



LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

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DEMAND No.32

THIRU. C.V. GANESAN
**HON'BLE MINISTER FOR LABOUR
WELFARE AND SKILL DEVELOPMENT**

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LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

1. LABOUR DEPARTMENT

The Labour Department is entrusted with the responsibility of enhancing the welfare of the large and heterogenous sections of the organised and unorganised working classes through enforcement of labour laws as well as through proper implementation of various social security schemes.

CONSTITUTIONAL PROVISION

Under the Constitution of India, the subject of Labour is in the Concurrent list; therefore, both the Union & the State Governments are competent to enact legislations.

The relevant entries of the Concurrent list are as follows:

22. Trade Unions; Industrial and Labour disputes.
23. Social Security and Social Insurance; Employment and Unemployment.
24. Welfare of labour including conditions of work, provident funds, employer's liability, workmen's compensation, invalidity and old age pension and maternity benefits.
- 33-A. Weights and Measures except establishment of standards.

1.1. OBJECTIVES AND FUNCTIONS OF THE DEPARTMENT

- ❖ Protecting workers and ensuring fair, safe and healthy workplace, leading to increased productivity.
- ❖ Ensuring minimum wages for the workers in certain employments appended to the schedule of the Minimum Wages Act, 1948.
- ❖ Fostering equal opportunity by requiring employers to pay equal pay for equal work and to institute policies that limit or prevent structural discrimination.
- ❖ Eliminating all forms of child labour and abolition of bonded labour system.
- ❖ Enforcing labour legislations regarding consumer protection.

- ❖ Balancing the relationship between the worker and the employer through conciliation to prevent the employer from taking punitive action against the worker without valid reasons.
- ❖ Ensuring industrial peace and harmony in the state by encouraging conciliation talks to settle the industrial disputes between the employer and the employees.
- ❖ Protecting the interest of the workmen by exercising quasi-judicial functions.
- ❖ Extending various social security benefits to organized and unorganized workers through various welfare boards.

1.2. ADMINISTRATIVE SETUP

The Labour Department in Tamil Nadu was formed in the year 1920. Head office is located at DMS Campus, Teynampet, Chennai. The Department is headed by the Commissioner of Labour, a senior IAS officer. There are 12 Additional Commissioners of Labour, 16 Joint Commissioners of Labour, 24 Deputy Commissioners of Labour, 103 Assistant Commissioners of Labour, 2 Assistant Surgeons (Plantations), 1 Accounts Officer and 1 Public Relation Officer, 70 Deputy Inspectors of Labour, 220 Assistant Inspectors of Labour, 101 Stamping Inspectors and 1,299 supporting staff.

1.3. LABOUR LEGISLATIONS

1.3.1. Ensuring Industrial Peace and Harmony

Industrial peace is necessary to ensure economic growth of the state leading to greater employment opportunities. To enable industrial peace and harmony conciliation officers of this department have been taking necessary steps for the settlement of industrial disputes.

❖ Resolving Industrial Disputes by the Conciliation officers under the Industrial Disputes Act, 1947

The conciliation officers are entrusted with the duty of mediating and promoting the settlement of industrial disputes. They have resolved 2,178 industrial disputes during the period from 01.04.2022 to 31.12.2022.

❖ **Resolving Strikes and lock-outs**

The conciliation officers on receipt of notice of strike or lock-out shall forthwith arrange to conciliate both the employer and the workmen concerned with the disputes and shall endeavour to bring about a settlement of the dispute in question.

Major Issues Resolved

a) INDO tech Transformers Limited

The workers of INDO tech Transformers Limited located at Illuppapattu village, Kancheepuram district indulged in a stay-in strike on 02.11.2022 for engaging 18 contract workers, who were appointed as staff. On the conciliation talks held before Deputy Commissioner of Labour-1,

Sriperumbudur on 02.11.2022, the strike was withdrawn immediately. Further, the dispute was resolved on the agreed advice of the conciliation officer on the matters of employment of new staff, wage increase, bonus, etc.,.

b) India Yamaha Motor Private Limited

India Yamaha Motor Private Limited is situated at Vallam Vadakal village, Kancheepuram District in which a section of workmen indulged in stay-in strike from 11.10.2022 for recognition of India Yamaha Motor Thozhilalar Sangam (CITU). After concerted effort taken by the department, the Additional Commissioner of Labour, Chennai

made an agreed advice in the following matters:

1. Procedure for identifying majority trade union.
2. Payment of Bonus for the years 2020-2021 and 2021-2022.
3. Giving back the deducted salary of 7 days.

On the above arrangement, the union withdrew the stay-in strike from 20.10.2022

c) TAPTI Leathers Pvt. Ltd.

In TAPTI Leathers Pvt. Ltd., located at Pallavaram, Kancheepuram District, workers indulged in stay-in strike from 27.09.2022 demanding 18% bonus for the year 2021-2022.

With the efforts of the Deputy Commissioner of Labour(C)-1, Sriperumbudur, the management agreed to pay 16% bonus for the year 2021-2022 and the stay-in strike was withdrawn on 29.09.2022.

❖ **Severance Settlement by Ford India Private Limited**

In G.O. (Ms.) No.171, Labour Welfare and Skill Development Department, dated: 28.12.2022, order was issued granting closure permission to Ford India Private Limited functioning at Singaperumal Koil, Chengalpattu district with effect from 31.01.2023. A severance settlement was arrived between the workers and Ford India Private Limited through which 2,592 workers were benefitted to the tune of Rs.1,296 Crore.

❖ **Wage Revision of the Workers of Tamil Nadu State Transport Corporations**

Conciliation talks on 14th wage revision and other general demands were held with the Trade Unions and the Management of Tamil Nadu State Transport Corporations. A settlement was arrived before the Special Joint Commissioner of Labour, Chennai under section 12(3) of the Industrial Disputes Act, 1947 on 24.08.2022, which will be in force for a period of 4 years, through which 1.25 lakh transport workers were benefitted.

❖ **New Wage Settlement for the Beedi Rollers**

A new wage settlement effective from 10.05.2022 to 09.05.2025 for a

period of 3 years under section 12(3) of the Industrial Disputes Act, 1947 was arrived on 10.05.2022 before the Special Joint Commissioner of Labour, Chennai. As per this settlement, the beedi rollers get Rs.247.81/- for Sadha Beedi and Rs.248.01/- for Jadi Beedi as revised wages inclusive of dearness allowance for rolling of 1,000 Beedies. By this settlement more than 1,78,000 beedi rollers have been benefitted.

❖ **New Wage Settlement for the Tannery Workers**

A new wage settlement for tannery workers for a period of 3 years under section 12(3) of the Industrial Disputes Act, 1947 was arrived on 09.06.2022 before the Special Joint Commissioner of Labour, Chennai.

As per this settlement, wage for tannery piece rate workers has been increased to Rs.40/- per day along with basic pay with effect from 01.01.2022, by which more than 5,000 tannery workers have been benefitted.

❖ **Labour Courts and Industrial Tribunals**

The Labour Courts and the Industrial Tribunals have disposed off most of the cases in 2022 expeditiously.

❖ **Certification of Standing Orders**

The Industrial Employment (Standing Orders) Act, 1946 requires employers of industrial establishments to define conditions of employment of workers under certified Standing Orders. During the period from 01.04.2022 to

31.12.2022, 268 standing orders of industrial establishments were certified by the Additional Commissioners of Labour. The Government has reconstituted a committee vide G.O. (D) No.543, Labour Welfare and Skill Development Department, dated: 09.11.2022 under the chairmanship of the Commissioner of Labour to study the present scenario in various industries and to give its valuable suggestions regarding implementation of the Industrial Employment (Standing Orders) Tamil Nadu Amendment Act, 2008 (TN Act.No.11 of 2016).

❖ **Registration of Trade Unions**

The Trade Unions Act, 1926 provides for the registration, regulation and protection of the members of the Trade Union with a view to render lawful

organization of labour to enable collective bargaining. Trade unions play major role in resolving industrial disputes between employers and employees through collective bargaining to maintain industrial peace in the establishments. During the period from 01.04.2022 to 31.12.2022, 167 trade unions have been registered under this Act.

1.3.2. Fixation / Revision of Minimum Wages and Ensuring Timely Payment

The labour enactments such as the Minimum Wages Act, 1948, the Payment of Wages Act, 1936, the Equal Remuneration Act, 1976 and the Payment of Bonus Act, 1965 provide for the fixation and revision of minimum rates of wages and ensure prompt payment of wages, bonus and equal remuneration to the

male and female employees who are doing the same nature of work.

- ❖ In Tamil Nadu, 94 employments have been added to the Schedule of the Minimum Wages Act, 1948, out of which, minimum wages have been fixed for 83 employments. Minimum wage is being revised once every 4 years in Tamil Nadu. During the period from 01.04.2022 to 31.12.2022, preliminary notification for revision of minimum rates of wages has been issued in respect of 31 employments and minimum wages have been revised for 36 employments. Thus, the workers in different scheduled employments like bricks and tiles manufactory, power loom industry, cinema industry, etc., have been benefitted by enhancement of the minimum wages in Tamil Nadu.

- ❖ For ensuring the payment of minimum wages, special drive inspections are conducted by the enforcement officers of this Department. On their regular and special drive schedules, 24,994 inspections were made under the Minimum Wages Act, 1948 during the period from 01.04.2022 to 31.12.2022. 58 cases were disposed in various Judicial Magistrate Courts with a fine amount of Rs.89,300/- against the employers under this Act. During the period, 760 claims petitions were settled by the authorities under the Minimum Wages Act, 1948 through which, Rs.7,45,15,061/- minimum wages claim amount was ordered to be paid to the workmen.

- ❖ For ensuring prompt and timely payment to the workers, the enforcement officers of this department conducted

10,809 inspections under the Payment of Wages Act, 1936 during the period from 01.04.2022 to 31.12.2022; 21 cases were disposed off in courts with a fine amount of Rs.98,000/- against employers for various contraventions. Besides 164 claims were disposed off before the authorities under this Act and Rs.2,52,68,461/- ordered to be paid to the workmen.

- ❖ The enforcement officers during their inspections ensure equal pay for equal work to men and women workers.

1.3.3. Labour Law Reforms under the Tamil Nadu Shops and Establishments Act, 1947

❖ Opportunity to sit during working hours

The Government of Tamil Nadu issued an Extraordinary Gazette Notification for inserting a new section 22-A vide the Tamil Nadu Shops and Establishments (Amendment) Act, 2021, to provide seating facilities for all the employees in the premises of every establishment so that they may take advantage of any opportunity to sit which may occur in the course of their work and thereby avoid 'on their toes' situation throughout the working hours. During the period, 1,407 cases were compounded to ensure the seating facilities for the

employees in the shops and establishments.

Thus, Tamil Nadu has become the second state in India to mandate “the right to sit” for the employees in shops and commercial establishments.

❖ **Opening of Shops and Establishments 24 X 7**

The Government of Tamil Nadu has permitted all shops and establishments employing 10 or more persons to keep open 24 X 7 on all days of the year for a further period of three years vide G.O. (Ms.) No.61, Labour Welfare and Skill Development Department, dated: 02.06.2022.

- ❖ During the period from 01.04.2022 to 31.12.2022, enforcement officers

conducted 99,531 inspections under this Act and 4,689 cases were compounded for various offences and a sum of Rs.10,43,700/- was collected as compounding fee. Besides 8 cases were disposed in courts with a fine amount of Rs.52,200/- against employers.

- ❖ The Regional Joint Commissioners of Labour have been notified as appellate authorities to hear the cases related to dismissal of employees under section 41(2) of the Act. During the period from 01.04.2022 to 31.12.2022, 164 appeal petitions were disposed off.

1.3.4. Regulation of working conditions in Catering Establishments

The Tamil Nadu Catering Establishments Act, 1958 regulates conditions of work in catering establishments, including hotels and

restaurants. During the period from 01.04.2022 to 31.12.2022, a sum of Rs.1,02,34,390/- was collected as registration, renewal and amendment fee from the employers of catering establishments. Besides, 5,777 inspections were made during which 3,230 contraventions were noticed and a sum of Rs.6,13,750/- was collected as compounding fee.

1.3.5. Enforcement of the Motor Transport Workers Act, 1961

The Motor Transport Workers Act, 1961 was enacted to regulate the conditions of work of the motor transport workers and ensure their welfare. During the period from 01.04.2022 to 31.12.2022, 81 Motor Transport Undertakings were newly registered under this Act and Rs.31,10,950 has been collected as registration and renewal fees. During this period, 1,261 inspections were made, during which

393 contraventions were noticed and a sum of Rs.1,10,300/- was collected as compounding fee.

1.3.6. Welfare of Workers Engaged in Beedi and Cigar Establishments

The Beedi and Cigar Workers (Conditions of Employment) Act, 1966 provides for the welfare of the workers in beedi and cigar establishments and regulates the conditions of their work. 1,059 inspections were made during the period from 01.04.2022 to 31.12.2022. 63 cases were disposed off in various Judicial Magistrate Courts and Rs.21,000/- was collected as fine amount.

The Assistant Inspectors of Labour enforcing this Act ensure issuance of service cards and leave cards for employees of beedi establishments.

1.3.7. Regulation of working conditions in Newspaper Establishments

- ❖ Out of the 72 newspaper establishments in the state, 68 establishments have fully implemented the recommendations of the Majithia Wage Board and action is being taken by the enforcement officials under this act to ensure the implementation of Majithia Wage Board recommendations in the remaining 4 establishments. Three cases under section 17(2) of the Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 are referred to the Labour Court.

1.3.8. Ensuring Leave with Wages / Double Wages during National, Festival and Special Holidays

The enforcement officers conduct special inspections to provide for the grant of national, festival and special holidays to persons employed in industrial establishments in the State of Tamil Nadu under the Tamil Nadu Industrial Establishments (National, Festival and Special Holidays) Act, 1958.

During the period from 01.04.2022 to 31.12.2022, a total of 27,105 inspections were made, 3,549 contraventions were noticed. A sum of Rs.21,90,300/- was collected as compounding fee. Besides 19 cases were disposed off in courts with a fine amount of Rs.21,700/- against employers for various contraventions.

1.3.9. Ensuring Maternity Benefit

The Maternity Benefit Act, 1961 regulates and ensures employment, payment and certain maternity benefits for women for the period before and after child birth. This Act provides for 26 weeks leave with wages for childbirth of which not more than 8 weeks shall precede the date of expected delivery. As per the Act, a woman employee must have worked as an employee in an establishment for a period of atleast 80 days in the past 12 months. 6,416 inspections have been carried out under this Act during the period from 01.04.2022 to 31.12.2022. 9 cases were disposed off in courts with a fine amount of Rs.7,500/- imposed against the employers.

1.3.10. Conferring Permanent Status to Workmen

The Tamil Nadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981 provides for conferment of permanent status to workmen in an industrial establishment who have been in continuous service of 480 days within a period of 24 months. The Assistant Commissioners of Labour (Enforcement) and the Assistant Commissioners of Labour (Plantation) have been notified as authorities under this Act. 228 claim petitions seeking permanency were disposed off and orders were issued directing the employer to confer permanent status to 237 workmen during the period from 01.04.2022 to 31.12.2022.

1.3.11. Registering and Licensing under the Contract Labour Act, 1970

- ❖ Contract labour is a system of employing labourers through a contract for a specified period. The Contract Labour (Regulation and Abolition) Act, 1970 applies to every establishment in which 20 or more workmen are employed and the Act regulates the employment of contract labour in certain establishments.

- ❖ 187 registration certificates and 207 licenses were issued to the principal employers and contractors respectively during the period from 01.04.2022 to 31.12.2022. Rs.95,10,000/- was collected towards registration, renewal and license fees.

1.3.12. Protecting the Rights of the Inter-State Migrant Workers

- ❖ The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 regulates the conditions of service and protects the inter-state migrant workmen whose services are utilized outside their native states.
- ❖ It applies to every establishment and the contractor, who employ five or more inter-state migrant workers. Inter-state migrant workmen are deemed to be in employment from the date of recruitment.
- ❖ During the period from 01.04.2022 to 31.12.2022, 6 registration certificates and 5 licenses were issued to the principal employers and contractors respectively under this act.

- ❖ As on 28.02.2023, 75,321 workers have been registered in the Labour Department's ISM portal (<https://labour.tn.gov.in/ism/>).

1.3.13. Enforcing Laws relating to Consumer Protection

1.3.13.1. The Legal Metrology Act, 2009

- ❖ This Act enforces standards of weights and measures and protects the interest of consumers and regulates trade and business in weights and measures and other goods which are sold or distributed by weight, measure or number.
- ❖ During the period from 01.04.2022 to 31.12.2022, under the Legal Metrology Act, 41,071 inspections were made, 6,604 contraventions noticed and a fine amount of Rs.5,000/- and compounding

fee of Rs.75.57 lakh has been levied and collected by way of court cases and compounding.

- ❖ During the period from 01.04.2022 to 31.12.2022, 713 manufacturer / dealer / repairer licenses have been issued / renewed and an amount of Rs.38.47 lakh has been collected as license fee and renewal fee.

Online Stamping

In order to protect the interest of the public and consumers and to ease out the procedure for traders to apply for verification of weights and measures, online stamping has been introduced from 23.02.2022 and is being implemented successfully. During the period from 01.04.2022 to 31.12.2022, 2,90,496 online applications have been received and

an amount of Rs.52.66 crore collected as stamping fee.

1.3.13.2. The Legal Metrology (Packaged Commodities) Rules, 2011

- ❖ Under these rules it is made mandatory that all manufacturers, packers and importers of goods and commodities have to make certain declarations like name and address of the manufacturer, common or generic name of the commodity, net quantity, month and year of packing, retail sale price of the package, etc., in the packaged commodities. They have to obtain registration certificate for this purpose under the provisions of this Rule. The purpose is to protect the consumers from being charged in excess of the maximum retail price and also to make

them aware of other related information regarding the package.

- ❖ During the period from 01.04.2022 to 31.12.2022 under the Legal Metrology (Packaged Commodities) Rules, 13,090 establishments were inspected and 1,691 contraventions were noticed and a fine amount of Rs.34,000/- and compounding fee of Rs.75.83 lakh has been levied and collected by way of court cases and compounding. 1,099 Packer / Importer Registration Certificates have also been issued and an amount of Rs.6.57 lakh has been collected as registration fee.

1.3.14. Regulation of working conditions in Plantations

- ❖ There are 2,226 plantations in Tamil Nadu covering an area of 62,289 hectares of

which, 683 are registered plantations covering an area of 54,654 hectares and 1,543 unregistered plantations covering an area of 7,635 hectares. The total number of workers engaged in plantations is 57,051 of which, 22,440 are men and 34,611 are women.

- ❖ To ensure the welfare facilities to the plantation workers, 2,155 inspections were made during the period from 01.04.2022 to 31.01.2023.

The following facilities are provided under the Plantations Labour Act, 1951:

- ❖ **Welfare facilities**

- i. **Housing Facilities**

The Plantations Labour Act, 1951 provides for the construction of houses by the employer with water facility, cement

flooring and attached toilets for the benefit and use of plantation workers free of cost. In Tamil Nadu, so far, 41,235 houses have been constructed for the plantation workers. During the period 01.04.2022 to 31.01.2023, 28 contraventions were noticed and 10 cases were disposed and an amount of Rs.33,500/- was collected as fine.

ii. Creches

In plantations wherein 50 or more women workers are employed, a creche should be provided for the benefit and use of children below the age of 6 years. There are totally 227 creches in the plantations spread over Tamil Nadu.

iii. Education Facilities

In the plantations where there are more than 25 children in the age of 6 to 12, the employer is liable to provide education facilities. There are 162 schools in the plantations in Tamil Nadu.

iv. Canteen

If the number of workmen in a plantation is 150 or more, canteen facility has to be provided. There are totally 81 canteens in the plantations in Tamil Nadu.

v. Water Supply

It is the responsibility of the employer to supply potable drinking water. The potability certificate has to be obtained from the Health Officer or the Certifying Surgeon or from the testing labs

of the Tamil Nadu Water Supply and Drainage Board. During the period, 38 contraventions were noticed and action initiated. 20 cases were disposed off and a fine amount of Rs.1,11,500/- was collected.

vi. Protection from cold weather (warm clothing)

The employer should provide one cumby per year and one rug once in 2 years to every workman to protect themselves from the cold weather. During the period, 8 contraventions were noticed, 6 cases were disposed and a fine amount of Rs.38,500/- was collected.

