



LABOUR AND EMPLOYMENT DEPARTMENT

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MINISTER FOR RURAL INDUSTRIES
AND LABOUR**

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Government of Tamil Nadu
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I. LABOUR DEPARTMENT

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

Functions

Department of Labour enforces labour legislations, protects the legitimate rights of workers and ensures their welfare, so as to maintain a cordial and peaceful labour environment, leading to economic growth and prosperity. Eradication of child labour, resolving of industrial disputes, enforcing Legal Metrology Act and provision of social security to workers including unorganised sector work force are some of the predominant activities of the department.

Administrative Structure

In order to enforce various Labour Laws and for promoting harmonious relationship among the working class and the management, there are 568 officers of various categories and 2,180 staff in this department. An additional commissioner of labour coordinates the activities

of the child labour cell and welfare section. There are 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, 219 assistant inspectors of labour, 20 statistical inspectors, 101 stamping inspectors, two assistant surgeons (Plantations), one accounts officer and one public relations officer.

INDUSTRIAL RELATIONS

The concept of industrial harmony postulates the existence of understanding, co-operation and a sense of partnership between the employers and employees. The social justice is the removal of socio-economic disparities and inequalities in all areas including industrial matters. It endeavours to resolve the competing claims of employers and employees by finding a solution, which is just and fair to both parties

with the object of establishing harmony between capital and labour and maintain a cordial relationship. The Industrial Disputes Act, 1947, arms the Government with powers, which could be used whenever it deems fit to intervene in industrial disputes through conciliation machinery of Department of Labour. This law is a benevolent measure, which seeks to pre-empt industrial tensions, provide a mechanism of dispute resolution, so that the energies of the partners in production may not be dissipated in counter-productive battles to create a climate of good will.

Conciliation

During 2014 - 2015, out of the 7,719 cases, 6,381 cases were resolved and out of which 4,062 were settled amicably. In various industries, 46 strikes and 3 lock outs were effectively resolved.

The major strike issues related to 108 ambulance services, state transport corporation workers and co-operative sugar mills which were resolved by timely intervention of conciliation authorities.

Labour Courts and Industrial Tribunal

There are 12 Labour Courts in the State performing the function of adjudication in case of failure of conciliation process. Chennai has four Labour Courts, Vellore has two and Salem, Coimbatore, Cuddalore, Tiruchirappalli, Madurai and Tirunelveli have one each. Labour Courts adjudicate on matters specified in the Second Schedule appended to the Industrial Disputes Act, 1947. During 2014, the courts received 2,631 cases and 2,263 cases were disposed.

Industrial Tribunal is functioning at Chennai to adjudicate on matters specified in the Third Schedule to the Industrial Disputes

Act, 1947. During 2014, the Tribunal received 42 cases and 34 cases were disposed.

The Industrial Employment (Standing Orders) Act, 1946

The Act requires employers of industrial establishments to define conditions of employment of workers under certified Standing Orders. During 2014-2015, 686 standing orders of industrial establishments were certified.

The Trade Unions Act, 1926

The Act provides for the registration of trade unions and lays down the procedures relating to registration of trade unions. The additional registrars of Trade Unions have so far registered 12,802 trade unions. During 2014-2015, 205 Trade Unions were registered.

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.

Enforcement of Regulatory laws

The Tamil Nadu Shops and Establishments Act, 1947

The Act regulates the conditions of employment of persons employed in shops and

commercial establishments. As per the register maintained in the department, there are 3,27,381 shops and establishments in the State. During 2014-2015, 3,21,330 inspections were made by the enforcement officers of which, 28,738 cases were compounded for various offences and a sum of Rs.24.76 lakh was collected as compounding fee. In various Magisterial Courts, 1,192 cases were disposed.

The Tamil Nadu Catering Establishments Act, 1958

The Act provides for regulating the conditions of persons working in various catering establishments, including Hotels and Restaurants. There are 32,424 catering establishments in the State. During 2014-2015, a sum of Rs.21.90 lakh was collected as registration, renewal and amendment fee from the employers of catering establishments. During the period, 43,370 inspections were

made and contraventions were noticed in 6,363 cases and a sum of Rs.5.73 lakh was collected as compounding fee and 162 cases were disposed off by magisterial courts.

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

The Act provides for grant of national and festival holidays with wages to persons employed in industrial establishments. During 2014-2015, 1,08,216 inspections were made. Contraventions were noticed in 8,845 cases and a sum of Rs.24.98 lakh was collected as compounding fee. Magisterial courts have disposed off 378 cases.

The Motor Transport Workers Act, 1961

The Act regulates the welfare of motor transport workers and conditions of their work. The total number of registered motor transport

undertakings in the state is 2,866 and they employ 1,38,528 workers.

During 2014-2015, a sum of Rs.23.53 lakh was collected as registration fee. During the period 6,193 inspections were made, 1,094 cases compounded and a sum of Rs.2.83 lakh was collected as compounding fee. In addition 10 cases were disposed off in various Courts.

The Plantations Labour Act, 1951

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

Ten Inspectors of Plantations are posted in different parts of the State, one each at Ooty, Coonoor, Gudalur, Panthalur, Kothagiri, Valparai, Yercaud, Batlagundu, Theni and Nagercoil to enforce the Plantations Labour Act and allied legislations.

The total number of plantations in Tamil Nadu are 2,223 covering an area of 62,474 hectares, of which 682 are registered plantations covering an area of 54,798 hectares and 1,541 are unregistered plantations covering an area of 7,676 hectares. The total number of workers in plantations is 61,288, of which 37,557 are women and 23,731 are men.

The Employers / Planters are obliged to provide housing facilities, medical facilities, creches, educational facilities, protective clothing, drinking water etc. to the workers. During 2014-2015, under this Act, 4,384

inspections have been made and 259 cases have been disposed in the court and a sum of Rs.3.63 lakh was imposed as fine.

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

The Act provides for conferment of permanent status to workmen in an industrial establishment who have been in continuous service of 480 days within a period of 24 calendar months. During 2014-2015, under the Act 3,575 inspections were made and orders were issued in 118 cases.

Other Regulatory Laws

The other important regulatory labour enactments being enforced by the enforcement authorities are:

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

2. The Inter-state Migrant Workmen (Regulation of employment and conditions of service) Act, 1979
3. The Working Journalists and other News paper Employees (Conditions of service and Miscellaneous provisions) Act, 1955.

Wage related Laws

To ensure proper payment of wages to employees by the employers, the department enforces the following:

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.

Social Security Laws

The Employees' Compensation Act, 1923

The Act provides for compensation to workers in the event of death or loss of earning capacity due to accidents in the course of their employment.

The 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. During 2014-2015, under the Act 3,494 cases were disposed off and a sum of Rs.57.94 crore was ordered as compensation.

The Payment of Gratuity Act, 1972

The Act provides for the payment of gratuity to the employees. Gratuity is paid to an employee on superannuation / retirement or resignation, if he/she has put in a continuous

service for a period of not less than five years. Gratuity is also paid on death or disablement due to accident or disease.

In 2014-2015, under the Act 2,116 claims were disposed off and a sum of Rs.3.90 crore was ordered to be paid to the claimants and 538 appeal petitions were heard and disposed off.

The Tamil Nadu Payment of Subsistence Allowance Act, 1981

The Act provides for the payment of subsistence allowance during the period of suspension pending enquiry. During 2014-2015, under the Act 177 claims were disposed off and a sum of Rs.38.02 lakh was ordered as subsistence allowance to the claimants and 45 appeal petitions were heard and disposed off.

ERADICATION OF CHILD LABOUR

Employment of children for economic considerations affects the mental and physical

growth of children. As education is denied to the children employed at an early age, their childhood and future gets ruined which in turn affects the entire society. Due to the concerted efforts taken by the State Government there is a perceptible decline in the number of child labour in the State. The State Government has adopted a multi-pronged integrated strategy for total elimination of child labour in State.

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 Department of Labour and Directorate of Industrial Safety and Health. Eradication of child labour is not possible without effective enforcement at the grass root level. District Level Task Force is functioning in every District

under the Chairmanship of the District Collector to strengthen enforcement activities.

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.

During 2014-2015, under various statutes, 1,50,055 establishments were inspected and

wherever violations were noticed, prosecutions were launched.

Status of Child Labour

Census 2001 placed the number of child labour in the state at 4.19 lakhs while Census 2011 estimated it at 1.51 lakhs. The number of child labour has steadily reduced over the period due to rigorous enforcement, rehabilitation and developmental efforts taken by the Government. SSA survey of 2012-2013 estimated the number of out of school children due to economic compulsion as 29,656.

