



**LABOUR AND EMPLOYMENT DEPARTMENT**

**POLICY NOTE**

**DEMAND No.32**

**LABOUR, FACTORIES,  
EMPLOYMENT AND TRAINING**

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Minister for Labour

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**Government of Tamil Nadu  
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## **I. LABOUR DEPARTMENT**

The history of the Labour Department dates back to 1920 and during its initial period, it predominantly looked after the welfare of non-industrial labour. With the rapid growth of the economy, the role of department has widened to cover not only workers in organised sector but also those in the unorganised sector. The total number of workers in the State is 2.79 crore (2001 Census). About 92% of them (i.e. 2.57 crore) are in the unorganised sector.

The liberalisation policy of the Government has paved way for rapid economic growth in the State. Tamil Nadu is one of the most industrialised States in the country and has seen foreign direct investments in many sectors. This growth has provided enormous employment opportunities to the people of this State, and in the process has created one of the country's largest pools of skilled human resources.

The Labour Department plays a crucial role in sustaining the rapid industrial and economic growth of the State. Sound and responsible labour behaviour coupled with progressive management practices are pre-requisites for good industrial relations.

The department has been striving to achieve this important task through the legal frame work of the Industrial Disputes Act to conciliate and settle industrial disputes for creating a congenial atmosphere. During the year 2010-11, the department has effectively facilitated the resolution of a large number of strikes and lock-outs. 74 strikes and 8 lock-outs were settled by this department.

The department is effectively enforcing various Labour Legislations for protecting the interests of the workers engaged in organised and unorganised sectors. It has been implementing various Acts to maintain good industrial relations and promote welfare of workers.

The Labour Department is implementing the following Act and Rules for protecting the interests of the consumers.

1. The Legal Metrology Act, 2009.
2. Tamil Nadu Legal Metrology (Enforcement) Rules, 2011.
3. Legal Metrology (Packaged Commodities) Rules, 2011.

### **e-Governance**

Steps have been taken to introduce e-Governance in the Department. During the year 2010-11, Rs. 39 lakh was spent for developing the infrastructure for e-Governance. 275 computers have been provided to all the officers of the Department. A website for the Department [www.labour.tn.gov.in](http://www.labour.tn.gov.in) has been launched recently.

### **Industrial Relations**

It is the policy of the Government to create an atmosphere of industrial peace and promote harmonious relations between the employees

and the employers to achieve economic growth. The conciliation wing of the Labour Department achieves this goal through appropriate and timely conciliation. Globalisation and liberalisation have thrown up new challenges and the department is gearing up to effectively meet them.

Some of the major industrial disputes pertaining to the following Industrial Establishments were settled through the conciliatory mechanism in the year 2010-11.

1. Hinduja Foundries Ltd., Chennai.
2. The Lakshmi Mills Company Ltd., Coimbatore.
3. Foxconn India (P) Ltd., Sriperumbudur.
4. Nokia India (P) Ltd., Sriperumbudur.
5. Byd Electronics India Ltd., Sriperumbudur.
6. Poompuhar Shipping Corporation.

## **Labour Courts**

There are 12 Labour Courts in the State. They are functioning at Chennai (4), Vellore (2), Salem, Coimbatore, Cuddalore, Tiruchirappalli, Madurai and Tirunelveli. Labour Courts adjudicate on matters specified in the Second Schedule to the Industrial Disputes Act, 1947, as mentioned below ;

1. The propriety or legality of an order passed by an employer under the Standing orders;
2. The application and interpretation of Standing orders;
3. Discharge or dismissal of workmen including reinstatement, grant of relief and wrongful dismissal;
4. Withdrawal of customary concessions or privilege;
5. Illegality or otherwise of a strike or lock-out; and
6. All matters other than those specified in the Third Schedule.

## **Industrial Tribunal**

In addition to the Labour Courts, an Industrial Tribunal is functioning at Chennai and adjudicates on matters specified in the Second and Third Schedules to the Industrial Disputes Act, 1947, as mentioned below;

1. Wages, including the period and mode of payment;
2. Compensatory and other allowances;
3. Hours of work and rest intervals;
4. Leave with wages and holidays;
5. Bonus, profit-sharing, provident fund and gratuity;
6. Shift working otherwise than in accordance with Standing orders;
7. Classification by grades;
8. Rules of discipline;
9. Rationalisation;
10. Retrenchment of workmen and closure of establishment and
11. Any other matter that may be prescribed.

### **State Labour Advisory Board**

The State Labour Advisory Board is headed by the Hon'ble Minister for Labour and comprises of Members of Legislative Assembly, representatives of the employers, trade unions and Government officials. It advises the Government on matters arising out of various labour legislations including the Industrial Disputes Act, 1947.

### **Good Industrial Relations Award Scheme**

The Award is intended to recognise the best labour management practices adopted by trade unions and managements for ensuring cordial industrial relations. A Committee under the Chairmanship of a retired High Court Judge recommends awards to the best managements and trade unions. The awards are given in the forms of cash prizes, commemorative shields and certificates.

## **Enforcement of Acts & Rules**

Enforcement of Labour legislations is an important activity of the Labour Department. The enforcement machinery in the department organises special drives to ensure compliance of statutory requirements of labour laws and the laws relating to weights and measures. The primary duty of the enforcement officials is to ensure that the parties concerned comply with the objectives envisaged in the statutes and also to prosecute them for non compliance, if any.

**The following are some of the important labour legislations enforced by the Labour Department :**

### **The Tamil Nadu Shops and Establishments Act, 1947.**

The Act regulates the conditions of work in shops and establishments. There are about 3,26,952 shops and establishments in the State as on 31.03.2011.

During the year 2010-11, the enforcement wing made 2,64,658 inspections and 24,725 cases were disposed off. Of these, 24,690 cases were compounded and a sum of Rs.18.68 lakh as compounding fee was realised. The remaining 35 cases were disposed off by the Courts. 87 appeals were disposed off by the appellate authorities.

**The Tamil Nadu Catering Establishments Act, 1958.**

The Act provides for regulation of the conditions of work in catering establishments. There are about 29,132 catering establishments in the State as on 31.03.2011.

During the year 2010-11, a sum of Rs.78,370/- has been collected as registration fee from the employers of catering establishments. During this period, 42,988 inspections were made. 3,186 cases were compounded and a sum of Rs.3.18 lakh was collected as compounding fee. The Courts have imposed fine in 8 cases.

### **The Tamilnadu Industrial Establishments (National and Festival Holidays) Act, 1958**

The Act provides for grant of National and Festival Holidays to persons employed in Industrial establishments.

During the year 2010-11, 1,14,418 inspections were made. 4,737 cases were disposed off. Of which 4,723 cases were compounded and a sum of Rs.12.81 lakh was collected as compounding fee. 14 cases were disposed off with fine by the Courts.

### **The Payment of Wages Act, 1936**

The Act regulates the payment of wages to certain classes of employed persons. It provides for payment of wages within the prescribed time to the employees and bars unauthorised deductions from their wages by the employers.

During the year 2010-11, 37,513 inspections were made. 70 cases were disposed off by the Courts and a sum of Rs. 19,200/- was levied as

fine. The Regional Deputy Commissioners of Labour have been notified as authorities to hear and decide the claims under this Act. During 2010-11, 170 claim petitions were disposed off and a sum of Rs. 57.11 lakh was ordered to be paid as wages to the claimants.

### **The Contract Labour (Regulation and Abolition) Act, 1970**

This Act regulates the employment of contract labour and abolishes the system of contract labour in certain circumstances.

The Government of Tamil Nadu have prohibited the employment of contract labour in the following processes: -

1. Bagging process of cement and printing of gunny bags in Cement Industry
2. 19 processes in the Tamil Nadu Electricity Board.

During the year 2010-11, 2,320 inspections were made. 8 cases were disposed off by Courts and a sum of Rs. 7,750/- was collected as fine. 370 establishments were registered as principal

employers and licenses were issued to 602 contractors. A sum of Rs. 6.6 lakh was collected by way of registration fee and license fee.

A State Advisory Contract Labour Board has been constituted under the Chairmanship of the Secretary to Government, Labour and Employment Department, to advise the Government on the administration of this Act.

**The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979**

This Act regulates the employment of inter-state migrant workers and to provide for regulation of their conditions of service. This Act provides for protection and welfare of workers migrated from other States.

During the year 2010-11, 82 inspections were made. 112 establishments were registered and 131 licenses were issued. A sum of Rs. 63,745/- was collected by way of registration fee and license fee.

### **The Tamilnadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981**

The Act provides for conferment of permanent status to workmen in industrial establishments. During the last year, 1,405 inspections were made and 409 applications were disposed off.

### **The Motor Transport Workers Act, 1961**

The Act provides for the regulation of the welfare of motor transport workers and the conditions of their work. The number of motor transport undertakings registered as on 31.03.2011 is 2,236 having about 1.21 lakh workers.

A sum of Rs. 3.5 lakh was collected by way of registration fee. During the year 2010-11, 3,974 inspections were made. 129 cases were disposed off. 61 cases were compounded and a sum of Rs. 12,800/- was collected as compounding fee. 68 cases were disposed off by the Courts and a sum of Rs. 29,200/- was imposed as fine.

**The Working Journalists and other Newspaper Employees (Conditions of Service and Miscellaneous Provisions) Act, 1955**

The Act regulates the conditions of service of working journalists and other persons employed in newspaper establishments. The remuneration of working journalists and other persons employed in the newspaper establishments is fixed by the Wage Board constituted by the Central Government. During the year 2010-11, 47 inspections were carried out by the Enforcement officers.

**The Industrial Employment (Standing Orders) Act, 1946**

The Act requires employers of industrial establishments to define conditions of employment of workers under certified Standing orders.

The Regional Joint Commissioners of Labour have been notified as certifying officers under this Act. During the last year, 332 industrial establishments were certified.

