



LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

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DEMAND No.32

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WELFARE AND SKILL DEVELOPMENT**

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LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

Introduction

The Labour Welfare and Skill Development Department aims to improve the working atmosphere for workers in organised and unorganised sectors and to ensure their welfare through implementation of new policies / programmes / schemes. This Department is committed to provide measures to ensure safe and healthy working conditions for every worker. Besides, this Department manages the activities by the Employment wing of the Commissionerate of Employment and Training in providing Career Guidance, offering free coaching classes for competitive examinations, private placements in addition to giving assistance to the unemployed Youth and Differently Aabled. The functions of the

various Industrial Training Institutes are also managed by this Department.

The following Heads of Departments are functioning under this department.

- i. Commissionerate of Labour
- ii. Commissionerate of Employment and Training
- iii. Directorate of Industrial Safety and Health
- iv. Directorate of Medical and Rural Health Services (Employees State Insurance Scheme)

The main functions of the Department consists of enforcement of various Labour Legislations, conciliation, delivery of Social Security Schemes to unorganised workers through

unorganised workers welfare boards, occupational health and safety of workers in factories and the construction workers, Career Guidance, Private placements, training through ITIs, providing free and full medical facilities to the insured persons and their dependents.

1. LABOUR DEPARTMENT

1.1. ADMINISTRATIVE SET-UP

The department is headed by the Commissioner of Labour who is assisted by 550 officers of various categories. At the district level, Assistant Commissioner level officers manage the regulatory and social welfare activities of the department.

1.2 LAWS ENFORCED BY THE DEPARTMENT

The details of various labour laws enforced by the Labour Department are as follows:

1.2.1. Laws relating to Industrial Relations

The laws governing industrial relations are The Industrial Disputes Act, 1947, The Trade

Unions Act, 1926 and The Industrial Employment (Standing Orders) Act, 1946.

These laws define the role of employers, employees, their representatives and the Government in maintaining industrial relations. These Acts also prescribe the procedures for industrial dispute resolution, mechanism for industrial relations, collective bargaining, and registration of trade unions.

1.2.1.1. The Industrial Disputes Act, 1947

The Industrial Disputes Act is a social legislation, that tries to maintain a balance between the interests of labour and industrial growth by ensuring industrial peace and harmony. It provides mechanism and procedures for investigation and settlement of industrial disputes by conciliation, arbitration and adjudication.

In order to maintain industrial peace, the Conciliation Officers of Labour Department make all efforts to resolve the disputes through settlement between the representatives of the workmen and management.

During the financial year 2023-2024, the conciliation officers have resolved 1,815 industrial disputes amicably and strikes in 15 Industries have also been resolved thus protecting the interests of more than 5,000 workers.

Labour courts have been setup with the objective of maintaining peace and harmony in the industrial sector by quick and timely disposal of industrial disputes through adjudication.

In Tamil Nadu there are 18 Labour Courts for adjudicating upon the industrial disputes that are referred to it by the State Government.

Industrial Tribunals are adjudicating bodies that deal with the matters specified in the third schedule annexed to the Industrial Disputes Act, 1947. One Industrial Tribunal is functioning at Chennai.

1.2.1.2. The Industrial Employment (Standing Orders) Act, 1946

This act requires the employers of Industrial Establishment to define the conditions of employment under certified standing orders. This Act is applicable to the establishments where 20 or more workers are employed. During the financial year 2023-2024, 434 standing orders of industrial establishments were certified by the Zonal Additional Commissioners of Labour.

1.2.1.3. The Trade Unions Act, 1926

The Trade Unions Act, 1926 is a regulatory legislation enacted to empower the workers to form a trade union and to protect their rights. This Act provides for the registration of Trade Unions and also certain privileges and protection to the registered trade unions. During the financial year 2023-2024, 229 new Trade Unions have been registered under this Act.

1.3.1. Laws relating to Wages

The laws regulating wages are The Payment of Wages Act, 1936, The Minimum Wages Act, 1948, The Equal Remuneration Act, 1976 and The Payment of Bonus Act, 1965.

1.3.1.1. The Payment of Wages Act, 1936

This Act intends to protect employed persons from unauthorised deductions, ensures timely payment of wages and takes care of speedy disposal of the claims related to wages. Wages must be paid by employer before the 7th day of a month where the number of persons employed is less than 1000 and before the 10th day if the number is more than 1000. This Act applies to employed persons with wages upto Rs.24,000/- per month. Employers are permitted to make only the authorised deductions, under the Act.

The Commissioners for Employees' Compensation have been notified as authorities to hear and decide the claims under this Act. During the financial year 2023-2024, 15,735 inspections

were made and 6 cases were disposed of in the courts along with a fine amount of Rs.14,000/- for various contraventions. Besides this, 117 claims were disposed of and Rs.56,62,066/- was ordered to be paid to the workmen.

1.3.1.2. The Minimum Wages Act, 1948

The Minimum Wages Act, 1948 provides for fixation / periodic revision of minimum wages for the scheduled employments by the appropriate Government.

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. The Minimum Wage is revised once in 4 years.

The Regional Joint Commissioners of Labour have been notified as authorities for hearing and deciding claim petitions under section 20 of the Minimum Wages Act, 1948.

During the financial year 2023-2024, enforcement officers have conducted 30,793 inspections and 34 cases were disposed with a fine amount of Rs. 46,460 for various contraventions. 907 claims were filed before the Regional Joint Commissioners of Labour and 945 claims were disposed off and Rs.8,48,31,994/- have been ordered to be paid to the workmen.

1.3.1.3. The Equal Remuneration Act, 1976

The Act provides for the payment of equal remuneration to men and women workers and for prevention of discrimination on the ground of gender against women in the matter of Employment. During the financial year 2023-2024, enforcement officers have made 9,319 inspections.

1.3.1.4. The Payment of Bonus Act, 1965

The Act provides for the payment of bonus to persons employed, on the basis of profit or production or productivity in factories and establishments, where 20 or more persons are employed.

The bonus should be paid within 8 months from the close of the accounting year.

To be eligible for bonus the employees' salary must not exceed Rs.21,000/- per month and they should have worked in the establishment for at least 30 days in an accounting year.

The bonus shall be calculated as if the salary of the employees is Rs.7,000/- per month or the Minimum wages for the scheduled employment as fixed by the appropriate Government, whichever is higher. The Right to receive the minimum bonus is a statutory right of an employee.

1.3.2. Laws relating to regulation of Employment and Working Conditions

These laws regulate and emphasize conducive environment for workers working in

shops, commercial establishments, catering establishments, motor transport undertakings, plantations, beedi and cigar establishments, newspaper establishments.

1.3.2.1. The Tamil Nadu Shops and Establishments Act, 1947

This Act regulates conditions of employment of workers employed in shops and commercial establishments. During the year 2022-2024, 38,162 inspections were made. Based on various contraventions 10,187 cases were compounded for various offences and a sum of Rs.20,38,100/- was collected as compounding fee; 8 cases were disposed off in courts with a fine amount of Rs.15,000/- imposed against employers.

The Regional Joint Commissioners of Labour have been notified as appellate authorities. During

the financial year 2023-2024, 87 appeal petitions were disposed off.

1.3.2.2. The Tamil Nadu Catering Establishments Act, 1958

The Act regulates employment of workers in catering establishments, including hotels and restaurants. During the financial year 2023-2024, a sum of Rs.2,39,96,767/- was collected as registration, renewal and amendment fee from the employers of catering establishments; 17,685 inspections were made and contraventions were noticed in 6,683 cases and a sum of Rs.11,46,800/- was collected as compounding fee.

Under Section 19 of the Act, the Assistant Commissioners of Labour (Conciliation) have been

notified as appellate authorities to hear and decide the cases related to dismissal.

1.3.2.3. The Motor Transport Workers Act, 1961

This Act regulates the welfare of motor transport workers and conditions of their work. During the financial year 2023-2024, 175 Motor Transport Undertakings have been newly registered under this Act. Further, as on 31.03.2024, a total of 2,860 motor transport undertaking have been registered under this Act and 1,23,972 Workers are employed in these establishments. During the financial year 2023-2024, a sum of Rs.72,74,042/- has been collected as fee towards registration, renewal, amendment and transfer processes. During this period, 1,291 Inspections were made, out of which 264

contraventions were noticed and a sum of Rs.79,500/- has been collected as compounding fee.

1.3.2.4. The Plantations Labour Act, 1951 in Plantations

The Plantations Labour Act has been enacted to provide for the welfare of the plantation labour and to regulate the conditions of work in plantations.

There are 2,230 plantations in Tamil Nadu covering an area of 62,334 hectares of which, 697 are registered plantations covering an area of 54,879 hectares and 1,533 unregistered plantations covering an area of 7,455 hectares. The total number of workers engaged in plantations is 57,126 of which, 22,481 are men and 34,645 are women.

To ensure the welfare facilities to the plantation workers, 1,955 inspections were made during the financial year 2023-2024, 51 contraventions were noticed and 60 cases have been disposed off in various courts with a fine amount of Rs.3,79,000 /-against the contravened employers.

The following facilities are provided under The Plantations Labour Act, 1951:

The Plantations Labour Act, 1951 provides for the construction of houses by the employer for use of plantation workers free of cost. In Tamil Nadu so far 40,770 houses have been constructed for the plantation workers. During the financial year 2023-2024, 27 contraventions were noticed and 14 cases were disposed and an amount of Rs.84,000/- was collected as fine. Besides

Housing facilities, the employer has to provide facilities such as creches, education facilities to the children of plantation workers and canteen, potable drinking water and provision of warm clothing, Medical Facilities etc., to the plantation workers.

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

This Act provides for the welfare of the workers in beedi and cigar establishments and regulates the conditions of their work. 1,456 inspections were made during the financial year 2023-2024, 31 cases were disposed of by the Court and Rs. 8,500/- was collected as fine amount.

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

This Act regulates the conditions of service of working journalists and other persons employed in newspaper establishments. 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. The recommendations of the 'Majithia Wage Board' are in force with effect from 11.11.2011. Out of the 72 Newspaper establishments in the State, all the 72 establishments have fully implemented the recommendations of the Majithia wage Board.

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

This Act provides for grant of national, festival & special holidays with wages to persons employed in industrial establishments. During the financial year 2023-2024, a total of 17,685 inspections were made. 5,651 contraventions were noticed under this Act and a sum of Rs.33,56,250/- was collected as compounding fee; 12 cases were disposed off in courts with a fine amount of Rs.10,000/- imposed against the employers for various contraventions.

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

This Act is applicable to every establishment and contractor employing 20 or more contract

labours. This Act regulates employment of contract labour in certain establishments and provides for its abolition in certain circumstances. 471 Registration Certificates and 317 Licenses were issued to the principal employers and contractors respectively during the financial year 2023-2024.

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

This Act is enacted to regulate the employment of inter-state migrant workmen and to provide for their conditions of service.

It applies to every establishment, and every contractor who employs five or more inter-state Migrant Workers.

During the financial year 2023-2024, 28 Registration Certificates and 21 Licences were issued under the Act to the principal employers and contractors respectively.

1.3.3. Elimination of Child Labour and Regulation of Adolescent Labour

Child Labour is a social evil that has its roots in the complex Socio-economic structure of our society. The goal of eradication of child labour and regulation of service conditions of adolescent labour in non-hazardous occupations have been a prime importance to the Government of Tamil Nadu. 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

Labour Department and the Directorate of Industrial Safety and Health. Tamil Nadu has also emerged as an example for other States in the sphere of elimination of child labour.

During the financial year 2023-2024, regular inspection and special inspections were conducted in 44,051 establishments. 268 violations were noticed and 65 child and 274 adolescent labourers were rescued and rehabilitated. 57 cases were filed and 103 cases (including previous pending) ended in conviction. Total fine imposed for these violations was Rs.19,42,500/-.

Awareness Generation

12th June of every year is observed as “World Anti Child Labour Day” to create awareness among the public. All districts have taken up various activities for awareness creation like oath taking in Government offices, rallies, human chains and awareness campaigns.

State Level Anti-Child Labour Day Awareness Programme was observed on 12.06.2024 at Anna Centenary Library, Chennai.

