

# CHAPTER I

## INTRODUCTION

### *Objectives of the Ministry*

The Ministry of Labour and Employment is responsible for laying down policies in respect of labour matters including industrial relations, co-operation between labour and management, settlement of labour disputes, regulation of wages and other conditions of work and safety, women labour and child labour, labour welfare, social security etc. besides, development and administration of employment service and training of craftsmen on national basis.

The implementation of the policies in regard to the above matter is the responsibility of the State Governments subject to control and direction of the Central Govt. except in the case of labour employed in Railways, Mines, Oilfields, Banking and Insurance Companies having branches in more than one State, major Ports and Central Government Undertakings where the Central Government retains the responsibilities in labour matters including employment and training and tenders technical advice as and when necessary.

### *Functions*

To Promote harmonious relations between labour and management and to regulate wages and other conditions of work in the central sphere.

To ensure speedy implementation of labour law awards, agreements, Code of Discipline etc. for improving industrial relations, with regard to units in which central Government is the appropriate Government.

To conduct evaluatory studies of implementation of labour laws, industrial relations, personnel policies and practices etc., in Public Sector Undertakings.

To regulate working conditions and safety in mines and factories.

To prepare ground work for the formulation of National Wage Policy and maintain data on wages, all allowances and other related matters.

To collect and publish statistics to conduct enquiries, surveys and research studies on various labour subjects.

To conduct programmes relating to employment potential of scheduled caste and scheduled tribe candidates through Coaching-cum-Guidance Centres.

To provide amenities to workers employed in the mining industry and beedi manufacturing.

To assist in rehabilitation of bonded labour.

To provide welfare measures for certain sections of the unorganised labour.

To undertake training, education, research and consultancy service in the field of industrial relations and labour in general.

To educate all sections of workers for their intelligent participation in social and economic development of the nation.

To monitor the running of social security schemes viz Employees Provident Fund Organisation and Employees State Insurance Corporation.

Policy framework for National Employment Service, Implementation of National Vocational Training Programme.

### ***Organisational set up***

The objectives are sought to be achieved by the main Ministry through its attached and subordinate offices and autonomous bodies. The important offices and organisations under the Ministry are listed below :-

1. Directorate General of Employment and Training.
2. Organisation of the Chief Labour Commissioner (Central).
3. Directorate General of Factory Advice Service and Labour Institute.
4. Directorate General of Mines Safety.
5. Directorate General of Labour Bureau.
6. Central Government Industrial Tribunals.
7. Offices of Labour Welfare Commissioners.
8. Employees' Provident Fund Organisation.
9. Employees' State Insurance Corporation
10. Central Board for Workers Education.
11. V.V. Giri National Labour Institute.
12. Board of Arbitration (JCM)

## ***List of Major Programmes/schemes implemented by the Ministry, its Mandate, Goals & policy***

### **1. RESEARCH AND STATISTICS**

Labour Bureau, an attached office of Ministry of Labour & Employment, has made a significant contribution in the field of collection, compilation and dissemination of statistics on different aspects of labour as well as in compilation & maintenance of Consumer Price Index (CPI) Numbers for different categories of workers. It also carries out studies and surveys on labour related matters.

The Bureau also renders necessary assistance to a number of Central Agencies as well as to the States for conducting training programmes in (i) Labour Statistics at State/District/Unit levels as well as on (ii) CPI Numbers. In addition, it brings out a number of regular and ad-hoc publications.

#### **The important Plan and Non Plan activities of the Bureau, inter-alia, include: -**

1. Compilation and maintenance of the Consumer Price Index Numbers for a) Industrial Workers; b) Rural Labourers and (c) Agricultural Labourers; and also Retail Price Indices for selected essential commodities in rural & urban areas; and Wage Rate Indices..
2. Review of the implementation of the various labour laws enacted for the protection and welfare of working class by collecting returns as prescribed under the Statutes as also on voluntary basis and presenting them in an analytical form on regular basis.
3. Planning and conducting surveys and empirical studies on regular/ad hoc basis with a view to study various aspects of problems and aspirations of workers in rural/agricultural sectors and other segments of workers engaged in organised and unorganised sectors.
4. Imparting training with a view to improve the response and quality of Labour Statistics.
5. Dissemination of Labour statistics by bringing out regular publications such as, Indian Labour Journal (Monthly), Indian Labour Statistics (Annual), Indian Labour Yearbook (Annual), Pocket Book of Labour Statistics (Annual) and Reviews of various labour enactments as well as other ad-hoc publications/survey reports.

#### **Details of Plan activities of Labour Bureau are given below :-**

Labour Bureau undertakes the following activities under its plan scheme-"Labour & Employment Statistical System".

**(I) Consumer Price Indices:**

Labour Bureau compiles and maintains the following series of Consumer Price Index (CPI) Numbers every month.

- a) Consumer Price Index Numbers for Industrial Workers on base 2001=100 in respect of 78 selected industrial centres and All-India.
- b) Consumer Price Index Numbers for Rural and Agricultural labourers on base 1986-87=100 in respect of 20 States and All-India.

**CPI-IW:**

In keeping with the ILO Recommendation, the Family Income and Expenditure Surveys need to be conducted at intervals not more than 10 years. The Govt. of India conducted a working class family income & expenditure survey during 1981-82 at 76 selected centres with a view to revise the base and weighting diagrams and to prepare a new series of index numbers on base 1982=100 in respect of all the 76 centres out of which 70 centres were the constituents of the All-India index and the remaining 6 centres were being compiled as additional centres. The index on base; 1982=100 were compiled w.e.f. Oct., 1988 to Dec., 2005.

Subsequently a Fresh Working Class Family Income & Expenditure Survey was conducted during the year 1999-2000 with the view to revise the base and weighting diagrams and to prepare a new series of index numbers on base 2001=100 in respect of all the 78 centres constituent of all India index. The indices on new base i.e., 2001=100 is being compiled and released with effect from the index of Jan., 2006.

**CPI-AL/RL:**

A series of Consumer Price Index Numbers for Agricultural Labourers was being compiled, published and maintained on month to month basis regularly. The base of this series was 1960-61=100 upto October, 1995. Acting upon the recommendations of the various international and national technical fora concerning the subject, the old series was replaced by the new series with base 1986-87=100 with the index for the month of November, 1995. While the outgoing series was being compiled for agricultural labourers alone, in the new series two separate indices each for agricultural labourers and rural labourers are being compiled. In the new series the spatial coverage has also been increased from 15 to 20 States alongwith the increase in the number of sample price villages from 422 to 600. Besides the coverage, many technical improvements have been introduced in the new series. In pursuance of the recommendations of the Technical Advisory Committee on SPCL, the existing series (base 1986-87=100) is also to be replaced by new series. Periodical updating of the series of CPI Numbers as recommended by ILO and other agencies is done by revising weighting diagrams revised on the basis of household consumer expenditure as

revealed by the NSS rounds of Rural Labour Enquiries.

### **Retail Price Indices:**

On the basis of price data collected for compilation of Consumer Price Index Numbers for Industrial Workers on base 2001=100, Labour Bureau compiles monthly Retail Price Indices for 31 selected commodities in urban areas for 78 selected centres every month. These indices are supplied to the Department of Civil Supplies, Government of India every month for monitoring the prices of these commodities so as to take timely remedial action to check/regulate the prices of these essential items. Labour Bureau is also compiling RPI for selected commodities for Rural areas.

### **(II) Occupational Wage Survey:**

The aim of Occupational Wage Surveys (OWS) is for providing occupation-wise data on employment, wage rates and earnings of industrial workers in selected industries, studying inter-industry and intra-industry occupational wage differentials, evaluating of the Equal Remuneration Act, 1976, etc.

Besides, statistics on occupation-wise employment and wage rates, component wise, data on earnings are also generated through this survey. The data on employment and wage rates, inter-alia, serve the base for compilation of Wage Rate Index Numbers. So far, five rounds of OWS has been conducted in 1958-59, 1963-65, 1974-79, 1985-92 and 1993-99. Reports in respect of all the industries covered during these rounds of OWS has been released. In the 6th round of OWS 56 industries consisting of 45 Manufacturing, 4 Mining, 3 Plantations and 4 Service Sector industries are proposed to be covered. The Field Survey in respect of 4 Service Sector Industries, three Plantations & one Tea Processing Industry and 4 Mining Industries and 5 Textile Industries have already been completed, reports printed and released. Field survey in respect of and Textile Garment Industries has been completed and the report uploaded on the web-site of Labour Bureau. Field work in respect of Ten Engineering Industries has been completed and the report in under finalization. The field survey in 9 Engineering Industries is in progress.

### **(III) Socio Economic Surveys of Different Segments of Labour:**

The scheme has four components viz. the studies on the (i) Socio-economic Conditions of Women Workers in Industries, (ii) Working and Living Conditions of Workers engaged in Unorganised Sector industries/employments, (iii) Survey of Working and Living Conditions of Labour belonging to Scheduled Castes/Scheduled Tribes Communities and (iv) Evaluation of the Implementation of the Minimum Wages Act, 1948.

i) The study on Socio-economic Conditions of Women Workers in industry seek to analyse the Working and Living Conditions of Women Workers and the welfare facilities available to them vis-a-vis various labour laws. The studies cover women workers in organised and unorganised sectors. Twenty one surveys on the socio-economic conditions of women workers in different industries have been conducted and reports on twenty surveys have been released. The latest survey has been conducted in Plantation Sector and the collected data has been tabulated and the report is under finalization.

ii) The Unorganised Sector surveys aim at collection of data on Working and Living Condition of workers in the Unorganised Sector of Industries. Thirty one such surveys have been conducted so far in the sectors identified for the purpose and thirty reports have been released. Last survey (31<sup>st</sup>) was conducted in Leather Industries. The collected data was tabulated and the reports are under finalisation.

iii) The survey on Working and Living Conditions of Scheduled castes/Scheduled Tribes Communities were initially important centres respectively. However, on the recommendation of Inter Department Direction Committee in 1999, the scope of the SC surveys has been enlarged to cover the clean occupations and neighbouring villages also with effect for the survey conducted at Jaipur centre. So far, 17 surveys (9 SC, & 8 ST) have been conducted and reports thereon released.

iv) The studies on Evaluation of the implementation of the Minimum Wages Act, 1948 aim at evaluating the extent to which the provisions of the Minimum Wages Act, 1948 have been implemented in various Scheduled Employments. Initially, the studies were taken up in the Agriculture Sector but subsequently, the scope was enlarged to cover Bauxite Mines and Building and Construction in the Central Sphere and Tobacco (including Bidi Making) manufactories and Building and Construction in the State Sphere. So far, 27 surveys have been conducted. The reports have been released in respect of the 25 studies. The latest surveys i.e. 26th & 27th were conducted in Stone Breaking and Stone Crushing Industry in Gujarat and Karnataka States. Tabulation of data and drafting of reports have been completed and the reports are under finalisation.

