

LABOUR & LABOUR WELFARE

The schemes under this sector are mainly to provide social security to the workers in the organized and unorganized sectors. Capacity building of the youth of Puducherry by imparting new skills through ITI and to make them employable will be main thrust area of the 11th Plan. Skill up gradation and Certification programmes will also be conducted through the ITIs. A Centre of Excellence for Plastic Processing Sector has been set up in the Government ITI for Men, Mettupalayam, Puducherry. About 64 trainees are undergoing training in the Plastic Processing Sector, Centre of Excellence. The Govt.ITI, (Women), Puducherry is covered under the scheme of up-gradation of 1396 Govt.ITIs with Public Private Partnership. Further, action is under process to cover three more ITIs viz., Govt.ITI, Nettapakkam, Govt.ITI(Women), Karaikal and N.S.C.B Govt.ITI, Yanam. It is also proposed to provide uniform cloth to all the trainees of Govt.ITIs of this administration.

It is proposed to start two ITIs at Nedungadu and Ambagarathur, Karaikal during 2011-12. In the subsequent years, more ITIs are proposed to be opened so that at the end of 11th Plan, all Municipalities / Communes of Puducherry will have at least one ITI. It is proposed to implement noon meals scheme to the Government ITI trainees from the year 2010-11. To impart effective and need based training to the physically handicapped candidates by setting up of a Vocational Training centre, 26 physically challenged persons have been trained in Data entry Operator and in Book binding.

Under the Apprenticeship training Scheme, candidates are sponsored to various Industries with a view to promote employment. 1,300 Training places have been located and 1250 apprentices are engaged in various industries. Grant in Aid is also provided to Franco Indian Vocational Training Institute for imparting Training in Bio-Medical Engineering. During 2010-11, it is proposed to impart training to 20 Engineers and 40 technicians in Bio Medical Engineering course. Rural Labour Welfare centers are functioning under the aegis of the Labour Department, to teach / train the women folks of the Labourers family in crafts like cutting, tailoring and other handicrafts to supplement their income. Free Noon Meals is provided to the children of 3-5 age group and eradication of child labour and rehabilitation of children is undertaken. There is no incidence of child labour in the hazardous chemical factories and in the dangerous operation of any factory.

The Enforcement machinery is in-charge of the implementation of various Acts, such as Shops and Establishment Act, Catering Establishment Act, Motor Transport Workers Act etc. About 119 village segments have view inspected and 10000 shops and establishments have view inspected. As per the directions of the Supreme Court on elimination of Child Labour, the Child Labour Rehabilitation-cum-Welfare Society has been established in the Union territory and a separate cell has been created in the Labour Department to combat the prevalence of Child Labour in hazardous Industries and regulate their working conditions in non-hazardous occupations. Recent notification of Government of India banning child Labour in domestic employment, hotels, dhabhas, etc., is being enforced vigorously.

ACHIEVEMENTS DURING 2009-10 :

- 8495 shops & Establishments were inspected in Puducherry. 83 Villages were inspected. Wide inspection was made covering all 36 villages in Karaikal District and enforce Minimum Wages Act, Equal Remuneration Act, Hours of Work etc, related to agricultural Labourers.
- 320 Trainees were imparted training and benefited in Puducherry Region.
- 400 Children were benefited by the free noon meals and pre-primary education in Puducherry Region.
- 50 Girls were imparted training in Needle work, Dress making, Embroidery and Handicraft works, 75 Children were benefited by the free-noon meals and pre-primary education in karaikal Region.
- 78 Women Trainees were imparted training in Needle work, Embroidery and Handicraft works, in Mahe Region.
- 50 Children were benefited by the free-noon meals and pre-primary education in Yanam Region.
- Two training camps were conducted towards Eradication of Child Labour at Bahour and Ariyankuppam in Puducherry Region.
- Conducted “Awareness Programme on banded child Labour in Hotels & Domestic Work” in two Municipalities and Five Commune Panchayats in Puducherry region.
- Five various job oriented courses on Sewing Machine Mechanism – 30 women beneficiaries (2 months), Preparation of Disposable Paper Cups – 30 Women beneficiaries (2 weeks), Artificial Jewel Making – 30 women beneficiaries (2 weeks), Simple Chemical Preparation – 26 women beneficiaries (2 weeks) and Home Appliances services -23 women beneficiaries (2 weeks) were conducted last year.

