

LABOUR AND EMPLOYMENT DEPARTMENT

POLICY NOTE ON LABOUR, FACTORIES, EMPLOYMENT AND TRAINING

DEMAND NO.32

INTRODUCTION

Labour and Employment Department is an administrative department under which the following Heads of Department viz. Labour, Employment, Training, Inspectorate of Factories, Director of Medical and Rural Health Services (ESI) and Overseas Manpower Corporation Limited are functioning.

2. Commissionerate of Labour looks after settlement of industrial disputes, enforcement of labour laws, minimum wages, eradication of child labour, and implementation of various schemes for organized and un-organized sector. The Tamil Nadu Labour Welfare Board provides welfare services to workers in the organized sector. The Tamil Nadu Construction Workers Welfare Board and the Tamil Nadu Manual Workers Welfare Board and 12 others boards provide Welfare Services to workers in the unorganized sector. The Tamil Nadu Institute of Labour Studies conducts courses in Labour Management and also special courses for managements, workers and officials on labour laws.

3. The Chief Inspector of Factories strives to improve health and safety in Factories.

4. The 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 Industrial Training Institutes and Industrial Schools.

5. The Overseas Manpower Corporation helps to find placements for workers willing to work overseas.

6. Social Security for workers in the organized sector is provided by two Central Organisations viz. The Employees Provident Fund and Employees State Insurance Corporation.

7. The Schemes and other aspects relating to this Department are dealt in detail in the subsequent chapters.

CHAPTER- I

LABOUR DEPARTMENT

1.1. The commitment of the Government includes industrial development, human resources development, improvement of the living and working conditions of the workers, creation and maintenance of an atmosphere conducive for the overall growth and development of harmonious industrial relations and the industrial peace in the State and provision of social security for workmen in all sectors. The prime objective of the Labour Department is to ensure an atmosphere of industrial peace and harmonious relations between employers and employees. The Government is very much committed to the cause and up-liftment of the workers in general and unorganized workers in particular. Hence, this Government is focusing its special attention on the working class employed in un-organized sector, to ensure welfare of the workers employed in this sector.

1.2. Every citizen is a consumer. The enforcement machinery of the Labour Department is effectively enforcing the consumer oriented laws such as, the Standards of Weights and Measures (Enforcement) Act, 1985 and the Standards of Weights and Measures (Packaged Commodities) Rules, 1977 thereby protecting the interest of the consumers.

1.3. The enforcement machinery of the Labour Department is effectively enforcing the Labour Legislations with an ultimate goal of protecting the workers engaged in organized and unorganized sectors.

1.4. Thus, the Labour Department administers matters relating to good industrial relations, welfare of workers engaged in organized and unorganized sectors, enforcement of various labour laws and protection of consumer interest under the Commissioner of Labour. The Additional Commissioner of Labour is looking after the subject of eradication of Child Labour in the State. To assist the Commissioner of Labour, two Joint Commissioners of Labour and three Deputy Commissioners of Labour are in Head quarters. There are four Zonal Joint Commissioners of Labour and nine Regional Deputy Commissioners of Labour and they are entrusted with the implementation and enforcement of various Labour laws.

A. INDUSTRIAL RELATIONS

1.5. It is the determined policy of the Government to ensure an atmosphere of industrial peace and harmonious relations between the employees and the employers. The Conciliation Officers of the Labour Department achieve this important task through a delicate mechanism of interventions at the appropriate time to conciliate and resolve the industrial disputes, taking into account the changes in globalization and liberalization. Progressive management and responsible labour behaviour are the pre-requisites for Industrial progress, healthy and cordial industrial relationship between the workers and employers.

1.6. The total number of strikes and lock-outs settled for the period from 01.01.2008 to 31.03.2009 were 66 and 31 respectively.

1.7 Due to conciliatory efforts taken by the conciliation officers of the Labour Department, 6,963 disputes were settled during the period from 01.01.2008 to 31.03.2009. The important industrial disputes relating to the following industrial establishments have been settled:-

1. Tamil Nadu Newsprints and Papers Limited, Karur
2. Poompukhar Shipping Corporation Limited, Toothukudi
3. Cater Pillar India Private Limited, Power Systems Division, Hosur.
4. India Shoe Exports Private Limited, Chennai -89
5. Tamil Nadu Asbestos, Aalangulam
6. Avtech Limited, Power Products Division, Hosur.
7. Arasu Rubber Corporation, Nagercoil.

1.8. During the period from 01.01.2008 to 31.03.2009, the conciliation officers took prompt action to settle disputes relating to bonus. As a result, most of the issues relating to bonus were solved amicably in the minimum possible time and the bonus period went off peacefully.

LABOUR COURTS

1.9. Labour Courts adjudicate on matters specified in the Second Schedule of the Industrial Disputes Act, 1947. The following 12 Labour Courts are 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	Additional Labour Court-III, Chennai.	
5.	Labour Court, Vellore.	Vellore and Tiruvannamalai Districts
6	Additional Labour Court-I, Vellore.	
7	Labour Court, Salem.	Salem, Erode, Namakkal, Dharumapuri and Krishnagiri Districts.
8	Labour Court, Coimbatore.	Coimbatore and the Nilgiris Districts
9	Labour Court, Cuddalore.	Cuddalore, Villupuram, Nagapattinam, Thanjavur and Tiruvarur Districts.
10	Labour Court, Tiruchirapalli.	Tiruchirapalli, Pudukkottai, Perambalur, Karur, and Dindigul Districts.
11	Labour Court, Madurai.	Madurai, Virudhunagar, Sivagangai, Ramanathapuram and Theni Districts.
12	Labour Court, Tirunelveli.	Tirunelveli, Thoothukudi and Kanniyakumari Districts.

INDUSTRIAL TRIBUNAL

1.10. In addition to the Labour Courts, an Industrial Tribunal is functioning with its head quarters at Chennai. The Industrial Tribunal adjudicates on matters specified in the Second and Third Schedule of the Industrial Disputes Act, 1947.

STATE LABOUR ADVISORY BOARD

1.11. The State Labour Advisory Board is headed by Hon'ble Minister for Labour. It is a tripartite high level committee consisting of the representatives of the employers, trade unions and Government officials. This board recommends to the Government on the action to be taken on various labour problems, amendments to Act and Rules.

GOOD INDUSTRIAL RELATIONS AWARD SCHEME

1.12. Government have reconstituted the Good Industrial Relations Award Committee under the Chairmanship of a retired High Court Judge, for awarding the prizes to best managements and trade unions.

E-GOVERNANCE

1.13. It has been proposed to develop software to simplify the functioning of the department upto the grass root level and to enable the public to interact with the department through on-line and also to enable the inter department communication and correspondence through e-Governance.

B. ENFORCEMENT

1.14. Enforcement of the labour legislations is an important activity of Labour Department. The enforcement machinery in Labour Department organizes special drive to ensure compliance of statutory requirements of labour laws and the laws relating to weights and measures. 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 provided under various Labour Enactments. The details pertaining to inspections made and prosecutions launched under various labour laws and the laws relating to weights and measures are furnished in the performance budget.

The following are the important labour legislations enforced by the Labour Department :-

THE TAMILNADU SHOPS AND ESTABLISHMENTS ACT, 1947

1.15. This Act was enacted to regulate the employment of workers in Shops and Commercial Establishments. There are 3,63,193 Shops and establishments in the State. During the period from 01.01.2008 to 31.03.2009, 2,58,383 inspections were made and 22,451 cases were disposed, out of which 22,094 cases were compounded. A sum of Rs.15,77,885/- was collected by the department. Remaining 357 cases were disposed off by the courts and Rs.22,425/- was levied as fine. 91 appeals were disposed off by the Appellate Authorities.

THE TAMILNADU CATERING ESTABLISHMENTS ACT, 1958

1.16. This Act regulates the employment of workers in catering establishments. There are 31,166 catering establishments in the State. During the period from 01.01.2008 to 31.03.2009, a sum of Rs.13,69,517/- was collected as registration fee from the employers of catering establishments. During the period, 39,871 inspections were made, 2,916 cases were compounded and a sum of Rs.2,66,050/-

was collected as compounding fee and a sum of Rs.4,350/- was levied as fine by the courts in 79 cases.

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

1.17. This Act has been enacted to provide for the grant of national and festival holidays to the employees in the establishments in the State. During the period from 01.01.2008 to 31.03.2009, 1,00,314 inspections were made, 7,694 cases were disposed off out of which 7,558 cases were compounded and a sum of Rs. 5,12,235/- was collected as compounding fee. 136 cases were disposed off by the courts and a sum of Rs.8,425/- was levied as fine.

THE PAYMENT OF WAGES ACT, 1936

1.18. 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 period from 01.01.2008 to 31.03.2009, 32,043 inspections were made. The Regional Deputy Commissioners of Labour have been notified as authorities to hear and decide the claims under this Act. 252 claims were disposed off and a sum of Rs.1,55,16,257/- was ordered to be paid as wages to the claimants.

CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970

1.19. 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 period from 01.01.2008 to 31.03.2009, 3,400 inspections were made. 447 establishments were registered as principal employers and licences were issued to 403 contractors. A sum of Rs. 5,84,393/- was collected by way of registration fee and licence fee.

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

THE INTER-STATE MIGRANT WORKMEN (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 1979.

1.21. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 was enacted with an object to regulate the

employment of migrant workers and their conditions of service. During the period from 01.01.2008 to 31.03.2009, 89 inspections were made. 126 establishments were registered. 27 cases were disposed off by the courts and a sum of Rs.37,000/- was collected as fine amount. A sum of Rs.46,970/- was collected by way of registration fee and licence fee.

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

1.22. The prime object of this Act is to provide for the conferment of permanent status to workmen in industrial establishments. During the period from 01.01.2008 to 31.03.2009, 3,074 inspections were made. 143 applications were disposed off and 720 workers were benefited.

THE MOTOR TRANSPORT WORKERS ACT, 1961

1.23. The number of motor transport undertakings registered upto 31.03.2009 is 2,054. The number of workers employed in the said undertakings are 1,18,497. A sum of Rs.3,39,477/- was collected by way of registration fee and other charges. During the period from 01.01.2008 to 31.03.2009, 5,075 inspections were made. 267 cases were disposed off by the courts after realization of fine amount of Rs.1,18,370/-.

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

1.24. 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 recommendation of the Manisana Wage Board to the workers. During the period from 01.01.2008 to 31.03.2009, 151 inspections were made by the enforcement officers.

THE INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946

1.25. 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 period from 01.01.2008 to 31.03.2009, 626 industrial establishments were certified.

THE TRADE UNIONS ACT, 1926

1.26. 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 period from 01.01.2008 to 31.03.2009, 777 trade unions were registered and a sum of Rs.61,950/- was collected as registration fees and Rs.2,650/- as amendment fees. The total number of trade unions registered as on 31.03.2009 is 11,102.

THE PLANTATIONS LABOUR ACT, 1951

1.27. This Act provides for the welfare of the plantation labour and to regulate the conditions of work in plantations and is applicable to any land used or intended to be used for the growing of coffee, tea, rubber and cardamom with an extent of 5 hectares or more and in which 15 or more persons are employed. The main object of this Act is to provide free housing, free medical treatment to workers and their families, provision of protective clothing, drinking water, etc. This Act and allied Acts are enforced by 10 Inspectors of Plantations and 2 Assistant Surgeons (Plantations). The Joint Commissioner of Labour (Administration) is the Chief Inspector of Plantations under the administrative control of the Commissioner of Labour.

1.28. The Plantation Labour Housing Advisory Board, a statutory committee consisting of the representatives of planters, workers and Government officials constituted under the Chairmanship of the Secretary to Government, Labour and Employment Department functions effectively to ensure the provision of proper housing facilities to the plantation labour.

1.29. The Plantations Labour Advisory Committee headed by the Commissioner of Labour advises the Government in implementing the Act.

1.30. The total plantation area in the State is 61,094 hectares and the total number of workers is 73,132. (27,647 men and 45,485 women). Total number of registered plantations are 681. During the period from 01.01.2008 to 31.03.2009. 4,719 inspections were made. 116 cases were disposed off by the courts and a sum of Rs.27,200/- was levied as fine.

C. MINIMUM WAGES

1.31. Minimum Wages Act, 1948 is a landmark enactment. Under this Act, the Government have to fix/revise minimum rates of wages by adopting 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.

