

**LABOUR AND EMPLOYMENT  
DEPARTMENT**

**POLICY NOTE ON  
LABOUR, FACTORIES,  
EMPLOYMENT AND TRAINING**

**DEMAND NO. 32**

**2007 – 2008**

## INTRODUCTION

Labour and Employment Department is looking after the interest of the working class and the unemployed youth in the State. The State Government is fully committed to the upliftment of the working masses and for securing a future for the millions of youths seeking employment. This Department is in the forefront in the implementation of the above policy of the Government.

The economy of a country revolves around its Industrial development. Industrial peace is the prerequisite for industrial growth. The Labour Policy of the Government ensures industrial peace by maintaining cordial labour-management relations and strict enforcement of Labour Laws. The Commissionerate of Labour, headed by the Commissioner of Labour, deals with the problems of the workers in industrial establishments and enforces various Labour Laws and social security legislations for protection of the rights and welfare of workers.

Social security for the workers is an important ingredient of Labour Welfare Policy. Welfare of the workers in unorganised sector is the priority agenda of the Government. Twelve separate Welfare Boards have been formed in order to implement welfare programmes for the workers in the unorganised sector. Tamil Nadu Labour Welfare Board, on the other hand, implements various welfare schemes for workers in organised sector and their dependents.

The Government is fully committed for eradication of Child Labour. Separate Action Plan has been drawn for eradication of Child Labour in Domestic and Hospitality Sectors.

The Chief Inspectorate of Factories, under the control of the Chief Inspector of Factories, takes care of the health, safety and welfare of the workers in registered factories all over the State.

The health of the workers in organized sector, and their family members is safeguarded by the Employees State Insurance Scheme, through a network of hospitals and dispensaries throughout the State. The future of the workers in organized sector, from the financial point of view, is ensured by the Employee's Provident Fund Scheme and other allied Schemes.

The activities of the Commissionerate of Employment and Training is two-fold. Placement of unemployed persons in Government service as well as in Public and Private Sectors and imparting of training to unemployed youth are the crucial responsibilities of the Commissionerate. To provide succour to the educated unemployed youth, who have been waiting for employment, after registration in Employment Exchanges for five years, the Government have already launched and are implementing unemployment assistance scheme. With a view to make them employable, skill development training through Government Industrial Training Institutes will also be imparted to them.

The Overseas Manpower Corporation Limited is the Organisation which helps the persons in getting placements abroad.

The activities, performances and achievements of the aforesaid organs of Government are elaborately dealt with in the Chapters.

## CHAPTER – I

### LABOUR DEPARTMENT

**1.1.** Labour Department administers matters relating to Industrial relations and Labour Welfare. The Department is enforcing 28 labour legislations. The Commissioner of Labour is the head of the department who is assisted by two Joint Commissioners of Labour. There are three Zonal Joint Commissioners of Labour, nine Deputy Commissioners of Labour and 28 Inspectors of Labour who are responsible for implementation and enforcement of various Labour laws and welfare measures for the workers.

#### INDUSTRIAL RELATIONS

**1.2.** After the advent of globalization and liberalization, the role of Labour Department becomes extremely crucial and sensitive. The pragmatic approach of the Government towards industrial relations and need for rapid industrial development of the State with its abiding concern for the welfare of the work force has led to healthy industrial climate in the State.

**1.3.** The role of the Labour Department is to aid and maintain the harmonious relationship between management and labour through the process of conciliation. The total number of strikes and lock-outs settled during the year was 40 and 15 respectively.

**1.4.** During the year, 5,513 industrial disputes were settled.

**1.5.** During the year 2006, the Conciliation Officers of this Department effectively handled the disputes attracting the provisions of the Bonus Act. As a result, most of the issues relating to Bonus were solved amicably.

#### LABOUR COURTS

**1.6.** In order to help the workmen get speedy statutory relief, there are 10 Labour Courts functioning in the State. These Labour Courts adjudicate on matters specified in the Second Schedule to the Industrial Disputes Act, 1947. The details of the jurisdiction of these Labour Courts in the State are as follows:

SI. No.	LABOUR COURT	JURISDICTION
1.	Principal Labour Court, Chennai.	Chennai, Kancheepuram and Tiruvallur Districts
2.	Additional Labour Court-I, Chennai.	
3.	Additional Labour Court-II Chennai.	
4.	Labour Court, Vellore.	Vellore and Tiruvannamalai Districts
5.	Labour Court, Salem.	Salem, Erode, Namakkal, Dharumapuri and Krishnagiri Districts.

6.	Labour Court, Coimbatore.	Coimbatore and the Nilgiris Districts
7.	Labour Court, Cuddalore.	Cuddalore, Villupuram, Nagapattinam, Thanjavur and Tiruvarur Districts.
8.	Labour Court, Tiruchirapalli.	Tiruchirapalli, Pudukkottai, Perambalur, Karur, and Dindigul Districts.
9.	Labour Court, Madurai.	Madurai, Virudhunagar, Sivagangai, Ramanathapuram and Theni Districts.
10.	Labour Court, Tirunelveli.	Tirunelveli, Thoothukudi and Kanniyakumari Districts.

## **INDUSTRIAL TRIBUNAL**

**1.7.** There is also an Industrial Tribunal with its Head quarters at Chennai. The Industrial Tribunal adjudicates on matters specified in the Second and Third Schedule to the Industrial Disputes Act, 1947.

## **ENFORCEMENT**

**1.8.** The enforcement machinery in Labour Department organises special drive to ensure compliance of statutory requirements of Labour Laws and Weights and Measures Laws. The prime duty of the enforcement officials of this Department is to persuade the parties concerned to achieve the objects enshrined in such Statutes or to launch prosecution for non compliance. With this object in mind, this Department acts judiciously to ensure that the workers enjoy the benefits under various Labour Enactments. The various Labour Laws enforced by the Labour Department are briefly mentioned below:-

### **THE INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946**

**1.9.** This Act has been enacted to require employers in Industrial Establishments to define conditions of employment under them and to make the said conditions known to workmen. The three Zonal Joint Commissioners of Labour have been notified as Certifying Officers under this Act. This Act applies to industrial establishments in which 20 or more workers are employed. As per the Act, employers have to get their standing orders certified. In respect of the industrial establishments for which standing orders have not been got certified, the Model Standing Order prescribed in the Act will apply till it is certified by the Certifying Officer. During the year 2006, Standing Orders of 305 Industrial Establishments were certified.

### **THE TRADE UNIONS ACT, 1926**

**1.10.** This Act has been enacted to provide for the registration of trade unions. During the year 2006, 873 Trade Unions were registered and a sum of Rs.86,100/- was collected as registration

fees and Rs.4,500/- as amendment fees. The total number of Trade Unions registered so far is 10,038.

### **THE PLANTATIONS LABOUR ACT, 1951**

**1.11.** This Act and Rules provide for the welfare of the Plantation Labour and to regulate the conditions of work in plantations and they are applicable to any land used or intended to be used for the growing of coffee, Tea, Rubber and Cardamom with an extent of 5 hectares or more and in which 15 or more persons are employed. The Government can also, by notification, declare that any of the provisions of this Act and Rules shall apply to any land used or intended to be used for growing any plantation notwithstanding that it measures less than 5 hectares or the number of persons employed therein is less than 15. The total plantation area in Tamilnadu is 61,080 hectares and the total number of workers is 90,930. (36,116 men and 54,814 women). Total number of registered plantations is 689. During the year 2006, 4,780 inspections were made. 101 cases were disposed by Courts and a sum of Rs.36,500/- was levied as fine by Courts.

### **THE WORKING JOURNALISTS AND OTHER NEWSPAPER EMPLOYEES (CONDITIONS OF SERVICE AND MISCELLANEOUS PROVISIONS) ACT, 1955**

**1.12.** This Act has been passed to regulate the conditions of service of working journalists and other persons employed in Newspaper Establishments.

### **THE MOTOR TRANSPORT WORKERS ACT, 1961**

**1.13.** Every employer of a Motor Transport Undertaking wherein 5 or more workers are employed has to register his undertaking under this Act. The number of motor transport undertakings registered at the end of the year 2006 is 2014. The number of workers employed in the said undertakings is 1,18,170. A sum of Rs.3,41,538/- was collected by way of registration fee and other charges. During this year, 4808 inspections were made. 245 cases were disposed of by Courts after realization of fine amount of Rs.74,705/-.

### **THE TAMILNADU SHOPS AND ESTABLISHMENTS ACT, 1947**

**1.14.** This Act regulates the employment of workers in Shops and Commercial Establishments. There are 3,26,033 Shops and establishments in the State. During the year, 3,07,905 inspections were made and 26,217 cases were disposed, out of which 25,364 cases were compounded and a sum of Rs.16,71,995/- was realized by the Department. Remaining 853 were filed in the Court and a sum of Rs.54,030/- was levied as fine.

### **THE TAMILNADU CATERING ESTABLISHMENTS ACT, 1958**

**1.15.** This Act regulates the conditions of work in catering establishments. There are 25,039 catering establishments in the State. During the year 2006, a sum of Rs.10,70,981/- has been collected as registration fees from the employers of catering establishments. During this year, 37,879 inspections were made, 2,976 cases were compounded and a sum of Rs.2,93,705/- was collected by the department as compounding fee and Rs.23,650/- was levied as fine by the Courts in 312 cases.

## **THE TAMILNADU INDUSTRIAL ESTABLISHMENTS (NATIONAL AND FESTIVAL HOLIDAYS) ACT, 1958**

**1.16.** This Act has been passed to provide for the grant of National and Festival Holidays to persons employed in industrial establishments in the State of Tamil Nadu. During the year 2006, totally 1,06,387 inspections were made, 5911 cases were disposed of, out of which 5,534 cases were compounded and a sum of Rs.3,12,550/- was collected as compounding fee. 377 cases were disposed of by the Courts and a sum of Rs.20,625/- was levied as fine.

## **THE PAYMENT OF WAGES ACT, 1936**

**1.17.** The object of this Act is to ensure the prompt payment of wages to the employees and for the expeditious disposal of claims and to avoid unauthorised deductions from wages. During the year 2006, 34 cases were disposed of and a sum of Rs.50,43,558/- was ordered to be paid as wages to the claimants.

## **CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970**

**1.18.** The Contract Labour (Regulation and Abolition) Act is enacted with an object to regulate the employment of contract labour in certain establishments and to abolish this system in certain circumstances and for matters concerned therewith. During the year 2006, 2,787 inspections were made. 253 establishments were registered as Principal Employers and licenses were issued to 423 contractors.

## **THE TAMILNADU INDUSTRIAL ESTABLISHMENT (CONFERMENT OF PERMANENT STATUS TO WORKMEN ) ACT, 1981**

**1.19.** The main object of this Act is to provide for the Conferment of Permanent Status to Workmen in Industrial Establishments. During the year 2006, 215 applications were disposed of under this Act and 423 workers benefited.

## **MINIMUM WAGES**

**1.20.** Minimum Wages Act, 1948 is a landmark enactment which ensures payment of Minimum Wages. One can say that minimum wage is synonymous with subsistence wage, deprivation of which will take away the element of humanism from the life of human beings. As many as 90 Employments have been included in the schedule to the Minimum Wages Act. Under the Act, the Government have to fix / revise minimum rates of wages by following committee method or Notification Method, as the case may be. Government of India have suggested that national floor level minimum wage for any scheduled employment should not be less than Rs.66/- per day, with effect from 01.02.2004.