### **The Trade Unions Act, 1926**

The Act provides for the registration of trade unions and lays down law relating to the registration of trade unions.

The Regional Deputy Commissioners of Labour have been notified as Additional Registrars of Trade Unions to register the Trade Unions. The total number of Trade Unions registered is 11,852 as on 31.3.2011. During the year 2010-11, 415 Trade Unions were registered and a sum of Rs. 64,700/- was collected as registration fees and Rs. 3,175/- as amendment fees.

### **The Plantations Labour Act, 1951**

The Act provides for regulation of the conditions of work in plantations. The total number of registered plantations in the State is 669. The plantations cover an area of 61,559 hectares in Tamil Nadu and the total number of workers in the sector is 83,484 (31,962 men and 51,522 women) as on 31.03.2011.

This Act is applicable to any land used or intended to be used for the growing of Tea, Coffee, Rubber and Cardamom with an extent of 5 hectares or more and in which 15 or more persons are employed. Under this Act, employers are obligated to provide free housing, free medical care, protective clothing, drinking water, etc. to the workers. This Act is enforced by 10 Inspectors of Plantations and 2 Assistant Surgeons (Plantations) of this department. The Joint Commissioner of Labour (Administration) is the Chief Inspector of Plantations under the administrative control of the Commissioner of Labour.

The Plantation Labour Housing Advisory Board, a Statutory Committee has been constituted under the Chairmanship of the Secretary to Government, Labour and Employment Department. The object of this Board is to ensure provision of proper housing facilities to plantation labour.

The Plantation Labour Advisory Committee is a tripartite committee headed by the Commissioner of Labour. The object of this committee is to enforce the various provisions of the Plantation Labour Act and Rules.

During the year 2010-11, 2,572 inspections were made. 47 cases were disposed off by the Courts and a sum of Rs. 15,550/- was levied as fine.

### **Minimum Wages**

The object of the Minimum Wages Act, 1948 is to provide for fixing minimum rates of wages in certain employments. This Act is a beneficial social legislation which ensures not merely the sustenance of life but also preservation of efficiency of the worker. The Act applies to the employments that are included in the Schedule to the Act. In Tamil Nadu, 91 employments have been included in the Schedule, out of which minimum wages have been fixed for 72 employments such as shops and

establishments, general engineering, construction, tanneries and leather manufacturing, catering, plantation, etc. The minimum wages are revised once in 4 years. While fixing of Minimum Wages, variable Dearness Allowance is added to neutralise the cost of living.

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 year 2010-11, the department carried out 1,10,243 inspections under the Act and launched 1,910 prosecutions. Further, during the same period, 788 claim petitions were disposed-off for payment of these claim petitions at Rs. 3.34 crore.

## **SOCIAL SECURITY**

**The following Acts which provide for social security to workers are being enforced by the Department:**

### **The Payment of Gratuity Act, 1972**

The Act provides for the payment of gratuity to the employees. Gratuity is paid to an employee on superannuation / retirement or resignation, if he/she has put in continuous service for a period of not less than five years. Gratuity is also paid on death or disablement due to accident or disease.

The Assistant Commissioners of Labour in the office of the Regional Deputy Commissioners of Labour and the Regional Joint Commissioners of Labour have been notified as Controlling Authority and Appellate Authority, respectively, under this Act. During the year 2010-11, 2,060 claims were disposed off and a sum of Rs. 1.06 crore was ordered to be paid.

### **The Payment of Bonus Act, 1965**

The Act provides for the payment of bonus to persons employed on the basis of profit or production or productivity. This Act applies to factories and establishments where 10 or more persons are employed. The establishments covered under the Act shall pay bonus even if the number of employees subsequently falls below 10.

A minimum bonus of 8.33% has to be paid irrespective of losses incurred. The Act prescribes 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**

The Act regulates the employment of women for certain periods before and after child

birth and provides for the payment of certain maternity benefits.

This Act provides for 12 weeks leave with wages 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 provides for the payment of medical bonus, if no pre-natal and post-natal care is provided by the employer free of cost. During the year 2010-11, 11,871 inspections were made.

### **The Equal Remuneration Act, 1976**

The Act provides for the payment of equal remuneration to men and women workers and for the prevention of discrimination on the ground of sex against women in the matter of employment. The Government has constituted an Equal Remuneration Advisory Committee (a Tripartite Committee) headed by the Secretary to Government, Labour and Employment Department to advise the Government on increasing

employment opportunities for women. During the year 2010-11, 12,443 inspections were conducted by the enforcement officers.

**The Tamil Nadu Payment of Subsistence Allowance Act, 1981**

The Act provides for the payment of subsistence allowance during the period of 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 year 2010-11, 170 claims were disposed off under this Act and a sum of Rs. 32.35 lakh was ordered to be paid.

**The Employees' Compensation Act, 1923**

This Act provides for compensation to workers in the event of death or loss of earning capacity due to accidents arising out of and in the

course of their employment. The Regional Deputy Commissioners of Labour have been notified as Commissioners to hear and decide on the claims under this Act.

The compensation amount awarded is to be deposited by the Employers / Insurance Companies. In case of default in depositing the amount awarded, the Deputy Commissioners of Labour take action to recover the amount through District Collectors under the Revenue Recovery Act. During the year 2010-11, 2,581 cases were disposed off and a sum of Rs. 24.43 crore was ordered to be paid as compensation.

### **WELFARE OF BEEDI WORKERS**

#### **Beedi and Cigar Workers (Conditions of Employment) Act, 1966**

There are about 2.4 lakh beedi workers (industrial and home workers) engaged in 1,517 beedi establishments in the State. 4,739 inspections were made by the Department and 302 cases were disposed off by the Courts with

fine of Rs. 68,825/- in the year 2010-11. A sum of Rs. 1,34,140/- has been collected as license fee for registration and renewal of beedi establishments.

In Tamil Nadu, the Housing Scheme for Beedi Workers is being implemented since 2002-03. The Revised Integrated Housing Scheme was introduced in 2007. As per this scheme, the cost of construction per house is Rs. 45,000/-, out of which central subsidy is Rs. 40,000/- and the Government of Tamil Nadu gives Rs. 5,000/- per house as its subsidy, in lieu of beneficiary's contribution. The beneficiary should own the house site and has to construct the house on his/her own. Under the scheme from 2002-03 to 2010-11, 2760 houses have been constructed and 785 houses are under construction.

## **LEGAL METROLOGY**

### **The Standards of Weights and Measures (Enforcement) Act, 1985**

In Tamil Nadu, the Labour Department is enforcing the laws of Legal Metrology pertaining to the standards of weights and measures.

The Deputy Commissioner of Labour (Inspections), Chennai has been notified as the Controller of Legal Metrology for the entire State of Tamil Nadu. 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 standard weights and measures and unstamped commercial weights and measures are prohibited in trade or business.

During the year 2010-11, a sum of Rs. 6.76 lakh has been collected as license fee and Rs. 17.63 crore has been collected as

stamping fee. 3,44,663 inspections were made. Total number of cases disposed off during the year is 20,714. Of these, 20,711 cases were compounded and Rs. 39.92 lakh has been collected as compounding fee, while 3 cases were disposed off by the Courts.

**The Standards of Weights and Measures (Packaged Commodities) Rules, 1977**

During the year 2010-11, a sum of Rs. 46,500/- has been collected as Registration fee for issue of Registration certificates for packing of commodities. 1,60,445 inspections were made. 13,872 cases were compounded and a sum of Rs. 24.16 lakh was collected by the Department.

This Department was implementing consumer oriented laws such as, the Standards of Weights and Measures Act, 1976, the Standards of Weights and Measures (Enforcement) Act, 1985, Tamil Nadu Standards of Weights and Measures (Enforcement) Rules and the Standards of Weights

and Measures (Packaged Commodities) Rules, 1977 for protecting the interests of the consumers.

From 1.4.2011 the above Act and its Rules have been repealed and a new Act viz. The Legal Metrology Act, 2009 and Tamil Nadu Legal Metrology (Enforcement) Rules, 2011 and Legal Metrology (Packaged Commodities) Rules, 2011 have come in to force.

### **ERADICATION OF CHILD LABOUR**

Child Labour is one of the worst forms of human rights violations and is the biggest obstacle for the education and development of a human being. Census 2001 placed the number of child labour in the State at 4.19 lakh. In 2003, the Government directed Sarva Shiksha Abhiyan (SSA) to undertake a survey of child labour among the out of school children. The 2003 SSA survey estimated the total number of child labour in Tamil

Nadu as 70,344. This number has been reducing over the years due to the various enforcement, rehabilitation and developmental measures taken by the Government. The 2010 SSA survey has estimated the number of children out of school due to economic compulsions as 28,410.

Realising the need for the eradication of child labour in the State, the Government approved the State Action Plans for Eradication of Child Labour in the years 2003 and 2007. The State is working to achieve the goal of 'Child Labour free' State in the country.

### **Enforcement**

Enforcement is one of the important strategies in the Action Plan for eradication of Child Labour. In order to strengthen enforcement, a District Level Task Force is functioning in all Districts under the Chairmanship of the District Collector. The provisions of the following Acts prohibiting employment of children are enforced in

the State by the Inspectors of Labour and Inspectors of Factories:-

1. The Child Labour (Prohibition and Regulation) Act, 1986
2. The Factories Act, 1948
3. The Motor Transport Workers Act, 1961
4. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966
5. The Tamil Nadu Shops and Establishments Act, 1947
6. The Tamil Nadu Catering Establishments Act, 1958

During the year 2010-11, 1,83,651 establishments have been inspected through regular, special and surprise inspections, including the raids conducted by the teams formed under the District Level Task Force. 70 violations were noticed, 22 prosecutions were lodged. 33 cases ended in conviction (which includes previous pending) and a fine of Rs. 3,32,400/- was collected. Of the 83 children rescued from the worksites 27 children were enrolled in special schools, 2 children were admitted to a shelter

home and 54 children were handed over to parents with necessary advice.

