



LABOUR AND EMPLOYMENT DEPARTMENT

**Policy Note
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Dr. NILOFER KAFEEL
Minister for Labour

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INDEX

S. No.	CONTENTS	PAGE No.
1. LABOUR DEPARTMENT		
1.1	FUNCTIONS	2
1.2.	ADMINISTRATIVE SET-UP	4
1.3.	LAWS ENFORCED BY THE DEPARTMENT	5
1.3.1.	Laws relating to Industrial Relations	5
1.3.2.	Laws relating to wages	12
1.3.3.	Laws relating to Social Security	15
1.3.4.	Laws relating to regulation of Employment and Working Conditions	20
1.3.5.	Laws relating to Consumer Protection	38
1.4.	WELFARE BOARDS AND SOCIAL SECURITY SCHEMES	40

S. No.	CONTENTS		PAGE No.
	1.4.1.	Tamil Nadu Labour Welfare Board	40
	1.4.2.	Unorganised Workers Welfare Boards	42
1.5.	ADMINISTRATION OF WELFARE SCHEMES		47
1.6.	TAMIL NADU INSTITUTE OF LABOUR STUDIES		50
1.7.	TAMIL NADU ACADEMY OF CONSTRUCTION		52
1.8.	SPECIAL ACHIEVEMENTS		54
1.9.	EASE OF DOING BUSINESS		57
1.10.	AWARDS		58
2. DIRECTORATE OF INDUSTRIAL SAFETY AND HEALTH			
2.1.	ORGANIZATIONAL SETUP		61
2.2.	THE FACTORIES ACT, 1948		62

S. No.	CONTENTS	PAGE No.	
2.3.	THE BUILDING AND OTHER CONSTRUCTION WORKERS (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 1996	63	
2.4.	SPECIAL INITIATIVES	63	
	2.4.1.	Simplified Inspection Scheme with provision for Self-certification	63
	2.4.2.	Online Portal	68
	2.4.3.	Simplified Combined Annual Returns	70
	2.4.4.	Simplified Combined Registers to be maintained under various Labour Laws	71
	2.4.5.	Online monitoring centre for toxic and poisonous fumes	71

S. No.	CONTENTS		PAGE No.
	2.4.6.	Hand-held Multi gas Detectors	72
2.5.	OTHER ACTIVITIES		73
	2.5.1.	Mock drills in Major Accident Hazard factories	73
	2.5.2.	Site Appraisal Committee	74
	2.5.3.	Fireworks Factory Inspections	75
	2.5.4.	Training Centre for Fireworks Workers	77
	2.5.5.	Group Personal Accident Insurance Scheme	78
	2.5.6.	Health Promotional Activities	79
	2.5.7.	Safety Awareness Promotion	80

S. No.	CONTENTS		PAGE No.
	2.5.8.	Ensuring Pressure Vessel Safety	82
	2.5.9.	State Safety Awards	83
	2.5.10.	Uyarntha Uzhaipalar Virudhugal	84
3. DEPARTMENT OF EMPLOYMENT AND TRAINING			
EMPLOYMENT WING			
3.1.	ORGANISATIONAL SET-UP OF EMPLOYMENT WING		85
3.2.	ONLINE REGISTRATION USING THE DEPARTMENT PORTAL		89
3.3.	CAREER GUIDANCE AND COUNSELING ACTIVITIES		90
	3.3.1.	Guidance given to the registrants and the job seekers	90

S. No.	CONTENTS		PAGE No.
	3.3.2.	Career Exhibitions and Seminars	91
3.4.	STUDY CIRCLES IN EMPLOYMENT OFFICES		92
3.5.	FREE COACHING CLASSES FOR COMPETITIVE EXAMINATIONS TO ECONOMICALLY WEAKER STUDENTS IN COLLEGES		94
3.6.	CAREER AND SKILL AWARENESS WEEK		95
3.7.	CAREER GUIDANCE FOR STUDENTS OF BC / MBC / DNC AND MINORITIES WELFARE HOSTELS		96
3.8.	PUBLICATION OF CAREER LITERATURE		96
3.9.	SPECIAL CELLS FOR DIFFERENTLY ABLED PERSONS		97

S. No.	CONTENTS	PAGE No.
3.10.	COACHING – CUM – GUIDANCE CENTRES FOR SCHEDULED CASTES / SCHEDULED TRIBES	99
3.11.	SPECIAL VOCATIONAL GUIDANCE CENTRE FOR TRIBAL POPULATION	100
3.12.	UNEMPLOYMENT ASSISTANCE SCHEMES	100
3.13.	MODEL CAREER CENTRES	103
3.14.	PUBLIC SECTOR PLACEMENTS	104
3.15.	PRIVATE SECTOR PLACEMENTS	104
3.16.	SPECIAL INITIATIVES	106
	3.16.1. Virtual Learning System: Online free coaching classes, e-content, e-books.	106

S. No.	CONTENTS	PAGE No.
	3.16.2. Special Cells in Employment Offices for Registration and Guidance on Overseas Employment and Skills	107
	3.16.3. State Career Guidance Centre (SCGC)	108
3.17.	NEW BUILDINGS FOR DISTRICT EMPLOYMENT OFFICES AT KRISHNAGIRI AND THOOTHUKUDI	109
3.18.	SPECIAL RENEWAL CONCESSION	110
3.19.	UNIQUE INITIATIVE OF THE DEPARTMENT: 'AN ACTIVITY - A DAY' FOR EACH DAY OF THE WEEK	110
3.20.	SUSTAINABLE DEVELOPMENT GOALS	112
TRAINING WING		
3.21.	ORGANISATION STRUCTURE	115

S. No.	CONTENTS	PAGE No.
3.22.	CRAFTSMEN TRAINING SCHEME	116
	3.22.1. Government Industrial Training Institutes	117
	3.22.2. Private Industrial Training Institutes	120
3.23.	GRADING OF ITIs	120
3.24.	COMMON ADMISSION PROCESS	121
3.25.	TRAINING COST TO PRIVATE ITIs	121
3.26.	INDUSTRIAL SCHOOLS	122
3.27.	GRANT-IN-AID TO GOVERNMENT AIDED PRIVATE ITIs AND INDUSTRIAL SCHOOLS	123
3.28.	MOTIVATION TO TRAINEES	123
3.29.	PUBLIC-PRIVATE PARTNERSHIP	124
3.30.	APPRENTICESHIP TRAINING SCHEME	124

S. No.	CONTENTS	PAGE No.
3.31.	NATIONAL APPRENTICESHIP PROMOTION SCHEME (NAPS)	126
3.32.	FRESHERS AS APPRENTICES IN ESTABLISHMENTS	127
3.33.	SKILL STRENGTHENING FOR INDUSTRIAL VALUE ENHANCEMENT (STRIVE)	128
3.34.	STATE APPRENTICESHIP MONITORING CELL (SAMC)	129
3.35.	TALENT SEARCH COMPETITION	130
3.36.	NEW INITIATIVES	130
3.37.	INNOVATIVE SCHEMES	134
3.38.	BEST INSTRUCTOR AWARD	135
3.39.	ONLINE CITS CERTIFICATES THROUGH RPL MODE	136
3.40.	SPECIAL INDUSTRY EXPOSURE VISIT FOR GOVERNMENT ITI TRAINEES	137

S. No.	CONTENTS	PAGE No.
3.41.	INDUSTRY CONTRIBUTION UNDER CSR	137
4. TAMIL NADU SKILL DEVELOPMENT CORPORATION		
4.1.	IMPLEMENTATION OF NATIONAL SKILL QUALIFICATION FRAMEWORK (NSQF)	140
4.2.	INDEPENDENT ASSESSMENT AND CERTIFICATION OF TRAINING PROGRAMMES	141
4.3.	EMPANELMENT OF TRAINING PROVIDERS	141
4.4.	DISTRICT WISE AND SECTOR WISE SKILL TRAINING PROGRAMMES CONDUCTED IN 2018-19	142
4.5.	SKILL CAMPAIGN AND AWARENESS IN ALL DISTRICTS	146
4.6.	STATE LEVEL SKILL SUMMIT AND DISTRICT SKILL COMPETITIONS	147

S. No.	CONTENTS	PAGE No.
4.7.	INTERACTIVE TNSDC PORTAL AND MOBILE APP	148
4.8.	HIGH END SKILL TRAINING FOR ENGINEERING AND POLYTECHNIC GRADUATES	149
4.9.	SPECIAL PROGRAMMES	151
4.10.	RECOGNITION OF PRIOR LEARNING (RPL) - SKILL ASSESSMENT AND CERTIFICATION	152
4.11.	PRADHAN MANTRI KAUSHAL VIKAS YOJANA (PMKVY-2.0)	153
4.12.	SANKALP – WORLD BANK FUNDED PROJECT	155
4.13.	AWARDS TO TRAINING PROVIDERS AND INDUSTRIES	157
4.14.	SKILL GAP STUDY AND DISTRICT SKILL DEVELOPMENT PLANS (DSDP)	158

S. No.	CONTENTS	PAGE No.
4.15.	APEX SKILL DEVELOPMENT CENTRES	159
5. OVERSEAS MANPOWER CORPORATION LIMITED		
5.1.	REGISTRATION	162
5.2.	FUNCTIONS	163
5.3.	DEPLOYMENT	163
	5.3.1. Overseas	163
	5.3.2. Domestic	164
5.4.	REVENUE	164
5.5.	DIVIDEND	165
5.6.	NEW INITIATIVES	165
6. DIRECTORATE OF MEDICAL AND RURAL HEALTH SERVICES (ESIS)		
6.1.	ADMINISTRATIVE SETUP OF ESI SCHEME IN TAMIL NADU	168

S. No.	CONTENTS	PAGE No.
6.2.	NETWORK OF ESI HOSPITALS AND DISPENSARIES	168
6.3.	ELIGIBILITY NORMS FOR ENROLMENT IN ESI SCHEME	171
6.4.	BENEFITS	172
6.5.	OTHER BENEFITS	178
6.6.	NEW FACILITIES	178

LABOUR AND EMPLOYMENT DEPARTMENT

1. LABOUR DEPARTMENT

Tamil Nadu is the second largest economy in the country with its Gross Domestic Product next only to Maharashtra. It has a very vibrant manufacturing and services sector employing a large number of people. Tamil Nadu has been able to attract large investments due to its investor friendly policies and excellent working culture. The Labour Department also plays a key role by ensuring that the interests of the workers are protected and cordial relations are maintained between the managements and workers.

Most of the aspects relating to Labour are listed in the Concurrent list, with both Central Government and the State Governments

having jurisdictions on them. The relevant entries of the Concurrent list are as follows:

22. Trade Unions; Industrial and Labour disputes.
23. Social Security and Social Insurance; Employment and Unemployment.
24. Welfare of labour including conditions of work, Provident Funds, Employers Liability, Workmens Compensation, Invalidity and Old Age Pension and Maternity Benefits.
- 33-A. Weights and Measures except establishment of standards.

As the subject matter of Labour falls in the Concurrent list most of the applicable laws are Central Laws.

1.1. FUNCTIONS

Labour Department has both regulatory functions and welfare functions.

Its regulatory functions are as follows:

1. Enforcement of various labour legislations enacted by the Central and State Governments.
2. Quasi-judicial functions to protect the interest of the workmen.
3. Taking care of consumers' interest by enforcing the Legal Metrology Act, 2009 and Legal Metrology (Packaged Commodities) Rules, 2011.
4. Settlement of industrial disputes by means of conciliation.
5. Fixation and enforcement of Minimum Wages.
6. Rescue and Rehabilitation of Bonded Labour.
7. Eradication of Child Labour in all occupations and Adolescent Labour in hazardous occupations and processes.
8. Regulation of Inter-state migrant workers and contract workers.

The Welfare functions of the Department are as follows:

1. Extending various benefits to Organised and Unorganised sector workers through Welfare Boards.
2. Awarding compensation to the workers for death / disablement due to accidents during the course of employment.
3. Extending services through Mobile Health Clinics, Anganwadis, Dormitories, etc.
4. Spreading awareness on Safety and Health.

1.2. ADMINISTRATIVE SET-UP

The Labour Department in Tamil Nadu was formed in the year 1920. Its headquarters is located at DMS Campus, Teynampet, Chennai. The department is headed by the Commissioner of Labour who is assisted by 4 Zonal Additional Commissioners at Chennai, Tiruchirappalli, Madurai and Coimbatore and 10 Regional Joint Commissioners at Chennai (2 Nos.), Vellore,

Salem, Tiruchirappalli, Dindigul, Coimbatore, Coonoor, Madurai and Tirunelveli.

Overall sanctioned strength of the department is 1,823 which includes 12 Additional Commissioners, 16 Joint Commissioners, 24 Deputy Commissioners, 103 Assistant Commissioners, 2 Assistant Surgeons (Plantations), 1 Accounts Officer and 1 Public Relations Officer, 70 Deputy Inspectors, 220 Assistant Inspectors, 101 Stamping Inspectors and 1,271 supporting staff.

1.3. LAWS ENFORCED BY THE DEPARTMENT

The details of various labour laws enforced by the Labour Department are given below:

1.3.1. Laws relating to Industrial Relations

These laws outline the relationship between the management, workers and workers representatives and provide framework for

conditions of employment, dispute resolution and collective bargaining.

1.3.1.1. The Industrial Disputes Act, 1947

The Act prescribes procedures for settlement of industrial disputes, provides penal actions for breach of settlement or award and prevents unfair labour practices, illegal strikes and lockouts.

Under this Act, Officers of Labour Department are empowered to undertake conciliation process. During the year 2018-19, the conciliation officers have effectively intervened and resolved 1,547 industrial disputes amicably. 23 strikes and 2 lockouts were also resolved during this period.

(a) Major industrial disputes resolved during 2018-19

- ❖ A settlement under Section 12(3) of Industrial Disputes Act, 1947 was arrived on 22.02.2018 between the Management of Tamil Nadu Generation and Distribution Corporation Limited and the Unions. About 79,100 workers are benefitted by this settlement. The settlement will remain in force for four years from 01.12.2015 to 30.11.2019.

- ❖ A settlement under Section 12(3) of Industrial Disputes Act, 1947 was arrived on 06.03.2019 between the Management of Poompuhar Shipping Corporation Limited, Chennai, Kanniyakumari and Thoothukudi units and the Unions, benefitting 62 workers. The settlement will remain in force for four years from 01.04.2015 to 31.03.2019.

- ❖ Two settlements have been arrived on bonus, increments and privilege leave benefits on 07.06.2018 and 02.11.2018 under Section 12(3) of Industrial Disputes Act 1947, benefitting 4,000 workers of '108 Ambulance Service'.
- ❖ A settlement under section 12(3) of Industrial Disputes Act of 1947 was arrived on 04.06.2019 between the Management of Royal Enfield Limited, Sriperumbudur Taluk, Kancheepuram District and workers representatives. The period of settlement is for 3 years from 01.04.2019 to 31.03.2022. 1,180 workers have been benefitted by this settlement.
- ❖ In an agreement arrived between the Management of India Yamaha Motor Pvt. Ltd. and India Yamaha Motor Thozhilalar Sangam, the stay in strike resorted to by

700 workers was withdrawn after the peace talks held on 14.11.2018 before the District Collector, Kancheepuram and by the officials of Labour Department and normalcy was restored.

