



**LABOUR AND EMPLOYMENT
DEPARTMENT**

**POLICY NOTE ON
LABOUR, FACTORIES,
EMPLOYMENT AND TRAINING**

DEMAND NO. 32

2008 – 2009

**Thiru T.M. Anbarasan
Minister for Labour**

©
Government of Tamil Nadu

2008

Index

SI.No.	CONTENTS
	Introduction
	The New Schemes brought under Part II Schemes for the year 2008-09
1.	Labour Department (A) Industrial Relations (B) Enforcement (C) Minimum wages (D) Social Security (E) Housing Scheme for Beedi Workers (F) Weights and Measures
2.	Elimination of Child Labour
3.	Organised Sector Tamil Nadu Labour Welfare Board
4.	Unorganised Sector Welfare Boards 1. Tamil Nadu Manual Workers Welfare Board 2. Tamil Nadu Construction Workers Welfare Board 3. Health Insurance Scheme
5.	Inspectorate of Factories (A) Regulatory Functions (B) Occupational Safety, Health and Training
6.	Tamil Nadu Institute of Labour Studies
7.	Department of Employment and Training (A) Employment Wing 1. Employment Exchanges 2. Unemployment Assistance Scheme (B) Training Wing 1. Craftsmen Training Scheme (a) Industrial Training Institute (b) Industrial Schools (c) Centres of Excellence (d) Modular Employable Skill 2. Apprenticeship Training Scheme
8.	Overseas Manpower Corporation Limited (A) Overseas Job Seekers (B) Orientation cum Training Programme (C) State Level Advisory Committee
9.	Employees State Insurance Scheme
10.	Employees' Provident Fund Organisation

INTRODUCTION

Labour and Employment Department addresses multi-dimensional, socio-economic aspects concerning labour welfare, productivity, living standard of workers and social security. Skill upgradation through suitable training is of utmost importance to raise the living standard of work force and achieve higher productivity. Government is fully committed to protect and safeguard the interest of workers both in organized and unorganized sectors, women labour, migrants going for overseas employment and to provide services to job seekers. This department seeks to achieve these objectives through enforcement of labour laws and implementation of schemes relating to labour welfare, social security, health and safety of workers, employment services and vocational training.

Commissionerate of Labour, Chief Inspectorate of Factories, Commissionerate of Employment and Training, Tamil Nadu Labour Welfare Board, Tamil Nadu Construction Welfare Board and Tamil Nadu Manual Workers Welfare Board with 12 separate welfare boards for various unorganized workers, Tamil Nadu Institute of Labour Studies, Overseas Man Power Corporation and Directorate of Medical & Rural Health Services (ESI) are functioning under this department.

Commissionerate of Labour looks after settlement of industrial disputes, enforcement of labour laws, minimum wages, eradication of child labour, implementation of various schemes for organized and un-organized sector.

Inspectorate of Factories takes care of Health, Safety, Training and Development functions of the workers and perform regulatory functions under various Acts.

Employees State Insurance Scheme is taking care of the medical benefits to all insured persons. This scheme is implemented through Employees' State Insurance Hospitals and Dispensaries.

Commissionerate of Employment and Training has two wings. The Employment Wing provides Employment services through a network of Employment Exchanges. The Training Wing supervises technical training offered in ITIs and Industrial Schools.

The Overseas Manpower Corporation Limited is mainly formed to secure the foreign employment. The interest of the common man from being exploited by the private recruiting agents is also safeguarded.

Schemes and other aspects relating to the above organizations are dealt with in the subsequent chapters.

New Schemes brought under Part-II Schemes for the year 2008-09 are given below.

New Schemes brought under Part-II Schemes for the year 2008-2009

Sl. No	Description of the Scheme	Expenditure (Rupees in lakhs)
1.	Secretariat Purchase of Computers, Printers and accessories for use in Labour and Employment Department	13.00
2.	Labour Provision of Xerox machines to the District Offices in the Labour Department	7.50
3.	Replacement of existing manually operated physical balances by digital balances	28.00
4.	Employment and Training Provision of Wooden Long benches to 25 District Employment Offices.	6.25
5.	Provision of Public Address Systems for the 17 District Employment Exchanges	2.72

6.	Provision of Telephone facilities to the six Special Offices	1.86
7.	Replacement of Jeep for the use of Regional Deputy Director (Employment), Madurai	7.00
8.	Renovation of Government I.T.I. Buildings	100.00
9.	Starting of New / Additional trades in the existing I.T.I.s	50.00
10.	Purchase of Computers, Printers for Examination Cell at Commissionerate	1.50
11.	ISO Certification to 5 Government I.T.I.s	5.00
12.	Inspectorate of Factories Purchase of 20 computers and accessories with furniture to the Office of the Inspectorate of Factories and replacement of old computers with New computers to 6 Deputy Chief Inspectors of Factories and Broad Band connectivity with modem to all offices of the Inspectorate of Factories	13.72
13.	Medical and Rural Health Services (ESIs) Procurement of Medical Equipments to ESI Hospitals at Coimbatore, Chennai, Trichy, Sivakasi, Hosur, Vellore and Madurai	87.40
TOTAL		323.95

CHAPTER - I

LABOUR DEPARTMENT

1.1. The ambit of the labour policy includes improvement of the living and working conditions of the worker, human resources development, creation and maintenance of an atmosphere conducive for peaceful industrial relations in the State, and strict enforcement of labour laws and provision of social security for workmen in all sectors. The policy recognizes that the workers are one of the best assets that their potential should not be allowed to go waste. The policy takes note of the fact that the workers in the unorganized sector constitute the majority of the work force in the country and play a major role in the economic development of the country. This Government extends its special attention to the working class employed in Un-organized Sector, to ensure welfare of the workers employed in this sector.

1.2. This Department also looks after the interest of each and every citizen who is a consumer in one way or another. To ensure protection to the consumers, Standards of Weights and Measures (Enforcement) Act, 1985 and Standards of Weights and Measures (Packaged Commodities) Rules, 1977 are effectively enforced by this Department.

1.3. The Department is enforcing 28 Labour Legislations with a noble task of protecting the organized and unorganized workers.

1.4. Thus, the Labour Department is working with the object of ensuring good industrial relations, welfare of organized and unorganized workers, protection of consumer interest and enforcement of various laws under the Commissioner of Labour. In addition, Additional Commissioner of Labour is looking to eradicate Child Labour in this State. Two Joint Commissioners of Labour and three Deputy Commissioners of Labour are in Head quarters to assist the Commissioner of Labour. There are four Zonal Joint Commissioners of Labour and nine Regional Deputy Commissioners of Labour are responsible for implementation and enforcement of various Labour laws.

A. INDUSTRIAL RELATIONS

1.5. Industrial relations has become one of the most delicate and complex problems of the modern Industrial society. For Industrial progress, healthy and cordial industrial relationship between the worker and management is essential. The Government is committed to ensure creation of conducive atmosphere for harmonious industrial relations between workers and management. The officers of the Labour Department accomplish this important task through the process of conciliation and settlement of Industrial Disputes.

1.6. During the year, the total number of lockouts and strikes were 56 and 10 respectively. The total number of strikes and lock-outs settled during the year was 56 and 11 respectively (including previous pending).

1.7. During the year, 5,444 disputes were settled. The important disputes settled under Section 12(3) of the Industrial Disputes Act, 1947 during the year 2007 are as follows:

1. Caterpillar India Private Limited, Tiruvallur
2. Tamil Nadu Electricity Board
3. Dunlop India Limited, Ambattur.
4. Sirius Zip Fasteners, Manamadurai.

1.8. During the year 2007, due to the handling of the disputes relating to Bonus by the Conciliation Officers of this department carefully most of the issues relating to Bonus were solved amicably.

LABOUR COURTS

1.9. Labour Courts adjudicate on matters specified in the Second Schedule to the Industrial Disputes Act, 1947. There are following 10 Labour Courts functioning in the State:-

Sl. No.	LABOUR COURT	JURISDICTION
1.	Principal Labour Court, Chennai.	Chennai, Kancheepuram and Tiruvallur Districts
2.	Additional Labour Court-I, Chennai.	
3.	Additional Labour Court-II Chennai.	
4.	Labour Court, Vellore.	Vellore and Tiruvannamalai Districts
5.	Labour Court, Salem.	Salem, Erode, Namakkal,

		Dharumapuri and Krishnagiri Districts.
6.	Labour Court, Coimbatore.	Coimbatore and the Nilgiris Districts
7.	Labour Court, Cuddalore.	Cuddalore, Villupuram, Nagapattinam, Thanjavur and Tiruvarur Districts.
8.	Labour Court, Tiruchirapalli.	Tiruchirapalli, Pudukkottai, Perambalur, Karur, and Dindigul Districts.
9.	Labour Court, Madurai.	Madurai, Virudhunagar, Sivagangai, Ramanathapuram and Theni Districts.
10.	Labour Court, Tirunelveli.	Tirunelveli, Thoothukudi and Kanniyakumari Districts.

In order to help the workers get speedy statutory relief two more Labour Courts have been established. They are

Sl. No.	LABOUR COURT	JURISDICTION
1.	Additional Labour Court-III, Chennai.	Chennai, Kancheepuram and Tiruvallur Districts
2.	Additional Labour Court-I, Vellore.	Vellore and Tiruvannamalai Districts

INDUSTRIAL TRIBUNAL

1.10. At Chennai, there is also an Industrial Tribunal with its Head quarters. The Industrial Tribunal adjudicates on matters specified in the Second and Third Schedule to the Industrial Disputes Act, 1947.

STATE LABOUR ADVISORY BOARD

1.11. It is a tripartite high level committee consisting of the representatives of the Employers, Trade Unions and Government Officials. This Board is headed by Hon'ble Minister for Labour. This Board meets to discuss about the labour problems, amendments to Act and Rules and give recommendations to Government.

GOOD INDUSTRIAL RELATIONS AWARD SCHEME

1.12. With a view to promote healthy industrial relations, the Government have reconstituted the committee for choosing the winners under Good Industrial Relations Award Scheme under the Chairmanship of a retired High Court Judge and is functioning for awarding the prizes to the best Managements and Trade Unions.

B. ENFORCEMENT

1.13. In addition to the conciliation and settlement of Industrial Disputes, the Labour Department is entrusted with the task of the enforcement of 28 Labour legislations. The enforcement machinery in Labour Department organizes special drive to ensure compliance of statutory requirements of Labour Laws and Weights and Measures Laws. The prime duty

of the enforcement officials of this Department is to persuade the parties concerned to achieve the objects enshrined in such Statutes or to launch prosecution for non compliance. With this object in mind, this department acts judiciously to ensure that the workers enjoy the benefits under various Labour Enactments. The details pertaining to inspections made and prosecutions launched under various Labour Laws are given in the Performance Budget.

The following is the list of some of the important Labour legislations enforced by the Labour Department :-

THE TAMILNADU SHOPS AND ESTABLISHMENTS ACT, 1947

1.14. This Act was enacted to regulate the employment of workers in Shops and Commercial Establishments. There are 3,16,252 Shops and establishments in the State. During the year 2007, 2,90,902 inspections were made and 25,134 cases were disposed, out of which 24,755 cases were compounded and a sum of Rs.16,31,640/- was realized by the Department. Remaining 379 cases were disposed by Courts and Rs.29,640/- was levied as fine. 133 appeals were disposed by the appellate authorities.

THE TAMILNADU CATERING ESTABLISHMENTS ACT, 1958

1.15. This Act regulates the employment of workers in Catering Establishments. There are 27,571 catering establishments in the State. During the year 2007, a sum of Rs.10,94,858/- has been collected as licence fee from the employers of catering establishments. During this year, 40,781 inspections were made, 2,675 cases were compounded and a sum of Rs.2,06,550/- was collected by the department as compounding fee and Rs.12,150/- was levied as fine by the Courts in 215 cases.

THE TAMILNADU INDUSTRIAL ESTABLISHMENTS (NATIONAL AND FESTIVAL HOLIDAYS) ACT, 1958

1.16. This Act has been enacted to provide for the grant of National and Festival Holidays to persons employed in industrial establishments in the State of Tamil Nadu. During the year 2007, totally 98,139 inspections were made, 6,787 cases were disposed off, out of which 6,180 cases were compounded and a sum of Rs.3,77,710/- was collected as compounding fee. 607 cases were disposed off by the Courts and a sum of Rs.6,050/- was levied as fine.

THE PAYMENT OF WAGES ACT, 1936

1.17. The object of this Act is to ensure the prompt payment of wages to the employees and to avoid unauthorized deductions from their wages. During the year 2007, 31,205 inspections were made. The Regional Deputy Commissioners of Labour have been notified as authorities to hear and decide the claims under this Act. 99 cases were disposed off and a sum of Rs.9,26,05,590/- was ordered to be paid as wages to the claimants.

CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970

1.18. The Contract Labour (Regulation and Abolition) Act was enacted with an object to regulate the employment of contract labour in certain establishments and to abolish this system in certain circumstances and for matters concerned therewith. During the year 2007, 3309 inspections were made. 390 establishments were registered as Principal Employers and licenses were issued to 487 contractors. A sum of Rs.4,71,105/- was collected by way of registration fee and license fee.

1.19. In order to advise the Government on such matters, arising out of the administration of this Act, a State Advisory Contract Labour Board, tripartite committee is functioning under the Chairmanship of the Secretary to Government, Labour and Employment Department.