### **Awareness Generation**

Every year June 12<sup>th</sup> is observed as “Anti Child Labour Day” to create awareness among the public. Mainstreamed students from National Child Labour Project special schools who score high marks in the 10<sup>th</sup> and 12<sup>th</sup> Standard Public Examinations, the best Special School Teachers, the best local bodies and the best District Collector are felicitated in recognition of their work in the field of eradication of Child Labour. Awareness campaigns are conducted through audio visual media and during trade fairs. A State wide ‘Sticker and poster campaign’ was undertaken by the Department to create awareness.

### **National Child Labour Project**

The National Child Labour Project is implemented in 16 Districts, viz., Chennai, Coimbatore, Dharmapuri, Dindigul, Erode,

Kancheepuram, Krishnagiri, Namakkal, Salem, Thoothukkudi, Tiruchirappali, Tirunelveli, Tiruvannamalai, Tiruvallur, Vellore and Virudhunagar Districts.

During 2010-11, 14,464 children were rescued from work and enrolled in 384 special schools. Nutritious meal is being provided by the Government through the Social Welfare and Nutritious Meal Programme Department to the NCLP special school children. Stipend of Rs. 100/- per month, free medical checkup, free bus pass and free uniforms are provided to all special school children. Pre-vocational training is also imparted to them. 6370 children have been mainstreamed into regular schools.

During 2010-2011, 1250 NCLP special school Teachers were trained to 'Teach English' in 38 batches at 7 training centers with financial support from UNICEF. A Training Kit was provided to all NCLP Special Schools.

## **Integrated Child Protection Programme in Dharmapuri and Salem Districts**

Integrated Child Protection Programme is being implemented in collaboration with UNICEF to improve the quality of life for children up to the age of 14 engaged in employment in cotton seed and cotton farming in the Districts of Salem and Dharmapuri.

During the year 2010-11, 150 Para teachers and 30 Block co-ordinators were appointed. Activity Based Learning training was conducted for all NCLP and para Teachers.

Village level child rights committee meetings have been conducted regularly and child friendly village planning exercises have been undertaken in 175 village panchayats.

Workshops were conducted for cotton seed farmers and line department officials in 50 panchayats.

Water and sanitation surveys were completed in all Government schools. Concerned officials have been requested for providing these facilities, where absent.

### **Children of Migrant Labour**

The Department of Labour and Employment has undertaken a Rapid Assessment Survey on children of Migrant Labour in construction industry, Brick Kilns, Rice Mills and Quarries in Chennai, Tiruvallur and Kancheepuram Districts on pilot basis. A draft Action plan for rehabilitation of the children of Migrant Labour has been prepared for implementation. The department has formed a Migrant Labour Cell in the office of the Commissioner of Labour to implement and monitor the project successfully.

### **TAMIL NADU LABOUR WELFARE BOARD**

The Tamil Nadu Labour Welfare Board deals with the welfare of organised workers and maintains the Labour Welfare Fund under the Tamilnadu Labour Welfare Fund Act, 1972, which is applicable to all Factories, Motor Transport undertakings, Plantations, Catering Establishments and Shops & Establishments.

The major source of funds for the Labour Welfare Fund are statutory contributions from the employees (@ Rs. 7/- per employee), employers (@ Rs. 14/- per employee) and the Government of Tamil Nadu (@ Rs. 7/- per employee). Other sources are unpaid accumulations due to workers, fines realised from workers, fines realised by Courts from employers, compounding fee, and voluntary donations.

### **Financial Assistance**

During the year 2010-11, a total number of 26,297 workers and their wards have availed assistance and an amount of Rs. 95.42 lakh has been spent for various Welfare Schemes as indicated below:

## Labour Welfare Schemes

1. Labour Welfare Centres	Have facilities like Tailoring Section, Pre-school and Reading Room.
2. Educational Scholarship for various courses	Post Graduate Course - Rs. 3,000/- , Graduate Course - Rs. 2400/-, Diploma Course - Rs. 1,440/-, Higher Secondary Course - Rs. 1,200/- and I.T.I. Course - Rs. 1,000/-.
3. Educational Incentive	S.S.L.C. and Hr. Secondary Course 1 <sup>st</sup> Prize Rs. 1,000/-, 2 <sup>nd</sup> prize Rs. 500/- and 3 <sup>rd</sup> prize Rs. 250/- in each Educational Dist.
4. Book Allowance	Post-Graduate Course - Rs. 750/-, Graduate Course - Rs. 500/-, Diploma Course - Rs. 250/- and Hr. Secondary Course - Rs. 180/-
5. Assistance for Basic Computer Training	Rs. 1,000/- for five employees/dependants in each Revenue District.
6. Marriage Assistance	Rs. 5,000 for female and Rs. 3,000/- for male workers and their wards.
7. Spectacles Assistance	Upto Rs. 500/-
8. Typewriting / Shorthand Assistance	Typewriting Higher/High Speed – Rs. 600/-, Typewriting Lower Rs. 1,000/-, Shorthand Inter High Speed Rs. 750/- and Shorthand Lower and Higher Rs. 1,500/-.

9. Funeral Expenses	Rs. 2,000/- to the Legal Heir.
10. Hearing Aid, Artificial Limbs and Three Wheelers	Upto Rs. 1,000/- for Hearing Aid, Govt. prescribed fee for artificial limbs and free supply of three wheelers.
11. T.B. Wards	Tiruppur, Tambaram Sanitorium (Chennai), Asaripallam (Kanyakumari), Austinpatti (Madurai) & Kizhpennathur (Tiruvannamalai District).
12. Holiday Homes for workers	At Mamallapuram, Courtallam and Valparai.
13. Jeeva Illam	A rest house for Trade Union leaders and workers representatives has been provided at Chennai.

### **A Magazine for Workers**

The Board brings out a monthly magazine "Uzhaippavar Ulagam", 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, 4979 members have subscribed to this magazine. The price of the magazine is Rs. 7/- per copy and an annual subscription Rs. 80/-; life subscription Rs. 750/-.

## **UNORGANISED WORKERS WELFARE BOARDS**

Tamil Nadu Government enacted The Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982, to regulate the employment and conditions of work and to provide social security to manual workers engaged in 69 employments included in the Schedule to the Act. The Tamil Nadu Government has so far established 17 Unorganised Workers Welfare Boards under the Department of Labour.

### **Tamil Nadu Construction Workers Welfare Board**

Under Section 6 of the above said Act, the State Government established the Tamil Nadu Construction Workers Welfare Board and formulated the Tamil Nadu Manual Workers (Construction workers) Welfare Scheme in 1994.

### **Tamil Nadu Manual Workers Welfare Board and other 15 Boards**

The Government constituted the Tamil Nadu Manual Workers Welfare Board on 17.03.1999 and

formulated the Tamil Nadu Manual Workers Social Security and Welfare Scheme, 2001 which was later substituted by the Tamil Nadu Manual Workers Social Security and Welfare Scheme, 2006. During the period from 2006-2011, the Government has set up 15 Welfare Boards for different unorganised categories of employments.

Following types of financial assistance are provided by the Welfare Boards to the registered workers.

Sl. No.	Type of Assistance	Amount (in Rupees)
1	Accident Relief Scheme	
	a) Accidental Death	1,00,000
	b) Accidental Disability (based on extent of Disability)	upto 1,00,000
2	Natural Death Assistance	15,000
3	Funeral expenses Assistance	2,000
4	Educational Assistance (per annum)	
	a) Girl Children studying in 10 <sup>th</sup> std.	1,000
	b) 10 <sup>th</sup> std. passed	1,000
	c) Girl Children studying in 11 <sup>th</sup> std.	1,000

	d) Girl Children studying in 12 <sup>th</sup> std.	1,500
	e) 12 <sup>th</sup> std. passed	1,500
	f) Regular Degree Course with Hostel facility	1,500 1,750
	g) Regular Post Graduate Course with Hostel facility	2,000 3,000
	h) Professional Degree Course with Hostel facility	2,000 4,000
	i) Professional P. G Course with Hostel facility	4,000 6,000
	j) ITI or Polytechnic with Hostel facility	1,000 1,200
5	Marriage Assistance (a) For men (b) For Women	3,000 5,000
6	Maternity Assistance Miscarriage / Medical Termination of Pregnancy	6,000 3,000
7	Reimbursement of cost of Spectacles	upto 500
8	Pension	500/-p.m.

## **Administration of the Scheme**

Functions of the Welfare Boards have been decentralised by setting up of an office of the Labour Officer (Social Security Scheme) in all the Districts with effect from 01.11.2008. Registration, Renewal, Processing of claim petitions and disbursement of assistances to the workers registered in all the 17 Welfare Boards is being done by the Labour Officer (Social Security Scheme) of the respective district.

## **Funds**

Tamil Nadu Construction Workers Welfare Board receives a cess from every person who makes an application to a local authority for issuing building permits for any building/ construction work @ 0.3% of the total estimated cost of the building or the construction work. During the year, 2010-11, a sum of Rs. 72.31 crore was collected as cess.

## **Tamil Nadu Auto Rickshaw and Taxi Drivers Welfare Board**

1% of additional tax on Motor Vehicle Tax payable under the Tamil Nadu Motor Vehicle Taxation Act, is collected from the employers operating motor transport for carrying passengers or goods by roads as contribution to the fund of Tamil Nadu Auto Rickshaw and Taxi Drivers Welfare Board. During the year, 2010-11, a sum of Rs. 8.09 crore was collected as additional tax.

The Government is providing grants to all other Welfare Boards from time to time. Government sanctioned a sum of Rs. 90 crore as grant to these Boards for the year 2010-2011. For the year 2011-12, a sum of Rs. 38.25 crore has been allotted initially as grant to these Boards.

