

2.36. Labour and Employment

Introduction

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. It is maintained by strict enforcement of Labour Laws and social security legislations for protection of the rights and welfare of workers. Labour and Employment Department is looking after the interest of the working class and the unemployed youth in the State. Twelve separate Welfare Boards have been formed in order to implement welfare programmes for the workers in the unorganised sector. Tamil Nadu Labour Welfare Board, on the other hand, implements various welfare schemes for workers in organised sector and their dependents. A variety of social security schemes are implemented for the workmen in the organized and unorganized sector.

The Inspectorate of Factories does the registration of factories coming under the Factories Act, 1948. The Inspectorate of Factories has been carrying out health, safety training and development functions.

Under the Employment and Training sector, the Government has mounted a double pronged approach by supporting the educated unemployed with financial assistance and promoting employment opportunities by upgrading skill based education.

The vocational training system seeks to provide training for developing the skills of those entering the labour force. The Craftsmen Training Scheme shapes the Craftsmen through the vast network of 59 Government Industrial Training Institutes and 2 Basic Training Centres throughout Tamil Nadu, with total seating capacity of 21096 trainees. This augments technical manpower and creates better opportunities for self employment by providing them employable Industrial Training in 37 Engineering and 16 Non –

Engineering trades. The trades and syllabi for training in Industrial Training Institutes are designed by National council for Vocational Training, so as to ensure high quality in standards all over India and enable the trainees to secure jobs anywhere in the country. Besides, the ITIs and ITCs, there are 694 Industrial schools functioning in the State, with a capacity of 60225 trainees. In order to cater to the emerging need of industries, 605 private Industrial Centres affiliated by National council for Vocational Training with a seating capacity 56684 seats have been established in Tamil Nadu.

Objectives for Annual Plan 2008-09

The objectives of the State in respect of Labour and Employment sector for the Annual Plan 2008-09 are to promote the welfare of labour both in organised and unorganized sectors with special emphasis on the latter, provide safety net for labour by strict enforcement of labour laws as well as providing health care and social security to workers, to eradicate child labour both in hazardous and non-hazardous occupations and mainstream these children into society, to encourage establishment of Industrial Training Institutes to acquire technical skills and secure employment opportunities, to promote training and skill development catering to the needs for craftsmen and semi-skilled workers in sectors like automobiles, textiles, IT, I.T.E.S, etc., and to introduce modern trades.

Strategies

The strategies proposed to achieve the objectives of the Annual Plan are strengthening of Labour Welfare boards with adequate financial resources, establishment of new boards for specific categories of unorganized workers and implementation of various welfare and social security schemes, preparation of an Action Plan for a comprehensive training and skill development in co-ordination with the Industrial Associations catering to the present and future needs of the industry, organising multi-skill courses in the existing industrial training institutes to cater to the skill requirement of existing and new

industries in specific areas, establishment of new ITIs and industrial schools, expansion and modernization of institutes with adequate infrastructure facilities, introducing new trades in the emerging sectors so as to provide marketable skills to students at affordable cost, upgrading Government ITIs into Centres of Excellence through Central funding and World Bank aid as well as through the public-private partnership mode,.

Programmes for Annual Plan 2008-09

Grants to Labour Welfare Boards for Unorganized Labour

In addition to the existing welfare measures for unorganised labour, it is proposed to extend some more benefits to these workers. An outlay of Rs.12580 lakh is proposed during the Plan period for Grants to Welfare Boards for Unorganised Labour for meeting the expenditure on payment of pension, welfare schemes and administration of boards. An expenditure of Rs.2045.84 lakh was expected to be incurred during 2007-08 and an outlay of Rs.20 crore is proposed for the Annual Plan 2008-09.

Assistance to the State Child Labour Rehabilitation-Cum-Welfare Society

These Child Labour Projects are now functioning in 17 districts of the State. The special schools run by these projects are situated far away from the residences of most of the child labourers. In order to avoid dropouts of children from the special schools and to ensure their continuous attendance, free bus passes will be provided to all the children studying in all the special schools run by the above Child Labour Projects in the districts. An outlay of Rs.930 lakh is proposed for this scheme during the Plan Period. It is also proposed to supply uniforms free of cost to the children studying in the special schools every year as a welfare measure with an outlay of Rs.270 lakh. A sum of Rs.85 lakh was expected to be spent for Child Labour during 2007-08 and an outlay of Rs.35 lakh is proposed for the Annual Plan 2008-09.

Modernisation of Working Standard Laboratories

To measure the accuracy of the Weights and Measures used in trade and commercial transactions, the existing Working Standard Physical Balances need to be replaced with the Digital Type Electronic Balances of appropriate accuracy. Such replacement will also modernise the Secondary and Working Standard Laboratories in keeping with the developments in the field of Metrology. Therefore, for the replacement of 67 Physical Working Standard Balances, a sum of Rs. 220 lakh is proposed during the Eleventh Plan Period. It is proposed to provide a sum of Rs.28 lakh for the purchase of Standard digital balances in 2008-09.

E-Governance and Administrative improvement

It is proposed to implement e-Governance and Administrative Improvement in the Labour department with an outlay of Rs.150 lakh and Chief Inspectorate of Factories with Rs.161 lakh during the Eleventh Plan. A sum of Rs.7.50 lakh and Rs.13.72 lakh is proposed for the above two departments during the Annual Plan 2008-09.