Awareness Generation

The World Anti-Child Labour Day is observed every year at the state and district levels on June 12th to create awareness among the general public against child labour. All district level and state level fairs and forums

are used as a platform to create awareness among all stakeholders and solicit their support in eradication of 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, one inspector of labour, one deputy director of industrial safety and health, one NCLP project director and two field officers for their good performance in their area of work from each district.

National Child Labour Project

In Tamil Nadu, National Child Labour Project (NCLP) are functioning in 15 Districts viz., Chennai, Coimbatore, Dindigul, Dharmapuri, Erode, Krishnagiri, Kancheepuram,

Namakkal, Thoothukudi, Tirunelveli, Trichy, Tiruvannamalai, Salem, Vellore and Virudhunagar. 10,832 rescued and out of school children are studying in 259 Special Training Centres as on 31.03.2015. So far 98,155 children have been mainstreamed into regular schools from the inception of the NCLP. Stipend of Rs.150/- per month, educational materials, free medical check-up etc, are provided to children supported by NCLP.

Integrated Child Protection Project in Dharmapuri and Salem Districts

Integrated Child Protection Programme (ICPP) is being implemented in collaboration with UNICEF to improve the quality of life of children engaged in production of hybrid cotton seed and cotton farming in the Districts of Salem and Dharmapuri.

Child friendly village planning exercises were undertaken in 511 village panchayats. Village level child rights committees were formed and meetings conducted every month to protect the rights of children.

Benefits and Welfare schemes for child labour

Tamil Nadu Government provides benefits such as, free uniforms, free text books, school bag, chart, atlas, geometry box, crayons, chappal, free bus pass and mid-day meal with 5 eggs per week to NCLP STC children like 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. 1,008 students have benefited under this scheme during the year 2014-2015. Currently, more than 100 such students are studying in

engineering colleges, while 3 are pursuing Medicine.

WELFARE OF BEEDI WORKERS

It is estimated that about 2.40 lakh beedi workers are in Tamil Nadu. To enable the beedi workers to construct their own houses, the Central Government implements the Revised Integrated Housing Scheme – 2007. Under this scheme, unit cost of construction of a house is fixed at Rs.45,000/-. Out of this, Rs.40,000/- is provided as subsidy by the Central Government and Rs.5,000/- in lieu of beneficiary contribution, as subsidy by the State Government. Under the Scheme, Tamil Nadu Government has enhanced the unit cost of a house to Rs.1,00,000/- and state subsidy to Rs.60,000/-.

WELFARE BOARDS AND SOCIAL SECURITY SCHEMES

TAMIL NADU LABOUR WELFARE BOARD

The Tamil Nadu Labour Welfare Board was constituted in 1975 as per the Tamil Nadu Labour Welfare Fund Act, 1972. 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 contribution of employees of the above establishments has been enhanced from Rs.7/- to Rs.10/- and contribution of employers has been enhanced from Rs.14/- to Rs.20/- per worker per year and the contribution of Government of Tamil Nadu from Rs.7/- to Rs.10/- with effect from January 2015. 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 runs 57 welfare centres to provide for pre-school, tailoring training and reading room facilities to the subscribers to the Board. During 2014-2015, assistance was availed by 17,229 workers and their wards to the tune of Rs.1.02 crore.

Further, the Board provides scholarships, educational incentives to rank holders, allowances for books, basic computer training, marriage, spectacles, typewriting / short-hand, hearing aid, artificial limbs, tri-cycle, natural death, accidental death, funeral expenses etc. In addition, special treatment for TB in various sanatoria, holiday homes for workers, rest house

for trade unionists are also provided. A monthly Magazine "Uzhaippavar Ulagam" is published for the benefit of employees and employers.

UNORGANISED WORKERS WELFARE BOARDS

Tamil Nadu is a pioneer State in providing social security to the unorganised workers and enacted The Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982 ahead of many other states. Social Security Schemes are framed under this Act to provide welfare assistance to the workers engaged in 69 categories of employments. The schemes provide for assistance for education, marriage, maternity, natural death, accident death, funeral, accident disability cover and monthly old age pension.

The Government has so far established 17 unorganised workers welfare boards as under:

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 Handlooms 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

Administration of welfare schemes

The functions such as registration, renewal, processing of claim applications and disbursement of assistance to the registered workers have been decentralised and are performed by the district labour officers (social security scheme) in all districts. The District Monitoring Committee headed by the District Collector monitors the performance of district office for speedy disbursement of social security assistance to the workers.

The functions of the offices of district labour (social security scheme) and head offices of the Boards have been computerised. Further, the web based application used in the district offices captures the photo image of the worker through web camera and gets integrated along with other personal details entered in the system at the time of registration and renewal.

The new identity cards are issued with system generated photograph since 01.09.2014.

All the scheme assistances are being paid directly to the bank account of the beneficiaries through RECS mode.

Financial resources

Tamil Nadu Construction Workers Welfare Board receives cess @ 1% of the total estimated cost of the building or the construction work. During 2014–2015, a sum of Rs.300.74 crore was collected as cess amount.

Tamil Nadu Unorganised Drivers Welfare Board receives 1% of additional tax collected from commercial motor transport employers carrying passengers or goods on roads, payable under the Tamil Nadu Motor Vehicle Taxation Act, 1974. During 2014 - 2015, a sum of Rs. 11.63 crore was collected as additional tax.

The Government of Tamil Nadu extends grants to Tamil Nadu Manual Workers Social Security and Welfare Board and other 14 Welfare Boards for implementing welfare schemes. Rs.90 crore has been allotted for the year 2014-2015.

Types of welfare assistances:

The following types of welfare assistances are provided to the registered workers:

Sl. No	Types of Assistance	Amount (in Rs.)
1	Accident Relief Scheme	
	a. Accident death	1,00,000/-
	b. Accidental disability (based on extent of disability)	Upto 1,00,000/-
	c. Artificial limbs and wheel chair	At the rate fixed by TN DAPW Board

	d. Accident death (applicable only to Tamil Nadu Construction Workers Welfare Board)	Rs.5,00,000/ -(Death due to accident in the course of employment at work site)
2	Natural death assistance	15,000/-
3	Funeral expenses assistance	2,000/-
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 with hostel facility	1,500/- 1,750/-
	g) Regular P.G. Course with hostel facility	4,000/- 5,000/-
	h) Professional Degree Course with hostel facility	4,000/- 6,000/-
	i) Professional P.G. Course with hostel facility	6,000/- 8,000/-
	j) ITI or Polytechnic with hostel facility	1,000/- 1,200/-
5	Marriage Assistance (a) for men (b) for women	3,000/- 5,000/-

6	Maternity assistance Miscarriage / Medical termination of pregnancy	6,000/- 3,000/-
7	Reimbursement of cost of spectacles	upto 500/-
8	Pension	1000/- Per month
9.	Family pension (applicable only to Tamil Nadu Construction Workers Welfare Board)	Rs. 400/- Per month

Performance of Welfare Boards

The details of Registration and Claim benefits disbursed during the year 2014-2015 is furnished as below:

Name of the Board	Registrati on of new members	Beneficiari es	Amount Disburse d (Rs. in crore)
Tamil Nadu Construction Workers Welfare Board	87,312	1,36,413	43.90
Tamil Nadu Manual Workers Social Security	1,70,426	3,55,123	87.36

and Welfare Board and 15 other boards			
Total	2,57,738	4,91,536	131.26

CONSUMER PROTECTION

The Legal Metrology Act, 2009

The Legal Metrology Act, 2009 and Legal Metrology (Packaged Commodities) Rules, 2011 ensures 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.

During 2014-2015, a sum of Rs.1.44 lakh has been collected as license fee and Rs.23.48 crore has been collected as stamping fee. During the period, 3,38,463 inspections were made, 13,326 cases were compounded for various

offences and Rs.1.21 crore was levied as compounding fee.

The Legal Metrology (Packaged Commodities) Rules, 2011

During 2014-2015, a sum of Rs.2.23 lakh has been collected as registration fee for issue of registration certificates for packaging of commodities. In this year, 1,42,145 inspections were made. Contraventions were found in 4,105 cases and a sum of Rs.89.51 lakh was imposed as compounding fee.

TAMIL NADU INSTITUTE OF LABOUR STUDIES

Tamilnadu Institute of labour studies was established in 1973 and registered as a society in 1988. The institute functions through an annual Government grant of Rs.1.60 crore. The Institute conducts 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 various private and public sector Institutions as Human Resource Executives. During 2014-2015, in the institute, 260 students are studying. TILS conducted 30 seminars and training programmes in which 2,628 persons participated.

TAMILNADU ACADEMY OF CONSTRUCTION (TAC)

The Tamil Nadu Academy of Construction (TAC) was established on 04.01.2013 with a

view to impart free skill training to the workers in construction activities and their wards with the funds of Tamil Nadu Construction Workers Welfare Board. Skill training was imparted to 668 persons.

