



# **LABOUR AND EMPLOYMENT DEPARTMENT**

**Policy Note  
2020-2021**

**Demand No. 32**

**Dr. NILOFER KAFEEL**  
Minister for Labour

©  
Government of Tamil Nadu  
2020

## INDEX

<b>S. No.</b>	<b>CONTENTS</b>	<b>PAGE No.</b>
<b>1. LABOUR DEPARTMENT</b>		
1.1.	FUNCTIONS	3
1.2.	ADMINISTRATIVE SET-UP	5
1.3.	LAWS ENFORCED BY THE DEPARTMENT	6
	1.3.1. Laws relating to Industrial Relations	6
	1.3.2. Laws relating to wages	11
	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	36
1.4.	WELFARE BOARDS AND SOCIAL SECURITY SCHEMES	38

<b>S. No.</b>	<b>CONTENTS</b>		<b>PAGE No.</b>
	1.4.1.	Tamil Nadu Labour Welfare Board	38
	1.4.2.	Unorganised Workers Welfare Boards	42
1.5.	TAMIL NADU INSTITUTE OF LABOUR STUDIES		49
1.6.	TAMIL NADU ACADEMY OF CONSTRUCTION		51
1.7.	SPECIAL ACHIEVEMENTS		53
1.8.	STATE LABOUR ADVISORY BOARD		59
1.9.	HIGH LEVEL MONITORING COMMITTEE ON BONDED LABOUR		59
1.10.	PLANTATION LABOUR ADVISORY COMMITTEE		60
1.11.	EASE OF DOING BUSINESS		61
1.12.	ONLINE CASE MANAGEMENT SYSTEM		63

<b>S. No.</b>	<b>CONTENTS</b>		<b>PAGE No.</b>
1.13.	SUSTAINABLE DEVELOPMENT GOALS (SDG's)		63
<b>2. DIRECTORATE OF INDUSTRIAL SAFETY AND HEALTH</b>			
2.1.	ORGANIZATIONAL SETUP		69
2.2.	THE FACTORIES ACT, 1948		70
2.3.	THE BUILDING AND OTHER CONSTRUCTION WORKERS (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 1996		71
2.4.	SPECIAL INITIATIVES		71
	2.4.1.	Simplified Inspection Scheme with provision for Self-Certification	71
	2.4.2.	Online Portal	77
	2.4.3.	Simplified Combined Annual Returns	79

<b>S. No.</b>	<b>CONTENTS</b>		<b>PAGE No.</b>
	2.4.4.	Simplified Combined Registers to be maintained under various Labour Laws	80
	2.4.5.	Online Monitoring Centre for toxic and poisonous fumes	80
	2.4.6.	Hand-held Multi-Gas Detectors	81
2.5.	OTHER ACTIVITIES		82
	2.5.1.	Mock drills in Major Accident Hazard Factories	82
	2.5.2.	Fireworks Factory Inspections	83
	2.5.3.	Training Centre for Fireworks Workers	85
	2.5.4.	Group Accident Scheme Personal Insurance	86

<b>S. No.</b>	<b>CONTENTS</b>		<b>PAGE No.</b>
	2.5.5.	Health Promotional Activities	87
	2.5.6.	Safety Awareness Promotion in Factories	89
	2.5.7.	Steps taken to improve Industrial Safety	90
	2.5.8.	Safety Awareness Promotion in construction sites	91
	2.5.9.	Steps taken to improve working conditions at Construction sites	93
	2.5.10.	Ensuring Pressure Vessel Safety	94
	2.5.11.	State Safety Awards	94
	2.5.12.	Uyarntha Uzhaipalar Virudhugal	95

<b>S. No.</b>	<b>CONTENTS</b>	<b>PAGE No.</b>
<b>3. DEPARTMENT OF EMPLOYMENT AND TRAINING</b>		
<b>EMPLOYMENT WING</b>		
3.1.	ADMINISTRATIVE SET-UP OF EMPLOYMENT WING	98
3.2.	FUNCTIONS OF THE DEPARTMENT	100
3.3.	EMPLOYMENT PORTAL	102
3.4.	CAREER GUIDANCE AND COUNSELLING ACTIVITIES IN DECGC	103
3.5.	STUDY CIRCLES IN DECGCs	103
3.6.	FREE COACHING CLASSES IN COLLEGES	104
3.7.	VIRTUAL LEARNING SYSTEM PORTAL	105
3.8.	SKILL AND CAREER AWARENESS WEEK	106

<b>S. No.</b>	<b>CONTENTS</b>	<b>PAGE No.</b>
3.9.	CAREER GUIDANCE FOR STUDENTS OF BC / MBC / DNC AND MINORITIES WELFARE HOSTELS	106
3.10.	THIRAN TAMIZHAGAM MAGAZINE	107
3.11.	SPECIAL CELLS FOR DIFFERENTLY ABLED PERSONS	108
3.12.	COACHING - CUM - GUIDANCE CENTERS FOR SC / ST	109
3.13.	SPECIAL VOCATIONAL GUIDANCE CENTRE FOR TRIBAL POPULATION	110
3.14.	UNEMPLOYMENT ASSISTANCE SCHEME	111
3.15.	UNEMPLOYMENT ASSISTANCE FOR DIFFERENTLY-ABLED REGISTRANTS	112
3.16.	MODEL CAREER CENTRES IN TAMIL NADU	113



<b>S. No.</b>	<b>CONTENTS</b>	<b>PAGE No.</b>
3.17.	NATIONAL CAREER SERVICE PORTAL	114
3.18.	PRIVATE SECTOR PLACEMENT	115
3.19.	SPECIAL INITIATIVES	117
	3.19.1. State Career Guidance Centre	117
	3.19.2. Special Coaching Classes for Differently Abled aspirants	118
	3.19.3. Special Awareness Programme for Airmen Selection	119
	3.19.4. 'AN ACTIVITY - A DAY' INITIATIVE	120
3.20.	SUSTAINABLE DEVELOPMENT GOALS	122

<b>S. No.</b>	<b>CONTENTS</b>	<b>PAGE No.</b>
<b>TRAINING WING</b>		
3.21.	ADMINISTRATIVE STRUCTURE	123
3.22.	CRAFTSMEN TRAINING SCHEME	125
	3.22.1. Key Aims of this Scheme	125
	3.22.2. National Skill Qualification Framework (NSQF) Standards	126
	3.22.3. Government Industrial Training Institutes	126
3.23.	EMPOWERMENT OF VULNERABLE SECTIONS	127
	3.23.1. ITIs for Scheduled Caste Students	128
	3.23.2. ITIs for Scheduled Tribes Students	128
	3.23.3. Differently-Abled	129

<b>S. No.</b>	<b>CONTENTS</b>	<b>PAGE No.</b>
3.24.	WOMEN EMPOWERMENT THROUGH SKILL TRAINING	129
3.25.	AUGMENTATION OF TRAINING CAPACITY	130
3.26.	ADMISSION THROUGH ONLINE DISTRICT COUNSELLING	131
3.27.	INCENTIVES TO TRAINEES	132
3.28.	AFFILIATED PRIVATE INDUSTRIAL TRAINING INSTITUTES	133
3.29.	APPRENTICESHIP TRAINING SCHEME	134
3.30.	STATE APPRENTICESHIP MONITORING CELL (SAMC)	136
3.31.	INDUSTRIAL SCHOOLS	136
3.32.	UPGRADATION OF GOVERNMENT ITIs THROUGH PUBLIC PRIVATE PARTNERSHIP (PPP) MODE	137

<b>S. No.</b>	<b>CONTENTS</b>	<b>PAGE No.</b>
3.33.	UPGRADATION OF EXISTING ITI AS MODEL ITI	138
3.34.	SKILLS STRENGTHENING FOR INDUSTRIAL VALUE ENHANCEMENT (STRIVE)	139
3.35.	STATE AND ALL INDIA SKILL COMPETITION	141
3.36.	BEST PERFORMANCE AWARD TO TRAINERS	142
3.37.	SPECIAL INITIATIVES	142
3.38.	CAPACITY BUILDING INITIATIVES	144
3.39.	INDUSTRY PARTNERSHIPS	146
<b>4. TAMIL NADU SKILL DEVELOPMENT CORPORATION</b>		
4.1.	NATIONAL SKILL QUALIFICATION FRAMEWORK STANDARDS	149
4.2.	ACCREDITATION OF TRAINING PROVIDERS	150

<b>S. No.</b>	<b>CONTENTS</b>	<b>PAGE No.</b>
4.3.	TRAINED CANDIDATE DETAILS IN 2019-2020	150
4.4.	THIRD PARTY ASSESSMENT AND CERTIFICATION	154
4.5.	TNSDC PORTAL	155
4.6.	SKILL GAP ASSESSEMENT AND DISTRICT SKILL DEVELOPMENT PLAN (DSDP)	155
4.7.	STATE LEVEL SKILL SUMMIT AND DISTRICT SKILL COMPETITIONS	156
4.8.	ADVANCE SKILL TRAINING	157
4.9.	SPECIAL SCHEMES	159
4.10.	RECOGNITION OF PRIOR LEARNING (RPL)	159
	4.10.1. Bridge course for construction workers under Recognition of Prior Learning (RPL)	161

<b>S. No.</b>	<b>CONTENTS</b>	<b>PAGE No.</b>
4.11.	PRADHAN MANTRI KAUSHAL VIKAS YOJANA (2016-2020)	162
4.12.	SKILL ACQUISITION AND KNOWLEDGE AWARENESS FOR LIVELIHOOD PROMOTION (SANKALP)	163
4.13.	APEX SKILL DEVELOPMENT CENTRES	165
4.14.	SUSTAINABLE DEVELOPMENT GOAL WITH RESPECT TO SKILL DEVELOPMENT	167
<b>5. OVERSEAS MANPOWER CORPORATION LIMITED</b>		
5.1.	FUNCTIONS	168
5.2.	DEPLOYMENT	169
	5.2.1. Overseas	169
	5.2.2. Domestic	169
5.3.	REVENUE	170

<b>S. No.</b>	<b>CONTENTS</b>	<b>PAGE No.</b>
5.4.	DIVIDEND	170
5.5.	NEW INITIATIVES	170
<b>6. DIRECTORATE OF MEDICAL AND RURAL HEALTH SERVICES (ESIS)</b>		
6.1.	ELIGIBILITY CRITERIA FOR ENROLMENT IN ESI SCHEME	173
6.2.	SCHEME FUNDING	173
6.3.	NETWORK OF ESI HOSPITALS AND DISPENSARIES	174
6.4.	AYUSH UNITS UNDER ESI SCHEME	175
6.5.	BENEFITS OF ESI SCHEME	177
6.6.	OTHER BENEFITS UNDER THE ESI SCHEME	184
6.7.	HOSPITAL DEVELOPMENT COMMITTEE	185

<b>S. No.</b>	<b>CONTENTS</b>		<b>PAGE No.</b>
6.8.	REIMBURSEMENT OF MEDICAL EXPENSES INCURRED IN PRIVATE HOSPITALS BY THE ESI BENEFICIARIES		185
	6.8.1.	Package deal (Tie-up Hospitals)	185
	6.8.2.	Reimbursement of Medical Expenses	186
6.9.	NEWLY OPENED DISPENSARIES DURING 2019 – 2020		187



# **LABOUR AND EMPLOYMENT DEPARTMENT**

## **1. LABOUR DEPARTMENT**

Tamil Nadu is a highly industrialized and investment friendly State that consistently endeavours to maintain cordial and harmonious industrial relations so as to facilitate a conducive working atmosphere in the State. State has been striving towards achieving an inclusive and rapid economic growth coupled with protection of rights of the workers.

The Labour Department is committed to regulate the conditions of employment at work place to ensure safe and efficacious working conditions for every employed person. The department also promotes dignity of labour by providing job security, wage security, social security and is pursuing an integrated comprehensive strategy to protect the legitimate

rights of the work force who contribute to sustained industrial growth.

Special emphasis has also been laid on eradication of child labour and rehabilitation of the rescued bonded labourers by implementing various rescue and rehabilitation projects. Vulnerable among the labour force have been identified and the department has been taking strenuous efforts to reintegrate the rescued bonded labourers into the society by convergence of activities of various line departments.

Consumer protection forms part of the essential function of this Department and it is ensured by the enforcement of Legal Metrology Act.

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

powers 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, workmen's 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 as well as welfare functions.

Its regulatory functions include:

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. Protecting the interest of consumers by enforcing the Legal Metrology Act, 2009 and Legal Metrology (Packaged Commodities) Rules, 2011
4. Settlement of industrial disputes through conciliation
5. Fixation and enforcement of Minimum rates of Wages for various employments.
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

Welfare functions are as follows:-

1. Extending various social security benefits to organised and unorganised sector workers through welfare boards
2. Awarding compensation to the workers in case of death / disablement due to accident during the course of employment
3. Extending services through Mobile Health Clinics, Anganwadis, Dormitories, etc. for the unorganised workers.
4. Spreading awareness with regard to various Labour Laws and Regulations.

## **1.2. ADMINISTRATIVE SET-UP**

The State Labour Department was formed in the year 1920. 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.

The Department has an overall sanctioned strength of 1,897 which includes 12 Additional Commissioners, 16 Joint Commissioners, 24 Deputy Commissioners, 103 Assistant Commissioners, 2 Assistant Surgeons (Plantations), 1 Accounts Officer and 1 Public Relation Officer, 70 Deputy Inspectors, 220 Assistant Inspectors, 101 Stamping Inspectors and 1,345 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 Trade Unions 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 for penal actions for breach of settlement or award and prevents unfair labour practices, illegal strikes and lock-outs.

Under this Act, Officers of Labour Department are empowered to undertake conciliation process. During the year 2019-2020, the conciliation officers have effectively intervened and resolved 669 industrial disputes amicably. 8 strikes and 2 lockouts have also been resolved during this period.

**(a) Major industrial disputes resolved during 2019-2020**

- ❖ A settlement under section 12(3) of Industrial Disputes Act of 1947 was arrived on charter of demands including wage increase etc., of the workers of Royal Enfield Limited, on 04.06.2019 between the management of Royal Enfield Limited, Vallam and Oragadam, Sriperumbudur Taluk, Kancheepuram District and worker's 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.
  