(b) Labour Courts and Industrial Tribunals

Section 10 of the Industrial Disputes Act provides for disposal of all unresolved industrial disputes by referring them for adjudication to Labour Courts or Industrial Tribunals based on the nature and scope of the issues connected with the disputes so as to prevent industrial unrest and promote peace and harmony in industries.

Labour Courts are adjudicating bodies which issue award and order on labour related matters specified in the second schedule appended to the Industrial Disputes Act 1947. In Tamil Nadu, there are 16 Labour Courts to

adjudicate upon industrial dispute cases that are not settled amicably through conciliation process. Chennai has four Labour Courts, Vellore, Coimbatore and Madurai have two each and Salem, Cuddalore, Tiruchirappalli, Tirunelveli, Kancheepuram and Kumbakonam have one each. Government orders have been issued for establishing 2 Labour Courts at Hosur and Udthagamandalam. These 2 Courts will start functioning soon. The Labour Courts have disposed 2,649 cases in 2018.

Industrial Tribunals are adjudicating bodies which deal with the matters specified in the third schedule annexed to the Industrial Disputes Act, 1947. One Industrial Tribunal is functioning at Chennai, which has disposed 40 cases in 2018.

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

The Act requires employers of industrial establishments to define conditions of employment of workers under certified Standing Orders. The Zonal Additional Commissioners of Labour, who are Certifying Officers under the Act, have so far certified 10,432 Standing Orders. During 2018-19, 329 standing orders of industrial establishments were certified.

1.3.1.3. The Trade Unions Act, 1926

The Act provides for the registration of trade unions and lays down the procedures relating to registration of trade unions. The Additional Registrars of Trade Unions (Regional Joint Commissioners of Labour) have so far registered 12,171 trade unions. During 2018-19, 140 trade unions were registered.

1.3.2. Laws relating to wages

These laws provide for the fixation and revision of minimum rates of wages and ensure prompt payment of wages, bonus and equal remuneration to male and female employees.

1.3.2.1. The Payment of Wages Act, 1936

The Act provides for prompt and timely payment of wages to the employees, expeditious disposal of claims and avoid unauthorised deductions from wages.

During the period from 01.04.2018 to 31.03.2019, enforcement officers have conducted 45,543 inspections under the Payment of Wages Act, 1936 and 17 cases were disposed in the courts with a fine amount of Rs.12,750/- against employers for various contraventions.

1.3.2.2. The Minimum Wages Act, 1948

The Minimum Wages Act, 1948 aims at fixing of minimum rates of wages in certain employments appended to the schedule of the Act. This Act seeks to ensure not only the sustenance of life but also preservation of efficiency of the employees. In Tamil Nadu, 94 employments have been added to the Schedule of the Minimum Wages Act, 1948. Out of this, minimum wages have been fixed for 77 employments. Generally, in Tamil Nadu, minimum wage is revised once in every 4 years. Further, minimum rates of wages have been revised in respect of 25 employments and preliminary notifications for revision have been issued for 19 employments during 2018-2019.

During the period from 01.04.2018 to 31.03.2019, enforcement officers have conducted 1,33,224 inspections under the

Minimum Wages Act, 1948 and 131 cases were disposed in the courts with a fine amount of Rs.36,200/- against employers for various contraventions; 746 claims were disposed off and Rs.8.44 Crore have been disbursed to the workmen.

1.3.2.3. The Payment of Bonus Act, 1965

The Act provides for the payment of bonus to persons employed, on the basis of profit or production or productivity. The Act provides for the payment of bonus to persons employed by factories and establishments, where 10 or more persons are employed. This Act applies to establishments even if the number of employees subsequently falls below 10.

1.3.2.4. The Equal Remuneration Act, 1976

The Act provides for the payment of equal remuneration to men and women workers and

for the prevention of discrimination on the ground of gender against women in the matter of employment. The employer shall pay equal remuneration to men and women workers for the same work or work of a similar nature. During the period from 01.04.2018 to 31.03.2019, enforcement officers have conducted 19,866 inspections under the Equal Remuneration Act, 1976.

1.3.3. Laws relating to Social Security

These laws provide for payment of gratuity, payment of subsistence allowance, conferment of permanent status to workmen, maternity benefit to female workers besides providing for the payment of compensation to workers in case of accidents. The provision of social security and formulation of welfare schemes are also governed by these laws.

1.3.3.1. The Employees' Compensation Act, 1923

The Act provides for compensation to workers in the event of death or disablement for loss of earning capacity due to accidents arising out of and in the course of the 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 to be deposited by the Employers / Insurance Companies with the Commissioner. In case of default in depositing the amount awarded, recovery action is taken through District Collectors under the Revenue Recovery Act. During 2018-19, under the Act 2,573 cases were disposed off and a sum of Rs.51.84 Crore was ordered as compensation.

1.3.3.2. The Payment of Gratuity Act, 1972

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

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.

In 2018-19, under the Act 2,521 claims were disposed off and a sum of Rs.18.64 Crore was ordered to be paid to the claimants and 426 appeal petitions were heard and disposed off.

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

The Act provides for the payment of subsistence allowance during the period of suspension pending enquiry to workmen. 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 2018-19, under the Act 111 claims were disposed off and a sum of Rs.52.91 Lakh was ordered as subsistence allowance to the claimants and 24 appeal petitions were heard and disposed off.

1.3.3.4. The Maternity Benefit Act, 1961

The Act regulates the employment of women for certain periods before and after childbirth and provides for the payment of

certain maternity benefits. This Act provides for 26 weeks leave with wages for childbirth (8 weeks before delivery and 18 weeks after delivery).

During the period from 01.04.2018 to 31.03.2019 enforcement officers have conducted 18,046 inspections under the Maternity Benefit Act, 1961.

1.3.3.5. The Tamil Nadu Industrial Establishments (Conferment of Permanent Status to workmen) Act, 1981

The Act provides for conferment of permanent status to workmen in an industrial establishment who have been in continuous service of 480 days within a period of 24 calendar months. During 2018-19, in 546 cases orders were issued directing the employer to confer permanent status to workmen.

1.3.3.6. The Tamil Nadu Manual Workers [Regulation of Employment & Conditions of Work] Act, 1982

The Act regulates the employment of manual workers employed in certain employments in the State of Tamil Nadu and the conditions of their work and security of their employments.

1.3.3.7. The Tamil Nadu Labour Welfare Fund Act, 1972

The Act provides for the constitution of a Fund for promoting the welfare of organised labour and for certain other matters connected therewith in the State of Tamil Nadu.

1.3.4. Laws relating to regulation of Employment and Working Conditions

These laws regulate the conditions of employment of workers working in the shops, commercial establishments, catering

establishments, motor transport undertakings, plantations, beedi and cigar establishments and newspaper establishments. They also regulate the employment of contract labour and abolition of child labour and bonded labour.

1.3.4.1. The Tamil Nadu Shops and Establishments Act, 1947

The Act regulates the conditions of employment of workers employed in shops and commercial establishments. There are 3,29,426 shops and establishments in the State. During 2018-19, 3,18,223 inspections were made by the enforcement officers of which, 17,725 cases were compounded for various offences and a sum of Rs.44.40 Lakh was collected as compounding fee.

1.3.4.2. The Tamil Nadu Catering Establishments Act, 1958

The Act provides for regulating the conditions of persons working in various catering establishments, including hotels and restaurants. There are 32,938 catering establishments in the State. During 2018-19 a sum of Rs.118 Lakh was collected as registration, renewal and amendment fee from the employers of catering establishments. During this period, 45,394 inspections were made and contraventions were noticed in 7,914 cases and a sum of Rs.14.02 Lakh was collected as compounding fee.

1.3.4.3. The Motor Transport Workers Act, 1961

The welfare of motor transport workers and their conditions of work are protected by this Act. There are 3,464 registered motor transport undertakings in the State and 1,48,717 workers are employed.

During 2018-19, 189 motor transport establishments were registered and a sum of Rs.1,79,300/- was collected as registration fee. During this period 6,307 inspections were made, 1,477 cases were compounded and a sum of Rs.5.24 Lakh was collected as compounding fee.

1.3.4.4. The Plantations Labour Act, 1951

The Plantations Labour Act, 1951 and its rules provide health, safety and welfare to the plantation labours and regulate the conditions of work in plantations. It is applicable to any land used or intended to be used for growing tea, coffee, rubber, cardamom and cinchona in 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, crèches, educational facilities, protective clothing, drinking water etc., to the workers.

This Act and allied Acts, rules are enforced by the Chief Inspector of Plantations, 10 Assistant Commissioners of Labour (Plantations) and 2 Assistant Surgeons (Plantations) all over Tamil Nadu.

The office of the Chief Inspector of Plantations is situated at Chennai. The offices of the 10 Assistant Commissioners of Labour (Plantations) are situated at Udhagamandalam, Coonoor, Kothagiri, Gudalur, Panthalur, Valparai, Yercaud, Batlagundu, Theni and Nagercoil. The offices of the Assistant Surgeons (Plantations) are situated at Udhagamandalam and Nagercoil.

The total number of plantations in Tamil Nadu is 2,229 covering an area of 62,134 hectares of which 687 are registered plantations covering an area of 54,483 hectares and 1,542 are unregistered plantations covering

an area of 7,651 hectares. The total number of workers in plantations is 56,794 of which 22,406 are men and 34,388 are women.

During the period from 01.04.2018 to 31.03.2019 enforcement officers have conducted 24,411 inspections including 2,115 inspections under Plantations Labour Act, 1951 and 57 cases were disposed in the court with a fine amount of Rs.3,92,500/- against employers.

1.3.4.5. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966

The Act provides for the welfare of the workers in beedi and cigar establishments and regulates the conditions of their work. 3,235 inspections were made during the period from 01.04.2018 to 31.03.2019 and 96 cases were disposed off by the court.

1.3.4.6. The Working Journalists and Other Newspaper Employees (Conditions of Service and Miscellaneous Provisions) Act, 1955

The Act regulates certain conditions of service of working journalists and other persons employed in newspaper establishments. The Act also provides for setting up of wage boards for fixation and revision of rates of wages in respect of working journalists and non-journalists newspaper / news agency employees respectively. The recommendations of the 'Majithia Wage Board' are currently in force from 11.11.2011.

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

The Act provides for grant of national and festival holidays with wages to persons

employed in industrial establishments. During 2018-2019, 1,09,276 inspections were made. Contraventions were noticed in 10,431 establishments and a sum of Rs.30.67 Lakh was collected as compounding fee.

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

The Act regulates the employment of contract labour in certain establishments and abolishes this system in certain circumstances. During the period from 01.4.2018 to 31.03.2019, 274 Registration Certificates and 449 Licenses were issued to the principal employers and contractors respectively.

1.3.4.9. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979

It is an Act enacted to regulate the conditions of service of inter-state migrant workmen to protect workers whose services are utilized outside their native states. During the period from 01.04.2018 to 31.03.2019, 6 Registration Certificates and 10 Licenses were issued to the principal employers and contractors respectively.

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

The Act prohibits the engagement of children in all occupations and prohibits the engagement of adolescents in hazardous occupations and processes and the matters connected therewith or incidental thereto.

(a) Eradication of Child Labour

Tamil Nadu Government is continuously striving to achieve the target 8.7 (Sustainable Development Goal No.8) by taking immediate and effective measures to eradicate forced labour, secure the prohibition and elimination of the worst forms of child labour and by the year 2025, end child labour in all its forms.

As a strong step to address the existing legislative gaps, the Government of India enacted the Child Labour (Prohibition and Regulation) Amendment Act, 2016 prohibiting employment of children below 14 years in all forms of work and regulating the work for adolescents (14 – 18 years) including prohibiting their employment in hazardous occupations and processes. The amended Act furthers the constitutional mandate by linking the age of child labour prohibition to the age of compulsory education under the Right of Children to

Free and Compulsory Education Act, 2009. The amendment also reflects strong commitment to achieve international goals such as Sustainable Development Goals to achieve elimination of all forms of child labour by 2025.

(b) Enforcement

Enforcement is one of the important strategies of the State Action Plan for eradication of child labour. In order to strengthen the enforcement, a District Level Task Force is functioning in the districts under the chairmanship of the District Collector. Following statutes relating to prohibition and regulation of employment of children are implemented in the State by the Assistant Commissioners of Labour (Enforcement) and Deputy Directors of Industrial Safety and Health:

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

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

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.

During the year 2018-19, 2,91,844 establishments were inspected through regular, special and surprise inspections, including the raids conducted by the teams formed under the

District Level Task Force. There are 55 violations noticed and 70 child workers were rescued and rehabilitated. 11 cases (including previous pending) ended in conviction and a fine of Rs.2,70,000/- has been imposed.

The Government of Tamil Nadu have also initiated action for amendments to the Tamil Nadu Child Labour (Prohibition and Regulation) Rules, 1994 for which a preliminary notification was issued.

State Action Plan (SAP) for eradication of child and adolescent labour has been approved by the Government during 2018-19. State Action Plan is aimed at providing broad guidelines to the enforcement officials and redefines the role and responsibility of the other line departments and suggests implementation measures which will result in the eradication of child / adolescent labour in the State and achieve the targets of

elimination of child / adolescent labour in non-hazardous / hazardous employments by the year 2025.

Standard Operating Procedure for effective enforcement of Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 was also approved by the Government. Standard operating procedure is developed for creating awareness, conducting survey, rescue and rehabilitation of child and adolescent labour in Tamil Nadu.

(c) Awareness Generation

To create awareness among the public regarding the Child and Adolescent (Prohibition and Regulation) Act, 1986, various awareness generation activities were undertaken during the 45th All India Tourist and Industrial Fair.

June 12 of every year is observed as 'Anti Child Labour Day' to create awareness

among the public. All districts have taken up various activities for awareness creation like oath taking in schools and government offices, rallies, human chains and awareness campaigns. A message from the Hon'ble Chief Minister was published in various Tamil and English dailies on this day. 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.

(d) 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,

295 Special Training Centres are functioning in the 15 National Child Labour Project districts in which 6,162 rescued child labourers are studying. During 2018-19, the number of mainstreamed children into regular schools was 2,463.

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 this academic year, 713 students have benefitted to the tune of Rs.42.78 Lakh under this scheme.

1.3.4.11. The Bonded Labour System (Abolition) Act, 1976

The Bonded Labour System (Abolition) Act, 1976 and the Bonded Labour Rehabilitation

Scheme provide for economic and social rehabilitation of the rescued bonded labourers including enhancement of skill and capacity building.

A standard operating procedure for identification, release, rescue and rehabilitation of bonded labour has been issued in order to provide guidelines to various stake holders for robust implementation of the Act and the Central Sector 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, enrollment in SHG and medical care. 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 financial year 2018-19 and 352 bonded labourers were rescued from bondage. During 2018-19, Rs.62.53 Lakh was paid as immediate assistance to them.

Training programs on rescue and rehabilitation of bonded labour were conducted at Chennai, Coimbatore, Madurai and Trichy for enforcement officials of Labour Department, Revenue Divisional Officers and officials of Directorate of Industrial Safety and Health.

The Labour Department has developed a comprehensive data base Bonded Labour Management System (BLMS) web portal 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.

