job Fair	Micro Job Fair	Total
1.	No. of Job Fairs	55	364	419
2.	No. of Employers	7,086	1,838	8,924
3.	No. of Job Seekers	3,69,885	29,744	3,99,629
4.	No. of Placement	62,534	5,480	68,014

3.19. TAMIL NADU PRIVATE JOB PORTAL :

(www.tnprivatejobs.tn.gov.in)

The Tamil Nadu Private Job Portal connects Employers and Job seekers directly. Employers from Micro, Small, Medium Enterprises and large scale industries can register and select the

required manpower. Similarly, the job seekers can also select the employers as per their expectation such as range of salary / area of work / qualification and requirements. Tamil Nadu Private Job Portal offers bilingual registration option (English and Tamil) for the candidates. The service rendered by the portal is free for both employers and job seekers.

This portal also helps to assess the skill gap, skill requirements, demand and supply of manpower and shortage occupations. The portal provides various analytical data on Sector wise vacancies, Sector wise job roles and salary wise jobs posted for ascertaining the Labour Market Information for each District.

The Government with an intention to provide more job opportunities in Private Sector Establishments have ordered that Human Resource Agencies / Consultancies may also be

registered in the Private Job Portal of the department. As per the orders, Nine Human Resource Agencies / Consultants have been enrolled in the Portal to achieve higher targets of placements in Private Sector.

**Statistics of Tamil Nadu Private Job Portal
(As on 31.03.2022)**

S. No.	Details	
1.	No. of Job seekers registered	1,82,433
2.	No. of Employers registered	4,283
3.	No. of Vacancies Posted	85,425
4.	No. of Job Placements provided	35,515

**3.20. SPECIAL AWARENESS PROGRAMME
FOR AIRMEN SELECTION**

Special Awareness Programmes on Airmen Selection is organized by the District

Employment and Career Guidance Centres in coordination with the Indian Air Force. Various career options and training facilities, perks and benefits available, airmen selection procedure are detailed to the participants by Senior Officers from Indian Air Force who take part in these special programmes. Study materials regarding Air Force examinations are also uploaded in the Virtual Learning Portal. Awareness rallies are conducted by the District Employment and Career Guidance Centres along with Indian Air force officials for the benefit of School and College students.

3.21.FREE COACHING CLASSES FOR COMPETITIVE EXAMINATIONS THROUGH TELEVISION

The Government issued orders vide G.O. (Ms.) No.05, Labour Welfare and Skill Development Department, dated 07.01.2022 for

telecasting free coaching classes for various competitive examinations through KALVI TV channel. The Hon'ble Chief Minister of Tamil Nadu inaugurated the telecast of the coaching classes for various competitive examinations through KALVI TV channel on 20.03.2022. The Classes are telecast from 7.00 A.M. to 9.00 A.M. and re-telecast again from 7.00 P.M. to 9.00 P.M. from Monday to Friday.

The free coaching classes focus on various competitive examinations conducted by TNPSC / TNUSRB / UPSC / SSC / RRB / IBPS, etc., and are being conducted by experienced and eminent faculty. This programme also include Motivational Speech by Eminent Speakers, Group Discussions, Current Affairs, Analysis of previous years question papers and Personality Test, etc.,

3.22. ESTABLISHMENT OF DISTRICT EMPLOYMENT AND CAREER GUIDANCE CENTRES IN NEWLY CREATED DISTRICTS

The Hon'ble Minister for Labour Welfare and Skill Development announced during the discussion on demand for grants 2021-2022, that District Employment and Career Guidance Centres will be set up in five Districts at Chengalpattu, Kallakurichi, Mayiladuthurai, Ranipet and Tenkasi. As per the announcement, the District Employment and Career Guidance Centres are functioning in the above five districts with effect from 25.01.2022.

3.23. ACTION TAKEN ON PETITIONS RECEIVED BY "MUDHALVARIN MUGAVARI" DEPARTMENT

Petitions pertaining to employment assistance received from the 'Mudhalvarin

Mugavari' Department are processed and action has been taken immediately to address the grievance of the petitioners by the Employment Wing of the Department. Out of the 3,34,077 petitions received 3,33,976 petitions have been disposed.

The Department was presented with an appreciation certificate by the Hon'ble Chief Minister of Tamil Nadu on 14.08.2021 for speedy disposal of petitions received under the 'Ungal Thoguthiyil Muthalamaichar' Scheme.

3.24. SUSTAINABLE DEVELOPMENT GOALS

As per Sustainable Development Goal 8, the Employment wing of the Department of Employment and Training has instituted several measures such as Career Guidance and Awareness Programs at Educational Institutions, Motivating Entrepreneurship, Private Sector Placement through Job fairs, Mapping of Skill

Gap through Skill training, Providing e-contents through Virtual Learning Portal, Coaching Classes for all competitive examinations including TNPSC / TNUSRB / UPSC / SSC / RRB / IBPS, etc., through Study Circles functioning in all District Employment and Career Guidance Centres, Telecast of Coaching Classes for various competitive examinations through KALVI TV Channel to enhance the employability of the youth of the State.

TRAINING WING

Skill development is an essential prerequisite for the industrial development of the State. The demand for skilled manpower has multiplied over the years in pace with industrialization and growth of service sector in the State. Implementation of various skill development programs can alone meet the demand in industries and ensure that the youth will have the required skill set as per the requirement of the industry.

High-quality skill training reduces unemployment and supports economic development. It is also a powerful means of empowering youth to develop their full capabilities, thereby increasing the productivity of both workers and industries. Government of Tamil Nadu through Training wing of the Department of Employment and Training

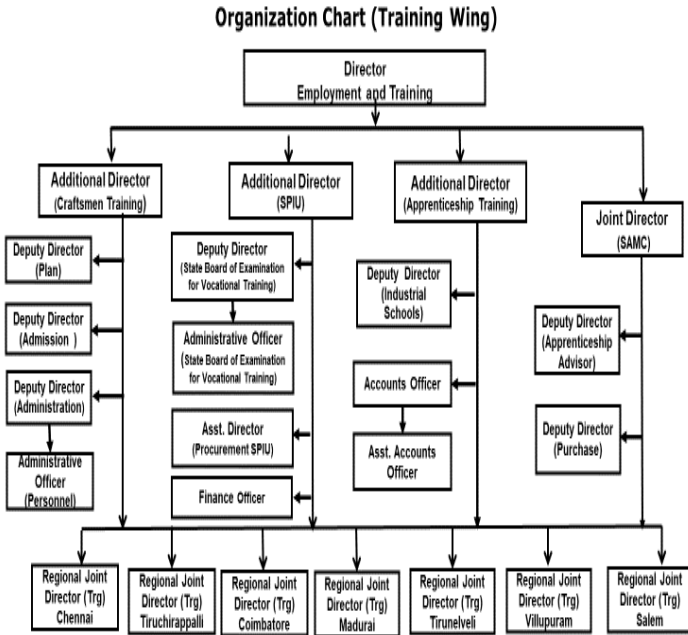
provides long term skill training for the youth of the State.

3.25. ADMINISTRATIVE STRUCTURE

The Director of Employment and Training is the head of the Department and he is assisted by three Additional Directors and one Joint Director at State Head Quarters.

There are 7 Regional Joint Director (Training) offices situated at Chennai, Coimbatore, Madurai, Salem Tiruchirappalli, Tirunelveli and Villupuram who monitor the ITI Training, Apprenticeship Training, Industrial Schools and various skill development programmes within their jurisdiction. There are 91 Government ITIs functioning in the State which are managed by the Principals in the cadre of Deputy Directors / Assistant Director. At district level, there are District Skill Training Offices to monitor the implementation of various

short term skill development programmes and apprenticeship scheme.