❖ **Health facilities**

i. Medical Facilities

Every employer of plantations shall provide medical facilities for the workers and their families. The Assistant Surgeons (Plantations) are responsible for the effective functioning of these hospitals and dispensaries in the plantations. As such there are 143 dispensaries and Group dispensaries, 31 Garden hospitals and 4 Group Garden hospitals in Tamil Nadu.

Enforcement

During the period from 01.04.2022 to 31.01.2023, a total number of 2,155 inspections were conducted under the Plantations Labour Act, 1951, 122 contraventions were noticed and 74 cases have been disposed off in various

courts with a fine amount of Rs.4,56,500/- against the contravened employers.

1.3.15. Elimination of Child Labour and Regulation of Adolescent Labour

Child labour is a social evil that has its roots in the complex Socio-economic structure of our society. The goal of eradication of child labour and regulation of service conditions of adolescent labour in non-hazardous occupations has been of prime importance to the Government of Tamil Nadu, which has taken several steps to eliminate this menace. Tamil Nadu has also emerged as an example for others in the sphere of elimination of child labour.

- The Child Labour (Prohibition & Regulation) Act, 1986 was substituted by the Child and Adolescent Labour (Prohibition & Regulation) Act, 1986.

- No children below 14 years shall be employed or permitted to work in any occupation or process.
- No adolescent shall be employed or permitted to work in any of the hazardous occupations set forth in the schedule.
- Imprisonment for a term which shall not be less than six months may extend to two years or with fine not less than Rs.20,000/- may extend to Rs.50,000/- or with both to the offenders.
- Parent or guardian having been convicted of an offence for engaging children for work, commits a like offence afterwards, shall be punishable with a fine which may extend to Rs.10,000/-.

Status of Child Labour in Tamil Nadu

Census 2001 placed the number of child labour in the state at 4.19 lakh while Census 2011 estimated it at 1.51 lakh. The number of child labour has steadily reduced over the period due to rigorous enforcement, rehabilitation and developmental efforts taken by the Government. Samagra Shiksha Survey of 2021 estimated the number of out of school children with earning compulsion as 1,091 only. Tamil Nadu is amongst the first state to draw a comprehensive State Action Plan for rescue and rehabilitation of Child Labour. Besides the State has also issued a Standard Operating Procedure (SOP) wherein various departments have been assigned with various responsibilities towards rescue and rehabilitation of child labour.

Enforcement

- ❖ Enforcement plays a vital role in eradication of child Labour and regulation of adolescent labour in various occupations and processes. In order to strengthen the enforcement, a District Level Task Force is functioning in all the districts under the Chairmanship of the District Collector. District Task Force was reconstituted vide G.O. (2D) No.2, Labour and Employment Department, dated: 11.01.2021.
- ❖ The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and the allied Acts prohibiting employment of children are implemented in the State by the officials of the Labour Department and the Directorate of Industrial Safety and Health.

- ❖ During the period from 01.04.2022 to 31.01.2023, 47,200 establishments were inspected, which includes inspections conducted by the teams formed under the District Level Task Force. 222 violations were noticed and 285 child / adolescent labourers were rescued and rehabilitated. 83 cases were filed and 176 cases (including previous pending) ended in conviction. A fine of Rs.42,23,000/- has been imposed.

Rehabilitation

- ❖ Rescued children are mainstreamed to education by directly linking them to Samagra Shiksha to access their right to education.
- ❖ As per the Child and Adolescent (Prohibition and Regulation) Act, 1986, amount ranging from Rs.20,000/- to

Rs.50,000/- was imposed as fine on the erring employers by the court. The Government of Tamil Nadu is giving an amount of Rs.15,000/- as Government contribution to the rescued child / adolescent labour in hazardous operations and the amount along with court fine is deposited in the bank as fixed deposit in the name of the rescued child / adolescent labourer and on attainment of 18 years of age, the amount is given to the children / adolescent. An amount of Rs.1,80,000/- has been given to 12 child labourers as Government contribution by the Government, during the period 2021-2022.

Awareness Generation

- ❖ 12th June of every year is observed as “World Anti Child Labour Day” to create

awareness among the public. All districts have taken up various activities for awareness creation like oath taking in Government offices, rallies, human chains and awareness campaigns.

- ❖ State level Anti-Child Labour Day awareness programme was observed on 10.06.2022 in the Anna Nagar Tower Park, headed by the Hon'ble Minister for Labour Welfare and Skill Development. On that day, various awareness activities like flying balloons containing anti child labour slogans, taking anti child labour day pledge, awareness rally, street play and signature campaign against employment of child labour have been undertaken.

Training

- ❖ Zonal level workshop on the Child and Adolescent Labour (Prohibition and

Regulation) Act, 1986 was conducted in Chennai at Anna Administrative Staff College on 24.01.2023, 02.02.2023, 07.02.2023 and 14.02.2023 for the Labour Department enforcement officials and the other line department officials including Revenue, Social Defence, School Education, Police, Directorate of Industrial Safety and Health (DISH), Employment and Training, etc.,.

Vision of the Government

- ❖ Action Plan for conducting survey in child labour prone districts to identify child labourers.
- ❖ To declare Tamil Nadu as 'Child Labour-Free State' by the year 2025.

1.3.16. Abolition of Bonded Labour System

A state action plan and standard operating procedure for rescue, release and rehabilitation of bonded labour have been formulated by the State Government providing guidelines to various stakeholders for effective implementation of the Bonded Labour System (Abolition) Act, 1976.

Rescue and Release

Revenue Divisional Officer along with Assistant Commissioner of Labour (Enforcement), Directorate of Industrial Safety and Health (DISH), Police, Health and other line departments on receipt of complaints regarding any bonded labour within 24 hours has to conduct preliminary investigation to ascertain the fact of the complaint. The authorities concerned shall within 24 hours, issue a release certificate in the format prescribed in the Central

Sector Scheme to each rescued bonded labourer, including children found to be bonded labourer even if they are accompanied by families.

Rehabilitation

- ❖ Government have sanctioned a sum of Rs.121 lakh for creation of permanent corpus fund for rehabilitation of bonded labour in all the districts as per their needs.
- ❖ The rescued bonded labourers are rehabilitated with immediate assistance amount of Rs.30,000/-, public distribution system ration card, community certificate, employment, education, skill training, enrollment in SHG and medical needs. Further, they are enrolled in the relevant unorganized workers welfare boards and the benefits eligible under the respective

schemes are extended to them.

- ❖ As per the Central Sector Scheme for Rehabilitation of Bonded Labourers 2021, an amount of Rs.1.00 lakh for adult male, Rs.2.00 lakh for women and children and Rs.3.00 lakh for cases of deprivation or marginalization are paid as final rehabilitation assistance after proof of bondage in court.
- ❖ During the period from 01.04.2022 to 31.12.2022, a sum of Rs.41,40,000/- was paid as immediate assistance to 132 rescued bonded labourers.

Awareness Generation

- ❖ State Government has sanctioned a sum of Rs.3.80 lakh for conducting awareness programme for Bonded Labour Abolition Day in all districts.

- ❖ During the bonded labour abolition day observed on 9th February 2023, awareness programmes like distribution of bit notices, fixing of banners in public places, signature campaign, street play, pasting of stickers with awareness slogans in various public places, buses, and autos, etc., were conducted.

- ❖ A State level bonded labour abolition day programme was conducted on 9th February 2023 at Hotel Palmgrove, Chennai. Ms. Virsa Perkins, Political / Economic Chief, U.S Consulate General, Chennai also participated in the programme as special invitee. She appreciated various initiatives of the Government of Tamil Nadu. Line department officials from various departments also participated.

- ❖ Awards for best performing enforcement officials in the field of abolition of bonded labour were given away to the officials of the Police, Revenue, Directorate of Industrial Safety and Health (DISH) and Labour Department in the Programme.

Initiatives of the Tamil Nadu Government

Survey

Survey has been conducted in 11 bonded labour prone districts viz., Chennai, Kancheepuram, Thiruvallur, Tiruvannamalai, Villupuram, Vellore, Namakkal, Erode, Thanjavur, Pudukkottai and Thiruvarur. The Government in G.O. (D) No.130, Labour Welfare and Skill Development Department, dated: 17.02.2023 sanctioned an amount of Rs.1,21,50,000/- for conducting survey in 27 districts.

Best collector award

The Government have instituted "Best Collector" award to encourage Collectors to fully involve the District Administration in the elimination of bonded labour system vide G.O. (Ms.) No.150, Labour Welfare and Skill Development Department, dated: 15.11.2022.

Bonded Labour Abolition Day

The Government has ordered to observe "Bonded Labour System Abolition Day" on 9th February of every year to abolish bonded labour system and make Tamil Nadu a bonded labour free state.

Toll Free Help Line Number

Government have introduced toll free helpline number 1800 4252 650 to receive complaints about bonded labour and a short

code number 155214 has also been assigned for easy remembering to the public.

Vision of the Government

The Government of Tamil Nadu's vision is to make Tamil Nadu a bonded labour free state by 2030.

Special Initiative of the Tamil Nadu Government - Books Released by Hon'ble Chief Minister

The Labour Welfare and skill Development Department has recently brought out following two books :

- i. "Child Labour Elimination - Initiatives of Government of Tamil Nadu".
- ii. "Abolition of Bonded Labour System - Initiatives of Government of Tamil Nadu" for creating awareness among all the stakeholders and to sensitize them

towards these evils. The Books were released by the Hon'ble Chief Minister of Tamil Nadu on 23.02.2023.

1.3.17. Quasi-Judicial Procedures extending Social Security to the Workers

- ❖ The Regional Joint Commissioners / Commissioners under the Employees Compensation Act, 1923 hear claims and award compensation to the dependents of the deceased in case of fatal accidents and to the injured persons in case of injuries that arise out of and during the course of employment. During the period from 01.04.2022 to 31.12.2022, 2,371 such cases were disposed off by 10 Regional Joint Commissioners of Labour and compensation amount of Rs.69,90,57,857 was awarded by them.

- ❖ The Deputy Commissioners of Labour in the office of the Joint Commissioners of Labour / Controlling Authorities under the Payment of Gratuity Act, 1972 hear the gratuity claims of the workers and pass orders on merits. 1,563 claims have been disposed by them and gratuity amount of Rs.10,76,65,863 was ordered to be paid to the claimant workers during the period from 01.04.2022 to 31.12.2022.
- ❖ The Zonal Additional Commissioners of Labour / Appellate Authorities under the Payment of Gratuity Act, 1972 have disposed 210 appeal petitions filed before them during the period from 01.04.2022 to 31.12.2022.
- ❖ The authorities under the Payment of Subsistence Allowance Act, 1981 have disposed 66 claim petitions and awarded a

sum of Rs.60,64,449 as subsistence allowance during the period from 01.04.2022 to 31.12.2022. The Appellate authorities have disposed 10 appeal petitions during this period.

1.4. STATUTORY / NON-STATUTORY BOARDS AND COMMITTEES

- ❖ The State Labour Advisory Board reconstituted under the chairmanship of Hon'ble Minister for Labour Welfare and Skill Development held its 69th State Labour Advisory Board meeting on 27.10.2022.

- ❖ Minimum Wages (State) Advisory Board Committee under the chairmanship of the Commissioner of Labour held its 80th meeting on 18.08.2022 at Chennai.

- ❖ The State Authority on the Elimination of Child Labour meeting and the State Level Monitoring Committee for NCLP meeting was held on 25.07.2022 under the chairmanship of the Chief Secretary to Government.
- ❖ The meeting of the High-Level Monitoring Committee headed by the Chief Secretary to Government for implementation of the Bonded Labour System (Abolition) Act, 1976 was held on 25.07.2022.
- ❖ The State Contract Labour Advisory Board has been reconstituted. vide G.O. (D) No.574, Labour Welfare and Skill Development Department, dated: 28.11.2022.
- ❖ Equal Remuneration Advisory Committee has been reconstituted vide G.O. (D) No.555, Labour Welfare and Skill

Development Department, dated:
14.11.2022.

1.5. EASE OF DOING BUSINESS

- ❖ Ease of doing business initiatives are promoted through creation of online facilities for registration, licensing, renewal, amendments, transfer, closure and inspection scheme under various labour legislations and the Legal Metrology Act in the Labour Department's website <https://labour.tn.gov.in>. It has also enabled e-payment facility and download facilities for certificates and licences.

- ❖ Out of 41 electronic service delivery services in Labour Department, 37 services have already been implemented, the remaining 4 services will be implemented shortly.

Online filing of Combined Annual Returns

In order to avoid filing of multiple annual returns under various labour laws, an environmental friendly paperless online filing of combined annual returns has been made mandatory in respect of the following Rules:

- The Tamil Nadu Catering Establishments Rules, 1959
- The Tamil Nadu Plantations Labour Rules, 1955
- The Tamil Nadu Motor Transport Workers Rules, 1965
- The Tamil Nadu Beedi and Cigar workers (Conditions of Employment) Rules, 1968

Simplified Combined Registers

For reducing the burden of maintaining various registers and forms, simplified combined

register has been introduced in the following Rules:

- The Tamil Nadu Catering Establishments Rules, 1959
- The Tamil Nadu Motor Transport Workers Rules, 1965
- The Tamil Nadu Beedi and Cigar workers (Conditions of Employment) Rules, 1968
- The Tamil Nadu Shops and Establishments Rules, 1948
- The Tamil Nadu Plantations Labour Rules, 1955.

Initiatives for decriminalization of various Labour Laws

Necessary steps are being taken to decriminalize the following labour laws:

- The Tamil Nadu Catering Establishments Act, 1958.
- The Tamil Nadu Payment of Subsistence Allowance Act, 1981.
- The Tamil Nadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981.
- The Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982.

1.6. INTRODUCTION OF LABOUR CODES

The Union Government has planned to subsume the existing 29 labour welfare

enactments into the following 4 labour codes, which have been passed by the Parliament and have received assent of the Hon'ble President of India.

- i. Code on Wages, 2019
- ii. Industrial Relations Code, 2020
- iii. Code on Social Security, 2020
- iv. Occupational Safety, Health and Working Conditions Code, 2020

At the same time, the Union Government has also prepared Central Rules for the above four labour codes and published them in the Gazette.

To enforce the Labour Codes in their states, the State Governments are drafting State Rules in their respective states.

The Tamil Nadu Government has published Draft Rules on 11.04.2022 for the Code on

Wages, Industrial Relations Code and Occupational Safety, Health and Working Conditions Code. The objections and suggestions of trade union, workers, employers and public on the above draft rules have been obtained. The above rules of the three codes have also been translated and published in Tamil. The Draft State rules under code on social security is being prepared and will be published very soon. The Draft Rules for all labour codes will be finalized after due consultation with all the stakeholders.

1.7. WELFARE BOARDS AND SOCIAL SECURITY SCHEMES

1.7.1. The Tamil Nadu Labour Welfare Board

- ❖ The Tamil Nadu Labour Welfare Fund Act, 1972 was enacted to ensure certain welfare measures to the workers of

organized sector. With this objective, the Tamil Nadu Labour Welfare Board was constituted in 1975. The benefits are offered to the workers by the means of contribution from the employees and employers of factories, plantations, motor transport undertakings, catering establishments and shops and establishments.

- ❖ The employees contribute Rs.20/-, employers contribute Rs.40/- per worker and the Government contribute Rs.20/- per worker every year. The unpaid accumulation, fine amount imposed by the courts and compounding fees collected by the enforcement officers against the employers for violation of labour acts and rules also constitute labour welfare fund.

- ❖ The labour welfare fund collected is utilized to defray the expenses towards following schemes:
 - Marriage assistance scheme.
 - Education scholarship and educational incentive.
 - Book allowance.
 - Assistance for basic computer training.
 - Assistance for purchasing sewing machine.
 - Assistance for spectacles.
 - Free supply of question bank for standard 10 and 12.
 - Assistance for entrance coaching classes.
 - Assistance for competitive sports.

- Assistance for natural death and funeral expenses.
- Assistance for accidental death and funeral expenses.
- ❖ Holiday homes were constructed at Mamallapuram, Valparai and Courtallam to provide accommodation at a subsidized tariff to workers and their families in order to make them enjoy their vacation.
- ❖ 'Jeeva Illam' a guest house in Chennai was constructed to provide accommodation to representatives of the workers.
- ❖ A monthly Tamil magazine "Uzhaippavar Ulagam" which contains important court judgements and articles on labour related issues are published for the benefit of employers and employees.

Number of beneficiaries and assistance amount on various Schemes for the period from 01.04.2022 to 31.12.2022.

Sl. No.	Schemes	Beneficia-ries	Amount (Rs. in lakh)
1.	Scholarship	325	9.63
2.	Book allowance	4	0.08
3.	Marriage assistance	567	56.70
4.	Spectacles assistance	180	1.67
5.	Natural death assistance and funeral expenses	185	55.50
6.	Accident death assistance and funeral expenses	48	50.40
7.	Uzhaippavar Ulagam monthly magazine	4,195 (Monthly)	4.76
8.	Rest houses, holiday homes maintenance and administrative expenses	5,454	44.98
TOTAL		10,958	223.72

1.7.2. 18 Unorganised Workers Welfare Boards

Tamil Nadu is the pioneer state in enacting law for providing social security assistances to the unorganized workers with respect to education, marriage, maternity, natural death, accidental death, accident disability, monthly pension and family pension.

The Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982 and the schemes enacted thereunder provide social security schemes and welfare assistances to the unorganized workers, engaged in 70 (manual) and 54 (construction) categories of works specified in the schedule appended to the Act.

The Government have constituted following 18 Unorganized Workers Welfare Boards under the Labour Welfare and Skill Development Department:

Sl. No.	Name of the Boards
1.	Tamil Nadu Construction Workers Welfare Board
2.	Tamil Nadu Manual Workers Social Security and Welfare Board
3.	Tamil Nadu Unorganized Drivers and Automobile Workshop Workers Welfare Board
4.	Tamil Nadu Tailoring Workers Welfare Board
5.	Tamil Nadu Hair Dressers Welfare Board
6.	Tamil Nadu Washermen Welfare Board
7.	Tamil Nadu Palm Tree Workers Welfare Board
8.	Tamil Nadu Handicraft Workers Welfare Board
9.	Tamil Nadu Handloom and Handloom Silk Weaving Workers Welfare Board
10.	Tamil Nadu Footwear and Leather Goods Manufactory and Tannery Workers Welfare Board
11.	Tamil Nadu Artists Welfare Board
12.	Tamil Nadu Goldsmiths Welfare Board

Sl. No.	Name of the Boards
13.	Tamil Nadu Pottery Workers Welfare Board
14.	Tamil Nadu Domestic Workers Welfare Board
15.	Tamil Nadu Powerloom Weaving Workers Welfare Board
16.	Tamil Nadu Street Vending and Shops and Establishments Workers Welfare Board
17.	Tamil Nadu Cooking and Catering Workers Welfare Board
18.	Tamil Nadu Fire and Match Workers Welfare Board

Functions of Unorganised Workers Welfare Boards

All the functions of the Boards have been computerized to ensure that the benefits provided under various welfare schemes reach the right beneficiaries. Due to this hassle-free arrangement, the unorganized workers are able to apply for registration, renewal as well as benefit schemes online. This has made life easier for the workers as they can do it either from their homes or nearby service centers.