1.3.5. Laws relating to Consumer Protection

The Legal Metrology Act provides for the better protection of the interest of consumers by enforcing the Legal Metrology Act and the Legal Metrology (Packaged Commodities) Rules. Legal Metrology Act ensures accuracy in Standards of Weights and Measures used in Trade and Commerce, and correct quantity for the price paid. The Legal Metrology (Packaged Commodities) Rules stipulate mandatory declarations in the prepackaged commodities and curtail charging over and above MRP.

1.3.5.1. The Legal Metrology Act, 2009

The Legal Metrology Act, 2009 enforces standards of weights and measures and protects

the interest of consumers. It regulates trade and business where goods are sold or distributed by weight, measure or number.

During the year 2018-19, a sum of Rs.2.73 Lakh has been collected as license fee and Rs.32.86 Crore has been collected as stamping fee. During this period 3,51,050 inspections were made and 14,061 cases were compounded for various offences and Rs.1.31 Crore has been collected as compounding fee.

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

The Legal Metrology (Packaged Commodities) Rules, 2011 regulate pre-packaged commodities and mandate certain declarations prior to sale of such commodities.

During the year 2018-19, a sum of Rs.2.27 Lakh has been collected as registration

fee for issue of registration certificate under Packaged Commodities Rules, 2011. In this year, 1,30,389 inspections were made and 3,182 contraventions were found and a sum of Rs.93.81 Lakh was imposed as compounding fee.

1.4. WELFARE BOARDS AND SOCIAL SECURITY SCHEMES

1.4.1. Tamil Nadu Labour Welfare Board

Tamil Nadu Labour Welfare Fund Act, 1972 was enacted to ensure certain basic and necessary services, amenities and facilities to the workers of organized sector. With this objective, Tamil Nadu Labour Welfare Board was constituted in 1975. The benefits are offered to the workers by the means of contribution from the employees and employers of Factories, Plantations, Motor Transport undertakings, Catering establishments and Shops and

Establishments. The employees contribute Rs.10/-, employers contribute Rs.20/- and Government contributes Rs.10/- per worker every year. The fine amount imposed by the courts and compounding fees collected by the enforcement officers are also paid into Labour Welfare Fund.

The labour welfare fund collected is utilized to defray the following schemes:

- ❖ Tailoring classes for dependants
- ❖ Creches for Workers Children
- ❖ Education Scholarships, Educational Incentive and Book Allowance
- ❖ Assistance for Basic Computer Training
- ❖ Marriage Assistance Scheme
- ❖ Assistance for Spectacles, Hearing Aids, Artificial limbs and Three Wheelers

- ❖ Assistance for Natural Death and Funeral Expenses
- ❖ Assistance for Accidental Death and Funeral Expenses

Holiday homes were constructed at Mamallapuram, Valparai and Courtallam to provide accommodation at a subscribed tariff to workers and their families.

'Jeeva Illam' was constructed to provide accommodation to representatives of workers. It is located near the office of the Commissioner of Labour.

A monthly Tamil Magazine 'Uzhaippavar Ulagam' which contains important court judgments and articles is published for the benefit of employers and employees.

1.4.2. Unorganised Workers Welfare Boards

Tamil Nadu is a forerunner among the states in enacting a law for providing social

security cover to the unorganised workers. The Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982 was enacted and accordingly various welfare schemes have been formulated. These schemes provide various social security and welfare benefits to the unorganised workers, engaged in the specified categories of employments specified in the schedule appended to the Act.

The Government has constituted 17 Unorganised Workers Welfare Boards as shown below.

Unorganised Workers' Welfare Boards

S. No.	Name of the Boards
1.	Tamil Nadu Construction Workers Welfare Board
2.	Tamil Nadu Manual Workers Social Security and Welfare Board

3.	Tamil Nadu Unorganised Drivers Welfare Board
4.	Tamil Nadu Tailoring Workers Welfare Board
5.	Tamil Nadu Hair Dressers Welfare Board
6.	Tamil Nadu Washermen Welfare Board
7.	Tamil Nadu Palm Tree Workers Welfare Board
8.	Tamil Nadu Handicraft Workers Welfare Board
9.	Tamil Nadu Handloom and Handloom Silk Weaving Workers Welfare Board
10.	Tamil Nadu Footwear and Leather Goods Manufactory and Tannery Workers Welfare Board
11.	Tamil Nadu Artists Welfare Board
12.	Tamil Nadu Goldsmiths Welfare Board
13.	Tamil Nadu Pottery Workers Welfare Board
14.	Tamil Nadu Domestic Workers Welfare Board
15.	Tamil Nadu Power Loom Weaving Workers Welfare Board
16.	Tamil Nadu Street Vending and Shops and Establishments Workers Welfare Board
17.	Tamil Nadu Cooking Food Workers Welfare Board

The welfare benefits provided to the unorganised workers are shown below.

Types of Welfare benefits

S. No.	Types of benefit	Amount (in Rs.)
1.	Accident Relief Scheme	
	a. Accident death	1,00,000/-
	b. Accidental disability (based on extent of disability)	Upto 1,00,000/-
	c. Artificial limbs and wheel chair	At the rate fixed by TNDAPW Board
2.	Natural death assistance	20,000/-
3.	Funeral 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/-
	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	1000/- per month

Additional benefits extended to Construction Workers

S. No.	Types of benefit	Amount (in Rs.)
1.	Death due to accident at worksite (both for registered and unregistered)	5,00,000/-
2.	Family Pension	500/- per month

1.5. ADMINISTRATION OF WELFARE SCHEMES

The functions of the Unorganised Workers Welfare Boards such as registration, renewal and processing of claim applications and disbursement of welfare scheme assistances to the beneficiaries are being administered at the district level by 35 Assistant Commissioners of Labour (Social Security Scheme) in all 32 districts.

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, employees and employers representatives is functioning to address specific issues relating to each district in implementing various Social Security Schemes.

The head office and district offices of the unorganised workers welfare boards have been computerized. The data entry for registration, renewal and claim applications and data management is done through web based software. Identity cards are issued in the form of a passbook with personal details and computer generated image of the worker is captured through the web camera installed in the district offices.

With a view to achieve greater transparency in delivery of service, all the welfare benefits are directly transferred to the bank accounts of the beneficiaries / registered manual workers through Reserve Bank of India Electronic Clearance System (RECS) mode. The details of Registration and disbursement of welfare benefits from 01.04.2018 to 31.03.2019 are given below:

Registration and disbursement details

S. No.	Name of the Board	Registrations	Beneficiaries	Amount (Rs. in Crore)
1	Tamil Nadu Construction Workers Welfare Board	1,54,900	1,94,281	111.63
2	Tamil Nadu Unorganised Drivers Welfare Board	7,344	13,838	6.20
3	Tamil Nadu Manual Workers Social Security and Welfare Board and 14 other welfare boards	71,621	2,32,478	77.96
Total		2,33,865	4,40,597	195.79

Source of Funds

The Tamil Nadu Construction Workers Welfare Board receives Cess at the rate of 1% of the total estimated cost of the building or the construction work. A contribution of Rs.566.95 Crore has been received during the year 2018-19.

The Tamil Nadu Unorganised Drivers Welfare Board receives additional tax of 1% on Motor Vehicle Tax collected under the Tamil Nadu Motor Vehicle Taxation Act, 1974. An amount of Rs.10.21 Crore has been received in the year 2018-2019.

Tamil Nadu Manual Workers Social Security and Welfare Board and 14 other Welfare Boards receive Government Grants for implementing welfare schemes. The Government of Tamil Nadu had allotted Rs.79.92 Crore during the year 2018-2019 and this year the Government has allotted Rs.149.81 Crore.

1.6. TAMIL NADU INSTITUTE OF LABOUR STUDIES

The Tamil Nadu Institute of Labour Studies was established by the Government of Tamil Nadu in 1973. It was registered under the Tamil Nadu Societies Registration Act and

functions as Society from 1988. Hon'ble Minister for Labour is the Chairman of the Governing Committee of this Institute. This Institute is an Educational cum Training Institution under the control of the Labour and Employment Department of the Government of Tamil Nadu. The Government of Tamil Nadu gives annual grants-in-aid of Rs.2.17 Crore for administration of the institute.

The institute conducts regular academic courses of B.A. (Labour Management), M.A. (Labour Management) and Ph.D. Programme, part time Post Graduate Diploma in Labour Administration and weekend Diploma in Labour Laws with Administrative Law courses to cater to the increasing needs of experts in Labour Management and Human Resource Management. During 2018-19, the institute has conducted 13 seminars / training Programmes benefiting 925 persons.

At present the institute is functioning in a rental building. 3 acres of land has been allotted by the Government to construct its own building at Ambattur I.T.I. Campus, at the cost of Rs.18.74 Crore. The construction work is in progress.

1.7. TAMIL NADU ACADEMY OF CONSTRUCTION

To enhance the skill, ability and knowledge of the workers employed in the construction work, a training institute named 'Tamil Nadu Academy of Construction (TAC)' has been established in pursuance to the announcement made on the floor of Assembly.

The Tamil Nadu Academy of Construction (TAC) is functioning at Tamil Nadu Labour Welfare Board Building, DMS Campus from 04.01.2013.

Training has been imparted to 785 construction workers through the Technical Training Centres recognized by Government Industrial Training Institutes and Private Industrial Training Institutes approved by the Directorate of Employment and Training (DET) under Modular Employable skill training programme.

The Training is provided free of cost. On successful completion of training, National Council for Vocational Training (NCVT) certificates are issued to the trainees.

Tamil Nadu Construction Workers Welfare Board has allotted Rs.6 Crore to the Tamil Nadu Skill Development Corporation for conducting training programme to the construction workers in collaboration with TAC. So far 23,000 workers have been imparted training under this programme.

1.8. SPECIAL ACHIEVEMENTS

- ❖ Health facility is provided for the benefit of construction workers at their work sites through 3 mobile health clinics in Chennai, Kancheepuram and Tiruvallur districts. As on 31.05.2019, 80,934 construction workers were given medical treatment. In order to further increase the reach of the scheme, the Government have released a sum of Rs.18.28 Crore for establishing additional 47 mobile health clinics.
- ❖ Tamil Nadu has become forerunner in registering the inter-state migrant workers engaged in construction work in Tamil Nadu Construction Workers Welfare Board. 21,538 inter-state migrant workers have been registered as on 31.03.2019.
- ❖ The personal accident relief in case of death at worksite for registered / unregistered construction worker has been enhanced

from Rs.1 Lakh to Rs.5 Lakh. Further, this scheme has been extended to the construction workers who meet with an accident at the work site and subsequently die in the hospital.

- ❖ Anganwadi facility has been extended to the children of construction workers to address their nutritional and developmental needs. 1,036 Children have benefited till date.
- ❖ Online facility is being developed at a cost of Rs.1.05 Crore to enable the unorganised workers to register and get the welfare benefits easily. This facility will also enable the local bodies and plan approval authorities to remit the cess amount payable to the Tamil Nadu Construction Workers Welfare Board through online.
- ❖ The Government have ordered to increase Family Pension payable to the spouse of the

deceased registered construction worker from Rs.400/- to Rs.500/-.

- ❖ Hon'ble Chief Minister of Tamil Nadu has inaugurated the scheme on 04.03.2019 to provide free food to the registered construction workers in 400 'Amma Canteens' functioning under the jurisdiction of Greater Chennai Corporation.
- ❖ The Hon'ble Prime Minister of India launched and dedicated Pradhan Mantri Shram-Yogi Maandhan (PM-SYM) on 05.03.2019, a pension scheme for unorganized sector workers in Ahmedabad, Gujarat. On the same day, the scheme was launched in Chennai by the then Hon'ble Defence Minister Tmt. Nirmala Sitharaman, in the presence of Hon'ble Labour Minister Dr.Nilofer Kafeel and other Ministers of Tamil Nadu. 47,828 workers have registered under this scheme as on 03.07.2019.

- ❖ Integrated Labour Department Office complexes at Sivagangai and Perambalur were inaugurated by Hon'ble Chief Minister of Tamil Nadu during 2018-19.

1.9. EASE OF DOING BUSINESS

The Labour Department has undertaken massive re-engineering of the statutory procedures, simplification of operating procedures and services rendered under various Labour Laws.

The department had developed 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.

In order to avoid multiplicity of filing Annual Returns under various Labour Laws, Combined Annual Return has been introduced. This has eased the compliance burden of the employers in submission of returns.

Risk Based Computerized Inspection System with random allocation of Inspecting Officers for better compliance and transparency has been introduced.

1.10. AWARDS

The Government of Tamil Nadu have formulated the 'Good Industrial Relations Awards Scheme' with a view to promote healthy

industrial relations between the employers, workers and the trade unions. The committee for selection of awardees comprises of a retired High Court Judge as Chairman, Special Joint Commissioner of Labour as Secretary and representatives from employers and employees associations as members. The awards distribution function was held on 11.02.2019 and the Hon'ble Minister for Labour distributed 32 awards to the outstanding employers and trade unions.

2. DIRECTORATE OF INDUSTRIAL SAFETY AND HEALTH

Tamil Nadu has a large manufacturing sector with 44,129 factories which are employing 21,34,463 workers. The State accounts for 22 percent of India's automobile exports, 50 percent of India's spinning mill capacity, 50 percent of India's Garment exports and 50 percent of India's domestic Garments production. This has been made possible by a combination of factors such as investor friendly business environment, proactive State Government, large pool of qualified and skilled man power, excellent infrastructure, etc.

Workers play a key role in the success story of the State. Directorate of Industrial Safety and Health plays an important role in ensuring the Safety, health and welfare of the workers engaged in factories and at construction

sites by proper enforcement of concerned legal provisions.

2.1. ORGANIZATIONAL SETUP

The Directorate of Industrial Safety and Health is headquartered at Chennai. It was separated from the Labour Department in 1987 and looks after the establishments falling under the Factories Act and Building and Other Construction Workers Act. In respect of these establishments, all the relevant Acts like Payment of Wages Act, Minimum wages Act, Contract Labour Act, Interstate Migrant Workmen Act, Child and Adolescent Labour Act, Equal Remuneration Act, etc., are enforced by the Directorate. The Director is assisted by one Senior Additional Director on the factories side and another Senior Additional Director on the Construction establishments side.

On factories side, there are five regional offices at Chennai, Coimbatore, Tiruchirappalli, Madurai and Salem headed by Additional Directors. There are 25 Joint Directors across the State whose jurisdiction are demarcated according to the density of factories.

On Construction establishments side, there are two regional offices at Chennai and Madurai headed by Joint Directors. There are eight Deputy Directors, with jurisdiction of each Deputy Director spread over a few districts.

2.2. THE FACTORIES ACT, 1948

The main objective of this Act is to ensure adequate safety measures and to promote the health and welfare of the workers employed in factories. It provides safety at the workplace when dealing with machinery, improvement of physical conditions of the workplace and provision of welfare amenities.

2.3. THE BUILDING AND OTHER CONSTRUCTION WORKERS (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 1996

BOCW Act regulates the employment and conditions of service of building and other construction workers and ensures their safety, health and welfare. Building and other construction works employing ten or more construction workers and construction cost of Rs.10 lakh and above are covered under the ambit of this Act.

2.4. SPECIAL INITIATIVES

2.4.1. Simplified Inspection Scheme with provision for Self-certification

The factories have been classified into three categories viz. high, medium and low risk factories on the basis of manufacturing process and number of workers employed therein.

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.

