

INTRODUCTION

21.1 India is one of the founding members of International Labour Organization that came into existence in 1919 and has been a permanent member of the ILO Governing Body since 1922. At present the ILO has 181 Members. A unique feature of the ILO is its tripartite character. At every level in the organization, Governments are associated with the two other social partners, namely, the workers and employers. The three organs of the ILO are – (i) International Labour Conference – General Assembly of the ILO that meets every year in the month of June, (2) Governing Body – Executive Council of the ILO that meets three times in a year in the months of March, June and November and (3) International Labour Office – a Permanent secretariat. India has been playing a pro-active role in the proceedings of the ILO since its inception.

21.2 The Indian delegation, which is tripartite in composition, has been participating in the International Labour Conference on a regular basis. The ILC is the main policy making body of the ILO. While the International Labour Standards adopted by the ILC have been enriched by the vast experience of its delegates and advisers, the experience gained in this International forum by the members of the Indian delegations over a period of time has helped in giving the much needed international perspective to our national laws and practices. We have so far ratified 40 Conventions and 1 Protocol of the ILO.

96th Session of the International Labour Conference

21.3 The 96th Session of the International Labour Conference (ILC) was held during 29.05.2007 to 15.06.2007. In this Session, about 3,000 delegates representing governments, workers and employers from ILO's 180 member States participated in the Conference. India had been actively participating in the ILC since its inception. A 28 member Tripartite

Indian Delegation led by Shri Oscar Fernandes, Minister of State for Labour & Employment (Independent Charge) had attended the ILC. Shri Prithbi Majhi, Labour Minister Assam, Shri T.M. Anbarasan, Labour Minister, Tamil Nadu and Shri Mrinal Banerjee, Labour Minister, West Bengal were also the members of the delegation. From India, 12 representatives of government, 8 representatives of Workers and 8 representatives of employers participated in the ILC.

21.4 The Conference, in its first session, is supposed to elect a President of the Conference, but due to some geo-political reasons, the President of the Conference could not be elected in the first sitting. There are 4 geographical groups in the ILO which are giving representation on the basis of rotation. This time, President of the Conference was to be elected from African Group. Initially, Cameroon, Congo and Nigeria expressed their willingness to participate in the election for the President of the Conference. Since only one person was to be elected, consultation among the groups started to sort out the issue. In ILO consensus is always given priority to election. However, after consultation with other countries Cameroon withdrew from the contest and election by way of voting was conducted between Congo and Nigeria. When it comes to vote, India voted in favour of Congo as per the advice of Ministry of external Affairs. Since the required votes for the majority was not casted, no one was declared elected. Finally, after a lot of consultation and negotiation Mr. Kastriot Sulka, Deputy Minister of labour, Social Affairs and Equal Opportunities of Albania was elected as President of the 96th Session of the International Labour Conference. Government Group nominated Mr. Carlos Antonio da Rocha Paranhos (Brazil), employers' and workers' group nominated – Mr. Michel Barde (Switzerland) and Mr. Marc Blondel, respectively.

Reports of the Chair Person of the Governing Body and the Director General

21.5 As usual, Chairman of the Governing Body presented the written report to the Conference on the work of the Governing Body during the preceding year. This year, the report was made available to delegates quite late. The Conference had before it the report of the Director General of the International Labour Office. Report 1(a) was in two parts. The first part was on the theme chosen by the Director General and the second by way of annexed on the situation of workers of occupied Arab territories.

21.6 While intervening on the report of the Chairperson the Hon'ble Minister of State for Labour & Employment (Independent Charge) highlighted the achievements of Government of India in the context of the contents of report. He asserted that "the ILO in recent times has been emphasizing the social dimensions of globalization, sustainable development, productive and equitable markets, fair rules and greater accountability to people". India has a well-established democratic system of consulting stakeholders.



International Labour Organisation on 'Trade and Employment' in the Working Party on the Social Dimension of Globalization

21.7 Secretary (Labour & Employment) made a forceful intervention on Director General's report. She complimented the Director General's report for

advancing the agenda of Decent Work and Tripartism. She asserted "globalization has led to a process of increasing economic interdependence

between all countries in the developed and developing world”. Over a period of time it has been observed that globalization has had a mixed impact. Therefore, we have to make a concerted effort to maximize the benefits of globalization and minimize its negative outcome. This can be done if, as part of the global efforts to promote Decent Work, we forge closer links with the efforts of ILO to give an impetus to an “inclusive” growth strategy and adopt special measures for those persons who would normally get excluded. At the same time without growth we cannot generate the resources needed for investment in social and physical infrastructure. That is why India’s goal during the 11th Plan is “Faster and more inclusive Growth”.

21.8 A better labour market assessment across countries presupposes a common denominator of definitions of crucial concepts of unemployment, wages etc. Different definitions often lead to different and result for the same process thus making the path of assimilation of varying labour standards into a single benchmark, so much more difficult. A major initiative on the subject, across nations would be very opportune. It is also necessary to integrate rural and urban development based on the population dynamics in each country.”

Global Report under the follow up to the ILO Declaration on Fundamental Principles and Rights at Work

21.9 The Global Report is a part of follow up to the ILO Declaration on Fundamental Principles and Rights at Work (Declaration). In this year the Global Report was “Equality at work: Tackling the challenges, which was related to the elimination of discrimination in respect of employment and occupation.

21.10 Shri S.K. Srivastava, Joint Secretary, participated in the deliberations on the Global Report and asserted “Government of India had always been against any sort of negative discrimination”. India’s Constitution provides for equality before law,

prohibition of discrimination on grounds of religion, caste, race, sex and place of birth as basic fundamental rights. It also provides for equal remuneration to both men and women.

Programme and Budget Proposals for 2008-09 and other questions.