1.3.4. Abolition of Bonded Labour System

In order to combat this social evil, this Government has adopted multipronged strategy which includes the legislative and project based approaches. This Government has taken various proactive measures for abolition of bonded labour

and for providing them livelihood, health, safety and childrens' education.

Rescue and Release

On receipt of complaints regarding bonded labour system, if bondage is found, they are rescued immediately and the Revenue Divisional Officer along with Assistant Commissioner of Labour (Enforcement), and officials of Directorate of Industrial Safety and Health, Police, Health and other line departments, conduct preliminary investigation to ascertain the fact of the complaint. The authorities concerned issue a release certificate to each rescued bonded labourer within 24 hours. If the released bonded labourers are interstate migrant workers, they are repatriated to their native places.

Rehabilitation

Government has sanctioned a sum of Rs.133 lakh for creation of permanent corpus fund for rehabilitation of bonded labour in all the 38 districts as per their needs. The rescued bonded labourers are rehabilitated with immediate assistance amount of Rs.30,000, public distribution system ration card, community certificate, employment, education, skill training, enrollment in Self Help Groups 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.

An amount of Rs.1.00 lakh for adult male, Rs.2.00 lakh for women and children and Rs.3.00 lakh for the cases of deprivation or

marginalization are paid as final rehabilitation assistance, after proof of bondage in court.

During the financial year 2023-2024, 196 bonded labourers were rescued and a sum of Rs.58,80,000/- was paid as immediate assistance to 203 rescued bonded labourers (including those bonded labourers in previous years rescued).

Awareness Workshop – North Chennai

As more number of child and bonded labourers were identified in many places in North Chennai in recent times, an awareness workshop on the challenges faced in Identification, Release and Rehabilitation of Child Labour/ Bonded Labour in North Chennai was conducted at Southern India Chamber of Commerce, Chennai on 05.09.2023. During the awareness workshop the employer's associations signed a resolution ensuring that

they would not engage any form of child and bonded labourers in their domestic work as well as in their shops/establishments.

Trainings

Government has sanctioned a sum of Rs.5.60 lakh for conducting training programmes to the Labour and line department officials at Anna Administrative Staff College, Chennai. Training was conducted during the month of November and December 2023 for the Labour Department and line Department enforcement officials. 124 officials participated and benefitted.

Release of Short Film

Government has sanctioned a sum of Rs.4.00 lakh for producing a short film for creating awareness among the public. By utilising

the amount a short film was produced and the same was released by the Hon'ble Minister for Labour Welfare and Skill Development on 15.12.2023. It was screened in all theatres throughout the state to create awareness among the general public.

Awareness Generation

State Government has sanctioned a sum of Rs.3.80 Lakh for conducting awareness programme for Bonded Labour Abolition Day in all Districts and awareness programmes conducted at District level.

During the Bonded Labour Abolition Day observed on 9th February 2024, awareness programmes like distribution of bit notices, fixing of banners in public places, signature campaign,

street play, pasting of stickers with awareness slogans in various public places, buses, and autos etc., were conducted.

A State Level Bonded Labour Abolition Day Programme was conducted on 9th February 2024 at Thyagaraya Nagar, Chennai. The Hon'ble Minister for Labour Welfare and Skill Development presided over the awareness programme and officials from various departments also participated.

Awards for best performing enforcement officials in the field of abolition of bonded labour were given to the officials of the Police, Revenue, Directorate of Industrial Safety and Health and Labour Department. A short play was conducted

and the short film on abolition of bonded labour system also screened.

1.3.5. Law relating to Consumer Protection

1.3.5.1. The Legal Metrology Act, 2009

This Act was enacted to enforce standards of weights and measures and to protect the interest of consumers. There are 434 Legal Metrology Officials in the state who inspect, verify and stamp the weighing and measuring instruments and issue verification certificates.

During the financial year 2023-2024, 48,892 inspections were made by the Legal Metrology Officials and 8,364 contraventions were noticed and a compounding fee of Rs.89.07 lakh have been collected and a fine

amount of Rs.75,000/- has been levied by the court.

During the financial year 2023-2024, 814 Manufacturer / Dealer / Repairer Licenses have been issued / renewed and an amount of Rs.35.08 lakh has been collected as License fee and Renewal fee.

Online Stamping

In order to protect the interest of the public and consumers and to ease out the procedure for traders while applying for verification of weights and measures, online stamping facility has been introduced from 23.02.2022 and is being implemented successfully. During the financial year 2023-2024, 3,88,164 online applications has been received and an amount of Rs.64.75 crore has been collected as stamping 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.

During the financial year 2023-2024, 14,727 establishments were inspected and 1,522 contraventions were noticed, and a compounding fee of Rs.93.24 Lakh has been collected and a fine amount of Rs.1,05,000/- has been levied by the

court and 847 Packer / Importer Registration Certificates has been issued and an amount of Rs.6.01 lakh has been collected as Registration fee.

1.3.6. 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 by the laws relating to social security.

1.3.6.1. The Employees' Compensation Act, 1923

The Employees' Compensation Act, 1923 provides for compensation to employees or their dependents in case of accident arising out of and in the course of employment, resulting in disablement or death. This Act provides quick disposal of claims relating to compensation in comparison with the proceedings of civil law.

The Regional Joint Commissioners of Labour have been notified as Commissioners for Employees' Compensation to hear and decide the claims under the Act. The compensation amount awarded is deposited by the Employers / Insurance Companies with the Commissioner for Employees' Compensation. During the financial year 2023-2024, 2,206 cases were disposed off

and a sum of Rs.88,33,21,419/- was ordered as compensation.

1.3.6.2. The Payment of Gratuity Act, 1972

Under the Act, an employee is entitled for the payment of gratuity on rendering 5 years of continuous service on superannuation, retirement, resignation, death, disablement due to accident or illness. However, 5 years of continuous service is not mandatory if 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.

2,280 claims were disposed off and a sum of Rs.18,99,67,650/- was ordered as gratuity amount to be paid to the claimants and 245 appeal petitions were heard and disposed off during the financial year 2023-2024.

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

Under the Act an employee who is placed under suspension shall, during the period of such suspension, be entitled to receive payment from the employer as subsistence allowance.

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 are notified as Appellate Authorities under this Act.

218 claims were disposed off and a sum of Rs.1,09,22,048/- was ordered to be paid as subsistence allowance to the claimants and 17 appeal petitions were heard and disposed during the financial year 2023-2024.

1.3.6.4. The Maternity Benefit Act, 1961

This Act regulates and ensures employment, paid maternity leave, and certain maternity benefits for women for the period before and after childbirth. This Act covers all establishments that employ 10 or more people. This Act provides for 26 weeks maternity leave for women workers (8 Weeks before delivery and 18 weeks after delivery). As per the Act, a women employee must have worked as an employee in an establishment for a period of at least 80 days in the 12 months preceding the date of her

expected date of delivery. When a woman employee adopts a child under 3 months old, she is eligible for maternity leave for 12 weeks.

8,531 inspections have been carried out under this Act during the financial year 2023-2024. 4 cases were disposed off in the court with a fine amount of Rs.1,000/- imposed against employer.

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

This Act insists upon conferment of permanent status to workmen in an industrial establishment who is in continuous service of 480 days within a period of 24 months. The Assistant Commissioners of Labour (Enforcement) and the

Assistant Commissioners of Labour (Plantations) have been notified as authorities under this Act.

76 claim petitions seeking permanency were disposed and orders for conferring permanent status were issued to 395 workmen during the financial year 2023-2024.

1.4. SOCIAL SECURITY SCHEMES

1.4.1. Unorganized Workers Welfare Boards

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

Tamil Nadu is a pioneer among the states in enacting law for providing social security assistances for unorganized workers with respect to Education, Marriage, Maternity, Natural Death, Accidental Death, Accidental Disability, Monthly Pension and Family Pension.

The Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982 and the schemes enacted thereunder provide social security schemes and welfare assistances to the Unorganized Workers, engaged in 71 (Manual) and 54 (Construction) categories of workers specified in the schedule appended to the Act.

The Government has constituted, the following 20 Unorganized Workers Welfare Boards under the Labour Welfare and Skill Development Department:

| 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 Unorganized 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 |
| 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 Powerloom 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 |
| 19 | Tamil Nadu Salt Pan Workers Welfare Board |
| 20 | Tamil Nadu Platform Based Gig Workers Welfare Board |

Functions of Boards

All the functions of the Boards have been computerized to ensure that welfare assistance provided for the welfare of unorganized workers reaches the right beneficiaries. Due to this hassle free arrangement, the unorganized workers are able to submit the applications for Registration, Renewal and Claims through online at the internet service centres situated near their residence without affecting their employment.

The District Monitoring Committee headed by the District Collector monitors the timely disbursement of benefits to the members. The disbursement of welfare scheme assistances are directly transferred to the bank accounts of the beneficiaries / registered unorganised workers through electronic clearing system (ECS) mode.

Progress of registration in unorganized workers welfare boards

During the period from 07.05.2021 to 31.03.2024, 11,04,725 Construction workers and 4,94,386 unorganized workers have been registered in the unorganized workers welfare boards.

Welfare Assurances

During the period between 07.05.2021 and 31.03.2024, welfare assurances to the tune of Rs.1,529,99,67,291/- have been provided to 18,46,945 beneficiaries.

Types of Welfare Scheme Assurances

Unorganized Workers Welfare Boards provide the following financial assurances to the registered workers, as Social Security Schemes.

| Sl. No. | WELFARE SCHEME ASSISTANCE | Tamil Nadu Construction Workers Welfare Board | Tamil Nadu Manual Workers Social Security and Welfare Board and Other Boards | Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board |
|----------------|--|--|---|---|
| | | Amount (Rs.) | Amount (Rs.) | Amount (Rs.) |
| 1. | Personal Accident Relief | | | |
| | a) Accidental Death | 2,00,000 | 2,00,000 (for Fire and Match Workers) 1,25,000/- (For other Boards) | 2,00,000 |
| | b) Accidental Disability (based on extent of Disability) | upto 1,00,000 | upto 1,00,000 | upto 1,00,000 |
| | c) Accidental Death at work site and | 5,00,000 | -- | -- |

| Sl. No. | WELFARE SCHEME ASSISTANCE | Tamil Nadu Construction Workers Welfare Board | Tamil Nadu Manual Workers Social Security and Welfare Board and Other Boards | Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board |
|----------------|--|--|---|---|
| | | Amount (Rs.) | Amount (Rs.) | Amount (Rs.) |
| | death even after admitted in hospitals. (during the course of employment) (including unregistered workers) | | | |
| 2. | Natural Death Assistance | 50,000 | 30,000 | 50,000 |
| 3. | Funeral Assistance | 5,000 | 5,000 | 5,000 |
| 4. | Marriage Assistance (a) for men (b) for women | 20,000 20,000 | 3,000 5,000 | 3,000 5,000 |

| Sl. No. | WELFARE SCHEME ASSISTANCE | Tamil Nadu Construction Workers Welfare Board | Tamil Nadu Manual Workers Social Security and Welfare Board and Other Boards | Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board |
|----------------|---|--|---|---|
| | | Amount (Rs.) | Amount (Rs.) | Amount (Rs.) |
| | | | | |
| 5. | Maternity Assistance Miscarriage/Medical Termination of Pregnancy | 18,000 3,000 | 6,000 3,000 | 18,000 3,000 |
| 6. | Educational Assistance a) Studying from 6 th Std to 9 th Std | | | |
| | | 1,000 | 1,000 | 1,000 |

| Sl. No. | WELFARE SCHEME ASSISTANCE | Tamil Nadu Construction Workers Welfare Board | Tamil Nadu Manual Workers Social Security and Welfare Board and Other Boards | Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board |
|----------------|--|--|---|---|
| | | Amount (Rs.) | Amount (Rs.) | Amount (Rs.) |
| | b) Girl Children studying 10 th Std | 2,400 | 1,000 | 1,000 |
| | c) 10 th passed | 2,400 | 1,000 | 1,000 |
| | d) Girl Children studying 11 th Std | 3,000 | 1,000 | 1,000 |
| | e) Girl Children studying 12 th Std | 3,000 | 1,500 | 1,500 |
| | f) 12 th passed | 3,000 | 1,500 | 1,500 |
| | g) Regular Degree Course | 4,000 | 1,500 | 4,000 |