## **Registration, Beneficiaries and Welfare Assistance Disbursed**

As on 31.03.2011, the total number of workers registered since inception of these boards is 51.37 lakh. Till date, a sum of

Rs. 356.59 crores has been disbursed to 13,85,402 beneficiaries as relief assistance for marriage, maternity, education, pension, accident and death etc. The Government has decided to revamp these Welfare Boards to improve their performance.

**RASHTRIYA SWASTHYA BIMA YOJANA  
(RSBY) (NATIONAL HEALTH INSURANCE  
SCHEME)**

The workers in the unorganised sector constitute about 92% of the total workforce in the country. One of the major insecurities for workers in the unorganised sector is the frequent incidence of illness and the need for medical care and hospitalisation of such workers and their family members. Health insurance provides protection to poor households against the risk of health spending leading to poverty.

In this background, the National Health Insurance Scheme for unorganised workers and

their families of Below Poverty Line (BPL) categories has been launched by the Government of India and was implemented by the Government of Tamil Nadu in Kancheepuram and Tirunelveli Districts on a **pilot basis** during the year 2008-09 and 2009-2010.

Under the scheme a family of 5 members is entitled for insurance coverage for medical treatment for Rs. 30,000/- per annum on floater basis. A smart card holder/ a BPL family is eligible for transportation cost of Rs. 100/- per visit, subject to a maximum of Rs. 1000/- per annum. The medical insurance is extended to cover 784 diseases / procedures.

Under the scheme, Central Government provides 75% of the estimated annual premium of Rs. 750/-, subject to a maximum of Rs. 565/-, per family per annum. The State Government provides the balance of 25% of the annual premium. The beneficiary on his part pays Rs. 30/- per annum as registration / renewal fee.

In addition, Central Government bears the cost of the smart card @ Rs. 60/- per card and State Government meets the cost of administration of the scheme.

The RSBY scheme was inaugurated on 08.09.2008 and ended on 30.04.2010. Under the scheme, smart cards were issued to 59,668 and 90,701 BPL families in Kancheepuram and Tirunelveli Districts, respectively, as on 30.09.2009. The Central and State Government shared the premium amount of Rs. 4.27 crore and Rs. 88.84 lakh respectively and disbursed to the United India Insurance Company. As on 30.04.2010, medical claims of 2587 beneficiaries settled to the tune of Rs. 43.29 lakh in Kancheepuram District and to 2609 beneficiaries to the tune of Rs. 72.85 lakh in Tirunelveli District by the said insurance company.

## **TAMIL NADU INSTITUTE OF LABOUR STUDIES**

The Tamil Nadu Institute of Labour Studies was set up by the Government in the year 1973 and was subsequently registered under the Tamil Nadu Societies Registration Act, 1975 on 08.10.1987 and started functioning as an autonomous body with effect from 01.04.1988. This Institute is functioning with the following objectives:

1. Creating a pool of labour management professionals.
2. Developing and updating the knowledge, skills and attitudes of the officers of the Labour Department and Factories Inspectorate.
3. Disseminating knowledge by bringing out publications and carrying out research on Labour related issues.

The activities of the Institute are managed by a Governing Committee under the Chairmanship of Hon'ble Minister for Labour. This Institute is conducting academic courses i.e. B.A. (Labour Management) and M.A. (Labour

Management) and is affiliated to the University of Madras. The University of Madras has also recognised this Institute as a Research Institute to conduct part time and full time Ph.D. programmes on Labour Management from the year 2001 onwards. It is offering a part time (evening) one year 'Post Graduate Diploma course in Labour Administration' (PGDLA).

This Institute has constituted a "Neo Manager's Guidance Bureau" (NMGB) which arranges campus interviews for placement of the outgoing students of B.A. (Labour Management) and M.A. (Labour Management). Some of the institutions that have recruited the alumni are WIPRO Technologies, TCS, HCL, Cognizant, GE Finance, Apollo Hospitals, Hyundai, Mafoi Consultancy Services, Sindoori Hotels, GRT Grand Days, Satyam Computers, Satyam Cinemas, Union Bank of India, Kingfisher Airlines, TAFE, INOVA, Malayala Manorama, Neyveli Lignite Corporation Limited and Tiruppur Hosiery units.

This Institute periodically conducts trainings, seminars, refresher courses, orientation programmes, etc. to cater to the needs of supervisory and managerial personnel of private and public sector industries, trade unions, officials of Labour and Factories Departments. This Institute has conducted 32 seminars / training programmes benefiting 2,291 persons during the year 2010-11.

## **II. INSPECTORATE OF FACTORIES**

The Department of Inspectorate of Factories is playing a key role in ensuring safety, health, and welfare of the workers in Factories as defined in the Factories Act, 1948. Apart from Factories Act, 1948, the provisions of Labour Acts and Rules listed below are enforced by the department :-

1. The Factories Act, 1948 and TamilNadu Factories Rules, 1950.
2. The Payment of Wages Act, 1936 and TamilNadu Rules, 1937.
3. The TamilNadu Industrial Establishments (National and Festival Holidays) Act, 1958 and Rules, 1959.
4. The Minimum Wages Act, 1948 and TamilNadu Rules, 1953.
5. The Maternity Benefit Act, 1961 and TamilNadu Rules, 1967.
6. The Contract Labour (Regulation and Abolition) Act, 1970 and TamilNadu Rules, 1975.
7. The TamilNadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981 and Rules, 1981.

8. The Equal Remuneration Act, 1976 and Rules, 1976.
9. The TamilNadu Payment of Subsistence Allowance Act, 1981 and Rules, 1981.
10. The TamilNadu Labour Welfare Fund Act, 1972 and Rules, 1973.
11. The Child Labour (Prohibition and Regulation) Act, 1986 and TamilNadu Rules, 1994.
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 Tamil Nadu Rules, 1983.
14. The Building and other Construction workers (Regulation of Employment and Conditions of Service) Act, 1996 and TamilNadu Rules, 2006.
15. The Payment of Gratuity Act, 1972 and TamilNadu Rules, 1973.
16. Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989.
17. The TamilNadu Control of Industrial Major Accident Hazards Rules, 1994.

The following two functions are broadly carried out by the Inspectorate:

- I) Regulatory functions.
- II) Health, Safety, Training and Development functions.

Inspections by the officials of this department are carried out periodically to ensure proper implementation of various welfare measures under these Acts and Rules.

- (i) Factories certified as Small Scale Industries and not engaged in dangerous operations are inspected only once in a period of five years provided no complaints are received either from the workers or from the Trade Unions or there is no accident.
- (ii) Factories certified as Small Scale Industries but engaged in dangerous operations and Non-SSI units are inspected once in a period of six months so as to ensure health, safety and welfare of workers.
- (iii) Match and Fire Works Factories are inspected once in every three months because of the risk involved in the nature of work and to eradicate child labour employment.

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

### **Enforcement of Minimum Wages Act, 1948**

Apart from the routine inspections, special inspections are also conducted under Minimum Wages Act to protect the wage conditions of the workers. 15 Claim petitions have been filed before the concerned authority upto June, 2011.

### **The TamilNadu Industrial Establishments (Conferment of Permanent status to workmen) Act, 1981**

The TamilNadu Industrial Establishments (Conferment of Permanent status to workmen) Act, 1981 implemented by this Inspectorate, confers permanent status to workmen who have put in continuous service of 480 days within a period of 24 calendar months. Due to the intensive effort of the officers of this Inspectorate 21,119 workers have been made permanent from 01.01.2011 to 30.06.2011.

## **SQUAD INSPECTIONS**

### **(a) Fire Work Factories**

Special squads are formed every year and inspections are carried out along with officials of the departments of Revenue, Police, Fire etc., during Deepavali season to monitor the safe working conditions and safe methods of work due to the large - scale activities involved in the Fire Works manufacture. 812 Squad Inspections were conducted.

### **(b) Child Labour**

Prohibition of Child Labour in Factories, as mandated under Section 67 of Factories Act, 1948 is strictly enforced. Further, to eradicate Child Labour in hazardous industries, Squad inspections are also conducted every month along with officials of the department of Revenue, Police and members of the National Child Labour Project. 112 squad inspections have been conducted from 01.01.2011 to 30.06.2011.

Moreover, while filing prosecutions against the defaulting employers, the penal provisions under Section 14 and 15 of Child Labour (Prohibition and Regulation) Act, 1986 are invoked, since these Sections are more deterrent than what is contemplated under Section 92 of the Factories Act, the other reason being that Child Labour (Prohibition and Regulation) Act, 1986, as it stands today is not applicable to Factories coverable under the purview of Factories Act, 1948. In this way, 13 cases have been filed against the defaulting employers and fine amount of Rs.20,000/- have been realized from 01.01.2011 to 30.06.2011

### **Complaint Enquiry**

Complaints received from the workers and Trade Union leaders are given top priority and they are enquired into immediately and suitable actions are being taken to settle the grievances. 204 Complaints were received from 01.01.2011 to 30.06.2011, and almost all the complaints were

enquired and disposed off. In addition to the above, meetings with the Trade Union leaders are also conducted.

### **Hazardous Process Industries**

In certain industries the usage of higher quantity of raw materials or chemicals are likely to cause material impairment thereby safety and health of the persons engaged in or connected therewith will be affected or may result in the pollution of the general environment and such of those industries are classified as Major Accident Hazard Units. A Major Accident Hazard Control Cell formed at the Headquarters recommends suitable safety measures to the Major Accident Hazard Factories to prevent Industrial disasters and also monitors the compliance of the suggestions given by it. 29 processes have been listed as hazardous process industries and as on 30.06.2011, 115 units have been classified as Major Accident Hazard units in the State.