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

1.33. There are 92 employments included in the schedule of the Minimum Wages Act. During the period from 01.01.2008 to 31.03.2009, the employment in "Domestic Works" was included in Part-I of the Schedule to the Minimum Wages Act.

1.34. During the period, minimum rate of wages to the Apprentices employed in the Employment in Textile Mills was fixed by the Government.

1.35. During the period, the minimum rates of wages were revised for the following employments.

1. Employment in Handloom Silk Weaving Industry
2. Employment in Tobacco (Beedi Rolling) Manufactory
3. Employment in Plantations
4. Employment in Sea Food Processing Industry
5. Employment in Auto Rickshaws and Taxis
6. Employment in Tobacco Manufactory(Scented and chewing tobacco)
7. Employment in Timber Industry
8. Employment in Coir Manufactory
9. Employment in Bricks and Tiles Manufactory
10. Employment in Rice Mills, Flour Mills and Dhall Mills
11. Employment in Soap Manufactory
12. Employment in Appalam Manufactory
13. Employment in Bakeries and Biscuits Manufactory
14. Employment in Coffee Curing Works.

1.36. During the period, preliminary notifications were issued by the Government for revision of minimum wages for the following employments.

1. Employment in Loading and Unloading Operations in markets, shandies (Fairs and market places) and other like places.
2. Employment in Cotton Ginning, pressing and Cotton Waste Industry
3. Employment in Tin Container Manufactory
4. Employment in Aerated Water Manufactory
5. Employment in Construction, Maintenance of Roads or in Building Operations.
6. Employment in Coconut Peeling
7. Employment in Hospitals and Nursing Homes
8. Employment in Laundries and Washing Clothes (including Woollen)
9. Employment in Motion Picture Industry (including Production, Distribution and Publicity)

10. Employment in Any Oil Mill
11. Employment in Sago Industry
12. Employment in Gold and Silver articles Manufactory
13. Employment in Cinema Industry
14. Employment in Printing Presses
15. Employment in Paper & other incidental processes connected with machine made paper industry
16. Employment in Silk Twisting Industry
17. Employment in Carpentry and Blacksmithy
18. Employment in Automobile Workshops
19. Employment in Footwear making Industries

1.37. During the period, Advisory Committees were constituted for revising the minimum rates of wages for the employment in powerloom industry and the employment in cashewnut industry. .

1.38. During the period, Advisory Committees were constituted for fixing the minimum rates of wages for the following employments.

1. Employment in Dimexon Industry
2. Employment in Mushroom Industry
3. Employment in Cooking Food.
4. Employment in Sculpture in Stone and other materials

1.39. During the period from 01.01.2008 to 31.03.2009, 1,18,740 inspections were made. 227 cases were disposed off by the courts and a sum of Rs.64,730/- was imposed as fine.

1.40. The Regional Deputy Commissioners of Labour have been notified as Authorities to hear the claim petitions under Section 20(1) of the Minimum Wages Act. During the period, 867 claim petitions were filed. 1,509 claim petitions were disposed off (including the previous pending) and the total amount ordered in these claim petitions was Rs.7,93,18,428/-.

D. SOCIAL SECURITY

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

THE PAYMENT OF GRATUITY ACT, 1972

1.41. 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.

1.42. 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.

1.43. During the period from 01.01.2008 to 31.03.2009, 1,434 claims were disposed off and a sum of Rs.2,16,85,096/- was ordered to be paid to the claimants and 281 appeals were disposed off by the Appellate Authorities.

THE PAYMENT OF BONUS ACT, 1965

1.44. This Act is applicable 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 / wages not exceeding Rs.10,000/- per month, who has worked for not less than 30 days in an accounting year is eligible for bonus. Maximum bonus payable under the Act is 20%.

THE MATERNITY BENEFIT ACT, 1961

1.45. This Act regulates the employment of women workers 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 period from 01.01.2008 to 31.03.2009, 10,782 inspections were made and 16 cases were disposed off and a sum of Rs.2,900/- was imposed as fine.

THE EQUAL REMUNERATION ACT, 1976

1.46. 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.

1.47. Equal Remuneration Advisory Committee headed by the Secretary to Government, Labour and Employment Department is a tripartite committee is functioning under this Act.

1.48. During the period from 01.01.2008 to 31.03.2009, 11,272 inspections were conducted by the enforcement officers. One case was disposed off by the court and a sum of Rs.3,000/- has been collected as fine.

THE TAMILNADU PAYMENT OF SUBSISTENCE ALLOWANCE ACT, 1981

1.49. This Act has been enacted 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 the period from 01.01.2008 to 31.03.2009, 235 claims were disposed off under this Act and a sum of Rs.34,75,842/- was ordered to be paid to the claimants and 13 appeals were disposed.

THE WORKMEN'S COMPENSATION ACT, 1923

1.50. This Act provides for compensation to workers in the event of loss of earning capacity due to accident in the course of their employment. The Regional Deputy Commissioners of Labour have been notified as Commissioners to hear and decide the claims under this Act.

1.51. The compensation amount awarded is to be deposited by the employers or on their behalf and disbursement to be made to the beneficiaries. In case of default in depositing the amount awarded, the Deputy Commissioners of Labour are taking action to collect the amount through District Collectors under the Revenue Recovery Act.

1.52. During the period from 01.01.2008 to 31.03.2009, 2,898 cases were disposed off and a sum of Rs.24,96,60,077/- 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

1.53. 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. 8,403 industrial workers and 2,32,630 home workers are working in 2009 beedi establishments in this State. 5,561 inspections were made during the period from 01.01.2008 to 31.03.2009. 328 cases were disposed off

by the courts and a sum of Rs.77,200/- was levied as fine. A sum of Rs.3,69,392/- has been collected as licence fee.

INTEGRATED BEEDI WORKERS' HOUSING SCHEME IN TAMIL NADU

1.54. To uplift the socio-economic conditions of the beedi workers in Tamil Nadu the "Revised Integrated Housing Scheme for Beedi Workers, 2007" of the Government of India is being implemented in Tamil Nadu. 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. Now the scheme is entrusted with Welfare Commissioners of Government of India for its implementation. 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.

1.55. A sum of Rs.14,25,000/- has been released as State contribution of Rs.5,000/- each to 285 beneficiaries in 2008-09 and sent to the Welfare Commissioner, Hyderabad in order to release the State's contribution along with first instalment amount to the beneficiaries.

F. WEIGHTS AND MEASURES

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

1.56. The Deputy Commissioner of Labour (Inspections), Chennai has been notified as Controller of Legal Metrology for the entire State. The Controller of Legal Metrology and his field officers are entrusted with the responsibility of enforcing the Standards of Weights and Measures (Enforcement) Act, 1985 and Standards of Weight 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.

1.57. During the period from 01.01.2008 to 31.03.2009, a sum of Rs.4,90,900/- has been collected as licence fee and Rs.15,43,06,153/- was collected as stamping fee. 4,26,721 inspections were made. Total number of cases disposed off during the period is 23,761. Out of which 23,696 cases were compounded and Rs.42,40,095/- has been collected as compounding fee. 65 cases were disposed off by the courts and a sum of Rs.26,300/- was levied as fine.

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

1.58. It has been made mandatory under the above Rules to declare the name and address of the manufacturer / packer / importer, Generic names of the commodity, net quantity, date of manufacturing or packing and maximum retail price on every package. During the period, a sum of Rs.2,71,700/- was collected as registration fee. 1,84,281 inspections were made. 12,240 cases were compounded and a sum of Rs.20,53,775/- was collected by the department as compounding fee and Rs.11,159/- was levied as fine by the courts in 39 cases.

CHAPTER – II

ERADICATION OF CHILD LABOUR IN TAMIL NADU

2.1. 'Child Labour Free State' - With this goal, the work in the field of eradication of child labour was intensified during 1.1.2008 to 31.03.2009.

Enforcement:-

2.2 Enforcement is one of the important 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.
- The Tamil Nadu Catering Establishments Act, 1958.

From 01.01.2008 to 31.03.2009, 2,45,961, establishments have been inspected, 495 Violations noticed, 231 prosecutions were filed under the Child Labour (Prohibition & Regulation) Act, 1986 and other allied acts. 308 cases ended in conviction and Rs.24,60,925/- has been collected as fine amount. In 2 cases imprisonment was imposed upto 3 months. 508 children were rescued from work. 211 children enrolled in Special Schools. 21 children were admitted in Shelter homes and 276 children handed over to parents with necessary instructions.

District Level Task Force

2.3 District committees were formed under the chairmanship of District Collector for eradication of child labour in hazardous employments. These committees have been

replaced by district level task force formed as per G.O. (D) No. 797, Labour and Employment Department, dated 15.11.2007. In order to eradicate child labour in hazardous and non hazardous employments and to rehabilitate them, inspection teams have been formed under District Level Special Task Force for inspecting hazardous, non hazardous employments, road side eateries and domestic sectors.

From 01.01.2008 to 31.03.2009, 82115 establishments have been inspected, 223 contraventions have been noticed and 238 children have been rescued from employment. 129 children have been admitted in Special Schools. 4 children have been admitted in shelter homes. 105 children have been handed over to parents with necessary instructions. Legal action is being taken against the erring employers. Children identified are rescued and rehabilitated.

Awareness Generation

2.4 Every year June 12th is observed as Anti Child Labour Day to generate awareness among the public. Mainstreamed students who passed out with good marks in the 10th and 12th standard public examinations are felicitated on this day. The best special school teachers are also awarded with shields. The best local bodies and the best collectors were awarded for their best work in the field of eradication of child labour on 12.06.2008 in the function presided by the Hon'ble Minister for Labour.

Children's Day was celebrated on 14.11.2008 at Gandhi Mandapam, Chennai. The Honorable Minister for Labour, the Project Manager of INDUS Child Labour Project, New Delhi, NHRC Special Rapporteur, New Delhi, Principal Secretary to Government, Labour and Employment, Commissioner of Labour and other Labour Department officials participated. An art exhibition, Metric Mela and cultural programmes were conducted by INDUS Special School children. A short film on the initiatives taken by the Government of Tamil Nadu in eradication of child labour 'New Dawn New Life' was produced by the State Child Labour Rehabilitation cum Welfare Society. This short film and a module on Life Skill Training were released on that day.

As per the announcement made in the Assembly by the Hon'ble Minister for Labour on 19.04.2007, a G.O was issued sanctioning a sum of Rs.50 lakhs to create awareness on child labour. Rs. 50,000/- per district was allotted for creating

awareness in the districts. The balance amount was spent for conducting State level and District level trainings and for other awareness activities.

Hoardings have been erected at Koyambedu bus terminus, Mambalam railway station and Central railway station. 2 lakhs post cards were printed with child labour advertisement. Child Labour advertisements were broadcast in All India Radio for 26 weeks. Stickers and posters were printed and distributed.

Child labour advertisement boards which were sponsored by MTS Mobile company were erected in 250 places at Chennai city and at 500 places throughout Tamil Nadu during the month of April 2009.

Trainings

2.5. A Trainers of Training to all master trainers and project directors to conduct District Level Training for Local Bodies was conducted for 3 days in March 2008 at Gandhigram Rural University. SSA District Co-ordinators also participated in the Training.

A district level training on community mobilization in eradication of child labour was conducted at Sivakasi in Virudhunagar District for the Special School teachers in March 2008.

A three day training programme was conducted to NGOs and trade union representatives who are involved in eradication of child labour at Tirunelveli in April 2008.

In order to enhance the life skills of the special school children, 'Life Skill Training' was imparted to all special school teachers in the NCLP districts of Tamil Nadu with financial support of ILO and UNICEF. Life skill module was provided to all special schools.

State level and District level trainings on Science experiments were conducted to Special school teachers of National Child Labour Project with the support of UNICEF to help them teach the Special School children Science lessons easily and to keep the classrooms interesting and active.

The trainings were conducted for all the special school teachers by AID INDIA, a non governmental organization in 8 batches in the month of January 2009. On Completion of training, all special schools were provided with an "Eurekha Science Kit" by UNICEF.

National Child Labour Project

2.6. This Project is functioning in Chennai, Coimbatore, Erode, Dindugul, Dharmapuri, Theni, Krishnagiri, Thoothukkudi, Trichy, Salem, Vellore, and Tirunelveli Districts. 6132 children have been mainstreamed into formal schools in the year 2008-09. 12,112 rescued child labourers are studying in 326 Special Schools run by this Project. These children are provided with midday meals, a stipend of Rs. 100/- per month, free bus pass and free uniforms. Also health check-ups are conducted with the help of Health Department.