| Sl. No. | WELFARE SCHEME ASSISTANCE | Tamil Nadu Construction Workers Welfare Board | Tamil Nadu Manual Workers Social Security and Welfare Board and Other Boards | Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board |
|---------|---------------------------------|---|--|--|
| | | Amount (Rs.) | Amount (Rs.) | Amount (Rs.) |
| | | | | |
| | with Hostel facility | 4,000 | 1,750 | 4,000 |
| | h) Regular Post Graduate Course | 4,000 | 4,000 | 4,000 |
| | with Hostel facility | 5,000 | 5,000 | 5,000 |
| | i) Professional Degree Course | 4,000 | 4,000 | 4,000 |

| Sl. No. | WELFARE SCHEME ASSISTANCE | Tamil Nadu Construction Workers Welfare Board | Tamil Nadu Manual Workers Social Security and Welfare Board and Other Boards | Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board |
|----------------|----------------------------------|--|---|---|
| | | Amount (Rs.) | Amount (Rs.) | Amount (Rs.) |
| | with Hostel facility | 6,000 | 6,000 | 6,000 |
| | j) Professional P.G Course | 6,000 | 6,000 | 6,000 |
| | with Hostel facility | 8,000 | 8,000 | 8,000 |
| | k) ITI or Polytechnic | 3,000 | 1,000 | 3,000 |
| | with Hostel facility | 3,000 | 1,200 | 3,000 |
| | l) Studying | Tuition fees, | -- | -- |

| Sl. No. | WELFARE SCHEME ASSISTANCE | Tamil Nadu Construction Workers Welfare Board | Tamil Nadu Manual Workers Social Security and Welfare Board and Other Boards | Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board |
|----------------|---|--|---|---|
| | | Amount (Rs.) | Amount (Rs.) | Amount (Rs.) |
| | regular professional courses in Indian Institute of Technology (IIT), Indian Institute of Management (IIM) and Under Graduate Medical Degree Course (MBBS) in Government Medical Colleges in Tamil Nadu (every academic year) | Hostel fees in full and Rs.50,000/- for standard of living to the children of registered workers | | |

| Sl. No. | WELFARE SCHEME ASSISTANCE | Tamil Nadu Construction Workers Welfare Board | Tamil Nadu Manual Workers Social Security and Welfare Board and Other Boards | Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board |
|----------------|--|--|---|---|
| | | Amount (Rs.) | Amount (Rs.) | Amount (Rs.) |
| 7. | Reimbursement of cost of Spectacles | upto 750 | upto 750 | upto 750 |
| 8. | a) Pension / Disability Pension | 1200 (Per month) | 1200 (Per month) | 1200 (Per month) |
| 9. | Family Pension | 500 (Per month) | -- | -- |
| 10. | Housing Scheme | upto Rs.4,00,000 | -- | -- |
| 11. | Financial support to repatriate the dead body of the deceased construction | Upto 1,00,000 | -- | -- |

| Sl. No. | WELFARE SCHEME ASSISTANCE | Tamil Nadu Construction Workers Welfare Board | Tamil Nadu Manual Workers Social Security and Welfare Board and Other Boards | Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board |
|----------------|--|--|---|---|
| | | Amount (Rs.) | Amount (Rs.) | Amount (Rs.) |
| | worker including ISM Worker to their native place / state | | | |
| 12. | Critical illness Scheme Assistance for Major Ailments such as Heart Surgery, Kidney Transplant, Dialysis, Cancer, Asthma, Silicosis and Paralysis. | 12,000 per annum (for 3 years) | -- | -- |
| 13. | Subsidy for the purchase of new auto rikshaw to | --- | -- | 1,00,000. (per individual) |

| Sl. No. | WELFARE SCHEME ASSISTANCE | Tamil Nadu Construction Workers Welfare Board | Tamil Nadu Manual Workers Social Security and Welfare Board and Other Boards | Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board |
|----------------|--|--|---|---|
| | | Amount (Rs.) | Amount (Rs.) | Amount (Rs.) |
| | 500 registered unorganised women and third gender drivers in Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board. | | | |

Source of Funds

The Tamil Nadu Construction Workers Welfare Board receives contribution 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.994.98 crore has been received as cess during the financial year 2023-2024.

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.24.35 crore has been received as additional tax during the financial year 2023-2024.

Tamil Nadu Manual Workers Social Security and Welfare Board and other 17 Welfare Boards receive Government Grants for implementing welfare schemes. The Government of Tamil Nadu

have sanctioned a grant amount of Rs.295.59 Crore in the budget estimate of the year 2023-2024.

Achievements of Unorganised Workers Welfare Boards

Details of Registration and Disbursement of Welfare Assistances from the inception of the Board upto 31.03.2024

| Sl. No. | Name of the Board | Registration (in Lakh) | Beneficiaries (in Lakh) | Amount (Rs. in Crore) |
|----------------|--|-------------------------------|--------------------------------|------------------------------|
| 1. | Tamil Nadu Construction Workers Welfare Board. | 23.91 | 30.22 | 1760.11 |
| 2. | Tamil Nadu Manual Workers Social Security and Welfare Board and 17 other Welfare Boards. | 18.25 | 39.84 | 1666.74 |

| Sl. No. | Name of the Board | Registration (in Lakh) | Beneficiaries (in Lakh) | Amount (Rs. in Crore) |
|----------------|--|-------------------------------|--------------------------------|------------------------------|
| 3. | Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board | 1.83 | 2.04 | 97.55 |
| Total | | 43.99 | 72.10 | 3524.40 |

Details of Registration and Disbursement of Welfare Assurances during the financial year 2023-2024

| Sl. No | Name of the Board | Registration (in Lakh) | Beneficiaries (in Lakh) | Amount (Rs. in Crore) |
|---------------|--|-------------------------------|--------------------------------|------------------------------|
| 1. | Tamil Nadu Construction Workers Welfare Board. | 1.98 | 4.99 | 416.03 |

| Sl. No | Name of the Board | Registration (in Lakh) | Beneficiaries (in Lakh) | Amount (Rs. in Crore) |
|---------------|--|-------------------------------|--------------------------------|------------------------------|
| 2. | Tamil Nadu Manual Workers Social Security and Welfare Board and 17 other welfare boards. | 0.73 | 2.55 | 276.74 |
| 3. | Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board | 0.15 | 0.27 | 22.19 |
| Total | | 2.86 | 7.81 | 714.96 |

In addition to the above benefits 3,66,375 pensioners are getting pension every month in Unorganised Workers Welfare Boards.

1.4.2. The Tamil Nadu Labour Welfare Board

The Tamil Nadu Labour Welfare Board was constituted under the Tamil Nadu Labour Fund Act, 1972 in the year 1975 to create a fund for providing social security to the workers and their dependents in the organized sector. 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.20/- and employers contribute Rs.40/- per worker and Government contribute Rs.20/- per worker every year. The Labour Welfare Board also receives the unpaid accumulations, fine amount imposed by

the Courts against the employers and compounding fees collected by the Enforcement Officers for violation of Labour Acts and Rules also constitute Labour Welfare Fund.

The Labour Welfare Fund is utilized for the following schemes:

- ❖ Marriage Assistance Scheme
- ❖ Education Scholarship and Educational Incentive
- ❖ Book Allowance
- ❖ Assistance for Basic Computer Training
- ❖ Assistance for purchasing Sewing Machine
- ❖ Assistance for Spectacles
- ❖ Free Supply of Question Bank for 10th Std. and 12th Std.
- ❖ Assistance for Entrance Coaching Classes
- ❖ District Level Sports Assistance

- ❖ State Level Sports Assistance
- ❖ Assistance for Natural Death and Funeral Expenses
- ❖ Assistance for Accidental Death and Funeral Expenses

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

'Jeeva Illam' a Guest House in Chennai was constructed to provide accommodation to representatives of workers.

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 financial year 2023-2024.

| Sl. No. | Schemes | Beneficiaries | Amount Rs. (in lakh) |
|----------------|--|----------------------|-----------------------------|
| 1. | Scholarship | 2036 | 48.90 |
| 2. | Book Allowance | 43 | 0.84 |
| 3. | Marriage Assistance | 1794 | 280.95 |
| 4. | Spectacles Assistance | 342 | 3.20 |
| 5. | Natural Death Assistance and Funeral Expenses | 243 | 90.15 |
| 6. | Accident Death Assistance and Funeral Expenses | 90 | 126.50 |
| 7. | Uzhaippavar Ulagam monthly magazine | 4100 (Monthly) | 8.05 |
| | TOTAL | 8648 | 558.59 |

1.5. Tamil Nadu Institute of Labour Studies

The Tamil Nadu Institute of Labour Studies was established by the Government of Tamil Nadu in 1973. It was registered under the Tamil Nadu Societies Registration Act and functions as a Society from 1988. Hon'ble Minister for Labour Welfare and Skill Development Department is the Chairman of the Governing Committee of this Institute. This Institute is functioning at Ambattur, Chennai. The Government of Tamil Nadu has sanctioned grants-in-aid of Rs.4,79,38,000/- for the financial year 2023-2024 for meeting the salary of the employees and faculty, electricity charges, vehicle expenses, etc.

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

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

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

Academic Activities

This Institute conducts academic courses i.e. B.A. (Labour Management) and M.A. (Labour Management) with affiliation to the University of Madras. The University of Madras has also recognized this Institute as a Research Institute to conduct part time and full time Ph.D. programmes on Labour Management. The Institute is also offering a part time (evening) one year P.G. Diploma Course called "Post Graduate

Diploma in Labour Administration" (PGDLA), and the "Diploma in Labour Laws with Administrative Law (Part time - week end) (D.L.L.& A.L.,) for the benefit of the employed people.

Placement

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

1.6. Tamil Nadu Academy of Construction

Tamil Nadu Academy of Construction was established at Thaiyur Village, Chengalpet for providing the skill, ability and knowledge of the workers in construction sector. The Tamil Nadu Skill Development Corporation has recognized

Tamil Nadu Academy of Construction as Centre of Excellence in Construction Sector.

Tamil Nadu Academy of Construction (TAC), Tamil Nadu Skill Development Corporation (TNSDC) and Construction Industry Development Council (CIDC) have jointly conducted a three days Skill Development Training Program for 1,679 registered Construction Workers from 07.05.2021 to 06.10.2023. During the training program Rs.500/- per day was given as loss of earning capacity for each worker.

This academy has been entrusted with the task of giving training to 5,000 registered construction workers annually in Skill Development and Skill Upgradation Program at the cost of Rs.5.86 crore. The first batch of the above said training commenced on 15.12.2023

and upto 31.03.2024 159 construction workers participated in the programme for 7 days. During the training programme Rs.800/- per day was given towards loss of earning capacity for each worker.

1.7. 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 the Labour Department's website <https://labour.tn.gov.in>. It has also enabled e-payment facility and 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 and 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 environment friendly paperless online filing of Combined Annual Returns have been introduced under the following Rules:

- The Tamil Nadu Catering Establishments Rules, 1959
- The Tamil Nadu Plantations Labour 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 Registers have been introduced under 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
- The Tamil Nadu Plantations Labour Rules, 1955.

2. DIRECTORATE OF INDUSTRIAL SAFETY AND HEALTH

Tamil Nadu has a highly developed industrial manufacturing eco-system due to robust infrastructure facilities, a peaceful industrial atmosphere and availability of abundant and highly skilled manpower. With a sustained and significant investment from leading automobile and electronic manufacturers, the State is maintaining its position as the leading player in automotive and electronic manufacturing sectors.

As on 31.03.2024, Tamil Nadu has 51,026 factories registered under the Factories Act, 1948 and 25,55,196 workers are employed therein. During the financial year 2023-2024, 2,528

factories employing 63,368 workers have been newly registered under the Act.

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.

2.1.1. Factories Act enforcement division

This division consists of one Senior Additional Director, six Additional Directors, 32 Joint Directors, 55 Deputy Directors, 46 Assistant Directors, One Chief Medical Officer and eight Assistant Civil Surgeons.

2.1.2. Building and Other Construction Workers Act Enforcement Division

This division consists of one Senior Additional Director, two Joint Directors, eight Deputy Directors, and 16 Assistant Directors.

