



LABOUR AND EMPLOYMENT DEPARTMENT

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LABOUR AND EMPLOYMENT DEPARTMENT

Introduction

Improving the working conditions and the quality of life of the labourers in both the organised and unorganized sector through strengthening enforcement of labour laws, regulating conditions of work, ensuring occupational health and safety of workers, eliminating child labour and promoting skill development and employment services through implementing policies / programmes / schemes / projects for providing social security and welfare measures is the mandate given to the labour and employment department.

The Labour department protects the legitimate rights of the workers and conciliates to solve disputes to ensure industrial harmony and peace. The 17 unorganised workers welfare boards under the labour department have the

prime responsibility of providing social security measures to the unorganised workers through various welfare schemes. The efforts for elimination of child labour through effective enforcement and proper rehabilitation of rescued children are taken up in coordination with National Child Labour Project. The Tamil Nadu Institute of Labour Studies is an Academic institution under the aegis of this department which provides specialized diploma, graduate and post graduate courses in labour management.

The Government is committed to regulate all economic activities for management of safety and health risks at workplaces and to provide measures so as to ensure safe and healthy working conditions for every worker. The Directorate of industrial safety and health ensures occupational health and safety of workers in all industrial establishments. This directorate is also vested with the responsibility of registration and licensing under the Building and other

Construction Workers (Regulation of Employment and Conditions of service) Act, 1996.

The Directorate of Employment and Training has two wings, the primary function of employment wing is registering job seekers and providing them handholding support through career guidance and counselling units. This wing also organises coaching classes for competitive examinations and job fairs for private placements. The training wing administers and coordinates the technical training institutions in the State like Government Industrial Training Institutes (ITI), private ITIs, Industrial schools, etc., and the Apprentice Training Scheme.

Tamil Nadu Skill Development Corporation (TNSDC) provides skill training programmes to create a talented pool of skilled man power which contributes to sustained industrial growth. TNSDC is the State nodal agency exclusively created with the mandate to promote skilling and also co-ordinate to harmonise the skill development

activities among various government stakeholders in the State. TNSDC has initiated standardization of various courses for addressing the skill needs of the industries and upgrade the skill pool available in the State to enhance the employability of youth.

The Overseas Manpower Corporation limited (OMCL) was created with the aim of guiding and supporting educated and skilled youth to get suitable overseas employment by linking the employers with job seekers. The OMCL acts as a registered agent of Protector of Emigrant (POE) of Government of India charging nominal service charges. The selected candidates are deployed abroad by providing necessary handholding services.

The Employees State Insurance (ESI) health scheme is a unique multidimensional self-financing scheme in which every contributor is a benefactor and a beneficiary. This provides comprehensive medical cover and cash benefits in

the contingencies of sickness, maternity, disablement and death due to employment injury to the insured persons and their dependents. A network of ESI hospitals and dispensaries have been established for this purpose and it is funded by Government of India and State Government in ratio of 7:1.

1. LABOUR DEPARTMENT

The Government of Tamil Nadu endeavors for cordial and harmonious industrial relations to maintain favorable industrial climate in the State. Tamil Nadu being a prime destination for industrial investment, always strives for increasing job creation. The policy of the government seeks for the growth and development of industry which is inclusive of the welfare of work force who contribute to sustained industrial growth. Through enforcement of various Labour legislations judiciously with equity quantitative and qualitative productive environment is regulated. Provisions of social security Acts are strictly monitored and welfare schemes vigorously implemented to protect the rights and welfare of workmen.

1.1. Functions

The Department of Labour enforces labour legislations and protects the legitimate rights of

workers and ensures their welfare in order to maintain cordial and peaceful labour relations, leading to economic growth and prosperity. Some of the prime activities of the department are eradication of child labour, resolving of industrial disputes, enforcing Legal Metrology Act and provision of social security to workers including those in the unorganised sector.

1.2. Administrative Structure

The Department of Labour with Commissioner of Labour as Head of the Department consists of 568 officers of various categories and 2180 staff to maintain industrial peace and enforce various labour laws. In this Department, there are one Additional Commissioner of Labour, 12 Joint Commissioners of Labour, 16 Deputy Commissioners of Labour, 24 Assistant Commissioners of Labour, 100 in the cadre of Labour Officer, 70 Deputy Inspectors of Labour, 220 Assistant Inspectors of Labour, 20 Statistical Inspectors, 101 Stamping Inspectors,

two Assistant Surgeons (Plantations), one Accounts Officer and one Public Relations Officer.

1.3. Industrial Relations

Industrial prosperity hinges on a milieu of peace and contented workforce as a sine qua non of harmonious relations between labour and management as partners in production. Progress in the technological dimension and industrial expansion, is an inevitable one. The focus on higher production and fair deal for workers is the backbone of prosperity. The broad policy and process of human justice provides for reconciliation of the claims of reasonable profit and just wages woven by legal methods of dispute resolution by eliminating strikes or lockouts.

1.4. Conciliation

The State strives robust industrial relations, which is achieved through effective conciliation of industrial disputes. In the current year, 5,140 cases were resolved out of 6,417 such disputes.

Nearly, 3,048 industrial disputes were settled amicably. Special efforts are being taken to avert and resolve simmering issues in industries which lead to strike or lock-out and 14 strikes and six lock-outs were effectively resolved in various industries.

In the past five years, 27,807 industrial disputes were resolved in which 10,268 were settled amicably. Due to timely intervention of conciliation authorities, 153 strikes and 32 lock-outs were effectively resolved.

The major strike issues related to Tamil Nadu transport workers, 18 Co-operative Sugar Mills, 108 ambulance services, Arasu Rubber Corporation and beedi industry etc., were resolved by appropriate interventions by the conciliation officers of the department.

Further, the following important settlements were also made in the last five years:

- ✓ A wage revision settlement under Section 12(3) of Industrial Disputes Act, 1947 was arrived in the Tannery Industry on 30.10.2013.
- ✓ A settlement under section 12(3) of Industrial Disputes Act, 1947 was arrived at before the Commissioner of Labour on 09.01.2014 regarding wage revision & other demands between the management of Tamil Nadu Electricity Board and the unions. About 70,820 workers are benefitted by this settlement.
- ✓ A settlement under section 12(3) of Industrial Disputes Act, 1947 was arrived at before the Joint Commissioner of Labour (Conciliation) on 13.02.2014 regarding wage revision & other demands between the management of Tamil Nadu Asbestos and their unions.
- ✓ A wage revision settlement has been arrived on 11.10.2014 and 23.02.2016 in the

management of Arasu Rubber Corporation by which 2000 workers benefitted.

- ✓ Strike by the Tamil Nadu transport workers from 28.12.2014 regarding the 12th wage demand came to an end by conciliation talks on 31.12.2014, to benefit 1.25 lakh transport workers.
- ✓ A settlement has been arrived on 17.10.2014 and 05.11.2015 under section 12 (3) of Industrial Disputes Act, 1947 benefitting 3000 drivers of 108 ambulance service regarding bonus and other conditions of service.
- ✓ Workers of 18 Co-operative sugar mills went on strike from 11.12.2014 regarding the wage issue. All the workers resumed work on 31.12.2014 after intervention of conciliation authorities.
- ✓ A wage revision settlement was arrived at in beedi manufacturing industry on 10.08.2015 to benefit nearly four lakh beedi rollers.

1.5. Labour Courts and Industrial Tribunals

Labour Courts and Industrial Tribunals are the adjudicating bodies, which issue awards on labour related matters and industrial disputes. Labour Courts adjudicate on matters specified in the second schedule appended to the Industrial Disputes Act, 1947.

There are 13 Labour Courts and one Industrial Tribunal in the State of Tamil Nadu to adjudicate upon the industrial dispute cases which have not ended in amicable settlement in the conciliation process. Chennai has four Labour Courts, Vellore has two and Salem, Cuddalore, Tiruchirappalli, Madurai, Tirunelveli and Coimbatore have one each. Further, considering the pendency of cases in the existing Labour Court at Coimbatore, and in order to reduce the burden of the said Labour Court, whose jurisdiction is spread over Coimbatore, Tiruppur and Nilgiris Districts, the Government have issued

orders for the constitution of an additional Labour Court at Coimbatore to pave way for speedy disposal of the disputes so as to benefit the workers in textile, sugar, plantation, engineering and other industries. In the last four years, the Labour Courts adjudicated and disposed of 13,390 cases. During the year 2015 the Labour Courts disposed 5,391 cases.

To adjudicate upon matters specified in the third schedule annexed to the Industrial Disputes Act, 1947, one Industrial Tribunal is functioning at Chennai. In the last four years 159 cases were disposed of and in the year 2015, the Tribunal has disposed 59 cases out of 140 cases received.

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

The Industrial Employment (Standing Orders) Act, 1946 aims at achieving a transition from mere contract to the conferment of status of workmen through conditions statutorily imposed

upon the employer by requiring every industrial establishment to frame standing orders in respect of matters enumerated in the schedule appended in the Act. The certifying officer certifies every such establishment on conditions of employment. Once the standing orders are so certified, they become binding upon both the parties, namely the employer and the employees.

In the last five years, certifying officers have certified standing orders in 2,072 industrial establishments and in 2015-16 alone 453 standing orders have been certified.

1.7. The Trade Unions Act, 1926

The Trade Unions Act, 1926 was enacted to provide for the registration of trade unions to guarantee right to association. As on 31.03.2016, the additional registrars of trade unions have registered 12,984 trade unions. In the fiscal year 2015-2016 alone 182 trade unions were newly registered.

1.8. Enforcement of Various Labour Legislations

Enforcement of labour legislations is an important function of the Department of Labour. The enforcement machinery of the department periodically conducts inspections and organises special drives to ensure compliance of statutory requirements under various labour laws and the laws relating to legal metrology. The principal duty of the enforcement officials is to ensure that the stakeholders comply with the objectives envisaged in the statutes and thereby protect the rights of workers and interests of the consumers.

1.9. Enforcement of Regulatory laws

1.9.1. The Tamil Nadu Shops and Establishments Act, 1947

The Tamil Nadu Shops and Establishments Act, 1947 is a State legislation which is one of the progressive pieces of legislation enacted by the State to safeguard the interest of workers in

shops, commercial establishments, theatres and other business establishments. This legislation regulates and provides for working hours, weekly rest and opening and closing hours of shops, grant of leave, payment of wages and remedy against arbitrary dismissal, discharge or termination for regulating conditions of work and protecting the welfare of workers.

With rapid growth in trade and business activities, it has been estimated that there are 3,12,482 shops and establishments in the State. The enforcement officers have made 2,89,506 inspections during 2015-2016, of which 32,373 cases were compounded for various offences and a sum of Rs.28.29 lakh was collected as compounding fee. In various magisterial courts, 207 cases were disposed.

During the past five years, over 16.19 lakh inspections were made by the enforcement officers and 1,58,143 cases were compounded for

various offences and a sum of Rs.130.54 lakh was collected as compounding fee.

A progressive step was taken by the Government during this year to facilitate the business and employment environment. The Government issued orders relaxing the working hours, to enable establishments to operate and do business for 365 days in a year with a set of mandatory provisions to be followed as per the Act.

1.9.2. The Tamil Nadu Catering Establishments Act, 1958

The Tamil Nadu Catering Establishments Act, 1958 is a separate piece of legislation to regulate the conditions of work in hotels and other catering establishments in Tamil Nadu. Nearly, 31,977 catering establishments have been registered as on 31.3.2016 and a sum of Rs.15.18 lakh was collected as registration, renewal and amendment fee from the employers of catering

establishments. In the last one year 40,590 inspections were made and contraventions were noticed in 7,029 cases and a sum of Rs.7.67 lakh was collected as compounding fee and 31 cases were disposed off by magisterial courts.

Similarly during 2011-2016, the inspectors have conducted 2,21,104 inspections; 29,004 contraventions were found and a sum of Rs.31.40 lakh was collected as compounding fee and 252 cases were disposed off in magisterial courts.

1.9.3. The Tamil Nadu Industrial Establishments [National and Festival Holidays] Act, 1958

The Tamil Nadu Industrial Establishments [National and Festival Holidays] Act, 1958 makes it mandatory for an industrial establishment to allow its employees to have, paid national and festival holidays. The inspectors have made 88,805 inspections; noticed 35,770 contraventions and a sum of Rs.53.26 lakh was

collected as compounding fee and the magisterial courts have disposed off 64 cases in the financial year 2015-2016.

In the past five years, 6,08,938 inspections were made. A sum of Rs.147.23 lakh was collected as compounding fee in 65,979 cases.

