

LABOUR AND LABOUR WELFARE

The primary objective is to ensure industrial peace for better relationship between employees and employers and for protecting the rights and interests of the working class. The department also ensures social security to the workers in the organized and unorganized sectors for a decent standard of living.

It also provides conciliation services to prevent and settle industrial disputes, quasi-judicial services, ensure industrial safety and health of the workers. The department also effectively enforces the provisions of Labour laws which includes central legislations and state legislations.

The Inspectorate of Factories and Boilers ensures the compliance of safety provisions of Factories Act, 1948, and Indian Boilers Act.1980. There are 1950 factories registered under the Factories Act 1948. The workers are periodically medically examined. Workers are given safety training and all the industries are inspected annually.

The department through the Employment and Training Wing, equips the youth with skills in Engineering and Non-Engineering trades in nine ITIs, to enhance their capacity and provide them with the opportunity to secure employment and address the skill gap in the secondary and tertiary sectors. A Centre for Excellence in Plastic Processing Sector has been established at Govt. ITI (M), Mettupalayam to impart skills in Plastic Sector. The Govt. ITI (M), Karaikal has been taken up for upgradation as Centre for Excellence under Vocational Training Improvement Programme with World Bank Assistance.

To improve the quality of Vocational Training and make it demand driven so as to ensure better employment of trained graduates, four ITIs, viz., Govt. ITI (W), Puducherry, Govt. ITI (W), Karaikal, Govt. ITI, Nettapakkam and Netaji Subash Chandra Bose Govt. ITI, Yanam, have been taken up for upgradation in association with an industry partner under the scheme, "Upgradation of 1396 Govt. ITIs through Public Private Partnership.

To impart effective and need based training to the Differently-Abled candidates by setting up of a Vocational Training centre, physically challenged persons are being trained in Data entry Operator and Book binding. 1,350 Training places have been located 600 apprentices are engaged in various industries. Under Apprenticeship Act, 280 Establishments and 14 Trades are covered.

State Level Vigilance Committee and Regional Vigilance committees for all the four regions have been constituted under the Bonded Labour (System) Abolition Act, 1976.

As per the directions of the Hon'ble 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 constituted in the Labour Department to combat the prevalence of Child Labour in hazardous Industries and to 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.

OUTLAY AT A GLANCE

Sector : LABOUR AND LABOUR WELFARE

No. of Schemes : 5

Department : LABOUR

(₹ in lakh)

Eleventh Plan 2007-12 Actual Expenditure	:	4052.36
Annual Plan 2011-12 Actual Expenditure	:	827.90
Annual Plan 2012-13 Approved Outlay	:	900.00
Annual Plan 2012-13 Revised Outlay	:	1052.37
Annual Plan 2013-14 Proposed Outlay	:	1270.00

(₹ in lakh)

Sl. No.	Name of the Scheme	Eleventh Plan 2007-12	Annual Plan 2011-12	Annual Plan 2012-13		Annual Plan 2013-14	
		Actual Expdr.	Actual Expdr.	Approved Outlay	Revised Outlay	Proposed Outlay	Of which capital content
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Strengthening of the Conciliation/ Enforcement Machinery/ Inspectorate of Factories / Industrial Hygiene and Occupational Health Unit and Expansion of Rural Labour Welfare Centres	455.14	90.37	68.50	102.30	152.23	--
2	Strengthening of the Directorate of Employment and Training	520.54	106.27	81.27	93.51	136.25	11.00
3	Improvement/Setting up of Govt. Industrial Training Institutes / Basic Training and Apprenticeship Training Schemes.	2569.15	529.92	377.65	594.70	755.91	232.60

Sl. No.	Name of the Scheme	Eleventh Plan 2007-12	Annual Plan 2011-12	Annual Plan 2012-13		Annual Plan 2013-14	Of which capital content
		Actual Expdr.	Actual Expdr.	Approved Outlay	Revised Outlay	Proposed Outlay	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
4	Upgradation of ITI's into Centre of excellence	108.10	19.60	36.11	42.44	31.29	--
5	Grant-in-aid to Franco- Indian Vocational Training Institute / Pondicherry Unorganised Labourers' Welfare Society / Puducherry Building and Construction Workers' Welfare Board .	399.43	81.74	336.47	219.42	194.32	--
Total		4052.36	827.90	900.00	1052.37	1270.00	243.60

Scheme No. 1

Sector : LABOUR & LABOUR WELFARE

Implementing Department : LABOUR

1. Name of the Scheme : Strengthening of the Conciliation/ Enforcement Machinery/ Inspectorate of Factories / Industrial Hygiene and Occupational Health Unit and Expansion of Rural Labour Welfare Centres