2.4.1.1. High Risk factories

Major Accident hazardous factories irrespective of the number of workers, Factories involving dangerous operations (under section 87 and Rule 95) and hazardous process industries (listed under the schedule of section 2(cb)) employing more than 100 workers are classified as high risk factories.

2.4.1.2. Medium Risk factories

Factories involving dangerous operations (under section 87 and Rule 95) and hazardous process industries (listed under the schedule of section 2(cb)) employing upto 100 workers and

non-hazardous factories employing more than 250 workers fall under medium risk category.

2.4.1.3. Low Risk factories

All the remaining factories are categorized as low risk factories.

2.4.1.4. 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 categorized as high risk.

2.4.1.5. 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 fall under this category.

2.4.1.6. Low Risk Construction Establishments

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

For increased transparency, computerised risk assessment based inspection scheme has been introduced. As per the scheme High risk factories / construction establishments are to be randomly inspected once in a year, Medium risk factories / construction establishments are to be randomly inspected once in two years and Low risk factories / construction establishments are to be randomly inspected once in five years / three years respectively.

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

- (i) Inspection must be done for all applicable 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 inspection.

Self-Certification Scheme has been introduced for the Medium risk category and Low risk category of factories / building and other construction establishments. Low risk category

of factories / building and other construction establishments enrolled under this scheme are exempted from any physical inspection. The medium risk factories / building and other construction establishments enrolled in self certification scheme shall be randomly inspected once in five years and three years respectively.

In the year 2018-19, 20,652 inspections were carried out by the officials of this Directorate of Industrial Safety and Health to ensure safety and welfare of workers employed in the factories.

During 2018–19, 1,648 construction establishments have been registered wherein 1,392 inspections were conducted.

2.4.2. Online Portal

To provide investor friendly environment and to facilitate 'Ease of Doing Business' an

online web portal has been developed for the Directorate of Industrial Safety and Health. This portal provides easy interface to the public and avoids the need for physical interaction. Various services / clearances of the directorate are available online through this portal. This web portal (URL: <https://dish.tn.gov.in>) provides following services:

- Issue of license under Factories Act, 1948
- Renewal of license under Factories Act, 1948
- Approval of plans under Factories Act, 1948
- Registration of establishment under Building and other Construction Workers (Regulation of Employment and Conditions of 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 Services)
Act, 1979

- Submission of Combined Annual returns.

2.4.3. Simplified Combined Annual Returns

Earlier, the factories and construction managements had to submit annual returns under various labour legislations in different forms and for a varying period of time. In order to ease the burden of the managements and reduce the complexity of submission of returns, in respect of factories / building and other construction establishments, a Combined Annual Return has been introduced which is be submitted online in Form No.22 as per Rule 100 of Tamil Nadu Factories Rules, 1950 / Form XXV under Schedule XIII, as per Rule 242 of Tamil Nadu Building and other Construction workers (Regulation of Employment and Conditions of service) Rules, 2006.

2.4.4. Simplified Combined Registers to be maintained under various Labour Laws

Earlier a large number of registers were required to be maintained under various labour laws. This resulted in increased administrative costs on factories especially the smaller ones. Hence steps are being taken to replace around 27 registers required to be maintained now with only four registers.

2.4.5. Online monitoring centre for toxic and poisonous fumes

With the developments in the industrial sector, new chemicals are being used in industries which also necessitate the monitoring of concentration levels of toxic and poisonous fumes that emanate by the use of such chemicals. For this purpose, 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 is done in this monitoring centre through a web based application. Hazardous process industries have been connected to this online monitoring centre for real time monitoring of toxic / poisonous gases in identified hazardous locations.

2.4.6. Hand-held Multi gas Detectors

To ensure the safety of workers engaged in hazardous process industries and in areas where there is risk and the concentration level of the toxic chemicals of being above the threshold limit value (TLV), the concentration of toxic gases is measured with the hand-held multi gas detectors by the officers of this Directorate in factories during inspections.

2.5. OTHER ACTIVITIES

2.5.1. Mock drills in 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 157 units have been identified as major accident hazards factories as on 31.03.2019.

Manufacture, storage and use of hazardous substances pose a risk to the industry, people in the neighbourhood and the environment. Accidental release of hazardous chemicals which are flammable, explosive or toxic may lead to emergencies. Depending upon the nature of substances and magnitude of the release, emergency would either be confined within the industry i.e. 'Onsite Emergency' or

could transgress the boundary of the industry and affect the public in the neighbourhood in which case it would be an 'Offsite emergency'.

To prevent occurrence of any such emergencies, onsite emergency mock drill is conducted in the MAH factories once in six months. Offsite emergency mock drill is conducted once in a year under the supervision of the concerned District Collector who is the district emergency authority. In the year 2018–19, 119 onsite emergency mock drills have been conducted.

2.5.2. Site Appraisal Committee

To evaluate the safety, health and environmental issues in hazardous factories at the time of inception and for expansion, a Site Appraisal Committee has been constituted as per the provisions of Factories Act, 1948 (Amended Act 1987). This committee has evaluated and

appraised 16 applications to the Government during the year 2018-2019.

2.5.3. Fireworks Factory Inspections

To intensify the enforcement of safety and health provisions in the fireworks factories where the chemicals used in the manufacture of fireworks are highly explosive in nature, the Tamil Nadu Factories Rules have been amended. These factories are inspected periodically to ensure safety of workers and also to educate the managements and workers on safe handling and working practices.

Since there is increased risk of accidents in fireworks factories during the festival season, special squads are formed along with Joint Directors of other jurisdictions during such periods to inspect these factories. During 2018-19, 529 squad inspections were conducted during Diwali festival.

During 2018-19, 406 cases have been filed against the erring fireworks factory managements and fine amount of Rs.76,48,300/- was imposed by the courts.

Also to create safety awareness among the fireworks manufacturers, traders and workers of fireworks factories, 3 short films have been produced at a cost of Rs.18 Lakh and they are being screened in the mobile propaganda vehicle in the fireworks factories during safety training programs.

To give further thrust on enforcing safety provisions and to ensure safe working conditions in fireworks factories, a Mobile Team headed by an Additional Director has been formed exclusively for inspecting Fireworks factories in Virudhunagar District. 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. During 2018-19, this mobile team has conducted 92 inspections. 5 cases have been filed against the managements and a fine amount of Rs.85,000/- was imposed by the courts.

2.5.4. Training Centre for Fireworks Workers

As per the announcement of the then Hon'ble Chief Minister of Tamil Nadu during the District Collector's Conference in 2011, 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 safety aspects of the chemicals handled and Safe Operating methods to be followed.

As on date, this Training Centre has conducted one month training for 37 batches benefitting 990 foremen. During 2018-19, one day training programs were conducted in 50 sessions benefitting 4,255 workers.

2.5.5. Group Personal Accident Insurance Scheme

To extend the benefits to the families of the workers engaged in match and fireworks factories, a Group Personal Accident Insurance Scheme has been introduced by the Government of Tamil Nadu. In case of fatalities, a sum of Rs.50,000/- is paid to the legal heir of the workers. This compensation is in addition to the compensation provided under E.S.I. Scheme or Employees Compensation Act.

The premium is fixed annually for each and every worker employed and it 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' workers.

2.5.6. Health Promotional Activities

In the long run, safety and health aspects of the workers should go hand in hand. To monitor the status of health of the workers engaged in dangerous and hazardous processes and for the canteen workers, a medical wing is functioning in this Directorate which conduct periodical medical examination for the workers. The Brain storming program on pneumoconiosis prevention with special emphasis on silicosis has been conducted by screening the workers exposed to silica dust by conducting medical examination using PFT machines provided to each certifying surgeon. Clinical evaluation of the workers at risk of pneumoconiosis has been done and workers with abnormal signs and

symptoms have been given job rotation to prevent continuous exposure to dust.

Further for the workers exposed to high noise area, hearing conservation programmes has been conducted for their noise induced hearing loss. In addition to this, annual audiometric test from pre-employment to retirement is stipulated for every worker employed in high noise level area.

During 2018-19, 79,334 medical examination certificates to the workers engaged in dangerous and hazardous process industries, 20,385 medical certificates to the canteen workers and 26,970 fitness certificates to the adolescent workers have been issued.

2.5.7. Safety Awareness Promotion

An important role played by this Directorate is promotion of safety through

activities like conducting safety classes, safety awareness campaigns and safety drills. In the year 2018–19, 53 safety awareness campaigns were conducted benefitting 2,343 workers.

Safety training classes are periodically conducted by the officers of this Directorate in factory premises itself. In the year 2018–19, 490 training classes have been conducted benefitting 29,834 workers.

The Directorate is also 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 2018–19, 8 seminars have been conducted benefitting 2,208 workers.

Two safety awareness programs are conducted every month at the construction site itself. Safety training is imparted to the migrant workers employed in construction sites in their mother tongue who are mostly illiterate and are not aware of safe working methods. Also, safety posters, prototype pictorial representations and safety short films in Tamil and Hindi have been developed at a cost of Rs.15 Lakh and utilized for imparting safety awareness among construction workers.

During 2018-19, 68 safety classes were conducted benefiting 5,215 construction workers.

2.5.8. Ensuring Pressure Vessel Safety

The operational safety of the pressure vessels installed in the factories is ensured by this Directorate since the pressure vessels tend to explode during the course of operation if not

monitored. All the pressure vessels operating above atmospheric pressure excluding steam boilers which came 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 by officers of this Directorate. In the year 2018–19, 1,52,997 external, 2,131 internal, 21,696 hydrostatic and 8,494 ultrasonic examinations have been conducted.

2.5.9. State Safety Awards

With a view to promote the competitive spirit amongst the factory managements for the betterment of safety standards in factories and to give due recognition to outstanding safety performance at State level, State Safety Awards are presented to the managements every year. Silver shields are awarded to the managements

under different categories based on the performance of factories in accident reduction.

2.5.10. Uyarntha Uzhaipalar Virudhugal

To recognize the outstanding contributions made by workmen and those who have made specific contributions in the field of productivity, proven innovative abilities, presence of mind in promoting safety, 'Tamilaga Arasin Uyarntha Uzhaipalar Virudhugal' are awarded every year. Further, to enhance participation of workers, the number of awardees has been increased from 24 to 43 from the year 2012.

3. DEPARTMENT OF EMPLOYMENT AND TRAINING EMPLOYMENT WING

The Employment Offices of the Department, in their new role as Career Guidance Centres are now guiding jobseekers through guidance and counselling activities. The Employment Offices register the jobseekers and sponsor their names to the vacancies notified, based on their qualification, age, seniority and communal rotation as per the requisition of the employers. Further, the District Employment Offices conduct regular job fairs wherein private sector employers get an opportunity to select suitable candidates to fulfil their manpower requirements.

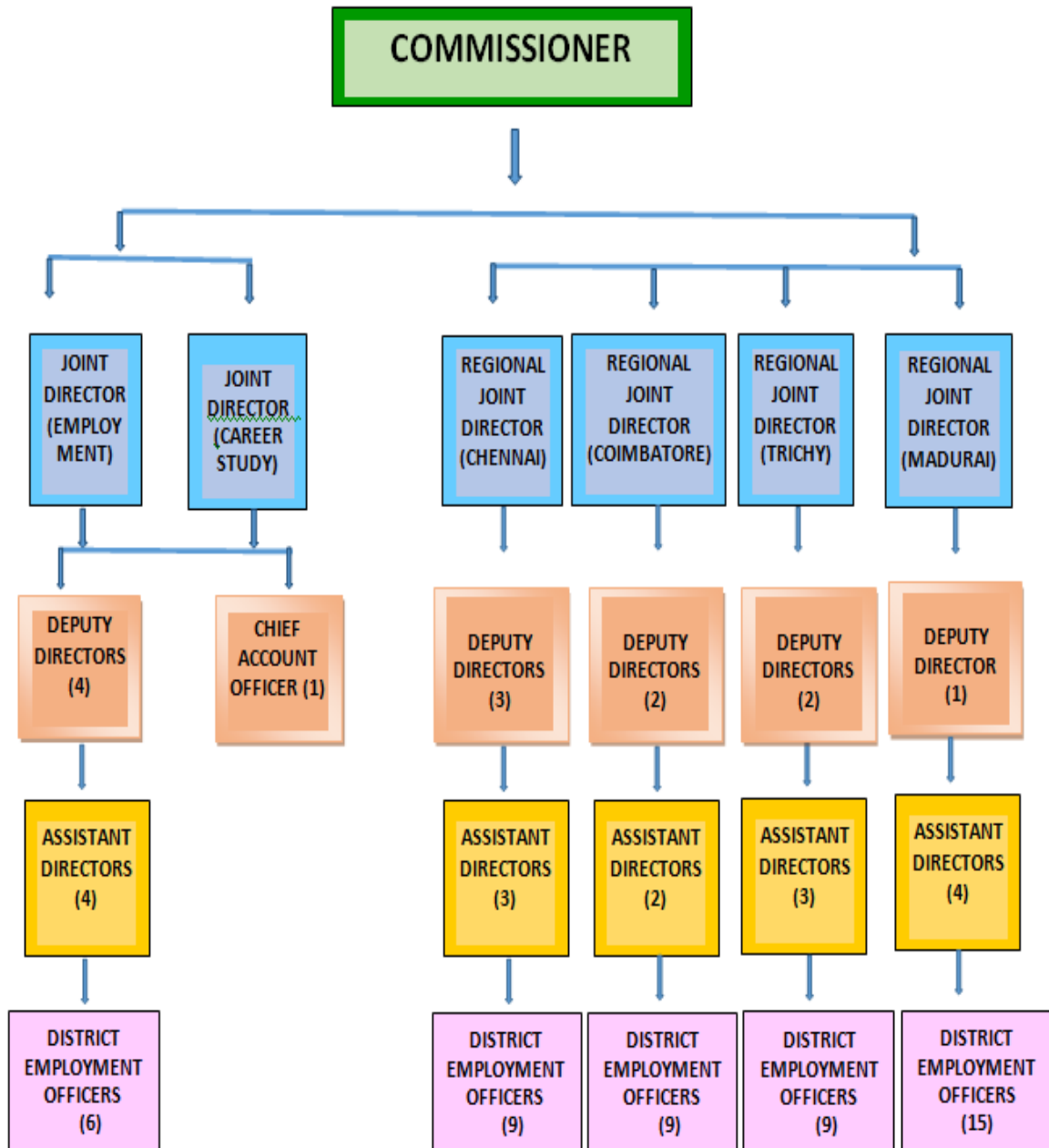
3.1. ORGANISATIONAL SET-UP OF EMPLOYMENT WING

The Commissioner heads both Employment and Training Wing of the

Department. In the Employment Wing, the Commissioner is assisted by two Joint Directors viz. Joint Director (Employment) and Joint Director (Career Study), four Deputy Directors, a Chief Accounts Officer, four Assistant Directors and six District Employment Officers at the Commissionerate.

All the sub-ordinate offices of the Employment Wing are grouped under four regions viz. Chennai, Coimbatore, Madurai and Tiruchirappalli. The Regional Joint Directors of Employment in these regions monitor the activities of the sub-ordinate offices within these regions. The Employment Wing has 43 sub-ordinate offices which include 34 District Employment Offices, two Professional and Executive Employment Offices, one Special Employment Office for Differently Abled, five Coaching cum Guidance Centres for SC/ST and

one Special Vocational Guidance Centre for tribal population.



