



LABOUR AND EMPLOYMENT DEPARTMENT

**Policy Note
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LABOUR AND EMPLOYMENT DEPARTMENT

1. LABOUR DEPARTMENT

Labour welfare and economic development have symbiotic relationship. The policy of the Government seeks for the growth and development of the industry which is inclusive of the welfare of work force who contribute towards robust industrial growth of the State.

The Labour Department plays a crucial role in sustaining the rapid industrial and economic growth of the State. The department strives to ensure job security, wage security, social security and is pursuing comprehensive integration strategy through dialogue, deliberation and decision.

The tripartite consultative mechanism of the State facilitates timely and effective exchange of ideas on labour related issues. In Tamil Nadu, the industrial relations scenario is

marked by consensus, co-operation, consultations and not by confrontation.

Technology enabled transformative initiatives have been taken to enforce various labour legislations. These will help in effective enforcement of labour laws and bring in more transparency and accountability.

The Government is committed to provide social security to the unorganized workers through unorganized workers welfare boards.

The State Government attaches great importance to the eradication of Child Labour and Bonded Labour and have taken various proactive steps to eradicate these social evils.

1.1. Functions

The Labour department is mandated to enforce various labour legislations enacted by the Central and State Government. Some of the prime activities of the department are resolving

of industrial disputes, discharging quasi-judicial functions, enforcing Legal Metrology Act, eradication of child labour, rehabilitation of bonded labour and provision of social security to workers including those in the unorganised sector.

1.2. Ease of Doing Business

The Labour Department has undertaken massive re-engineering of the statutory procedures and simplified the operating procedures relating to clearances under various labour laws.

The department is in the process of developing an online web portal to facilitate 'ease of doing business' with e-Payment facilities for registration, license, renewal and inspection scheme under various labour legislations.

Registration, license and renewal process under various labour laws will be done through

online system. Once the application is submitted successfully, it will be verified and given approval by the authority through online. Then the system allows the user to download the final e-Signed approval certificate from the online portal.

Government of Tamil Nadu have issued G.O. (Ms) No. 151, Labour and Employment (H2) Department, dated: 31.08.2017 for online inspection scheme and introduced Risk Based Computerised Inspection System with random allocation of Inspecting Officers for better compliance and to facilitate ease of doing business.

1.3. Administrative Structure

With a view to make the administration responsive to the needs of the workers, the department has been realigned. The department is headed by the Commissioner of Labour and

assisted by 12 Additional Commissioners of Labour, 16 Joint Commissioners of Labour, 24 Deputy Commissioners of Labour, 103 Assistant Commissioners of Labour, 70 Deputy Inspectors of Labour, 220 Assistant Inspectors of Labour, 101 Stamping Inspectors, 2 Assistant Surgeons (Plantations), 1 Accounts Officer, 1 Public Relation Officer and 1,361 supporting staff.

1.4. Industrial Relations

The Labour Department facilitates resolution of Industrial disputes and promotes a harmonious relationship between the employers and employees so that there is conducive atmosphere to achieve economic growth and development. The conciliation officers achieve this important task by effectively intervening at the appropriate time and resolve industrial disputes.

Some of the major disputes resolved are :

- ❖ Wage revision settlement for Tamil Nadu State Transport Corporation
- ❖ Bonus settlement of 108 Ambulance for GVK - Emergency Management & Research Institute
- ❖ Wage revision settlement for Tamil Nadu Generation and Distribution Corporation Limited
- ❖ Dharmapuri Varalakshmi Starch Industries workers strike
- ❖ 17 major Strikes resolved by the conciliation officers of this department

1.5. Labour Courts and Industrial Tribunals

There are 16 Labour Courts and one Industrial Tribunal in the State of 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, Coimbatore and Madurai have two each and Salem, Cuddalore, Tiruchirappalli, Kancheepuram, Kumbakonam and Tirunelveli have one each. An Industrial Tribunal at Chennai adjudicates upon matters specified in the third schedule appended to the Industrial Disputes Act, 1947.

During the year 2017, the Labour Courts have disposed 1,609 cases and Industrial Tribunal has disposed 35 cases.

1.6. The Industrial Employment (standing orders) Act, 1946

The Act requires employers of industrial establishments to define conditions of employment under their control and to make the said conditions known to workmen. The Zonal Additional Commissioners of Labour have been notified as Certifying Officers under the Act.

During 2017-18, 442 standing orders of industrial establishments were certified.

1.7. The Trade Unions Act, 1926

The Act provides for the registration of trade unions and in certain respects to define the law relating to the registered trade unions. The Regional Joint Commissioners of Labour have been notified as Additional Registrar of Trade Unions to register the trade unions. As on 31.03.2018, the Additional Registrars of trade unions have registered 12,018 trade unions. During 2017-2018, 153 trade unions were newly registered.

Enforcement of Labour Legislations

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.

1.8. Enforcement of Regulatory Laws

The Tamil Nadu Shops and Establishments Act, 1947

The Act regulates the conditions of employment of persons working in shops and commercial establishments. It provides for the opening and closing hours of Shops and Establishments and provision of weekly holiday with wages.

During 2017-18, 2,85,113 inspections were made. In 21,728 establishments, contraventions were noticed and a sum of Rs.28.96 Lakh has been collected as compounding fee.

The Tamil Nadu Catering Establishments Act, 1958

This Act regulates the service conditions of workers employed in catering establishments and it provides for weekly holiday, periods of work, leave with wages, overtime wages, etc.,

During 2017-18, amendments have been made extending the applicability of the Act to the whole State thereby protecting the rights of the workers throughout the State and enhancing the penalty amount to have a positive impact on the employers to comply with the law.

During 2017-18, inspections were made in 36,559 establishments and 7,660 contraventions have been noticed and a sum of Rs.6.99 Lakh has been collected as compounding fee. A sum of Rs.1.06 Crore has been collected as fees towards registration, renewal and amendments.

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

The Act provides for the grant of National, Festival and Special Holidays to persons employed in industrial establishments. Every year the Industrial establishments shall allow its employees to have paid National holidays on the Republic Day, the May Day, the Independence Day and the Mahatma Gandhiji's birthday, in addition to five other festival holidays.

During 2017-18, amendment to the Act has been made to empower the Government to declare paid holiday to the employees of the industrial establishments on any emergency or special circumstances prevailing in the State.

During 2017-18, officers of this department have made 94,752 inspections,

noticed 11,444 contraventions and collected a sum of Rs.25.48 Lakh as compounding fee.

The Motor Transport Workers Act, 1961

The Act provides for the welfare of motor transport workers and regulates the conditions of their work. There are 3,275 registered motor transport establishments which are employing 1,45,280 workers.

During 2017-18, a sum of Rs.73.26 Lakh has been collected as fees towards registration, renewal and amendments. In this period 6,594 inspections were carried out, 1,985 contraventions were noticed and a sum of Rs.5.34 Lakh has been collected as compounding fee.

The Plantations Labour Act, 1951

The Plantations Labour Act, 1951 and its rules provide for the welfare of the plantation labour and to regulate the conditions of work in

plantations. It is applicable to any land used or intended to be used for growing tea, coffee, rubber, cinchona and cardamom with an extent of 5 hectares or more and in which 15 or more workers are employed.

The Employers / Planters are obliged to provide housing facilities, medical facilities, creches, educational facilities, protective clothing, drinking water etc., to the workers.

This Act and its allied Acts, rules are enforced by the Chief Inspector of Plantations, ten Assistant Commissioners of Labour (Plantations) and two Assistant Surgeons (Plantations).

The office of the Chief Inspector of Plantations is situated at Chennai. The offices of the ten Assistant Commissioners of Labour (Plantations) are situated in Ooty, Coonoor, Kothagiri, Gudalur, Panthalur, Valparai, Yercaud, Batlagundu, Theni and Nagercoil.

The offices of the Assistant Surgeons (Plantations) are situated in Ooty and Nagercoil.

The total number of plantations in Tamil Nadu is 2,227 covering an area of 62,120 hectares of which 685 are registered plantations covering an area of 54,469 hectares and 1,542 are unregistered plantations covering an area of 7,651 hectares. The total number of workers in plantations are 56,983 of which 22,460 are men and 34,523 are women.

During 2017-18, the enforcement officers conducted 31,775 Inspections including 2609 inspections under Plantations Labour Act, 1951 and disposed off 98 prosecutions and collected a fine of Rs.2,12,000/- against employers for various contraventions.

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

The Act provides for conferment of permanent status to workmen in an industrial

establishment who have been in continuous service for 480 days in a period of 24 calendar months.

During 2017-18, the Assistant Commissioners of Labour (Enforcement) have conducted 1,490 inspections and issued orders in 474 petitions.

Other Regulatory Laws

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

1. The Contract Labour [Regulation and Abolition] Act, 1970
2. The Inter-state Migrant Workmen [Regulation of employment and conditions of service] Act, 1979
3. The Beedi & Cigar workers [Conditions of Employment] Act, 1966
4. The Working Journalists and other Newspaper Employees [Conditions of service and Miscellaneous Provisions] Act, 1955
5. The Sales Promotion Employees [Conditions of Services] Act, 1976

1.9. Social Security Laws

The Employees' Compensation Act, 1923

The Act provides for compensation to workers in the event of death or loss of earning capacity due to accidents arising out of and in the course of their employment. The Regional Joint Commissioners of Labour have been notified as Commissioners to hear and decide the claims under the Act. The compensation amount awarded is deposited by the employers / Insurance companies and the same is disbursed to the beneficiaries by e-Mode.

In case of default by the employer in depositing the amount awarded, action is initiated under Revenue Recovery Act to recover the amount through the District Collector by the Joint Commissioners of Labour.

During 2017-18, a total of 2,034 cases have been disposed off and orders issued to pay a compensation of Rs.99.07 Crore.

The Payment of Gratuity Act, 1972

The Act provides for the payment of gratuity to the employees. Gratuity is paid to an employee on superannuation / retirement or resignation, if she / he has put in a continuous service for a period of not less than 5 years. Gratuity is also paid on death or disablement due to accident or disease.

The Deputy Commissioners of Labour in the Office of the Regional Joint Commissioners of Labour have been notified as Controlling Authorities and the Zonal Additional Commissioners of Labour as Appellate Authorities under this Act.

During 2017-18, 3,462 claims were disposed off and a sum of Rs.21.19 Crore was ordered to be paid to the claimants.

The Tamil Nadu Payment of Subsistence Allowance Act, 1981

The Act provides for the payment of subsistence allowance during the period of suspension. The Deputy Commissioners of Labour in the office of the Regional Joint Commissioners of Labour have been notified as Authorities and the Regional Joint Commissioners of Labour as Appellate Authorities under this Act.

During 2017-18, 112 claims were disposed off and a sum of Rs.1.49 Crore was ordered as subsistence allowance to the claimants.

Laws relating to wages

The Minimum Wages Act, 1948

The Minimum Wages Act, 1948, safeguards the interests of the workers and provides for fixation and revision of minimum rates of wages for workers engaged in scheduled employments. In Tamil Nadu, Minimum Wages have been fixed for 76 employments, such as, Shops and Establishments, General Engineering, Construction, Hotels, Plantation, Tanneries and Leather Manufactory, Public Motor Transport, Medicine Manufacturing Industry etc., In Tamil Nadu the minimum wage is revised normally once in every 4 years. While fixing the minimum wages, Variable Dearness Allowance is added to neutralise the cost of living.

During 2017-18, minimum rates of wages have been revised in respect of 14 employments such as Local Authority, Plantation, Beedi

Rolling, Bricks and Tiles Manufactory, General Engineering etc.,

The Regional Joint Commissioners of Labour have been notified as authorities to hear and decide the claims under the Minimum Wages Act. During 2017-18, 1,21,620 inspections were carried out and 5 prosecutions were launched and Rs.13,000/- was collected as fine amount. 679 claims were disposed off and Rs.17.75 Crore was ordered by the minimum wages authorities.

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

- a. The Payment of Wages Act, 1936
- b. The Payment of Bonus Act, 1965
- c. The Equal Remuneration Act, 1976

1.10. Eradication of Child Labour

Children are the most valuable asset of the country and ensuring their proper education, health, safety and overall development is the utmost priority of the Government of Tamil Nadu. The Government have adopted multipronged strategy which includes both stringent legislative and project based approach. Effective enforcement and implementation of the provisions of the various legislations, convergence of resources of Government both horizontally and vertically, co-ordination between various stake holders and active involvement of the community is the key in attaining the ambitious goal of a child labour free society. The concerted efforts taken by the State Government have resulted in perceptible decline of the number of child labour in the State.

Enforcement

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

To supplement the legislative framework, framing of State rules, revised State Action Plan and formulation of a specific Standard Operating Procedure is under process. The State has notified Assistant Commissioners of Labour (Enforcement) as Nodal Officers for each district vide G.O.(Ms) No.130, Labour and Employment (U1) Department, dated 28.07.2017. Consequent upon strengthening the legislative framework for complete prohibition of employment of children below 14 years, the Government of India have provided a vibrant enforcement mechanism in the form of an online

portal 'PENCIL' (Platform for Effective Enforcement of No Child Labour).