The District Monitoring Committee headed by the District Collector monitors the timely disbursement of benefits to the members. The disbursement of welfare scheme assistances are directly transferred to the bank accounts of the beneficiaries / registered unorganised workers through electronic clearing service (ECS).

Progress of registration in Unorganized Workers Welfare Boards

During the period from 07.05.2021 to 31.01.2023, 8,40,951 Construction workers and 3,16,234 unorganized workers have been registered in the various Welfare Boards. Besides 61,626 unorganized workers were registered in the Tamil Nadu Unorganized Drivers and Automobile Workshop Workers Welfare Board.

Welfare Assistancess

As a result of close monitoring, in the period between 07.05.2021 and 31.01.2023, welfare assistances to the tune of Rs.679,64,47,600/- have been provided to 8,97,668 beneficiaries. Out of this Rs.476,81,42,801/- has been provided towards pension.

Data Purity process

With the object to ensure that the welfare assistances reaches only to the eligible beneficiaries, data purity exercise has been undertaken with the help of TNeGA. Before removing any ineligible beneficiary, field verifications are done very diligently.

Corpus Fund for Tamil Nadu Fire and Match Workers Welfare Board

The Tamil Nadu Fire and Match Workers Welfare Board was established in the year 2020 to ensure the welfare of the unorganized workers employed in the Fire and Match works Industry. As a result of the sincere efforts made by this Government, Virudhunagar district Fire and Match Manufacturers Associations have made a contribution of Rs.5.02 crore towards the corpus fund of the Board. Cheque for the same was handed over to Honourable Chief Minister of Tamil Nadu on 04.02.2023.

Introduction and Enhancement of Social Security and Welfare Assurances

The welfare assurances given as social security measure for the unorganized workers are being introduced in accordance with the genuine requirement of the workers.

Accordingly, safety kits for a value of Rs.12.75 crore were provided to 85,000 registered workers of Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board. Further, new educational assistance to the children of registered workers studying in 6th standard to 9th standard has been introduced in the Tamil Nadu Manual Workers Social Security and Welfare Board and other 17 Welfare Boards.

The natural death assistance given to the nominee of the deceased registered workers has been enhanced from Rs.20,000/- to Rs.50,000/- and accidental death assistance from Rs.1.00 lakh to Rs.2.00 lakh in the Tamil Nadu Construction Workers Welfare Board and the Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board.

The natural death assistance given to the nominee of the deceased registered workers has been enhanced from Rs.20,000/- to Rs.30,000/- and accidental death assistance from Rs.1.00 lakh to Rs.1.25 lakh in the Tamil Nadu Manual Workers Social Security and Welfare Board and 15 Other Welfare Boards.

During the Demand for grants for the Financial year 2021-2022, Hon'ble Minister for Labour Welfare and Skill Development has made an announcement for Housing Scheme to the registered construction workers in TNCWWB. Government issued orders vide G.O. (Ms.) No. 7, Labour Welfare and Skill Development Department, dated: 10.01.2022 for introducing a Housing Scheme and to provide financial assistance upto Rs.4.00 lakh to the registered members of the Tamil Nadu Construction Workers Welfare Board for construction / procurement of tenements constructed by the

Tamil Nadu Urban Habitat Development Board. This scheme was inaugurated by Hon'ble Chief Minister of Tamil Nadu on 15.11.2022. 120 beneficiaries have been benefitted as on 31.01.2023 under this scheme.

Types of Welfare Scheme Assurances

The welfare scheme assurances being provided by the 18 unorganized workers welfare boards are as follows: -

Sl. No.	Type of Assistance	Amount (in Rupees)		
		TNCWWB	TNMWSSWB and 15 other welfare boards	TNUDAWWB
1.	Personal Accident Relief			
	a. Accidental Death	2,00,000	1,25,000	2,00,000
	b. Accidental Disability (based on extent of Disability)	1,00,000 (upto)	1,00,000 (upto)	1,00,000 (upto)

Sl. No.	Type of Assistance	Amount (in Rupees)		
		TNCWWB	TNMVSSWB and 15 other welfare boards	TNUDAWWB
	c. Artificial limbs and Wheel chair	As per the norms and at the rates fixed by the Department for the Welfare of the Differently Abled Persons.		
	d. Accidental Death at work site and death even after admitted in hospitals. (during the course of employment) (including unregistered workers)	5,00,000	----	----
2.	Natural Death Assistance	50,000	30,000	50,000
3.	Funeral expenses Assistance	5,000	5,000	5,000
4.	Marriage Assistance	20,000	5,000 (for Women)	5,000 (for Women)
			3,000 (for Men)	3,000 (for Men)

Sl. No.	Type of Assistance	Amount (in Rupees)		
		TNCWWB	TNMVSSWB and 15 other welfare boards	TNUDAWWB
5.	Maternity Assistance	18,000	6,000	6,000
	Miscarriage / Medical Termination of Pregnancy	3,000	3,000	3,000
6.	Educational Assistance			
	a. 6 th standard to 9 th standard	1,000	1,000	1,000
	b. Girl Children studying 10 th standard	2,400	1,000	1,000
	c. 10 th passed	2,400	1,000	1,000
	d. Girl Children studying 11 th	3,000	1000	1000
	e. Girl Children studying 12 th	3,000	1,500	1,500
	f. 12 th passed	3,000	1,500	1,500
	g. Regular Degree Course	4,000	1,500	4,000
	with Hostel facility		1,750	

Sl. No.	Type of Assistance	Amount (in Rupees)		
		TNCWWB	TMMSSWB and 15 other welfare boards	TNUDAWWB
	h. Regular Post Graduate Course	4,000	4,000	4,000
	with Hostel facility	5,000	5,000	5,000
	i. Professional Degree Course	4,000	4,000	4,000
	with Hostel facility	6,000	6,000	6,000
	j. Professional P. G Course	6,000	6,000	6,000
	with Hostel facility	8,000	8,000	8,000
	k. ITI or Polytechnic	3,000	1,000	1,000
	with Hostel facility		1,200	1,200
7.	Reimbursement of cost of Spectacles	500 (upto)	500 (upto)	500 (upto)
8.	a. Pension (Every Month)	1000	1000	1000

Sl. No.	Type of Assistance	Amount (in Rupees)		
		TNCWWB	TNMVSSWB and 15 other welfare boards	TNUDAWWB
	b. Family Pension (Every Month)	500(Per month)	---	---
9.	Housing Scheme	4,00,000 (upto)	---	---

Source of Funds

The Tamil Nadu Construction Workers Welfare Board receives contribution at the rate of 1% of the total estimated cost of the building or the construction work proposed to be constructed. The contribution of Rs.652.39 crore has been received as cess during the year 2022-2023. (01.04.2022 to 31.01.2023)

The Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board receives the additional tax collected for every

commercial motor transport carrying passengers or goods on roads at the rate of 1% under the Tamil Nadu Motor Vehicle Taxation Act, 1974. An amount of Rs.18.67 Crore has been received as additional tax from 01.04.2022 to 31.01.2023.

Tamil Nadu Manual Workers Social Security and Welfare Board and other 15 Welfare Boards receive Government Grants for implementing welfare schemes. The Government of Tamil Nadu have sanctioned a grant of amount Rs.166.66 crore in the budget estimate of the year 2022-2023.

A sum of Rs.125.00 crore has been released for 1st, 2nd and 3rd quarter (01.04.2022 to 31.01.2023).

Achievements of 18 Unorganised Workers Welfare Boards

Details of Registration and Disbursement of Welfare Assistances from the inception of the Board up to 31.01.2023

Sl. No.	Name of the Board	Registration (in Lakh)	Beneficiaries (in Lakh)	Amount (Rs. in Crore)
1.	Tamil Nadu Construction Workers Welfare Board.	21.55	24.19	1259.37
2.	Tamil Nadu Manual Workers Social Security and Welfare Board and 15 other welfare boards.	17.48	36.71	1343.96
3.	Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board	1.66	1.71	70.75
Total		40.69	62.61	2674.08

**Details of Registration and Disbursement of
Welfare Assistances
01.04.2022 to 31.01.2023**

Sl. No.	Name of the Board	Registration	Beneficiaries	Amount (Rs. in Crore)
1.	Tamil Nadu Construction Workers Welfare Board.	2,65,840	3,85,131	242.27
2.	Tamil Nadu Manual Workers Social Security and Welfare Board and 15 other welfare boards.	1,02,199	1,84,543	122.62
3.	Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board	24,047	23,184	12.94
Total		3,92,086	5,92,858	377.83

1.7.3. Tamil Nadu Academy of Construction

- ❖ “Tamil Nadu Academy of Construction (TAC)” was established to enhance the skill, ability and knowledge of the workers employed in the construction sector.
- ❖ Training programmes are being conducted by the Academy for construction workers through the Technical Training Centers recognized by Industrial Training Institutes approved by the Directorate of Employment and Training (DET) under Modular Employable Skill Training Programme.
- ❖ The Training is provided free of cost. On successful completion of training, National Council for Vocational Training (NCVT) certificates are issued to the trainees.

- ❖ Tamil Nadu Academy of Construction in co-ordination with Tamil Nadu Skill Development Corporation (TNSDC) and Construction Industry Development Council (CIDC) is carrying out other skill training programmes also. During 08.11.2019 to 31.12.2022, 3,099 construction workers have been imparted training.

1.7.4. Tamil Nadu Institute of Labour Studies

- ❖ The Tamil Nadu Institute of Labour Studies was established by the Government of Tamil Nadu in 1973. It was registered under the Tamil Nadu Societies Registration Act and functions as a society since 1988. Hon'ble Minister for Labour Welfare and Skill Development is the Chairman of the Governing Committee of

this institute. This institute is functioning at Ambattur I.T.I Campus, Chennai with an administrative block and hostel block.

- ❖ This institute is an educational cum training institute under the control of the Labour Welfare and Skill Development Department of the Government of Tamil Nadu.
- ❖ The Government of Tamil Nadu have sanctioned grants-in-aid of Rs.3,33,18,000/- for the financial year 2022-2023.
- ❖ This institute periodically conducts training programmes, seminars, etc., to cater to the needs of supervisory and managerial personnel of private and public sector undertaking, trade unions and the officers of Labour Department and the Directorate of Industrial Safety and Health.

- ❖ This institute also conducts training programmes in collaboration with the International Labour Organisation, New Delhi and V.V. Giri National Labour Institute, Noida.

Training Programmes

Name of the Seminar	No. of seminars conducted	No. of persons benefited
Two days seminar on "Labour Laws Applicable to Factories"	6	1000
One day Seminar on "Shops, Catering Establishments, Motor Transport and other Labour Enactments"	2	239
One day seminar on "Labour Laws applicable to Plantation"	2	165

Academic Activities

This institute conducts academic courses i.e., B.A. (Labour Management) and M.A. (Labour Management) with affiliation to the University of Madras. The University of Madras has also recognized this institute as a research institute to conduct part time and full time Ph.D. programmes on Labour Management. The institute is also offering a part time (evening) one year P.G. Diploma Course "Post Graduate Diploma in Labour Administration" (PGDLA), and "Diploma in Labour Laws with Administrative Law (Part time) for the benefit of the employed people.

Details of students admitted during 2022-2023

Sl. No.	Course Details	I Year	II Year	III Year	Total
1.	B.A. (Labour Management)	59	58	59	176
2.	M.A. (Labour Management)	44	49	-	93
3.	P.G.D.L.A.	85	-	-	85
4.	D.L.L. with A.L.	85	-	-	85
5.	Ph.D.	-	-	-	3
Total					442

Placement

This institute has a placement cell named "Neo Manager's Guidance Bureau" (NMGB) which arranges campus interview / placement for the outgoing students of B.A. (Labour Management) and the M.A. (Labour Management).

Students are placed in Government / public sectors / private sectors viz., officials in

the Labour Department, ONGC, Steel Authorities of India, NLC, TCS, HCL, Cognizant, GE Finance, Apollo Hospitals, Hyundai, GRT Grand Days, Union Bank of India, TAFE, etc.,. During 2022-2023, 50 students were placed.

1.7.5. e-SHRAM

On the directions of Hon'ble Supreme court of India in Suo motu No.6/2020 dated 29th June 2020, the Union Government's Ministry of Labour and Employment (MoLE), has developed the eSHRAM portal and launched it on 26th August 2021 (<http://eshram.gov.in>) for registration of the unorganized workers / migrant workers.

As on 28.02.2023, 83,82,699 unorganised workers have been registered in e-Shram portal.

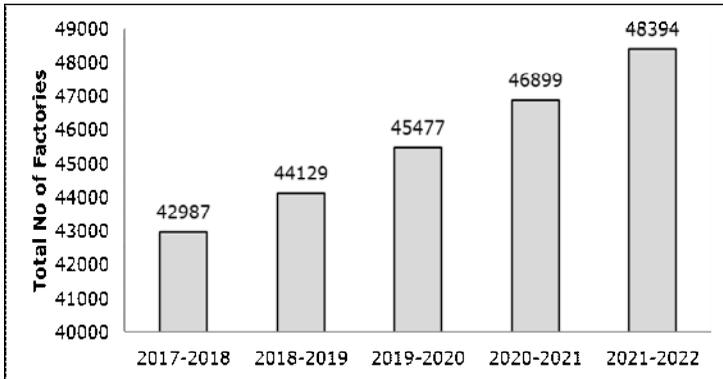
2. DIRECTORATE OF INDUSTRIAL SAFETY AND HEALTH

Tamil Nadu is the industrial powerhouse of our Nation and ranks second in terms of GDP. The conducive atmosphere, robust infrastructure coupled with the availability of a skilled, knowledgeable and committed workforce has made Tamil Nadu the most preferred destination for many multinational companies to set up their manufacturing base in this State. Proactive initiatives of the Government to promote Ease-of-Doing-Business and the simplified transparent procedures for industrial investments have further attracted foreign investors and there has been a sustained and steady growth of industries in Tamil Nadu. The industrial safety and industrial peace prevailing in the workplace has contributed to the availability of skilled workforce, which in

turn, has paved the way for major industrial investments in the State.

Tamil Nadu is the only State in India to have almost all its districts covered under industrial corridor projects. It has diversified manufacturing sectors such as automobiles, automobile ancillary units, engineering industries, pharmaceuticals, garments, textiles, leather and leather products, chemicals, cement, Fireworks, Match works, etc., and is one amongst the leading States in India to have such a strong presence in many manufacturing sectors. Tamil Nadu occupies third position in the country among the States in terms of number of factories.

Factories registered under Factories Act in Tamil Nadu



Since safety of workers at the work place is vital for the growth of any industry, Government have made it mandatory for every industry to follow stringent norms and continuously upgrade the safety systems in the factory, in line with the technological advancements.

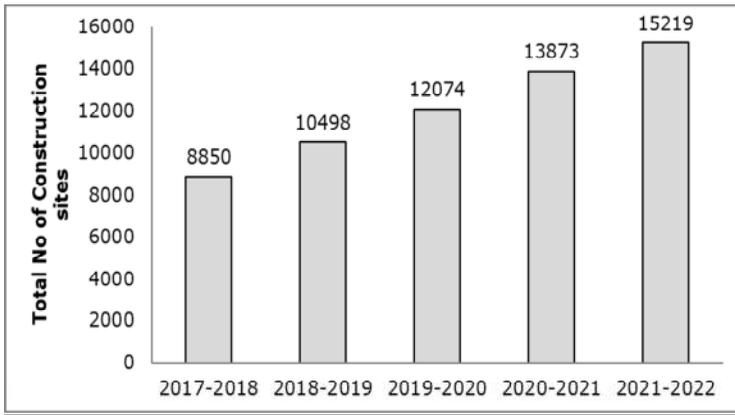
In order to enhance ease of doing business, thereby attracting more domestic and international companies to invest and do

business in Tamil Nadu, Government have taken various initiatives like prescribing timelines for service delivery functions under different labour laws and providing various service delivery functions through the online portal of this Directorate. Maintenance of registers has also been simplified wherein various registers to be maintained separately under various Statutes have been reduced by combining the registers. Registers can also be maintained in electronic form. The above reforms have contributed to simplified procedures.

Construction sector has become one of the major sector propelling the State's overall development by way of huge employment generation. Government have taken many initiatives to protect the safety, health and welfare of the workers employed in the construction sector apart from strict enforcement of labour legislations at the

construction sites. Increase in infrastructure developments has paved way for the boom in construction sector and a larger number of establishments are being registered every year under the labour statutes.

Construction establishments registered under BOCW Act in Tamil Nadu



2.1. ADMINISTRATIVE STRUCTURE OF THIS DIRECTORATE

The Directorate of Industrial Safety and Health enforces various labour legislations

effectively with a view to ensure the safety, health and welfare of the workers employed in factories and in construction industry.

The Directorate is headed by Director of Industrial Safety and Health. It has two divisions, namely Factories Act Enforcement division and Building and Other Construction Workers Act Enforcement division.

2.1.1. Factories Act Enforcement Division

This division functions with one Senior Additional Director, 6 Additional Directors, 31 Joint Directors, 55 Deputy Directors and 46 Assistant Directors for enforcement of Factories Act, 1948 and other allied labour legislations in factories. Apart from this, a medical wing is functioning under the control of Director with One Chief Medical Officer and eight Assistant Civil Surgeons who are notified as Certifying Surgeons under the Factories Act

to carry out medical examinations of the workers employed in factories and to monitor the health status of the workers employed in the factories.

2.1.2. Building and Other Construction workers (BOCW) Act Enforcement Division

This division is functioning with one Senior Additional Director, 2 Joint Directors, 8 Deputy Directors, and 16 Assistant Directors for enforcement of Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and other allied labour legislations in building and other construction works.

2.2. STATUTES ENFORCED BY THIS DIRECTORATE

2.2.1. Factories Act Enforcement Division

The officials of this Directorate enforce the provisions of Factories Act, 1948 to protect the safety, health and welfare of the workers employed in the factories.

Factories Act, 1948 is one of the most important labour enactments in the country which deals with the safety, health and welfare of the workers employed in factories. The main objectives of the Factories Act, 1948, is to ensure safe working conditions in the factories and to regulate the working hours, weekly holidays and employment of young persons and women in the factories. Specific provisions have also been enacted in the Factories Act to have further safeguards in respect of hazardous process industries to avert any major accidents

due to such processes and also to protect the health of the workers employed therein.

Apart from Factories Act, 1948, the following labour legislations are also enforced by this Directorate to ensure provision of other welfare provisions to the workers employed in factories.

1. The Contract Labour (Regulation and Abolition) Act, 1970 and Tamil Nadu Rules, 1975.
2. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Tamil Nadu Rules, 1983
3. The Payment of Wages Act, 1936 and Tamil Nadu Rules, 1937.
4. The Minimum Wages Act, 1948 and Tamil Nadu Rules, 1953.

5. The Child and adolescent Labour (Prohibition and Regulation) Act, 1986 and Tamil Nadu Rules, 1994.
6. The Maternity Benefit Act, 1961 and Tamil Nadu Rules, 1967.
7. The Tamil Nadu Industrial Establishments (National Festival and special Holidays) Act, 1958 and Rules, 1959.
8. The Tamil Nadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981 and Rules, 1981.
9. The Equal Remuneration Act, 1976 and Rules, 1976.
10. The Tamil Nadu Payment of Subsistence Allowance Act, 1981 and Rules, 1981.

11. The Tamil Nadu Labour Welfare Fund Act, 1972 and Rules, 1973.
12. The Labour Laws (Simplification of Procedure for furnishing returns and maintaining registers by Certain Establishments) Act, 1988.
13. The Payment of Gratuity Act, 1972 and Tamil Nadu Rules, 1973.
14. The Payment of Bonus Act, 1965 and Rules, 1975.
15. Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989.
16. The Tamil Nadu Control of Industrial Major Accident Hazards Rules, 1994.