Functions of the Employment Offices

- Registration of candidates along with renewal and updation through online.
- Sponsoring of candidates to Employers.
- Guidance on available careers to the youth.
- Free coaching classes for aspirants of Competitive Examinations.
- Maintenance of Study Circles with well-furnished libraries.
- Career Guidance and Counselling to SC/ST youth.
- Conducting of free coaching classes to economically weaker sections studying in Arts and Science Colleges.
- Registration and guidance for Overseas Employment.
- Registration and guidance for skill training.
- Career Awareness and Skill Awareness and Career Talks in Schools and Colleges.

- Job fairs for placing job seekers in private sectors.
- Skill camps for the youth who require skill training.
- District Level Private Placement Assistance Cell (DLPAC) to assist the job seekers in securing placement in Private Sector.
- Providing Unemployment Assistance to the unemployed persons registered in Live Registers of Employment Offices.
- Statistical work such as collecting and compiling of Employment Market Information.
- Providing e-content and study materials to students enrolled in Virtual Learning Portal System.

3.2. ONLINE REGISTRATION USING THE DEPARTMENT PORTAL (www.tnvelaivaaiappu.gov.in)

After the launch of the web portal for the Department in 2011, H.S.C. (12th) and S.S.L.C. (10th) passed students have access to

employment registration in their school premises itself, without having to approach the Employment Offices. From the inception of the facility upto 2018, totally 93,80,120 students have benefitted through the online registration module of the Department.

Live Register details

Details	Registrants
School students below 18 years	17,41,402
Students taking up higher studies in the age group 18 to 23 years	16,93,351
Job seekers in the age group 24 to 35 years	27,41,521
Registrants in the age group 35 to 58 likely to be interested in Government placement	11,29,429
Over aged persons above 58 years.	6,687
Total Live Register as on 31.03.2019	73,12,390

3.3. CAREER GUIDANCE AND COUNSELING ACTIVITIES

3.3.1. Guidance given to the registrants and the job seekers

- Information on various job opportunities

- Guidance in preparing for competitive examinations
- Registration for skill training
- Registration with Overseas Manpower Corporation Limited
- Self-employment guidance
- Individual Guidance for registrants
- Group Guidance for homogeneous groups
- Career talks and career seminars in educational institutions
- Distribution of Career pamphlets
- Career Guidance Outreach Programmes in educational institutions
- Career Guidance along with Counselling to weaker sections.

3.3.2. Career Exhibitions and Seminars

The Department conducts exhibitions at educational institutions highlighting various career opportunities available to enlighten the

students and job seekers. Charts are displayed with various information on higher education, scholarships available, job opportunities, skill training, apprenticeship training etc. Seminars are also conducted during the exhibitions and eminent persons like District Collectors and senior officers are invited to render career talks in these seminars. The Government sanctions Rs.10,000/- per Employment Office every year to conduct these exhibitions. During the year 2018-19, 32 Career Exhibitions have been conducted.

3.4. STUDY CIRCLES IN EMPLOYMENT OFFICES

The Employment Wing, with a view to assist job seekers aspiring to enter into Government and Public Sector Establishments through competitive examinations such as UPSC, TNPSC, SSC, IBPS, TNUSRB, RRB, TET etc. has established Study Circles in 32 District

Employment Offices. All these Study Circles have well equipped Libraries. The Employment Offices conduct regular classes for all the aspirants by inviting eminent faculties and experts in the respective subjects to handle the coaching classes. Motivational talks by persons who had successfully cleared these examinations using the Study Circles are also given to inspire the candidates. Mock tests and mock interviews are conducted by the officers to train up the aspirants of competitive examinations.

In the year 2018-19, a total of 1,483 Coaching Classes were held in which 23,430 aspirants enrolled themselves and got benefited. Out of them, 881 aspirants secured placement in Government / Public Sector establishments.

3.5. FREE COACHING CLASSES FOR COMPETITIVE EXAMINATIONS TO ECONOMICALLY WEAKER STUDENTS IN COLLEGES

The Department has also set up Coaching Centres in Arts and Science Colleges affiliated to 10 Universities for conducting free coaching classes to the economically weaker students. The Government is sanctioning Rs.50.00 Lakh per annum which is distributed at the rate of Rs.5.00 Lakh per University. During the financial year 2018-19, 938 classes were conducted and 26,923 students had enrolled themselves for these coaching classes to appear for UPSC, TNPSC, SSC and IBPS examinations. The students are provided with necessary materials and they can also download the same as e-content from the portal of the department at any place at any time.

3.6. CAREER AND SKILL AWARENESS WEEK

During the second week of July every year, as per the orders of the Government, 'Career and Skill Awareness Week' is observed in 32 District Employment Offices. The following activities are carried out during Career and Skill Awareness Week:

- Career counselling
- Career talks
- Career exhibitions
- Career seminars
- Career and skill rallies
- Career and skill awareness through mobile vans
- Career master training programmes for teachers
- Distribution of booklets and pamphlets on careers

3.7. CAREER GUIDANCE FOR STUDENTS OF BC / MBC / DNC AND MINORITIES WELFARE HOSTELS

For the benefit of students residing in BC/MBC/DNC and Minorities hostels and studying 10th Standard, 12th Standard and Degree courses, special career guidance programmes are held in the hostel premises with the support of Backward Classes and Minorities Welfare Department.

In the year 2018-19, Career Guidance was provided in 1,343 BC/MBC/DNC and Minorities hostels (1,112 School hostels and 231 College hostels) through which 21,728 students got benefited.

3.8. PUBLICATION OF CAREER LITERATURE

The Employment Wing of the Department has been publishing a quarterly bulletin 'Thiran Thamizhagam' from November 2016 highlighting

the activities of the Department with information on various career opportunities. Career guidance booklets titled

- 'What after 10th?'
- 'What after 12th?'
- 'What after ITI?'
- 'What after Polytechnic?'

have been published by this Department and hosted as e-books on the Department website (www.tnvelaivaaippu.gov.in)

In the year 2018, a book on 'Post Graduate & Post Graduate Diploma Courses in Premier Institutions – At a Glance' was released by the Hon'ble Minister for Labour.

3.9. SPECIAL CELLS FOR DIFFERENTLY ABLED PERSONS

There is an exclusive Special Employment Office for the Differently Abled persons at Integrated Employment Office Campus at

Guindy, Chennai. The Hon'ble Minister for Labour during the Budget Session 2018-19 announced that Special Cells for the Differently-Abled persons would be established in the districts where Special Cells do not exist. Accordingly, the Special Cells for Differently-Abled were constituted in 18 districts, which are functioning from 3.12.2018. The objective of these cells is to serve the Differently-Abled persons and provide special assistance to them for employment. The total number of placements provided to Differently-Abled from January 2018 to March, 2019 in Private Sector is 1,456 and in Public Sector is 170. The placement of Differently-Abled from 2011 to March 2019, in Public Sector is 3,954 and from 2014 to March 2019 in Private Sector is 3,521.

3.10. COACHING–CUM–GUIDANCE CENTRES FOR SCHEDULED CASTES / SCHEDULED TRIBES

Coaching-cum-Guidance Centres have been established in the districts of Coimbatore, Cuddalore, Tiruchirappalli, Tirunelveli and Vellore which have considerable population of Scheduled Castes / Scheduled Tribes. These Centres cater to the needs of SC/ST youth by providing them career guidance and coaching for competitive examinations. Along with career guidance, confidence building programmes and counselling services to youth from SC/ST communities are also provided. These centres also provide training to improve the employability and career prospects of the SC/ST candidates appearing for various competitive examinations. The Government sanctions a sum of Rs.20.46 Lakh per annum for all the five Coaching cum Guidance Centres for these activities.

3.11. SPECIAL VOCATIONAL GUIDANCE CENTRE FOR TRIBAL POPULATION

On the same lines of the Coaching cum Guidance Centre for Scheduled Castes and Schedule Tribes, a Special Vocational Guidance Centre for Tribal Population is functioning at Udhagamandalam. The Vocational Guidance Officer delivers periodical career talks by visiting the remotely located educational institutions and hostels for Scheduled Tribe students. This office also provides spot registration of applicants belonging to Scheduled Tribes by visiting the tribal population in the hilly areas.

3.12. UNEMPLOYMENT ASSISTANCE SCHEMES

With a view to help the youth who have registered with the Employment Office and who are waiting in the live register for five years or more to secure an employment, the Government provides Unemployment assistance for three years subject to eligibility conditions like age

limit and income. The annual income criteria for eligibility is Rs.50,000/- per annum and maximum age limit is 45 years for SC / ST and 40 years for others. During every quarter, the unemployment assistance amount is directly credited into the bank account of the beneficiaries. The unemployment assistance has been doubled by the Hon'ble Chief Minister of Tamil Nadu with effect from February, 2017.

The Employment Wing also provides Unemployment assistance to Differently abled job seekers. To get this assistance, the differently abled person should have been on the live register for one year and there is no restriction on parental income and age. The assistance is given to them for a period of up to ten years.

Qualification wise Unemployment Assistance

S. No.	Qualification	To General Candidates (Rs. per month)	To Differently - Abled Candidates (Rs. per month)
1	Literate	---	600
2	SSLC failed	200	600
3	SSLC passed	300	600
4	H.Sc. passed	400	750
5	Graduates	600	1000

Beneficiaries of Unemployment Assistance Scheme during 2018-19

S. No.	Category	Amount Spent Rs. in Crore	Number of Beneficiaries
1	General	29.46	56,236
2	Differently-Abled	20.06	21,662

3.13. MODEL CAREER CENTRES

The Model Career Centres established in District Employment Offices function with an objective to provide maximum job opportunities to the registrants of the employment offices and other job seekers. The Model Career Centres provide career guidance in a transparent and effective manner with the help of latest technology and modern facilities available for counselling and training.

Model Career Centres established with financial assistance from Government of India are functioning in two District Employment Offices, viz. Vellore and Coimbatore. The Ministry of Labour & Employment, New Delhi has recently given approval for establishing six additional Model Career Centres at Salem, Tirunelveli, Tiruvallur, Udhagamandalam, Villupuram and Virudhunagar.

3.14. PUBLIC SECTOR PLACEMENTS

In Government and Public Sector establishments 89,755 job seekers were placed through Employment Offices from 2011 to March 2019. From January 2018 to March 2019, a total of 3,948 job seekers have secured placement in Public Sector.

3.15. PRIVATE SECTOR PLACEMENTS

Private Sector Placement Assistance Cells have been set up in 2012 in all the 37 Employment Offices with an objective to enhance and promote private sector placements. These Private Placement cells bring the job seekers and employers on the same platform to satisfy their respective requirements. The Employment Department is focusing more on conducting Mega and Micro Job Fairs in various venues, making the employers and job seekers meet and select suitable candidates.

These Job fairs help the employers to choose the best candidates and the job seekers a decent job. The job fairs also help the non-selected candidates to identify their skill gap and to take up necessary skill training. These 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 sanctioned Rs.2.80 Crore as one time assistance during 2017-18 under National Career Service Grant-in-Aid program for conducting these job fairs by 35 Employment Offices.

From 2018, in order to provide a continuous opportunity to the job seekers and employers, every Friday is being observed as 'Velaivaaiippu Velli' meaning 'Employment Friday'. Through these micro/mega job fairs, 85,756 job seekers were placed in private sector from January 2018 to March 2019.

3.16. SPECIAL INITIATIVES

3.16.1. Virtual Learning System: Online free coaching classes, e-content, e-books.

The Virtual Learning System Portal was launched by the Hon'ble Chief Minister of Tamil Nadu on 22.02.2019. This portal facilitates e-learning, e-content and e-books along with online virtual learning through interactive videos for the aspirants preparing for competitive examinations. The portal helps the aspirants to enhance their skills and update their knowledge for improving their chances of success in these exams. The portal also provides Tamil equivalent assistance for the e-content uploaded for the benefit of candidates who take up the examinations in Tamil. Till date, 26,127 aspirants have registered in the portal.

3.16.2. Special Cells in Employment Offices for Registration and Guidance on Overseas Employment and Skills

Special Cells for registration and guidance on Overseas Employment and Skill Registration have been set up in all the Employment Offices. At times, some of these overseas job aspirants approach the local unregistered agents and face much hardship. The special cells functioning in the Employment Offices help in guiding the job seekers for overseas recruitment and for registration on the portal of Overseas Manpower Corporation Ltd.

Skill registration cells have also been set up in 32 District Employment Offices. These cells assess the skill gap of the individuals and assist them in choosing the particular skill training and register in the Skill Portal for taking up suitable skill training through Tamil Nadu Skill Development Corporation.

3.16.3. State Career Guidance Centre (SCGC)

The State Career Guidance Centre, a nodal agency for all employment promotional activities of the State was inaugurated by the Hon'ble Chief Minister on 22.02.2019. The Government have provided Rs.1.30 Crore for establishment of the Centre at Guindy, Chennai with virtual classroom and counselling facilities. The activities of the SCGC are as follows:

1. Skill Assessment and Job Mapping.
2. To provide counselling and relevant information about employment and assist the youth to choose their career suiting to their aptitude.
3. To act as a co-ordinating agency for connecting job seekers, companies and private placement agencies through online web portal.
4. To arrange for job fairs and transparent recruitment process for private establishments at all levels.

SCGC will utilize the Virtual Learning Portal developed by Department of Employment and Training. It will also facilitate the assessment of job seekers at various levels. This centre further aims at starting special coaching for UPSC aspirants.

**3.17. NEW BUILDINGS FOR DISTRICT
EMPLOYMENT OFFICES AT
KRISHNAGIRI AND
THOOTHUKUDI**

The Hon'ble Chief Minister during the 2018-19 Budget Session had announced that own buildings would be constructed for the two District Employment Offices at Krishnagiri and Thoothukudi. A sum of Rs.3.75 Crore was sanctioned in Government Order (Ms.) No.194, Labour and Employment Department, dated 19.12.2018 for this purpose. The construction of own buildings for both the offices is under progress.

3.18. SPECIAL RENEWAL CONCESSION

The Government issued special renewal concession vide G.O.No.612, dated 25.10.2018, for those who had failed to renew their employment registration during the year from 2011 to 2016. Due to this concession 92,761 registrants have benefited and retained their employment registration seniority without any break.

3.19. UNIQUE INITIATIVE OF THE DEPARTMENT: 'AN ACTIVITY - A DAY' FOR EACH DAY OF THE WEEK

To streamline and to cover all the activities of the employment offices, a unique initiative 'An Activity- A day' for each day of the week was conceptualized. Every day of the week is ear-marked for a specific activity, wherein all the employment offices along with the usual work, focus on the activity allotted for the day.

This initiative has achieved a wide reach and there is an over whelming response from the unemployed youth across the State. As a result, the number of job seekers approaching the Employment Offices on Fridays (வேலைவாய்ப்பு வெள்ளி) to secure placement in Private Sector has increased substantially. A team of officers from Jharkhand State visited the District Employment Office at Coimbatore to study this unique initiative.