- ❖ The strike resorted to by 300 workers of Motherson Automotive Technology and Engineering Ltd., for more than 4 months was withdrawn after effective conciliatory talks held by the Additional Commissioner of Labour, Chennai.



## **(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 Tribunal, 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 the 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 17 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 while Salem, Cuddalore, Tiruchirappalli, Tirunelveli, Kancheepuram, Kumbakonam and

Hosur have one court each. The Labour Courts have disposed 3,045 cases in 2019.

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 30 cases in 2019.

#### **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. During the year 2019-2020, 328 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. During the year 2019-2020, 143 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 ensures prompt and timely payment of wages to the employees without any unauthorized deductions and takes care of speedy disposal of the claims.

During the year 2019-2020, 20,774 inspections were conducted and 23 cases were

disposed of in the courts with a fine amount of Rs.23,450/- against employers for various contraventions. Besides 238 claims were disposed of and Rs.28.01 Crore was ordered to be paid to the workmen.

### **1.3.2.2. The Minimum Wages Act, 1948**

The Act aims at fixing of minimum rates of wages in certain employments appended to the schedule of the Act. This Act ensures not only the sustenance of life but also preservation of efficiency of the employees. During the year 2019-2020, minimum wages have been fixed for the first time for the following employments :-

1. Employment in Cooking Food.
2. Employment in Hand Embroidery and Jari.
3. Employment in Chemical Industry.

- During the period, the minimum wages have been revised in respect of the following employments:-
  1. Employment in Food Processing Industry.
  2. Employment in Mat Weaving and Basket Making.
  3. Employment in Neera Tapping.
  4. Employment in Security Guards.
  5. Employment in Tobacco Manufactory (Snuff Industry).
  6. Employment in Automobile Workshops.
  7. Employment in Any oil mill.
  8. Employment in Motion Picture Industry (including Production, distribution and Publicity)
  9. Employment in Loading & Unloading operation in markets, shandies (fairs and market places and other like places)
  10. Employment in Handloom Weaving Industry.

11. Employment in Handloom Silk Weaving Industry.

12. Employment in Bought Leaf Tea Factories.

During the year 2019-2020, 56,109 inspections were conducted; 42 cases were disposed of in the courts with a fine amount of Rs.30,500/- against employers for various contraventions; 687 claims were also disposed of and Rs.4.67 crore has been disbursed to the workmen.

### **1.3.2.3. The Payment of Bonus Act, 1965**

The Act enables payment of bonus to persons employed, on the basis of profit or production or productivity in factories and establishments, where 10 or more persons are employed.

#### **1.3.2.4. The Equal Remuneration Act, 1976**

Payment of equal remuneration to men and women workers is guaranteed and discrimination on the ground of gender against women is forbidden under this Act. During the year 2019-2020, enforcement officers have conducted 11,310 inspections in various establishments.

#### **1.3.3. Laws relating to Social Security**

The provision of social security and formulation of welfare schemes for the workers of both organized and unorganised sectors are governed by these laws. Payment of gratuity, payment of subsistence allowance, conferment of permanent status to workmen, maternity benefit to female workers, payment of compensation to workers in case of accidents are being dealt under these laws.

### **1.3.3.1. The Employees' Compensation Act, 1923**

As per the Act, workers are paid compensation in the event of death or disablement for loss of earning capacity due to accidents arising out of and in the course of employment. The Regional Joint Commissioners of Labour have been notified as Commissioners to hear the claims and pass orders under the Act. The compensation amount awarded is to be deposited by the Employers / Insurance Companies with the Commissioner. In case of failure in depositing the amount awarded, recovery action is taken through District Collectors under the Revenue Recovery Act. 2,470 cases were disposed of and a sum of Rs.48.40 Crore was ordered as compensation, during 2019-2020.



### **1.3.3.2. The Payment of Gratuity Act, 1972**

Payment of gratuity to the employees in the event of retirement / resignation / death / disablement is covered by this Act. The worker is eligible for the payment of gratuity if he/she has put in a continuous service for a period of not less than five years.

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.

2,062 claims were disposed of and a sum of Rs.21.33 Crore was ordered to be paid to the claimants and 426 appeal petitions were heard and disposed of, in 2019-2020.

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

The Act deals with the payment of subsistence allowance to workmen during the period of suspension, pending enquiry. 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.

133 claims were disposed of and a sum of Rs.49.79 lakh was ordered as subsistence allowance to the claimants and 19 appeal petitions were heard and disposed of in 2019-2020.

### **1.3.3.4. The Maternity Benefit Act, 1961**

This Act regulates and ensures employment, payment, and certain maternity benefits for women for the period before and

after childbirth. This Act provides for 26 weeks leave with wages for childbirth (8 weeks before delivery and 18 weeks after delivery). 10,302 inspections have been carried out under this act in 2019-2020. 9 cases were disposed of in the court with a fine amount of Rs.9,000/- imposed against employers.

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

This Act insists upon conferment of Permanent status to those workmen in an industrial establishment who have been in continuous service of 480 days within a period of 24 months. During the year 2019-2020, 424 petitions seeking permanency were heard and orders passed.

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

The Act regulates employment, the conditions of work & workplace and security of manual workers in certain employments.

### **1.3.3.7. The Tamil Nadu Labour Welfare Fund Act, 1972**

A Fund is constituted under this Act, for the purpose of promoting the welfare of organised labour and matters connected therewith.

### **1.3.4.Laws relating to regulation of Employment and Working Conditions**

These laws regulate and emphasize conducive environment for workers working in the shops, commercial establishments, catering establishments, motor transport undertakings, plantations, beedi and cigar establishments and newspaper establishments, contract labour, etc.

#### **1.3.4.1. The Tamil Nadu Shops and Establishments Act, 1947**

The Act regulates conditions of employment of workers employed in shops and commercial establishments. During the year 2019-2020, 1,07,462 inspections were conducted of which, 12,684 cases were compounded for various offences and a sum of Rs.35.72 lakh was collected as compounding fee; 20 cases were disposed of in courts with a fine amount of Rs.14,150/- against employers for various contraventions.

#### **1.3.4.2. The Tamil Nadu Catering Establishments Act, 1958**

The Act regulates conditions of workers and the workplace in various catering establishments, including hotels and restaurants. During the year 2019-2020 a sum of Rs.1.13 Crore was collected as registration, renewal and amendment fee from the employers of catering establishments; 17,680 inspections

were made and contraventions were noticed in 5,895 cases and a sum of Rs.15.43 lakh was collected as compounding fee; 11 cases were disposed of in courts with a fine amount of Rs.10,200/- against employers for various contraventions.

#### **1.3.4.3. The Motor Transport Workers Act, 1961**

This Act protects the welfare of motor transport workers and their conditions of work. During the year 2019-2020, 109 motor transport establishments were registered and a sum of Rs.1,63,765/- was collected as registration fee; 3,417 inspections were made; 753 cases were compounded and a sum of Rs.3.30 lakh was collected as compounding fee.

#### **1.3.4.4. The Plantations Labour Act, 1951**

The Plantations Labour Act, 1951 and Rules thereof provide for health, safety and welfare to the plantation labourers and regulates the conditions of work in plantations. This Act applies 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 Act binds the Employers / Planters to provide housing facilities, medical facilities, creches, educational facilities, protective clothing, drinking water etc., to the workers.

The Chief Inspector of Plantations along with 10 Assistant Commissioners of Labour (Plantations) are at Ooty, Coonoor, Kothagiri, Gudalur, Panthalur, Valparai, Yercaud, Batlagundu, Theni and Nagercoil to ensure enforcement of the Act. Besides there are two

Assistant Surgeons (Plantations) situated at Ooty 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. 1,542 are unregistered plantations covering an area of 7,651 hectares. The total number of workers engaged in plantations is 56,794 of which 22,406 are men and 34,388 women.

During the year 2019-2020, enforcement officers have conducted 27,274 inspections including 2,172 inspections under Plantations Labour Act, 1951. 32 cases were disposed of in the court with a fine amount of Rs.1,40,000/- imposed against employers.



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

The Act takes care of the welfare of the workers in beedi and cigar establishments and regulates the conditions of their work. 1,559 inspections were made during the year 2019-2020 and 89 cases were disposed of by the court and Rs.22,830/- was collected as fine amount.

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

The conditions of service of working journalists and other persons employed in newspaper establishments are regulated under this Act. It also authorizes to set up 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 in force with effect from 11.11.2011.

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

National, festival & special holidays are granted with wages to persons employed in industrial establishments. During the year 2019-2020, 48,509 inspections were made. Contraventions were noticed in 6,870 establishments and a sum of Rs.32.88 lakh was collected as compounding fee; 22 cases were disposed of in courts with a fine amount of Rs.11,700/- against employers for various contraventions.

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

Employment of contract labour is regulated in certain establishments under this Act. During the year 2019-2020, 145 Registration Certificates and 234 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**

This Act is enacted to regulate the conditions of service and to protect the inter-state migrant workmen whose services are utilized outside their native states. During the year 2019-2020, 10 Registration Certificates and 8 License has been issued to the principal employers and contractors respectively.

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

Children are the most valuable and at the same time most vulnerable asset of any country and ensuring their proper education, health, safety and overall development has to be given Utmost priority to create a better society. Government has adopted a multipronged strategy which includes both stringent legislative and project based approach to fight against the menace of child Labour.

State Action Plan (SAP) for eradication of child and Adolescent Labour has been approved by the Government which is aimed at providing broad guidelines to the enforcement officials. State Action Plan has redefined the role and responsibility of the other line departments. The Government have also approved the Standard Operating Procedure for effective

Enforcement of Child and Adolescent Labour (Prohibition and Regulation) Act, 1986.

**(a) Enforcement**

In order to strengthen the enforcement, a District Level Task Force is functioning in the districts under the Chairmanship of the District Collector. 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.

The State has notified the Assistant Commissioners of Labour (Enforcement) as Nodal Officers for each district. In order to ensure complete prohibition of employment of children below 14 years, the Government of India has introduced a vibrant enforcement mechanism in the form of an online portal

“PENCIL” (Platform for Effective Enforcement of No Child Labour).

During the year 2019-2020, 97,048 establishments were inspected, including raids conducted by the teams formed under the District Level Task Force. 137 Violations were noticed and 170 child workers were rescued and rehabilitated. 31 cases ended in conviction and a fine of Rs.6,43,000/-has been imposed.

### **(b) Awareness Generation**

12<sup>th</sup> June 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. At the State level, “Anti Child Labour Day” - message from the Hon’ble Chief Minister was published in various Tamil and English dailies.

Mainstreamed students from National Child Labour Project Special Training Centres who scored high marks in 10<sup>th</sup> and 12<sup>th</sup> Standard Public Examinations are given cash awards and the best Special Training Teachers are also felicitated for their work.

During the year 2019-2020 at the State level, Anti-Child Labour Day awareness meeting was held on 12.06.2019 in Amma Arangam, Corporation of Chennai. A special awareness Generation Programme was also conducted in which Hon'ble Minister for Labour, Principal Secretary to Government, Commissioner of Labour and cine celebrity Mr. Vijay Antony travelled with school children in the Metro train.

### **(c) National Child Labour Project**

The National Child Labour Project (NCLP) funded by the Government of India is being implemented in 15 districts in Tamil Nadu.

The NCLP society is headed by District Collector. Currently, 258 Special Training Centers are functioning in the 15 NCLP project districts in which 4,999 rescued child labourers are studying. During the year 2019-2020, the number of mainstreamed children into regular schools was 2,996.

In addition to the cash assistance of Rs.400/-, educational materials, free uniform, free medical check-up etc., are supplied 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, 641 students have been benefited to the tune of Rs.38.46 Lakh under this scheme.



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

The Central Sector Scheme for Rehabilitation of Bonded Labourer 2016 provides for economic and social rehabilitation of the rescued bonded labourers by amplifying their skill and capacity building. A State Action Plan and Standard Operating Procedure for rescue, release and rehabilitation of bonded labour has been formulated by the State Government in order to provide guidelines to various stakeholders for robust implementation of the Act. The High Level Monitoring Committee has been reconstituted during 2019-2020.

All the Assistant Commissioners of Labour (Enforcement) have been appointed as Nodal Officers for the implementation of the Bonded Labour System (Abolition) Act, 1976.

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 needs; further, they are enrolled in the relevant Unorganized Workers Welfare Boards and various benefits eligible under the respective schemes are extended to them.

Government have sanctioned a sum of Rs.121 lakh for creation of Permanent Corpus Fund for rehabilitation of bonded labour to all the districts. The State Government have allotted a sum of Rs.125 lakh for the rehabilitation of the rescued bonded labour during the year 2019-2020.

During the year 2019-2020, 523 bonded labourers were rescued and a sum of Rs.60.40 Lakh was paid as immediate assistance to them.

The Labour Department conducted zonal level workshops at Madurai, Tiruchirappalli and Coimbatore during July and August 2019 and a State Level Consultation Workshop on 21.08.2019 at Chennai for sensitizing the Line Departments on the issue of Bonded Labour and to map out their roles and responsibilities in combating Bonded Labour System. The Anna Institute of Management in coordination with Labour Department also conducted training Programmes for Assistant Commissioners of Labour (Enforcement) and Revenue Divisional Officers for effective implementation of Bonded Labour System (Abolition) Act from 06.01.2020 to 09.01.2020.

### **1.3.5. Laws relating to Consumer Protection**

The Additional Commissioner of Labour (Inspections) is notified as the Controller of Legal Metrology. There are 30 Assistant Commissioners of Labour (Deputy Controller of Legal Metrology), 67 Deputy inspectors of Labour (Assistant Controllers of Legal Metrology), 101 Stamping inspectors and 220 Assistant Inspectors of Labour (Legal Metrology Officers) notified as Legal Metrology officers for enforcing Legal Metrology Act & Rules.

#### **1.3.5.1. The Legal Metrology Act, 2009**

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

During the year 2019-2020, under Legal Metrology Act 1,61,159 inspections were made and 9,912 cases were compounded for various offences and an amount of Rs.88.41 Lakh was levied by way of compounding and court cases. During the period Rs.44.43 Crore has been collected as Stamping fees and Rs.12.53 Lakh has been collected as License fee.