2.2. Activities of Factories Act Enforcement

Division:

The Factories Division of the Directorate of Industrial Safety and Health, is committed to enforce the safety, health and welfare of the workers, employed in factories and carries out the following activities:

- I) Enforcement of Factories Act, 1948 and the Tamil Nadu Factories Rules, 1950 and other allied labour legislations in Factories.

II) Health and Safety promotional activities in factories.

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

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

The following labour legislations are enforced by the Directorate of Industrial Safety and Health in factories:

1. The Factories Act, 1948 and Tamil Nadu Factories Rules, 1950.

2. The Contract Labour (Regulation and Abolition) Act, 1970 and Tamil Nadu Rules, 1975.
3. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Tamil Nadu Rules, 1983
4. The Payment of Wages Act, 1936 and Tamil Nadu Rules, 1937.
5. The Minimum Wages Act, 1948 and Tamil Nadu Rules, 1953.
6. The Child and adolescent Labour (Prohibition and Regulation) Act, 1986 and Tamil Nadu Rules, 1994.
7. The Maternity Benefit Act, 1961 and Tamil Nadu Rules, 1967.

8. The Tamil Nadu Industrial Establishments (National Festival and special Holidays) Act, 1958 and Rules, 1959.
9. The Tamil Nadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981 and Rules, 1981.
10. The Equal Remuneration Act, 1976 and Rules, 1976.
11. The Tamil Nadu Payment of Subsistence Allowance Act, 1981 and Rules, 1981.
12. The Tamil Nadu Labour Welfare Fund Act, 1972 and Rules, 1973.
13. The Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988.
14. The Payment of Gratuity Act, 1972 and Tamil Nadu Rules, 1973.

15. The Payment of Bonus Act, 1965 and Rules 1975.
16. The Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989.
17. The Tamil Nadu Control of Industrial Major Accident Hazards Rules, 1994.

2.2.2. Promotion of Ease of Doing Business Initiatives in Factories:

Computerized risk-based inspection scheme in respect of factories has been introduced from 2017.

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 and the management could download the auto generated licence with the online payment of the appropriate licence fees through the web portal.

2.3. 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 ease of doing business:-

- (i) Inspection must be done for various acts at the same time in any particular Factory / Building and 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.

2.3.1. High Risk Factories:

Major Accident hazardous factories irrespective of the number of workers, 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 are categorised as “High Risk” factories.

2.3.2. 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 non-dangerous and non-hazardous factories employing more than 250 workers are categorised as "Medium Risk" factories.

2.3.3. Low Risk Factories:

Factories not involved in both dangerous operations (under Section 87 and Rule 95) and hazardous processes (listed under the schedule of Section 2(cb)) employing less than 250 workers are categorised 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 financial year 2023-2024, 10,650 inspections were carried out by the officials of the 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 proposed 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 have been amended. The Factories 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 could be furnished online in a single form and the duplication of filing of returns under various Labour Acts has been eliminated.

2.4. 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. Besides ensuring safety, the managements and workers are also educated on safe handling and working methods. During the financial year 2023-2024, 642 cases have been filed against the erring fireworks factory managements and fine amount of Rs.93,15,500/- was imposed by the courts. A state level committee and district level committees have been formed in all districts for fire and industrial safety. Multi department teams

have been formed for continuously monitoring the safety aspect. Detailed Standard Operating Procedures have been issued for operation of fireworks and matches sector units and for the inspecting teams.

2.4.1. Amendments in Inspection Scheme for Fireworks Factory

Considering the inherent hazards involved in the manufacturing activity and the fact that greater number of accidents occurred in fireworks factories when compared to the total number of accidents in other factories, amendments have been issued by the Government to increase the periodicity of inspection in fireworks factories.

Accordingly, all fireworks factories are categorized as High-Risk factories and are inspected once in every six months.

2.4.2. Special squads for fireworks industry

In Virudhunagar district, during the festival season, 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 initiated against the factory managements for the violations noticed during the inspections and prohibition orders to stop production are issued for the serious violations.

During the financial year 2023-2024, 508 squad inspections were conducted during Diwali season.

2.4.3. 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 resulting in a number of serious and fatal accidents. A Training Centre has been established in Sivakasi, to create awareness to foremen/supervisors and workers on safety measures to be followed in the manufacturing of fireworks. The 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

In this Training Centre, 78 batches of one month training classes have been conducted so far benefitting 1,568 foremen. During the financial year 2023-2024, one day training programs were conducted in 104 sessions benefitting 3,102 workers. In addition to this, workers involved in mixing & filling of chemicals and pellet making which are more prone to accidents are trained in this training centre. As on 31.03.2024, 80 one day training programs have been conducted benefitting 1,130 workers.

2.4.4. Safety Training programs for fireworks industry

Safety awareness is inculcated among the Fireworks workers by conducting periodical safety training programs at the factory premises. During these safety training programs, the important

safety practices to be adopted are explained to the workers by the Directorate officials.

Safety videos have been developed by the Directorate exclusively for the workers, managements and the traders of fireworks. The responsibilities of workers, managements as well as the traders have been vividly explained in these safety videos.

Safety training is also imparted to the workers by using the mobile propaganda vehicle equipped with all the facilities that is used exclusively for training purpose. Safety videos are screened to the workers during such training programs.

In addition to the above programs, a Safety Propaganda Committee headed by Joint Director (Registration) has been constituted in Madurai

region to impart specific safety training for the fireworks factories workers for reducing the occurrence of accidents.

2.4.5. Special efforts in Virudhunagar District for Fireworks Industry

The District level safety committee in Virudhunagar District has conducted 18 meetings so far. Based on the recommendations of the District level Safety committee, the following additional measures have been taken for accident prevention in fireworks industry:

1. Special Squads have been formed comprising officers from the Directorate of Industrial Safety and Health and departments like Revenue, Police and Fire and rescue services and

surprise inspections are being conducted throughout the year.

2. Squad inspections are conducted in villages to prevent illegal firecrackers manufacturing.
3. In all the boxes of different fire crackers and fancy crackers, printing of the term "No Child Labour Engaged" (NCLE) is made compulsory.
4. A PYRO book containing all the safety provisions and safe operating procedures to be followed by the workers and the manufacturers, which are enforced by different Government departments has been published for creating awareness.

5. Safety trainings given by the Training Centre of this Directorate at Sivakasi has been extended for the Revenue officials, Police department officials, mixing and filling workers, employers / owners and special training has also been given to the owners of District Magistrate Licensed fireworks units.
6. In Order to Facilitate the Public and workers to inform the unauthorized manufacturing of fire crackers, a toll free number has been introduced by the district authority.
7. The Owners of the Fireworks factories those who have no license to manufacture fancy crackers shall

display that “No Fancy crackers are manufactured”.

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.

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

2.5. Eradication of Child Labour in factories

The employment of children under the age of 14 years is prohibited as per the provisions of Section 67 of the Factories Act, 1948 and the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986. To prohibit the employment of children, periodical inspections are conducted in factories by officials of the Directorate.

Further, squad inspections are also conducted in coordination with the officials of the department of Revenue, Police and the staff of the National Child Labour Project to identify child labour employment in factories and small establishments. During the financial year 2023-2024, 8,384 inspections were conducted in factories, 27 Children were identified and 17 cases

have been filed in the courts against the defaulting employers and a fine amount of Rs.6,45,000/- have been imposed by the Courts. Also, 35 adolescents were identified in hazardous process industries and 11 cases have been filed against the defaulting employers and a fine amount of Rs.8,85,000/- have been imposed by the Courts.

2.6. 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.

2.6.1. 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 (MAH) factories. In Tamil Nadu 177 factories have been identified as major accident hazards factories as on 31.03.2024.

To assess the real time problem that may arise during emergency, mock drills are conducted periodically in these factories under the supervision of the officers of the Directorate.

During the financial year 2023-2024, 148 mock drills have been conducted.

2.6.2. Site Appraisal Committee

The State Government has constituted a Site Appraisal Committee as stipulated under Section 41A of the 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 environment and safe work practices right from the inception. During the financial year 2023-2024, the site appraisal committee has scrutinized 21 applications.

2.7. Health and safety promotional activities in factories.

2.7.1. Health Promotion Functions

A medical wing is functioning in the Directorate with one Chief Medical Officer and eight Assistant Civil Surgeons. They conduct periodical medical examination for the workers engaged in Dangerous and hazardous processes and for the canteen workers. They also suggest both clinical and other preventive measures. Medical fitness certificates are issued to adolescent workers. The Medical Officers also accompany the child labour squad inspection team for ascertaining the age of the child.

During the financial year 2023-2024, medical officers have issued 1,60,933 medical examination certificates to the workers engaged

in dangerous and hazardous process industries, 19,694 medical certificates to the canteen workers and 16,366 fitness certificates to the adolescent workers.

2.7.2. Safety Awareness Promotion

The officers of the 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 the 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 financial year 2023-2024, these committees have conducted 95 safety awareness campaigns benefitting 5,705 workers.

2.7.3. Safety Training

Safety training classes are periodically conducted by the officers of the Directorate in factory premises itself. During the financial year 2023-2024, 466 training classes have been conducted benefitting 27,067 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, direct employees and contract workers.

2.7.4 Training Division

In order to cater the safety training needs on various processes involved in all manufacturing across the State, a training division under the head of Additional Director has been created by redeploying the post of Additional Director (Mobile team) Virudhunagar along with Deputy Director attached to Mobile team.

Since the creation of the training division 42 training classes have been conducted benefitting 2,225 workers.

2.7.5. 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 the 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 financial year 2023-2024, 1,38,685 external examinations, 1,057 internal examinations, 20,874 hydrostatic tests and 7,567 ultrasonic tests have been conducted.

2.8. State Fire and Industrial Safety Committee and District fire and Industrial Safety Committee

A State Fire and Industrial Safety Committee and District Fire and Industrial Safety Committee has been constituted to review the fire/ industrial accidents.

In the first State Fire and Industrial Safety Committee meeting held on 19.10.2023, Standard Operating Procedures for Inspection Teams for Fireworks and Match Works Factories, Standard Operating Procedures for inspection in the Fireworks and Match Works Factories and Standard Operating Procedures for Highly inflammable Liquid and Gas installations were framed.

2.9. Safety Award Schemes

2.9.1. State Safety Awards

State Safety Awards are presented to the managements every year, in order to motivate the managements towards safety and to recognize the Factory Managements for 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.

2.9.2. 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.

2.10. 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 Building and other Construction Workers (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.

The following labour legislations are enforced by the Directorate in Building and Other Construction works:

1. 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
2. The Contract Labour (Regulation and Abolition) Act, 1970 and Tamil Nadu Rules, 1975.

3. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Tamil Nadu Rules 1983.
4. The Payment of Wages Act, 1936 and Tamil Nadu Rules, 1937.
5. The Minimum Wages Act, 1948 and Tamil Nadu Rules, 1953.
6. The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and Tamil Nadu Rules, 1994.
7. The Equal Remuneration Act, 1976 and Rules, 1976.
8. The Payment of Bonus Act, 1965 and Rules 1975.
9. The Maternity Benefit Act, 1961 and Tamil Nadu Rules, 1967.

As on 31.03.2024, construction activities are being carried out in 2,277 construction establishments employing 4,10,401 workers.

During the financial year 2023-2024, 1,108 construction establishments have been registered and 2,271 inspections were conducted. For the violations noticed during inspection, 294 cases have been filed against the establishments and a fine amount of Rs.6,94,000/- has been imposed by the courts in 173 cases.

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

The online web portal of the Directorate of Industrial Safety and Health <https://dish.tn.gov.in> caters to the need of the Building and other Construction Establishments wherein the issue of

Registration certificate under Building and other Construction Workers Act is made through this web portal.

2.12. 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.

2.12.1. 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.

2.12.2. 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.

2.12.3. 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 for 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.

2.13. Self-Certification-cum-Combined Annual Returns Scheme:

Self-Certification-cum-Combined Annual Returns Scheme has been proposed 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. However, such building and other construction establishments may be inspected with the authorization of the Director of Industrial Safety and Health in case of complaint, accident or other exigencies.

2.14. 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 programs are conducted every month by each Deputy Director of Building and other Construction Workers Act enforcement division.

During the financial year 2023-2024, 65 safety classes were conducted benefiting 3,811 workers which helped in creation of more

awareness and in reducing the number of accidents.