#### **(IV) Annual Survey of Industries-Extension to Sample Sector (Factories)**

The collection of labour statistics under the Annual Survey of Industries (Sample Sector of Factories) envisages collection of statistics on Absenteeism, Labour Turnover, Earnings, Employment and Labour Cost. The factories not covered under Census Sector are covered on sample basis under the Sample Sector. The Sample Sector was introduced w.e.f. 1976-77 round of ASI. Under this scheme the data is collected by NSSO, while tabulation, analysis of data and bringing out of reports are the responsibilities of Labour Bureau. The "Report on "Statistics on Employment and Labour Cost-Vol. I" for the year 2004-05 and "Report on Absenteeism, Labour Turnover, Employment and Labour Cost –

Vol. II” based on data ASI 2004-2005 have been finalized and released. Report on “Statistics on Employment and Labour Cost-Vol. I” for the year 2005-06 and “Report on Absenteeism, Labour Turnover, Employment and Labour Cost –Vol. II” based on data ASI 2005-2006 are under finalisation.

The Standing Committee on Industrial Statistics has recommended that the Scope of ASI be extended to all the factories registered under Section 85 of the Factories Act, 1948. Majority of these units come under the purview of Sample Sector.

#### **(V) Rural Labour Enquiry**

It has been the endeavor of the Government of India to alleviate poverty, particularly in the rural areas by formulating and implementing various target group oriented anti-poverty rural development programmes. Thus, the need for adequate data for formulating such action programmes was greatly felt. With this end in view, Rural Labour Enquiry (RLE) is intended to collect and analyze data on quinquennial basis on various socio-economic aspects viz., Employment & Unemployment, Consumption Expenditure, Indebtedness and Wages & Earnings of rural and agricultural labourers. The RLE is also aimed at throwing up data on household consumption expenditure of the rural/agricultural labourers for drawing weighting diagrams for updating of the series of Consumer Price Index Numbers for Agricultural and Rural Labourers. The first Agricultural Labour Enquiry was conducted in 1950-51 followed by the second in 1956-57. The scope of the subsequent enquiries was enlarged to cover all the rural labour households. Hence, the third enquiry in the series, known as the first Rural Labour Enquiry (RLE), was conducted in 1963-65 followed by that in 1974-75. The third, fourth, fifth, sixth, seventh and eighth Rural Labour Enquiries were conducted during 1977-78, 1983, 1987-88, 1993-94, 1999-2000 and 2004-2005 respectively. With the integration of field work of RLE with the general Employment & Employment Survey of NSSO in 1977-78 with a view to narrowing down the gap between two successive rounds of the Enquiry, all subsequent enquiries are being conducted quinquennially to provide time series data. The data pertaining to Agricultural and Rural Labour Households collected under each of the quinquennially surveys conducted by NSSO are processed by Labour Bureau and reports on different aspects of Agricultural/Rural Labour Households viz., Indebtedness, Consumption Expenditure, Wages & Earnings, Employment & Unemployment and General Characteristics of Rural Labour Households are brought out.

#### **The main objectives**

- (I) To provide up-to-date serial data for building up of reliable estimates of important socio-economic characteristics of Rural Labour in general and Agricultural Labour in particular. The data collected under the enquiries pertain to demographic structure, extent of employment & unemployment,

wages and earnings, household consumption expenditure and indebtedness, etc.

- (ii) To provide data on consumption expenditure for the purpose of derivation of weighting diagram for updating the series of CPI Numbers separately for Agricultural and Rural Labourers which serve as a guiding factor in the fixation and revision of minimum wages in the scheduled employments in rural areas under the Minimum Wages Act, 1948.
- (iii) To collect, compile and publish wage rate data in respect of 18 agricultural and non-agricultural occupations. These data are of immense use for drawing up appropriate policies and programmes for conducting cost studies and for estimating the National/State income.

**The Rural Labour Enquiry consists of three parts viz.,**

- i) The survey part provides for studying the socio-economic characteristics of Rural Labour Households and Agricultural Labour Households with a view to formulating action programmes for ameliorating the conditions of agricultural and rural labour.
- ii) The second part envisages construction and maintenance of the series of CPI Numbers separately for agricultural and rural labourers for 20 States and all-India on base 1986-87=100. The old series (base 1960-61=100) has been replaced by the series on base 1986-87=100 with effect from November, 1995. In this series the spatial coverage was increased from 15 to 20 States along with the increase in the number of sample villages from 422 to 600. Besides the coverage, many technical improvements were also introduced in this series.
- iii) The third part envisages making available data on wage rates for 18 agricultural and non-agricultural occupations to ascertain the extent of implementation of the Minimum Wages Act, 1948.

**Policy Framework and vision statement:**

As per ILO Convention, CPI series are required to be updated frequently but not later than 10 years. The CPI-AL/RL (Base 1986-87=100) series requires immediate updation as the same is already 20 years old with reference to base and 23 years old with reference to weights. The Labour Bureau proposed to revise the base year of the existing series on the basis of consumer expenditure data collected by the NSSO during its 61st NSS (2004-05) round. Efforts are being made to obtain the requisite consumer expenditure data from the NSSO as early as possible for derivation of weighting diagrams for the proposed series. However, Planning Commission has approved, in principle, to up-date the base year under the new activity – ‘Improvement in Labour & Employment Statistical System’ during the 11th Five Year Plan.

## **(VI) Modernisation of Machine Tabulation Unit**

### **Objectives/Scope**

The objective of the scheme is to computerize all activities of Labour Bureau to ensure expeditious dissemination of data with the minimum possible time lag and to facilitate analysis of a number of characteristics taken together. All the on-going components would be taken up for computerisation in phased manner. There has always been a demand for timely and expeditious release of data. The Computer Unit strives to achieve this aim through designing user friendly software in respect of different components of the plan and non-plan schemes, tabulation of voluminous data, training to officers and staff members in the use of computers and constant efforts to update the hardware, software etc. in the Labour Bureau. Further, the Computer unit has also undertaken the implementation of 12 point E-Governance Agenda finalised by the High Powered Committee of the Govt. of India. Computer Unit is also maintaining the Website of Labour Bureau, which needs regular updation.

The website of Labour Bureau is available at [\*http://labourbureau.nic.in\*](http://labourbureau.nic.in)

## **(VII) Improvement in Labour & Employment Statistical System (New Component)**

### **(a) Objectives**

The activity aims to enhance the relevance of work being done by the Bureau and to increase the capacity of the organisation to meet the challenges of liberalised and globalised economy. It involves updation of the bases of CPI-IW, CPI-AL/RL and WRI, creation of infrastructural facilities, human resources development and improvement in the existing system of labour and employment statistics to capture the current economic and social scenario and ensure timely delivery and quality of labour statistics. It would also strive to meet the objectives of E-Governance through Management of Information System (MIS).

### **(b) Corresponding Outcomes**

- i. Updating the Base of Consumer Price Index Numbers for Industrial Workers from 2001=100 to 2010=100
- ii. Updating the base of Consumer Price Index Numbers for Agricultural and Rural Labour from 1986-87=100 to 2004-05=100.
- iii. Updating the base of Wage Rate Index Numbers from 1963-65=100 to 2006-07=100.
- iv. Improvement in Labour Statistics.
- v. Human Resource Development.
- vi. Creation of Management Information System

vii. Creation of Infrastructural Facilities - Office Building etc.

**(c) Policy issues & Possible options.**

In a fast changing and growing economy like India's, the organisations become obsolete and outdated if they do not restructure, readjust and change according to external environment. Labour Bureau is at present facing challenges posed by dynamics of various national and global forces. It can respond to the stimuli by enhancing its capacity which further needs to elevate the motivation level within the organisation. The challenges can be converted in to strengths by policy responses.

**(d) Programme issues & possible options**

It also addresses the programme related issues in existing plan schemes by creation of R&D, system for improvement of labour statistics, system of human resource development, MIS and infrastructural facilities -office building etc.

## **2. INDUSTRIAL RELATIONS**

### **A. Central Industrial Relations Machinery (Central)**

The Central Industrial Relation Machinery (CIRM) is headed by the Chief Labour Commissioner (Central). It has been entrusted with task maintaining Industrial Relations, enforcement of Labour Laws in the Central Sphere; enforcement of Labour Laws and verification of Trade Union Membership in central sphere for the purpose of recognition under the code of discipline, verification of membership of various unions in Banks for the purpose of nomination of workers "Directors" of the Board of Directors of the Banks under the Scheme formulated under the Banking Companies (Acquisition of Undertakings) Act and for grant of representation of the Central Organisation of workers.

#### **Objective**

- Prevention and settlement of Industrial Disputes, in central sphere;
- Enforcement of Labour Laws and Rules made there under in central sphere.
- Implementation of awards.
- Quasi-Judicial functions.
- Verification of the membership of the Trade Unions.
- Welfare.
- Other Miscellaneous functions.

#### **Prevention and settlement of Industrial Disputes, in central sphere**

The CIRM ensures harmonious industrial relations in the central sphere

establishment through :-

- Monitoring of industrial relations in central sphere
- Intervention, mediation and conciliation in industrial disputes in order to bring about settlement of disputes.
- Intervention in situations of threatened strikes and lockouts with a view to avert the strikes and lockouts.
- Implementation of settlements and awards.
- Enforcement of other provisions in Industrial Disputes

During the year 2008-09, the CIRM intervened in 432 threatened strikes and its conciliatory efforts succeeded in averting 421 strikes, which represent a success rate of 97%.