21.11 In its meeting in March, 2007, the Governing Body endorsed a zero real growth programme and budget of US \$ 638,198,183, estimated at an exchange rate of 1.25 Swiss francs to the US dollar.

The final exchange rate and the corresponding US dollar level of the budget and Swiss franc assessments will be determined by the Conference on the recommendation of the Finance Committee of Government representatives.

Committee on Application of Standards (Conventions and Recommendations)

21.12 One of the standing and powerful Committees of the International Labour Conference is the Committee on Application of Conventions and Recommendations. The proceedings of this Committee provided an opportunity to the representatives of the Governments, employers and workers to meet and examine the reports submitted by the Member States on the manner on which obligations under the ratified conventions and recommendations are being implemented in the national law and practice.

21.13 The Conference Committee on the Application of Standards considers Report III, parts IA and IB, which have been previously prepared by the Committee of Experts on the Application of Conventions and Recommendations. In an opening general discussion, the Committee reviews the matters covered by the general part of the Committee of Experts Report. Subsequently, the Committee examines part IB of the Report which consists of a General Survey (separate volume). This year’s

General Survey is entitled “Eradication of Forced Labour” and it looks at – Forced Labour Convention, 1930 (No. 29), and the Abolition of Forced Labour Convention, 1957 (No. 105).

21.14 The issue of forced labour was also discussed in the Committee of Application of Standards under the purview of “general survey”. Shri S. Krishnan, Additional Secretary (Labour & Employment) participated in the deliberations of the Committee and asserted that India, as a country, has always been concerned about the abolition of bonded labour, “We have not only ratified the related ILO convention Nos. 29 and 105 but also made abolition of bonded labour system a part of our 20 Point Programme which reflects the priorities of the Government.

Work in the Fishing Sector – Standard Setting, Single Discussion, with a view to the adoption of a Convention and a Recommendation.

21.15 In June 2005, at the end of the second discussion, a draft Convention and a draft Recommendation on Work in the Fishing Sector were submitted to the Conference. As they had maintained throughout the process, employers reiterated that the emerging draft Convention did not meet the objectives that had been established for a new Convention. They expressed strong reservations on a number of provisions and especially on the detailed, technical and prescriptive Annex on crew accommodation, which, in their view, should have been included in a recommendation, and not a Convention. The Committee was attended Shri N.K. Nair, Additional Commissioner (Fishing). India supported the new Convention and Recommendation.

Strengthening of ILO’s capacity to assist its members’ efforts to reach its objectives in the context of globalisation:

21.16 With a view to meet the challenges of the globalization this agenda item was introduced. The

report envisaged a focused debate on improvements to integrate the Decent Work Agenda into the work of the international Labour conference and Governing Body, enhancing the Decent Work Country Programme (DWCP), enhancing co-operation with other regional and international agencies so that more consideration is taken of the ILO’s Decent Work Agenda in their policy work and the elaboration of a possible “Authoritative Statement” as a means to confirm the role of the ILO in coming years.

Promotion of sustainable enterprises – General discussion

21.17 This is one of the important committee dealing with employment and was attended by Shri Sharda Prasad, Director General, Employment & Training (DGE&T). The Conference Committee on Sustainable Enterprises said that sustainable enterprises are a principal source of growth, wealth creation, employment and decent work. To realize these gains, a conducive environment for sustainable enterprises is essential, including peace and political stability, good governance and the rule of law, social dialogue, respect for universal human rights and international labour standards, entrepreneurial culture, sound economic policies, fair competition and access to financial services, physical and technological infrastructure, education and training, and environmental sustainability.

NAM Labour Ministers’ Conference and other activities:

21.18 In addition to the session of Conference as well as Conference Committee there were several other activities connected to the ILO. NAM Labour Ministers’ Conference was one of the major events during the Conference. The Conference was attended by Shri Oscar Fernandes, Hon’ble Minister of State for Labour & Employment (IC), Shri S.K. Srivastava, Joint secretary and officials of

Indian Mission. The theme of the NM Labour Ministers' Conference was reform in the ILC.

21.19 The Asia and Pacific region is playing an important role in the ILO for coordinating the interests and concerns of the region in respect of the matters under discussion in the ILO Governing Body as well as in the International Labour Conference. This year, Asia and Pacific Region has convened a meeting of Labour Ministers on the issue of occupational safety and health. Hon'ble Labour Minister addressed the meeting of Labour Ministers.

21.20 At the initiative of Hon'ble LEM, India has convened a meeting of Labour Ministers of SAARC countries on HIV/AIDS in the world of work. Hon'ble Minister for Labour and Employment asserted "The problem of HIV/AIDS is so huge that it cannot be tackled in isolation" and there is an urgent need for concrete collective efforts. On this occasion, he also introduced Country Report of India and requested other Members of SAARC countries to have a Country Report on the issue of HIV/AIDS.

298th Session of the Governing Body

21.21 The 298th Session of Governing Body of ILO was held during 8-30 March 2007 at Geneva.

21.22 **The Committee on Freedom of Association** set up by the Governing Body at its 117th session (November 1951) met at the International Labour Office, Geneva on 8-9 March, 2007. It took up complaints submitted to the Governing Body, alleging violations of freedom of association and representations that concern such issues.

21.23 **The Programme, Financial and Administrative Committee met on 12th, 13th, 14th, 15th, 16th and 22nd March, 2007.** During the meeting International Labour Office informed the Committee about the financial results for 2005-2006. The Committee also discussed the framework for future work on results based management.

21.24 **The Committee on Legal Issues and International Labour Standards** met on 23rd March, 2007. It discussed the practical arrangements for the discussion, at the 96th Session (June, 2007) of the International Labour Conference, of the Global Report prepared under the follow up to the ILO Declaration on the Fundamental Principles and Rights at Work. It also discussed the Status Report on ILO action concerning discrimination in employment and occupation.