2.15. Special Initiatives:

2.15.1. Production of Safety Short films for factories:

A short film on 'Safety Precaution while working in confined space' has been produced for imparting safety training to the workers at a cost of Rs.10.00 Lakh.

2.15.2. Procurement of medical equipments for medical officers of the Directorate:

In order to upgrade the functioning of the Industrial Hygiene Laboratory of the Directorate, medical equipments have been procured at an amount of Rs.19.50 Lakh for the use of medical officers of the Directorate.

3. DEPARTMENT OF EMPLOYMENT AND TRAINING

EMPLOYMENT WING

District Employment and Career Guidance Centres are functioning in every district with the main objective of improving the employability of unemployed youth.

They act as facilitators between the job seekers and the employers and provide employment assistance services such as registration of job seekers, collection of vacancies from enterprises, submission of job-seekers against the notified vacancies, campus recruitment, dissemination of information, career guidance & counselling, the conduct of free coaching classes for competitive examinations, conduct of private sector job fairs etc.

3.1 Administrative Structure of Employment Wing

The Commissioner is the apex of the Department of Employment and Training. Subordinate offices are functioning under the control of Regional Joint Directors in six Regions namely Chennai, Coimbatore, Madurai, Salem, Tiruchirappalli and Tirunelveli.

There are thirty-eight District Employment and Career Guidance Centres, two Professional Employment and Career Guidance Centres, One Special Employment and Career Guidance Centre for Differently abled, Five Coaching Cum Guidance Centres for Scheduled Caste and Scheduled Tribe, One Special Vocational Guidance Centre for Tribe and one State Career Guidance Centre.

3.2. Functions of Employment Wing

1. Registration, updating, and renewal of registration by jobseekers.
2. Nomination of jobseekers for the vacancies notified by the establishments of Government/Quasi Government / Local bodies by the District Employment and Career Guidance Centres.
3. To provide career guidance and counselling to the jobseekers visiting the centre and the students studying in various educational institutions.
4. Conducting free coaching classes, mock tests and mock interviews for various competitive examinations conducted by the Union Government / State Governments.
5. Provide e-contents for all types of competitive examinations through the department's virtual learning portal.

6. Facilitating placements for jobseekers in private sector through conduct of micro and mega job fairs.
7. Facilitating placements for jobseekers in private sector through Tamil Nadu private job portal.
8. Implementation of Unemployment Assistance scheme for unemployed youth.
9. Collection and compilation of statistics regarding employment market information.

3.3. Employment Portal

(www.tnvelaivaaiappu.gov.in)

The Employment Portal carries out all the functions of the Department like registration of jobseekers, renewal of registration, registration of additional qualifications, and nomination of jobseekers for the notified vacancies through online mode transparently.

As on 31.03.2024, a total of 54,25,114 registrants have registered in District Employment and Career Guidance Centres through the portal. Of these, 25,00,134 registrants are males, 29,24,395 registrants are females and 285 registrants are transgenders.

Live Register details: (as on 31.03.2024)

| Details | Registrants |
|---|--------------------|
| Total Live Register | 54,25,114 |
| School students below 18 years | 10,83,837 |
| Students taking up higher studies in the age group 19 to 30 years | 23,92,409 |
| Job seekers in the age group 31 to 45 years | 17,03,431 |
| Registrants in the age group of 46 to 60 years | 2,38,358 |
| Overaged persons above 60 years. | 7,079 |

3.4. Career guidance and counseling

Registration Guidance, individual guidance, group guidance, dissemination of career information to individuals etc., are carried out in all District Employment and Career Guidance Centres for the benefit of job seekers as in-house activities. Career talks are delivered in various educational institutions and guidance regarding various higher education opportunities, entrance exams for higher education, government employment, private employment, overseas employment, skill training, scholarships, entrepreneurship programs etc. are given to the students as an outreach activity. Career Exhibitions and Seminars are conducted once a year in any one the educational institutions in the

districts by the respective District Employment and Career Guidance Centres.

3.5. Study Circles

Study Circles are functioning in all districts to help the aspirants prepare for the competitive examinations to get Government jobs. Coaching classes are conducted by expert faculty for various competitive examinations conducted by the recruiting agencies of Union and State Governments through the study circles. Mock Tests and Mock Interviews are also conducted.

During the financial year 2023-2024, 375 coaching classes were conducted at a cost of Rs.4.22 crores and 18,359 aspirants participated in these coaching classes. 1,925 aspirants have passed various competitive examinations at various levels.

3.6. Free coaching centres for competitive exams in universities

Free Coaching Centres for Competitive Examinations have been set up in Arts and Science Colleges in the following universities.

| Sl. No. | Name of the University |
|----------------|---|
| 1 | Madras University, Chennai. |
| 2 | Tiruvalluvar University, Vellore |
| 3 | Bharathidasan University, Tiruchirappalli |
| 4 | Annamalai University, Cuddalore |
| 5 | Madurai Kamaraj University, Madurai |
| 6 | Mother Therasa University, Dindigul |
| 7 | Alagappa University, Sivaganga |
| 8 | Bharathiyar University, Coimbatore |

| | |
|----|--|
| 9 | Periyar University, Salem |
| 10 | Manonmaniam Sundaranar University, Tirunelveli |

During the financial year 2023-2024, 76 free coaching classes were conducted and 4,476 students participated in these classes.

3.7. Virtual Learning Portal

(<https://tamilnaducareerservices.tn.gov.in>)

Virtual learning portal was launched to provide online learning resources for competitive examinations. Video clips, audio recordings, updated exam syllabus, unit tests, and sample tests for various competitive examinations conducted by various recruiting agencies have been uploaded in this website. The resources are available in English and Tamil languages.

Registrants can download these contents free of cost. Till date 3,10,256 candidates have registered and 404 e-contents have been uploaded to this website. So far 78,74,663 aspirants have visited this website. Additionally, an amount of Rs.15.68 lakh is sanctioned by the Government annually towards the purchase of e-content to be uploaded in the portal.

3.8. Coaching Cum Guidance Centre for Scheduled Caste and Scheduled Tribe

Coaching-cum-Guidance centres for SC/ST were established in districts of Tiruchirappalli, Tirunelveli, Coimbatore, Vellore and Cuddalore. These five centres are functioning with the aim of identifying suitable vacancies for SC/ST youth and guide them accordingly and enhancing their employability through training.

The main functions of these centres are:-

1. Providing career guidance and career information.
2. Conducting Pre-recruitment training for competitive examinations.
3. Conducting self-confidence programs.
4. Conducting Career Exhibitions and seminars.
5. Disseminating information of self-employment programmes to the SC/ST candidates.
6. Delivering career talks in Adi Dravida and Tribal welfare schools.

The Government sanctions an amount of Rs.20.40 lakh annually for the functioning of these centres.

3.9. Special Vocational Guidance Centre for Tribal Population.

Special Vocational Guidance Centre for Tribal population is functioning in Udhagamandalam. The main functions of this centre are to provide career guidance regarding various vacancies, conduct of free coaching classes for competitive examinations, to deliver career talks about various career opportunities, to provide various skill training programmes in tribal welfare schools and hostels, to conduct career exhibitions and to create awareness about self-employment schemes.

3.10. Special Cells for Differently Abled

The Special Employment and Career Guidance Centre for Differently-abled is functioning in Chennai to exclusively cater to the differently-abled registrants. Special cells for the differently abled have also been established in all District Employment and Career Guidance Centres.

Apart from this, Special coaching classes for competitive examinations, conducting awareness programmes on various employment opportunities/ skill training courses/ scholarships/ self-employment schemes, and facilitating private sector placement for differently abled are being carried out by these cells.

3.11. Unemployment Assistance Scheme for Unemployed Youth

This scheme provides financial assistance to Unemployed Youth. This assistance is given for three years to the applicants who have registered and are waiting for more than five years in the Live Registers of District Employment and Career Guidance Centres. The details of the assistance provided under the scheme are:

| S.No | Qualification | Assistance (Per month) Rs. |
|------|---------------|----------------------------------|
| 1 | SSLC Failed | 200/- |
| 2 | SSLC Passed | 300/- |
| 3 | HSC Passed | 400/- |
| 4 | Degree Passed | 600/- |

This amount is directly credited to the bank accounts of the beneficiaries every quarter. 25,396 beneficiaries have been given Rs.23.44 crore as assistance during the financial year 2023-2024.

3.12. Unemployment Assistance Scheme for all Types of Differently Abled Persons

Unemployment Assistance is also provided to Differently-abled persons. The assistance is given for ten years without any conditions like age limit and annual parental income ceiling, to the differently-abled persons who have registered in the district employment and Career Guidance Centres and are waiting for more than one year in the live register.

| S.No | Qualification | Assistance (Per month) Rs. |
|------|------------------------------|----------------------------------|
| 1 | Illiterate to SSLC Passed | 600/- |
| 2 | HSC Passed | 750/- |
| 3 | Degree Passed | 1000/- |

3,290 beneficiaries were given Rs.8.51 crore as assistance during the financial year 2023-2024. Funding for this scheme is provided by the Department for Welfare of Differently-abled Persons.

3.13. Private Sector Placements

All District Employment and Career Guidance Centres are conducting Private Job Fairs to connect and facilitate the unemployed youth of

Tamil Nadu and the private sector establishments directly to enable placing the job seekers in the private sector. These camps are conducted once a month at the micro level in the office premises and twice a year at mega level in any of the educational institutions in the respective districts with the participation of large number of job seekers and employers.

3.13.1. Dr.Kalaignar Centenary Special Private Job fairs

To commemorate the centenary celebrations of former Chief Minister of Tamil Nadu Dr. Kalaignar, 100 special private job fairs were conducted across Tamil Nadu. Through these job fairs 42,261 jobseekers have been placed in the private sector. The Government

allocated an additional fund of Rs.2.00 crore for conducting these special job fairs.

Details of the Job fairs conducted during the financial year 2023-2024 :

| | | |
|---|--------------------------|----------|
| 1 | Job Fairs Held | 365 |
| 2 | Employers Participated | 18,981 |
| 3 | Job Seekers Participated | 3,48,885 |
| 4 | Placement Given | 58,108 |

3.14. Tamil Nadu Private Job Portal (www.tnprivatejobs.tn.gov.in)

The Tamil Nadu Private Job Portal connects employers and job seekers directly through online mode and functions to facilitate employment in the private sector.

Employers are provided with the facility to publish their job vacancies on this website and the job seekers can apply for the published job vacancies according to their educational qualifications. This website also helps employers/job seekers to know in advance about the job fairs held in all the districts and register their interest to participate in these job fairs.

Statistics of Private Job Portal (as on 31.03.2024)

| | | |
|---|------------------------|----------|
| 1 | Job seekers Registered | 3,06,335 |
| 2 | Employers Registered | 7,108 |
| 3 | Vacancies Notified | 1,65,628 |
| 4 | Placements made | 38,828 |

3.15. State Career Guidance Centre

State Career Guidance Centre has been functioning at Guindy, Chennai. This centre

focuses on assisting the youth in making informed career decisions mainly through Psychometric tests and individualized counselling programmes.

Coaching classes are conducted to benefit the aspirants of competitive examinations and career guidance programs are organized for school and college students emphasizing on different career options, scope of various careers and their prospects.

In addition to the conduct of special career guidance and skill awareness programmes to Juveniles in the year 2020, now under the 'Paravai' scheme, Psychometric tests and career counselling programmes are conducted to the first time young petty offenders, in association with Greater Chennai Police. During the financial year 2023-2024, 9 coaching classes were conducted

and 319 candidates participated out of which 108 candidates passed at various levels of competitive examinations.

3.16. Free Coaching Classes for Competitive Exams through Kalvi TV

Coaching classes for competitive examinations on Kalvi Television are broadcast free of cost on Kalvi Television for the benefit of competitive exam aspirants who are preparing for various competitive examinations conducted by Tamil Nadu Public Service Commission, Tamil Nadu Uniformed Services Recruitment Board, Institute of Banking Personnel Selection, Railway Recruitment Board etc. The Government allocates Rs.50 lakh annually for this project.