### **Enforcement of Labour Laws and Rules made there under in central sphere**

Another important function of CIRM is enforcement of Labour Laws in the establishments for which Central Government is the Appropriate Government. There are 1.5 lakhs establishments in the Central Sphere. The Inspecting Officers of CIRM inspect these establishments under different labour laws to secure benefits of the beneficial legislation to workers.

### **Machinery for better conciliation and preventive Mediation, Improvement and more effective enforcement of Labour Laws and improving efficiency by providing better facilities and construction of combined office complex for CLC/RLC New Delhi.**

This scheme was related to opening of office in remote areas for better conciliation service and enforcement of labour laws.

Objective of the Scheme :

- i) To augment machinery for investigation, mediation and Conciliation Service in industrial disputes to meet the increasing intake.
- ii) Strengthening the enforcement machinery which was considered quite inadequate considering the number of establishments falling in the central sphere.
- iii) To have better and close supervision over the enforcement work
- iv) To update infrastructure facilities to provide computers, fax and photo copiers to the offices set up in the remote areas so that they could render conciliation service and enforcement of labour laws effectively.

## **Improvement & Strengthening of Training wing of CLS Officers**

The objective of this scheme is to provide in house training on regular basis to the officers of CLS and LEO with a view to enhance their skills and knowledge in various areas of their functioning or effective discharge of their duties. The officers areas posted in three different streams i.e.

- a) Central Industrial Relations Machinery
- b) DGLW's organization
- c) Welfare Officers under Factories Act in Industrial establishments under the control of Central Government.

## **B. Board of Arbitration (JCM)**

The Government of India had introduced in 1966 a Scheme for Joint Consultative Machinery and Compulsory Arbitration for Central Government Employees for resolving differences between the Government, as an employer, and the general body of its employees in the matters of common concern.

The Scheme provides for compulsory arbitration on Pay and Allowances, weekly hours of work and leave of a class or grade of employees.

Under the Scheme, the Board of Arbitration (JCM) was set up in July, 1968. The Board consists of a Chairman and two other members. The Chairman is a whole time person. Ministry of Labour and Employment appoints the other two members at the time of referring the dispute to the Board of Arbitration. One member is nominated from of a panel of 5 names submitted by the official side and another from a similar panel submitted by the staff side of the National Council.

## **C. (i) The Participation of Workers in Management**

### **(a) The Participation of Workers in Management Bill, 1990**

The Participation of Workers in Management Bill, 1990 was introduced on 30.5.1990 in the Rajya Sabha. The participation of workers in Management Bill-1990 would require some modifications to reflect changes in economic and social parameters since 1990. It has been decided to pursue the Bill with some modifications after discussion/consultation with social partners in tripartite fora.

### **(b) Trade Union (Amendment) Act, 2001.**

The Trade Unions Act, 1926 provides for registration of trade unions of employees and workers and in certain respect, it defines the law relating to resitered trade unions. It confers legal and comporate status on registered trade unions. The Act is administered by the concerned State Governments.

The Trade Unions Act, 1926 has been amended last and enforced w.e.f. 09.01.2002.

The objective of these amendments, in brief, is to ensure orderly growth of trade unions and reduce multiplicity of trade unions and promote internal democracy.

**(c) Industrial Disputes Act, 1947.**

The Industrial Disputes Act, 1947 provides for investigation and settlement of industrial disputes. The main objectives of the Act are : promotion of measures for securing and preserving amity and good relations between the employer and workmen; investigation and settlement of industrial disputes, between employers and employees, employers and workmen or workmen and workmen, prevention of illegal strikes and lock-outs; relief to workmen in the matter of lay-off and retrenchment; and collective bargaining.

The Industrial Disputes (Amendment) Bill, 2009 has been introduced in the Rajya Sabha on 26.02.2009.

**(d) Plantations Labour Act, 1951.**

The Plantations Labour Act, 1951, which is in operation since April, 1954 provides for the welfare of plantation labour and regulates the conditions of work in Plantations. The Act, though a central Act, is administered by the States. This Act applies to any land used for plantations which measures 5 hectares or more in which fifteen or more persons are working. However, the State Governments may, by notification in the Official Gazette declare that all or any of the provisions of this Act should apply to any land used for the above purpose on area less than 5 hectares and persons employed are less than fifteen. The Act extends to the whole of India except the State of Jammu and Kashmir. The Act provides for the setting up of medical, recreational, educational facilities, canteens, creches for the benefit of plantations workers in and around the work place in the Plantation Estate.

**(e) Tripartite Industrial Committee on Plantation Industry**

Tripartite Industrial Committee on Plantation Industry was last constituted on 18.9.1998 and reconstituted on 22.7.2002 to discuss the problems of Plantation Industry and to find solutions.

**(f) Industrial Tripartite Committee on Road Transport Industry**

Industrial Tripartite Committee on Road Transport Industry was last constituted on 5.1.2004 and reconstituted on 26.7.2005 to study and discuss the problems of the Road Transport industry and to find solutions.

**D. Wage Board for Working Journalists and Other News-paper Employees**

The Working Journalists & Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 provides for regulation of conditions of service of Working Journalists and other persons employed in news paper establishments. Section 9 and 13 of the Act, inter alia, provides for setting up of Wage Boards for fixation and revision of rates of wages in respect of Working journalists and Non-

Journalist Newspaper/ News Agency Employees respectively. According to the Act, Wage Boards shall consist of the following:

- (a) Three persons representing employers in relation to newspaper establishments;
- (b) Three persons representing Working Journalists for Wage Board under Section 9 and three persons representing non-journalists newspaper employees for Wage Board under section 13 C of the Act.
- (c) Four independent persons, one of whom shall be a person who is, or has been a judge of High Court or the Supreme Court and who shall be appointed by the Government as the Chairman thereof.

The Act does not lay down the periodicity for constituting the Wage Boards. The Wage Boards for such employees were set up in the years 1956, 1963, 1975, 1985 and 1994. The previous Wage Board i.e. Manisana Wage Boards were constituted in the year 1994. Their reports were submitted to the Government on 25th July, 2000.

Government has, now constituted two new Wage Boards, one for Working Journalists and other for Non-Journalists Newspapers Employees, under section 9 and 13 C respectively of the Working Journalists and Non-Journalists Newspaper Employees (Condition of Service) and Miscellaneous Provisions Act, 1955 vide notification in the Gazette of India (Extra Ordinary) S.O Nos. 809 (E) and 810 (E) dated 24.05.2007. The Wage Board have been given three years time to submit their reports to the Union Government. The Wage Boards are functioning from their Headquarter at New Delhi.

The Government, in consultation with the Wage Boards for working journalists and non-journalists newspaper employees, has notified the grant of interim rates of wages to journalists and other newspaper employees and new agency employees at the rate of 30% of the basic wage with effect from 8th January, 2008 vide notification S.O. No. 2524 (E) and S.O. No. 2525 (E) dated 24th October, 2008.

## **E. Payment of Bonus Act, 1965**

The Payment of Bouns Act, 1965 provides for the payment of bonus to persons employed in certain establishments on the basis of profits or on the basis of production or productivity and for matters connected therewith. The payment of Bonus Act, 1965 applicable to every factory and other establishments employing 20 or more persons.

The minimum bonus of 8.33% is payable by every industry and establishment under the section 10 of the Act. The maximum bonus including productivity linked bonus that can be paid in any accounting year shall not exceed 20% of the salary/wage of an employee under section 31 A of the Act.

At present, employees drawing salary or wage not exceeding Rs. 10,000/- per

month in any industry to do any skilled or unskilled, manual, supervisory, managerial, administrative, technical or clerical work for hire or reward are eligible for payment of Bonus. The eligibility limit and calculation ceiling under clause 13 of Section 2 and Section 12 of the Act respectively were last revised from Rs. 3,500/- to Rs. 10,000/- per month and from Rs. 2,500/- to Rs. 3,500/- per month, in the year 2007 and made effective from 1st April, 2006.

## **F. MINIMUM WAGES**

### **Minimum Wages Act, 1948**

- 1 **Object:** The object of Minimum Wages Act, 1948 is to provide for fixation/revision of minimum wages in employments in unorganized sector in which the workers due to illiteracy being not well organized and having no effective bargaining power are vulnerable to exploitation.
- 2 **Appropriate Government:** Under the Minimum Wages Act, both the State and Central Government are 'appropriate Government' for the scheduled employments under their respective jurisdictions.
- 3 **Fixation :** The following 5 norms were recommended by the Indian Labour Conference, in its session held in 1957, which are generally taken as the basis for fixation of minimum rates of wages:-
  - (a) Three consumption units for one earner;
  - (b) Minimum food requirement of 2700 calories per average Indian adult;
  - (c) Clothing requirements of 72 yards per annum per family;
  - (d) Rent corresponding to the minimum area provided for under Government's Industrial Housing Scheme;
  - (e) Fuel, lighting and other 'miscellaneous' items of expenditure to constitute 20% of the total minimum wages.
  - (f) The Supreme Court of India delivered a judgement in the case of Reptakos Brett and Co. Vs. its workmen that "Children education, medical requirement, minimum recreation including festival/ceremonies and provision for old age, marriage etc. should further constitute 25% of the total minimum wage and used as guidelines in fixation of minimum wages.

The appropriate Governments also take into account factors like cost of living, paying capacity, productivity and local conditions influencing the wage rates while fixing the minimum wage.

- 4 **Revision:** As regards the frequency of wage revision, the Minimum Wages Act, 1948 stipulates that review/revision of minimum wages in the scheduled

employments should be undertaken at intervals not exceeding five years. The National Commission on Labour (1969) recommended that this period should be reduced to two years. At the 31st Session of the Labour Ministers' Conference held in July, 1980, it was concluded that minimum rates of wages may be reviewed and revised, if necessary, within a period of not exceeding two years or on rise of 50 points in the Consumer Price Index Number, whichever is earlier. An amendment proposal to provide for revision of minimum wages every two years, where the minimum wage is not linked to Consumer Price Index, is under consideration of the Government.