3.26.LONG TERM SKILL TRAINING PROGRAMMES

1. Craftsmen Training Scheme (CTS)
2. Up-gradation of Government ITIs under PPP mode (PPP)
3. Skill Strengthening for Industrial Value Enhancement (STRIVE)
4. Model ITI
5. Apprenticeship Training Scheme (ATS)
6. National Apprenticeship Promotional Scheme (NAPS)
7. Industrial Schools (IS)

3.27.CRAFTSMEN TRAINING SCHEME (CTS)

This scheme is the most important scheme in the field of Vocational Training, it has been shaping the youth to meet the existing as well

as future manpower need, through the vast network of ITIs spread over the State. Long term skill training is imparted through Government Industrial Training Institutes (ITIs) to meet the demand of skilled manpower for technology and industrial growth of the country. Skill training courses are classified as per National Skill Qualification Framework (NSQF) and ITI courses in the range of level 4 (It aims to prepare learners to work in a familiar environment where the nature of the job is not new, quite familiar, and can be performed on a routine basis) & level 5 (This level is designed to be industry focused and aims to prepare its graduates for skill-based careers in the creative industries).

Long term skill training comprises of practical training and theoretical training relating to Trade theory, Workshop Calculation &

Science, Engineering Drawing and Employability skills.

3.27.1. Government Industrial Training Institutes

Long term skill training is imparted through 91 Government ITIs across the State. This year, students are undergoing training in 54 engineering and 24 non-engineering trades through Government ITIs. The training period ranges from 6 months to 2 years. Students between the age group of 14 and 40 are admitted in Industrial Training Institutes. There is no upper age limit for women trainees. Admission is made during the month of July / August every year on merit basis following the rules of reservation in force. Centralised Online counselling is conducted through URL: www.skilltraining.tn.gov.in. The students

can choose the ITI and trade of their choice to undergo skill training.

3.27.2. Promoting Vulnerable Sections

To make Scheduled Caste and Scheduled Tribe youth more employable and to improve their socio-economic conditions, skill training is provided in different trades as per Sustainable Development Goal 4.5.

“By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations” – SDG 4.5

The aim of this goal is achieved by providing equal access to affordable skill training

which will enable the vulnerable sections to get gainful employment, eliminate disparities and achieve universal access to a quality higher education.

Empowering students of Scheduled Caste through Skill Training

There are two Government ITIs functioning exclusively for Scheduled Castes students in the State. In the year, 2022, 447 students are undergoing training in these ITIs.

Sl. No	Name of the District	Name of the ITI	Intake capacity	No. of Students
1	Cuddalore	Chidambaram	256	252
2	Thiruvallur	Vadakarai	208	195
Total			464	447

Apart from the above, reservation of 18% to Scheduled Castes candidates is also provided in all Government ITIs and 6,782 students are undergoing training in these ITIs.

Empowering students of Scheduled Tribe through Skill Training

There are six Government ITIs functioning exclusively for Scheduled Tribes students in the State. In the year 2022, 1,258 students are undergoing training in these ITIs.

Sl. No.	Name of the District	Name of the ITI	Intake capacity	No. of Students admitted
1	Kallakuruchi	Sankarapuram	272	252
2	Coimbatore	Anaikatti	208	198
3	Salem	Karumandurai	216	192
4	Thiruvannamalai	Jamunamarathur	216	196
5	Namakkal	Kolli Hills	208	208
6	The Nigiris	Gudalur	216	212
Total			1,336	1,258

Apart from the above, reservation of 1% to Scheduled Tribes candidates is also provided in all Government ITIs and 127 students are undergoing training in these ITIs.

3.27.3. Empowering Differently Abled Students through Skill Training

Every year 5% seats are earmarked for differently abled students out of the total intake capacity in all ITIs. Apart from the above, skill training is imparted in Fitter trade exclusively to deaf and dumb youth in 3 Government ITIs viz., Guindy, Ulundurpet and Nagercoil. In 2022, 20 candidates are undergoing training in these 3 ITIs and 48 students are undergoing training in other Government ITIs.

3.27.4. Empowering Women through Skill Training

To achieve gender equality there are ten Government ITIs and five women wings functioning exclusively for women trainees in the State. This will ensure enhanced livelihoods for women as per Sustainable Development Goal-5.

“Achieve gender equality and empower all women and girls” – SDG 5

In 2022, 3,215 women students are undergoing training in these ITIs.

Sl. No.	Name of the District	Name of the ITI	Intake capacity	No. of Students admitted
1	Chennai	Guindy	452	322
2	Chennai	Ambattur	232	170
3	Theni	Aundipatti	272	237
4	Dindigul	Dindigul	360	304
5	Madurai	Madurai	280	269
6	Coimbatore	Coimbatore	492	403
7	Salem	Salem	384	311
8	Kanniyakumari	Nagercoil	276	276
9	Cuddalore	Cuddalore	504	417
10	Tiruchirapalli	Pullambadi	360	243
Women Wings				
11	Thanjavur	Thanjavur	72	21
12	Ramanathapuram	Ramanathapuram	88	76
13	Krishnagiri	Hosur	72	31
14	Karur	Karur	88	88
15	Namakkal	Namakkal	72	47
Total			4,004	3,215

Further, 30% of seats are earmarked for women candidates in all other Government Industrial Training Institutes and 2,017 girls are undergoing training in these ITIs.

3.27.5. Skill Training for Jail Inmates

Skill training is also imparted to jail inmates in Central Prison, Tiruchirappalli to improve their livelihood. In 2022, 89 persons are undergoing skill training.

3.27.6. High end Trades

The following high-end trades have been taught in 20 Government ITIs to fulfill the demand of industries and make the youth more employable.

Sl. No.	High end Trades
1.	Mechanic Medical Electronics
2.	Architectural Assistant
3.	Auto Body Repairing

Sl. No.	High end Trades
4.	Auto body painting
5.	Operator Advanced Machine Tools
6.	Smart Phone Technician
7.	Technician Power Electronics
8.	Fire Technology & Industrial Safety Management
9.	Drone Pilot
10.	Tool & Die Maker (Press tools Jigs & Fixtures)

3.28.ADDITIONAL SUPPORT TO THE STUDENTS

The following support is given to students to motivate them to join skill training

1.	Skill training is provided free of cost.
2.	To and fro Bus pass.
3.	Free Uniform and shoe every year.
4.	Free Bi-Cycle for eligible students.
5.	Stipend of Rs.750/- per month
6.	Free Laptop for eligible students.
7.	Free Text books and drawing instruments.

8.	Consumables for training purpose.
9.	Free Tool kit to the passed-out students of 11 self-employable trades.

3.29.PRIVATE INDUSTRIAL TRAINING INSTITUTES

In the field of creating skilled manpower private entities also play a major role in coordination with the State Government. 326 affiliated Private ITIs eligible for admission are functioning across the State with a total intake capacity of 31,288. These institutes are monitored by District Skill Training Officers at district level and Regional Joint Directors (Training) at regional level. In 2022, 19,061 students are undergoing skill training in these Private ITIs.

3.30.SUPPORT TO PRIVATE ITIs

The State Government encourages the private ITIs to provide free training to the youth

in the State by means of reimbursement of training cost. Under this scheme, 50% seats are filled under Government quota through online counselling. State Government is reimbursing training cost of Rs.10,000/- per trainee per year in rural areas and Rs.12,000/- per trainee per years in urban areas. In 2022, 5,439 students benefitted at the cost of Rs.3,50,00,000/-

3.31.ALL INDIA TRADE TEST AND NATIONAL LEVEL CERTIFICATION

Every year, Directorate General of Training draws up a nationwide common examination schedule for conducting All India Trade Test for the students of Government ITIs and the Private affiliated ITIs at the end of training period. From 2020-21 onwards Trade Test is conducted online. In 2021, 31,208 students have appeared in the tests under NCVET pattern and 25,334 students have passed the All India Trade Test.

Passed out students are awarded with National Trade Certificate by NCVET. In SCVT pattern 1,010 students have appeared in the tests and 990 students have passed Trade Test. Successful students are awarded with SCVT certificate by this Department

Further, short term training provided by Training Providers empaneled under Tamil Nadu Skill Development Corporation are also being assessed by State Council for Vocational Training (SCVT).

3.32. PLACEMENT TO TRAINEES

As strengthening the placement cell with proper infrastructure and staff will attract more number of industries for providing employment to the trainees of Govt. ITIs, a Placement Officer in the cadre of Training Officer has been appointed in all ITIs to carryout placement related activities. The Placement Officer will

arrange for campus interviews at the Industrial Training Institute campus with the companies / industries by arranging logistic support to industry partners. 75% of passed out students have been placed in various industries through campus interviews.