2. Objective of the Scheme :

The objective of the scheme is for effective implementation of Labour Acts/rules. The Acts provide for settlement of Industrial disputes through the process of conciliation, enforcement of minimum wages and hours of work, ensuring safety and security to Industrial workers by way of conducting inspection of hazardous industries, conduct of safety training and safety seminars, celebration of national safety week to create awareness, conduct Medical examination to workers employed in hazardous and chemical industries, testing of pressure vessels, grant and renewal of factory license, approval of factory plans etc. The scheme also provides for imparting training to women in trades like embroidery, cutting, tailoring, needle work and doll making etc., Children of rural women labourers are provided noon meals through Rural Labour Welfare Centre. Eradication of child Labour is also an important objective of the Scheme.

3. Actual Physical Achievements during Eleventh Five Year Plan (2007-12) :

- i) 544 industrial disputes disposed.
- ii) 13 one-day programmes for Industrial Harmony conducted.
- iii) 39963 Shops and Establishments inspected.
- iv) 14047 workers examined medically and given safety training.
- v) 1000 boilers inspected in various factories.
- vi) 9000 inspections conducted in factories.
- vii) 20 seminars conducted/ safety weeks observed.
- viii) 2600 children provided pre-primary education and mid-day meals in the Rural Labour Welfare Centre
- ix) 2080 women given training in Embroidery, needle work & doll making

4. Physical Achievements for the Annual Plan 2012-13:

- i) Five training programme on industrial hygiene were conducted.
- ii) 10000 shops and establishment were inspected.
- iii) 360 women were trained in the Rural Labour Welfare Centre.
- iv) 2400 workers were examined medically.

- v) 200 inspections on vessels conducted/ 1800 factories inspected.
- vi) 3600 workers given safety training
- vii) 4 seminars, safety week/day were conducted.
- viii) 241 women were trained in the Embroidery, needle work & doll making

5. Proposed Physical Targets for Annual Plan 2013-14:

- i) Special registration camp under enforcement scheme will be conducted.
- ii) Behavioral skill development programme/5 training programmes on industrial hygiene will be conducted.
- iii) 14,000 shop and establishment will be inspected.
- iv) 600 numbers of minimum wages inspection will be conducted in agricultural sector.
- v) 400 women will be trained in the Rural Labour Welfare Centre.
- vi) 400 children will be provided noon meals in the Rural Labour Welfare Centre.
- vii) 3000 workers will be medically examined.
- viii) 200 inspections on vessels will be conducted.
- ix) 1900 factories will be inspected.
- x) 3600 workers will be given safety training,
- xi) 5 seminars safety week/day will be conducted.
- xii) 350 women will be trained in the embroidery, needle work & doll making
- xiii) 400 children at the age group of 3-5 will be provided pre primary education and mid-day meals.
- xiv) Five Industrial Harmony Programmes will be conducted.

6. Remarks : Continuing Scheme

Scheme No. 2

Sector : LABOUR & LABOUR WELFARE Implementing Department : LABOUR

1. Name of the Scheme : Strengthening of the Directorate of Employment and Training

2. Objective of the Scheme :

To conduct survey of various industries so as to study the gap prevailing between demand and supply of trained and qualified candidates. To have proper and timely co-ordination with various activities of the Employment and Training wings with a view to improve quality of training, etc. To suggest for the introduction of new and modern trades so as to bridge the gap between demand and supply. To conduct periodical inspections of the

Training Institutes so as to improve the quality of training. To ensure transparent and better service to the public/ trainees.

3. Actual Physical Achievements during Eleventh Five Year Plan (2007-12) :

- i) 1,40,124 general candidates and 2,644 differently abled candidates renewed
- ii) 1,31,689 general candidates and 3000 differently abled candidates sponsored
- iii) 120 seminars, 4 exhibition and 6 job melas conducted

4. Physical Achievements for the Annual Plan 2012-13:

- i) 26,000 general candidates and 225 differently abled candidates were registered.
- ii) 22,180 general candidates and 900 differently abled candidates were renewed.
- iii) 30,000 general candidates and 1,050 differently abled candidates were sponsored
- iv) 30 seminars, 1 exhibition and 3 job melas were conducted.

5. Proposed Physical Targets for Annual Plan 2013-14:

- i) 26000 general candidates and 225 differently abled candidates will be registered
- ii) 22180 general candidates and 900 differently abled candidates will be renewed
- iii) 30000 general candidates and 1050 differently abled candidates will be sponsored
- iv) 30 seminars, 1 exhibition and 3 job melas will be conducted.
- iv) On-line registration/ renewal through the Employment Exchange Portal will be done.