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

Under the Rules it is made mandatory that all manufacturers, packers and importers of goods and commodities make certain declarations like net weight, content, maximum retail price, address of manufacturing unit etc., on the packing material or in the labels of packed commodities. They have to obtain registration certificate for this purpose under the provisions of this Rule. The purpose is to protect the consumers from being charged in excess of

the Maximum Retail Price and also make available other information to protect consumer interests.

During the year 2019-2020, under Legal Metrology (Packaged Commodities) Rules 55,413 establishments were inspected, 2,223 cases were compounded for various offences and an amount of Rs.92.39 lakh was collected by way of compounding and disposal of Court cases. A sum of Rs.2.29 Lakh has been collected as Registration 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 with an objective to ensure certain basic and necessary services, amenities and facilities to the workers of organized sector.

Tamil Nadu Labour Welfare Board was constituted in 1975.

The employees contribute Rs.10/- and employers Rs.20/- per worker and the Government Rs.10/- per worker every year towards this fund. The fine amount imposed by the courts and compounding fees collected by the enforcement officers against the employers for violation of Labour Acts and Rules also become a source of the Labour Welfare Fund.

The Labour Welfare Fund is utilized to meet the expenses under the following schemes.

- ❖ Tailoring classes for dependants of workers
- ❖ Creche for Workers' Children
- ❖ Education Scholarship, Educational Incentive and Book Allowance
- ❖ Assistance for Basic Computer Training
- ❖ Marriage Assistance Scheme

- ❖ Spectacles, Hearing Aid, Artificial limbs and Three Wheeler
- ❖ 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 subsidized tariff to workers and their families in order to provide them rest and recreation.

“Jeeva Illam” located near the office of the Commissioner of Labour, was constructed to provide accommodation to representatives of the workers. A monthly Tamil Magazine “Uzhaippavar Ulagam” which contains important court judgements and articles is published for the benefit of employers and employees.



Statement showing number of beneficiaries and amount spent on various Labour Welfare Schemes during the year 2019-2020, is as follows:

<b>Sl. No.</b>	<b>Schemes</b>	<b>Beneficiaries</b>	<b>Amount Rs.</b>
1.	Milk for children	248	1,49,450
2.	Mid day Meals for children		64,897
3.	Eggs for children		67,516
4.	Fruits for children		19,776
5.	Stipend to Tailoring Students	818	5,17,603
6.	Related other expenditure on Tailoring Centres		2,12,81,547
7.	Scholarship	37	2,93,000
8.	Book Allowance	45	72,835
9.	Marriage Assistance	88	8,80,000
10.	Spectacles Assistance	288	2,47,233
11.	Natural Death Assistance / Funeral Expenses	83	24,75,000
12.	Accident Death Assistance/ Funeral Expenses	40	41,91,000
13.	Expenditure for Uzhaippavar Ulagam	4,396	4,82,795
14.	Rest Houses Expenditure	6,414	44,51,754
<b>Total</b>		<b>12,457</b>	<b>3,51,94,406</b>

### **1.4.2. Unorganised Workers Welfare Boards**

Tamil Nadu is a pioneer among the states in enacting law for providing social security cover with respect to Education, Marriage, Maternity, Natural Death, Accidental Death, Funeral, Accident Disability, Monthly Pension and Family Pension (Registered Construction Workers only).

The Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982 and the schemes enacted therein provide social security schemes and welfare assistances to the Unorganised Workers, involved in 60 (Manual) and 53 (Construction) categories of employments specified in the schedule appended to the Act.

**The Government have constituted 17 Unorganised Workers Welfare Boards which are given below:**

<b>Sl. No.</b>	<b>Name of the Boards</b>
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

#### **1.4.2.1. Functions of Unorganised Workers Welfare Boards**

Registration, renewal, processing and sanctioning of claim applications and disbursement of welfare scheme assistance to the beneficiaries are performed by the Assistant Commissioner of Labour (SSS) in all districts under the control of the Secretary, Tamil Nadu Construction Workers Welfare Board, Chennai.

The head office and district offices of the unorganized welfare boards have been computerized for speedy compliance of claim applications. Identity Cards are issued in the form of pass book with requisite personal details with image of the manual workers.

The District Monitoring Committee headed by the District Collector monitors the timely disbursement of benefits to the members. The disbursement of welfare scheme assistances

are directly transferred to the bank accounts of the beneficiaries / registered manual workers through Reserve Bank of India Electronic Clearing System (**RECS**) mode with greater transparency.

#### **1.4.2.2. Types of Welfare Scheme Assistancess**

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

<b>Sl. No</b>	<b>Types of Assistance</b>		<b>Amount (in Rs.)</b>
1	Accident Relief Scheme		
	a.	Accident death	1,00,000/-
	b.	Accidental disability (based on extent of disability)	Upto 1,00,000/-
	c.	Artificial limbs and wheel chair	At the rate fixed by TN DAPW Board
	d.	Death at work site (both for registered and unregistered construction workers)	5,00,000/-
2	Natural death assistance		20,000/-
3	Funeral expenses assistance		5,000/-

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

<b>Sl. No</b>	<b>Types of Assistance</b>	<b>Amount (in Rs.)</b>
8	Pension	1000/- Per month
9.	Family Pension (Construction Workers)	500/- Per month

### **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 proposed. A sum of Rs.522.53 crore has been received during the year 2019-2020.

The Tamil Nadu Unorganised Drivers Welfare Board receives the additional tax collected for every commercial motor transport carrying passengers or goods on roads at the rate of 1% under the Tamil Nadu Motor Vehicle Taxation Act, 1974. An amount of Rs.5,52,42,885/- has been received as additional tax in the year 2019-2020.

Tamil Nadu Manual Workers Social Security and Welfare Board and other 14 Welfare Boards receive Government Grants for implementing welfare schemes. The Government of Tamil Nadu has allotted Rs.144,11,20,500/- as grant for the year 2019-2020.

### **Achievements of Unorganised Workers Welfare Boards**

#### **Details of Registration and Disbursement of Welfare Assistances from the inception of the Board**

<b>S. No.</b>	<b>Name of the Board</b>	<b>Registration (in Lakh)</b>	<b>Beneficiaries (in Lakh)</b>	<b>Amount (Rs. in Crore)</b>
1	Tamil Nadu Construction Workers Welfare Board	31.17	18.36	734.05
2	Tamil Nadu Unorganised Drivers Welfare Board	2.24	1.33	42.76
3	Tamil Nadu Manual Workers Social Security and Welfare Board and 14 other welfare boards	41.89	32.37	914.30
<b>Total</b>		<b>75.30</b>	<b>52.06</b>	<b>1691.11</b>



## **Details of Registration and Disbursement of Welfare Assistances 2019-2020**

<b>S. No.</b>	<b>Name of the Board</b>	<b>Registration (in Lakh)</b>	<b>Beneficiaries (in Lakh)</b>	<b>Amount (Rs. in Crore)</b>
1	Tamil Nadu Construction Workers Welfare Board	1.42	1.78	118.73
2	Tamil Nadu Unorganised Drivers Welfare Board	0.06	0.12	6.79
3	Tamil Nadu Manual Workers Social Security and Welfare Board and 14 other welfare boards	0.77	2.66	134.96
<b>Total</b>		<b>2.25</b>	<b>4.56</b>	<b>260.48</b>

### **1.5. TAMIL NADU INSTITUTE OF LABOUR STUDIES**

The Tamil Nadu Institute of Labour Studies which is an Educational cum Training Institution was established in 1973 and it is affiliated to the University of Madras.

It was registered under the Tamil Nadu Societies Registration Act and functions as

Society since 1988. The Chairman of the Governing Committee of this Institute is the Hon'ble Minister for Labour. The Government of Tamil Nadu sanctions annual grants-in-aid of Rs.2,17,21,000/- for administration of the institute.

The Institute conducts regular academic courses (i.e.,) 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 meet the increasing needs of experts in Labour Management and Human Resource Management. During the year 2019-2020, the institute has conducted 8 seminar / training Programmes benefiting 624 persons.

At present the institute is functioning in a rental building. A separate building is under construction at a cost of Rs.15 Crore at

Ambattur ITI Campus. In addition to this, Government has sanctioned a sum of Rs.3,74,00,000/- for approach road, drainage, compound wall to the new building and Rs.1,60,77,946/- for the provision of basic infrastructure facilities for the administrative block and hostel block. The work is under progress and expected to be ready by 30.04.2020.

#### **1.6. TAMIL NADU ACADEMY OF CONSTRUCTION**

“Tamil Nadu Academy of Construction (TAC)” has been established to enhance the skill, ability and knowledge of the workers employed in the construction work.

The Office of the Tamil Nadu Academy of Construction (TAC) is functioning at the Ground Floor of the Tamil Nadu Labour Welfare Board Building, DMS campus since 04.01.2013. Training is being conducted for Construction Workers through the Technical Training Centers

recognized by 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 43,000 construction workers have been imparted training.

Bridge Course Training under Recognition of Prior Learning (RPL) concept for three days at the cost of Rs.186.20 lakh to 5,000 Construction Workers, funded by Tamil Nadu Construction Workers Welfare Board has also been taken up.

Tamil Nadu Academy of Construction in co-ordination with Tamil Nadu Skill Development Corporation and Construction Industry Development Council has been carrying out the Programme.

### **1.7. SPECIAL ACHIEVEMENTS**

- ❖ 24,274 Interstate Migrant Workers were registered as on 29.02.2020.
- ❖ The personal accident relief in case of death at worksite / hospital of a registered/ unregistered construction worker was enhanced from Rs.1,00,000/- to Rs.5,00,000/-. Up to 29.02.2020, Accidental death assistance of Rs.5.37 crore has been disbursed to 108 beneficiaries.
- ❖ Health care facilities are provided for the benefit of construction workers at their work sites through mobile health clinics in

Chennai, Tiruvallur and Kancheepuram districts. As on 29.02.2020, 92,976 workers have been benefited.

- ❖ Transport facility is arranged for the children of the construction workers staying at work sites to attend regular / SSA schools. During 2019-2020 academic year 536 children were benefited.
- ❖ The dormitories with all facilities at Ezhichur and Thaiyur for temporary accommodation of construction workers was inaugurated by the Hon'ble Chief Minister on 04.03.2017 and 05.04.2018 respectively.
- ❖ Anganwadi facilities are available to the children of construction workers to address their nutritional and developmental needs. 1,036 children have been benefited.

- ❖ During the year 2019 - 2020, 97,048 establishments were inspected; 137 violations noticed and 170 Child Workers were rescued and rehabilitated. Under the National Child Labour Project (NCLP) Scheme 2,996 Children were mainstreamed into regular school.
- ❖ February 2020 was observed as action month for eradication of child labour and adolescent labour in hazardous industries and joint raids were conducted in co-ordination with Bachpan Bachao Andolon an NGO, Child line, Police and special Juvenile Police Unit and 96 establishments were inspected. 56 child labourers were rescued and prosecution was initiated against the erring employers.
- ❖ During the year 2019-2020, 523 bonded labourers were rescued from bondage and

a sum of Rs.60.40 lakh was paid as immediate assistance.

❖ Most significant rescue operations are

1. Thanjavur district - 43 bonded labourers were rescued on 17.05.2019 and an amount of Rs.7.80 lakh was paid as immediate assistance.
2. Chennai district - 68 bonded labourers were rescued on 07.09.2019 and an amount of Rs.13.60 lakh was paid as immediate assistance.
3. Thiruvallur district - 197 bonded labourers were rescued on 18.02.2020 and an amount of Rs.39.40 lakh to be disbursed as immediate assistance.

Government vide G.O.(Ms.) No.108, Labour and Employment (U1) Department, dated: 09.07.2019 have sanctioned a sum of Rs.121 Lakh for creation of Permanent Corpus Fund for release of immediate assistance to the released Bonded Labourers



in all districts at the disposal of the District Collectors.

- ❖ The Government have allotted a sum of Rs.10 lakh for awareness creation activities towards eradication of bonded Labour in the State vide G.O.(Ms.) No.29, Labour and Employment (U1) Department, dated: 13.02.2020.
- ❖ A sum of Rs. 49.50 lakh was allotted by the Government for conducting survey in 11 bonded labour prone areas viz., Chennai, Kancheepuram, Tiruvallur, Tiruvannamalai, Vellore, Villupuram, Pudhukkottai, Thiruvarur, Thanjavur, Erode and Namakkal vide G.O.(1D) No.134, Labour and Employment (U1) Department, dated: 21.02.2020.
- ❖ The Government has enhanced Family Pension assistance from Rs.400/- to

Rs.500/- for the Construction workers. During the year 2019-2020, Rs.6,29,300/- has been disbursed.

- ❖ Registered construction workers in Chennai district are provided food free of cost at Amma Canteen. During the year 2019-2020, 63,569 registered Construction workers were benefited.
- ❖ Safety Kit consisting of Shoes, Helmet, Reflective Jackets, Hand Glouses and Goggles at a cost of Rs.5.44 crore have been distributed to 25,000 construction workers.
- ❖ Integrated Labour Department Office complexes at Pudukottai, Vellore and Nagercoil were inaugurated by the Hon'ble Chief Minister during 2019-2020.
- ❖ Aadhaar numbers of 99.36% (27,19,963) of live Registered Unorganized Workers

have been seeded by conducting special camps, giving news items in dailies and door to door collection of data by involving field staff.

### **1.8. STATE LABOUR ADVISORY BOARD**

The State Labour Advisory Board was reconstituted on 27.12.2018. As the name indicates this Board advises the Government on matters / subjects affecting Labour and Management in the course of functioning of various establishments, industries and plantations. Hon'ble Minister for Labour is the Chairman of the Board. The 68<sup>th</sup> State Labour Advisory Board meeting was held on 04.09.2019.

### **1.9. HIGH LEVEL MONITORING COMMITTEE ON BONDED LABOUR**

The Government have reconstituted High Level Monitoring Committee on Bonded Labour

under the chairmanship of Chief Secretary to Government and meeting of the committee was held on 11.11.2019. Many important issues were discussed with line departments to improve the rehabilitative measures for the rescued, released and identified bonded labour.