- Five days Camp on Behavioural skill Management for women was conducted at Kurumbagaram, Short-term job oriented courses on BPO call centres and cell phone service were conducted. Beautician course and Driving (LMV) training were given to women of Karaikal District.
- 4 seminars of national Safety Week/ Day Programme were conducted in which around 500 Nos. of Management and workers got benefited.
- An Employment Wing in the Directorate of Employment and Training to Co-ordinate the working of Employment Exchange in all the four Regions has been set up.
- In Apprenticeship, 1281 Training Places were located and 1250 apprentices were engaged.
- 17082 workers were enrolled under the Puducherry Unorganized Labourers Welfare Society. Maternity benefits, funeral assistance, educational incentives & diwali gift coupons were given.
- Started Bio Medical Engineering courses for Engineers and Technicians with an intake of 20 and 40 respectively in Franco Indian Vocational Training Institute.
- 30 Physically challenged persons were trained in the trade of Data entry Operator and Book Binding.
- 64 trainees were trained in Plastic Processing viz., injection moulding, blow moulding, extrusion process.

LIKELY ACHIEVEMENTS DURING 2010-11

- 10,000 shops & Establishments & 83 villages are to be inspected. Wide Inspections to be made covering all 36 villages in karaikal District and enforce Minimum wages Act, Equal remuneration Act, Hours of Work etc., related to Agricultural Labourers. Inspection on social security, welfare measures to the Agricultural Labourers, Maintaining peaceful relationship between the employer and employees.
- 320 Women Trainees are to be imparted training and 400 Children to be benefited by the free noon meals and pre primary education in Puducherry Region.
- 50 Women are to be trained in Needle work, Dress making, Embroidery and Handicraft works, 75 Children to be benefited by the free-noon meals and pre-primary education in karaikal Region.
- 78 Women Trainees are to be imparted training in Needle work, Embroidery and Handicraft works, in Mahe Region.
- 50 Children are to be benefited by the free-noon meals and pre-primary education in Yanam Region.

- New proposal to start study centre in three Labour Welfare Centres in Puducherry Region.
- Construction of New Building at Gandhi Nagar to accommodate Labour Office (Welfare Schemes) and Welfare Centre with Study Centre.
- Four Seminars of Safety Week /Day are to be conducted in Puducherry & one Seminar in Karaikal Region.
- Local Area Network to be established at Labour Department, Puducherry.
- In Apprenticeship, 1340 Training Places are located and 650 apprentices are engaged.
- Proposed to issue bicycle to each enrolled member of the Unorganized Labourers Welfare Society.
- 20 Engineers and 40 Technicians are under going training in Bio Medical Engineering course in Franco Indian Vocational Training Institute.
- 24 Physically challenged persons are to be trained in the Trade of Book Binding and Data entry Operator
- 64 trainees are trained in Plastic Processing viz., injection moulding, blow moulding, extrusion process.

PROPOSED TARGETS FOR 2011-12 :

- 10,000 shops & Establishments & 83 villages are to be inspected. Wide Inspection to be made covering all 36 villages in karaikal District and enforce Minimum wages Act, Equal remuneration Act, Hours of Work etc. related to Agricultural Labourers. Inspection of social security welfare measures to the Agricultural Labourers maintaining peaceful relationship between the employer and employees.
- Under Enforcement Machinery, different types of Training programme Semiar/workshop are planned to be conducted in order to educate the Employer/ Management as well as Workers to have a conducive atmosphere in work place and to create awareness in Karaikal Region.
- 320 Trainees are proposed to be imparted training and benefited in Puducherry Region.
- 400 Children are to be benefited by the free noon meals and pre-primary education in Puducherry Region.
- 50 Women are to be imparted training in Needle work, Dress making, Embroidery and Handicraft works, 75 Children are to be benefited by the free-noon meals and pre-primary education in karaikal Region.