As many as 108 On-site Emergency Plans have been received from Major Accident Hazard Units up to 30.06.2011, out of which 100 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. Further, Mock Drills are conducted periodically in the factories under the supervision of the Officers of the Inspectorate of Factories to assess and update the operational efficiency in the event of real emergency. 80 such Mock Drills have been conducted from 01.01.2011 to 30.06.2011.

### **Accidents**

Eventhough there is a constant increase in the number of workers getting benefited due to new factories being registered, the incidence of accidents are controlled by the intense and ceaseless efforts put in by the officers of this

Inspectorate by way of increased safety promotional activities like conducting safety surveys, safety courses and safety awareness campaigns etc.

### **Site Appraisal Committee**

A 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 or expansion of the Factories involving hazardous process. This committee gives advice to the hazardous processes industries to have safe environment and safe work practices from the initial stage itself. 12 applications have been considered by this committee from 01.01.2011 to 30.06.2011.

## **HEALTH, SAFETY, TRAINING AND DEVELOPMENT**

### **Pressure Vessel Testing**

Apart from regular enforcement of Factories Act, 1948 and Allied Acts operational safety of the pressure vessels installed in the Factories is also ensured by this department. All the pressure vessels operating above atmospheric pressure excluding steam boilers coming under the purview of Indian Boiler Act are examined or tested externally once in every six months, internally once in every year or hydrostatically once in every two years or subjected to ultrasonic test once in every four years.

### **Health Promotion Functions**

A medical wing is functioning in this department with one Chief Medical Officer and eight Medical Officers. They conduct health surveys at periodical intervals for the workers employed in Chemical Factories and suggest both clinical and other preventive measures for them. They also conduct Medical Examination for the

workers engaged in canteen periodically. Medical Fitness Certificates are issued to Adolescent workers. The Medical Officers also accompany the Child Labour Squad for ascertaining the age of the Child Labour.

### **Industrial Hygiene Unit**

An Industrial Hygiene Unit functioning in this Department collects air samples and tests the presence of Ammonia, Chlorine, Sulphur-di-oxide, Hydrogen sulphide, etc. in factories prone to chemical pollutants and suitably advises the management both on the improvement of the work environment and the health of the workers.

### **Noise Problem**

This Inspectorate takes concerted efforts to combat the problems faced by the workers due to high noise pollution prevalent in certain industries. The noise level is monitored with Sound Level Meter and steps are taken to safeguard the workers from exposure to high level noise.

### **State Safety Awards**

In order to motivate 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. Under the scheme, every year 90 first prizes are awarded to the managements besides 90 second prizes and 90 third prizes.

### **Shram Vir Awards**

Similarly to encourage the workers to take active part in preventing accidents and to improve productivity Shram Vir Awards, popularly styled as "Tamilaga Arasin Uyarnta Uzhaipalar Virudhu" are awarded every year to the workmen for their outstanding and useful suggestion for the improvement of safety standards, working environments and increase in productivity. The Uyarnta Uzhaipalar Virudhu has been distributed to 80 workers from 48 managements.

## **Special Safety Awards for Fireworks Factories**

In order to prevent accidents or to reduce the number of accidents in the Fire works manufacturing units, Safety Awards are awarded to the Fire Works Factory managements for showing better safety performance. Under this Scheme, every year 3 first prizes (Silver Shields) worth Rs.15,000/ each, 3 second Prizes (Silver Shields) worth Rs.12,000/each and 3 third prizes (Silver Shields) worth Rs.10,000/ each are given to the Managements.

For selection of managements and workers for such awards, the State Government have already formed committee headed by the Chief Inspector of Factories with experts in the respective fields as its members.

## **Safety Propaganda Committees**

To prevent blasts and accidents in the Factories and to avoid loss of human lives, three Safety Propaganda Committees have been

constituted by this department at Chennai, Madurai and Coimbatore. These committees periodically visit Chemical Factories, Fire works, Tanneries and Bleaching & Dyeing units to review safety mechanisms and to explain hazards in these industrial units by educating the managements and workers about the safety precautions to be followed to avoid accidents. These committees have conducted 29 safety awareness campaigns from 01.01.2011 to 30.06.2011.

### **Group Personal Accident Insurance Scheme**

A Group Personal Accident Insurance Scheme launched by the department to render relief in case of death, loss of limbs, loss of eye-sight, etc., of the insured persons due to accidents for the benefit of workers of Match and Fire Works Industries in Tamil Nadu. The payment of accident insurance scheme is also given to the injured on 24 hour basis and is not confined to accidents arising out of or during the course of the

actual occupation alone. 1,01,487 workers in the match and fire works factories have been covered under the scheme. During the period from 01.01.2010 to 30.06.2011 as many as 35 persons were benefited and claimed a sum of Rs.17.50 lakh.

### **Safety Training**

To educate the workers and managements on the importance of safety, training classes are periodically conducted in factory premises itself in Tamil version at free of cost. These training classes are welcomed by both the workers and managements. During the current year from 01.01.2011 to 30.06.2011, training classes have been conducted in 275 factories benefiting 13,492 persons.

**The Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Tamil Nadu Rules, 2006**

The officers of the Inspectorate of Factories notified as Enforcement Officers are intensively enforcing the above Act and Rules so as to prevent accidents and to ensure welfare measures for the workers in the construction industry. 432 Construction Establishments have been registered and 114 cases have been launched and fine amount of Rs.16,000/- has been collected from 01.01.2011 to 30.06.2011.

### **III. DEPARTMENT OF EMPLOYMENT AND TRAINING**

#### **EMPLOYMENT WING**

The primary functions of the Employment Exchanges are to register the candidates, to nominate them to employers and to render vocational guidance. Apart from this, they are also engaged in collecting and compiling labour market information and in preparing youth for various competitive examinations.

#### **Organizational Structure**

As per the policy decision of the Government, there is an Employment Exchange in all the 32 Revenue Districts in the State. A special Employment Office for Differently Abled is functioning in Chennai to assist the Differently Abled Registrants. In addition to this, there is an exclusive office in Chennai to cater to the needs of the Unskilled and Technical Personnel. Further, there are two Professional and Executive

Employment Offices functioning in this State. One is at Chennai and another one is at Madurai.

There are 5 Coaching-cum-Guidance Centres functioning exclusively for Scheduled Castes and Scheduled Tribes in Trichirappalli, Cuddalore, Coimbatore, Vellore and Tirunelveli. There is also a Special Vocational Guidance Centre for Tribal Population functioning at Udthagamandalam.

To monitor the functions of the Employment Offices and Special Offices there are four Regional Deputy Directors' (Employment) Offices functioning at Chennai, Trichirappalli, Madurai and Coimbatore. The overall control of the Department is vested with the Director of Employment and Training. The Director is assisted by three Joint Directors, two Deputy Directors and other Officials in the overall administration of the department.

## **Performance of the Employment Exchanges**

In keeping with the modern times, the employment exchanges are fully computerised. They undertake registrations, renewals, issuing of identity cards, nominating the registrants to various employers as and when they notify the vacancies etc; all these items of work are done through computers. There are 37 fully computerized and networked Employment Exchanges in the State. During the year 2010, 11,54,121 candidates have registered with the Employment Exchanges in the entire state. As on 31.03.2011, there are 68,05,248 candidates waiting on the Live Register of the Employment Exchanges in the State.

As per the direction of the Hon'ble Chief Minister of TamilNadu, this year, H.S.C. (12<sup>th</sup>) and S.S.L.C.(10<sup>th</sup>) passed students were able to register themselves in the employment exchanges at their school premises itself, using the web enabled online registration facility. This is the first time such an innovative method of employment

exchange registration was successfully implemented. 4,79,717 girls and boys who passed H.S.C. (12<sup>th</sup>) and 7,02,962 girls and boys who passed S.S.L.C.(10<sup>th</sup>) benefited from this initiative.

### **Vocational Guidance Activities**

In Tamil Nadu, Vocational Guidance Units are there in 17 District Employment Offices. Through these units, the youth are given information on higher education, employment and self-employment opportunities. In addition to this individual information, group discussions are conducted and occupational and apprenticeship information is provided to the students.

Further, these units also conduct career talks, contact employers for job opportunities, conduct career guidance exhibitions and seminars in educational institutions. These units help youth to take career decision on higher education, employment and competitive examinations.

In 2010-11, 263 candidates were sent for apprenticeship training, 962 career talks were

given and 30 career exhibitions were conducted. 1,317 candidates were given counseling for self-employment.

### **Study Circle**

To enhance the skills of the youth for various competitive examinations, the study circles have been established in 30 Districts. In 2003, the Hon'ble Chief Minister had inaugurated the extension of the Study Circles to 385 Panchayat Unions in the State. Due to this, youth are able to compete in the various examinations. The Study Circles conduct coaching classes for the various competitive examinations. For this purpose, suitable books, monthly and weekly magazines and notes are provided to the youth. Every year Rs.64.20 Lakh are spent under this scheme. In 2010-11, 10,538 students benefited from this scheme.

### **Private Sector Placements**

With the rapid industrial development of Tamil Nadu, opportunities in the Private Sector have increased tremendously. The employment exchanges are taking several initiatives for the benefit of unemployed youth in getting Private Sector Placement. In 2010-11, 6,296 persons were placed in Private Sector.

### **Special Cells for Differently Abled Persons**

There is an exclusive Special Employment office for the Differently Abled Persons functioning at Santhome, Chennai. Apart from this, there are 13 Special Cells in Coimbatore, Erode, Cuddalore, Madurai, Nagercoil, Kancheepuram, Trichirappalli, Salem, Tuticorin, Thanjavur, Udagamandalam, Tirunelveli, and Vellore. These offices identify suitable placement opportunities for the Differently Abled Registrants. They also adopt selective placement techniques for the Differently Abled. As on 31.03.2011 there are 98,295 Differently Abled Persons on the Live

Register of Employment Exchanges. This includes 77,814 Orthopaedically Handicapped; 10,895 Visually Impaired and 9,586 Hearing Impaired candidates.