Indus Child Labour Project

2.7. This project has been implemented in five districts viz. Kancheepuram, Tiruvannamalai, Namakkal, Virudhunagar and Tiruvallur. 4473 child labourers were enrolled in 140 Transitional Education Centres. In the year 2008-09, 2783 children have been mainstreamed. An index card is maintained for every child and progress card is maintained for every 3 months. The children studying in Transitional Education Centres are provided with midday meals, a stipend of Rs. 100/- per month, free uniform, free bus pass. Also free medical check-up is conducted by Health Department.

Vocational training was imparted to adolescent child labourers in the age group of 14 to 17 years under INDUS child labour project. 5196 adolescent child labourers were trained in Two wheeler and four wheeler mechanism, electrical works, catering, Computer etc., Job melas were conducted for them and 3,271 persons were placed in Jobs so far.

245 Self Help Groups have been formed for the mothers of child labour families. A revolving fund of Rs. 2,000/- was sanctioned for 2500 child labourer families. Priority was granted to child labour families in poverty alleviation schemes.

The TEC children are mainstreamed into regular schools. 40 Government schools have been selected as lead schools from each district and the head masters were sensitized on Child Labour issues. The activity centres set up in the lead schools, encourage children in special education, sports, music and reading books.

A best teacher from each INDUS/ National Child Labour Project District is awarded with a cash prize of Rs. 3,000/- and a certificate as per the announcement made by the Honorable Minister for Labour on 25.4.08 at the Legislative Assembly.

Child Labour Monitoring system:

2.8. As per the announcement made by the Hon'ble Minister for Labour in the Legislative Assembly on 25.4.2008. Training and capacity building programme to implement the Child Labour Monitoring System in Tamil Nadu was carried out utilizing the funds of ILO. The State level trainers training was conducted at Chennai and Madurai for District level officials of Labour, Factories, SSA, Village Panchayat, Town Panchayat and Continuing Education scheme officials. District level, block level training on Child Labour monitoring system was imparted to district level and block level officials of all departments involved in eradication of child labour and for the Rural and urban local bodies on child labour monitoring system. A pilot programme was lunched in Virudhunagar to implement this system.

CHAPTER – III

TAMIL NADU LABOUR WELFARE BOARD

LABOUR WELFARE FUND

3.1. In order to implement various labour welfare schemes 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.

WELFARE SCHEMES

3.2. The Tamil Nadu Labour Welfare Board is running 71 Labour Welfare Centres consisting of tailoring centres, pre-schools and reading rooms in the State.

TAILORING CENTRES:

3.3. Tailoring classes are conducted for the benefit of women dependants of the workers in all the welfare centres. The duration of this course is one year. During the training period a sum of Rs.150/- is given to each trainee as monthly stipend and the examination fees is also borne by the board. Trainee who secures first rank in lower and higher grade examination in respect of each centre is given a sewing machine.

During the period from 01.01.2008 to 31.03.2009, 5,099 trainees were given training and a sum of Rs.50,29,903/- has been spent for this purpose.

PRE-SCHOOLS:

3.4. Workers Children in the age group of 2 to 5 are admitted in the pre-schools. The children are provided daily nutritious mid-day meals and milk daily, eggs are provided. Eggs thrice a week and plantains twice 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. During the period, 3,519 children were admitted and a sum of Rs.16,85,566/- was spent for this purpose.

READING ROOM:

3.5. Tamil weekly magazines and dailies are provided in the reading rooms for the benefit of workers. During this period, 6231 workers were benefited and a sum of Rs.1,82,729/- was spent for this purpose.

SCHOLARSHIP:

3.6. For pursuing higher studies, workers' children are given scholarship as detailed below.

		Per Year (Rs.)
1	Bachelor Degree in Engineering	- 2,400/-
2	Bachelor Degree in Medical	- 2,400/-
3	Bachelor Degree in Law	- 2,400/-
4	Bachelor Degree in Agriculture	- 2,400/-
5	Bachelor Degree in Education	- 2,400/-
6	Bachelor Degree in Physical Education	- 2,400/-
7	Diploma in Engineering	- 1,440/-
8	Diploma in Medicine	- 1,440/-
9	Diploma in Teacher Training & Education	- 1,440/-
10	Certification Course in Physical Education	- 1,440/-
11	Higher Secondary	- 1,200/-
12	I.T.I. Course	- 1,000/-

During this period, a sum of Rs.6,19,160/- was sanctioned to 352 worker's children as scholarship.

EDUCATION INCENTIVE:

3.7. The Tamil Nadu Labour Welfare Board has sanctioned cash award of Rs.1000/- to students 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 students who come second in 10th standard and 12th standard in public examinations

in each education district. During this period, a sum of Rs.63,000/- was sanctioned to 75 worker's children as educational incentive.

BOOK ALLOWANCE & TYPEWRITING/SHORTHAND SCHEME:

3.8. The board has sanctioned Rs.45,793/- as book allowance to 83 children of workers and an amount of Rs.5,670/- has been sanctioned to 15 children as typewriting/shorthand tuition fees.

ASSISTANCE FOR BASIC COMPUTER TRAINING:

3.9. Cash assistance of Rs.1000/- is given to 5 employees/dependants in each Revenue District for basic computer training. During the period, a sum of Rs.7,000/- has been sanctioned to 7 worker's children as assistance.

SPECTACLES:

3.10. Reimbursement of cost of Spectacles upto Rs.400/- is given to worker. During this period 821 workers were benefited and a sum of Rs.3,47,384/- has been spent for this purpose.

HEARING AID, THREE WHEELER AND ARTIFICIAL LIMBS:

3.11. Reimbursement of cost of Hearing Aid upto Rs.1000/- is given to the workers who are hearing impaired. During the period, a sum of Rs.3,000/- has been reimbursed to 3 workers.

FUNERAL EXPENSES:

3.12. During this period a sum of Rs.1,96,500/- at the rate of Rs.1500/- has been sanctioned to 131 legal heirs towards the funeral expenses of the workers.

T.B.WARDS:

3.13. 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.

HOLIDAY HOMES:

3.14. The Tamil Nadu Labour Welfare Board has constructed Holiday Homes in Mamallapuram, Courtallam, and Valparai for the stay of the workers and their family members and collects nominal rent. At Chennai a Rest House named Jeeva Illam in DMS Campus at Teynampet has been constructed specially to accommodate the office bearers of registered trade unions who come to Chennai in connection with

their union activities. During this period, 7,073 trade union leaders and 10,174 workers have availed these facilities.

MAGAZINE FOR WORKERS:

3.15. 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 4,604 members have subscribed to this magazine and a sum of Rs.3,34,217/- has been spent for publishing this magazine.

3.16. During the period from 01.01.2008 to 31.03.2009, a sum of Rs.90,82,672/- has been spent for various welfare schemes by the board and a total No. of 38,327 workers were benefited.

CHAPTER – IV

UNORGANISED SECTOR

4.1. Unorganised sector is a major component of labour force. The Government is focusing to provide welfare measures to the upliftment of workers in general and unorganised workers in particular.

1. TAMIL NADU MANUAL WORKERS WELFARE BOARD AND OTHER WELFARE BOARDS

4.2. Government in the year 1982, enacted the Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982, a comprehensive legislation for the workers in the unorganised sector, to regulate the employment of manual workers employed in certain employments in this State.

4.3. Under this Act, the Tamil Nadu Manual Workers Social Security and Welfare Board was formed on 17.03.1999 with the objective of providing social security and welfare measures to the manual workers engaged in the scheduled employments under the said Act.

4.4. The Government have formed the following separate welfare boards along with the Tamil Nadu Manual Workers Welfare Board to pay special attention to provide welfare assistance to manual workers engaged in the respective employments.

S. No	Name of the Welfare Boards
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 Leathers 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

4.5. During the period from 01.01.2008 to 31.03.2009, the total number of registered workers in the above Boards is 2,39,248.

4.6. There is no registration and renewal fee for the workers from 01.09.2006.

4.7. District level office in the cadre of Labour Officer (Social Security Scheme) for the Tamilnadu Manual Workers Welfare Board and other 12 boards were created for registration, renewal, sanctioning and disbursement of assistance to the workers.

4.8. The workers are being registered with the boards after due verification by the village administrative officer and the Labour Officers (Social Security Scheme) at district level.

4.9. SCHEME ASSISTANCE IMPLEMENTED BY THE BOARDS

S.No	ASSISTANCE	AMOUNT Rs
1.	Group Personal Accident Relief	
	Accident Death	1,00,000
	Permanent / Partial Disablement	Percentage as assessed by the Doctor
2.	Natural Death	15,000
3.	Funeral Assistance	2,000
4.	Educational Assistance (only two Children of the worker)	
	(i) if the daughter is studying in 10 th standard	1,000
	(ii) if the son or daughter passed 10 th standard	1,000
	(iii) if the daughter is studying in 11 th standard	1,000
	(iv) if the daughter is studying in 12 th standard	1,500
	(v) if the son or daughter passed 12 th standard	1,500
	(vi) Regular Bachelor Degree Course For each Academic year	1,500
	For the Hostel Students	1,750
	(vii) Regular Post Graduate Course For each Academic year	2,000
	For the Hostel Students	3,000
	(iii) Law, Engineering, Medicine, veterinary Professional courses For each Academic Year	2000

	For the Hostel Students	4000
(ix)	Post Graduate Professional Course	
	For Each Academic Year	4,000
	For the Hostel Students	6,000
(x)	ITI or Polytechnic Course	
	For each Academic year	1,000
	For Hostel student	1,200
5.	Marriage Assistance	2,000
6.	Maternity Assistance	6,000
	Miscarriage / Termination	3,000
7.	Spectacle Assistance	Upto 500/-
8.	Pension (above 60 years of age)	400/- p.m.

4.10. Government have sanctioned a sum of Rs.45 crores as grants to the welfare Boards for the year 2008-09.

4.11. A sum of Rs.60,65,27,938/- has been disbursed to 1,90,882 beneficiaries under the various welfare schemes. Details regarding number of beneficiaries and sanction of assistance under various welfare boards from 01.01.2008 to 31.03.2009 are as follows:

S. No.	Name of the Board	No. of Registered Workers	No. of Beneficiaries	Amount sanctioned Rs.
1	Tamil Nadu Manual Workers Welfare Board	1,27,473	87,565	24,98,26,575
2	Tamil Nadu Auto Rickshaw and Taxi Drivers Welfare Board	23,377	3,248	79,13,434
3	Tamil Nadu Washermen Welfare Board	1,609	2,428	70,31,277
4	Tamil Nadu Hair Dressers Welfare Board	2,008	1,746	40,76,708
5	Tamil Nadu Tailoring Workers Welfare Board	29,010	52,921	21,19,32,702
6	Tamil Nadu Handicraft Workers Welfare Board	19,249	5,930	2,06,25,579
7	Tamil Nadu Palm Tree Workers Welfare Board	1,759	2,387	36,33,668
8	Tamil Nadu Handlooms and Handlooms Silk Weaving Workers Welfare Board	14,729	24,989	7,70,98,027
9	Tamil Nadu Footwear and Leathers Goods Manufactory and Tannery Workers Welfare Board	1,390	630	13,88,976
10	Tamil Nadu Artists Welfare Board	567	151	3,07,363
11	Tamil Nadu Goldsmiths Welfare Board	4,062	1,048	20,39,163

12	Tamil Nadu Pottery Workers Welfare Board	2,396	854	17,00,554
13	Tamil Nadu Domestic Workers Welfare Board	11,619	6,985	1,89,53,912
	Total	2,39,248	1,90,882	60,65,27,938

2. TAMIL NADU CONSTRUCTION WORKERS WELFARE BOARD

4.12. The Government of Tamil Nadu had established the Tamil Nadu Construction Workers Welfare Board for the welfare of construction workers engaged in construction industry in the year 1994. The workers engaged in 38 categories of work in the construction industry may register with this board to avail the scheme benefits.

4.13. There is no registration and renewal fee with effect from 01.09.2006.

4.14. The number of workers Registered from 1995 to 31.03.2009 is 19,38,465.

4.15. The Tamil Nadu Government have notified that all the persons and agencies engaged in any construction work should pay 0.3% of total estimated cost of the proposed construction work towards the manual workers general welfare fund. Upto 31.03.2009, a sum of Rs.263,24,22,849/- has been received as contribution.