6. Remarks : Continuing Scheme

Scheme No. 3

Sector : LABOUR & LABOUR WELFARE

Implementing Department : LABOUR

- 1. Name of the Scheme :** Improvement/Setting up of Govt. Industrial Training Institutes / Basic Training and Apprenticeship Training Schemes.
- 2. Objective of the Scheme :**

To ensure a steady flow of skilled workers in different trades for Indian Industries by imparting training in various trades under craftsman training scheme for both men & women.

To improve the welfare of the scheduled caste trainees and give employment opportunities. Training of youth for acquiring technical knowledge and to get employment opportunities in Industrial establishments. Four Government ITIs have been selected for upgradation and new courses are being started.

To rehabilitate and to provide specialized training to the surplus & retrenched workers from various industrial establishments, to make them employable. The Apprenticeship Training Scheme deals with imparting training to the educated unemployed youth.

3. Actual Physical Achievements during Eleventh Five Year Plan (2007-12) :

Strengthening of ITIs.

4. Physical Achievements for the Annual Plan 2012-13:

- i) Training under Modular Employable skills
- ii) Strengthening of nine ITIs.

5. Proposed Physical Targets for Annual Plan 2013-14:

- i) Upgradation of four ITIs, under the Central Scheme, “Upgradation of 1396 ITIs through Public Private Partnership”.
- ii) Strengthening of nine ITIs through Development of infrastructure by purchase of Machineries and equipment as required under DG&T norms.
- iii) Award of merit scholarship/meritorious award to meritorious students.
- iv) Implementation of Semester system for better skill imparting.

6. Remarks : Continuing Scheme

Scheme No. 4

Sector : LABOUR & LABOUR WELFARE Implementing Department : LABOUR

- 1. Name of the Scheme :** Upgradation of ITI's into Centre of Excellence
- 2. Objective of the Scheme :**

Government ITI for Men, Mettupalayam as a Centre of Excellence for Plastic Processing and Government ITI (Men), Karaikal as a Centre for Excellence under the vocational training improvement project have been selected for World Bank Assistance.

3. Actual Physical Achievements during Eleventh Five Year Plan (2007-12) :

- i) 98 trainees trained in Centre of Excellence
- ii) 170 trainees trained in Vocational Training Improvement Project.

4. Physical Achievements for the Annual Plan 2012-13:

- i) 65 trainees were trained in Centre of Excellence
- ii) 229 trainees were trained in Vocational Training Improvement Project

5. Proposed Physical Targets for Annual Plan 2013-14:

- i) 65 trainees will be trained in Centre of excellence.
- ii) 229 trainees will be trained in Vocational Training Improvement Project.
- iii) 1,200 trainees will be trained under Modular Employable Skills.
- iv) Four Vocational Training Providers will be registered to create capacity under Modular Employable Skills Programme.

6. Remarks : Continuing Scheme

Scheme No. 5

Sector : LABOUR & LABOUR WELFARE

Implementing Department : LABOUR

1. Name of the Scheme : Grant-in-aid to Franco- Indian Vocational Training Institute / Pondicherry Unorganised Labourers' Welfare Society / Puducherry Building and Construction Workers' Welfare Board .

2. Objective of the Scheme :

Release of grant-in-aid to Franco-Indian Vocational Training Institute, Pondicherry Unorganised Labourers' Welfare Society and Puducherry Building and Construction Workers' Welfare Board .

3. Actual Physical Achievements during Eleventh Five Year Plan (2007-12) :

- i) 17,603 workers enrolled under the Puducherry Unorganized Labourers Welfare Society.
- ii) Training courses for Bio-Medical certificate, course for Engineers(BMCE) and Bio-Medical Certificate Course for Technician (BMCT) conducted by the Franco Indian Vocational Training Institute.

- iii) 20 students in BMCE and 35 students in BMCT trained and placement assistance provided to all in different organizations.

4. Physical Achievements for the Annual Plan 2012-13:

- i) 2213 workers were enrolled during the year under the Puducherry Unorganised Labourers Welfare Society.
- ii) 2128 construction workers were registered in Puducherry Building and Other Construction Workers Welfare Board.

5. Proposed Physical Targets for Annual Plan 2013-14:

- i) 4000 members would be enrolled in the Puducherry Unorganised Labourers Welfare Society.
- ii) Domestic workers would be registered in Puducherry Unorganised Labourers Welfare Society.
- iii) 2500 members would be registered in Puducherry Construction Workers Welfare Board.

6. Remarks : Continuing Scheme