**1.21.** During the year 2006, the Minimum rates of wages were revised for the employment in “Agarbathi Manufactory” and “Match Manufactory”.

**1.22.** The employment in ‘Textile Mills’ has been included in Part –I of the Schedule to the Minimum Wages Act, Vide G.O. (Ms) No. 1, Labour and Employment (J2) Department , dated 03.01.2007.

**1.23.** The 9 Regional Deputy Commissioners of Labour have been notified as Authorities to hear the claim petitions under Section 20(1) of the Minimum Wages Act.

## **SOCIAL SECURITY LEGISLATIONS**

### **THE PAYMENT OF BONUS ACT, 1965**

**1.24.** This Act applies to persons employed in every factory and establishment where 10 or more persons are employed. The establishments covered under the Act shall continue to pay bonus even if the number of employees subsequently falls below 10. A minimum bonus of 8.33% have to be paid irrespective of losses incurred. The Act has prescribed a formula for calculating the admissible bonus when a company makes profit. Maximum bonus payable under the Act is 20%.

### **THE PAYMENT OF GRATUITY ACT, 1972**

**1.25.** This Act provides for payment of gratuity to the employees on their retirement or on the termination of employment, if he/she had put in a continuous service for not less than five years. During 2006, 1,077 claims were disposed of and a sum of Rs.3,07,96,174/- was ordered to be paid to the claimants.

### **THE WORKMEN’S COMPENSATION ACT, 1923**

**1.26.** This Act provides for compensation to workers in the event of loss of earning capacity due to accident. During the year 2006, 3,453 cases were filed under this Act. Out of this, 2,936 cases (including those filed during the previous years) were disposed of and a sum of Rs.27,83,67,686/- was ordered to be paid as compensation to the claimants.

### **THE MATERNITY BENEFIT ACT, 1961**

**1.27.** The Act provides for maternity benefits like 12 weeks leave with wage for childbirth (i.e. 6 weeks before delivery and 6 weeks after delivery), one-month medical leave on Medical Certificate, 6 weeks leave for miscarriage etc., This Act also provides for the payment of medical bonus of Rs.250/-, if no pre-natal and post-natal care is provided by the employer free of cost.

### **THE EQUAL REMUNERATION ACT, 1976**

**1.28.** The Equal Remuneration Act, 1976 is an Act to provide for the payment of Equal Remuneration to men and women workers for the prevention of discrimination on the ground of sex against women in the matter of employment and for matters connected therewith or incidental thereto and for the purpose of providing increasing employment opportunities for women. During 2006, 8914 inspections were conducted and 9 prosecutions were launched.

### **THE TAMILNADU PAYMENT OF SUBSISTENCE ALLOWANCE ACT, 1981.**

**1.29.** This Act has been passed to make it a statutory obligation on the part of the employer to pay subsistence allowance to the employees during the period of their suspension. During 2006, 200 claims under this Act were disposed of and a sum of Rs.20,81,857/- was ordered to be paid to the claimants.

### **STATE LABOUR ADVISORY BOARD**

**1.30.** It is a tripartite high level committee consisting of the representatives of Employers, Employees and Government Officials. This Board is headed by the Hon'ble Minister for Labour. This Board meets to discuss the labour problems, amendments to Act and Rules.

## **CHAPTER – II**

### **ERADICATION OF CHILD LABOUR IN TAMILNADU**

**2.1** Tamilnadu Government is fully committed to address the problem of child labour, in a systematic way. Concrete measures are taken to combat child labour, involving awareness generation, strict enforcement of Laws prohibiting child labour, identification, rescue and rehabilitation of child labour and imparting education by mainstreaming them. Necessary institutional arrangements, convergence, resource commitments and a clear division of responsibilities between the various Stakeholders concerned have been set out.

### **ENFORCEMENT**

**2.2.** The provisions prohibiting employment of children under various Labour enactments are being implemented by the Inspectors of Labour and Factories Departments. In the year 2006, 2,02,413 inspections were made and 636 contraventions were noticed in the State. 603 Cases were filed under labour enactments prohibiting child labour. During the year, including the cases filed earlier, 623 Cases had ended in conviction and Rs.19,77,400/- had been collected as fine. 20 cases had ended in imprisonment ranging from 2 to 6 months. 2 cases had ended in both fine and imprisonment.

**2.3.** District Level Committees have been formed with the District Collectors as Chairmen and these Committees have accelerated the enforcement activities in the Districts to rescue all working children. Child Labour prevention squads conduct surprise and joint raids in the Districts to rescue and rehabilitate the working children.

### **AWARENESS GENERATION**

**2.4.** Anti Child Labour Day was observed on 12.6.2006 all over the State. A special issue of Tamil magazine named "Kuruthu" was published. Posters, Stickers and bit notices were printed and published for generating awareness regarding child labour. Hoardings, Jingles, Puppet show and banners were put up in the All India Tourist and Industrial Trade Fair in Chennai from January 2007 to March 2007.



## **NATIONAL CHILD LABOUR PROJECT**

**2.5.** National Child Labour Project is functioning at Chennai, Coimbatore, Dharmapuri, Dindigul, Erode, Krishnagiri, Salem, Thiruchirappalli, Thoothukkudi, Theni, Tirunelveli and Vellore Districts. 16000 rescued Child Labourers are presently studying in 397 Special Schools. The Children studying in the Special Schools are supplied with Books, Note Books, Writing materials, Uniforms, Free Bus pass and Noon meal. A stipend amount of Rs 100/- p.m is given to every child. Regular health check ups are undertaken by the Health Department for these Students. The Students studying in Special Schools under this Project are mainstreamed into formal schools every year. **735** Self Help Groups have been formed among mothers of Child Labourers in all the NCLP districts to improve the economic status of the child labour families.

**2.6.** Orders have been issued in G.O.(D)No.93. Labour and Employment Department, dated 01.09.2006, extending the free bus pass concession, which was in vague in five districts earlier, to all the seventeen districts where NCLP and Indus Scheme are in operation.

## **INDUS PROJECT**

**2.7.** INDUS Child Labour Project is a co-operation Project of the Government of India and United States of America. This Project is implemented in Kancheepuram, Namakkal, Tiruvallur, Tiruvannamalai and Virudhunagar.Districts. The components of the Project are identification of children at work, withdrawal and provision of Transitional Education, vocational training for adolescents, income generating alternatives for families, strengthening public education of child workers, monitoring and tracking, social mobilization, capacity building of National, State, District and Local Institutions, raising interest towards action on hazardous child labour and knowledge management.

## **ACTION PLAN FOR ERADICATION OF CHILD LABOUR IN DOMESTIC AND HOSPITALITY SECTORS.**

**2.8.** Government of India has prohibited employment of Children below 14 years as domestic workers and in dhabas, hotels, tea shops and other recreation centres through a notification which came into effect on 10.10.2006. An Action Plan to eradicate Child Labour in Domestic and hospitality sectors has been approved in G.O.(2D) No.7, Labour and Employment Department, dated 06.02.2007.

**2.9.** Strategies for the eradication of child labour in these sectors include massive awareness programmes, social mobilization, community involvement and convergence of various departments, identification, release and rescue, and mainstreaming. The State Action Plan has also aimed at eradicating Child Labour in general as a whole, by identifying them through an intensive household and establishment-wise survey and by making institutional arrangements for rehabilitating them.

## **WORKSHOPS**

**2.10.** In view of the recent notification issued by Government of India banning employment of Children in domestic and Hospitality sector, a State Level Workshop was conducted for Trade Unions, NGOs, and Government officers, Flat Owners Associations, Hotel Owners Associations and Employers Associations. A “Two day Workshop on Child Rights and Child Labour related enactments” was conducted for Judicial and Enforcement Officers in June and July 2006, in order to sensitize the said Officers on child labour.

## **CHAPTER – III**

### **WELFARE BOARDS**

**3.1** Welfare of workers both in organized and unorganised sectors has been the priority agenda of the Labour Department. Various welfare schemes for organized workers are implemented through Tamil Nadu Labour Welfare Board. For workers in unorganised sector, welfare schemes are being implemented through separate Welfare Boards.

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

**3.2.** Constituted under the provisions of Tamil Nadu Labour Welfare Fund Act 1972, the Board is functioning from the year 1975, and covers the workers in organised sector.

#### **TAMIL NADU LABOUR WELFARE FUND**

**3.3.** The Tamil Nadu Labour Welfare Board receives contributions from the employers of the Factories, Plantations, Motor Transport Undertakings, Shops and Catering Establishments. The employees of the above establishments are contributing Rs.5/- per year and Employers are contributing Rs.10/- per worker for each year. The Government of Tamil Nadu is also contributing equal to the amount of employees' contribution.

**3.4.** The Board receives fine amount imposed by the courts and also compounding fees imposed by the Labour department against the employers for violation of Labour Acts and Rules.

**3.5.** The Tamil Nadu Labour Welfare Board is running 71 Labour Welfare Centres, close to the employees' residential areas, in the state.

#### **SCHEMES IMPLEMENTED**

**3.6.** The following schemes are implemented by the Tamil Nadu Labour Welfare Board.

#### **TAILORING CENTRES**

**3.7.** In all the welfare Centres, Tailoring classes are conducted for the benefit of women dependents of the workers, for a period of one year.

**3.8.** During the training period, assistance is given to the trainees. The assistance which was Rs.80/- per month earlier, has since been raised to Rs.150/- per month, as per orders issued in G.O.(D) No.604, Labour and Employment Department, dated 11.09.2006.

**3.9.** The examination fees is also borne by the Board. One sewing machine is given to the trainee who secures first rank in Lower and Higher grade examination in respect of each centre. So far, 8,362 Trainees have been given training and a sum of Rs.18,47,463/- has been incurred for this purpose. A sum of Rs.9,19,941/- has been incurred so far, for the purchase of new sewing machines to the 387 rank holders.

### **CRECHES**

**3.10.** Creches for the children of workers are run in the Welfare Centres. So far, 4,782 children of workers in the age group of 2 to 5 have been admitted in the crèches. Nutritious mid-day meals and milk are provided daily. Eggs and Fruits are also given twice in a week. Two sets of Terri cotton uniform are also supplied to the children once in a year. The children are also undergoing Medical Checkup by doctors, periodically. In addition to that, basic education is also imparted by trained Balasevikas. So far, a sum of Rs.17,68,777/- has been incurred for the above said purpose.

### **READING ROOM**

**3.11.** Two weekly Tamil magazines and Two Tamil Dailies are provided in the Reading Rooms to benefit the workers.

### **SCHOLARSHIP**

**3.12.** The Scholarship given to the workers' Children is as indicated below :

	<u>Per year</u>
1. Bachelor Degree in Medicine	:Rs.2400/-
2. Bachelor degree in Engineering	:Rs.2400/-
3. Bachelor Degree in Law	:Rs.2400/-
4. Bachelor Degree in Agriculture	:Rs.2400/-
5. I.T.I.	:Rs.1000/-
6. Higher Secondary	:Rs.1200/-
7. Diploma in Engineering.	Rs.1440/-
8. Diploma in Medical.	:Rs.1440/-

**3.13.** A sum of Rs.2,58,240/- has been sanctioned as scholarship to 136 students studying degree in Engineering, Medicine, Law and Agriculture and Diploma Courses, during the period from May, 2006 to March, 2007.