### **1.10. PLANTATION LABOUR ADVISORY COMMITTEE**

The Plantation Labour Advisory Committee was reconstituted vide G.O.(2D) No.55, Labour and Employment Department, dated: 31.07.2019. The 50<sup>th</sup> meeting of Plantation Labour Advisory Committee was held on 14.02.2020 at Ooty. Some of the important decisions arrived in the meeting are as follows:-

- To form a Sub-Committee consisting of representatives from Labour Department, Horticulture Department and Employer's Association for providing protective

clothing and equipment (Shoes and Uniforms) to the plantation workers.

- With the consent of both Employer's and Employee's Association it has been decided to enhance the rate from Rs.210/- to Rs.375/- instead of supplying rugs.

### **1.11. 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 has 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. An Online Web Portal, was launched on 07.06.2019 in the URL: <https://labour.tn.gov.in>.

Application regarding Registration, License and Renewal process under various Labour Laws received through Online Web Portal are verified and approved by the authority. The applicant can download the approved e-signed 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 with regard to the submission of returns.

From 01.09.2019 onwards, the Monthly Inspection Chart is prepared online for each enforcement officer based on the Risk Assessment and Random Selection of Establishment. 15,389 Establishments were randomly selected for inspection since 01.09.2019.

### **1.12. ONLINE CASE MANAGEMENT SYSTEM**

Under the various Labour Acts, quasi-Judicial and conciliation functions like court procedures, cases trials, and witness cross examination, arguments and issue of final orders by the appropriate authorities are carried out by this department. A separate application software exclusively to track the stage of cases and to generate MIS is under development. This software will be rolled out shortly.

### **1.13. SUSTAINABLE DEVELOPMENT GOALS (SDG's)**

The Sustainable Development Goals (SDG's) objective was to produce a set of universally applicable goals that balances the three dimensions of sustainable development, environmental, social and economic. The following goals related to Labour Department are detailed below:

- i. **SDG Goal No.4.1** - Ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.

Labour Department implements several Educational Assistance Schemes to the Children of registered un-organized workers through the Tamil Nadu Manual as well as the Construction Workers Welfare Boards.

The rescued child labourers are admitted in the NCLP Special Schools.

The monthly assistance is given to those students to pursue their higher studies.

- ii. **SDG Goal No.5.1** – End all forms of discrimination against all women and girls everywhere.



Labour Department is implementing the Equal Remuneration Act, 1976 which provides for the payment of equal remuneration to men and women workers and for the prevention of discrimination on the ground of sex against women in the matter of employment.

- iii. **SDG Goal No.8.5** – By 2030 Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

The Minimum Wages Act, 1948 provides for fixing of minimum wages for scheduled employments. The Act applies to persons engaged in scheduled employments or in specified class of work in respect of which minimum rates of wages have been fixed.

- iv. SDG Goal No.8.7** – Take immediate and effective measures to eradicate forced labour end modern slavery and human trafficking and secure the prohibition and elimination of the worst form of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

The Bonded Labour System (Abolition) Act, 1976 and the bonded labour rehabilitation scheme provides for economic and social rehabilitation of the freed bonded labourers including their skilling and capacity building.

The Labour department is taking immediate measures to secure the prohibition of Child Labour in all industries and adolescent labour in hazardous industries through effective enforcement

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

Labour Department has also adopted a computer enabled inspection model. The system generated inspection scheme in the long run will enable the redressal of grievances of organized workers within the time frame. The consistent efforts of the department have resulted in strengthening monitoring mechanisms for eradication of child labour and rehabilitation of bonded labour. The welfare schemes implemented by the Department serve as a effective platform to comprehensively promote social security of unorganized workers.

## **2. DIRECTORATE OF INDUSTRIAL SAFETY AND HEALTH**

Tamil Nadu, the top ranking State in providing Good Governance in India, is also a forerunner in the manufacturing sector with a very strong presence of various multinational companies in different manufacturing sectors. The State makes very significant contribution in electronics, leather and pharmaceutical products. With the proactive State Government, large pool of qualified and skilled manpower and outstanding infrastructure facilities, Tamil Nadu has proved its investor friendly business environment through the existence of 45,382 factories employing 21,65,489 workers.

Directorate of Industrial Safety and Health implements various labour laws for the betterment and upliftment of industrial and construction workers. The Payment of Wages Act, Minimum Wages Act, Contract Labour Act,

Interstate Migrant Workmen Act, Child and Adolescent Labour Act, Equal Remuneration Act, etc., are some of the notable enactments. Along with the protection of the interest of workers, the Directorate plays a key role in achieving reduction of accidents and ensuring an overall safe environment in all the registered factories.

## **2.1. ORGANIZATIONAL SETUP**

The Directorate of Industrial Safety and Health has its headquarters at Chennai. The Director is the head of the department and he is assisted by two Senior Additional Directors; one each on the factories side and construction establishments side respectively.

On the factories side, there are five regional offices headed by Additional Directors located at Chennai, Coimbatore, Tiruchirappalli, Madurai and Salem. There are 25 Joint Directors across the State and their jurisdictions have

been demarcated according to the number of factories.

On the construction establishment side, there are two regional offices at Chennai and Madurai headed by Joint Directors. There are eight Deputy Directors with their jurisdiction spreading over more than one district.

## **2.2. THE FACTORIES ACT, 1948**

Protecting safety of the workers is very important as the workers are the backbone of the industries and industrial growth. This is being achieved by enforcing Factories Act, 1948 and allied Labour Laws and Rules by the officials of this directorate.

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

This Directorate not only protects safety, welfare and health of the organised workers, it is also taking all possible measures towards protecting the un-organised workers working at construction sites. Effective statutory regulatory function is performed by enforcing Building and Other Construction Workers Act and allied Labour Laws and Rules by the Directorate.

## **2.4. SPECIAL INITIATIVES**

### **2.4.1. Simplified Inspection Scheme with provision for Self-Certification**

To regularise and facilitate the factory management on productivity, the periodical inspection procedure has been simplified. Under this scheme, 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 so as to give more attention to hazardous process industries.

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 prone 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-I 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-I 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.

In order to enable ease of doing business to the industries and to bring more transparency in inspection, pragmatic inspection procedures are implemented in the Directorate of Industrial Safety and Health with Computerised Risk Assessment based inspections and random allocation of Inspecting Officers. 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 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.

To encourage the investors to enroll under this scheme so as to develop their business,

wide awareness has been given by the directorate officials. Further, the procedures to enroll in self certification scheme has been uploaded in the online web portal of this Directorate.

During 2019-2020, till 29.02.2020, 18,305 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.

Similarly, 1,333 inspections were conducted in building and other construction establishments.

#### **2.4.2. Online Portal**

In order 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**

Before the introduction of simplified Combined Annual Returns, 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 in submission of returns, in respect of factories / buildings and other construction establishments, a Combined Annual Return has been introduced which is to 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**

As per the Factories Act and other Labour Laws, the factory managements have to maintain many registers which are repetitive in nature and lots of productive time is wasted in these works. This leads to increased administrative cost. 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 of concentration level of the toxic chemicals 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 the 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 165 units have been identified as major accident hazards factories as on 29.02.2020.

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 2019–2020, 139 onsite emergency mock drills have been conducted.

### **2.5.2. 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.

Since there is an 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 2019, 218 squad inspections were conducted during Diwali festival.

During 2019-2020, 421 cases have been filed against the erring fireworks factory managements and fine amount of Rs.79,11,500/- was imposed by the courts.

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

To give further thrust to 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 2019-2020, this mobile team has conducted 110 inspections. 10 cases have been filed against the managements for non-compliances and a fine amount of Rs.6,26,000/- was imposed by the courts.

### **2.5.3. Training Centre for Fireworks Workers**

A Training Centre has been established in Sivakasi in the year 2011, 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 41 batches benefiting 1,021 foremen. During 2019-2020, one day training programmes were conducted in 85 sessions benefitting 4,630 workers.

#### **2.5.4. 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.

### **2.5.5. Health Promotional Activities**

Safety and health aspect of the workers should go hand in hand. To monitor the status of health of the workers engaged in dangerous and hazardous processes as well as for the canteen workers, a medical wing is functioning in this Directorate which conducts periodical medical examination of 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.

During 2019-2020, 64,776 medical examination certificates to the workers engaged in dangerous and hazardous process industries, 8,027 certificates to the canteen workers and 27,116 fitness certificates to the adolescent workers have been issued by the certifying surgeons.



### **2.5.6. Safety Awareness Promotion in Factories**

An important role played by this Directorate is the promotion of safety through activities like conducting safety classes, safety awareness campaigns and safety drills. In the year 2019–2020, 90 safety awareness campaigns were conducted benefitting 4,518 workers.

Safety training classes are periodically conducted by the officers of this Directorate in factory premises itself. In the year 2019–2020, 496 training classes have been conducted benefitting 25,945 workers.

The Directorate is also coordinating with the other Non–Governmental 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 and

employees. In the year 2019–2020, 4 seminars have been conducted benefiting 1,385 workers.

### **2.5.7. Steps taken to improve Industrial Safety**

Apart from stringent enforcement of occupational safety legislations, this Directorate conducts tailor-made safety awareness campaigns for the industrial clusters based on the nature of hazards in the manufacturing process. In addition demonstration of safe operating procedure, group discussions and case studies are adopted to improve work place safety in the industries.

The exchange of best practices and knowledge sharing on occupational safety are promoted among the industries by convening safety seminars in each region. In order to pioneer such safety awareness programme, a dedicated seminar on Industrial safety was conducted by the Directorate of Industrial Safety

and Health, in Hyundai Motor India Limited, Sriperumbudur on 19.02.2020. In this seminar, various Safe Operating Procedures related to core manufacturing processes and other incidental activities were explained along with the provisions of the Factories Act 1948. Case studies on industrial accidents and sharing of best practices followed by the factory managements were the highlights of the seminar. A handbook on industrial safety covering various safety measures and relevant legal provisions was also released. About 300 management representatives from 75 factories including Managing Directors, Managers, Safety Officers and supervisors were benefitted through this seminar.

### **2.5.8. Safety Awareness Promotion in construction sites**

Regular safety awareness programs are being conducted every month at major

construction site itself. Safety training is imparted to the migrant workers employed in construction sites in their mother tongue as they 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.

To protect the safety of the construction workers, Safety Kits containing Personal Protective Equipment like Safety Shoes, Safety Helmet, Reflective Jacket, Hand Gloves and Safety Goggles have been provided to 25,000 construction workers at a cost of Rs.5.44 Crore during this year 2019-2020.

During 2019-2020, 45 safety classes were conducted benefiting 2,836 construction workers.

### **2.5.9.Steps taken to improve working conditions at Construction sites**

During inspection provision of basic amenities like drinking water, toilets and accommodation to the workers are ensured at construction sites.

Special squads are formed in the BOCW Wing of this Directorate especially during rainy season to ensure hygienic accommodation for the construction workers and to prevent the outbreak of dengue. These special squads inspect construction sites and issue prohibition orders to improve the basic amenities and hygienic accommodation.

During 2019-20, 162 construction sites were inspected and 7 prohibition orders along with 47 Show cause notices were issued to the employers of construction sites.

### **2.5.10. Ensuring Pressure Vessel Safety**

Pressure Vessels are designed to operate safely at an immense pressure and temperature, well above the atmosphere. A leak (or) rupture in these vessels can lead to serious consequences thus causing risk to people, damaging the environment and assets. In order to ensure safety, all the pressure vessels operating above the atmospheric pressure excluding steam boilers which come under the purview of Indian Boilers Act, are examined or tested externally once every six month 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 2019-2020, 1,09,397 external, 1,485 internal, 15,109 hydrostatic and 5,620 ultrasonic examinations have been conducted.

### **2.5.11. State Safety Awards**

With a view to promote competitive spirit amongst the factory managements for improving

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. During 2019-2020, the award distribution function was conducted on 20.09.2019 in Chennai. During this function, 332 State Safety Awards were presented to 268 factory managements by the Hon'ble Minister for Labour.

### **2.5.12. Uyarnta 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 Uyarnta 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. During 2019-2020, award distribution function was conducted on 20.09.2019 in Chennai. During this function, 235 workers were awarded with Uyarnta Uzhaipalar Virudhugal by the Hon'ble Minister for Labour.



### **3. DEPARTMENT OF EMPLOYMENT AND TRAINING**

#### **EMPLOYMENT WING**

The erstwhile District Employment Offices have been revamped as District Employment and Career Guidance Centers based on the Government Order issued on 30.07.2019. The main objective of the Employment Wing is to improve the employability of jobseekers through career guidance and counseling activities. The District Employment and Career Guidance Centres act as the facilitation point to register for job vacancies notified in Government Departments. In order to provide a common platform for Employers and Job seekers, District Employment and Career Guidance Centres (DECGC) conduct regular job fairs for private sector placement, in partnership with the District Administration and relevant Departments. Additionally job fairs serve as a mobilization

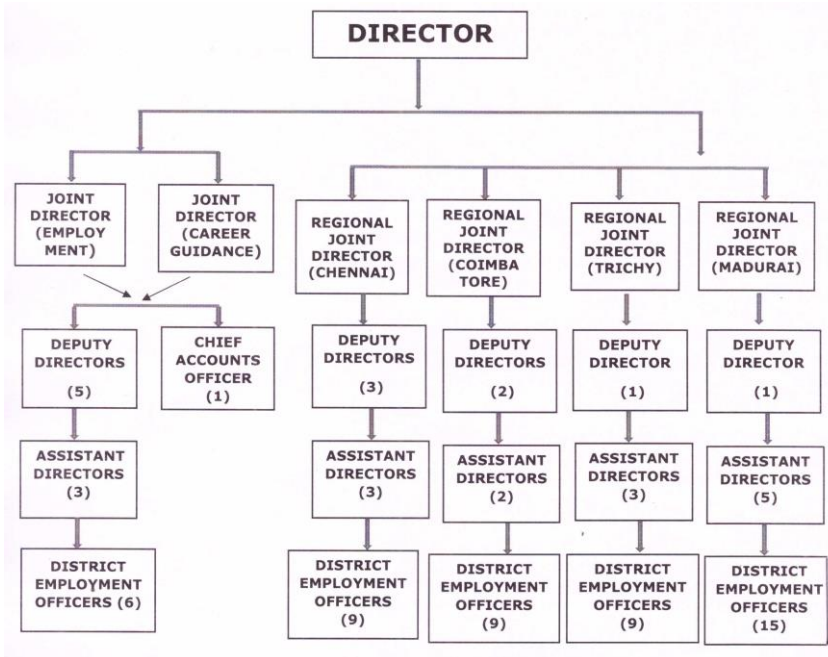
interface for various skill training under the Tamil Nadu Skill Development Corporation.