3.33. UPGRADATION OF GOVERNMENT ITIs THROUGH PUBLIC PRIVATE PARTNERSHIP (PPP) MODE

In order to make design and delivery of training more demand responsive and to improve the employment outcomes of graduates from the vocational training system, the Union Government launched PPP scheme in the year 2007. 32 Government ITIs in Tamil Nadu are upgraded in this scheme. Year wise details are given below.

YEAR	NO. OF GOVT ITIs
2007-08	12

YEAR	NO. OF GOVT ITIs
2008-09	05
2009-10	11
2010-11	02
2011-12	02
TOTAL	32

In each ITI, an Institute Management Committee (IMC) had been constituted under the chairmanship of a credible Industry Partner and registered as a Society. An interest free loan amount of Rs.2.50 Crore was sanctioned by Union Government to each IMC society.

The Institute Management Committee prepared an Institute Development Plan for the development of the Institute. Based on the Institute Development Plan, Union Government released Interest free loan amount of Rs.2.50 crore directly to the Institute Management Committee Bank account. In the

interest free loan amount of Rs.2.50 Crore, a sum of Rs.50 lakh has been deposited as seed money in Nationalised Bank by the Institute Management Committee.

For the repayment of loan there is a moratorium of 10 years from the year in which the loan was released to the Institute Management committee. The interest free loan has to be repaid from 11th year from date of release in 20 equated annual instalments by the IMC. 57 new trades are functioning in these ITIs with a seating capacity of 2,648. Out of which 2,421 students admitted in this year.

3.34. SKILL STRENGTHENING FOR INDUSTRIAL VALUE ENHANCEMENT (STRIVE)

‘Skill Strengthening for Industrial Value Enhancement (STRIVE) is a 100% funded scheme by Union Government with the

assistance of World Bank. STRIVE is a five year project that extends till November, 2022 and shall incentivize ITIs to improve overall performance including apprenticeship training by involving Small and Medium Enterprises, business association, industry clusters and also to integrate and enhance the delivery quality of Industrial Training Institutes. In order to achieve the outcomes, these ITIs, have been competitively selected for upgradation under the scheme. Result-Area wise brief of the project is described in subsequent paragraphs.

Result Area 1 : Improved performance of ITIs

The following 13 Government ITIs namely Ambattur, Chengalpattu, Tiruchirappalli, Perambalur, Cuddalore, Madurai, Dindigul, Thoothukudi, Virudhunagar, Namakkal, Salem, Coimbatore and Sivaganga and three Private

ITIs namely Don Bosco Private ITI-Lalgudi, PACR Private ITI-Ariyalur and Ramco ITI-Virudhunagar have been covered under this scheme with an outlay of Rs.29.01 Crore in which Union Government released Rs.11.56 Crore.

The objective of this result area is to:

Improve the quality of skill development programs, enhance the labour market relevance and efficiency of operations, deepening industry relations, industrial exposure and joint assessments, introduction of new trades (CTS trades and other National Skill Qualification Framework (NSQF) compliant short-term courses) to respond to local market needs. This result area will focus on upgrading training equipment and adding new NCVT trades in the ITIs.

Result Area 2 : Increased capacities of the State Government to support ITIs and apprenticeship training

The objective of this result area is to:

1. Support State Governments in improving the overall regulatory and operational environment of Industrial Training Institutions (ITIs) and establishing Industrial Clusters (ICs) at the State level
2. Incentivize States to introduce reforms within the skilling ecosystem through performance-based funding
3. Improve the efficacy of skills training in India by strengthening the monitoring mechanisms at State level.

Under this scheme with an outlay of Rs.10.20 Crore in which Union Government released Rs.3.06 Crore towards 30% advance grant on signing the Performance Based Funding Agreement (PBFA) under the component Result Area 2 for the following activities: -

1. Development of Career Progression Policy for ITI trainers
2. Reducing trainer vacancy in Govt. ITIs.
3. Conducting Tracer Study

Result Area 3 : Improved Teaching and Learning Capabilities

This component covers activities that will complement the institutional reforms in vocational training under DGT, New Delhi.

Result Area 4 : Improved and broadened apprenticeship training Scheme

Industry Apprenticeship Initiative (IAI) Scheme is a new initiative offering systematic support to Industry Cluster for promoting Apprenticeship Training activities in MSMEs through a cluster approach.

As per this project, IAI grant fund of INR 1 Crore is available for each Industry Cluster selected for IAI implementation. Release of grant fund is based on fulfilling key performance indicators (KPIs).

Based on the recommendation of National Cluster Evaluation Committee (NCEC) under Result Area 4, Ambattur Industrial Estate Manufacturers' Association – (AIEMA), Coimbatore District Small Industry Association (CODISSIA), Madurai Jewellery Manufacturer

Consortium Private Limited, Madurai, INDCOSERVE, The Nilgiris and Ethamozhy Coir Cluster have been selected as Industry Clusters in our State.

To implement the scheme, Union Government have released Rs.40.00 Lakh for each Industry Cluster towards 40% advance grant on signing the Tripartite Agreement. Under this scheme Union Government released Rs.120.00 lakhs for 3 Industry Clusters.

3.35.UPGRADATION OF EXISTING ITI AS MODEL ITI

Under this Scheme, an existing ITI in the State is being upgraded as Model ITI which will be a model institution showcasing the best practices, efficient and high quality training delivery and sustainable industry relationship.

Government ITI, Coimbatore has been selected for upgradation of Government ITI into

Model ITI. The total project fund of Rs.10.00 crore is shared between Union & State Government in the ratio of 70:30.

Institute Management Committee (IMC) Society has been formed in this ITI. Key objective of Institute Management Committee is to develop a benchmark for industry oriented ITI which would serve as a model for other ITIs and would also raise dignity of ITI education.

Rs.500 Lakh out of the total outlay of Rs.1,000 lakh, has been released so far by Central and State Government (Central share Rs.350.00 lakh out of Rs.700 lakh, State share Rs.150.00 lakh out of Rs.300 lakh). Construction / renovation of building has been completed and handed over on 21.02.2022 and an expenditure of Rs.250 lakh has been incurred. Procurement of Machineries, Tools & Equipment and Furniture are under process.

3.36. APPRENTICESHIP TRAINING SCHEME (ATS)

3.36.1. Apprenticeship Training

Apprenticeship Training Scheme is being implemented as per Apprentices Act, 1961 and it aims to utilize the facilities available in industry for imparting practical training with a view to meeting the requirements of skilled manpower for industry.

The Candidates who possess National Trade Certificate with 8th / 10th passed and with minimum 14 years of age are eligible for Apprenticeship Training Scheme. In Tamil Nadu Apprenticeship Training Scheme is implemented in 56 designated trades. The training period is 6 months to 2 years. The Apprentices are eligible for stipend as prescribed by Directorate General of Training, New Delhi. The minimum

rate of stipend is Rs.7,000/- per month for Trade Apprentices.

At present 8,747 Apprentices are undergoing Apprenticeship Training in 350 industries. At the end of training period the students should appear All India Trade Test (AITT) for Apprentices.

The AITT is conducted twice in a year during the months of April / May and October / November. The ITI passed out apprentices are exempted from AITT, except practical exam.

3.36.2. National Apprenticeship Promotion Scheme (NAPS)

The main objective of the scheme is to promote apprenticeship training by increasing the engagement of apprentices in industries. Under the scheme, the apprentices and

Industries / Institutions are incentivized as below:

- (i) Sharing of 25% of prescribed stipend subject to a maximum of Rs.1,500/- per month per apprentice with the employers by the Union Government.
- (ii) Sharing of cost of basic training with Basic Training Providers (BTP) limited to Rs.7,500/- for a maximum of 500 hours / 3 months by the Union Government.

The scheme will cover all categories of Apprentices except the Graduate and Diploma apprentices.

3.36.3. Fresher as Apprentices in Establishments

One of the major reforms in Apprenticeship Training is inducting fresher as apprentices with a qualification of 8th, 10th,

+2 passed without any prior training in both designated and optional trades. The main criteria to engage as Apprentice is completion of 14 years of age by the candidate. They will be trained by Basic Training Providers for 3 months before engaging in shop floor for Apprenticeship training. The freshers who have successfully completed the Apprenticeship training will be awarded with National Apprenticeship Certificate (NAC). There is no upper age restriction for fresher apprentices.