**3.14.** A sum of Rs. 1,58,400./- has been sanctioned to 135 students studying in ITI and Higher Secondary as Scholarship, during the period from May, 2006 to March, 2007.

### **EDUCATION INCENTIVE**

**3.15.** The Tamil Nadu Labour Welfare Board sanctions Cash award of Rs.1000/- to students who come first in 10<sup>th</sup> Standard and 12<sup>th</sup> Standard in Public Examinations in each education district. An amount of Rs.500/- is awarded to the Students who come second in 10<sup>th</sup> Standard and 12<sup>th</sup> Standard in Public Examinations in each education district. Under this scheme, 71 students have benefited and a sum of Rs.60,500/- has been spent during the period from May, 2006 to March, 2007.

#### **BOOK ALLOWANCE SCHEME**

**3.16.** The Board has sanctioned Book Allowances to the tune of Rs.17,565/- to 74 Children of the workers. Besides, a sum of Rs.1780/- has been given to 6 students who have got training in Typewriting and Shorthand, for the period from May, 2006 to March, 2007.

#### **ASSISTANCE FOR BASIC COMPUTER TRAINING**

**3.17.** Reimbursement of Rs.1000/- is given to 5 employees / dependents in each Revenue District for Basic computer training through approved institutions.

#### **ASSISTANCE FOR SPECTACLES**

**3.18.** The Tamil Nadu Labour Welfare Board is reimbursing the cost of Spectacles upto Rs.400/- per worker. Under this scheme, 621 workers have benefited and a sum of Rs.2,28,734/- has been spent for this purpose, during the period from May, 2006 to March, 2007.

#### **HEARING AID ,THREE WHEELER, AND ARTIFICIAL LIMBS**

**3.19.** Reimbursement of cost of Hearing Aid upto a sum of Rs.1000/- is given to the workers who are hearing impaired.

#### **FUNERAL EXPENSES**

**3.20.** A sum of Rs.1,48,500/- has been sanctioned to 99 Legal heirs towards Funeral Expenses of the workers, at the rate of Rs.1500/- each, during the period from May, 2006 to March, 2007.

#### **T.B.WARDS**

**3.21.** The Tamil Nadu Labour Welfare Board has constructed separate T.B. Wards with Beds in Tambaram, Asaripallam, Tirupur, Austinpatti and Kilpennathur sanatoriums, for the benefit of the workers.

#### **HOLIDAY HOMES**

**3.22.** The Tamil Nadu Labour Welfare Board has constructed Holiday Homes in Mamallapuram, Courtallam, and Valparai for the stay of the workers along with their family members, at very

nominal rent. During the period from May, 2006 to March, 2007, 4,556 workers have availed this facility.

**3.23.** At Chennai, a Rest House, (ie. Jeeva Illam) in DMS Campus at Teynampet has been constructed specially to accommodate, at very nominal rent, the office bearers of Registered Trade Unions who come to Chennai in connection with their Union activities. During the period from May, 2006 to March, 2007, 5,472 Trade Union Leaders have availed this facility.

### **MAGAZINE FOR WORKERS**

**3.24.** A monthly magazine "Uzhaippavar Ulagam" is published by the Board which contains Court Judgments, Labour Acts, Questions and Answers, Consumer Price Index for the benefit of the workers, Employers and also the Public. At present, 4752 members have subscribed to this magazine.

### **WELFARE BOARDS FOR UNORGANISED WORKERS**

**3.25.** Ensuring Social Security for the workers in Unorganised sector has been area of focus of the Labour Department. Twelve separate welfare Boards have been formed for Manual Workers

### **TAMILNADU MANUAL WORKERS' SOCIAL SECURITY AND WELFARE BOARD**

**3.26.** The Tamil Nadu Manual Workers Social Security and Welfare Board was constituted on 17.03.99 under Section 6 of the Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982, to provide social security and welfare measures for the manual workers engaged in the scheduled employments under the said Act.

**3.27.** In order to ensure implementation of welfare schemes effectively for unorganised workers, Government have constituted the following separate Welfare Boards along with the existing Tamil Nadu Manual Workers Social Security and Welfare Board.

1. Tamil Nadu Auto Rickshaw / Taxi Drivers Welfare Board
2. Tamil Nadu Washermen Welfare Board
3. Tamil Nadu Hair Dressers Welfare Board
4. Tamil Nadu Tailoring Workers Welfare Board
5. Tamil Nadu Handicraft Workers Welfare Board
6. Tamil Nadu Palm Tree Workers Welfare Board
7. Tamil Nadu Handlooms and Handlooms Silk Weaving Workers Welfare Board
8. Tamil Nadu Footwear and Leather Goods manufactory and Tannery Workers Welfare Board
9. Tamil Nadu Artists Welfare Board
10. Tamil Nadu Goldsmiths Welfare Board
11. Tamil Nadu Pottery Workers Welfare Board
12. Tamil Nadu Domestic Workers Welfare Board

**3.28.** A sum of Rs.476.04 lakhs was provided as Grant to the Welfare Boards for the year 2006-07. A sum of Rs.37 lakhs was also provided as grant to Tamil Nadu Domestic Workers Welfare Board for the year 2006-2007.

**3.29.** The Scheme of payment of Pension/Disability Pension to the eligible, Registered Manual Workers of the Boards at Rs.300/- p.m. has been introduced by the Government with effect from 01.09.2006. The Government have also given concession to the manual workers who have completed 60 years of age but failed to renew their registration, for renewal of Registration upto 31.03.2007 for availing pension.

**3.30.** The Government have enhanced the maternity assistance to registered female workers from Rs.4000/- to 6000/- w.e.f. 01.09.2006.

**3.31.** The collection of Registration / Renewal Fee has been dispensed with, from 01.09.06.

**3.32.** 62 additional posts have been created by the Government to attend to the work of Welfare Boards exclusively.

**3.33.** The total number of workers registered during the period from May 2006 to March, 2007, is 4,40,454.

**3.34.** A sum of Rs. 3,69,64,400 has been received as contribution to the Board till 31.03.2007.

**3.35. THE SCHEMES IMPLEMENTED BY THE BOARDS  
( Particulars of the beneficiaries from May 2006 to March 2007 )**

A total sum of Rs.18,45,27,350/- was paid to 88,975 beneficiaries under various welfare schemes.

Sl. No.	Type of Assistance	Quantum Rs.	No of workers benefited	Amount spent Rs.
1	<b>Accident Insurance Scheme</b> a) Accidental Death b) Accidental Disability	1,00,000 Based on Extent of Disability	34	17,82,000
2	Natural Death Assistance	15,000	391	47,75,000
3	Funeral Expenses Assistance	2,000	642	12,84,000
4	Educational Assistance :- a) Girl Children Studying 10th b) If the son or daughter Passed 10th c) Girl Children Studying 11th d) Girl Children Studying 12th e) If the son or daughter Passed 12th f) Regular Degree Course With Hostel Facility g) Regular Post Graduate Course With Hostel Facility h) Professional Degree Course With Hostel Facility i) Professional PG Course With Hostel Facility j) I.T.I or Polytechnic Course With Hostel Facility	1,000 1,000 1,000 1,500 1,500 1,500 1,750 2,000 3,000 2,000 4,000 4,000 6,000 1,000 1,200	52,706	6,30,00,000
5	Marriage Assistance	2,000	12,066	2,41,32,000
6	Maternity Assistance i) Delivery @ Rs.1,000 p.m. ii) Miscarriage/Termination	6,000 3,000	22,684	8,89,00,000
7	Reimbursement of Cost of Spectacles	500	122	60,350
8	Pension	300 p,m,	330	5,94,000

### THE TAMILNADU CONSTRUCTION WORKERS WELFARE BOARD

**3.36.** The Government of Tamil Nadu have enacted the Tamil Nadu Manual Workers (Regulation of Employment and conditions of work) Act, 1982 which is a comprehensive Legislation for the workers in the Unorganised sector. Tamil Nadu Construction Workers Welfare Board is functioning w.e.f. 1994.

**3.37.** A sum of Rs.163,89,30,107/- has been received as contribution to the Board.

**3.38.** The total no. of workers registered from May, 2006, to March, 2007 is 2,94,976.

**3.39.** The Registration fee of Rs.25/- and Renewal fee of Rs.10/- hitherto paid by the workers have been dispensed with by the Government from 01.09.2006.

**3.40.** The Government have enhanced the pension amount from Rs.200 to 300/- p.m. to the Construction workers registered in the Tamil Nadu Construction Workers Welfare Board, with effect from 01.09.2006.

**3.41.** The Government have enhanced the Maternity assistance to the female workers of Tamil Nadu Construction Workers Welfare Board from Rs.4000/- to 6000/- w.e.f. 01.09.2006.

**3.42. SCHEMES IMPLEMENTED BY THE BOARD  
(Particulars of beneficiaries from May 2006 to March 2007 )**

Sl. No.	Type of Assistance	Quantum Rs.	No. of workers benefited	Amount spent Rs.
1	Group Personal Accident Insurance Scheme Accidental Death <b>Loss of</b> i) Both Hands ii) Both Feet iii) One Hand and One Foot iv) Total and irrecoverable loss of sight in both Eyes	1,00,000	65	66,30,000
	Loss of One Hand, One Foot or Loss of Sight in One Eye	50,000		
	Permanent Partial Disablement	Percentage as assessed by Doctor	18	7,72,000
2	Natural Death Funeral Expenses	15,000 2,000	3,544	5,62,18,000



3	Educational Assistance :-			
	a) If the daughter is studying 10th Std.	1,000	3,115	31,15,000
	b) If the son or daughter passed 10th Std.	1,000	6,540	65,40,000
			2,088	20,88,000
	c) If the daughter is studying 11 <sup>th</sup> Std.	1,000	2,488	37,32,000
			4,278	64,17,000
	d) If the daughter is studying 12th Std.	1,500		
	e) If the son or daughter passed 12th Std.	1,500		
	f) Regular Degree Course	1,500	} 5159	76,02,650
	With Hostel Facility	1,750		
	g) Regular Post Graduate Course	2,000		
	With Hostel Facility	3,000		
	h) Professional Degree Course	2,000		
With Hostel Facility	4,000			
i) Professional PG Course	4,000			
With Hostel Facility	6,000			
j) I.T.I or Polytechnic Course	1,000			
With Hostel Facility	1,200			

Sl. No.	Type of Assistance	Quantum Rs.	No. of workers benefited	Amount spent Rs.
4	Marriage Assistance	2,000	7,982	1,59,64,000
5	Maternity Assistance		} 734	28,57,000
	i) Delivery @ Rs.1,000 p.m.	6,000		
	ii) Miscarriage/Termination	3,000		
6	Reimbursement of Cost of Spectacles	500	939	4,37,504
7	Pension	300 per month	904	71,21,349

A total sum of Rs.11,94,94,503/- was paid to 37,854 beneficiaries under various welfare schemes.

**3.43.** 15 new Regional offices have been formed for Tamil Nadu Construction Workers Welfare Board along with 90 new posts. Further, 60 additional posts have been sanctioned by the Government for the existing 15 Regional Offices of the Board.

## E-GOVERNANCE

**3.44.** With a view to ensuring the distribution of welfare benefits to the thousands of unorganised labourers without any delay, all offices of the unorganised labour welfare board will be computerised.