4.16. The scheme benefits as enumerated under the Tamilnadu Manual Workers Welfare Board are also provided to the workers engaged in construction work under this board.

4.17. Details of financial assistance given for the period from 01.01.2008 to 31.03.2009 to the construction workers through the board are given below:-

S. No.	Assistance	No. of Beneficiaries	Amount
1.	Accident Death and Funeral Assistance	24	24,68,000
2.	Disablement due to accident	1	50,000
3.	Natural Death and Funeral Assistance	2,877	4,68,96,660
4.	Marriage Assistance	13,070	2,61,24,500
5.	Maternity Assistance	2,248	1,64,23,830
6.	Education Assistance:-		

	10 th Studying (Only for Girl Children)	6,942	69,42,000
	11 th Studying (Only for Girl Children)	4,992	49,92,000
	12 th Studying (Only for Girl Children)	5,022	75,33,000
	10 th Pass	11,437	1,14,37,000
	12 th Pass	5,518	82,77,000
	Higher Education	9,037	1,54,29,481
7.	Spectacles Assistance	687	3,36,205
8.	Pension and Pension Arrears	2,791	27204392
	Total	64,646	17,41,14,068

3. HEALTH INSURANCE SCHEME

4.18. The National Health Insurance Scheme (RSBY) launched by the Government of India to the unorganized sector workers and their families belonging to the Below Poverty Line (BPL) categories is being implemented by the Government of Tamil Nadu in Kancheepuram and Tirunelveli districts on pilot basis.

4.19. The scheme provides coverage for meeting the pre and post hospitalization and surgical expenses upto Rs.30,000/- per family.

4.20. Under the Scheme, the beneficiaries will contribute Rs.30/- as registration fee. 75% of the premium will be borne by the Government of India and 25% of the premium will be borne by the Government of Tamil Nadu.

4.21. The Government of Tamil Nadu have sanctioned a sum of Rs.523.54 lakhs towards the 25% State's share of premium to be paid to the insurance company.

4.22. The RSBY scheme was inaugurated on 8.9.2008 in Kancheepuram District and 46,650 smart cards have been issued in Kancheepuram District and 14,170 smart cards have been issued in Tirunelveli District to the Unorganised Workers Below Poverty Line (BPL) and their families.

CHAPTER – V

TAMILNADU INSTITUTE OF LABOUR STUDIES

5.1. The Tamilnadu Institute of Labour Studies established by the Government of Tamil Nadu in 1973 was subsequently registered under the Tamilnadu Societies

Registration Act, 1975 on 8.10.1987 and started functioning as an autonomous body with effect from 1.4.1988.

5.2. The Management of the affairs of the Tamil Nadu Institute of Labour Studies Society is run by the high level committee – Governing Committee constituted by the Government, the Chairman being the Hon’ble Minister for Labour.

5.3. The main activities of the Institute are of conducting academic courses, training programmes, seminars, workshops, refresher courses, orientation programmes for the benefit of supervisory and managerial personnel in industry, Trade unionists, workers, officers of Labour department and Inspectorate of Factories based on their training needs.

5.4. This Institute is offering full time academic courses viz. B.A. (Labour Management) and M.A. (Labour Management) which are affiliated to the University of Madras. The University of Madras has also recognized this Institute as a Research Institute to conduct both part time and full time Ph.D. programmes on Labour Management from the year 2001.

5.5. This institute is also offering a part time one year P.G. Diploma Course called “Post Graduate Diploma in Labour Administration” (PGDLA).

5.6. In the academic year 2008-2009, the details of admissions are given below:-

Name of the Course	No. of students admitted
B.A. (L.M.)	52
M.A. (L.M.)	32
P.G.D.L.A.	47

5.7. This Institute has got a placement cell called “Neo Manager’s Guidance Bureau” (NMGB). Every year it organises Campus Interviews / Placements for the B.A. (Labour Management), M.A. (Labour Management). During the period, 21 students were provided placements.

5.8. During the period from 01.01.2008 to 31.03.2009, the Institute has conducted 33 seminars / training programmes benefiting 2,508 persons working in shops, catering establishments, motor transport undertakings, factories and officers of the labour departments.

5.9. One month Certificate Course in “Safety & Health for Supervisory Personnel working in Hazardous Process” was conducted by the Institute and 41 participants were benefitted.

5.10. This Institute had evaluated the proposals on Eradication of Child Labour given by the District Collectors of Madurai and Thanjavur to declare their District as Child Labour Free District.

CHAPTER - VI

DEPARTMENT OF INSPECTORATE OF FACTORIES

Administration

6.1. The Inspectorate of Factories is playing a key role in protecting the safety, health and welfare of the workers in registered factories. This Department is enforcing the Factories Act, 1948 and 14 other Labour Enactments in the State. The administration and enforcement of various Labour Laws by the Inspectorate is under the overall charge of the Chief Inspector of Factories. These Labour Laws are enforced in factories by 131 officers of this department.

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, 1959.
4. The Minimum Wages Act, 1948 and and Rules.
5. The Maternity Benefit fact, 1961 and 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 Workmen (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.

6.2. This Inspectorate has been carrying out broadly the following two functions:

- I) Regulatory functions (Implementation of various Acts);
- II) Health, Safety, Training and Development functions.

A. REGULATORY FUNCTIONS

Factory Inspections

6.3. The Factories Act, 1948 is a highly technical act ensuing to secure the safety, health and welfare of the workers in registered factories. With the existing officers,

all efforts are taken to ensure the benefits of Labour Laws to the workers employed in all sections of factories. Factories not engaged in dangerous operations and certified as Small Scale Industries are inspected once in a period of five years provided no complaints are received either from the workers or from the Trade Unions. All factories engaged in dangerous operations though certified as Small Scale Industries are however inspected once in a period of six months so as to ensure health and safety. Match and Fire Works factories are inspected once in every three months because of the risk involved in the nature of work. In addition, special, holiday and check inspections are also undertaken for better monitoring of the safety, health and welfare provisions. By the effective measures taken by the Inspectorate through inspections, safe and good working environment is ensured for the workers in the factories.

Squad Inspections

6.4. Fire Works manufacturing will be in peak before Deepavali festival as most of the crackers are manufactured and sold during this time only. Due to large-scale activities, there are chances for explosion and accidents in fire works during the season. So, apart from routine and regular inspections, special squads are formed to monitor the safe working conditions and safe methods of work during this season.

Accidents

6.5 Because of constant and ceaseless efforts put in by the officers of this Inspectorate by way of increased safety promotional activities like conducting safety surveys and safety courses, the number of accidents have been controlled, inspite of stable increase in the number of factories and employees.

The details of accidents during 2006, 2007, 2008 and upto 31-03-2009 are given below:

Year	Total No. of Factories	Total No. of workers	Fatal	Non-fatal
2006	38,976	13,69,376	48	1,198
2007	41,592	14,26,991	60	1,089
2008	42,185	14,31,433	62	954
Upto 31-03-2009	42,452	14,37,910	11	18

Enquiry of Complaints

6.6. Complaints received from the workers and Trade Unions are given top priority and they are enquired into immediately and suitable action taken to settle the grievances. From 01-01-2008 to 31-03-2009, as many as 353 complaints have been received and all the complaints were enquired and disposed off. In addition, meetings with the Trade Union leaders are also conducted by the Joint Chief Inspector of Factories at Chennai and by Deputy Chief Inspector of Factories in the

districts every month to sort out the grievances of the workers and the Trade Unions and the same are enquired into immediately by the Inspectors concerned.

Major Accident Hazard Control Cell

6.7. As per Schedule - I of the Factories Act, 1948, 29 processes have been listed as hazardous process industries wherein, if special care is not taken, the raw materials used therein are likely to cause material impairment to the safety and health of the persons, engaged in or connected therewith or result in the pollution of the general environment. These factories are inspected with greater concentration to ensure operational safety. Among these, in certain chemical factories, uncontrolled developments in the industrial activity carried on by them may cause serious dangers to workers employed in the factory and also to the people living nearby, in addition to the adverse effect on environment. Such units have been classified as Major Accident Hazard Units and special care is taken by this Inspectorate to ensure operational safety in these factories. 119 units have been classified as MAH units in our State.

6.8. A Major Accident Hazard Control Cell was formed in the year 1988 at Headquarters headed by the Additional Chief Inspector of Factories. This Cell recommends suitable safety measures to the managements of Major Accident Hazard factories to prevent any industrial disaster and also monitor the compliance of the suggestions given by this Cell.

6.9. Upto 31-03-2009, as many as 118 On Site Emergency Plans have been received from MAH Units out of which 111 were recorded subject to certain conditions. District Collectors have been nominated as the District Emergency Authority in respect of Off-site Emergency Plans and the Chief Inspector of Factories as the authority for the On-site Emergency Plans. Government in G.O. Ms. No.109, Environment and Forest Department, dated 23.04.1998 have constituted State, District and Local Crisis Groups to assess the Emergency Preparedness of MAH units and to assist the State Government in planning emergency preparedness and mitigation of major chemical accidents in the MAH units in the State. The officers of this Inspectorate serve as Member Secretaries in the District Crisis Group, while the Chief Inspector of Factories, is the Secretary of the State Crisis Group.

6.10. In order to assess and update the operational efficiency in the event of real emergency, Mock Drills are conducted periodically in the factories under the supervision of the Officers of the Inspectorate of Factories. 01-01-08 to 31-03-2009, 131 Mock Drills have been conducted. In addition to the above measures, to ensure safety in the process, Safety Reports are called for from Hazardous Industries and are monitored by the Department of Inspectorate of Factories.

6.11. Also 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

6.12. The Site Appraisal Committee has been constituted as per section 41A of the Factories Act for the purpose of advising the Government to consider the application for grant of permission for the initial location of the factories involving hazardous process. Site Appraisal Committee has considered 19 applications from 01-01-2008 to 31-03-2009. Action is taken by this Inspectorate to monitor the conditions imposed by the Government, while approving the applications, thereby ensuring plant vicinity safety at the erection stage itself.

Enforcement of Minimum Wages Act, 1948

6.13. Apart from the routine inspections, special efforts were taken to protect the wage conditions of the workers and special raids were conducted under Minimum Wages Act. More number of cases were launched against the erring factory management and more number of claim petitions filed under Minimum Wages Act. From 01-01-2008 to 31-03-2009, 76 prosecutions were launched and 53 Claim petitions were filed under the Act.

Eradication of Child Labour

6.14. One among the provisions of Factories Act, 1948 strictly enforced by this Department is prohibition of Child Labour in Factories, as mandated under Section 67 of Factories Act. In filing prosecutions against the defaulting employers, the penal provisions under Section 14 and 15 of Child Labour (Prohibition and Regulation) Act, 1986 are invoked as penal sections on these Sections are more deterrent than what is contemplated under Section 92 of Factories Act. In this way, 73 cases have been filed against the defaulting employers under Section 67 of the Factories Act, 1948 and fine amount of Rs.5,26,000/- have been realized 01-01-2008 to 31-03-2009 in regard to child employment. Apart from this, Squad inspections are conducted every month concerted action is taken in this field to eliminate the child labour in hazardous industries. Now such inspection has been extended to all the Districts. 1,908 Squad inspections have been conducted from 01-01-2008 to 31-03-2009.

B. HEALTH, SAFETY, TRAINING AND DEVELOPMENT

Health Promotion Functions

6.15. In this Department, a medical wing is functioning to monitor the occupational health of the workers employed in Chemical factories, which have potential health risks to the workers. These Medical Officers examine the workers engaged in dangerous operations at regular intervals and also conduct health surveys at periodical intervals to monitor the health of the workers and suggest both clinical and other preventive measures for them.

6.16. In this Department, an Industrial Hygiene Unit is also functioning to monitor the environment in chemical industries for the presence of chemical pollutants like Ammonia, Chlorine, Sulphur-di-oxide, Hydrogen-sulfide, etc. causing harm to the workers. 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, ventilation, etc. are also studied by Industrial Hygiene Unit.

6.17. In factories, high noise level is a major problem and the workers exposed to high noise pollution are susceptible to noise induced deafness and other psychological disorders. The Inspectorate of Factories is taking concerted efforts to combat the problem of noise pollution. The Inspectors have been provided with Sound Level Meters to measure the noise level in the various plants of the factory. The Inspectors are measuring the sound level during their inspections to monitor the noise level in areas where workers are exposed to high noise level and are taking steps to safeguard the workers from exposure to high level noise.