These coaching classes are telecast from Monday to Friday from 7.00 am to 9.00 am and

re-telecast from 7.00 pm to 9.00 pm. So far 1,052 hours of classes have been telecast for competitive examinations. These videos are also uploaded on the department's YouTube channel ("TN Career Services Employment"). The channel has 1,43,610 subscribers so far.

DEPARTMENT OF EMPLOYMENT AND TRAINING

TRAINING WING

Skill Development is imperative for the youth to adapt, survive and succeed. Adapting skills to latest technology is now necessary to succeed in the years to come. Skill development contributes in enhancing individual's employability, ability to adapt to changing technologies and labour market demands. Accordingly, Training wing of the Department of Employment and Training functions with the aim to produce multi-skilled workforce of world standard to meet the requirement of industries. This aim is achieved by developing skilled manpower through diversified courses imparted

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

3.17. Functional Hierarchy

The Commissioner of Employment and Training is the head of the Department, two Additional Directors and one Joint Director are assisting the commissioner at State Headquarters in the Training Wing.

There are 7 regions viz. Chennai, Coimbatore, Madurai, Salem, Trichy, Tirunelveli and Villupuram each headed by a Regional Joint Director of Training who monitor training activities of various training Institutes. At present there are 102 Government Industrial Training Institutes which functions under the leadership of Principal.

The Major skill development programmes by the department are: -

- (1) Craftsmen Training scheme (CTS)
- (2) Apprenticeship Training Scheme (ATS)
- (3) Industrial school (IS)
- (4) Up-gradation of Government ITIs under PPP mode (PPP)
- (5) Skill Strengthening for Industrial value Enhancement (STRIVE)
- (6) National Apprenticeship Promotion Scheme (NAPS)
- (7) Transforming Government ITI's as Industry 4.0 Technology Centres.

3.18. Craftsmen Training Scheme (CTS)

Under this scheme Long-Term training is given to trainees for one year and two year

duration. This scheme is pivotal in the field of Vocational Training, where Long-Term training is imparted through Industrial Training Institutes (ITIs), thereby shaping the craftsmen to meet the present and future demand of skilled workforce requirement of the Industries. The skill training involves 70% of Practical (hand on experience) Training besides employability skills and related theory.

3.19. Government Industrial Training Institutes

In the industrially developed State of Tamil Nadu, 102 Government Industrial Training Institutes provide long term skill training in 56 Engineering Trades. Apart from conventional trades like welder, fitter, turner etc., training for new age trades like Logistics Assistant,

Architectural Assistant, Medical Electronics, Operator Advanced Machine Tools, Industrial Safety Management are also provided.

The training period ranges from 6 months to 2 years depending upon the trades. Admission is made during the month of July/August every year on merit basis by following rule of reservation. Centralised Online counselling is carried out through URL:www.skilltraining.tn.gov.in. Students can opt for admission in any ITI and any trade of their choice.

In the year 2023, Government ITIs have achieved a record admission of 94.58% of admission with 30,200 students.

3.20. Long-Term Training To Empower Weaker Sections

Sustainable Development goal 4.5

envisages that “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, people and children in vulnerable section”.

The aim of the goal is achieved by providing skill training to vulnerable section which includes SC/ST students, Women and physically challenged persons to get better employment, eliminate disparities and achieve universal access to quality higher education.

3.21. Long-Term Training to Empower Students of Scheduled Caste

Two ITIs at Vadakarai and Chidambaram are functioning exclusively in the State for Scheduled Caste Students. These govt ITIs have 100% of admission with a total strength of 356 in the year 2023.

| Sl. No. | District | Govt ITI | Intake capacity | Students Admitted |
|----------------|-----------------|-----------------|------------------------|--------------------------|
| 1 | Cuddalore | Chidambaram | 232 | 232 |
| 2 | Thiruvallur | Vadakarai | 124 | 124 |
| Total | | | 356 | 356 |

Further, 18% of seats are reserved for Scheduled Castes students in total intake capacity of other Government ITIs. In the year 2023, Government ITIs have admitted 9,324 students belonging to

Scheduled Castes which is 38% of total admission of students indicating the social inclusiveness in the state of Tamil Nadu.

3.22. Long-Term Training to empower students of Scheduled Tribes

1% of seats are reserved for Scheduled Tribes students in total intake capacity of other Government ITIs, in which 243 students were admitted during the year 2023. For Scheduled Tribe students six ITIs are functioning exclusively at their hilly areas in the State. During the Financial year 2023 -2024, 803 students were admitted.

| Sl. No | District | Govt ITI | Intake capacity | ST Trainees admitted | Total Students admitted (Including ST) |
|---------------|-----------------|-----------------|------------------------|-----------------------------|---|
| 1 | Kallakuruchi | Sankarapuram | 236 | 82 | 202 |

| Sl. No | District | Govt ITI | Intake capacity | ST Trainees admitted | Total Students admitted (Including ST) |
|--------|------------------|----------------|-----------------|----------------------|--|
| 2 | Coimbatore | Anaikatti | 124 | 100 | 124 |
| 3 | Salem | Karumandurai | 200 | 161 | 182 |
| 4 | Thiruvanna-malai | Jamunamarathur | 240 | 203 | 232 |
| 5 | Namakkal | Kolli Hills | 216 | 169 | 191 |
| 6 | The Nigiris | Gudalur | 240 | 88 | 219 |
| Total | | | 1256 | 803 | 1150 |

3.22.1. Long-Term Training to empower Differently Abled youth.

In 3 Government ITIs Skill training is provided to deaf and dumb youth in Fitter trade. In 2023, 22 students are admitted in these ITIs as detailed below.

| Sl. No. | District | Govt ITI | Intake capacity | Students admitted |
|--------------|---------------|------------|-----------------------------|-------------------|
| 1 | Chennai | Guindy | Admission in alternate year | |
| 2 | Kallakurichi | Ulundurpet | 20 | 14 |
| 3 | Kanniyakumari | Nagercoil | 20 | 8 |
| Total | | | 40 | 22 |

In addition to the above, 5% seats are reserved for differently abled students in all Government ITIs, in which 67 students were admitted in 2023.

3.22.2. Long-Term Training to empower Women

Based on **Sustainable Development Goal-5**, Long Term skill training is provided to female students through Ten exclusive Government ITIs and four women wings in the

State. In 2023, 2,711 women students are admitted in these ITIs.

| Sl. No. | District | Govt ITIs for Women | Intake capacity | Students admitted |
|--------------------|-----------------|----------------------------|------------------------|--------------------------|
| 1 | Chennai | Guindy | 280 | 269 |
| 2 | Chennai | Ambattur | 160 | 144 |
| 3 | Theni | Aundipatti | 208 | 208 |
| 4 | Dindigul | Dindigul | 264 | 264 |
| 5 | Madurai | Madurai | 232 | 232 |
| 6 | Coimbatore | Coimbatore | 304 | 269 |
| 7 | Salem | Salem | 260 | 260 |
| 8 | Kanniyakumari | Nagercoil | 228 | 228 |
| 9 | Cuddalore | Cuddalore | 320 | 320 |
| 10 | Tiruchirapalli | Pullambadi | 316 | 258 |
| Women Wings | | | | |
| 11 | Ramanathapuram | Ramanathapuram | 88 | 88 |
| 12 | Krishnagiri | Hosur | 24 | 19 |
| 13 | Karur | Karur | 88 | 88 |
| 14 | Namakkal | Namakkal | 72 | 64 |
| Total | | | 2844 | 2711 |

In addition to the above, 30% of seats are reserved for female candidates in all other Government ITIs also in which 2,251 students were admitted in 2023.

3.22.3. Long-Term Training to Prison Inmates

To improve their economical status in the society, Skill training is imparted for prisoners in 5 trades in Central Prison, Tiruchirappalli. In this institute 168 inmates were admitted in the year 2023

3.23. Introduction of High End and Advanced Courses in Government ITIs

The following Advanced courses have been introduced in Government ITIs to fulfil the

demand of industries and make the youth employable in new technology.

| Sl. No. | Name of the Course | Sl. No. | Name of the Course |
|----------------|-----------------------------------|----------------|--|
| 1 | Architectural Assistant | 9 | Smart Phone Technician |
| 2 | Technician Medical Electronics | 10 | Fire Technology & Industrial Safety Management |
| 3 | Auto Body Repairing | 11 | In-Plant Logistics |
| 4 | Auto body painting | 12 | Technician Power Electronics |
| 5 | Operator Advanced Machine Tools | 13 | Tool & Die Maker (Press tools Jigs & Fixtures) |
| 6 | Advanced Machining Technician CNC | 14 | Basic Designer and Virtual Verifier (Mechanical) |
| 7 | Mechanic Electric Vehicle | 15 | Manufacturing Process Control and Automation |

| | | | |
|---|--|----|-------------------------------|
| 8 | Industrial Robotics and Digital Manufacturing Technician | 16 | Interior Design and Decorator |
|---|--|----|-------------------------------|

3.24. Welfare Schemes to The Students

To encourage the youth in the State to take up long term skill training the following priceless schemes are provided to students of Government ITIs and Government Aided ITIs.

- Waiver of Annual Tuition Fees
- Bus pass
- 2 sets of Uniform with Stitching charges and 1 pair of shoes.
- Stipend of Rs.750/- per month.
- Additional stipend of Rs.1000/- per month is provided to Girl students studying in Government ITIs under Pudhumai Penn Scheme.

- Text books in Tamil language
- Drawing instruments
- Bicycle
- Raw materials and consumables for practical training.

3.25. Government Aided Private ITIs

There are 10 Government Aided Private Industrial Training Institutes in the State that receive maintenance grants from the Government. Most of these ITI are minority institutions. Government subsidies are extended to these institutes to provide skill training to the students hailing from downtrodden society to uplift their livelihood. Out of the total intake capacity of 1,092, 759 students were admitted in these ITIs in the year 2023. A sum of Rs.2.65

crore has been provided to these ITIs as maintenance grant in this year.

3.26. Private Industrial Training Institutes

To enhance the creation of skilled workforce participation of private entities in providing training is encouraged by Government. In Tamil Nadu there are 310 Private ITIs affiliated to NCVT and are functioning across the State with a total intake capacity of 29,134. In 2023, 14,002 students were admitted in these Private ITIs.

3.27. Training Cost to Private ITIs

The State Government reimburses training cost to the Private ITIs for 50% seats filled under surrendered Government quota through online counselling. To persuade the Private ITIs in the

State to create more skilled workforce, a reimbursement of Rs.16,800/- per student per year for Engineering Trades and Rs.13,000/- per student per year for Non-Engineering Trades is provided to Private ITIs under this scheme. In 2023, 5,659 students have been benefitted and an expenditure of Rs. 5.00 crore has been incurred.

3.28. Rationalisation of Trades

In order to provide skilled workforce to meet the demand of the industries, to make the youth in the State more employable and to execute district-specific demand oriented trades, the courses in Government ITIs were rationalized and new trades viz., Interior Design and Decoration, Smart Phone Technician cum App Tester, IoT Technician (Smart Health Care),

Watch & Clock Repair have been started by restructuring unpopular and low admission trades in Government ITIs throughout the State.

3.29. Upgradation Of 71 Government ITIs Into Industry 4.0 Technology Centres

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 need technological upgradation. However, 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 & future technology trends.

Therefore, Industry 4.0 standard trades have been introduced with an additional seating capacity of 5,140 seats in 71 Government ITIs in Tamil Nadu at a cost of Rs.2,877.43 crore. Government ITIs have been transformed as Technology Centres and the following long-term trades are to be introduced in ITIs.

| S. No | Trade | Duration | Intake | Admitted |
|--------------|--|-----------------|---------------|-----------------|
| 1 | Manufacturing Process Control and Automation | 1 year | 1420 | 1345 |

| | | | | |
|--------------|--|---------|-------------|-------------|
| 2 | Industrial Robotics and Digital Manufacturing Technician | 1 year | 2840 | 2558 |
| 3 | Advanced CNC machining Technician | 2 years | 1656 | 1579 |
| 4 | Basic Designer and Virtual verifier (Mechanic) | 2 years | 528 | 501 |
| 5 | Mechanic Electric Vehicle | 2 years | 1128 | 1055 |
| Total | | | 7572 | 7038 |

In the year 2023, 7,038 students are admitted in these Industry 4.0 Technology centres. NCVT affiliation have been obtained for all the 71 ITIs where the above Long Term Trades are imparted.