## **CHAPTER – IV**

### **WELFARE OF BEEDI WORKERS**

**4.1.** The welfare of Beedi Workers, most of whom are below poverty line, is engaging the attention of this Department. Various benefits are provided to them by welfare legislations. In order to provide them reasonable dwelling places, the Beedi Workers Housing Scheme is implemented effectively, with subsidy from the Central Government and State Government's contribution.

#### **REVISED, INTEGRATED BEEDI WORKERS' HOUSING SCHEME**

**4.2.** The Revised, Integrated Beedi Workers' Housing Scheme in Tamilnadu is a centrally sponsored Scheme. According to this Scheme, the cost of construction per house is Rs.45,000/-, out of which, the Government of India's subsidy would be Rs.40,000/- and the balance of Rs.5,000/- would be borne by the State Government in lieu of the beneficiaries' contribution. The construction of houses is entrusted with respective District Collectors.

**4.3.** For the year 2006-2007, applications for construction of 500 houses in Tirunelveli district and 59 houses in Toothukudi District have been forwarded to the Government of India. Government of India have conveyed their administrative approval for the construction of 559 houses and released 50% of the Central subsidy of Rs.111.80 lakhs. A sum of Rs.27,95,000/- has been sanctioned by Government as State subsidy for the 559 beneficiaries .

#### **BEEDI AND CIGAR WORKERS (CONDITIONS OF EMPLOYMENT) ACT, 1966**

**4.4.** In order to ensure that the benefits available under the provisions of the Beedi and the Cigar Act and Rules reach the workers of the Beedi Industries, the Department is pursuing stringent enforcement and consequently the employers are complying with the requirements of the Act and Rules. There are 693 Beedi establishments in the State employing 2,48,163 workers. 4,360 inspections were made during 2006. Out of 718 cases including cases already pending in the Court, 408 cases were disposed of by Courts and a sum of Rs.85,450/- was levied as fine.

## **CHAPTER - V**

### **THE STANDARDS OF WEIGHTS AND MEASURES (ENFORCEMENT) ACT,1985**

**5.1.** The interest of consumers is safeguarded by this Department through the strict enforcement of various consumer protection legislations which ensures accurate supply of commodities, without any shortage of Weights and Measures. To maintain the accuracy of Weights and Measures, periodical verification and re-verification of Weights and Measures is undertaken by the Department Inspectors.

**5.2.** Use of weights and measures other than the Standard Weights and Measures and unstamped commercial weights and measures is prohibited in trade or business. The enforcement of this important consumer protection oriented Act is undertaken through surprise inspections and periodical joint raids. During the year 2006, 3,61,704 inspections were made under the Act. Total number of cases disposed of during the year 2006 was 17,700 out of which 17,645 cases were compounded and Rs.40,25,259/- has been collected as compounding fee. 55 cases were disposed of by Courts and a sum of Rs.52,900/- was levied as fine.

### **THE STANDARDS OF WEIGHTS AND MEASURES (PACKAGED COMMODITIES) RULES,1977**

**5.3.** The enforcement of this important consumer protection oriented rule is undertaken through surprise inspections and periodical joint raids. During the year 2006, 1,51,797 inspections were made. 7,645 cases were compounded and a sum of Rs.14,34,504/- was collected by the department as compounding fee and Rs.22,150/- was levied as fine by the Courts in 29 cases.

## **CHAPTER - VI**

### **TAMILNADU INSTITUTE OF LABOUR STUDIES**

**6.1.** The Tamilnadu Institute of Labour Studies was established in the year 1973 by the Government of Tamilnadu and upgraded as a First Class Institute in the year 1978. The Institute is run by the High Level Committee constituted by the Government of Tamilnadu, called Governing Committee, under the Chairmanship of Hon'ble Minister for Labour. The main objectives of this Institute are :

- disseminating knowledge by publications, carrying out research on Labour related issues
- bringing out graduates in the field of Labour Management, etc.
- developing healthy trade unionism
- maintaining congenial attitude among the parties concerned
- developing skills among the officers of the Labour Department and Factories Inspectorate

**6.2.** This Institute periodically conducts Training Programmes, Seminars, Refresher Courses, Orientation Programmes, etc. to suit the needs of supervisory and managerial personnel of private and public sector industries, trade unionists, and officials of Labour and Factories Department.

**6.3.** This Institute has conducted 20 seminars / training programmes benefiting 619 persons including officers of Labour Department during the period from May, 2006 to March, 2007.

**6.4.** To carry out research on subjects concerning the personnel management and labour welfare, the Institute undertakes research projects awarded by the agencies like Ministry of Labour, Government of India, V.V. Giri National Labour Institute, Noida, etc.

**6.5.** A part time one year P.G. Diploma Course Labour Administration" (PGDLA) and full time academic courses viz. B.A. (Labour Management) and M.A. (Labour Management), affiliated to the University of Madras, are offered. The University of Madras has also recognized this Institute as a Research Institute to conduct both part time and full time Ph.D. programmes.

**6.6.** Government of Malaysia declared that all the foreign workers should undergo an Induction Course and obtain the Certificate of Eligibility issued by the MLVK of Malaysia for getting Visa. The Government of Tamilnadu selected and permitted this Institute to conduct the Induction Course for Indian workers intending to work in Malaysia. So far, 71 batches have been completed and 4201 participants benefited.

## **CHAPTER VII**

### **EMPLOYEES' PROVIDENT FUND ORGANISATION**

#### **INTRODUCTION**

**7.1.** The Government of India, with a view to providing social security to the working class, enacted the Employees' Provident Fund and Miscellaneous Provisions Act 1952.

**7.2.** The following three schemes have been framed under the Act and are in operation now.

- i) Employees' Provident Fund Scheme 1952
- ii) Employees' Pension Scheme 1995
- iii) Employees' Deposit Linked Insurance Scheme, 1976

#### **EMPLOYEES' PROVIDENT FUND SCHEME, 1952**

**7.3.** This Scheme came into force with effect from 1.11.1952. The Employees' Provident Fund and Miscellaneous Provisions Act, 1952 is applicable to factories and establishments engaged in 181 specified industries / classes of establishments. At present, any factory in the category of the notified industry / classes of establishments employing 20 or more persons from the very date of its set-up, is coverable under the Act. An employee who is in receipt of pay up to Rs. 6500/- per month is eligible for membership of the fund.

**7.4.** The number of establishments covered under the Act in Chennai Region is 25,848. The number of members in this region as on 31.03.2007 is 28,17,530.

**7.5.** A member covered under this scheme is entitled to annual income distribution benefit in the form of interest on the monthly balance outstanding at his credit (including employer's share of contribution). The rate of interest, which was only 3% per annum in 1952-53, is 8.5% now.

#### **EMPLOYEES' PENSION SCHEME, 1995**

**7.6.** The Employees' Pension Scheme, 1995 was framed under the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 on 16.11.1995. The rate of contribution under this scheme is 8.33% of wages from the employer with effect from 16.11.1995. This Scheme provides the following benefits.

- Superannuation Pension
- Reduced Pension
- Disablement Pension
- Widow – Children Pension
- Orphan Pension
- Nominee Pension
- Pension to Dependant Father followed by Dependant Mother
- Disabled Children Pension  
(Irrespective of age and No. of Children in the family)

**7.7.** In addition to Pension benefits under the Employees' Pension Scheme, 1995, the scheme provides for issue of Scheme Certificates to the members who leave an establishment. On joining another establishment, their pension membership is carried over.

#### **EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME, 1976.**

**7.8.** The Scheme came into force with effect from 01.08.1976 and applies to the employees of all factories and other establishments to which the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 applies.

**7.9.** While the employees are not required to contribute to the Insurance Fund, the employers are required to pay contribution @ 0.5% of the pay of the employees who are Provident Fund members. No contribution is payable by employee. The Central Government also contributes to the insurance Fund an amount equivalent to one half of the amount of employers' contribution.

**7.10.** On the death of the member who is a member of the Employees Provident Fund while in service, the claimant will be paid an additional amount equal to the average balance in the Provident Fund account of the deceased during the preceding 12 months, restricted to a maximum benefit of Rs.60,000/-.

#### **SOCIAL SECURITY NUMBER (S.S.N.) ALLOTMENT**

**7.11.** The SSN was conceived as a mechanism that uniquely identifies every subscriber of EPFO, independently of the employer. The SSN has been designed as a 14-digit numeric number that includes a 3-digit system intelligence component and a single check digit. The SSN design ensures that a single number is not allotted to more than one subscriber and one subscriber is not

allotted more than one number. To implement the process of allotment of SSN, a data collection agency was appointed who were detailed the task of organizing data collection camps where SSN forms were collected from subscribers and the data captured electronically. Form data was also captured using ICR technology and the two sources were compared to ensure the integrity of the data captured. The SSN data was then processed through the SSN application software and the unique numbers were allotted to the subscribers. SSN cards were issued to the subscribers who were allotted the numbers. The SSN data collection activity was initially restricted to the identified 6 pilot offices but was subsequently extended to other offices to increase the coverage.

## **REDRESSAL OF GRIEVANCES:**

**7.12.** The Organisation is always aware of its responsibility and duty towards its members and the beneficiaries. The Public Relation Officers are available in the Regional Office, Chennai and all Sub Regional Offices on all the working days of the week to handle the grievance of the visiting members.

**7.13.** In addition to the above, the Regional Provident Fund Commissioner and the Officers in Charge of Sub-Regional offices personally hear the grievances of the members who call on them on all working days and arrange for their grievances getting redressed then and there.

**7.14.** As a measure of ensuring quicker services to members, a computer terminal with printer has been installed in the Public Relation Office wing of the Regional Office, and all other Sub Regional Offices of the Region. The status of any claim that is received in the office can be viewed from this terminal and print out is also given to the member on the nature of settlement etc. which has enhanced the satisfaction level of the members visiting this office.

## **CHAPTER - VIII**

### **EMPLOYEES STATE INSURANCE SCHEME**

**8.1** The Employees State Insurance Scheme is implemented in this State in accordance with the provisions of the ESI Act 1948. The scheme is administered by a duly constituted corporate body called the Employees State Insurance Corporation, as provided under the ESI Act. Employees State Insurance Scheme of India is an integrated Social Security scheme, tailored to provide protection to workers in the organised sector and their dependents in contingencies such as sickness, maternity, death and disablement due to an employment injury or occupational disease, as Medical Benefit, Sickness Benefit, Maternity Benefit, Disablement Benefit, Dependent's Benefit, Extended Sickness Benefit, Enhanced Sickness Benefit, Temporary Disablement Benefit, Permanent Disablement Benefit and Funeral Benefit.

**8.2.** Employees of covered units and establishments drawing wages up to Rs.10,000/- per month come under the purview of the ESI Act 1948 for multi-dimensional social security benefits. The ESI Scheme is mainly financed by contributions raised from employees covered under the scheme and their employers at a fixed percentage on wages, a sum equivalent to 1.75% and 4.75% of wages respectively.

**8.3.** In Tamil Nadu, medical facilities are provided through a network of 183 ESI Dispensaries, 9 ESI Hospitals, 5 Mobile Dispensaries, and 2 Utilisation Dispensaries. The total bed strength is 2363.

**8.4.** Expenditure on the medical facilities is initially borne by the State Government. 7/8<sup>th</sup> of the expenditure, subject to a ceiling, is reimbursed by the ESI Corporation. The ceiling which was Rs.900/- per Insured person, has been enhanced to Rs.1,000/- with effect from 01.04.2007.