### **3.1. ADMINISTRATIVE SET-UP OF EMPLOYMENT WING**

The Director of Employment and Training as the Head of the Department is assisted by two Joint Directors namely Joint Director (Employment) and Joint Director (Career Guidance), four Deputy Directors, Chief Accounts Officer, three Assistant Directors and five District Employment Officers at the Directorate.

All the field offices of the Employment Wing are grouped under four regions namely Chennai, Coimbatore, Madurai and Tiruchirappalli. The Regional Joint Directors of Employment monitor the activities within their regions.

The Employment Wing has 41 sub-ordinate offices which include 32 District Employment and Career Guidance Centers, two Professional and Executive Employment Offices (PEEO), one Special Employment Office for Differently Abled, five Coaching cum Guidance Centres for SC / ST and one Special Vocational Guidance Centre for Tribal Population. A State Career Guidance Centre has been established at Chennai, which focuses on Coaching for Competitive examinations including TNPSC Group I and Group II posts and for other senior level posts. The Organogram is as follows:



### 3.2. FUNCTIONS OF THE DEPARTMENT

- Registration of jobseekers along with renewal and updation
- Sponsoring Candidates to Government Departments against notified vacancies
- Career Guidance Activities
- Free Coaching Classes for Competitive Examinations in the District Employment and Career Guidance Centres and in other centers.

- Maintenance of Study Circles with library facilities.
- Career Guidance and Counselling services to SC/ST youth
- Conducting free coaching classes for economically weaker sections studying in Arts and Science Colleges.
- Registration and Guidance for Overseas Employment Opportunities
- Mobilisation and Registration for Skill Training
- Organising Career Awareness Talks in Schools and Colleges
- Conducting periodical Private placement Job Fairs
- District Level Private Placement Assistance Cell (DLPAC) to assist the job seekers in securing placement in private sector
- Implementing Unemployment Assistance Scheme
- Collection and Compilation of Employment Market Information (EMI)
- Providing of e-content and study materials for students enrolled in Virtual Learning System Portal

- Monitoring State Career Guidance Centre activities

### **3.3. EMPLOYMENT PORTAL: “[www.tnvelaivaaippu.gov.in](http://www.tnvelaivaaippu.gov.in)”**

Higher Secondary and Secondary School Certificate of school students have been provided with credentials for registration in the portal from the school itself. Since inception a total of 1,03,10,512 students have been enrolled in the portal.

#### **Live Register details: (as on 29.02.2020)**

<b>DETAILS</b>	<b>REGISTRANTS</b>
Total Live Register as on 29.02.2020	68,56,336
School students below 18 years	16,51,250
Students taking up higher studies in the age group 18 to 23 years	14,77,343
Registrants in the age group 24 to 35 years	25,88,038
Registrants in the age group of 36 to 58	11,31,830
Over aged persons above 58 years.	7,875

### **3.4. CAREER GUIDANCE AND COUNSELLING ACTIVITIES IN DECGC**

Career Guidance and counselling activities involve outreach programmes in educational institutes, special counselling to weaker sections and co-ordination with TNSDC for skill training. The Government have sanctioned funds for the District Employment and Career Guidance Centre for conducting career exhibitions with seminars every year. A total of 32 career exhibitions have been conducted in the year 2019-2020.

### **3.5. STUDY CIRCLES IN DECGCs**

The Study Circles have been established in all District Employment and Career Guidance Centre with well equipped Libraries comprising books for competitive examination, dailies and other study materials including previous year

question papers. Study circles enable aspirants to prepare for various competitive exams.

Successful candidates of the Study Circles are invited to render motivational talks to the aspirants. Regular mock test and interviews are conducted to prepare the candidates especially from rural areas by serving officers as well as experienced faculties.

During the financial year 2019-2020, 23,220 aspirants were enrolled and 971 aspirants have cleared various competitive examinations held by both Central and State Governments.

### **3.6.FREE COACHING CLASSES IN COLLEGES**

Free Coaching Centres for economically weaker students have been set up in Colleges affiliated to 10 Universities. The Government have sanctioned Rs.50.00 Lakh per annum. During the financial year 2019-2020,



253 classes were held and 22,116 students have benefitted from these coaching classes to prepare for TNPSC, SSC and IBPS examinations.

**3.7. VIRTUAL LEARNING SYSTEM PORTAL :**  
**'<https://tamilnaducareerservices.tn.gov.in>'**

To provide opportunity to all the aspirants of competitive examination residing in the remote villages of the State, Virtual Learning System Portal was launched by the Hon'ble Chief Minister on 22.02.2019. Various study materials for the competitive examinations held by the TNPSC, TNUSRB, SSC, IBPS, etc., are uploaded in this portal for preliminary and main examinations thereby facilitating e-learning. A total of 55,920 aspirants have registered in the portal and benefitted. Details of upcoming examinations, syllabus for the examination, various vacancies notified by Public Sector Establishments are also uploaded in this Portal for the assistance of the registrants.

### **3.8. SKILL AND CAREER AWARENESS WEEK**

'Career Awareness and Skill Week' is being observed during the second week of July every year in all the District Employment and Career Guidance Centres in partnership with the Tamil Nadu Skill Development Corporation. Various activities such as career counselling and talks, career exhibitions, career awareness and skill training through mobile vans, career master training programmes for teacher, distribution of booklets and pamphlets on careers and skill training, seminars on career awareness and skill awareness, etc. are carried out during the skill week. Skill competitions for students are also held.

### **3.9. CAREER GUIDANCE FOR STUDENTS OF BC / MBC / DNC AND MINORITIES WELFARE HOSTELS**

Special career guidance programmes are being held in the hostel premises with the

support of Backward Classes and Minorities Welfare Department for the benefit of students residing in BC / MBC / DNC and Minorities hostels and studying in 10<sup>th</sup> Standard, 12<sup>th</sup> Standard and Degree courses. Details on various courses, skills, competitive examination are provided during the guidance programmes to the hostlers.

96 programmes have been conducted by the District Employment and Career Guidance Centres and 22,144 students have been benefitted upto February 2020.

### **3.10. THIRAN TAMIZHAGAM MAGAZINE**

A quarterly magazine highlighting the activities of the Department and information on various career opportunities is being published by the Employment Wing of the Department. Further, Career guidance booklets entitled

- What after 10<sup>th</sup>?
- What after 12<sup>th</sup>?
- What after ITI?
- What after Polytechnic?
- Post Graduate & Post Graduate Diploma Courses in Premier Institutions – At a Glance !

have been published by this Department and hosted as e-books in the Department website ([www.tnvelaivaaippu.gov.in](http://www.tnvelaivaaippu.gov.in)).

Two more books titled, 'A guide for the Differently Abled' and 'What after Degree?' has been prepared and will be published shortly.

### **3.11. SPECIAL CELLS FOR DIFFERENTLY ABLED PERSONS**

An exclusive Special Employment and Career Guidance Centre for the Differently-Abled is functioning at the Integrated Employment Office Campus at Guindy, Chennai. Based on the announcements of the Hon'ble Minister for

Labour during the Budget Session 2017-18 Special Cells for the Differently-Abled persons have been constituted in 18 districts from 03.12.2018. Presently the special cells for the Differently-Abled is functioning in 32 districts with an objective to serve the Differently-Abled persons and provide special assistance to them for employment. From April 2019 a total of 194 Differently-Abled have been placed in Public Sector and 1,446 in Private Sector.

### **3.12. COACHING – CUM – GUIDANCE CENTERS FOR SC / ST**

Coaching-cum-Guidance Centres have been established in Coimbatore, Cuddalore, Tiruchirappalli, Tirunelveli and Vellore, the five districts with considerable population of Scheduled Castes / Scheduled Tribes. These Centers cater to the needs of Scheduled Castes / Scheduled Tribes youth by providing them Career Guidance and Coaching for Competitive

Examinations. They provide Career Guidance, Confidence Building Programmes and Counselling Services to the youth from SC and ST communities. These Centres also provide training to improve the abilities for employment and career prospects of the Scheduled Caste and Schedule Tribe candidates appearing for various competitive examinations and motivate them for Self-employment. The Government have sanctioned a sum of Rs.20.46 lakh per annum for carrying out the above activities to the five Coaching cum Guidance Centres.

### **3.13. SPECIAL VOCATIONAL GUIDANCE CENTRE FOR TRIBAL POPULATION**

A Special Vocational Guidance Centre for Tribal Population is functioning at Udthagamandalam with a mandate to create awareness on various careers, higher educational opportunities, competitive examinations and self employment.

### **3.14. UNEMPLOYMENT ASSISTANCE SCHEME**

Unemployment assistance was launched with a view to help the youth who have registered with the District Employment and Career Guidance Centre and waiting in the live register for more than five years to secure an employment.

Government Provides Unemployment assistance for three years subject to eligibility conditions like age limit and income. The annual income criteria for eligibility is Rs.72,000/- per annum and maximum age limit is 40 years. Age limit is 45 years for the Scheduled Caste and Scheduled Tribe. Unemployment assistance of Rs.200/- per month is given to SSLC failed, Rs.300/- for SSLC passed, Rs.400/- for HSC passed and Rs.600/- for the graduates for three years. The unemployment assistance amount is directly credited into the bank account of the beneficiaries at the end of each quarter.

### **3.15. UNEMPLOYMENT ASSISTANCE FOR DIFFERENTLY-ABLED REGISTRANTS**

Unemployment Assistance is also provided to the differently abled job seekers wherein the criteria is that they should have been on the live register for more than one year. However, there is no restriction on parental income and age. The assistance is given to them for a period of ten years. The unemployment assistance of Rs.600/- per month is given to the illiterate as well as SSLC passed, Rs.750/- to HSC passed and Rs.1,000/- to the graduates.

#### **Beneficiaries of Unemployment Assistance Scheme during the Financial Year 2019-2020 (till quarter ended December 2019)**

<b>Sl. No.</b>	<b>Category</b>	<b>Amount Spent (Rs.)</b>	<b>Beneficiaries</b>
1	General	22.80 Crore	55,695
2	Differently-Abled Registrants	15.04 Crore	21,144



### **3.16. MODEL CAREER CENTRES IN TAMIL NADU**

In the year 2014 two Model Career Centers were established in the District Employment and Career Guidance Centres at Coimbatore and Vellore under the Mission Mode Project of the National Career Services with the financial aid provided by the Government of India. The Centres function with an objective to provide maximum job opportunities to the registrants of the employment offices and other job seekers and provide the youth with Career Guidance. 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.

The Ministry of Labour & Employment, Government of India has given approval for establishing six additional Model Career Centres

at Salem, Tirunelveli, Thiruvallur, Udthagamandalam, Villupuram & Virudhunagar with financial aid of Rs.49.50 Lakh per centre. The first instalment being 60% has been released and the process of establishing Model Career Centres in their respective Offices have also been initiated.

### **3.17. NATIONAL CAREER SERVICE PORTAL**

All the District Employment and Career Guidance Centres under National Career Service are integrated through National Career Service Portal {<https://www.ncs.gov.in>}. Online registration of job seekers, employers and skill training providers help the job seekers to get placement at national level. This portal acts as a platform to bridge the employment gap between the Government, job seeker, employers and skill providers.

### **3.18. PRIVATE SECTOR PLACEMENT**

In an effort to provide the growing demand of employment in Private Sectors, District Level Private Sector Placement Assistance Cells have been set up in 32 District Employment and Career Guidance Centres with an objective to enhance and promote placement of job seekers in private sector. The District Employment and Career Guidance Centres play the role of organizing job fairs for enabling the meeting between job seekers and employers thereby providing a platform for both of them to satisfy their respective requirements. These job fairs are conducted in the premises of the Office on every Friday. Over and above the weekly job fair, Mega and Micro Job Fairs are also conducted at various venues, making the employers and job seekers meet and select suitable candidates. These Job fairs play a pivotal role and help the

employer choose the best candidates and the job seekers secure a decent job. The job fair also enables the non-selected candidates to identify their skill gap and to take up necessary skill training to enhance their employability.

The Employment and Training Department as facilitator ensures maximum participation of Employers in these job fairs which plays a vital role in providing private sector placements for various job seekers with different academic background. From 2018, as part of the "An Activity – A Day", an unique initiative every Friday has been designated as 'Velaivaippu Velli' focusing on Private Sector Job Fairs.

The Government have sanctioned an amount of Rs.1.28 Crore per annum at the rate of Rs.1.00 lakh per quarter for every District Employment and Career Guidance Centre for conducting private sector job fairs. Through the Micro and Mega Job Fairs organized by the

Department and Velaivaippu Velli, 1,16,450 job seekers have been placed in Private Sector Establishment in 2019-2020.

**The details of the Job Fairs are given below :-**

Number of Job Fairs	1,440
Number of Employers who participated	14,835
Number of Job Seekers who participated	3,42,805
Number of Job Seekers who secured Placement	1,16,450
Number of Differently abled persons placed	1,446
Number of candidates who registered for Skill Training	26,408

### **3.19. SPECIAL INITIATIVES**

#### **3.19.1. State Career Guidance Centre**

The State Career Guidance Centre, the first and one of its kind was inaugurated by the Hon'ble Chief Minister on 22<sup>nd</sup> February 2019. This Centre is a nodal agency, that ensures all employment promotional activities of the State

and has been established at Chennai with Virtual Classroom and advanced Counselling facilities.

The Main objectives of the State Career Guidance Centre are:

- ❖ Development of psychometric assessment tools.
- ❖ Coaching classes and mock test for TNPSC Group I, Group II and other senior level posts.
- ❖ Conducting regular private sector job fair.
- ❖ Skill assessment and job mapping.