2.2.2. Building and Other Construction Workers Act Enforcement Division

The Directorate is also enforcing the provisions of Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.

Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 is a social welfare legislation that was enacted with an objective to provide safety, health and welfare facilities to the workers employed in Building and Other Construction works.

Considering the need for effective enforcement of statutory provisions in Building and Other Construction Works, a separate division for the enforcement of BOCW Act was created in this Directorate in the year 2013, with necessary officers and staff.

Apart from Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, the following other labour legislations are enforced by this Directorate for providing the basic social security measures to the workers and for regulating the employment of contract workers and interstate migrant workers employed in building and other construction works.

1. The Contract Labour (Regulation and Abolition) Act, 1970 and Tamil Nadu Rules, 1975.
2. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Tamil Nadu Rules, 1983
3. The Payment of Wages Act, 1936 and Tamil Nadu Rules, 1937.

4. The Minimum Wages Act, 1948 and Tamil Nadu Rules, 1953.
5. The Child and adolescent Labour (Prohibition and Regulation) Act, 1986 and Tamil Nadu Rules, 1994.
6. The Maternity Benefit Act, 1961 and Tamil Nadu Rules, 1967.
7. The Equal Remuneration Act, 1976 and Rules, 1976.
8. The Payment of Bonus Act, 1965 and Rules, 1975.

2.3. MAIN ACTIVITIES OF THE DISH

Following are the main activities of this Directorate:

2.3.1. Enforcement of Labour Legislations in the Factories

Periodical inspections are being conducted to enforce and ensure the provisions of Factories

Act, 1948 and other allied labour laws. These inspections are conducted by the officers based on the risk based random allotment done through online mode of the Directorate.

Apart from regular inspections, special inspections are also conducted in case of accidents or complaints. Regular squad inspections are also conducted for eradication of child labour and for identification of bonded labour system in factories.

In addition to this, special squad inspections are also conducted by the officials of this Directorate whenever any industrial specific issues are brought to the notice of the Directorate and the issues are redressed appropriately.

2.3.2. Inspection Scheme for Factories

In order to bring more transparency in inspection, '**Computerised Risk Based Random Inspection**' with online allocation of Inspecting Officers has been implemented in the Directorate of Industrial Safety and Health.

The inspection scheme mandates the following principles for promoting transparency:

- Inspection must be done for various Acts at the same time, in any particular Factory.
- The same Inspector should not inspect the same Factory twice consecutively.
- For all cases of inspection, the inspection report should be submitted to the Directorate and the concerned Factory within 24 hours after the time of inspection.

The factories are categorized as **High Risk Factories, Medium Risk Factories and Low Risk Factories** on the basis of manufacturing process and number of workers employed therein.

i. High Risk Factories

Factories involving dangerous operations (as stipulated in Rule 95 under Section 87 of Factories Act, 1948) and hazardous process industries (listed under the Schedule I of Section 2(cb) of Factories Act, 1948) employing more than 100 workers and all factories classified Major Accident Hazardous factories as per the Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989 are categorized as “High Risk” factories. All Fireworks and Matchworks factories are also categorized as High Risk Factories.

ii. Medium Risk Factories

Factories involving dangerous operations (as stipulated in Rule 95 under Section 87 of Factories Act, 1948) except Fireworks and Matchworks factories and hazardous process industries (listed under the schedule I of section 2(cb)) employing upto 100 workers and factories not involving dangerous operations and non-hazardous process industries employing more than 250 workers are categorized as “Medium Risk” factories.

iii. Low Risk Factories

All other factories not covered under Medium and High risk categories are classified as “Low risk” factories.

High risk factories are randomly inspected once in a year, Medium risk factories are randomly inspected once in

two years while Low risk factories are randomly inspected once in five years.

2.3.3. Self-Certification-cum-Combined Annual Returns Scheme

i. Self-Certification Scheme

Self-Certification scheme has been introduced for the medium risk category of factories not involved in dangerous operations and hazardous process and low risk category of factories. Low risk category of factories enrolled under this scheme are exempted from physical inspection. The medium risk factories enrolled in the above scheme are randomly inspected once in five years.

ii. Simplified Combined Annual Returns

For providing relief to the management and making procedures

simple and hassle free, Tamil Nadu Factories Rules have been amended vide G.O. (Ms.) No.15, Labour and Employment Department, dated: 31.01.2018. The Factory managements shall furnish the Combined Annual Return in Form No.22 as per Rule 100 of The Tamil Nadu Factories Rules, 1950. Various details under different Labour enactments pertaining to factories can be furnished online in a single form and the duplication of filing of returns under various Labour Acts has been eliminated.

2.3.4. Ensuring Operational Safety of Pressure Vessels in the Factories

The officers of Factories Division are the “Notified persons” to conduct examination and testing of pressure vessels installed in the factories to ensure the operational safety of the

pressure vessels. All the pressure vessels operating above atmospheric pressure, excluding the steam boilers coming under the purview of Indian Boilers Act are examined or tested by the officers of the Directorate. They are subjected to external examination once in every six months and internal examination once in a year or hydrostatic test once in every two years or ultrasonic test once in every four years.

2.3.5. Safety Awareness Promotion in the Factories

2.3.5.1. Safety Training

The officers of the Factories Division conduct periodical safety training programs to the workers in the factory premises to sensitize them on the imperative need of adhering to the safety practices and educate them on the

mandatory safety systems essential to prevent accidents.

2.3.5.2. Safety awareness campaigns

Apart from safety training programs, safety awareness campaigns are also conducted by the officers of the department. Three Safety Propaganda Committees have been constituted for this purpose in this Directorate at Chennai, Madurai and Coimbatore regions. These committees periodically visit Chemical Factories, Fireworks, Tanneries and Bleaching and Dyeing units to review the safety mechanisms available in the factories and explain the hazards in these industrial units by educating the workers about the safety precautions to be followed.

2.3.6. Other Safety promotional activities by Factories Division

The Directorate is co-ordinating with non-governmental voluntary organizations like National Safety Council and National Productivity Council and conducts safety seminars thereby creating safety awareness among the managements, regular workers and contract workers. Safety culture is inculcated amongst the workers through these safety promotional activities also.

To ensure industrial safety at workplace, apart from conducting regular safety training programs for the workers, the Directorate is also conducting various industry specific safety training programmes in specific industrial sector which are prone to accidents such as fireworks, match works, chemical industries, foundries, cement industries, etc., to sensitize the workers

and the managements. These safety promotional activities have created a positive impact among the workers, which in turn, has paved the way for reducing accidents in Tamil Nadu.

2.3.7. Health Promotional Activities in Factories

Medical officers working under this Directorate are notified as Certifying Surgeons under the Factories Act, 1948 to conduct periodical medical examination of the workers to ascertain their fitness for employment.

The medical officers are provided with equipment like BP apparatus, X-ray lobby, Stethoscope for routine medical examination. Additionally Spirometers are provided to the Medical Officers to perform Lung Function test.

2.3.7.1. Medical Examination of workers employed in Factories

The Certifying Surgeons of this Directorate conduct periodical medical examination of the workers engaged in Hazardous processes and in certain Dangerous Operations, Adolescent workers and canteen workers and issue fitness certificate. Any worker found unsuitable for employment will not be allowed to continue in that operation and are recommended for alternate employment in a different division by the Certifying Surgeon. The health status of the worker certified as unfit will be monitored by the Certifying Surgeon and they will be allowed to revert to their occupation only if they are found medically fit for the work. Both clinical and other preventive measures are suggested to the workers to safeguard them from work related illness.

2.3.7.2. Health survey

The Chief Medical Officer of this Directorate conducts health survey in hazardous process industries to assess the prevalence of occupational disease among the workers in hazardous processes. During such health surveys, the medical records of the workers are analysed and if any abnormalities are observed during inspections, appropriate recommendations are issued to the managements. Apart from this, workplace environment study is also conducted in hazardous factories.

2.3.7.3. Noise Level Monitoring

This Directorate takes concerted efforts to combat the problems faced by the workers due to 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 of noise. Job rotation is advised for workers who are exposed to high level of noise. If necessary, expert opinion from concerned Government Medical College is obtained. Suitable instruction is being given to the managements at the time of inspections and wherever necessary, legal action is being initiated.

2.3.8. Eradication of Child Labour and Bonded Labour system in factories

The Directorate is taking sincere efforts to achieve the vision of the Government to transform this State into a Child Labour free State by 2025.

Employment of children who have not completed 14 years of age is prohibited in factories as per the provisions of Section 67 of the Factories Act, 1948 and Section 3 of the Child and Adolescent Labour (Prohibition and

Regulation) Act, 1986. Further, Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 prohibits employment of adolescent labour who has completed 14 years but not completed 18 years of age in all hazardous process factories. It also regulates the conditions of work of adolescents in all non-hazardous process factories.

To achieve the vision of the Government, periodical inspections are conducted to identify employment of child labour in factories and adolescent labour in hazardous processes and appropriate legal action is initiated against the defaulting managements.

To implement State Action Plan, District Special Task Force is functioning in each district under chairmanship of District Collector in which the Joint Directors of Industrial Safety and Health of the concerned district is the Member

Secretary. Regular squad inspections are conducted in factories by the officers of this Directorate for eradication of child labour. Certifying Surgeons also accompany the squad to ascertain the age of the child.

During the period 01.04.2022 to 31.01.2023, 6,238 regular inspections and 1,329 squad inspections were conducted in factories in which 15 child labour were rescued. During this period, 2,806 factories were inspected for identification of bonded labours and 11 bonded labours were rescued during such inspections.

For the benefit of various stakeholders in elimination of Child Labour and Bonded Labour system and for creating awareness among the public, two books namely “Abolition of Bonded Labour System – Initiatives of Government of Tamil Nadu” and “Child Labour Elimination –

Initiatives of Government of Tamil Nadu" were released by Hon'ble Chief Minister of Tamil Nadu on 23.02.2023.

2.3.9. Special provisions in relation to Factories involved in Hazardous process

The industries involved in certain specified activities in which the raw materials, intermediate products, finished products, by-products or the effluents are likely to cause safety and health hazard to the persons engaged in the process and also result in the pollution of the environment are classified as hazardous process industries as per Section 2(cb) of Factories Act, 1948.

The First Schedule under Section 2(cb) of the Factories Act, 1948 has listed 29 processes as hazardous processes.

Various special provisions have been incorporated in Factories Act, 1948 (Amended Act, 1987) exclusively for the hazardous process industries to safeguard the health and safety of the workers employed therein as well as the general public in the vicinity.

2.3.9.1. Major Accident Hazard factories

Factories storing and handling chemicals more than the threshold quantity listed under Schedule 3 of the Manufacture storage and import of Hazardous Chemicals Rules, 1989 are classified as Major Accident Hazards factories (MAH units).

In Major Accident Hazard factories, on-site emergency preparedness mock drills are conducted once every six months under the supervision of the officers of the Directorate, to assess the preparedness level of the workers and the managements during emergencies and

also to find out the real time problems that may arise during such scenarios.

Two separate safety videos on On-Site Emergency Preparedness and Off-Site Emergency Preparedness have been developed by this Directorate, depicting the vital safety points that are being ignored by the workers which eventually may lead to an emergency or an accident. These safety videos are screened to the workers during safety training programmes to create awareness among the workers.

2.3.9.2. Site Appraisal Committee

The State Government has constituted a Site Appraisal Committee as stipulated under Section 41A of Factories Act, 1948 (Amended Act, 1987) to examine the applications submitted by the hazardous process industries either for grant of initial permission or for expansion and advise the Government regarding

granting permissions for such applications. This committee scrutinizes the applications, analyses and advises the hazardous process industries to have safe work environment and safe work practices right from the inception.

2.4. INITIATIVES FOR ENHANCING WORKPLACE SAFETY IN FIREWORKS FACTORIES

Tamil Nadu is the leading State in the country in manufacturing of fireworks and the State contributes around 90 percent of fireworks manufactured in India.

Most of the chemicals used in the manufacture of fireworks, the intermediate products and the finished products are all dangerous in nature and pose a serious threat to the life and safety of the workers, if the requisite safety procedures are not strictly followed. Though Fireworks is a highly hazardous sector due to the inherent risk imposed by

various hazardous chemicals used in the industry, the occurrence of accidents in this sector is well under control because of the strict enforcement activities and various safety promotional activities of this Directorate.

2.4.1. Inspections in Fireworks Industry

All the Fireworks Factories are categorized as High Risk factories which are inspected once in 6 months vide G.O. (Ms.) No.9, Labour Welfare and Skill Development Department, dated: 31.01.2023. They are periodically inspected to ensure compliance to the safety standards as prescribed under Factories Act, 1948 and Tamil Nadu Factories Rule, 1950, thereby ensuring the safety of the workers. Appropriate legal action is taken against the managements found violating the safety standards in fireworks factories. In case of very serious violations posing an imminent

danger to the safety of the workers, orders prohibiting the manufacturing activities of the factories are issued by the officers of this Directorate.

2.4.2. Special squads for fireworks industry

During the festival season of Diwali, when the fireworks manufacturing activity is at its peak, special squads are constituted by involving the Joint Directors of other districts. These special squads inspect the factories to ensure that the safety norms are not diluted by the managements due to large scale manufacturing activities and the safe storage and handling of dangerous materials in Fireworks factories are also monitored. Legal action is being initiated against erring managements for the violations noticed during the inspections. In case of serious contraventions, prohibition orders are issued to stop the manufacturing activity in the factory.

Apart from special squads during Diwali season, daily squad inspections are also conducted by the officials of the Revenue department in Virudhunagar district in which the officials of this Directorate also accompany the team to monitor safety compliance in Fireworks factories.

2.4.3. Safety promotional activities in Fireworks Industry

Fireworks is a highly labour intensive manufacturing sector with most of the process fully dependent on the workers and more prone to accidents. Most of the workers employed in the Fireworks factories are not fully aware of the hazardous properties of the chemicals and the safe handling methods which is the major factor contributing to accidents in fireworks factories. Various safety promotional activities are being taken by this Directorate, to create awareness

amongst the workers, on the essential need to follow the safety guidelines to reduce the occurrence of accidents.

2.4.3.1. Safety Training programs for fireworks industry

Safety awareness is inculcated among the Fireworks workers by conducting periodical safety training programs for the workers at the factory premises. During these safety training programs, the important safety practices to be adopted are explained to the workers by the Directorate officials.

Safety videos have been developed by this Directorate separately for the workers, managements and the traders. The responsibilities of workers, managements as well as the traders have been vividly explained in these safety videos.

Safety training is also imparted to the workers by using the mobile propaganda vehicle equipped with all the facilities that is used exclusively for training purpose. Safety videos are screened to the workers during such training programs.

In addition to the above programs, a Safety Propaganda Committee headed by Joint Director (Registration) has been constituted in Madurai region to impart specific safety training for the fireworks factories workers for reducing the occurrence of accidents.

2.4.3.2. Training Centre for the Workers of Fireworks Industry

A dedicated Training Centre has been established in Sivakasi, to impart safety training to the workers and foremen / supervisors on the safety measures to be followed in the

manufacturing of Fireworks. One day training programs are conducted for the workers and one month training is imparted to the foremen / supervisors.

This Training centre imparts specific training on the following safety aspects:

- Properties of chemicals
- Handling of chemicals
- Storage of chemicals
- Reactivity of chemicals
- Safe Operating Procedures for handling and storage of fireworks.

This Training centre also conducts special programmes for the officers / staff of Revenue department, Police department, Fire and Rescue Services Department on the various safety statutory provisions applicable to Fireworks factories.

2.4.4. Mobile Team for Fireworks Industry

Since a large number of Fireworks units are functioning in Virudhunagar District, a Mobile Team headed by an Additional Director has been created exclusively for inspecting Fireworks factories in Virudhunagar district. This has been envisaged to give further thrust on enforcing safety provisions to ensure safe working conditions in fireworks factories. This Mobile Team conducts surprise inspections to ensure the safety of workers and also educates the workers and the managements on safe working procedures in factories.

2.4.5. District Level Safety Committee in Virudhunagar District for Fireworks Industry

To reduce the accidents in fireworks industries, a District level Safety Committee, headed by District Collector has been constituted

in Virudhunagar district during the year 2020, to periodically review the safety measures in the fireworks factories. Additional Director, Industrial safety and Health is the Member Convenor of this Committee.

The District level safety committee in Virudhunagar District has conducted 12 meetings so far. Based on the recommendations of the District level Safety committee, the following additional measures have been taken for accident prevention in fireworks industry:

1. Special Squads have been formed comprising officers from other Government departments like Revenue, DISH, Police and Fire and rescue services department and surprise inspections are being conducted throughout the year.

2. Squad inspections are conducted in villages to prevent illegal fire crackers manufacturing.
3. In all the boxes of different fire crackers and fancy crackers, printing of the term "No Child Labour Engaged" (NCLE) is made compulsory.
4. A PYRO book containing all the safety provisions and safe operating procedures to be followed by the workers and the manufacturers, which are enforced by different Government departments has been published for creating awareness.
5. Safety training given by the Training Centre of this Directorate at Sivakasi has been extended for the Revenue officials, Police department officials, mixing and filling workers, employers /

owners and special training has been given to the owners of District Magistrate Licensed fireworks units.

6. Action is being taken to register all the workers under ESI scheme and EPF.

2.4.6. Amendments for Inspection Scheme

Considering the inherent hazards involved in the manufacturing activity and the fact that greater number of accidents occurred in fireworks factories when compared to the total number of accidents in other factories, amendments have been issued by the Government to increase the periodicity of inspection in fireworks factories.

Accordingly, all fireworks factories are categorised as High Risk factories and are periodically inspected once in six months.

2.4.7. Group Personal Accident Insurance Scheme for Fireworks Industry

A Group Personal Accident Insurance Scheme has been implemented by the Government of Tamil Nadu as per the directions of the Honourable Supreme Court of India. In case of fatalities in match and fireworks factories, a sum of Rs.50,000/- is paid to the legal heir of the workers. The premium for the insured amount is fixed annually in consultation with the Insurance companies and Members of Match and Fireworks Management Association. The payment of premium for each and every worker employed is the statutory liability of the employer. This compensation is provided in addition to the compensation / dependent benefit provided under Employees Compensation Act / Employees State Insurance Scheme.

2.4.8. Tamil Nadu Fire and Match Workers' Welfare Board

A dedicated welfare board named "Tamil Nadu Fire and Match Workers' Welfare Board" has been formed for providing various welfare measures for the unorganized workers working in Fireworks and Match Industries under Section 6(1) of the Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982. A Corpus fund of Rs.5.02 crore has been contributed to Tamil Nadu Fire and Match Workers' Welfare Board by the fireworks and Matchworks Associations.

2.4.9. Special Initiatives undertaken for Fireworks Industry

2.4.9.1. Sensitization on safety in fireworks industries

A one day workshop on “Accident prevention measures in Fireworks factories” was held on 31.05.2022 under the chairmanship of District Collector, Virudhunagar district under the guidance of Secretary to Government, Labour Welfare and Skill Development Department and Dr.Thiru.V.Thirppugazh, I.A.S. (Retd.,).

2.4.9.2. Review on the safety guidelines in Firework industry by Chief Secretary to Government

A review meeting on “Action plan for preventing accidents in Firework factories in Virudhunagar district” was conducted on

28.09.2022 under the chairmanship of Hon'ble Minister for Revenue and Disaster Management in the presence of Hon'ble Minister for Labour Welfare and Skill development and Chief Secretary to Government of Tamil Nadu. Key points for prevention of accidents in firework units and improving health, safety and welfare measures for workers employed in firework units were discussed in detail in the meeting.