THE TAMILNADU INDUSTRIAL ESTABLISHMENT (CONFERMENT OF PERMANENT STATUS TO WORKMEN) ACT, 1981

1.20. The main object of this Act is to provide for the Conferment of Permanent Status to Workmen in Industrial establishments. During the year 2007, 2,171 inspections were made and 890 applications were disposed off under this Act. 208 beneficiaries were benefited,

THE MOTOR TRANSPORT WORKERS ACT, 1961

1.21. Every employer of a Motor Transport Undertaking wherein 5 or more workers are employed has to register the establishment under this Act. The number of motor transport undertakings registered at the end of the year 2007 is 2030. The number of workers employed in the said undertakings is 1,16,320. A sum of Rs.3,72,086/- was collected by way of registration fee and other charges. During this year, 5,026 inspections were made. 286 cases were disposed off by Courts after realization of fine amount of Rs.1,19,650/-.

THE WORKING JOURNALISTS AND OTHER NEWSPAPER EMPLOYEES (CONDITIONS OF SERVICE AND MISCELLANEOUS PROVISIONS) ACT, 1955

1.22. This Act has been passed to regulate the conditions of service of working journalists and other persons employed in Newspaper Establishments. The Government have constituted a Tripartite Committee to monitor the implementation of the recommendations of the Manisana Wage Board to the Workers. During the year 2007, 113 inspections have been made by the Enforcement officers.

THE INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946

1.23. This Act has been enacted to require employers in Industrial Establishments to define conditions of employment under them and to make the said conditions known to workmen. The Zonal Joint Commissioners of Labour have been notified as Certifying Officers under this Act. During the year 2007, 369 Industrial Establishments were certified.

THE TRADE UNIONS ACT, 1926

1.24. This Act has been enacted to provide for the registration of trade unions. The Regional Deputy Commissioners of Labour have been notified as Additional Registrar of Trade Unions to register the Trade Unions. During the year 2007, 812 Trade Unions were registered and a sum of Rs.1,02,900/-was collected as registration fees and Rs.5,250/- as amendment fees. The total number of Trade Unions registered so far is 10,819.

THE PLANTATIONS LABOUR ACT, 1951

1.25. This Act and Rules provides for the welfare of the Plantation Labour and to regulate the conditions of work in plantations and they are applicable to any land used or intended to be used for the growing of Coffee, Tea, Rubber and Cardamom with an extent of five hectares or more and in which 15 or more persons are employed. This Act also provides free housing to workers, free medical treatment to workers and their families, provision of protective clothing, drinking water, etc.

1.26. The Plantation Labour Housing Advisory Board, a Statutory Committee constituted under the Chairmanship of the Secretary to Government, Labour and Employment Department under this Act functions effectively to ensure the provision of proper housing facilities to the plantation labour. This Tripartite Committee consisting of the representatives of planters, workers and Government officials.

1.27. The total plantation area in Tamilnadu is 68,285 hectares and the total number of workers is 76,813. (29,711 men and 47,102 women). Total number of registered plantations is 688. During the year 2007, 4604 inspections were made. 156 cases were disposed by Courts and a sum of Rs.44,550/- was levied as fine by Courts.

1.28. Plantations Labour Advisory Committee headed by the Commissioner of Labour is also a tripartite committee which deals with problems in the enforcement of this Act and Rules.

C. MINIMUM WAGES

1.29. Under the Minimum Wages Act, 1948, the Government have to fix/revise minimum rates of wages by following committee method or Notification Method, as the case may be. The Government have issued orders that the minimum rates of wages for the Scheduled Employments under this Act shall be revised once in four years for which the process shall start at the end of the third year from the date of initial fixation / last revision. In order to neutralize the cost of living, while fixing / revising minimum wages, the Government have made the policy to fix Dearness Allowance (D.A.) linked to cost of living index called Variable Dearness Allowance (V.D.A.) in addition to Basic Wages.

1.30. The present policy of the Central Government that in any industry, the lowest wage per day should not be less than the National Minimum Wage of Rs.80/- with effect from 1.9.2007.

1.31. There are 91 employments included in the schedule of Minimum Wages Act. The employment in 'Textile Mills' has been included in Part -I of the Schedule to the Minimum Wages Act.

1.32. During the year 2007, the Minimum rates of wages were revised for the following employments;

1. Tanneries and Leather Manufactory.
2. Tobacco (including Beedi Making) Manufactory
Guaranteed Time Rates of Wages to Beedi Rollers
3. Synthetic Gem Cutting Industry
4. General Engineering and Fabrication Industry

1.33. During the year 2007, preliminary Notifications were issued by the Government for revision of minimum wages for the following employments;

1. Tobacco (Beedi Rollers) Manufactory
2. Polythene Manufactory Processing Foam items and Plastic Manufactory
3. Food Processing Industry
4. Coir Manufactory
5. Bricks and Tiles Manufactory
6. Tobacco Manufactory (Snuff Industry)
7. Rice Mills, Flour Mills and Dhall Mills
8. Tobacco Manufactory (Scented and Chewing Tobacco)
9. Auto Rickshaw and Taxis

10. Coffee Curing Works
11. Public Motor Transport
12. Soap Manufactory
13. Appalam Manufactory
14. Timber Industry
15. Bakeries and Biscuits Manufactory

1.34. The 9 Regional Deputy Commissioners of Labour have been notified as Authorities to hear the claim petitions under Section 20(1) of the Minimum Wages Act. 1,044 claim petitions were disposed off and a sum of Rs.13,99,63,944/- was ordered to be paid as wages to the claimants and 1,22,311 inspections were made by the enforcement officers of this department.

D. SOCIAL SECURITY

The following Acts are also implemented to safeguard the social security of the workers:-

THE PAYMENT OF GRATUITY ACT, 1972

1.35. This Act provides for payment of gratuity to the employees on their retirement or on their termination of employment, if he/she had put in a continuous service for not less than five years. Gratuity is also paid on the death or disablement due to accident or disease. The maximum amount of gratuity payable under the Act is Rs.3.5 lakhs.

1.36. The Assistant Commissioners of Labour in the office of the Regional Deputy Commissioners of Labour and the Zonal Joint Commissioners of Labour have been notified as Controlling Authority and Appellate Authority respectively under this Act. During 2007, out of 2701 claims, 1,024 claims were disposed off and a sum of Rs.1,43,81,554/- was ordered to be paid to the claimants and 127 appeals were disposed by the appellate authorities.

THE PAYMENT OF BONUS ACT, 1965

1.37. This Act applies to persons employed in every factory and establishment where 10 or more persons are employed. The establishments covered under the Act shall continue to pay bonus even if the number of employees subsequently fall below 10. A minimum bonus of 8.33% has to be paid irrespective of losses incurred. The Act has prescribed a formula for calculating the admissible bonus when a company makes profit. Every employee drawing salary for wages not exceeding Rs.3500/- per month, who has worked for not less than 30 days in an accounting year was eligible for bonus. It has now been enhanced to Rs.10,000/- per month and calculation will be done with minimum amount of Rs.3,500/- per month. Maximum bonus payable under the Act is 20%.

THE MATERNITY BENEFIT ACT, 1961

1.38. The Maternity Benefit Act, 1961 regulates the employment of women during maternity period. The Act provides for maternity benefits like 12 weeks leave with wage for childbirth i.e. 6 weeks before delivery and 6 weeks after delivery, one-month medical leave on Medical Certificate, 6 weeks leave for miscarriage etc., This Act also provides for the payment of medical bonus, if no pre-natal and post-natal care is provided by the employer at free of cost. During the year 2007, 8,524 inspections were made and 8 cases were disposed off and sum of Rs.18,000/- ordered to be paid to the claimants.

THE EQUAL REMUNERATION ACT, 1976

1.39. The Equal Remuneration Act, 1976 is an Act to provide for the payment of Equal Remuneration to men and women workers for the prevention of discrimination on the ground of sex, against women in the matter of employment. Equal Remuneration Advisory Committee headed by the Secretary to Government, Labour and Employment Department is a tripartite committee is functioning under this Act. During 2007, 11,602 inspections were conducted by the enforcement officers. 12 cases were disposed by the Courts and a sum of Rs.1,610/- has been collected as fine.

THE TAMILNADU PAYMENT OF SUBSISTENCE ALLOWANCE ACT, 1981.

1.40. The Tamil Nadu Payment of Subsistence Allowance Act, 1981 has been passed to make it a statutory obligation on the part of the employer to pay subsistence allowance to the employees during the period of their suspension. The Assistant Commissioners of Labour in the office of the Regional Deputy Commissioners of Labour and the Regional Deputy Commissioners of Labour have been notified as Authorities and Appellate Authorities respectively under this Act. During 2007, 285 claims under this Act were disposed off and a sum of Rs.31,70,701/- was ordered to be paid to the claimants and 21 appeals were disposed.

THE WORKMEN'S COMPENSATION ACT, 1923

1.41. The Workmen's Compensation Act, 1923 has been enacted to provide for compensation to workers in the event of loss of earning capacity due to accident. The Regional Deputy Commissioners of Labour have been notified as Commissioners to hear and decide the claims under this Act.

1.42. The compensation amount awarded is to be deposited by the employers and disbursement to be made to the claimants. In case of default in depositing the amount awarded by the employers, the Deputy Commissioners of Labour are taking action to collect the amount through District Collectors under Revenue Recovery Act. During the year 2007, 2,868 cases were disposed off and a sum of Rs.22,39,36,549/- was ordered to be paid as compensation to the claimants.

E. HOUSING SCHEME FOR BEEDI WORKERS

BEEDI AND CIGAR WORKERS (CONDITIONS OF EMPLOYMENT) ACT, 1966

1.43. The welfare of Beedi workers, most of whom are below poverty line, is engaging the attention of this department and various benefits are provided to them by welfare legislations. 8,991 industrial workers and 2,36,839 domestic workers are working in 1,989 Beedi establishments. 4,411 inspections were made during 2007. Out of 641 cases, 370 cases were disposed off by Courts and a sum of Rs.88,050/- was levied as fine. A sum of Rs.1,65,567/- has been collected as license fee.

INTEGRATED BEEDI WORKERS' HOUSING SCHEME IN TAMIL NADU

1.44. To uplift the socio-economic conditions of the beedi workers, the "Revised Integrated Housing Scheme for Beedi Workers, 2007" of the Government of India is being implemented in Tamil Nadu. The above scheme was revised by the Government of India with effect from 1.4.2007. According to this scheme, the cost of construction per house is Rs.45,000/-. Out of which Government of India's subsidy would be Rs.40,000/- and the Government of Tamil Nadu gives Rs.5,000/- per house as its subsidy in lieu of beneficiary's contribution. However, the beneficiary should have his own land for construction. As per this scheme, the

implementation of the scheme is again entrusted with Welfare Commissioners of Government of India instead of District Collectors/State Government. The beneficiaries themselves have to construct their houses and the Government of India's subsidy will be released to them by the Welfare Commissioner in instalments.

1.45. The Government of India under the "Revised Integrated Housing Scheme for Beedi Workers, 2007" have given its administrative approval for construction of 223 houses in Tirunelveli District for the year 2007-08 and the State Government has sanctioned a sum of Rs.11,15,000/- as grant on behalf of 223 beneficiaries at the rate of Rs.5,000/- per house.

F. WEIGHTS AND MEASURES

THE STANDARDS OF WEIGHTS AND MEASURES (ENFORCEMENT) ACT,1985

1.46. The Deputy Commissioner of Labour (Inspection), Chennai has been notified as Controller of Legal Meteorology for entire State of Tamil Nadu. The Controller of Legal Meteorology and his field staff are entrusted with responsibility of enforcing Standards of Weights and Measures (Enforcement) Act, 1985 and Standards of Weights and Measures (Packaged Commodities) Rules, 1977. Use of weights and measures other than the Standard Weights and Measures and unstamped commercial weights and measures are prohibited in trade or business. During the year 2007, a sum of Rs.2,62,400/- has been collected as license fee and Rs.11,46,95,403/- has been collected as Stamping fee. 3,84,559 inspections were made. Total number of cases disposed off during the year is 18,478 out of which 18,424 cases were compounded and Rs.37,94,267/- has been collected as compounding fee. 54 cases were disposed off by Courts and a sum of Rs.47,500/- was levied as fine.

THE STANDARDS OF WEIGHTS AND MEASURES (PACKAGED COMMODITIES) RULES,1977

1.47. During the year 2007, a sum of Rs.3,37,500/- has been collected as Registration fee. 1,42,240 inspections were made. 9,555 cases were compounded and a sum of Rs.18,48,622/- was collected by the department as compounding fee and Rs.9,300/- was levied as fine by the Courts in eight cases.

CHAPTER - II

ELIMINATION OF CHILD LABOUR IN TAMIL NADU

2.1. The Government of Tamil Nadu has taken a proactive stand on eradication of Child Labour and has initiated measures to tackle the problem of child labour in a systematic and effective manner.

THE ACTION PLAN FOR ERADICATION OF CHILD LABOUR

2.2. State Action Plan for Eradication of Child Labour which aims at eradicating child labour in all employments, is being implemented. State Action Plan envisages identification / survey, rescue, rehabilitation and mainstreaming of Child Labour. Important components of the Action Plan include Awareness Generation, education component, enforcement of Child Labour Laws and convergence of various welfare / anti poverty schemes.

2.3. Government accorded sanction for formation of a State Child Labour Rehabilitation cum Welfare Society and allotted a grant of Rs.1.25 crore to the Society, at the rate of Rs.25 Lakhs per year ,for the period from 2003 to 2007 to implement the Action Plan. The State Child Labour Rehabilitation cum Welfare Society was formed and registered under the Societies Registration Act. This amount is utilized for awareness generation and training Programmes. During 2007, the Government have further sanctioned Rs.50 lakhs towards awareness and training activities regarding child labour.