Pressure Vessel Testing

6.18. In addition to the enforcement of Factories Act and Allied Acts, this Department is also entrusted with the prime task of ensuring operational safety of the pressure vessels installed in the factories. All the pressure vessels operating above atmospheric pressure excluding steam boilers coming under the purview of Indian Boiler Act are examined or tested as the case may be externally once in every period of six months, internally once in every year or hydrostatically once in every two years or subjected to ultrasonic test once in every four years in the case of continuous process of factories. Surveillance of safety performance of the accident prone factories are also taken up by them through periodical safety surveys.

State Safety Awards

6.19. To enthuse the managements for better safety performance, State Safety Awards are presented to the managements every year based on their performance in reducing accidents in their factories. For a better comparison, the factories are classified into 3 groups depending upon the man-hours worked and awards are presented based on factors like highest reduction in Accident Frequency Rate when compared with the previous year, Lowest Weighted Frequency Rate and 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; 90 managements are given second prize (Silver Shields) worth Rs.1,500/- each.

6.20. Similarly, to encourage the workers in actively participating in the accident preventions, every year Shram Vir Awards, popularly styled as "Tamilaga Arasin Uyarnta Uzhaipalar Virudhu" in Tamil, are presented to the workmen for their outstanding and useful suggestions for the improvement of safety standards, working environments and increase in productivity.

6.21. The State Safety Awards and Uyarnta Uzhaipalar Virudhu for the year 2005 were distributed to the managements and workers respectively in the function held on 25-03-2008 at Chennai. 38 workers from various managements received Uyarndha Uzhaipalar Virudhu and 94 factory managements received State Safety Awards.

Safety Awards for Fireworks Factories

6.22. New Scheme for Fireworks Factories was announced by the Hon'ble Minister for Labour in the floor of the House in the year 2008 and the Safety Award for Fire Works Factories function was held on 26-08-2008 at Sivakasi. Hon'ble Minister for Backward Classes presided over the function. Hon'ble Minister for Labour has delivered special address and distributed the Silver Shields to 9 Fire Works Factories for the year 2007.

Safety Awareness Committees

6.23. To prevent blasts and accidents in the fire works 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 has been constituted as per orders issued in G.O. Ms. No. 130, Labour and Employment (M2) Department, Dated: 20-09-2006. This Committee periodically visits the fire works factories and explains the hazards in fire works manufacture to the workers and educate them about the safety precautions to be followed for avoiding accidents. This Committee has conducted 45 Safety Awareness Campaigns from 01-01-2008 to 31-03-2009 in which 3,536 workers have been benefitted.

6.24. Similarly, to avoid loss of human lives, in Chemical factories and in Tanneries and Bleaching and Dying 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 as per orders issued in G.O.Ms.No. 164, Labour and Employment (M2) Department, Dated: 08-08-2007. These Committees periodically visits the Chemicals factories at Manali, Ennore, Sipcot Industrial Estate at Vellore, Ranipet, Cuddalore; and Bleaching and Dying and Tannery Units at Tiruppur and educate the workers about the safety precautions to be followed for avoiding accidents. These Committees has conducted 68 Safety Awareness Campaigns from 01-01-2008 to 31-03-2009 in which 2,296 workers have been benefitted.

Match and Fire Works Workers Group Personal Accident Insurance Scheme

6.25. For the benefit of workers of Match and Fire Works Industries in Tamil Nadu, a Group Personal Accident Insurance Scheme has been formulated. The Scheme is designed to give relief in case of death, loss of limbs, loss of eye-sight, 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/-. 2,71,980 workers in Match and Fire Works factories have been covered under this scheme from 01-01-2008 to 31-03-2009. An amount of Rs.20,55,000/- has been paid to the claimants from 01-01-2008 to 31-03-2009.

TRAINING AND SEMINAR

Safety Training

6.26. In addition to the regulatory functions carried out in factories, the workers and managements need to be trained on the importance of safe work in the work environment, if accidents are to be avoided. The Inspectorate is carrying out this training function and also Safety Surveys in the factories with specific concentration on factories reporting large number of accidents.

6.27. Training classes are periodically conducted in the factories to educate and inculcate safety awareness among workers and managements in the factory premises itself at free of cost. These training classes are conducted in Tamil and they are welcomed by both the workers and managements as these training programmes have greatly helped in creating safety awareness both among workers and managements and in reduction of accidents. From 01-01-2008 to 31-03-2009, as many as 191 Training Classes have been conducted, benefiting 8,134 persons.

Safety Audit Cell

6.28. State Level Audit Cell has been constituted in G.O.Ms.No.9, Labour and Employment Department, Dated 12.1.2001 and the Chief Inspector of Factories have been nominated as the Chairman of this Committee in the G.O. Ms.No. 131, Labour and Employment Department, Dated: 20-09-2005 with the objective of scrutinizing the Safety Audit Reports submitted by the MAH Factories annually. The Cell makes suggestions for improvements in Safety, Health and Environment aspects.

6.29. The Safety Audit Cell has conducted 12 meetings and scrutinized 12 Safety Audit Reports in the year 01-01-2008 to 31-03-2009. The recommendations are also communicated to the respective managements and the managements are advised accordingly.

CHAPTER – VII

DEPARTMENT OF EMPLOYMENT AND TRAINING

A. EMPLOYMENT WING

7.1. The Employment Service came into existence in India under the stress of post-war demobilization and resettlement of a large number of persons who were displaced as a result of partition, till the end of 1947. However by early 1948, the services of Employment Exchanges were extended to all categories of applicants. The Employment Exchanges started to cater to the needs of all public not only in placement activities but also in various other activities such as occupational research, Vocational Guidance and Employment Market Information. The day to day administration of the Employment Exchanges which was earlier under the control of

Central Government, came under the control of State Government with effect from 1.11.1956.

7.2. Since the time of its inception, the Employment Exchanges nominate suitable persons to fill up the vacancies arising in all Government and Quasi Government departments, along with the other activities.

7.3. Now due to the policy decision of the present Government lifting the ban on recruitment to Government departments, the placement activities of the Employment Exchanges have started blooming and the Employment Exchanges have become more vibrant and have begun to play a vital role in the recruitment to Government Departments, like recruiting Graduate teachers etc.

ACTIVITIES OF EMPLOYMENT EXCHANGES

7.4. Important activities of this Department are registration of job seekers, nomination of candidates against notified vacancies, rendering Vocational Guidance Services to students and unemployed, periodical collection, compilation and furnishing of data on employment and unemployment to Government. At present, of the 32 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 and Tiruppur Districts. Besides, Special Employment Office for Physically Handicapped, Professional and Executive Employment Office and District Employment Office for Unskilled are functioning in Chennai. Also, District Employment Office for Technical Personnel is functioning one each in Chennai and Coimbatore.

7.5. In order to cater to the needs of the professionally qualified registrants in Southern Districts, creation of a Professional and Executive Employment branch Office at Madurai was ordered by the Government and the said office started functioning with effect from 16.10.08. This Employment Exchange caters to the professionally qualified registrants of 15 districts, namely Madurai, Theni, Dindigul, Sivagangai, Virudhunagar, Ramanathapuram, Tirunelveli, Tuticorin, Nagercoil, Coimbatore, Erode, Uthagamandalam, Karur, Namakkal and Pudukottai.

7.6. Now, there are 36 Employment Offices in Tamilnadu. In addition to this, Coaching-cum-Guidance Centres for Scheduled Castes and Scheduled Tribes in Tiruchirappalli, 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. Four Regional Deputy Directors, at Chennai, Tiruchirapalli, Madurai and Coimbatore, oversee the functioning of all the offices falling within their administrative areas.

7.7. The overall control of this Department vests with the Commissioner of Employment and Training, who is assisted by three Joint Directors and other officials at the Commissionerate.

PERFORMANCE OF EMPLOYMENT EXCHANGES

7.8. The activities of the Employment Exchanges are fully computerised. As such, issue of registration identity cards and sending of lists to employers are all done through computers in Employment Exchanges.

7.9. During the period from 1.1.2008 to 31.12.2008, 9,60,869 candidates and from 1.1.2009 to 31.3.2009, 84,026 candidates, have registered with the Employment Exchanges in Tamilnadu. From 1.1.08 to 31.12.08, 26,748 candidates and from 1.1.2009 to 31.3.2009, 3,906 candidates were placed in employment. There are 54,99,421 candidates waiting on the Live Register of the Employment Exchanges in the State as on 31.3.2009.

IMPLEMENTATION OF EMPLOYMENT EXCHANGES (COMPULSORY NOTIFICATION OF VACANCIES) ACT 1959.

7.10. As per 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 period from 1.1.2007 to 30.9.2007 and from 1.1.2008 to 30.9.2008 are given below:-

Sl. No	Item	For the period from 1.1.07 to 30.9.07		For the period from 1.1.08 to 30.9.08	
		Sector		Sector	
		Public	Private	Public	Private
1.	Number of establishments addressed	12,246	13,398	12,278	13,872
2.	Number of establishments responded	12,188	12,784	12,199	13,234
3.	Total employment	14,99,528	8,21,796	15,00,552	8,48,448

ACTIVITIES WITH REFERENCE TO VOCATIONAL GUIDANCE TO THE JOB SEEKERS

7.11. Vocational Guidance is the need of the hour for students and jobseekers. Vocational Guidance Units have been provided in 17 Employment Offices for the purpose of guiding youth. 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.

7.12. From 1.1.2008 to 31.12.2008, 467 candidates and from 1.1.2009 to 31.3.2009, 78 candidates were placed in apprenticeship training. In the year 2008, 737 Career talks and 17 Career Exhibitions were conducted. From 1.1.2009 to 31.3.2009, 213 Career talks and 7 Career Exhibitions were conducted.

7.13. Taking Vocational Guidance activities a step further, the Department, with the help of National Informatics Centre conducted Career Guidance Programmes through online chat from 11.6.08 to 13.6.08 and through Video Conference. The Video Conference Programme was held in four phases on 30.9.08, 22.10.08, 16.12.08 and 18.12.08. Experts from various fields interacted with and guided the students in career options. This is the first time in the country a state government has proactively utilized technological advancement to reach out to the youth in an interactive method. These endeavours of the Government of Tamilnadu have been appreciated by the Government of India also on 15.12.2008, who have also asked for the guidelines of this scheme, so that it may be circulated to other states in the country.

SELF EMPLOYMENT

7.14. From 1.1.2008 to 31.12.2008, Employment Exchanges motivated 7,665 candidates in getting self-employment loans from various financial institutions. From 1.1.2009 to 31.3.2009, 359 candidates were motivated for self-employment.

PLACEMENT OF PHYSICALLY CHALLENGED PERSONS

7.15. The Special Employment Office for the Physically Handicapped, Santhome, Chennai-4, and the 13 Special Cells for Physically Handicapped attached to the District Employment Offices at Coimbatore, Cuddalore, Erode, Kancheepuram, Madurai, Nagercoil, Salem, Tiruchirapalli, Thanjavur, Thoothukudi, Tirunelveli,

Uthagamandalam and Vellore, adopt selective placement techniques for promoting placement/ rehabilitation of the disabled registrants.

7.16. From 1.1.2008 to 31.12.2008, 399 Blind, 474 Deaf and 3,722 Orthopaedically Handicapped persons and from 1.1.2009 to 31.3.2009, 110 Blind, 75 Deaf and 1116 Orthopaedically Handicapped persons were registered in the employment exchanges. From 1.1.2008 to 31.12.2008, 980 Physically Handicapped candidates and from 1.1.2009 to 31.3.2009, 273 Physically Handicapped candidates were placed in employment. There are 87,612 physically handicapped candidates waiting on the Live Register of the Employment Exchanges as on 31.3.2009, including 8,845 Blind, 8,116 Deaf and 69,951 Orthopaedically Handicapped candidates.

UNEMPLOYMENT RELIEF SCHEME FOR THE BLIND

7.17. During 2008-2009, out of Rs. 42.00 lakhs allotted, Rs.41.98 lakhs was disbursed to 1,333 candidates as unemployment relief.

