

LABOUR AND LABOUR WELFARE

The department ensures the social security to the workers in the organized and unorganized sectors for a decent standard of living and the industrial peace for better relationship between employees and employers in order to protect the rights and interests of the employees. It also provides conciliation services to prevent and settle industrial disputes, quasi-judicial services, ensure industrial safety and health of the workers.

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. To improve the quality of Vocational Training and make it demand driven so as to ensure better employment of trained graduates and differently-abled persons.

The department also effectively enforces the provisions of Labour laws which include central legislations and state legislations. 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
Department : LABOUR

No. of Schemes : 7
(Plan : 5 + CSS : 2)

(₹ in lakh)

Annual Plan 2012-13 Actual Expenditure	:	1042.95
Annual Plan 2013-14 Approved Outlay	:	1270.00
Annual Plan 2013-14 Revised Outlay	:	1157.16
Annual Plan 2014-15 Proposed Outlay (Plan + CSS)	:	1300.00

(₹ in lakh)

Sl. No.	Name of the Scheme	Annual Plan 2012-13	Annual Plan 2013-14		Annual Plan 2014-15	
		Actual Expdr.	Approved Outlay	Revised Outlay	Proposed Outlay	Of which Capital content
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Strengthening of the Conciliation/ Enforcement Machinery/ Inspectorate of Factories / Industrial Hygiene and Occupational Health Unit and Expansion of Rural Labour Welfare Centres	101.65	152.83	131.23	153.65	--
2	Strengthening of the Directorate of Employment and Training	102.79	138.26	142.90	134.49	--
3	Improvement/Setting up of Govt. Industrial Training Institutes / Basic Training and Apprenticeship Training Schemes.	578.34	753.30	648.57	667.73	150.00
4	Upgradation of ITI's into Centre of excellence	41.12	31.29	20.04	33.58	--

(₹ in lakh)						
Sl. No.	Name of the Scheme	Annual Plan 2012-13	Annual Plan 2013-14		Annual Plan 2014-15	
		Actual Expdr.	Approved Outlay	Revised Outlay	Proposed Outlay	Of which Capital content
(1)	(2)	(3)	(4)	(5)	(6)	(7)
5	Grant-in-aid to Franco-Indian Vocational Training Institute / Pondicherry Unorganised Labourers' Welfare Society / Puducherry Building and Construction Workers' Welfare Board .	219.05	194.32	214.42	190.14	--
Total (Plan)		1042.95	1270.00	1157.16	1179.59	150.00
Name of the Centrally Sponsored Scheme			Actual Expdr. 2013-14	Unspent Balance as on 01.04.14	Proposed Outlay 2014-15	
6.	Skill Development Mission		16.42	60.21	60.41	
7.	Social Security for Unorganised Workers including Rashtriya Swasthaya Bima Yojana		--	--	60.00	
Total (CSS)			16.42	60.21	120.41	
Total (Plan + CSS)					1300.00	

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 effective implementation of the Labour Acts/rules. The above 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 plants etc., The scheme also provides for imparting training to women in embroidery, cutting, tailoring, needle work, doll making etc., Children of rural women Labourers are provided noon meals through and the Rural Labour Welfare Centre, eradication of child Labour is also an important objective of the Scheme.

3. Actual Physical Achievements made in the Annual Plan 2012-13 :

- Five training programme on industrial hygiene conducted.
- 14826 shops and establishment inspected.
- 360 women trained in the Rural Labour Welfare Centre.
- 2400 Workers examined medically.
- 200 Inspection on vessels (Boilers) conducted./1800 factories inspected.
- 3600 workers given safety training.
- 5 seminars, safety week/day conducted.
- 241 women trained in the Embroidery, needle work & doll making
- 5 Training Programmes for the SC Women in the Puducherry region and benefiting 125 trainees conducted.

4. Physical Achievement for the Annual Plan 2013-14:

- Special registration camp under enforcement were conducted
- Behavioral skill development programme/ 5 training programmes on industrial hygiene were conducted.
- 15423 shops and Establishment were inspected.

- 600 numbers of minimum wages inspections to be conducted in agricultural sector.
- 400 women are were trained in the Rural Labour Welfare Centre.
- 400 children were provided noon meals in the Rural Labour Welfare Centre.
- 2400 workers were medically examined.
- 200 inspections on vessels were conducted.
- 1800 factories were inspected.
- 3200 workers were given safety training.
- 5 seminars, safety week/day were conducted.
- 350 women were trained in the Embroidery, needle work & doll making
- 400 children at the age group of 3-5 were provided pre primary education and mid day meals.
- Five Industrial Harmony Programmes were conducted.
- Training Programme were conducted to 125 SC women.

5. Proposed Physical Targets for Annual Plan 2014-15:

- Special registration camp programme will be conducted under enforcement scheme.
- Behavioral skill development programme will be conducted.
- Five Training Programme on industrial hygiene will be conducted.
- 16000 shop and Establishment will be inspected.
- 600 numbers of minimum wages inspection will be conducted in agricultural sector.
- 400 women will be trained in the Rural Labour Welfare Centre.
- 400 children will be provided noon meals in the Rural Labour Welfare Centre.
- 2400 workers will be medically examined.
- 200 inspections on vessels will be conducted.
- 1900 factories will be inspected.
- 3200 workers will be given safety training.
- 5 seminars safety week/day will be conducted.
- Women will be trained in the Embroidery, needle work & doll making
- 400 children at the age group of 3-5 will be provided pre primary education and mid day meals.
- Three 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 Achievement made in the Annual Plan 2012-13

- 26000 candidates and 225 PH candidates registered.
- 22180 candidates and 900 PH candidates renewed.
- 30000 candidates and 1050 PH candidates sponsored.
- 30 seminars, exhibition and 3 job melas conducted.