2.4.9.3. Fireworks safety conference in Virudhunagar

A Conference on Fireworks Safety was conducted on 12.12.2022 under the Chairmanship of Hon'ble Minister for Revenue and Disaster Management, Hon'ble Minister for Industries and Hon'ble Minister for Labour Welfare and Skill Development at Virudhunagar.

A handbook **"Industrial safety - Initiatives of the Government of**

Tamil Nadu” was released by the Honourable Ministers during this safety conference. Importance of adopting safe operating procedures in Fireworks and Match Industries was impressed upon and the roles and responsibilities of various stakeholders including the owners, workers and various departments were also discussed.

2.4.9.4. Safety awareness programmes for workers employed in Fireworks and Match factories

As an initiative to further improve safety in Fireworks industry, Government have ordered to impart specialized safety awareness training programs to Fireworks industry workers in Virudhunagar district by utilizing the services of experts, at an expenditure of Rupees Twenty five lakh. So far 3 sessions have been conducted, benefitting 300 workers.

2.5. AWARD SCHEMES FOR FACTORIES AND WORKERS

2.5.1. State Safety Awards

State Safety Awards are presented to motivate and recognize the efforts of the management in enhancing safety systems in factories and their efforts in accident prevention. Under this scheme awards are presented to 10 different categories of manufacturing activities. For each manufacturing activity, awards are presented to three group of factories based on the workers strength under three different schemes. 90 number of first and second prizes each are awarded to the managements in the form of silver shields. Third prize is awarded to the managements in the form of certificates.

2.5.2. Uyarnta Uzhaipalar Virudhugal

“Tamilaga Arasin Uyarnta Uzhaipalar Virudhugal” are awarded to the workers every year to encourage the workers, who give valuable suggestions to improve productivity, working environments and Safety Standards. Cash prizes are presented to the workers for the valuable suggestions as selected by the committee constituted for the purpose. Five first prizes each amounting to Rs.5,000/- as cash award, 10 second prizes each amounting to Rs.3,000/- and 28 third prizes each amounting to Rs.1,000/- are presented to the workers.

2.6. ACTIVITIES PERFORMED BY BOCW ACT ENFORCEMENT DIVISION

The primary responsibility of the BOCW Act enforcement division is to ensure the provision of basic amenities, safety, health and welfare measures for the construction workers

as stipulated under Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and other allied labour legislations in Building and other construction works. Besides enforcement activity, the officers also create safety awareness among the construction workers by conducting periodical safety training programs to the workers.

2.6.1. Enforcement of Various Labour Legislations in Building and Other Construction Works (BOCW)

The officials of BOCW Division conduct periodical inspections in buildings under construction and other construction works and take appropriate legal action against the violating managements.

Apart from regular inspections, squad inspections are regularly conducted to increase

the coverage of unregistered construction establishments under the ambit of the Act and also to monitor the provision of basic welfare facilities for the construction workers.

2.6.2. Inspection Scheme of Building and Other Construction Works (BOCW)

Under the risk based inspection scheme, the building and other construction establishments are categorized as High, Medium and Low Risk categories on the basis of the nature of construction and number of workers employed therein.

i. High Risk Construction Establishments

All construction works employing 500 or more than 500 workmen and construction works involving risk in construction activity such as multi-storied building of five floors and above, railways

construction, power generation and distribution works, dams, etc., irrespective of the number of workmen are classified as "High Risk" category of establishment.

ii. Medium Risk Construction Establishments

Construction works employing more than 50 and less than 500 workmen and construction of buildings with more than two floors but less than five floors irrespective of the number of workmen are classified as "Medium Risk" category of establishment.

iii. Low Risk Construction Establishments

All other construction works not classified under High and Medium risk category are classified as "Low Risk" category of establishment.

High risk establishments are to be randomly inspected once in a year, medium risk establishments once in two years and low risk establishments once in three years.

2.6.3. Self-Certification-cum-Combined Annual Returns Scheme

2.6.3.1. Self-Certification Scheme

Self-Certification-cum-Combined Annual Returns Scheme has been introduced for the following building and other construction establishments:

- a. Medium risk category of establishments
- b. Low risk category of establishments

Low risk category of building and other construction establishment enrolled under the Self-Certification-cum-Combined Annual Returns

Scheme are exempted from physical inspection. The medium risk category of building and other construction establishment enrolled in the above scheme are randomly inspected once in three years.

2.6.4. Safety Awareness training for the Building and other Construction Workers

Apart from carrying out enforcement activities, the BOCW officials impart safety awareness training to builders, contractors and workers to improve safety and reduce accidents at construction sites.

The construction sector which is highly labour oriented, is associated with the inherent risk of accidents due to construction of varied types of structures such as high rise buildings, roads, bridges, underground sewage works, tunnels, etc.,. The migrant workers who

constitute majority of this workforce are mostly not aware of safe working methods. Hence regular safety awareness training programmes are imparted to these workers in their mother tongue at their workplace.

Safety videos on working at height and electrical safety have been developed by the Directorate in Tamil and Hindi which are screened to the workers during the training programmes.

To bring about further reduction in accidents, the Government have sanctioned a sum of Rupees Fifty lakh for the purpose of conducting safety awareness programs exclusively for the construction workers and mines workers. So far, 96 safety training classes have been conducted by the officials of this Directorate benefitting 12,908 construction workers and 283 mines workers.

2.7. OTHER ACTIVITIES OF THE DIRECTORATE

2.7.1. Registration of ISM workers in the portal

The Directorate is in the process of compiling the database of the Inter State Migrant workmen working in factories and building and other construction works, to enable effective intervention whenever required. The details of all the ISM workers employed in the establishments are registered in the portal <https://labour.tn.gov.in/ism> that has been exclusively developed for this purpose. So far, details of 2,38,539 ISM workers employed in factories and 63,239 ISM workers employed in construction works have been captured in the portal.

2.7.2. Promotion of Ease of Doing Business Initiatives in Tamil Nadu

An online web portal has been developed for the Directorate of Industrial Safety and Health which facilitates 'Ease of Doing Business' with e-payment facilities and online statutory clearances under various labour legislations with digital signature of the concerned officials of this Directorate.

The following services of the Directorate are available online through the web portal <https://dish.tn.gov.in>

- Issue of licence and renewal of licence under Factories Act, 1948.
- Approval of plans under Factories Act, 1948.

- Issue of Registration certificate under Contract Labour (Regulation and Abolition) Act, 1970.
- Issue of Licence and renewal of licence under Contract Labour (Regulation and Abolition) Act, 1970
- Issue of Registration certificate under Interstate Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979.
- Issue of Licence and renewal of licence under Interstate Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979.
- Submission of Combined Annual Returns for factories.
- Issue of Registration certificate under Building and other Construction

Workers (Regulation of Employment and Conditions of Services) Act, 1996.

Renewal of licenses under various labour legislations have been automated from the renewal year 2021. The management could download the auto generated licence with the online payment of the appropriate licence fees through the web portal without the requirement of any physical interaction with the issuing authority.

2.7.2.1. Modification and enhancement of online portal of this Directorate

For modification and enhancement of online portal of this Directorate, a total sum of Rs.1.73 Crore has been sanctioned by the Government and the work for the same is in progress.

2.8. PERFORMANCE STATISTICS OF THIS DIRECTORATE FOR THE PERIOD 01.04.2022 TO 31.01.2023

2.8.1. Performance of Factories Act Enforcement Division

2.8.1.1. Details of Factories Registration

As on 31.01.2023, Tamil Nadu has 49,325 factories registered under the Factories Act, 1948 and 25,19,796 workers are employed therein. During the period 01.04.2022 to 31.01.2023, 1,846 factories have been newly registered under the Act.

2.8.1.2. Enforcement of Various Labour Legislations in the Factories

During the period 01.04.2022 to 31.01.2023, 1,740 cases have been filed against the factory managements for various types of violations noticed during inspection and a fine

amount of Rs.2,88,64,750/- has been imposed by courts. Act wise enforcement details are furnished in the below mentioned table.

Sl. No.	Act Name	No. of Cases Filed	Cases convicted	Fine Amount Realised (Amount in Rupees)
1.	The Factories Act, 1948	1,459	1,170	2,76,86,250
2.	The Payment of wages Act, 1936	30	22	1,01,000
3.	The Tamil Nadu Industrial Establishments (National Festival and special Holidays) Act, 1958	20	38	98,000
4.	The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986	19	24	4,22,000
5.	The Tamil Nadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981	10	12	39,000

Sl. No.	Act Name	No. of Cases Filed	Cases convicted	Fine Amount Realised (Amount in Rupees)
6.	The Contract Labour (Regulation and Abolition) Act, 1970	37	57	1,30,250
7.	The Labour Laws (Simplification of Procedure for furnishing returns and maintaining registers by Certain Establishments) Act, 1988	91	46	2,68,750
8.	The Minimum Wages Act, 1948	23	28	28,500
9.	The Inter State Migrant Workmen (Regulation of employment and Conditions of Service) Act, 1979	45	32	76,000
10.	The Tamil Nadu Labour Welfare Fund Act, 1972	6	15	15,000
Total		1,740	1,444	2,88,64,750

2.8.1.3. Inspections in Factories

During the period 01.04.2022 to 31.01.2023, 6,238 regular inspections, 115 check inspections, 2,933 squad inspections, 51 surprise inspections, 4,247 unregistered factories inspections, 35 holiday inspections, 2,939 special inspections and 391 other inspections, in total 16,949 number of inspections were conducted in the factories by officials of Factories Division.

2.8.1.4. Safety Awareness Promotions (Safety Training classes and Safety awareness campaigns) in the Factories

During the period 01.04.2022 to 31.01.2023, 275 training classes were conducted in factory premises benefitting 12,324 factory workers. During the same period, 46 campaigns in fireworks factories,

9 campaigns in chemical industries, 25 campaigns in garments manufacturing industries, 15 campaigns in bleaching and dyeing industries, in total 95 safety campaigns were conducted in factories benefiting 6,450 factory workers.

2.8.1.5. Major Accident Hazard factories

In Tamil Nadu, 174 factories have been identified as Major Accident Hazards factories as on 31.01.2023.

During the period 01.04.2022 to 31.01.2023, 106 number of onsite emergency mock drills have been conducted under the supervision of the officers of Factories Division, to assess the emergency preparedness level in MAH Factories.

2.8.1.6. Inspections in Fireworks factories

During the period from 01.04.2022 to 31.01.2023, regular inspections were conducted in 781 fireworks factories and 496 cases have been filed against the erring fireworks factory managements and the total fine amount of Rs.42,34,000 was imposed by the courts. During the above period 253 inspections have been conducted 44 cases have been filed by the mobile team.

During this period 01.04.2022 to 31.01.2023, special squads constituted for inspecting the fireworks factories to ensure safe functioning of fireworks factories during the Diwali festival season have conducted inspections in 261 fireworks factories.

2.8.1.7. Group Personal Accident Insurance Scheme for Fireworks and Matchworks Factories

During the period 01.04.2022 to 31.01.2023, compensation amount Rs.2,50,000/- has been disbursed to family of five deceased workers.

2.8.2. Performance of Medical Wing for the Period 01.04.2022 to 31.01.2023

2.8.2.1. Medical Examination of workers employed in Factories

a) Certificates of fitness issued during the period

During the period 01.04.2022 to 31.01.2023, Medical Officers have issued 1,58,529 medical examination certificates to the workers engaged in dangerous and hazardous process industries, 17,808 medical certificates to

the canteen workers and 15,250 fitness certificates to the adolescent workers.

Workers found unsuitable for employment due to any ailments are referred for job rotation and are allowed to be employed only after found to be fit for employment.

2.8.2.2. Health survey

During the period 01.04.2022 to 31.01.2023, the Chief Medical Officer of this Directorate has conducted 8 number of health surveys in hazardous process industries to monitor air quality and noise level.

During such surveys, no prevalence of occupational disease among the workers has been identified.

2.8.3. Performance-BOCW Act Enforcement Division for the period 01.04.2022 to 31.01.2023

2.8.3.1. Details of Registration of Construction Establishments

As on 31.01.2023, a total of 15,803 construction establishments have been registered under the Building and other Construction Workers Act, 1996.

During the period 01.04.2022 to 31.01.2023, 584 construction establishments have been newly registered under the above Act.

As on 31.01.2023, construction activity is carried on in 3,451 establishments in which 4,36,883 workers are employed.

2.8.3.2. Enforcement of Various Labour Legislations in Building and Other Construction Works (BOCW)

During the period 01.04.2022 to 31.01.2023, a total of 230 cases have been filed against the construction managements for violations noticed during inspection and an amount of Rs.3,87,000/- has been imposed as penalty. Act wise enforcement details are furnished in the below mentioned table.

Sl. No.	Act Name	No. of Cases Filed	No of Cases convicted	Fine Amount Realised (Amount in Rupees)
1.	Building and other constructions workers (Regulation of employment and conditions of service) Act, 1996	178	95	3,59,000

Sl. No.	Act Name	No. of Cases Filed	No of Cases convicted	Fine Amount Realised (Amount in Rupees)
2.	Contract Labour (Regulation and Abolition) Act, 1970	23	12	12,000
3.	Inter State Migrant Workmen (Regulation of employment and Conditions of Service) Act, 1979	29	14	16,000
Total		230	121	3,87,000

2.8.3.3. Inspections in Building and Other Construction Works (BOCW)

During the period 01.04.2022 to 31.01.2023, a total of 1,201 inspections were conducted in the construction sites by officials of BOCW Division.

2.8.3.4. Safety Training Classes conducted in construction sites

During the period 01.04.2022 to 31.01.2023, 78 training classes were conducted at construction sites benefitting 7,656 construction workers.

2.9. SPECIAL INITIATIVES UNDERTAKEN BY THIS DIRECTORATE TO PROMOTE SAFETY & HEALTH

2.9.1. Production of short film for safe practices / procedures during sewage tank cleaning

A short film on “safe practices / procedures to be followed during sewage tank cleaning” was produced by this Directorate and the same was released by the Hon’ble Minister for Labour Welfare and Skill Development on 11.05.2022 at Chennai.

2.9.2. Health and Safety Excellence in Textile Industry

A seminar on "Health and Safety Excellence in Textile Industry" was jointly organized by this Directorate with the National Safety Council at Dindigul on 27.05.2022 exclusively for the workers employed in textile mills. 240 delegates from various managements participated in this programme.

2.9.3. Seminar on "Mission towards accident prevention" at Hosur

A seminar on "Mission towards accident prevention" was jointly organized by this Directorate with the National Safety Council, on 09.07.2022 at Hosur in which 283 management representatives of factories in the Krishnagiri and Dharmapuri districts participated.

2.9.4. Sensitization programme on Safety in Factories and Construction Works for Industrial Associations / Government undertaking was conducted on 12.09.2022

A sensitization program on "Safe work place for the workers in factories and construction works" was conducted by this Directorate in Chennai on 12.09.2022 under the chairmanship of the Hon'ble Minister for Labour Welfare and Skill Development to discuss various issues in implementing the statutory safety provisions with the representatives of factories and construction establishments and members of various industrial associations.

In this program 105 key persons and office bearers representing various industrial associations, construction associations, public

sector units and private establishments participated.

2.9.5. Seminar on Legal Compliances and Safety in Oil and Gas Industries

Seminar on legal compliances and Safety in Oil and Gas Industries was conducted under the chairmanship of Additional Chief Secretary to Government, Labour Welfare and Skill Development department on 13.03.2023 to sensitize the senior level executives in Oil and Gas Industries Sector on the legal provisions envisaged in various labour legislations. 122 management representatives from various oil and gas industries in Tamil Nadu attended the seminar. A “Handbook on legal compliances and safety in Oil and Gas Industries” was released during this program for the benefit of the executives engaged in this sector.

2.9.6. Awareness program on Statutory provisions, Safety and Hygiene applicable to Canteens in factories

An awareness program on statutory provisions, safety and hygiene applicable to canteens in factories was conducted for the representatives of factory managements and representatives of industrial kitchens of the factories located in Kancheepuram, Chengalpattu and Tiruvallur districts in Chennai on 15.11.2022, 300 participants from 100 managements participated.

2.9.7. Workshop on "Occupational Health" for factory Medical officers

One day workshop on "Occupational Health" for factory Medical officers of the factories situated at Thiruvottiyur zone was conducted by this Directorate in association with

Manali Industries Association on 27.12.2022 in which 97 factory medical officers participated.

2.9.8. One day workshop for safety officers in factories

One day workshop for safety officers in factories was conducted in Kancheepuram district on 02.02.2023. A safety handbook on **“The role of safety officers”** was released by the Director of Industrial Safety and Health for the benefit of the safety officers in factories.

2.9.9. Special medical examination of workers in dangerous operations

A health survey and special drive for medical examination of the workers employed in hazardous process factories was conducted in Manali area from 16.02.2023 to 23.02.2023, by deploying certifying surgeons from other districts. Six hazardous process industries in

Manali area were selected for this survey and appropriate recommendations were issued to the managements based on the outcome of the medical examinations.

2.10. FUTURISTIC VISION OF THIS DIRECTORATE

The vision of the Directorate is to maintain accident free, healthy and peaceful industrial climate in the State through a pragmatic approach in enforcement of labour laws. The strategies that will be adopted in the coming years to achieve this vision include the following:

- The Directorate will strive for effective enforcement of the labour legislations in the factories and construction works and imparting adequate safety awareness training to the workers to achieve

“Zero industrial accidents in the coming years”.

- Special attention will be given to the health and welfare of the workers employed in factories which are involved in dangerous operation / hazardous process by ensuring periodical medical examination of the workers, conducting periodical health surveys, assessing the workplace hazards and implementation of corrective measures.
- The newly formed training division in Chennai will be upgraded to a state of the art occupational safety and health training centre to educate the workers about the work related safety aspects. The occupational safety and health training division will be equipped with required infrastructure facilities to conduct industry

specific safety trainings to cover all the major industrial sectors in the State.

- Through various awareness and training programmes as well as strict enforcement measures, this directorate would strive to achieve zero accident in factories as well as construction sites.
- Online service delivery will be extended to all the activities of the Directorate for timely and seamless delivery of services without any physical contact.

3. DEPARTMENT OF EMPLOYMENT AND TRAINING

EMPLOYMENT WING

The main mandate of the department is to enhance the overall employability of the youth of the State. The existing Employment Exchanges have been revamped and are now functioning as District Employment and Career Guidance Centres since 2019.

These Centres are functioning under the Employment Wing of the Department of Employment and Training with a vision towards improving the employability of the Unemployed Youth through various activities. Registration, updation, nomination of job seekers for Public Sector employment, providing career guidance and counselling, free coaching classes for competitive examinations, telecast of the coaching classes for all types of competitive

examinations through Kalvi TV, and regular conduct of Private Job fairs for private sector employment form part of the list of activities performed by the Department.

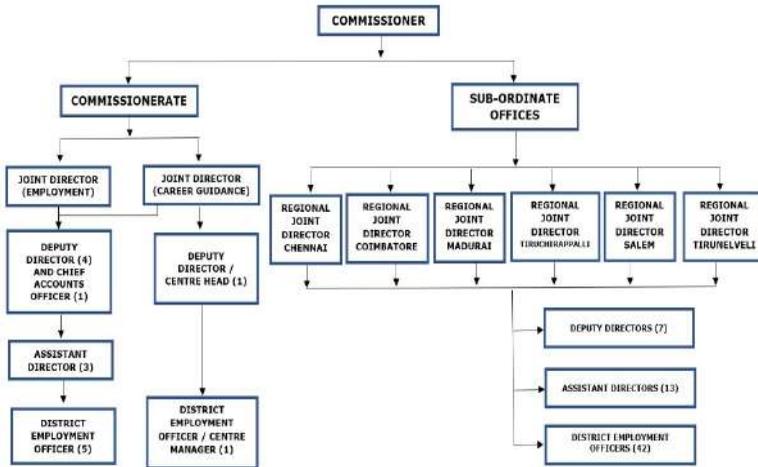
ADMINISTRATIVE SET UP OF EMPLOYMENT WING

The Commissioner of Employment and Training, who is a Senior IAS Officer heads the Department. He is assisted by the Joint Director (Employment) and Joint Director (Career Guidance), four Deputy Directors, one Chief Accounts Officer, three Assistant Directors and five District Employment Officers at the State Headquarters.