During 2017-18, 2,19,732 establishments were inspected through regular, special and surprise inspections, including the raids conducted by the teams formed under the District Level Task Force. 49 contraventions were noticed and 59 child workers were rescued and rehabilitated. 6 cases ended in conviction and a fine of Rs.80,050/- has been imposed by courts.

Awareness Generation

Every year, June 12 is observed as 'Anti Child Labour Day' to create awareness among the public. At districts level, many awareness activities like oath taking in schools and Government offices, rallies, human chains and awareness meetings are being conducted. At the State level, Anti Child Labour Day message from the Hon'ble Chief Minister was

published in various Tamil and English dailies. Mainstreamed students from National Child Labour Project Special Training Centres who scored high marks in 10th and 12th Standard Public Examinations were given cash awards and the best Special Training Teachers were felicitated for their work.

Every year, in the All India Industrial and Tourism Trade Fair organised 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.

Hon'ble Chief Minister presented the awards to the District Collectors of Trichy, Vellore and Sivaganga for their outstanding performance in eradication of child labour for the years 2013, 2014 and 2015, respectively during a function held on 01.09.2017.

National Child Labour Project

In Tamil Nadu the National Child Labour Project (NCLP) funded by the Government of India is implemented in 15 Districts. The NCLP society is headed by District Collector, who is the chairperson of the District Child Labour Monitoring Committee. Currently, 312 Special Training Centers are functioning in the 15 NCLP project districts in which 7,040 rescued child labourers are studying. During 2017-18, the number of mainstreamed children into regular schools was 3,482.

A stipend of Rs.400/- per month, educational materials, free uniform, free medical check-up etc., are provided to children supported by NCLP. The State Government is providing a monthly cash assistance of Rs.500/- to the erstwhile child labour from NCLP schools to pursue higher education. During the academic year 2017-2018, 782 students have been benefited to the tune of Rs.46.92 Lakh.

Abolition of Bonded Labour System

The Bonded Labour System (Abolition) Act, 1976 and the bonded labour rehabilitation scheme provide for economic and social rehabilitation of the freed bonded labourers including their skilling and capacity building. The subject of rehabilitation of bonded labour is with the Labour Department from 01.04.2017.

A State Action Plan for rescue, release and rehabilitation of bonded labour has been formulated by the State in G.O (Ms) No. 163, Labour and Employment (U1) Department, dated: 21.09.2017.

All the Assistant Commissioners of Labour (Enforcement) have been appointed as Nodal Officers for the implementation of the Bonded Labour System (Abolition) Act, 1976 and the Central Sector Scheme for Rehabilitation of Bonded Labourer 2016 for their respective administrative jurisdiction.

A Standard Operating Procedure for identification, release and rehabilitation of bonded labour is being prepared in order to provide guidelines to various stake holders for effective implementation of the Act and the 2016 Scheme.

The rescued bonded labourers are rehabilitated with immediate assistance amount of Rs.20,000/-, Public Distribution System Ration Card, Community Certificate, Employment, Education, Skill Training, enrolment in SHG and medical needs. Further, the rescued bonded labourers are being enrolled in the relevant Unorganized Workers Welfare Boards so as to enable them to avail the benefits eligible to them under the respective schemes.

The State Government have allotted a sum of Rs.125 Lakh for the rehabilitation of the rescued bonded labour during the year 2017-18.

276 bonded labourers were rescued from bondage during 2017-18, Rs.49.05 Lakh was paid as immediate assistance to rescued bonded labourers.

Labour Department has developed a comprehensive data base, which includes all details from the initial stage of survey to the end of prosecution of the case including rescue and rehabilitation of bonded labour.

1.11. Consumer Protection

The Legal Metrology Act, 2009

The Legal Metrology Act, 2009 establishes and enforces standards of weights and measures and protects the interest of consumers. It regulates trade and business in weights and measures and other goods which are sold or distributed by weight, measure or number.

This Regulatory Act is enforced by the notified officers of Labour Department. The Additional Commissioner of Labour (Inspections), Chennai has been notified as the Controller of Legal Metrology for the entire State of Tamil Nadu.

During 2017-18, 3,44,233 establishments were inspected and 12,231 cases were compounded for various offences and Rs.99.67 Lakh has been collected as compounding fee. An amount of Rs.32.00 Crore has been collected as Stamping fee under Legal Metrology Act.

The Legal Metrology (Packaged Commodities) Rules, 2011

The Legal Metrology (Packaged Commodities) Rules, 2011 regulates pre-packaged commodities and mandates certain labelling requirements prior to sale of such commodities.

During 2017-18, 1,29,971 inspections were made, 2,310 cases were compounded and a sum of Rs.58.28 lakh was collected by way of compounding fee. A sum of Rs.2.31 Lakh has been collected as registration fee.

1.12. Welfare Boards and Social Security Schemes

Tamil Nadu Labour Welfare Board

The Tamil Nadu Labour Welfare Board was constituted in 1975 as per the Tamil Nadu Labour Welfare Fund Act, 1972 in order to extend various Welfare Schemes for the benefit of the organised Labour. The Board receives contribution from the employees and employers of the Factories, Plantations, Motor Transport Undertakings, Shops and Catering Establishments etc., to implement various welfare schemes. The employees of the above establishments contribute Rs.10/- and employers contribute Rs.20/- per worker per

year. The Government also contributes Rs.10/-. The Board also receives fine amount imposed by the Courts and also Compounding fees collected by the enforcement officers of the Labour department from the employers for violation of various labour laws and rules.

The Board runs 38 Labour Welfare Centres to provide for pre-school, tailoring training and reading room facilities to the employees and their dependants.

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

Magazine 'Uzhaippavar Ulagam' is published for the benefit of employees and employers.

During 2017-18, assistance was availed by 15,075 workers and their wards to the tune of Rs.87.90 Lakhs.

Unorganised Workers Welfare Boards

Unorganised sector is characterised by irregular nature of employment and unstable income. For providing Social Security Schemes to the unorganised workers, the Government of Tamil Nadu has enacted the Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982 and accordingly welfare schemes have been formulated. These Schemes provide for various welfare assistances for Education, Marriage, Spectacle, Maternity, Accident Disability, Natural Death, Accidental Death, Funeral, Monthly Pension and Family Pension.

The Government have constituted 17 Unorganised Workers Welfare Boards under the above Act 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 Washer men 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

Sl. No.	Name of the Board
12	Tamil Nadu Goldsmiths Welfare Board
13	Tamil Nadu Pottery Workers Welfare Board
14	Tamil Nadu Domestic Workers Welfare Board
15	Tamil Nadu Power loom Weaving Workers Welfare Board
16	Tamil Nadu Street Vending and Shops and Establishments Workers Welfare Board
17	Tamil Nadu Cooking Food Workers Welfare Board

Functions of 17 Unorganised Workers Welfare Boards

At the District level 35 Assistant Commissioners of Labour (Social Security Scheme) administer the functions of the Boards such as registration, renewal, sanction and disbursement of welfare scheme assistances. Additional offices have been opened at Ponneri, Marthandam and Vaniyambadi to cater to the needs of unorganised labour.

Assistances provided under Welfare Schemes

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

Sl. No.	Types of Assistance	Amount (in Rs.)
1	Accident Relief Scheme a. Accident death b. Accidental disability (based on extent of disability) c. Artificial limbs and wheel chair d. Death at work site during the course of employment (both for registered and unregistered construction workers)	1,00,000/- Upto 1,00,000/- At the rate fixed by TNDAPW Board Rs.5,00,000/-
2	Natural death assistance	20,000/-
3	Funeral expenses assistance	5,000/-
4	Educational assistance	
	a) Girl children studying 10 th Std.,	1,000/-
	b) 10 th Std., passed	1,000/-
	c) Girl children studying 11 th Std.,	1,000/-

Sl. No.	Types of Assistance	Amount (in Rs.)
	d) Girl children studying 12 th Std.,	1,500/-
	e) 12 th Std., passed	1,500/-
	f) Regular degree course with hostel facility	1,500/- 1,750/-
	g) Regular P.G. Course with hostel facility	4,000/- 5,000/-
	h) Professional Degree Course with hostel facility	4,000/- 6,000/-
	i) Professional P.G. Course with hostel facility	6,000/- 8,000/-
	j) ITI or Polytechnic with hostel facility	1,000/- 1,200/-
5	Marriage Assistance (a) for men (b) for women	3,000/- 5,000/-
6	Maternity assistance Miscarriage / Medical termination of pregnancy	6,000/- 3,000/-
7	Reimbursement of cost of Spectacles	upto 500/-
8	Pension	1,000/- Per month
9	Family Pension (Construction Workers)	Rs. 400/- Per month

Social Security Scheme offices in the districts

Welfare Schemes are being administered at the district level by 35 Assistant Commissioners of Labour (Social Security Scheme) in all the 32 districts. The head office and district offices of the unorganised workers welfare boards have been computerised. The data entry for registration, renewal and claim applications and data management is done through web based software.

In order to address specific issues relating to each district in implementing various Social Security Schemes and to strengthen the activities of Assistant Commissioners of Labour (Social Security Scheme) at the district level, a District Monitoring Committee headed by the District Collector with Government representatives of various line departments of

the district, employees and employers representatives is functioning.

Identity cards are issued to the registered unorganised workers 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.

To bring greater transparency, 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.

Financial Resources

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.519.74 Crore has been received as cess in the year 2017-18.

The Tamil Nadu Unorganised Drivers Welfare Board provides welfare scheme assistance to unorganised drivers by utilising the additional tax collected from commercial motor transport employers carrying passengers or goods on roads at the rate of 1%, payable under the Tamil Nadu Motor Vehicle Taxation Act, 1974. An amount of Rs.11.51 Crore has been received as additional tax in the year 2017-18.

Tamil Nadu Manual Workers Social Security and Welfare Board and other 14 Welfare Boards receive Government Grants for implementing welfare schemes. The Government of Tamil Nadu have sanctioned a sum of Rs.87.80 Crore for the year 2017-18.

Achievements of Unorganised Workers Welfare Boards

Details of Registration and disbursement of welfare assistances from the inception of the Board upto 31.03.2018:

S. No.	Name of the Board	Registration (in Lakhs)	Beneficiaries (in Lakhs)	Amount (Rs. in Crores)
1	Tamil Nadu Construction Workers Welfare Board	28.21	14.63	503.69
2	Tamil Nadu Unorganised Drivers Welfare Board	2.10	1.07	29.78
3	Tamil Nadu Manual Workers Social Security and Welfare Board and 14 other welfare boards	40.41	27.38	701.38
Total		70.72	43.08	1234.85

Details of Registration and disbursement of welfare assistances during 2017-18 :

S. No.	Name of the Board	Registration (in Lakh)	Beneficiaries (in Lakh)	Amount (Rs. in Crore)
1	Tamil Nadu Construction Workers Welfare Board	1.20	1.93	90.08
2	Tamil Nadu Unorganised Drivers Welfare Board	0.08	0.15	5.54
3	Tamil Nadu Manual Workers Social Security and Welfare Board and 14 other welfare boards	0.69	2.15	78.75
Total		1.97	4.23	174.37

1.13. Tamil Nadu Institute of Labour Studies

The Tamil Nadu Institute of Labour Studies was established in the year 1973 to conduct academic courses and impart training for capacity building for the officials of Labour Department and the representatives of Trade Unions and employers on the current labour issues and labour reforms. Subsequently, it was registered as a society in the year 1987 and is functioning as an autonomous institution from 1.4.1988. The Government of Tamil Nadu gives annual grants-in-aid of Rs.2.17 Crore for the administration of the institute.

In view of rapid industrialisation in Tamil Nadu, with a view to cater to the increasing needs 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 Diploma in Labour Administration and weekend Diploma in Labour Laws with Administrative Law courses for the working employees are also offered in 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 2017-18 academic year, 263 students were enrolled in various courses and 1,823 persons participated in 17 seminars and training programmes conducted by this institute.

The Government has allotted three acres of land for construction of own building at Ambattur I.T.I. campus for Tamil Nadu Institute of Labour Studies and sanctioned an amount of Rs.15 Crores vide G.O. (Ms) No.227, Labour and Employment Department, dated : 25.11.2016

for construction of its own building. The construction work has been commenced on 26.4.2017 and the work is in progress.

1.14. Tamil Nadu Academy of Construction (TAC)

In the present scenario, there is a need to upgrade the skills of work force in construction sector as new technology and modern machineries are used in the construction industry. Tamil Nadu Academy of Construction (TAC) was created to impart free skill training in various construction trades such as electrical, painting, carpentry, masonry, land survey, plumbing to the construction workers and their family members. The skill training is provided in Government ITIs and Private ITIs approved by the Directorate of Employment and Training under Modular Employable Skill Training Programme.

1.15. Special Initiatives

- ❖ In order to avoid multiplicity of filing Annual Returns under various Labour Laws, Combined Annual Return has been introduced under the Tamil Nadu Catering Establishment Rules, 1959, The Tamil Nadu Plantations Rules, 1955, The Tamil Nadu Motor Transport Workers Rules, 1965 and The Tamil Nadu Beedi and Cigar (Conditions of Employment) Rules, 1968. Further, online facility will be included in the web portal which is being developed by the Labour Department.

