



LABOUR AND EMPLOYMENT DEPARTMENT

**Policy Note
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INDEX

SL. NO.	CONTENTS	PAGE NO.
1. LABOUR DEPARTMENT		
1.1	FUNCTIONS	2
1.2.	ADMINISTRATIVE STRUCTURE	3
1.3.	INDUSTRIAL RELATIONS	4
1.4.	CONCILIATION	4
1.5.	LABOUR COURTS AND INDUSTRIAL TRIBUNALS	5
1.6.	THE INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946	7
1.7.	THE TRADE UNIONS ACT, 1926	7
1.8.	ENFORCEMENT OF LABOUR LEGISLATIONS	8
1.9.	ENFORCEMENT OF REGULATORY LAWS	8
1.10.	OTHER REGULATORY LAWS	15
1.11.	LAWS RELATING TO WAGES	16

SL. NO.	CONTENTS	PAGE NO.
1.12.	SOCIAL SECURITY LAWS	16
1.13.	ERADICATION OF CHILD LABOUR	19
1.14.	WELFARE BOARDS AND SOCIAL SECURITY SCHEMES	28
1.15.	CONSUMER PROTECTION	40
1.16.	TAMIL NADU INSTITUTE OF LABOUR STUDIES	44
1.17.	TAMIL NADU ACADEMY OF CONSTRUCTION [TAC]	45
1.18.	ACHIEVEMENTS IN 2016-17	46
2. DIRECTORATE OF INDUSTRIAL SAFETY AND HEALTH		
2.1.	ADMINISTRATIVE STRUCTURE	50
2.2.	ENFORCEMENT OF FACTORIES ACT AND OTHER LABOUR LEGISLATIONS IN FACTORIES	51
2.3.	INSPECTION OF FIREWORKS FACTORIES	53

SL. NO.	CONTENTS	PAGE NO.
2.4.	SPECIAL MOBILE TEAM FOR FIREWORKS FACTORIES	54
2.5.	TRAINING CENTRE FOR FIREWORKS WORKERS	56
2.6.	ERADICATION OF CHILD LABOUR IN FACTORIES	57
2.7.	ENQUIRY ON THE COMPLAINTS	58
2.8.	HAZARDOUS PROCESS INDUSTRIES	58
2.9.	SITE APPRAISAL COMMITTEE	59
2.10.	ENFORCEMENT OF BUILDING AND OTHER CONSTRUCTION WORKERS (RECS) ACT, 1996 & TAMIL NADU BUILDING AND OTHER CONSTRUCTION WORKERS (RECS) RULES, 2006 AND OTHER ALLIED LABOUR LAWS IN BUILDING AND OTHER CONSTRUCTION WORKS	60

SL. NO.	CONTENTS	PAGE NO.
2.11.	SPECIAL INITIATIVES FOR CONSTRUCTION WORKERS SAFETY TAKEN UP IN 2016-17	63
2.12.	HEALTH AND SAFETY PROMOTIONAL ACTIVITIES IN FACTORIES	64
2.13.	ENSURING PRESSURE VESSEL SAFETY	67
2.14.	GROUP PERSONAL ACCIDENT INSURANCE SCHEME	68
2.15.	SAFETY AWARD SCHEMES	69
2.16.	SPECIAL INITIATIVES DURING 2016-17	71
3. DEPARTMENT OF EMPLOYMENT AND TRAINING		
EMPLOYMENT WING		
3.1.	ORGANIZATIONAL SET UP	76
3.2.	FUNCTIONS OF EMPLOYMENT OFFICES	79

SL. NO.	CONTENTS	PAGE NO.
3.3.	REGISTRATION AND PLACEMENT	80
3.4.	CAREER GUIDANCE	81
3.5.	COACHING CLASSES (STUDY CIRCLES)	83
3.6.	NATIONAL CAREER SERVICE (NCS)	84
3.7.	PRIVATE SECTOR PLACEMENT ASSISTANCE CELLS AND JOB FAIRS	86
3.8.	UNEMPLOYMENT ASSISTANCE	88
3.9.	SPECIAL CELLS FOR DIFFERENTLY ABLED	90
3.10.	COACHING CUM GUIDANCE CENTRE FOR SCHEDULED CASTE AND SCHEDULED TRIBE	91
3.11.	SPECIAL VOCATIONAL GUIDANCE CENTRE FOR TRIBALS AT UDHAGAMANDALAM	93
3.12.	ACHIEVEMENTS IN 2016-17	94

SL. NO.	CONTENTS	PAGE NO.
TRAINING WING		
3.13.	ADMINISTRATIVE STRUCTURE	101
3.14.	LONG TERM SKILL TRAINING	101
3.15.	ADMISSION IN ITIs THROUGH ONLINE COUNSELLING	106
3.16.	INDUSTRIAL SCHOOLS	106
3.17.	STATE COUNCIL FOR VOCATIONAL TRAINING (SCVT)	107
3.18.	SHORT TERM SKILL TRAINING	108
3.19.	OTHER SCHEMES	109
3.20.	APPRENTICESHIP TRAINING	111
3.21.	TRADE TESTS, QUALITY ASSURANCE AND CERTIFICATION	116
3.22.	WEB-ENABLED CERTIFICATE VERIFICATION	120

SL. NO.	CONTENTS	PAGE NO.
3.23.	STATE EXAMINATION CELL	121
3.24.	GOVERNMENT WELFARE SCHEMES FOR ITI TRAINEES	121
3.25.	SPECIAL INITIATIVES IN 2016-17	122
4. TAMIL NADU SKILL DEVELOPMENT CORPORATION		
4.1.	STATE NODAL AGENCY	126
4.2.	QUALITY STANDARDIZATION AND	127
4.3.	SKILL CERTIFICATION	128
4.4.	CORE COMMITTEE FOR IMPLEMENTING NSQF STANDARDS	128
4.5.	KEY SECTORS IDENTIFIED FOR SKILLING	129
4.6.	PUBLIC AND PRIVATE PARTNERSHIP IN SKILL DEVELOPMENT	130

SL. NO.	CONTENTS	PAGE NO.
4.7.	MOBILIZATION OF CANDIDATES THROUGH SKILL FAIRS	130
4.8.	RECOGNITION OF PRIOR LEARNING (RPL)	131
4.9.	NEW INITIATIVES	132
4.10.	PARTNERSHIP WITH RASHTRIYA UCHCHATAR SHIKSHA ABHIYAN (RUSA) FOR SKILLING STUDENTS IN ARTS AND SCIENCE COLLEGES	139
5. OVERSEAS MANPOWER CORPORATION LIMITED		
5.1.	SHARE CAPITAL	140
5.2.	REGISTRATION	140
5.3.	DEPLOYMENT	141
5.4.	ACTIVITIES OF OMCL	141
5.5.	FINANCIAL DETAILS	142
5.6.	ACHIEVEMENTS	143

SL. NO.	CONTENTS	PAGE NO.
6. DIRECTORATE OF MEDICAL AND RURAL HEALTH SERVICES (ESIS)		
6.1.	SCHEME FUNDING	145
6.2.	ELIGIBILITY CRITERIA FOR ENROLMENT	145
6.3.	ADMINISTRATIVE SET UP OF ESI SCHEME	146
6.4.	NETWORK OF ESI HOSPITALS AND DISPENSARIES	147
6.5.	AYUSH UNITS UNDER ESI SCHEME	148
6.6.	BENEFITS OF ESI SCHEME	149
6.7.	HOSPITAL DEVELOPMENT COMMITTEE	155
6.8.	REIMBURSEMENT OF MEDICAL EXPENSES INCURRED IN PRIVATE HOSPITALS BY THE ESI BENEFICIARIES	156
6.9.	EXTENSION OF ESI SCHEME	157

LABOUR AND EMPLOYMENT DEPARTMENT

1. LABOUR DEPARTMENT

The Labour Department is committed to regulate the employment conditions at work places to ensure safe and conducive working conditions for every employed person. The Government recognizes that the safety, health and economic well-being of workers have a positive impact on industrial productivity including economic and social development of the State. The department firmly believes in industry friendly and labour sensitive approach in enforcement of labour laws and settlement of disputes moving towards complaint based inspections, minimizing the burden of maintenance of records by simplification of forms for filing of returns, promoting 'ease of doing business' through online portal and enhancing working relationship between the

employer and employee. Ensuring safety and welfare of temporary workers engaged in difficult occupations including interstate migrant construction workers is an important mandate for the department.

1.1. Functions

Enforcement of various labour enactments to protect the rights of workers, resolution of industrial disputes to maintain industrial harmony, eradication of child labour to protect child rights, enforcement of Legal Metrology Act for safeguarding the consumer interests and administering social security schemes including those in the unorganised sector are the prime activities of the department.

The department has embarked on the process of creation of an exclusive portal to facilitate 'ease of doing business' with facilities for registration, licensing and filing of returns

under various labour legislations and Legal Metrology Act online.

1.2. Administrative Structure

In order to enforce the various labour laws towards the protection of rights and implementation of welfare schemes, the Labour Department headed by the Commissioner of Labour is functioning with 568 officers and 2180 staff. This department has one Additional Commissioner of Labour, 12 Joint Commissioners of Labour, 16 Deputy Commissioners of Labour, 24 Assistant Commissioners of Labour, 100 in the cadre of Labour Officer, 70 Deputy Inspectors of Labour, 220 Assistant Inspectors of Labour, 20 Statistical Inspectors, 101 Stamping Inspectors, two Assistant Surgeons (Plantations), one Accounts Officer and one Public Relations Officer.

1.3. Industrial Relations

Harmonious industrial relation rests on the premise of addressing the grievances of workers and solving their problems at work place to avoid man-hour loss and improve productivity with the support of a satisfied workforce. The conciliation machinery strives to settle the disputes that arise between the diversified workforce coming from within and outside the State, engaged in various kinds of working arrangements with employers, in such a way, that solution is mutually beneficial to both the parties.

1.4. Conciliation

The conciliation function is the cornerstone for sound industrial relations and enables finding effective solutions to industrial disputes. The Industrial Disputes Act, 1947 was enacted to make provisions for the investigation and

settlement of industrial disputes amicably. The conciliation officers of Labour department strive to settle industrial disputes that arise between employers and employees for maintaining industrial peace and harmony. A total of 3,645 cases were resolved out of 4,592 such disputes of which 1,763 industrial disputes were settled amicably during the year. The conciliation officers took immediate efforts to avert and resolve simmering issues in industries, 15 strikes and two lock-outs were diligently averted.

1.5. Labour Courts and Industrial Tribunals

The special adjudicating bodies, like Labour Courts and Industrial Tribunals issue awards on labour related matters and industrial disputes as specified in the second schedule of the Industrial Disputes Act, 1947.

There are 13 Labour Courts and one Industrial Tribunal in Tamil Nadu to adjudicate upon the industrial dispute cases which have not been amicably settled through the conciliation process. Chennai has four Labour Courts, Vellore and Coimbatore have two each and Salem, Cuddalore, Tiruchirappalli, Madurai, and Tirunelveli have one each. These adjudicating forums pave way for quick disposal of the disputes for the benefit of all sector workers in various industries. During the year 2016, the Labour Courts have disposed 1,733 cases.

An Industrial Tribunal at Chennai adjudicates upon matters specified in the third schedule appended to the Industrial Disputes Act, 1947. In the year 2016, the Tribunal has disposed 46 cases.

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

The Industrial Employment (Standing Orders) Act, 1946 was enacted to specifically define conditions of employment to confer the status of workmen by requiring the employer to clearly define the working conditions in order to safeguard the workers' rights and ensure transparency in matters as appended to the schedule of the Act. The certified standing orders issued by the certifying authority, not only promote good industrial relations, but also binding on both the parties. During 2016-17, certified standing orders were instituted in 409 units.

1.7. The Trade Unions Act, 1926

The Trade Unions Act, 1926 guarantees the right to form, register and ensure proper functioning of the trade unions. As on 31.03.2017, the additional registrars of trade

unions have registered 13,308 trade unions. In this year, 171 trade unions were newly registered.

1.8. Enforcement of Labour Legislations

The Labour Department is mandated to enforce various labour legislations enacted by the Central and State Governments. The enforcement officials of this department conduct inspections and organise special drives periodically in order to ensure that the objects enshrined in the statutes are complied by the various establishments and statutory requirements related to the rights of workers and interests of the consumers are protected.

1.9. Enforcement of Regulatory laws

1.9.1. The Tamil Nadu Shops and Establishments Act, 1947

The Tamil Nadu Shops and Establishments Act, 1947 was enacted to regulate the service

conditions, working hours, weekly holiday, leave wages, removal from service by the employer in an unilateral and unfair manner, relieving from service, break in service, etc., of the workers employed in shops, establishments, theatres and other commercial establishments. In order to augment the business potential and enhance employment opportunities, a progressive step was taken by the Government in the year 2016 to permit business establishments to operate for all the 365 days in a year by relaxing the rules relating to weekly holiday without violating the statutory rules and regulations.

During this year, amendments to Section 41(2) and Section 45 of the Tamil Nadu Shops and Establishments Act, 1947 were carried out. With the amended provision under Section 41, the aggrieved employee can seek a remedy for reinstatement with back wages or any other relief in-lieu of reinstatement. Section

45 has enhanced the penalty to have a positive impact on the employers to comply with the law.