2.4. Each District has drawn an Action Plan to eradicate Child Labour in their District. All District Collectors have taken initiatives to rehabilitate the child labour.

2.5. The Government have issued orders on the criteria for declaring the district as 'Child Labour Free District'.

2.6. District Collectors of Sivaganga, Ramanathapuram, Thanjavur, Perambalur, Cuddalore, Pudukottai, Villupuram, Madurai and Kanyakumari have submitted their proposals to declare their districts as Child Labour Free. They were requested to declare the districts as child labour free districts duly following the criteria.

AWARDS OF BEST PERFORMING LOCAL BODIES

2.7. The Government have decided to award the Best Performing Local Bodies in eradication of child labour with a shield and a certificate and approved the criteria and guidelines for selection of Best Performance Local Bodies in eradication of child labour.

ENFORCEMENT

2.8. Enforcement is one of the strategies of the Action Plan for Eradication of Child Labour. The provisions prohibiting employment of children under the following labour enactments are implemented in the State by the Inspectors of Labour Department and Inspectorate of Factories.

- The Child Labour (Prohibition & Regulation) Act, 1986
- The Factories Act, 1948
- The Motor Transport Workers Act, 1961

- The Beedi and Cigar Workers (Conditions of Employment) Act, 1966
- The Tamilnadu Shops and Establishments Act, 1947

2.9. During the year 2007, 809 prosecutions were filed under the Child Labour (Prohibition and Regulation) Act, 1986 and other allied Acts. 231 cases ended in conviction and Rs. 1,98,95,757/- was imposed as fine.

DISTRICT COMMITTEE FOR ENFORCEMENT IN HAZARDOUS EMPLOYMENTS

2.10. District committees were formed in all the districts under the Chairmanship of District Collector and time limit was framed for identifying child labour in hazardous employment and undertake measures to relieve the children from employment and rehabilitate them. Deputy Chief Inspector of Factories is the Member Secretary for this District Committee. In all the districts, inspection teams have been formed for inspecting the registered and unregistered establishments, which are hazardous in nature.

2.11. In the 'State Authority on Eradication of Child Labour' meeting held on 11.10.2006, it was decided that Revenue Divisional Officers should be responsible for eradication of child labour. Accordingly, RDOs are carrying out raids in all districts to identify and rehabilitate child labour

DISTRICT LEVEL TASK FORCE

2.12. District level Task force has since been formed. Children identified are rescued and rehabilitated. The District level Task force replaces the existing District Level Enforcement Committee. Two NGO representatives are included as members in the District level Task force.

Notification Banning Employment of Children in Domestic & Hospitality Sectors

2.13. Government has issued notification on banning Employment of children in Domestic and Hospitality Sectors with effect from 10.10.2006. An Action Plan to eradicate child labour in Domestic and Hospitality sector has been approved.

2.14. Following are the follow up action taken after the issue of notification banning employment of children in Domestic and Hospitality Services.

- All the District Collectors have drawn Action Plans to eradicate Child Labour in the domestic and Hospitality sectors.
- Meetings have been conducted for all Flat owners Associations, Hotel Owners Associations to sensitize this issue in the Districts by the District Collectors and in the State by the Commissioner of Labour.
- Advertisement has been given through hoardings, notices, painting on electric trains, local televisions, jingles etc.
- A State Level Stakeholders Workshop was conducted on implementing the above Notification.
- Another meeting was conducted on 14.6.2007 at Chennai to seek the cooperation from the Non Governmental Organizations, Employers and Corporate Sector to eradicate the system of Child Labour.
- A meeting with the Flat owners, Hotel owners and Employers Associations was conducted on 23.11.07 to discuss the issues in tackling the Child Labour issue in the Domestic and Hospitality sectors and also work out strategies to address this issue.
- A separate Welfare Board for Domestic Workers has been formed for the welfare of the Domestic Workers in the State. 25,999 Domestic Workers have been registered and benefits to the tune of Rs 80,77,706/- has been disbursed.

- Self Certification method is adopted for Flat Owners Associations to declare that no child is employed in their residential campus.

AWARENESS GENERATION

2.15. 12th June is being observed as “Anti Child Labour Day” every year. Government has also issued a pledge to be taken by the Government Departments, Factories, Schools, etc. on anti Child Labour Day.

- Brochures, Booklets Posters and stickers have been printed and published, hoardings in buses and in public places erected for generating awareness on the issue of child labour.
- Anti Child Labour slogans were painted on 2 EMU trains starting from Chennai Central.
- Tamil version of the feature Film 'Lost Child Hood' produced by ILO was released.
- On 12th June 2007, Anti Child Labour Day was observed through out the state. An Exhibition of the initiatives taken for eradication of Child Labour was made and there was a cultural programme by the NCLP and Indus children of Chennai and Kancheepuram Districts. Posters were released and mainstreamed Children who scored good marks in the 10th and 12th Standard exams were felicitated.
- On 14th November, 2007 there was a Public wall painting by the rescued Child Labourers on the Tamilnadu Slum Clearance Board wall on 'Child rights'.
- On 14th November, 2007 there were human chain programmes in few slums in Chennai city which were attended by Labour Department officials, NGOs and school children.

NATIONAL CHILD LABOUR PROJECTS

2.16. The National Child Labour Projects are functioning in 12 Districts of Tamil Nadu. These are at Chennai, Coimbatore, Dharmapuri, Trichy, Dindigul, Erode, Krishnagiri, Salem, Theni, Tirunelveli, Tuticorin and Vellore. Salient features are as follows:-

- So far, 59,034 children have been mainstreamed
- Presently special school children are being mainstreamed into regular school.
- Presently, 15,043 rescued Child Labourers are studying in 429 special schools (including split schools).
- Nutritious midday meal to children and a stipend of Rs.100/- p.m. is given to the special school children.
- One set of Free uniform given to children by the State Government.
- Free Bus pass is given to the needy children by the State Government.
- Regular health checkups are undertaken by the Health Department.

SELF HELP GROUPS

2.17. 735 Self Help Groups among mothers of Child Labourers have been formed in all the NCLP districts to improve the economic status of the families of child labour.

FOLLOW UP OF MAINSTREAMED CHILDREN

- In Dharmapuri, the mainstreamed Children from the special Schools are followed up by the special school teachers. It is found that 83% of mainstreamed children continue their studies. This initiative is supported by UNICEF. This programme is extended to Krishnagiri district.

MONITORING AND TRACKING OF CHILD LABOUR

- In Krishnagiri district, UNICEF has enabled the project to form village welfare committee to retain the mainstreamed children in formal schools and also prevent

child labour.

- The District Collector has prepared software to monitor and track all out of school Children including Child Labour.

INDUS CHILD LABOUR PROJECT

2.18. In pursuant to the joint agreement signed by the Government of India, Ministry of Labour and the Department of Labour of the United States of America in August, 2004 to eliminate child labour among the selected districts in India including 5 Districts in Tamilnadu, the ILO has been designated as the Implementing Agency. The Indus Child Labour Project was started in the 5 districts of Tamilnadu viz., Tiruvallur, Kancheepuram, Namakkal, Tiruvannamalai and Virudhunagar. The status of the project is as follows :-

- 5633 rescued Child Labour are presently studying in 158 Transitional Education Centres (TECs).
 - 9847 Children have been mainstreamed.
 - Index cards are maintained for all children. Progress cards are filed for every quarter.
 - Nutritious Mid day meal, Stipend of Rs 100/- per month, one set of Free Uniforms by State Government, Free Medical Checkup is done for all TEC children.
 - Pre Vocational Training is imparted to them.
 - Vocational Training is given to adolescents in the age group 14 to 17 years. Indus Project Curriculum for the 24 trades had been developed by the Department of Employment and training.
 - Vocational training is imparted in Industrial Schools and in Industrial Training Centres in all the 5 Districts.
-
- 5195 adolescents have been covered under Vocational Training Programme. They were trained in Two wheeler mechanism, Four Wheeler mechanism. Plumbing, House wiring, Home nursing, Catering Technology, Desk Top Publishing etc.
 - 2943 have been placed in jobs
 - Sarva Siksha Abhiyan Scheme is implementing component the strengthening of Public Education for Child Labour.
 - 40 Lead Schools have been selected and the Head Masters of the Lead Schools have been trained.
 - In all Districts, Activity Centres have been set up in all the Lead Schools
 - Volunteers are placed in Lead Schools to conduct special classes to the weak students. They also teach games and music to the children in the evening hours.

2.19. To enable the families of rescued child labourers, augment their income by alternative means, 245 Self Help Groups have been formed.

MONITORING

2.20. State of Tamil Nadu has well established monitoring system for eradication of child labour. They are

- State Authority on Eradication of Child Labour is chaired by Chief Secretary to Government.
- A State Project Steering Committee to oversee INDUS Project.
- A State Monitoring Committee to oversee NCLP Project.
- The State Government has nominated Secretaries to Government as Monitoring Officers of the Districts. Child Labour is included as one of the subjects to be reviewed.

CHAPTER - III

ORGANISED SECTOR

TAMIL NADU LABOUR WELFARE BOARD

3.1. Tamil Nadu Labour Welfare Board has been constituted under the provision of Tamil Nadu Labour Welfare Fund Act, 1972 to implement various welfare schemes for organised sector workers. It has been functioning from the year 1975 onwards under the chairmanship of Hon'ble Minister for Labour with 5 members from Employers, 5 members from Employees, 4 Government Officials, 3 sitting Member of Legislative Assembly and 2 Women representatives.

TAMIL NADU LABOUR WELFARE FUND

3.2. The Tamil Nadu Labour Welfare Board is receiving contributions from the employers of the Factories, Plantations, Motor Transport Undertakings, Shops and Catering Establishments. The employees of the above establishments are contributing Rs.5/- per year and Employers are contributing Rs.10/- per worker for each year. The Government of Tamil Nadu is also contributing equal to the amount of employees contribution. The Board receives fine amount imposed by the courts and also compounding fees imposed by the Labour Department against the employers for violation of Labour Acts and Rules. The Tamil Nadu Labour Welfare Board is running 71 Labour Welfare Centres, nearer to the employees residential areas in the State. The following schemes are implemented by the Labour Welfare Board :-

TAILORING CENTRES

3.3. In all the Welfare Centres, tailoring classes are conducted for the benefit of women dependents of the workers for a period of one year. During the training period, a sum of Rs.150/- is given to each trainee per month and the examination fees is also borne by the Board. One sewing machine is given to the trainees who secures first rank in Lower and Higher grade examination in respect of each centre. So far, 3,336 trainees were given training and a sum of Rs.36,98,429/- has been incurred for this purpose. A sum of Rs.6,94,500/- has been incurred so far to purchase new sewing machines to the 283 rank holders.

SCHOLARSHIP

3.4. The following amount is being given to the workers' children as scholarship.

Per year

1.	Bachelor Degree in Medical	: Rs.2400/-
2.	Bachelor degree in Engineering	: Rs.2400/-
3.	Bachelor Degree in Law	: Rs.2400/-
4.	Bachelor Degree in Agriculture	: Rs.2400/-
5.	I.T.I.	: Rs.1000/-
6.	Higher Secondary	: Rs.1200/-
7.	Diploma in Engineering	: Rs.1440/-
8.	Diploma in Medical	: Rs.1440/-

A sum of Rs.3,93,120/- has been sanctioned as scholarship to 191 students studying degree in Engineering, Medicine, Law and Agriculture and Diploma Courses. A sum of Rs.1,58,000/- has been sanctioned to 133 students studying in ITI and Higher Secondary as Scholarships.

EDUCATION INCENTIVE

3.5. The Tamil Nadu Labour Welfare Board has sanctioned cash award of Rs.1000/- to children of workers who come first in 10th Standard and 12th Standard in Public Examinations in each education district. An amount of Rs.500/- is awarded to the children of workers who come second in 10th Standard and 12th Standard in Public Examinations in each education district. Under this scheme 54 Children of workers were benefited and a sum of Rs.46,000/- has been spent.

BOOK ALLOWANCE SCHEME

3.6. The Board has sanctioned Book Allowances to the tune of Rs.68,360/- to 154 children of the workers. Besides, a sum of Rs.5,355/- has been given to 17 students who have got training in Typewriting & Shorthand.

ASSISTANCE FOR BASIC COMPUTER TRAINING

3.7. A sum of Rs. 1,000/- to 5 employees / dependants in each Revenue District for Basic Computer Training through the approved institutions is made. A sum of Rs.3,000/- has been sanctioned to 3 beneficiaries.

READING ROOM

3.8. Two weekly Tamil magazines and Two Tamil Dailies are provided in the Reading Rooms to benefit the workers. 2,261 beneficiaries were benefited and a sum of Rs,1,46,529/- is spent.

SPECTACLES

3.9. The Tamil Nadu Labour Welfare Board is reimbursing the cost of Spectacles upto Rs.400/- per worker. Under this scheme, 745 workers have been benefited and a sum of Rs.3,29,300/- has been spent for this purpose.

HEARING AID, THREE WHEELER, AND ARTIFICIAL LIMBS

3.10. Reimbursement of cost of hearing aid upto a sum of Rs.1,000/- to the workers who are hearing impaired is paid. A sum of Rs.14,400/- has been sanctioned for 15 workers under this scheme.

FUNERAL EXPENSES

3.11. During the year, a sum of Rs.1,57,500/- has been sanctioned to 105 Legal heirs towards the Funeral Expenses of the workers, at the rate of Rs.1500/- each.