- 5 **Applicability in Central Sphere:** The Central Government is the appropriate government in relation to any scheduled employment carried on by or under the authority of the Central Government or a Railway administration, or in relation to a mine, oil field or major port, or any corporation established by a Central Act. About 10 lakh workers are estimatedly employed in approximately 25,000 establishments covered under the Act in the Central Sphere.
- 6 **Applicability in State Sphere :** The State Governments are the appropriate Government for the scheduled employments under their jurisdictions. The number of scheduled employments in the State Sphere is 1596. A statement indicating the range minimum wages of the unskilled workers in the State Sphere is given below :

<b>RANGE OF MINIMUM WAGES FOR UNSKILLED WORKERS IN DIFFERENT STATES/UNION TERRITORIES.</b>		
<b>Sl. No.</b>	<b>States/Union Territories</b>	<b>Range of Minimum Wage for Unskilled Workers (In Rs. Per day)</b>
	<b>Central Sphere*</b>	120.00-199.00
	State Sphere	
1	Andhra Pradesh*	58.25-174.00
2	Arunachal Pradesh	55.00
3	Assam*	54.80 - 79.60
4	Bihar*	75.00-89.00
5	Chhattisgarh*	69.00-102.27
6	Goa	90.00 - 110.00

7	Gujarat*	55.00-114.80
8	Haryana*	140.94
9	Himachal Pradesh	100.00
10	Jammu & Kashmir	66.00
11	Jharkhand*	92.00-100.07
12	Karnataka*	73.96-133.10
13	Kerala*	72.00-328.80
14	Madhya Pradesh*	88.20-133.65
15	Maharashtra*	47.72-209.65
16	Manipur*	72.40
17	Meghalaya*	70.00
18	Mizoram	103.00
19	Nagaland	80.00
20	Orissa*	70.00
21	Punjab*	102.60-104.31
22	Rajasthan*	100.00-102.12
23	Sikkim	100.00
24	Tamil Nadu*	57.94-158.70
25	Tripura*	59.04-98.08
26	Uttar Pradesh*	76.31-115.87
27	Uttarakhand*	77.31-152.51
28	West Bengal*	80.98-148.85
29	A & N Islands	130.00-161.77
30	Chandigarh*	143.90
31	Dadra & Nagar Haveli*	102.00
32	Daman & Diu*	95.00
33	Delhi*	151.00
34	Lakshadweep*	71.90
35	Puducherry	55.77-124.00

\* = The system of VDA is in vogue.

- 7 **The Payment of Wages Act, 1936** : The Payment of Wages Act, 1936 was enacted to regulate payment of wages to workers employed in industries and to ensure a speedy and effective remedy to them against illegal deductions and/or unjustified delay caused in paying wages to them. The wage ceiling under Payment of Wages Act, 1936, was fixed at Rs. 1600/- p.m. in 1982. With a view to enhance the wage ceiling to Rs. 6500/- p.m. for applicability of the Act, to empower the Central Government to further increase the ceiling in future by way of notification and to enhance the penal provisions etc., the Payment of Wages (Amendment) Act, 2005, which was passed by both Houses of Parliament, has been notified on 6.9.2005 as an Act 41 of 2005 by the Ministry of Law & Justice.

Subsequently, the Ministry of Labour & Employment has issued the Notification S.O. 1577(E) to make the Payment of Wages (Amendment) Act, 2005 effective from the 9<sup>th</sup> November 2005. In exercise of the powers conferred by sub-section (6) of Section 1 of the Act, the Central Government, on the basis of figures of the Consumer Expenditure Survey published by National Sample Survey Organization, has enhanced the wage ceiling, further, to Rs. 10,000/- per month vide gazette notification No. S.O. 1380 (E) dated 8<sup>th</sup> August, 2007.

### **3. WORKING CONDITIONS AND SAFETY**

#### **A. Factories and Docks**

The Directorate General Factory Advice Service and Labour Institutes (DGFASLI), consists of the Head Quarters (Factory Advice Service Division, Dock Safety Division, Construction Safety Division and Awards Cell), the Central Labour Institute (CLI) at Mumbai, the four Regional Labour Institutes at Kolkata, Chennai, Kanpur and Faridabad and the Dock Safety Inspectorates in 11 major ports of India. The Inspectorate at the port of Ennore is in the process of being set up.

The main objective of the organisation as a technical service organization is to advise Central/State Governments, trade unions, employers and others in matters concerning safety, health, productivity and working conditions in factories and ports and to carry out support research activities for updating the Factories Act, 1948, the Dock Workers (Safety, Health and Welfare) Act, 1986, and the Rules and Regulations framed there under; Enforcing the Dock Workers' (Safety, Health and Welfare) Act, 1986 and the Regulations, 1990 framed there under in major ports; Liaisoning with International bodies like the International Labour Organisation (ILO) in implementing projects and advising Central Government on ratification of International Instruments on Safety and Health etc.

## **B. Mines**

The Mines Act, 1952 and the Regulations and Rules made there under constitute the statutory base for regulating safety, health, welfare and working conditions of persons employed in mines throughout India. The Directorate General of Mines Safety has been entrusted with the function of enforcing the provisions of the Mines Act, 1952 and the Rules and Regulations framed thereunder, including the Mines Rules, the Mines Rescue Rules and the Mines Vocational Training Rules in respect of all Mines and the Creche Rules in respect of Non-Coal Mines.

The Officers of the Directorate are empowered as Inspectors of Mines under the Mines Act, 1952. They have also been given certain responsibilities under allied legislations like the Coal Mines (Conservation and Development) Act, 1974, the Land Acquisition (Mines) Act, 1985, the Factories Act, 1948 and the Manufacture, Storage and Import of Hazardous Chemical Rules, 1989 besides the Indian Electricity Act, 1910 and the Indian Electricity Rules, 1955 framed there under. The Inspectors conduct/undertake regular Inspections, besides inquiring into all fatal accidents and some of the serious accidents depending upon the nature of the accident and the gravity of the situation. These inquiries serve the dual purpose of identifying the causes and responsibilities for the accidents and formulating remedial measures to prevent recurrence of similar mishaps.

### **Current functions of DGMS broadly include :**

1. Inspection of mines.
2. Investigation into
  - (a) Accidents
  - (b) Dangerous occurrences - emergency response
  - (c) Complaints & other matters
3. (a) Grants of
  - (i) Statutory permission, exemptions & relaxations - pre-view of project reports & mining plans
  - (ii) Approval of mines safety equipment, material & appliances
  - (b) Interactions for development of safety equipment, material and safe work practices through workshop etc.
  - (c) Development of Safety Legislation & Standards
  - (d) Safety Information Dissemination.
4. Conduct of examinations for grant of competency certificates.
5. Safety promotional initiatives including:
  - (a) Organisation of:

- \* Conferences on safety in mines
  - \* National Safety awards
  - \* Safety weeks & Campaigns
- (b) Promoting:
- Safety education and awareness programmes
  - Workers participation in safety management through-
  - Workmen's inspector
  - Safety committee
  - Tripartite reviews

The various activities to carry out the functions of DGMS include :

**A. Non-Plan**

1. DGMS Non-Plan (Main)
2. Examination

**B. Plan schemes**

1. "Mine Accident Analysis and Modernization of Information Database (MAMID)"
2. Strengthening of Infrastructure Facilities and Core Functions of DGMS (SOCFOD)

#### **4. LABOUR WELFARE SCHEMES**

Government of India attaches high priority to the welfare of workers in unorganized sector, particularly those engaged in beedi, certain specified mines and cinema industry. Welfare Funds have been established under following enactments.

- (a) The Mica Mines Labour Welfare Fund Act, 1946;
- (b) The Limestone & Dolomite Mines Labour Welfare Fund Act, 1972;
- (c) The Iron Ore, Manganese Ore and Chrome Ore Mines Labour Welfare Fund Act, 1976;
- (d) The Beedi Workers Welfare Fund Act, 1976;
- (e) The Cine Workers Welfare Fund Act, 1981;

Levy of cess on consumption or export of minerals, manufactured beedis and production of feature films finances these Funds. The welfare measures financed out of these Funds relate to the provision of medical facilities, housing, supply of drinking water, support to education of dependants of beneficiaries, housing, supply of drinking water, support to education of dependants of beneficiaries, recreation of workers etc. While most of the activities are administered directly by the concerned Welfare

Commissioners, loan/subsidies/grant-in-aid are also provided to the State Government, local authorities and managements for implementation of certain welfare schemes as per approved pattern. Under the procedure, all receipts of cess are credited to the Consolidated Fund of India and are booked under Major Head of Account 0037-Customs or 0038-Excise. Thereafter, on receipt of intimation, the Budget & Accounts Section of the Ministry of Labour issues sanction for transfer of this cess to the respective Welfare Funds under Major Head 8229 Public Account-per contra debit to Major Head 2230 - Transfer to Reserve Fund for which Funds are provided in Demand for Grants of the Ministry of Labour & Employment.

## **5. SOCIAL SECURITY**

### **A. Employees' State Insurance Scheme :**

The Employees' State Insurance Act, 1948 is applicable to all factories using power in manufacturing process and employing 10 or more employees and non-power using factories employing 20 or more employees. The Scheme has also been extended to shops and establishments, preview theatres, cinemas, hotels, restaurants, road- motor transport undertaking and newspaper establishments employing 20 or more employees. Employees working in covered factories / establishments and drawing wages upto Rs.10000/- p.m. ( w.e.f. 01.10.2006) are covered under the Scheme.

The Scheme provides Medical Care, Cash Benefits to the Insured Persons during the contingencies such as sickness, maternity, employment injury and Dependant Benefit to the dependants of insured persons in case of death due to employment injury besides payment of funeral expenses of an Insured Person. Medical Care including hospitalization facilities is also provided to members of the family of the insured persons.

The Employees' State Insurance Scheme is mainly financed by the employers' and employees' contribution. The rate of employers' share of contribution is 4.75% of the wages of the employees, while the employees' share of contribution is 1.75% of their wages. The employees drawing wages upto Rs.70/- per day (w.e.f. 1.8.2007) are exempted from payment of their share of contribution. The expenditure on medical care is shared between the Employees' State Insurance Corporation and the State Governments in the ratio of 7 : 1. The Corporation does not receive any financial assistance from the Central Government.