Currently 100 aspirants are undergoing coaching at SCGC for TNPSC Group I and Group II examinations.

### **3.19.2.Special Coaching Classes for Differently Abled aspirants**

As a special initiative, State Career Guidance Centre has commenced free coaching class for Hearing Impaired from 15.02.2020.

Classes are being held on weekends with the support of a sign language interpreter.

The Study Circles in various District Employment and Career Guidance Centres also take special steps to conduct Coaching Classes for the Differently Abled registrant aspiring to enter Public Sector Establishments. The Employment Offices are also conducting Special Coaching Classes for the Visually Challenged aspirants.

### **3.19.3. Special Awareness Programme for Airmen Selection**

The Employment Wing of the Department in association with the Indian Air Force organized special programmes through District Employment and Career Guidance Centres in 12 districts, which covers all over Tamil Nadu for creating awareness among students to join Indian Air Force. In all these Programmes, Senior Officers from Indian Air

Force took part and briefed 1,820 participants on the various avenues in the Air Force, training given by them and the subsequent placement opportunities, airmen selection procedure and other job opportunities in the Indian Air Force. Awareness rallies were also conducted by the District Employment and Career Guidance Centres along with Air Force Personnel, in which many students from Schools and Colleges took active part.

#### **3.19.4. 'AN ACTIVITY - A DAY' INITIATIVE**

Under the Unique initiative, 'An Activity-A day', every day of the week is ear-marked for a specific activity to ensure a focused outcome based approach for the activities of the District Employment and Career Guidance Centre.



The details of beneficiaries under these programmes are given below:

<b>Concept for the day</b>	<b>Activities to be taken up on that day</b>	<b>Programs / Beneficiaries (From April 2019 to Feb 2020)</b>
Thiranmigu Thingal திறன்மிகு திங்கள் (Monday)	Skill Camp, Skill Assessment & Registration for Skill Training.	37,892 registered for Skill Training
Sevai Chevvaai சேவை செவ்வாய் (Tuesday)	Career Guidance, Confidence Building, Career Exhibitions & Seminars & Career Master Training Programs	1,585 Career Talks have been given by Employment Officers and 1,72,985 were benefitted
Pottithervu Budhan போட்டித் தேர்வு புதன் (Wednesday)	Free classes for competitive exams, Mock Tests and Interviews	1,901 Awareness Programs were conducted. 98,919 were benefitted
Vizhipunarvu Vyazhan விழிப்புணர்வு வியாழன் (Thursday)	Group Discussions, Individual Guidance, and Psychometric Analysis	Registration guidance was given to 42,891 unemployed youth.
Velaivaippu Velli வேலைவாய்ப்பு வெள்ளி (Friday)	Conducting job fairs for all registrants, Updating details of Job seekers, employers, vacancy details and new jobs.	1,16,450 Job seekers were placed through job fairs held on every Friday and Job Fairs done on other days.

### **3.20. SUSTAINABLE DEVELOPMENT GOALS**

To ensure productive employment to all and improve employability as per SDG Goal 8, the Department of Employment and Training has initiated several measures such as Career Guidance Programs at Educational Institutions, Motivating Entrepreneurship / Private Sector Placement / Mapping of Skill Gap through training etc., to place candidates in suitable employment.

The comprehensive and holistic approach of the Employment Wing is to reduce unemployment to the maximum extent possible through various interventions.

## **TRAINING WING**

Development of human resource is vital for the industrial development of any nation and vocational training is critical for the youth to become employable. With fast evolving technological advancements, investment in skill development becomes imperative to match the industrial demand of skilled workforce. The Department of Employment and Training manages the functioning of Industrial Training Institutes and focuses on long term skill training needs of the youth.

### **3.21. ADMINISTRATIVE STRUCTURE**

The Directorate is located at Guindy Industrial Estate. The Director of Employment and Training is the head of the Department. One Additional Director and three Joint Directors are assisting the Director at the State Head Quarters.

There are 7 Regions viz., Chennai, Coimbatore, Madurai, Salem, Tiruchirappalli, Tirunelveli and Villupuram each supervised by Regional Joint Director who monitor the ITI Training, Apprenticeship Training, Industrial Schools and various skill development programmes within their jurisdiction. There are 89 Government ITIs functioning in the State which functions under the leadership of the Principals in the cadre of Assistant Director / Deputy Director. Further, various short term skill development programmes and apprenticeship scheme are monitored through 26 District Skill Training Offices.

The main skill development programmes implemented through this Department are

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

4. Up-gradation of Government ITIs under PPP mode
5. Skill Strengthening for Industrial Value Enhancement (STRIVE)

### **3.22. CRAFTSMEN TRAINING SCHEME**

This Scheme is the most important scheme in the field of Vocational Training, in shaping the Craftsmen to meet the existing as well as future skilled workforce requirement by imparting skill training through the ITIs in the State.

#### **3.22.1. Key Aims of this Scheme are**

1. Impart skill training to the 8<sup>th</sup> and 10<sup>th</sup> pass students to acquire technical skill for employment.
2. Ensure supply of skilled workforce in different sectors to meet the requirement of the Industry.
3. To introduce demand driven skill development courses in emerging areas.
4. Impart training in ITIs as per National Skill Qualification Framework (NSQF) standards.

### **3.22.2. National Skill Qualification Framework (NSQF) Standards**

National Skill Qualification Framework (NSQF) is a competency based framework that organises all qualifications according to a series of levels of knowledge, skills and aptitude. These levels are graded from 1 to 10. All ITIs are being upgraded to adhere to NSQF standards.

### **3.22.3. Government Industrial Training Institutes**

In adherence to the Sustainable Development Goal as envisaged by NITI Aayog there are 89 Government ITIs functioning with a total seating capacity of 41,245 imparting skill training to both boys and girls in 61 Engineering and 28 Non-Engineering trades.

The training period ranges from 1 year to 2 years depending upon the trades. Students between the age of 14 and 40 are admitted in Industrial Training Institutes. There is no upper

age limit for girls admitted all ITIs. Admission is made during the month of July / August every year on merit basis following the rules of reservation in force. In 2019-2020, 34,574 trainees are undergoing training in Government ITIs.

### **3.23. EMPOWERMENT OF VULNERABLE SECTIONS**

*“By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations” – SDG 4.5*

Vocational Training is given to the Scheduled Caste and Scheduled Tribe youth, in different trades to enhance their employability and to improve their socio-economic conditions.

### **3.23.1. ITIs for the Scheduled Caste Students**

<b>Sl. No.</b>	<b>Name of the District</b>	<b>Name of the ITI</b>	<b>Sanctioned Seats</b>
1	Cuddalore	Chidambaram	250
2	Thiruvallur	Vadakarai	250

In 2019-2020, 463 trainees are undergoing training in these ITIs.

### **3.23.2. ITIs for the Scheduled Tribe Students**

<b>Sl. No.</b>	<b>Name of the District</b>	<b>Name of the ITI</b>	<b>Sanctioned Seats</b>
1	Kallakurichi	Sankarapuram	273
2	Coimbatore	Anaikatti	208
3	Salem	Karumandurai	210
4	Tiruvannamalai	Jamunamarathur	215
5	Namakkal	Kolli Hills	210
6	The Nilgris	Gudalur	215

In 2019-2020, 1,065 trainees are undergoing training in these ITIs.



### **3.23.3. Differently abled**

A reservation of 5% seats is earmarked for differently abled trainees on the total sanctioned strength in all ITIs. Further, in 3 Government ITIs viz., Guindy, Ulundurpet and Nagercoil, skill training is imparted in Fitter trade exclusively to deaf and dumb youth.

### **3.24. WOMEN EMPOWERMENT THROUGH SKILL TRAINING**

*“Achieve gender equality and empower all women and girls” – SDG 5*

The State accords top priority to the overall development of women and their livelihoods. Accordingly, Skill development courses are being offered under Craftsmen Training Scheme exclusively for women candidates through 10 Government ITIs in Guindy, Ambattur, Andipatti, Dindigul, Madurai, Coimbatore, Salem, Nagercoil, Cuddalore and

Pullambadi. In 2019-2020, 2,339 women trainees are undergoing training in these ITIs.

Separate women wings are set up in Government ITIs at Thanjavur, Ramanathapuram and Hosur with 274 seats. Further, 30% of seats in all Government Industrial Training Institutes are reserved for women candidates.

### **3.25. AUGMENTATION OF TRAINING CAPACITY**

*"By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship." - SDG 4.4*

In a span of eight years 28 new ITIs have been established in the State at Bodi, Veppalodai, Aruppukottai, Radhapuram, Thiruvaiyaru, Karumandurai, Anaikatti, Gudalur, Jamunamaruthur, Kolli Hills, Manikandam, Chinnasalem, Kattumannarkoil, Kadayanallur,

Udumalaipet, Orthanadu, Viralimalai, Tindivanam, Alathur, Sattur, R.K.Nagar, Central Prison Tiruchirappalli, Vaniyambadi, Kottur, Gobichettypalayam, Perumbakkam and Sembodai. The establishment of these ITIs has added a capacity of 6,070 seats enabling rural youth to undergo employable skill training.

Further, 50 new trades in 53 Government ITIs have added another 2,510 seats in emerging sectors viz., Technician Medical Electronics, Technician Power Electronics, Operator Advanced Machine Tools, Tool & Die Maker, Fire Technology & Industrial Safety Management etc.,

### **3.26. ADMISSION THROUGH ONLINE DISTRICT COUNSELLING**

Candidates are selected according to merit and communal rotation basis through online mode at nodal Government ITIs located in each district. The candidates opt for the trade and ITI

of their choice and selection orders are issued on the spot. The candidates join in the respective ITIs in the month of July / August every year and training is imparted as per NCVT / SCVT curriculum.

### **3.27. INCENTIVES TO TRAINEES**

In order to support the poor and down-trodden youth, tuition fee is waived for all the trainees in Government ITIs. The following additional benefits are also provided as a motivation to the trainees of the Government ITIs and Government Aided Private ITIs:-

1. Bus pass from the place of residence to the institute
2. Two sets of uniform per year
3. One pair of shoe per year
4. Bi-Cycle
5. Monthly stipend of Rs.500/- to all the trainees irrespective of community and income

6. Laptop
7. Text Books and drawing instruments
8. Identity Card
9. Raw materials for training purpose.

### **3.28. AFFILIATED PRIVATE INDUSTRIAL TRAINING INSTITUTES**

With a total seating capacity of 76,702 seats, there are 488 private affiliated ITIs imparting vocational training to fulfill the increasing demand for skilled manpower. In 2019-2020, 36,752 trainees are undergoing training in these ITIs.

The State Government reimburses the training cost of Rs.10,000/- (Rural) per trainee per year and Rs.12,000/- (Urban) per trainee per year to private institutes surrendering 50% seats for admission. These seats are filled through online counseling. In 2019-2020, 9,098 trainees have been benefitted and a sum

of Rs.7.43 Crore has been incurred towards reimbursement of training cost.

### **3.29. APPRENTICESHIP TRAINING SCHEME**

Training imparted in institutions alone is not sufficient for acquisition of skills and needs to be supplemented by training at the workplace.

The Director of Employment and Training is the State Apprenticeship Advisor under the Apprenticeship Act, 1961 and is vested with the responsibility of monitoring the implementation of this Act in the State Government Establishments, State Public Sector Establishments and 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. In 2019-2020, 12,291 apprentices are engaged by 3,594 establishments in the State.

The minimum rate of stipend per month payable to apprentices as per latest guidelines issued by Government of India for NCVT / SCVT Certificate holders is Rs.7,000/- per month.

After successful completion of training the apprentices appear for 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).

National Apprenticeship Promotional 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.

### **3.30.STATE APPRENTICESHIP MONITORING CELL (SAMC)**

For effective monitoring and coordination of Apprenticeship in the State, a State Apprenticeship Monitoring Cell has been formed with financial assistance from Government of India. The SAMC consists of a State Project Director, a Joint Director, three consultants and supporting staff.

### **3.31. INDUSTRIAL SCHOOLS**

Under State Council for Vocational Training, 287 self-financed Private Industrial Schools are functioning in Tamil Nadu. In 2019-2020, 12,449 trainees are undergoing training. Training is offered in 57 trades viz., catering, tailoring, computer software, beautician, office automation,



etc., ranging from one year to two years. Candidates with 8<sup>th</sup> and 10<sup>th</sup> pass qualification are admitted for training in various trades. Eleven Industrial Schools are offering Technical Teacher's Training Certificate Course. Examination is conducted by State Board of Examination for Vocational Training (SBEVT) and SCVT Certificates are issued to the successful candidates. 20 Private ITIs and 10 Industrial Schools are receiving maintenance grant from the Government.

### **3.32. UPGRADATION OF GOVERNMENT ITIs THROUGH PUBLIC PRIVATE PARTNERSHIP (PPP) MODE**

This scheme was launched in the year 2007 to improve the institute - industry interface in skill development activities. 32 Government ITIs have been upgraded in Tamil Nadu under this project. Rs.2.50 Crore was sanctioned by Government of India as interest free loan to upgrade these Government ITIs through

Institute Management Committee (IMC). The IMCs formed in each project ITI are registered as a Society under The Societies Registration Act, 1860. Based on the Institute Development Plan (IDP) prepared by the IMC, 56 new trades with a capacity of 2,108 seats have been introduced in these ITIs.

### **3.33. UPGRADATION OF EXISTING ITI AS MODEL ITI**

Government ITI, Coimbatore has been selected for upgradation of existing ITI as Model ITI and the expenditure is shared between Centre and State in the ratio of 70:30.

Government has sanctioned an amount of Rs.250.00 Lakh (Rs.175 lakh Central Share – 1<sup>st</sup> instalment and Rs.75 lakh State share) for construction of new building, procurement of tools and equipment, minor works and other recurring expenditure as proposed in the implementation plan by the Institute

Management Committee (IMC) of Government ITI, Coimbatore.