During the year, 2,76,834 inspections were made in 3,19,697 shops and other establishments. In 23,623 establishments contraventions were noticed and a sum of Rs.24.19 lakh has been collected as compounding fee.

1.9.2. The Tamil Nadu Catering Establishments Act, 1958

The Tamil Nadu Catering Establishments Act, 1958 has been enacted to regulate the service conditions, weekly holiday, working hours, leave with wages, overtime wages, etc., of the workers employed in the hotels and catering establishments. As on 31.03.2017 under this Act, 32,704 catering establishments have been registered and a sum of Rs.18.85 lakh has been collected as fees towards registration, renewal and amendments.

Further, Combined Annual Return has been introduced to facilitate ease of doing business. During 2016-17, inspections were made in 35,110 places and 6,573 contraventions have been noticed and a sum of Rs.7.23 lakh has been collected as compounding fee.

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

The Tamil Nadu Industrial Establishment (National and Festival Holidays) Act, 1958 was enacted to prescribe granting of national and festival holidays with full wages to the workers in the industrial and other establishments in Tamil Nadu as a statutory obligation. During this year, officers of this department have made 90,100 inspections, noticed 9,327 contraventions and collected a sum of Rs.25.90 lakh as compounding fee.

1.9.4. The Motor Transport Workers Act, 1961

The Motor Transport Workers Act, 1961 has been enacted to safeguard and regulate the working conditions of the workers in the motor transport sector. There are 3,150 registered motor transport establishments which are employing 1,43,838 workers.

During 2016-17, a sum of Rs.29.98 lakh has been collected as fees towards registration, renewal and amendments. Further, Combined Annual Return has been introduced to facilitate ease of doing business. In this period 5,206 inspections were carried out; 832 contraventions were noticed and a sum of Rs.2.41 lakh has been collected as compounding fee.

1.9.5. The Plantations Labour Act, 1951

In view of distinctive nature of work and difficult working conditions, the Plantations

Labour Act, 1951 was enacted to safeguard the welfare and ensure basic amenities like education, housing, medical assistance, creche, etc., to the workers in plantations. The plantations play a leading role in providing job opportunities to women workers. This Act is applicable to the plantation crops like tea, coffee, rubber, cinchona or cardamom, in an extent of 5 hectares or more and employ 15 or more workers. A total of 2,223 plantations covering an area of 62,001 hectares are in the State. There are 681 registered plantations with an area of 54,323 hectares and 1,542 unregistered plantations with an area of 7,678 hectares. The total number of workers in plantations is estimated to be 56,359 of which 22,318 are women and 34,041 are men.

During the year, the Government have introduced Combined Annual Return to facilitate 'ease of doing business' and has inserted new

provisions on safety aspects to protect the plantation labour.

To enforce the Plantations Labour Act and allied legislations, there are 10 offices of Inspector of Plantations functioning at Ooty, Coonoor, Gudalur, Panthalur, Kothagiri, Valparai, Yercaud, Batlagundu, Theni and Nagercoil. During this year, the Inspectors of Plantations have conducted 3,011 inspections and 65 cases have been disposed by the magisterial courts and a sum of Rs.2.41 lakh was imposed as fine.

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

The Tamil Nadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981 was enacted to curb denial of various statutory and non-statutory benefits to the temporary workers, which are provided to the permanent workers. This Act aims to ensure

permanent status to the workmen who have rendered continuous service of 480 days within a period of 24 calendar months in an employment.

During 2016-17, the Inspectors of Labour have conducted 2,000 inspections and issued orders in 196 claim petitions.

1.10. Other Regulatory Laws

The other regulatory labour enactments enforced by this department are as follows:

1. The Working Journalists and other Newspaper Employees [Conditions of service and Miscellaneous Provisions] Act, 1955
2. The Beedi & Cigar Workers [Conditions of Employment] Act, 1966
3. The Contract Labour [Regulation and Abolition] Act, 1970
4. The Sales Promotion Employees [Conditions of Services] Act, 1976

5. The Inter-state Migrant Workmen [Regulation of employment and conditions of service] Act, 1979

1.11. Laws relating to wages

To ensure timely disbursement of salary to the employees, equal rates of wages to men and women workers and prohibit unauthorised deductions from the salary, the following Acts are enforced:

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

1.12. Social Security Laws

1.12.1. The Employees' Compensation Act, 1923

The Employees' Compensation Act, 1923 imposes statutory liability upon the employer to discharge his moral obligation towards employees by providing financial compensation

in case of accidental injury, loss of earning capacity and compensation to the dependents of the deceased worker in the event of death during the course of employment.

The compensation amount awarded by the Commissioner under Employees Compensation Act has to be deposited by the employers / insurance companies with Deputy Commissioners of Labour who are designated as Commissioners under this Act to be paid to the claimants. In case of default in depositing the amount awarded, action to recover the amount from the employer is taken under the provisions of the Revenue Recovery Act.

During 2016-17, a total of 2,730 cases have been disposed and orders issued to pay a compensation of Rs.47.81 Crore.

1.12.2. The Payment of Gratuity Act, 1972

The gratuity amount is being paid by the employers to their workers as a reward for the loyal contribution made by them during the service. The gratuity is paid to the employee on superannuation / retirement or resignation or death or disablement due to accident or disease.

During 2016-17, the controlling authorities have disposed 3,266 claims and a sum of Rs.37.97 Crore was ordered as gratuity to be paid to the claimants and the appellate authorities also disposed off 228 petitions.

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

The Tamil Nadu Payment of Subsistence Allowance Act, 1981 a State legislation provides subsistence allowance to the suspended workers, during pendency of the disciplinary proceedings, for their livelihood, as a measure of social security.

During the year, an amendment to Section 2(a)(ii) of the Tamil Nadu Payment of Subsistence Allowance Act, 1981 was carried out. With this amended provision, a person who is employed in a supervisory capacity and draws wages not exceeding fifteen thousand rupees per mensem is eligible to get subsistence allowance.

During 2016-17, the authorities notified under the Act have disposed 180 claims and a sum of Rs.1.18 Crore was ordered as subsistence allowance to the claimants and appellate authorities disposed off 16 petitions.

1.13. Eradication of Child Labour

The State Government is in the forefront in ensuring the rights and welfare of children and is fully aware that denial of education to the children in the early age, affects not only growth and development of the child, but the entire

society. The concerted efforts of the Government have resulted in perceptible decline in the number of child labour in Tamil Nadu. The State adopts an integrated multi-pronged approach for elimination of child labour through convergence of efforts of various departments and support of civil society / Non-Governmental organisations.

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

The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and the Allied Acts prohibiting employment of children are implemented in the State by the officers of Commissionerate of Labour and Directorate of Industrial Safety and Health.

1.13.2. New Amendments with effect from 1.9.2016

- Child Labour (Prohibition & Regulation) Act, 1986 substituted by the Child and Adolescent Labour (Prohibition & Regulation) Act, 1986.
- “Adolescent” means a person who has completed his fourteenth year of age but has not completed his eighteenth year.
- No children below 14 years shall be employed or permitted to work in any occupation or process.
- No adolescent shall be employed or permitted to work in any of the hazardous occupations set forth in the Schedule.
- A child helping family members after school hours in a family enterprises is exempted.
- Special exemption is given to child artists, singers and sports persons to exhibit their talents.
- Imprisonment for a term which shall not be less than six months may extend to two years or with fine not less than Rs.20,000/- may extend to Rs.50,000/- or with both.

- Parent or guardian having been convicted of an offence for engaging children for work, commits a similar offence afterwards, he / she shall be punishable with a fine which may extend to ten thousand rupees.

1.13.3. Enforcement

A multi-department District Level Task Force is functioning under the chairmanship of the District Collector to reinforce the enforcement activities. In the eradication of child labour, strict enforcement of provisions of the Act plays a pivotal role. The Acts prohibiting employment of children in the State are enforced by the Inspectors of Labour and officers of the Directorate of Industrial Safety and Health. They are:

1. The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986
2. The Factories Act, 1948
3. The Motor Transport Workers Act, 1961

4. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966
5. The Tamil Nadu Shops and Establishments Act, 1947
6. The Tamil Nadu Catering Establishments Act, 1958
7. The Plantation Labour Act, 1951.

During 2016-17, inspections were carried out statewide in 1,77,715 establishments by District Level Task Force and enforcement officials of Labour Department. The teams noticed 39 violations and prosecutions were launched in eight cases. A fine of Rs.1,30,025/- has been imposed. At the time of inspections, 42 child labourers were rescued, seven children were enrolled in Special Training Centers of National Child Labour Project (NCLP) and the remaining 35 children were handed over to Child Welfare Committees / Shelter homes or to their parents.

1.13.4. Status of Child Labour

Due to effective enforcement, rescue and rehabilitation measures taken by the Government, the number of child workers has reduced to 1.51 lakh in 2011 census as against 4.19 lakh in the 2001 census. SSA conducts survey of school age children every year during the month of May–June and the recent survey shows that the number of out of school children due to economic compulsion is declining.

1.13.5. Awareness Generation

All District level and State level fairs, Government functions and forums are used as a platform to create awareness and encourage participation of all stakeholders for the eradication of child labour. The International Anti Child Labour Day is being observed every year at the State and District level on June 12th to create awareness among the general public against child labour. Every year, in the All India

Industrial and Tourism Trade Fair held at Island Grounds, Chennai, various awareness generation activities such as signature campaign, distribution of pamphlets and administering of pledge against employment of child labour is taken up in the pavilion earmarked for this department.

1.13.6. National Child Labour Project (NCLP)

In Tamil Nadu, the National Child Labour Project (NCLP) funded by the Government of India is implemented in 15 Districts viz., Chennai, Coimbatore, Dindigul, Dharmapuri, Erode, Krishnagiri, Kancheepuram, Namakkal, Thoothukudi, Tirunelveli, Tiruchirapalli, Tiruvannamalai, Salem, Vellore and Virudhunagar. The NCLP society is headed by the District Collector, who is the Chairperson of the District Child Labour Monitoring Committee. A stipend of Rs.150/- per month, educational

materials, free uniform, free medical check-up etc., are provided to children supported by NCLP.

1.13.7. Benefits and Welfare Schemes by State Government

The State Government provide benefits such as free uniforms, text books, school bag, charts, atlas, geometry box, crayons, chappals, free bus pass and mid-day meals with five eggs per week to all NCLP children in special training centers. The State Government enhanced the monthly cash assistance provided to the erstwhile child labour from NCLP schools to pursue higher education from Rs.250/- to Rs.500/-. During the academic year under this scheme, 900 students have benefited to the tune of Rs.54.00 lakh.

Currently, 324 special training centers are functioning in the 15 National Child Labour

Project (NCLP) districts in which 8,156 rescued child labourers are studying. During 2016-17, the number of children mainstreamed into regular schools was 3,207. From the inception of the project 1,04,962 children from special training centres have been mainstreamed into regular schools.

1.13.8. Abolition of Bonded Labour System

The Bonded Labour system (Abolition) Act, 1976 was enacted to eradicate the prevalence of Bonded Labour system. The Adi Dravidar and Tribal Welfare Department, as the State nodal department was enforcing the provisions of Bonded Labour Abolition Act through the Revenue department officials and providing financial assistance for the release and rehabilitation of bonded labourers.

The Ministry of Labour and Employment, Government of India has formulated the

'Revised Bonded Labour Rehabilitation Scheme' a Central Sector Scheme (CSS) in May 2016 for the release and rehabilitation of bonded labourers. The new forms of bonded debts found among labourers engaged in various occupations along with the new scheme of Government of India have led to the Department of Labour being designated as the State nodal department for bonded labour in December 2016. A State Nodal Officer has been appointed for co-ordinating and monitoring the release and rehabilitation of bonded labourers in the State.

1.14. WELFARE BOARDS AND SOCIAL SECURITY SCHEMES

1.14.1. Tamil Nadu Labour Welfare Board

Tamil Nadu Labour Welfare Fund Act, 1972 was enacted by the Government of Tamil Nadu and the Board was constituted in the year 1975 to create a fund for ensuring social security of the workers and their dependents in

the organised sector. The employers of factories, plantations, motor transport undertakings, shops and catering establishments etc., contribute Rs.20/- per worker per year and the employees contribute Rs.10/- towards the fund. The Government also contributes Rs.10/- per worker every year. The labour welfare fund also receives the fine imposed by the courts and compounding fee collected by the enforcement authorities for violation of various labour enactments.

The welfare schemes like educational assistance, educational incentives to rank holders, allowances for books, basic computer training and assistance for marriage, spectacles, typewriting / short-hand training, hearing aid, artificial limbs, tri-cycle, natural death assistance, accidental death assistance, funeral expenses etc., are provided by the Tamil Nadu Labour Welfare Board for its members and their

dependents. Pre-school, tailoring classes and reading rooms are run in various parts of the State by 42 welfare centres for the members of the board. An accidental death assistance of rupees one lakh and natural death assistance of Rs.25,000 are extended to the dependants of the organized labourers.

Special treatment for TB patients in various sanatoria, holiday homes for workers, rest houses for trade unions are unique schemes of this Board. "Uzhaippavar Ulagam" is a monthly magazine published by the Board to provide important information relating to court rulings and labour laws for the benefit of employees and employers. During 2016-17, financial assistance to the tune of Rs.91.55 lakh has been given to 16,043 workers and their dependants.