### **RAJIV GANDHI SHRAMIK KALYAN YOJNA :**

The ESI Corporation has introduced a scheme known as Rajiv Gandhi Shramik Kalyan Yojna (Unemployment Allowance Scheme) with effect from 01.04.2005 for the workers who have been in insurable employment for not less than 5 years and lose their job involuntarily due to retrenchment, closure of factories/establishments and permanent

disability. The maximum period for which an insured person would be entitled to draw unemployment allowance during his entire insurable employment shall be six months. This has been enhanced to 12 months by the Corporation in the 146th meeting held on 29th January, 2009. The Insured Persons who are eligible for Unemployment Allowance are also eligible for Medical Benefit for the same period.

## **B. Employees' Provident Fund Organisation**

### **I. Employees' Pension Scheme 1995**

The Presidential Ordinance regarding implementation of the Employees' Pension Scheme was issued on 17.10.1995. Accordingly, Central Government have notified on 16.11.95, the Employees' Pension Scheme 1995 for extending the benefit of Pension to the workers/employees of the Private /Public Sector establishments.

The Employees' Pension Fund is created by diverting 8.33 percent of the employees wages out of the employers share. The Central Government also contributes at the rate of 1.16 percent of the employees' pay, who are member of the Employees' Pension Scheme, 1995.

Under the Employees Pension Scheme, there is provision for payment of Superannuation/Retirement/Short Service and Disablement Pensions to the Subscribers. For the family, there is Widow Pension, Monthly Children Pension, Monthly Orphan Pension and Pension to Nominees. In addition, provision also exists for drawing a reduced Pension before attaining the age of Superannuation Pension.

### **II. Employees' Deposit Linked Insurance Scheme, 1976:**

The objective of this Scheme is to provide an insurance cover to the members of the Provident Fund for death while in service, linking the cover to the deposits in the Provident Fund of the deceased members. This Scheme came into force from 01.08.1976 and applicable to the employees of all the factories/establishments to which EPF and MP Act, 1952 applies. Employers pay contribution to this Fund every month at a rate of 0.5% of the wages of employee, who are members of the Fund. The Fund is operated to pay the Assurance benefit under the EDLI Scheme, 1976, maximum benefit being Rs. 60,000/-.

## **6. SOCIAL SECURITY FOR UNORGANIZED SECTOR WORKERS**

One of the major insecurities for workers in the unorganized sector is the frequent incidences of illness and need for medical care and hospitalization of such workers and their family members. Despite the expansion in the health facilities, illness remains one of the most prevalent causes of human deprivation in India. It has been clearly recognized that health insurance is one way of providing protection to poor households against the risk of health spending leading to poverty. However, most efforts to provide health insurance in the past have faced difficulties in both design and

implementation. The poor are unable or unwilling to take up health insurance because of its cost, or lack of perceived benefits. Organizing and administering health insurance, especially in rural areas, is also difficult.

With a view to providing cashless hospitalization to BPL families in the unorganised sector, the '**Rashtriya Swasthya Bima Yojana**' has been launched on 1st October, 2007. The unorganized sector worker and his family (a unit of five) will be covered under the scheme. The total sum insured would be Rs. 30,000/- per family per annum on a family floater basis. The premium would be shared on 75:25 basis by Centre and State Government. The premium in respect of North East region and Jammu and Kashmir would be in the ratio of 90:10. The beneficiary would be entitled to cashless transaction through smart card and benefits have started accruing from 1st April, 2008. It is estimated that about 33% (40 Lakhs) of the beneficiaries would be women in the financial year 2009-10.

## **7. CHILD AND WOMEN LABOUR**

### **A. CHILD LABOUR**

#### **1. National Child Labour Project (NCLP) :**

The project seeks to rehabilitate children withdrawn from work through special schools with focus on children engaged in hazardous occupations. The package of benefits to child labour for their rehabilitation includes education, vocational training, nutrition, health care, recreation, stipend, etc. The other activities include stricter enforcement of child labour related laws, raising awareness against the evils of child labour and extension of welfare activities to child labour.

#### **2. Grant-in-Aid to Voluntary Agency :**

The objective of the Scheme is to identify child labour and to make them available welfare inputs through special schools run by voluntary organizations. Under this Scheme, Districts not covered under National Child Labour Project are selected. The amount of assistance given by the Ministry of Labour for taking up the projects for child labour is 75% of the total cost of the Project. The remaining part of the cost is to be borne by the organization concerned.

### **B. WOMEN LABOUR**

**1. Special Cell for Women Labour :** A separate Cell of women labour is functioning in the Ministry to pay special attention to their problems. A Committee has been set up at the Centre under the Equal Remuneration Act, 1976 to advise the Government on providing increasing employment opportunities for Women. Similar Committees have also been set up by majority of the State Government/Union Territories.

**2. Equal Remuneration Act, 1976 :** Equal remuneration Act, 1976 was enacted in the year 1976 replacing the Equal Remuneration Ordinance, which was promulgated in

the year 1975 consequent upon the ratification of ILO Convention No. 100. This Act is implemented by the respective State Government for the areas under their jurisdiction and monitored by the Central Government. The State Governments are also addressed for time to time to ensure strict compliance of the provisions of the Act. For the areas under the Central Government, the Act is implemented by the Office of the Chief Labour Commissioner (Central)

**3. Grants-in-aid Scheme :** The Grant-in-aid Scheme was introduced in the Sixth Five Year Plan and has continued over the years. Under this Scheme, voluntary organizations are being provided funds, by way of grants-in-aid, to take up awareness generation programmes among women workers. 48 NGOs were funded under the scheme in 2007-08. During the financial year 2008-09, 28 projects were sanctioned benefiting 33,774 women workers.

## **8. Labour Education**

### **A) V.V. Giri National Labour, Institute, Noida**

V.V.Giri National Labour Institute (VVGnLI), an autonomous body of the Ministry of Labour & Employment, Government of India, set up in July 1974, is a premier Institute of Research, Training and Education in the area of Labour.

The Memorandum of Association spells out clearly a wide range of activities which are essential to fulfill the objectives of the Institute. The mandates of the Institute is :

- \* To undertake and assist in organising training and educational programmes, seminars and workshops;
- \* To undertake, promote and coordinate research on its own and in collaboration with other agencies both national and international.
- \* To establish wings for :
  - a. Education, training and orientation,
  - b. Research, including action oriented research;
  - c. Consultancy, and
  - d. Publication and other such activities as may be necessary for achieving the objectives of the society.
- \* To analyse specific problems encountered in the planning and implementation of labour and to suggest remedial measures;
- \* To establish and maintain library and information services; and
- \* To collaborate with other institutions and agencies in India and abroad which have similar objectives.

## ***Structure***

The General Council, the apex governing body of the Institute, with Union Labour Minister as its President lays down the broad policy parameters for the functioning of the Institute. The Executive Council with Secretary (Labour) as Chairman, monitors and guides the activities of the Institute. Both the General Council and the Executive Council are tripartite in nature and consists of members representing the government, trade union federations, employers' associations and also eminent scholars and practitioners in the field of labour. Director of the Institute is the Principal Executive and is responsible for management and administration. Director is aided in the day to day functioning by a faculty consisting of 14 professionals representing a wide range of disciplines and support by administrative staff.

### **B) Central Board for Workers Education**

Central Board for Workers Education (CBWE) sponsored by the Ministry of Labour & Employment, Government of India, is a tripartite society established in 1958 with headquarters at Nagpur, to implement Workers Education Scheme at National, Regional and Unit/Village levels.

Board's training programmes cover workers from organized, unorganized, rural and informal sectors. Supervisory and managerial cadres are also covered through joint educational programmes. While most of the programmes for workers in the organized sector and all the programmes in the rural/unorganised sectors are conducted free of charge with the cooperation of managements, trade unions and other agencies, few programmes at selected units in the organized sector are fund generating for which a nominal amount is charged from the managements. In accordance with the declared objectives of the Board, effort is made to create awareness among the working class about their rights and obligations for effective participation in the socio-economic development of our country. National level training programmes for members of Central Trade Union Organisations and Federations are conducted by the Indian Institute of Workers Education (IIWE), Mumbai established by the CBWE in 1970. Pre-employment training and orientation for Board's Officers are also imparted by the IIWE, Mumbai.

The Board has a network of 50 Regional and 9 Sub-Regional Directorates spread throughout the country to implement the scheme at Regional and Unit /Village levels. Out of 50 Regional Directorates, 8 are residential.

The six Zonal Directorates at Delhi, Kolkata, Mumbai, Chennai, Guwahati and Bhopal monitor the activities of the Regional and Sub-Regional Directorates within the Zones.

The objectives of the Workers Education Scheme are :-

1. To strengthen among all sections of the working class, including rural workers, a sense of patriotism, national integrity, unity, amity, communal harmony, secularism and pride in being an Indian;
2. To equip all sections of workers, including rural workers and women workers for their intelligent participation in social and economic development of the nation in accordance with its declared objectives;
3. To develop amongst the workers a greater understanding of the problems of their social and economic environment, their responsibilities towards family members, and their rights and obligations as citizens, as workers in industry and as members and officials of trade union;
4. To develop capacity of workers in all aspects to meet the challenges of the country from time to time.
5. To develop strong, united and more responsible trade unions and to strengthen democratic processes and traditions in the trade union movement through more enlightened members and better trained officials;
6. To empower the workers as employees of the organization and to develop a sense of belongingness so as to act as effective instruments of amicable industrial relations and maintaining industrial peace;
7. To meet the needs of workers to have access to ways of acquiring and continuous up gradation of knowledge and skills that they require to find and hold a job.

## **9. INTERNATIONAL CO-OPERATION**

India is a founder member of the International Labour Organization (ILO) and has been playing a leading role in its activities since its inception. Being one of the ten countries of chief industrial importance, India holds a non-elective seat in the Government Group of the Government Body which is the executive wing of the organization. The ILO is financed mainly by contribution received from the member states including India.

## **10. DEVELOPMENT OF INFORMATION TECHNOLOGY**

This is an ongoing scheme formulated on the directives of Planning Commission for making a provision of 2-3% of the plan funds for programmes/schemes relating to Information Technology. This scheme intends to initiate a drive towards improving computerization in various programmes of the Ministry and to improve their efficacy. The progress of scheme is being regularly monitored by Senior Officers. There is an IT

Manager to assist, manage, plan, execute and review the Scheme. The IT Manager also ensures that uniformity of standards and development tools are used in the development of application modules in the Ministry.