- ❖ For rationalization, simplification and reducing the burden of maintaining too many registers and forms, simplified combined Register has been proposed under The Tamil Nadu Shop and Establishments Rules, 1948, The Tamil Nadu Catering Establishment Rules, 1959, The Tamil Nadu Plantations Rules, 1955. The Tamil Nadu Motor Transport Workers

Rules, 1965 and The Tamil Nadu Beedi and Cigar (Conditions of Employment) Rules, 1968.

- ❖ Natural death assistance has been increased from Rs.15,000 to Rs.20,000 and funeral expenses from Rs.2,000 to Rs.5,000 to the registered members of 17 Unorganised Workers Welfare Boards.
- ❖ 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 Lakhs has been established and inaugurated by Hon'ble Minister for Labour on 28.12.2017.
- ❖ An Additional office of Assistant Commissioner of Labour (SSS) at Kanyakumari, Vellore and Thiruvallur districts have been created since huge number of workers have registered in 17 Unorganised Workers Welfare Boards and also to facilitate speedy disposal of welfare assistances.

The above offices were inaugurated by Hon'ble Minister for Labour on 28.12.2017.

- ❖ The Hon'ble Chief Minister of Tamil Nadu has handed over jeeps to Assistant Commissioners of Labour (Social Security Schemes) on 16.05.2017 for speedy delivery of services to the unorganised registered workers.

Awards

- ❖ With a view to promote healthy industrial relations, the Government have formulated the 'Good Industrial Relations Award Scheme'. The Employers and the Trade Unions, which maintain good industrial relations are given this award. A retired High Court Judge is the Chairman and the Special Joint Commissioner of Labour is the Secretary of this Committee. During the award distribution function held on 20.05.2017, Hon'ble Minister for Labour has presented

69 awards to the employers and trade unions for the years 2008 to 2014.

- ❖ The Hon'ble Chief Minister of Tamil Nadu presented the awards to the District Collectors of Trichy, Vellore and Sivaganga for their excellent performance in eradication of child labour for the years 2013, 2014 and 2015, respectively during the meeting held on 01.09.2017.
- ❖ The Commissioner of Labour has been awarded a shield by Hon'ble Chief Minister of Tamil Nadu in the District Collectors and Police officers conference held on 07.03.2018 for being 3rd place in speedy redressal of the petitions received from Chief Minister special cell.

2. DIRECTORATE OF INDUSTRIAL SAFETY AND HEALTH

Tamil Nadu has always been in the forefront of industrialisation with a very strong presence of various multinational companies in all the manufacturing sectors. The State has always been a safe heaven and attractive destination for the investors owing to a favourable business climate, excellent and robust infrastructure, abundance of skilled manpower, peaceful and conducive industrial atmosphere making it as the leading manufacturing Hub of the country.

The State boasts itself of the availability of skilled and talented manpower because of the salubrious working conditions and peaceful industrial relations and attractive wage structure. This has been made possible by pro-active measures taken by the department in effective enforcement of various labour

legislations. It has been the policy of the Government to maximize the welfare of the people by creating gainful employment opportunities through sustainable economic growth.

In order to promote ease of doing business, Government has amended the State Rules facilitating various labour reforms for the benefit of the industries. Timelines for the service delivery functions under the labour laws have been reduced. Ease of Doing Business initiatives in the State will strengthen many small and medium scale industries leading to a rapid industrial growth.

Tamil Nadu has a diversified manufacturing sector and features among the leading states in several industries like automobile and automobile ancillary units, engineering, pharmaceuticals, garments, textile

products, leather products, chemicals, plastics, fireworks and match industries etc.,

The Directorate of Industrial Safety and Health enforces labour legislations in factories and building and other construction sites effectively with the task of protecting the interest of the organised and unorganised workers employed in factories and construction sites respectively by effective implementation of safety and health standards. This Directorate plays a pivotal role in ensuring industrial peace in Tamil Nadu.

In Tamil Nadu, 42,987 factories have been registered under the Factories Act, in which 21,42,037 workers are employed and 8,850 construction establishments have been registered under the Building and other Construction Workers (Regulation of Employment and Conditions of Service) (BOCW)

Act, 1996, in which 2,39,295 workers are employed as on 31.03.2018.

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

It 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

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

The Directorate of Industrial Safety and Health which is committed to protect the safety, health and welfare of the workers employed in factories, building and other construction sites carries out the following activities:

- I) Enforcement of Factories Act, 1948 & 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 (Regulation of Employment and Conditions of Service) Act, 1996 and Tamil Nadu BOCW (Regulation of Employment and Conditions of Service) Rules 2006 and other allied labour legislations in construction establishments.

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, 1948 and other allied labour laws.

2.3. Promotion of Ease of Doing Business Initiatives in Factories

The inspection scheme of the Directorate of Industrial Safety and Health has been modified and computerized risk based inspection system in respect of factories has been introduced.

An online web portal has been developed for the Directorate of Industrial Safety and Health which facilitates 'Ease of Doing Business' with e-Payment facilities. Statutory clearances under various Labour legislations are issued online with digital signature of the concerned officials of this

Directorate through this web portal. The following services of the Directorate are now available online on the web portal <https://dish.tn.gov.in>

- Issue of license under Factories Act, 1948
- Approval of plans under Factories Act, 1948
- 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

Also to support Tamil Nadu as one of the preferred investment destination in the country, 'Tamil Nadu Business Facilitation Act, 2017' has been enacted to issue clearances by various competent authorities within the prescribed time limit. Single window clearance mechanism for all the approvals including the services related to this Directorate of Industrial Safety and Health

has been established under the provisions of this Act. Clear time lines for issue of factory license, plan approval etc., have been mandated with 'deemed approval' provisions under Section 12 of this Act.

Inspection Scheme

'Computerised Risk Assessment based Inspections' and random allocation of Inspecting Officers in order to bring more transparency in inspection, a reformed Inspection procedure has been implemented in the Directorate of Industrial Safety and Health.

The inspection scheme mandates the following principles for promoting ease of doing business:-

- (i) Inspection must be done for various acts at the same time in any particular Factory / Building and other Construction establishment.
- (ii) The same Inspector should not inspect the same factory / Building and other

Construction establishment twice consecutively.

- (iii) For all cases of inspection, the inspection report should be submitted to the department and the concerned Factory / Building and other Construction establishment within 24 hours after the time of inspection.

The factories are categorized as High, Medium and Low Risk Factories on the basis of manufacturing process and number of workers employed therein.

High risk factories are to be randomly inspected once in a year, Medium risk factories are to be randomly inspected once in two years and Low risk factories are to be randomly inspected once in five years.

In addition to regular inspections, special, holiday and check inspections are also carried out for better monitoring of the safety, health and welfare provisions.

In the year 2017–18, 37,027 inspections were carried out by the officials of this Directorate of Industrial safety and health and welfare facilities are ensured to workers employed in factories.

Self-Certification-cum-Combined Annual Returns Scheme

(i) Self-Certification Scheme

Self-Certification Scheme has been introduced for the Medium risk category and Low risk category of factories. Low risk category of factories enrolled under this scheme shall be exempted from physical inspection. The medium risk factories enrolled in the above scheme shall be randomly inspected once in five years.

(ii) Simplified Combined Annual Returns

For providing relief to the management and making procedures simple and hassle free, Tamil Nadu Factories Rules has been

amended. The factories shall furnish the Combined Annual Return in Form No.22 as per Rule 100 of Tamil Nadu Factories Rules, 1950. Various details under different Labour enactments pertaining to factories could be furnished online in a single form and the duplication of filing of returns under various Labour Acts has been eliminated.

Simplified Combined Registers to be maintained under various Labour Laws

In order to reduce the burden of maintaining too many registers and forms, 27 registers prescribed under the following six State Labour enactments are being omitted and five new registers are being introduced under the Tamil Nadu Ease of Compliance to maintain registers under Labour Laws Rules, 2018.

- i. The Tamil Nadu Factories Rules, 1950
- ii. The Tamil Nadu Building and Other Construction Workers (Regulation of

Employment and Conditions of Service)
Rules, 2006

- iii. The Tamil Nadu Contract Labour (Regulation and Abolition) Rules, 1975
- iv. The Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) (Tamil Nadu) Rules, 1983
- v. The Minimum Wages (Tamil Nadu) Rules, 1953
- vi. The Tamil Nadu Payment of Wages Rules, 1937

2.4. Fireworks Factory Inspections

All the chemicals used in the manufacture of fireworks, the intermediate products and the final end products are dangerous in nature and they pose a serious threat to the life and safety of the workers, if the requisite safety procedures are not strictly followed. These factories are inspected periodically to ensure safety of workers and also educate the managements of fireworks factories and workers on safe handling

and working methods. During 2017-18, 429 cases have been filed against the erring fireworks factory managements and fine amount of Rs.4,80,000/- was imposed by the courts.

In Virudhunagar district, during the festival season, special squads are formed along with Joint Directors of other jurisdictions all over the State to keep a vigil on units manufacturing fireworks. During these squad inspections, the safe storage and handling of dangerous materials in Fireworks factories are monitored. Legal action were initiated against the factory managements for the violations noticed during the inspections and prohibition orders to stop production were issued to the serious violation noticed factories. During 2017-18, 714 squad inspections were conducted during Diwali festival.

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 functioning in this District. This has been envisaged to give further thrust on enforcing safety provisions to ensure safe working conditions in fireworks factories. This Mobile Team conducts surprise inspections to ensure the safety of workers and also 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 safe operating procedures.

During 2017-18, the squad has conducted 329 inspections. 36 cases have been filed against the managements and a fine amount of Rs.2,45,000/- was imposed 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 fatal accidents. A Training Centre has been established in Sivakasi, to create awareness to foremen / supervisors and workers on safety measures to be followed in the manufacturing of fireworks. The 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, 33 batches of one month training classes have been conducted so far benefitting 922 foremen. During 2017-18, one day training programs were conducted in 20 sessions benefitting 5,997 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 and the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986. Further, squad inspections are also conducted in coordination with the officials of the department of Revenue, Police and the staff of the National Child Labour Project every month to identify child labour employment in factories and small establishments. In the year 2017-18, 1,204 squad inspections were conducted in factories

and 21 cases have been filed in the courts against the defaulting employers. A fine amount of Rs.8,13,900/- was imposed on the defaulting employers.

2.7. Hazardous Process Industries

The industries that use hazardous raw materials and chemicals likely to cause safety and health hazard to the persons engaged in storage and handling of the same and also result in the pollution of the environment are classified as Hazardous Process industries as per Section 2(cb) of Factories Act 1948 (Amended Act 1987). The First Schedule under Section 2(cb) of The Factories Act, 1948 (Amended Act 1987) has listed 29 processes as hazardous processes.

Major Accident Hazard factories

Factories storing and handling chemicals more than threshold quantity listed under

schedule 3 of the manufacture, storage and import of Hazardous Chemicals Rules, 1989 are classified as Major Accident Hazards factories (MAH units). In Tamil Nadu 153 units have been identified as major accident hazards factories as on 31.03.2018.

During 2017-18, the Directorate has received 'On-site Emergency Plans' from 43 major accident hazards units up to 31.03.2018, out of which 26 were recorded subject to certain conditions. To assess the real time problem that may arise during emergency mock drills are conducted periodically in these factories, under the supervision of the officers of the Directorate. In the year 2017-18, 142 mock drills have been conducted.

2.8. Site Appraisal Committee

The State Government has constituted a Site Appraisal Committee as stipulated under

Section 41A of Factories Act 1948 (Amended Act 1987) to advise the Government on the applications submitted by the hazardous process industries either for grant of initial permission or for expansion. This committee 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 2017–18, the site appraisal committee has scrutinised 11 applications.

Health and safety promotional activities in factories

Health Promotion Functions

A medical wing is functioning in this Directorate with one Chief Medical Officer and eight Medical Officers. They conduct periodical medical examination for the workers engaged in dangerous and hazardous processes and for the canteen workers. They also suggest both clinical and other preventive measures. Medical fitness

certificates are issued to adolescent workers. The Medical Officers also accompany the child labour squad inspection team for ascertaining the age of the child. During 2017-18, medical officers have issued 66,843 medical examination certificates to the workers engaged in dangerous and hazardous process industries, 9,879 medical certificates to the canteen workers and 29,714 fitness certificates to the adolescent workers.

Noise Level Monitoring

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

Safety Awareness Promotion

The officers of this Directorate take rigorous efforts to minimise the occurrence of accidents through safety promotional activities like conducting safety courses, safety awareness campaigns and safety drills.

Three Safety Propaganda Committees have been constituted in this regard by this Directorate at Chennai, Madurai and Coimbatore regions. These committees periodically visit Chemical Factories, Fireworks, Tanneries and Bleaching & Dyeing units to review safety mechanisms and to explain the hazards in these industrial units by educating the managements and workers about the safety precautions to be followed to avoid the occurrence of accidents. In the year 2017 – 2018, these committees have conducted 91 safety awareness campaigns benefitting 4,090 workers.

Safety Training

Safety training classes are periodically conducted by the officers of this Directorate in factory premises itself. In the year 2017 – 2018, 525 training classes have been conducted benefiting 25,927 workers.