1.9.4. The Motor Transport Workers Act, 1961

The Motor Transport Workers Act, 1961 is a separate legislative measure intended to be a complete statement of the law dealing with the welfare of motor transport workers and their conditions of work. The number of registered motor transport undertakings in the State is 2,998 and the number of workers employed in the motor transport undertakings is estimated to be 1,41,608.

The registration, renewal and amendment fees collected in 2015-2016 is Rs.56.26 lakh. The Inspectors have made 5,556 inspections; 1,153

offences were noticed and a sum of Rs.3.04 lakh was collected as compounding fee.

Similarly in 2011-2016, a sum of Rs.148.74 lakh was collected as registration, renewal and amendment fee. During this period 24,261 inspections were made, 5,193 cases compounded and a sum of Rs.16.62 lakh was collected as compounding fee.

1.9.5. The Plantations Labour Act, 1951

The Plantations Labour Act, 1951 was enacted considering the peculiar nature of work in plantations with a prime motive to provide for the welfare of the plantation workers. In this industry, women labourers outnumber the men. This Act aims to regulate the conditions of work in plantations. The Act is applicable, if 15 or more persons are employed in any land used or intended to be used for growing tea, coffee, rubber, cinchona or cardamom with an extent of five hectares or more. The Act provides for

housing accommodations to the workers in plantations as a special feature and also ensures free medical treatment to workers and their families, provision of protective clothing, drinking water, crèche, educational facilities etc.

The office of Inspectors of plantations are functional in 10 different parts of the State, viz., Ooty, Coonoor, Gudalur, Panthalur, Kothagiri, Valparai, Yercaud, Batlagundu, Theni and Nagercoil to enforce the Plantations Labour Act and allied legislations.

Tamil Nadu has 2,224 plantations covering an area of 61,747 hectares, of which, 683 are registered with an area of 54,071 hectares. Further, there are 1,541 unregistered plantations in an area of 7,676 hectares. The total number of workers in plantations is estimated to be 59,133 of which 36,043 are women and 23,090 are men.

The Inspectors of plantations have conducted 2,988 inspections and 132 cases have

been disposed in the courts and a sum of Rs.3.14 lakh was imposed as fine in the period of 2015-2016.

During the period from 2011-2016, the Inspectors have made 15,166 inspections and 764 cases have been disposed in the magisterial courts and a sum of Rs.14.33 lakh was imposed as fine against erring planters.

1.9.6. The Tamil Nadu Industrial Establishments [Conferment of Permanent Status to Workmen] Act, 1981

The Government of Tamil Nadu enacted a special legislation in order to curb various unfair labour practices against temporary workers and provide for various statutory as well as non statutory benefits to them as extended to the permanent workers. The Act provides for conferment of permanent status to workmen in an industrial establishment who have been in

continuous service of 480 days within a period of 24 calendar months in such industrial establishments.

The Inspectors of labour have conducted 2,784 inspections during the period 2015-2016 and orders were issued in 249 cases. In the past five years, 12,586 inspections were made and orders were issued in 1,044 cases conferring permanency on the workmen.

1.10. Other Regulatory Laws

The enforcement authorities are enforcing certain other regulatory labour enactments such as:

1. The Working Journalists and other News paper Employees [Conditions of service and Miscellaneous Provisions] Act, 1955.
2. The Beedi & Cigar workers [Conditions of Employment] Act, 1966.
3. The Contract Labour [Regulation and Abolition] Act, 1970.

4. The Sales Promotion Employees [Conditions of Services] Act, 1976.
5. The Inter-state Migrant Workmen [Regulation of employment and conditions of service] Act, 1979.

1.11. Wage related Laws

The department enforces the following enactments, to ensure proper and timely payment of wages to employees by the employers: -

1. The Payment of Wages Act, 1936
2. The Minimum Wages Act, 1948
3. The Payment of Bonus Act, 1965
4. The Equal Remuneration Act, 1976.

1.12. Social Security Laws

1.12.1. The Employees' Compensation Act, 1923

The Employees' Compensation Act, 1923 is one of the most important social security legislations. It aims at providing financial

compensation to workmen and their dependants in case of accidental injury during the course of employment, in the event of death or loss of earning capacity.

The compensation amount awarded is to be deposited by the employers / insurance companies. In case of default in depositing the amount awarded, recovery action is taken through District collectors under the Revenue Recovery Act. In 2015-2016, 3,758 cases were disposed off and a sum of Rs.45.74 crore was ordered as compensation. During the last five years, 14,892 cases were disposed off and a sum of Rs.263.12 crore was ordered as compensation.

The Commissioners for Employees' Compensation take immediate cognizance of accidental death incidents that are reported in the construction sites and effluent plants. They issue notices and conduct proceedings against the concerned employers under the Employees' Compensation Act, 1923.

1.12.2. The Payment of Gratuity Act, 1972

The Payment of Gratuity Act, 1972 is another vital social security legislation which provides for the payment of gratuity to an employee for the services rendered in an organisation. Gratuity is paid to an employee on superannuation / retirement or resignation, if he/she has put in a continuous service for a period of not less than five years. Gratuity is also paid on death or disablement due to accident or disease.

During the year 2015-2016, nearly 1,993 claims were disposed off and a sum of Rs.14.38 crore was ordered to be paid to the claimants and 413 appeal petitions were heard and disposed off.

Similarly in the past five years, 12,884 claims were disposed off and a sum of Rs.112.24 crore was ordered to be paid to the applicants.

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

The Tamil Nadu Payment of Subsistence Allowance Act, 1981 provides for statutory obligation on the part of the employer to pay subsistence allowance to the employees during the period of suspension pending disciplinary proceedings. During 2015-2016, the authorities notified under the Act have disposed 102 claims and a sum of Rs.12.15 lakh was ordered as subsistence allowance to the claimants, also 16 appeal petitions were heard and disposed off.

Similarly, in the past five years, 1,068 claims were disposed off and a sum of Rs.307.46 lakh was ordered as subsistence allowance to the applicants.

1.13. Eradication of Child Labour

The State Government is fully committed to eradication of child labour in the State with a

vision to provide for robust growth and development of children. Due to the concerted efforts taken by the State Government there is a perceptible decline in child labour in the State. The State Government adopts an integrated multi-pronged strategy for elimination of the menace of child labour, through convergence of various departmental efforts to improve the health, education and wellbeing of children and families from poorer sections of the society.

1.13.1. The Child Labour [Prohibition and Regulation] Act, 1986

The Child Labour (Prohibition and Regulation) Act, 1986 and the allied Acts prohibiting employment of children are implemented in the State by the officers of the Department of Labour and the Directorate of Industrial Safety and Health. Eradication of child labour is possible only through effective enforcement of the law at the grass root level.

District Level Task Force is functioning in every district under the chairmanship of the District Collector to monitor and strengthen enforcement activities.

1.13.2. Enforcement

There are other laws and statutes prohibiting and regulating employment of children in the State which are enforced by the officers of Department of Labour and Directorate of Industrial Safety and Health. They are:-

1. The Factories Act, 1948.
2. The Motor Transport Workers Act, 1961.
3. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966.
4. The Tamil Nadu Shops and Establishments Act, 1947.
5. The Tamil Nadu Catering Establishments Act, 1958.
6. The Plantations Labour Act, 1951.

The Inspectors have inspected 1,78,046 establishments under various statutes and 32 prosecutions were launched against the employers in the year 2015-2016. Further, 7,01,476 establishments were inspected under various statutes and 143 prosecutions were initiated wherever violations were noticed during the period 2011-2016.

1.13.3. Status of Child Labour

Census 2001 placed the number of child labour in the State at 4.19 lakh while Census 2011 estimated it at 1.51 lakh. The number of child labour has steadily reduced over the period due to rigorous enforcement, rescue and rehabilitation efforts taken by the Government. According to a recent survey by Sarva Shiksha Abiyan (Education for All) the estimated number of out of school children due to economic compulsion is declining fast in the State.

1.13.4. Awareness Generation

Awareness generation activities are taken up at the State and district levels by using all government functions, district and State level fairs and forums to create awareness and ensure support of all stakeholders in eradication of child labour. The International Anti-Child Labour Day is being observed every year at the State and district levels on June 12th to give further impetus to the awareness campaign against child labour. Awards are distributed to the erstwhile child labour students of the special training centres of National Child Labour Projects who were mainstreamed into regular schools and secured high marks in the 10th and 12th standard public examinations. Awards are also given to a teacher from each district, one Inspector of Labour, one deputy director of Industrial Safety and Health, one NCLP project director and two field officers in the State level for their good performance in their area of work.

1.13.5. National Child Labour Project

In Tamil Nadu, National Child Labour Project (NCLP) is functioning in 15 Districts viz., Chennai, Coimbatore, Dindigul, Dharmapuri, Erode, Krishnagiri, Kancheepuram, Namakkal, Thoothukudi, Tirunelveli, Trichy, Tiruvannamalai, Salem, Vellore and Virudhunagar. A stipend of Rs.150/- per month, educational materials, free medical check-up etc. are provided to children supported by NCLP.

There were 239 special training centres functioning in 15 NCLP project districts and 9224 children were enrolled in the said special training centres and 3620 children were mainstreamed into regular schools during 2015-2016.

In the past five years, 245 child labour were rescued, out of whom 100 children were admitted in special schools; 77 children handed over to Child Welfare Committees and 68 entrusted with their parents.

With the special efforts of the inspectors in the last five years and due to special drives conducted, 18,415 children were mainstreamed from the special schools and 1,01,755 children have been mainstreamed into regular schools since the inception of NCLP.

1.13.6. Benefits and Welfare schemes for child labour

The Government of Tamil Nadu provides all benefits to children in special training centres such as free uniforms, free text books, school bag, chart, atlas, geometry box, crayons, foot wear, free bus pass and mid-day meal with five eggs per week to NCLP STC children similar to other students in regular schools. Government is also extending monthly cash assistance of Rs.500/- to all erstwhile NCLP STC children pursuing higher education till they complete their studies. During the last four academic years 3,769 children have benefitted to the tune of

Rs.2.26 crore and 1026 students have benefitted under this scheme in the year 2015-16. Currently, more than 100 such students are studying in engineering colleges, while four are pursuing medicine.

1.14. WELFARE BOARDS AND SOCIAL SECURITY SCHEMES

1.14.1. Tamil Nadu Labour Welfare Board

The Government of Tamil Nadu enacted the Tamil Nadu Labour Fund Act, 1972 with a preamble to provide for the constitution of a fund for promoting the welfare of labour and their dependants. The Tamil Nadu Labour Welfare Board was constituted in 1975. It extends various welfare schemes for the benefit of the organised labour. In order to implement various labour welfare schemes, the Tamil Nadu Labour Welfare Board receives contribution from the employees and employers of the factories, plantations, motor transport undertakings, shops and catering

establishments etc. The employees of the above establishments contribute Rs.10/- and the employers contribute Rs.20/- per worker per year. The Government also contributes Rs.10/- per year for every worker. The Board also receives fine amount imposed by the courts and also compounding fees collected by the enforcement officers of Labour Department against the employers, for violation of various Labour Acts and Rules.

The Board through its 57 welfare centres, conducts pre-school, tailoring classes and reading room facilities for the members of the board. During 2015-2016, 17,957 workers and their wards have availed various assistances to the tune of Rs.1.12 crore. During 2011-2016, 98,954 workers and their wards have availed assistances to the tune of Rs.5.28 crore.

Further, the Board provides scholarships, educational incentives to rank holders, allowances

for books, basic computer training and assistance for marriage, spectacles, typewriting / short-hand training, hearing aid, artificial limbs, tri-cycle, natural death assistance, accidental death assistance, funeral expenses etc., to the members and their dependents. This Board provides accidental death assistance of Rs.1,00,000/- and Rs.25,000/- for natural death assistance to organised labourers. In addition, special treatment for TB patients in various sanatoria, holiday homes for workers, rest houses for trade unions are also provided. A monthly magazine "Uzhaippavar Ulagam" is published for the benefit of employees and employers.

During the year 2015-2016, the 37 year old multi-storied building of Tamil Nadu Labour Welfare Board in DMS campus has been renovated at a cost of Rs.72.50 Lakh.

1.14.2. UNORGANISED WORKERS WELFARE BOARDS

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

These schemes provide for various welfare assistances to the unorganised registered workers for education, marriage, health, maternity, natural death, accidental death, funeral, accidental disability, monthly pension and family pension.