#### **UTILISATION DISPENSARY**

**8.5.** Utilisation Dispensaries are run by the employer. The standards of equipments and treatment provided at these Dispensaries shall be normally equal to that provided by the State Government to the beneficiaries under ESI Scheme at the ESI Dispensaries. The employer is paid capitation fee at the rates prescribed by ESI Corporation from time to time. Now, the rate is Rs.60/- per Insured Person per year. At present, there are 2 Utilisation Dispensaries in Tamil Nadu.

1. Utilisation Dispensary, Dalmia Cements (Bharat) Limited, Dalmiapuram, Tiruchirapalli District
2. Utilisation Dispensary, E.I.D. Parry (India) Ltd., Ranipet, Vellore District.

#### **OPENING OF NEW ESI DISPENSARIES**

**8.6.** Two Doctor type ESI Dispensaries have been opened in the following areas during the year 2006.

<b>Sl. No.</b>	<b>Name of the ESI Dispensary</b>	<b>District</b>	<b>Date of opening</b>
1	Kancheepuram	Kancheepuram	01.08.2006
2	Kelambakkam	Kancheepuram	01.09.2006
3	Karungal	Kanyakumari	16.11.2006

#### **EXTENSION OF ESI SCHEME TO NEW AREAS**

**8.7.** The following areas have been covered under ESI Scheme during the year 2006-2007, by attaching them with the nearest Dispensaries as indicated below :

<b>Sl. No.</b>	<b>Name of the Area</b>	<b>Name of the ESI Dispensary to which attached</b>	<b>Date of implementation</b>
1.	Begumpur Peripherals	Begumpur	01.10.2006

2.	Munichalai Peripherals	Munichalai	01.12.2006
3.	Kovilpatti Peripherals	Kovilpatti	01.12.2006
4.	Tenkasi Peripherals	Tenkasi and Sankarankoil	01.12.2006
5.	Srivilliputhur Peripherals	Srivilliputhur	01.02.2007

### **SIDDHA SYSTEM**

**8.8.** Siddha units are already functioning in the ESI Hospitals at Ayanavaram and Coimbatore. Siddha wing in three more ESI Hospitals namely Madurai, Vellore and Salem has started functioning during 2006-2007.

### **YOGA**

**8.9.** The yoga wing in ESI Hospital, Ayanavaram was started on 24.11.2006

### **REVOLVING FUND**

**8.10.** The Revolving Fund System has been established for the purpose of reimbursing the Medical treatment expenses immediately to the Insured persons, who underwent treatment in private hospitals, without any delay. Revolving Fund is an active operation and the expenditure incurred for medical treatment by the employees and their family members is reimbursed by the ESI Corporation for Super Speciality and Speciality treatments.

**8.11.** In Order to ensure speedy reimbursement of claims, delegation of Financial powers has been enhanced as follows :

1. Director of Medical and Rural Health Services - Rs.1,50,000/-
2. Regional Administrative Medical Officer - Rs. 25,000/-
3. Chief Medical Officer of the ESI Dispensary - Rs. 2,000/-

**8.12.** During 2006-2007, a sum of Rs.2,12,29,784/- has been sanctioned to Insured Persons who underwent major surgeries related to Heart, Kidney Transplantation, Ortho Transplantation, Spinal cord, Neuro and Cancer, under this scheme.

### **Package Deal**

**8.13.** In order to render good medical care to Insured Persons and their family members, a free package deal scheme was introduced. 44 Private Hospitals have been included under the package deal scheme for Speciality / Super speciality treatments. The Insured persons and family members referred by ESI Hospitals are admitted into private Hospitals without making any payment. The Cheques for the treatment are issued directly to the concerned Private hospitals by ESI Corporation. During 2006-07, a sum of Rs.1,94,23,450/-(367 cases) has been sanctioned to the private Hospital authorities who come under package deal scheme.



## **CHAPTER – IX**

### **DEPARTMENT OF INSPECTORATE OF FACTORIES**

#### **Administration**

**9.1.** The Inspectorate of Factories is playing a key role in protecting the safety, health and welfare of the workers in registered factories. This Department is enforcing the Factories Act, 1948 and 13 other Labour Enactments in the State.

**9.2.** The administration and enforcement of various Labour Laws by the Inspectorate is under the overall charge of the Chief Inspector of Factories. These Labour Laws are enforced in factories by 131 officers of this department viz. Additional Chief Inspector of Factories, Joint Chief Inspectors of Factories, Deputy Chief Inspectors of Factories, Inspectors of Factories and Assistant Inspectors of Factories.

#### **Hazardous Process Factories**

**9.3.** As per the First Schedule of the Factories Act, 1948, 29 processes have been listed as hazardous process industries, where if special care is not taken, the raw materials used therein may cause material impairment to the safety and health of the workers or result in the pollution of the general environment. Special safety provisions have been made in the Factories Act and Rules for the Factories falling under this category. This Inspectorate is taking special care through inspections to ensure the welfare and safety of the workers.

**9.4.** A Major Accident Hazard Control Cell, formed in the year 1988, periodically inspects the MAH factories and recommends suitable safety measures to the managements to prevent any industrial disaster. The MAH factories should prepare Onsite Emergency Plan for the purpose of combating any emergency situation. Upto the year 2006, On-Site Emergency Plans have been received from 150 MAH Units out of which 127 were recorded by the Chief Inspector of Factories, subject to certain conditions. In G.O. Ms. No.109, Environment and Forest Department, dated 23.04.1998, Government have constituted State, District and Local Crisis Groups to assess the Emergency Preparedness of MAH units and to assist the State Government in planning emergency preparedness and mitigation of major chemical accidents in the State.

**9.5.** In order to assess and update the operational efficiency of On-site Emergency Plan during real time of emergency, Mock Drills are being conducted periodically in MAH factories under the supervision of the Officers of this Inspectorate. During the year 2006, 92 Mock Drills have been conducted. In addition to the above measures, Safety Reports are called for from MAH factories and are scrutinized by this Department, to ensure safety.

**9.6.** The Site Appraisal Committee has been reconstituted in accordance with section 41-A of the Factories Act, 1948. This Committee scrutinizes the applications received from the managements for grant of permission for the initial location or expansion of a hazardous process factory and makes recommendations to Government for approval. Action is being taken by this

Inspectorate to monitor the implementation of conditions laid down by the Government while granting permission, thereby ensuring safety for the plant as well as the surrounding, at the erection stage itself.

### **State Level Safety Audit Cell**

**9.7.** State Level Safety Audit Cell scrutinizes the Safety Audit Reports received from the MAH factories every year and makes suggestions for improvement in Safety, Health and Environmental aspects.

**9.8.** In 2006, the Safety Audit Cell conducted 14 meetings and scrutinized 14 Safety Audit Reports. The recommendations are communicated to the respective managements and the managements are advised to take follow-up actions.

**9.9.** This Inspectorate has been carrying out broadly the following two functions:

- I) Regulatory functions (Implementation of various Labour Acts);
- II) Health, Safety, Training and Development functions.

## **REGULATORY FUNCTIONS**

### **Inspections**

**9.10.** The Factories Act, 1948 is intended to secure the safety, health and welfare of the workers in registered factories. Factories not engaged in dangerous operations and certified as Small Scale Industries (SSI) are inspected only once in a period of five years provided no complaints are received either from the workers or from the Trade Unions. Factories engaged in dangerous operations, though certified as Small Scale Industries, are, however, inspected once in every six months and the Safety and Health aspects in the dangerous operations, are monitored. Match and Fire Works factories are inspected once in every three months because of the risk involved in the operation as well as to eradicate the employment of child labour. In addition, special, holiday and check inspections are also undertaken for better monitoring of the safety, health and welfare provisions. Thus, Inspectorate of Factories ensures safe and better working environment for the workers in the factories.

### **Squad Inspections in Fire Works Units**

**9.11.** Most of the crackers are manufactured and sold on the eve of Deepavali festival. Due to large-scale activities, there are chances for explosion and accidents in fire works during the season. So, apart from routine and regular inspections, special squads are formed to monitor the safe working conditions and safe methods of work during Deepavali season.

### **Safety Awareness Committee in Fire Works Units**

**9.12.** To prevent blasts and accidents in the fire works factories and to avoid loss of human lives, a Safety Awareness Committee headed by the Deputy Chief Inspector of Factories (Registration) from the Office of the Joint Chief Inspector of Factories, Madurai with one Inspector of Factories and one Assistant Inspector of Factories has been constituted as per orders issued in G.O. Ms. No. 130, Labour and Employment (M2) Department, Dated: 20-09-2006. This Committee periodically visits the fire works factories and explains the hazards in fire works manufacture to the workers and educate them about the safety precautions to be followed for avoiding accidents. This Committee has started functioning from September 2006 and conducted 36 Safety Awareness Campaigns upto 31.03.2007, due to which 3,714 workers have benefited.

### **Accidents**

**9.13.** Because of increased safety promotional activities like conducting safety surveys and safety courses, the number of accidents have been controlled, inspite of increase in the number of registered factories as well as workers.

The details of accidents during 2004, 2005 and 2006 are given below:

<b>Year</b>	<b>No. of factories registered</b>	<b>No. of workers</b>	<b>Fatal accidents</b>	<b>Non-fatal accidents</b>
2004	34,520	12,70,599	40	1,838
2005	36,867	13,20,613	50	1,545
2006	38,976	13,69,376	48	1,198

### **Group Personal Accident Insurance Scheme for Match and Fire Works Workers**

**9.14.** A Group Personal Accident Insurance Scheme has been formulated for the benefit of workers of Match and Fire Works Industries in Tamil Nadu. The Scheme is designed to give relief in case of death, loss of limbs, loss of eyesight, etc., of the insured persons due to accidents. Accident Insurance is given to the insured persons on 24 hours basis and this is not confined to accidents arising out of or in the course of actual occupation alone. Under this Scheme, coverage for death is Rs.50,000/-. Upto 2006, 1,78,211 workers in Match and Fire Works factories have been covered under this scheme. An amount of Rs. 11,95,000 /- has been paid to the claimants during 2006.

### **Child Labour Eradication**

**9.15.** One of the provisions of the Factories Act, strictly enforced by this Department is prohibition of Child Labour in factories, as mandated under Section 67 of Factories Act, 1948. In filing prosecutions against the violating employers, the penal provisions under Section 14 and 15 of Child Labour (Prohibition and Regulation) Act, 1986 are invoked for punishment as these Sections

are more deterrent than what is contemplated under Section 92 of Factories Act. From 01.01.2006 to 31.03.2007, 30 cases have been filed against the employers under Section 67 of the Factories Act, 1948 and fine amount of Rs.4,28,650/- has been realized for employing child labourers. Apart from this, Squad inspections are conducted every month and concerted action is taken to eradicate child labour in hazardous industries. Such inspection has now been extended to all the Districts. 7,905 Squad inspections have been conducted during the year 2006.

### **Complaint enquiry**

**9.16.** Complaints received from the workers and Trade Unions are given top priority. The complaints are enquired into immediately and suitable action is taken to settle the grievances. In the year 2006, as many as 593 complaints were received and all these complaints were enquired and disposed of. In addition, meetings with the Trade Union leaders are also conducted by the Joint Chief Inspector of Factories at Chennai and by Deputy Chief Inspectors of Factories in the districts every month, to sort out the grievances of the workers and the Trade Unions. The grievances expressed by them are enquired into immediately by the Inspectors concerned.