- 78 Women Trainees are to be imparted training in Needle work, Embroidery and handicraft works, in Mahe Region.
- 50 Children are to be benefited by the free-noon meals and pre-primary education in Yanam Region.
- New proposal to Start Labour Welfare Centre at Karikalampakkam.
- Construction of New Building at Gandhi Nagar to accommodate Labour Office (Welfare Schemes) and Welfare Centre with Study Centre.
- New proposal to start Labour Welfare Centre at Kottucherry and Ambagarathur in Karaikal Region.
- Land Acquisition for RLWC at 5 Commune Panchayats in Karaikal Region.
- Acquisition of Land for RLWC, Palloor and Construction of Building for RLWC Mahe.
- It is also proposed to create Separate Cell for Eradication/ Abolition of Child Labour in Karaikal Region. Through this cell, Implementation of Child Labour Act, Rehabilitation of identified child labourers through RLWC, educating and creating awareness among the parents of the Children about the “Right to Education to Child” to ensure that no child labour is engaged in any occupation in karaikal Region.
- It is proposed to impart training to literate, pre-matric and post-matric women in simple chemical preparation, preparation of canteen items, making Office stationeries and Fabric Jamiki works in coming years in Karaikal Region.
- Establishment of Sub-Office headed by an Inspector of Factories at industrial concentrated areas.
- Networking of all the Circles in Puducherry region and also with other outlying regions. It is proposed to go in collecting and forwarding the statistics to the Labour Bureau, Simla and DGFASLI, Mumbai through Electronic Media. Further net working of the Office of the Chief Inspector of Factories & Boilers, Puducherry and Inspector of Factories, Karaikal. This is to have real time on line factory information system.
- Strict enforcement of Factories Act to ensure safe working conditions for the workers of the factories located in Karaikal District.
- Strengthening of the Directorate of Employment and Training by creation of additional posts to cope up with the increase of work load.
- In Apprenticeship, 1400 Training Places are to be located and 730 apprentices are to be engaged.

- To enroll more members in the Puducherry Unorganised Labourers Welfare Society extending various welfare benefits.
- 20 Engineers and 40 Technicians are to be trained in Bio Medical Engineering in Franco Indian Vocational Training Institute.
- 30 Physically challenged persons are to be trained in the Trade of Book Binding and Data entry Operator.
- 65 trainees are trained in Plastic Processing viz., injection moulding, blow moulding, extrusion process.

STRATEGIES PROPOSED AND POLICY FOCUS FOR 2011-12

- Setting up of **MODEL COACHING –CUM-GUIDANCE CENTRE FOR SC/ST** in Puducherry U.T for enhancing employability of SC/ST educated registrants of Puducherry U.T.
- Proposed to conduct a **MEGA VOCATIONAL AND CAREER GUIDANCE EXHIBITION** in Puducherry region covering +2 students all rural areas in order to motivate for higher education in the field of Technical /Medical /Engineering /Para Medical Sciences in and around Puducherry and Tamil Nadu for pursuing Professional higher education.
- Grant of **FINANCIAL ASSISTANCE TO UN-EMPLOYED** youth who registered in the Employment Exchange, Puducherry.
- Enhancing CAREER GUIDANCE TALKS in the Higher Secondary School level in order to motivate the higher Secondary school leaving students at all Government and Private HSS.
- En-hancing **JOB MELA** in order to get more placement opportunities to the, un-employed youths who are registered in the Employment Exchange, Puducherry.
- Setting up of New ITI at Nedungadu and Ambagarthur Thirunallar, Karaikal
- Implementation of Noon meal scheme to the ITI trainees.
- Provision of uniform cloth to all the trainees of the Government ITIs.
- Introduction of new trade of Catering and Hospitality Assistant. in Rajiv Gandhi Govt.ITI, Mahe Region.
- Starting a new trade viz., DRAUGHTSMAN (Mechanical) with an intake of 21 women candidates in ITI (W), Karaikal.
- Purchase of a 20 seater van for the trades of Draughtsman (civil) and (Mechanical) for field visits and for Industrial visits of other trades in ITI (W), Karaikal.
- In order to meet the present requirements in the field of the Computer education, the existing trade of Computer Operator and Programming Assistant (COPA) has been