The Government have established the following 17 unorganised workers welfare boards:-

Sl. No	Name of the Board
1	Tamil Nadu Construction Workers Welfare Board
2	Tamil Nadu Manual Workers Social Security and Welfare Board
3	Tamil Nadu Unorganised Drivers Welfare Board
4	Tamil Nadu Tailoring Workers Welfare Board
5	Tamil Nadu Hair Dressers Welfare Board
6	Tamil Nadu Washermen Welfare Board
7	Tamil Nadu Palm Tree Workers Welfare Board
8	Tamil Nadu Handicraft Workers Welfare Board
9	Tamil Nadu Handlooms and Handloom Silk Weaving Workers Welfare Board
10	Tamil Nadu Footwear and Leather Goods Manufactory and Tannery Workers Welfare Board
11	Tamil Nadu Artists Welfare Board
12	Tamil Nadu Goldsmiths Welfare Board
13	Tamil Nadu Pottery Workers Welfare Board
14	Tamil Nadu Domestic Workers Welfare Board
15	Tamil Nadu Power loom Weaving Workers Welfare Board.
16	Tamil Nadu Street Vending and Shops and Establishments Workers Welfare Board
17	Tamil Nadu Cooking Food Workers Welfare Board

(i) Administration of welfare schemes

The District Labour Officer (social security scheme) administers the functions of the Boards in all the 32 districts, such as registration, renewal and disbursement of welfare scheme assistance to the unorganised workers. The district monitoring committee headed by the District Collector is entrusted with the responsibility of monitoring the functions of the district office to ensure timely disbursal of benefits to the members.

The head office and district offices of the unorganised workers welfare boards have been computerised. A web based application is being used in the district offices to capture the photo image of the worker through web camera and it gets integrated with other personal details of the workers for registration and renewal. Identity cards are issued with system generated photograph. All the welfare scheme assistances are directly transferred to the bank account of the

beneficiaries through Reserve Bank of India Electronic Clearance System (RECS) mode.

(ii) Financial resources

The Tamil Nadu Construction Workers Welfare Board provides welfare scheme assistances, by utilizing the cess, received as contribution @ 1% of the total estimated cost of the building or other construction work. A sum of Rs.355.06 crore was received as cess during 2015–2016.

Similarly, Tamil Nadu Unorganised Drivers Welfare Board provides welfare scheme assistances to the unorganised drivers, by utilizing the additional tax collected from commercial motor transport employers carrying passengers or goods by roads @ 1% payable under the Tamil Nadu Motor Vehicle Taxation Act, 1974. A sum of Rs.11.06 crore was collected as additional tax in 2015-2016.

Tamil Nadu Manual Workers Social Security and Welfare Board and other 14 Welfare Boards

receive government grants for implementing welfare schemes. The Government of Tamil Nadu has allotted Rs.70.00 crore for the year 2015-2016. Since the formation of board 25.90 lakh workers are registered in Tamil Nadu Construction Workers Welfare Board and 40.60 lakh workers are registered in other 16 welfare boards.

(iii) Types of welfare scheme assistance:

The welfare scheme assistance provided to the unorganised workers are as follows:

Sl. No	Types of Assistance	Amount (in Rs.)
1	Accident Relief Scheme	
	a. Accidental death b. Accidental disability (based on extent of disability) c. Artificial limbs and wheel chair d. Death at work site (both for registered and unregistered construction workers only)	1,00,000/- Upto 1,00,000/- At the rate fixed by TN DAPW Board Rs.5,00,000/-
2	Natural death assistance	15,000/-
3	Funeral expenses assistance	2,000/-

Sl. No	Types of Assistance	Amount (in Rs.)
4	Educational assistance	
	a) Girl children studying 10 th	1,000/-
	b) 10 th passed	1,000/-
	c) Girl children studying 11 th	1,000/-
	d) Girl children studying 12 th	1,500/-
	e) 12 th passed	1,500/-
	f) Regular degree course – Day scholar – Hosteller	1,500/- 1,750/-
	g) Regular P.G. Course – Day scholar – Hosteller	4,000/- 5,000/-
	h) Professional Degree Course – Day scholar – Hosteller	4,000/- 6,000/-
	i) Professional P.G. Course – Day scholar – Hosteller	6,000/- 8,000/-
	j) ITI or Polytechnic – Day scholar – Hosteller	1,000/- 1,200/-
5	Marriage Assistance (a) for men (b) for women	3,000/- 5,000/-
6	Maternity assistance Miscarriage / Medical termination of pregnancy	6,000/- 3,000/-

Sl. No	Types of Assistance	Amount (in Rs.)
7	Reimbursement of cost of Spectacles	upto 500/-
8	Pension	1000/- Per month
9.	Family Pension (Construction Workers only)	Rs. 400/- Per month

(iv) Achievements of Welfare Boards

The performance of the 17 Unorganised Workers Welfare Boards are detailed below: -

Name of the Board	Registration(No. of Persons in Lakh)	
	2011-2016	2015-2016
Tamil Nadu Construction Workers Welfare Board	4.95	1.39
Tamil Nadu Manual Workers Social Security Welfare Board and 15 other boards	10.31	2.06
Total	15.26	3.45

The details of welfare scheme assistance disbursed to the beneficiaries are as follows:

Boards	2011-2016		2015-2016	
	Beneficiaries (in lakh)	Amount Rs. (in crore)	Beneficiaries (in Lakh)	Amount Rs. (in crore)
Tamil Nadu Construction Workers Welfare Board	6.87	216.74	1.66	61.86
Tamil Nadu Manual Workers Social Security Welfare Board and 15 other boards	14.74	352.64	1.97	64.03
Total	21.61	569.38	3.63	125.89

1.15. CONSUMER PROTECTION

1.15.1. The Legal Metrology Act, 2009

The Legal Metrology Act, 2009 along with Legal Metrology [Packaged Commodities] Rules, 2011 enforces standards of weights and measures and protects the interest of consumers. It regulates trade and business in weights, measures and other goods which are sold or distributed by weight, measure or number. To avoid malpractices by the stakeholders and to protect

consumer interests, the State Government introduced stamping of non-automatic weighing instruments using double headed pliers in 2016.

A “Manual on consumer protection in legal metrology” was developed and shared with all stakeholders in the regional workshops on “Strengthening of Legal Metrology” conducted at Chennai, Trichy, Madurai and Coimbatore. Special raids were conducted throughout Tamil Nadu to check Maximum Retail Price (MRP) violations during the sale of helmets. Raids were conducted in salt manufacturing units, jewellery shops, bus stands, railway stations, malls, pilgrimage centres and tourist spots under Legal Metrology Act with special reference to excess Maximum Retail Price.

In 2015-2016, a sum of Rs.2.56 lakh has been collected as license fee and Rs.26.15 crore has been collected as stamping fee. During this period, 3,43,794 inspections were made, 15,332 cases were compounded for various offences and Rs.1.26 crore was imposed as compounding fee.

In the past five years, a sum of Rs.12.30 lakh has been collected as license fee and Rs.121.78 crore has been collected as stamping fee. During this period, 18,66,721 inspections were made, 62,589 cases were compounded for various offences and Rs.5.77 crore was imposed as compounding fee.

1.15.2. The Legal Metrology [Packaged Commodities] Rules, 2011

Every packer of goods and commodities has to obtain registration certificate under the provisions of this Rule. During 2015-2016, a sum of Rs.1.38 lakh has been collected as registration fee for issue of registration certificates for packaging of commodities. In this period, 1,44,519 inspections were made. Contraventions were found in 3,668 cases and a sum of Rs.96.67 lakh was imposed as compounding fee.

In 2011-2016, a sum of Rs.12.00 lakh has been collected as registration fee for issue of registration certificates for packaging of

commodities. In these years, 7,66,195 inspections were made. Contraventions were found in 18,623 cases and a sum of Rs.4.10 crore was imposed as compounding fee.

1.16. TAMIL NADU INSTITUTE OF LABOUR STUDIES

To cater to the needs of the industries in the field of human resources management for increasing the availability of professional man power, Tamil Nadu Institute of labour studies was established in 1973 and registered as a society in 1988. The Government of Tamil Nadu gives annual grants-in-aid of Rs.2.17 crore. The Institute conducts labour oriented academic courses and various training programmes on labour management.

The Institute conducts regular academic courses (i.e.) B.A (Labour Management), M.A (Labour Management), Ph.D Programme, affiliated to the University of Madras. Part-time Post Graduate Labour Administration courses and

weekend Diploma in Labour law with Administrative law courses for the working employees are also offered in smart class rooms. Erstwhile students are well placed in Central and State Government Labour Departments and public sectors as Human Resource Executives. In 2015-16 academic year, 253 students were enrolled in various courses and 945 persons participated in nine seminars and training programmes conducted by this Institute. During the last five years, 1,116 students pursued their education and 8,813 persons participated in 110 seminars and training programmes conducted by this Institute.

1.17. TAMIL NADU ACADEMY OF CONSTRUCTION [TAC]

In the present scenario, there is a need to upgrade the skills of work force in construction sector as new technology and modern machinaries are used in the construction industry. Tamil Nadu Academy of Construction [TAC] was created to impart free skill training in various

construction trades such as electrical, painting, carpentry, masonry, land survey, plumbing to the construction workers and their family members. The skill training is provided in Government ITIs and private ITIs approved by the Directorate of Employment and Training under Modular Employable Skill Training Programme.

1.18. Special Initiatives in the last five years:

2011-2012

- ✓ All the welfare scheme assistances to the workers registered in the 17 unorganized workers welfare boards are directly transferred to the bank accounts of the beneficiaries through Reserve Bank Electronic Clearing System (RECS).
- ✓ The monthly pension to the pensioners of unorganized workers welfare boards was enhanced from Rs.500/- to Rs.1,000/- per month.

2012-2013

- ✓ The educational assistance was enhanced by Rs.2,000/- to the wards of the registered unorganized workers, who pursue their post graduate education.

2013-2014

- ✓ Identity cards were issued to the workers with their image captured using web camera along with other personal details integrated through a web based application.

2014-2015

- ✓ The Government ordered for construction of integrated labour office complex including office for Labour Officer [Social Security Scheme] at a cost of Rs.40.50 crore in 20 districts and five legal metrology laboratories at a cost of Rs.3.25 crore in Trichy, Tuticorin, Dindigul, Erode and Vellore Districts.

- ✓ Tamil Nadu became forerunner in extending benefits to the inter-state migrant workers by allowing the registration of inter-state migrant workers engaged in construction work in Tamil Nadu Construction Workers Welfare Board.
- ✓ The personal accident relief in case of death at worksite of a registered construction worker was enhanced from Rs.1,00,000/- to Rs.5,00,000/-.
- ✓ Provision of Health facilities for the benefit of construction workers at their work sites through mobile health clinics.
- ✓ Providing transport facilities to the children of the construction workers staying at work sites to attend regular / SSA schools.
- ✓ Construction of dormitories for temporary accommodation of construction workers at work sites with all facilities.
- ✓ Anganwadi facilities to the children of construction workers to address their nutritional and developmental needs.

2015 – 2016

- ✓ Introduction of online facility to enable the unorganised workers to register and get the welfare benefits easily and to remit the cess amount payable to the Tamil Nadu Construction Workers Welfare Board directly, at a cost of Rs.1.05 crore.
- ✓ A toll free number cum multi-lingual assistance centre for the convenience of Tamil Nadu unorganised workers and inter-state migrant workers, at a cost of Rs.9.95 lakh is being established.
- ✓ Unregistered construction workers who die at the construction site is also extended the personal accident relief of Rs.5,00,000/-.
- ✓ A web based user friendly mobile application software known as “Legal Metrology Complaint Tracking System” has been developed for the first time in India, to create awareness among the consumers and to redress their grievances

on weights and measures and packaged commodities.

- ✓ Ease of doing business initiatives are promoted through creation of online facility for registration, licensing and filing of returns under various labour legislations including Legal Metrology Act to safeguard consumer interests.
- ✓ Provision of broadband connection to all district level Labour Offices to support effective implementation of e-governance project.

1.19. Vision for the next five years

- ✓ Work towards creation of Child labour free Tamil Nadu.
- ✓ Simplification of labour laws for ease of doing business without compromising on the protection and safeguards to workers.
- ✓ Expand the coverage of inter-state migrant workers in construction sector under the social security schemes.

- ✓ Introduction of online case management system for monitoring of cases under labour legislations.
- ✓ Reskilling, skill upgradation and recognition of prior skills through certification for construction workers through Tamil Nadu Academy of Construction.

* * * *

2. DIRECTORATE OF INDUSTRIAL SAFETY AND HEALTH

The Directorate of Industrial Safety and Health adopts a positive approach in the enforcement of Factories Act and other allied labour laws which has created a conducive atmosphere for investment by multinational corporations to set up their manufacturing units in the State. The pragmatic approach to enforcement espoused by the State along with ensuring safe and healthy working environment has contributed to rapid industrial growth and development. Tamil Nadu has become a harbinger for various types of industries like automobile, chemical, textile, leather, electronics, fire and match works, engineering etc., along with world renowned hubs for Automobile (Chennai), Textiles (Tiruppur) and Engineering (Coimbatore).