The field Offices function as six Regions under the control of the Regional Joint Directors at Chennai, Coimbatore, Madurai, Salem, Tiruchirappalli and Tirunelveli.

Department's activities are carried out through 48 subordinate offices. There are District Employment and Career Guidance Centers in all the 38 districts of Tamil Nadu, two Professional Employment and Career Guidance Centers (Chennai and Madurai), one Special Employment and Career Guidance Center for the differently abled at Chennai, five Coaching cum Guidance Centres for SC / ST (Coimbatore, Cuddalore, Tiruchirappalli, Tirunelveli and Vellore), one Special Vocational Guidance Centre for Tribal Population at Udhagamandalam and a State Career Guidance Centre at Chennai.

The Department's administrative structure is as below: -



3.1. FUNCTIONS OF THE DEPARTMENT

1. Registration of job seekers and renewal of registration.
2. Nomination of registrants to the vacancies notified by public sector establishments to the District Employment and Career Guidance Centres.

3. Providing career guidance and counselling to unemployed youth in the District Employment and Career Guidance Centres and in various educational institutions.
4. Free Coaching Classes for Competitive Examinations through Study Circles for students of economically weaker sections.
5. Providing e-content for all types of competitive examinations through the Virtual Learning Portal of the Department.
6. Conducting Micro and Mega Job Fairs for Private sector Placement.
7. Placement through the Private Job Portal.
8. Implementation of Unemployment Assistance Scheme.
9. Collection and Compilation of Employment Market Information (EMI).

3.2. EMPLOYMENT PORTAL

“www.tnvelaivaaiippu.gov.in”

All employment activities including employment registration, renewal, nomination of candidates against notified vacancies etc., are being carried out through a web portal which was launched by the then Hon'ble Deputy Chief Minister of Tamil Nadu on 15th of September, 2010.

The Live Register of the persons registered with the District Employment and Career Guidance Centres as on 28.02.2023 has 67,55,466 registrants. They include 31,47,605 Men, 36,07,589 Women and 272 Transgender.

Live Register details (as on 28.02.2023)

Details	Registrants
Total Live Register Registrants	67,55,466
School students below 18 years	18,74,522
Students taking up higher studies in the age group 18 to 30 years	28,09,940
Job seekers in the age group 30 to 45 years	18,34,217
Registrants in the age group 45 to 60 Years	2,30,976
Persons above 60 years.	5,811

3.3. CAREER GUIDANCE AND COUNSELLING

Career guidance and counseling regarding higher education, entrance exams for higher education, public sector employment, private employment, overseas employment, skill development through skill training, entrepreneurship schemes, scholarships, public sector employment through competitive examinations etc., are offered to individuals

through the District Employment and Career Guidance Centers and also in educational institutions. Career Exhibitions and Seminars are also conducted in educational institutions annually.

3.4. STUDY CIRCLES

Free coaching classes for various competitive examinations conducted by recruiting agencies such as Tamil Nadu Public Service Commission, Tamil Nadu Uniformed Services Recruitment Board, Staff Selection Commission, Railway Recruitment Board, Institute of Banking Personnel Selection, etc., are conducted through the Study Circles functioning in the District Employment and Career Guidance Centres by expert faculty. Mock Tests and Mock Interviews are regularly conducted. Books, Daily / Weekly / Monthly Magazines and Previous Year Question Papers

are maintained in Study Circles. Special focus is being given to examinations advertised by Government of India departments and PSUs.

Need based special Coaching Centres are also functioning in Chennai (Kannagi Nagar and Presidency College - Chepauk), Dindigul (Ottanchatram), Tiruppur (Udumalpet), Erode (Thalavadi and Barugur) and Tirunelveli (Mundanthurai) for conduct of Coaching classes for various Competitive Examinations.

A total of 446 classes were held during the financial year 2022-2023 by the Study Circles in which 18,218 aspirants were enrolled. During 2022-2023, 2,216 aspirants passed various stages in various competitive examinations through Study Circles.

Government have sanctioned Rs.4.62 Crore annually for this purpose.

3.5. FREE COACHING CLASSES IN COLLEGES

Free Coaching Classes are conducted for final year students studying in the Arts and Science Colleges for competitive examinations conducted by Government of India and State Governments to facilitate their dreams of securing government jobs. An amount of Rs.50.00 lakh per annum is being sanctioned towards this scheme by the Government. During the Financial Year 2022-2023, 90 free coaching classes were held in the Colleges in which 5,294 students attended.

3.6. VIRTUAL LEARNING SYSTEM

<https://tamilnaducareerservices.tn.gov.in>

A Virtual Learning Portal was launched on 22.02.2019 for the Competitive Exam aspirants who are unable to attend direct classes conducted by the District Employment and

Career Guidance centers. They can access all the contents for Competitive Examinations free of cost through online learning. Video clips, audio recordings, study materials, unit tests, mock tests and syllabus for various competitive examinations conducted by various recruiting agencies such as Tamil Nadu Public Service Commission, Tamil Nadu Uniformed Service Recruitment Board, Union Public Service Commission and Institute for Banking Personnel Selection are uploaded in this portal in tamil as well as english. The registrants can download all these materials free of cost. Syllabus for competitive examinations, annual timetable of upcoming examinations, vacancies announced by recruiting agencies are continuously uploaded on this website. Till date, 2,25,118 aspirants have registered in this portal. 347 e-contents have been uploaded. This site has registered an impressive 59,59,318 hits so far.

3.7. SPECIAL CELLS FOR DIFFERENTLY ABLED PERSONS

To provide career guidance and employment assistance to the differently-abled persons, a Special Employment and Career Guidance Centre for the differently-abled persons is functioning in Chennai. To extend these services, special cells have also been established in all the District Employment and Career Guidance Centres. Special coaching classes for competitive examinations, canvassing for Private Sector employment, conducting awareness programmes on various employment opportunities / skill training courses / scholarships / self-employment schemes are the activities of these cells. Disbursal of unemployment assistance for the differently abled unemployed persons of all categories is also being implemented through these cells.

3.8. COACHING–CUM–GUIDANCE CENTERS FOR SC / ST

Coaching–cum–Guidance Centers for SC / ST were established in five districts namely, Coimbatore, Cuddalore, Tiruchirappalli, Tirunelveli and Vellore. These centers cater to the needs of the scheduled caste and scheduled tribe registrants by providing career guidance and counselling, free coaching classes for various competitive examinations and also motivating them to take up self-employment by providing training to improve their abilities for employment. An amount of Rs.20.46 lakh per annum is sanctioned by the Government to these centers for carrying out the above activities.

3.9. SPECIAL VOCATIONAL GUIDANCE CENTER FOR TRIBAL POPULATION

Special Vocational Guidance Center for tribal population is functioning at Udthagamandalam to create awareness among the tribals on various career / higher educational opportunities, public sector employment, private sector employment, short and long term skill training, various Competitive Examinations for public sector employment and self employment, etc.,.

3.10. UNEMPLOYMENT ASSISTANCE SCHEME FOR UNEMPLOYED YOUTH

The Unemployment Assistance Scheme was launched in 25.08.2006 to provide financial assistance to the unemployed youth of the State. This assistance is rendered for three years to the registrants in the District Employment and Career Guidance Centers in the State who have

been waiting in the live register for a minimum of five years. The maximum annual parental income criteria for eligibility is Rs.72,000/-. Age limit is 45 years for the persons belonging to scheduled caste and scheduled tribe and 40 Years for others. Unemployment assistance of Rs.200/- per month is given to SSLC failed, Rs.300/- for SSLC passed, Rs.400/- for HSC and Rs.600/- for the graduates. A total of Rs.23.68 Crore was disbursed to 55,417 beneficiaries during 2022-2023 (Upto December 2022).

3.11.UNEMPLOYMENT ASSISTANCE FOR ALL TYPES OF DIFFERENTLY-ABLED REGISTRANTS

Unemployment assistance is provided to differently-abled job seekers also. To avail this scheme, the beneficiaries should have been in the live register for one year and there is

no restriction on parental income and age. The assistance is given for a period of ten years. The unemployment assistance of Rs.600/- per month is given to persons who are upto SSLC passed, Rs.750/- for HSC and Rs.1,000/- for graduates. Rs.9.98 Crore was disbursed to 13,886 beneficiaries during 2022-2023 (Upto December 2022). The Department for the Welfare of Differently Abled Persons provides funds for this scheme.

3.12. MODEL CAREER CENTERS IN TAMIL NADU

After the National Employment Service was transformed into the National Career Service in 2014, Employment Offices were converted into 'Model Career Centers'. The Government of India under Mission Mode Project has granted financial assistance for establishing Model Career Centers in two phases

in 15 districts in Tamil Nadu, namely, Vellore, Coimbatore, Salem, Tiruvallur, Udthagamandalam, Villupuram, Virudhunagar, Madurai, Ramanathapuram, Kancheepuram, Dharmapuri, Tiruchirappalli, Sivagangai, Nagercoil and Erode districts. Thereafter in the financial year 2022-2023, approval has now been received for setting up of Model Career Centers in Ariyalur, Cuddalore, Karur and Nagapattinam districts. The objective of these centers is to conduct psychometric tests for the job seekers and students and to use the findings to impart counseling related to career and job opportunities based on their Skills, aptitudes and attitudes. Coordinating with private sector employers and conduct of job fairs for Private Sector Placement also forms part of the activities of the Model Career Centers.

3.13.PRIVATE SECTOR PLACEMENT

In order to meet the manpower requirement of private sectors as well as to provide employment to the youth, District Employment and Career Guidance Centers conduct micro job fairs once in a month and mega job fairs twice a year. Large number of job seekers are placed through these job fairs. These job fairs help the employer to select suitable manpower on the one hand and help the job seekers get employment opportunities on the other. It is ensured that those placed get decent salary, i.e., Rs.10,000/- per month and above. Some have been placed at Rs.50,000/- per month also. The Government sanctions Rs.3.04 crore annually for this purpose.

Performance for the period from April 2022 to February 2023

Job Fairs Held	:	731
Employers Participated	:	12,203
Job Seekers Participated	:	2,93,578
Placement Given	:	63,206

3.14. TAMIL NADU PRIVATE JOB PORTAL (www.tnprivatejobs.tn.gov.in)

Tamil Nadu Private Job Portal has been functioning with the aim of providing private sector jobs to the job seekers through online mode. All the private sector employers including micro, small and medium enterprises and corporate companies can register on this website free of cost. Employers can choose job seekers according to their requirements and job seekers can select jobs according to their qualifications and salary expectations. Human Resource

Agencies and consultancies can also register on this website. So far, 12 Human Resource Agencies and consultancies have registered in the Portal.

Performance as on 28.02.2023

No. of Job Seekers Registered	:	2,46,822
No. of Employers Registered	:	5,568
No. of Vacancies Posted	:	1,17,922
No. of Job seekers selected	:	36,052

3.15. FREE COACHING CLASSES FOR COMPETITIVE EXAMINATIONS THROUGH KALVI TELEVISION

In order to assist the job seekers who aspire for government jobs through competitive examinations conducted by the Government of India / State Governments and to prepare for the examinations from the comfort of their own

homes, the Hon'ble Chief Minister of Tamil Nadu launched the telecast of free coaching classes for competitive examinations through KALVI TV on 20.03.2022.

Experienced faculty conducts these coaching classes for the examinations conducted by TNPSC, UPSC, TNUSRB, SSC, IBPS, RRB, etc. The classes are recorded and telecast through Kalvi TV. Motivational speeches by well-acclaimed speakers, group discussions, current affairs, analysis of previous years question papers, personality test, etc., are also recorded and telecast.

The Classes are telecast from 7.00 A.M. to 9.00 A.M. and re-telecast from 7.00 P.M. to 9.00 P.M. from Monday to Friday. So far, 504 hours of free Coaching Classes for TNPSC / SSC / TNUSRB / Examinations have been telecast.

The telecast videos are also uploaded in the YouTube Channel of the Department "TN Career Services Employment". The Channel has garnered 1,21,000 subscribers so far.

TRAINING WING

Skill training is vital for overall socio-economic development of any State. It is an important driving force for improving employability, increasing productivity. Skill requirement is changing ever so fast in recent years. Accordingly, youth have to be provided with the latest skill sets to keep pace with the industry requirement.

Government of Tamil Nadu, through the Industrial Training Institutes provides long-term skill training courses spread over six months, one year and two year in various engineering and non-engineering trades to the youth.

Industry 4.0 Technology centres in Government ITIs, the first of its kind project in Tamil Nadu, are being set up in partnership with TATA Technologies Ltd. led industry partners to facilitate innovations and skill

development of students, industry professional and to improve availability of advanced skills required for comprehensive economic growth of Tamil Nadu.

3.16. ORGANISATION STRUCTURE

The Department is headed by the Commissioner of Employment and Training a senior IAS Officer who is assisted by three Additional Directors and one Joint Director at the State Head Quarters.

At the regional level, there are 7 Regional Joint Director (Training) offices situated at Chennai, Coimbatore, Madurai, Salem, Tiruchirappalli, Tirunelveli and Villupuram to monitor the ITI training, apprenticeship training, Industrial Schools and various skill development programmes introduced by the Union and the State Governments. Government ITIs are managed by the Principals and the

District Skill Training Offices at district level are managed by Assistant Directors.

3.17. CRAFTSMEN TRAINING SCHEME (CTS)

Craftsmen Training Scheme (CTS) consist of one year and two year long-term skill training. Long-term skill training is provided to access employment in the formal sector and enhancing productivity in the informal sector to meet the existing and future demand of trained manpower of the industries. Long-term skill training imparted through Industrial Training Institutes (ITIs) include practical training and theoretical training alongside employability skills.

Long-term skill training is in the level of 4 and level 5 of National Skill Qualifications Framework (NSQF).

3.17.1. Government Industrial Training Institutes

In Tamil Nadu, 102 Government Industrial Training Institutes impart long-term skill training in 55 Engineering trades including Fitter, Electrician, Welder, Mechanic Motor Vehicle, Turner, Machinist etc., and 24 Non-Engineering trades including Computer Operator and Programming Assistant, Digital Photography, Sewing Technology, Fashion Designing, Desktop Publishing Operator, Food Production (General) etc. Government ITIs impart training not only in popular trades like Welder, Fitter, Electrician etc., but also equally focusses on new age courses including Inplant Logistics, Architectural Assistant, Technician Medical Electronics, Autobody Repair, Autobody Painting, Operator Advanced Machine Tool, Smartphone Technician, Technician Power Electronics, Fire Technology and Industrial Safety Management.

The training period ranges from 6 months to 2 years. Students between the age group of 14 and 40 are admitted in Industrial Training Institutes. Admission session starts in the month of July / August every year and it is conducted on merit basis following the rules of reservation in force. Centralised Online counselling is carried out through URL: www.skilltraining.tn.gov.in. Students can choose the ITI and trade of their choice to get admission.

In the year 2022, Government ITIs have recorded the highest ever admission percentage of 92.68% with an overall admission of 25,707 students.

3.17.2. Skill Training to Empower Vulnerable Sections

In *Sustainable Development Goal 4.5*, it is proposed to eliminate gender disparities in education and ensure equal access to all levels

of education and vocational training for the vulnerable, including persons with disabilities, indigenous people and children in vulnerable situation by 2030.

On the above lines, the aim of this goal is achieved by providing skill training to vulnerable sections to get gainful employment, eliminate disparities and achieve universal access to quality higher education.

Skill Training to empower students of Scheduled Caste

Two Government ITIs are functioning exclusively for Scheduled Caste students in the State. Both Government ITIs have 100% admission with a total admission of 272 students in the year 2022.

Sl. No.	District	Govt. ITI	Intake capacity	Students Admitted
1.	Cuddalore	Chidambaram	148	148
2.	Thiruvallur	Vadakarai	124	124
TOTAL			272	272

Against 18% of seats reserved for Scheduled Caste students, Government ITIs have admitted 7,860 students belonging to Scheduled Castes during 2022 which works out to be 30.6% of total admission, thus furthering the cause of social inclusiveness in the State.

Skill Training to empower students of Scheduled Tribes

Six Government ITIs are functioning exclusively for Scheduled Tribe students in the State. 904 students were admitted in these ITIs in the year 2022.

Sl. No.	District	Govt. ITI	Intake capacity	Students Admitted
1.	Kallakurichi	Sankarapuram	188	188
2.	Coimbatore	Anaikatti	124	124
3.	Salem	Karumandurai	152	133
4.	Tiruvannamalai	Jamunamarathur	152	139
5.	Namakkal	Kolli Hills	168	168
6.	The Nilgiris	Gudalur	152	152
TOTAL			936	904

3.17.3. Skill Training to empower Differently Abled Students

Skill training is provided to deaf and dumb youth in Fitter trade in 3 Government ITIs. 33 students were admitted in these ITIs in the year 2022.

3.17.4. Skill Training to empower female students

With the aim of Women Empowerment, Department is running 10 Government ITIs

exclusively for female students in the State.

Details are as follows:

Sl. No.	District	Govt. ITIs for Women	Intake capacity	Students Admitted
1.	Chennai	Guindy	380	292
2.	Chennai	Ambattur	184	150
3.	Theni	Aundipatti	204	204
4.	Dindigul	Dindigul	288	288
5.	Madurai	Madurai	232	232
6.	Coimbatore	Coimbatore	348	289
7.	Salem	Salem	284	247
8.	Kanniyakumari	Nagercoil	228	228
9.	Cuddalore	Cuddalore	364	323
10.	Tiruchirappalli	Pullambadi	316	245
TOTAL			2,828	2,498

3.17.5. Skill Training to Prison Inmates

To improve the livelihood of inmates in prison, skill training is imparted in 5 trades in Central Prison, Tiruchirappalli. 168 inmates are admitted for skill training in the year 2022.

3.18. WELFARE MEASURES FOR THE STUDENTS

To encourage the youth in the State to take up long-term skill training, the following welfare measures are implemented for the students of Government ITIs and Government Aided ITIs.

- Waiver of Annual Tuition Fees.
- Bus pass.
- 2 sets of Uniform and 1 pair of shoes.
- Stipend of Rs.750/- per month.
- Text books and drawing instruments.
- Bicycle.
- Raw materials and consumables for training.

3.19. GOVERNMENT AIDED ITIs

There are 10 Government aided Private Industrial Training Institutes in the State that receive maintenance grants from the Government. Most of these ITI are minority institutions. Government subsidies are extended to these institutes to provide skill training to the students hailing from downtrodden society to uplift their livelihood. 766 students are admitted for skill training in these Government aided ITIs in the year 2022. A sum of Rs.1.65 Crore has been provided to these ITIs as maintenance grant for the year 2022-2023.

3.20. PRIVATE INDUSTRIAL TRAINING INSTITUTES

To fulfil the increasing demand for skilled manpower, Government of Tamil Nadu has been encouraging active participation of private institutes also in the field of creating skilled

manpower. At present, 326 Private ITIs affiliated to NCVT are functioning across the State with a total intake capacity of 30,276 every year. 13,653 students were admitted in these private ITIs in the year 2022.

3.21. SUBSIDY TO PRIVATE ITIs

To encourage the Private ITIs in the State to create more skilled workforce, the State Government reimburse training cost to the Private ITIs for 50% seats surrendered and filled under Government quota through online counselling. A reimbursement of Rs.10,000/- per student per year in rural areas and Rs.12,000/- per student per year in urban areas is provided to Private ITIs under this scheme. 7,430 students have been benefitted under this scheme in 2022. So far, an expenditure of Rs.5.00 Crore has been incurred.