fully equipped by seeking sanctions for the purchase of 25 new Desk Top Computers with all its peripherals, replacing the old obsolete and unserviceable ones.

- Oneday Career guidance programme for PH candidates is proposed.
- It is proposed to hold a special camp in rural areas to enroll PH candidates in the SEOPH, Puducherry in consultation with the Directorate of Social Welfare, Puducherry.
- It has been proposed initially to start two Engineering Trades namely, (a) MECHANICAL CONSUMER ELECTRONICS and (b) MECHANIC COMPUTER HARDWARE with trainees strength of 40 (twenty Trainees in each Trade).

Important strategy proposed for development of Karaikal Dist.

- For the upliftment of Women and Weaker sections, especially substantial improvement of education of girl children, the following development programmes may be introduced during 2011-12 in ITI (W), Karaikal District.
 - Free mid-day meals.
 - Free Text-books and stationeries
 - Free Uniforms
 - Free Sanitary Napkins
 - Free Accident Insurance Policy from Unit Trust of India.
 - Free Cycles for those who have not received cycles during their school education from the Dept. of Education, Puducherry.
 - Free supply of Swening Machines to the Successful trainees of Cutting & Sweing Trade. Supply of Computers at a subsidized rate to the successful trainees of COPA, DATA ENTRY OPERATOR and DRAUGHTSMAN (CIVIL).
- Motivating apprentices engaged under the Apprenticeship Training scheme by extending cash awards who have secured first, second and third place in the All India Trade Test, and providing special allowance to the apprentices trainees to meet transport expenses in addition to usual stipend paid to them.
- Extending Insurance scheme to the Apprentice engaged in hazardous operations.
- Setting up of placement cell.
- Enhancing survey and frequent conduct of industrial meet to identify more placement opportunities.
- Arranging and conducting of more special camp interview to the Act Apprentices covered under the Apprenticeship Act 1961.
- Hosting of registered National Apprentice Certificate holder in the Official website for easy access and process by the employers.

Building Programme:

- Construction of workshop shed for providing practical training to the centre of excellence under plastic processing sector trainees in Men ITI Puducherry.

- Additional class rooms for centre of excellence to be introduced in karaikal region under the scheme of **“upgraducation of Govt.ITIs”** for Men, Karaikal.
- A **New work shop III** has been proposed to be constructed adjacent to the existing Work-shop, with Central Share under the scheme of **“upgraducation of Govt.ITIs”** for Men, Karaikal.
- Action has been initiated for transferring the vacant lands available nearby Women’s Hostels run by the Adi Dravidar Welfare Department, Karaikal for the purposed of setting up of the ITI by the Labour Department under the schemes “Establishment of 1500 ITIs and 50000 Skill Development Centers in Private Public Partnership mode”
- Construction of Building/Shed for Centralized Kitchen in Government ITI(Men), Puducherry and ITI (Men),T.R.Pattinam, Karaikal.
- Construction of Five Class room in ITI (W), Karaikal.
- Construction of one auditorium in ITI (W), Karaikal .
- Construction of one Tennis/Volley ball/Shuttle cock play ground in ITI (W), Karaikal.