SCHEMES IMPLEMENTED UNDER THE TRIBAL SUB PLAN SPECIAL VOCATIONAL GUIDANCE CENTRE FOR TRIBAL POPULATION

7.18. The Government gives importance to the upliftment of the Tribals, especially the Tribal Youth. Special Vocational Guidance Centre for Tribal Population is functioning in Uthagamandalam. The major functions of the above centre are as follows: -

1. Collection, compilation and dissemination of information on occupations and training facilities, to Scheduled Tribes.
2. Issue of Career Information bulletins at quarterly intervals which serve as guides for student population as well as job seekers among Scheduled Tribes.
3. Visits to the Hostels and Schools run for the benefit of Scheduled Tribes and other Schools where a large number of Scheduled Tribe students are studying, to deliver career guidance talks, providing them with information about higher education, professional courses, training facilities, courses abroad, careers, scholarships and employment opportunities in shortage occupations. (Example: Steno-Typist, Secondary Grade Teacher).
4. Identification of vacancies for which suitable Scheduled Tribe applicants are not available and arranging for their training in these occupations to fill up the reserved vacancies
5. Spot registration of Scheduled Tribe job seekers. Motivation of Scheduled Tribe applicants to take up self-employment and arranging for loans through various banks and other agencies.

7.19. Details of activities carried out under Tribal Sub Plan.

S. No	Details of activities	1.1.08 to 31.12.08	1.1.09 to 31.3.09
1.	Number of Scheduled Tribe applicants registered from various remote areas.	184	11
2.	Number of Scheduled Tribe applicants guided during registration	254	9
3.	Number of applicants who were given individual guidance information	247	167
4.	Number of Group discussions held	1,665	97
5.	Number of Scheduled Tribe applicants attended group discussions	880	194
6.	Number of Career talks delivered	302	5
7.	Number of Employers / institutions contacted	44	14
8.	Number of Schools and Scheduled Tribe hostels visited	18	13

**SCHEMES IMPLEMENTED UNDER SPECIAL COMPONENT PLAN
COACHING-CUM-GUIDANCE CENTRES**

7.20. 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 as follows:-

1. To provide Vocational Guidance and disseminate career information to Scheduled Caste/Scheduled Tribe job seekers.
2. To plan and execute confidence building and related programmes for Scheduled Caste/Scheduled Tribe.
3. To organise and conduct job-development programmes.
4. To arrange facilities to Scheduled Caste/Scheduled Tribe job seekers for practising shorthand/typing.
5. To establish close linkage with the local Employment Exchange for similar other Career Guidance programmes specially meant for Scheduled Caste/Scheduled Tribe.

7.21. Apart from counseling services, these Centres are also periodically organising Pre-Examination Training Courses to Scheduled Caste/Scheduled Tribe youth appearing for various competitive examinations conducted by various recruiting agencies, as and when Government sanction funds. These coaching classes enable the Scheduled Caste/Scheduled Tribe youth to compete more successfully.

7.22. The number of Scheduled caste/Scheduled Tribe beneficiaries benefited under Special Component Plan through the Coaching-cum-Guidance Centres is as follows:-

S. No.	Details of activities	1.1.08 to 31.12.08	1.1.09 to 31.3.09
1.	Number of senior Scheduled Caste/ Scheduled Tribe registrants who were given Vocational and Training information.	6,067	1,097
2.	Number of confidence building programmes conducted for Scheduled Caste/Scheduled Tribe registrants	338	36
3.	Number of Career talks delivered	275	64
4.	Number of applications forwarded to Nationalised Banks for Self Employment	2,649	411

STUDY CIRCLES

7.23. In order to enhance the capacities of the unemployed youth to take up various competitive examinations, Study Circles are functioning in all the District Headquarters and in 385 Panchayat Unions.

7.24. 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. So far, 2,968 candidates have got jobs in the Civil Services and other Services through the efforts of the Study Circles.

ROLE OF EMPLOYMENT EXCHANGES IN PRIVATE PLACEMENT

7.25. 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 Placement Day' in each Employment Exchange in 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 1.1.2008 to 31.12.2008, 6,622

candidates and from 1.1.2009 to 31.3.2009, 801 candidates were placed in the private sector by all the District Employment Offices in the State.

COMPUTERISATION OF EMPLOYMENT EXCHANGES

7.26. Computerisation was introduced in a phased manner in the Employment Exchanges in Tamilnadu from 1986. All Employment Offices have been computerised. 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. As such M/s. Wipro has completed the study with regard to Employment Exchanges and submitted a Detailed Project Report. The Detailed Project Report has been forwarded to Government of India through the Labour and Employment Department. On approval by the Government of India, this scheme will be effectively implemented.

7.27. Government has sanctioned an amount of Rs.2.90 crores for networking of Employment Exchanges in the State. Work has been entrusted to ELCOT for execution. The work is under progress.

INSTALLATION OF ONLINE INTERACTIVE JOB PORTAL

7.28. To facilitate private sector employers to select their required manpower, a data bank consisting of the details of 4.57 lakhs 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 the registrations made with the Professional and Executive Employment Office, Chennai and Madurai. Updated information on vocational guidance services such as, facilities for higher education, details on competitive examination are rendered to the candidates through this Website viz., (<http://www.employment.tn.gov.in>)

RENEWAL CONCESSIONS

7.29. Government have accorded special renewal concessions to the candidates who have not renewed their registrations during the year 2007. Under this, a total of 37,503 registrants have benefited, by getting their registrations renewed.

UNEMPLOYMENT ASSISTANCE SCHEME

7.30. 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 Tamilnadu on 11.11.2006.

7.31. During the year 2008-09, out of 3,50,819 candidates benefited, 1,18,510 were SSLC passed candidates, 1,66,146 were HSC passed candidates and 66,163 were Degree holders. This includes 41,944 SSLC, 49,459 HSC and 19,159 Degree holders in the Scheduled Caste/Scheduled Tribe communities.

7.32. For the financial year 2008-09, a sum of Rs.82,16,23,911/- was distributed as Unemployment Assistance which includes Rs.25,49,27,380/- to the Scheduled Caste/ Scheduled Tribe beneficiaries.

7.33. From the time of the inception of the scheme, a total expenditure of Rs.198,75,47,365/- including Rs.61,93,06,684/- for the Scheduled Caste/Scheduled Tribe beneficiaries has been disbursed so far.

B. TRAINING WING

7.34. Training wing of this Department is implementing various training programmes to ensure a steady flow of skilled manpower in different trades to the industry through a systematic training, to reduce the unemployment problem among the educated youth by providing them employable training and to cultivate technical & Industrial attitude in the minds of younger generation.

Major training schemes

7.35. The following Training Schemes are implemented by this Department to meet the main objectives.

- (i) Craftsmen Training Scheme
- (ii) Apprenticeship Training Scheme
- (iii) Centre of Excellence Scheme
- (iv) Modular Employable Scheme
- (v) Industrial Schools

Organizational structure

7.36. Commissioner of Employment and Training is the Head of Department and is assisted by two Joint Directors in the State Head Quarters and by five Regional Joint Directors namely Chennai, Trichy, Coimbatore, Madurai and Tirunelveli. The ITIs are headed by the Principals in the cadre of Training officer / Assistant Director / Deputy Director, depending upon the size and the sanctioned capacity of the ITI.

Craftsmen Training Scheme

7.37. Craftsmen Training Scheme was introduced in the year 1950, which is the most important in the field of Vocational Training, in shaping the craftsmen to meet

the existing as well as future manpower requirement through vast network of ITIs in the State.

Main objective of this scheme is:

1. To impart training to the less privileged downtrodden and early school leavers to acquire technical skill for gainful employment.
2. To ensure a steady flow of skilled workforce to the Industry to meet the manpower requirement in different trades.
3. To establish a close interaction with the Industries on the issues relating to exchange of technical knowledge and experience for the mutual benefit of the institute and the industry.

Industrial Training Institute

7.38. There are 60 Government Industrial Training Institutes and two Basic Training Centres spread all over in Tamilnadu. Training is imparted in 39 Engineering and 17 Non Engineering Trades. Under the Centre of Excellence scheme, for 11 multi-skill sectors have been introduced to produce world-class craftsmen. The training period for the trades is ranging from six months to three years. There are 12 Government ITIs functioning exclusively for women, one ITI for scheduled castes and one for scheduled tribes, out of the 60 Government ITIs located in the State. The total sanctioned seating capacity is 21,322. The entry qualifications vary from class VIII to +2. The National Council for Vocational Training conducts all India Trade Tests. National Trade certificates (NTC) are awarded by NCVT to the trainees who successfully complete the course.

7.39. During the last financial year, the 60th Government ITI was started in the name of Umarapulavar Government ITI at Nagalapuram in Tuticorin District at a total cost of Rs.121.47 lakhs.

7.40. The training in Government ITIs begins in the month of August every year and the Trade test is conducted in the month of July every year. Admission to Government ITIs is made every year on merit basis following the rule of communal reservation approved by the Government. During the training period, stipend is given to the trainees to encourage their active participation in the training programme at the following rates per month:-

- | | | |
|-------------------------|---|-----------|
| 1. Scheduled Caste | - | Rs.150 /- |
| 2. Scheduled Tribes | - | Rs.175 /- |
| 3. Denotified community | - | Rs.140 /- |

4. Burma / Sri Lanka Repatriate	-	Rs.175 /-
5.1/3 rd of the total trainees whose parental income does not exceed Rs.16,100 /- per year	-	Rs.50/-

Affiliated Private Industrial Training Centres

7.41. In order to activate adequate opportunities to the weaker sections of the society and to provide them training in easily employable trades and to support the efforts of the State Government in producing more skilled manpower, setup of private Industrial Training Centres are encouraged. There are 605 private Industrial Training Centres functioning in Tamilnadu, which are affiliated by NCVT, New Delhi. The total sanctioned seating capacity of these ITCs is 58,880. Fifty percent of the seats in affiliated Private Industrial Training Centres are being filled up on merit, following the rules of reservation in force.

Introduction of New Trades

7.42. To meet the requirement of the Industries in their advancement in modern technology new trades are introduced in Industrial Training Institutes. New trades like mechanic Industrial Electronics, Mechanic Mechatronics, Information Technology & Electronic System Maintenance, Mechanic-Computer Hardware, Craftsmen Food Production (General), Litho Offset Mechanic Minder, Digital Photographer, Driver-cum-Mechanic have been introduced in various Government Industrial Training Institutes.

7.43. 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 Government Industrial Training Institutes in August 2007 at a total cost of Rs.111.28 lakhs. Apart from that Crafts Food Production (General) at Thanjavur and an additional unit at BTC Ranipet were started from August 2008. A sum of Rs.2 crores has been sanctioned by Tamilnadu Industrial Development Corporation (TIDCO) under Assistance to State for Infrastructural Development in Export Industry (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 for raw materials and engagement of contract faculty.

7.44. 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 each Industrial Training Institute. A representative from the Industry of the area heads the Committee who assists the Institute in making available their training and testing facilities wherever required and by providing on the job training in their establishments to the trainees.

Centre of Excellence Scheme

7.45. Government of India launched this scheme to upgrade 500 existing Industrial Training Institutes into Centres of Excellence all over India in five years, at the rate of 100 Industrial Training Institutes per year. As per the scheme, there is a budget provision of Rs.1.6 crores per ITI to upgrade the facilities for offering multi skill training of world class, catering to the need of the cluster of Industries in and around the ITIs. There is a provision of multi entry and multi exit facility with the course curriculum designed in consultation with the Industry.

7.46. The main thrust of the programme is to produce World Class Craftsmen. The Expenditure is shared between the Government of India and the State Government in the ratio of 75:25. In Tamilnadu, so far 19 Government Industrial Training Institutes have been taken up for upgradation into CoE of which 5 ITIs viz., Ambattur, Coimbatore, Hosur, Trichy and Salem were taken up in 2005 for upgradation under domestic funding an Outlay of Rs.160 lakhs per centre. 5 ITIs viz., Guindy (Women), Madurai, Pettai, Guindy and Vellore under International Development Association (IDA) funding in 2006 and 6 ITIs viz. Chengalpattu, North Chennai, Thanjavur, Cuddalore, Coimbatore (W) and Tuticorin in 2007 and three ITIs namely Karaikudi, Dharapuram and Dharmapuri under World Bank Funding at an Outlay of Rs.3.5 crore per centre in 2008.

Upgradation under PPP mode

7.47. To promote the Institute-Industry interaction so as to bridge the gap between the Industry requirement and Institute delivery, Government of India has introduced a scheme of upgradation of Govt. I.T.I.s under Public Private Partnership Scheme. Under this scheme, selected project ITI is eligible for an interest free loan of Rs.2.50 Crore extended by the Government of India.