There are **43,372** factories registered under Factories Act employing **19,87,785** workers as on 31.03.2016.

Functions of the Directorate of Industrial Safety and Health:

- (i) Enforcement of Factories Act, 1948 and other Labour Legislations in factories.**
- (ii) Health and Safety promotional activities.**
- (iii) Enforcement of Building and other Construction Workers (Regulation of Employment and Conditions Services) Act, 1996 in construction establishments.**

2.1. Enforcement of Factories Act other Labour Legislations in Factories

To ensure safety and welfare of the workers in the factories, the officials of this Directorate are carrying out inspections periodically and taking necessary action under these Acts and Rules.

The frequency of inspections carried out by the officials of this Directorate has been regulated as mentioned below.

- (i) Factories certified as small scale industries and not engaged in dangerous operations and hazardous process are inspected only once in a period of five years provided no accident occurs, no complaints are received either from the workers or from the Trade Unions.
- (ii) Factories certified as Small Scale Industries but engaged in dangerous operations and Non-SSI units are inspected once in a period of six months as the safety and health aspects in the hazardous processes and dangerous operations have to be monitored and ensured periodically.
- (iii) Match and Fireworks Factories are inspected once in every three months in order to minimize the occurrences of fire and explosion in these factories and to eradicate the employment of child labour.
- (iv) In addition, special, holiday and check

inspections are also undertaken for better monitoring of the statutory provisions.

In the year 2015-2016, 49,194 inspections were carried out by the officials of this Directorate.

2.2. Fireworks Factory Inspections

The chemicals involved in the manufacturing of Fireworks are highly hazardous which may explode if handled and stored unsafely. Hence, during festival seasons to monitor the safe working conditions and safe methods of work in Fireworks manufacturing units, special squads are formed along with other department officials, namely, Revenue, Police, Fire and Rescue etc., every year in Virudhunagar District, where large number of Fireworks factories are situated.

During these squad inspections, the safe storage and handling of hazardous materials and working conditions within the units are monitored.

The managements and workers are educated on safe handling and working methods. Necessary legal action is pursued wherever violations are noticed

In the past five years 4863 squad inspections were carried out during all festival seasons, which resulted in reduction of rate of accidents in fireworks factories.

2.3. Special Mobile Team

Fireworks factories are not only hazardous but also labour intensive. Since, a large number of Fireworks units are there in Virudhunagar District, to give further thrust on enforcing safety provisions to ensure safe working conditions, a Mobile Team headed by an Additional Director has been formed exclusively for Fireworks factories. This mobile unit conducts surprise inspections, and thereby the safety of workers is continuously monitored. This mobile team also educates and creates awareness among the workers and the

management on safe working methods in the work place.

In the past three years 1501 squad inspections were conducted. Due to the effective functioning of Mobile Team, the managements of Fireworks factories have become more acquainted with the safety regulations to be followed. Appropriate legal action is being taken on the managements for violations.

2.4. Eradication of Child Labour

As stipulated under Section 67 of the Factories Act, 1948, prohibition of child labour in factories is strictly enforced. Further, to eradicate child labour in hazardous industries, squad inspections are also conducted every month along with officials of the department of Revenue, Police and staff of the National Child Labour Project. In the year 2015–2016, 1,027 squad inspections have been conducted and five cases have been

filed against the defaulting employers and fine amount of Rs.60,000/- was imposed.

During the past five years 6273 squad inspections were conducted which also helped create awareness on ill effects on child labour among the managements, contractors and public.

2.5. Enquiry on the Complaints

Complaints received from the workers, Trade Union leaders and public are given top priority and they are enquired into immediately and suitable actions are initiated to redress their grievances. In the year 2015–2016, 615 complaints were enquired and disposed off.

2.6. Hazardous Process Industries

The industries that use hazardous raw materials or chemicals likely to cause safety and health hazard to the persons engaged in or connected therewith or it may result in the pollution of the general environment are classified as major accident hazard units.

As per the Factories Act, 29 processes have been listed as hazardous processes. As on 31.03.2016, 145 units have been classified as major accident hazard units in the State.

As many as 87 “On-site Emergency Plans” have been received from major accident hazard units up to 31.03.2016, out of which 54 were recorded subject to certain conditions. Mock Drills are conducted periodically in these factories under the supervision of the officers of the Directorate of Industrial Safety and Health to assess the real time problem that may arise during emergency. In the year 2015–2016, 140 mock Drills have been conducted.

2.7. Site Appraisal Committee

A Site Appraisal Committee has been constituted as stipulated under Factories Act 1948 to advise the Government on the applications submitted by the hazardous process industries

either for grant of initial permission or for expansion. While considering the applications this committee analyses and advises to the hazardous processes industries to have safe environment and safe work practices from the initial stage itself. In the year 2015–2016, 41 applications have been considered by this committee.

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

The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Tamil Nadu Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2006 are being enforced by the officials of the Directorate of Industrial Safety and Health since 2010, to ensure safety, health and welfare measures for the workers in the construction establishments.

A separate wing in this Directorate was created exclusively for carrying out enforcement activities and imparting safety awareness training to management, contractors and workers involved in the building and other construction works is effectively functioning from 2013.

Before formation of separate wing, workers working in construction establishments could not be covered under the ambit of the Act. After the formation of separate wing, 6487 construction establishments have been registered and the workers are ensured safety and welfare. In the year 2015–2016, 1,358 construction establishments have been registered and 301 cases have been launched and fine amount of Rs.5,39,000/- has been collected.

2.9. Safety Awareness Promotion for the Building and Other Construction Workers

The construction establishments are labour oriented and prone to more number of accidents.

The migrant workers being illiterate and not aware of safe working methods, to safeguard their precious lives, need more awareness and hence the conduct of safety trainings in their mother tongue, was initiated. To create safety awareness for the workers and employers of construction establishments, two safety awareness campaigns per month are conducted by the Deputy Directors of Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act.

In the past five years 184 safety training classes have been conducted covering 19,490 workers, which helped in creation of more awareness and in reduction in number of accidents. In 2015-2016, 41 safety classes have been conducted benefiting 5,904 workers utilizing the funds allotted by the Tamil Nadu Construction Workers Welfare Board.

2.10. HEALTH AND SAFETY PROMOTIONAL ACTIVITIES

2.10.1. Health Promotion Functions

A medical wing is functioning in this Directorate with one Chief Medical Officer and eight Medical Officers. They conduct periodical medical examination for the workers engaged in hazardous processes and for the canteen workers. They also suggest both clinical and other preventive measures. Medical fitness certificates are issued to adolescent workers. The Medical Officers also accompany the child labour squad for ascertaining the age of the child. During 2015-2016, medical officers have issued 34,646 medical examination certificates to the workers engaged in hazardous process industries and 8,026 medical examination certificates to the canteen workers and 32,704 fitness certificates to the adolescent workers.

2.10.2. Noise Level Monitoring

This Directorate takes concerted efforts to combat the problems faced by the workers due to high noise pollution prevalent in certain industries. The noise level is monitored with sound level meter and steps are taken to safeguard the workers from exposure to high level noise. Suitable instruction is being given to the managements at the time of inspections and wherever necessary, legal action is being initiated.

2.10.3. Safety Awareness Promotion

The field level Officers take rigorous efforts to minimise the occurrence of accidents through safety promotional activities like conducting safety courses, safety awareness campaigns and safety drills.

In this connection, three safety propaganda committees have been constituted by this Directorate at Chennai, Madurai and Coimbatore

regions. These committees periodically visit chemical factories, Firework units, tanneries and bleaching & dyeing units to review safety mechanisms. They also educate the managements and workers on the safety precautions to be followed for avoiding accidents. In the year 2015–2016, these committees have conducted 72 safety awareness campaigns benefiting 2,895 workers.

Safety training classes are periodically conducted in factory premises itself. In the year 2015–2016, 433 training classes have been conducted benefiting 20,118 persons.

The Directorate is also coordinating with the other non–Governmental voluntary organizations like National Safety Council which is involved in safety promotional activities for creating safety awareness among the managements, direct employees and contract workers. In the year 2015–2016, four such seminars have been conducted benefiting 638 persons.

2.10.4. Ensuring Pressure Vessel Safety

In addition to the regulatory functions, operational safety of the pressure vessels installed in the factories is also ensured by this Directorate. All the pressure vessels operating above atmospheric pressure excluding steam boilers coming under the purview of Indian Boilers Act are examined or tested externally once in every six months, internally once in every year or hydrostatically once in every two years or subjected to ultrasonic test once in every four years. In the year 2015–2016, 1,08,854 external; 2,112 internal; 14,458 hydrostatic and 6,217 ultrasonic examinations have been conducted.

2.10.5. Fireworks Training Centre

The labourers working in the Fireworks factories which are hazardous in nature are illiterate and they are not aware of safe working methods and the properties of the chemicals handled by them. Because of these reasons more

number of accidents occur and casualties are reported. A Training Centre, to create more awareness to foremen/supervisors on safety measures to be followed in the manufacturing of fireworks was started in Sivakasi. The training being imparted relates to:

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

In this Training Centre, 22 batches of classes have been conducted benefitting 686 foremen. One day workshops are also being conducted for workers to impart training on the safety procedures to be followed in the Fireworks factories.

Due to the effective functioning of the training centre, the number of accidents and the casualties due to accidents have come down in the Fireworks factories at Virudhunagar District.

2.10.6. Group Personal Accident Insurance Scheme

A new Group Personal Accident Insurance Scheme has been introduced by the Government of Tamilnadu as per the directions of Supreme Court of India. In case of fatality in Match and Fireworks factories in Tamil Nadu, a sum of Rs.50,000/- is paid for the legal heir of the workers. The premium for the insured amount is fixed annually in consultation with the insurance companies and members of Match & Fireworks Management Association. Number of persons to be covered is the maximum number of workers actually employed on any one day during the calendar year + 10% extra on the maximum number of workers actually employed. The payment of premium for each and every worker

employed is the statutory liability of the employer. At present the insurance has been renewed and implemented through the Oriental Insurance Company, Sivakasi. This compensation is in addition to the compensation provided under E.S.I Scheme or Employees Compensation Act.

2.11. State Safety Award Scheme

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

Further to increase safety awareness in the factories and to make more number of managements to participate, the value of award has been enhanced. The value of 1st prize silver shield awarded to managements has been

enhanced from Rs.2500/- to Rs.5000/- and that of II prize silver shield enhanced from Rs.1500/- to Rs.4000/- from the year 2011.

2.12. Uyarntha Uzhaippalar Virudhu

To encourage the workers who give valuable suggestions to improve productivity, working environments and safety standards in factories, “Tamizhaga Arasin Uyarntha Uzhaippalar Virudhu” is awarded every year. Further, to enhance and motivate participation of more workers, orders have been issued to increase the number of awardees from 24 to 43 from the year 2012.

2.13. Creation of online portal exclusively for this Directorate

As per the announcement made by the Honorable Chief Minister of Tamil Nadu, in the State Assembly, during 2014-2015, online web portal facility has been developed for the Directorate of Industrial Safety and Health and it will become operational shortly. This online portal will streamline the activities of this Directorate

and facilitate ease of doing business to the managements.

On this web portal, the following services of this Directorate would be available online with e-payment facility wherever applicable.

- ☒ Issue of license under Factories Act, 1948.
- ☒ Approval of plans under Factories Act, 1948.
- ☒ Registration of establishment under Building and other Construction Workers (Regulation of Employment and Conditions of Services) Act, 1996.
- ☒ Registration & licensing under Contract Labour (Regulation and Abolition) Act, 1970.
- ☒ Registration & licensing under Interstate Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979.
- ☒ Filing of Returns by Management under various labour laws
- ☒ Issue of pressure vessel testing certificate

All the approvals will be issued online with digital signature of the concerned officials of this Directorate within 30 days from the date of receipt of application.

The static contents of this web portal will provide safety norms and standards for various categories of works, National & International safety standards, organization chart and excerpts of labour laws. These web pages will benefit the workers, management and the public. The web portal also has provisions for filing of workers grievances online and seek quick redressal.

3. DEPARTMENT OF EMPLOYMENT AND TRAINING

EMPLOYMENT WING

The primary function of the employment office is to register job seekers, nominate candidates to public employers, collect and compile labour market information and render vocational guidance. National employment service has been changed to national career service and the transformation gives increased focus on career counselling and guidance activity for the aspiring youth to pursue the right career choice. All the employment offices will be converted into career centres in a phased manner to connect the job seeking youth with job opportunities in the private sector through counselling and training and prepare youth for various competitive examinations. The employment offices are computerized and all the activities are carried out through online web portal to provide better services to the educated unemployed youth.