Special Initiatives

- ❖ The benefits of the welfare schemes for the registered unorganised workers are disbursed to the bank accounts of the beneficiaries through RECS since November 2011.
- ❖ Since 2014, the identity cards are issued on the same day with the image of the workers captured using web camera along with other details.
- ❖ In December 2011, the Government enhanced the monthly pension from Rs. 500/- to Rs. 1,000/- to the registered

workers in 17 unorganised workers welfare boards and 33,074 workers have been benefited till 31.03.2015.

- ❖ In March 2013, the Government enhanced the present educational assistance by Rs.2,000/- for a student pursuing higher education and 1,91,239 beneficiaries have so far been benefited by this measure.
- ❖ The cess collected from the builders for the Tamil Nadu Construction Workers Welfare Board has been enhanced from 0.3% to 1% with effect from 17.12.2013.
- ❖ A study on inter-state migrant workers in the state has been commissioned for mapping of migrant construction workers and issue of identity cards in Tamil Nadu.

- ❖ The Government ordered the renewal period for the existing membership from 2 years to 5 years for unorganised workers.
- ❖ The personal accident relief in case of death at the worksite of a registered construction worker has been enhanced from Rs.1,00,000/- to Rs.5,00,000/-.
- ❖ The 17 unorganised welfare boards have registered 11,40,578 workers and disbursed welfare assistance to 17,94,088 beneficiaries to the tune of Rs.442.39 crore from 16.05.2011 to 31.03.2015.
- ❖ The contribution of employees and employers to the Labour Welfare Board has been enhanced from Rs.7/- to Rs.10/- and Rs.14/- to Rs.20/- respectively with effect from January 2015.

- ❖ In the year 2013 new initiatives have been launched for the welfare of organised workers which include accidental death assistance of Rs.1 lakh; Performance based assistance to students who participate in National / State level sports meet; Training through Modular Employable Skill in computer, hotel management and driving.
- ❖ The Government has enhanced the contribution for Beedi Workers Housing scheme from Rs. 5,000/- to Rs. 60,000/- per house.
- ❖ A new post of Deputy Commissioner of Labour has been created at Vellore for the welfare of workers.
- ❖ In the year 2012 the Government enhanced the monthly cash assistance for the erstwhile child labour from NCLP schools who pursue

higher education from Rs.250/- to Rs.500/- for the full term of their course.

- ❖ Anti-child Labour awareness programmes are being regularly conducted in All India Industrial and Tourism Trade Fair at Chennai in January 2015, 64,563 visitors have signed and taken the pledge to support eradication of child labour.

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II. DIRECTORATE OF INDUSTRIAL SAFETY AND HEALTH

Tamil Nadu is one among the Pioneer States in India in terms of economic and industrial growth. The rapid rate of industrial development has been achieved in our state by the provision of infrastructure facilities and abundance of well qualified and skilled manpower. The Directorate of Industrial Safety and Health plays a pivotal role in ensuring industrial peace in Tamil Nadu. The pragmatic approach in the enforcement of Factories Act and allied labour laws have culminated in a Safe and Healthy industrial climate that is conducive for many multi-national companies to establish their manufacturing units in our state.

In Tamil Nadu, 43,576 factories have been registered under Factories Act wherein 19,37,084 workers are employed as on 31.03.2015. The whole structure of industries in

Tamilnadu ranges from automobile, chemical, textile, leather, electronics, fire and match works, cement and engineering units. The functions of this Directorate involve multifarious activities contemplating the safety, health and welfare of the workers.

This Directorate enforces the Factories Act and allied labour legislations in the registered factories and building and other construction sites and protects the interest of the workers employed, by effectively implementing the safety and Health standards.

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

1. Implementation of Labour Legislations in Factories
2. Enforcement of Building and other Construction Workers Act.

3. Health, Safety, Training and Development functions in both factories and construction sites.

IMPLEMENTATION OF LABOUR LEGISLATIONS IN FACTORIES

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

To minimise the frequency of inspections and also to conduct effective quality inspection and to enable the entrepreneurs to concentrate on productivity and marketing, factories are inspected by the officials of this directorate as mentioned below: -

- (a) Factories certified as Small Scale Industries and not engaged in dangerous operations are inspected only once in a period of five

years provided no accident occurs, no complaints are received either from the workers or from the Trade Unions.

- (b) Factories certified as Small Scale Industries but engaged in dangerous operations and Non–Small Scale Industries 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.
- (c) Match and Fire Works Factories are inspected once in every three months in order to minimize the occurrences of fire and explosion in these factories and to eradicate child labour employment.
- (d) In addition, special, holiday and check inspections are also undertaken for better monitoring of the safety, health and welfare provisions.

In the year 2014-2015, 39,545 inspections were carried out by the officials and safety and welfare of the workers are ensured.

Inspection of Fire Work Factories

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

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

During the year 2014-2015, 763 squad inspections were conducted.

Mobile Team

A Mobile Team for Fire Works Factories has been formed at Virudhunagar District on 03.01.2013, headed by the Additional Director of Industrial Safety and Health, to inspect the fireworks factories surprisingly and monitor the safety and health measures of the workers in these factories. This mobile team also educates and creates more awareness among the workers and the management by inculcating safe operating procedure in the work place.

In the year 2014-2015, this team has conducted 753 inspections in fire work factories in and around Sivakasi and Virudhunagar district and appropriate legal action is being taken on the erring managements.

Child Labour

Prohibition of Child Labour in Factories, as mandated under Section 67 of Factories Act, 1948 is strictly enforced. Further, to eradicate Child Labour in hazardous industries, Squad inspections are also conducted every month along with officials of the department of Revenue, Police and members of the National Child Labour Project. In the year 2014-2015, 1,395 Squad inspections have been conducted and 18 cases have been filed against the defaulting employers and fine amount of Rs.3,21,500/- have been realised.

Complaint Enquiry

Complaints received from the workers and Trade Union leaders and public are given top priority and they are enquired into immediately and suitable actions are being initiated to settle the grievances. In the year

2014-2015, 545 Complaints were received and 538 complaints were enquired and disposed off and the remaining complaints are being processed.

Hazardous Process Industries

A Major Accident Hazard Control Cell formed at the Headquarters recommends suitable safety measures to the Major Accident Hazard Factories to prevent Industrial disasters and also monitors the compliance of the suggestions given by it.

As per the Factories Act, 29 processes have been listed as hazardous processes. As on 31.03.2015, 133 units have been classified as Major Accident Hazard units in the State.

As many as 128 On-site Emergency Plans have been received from Major Accident Hazard Units up to 31.03.2015, out of which 110 were

recorded subject to certain conditions. Mock Drills are conducted periodically in the factories under the supervision of the Officers of the Directorate of Industrial Safety and Health to assess and update the operational efficiency in the event of real emergency. In the year 2014-2015 132 mock Drills have been conducted.

Site Appraisal Committee

A Site Appraisal Committee has been constituted as per Section 41-A of the Factories Act, 1948 for the purpose of advising the Government to consider the application for grant of permission for the initial location or expansion of the Factories involving hazardous process. This committee gives advice to the hazardous processes industries to have safe environment and safe work practices from the initial stage itself. In the year 2014-2015, 36 applications have been considered by this committee.

THE BUILDING AND OTHER CONSTRUCTION WORKERS (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 1996 AND TAMIL NADU RULES, 2006

Tamil Nadu Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules have been framed in the year 2006. The provisions in Act and Rules are being enforced by the Officials of the Directorate of Industrial Safety and Health from the year 2010 onwards.

The officers of the Directorate of Industrial Safety and Health notified as Enforcement Officers are intensively enforcing the above Act and Rules so as to prevent accidents and to ensure welfare measures for the workers in the construction industry.

A separate wing in this directorate exclusively for carrying out enforcement activities and imparting safety awareness training to management, contractors and

workers involved in the Building and other construction works have been formed in the year 2013 and functioning in an effective manner.

In the year 2014-2015, 1,719 Construction Establishments have been registered and 957 cases have been launched and fine amount of Rs.12,53,750/- has been collected.

Safety Awareness Promotion

To create awareness on safety measures to be followed by the construction workers and employers of Construction Industry, Government order has been issued to conduct 2 Safety Awareness campaigns per month.

At present, 68 Safety classes have been conducted benefiting 6,280 workers as per the fund allotted from the Tamil Nadu Construction Workers Welfare Board.

On 18.11.2014 Hon'ble Minister for Rural Industries and Labour has conducted a meeting with builders, promoters and contractors to create awareness, about the Act and Rules and the procedural activity to be carried out in registering the construction establishments and also to create a better safe environment for the construction workers and emphasized on the announcement made by the Honourable Chief Minister of Tamilnadu under rule 110, to provide welfare schemes such as medical facilities, anganwadi and Dormitory for the construction workers including migrant workers.