21.25 **The Committee on Employment in Social Policy** met on 20th, 21st and 22nd March, 2007. The Committee discussed the implementation of the Global Employment agenda including the modalities for evaluation of the Global Employment Agenda in the context of Decent Work Country Programmes. It also discussed the issue of enhancing employability by improving knowledge and skills, wages around the world, informal economy and poverty reduction strategy papers.

21.26 **The Committee on Sectoral and Technical Meetings and related Issues** discussed various agenda items such as sectoral activities programmes and proposals for activates in 2008-09.

21.27 **The Committee on Technical Cooperation** met on 20th March, 2007. The Committee discussed the operational aspects of the International Programmes on the elimination of child labour and Technical cooperation in the context of Decent Work Programmes.

21.28 **The Subcommittee on Multinational Enterprises** met on 23rd March 2007. It endorsed the draft programme, as amended in light of the discussion in the Subcommittee, concerning the 30th anniversary of MNE Declaration and approved the development by EMP/MULTI of an Office programme, on the conditions outlined by the Subcommittee to the 297th and 298th Sessions of the ILO GB, to provide companies with expert

advice on the realization of international labour standards and the MNE Declaration and that the Office seek to augment this work by extra-budgetary financing. It also approved the recommendation to reorient the strategic priorities in line with the priorities identified in the discussion of the Subcommittee and request the Office to finalize a report on the level of involvement and participation of ILO constituents in the Global Compact local networks.

21.29 The Working Party on Social Dimension of Globalisation met on 26th March, 2007. The Working Party held a lengthy discussion based on a joint study by the ILO/WTO Secretariats on trade and employment policy. Smt. Sudha Pillai, Secretary (Labour & Employment), India, actively participated in the deliberations. Secretary (Labour & Employment) thanked both the ILO and the WTO Secretariat for their joint study and acknowledged it to be a very important initiative and welcomed if further studies were commissioned, following the recommendations that had emanated from the study. She highlighted that joint study identified certain situations in which governments interventions would be helpful by discussing different types of labour and social policies, which could have appropriate efficiency effects. Secretary (Labour & Employment) shared with the panel an India-specific study, which endorsed some of the conclusions of the joint ILO/WTO study. She observed that India had actually done extremely well in the services sector and in the IT and IT-enabled services sector. There is room for growth, as only 10 per cent of the potential had so far been realized. In closing remarks, she also urged the ILO to take initiative in developing an international standard on skills portability.

299th Session of the Governing Body

21.30 The 299th Session of the Governing Body of ILO was held in June, 2007. It discussed a range of issues including the questions arising out of the

96th Session of the ILC and the report of the ILO Committee on Freedom of Association.

300th Session of the Governing Body

The 300th Session of Governing Body of ILO was held during 1-16 November, 2007 in Geneva.

21.31 The Committee on Freedom of Association set up by the Governing Body at its 117th session (November 1951) met at the International Labour Office, Geneva on 1st and 2nd November, 2007

21.32 The Programme, Financial and Administrative Committee met on 5th, 6th, 7th, 8th and 14th November, 2007. The Committee discussed Programme & Budget for 2006-07 and the proposed 2008-09 budget for extra-budgetary accounts.

21.33 The Committee on Legal Issues and International Labour Standards met on 9th November, 2007. It discussed the campaign for the ratification of the 1997 instrument of amendment to the ILO Constitution and International labour standards and human rights.

21.34 The Committee on Employment in Social Policy met on 5th and 6th November, 2007 and discussed collective bargaining and the Decent Work Agenda, Global Employment agenda implementation and recent developments of Decent Work Agenda in Poverty Reduction Strategy.

21.35 The Committee on Sectoral and Technical Meetings and related Issues met on 5th November, 2007 and discussed purpose, duration and composition of the activities to be held in 2008 and new proposals for activities in 2008-09.

21.36 The Committee on Technical Cooperation met on 6th November, 2007. It discussed the ILO's technical cooperation programme 2006-07, implementation of Decent

Work Country Programme and technical cooperation priorities and action plans regarding the elimination of discrimination in employment and occupation.

21.37 The Subcommittee on Multinational Enterprises met on 8th November, 2007 and discussed the strategic priorities for MULTI for 2006-07, updates on Corporate Social Responsibilities (CSR)-related activities improvements and participation of ILO constituents in the Global Compact local networks.

21.38 The Working Party on Social Dimension of Globalisation met on 12th November, 2007. The Working Party debated on the issue of decent work for sustainable development-the challenge of climate change and follow-up to the joint ILO/WTO secretariat study on trade and employment.

TECHNICAL COOPERATION PROGRAMME

21.39 International Labour Organisation (ILO) and India have an enduring and vibrant relationship which is marked by close and dynamic cooperation over the years. India has been actively supporting and participating in ILO's Technical Cooperation Programmes.

ILO PROJECTS IN INDIA

21.40 ILO's technical cooperation in India covers various fields of relevance to Indian labour, such as employment, occupational safety & Health, improvement in working conditions, up gradation of training facilities, management consultancy development, small enterprise programmes for women and the urban poor, family welfare programmes, vocational hi-tech training and workers' education etc. A number of projects in these and related areas are in various stages of implementation.

21.41 ILO also provides technical assistance to India in conducting feasibility studies, design of

projects and in organizing and implementation of training programmes and workshop where ILO experts function as resource persons. Under the Active Partnership policy of the ILO, collaboration between the I.L.O and India is supported by technical inputs from the multidisciplinary teams in New Delhi (ILO-SAAT) and regional office in Bangkok as well as by technical departments at the I.L.O. Headquarters. During the year, technical specialists provided advisory services in international labour standards, statistics and also discussed areas of possible collaboration in future. The tripartite machinery of the Government, Workers' and Employers' Organisations, worked closely with the I.L.O in identifying the major country objectives for the ensuing years. The main focus of the exercise was to promote employment and social protection in the process of restructuring of the economy, elimination of child labour, management of working conditions and occupational safety and health in high-risk areas. During the year, India participated in a number of National and International meetings organized by ILO.