Utilising this infrastructure, 23 Short -Term courses are now being conducted for conventional trade students as add-on courses. Polytechnic and Engineering College students and MSME workers are also trained under short term courses. So far, 5,960 students are enrolled and undergoing training in Short Term courses as well as customized courses.

Short Term Courses – 3 Months Duration

| Sl. No. | Course Name | Sl. No. | Course Name |
|----------------|--------------------------------------|----------------|-------------------------------|
| 1. | Innovation and Design Thinking | 13. | Electrical Vehicle |
| 2. | Fundamentals of Product Design | 14. | Internet of Things |
| 3. | Product Design & Development | 15. | Advance Machining (Mill) |
| 4. | Auto Electrical Design & Development | 16. | Advance Machining (CNC Lathe) |

| | | | |
|-----|---|-----|---|
| 5. | Product Verification and Analysis | 17. | Advance Machining (Rotary 4th Axis Mill) |
| 6. | Computer Aided Manufacturing | 18. | Advanced Additive Manufacturing |
| 7. | Advanced Computer Aided Manufacturing | 19. | Advanced Welding |
| 8. | Process Control & Automation | 20. | Advanced Painting Technology |
| 9. | Fundamentals of Automobile Engineering | 21. | Industrial Robotics I |
| 10. | Advanced Automobile Engineering | 22. | Industrial Robotics II |
| 11. | Automobile Maintenance, Repair and Overhaul | 23. | Advanced Plumbing |
| 12. | Auto Electrical Maintenance | | |

14 Industry 4.0 technology centres have started the customized courses training namely Industrial Robot Welding, CNC Lathe and Milling Machine Programmer, 3D Printing, Laser Cutting,

Electronic Control Boards Assembling, Programming and Testing using Internet of Things (IoT), Advanced Painting Technology and Battery Electric Vehicle Technician with the enrolled strength of 305 persons and generated a revenue of Rs.3,76,600/- so far through IMC of the concerned institutes. The above said courses have been conducted in Guindy, Madurai, Nagercoil, Tiruchirappalli, Coimbatore, Salem, Dindigul, Hosur, Chengalpet, Thirukkuvalai, Thanjavur, Ramanathapuram, Metturdam and Chidambaram Industry 4.0 technology centres.

3.30. Trade Test And Certification

Directorate General of Training, New Delhi is conducting nationwide common examination throughout India to the students of Government ITIs and the Private affiliated ITIs. Computer

Based Tests are being conducted for all the trades from the year 2020-21 onwards through the agency nominated by Directorate General of Training, New Delhi.

Nationwide common examination is conducted by Directorate General of Training for the students of Government ITIs and the Private affiliated ITIs at the end of training period. Details of 2023 Trade Test is as follows:

| Sl. No. | Description | No. of Trainees | | Pass % |
|---------|----------------|-----------------|--------|--------|
| | | Appeared | Passed | |
| 1. | Government ITI | 16239 | 15073 | 92.82 |
| 2. | Private ITI | 9483 | 7936 | 83.69 |

Successful students are awarded with National Trade Certificate by NCVT.

Under State Council for Vocational Training (SCVT) pattern 1,260 students have appeared for

Trade Test and 1,216 students have passed the Trade Test. Successful students are awarded with SCVT certificate by this Department.

Through the Training Providers empaneled by Tamil Nadu Skill Development Corporation Short-term training is also provided to the ITI students. These students are assessed by State Council for Vocational Training (SCVT). In 2023, 149 batches of 3,085 youth have been assessed and SCVT Certificates issued. A sum of Rs. 1000/- per candidate is allotted to this Department by TNSDC as assessment charges.

3.31. Skills Strengthening for Industrial Value Enhancement (Strive)

Skills Strengthening for Industrial Value Enhancement (STRIVE) is one such pioneering

initiative, assisted by The World Bank, with the objective of improving the relevance and efficiency of skill training provided through ITIs and apprenticeships. This is five year program from 2017 to 2022 and extended upto May 2024. It is 100% funded by Government of India and the program has the following four components:

Result Area 1: Improved performance of ITIs

In Phase-I, 13 Government Industrial Training Institutes (Virudhunagar, Trichy, Ambattur, Dindigul, Chengalpet, Thoothukudi, Namakkal, Perambalur, Cuddalore, Salem, Coimbatore, Madurai and Sivaganga) and 03 Private Industrial Training Institutes (Don Bosco Pvt ITI, Ramco Pvt ITI and PACR Pvt ITI) have been selected in 2019. Based on the better performance of the State, additionally 16 Government Industrial Training

Institutes (Ariyalur, Ulundurpettai, Aundipatti (W), Cuddalore (W), Dindigul (W), Pudukottai, Hosur, Metturdam, Coimbatore (W), Coonoor, Madurai (W), Guindy, Nagapattinam, Thanjavur, Thiruvannamalai and Chidambaram) have been selected in Phase-3 under this scheme. Under this RA1, Government of India has released Rs.24.49 crore to procure tools and equipment, Book and Learning materials, ICT infrastructure, to Provide Training of trainers and to provide facilities to trainees.

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

The objective of this result area is to increase the capacities of State Government in

regulations and monitoring mechanism of skill training:

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 a outlay of Rs.10.20 Crore in which Government of India released Rs.3.06 Crore towards 30% advance grant on

signing the Performance Based Fund Agreement (PBFA) under the component Result Area 2 for the following activities:-

1. Development of Career Progression Policy for Industrial Training Institute trainers.
2. Reducing trainer vacancy in Government Industrial Training Institutes.
3. Conducting tracer study.

Result Area3: Improved Teaching and Learning Capabilities

This component covers activities that will complement the institutional reforms in vocational training being implemented by 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.

Based on the recommendation of National Cluster Evaluation Committee (NCEC) under Result Area 4, 17 Industry Clusters have been selected under this component.

3.32. Apprenticeship Training Scheme (ATS)

Apprenticeship Training

The main objective of Apprenticeship Training Scheme is to utilize the facilities available

in industry for imparting practical training to semi-skilled workforce and freshers with a view to meet the requirements of industries in the Country.

Semi-skilled workers who possess National Trade Certificate with a minimum age of 14 are eligible to undergo Apprenticeship Training in industries. In Tamil Nadu Apprenticeship Training Scheme is implemented in 260 designated trades. The training period is 6 months to 2 years. A minimum of Rs.7,000/- per month is provided as stipend to trade apprentices as prescribed by Directorate General of Training, New Delhi. About 9,870 apprentices are undergoing Apprenticeship Training in 482 Establishments.

Nationwide Trade Test is conducted for fresher apprentices on completion of training.

The ITI passed out apprentices are exempted from All India Trade Test. On successful completion of Apprenticeship Training, National Apprenticeship Certificate (NAC) is awarded by Directorate General of Training (DGT), New Delhi.

3.33. National Apprenticeship Promotion Scheme (NAPS)

To increase the engagement of apprentices in industries, Union Government launched this scheme during the year 2016 to provide financial incentives to the establishments engaging apprentices under the Apprentices Act, 1961. The scheme is extended to continue as National Apprenticeship Promotion Scheme-2 (NAPS -2) since 2023.

Partial stipend support by Government of India under NAPS-2 will be limited to 25% of stipend paid, up to a maximum of Rs.1,500/- per month, per apprentice during the training period. The stipend support by Government of India will be paid directly through Direct Benefit Transfer (DBT) to the bank account of apprentices. No stipend support will be available under NAPS -2 to the Central and State government Departments and Central and State public sector undertakings/Enterprises, including public sector banks.

Fresher as Apprentices in Establishments

Fresher apprenticeships are open to individuals who have completed their basic education, such as high school or equivalent. The main criteria to engage as Apprentice is completion of 14 years of age by the candidate

and apprenticeships can be pursued by anyone who meets the entry requirements. The duration of fresher apprenticeships ranges from 1 to 2 years. 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 in the designated trade will be awarded with National Apprenticeship Certificate (NAC).

3.34. Private Industrial Schools Grant-In-Aid

To cater the need of local industries, 153 Self-financing and 21 Private Aided Industrial Schools are functioning in the State. 6,663 students are admitted in 2023. Training is being offered in 57 trades covering Electrical, Mechanical, Automobile, Electronics, Hospitality,

Apparel, IT, Office Automation and Civil sectors ranging from one year to three years. Candidates with 8th and 10th pass qualification are admitted for training in various trades. 17 Industrial Schools are offering Technical Teachers Certificate Course, which is a pre-requisite qualification for joining as technical teacher in schools. The State Board of Examination for Vocational Training (SBEVT) conducts Common Examinations and SCVT Certificates are awarded to the successful candidates. 21 Private Industrial Schools are receiving grant-in-aid from the Government. A sum of Rs.3.15 crore was given as grant to aided Industrial Schools in the financial year 2023-2024.

3.35. Dr. Radhakrishnan Best Instructor Award

Best Teacher Award in the name of Dr. Radhakrishnan Award is given to 12 Best Teachers (Principal-2, Training Officer-2, Assistant Training Officer-4 and Junior Training Officer-4) of Government ITIs every year who show exemplary performance in imparting skill training. This award comprises a cash prize of Rs.10,000/- each along with a Merit Certificate.

3.36. SKILL COMPETITIONS

In order to tap the hidden talents of the ITI trainees and to create a platform to uplift themselves in the society the following competitions are conducted.

| Sl. No | Competition | Conducted by | Awards | This year beneficiaries |
|---------------|--------------------------------------|---------------------|---------------------------------|--------------------------------|
| 1. | State Skill Competition in 17 trades | State Govt | Rs 25,000/- & merit certificate | 6 |
| 2. | Project work Competition in 5 trades | State Govt | Rs 50,000/- & merit certificate | 5 |

All India Trade Test Topper

In 2023, Selvi. N. Kaviya from Electrician Trade of Government ITI Thiruvannamalai has been ranked 1st in Women Category out of the top 10 trades in the All India Trade Test conducted throughout the country.

3.37. Placement Activities in Government ITIs.

Placement is the most vital requirement for providing skill training to the students of Govt.

ITIs. This state not only focuses on providing skill training to students but also ensures better placement in relevant industries with decent perquisites. A Placement officer has been appointed in all ITIs to provide placement to the trainees of Govt ITIs. Placement officer arranges Campus Interview in association with Industries during the end of the course period. 80% of passed out students have been placed in various industries in their field of skill in the year 2023. An initiative is now being taken with the support of M/s. TATA Technologies and their partner Industries to conduct Campus interview in 20 selected ITIs. This will ensure the students of Industry 4.0 trades to get placements in the leading industries such as Foxconn, TATA Motors, Schneider Electric, Danfoss, Bharat Biotech, TPI Composite, Stellar Plastic.

3.38. Training of Trainers

Training to Trainers paves way to expand the knowledge base of all employees. A developed skill oriented Training program upgrades all employees to a higher standard so that they all have similar skill and knowledge training to the instructors to update their knowledge becomes Important.

In the ever changing Scenario, the instructors of ITIs are to be adequately trained to upgrade themselves as per the requirements of the developed technologies.

- Instructors have been trained in relevant fields in the following leading industries/institutions: -

1. National Skill Training Institute, Guindy, Chennai.
 2. Siemens Centre of Excellence, MIT Campus, Chromepet, Chennai.
 3. M/s. Maruti Suzuki Private Limited, Gurgaon, New Delhi
 4. M/s. Ashok Leyland Private Limited, Chennai
 5. Indo-German Vocational Education and Training, Germany
 6. Anna Administrative Staff College, Chennai.
- Leadership Training Programme has been conducted at Chennai for the Principals and

Placement Officers of Government ITIs through M/s Quest Alliance, Bangalore.

- Under the Iconic project of transforming 71 Government ITIs as Technology Centres with the support of M/s. TATA Technologies Pvt Ltd., Pune, Master Trainer Programme was conducted to train the trainers in Industry 4.0 standard trades.