In this meeting, all the construction employers and contractors are advised to register all their workers under the Tamil Nadu Construction Welfare Board. This Directorate is co-ordinating with the Tamil Nadu Construction Welfare Board to identify the area where cluster of construction activities are carried out.

HEALTH, SAFETY, TRAINING AND DEVELOPMENT IN BOTH FACTORIES AND CONSTRUCTION SITES

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 Labour. During the year 2014-2015, medical officers have issued 29,443 Medical Examination certificates to the workers engaged in Hazardous Process Industries and 4,837 Medical Examination Certificates to the Canteen workers and 29,197 Fitness Certificates to the

Adolescent workers. An Industrial Hygiene unit which functions under the Medical Wing, primarily focuses on the health status of workers in hazardous processes and dangerous operation factories.

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.

Safety Awareness Promotion

Occurrence of accidents are controlled by the intensive efforts of the officers of this Directorate by way of increased safety

promotional activities like 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, Fireworks, Tanneries and Bleaching & Dyeing units to review safety mechanisms and to explain hazards in these industrial units by educating the managements and workers about the safety precautions to be followed to avoid accidents. In the year 2014-2015, these committees have conducted 139 safety awareness campaigns, benefiting 7,177 workers.

Safety training classes are periodically conducted in factory premises in Tamil version at free of cost. In the year 2014-2015, 508 training classes have been conducted benefiting 24,416 persons.

The Directorate is also coordinating with the other non-Governmental voluntary organizations like National Safety Council which involved in safety promotional activities for creating safety awareness among the managements and workers including contract workers. In the year 2014-2015, 8 seminars have been conducted, benefiting 1210 persons.

Pressure Vessel Safety

Apart from regular enforcement of Factories Act, 1948 and Allied Acts, operational safety of the pressure vessels installed in the Factories is also ensured by this Directorate. All the pressure vessels operating above atmospheric pressure excluding steam boilers coming under the purview of Indian Boilers Act are examined or tested externally once in every six months, internally once in every year or hydrostatically once in every two years or

subjected to ultrasonic test once in every four years. In the year 2014-2015, 1,09,210 External, 2,112 Internal, 16,015 Hydrostatic and 6,006 Ultrasonic examinations have been conducted.

Training Centre at Sivakasi

As per the announcement made by the Hon'ble Chief Minister, Training Centre at Sivakasi was started to create safety awareness to the workers working in Fireworks factories. 589 foremen were given in 18 batches in the Training Centre. Due to the concrete efforts taken by this Directorate, significant improvement has been achieved in the rate of reduction of accidents in the State.

Group Personal Accident Insurance Scheme

As per the directions of the Supreme Court of India vide its order dated 31.10.1990, the

Tamil Nadu Government have introduced a new Group Personal Accident Insurance Scheme for a sum of Rs. 50,000/- for every employee working in Match and Firework factories in Tamil Nadu. This scheme was made effective from 01.07.1991 onwards. The premium for the insured amount was fixed annually with the consultation of the Insurance companies and Members of Match & Fireworks Management Association. Number of persons to be covered is the maximum number of workers actually employed on any one day during the calendar year + 10% extra on the maximum number of workers actually employed. The payment of premium for each and every worker employed is the statutory liability of the employer. At present the 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.

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 90 first prizes are awarded to the managements besides 90 second prizes and 90 third prizes.

Further to increase Safety Awareness in the Factory and to make more number of Managements to participate the value of Award has been enhanced and Orders were issued. From the year 2011, the value of 1st prize silver shield awarded to 90 managements have been enhanced from Rs.2500/- to Rs.5000/- for each shield and the value of the II prize silver shield awarded to 90 managements have been

enhanced from Rs.1500/- to Rs.4000/- for each shield.

From the year 2010 to 2012, 197 managements were selected and awarded State Safety Awards by the Honourable Minister for Rural Industries and Labour Department.

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

Uyarntha Uzhaipalar Virudhu

To encourage the workers who suggest useful and outstanding improvements in

productivity, better working environments and improvement in Safety Standards "Tamilaga Arasin Uyarnta Uzhaipalar Virudhu" are 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. Due to this enhancement for the year 2012, the number of applications has been increased 100%. From the year 2010 to 2012, 169 workers from 91 factories have been selected for Uyarnta uzhaipalar Virudhugal and awarded by the Honourable Minister for Rural Industries and Labour Department.

Creation of online portal exclusively for this Directorate

In the Government Order (Ms) No.167, Labour and Employment (G1) Department, dated 19.12.2014, as per the announcement made by the Honourable Chief Minister of Tamil

Nadu, under Rule 110, in the State Assembly, during 2014-2015, sanction was accorded for the Creation of Online Portal exclusively for the Directorate of Industrial Safety and Health. Through this portal Online renewal of factory license and issue of fresh license could be implemented. Online portal could strengthen further the activities of this Directorate. Safe operating procedures for various occupation of industrial workers, relevant safety codes and recent developments could be disseminated to the workers, managements and the public.

III. EMPLOYMENT AND TRAINING DEPARTMENT

EMPLOYMENT WING

The primary function of the Employment offices is to register Job seekers, render Vocational Guidance and nominate them to Employers. Apart from this they collect and compile Labour Market Information, provide them private sector placements and prepare youth for various competitive examinations. To keep pace with the modern times, the Employment Offices are fully computerized and networked. The Employment Offices undertake registration, renewal, up-dation, issue identity card and nominate the registrants to various employers as and when they notify the vacancies. All these work is done on online

ORGANIZATIONAL SETUP

As per the policy decision of the Government, there is one Employment Office in each district which registers candidates from illiterate upto degree level. In Chennai, in addition to one District Employment Office , two more District Employment Offices namely District Employment Office for Technical Personnel and District Employment Office for Unskilled are functioning. There are two Professional and Executive Employment Offices, one in Chennai and another in Madurai. A Special Employment Office for the Differently Abled is also functioning in Chennai.

There are five Coaching-cum-Guidance Centres functioning exclusively for Scheduled Caste/Scheduled Tribe candidates in Tiruchirappalli, Cuddalore, Coimbatore, Vellore and Tirunelveli. There is also a Special Vocational Guidance Centre for Tribal Population

functioning at Udagamandalam. Totally, there are 37 Employment Offices, 5 Coaching-cum-Guidance Centres for SC / ST and 1 Special Vocational Guidance Centre for Tribal Population functioning in Tamil Nadu.

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

SPECIAL CELLS FOR DIFFERENTLY ABLED

There is a Special Employment office for the Differently Abled at Guindy, Chennai. Apart from this, 13 Special Cells for Differently Abled are functioning in Coimbatore, Erode, Cuddalore,

Madurai, Nagercoil, Kancheepuram, Tiruchirapalli, Salem, Tuticorin, Thanjavur, Udagamandalam, Tirunelveli and Vellore Districts. These offices identify suitable placement opportunities for the Differently Abled Registrants. They also adopt selective placement techniques for the Differently Abled. There are 1,11,588 Differently Abled job seekers which includes 86,250 Orthopaedically Handicapped, 13,211 Visually Challenged and 12,127 Hearing impaired candidates are registered upto 31.03.2015.

COACHING-CUM-GUIDANCE CENTRE FOR SCHEDULED CASTE/ SCHEDULED TRIBE

There are five Coaching-cum-Guidance Centres functioning exclusively for Scheduled Caste/Scheduled Tribe candidates at Coimbatore, Cuddalore, Tiruchirappalli, Tirunelveli and Vellore. These Centres provide vocational and career guidance to youth from SC

and ST communities. They share the database of the District employment office in identifying candidates. They co-ordinate with the local Employment Office in organizing coaching classes for competitive examination, confidence building programme, individual information Career Exhibition and Career Guidance Programme. Camp registration and motivation of youth is organized in remote areas.

In 2014-2015, 3,686 Scheduled Caste and Scheduled Tribe candidates were benefitted from this scheme. Further, the Centre organized 137 Confidence building programmes, 221 career talks for the youth and forwarded 144 applications to the nationalized banks for self employment ventures.

SPECIAL VOCATIONAL GUIDANCE CENTRE FOR TRIBAL POPULATION

A Special Vocational Guidance Centre exclusively for Tribal Population is functioning at Udagamandalam. This center provides guidance to students and job seekers belonging to tribal community. They collect information on training facilities and publish information brochures for the benefit of tribal youth. The Vocational Guidance Officer visits the educational institutions and hostels for the benefit of the Scheduled Tribe and delivers Career Talks. The Vocational Guidance Office also provides them with information on higher education, professional courses, training facilities, scholarships and job opportunities. This centre also does camp registration for Scheduled Tribe applicants residing in remote areas.

In 2014-2015, 47 applicants were registered. 142 tribal youth were given guidance and 132 applicants received Individual Information. 57 Career Talks were delivered by the Vocational Guidance Officer.