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

**9.17.** Special efforts are taken to protect the wage conditions of the workers and special raids are conducted under Minimum Wages Act. More number of cases are launched against the erring factory managements and claim petitions are filed under Minimum Wages Act. During the year 2006, 95 prosecutions were launched and 4 Claim petitions were filed under the Act.

### **Enforcement of other Allied Acts**

**9.18.** In addition to the above Acts, the Department of Inspectorate of Factories is also enforcing Payment of Wages Act, National and Festival Holidays Act, Labour Welfare Fund Act, Payment of Subsistence Allowance Act, Contract Labour (Regulation and Abolition) Act, Tamil Nadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, Maternity Benefit Act and other labour related enactments.

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

### **Health Promotion Functions**

**9.19.** To monitor the occupational health of the workers employed in Chemical and other hazardous factories which have the potential to cause health risks to the workers, a medical wing is functioning in this department. The Medical Officers examine the workers engaged in dangerous operations at regular intervals and also conduct health surveys at periodical intervals to monitor the health of the workers and suggest both clinical and other preventive measures.

**9.20.** An Industrial Hygiene Unit is functioning in this Department to monitor the work environment in chemical industries for the presence of chemical pollutants. It also assesses the clinical manifestations of these chemicals on the health of the workers and suggests preventive measures. The effects of physical agents like noise, dust, heat, etc. are also studied by Industrial Hygiene Unit.

**9.21.** High noise level is a major problem in factories and the workers exposed to high noise pollution are susceptible to noise-induced deafness and other psychological disorders. To measure the noise level in the various plants of the factory, the Inspectors have been provided with Sound Level Meters. The Inspectors are measuring the sound level during their inspections to monitor the noise level in areas where workers are exposed to high noise level and are advising the managements to take steps to safeguard the workers from exposure to high noise level.

### **Pressure Vessel Testing**

**9.22.** This Department is also entrusted with the prime task of ensuring operational safety of the pressure vessels installed in factories. All the pressure vessels operating above atmospheric pressure, excluding the steam boilers which come under the purview of Indian Boilers Act, are examined or tested externally once in every six months, internally once in a year and hydrostatically once in two years or subjected to ultrasonic thickness test once in four years in the case of continuous processes.

### **Presentation of State Safety Awards**

**9.23.** In order to enthuse the managements to reduce industrial accidents and make better safety performance, State Safety Awards are presented to the managements every year based on their achievement in reducing accidents in their factories. For a better comparison, the factories are classified into 3 groups depending upon the man-hours worked and awards are presented based on factors like highest reduction in Accident Frequency Rate when compared with the previous year, Lowest Weighted Frequency Rate and Longest Accident Free Period in man-hours during the award year. Every year, 90 managements are given first prize (Silver Shields) worth Rs.2,500/- each and 90 managements are given second prize (Silver Shields) worth Rs.1,500/- each.

**9.24.** Similarly, to encourage the workers to take active part in the accident prevention and productivity improvement, Shram Vir Awards, popularly titled as "Tamilaga Arasin Uyarnta Uzhaipalar Virudhu" in Tamil, are presented every year to the workmen for their outstanding and useful suggestions for the enhancement of safety standards, working environments and increase in productivity.

**9.25.** The State Safety Awards and Uyarnta Uzhaipalar Virudhu for the years 2003 and 2004 were distributed to the managements and workers respectively by the Hon'ble Minister for Labour in the function held on 11-09-2006 at Chennai. 73 workers from various managements received Uyarnta Uzhaipalar Virudhu. 131 factory managements received State Safety Awards.

### **Safety Training Function**

**9.26.** Training classes are periodically conducted free of cost, to educate on industrial safety and inculcate safe work methods among workers and managements in the factory premises itself. During the period from 01.01.2006 to 31.03.2007, as many as 177 Training Classes have been conducted, benefiting 9,545 persons.

### **Construction Workers (Regulation of employment and Conditions of Service) Rules, 2006**

**9.27.** “The Tamil Nadu Building and other Construction Workers (Regulation of employment and Conditions of Service) Rules, 2006” have been framed and enforcement activities to ensure occupational safety, industrial hygiene, welfare and better working conditions for the building and other construction workers will be launched soon.

## **CHAPTER - X**

### **DEPARTMENT OF EMPLOYMENT AND TRAINING EMPLOYMENT WING**

**10.1.** The Special Commissioner and Commissioner of Employment and Training is the head of the Department, who is assisted by 3 Joint Directors who are in charge of Employment, Employment Programme and Career Study. There are four Regional Offices one each at Chennai, Trichy, Coimbatore and Madurai manned by Regional Deputy Directors who are supervising the activities of the Employment Exchanges / Special Offices under their control in 7-8 districts. There are District Employment Offices, in all the 30 revenue Districts.

**10.2.** At the District level, District Employment Exchanges are controlled by Assistant Directors or District Employment Officers. Vocational Guidance and other services are rendered to the candidates, who come for registration.

**10.3.** In addition to the above, there are Special Employment Exchanges rendering services, as indicated below :

- Professional and Executive Employment Office, Santhome, Chennai - Candidates with Professional Qualifications and Post Graduate Degrees get registered there.
- An Employment Office for unskilled persons at Adyar, Chennai.
- Special Employment Office for Physically Handicapped at Santhome, Chennai.
- District Employment Office, (Technical Personnel) at Chennai and Coimbatore.
- Coaching cum Guidance Centre for SCs / STs at Cuddalore, Coimbatore, Trichy ,Tirunelveli and Vellore.
- Special Vocational Guidance Centre for Tribal Population, located at Uthagamandalam.

### **FUNCTIONS OF EMPLOYMENT EXCHANGES**

**10.4.** The Basic functions of employment exchanges are to register resident job seekers in the district and sponsor their names to employers against notified vacancies. Employment Exchanges play a significant role in assisting youths in finding employment in paid jobs. They also assist them in starting Self Employment Ventures through Vocational Guidance activities. Collection and dissemination of Employment Market Information, Vocational Guidance to students and youths are the other major functions of Employment Exchanges.

### **PERFORMANCE RECORD OF THE EMPLOYMENT SERVICES DURING 2006-2007.**

**10.5.** Issue of registration identity cards and sending of lists to employers are all done through Employment Exchanges.

**10.6.** During the period from 01.01.2006 to 31.03.2007, 11,21,413 candidates have registered with the Employment Exchanges in Tamil Nadu and 15,525 candidates were placed in employment. As on 31.03.2007, 43,38,816 registrants were on the Live Registers.

#### **CONCESSION FOR RENEWAL OF REGISTRATION**

**10.7.** Orders were issued in G.O.(Ms.)No.71, Labour and Employment Department, dated 17.08.2006, granting concession to those who failed to renew their registration in Employment Exchanges during the years 2004 and 2005, Subsequently, orders have been issued in G.O.(Ms.)No.22, Labour and Employment Department, dated 01.02.2007, granting concession to those who failed to renew their registration during the years 2001, 2002 and 2003.

#### **IMPLEMENTATION OF THE EMPLOYMENT EXCHANGES (COMPULSORY NOTIFICATION OF VACANCIES) ACT, 1959.**

**10.8.** As per the Employment Exchanges (Compulsory Notification of Vacancies) Act 1959, information on employment trend is collected from employers.

#### **PROVISION OF VOCATIONAL GUIDANCE SERVICES TO STUDENTS AND JOB SEEKERS.**

**10.9.** Vocational Guidance is the need of the hour for students and job-seekers. Vocational Guidance Units have been provided in 17 Employment Offices for the purpose of guiding youths. Vocational Guidance activities include registration guidance, individual information, review of old registrants, group discussions, dissemination of career information, apprenticeship placements, training placements, delivery of career talks in schools and colleges, development and maintenance of employer contacts, and conduct of Career Exhibitions / Seminars.

**10.10.** The number of training placement from 01.01.2006 to 31.03.2007 was 168. During the said period, 966 Career talks were delivered and 92 Career Exhibitions were conducted.

**10.11.** Career Exhibitions-cum-Seminars are organized once in a year in all districts. Earlier, it used to be organized in some remote villages in different districts on different dates and mostly this went unnoticed. Hence, a specific day was chosen as the Career Guidance day and on that date, the Career Exhibition- cum-Seminar is organized in all districts, in the District Head quarters, where the District Collector himself inaugurates the function and prominent people from various walks of life participate. This has gained immediate recognition among the public.

#### **SELF EMPLOYMENT**

**10.12.** During the period from May, 2006 to March, 2007, Employment Exchanges assisted 1,845 candidates in getting loans to the tune of Rs.1005.43 lakhs from various banks through various agencies to take up Self Employment ventures.

#### **PLACEMENT / REHABILITATION OF THE DISABLED JOB SEEKERS.**

**10.13.** The Special Employment Office for the Physically Handicapped, Santhome, Chennai and the 13 Special Cells for Physically Handicapped attached to the District Employment Offices at Coimbatore, Cuddalore, Erode, Kancheepuram, Madurai, Nagercoil, Salem, Tiruchirapalli, Thanjavur, Thoothukudi, Tirunelveli, Uthagamandalam and Vellore, adopt selective placement techniques for promoting placement/rehabilitation of the disabled registrants.

**10.14.** From 1.1.2006 to 31.03.2007, 588 Blind, 668 Deaf and 5,586 Orthopaedically Handicapped persons were registered. As on 31.03.2007, totally 80,189 Physically Handicapped job seekers were waiting on the Live Registers which comprised 8,698 Blind, 7,255 Deaf and 64,236 Orthopaedically Handicapped persons. In 2006, 991 Physically Handicapped candidates were placed in employment. During 2007, upto 31.03.2007, 423 Physically Handicapped candidates were placed in Employment.

#### **UNEMPLOYMENT RELIEF SCHEME FOR THE BLIND.**

**10.15.** Under this scheme, Rs.39.31 lakhs was spent and 1,067 candidates benefited, during 2006-2007.

#### **SCHEMES IMPLEMENTED UNDER THE TRIBAL SUB PLAN**

##### **SPECIAL VOCATIONAL GUIDANCE CENTRES**

**10.16.** The Government pays much importance to the upliftment of the Tribals, especially the Tribal Youth. Special Vocational Guidance Centre for Tribal Population is functioning in Uthagamandalam. The major functions of the above centre are as given below: -

- Collection, compilation and dissemination of information on occupations and training facilities, to Scheduled Tribes.
- Issue of Career Information bulletins at quarterly intervals which serve as guides for student population as well as job seekers among Scheduled Tribes.
- Visits to the Hostels and Schools run for the benefit of Scheduled Tribes and other Schools where a large number of Scheduled Tribe students are studying, to deliver career guidance talks, providing them with information about higher education, professional courses, training facilities, courses abroad, careers, scholarships and employment opportunities in shortage occupations. (Example: Steno-Typist, Secondary Grade Teacher).
- Identification of vacancies for which suitable Scheduled Tribe applicants are not available and arranging for their training in these occupations to fill up the reserved vacancies
- Spot registration of Scheduled Tribe job seekers.
- Motivation of Scheduled Tribe applicants to take up self-employment and arranging for loans through various banks and other agencies.