3.1. Organizational Setup

There is one employment office in each district for registering candidates from illiterate up to degree level. In Chennai district, one district employment office and two other employment offices, namely, district employment office for technical personnel and district employment office for unskilled are functioning. Apart from this, two professional and executive employment offices are functioning at Chennai and Madurai. A special employment office exclusively for the differently abled is functioning in Chennai.

There are five coaching cum guidance centres functioning at district employment offices for the benefit of scheduled caste and scheduled tribe candidates in Coimbatore, Cuddalore, Tiruchirapalli, Tirunelveli and Vellore. A special vocational guidance centre at Udagamandalam is functioning for catering to the special needs of tribal population. Altogether, there are 37 employment offices, five coaching cum guidance

centres for SC/ST and one special vocational guidance centre for tribal population.

The Director of Employment and Training is the head of the department and he is assisted by two joint directors, four deputy directors and other officials in the Directorate. The activities of the employment offices and special offices are being monitored by four regional joint directors in Chennai, Tiruchirapalli, Madurai and Coimbatore.

3.2. Activities of the Employment Offices

The main activities of employment offices are

- Registration of candidates
- Renewal of registration
- Updation of candidate profile
- Coaching classes for unemployed youth
- Conducting job fair for Private Placement
- Extending vocational guidance to job seeking youth

- Providing unemployment assistance to job seekers
- Career guidance and counselling to weaker sections
- Facilitating the differently abled registrants to get placement in private sector
- Sponsoring candidates to Government department and Private establishment
- Collection of job and employment related market information.

3.3. Registration and Placement

Before 2011-2012, large number of 10th and 12th students would assemble in District employment offices for registering their qualification after declaration of results and wait in long queues for several hours for the department staff to carry out the registration. To prevent the crowding in the employment offices

and to ease the registration of over 10 lakh 10th and 12th passed candidates, in the year 2011, this Government announced student qualification registration from the school premises itself using online facility at the employment website www.tnvelaivaaiappu.gov.in.

The number of candidates waiting in the live register of employment offices is 83,33,864 as on 31.03.2016. During the past five years, a total of 72,00,685 candidates registered, out of which 60,51,582 are students who registered their 10th and 12th qualification online from their schools itself. During the year 2015-2016, 15,98,460 candidates registered their qualifications with the employment offices, out of which 12,05,780 are students of 10th and 12th and registered online from their schools.

During the last five years a total of 77,696 candidates have been placed in Government through employment offices and 1,42,114 candidates in private sector. In the year

2015-2016 totally 9,176 candidates have been placed in government through employment offices and 61,752 candidates in private sectors.

3.4. Career Guidance

Ever since the inception of the department, vocational guidance has been a major activity of the department. To strengthen the career guidance activities in the State, 17 vocational guidance units are functioning in District employment offices at Chennai, Kancheepuram, Coimbatore, Madurai, Erode, Salem, Thanjavur, Tiruchirapalli, Tirunelveli, Vellore, Pudukottai, Dindugul, Nagercoil, Ramanathapuram, Sivagangai, Thoothukudi and Virudhunagar.

The main functions of vocational guidance unit are

- To provide counselling and guidance to individuals and groups
- To maintain good liaison with the private employer / skill training institutes

- To deliver career talks and organise career exhibition
- To develop tools and techniques for improving the efficiency of vocational guidance activities
- To conduct coaching classes for competitive examinations

Every year for organizing career exhibition in colleges the Government sanctions a sum of Rs.10,000/ to each employment office to provide guidance to youth to take career decision on higher education, employment and competitive examinations. In 2015-16, 4339 candidates were nominated for government apprenticeship training, 358 career talks were delivered in educational institutions, 32 career exhibitions were conducted in colleges and 926 candidates were provided guidance for taking up self-employment.

3.5. Coaching Classes (Study Circle)

Study circles are functioning in 32 District Employment Offices to enhance the competitive skills of the unemployed youth. Coaching classes are organized for unemployed youth to motivate and prepare them to participate in competitive examinations conducted by Public service commissions and other recruitment agencies. Apart from conducting coaching classes the centre is open for the youth to access the latest books, magazines, newspapers and study materials for various examinations, available in the libraries maintained in the employment offices. They are provided with model questions as well as old question papers. Regular model tests are also conducted to test their knowledge.

3.6. Private Sector Placements and Mega Job Fairs

The employment opportunities in the government sector is dwindling and private sector

is increasing due to rapid industrialisation in the state. District Level Private Placement Assistance Cell was set up in 2012 in 37 district employment offices to help unemployed youth to seek private sector placement and there by fulfill the requirement of trained manpower in the private sector. These cells play a facilitator role in organizing face to face interaction through employer-employee meet, a platform to identify skill gap of the job seeker and provide necessary skill training to them increase their employability. In addition, micro job fairs are organized at regular intervals.

DETAILS OF MEGA JOB FAIRS

Sl. No	District	Date	No. of Candidates participated	No. of Employers participated	No. of Candidates Placed
1	Chennai (R.K Nagar)	17.10.15	58835	358	6453
2	Chennai (Okkiyam Thoraipakkam)	06.02.16	6022	201	558

3	Coimbatore	10.01.16	77800	461	5127
4	Dharmapuri	12.09.15	54476	296	5463
5	Dindigul	27.02.16	54780	287	2816
6	Madurai	09.01.15	17598	146	2473
7	Namakkal	28.11.15	35280	333	6289
8	Salem	26.09.15	44550	275	5884
9	Thanjavur	28.02.15	22605	231	4878
10	Tiruchirappalli (Sri Rangam)	08.09.13	23904	128	5054
11	Thiruvarur	14.02.16	57315	257	4825
12	Thoothukkudi	03.01.15	19654	343	2210
13	Vellore	31.01.15	10478	94	2573
14	Villupuram (Sankarapuram)	23.08.14	9874	97	2348
15	Villupuram (Chinnasalem)	21.02.15	9105	110	2281
Total			447496	3330	59232

3.7. Unemployment Assistance

Unemployment assistance is given to those who are waiting on the live registers of employment offices for atleast five years. The

assistance is given for a period of three years subject to the eligibility conditions, like age limit and annual income. The maximum age limit is 40 years for others and 45 years for SC/ST, and annual income should not exceed Rs.50,000. An amount of Rs.100/- for S.S.L.C. failed; Rs.150/- for S.S.L.C. passed; Rs.200/- for H.S.C. passed and Rs.300/- for graduates per month is being credited in the bank account of beneficiaries.

During the last five years, unemployment assistance to the tune of Rs.111.61 crore was disbursed to 4,67,696 beneficiaries. During the year 2015-2016, a sum of Rs.16.91 crore was disbursed to 63,946 beneficiaries.

Unemployment assistance is also given to differently abled persons waiting on the live registers of employment offices for atleast one year. The assistance is given for a period of ten years without restriction on parental income. An amount of Rs.600/- for S.S.L.C. failed and passed, Rs.750/- for H.S.C. passed and Rs.1000/-

for graduates per month is being paid from 01.04.2015.

During the last five years unemployment assistance to the tune of Rs. 59.54 crore was disbursed to 1,13,998 beneficiaries. During the year 2015-2016, a sum of Rs. 20.87 crore was disbursed to 23,238 beneficiaries.

3.8. Special cells for Differently Abled

A special employment office for the differently abled is functioning at Guindy, Chennai-32. Special Cells for differently abled are functioning in 13 District employment offices namely Coimbatore, Erode, Cuddalore, Madurai, Nagercoil, Kancheepuram, Tiruchirapalli, Salem, Thoothukudi, Thanjavur, Udagamandalam, Tirunelveli, and Vellore. The purpose of these cells is to identify suitable placement opportunities for the differently abled registrants based on their abilities, aptitude and qualifications. As on date 1,15,967 differently abled job seekers are waiting

in the live register of employment offices which includes 89,945 orthopaedically handicapped, 13,642 visually challenged and 12,380 hearing impaired candidates. During the last five years, 3,255 candidates were placed and during the year 2015-2016, 144 candidates were placed.

3.9. Coaching-Cum-Guidance Centre for Scheduled Caste/ Scheduled Tribe

Exclusive career and vocational guidance centres to instill confidence in the minds of job seekers from scheduled caste/scheduled tribes are functioning at Trichy, Cuddalore, Coimbatore, Vellore and Tirunelveli. These centres conduct confidence building programmes, organize coaching classes for competitive examinations and conduct career exhibition in Government Adi-dravidar and tribal schools for the youth identified from the database available with the respective and nearby district employment offices. Employment registration camps are carried out in

remote areas with considerable schedule caste and schedule tribe population. Special career guidance programme and micro job fairs were organized at Vellore (Yelagiri, Puthurnadu), Tiruvannamalai (Jamunamarathur), Tiruchirapalli (Pachamalai), Villupuram (Kalrayan hills), Salem (Yercaud), Namakkal (Kolli hills) and Erode (Thalavadi).

During 2015-2016, these centres organized 290 confidence building programmes, 273 career talks and 175 applications were forwarded to nationalized banks for self employment ventures.

3.10. Special Vocational Guidance Centre for Tribal Population

A special vocational guidance centre for tribal population is functioning at Udhagamandalam with financial assistance from the Tribal Sub Plan. This centre provides guidance to students and job seekers belonging to the tribal community. The centre also carries out

employment registration camps in remote tribal areas and also collects and publishes information on training facilities for the benefit of tribal youth. The vocational guidance officer visits the educational institutions and hostels to deliver career talks and information on higher education, training facilities, scholarships and job opportunities for the benefit of scheduled tribe students.

In 2015-2016, 966 applicants registered for employment. More than 1,366 tribal youth were given guidance and 3,754 applicants received individual handholding support. The vocational guidance officer delivered 66 career talks in educational institutions and student hostels.

3.11. Transformation of National Employment Service to National Career Service

The mission of the department is to convert all employment offices into career guidance

centres. The first model career centre with the state of art technology is being established at the District employment office, Vellore and next centre will function at District employment office, Coimbatore. All the district employment officers will be trained in career guidance and counselling to guide the students and unemployed youth.

State employment portal will co-exist with National Career Service Portal launched by Government of India as part of National Career Service initiative. The thrust of the NCS portal is to facilitate exchange of information of jobseekers with available job vacancies. Online registration of candidates, employers, skill training providers, posting of vacancies on the portal help job seekers at national level to find suitable jobs.

Steps are being taken to provide additional facility in this department website www.tnvelaivaaiappu.gov.in, wherein the public and private employers can register their details, post their vacancies and select candidates from

the database. The home page of the department website has been modified to provide focus and thrust for the requirements of unemployed youth by posting advertised vacancies and providing facility for career queries. The role played by the district employment office will focus more on connecting job seekers and potential employers, through job fairs and portal and guiding youth visiting the centres or through outreach programmes in educational institutes.

3.12. Special renewal concession

Job seekers who fail to renew the registration will lose their seniority. In order to help them special renewal concession was announced by this Government condoning the lapse and thereby restoring the seniority. During the year 2012 and 2014 special renewal concessions were announced and totally 2,38,389 registrants got their original seniority restored.

TRAINING WING

Vocational training of the adolescents and youth are important for providing skilled professional manpower to augment the growing demand from industries due to rapid industrialisation in the State. In order to utilize the opportunities for jobs in specific vocation, technical training and skilling is vital and it opens up the avenues of decent work and fair income. Talented and enterprising youth with proper technical training can increase their employability to meet the labour market requirement or take up self-employment.

Vocational training is a concurrent subject. Central Government is entrusted with the responsibility of framing overall policies, norms, standards & examination for vocational training. State Government is implementing these schemes and monitoring the day to day administration of the training institutions. Training wing of this Department is imparting vocational training by

implementing various skill training programmes through a vast network of Government and Private ITIs. ITI provides systematic training to ensure a steady flow of skilled manpower in different trades to the industries and entrepreneur skills among trainees.

3.13. Organizational Structure

The Director of Employment and Training is the Head of the Department. Under the administrative control of the Director, there are two Joint Directors at the State Directorate and five Regional Joint Directors of Training viz., Chennai, Trichy, Coimbatore, Madurai and Tirunelveli. In each region, Regional Joint Director of Training monitors the functioning of Government Industrial Training Institutes (ITI), Private ITIs, establishments implementing Apprenticeship Training Scheme and Industrial Schools. Each ITI is headed by Principal in the cadre Deputy Director / Assistant Director / Training Officer depending upon the student strength of the ITI.

The three major skill development training programmes implemented by the training wing are

1. Craftsmen Training Scheme.
2. Apprenticeship Training Scheme.
3. Industrial School Training Scheme.

3.14. Craftsmen Training Scheme

This is an umbrella scheme under which all ITIs are functioning. The objective of establishing ITIs is to provide technical manpower to industries. The persons trained in basic skills are required to do jobs of operator or mechanic in industries. The courses are designed in such a way to impart basic skill in the trade specified.