7.48. So far, Government of India has approved and released loan amount to 17 Government I.T.Is upgraded under this scheme. Another 12 Government I.T.Is have been proposed for upgradation under this scheme in 2009-10.

ISO Certification

7.49. In Tamilnadu, Govt. I.T.Is has been awarded ISO Certification as a first time. Accordingly, the five Govt. I.T.Is. namely Ambathur, Coimbatore, Trichy, Madurai and Tirunelveli (Pettai) are obtained ISO 9001:2008 Certification. This shows the quality of institutions with all infrastructural facilities and produced good quality of man power to industry.

State Level Skill Competition

7.50. The successful trainees who secured 1st place in each Trade in the All India Trade Test is encouraged to participate in the State Level Skill competition conducted by the State Government every year. This Skill competition is conducted in 18 trades. The successful candidate in each trade is declared as the best trainee in the State level and is awarded with “Honorable Chief Minister Award”, which consists of a cash prize of Rs.5,000/- and a merit certificate. The Instructors who produce best trainees are also suitably awarded with a cash prize.

All India Skill Competition

7.51. In Government of India at the National level awards for best trainees in each State selected in State level skill competition under 14 trades with cash prize of Rs.10,000/- and a merit certificate. Tamilnadu has secured the Best State Award 21 times out of 43 competitions and received the Rolling Shield of the President of India.

Dr. Radhakrishnan Award

7.52. Dr.Radhakrishnan award is given to the best instructors and best principals of the Government ITIs every year in order to motivate and encourage them to improve their performance in imparting training. This award includes a cash amount of Rs.1,000/- and a merit certificate.

Apprenticeship Training Scheme

7.53. To acquire more skills, the ITI passed semi-skilled trainees from Industrial training Institutes / Private Industrial Training Centres are sponsored as apprentices to Industrial establishments for training for a period ranging from 1 year to 4 years to become skilled. In Tamil Nadu, Apprenticeship training is given in 158 trades in 2,324 industrial Establishments. This Apprenticeship Training Scheme is implemented in 11 Related Instruction Centres and 3 ITIs. As of now, 15,714 apprentices are undergoing training. The apprentices get shop-floor training in the establishments, which are under the control of this Department.

7.54. During apprenticeship training, the apprentices are given a minimum stipend of Rs.1,090/- per month by the establishments. At the end of training Trade Test of All India level is conducted by this Department during the month of April and October and results published in the Government Website. The passed out candidates are issued National Apprenticeship Certificate.

7.55. Every year, nearly 12,500 apprentices are appearing for the All India Trade Test. This apprentices who are engaged as freshers by the employers have to undergo basic training. The basic training in some of the trade groups which are not available under Craftsmen Training Scheme is arranged by the Basic Training Centres under Apprenticeship Training scheme. Two basic Training Centres one at Ambattur for Hotel and Catering group of trades and another one at Ranipet for Chemical group of trades are functioning in this State. Apprentices undergoing training in Hotel and Chemical Industries are given basic training in these Centres.

Welfare Scheme for Scheduled Castes / Scheduled Tribes

7.56. To assist the Scheduled Castes and Scheduled Tribes to improve their Socio – Economic conditions for employability, Industrial training is given in different trades. A Government Industrial Training Institute with 96 seats at Chidambaram in Cuddalore district is exclusively functioning for Scheduled Castes. Training is imparted in three trades.

7.57. 'Tribal Sub-Plan' is an area oriented Plan to focus Tribals into Industrial Training. A Government Industrial Training Institute with 80 seats exclusively for Scheduled Tribes is functioning at Sankarapuram in Villupuram District under this Scheme. Training is imparted in three trades.

7.58. Apart from this, 18% of the seats are reserved for Scheduled Castes and 1% of the seats for Scheduled Tribes in the admission in all the Government Industrial Training Institutes.

Industrial Schools

7.59. Besides Government and affiliated Private Industrial Training Institutes, there are 987 Private Industrial schools functioning in Tamil Nadu with a seating capacity of 96,998 trainees. The Industrial Schools are imparting training in 110 trades. In Industrial Schools, training is offered mainly in the areas like Catering, Tailoring, Computer Software, Beauty culture, Office Automation besides Engineering and Non- Engineering Trades. Training period is from 45 days to three years.

Candidates studied from 8th standard to SSLC (failed / passed) are admitted for training. Examination is conducted at State level and the State Government issues certificates to the successful candidates. Out of 987 Industrial Schools 45 schools are receiving maintenance grant from the Government.

Training to Instructional Staff

7.60. To keep pace with the rapid technological development, Instructional staff 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 in Central Training Institute / Advanced Training Institute. The duration of training is one year. This training equips them with the latest technology and skill. Specialized training in teaching techniques use of Audio Visual Aids, Class room management etc. are given to Junior Training Officers / Assistant Training Officers in Government Industrial Training Institutes at Ambattur for a period of 2 weeks. This re-orientation training programme sharpens their teaching skills. This training is useful to offer unique training to the trainees of Industrial Training Institutes. Besides the above, instructors of the affiliated Private Industrial Training Institutes are also given training for 2 weeks in Government Industrial Training Institutes at Chengalpet, Coimbatore and Trichy from December 2007.

Modular Employable Skill

7.61. A large number of School dropouts do not have access to skill training for improving their employability. The educational entry requirements and long duration of courses of the formal training system are some of the impediments for a person of low educational attainment to acquire skills for his livelihood. With a view to make the unemployed youth employable, the State Government has announced a scheme called Modular Employable Skill training for the youth. This scheme is first of its kind in India.

7.62. Skill training is imparted through the Government Industrial Training Institutes from the year 2007. For the year 2008-09 a total number of 50,000 unemployed youth were targeted for given skill training at an outlay of Rs.8 crores. Modular training is conducted in 60 Government Industrial Training Institutes and 2 Basic Training Centres. 48,135 candidates have been given skill training at free of cost and issued with SCVT certificates.

Wireman Helper Competency Examination

7.63. Candidates who have attained 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 this examination. The examination is conducted once in 3 years. Successful candidates are awarded “Wireman Helper Competency” Certificate.

Testing and Certification

7.64. 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 like Two wheeler Mechanic, Gas Welding, Arc Welding and Dress Making are eligible to appear for the Examination. Examination was conducted in May 2008. Passed out candidates were issued with Certificates. These Certificates will give credibility to their experience and career advancement. This examination is conducted once in two years.

CHAPTER – VIII

OVERSEAS MANPOWER CORPORATION LIMITED

8.1. Overseas Manpower Corporation Ltd, Chennai was incorporated under the Companies Act 1956 on 30.11.1978 is wholly owned by Government of Tamilnadu. The main aim of the Corporation is to supply Manpower to foreign employers and the main objective of the Corporation is to assist Indian job seekers in securing suitable placement in abroad.

Capital Base:

8.2. The authorized share capital of the Corporation is Rs.50 lakhs and its paid-up capital is Rs.15 lakhs.

Financial Performance:

8.3. It is one of the profit making Corporations of the Government of Tamilnadu. During the financial year 2008-09, the Corporation has earned net profit of Rs.2.81 lakhs (Unaudited) after taxation.

Physical Performance

8.4. As on 2008-09, 16923 candidates were registered in this Corporation for seeking overseas employment. Since its inception, the Corporation has deployed 7079 as on 31.3.2009 candidates out of which 710 candidates deployed during the

financial year 2009-10. During the current financial year 2009-10, the Corporation has deployed 107 candidates upto 30.4.2009. The beneficiaries are mostly skilled, Semi-skilled and medical personnels.

Video Conferencing Facility:

8.5. OMCL has state of Art Video Conferencing Room in its premises to facilitate the process of interview in a flawless and easy manner. Through this facility, the employer can conduct the interview sitting abroad with the candidates at Chennai OMCL premises. Since the Video Conference Room is linked with ISDN lines, the streaming is on par with industry standard. It is also proposed to rent the Video Conferencing room to the private parties from this financial year.

Orientation Skill Upgradation Training:

8.6. Under the Government of India's 100% financial grant-in-aid programme, the Ministry of Overseas Indian Affairs has introduced a scheme to the intending emigrants. Under the scheme, the intending emigrants have been given 15 days training through the Government ITIs in their respective trades.

8.7. The Scheme called Orientation-cum-Training programme helps the Indian workers continue to be very competitive in the overseas job market. To make them very competitive, the training provides the latest trend in their trades and also make them to accustom with the latest technology through practical and theoretical classes.

8.8. In the past financial year 2008-09, the OMCL trained 7,025 candidates of which OMCL incurred expenditure of Rs.3.01 Crores. OMCL has also proposed to implement the same scheme for the current financial year with the aim to train 6,000 candidates throughout the State with the expenditure of 3 Crores.

Social Security Scheme For Non Resident Indians:

8.9. In case of any unforeseen events happened to the breadwinner, the Social Security Scheme introduced by the Government of Tamilnadu through the OMCL for the Non Resident Indians in association with the New India Assurance Company Ltd is very helpful and take suitable measure to reduce the financial burden of the family which lost their breadwinner.

Private Partnership Programme

8.10. The USA, UK and Australia needs Nurses, Physiotherapist etc with International Standard in spoken writing and listening skill in English language. After taking the stock of situation, the OMCL decided to impart training in IELTS which is mostly prescribed as one of the essential qualification to apply for the job in the above mention countries.

8.11. This training could not be done alone by OMCL. Hence along with M/s. Aspire Career Development Academy (ACDA), IELTS training will be given to the aspirants in a professional manner with the use of resource of OMCL and the ACDA. This private partnership will certainly help the OMCL to improve its financial position to certain extent and also will render a reasonable service to the persons seeking employment in the above mentioned countries. OMCL is not only giving IELTS training but also is committed to give training in soft skills. This training will be started very soon.

Scheme Details

The scheme was launched on 13.5.2002 and all NRIs are eligible to join this scheme. Under the Scheme, person who pays premium of Rs.2,490/- is eligible to get benefits upto Rs.8 lakhs and who pays premium of Rs.4,525/- is eligible to receive benefits upto Rs.13 lakhs. The scheme covers Accident and Hospitalisation expenses for a period of 5 years. The Corporation arranged to issue 600 Policies so far, to the Non Resident Indians.

CHAPTER – IX

EMPLOYEES STATE INSURANCE SCHEME

9.1. The Employees State Insurance Scheme of India is an integrated Social Security Scheme tailored to provide 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 diseases. The ESI Scheme is administered by a duly constituted corporate body called the 'Employees State Insurance Corporation' as per the provision of the ESI Act 1948. The Employees State Insurance Scheme is implemented in Tamil Nadu State in accordance with the provisions of the ESI Act 1948. Under the Scheme the following benefits are provided to the IPs and their family members.

(I) 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.

(II) 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.

(III) MATERNITY BENEFIT:

Maternity Benefit is payable to Insured Women in case of confinement or miscarriage or sickness related to Maternity (Maximum 85 Days)

(IV) 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's Compensation Act.

(V) 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.

(VI) 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.

(VII) 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.

(VIII) 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.

(IX) PERMANENT DISABLEMENT BENEFIT (BY CASH):

Permanent Disablement Benefit is payable for life.

(X) FUNERAL BENEFIT (BY CASH):

Funeral Benefit on death of an Insured Person is payable to a maximum of Rs.3,000/-

(xi) UNEMPLOYMENT ALLOWANCE (BY CASH):

ESI Corporation is providing unemployment allowance to the Insured Persons being laid-off from companies after he has put in 5 years of continuous service. He is eligible for 50% of his last month salary paid for a period of maximum 1 year under Rajiv Gandhi Shramik Kalyan Yojana unemployment allowance.

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. Allowance of Rs.1,000/- is paid to an Insured Woman or to the wife of an Insured Person, in case if she does not avail hospital facilities of the scheme for child delivery.

9.3. Employees drawing wages up to Rs.10,000/- per month is covered under the Scheme. However, the employee affected with disability of Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities, who draws wages Rs.25,000/- per month will also be covered under the Scheme. The ESI Scheme is mainly financed by contributions from employees and employers, at a fixed percentage a sum equivalent to 1.75% and 4.75% of wages respectively.