During the year financial year 2023-2024, 179 Assistant Training Officers / 306 Junior Training Officers were trained in the following Industry 4.0 Trades

- (i) Manufacturing Process control and automation
- (ii) Industrial Robotics and Digital Manufacturing Technician

- (iii) Basic Designer and Virtual Verifier
(Mechanical)
- (iv) Advanced CNC Machining Technician
- (v) Mechanic Electric Vehicle

The Training was also given to the Assistant Training Officers / Junior Training Officers in the following reputed Institutes:-

- (i) Nettur technical training foundation (NTTF) - 100 Instructors were trained
- (ii) Welding Research Institute (WRI), BHEL, Trichy - 40 Instructors were trained
- (iii) National Power Training Institute (NPTI), Neyveli - 20 Instructors were trained

3.39. Providing On-the-Job Training

On-the-Job Training is an integral part of the Training which aims at imparting real-time work conditions and hands on experience to all the students. This Training will promote the students of the Institute to achieve them to face Industry- related work. On the Job Training (OJT) is provided to make the students aware of industrial environment and to equip them with necessary skills for getting immediate employment, in the relevant industries of the State.

3.40. Special Initiatives

- For better understanding of theory subjects, classes are being conducted with the support of e-content for 14 trades both in

English and Tamil language in all Government ITIs.

- 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.
- Smart Classrooms have been established in 24 Government ITIs.
- Considering the safety of students undergoing training in welder trade, welding training is provided through Welding Simulators in 23 Government ITIs. This makes women trainees to take up skill training voluntarily.
- Language cum Soft skill lab established in all Government ITIs to provide communication skill training to students.

3.41. Text Books in Tamil Language

To provide effective skill training and to increase the pass percentage of students of Government and Government Aided Private ITIs Tamil textbooks are being provided to all Trainees through M/s NIMI, Chennai.

3.42. 'Basic English for Employability' Course to Industrial Training Institute Trainees under Naan Mudhalvan Scheme

In order to enhance the quality of learning and to assist trainees of ITIs to acquire market relevant skills, 'Basic English for Employability' Scheme was introduced under Naan Mudhalvan Scheme.

Training for 60 hours is provided to ITI trainees by Tamil Nadu Skill Development Corporation and two stage assessments, namely

Pre-diagnostic assessment and Post Training assessment are done through a reputed University under this Scheme. So far 52,537 trainees have been benefitted under this scheme.

3.43. Industry Institute Interface

Participation of Industries in Training Methodology helps ITIs to train students in latest Technologies thereby skilled manpower are produced in ITIs continuously to match the Internship requirements. To achieve this goal, the following leading Industries are extending their support to Government ITIs by upskilling the instructors of ITIs in latest technological developments to replicate the same to ITI students, trade wise tie up, providing shop floor experience, industrial visits, internship training, participation in Institute Management Committee

and provide guest lectures to the students so as to bridge the gap between industrial expectations and actual training outputs. To implement these activities MoU's have been signed between Government Industrial Training Institutes and relevant Industries: -

- ❖ Samsung India Pvt. Ltd., Chennai
- ❖ Brakes India Pvt. Ltd., Chennai
- ❖ India Pistons Pvt. Ltd., Chennai
- ❖ Hi-Tech Arai Ltd., Madurai
- ❖ JBM Automobiles Ltd., Chennai
- ❖ ZF Technologies Ltd., Chennai
- ❖ Igarashi Motors India Ltd., Chennai
- ❖ Power Grid Corporation of India, Chennai

- ❖ Carborundum Universal Ltd., Ranipet
- ❖ Venus Home Appliances, Thoothukudi
- ❖ WABCO India Ltd., Chennai
- ❖ Simpson & Co. Ltd., Chennai
- ❖ Daikin Air Conditioning Pvt. Ltd., Chennai

3.44. IT Monitoring Cell

For the effective Management of IT related activities the Training Wing at Commissionerate and regional level an IT Monitoring Cell has been established. This cell is continuously monitoring the training given to students through virtual classrooms, smart classrooms, language-cum soft skill labs and managing the portals of the Department. They are also co-ordinating the implementation of

e-office in the Department for conducting office procedures electronically, online ITI admissions for transparency in student admissions, and Computer Based Test (CBT) examination for accuracy in assessment. E-office have been successfully implemented in headquarters and are in use from 02.05.2024. Implementation to the subordinate office staff are being planned.

3.45. New Initiatives to Enhance Skilling Capacity

New Government ITIs in Unserved Areas

Establishing new Government ITIs in less developed areas of the State will enhance the number of skilled workforce required to meet the

demand of local industries and also benefit the youth in these areas. During this year 10 new ITIs have been announced at cost of Rs.111 Crore to provide skill training. Further one more Government ITI has been announced under "Vada Chennai Valarchi Thittam" at a cost of Rs.10.03 crore.

4. DIRECTORATE OF MEDICAL AND RURAL HEALTH SERVICES

(Employees State Insurance Scheme)

The Employees State Insurance Scheme is a comprehensive Social Security Scheme for Insured Persons and their families working in the organised sector.

The Employees State Insurance (ESI) 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 under the Ministry of Labour and Employment.

At present, the ESI Scheme is providing medical care to 40.21 lakh labour population and 1.21 crore dependents all over Tamil Nadu. The ESI Schemes not only provides Health care to

Insured Persons and their family members, but also cash compensation for any loss of wages or earning capacity of an Insured Person.

4.1. Eligibility Criteria for Enrollment in the ESI Scheme

- 1) The ESI Scheme applies to all non-seasonal factories and other establishments wherein 10 or more persons are employed.
- 2) The Employees drawing monthly salary up to Rs.21,000/- are eligible for enrolment in the ESI Scheme.
- 3) The ESI Scheme is also applicable to employees who are differently abled due to autism, cerebral palsy, mental retardation and multiple disabilities and drawing monthly salary up to Rs.25,000.

- 4) The Employees earning up to Rs.176/- a day are exempted from payment of their share of contribution.

4.2. Scheme Funding

The Employees State Insurance Scheme is financed by monthly contributions from employees and employers, at a fixed percentage of a sum equivalent to 0.75% and 3.25% of wages respectively.

The ESI Corporation and the State Government share the expenditure in the ratio of 7:1.

4.3. Network of ESI Hospitals

In Tamil Nadu, medical care is catered to Insured Persons and their family members through a network of 11 ESI Hospitals.

| Sl. No. | Details of ESIS / ESIC Hospitals | Head of the Department |
|---------|--|--|
| 1. | ESI Hospitals Ayanavaram, Madurai, Sivakasi, Salem, Hosur, Tiruchirappalli, Vellore. | Directorate of Medical and Rural Health Services (ESIS), Government of Tamil Nadu. |
| 2. | Government Medical College and ESI Hospital, Coimbatore. | Directorate of Medical Education and Research, Government of Tamil Nadu. |
| 3. | ESI Hospital K.K. Nagar, Tirunelveli and Tiruppur. | Directly run by the ESI Corporation, New Delhi. |

Super Specialty Services are also being provided to the insured persons and their family members through tie-up with private hospitals.

4.4. Network of ESI Dispensaries

241 ESI Dispensaries are functioning all over Tamil Nadu to provide medical care to the Insured Persons and their dependents.

4.5. Administrative Setup of ESI Scheme in Tamil Nadu

The ESI Scheme in Tamil Nadu is headed by the Director of Medical and Rural Health Services (ESIS) under Labour Welfare and Skill Development Department.

There are seven Regional Administrative Medical Officers (ESIS) at Chennai, Coimbatore, Madurai, Salem, Tiruchirappalli, Tirunelveli and Vellore.

4.6. 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.

| Sl. No. | AYUSH Units | ESI Hospitals | ESI Dispensaries |
|---------|-------------|---|--|
| 1 | Ayurveda | 8- Ayanavaram, Coimbatore, Madurai, Sivakasi, Salem, Hosur, Tiruchirappalli and Vellore | 13- Thirunagar, Thoothukudi, Rajapalayam, Pallipalayam, Kumbakonam, Pallavaram, Tambaram Nandampakkam, Ambattur, Avadi, Thudialur, Udumalaipet and Tiruppur I |
| 2 | Yoga | 8 - Ayanavaram, Coimbatore, Madurai, Sivakasi, Salem, Hosur, Tiruchirappalli and Vellore. | -- |
| 3 | Unani | 3 -Ayanavaram, Coimbatore and Madurai. | 3- Thoothukudi, Ambur and Ranipet. |
| 4 | Siddha | 8 - Ayanavaram, Coimbatore, Madurai, Salem, Vellore, Tiruchirappalli, Hosur and Sivakasi | 43- Tambaram, Tiruvotriyur, Triplicane, Avadi, Korattur, Sriperumputhur, Pollachi, Thudialur, Tiruppur -I, Udumalaipet, Kattur -I, Peelamedu, Periyanaickenpalayam, Singanallur (St), Rajapalayam, Kovilpatti, Thoothukudi, Dindigul, Thirunagar, Nagercoil, Munichalai, Palanganatham, Tirunelveli, Sivakasi, |

| | | | |
|---|-----------------|--|---|
| | | | Vikramasingapuram, Ponnagaram, Kumbakonam, Ambur, Ranipet, Pallipalayam, Salem (Static), Tiruchy (Static), Hosur, Thuvakudi, Adayar, Kodampakkam, Saidapet I, Tondaiyarp pet, Ambattur, Poonamallee, Nandampakkam, Pallavaram and Red Hills. |
| 5 | Homeo- pathy | 3- Ayanavaram, Coimbatore and Madurai. | 3 - Thoothukudi, Kovilpatti and Avadi |

4.7. Benefits of ESI Scheme

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 benefits 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 period of certified sickness for a maximum of 91 days in a year. 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 up to two years at an enhanced rate of 80 percent 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 every month 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 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 before the loss of employment. The Scheme is payable for a maximum period of two years during life time in which 50 % the average daily wages for the first 12 months and 25% for the next 12 months apart from medical treatment up to 24 months.

(b) Atal Beemit Vyakti Kalyan Yojana

The ESI Corporation is providing relief not exceeding 25% pay in the form of cash compensation up to 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.

4.8. Other Benefits under the ESI Scheme

1) Funeral Benefit

On the death of an Insured Person funeral benefit of Rs.15,000/- is payable to the dependents or to the person who performs

last rites from day one of entering insurable employment.

2) Confinement Expenses

The Insured woman or the wife of an Insured Person is paid an allowance of Rs.7,500/-, in case of confinement occurring in a place where necessary maternity facilities under ESI Institution are not available.

3) 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 permanently disabled Insured Persons and Spouse at a nominal contribution of Rs. 120/- per annum.

- ❖ Free supply of physical aids such as crutches, wheelchairs, 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.

4.9. 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 the purchase and repair of Medical equipment. The ESI Corporation

directly funds the Hospital Development Committee.

4.10. Reimbursement of Medical Expenses Incurred in Private Hospitals by the ESI Beneficiaries

(1) Package deal (Tie-up Hospitals)

There are 52 speciality and 133 super speciality private tie-up 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.

4.11. Opening of new ESI Dispensaries

The following ESI Dispensaries were newly opened and started functioning in the financial year 2023 - 2024:

| Sl. No. | Name of the ESI Dispensaries | District | Insured Persons | Date of Opening |
|----------------|-------------------------------------|-----------------|------------------------|------------------------|
| 1. | Mamallapuram | Chengalpattu | 3,100 | 01.05.2023 |
| 2. | Adiannamalaipuram | Tiruvannamalai | 3,852 | 01.05.2023 |
| 3. | Villuppuram | Villuppuram | 4,509 | 01.05.2023 |
| 4. | Vikravandi | Villuppuram | 2,491 | 01.05.2023 |
| 5. | Kallakurichi | Kallakurichi | 3,192 | 01.05.2023 |
| 6. | Nelliyalam | The Nilgiris | 1,933 | 01.11.2023 |

4.12. Supply of Life-Saving Drugs to Insured Persons

Based on the requirements of the ESIS Hospitals and ESIS Dispensaries, all the essential and supplementary drugs are procured and supplied through Running Rate Contract (RRC). Other than this, all life-saving drugs for the patients in Oncology, Haematology and Nephrology are also provided immediately as per the requirements recommended by specialists.

4.13. Strengthening of Facilities in ESIS Hospitals

The ESI Corporation is working on the modified/revised concept plan for Reconstruction

of 200 Bedded ESI Hospital for the existing ESI Hospital Madurai in order to provide better service to the Insured Persons and their family members.

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