ACTIVITIES OF THE EMPLOYMENT OFFICES

As on 31.03.2015, there are 84,97,402 candidates waiting in the Live Register of Employment offices. During the year 2014-2015, 16,10,760 candidates registered their qualifications with the Employment offices

a) Registration for Employment Through Schools

As per the order of the Hon'ble Chief Minister of Tamil Nadu, from the academic year 2011-2012, 12th standard and 10th Standard passed candidates could register their qualification in the employment website www.tnvelaivaaiappu.gov.in using online facility

from the school premises itself. In the academic year 2014-2015, 5,57,906 students who passed 12th and 7,35,071 students who passed 10th standards benefited from the above initiative.

b) Career Guidance Activities

There are 17 Vocational Guidance Units functioning in District Employment Offices in Tamilnadu. Through these units, the youth are given information on higher education, employment and self-employment opportunities. In addition to this, individual information, group discussion and apprenticeship information are provided.

Vocational Guidance Units organize coaching classes for competitive examination, conduct career talks, contact employers for job opportunities, organise Career Guidance Exhibition and Seminars in Educational

Institutions. The government sanctions a sum of Rs.10,000/- (Rupees ten thousand only) to each Employment office for organizing Career Exhibition in Educational Institutions. Vocational Guidance Activities help youth to take career decision on higher education, employment and competitive examinations.

In 2014-2015, 22,650 candidates were nominated for apprenticeship training, 924 career talks were delivered, 32 career exhibitions were conducted and 832 candidates were provided with information on self-employment.

c) Study Circle

Study Circles have been setup by the Government in all 32 District Employment Offices to help students, prepare for competitive Examinations. In 2003, the Hon'ble Chief Minister of Tamil Nadu extended the Study

Circles to 385 Panchayat Unions. The Scheme is helpful for the rural job seekers, in enhancing their competitive skills. The Study Circles conduct free coaching classes for various competitive examination advertised by various recruiting agencies. The youth are provided with Text Books, weekly / monthly Magazines, News papers and study materials intended for Competitive Examinations.

d) Private Sector Placements

The rapid industrial growth in Tamilnadu has resulted in greater number of employment opportunities in the Private Sector. Hence, the Employment Offices help unemployed youth by organising job fair in getting placements in private sector. The District Level Private Placement Assistance Cell was set up in 2012 in 37 District Employment offices to fulfill the manpower requirements of private sector and

help unemployed youth to seek private sector placement. The private placement job fair is being conducted in each district. During the year 2014-2015, 17,653 applicants were placed in Private Sector through these cells. Moreover these cells organize face to face interviews and provide information on various employment opportunities to job seekers.

In addition to this Mega job fairs were organized in Sankarapuram, Kovilpatti, Madurai, Jolarpettai, Tuticorin, Chinnasalem and Orathanadu in which a total of 862 private employers and 79,758 job seekers participated. More than 15,789 job seekers were selected and placed in private industries. During the year 2014-2015, a total of 34,197 applicants were placed in Private Sector.

UNEMPLOYMENT ASSISTANCE SCHEME

a) General Category

Unemployment Assistance is given to those who are waiting on the Live Registers of Employment Offices for atleast 5 years. The assistance is given for three years period subject to the eligibility conditions like age limit and annual income. An amount of Rs.100/- for S.S.L.C. failed; Rs.150/- for S.S.L.C. passed; Rs.200/- for H.S.C. passed and Rs.300/- for graduates per month. During the year 2014-2015, a sum of Rs.20.76 crores disbursed to 79,844 beneficiaries.

b) Differently Abled

Unemployment Assistance is given to Differently Abled waiting on the Live Registers of Employment Offices for atleast 1 year. The assistance is given for ten years period subject to the eligibility conditions like age limit and

annual income. An amount of Rs.300/- for S.S.L.C. failed and passed; Rs.375/- for H.S.C. passed and Rs.450/- for graduates per month. During the year 2014-2015, a sum of Rs.9.91 crores disbursed to 23,314 beneficiaries.

TRANSFORMATION OF NATIONAL EMPLOYMENT SERVICE TO NATIONAL CAREER SERVICE

All employment offices will be gradually converted in to career guidance centres. Initially one model career centre is to be established at Vellore with the financial sanction of Rs.50 lakhs. The first Model Career Centre with the state of art technology will be established at the District Employment Office, Vellore. National Career Service Portal forms an integral part of National Career service. The data of the unemployed youth will be migrated to the National Career Service Portal for the benefit of

the employers and job seekers in the National level.

SPECIAL RENEWAL CONCESSION

As per the announcement made by the Hon'ble Minister for Rural Industries and Labour during the last Budget session, vide G.O.(D) No.584, Labour and Employment (T2) Department, dated 08.12.2014 a special renewal concession was given to the registrants who failed to renew their employment registration during the year 2011, 2012 and 2013. Using this facility, 1,10,694 registrants have renewed their registration.

TRAINING WING

Vocational training prepares an individual for a specific vocation or occupation, for the world of work. It is a main key for people to become self-reliant, widens the opportunities for people to find a job which fits with their talents and preferences, helps them to get decent work and a fair income, helps people to come out of the poverty trap and provides them with skills to make progress in their life. Skill development also contributes in enhancing individual's employability, both wage and self employment and ability to adopt to changing technologies and labour market demands. Training wing of the Department of Employment and Training is functioning with the aim of developing skilled manpower through diversified courses to meet the requirement of industries and to equip employment skills in people through a large

number of courses in different trades in the State.

The Director of Employment and Training is the Head of Department. Two Joint Directors at the state Directorate are assisting the Director. For administrative convenience the state is divided into 5 regions viz., Chennai, Trichy, Coimbatore, Madurai and Tirunelveli. In each region, the Regional Joint Director is supervising the training activities in ITIs. Government ITIs are headed by Principal in the cadre of Training Officer / Assistant Director / Deputy Director depending upon the trainee strength.

CRAFTSMEN TRAINING SCHEME

Government Industrial Training Institutes (ITIs)

Industrial Training Institutes (ITIs) play a vital role in imparting skill training under Craftsmen Training Scheme and produce

technician level work force in the State in different trades. Various skill training programmes are being implemented through a vast network of Government ITIs and Private ITIs in the State. Systematic training offered in these institutes in different trades to ensure a steady flow of skilled manpower to the industries.

There are 77 Government Industrial Training Institutes (Government ITIs) functioning across the State. These include 12 Government ITIs functioning exclusively for women, one ITI for Scheduled Caste and six for Scheduled Tribe. In 2014-15, 28259 trainees are undergoing training in all Government ITIs. Training is imparted both for boys and girls in all General Government ITIs. Students between the age group of 14 and 40 years are admitted in ITIs. There is no upper age limit for girls admitted in ITIs.

Admission in all Government ITIs is made every year during the month of July through District Level Counselling. The training period ranges from one year to two years depending upon the trades as per National Council for Vocational Training (NCVT) norms. With effect from August 2013 admission, semester system has been introduced in ITI training. Two year courses will have four semesters and one year courses will have two semesters. Training is imparted in 45 Engineering courses like Fitter, Turner, Machinist, Electrician, Wireman, plumber, etc., and 20 Non-Engineering trades like computer programming, Cutting and sewing, etc, in the State which are in the approved list of National Council for Vocational Training (NCVT). Nationwide common curriculum prescribed by National Council for Vocational Training (NCVT) is followed for all the courses. Certificate for

successful candidates also issued by National Council for Vocational Training (NCVT).

Admission of Students in ITIs through District Counseling

The candidates for admission are selected according to merit and communal rotation every year through District Wise Counseling. District Counseling is conducted by the Nodal Government ITIs located in each District. The candidates according to their rank will choose the course or ITI as per his choice. The selection order will be issued to each candidate on the spot. The candidates thus allotted by the Department in the month of July every year will be trained in the concerned Institute as per National Council for Vocational Training (NCVT) norms of training.

WELFARE SCHEMES TO THE TRAINEES

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

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

1. Bus pass between their place of residence and the institute for 12 months
2. Two sets of uniforms per year to all the trainees
3. Bi-Cycle to all the trainees
4. Monthly stipend @ Rs.500/- to all the trainees irrespective of community and income
5. Laptop to all the trainees and
6. Text Books and Drawing instruments to all the trainees.

All India Trade Test and Certification

Trade Test is conducted by National Council for Vocational Training (NCVT) for the trainees of affiliated ITIs on All India basis with a nationwide common examination schedule and common question papers. In 2014, 38,682 trainees both from Government and Private ITIs including the supplementary candidates have appeared in the All India trade Test under NCVT in our State. Pass out candidates are awarded with National Trade Certificate (NTC) by NCVT.

