

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 departments also ensure social security to the workers in the organized and unorganized sectors for a decent standard 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 legislation. The Inspectorate of Factories and Boilers ensures the compliance of safety provisions of Factories Act, 1948, and Indian Boilers Act, 1980. There are 2093 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 Government ITI(M), Mettupalayam, Puducherry to impart skill in Plastic Sector. The Government ITI(M) Karaikal has been taken up for up-gradation 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., Government ITI(W), Puducherry, Government ITI (W), Karaikal, Government ITI, Nettapakkam, Puducherry and Netaji Subash Chandra Bose Government ITI, Yanam have been taken up for up-gradation in association with an industry partner under the scheme "Upgradation of 1396 Government 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. 1500 Training places have been located 730 apprentices are engaged in various industries. Under Apprenticeship Act, 321 Establishment and 50 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, 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 2014-15 Actual Expenditure	:	1030.11
Annual Plan 2015-16 Approved Outlay	:	1531.41
Annual Plan 2015-16 Revised Outlay	:	1181.41
Annual Plan 2016-17 Proposed Outlay	:	2396.19

(₹ in lakh)

Sl. No.	Name of the Scheme	Annual Plan 2014-15	Annual Plan 2015-16		Annual Plan 2016-17	
		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	143.17	166.30	192.75	218.39	--
2	Strengthening of the Directorate of Employment and Training	109.14	147.11	108.15	291.81	150.00
3	Improvement/setting up of Govt. Industrial Training Institutes / Basic Training and Apprenticeship Training Schemes.	596.90	870.22	581.89	1058.34	150.00
4	Upgradation of ITI's into Centre of excellence	7.42	30.03	1.87	10.94	--

(₹ in lakh)

Sl. No.	Name of the Scheme	Annual Plan 2014-15	Annual Plan 2015-16		Annual Plan 2016-17	
		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 .	152.11	167.34	146.34	666.30	--
	Total (Plan)	1008.74	1381.00	1031.00	2245.78	300.00
	Name of the Centrally Sponsored Scheme					
6.	Skill Development Mission	21.37	120.41	120.41	120.41	
7.	Social Security for Unorganised Workers including Rashtriya Swasthaya Bima Yojana	0.00	30.00	30.00	30.00	
	Total (CSS)	21.37	150.41	150.41	150.41	
	Total (Plan + CSS)	1030.11	1531.41	1181.41	2396.19	300.00

Scheme No. 1

Sector : LABOUR & LABOUR WELFARE

Implementing Department : LABOUR

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

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, grand 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 2014-15 :

- Special registration camp under enforcement were conducted.
- Behavioral skill development programme / 5 training programmes on industrial hygiene Were conducted
- 14300 shops and establishment were inspected.
- 600 numbers of minimum wages inspections to be conducted in agricultural sector
- 373 women were trained in the Rural Labour Welfare Centre.
- 139 children were provided noon meals in the Rural Labour Welfare Centre
- 3048 Workers were examined medically.
- 200 Inspection on vessels (Boilers) conducted. 2020 factories inspected.
- 3860 workers given safety training.
- Five seminars, safety week/day were conducted.
- 180 women were trained in the Embroidery, needle work & doll making
- 1 Industrial Harmony Programmes were conducted
- Training Programmes were conducted to 125 SC Women

4. Physical Achievement for the Annual Plan 2015-16:

- Special registration camp under enforcement are to be conducted.
- Behavioral skill development programme / 5 training programmes on industrial hygiene conducted.
- 12900 shops and Establishment inspected.
- 600 numbers of minimum wages inspections conducted in agricultural sector.
- 2095 women are trained in the Rural Labour Welfare Centre.
- 202 children are provided noon meals in the Rural Labour Welfare Centre.
- 4003 workers were medically examined.
- Inspections on 172 Boilers and 1870 factories conducted.
- 3295 workers were given safety training.
- One seminar, safety week/day conducted.
- 1880 women were trained in the Embroidery, needle work & doll making.
- One Industrial Harmony Programme conducted.
- Training Programme for 260 SC Women beneficiaries through Rural Labour welfare.

5. Proposed Physical Targets for Annual Plan 2016-17:

- Special registration camp programme will be conducted under enforcement scheme.
- Conduct of behavioral skill development programme under Welfare Scheme .
- 15000 shop and Establishment will be inspected.
- 600 numbers of minimum wages inspection will be conducted in agricultural sector.
- 2110 women will be trained in the Rural Labour Welfare Centre.
- 140 children will be provided noon meals in the Rural Labour Welfare Centre.
- 2400 workers will be medically examined.
- Inspections on 200 Boilers and 2020 factories are to be conducted.
- 4100 workers will be given safety training.
- 5 seminars safety week/day will be conducted.
- 1900 women will be trained in the Embroidery, needle work & doll making
- 4 Industrial harmony programmes will be conducted
- Conducted Training Programme for 260 SC Women beneficiaries through Rural Labour welfare.

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 2014-15

- 16680 Candidates were registered.
- 435 PH Candidates were registered.
- 8508 Candidates were renewed.
- 532 PH Candidates were renewed.
- 162 PH Candidates were sponsored.
- 30 Seminars were conducted.
- 1 Exhibition were Conducted.
- 106 Job Melas were conducted.

4. Physical Achievement for the Annual Plan 2015-16:

- 26504 Candidates are registered.
- 225 PH Candidates are registered.
- 41621 Candidates are renewed.
- 900 PH Candidates are renewed.
- 30000 Candidates are sponsored.
- 1050 PH Candidates are sponsored.
- 26 Seminar are conducted.
- 1 Exhibition are Conducted.
- 2 Job Melas are conducted.