The Directorate is coordinating with the other Non-Governmental voluntary organizations like National Safety Council and National Productivity Council which are involved in safety promotional activities through safety seminars for creating safety awareness among the managements, direct employees and contract workers. In the year 2017 – 2018, 6 seminars have been conducted benefiting 1,445 workers.

Ensuring Pressure Vessel Safety

In addition to the enforcement of labour welfare legislations, operational safety of the

pressure vessels installed in the factories is also ensured by the officers of this Directorate. All the pressure vessels operating above atmospheric pressure excluding steam boilers coming under the purview of Indian Boilers Act are examined or tested externally once in every six months and internally once in a year or hydrostatically once in every two years or subjected to ultrasonic test once in every four years. In the year 2017-18, 1,07,696 external, 1,918 internal, 16,301 hydrostatic and 4,551 ultrasonic examinations have been conducted.

Group Personal Accident Insurance Scheme

A new Group Personal Accident Insurance Scheme has been introduced by the Government of Tamil Nadu as per the directions of the Honourable Supreme Court of India. In case of fatalities in match and fireworks factories, a sum of Rs.50,000/- is paid to the legal heir of the workers. The premium for the insured amount

was fixed annually with the consultation of the Insurance companies and Members of Match & Fireworks Management Association. The payment of premium for each and every worker employed is the statutory liability of the employer. At present the insurance has been renewed and implemented through the New India Assurance Company, Thiruthangal for fireworks and match factories. This compensation is in addition to the compensation provided under E.S.I Scheme or Employees Compensation Act.

Action is being taken to enhance the Insurance amount from Rs.50,000 to Rs.1.00 lakh from the next insurance period.

Safety Award Schemes

State Safety Awards

State Safety Awards are presented to the managements every year, in order to motivate the managements towards safety and to honour

the Factory Managements for their best performance in accident prevention and promotion of safety consciousness among workers. Under this scheme, every year, first, second and third prizes each of 90 shields are awarded to the managements of different categories based on the performance of factories in accident reduction.

Uyarntha Uzhaipalar Virudhugal

'Tamilaga Arasin Uyarntha Uzhaipalar Virudhugal' are awarded every year to encourage the workers, who give valuable suggestions to improve productivity, working environments and Safety Standards. Further, to enhance and motivate participation of more workers, the number of awardees have been increased from 24 to 43 from the year 2012.

2.9. Enforcement of Building and other Construction Workers Act, 1996 & Tamil Nadu Rules, 2006 and other allied labour laws in Building and other construction works

To ensure provisions of safety and welfare measures for the construction workers, the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Tamil Nadu Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2006 are being enforced by the officials of the Directorate of Industrial Safety and Health from the year 2010 onwards.

A separate wing in this Directorate was created exclusively for carrying out enforcement activities and imparting safety awareness training to management, contractors and workers involved in the building and other

construction works and it is effectively functioning from the year 2013.

After the formation of this separate wing, 8,850 construction establishments have been registered and the construction workers are ensured safety and welfare facilities.

During 2017-18, 1,202 construction establishments have been registered in which 2,077 inspections were conducted. 158 cases have been launched against the defaulting establishments and fine amount of Rs.3,29,000/- has been imposed by courts.

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

An online web portal has been developed for the Directorate of Industrial Safety and Health which facilitates 'Ease of Doing Business' with e-Payment facilities. Statutory clearances under various Labour

legislations are issued online with digital signature of the concerned officials of this Directorate through this web portal. The following services of the Directorate are now available online on the web portal <https://dish.tn.gov.in>

- Registration of establishment under Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996
- Registration & licensing under Contract Labour (Regulation and Abolition) Act, 1970
- Registration & licensing under Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979

Inspection Scheme

In order to regularise the Inspection Scheme, the building and other construction establishments are categorized as High, Medium and Low Risk categories on the basis of the

nature of construction and number of workers employed therein.

High Risk Construction Establishments

All construction works employing more than 500 workmen and other works involving risk in construction activity such as multi-storied building of five floors and above, railways construction, power generation and distribution works, dams etc., irrespective of the number of workmen are classified as 'High Risk' category of establishment.

Medium Risk Construction Establishments

Construction works employing 50 to 500 workmen and construction of buildings with more than two floors but less than five floors irrespective of the number of workmen are classified as 'Medium Risk' category of establishment.

Low Risk Construction Establishments

All other construction works not classified under High and Medium risk category are classified as 'Low Risk' category of establishment.

The Schedule of Inspections will be determined through online inspection module. The construction establishments will be selected randomly as per the frequency of inspections of the officials of Directorate of Industrial Safety and Health.

High risk establishments are to be randomly inspected once in a year, Medium risk establishments are to be randomly inspected once in two years and Low risk establishments are to be randomly inspected once in three years.

Self-Certification-cum-Combined Annual Returns Scheme

Self-Certification Scheme

Self-Certification-cum-Combined Annual Returns Scheme has been proposed for the following building and other construction establishments:

- a) Medium risk category of establishments
- b) Low risk category of establishments

Low risk category of building and other construction establishment enrolled under the Self-Certification-cum-Combined Annual Returns Scheme shall be exempted from physical inspection. The medium risk category of building and other construction establishment enrolled in the above scheme shall be randomly inspected once in three years. However such building and other construction establishments may be inspected with the authorization of the Director

of Industrial Safety and Health in case of complaint, accident or other exigencies.

Safety Awareness Promotion for the Building and other construction workers

The construction establishments are labour oriented and are prone to accidents. Since the migrant workers employed in construction sites are illiterate and are not aware of safe working methods, safety training is imparted to these workers in their mother tongue. To create safety awareness for the workers and employers of construction establishments, two safety awareness programs are conducted every month by each Deputy Director of Building and other Construction Workers Act enforcement division.

During 2017-18, 115 safety classes were conducted benefiting 10,852 workers which helped in creation of more awareness and in reducing the number of accidents.

2.10. SPECIAL INITIATIVES

Online monitoring centre for toxic and poisonous fumes

A monitoring centre has been established in the office of the Director of Industrial Safety and Health, for online monitoring of Toxic and Poisonous fumes released in the factories. The real time evaluation of the concentration of toxic / poisonous fumes inside the factories are monitored in this monitoring centre through a web based application. By this continuous monitoring, the excessive escape of toxic and poisonous fumes in the working area could be identified to alert the concerned factory management for taking immediate remedial measures. Hazardous process industries have been connected to this Online monitoring centre for real time monitoring of toxic / poisonous gases in identified hazardous locations.

Provision of Laptops to the officers of BOCW Act enforcement wing

30 laptops have been purchased and issued to the officials of BOCW wing of this Directorate.

Safety awareness programmes for construction workers

Safety posters, prototype pictorial representations and safety short films have been developed for imparting safety awareness among construction workers.

Safety Short films to prevent accidents in Fireworks factories

Production of safety short films for the workers, manufacturers and traders of Fireworks factories is in progress.

Hand-held Multigas Detectors

Hand-held multigas detectors have been procured for the use of officers of this Directorate to measure the release of toxic gases in factories during inspection.

3. DEPARTMENT OF EMPLOYMENT AND TRAINING

EMPLOYMENT WING

The Employment Offices of the Department, with a transformed outlook are now functioning as Career Guidance Centers, guiding jobseekers through guidance and counseling activities. Primary work of all Employment Offices is registering the jobseekers and sponsoring their names to the vacancies notified, based on their qualification, age, seniority and communal rotation as per the requisition of the employers. The other works are collection and compilation of employment market information, sanctioning of unemployment assistance and providing of vocational guidance to unemployed youth. The Department has formed District Level Private Placement Assistance Cell in each employment office, wherein private sector employers visit at regular intervals to meet the

job seekers, paving way for private employment opportunities.

3.1. Organisational Set-Up

The Department of Employment and Training is headed by the Commissioner of Employment and Training. In the Employment Wing there are two Joint Directors in the Commissionerate and four Joint Directors in the regions. They are assisted by 12 Deputy Directors, 16 Assistant Directors and 48 District Employment Officers.

Following offices are functioning under Employment Wing.

Name of the Office	Head of Office	No. of Offices
Regional Joint Director Office, Chennai, Madurai, Trichy and Coimbatore	Regional Joint Director (Employment)	04
District Employment Offices (In all 32 Districts of the State)	Deputy Director/ Assistant Director/District Employment Officer	32

Professional and Executive Employment Offices, Chennai and Madurai	Deputy Director/ Assistant Director	02
Special Employment Office for the Differently Abled, Chennai	Assistant Director	01
District Employment Office for Technical Personnel, Chennai	District Employment Officer	01
District Employment Office for Unskilled, Chennai	District Employment Officer	01
Special Vocational Guidance Centre for Tribal Population, Uthagamandalam	Vocational Guidance Officer in the rank of District Employment Officer	01
Coaching cum Guidance Centre for SC/ST at Cuddalore, Tirunelveli, Trichirapalli, Coimbatore and Vellore	Assistant Director/ District Employment Officer	05

3.2. Activities of the Employment Offices

- ❖ Registration, Renewal, Updation of candidates' profile directly and through online
- ❖ Sponsoring of candidates to public and private sectors

- ❖ Vocational Guidance to unemployed youth
- ❖ Study Circle with libraries
- ❖ Free coaching classes for competitive examinations
- ❖ Career guidance and counselling to SC/ST aspirants
- ❖ Coaching Centre for Competitive Examinations at Arts and Science Universities
- ❖ Registration and Guidance for Overseas Employment and Skill Training
- ❖ Conducting Career Awareness and Skill Awareness programs
- ❖ Conducting Skill Camps for unemployed youth and securing them placement
- ❖ District Level Private Placement Assistance Cell (DLPAC)
- ❖ Job Fair and private placement
- ❖ Collection and Compilation of Labour Market Information
- ❖ Unemployment Assistance to Unemployed youth

3.3. Registration through Website

www.tnvelaivaaiappu.gov.in

As per the direction of the former Hon'ble Chief Minister of Tamil Nadu, since 2011, H.S.C., (12th Std.,) and S.S.L.C., (10th Std.,) passed students are able to register themselves in the employment exchanges at their school premises itself, using the web enabled online registration facility. So far, 84,19,535 registrants have got benefitted through this facility.

The total registrants in the live register of the Employment Offices as on 31.03.2018 are 78,91,068 consisting of 19,28,118 school students below 18 years, 18,34,664 students taking up higher studies in the age group of 18 to 23 years, 29,93,634 job seekers in the age group of 24 to 35 years, 11,28,792 registrants in the age group of 35 to 58 likely to get Government placement and 5,860 over aged persons above 58 years.

3.4. Placement

During the period from January 2017 to March 2018, the number of job seekers who were placed in public sector is 4,392 and private sector is 47,302. Out of this, 184 job seekers placed in public sector and 1287 job seekers placed in private sector are differently abled persons. This Department has placed 85,777 jobseekers in public sector establishments from the year 2011 to March-2018.

3.5. Career Guidance

All the Employment Offices are now transformed into Career Guidance and Counseling Centers.

- **Guidance to Registrants:** Guidance is given to all the registrants about the various job opportunities, competitive examinations, registration for skill training, registration with Overseas Manpower Corporation Limited for overseas jobs and

self employment schemes of the Government.

- **Individual Guidance and Group Guidance:** Individual Guidance is given to the registrants and job seekers when they approach the employment offices for improving their qualification and upscaling their skills to become employable. Similarly group guidance is also given by Employment Offices to homogeneous groups regarding the various job opportunities available for their qualification.
- **Career Talks and Career Seminars:** Career talks and seminars are held in educational institutions at regular intervals to enlighten the students on various courses. Career pamphlets are also distributed.
 - ❖ Career Guidance outreach programmes are conducted in educational institutions periodically.
 - ❖ Career Guidance with Counselling is provided to weaker sections.

- ❖ Through Career Master training programmes the teachers in schools are guided to create 'career corners' in their schools.
- ❖ Free coaching classes for competitive examinations are scheduled for the jobseekers aspiring to enter into public sectors.

Career Exhibitions

Career Exhibitions are conducted by the Department in the Educational Institutions and various charts and study materials are exhibited to guide the students in pursuing further studies and scholarships, appearing for competitive examinations and choosing self employment. For this, a sum of Rs.10,000/ per year is sanctioned to each Employment Office. During the year 2017-18 the Employment Offices have held 32 Career Exhibitions.

3.6. Study Circles

The Study Circles established in all 32 District Employment Offices conduct coaching classes for various competitive examinations like UPSC, TNPSC, SSC, IBPS, TNUSRB, RRB, TET etc., The library of the Study Circle provides books for competitive examinations, monthly and weekly magazines and study materials to the youth. Previous year question papers are also made available and distributed to the aspiring candidates. The Employment Offices also conduct mock tests and mock interviews. Candidates who come out successful in competitive examinations with the guidance of Study Circle and other eminent faculties are invited to give motivational talks. Every year Rs.1.00 Crore is spent for this scheme.

During the year 2017-18, the Employment Offices have conducted 199 coaching classes in which 18,302 aspirants were enrolled and 368

have been successfully placed in various Government jobs.