PARTICIPATION IN OVERSEAS TRAININGS / WORKSHOPS ETC

21.42 During the year (**till November, 2007**), sixteen officers were deputed for training, workshops, seminars and meetings under the fellowships provided by the ILO.

INDIA'S ASSISTANCE TO ILO

21.43 India is a founder member of the 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 Governing Body, which is the executive wing of the organization. India also provides technical manpower for ILO's activities. Several national experts were awarded contracts for undertaking studies in various fields.

The ILO is financed mainly by contribution received from the member states. The ILO Budget follows the calendar year and annual contributions are paid by the Governments of the member states according to a scale, which the International Labour Conference on a year-to-year basis fixes, and which in line with the U.N. scale of assessment. India has availed the benefit of the incentive scheme of ILO for timely payment of contribution. The amount of contribution paid by India to the ILO for the year 2008 is Swiss Francs 1770976 (equivalent to Rs. 6,09,46000).

21.44 The ILO also utilises the training facilities available in a number of institutions under the Ministry of Labour & Employment in India including Central Labour Institute (Mumbai), Regional Labour Institutes (Kolkata, Kanpur & Chennai), the Vocational Training Institutes under the Directorate General of Employment and Training, the Indian Institutes of Management and Indian Institutes of Technology

INTERNATIONAL COOPERATION

21.45 The Ministry of Labour & Employment had organized a meeting of Labour Ministers of SAARC Countries on 'HIV/AIDS in the World of Work' in Geneva on 12th June 2007 on the sidelines of the 96th Session of International Labour Conference of ILO.

MOU WITH EUROPEAN UNION

21.46 As a part of exchange programme under the India-EU MOU, a tripartite delegation led by Shri Oscar Fernandes, Hon'ble Minister of State for Labour & Employment (IC) attended the 2nd EU-India Seminar during 16-18 September 2007 at Lisbon. The overall topic of the seminar was "Social Security". There were four topical panel sessions as mentioned below:

Session 1:

"Promoting responsible and sustainable growth and development: Key challenges and policy priorities for social security and social protection"

Session 2:

"Building partnerships for decent work: The role of social entrepreneurship and social dialogue"

Session 3:

"Ensuring social security for all: Tools for poverty reduction and social inclusion"

Session 4:

"Coordinating social security for migrant workers"

21.47 A high level tripartite delegation comprising Ministry of Labour & Employment Officials and representatives from workers and employers groups attended the tripartite exchange programme from 19-22 September, 2007.

21.48 Smt. Sudha Pillai, Secretary (L&E) visited Lisbon (Portugal) to participate as a panelist on Session 4 (Social protection and social security policies) in the ILO Forum on Decent Work for a Fair Globalisation from 31st October to 2nd November 2007.

PROTOCOL OF INTENT WITH BULGARIA

21.49 A high level Bulgarian delegation visited India from 10th to 15th September 2007. Mrs. Emiliya Maslarova, Labour Minister, Bulgaria Called on Shri Oscar Fernandes, Hon'ble Minister of State for Labour & Employment (IC) on 11th September 2007. A Protocol of Intent on Promoting Cooperation in the areas of labour relations, employment and social security was signed between the Ministry of Labour & Employment of the Republic of India and the Ministry of Labour & Social Policy of the Republic of Bulgaria, on 12th September 2007.

21.50 A delegation from the Parliamentary Fraction of the CDU Party (Christian Democratic Union) in the German Federal State of Baden-Wuerttemberg headed by Mr. Stefan Mappus

visited New Delhi on 17th October, 2007. Besides Austrian Delegation at visited Ministry of Labour & Employment on 14th December, 2007.



Visit of Austrian Delegation to Ministry of Labour and Employment on December 14, 2007

INTERNATIONAL LABOUR CONFERENCE OF ILO

21.51 The 96th Session of the International Labour Conference of ILO was held from 30th May to 14th June, 2007 in Geneva, wherein a 28 member Tripartite Indian Delegation led by Shri Oscar Fernandes, Minister of State (IC) for Labour & Employment had attended. Shri Prithbi Majhi, Labour Minister, Government of Assam, Shri T.M. Anbarasan, Labour Minister, Government of Tamil Nadu and Shri Mrinal Banerjee, Labour Minister, Government of West Bengal were also the members of the delegation.

GOVERNING BODY OF ILO

21.52 The 298th Session of the Governing Body of ILO was held in Geneva from 8th to 30th March 2007. The meeting was attended by Smt. Sudha Pillai, Secretary (L&E), Shri S.K. Srivastava, Jt. Secretary, Shri A.V. Singh, Director and Smt. Kalyani Mishra, Dy. Director, Ministry of Labour & Employment.

21.53 The 300th Session of the Governing Body of ILO was held in Geneva during 1-16 November 2007. The meeting was attended by Smt. Sudha Pillai, Secretary (L&E), Shri S.K. Srivastava,

Joint Secretary and Shri A.V. Singh, Director,
Ministry of Labour & Employment.

CONCLUSIONS

21.54 India has always had a positive approach towards International Labour Standards. The basic

principles set out in the International Labour Standards are by and large reflected in our national laws and regulations especially for free exercise of and for protection of rights of our work force. We have so far ratified 40 Conventions and 1 Protocol of the ILO. The details are given in the **Table 21.1**.