1.14.2. Unorganised Workers' Welfare Boards

The Government of Tamil Nadu is one of the first States to have enacted the Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982 for providing social security to the unorganised workers in 69 categories of employments specified in the Schedule appended to the Act. The State is a forerunner in formulating welfare schemes for the members registered with the 17 unorganised workers' welfare boards.

The Government has constituted 17 unorganised workers' welfare boards as below:

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 Powerloom Weaving Workers Welfare Board.
16	Tamil Nadu Street Vending and Shops and Establishments Workers Welfare Board
17	Tamil Nadu Cooking Food Workers Welfare Board

(i) Functions of Unorganised Workers' Welfare Boards

District Labour Officers (Social Security Scheme) are the field units of the unorganised welfare boards available in all the 32 districts. They are entrusted with the responsibility of registration, renewal and processing of claim applications and disbursement of welfare scheme assistances to the beneficiaries.

To monitor the functioning of the district offices and ensure timely disbursement of welfare scheme benefits, a district monitoring committee headed by the District Collector with district representatives of various line departments, employees and employers representatives has been created.

The Labour offices (SSS) in the Districts and head offices of the unorganised workers welfare boards at Chennai have been computerised. The data entry for registration, renewal and claim applications and data management is done through a web based software. Identity cards are issued in the form of a passbook with personal details and computer generated image of the worker captured through the web camera installed in the district offices. With a view to achieve greater transparency in delivery of service, all the welfare scheme assistances are directly transferred to the bank

accounts of the beneficiaries / registered manual workers through Reserve Bank of India Electronic Clearance System (RECS) mode.

(ii) Source of Funds

The Tamil Nadu Construction Workers Welfare Board receives contribution in the form of cess at the rate of 1% of the total estimated cost of the building or proposed construction work. An amount of Rs.459.11 Crore has been received as cess in the year 2016-17.

The Tamil Nadu Unorganised Drivers Welfare Board receives the additional tax collected for every commercial motor transport carrying passengers or goods on roads at the rate of 1% under the Tamil Nadu Motor Vehicle Taxation Act, 1974. An amount of Rs.10.52 Crore has been received as additional tax in the year 2016-17.

Whereas, the Tamil Nadu Manual Workers Social Security and Welfare Board and 14 other

Welfare Boards receive Government grants for implementing various welfare schemes. The budget allocation for the year 2016-17 was Rs.70.00 Crore.

(iii) Types of Welfare Scheme Assurances

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

Sl. No	Types of Assurance	Amount (in Rs.)
1	Personal Accident Relief a. Accidental death b. Accidental disability (based on extent of disability) c. Artificial limbs and wheel chair d. Accidental death at work site (both for registered and unregistered construction workers)	1,00,000/- Upto 1,00,000/- At the rate fixed by Tamil Nadu Differently Abled Persons Welfare Board 5,00,000/-
2	Natural death assurance	15,000/-
3	Funeral expenses assurance	2,000/-
4	Educational assurance	
	a) 10 th std. studying-Girl children only	1,000/-

	b) 10 th std. passed	1,000/-
	c) 11 th std. studying - Girl children only	1,000/-
	d) 12 th std. studying - Girl children only	1,500/-
	e) 12 th std. passed	1,500/-
	f) Studying regular Bachelor degree course Day scholar Hosteller	1,500/- 1,750/-
	g) Studying regular Post Graduate Course Day scholar Hosteller	4,000/- 5,000/-
	h) Studying regular Professional Course Day scholar Hosteller	4,000/- 6,000/-
	i) Studying regular Post Graduate Professional Course Day scholar Hosteller	6,000/- 8,000/-
	j) Studying ITI or Polytechnic course Day scholar Hosteller	1,000/- 1,200/-
5	Marriage Assistance (a) for men (b) for women	3,000/- 5,000/-
6	Maternity assistance Delivery 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 (Construction Workers)	400/-Per month

(iv) Performance of 17 Unorganised Workers Welfare Boards

(a) Cumulative achievements of welfare boards from the inception upto 31.03.2017

Sl. No.	Name of the Board	Registration (in Lakh)	Beneficiaries (in Lakh)	Amount (Rs. in Crore)
1	Tamil Nadu Construction Workers Welfare Board	27.00	12.69	413.61
2	Tamil Nadu Unorganised Drivers Welfare Board	2.02	0.92	24.24
3	Tamil Nadu Manual Workers Social Security and Welfare Board and 14 other welfare boards	39.72	25.23	622.63
Total		68.74	38.84	1060.48

(b) Achievements of Unorganised Workers Welfare Boards in 2016-17

Sl. No.	Name of the Board	Registration (in lakh)	Beneficiaries (in Lakh)	Amount (Rs. in crore)
1	Tamil Nadu Construction Workers Welfare Board	1.11	1.66	71.41
2	Tamil Nadu Unorganised Drivers Welfare Board	0.07	0.14	4.49
3	Tamil Nadu Manual Workers Social Security and Welfare Board and 14 other welfare boards	1.06	1.58	58.69
Total		2.24	3.38	134.59

(v) Special schemes for construction workers

- ❖ Tamil Nadu became forerunner in registering the inter-state migrant workers engaged in construction work in Tamil Nadu Construction Workers Welfare Board.
- ❖ The personal accident relief in case of death at worksite of a registered / unregistered construction worker was enhanced from Rs.1,00,000/- to Rs.5,00,000/-.
- ❖ Provision of health facilities for the benefit of construction workers at the work sites through mobile health clinics.
- ❖ Providing transport facilities to the children of the construction workers from the place of stay / work sites to attend regular / SSA schools.
- ❖ Dormitory for temporary accommodation of construction workers, with all facilities; first dormitory constructed in Ezhichur, Kanchipuram District.
- ❖ Anganwadi facility to the children of construction workers to address their nutritional and developmental needs is being implemented in co-ordination with ICDS Department.

1.15. CONSUMER PROTECTION

1.15.1. The Legal Metrology Act, 2009

The Legal Metrology Act, 2009 was enacted by the Government of India to regulate the transaction of goods and services which are sold or distributed by weight, measure or number in trade and commerce. This regulatory Act is enforced by the notified officers of Labour Department. The Legal Metrology wing is functioning under the Commissionerate of Labour. Legal Metrology officers make periodical inspections in shops and other establishments to enforce the Legal Metrology Act to protect the interest of the consumers and public, against the fraudulent trade practices. The Deputy Commissioner of Labour (Inspections), Chennai has been notified as Controller of Legal Metrology for the State of Tamil Nadu. There are 315 Legal Metrology Officers in the State who inspect, verify and stamp the weighing and

measuring instruments and issue verification certificates.

During the year, 3,12,282 establishments were inspected and an amount of Rs.30.01 Crore has been collected as stamping fee and Rs.1.03 Crore collected as compounding fee under the Legal Metrology Act.

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

All manufacturers, packers and importers of goods and commodities have to make certain declarations like net content, maximum retail price, address of manufacturing unit etc., on the packing material or in the labels of packed commodities. For this purpose, they have to obtain registration certificate under the provisions of this Rule. The purpose is to protect the consumers from being charged in excess of the Maximum Retail Price and also make

available other information to protect consumer interests.

During the year, 1,20,451 inspections were made and Rs.75.71 lakh was collected as compounding fee. A sum of Rs.1.73 lakh has been collected as registration fee for issue of Registration Certificate for packing of commodities.

1.15.3. Legal Metrology Complaint Tracking System (LMCTS) Mobile Application

To achieve the prime objective of Legal Metrology Act, of ensuring correct sale prices as per declared MRP and accuracy in all weights and measures used in trade and commerce in order to safeguard and protect the interests of the consumers, Legal Metrology Complaint Tracking System (LMCTS), a user friendly mobile application has been developed for the first time in India, at a cost of Rs.26.30 lakh. The Mobile

App is intended to create awareness among the consumers on the provisions of the Act and also redress their grievances on weights and measures and packaged commodities quickly. Consumers can download the mobile application (LMCTS) from Google Play Store and upload their complaints, track action and final outcomes easily.

A short film to create awareness among public and consumers on Legal Metrology Act and Rules and LMCTS Mobile App is being developed and will be launched shortly. This awareness film will be broadcast in Tamil Nadu Arasu Cable TV, local cable networks, DIPR publicity vans and projected for public viewing at consumer awareness programs, Government exhibitions, fairs etc.

1.16. TAMIL NADU INSTITUTE OF LABOUR STUDIES

The Tamil Nadu Institute of Labour Studies was established in the year 1973 as a part of the labour department to conduct academic courses, impart training for officials of Labour Department and the representatives of Trade Unions and employers and organise tripartite consultations on labour issues and labour reforms. It was registered as a society in the year 1987 and is now functioning as an autonomous institution since 1988. The Government of Tamil Nadu gives annual grants-in-aid for the administration of the institute and a grant of Rs.2.17 Crore was released in 2016-17.

In view of rapid industrialisation in Tamil Nadu, with a view to cater to the increasing need for experts in the field of Labour Management and Human Resource Management,

the Institute conducts regular academic courses (i.e.) B.A. (Labour Management), M.A. (Labour Management) and 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 through smart class rooms. Erstwhile students of TILS are well placed in Central and State Government Labour Departments and public/ private sector as Human Resource executives. In this academic year, 229 students were enrolled in various courses and 2,668 persons participated in 24 seminars and training programmes conducted by this institute.

1.17. TAMIL NADU ACADEMY OF CONSTRUCTION (TAC)

The Tamil Nadu Academy of construction was established to provide various skill training courses to the construction workers and their

family members in construction and other related sectors. This academy focuses on new skill training, re-skilling and skill upgradation. The skill training is imparted in various construction trades such as, masonry, bar bending, plumbing, electrical, painting, carpentry, land survey, etc., through Government ITIs and private ITIs approved by the Directorate of Employment and Training under Modular Employable Skill training programme. TAC works closely with Tamil Nadu Skill Development Corporation in operationalizing the Recognition of Prior Learning (RPL) programme for certification of construction workers.

1.18. Achievements in 2016-17

- ❖ A short film to create awareness among the unorganised workers on the benefits of welfare schemes of welfare boards was released.

- ❖ Tamil Nadu has launched a web-based Legal Metrology Complaints Tracking System (LMCTS) mobile application to create awareness among the consumers in Legal Metrology Act and Packaged Commodities Rules and to redress their complaints.
- ❖ Integrated labour office complexes with Legal Metrology Laboratory has been constructed in Cuddalore, Salem, Namakkal, Dharmapuri, Karur, Nagapattinam and Erode districts.
- ❖ A toll free number cum multi-lingual assistance centre for the benefit of unorganised workers and inter-state migrant workers, at a cost of Rs.9.95 lakh is ready for launch.
- ❖ A web portal is being developed at a cost of Rs.1.05 crore to enable the unorganised workers to register and get the welfare benefits easily and for builders and contractors to remit the cess amount payable to the Tamil Nadu Construction Workers Welfare Board online.

2. DIRECTORATE OF INDUSTRIAL SAFETY AND HEALTH

The abundant natural resources, infrastructure facilities, skilled manpower, conducive industrial atmosphere combined with the 'ease of doing business' initiatives of Government, have attracted many multinational companies to establish their manufacturing facilities in Tamil Nadu. The State has carved out a special place for itself as an industrial hub, with a strong presence in automobiles, automobile ancillary units, spinning mills, readymade garments, chemical, leather, electronics, fire and match works, cement, engineering units etc.,. The State is committed to industrial harmony by adopting a pragmatic approach to enforcement and sympathetic approach to safety and protection of workers in factories for sustainable industrial growth and development.

Directorate of Industrial Safety and Health enforces labour laws enacted by the Central and State Governments in factories and construction sites, provides safety training to the industrial workforce and monitors the occupational safety and health at the workplace. The functions of this Directorate involve multifarious activities envisaging the safety, health and welfare of the workers.

As on 31.3.2017 in Tamil Nadu, 42,082 factories have been registered under Factories Act, 1948 in which 21,20,462 workers are employed and 7,648 construction establishments have been registered under the Building and other Construction Workers (RECS) Act, 1996 in which 1,63,391 workers are employed.

The Directorate of Industrial Safety and Health, carries out the following activities:

- I) Enforcement of Factories Act, 1948 and Tamil Nadu Factories Rules, 1950 and other allied labour legislations in factories.
- II) Health and safety promotional activities in factories.
- III) Enforcement of Building and other Construction Workers (RECS) Act, 1996 and Tamil Nadu Building and other Construction Workers (RECS) Rules, 2006 and other allied labour legislations in construction establishments.

2.1. Administrative structure

The Directorate of Industrial Safety and Health has two divisions namely Factories Act enforcement division and Building and Other Construction Workers Act enforcement division headed by Director of Industrial Safety and Health.

- **Factories Act Enforcement Division** - consists of one Senior Additional Director, six Additional Directors, 31 Joint Directors, 55 Deputy Directors, 46 Assistant Directors, One Chief Medical Officer and eight Assistant Civil Surgeons.
- **Building and Other Construction Workers Act Enforcement Division** - consists of one Senior Additional Director, two Joint Directors, eight Deputy Directors and 16 Assistant Directors.