## **11. GRANTS-IN-AID TO RESEARCH AND ACADEMIC INSTITUTIONS**

This is a plan scheme started during 1995-96 to finance research studies in approved labour related matters for securing policy inputs to enrich future labour policies. Grant is extended to deserving research and academic institutions, voluntary organisations, NGOs on the merits of the proposals examined and recommended by the respective bureau heads. The Scheme was revised in October, 2008 raising the cost per study to Rs. 6.00 lakh. The guidelines have also been changed so as to attract study proposals from good institutions. Moreover, the scope of the scheme has been extended to provide for organising seminars, workshop etc as a part of the study. As a result, the Ministry is receiving a good number of proposals on various labour related issues.

The Ministry of Labour & Employment provides Grants-in-aid to Research and Academic Institutions and Voluntary Organization for undertaking research in labour related matters. During 2009-10, a budget allocation of Rs. 25.00 lakh has been made. During last three years, 24 research studies in the areas of Labour Welfare, Social Security, Industrial Relations, Enforcement of Minimum Wages and Employment Services and Training etc. have been completed. Presently, 17 research Studies are in the pipeline. The research studies so conducted are need based/demand-driven as per the requirements of various subjects matter divisions in the Ministry and are conducted on their recommendations.

## **12. CENTRALLY SPONSORED SCHEME FOR REHABILITATION OF BONDED LABOUR**

In order to assist the State Governments in their task of rehabilitation of released bonded labourers, the Ministry of Labour & Employment launched a Centrally Sponsored Scheme on 50:50 basis since May, 1978 for rehabilitation of bonded labourers. The rehabilitation assistance @ Rs. 20,000/- per bonded labourer is provided to State Governments and in the case of seven North Eastern States, 100% Central assistance is provided, if they express their inability to provide their share.

The Scheme is being implemented by the State Government who are mainly responsible for identification, release and rehabilitation of bonded labour. The Ministry of Labour & Employment is providing grants for the purpose and monitoring the Scheme through collection of quarterly returns and holding meeting as well as writing to the State Governments for time to time for implementation for the scheme/Act.

Besides under the orders of the Hon'ble Supreme Court, the National Human Rights Commission is also monitoring the Bounded Labour System Act and has been organizing

workshops at various places through the country. A Special Group under the Chairmanship of Secretary (Labour & Employment) has been constituted as per the directions of the PMO to monitor the implementation of the Bounded Labour System (Abolition) Act, 1976. The Group is holding region-wise meeting and up till now 15 such meetings have been held in different regions.

### **13. DIRECTORATE GENERAL OF EMPLOYMENT AND TRAINING**

The Directorate General of Employment and Training is responsible for formulation of National policies, standards and procedures to be followed for employment services, craftsmen and apprenticeship training, both at Central and State levels, through the three wings existing in the Directorate General, viz.,

- (i) Directorate of Employment
- (ii) Directorate of Training
- (iii) Secretariat

#### **1. Directorate of Employment**

**(i) Welfare of SC/ST Job Seekers Through Coaching, Guidance & Vocational Training :** A Plan scheme for “Welfare of SC/ST job seekers through Coaching, Guidance & Vocational Training” is being implemented through Coaching-cum-Guidance Centres for SC/STs (CGCs). Through this scheme career guidance and training facilities are extended to SC/ST job seekers .

A New Scheme on “Introduction of New Courses in existing Coaching-Cum-Guidance Centres for SC/ST” for providing six months Computer Training by outsourcing was started in 2004-2005 and will be continued during the 11<sup>th</sup> Five Year Plan period.

As far as possible the number of candidates covered under this scheme are decided to make optimum utilization of available budget allocation under this scheme.

**(ii) Continuation And Setting Up Of Vocational Rehabilitation Centres For Handicapped (VRCs) Including Skill Training Workshops (STW) And Rural Rehabilitation Extension Centres (RRECs) :** The Directorate General of Employment and Training has set up 20 VRCs one each at Agartala, Ahmedabad, Bangalore, Bhubaneswar, Kolkata, Chennai, Guwahati, Hyderabad, Jabalpur, Jaipur, Kanpur, Ludhiana, Mumbai, Delhi, Patna, Pondicherry, Srinagar, Thiruvananthapuram, Una (H.P.) and Vadodara in 19 states and out of them VRC at Vadodara is exclusively for women.

#### **OBJECTIVE**

In order to facilitate early economic rehabilitation of the handicapped, VRCs evaluate

their residual capacities and provide them adjustment training. Efforts are also made to assist them in obtaining other suitable rehabilitation services such as job placement, training for self employment, in plant training etc. Rehabilitation services are also made available to disabled living in rural areas through mobile camps and 11 Rural Rehabilitation Extension Centres. In order to bridge the gap between evaluation and ultimate rehabilitation, six Skill Training Workshops (STWs) have been set up to impart skill training in various trades in six VRCs. Out of the 20 VRCs, 3 new VRCs at Srinagar, Una and Pondicherry have been sanctioned in March 2005 and have become functional.

### **VISION 2009- 2010**

During 2009-2010, it is also proposed to process the case for setting up of two new VRCs out of four new VRCs proposed to be set up during the 11<sup>th</sup> Five Year Plan. These Centers are expected to channelise the disabled job seekers of the States remained unrepresented by VRCs network in the economic main stream of the society.

## **2. Directorate of Training**

### **(1) ESTT. OF NATIONAL INSTRUCTIONAL MEDIA INSTITUTE, CHENNAI**

**(I) MANDATE:** Under the Constitution of India, Vocational Training is a concurrent subject for both, the Central and State Governments. Implementation of Vocational Training in the country is the responsibility of the DGE&T, Ministry of Labour & Employment through State/UT Governments. Development of Instructional material including video films and slides for Craftsmen & Apprenticeship Training Schemes, Modular Employable Skills and Centre of excellence to assist Instructors to deliver qualitative training to trainees to meet the skill standards / requirement of National and Multinational Industrial Establishments in the Country.

**(II) GOALS AND OBJECTIVES:** NIMI was set up in the name of Central Instructional Media Institute (CIMI) in December, 1986 by the Govt. of India as a subordinate office under DGE&T, Ministry of Labour & Employment with the assistance from Govt. of Germany through GTZ (German Agency for Technical Co-operation) as the executing agency. The main objective is to make available well prepared Instructional material for the use of trainees and trainers for securing overall improvement in the standard of the training imparted (i) ITIs/ITCs and (ii) Industrial Establishments implementing Apprenticeship Training Programme under the Apprentices Act, 1961, Modular Employable Scheme and Centre of Excellence. The Institute was renamed as National Instruction Media Institute (NIMI) in year 2003.

**(III) POLICY FRAME WORK / DEVELOPMENT OF IMPS:** Developing of instructional material comprises the elements of (i) trade practical, (ii) trade theory, (iii) test/assignment, (iv) instructor's guide for the use of Instructors and (v) visual aids in the form of charts and transparencies and this would be continued to keep the trainers and trainees abreast of the technological development taking place in the country.

**(IV) VISION STATEMENT:**

- Development of instructional media packages
- Development & designing of other supervisory materials
- Development of question bank for assessing and evaluating the trainees
- Training in the use of products developed by NIMI

Printing, publishing and disseminating of the product developed by NIMI.

Translation of IMPs into Hindi and other regional languages and make them available for users.

**2. Setting up of four Model Industrial Training Institutes (MITIs) (Central Sector Scheme)**

**(I) GOALS AND OBJECTIVES :**

To ensure steady flow of skilled workers. (ii) To raise the quality and quantity of industrial production by systematic training of potential workers. (iii) To reduce unemployment among educated youth by equipping them with suitable skills for suitable employment.

The craftsmen training is being implemented through a wide network of ITIs/ITCs on conventional pattern in the country administered by all the State Governments/UTs administration and private sector respectively. Keeping in view the technological advancement in industry, the scheme for establishment of four Model Industrial Training Institutes at Calicut, Choudhwar, Haldwani and Jodhpur was taken up in year 1981-82, on the recommendation of the expert committee on training (Qadir committee) for experimenting the restructured pattern of craftsmen training, where, training courses both broad based basic and specialized modules are being conducted on regular basis.

**(II) POLICY FRAMEWORK:** In order to cope up with the changing industrial scenario, the conventional method of craftsmen training is being experimented in four MITIs with the restructured pattern, which envisages coverage of training of broad based basic and specialized modules on the recommendation of the Expert Committee on Training (Qadir Committee).

**(III) VISION STATEMENT:** The MITIs will continue to conduct training courses both broad based basic and specialized modules on regular basis in Mechanical, Heat Engines,

Electrical / Electronics group of trades. Beside this there is a proposal to use the facility of existing MITIs for conducting crafts instructor courses to cope up the high demand of the instructors in the country.

### **3. Setting up of Foremen Training Institutes at Bangalore and Jamshedpur**

- (I) MANDATE :** Under the Constitution of India, Vocational Training is a concurrent subject of both the Central and State Governments. Implementation of Vocational Training in the country is the responsibility of the DGE&T, Ministry of Labour & Employment. Within the policy framework, training of highly skilled craftsmen and supervisors is one of the constituents of Vocational Training.
- (II) GOALS AND OBJECTIVES:** (i) to train the existing and potential shop-floor supervisors, foremen & engineers from industries in technical & managerial skills through short-term & long-term courses. (ii) To bridge the gap between formal education and demand of industries for personnel at supervisory level. (iii) To train and develop working supervisor in industries to meet technological changes, besides improving their skills, technical ability & morale to achieve higher productivity & optimum utilization of available resources more efficiently.

As per the directive of the Planning Commission, two on-going Plan Schemes, with similar scopes / objectives, namely, 'Setting up of FTI, Jamshedpur' and 'Expansion & Development of Supervisory Training at FTI, Bangalore' were merged together and renamed as 'Diversification & Expansion of Foremen Training Institutes'. The Foremen Training Institute (FTI) at Bangalore was set up in the year 1978 followed by FTI at Jamshedpur in the year 1983.