With effect from August 2013 admission, semester system of examination has been introduced in the ITI training programme. Accordingly, two year courses have four semesters and one year courses have two semesters. At the end of each semester All India Trade Test is conducted.

The results of final examination in respect of Government ITIs for the last 3 years are given below:

Sl. No.	Year of Exam	Appeared	Passed	% Pass
1	2012	9940	7571	76%
2	2013	10907	8632	79%
3	2014 Semester Pattern	6399 8609	4861 5367	76% 62.34%

Question Papers in Tamil Language

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

State Skill Competition

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

All India Skill Competition

All India Skill Competition is conducted every year by Government of India in 15 trades. The State best trainee in each of the 15 trades from all the states compete at the All India Skill Competition. The best trainee at All India level in each trade is given a cash prize of Rs.50,000/- and a merit certificate by Government of India.

The best State whose trainees secure the highest total marks among all the trades is awarded a merit certificate and a running shield

medal by Government of India. Out of 50 All India Skill Competitions held so far, Tamil Nadu alone has been declared as the Best State 22 times. So far, 34 Students were benefited.

TRAINING FOR SCHEDULED CASTE/ SCHEDULED TRIBE

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

A Government Industrial Training Institutes is functioning at Chidambaram in Cuddalore District is exclusively for Scheduled Caste with total seat of 200.

Six Government Industrial Training Institutes viz., Sankarapuram in Villupuram District, Anaikatti in Coimbatore District, Karumandurai in Salem District,

Jamunamarathur in Thiruvannamalai District, Kolli Hills in Namakkal District, and Gudalur in The Nilgiris District are functioning exclusively for Scheduled Tribe with total seat of 1215.

Women Training

Under Craftsmen Training Scheme Skill development training for women is offered in 12 Government ITIs exclusively functioning for women in Guindy, Ambattur, Karur, Andipatti, Namakkal, Dindigul, Madurai, Coimbatore, Salem, Nagercoil, Cuddalore and Pullambadi with total seats of 3058. Further, Separate women wings have been set up at Government ITIs viz., Thanjavur, Ramanathapuram and Hosur with total seating capacity of 356 seats. There is no upper age limit for girls admitted in all ITIs. Apart from this, 30% of seats are reserved for women candidates in all Government Industrial Training Institutes.

PRIVATE ITIs

At present there are 658 Private affiliated ITIs in Tamil Nadu with a total seating capacity of 68,334. These Private ITIs are affiliated with National Council for Vocational Training (NCVT) and are imparting training in National Council for Vocational Training approved courses.

Training Cost Reimbursement Scheme for Private ITI students

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

The reimbursement of the cost of training under the scheme would be at the rate of

Rs.10,000/- per trainee per year in rural areas and Rs.12,000/- per trainee per year in urban areas. For two year courses, reimbursement of Rs.20,000/- per student for rural institutes and Rs.24,000/- per student for institutes located in Municipalities and Corporation limits is eligible. This support is meant for the complete process i.e. towards mobilization and recruitment of trainees, training of trainers, cost of trainers, preparation of training location, training equipment, consumables, training materials, utilities, boarding/lodging of trainees if required, assessment and certification of trainees etc,. In 2014-2015, under this scheme, 8322 students have been admitted in the private ITIs through District Counseling.

Examination and Certification system for the Private Candidates

Candidates having minimum entry qualification prescribed for regular course for a

particular trade under Craftsmen Training Scheme (CTS) and possessing minimum 3 years experience in the relevant trade in establishments implementing Apprenticeship Training Scheme/ Establishments covered under Factories Act or registered with any Government / local authorities will be allowed to appear for the All India Trade Test as a private candidate. The successful candidates in all India Trade test are awarded National Trade Certificate (NTC) by National Council for Vocational Training (NCVT). A screening Test is conducted by the department in the month of December every year to select the candidates eligible for appearing all India Trade Test. So far, 156 candidates appeared in last three years and 57 candidates were passed.

Wireman Helper Competency Examination

“Wireman Helper Competency” Examination is conducted by the department once in 3 years

to test and certify skill of the candidates who have acquired skill through experience in House wiring Skills,. Candidates with 21 years of age and having a minimum work experience of 5 years with an electrical contractor or in a recognized establishment are eligible to appear for this examination. The last examination was held in December 2012. There were 3,113 candidates had appeared for the Examinations and SCVT Certificates were issued to 2,649 successful candidates by the State. The next examination will be held in December 2015.

Training programmes for the Trainers

ITI instructors are deputed for training to various institutions run by Government of India like Central Training Institute (CTI), Advanced Training Institute (ATI) at Chennai and Apex Hi-tech Institute at Bangaluru. This training equips them with the latest technology and skill in the areas like Teaching Techniques, use of

Audio Visual Aids in teaching, Classroom Management etc. In 2014-15, about 292 instructors had been sent for training. In the current year (2015-16), 182 instructors have been deputed for training.

Dr. Radhakrishnan Best Teacher Award

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

CENTRES OF EXCELLENCE (UP-GRADATION OF GOVERNMENT ITIS)

This is Centrally Sponsored scheme, intended for enhancement of the quality of skill training imparted in Govt. ITIs on par with

market demands. There are 22 Government Industrial Training Institutes have been upgraded in 10 sectors as Centre of Excellence (CoE). The salient features of the scheme include Broad Based multi-skill training during the first year, followed by advanced and specialized modular training in the second year with multi entry and multi exit options. Certification is done by National Council for Vocational Training (NCVT). The expenditure is shared between the Central and State Government in the ratio of 75:25.

In domestic pattern, 5 Government ITIs have been upgraded at an outlay of Rs.1.60 crore each. In World Bank assisted Vocational Training Improvement Project(VTIP), 14 Govt. ITIs at an outlay of Rs.3.50 crore each and 3 Government ITIs have been upgraded at an outlay of Rs.2.00 crore each. By introduction

of this scheme, admission intake has been increased by 5074 seats in these 22 ITIs.

This scheme envisaged for construction of new buildings for ITI and purchase of Tools and equipments for ITIs. On appraisal of the scheme implementation in our State, Government of India released additional fund of Rs.22.57 crores for 17 ITIs. Further, Incentive fund at an outlay of Rs.3.49 crores have been sanctioned for 2 domestic funded ITIs. As on 31.07.2015 a sum of Rs.85.45 Crores have been sanctioned by the Government, out of which Rs.64.39 Crores have been spent.

The sector wise details of project ITIs is tabulated as below

Sl.No.	Name of the Institute	Name of Trade
	Domestic Funding	
1	Ambattur	Automobile
2	Trichy	Production and Manufacturing
3	Coimbatore	Production and Manufacturing

4	Hosur	Production and Manufacturing
5	Salem	Fabrication (Fitting & Welding)
	World Bank funding (VTIP)	
6	Guindy (Women)	Apparel
7	Vellore	Leather goods and Footwear
8	Pettai, Tirunelveli	Electrical
9	Madurai	Automobile
10	Guindy	Hospitality Management
11	Chengalpattu	Production and Manufacturing
12	North Chennai	Construction and Wood Working
13	Thanjavur	Fabrication (Fitting & Welding)
14	Cuddalore	Plastic Processing
15	Coimbatore(Women)	Information Technology, Cutting and Sewing and Fashion Technology

16	Tuticorin	Fabrication (Fitting & Welding)
17	Karaikudi	Fabrication (Fitting & Welding)
18	Dharmapuri	Automobile, Machinist and Welder
19	Dharapuram	Production and Manufacturing
20	Ariyalur	Welder
21	Nagapattinam	Fitter and Welder
22	Dindugul	Electrician and Spinning Technician

Up-gradation Of Government ITIs under Public Private Partnership Mode

The Government introduced this scheme to improve the Industry and Institute linkage so as to enhance the participation of Private Sector in skill development activities. 32 Government ITIs have been upgraded in phased manner with an

interest free loan of Rs.2.50 crores each to upgrade Civil infrastructure, to procure additional tools & equipments as per latest syllabus.

Each Institute is managed by a Institute Management Committee (IMC) headed by an industry partner that included 5 representatives each from Government and industry. The Institute Management Committee (IMC) is registered as a society and entrusted with the task of managing the affairs of the ITI in accordance to the terms and conditions laid down in the tripartite Memorandum of Agreement.

The Government has provided adequate administrative and financial powers to the IMC to assess emerging skill requirements in the area by conducting short-term training courses and providing placement to the successful trainees.