T.B.WARDS

3.12. The Tamil Nadu Labour Welfare Board has constructed separate T.B. Wards with Beds in Tambaram, Asaripallam, Tirupur, Austinpatti and Kilpennathur Sanatoriums for the benefit of the workers.

CRECHES

3.13. 55 creches are run by Tamil Nadu Labour Welfare Board in the State. So far 2,421 children in the age group of 2 to 5 of workers have been admitted in the creches. Nutritious mid-day meals and milk are provided daily. The children are given eggs thrice in a week and plantain fruits twice in a week. Two sets of Terri cotton uniform are also supplied to the children once in a year. The children are also undergoing Medical Checkup by doctors periodically. In addition to that, basic education is also imparted by trained Balasevikas. So far, a sum of Rs.12,38,587/- has been incurred for the above said purpose.

REST HOUSE

3.14. In Chennai a Rest House, has been constructed specially to accommodate the office bearers of Registered Trade Unions who have come to Chennai in connection with their Union activities at a very nominal rent. During this period 6,729 Trade Union Leaders have availed this facility. A sum of Rs.5,90,353/- has been spent for the maintenance and other expenses for the Rest Houses.

HOLIDAY HOMES

3.15. The Tamil Nadu Labour Welfare Board has also constructed Holiday Homes in Mamallapuram, Courtallam, and Valparai for the stay of the workers along with their family members at very nominal rent. 9,309 workers have availed this facility.

UZHAIPPAVAR ULAGAM

3.16. A monthly magazine "Uzhaippavar Ulagam" is published by the Board which consists of Court Judgments, Labour Acts, Question and Answers, Consumer Price Index for the benefit of the Workers, Employers and also the Public. At present 4,995 members have subscribed to this magazine. A sum of Rs.2,71,805/- has been spent for publishing this magazine.

3.17. During the year, 30,554 beneficiaries were benefited and a total sum of Rs.73,33,588/- has been spent.

CHAPTER - IV

UNORGANISED SECTOR

4.1. Unorganised section is a major component of Labour force. Government is very much committed to the upliftment of workers in general and unorganised workers in particular.

WELFARE BOARDS

1. TAMILNADU MANUAL WORKERS WELFARE BOARD AND OTHER WELFARE BOARDS

4.2. The Tamil Nadu Manual Workers Social Security and Welfare Board was established on 17.03.1999 under Section 6 of the Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982 to provide Social Security and Welfare measures for the manual workers engaged in the scheduled employments under the said Act.

In order to ensure the welfare of unorganised workers by implementing the welfare schemes, effectively for manual workers, Government have formed the following separate Welfare Boards along with the Tamil Nadu Manual Workers Welfare Board.

1. Tamil Nadu Auto Rickshaw and Taxi Drivers Welfare Board.
2. Tamil Nadu Washermen Welfare Board.
3. Tamil Nadu Hair Dressers Welfare Board.
4. Tamil Nadu Tailoring Workers Welfare Board.
5. Tamil Nadu Handicraft Workers Welfare Board.
6. Tamil Nadu Palm Tree Workers Welfare Board.
7. Tamil Nadu Handlooms and Handlooms Silk Weaving Workers Welfare Board.
8. Tamil Nadu Footwear and Leather Goods Manufactory and Tannery Workers Welfare Board.
9. Tamil Nadu Artists Welfare Board.
10. Tamil Nadu Goldsmiths Welfare Board.
11. Tamil Nadu Pottery Workers Welfare Board.
12. Tamil Nadu Domestic Workers Welfare Board.

There is no registration and renewal fee from 01.09.2006.

4.3. The total number of registered workers in the above Boards, up to 31.03.2008 is 17,81,630.

4.4. Government has sanctioned a sum of Rs.13.98 crore as grants to the welfare Boards for the year 2007-08.

4.5. During the financial year 2007–2008, a sum of Rs.5,73,37,000/- has been received as contribution to the Tamil Nadu Auto Rickshaw and Taxi Drivers Welfare Board.

4.6. For speedy disbursement of assistance to the beneficiaries such as Education, Maternity and Funeral, power of sanction has been delegated to District Level authority with effect from 8.10.07.

4.7. A District Monitoring Committee under the Chairmanship of District Collector was constituted in each District to ensure and monitor the registration, disposal of claim petitions within the time frame fixed and disbursement of assistance.

SCHEMES IMPLEMENTED

4.8. The following schemes are being implemented by these Welfare Boards.

ACCIDENT DEATH AND DISABLEMENT DUE TO ACCIDENT

4.9. In the case of death of a registered manual worker in an accident, a sum of Rs.1 lakh is paid to the nominee of the deceased. A compensation is paid upto Rs.1 lakh depending upon the percentage of loss of limbs, eyes, etc.

NATURAL DEATH

4.10. In the event of death of a registered manual worker, a sum of Rs.15,000/- is paid as assistance to his/her nominee.

FUNERAL ASSISTANCE

4.11. In the event of death, either natural or accident of a registered manual worker, the nominee is paid, a sum of Rs.2,000/- to meet the funeral expenses.

EDUCATION ASSISTANCE

4.12. Education assistance of Rs.1,000/- is paid to the daughter of a registered manual worker for studying 10th Std. and 11th Std. and for 12th Std. a sum of Rs.1500/- is paid. Further, a sum of Rs.1000/- and Rs.1500/- is paid, to the son/daughter of the manual worker who passes 10th Std and 12th Std. respectively.

Assistance ranging from Rs.1,000/- to Rs.4,000/- is paid to the children for doing Professional Courses, Degree and Post Graduate Courses for day scholars and assistance ranging from Rs.1,200/- to Rs.6,000/- is paid to the children staying in hostels.

MARRIAGE ASSISTANCE

4.13. Marriage assistance of Rs.2,000/- is paid to the son or daughter of a registered manual worker and to the marriage of registered manual worker himself / herself.

ASSISTANCE FOR REIMBURSEMENT OF SPECTACLES

4.14. A sum of Rs.500/- each is paid to 2000 workers every year towards reimbursement of cost of spectacles.

MATERNITY ASSISTANCE

4.15. A sum of Rs.6,000/- is paid as assistance to a registered woman manual worker for delivery of a child. In case of miscarriage or for the termination of pregnancy a sum of Rs.3000/- is paid.

PENSION

4.16. The Government had introduced pension for the first time at the rate of Rs.300/- p.m. with effect from 01.09.2006 to the registered manual workers who have crossed the age of 60 years. Now, the pension has been increased to Rs.400/- p.m. with effect from 01.07.2007.

4.17. Details regarding number of registered workers, beneficiaries and sanction of assistance from 01.04.2007 to 31.03.2008 under various Welfare Boards are as follows:-

Sl. No.	Name of the Board	No. of Registered workers	No. of Beneficiaries	Amount Sanctioned Rs.
1.	Tamil Nadu Manual Workers Welfare Board	3,01,953	44,082	10,00,50,823
2.	Tamil Nadu Auto Rickshaw and Taxi Drivers Welfare Board	23,127	1,239	30,34,743
3.	Tamil Nadu Washermen Welfare Board	14,290	1,510	36,50,185
4.	Tamil Nadu Hair Dressers Welfare Board	7,342	792	20,13,569
5.	Tamil Nadu Tailoring Workers Welfare Board	1,05,875	21,395	4,87,84,316
6.	Tamil Nadu Handicraft Workers Welfare Board	18,852	1,971	42,36,140
7.	Tamil Nadu Palm Tree Workers Welfare Board	10,246	500	7,40,560
8.	Tamil Nadu Handlooms and Handlooms Silk Weaving Workers Welfare Board	51,297	9,391	2,32,24,857
9.	Tamil Nadu Footwear and Leathers Goods Manufactory and Tannery Workers Welfare Board	3,596	261	8,58,741
10.	Tamil Nadu Artists Welfare Board	1,266	34	1,21,725
11.	Tamil Nadu Goldsmiths Welfare Board	5,552	182	6,74,502
12.	Tamil Nadu Pottery Workers Welfare Board	7,180	133	5,37,004
13.	Tamil Nadu Domestic Workers Welfare Board	25,999	3,629	80,77,706
	Total	5,76,575	85,119	19,60,04,871

2. THE TAMILNADU CONSTRUCTION WORKERS WELFARE BOARD

4.18. The Tamil Nadu Construction Workers Welfare Board is functioning with effect from 1994. Hon'ble Minister for Labour is the Chairman of this Board.

4.19. There is no registration and renewal fee from 01.09.2006.

4.20. A sum of Rs.47,79,78,982/- has been received as contribution to the Board during the period from 01.04.2007 to 31.03.2008.

4.21. During this period, 3,84,854 workers have registered themselves with this Board. The total number of registered workers in this Board is 16,54,107.

4.22. SCHEMES IMPLEMENTED BY THE BOARD

S. No.	Type of Assistance	Quantum Rs.
1	Fatal Accident	1,00,000/-
2	Disability due to Accident	Percentage of disability as assessed by Doctor
3	Natural Death	15,000/-
4	Funeral Expenses	2,000/-
5	Educational Assistance :-	
	a) If the daughter is studying 10th Std.	1,000/-
	b) If the son or daughter passed 10th Std.	
	c) If the daughter is studying 11th Std.	1,000/-
	d) If the daughter is studying 12th Std.	
	e) If the son or daughter passed 12th Std.	1,000/-
	f) Regular Degree Course With hostel facility	1,500/-
	g) Regular Post Graduate Course With hostel facility	1,500/-
	h) Professional Degree Course With hostel facility	1,500/-
	i) Professional PG Course With hostel facility	1,750/- 2,000/-
	j) I.T.I or Polytechnic Course With hostel facility	3,000/- 2,000/- 4,000/- 4,000/- 6,000/- 1,000/- 1,200/-
6	Marriage Assistance	2,000/-
7	Maternity Assistance	
	i) Delivery @ Rs.1,000 p.m. (for female workers)	6,000/-
	ii) Miscarriage/Termination	3,000/-

8	Reimbursement of cost of spectacles	Not more than 500/-
9	Pension	400/- per month

4.23. From 01.04.2007 to 31.03.2008 a total sum of Rs.16,67,52,455/- was paid as assistance to 54,368 beneficiaries under various welfare schemes.

4.24 Details of financial assistance given for the period from 01.04.2007 to 31.03.2008 to the construction workers through the Tamil Nadu Construction Workers Welfare Board are given below :-

Sl. No.	Assistance	No. of workers	Amount Rs.
1.	Accident Death and Funeral Assistance	70	71,40,000
2.	Disablement due to accident	-	-
3.	Natural Death and Funeral Assistance	4,244	7,16,60,000
4.	Marriage Assistance	6,851	1,37,02,000
5.	Maternity Assistance	1,040	57,01,000
6.	Education Assistance:-		
	10th Studying (Only for Girl Children)	6,145	61,45,000
	11th Studying (Only for Girl Children)	4,534	45,34,000
	12th Studying (Only for Girl Children)	4,273	64,09,500
	10th Pass	9,652	96,52,000
	12 th Pass	5,884	88,26,000
	Higher Education	9,397	1,59,29,293
7.	Spectacles Assistance	1,182	5,77,158
8.	Pension and Pension Arrears	1,096	1,64,76,504
Total		54,368	16,67,52,455

3. HEALTH INSURANCE SCHEME

4.25. A National Health Insurance Scheme, “Rashtria Swasthya Bima Yojana” (Desiya Maruthuva Kappettu Thittam) for unorganized sector workers belonging to below poverty line categories and their families (BPL Families) has been launched on 1.10.2007, by the Government of India, with a view to providing health cover to such families. The BPL worker and his family (unit of five) would be covered under the scheme for total insured sum of Rs.30,000/- per family per annum on a family floater basis. All BPL families are to be covered in phased manner in the next five years under the Scheme commencing from the year 2008-2009. The Central Government will contribute 75% of the total premium amount of Rs.750/- per year per family (i.e., maximum of Rs.565/-), and the State Government have to contribute 25% of the premium (i.e., Rs.185/- per year per family). Any other additional premium has to be met by the State Government. The cost of issuance of smart card to the beneficiaries will be borne by the Central Government. All the administrative and other expenses for implementation of the scheme are also to be met by the State Government. Registration / renewal fee of Rs.30/- per BPL family per year is to be collected for availing benefits under the scheme. It has also been stated that the benefits under the scheme include cashless attendance to all covered ailments, hospitalization expenses, taking care of most common illnesses, all pre-existing diseases to be covered and reimbursement of the transportation costs (up to Rs.100/- per visit) within an overall limit of Rs.1000/- per annum.

4.26. The Government have ordered to accept in principle to implement the scheme in Kancheepuram and Tirunelveli Districts of Tamil Nadu on pilot basis, as per the guidelines issued by the Government of India. The Tamil Nadu Construction Workers Welfare Board has been nominated as ‘Nodal Agency’ for implementing the scheme.

CHAPTER – V

INSPECTORATE OF FACTORIES

5.1. The Inspectorate of Factories Department renders care and service for the betterment of workers by way of protecting their safety, health and welfare in registered factories. This Department is enforcing the following Labour Laws:-

1. The Factories Act, 1948 and Tamil Nadu Factories Rules, 1950.
2. The Payment of Wages Act, 1936 and Rules.
3. The Tamil Nadu Industrial Establishments (National and Festival Holidays) Act, 1958 and Rules.
4. The Minimum Wages Act, 1948 and Rules.
5. The Maternity Benefit Act, 1961 and Rules.
6. The Contract Labour (Regulation and Abolition) Act, 1970 and Rules.
7. The Tamil Nadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981 and Rules.
8. The Equal Remuneration Act, 1976 and Rules.
9. The Payment of Subsistence Allowance Act, 1981 and Rules.
10. The Tamil Nadu Labour Welfare Fund Act, 1972 and Rules.
11. The Child Labour (Prohibition and Regulation) Act, 1986 and Rules.
12. The Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988.
13. The Inter State Migrant Workman (Regulation of Employment and Conditions of Service) Act, 1979 and Rules.
14. The Payment of Gratuity Act, 1972 and Rules.
15. Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989.