Table 21.1		
List of International Labour Organisation Conventions Ratified by India		
Sl. No.	Number and Title of Convention	Date of ratification
1.	No.1 Hours of Work (Industry) Convention, 1919	14.07.1921
2.*	No.2 Unemployment Convention, 1919	14.07.1921
3.	No.4 Night Work (Women) Convention, 1919	14.07.1921
4.	No.5 Minimum Age (Industry) Convention, 1919	09.09.1955
5.	No.6 Night Work of Young Persons (Industry) Convention, 1919	14.07.1921
6.	No.11 Right of Association (Agriculture) Convention, 1921	11.05.1923
7.	No.14 Weekly Rest (Industry) Convention, 1921	11.05.1923
8.	No.15 Minimum Age (Trimmers and Stokers) Convention, 1921	20.11.1922
9.	No.16 Medical Examination of Young Persons (Sea) Convention, 1921	20.11.1922
10.	No.18 Workmen's Compensation (Occupational Diseases) Convention, 1925	30.09.1927
11.	No.19 Equality of Treatment (Accident Compensation) Convention, 1925	30.09.1927
12.	No.21 Inspection of Emigrants Convention, 1926	14.01.1928
13.	No.22 Seamen's Articles of Agreement Convention, 1926	31.10.1932
14.	No.26 Minimum Wage-Fixing Machinery, Convention, 1928	10.01.1955
15.	No.27 Marking of Weight (Packages Transported by Vessels) Convention, 1929	07.09.1931
16.	No.29 Forced Labour Convention, 1930	30.11.1954
17.	No.32 Protection Against Accidents (Dockers) Convention (Revised), 1932	10.02.1947
18.@	No.41 Night Work (Women) Convention (Revised), 1934	22.11.1935
19.	No.42 Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934	13.01.1964
20	No.45 Underground Work (Women) Convention, 1935	25.03.1938
21.	No.80 Final Articles Revision Convention, 1946	17.11.1947
22.**	No.81 Labour Inspection Convention, 1947	07.04.1949
23.	No.88 Employment Services Convention, 1948	24.06.1959
24.	No.89 Night Work (Women) Convention (Revised), 1948	27.02.1950

25.	No.90 Night Work of Young Persons (Industry) Conventions (Revised), 1948	27.02.1950
26.	No.100 Equal Remuneration Convention, 1951	25.09.1958
27.	No.105 Abolition of Forced Labour, 1957	18.05.2000
28.	No.107 Indigenous and Tribal Population Convention, 1957	29.09.1958
29.	No.108 Seafarers Identity Documents Conventions, 1958*	17.01.2005
30.	No.111 Discrimination (Employment & Occupation) Convention, 1958	03.06.1960
31.	No.115 Radiation Protection Convention, 1960	17.11.1975
32.	No.116 Final Articles Revision Convention, 1961	21.06.1962
33.#	No.118 Equality of Treatment (Social Security) Convention, 1962	19.08.1964
34.	No.122 Employment Policy Convention 1964	17.11.1998
35.@@	No.123 Minimum Age (Underground Work) Convention, 1965	20.03.1975
36.	No.136 Benzene Convention, 1971	11.06.1991
37.	No.141 Rural Workers' Organisation Convention, 1975	18.08.1977
38.	No.144 Tripartite Consultation (International Labour Standards) Convention, 1976	27.02.1978
39. ##	No.147 Merchant Shipping (Minimum Standards) Conventions, 1976	26.09.1996
40.	No.160 Labour Statistics Convention, 1985 (Article 8 of Part-II)	01.04.1992
42.	P89 Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948	21.11.2003

- * Later denounced, The Convention requires, internal furnishing of statistics concerning unemployment every three months which is considered not practicable.
- @ Convention denounced(on 27.02.1950)as a result of ratification of Convention No.89.
- ** Excluding Part-II.
- # Branches (c) and (g) and Branches (a) to (c) and (i).
- @@ Minimum Age initially specified was 16 years but was raised to 18 years in 1989.
- ## Article 8 of Part-II.

SOURCE: - Ministry of Labour & Employment.

BACKGROUND

22.1 The Directorate General of Resettlement and Employment (DGR&E) now known as Directorate General of Employment and Training (DGE&T) was set up in July 1945 for the purpose of resettling demobilized Defence Service personnel and discharged War Workers in civil life.

22.2 After Independence, the Directorate General was also called upon to handle work relating to displaced persons from Pakistan. Subsequently, the scope of the Directorate was extended to cover employment service to all categories of job seekers in early 1948, and training services to all civilians in 1950.

22.3 In pursuance of the recommendations of the Training and Employment Service Committee (Shiva Rao Committee set up in 1952) the day-to-day administrative control of the Employment Exchanges and Industrial Training Institutes (ITIs) was transferred to the State Governments / Union Territory Administrations with effect from 01.11.1956 on cost sharing basis between Centre and States.

22.4 Cost sharing by the Centre with the State Governments to the extent of 60% of the cost of the establishment was continued up to 31-03-1969 after which the scheme was discontinued, based on the decision taken by the National Development Council in May 1968.

22.5 With each successive Five Year Plan there has been considerable expansion of the activities of the Employment Service and Training Service in the Centre and the States. The total number of Employment Exchanges functioning at the end of August, 2006 was 947 (including 82 University Employment information and Guidance Bureau); and the total number of Industrial Training Institutes (both

Government and Private) was around 5465 with a seating capacity of around 7.49 lakh.

22.6 The Directorate General is headed by the Director General of Employment & Training /Joint Secretary to Government of India. The organizational set-up of the Directorate General consists of three principal wings namely Directorate of Training, Directorate of Employment, and Secretariat Wing.