3.36.4. State Apprenticeship Monitoring Cell (SAMC)

For effective monitoring and coordination of engagement of Apprentices in the State, a State Apprenticeship Monitoring Cell has been formed with financial assistance from Union Government. The State Apprenticeship Monitoring Cell consists of a State Project

Director, one Joint Director, three consultants and six supporting staff. The main objective of State Apprenticeship Monitoring Cell is effective implementation of Industry Apprenticeship Initiative under Skills Strengthening for Industrial value Enhancement (STRIVE) in the State. For this purpose this Cell is engaged in selection and monitoring of Industry Clusters through which Industry Apprenticeship Initiative is implemented.

3.37. SKILL TRAINING THROUGH INDUSTRIAL SCHOOLS

Under State Council for Vocational Training, 235 Self-finance and 21 Aided Private Industrial Schools are functioning in Tamil Nadu. At present 4,342 students are undergoing training. Training is offered in 57 trades covering Electrical, Mechanical, Automobile, Electronics, Hospitality, Apparel, IT and Office Automation

section., ranging from one year to three years. Candidates with 8th and 10th pass qualification are admitted for training in various trades. 11 Industrial Schools are offering Technical Teachers Certificate Course, which is a pre-requisite qualification for joining as technical teacher in schools.

Examination is conducted by State Board of Examination for Vocational Training (SBEVT) and SCVT Certificates are awarded to the successful candidates. 21 Private Industrial Schools and 10 Private Industrial Training Institutes are receiving maintenance grant from the Government. A sum of Rs.4.97 Crore was given to the Aided Industrial Schools / ITIs in the financial year 2021-2022 as maintenance grant.

3.38. BEST INSTRUCTOR AWARD

The best performing Principals and Instructors of Government ITIs are awarded with 'Dr.Radhakrishnan - Best Instructor Award' with a cash prize of Rs.10,000/- in the form of NSC Bond and a merit certificate.

3.39. STAFF TRAINING

With a view to inculcate the right attitude in the instructors of this Department and for bringing efficiency and improvement of the general standards in the Department's working, a State Skill Training Institute is being established in Chennai. This institute will function as a technological and management training institute for imparting refresher and in-service training to Technical and Ministerial Staff of the department as one of the constructive measures in the right direction. This institute will foster partnerships with industries

in each trade and enable a practical oriented teaching methodology for training.

In this training institute the following training programmes are proposed to be conducted

- Theoretical classes for Teaching Methodology.
- Refresher Training to Technical and Ministerial staff.
- Training to Placement Officers.
- Management Training to Officers.
- Practical Training under Trade Technology.
- Administrative Training to staff of this Department.

Apart from the above, relevant training classes are also being provided in Anna Administrative Staff College, Chennai to the staff of this Department. Further training programmes are to be scheduled in consultation with leading training institutes.

3.40. DIGITAL LEARNING SYSTEM

- E-content for 14 trades both in English and Tamil language has been procured and supplied to all Government ITIs for easy understanding of theory.
- Virtual Classrooms established in 6 ST Government ITIs in hilly areas to utilize the expertise of best teachers in the Hub centres viz., Tiruchirappalli and Coimbatore.
- Established Smart Classrooms in 24 Government ITIs.

- Simulator Based Welding Training through Welding Simulators is provided in 23 Government ITIs.

3.41. INDUSTRY INSTITUTE INTERFACE

(i) Four new Government Industrial Training Institutes have been established under CSR activities

- Sembodai, Nagapattinam District with the support of M/s. Bharat Petroleum Corporation Limited
- Perumbakkam, Chengalpattu District with the support of M/s. Power Grid Corporation of India Limited
- Oragadam, Kancheepuram District with the support of SIPCOT and related industries

- Neyveli, Cuddalore District with the support of Neyveli Lignite Corporation Limited.

(ii) Hyundai Motors has donated 24 nos. of BS IV Diesel-AMT Cut Section Engines of various capacities, to 24 Government ITIs in Tamil Nadu for the purpose of imparting training to students.

3.42. NEW INITIATIVES

- ❖ To achieve SDG goal 4.4 **“By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship”.**

With the changing times, the technology scenario is changing. Due to the onset of new trends in technology, many of the existing

trades currently taught requires technological upgradation. Recent trends suggest that the students graduating from ITIs have to upgrade their skills in order to meet the requirement of industries. To overcome this skill gap, there is a need to introduce new skills / modules to keep the education system relevant, with current and future technology trends. Hence, Industry 4.0 standard trades are to be introduced with an additional seating capacity of 5,140 seats in 71 Government ITIs in Tamil Nadu at a cost of Rs.2,877 Crore to be in pace with the changing technologies in collaboration with leading Industry. These Government ITIs will be transformed as Technology Centres. The students after getting trained in these latest technologies will be placed in the leading industries. This infrastructure will be used to train students of Private ITIs, Polytechnic and Engineering Colleges and MSME workers in the

below mentioned Long Term & Short Term Courses.

Long Term Courses

1.	Manufacturing Process Control & Automation
2.	Industrial Robotics & Digital Manufacturing Technician
3.	Mechanic Electric Vehicle
4.	Basic Designer and Virtual Verifier (Mechanical)
5.	Advanced CNC Machining Technician

Short Term Courses

1.	Innovation and Design Thinking
2.	Fundamentals of Product Design
3.	Product Design & Development
4.	Auto Electrical Design & Development
5.	Product Verification and Analysis
6.	Computer Aided Manufacturing
7.	Advanced Computer Aided Manufacturing

8.	Process Control & Automation
9.	Fundamentals of Automobile Engineering
10.	Advanced Automobile Engineering
11.	Automobile Maintenance, Repair and Overhaul
12.	Auto Electrical Maintenance
13.	Electrical Vehicle
14.	Internet of Things
15.	Advanced Machining (Mill)
16.	Advanced Machining (CNC Lathe)
17.	Advanced Machining (Rotary 4th Axis Mill)
18.	Advanced Additive Manufacturing
19.	Advanced Welding
20.	Advanced Painting Technology
21.	Industrial Robotics I
22.	Industrial Robotics II
23.	Advanced Plumbing

- ❖ Certain posts in Training wing have been restructured to satisfy NCVET norms, ensure efficiency and productivity in the path towards development of skill training

to the youth. The posts are reorganised in such a way that students will get productive training, improve their pass percentage and improve their placement potential.

- ❖ An IT Monitoring Cell has been established at headquarters and regional level to monitor and support all IT related activities of this Department. This cell is continuously monitoring the training given to students through virtual classrooms, smart classrooms and language-cum soft skill labs. They are also co-ordinating online admissions and Computer Based Test (CBT) examination to ensure transparency in admission and accuracy in examination assessment.
- ❖ District Skill Training Offices have been newly formed in the State in 4 Districts

viz., Tenkasi, Chengalpattu, Tiruvarur and Ranipet Districts to monitor skill training activities at district level. These offices will create awareness among the students in the district about various skill training programmes and monitor the training activities to improve employability of the students.

The Training wing of this Department strives to enhance the skilling capacity of institutions to produce qualitative and quantitative skilled workforce. This enables youth in the State to find gainful employment and to uplift their status in the society, thereby achieving the target of reducing unemployment in the State and make Tamil Nadu an eminent State in the country in the field of Skill Training.

4. TAMIL NADU SKILL DEVELOPMENT CORPORATION

Tamil Nadu Skill Development Corporation was created with the objective to increase skilled manpower in the State to fulfil skill needs of industries. It was registered as a non-profit organisation under section 8 of the Companies Act in 2013.

Tamil Nadu Skill Development Corporation (TNSDC) has been declared as the Nodal Agency for skill related training and aims to catalyse the skill development eco-system in the State. Government have issued orders vide G.O.(Ms.) No.207, Labour Welfare and Skill Development (C) Department, Dated. 30.12.2021 for integrating all the skill trainings conducted by various Government departments in the State through Tamil Nadu Skill Development Corporation. TNSDC will focus on the

standardization of skill training programmes, identification of District wise training institutes both public & private for the benefit of skill training implementing departments and assessment and certification.