The details of beneficiaries under this programme from January 2018 to March 2019 are given below:

Concept for the day	Activities of the day	Beneficiaries
Thiranmigu Thingal திறன்மிகு திங்கள் (Monday)	Skill Camp, Skill Assessment & Registration for Skill Training	28,758 registered for Skill Training
Sevai Chevvaai சேவை செவ்வாய் (Tuesday)	Career Guidance, Confidence Building, Career Exhibitions & Seminars & Career Master Training Programs	1,552 Career Talks organised, 63,592 persons benefited

Pottithervu Budhan போட்டித்தேர்வு புதன் (Wednesday)	Free classes for competitive exams, Mock Tests and Interviews	1,527 Awareness Programmes conducted, 19,336 persons benefited
Vizhipunarvu Vyazhan விழிப்புணர்வு வியாழன் (Thursday)	Group Discussions, Individual Guidance, and Psychometric Analysis	Registration Guidance given to 32,618 unemployed youth
Velaivaippu Velli வேலைவாய்ப்பு வெள்ளி (Friday)	Conducting job fairs for all registrants, Updating details of Job seekers, employers, vacancy details and new jobs	65,902 Job seekers given placement

3.20. SUSTAINABLE DEVELOPMENT GOALS

'SDG Goal 8' aims at full and productive employment and decent work for all women and men including young people and persons with disabilities and equal pay for work of equal value by 2030. The Employment Wing of Department is taking necessary steps to substantially reduce the unemployment rate in line with this goal.

The Employment Wing focuses all its activities with a holistic mission to reduce unemployment to the maximum extent possible through Career Guidance programs, Career Exhibitions and Seminars, Coaching Classes through Study Circles, Virtual learning, conducting Job Fairs and by adopting the concept of 'An Activity- A day'. Thus all the avenues for making the unemployed youth of the State to become employable are being explored by the Employment Wing of this Department.

TRAINING WING

'Education, Vocational Training and lifelong learning are the central pillars of employability, employment of workers and sustainable entrepreneurship development'

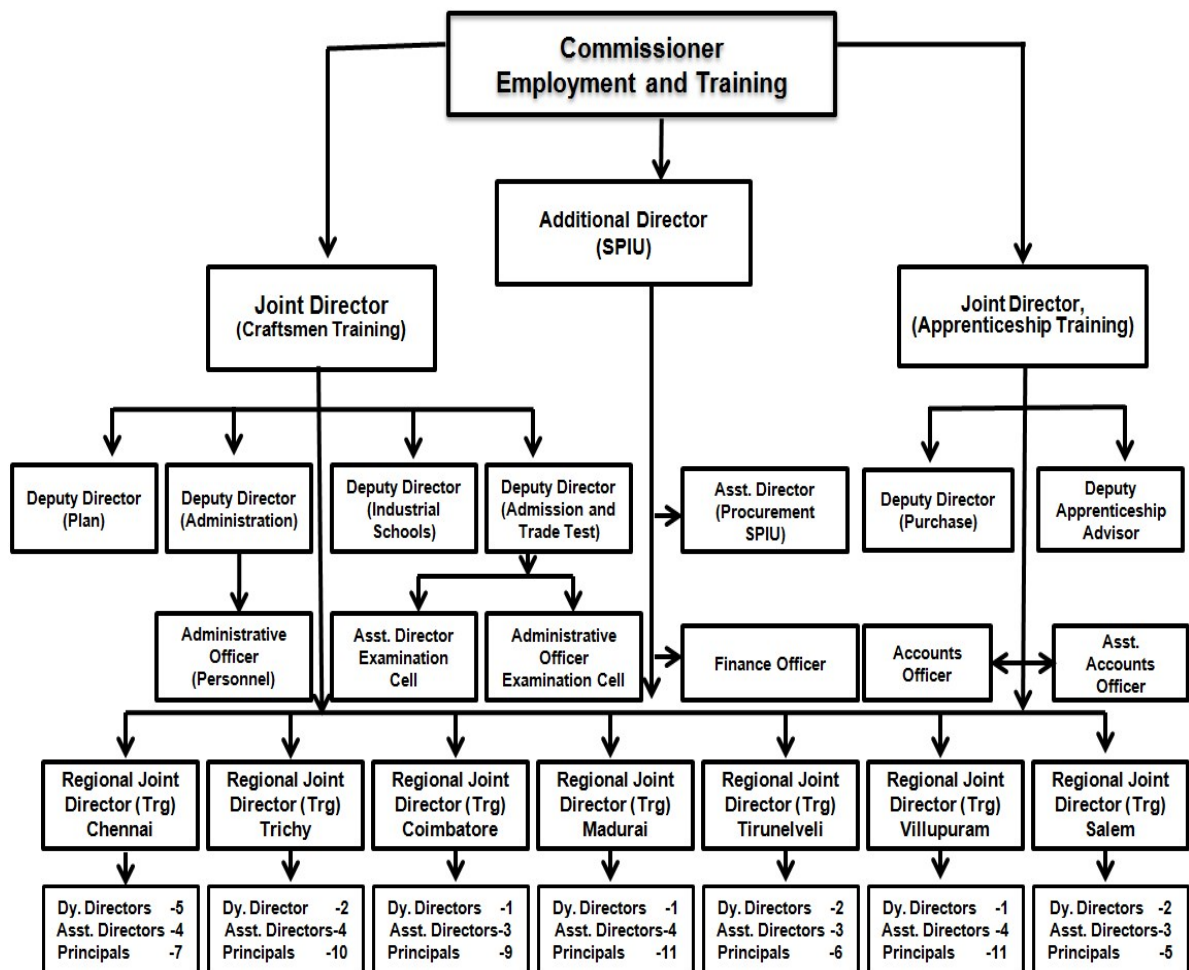
– International Labour Organisation.

To enable employment ready workforce, the youth need to be equipped with the necessary skills and education. The paucity of highly-trained quality labour and non-employability of some sections of the educated workforce are the dual challenges being faced by the Country. The skill development issue in the State is thus pertinent both at the demand and supply level. To meet the demand side challenge, consistent efforts are being made towards expansion of economic activities and creation of large employment opportunities. The supply side, is being managed in our State by the Training Wing of Employment and Training Department by creating the required skilled workforce with

prescribed standards. Long term skill training is provided in various engineering and non-engineering courses through the Industrial Training Institutes and Industrial Schools.

3.21. ORGANISATION STRUCTURE

The organogram of the Department is as follows:



The major skill training programmes implemented are

1. Craftsmen Training Scheme (CTS)
2. Apprenticeship Training Scheme (ATS)
3. Industrial Schools (IS)

3.22. CRAFTSMEN TRAINING SCHEME

This scheme was introduced in 1950s by Government of India with an objective to provide semi-skilled workmen to industries. This scheme is being implemented through Industrial Training Institutes and helps to improve the employability of youth. After successful completion of training, National Skill Qualification Framework (NSQF) Level Certification is awarded by National Council for Vocational Training (NCVT).

3.22.1. Government Industrial Training Institutes

Skill training is provided in 55 engineering and 28 non-engineering trades to the youth in our State through 87 Government Industrial Training Institutes (ITIs). Duration of training ranges from one year to two years depending upon the trade. Students between the age of 14 and 40 are eligible to seek admission in ITIs. There is no upper age limit for women. Training commences from the month of August every year. Admission is made online on merit basis following the rules of reservation in force through district wise counselling. During the year 2018-19, 31,130 trainees were undergoing skill training in Government ITIs.

Government ITIs at a glance

S. No.	Classification	No. of ITIs	No. of Trainees undergoing training
1	General ITIs	68	27,924
2	ITIs for Scheduled Castes	2	433
3	ITIs for Scheduled Tribes	6	849
4	ITIs for Women	10	1,782
5	ITI for Prison Inmates	1	142
Total		87	31,130

As envisaged by NITI AAYOG in Sustainable Development Goals (SDG), the following initiatives are implemented by the Training Wing of this Department 'to eliminate gender disparities in education and to ensure equal access at all levels of education and vocational training for the vulnerable'

- ❖ For the welfare of Scheduled Caste trainees, two Government ITIs are functioning at Chidambaram in Cuddalore District and Vadakarai in Tiruvallur District.

- ❖ For the welfare of Scheduled Tribe trainees, six Government ITIs are functioning at Sankarapuram in Villupuram District, Anaikatti in Coimbatore District, Karumandurai in Salem District, Jamunamarathur in Tiruvannamalai District, Kolli Hills in Namakkal District and Gudalur in Nilgiris District.
- ❖ For the development of women and to increase the participation of women students in skill development and entrepreneurship, 10 Government ITIs are functioning exclusively for women trainees at Guindy, Ambattur, Cuddalore, Pullambadi, Coimbatore, Salem, Andipatti, Dindigul, Madurai and Nagercoil. Apart from this, six women wings are functioning at Thanjavur, Ramanathapuram, Hosur, Paramakudi, Karur and Namakkal.

Apart from the above, in General ITIs, the following reservation is being followed during admission.

S. No.	Community	Reservation in percentage
1	Schedule Caste	15.3

2	Schedule Caste (Arundhathiyar)	2.7
3	Schedule Tribe	1.0
4	Most Backward Class/Denotified Community	20.0
5	Backward Class	26.5
6	Backward Class (Muslim)	3.5

3.22.2. Private Industrial Training Institutes

There are 476 NCVT affiliated Private ITIs which go hand in hand with the Government ITIs in producing skilled manpower. The sanctioned strength in these Private ITIs is 79,922. In the year 2018-19, a total of 39,801 trainees underwent skill training in the Private ITIs.

3.23. GRADING OF ITIs

Continuous support by the Government has enabled the ITIs of our State to lead in the grading conducted by Government of India and to hold first position among all States. In the latest grading by Government of India, 4,811 ITIs across the Country participated and

of these only 123 ITIs were awarded with three star rating, among which 40 ITIs from Tamil Nadu (highest in the Country) have bagged this three star rating. The prominent position of Government ITIs from Tamil Nadu is clear from the charts enclosed.

3.24. COMMON ADMISSION PROCESS

Online counselling is conducted in Nodal Government ITI in each district through URL - www.skilltraining.tn.gov.in. Selection is made on merit basis duly following rules of reservation. The candidates exercise the option of choosing the ITI and trade of their choice.

3.25. TRAINING COST TO PRIVATE ITIs

For the candidates who are selected under Government quota and allotted to the Private ITIs through online counselling, training cost @ Rs.10,000/- per trainee in rural areas and Rs.12,000/- per trainee in urban areas is being

reimbursed by the State Government. In the year 2018-19, a total of 7,184 trainees have been admitted in Private ITIs under Government quota and an expenditure of Rs 10.00 Crore has been incurred.

3.26. INDUSTRIAL SCHOOLS

Industrial Schools come under the State Scheme and they are functioning under State Council for Vocational Training (SCVT). Training period ranges 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. In the year 2018-19, training was imparted in 55 trades to 14,369 trainees through 286 Industrial Schools.

3.27. GRANT-IN-AID TO GOVERNMENT AIDED PRIVATE ITIs AND INDUSTRIAL SCHOOLS

Training grant is being reimbursed to the private institutes receiving aid from State Government in the form of either 75% teaching staff salary and capitation grant or 75% of net loss to the institute during the last financial year whichever is less. Grant-in-aid is being given to 20 Private ITIs and 10 Industrial Schools. In the year 2018-19, an expenditure of Rs.4.44 Crore has been incurred as maintenance grant.

3.28. MOTIVATION TO TRAINEES

Apart from skill training free of cost, the trainees of Government and Government Aided Private ITIs are provided with the following benefits.

1. Bus Pass
2. Two sets of uniform and one pair of shoes
3. Bi-cycle
4. Stipend of Rs.500/- per month

5. Laptop
6. Text books and drawing instruments
7. Trade consumables for practical works
8. Identity card

3.29. PUBLIC-PRIVATE PARTNERSHIP

Under this scheme, 32 Government ITIs have been upgraded through Institute Management Committee (IMC) Societies with an interest free loan of Rs.2.50 Crore from Government of India to each ITI. In these ITIs, 33 new trades with a capacity of 2,332 seats have been introduced.

3.30. APPRENTICESHIP TRAINING SCHEME

Another major scheme of Government of India is Apprenticeship Training Scheme to transform unskilled / semiskilled youth into fully skilled workforce. Under this scheme, apprentices are given hands on training by the establishments. 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. The Assistant Directors of District Skill Training Offices are the district level implementing authorities and Regional Joint Directors act as Joint Apprenticeship Advisors. As on date 9,054 apprentices are engaged by 2,581 establishments in the State. These apprentices are given stipend by the employers based on the notified minimum wages of semi-skilled workers.

On completing the course every apprentice will take up All India Trade Test for Apprentices, conducted by the National Council for Vocational Training (NCVT) twice in a year, in the months of April / May and October / November.

Successful apprentices are awarded with National Apprenticeship Certificate (NAC).

3.31. NATIONAL APPRENTICESHIP PROMOTION SCHEME (NAPS)

This scheme aims to promote apprenticeship training and increase the engagement of apprentices in industries. Under this 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.
- (ii) Sharing the cost of basic training with Basic Training Providers (BTP), limited to Rs.7,500/- for a maximum of 500 hours / three months.

Apart from ITI trainees, trainees who have completed short term courses through Tamil Nadu Skill Development Corporation (TNSDC) / National Skill Development

Corporation (NSDC) / Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and candidates who possess minimum educational qualifications are engaged as apprentices.

3.32. FRESHERS AS APPRENTICES IN ESTABLISHMENTS

Many amendments and reforms have been introduced under this scheme to achieve the national target of 50 Lakh apprentices cumulatively by 2020. One of the major reforms is inducting freshers as apprentices with the qualification of 8th Std, 10th Std, 12th Std passed without any prior training in both designated and optional trades. Only criterion to engage as apprentice is that the candidate must have completed 14 years of age.

3.33. SKILL STRENGTHENING FOR INDUSTRIAL VALUE ENHANCEMENT (STRIVE)

This scheme has been introduced by Government of India to incentivize critical institutional reforms required in the institutional training systems, notably the ITI network and the apprenticeship system.

In first phase, Government of India has sanctioned a sum of Rs.26.00 Crore for 11 Government ITIs and 3 Private ITIs. In these ITIs, new generation trades, short-term courses to promote women enrolment and dual training concept to entertain on-the-job training will be introduced. This will ensure increase in number of graduates and female enrolment rate at the respective Government ITIs as envisaged in the Sustainable Development Goal of the State.

The following activities will be carried out under this scheme:

- 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

3.34. STATE APPRENTICESHIP MONITORING CELL (SAMC)

To coordinate apprenticeship activities between the industries and the State Government a dedicated technical cell by name State Apprenticeship Monitoring Cell has been established. Headed by State Project Director / State Apprenticeship Advisor, this cell will perform liaison activities to promote apprenticeship training in Industry Clusters in

the State. The SAMC is 100% sponsored by MSDE, Government of India.

3.35. TALENT SEARCH COMPETITION

To bring out the hidden talents of the ITI trainees the following competitions are conducted every year.

S. No.	Competition	Conducted by	Awards	Winners 2011-19
1	All India Skill Competition	Govt. of India	Rs.50,000/- & merit certificate	11
2	State Skill Competition in 18 trades	State Govt.	Rs.25,000/- & merit certificate	81
3.	Project Competition in 5 trades	State Govt.	Rs.50,000/- & merit certificate	20

3.36. NEW INITIATIVES

The Hon'ble Chief Minister of Tamil Nadu under Rule 110 announced on the floor of Assembly on 3.7.2018 the creation of two new

Regional Joint Director of Training Offices at Salem and Villupuram at a cost of Rs.2.85 Crore for effective monitoring and functioning of skill training programmes in the respective regions. These offices have been inaugurated by the Hon'ble Chief Minister on 22.2.2019.