5.2. This Inspectorate under the control of the Chief Inspector of Factories carries mainly the following two functions:-

- A. Regulatory Functions
- B. Occupational Health, Safety and Training

A. REGULATORY FUNCTIONS

5.3. The Factories Act, 1948 is a technical Act prescribing the Safety, Health and Welfare provisions for the well being of workers in registered factories. This Inspectorate takes all-out efforts as a mission to maximize the benefits of Labour Laws to the workers.

Inspections

5.4. Factories engaged in hazardous processes or dangerous operations are inspected once in 6 months as the Safety and Health aspect in the hazardous process and dangerous operations have to be monitored and ensured periodically. Match Works and Fire Works Industries are inspected once in 3 months in order to minimize the occurrence of Fire and Explosion incidents in these industries as well as to eliminate the Child Labour employment. However, the SSI Units are generally inspected by this Department once in 5 years only.

5.5. In addition, special, holiday and check inspections are also undertaken for better monitoring of the safety, health and welfare provisions.

Squad Inspections in Fireworks Units

5.6. Fire Works manufacture will be in peak prior to Deepavali festival, as most of the crackers are manufactured and sold during this season only. Due to large-scale activities, there are chances of explosion and accidents in fireworks units prior to Deepavali. Special squads are formed during this period exclusively and these squads frequently inspect and monitor the safe working conditions and safe methods of work in Fireworks Industries.

Accidents

5.7. By way of increased safety promotional activities such as conducting safety surveys and safety training courses, the number of serious accidents have been controlled inspite of increase in the number of registered factories as well as workers.

5.8. The details of accidents during 2005, 2006 and 2007 are given below:

Year	No. of factories registered	No. of workers	Fatal accidents	Non-fatal accidents
2005	36,867	13,20,613	50	1,545
2006	38,976	13,69,376	48	1,198
2007	41,591	14,26,991	60	1,089

Group Personal Accident Insurance Scheme for Match and Fireworks Workers

5.9. A Group Personal Accident Insurance Scheme has been formulated for the benefit of workers of Match and Fire Works Industries in Tamil Nadu. The Scheme is designed to give relief in case of death, loss of limbs, loss of eyesight, etc., of the insured persons due to accidents. Accident Insurance is given to the insured persons on 24 hours basis and this is not confined to accidents arising out of or in the course of actual occupation alone. Under this Scheme, coverage for death is Rs.50,000/-. Upto 2007, 1,85,583 workers in Match and Fire Works factories have been covered under this scheme. An amount of Rs. 23,50,000 /- has been paid to the claimants during 2007.

Enforcement of Minimum Wages Act, 1948

5.10. Apart from the routine inspections, special efforts are also taken to protect the wage conditions of the workers and special raids are conducted under Minimum Wages Act. More number of cases are launched for payment of wages less than the prescribed minimum wages against the erring managements under Minimum Wages Act. During the year 2007, 63 prosecutions were launched and Rs.31,104 /- has been realized as fine amount.

Enforcement of other Allied Acts

5.11. In addition to the above Acts, the Department of Inspectorate of Factories is also enforcing Payment of Wages Act, National and Festival Holidays Act, Labour Welfare Fund Act, Payment of Subsistence Allowance Act, Contract Labour (Regulation and Abolition) Act, Tamil Nadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, Maternity Benefit Act and other labour related enactments.

Child Labour Elimination

5.12. Prohibition of Child Labour in factories is strictly enforced by this Department as mandated under Section 67 of Factories Act, 1948. In filing prosecutions against the violating employers, the penal provisions under Section 14 and 15 of Child Labour (Prohibition and Regulation) Act, 1986 are invoked for punishment as these Sections are more deterrent than what is contemplated under Section 92 of the Factories Act. During the year 2007, 12 cases have been filed against the employers under Section 67 of the Factories Act, 1948 and fine amount of Rs.1,72,000/- has been realized for employing child labourers. Apart from this, Squad inspections are conducted every month and concerted action is taken in this field to eliminate child labour in hazardous industries. By this way 15,839 Squad inspections have been conducted during the year, 2007.

B. OCCUPATIONAL HEALTH, SAFETY AND TRAINING FUNCTIONS

Hazardous Process Factories

5.13. In the First Schedule of the Factories Act, 1948, 29 processes have been listed as Hazardous Process Industries, where, if special care is not taken, the raw materials used therein may cause impairment to the safety and health of the workers or result in the pollution of the general environment. Special attention is given to these factories to ensure total operational safety and health.

5.14. In certain hazardous process factories, uncontrolled industrial activity may cause serious dangers to workers and also to the people living nearby, in addition to the adverse effect on environment. Such factories have been classified as "Major Accident Hazard Units". In our State, 143 units have been classified as Major Accident Hazard units.

5.15. A Major Accident Hazard Control Cell was formed in the year, 1988 at the Headquarters, headed by the Additional Chief Inspector of Factories. This Cell periodically inspects the Major Accident Hazard Factories and recommends suitable safety measures to the managements to prevent any industrial disaster. Compliance status is also monitored by this Cell.

5.16. The Major Accident Hazard factories should prepare an updated Onsite Emergency Preparedness Plan in order to respond to an Emergency, if it really occurs. Upto the year 2007, On-Site Emergency Plans have been received from 143 Major Accident Hazard Units, out of which 113 were recorded by the Chief Inspector of Factories.

5.17. In order to assess and update the effectiveness and efficacy of On-site Emergency Plan, Mock Drills are being conducted periodically in Major Accident Hazard factories under the supervision of the Officers of this Inspectorate. During the year 2007, 128 Mock Drills have been conducted. In addition to the above measures, Safety Reports are also called for from the Major Accident Hazard factories and are scrutinized by this Department.

5.18. Government have constituted State, District and Local Crisis Groups to assess the Emergency Preparedness of Major Accident Hazard units and to assist the State Government in planning emergency preparedness and mitigation of major chemical accidents in the State. The District Collector has been designated as the District Emergency Authority, as also the Chairman of the District Crisis Group. The officers of this Inspectorate serve as Member Secretaries in the District Crisis Groups.

5.19. For Strengthening the Tamil Nadu Factories Inspectorate, Government of India, Ministry of Environment and Forest Department have sanctioned funds for the purchase of

equipments like Explosive Meter and Anemometer. These equipments have been purchased and the officers are utilizing and ensuring safety.

Site Appraisal Committee

5.20. The Site Appraisal Committee has been reconstituted in accordance with section 41-A of the Factories Act, 1948. This Committee scrutinizes the applications received from the managements for grant of permission for the initial location or expansion of a hazardous process factory and makes recommendations to Government for approval. Site Appraisal Committee has considered 10 applications during the year 2007.

State Level Safety Audit Cell

5.21. State Level Safety Audit Cell has been constituted with Safety, Health and Environmental experts. The Cell scrutinizes the Safety Audit Reports received from the Major Accident Hazard factories every year and makes suggestions for improvement in Safety, Health and Environmental aspects.

5.22. In 2007, the Safety Audit Cell conducted 8 meetings and scrutinized 8 Safety Audit Reports. The recommendations are communicated to the respective managements and the managements are advised to implement those recommendations.

SAFETY AWARENESS COMMITTEES

Fire Works Units

5.23. To prevent fire and explosion in fireworks factories and to avoid loss of human lives, a Safety Awareness Committee headed by the Deputy Chief Inspector of Factories (Registration) from the Office of the Joint Chief Inspector of Factories, Madurai with one Inspector of Factories and one Assistant Inspector of Factories was constituted. This Committee periodically visits the fire works factories and explains the occupational hazards in fireworks manufacture to the workers and educate them about the safety precautions to be followed for avoiding accidents. This Committee has conducted 76 Safety Awareness Campaigns during the year 2007 in which 6,853 workers have been benefitted.

Chemical Factories

5.24. Similarly, to avoid loss of human lives due to chemical hazards in Chemical factories and in Tanneries and Bleaching and Dyeing Units, two Safety Awareness Committees headed by the Deputy Chief Inspector of Factories (Registration), Office of the Joint Chief Inspector of Factories, Chennai and Coimbatore with one Inspector of Factories and one Assistant Inspector of Factories have been constituted. These Committees periodically visits the chemicals factories at Manali, Ennore, SIPCOT Industrial Estate at Vellore, Ranipet, Cuddalore; and Bleaching and Dyeing and Tannery Units at Tiruppur and educate the workers about the safety precautions to be followed for avoiding accidents. These Committees conducted 14 Safety Awareness Campaigns upto 31-03-2008, by which 625 workers have been benefitted.

Health Promotion Function

5.25. A medical wing is functioning in this department to monitor the occupational health of the workers employed in Chemical and other hazardous factories which have the potential to

cause health risks to the workers. The Medical Officers of this Department periodically examine the workers engaged in dangerous operations and also conduct health surveys to monitor the health of the workers and suggest both clinical and other preventive measures.

5.26. An Industrial Hygiene Unit with laboratory facilities is also functioning in this Department to monitor the work environment in chemical industries for the presence of chemical pollutants viz., Ammonia, Chlorine, Sulphur-di-oxide, Hydrogen sulfide, etc. It conducts work place ambient air-monitoring of chemical gases using portable multi-gas analyzers. It also assesses the clinical manifestations of these chemicals on the health of the workers and suggests preventive measures. The effects of physical agents like noise, dust, heat, etc. are also studied by the Industrial Hygiene Unit.

Noise Pollution

5.27 High noise level is a major problem in factories and the workers exposed to high noise pollution are susceptible to noise-induced deafness and other psychological disorders. To combat the problem of noise pollution, the Inspectorate of Factories is taking concerted efforts. To measure the noise level in various plants of the factory, the Inspectors have been provided with Sound Level Meters. The Inspectors are using the Sound Level Meters during their inspections and monitor the noise level in areas where workers are exposed to high noise level; they advise the managements to provide Engineering Control measures to safeguard the workers from exposure to high noise level.

Pressure Vessel Testing

5.28. Apart from enforcement of the Factories Act and allied Acts, this Department is also entrusted with the prime task of ensuring operational safety of the pressure vessels installed in factories. All the pressure vessels operating above atmospheric pressure excluding the steam boilers which come under the purview of Indian Boilers Act, are examined or tested externally once in every six months, internally once in every year and hydro-statically once in every two years or subjected to ultrasonic thickness test once in every four years in the case of continuous processes.

Safety Awards

5.29. State Safety Awards are presented to the Industrial managements every year based on their achievement in reducing accidents in their factories. The factories are classified into 3 groups depending upon the man-hours worked and awards are presented based on factors like (a) highest reduction in Accident Frequency Rate when compared with the previous year, (b) Lowest Weighted Frequency Rate and (c) Longest Accident Free Period in man-hours during the award year. Every year 90 managements are given first prize (Silver Shields) worth Rs.2,500/- each and 90 managements are given second prize (Silver Shields) worth Rs.1,500/- each.

5.30. Similarly, to encourage the workers to take active part in the accident prevention and productivity improvement, Shram Vir Awards ("Tamilaga Arasin Uyarnta Uzhaipalar Virudhu") are presented every year to the workmen for their outstanding and useful suggestions for the enhancement of safety standards, working environments and increase in productivity.

Safety Training Function

5.31. At regional level, this Department is conducting Safety Training Programmes for creating safety awareness among the managements and workers and also carrying out Safety Surveys in factories reporting large number of accidents.

5.32. Training classes are periodically conducted to educate on industrial safety and inculcate safe work methods among workers and managements in the factory premises itself, free of cost. These training classes are conducted in Tamil. Both the workers and managements welcome them as these training programmes have greatly helped in creating safety awareness among workers and managements and in reduction of accidents. In the year 2007, as many as 158 training classes have been conducted, benefiting 8,913 persons.

CHAPTER - VI

TAMILNADU INSTITUTE OF LABOUR STUDIES

6.1. The Tamil Nadu Institute of Labour Studies was established in the year 1973 with the objectives of conducting various seminars/workshops, training programmes, refresher courses, orientation programmes, etc., to suit the needs of

1. Workers
2. Trade Union Office Bearers
3. Supervisory and Managerial Personnel in Industry
4. Officers of Labour Department and Inspectorate of Factories
5. Traders
6. Government undertakings, Co-operative Societies and Local Bodies etc.

6.2. The Institute is run by the High Level Committee constituted by the Government of Tamilnadu called "Governing Committee" under the Chairmanship of Honourable Minister for Labour.

6.3. Tamil Nadu Institute of Labour Studies is :-

- (1) Conducting graduate, post graduate courses and Ph.D., Programme in Labour Management.
- (2) Conducting a part time one year Post Graduate Diploma in Labour Administration.
- (3) Conducting a one Month Certificate Course in Safety & Health for Supervisory Personnel working in Hazardous Process.

6.4. Altogether, this Institute has conducted 30 seminars / training programmes benefiting 1,827 persons including officers of Labour Department.

6.5. One of the objectives of this Institute is to carry out research on subjects concerning the personnel management and labour welfare. To fulfill this objective, the Institute undertakes research projects awarded by the agencies like Ministry of Labour, Government of India, V.V. Giri National Labour Institute, Noida, etc.