In a bid to transform the skill ecosystem in alignment with the growing needs of the economy, TNSDC is now foraying into core sectors extensively to exploit placement potential and bridge the gap by skilling those in formal and informal education systems. The focus of TNSDC is to do demand based skilling and is altering its course towards aligning to the needs of the industry. Industry relevant skilling and on boarding industries as training partners in skilling are the new vistas positioned.

4.1. IMPLEMENTATION OF NATIONAL SKILL QUALIFICATION FRAME WORK (NSQF)

In order to have uniform curriculum standards throughout the State and the country, TNSDC strictly adheres to the National Skill Qualification Framework (NSQF) approved job roles and other standard parameters like course duration, quality standards, assessment methodology and payment milestones based on common norms approved by Ministry of Skill Development and Entrepreneurship, Government of India. The Qualification Packs (QP) notified by National Skill Development Corporation (NSDC) are followed for imparting training programs with a focus on ensuring minimum 70 percent placement for all successfully trained and certified candidates. Now the focus is also on tailor made courses suiting industry requirements and having

assured placement. Large corporates are being roped in as training partners with an aim to promote industry relevant courses in colleges and for unemployed youth.

4.2. ASSESSMENT AND CERTIFICATION OF TRAINING PROGRAMMES

To ensure the quality of the training program, independent assessments and accreditation are carried out in the State by the respective Sector Skills Council (SSC). This paves the way for a fair and impartial evaluation and certification process.

4.3. EMPANELMENT OF TRAINING PROVIDERS

In order to identify and select reputed Training Partners (TP) a Request For Proposal (RFP) has been floated by TNSDC. The interested firms have been allowed to apply

through TNSDC portal. After physical inspection of available infrastructure by the District Skill Training Officers and verification of credentials, the Expression of Interests are evaluated by the in-house Evaluation Committee. The eligible organizations are empanelled as Training Partners (TP) / Training Centres (TC) after being approved by State Level Apex Committee (SLAC). Leading Industries / MNCs, Universities, Government Institutions are empanelled in TNSDC through Green Channel.

4.4. CANDIDATES TRAINED BY TNSDC DURING 2021-2022 (Till March 2022)

Based on the employment opportunities available in each district and neighbouring areas short term skill training is being imparted to candidates in various sectors for the year 2021-2022.

The details of trained candidates is furnished below: -

**A. Details of Trained Candidates
(District wise)**

S.No.	District name	Trained in Nos.
1	Ariyalur	2,817
2	Chengalpattu	1,423
3	Chennai	5,620
4	Coimbatore	2,006
5	Cuddalore	5,561
6	Dharmapuri	3,758
7	Dindigul	1,983
8	Erode	2,630
9	Kallakurichi	1,140
10	Kancheepuram	3,377
11	Kanniyakumari	612
12	Karur	1,986
13	Krishnagiri	1,889
14	Madurai	2,210

S.No.	District name	Trained in Nos.
15	Mayiladuthurai	1,039
16	Nagapattinam	1,903
17	Namakkal	2,663
18	Perambalur	2,285
19	Pudukkottai	2,213
20	Ramanathapuram	1,735
21	Ranipet	693
22	Salem	2,029
23	Sivaganga	1,816
24	Tenkasi	218
25	Thanjavur	4,401
26	The Nilgiris	531
27	Theni	611
28	Thiruvallur	2,931
29	Thiruvarur	1,973
30	Tiruchirappalli	5,044
31	Tirunelveli	518
32	Tirupathur	1,377
33	Tiruppur	890

S.No.	District name	Trained in Nos.
34	Tiruvannamalai	2,284
35	Thoothukudi	527
36	Vellore	2,304
37	Villupuram	1,505
38	Virudhunagar	802
Total		79,304

**B. Details of Trained Candidates
(Sector wise)**

S.No.	Sector Name	Total
1	Agriculture	1,038
2	Apparel	16,213
3	Automotive	4,350
4	Beauty and Wellness	2,032
5	Banking, Financial Services and Insurance (BFSI)	697
6	Capital Goods	961
7	Construction	1,862
8	Domestic Worker	380

S.No.	Sector Name	Total
9	Electronics and Hardware	10,297
10	Food Processing	899
11	Gems and Jewellery	565
12	Green Jobs	30
13	Handicrafts and Carpet	107
14	Healthcare	6,433
15	Infrastructure Equipments	627
16	Iron and Steel	100
17	IT-ITeS	3,773
18	Leather	1,889
19	Logistics	410
20	Management	19,779
21	Media and Entertainment	783
22	Mining	281
23	Paints and coating	925
24	Plumbing	451
25	Power	230

S.No.	Sector Name	Total
26	Retail	926
27	Rubber	400
28	Telecom	263
29	Textiles And Handlooms	273
30	Tourism & Hospitality	2,330
	Total	79,304

4.5. FEATURES OF TNSDC PORTAL

The portal of TNSDC (www.tnskill.tn.gov.in) serves as a dedicated online platform with centralized monitoring system to track end to end parameters of skilling eco system with transparent and user-friendly features.

It serves as a central repository of information ensuring quality training and smooth implementation of the training programme. Any candidate looking for employability by upgradation of their skills can register in this

portal and has liberty to choose suitable course, location of training centre.

The process of training partner / training centre classification, batch creation and target assignment, and payment by the Public Financial Management System (PFMS) system is entirely online. All participants are validated by Aadhaar to ensure no duplication, and the system ensures accurate payment of funds to all participants. Inspection and assessment module follows all the norms of National Skills Qualifications Framework (NSQF) of National Skill Development Corporation (NSDC) and it is a Geo Tagging enabled inspection mobile application.

This portal is user friendly, provides Transparency and easy access to information which has the following features:

- ✓ Candidate Registration

- ✓ Empanelment Training Partner / Training Centre
- ✓ UIDAI Integration
- ✓ Real time inspection through Mobile APP
- ✓ Monitoring and Evaluation of training programmes
- ✓ Financial disbursement through online by e-KYC
- ✓ Public Financial Management System (PFMS) Integration
- ✓ Assessment Agency registration
- ✓ Online Certificate generation
- ✓ Skill Registry
- ✓ AEBAS attendance system
- ✓ Digi-Locker Portal Integration

- ✓ Placement tracking system
- ✓ Human Resource Management Systems (HRMS)
- ✓ Application Programming Interface (API) Integration with State and Central Portal
- ✓ Management Information System (MIS) Dashboard and Reports

4.6. WORLD SKILLS COMPETITIONS 2022

Skill Competition showcases and inspires excellence in skills. National skill competition known as India Skills competition are held once in every 2 years. The winners of State level Skill Competition take part in the Regional level competition and subsequently in the India Skills competition at the National Level.

A total of 36 candidates have represented Tamil Nadu in the India Skills 2021 final Competition held at New Delhi between 06.01.2022 to 10.01.2022 and 23 candidates of the State won medals, 2 Gold Medals, 8 Silver Medals, 8 Bronze Medals and 5 Medallion of Excellence Medals. Tamil Nadu was ranked fifth in the India Skills 2021 medal tally. This is the first time our State has won 23 medals. The winners of the India Skills competition will compete in the forthcoming World Skills 2022 competition to be held at Shanghai, China from October 2022. The awardees were honoured with cash awards by Hon'ble Chief Minister on 14.03.2022. Gold medalists were given Rs.1.00 Lakh, Silver medalists were given Rs.50,000 and Bronze medalists and excellence medalists were presented with Rs.25,000.

4.7. ADVANCED SKILL TRAINING

High end skill training for engineering and polytechnic Graduates is being imparted by establishing a Centre of Excellence (CoE) and 5 Technical Skill Development Institutes in the State (t-SDIs) under Public Private Partnership (PPP) mode with an outlay of Rs.546.84 Crore in collaboration with SIEMENS, a global leader in automation and robotics.

Under this scheme, Government have established a Centre of Excellence at MIT, Chrompet, Chennai as well as the following five linked technical Skill Development Institutes (t-SDIs).