9.4. In Tamil Nadu, medical facilities are provided through a network of 184 ESI Dispensaries, 5 Mobile Dispensaries and 2 Utilisation Dispensaries (Total 191 ESI Dispensaries) and 9 ESI Hospitals (8 ESI Hospitals are under the control of the State Government and 1 ESI Hospital is under the direct control of the ESI Corporation) with 2,363 beds.

UTILISATION DISPENSARY

9.5. The Utilisation Dispensaries are run by the employer. The treatment provided at these Dispensaries shall be as provided to the beneficiaries under ESI Scheme at the ESI Dispensaries. The employer is paid capitation fee at the rates prescribed by ESI Corporation from time to time. At present, the rate is Rs.60/- per Insured Person / Year. At present, there are 2 Utilisation Dispensaries in Tamil Nadu.

(i) Utilisation Dispensary, Dalmia Cements (Bharat) Limited,

Dalmiapuram, Tiruchirapalli District
(ii) Utilisation Dispensary, E.I.D. Parry (India) Ltd., Ranipet,
Vellore District.

9.6. 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 1.04.2009) is reimbursed by the ESI Corporation.

EXTENDING NEW AREA DURING 2008-2009

9.7. The Government is always keen in extending Schemes to the new geographical areas. During the year 2008-2009, orders have been issued and extended medical care to the following areas for the benefit of insured persons and their family members.

Sl. No	Name of the Area	District	Dispensary with which attached	Emple- yees	Date of attach- ment
1	Karur peripherals	Karur	Karur	175	01.04.08
2	Nagercoil Peripherals	Kanyakumari	Nagercoil	103	01.08.08
3	Tuticorin Peripherals (Ottapidaram Taluk)	Tuticorin	Attur	969	01.03.09
4	Kanyakumari Town	Kanyakumari	Nagercoil	1,175	16.03.09
5	Muthulapuram Area	Tuticorin	Ettayapuram	518	16.03.09
TOTAL				2,940	

OPENING OF SIDDHA AND YOGA UNITS

Siddha Unit

9.8. The Siddha unit will be opened at ESI Hospital, Sivakasi, Hosur and Trichy during this financial year.

Yoga Unit

9.9. The Yoga unit has been opened at ESI Hospital, Madurai on 13.2.09 and at ESI Hospital, Coimbatore on 19.3.09. The Yoga units are functioning successfully.

UPGRADATION OF ESI DISPENSARIES AND HOSPITALS

9.10. A '2 doctor type ESI Dispensary' has been started at Gopichettyalayam with effect from 1.12.2008 for the benefit of 4,550 Employees in and around Gopichettyalayam.

9.11. The ESI Dispensary, Sriperumbudur was upgraded from 'one Doctor type' ESI Dispensary to 'three Doctors type' ESI Dispensary with effect from 1.10.2008.

9.12. The Nephrology Department has been started at ESI Hospital, Ayanavaram on 17.2.09 and functioning successfully.

CONSTITUTION OF HOSPITAL COMMITTEE

9.13. Hospital development committee has been constituted for better performance of the Hospitals and Dispensaries for procuring equipments and also by repairing and face lifting of the buildings.

REVOLVING FUND

9.14. The Revolving Fund is created by the ESI Corporation in the year 2004. It is created for the purpose of quick disposal of the bills of the Insured Persons for the Medical Treatment in Private Hospitals. At present, the amount is reimbursed for speciality and Super speciality treatments also.

9.15. During the financial year 2008-2009, bills worth Rs.90,20,734/- for Speciality / Super Speciality treatments has been settled.

PACKAGE DEAL

9.16. Under Package Deal, agreements have been made with 43 private Hospitals for the convenience of the Insured Persons and their families to take Speciality and Super Speciality Treatment. The Insured Persons and their family members are admitted to the Hospitals as per the recommendations of the concerned ESI Hospitals. The Insured Persons are free from paying the medical expenses to the private Hospitals after treatment. The Hospital Bills are directly settled by the ESI Corporation under Package Deal.

9.17. During the financial year 2008-2009, bills worth Rs.1,94,96,826/- for Speciality and Super Speciality treatments and Package Deal has been settled.

CHAPTER – X

EMPLOYEES' PROVIDENT FUND ORGANISATION TAMILNADU

10.1 The Government of India, with a view to provide social security to the working class, enacted the Employees' Provident Funds and Miscellaneous Provisions Act, 1952, enabling an employee to get certain benefits on retirement and for his dependents in the case of his premature death.

10.2. At present the following three schemes under the Act are

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

SET-UP OF OFFICES IN TAMILNADU:

10.3. There are 4 Regional Offices headed by Regional Provident Fund Commissioner (Grade-I) in the state of Tamilnadu at Chennai, Tambaram, Coimbatore and Madurai.

There are 7 Sub-Regional Offices presently functioning in the State and are headed by Regional Provident Fund Commissioners (Grade-II) at Ambattur, Vellore, Puducherry, Salem, Trichy, Tirunelveli and Nagercoil.

COVERAGE OF ESTABLISHMENTS:

A. STATUTORY COVERAGE:

10.4. The Act is applicable to every establishment employing 20 or more persons and falls under

- (i) a factory engaged in any industry specified in Schedule I or
- (ii) to class of establishments, which the Central Government may, by notification in the Official Gazette, specify in this behalf.

At present the list covers 183 different industries / class of establishments.

VOLUNTARY COVERAGE :

10.5. Any establishment which is not coverable statutorily under the Act may also come on voluntary basis for the extension of benefits under the Scheme.

As on 31.3.2009, 64,831 establishments covered under the Act covering 71,37,554 members.

RATE OF CONTRIBUTION:

10.6. The member will contribute at the rate of 12% of his salary as Provident Fund Contribution. The employer will also pay a matching contribution @ 12% out of which a part of contribution @ 8.33% will be diverted to Pension Fund. Only the employer is required to contribute at the rate of 0.5% of the total salary of the employees towards Employees Deposit Linked Insurance.

EMPLOYEES' PROVIDENT FUND SCHEME, 1952 :

10.7. The service delivery to the members under the schemes are as follows:

- (i) The Provident Fund accumulations of the members are payable on retirement or on leaving the service. In case of premature death, the Provident Fund is payable to Nominee(s) or Family members.
- (ii) The Provident Fund members can avail advances/withdrawals for purchase of site/house constructions, marriage, higher education, illness, closure of establishments etc.
- (iii) The Provident Fund accumulations of the members can be transferred on change of employment for ensuring continuity of membership and coverage.

ISSUE OF ANNUAL STATEMENT OF ACCOUNTS:

10.8. The members are informed of the balance of their Provident Fund accumulations including interest credited every year through the individual Annual Statement of Accounts in Form 23.

EMPLOYEES' PENSION SCHEME, 1995

10.9. The Employees' Pension Scheme, 1995 was introduced by the Government of India with effect from 16.11.1995 replacing the erstwhile Employees Family Pension Scheme, 1971. Under the old Scheme, Pension was payable to the spouse in case of death of the member, whereas under the new scheme, pension is paid to the member himself on retirement in addition to the family pension.

10.10. The various types of pension are Member pension / Early pension / Disablement pension/ Widow pension / Children pension / Orphan pension / Nominee pension / Parent pension.

10.11. The Employees' Pension Scheme, 1995 also provides for issue of Scheme Certificates to the members on leaving the establishment to carry over their pension membership on joining another establishment. While an option is given to members who have not rendered 10 years of service to take a lump sum withdrawal benefit, on ceasing their pension membership.

EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME, 1976

10.12. The Employees' Deposit Linked Insurance Scheme, 1976 came into force with effect from 1.8.1976. Under the Scheme, 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. The maximum benefit available under the Scheme is presently fixed as Rs.60,000/-. During the year 2008 – 2009, 1,855 cases were settled to the tune of Rs.334 lakhs.

COMPLIANCE MACHINERY

10.13. The compliance status of the covered establishments are monitored through the compliance machinery to identify and arrest the default of establishments and to bring into the ambit of the Act all the coverable establishments.

PUBLIC GRIEVANCES HANDLING SYSTEM:

BHAVISHYANIDHI ADALAT

10.14. The Bhavishyanidhi Adalats are held on 10th of every month or the next working day in case 10th happens to be a holiday in all the offices. The redressals of grievances through Bhavishyanidhi Adalats have been very encouraging.

REDRESSAL OF GRIEVANCES

10.15. As a measure of ensuring quicker services to members a token system is installed in the Facilitation Centre.

10.16. The visiting member may also meet the Regional Provident Fund Commissioner and the Officers in Charge of Sub-Regional offices who will personally hear the grievances of the members who call on them on all working days even without prior appointments.

During the year 2008 – 2009, 1,409 cases were registered and all the cases were redressed.

Launching of WEBSITE

10.17. A WEBSITE – “www.epfochennai.tn.nic.in” for Chennai region and Puducherry, designed by NIC, Tamil Nadu was launched for benefit of the members and they cases to the following information.

SPECIAL PROVISIONS FOR INTERNATIONAL WORKERS

10.18. The Act covers also an international worker who are mobile internationally. Every eligible international worker shall be enrolled with effect from 1.11.2008 subject to exclusion provisions. Contribution is payable on total salary without any wage ceiling.

INCENTIVE TO EMPLOYERS IN THE PRIVATE SECTOR FOR PROVIDING REGULAR EMPLOYMENT TO THE PERSONS WITH DISABILITIES:

10.19. In order to encourage employment of persons with disabilities in private sector, the Central Government has approved an incentive scheme to employers in the private sector for providing employment to the persons with disabilities.

10.20. The incentive to employers will be in the form of payment by Government of the employer's share of EPF contribution for the first three years.

CHAPTER - XI

**New Schemes brought under Part – II Schemes for the year
2009 – 2010**

Sl. No.	Description of the Scheme	Expenditure (Rupees in lakhs)
1.	Secretariat Purchase of Server, Printers, Copier, Digital Duplicator and Air-conditioner for use in Labour and Employment, Secretariat	6.00
2.	Labour Computerisation of the Labour Department	30.00
3.	Provision of 15 Xerox Machines to the Head Office and District Level Offices in Labour Department	9.00
4.	Replacement of 10 existing manually operated Working Standard Physical Balances with Working Standard Digital Balances	18.00
5.	Employment and Training Construction of Employment Exchange Complex in Chennai	92.00
6.	Purchase of Vehicle to Commissionerate of Employment and Training	6.00
7.	Purchase of multi functional Photo Copier to the Commissionerate	0.80
8.	Inspector of Factories Purchase of 9 Computers and Printers with UPS for the replacement of Old Computers with New Computers to 9 Deputy Chief Inspectors of Factories	3.51
9.	Purchase of 5 Laptop Computers with LCD Projectors to 4 Deputy Chief Inspectors of Factories, Thiruvottiyur, Kancheepuram, Sivakasi – II Division, Coimbatore and one for Chief Inspector of Factories with screen.	4.08
10.	Purchase of 5 Nos. of Handy Cameras for 5 Deputy Chief Inspectors of Factories, Kancheepuram / Sivakasi / Hosur / Cuddalore and Thiruvottiyur	0.90
11.	Purchase of 15 Nos. of Lux Meter for 15 Deputy Chief Inspectors of Factories, Kancheepuram /	

	Thiruvottiyur / Thiruvallur – II Division / Vellore / Cuddalore – I Division, II Division, Coimbatore / Hosur / Erode / Dindigul / Salem / Trichy / Virudhunagar / Tuticorin and Madurai.	0.51
12.	Purchase of 4 sets of Multi Gas Detector for 4 Deputy Chief Inspectors of Factories – I Division, IV Division, Chennai / Erode / Tirupur	6.60
13.	Purchase of 13 Nos. of Anemo Meter for 13 Deputy Chief Inspectors of Factories – I Division, II Division, IV Division, Chennai / Kancheepuram / Thiruvallur – I Division, Vellore / Trichy / Thanjavur / Tiruppur / Erode – I Division, Coimbatore / Tirunelveli and Dindigul.	0.89
14.	Purchase of 6 Nos. of Sound Level Meters to One Joint Chief Inspector of Factories, Trichy and 5 Deputy Chief Inspectors of Factories, Thiruvottiyur / Thiruvallur – II Division, Vellore / Thanjavur and Tuticorin.	0.72
15.	Medical and Rural Health Services (ESIS) Procurement of Medical Equipments to ESI Hospital, Ayanavaram, Coimbatore, Madurai, Sivakasi, Salem, Trichy and Vellore.	20.98
	Total	199.99