The evaluation of scheme for continuation from Xth to XI Plan was done by an independent agency and it has been approved by the competent authority for continuation during XIth Plan.

- III. POLICY FRAMEWORK:** Supervisory training envisages technological and behavioral upgradation of supervisory skills. In order to cope up with the changing industrial scenario, the DGE&T established two Foremen Training Institutes at Bangalore and Jamshedpur.
- IV. VISION STATEMENT:** Targeting and training of potential shop-floor supervisors, foremen & engineers from industries both from public and private sectors in technical & managerial skills. Thus, the scheme will continue to exist to bridge the gap between the supply and demand of highly skilled craftsmen and supervisors in the labour market. FTI, Bangalore is fully equipped with the required infrastructure. Adequate

accommodation is made available and the training is in full swing to accommodate large number of participants. Whereas, FTI, Jamshedpur, has been functioning in a limited accommodation provided by the State Govt. Since the institute does not have its own building, the complete infrastructure is not developed.

#### **4. Project Implementation & Trade Testing in DGET H.Q.**

##### **(I) Goals and objectives:**

(i) To implement and monitor the ongoing plan schemes under the central component including centralised procurement of equipment for DGE&T field institutes of the erstwhile vocational training improvement project.

(ii) To implement the scheme of 'establishment of new ITIs in the North Eastern states and Sikkim'.

(iii) Formulation and implementation of 'Reforms and improvement in vocational training services rendered by the central and state Governments (vocational training improvement project) with financial assistance from world bank and to strengthen and modernize the trade testing system and carry out the documentation work relating to trade testing.

**II. Policy framework:** Central Project Implementation Unit was created to implement and monitor the world bank assisted vocational training project under central and state sector components. After the closure of World Bank assistance on 31.12.1998, the remaining activities of the project were continued with the domestic funding during the ninth plan period. During the tenth plan period, some of the central sector schemes have continued to be implemented through this unit and also new projects / initiatives related to strengthening /modernization of vocational training has been added.

**III. Vision Statement:** To facilitate implementation, monitoring and evaluation of activities related to Centrally Sponsored scheme for North Eastern States, upgradation of 100 ITIs as centres of excellence and other central sector schemes. It has also taken up new proposed scheme for upgradation of 400 ITIs through world bank assistance as announced by Finance Minister's budget speech 2004-05. Therefore, Central Project Implementation Unit (CPIU) would continue to provide overall coordination with the State /UT Government on activities related to budgeting /controlling project finances, procurement of equipment, design /construction of buildings, coordinating training of staff, evaluating implementation performance and providing general administrative support.

#### **5. Diversification, Upgradation & Expansion of Training to Women /Upgradation of training institutes.**

**I. Mandate :** Implementation of Vocational training in the country is the responsibility of the DGE&T, Ministry of Labour & Employment. In the year 2008-09 five on going

schemes were merged and renamed since the objective of the schemes were similar.

**II. Goals and objectives:** The Scheme would cater to the training needs of:

- (a) Instructors from ITIs/ ITCs, serving industrial workers in specialized and advanced skill areas,
- (a) Develop new generation of workers for high-tech discipline, both in operation and maintenance by setting up high-tech units in Institutes
- (b) The objective of the scheme is also to replace old / obsolete machinery and equipment by new ones and to modernize the existing training facilities.
- (c) Provision has also been kept for maintenance of building, minor additions and alterations in the institute buildings, hostels, staff quarters etc.
- (d) To organize advanced training programmes of short duration for serving industrial workers.
- (e) To conduct high technology specialized training programmes for upgrading the skills of existing workforce to make them globally competent.
- (f) To ensure effective functioning of the Apprenticeship Training Programmes (under the Apprentices Act 1961) for trade apprentices. To regulate the programme of training of trade apprentices under Apprenticeship Training Scheme in Central Sector establishments so as to conform to the prescribed syllabi, period of training, etc., and to fully utilise the training facilities available in the Central Sector Establishments.

**III. Policy framework:**

- To regulate the training of apprentices in the industries so as to conform to prescribed syllabi / approved programme, period of training, etc. as laid down by the central apprenticeship council.
- To utilize the facilities available in the industry for imparting practical training with a view to meet the requirement of skilled manpower / supervisors in the industries.
- Various advanced training activities are conducted to keep the skilled personnel abreast of technological development and changes in the industries.
- Periodic maintenance of Institute and Hostel buildings are carried out by way of renovation. Also, obsolete machinery and equipment in the institutes are being updated with new ones, keeping pace with the latest technological demands.
- A comprehensive Management information system is to be established for which

application software is being developed by NIC. The separate MIS is being developed for VTIP scheme.

**IV. Vision statement:** It is obligatory on the part of employers, both in the public and private sector establishments having requisite training infrastructure to engage apprentices under the Apprentice Act 1961 accordance with the target fixed by the respective central / state apprenticeship advisor and provide them basic and shop floor training as per the prescribed syllabi / approved programme. The employers are also required to fulfil the statutory obligations under the Act.

The scheme is being implemented through 28 DGE&T field institutes. The six Advanced Training Institutes and CTI Chennai are imparting training in highly skilled areas. The RVTIs and NVTI conduct training programme exclusively for women participants. Sufficient budgets are provided for the woman wing. The employment percentage is satisfactory. In craftsmen training 30% of the seats are reserved for the female participants to encourage the female participants for vocational training courses.

## **6. UPGRADATION OF 100 ITIs INTO CENTRES OF EXCELLENCE**

**I. MANDATE:** Under the Constitution of India, Vocational Training is a concurrent subject of both the Central and State Governments. Implementation of Vocational training in the country is the responsibility of the DGE&T, Ministry of Labour.

In order to facilitate improvement of the quality of ITI training the Union Finance Minister in his Budget Speech 2004-05 has announced measures for upgradation of 500 ITIs in the country. Subsequently, as per the advise of M/o Finance, action has been initiated to take up the task in two phases as given below:

- First phase- upgradation of 100 ITIs into 'Centres of Excellence(CoE)' from domestic resources
- Second Phase: upgradation of 400 ITIs from World Bank assistance

The scheme for Upgradation of 100 ITIs into CoE was cleared by EFC in Feb. 2005 and by CCEA in March 2005. The total cost of the Scheme is Rs. 160 crore , out of which the central share is Rs. 120 crore, on a ratio of 75:25 cost sharing basis between Central and the State Government, as advised by Ministry of Finance.

**(II) GOAL AND OBJECTIVES:** It is envisaged to change the structure of training in ITIs by introducing broad based multi-skilling courses during the first year followed by specialized modular courses in second year. These courses shall have provisions of multi entry and multi exit. The industry wise cluster approach has been attempted to ensure greater and active involvement of industry in all aspects of training from forecasting of training

need, development of curriculum, training of trainers, provision of their experts as guest faculty and trade testing/certification. This approach will help in imparting quality training in ITIs, reduce the skill gap between demand and supply and in producing quality manpower having multiskills. Public private partnership for the Centres of Excellence will be in the form of active participation of the Industry in every stage of designing and implementing the Scheme, through constitution of Institute Management Committee (IMC) for each ITI proposed to be upgraded.

**(III) POLICY FRAMEWORK:** The proposal relates to upgradation of 100 ITIs as Centres of Excellence from domestic resources. The 100 ITIs to be upgraded from domestic resources have been distributed in other 22 States/UTs in proportion to the number of Government ITIs in these States subject to marginal adjustments, so that at least one ITI is covered for a State/UT except for J&K, NE States and 4 UTs (A&N Island, Lakshadweep, Daman & Diu and Dadar & Nagar Haveli)

Public Private Partnership for the Centers of Excellence (CoE) will be in the form of active participation of the Industry in every stage of designing and implementing the Scheme, through constitution of Institute Management Committee (IMC) for the ITIs. The IMC comprises members from State Government, Industry etc. with representation from Industry of repute as its Chairman.

**(IV) VISION STATEMENT :** Upgradation of 100 ITIs as “Centre of Excellence” by improving infrastructural facilities, introduction of multi skilling modular courses and creating Public Private Partnership model for producing workforce of world standard.

## **7. EXTERNALLY AIDED PROJECT FOR REFORMS AND IMPROVEMENT IN VOCATIONAL TRAINING SERVICES RENDERED BY THE CENTRAL AND THE STATE GOVERNMENTS – VOCATIONAL TRAINING IMPROVEMENT PROJECT (VTIP).**

(Year of Commencement: 2006-07)

**(I) MANDATE:** Under the Constitution of India, Vocational Training is a concurrent subject of both the Central and State Governments. Implementation of Vocational training in the country is the responsibility of the DGE&T, Ministry of Labour.

Union Finance Minister in his Budget Speech 2004-05 had announced measures for up-gradation of 500 ITIs in the country. Subsequently, as per the advice of M/o Finance, up-gradation of 100 ITIs has been taken up from domestic resources and 400 ITIs through World Bank assistance.

Upgradation of 400 ITIs has been taken up with World Bank assistance under Voca-

tional Training Improvement Project (VTIP). EFC has approved the World Bank assisted Vocational Training Improvement Project(VTIP) in its meeting held on 8th May 2007. Also, CCEA in its meeting held on 2nd August 2007, approved the scheme. Agreement has been signed with World Bank on for 2.11.2007(effective from 17th Dec 2008). The closing date of the Project is December 2012. The total Project cost is Rs. 1581 crore, out of which Rs. 1231 crore is Central share and Rs. 350 crore is State share.

## (II) GOAL AND OBJECTIVES

The main thrust of the program is to provide appropriate infrastructure, equipment, update syllabi and introduce new courses in 400 ITIs. Apart from upgradation of 400 ITIs, the project envisages overall improvement of Vocational Training in the country. Components like training of trainers covering trainers from the Project ITIs and Non-Project ITIs, policy studies and funds for innovations etc are part of the VTIP. The details are as under:

S.No.	Component	Tentative Cost
1	Upgradation of 400 ITIs : ➤ for upgradation of 300 ITIs into CoE ➤ for upgradation of 100 ITIs	Rs 928 crore Rs 196 crore
2	Training of Trainers	Rs 50 crore
3	➤ Curricula development and Instructional Media Development ➤ Apex Hi-tech Institute	Rs 7 crore Rs 32 crore
4	Incentive fund	Rs 106 crore
5	Reform studies /innovation funds	Rs 88 crore
6	Project management / monitoring	Rs 123 crore
	Miscellaneous	Rs 52 crore
	<b>Total</b>	<b>Rs 1581 crore</b>

The project envisages training of instructors and management level training programs to improve quality of training. The central institutes under DGE&T have also been strengthened to develop infrastructure for imparting training to the instructors on advanced modules in selected sector.