- 1) Anna University College, Kancheepuram
- 2) Anna University College, Villupuram
- 3) Thanthai Periyar Government Institute of Technology, Vellore

- 4) Central Polytechnic College, Taramani
- 5) Murugappa Polytechnic College (Aided), Avadi

MIT, Chennai serves as the main centre to provide skill training to improve the employability of the students and also impart industry relevant training for up-skilling the faculty of ITI's and Polytechnics. So far, a total of 16,236 candidates and 98 faculties have been trained in these centres.

4.8. RECOGNITION OF PRIOR LEARNING (RPL)

RPL is the process of recognizing the learning as a result of experience. In Tamil Nadu there is great potential for Recognition of Prior Learning (RPL) as large numbers of workers in the informal sectors currently working in Construction, Logistics, Small and Medium Enterprises (SME), Leather and Textile sectors

are eligible for assessment and certification under RPL. So far Skill certification under RPL has been issued for 1,11,371 persons and another 1,00,000 is under progress.

4.9. PRADHAN MANTRI KAUSHAL VIKAS YOJANA (PMKVY) 3.0

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship and is implemented by National Skill Development Corporation (NSDC). This program is being delivered under two components, Centrally Sponsored Centrally Managed (CSCM) & Centrally Sponsored State Managed (CSSM). The total target allotted by GoI under CSSM is 4,634 candidates. Under the Centrally Sponsored State Managed component TNSDC has trained 3,896 candidates out of which 835 candidates have been placed.

The process of RPL has been initiated in PMKVY 3.0. The GoI has fixed a target of 7,400 candidates to be certified under RPL. So far, 2,467 candidates have been certified.

4.10. SKILL ACQUISITION AND KNOWLEDGE AWARENESS FOR LIVELIHOOD PROMOTION (SANKALP)

Skills Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP) project aims to strengthen institutional mechanisms at both National and State levels, build a pool of quality trainers and assessors, create convergence among all skill training activities at the State level, establish robust monitoring and evaluation system for skill training programs, provide access to skill training opportunities to the disadvantaged sections.

The project is being implemented with financial assistance from World Bank, with the Central and State share in the ratio of 60:40. The funds are categorized under 2 components i.e. 'Institutional strengthening Grant' and 'Inclusion Grant'.

To identify skill challenges of aspirational districts under SANKALP, sum of Rs.33.34 lakh has been sanctioned under SANKALP project to Aspirational Districts (i.e. Virudhunagar and Ramanathapuram).

Various system strengthening and inclusion activities have been planned at a budget outlay of Rs.20.30 Crore under this scheme.

- (i) Capacity building workshops on District Skill Development Plan preparation have been held for 4 regions covering all DSTOs.

- (ii) Innovative Programs of Skill training on digital literacy, financial literacy, and design for marginalised Communities like mat weavers in the Pathamadai cluster, Mechanised Boat repair, LED Bulb Making, Natural dyeing in Sivasailam, Palm Leaf weaving in Pulicat, Mat weaving in Veeravanallur through Craft council of India (CCI).

- (iii) Skill training programme conducted for 14 members from the transgender community in association with Tamil Nadu State Aids Control Society (TNSACS) and with the help of Social Welfare Department another 118 transgenders are now undergoing, training in different Districts.

- (iv) Counselling guidance for women who had post maternity career break conducted in all districts through which 713 women have been counselled so far.
- (v) Nine Job Fairs have been conducted in various districts under SANKALP funds to increase employment opportunities in addition to the usual job fairs conducted. 8,752 candidates were placed in the nine job fairs.
- (vi) Rs.1.59 Crore has been given to the Director of Differently abled persons for setting up of Differently abled Employment and Livelihood Centre.
- (vii) Process for establishing a LMIS (Labour Market Information System) is in progress.

4.11. APEX SKILL DEVELOPMENT CENTRES

In order to meet the fast-paced technological advancements, Government have accorded administrative sanction of Rs.100 Crore to establish 5 Apex Skill Development Centres (ASDC) with the assistance of Japan International Co-operation Agency (JICA) as part of the Tamil Nadu Investment Promotion Programme (TNIPP) phase-II for imparting hi-end training in the following sectors:

1. Hospital and Health Care Services
2. Transportation and Logistics
3. Construction and Infrastructure Sector
4. Banking, Financial Services and Insurance
5. Auto, Auto Components, Machine tools

Each Apex Skill Development Centre acts as a Special Purpose Vehicle (SPV) for the sector. The Apex Skill Development Centres are incorporated under section 8 of the Companies' Act, 2013, will manage the day to day affairs of the Centre.

The present status of Apex Skill Development Centres are as follows:

Sl. No.	Name of the Company (ASDC)	Name of the Lead implementation Partner (LIP)	Status
1	TN Apex Skill Development Centre for Health Care	M/s. Kauvery Medical Care (India) Limited.	1,038 candidates have been trained
2	TN Apex Skill Development Centre for Logistics	M/s. Logistics Sector Skill Council.	500 candidates have been trained
3	TN Apex Skill Development Centre for Construction and Infrastructure	M/s. Ramco Cements Pvt. Ltd.,	Registered as a section 8 company on 23.02.2022

Sl. No.	Name of the Company (ASDC)	Name of the Lead implementation Partner (LIP)	Status
4	TN Apex Skill Development Centre for Banking, Financial Services and Insurance.	M/s. MSE Financial Services, Chennai.	Registered as a section 8 company on 25.02.2022
5	TN Apex Skill Development Centre for Automobiles.	-	The Lead Implementation Partner has been identified. The company will be registered shortly

4.12. MULTI SKILL DEVELOPMENT CENTRE

Multi Skill Development Centre for Leather Processing Sector has been established in joint venture between TNSDC and Central Footwear Training Institute at Vaniyambadi at a cost of Rs.6.25 Crore to train 2,000 candidates for

3 Years. Tamil Nadu is the first State in the Country to functionalize such a centre.

4.13. NAAN MUDHALVAN

- The Primary objective of the 'Naan Mudhalvan', the visionary project of Hon'ble Chief Minister is to enhance the level of education, knowledge, motivation and skill of atleast 5 lakh youth annually.
- Under this programme school and college students will be oriented to identify their unique talents and develop them. The students will be skilled as per need of the industry to enhance employability. Mentorship programmes will be arranged to mentor students in various disciplines.

- Apart from this the students will also be encouraged to take up courses in emerging technology and avenues for curriculum revision will be explored.

4.13.1. TNSDC have proposed to take up the following programs to implement the NAAN MUDHALVAN scheme:-

Industry based skill training

- ❖ TNSDC aims to fund need-based training (non-aligned NSQF courses) sponsored by industries for students in Government Colleges (Robotics, Virtual Reality / Augmented Reality, App Development, Cyber security, Ethical Hacking, Cloud computing, 3D printing, Artificial Technology and other emerging technology in other sectors) and tie-up with placement in large Corporate.

- ❖ To generate industry specific courses by large Industries which can be partially or fully funded by the TNSDC to add to the talent pool with an eye on future demand.
- ❖ Development of new skill training modules as per industry need. Creating new skill modules with academia and industry dialogue.
- ❖ Tie-up with International Universities and Industrial Associations to update curriculum in tune with the changing demand.
- ❖ Create Centres of Excellence (CoE) in sectors which have stronghold in Tamil Nadu.
- ❖ Put in place finishing schools to impart 21st century skills and communication skills in all educational institutions to make

our youth the most competitive workforce in the country.

4.14. SPECIAL PROGRAMS

- ❖ Add-on courses to be offered in Engineering colleges, Arts & Science colleges, Polytechnics and ITIs in all emerging sectors and sectors having placement potential to make the graduates, Diploma and ITI holders industry relevant and immediately employable.
- ❖ Special skill interventions focusing on futuristic job roles / trades for ITI candidates such as Mobile Phone Repair Technician, Installation Technician (Computing and peripherals), Building Automation and Industrial Automation.

- ❖ To provide skill training to 1 lakh youth in operation maintenance and service of Agriculture Equipments and Machineries.
- ❖ Communication Skills and Personality Development training to all inmates of BC / MBC hostels and students of Kallar Reclamation Schools
- ❖ Foreign Language training to final year students of Engineering colleges to enhance employment opportunities abroad
- ❖ Professional English language skills to Law college students.