RESPONSIBILITIES

22.7 EMPLOYMENT DIRECTORATE

- Plans and formulates programmes for expansion and development of National Employment Service in consultation with State Governments.
- Coordinates the work of Employment Service in States
- Conducts regular training programmes and develop staff training material for the Employment Service personnel
- Carries out continuous programme of evaluation of policies, procedures and working practices of Employment Exchanges in the States with a view to assessing and advising the State Governments on the progressive development of the service and to ensure that National Policies, Standards and Procedures are effectively implemented
- Provides a central agency for adjusting surpluses and shortages in certain specified areas where recruitment requires wider circulation.
- Collects and disseminates Labour Market Information and prescribes uniform reporting procedures for the organized sector and Employment Exchanges.

- Co-ordinates Vocational Guidance and Career Counseling Services rendered through Employment Exchanges and University Employment Information and Guidance Bureau (UEIGBx) to the unemployed youth for choosing and planning their career suited to their abilities and skills.
- Evaluates residual capabilities of physically handicapped persons and provide them adjustment training in order to facilitate their economic rehabilitation.
- Establishes coordination and consultation with the Ministries of the Government of India whose activities affect the employment situation in the country.
- Provide vocational guidance and training in confidence building to SC/ST job seekers.

TRAINING DIRECTORATE

22.8 DGET is responsible to implement vocational training programme in the country. The major scheme being implemented by DGE&T are Craftsmen Training Scheme (CTS), and Apprenticeship Training Scheme (ATS). CTS products are deemed to be semi-skilled and ATS is expected to produce skilled workers. In ATS, there is a provision for rebate in training period to the extent of successfully undergone institutional training under CTS in the corresponding trade. Under the above vocational training programmes, DGE&T:

- Develops training programme at the national level, particularly in the area concerning common policies, common standards and procedures.
- Deals with training of instructors and trade testing and certification.
- Conducts vocational training in some of the specialized areas, including training of women through the field institutes under its direct control.

- Conducts research in vocational training and development of instructional material.
- Implements of the Apprentices Act, 1961 in respect of trade apprentices.

During the year, a new scheme i.e. Skill Development Initiatives (SDI) has been operationalized. SDI scheme is a five year project during which one million persons would be trained or their skills tested and certified by organizing short term courses on modular pattern.

SECRETARIAT WING

22.9 The Secretariat wing is responsible for looking after the establishment matters of the employees of DGE&T.

TOTAL NUMBER OF EMPLOYEES IN DGE&T

22.10 The Directorate General of Employment & Training and its subordinate offices have on their roll 2527 employees, out of which 241 are Group, 'A' officers, 397 Group 'B' officers, 1259 Group 'C' employees and 630 Group 'D' employees.

STATUTORY PROVISIONS

22.11 The statutory provisions enforced by DGE&T are:

- **Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and Rules made thereunder.**
- **The Apprentices Act, 1961 and Rules made thereunder.**

22.12 The following statutory and non-statutory bodies are functioning under the DGE&T.

Statutory Body

Central Apprenticeship Council (CAC)

Non-Statutory Bodies

- Working Group on National Employment Service

- National Council for Vocational Training (NCVT)



36th Meeting of National Council of Vocational Training (NCTV) held on December 17, 2007

INFRASTRUCTURE AVAILABLE

EMPLOYMENT SERVICE

With State Governments:-

- 947 Employment Exchanges (including 43 Special Employment Exchanges for Handicapped) throughout India.
- 43 Special Cells for Handicapped persons are functioning in 43 Employment Exchanges in various States.
- Most of the States have a Directorate of Employment located in the State Capitals.

With Central Government:

- 20 Vocational Rehabilitation Centres (VRCs) for Handicapped have been functioning in the country, out of which one Centre at Vadodara has been set up exclusively for women with disability. Three Centres, one each at Una, Pondicherry and Srinagar were sanctioned in 2005-06.
- 22 Coaching-cum-Guidance Centres for Scheduled Castes/Scheduled Tribes.
- Central Institute for Research and Training in Employment Service (CIRTES) New Delhi.

- Central Employment Exchange under Directorate of Employment at New Delhi..

TRAINING DIRECTORATE

With State Government

- 5465 Industrial Training Institutes, 1913 in Government sector and remaining 3552 in private sector, with a total seating capacity of 7.49 Lakh have been imparting training to the potential manpower/ entrepreneur in 110 trades.
- Each of the State Governments has a Directorate of Technical Training/ Directorate of Employment & Training mostly located in the State capital, which is responsible for implementation of training programmes run by the ITIs, and for implementation of the provisions of the Apprentices Act, 1961 in respect of State Government and private establishments.

With Central Government

- Six Advanced Training Institutes at Kolkata, Chennai, Kanpur, Hyderabad, Ludhiana and Mumbai.
- Central Training Institute for Instructors, Chennai.
- Two Advanced Training Institutes for Electronics and Process Instrumentation at Hyderabad and Dehradun.
- Central Staff Training and Research Institute, Kolkata.
- Six Regional Directorates of Apprenticeship Training at Mumbai, Kanpur, Kolkata Chennai, Hyderabad & Faridabad.
- National Vocational Training Institutes for Women, Noida (U.P.).
- Ten Regional Vocational Training Institute for Women at Mumbai, Bangalore, Thiruvananthapuram, Hissar, Kolkata, Tura, Indore, Allahabad, Vadodara & Jaipur.

- Two Foremen Training Institutes at Bangalore and Jamshedpur.
- Four Model Industrial Training Institutes at Haldwani (Uttaranchal), Calicut (Kerala), Chowdwar (Orissa) and Jodhpur (Rajasthan).
- National Instructional Media Institute, Chennai. (Previously known as CIMI).
- Apex Hi-Tech Institute, Bangalore.
- Directorate of Training in New Delhi.