**Coaching – cum – Guidance Centres for Scheduled Castes / Scheduled Tribes**

There are 5 Coaching-cum-Guidance Centres meant for Scheduled Castes / Scheduled Tribes youth functioning at Coimbatore, Cuddalore, Tiruchirapalli, Tirunelveli and Vellore.

These centres provide vocational and career guidance to youth from SC and ST communities. These centres conduct confidence building programmes for them. They arrange shorthand/typing training facilities for Scheduled Castes and Scheduled Tribes job seekers. These centres also co-ordinate with the local Employment Exchanges for conducting Career Guidance Programmes specially meant for Scheduled Castes and Scheduled Tribes.

Apart from counseling services, these Centres also periodically organise Pre-Examination

Training Courses for the Scheduled Castes/ Scheduled Tribes youth appearing for various competitive examinations.

In 2010-11, 12,424 Scheduled Castes and Scheduled Tribe candidates benefited from this scheme. Further, the Department organized 340 motivational programmes and 277 career talks for the youth and forwarded 2904 applications to the nationalized banks for financing self employment ventures.

### **Special Vocational Guidance Centre for Tribal Youth**

There is a Special Vocational Guidance Centre functioning at Udagamandalam. This Centre provides guidance to students and job seekers belonging to tribal community. They collect information on training facilities and publish information brochures for the benefit of tribal youth. The Vocational Guidance Unit visits the educational institutions and hostels run for the benefit of the Scheduled Tribes and deliver career talks. They also provide them with the information

on higher education, professional courses, training facilities, scholarships and job opportunities.

This unit also does spot registration of scheduled tribes applicants. In 2010-11, 105 applicants were given spot registration. 303 tribal youth were counseled, and 279 applicants received individual information. 18 career talks were delivered by the District Employment Officer. The District Employment Officer visited 24 Tribal Schools and Hostels during this period for counseling the students.

### **Unemployment Assistance Scheme**

Unemployment Assistance is given to those who are waiting on the Live Registers of Employment Exchanges without a job for at least 5 years. The assistance is given every month for three years subject to eligibility conditions like age limit and annual income. An amount of Rs.100/- for S.S.L.C. failed; Rs.150/- for S.S.L.C. passed; Rs.200/- for H.S.C. passed and Rs.300/- for graduates per month is paid to beneficiaries. During the year 2010-2011 a sum of Rs.30.45 Crore was distributed to about 1,15,101 beneficiaries.

## **TRAINING WING**

Skilled workforce is the back bone for the economic development of a country. Training Wing of this Department takes the responsibility of producing skilled workforce of our state by implementing various skill training programmes to ensure a steady flow of skilled manpower in different trades to the industry through a network of Government ITIs and Private ITIs through a systematic training.

### **Organisational Structure**

The Department is headed by the Director of Employment and Training. Two Joint Directors are assisting the Director at the State Head Quarters. The Directorate is functioning in a spacious building located at Guindy Industrial Estate.

There are 5 Regions viz., Chennai, Coimbatore, Madurai, Trichirappali and Tirunelveli headed by Regional Joint Directors who supervise

the Training activities in both Government ITIs and Private ITIs. There are 62 Government ITIs functioning across the State each with a student strength from 100 to 1000. ITIs are headed by Principals in the cadre of Training Officer/Assistant Director / Deputy Director depending upon the trainee strength.

### **The Major Skill Development Training Programmes**

1. Craftsmen Training Scheme
2. Apprenticeship Training Scheme
3. Industrial Schools
4. Skill Development Initiative- Modular Employable Skills
5. Centres of Excellence
6. Upgradation of Govt. ITI under PPP mode.
7. Skilling Initiatives of TamilNadu Skill Development Mission (TNSDM)

## **Craftsmen Training Scheme**

The economy of a country revolves around its industrial production. Craftsmen Training Scheme trains the craftsmen to meet the existing and future demand of trained manpower of the industries.

The Main Objectives of this Scheme are:

1. To impart technical skill training to the under privileged, downtrodden, and school leavers for employment.
2. To ensure a steady flow of skilled workforce to the industry to meet the manpower requirement in different sectors.
3. To introduce new courses in emerging areas and to create self- sustaining courses.
4. To establish a close liaison with the industries and exchange technical knowledge and experience for mutual benefit of the institute and the industry.
5. To provide sophisticated training opportunities for women in Electronic, Information Technology and other fields for employment

## **Industrial Training Institutes**

There are 62 Government ITIs in the State including 12 for Women, one for Scheduled Castes and one for Scheduled Tribes. At present, 23,464 trainees are enrolled including supernumerary capacity (30% supernumerary seats are allowed in each ITI). Training is imparted to boys and girls in 39 Engineering and 17 Non-Engineering trades. The training period varies from 6 months to 3 years depending upon the trades. Students between the age of 14 and 40 are admitted in Industrial Training Institutes. There is no upper age limit for girls admitted in women ITIs. Admission is made during the month of August every year on merit basis following the rule of reservation in force.

## **Need for Starting new ITIs**

Every year about 51,000 youth apply for admission into Government ITIs. Out of them, only 23,000 youth get admitted in the existing Government ITIs. With the strong demand for skilled workforce in Tamilnadu there is a need to

start more Government ITIs. Therefore, the Government has decided to open 10 new ITIs during the year 2011-12.

### **Stipend**

During training at Government ITIs, monthly stipend is given to the trainees to encourage their active participation in the training programme. General Candidates (all communities with income ceiling) are given Rs.100/-, Denotified Community Candidates are given Rs.140/-, Scheduled caste Candidates are given Rs.150/-, Scheduled Tribes Candidates and Burma / Srilanka Repatriate Candidates are given Rs.175/-.

To help the poor youth, free training and free bus pass is offered in all Government ITIs.

### **Affiliated Private Industrial Training Institutes**

To fulfill the increasing demand for skilled manpower, private participation in vocational training is encouraged. At present, there are

627 Private affiliated ITIs in Tamil Nadu with a total seating capacity of 60,320.

### **All India Trade Test**

The Department conducts All India Trade Test for the Trainees of Government ITIs and Private ITIs in July every year and supplementary Trade Test is conducted during February every year. The Valuation of answer papers is done by Central Evaluation System in the 5 regions viz. Chennai, Coimbatore, Trichirappalli, Madurai and Tirunelveli. In July 2011, 31,831 trainees including the supplementary candidates have appeared in the All India trade Test.

### **All India Skill Competition**

With a view to foster the spirit of healthy competition among the trainees of Industrial Training Institutes of various States, All India Skill Competition is conducted in 14 different trades every year and successful trainee in each trade is given a cash award of Rs.50,000/- and a merit certificate by Government of India.

Out of 46 All India Skill Competitions held so far, Tamil Nadu has the unique distinction of winning the BEST STATE Award for 22 times. 46<sup>th</sup> Best State Award was received by the Director of Employment and Training on 12.01.2011 in a function held at New Delhi.

These achievements bear testimony to the high quality of training imparted in the Industrial Training Institutes in Tamil Nadu and also to the efficiency of the trainees. To motivate the trainees, State level skill competition is conducted in 18 trades at the state level and the best trainee in each trade is awarded Rs.5,000/- each and also given a merit certificate.

#### **Dr. Radhakrishnan Award**

The Instructors who show exemplary performance in training are given Dr.Radhakrishnan award. In order to encourage the Principals/ Instructors, every year, 12 Best Teachers (Principal-2, Training Officer-2, Assistant Training Officer-4 and Junior Training Officer-4) of Government ITIs and Private ITIs are given a cash

award of Rs.1000/- each in the form of Kisan Vikas Patra along with a Merit Certificate.

### **Welfare Schemes for Scheduled Castes / Scheduled Tribes**

To assist the Scheduled Castes and Scheduled Tribes and to improve their Socio-Economic conditions by giving them employable Industrial Training in different trades, a Government Industrial Training Institute with 96 seats is functioning at Chidambaram in Cuddalore district exclusively for Scheduled Castes. Training is imparted in three trades viz. Mechanic (Refrigeration & Air-conditioning), Electrician and Mechanic Motor Vehicle.

A Government Industrial Training Institute with 80 seats for Scheduled Tribes is functioning at Sankarapuram in Villupuram District under Tribal Sub-Plan Scheme. Training is imparted in three trades viz. Mechanic Motor Vehicle, Wireman and Mechanic (Diesel).

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 other Government Industrial Training Institutes.

### **Instructor Training**

Junior Training Officers are deputed for Instructor training in the Central Training Institute. The duration of training is one year. This training equips them with the latest technology and skill. Subjects such as Teaching Techniques, use of Audio Visual Aids in teaching, Classroom Management etc., are covered in the training.

### **Wireman Helper Competency Examination**

Candidates who have attained 21 years of age and who have a minimum work experience of 5 years with an electrical contractor or with a recognized establishment are eligible to appear for this examination. The Examination is conducted once in 3 years. The last examination was held in

December 2009. 4586 candidates had appeared for the “Wireman Helper Competency” Examination and Certificates were issued to 2521 successful candidates by the Department.

### **Examination Cell**

Every year, nearly 75,000 trainees appear for the trade test / examination under Craftsmen Training Scheme, Apprenticeship Training Scheme and Industrial School Scheme. The examination cell conducts the examinations, publishes the results and issues computerised Provisional Certificates to the successful trainees.

### **Apprenticeship Training Scheme**

As per the provision of Apprentices Act 1961, the passed out trainees from Government Industrial Training Institutes/Private Industrial Training Institutes are sponsored as apprentices in Industrial establishments for a period ranging from 6 months to 2 years for acquiring industrial skills. In Tamil Nadu, Apprenticeship Training is given in 111 Trades in 1812 Industrial

Establishments. At present, 10,400 apprentices are undergoing training. During Apprenticeship Training, the apprentices are given stipend ranging from Rs.1490/- to Rs.2220/- per month by the establishments. At the end of training, Trade Test at All India level is conducted during the month of April and October. The successful candidates are issued National Apprenticeship Certificate. Every year, about 12,500 apprentices appear for the All India Apprenticeship Trade Test.