## **SCHEMES IMPLEMENTED UNDER SPECIAL COMPONENT PLAN**

### **COACHING-CUM-GUIDANCE CENTRES**

**10.17.** There are five Coaching-cum-Guidance Centres for Scheduled Castes/Scheduled Tribes functioning at Coimbatore, Cuddalore, Tiruchirapalli, Tirunelveli and Vellore. The major objectives of coaching-cum-guidance centres are as follows:-

- To provide Vocational Guidance and disseminate career information to Scheduled Caste/Scheduled Tribe job seekers.
- To plan and execute confidence building and related programmes for Scheduled Caste / Scheduled Tribe.
- To organise and conduct job-development programmes.
- To make facilities to Scheduled Caste / Scheduled Tribe job seekers for practising shorthand / typing
- To establish close linkage with the local Employment Exchange for similar other Career Guidance programmes specially meant for Scheduled Caste / Scheduled Tribe.

**10.18.** Apart from counselling services, these Centres are also organising Pre- Examination Training Courses periodically to Scheduled Caste/Scheduled Tribe youths appearing for various competitive examinations conducted by various recruiting agencies. These coaching classes enable the Scheduled Caste /Scheduled Tribe youths to compete more successfully.

**10.19.** The number of Scheduled caste/Scheduled Tribe candidates who have benefited from the fund allotted to this Department under Special Component Plan through the Coaching-cum-Guidance Centres is as indicated below :

<b>Sl. No.</b>	<b>Details of activities</b>	<b>In the year 2006</b>	<b>01.01.2007 to 31.03.2007</b>
1.	Number of Scheduled Caste/Scheduled Tribe registrants who were given Vocational and Training information.	11,062	1180
2.	Number of confidence building programmes conducted for Scheduled Caste/Scheduled Tribe registrants	174	133
3.	Number of Career talks delivered	183	84
4.	Number of applications	216	122

	forwarded to Nationalised Banks for Self Employment		
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## **STUDY CIRCLES**

**10.20.** In order to enhance the ability of the unemployed youths to take up various competitive examinations, Study Circles are functioning in all the District Headquarters (except Dharmapuri District) and in 385 Panchayat Unions. Sufficient number of books, periodicals, newspapers and study materials are made available to the students besides conduct of special coaching classes for preparation for Competitive Examinations conducted by various recruiting agencies. So far, 2,321 candidates have got jobs due to the efforts of the Study Circles.

## **LIFTING OF BAN ON RECRUITMENT**

**10.21.** Subsequent to the lifting of ban on recruitment, 2,033 registrants from various Employment Exchanges all over Tamilnadu have got appointment in Public Sector during the period from May, 2006 to March, 2007.

## **PRIVATE SECTOR PLACEMENT**

**10.22.** All District Employment Exchanges render services to secure jobs under Private Sector in the context of declining trend in absorption of personnel in public sector. Private sector employers and job seekers meet in the premises of Employment Exchanges on a prescribed day, every month. Private sector employers recruit their required manpower on the same day. There is savings to the employers besides avoidance of wastage of time. During the period from 01.01.2006 to 31.03.2007, 2,628 candidates were placed in private sector by all the District Employment Offices in the State.

## **INSTALLATION OF ONLINE INTERACTIVE JOB PORTAL**

**10.23.** To facilitate private sector employers to select their required manpower, a data bank consisting of the details of 3.26 lakh candidates with educational qualifications in Professional and Executive standard such as, medicine, engineering etc., has been put on the Website. Provision has also been made in the Website for renewing the registrations made with the Professional and Executive Employment Office, Chennai. Updated information on vocational guidance services such as, facilities for higher education, details on competitive examination are rendered to the candidates through this Website viz., (<http://www.employment.tn.gov.in>)

## **UNEMPLOYMENT RELIEF SCHEME**

**10.24.** In order to alleviate the distress among the educated unemployed youth, the Government have issued orders for providing unemployment assistance to those who are waiting in the live register of the Employment Exchanges for more than five years, at the rate of Rs.150/- per month for S.S.L.C., qualified candidates, Rs.200/- per month for +2 / Higher Secondary qualified

candidates and Rs.300/- per month for graduates and post graduates for a period of 3 years or till they attain the upper age limit of 45 years for SCs/STs and 40 years for others, whichever is earlier. This scheme was launched by the Hon'ble Chief Minister at Tiruchirapalli on 11.11.2006 and by the Hon'ble Ministers of the State in other Districts. The second phase of the scheme was inaugurated by the Hon'ble Chief Minister in Coimbatore on 24<sup>th</sup> February 2007 and by the Hon'ble Ministers of the State in other Districts on 25<sup>th</sup> February 2007. So far, 3,18,089 youths have benefited under this scheme. Total expenditure incurred for both the quarters viz., September 2006 and March 2007 is Rs.35,48,19,000/-. A sum of Rs.95 crores has been allocated for this scheme, in the coming financial year.

## **BENEFICIARIES**

	<b>Others</b>	<b>SC / ST</b>	<b>Total</b>
<b>Men</b>			
10 <sup>th</sup>	40,344	22,996	<b>63,340</b>
+2	39,608	20,726	<b>60,334</b>
<b>Graduates &amp; PGs</b>	24,828	13,109	<b>37,937</b>
<b>Total</b>	<b>1,04,780</b>	<b>56,831</b>	<b>1,61,611</b>
<b>Women</b>			
10 <sup>th</sup>	41,446	19,381	<b>60,827</b>
+2	48,966	18,700	<b>67,666</b>
<b>Graduates &amp; PGs</b>	20,545	7,440	<b>27,985</b>
<b>Total</b>	<b>1,10,957</b>	<b>45,521</b>	<b>1,56,478</b>

## **SKILL TRAINING TO YOUTH**

**10.25.** As a result of the efforts of the Government, employment opportunities in the State are increasing. If the youth from Tamil Nadu have to benefit from this increase, it is absolutely essential to impart skill training to them in jobs they would like to work. Accordingly, in addition to providing monthly assistance to unemployed youth, they should be equipped for jobs by imparting suitable skill training. For this purpose, 50,000 youth will be given skill development training in Government Industrial Training Institutes, at a cost of Rs.8 crores, during 2007-2008.

## **CHAPTER - XI**

### **TECHNICAL TRAINING WING**

**11.1.** The Training wing of the Department of Employment and Training Implements the following three Major Schemes.

- Craftsmen Training Scheme
- Apprenticeship Training Scheme
- Industrial School

### **CRAFTSMEN TRAINING SCHEME**

**11.2.** The economy of a country revolves around its industrial development. The industry needs well trained manpower with multi-skills to cope with the modern technical advancements. Craftsmen Training Scheme plays an important role in providing skilled manpower in different trades through systematic industrial training in Industrial Training Institutes.

**11.3.** The Craftsmen Training Scheme has the following primary and long term objectives .

- To impart training to the less privileged school educated youth to acquire technical skill for gainful employment.
- To create appropriate infrastructure for imparting skill development training programme.
- To ensure steady flow of skilled workmen in different trades to meet the man power requirement of the Industry.
- To encourage establishment of private Industrial Training Centres in the rural areas to benefit the rural youth to enable them to acquire technical skill and to secure employment.
  
- To establish close interaction with the industries on the issues relating to exchange of technical knowledge and experience for the mutual benefit of the trainees as well as industry.
- To train the employed labour force so as to improve their theoretical and technical knowledge.
- To train the freshers in certain trades which are not covered under Craftsmen Training Scheme, to improve their skill.
- To increase the participation of women in industrial development.

#### **GOVERNMENT INDUSTRIAL TRAINING INSTITUTES**

**11.4.** There are 56 Government Industrial Training Institutes and 2 Basic Training Centres under Craftsmen Training Scheme in Tamil Nadu, with a total seating capacity of 19384 trainees. In order to augment technical manpower and to create better opportunities for self employment, the trainees are provided employable Industrial Training in 36 Engineering and 14 Non-Engineering trades. Among the 56 Government Industrial Training Institutes, 12 Industrial Training Institutes are exclusively for women, one for Scheduled Caste at Chidambaram and one exclusively for Tribals at Sankarapuram. Besides, Women wings are functioning in the existing Industrial Training Institutes at Hosur, Ramanathapuram and Thanjavur. The Annual intake of the Government Industrial Training Institutes for 2006-07 was 13731. The trades and syllabi for Industrial Training Institutes are designed by National Council for Vocational Training , so as to ensure uniformity in standards all over India and also to enable the trainees to participate in the All India Trade Test as well as in All India Skill competitions at National level and secure jobs any where in the country.

**11.5.** The minimum educational qualification for admission to the Industrial Training Institutes is a pass in 8<sup>th</sup> standard. Admission to Government Industrial Training Institutes is made once in a year strictly on the basis of merit, following the rule of communal reservation. The training in all Government Industrial Training Institutes begins during August of the year.

**11.6.** During the training period, stipend is paid to the trainees of Government Industrial Training Institutes as indicated below:

A) Scheduled Castes	---	Rs.150/- per month
B) Scheduled Tribes	---	Rs.175/- per month
C) Denotified Communities	---	Rs.140/- per month
D) Burma/Sri Lanka/Vietnam Repatriate	---	Rs.175/- per month
E) 1/3 of the total trainees whose Parental income does not exceed Rs.16,100/- P.A.	---	Rs.50/- per month

At the end of the training, Trade Test is conducted during the month of July on All India basis and the successful candidates are awarded with National Trade Certificates.

### **MODERN TRADES**

**11.7.** To meet the emerging needs of industries due to usage of sophisticated machinery and equipments consequent on changes in technology, modern trades like Mechanic Industrial Electronics, Mechanic Mechatronics, Information Technology Electronic System Maintenance, Computer Hardware, Craftsmen Food Production (General), Litho Offset Machine Minder, Digital Photographer, Driver-cum-Mechanic have been introduced in various Government Industrial Training Institutes. In an effort to promote Industry- Institute interaction and to facilitate training and development of skilled man-power in the State, a Memorandum of Understanding (MoU) between the Confederation of Indian Industry and Commissionerate of Employment and Training and another one between Industrial Training Institutes and Industrial Establishments have been signed. Apart from this, Institute Managing Committee (IMC) has also been formed for effective functioning of Industrial Training Institutes and for dynamic linkage between Industrial Training Institutes and labour market.

### **CENTRES OF EXCELLENCE**

**11.8.** The Government of India have evolved a Scheme to upgrade 500 existing Industrial Training Institutes all over India, in five years period, at the rate 100 Industrial Training Institutes per year, into "Centres of Excellence" . The main thrust of the programme would be to provide appropriate infrastructure, equipment, updated syllabi and introduction of new trades. The funding pattern for the Scheme is 75:25 to be shared between Government of India and State Government. So far, four Government ITIs in Tamil Nadu one each at Ambattur, Coimbatore, Hosur and Trichy have been upgraded as "**Centres of Excellence**". The total cost in respect of these four Centres is Rs.640.00 lakhs i.e.Rs.160.00 lakhs per Centre. Besides, Government have accorded sanction for the Upgradation of five more Industrial Training Institutes viz. Guindy (Women), Madurai, Thirunelveli (Pettai), Guindy and Vellore into Centres of Excellence and a sum of Rs.201.49 lakhs has been sanctioned for the first year i.e. 2006-07.

## **NEW TRAINING CENTRES**

**11.9.** With a view to making good the shortage in the availability of trained manpower being faced by industries like ready made and hosiery garments having high employment potential, training centres will be established at a cost of Rs.2 crores in Hosur, Madurai, Tiruvannamalai, Tirunelveli and Dharmapuri.