3.14.1. Industrial Training Institutes (ITIs)

Industrial Training Institutes play a vital role in economy of the country especially in terms of providing skilled manpower in various trades. At present, there are 568 ITIs (Govt.85+Pvt. 483) in the State. Training is imparted in 71 trades.

(i) Government Industrial Training Institutes

There are 85 Government Industrial Training Institutes functioning across the State. These include 12 Government ITIs functioning exclusively for women, two for Scheduled Caste, one for jail inmates and six for Scheduled Tribe. In the year 2015-2016, 29,874 trainees (1st year and 2nd year) were enrolled. Industrial Training is imparted to both boys and girls in 51 engineering trades like Fitter, Turner, etc., and 20 non-engineering trades like Computer Programming, Cutting & Sewing etc.,.

The training period ranges from one to two years depending upon the trades. Boys between the age group of 14 and 40 years are admitted in Industrial Training Institutes, but there is no upper age limit for women trainees admitted in

ITIs. The basic educational qualification is 8th pass or 10th pass depending upon the trade.

(ii) District Counseling for admission in ITIs

Every year candidates are admitted according to merit and communal rotation through nodal ITIs in each District. Counseling is conducted by the nodal Government ITIs located in each District through specialized software. The candidates according to their rank will choose the trade as well as ITI as per their choice. The selection order is issued to each candidate on the spot.

In the year 2016, for the first time, online submission of application and counselling for ITI admission was started. This will make the admission process easier and more transparent. This process enables availability of data in one place thus reduces processing time and easy generation of required reports. The students can

submit application for admission in any Government / Private ITI located in one or more districts through www.skilltraining.tn.gov.in.

This portal is a one-stop information source for all Institutes and trades offered under the purview of the National Council of Vocational Training (NCVT) and Industrial School pattern. This web-portal shall be integrated with the Government of India MIS Web portal for quicker data uploading and getting the required data capturing.

(iii) Government schemes for benefit of ITI Trainees

To encourage admission and active participation in skill training programme and to help the youth from poor socio-economic status, tuition fee is waived by the Government and free training is offered to all the trainees of Government ITIs. In addition, the following benefits are also provided to the trainees of Government and Government Aided ITIs:-

1. Bus pass from their place of residence to the institute for entire year.
2. Two sets of uniforms per year
3. One pair of shoe per year
4. Bi-Cycle
5. Monthly stipend @ Rs.500/- to all the trainees
6. Laptop
7. Text Books and Drawing instruments.

3.14.2. Testing and Certification

(i) Regular Trainees

At the end of each semester, an All India Trade Test is conducted by National Council for Vocational Training (NCVT) for the trainees of affiliated ITIs with a nationwide common examination schedule. The evaluation of answer papers and declaration of results are done by Directorate General of Training (DGT), Government of India, New Delhi. Passed out

candidates are awarded with National Trade Certificate (NTC) by NCVT.

The students from rural background find it very difficult to understand the question papers provided in English and Hindi. Due to efforts of this Government to address the difficulty faced by students in ITIs the NCVT, Government of India, New Delhi agreed to supply question papers in Tamil language with effect from July 2012.

(ii) Private Candidates

Candidates having minimum entry qualification prescribed for a particular trade under Craftsmen Training Scheme (CTS) and possessing minimum three years experience in the relevant trade in establishments implementing Apprenticeship Training Scheme/Establishments covered under Factories Act or registered with any Government / local authorities will be allowed to appear for the All India Trade Test as private candidates. The successful candidates in All India Trade Test are awarded National Trade Certificate

(NTC) by National Council for Vocational Training (NCVT). A screening test is conducted by the Department in the month of December every year to select the candidates eligible for appearing for All India Trade Test.

(iii) Wireman Helper Competency Examination

Once in three years, “Wireman Helper Competency” Examination is conducted by the Department to test and certify the skills of the candidates who have acquired skill through experience in house wiring but do not have certificate. Candidates with minimum 21 years of age and five years of work experience are eligible to appear for this examination.

3.14.3. Skill Competition

State skill competition is conducted every year in 18 trades at the State level with a view to foster the spirit of healthy competition among the trainees of Industrial Training Institutes. The

State best trainee in each trade is awarded with a cash prize of Rs.25,000/- each and a Merit Certificate. This Government have enhanced the cash award from Rs.5,000/- to Rs 25,000/- with effect from 2011-12.

All India Skill Competition is conducted in 15 trades every year by the Government of India. The State best trainees in 15 trades from all the states compete at the All India Skill Competition. The best trainee at All India level in each trade is given a cash prize of Rs.50,000/-and a merit certificate by Government of India. So far, 38 trainees belonging to Tamil Nadu have been awarded with this prize. Out of 51 All India Skill Competitions held so far, Tamil Nadu has been declared as the Best State for 22 times.

3.14.4. Government ITIs for Scheduled Castes/ Scheduled Tribes

Two Government Industrial Training Institutes viz., Chidambaram in Cuddalore district and Vadakarai in Thiruvallur District are

functioning exclusively for Scheduled Castes with 400 seats. Six Government Industrial Training Institutes viz., Sankarapuram in Villupuram District with 6 trades and 220 seats, Anaikatti in Coimbatore District, Karumandurai in Salem District, Jamunamarathur in Thiruvannamalai District, Kolli Hills in Namakkal District and Gudalur in the Nilgiris District with five trades and 199 seats each are functioning exclusively for Scheduled Tribes. Totally 1215 seats are available in these six ITIs exclusively for Scheduled Tribe candidates.

3.14.5. Government ITIs for Women

State Government is paying special attention for overall development of women. Skill development courses under craftsmen Training scheme exclusively for women candidates are offered through 12 Government ITIs viz., Guindy, Ambattur, Cuddalore, Karur, Pullambadi, Coimbatore, Salem, Namakkal, Andipatti, Dindigul, Madurai and Nagercoil with total seats of 3058. Further, separate women's wing have been

set up at Government ITIs viz., Thanjavur, Ramanathapuram and Hosur with a total seating capacity of 356 seats. Apart from this, 30% of seats is reserved for women candidates in all Government Industrial Training Institutes.

3.14.6. Government Aided Training Institutes

To involve active participation of private entities to produce skilled workforce in the State, Government is sanctioning maintenance grant-in-aid to certain institutes. As of now, maintenance grant-in-aid is sanctioned up to 75% of the total salary paid to the teachers working in Government Aided Private ITIs. Under this category, 22 Private ITIs are provided with grant-in-aid by the Government. These Private ITIs are affiliated with National Council for Vocational Training (NCVT). In the year 2015-16, an expenditure of Rs 2.80 crore has been incurred towards grant-in-aid to these institutes which had enrolled 1700 trainees.

3.14.7. Private Industrial Training Institutes (Self –financing)

Private participation in vocational training is encouraged to supplement the efforts of the Government in augmenting the need of skilled manpower required for the Industry. There are 483 private affiliated ITIs in Tamil Nadu with a total seating capacity of 67,075 including Government aided ITIs.

This Government introduced a scheme of reimbursement of training cost to private ITIs. Under this scheme, 50% of the seats available in Private Industrial Training Institutes is surrendered to Government and the seats are filled up through Government admission process of district level counseling. State Government reimburses the training cost to the private institutes on behalf of the candidates. The reimbursement of training cost is at the rate of Rs.10,000/- per trainee per year in rural areas and Rs.12,000/- per trainee per year in urban

areas. Initially, 75% of the reimbursement amount will be released to the institute based on student strength and the balance 25% will be released based on the number of passed out candidates. In the year 2015 -16, 7726 students have been admitted in Private ITIs through district counseling under this scheme.

3.14.8. Trainers Training Programme

Instructors are deputed for training to various institutions run by Government of India like Central Training Institute (CTI), Advanced Training Institute(ATI) in Chennai and Apex Hi-tech institute at Bengaluru to upgrade their skills. This training equips them with the latest technology and skill in the areas like teaching techniques, use of audio visual aids in teaching, classroom management etc. In 2015-2016, 211 instructors have benefited from such training programmes.

3.14.9. Dr. Radhakrishnan Award

To motivate and encourage best Principals and teachers every year, two Principals, two Training Officers, four Assistant Training Officers and four Junior Training Officers of Government ITIs who show exemplary performance in imparting training are selected. Best Teacher Award in the name of Dr. Radhakrishnan is given to them. This award comprises of cash prize of Rs.10,000/- each along with a Merit Certificate. In the last four years, 26 Principals and teaching staff have been awarded and an expenditure of Rs 2.60 lakh has been incurred.

3.14.10. Up-Gradation of Government ITIs into Centres of Excellence (CoE)

To upgrade the existing Government ITIs into “Centre of Excellence (CoE)” for producing multi skilled workforce to match market demand and standards, the Government of India accorded

permission to upgrade five Government ITIs (Ambattur, Trichy, Coimbatore, Hosur and Salem) into Centres of Excellence with domestic funds in the first phase, at an outlay of Rs.1.60 crore each.

In the second phase permission was accorded to upgrade 14 Government ITIs [(Guindy, Guindy (W), North Chennai, Chengalpattu, Vellore, Cuddalore, Thanjavur, Madurai, Karaikudi, Dharapuram, Dharmapuri, Coimbatore(W), Thoothukudi and Tirunelveli] into centres of excellence at an outlay of Rs.3.50 crore each and to upgrade three Government ITIs (Dindugal, Ariyalur and Nagapattinam) at an outlay of Rs.2.00 crore each with World Bank assistance.

Benefits of the scheme

1. It envisages introduction of new advanced and specialized multi-skilled modular courses as per needs of industry.

2. It improves physical infrastructure facilities like buildings, equipments, machineries etc., for the new and existing courses.

Further, Government of India have sanctioned an amount of Rs.22.58 crore additionally for the project and also sanctioned an amount of Rs.3.49 crore as incentive fund under the project. So far, Rs.82.96 crore has been released for the execution of this project and Rs.81.36 crore has been spent. Every year 4750 students are benefited.

3.14.11. Up-Gradation of Government ITI under Public Private Partnership Mode

In the State, 32 Government ITIs were selected for up-gradation under Public Private Partnership (PPP) mode. For the implementation of this Scheme in ITIs, an Institute Management Committee (IMC) in each ITI has been formed as society under Registration of Societies Act. The

IMC has a total of ten members of which five representatives are from the industries, four from the Government and one from student community. The committee is chaired by industry partner and Principal of the ITI is the Member Secretary, the Regional Joint Director of Training is the representative of DET.

Under this scheme, Government of India has sanctioned an amount of Rs.2.5 crore as interest free loan to each ITI which has to be repaid in 20 equal annual instalments after a moratorium period of 10 years. As per the needs of the industries the IMC prepares Institute Development Plan (IDP) for development of the institute, training programmes and for taking up income generation activities. Hyundai motors India Ltd, India Cements Ltd, Maruti Suzuki India Ltd, TATA Motors Ltd, Fenner India Ltd, TVS Motor Company, JSW Steel Ltd, Sakthi Auto Components, Aravind Group of Companies, Dow Chemicals etc., are acting as key industry partners in this scheme.

Benefits of the scheme

- Ø Industry can produce trained and skilled work force as per their requirement.
- Ø Faculty exchange programmes help to train ITI trainees and to re-train unskilled employees of the Industries.
- Ø Industry visits help the trainees to acquire practical working knowledge on the actual environment of the Industry.
- Ø Guest lecturers supported by the industry partner to improve the skill and knowledge of the trainees on latest technology.
- Ø 'On the job training' through short term courses enhances the skill of the trainees and increases their employability.
- Ø The model workshops created by IMCs have improved the better learning ambience of the ITIs.
- Ø IMCs have started 20 trades in the project ITIs and the intake of students increased by 1181. Out of the total loan amount of Rs.80 crore, Rs.41.73 crore has been spent by the

IMCs up to 31-03-2016 for development of the Institute and training.

3.14.12. New Model ITI scheme

Government of India has launched a new scheme of upgrading Government ITIs as Model ITIs. This is a Central and State shared scheme and the expenditure is shared in the ratio 70:30 with an outlay of Rs.10.00 crore. In Tamil Nadu, Government ITI, Coimbatore has been selected to upgrade as Model ITI.

3.15. State Council for Vocational Training

In line with NCVT, the State Government constituted State Council for Vocational Training under the chairmanship of Hon'ble Minister for Labour to deal with all matters relating to vocational training at State level. There are 23 newly started Government ITIs and 29 new trades in existing Government ITIs covered under SCVT. Institutes now functioning under Industrial Schools Pattern will be brought under SCVT after revamping.