### **Industrial Schools**

There are 987 self-financed Private Industrial Schools functioning in Tamil Nadu. At present they have approximately 29868 candidates undergoing training. Training is offered in 110 trades mainly in the areas like catering, tailoring, Computer Software, beautician, Office Automation etc. Training period is from 45 days to 3 years. Candidates with 8<sup>th</sup> pass qualification are admitted for training. Eleven Industrial Schools are offering Technical Teacher's Training Certificate Course. Examination is conducted at State Level and

Certificates are issued to the successful candidates by the State Government. 45 Industrial Schools are receiving maintenance grant from the Government.

### **Skill Development Initiative - Modular Employable Skills (SDI-MES)**

Government of India has introduced short term modular employable skill training in 2008. Nearly 1300 courses have been developed. MES courses are minimum skill sets required in each skill area which make the trainees employable. This scheme is 100% funded by the Central Government in form of reimbursement of training cost to the training providers. This scheme is implemented with help of 61 Government ITIs, 327 private bodies including private ITIs and 126 corporate bodies. The qualification for admission to this scheme is 5th standard pass.

Under the Central Scheme, the students admitted have to pay Rs.500 as training fee and Rs.800 as Assessment fee. In order to reduce this burden for the poor students the State Government bears this cost on their behalf.

For this Rs.8 Crore is allotted annually by the State Government. In the year 2010-11, through Government ITIs 70,514 candidates were trained under Modular Employable Skill (MES) Scheme with an expenditure of Rs.7.58 Crore.

### **Centres of Excellence**

This is a Government of India Scheme launched in 2005-06. Five Government ITIs were upgraded in to Centres of Excellence under domestic funding with Rs.1.6 crore each. From 2006-2007 World Bank funded this scheme and each ITI is given Rs. 3.5 Crore for civil works, procurement of tools and equipments and for recruiting instructors and training them. The expenditure is shared between Central Government and State Government in the ratio of 75:25. So far 19 Government ITIs have been selected under this scheme and training is offered in 10 sectors to produce World class craftsmen. So far Rs.33.31 Crore have been received from Government, out of which a sum of Rs. 32.10 Crore have been spent. In 2009-2010

additional 3 ITIs have been selected for up-gradation alone.

### **Upgradation of Government ITIs under Public Private Partnership mode**

This scheme was evolved by the Government of India in the year 2007 to improve the ITI-Industry interaction and to motivate private participation in skill development activities. Government of India has given an interest free loan of Rs.2.5 crore, repayable after 10 years to each ITI to upgrade itself in terms of Civil works, purchase of tools and equipments, and recruitment of instructors. A total of 32 ITIs are covered under this scheme. An Institute Management Committee headed by an Industry Partner as Chairman and ITI Principal as Member Secretary has been formed for each ITI to draw up Development Plan and to execute it.

## **Tamil Nadu Skill Development Mission (TNSDM)**

Tamil Nadu is a progressive & industrially developed State with a strong workforce. There are 38,601 industrial units in the State. With rapid industrial growth, there is a shortage of skilled manpower.

The Confederation of Indian Industry (CII) report on Tamilnadu has estimated that, by the year 2015, incremental skilled manpower requirement of the State will be about 130 to 150 lakh mainly in areas of manufacturing, textiles, automotive, retail, IT, electronics, banking and financial sectors.

National Association for Software Services Companies (NASSCOM) estimate that only 20% of the 3.5 lakh graduates coming out of the colleges every year are employable due to poor soft skills including communication and computer knowledge.

In this background, the State Government have formed the TamilNadu Skill Development

Mission (TNSDM), which will enter into partnership with industry to identify skill gaps and design course material leading to Modular Employable Skills (MES) Certification or other industry acceptable Certification.

### **Soft Skill training for Government and Government aided Arts & Science College Students**

The Government have decided to launch training programme in all Government and Government aided Arts & Science Colleges for soft skills & all Government ITIs through recognised Vocational Training providers for technical skills covering about 1.50 lakh youth to be trained in soft & technical skills during the year 2011-12.

### **Introduction of e-modules and Simulator based Training in ITIs for improving the knowledge base**

The Government have decided to introduce e-modules and Simulator based Training in all Government ITIs for improving the knowledge base of the students.

### **Faculty Development Institute**

To ensure continuous supply of quality instructors, the Government have decided to setup a Faculty Development Institute.

### **Creation of “Tamil Nadu State Skill Registry”**

The Tamilnadu Skill Development Mission (TNSDM) will create “Tamil Nadu State Skill Registry” to capture and monitor skill data.

### **“SKILL with PRIDE” - Issue of Smart Card to the Government ITI Passed Craftsman Training Scheme & Modular Employable Skill Students**

To instill a sense of pride in skilled workers the Government will issue a Skill Smart Card with the Government of Tamil Nadu Emblem to all Government ITIs and Modular Employable Skill pass outs.

### **World Class Training Institute under Public - Private Partnership (PPP)**

The Government will set up a World Class Training Institute under PPP to train youth in Hi-technology areas like aircraft maintenance, manufacturing, shipping and servicing etc. This will also function as a Centre of Excellence to train the students in specialised skills with international certification to facilitate the students to explore new avenues of employment opportunities both in the country and abroad.

#### **IV. OVERSEAS MANPOWER CORPORATION LIMITED**

Overseas Manpower Corporation Limited (OMCL) was incorporated on 30.11.1978 by the Government of Tamil Nadu as State Public Sector undertaking for the welfare of those who are seeking overseas employment in order to prevent them from the exploitation of the unscrupulous recruiting agents. The main objective of the Corporation is to increase the employment opportunities in foreign countries.

##### **Registration details**

Till 31.07.2011, 30,832 persons are in the OMCL Live Register for seeking overseas employment. During the financial year 2010-11, the Corporation conducted the Registration Camp in various District of Tamil Nadu in order to reduce candidates' time and expenditure for coming over to Chennai from the far away places for registration. During the financial year 2010-11, totally 5818 candidates

registered and from 01.04.2011 to 31.07.2011, 616 candidates registered with OMCL for seeking overseas employment.

### **Placement details**

Since its inception, the Corporation has deployed 7,682 registrants to various countries for employment upto July, 2011. During the financial year 2010-11 OMCL deployed 328 candidates and from 1.4.2011 to 31.7.2011, 69 candidates were deployed for the overseas jobs in various countries. The Corporation has initiated action to place 85 candidates and their deployment is under process.

### **Social Security Scheme for Non Resident Indians**

Overseas Manpower Corporation implements the Social Security Scheme for Non-Resident Indians. This scheme was started during the year 2002. This scheme covers accident and hospitalization expenses for a period of five years by paying one time premium

Slab I Rs.2490/-, Slab II Rs.4525/- by the Non-Resident Indians. Till, 30.07.2011, 603 Non-Resident Indians took the policy under this scheme.

### **Financial status**

During the financial year 2010-11, the Corporation has earned a profit of Rs.3.05 lakh before taxation on a turnover of Rs.1.49 crore. During the financial year 2011-2012 upto July, 2011, turnover of the Corporation was Rs.6.26 lakh.

**V. DIRECTORATE OF MEDICAL AND  
RURAL HEALTH SERVICES  
(Employees' State Insurance Scheme)**

The Employees' State Insurance Scheme is implemented in the State under the provisions of the ESI Act, 1948. The ESI Scheme is administered by the duly constituted corporate body, as per the provisions of the ESI Act.

The Employees' State Insurance Scheme of India is an integrated Social Security Scheme which provides medical care to the workers of the organized sector. It provides medical care to the workers and their dependents. It also gives medical benefits/compensation benefits to the workers if disablement or death occurs due to an employment injury or due to occupational hazards. This Insurance Scheme also caters to the medical care to worker's dependents. Under this Scheme, following benefits are provided to the insured persons and their family members.

### **Medical Benefits**

Medical facilities are provided to insured persons from their very first day of entering into insurable employment and their dependents too are eligible for medical benefits. Preliminary care, Speciality and Super Speciality treatment are provided through a network of ESI Dispensaries, ESI Hospitals and also by having tie-up with private hospitals under ESI Scheme. There are 9 ESI Hospitals and 191 ESI Dispensaries with 2,363 beds to provide medical care to insured persons in the State. During the year 2010-11, 75.67 lakh insured persons got benefited under this scheme.

### **Maternity Benefit**

Maternity Benefit is payable to insured women by cash in case of confinement or miscarriage for 84 days and sickness related to maternity for further period of 30 days. During the year 2010-11, a sum of Rs.4.58 crore has been disbursed to 11,666 Insured Women.

**Sickness Benefit**

Sickness Benefit is given to an insured person in the form of cash, while he/she is sick resulting in absence of duties. The sick worker's absence should be recommended and certified by the Insurance Medical Officer. During the year 2010-11, a sum of Rs.6.33 crore has been disbursed to 52,054 Insured persons.

**Extended Sickness Benefit**

Extended Sickness Benefit is payable in the form of cash to insured persons suffering from any of the specified 34 certified long-term diseases and need prolonged treatment and rest on medical advice. During the year 2010-11, a sum of Rs.53.23 lakh has been disbursed to 1764 Insured Persons.

**Dependant's Benefit**

If an insured person dies due to employment injury or occupational disease, dependant's benefit is paid in cash to his/her

family members. During the year 2010-11, a sum of Rs.2.15 crore has been disbursed to 15,253 Persons.