4. Physical Achievement for the Annual Plan 2013-14:

- 26000 candidates and 225 PH candidates were registered.
- 22180 candidates and 900 PH candidates were renewed.
- 30000 candidates and 1050 PH candidates were sponsored.
- 30 seminars, exhibition and 3 job melas were conducted.

5. Proposed Physical Targets for the Annual Plan 2014-15:

- 25000 candidates and 150 PH candidates will be registered.
- 33000 candidates and 600 PH candidates will be renewed.
- 20000 candidates and 1050 PH candidates will be sponsored.
- Seminar, exhibition and 8 job melas will be conducted.

6. Remarks : Continuing Scheme

Scheme No. 3

Sector : LABOUR & LABOUR WELFARE

Implementing Department : LABOUR

1. Name of the Scheme : Expansion and improvement of Govt. Industrial Training Institutes 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

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 in Industrial establishments. Four Government ITIs have been selected for up-gradation 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 Achievement made in the Annual Plan 2012-13

- Training under Modular Employable Skills
- Strengthening of Nine ITIs.

4. Physical Achievement for the Annual Plan 2013-14:

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

5. Proposed Physical Targets for the Annual Plan 2014-15.

- Purchase of Machineries and equipments for training students.
- Purchase of Uniform cloth to the Trainees
- Award of merit Scholarship, meritorious award to passed out trainees
- Infrastructure upgradation.
- A new trade to be introduced I s Data conversion operator under IMC of Govt.ITI (Women) Puducherry.

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 Achievement made in the Annual Plan 2012-13

- 65 trainees trained. in Centre of Excellence.
- 229 trainees trained in Vocational Training Improvement Project.

4. Physical Achievement for the Annual Plan 2013-14:

- 65 trainees were trained in Centre of Excellence
- 229 trainees were trained in Vocational Training Improvement Project
- 1200 trainees were trained under Modular Employable skills..
- Four Vocational Training Providers were registered to create capacity under Modular Employable Skills Programme.

5. Proposed Physical Targets for the Annual Plan 2014-15:

- 65 trainees will be trained in Centre of Excellence
- 400 trainees will be trained in Vocational Training Improvement Project
- 1400 trainees will be trained under Modular Employable skills..
- Four Vocational Training Providers will be registered to create capacity under Modular Employable Skills Programm.

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, Puducherry Un- organized Labourers’s Welfare Society and Puducherry Building and Construction Workers Welfare Board.

3. Actual Physical Achievement made in the Annual Plan 2012-13

- 2213 workers enrolled during the year under the Puducherry Unorganized Labourers Welfare Society
- 2128 construction workers registered in Puducherry Building and Other Construction Workers Welfare Board.

4. Physical Achievement for the Annual Plan 2013-14:

- 4000 members were enrolled in the Puducherry Unorganised Labourers Welfare Society.
- Domestic workers were enrolled in Puducherry Unorganised Labourers Welfare Society
- 2500 members were registered in Puducherry Construction Workers Welfare Board.
- Modular Employable Skill short-term courses were started and 100 students were trained in Franco Indian Vocational Training Institute Society.

5. Proposed Physical Targets for the Annual Plan 2014-15.

- 4000 members will be enrolled in the Puducherry Unorganised Labourers Welfare Society.
- Domestic workers will be enrolled in Puducherry Unorganised Labourers Welfare Society
- 2500 members will be registered in Puducherry Building and Other Construction Workers Welfare Board.
- More than 200 students will be trained under Moduler Employable Skill short term courses started in Franco Indian Vocational Training Institute Society.

6. Remarks : Continuing Scheme

Scheme No. 6

Sector : LABOUR & LABOUR WELFARE Implementing Department : LABOUR

1. Name of the Scheme : Skill Development Mission (CSS)

2. Objective of the Scheme :

To improve the employment outcomes of the graduates from the vocational training system, by making the design and delivery of training more demand responsive.

3. Actual Physical Achievement made in the Annual Plan 2012-13 : ---**4. Physical Achievement for the Annual Plan 2013-14:**

- Training is imparted in upgraded trades namely Machinist, Turner, Welder, Instrument Mechanic, Mechanic (Motor Vehicle) and Mechanic (Diesel).

5. Proposed Physical Targets for the Annual Plan 2014-15.

- 150 trainees to be imparted training in various trades.

6. Remarks : Continuing Scheme

Scheme No. 7

Sector : LABOUR & LABOUR WELFARE

Implementing Department : LABOUR

1. Name of the Scheme : Social Security for Unorganised Workers including Rashtriya Swasthaya Bima Yojana (CSS)

2. Objective of the Scheme :

The scheme is to cover the BPL workers and their families. A family comprises the house-head, spouse and upto three dependents including children and parents as per the data base. The beneficiaries is to be issued Smart Card for the purpose of availing medical treatment in the empanelled hospitals upto Rs. 30,000/-

3. Actual Physical Achievement made in the Annual Plan 2012-13 : ---

- Smart Cards issued to 9488 BPL families covering 33,223 family members for availing treatment in the empanelled hospitals.
- The release of central share of Rs.29,50,290/- and contribution of state share to a tune of Rs.5,15,130/- paid to United India Insurance Company Ltd., Puducherry.

4. Physical Achievement for the Annual Plan 2013-14:

- 6,467 smart cards were issued in Puducherry Region.
- 560 Smart cards were issued in Karaikal region.

5. Proposed Physical Targets for the Annual Plan 2014-15.

- The scheme will be started in Yanam and Mahe regions.

6. Remarks : Continuing Scheme