Free coaching classes for competitive examinations to poor students in Colleges and Universities

A sum of Rs.50.00 Lakh is sanctioned by Government to set up coaching centres in 10 Arts and Science Universities for conducting free coaching classes to poor students studying in Colleges and Universities. So far 2652 students have enrolled and are attending the coaching classes held for preparing them for UPSC, TNPSC, SSC and IBPS examinations. They can also view and download the e-Content from the employment portal at their convenience.

Career Awareness Week

Every year, first week of July is declared as 'Career Awareness Week'. Accordingly, in all the districts career counselling, career talks, career exhibitions, career seminars, career rallies,

career awareness through mobile vans, career master training programmes and distribution of booklets and pamphlets on careers and courses are carried out by the Department.

Career Master Training Programme for Teachers of School Education Department

During the year 2017 – 18, 28 Career Master Training programmes were organised in co-ordination with School Education Department and 3,219 teachers from all districts participated. As a result, Career Corners have been set up in schools to disseminate career information to school students.

Career Guidance for students of BC / MBC / DNC and Minorities Welfare Hostels

Special career guidance programmes for 38,547 students studying 10th Standard, 12th Standard and Degree courses and residing in 1,338 BC/MBC/DNC and Minorities hostels were organised during 2017-18 with the support

of Backward Classes and Minorities Welfare Department.

Publication of Career literature

A news letter 'Thiran Thamizhagam' highlighting the activities of the Department and various career opportunities is released every quarter since November 2016. Career guidance booklets on "What after 10th?", "What after 12th?", "What after ITI?" and "What after Polytechnic?" were published and hosted as e-Books in the Department website www.tnvelaivaaiappu.gov.in.

3.7. Special Cells for Differently Abled Persons

There is an exclusive Special Employment Office for the Differently Abled persons in the Integrated Employment Office at Guindy, Chennai. Apart from this, there are 13 Special Cells functioning at Coimbatore, Cuddalore, Erode, Kancheepuram, Madurai, Nagercoil,

Salem, Thanjavur, Tiruchirapalli, Tirunelveli, Thoothukudi, Uthagamandalam and Vellore. These cells serve the differently abled persons and assist them in securing employment according to their abilities. From the year 2016 to 2018, 418 differently abled persons were placed in public sector and 1,790 in private sector.

3.8. Coaching–Cum–Guidance Centers for Scheduled Castes / Scheduled Tribes

There are five Coaching-cum-Guidance Centres meant for Scheduled Castes / Scheduled Tribes youth, functioning at Coimbatore, Cuddalore, Tiruchirapalli, Tirunelveli and Vellore.

These centres provide career guidance to youth from SC and ST communities. These centres conduct confidence building programmes for them. Apart from counselling services, these Centres also periodically organise pre-examination training courses for the Scheduled Castes / Scheduled Tribes youth

appearing for various competitive examinations. Government have sanctioned a sum of Rs.20.46 Lakhs for this scheme.

3.9. Special Vocational Guidance Centre for Tribal Population

There is a Special Vocational Guidance Centre functioning at Udagamandalam. This Centre provides guidance to students and job seekers belonging to tribal community. The Vocational Guidance Officer visits the educational institutions and hostels for Scheduled Tribe students and delivers career talks. This unit also does spot registration of applicants belonging to Scheduled Tribes.

3.10. Unemployment Assistance

Unemployment assistance is given for three years to job seekers waiting on the live register of Employment Offices for five years subject to eligibility conditions like age limit and income. The annual income criteria for eligibility is Rs.50,000/- and maximum age limit is

40 years and 45 years for Scheduled Caste and Scheduled Tribe. The unemployment assistance amount is credited quarterly into the bank account of beneficiaries. The unemployment assistance has been doubled with effect from February, 2017.

During the financial year 2017-2018, a sum of Rs.30.45 Crore has been disbursed to 57,365 beneficiaries under the Scheme.

Unemployment Assistance for Differently Abled Registrants

Unemployment assistance is given to differently abled job seekers waiting on the live register for one year without any restriction on parental income and age for ten years. The unemployment assistance of Rs.600/- per month is given to illiterate - SSLC pass, Rs.750/- for HSC and Rs.1,000/- for graduates. During the financial year 2017-2018, a sum of Rs.20.15 Crore was disbursed to 22,605 beneficiaries.

3.11. Model Career Centre

All Employment Offices are now transformed as Career Centres. The objective of the Career Centre is to connect local youth and other job seekers with all possible job opportunities in a transparent and effective manner through technology as well as through counselling and training. The first Model Career Centre in Tamil Nadu was established at District Employment Office, Vellore and next at Coimbatore with financial assistance from Government of India.

3.12. Mission Mode Project

The Government of India, under Mission Mode Project of National Career Service, with a view to interlink all employment exchanges and to promote all Employment Offices as Career Centres have sanctioned a sum of Rs.5.60 Crore towards refurbishing, purchasing of IT

infrastructure in 35 Employment Offices and for conducting job fairs.

Sl. No.	Category	No. of Offices	Total amount in Crore
01	I.T. Infrastructure	35	1.05
02	Refurbishing of Employment Offices	35	1.75
03	To conduct job fairs	35	2.80
	Total Amount		5.60

3.13. National Career Service Portal

Under National Career Service all the Employment offices are integrated through National Career Service Portal. This portal acts as a platform to bridge the gap between the Government and private job providing ecosystem and job seeker and skill development ecosystem.

National Career Service Portal co-exists with the State Employment Portal www.tnvelaivaaiappu.gov.in. The State database has been migrated to the National Career Service Portal. Online registration of job seekers, employers and skill training providers helps the job seekers to get placement at national level.

3.14. Private Sector Placement

To promote private sector recruitment, District Level Private Placement Assistance Cells have been set up in 2012 in 37 District Employment Offices. These cells play a facilitator role in organising job seeker-employer meet. Job fairs help the employer to choose the best candidates and the job seeker to secure a job. It also assists the non-selected candidates to identify their skill gap and take up necessary skill training. Job fairs are organised at regular intervals in the premises of Employment Offices by the 'District Level Private

Sector Placement Assistance Cells (DLPAC)'. The Government of India have sanctioned Rs.2.80 Crore per year under NCS Grant-in-Aid program for conducting job fairs by 35 Employment Offices and from September 2017 to March 2018 a total of 91 job fairs were conducted. Through such job fairs, 2,18,414 job seekers have been placed in various private sector establishments from the year 2011 to March-2018.

3.15. Special Initiatives

Virtual Learning System: Online free coaching classes, e-Content, e-Books.

Virtual Learning System portal is being set up to provide e-Learning, e-Content and e-Books along with online virtual learning through interactive videos. The above portal will also cater to the needs of job seekers and students to prepare for competitive examinations, enhance their skills and update their knowledge for improving their employability. The portal

mitigates the language barrier by providing Tamil equivalent assistance for the e-Content.

Setting up of Cells in Employment Offices for Registration and Guidance on Overseas Employment and Skill Registration

Cells for registration and guidance on Overseas Employment and Skill Registration have been setup in every Employment Office. These cells help in guiding the job seekers for overseas recruitment and for registration at the OMCL portal.

Skill registration cell has also been set up in all district employment offices. These cells assess the skill gap of the individual. The job seekers choose the skill training for which they have an aptitude and register in the Skill Portal.

3.16. New Initiative of the Department

'An activity- A day' for all five days in a week

To streamline and to cover all the activities of the employment offices, the concept of

'An Activity- A day' for all the five working days has been evolved as mentioned below:

Concept for the day	Activities to be taken up on that day
Thiranmigu Thingal திறன்மிகு திங்கள் (Monday)	Skill Camp, Skill Assessment & Registration for Skill Training
Sevai Chevvaai சேவை செவ்வாய் (Tuesday)	Career Guidance, Confidence Building, Exhibitions, Seminars and Master Training Programmes
Pottithervu Budhan போட்டித் தேர்வு புதன் (Wednesday)	Free classes for competitive exams, Mock Tests and Interviews
Vizhipunarvu Vyazhan விழிப்புணர்வு வியாழன் (Thursday)	Group Discussions, Individual Guidance, Career Guidance Pamphlets, Psychometric Analysis
Velaivaippu Velli வேலை வாய்ப்பு வெள்ளி (Friday)	Conducting job fairs for all registrants, Updating details of Job seekers, employers, vacancy details and new jobs

The Employment Wing has got a mandate of reducing unemployment problem to the maximum extent possible by way of its activities such as Career Guidance Programs, Career

Exhibitions and Seminars, Coaching Classes through Study Circles, Conducting Job Fairs and adopting the concept of 'An activity – A day'. Thus all the possibilities of making the unemployed youth to become employable are explored by the Employment Wing by all possible ways.

TRAINING WING

The Training Wing of Employment and Training Department is a major contributor of skilled workforce to the State and Nation suiting to modern manufacturing and service industries in both formal and informal sectors, through long term training.

Vocational training is the concurrent subject. While the evolution of National policy, laying of training standards, norms, conducting of examinations, certification, etc., are the responsibilities of the Central Government, the implementation of the training schemes largely rests with the State Governments.

3.17. Organisation Hierarchy

The Commissioner of Employment and Training is the Head of Department assisted by two Joint Directors at the State Headquarters. At regional level, there are five Regional Joint

Directors at Chennai, Trichy, Coimbatore, Madurai and Tirunelveli to ensure effective monitoring and implementation of schemes. Each Government ITI is headed by a Principal in the cadre of Training Officer/Assistant Director / Deputy Director.

Craftsmen Training Scheme

The main objective of this scheme is to provide semi-skilled workmen to industries. It also helps the jobseekers to improve their employability in terms of either gainful employment or self-employment.

3.18. Government Industrial Training Institutes

ITIs are providing long term skill training in engineering and non-engineering sectors to the youth in our State. There are 88 Government ITIs across the State. Industrial Training is imparted to both boys and girls in

51 Engineering and 21 Non-Engineering trades. The training period ranges from 6 months to 2 years depending upon the trade.

Students between the age of 14 and 40 are admitted in Industrial Training Institutes. There is no upper age limit for women. 30% of seats are reserved for women candidates in all Government Industrial Training Institutes. Admission is made during the month of August every year on merit basis following the rules of reservation in force. At present, 31,298 trainees are undergoing skill training through Government Industrial Training Institutes.

3.19. Special ITIs

Government ITIs for SC / ST

Two Government ITIs are functioning at Chidambaram in Cuddalore District and Vadakarai in Thiruvallur District for the benefit of

Scheduled Caste trainees with a total 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 strength of 1,311.

Women ITIs

Ten Government ITIs are functioning exclusively for women trainees at Guindy, Ambattur, Cuddalore, Pullambadi, Coimbatore, Salem, Andipatti, Dindigul, Madurai and Nagercoil with a seating capacity of 3015. Further, four women wings are functioning at Thanjavur, Ramanathapuram, Paramakudi, Hosur with a total seating capacity of 480.

3.20. District wise Admission Counseling through Online

In Government ITIs candidates are selected according to merit and communal rotation through online counseling held at Nodal ITI of each district using the URL:www.skilltraining.tn.gov.in to make the admission process simple and transparent. During counseling, the candidates will opt for the trade and Industrial Training Institute as per their choice.

3.21. Private Industrial Training Institutes

To supplement the efforts of the State in producing skilled manpower for the Industry, private participation in vocational training is being encouraged. At present, there are 484 Private affiliated ITIs in Tamil Nadu with a total intake of 77,191. These Private ITIs are also affiliated to National Council for Vocational Training (NCVT) imparting training in approved courses. In the

year 2017-18, 32,684 trainees are undergoing training through these private ITIs.

Reimbursement of Training Cost

This Government have taken efforts to encourage private participation in skill training and a scheme of reimbursement of training cost to private ITIs is implemented. Under this scheme, 50% of the seats available in Private Industrial Training Institutes are surrendered to Government and the seats are filled up through online District Counseling.

For the candidates who are selected under Government quota and allotted to the private ITIs, the training cost is reimbursed at the rate of Rs.10,000/- per trainee per year for private ITIs located in rural areas and Rs.12,000/- per trainee per year in urban areas. During 2017-18, 6,624 trainees have been

admitted in Private ITIs under Government quota through District Counseling.

3.22. Industrial Schools

There are 385 self-financing Industrial Schools functioning in the State to cater to the needs of the local industries on demand driven basis. Training is offered in 90 trades mainly in the areas of catering, tailoring, computer application, beautician, office automation etc., with the training period ranging from one year to three years. Candidates with 8th pass and 10th pass qualification are admitted for training. Common Examinations are conducted by this Department in the month of June every year and SCVT Certificates are issued to successful trainees. At present, 16,580 trainees are undergoing training.

Maintenance Grant to ITIs and Industrial Schools

Every year, maintenance grant is issued to Government aided ITIs and Industrial Schools. This year, 22 ITIs and 10 Industrial Schools have received Rs.3.84 Crore as maintenance grant from the State Government.