2.2. Enforcement of Factories Act and other labour legislations in factories

The main function of this Directorate is to conduct periodic inspections of factories to ensure compliance of safety, health and welfare measures stipulated under the Factories Act and other allied labour laws. To minimize the frequency of inspections and to enable the entrepreneurs to have full concentration on

production, the periodicity of inspections in factories is regulated as given below:

- (i) Factories certified as Small Scale Industries and not engaged in dangerous operations and hazardous processes are inspected once in five years, provided no accident occurs or no complaint is received either from the workers or from the Trade Unions.
- (ii) Factories certified as Small Scale Industries but engaged in dangerous operation, hazardous processes and Non-SSI units are inspected once in every six months as the safety and health aspects in the hazardous processes and dangerous operations have to be ensured through regular monitoring.
- (iii) Match and fire works factories are inspected once in every four months in order to minimize the occurrence of fire accidents and explosions in these factories and also to ensure no child labour is employed.
- (iv) In addition to regular inspections, special, holiday and check inspections

are also carried out to ensure compliance of safety, health and welfare provisions.

In the year 2016–17, 38,140 inspections were carried out in factories to ensure safety, health and welfare provisions for the workers.

2.3. Inspection of Fireworks Factories

All the chemicals used in the manufacture of fireworks, the intermediate products and the final end products are dangerous in nature and they pose a serious threat to the life and safety of the workers, if the requisite safety procedures are not strictly followed. These factories have to be inspected once in every four months to ensure safety of workers and also educate the managements of fireworks factories and workers on safe handling and working methods. During this year, 588 cases have been filed against the erring fireworks factory managements and a sum of Rs.21,22,500/- was imposed as fine amount by the courts.

In Virudhunagar district, during the festival season, special squads are formed along with other department officials like Revenue, Police, Fire and Rescue Services etc., to keep a vigil on fireworks manufacturing units. During these squad inspections, the safe storage and handling of dangerous materials in Fireworks factories are monitored. Legal actions were initiated against the factory managements for the violations noticed during the inspections and prohibition orders were issued to serious violations noticed in the factories.

During the year, 598 squad inspections were conducted.

2.4. Special Mobile Team for Fireworks factories

Fireworks factories are not only dangerous, but also labour intensive. In Virudhunagar, a Mobile Team headed by an Additional Director has been formed exclusively for inspecting Fireworks factories since a large

number of Fireworks units are operating in that District. This has been envisaged to give further thrust on enforcing safety provisions to ensure safe working conditions. This Mobile Team conducts surprise inspections to ensure the safety of workers and also it educates the workers and the managements on safe working procedures in factories.

After the creation of Mobile Team, the managements as well as the workers of Fireworks factories have become more acquainted with the safety procedures. Since 2013, the squad has conducted 1,773 inspections and initiated legal actions against the erring managements.

During 2016-17, 50 cases have been filed against the managements and a sum of Rs.10,31,000/- was imposed as fine by the courts.

2.5. Training Centre for Fireworks Workers

The workers employed in the Fireworks factories are mostly illiterate and they are not aware of safe working methods and the properties of the chemicals resulting in a number of serious and fatal accidents. A Training Centre has been established in Sivakasi, to create awareness to foremen / supervisors on safety measures to be followed in the manufacturing of fireworks. The Centre imparts specific training on the following safety aspects:-

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

In this Training Centre, 27 batches of classes have been conducted benefitting 801 foremen. During 2016-17, one day training

programs were conducted in 40 sessions benefitting 1,395 workers.

2.6. Eradication of Child Labour in factories

Periodical inspections in factories are conducted by officials to prohibit the employment of children, as stipulated under Section 67 of the Factories Act, 1948. Further, squad inspections are also conducted in coordination with the officials of the departments of Revenue, Police and the staff of the National Child Labour Project every month. In 2016–17, 1,272 squad inspections were conducted in factories and 22 cases have been filed in the courts against the defaulting employers. A fine amount of Rs.5,13,000/- was imposed on the defaulting employers.

2.7. Enquiry on the Complaints

The complaints received by the Directorate from the workers, Trade Unions and public are given top priority, enquired immediately and action initiated to redress their grievances. During 2016–17, 560 complaints were enquired and disposed off.

2.8. Hazardous process Industries

The industries that use hazardous raw materials and / or chemicals likely to cause safety and health hazard to the persons engaged in storage and handling of the same and also result in the pollution of the environment are classified as major accident hazard units.

Factories Act, 1948 has listed 29 processes as hazardous processes. In the State, 144 units have been identified as major accident hazard units as on 31.03.2017.

During this year, the Directorate has received “On-site Emergency Plans” from 62 major accident hazard units, out of which 47 were recorded subject to certain conditions. In these factories, to assess the real time problem that may arise during emergencies, mock drills are conducted periodically under the supervision of the officers of the Directorate.

This year 131 mock drills have been conducted.

2.9. Site Appraisal Committee

The State Government has constituted a Site Appraisal Committee as stipulated under Factories Act, 1948 to advise the Government on the applications submitted by the hazardous process industries either for grant of initial permission or for expansion. This committee scrutinises the applications, analyses and advises the hazardous process industries to have safe environment and safe work practices right

from the inception. In the year 2016-17, the Site Appraisal Committee has considered 26 applications.

2.10. Enforcement of Building and other Construction Workers (RECS) Act, 1996 & Tamil Nadu Building and other Construction Workers (RECS) Rules, 2006 and other allied labour laws in Building and other Construction Works

The prime responsibility of the Building and other Construction Workers (BOCW) wing formed in 2013 is to ensure basic amenities, safety, health and welfare measures for the construction workers of the construction establishments as per the provisions of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Tamil Nadu Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2006. Apart from carrying out enforcement

activities the BOCW officials impart safety awareness training to builders, contractors and workers to improve safety and reduce the accidents at construction sites.

Till date, 7,648 construction establishments have been registered and safety and welfare facilities are ensured for the workers at work sites. The BOCW officials have been recently notified as Registering Officers and Licensing Officers to enforce the provisions of Contract Labour Act and Inter-State Migrant Workmen Act in building and other construction works vide G.O.(Ms).No.256, Labour and Employment Department, dated 23.12.2016 and G.O.(Ms).No.1, Labour and Employment Department, dated 03.01.2017.

During 2016-17, 1,161 construction establishments have been registered in which 1,387 inspections were conducted. Against defaulting establishments 178 cases have been

launched and fine amount of Rs.1,73,000/- has been imposed by courts.

Special squads have been formed for monitoring welfare facilities for workers in Building and Other Construction Works. Dedicated teams headed by Joint Director have been formed to monitor the provision of welfare facilities for the construction workers and these teams conduct inspections periodically in addition to regular inspections. During the year 2016-17, these teams inspected 315 sites and 40 cases were filed against the managements for non-provision of welfare facilities to the construction workers.

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

The construction sector is labour intensive and prone to accidents due to large scale employment of illiterate and migrant workers from other States and poor safety norms

followed by managements. To create safety awareness for the workers and employers of construction establishments, two safety awareness programmes are conducted every month by each Deputy Director of BOCW wing. The migrant workers are imparted safety training in their mother tongue.

2.11. Special Initiatives for construction workers safety taken up in 2016-17

- ❖ Tamil Nadu Construction Workers Welfare Board funds were utilized to create safety awareness for the construction workers and employers of construction establishments.
- ❖ Short film on construction safety, prototype pictorial safety display boards and '*Standard protocol for safe operating procedures at construction sites*' are being developed for imparting safety awareness among construction workers and managements.

In 2016-17, utilizing the funds allotted by the Tamil Nadu Construction Workers Welfare

Board, 94 safety classes were conducted benefitting 7,563 workers.

2.12. Health and safety promotional activities in factories

2.12.1. Health Promotion Functions

This Directorate has a medical wing with one Chief Medical Officer and eight Medical Officers, who are mandated to conduct periodical medical examination for the workers engaged in dangerous and hazardous processes and for the canteen workers and suggest clinical and other preventive measures to managements. The adolescent workers employed in certain factories are issued medical fitness certificates by the Medical Officers. The Medical Officers also accompany the child labour squad inspection teams for ascertaining the age of the child.

During the year 2016-17, medical officers have issued 44,670 medical examination certificates to the workers engaged in dangerous

and hazardous process industries and 11,824 medical certificates to the canteen workers and 31,489 fitness certificates to the adolescent workers.

2.12.2. Noise Level Monitoring

High noise pollution is prevalent in certain industries which is detrimental to the health of the workers. This Directorate monitors the noise produced with sound level meter and steps are taken to safeguard the workers from exposure to high decibel sounds. At the time of inspection, suitable instructions are given to the managements and wherever necessary, legal action is initiated.

2.12.3. Safety Awareness Promotion and Safety Training

The officers of this Directorate take rigorous efforts to minimise the occurrence of accidents through various safety promotional

activities like safety courses, safety awareness campaigns and safety drills. Three Safety Propaganda Committees have been constituted for Chennai, Madurai and Coimbatore regions and these committees periodically visit Chemical Factories, Fireworks, Tanneries and Bleaching & Dyeing units to review safety mechanisms and to explain the imminent hazards that the managements and workers are likely to face if adequate safety precautions are not followed in the industrial units.

During 2016–17, these committees have conducted 92 safety awareness campaigns benefitting 4,019 workers.

The Directorate also co-ordinates with National Safety Council and other Non-Governmental voluntary organizations involved in safety promotional activities in the conduct of safety seminars for creating safety awareness among the managements and all categories of workers. During 2016–17, eight

seminars were conducted and 1625 workers got benefitted.

Safety training classes are also periodically conducted by the officers of this Directorate in factory premises itself. This year, 516 training classes were conducted in which 24,375 workers benefitted.

2.13. Ensuring Pressure Vessel Safety

The officers of this Directorate, apart from enforcing the various provisions under the different labour laws are also entrusted with the responsibility of ensuring the operational safety of the pressure vessels installed in the factories. All the pressure vessels operating above atmospheric pressure excluding steam boilers coming under the purview of Indian Boilers Act are examined or tested externally once in every six months and internally once in a year or hydrostatically once in every two years or subjected to ultrasonic test once in every four years. In 2016-17, 1,19,275 external; 1,480

internal; 17,612 hydrostatic and 6,989 ultrasonic examinations have been conducted.

2.14. Group Personal Accident Insurance Scheme

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

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

2.15. Safety Award Schemes

2.15.1. State Safety Awards

State Safety Awards are presented to the managements every year, in recognition of their efforts in prevention of accidents and promotion of safety consciousness among workers and motivate the factory managements towards better safety standards and zero accidents. Under this scheme, every year, first, second and third prizes each of 90 are awarded to the managements of different categories based on

the performance of factories in reducing accidents.

The value of the award was enhanced in the year 2011, the value of the first prize silver shield awarded to managements have been enhanced from Rs.2500/- to Rs.5000/- for each shield and the value of the second prize silver shield awarded to managements have been enhanced from Rs.1500/- to Rs.4000/-.

The Honourable Minister for Labour gave away 126 State Safety awards to 77 factory managements at a function held on 06.05.2017.

2.15.2. Uyarnta Uzhaipalar Virudhugal

“Tamilaga Arasin Uyarnta Uzhaipalar Virudhugal” are awarded every year to motivate and recognise contributions of workers, who give valuable suggestions to improve productivity, working environments and safety standards in factories. In the year 2012, to recognise more

workers who contribute for safety and productivity, the number of awardees was increased from 24 to 43.

The Honourable Minister for Labour gave away 'Uyarntha Uzhaipalar Virudhugal' to 94 workers at a function held on 06.05.2017.

2.16. Special Initiatives during 2016–17

2.16.1. Online Monitoring Centre for Poisonous and Toxic Fumes

A monitoring centre for online monitoring of poisonous and toxic fumes released in the factories is being established in the office of the Director of Industrial Safety and Health. The real time evaluation of the concentration of poisonous and toxic fumes inside the factories will be monitored in this monitoring centre through a web based application. By this continuous monitoring, the excessive poisonous and toxic fumes if any, escaping in the working

area could be identified and hence immediate remedial measures can be taken by the factory managements for protecting the health of the workers and local people. Pilot trial run of this project is in progress in respect of certain identified hazardous factories.

2.16.2. Online portal for the Directorate of Industrial Safety and Health

An online web portal has been developed for the Directorate of Industrial Safety and Health and was launched by the Hon'ble Chief Minister of Tamil Nadu on 04.03.2017. This online portal will streamline the activities of this Directorate and facilitate 'ease of doing business'. The static contents of this web portal will provide safety norms and standards for various categories of works, National & International Safety Standards, organization chart and excerpts of various labour laws. The web content will benefit the workers,

management and the public. The web portal also has provisions for online filing of grievances of workers which will facilitate quick redressal.

The services of the Directorate made available online on this web portal, with e-payment facility, as applicable are as follows:

- Issue of license under Factories Act, 1948
- Approval of plans under Factories Act, 1948
- Registration of Establishment under Building and other Construction Workers (Regulation of Employment and Conditions of Services) Act, 1996
- Registration & Licensing under Contract Labour (Regulation and Abolition) Act, 1970
- Registration & Licensing under Interstate Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979
- Filing of Returns by Management under various labour laws
- Issue of Pressure Vessel Test Certificate

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

3. DEPARTMENT OF EMPLOYMENT AND TRAINING

EMPLOYMENT WING

The employment offices primarily focus on career guidance, career counselling and skill assessment to help students and unemployed youth to choose the right career and courses. To bring in proficiency and expertise in enhancing the employability of youth, all employment offices have been transformed into career centres. All employment offices also perform the usual functions, like registration of job seekers, renewal, updation and nomination of candidates to employers, which are done online through the web portal for greater transparency, efficiency and less hassle for the unemployed. National career service portal which is an integral part of national career service helps in making available job vacancies and profile of job seekers with job providers.

