

LABOUR & LABOUR WELFARE

To provide social security to the workers in the organized and unorganized sectors is the motto. The activities under this sector can be categorised into four major heads viz.: Training, Employment, Labour Laws and Enforcement & Labour welfare

- Enhancing the Capacity for Growth and Enhancing Skills and Faster Generation of Employment.
- Necessary posts are proposed to be created for District Employment Exchange, Karaikal.
- To raise quantitatively and qualitatively the industrial products by systematic training. To reduce unemployment among the educated youth by providing them employable training and also to cultivate a technical and industrial attitude in the minds of younger generation .
- Enhancing the capacity for growth and enhancing skills and faster generation of employment.
- Purchase of equipments to strengthen the courses in Franco Indian Vocational Training Institute.
- Purchase of own land for Franco Indian Vocational Training Institute.
- Purchase of vehicle for Franco Indian Vocational Training Institute.
- Appointment of regular staff (16 posts)to the Franco Indian Vocational Training Institute.
- Proposal to get affiliation to any Technical Board or any University.

Training

Capacity building of the youth of Puducherry by imparting new skills through ITI and to make them employable was the main thrust area of the 11th Plan and this is proposed to be continued during the 12th Five year plan also. Skill up gradation and Certification programmes of the youth through the ITIs mainly fall under this segment.

Nearly 2007 trainees are being trained in Engineering and Non-Engineering trades by 9 Government ITIs. A Centre of Excellence for Plastic Processing Sector has been set up in the Government ITI for Men, Mettupalayam, Puducherry. About 55 trainees are undergoing

training in the Plastic Processing Sector, Centre of Excellence course in the current year. The Directorate General of Employment and Training, Ministry of Labour & Employment, New Delhi has selected the Government ITI (Men) Karaikal for up gradation under the Vocational Training Improvement Project in the scheme of up gradation of 400 ITIs with World Bank assistance. The Govt. ITI, (Women), Puducherry, Govt ITI Nettapakkam, Govt. ITI, (women) Karaikal, have already been covered under the scheme of up-gradation of 1396 Govt. ITIs with Public Private Partnership. Further, action is under process to cover one more ITI viz., N.S.C.B Govt. ITI, Yanam.

2 new ITIs have been started functioning at Villianur and Bahour, where 105 trainees are imparted training in Engineering and Non-Engineering trades. It is proposed to start two more ITIs at Nedungadu and Ambagarathur, Karaikal in the subsequent years. It is proposed to implement noon meals scheme to the Government ITI trainees from the year 2012-13. To impart Job oriented training to the physically handicapped candidates and 26 physically challenged persons have been trained in Data entry Operator and Book binding trades under the Special Employment Exchange for PH.

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. About 180 Establishments and 20 Trades are covered under the Apprenticeship Act. A Placement Cell has been set up under Apprentice Training Scheme and also proposed to grant special allowance to the apprentices in addition to the stipend, so as to encourage the trainees, since most of the industries are located far away from the city limit.

Also it is proposed to re-start the Modular Employable Skill (MES) courses at Govt. ITIs to benefit the industrial workers and ITI graduates. Further, it is proposed to conduct Skill Survey & Mapping in this Union Territory of Puducherry.

Grant in Aid is also provided to Franco Indian Vocational Training Institute for imparting Training in Bio-Medical Engineering. During this year, it is proposed to impart training to 20 Engineers and 40 technicians in Bio Medical Engineering

Employment

The National Employment Service Scheme is being implemented by the Employment Exchange and the Special employment Exchange for the physically challenged persons. The Karaikal Sub Employment Exchange has been up graded as District Employment Exchange. Five one job mela was conducted during this year by which many candidates got placement. More such Job Mela are proposed during next year

Welfare

In order to extend financial assistance to the Labourers in the unorganized sectors, grant in aid / financial assistance is being provided to the Puducherry Unorganized Labourers Welfare society.

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. A new Rural Labour Welfare Centre has been functioning at T.R. Pattinam, Karaikal and necessary step has been made to construct own building for Labour Welfare Centers in Karaikal, Mahe & Yanam Regions. It is Proposed to conduct various training programmes and seminars to women folk of Karaikal District without prescribing any special qualification/age limit, for the empowerment of women. At present 3 child welfare centers are functioning under the control of Labour Officer, Karaikal. These three centers are not sufficient to fulfill the needs of women folks of Labourers family of six communes. Hence, it is proposed to establish more number of child welfare centres at various communes.

Labour

In the Union Territory of Puducherry, Minimum wages have been fixed for the agricultural Labourers, handloom workers and workers engaged in building construction and public motor transport organization.