3.22. NATIONAL LEVEL TRADE TEST AND CERTIFICATION

Nationwide common examination is conducted by Directorate General of Training for the students of Government ITIs and the Private affiliated ITIs at the end of training period. From the year 2020-2021, Computer Based Tests are being conducted for all the trades through an agency nominated by Directorate General of Training, New Delhi. 23,617 students appeared for trade tests under NCVT pattern out of which 20,489 (87%) have been declared successful in the year 2022. Successful students are awarded with National Trade Certificate by National Council for Vocational Training (NCVT).

Under SCVT pattern, 1,509 students appeared for trade tests and 1,401 students have passed. Successful students are awarded

with SCVT certificate by this Department.

Further, short-term training is provided by Tamil Nadu Skill Development Corporation empanelled Training Providers and these students are also being assessed by State Council for Vocational Training (SCVT). 25,114 youth have been assessed and SCVT Certificates issued in the year 2022. A sum of Rs.1,000/- per candidate is allotted to this Department by TNSDC as assessment charges. So far, a sum of Rs.2.51 Crore has been generated as revenue and deposited in the Government account.

3.23. CAMPUS PLACEMENT SCENARIO

Placement is one of the most important activities of the ITIs. To provide placement to the students of Government Industrial Training Institutes, a Placement Officer has been appointed in all ITIs. Campus interviews are

being conducted with the support of companies / industries. 76% of passed out students have been given campus placement in various industries and institutions in the year 2022.

3.24.UPGRADATION OF GOVERNMENT ITIs THROUGH PUBLIC PRIVATE PARTNERSHIP (PPP) MODE

This scheme was introduced by Union Government in the year 2007. Under the scheme 32 Government ITIs have been upgraded at a cost of Rs.80.00 Crore.

An Institute Management Committee (IMC) has been constituted in each of these ITIs under the chairmanship of a credible Industry Partner and this committee is registered as Society under Societies Registration Act, 1975. An interest free loan amount of Rs.2.50 Crore was sanctioned by Union Government to each IMC society.

According to the norms fixed by DGT, New Delhi, an Institute Development Plan was prepared by the IMC for the development of the Institute. Based on the Institute Development Plan, Union Government had released Interest free loan amount of Rs.2.50 Crore directly to the IMC Society. Out of the loan sanctioned, a sum of Rs.50.00 lakh is earmarked as seed money and deposited in Nationalized Bank by the IMC Society.

The loan received by IMC Society is to be repaid to Union Government from 11th year onwards in 20 equated annual instalments from the date of release. There is a moratorium period of 10 years from the year in which the loan was released to the IMC Society. 1st instalment of loan amount of Rs.400.00 lakh (Rs.12.50 lakh each) has been repaid by all the IMCs to the Union Government.

3.25. SKILLS STRENGTHENING FOR INDUSTRIAL VALUE ENHANCEMENT (STRIVE)

This scheme was introduced by Union Government in 2017 and is 100% funded by Union Government with World Bank assistance. It incentivizes the project ITIs to improve overall performance including apprenticeship training by involving Small and Medium Enterprises (SMEs), business association, Industry Clusters etc., This scheme is being implemented in Four Result Areas as explained below.

Result Area 1: Improved performance of ITIs

Under this Scheme, 13 Government ITIs namely Ambattur, Chengalpattu, Tiruchirappalli, Perambalur, Cuddalore, Madurai, Dindigul, Thoothukudi, Virudhunagar, Namakkal, Salem, Coimbatore, Sivaganga and three Private ITIs

namely Don Bosco Private ITI-Lalgudi, PACR Private ITI-Ariyalur, Ramco ITI-Virudhunagar have been covered with an outlay of Rs.29.01 Crore out of which Union Government have released Rs.13.98 Crore so far.

Further, based on the better performance of Government ITIs in Tamil Nadu, 16 Government ITIs viz., Tiruvannamalai, Cuddalore (Women), Hosur, Ulundurpet, Coimbatore (Women), Metturdam, Aundipatti (Women), Nagapattinam, Madurai (Women), Pudukkottai, Dindigul (Women), Guindy, Chidambaram, Ariyalur, Thanjavur and Coonoor have been selected under this project in phase 3.

Result Area 2: Increased capacities of the State Government to support ITIs and apprenticeship training

Towards achieving this, the scheme does the following:

Support State Governments in improving the overall regulatory and operational environment of Industrial Training Institutes (ITIs) and in establishing Industrial Clusters (ICs) at the State level

1. Incentivize States to introduce reforms within the skilling ecosystem through performance-based funding
2. Improve the efficacy of skills training in India by strengthening the monitoring mechanisms at State level.

Under the scheme with an outlay of Rs.10.20 Crore, Union Government has released

Rs.3.06 Crore towards 30% advance grant on signing the Performance Based Funding Agreement (PBFA).

Result Area 3: Improved Teaching and Learning Capabilities

This component covers activities that will complement the institutional reforms in vocational training being implemented by DGT, New Delhi.

Result Area 4: Improved and broadened apprenticeship training Scheme

Industry Apprenticeship Initiative (IAI) Scheme is a new initiative offering systematic support to Industry Cluster for promoting Apprenticeship Training activities in MSMEs through a cluster approach.

Under this project, IAI grant fund of Rs.1.00 Crore is available for each Industry Cluster selected for IAI implementation.

Based on the recommendation of National Cluster Evaluation Committee (NCEC), under Result Area 4, Ambattur Industrial Estate Manufacturers' Association – (AIEMA), Coimbatore District Small Industry Association (CODISSIA), Madurai Jewellery Manufacturer Consortium Pvt. Ltd., Madurai, INDCOSERVE, The Nilgiris and Ethamozhy Coir Cluster have been selected as Industry Clusters in the State.

To implement the scheme, Union Government have released Rs.40.00 Lakh for each Industry Cluster towards 40% advance grant on signing the Tripartite Agreement. Under this scheme Union Government have released Rs.120.00 lakh for 3 Industry Clusters so far.

Additionally, the National Cluster Evaluation Committee (NCEC) has selected the following 8 Industry Clusters in Tamil Nadu in the year 2022.

Sl. No.	Name of Industry Cluster
1.	Tiruppur Exporters Association
2.	Hosur Small and Tiny Industries Association (HOSTIA)
3.	Madurai District Tiny & Small-Scale Industries Association (MADITSSIA)
4.	Coimbatore Industrial Infrastructure Association (COINDIA)
5.	Namakkal District Small Industries Association
6.	NIFTTEA Knitwear Fashion Institute
7.	The Southern India Mills Association
8.	Indian Texpreneurs Federation

In due course tripartite agreement between Industry Cluster, Tamil Nadu Government and Government of India will be

signed and each Industry Cluster will be sanctioned Rs.1.00 Crore grant by Government of India for implementation of apprenticeship training by member industries of the Industry Cluster.

3.26. UPGRADATION OF EXISTING ITI AS MODEL ITI

Under this scheme, Government ITI, Coimbatore is selected for upgradation as Model ITI. The expenditure is shared between Union & State Government in the ratio of 70:30 on the total project outlay of Rs.10.00 Crore. Fund is released through Institute Management Committee (IMC) Society to develop a benchmark for industry oriented ITI to serve as a model for other ITIs.

Out of the total outlay of Rs.10.00 Crore, Rs.5.00 Crore has been released by the Union and the State Government (Union share

Rs.3.50 Crore out of Rs.7.00 Crore, State share Rs.1.50 Crore out of Rs.3.00 Crore). An expenditure of Rs.2.50 Crore has been incurred on Construction / renovation of building. For procurement of machinery, tools & equipment and furniture a sum of Rs.2.16 Crore has been utilized so far.

3.27. APPRENTICESHIP TRAINING SCHEME (ATS)

3.27.1. Apprenticeship Training

Apprenticeship Training Scheme is imparted with primary objective to utilize the facilities available in industry for imparting practical training to semi-skilled workforce and freshers with a view to meet the requirements of industries in the Country.

Semi-skilled workers who possess National Trade Certificate with 8th / 10th pass and with a

minimum age of 14 are eligible to undergo Apprenticeship Training in industries. In Tamil Nadu, Apprenticeship Training Scheme is implemented in 56 designated trades. The training period ranges between 6 months and 2 years. A minimum of Rs.7,000/- per month is provided as stipend to trade apprentices as prescribed by Directorate General of Training, New Delhi. At present, 9,710 apprentices are undergoing Apprenticeship Training in 622 industries.

Nationwide Trade Test is conducted for fresher apprentices on completion of training. The ITI passed out apprentices are exempted from All India Trade Test. On successful completion of Apprenticeship Training, National Apprenticeship Certificate (NAC) is awarded by Directorate General of Training (DGT), New Delhi.

3.27.2. National Apprenticeship Promotion Scheme (NAPS)

To increase the engagement of apprentices in industries, Union Government have introduced this scheme during the year 2016. Under this scheme, the apprentices and industries / institutions are incentivized as below:

- (i) Sharing of 25% of prescribed stipend subject to a maximum of Rs.1,500/- per month per apprentice with the employers by the Union Government.

- (ii) Sharing of cost of basic training with Basic Training Providers (BTP) limited to Rs.7,500/- for a maximum of 500 hours / 3 months by the Union Government.

The scheme will cover all categories of Apprentices except the Graduate and Diploma apprentices.

3.27.3. Fresher as Apprentices in Establishments

One of the major reforms in Apprenticeship Training is inducting fresher as apprentices with a qualification of 8th, 10th, +2 pass without any prior training in both designated and optional trades. The main criterion to engage as Apprentice is completion of 14 years of age by the candidate. They are trained by Basic Training Providers for 3 months before being engaged in shop floor for apprenticeship training. Successful candidates are awarded with National Apprenticeship Certificate (NAC). There is no upper age restriction for fresher apprentices.

3.27.4. State Apprenticeship Monitoring Cell (SAMC)

For effective monitoring and coordination of engagement of apprentices in the State, a State Apprenticeship Monitoring Cell has been formed with the financial assistance of Union Government. The State Apprenticeship Monitoring Cell consists of a Joint Director, three consultants and six supporting staff under the chairmanship of the State Director. The main objective of State Apprenticeship Monitoring Cell is effective implementation of Industry Apprenticeship Initiative under Skills Strengthening for Industrial value Enhancement (STRIVE) in the State. For this purpose, this Cell is engaged in selection and monitoring of Industry Clusters through which Industry Apprenticeship Initiative is implemented.

3.28. SELF-FINANCING PRIVATE INDUSTRIAL SCHOOLS

In Tamil Nadu, 187 Self-financing and 21 Private Aided Industrial Schools are functioning to cater to the needs of local industries. 6,485 students were admitted in the year 2022. Training is being offered in 57 trades covering Electrical, Mechanical, Automobile, Electronics, Hospitality, Apparel, IT, Office Automation, Construction sectors, etc., ranging from one year to three years. Candidates with qualification of 8th and 10th pass are admitted for training in various trades. 18 Industrial Schools are offering Technical Teachers Certificate Course, which is a pre-requisite qualification for joining as technical teacher in schools. Common Examinations are conducted by State Board of Examination for Vocational Training (SBEVT) and

SCVT Certificates are awarded to the successful candidates. 21 Private Industrial Schools are receiving maintenance grant from the Government. A sum of Rs.2.27 Crore has been sanctioned to the aided Industrial Schools in the financial year 2022-2023 as maintenance grant.

3.29. Dr.RADHAKRISHNAN BEST INSTRUCTOR AWARD

To motivate and encourage best instructors of Government ITIs, Best Teacher Award in the name of Dr.Radhakrishnan Award is given to 12 best teachers (Principal-2, Training Officer-2, Assistant Training Officer-4 and Junior Training Officer-4) of Government ITIs every year who show exemplary performance in imparting Long-term skill training. This award comprises cash prize of Rs.10,000/- along with a Merit Certificate.

3.30. STATE SKILL TRAINING INSTITUTE

In the State Training Policy, 2022 it is informed that, each Department shall adopt a systematic approach to train the staff of their Department. In line with the above policy, a State Skill Training Institute is being established in Chennai to train the instructors of this Department to update their skills in latest technologies relevant to the industries. This institute would function as a technological and management training institute for imparting refresher and in-service training to technical and ministerial staff of the department. This institute will also foster partnerships with industries in each trade and enable practical oriented teaching methodology for training.

The following training programmes are proposed to be conducted:

- Theoretical classes for Teaching Methodology.
- Refresher Training to Technical and Ministerial staff.
- Training to Placement Officers.
- Management Training to Officers.
- Practical Training under Trade Technology.
- Administrative Training to staff of this Department.

3.31. TRAINING OF TRAINERS

Trainers in Industrial Training Institutes need to keep pace with the everchanging technology for imparting effective training to the

students. Trainers need to adopt best teaching methodologies and models.

Accordingly instructors have been trained in relevant fields in the following leading industries / institutions:

1. National Skill Training Institute, CTI campus, Guindy, Chennai.
2. Siemens Centre of Excellence, MIT Campus, Chrompet, Chennai.
3. M/s. Maruti Suzuki Pvt. Ltd., Gurugram, New Delhi
4. M/s. Ashok Leyland Pvt. Ltd., Chennai
5. Indo-German Vocational Education and Training, Germany
6. Anna Administrative Staff College, Chennai.

- Leadership Training Programme has been conducted at Chennai for the Principals and Placement Officers of Government ITIs through M/s. Quest Alliance, Bengaluru.
- Under the Iconic project of transforming 71 Government ITIs as Industry 4.0 Technology Centres with the support of M/s.TATA Technologies Ltd., Pune, Master Trainer Programme has been launched to train the trainers in Industry 4.0 standard trades. 180 Instructors are being trained as Master Trainers and this will be completed by July 2023.

3.32. SHORT-TERM TRAINING

Short-term training is provided in Government Industrial Training Institutes in collaboration with Tamil Nadu Skill Development Corporation for school drop outs. Day scholars

are provided with transportation allowance and hostelers are provided with boarding and lodging charges. The training duration is for 3 months. Certificates are also issued to successful candidates.

The Government ITIs are empanelled with TNSDC as training centers and are providing training in automobile, production, electrical, electronics, information technology and construction sectors. 470 youth are undergoing training in Government ITIs.

3.33. INTERNSHIP TRAINING PROGRAMME

Internship is an intrinsic part of the training which aims at imparting industry oriented situations and hands on experience to all the students. It helps the students of the Institute to be Industry-ready. To provide On the Job Training (OJT), to make the students aware of industrial environment and to

equip them with necessary skills for immediate employment, this training programme is being conducted for the students of Government ITIs in relevant industries in the State.

3.34. DUAL SYSTEM OF TRAINING

“Dual System of Training” enables the industries to partner with ITIs for conducting training programmes under high employability courses to fulfil the needs of industries. Under this scheme, theory portion and basics about safety and tools, equipment along with practical is conducted in the ITIs. Industry relevant practical training is provided in the industry. A tie up in the form of MoU is made by the ITI with the industry where these students would be placed for the industrial training component. This year 20 Government ITIs and 5 Private ITIs are implementing “Dual System of Training” in tie up with 45 industries.

841 students are undergoing training.

3.35.TEXT BOOKS IN TAMIL LANGUAGE

To provide effective skill training to all the students of Government and Government Aided Private ITIs, textbooks are being prepared in Tamil through M/s.NIMI, Chennai at a cost of Rs.6.80 Crore. This will go a long way in improving learning outcomes.

3.36.RATIONALISATION OF TRADES

To enhance the requirement of skilled workforce to meet the demand of the industries and to make the youth in the State employable, the courses in Government ITIs have been rationalized and new age trades viz., Interior Design and Decoration, Smart Phone Technician cum App Tester, IoT Technician (Smart Health Care), Tourist Guide, Watch & Clock Repair have been started by restructuring unpopular

and low admission trades in Government ITIs throughout the State.

3.37. IT MONITORING CELL

An IT Monitoring Cell has been established at headquarters and regional level to monitor and support all IT related activities of this Department. This cell is continuously monitoring the training given to students through virtual classrooms, smart classrooms and language-cum soft skill labs. They are also co-ordinating online admissions and Computer Based Test (CBT) examination to ensure transparency in admission and accuracy in examination assessment.

3.38. BRANDING OF GOVERNMENT ITIs

Convocation ceremonies are being conducted for ITI graduates to instil a sense of pride by inviting Ministers, Members of

Parliament, Members of Legislative Assembly, District Collectors, Industrialists and other dignitaries. This has enhanced the visibility of ITIs and has created a brand for ITIs in the State which in turn has increased enrolment and reduced drop outs. Apart from the convocation ceremonies outreach programs such as Annual Day celebrations, Parent Teachers meeting, industry and alumni networking etc., are also being conducted in all Government ITIs across the State. To carry out the above activities a sum of Rs.1.00 lakh is sanctioned by the State Government to each ITI.

3.39. SPORTS ACTIVITIES

In order to ensure holistic personality development of the students sports and games are encouraged in the ITIs. Sports events are being conducted in Industrial Training Institutes at Institute level, Regional level and State level

every year.

Regional level sports is organised for Government and Private Industrial Training Institutes and the winners participate in the State level sports. To carry out the sports activities a sum of Rs.2.00 lakh is sanctioned for State level sports tournament while Rs.15.00 lakh is sanctioned for Regional Sports meets by the State Government.

3.40. NEW GOVERNMENT ITIs IN UNSERVED AREAS

New Government ITIs have been started in the State in following unserved areas at a cost of Rs.97.55 Crore to provide skill training:

Sl. No.	District	Name of the ITI
1.	Coimbatore	Valparai
2.	Cuddalore	Mangalur
3.	Dharmapuri	Harur

Sl. No.	District	Name of the ITI
4.	Dindigul	Oddanchathiram
5.	Krishnagiri	Thenkanikottai
6.	Perambalur	Kunnam
7.	Ramanathapuram	Kadaladi
8.	Sivaganga	Manamadurai
9.	Thiruvallur	Gummidipoondi
10.	Tiruvannamalai	Cheyar
11.	Virudhunagar	Thiruchuli

3.41. MODERN MACHINERY, TOOLS & EQUIPMENTS TO GOVERNMENT ITIs

With a view to provide skill training with modern machinery, tools and equipment in line with the current changing industrial requirements old and out-dated machinery and equipment are being replaced with new machinery and equipment at a cost of Rs.20.00 Crore in 57 Government Industrial Training Institutes.

3.42. TRANSFORMING GOVERNMENT ITIs AS INDUSTRY 4.0 TECHNOLOGY CENTRES

The steps taken by the State Government to transform Government ITIs into Industry 4.0 Technology Centres is indeed a path breaking initiatives. The State Government has launched this project in collaboration with TATA Technologies Ltd. led conglomeration of leading global industry partners.

The first of its kind, this project attempts to set a benchmark for technological development of Government ITIs. This project aims at establishing modern technology centres to facilitate innovations, skill development of students and industry professionals, who can be absorbed as skilled resources in manufacturing industry as well as to encourage entrepreneurship.

The modern Industry 4.0 Technology Centres will facilitate skill training in machinery, equipment, tools, hardware, software and services covered through the following 5 Long-term skill training trades and 23 Short-Term skill training courses.