The collection and compilation of labour market information help in dissemination of career information to the unemployed youth and students visiting the career centres.

3.1. Organisational Set up

The Directorate of Employment and Training is headed by a Director, who is assisted by two Joint Directors, four Deputy Directors and other officials. The activities of the District employment offices and special offices are monitored by four Regional Joint Directors, one each at Chennai, Coimbatore, Madurai and Tiruchirappalli.

Every district has one employment office which registers candidates from illiterate upto degree level. In Chennai district, apart from one district employment office, two more employment offices namely, district employment office for technical personnel and district

employment office for unskilled are functioning. In Chennai, a special employment office is functioning exclusively for the differently abled. Apart from this, there is professional and executive employment office, one each functioning at Chennai and Madurai.

There are five coaching cum guidance centres functioning within the premises of district employment offices in Coimbatore, Cuddalore, Tiruchirappalli, Tirunelveli and Vellore to support and guide the jobseekers belonging to the scheduled caste and scheduled tribe communities. There is also a special vocational guidance centre at Udthagamandalam for the benefit of tribal population.

Altogether there are 37 employment offices, five coaching cum guidance centre for SC/ST and one special vocational guidance

centre for tribal population are mentioned as below:

Sl. No.	Employment Offices	No.
1	District Employment Offices	32
2	Professional and Executive Employment Offices	2
3	Special Employment Office for Differently Abled	1
4	District Employment Office (Technical Persons)	1
5	District Employment Office (Unskilled)	1
	Total	37
Sl. No.	Coaching Cum Guidance Centres	No.
6	Coaching cum Guidance Centre for Scheduled Caste and Scheduled Tribe	5
7	Special Vocational Guidance Centre for Scheduled Tribe, Udhagamandalam	1

3.2. Functions of employment offices

- Registration of job seekers
- Renewal of registration
- Updation of job seekers profile
- Nomination of registered candidates for Government vacancies and private sector
- Conducting free coaching classes for competitive examinations
- Facilitate job seeker - employer meet
- Skill assessment of students and job seekers
- Registration of job seekers for skill training
- Guidance for overseas employment and registration
- Organising job fair for private sector placement
- Providing unemployment assistance to eligible job seekers
- Identifying jobs for differently abled and placing them in private sector
- Career centres to offer skill training
- Collection and compilation of labour market information

3.3. Registration and Placement

The scheme of online registration of 10th and 12th passed students was introduced by the Government at the school premises through the Government website www.tnvelaivaaiippu.gov.in has saved time and eased registration process. Prior to this, after declaration of 10th and 12th results, students had to wait in long queues for several hours at employment offices for manual registration of qualification.

As on 31.03.2017, out of 81,30,025 registrants, the number of registrants within the working age group of 18 to 57 years is 61,02,702, below 18 years is 20,22,579 and above 57 years is 4,744. In 2016-17, a total of 13,62,982 job seekers have registered their qualifications in employment offices, out of which 12,19,570 are students with 10th and 12th

qualification who registered online from their schools.

During 2016-17, 5,802 job seekers have been placed in Government through employment offices and 20,778 job seekers were placed in various private sector through job fairs.

3.4. Career Guidance

All employment offices have been transformed as career guidance and counselling centres, though in the past vocational guidance was one of the key activities of the department. Exclusive vocational guidance units are functioning in district employment offices at Chennai, Kancheepuram, Coimbatore, Dindigul, Erode, Madurai, Pudukottai, Nagercoil, Ramanathapuram, Salem, Sivagangai, Thanjavur, Tiruchirapalli, Tirunelveli, Thoothukudi, Vellore and Virudhunagar.

The career and vocational guidance units perform the following activities:-

- Guidance to Registrants
- Individual and group guidance on career prospects
- Individual counseling
- Deliver career talks, organise career seminar and career exhibition
- Conduct career guidance programmes within the premises and as outreach programmes in educational institutions
- Conduct career master training programme for teachers
- Setting up of career corners in schools
- Conduct free coaching classes for competitive examinations
- Publication of career literature.

3.4.1. Career Exhibitions

A sum of Rs.10,000/- is sanctioned by Government every year to each employment

office for organising career exhibition in colleges to guide students on various career options and job opportunities to help them choose right courses and future careers. In 2016-17, a total of 680 career talks were delivered in educational institutions, 32 career exhibitions conducted in colleges and 586 job seekers were guided to take up self-employment.

3.5. Coaching Classes (Study Circles)

Government have set up study circles in 32 district employment offices for the benefit of job seekers who take up competitive examinations to qualify for government jobs. The study circle has a library comprising of magazines, newspapers, latest books, study materials for various examinations and old question papers which is available to all youth visiting the employment offices. The job seekers are provided details of all competitive examinations for government jobs and they are

motivated to apply for the same. Coaching classes are organised and model tests are given for exams conducted by Public Service Commission and other recruitment agencies. Every year a sum of Rs.1.00 Crore is sanctioned by Government for conducting coaching classes.

During 2016-17, study circles conducted 120 free coaching classes for competitive exams in which 7,987 unemployed youth attended and 195 job seekers came out successfully.

3.6. National Career Service (NCS)

National Employment Service was changed into National Career Service and all Employment Offices have been transformed as career centres. The objective of the career centre is to connect local youth and job seekers with a wide spectrum of job opportunities in a transparent and effective manner through the use of technology. The first Model Career Centre in Tamil Nadu was established at District

Employment Office, Vellore and next centre was established at District Employment Office, Coimbatore with financial assistance from Government of India. Subsequently all employment offices are now functioning as career centres. They not only provide job related information, but also offer counselling and guidance.

3.6.1. National Career Service Portal

All the Employment offices are integrated through National Career Service Portal. This portal will act as a platform to bridge the existing gap among different players in the job ecosystem viz., job seekers, job providers (Government and private) and skill training providers. The National Career Service Portal offers the following services:

- An up-to-date knowledge repository on career related content for effective

counselling and skill mapping for contemporary/ suitable career.

- Private Jobs and Government vacancies.
- Training calendar and schedule.
- Job seekers registration and tracking.
- Platform for skill assessment and aptitude testing.

National Career Service Portal coexists with the State employment portal www.tnvelaivaaiappu.gov.in. The State database has been migrated to the National Career Service Portal. The linkage to the NCS portal helps job seekers from the State, explore job opportunities available at the national level and get suitable placement.

3.7. Private Sector Placement Assistance Cells and Job Fairs

To facilitate employment in the growing private sector, District Level Private Sector Placement Assistance Cell was set up in

37 district employment offices in 2012. These cells play a facilitator role in bringing the job seeker and prospective employer face-to-face and help fulfill the requirement of qualified and skilled manpower in the industries and service sector. They organise micro job fairs at regular intervals in the premises of employment offices to provide a platform for employee – employer interaction to help the employer choose the right candidates.

Job fair also helps to identify the skill requirement of the unsuccessful candidate and tie-up with appropriate skill training course.

Mega job fairs were conducted at 18 districts from 2011 to May 2017 and during this period 1,79,350 job seekers were placed in various private sectors.

3.8. Unemployment Assistance

Unemployment assistance is provided to registered unemployed youth with the objective to support them financially, purchase applications for competitive exams and take up skill courses. The eligibility conditions include, waiting on the live register of employment offices for five years subject to conditions like age limit and income. The annual income criteria for eligibility is Rs. 50,000/- and maximum age limit is 40 years for others and 45 years for Scheduled Caste and Scheduled Tribe. The unemployment assistance is given for a period of three years and the amount is credited quarterly in the bank account of beneficiaries. The Government have increased the unemployment assistance by 100 % with effect from February, 2017.

Enhanced unemployment assistance since February 2017 is given in the table below

Sl. No.	Qualification	Unemployment Assistance granted upto January 2017 (Rs.)	Enhanced Unemployment Assistance From February 2017 (Rs.)
1.	SSLC failed	100	200
2.	SSLC passed	150	300
3.	HSC	200	400
4.	Graduates	300	600

During 2016-17, a sum of Rs.16.66 Crore was disbursed to 54,821 beneficiaries.

3.8.1. Unemployment Assistance for Differently Abled Registrants

Differently abled job seekers waiting on the live registers of the employment offices for one year are given unemployment assistance for ten years. There is no restriction on parental income and age. The unemployment assistance per month is Rs.600/- for illiterate upto SSLC

passed, Rs.750/- for HSC and Rs.1,000/- for Graduates.

During 2016-17, a sum of Rs.20.39 Crore was disbursed to 23,030 beneficiaries.

3.9. Special Cells for Differently Abled

There is a special employment office for differently abled functioning at Guindy, Chennai. In 13 district employment offices special cells for the differently abled are functioning to identify suitable placement opportunities for the differently abled registrants based on their qualification, aptitude and ability. The special cells are functioning at Coimbatore, Cuddalore, Erode, Kancheepuram, Madurai, Nagercoil, Salem, Thanjavur, Tiruchirappalli, Tirunelveli, Thoothukudi, Uthagamandalam and Vellore. There are 1,20,905 differently abled job seekers waiting in the live register of employment offices out of which 93,719 are orthopedically

handicapped, 14,288 are visually challenged and 12,898 are hearing impaired.

During 2016-17, the number of differently abled job seekers placed in Government was 301 and in private sector was 714.

3.10. Coaching cum Guidance Centre for Scheduled Caste and Scheduled Tribe

There are five Coaching cum Guidance Centres functioning in the premises of employment offices at Tiruchirappalli, Cuddalore, Coimbatore, Vellore and Tirunelveli for the benefit of Scheduled Caste and Scheduled Tribe children and youth. These centres organise confidence building programmes, coaching classes for competitive examinations and career exhibitions for the students of Adi-dravida and Tribal Welfare schools and hostels and also for SC / ST youth identified from the database available with the respective and nearby district employment offices.

Vocational Guidance Centre for tribal people has been setup at Kadambur and Hasanur by District Employment Office, Erode.

During 2016-17, Coaching cum Guidance Centre for Scheduled Caste and Scheduled Tribe organised 120 confidence building programmes, delivered 240 career talks and motivated 5,628 job seekers to take up self-employment ventures. Also, Special career guidance programmes and micro job fairs for Scheduled Caste and Scheduled Tribe were organised at Coimbatore (Anaikatti), Dharmapuri (Kalipatti), Erode (Thalavadi, Kadambur, Hasanur), Namakkal (Kolli Hills), Salem (Karumandurai, Yercaud), Thiruvannamalai (Jamunamarathur) and Vellore (Nellivasal, Puthurnadu, Yelagiri).

3.11. Special Vocational Guidance Centre for Tribals at Udhagamandalam

Special Vocational Guidance Centre for tribal population with financial assistance under the Tribal Sub Plan is functioning at Udhagamandalam. This centre organises employment registration camps in remote tribal areas, collects career information and distributes career guidance pamphlets. The vocational guidance officer visits educational institutions and hostels to deliver career talks and conducts confidence building programmes.

In 2016-17, the number of tribal youth who benefitted from career guidance programmes is 853. The vocational guidance officer delivered 54 career talks in educational institutions and hostels and organised 24 confidence building programmes.

3.12. Achievements in 2016-17

(i) Virtual Learning System

The Government have sanctioned a sum of Rs.1.00 Crore for developing a virtual learning system portal. This portal will provide e-learning, e-content and e-books for various career options, along with virtual learning through interactive videos. The above portal will support and aid job seekers and students to prepare for competitive exams, enhance their skills and update their knowledge for improving their employability. The portal will provide quality and up-to-date educational content and minimize the language barrier for the job seekers from rural and remote areas by providing Tamil equivalent assistance for the e-content.

(ii) Free Coaching Classes for Competitive Examinations to Poor Students in Colleges and Universities

The Government sanctioned a sum of Rs.50.00 lakh for conducting free coaching classes to poor students studying in 10 Arts and Science Universities. The free coaching classes are now conducted in colleges for competitive examinations through qualified resource persons. The virtual learning system being developed will help students to access online educational resources and watch video lectures with the smart class room facility available in colleges and at their convenience using laptops.

(iii) Career Awareness Week

The first week of July has been declared "Career Awareness week" by the Government this year. Every year during this week, the district employment office will organise outreach programmes throughout the district like career

counselling, career talks, career exhibitions, career seminars, career master training courses and distribute books and pamphlets on careers and courses.

(iv) Career Master Training Programme for Teachers of School Education

In 2016-17, Career Master Training Programme was organised in nine districts for 1,794 teachers in co-ordination with Rashtriya Madhyamik Shiksha Abiyan (RMSA) of School Education Department. One teacher from each Government school was identified and trained to be the career master. As a result, career corners have been set up in schools to disseminate career information to students.

(v) Career Guidance for BC / MBC /DNC and Minorities Hostel Students

Special career guidance programmes for 41,987 students of 10th, 12th and Degree courses residing in 1,338 Backward Class/Most Backward Class/ Denotified Communities and Minorities hostels were organised during 2016-17.