The Scheme involves the preparation of an Institute Development Plan (IDP) which lays down the road map for the development of the Institute with Key Performance Indicators as objectives to be achieved in 5 years. An interest free loan of Rs.2.50 Crore is released to IMC of each ITI repayable in 20 equal annual installments after a moratorium period of 10 years. Apart from functional autonomy, the IMCs are also allowed to determine 20% admissions in the ITI as management quota seats. So far, 18 new trades with seating capacity of 1097 students have been exclusively introduced in the project ITIs under this scheme. Industry Partners are helping the Project ITIs in the following areas

1. Civil Work and procurement of machinery and equipment as per scheme guidelines
2. Industrial Visit for trainees

3. Inplant training for trainees
4. Guest Lectures by Executives from the Industry at Project ITIs
5. Maintenance of Machineries and Equipment
6. Donation of Machinery, equipment and tools for the ITI

The Industry Partners so far contributed various machineries and equipment worth of Rs.134.00 lakhs to the Project ITIs.

Industrial Schools

There are 635 self financing Private Industrial Schools functioning in Tamil Nadu. They train the youths depending on the employment opportunities available in Districts. At present, 22149 candidates are undergoing training in industrial schools. Skill Training is offered in 90 trades mainly in Automobile, catering, Electrical, Electronics, Welding,

tailoring, Computer application, beautician, Office Automation etc. Training period ranges from 45 days to 3 years for short term and for long term courses depending on the trades. 8th standard pass and 10th standard pass candidates are admitted for training. Training starts from 1st July of every year for long term courses. State Level examination is conducted for long term courses and Certificates are issued to the successful candidates by the State Government. Technical Teacher's Training Certificate Course is conducted under this scheme, which is the eligible certificate for appointment as technical teachers in schools. 44 Industrial Schools including minority status institutions are receiving maintenance grant from the Government every year out of which 22 institutes have also got NCVT affiliation and upgraded as Industrial Training Institutes.

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

Sl. No.	Year of Exam	Appeared	Passed	% Pass
1	2012	18,623	13,688	73.50
2	2013	15,703	13,566	86.39
3	2014	16,707	14,843	88.84

Skill Development Initiative – Modular Employable Skill (SDI–MES)

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

The scheme offers multi – entry and multi exit options, flexible delivery schedule and lifelong learning. Courses are available for persons having completed minimum 5th standard and attained the age of 14 years. Testing of

skills of trainees is being done by independent assessing bodies, which are not involved in training delivery, to ensure that it is done impartially. Under the scheme, so far 565 courses have been developed. Testing of skills of trainees is being done by 35 independent assessing bodies. 12,352 persons have been enrolled during the year 2014–2015 and are getting trained.

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

To reduce the burden for the poor students, the state Government bears the cost of training on their behalf at Government ITI

VTPs. In the Year 2014-2015, through Government ITIs 1,888 candidates and through Private VTPs 10,464 candidates are being trained under this scheme.

APPRENTICESHIP TRAINING SCHEME

In India, the system of formal Apprenticeship was introduced in the Apprentices Act 1961, which requires employers in notified Industry to engage apprentices in specified ratios in relation to the workforce. The programme of training of Apprentices is regulated in the Industries so as to conform to the prescribed syllabi / approved programme, period of training etc. as laid down by the Central Apprenticeship Council.

The duration of training for trade apprentices varies from 6 months to 4 years depending upon the requirements of the specified trade. Apprenticeship Training is given to ITI passed (National Trade Certificate holders)

and Fresher in Industrial Establishments. While the I.T.Is produce semi-skilled workers, Apprenticeship Training moulds them as skilled workers. The Apprentices gained hands on practical training in shop floor in Industrial Establishment.

ITI passed trainees (National Trade Certificate holder) by registering their name in Government Related Instruction Centres (RIC) and by attending campus interview get apprenticeship training in private sectors. In public sector establishment apprentice trainees are selected through Employment Exchanges. In the year 2014-15, 9536 trainees underwent apprenticeship training and 5484 trainees appeared in the All India Trade Test for Apprentices.

Stipend for apprentices have been revised by Government of India from 22.09.2014 as noted below :-

- (a) During the first year of Training : Seventy per cent of minimum wage of semi-skilled workers notified by State Government.
- (b) During the second year of Training : Eighty per cent of minimum wage of semi-skilled workers notified by State Government
- (c) During the third year of Training : Ninety per cent of minimum wage of semi-skilled workers notified by State Government

Apprenticeship Training Scheme (ATS) is implemented in 111 designated trades in Tamilnadu State through 11 Related Instruction Centres (RIC) located at Guindy, Ambattur,

North Chennai, Vellore, Salem, Coimbatore, Hosur, Cuddalore, Trichy, Madurai, Tirunelveli and 3 Govt. ITIs located at Thanjavur, Metturdam and Dharapuram. All India Trade Test under this Scheme is conducted during April and October every year. After completion of prescribed training period and passing of trade test, Apprentices are issued with National Apprenticeship Certificate (NAC). In our State Apprenticeship Training Scheme is being implemented in 2414 Industrial Establishments which includes 1773 Private and 641 State Government Establishments. Also, 105 Central Government Establishments imparting ATS in our State.

The Government of India has launched Apprentice Protsahan Yojana (APY) scheme on 16.10.14. Under this scheme 50% of stipend payable to maximum two Apprentices per MSME will be borne by Central Government.

In our State 23 Basic Training Centres (BTC's) are functioning at where 10th std passed candidate are enrolled as Apprentices. At these Basic Training Centres 868 seats are assigned as annual intake. Based on trade in which the Apprentices are trained, initially they are trained at Basic Training Centre as per syllabus followed by shop floor training. At BTCs the Apprentices are getting training similar to Industrial Training Institute training. The apprentices are able to get On the Job Training at shop floor. These apprentices are directly getting National Apprenticeship Certificate at end of the Apprenticeship training.

ACHIEVEMENTS AND INITIATIVES

Establishment of 15 New Industrial Training Institutes

As a measure of increasing the quantity of Skilled Workforce in the State, in a historical

achievement, 10 new Government ITIs have been started by the Government in the year 2013-14 at Bodi, Veppalodai, Aruppukottai, Radhapuram, Thiruvaiyaru, Karumandurai, Anaicutti, Gudalur, Jamunamaruthur and Kolli Hills with an expenditure of 50.89 Crores towards the expenditure for the construction of new workshops & classrooms, Procurement of Machineries and equipments and staff salary. Further, in the year 2014- 15, another 5 Government ITIs have been started by the Government at Manikandam, Chinna salem, Kattumannar koil, Kadayanallur and Udumalaipettai to help huge rural youths of these areas to acquire skills and able to mainstream with the workforce in developed regions.

Up-Gradation of Government ITIs

Students must be trained in latest skills is an important agenda of the Government. The

Government have sanctioned an amount of Rs. 65.75 Crore for the procurement and supply of all latest machineries, classroom furniture and renovation of buildings, in the existing Government Industrial Training Institutes in the state to facilitate quality training in latest skills with improved training environment. Upgradation activities is under progress.

Bio-metric Attendance System

To keep the students and staff prompt in attending the training programmes conducted in Government Industrial Training Institutes, Biometric attendance system of attendance have been introduced by the Government and Biometric readers have been installed in all the Government ITIs at the cost of Rs.50.55 Lakhs.

TAMIL NADU SKILL DEVELOPMENT CORPORATION

Tamil Nadu Skill Development Mission is formed in the year 2009 and later it was registered as a society. It is created with the objective to increase skilled manpower in Tamil Nadu so as to fulfill skill needs of industries there by attracting large investments to our State. As per a study the skilled workforce demand of industry in Tamil Nadu by 2016-2017 is estimated around 68 lakhs.

To address the skill gap requirement and to expand the ambit of its functions this society was converted into a non-profit section 25 company in the year 2013. The vision 2023 document envisages training and skilling 20 million people by 2023, to achieve this objective Government has taken pro active thrust to enhance the skilled work force in the state both quantitatively and qualitatively,

thereby transforming the state into a Skill Hub of the Country. This will ultimately attract foreign direct investment to the state resulting in employment generation benefiting the youth.

To carry forward the task the Government also declared it as a "Special Purpose Vehicle (SPV)" in 2013 and also, declared as the Nodal agency for all the skill development training programmes conducted by different departments in the State during the year 2013.

To undertake demand driven areas the Tamil Nadu Skill Development Corporation has identified prominent sectors which are having huge employment potential. The prominent sectors thus identified are

1. Automobile
2. Construction
3. Leather
4. Textile

5. Banking Financial Service and Insurance
6. Health Services
7. Security Services
8. Driver Training (Logistics)
9. Hospitality
10. Light Engineering
11. Telecom
12. Solar Energy Etc.,
13. Media & Entertainment
14. Retail

Accordingly market leaders in private sector and public training institutions were identified for imparting skill training. The training providers are emphasized to provide minimum 70% placement to the trainees. Government has allotted Rs.100 Crore for skill training every year. In the current year, Government has allotted Rs.150 Crore for skill training.