Payment of relief to the unemployed youth

Tamil Nadu Government implements Unemployment Assistance Scheme to the unemployed youth of the State, who remain on the Live Register of Employment Exchanges for over five years. Unemployment Assistance is granted at the rate of Rs.150/- per month in the case of SSLC applicants, Rs.200/- per month in the case of Higher Secondary applicants and Rs.300/- per month in the case of Graduates/ Post-graduates for a continuous period of three years or till they complete the age of 45 years in the case of Scheduled Caste / Scheduled Tribe and 40 years in the case of Others subject to certain conditions that they remain on the Live Register of Employment Exchanges for over five years. The number of beneficiaries under the scheme as on 31.10.2007 is 2.40 lakh and 1.13 lakh for general and SC/ ST category respectively.

An outlay of Rs.30000 lakh is proposed for implementing this scheme, out of which, Rs.12500 lakh has been provided under Scheduled Caste Sub-Plan (SCSP) during the Eleventh Plan period. The anticipated expenditure for 2007-08 is Rs.5976.37 lakh and Rs.3552.86 lakh for general and SC/ ST category. The proposed outlay for this scheme is Rs.50.00 crore and Rs.28.52 crore during 2008-09 for general and SC/ST category respectively.

Distress Relief and Accident Relief Schemes

The Distress Relief scheme is proposed to be implemented in the Eleventh Plan with an outlay of Rs.16300 lakh, of which, Rs.2900 lakh is provided under the Scheduled Caste Sub-Plan (SCSP). In order to alleviate the sufferings of the families of the workers died or injured due to accidents, a sum of Rs.360 lakh is earmarked for the Eleventh Plan under Accident Relief Scheme. The Distress Relief scheme is proposed in the Annual Plan 2008-09 with an outlay of Rs.3260 lakh, of which, Rs.580 lakh is provided under the Scheduled Caste Sub-Plan (SCSP) and a sum of Rs.72 lakh is proposed for Accident Relief Scheme during the Annual Plan 2008-09.

Modernisation of Government ITIs

As the technology changes, industries employ modern equipments to boost production. So, the trainees should also be exposed to these new techniques and equipment. The tools and equipments which are more than two decades old and have become obsolete due to wear and tear will be replaced in some of Government I.T.Is. For taking up of improvement measures in the existing ITIs, a sum of Rs.1395 lakh is approved during the Eleventh Plan.

The main focus of the Annual Plan 2008-09 is to continue modernisation of Government ITIs, optimum utilization of the machinery and equipments and provision of essential infrastructure to make better quality of training. Additional trades were introduced in existing 13 Government ITIs, for which a sum of Rs.330.37 lakh is

likely to be spent during 2007-08. A sum of Rs.178.27 lakh has been proposed for the year 2008-09.

Modular Employable Skill

In order to meet the huge demand for skilled manpower in various important sectors, the GoI proposed the modular employable skill scheme by giving training utilizing the existing infrastructure in Government ITIs. An outlay of Rs.800 lakh is proposed for this scheme during the Eleventh Plan. It is proposed to give Modular Employable Skill training in 56 Government Industrial Training Institutes and in 1 Basic Training Centre for 50000 unemployed youth every year. An amount of Rs.560 lakh for general category and Rs.240.00 lakh under Special Component Plan for SC/ST is anticipated to be spent during 2007-08 and the same is proposed for 2008-09.

Establishment of new I.T.Is and new trades

With the objective of providing skilled manpower to the emerging needs of the industry and establishment of Industrial Training Institutes to cover rural and semi-urban areas as well as the poor and economically backward sections of society, it is proposed to start 6 Government I.T.Is in district headquarters where there are no Government ITIs at present. To meet the industrial needs, new trades like Medical Electronics, Medical Transmission, Net work Technician, Mechanic Auto Electrical and Electronics, Interior Decoration and Design, Architectural Assistant etc, are to be started in Government I.T.Is. So it is proposed to start new trades in the existing 20 Government I.T.Is. An outlay of Rs.3000 lakh for establishing new ITIs and Rs.1500 lakh for starting new trades is proposed during the Eleventh Plan. For starting and development of ITIs an expenditure of Rs.299.64 lakh is anticipated to be spent during 2007-08 and Rs.186.24 lakh is proposed for 2008-09.

Upgradation of ITIs as Centre of Excellence

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 equipment, updated syllabi and introduction of new trades during the Eleventh Plan period. This scheme will cater to the skill requirement of the industries in the particular areas by organizing multi skilled courses on modular pattern. The funding pattern for the scheme Upgradation of ITIs into “Centres of Excellence” as proposed by the Ministry of Finance, Government of India is 75:25 to be shared between Government of India and State Government. 8 Government ITIs in Tamil Nadu have been upgraded into Centres of Excellence during the year 2005-07. It was planned to upgrade 6 more ITIs during 2007-08 and 11 ITIs in 2008-09 with World Bank Assistance. A sum of Rs.108.59 lakh is expected to be spent during 2007-08 and an outlay of Rs.24.26 lakh is proposed in 2008-09 for Centre of Excellence.

Plan outlay for 2008-09

The total Eleventh Five Year Plan outlay approved for the Labour Welfare, Employment Services and Training Sector is Rs.803.20 crore. A sum of Rs.203.51 crore is approved for Labour and Employment sector in the Annual Plan for 2008-09. Of this, an outlay of Rs.42.25 crore is earmarked for Scheduled Caste Sub Plan.