Incentives to Trainees

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

In addition to the above, from the year 2013, the following benefits are also offered to the trainees of Government and Government Aided Industrial Training Institutes:-

1. To and fro Bus Pass
2. Two sets of uniform and one pair of shoes
3. Bi-cycle

4. Stipend of Rs.500/- per month
5. Laptop Computers
6. Text Books and Drawing Instruments
7. Trade consumables for practical works

3.23. Upgradation of Government ITIs

- ❖ Under the Centre of Excellence Scheme 22 Government ITIs have been upgraded at a cost of Rs.82.90 Crore with Government of India share of Rs.62.17 Crore and State share of Rs.20.73 Crore and every year, 2,000 trainees get benefitted.
- ❖ With the central assistance, 32 Government ITIs have been upgraded through Institute Management Committee (IMC) Society under Public Private Partnership (PPP) mode. Totally 33 trades have been introduced and 1,413 trainees are getting benefitted every year.

3.24. Skill Strengthening for Industrial Value Enhancement (STRIVE)

Government of India have designed a new scheme to upgrade the Government ITIs by name **Skill Strengthening for Industrial Value Enhancement (STRIVE)**. This scheme is to incentivize critical institutional reforms required in the institutional training systems, notably the ITI network and the apprenticeship system.

This is a five year program under which Government of India have planned to support ITIs including Private ITIs across the nation. In Tamil Nadu, 36 Government ITIs and nine Private ITIs are likely to be covered under this scheme with a tentative outlay of Rs.100 Crore. These funds will be utilised for enhancing the quality of ITI training, promoting and monitoring apprenticeship training at the State level, opening of Industry Window for training of ITI Instructors, establishing a dedicated

Apprenticeship Cell at State level and State Project Implementation Unit (SPIU) for implementing the STRIVE scheme.

As a part of 'Quality Assurance Mechanism' of skill training and to get 'benchmark for comparison' amongst the institutes, self-rating through MIS portal for grading of 62 Government ITIs and 99 Private ITIs has been completed. ITIs obtaining a rating of more than three star rating out of five will be brought under STRIVE scheme.

3.25. Short – term Courses

Government ITIs empanelled as Skill Training Providers under Tamil Nadu Skill Development Corporation (TNSDC)

Under this scheme, 62 Government ITIs have been empanelled as Training Providers to provide short term skill training to youth on industry relevant skills. So far, 3,558 trainees have completed training in Government ITIs.

After the completion of the training, skill assessment is conducted by State Council for Vocational Training (SCVT) and certificates are issued to the trainees after successful completion of training.

3.26. AMMA Two Wheeler Repair and Maintenance Training Centre

Under this scheme, training is imparted through Government ITIs in two wheeler repair and maintenance, small agricultural machineries and tractors for a batch size of 20 youth in 35 Panchayat Unions in the State. A sum of Rs.1.40 Crore has been sanctioned for providing training to the rural youth for creating self-employment opportunities. So far, 561 youth have been trained.

Skill Training Centre

Under this scheme, training is imparted through Government ITIs in self-employment

courses such as Domestic Electrician, Arc & Gas Welding, Maintenance of Air-conditioners, Tailoring, Accounts Assistant using Tally etc., for a batch size of 30 youth in 60 Panchayat Unions in the State. Government have sanctioned a sum of Rs.2.94 Crore to train 3,600 youth and so far, 1,130 youth have been trained.

3.27. Apprenticeship Training Scheme

Apprenticeship Training is another major scheme which transforms unskilled / semi skilled youth into fully skilled workforce and makes them industry ready to take up employment. Every year, apprentices are engaged by the industries based on their requirements. On-the-job training is provided to the apprentices by the employer in the industries. There are 2,302 establishments implementing this scheme in the State. This year, 8,410 apprentices have been engaged. The apprentices enrolled are provided with stipend by the

employers based on the notified minimum wages of semi-skilled workers.

After completion of the course every apprentice shall appear for the All India Trade Test for Apprentices, conducted by the National Council for Vocational Training (NCVT). This test 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.

Basic Training Centre

An establishment with more than 500 workers can start a Basic Training Centre (BTC) with the required infrastructure as per norms similar to an ITI. At present, there are 11 BTCs run by the Private industries in the State. This year, 483 apprentices have been engaged.

Implementing Agency

The Commissioner 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 Private Industries.

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 by Central Government as below:

- (i) Sharing of 25% of prescribed stipend subject to a maximum of Rs.1,500/- per month per apprentice to all apprentices engaged by the employers.

- (ii) Sharing of cost of basic training with Basic Training Providers (BTP), limited to Rs.7,500/- for a maximum of 500 hours / three months.

Under this Scheme, ITI trainees, 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 can be engaged as apprentices. Those who have not undergone any formal training can be engaged under Fresher Apprentices component. The candidates must have completed 14 years of age to undergo apprenticeship training.

Freshers as apprentices in Establishments

To achieve the national target of 50 Lakh apprentices cumulatively by 2020 many amendments and reforms have been made. One of the major reforms is inducting freshers as apprentices with a qualification of 8th, 10th, +2 passed in both designated and optional trades. These freshers will be completing apprenticeship training and will get National Apprenticeship Certificate (NAC).

3.28. Quality Assurance

Skill Competitions

To encourage the trainees to excel in their field, every year State Skill Competition is conducted by this Department in 18 trades. The winner is awarded with a cash prize of Rs.25,000/- and a merit certificate. The winning candidate can participate in All India Skill Competition.

All India level skill competition is conducted by Directorate General of Training, New Delhi in 15 trades every year among the winners of State skill competitions. The winner is awarded with a cash prize of Rs.50,000/- and a merit certificate. Tamil Nadu has been awarded as 'Best State' for 22 times. So far, Skill Excellence Award has been won by 38 trainees from Tamil Nadu.

Project Competition

State level Project Competition is conducted by this Department in five engineering trades viz., Fitter, Turner, Machinist, Mechanic Motor Vehicle and Electrician among the trainees of Government and Private ITIs. The winners are awarded with a cash prize of Rs.50,000/- along with a merit certificate to the best project from the year 2016. So far, five trainees have been awarded.

'Dr.Radhakrishnan Award' to Best Instructor

To encourage the best performing Principals and Instructors of Government ITIs 'Dr. Radhakrishnan- Best Instructor Award' has been instituted. The best performers are awarded with a cash prize of Rs.10,000/- in the form of NSC Bond and a merit certificate. In the last six years, 48 officials have been honored.

3.29. Faculty Training

To enhance the knowledge of instructors of Government ITIs in latest technologies and machineries and to replicate the same while providing quality training to the trainees, they are deputed to Government of India institutions viz., Central Training Institute (CTI), Advanced Training Institute (ATI) in Chennai and Apex Hi-Tech Institute, Bengaluru. During 2017-18, 416 Instructors have been trained.

Examination Cell at State Headquarters

Examinations under Craftsmen Training Scheme, Apprenticeship Training Scheme and Industrial Schools are conducted by this Department through the Examination Cell located at the Commissionerate. To improve the efficiency of the works related to examination including declaration of results, this cell has been recently strengthened with necessary infrastructure at a cost of Rs.30.00 lakh.

Dual Training Mode

Under the Dual System of Training, theory portion including basics on tools, equipments and safety procedures along with foundation practical will be conducted in the ITIs and the industrial training relevant to practical / lab training portion of the curriculum will be given in the industries. A tie up in the form of MoU is made by the institute with the industry where

these students would be placed for the industrial training component.

Training will be conducted with the duration as follows :

2 Year Trade - 15 months in ITI and nine months training in Industry.

1 Year Trade - Seven months in ITI and five months training in Industry.

This year dual training mode has been introduced in nine Government ITIs and two Private ITIs.

3.30. Developmental Initiatives

Introduction of demand-driven trades / additional units in existing Government ITIs

To increase the skilling capacity in the State, 41 demand-driven new trades / additional units have been started in 33 existing Government

Industrial Training Institutes at a cost of Rs.29.94 Crore. Every year, 1,732 trainees are trained additionally.

Web enabled Certificate Verification

To ease the process of obtaining genuineness of National Trade Certificate (NTC) / National Apprenticeship Certificate (NAC) issued by this Department, web enabled certificate verification has been introduced with an outlay of Rs.40.00 Lakh and the work has been entrusted with ELCOT, Chennai.

Language cum Soft Skill Labs in Government ITIs

Language cum Soft Skill labs have been established in 64 Government ITIs to train the trainees in soft skills, language skills and basic IT skills to increase their competitive skills.

Skill Nodal Office at District Level

A Nodal office at district level headed by Assistant Director has been created for smooth and better coordination with all the Departments imparting skill training in that particular district. These Nodal offices will also implement and monitor various skill training programmes implemented by this Department in the State.

Trade Apprentices Engagement Fair

To encourage more number of industries to implement Apprentice Act, Trade Apprentices Engagement Fair is conducted at regional level. This year, Apprentices Fair has been conducted in all the five regions and 3187 candidates have been benefitted.

Bio-metric Attendance

From the year 2013 onwards, this Department has implemented Biometric attendance system for the staff as well as

trainees of all Government ITIs and offices under this Department at a cost of Rs. 58.25 Lakh to ensure regular and timely attendance.

Text Books in Tamil

This year, this Department has published text books for 14 trades in Tamil and issued to the trainees of Government ITIs. This is a special initiative taken by this Department for the trades in which National Instructional Media Institute (NIMI) has not published text books so far.

Virtual Class Rooms

Virtual Class Room (VCR) is an advanced learning environment, created using Internet, Computers, Video conferencing devices. The advantage of best teachers could be shared by all the institutions under this teaching method which will help the students of Government ITIs located in hilly areas and rural areas. Considering the welfare of the trainees this Government have issued orders to establish

Virtual Class Rooms with hub centres at Government ITI, Trichy and Coimbatore and Spoke-centres at Government Industrial Training Institutes in hill areas viz., Anaicutti, Karumandurai, Kolli Hills, Gudalur, Jamunamarathur and Sankarapuram with a financial sanction of Rs.80.00 Lakh.

Simulator based Welding Training

Simulator based Welding provides a modern approach towards further professionalisation of welder training. This is a quick and safe way in learning the process of welding. To teach the welding trade trainees of Government ITIs with modern approach, Welding Simulators have been procured and installed at 23 Government ITIs at a cost of Rs.251.00 Lakh.

Refresher Training to Instructors

To upgrade the quality of training and to increase the pass percentage of trainees in

Government ITIs, refresher training in latest technology is provided to 100 instructors of Government ITIs in Advanced Training Institute, Chennai at an estimated cost of Rs.5.00 Lakh.

Advanced Training to Best Trainees

To provide a chance to the best trainees of Government ITIs to go for short term advance level courses, the State Government have issued orders to provide advanced training to the 25 trainees each in eight trades viz., Fitter, Turner, Machinist, Electrician, Wireman, Mechanic Motor Vehicle, Mechanic Diesel and Welder in the first phase to take up further studies in the field of their skill in the Government of India institutes. To encourage these trainees, the State Government have sponsored trainees to undergo Advanced Training Courses at a cost of Rs.57.81 Lakh.

Special Placement Cell at ST ITIs

To facilitate the Scheduled Tribe trainees of Government ITIs in getting immediate placement in industries after successful completion of training and to improve their life style, industries will be invited to the Government ITIs for ST viz, Anaicutti, Gudalur, Jamunamarathur, Kolli Hills, Karumandurai and Sankarapuram and campus interviews will be conducted for the placement of ST trainees. An amount of Rs.15.00 Lakh has been sanctioned by the Government for these special placement cells at ST ITIs.

Visit to Industrial Expo by ITI trainees

To take up appropriate skill training in the areas which have high demand in the industry and have bright career prospects, the trainees of Government ITIs are taken to National and International Industrial Fairs / Exhibitions

organized within Tamil Nadu in cities like Coimbatore, Madurai and Chennai. During 2017-18, 1,861 trainees have visited Industrial Expo. at a cost of Rs.5.41 Lakh.

Industrial Support

This Department has made industry tie-up for development of infrastructure under CSR activities and to make the instructors / trainees aware of the latest technologies. In this way, Industries such as M/s Bharat Electronics Limited, Bengaluru has contributed machineries for three trades viz., Digital Photographer, DTPO and Welder in Government ITI, Guindy at a cost of Rs.35.00 Lakh; M/s Hyundai Motors India Limited has contributed cars to two Government ITIs viz., Guindy and Ranipet which are imparting training in Mechanic Motor Vehicle trade; M/s Titan India has donated Welding Simulator Machines to three Government ITIs at a cost of Rs.35.00 Lakh; M/s Maruti Suzuki has

developed an enhanced Skill Training Centre at Ambattur; M/s Yamaha Motors India Limited has donated two engines (one scooter – one motor cycle) each to three Government ITIs viz., Ambattur, Guindy and Chengalpet and M/s Toyota Limited has donated painting booth at a cost of Rs.15.00 Lakh, petrol / diesel engines models and welding machines to Government ITI, Paramakudi.

The Training Wing of this Department is endeavouring its entire efforts in providing skill training to the youth of the State to make them exposed to the latest technologies to meet the present skill needs of the industries. The gap in skilled manpower is assessed and addressed by way of introducing new trades transforming the youth more skillful and employable.

4. TAMIL NADU SKILL DEVELOPMENT CORPORATION

Tamil Nadu Skill Development Corporation was established to meet the growing industry demands of skilled work force and to transform the State into Skill Capital of the country.