6.6. The one month Certificate Course in "Safety & Health for Supervisory Personnel working in Hazardous Process" was conducted from 15.10.2007 to 3.11.2007 and 25 participants were benefited.

6.7. In the eradication of child labour, the proposals sent by Collectors declaring their "Districts as Child Labour Free" are evaluated by the Tamil Nadu Institute of Labour Studies and the evaluation reports sent to the State Child Labour Rehabilitation Cum Welfare Society (Labour Department).

6.8. The Government of Malaysia had declared that all the foreign workers should undergo an Induction Course and obtain the Certificate of Eligibility issued by the Government of Malaysia had for getting Visa. The Government of Tamilnadu selected and permitted this Institute to conduct the Induction Course for Indian workers intending to work in Malaysia. So far, 78 batches have been completed and 4357 participants were benefited.

CHAPTER - VII

DEPARTMENT OF EMPLOYMENT AND TRAINING

A. EMPLOYMENT WING

7.1. Employment wing is entrusted with work of registration of job seekers and their nomination against notified vacancies, vocational guidance, periodical collection and compilation of employment / unemployment data and implementation of Unemployment Assistance Scheme.

ORGANISATIONAL STRUCTURE

7.2. Commissioner of Employment and Training is Head of Department and is assisted by 3 Joint Directors. There are 4 Regional Deputy Director Offices located at Chennai, Trichirapalli, Coimbatore and Madurai. At district level, there are District Employment Officers incharge of District Employment Exchanges.

1. EMPLOYMENT EXCHANGES

7.3. Employment Exchanges play a significant role in finding employment in paid jobs. They also assist them in starting self-employment through vocational guidance activities. At present, of the 31 Revenue Districts in the State, there are District Employment Offices functioning one each in all the districts in the State except the newly formed Ariyalur District. Besides, Special Employment Office for Physically Handicapped, Professional and Executive Employment Office and District Employment Office for Unskilled are functioning in Chennai. District Employment Office for Technical Personnel is functioning one each in Chennai and Coimbatore. Thus, there are 35 Employment Offices functioning in Tamilnadu. In addition to this, Coaching-cum-Guidance Centres for Scheduled Caste and Scheduled Tribe in Tiruchirapalli, Tirunelveli, Coimbatore, Vellore and Cuddalore and one Special Vocational Guidance Centre for Tribal Population at Uthagamandalam are functioning under the administrative control of this Department.

7.4. During the period from 1.1.2007 to 31.12.2007, 11,21,479 candidates have registered with the Employment Exchanges in Tamilnadu and 30,056 candidates were placed in employment. From 1.1.2008 to 31.03.2008, 79,544 candidates have registered with the Employment Exchanges in Tamilnadu and 5,693 candidates were placed in employment. As on 31.3.2008, 49,58,231 registrants were on the Live Registers.

COMPULSORY NOTIFICATION OF VACANCIES ACT, 1959

7.5. According to the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959, information on employment trend is collected from employers. The number of establishments addressed and the number of employees in the establishments covered in respect of Public and Private Sectors for the year ended 30.6.2006 and 30.6.2007 are given below:-

Sl. No	Item	Year ended 30.6.2006		Year ended 30.6.2007	
		Sector		Sector	
		Public	Private	Public	Private
1.	Number of establishments addressed	12,166	13,016	12,244	13,303
2.	Number of establishments responded	12,166	12,335	12,186	12,715
3.	Total employment	14,93,525	7,39,945	14,93,877	8,09,547

VOCATIONAL GUIDANCE AND EMPLOYMENT COUNSELLING

7.6. The main objective of the Vocational guidance and counselling programme is to render continuous assistance to individuals in preparing to change and adjust occupational career, generate employment market awareness and appreciation and to coordinate with the other agencies to promote employability.

7.7. Vocational Guidance is extremely relevant for students and job-seekers. Vocational Guidance Units have been provided in 17 Employment Offices for the purpose of guiding youths. Vocational Guidance activities include registration guidance, individual information, review of old registrants, group discussions, dissemination of career information, apprenticeship placements, training placements, delivering career talks in schools and colleges, development and maintenance of employer contacts, conduct of Career Exhibitions/Seminars, etc.

7.8. From 1.1.2007 to 31.12.2007, 993 candidates and from 1.1.2008 to 31.3.2008, 52 candidates were placed in apprenticeship training. In 2007, upto 31.12.2007, 594 Career talks and 17 Career Exhibitions were conducted. From 1.1.2008 to 31.3.2008, 131 career talks were delivered.

SELF EMPLOYMENT

7.9. From 1.1.2007 to 31.3.2008, Employment Exchanges motivated 7068 candidates in getting self-employment loans.

SPECIAL EMPLOYMENT OFFICER OF PHYSICALLY CHALLENGED PERSONS

7.10. The Special Employment Office for the Physically Handicapped, Santhome, Chennai and the 13 Special Cells for Physically Handicapped attached to the District Employment Offices at Coimbatore, Cuddalore, Erode, Kancheepuram, Madurai, Nagercoil, Salem, Tiruchirapalli, Thanjavur, Tuticorin, Tirunelveli, Uthagamandalam and Vellore, adopt selective placement techniques for promoting placement / rehabilitation of the disabled registrants.

7.11. From 1.1.2007 to 31.12.2007, 390 Blind, 413 Deaf and 5,059 Orthopaedically Handicapped persons and from 1.1.2008 to 31.3.2008, 55 Blind, 66 Deaf and 552 Orthopaedically handicapped candidates were registered. As on 31.3.2008, totally 82,890 Physically Handicapped job seekers were waiting on the Live Registers which comprised 9,080 Blind, 7,830 Deaf and 65,980 Orthopaedically Handicapped persons. From 1.1.2007 to 31.12.2007, 982 Physically Handicapped candidates and from 1.1.2008 to 31.3.2008, 206 Physically handicapped candidates were placed in employment.

UNEMPLOYMENT RELIEF SCHEME FOR THE BLIND

7.12. During 2007-2008, a sum of Rs.41.89 lakhs was disbursed as unemployment relief to 1,092 candidates.

SPECIAL VOCATIONAL GUIDANCE CENTRE

7.13. The Government is giving special importance to the upliftment of the tribal youth. Special Vocational Guidance Centre for Tribal Population is functioning in Uthagamandalam. The details of activities carried out under Tribal Sub Plan are as follows.

Sl. No.	Details of activities	1.1.2007 to 31.12.2007	1.1.2008 to 31.3.2008
1.	Number of Scheduled Tribe applicants registered from various remote areas.	113	88
2.	Number of Scheduled Tribe applicants guided during registration	315	119
3.	Number of applicants who were given individual information	297	119
4.	Number of Group discussions held	2,212	200
5.	Number of Scheduled Tribe applicants attended group discussions	1,137	72
6.	Number of Career talks delivered	139	113
7.	Number of Employers / institutions contacted	35	8
8.	Number of Schools and Scheduled Tribe hostels visited	17	3

SCHEMES IMPLEMENTED UNDER SPECIAL COMPONENT PLAN

COACHING-CUM-GUIDANCE CENTRES

7.14. There are five Coaching-cum-Guidance Centres for Scheduled Castes/Scheduled Tribes functioning at Coimbatore, Cuddalore, Tiruchirapalli, Tirunelveli and Vellore. The major objectives of coaching-cum-guidance centres are to provide Vocational Guidance and disseminate career information, to organise and conduct job-development programmes, to establish close linkage with the local Employment Exchange for similar other Career Guidance programmes specially meant for Scheduled Caste / Scheduled Tribe.

7.15. Apart from counseling services, these Centres are also periodically organising Pre-Examination Training Courses to Scheduled Caste/Scheduled Tribe youths appearing for various competitive examinations conducted by various recruiting agencies. These coaching classes enable the Scheduled Caste/Scheduled Tribe youths to compete more successfully.

7.16. The number of Scheduled caste/Scheduled Tribe beneficiaries benefited from out of the fund allotted to this Department under Special Component Plan through the Coaching-cum-Guidance Centres are as follows:-

Sl. No.	Details of activities	1.1.2007 to 31.12.2007	1.1.2008 to 31.3.2008
1.	Number of senior Scheduled Caste/Scheduled Tribe registrants who were given Vocational and Training information.	6,632	867
2.	Number of confidence building programmes conducted for Scheduled Caste/Scheduled Tribe registrants	309	36
3.	Number of Career talks delivered	270	60
4.	Number of applications forwarded to Nationalised Banks for Self Employment	799	422

STUDY CIRCLES

7.17. For the benefit of rural educated youth, Study Circles are functioning in all the District Headquarters and in 385 Panchayat Unions. These Study Circles aim at enhancing the capacities of unemployed youth to take up various competitive examinations. Sufficient number of books, periodicals, newspapers and study materials are made available to the students besides conduct of special coaching classes for preparation for Competitive Examinations conducted by various recruiting agencies.

7.18. Upto 2007-08, 2,797 candidates have got jobs through the efforts of the Study Circles.

ROLE OF EMPLOYMENT EXCHANGES IN PRIVATE SECTOR

7.19. In the backdrop of the robust economic growth experienced by the State over the past two years driven mainly by the Manufacturing and Services Sectors of the State, there is an urgent need of the Employment Exchanges to join the mainstream in order to provide private employment to the needy job seekers. Under this, a novel scheme is being implemented by this Department whereby every Second Friday of each Month is being observed as 'Private Job Day' in each Employment Exchange of the State. During these campaigns, local employers and candidates willing to take up private sector employment meet in the premises of Employment Offices. Private sector employers complete recruitment on the same day. These campaigns have been widely welcomed because private sector employers save recruitment cost and time. This service is rendered to private sector employers and job seekers free of cost. During the period from 1.1.2007 to 31.12.2007, 2,683 candidates and from 1.1.2008 to 31.3.2008, 192 candidates were placed in private sector by all the District Employment Offices in the State.

COMPUTERISATION OF EMPLOYMENT EXCHANGE OPERATIONS

7.20. The Government has sanctioned Rs. 2,90,04,743/- to take up the Computerisation of Employment Exchanges in the State.

7.21. The Government of India identified the Employment Exchanges as one of the Departments for implementing e-governance programme. Accordingly, the Government of Tamilnadu appointed M/s. Wipro as consultant for preparing project report for the Departments identified under e-governance. The Detailed Project Report was prepared and sent for Government of India. Based on certain observations / suggestions, a revised Detailed Project Report is under preparation. On approval by the Government of India this scheme will be effectively implemented.

INSTALLATION OF ONLINE INTERACTIVE JOB PORTAL

7.22. The website cum interactive job portal for employment exchanges (www.employment.tn.gov.in) is functioning at Professional and Executive Employment office.

7.23. To facilitate private sector employers to select their required manpower, a data bank consisting of the details of 4.08 lakh candidates with educational qualifications in Professional and Executive standard such as, medicine, engineering etc., has been put on the Website. Provision has also been made in the Website for renewing online registrations made with the Professional and Executive Employment Office, Chennai. Updated information on vocational guidance services such as, facilities for higher education, details on competitive examinations are rendered to the candidates through Website.

LIFTING OF BAN ON RECRUITMENT AND EXTENSION OF MAXIMUM AGE LIMIT BY 5 YEARS

7.24. Consequent to the lifting of the ban orders, for filling up of some vacant posts, the State Government have issued orders relaxing the maximum age limit up to 5 years for recruitment of Government jobs. The above order has enabled unemployed youths registered in Employment Exchanges to get various jobs in various Departments in the State.

RENEWAL CONCESSIONS

7.25. Government have accorded a number of renewal concessions to the candidates who have not renewed their registrations. Under this a total of 3,80,138 registrants have benefited.

2. UNEMPLOYMENT ASSISTANCE SCHEME

7.26. With a view to mitigate the hardship faced by the unemployed youth, who are without a job for many long years, a scheme to distribute unemployment assistance to these youth was launched by the Hon'ble Chief Minister of Tamil Nadu.

7.27. In order to alleviate the distress among the educated unemployed youth who are registered and have their names are on the live register of the Employment Exchange for five years to provide unemployment assistance to the tune of Rs.150/- per month for S.S.L.C. passed candidates, Rs.200/- per month for +2 / Higher Secondary Qualified candidates, Rs.300/- per month for Graduate and Post Graduate for three years subject to certain conditions stipulated in the Government Order. The age limit for the SC / ST beneficiaries is upto 45 years and for others upto 40 years.

7.28. Under the scheme, the list of beneficiaries is prepared for every quarter, sent to treasuries for preparation of cheques and remitted into the beneficiaries account through State Bank of India.

7.29. Under the Unemployment Assistance Scheme, 3,53,488 beneficiaries were benefited and an amount of Rs.116,59,23,454/- was disbursed upto 31.03.2008 since its launch.

B. TRAINING WING

7.30. Commissioner of Employment and Training is the Head of the Department and is assisted by 2 Joint Directors at Head Office and 5 Regional Joint Directors. Skilled man power is needed for effective functioning of Industry. The Vocational training system provides training for developing the skills of those entering the Labour force. Training Wing of Commissionerate of Employment and Training is implementing Craftsmen Training Scheme and Apprenticeship Training Scheme.

1. CRAFTSMEN TRAINING SCHEME

7.31. Craftsmen Training Scheme is implemented to ensure a steady flow of skilled manpower in different trades to cater the needs of the Industries of our country and in foreign countries through systematic Industrial Training. This training ensures quantitative and qualitative industrial production. It plays a vital role among the educated youth to improve their employability

7.32. Training is imparted in Industrial Training Institutes of this State especially to the less privileged, poor and downtrodden school leaving youth to acquire technical skill for gainful employment.