### **3.34. SKILLS STRENGTHENING FOR INDUSTRIAL VALUE ENHANCEMENT (STRIVE)**

Skills Strengthening for Industrial Value Enhancement (STRIVE) is a pioneering initiative, assisted by the World Bank, with the objective of improving the relevance and efficiency of skill training provided through ITIs and Apprenticeships.

The project aims at outcomes in the following categories:-

- Result Area 1: Improved performance of ITIs
- Result Area 2: Increased capacity of the State Government to support ITIs and apprenticeship training
- Result Area 3: Improved teaching and learning
- Result Area 4: Improved and broadened apprenticeship training

In 2019-2020, 13 Government ITIs viz., Ambattur, Chengalpet, Tiruchirappalli, Perambalur, Cuddalore, Madurai, Dindigul, Thoothukudi, Virudhunagar, Namakkal, Salem, Coimbatore and Sivagangai and three Private ITIs have been covered for capacity building. Government of India has also sanctioned a sum of Rs.1.27 Crore for institutional strengthening of ITIs in the State.

Further, a sum of Rs.40 lakh has been sanctioned by Government of India for Industry Apprenticeship Initiative (IAI) to promote apprenticeship through Industry clusters. Ambattur Industrial Estate Manufacturers Association (AIEMA) and Coimbatore District Small Scale Industries Association (CODISSIA) are the selected Industrial Clusters to implement this initiative in the State.

### **3.35.STATE AND ALL INDIA SKILL COMPETITION**

To motivate the trainees, State Skill Competition is conducted in 18 trades at the state level and the best trainee in each trade is awarded Rs.25,000/- each and is also given a merit certificate.

All India Skill Competition is conducted in 14 different trades every year with a view to foster the spirit of healthy competition among the trainees of ITIs of various States. Successful trainee in each trade is given a cash award of Rs.50,000/- and a merit certificate by Government of India.

Tamil Nadu has consistently performed well at the national level bagging Best State Award 23 times. This year too Tamil Nadu has bagged Best State Award. These achievements bear testimony to the high quality of training being imparted in the ITIs in Tamil Nadu.

### **3.36. BEST PERFORMANCE AWARD TO TRAINERS**

Dr. Radhakrishnan Award is bestowed on high performing Principals and Instructors in imparting quality skill training. Every year, 12 Best Performers (Principal-2, Training Officer-2, Assistant Training Officer-4 and Junior Training Officer-4) of Government ITIs are given a cash award of Rs.10,000/- each in the form of Kisan Vikas Patra along with a Merit Certificate in order to motivate and encourage them.

### **3.37. SPECIAL INITIATIVES**

- ❖ Two new Government Industrial Training Institutes have been established in Sembodai, Nagapattinam District and Perumbakkam, Chengalpattu District with the support of M/s. Bharat Petroleum Corporation Limited and M/s. Power Grid Corporation of India Limited at an estimated cost of Rs.13.00 Crore each.

Courses under various trades have commenced from August 2019 session.

- ❖ Tool kits are to be distributed to the passed out trainees of the 14 self-employable trades viz., Electrician, Mechanic Motor Vehicle, Fitter, Mechanic Refrigeration & Air-conditioning, Turner, Wireman, Welder, Sheet Metal Worker, Mechanic Diesel, Sewing Technology, Carpenter, Plumber, Electronic Mechanic and Draughtsman Civil in Government ITIs at a cost Rs.7.50 Crore.
- ❖ Hostel with mess facilities to the trainees of 12 existing Government ITIs at a cost of Rs.43.71 Crore are being created to benefit the trainees hailing from distant rural areas.
- ❖ To increase the enrolment rate and retention rate of candidates in Government

ITIs trade rationalization has been proposed at a cost of Rs.17.80 Crore.

- ❖ Personal Protective Equipment are being distributed to the trainees of Government ITIs to provide safe training atmosphere.
- ❖ The trainees of Mechanic Motor Vehicle trade are being provided with training in maintenance of e-vehicles which is first of its kind in the Country at a cost of Rs.5.98 Crore.

### **3.38. CAPACITY BUILDING INITIATIVES**

- ❖ To provide on the job training (OJT) and to make the trainees aware of industrial environment and to equip them with necessary skills for immediate employment, Internship Training Programme has been introduced for the trainees of Government ITIs. In 2019-2020, 591 industries have



provided internship training to 5,492 trainees of Government ITIs across the State.

- ❖ A special training programme on maintenance of Electric Vehicle has been conducted to the trainers of 53 Government ITIs in partnership with IIT, Madras.
- ❖ To inculcate design creativity, trainees of Government ITI, Guindy have created metal sculptures out of the metal scrap in the workshops which was displayed in the 46<sup>th</sup> All India Tourist & Industrial Trade Fair at Chennai.
- ❖ To improve the overall environment in the ITI Campuses Sports and Cultural activities are being conducted on a regular basis. Besides a formal system of interaction with the alumnae has also been initiated and

many ITIs have already registered Alumnae Association this year.

### **3.39. INDUSTRY PARTNERSHIPS**

Department of Employment and Training has initiated several industry collaboration for infrastructure development and capacity building for its instructors / trainees.

- M/s. Samsung Electronics Limited has established electronic repair workshop in two Government ITIs at Coimbatore and Cuddalore at a cost of Rs.80 lakh and Rs.40 lakh respectively.
- M/s. Ashok Leyland has established an Automobile Skill Enhancement Centre at Government ITI, Ambattur
- M/s. Mahindra Pride School and M/s. Quest Alliance are providing behavioral and

communication skills to the trainees and Training Officers.

- Capacity building on advanced technologies is conducted through TNSDC - Siemens Centre of Excellence at MIT, Chrompet to the trainers of ITIs.

With the above pioneering initiatives the State is surging ahead not only by achieving the Sustainable Development Goals on time but also emerging as the skill and talent capital of the Country.

#### **4. TAMIL NADU SKILL DEVELOPMENT CORPORATION**

Tamil Nadu Skill Development Corporation (TNSDC) was established as a not-for-profit public limited Company incorporated under Section 8 of the Companies Act, 2013 to meet the growing demand of skilled workforce and to transform the State into the skill capital of the country.

TNSDC is the nodal agency for skill related training and aims to catalyze the skill development eco-system in the State. It actively collaborates with Government Agencies, reputed private skill training institutions and industry partners to impart industry oriented and placement linked skill training.

Since inception TNSDC has trained 7,42,966 youth through its empanelled Training Providers in various sectors.

#### **4.1. NATIONAL SKILL QUALIFICATION FRAMEWORK STANDARDS**

National Skill Qualification Framework (NSQF) is a competency based frame work that organizes all the qualifications according to a series of levels i.e. knowledge, skills and aptitude. TNSDC's short term courses are aligned with NSQF in order to have common norms throughout the country in the following areas.

1. Providing short term skill training in job roles aligned with NSQF.
2. Standardized assessment through SSC / SCVT.
3. Payment milestones based on common norms notified by the MSDE.
4. Qualification packages notified by NSDA.

The above skill system is followed in order to have recognition for courses not only within the State but throughout the country with a

focus to provide assured placement opportunities.

#### **4.2. ACCREDITATION OF TRAINING PROVIDERS**

Based on the target, 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 764 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.

#### **4.3. TRAINED CANDIDATE DETAILS**

Based on the employment opportunities available in each district and nearby areas short

term skill training is being imparted to candidates in various sectors for the year 2019-2020.

**A. Trained Candidate details  
(District wise)**

<b>S. No.</b>	<b>District</b>	<b>Trained</b>
1	Ariyalur	1430
2	Chennai	23793
3	Coimbatore	5552
4	Cuddalore	2987
5	Dharmapuri	2927
6	Dindigul	6359
7	Erode	4225
8	Kancheepuram	10682
9	Kanniyakumari	1576
10	Karur	2635
11	Krishnagiri	1737
12	Madurai	3712
13	Nagapattinam	4175
14	Namakkal	3403
15	The Nilgiris	617
16	Perambalur	1019

<b>S. No.</b>	<b>District</b>	<b>Trained</b>
17	Pudukkottai	1044
18	Ramanathapuram	2391
19	Salem	5033
20	Sivaganga	748
21	Thanjavur	2430
22	Theni	1253
23	Thoothukudi	1857
24	Tiruchirappalli	3237
25	Tirunelveli	1644
26	Tiruppur	6043
27	Thiruvallur	5327
28	Tiruvannamalai	1744
29	Tiruvarur	515
30	Vellore	6876
31	Villupuram	4161
32	Virudhunagar	2649
<b>Total</b>		<b>123781</b>



**B. Trained Candidate details  
(Sector wise)**

<b>S. No.</b>	<b>Sector</b>	<b>Trained</b>
1	Agriculture	3429
2	Apparel	34338
3	Automotive	11042
4	Beauty & Wellness	2305
5	Banking, Financial Services & Insurance (BFSI)	684
6	Capital Goods	8802
7	Construction	5591
8	Electronics & Hardware	7261
9	Food Processing	129
10	Furniture & Fittings	149
11	Gem & Jewellery	2080
12	Green Jobs	175
13	Handicrafts & Carpets	198
14	Healthcare	2629
15	IT-ITeS	9220
16	Infrastructure Equipment	60
17	Instrumentation & Automation	978
18	Leather and Leather Goods	4435

<b>S. No.</b>	<b>Sector</b>	<b>Trained</b>
19	Life Sciences	255
20	Logistics	2987
21	Media & Entertainment	1046
22	Paints & Coatings	13044
23	Plastic Engineering	1355
24	Plumbing	93
25	Power	233
26	Retail	1550
27	Security	175
28	Telecom	4927
29	Textiles & Handlooms	1502
30	Tourism & Hospitality	3109
<b>Total</b>		<b>123781</b>

#### **4.4. THIRD PARTY ASSESSMENT AND CERTIFICATION**

TNSDC is imparting the training program through its empanelled training providers. To ensure quality of training programmes, third party assessment and certifying is done by agencies like State Council of Vocational Training

(SCVT) and respective Sector Skill Council (SSC).

#### **4.5. TNSDC PORTAL**

The Web Portal of TNSDC ([www.tnskill.tn.gov.in](http://www.tnskill.tn.gov.in)) has been upgraded into multilingual skill analytics platform integrating various stake holders.

TNSDC portal would act as a centralized skill repository for the entire state benefitting potential employers as well as the trained youths.

#### **4.6. SKILL GAP ASSESSEMENT AND DISTRICT SKILL DEVELOPMENT PLAN (DSDP)**

In order to focus on the industrial demand of skilled workforce and to take stock of the existing skilling infrastructure available, a comprehensive Skill Gap Assessment Study has been carried out by TNSDC at a cost of

Rs.1.42 Crore. This will be an important document for planning the future course of action. Along with this report District Skill Development Plan for 32 districts have been prepared. Both the documents were released by the Hon'ble Chief Minister on 30.11.2019 during the Investment and Skill Development Conclave 2019.

The District Skill Development Plans (DSDP) have been shared with District Collectors to enable the district administration to develop and recommend specific skill development initiatives according to the local demand.

#### **4.7. STATE LEVEL SKILL SUMMIT AND DISTRICT SKILL COMPETITIONS**

Skill Competition showcases and inspires excellence in skills. National skill competition known as India Skills are held every 2<sup>nd</sup> year. The winners of State level Skill Competition take

part in the Regional level and subsequently in the India Skills at the National Level.

The next edition of World Skills has been scheduled in Shanghai, China, 2021. In order to prepare the youth of Tamil Nadu to excel in the World Skills 2021 District level skill competitions were conducted during January 2020 in 47 Skills, and 360 youth have been selected for the State level competition.

#### **4.8. ADVANCE SKILL TRAINING**

High end skill training for engineering and polytechnic Graduates is being imparted by establishing a Centre of Excellence (CoE) and 5 Technical Skill Development Institutes in the State (t-SDIs) under Public Private Partnership (PPP) mode with an outlay of Rs.546.84 Crore in collaboration with SIEMENS, a global leader in automation and robotics.

Under this scheme, Government have established a Centre of Excellence at MIT, Chromepet, Chennai as well as the following five linked technical Skill Development Institutes (t-SDIs).

- 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, Chennai serves as the main centre to provide skill training to improve the employability of the students and also impart industry relevant training for up-skilling the faculty of ITI's and Polytechnics. In the year 2019-2020, a total of 11,705 candidates and 48 faculties have been trained in these centres.

#### **4.9. SPECIAL SCHEMES**

To ensure supply of quality workforce to the MSME sector, Amma skill training and Employment scheme offers a monthly stipend of Rs.2,000/- per candidate. For the year 2019-2020, 25,257 candidates have been trained in MSME units with the financial assistance from TNSDC.

Tamil Nadu is a leading manufacturer of two wheeler vehicles. Amma Two Wheeler service training is imparted through Government Industrial Training Institute to train 700 candidates every year at a cost of Rs.1.40 crore.

#### **4.10. RECOGNITION OF PRIOR LEARNING (RPL)**

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 learning. TNSDC has certified 58,969 workers under RPL in the following sectors.

- 1) Construction
- 2) Apparel
- 3) Paints & Coating
- 4) Leather and Leather Goods
- 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 quality of work and to also minimise accidents at work spot.



#### **4.10.1. Bridge course for construction workers under Recognition of Prior Learning (RPL)**

To enhance the safety, occupational standards, quality standards, to improve productivity and to have awareness of the best practices in latest technologies, 5,000 construction workers are being provided Bridge Course Training under Recognition of Prior Learning concept for three days by Construction Industry Development Council of Tamil Nadu. The areas in which training is given are as follows:

1. Safety and occupational health standards
2. Quality standards
3. Productivity improvement
4. Best Practices in latest technologies

The Bridge course was inaugurated on 08.11.2019 and is funded through Construction Workers Welfare Board.

#### **4.11. PRADHAN MANTRI KAUSHAL VIKAS YOJANA 2.0 (2016-2020)**

Pradhan Mantri Kaushal Vikas Yojana (PMKVY 2.0) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE) implemented by National Skill Development Corporation. The objective of this Skill Certification Scheme is to enable a large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood. This program is being delivered as two components, Centrally Sponsored Centrally Managed (CSCM) and Centrally Sponsored State Managed (CSSM).