22.13 A chart showing Subordinate / Field Offices under DGE&T is given at **Table 22.1**

HIGHLIGHTS

EMPLOYMENT SERVICE

22.14 DGE&T neither formulate any employment policy nor does it implement any employment generation scheme. Its role is to co-ordinate and oversees the employment generation taking place in the economy through the National Employment Service in India. The network of Employment Service has expanded from 18 Employment Exchanges to 947 Employment Exchanges as on 31.8.2007.

22.15 One of the important roles played by the Employment Exchanges is to motivate and guide the unemployed youth for taking up self-employment ventures in view of shrinkage in wage paid jobs. In 22 selected Employment Exchanges, Special Cells for Promotion of Self-Employment have been working. Upto the end of December, 2007, 88035 persons had been placed in self-employment and 224465 persons were on Live Register of the Cells seeking Self-Employment assistance.

22.16 During the period under report, 387 special Vocational Guidance Units in Employment Exchanges and 82 University Employment Information and Guidance Bureaux (UEIGBX) within the University

Campuses have been functioning in the country to give Vocational Guidance to job-seekers.

22.17 In order to maintain authentic Labour Market Information, Employment Service in the States has been implementing the Employment Market Information (EMI) programme. The programme covers all establishments in the Public Sector and non-agricultural establishments in the Private Sector employing 10 or more workers. A total of 2.94 lakh establishments were covered under the EMI programme as on 31st March, 2005.

22.18 Twenty Two Coaching-cum-Guidance Centre for SCs/STs have been set up in 22 States. Vocational guidance and training in confidence building is provided to SC/ST job seekers through these centres. Besides, the facilities for practicing typing and shorthand are provided to SC/ST job seekers in 13 Coaching-cum-Guidance Centres. These centers have also been arranging Pre-Recruitment Training Programme for SC/ST candidates to improve their employability in competitive examinations conducted by Staff Selection Commission and other Recruitment Boards for Group 'C' and equivalent posts. During year 2007 up to August, 2007, 8167 candidates could make use of facilities provided at CGCs to practice typing and shorthand and 2844 candidates participated in the Pre-Recruitment Training Programme organised by CGCs.

22.19 Twenty Vocational Rehabilitation Centres (VRCs) for Handicapped have been functioning in the country, out of which, one Centre at Vadodara has been set up exclusively for women with disabilities. Three Centres one each at Una, Puducherry and Srinagar were sanctioned in 2005-06. These Centres evaluate residual capacities of persons with disabilities and provide them adjustment training and skill training with a view to integrate them in the economic mainstream and make them productive citizen of the country. These centres play pro-active role in creating public awareness and

community participation in the rehabilitation of people with disabilities. During 2007-08 these centres registered 30967, evaluated 30452 and rehabilitated 10518 persons with disabilities. The targets for newly established centres at Una, Srinagar and Pondicherry are being assessed keeping in view the local conditions

22.20 Placement service to the disabled Ex-servicemen/Border Security Force personnel and their dependents are provided through an Ex-servicemen Cell set up in DGE&T(Hqrs.). At the end of September 2007, there were 242 disabled soldiers and 2365 dependents awaiting employment assistance through the Ex-Servicemen Cell.

22.21 Central Institute for Research & Training in Employment Service (CIRTES) is responsible for training of officers of the Employment Service and conducting research to provide feed back on various programmes of NES and developed tools and techniques for better implementation of NES programmes. It also prepares career literature for vocational guidance and career counselling. During 2007-08 (Till October, 2007), CIRTES organized seven training courses for Employment Officers, released one career literature and Job Seekers Guides volume II comprising 16 different jobs is under printing. A motivational poster (in Hindi and English) and nine pamphlets for Self - Employment Guidance have also been prepared.

VOCATIONAL TRAINING

22.22 Skill building and training contributes significantly for promoting the interests of individuals, enterprises, economy and society. Technological changes, changes in financial markets, the emergence of global markets for products and services, international competition are among the more significant developments that are transforming the world of work. Skill building and training, a central pillar of decent work, is a means to empower people, improve the quality and organization of work,

enhance citizens' productivity, raise workers' incomes, promote job security and social equity and help individuals become more employable in rapidly changing internal and external labour markets.

22.23 DGE&T continue to improve quality of productivity throughout the economy by systematic supply of trained manpower to the Industry through various vocational training programmes. Brief of these programmes has been given in the following Para's. Details of these programmes are given in the subsequent chapters.

CRAFTSMEN TRAINING

22.24 To sustain adequate supply of semi skilled workers, and also for value creation through dynamic vocational training policy and infrastructure, 5465 Industrial Training Institutes/Centres (ITIs /ITCs) are functioning all over the country having seating capacity to 7.49 lakh to impart training in 110 trades. With a view to provide need based training in the changing scenario existing trades have been revised, obsolete trades have been deleted and new trades have been introduced.

22.25 Apart from ITIs/ITCs: Craftsmen Training in 22 trades is also imparted through 6 Model Training Institutes (MTIs) attached to 5 Advanced Training Institutes (ATIs) and one Central Training Institute (CTI) under the DGE&T. Besides, one National Vocational Training Institute (NVTI) and 10 Regional Vocational Training Institutes (RVTIs) have also been imparting craftsmen training in women's occupations.

22.26 About 70% of the training period is allocated for imparting practical training. Theoretical training is given in subjects related to Trade Theory, Workshop Calculations & Science, Engineering Drawing and Social Studies (which also includes a module on Information Technology).

22.27 In order to reorient the training modules as per the changing skill requirements of the industries, broad based craftsmen training on modular pattern is offered in 4 Model Industrial Training Institutes (MITIs) at Haldwani, Calicut, Jodhpur and Choudwar under the DGE&T.