5. Proposed Physical Targets for the Annual Plan 2016-17:

- 26650 Candidates will be registered.

- 150 PH Candidates will be registered.
- 43032 Candidates will be renewed.
- 600 Ph Candidates will be renewed.
- 20000 Candidates will be sponsored.
- 1050 PH Candidates are to be sponsored.
- 30 Seminar will be conducted.
- 1 Exhibition will be conducted.
- 5 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 un employed youth.

3. Actual Physical Achievement made in the Annual Plan 2014-15

- 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.
- ITI (Women), Karaikal conducted the following courses under Modular Employable Skills
- such as Computer Fundamentals, MS Office,& Internet, Machine Embroidary Operator, Tailor (Basic Sewing Operator) and so far 78 trainees trained.

- Award of merit scholarship/meritorious award to meritorious students
- Implementation of Semester system for better skill imparting

4. Physical Achievement for the Annual Plan 2015-16:

- Up gradation of four ITIs , under the Central Scheme, “Up-gradation 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.
- ITI (Women), Karaikal conducted the following courses under Modular Employable Skills such as Computer Fundamentals, MS Office,& Internet, Machine Embroidary Operator, Tailor (Basic Sewing Operator) and so far 78 trainees trained.
- 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 2016-17.

- Procurement of tools, equipments and machineries to all trades to obtain accreditation from DGE&T.
- An amount of 2 crores is required for purchase of Machineries and equipment for 2016-17 for procurement of tools, equipments and machineries to all Traded to obtain accreditation from DGE&T which is a prime objective under priority.
- In Govt. ITI (Women), Karaikal 3 new courses viz. Accounts Assistant Using Tally, Bridal Makeup Artist and BRIDGE – Short term Employable Skill course in Retails Sector are to be started by Institute Management Committee under PPP mode.
- In Govt. ITI, Villianur Machineries & Equipments are to be fully purchased for the trade of Catering & Hospitality Assistant to obtain affiliation from DGET, New Delhi.

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 2014-15

- 8 trainees were trained in Centre of Excellence
- 358 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.

4. Physical Achievement for the Annual Plan 2015-16:

- 10 trainees trained in Centre of Excellence
- 397 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 2016-17:

- 60 trainees are to be trained in Centre of Excellence
- 10 trainees are to be trained in Centre of Excellence
- 542 trainees are to be trained in Vocational Training Improvement Project
- 1400 trainees are to be trained under Modular Employable skills..
- 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, Puducherry Un-organized Labourers’s Welfare Society and Puducherry Building and Construction Workers Welfare Board.

3. Actual Physical Achievement made in the Annual Plan 2014-15

- 4000 workers were enrolled during the year under the Puducherry Unorganized Labourers Welfare Society
- Domestic workers were enrolled in Puducherry Unorganized 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.

4. Physical Achievement for the Annual Plan 2015-16:

- An amount of Rs.2,37,90,500/- has been spent towards the welfare benefits to the 21495 registered members.
- 2200 members were registered in Puducherry Construction Workers Welfare Board out of which 600 will be of Scheduled Caste.
- 26000 workers were covered under the Insurance Scheme. An amount of Rs.2,51,04,000/- is required for disbursement towards the Insurance scheme.
- Pension to the construction workers and to the Unorganized Labourers Swavalamban scheme under which a minimum of Rs.1000/- per month paid to the registered workers and un-organized labourers who have attained 60 years of age.

5. Proposed Physical Targets for the Annual Plan 2016-17.

- A new scheme called Rashtriya Swasthya Bhima Yojna (RSBY) for providing Health Insurance to the enrolled members who are under below poverty line. A sum of Rs.30,000/- per year is granted to the family members (5 family members only)
- Continuation of Swavalamban Pension Scheme to the construction workers and to the Unorganized Labourers.
- 2640 members are to be registered in Puducherry Construction Workers Welfare Board during 2015-16, out of which 720 will be of Scheduled Caste
- All the registered workers would be covered under the Insurance Scheme.

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 2014-15 :**

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

4. **Physical Achievement for the Annual Plan 2015-16:**

- Training is imparted in upgraded trades namely Machinist, Turner, Welder, Instrument Mechanic, Mechanic (Motor Vehicle) and Mechanic (Diesel)
- Training is imparted in upgraded trades namely Machinist, Turner, Welder, Instrument Mechanic, Mechanic (Motor Vehicle) and Mechanic (Diesel)
- In ITI Women, Karaikal conducted the MS Office, machine embroidery operator and tailoring courses under Modular Employable Skills – Skill Development Initiative Scheme. 78 trainees including SC Women were trained in this scheme.

5. **Proposed Physical Targets for the Annual Plan 2016-17.**

- 150 trainees to be imparted training in various trades.
- In ITI Women Karaikal the following three new courses will be started by Institute Management Committee under PPP mode.
 - a. Accounts Assistant Using Tally
 - b. Bridal Makeup Artist
 - c. Bride –Short term Employable Skill course in retail sector (Supermarket & Pharmacy)

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-hold, 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 2014-15 :

- Smart cards issued to 6467 in Puducherry region
- 560 Smart cards were issued in Karaikal region.

4. Physical Achievement for the Annual Plan 2015-16:

- A new scheme called Rastriya Swasthaya Bhima Yojna (RSBY) for providing health insurance to the enrolled members who are under below poverty line. Under this scheme a sum of Rs.30,000/- per year granted to the members's family (only five family members)

5. Proposed Physical Targets for the Annual Plan 2016-17:

- To provide pension @ Rs.1000/per month to the construction workers and unorganized labourers who have attained 60 years of age.

6. Remarks : Continuing Scheme