There is a separate wing, viz Chief Inspectorate of Factories and Boilers, which ensures the compliance of safety provisions of factories Act, 1980, and Indian Boilers Act. There are 1900 factories registered under the factories Act 1948. About 6,000 workers have been medically examined, 200 vessels tested. 1190 workers have been given safety training and 1800 industries have been inspected during 2011-12.

In order to protect the interest of working class, a separate Conciliation wing is functioning to deal with the conciliation of the Labour disputes and enforcement of Labour laws. The main objective of the scheme is to implement effectively, the provisions of the Industrial Dispute Act, 1947 to and ensure harmonious relationship between the labourers and managements. So far, 145 Conciliation cases have been handled during 2011-12.

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. 10000 shops and establishments have been inspected.

No bonded Labourers are identified so far, State Level Vigilance Committee and Regional Vigilance committees for all the four regions have been constituted under the Bonded Labour (System) Abolition Act, 1976. Training Programmes for labourers in Puducherry & Karaikal, in co-ordination with the Regional Directorate of Workers, Chennai, were conducted.

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 2007-11

- Out of 598 Industrial dispute cases during 2007-11, 544 cases have been disposed off.
- 13 one day Programme on Industrial Harmony were conducted.
- 39,963 Shops and Establishments were inspected.
- 2,633 inspections were conducted to enforce Minimum wages Act.
- 14,047 workers were Medically Examined and given safety Training.
- 1,000 inspection of vessel (Boilers) were conducted.
- 9,000 factories were inspected.
- 20 Seminars were conducted and safety weeks were observed.
- 2,600 children were provided pre primary education and mid day meals in the Rural Labour Welfare Centre
- 2,080 women were given training in Embroidery, needle work & doll making
- 82,632 candidates and 896 PH candidates were registered
- 1,40,124 candidates and 2,644 PH candidates were renewed
- 1,31,689 candidates and 3,000 PH candidates were sponsored
- 120 seminars, 4 exhibition and 6 Job Meals were conducted
- 4,770 training places were identified and 2,920 apprentices were engaged
- 98 trainees were trained. In Centre of Excellence
- 170 trainees were trained in Vocational Training Improvement Project.
- About 17,603 workers were enrolled under the Puducherry Unorganized Labourers Welfare Society and ₹400.40. lakhs were spent for the benefit of enrolled workers towards Maternity benefit., Funeral assistance, educational incentives, Deepavali gift coupon etc.,
- Training courses for Bio-Medical certificate course for engineers(BMCE) and Bio Medical certificate course for technician (BMCT) were conducted by the Franco Indian Vocational Training Institute . 20 students in BMCE and 35 students in BMCT were trained and placement assistance were provided to all in different organizations.

LIKELY ACHIEVEMENTS DURING 2011-12

- 145 industrial disputes cases have been disposed off through conciliation, 10,000 inspections have been conducted in shops and Establishment, 400 Payment of Gratuity cases have been disposed off, 418 Agricultural Labour inspections have been carried out, 1,800 inspection of factories have been conducted, 200 Inspection of vessels (Boilers) have been conducted, 6,000 workers have been medically examined and 4 safety seminars have been conducted and 4 safety seminars have been conducted.
- 1,190 employee have been given safety training at factory premises, 522 women have been trained in the Embroidery, needle work & doll making, 568 children at the age group of 3-5 have been provided pre primary education and mid day meals, 25,000 candidates and 225 PH candidates were registered, 30,000 candidates and 650 PH candidates were renewed, 10,000 candidates and 1,650 PH candidates were sponsored, 23 seminars, 1 exhibition and 5 Job Meals were conducted, 1,500 training places were anticipated to identified and 730 apprentices are to be engaged, 57 trainees are undergoing training in Centre of Excellence and 229 trainees are undergoing training in Vocational Training Improvement Project.
- It is proposed to enroll 2130 members, in addition to the existing members , in the Puducherry Unorganized Labourers Welfare Society and to extend various benefits.
- 15 students in Bio Medical Certificate for technicians were trained and placement assistance were provided to all in Franco Indian Vocational Training Institute.

PROPOSED TARGETS FOR 2012-13

- Five Training Programme on Industrial Harmony to be conducted.
- 10,000 shop and Establishment are to be inspected.
- 120 villages are to be inspected for monitoring of hours of work.
- 600 numbers of minimum wages inspection to be conducted in agricultural sector.
- 500 women are to be trained in the Rural Labour Welfare Centres.