4.15.EFFECTIVE PLACEMENT OF TRAINED CANDIDATES

Integration of Training Providers empanelled under TNSDC with private job portal of Employment department for effective placement of trained candidates. The skilled

candidates database is shared with the Private Job Portal for companies who have registered under the portal to view the credentials of the candidates and select them.

4.16. SUSTAINABLE DEVELOPMENT GOALS

As per Sustainable Development Goals 4 to ensure equal access for all women and men to affordable and quality technical and vocational education, TNSDC has ensured qualitative implementation of various gender specific skill development programmes as per NSQF standards free of cost.

With respect to Sustainable Development Goals 4.4, apart from State funded skill training programmes in leading sectors, TNSDC is also providing skill training programmes through various schemes like PMKVY, MSME Skill training, Apex Skill Development Centre in 5 sectors, Multi Skill Development Centre

(MSDC), SIEMENS high end skill training to substantially increase the number of skilled manpower.

As per Sustainable Development Goals 4.4.1, to ensure proportion of youth certified in short term training TNSDC has already taken up Recognition of prior Learning (RPL) which evaluates and certifies an existing skilled person providing better opportunities in job markets.

5. DIRECTORATE OF MEDICAL AND RURAL HEALTH SERVICES

(EMPLOYEES' STATE INSURANCE SCHEME)

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

The Employees State Insurance Scheme is a comprehensive Social Security Scheme designed to accomplish the task of protecting the Insured Persons and their families in the organised sector in the event of sickness, maternity, disablement and death due to employment injury or occupational diseases. The ESI Scheme was implemented in Tamil Nadu from 23rd January 1955.

At present there are 38.27 lakh Labour population and 1.10 crore dependents (i.e. their

spouse, children and parents of Labourers) covered under the Scheme all over Tamil Nadu.

5.1. ELIGIBILITY CRITERIA FOR ENROLMENT IN ESI SCHEME

The ESI Scheme applies to factories and other establishments wherein 10 or more persons are employed. The Employees drawing monthly salary up to Rs.21,000 /- are eligible for enrolment in the ESI scheme. Further, the employees who are differently abled due to autism, cerebral palsy, mental retardation and multiple disabilities are also enrolled in this Scheme. In the case of employees who are differently abled, the ESI scheme is applicable to all such employees who are drawing monthly salary upto Rs.25,000. The Employees earning upto Rs.176/- a day are exempted from payment of their share of contribution.

5.2. SCHEME FUNDING

With effect from 01.07.2019, the employees and employers pay monthly contributions at a fixed percentage of 0.75% and 3.25% of wages respectively as their contribution to avail the scheme benefits. The ESI Corporation and the State Government are sharing the expenditure in the ratio of 7:1. The ESI Corporation reimburses 7/8th of the total expenditure incurred towards the implementation of the ESI scheme to the State Government.

5.3. NETWORK OF ESI HOSPITALS AND DISPENSARIES

In Tamil Nadu medical care is catered through a network of 225 ESI Dispensaries and 10 ESI Hospitals.

- Seven ESIS Hospitals (Ayanavaram (Chennai), Madurai, Salem, Vellore, Tiruchirappalli, Hosur and Sivakasi are functioning under the control of the Director of Medical and Rural Health Services (ESIS), Government of Tamil Nadu.
- One ESIC Medical College Hospital at Coimbatore functions under the control of Director of Medical Education, Government of Tamil Nadu.
- One ESI Medical College Hospital, K.K.Nagar and one ESIC Hospitals, Tirunelveli directly run by the ESI Corporation, New Delhi.

Further, super speciality services are also being provided to the insured persons and their family members through tie-up private hospitals.

5.4. ADMINISTRATIVE SETUP OF ESI SCHEME IN TAMIL NADU

The Director of Medical and Rural Health Services (ESI) is the overall in-charge of the Administration, Finance, Implementation and Development of the ESI Scheme throughout the Tamil Nadu.

The Regional Administrative Medical Officers are in-charge of supervision, administration and financial implementation of ESI Schemes at the ESI Dispensaries in their region under the control of the Director of Medical and Rural Health Services (ESI).

The Medical Superintendents are in-charge of supervision and administration of the State run 7 ESI Hospitals under the control of the Director of Medical and Rural Health Services (ESI).

5.5. AYUSH UNITS UNDER ESI SCHEME

A combined treatment of Ayurveda, Yoga, Unani, Siddha and Homeopathy (AYUSH) is also extended to the insured persons, in addition to allopathic treatment facilities.

- Ayurveda units are functioning in eight ESIS hospitals at Ayanavaram, Coimbatore, Madurai, Salem, Vellore, Tiruchirappalli, Hosur and Sivakasi. In addition to it, Ayurveda units are also functioning at 13 ESIS Dispensaries in Tamil Nadu.
- Yoga units are functioning in eight ESIS Hospitals at Ayanavaram, Coimbatore, Madurai, Salem, Vellore, Tiruchirappalli, Hosur and Sivakasi.
- Unani units are functioning in three ESIS Hospitals at Ayanavaram, Coimbatore

and Madurai. In addition to it, Unani units are also functioning at 3 ESI Dispensaries in Tamil Nadu at Thoothukudi, Ambur, and Ranipet.

- Siddha units are functioning in all ESIS Hospitals at Ayanavaram, Coimbatore, Madurai, Salem, Vellore, Tiruchirappalli, Hosur and Sivakasi. In addition to it, Siddha units are also functioning in 43 ESIS Dispensaries in Tamil Nadu.
- Homeopathy units are functioning in three ESIS Hospitals at Ayanavaram, Coimbatore and Madurai. In addition to it, Homeopathy units are also functioning at 3 ESIS Dispensaries in Tamil Nadu at Thoothukudi, Kovilpatti, and Avadi.

5.6. BENEFITS OF ESI SCHEME

The contribution paid by the employee and employer under the ESI Scheme helps the insured person without any extra financial burden on his savings or earnings, during emergent medical and other contingencies.

The various social security benefits being provided by the ESI Scheme to the Insured persons and their dependents are as follows:

1. Medical Benefit

One of the major benefit extended by ESIC, is (a) Primary Care (Out-patient) & Secondary Care (in-patient) (b) Super Specialty Treatment (SST) for self and family from day one of entering insurable employment which continues till the insured person remains in insurable employment. ESI dispensaries provide

Primary care, Secondary and Tertiary care through ESI Hospitals and a network of private tie-up hospitals.

2. Maternity benefit

Maternity Benefit for confinement / pregnancy is payable for Twenty Six (26) weeks, which is extendable by further one month on medical advice at the rate of full wage subject to contribution for 70 days in the preceding Two Contribution Periods.

3. Dependent's benefit

The Dependant's Benefit is paid at the rate of 90% of the wage in the form of monthly payment to the dependents of the deceased Insured Person in cases where death occurs due to employment injury or Occupational hazards.

4. Sickness benefit

The Sickness Benefit is payable in the form of cash compensation at the rate of 70% of wages to insured workers during the periods of certified sickness for a maximum of 91 days in a year. In order to qualify for sickness benefit the insured worker is required to contribute for 78 days in a contribution period of 6 months.

5. Extended sickness benefit

In the case of Insured Persons suffering from 34 malignant and long-term diseases Sickness Benefit is extendable upto two years at an enhanced rate of 80 per cent of wages.

6. Enhanced sickness benefit

Insured persons in the productive age group are eligible for enhanced sickness benefit for undergoing sterilization operation viz. Vasectomy / Tubectomy.

Enhanced Sickness Benefit equal to full wage is payable to insured persons undergoing sterilization for 7 days / 14 days for male and female workers respectively.

7. Disablement benefit

a. Temporary Disablement benefit

From day one of entering insurable employment & irrespective of having paid any contribution in case of employment injury the

benefit is provided to the Insured Persons. Temporary Disablement Benefit is payable at the rate of 90% of wage as long as disability continues.

b. Permanent disablement benefit

For permanent disabilities occurring during duty, the permanent disablement benefit is payable for life time of the insured persons, and the workers are eligible from the initial day of entering insurable employment.

The benefit is paid at the rate of 90% of wage in the form of monthly payment depending upon the extent of loss of earning capacity as certified by a Medical Board.