### **Disablement Benefit**

Disablement Benefit is paid in cash to insured persons who sustain employment injuries resulting in physical disablement and also to those persons suffering from occupational diseases.

#### **(i) Temporary Disablement Benefit**

Temporary Disablement Benefit at the rate of 70% of wages is payable in cash to temporarily disabled insured person till he/she recovers and the temporary disablement should be certified by the Authorized Insurance Medical Officer. During the year 2010-11, a sum of Rs.1.22 crore has been disbursed to 5,435 Insured Persons

#### **(ii) Permanent Disablement Benefit**

Permanent Disablement Benefit is payable in cash to disabled insured person for his/her life

time. During the year 2010-11, a sum of Rs. 3.11 crore has been disbursed to 42,218 Insured Persons.

#### **Enhanced Sickness Benefit (Family Planning)**

Enhanced Sickness Benefit is paid in the form of cash to insured persons in their productive age group for undergoing Sterilization operation viz. Vasectomy / Tubectomy. During the year 2010-11, a sum of Rs. 4,604 has been disbursed to 2 insured persons.

#### **Funeral Benefit**

An amount of Rs.10,000/- is paid as funeral benefit on death of an insured person to the spouse with effect from 1.4.2011. During the year 2010-11, a sum of Rs. 28.21 lakh has been disbursed to 573 Persons.

#### **Unemployment Allowance**

ESI Corporation is providing unemployment allowance to the insured persons if they are retrenched from the companies and on other

specified contingencies, provided insured persons have put in 3 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. During the year 2010-11, a sum of Rs. 4.91 lakh has been disbursed to 50 insured persons.

### **Other Benefits**

- i. Free supply of physical aids such as Crutches, Wheel Chairs, Dentures, Spectacles are provided under this scheme.
- ii. Preventive Health Care Services such as Immunization, HIV/AIDS Detection and treatment are provided.
- iii. National Programs like Family Welfare activity, RNTCP are also implemented.
- iv. Allowance of Rs.2500/- is paid to an insured woman or to the wife of an insured person, in case she does not avail hospital facilities for her confinement.

Employees drawing wages up to Rs.15,000/- per month are covered under the Scheme with effect from 1.5.2010. However, the

employees affected with disabilities such as Autism, Cerebral Palsy, Mental Retardation and/or Multiple disorders, whose wages are up to 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 of a sum equivalent to 1.75% and 4.75% of wages respectively.

In Tamilnadu, medical facilities are provided through a network of 184 ESI Dispensaries, 5 Mobile Dispensaries and 2 Utilization 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 2363 beds.

### **Utilisation Dispensary**

The Utilisation Dispensaries are run by the employers. The treatment provided at these Dispensaries shall be on par with the treatments provided at the ESI Dispensaries. The employer is

paid with capitation fee at the rates prescribed by the ESI Corporation from time to time. At present, the rate is Rs.60/- per insured person/year. There are two Utilisation Dispensaries in Tamil Nadu.

1. Utilisation Dispensary, Dalmia Cements (Bharat) Limited, Dalmiapuram, Tiruchirapalli District.
2. Utilisation Dispensary, E.I.D. Parry (India) Ltd., Ranipet, Vellore District.

The 7/8<sup>th</sup> of the expenditure on the medical facilities subject to a ceiling of Rs.1,200/- per insured person per annum is (w.e.f 01.04.2009) paid by the ESI Corporation, New Delhi.

### **Yoga Units**

The Yoga Units are functioning at ESI Hospitals, Ayanavaram, Coimbatore and Madurai. The Government have issued orders for the establishment of Yoga Units in other 5 ESI Hospitals. They will be started soon.

## **Ayurvedha Units**

The Government have issued orders for the establishment of Ayurvedha Units at ESI Hospital, Ayanavaram, Coimbatore and Madurai. These units will be started very shortly.

## **Hospital Development Committee**

Hospital Development Committee has been constituted in the ESI Hospitals for the maintenance of minor and major repairs of the ESI buildings, and also for the purchase and repair of Medical equipments in the Hospitals and Dispensaries.

1. Medical Superintendent - Chairman
2. Deputy Medical Superintendent - Convener
3. Employers' Representatives - 2 Nos.
4. Employees' Representatives - 2 Nos.
5. Staff Representative - 1 No.
6. Representative of State Labour Dept. - 1 No.
7. Local Member(s) from ESI Corporation/  
Regional Board Members} - Members

8. Manager, Branch Office,  
ESI Corporation - 1 No.
9. Regional Administrative  
Medical Officer (ESIS) - Special Invitee

### **Revolving Fund**

The 'Revolving Fund' was created by the ESI Corporation in the year 2004 for the purpose of quick settlement of the treatment bills (Medical & Surgical) of the insured persons and their family members in Private Hospitals. Bills of Speciality and Super Speciality treatment are also reimbursed.

During the year 2010-2011, bills worth of Rs.6.78 crore have been settled.

### **Package Deal**

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 authorities concerned with the ESI Hospitals to which they are attached. The insured persons and their family members are provided free medical care at the private hospitals and the bill of such hospitals are directly settled by the ESI Corporation under Package Deal.

During the year 2010-2011, bills worth of Rs.74.07 lakh have been settled to such private Hospitals.

### **New Projects of ESI Corporation in Tamil Nadu**

#### **1. Post-Graduate Institute of Medical Science and Research (ESI-PGIMSR) at ESIC Hospital, K.K. Nagar, Chennai**

The State Government have permitted the ESI Corporation to establish this institute in the year of 2009. The cost of running this institute will be fully borne by the ESI Corporation. Presently, this institute runs 5 departments from the current year 2011-12. Those are General Medicine, General Surgery, Obstetrics & Gynecology, Paediatrics and Anaesthesia.

**2. Post - Graduate Institute of Medical Science and Research (ESI-PGIMSR) at Ayanavaram, Chennai.**

The State Government have permitted the ESI Corporation to set up this institute at Ayanavaram, Chennai and to start Post-Graduate course only. The cost of running this institute will be borne by the ESI Corporation.

**3. Establishment of Medical College at Coimbatore**

The ESI Corporation, New Delhi is establishing a Medical College at the ESI Hospital, Singanallur, Varatharajapuram, Coimbatore. The State Government have already issued "Essentiality Certificate" to the ESI Corporation to establish a Medical College with 100 seats in 2008 with condition that 65% of the seats should be allotted to State Government for admission to MBBS course under the Single Window System.

**4. Establishment of ESI Hospital at Tuticorin**

The ESI Corporation has recently approved establishment of a 100 - bedded hospital at Tuticorin.

## **VI. EMPLOYEES' PROVIDENT FUND SCHEME (GOI) (Tamil Nadu)**

To provide social security to the workers, the Government of India passed the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 enabling an employee to get certain benefits on retirement and for his/her dependents in case of his/her premature death.

Under this Act, following 3 Schemes are being implemented

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

There are 4 Regional Offices in the State, each headed by a Regional Provident Fund Commissioner at Chennai, Tambaram, Coimbatore and at Madurai. Besides, there are 7 Sub-Regional Offices functioning in the State to cover every establishment employing 20 or more persons. Any establishment which is not covered under the statutory provisions of the aforesaid Act may on

voluntary basis apply for the extension of benefits under the Scheme.

The registered member will contribute at rate of 12% of his salary as Provident Fund contribution and the employer will also pay a matching contribution at 12%, from out of which a part of contribution at 8.33 % will be diverted to Pension Fund. The employers required to contribute at the rate of 0.5% of the total salary of the employees towards Employees' Deposit Linked Insurance Scheme.

**VII. Part – II Schemes for the year,  
2011 – 2012**

<b>Sl. No.</b>	<b>Description of the Scheme</b>	<b>Expenditure (Rupees in lakh)</b>
	<b>Secretariat</b>	
<b>1.</b>	Purchase of Printers, Scanner, Xerox Machine, Water Purifier (RO), Franking Machine, Digital Fax and Steel Bureau	<b>5.00</b>
	<b>Labour</b>	
<b>2.</b>	Replacement of Existing Manually Operated Working Standard Physical Balances to the Working Standard Digital (Electronic) Balances	<b>32.35</b>
<b>3.</b>	Computerisation	<b>53.24</b>
<b>4.</b>	Provision of a Xerox Machine (Duplex with RDAF) to the Commissionerate	<b>1.08</b>
<b>5.</b>	Purchase of a Fax Machine to the offices of the Joint Commissioner of Labour, Madurai and Deputy Commissioner of Labour, Salem and Tiruchirappalli	<b>0.33</b>

<b>6.</b>	<b>Employment and Training</b> Construction of Employment Exchange Block II Building at Guindy	<b>80.00</b>
<b>7.</b>	Purchase of multifunctional device for District Employment Office at Triuvannamalai, Thanjavur, Cuddalore, Dindigul, Nagercoil, Udhagamandalam, Erode and Kancheepuram	<b>4.00</b>
<b>8.</b>	Purchase of Computer and Accessories for Training Wing	<b>10.00</b>
<b>9.</b>	Provision of Steel Racks and Steel cupboards for Training Wing	<b>6.00</b>
<b>10.</b>	<b>Inspectorate of Factories</b> e-Governance Purchase of 16 Dot Matrix Printers for the office of Joint and Deputy Chief Inspector of Factories.	<b>2.00</b>
<b>11.</b>	Purchase of one Xerox Machine for the office of the Chief Inspectorate of Factories, Chennai 5	<b>0.50</b>

<b>12.</b>	Purchase of 2 Fax Machines for the offices of the Deputy Chief Inspectorate of Factories, Virudunagar and Dindigul	<b>0.30</b>
<b>13.</b>	Purchase of a vehicle for the office of the Chief Inspectorate of Factories, Chennai against replacement of a condemned vehicle	<b>5.00</b>
<b>Total</b>		<b>199.80</b>

**S.T. CHELLAPANDIAN  
MINISTER FOR LABOUR**