3.16. Apprenticeship Training Scheme (UNDER APPRENTICES ACT 1961)

Apprenticeship Training Scheme aims at skilling the semi-skilled youth from ITIs through on the job practical training in industries for increasing their employability and help them bargain for higher wages. The Apprenticeship Training Scheme is implemented through various industrial establishments in the State as per the Apprentices Act 1961. As per the provisions of the Act, it is obligatory on the part of employers both in Public and Private Sector establishments to engage apprentices in the band of 2.5% to 10 % of the total strength of the workers including contract workers. The ITI pass-outs are engaged as apprentices in the following category of industries having workers strength of more than 40 including contract workers.

1. Central Government Establishments and Central Public Sector Undertakings.

2. State Government Establishments and State public Sector Undertakings and
3. Private Industries.

The Director of Employment and Training is the State Apprenticeship Adviser under the Act and he is responsible for the implementation of this Act in the State Government establishments, State public sector establishments and in private industries. The apprenticeship training is imparted in 91 designated trades. Some of the popular trades are Turner, Machinist, Electrician, Fitter, Welder, etc. ITI graduates are generally engaged as apprentices twice a year. The duration of training varies from six months to four years including basic training.

Apprenticeship Training Scheme is implemented in more than 2341 industries including Government establishments like, Tamil Nadu Generation and Distribution Corporation Limited, Transport Corporations, Tamil Nadu Water Supply and Drainage Board,

Public Works Department etc. As on 31-3-2016, there are 7523 apprentices undergoing training in industries.

(i) Stipend to Apprentices

The expenditure on stipend for ITI trade apprentices is borne by the employers as per the provisions of the Act. The minimum rates of stipend are as follows:

1st year of training : 70% of the minimum wages of the semi-skilled workers notified by the State

2nd year of training : 80% of the minimum wages of the semi-skilled workers notified by the State

3rd & 4th year of training : 90% of the minimum wages of the semi-skilled workers notified by the State

(ii) Final Examination and Certification

Every apprentice who has completed the prescribed period of apprenticeship training and put in minimum required attendance shall appear for the final All India Trade Test for apprentices, conducted under the aegis of National Council for Vocational Training (NCVT). The passed out trainees are awarded with National Apprenticeship Certificate (NAC) by NCVT, Government of India. In the last examination conducted in the year 2015, 5120 apprentices have appeared for the examination and 4327 have passed.

(iii) Basic Training Center (BTC)

Any establishment which employs 500 or more workers can start a Basic Training Centre (BTC). The required infrastructure for the trade in which basic training to be imparted will be created by the employer as per norms similar to an ITI. In the State, 19 BTCs run by the Private industries are imparting technical training. The total seating capacity of all BTCs is 980 per year.

3.17. Industrial Schools

There are 477 Private Industrial Schools functioning in Tamil Nadu, to cater to the training needs of youth depending on the employment opportunities based on the needs of the local industries in district. Most of the Industrial Schools are self-financing institutions except 22 Industrial Schools including minority institutions which receive maintenance grant from the Government. These institutions are similar to ITI but they follow the syllabus and norms specified by the State Directorate, which gives recognition to these institutions.

At present, 18,244 candidates are undergoing training in industrial schools. Training is offered in 90 trades. Training period ranges from one month to three years depending on the trades. Candidates possessing 8th pass and 10th pass certificate are admitted for training. Appropriate examinations are conducted and certificates are issued to the successful candidates by the State Directorate.

3.18. Achievements and Initiatives

A. EMPLOYMENT WING

(i) New Buildings

In the last five years, 20 new district employment offices and one office of the Regional Joint Director, Madurai has been sanctioned at a total cost of Rs.30.80 crore, out of which, 14 District employment offices and one office of the Regional Joint Director are functioning in the newly constructed buildings.

(ii) Online Registration Facility for 10th and 12th Students

Online Registration Facility for 10th and 12th pass students was provided in school premises in the year 2011 and using this facility in the past five years, a total of 60,51,582 students have registered online.

(iii) District Level Private Placement Assistance Cell

District Level Private Placement Assistance Cell was created in all 37 district employment offices in 2012 and so far, a total of 82,882 candidates were placed in private sector through District Level private Placement Assistance Cells set up in all employment offices.

(iv) Mega Job Fairs

Mega job fairs were organized in 15 districts in which a total of 2,468 private employers and 3,89,058 job seekers participated. During the past five years, 59,232 job seekers were placed in private sector through the mega job fairs.

(v) Special Renewal Concession

During the past five years special renewal concession was announced twice in 2012 and 2014 for those who failed to renew their employment seniority and 2,38,389 candidates were benefitted.

B. TRAINING WING

(i) Established 23 New Government Industrial Training Institutes

This Government have established 23 new Government ITIs at the cost of Rs.142.44 crore.

- 2013-14 - Ten New Government ITIs.
- 2014-15 - Five New Government ITIs
- 2015-16 Eight New Government ITIs

ii) Introduction of new & additional trades / Units in existing Government ITIs

Government have introduced 29 new trades at a cost of Rs.14.39 crore in the last five years according to the need of the local industries to meet the gap between demand and supply of skilled workforce and every year 588 trainees benefitted.

(iii) Bio-metric attendance System

Biometric attendance system was introduced in ITI for the first time in the year 2013 in 62 Government ITIs to monitor the attendance of staff and trainees.

(iv) Renovation of 15 existing ITIs

15 Government ITIs which are about 50 years old were renovated at the cost of Rs.15 crore.

(v) Language cum Soft Skill Labs in Government ITIs

Soft Skill labs in 60 Government ITIs were established to fulfill, soft skills, language skills and basic IT skill requirements of the trainees at a cost of Rs.17.91 crore.

(vi) Introduction of WEB enabled Certificate Verification

To simplify the verification / checking of genuineness of certificates at the time of

employment a web enabled certificate verification system is being implemented with the technical support of Tamil Nadu e-Governance Agency.

(vii) Strengthening of State Examination Cell

The examination cell at the Directorate is being strengthened at a cost of Rs.30.00 lakh.

3.19. VISION FOR NEXT FIVE YEARS

- Ø All Employment Offices to be transformed to career guidance and counselling centres.
- Ø Establishment of virtual training centre with online web based teaching and learning processes and repository for materials.
- Ø Strengthening ITI – Industry interface to improve the training programmes to address latest skill requirement of industries.
- Ø Apprenticeship training scheme will be promoted across the State to provide trainees with industry exposure.

- Ø Mega Job fairs will be organised to provide a platform for job seekers and employers to meet and interact to increase private sector placement.

TAMIL NADU SKILL DEVELOPMENT CORPORATION

Tamil Nadu Skill Development Corporation (TNSDC) was registered as a non-profit company under Companies Act in the year 2013 to address the skill gap requirement in the State. The TNSDC got greater autonomy and flexibility and much needed impetus to scale up skilling after this initiative. Initially, it was formed as Tamil Nadu Skill Development Mission and later registered as a Society.

3.20. Objective

Tamil Nadu Skill Development Corporation functions with the primary objective of increasing the skills of our youth and thus bridge the gap of availability of skilled manpower in Tamil Nadu to

fulfill the needs of industries thereby attracting large investments to our State. The Vision 2023 document envisages training and skilling 20 Million persons by 2023. To achieve this objective, Government have taken pro-active measures to enhance the skilled work force in the State both quantitatively and qualitatively to transform the State into a Skill Hub. This will ultimately attract investment to our State resulting in large scale employment generation benefiting youth.

3.21. TNSDC - Nodal Agency for Skill Training

The Government decided to enhance coordination among various departments implementing skill training programmes to ensure effectiveness and avoid duplication of efforts. The aim is to bring in a centralized system of selecting and monitoring skill training Institutions, standardization of courses, duration of the courses and fee structure besides tracking the trainees till they get employed. In the year 2013,

the Government declared Tamil Nadu Skill Development Corporation as a Nodal Agency for skill programmes for entire State. This initiative has helped in creating synergy among different departments engaged in skill development activities.

3.22. Standardization and Quality Assurance

(A) Training Courses

TNSDC has identified Central / State Government training institutions and Agencies apart from the institutes of premier industrial houses for imparting skill development training programmes across the State. TNSDC envisages to bench mark all skill training courses to the National standards as per the National Skill Qualification Framework (NSQF) and National Occupational Standards (NOS) along with Qualification Packs (QP) prescribed as standard norms for all Skill training courses by Government of India.

(B) Training Cost

TNSDC has adopted training cost, assessment cost, boarding and lodging cost and transportation cost for trainees as prescribed by Union Ministry of Skill Development and Entrepreneurship.

(C) Training duration

Sector Skill Councils and Director General of Training have prescribed the duration of training for every QP and Module. This norm is adopted by TNSDC for skill training programmes in various sectors.

3.23. Core Committee for implementing NSQF standards

Government have issued orders for constitution of a Core Committee, to implement NSQF standards by coordinating with other Departments in our State who are issuing skill certificates for different training programmes.

The Core Committee is constituted under the Chairmanship of Secretary to Government, Labour and Employment Department with Managing Director, Tamil Nadu Skill Development Corporation as Member Secretary, seven Heads of the Departments, Representatives from Tamil Nadu Open University, Personnel & Administrative Reforms Department and National Skill Development Agency (NSDA), New Delhi as members of the Core Committee.

3.24. Key sectors for skill training

Based on the findings of Skill gap study and demand from industries, TNSDC is imparting training in the following key sectors viz Automobile, Health Care, Textiles and Apparel, IT-ITES, Agriculture, Leather goods, Beauty and Wellness, Logistics, Banking Financial Service and Insurance, Media and Entertainment, Construction, Plumbing, Retail, Electronics, Security Services, Telecom, Food Processing and Tourism and Hospitality.

3.25. Public - Private Partnership in Skill Development

Tamil Nadu Skill Development Corporation has identified reputed Public and Private skill training institutes for imparting market oriented placement linked skill training. There is an imperative need to increase the number of training providers so as to achieve the target set for skill mission under vision 2023. Therefore, Tamil Nadu Skill Development Corporation called for Expression of Interest (EoI) for empaneling Private skill training providers who can provide training as per national standards with minimum 70% placement for trainees.

3.26. Mobilization of candidates through Skill Melas

Mega job fairs are organized by the Department with the purpose of creating a platform for interaction between job seekers and employers to facilitate placement of youth in

private sector jobs. This forum is now effectively utilized for registration of youth for skill training programmes. Those who don't find suitable placement in the job fair are registered for skill training in various sectors to enhance their skills as per the needs of the employer to facilitate their placement in the future. TNSDC puts up separate pavilions inside every job fair venue for accommodating its major skill training partners. In coordination with District administration 12 Job fairs were conducted in which 4,47,496 youth participated and 55,224 candidates registered for skill training in various sectors. Publicity for skill training programmes is being carried out in all employment exchanges for creating awareness among the youth and facilitate skill training registration.

Banners are displayed in all the District employment offices and District collectorates on skill training courses to disseminate the importance of skill training among the public and

improve enrolment in skill training courses. The web portal of TNSDC will be a gate way through which the candidates themselves can enroll themselves online for skill training. In all the Employment exchanges skill training application forms and facility for online registration is also made available.

3.27. Web Portal

TNSDC Web portal will serve as an interactive platform for all the stakeholders involved in skill training arena. Candidates can view all course details available, including course duration and the syllabus adopted and apply online for skill training course of their choice through the Web Portal. Training providers can check online and view the candidates who have expressed willingness for a particular course and contact them through email or mobile. Registered employers can post the job vacancies in the Web Portal and they can either select candidates from those who have applied in the portal for jobs or

select from the Skill Registry Database of trained candidates. Portal ensures effective monitoring of all skill training partners and programmes through a dashboard.

3.28. Skill Registry

On completion of training, successful candidates become a part of the skill registry which will be a repository of talent pool that can be accessed by the private employers who have registered with the TNSDC web portal. The skill registry database will be updated regularly by addition of skill profile of all National Trade Certificate (NTC) / National Apprenticeship Certificate (NAC) holders, Diploma holders and skilled manpower of other departments' skilling programmes.

3.29. Skill Certification

To ensure independent and unbiased assessment of outcome of the skill training course, independent third party assessment and

certification is required for quality assurance. Efforts are being taken to authorize the Directorate of Technical Education (DOTE) and State Council of Vocational Training (SCVT) as Assessment Agencies for Skill training conducted by Tamil Nadu Skill Development Corporation. Assessment agencies will be provided costs for conducting skill assessments and certification.

3.30. Recognition of Prior Learning (RPL)

It is estimated that 80% of the workforce engaged in the informal sectors, mostly acquired skills through years of experience doing the same job. RPL is the process of recognizing previous learning through experience towards gaining a qualification and certification. RPL enables the workers for career development, higher income, job mobility, improved social status and ability to migrate from informal to formal sector.