(vi) Publication of Career Literature

A newsletter '*Thiran Thamizhagam*' highlighting the important activities of the department and various career opportunities is being published every quarter since November 2016. Career guidance booklets on 'What after 10th?' , 'What after 12th?', 'What after ITI?' and 'What after Polytechnic?' have been published and hosted as e-book in department website www.tnvelaivaaiappu.gov.in for the benefit of students.

(vii) Overseas Employment Guidance and Skill Registration Cell

Overseas employment registration, guidance and skill registration cell has been functioning since October 2016 in all employment offices for the benefit of unemployed youth. Job seekers from districts seeking guidance regarding overseas employment or registration had to travel all the way to Chennai to get help / guidance from Overseas Manpower Corporation Limited (OMCL) office at Chennai. The skill registration cells help job seekers for overseas recruitment for registration at the OMCL portal and thus free them from the clutches of local unregistered agents. They also guide the job seeker to take up skill training for which he has an aptitude and registers them in the skill registry portal so that they can find a suitable overseas job in future.

(viii) Creation of Infrastructure

Within the span of six years, 20 buildings for District Employment Offices and one building for Regional Joint Director of Employment were constructed at the cost of Rs.30.80 Crore.

TRAINING WING

The demand for skilled manpower has multiplied over the years due to industrialisation and growth of the service sector in the State. Skill training is an essential pre-requisite for youth to exploit the opportunities offered by the growing economy. The Government is taking all efforts to identify the skill gaps and develop skill training courses to meet the industrial demand and improve the employability. The training wing of this department imparts vocational training and skill training programmes through 85 Industrial Training Institutes (ITIs) spread across the State, to ensure a steady flow of skilled manpower to the industries and nurture innovation and entrepreneurship among the trainees.

3.13. Administrative Structure

The Director of Employment and Training heads the training wing of the Department with two Joint Directors at the headquarters and five Regional Joint Directors. The Regional Joint Directors are entrusted with the responsibility of monitoring the implementation of various schemes in the ITIs under their jurisdiction. The Principals in the cadre of Deputy Director/ Assistant Director are vested with the obligation of managing the ITIs.

3.14. Long Term Skill Training

3.14.1. Industrial Training Institutes

Craftsmen Training Scheme has been designed to provide basic skills in different trades by Government of India which is being implemented through ITIs in the State. The Craftsmen Training Scheme equips the trainees in ITIs to achieve the objective of creating

a trained pool of youth in industry-relevant skills. Industrial Training is imparted in 51 engineering trades and 21 non-engineering trades. Duration of training ranges from one year to two years as per National Council for Vocational Training (NCVT) norms. Minimum age required is 14 years. Maximum age limit is 40 years for boys and there is no upper age limit for girls. Prescribed qualification is 8th standard or 10th standard pass depending upon the trade selected.

(A) Government Industrial Training Institutes

Craftsmen Training Scheme is implemented in 85 Government Industrial Training Institutes in the State. Among these, 10 Government ITIs are functioning exclusively for women, two for Scheduled Caste, six for Scheduled Tribe and one for jail inmates. This year 30,837 trainees are being trained in these institutions.

(B) Government ITIs for Scheduled Caste and Scheduled Tribes

Government ITIs at Chidambaram in Cuddalore District and Vadakarai in Thiruvallur District have been created for the benefit of the Scheduled Caste candidates and are functioning with a total seating capacity of 467. Six ITIs are functioning exclusively for Scheduled tribes at 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 with a total seating capacity of 1,311.

(C) Women in ITIs and ITIs for Women

Every year, out of the total sanctioned strength in each Industrial Training Institute, 30% of seats is reserved for women candidates. Apart from the above, Government ITIs for

women candidates are functioning at Guindy, Ambattur, Cuddalore, Pullambadi, Coimbatore, Salem, Andipatti, Dindigul, Madurai and Nagercoil with a seating capacity of 3015. Further, women wings have been created at Thanjavur, Ramanathapuram, Paramakudi, Hosur, Karur and Namakkal and they are functioning with a seating capacity of 480.

(D) Government Aided ITIs

To cater to the growing industrial demand for skilled workforce, private participation is encouraged through maintenance grant upto 75% of the total salary paid to the instructors working in Government Aided ITIs. There are 22 Government Aided ITIs affiliated to National Council for Vocational Training receiving maintenance grant from Government of Tamil Nadu.

During 2016-17, Government grant of Rs.3.25 Crore was sanctioned to these Institutes which have admitted 984 trainees.

(E) Private ITIs

There are 483 private ITIs affiliated to National Council for Vocational Training with a seating capacity of 76,961 which augment the Government efforts in fulfilling the skilled manpower demands of industries. Since 2012, private Industrial Training Institutes can surrender 50% of the seats to Government, which are filled up through District counselling by the Government and training cost is reimbursed to private ITIs 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. During 2016-17, under this scheme, 6477 trainees benefitted.

3.15. Admission in ITIs through Online Counselling

From the year 2016, applications for admission in ITIs are received from the candidates online through the web portal www.skilltraining.tn.gov.in for counselling to make the admission process simple and transparent. Admission in Government ITIs is done through district counselling in Nodal ITI based on merit and communal rotation. During counselling the candidate will make an informed choice of the trade and Industrial Training Institute.

3.16. Industrial Schools

To fulfill the local demand of the Industries for skilled labour and provide skill training to match the employment opportunities in the district, 448 self-financing Industrial Schools are functioning in the State. Out of these, 22 Industrial Schools with minority status

receive maintenance grant from Government. Training period ranges from one month to three years depending on the trades as defined by the syllabus and norms given by the State Directorate. Candidates with 8th Standard or 10th Standard pass are admitted for the training course. In 2016-17, training was offered in 90 trades and 17,885 candidates have been enrolled and Government grant of Rs.1.12 Crore has been incurred. Every year, common examinations are conducted in the month of June and Industrial School Certificates or State Council for Vocational Training (**SCVT**) Certificates are issued to successful candidates.

3.17. State Council for Vocational Training (SCVT)

To deal with all activities relating to vocational training in the State, State Council for Vocational Training has been constituted under the chairmanship of Hon'ble Minister for Labour

on the lines of National Council for Vocational Training (NCVT), Government of India. As of now, 23 Government ITIs and 41 new trades in existing Government ITIs are functioning under SCVT. In 2016-17 all Industrial Schools were brought under SCVT.

3.18. Short term Skill training

3.18.1. Empanelment of Government ITIs as Skill Training Providers in Tamil Nadu Skill Development Corporation (TNSDC)

Tamil Nadu Skill Development Corporation empanels skill training providers for providing short term skill training to youth in industry relevant skills. Till date, 62 Government ITIs have been empanelled as Training Providers to offer training in 50 trades. Under this scheme, 2128 candidates have completed training and 1209 candidates are currently undergoing skill training. After the completion of the training,

skill assessment is conducted by State Council for Vocational Training (SCVT) and certificates are issued to the candidates who have completed the course successfully.

3.19. OTHER SCHEMES

3.19.1. Centre of Excellence Scheme for Upgradation of ITIs

Government of India had launched Centre of Excellence (CoE) scheme to upgrade Government ITIs across the country for creating world class workforce through ITIs in the year 2005. The expenditure is shared between Central and State Governments in the ratio of 75:25. So far, under this scheme, a sum of Rs.82.90 Crore has been released for 22 Government ITIs (Government of India share is Rs.62.17 Crore and State Share is Rs.20.73 Crore). The fund released has been fully utilized for development of new workshops (Labs) as per the norms of National Council for

Vocational Training (NCVT) and purchase of latest machineries. Every year, 4750 trainees get benefitted.

The following 22 Government ITIs are under CoE project.

1.	Ambattur	9.	Trichy	17.	Coimbatore
2.	Hosur	10.	Salem	18.	Guindy
3.	Guindy (Women)	11.	North Chennai	19.	Chengalpattu
4.	Vellore	12.	Cuddalore	20.	Thanjavur
5.	Madurai	13.	Karaikudi	21.	Dharapuram
6.	Dharmapuri	14.	Coimbatore (Women)	22.	Thoothukudi
7.	Tirunelveli	15.	Dindigul		
8.	Nagapattinam	16.	Ariyalur		

3.19.2. Up-Gradation of Government ITIs through Public Private Partnership (PPP) Mode

To improve the interface and collaboration between the ITIs and industrial houses for upgradation of quality of facilities and training content, the Government of India launched another initiative in the year 2007. In the State,

32 Government ITIs were selected for up-gradation under this project. In each ITI, an Institute Management Committee (IMC) was formed under the chairmanship of a credible Industry Partner. An interest free loan amount of Rs.2.50 Crore was sanctioned by Government of India to each IMC. The IMC in 19 Government ITIs have 33 new trades under this project. Every year, 1433 trainees get benefitted.

3.20. APPRENTICESHIP TRAINING

3.20.1. Apprenticeship Training Scheme

Apprenticeship Training is an important Government Scheme created under the aegis of the Apprenticeship Act, 1961 for creating skilled manpower in the country. This scheme provides for honing the skills of trainees coming out of the ITIs and facilitates the smooth transition of trainees to industrial environment at the time of regular employment.

Based on the requirement of industries, apprentices will be engaged every year. On-the-job training is given to the apprentices by the employer in the factory. ITI passed candidates are engaged as apprentices in the Central Government Establishments and Public Sector Undertakings, State Government Establishments and Public Sector Establishments and Private Industries having workers strength of more than 40 including contract workers.

During training, stipend is given by the employers for ITI trade apprentices as per the provisions of the Act. The minimum rate of stipend notified based on the minimum wages of semi-skilled workers is as follows:

- a) 1st year of training - 70% of the minimum wages
- b) 2nd year of training - 80% of the minimum wages
- c) 3rd & 4th year of training - 90% of the minimum wages.

Every apprentice who has completed the prescribed period of apprenticeship training shall appear for the All India Trade Test for apprentices, conducted by the National Council for Vocational Training (NCVT). It is conducted twice in a year, in the months of April/May and October/ November. The passed out apprentices are awarded with National Apprenticeship Certificate (NAC) by NCVT, Government of India.

3.20.2. Implementing Agency

The Director of Employment and Training is the State Apprenticeship Advisor under the Apprenticeship Act, 1961 and is vested with the responsibility of monitoring the implementation of this Act in the State Government Establishments, State Public Sector Establishments and in Private Industries.

Whereas, Regional Directorate of Apprenticeship Training of Government of India

at Chennai, is monitoring the implementation of this Act in Central Government Establishments and Central Public Sector Undertakings.

3.20.3. National Apprenticeship Promotion Scheme (NAPS)

The main objective of the scheme is to promote apprenticeship training by increasing the engagement of apprentices in industries. Under the scheme, the apprentices and Industries/ Institutions are incentivized as below:

- (i) Sharing of 25% of prescribed stipend subject to a maximum of Rs.1500/- per month per apprentice to all apprentices with the employers.
- (ii) Sharing of cost of basic training with Basic Training Providers (BTP), limited to Rs.7500/- for a maximum of 500 hours / 3 months.

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

Under this scheme, ITI passed out trainees, trainees under Dual-learning mode from ITIs, trainees who have completed short term course through Tamil Nadu Skill Development Corporation (TNSDC) / National Skill Development Corporation (NSDC) / Pradhan Manthri Koushal Vikas Yojana (PMKVY) / Modular Employable Skills (MES) and candidates who possess minimum educational qualification required for a trade and who have not undergone any formal training (Fresher Apprentices) can be engaged as apprentices. The candidates must have completed 14 years of age and the maximum age is 21 years.

3.20.4. Basic Training Centres

An employer with 500 or more workers in his establishment can start a Basic Training Centre (BTC). The required infrastructure for imparting training will be created by the

employer as per norms similar to an ITI. Any 8th Standard or 10th Standard passed student can join the BTC to be trained by the industry for a particular trade. At present, there are 19 BTCs run by the Private industries in the State. The total seating capacity is 980 per year.

3.21. Trade Tests, Quality Assurance and Certification

3.21.1. Trade Tests

(i) Regular Trainees

All India Trade Test, a nation wide common examination is conducted for the trainees of affiliated ITIs by National Council for Vocational Training. Evaluation of answer sheets and declaration of results are under the purview of Directorate General of Training (DGT), Government of India. Successful trainees are awarded with National Trade Certificate (NTC) by NCVT. In the year 2016, 7294 candidates have passed the All India Trade Test.

(ii) Private Candidates

Any person with a minimum experience of three years in a particular trade in an industry can appear for All India Trade Test as private candidate under Craftsmen Training Scheme. A screening test is conducted by this department in the month of December every year and eligible candidates are permitted to appear for All India Trade Test. This year, six candidates have cleared the screening test.

3.21.2. Wireman Helper Competency

Any person with a minimum experience of five years in the field of house wiring acquired by experience and has not undergone formal training or possess a certificate is eligible to appear for 'Wireman Helper Competency Examination conducted by this department once in three years. The minimum age limit is 21 years. The Directorate issues competency certificates for successful candidates.

3.21.3. Skill Competitions

Every year, State Skill Competition is conducted by this department in 18 trades. The award consists of a cash prize of Rs.25,000/- and a merit certificate. From the year 2011-12, the cash award has been enhanced from Rs.5,000/- to Rs.25,000/-. In last five years, 38 trainees have been awarded.