Tamil Nadu Skill Development Corporation (TNSDC) as the Nodal Agency for skill training in the State, is actively collaborating with training providers and industry partners to increase the skilled work force in terms of both quantity and quality. Tamil Nadu Skill Development Corporation is committed to provide relevant market oriented and placement linked skill training by partnering with Central and State Government agencies and reputed private skill training institutions.

4.1. Adopting Standard Norms for Training Courses and Cost

Tamil Nadu Skill Development Corporation ensures benchmarking of training courses to national standards by adopting National Skill Qualification Framework (NSQF) approved job roles for training, course duration and training cost including assessment cost, boarding and lodging cost as per the common norms notified by Ministry of Skill Development and Entrepreneurship, Government of India. Training courses in Qualification Packs (QPs) approved by NSDC are being followed while identifying the training partners. TNSDC has also prescribed minimum 70% placement on successful completion of the training as mandatory for all training providers to ensure employment to trainees.

Third Party Assessment and Certification

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

Identification of Training Partners

Training partners are empanelled by TNSDC by inviting Expression of Interest (EOI) and on the basis of physical inspections by the Joint Directors of the Department of Employment and Training. TNSDC has so far empanelled 629 Training Providers which include Central / State Government Institutions and private agencies for imparting short term skill training programs aligned with NSQF.

4.2. District Wise Skill Training in Job Oriented Sectors

TNSDC is imparting training in the following key sectors of the State like Automobile, Green Jobs, Health Care, Textiles & Apparel, IT-ITES, Agriculture, Leather, Beauty & Wellness, Logistics, Banking Financial Service and Insurance, Media & Entertainment, Construction, Retail, Electronics, Telecom, Food Processing, Chemicals & Plastics, Light Engineering, Gems & Jewellery and Tourism & Hospitality. The details of district-wise skill training imparted during the year 2017-18 is given below:

Sl. No.	District	Trained
1	Ariyalur	1178
2	Chennai	19088
3	Coimbatore	2988
4	Cuddalore	3297

Sl. No.	District	Trained
5	Dharmapuri	2442
6	Dindigul	2320
7	Erode	3724
8	Kancheepuram	2271
9	Kanniyakumari	527
10	Karur	3009
11	Krishnagiri	1015
12	Madurai	3458
13	Nagapattinam	1973
14	Namakkal	2503
15	Perambalur	627
16	Pudukottai	982
17	Ramanathapuram	936
18	Salem	2716
19	Sivagangai	1922
20	Tanjavur	3334
21	The Nilgiris	425

Sl. No.	District	Trained
22	Theni	1570
23	Tiruvallur	3631
24	Thiruvannamalai	856
25	Thiruvarur	1051
26	Thoothukudi	1762
27	Tirunelveli	1787
28	Tiruppur	3197
29	Trichy	2887
30	Vellore	3663
31	Villupuram	3069
32	Virudhunagar	1619
33	Training to Students of BC/MBC Hostels through TNSDC training providers	19615
Total		105442

The details of sector-wise skill training imparted during the year 2017-18 are given below:

Sl. No.	Sector	Trained
1	IT&ITES	7641
2	Telecom	10358
3	Apparel	17445
4	Construction	9297
5	Logistics	5274
6	Media & Entertainment	1763
7	Plastic Engineering	1270
8	Retail	2270
9	Leather	1878
10	Hospitality	1220
11	Textiles	5726
12	Beautician	2394
13	Health care	5209
14	Light Engineering	4288
15	BFSI	2316
16	Automobile	3367
17	Agriculture & Allied	1335

18	Soft skill	19653
19	Refrigerator & A/C	1132
20	Gems & Jewellery	720
21	Others	886
	Total	105442

4.3. Creating Skill Awareness throughout the State

Mega job fairs organized by the Employment Wing of this Department are held with the twin purpose of placement for youth in private sector and registration for skill training. On these lines, the stalls of TNSDC and the Training Providers are installed in the job fair venues to register the youth for suitable skill training programmes conducted through TNSDC.

Registration and guidance for Skill Training programmes are being carried for candidates approaching Employment Offices. Awareness and wide publicity on skill training programmes in the districts is created through Mobile Skill

Vans in all the districts, apart from issue of pamphlets and display of skill training posters / banners in all the District Employment offices and District Collectorates. Skill Melas are being conducted in all the 385 blocks of the State to register candidates for taking up suitable skill training to enhance their job potential leading to a better livelihood.

4.4. TNSDC Portal for Online Skill Registration

TNSDC web portal www.tnskill.tn.gov.in serves as an exclusive interactive platform for all the stakeholders in the skill ecosystem of the State. This portal facilitates online registration of unemployed youth for skill training by providing all skill training course details, including course duration and the syllabus / course content. Empanelled Training Providers can also enroll the candidates for training based on the online applications submitted by candidates and create approved training batches in the portal for

monitoring and assessment of trainees during the course of the training.

Skill Registry will be an one-stop-place or repository of skilled manpower in all sectors which will have profiles of all successful and certified skill trainees. The skill registry will be updated to include skill profiles of all NTC / NAC holders, Diploma holders and trainees of Skill Training Programmes of other Departments.

4.5. Skill Training in Advanced Technology in Engineering Colleges and Polytechnics

To provide skill training in advanced technology to technically qualified graduates passing out from engineering and polytechnic colleges, the Government is establishing a Centre of Excellence and five linked technical Skill Development Institutes (t-SDIs) under Public Private Partnership (PPP) mode at an

outlay of Rs.546.84 Crore with State Government contribution of Rs.54.68 Crore.

TNSDC has partnered with SIEMENS a global leader in automation and robotics and Anna University to offer high-end skill training to enhance the employability of the technical students in tune with the latest industry requirements. These skill training programmes will be anchored at Anna University Chennai which will be the hub providing skills in designing, automation, robotics etc., to the students of Anna University College, Kancheepuram, Anna University College, Villupuram, Thanthai Periyar Government Institute of Technology, Vellore, Central Polytechnic College, Taramani, and Murugappa Polytechnic College (Aided) Avadi and these institutions will function as the spokes of the model.

4.6. Special Skill Training Programmes

'Amma Two Wheeler Service Training' at select ITIs at a cost of Rs.1.40 Crore is conducted from TNSDC funds. Short term skill training in service sectors is given to 20,000 youth in urban areas through TNSDC empanelled training providers.

Monthly stipend of Rs.2000/- per month has been paid to 13,250 trainees by TNSDC for on-the-job training given by MSME units under Amma Skill Training and Employment Scheme.

4.7. Skill Certification under Recognition of Prior Learning (RPL)

Recognition of Prior Learning recognizes the skill possessed by craftsman and workers who have considerable work experience by way of assessing and certifying their skills. TNSDC has initiated steps to introduce RPL in the State by taking up assessment of skilled workers engaged in Construction, Hospitality, Automobile and

Apparel Sectors. TNSDC has so far certified 10,464 workers under RPL in the following sectors viz: - Construction, Apparel, Automobile, Hospitality, Leather and Logistics during the year 2017-18.

The State Government have passed orders to engage skill certified workers in all the contract works undertaken by Departments like PWD, Metro Water, Local bodies etc., to ensure quality of work and to avoid accidents at work places.

4.8. Implementation of State Component of Pradhan Mantri Kaushal Vikas Yojana (PMKVY 2.0)

India being the youngest nation with more than 62% of its population in the working age group and having around 54% of workforce below 25 years of age has the challenge of getting the youth skilled and making them more employable. To address this challenge Government of India have introduced various targeted skill development and employment

generation programmes by establishing new Ministry of Skill Development & Entrepreneurship (MSDE) in 2015 to scale up the skilling activities.

One of the objectives of MSDE is the engagement and capacity building of States under the flagship outcome-based skill training scheme, Pradhan Mantri Kaushal Vikas Yojana (PMKVY-2.0) which is a modified and improved version of PMKVY – 1.0

The PMKVY-2.0 is implemented by Government of India along with the States as two components:

- 1) Centrally Sponsored Centrally Managed (CSCM): 75% of the PMKVY 2.0 funds shall be available to MSDE for skilling through National Skill Development Corporation (NSDC).
- 2) Centrally Sponsored State Managed (CSSM): 25% of the funds of PMKVY 2.0 shall be allocated to the States.

To support the implementation of training under the CSSM component, MSDE has issued guidelines for State engagement under PMKVY 2.0 which include State Government's role and process, funding support, scheme implementation and monitoring mechanism.

Tamil Nadu Skill Development Corporation has forwarded proposal to train 1,40,880 candidates (46,960 candidates per year) at a project outlay of Rs.20658.64 Lakh (Rs.6886.21 Lakh per year) to Government of India under the CSSM component of PMKVY 2.0 as per the guidelines. The Ministry of Skill Development and Entrepreneurship approved the entire proposal and has conveyed the sanction of payment of grant-in-aid amounting to Rs. 34.43 Crore as 1st tranche towards implementation of the State component of PMKVY 2.0 (2016-20) by Tamil Nadu Skill Development Corporation.

The State Government vide G.O. (Ms) No.211, Labour and Employment Department, dated: 20.12.2017 have released a sum of Rs.34.43 Crore as first tranche to TNSDC for implementation of Scheme.

Under the SDMS PORTAL, TNSDC has approved 210 Training Providers, and 88 Training Centres. Training batches covering 2416 trainees have been approved and training for 510 has commenced as on 31.3.2018.

4.9. SANKALP Project

The Skills Acquisition and Knowledge Awareness for Livelihood (**SANKALP**) is an outcome oriented project implemented through World Bank financial assistance of Rs.4455 Crore including contribution from States / UTs and industries (in the form of CSR funds).

The Project aims at strengthening institutional mechanism at both National and

State levels, by building a pool of quality trainers and assessors to create convergence among all skill training programs and to provide access to skill training to the disadvantaged sections of society.

The funding for the States are categorized under the 'Systems Strengthening Grant' and 'Inclusion Grants'.

- a) The 'Systems Strengthening Grant' will be utilized for institutional strengthening at the State level which includes setting up of State Skill Development Missions (SSDMS) ensuring convergence of all skill development activities in the States / UTs.
- b) The 'Inclusion Grants' will focus on enhancement of inclusion of marginalized communities including women, scheduled castes, scheduled tribes and physically challenged persons.

States are required to furnish a Letter of Agreement to the Central Government

confirming to commit 40% of State share and to adhere to the grant funding mechanism related to the result areas under the operation as outlined in the project. The Government of Tamil Nadu have expressed its willingness through a letter of agreement to opt for this Scheme.

4.10. State Level Skill Gap Study

Tamil Nadu being one of the top industrialized and economically developed states of our nation has ample number of educated youth passing out from colleges every year. In spite of this, the employability of majority of them is not so encouraging due to mismatch of supply and demand of skills from the job market. To address the above skill demand a professional skill gap study will be undertaken in all the 32 Districts to ascertain the demand of the industry and the available skill level of the youth in each district.

This survey will cover the industrial expectations in terms of skill and qualification, technical knowledge, language and soft skills etc., in each district to assess the skill gap. The survey conducted among the youth will focus on the estimated demand and supply, area-wise, sector-wise, occupation-wise and skill-level employment in the next 5 to 15 years. Based on the skill gap study TNSDC will initiate skill training activities taking into account the available skill sets and the skill demand of the industries.

4.11. JICA - Apex Skill Training Centres TNIPP Phase 2 Project

Government of Tamil Nadu as part of its endeavour towards increasing the skilled human resource of the State have accorded administrative sanction for establishing Apex Skill Development Centres in the below 5 sectors at a total cost of Rs.100.00 Crore with the support of Japan International Cooperation

Agency (JICA). The project is shared on 50:50 basis and Rs.50.00 Crore is contributed by JICA and Rs.50.00 Crore by Government of Tamil Nadu.

1. Auto & Auto Component
2. Tourism & Hospitality
3. Hospital & Health Care
4. Logistics and Transportation
5. Engineering & MSME

The proposed Apex Centres will act as 'Centres of Excellence' to impart higher level skill training in the above sectors and also will act as nodal agencies for networking the existing training facilities in the respective sectors.

The Apex centres will have the following activities:

- Providing higher level of skill training
- Co-ordinating with industry for upgradation of Syllabus

- Development of sector specific courses
- Providing Training of Trainers (ToT)
- Collaboration with foreign agencies to develop training modules or to impart high-end skill training

This will ensure the provision of skill training with International standards making the youth of Tamil Nadu more employable and enabling them to get placement both inland and abroad.

TNSDC is pursuing a holistic approach through active engagement of all stake holders in the skill eco system to cater to the skill needs of the organized and unorganized sectors and thus to enhance the skilled human resources of the State.

5. OVERSEAS MANPOWER CORPORATION LIMITED

Overseas Manpower Corporation Limited (OMCL) was established in 1978, in order to help the overseas job seekers and prevent them from being exploited by the unscrupulous recruiting agents. OMCL has been registered under the Indian Companies Act, 1956. OMCL has been licensed to work as recruiting agent under the Indian Emigration Act, 1983 with the permission to deploy Emigrants for overseas employment.

It has paid up share capital of Rs.15.00 Lakh and authorized share capital of Rs.50.00 Lakh.