(A) GOVERNMENT INDUSTRIAL TRAINING INSTITUTES

7.33. In Tamil Nadu, there are 59 Government Industrial Training Institutes spread all over Tamil Nadu imparting training in 39 Engineering, 17 Non – Engineering trades and 11 sectors under Centre of Excellence ranging from six months to three years. The total seating capacity is 21224. Out of 59 Government Industrial Training Institutes, 12 Government Industrial Training Institutes are exclusively for women. One for SC at Chidambaram and one for Tribals at Sankarapuram are functioning in the State. The annual intake during 2007 was 15321. The trades and syllabi for Industrial Training Institutes are designed by NATIONAL COUNCIL FOR VOCATIONAL TRAINING, so as to ensure uniformity in standards all over India and also to enable the trainees to participate in All India Trade Test as well as in All India Skill Competitions at National level and secure jobs any where in the country.

7.34. Among the 59 Government Industrial Training Institutes, 3 Institutes have been newly started at Andimadam, Perambalur and Sivagangai during August 2007 at a total cost of Rs.801.49 lakhs.

7.35. Salient Features

1. Training is imparted in 39 Engineering and 17 Non-Engineering trades
2. The minimum educational qualification for admission to the Industrial Training Institutes is a pass in 8th standard.
3. Admission to Government Industrial Training Institutes is made once in a year strictly on merit, following the rule of communal reservation.

4. Training in all Government Industrial Training Institutes begins in August of every year.
5. During the period of training Stipend is paid to the trainees of Govt ITIs as detailed below:
 - a) Scheduled Castes :Rs.150/- per month
 - b) Scheduled Tribes :Rs.175/- per month
 - c) Denotified Communities :Rs.140/- per month
 - d) Burma/Sri Lanka/Vietnam repatriate:Rs.175/-per month
 - e) 1/3 of the total trainees whose parental income does not exceed Rs.16,100/- per annum } :Rs. 50/- per month.
6. At the end of training, Trade Test is conducted on All India basis in July every year and results published in Government website. The successful candidates are awarded National Trade Certificates.

Modern Trades

7.36. To meet the emerging needs of Industry modern trades like Mechanic Industrial Electronics, Mechanic Mechatronics, Information Technology & Electronic System Maintenance, Mechanic Computer Hardware, Craftsmen Food Production (General), Litho Offset Machine Minder, Digital Photographer, Driver – cum – Mechanic have been introduced in various Government Industrial Training Institutes. Besides, the above, new trades like, Data Entry Operator, Network Technician, Lift Mechanic, Mechanic Auto Electrical & Electronics and Computer Aided Embroidery & Needle Work have been introduced in 5 Govt. Industrial Training Institutes in August 2007 at a cost of Rs.111.28 Lakhs. A sum of Rs.2 crores has been sanctioned by Tamilnadu Industrial Development Corporation (TIDCO) under Assistance to State for Developing Export Infrastructure & Allied Activities (ASIDE) Scheme for starting knitting and sewing machine operator course at Madurai, Tirunelveli (Pettai), Dharmapuri, Thiruvannamalai and Hosur. Government also sanctioned Rs.5.25 lakhs in this regard.

7.37. In an effort to promote Institute-Industry interaction and to facilitate the participation of the industry in Skill Development, Institute Managing Committee (IMC) has been formed in Industrial Training Institutes. A representative from the Industry of the area heads the Committee.

Affiliated Private Industrial Training Centres

7.38. Affiliated private Industrial Training Centres supplement the efforts of Government in producing more skilled craftsmen required for the Industry. In this endeavour, 605 Private Industrial Training Centres, recognized by National Council for Vocational Training with a seating capacity of 58880 have been established in Tamil Nadu. Fifty percent of the seats in affiliated private Industrial Training Centres are being filled up on merit following the rule of reservation in force.

(B) INDUSTRIAL SCHOOLS

7.39. There are 987 Industrial Schools functioning in Tamil Nadu with a seating capacity of 96998 trainees. The Industrial Schools are imparting training in 110 courses which include 60 long term and 50 short term courses. The main object of the Industrial Schools is to impart vocational Training in the rural areas for the poor and down trodden students and also

to destitute women. The minimum qualification for admission in Industrial School is 8th Standard. In Industrial Schools, training is offered mainly in areas like Catering, Tailoring, Computer Software and Hardware, Beauty Culture, besides Engineering and Non-Engineering courses. Training period is from 45 days to 3 years. Common Examination is conducted at State Level in June every year and Certificates are issued to the successful candidates by State Government. Out of 987 Industrial Schools, 45 Schools are receiving maintenance grant from Government. A sum of Rs.1 crore has been disbursed as grant during 2007-08.

(C) CENTRES OF EXCELLENCE

7.40. The Government of India have launched a Scheme to upgrade 500 existing Industrial Training Institutes all over India, in five years, at the rate of 100 Industrial Training Institutes per year, into "Centres of Excellence". The main thrust of the programme is to produce World Class Craftsman. The expenditure is shared between Government of India and State Government in the ratio of 75:25. In Tamilnadu so far, 16 Government Industrial Training Institutes have been upgraded into Centres of Excellence viz., Ambattur, Coimbatore, Hosur, Trichirapalli and Salem under domestic funding with an outlay of upto Rs.160 lakhs per centre and in 2006-07 and 2007-08 Guindy (women), Madurai, Pettai, Guindy and Vellore under International Development Association (IDA) funding and Chengalpattu, North Chennai, Thanjavur, Cuddalore, Coimbatore (women) and Tuticorin under World Bank Funding at an outlay of upto Rs.3.5 crore per centre.

Upgradation of ITIs under Public Private Partnership mode

7.41. It is proposed to upgrade the following 12 Government Industrial Training Institutes at an outlay of upto Rs.2.5 crore under Public Private Partnership mode during the year 2008-09 :-

- | | |
|----------------------|---------------------|
| 1) Cuddalore (women) | 7) Dindigul (women) |
| 2) Tiruppur | 8) Chekkanurani |
| 3) Salem (women) | 9) Needamangalam |
| 4) Metturdam | 10) Virudhunagar |
| 5) Nagercoil | 11) Ulundurpet |
| 6) Theni | 12) Tiruchendur |

Courses will be started from August 2008.

(D) MODULAR EMPLOYABLE SKILL

7.42. With a view to make the unemployed youth employable, Modular Skill Training is imparted through the Government Industrial Training Institutes from the year 2007. 50,000 unemployed youth will be trained at an outlay of Rs.8 crores. Modular training is conducted in 56 Government Industrial Training Institutes and one Basic Training Centre. The important features of the scheme is as follows:-

- (1) Eligibility : (i) Candidates who have registered with Employment Exchanges and receiving unemployment assistance,
- (ii) If sufficient candidates from category (i) above is not available then all the candidates who have registered with Employment Exchanges shall be

considered,

(iii) In the event of sufficient candidates are still not available from category (i) & (ii) above, then only candidates shall be selected through Publicity / Industry (irrespective of whether registered with Employment Exchanges or not) subject to eligibility,
(iv) For selection of candidates, rule of reservation criteria for selection should be followed,

- (2) Qualification : Candidates should have passed 5th standard or qualification prescribed in the respective modules.
- (3) Age : Candidates should not have crossed the age of 40 years. In the case of SC/ST candidates, it shall be relaxed by 5 years.
- (4) Time of Training : Evening hours on all working days from 5.00P.M. to 8.00 P.M. and week ends i.e. Saturday.
- (5) Periodicity of Training : The duration of modules varies from module to module.
- (6) Testing and Certification : At the end of modular training module test will be conducted at the Institute level. Candidates will be issued certificate under SCVT through the Principal of I.T.Is.

2. APPRENTICESHIP TRAINING SCHEME

7.43. The object of the Scheme is to expose the Industrial Training Institute trained candidates into actual production of the Industry and to sharpen their skills. The Establishments provide Shop Floor Training and practical oriented theory to the apprentices. The period of Apprenticeship Training varies from 6 months to 4 years depending upon the trades. There are 11 Government Related Instruction Centres, and 3 Government Industrial Training Institutes implementing this programme. As on 31.12.2007, 13919 apprentices are undergoing training in 2183 Industrial Establishments.

7.44. As per the provisions of the Apprentice Act 1961, it is obligatory on the part of the employer to train certain number of apprentices assigned by the State Apprenticeship Advisor, in designated trades.

7.45. During Apprenticeship Training, the apprentices are given stipend ranging from Rs.1090/- to Rs.1620/- per month by the Establishments. At the end of training, Trade Test at All India level is conducted by this Department during the months of April and October and results published in the Government website. The passed out candidates are issued National Apprenticeship Certificates. Every year, approximately 13,000 apprentices are appearing for the All India Trade Test.

7.46. Basic training has to be imparted to the apprentices who are engaged as freshers by the Employers. The basic training in some of the trade groups which are not available under Craftsmen Training Scheme is arranged by the Basic Training Centres at Ambattur and Ranipet under Apprenticeship Training Scheme.

Welfare Scheme for Scheduled Castes / Scheduled Tribes

7.47. One Government ITI at Sankarapuram in Vilupuram District is functioning exclusively for Tribals and another at Chidambaram in Cuddalore district is functioning exclusively for Schedule Castes. The aim of this Scheme is to assist the Scheduled Castes and Tribals to improve their socio economic condition by giving them employable Vocational Training in different trades. In each centre, training is imparted in 3 trades.

7.48. Besides, 18% of the seats are reserved for Scheduled Castes and 1% of the seats for Scheduled Tribes in the admission in all Government ITIs.

Training to Instructional Staff

7.49. To upgrade the skills, teaching standard and to acquaint with latest technology, instructional staff members are deputed for training to various Institutions run by Government of India like Central Training Institutes and Advanced Training Institutes in the country. Every year, 25 Junior Training Officers are deputed for Instructor's training to Central Training Institute / Advanced Training Institutes. The duration of training is one year.

7.50. Training in "PRINCIPLES OF TEACHING" is also given at Central Training Institute, Guindy for 3 months to those Instructors who have completed 5 years of service in the post of Junior Training Officer.

7.51. Besides the above, instructors of the affiliated Private Industrial Training Institutes are also given training for 2 weeks in Government Industrial Training Institutes at Chengalpattu, Coimbatore and Trichirapalli from December 2007. Specialised training in teaching techniques, viz. Use of Audio Visual Aids, Class Room Management, etc. is given to Junior Training Officers / Assistant Training Officers at Government Industrial Training Institute at Ambattur for a period of 2 weeks, under Staff Training Programme. This re-orientation training programme sharpens their teaching skills. The skills acquired by the Instructors are passed on to the trainees.

Competency Examination

7.52. Candidates who have completed 21 years of age and who are having a minimum work experience of 5 years with an electrical contractor or in a recognized establishment are eligible to appear for Wireman helper competency examination. This examination is conducted once in 3 years and certificates issued to the passed out candidates. The next examination will be held in 2009.

7.53. It is also proposed to conduct Helper Competency Examination once in two years in areas like Plumber, Mason, Cook, Two Wheeler Mechanic, Gas Welding, Arc welding and Dress Making. Candidates in the relevant field with 3 years of experience for the areas like Plumber, Mason and Cook and Five years experience for the areas Two Wheeler Mechanic, Gas Welding, Arc Welding and Dress Making are eligible to appear for the Examination. Examination will be held in May 2008. Passed out candidates will be issued certificates. The certificates will give credibility to their experience and career advancement.

All India Skill Competition

7.54. All India Skill competition is conducted in 14 different trades every year and successful trainee in each trade is given a cash award of Rs.10,000/- and a merit certificate by Government of India. Out of 42 All India Skill competitions held so far, Tamil Nadu has achieved the BEST STATE Award for 21 times and received the ROLLING SHIELD OF THE PRESIDENT OF INDIA.

Hon'ble Chief Minister Award

7.55. Skill competition in 18 trades at the State Level is conducted and the Best Trainee in each trade is awarded "Hon'ble Chief Minister Award". The award consists of a cash prize of Rs.5,000/- and a merit certificate. The instructors who are instrumental in bringing out the best trainees are also suitably awarded cash prizes. The trainees who secure second and third positions are awarded merit certificates.

Dr. Radhakrishnan Award

7.56. Dr. Radhakrishnan award is given to the best instructors who show exemplary performance in imparting training. Every year, 10 Instructors (Training Officer-2, Assistant Training Officer-4 and Junior Training Officer-4) and 2 Principals of Government I.T.Is are selected under this Scheme and awarded Kisan Vikas Pathra to the value of Rs.500/- each and a merit certificate.

CHAPTER VIII

OVERSEAS MANPOWER CORPORATION LIMITED

8.1. Overseas Manpower Corporation Limited was incorporated under the Companies Act, 1956 on 30.11.1978. This is a Tamilnadu Government owned Corporation. Overseas Manpower Corporation is registered under 1984 Emigration Act. The Government of India has permitted the Overseas Manpower Corporation to send thousand and above Emigrants for overseas employment. The main aim of the Corporation is to supply Manpower to Indian job seekers.

8.2. During the year 2005-06, the Corporation's net profit is Rs.2.71 lakhs. For the financial year 2006-2007, the net profit after taxation is Rs.22.94 lakhs.

A. OVERSEAS JOB SEEKERS

8.3. During the period 01.05.2006 to 31.03.2008, 16,771 candidates have registered with this Corporation for seeking overseas employment. Since its inception, 40,591 candidates have registered with this Corporation for overseas employment. From 01.05.2006 to 31.03.2008, 367 candidates have been deployed and 660 candidates' visa for Malaysia, Maldives, Oman, Bahrain, Dubai and Saudi Arabia are under process.