At all India level, skill competition is conducted by Directorate General of Training, New Delhi in 15 trades every year from among the best trainees of State Level Skill Competitions. The award consists of a cash prize of Rs.50,000/- and a merit certificate. Best State Award has been bagged by Tamil Nadu for 22 times. Till date, the Skill excellence Awards have been won by 38 trainees from Tamil Nadu.

3.21.4. State Level Project Competition

Project Competition is conducted at State level in five engineering trades viz., Fitter, Turner, Machinist, Mechanic Motor Vehicle and Electrician among the trainees of Government and Private ITIs every year. The Government has announced a cash prize of Rs.50,000/- along with a merit certificate to the best project from the year 2016. In 2016-17, five trainees have received the awards.

3.21.5. "Dr. Radhakrishnan Award" to Best Instructor

To improve the quality of training provided by the Instructors and Principals to the trainees and recognize the best performers, every year, 'Dr. Radhakrishnan Best Instructor Award' has been instituted. This award comprises of Rs.10,000/- cash prize in the form of NSC Bond and a merit certificate. In the last five years,

36 officials have been honoured in recognition of their good performance.

3.21.6. Trainers Training Programme

The Instructors of Government ITIs are deputed to Government of India institutions viz., Central Training Institute (CTI), Advanced Training Institute (ATI) in Chennai and Apex Hi-Tech Institute at Bengaluru to enhance their knowledge in latest technologies and machineries so as to impart better quality training to the trainees on new modern equipments and machineries. This year, 159 Instructors have been trained.

3.22. Web-enabled Certificate Verification

The National Trade Certificate (NTC) / National Apprenticeship Certificate (NAC) issued to the trainees enable them to fetch employment in Industries, Government Departments and

Overseas jobs. While confirmation of job, these certificates are forwarded to this department by the employers to authenticate their genuineness. To simplify the process of verification, Government has introduced web-enabled certificate verification at a cost of Rs.40.00 lakh.

3.23. State Examination Cell

To manage the task of conducting various examinations by this department, the Government have allocated Rs.30.00 lakhs to strengthen the infrastructure of Examination Cell at the State Directorate.

3.24. Government Welfare Schemes for ITI Trainees

To encourage and motivate the youth to join long term skill courses in ITIs, the following welfare schemes are provided to the trainees by the State every year.

1. Waiver of Tuition Fees
2. Bus Pass

3. Two sets of uniforms
4. One pair of shoes
5. Bi-cycle
6. Stipend of Rs.500/- per month
7. Laptop
8. Text books and drawing instruments
9. Trade consumables for practical works.

3.25. SPECIAL INITIATIVES IN 2016-17

(i) New Trades / Additional Units in Government ITIs

During this year, 12 new trades viz., Welder, Wireman, Mechanic Refrigeration and Air-conditioning, Electrician, Draughtsman Civil, Mechanic Auto Body Repair, Mechanic Motor Vehicle in eight existing Government Industrial Training Institutes have been started at a cost of Rs.10.67 Crore. This will benefit 534 trainees.

(ii) Soft Skill Labs in Government ITIs

The Government took a new initiative to establish Language cum Soft Skill labs in

Government ITIs to expose the trainees to soft skills, language skills and basic IT skills. In 2015-16 these labs were setup in 60 Government ITIs and expanded to cover 17 more ITIs in 2016-17.

(iii) District Nodal Officer for Skill

The post of District Nodal officer in the cadre of Assistant Director has been created for effective coordination with other departments in implementing and monitoring various skill training programmes in the State.

(iv) Apprentices Fair / Mela

To increase the admission of apprentices in Government / Private establishments and to bring more number of industries under the fold of the Apprenticeship Act, the Government sanctioned Rs.10.00 lakh, to conduct Apprentices Fair / Mela at regional level twice every year.

(v) Bio-metric Attendance

Bio-metric attendance system has been introduced in the year 2013 for the staff as well as trainees of 62 Government ITIs to ensure regular and timely attendance in ITIs. During 2016-17, this facility has been extended to the remaining 22 Government ITIs at a cost of Rs.7.70 lakh.

4. TAMIL NADU SKILL DEVELOPMENT CORPORATION

Tamil Nadu is the second largest economy in the country and a leading State in terms of demographic dividend with approximately 66% of population in the working age group. To meet the growing demand for skilled work force in industries, to keep pace with industry growth and development, to encash the demographic dividend and to fill the skill gap, the Government initially created Tamil Nadu Skill Development Mission. In 2013 a Special Purpose Vehicle (SPV) was launched to give greater operational flexibility and much needed impetus for skilling in the State.

During 2013, Tamil Nadu Skill Development Corporation (TNSDC) was designated as Nodal Agency for skill training in the State. The Vision 2023 document envisages

training and skilling 200 lakh persons by 2023. TNSDC is actively collaborating with training providers and industry partners to increase the skilled work force in the State both quantitatively and qualitatively, to transform the State into a Skill Hub of the country.

4.1. State Nodal Agency

The Tamil Nadu Skill Development Corporation as a State Nodal Agency for skill training is taking steps to ensure quality in skill training courses offered by different departments through an integrated system of empanelling of training providers, standardization of courses, course duration and fee, besides tracking of trainees until placement. This will help weed out the problem of overlapping and duplication of skill training programmes and trainees among various departments in the skill ecosystem.

4.2. Quality and Standardization

4.2.1. Training Courses

Tamil Nadu Skill Development Corporation is following National Skill Qualification Framework (NSQF) norms for infrastructure, course contents and faculty. To ensure quality, Qualification Packs (QP) as approved by NSDC is being followed strictly from the year 2016-17. Across the State, TNSDC has empanelled Central / State Government Institutions and agencies including a few premier industrial houses for imparting short term skill training programmes aligned with NSQF, thus bench marking all skill training courses to national quality standards. TNSDC also has prescribed minimum 70% placement for trainees who complete the skill course offered by training providers.

4.2.2. Training Cost

TNSDC has adopted the common norms prescribed by Ministry of Skill Development and

Entrepreneurship, Government of India which includes Training cost, Assessment cost, Boarding & Lodging Cost and Transportation cost.

4.3. Skill Certification

Assessment and certification for all skill training programmes are conducted by State Council of Vocational Training (SCVT) or concerned Sector Skill Councils to ensure independent and unbiased assessment and certification of trained candidates.

4.4. Core Committee for Implementing NSQF Standards

Government has constituted a core committee, under the Chairmanship of Secretary to Government, Labour and Employment Department to implement NSQF standards by co-ordinating with other Departments in our State who are issuing certificates for different types of skill training programmes. The other

members of the committee are Managing Director, TNSDC as Member Secretary, seven Heads of the Departments, representatives from Tamil Nadu Open University, Personnel & Administrative Reforms Department and National Skill Development Agency (NSDA), New Delhi.

4.5. Key Sectors identified for Skilling

TNSDC is imparting training based on the skill gap study conducted by NSDC in 2012 and emerging skill demands from industries. The key sectors which are currently in focus in the State are Automobile, Green Jobs, Health Care, Textiles & Apparel, IT-ITES, Agriculture, Leather, Beauty & Wellness, Logistics, Banking Financial Service and Insurance, Media & Entertainment, Construction, Plumbing, Retail, Electronics, Security Services, Telecom, Food Processing, Chemicals & Plastics, Light Engineering, Gems & Jewellery and Tourism & Hospitality.

4.6. Public and Private Partnership in Skill Development

Tamil Nadu Skill Development Corporation is committed to provide quality, market oriented and placement linked skill training by partnering with reputed public and private skill training institutes. Expression of Interest (EoI) was called for in 2015 for empanelment of training providers to scale up skilling with quality to achieve the target fixed under Vision 2023. TNSDC has identified 461 training providers both Government and Private, who are spread across the State catering to various sectors.

4.7. Mobilization of Candidates through Skill Fairs

Mega job fairs are organized with the twin purpose of placement for youth based on educational qualification and skills in private sector and registration of youth for skill training. At the job fairs, a skill enclosure is created with

stalls of TNSDC and its empanelled skill training providers to guide, motivate and register youth for skill courses.

Registration and guidance for Skill Training programmes are being carried out for candidates coming to Employment Exchanges. Candidates opting for skill training can register in the TNSDC web Portal.

4.8. Recognition of Prior learning (RPL)

TNSDC aims to assess and recognize the skills of craftsmen and workers who have gained skills through work experience but do not possess a certificate from a recognised agency. RPL enables the workers to move up the career ladder, improve income, enhance job mobility and provide better social status and facilitate migration from informal to formal sector. A large number of workers in the informal sector who are uncertified workers will be assessed and certified to move into the ambit of skilled work

force and improve their standard of living. Government have sanctioned Rs.10.00 Crore in 2016-17 to take up assessment of skilled workers engaged in Construction, Hospitality and Automobile Sectors under RPL scheme.

4.9. New Initiatives

4.9.1. Interactive Web Portal and Skill Registry

The recently launched TNSDC Web Portal serves as an exclusive interactive platform for all the stakeholders in the skill ecosystem. This portal has facilities for online registration of unemployed youth, training providers and employers. Candidates can view details of all skill courses, course duration and the syllabus and apply online for skill training course of their choice. Training providers can enroll the candidates for the chosen course based on the online applications submitted by candidates. Once a batch is ready they can send request to

TNSDC for approval and on commencement of course, request for sanction of first instalment.

Registered employers can post the job vacancies in the portal and they can either select candidates from those who have applied in the portal for jobs or select from the Skill Registry which is a repository of all skilled persons. The norms and standards of skill courses are made available in the web-portal for the benefit of unemployed youth and Training providers. Also, other line departments implementing skill development programme can access the details of TNSDC empanelled training providers and the courses offered by them and upload the data of trained persons in the Skill Registry of the portal.

Skill Registry will be a one-stop-place or repository of skilled manpower in all sectors which will comprise profiles of all successful / certified skill trainees and can be accessed by the private employers registered with TNSDC.

The Skill Registry will be updated to include skill profiles of all NTC / NAC holders, Diploma holders and trainees of other department skill training programmes.

4.9.2. Centre of Excellence and Skill Development Institutes in Advanced Technology

To provide skill training in advanced technologies to students of engineering colleges, polytechnics and Industrial training institutes the Government is establishing a Centre of Excellence and 5 linked Technical Skill Development Institutes (t-SDIs) under Public Private Partnership (PPP) with Siemens and Designtech at an outlay of Rs.546.84 Crore with Government contribution of Rs.54.68 Crore.

TNSDC will partner with Siemens, a global leader in automation and robotics and other high-end skills for a period of two years. This skill training programme will be anchored

by Anna University, Chennai which will be the hub and support skill training in designing, mechatronics, robotics etc., to the students of Central Polytechnic College Taramani, Anna University College Kancheepuram, Anna University College Villupuram, Murugappa Polytechnic College (Aided) Avadi and Government Engineering College Vellore which will be the spokes. The initial preparatory works for the setting up of labs are under progress.

4.9.3. Amma Two Wheeler Service Training Centres

The skill training course named "Automotive Service Technician (Two Wheeler + Three Wheeler / Light Motor Vehicle / Power Tillers / Agriculture & Allied Machineries)" will provide skills on repair and maintenance of two wheelers and agricultural machinery, to help them find employment in automobile showroom and service centres spread across the state and

also create self-employment opportunities for the rural youth in 35 blocks in 2016-17 at a cost of Rs.1.40 Crore. The Government also announced the Amma Two Wheeler Scheme wherein working women will be provided two wheelers with 50% subsidy and the youth trained under the scheme will find job opportunities in repair and maintenance of these two wheelers.

4.9.4. Skill Training Centres at Block level

Government will establish skill training facilities in 60 blocks through Government Industrial Training Institutes for training 3600 candidates at the cost of Rs.2.94 Crore and also conduct skill training programmes for 20,000 youth in urban areas in the service sector at a cost of Rs.18.00 Crore. The ITIs will conduct skill training in engineering courses in blocks using the infrastructure and equipments available with ITIs and through qualified

faculties outsourced as resource persons funded by TNSDC. The service sector skill courses will be provided in urban areas empanelled training providers of TNSDC.

4.9.5. State Level Skill Summit

State Skill Summit aims to provide a platform and inspire young minds to explore the world of vocational skills and showcase their skills and talents. The Skill Summit will be conducted at two levels viz., first District level competition and then State Skill Competition. The State Skill Summit will be an annual affair and will be open to Graduates / trainees from ITIs / Polytechnics / Colleges / Universities and apprentices trained under Apprenticeship Act, 1961 and also workers in Industries. The Government have sanctioned Rs.40.00 lakh for 2016-17.

The candidates ranked 1st in State Skill Competition, will have an opportunity to

participate in Regional Level, National Level and International Level Skill competitions.

4.9.6. Skill assessment and Training centres in District Employment Offices

The mandate of the private placement cells in Employment offices is to guide and counsel unemployed youth to take up suitable jobs in the private sector based on their educational qualification and aptitude. Skill assessment and testing centres are being set up in all District Employment Offices at a cost of Rs.87.40 lakh to assess the current skills and capabilities of unemployed youth through various tests like mental aptitude, numerical ability, general knowledge etc., including psychosomatic tests. The assessment score will help provide guidance on suitability for various career options like competitive exams, uniformed services, service sector or skill based manufacturing sector jobs.