In Budget Speech 2018-19, the following new initiatives were announced and are being implemented.

- ❖ High-end machineries and equipments relevant to industries to improve employability of the ITI trainees are being procured and supplied to all Government ITIs at a cost of Rs.30.00 Crore.
- ❖ To make the trainees aware of industrial environment and to equip them with necessary skills for immediate employment, Internship Training Programme has been introduced. This year, 397 industries have been selected to provide internship training to 10,000 trainees of Government ITIs across the State.

- ❖ New advanced / high-end trades such as Medical Electronics, Architectural Assistant, Auto body Repairing & Painting, Operator Advanced Machine Tools, Tool & Die making, Technician Power Electronics, Machinist, Mechanic Refrigeration & Air-conditioning and Fire Technology & Industrial Safety Management have been introduced in 20 Government ITIs at a cost of Rs.38.00 Crore.

The Hon'ble Minister for Labour in 2018-19, had announced the following new initiatives on the floor of Assembly.

- ❖ E-content syllabus both in English and Tamil language has been procured and supplied to all Government ITIs in 14 trades at a cost of Rs.1.27 Crore which enables the trainees to understand the curriculum easily in a virtual way.
- ❖ To facilitate the trainees in getting gainful employment in Industries, a Placement Officer in the cadre of Training Officer has been appointed in each ITI.
- ❖ The service period of the instructors of the ITIs in the category of Junior Training Officers, Assistant Training Officers and Training Officers has been extended till the

end of academic year i.e. July of every year to avoid interruption in training.

- ❖ Examination Cell at State Headquarters which conducts examinations under Craftsmen Training Scheme, Apprenticeship Training Scheme and Industrial Schools programmes implemented by this Department has been upgraded as State Board of Vocational Examination.
- ❖ To encourage physical training activities among the trainees of both Government and Private ITIs in the State, Sports Meet at Regional and State Level is held annually. During, the previous years, an amount of Rs.10/- was collected from the trainees of ITIs to conduct sports at ITI, Regional and State level. Now this expenditure is totally borne by the State Government and for the year 2018-19, a sum of Rs.17.00 Lakh was sanctioned by Government. In the State Sports Meet held at Vellore on 7.3.2019, the Hon'ble Minister for Labour gave away awards in a grand function.
- ❖ District Skill Training Offices headed by Assistant Directors have been created in all districts to effectively monitor and

implement the skill training schemes run by this Department. The Assistant Directors are coordinating with the District Collectors, the Regional Joint Directors of this Department and Tamil Nadu Skill Development Corporation in implementing various vocational training schemes in the districts.

3.37. INNOVATIVE SCHEMES

Teaching through Virtual Classrooms

Virtual Classrooms are working under the 'Hub and Spokes' method. The Hub centres are functioning at Government ITIs in Tiruchirappalli, Coimbatore, Madurai and Tirunelveli. The Spoke centres are at Government ITIs in Anaicutti, Karumandurai, Kolli Hills, Gudalur, Jamunamarathur and Sankarapuram situated in hilly and remote areas. The advantage of this scheme is that the tribal trainees undergoing training in these ITIs can get the expertise of best teachers in the Hub centres.

Training through Simulators

Simulators have been introduced in the Government ITIs to learn the skill of welding. These simulators help in getting practical training in this trade in an easy and virtual way, by which the hazards like smoke, fumes and abundant lightening are avoided while simultaneously ensuring the safety of the trainees. This has attracted more women trainees to learn this core skill.

3.38. BEST INSTRUCTOR AWARD

The best performing Principals and Instructors of Government ITIs are awarded with 'Dr. Radhakrishnan - Best Instructor Award' with a cash prize of Rs.10,000/- in the form of NSC Bond and a merit certificate. In the last seven years, 60 officials have been honoured.

3.39. ONLINE CITS CERTIFICATES THROUGH RPL MODE

The scheme of Recognition of Prior Learning (RPL) under Craft Instructor Training Scheme (CITS) of Directorate General of Training is to recognize and certify the skills of in-service instructors with atleast three years of experience in teaching in ITIs. The instructors who complete the examinations successfully receive National Craft Instructor Certificate (NCIC). Under this scheme, the in-service instructors of Government / Private ITIs should register themselves in any National Skill Training Institute through CFI portal of NCVT as private candidates and take up examination in their relevant field and get qualified. In the year 2018-19, a total of 185 instructors of Government ITIs and 129 instructors of Private ITIs have been registered.

3.40. SPECIAL INDUSTRY EXPOSURE VISIT FOR GOVERNMENT ITI TRAINEES

Government Industrial Training Institute, Ambattur has entered into MoU with M/s. Maruti Suzuki Limited, to provide advanced training in maintenance of four wheeler mechanic for the trainees of MMV trade. Based on the MoU, M/s. Maruti Suzuki Limited, has imparted '**Rupantharan**' training and '**World Class Manufacturing Best Practices Training**' to 26 trainees of Government Industrial Training Institute, Ambattur in their plant at Gurgaon, Haryana from 25.02.2019 to 02.03.2019.

3.41. INDUSTRY CONTRIBUTION UNDER CSR

This Department has made industry tie-up for development of infrastructure in Government ITIs under CSR activities to make the instructors / trainees aware of the latest technologies. Industries have created infrastructure facilities in Government ITIs. During this year, M/s. Hyundai Motors India

Limited, Sriperumbudur has constructed a Workshop for providing training to the trainees of MMV trade at Government ITI, Guindy at a cost of Rs.55.00 Lakh and contributed Rs.11.00 Lakh for Machineries; M/s. Maruti Suzuki Limited, has contributed machineries, tools & equipments for Mechanic Auto Body Painting trade at Government ITI, Ambattur for a sum of Rs.48.00 lakh; M/s. HONDA Motor & Scooters India Limited has donated two wheeler related cut model engines, scooters for providing training in Government ITIs at Chengalpattu, Madurai, Sivagangai and Dharmapuri; and M/s. IOCL has contributed Rs.80.00 lakh for construction of compound wall and basic amenities to Government ITI, Ramanathapuram.

With the above developments, our ITIs will definitely narrow the gap between demand and supply of skilled manpower in the industry. These steps will also take us closer to our vision of making Tamil Nadu the skill hub of our Country.

4. TAMIL NADU SKILL DEVELOPMENT CORPORATION

Tamil Nadu Skill Development Corporation (TNSDC) was formed with an objective to provide demand based and industry relevant skills to the youth to enhance their employability and transform the State into skill hub of the country.

TNSDC is the Nodal Agency for the skill development related activities in the State and it aims to converge the activities of various stakeholders including industries, industrial associations, training providers, sector skill councils, assessment agencies apart from various other State and Central Government bodies. TNSDC strives to ensure placement oriented quality skill training by empanelling private and Government training providers.

4.1. IMPLEMENTATION OF NATIONAL SKILL QUALIFICATION FRAMEWORK (NSQF)

In order to have uniform curriculum standards throughout the State and the country, TNSDC strictly adheres to the National Skill Qualification Framework (NSQF) approved job roles and other standard parameters like course duration, quality standards, assessment methodology and payment milestones based on common norms approved by Ministry of Skill Development and Entrepreneurship, Government of India. The Qualification Packs (QP) notified by National Skill Development Corporation (NSDC) are followed for imparting training programs with a focus on ensuring minimum 70 percent placement for all successfully trained and certified candidates.

4.2. INDEPENDENT ASSESSMENT AND CERTIFICATION OF TRAINING PROGRAMMES

In order to ensure the quality of training programmes, third party independent assessment as well as certification is being done by State Council of Vocational Training (SCVT) and the concerned Sector Skill Council (SSC). This paves way for a fair and unbiased assessment and certification process.

4.3. EMPANELMENT OF TRAINING PROVIDERS

Based on the target for number of candidates to be trained every year and available job roles, reputed Training Providers are selected by inviting Expression of Interest (EoI) followed by physical inspections of available infrastructure by the Joint Directors of Department of Employment and Training. Strict adherence to quality standards is ensured before empanelling a Training Provider.

A total of 741 Training Providers have been empanelled which include Central, State and private training agencies to deliver short term skill training programs in line with NSQF norms.

4.4. DISTRICT WISE AND SECTOR WISE SKILL TRAINING PROGRAMMES CONDUCTED IN 2018-19

Tamil Nadu today is the second largest economy in India and a hub for various manufacturing service sector industries thereby creating job opportunities especially in the following sectors:

1. Automobile
2. Light Engineering
3. Logistics
4. Construction
5. Retail
6. IT-ITeS
7. Telecom
8. Food Processing
9. Tourism and Hospitality
10. Media & Entertainment
11. Beauty and Wellness

12. Healthcare
13. Textile and Apparel
14. Banking, Financial and Insurance

TNSDC has envisaged job opportunities in the above key sectors and apportioned the target accordingly by funding suitable Training Providers to deliver quality market oriented skill training programmes. A record number of 1,40,124 candidates have been trained in FY 2018-19 which is the highest since the inception of TNSDC.

The list of district wise skill training conducted during 2018-19 is furnished below:

S. No.	District	Trained
1	Ariyalur	4,883
2	Chennai	14,724
3	Coimbatore	6,117
4	Cuddalore	3,530
5	Dharmapuri	7,088
6	Dindigul	5,595
7	Erode	6,719

8	Kancheepuram	6,837
9	Kanniyakumari	1,024
10	Karur	2,441
11	Krishnagiri	6,805
12	Madurai	5,657
13	Nagapattinam	2,727
14	Namakkal	4,028
15	Perambalur	840
16	Pudukottai	911
17	Ramanathapuram	2,509
18	Salem	4,041
19	Sivagangai	2,158
20	Thanjavur	3,692
21	The Nilgiris	1,736
22	Theni	965
23	Thiruvallur	6,292
24	Tiruvannamalai	5,117
25	Thiruvarur	1,698
26	Thoothukudi	1,534
27	Tirunelveli	2,829
28	Tiruppur	8,005
29	Tiruchirappalli	4,853
30	Vellore	9,320
31	Villupuram	2,703
32	Virudhunagar	2,746
Total		1,40,124

The sector wise distribution of candidates given below will provide an insight and highlight the importance given to each sector during the year 2018-19 :

S. No.	Sector	Trained
1	IT&ITES	8,445
2	Telecom	2,289
3	Apparel	38,586
4	Construction	8,356
5	Logistics	2,447
6	Media & Entertainment	2,898
7	Plastic Engineering	1,447
8	Retail	1,991
9	Leather	12,056
10	Hospitality	3,679
11	Green Jobs(Solar)	105
12	Textiles	1,356
13	Beauty & Wellness	4,383
14	Health care	3,710
15	Light Engineering	24,291
16	BFSI	2,442
17	Automobile	5,802

18	Agriculture & Allied	2,305
19	Handicrafts	429
20	Security	80
21	Refrigeration & Air Conditioning	699
22	Food Processing	449
23	Gems & Jewellery	656
24	Others	11,223
Total		1,40,124

4.5. SKILL CAMPAIGN AND AWARENESS IN ALL DISTRICTS

The Employment Wing of the Commissionerate of Employment and Training organizes regular Mega Job Fairs with the twin objectives of placement for skilled candidates and opportunity for skill development of unemployed youth.

Career guidance followed by registration for skill development programs is streamlined through stalls set up by both TNSDC and the empanelled Training Providers. Every Monday is

exclusively dedicated for skill development related activities in the District Employment offices.

TNSDC has also envisaged an innovative approach to create awareness among youth through Mobile Skill Vans to disseminate the importance and relevance of skill training programmes freely available for the youth.

4.6. STATE LEVEL SKILL SUMMIT AND DISTRICT SKILL COMPETITIONS

To encourage vocational skill innovations and to recognize and exhibit the talent of the youth, district level skill competitions are being organized followed by State Skill Summit for the district level toppers. The winners of State Skill Summit represent Tamil Nadu at the regional, national and world skill summits.

In the year 2018-19, Skill competitions were conducted both at District Level and State

Level and the winners of the State Skill Summit participated in the Regional Skill Competition conducted at Bangalore followed by the National level in New Delhi. Four candidates from Tamil Nadu brought laurels for the State bagging two gold medals and two bronze medals. The two gold medal winners will represent India at the World Skill Summit to be held in Kazan, Russia during August 2019.

4.7. INTERACTIVE TNSDC PORTAL AND MOBILE APP

Tamil Nadu Skill Development Corporation has a web portal (www.tnskill.tn.gov.in) which acts as a common platform for all the stakeholders. This portal has provisions for online registration of unemployed youth for skill training along with matching for potential job roles as per the NSQF. Empanelled Training Providers can enrol the candidates who have

registered in the portal thereby effectively mobilizing interested candidates.

This portal also acts as a Skill Registry of trained and skilled workforce for various sectors with profiles of all the successfully certified candidates.

TNSDC is now in the process of upgrading and integrating the existing portal with other departments imparting skill development programs in an effort to create unified single skill registry for the State.

4.8. HIGH END SKILL TRAINING FOR ENGINEERING AND POLYTECHNIC GRADUATES

In order to make the Engineering and Polytechnic graduates industry ready, TNSDC in collaboration with SIEMENS, a global leader in automation and robotics and Anna University has established a Centre of Excellence with five linked technical Skill Development Institutes

(t-SDIs) under PPP mode with an outlay of Rs.546.84 Crore.

This Centre of Excellence at MIT, Chromepet, Chennai and following five t-SDIs were inaugurated by Hon'ble Chief Minister of Tamil Nadu on 10.10.2018.

1. Anna University College, Kancheepuram
2. Anna University College, Villupuram
3. Thanthai Periyar Government Institute of Technology, Vellore
4. Central Polytechnic College, Taramani
5. Murugappa Polytechnic College (Aided), Avadi

MIT will be the main hub of the training activities and the above five centres will be the spokes in offering high end skill training to accelerate the employability of the students graduating from Engineering Colleges and Polytechnics. In the year 2018-19, a total of 2,887 candidates have been trained in these centres.

4.9. SPECIAL PROGRAMMES

Tamil Nadu being the automotive hub of India, servicing and repairing of automobiles offer employment opportunities to the youth. To accomplish this objective 'Amma Two Wheeler Service Training' is being offered in select ITIs at a cost of Rs.1.40 Crore by TNSDC.

Similarly, service sector is emerging as a preferred career option for the youth. TNSDC has provided skill training to 20,000 unemployed youth in service sector oriented job roles through reputed Training Providers at a cost of Rs.23.01 Crore.

To ensure adequate skilled workforce for the MSME sector, a monthly stipend of Rs.2,000/- per candidate is being provided by TNSDC to MSME units which can impart skill training programmes under AMMA Skill Training and Employment Scheme. A total of

25,246 candidates have been trained during the year 2018-19.

4.10. RECOGNITION OF PRIOR LEARNING (RPL) - SKILL ASSESSMENT AND CERTIFICATION

Recognition of Prior Learning, commonly known as RPL refers to an assessment process used to evaluate and certify a person's existing skill sets, knowledge and experience gained either by formal, non-formal or informal learning. TNSDC has certified 33,312 workers under RPL in the following sectors upto March 2019.