8.4. The opportunity for the Indian workers to serve in Canada is more. So far, 78 technical personnel have been deployed to Canada through this Corporation. In order to apply for employment in Canada, the candidates should be qualified in ITI with 6 years experience in leading industries like Construction, Petrochemical, Oil Refineries, etc. Further, the candidates should also be familiar with English conversation. With a view to help the short-listed candidates, this Corporation is arranging Spoken English Classes and practical training in their respective trades prior to the Trade Test and personal interview by the Canadian employer. The candidates who pass these tests, will be selected for employment in Canada. The selected candidates should undergo Red Seal Examination, conducted by Alberta Advanced Education and Technology, within six months from the date of their arrival. Candidates on passing the Red Seal Examination will be permitted to work in Canada continuously with family status. This Corporation is also conducting coaching classes and supply required materials to the candidates to face the Red Seal examination. The Corporation also conducting classes, training on Technical English Communication Skill, Safety and Standard Norms.

8.5. Overseas Manpower Corporation is very keen in providing security, with proper work environment to the workers. Based on the performance of the Corporation from 2006, the Corporation has received more enquiries from various countries and also Canada through Indian Embassies / Consulate in abroad and website of the Corporation.

Air ticketing for Overseas

8.6. With the accreditation of IATA, Overseas Manpower Corporation is also arranging air tickets to its candidates while going abroad.

B. ORIENTATION CUM TRAINING PROGRAMME

8.7. A Centrally Sponsored Scheme of the Orientation cum Training Programme for the Overseas Indian Workers with an amount of Rs.1.33 crore was sanctioned during 2006-07. As on 31.03.2008, 8,459 skilled workers have been imparted the above training in the Government Industrial Training Institutes.

8.8. Apart from the actual emigrants, this training programme has been extended to Intending emigrants. Each batch consisting of 15 trainees is being conducted in 28 Government I.T.Is in 20 trades.

C. STATE LEVEL ADVISORY COMMITTEE / FORMATION OF CELL TO MONITOR THE WELFARE OF THE OVERSEAS INDIAN WORKERS

8.9. In order to monitor the problems faced by the Indian workers abroad and to increase the employment opportunities, a State Level High Power Advisory Committee has been constituted under the Chairmanship of the Hon'ble Chief Minister of Tamilnadu. To implement the above order, to take care of and supervise the Indian Tamilians residing abroad, orders have been issued to constitute a Cell.

CHAPTER - IX

EMPLOYEES STATE INSURANCE SCHEME

9.1. Employees State Insurance Scheme of India is an integrated Social Security scheme. It provides protection to workers in the organised sector and their dependents in contingencies such as sickness, maternity, death and disablement due to an employment injury or occupational disease as detailed below:-

1	Medical Benefit	Medical facilities for self and dependents are admissible from day one of entering insurable employment. Primary, Specialist and Super Speciality services are provided through a network of ESI Dispensaries and ESI Hospitals.
2	Sickness Benefit	Sickness Benefit is payable to an Insured Person in cash in the event of sickness resulting in absence from work and duly certified by an authorised Insurance Medical Officer.
3	Maternity Benefit	Maternity Benefit is payable to Insured Women in case of confinement or miscarriage or sickness related to Maternity (Maximum 85 Days)
4	Disablement Benefit (By Cash)	Disablement Benefit is payable to Insured Employees suffering from physical disablement due to employment injury or occupational disease. In addition, the Insured Person is eligible for coverage under Workman Compensation Act.
5	Dependent's Benefit (By Cash)	Dependent's Benefit is payable to dependent of a deceased Insured Person where death occurs due to employment injury or occupational disease.
6	Extended Sickness Benefit (By Cash)	Extended Sickness Benefit is payable to Insured Persons for the period of certified sickness in case of specified 34 long term diseases that need prolonged treatment and absence from work on Medical advice.
7	Enhanced Sickness Benefit (By Cash)	Enhanced Sickness Benefit is payable to Insured Persons in the productive age group for undergoing Sterilization operation viz.

		Vasectomy / Tubectomy.
8	Temporary Disablement Benefit (By Cash)	Temporary Disablement Benefit at 70% of wages is payable till temporary disablement lasts and is duly certified by authorised Insurance Medical Officer.
9	Permanent Disablement Benefit (By Cash)	Permanent Disablement Benefit is payable for life
10	Funeral Benefit (By Cash)	Funeral Benefit on death of an Insured Person is payable to a maximum of Rs. 2500/-

9.2. Free supply of physical aids such as Crutches, Wheel Chairs, Dentures, Spectacles and such physical aids are offered under this scheme. Preventive Health Care Services such as Immunisation, Family Welfare Services, HIV / AIDS Detection Treatment are available. Medical Bonus at Rs. 250/- is paid to an Insured Woman or to the wife of an Insured Person, in case she does not avail hospital facilities of the scheme for child delivery.

9.3. The scheme is administered by a duly constituted corporate body called the Employees State Insurance Corporation as provided under the ESI Act 1948. The Scheme is implemented in this State in accordance with the provisions of the ESI Act 1948. Towards this objective, the scheme of health insurance provides full medical facilities to insured persons and their dependents, as well as cash benefits to compensate for any loss of wages or earning capacity in times of physical distress.

9.4. Employees of covered units and establishments drawing wages up to Rs.10,000/- per month come under the purview of the ESI Act 1948 for multi-dimensional social security benefits. The ESI Scheme is mainly financed by contributions raised from employees covered under the scheme and their employers at a fixed percentage on wages, a sum equivalent to 1.75% and 4.75% of wages respectively.

9.5. Expenditure on the medical facilities is initially borne by the State Government. 7/8th of the expenditure subject to a ceiling of Rs.1,000/- per Insured Person (w.e.f 1.10.2006) is reimbursed by the ESI Corporation.

9.6. In Tamil Nadu, medical facilities are provided through a network of 190 ESI Dispensaries, 5 Mobile Dispensaries, 2 Utilisation Dispensaries and 9 ESI Hospitals with 2363 beds are available.

9.7. NEW AREAS INCLUDED DURING 2007-2008

Sl. No.	Name of the area and the Dispensary in which attached	No. of IPs	Remarks
1	Sarkar Periya Palayam Area (Tiruppur)	1537	Implemented with effect from 1.7.07
2	Palani Peripherals (Palani)	160	Implemented with effect from 1.2.08.
3	Avinasi Peripherals (Avinasi)	1049	Implemented with effect from 1.2.08.
4	Tirunelveli Municipal Areas (Vannarpet & Thalayuthu)	391	Implemented with effect from 1.2.08.
5	Puliyankudi Municipal Areas (Sankarankovil)	485	Implemented with effect from 1.2.08.
6	Kadayanallur Municipal Areas (Tenkasi)	400	Implemented with effect from 1.2.08.
7	Tirumangalam (Tirumangalam)	2650	Implemented with effect from 1.10.07
8	Kariapatty Peripherals (Kariapatty)	379	Implemented with effect from 1.2.08.

SIDDHA AND YOGA UNITS

9.8. Siddha units are functioning in ESI hospitals at Ayanavaram and Coimbatore. Yoga unit is functioning in ESI hospital at Ayanavaram.

REVOLVING FUND

9.9. The Revolving Fund is created to reimburse the bills paid by the Insured Persons for the Medical Treatment in Private Hospitals. At present, the amount is reimbursed from the Revolving Fund to the Insured Persons and their family members for speciality and super speciality treatments undergone in private hospitals.

During this financial year till March 2008, a sum of Rs 1,92,98,940/- was reimbursed to the Insured Persons for Cardiac Surgeries, Nephrology, Neurology and Cancer.

PACKAGE DEAL

9.10. An agreement has been made with 44 private hospitals under Package Deal for the convenience of the Insured Persons and their families to take Speciality and Super Speciality Treatment. The medical expenses incurred by the Insured Persons and their family members are reimbursed directly to the Hospitals under Package Deal. The Insured Persons and their family members are admitted to the hospitals on the recommendation of the concerned ESI Hospitals. After treatment the Hospital Bills are reimbursed directly by the ESI Corporation under Package Deal. Accordingly, in this financial year till March 2008, a sum of Rs. 1,51,01,060/- is reimbursed.

CHAPTER - X

EMPLOYEES' PROVIDENT FUND ORGANISATION

10.1. Employees' Provident Funds and Miscellaneous Provisions Act was enacted by the Government of India. It provides for social security to the working class.

10.2. The following three schemes have been framed under the Act and are being implemented. These are:-

- i) Employees' Provident Funds Scheme, 1952.
- ii) Employees' Pension Scheme, 1995.
- iii) Employees' Deposit Linked Insurance Scheme, 1976.

EMPLOYEES' PROVIDENT FUNDS SCHEME, 1952

10.3. Employees' Provident Funds Scheme came into force with effect from 1.11.1952. To begin with, it applied only to factories in six specified industries [(i) cement (ii) cigarette (iii) electrical, mechanical or general engineering product (iv) iron and steel (v) paper (vi) textile, made wholly or in part of cotton or wool or jute or silk, whether natural or artificial], which had completed three years of existence and had employed 50 or more persons.

10.4. At present, the list covers 181 different industries / class of establishments. At the inception of the scheme, an employee who was in receipt of pay upto Rs. 300/- per month and who had worked for one year was eligible for membership. At present, an employee who is in receipt of pay upto Rs.6,500/- per month is eligible for membership of the fund from the very date of joining the establishment.

EMPLOYEES' PENSION SCHEME, 1995

10.5. The Employees' Pension Scheme, 1995 replacing the Employees' Family Pension Scheme, 1971 was framed under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 on 16.11.1995. This Scheme provides the following benefits.

- Superannuation Pension
 - Reduced Pension
 - Disablement Pension
 - Widow - Children Pension
 - Orphan Pension
 - Nominee Pension
 - Pension to Dependant Father followed by Dependant Mother
 - Disabled Children Pension
- [Irrespective of age and No. of Children in the family]

In addition to Pension benefits under the Employees' Pension Scheme, 1995 the scheme provides for issue of Scheme Certificates to the members who leaves an establishment. On joining another establishment their pension membership is carried over.

EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME, 1976

10.6. The Scheme is supported by a nominal contribution by the employers i.e, 0.5 % of the pay of the employee. No contribution is payable by the employee. On the death of a member while in service, the person entitled to receive the provident fund accumulation is paid an additional amount equal to the average balance in the provident fund account of the deceased during the preceding 12 months. This Scheme came into force with effect from 1.8.1976. At the inception of the Scheme, maximum amount of benefit payable was Rs.10,000/-. This benefit has been progressively enhanced to Rs.25,000/- with effect from 1.3.1990, to Rs.35,000/- with effect from 1.4.1993 and to Rs.60,000/- from 24.6.2000.

REDRESSAL OF GRIEVANCES

10.7. The Employees' Provident Fund Organisation is conscious of duty towards its members and the beneficiaries. Image of this organization is based on Public Opinions. The Public Relation Officers at the Reception Counters maintained by Regional Office, Chennai and all Sub Regional Offices are available in all the working days of the week to handle the grievance of the visiting members.

RE-INVENTING EPF, INDIA

10.8. The "Re-inventing EPF, India" Project was initiated in June, 2001 to address the evolving needs of the Employees' Provident Fund Organisation (EPFO) to enhance the service levels keeping in view the rising expectations of the stakeholders of the organization and to enable it to adapt to the rapid strides of the Indian Economy that was witnessing rapid growth in the services sector and the concept of outsourcing.

10.9. The Project is an ambitious initiative of the Organization to re-invent and re-position itself as a world class organization offering world class products and services. The Project also aimed to register geometric growth for the organization to bring the maximum number of the working population under the fold of its social security cover.

SOCIAL SECURITY NUMBER (SSN)

10.10. The SSN has been designed as a 14-digit numeric number that includes a 3-digit system intelligence component and a single check digit. The SSN design ensures that a single number is not allotted to more than one subscriber and one subscriber is not allotted more than one number. To implement the process of allotment of SSN, a data collection agency was appointed who were detailed the task of organizing data collection camps where SSN forms were collected from subscribers and the data captured electronically. Form data was also captured using ICR technology and the two sources were compared to ensure the integrity of the data captured. The SSN data was then processed through the SSN application software and the unique numbers were allotted to the subscribers, SSN cards were issued to the subscribers who were allotted the numbers. Social Security Number Scheme aims at going every subscriber of Employees' Provident Fund Organisation independently of the employers a unique number. The SSN data collection activity was initially restricted to the identified 6 pilot offices, but was subsequently extended to other offices to increase the coverage.

WEBSITE

10.11. Through the WEBSITE, "www.epfochennai.tn.nic.in" a Provident Fund member can have access to the following information:

- Statutory provisions and the benefits available under all the three schemes
- Eligibility and the conditions applicable for claiming advances and settlements.
- All statutory forms can be downloaded
- Procedure for applying for allotment of National Social Security card and Business number.
- Web site also has interactive module wherein details regarding the settlement and status of the claims can also be accessed.
- Compliance details of establishments are also put on web. By clicking Establishment Code No., upto what year contribution paid by establishment can be known.
- We are planning to facilitate E-filing of returns viz., Form-12A, Form-5, Form-10, Form-2, etc., through web.

INTERACTIVE KIOSKS

10.12. The public grievances handling machinery is supported by “INTERACTIVE KIOSKS” installed at the reception counters in all the five offices of this region where the Provident Fund members can access the “KIOSK” with a click of a button as in the ATM counter to know the status and details of their claims settlements.

T.M. ANBARASAN
MINISTER FOR LABOUR