Creation of Posts:

- Creation of 8 Vocational Instruction posts for Centre of Excellence Courses of Plastic Processing Sector at Govt.ITI(Men), Mettupalayam, Puducherry.
 - i. Creation of Deputy Director (Training), Post.
 - ii. Physcial Education Instructor – I post.
 - iii. Labrarian - I Post.
 - iv. Instructor - I post.
 - v. LDC - I post.

OUTLAY AT A GLANCE

Sector : LABOUR & LABOUR WELFARE

No. of Schemes : 12

Department : LABOUR

(₹ in lakh)

Eleventh Five Year Plan 2007-12 Approved Outlay	:	12990.78
Annual Plan 2007-09 Actual Expenditure	:	1382.95
Annual Plan 2009-10 Actual Expenditure	:	1036.89
Annual Plan 2010-11 Approved Outlay	:	1000.00
Annual Plan 2010-11 Revised Outlay	:	780.00
Annual Plan 2011-12 Proposed Outlay	:	1005.00

(₹ in lakh)

Sl. No.	Name of the Scheme	Eleventh Five Year Plan 2007-12	Annual Plan 2007-09	Annual Plan 2009-10	Annual Plan 2010-11		Annual Plan 2011-12
		Approved Outlay	Actual Expdr.	Actual Expdr.	Approved Outlay	Revised Outlay	Proposed Outlay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Strengthening of the Conciliation Machinery, Puducherry	113.50	6.14	2.93	4.61	4.65	5.35
2	Strengthening of Enforcement Machinery for implementing various Labour Laws and setting up of Agricultural Labour Cell	218.60	29.15	19.11	18.63	17.57	20.00
3	Expansion of Rural Labour Welfare Centres	553.17	59.12	57.56	55.60	56.62	60.00
4	Strengthening of Inspectorate of Factories and Strengthening of Industrial Hygiene and Occupational Health Unit	241.60	55.33	19.88	22.13	22.13	23.00

(₹ in lakh)

Sl. No.	Name of the Scheme	Eleventh Five Year Plan 2007-12	Annual Plan 2007-09	Annual Plan 2009-10	Annual Plan 2010-11		Annual Plan 2011-12
		Approved Outlay	Actual Expdr.	Actual Expdr.	Approved Outlay	Revised Outlay	Proposed Outlay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
5	Strengthening of the Directorate of Employment and Training	65.00	46.47	50.58	54.80	39.85	55.00
6	Strengthening of Employment Exchanges and promotion of self employment, Puducherry	4203.72	61.91	104.55	34.60	34.60	35.00
7	Expansion of Government Industrial Training Institute and Basic Training Scheme and Setting up of ITIs at Mahe, Yanam, Nettapakkam and new ITI in the rural area of UT of Puducherry and Setting up of Industrial Training Park	4837.66	892.28	616.99	633.23	437.23	639.30
8	Strengthening of Apprentice Training Programme	43.55	5.35	3.69	12.05	3.00	3.00
9	Grant-in-aid to Franco Indian Vocational Training Institute, Puducherry region and unorganized Labourer's Welfare Society and the Puducherry Building and Other Construction Workers Welfare Board	2300.00	151.38	115.22	112.54	112.54	112.54

(₹ in lakh)

Sl. No.	Name of the Scheme	Eleventh Five Year Plan 2007-12	Annual Plan 2007-09	Annual Plan 2009-10	Annual Plan 2010-11		Annual Plan 2011-12
		Approved Outlay	Actual Expdr.	Actual Expdr.	Approved Outlay	Revised Outlay	Proposed Outlay
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
10	Employment oriented Training to Physically Challenged Person	56.98	27.30	21.38	22.70	22.70	22.70
11	Upgradation of Industrial Training Institute into Centre of Excellence (CSS)	357.00	48.52	25.00	29.10	29.10	29.10
12	Panchayat Window	--	--	--	0.01	0.01	0.01
Total		12990.78	1382.95	1036.89	1000.00	780.00	1005.00