1. Construction
2. Apparel
3. Paints & Coating
4. Leather
5. Logistics
6. Automobile
7. Tourism & Hospitality
8. Domestic Workers

The State Government have also given directions to engage skill certified workers in all the contract works undertaken by departments like PWD, CMWSSB, local bodies etc., for ensuring the quality of work and to minimise accidents at work spot.

4.11. PRADHAN MANTRI KAUSHAL VIKAS YOJANA (PMKVY-2.0)

The objective of the National Policy on Skill Development and Entrepreneurship, 2015 is to meet the challenge of skilling at scale with speed and standard. It aims to provide an umbrella framework to all skilling activities being carried out within the country, to align them to common standards and link the skilling with demand centres.

Pradhan Mantri Kaushal Vikas Yojana 2.0 (2016-2020) is a modified and improved version of PMKVY 2015-2016. Ministry of Skill Development and Entrepreneurship (MSDE),

Government of India administers the PMKVY-2.0 scheme to achieve the above goals. Institutions comprising of National Skill Development Corporation (NSDC), Sector Skill Councils (SSCs), Assessment Agencies (AAs), and Training Providers (TPs) are already in place for implementation of the Scheme.

TNSDC implements the Centrally Sponsored State Managed (CSSM) component of PMKVY-2.0. MSDE has issued detailed operational guidelines for the roles and responsibilities of TNSDC and sanctioned a grant-in-aid amount of Rs.34.43 Crore. The scheme is being implemented from March 2018 onwards through 160 approved Training Providers and 385 Training Centres. As on March 2019, a total number of 31,964 candidates have been enrolled out of which 24,278 candidates have completed the training.

4.12. SANKALP – WORLD BANK FUNDED PROJECT

Skills Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP) project aims to implement the mandate of the National Skill Development Mission (NSDM), which was launched by Ministry of Skill Development & Entrepreneurship, through its core sub-missions. The project will be implemented in mission mode through World Bank support and is aligned with the overall objectives of the NSDM. The main objectives of the project include strengthening institutional mechanisms at both national and State levels, building a pool of quality trainers and assessors, creating convergence among all skill training activities at the State level, establishing robust monitoring and evaluation system for skill training programs and providing access to skill training opportunities to the disadvantaged sections.

It is proposed to implement the project with financial assistance from World Bank along with the Central and State share in the ratio of 60:40. The funds are categorized under 2 components i.e. 'System strengthening Grant' and 'Inclusion Grant'.

1. System strengthening Grant - To strengthen the State Skill Development Mission and to create robust mechanisms for convergence of all skill development activities.
2. Inclusion Grant - Increasing the skill trained manpower with respect to marginalized communities i.e. Women, Persons with disability, SC/ST.

Government of Tamil Nadu have expressed its willingness to implement the project with a commitment of 40 percent of State share through a Letter of Agreement. A project proposal for sanction of Rs.21.41 Crore for the first year under the system strengthening and

inclusion grants has been submitted to Government of India.

4.13.AWARDS TO TRAINING PROVIDERS AND INDUSTRIES

In order to motivate the main stakeholders of the skill eco-system i.e. Training Providers (TPs) and employers/industries who are involved in providing training and placement respectively, for the first time awards have been given to best performing training providers and employers / industries in each sector by the Hon'ble Minister of Labour on 07.03.2019.

For the year 2018-19, a total of 22 Training Providers were awarded with a 1st prize worth Rs.20,000/- and 2nd Prize worth Rs.10,000/- each. The top employers in terms of placement were given cash awards worth Rs.1,00,000/- for the first position and Rs.75,000/- for the second position.

4.14. SKILL GAP STUDY AND DISTRICT SKILL DEVELOPMENT PLANS (DSDP)

The needs of employers and the skills possessed by work force are continually in flux due to changing market demands and individual career choices. Despite having a large number of schools, engineering colleges, polytechnics and ITIs employability of the youth continues to be a challenge. TNSDC has undertaken a 'Skill Gap Study' covering all 32 districts at a cost of Rs.1.42 Crore. District Skill Development Plans (DSDP) will be an outcome of this study which will focus on specific job roles and sectors for which there is a skill mismatch. Focus Group Discussions (FGDs) with industrial associations have been conducted along with an 'aspiration' survey of the youth. An estimate of the demand and supply mismatch existing in each sector for relevant job roles with demographic data analysis has been included as an important scope of the study.

This study will also encompass the industrial expectations and proposed investments, youth aspiration, availability of skill training infrastructure, livelihood employment opportunities available in each district. The Skill Gap Study and DSDP will enable TNSDC to initiate district specific skill training activities since there is a wide variation of skill demand across districts.

4.15. APEX SKILL DEVELOPMENT CENTRES

Government of Tamil Nadu appreciating the need to develop high end skill training centres in the main sectors of economy, have accorded administrative sanction for establishing Apex Skill Development Centres in the following 5 sectors at a cost of Rs.100.00 Crore with the assistance of Japan International Co-operation Agency (JICA) as part of the Tamil Nadu

Investment Promotion Programme (TNIPP)- Phase II.

1. Auto, Auto Components and Machine Tools
2. Hospital and Healthcare
3. Construction and Infrastructure
4. Logistics and Transportation
5. Manufacturing & Capital Goods

This project is funded by Rs.50.00 Crore from JICA and another Rs.50.00 Crore from Government of Tamil Nadu. The proposed Apex Centres will act as 'Centres of Excellence' and nodal agencies for developing the existing training eco system for each sector.

Each Apex Skill Development Centre will be a Special Purpose Vehicle (SPV) as a non profit company under section 8 of the Companies Act, 2013. The SPV will be implemented as a Public Private Partnership (PPP) with a contribution of Rs.1.00 Crore as

equity from the Government side and another equal contribution of Rs.1.00 Crore from a consortium of industries in the sector.

With the emergence of disruptive innovations and fast paced technological development, it is imperative that the youth of the State are exposed and trained in state of the art facilities meeting international standards making them globally employable.

TNSDC not only provides skill training to unemployed youth including school /college dropouts but also ensures up skilling of the qualified youth to enhance their employability. Tamil Nadu today has a robust skill development ecosystem and TNSDC is continuously striving to improve the same. TNSDC has embarked on an ambitious challenge to train 2,00,000 youth every year thereby ensuring Tamil Nadu become the skill capital of the country.

5. OVERSEAS MANPOWER CORPORATION LIMITED

The Overseas Manpower Corporation Limited (**OMCL**) came into existence in 1978, with an objective to place abroad, the job seekers from Tamil Nadu. The Overseas Manpower Corporation Limited has been registered under the Indian Companies Act, 1956. It has paid up share capital of Rs.15.00 Lakh and authorized share capital of Rs.50.00 Lakh.

5.1. REGISTRATION

A website (URL: <https://www.omcmanpower.com>) has been provided for overseas job seekers to register themselves for the overseas jobs. The online registration process is in vogue since May 2017. Totally 2,311 registrants have registered their names for getting overseas employment till March 2019.

5.2. FUNCTIONS

- Overseas deployment of job seekers.
- Supplying of Manpower to domestic employers.
- Air ticketing services to Government departments.
- Awareness/registration campaigns regarding overseas employment.
- Overseas employment guidance.
- Assistance in obtaining certificates attestation from the Ministry of External Affairs.
- Handholding support to the overseas job seekers.

5.3. DEPLOYMENT

5.3.1. Overseas

Since its inception in 1978, the **OMCL** has deployed 10,042 registrants to various countries. During the financial year 2018-19, 101 registrants have been placed for

employment in Nursing and Technician categories in countries like Saudi Arabia, Sharjah, Oman, etc.

5.3.2. Domestic

The Domestic Recruitment division has been started during the month of April 2017. For the financial year 2018-19, 312 contractual staff have been engaged in various categories in Tamil Nadu Government ITI's. During the financial year 2018-19, **OMCL** has earned Rs.10.63 Lakh as service charge through domestic placements.

5.4. REVENUE

The **OMCL** has earned Rs.1.60 Crore as gross revenue and Rs.45.53 Lakh as profit (unaudited) for the financial year 2018-19.

5.5. DIVIDEND

For the financial year 2018-19, an amount of Rs.4.50 lakh is proposed to be declared as dividend to Government in the ensuing Annual General Meeting (AGM).

5.6. NEW INITIATIVES

Overseas Manpower Corporation is exploring possibilities of getting more recruitment orders from new employers in countries like Canada, Australia, Qatar, Saudi Arabia, Kuwait, Bahrain, etc. The Corporation plans to deploy more than 1000 candidates in overseas employment for the financial year 2019-20. To fulfill this objective, Corporation has already engaged the services of Consultants for each country for procuring manpower orders. In future, Corporation plans to enter into direct MOU with various Government agencies as well as big private sector employers overseas having

requirement of foreign manpower. In this regard, such agencies/organizations will be shortlisted and communication will be established with them through organization of direct meetings to establish long term business relationship. Corporation also proposes to help such organizations to establish part time/full time training centers in Tamil Nadu to train the recruits in specific skills required by them as well as to provide training to prospective recruits and then select them for employment based upon their performance during the training.

6. DIRECTORATE OF MEDICAL AND RURAL HEALTH SERVICES

(Employees State Insurance Scheme)

The ESI Scheme is administered by 'Employees State Insurance Corporation' as per the provision of the ESI Act 1948 which is a Central Act. This Scheme is an integrated Social Security Scheme which provides full medical care to workers in the Organised Sector. All Insured Persons and their eligible family members can get medical treatment in ESI hospitals, Dispensaries and tie-up hospitals.

It protects employees against the impact of incidences of sickness, maternity, disablement and death due to employment injury and provides medical care to insured persons and their families. The ESI Scheme applies to factories and other establishments wherein 10 or more persons are employed. In additions to free full medical care to the insured persons and their

dependents, this scheme also provides cash compensation for any loss of wages or earning capacity of an insured person.

6.1. ADMINISTRATIVE SETUP OF ESI SCHEME IN TAMIL NADU

The Director of Medical and Rural Health Services (ESIS) is administering the Scheme, and under her four Regional Administrative Medical Officers (ESIS) and seven Medical Superintendents are functioning. Four Regional Administrative Offices are located at Chennai, Salem, Madurai and Coimbatore.

6.2. NETWORK OF ESI HOSPITALS AND DISPENSARIES

A total of 10 ESI Hospitals are functioning in the State. Details are as follows:

Seven ESI hospitals at Chennai-Ayanavaram, Madurai, Salem, Vellore, Tiruchirappalli, 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 is functioning under the control of Director of Medical Education.
- Two ESIC hospitals at Chennai (K.K.Nagar ESI Medical College Hospital) and Tirunelveli are directly functioning under the control of ESI Corporation, New Delhi.

There are 218 ESI Dispensaries in Tamil Nadu. Details are as follows:

- ❖ 211 Static ESI Dispensaries
 - ❖ 5 Mobile Dispensaries
 - ❖ 2 Utilisation Dispensaries
- Further, any super specialty services if required, are being provided through tie-up private hospitals. As on 30.06.2019, ESIC has tie-up arrangements with 184 private hospitals for secondary care and 163 private hospitals for tertiary care.

AYUSH units under ESIS scheme

Indian Medicine, Ayurveda, Yoga, Unani, Siddha and Homeopathy (AYUSH) Treatment is also being provided in following ESI facilities:

- Ayurveda and Yoga units are functioning in seven ESI Hospitals at Ayanavaram, Madurai, Salem, Vellore, Tiruchirappalli, Hosur and Sivakasi.
- Unani units are functioning in two ESI hospitals at Ayanavaram and Madurai.
- Siddha units are functioning in seven ESI hospitals at Ayanavaram, Madurai, Salem, Vellore, Tiruchirappalli, 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 two ESI hospitals at Ayanavaram and Madurai.

6.3. ELIGIBILITY NORMS FOR ENROLMENT IN ESI SCHEME

Employees drawing wages up to Rs.21,000/- per month are covered under the Scheme. However, the employees affected with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities drawing wages up to Rs.25,000/- per month are also covered under the Scheme.

Employees and Employers contribute 1.00% and 4.00% of wages respectively towards ESI.

The total expenditure on the medical facilities of the scheme is incurred by the Tamil Nadu Government, out of which 7/8th of the audited expenditure was reimbursed by the ESI Corporation on quarterly basis. ESIC has informed that from 01.04.2019, it will reimburse entire expenditure for a period of three years.

6.4. BENEFITS

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

(1) Sickness Benefit

Sickness Benefit is payable to an Insured Person in cash in the event of sickness resulting in absence from work and when duly certified by an ESI Medical Officer. The Insured Person is eligible for this benefit on payment of contribution for 78 days in corresponding contribution period of six months.

(2) Extended Sickness Benefit

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

(3) Enhanced Sickness Benefit

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

(4) Medical Benefit

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

(5) Maternity Benefit

Maternity Benefit is payable to Insured Women in case of confinement for 182 days,

miscarriage for 42 days and sickness related to Maternity for further period of 30 days. The Insured Women is eligible for this benefit on payment of contribution of 70 days in one year.

(6) Disablement Benefit

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

(a) Temporary Disablement Benefit

From day one of entering insurable employment, the Temporary Disablement Benefit at 90% of wages is payable till temporary disablement lasts, on due certification by ESI Medical Officer.

(b) Permanent Disablement Benefit

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

(7) Dependent's Benefit

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

(8) Funeral Benefit

From day one of entering insurable employment, the Funeral Benefit of Rs.15,000/-on death of an Insured Person is payable to the family.

(9) Unemployment Allowance

In case of involuntarily loss of employment due to closure of factory,

retrenchment or permanent invalidity due to non-employment injury or other specified contingencies, provided the Insured Person has put in 3 years of continuous service, the Insured Person is eligible for 50% of his last month average salary paid for a period of maximum 1 year.

(10) Reimbursement of medical expenses incurred in private hospitals by the ESI beneficiaries

(1) Revolving Fund

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

also can be reimbursed. During the financial year 2018-2019 a sum of **Rs.33.34 Crore** has been settled for treatment in tie up hospitals.

(2) Package Scheme

Under Package Deal, agreements have been made with 184 private Hospitals for the convenience of the Insured Persons and their families to undergo Specialty and Super Specialty Treatment. The Insured Persons and their family members are admitted to the Private Hospitals as per the recommendations of the concerned ESI Dispensaries and ESI Hospitals. The treatment is provided on a cashless basis and the Hospital Bills are settled directly by the ESI Corporation under Package Deal.

6.5. OTHER BENEFITS

- (1) Old age medical care for self and spouse at a nominal contribution of Rs.120/- per annum after superannuation.
- (2) Free supply of physical aids such as Crutches, Wheel Chairs, Dentures and Spectacles.
- (3) Preventive Health Care Services such as Immunisation, HIV/AIDS Detection and treatment.
- (4) National Programmes like Family Welfare activity, TB Control Programmes are also implemented in ESI facilities.
- (5) Allowance of Rs.5,000/- is paid to an Insured Woman or to the wife of an Insured Person, in case if she does not avail hospital facilities for her confinement.

6.6. NEW FACILITIES

Hon'ble Prime Minister of India laid the foundation stone for a hundred bedded hospital

at Tiruppur on 10.02.2019 in the presence of Hon'ble Chief Minister of Tamil Nadu and Hon'ble Minister for Labour.

Two new ESI dispensaries have recently started functioning at Thirumudivakkam in Kancheepuram District and Perumanallur in Tiruppur District.

**Dr. NILOFER KAFEEL
MINISTER FOR LABOUR**