## **AFFILIATED PRIVATE INDUSTRIAL TRAINING CENTRES**

**11.10.** Affiliated private Industrial Training Centres supplement the efforts of government in producing more skilled craftsmen required for the industry. In this endeavour, 605 Private Industrial Training Centres, recognised by National Council for Vocational Training with a seating capacity of 56684 seats have been established in Tamil Nadu. Fifty percent of the seats in affiliated private Industrial Training centres is being filled up on merit basis following the rule of reservation in force.

## **APPRENTICESHIP TRAINING SCHEME**

**11.11.** As per the provisions of the Apprentice Act, 1961, it is obligatory on the part of the employer to train certain number of apprentices assigned by the State Apprenticeship Adviser, in the designated trades. The object of the Scheme is to regulate and enforce a uniform system of training throughout India so as to ensure the availability of requisite number of skilled Craftsmen to the needs of growing Industry. The Establishments provide shop floor Training to the apprentices whereas related instruction classes are conducted in Related Instruction Centres, established for this purpose. The period of Apprenticeship Training varies from 6 months to 4 years depending upon the trades. There are 11 Related Instruction Centres, and 3 Industrial Training Institutes functioning under this Department for effective implementation of the Apprentices Act. As on 31.12.2006, 16161 apprentices were undergoing training in 2164 Industrial Establishments.

**11.12.** During apprenticeship training, the apprentices are given stipend ranging from Rs.820/- to Rs.1230/- per month by the establishments. At the end of the training, Trade Test at All India level is conducted by this Department during the months of April and October and results published in the Government website. The passed out candidates are issued National Apprenticeship Certificates. Every year, nearly 12,800 apprentices are appearing for the All India Trade Test.

**11.13.** Basic training has to be imparted to the apprentices who are engaged as freshers by the employers. The basic training in some of the trade groups which are not available under Craftsmen Training Scheme, is arranged by the Basic Training Centres at Ambattur and Ranipet under Apprenticeship Training Scheme.

## **INDUSTRIAL SCHOOLS**

**11.14.** There are 753 Industrial Schools functioning in Tamil Nadu with a seating capacity of 75480 trainees. The Industrial Schools are imparting training in 110 trades which include 60 long term and 50 short term courses. The main object of starting the Industrial Schools was to impart Vocational Training in the rural areas and villages for the poor and down trodden students and also to destitute women and children. The minimum qualification for admission in Industrial School is 8<sup>th</sup> Standard. In Industrial Schools, training is offered mainly in the areas like catering, tailoring, computer software and Hardware, beauty culture, besides Engineering and Non- Engineering

trades. Training period is from 45 days to 3 years. Every year, Common Examination is conducted at State level in June and certificates are issued to the successful candidates by State Government. Out of 753 Industrial Schools, 46 Schools are receiving maintenance grant from Government. A sum of Rs.1 crore has been disbursed as grant during 2006-07.

### **WELFARE SCHEMES FOR SCHEDULED CASTES / SCHEDULED TRIBES**

**11.15.** One Mini Industrial Training Institute at Sankarapuram in Vilupuram District is functioning exclusively for Tribals and another one at Chidambaram in Cuddalore District is functioning exclusively for Scheduled Castes. The aim of this Scheme is to assist the Scheduled Castes and Tribals to improve their socio economic conditions by giving them employable Vocational Training in different trades. In each centre, training is imparted in 3 trades.

**11.16.** 18% of the seats are reserved for Scheduled Castes and 1% of the seats for Scheduled Tribes in the admission in all other Government Industrial Training Institutes.

### **WIREMAN HELPER COMPETENCY EXAMINATION**

**11.17.** Candidates who have attained 21 years of age and who are having a minimum work experience of 5 years under an electrical contractor or in a recognized establishment, are eligible to appear for this examination. This Examination is conducted once in 3 years and certificates are issued to the passed out candidates. The examination was last conducted in 2006.

### **ISSUE OF CERTIFICATES TO CRAFTSMEN**

**11.18.** Orders have been issued in G.O.(Ms.)No.108, Labour and Employment Department, dated 06.09.2006, for conducting examination once in two years and issue of certificates by Government to craftsmen with three years experience in trades like Plumber, Mason and Cook and who have completed 21 years of age.

### **ALL INDIA SKILL COMPETITION**

**11.19.** With a view to fostering the spirit of healthy competition among the trainees of Industrial Training Institutes of various states, the All India Skill competition is conducted in 14 different trades every year and successful trainee in each trade is given a cash award of Rs.10,000/- and a merit certificate by Government of India. Out of the results declared for 41 All India Skill competitions so far, Tamil Nadu has achieved the **BEST STATE** Award 20 times and received the **ROLLING SHIELD OF THE PRESIDENT OF INDIA**.

### **HON'BLE CHIEF MINISTER AWARD**

**11.20.** Trainees in the Government Industrial Training Institutes are motivated by conducting skill competition in 18 trades at the State level and the best trainee in each trade is awarded "Hon'ble Chief Minister Award" i.e., a cash prize of Rs.5000/- and also merit certificate. The instructors who are instrumental in bringing out the best trainees are also suitably rewarded by award of Cash prize. The trainees who secure second and third positions are awarded merit certificates.

## **DR. RADHAKRISHNAN AWARD**

**11.21.** Dr. Radhakrishnan award is given to instructors who show exemplary performance in imparting training. Every year, 10 Instructors (Training Officer-2, Assistant Training Officer – 4 and Junior Training Officer -4) and 2 Principals are selected under this Scheme and awarded Kisan Vikas Pathra to the value of Rs.500/- each and a merit certificate.

## **TRAINING TO INSTRUCTIONAL STAFF**

**11.22.** Instructional staff members are deputed for training to various institutions run by Government of India like Central Training Institutes and Advanced Training Institutes in the country. Every year, 25 Junior training Officers are deputed for Instructor's training to Central Training Institute/ Advanced Training Institute. The duration of training is one year. This training equips them well in their trade with the latest technology and skill. **“PRINCIPLES OF TEACHING”** Training is also given at Central Training Institute, Guindy for 3 months to those Instructors who have completed 5years of service in the Post of Junior Training Officer.

**11.23.** Specialised training in teaching techniques, viz. use of Audio Visual Aids, class room management etc. is given to Junior Training Officers/ Assistant Training Officers in Government Industrial Training Institute at Ambattur for a period of 2 weeks, under staff training Programme. This re-orientation training programme sharpens their teaching skills. This training is useful to impart unique training to the trainees of Industrial Training Institutes.

## **CHAPTER – XII**

### **OVERSEAS MANPOWER CORPORATION LIMITED**

**12.1.** Overseas Manpower Corporation Limited, is a Company registered under the Companies Act, 1956. It was incorporated on 30.11.1978. It is wholly owned by the Government of Tamilnadu.

**12.2.** The main objective of the Corporation is to assist Indian job seekers in securing suitable placements abroad. The authorized share capital of the Corporation is Rs.50 lakhs. Its paid up capital is Rs.15 lakhs.

**12.3.** It is one of the profit making corporations. Its accumulated profit is Rs. 55.86 lakhs for the period from 01.04.2006 to 31.03.2007. Since its inception and up-to 31.03.2007, the Corporation has deployed **6,068** candidates on employment abroad. **68** candidates have been deployed during the year. The beneficiaries are mostly skilled, semi-skilled and medical personnel.

**12.4.** By way of diversification of its activities, the corporation is doing the following:



## **Air ticketing**

**12.5.** The Corporation is IATA (International Air Transport Association) accredited. It is having stock of International air-tickets and has Computerized Reservation Facility for booking international air-tickets, of its own.

## **Social Security Scheme for NRT's**

**12.6.** The Corporation is implementing a Social Security Scheme for Non Resident Tamils to provide for Accident and Hospitalization covers to the non Resident Tamils and their families for a period of five years, against one time payment at affordable premium. The Corporation has arranged to issue 391 policies as on 31.03.2007 to the Non Resident Tamils, and collected a premium of Rs.12.89 lakhs, and earned a commission of Rs.2.68 lakhs.

## **Malaysian Induction Course**

**12.7** Workers from other countries going to Malaysia for employment purposes shall be required to attend a mandatory Induction Course to equip them with basic knowledge in Malay and English languages, Malaysian Culture and Laws. The Government of Tamilnadu have issued orders to organize and commence the course in co-ordination with Tamilnadu Institute of Labour Studies, Chennai. At the end of the course, the Malaysian Training Provider conducts an examination and the Malaysian Government issues eligibility certificates to successful candidates. This certificate enables the employer to apply for issue of visa to the recruits. As on 31.03.2007, 4,378 candidates have been trained. Eligibility certificates were issued to 4,231 candidates.

## **Coaching classes to Nurses appearing for CGFNS / IELTS**

**12.8.** The Corporation has launched CGFNS (Commission on Graduates of Foreign Nursing School) and IELTS (International English Language Testing System) training courses to qualify Indian Nurses for employment in USA and Western Countries. During the year, 39 nurses were trained for 45 days to appear for the CGFNS examination. Similarly, 3 nurses were trained for IELTS examination.

## CHAPTER – XIII

### New Schemes brought under Part-II Schemes for the year 2007-2008

Sl. No	Description of the Scheme	Expenditure (Rupees in lakhs)
	<b>Labour</b>	
1.	Implementation of e-governance and Computerisation of the Department	<b>21.40</b>
2.	Provision of Xerox machines to the offices of the 6 Regional Deputy Commissioners of Labour	<b>3.30</b>
	<b>Employment and Training</b>	
3	Provision of furniture for 10 Employment Offices	<b>2.50</b>
4.	Provision of telephone facilities for 5 employment offices	<b>1.55</b>
5.	Provision of Public Address Systems to 18 Employment Exchanges	<b>1.62</b>
6.	Purchase of vehicle for Regional Deputy Directors, Tiruchirapalli and Chennai.	<b>8.10</b>
7.	Provisions of toilet facilities in Employment Exchange Offices.	<b>10.00</b>
8.	Provision of Toilet Facilities to Industrial Training Unit, State level Equipment Maintenance and Basic Training Centres.	<b>0.44</b>
9.	Starting of new trades in existing Industrial Training Institutes	<b>111.28</b>
10.	Purchase of Heavy duty photocopier machines for Commissionerate	<b>1.05</b>
11.	Renovation of Government Industrial Training Institutes	<b>25.00</b>

<b>Sl. No</b>	<b>Description of the Scheme</b>	<b>Expenditure (Rupees in lakhs)</b>
	<b>Inspectorate of Factories</b>	
12.	Purchase of 9 computers for the Offices of the Inspectors of Factories II Circle, Virudhunagar, Thanjavur / I Circle, Tirunelveli / Ariyalur / I Circle Erode / II, III, IV & V Circle, Chennai.	<b>6.03</b>
13.	Immediate repairing and renovation of 30 year old Government residential quarters situated at Thanjavur, Pudukottai and Cuddalore.	<b>4.90</b>
14	Purchase of one new vehicle for the office of the Deputy Chief Inspector of Factories, Virudhunagar.	<b>4.07</b>
	<b>The following additional scheme is also approved</b>	
15.	Construction of own building for Industrial Training Institute, Thirukuvalai.	<b>20.00</b>
	<b>TOTAL</b>	<b>221.24</b>

**T.M. ANBARASAN  
MINISTER FOR LABOUR**