Long-Term Courses

S. No.	Name of the Course	Duration
1.	Manufacturing Process Control and Automation	1 Year
2.	Industrial Robotics and Digital Manufacturing Technician	1 Year
3.	Mechanic Electric Vehicle	2 Years
4.	Basics Designer and Virtual Verifier (Mechanical)	2 Years
5.	Advanced CNC Machining Technician	2 Years

Short-Term Courses - 3 Months Duration

Sl. No.	Name of the Course	S. No.	Name of the Course
1.	Innovation and Design Thinking	13.	Electrical Vehicle
2.	Fundamentals of Product Design	14.	Internet of Things
3.	Product Design & Development	15.	Advance Machining (Mill)
4.	Auto Electrical Design & Development	16.	Advance Machining (CNC Lathe)
5.	Product Verification and Analysis	17.	Advance Machining (Rotary 4 th Axis Mill)
6.	Computer Aided Manufacturing	18.	Advanced Additive Manufacturing
7.	Advanced Computer Aided Manufacturing	19.	Advanced Welding
8.	Process Control & Automation	20.	Advanced Painting Technology
9.	Fundamentals of Automobile Engineering	21.	Industrial Robotics I
10.	Advanced Automobile Engineering	22.	Industrial Robotics II

Sl. No.	Name of the Course	S. No.	Name of the Course
11.	Automobile Maintenance, Repair and Overhaul	23.	Advanced Plumbing
12.	Auto Electrical Maintenance		

For implementing this novel project, Government have sanctioned Rs.2,877.43 Crore, out of which, Rs.264.83 Crore is earmarked for the construction of pre-fabricated workshop. Creation of training infrastructure is shared between the State Government and M/s. TATA Technologies Ltd., Pune in the ratio of 12.5:87.5 that includes procurement of machinery, tools and equipment, hardware and integration of relevant software applications. This project shall also create additional seating capacity of 5,140 in 71 Government ITIs besides other benefits.

Construction and establishment of Industry 4.0 Technology labs will be completed by the scheduled timeline i.e., June 2023 and courses will commence from August 2023. This initiative will go a long way to bridge the gap between industry requirements and the availability of skilled labour in the State.

3.43.INDUSTRY INSTITUTE INTERFACE

As ITIs are producing skilled manpower continuously to match the industrial requirements, participation of industries in training methodologies helps ITIs train students in latest technologies. This also involves transfer of industrial knowledge and experience. To achieve this goal, the following leading Industries are extending their support to Government ITIs by upskilling the instructors of ITIs in latest technological developments to replicate the same to

ITI students. Besides these industries are also providing shop floor experience, industrial visits, internship training as well as guest lectures to the students by industry executive so as to bridge the gap between industrial expectations and actual training outputs. To implement these activities MoUs have been signed between Government Industrial Training Institutes and relevant Industries:

- Samsung India Pvt. Ltd., Chennai.
- Brakes India Pvt. Ltd., Chennai.
- India Pistons Pvt. Ltd., Chennai.
- Hi-Tech Arai Ltd., Madurai.
- JBM Automobiles Ltd., Chennai.
- ZF Technologies Ltd., Chennai.
- Igarashi Motors India Ltd., Chennai.
- Power Grid Corporation of India,
Chennai.
- Carborundum Universal Ltd., Ranipet.

- Venus Home Appliances, Thoothukudi.
- WABCO India Ltd., Chennai.
- Simpson & Co. Ltd., Chennai.
- Daikin Air Conditioning Pvt. Ltd.,
Chennai.

4. DIRECTORATE OF MEDICAL AND RURAL HEALTH SERVICES

(Employees State Insurance Scheme)

The Employees State Insurance (ESI) Scheme is a comprehensive Social Security Scheme for the insured persons and their families working in the organised sectors. The ESI Scheme is administered by a corporate body called the 'Employees State Insurance Corporation' as per the provisions of the ESI Act, 1948.

The ESI Scheme is being implemented in Tamil Nadu since 23rd January 1955 for the coverage of insured persons and their families in the event of sickness, maternity, disablement and death due to employment injury or occupational diseases.

At present the ESI Scheme is catering to the medical requirements of 35.60 lakh

beneficiaries and their dependents who are 1.07 crore in number (i.e. their spouse, children and parents of Labourers) all over Tamil Nadu. The ESI Schemes not only provide full primary, secondary and tertiary medical care to the insured persons and their family members, but also cash compensation for any loss of wages or earning capacity.

4.1. ELIGIBILITY CRITERIA FOR ENROLMENT IN ESI SCHEME

1. The ESI Scheme applies to factories and other establishments wherein 10 or more persons are employed.
2. All Employees drawing monthly salary up to Rs.21,000/- are eligible for enrolment in the ESI scheme.

3. The ESI scheme is applicable to differently abled employees who are drawing monthly salary upto Rs.25,000/-.
4. The Employees earning upto Rs.176/- a day are exempted from payment of their share of contribution.

4.2. SCHEME FUNDING

A monthly contribution at a fixed rate of 0.75% and 3.25% of their wages is paid by the employees and employers respectively as their contribution to avail the benefits of the ESI Schemes (w.e.f. 01.07.2019).

The ESI Corporation and the State Government are sharing the expenditure in the ratio of 7:1. The ESI Corporation reimburses 7/8th of the total expenditure incurred towards the implementation of the ESI scheme to the State Government.

4.3. NETWORK OF ESI HOSPITALS AND DISPENSARIES

In Tamil Nadu, medical care is provided through a network of 235 ESI dispensaries and 10 ESI hospitals.

S. No.	Details of ESIS / ESIC Hospitals	Head of the Department
1.	ESI hospitals Ayanavaram, Madurai, Sivakasi, Salem, Hosur, Tiruchirappalli and Vellore.	Directorate of Medical and Rural Health Services (ESIS), Government of Tamil Nadu.
2.	Government Medical College and ESI Hospital, Coimbatore.	Directorate of Medical Education, Government of Tamil Nadu.
3.	ESI hospitals K.K. Nagar and Tirunelveli	Directly run by the ESI Corporation, New Delhi

Further, Super Specialty Services are also being provided to the insured persons and their family members through tie-up private hospitals.

4.4. ADMINISTRATIVE SETUP OF ESI SCHEME IN TAMIL NADU

The Director of Medical and Rural Health Services (ESI) is in-charge of the administration of ESI Scheme throughout Tamil Nadu.

There are 235 ESI dispensaries presently functioning throughout the State headed by the 7 Regional Administrative Medical Officers (ESI) at Chennai, Coimbatore, Madurai, Salem, Tiruchirappalli, Tirunelveli and Vellore.

There are 7 ESI hospitals presently functioning in the State headed by the Medical Superintendents under the administrative control of Director of Medical and Rural Health Services (ESI).

4.5. AYUSH UNITS UNDER ESI SCHEME

A combined treatment of Ayurveda, Yoga, Unani, Siddha and Homeopathy (AYUSH) is also

extended to the insured persons in addition to allopathic treatment facilities.

S. No.	AYUSH Units	ESI hospitals	ESI dispensaries
1.	Ayurveda	8	13
2.	Yoga	8	--
3.	Unani	3	3
4.	Siddha	8	43
5.	Homeopathy	3	3

4.6. BENEFITS OF ESI SCHEME

The contribution paid by the employee and employer under the ESI Scheme helps the insured person from any extra burden on his savings or earnings, during urgent medical conditions and other contingencies.

The various social security benefits being provided by the ESI Scheme to the insured persons and their dependents are as follows:

1. Medical Benefit

Medical benefits extended by ESIC, include (a) Primary Care (Out-patient) & Secondary Care (in-patient) (b) Super Specialty Treatment (SST) for self and family from day one of entering insurable employment through ESI hospitals and a network of private tie-up hospitals.

2. Maternity Benefit

Maternity benefit for confinement / pregnancy is payable for twenty-six (26) weeks, which is extendable by further one month on medical advice at the rate of full

wage subject to contribution for 70 days in the preceding two contribution periods.

3. Dependent's Benefit

The Dependant's benefit is paid at the rate of 90% of the wage in the form of monthly payment to the dependents of the deceased insured person in cases where death occurs due to employment injury or occupational hazards.

4. Sickness Benefit

The sickness benefit is payable in the form of cash compensation at the rate of 70% of wages to insured workers during the periods of certified sickness for a maximum of 91 days in a year. In order to qualify for sickness benefit the insured worker is required to contribute for

78 days in a contribution period of 6 months.

5. Extended Sickness Benefit

In the case of insured persons suffering from 34 malignant and long-term diseases sickness benefit is extendable upto two years at an enhanced rate of 80 percent of wages.

6. Enhanced Sickness Benefit

Insured persons in the productive age group are eligible for enhanced sickness benefit for undergoing sterilization operation viz. Vasectomy / Tubectomy.

Enhanced sickness benefit equal to full wage is payable to insured persons undergoing sterilization for 7 days /

14 days for male and female workers respectively.

7. Disablement Benefit

a) Temporary Disablement Benefit

From day one of entering insurable employment & irrespective of having paid any contribution in case of employment injury, temporary disablement benefit is provided to the insured persons at the rate of 90% of wage every month as long as disability continues.

b) Permanent Disablement Benefit

For permanent disabilities occurring during duty, the permanent disablement benefit is payable for life time of the insured

persons and the workers are eligible from the initial day of entering insurable employment.

The benefit is paid at the rate of 90% of wage in the form of monthly payment depending upon the extent of loss of earning capacity as certified by a Medical Board.

8. Unemployment Allowance

a) Rajiv Gandhi Shramik Kalyan Yojana

Unemployment allowance is payable in case of involuntary loss of employment due to closure of factory, retrenchment or permanent invalidity due to injury. The allowance is payable for a maximum period of two years during

life time in which 50% the average daily wages for the first 12 months and 25% for the next 12 months is paid apart from medical treatment upto 24 months.

b) Atal Beemit Vyakti Kalyan Yojana

The ESI Corporation provides a relief not exceeding 25% pay in the form of cash compensation upto ninety days, once in a lifetime, for being rendered unemployed to those insured persons who have completed two years of insurable employment and contributed not less than seventy-eight days in each of the four contribution periods. The Scheme was introduced w.e.f. 01.07.2018.

4.7. OTHER BENEFITS UNDER THE ESI SCHEME

❖ Funeral Benefit

On the death of an insured person funeral benefit of Rs.15,000/- is payable to the dependents or to the person who performs last rites. This benefit accrues from day one of entering insurable employment.

❖ Confinement Expenses

The insured woman or the wife of an insured person is paid an allowance of Rs.7,500/-, in case of confinement occurring in a place where necessary maternity facilities under ESI Institution are not available.

❖ **Old Age Medical Care**

Old age medical care is provided to the insured person after retirement on attaining the age of superannuation or after availing VRS / ERS. The same is extended to the insured persons who had to leave the service due to permanent disability also.

❖ Benefits provided are :

- Free supply of physical aids such as crutches, wheel chairs, dentures, spectacles and hearing aids.
- Preventive health care services such as immunisation, HIV / AIDS detection and treatment.
- Benefits available under National Programmes for Family Welfare and TB control.

4.8. HOSPITAL DEVELOPMENT COMMITTEE

The hospital development funds are provided to the ESI hospitals and ESI dispensaries through the hospital development committee for the maintenance and also for the purchase and repair of medical equipment. The hospital development committee meets once in two months and is directly funded by the ESI Corporation.

4.9. REIMBURSEMENT OF MEDICAL EXPENSES INCURRED IN PRIVATE HOSPITALS BY THE ESI BENEFICIARIES

Package deal (Tie-up hospitals)

There are 93 speciality and 124 super speciality private tie-up hospitals for providing cashless treatment under package deal (CGHS Rate) to the insured persons and their

family members. Based on the referral recommendations made by the Medical Officers of the ESI dispensaries and the Medical Superintendent of the ESI hospitals, the insured persons and their family members are admitted to tied-up private hospitals. Cashless treatment is provided to them and the hospital bills are directly settled under the package deal agreement signed by the hospitals concerned with the Director of Medical and Rural Health Services (ESI), Chennai.

4.10. OPENING OF NEW ESI DISPENSARIES

The following ESI dispensaries were newly opened in the year 2022 & 2023 :

S. No.	Name of the ESI Dispensary	Date of functioning
1	Duraisamipuram	01.07.2022
2	Paramakudi	01.09.2022
3	Bargur	01.10.2022

S. No.	Name of the ESI Dispensary	Date of functioning
4	Mannachanallur	01.10.2022
5	Perambalur	01.10.2022
6	Yercaud	01.11.2022
7	Aravakurichi	01.11.2022
8	Oddanchatram	01.12.2022
9	Athipattu	01.02.2023
10.	Uthukkotai	01.02.2023

4.11. SUPPLY OF LIFE SAVING DRUGS TO INSURED PERSONS

Based on the requirements of the ESIS hospitals and ESIS dispensaries, all the essential and supplementary drugs are procured and supplied as and when, through Central Rate Contract (CRC).

Other than this, all lifesaving drugs for the patients in Oncology, Haematology and Nephrology specialists are also provided

immediately as per the recommended requirements.

4.12. STRENGTHENING OF FACILITIES IN ESIS HOSPITALS

Specialists have been appointed in all the 7 ESIS hospitals based on the requirement. Further under graduate doctors have been replaced with post graduates' doctors for improving the performance of the ESI hospitals and for providing better services to the insured persons and their family members.

4.13. PURCHASE OF EQUIPMENTS UNDER PROJECT IMPLEMENTATION PLAN (PIP)

Based on the sanction order of the ESI Corporation, New Delhi under the PIP 2020 – 21 the Tamil Nadu Government have issued orders for an amount of Rs.23 Crore towards the

purchase of equipment for the ESI hospitals and ESI dispensaries. The equipment are being purchased and supplied to respective ESIS hospital and ESI dispensaries through Tamil Nadu Medical Services Corporation (TNMSC) and GeM Portal.

4.14. CONSTRUCTION OF NEW 100 BEDDED ESI HOSPITALS

The ESI Corporation has proposed to construct new 100 bedded ESI hospitals at Tiruppur, Sriperumbudur, Kanniyakumari, Vaniyambadi, Dindigul, Thoothukudi and Ranipet. Work is already progressing in Tiruppur, Sriperumbudur and Thoothukudi.

4.15. ALLOCATION AND EXPENDITURE

S. No.	Year	Budget Estimate (in Rs.)	Actual Expenditure Incurred (in Rs.)
1.	2019-2020	572,06,81,000	571,96,33,000
2.	2020-2021	606,07,73,000	603,49,67,000
3.	2021-2022	542,56,07,122	542,06,76,340
4.	2022-2023	638,44,07,000	469,41,80,000 (as on 28.02.2023)

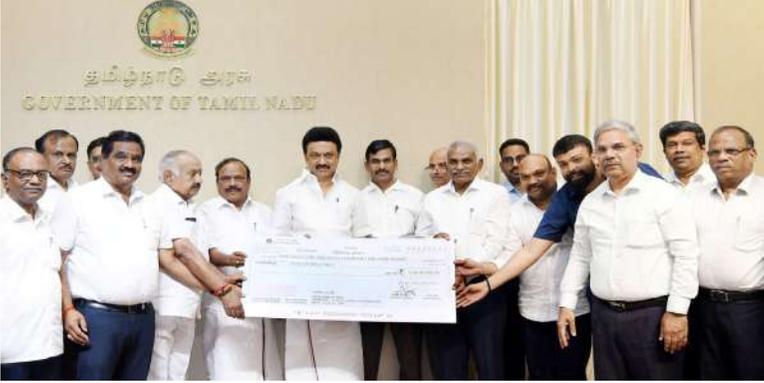
4.16. ESIC COVID-19 RELIEF SCHEME

In the event of unfortunate death of an insured worker covered under ESI Act, 1948 due to COVID-19, 90% of the average wages of the deceased worker is to be distributed amongst the eligible dependents every month. The spouse of the deceased worker is also eligible for medical care on nominal contribution of Rs.120/- per year.

Covid Relief Scheme (CRS)			
Year	Number of deceased Insured Persons	Number of Beneficiaries	Amount paid for the year (in Rs.)
2021 (June 2021 to December 2021)	335	730	3,47,89,197/- (to 730 Beneficiaries)
2022 (January 2022 to December 2022)	76	255	5,37,71,724/- (to 985 Beneficiaries)
2023 (January 2023 to 17.02.2023)	2	5	1,22,93,266/- (to 990 Beneficiaries)
TOTAL	413	990	10,08,54,187/-

C.V. GANESAN
MINISTER FOR LABOUR WELFARE AND
SKILL DEVELOPMENT

LABOUR DEPARTMENT



On 04.02.2023, representatives of the Fire and Match Manufacturers Association from the Virudhunagar district presented the Hon'ble Chief Minister of Tamil Nadu with their one-time contribution (corpus fund) of Rs.5.02 crore to the Tamil Nadu Fire and Match Workers Welfare Board.

DIRECTORATE OF INDUSTRIAL SAFETY AND HEALTH



Two books on "Abolition of Bonded Labour System – Initiatives of Government of Tamil Nadu" and "Child Labour Elimination – Initiatives of Government of Tamil Nadu" released by Hon'ble Chief Minister of Tamil Nadu on 23.02.2023 in the presence of Chief Secretary to Government.

LABOUR DEPARTMENT



Housing Facilities Scheme Assistance to the registered workers of the Tamil Nadu Construction Workers Welfare Board has been given to the 5 registered construction workers by the Hon'ble Chief Minister of Tamil Nadu on 15.11.2022.

DEPARTMENT OF EMPLOYMENT AND TRAINING (EMPLOYMENT WING)



Hon'ble Chief Minister of Tamil Nadu Thiru M.K. Stalin issued one lakhth placement order on 15.10.2022 in the Mega Job fair conducted at New College, Chennai.

**DEPARTMENT OF EMPLOYMENT AND TRAINING
(EMPLOYMENT WING)**



Hon'ble Chief Minister of Tamil Nadu Thiru M.K. Stalin interacted with the employers at the Mega Job fair held at New College, Chennai on 15.10.2022.



Hon'ble Chief Minister of Tamil Nadu participated and interacted with employers and jobseekers in the Job Fair held at New College, Chennai on 15.10.2022.

**DEPARTMENT OF EMPLOYMENT AND TRAINING
(TRAINING WING)**



Memorandum of Agreement (MoA) signed between Government of Tamil Nadu and M/s. TATA Technologies Private Limited, Pune on 14.06.2022 in the presence of Honourable Chief Minister of Tamil Nadu to transform Government Industrial Training Institutes as Technology Centers.

**DEPARTMENT OF EMPLOYMENT AND TRAINING
(EMPLOYMENT WING)**



Hon'ble Minister for Youth Welfare and Sports Development, Thiru Udhayanidhi Stalin inaugurated the free coaching classes for Competitive Examinations at Presidency College, Chennai on 18.01.2023.

DIRECTORATE OF INDUSTRIAL SAFETY AND HEALTH



“Action plan for preventing accidents in Firework factories in Virudhunagar district” discussed on 28.09.2022 under the chairmanship of Hon’ble Minister for Revenue and Disaster Management in the presence of Hon’ble Minister for Labour Welfare and Skill Development and Chief Secretary to Government.



Conference on Fireworks Safety conducted on 12.12.2022 under the Chairmanship of Hon’ble Minister for Revenue and Disaster Management, Hon’ble Minister for Industries and Hon’ble Minister for Labour Welfare and Skill Development at Amathur, Virudhunagar.

LABOUR DEPARTMENT



Safety Kits were distributed to the registered construction workers by Hon'ble Minister for Labour Welfare and Skill Development on 16.08.2022.

DIRECTORATE OF MEDICAL AND RURAL HEALTH SERVICES (ESIS)



Hon'ble Minister for Labour Welfare and Skill Development convened a Review Meeting on 05.01.2023 at ESI Hospital Ayanavaram.

**DEPARTMENT OF EMPLOYMENT AND TRAINING
(EMPLOYMENT WING)**



Free Coaching Classes for SSC (CGL)-2022 Competitive Examination was inaugurated by the Chief Secretary to Government at Kannagi Nagar, Chennai on 23.11.2022.

**DEPARTMENT OF EMPLOYMENT AND TRAINING
(TRAINING WING)**



Practical Training in Machinist trade at Government Industrial Training Institute, Tiruchirappalli.