8. Unemployment allowance

a. Rajiv Gandhi Shramik Kalyan Yojana

Unemployment Allowance is payable in case of involuntary loss of employment due to closure of factory, retrenchment or permanent invalidity due to non-employment injury and payment of contribution for prior to the loss of employment. The Scheme is payable for a minimum period of two years in which 50% of the average daily wages for the first 12 months and 25% for the next 12 months apart from medical treatment upto 24 months.

b. Atal Beemit Vyakti Kalyan Yojana

The ESI Corporation is providing the relief not exceeding 25% pay in the form of cash compensation upto ninety days once in a lifetime for being rendered unemployment to the Insured Persons who have completed two years of insurable employment and contributed not less than seventy eight days in each of the four contribution periods. The Scheme was introduced w.e.f. 01.07.2018.

5.7. OTHER BENEFITS UNDER THE ESI SCHEME

❖ Funeral Benefit

An amount of Rs.15,000/- is payable to the dependents or to the person who performs last rites from day one of entering insurable employment.

❖ Confinement Expenses

Allowance of Rs.7,500/- to an insured woman or to the wife of an insured person, in case of confinement occurring in a place where necessary maternity facilities under ESI Institution are not available.

❖ Old Age Medical Care

Old age medical care is provided for the Insured Person after retirement on

attaining the age of superannuation or under VRS / ERS and persons who had to leave the service due to permanent disabled Insured Persons and Spouse at a nominal contribution of Rs.120/- per annum.

- ❖ Free supply of physical aids such as crutches, wheel chairs, dentures, spectacles and Hearing Aids.
- ❖ Preventive health care services such as Immunisation, HIV / AIDS detection and treatment.
- ❖ Implementation of National Programmes for family welfare and TB control.

5.8. HOSPITAL DEVELOPMENT COMMITTEE

The Hospital development funds are provided to the ESI Hospitals and ESI Dispensaries through the Hospital Development

Committee for the maintenance of minor and major repairs of buildings, and also for the purchase and repair of Medical equipment. The Hospital Development committee meets once in two months and is directly funded by the State Medical Officer, ESI Corporation, Chennai.

5.9. REIMBURSEMENT OF MEDICAL EXPENSES INCURRED IN PRIVATE HOSPITALS BY THE ESI BENEFICIARIES

5.9.1. Package deal (Tie-up Hospitals)

There are 77 speciality and 103 super speciality tie-up private hospitals for providing cashless treatment under package deal (CGHS Rate) to the Insured persons and their family members. Based on the referral recommendations made by the Medical Officers of the ESI Dispensaries and the Medical Superintendent of the ESI Hospitals, the insured

persons and their family members are admitted in private tie-up hospitals. Cashless treatment is provided to them and the hospital bills are directly settled under the package deal agreement signed by the concerned hospitals and the Directorate of Medical and Rural Health Services (ESI), Chennai.

5.10. STEPS TAKEN DURING THE COVID-19 PANDEMIC

Due to COVID-19 spread the ESI Hospitals Ayanavaram, Sivakasi, Salem, Vellore and Hosur have been converted as COVID Health Care Centre (CHCC) and treated 8,769 COVID patients.

5.11. ESIC COVID-19 RELIEF SCHEME

In the event of unfortunate death of the worker covered under Employees' State Insurance Act, 1948 due to COVID - 19, 90% of

the average wages of the deceased worker will be distributed among the eligible dependent every month and will be paid directly to the bank account. The Spouse of the deceased worker is also eligible for medical care on nominal contribution of Rs.120 per year. The scheme also covers COVID-19 related deaths occurring within 30 days after recovery from COVID-19.

**C.V. GANESAN
MINISTER FOR LABOUR WELFARE AND
SKILL DEVELOPMENT**

LABOUR DEPARTMENT



The Hon'ble Chief Minister has inaugurated the disbursement of Welfare Scheme Assistance for 50,721 registered workers of 18 Unorganised Workers Welfare Boards and Rs.12.35 crore has been disbursed to them at the Secretariat on 01.12.2021.

DEPARTMENT OF EMPLOYMENT AND TRAINING (EMPLOYMENT WING)



Hon'ble Chief Minister of Tamil Nadu inaugurated Telecast of the Coaching Classes for the Competitive Examinations through Kalvi Television on 20.03.2022.

**DEPARTMENT OF EMPLOYMENT AND TRAINING
(EMPLOYMENT WING)**



Hon'ble Chief Minister of Tamil Nadu issued Placement Orders to the jobseekers who got placement in the Private Sector Mega Job Fair conducted by the Labour Welfare and Skill Development Department on 20.03.2022 at Vandalur in Chengalpattu District.

**DEPARTMENT OF EMPLOYMENT AND TRAINING
(TRAINING WING)**



Hon'ble Chief Minister of Tamil Nadu inaugurated the classrooms, workshop buildings and hostel buildings constructed at Government Industrial Training Institutes at an estimated cost of Rs.21.63 crore at Secretariat on 11.12.2021.

TAMIL NADU SKILL DEVELOPMENT CORPORATION



In the Presence of Hon'ble Chief Minister of Tamil Nadu, the Tamil Nadu Skill Development Corporation and British Council signed Memorandum of Understanding at Secretariat on 08.03.2022.



The Hon'ble Chief Minister of Tamil Nadu gave away the Cash Award for the Best District Skill Development Plan to the Collector, Coimbatore District, in District Collectors' Conference held on 12.03.2022.

TAMIL NADU SKILL DEVELOPMENT CORPORATION



Tamil Nadu Youths who won Medals in India Skills Competitions were Honoured with Cash Awards by the Hon'ble Chief Minister of Tamil Nadu.

DEPARTMENT OF EMPLOYMENT AND TRAINING (EMPLOYMENT WING)



Thiru. Udhayanidhi Stalin, Member of Legislative Assembly (Chepauk-Triplicane) issued Placement Orders to the jobseekers who got placement in the Private Sector Mega Job Fair conducted in Ranipet District on 12.03.2022. Hon'ble Minister for Handlooms and Textiles, Thiru.R.Gandhi and Hon'ble Minister for Labour Welfare and Skill Development Thiru.C.V.Ganesan participated in the programme.

LABOUR DEPARTMENT



Hon'ble Minister for Labour Welfare and Skill Development, Thiru C.V. Ganesan issued appointment order for 9 Junior Assistants who have been appointed on Compassionate Grounds.

DEPARTMENT OF EMPLOYMENT AND TRAINING (EMPLOYMENT WING)



Hon'ble Minister for Milk and Dairy Development Thiru S.M.Naser and Hon'ble Minister for Labour Welfare and Skill Development Thiru C.V.Ganesan issued Placement Orders to the jobseekers who got placement in the Private Sector Mega Job Fair conducted in Thiruvallur District on 18.12.2021.

**DEPARTMENT OF EMPLOYMENT AND TRAINING
(EMPLOYMENT WING)**



Hon'ble Minister for Labour Welfare and Skill Development Thiru C.V.Ganesan, issued Placement Orders to the jobseekers who got placement in the Private Sector Mega Job Fair conducted at Tittagudi in Cuddalore District on 04.12.2021.

**DEPARTMENT OF EMPLOYMENT AND TRAINING
(TRAINING WING)**



Hon'ble Minister for Labour Welfare and Skill Development, Inspecting Wiremen Trade Practical Training at Government ITI, Madurai along with Hon'ble Minister for Finance and Human Resources Management and Hon'ble Minister for Commercial Taxes and Registration.

**DEPARTMENT OF EMPLOYMENT AND TRAINING
(TRAINING WING)**



Hon'ble Minister for Labour Welfare and Skill Development inspecting Mechanic Motor Vehicle Trade at Government ITI, Radhapuram along with Hon'ble Speaker of Tamil Nadu Legislative Assembly.



Hon'ble Minister for Labour Welfare and Skill Development inspecting Government ITI, Ambattur along with Secretary, Labour Welfare and Skill Development Department and Director of Employment and Training.

TAMIL NADU SKILL DEVELOPMENT CORPORATION



In the presence of Hon'ble Minister for Labour Welfare and Skill Development, the Tamil Nadu Skill Development Corporation and 11 Sector Skill Councils (SSCs) signed a Memorandum of Understanding on 09.03.2022.