Reforms and innovation are envisaged to bring about improvement in vocational training system and sustaining gains made under the Project. The project envisages studies designed to develop viable proposals for reforms. The project supports to adopt modern curriculum development methodologies, develop curricula inputs in emerging technologies for use in updating curricula and strengthen development of Instructional Media Packages

(IMPs).

**(III) POLICY FRAMEWORK:**

An apex body National Steering Committee (NSC), to guide and oversee the implementation of the project, has been constituted under the chairpersonship of Secretary ( Labour & Employment) and with adequate representation from industrial bodies. At the State level, the Project would be guided by State Steering Committee (SSC), constituted by the respective States/ UTs.

**(IV) VISION STATEMENT:** The vision of the project is to improve the employment outcomes of graduates from the vocational training system, by making the design and delivery of training more demand responsive. The project has three components: (i) Improving the Quality of Vocational Training, (ii) Promoting Systemic Reforms and Innovation, and (iii) Project Management, and Monitoring and Evaluation.

**8. Upgradation of 1396 Govt. ITIs through Public Private Partnership**

**(I) MANDATE:**

In the Budget Speech 2007-08, Union Finance Minister announced a Scheme for Upgradation of 1396 Government ITIs into Centres of Excellence through Public Private Partnership. In pursuance of this announcement a Scheme has been formulated. Under the Scheme, an Industry Partner is associated with each Government ITI to lead the process of upgradation.

**(II) GOAL AND OBJECTIVES**

The upgradation of 1396 Government ITIs in the country during the XIth Five Year Plan with a total outlay of Rs. 3550 crore was initiated with the in principle approval of the Cabinet Committee for Economic Affairs (CCEA). During 2007-08 300 ITIs were upgraded at a cost of Rs.750.00 crore. The CCEA had given approval for upgradation of remaining 1096 Government ITIs during the period from 2008-09 to 2011-12 with a total outlay of Rs. 2800 Crore (Rs. 2740 Crore for upgradation of 1096 Government ITIs @ of Rs. 2.5 Crore per ITI and Rs. 60 crore for management, monitoring and evaluation of the scheme) in its meeting held on 03.10.2008. 300 ITIs were upgraded in year 2008-09.

**(III) POLICY FRAMEWORK:** An Institute Management Committee is constituted/reconstituted with Industry Partner or its representative as its Chairperson and registered as a Society. Interest free loan up to Rs. 2.5 cr. is given directly to the IMC Society for upgrading the training infrastructure of the ITI. The scheme envisages overall improvement of Vocational Training in the country.

Out of 1396 ITIs, 600 ITIs have been already upgraded upto 2008-2009 and remaining 796

ITIs will be taken up during from 2009-2010 to 2011-2012.

## **9. SKILL DEVELOPMENT INITIATIVE**

**(I) MANDATE:** Under the Constitution of India, Vocational Training is a concurrent subject of both the Central and State Govts. Implementation of Vocational Training in the country is the responsibility of the DGE&T, Ministry of Labour & Employment through State/UT Govts. .

### **(II) GOALS AND OBJECTIVES:**

- o To provide training to school leavers, workers, ITI graduates etc. for improving their employability by optimally utilising infrastructure available in ITIs/ITCs and other organisations. Scheme will cater to the needs of all those who want to acquire skills or upgrade them to improve their employability. Existing skills of the persons can also be tested and certified under this scheme. Emphasis would be given to the courses to cater to the needs of unorganised economy.
- o The scheme would also aim at capacity building in the country in the area of development of competency standards, curricula, learning material, assessment standards to the Global Standards and also planning, implementation and monitoring of Skill Development programme for the unorganised sector etc. A team of experts in these areas would be developed.

### **(III) POLICY FRAME WORK:**

The key features of the new frame work for skill development are:

- 1 Demand driven Short term training courses based on Modular Employable Skills decided in consultation with Industry.
- 1 Flexible delivery mechanism (part time, weekends, full time)
- 1 Different levels of programmes (Foundation level as well as skill upgradation) to meet demands of various target groups
- 1 Training to be provided by Vocational Training Providers(VTPs) under the Govt., Private Sector and Industrial establishments.
- 1 Optimum utilisation of existing infrastructure to make training cost effective.
- 1 Testing of skills of trainees by an independent assessing body who would not be involved in conduct of the training programme, to ensure that it is done impartially.

### **(IV) VISION STATEMENT**

Development of a new strategic framework for skill development for the school

drop-outs and existing workers especially in the informal sector in close consultation with Industry, micro enterprises in the informal sector, State Governments, experts, academia has been taken up. This was essential considering their educational, social and economical background. To provide training to 1 million persons in 5 years and thereafter one million every year by optimally utilising infrastructure available in ITIs/ITCs and other organisations

**10. ESTABLISHMENT OF NEW INDUSTRIAL TRAINING INSTITUTES (ITIs) IN NORTH EASTERN STATES, SIKKIM AND JAMMU AND KASHMIR (Merged Centrally Sponsored Scheme)**

**(I) MANDATE:** Hon'ble Prime Minister in January, 2000 announced an agenda for Socio-economic development of North East region which inter-alia included doubling the number of ITIs in NE Region for imparting training in new trades over the next three years. the said scheme was merged with another Centrally Sponsored scheme on Jammu & Kashmir in the year 2005-06 and renamed as "Establishment of New ITIs in the North Eastern States, Sikkim and strengthening / modernization of ITIs in the State of Jammu & Kashmir"

**(II) GOALS AND OBJECTIVES:**

- (a) Establishment of 22 new ITIs with a total outlay of Rs.49.88 crore.
- (b) Strengthening / Modernisation of 35 existing ITIs with a total outlay of Rs.49.02 crore
- (c) Providing Technical Assistance for training of faculty / sponsored candidates from NE Region, conducting surveys / studies / seminars / workshops for effective implementation of the scheme. The approved outlay for this scheme is Rs.1.10 crore.
- (d) Establish 3 more new ITIs – two in Sikkim and one in the state of Assam with an additional outlay of 13.70 crore

The extended scheme will, in addition to the sub-schemes of North Eastern States, include the following sub schemes also for J&K State, which are envisaged to modernize and expand the Craftsmen Training Scheme in the State with following components:

- (i) Upgradation /diversification of existing ITIs
- (ii) Establishment of new Women's ITI at Jammu
- (iii) Establishment of Women's Wing
- (iv) Technical Assistance
- (v) Strengthening of State Directorate

### **(III) POLICY FRAMEWORK:**

**CCEA in its meeting held on 23<sup>rd</sup> August 2007 has approved continuation on the NE & JK project for 2 years in the XI Plan till 31.3.2009 as per the following :**

- Ongoing component on North East project [outlay of Rs. 100 crore] – One year till 31.3.2008. This component has since come to close.**
- Establishment of 3 new ITIs[outlay 13.7 crore] AND Jammu & Kashmir component[ outlay 37.0 crore] - Two years till 31.3.2009.**

### **(IV) VISION STATEMENT:**

The scheme would benefit the N.E. region and the State of J&K as follows:

#### **(a)N.E. Region**

- Creating and developing infrastructure for training of youth in the identified skill areas as per demand pattern of the region.
- Introducing new trade courses in 22 new ITIs and 35 existing ITIs, thus more than doubling the seating capacity from 7244 to 16144.
- Improving quality of ITI trainers by training and upgrading their knowledge and skills
- Increasing employability of the local youth thus preventing large scale frustration and insurgency.

#### **(b) J &K State**

- The deficiencies will be made up and training facilities modernized in the 102 popular trade units functioning in the 37 ITIs of the State
- 73 Popular trade units will be introduced in the existing ITIs of the State, which will include 23 modern NCVT trades being introduced in the State for the first time
- Multi-skilling is being introduced as a New concept, by the introduction of 3 such trades in 2 major ITIs of the State
- There will be an effective increase of 1366 seats by the introduction of modern / popular trades after the deletion of unpopular trades
- Another 440 seats will be added by the introduction of short-term courses for the different target groups raising the total availability of seats from the present 4364 to 6200 seats.
- The State, thus, will get much closer to the national average of the availability of seats for Vocational Training, as the situation will get improved to the availability of

1 seat for every 1695 persons from the present 1 seat for 2440 persons, vis-a-vis the national average of 1 seat for 1575 persons.

## **11. SKILL DEVELOPMENT / MISSION MODE PROJECT FOR UPGRADATION AND MODERNIZATION OF EMPLOYMENT EXCHANGES**

(I) **MANDATE:** Under the Constitution of India, Vocational Training is a concurrent subject of both the Central and State Governments. Implementation of Vocational training in the country is the responsibility of the DGE&T, Ministry of Labour. Within the policy framework, testing the skills of the trainees is the constituents of Vocational Training.

(II) **GOAL AND OBJECTIVES:** Modernisation of Employment exchanges throughout the country.

(III) **POLICY FRAMEWORK:** This scheme was proposed under Sub Mission of Skill Development Scheme under 11th Plan by Working Group on Skill Development., “In-Principal approval by Planning commission is yet to be accorded.”

(IV) **VISION STATEMENT :** This is the new scheme approved by the planning commission in XIth Plan.

## **12. BUILDING, EQUIPMENTS & ESTABLISHMENT OF RVIS (CENTRAL SECTOR SCHEME)**

The scheme envisages the following :

- ◆ All the 7 RVTIs under this scheme are providing training facilities. Four institutes are operating from own new buildings and three are operating from temporary buildings. The training capacity has been enhanced from 716 in 2002 to more than 1600 in 2008-09.
- ◆ Construction of the Institute buildings, staff quarters & trainees' hostels for RVTIs at Vadodara, Indore and Panipat (location of Hisar to be changed to Panipat as land has been provided in Panipat).
- ◆ To meet recurring expenditure for conducting of course at RVTIs.