

## **2.31. Labour and Labour Welfare**

**2.31.1.** The Government of Tamil Nadu enforces a plethora of labour laws to protect the rights of the workers and provide for their welfare. The role of the Government is to aid in maintaining a harmonious relationship between labour and management so that there is conducive atmosphere for achieving the objective of growth and prosperity for both the employers and the workers. This role is played through a delicate mechanism of intervention at the appropriate time to conciliate and settle industrial disputes. The social security of workers in the State is provided by the administration of the following enactments:

- i. The Workmen's Compensation Act, 1923
- ii. The Maternity Benefit Act, 1961
- iii. The Payment of Bonus Act, 1965
- iv. The Payment of Gratuity Act, 1972
- v. The Equal Remuneration Act, 1976
- vi. The Tamil Nadu Payment of Subsistence Allowance Act, 1981

**2.31.2.** Provision of social security to the unorganized workers is a thrust area of the Labour Department. The department is administering Welfare Boards for workmen in the organized and unorganized sector by implementing a variety of social security schemes. To make the social security schemes more focused, it is planned to form ten employment specific Welfare Boards.

**2.31.3.** Integrated Housing Schemes for Beedi workers, which is a Centrally Sponsored Scheme is under implementation for the benefit of the Beedi workers. Eradication of child labour is a priority area for the Labour Department. The National Child Labour Project and INDUS (Government of India and Government of USA Child Labour project) are implemented in 12 Districts.

**2.31.4.** The responsibility of administering the social security schemes under the Employees Provident Fund and Miscellaneous Provisions Act, 1952, such as the Employees Provident Fund Scheme, Employees Deposit Linked Insurance Scheme and Employees Pension Scheme vests with the

Employees Provident Fund Organisation. The primary objective of these schemes is to provide social security and to inculcate amongst the workers a spirit of savings while they are gainfully employed and to make provision for their benefit after they retire from service and their family members if they die in harness.

**2.31.5.** The Inspectorate of Factories does the registration of factories coming under the Factories Act, 1948 and carries out inspections to ensure the safety, health and welfare of the workers working in registered factories and also enforces the provisions of Minimum Wages Act, 1948. The enforcement of prohibition of child labour in factories is implemented under the Factories Act 1948. The Inspectorate of Factories has been carrying out health, safety training and development functions.

**2.31.6.** For effective enforcement of Factories Act, 1948, the Government has planned to provide Multi Gas Detectors, Earth Resistance meters, Hydro Static Pressure Testing Pumps and Ultrasonic thickness Testing Machines to the officers of the Inspectorate of factories.

**2.31.7.** The vocational training system seeks to provide training for developing the skills of those entering the labour force. Two major resources for such training are the Industrial Training Institutes (ITIs) and the Industrial establishments that take part in the Industrial training. The Craftsmen training scheme ensures training of skilled craftsmen with the vast network of Government ITIs established throughout Tamil Nadu. There are 56 Government ITIs and 2 Basic Training Centres imparting training in 36 Engineering and 15 Non Engineering Trades with a total capacity of 19,064 trainees. With a view to supplementing the State's effort, the Government have encouraged private participation in the field of Craftsmen training and 605 Private Industrial Training Centres have come up in Tamil Nadu with a capacity of 56732 trainees. Apprenticeship training is provided under the Apprentices Act, 1961, to the ITIs passed out trainees in Industrial establishments for periods ranging from 6 months to 4 years to expose them in specific areas of skills in industries. At present, around 15600 apprentices are undergoing training in about 2190 Industrial

Establishments. Besides, the ITIs and ITCs, there are 694 Industrial schools functioning in the State, with a capacity of 60225 trainees.

**2.31.8.** In order to make a dynamic linkage between training in Industrial Training Institutes and labour market, Institute Managing Committee (IMC) was established in 45 Industrial Training Institutes.

**2.31.9.** The scheme of upgradation of ITIs into Centre of Excellence is being implemented in Tamil Nadu. The main thrust of the programme is to provide appropriate infrastructure equipments, updated syllabi to the new trade introduced in these ITIs. This scheme will cater to the skill requirement of the industries in the particular areas by organizing multi skilled courses on modular pattern. During 2005-2006 and 2006-2007 eight Government ITIs had been upgraded into Centres of Excellence. Six more ITIs are proposed for upgradation during 2007-08.

**2.31.10.** At present, the number of employment exchanges in the State is 30. Apart from this, there are another 11 employment offices for categories like professionals and executives, technical personnel, unskilled and physically handicapped persons and conduct of coaching and guidance centres for SCs and STs. etc.

**2.31.11.** During Tenth Plan, about Rs.293.39 crore has been spent and for the Eleventh Plan, Rs.920.53 crore is likely to be allocated for Labour & Labour Welfare. The important schemes and activities envisaged in the Annual Plan 2007-08 include strengthening of Industrial Training Institutes, modernisation of existing Industrial Training Institutes by introduction of new trades and supply of equipments, upgradation of six ITIs into Centres of Excellence and Apprenticeship Training Scheme and provision of training to the training personnel to equip themselves with the latest skill and technology.

**2.31.12.** The agreed outlay of Rs. 181.50 crore is provided for Labour and Labour Welfare in the Annual Plan for 2007-08. Of this, the outlays earmarked for Scheduled Caste Sub Plan and Tribal Sub Plan are Rs.36.30 crore and Rs.4.25 crore respectively.