TNSDC aims to recognize skilled people without certificate by certifying them under Recognition of Prior learning (RPL). In the first phase, TNSDC will take up assessment of skilled workers engaged in Construction, Leather, Textiles, Automobile and Health Sectors under RPL scheme. A large number of workers in the informal sector who are uncertified workers will be assessed and certified to move to ambit of skilled work force and improve their standard of living.

3.31. Achievements during last Five Years

- Ø During the past five years TNSDC has trained 2, 27,106 youth.
- Ø In 2016 a new building was constructed for Tamil Nadu Skill Development Corporation at a cost of Rs.1.59 crore.
- Ø TNSDC has empanelled 248 Training providers

- Ø TNSDC carried out standardization courses, duration & cost for major sectors of skill training in 2016.

3.32. Vision for the next five years

- Ø Expanding the ambit of skill training to new sectors based on skill gap analysis.
- Ø Enroll more agencies for assessment and certification to improve quality assurance of skill training courses.
- Ø Strengthen skill registry database as one stop repository of skilled manpower in the state.
- Ø Promote entrepreneurship through up-skilling programmes for existing workers in Micro, small and medium Enterprises.
- Ø Recognizing Prior learning and certification to improve the status and income among unorganized informal sector workers

4. OVERSEAS MANPOWER CORPORATION LIMITED

Overseas Manpower Corporation Limited (OMCL) is a Tamil Nadu Government owned corporation started in 1978 and incorporated under the Companies Act 1956 and also registered under Indian Emigration Act 1983. The main function of OMCL is to prevent the exploitation of overseas job seekers by unscrupulous recruitment agencies. The Government of India has permitted OMCL to send thousand and above emigrants for overseas employment.

4.1. Capital Structure

The authorized share capital of the company is Rs.50 lakh divided into 5000 equity shares of Rs.1000/- each. The paid up share capital of the company is Rs.15.00 lakh divided into 1500 equity shares of Rs.1000/- each.

4.2. Registration

During the last five years, 10,308 candidates were registered with OMCL seeking overseas employment and 2,111 job seekers have registered for overseas employment during 2015-2016. There are 20,773 registrants on the register as on 31.3.2016.

4.3. Placement

The OMCL, deployed 1,164 registrants for the last five years (2011-2016). In 2015-2016, the OMCL deployed 308 candidates to various overseas nations. The candidates are placed in various countries like UAE, Kuwait, Saudi Arabia, Bahrain, Jordan, Maldives, Qatar, Brunei, Canada and Australia.

4.4. Categories of deployment

The corporation deployed candidates under different categories as follows:

- | | | |
|----|--------------|-------|
| 1. | Unskilled | : 110 |
| 2. | Semi-skilled | : 66 |

- | | | |
|----|---------------|-------|
| 3. | Skilled | : 136 |
| 4. | Professionals | : 852 |

4.5. Activities of the Corporation

Apart from the registration and placements, the other activities of OMCL are:

1. Awareness / Registration campaign at district headquarters and state headquarters.
2. Assisting in certificate attestation of selected candidates through the State Secretariat Department/ Universities/ Educational Institutions.
3. Assisting in certificate attestation from the Ministry of External Affairs.
4. Handholding support to the registrants and deployed persons.

4.6. Financial status

The total revenue of the corporation for the last five years is Rs.6.28 crore with a net profit of

Rs.99.22 lakh. During 2015-2016, total revenue is Rs.1.50 crore with a net profit of Rs.45.23 lakh. The corporation declared a dividend @ 30% of the share capital and paid Rs.4.50 lakh to the State Government ex-chequer for the financial year 2014-2015.

The Corporation expects increase in volume of business because of the introduction of the E-migrate system by the Government of India and also due to order of Government of India for exclusive recruitment process for nursing category only through Government agencies.

4.7. Special initiative

The corporation plans to develop a software application which will enable the corporation to process registration, visa processing, employer registration, selection and deployment through online for which action is being taken to upgrade the existing Web portal of Overseas Manpower Corporation Limited.

5. DIRECTORATE OF MEDICAL AND RURAL HEALTH SERVICES (ESIS)

(Employees State Insurance Scheme)

The Employees State Insurance Scheme is an integrated social security scheme designed to provide protection to workers in the organized sector and their dependents in contingencies of sickness, maternity, death or disablement due to an employment injury or occupational disease. Towards this objective, the scheme provides free full medical facilities to insured persons and their dependents, as well as cash compensation for any loss of wages or earning capacity of an insured person. The 'Employees State Insurance Corporation' constituted under the provision of the ESI Act 1948 administers the ESI Scheme.

5.1. Eligibility criteria for enrolment in ESI scheme

The following are the norms for enrolment of employees under the scheme

- a. Employees drawing wages up to Rs.15,000/- per month.
- b. Employees with disability like autism, cerebral palsy, mental retardation and multiple disabilities and drawing wages up to Rs.25,000/- per month.

5.2. Scheme Funding

The ESI funds are collected through contributions from employees and employers every month at a fixed percentage of 1.75% and 4.75% of the wages respectively. The 7/8 of the total expenditure incurred for implementation of the ESI scheme is reimbursed to Government of Tamil Nadu by the ESI Corporation on quarterly basis.

5.3. Administrative setup of ESI scheme

In the State, the Director of Medical and Rural Health Services (ESIS) is administering the Scheme with the following field level officials:

1. Regional Administrative Medical Officers (ESIS) (in four regions- Chennai, Salem, Madurai and Coimbatore)
2. Medical Superintendents (in eight ESI hospitals - Ayanavaram, Coimbatore, Madurai, Salem, Vellore, Trichy, Hosur and Sivakasi)

5.4. ESI hospitals and dispensaries in Tamil Nadu

In Tamil Nadu, health care is provided to the insured persons and their families through a network of ESI hospitals and dispensaries.

- (1) 10 ESI hospitals (with total bed strength of 2011 beds)
 - a. Eight ESI hospitals are under the control of the State Government.
 - b. Two ESIC hospitals at Chennai (K.K.Nagar) and Tirunelveli are directly run by the ESI Corporation

(2) 216 ESI Dispensaries

a. 209 Static ESI Dispensaries

b. Five Mobile Dispensaries

c. Two Utilisation Dispensaries.

During the year 2015-2016, six new ESI dispensaries were opened for the benefit of 7589 employees. During the last five years, 33 new dispensaries were opened for the benefit of 1, 81,680 employees.

5.5. AYUSH units under ESI scheme

In addition to allopathic treatment facilities provided to the insured persons, a combined treatment of Ayurvedha, Yoga, Unani, Siddha and Homeopathy (AYUSH) is also provided.

- Ayurvedha units are functioning in eight ESI hospitals (Ayanavaram, Coimbatore, Madurai, Salem, Vellore, Trichy, Hosur and Sivakasi)

- Yoga units are functioning in eight ESI hospitals (Ayanavaram, Coimbatore, Madurai, Salem, Vellore, Trichy, Hosur and Sivakasi)
- Unani units are functioning in three ESI hospitals (Ayanavaram, Coimbatore and Madurai)
- Siddha units are functioning in eight ESI hospitals (Ayanavaram, Coimbatore, Madurai, Salem, Vellore, Trichy, Hosur and Sivakasi) and twenty ESI Dispensaries (Tambaram, Thiruvottiyur, Sriperumpudur, Thoothukudi, Rajapalayam, Kovilpatty, Pollachi, Thudiyalur, Pallipalayam, Kumbakonam, Triplicane, Avadi, Korattur, Dindigul, Tirunagar, Udumalpet, Kattoor-I, Tiruppur-I, Ambur and Ranipet)
- Homeopathy units are functioning in three ESI hospitals (Ayanavaram, Coimbatore and Madurai)

5.6. Benefits of ESI scheme

ESI Scheme is providing the following benefits to the insured persons and their family members.

5.6.1. Medical Benefit

- Full medical facilities for insured persons and their family members from initial day of entering insurable employment.
- Primary, Secondary and Tertiary care are provided through a network of ESI dispensaries, ESI hospitals and tie-up private hospitals.

5.6.2. Maternity benefit (by cash)

The insured women are eligible for this benefit on payment of contribution of 70 days in one year.

- In case of confinement for 84 days and in case of miscarriage for 42 days with full wages.

- Sickness related to maternity for a further period of 30 days with full wages.

The insured person is eligible for the following benefits in cash viz., sickness benefit, extended sickness benefit and enhanced sickness benefit on payment of contribution for 78 days in corresponding contribution period of six months.

5.6.3. Sickness benefit

Sickness benefit is payable to an insured person in cash in the event of sickness resulting in absence from work and when duly certified by an authorised insurance medical officer.

5.6.4. Extended sickness benefit

Extended sickness benefit is payable to the insured persons for the period of certified sickness in case of specified 34 long term diseases that need prolonged treatment and absence from work on medical advice for a maximum period of two years.

5.6.5. Enhanced sickness benefit

Enhanced sickness benefit is payable to insured persons in the productive age group for undergoing sterilization operation viz. Vasectomy / Tubectomy.

5.6.6. Disablement benefit

Disablement benefit is payable to insured employees suffering from physical disablement due to employment injury or occupational disease.

(i) Temporary disablement benefit

From initial day of entering insurable employment, the temporary disablement benefit at 90% of wages wherein employment injury occurs before the commencement of the first benefit period, whereas, 90% of the standard benefit rate in the contribution period corresponding to the benefit period is payable till temporary disablement lasts and is to be duly certified by authorised insurance medical officer.

(ii) Permanent disablement benefit

From initial day of entering insurable employment, the permanent disablement benefit is payable for life time of the insured persons, if the disability occurs during duty.

5.6.7. Dependent's benefit

Dependent's benefit is payable to dependent of a deceased insured person when death occurs due to employment injury or any occupational illness.

5.6.8. Funeral benefit

From initial day of entering insurable employment, the funeral benefit shall be Rs.10,000/- on death of an insured person which is payable to his / her family.

5.6.9. Unemployment allowance

In case of involuntary loss of employment due to closure of factory, retrenchment or permanent invalidity due to non-employment

injury or other specified contingencies, provided the insured person has put in three years of continuous service, the insured person is eligible for 50% of his last month average salary paid as unemployment allowance for a period of maximum one year under Rajiv Gandhi Shramik Kalyan Yojana.

5.6.10. Other benefits under the ESI scheme

- 1) Old age medical care for self and spouse at a nominal contribution of Rs.120/ per annum after superannuation.
- 2) Free supply of physical aids such as crutches, wheel chairs, dentures, spectacles are offered under this Scheme.
- 3) Preventive health care services such as Immunisation, HIV / AIDS detection and treatment are provided.
- 4) National programmes for family welfare and TB control are also implemented.

5) Allowance of Rs.5,000/- is paid to an insured woman or to the wife of an insured person, in case of confinement occurring in a place where ESI medical facilities are not available.

5.7. Reimbursement of Medical expenses incurred in private hospitals by the ESI beneficiaries

(1) Package Deal (Tie-up Hospitals)

To provide speciality and super speciality treatment to the insured persons and their family members, under package deal agreements have been made with 164 private hospitals.

As per the referral recommendations of the concerned ESI dispensaries and ESI hospitals, the insured persons and their family members are admitted in private hospitals. Cashless treatment is provided to them and the hospital bills are directly settled under the Package Deal agreement.

During 2015-2016, a sum of Rs.25.50 crore has been settled to private hospitals towards speciality and superspeciality treatment. During the last five years, a sum of Rs.115.50 crore has been settled.

(2) Revolving Fund

For the purpose of quick settlement of medical reimbursement bills of the insured persons and their family members towards speciality and super speciality treatment taken in private hospitals without referral, a 'Revolving Fund' was created in the year 2004.

- During 2015-2016, bills of 6593 insured persons amounting to Rs.15.44 crore have been settled.
- During the last five years, bills of 32,342 insured persons amounting to Rs.70.70 crore have been settled for the specialty / super specialty treatment.

5.8. Extension of ESI scheme

Coverage of new geographical areas by attaching them with the existing ESI Dispensaries.

During the last five years, 42 new areas were covered under ESI scheme by attaching them with the existing ESI dispensaries for the benefit of 50,253 employees.

During the year 2015-2016, five new areas were covered under ESI scheme by attaching them with the existing ESI dispensaries for the benefit of 4551 employees. The Government have issued orders for the implementation of ESI scheme in another eight new areas for the benefit of 3867 employees and the same is under process.

5.9. Hospital Development Committee

For the maintenance of minor and major repairs of buildings owned by ESIC and for the purchase and repair of medical equipments in all ESI hospitals and dispensaries. Hospital Development Committees have been constituted in all ESI hospitals.

**DR. NILOFER KAFEEL
MINISTER FOR LABOUR**