Those found suitable for skill based jobs will be imparted training by TNSDC.

4.10. Partnership with RASHTRIYA UCHCHATAR SHIKSHA ABHIYAN (RUSA) for skilling students in Arts and Science Colleges

A new skill training initiative was launched jointly by TNSDC and Rashtriya Uchchatar Shiksha Abhiyan (RUSA) a Centrally Sponsored Scheme (CSS) for vocationalisation implemented by the Department of Higher Education. The objective of skill training to Arts college students is to provide them skills closely related to their degree courses to improve their employability through TNSDC empanelled training providers in sectors like Retail sales, Telecom, Media, Hospitality, Healthcare, Apparel, Automotive and IT / ITES sectors. A total of 13,796 students in 19 Government (Autonomous) Arts and Science Colleges benefitted from this initiative in 2016-17.

5. OVERSEAS MANPOWER CORPORATION LIMITED

Overseas Manpower Corporation Limited (OMCL) was established in 1978 and incorporated under the Companies Act, 1956 and also registered as a recruiting agent under Indian Emigration Act, 1983. The Government of India has permitted OMCL to send thousand and above emigrants for overseas employment. The aim of OMCL is to prevent the exploitation of overseas job seekers by unscrupulous recruitment agencies.

5.1. Share Capital

The paid up share capital of the Company is Rs.15.00 lakh and the authorized share capital is Rs.50.00 lakh which is divided into 5000 equity shares of Rs.1000/- each.

5.2. Registration

There are 11,024 registrants on the Live Register as on 31.3.2017. During the last five

years, 10,308 job seekers have registered with OMCL seeking overseas employment and during 2016-17, 907 job seekers have registered.

5.3. Deployment

During the period from 2011 to 2016, the OMCL deployed 1,164 registrants and during the financial year 2016-17, 521 registrants have been placed in various countries. The candidates have been deployed in various countries like Australia, Kuwait, Saudi Arabia, Bahrain etc.,

5.4. Activities of OMCL

OMCL undertakes registration and deployment of job seekers and also conducts the following activities:-

1. Awareness / Registration campaign at district headquarters.
2. Assisting in certificate attestation of selected candidates through the State Secretariat Department / Universities / Educational Institutions.

3. Assisting in obtaining certificate attestation from the Ministry of External Affairs.
4. Handholding support to the registrants and deployed persons.

5.5. Financial Details

During the financial year 2015-2016, the Corporation declared a dividend @ 30% of the share capital and paid Rs.4.50 lakh to the State Government for the year 2015-16. During the financial year 2016-17, the unaudited gross revenue of the Corporation is Rs.1.17 Crore and net profit is Rs.37.64 lakh before tax.

The volume of business of OMCL has increased due to the introduction of the e-migrate system and the order of Government of India for exclusive recruitment of nursing category and Domestic Service Workers only through Government agencies.

5.6. Achievements

- a) OMCL has developed an interactive and user friendly web portal to facilitate online registration, visa processing, employer registration, selection and deployment.
- b) Overseas employment guidance cells have been established in all 32 district employment offices to assist interested job seekers / migrant for overseas employment.
- c) As per the memorandum of the Overseas Manpower Corporation, during the year 2016-17, domestic recruitment service has been included as an activity to cater to the manpower needs of the Government departments / State undertakings to fill up their temporary/ contract vacancies.
- d) To ease out the hardships faced by Overseas Migrants recruited through other agencies the certificate attestation facility has been extended through OMCL from last year.
- e) To augment the revenue of the OMCL and to facilitate overseas migrants, during 2016-17 this Corporation has started air and rail ticketing services.

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

(Employees State Insurance Scheme)

The Employees' State Insurance Scheme is an integrated scheme for Social Insurance embodied in the Employees' State Insurance Act, 1948 for the workers in the organised sector. It is designed to accomplish the task of protecting 'employees' against the impact of incidences of sickness, maternity, disablement and death due to employment injury and to provide medical care to insured persons and their families. The ESI Scheme applies to factories and other establishments wherein 10 or more persons are employed. This Scheme not only provides free full medical care to the insured persons and their dependents, but also cash compensation for any loss of wages or earning capacity of an insured person.

6.1. Scheme funding

The employees and employers pay monthly contributions at a fixed percentage of 1.75% and 4.75% of wages respectively towards the scheme benefits. Till 2016-17, the ESI Corporation reimbursed 7/8th of the total expenditure incurred towards the implementation of the ESI scheme to the State Government and now after the formation of the Tamil Nadu Employees State Insurance Society for implementation of the ESI scheme, the ESI Corporation will reimburse the entire expenditure to the Government of Tamil Nadu on quarterly basis with effect from 01.04.2017.

6.2. Eligibility Criteria for Enrolment

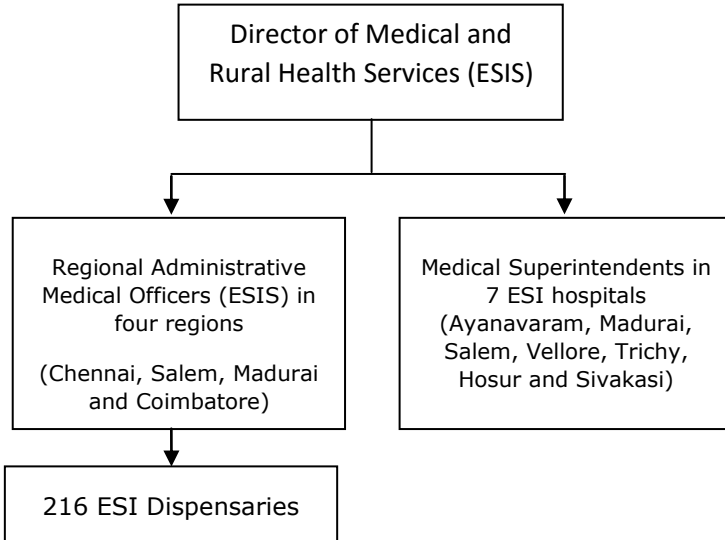
The Employees drawing monthly salary upto Rs.21,000/- are eligible for enrolment in the scheme. Further the employees drawing wages upto Rs.25,000/- per month with disability like autism, cerebral palsy, mental

retardation and multiple disabilities are also enrolled in this scheme.

6.3. Administrative Set up of ESI Scheme

In Tamil Nadu, the medical care is provided to the Insured persons and their family members registered under Employees State Insurance Act through this Directorate.

Schematic representation of administrative setup of the ESI Scheme in Tamil Nadu



6.4. Network of ESI Hospitals and Dispensaries

There are 10 ESI Hospitals in the State,-

- Seven ESI Hospitals are under the control of the Director of Medical and Rural Health Services (ESIS)
- One ESIC Medical College Hospital at Coimbatore functions under the control of Director of Medical Education
- Two ESIC Hospitals at Chennai (K.K.Nagar) and Tirunelveli are directly run by the ESI Corporation

There are 216 ESI Dispensaries,-

- 209 Static ESI Dispensaries
- Five Mobile Dispensaries
- Two Utilisation Dispensaries

In addition, whenever super speciality services are required it is being provided to the insured persons and their family members through tie-up hospitals.

6.5. AYUSH units under ESI Scheme

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

- Ayurveda units are functioning in eight ESI hospitals (Ayanavaram, Coimbatore, Madurai, Salem, Vellore, Trichy, Hosur and Sivakasi)
- Yoga units are functioning in eight ESI hospitals (Ayanavaram, Coimbatore, Madurai, Salem, Vellore, Trichy, Hosur and Sivakasi)
- Unani units are functioning in three ESI hospitals (Ayanavaram, Coimbatore and Madurai)
- Siddha units are functioning in eight ESI hospitals (Ayanavaram, Coimbatore, Madurai, Salem, Vellore, Trichy, Hosur and Sivakasi). In addition, Siddha units are also functioning in 20 ESI dispensaries (Tambaram, Thiruvottiyur, Sriperumpudur, Thoothukudi, Rajapalayam, Kovilpatty, Pollachi, Thudiyalur, Pallipalayam,

Kumbakonam, Triplicane, Avadi, Korattur, Dindigul, Tirunagar, Udumalpet, Kattoor-I, Tiruppur-I, Ambur and Ranipet)

- Homeopathy units are functioning in three ESI hospitals (Ayanavaram, Coimbatore and Madurai)

6.6. Benefits of ESI Scheme

The contribution paid by the employee and employer under the ESI Scheme helps the insured person without putting any extra burden on his / her savings or earnings, during emergent medical and other contingencies. The various social security benefits being provided by the ESI Scheme to the Insured Persons and their dependents are as follows:

6.6.1. Medical Benefit

One of the biggest benefits extended by ESIC is Medical Benefit which provides 'Reasonable medical Care' (from primary OPD services, In-patient secondary services to Super Specialty Services) for self and family from day

one of entering insurable employment which continues till the insured person remains in insurable employment. ESI dispensaries provide primary care, secondary care and tertiary care through ESI hospitals and a network of private tie-up hospitals.

6.6.2. Maternity Benefit (by cash)

The Maternity Benefit is paid at the rate of 100% of the average daily wages upto 26 weeks in case of confinement and upto six weeks in case of miscarriage. This can be extended by one month on medical advice in case of sickness arising out of pregnancy, confinement and miscarriage.

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

6.6.3. Sickness Benefit

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

6.6.4. Extended Sickness Benefit

In the case of 34 specified long term diseases that need prolonged treatment and absence from work on medical advice, the insured persons receive Extended Sickness Benefit for the period of certified sickness for a maximum period of two years.

6.6.5. Enhanced Sickness Benefit

Insured persons in the productive age group are eligible for Enhanced Sickness Benefit for undergoing sterilization operation viz. Vasectomy / Tubectomy.

6.6.6. Disablement Benefit

Insured employees suffering from physical disablement due to employment injury or occupational disease can get Disablement Benefit.

(i) Temporary Disablement Benefit

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

(ii) Permanent Disablement Benefit

If the permanent disability occurs during duty, the Permanent Disablement Benefit is payable for life time of the insured persons. The workers are eligible for this benefit from the initial day of entering insurable employment.

6.6.7. Dependents' Benefit

Dependents' Benefit is paid at the rate of 90% of the average daily wages sharable in fixed proportion among all dependents if the insured person dies due to employment injury or any occupational illness.

6.6.8. Funeral Benefit

From the initial day of entering insurable employment, on the death of an insured person, Funeral Benefit of Rs.10,000/- is payable to his / her family.

6.6.9. Unemployment Allowance

Un-employment Allowance is payable in case of involuntary loss of employment due to closure of factory, retrenchment or permanent invalidity due to non-employment injury and payment of contribution for three years prior to the loss of employment, 50% the average daily wage is payable for a maximum period of twelve months during life time under Rajiv Gandhi Shramik Kalyan Yojana(RGSKY).

6.6.10. Other Benefits under the ESI Scheme

- 1) Old age medical care for self and spouse at a nominal contribution of Rs.120/- per annum after superannuation.
- 2) Free supply of physical aids such as crutches, wheel chairs, dentures, spectacles are offered under this scheme.

- 3) Preventive health care services such as Immunisation, HIV/AIDS detection and treatment.
- 4) Implementation of National Programmes for family welfare and TB control.
- 5) Allowance of Rs.5,000/- is paid to an insured woman or to the wife of an insured person, in case of confinement occurring in a place where ESI medical facilities are not available.

6.7. Hospital Development Committee

Hospital Development Committee has been constituted in all ESI hospitals and dispensaries for taking care of the maintenance of ESIC buildings, carrying out minor/major repairs and purchase/repair of medical equipments. The Hospital Development Committee meets every two months and is provided with hospital development funds directly from the State Medical Commissioner, ESI Corporation.

6.8. Reimbursement of Medical Expenses incurred in Private Hospitals by the ESI Beneficiaries

(1) Package Deal (Tie-up Hospitals)

To provide the insured persons and their family members with speciality and super speciality treatments, under package deal, agreements have been made with 148 private hospitals. Based on the referral recommendations made by the ESI dispensaries and ESI hospitals, the insured persons and their family members are admitted in private tie-up hospitals. Cashless treatment is provided to them and the hospital bills are directly settled under the Package Deal agreement.

During 2016-17, a sum of Rs.19.26 Crore has been settled to private hospitals towards speciality and super speciality treatments upto 31.03.2017.

(2) Revolving fund

In order to quickly settle medical reimbursement bills of the insured persons and their family members for their speciality and super speciality treatments in private hospitals without referral, a 'Revolving Fund' was created in 2004.

During 2016-17, bills of 5,885 insured persons amounting to Rs.16.99 Crore have been settled upto 31.03.2017.

6.9. Extension of ESI Scheme

(i) Opening of New ESI Dispensaries

During the year 2016-17, the Government have issued orders for opening eleven new ESI Dispensaries (Athipattu, Duraisampuram, Kalpakkam, Kulasekaram, Kulathur, Mahabalipuram, Manachanallur, Panruti, Thirumudivakkam, Tiruppur-III and Uthukuli) for the benefit of 72,264 employees and the same is under process.

(ii) Attaching New Areas to Existing ESI Dispensaries

During the year 2016-17, the Government have issued orders for the attachment of 27 new areas with the existing ESI dispensaries for the benefit of 8,862 employees.

**DR. NILOFER KAFEEL
MINISTER FOR LABOUR**