Under the Centrally Sponsored State Managed component TNSDC has trained 45,051 candidates with the financial outlay of Rs.34,43,10,720/-.

#### **4.12. SKILL ACQUISITION AND KNOWLEDGE AWARENESS FOR LIVELIHOOD PROMOTION (SANKALP)**

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, 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 two 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, PwD, SC/ST.

To identify skill challenges of aspirational districts a sum of Rs.33.34 lakh has been sanctioned under SANKALP project to aspirational Districts namely Virudhunagar and Ramanathapuram.

Various system strengthening and inclusion activities have been planned at a budget outlay of Rs.20.30 Crore under this scheme.

#### **4.13. APEX SKILL DEVELOPMENT CENTRES**

In order to meet the fast-paced technological advancements Government have accorded administrative sanction to establish Apex Skill Development Centres (ASDC) with the assistance of Japan International Co-operation Agency (JICA) as part of the Tamil Nadu Investment Promotion Programme (TNIPP) Phase II for imparting hi-end training in the following sectors :-

1. Auto, Auto Components, Machine Tools
2. Construction and Infrastructure Sector
3. Hospital and Health Care Services
4. Transportation and Logistics
5. Banking, Finance Services and Insurance

Each Apex Skill Development Centre will act as Centre of Excellence (CoE) for the sector. Special Purpose Vehicle (SPV) incorporated under section 8 of the Companies' Act, 2013, will manage the day to day affairs of the Centre.

Memorandum of Understanding (MoU) to establish ASDC in 3 sectors viz., Auto, Auto Components & Machine Tools, Hospital and Health Care Services and Transportation & Logistics have been signed between TNSDC and Lead Implementation Partners (LIPs) in the presence of the Hon'ble Chief Minister on 30.11.2019 in the Investment and Skill Development Conclave 2019.

Accordingly, Special Purpose Vehicle (SPV) Boards have been formed for the above three sectors and registration of SPV as a company under Section 8 of the Companies Act, 2013 is under progress.

#### **4.14. SUSTAINABLE DEVELOPMENT GOAL WITH RESPECT TO SKILL DEVELOPMENT**

To ensure equal access for all women and men to affordable and quality technical and vocational education, as per SDG Goal No.4, Tamil Nadu Skill Development Corporation has implemented several schemes like Short Term Skill Training, Recognition of Prior Learning (RPL), Amma skill training, Siemens Centre of Excellence (CoE) and 5 Technical Skill Development Institutes.

TNSDC through its various initiatives is continually putting its efforts to skill, up-skill, re-skill the youth in a manner that will increase their employability in sync with industrial growth and requirement of the State.

## **5. OVERSEAS MANPOWER CORPORATION LIMITED**

Overseas Manpower Corporation Limited (OMCL) was incorporated on 30.11.1978 under the Indian Companies Act, 1956 by the Government of Tamil Nadu as a State Public Sector Undertaking for promoting overseas employment to candidates from Tamil Nadu. It has a paid up share capital of Rs.15.00 lakh and authorized share capital of Rs.50.00 lakh.

### **5.1. FUNCTIONS**

- Conduct awareness cum registration camps to register candidates desirous of overseas employment.
- Arrange interviews on behalf of Foreign Employers (FEs) and present candidates registered with OMCL for interview and selection.
- Provide training in skills as well as language proficiency to the candidates desirous of overseas employment.



- Travel arrangements and reception in destination country.
- Assist candidates selected for overseas employment in document attestation, Visa Stamping, etc.
- Supply of Manpower to various Government Departments and State Public Sector Undertakings on outsourced basis.

## **5.2. DEPLOYMENT**

### **5.2.1. Overseas**

Since its inception in 1978, OMCL has placed 10,170 candidates in foreign employment. During the financial year 2019-2020, a total of 120 candidates have been placed under employment in Nursing and Technician categories in Saudi Arabia, Oman, etc., as on 29.02.2020.

### **5.2.2. Domestic**

During the financial year 2019-2020, a total of 380 personnel have been deployed in

Government ITI's in various categories on outsourcing basis for a fixed term of contract.

### **5.3. REVENUE**

During the Financial Year 2018-2019, the gross revenue of the Corporation was Rs.1.66 Crore and Corporation earned a profit of Rs.39.57 lakh.

### **5.4. DIVIDEND**

For the financial year 2018-2019, OMCL paid an amount of Rs.11.87 lakh as dividend to the Government.

### **5.5. NEW INITIATIVES**

- 1) In order to supply more manpower overseas, OMCL has signed Memorandum of Understanding (MoU) with Health Education England for supply of Nurses to National Health Services, U.K.

- 2) As a follow up, another MoU was also signed with British Council, Chennai to provide International English Language Testing System (IELTS) Training to Nurses desirous of working with NHS UK, Ireland and Australia at a concessional rate. Cost of the entire IELTS training will be borne by the corporation.
- 3) MoU has also been signed with M/s. Al Durra Manpower, Kuwait for supply of Domestic workers to Kuwait.
- 4) OMCL also signed a MoU with India Trade & Exhibition Centre (ITEC), Sharjah, United Arab Emirates for the creation of a Placement Cell at ITEC, Sharjah to obtain demand of vacancies from the members of the ITEC in respect of requirement of overseas employees and provide qualified manpower to the member industries / organisations of ITEC.

## **6. DIRECTORATE OF MEDICAL AND RURAL HEALTH SERVICES**

(Employees State Insurance Scheme)

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

It is designed to accomplish the task of protecting employees against the impact of incidences of sickness, maternity, disablement and death due to employment injury and to provide medical care to the insured persons and their families. The ESI Scheme applies to

factories and other establishments wherein 10 or more persons are employed. This Scheme not only provides free full medical care to the insured persons and their dependents, but also cash compensation for any loss of wages or earning capacity of an insured person.

### **6.1. ELIGIBILITY CRITERIA FOR ENROLMENT IN ESI SCHEME**

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

### **6.2. SCHEME FUNDING**

The employees and employers pay monthly contributions at a fixed percentage of 0.75% and 3.25% of wages respectively as their

contribution to avail the scheme benefits. Normally, the ESI Corporation reimburses 7/8<sup>th</sup> of the total expenditure incurred towards the implementation of the ESI scheme to the State Government. Now the ESI Corporation is bearing 100% expenditure for three years commencing from 2019-2020.

### **6.3. NETWORK OF ESI HOSPITALS AND DISPENSARIES**

The following 10 ESI Hospitals are functioning in the State:-

- 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 functions under the control of Director of Medical Education.
- Two ESIC Hospitals at Chennai (K.K.Nagar ESI Medical College Hospital) and Tirunelveli are directly run by the ESI Corporation, New Delhi.

There are 220 ESI Dispensaries

- 213 Static ESI Dispensaries
- 5 Mobile Dispensaries
- 2 Utilisation Dispensaries

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

#### **6.4. AYUSH UNITS UNDER ESI SCHEME**

A combined treatment of Ayurveda, Yoga, Unani, Siddha and Homeopathy (AYUSH) is also

extended, in addition to allopathic treatment facilities provided to the insured persons.

- Ayurveda units are functioning in eight ESI Hospitals at Ayanavaram, Coimbatore, Madurai, Salem, Vellore, Tiruchirappalli, Hosur and Sivakasi.
- Yoga units are functioning in eight ESI Hospitals at Ayanavaram, Coimbatore, Madurai, Salem, Vellore, Tiruchirappalli, Hosur and Sivakasi.
- Unani units are functioning in three ESI Hospitals at Ayanavaram, Coimbatore and Madurai and in Ambur ESI Dispensary.
- Siddha units are functioning in eight ESI Hospitals at Ayanavaram, Coimbatore, Madurai, Salem, Vellore, Tiruchirappalli, Hosur and Sivakasi. In addition, 20 ESI dispensaries at Tambaram, Thiruvottiyur, Sriperumpudur,



Thoothukudi, Rajapalayam, Kovilpatti, Pollachi, Thudiyalur, Pallipalayam, Kumbakonam, Triplicane, Avadi, Korattur, Dindigul, Tirunagar, Udumalpet, Kattoor-I, Tiruppur-I, Ambur and Ranipet.

- Homeopathy units are functioning in three ESI Hospitals at Ayanavaram, Coimbatore and Madurai.

## **6.5. BENEFITS OF ESI SCHEME**

All benefits are administered by the ESI Corporation except the Medical Benefit which is done by the ESI Scheme by Directorate of Medical and Rural Health Services (ESIS). The contribution paid by the employee and employer under the ESI Scheme helps the insured person by way of providing medical care without any financial burden on him. The various social security benefits being provided by the

ESI Scheme to the insured persons and their dependents are as follows:

### **(1) Medical Benefit**

One of the major benefits extended by ESIC, is Medical Benefit which provides 'Reasonable Medical Care' (from primary OPD services, in-patient secondary services to Super Specialty Services) for self and family from day one of entering insurable employment which continues till the insured person remains in insurable employment.

ESI Dispensaries provide primary care, secondary and tertiary care through ESI Hospitals and a network of private tie-up hospitals.

### **(2) Maternity Benefit**

The Maternity Benefit is paid at the rate of 100% of the average daily wages upto 26 weeks in case of confinement and upto Six weeks in

case of miscarriage. This can be extended by one month on medical advice in case of sickness arising out of pregnancy, confinement and miscarriage.

The insured person is eligible for the benefits in cash viz., sickness benefit, extended sickness benefit and enhanced sickness benefit on payment of contribution for not less than 70 days in the corresponding contribution period of six months.

### **(3) Dependent's Benefit**

The Dependant's Benefit is a monthly pension payable upto 90% of the average daily wages sharable in fixed proportion among all dependents, if the insured person dies due to employment injury or any occupational illness.

### **(4) Sickness Benefit**

In the event of sickness resulting in absence from work, sickness benefit is payable

to an insured person in cash when duly certified by an authorised insurance medical officer.

### **(5) Extended sickness Benefit**

In the case of 34 specified long term diseases that need prolonged treatment and absence from work on medical advice, the insured persons are eligible for extended sickness benefit for a maximum period of two years.

### **(6) Enhanced sickness Benefit**

Insured persons in the productive age group are eligible for enhanced sickness benefit for undergoing sterilization operation viz., 7 days Vasectomy / 14 days Tubectomy extended on medical advice for 100% of the average daily wages.

## **(7) Disablement Benefit**

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

### **(a) Temporary Disablement Benefit**

From day one of entering insurable employment & irrespective of having paid any contribution in case of employment injury, Temporary Disablement Benefit at the rate of 90% of the average daily wages is payable as long as disability continues.

### **(b) Permanent disablement Benefit**

For permanent disabilities occurring during duty, the permanent disablement benefit is payable for life time of the insured persons, and the workers are

eligible from the initial day of entering insurable employment.

### **(8) Funeral Benefit**

On the death of an insured person, funeral benefit of Rs.15,000/- is also payable to his / her family from the initial day of entering insurable employment.

### **(9) Unemployment allowance**

#### **(a) Rajiv Gandhi Shramik Kalyan Yojana**

This scheme of Unemployment allowance was introduced w.e.f. 01.04.2005. An Insured Person who becomes unemployed after being insured for three or more years, due to closure of factory / establishment, retrenchment or permanent invalidity is eligible. unemployment allowance equal to

50% of wage is paid for a maximum period of upto two years.

**(b) Atal Beemit Vyakti Kalyan Yojana**

The ESI Corporation is providing relief in the form of cash compensation upto ninety days once in a lifetime for being rendered unemployment to the Insured Persons who have completed two years of insurable employment and contributed not less than seventy eight days in each of the four consecutive periods with effect from 01.07.2018.

The relief should not exceed 25% of the average earning per day and will be transferred directly to the bank account of the beneficiaries.

## **6.6. OTHER BENEFITS UNDER THE ESI SCHEME**

1. Old age medical care for self and spouse at a nominal contribution of Rs.120/- per annum after superannuation.
2. Free supply of physical aids such as crutches, wheel chairs, dentures, spectacles and Hearing Aids.
3. Preventive Health care services such as Immunisation, HIV / AIDS detection and treatment.
4. Implementation of National Programmes for Family Welfare and TB control.
5. Allowance of Rs.5,000/- to an insured woman or to the wife of an insured person, in case of confinement occurring in a place where ESI medical facilities are not available.



## **6.7. HOSPITAL DEVELOPMENT COMMITTEE**

Hospital Development Committee has been constituted in all ESI Hospitals and dispensaries to take care of the maintenance of ESIC buildings and to purchase and repair of medical equipments.

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

## **6.8. REIMBURSEMENT OF MEDICAL EXPENSES INCURRED IN PRIVATE HOSPITALS BY THE ESI BENEFICIARIES**

### **6.8.1. Package deal (Tie-up Hospitals)**

There are 159 speciality / super speciality tie-up private hospitals for providing cashless treatment under package deal (Central Government Health Scheme (CGHS)) to the

insured persons and their family members. Based on the referral recommendations made by the Medical Officers of the ESI Dispensaries and the Medical Superintendents of the ESI Hospitals, the insured persons and their family members are admitted in private tie-up hospitals. Cashless treatment is provided to them and the hospital bills are directly settled under the package deal agreement signed by the concerned hospitals.

### **6.8.2. Reimbursement of Medical Expenses**

Claims for reimbursement of medical expenses incurred in respect of medical treatment in private hospitals (not empanelled) by insured persons and their family members may be accepted in circumstances, and subject to conditions of CGHS rates with an deduction of 10%.

## **6.9. NEWLY OPENED DISPENSARIES DURING 2019 – 2020**

- Unani Unit in ESI Dispensary, Ambur opened on 16.08.2019 covering 32,863 insured persons.
- ESI Dispensary, Perumanallur in Tiruppur District opened on 26.06.2019 covering 26,000 insured persons.
- ESI Dispensary, Thirumudivakkam in Kancheepuram District opened on 02.07.2019 covering 8,000 insured persons.
- ESI Dispensary, Koodankulam in Tirunelveli District opened on 21.11.2019 covering 5,391 insured persons.
- ESI Dispensary, Uthukuli in Tiruppur District opened on 29.02.2020 covering 5,000 insured persons.

**Dr. NILOFER KAFEEL  
MINISTER FOR LABOUR**