5.1. Registration

The overseas jobseekers register themselves for the overseas jobs through the website <https://www.omcmanpower.com>. The online registration process is in vogue since May 2017. Totally 2021 registrants have

registered their names for getting overseas employment till March, 2018.

5.2. Deployment

i) Overseas

Since its inception in 1978 to March 2018, the OMCL has deployed 9941 registrants to various countries. During the financial year 2017-18, 643 registrants have been placed for employment in countries like Kingdom of Saudi Arabia, Kuwait, Dubai, Bahrain etc., Out of the above, most of the candidates are placed for nursing categories in leading Government and Corporate hospitals.

ii) Domestic

The Domestic Recruitment division has been started in the month of April 2017. Totally, 592 contractual staff in various categories have been engaged in

Government Departments in Tamil Nadu till March 2018. The OMCL has earned Rs.7.02 lakh as service charge upto March 2018 through this division.

5.3. Activities of OMCL

Apart from deployment of jobseekers to overseas nations, the OMCL also undertakes the following activities:

- a) Supplying of Manpower to domestic employers
- b) Air ticketing services to limited departments
- c) Awareness / registration campaigns regarding Overseas employment
- d) Overseas employment guidance activities
- e) Assistance in obtaining certificates attestation from the Ministry of External Affairs
- f) Handholding support to the overseas job seekers

Revenue generation

The OMCL has earned Rs.1.48 Crore as gross revenue and Rs.54 Lakh as profit (unaudited) for the financial year 2017-18.

Dividend

For the financial year 2017-18, an amount of Rs.4.50 Lakh is declared as dividend to Government.

5.4. New initiatives

The Overseas Manpower Corporation is exploring possibilities of imparting skill training under the Tamil Nadu Skill Development Corporation in both technical skills and soft skills to the youth seeking employment abroad.

6. DIRECTORATE OF MEDICAL AND RURAL HEALTH SERVICES

(Employees State Insurance Scheme)

The Employees' State Insurance Scheme (ESIS) is an integrated Social Security Scheme for the workers and their family members employed in the organised sector. The Employees' State Insurance Scheme is administered by duly constituted body called the Employees' State Insurance Corporation as per the provision of Employees' State Insurance Act, 1948 enacted by parliament. The medical care is provided to the Insured persons and their family members registered under this Act through this Directorate.

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. Eligibility criteria for enrolment in ESI scheme

The Employees drawing monthly salary up to Rs.21,000 /- are eligible for enrolment in the scheme. Further the employees drawing wages up to Rs.25,000/- per month with disability like autism, cerebral palsy, mental retardation and multiple disabilities are also enrolled in this scheme.

6.2. Scheme funding

The employees and employers pay monthly contributions at a fixed percentage of 1.75% and 4.75% of wages respectively as their

contribution to avail the scheme benefits. Normally, the ESI Corporation reimburses 7/8th of the total expenditure incurred towards the implementation of the ESI scheme to the State Government. 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 01.04.2018 for two years.

6.3. ESI Hospitals and Dispensaries

The following 10 ESI Hospitals are functioning in the State :

- Seven ESI hospitals at Chennai-Ayanavaram, Madurai, Salem, Vellore, Trichy, Hosur and Sivakasi are functioning 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, New Delhi.

There are 216 ESI Dispensaries

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

Further, whenever super specialty services are required, are being provided to the insured persons and their family members through tie-up private hospitals.

6.4. AYUSH units under ESI Scheme

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

- Ayurveda units are functioning in eight ESI hospitals at Ayanavaram, Coimbatore, Madurai, Salem, Vellore, Trichy, Hosur and Sivakasi

- Yoga units are functioning in eight ESI hospitals at Ayanavaram, Coimbatore, Madurai, Salem, Vellore, Trichy, Hosur and Sivakasi
- Unani units are functioning in three ESI hospitals at Ayanavaram, Coimbatore and Madurai
- Siddha units are functioning in eight ESI hospitals at Ayanavaram, Coimbatore, Madurai, Salem, Vellore, Trichy, Hosur and Sivakasi. In addition, Siddha units are also functioning in 20 ESI dispensaries at 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 at Ayanavaram, Coimbatore and Madurai

6.5. Benefits of ESI scheme

All benefits are administered by the ESI Corporation except the Medical Benefit which is done by the ESI Schemes by Directorate of Medical and Rural Health Services (ESIS).

The contribution paid by the employee and employer under the ESI Scheme helps the insured person without putting any extra burden on his 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:

(1) Medical Benefit

One of the major benefit 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 and tertiary care

through ESI hospitals and a network of private tie-up hospitals.

(2) Sickness benefit

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

(3) 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 are eligible for extended sickness benefit for the period of certified sickness for a maximum period of two years.

(4) Enhanced sickness benefit

Insured persons in the productive age group are eligible for enhanced sickness

benefit for undergoing sterilization operation viz. Vasectomy / Tubectomy.

(5) Maternity benefit

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 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) Disablement benefit

Insured employees suffering from physical disablement due to employment injury or occupational disease are eligible for Disablement benefit.

(a) 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.

(b) Permanent disablement benefit

For permanent disabilities occurring during duty, the permanent disablement

benefit is payable for life time of the insured persons, and the workers are eligible from the initial day of entering insurable employment.

(7) Dependent's benefit

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

(8) Funeral Benefit

On the death of an insured person, funeral benefit of Rs.10,000/- is payable to his / her family from the initial day of entering insurable employment.

(9) Unemployment allowance

Unemployment Allowance is payable in case of involuntary loss of employment due to closure of factory, retrenchment or permanent

invalidity due to non-employment injury and payment of contribution for three years prior to the loss of employment, 50 % the average daily wages is payable for a maximum period of twelve months during life time under Rajiv Gandhi Shramik Kalyan Yojana (RGSKY).

6.6. 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 and Hearing Aids.
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/- 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 to take care of the maintenance of ESIC buildings, carry out minor and major repairs and purchase and repair of medical equipments.

The Hospital Development committee meets once in two months and is provided with Hospital development funds directly from the State Medical Commissioner / Officer, ESI Corporation.

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

(1) Package deal (Tie-up Hospitals)

There are 148 speciality and super speciality tie-up private hospitals for providing cashless treatment under package deal to the insured persons and their family

members. Based on the referral recommendations made by the Medical Officers of the ESI dispensaries and the Medical Superintendent 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 signed by the concerned hospitals.

(2) Revolving fund

The 'Revolving Fund' was created in 2004 for quick settlement of medical reimbursement bills of the insured persons and their family members treatment for specialty and super specialty in private hospitals with referral. During 2017-18, bills of specialty & super speciality treatment of 21,427 insured persons amounting to Rs.22.67 Crore have been settled.

6.9. Opening of new ESI Dispensaries

During the year 2017-18, the Government have issued orders for opening of ten new ESI Dispensaries at Oddanchatram, Nelliyalam, Kallakurichi, Chidambaram, Bhavani, Coonoor, Kilkundah (Ooty), Pappireddipatty, Aravakurichi, Budalur at a cost of Rs.12.41 Crore for the benefit of 31,699 employees.

**Dr. NILOFER KAFEEL
MINISTER FOR LABOUR**

Labour Department



Best performance award to District Collectors for abolition of Child Labour



Award for Industrial relationship



Appointment of Drivers for the Labour Department



Distribution of benefits under Unorganised Workers Welfare Board

Directorate of Industrial Safety and Health



Mobile Vehicle for safety awareness programme in fireworks factories



Safety Training for building construction workers

Department of Employment and Training (Training wing)



Exhibition of One year achievements



Issuing of compassionate appointment orders



Distribution of Non-NIMI text books to the trainees



Trainees undergoing Mechanic Motor Vehicle training



Trainees undergoing Tailoring Training



Trainees undergoing Food Production Training



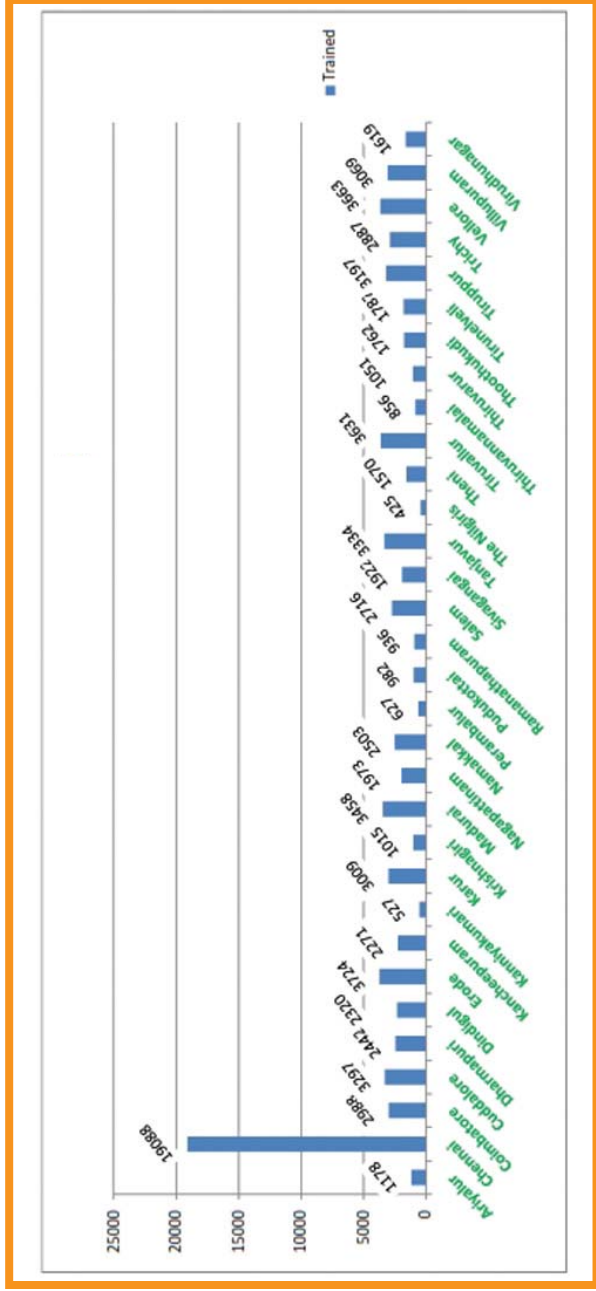
Tamil Nadu Skill Development Corporation



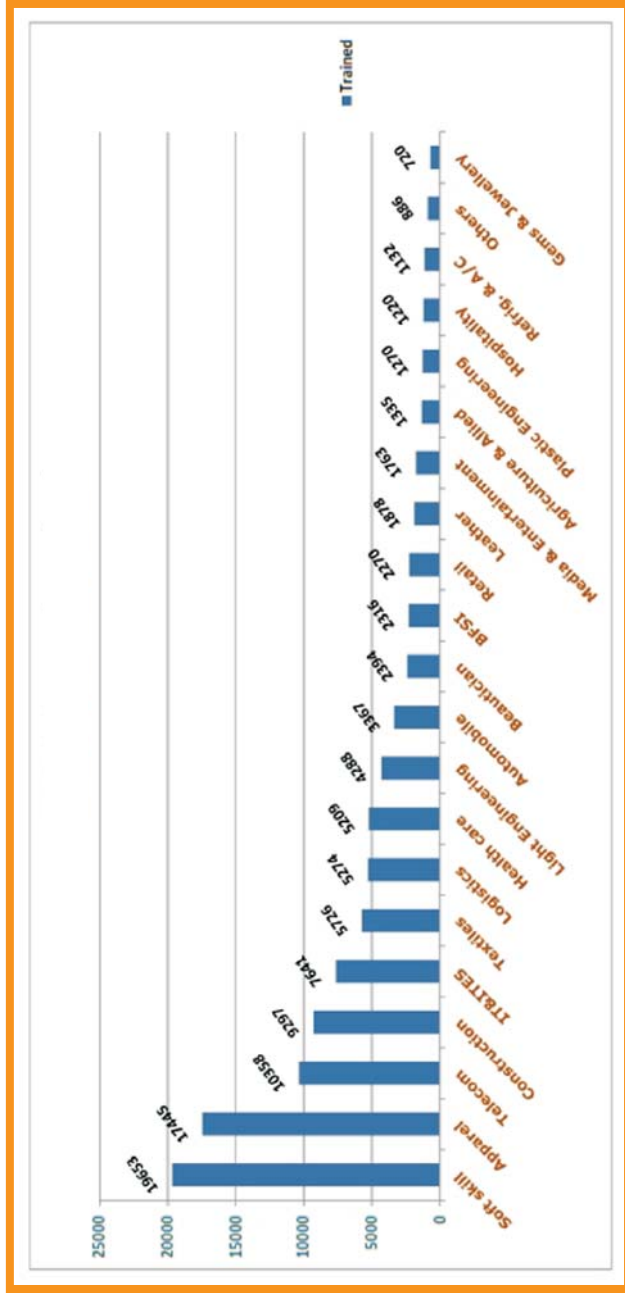
Industrial Photography Training



Construction Training



TNSDC - District wise candidates trained



TNSDC - Sector wise candidates trained

Directorate of Medical and Rural Health Services (ESIS)



Fully Automated Random Access Bio-Chemistry Analyser



Semi Auto Analyser for blood samples