- 560 children are to be provided noon meals in the Rural Labour Welfare Centre.
- Starting of the study centers in three Rural Labour Welfare Centre.
- Starting of new Rural Labour Welfare Centre at Karikalampakkam or Embalam.
- 2,400 workers are to be medically examined.
- 200 inspections on vessels to be conducted.
- 1,800 factories are to be inspected.
- 3,600 workers are to be given safety training.
- 4 seminars, safety week/day are to be conducted.
- 26,000 candidates and 225 PH candidates will be registered
- 22,180 candidates and 900 PH candidates will be renewed
- 30,000 candidates and 1,050 PH candidates will be sponsored
- 30 seminars, 1 exhibition and 3 Job Meals will be conducted
- 1,500 Training Places are to be located.
- 730 apprentices are to be engaged.
- 300 establishments are to be covered.
- 33 trades are to be covered.
- 65 trainees are to be trained in Centre of Excellence
- 229 trainees are to be trained in Vocational Training Improvement Project
- To enroll 2,500 members in the Puducherry Unorganised Labourers Welfare Society.
- 40 students in Bio Medical Certificate course for engineers in two batches (20 each) are to be trained by the Franco Indian Vocational Training Institute.

OUTLAY AT A GLANCE

Sector : LABOUR & LABOUR WELFARE

No. of Schemes : 5

Department : LABOUR

(₹ in lakh)

Eleventh Five Year Plan 2007-12 Approved Outlay	:	12990.78
Annual Plan 2007-10 Actual Expenditure	:	2419.84
Annual Plan 2010-11 Actual Expenditure	:	804.62
Annual Plan 2011-12 Approved Outlay	:	1005.00
Annual Plan 2011-12 Revised Outlay	:	825.00
Twelfth Five Year Plan 2012-17 Tentative Outlay	:	9986.57
Annual Plan 2012-13 Proposed Outlay	:	1342.05

(₹ in lakh)

Sl. No.	Name of the Scheme	Annual Plan 2010-11	Annual Plan 2011-12	Twelfth Plan 2012-17 (Tentative Outlay)	Annual Plan 2012-13
		Actual Expdr.	Approved Outlay	Proposed Outlay	Proposed Outlay
(1)	(2)	(3)	(4)	(5)	(6)
1.	Strengthening of the Conciliation Machinery, Puducherry	5.66	4.90	--	--
2.	Strengthening of Enforcement Machinery for implementing various Labour Laws and setting up of Agricultural Labour Cell	37.66	18.85	--	--
3.	Expansion of Rural Labour Welfare Centres	51.89	56.77	--	--
4.	Strengthening of Inspectorate of Factories and Strengthening of Industrial Hygiene and Occupational Health Unit	20.34	23.19	--	--
5.	Strengthening of the Directorate of Employment and Training	32.94	69.44	--	--
6.	Strengthening of Employment Exchanges and promotion of self employment, Puducherry	39.27	43.08	--	--

(₹ in lakh)

Sl. No.	Name of the Scheme	Annual Plan 2010-11	Annual Plan 2011-12	Twelfth Plan 2012-17 (Tentative Outlay)	Annual Plan 2012-13
		Actual Expdr.	Approved Outlay	Proposed Outlay	Proposed Outlay
(1)	(2)	(3)	(4)	(5)	(6)

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	529.96	655.72	--	--
8.	Strengthening of Apprentice Training Programme	3.62	4.05	--	--
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	51.09	76.49	--	--
10.	Employment oriented Training to Physically Challenged Person	17.21	23.41	--	--
11.	Upgradation of Industrial Training Institute into Centre of Excellence (CSS)	14.98	29.09	--	--
12.	Panchayat Window	--	0.01	--	--

Schemes for 2012-13 & 2012-17 after the Zero Based Budgeting Exercise

1.	Strengthening of the Conciliation Machinery / Enforcement Machinery / Inspectorate of Factories / Industrial Hygiene and Occupational Health Unit and Expansion of Rural Labour Welfare Centres	--	--	984.99	158.43
2.	Strengthening of the Directorate of Employment and Training	--	--	618.51	106.71

(₹ in lakh)

Sl. No.	Name of the Scheme	Annual Plan 2010-11	Annual Plan 2011-12	Twelfth Plan 2012-17 (Tentative Outlay)	Annual Plan 2012-13
		Actual Expdr.	Approved Outlay	Proposed Outlay	Proposed Outlay
(1)	(2)	(3)	(4)	(5)	(6)
3.	Expansion and improvement in Govt. Industrial Training Institutes and setting up of new ITI's at Puducherry, Karaikal, Mahe and Yanam in the U.T. of Puducherry and Basic Training scheme and Apprenticeship Training Scheme	--	--	6531.32	774.01
4.	Upgradation of ITI's into Centre of Excellence	--	--	201.75	42.00
5.	Grants-in-aid to Franco - Indian Vocational Training Institute & Pondicherry Unorganized Labourer's Welfare Society and the Pondicherry Building and Construction Workers' Welfare Board	--	--	1650.00	260.90
Total		804.62	1005.00	9986.57	1342.05

Note: The number of schemes indicates with reference to Draft Annual Plan 2012-13.