Sector wise / Trade wise Achievements:-

Sl. No	Sector	No. of persons trained		
		2012-2013	2013-2014	2014-2015
1.	<i>IT&ITES & Telecom</i>	21500	19100	7993
2.	<i>Textile</i>	3600	400	13059
3.	<i>Construction</i>	3500		3500
4.	Automobile & Logistics	-	25202	3740
5.	Media & Entertainment	-	1300	2700
6.	Plastic Engineering		200	590
7.	Retail	-	10000	-
8.	Leather		120	3080
9.	Health Care & Hospitality	-	2360	2540
10.	Solar Photo Voltaic	-	500	-
11.	Beautician	-	50	120
12.	Security service training	-	25000	-
13.	Light Engineering		2987	3785
14.	Banking and Financial Service Insurance	-	-	2200

15.	Agri & Allied	-	-	1630
16.	Other Sector	20750	68625	22860
<i>Total</i>		49,350	1,59,444	67,797 *

* It was estimated to train 1,04,723 persons during the year 2014-2015. The remaining 36,926 persons are undergoing training.

IV. OVERSEAS MANPOWER CORPORATION LIMITED

INTRODUCTION

Overseas Manpower Corporation Limited was incorporated on 30.11.1978 under the Indian Companies Act, 1956 by Government of Tamilnadu as Public Sector Undertaking in order to prevent the overseas job seekers from the exploitation of the unscrupulous recruitment agents. The main objective of the Corporation is to recruit Indian job seekers in General and job seekers from Tamilnadu in particular to Overseas Nations. The Authorised Share Capital of the Corporation is Rs.50 Lakhs and the Paid-up Share Capital is Rs.15 Lakhs.

PHYSICAL PERFORMANCE

1) Registration

As on 31.03.2014, **19,959** registrants are on the rolls and in the year 2014-2015, **2239** job seekers have registered for overseas job.

2) Placement

Since its inception and upto 31.03.2014, Overseas Manpower Corporation has placed **8217** job seekers in abroad. In the year 2014-2015, it has placed **252** candidates. Thus Overseas Manpower Corporation has guided and assisted the job seekers to get overseas jobs and contributed in enhancing the foreign exchange

3) Financial Status

In the financial year 2013-2014, Overseas Manpower Corporation has earned a net profit of Rs. **5.89** lakhs after tax. During the current financial year 2014-2015, it has earned Rs.**45.16** lakhs as on 31.3.2015 as pre-audit profit.

The Corporation in its maiden attempt deployed 5 registrants to Australia during the

financial year 2014-2015 and further the Overseas Manpower Corporation Ltd taking steps to send more registrants to Australia.

V. DIRECTOR OF MEDICAL AND RURAL HEALTH SERVICES (ESIS)

(Employees' State Insurance Scheme)

The ESI Scheme is administered by a duly constituted corporate body called the 'Employees State Insurance Corporation' as per the provision of the ESI Act 1948 enacted by the Parliament. This Scheme provides full medical care to the Insured Persons, registered under the Scheme during the period of their incapacity or illness for restoration of his / her health.

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

In Tamil Nadu, medical care is provided through a network of 210 ESI Dispensaries (203 Static ESI Dispensaries, **5** Mobile Dispensaries and **2** Utilisation Dispensaries) and 10 ESI Hospitals Among them, 3 ESI Hospitals at Chennai K.K.Nagar, Coimbatore and Tirunelveli are run directly by the ESI Corporation. Other **7** ESI Hospitals are under the control of the State Government. The total number of beds available in the ESI Hospitals are 2011.

ADMINISTRATIVE SETUP OF ESI SCHEME IN TAMIL NADU

The Director of Medical and Rural Health Services (ESIS) is administering the Scheme, and under him, four Regional Administrative Medical Officers (ESIS) and seven Medical Superintendents are appointed.

BENEFITS

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

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. The Insured Person is eligible for this benefit on payment of contribution for 78 days in corresponding contribution period of six months.

Extended Sickness Benefit (By Cash)

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

Enhanced Sickness Benefit (By Cash)

The Insured Person is eligible for this benefit on payment of contribution for 78 days in corresponding contribution period of six months. Enhanced Sickness Benefit is payable to Insured Persons in the productive age group for undergoing Sterilization operation viz. Vasectomy/Tubectomy.

Medical Benefit

Full medical facilities for Insured Persons and their family members are admissible from day one of entering insurable employment. Primary, Secondary and Tertiary care are provided through a network of ESI Dispensaries, ESI Hospitals and tie-up Private Hospitals.

Maternity Benefit

Maternity Benefit is payable to Insured Women in case of confinement or miscarriage

for 84 days and sickness related to Maternity for further period of 30 days. The Insured Women is eligible for this benefit on payment of contribution of 70 days in one year.

Disablement Benefit (By Cash)

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

a) Temporary Disablement Benefit (By Cash)

From day one of entering insurable employment, the Temporary Disablement Benefit at 70% of wages is payable till temporary disablement lasts and is to be duly certified by authorised Insurance Medical Officer.

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

From day one of entering insurable employment, the Permanent Disablement Benefit is payable for life time of the individual.

Dependent's Benefit (By Cash)

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

Funeral Benefit (By Cash)

From day one of entering insurable employment, the Funeral Benefit of Rs.10,000/- on death of an Insured Person is payable to the family.

Unemployment Allowance (By Cash)

In case of involuntarily 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 3 years of continuous service, the Insured Person is eligible for 50% of his last month average salary paid for a period of maximum 1 year under Rajiv Gandhi Shramik Kalyan Yojana Unemployment Allowance.

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

(1) Revolving Fund

The 'Revolving Fund' was created by the State Government in the year 2004. It is created for the purpose of quick settlement of the Medical and Surgical reimbursement bills of the Insured Persons and their family members treated in Private Hospitals. Treatment bills of Specialty and Super Specialty disease also can

be reimbursed. During the financial year 2013-2014, treatment bills at private hospitals amounting to Rs.15,01,80,912/- for the Specialty / Super Specialty treatment of 8496 Insured Persons have been settled.

During the Financial year 2014-2015, a sum of Rs.19,93,38,927/- has been settled to 9,274 Insured Persons.

(2) Package Scheme

Under Package Deal, agreements have been made with 164 private Hospitals for the convenience of the Insured Persons and their families to undergo Specialty and Super Specialty Treatment. The Insured Persons and their family members are admitted to the Private Hospitals as per the recommendations of the concerned ESI Dispensaries and ESI Hospitals. The Insured Persons are free from paying the medical expenses to the private Hospitals after

treatment. The Hospital Bills are directly settled by the ESI Corporation under Package Deal. During the financial year 2013-2014, an amount of Rs. 26,26,03,973/- under this package deal has been settled to 57,667 cases.

During the Financial year 2014-2015, a sum of Rs.29,77,88,737/- has been settled to 91,503 Insured Persons.

OTHER BENEFITS

- 1) Old age medical care for self and spouse at a nominal contribution of Rs.120/ per annum after superannuation.
- 2) Free supply of physical aids such as Crutches, Wheel Chairs, Dentures, Spectacles are offered under this Scheme.
- 3) Preventive Health Care Services such as Immunisation. HIV / AIDS Detection and treatment are provided.

- 4) National Programmes like Family Welfare activity, TB Control Programmes are also implemented.
- 5) Allowance of Rs.5,000/- is paid to an Insured Woman or to the wife of an Insured Person, in case if she does not avail hospital facilities for her confinement.

Eligibility Norms for Enrolment in ESI Scheme

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

The ESI funds are built out of contributions from employees and employers monthly at a

fixed percentage a sum equivalent to 1.75% and 4.75% of wages respectively.

The total expenditure on the medical facilities of the scheme is incurred by the Tamil Nadu Government, and 7/8 of the audited expenditure is reimbursed by the ESI Corporation on quarterly basis.

Ayurvedha and Yoga Units

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

Unani and Homoeopathy Units

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

Siddha Units

Siddha units are functioning in all the 7 State-run ESI Hospitals and 20 ESI Dispensaries.

IMPLEMENTATION OF ESI SCHEME

- 1)** Coverage of new geographical areas by attaching them with the already existing ESI Dispensaries. During the year 2014-2015, the Government have issued orders for the coverage of seven new areas for the benefit of 5111 employees and by attaching them with the already existing ESI Dispensaries. Among the seven areas, two areas have been implemented and the other five areas will be implemented very soon.

- 2)** Opening of new ESI Dispensaries in various places. During the year 2014-2015, the Government have issued orders for the opening of six new ESI Dispensaries covering and for the benefit of 15,884 employees. They will be opened during this year.

HOSPITAL DEVELOPMENT COMMITTEE

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

COMPUTERISATION

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

Hospital / ESI Dispensary in India. The entire cost for this "Project Panchdeep" is fully borne by the Employees' State Insurance Scheme Corporation.

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