Hon'ble Minister of State for Labour & Employment (Independent Charge) awarding the Best Establishment Trophy at MICO, Bangalore, winner of the All India Skill Competition for Apprentices at 36th Meeting of the National Council of Vocational Training (NCVT) held on December 17, 2007

APPRENTICESHIP TRAINING SCHEME

22.28 It is obligatory on the part of employers both in Public and Private sector establishments having required training infrastructure as laid down under the Apprentices Act, 1961 to engage apprentices. The Act covers 254 groups of industries of about 23,800 establishments engage apprentices.

22.29 187 trades in 35 trade groups have been designated for trade apprentices. As against 2,58,163 training seats available, 1,85,224 apprentices have been undergoing apprenticeship training as on 30.6.2007.

22.30 104 subject fields have been designated for Graduate & Technician Apprentices and 97 for Technician (Vocational) Apprentices. As against

95,360 training seats located for these categories, 48,743 have been utilized as on 30.6.2007. Further details are given in **Chapter 29**.

CRAFT INSTRUCTORS' TRAINING SCHEME

22.31 Qualified trainers are key to provide quality skill development for helping trainees reach high standards in vocational competencies. Their training and retraining is critical element of any successful training system. This is important for ensuring their employability and facilitating their transition from training to work or further training. In the current year a total of 1050 trainers from all over the country were trained in 27 trades through 5 ATIs and Central Training Institute for instructors. Details are given in **Chapter 30**.

ADVANCED VOCATIONAL TRAINING SCHEME

22.32 Advanced Vocational Training Scheme (AVTS) ensures that the individual's skills and competencies improve as technology and skill requirements change. It also ensures the personal and career development of workers and results in increasing in aggregate productivity and income. With this view, training of workers to over 1,18,493 industrial workers in the advanced vocational areas have been provided through 6 Advanced Training Institutes & CTI and 16 ITIs in the current year. To meet the growing demand, the facilities were extended to 30 more ITIs. More details are given in **Chapter 30**.

ADVANCED VOCATIONAL TRAINING IN ELECTRONICS AND PROCESS INSTRUMENTATION

22.33 Two Advanced Training Institutes in Electronics and Process Instrumentation set up at Hyderabad and Dehradun offer advanced vocational training courses in the field of Electronics and Process Instrumentation. A total of 3175 short term and long term courses were conducted at these institutes since inception and 36403 trainees have been trained up to October 2007. During the year 2007-2008, 148 courses have already been conducted and 1521 participants have been trained at these institutes. More details are given in **Chapter- 30**.

SUPERVISORY TRAINING / FOREMEN TRAINING

22.34 Short-term/tailor-made programmes and long-term courses are conducted at two Foremen Training Institutes located at Bangalore and Jamshedpur to train the existing and potential shop-floor foremen and supervisors in technical and managerial skills.

22.35 These institutes have conducted 2965 courses and trained 40660 foremen/ supervisors in short-term and long-term courses up to September 2007. During the year 2007-08, 948 persons were

trained in various short/long term courses conducted at these institutes. More details are given at **Chapter 30**.

STAFF TRAINING, RESEARCH AND DEVELOPMENT

22.36 The institute was set up in 1966 with the technical assistance from the Government of Federal Republic of Germany to conduct training programme for executive staff and to undertake applied research in the field of vocational training and also to develop, disseminate instructional materials and projected / non-projected training aids.

22.37 Up to September 2007, the Central Staff Training and Research Institute at Kolkata has trained 17677 personnel, and completed 161 projects covering various aspects of vocational training. During the year, Institute has also revised 363 curricula of the trades of various training activities under vocational training programme.

22.38 The Institute has also started special training programmes in non-formal areas for training staff of Vocational Rehabilitation Centres for Physically Handicapped.

DEVELOPMENT OF INSTRUCTIONAL MEDIA

22.39 One Institute named Central Instructional Media Institute (CIMI) was set up with the assistance of Government of Germany in December 1986 to develop instructional material on Vocational Training for the use of trainees and trainers. Institute has been made autonomous on 1st April 1999.

22.40 As per the recommendation of the Governing Council in its 5th Meeting held on 29.06.2003 under the Chairmanship of the Hon'ble Union Labour Minister, the institute was renamed as National Instructional Media Institute (NIMI) to reflect its national character.

22.41 The main objective for the establishment of the Institute is to make available instructional materials in various trades for the use of the trainees and trainers to ensure overall improvement in the standard

of institutional training being imparted under Craftsmen and Apprenticeship Training Programmes.

22.42 Present activities of the Institute include development, production and dissemination of Instructional Media Packages (IMPs) comprising of books on Trade Theory, Trade Practical, Test / Assignment, Instructor's Guide, Visual Aids, Support materials such as books on Workshop Calculation & Science, Reference text books, Table books, etc.

22.43 Development of Question Banks to conduct All India Trade Test for Craftsmen Trainees, and "Awareness Training Programme / "Multiplier Training Programme" for effective use of IMPs to the instructors of ITIs / ITCs to enable effective implementation of Vocational Training. Details are given in **Chapter 30**.

WOMEN'S VOCATIONAL TRAINING PROGRAMME

22.44 Training facilities, exclusively for women are being offered by the DGE&T at one National Vocational Training Institute (NVTI) for Women and 10 Regional Vocational Training Institutes (RVTIs) for Women.

22.45 NVTI/RVTIs have trained about 55,460 trainees since inception in various training courses' it includes 32,081 trained in regular long term courses and 23,379 in short-term courses.

22.46 During 2007-08, about 6120 women have been trained in various training courses, it includes trainees trained in regular long term courses and in short term/ad hoc courses in skill areas like MS office, Word Processing, Personal Grooming, Repairs/ Maintenance of Domestic Electronic equipments, Embroidery, Dress Making etc. In the State Sector, as per the data collected from State Governments and compiled till October 2007, there were about 1152 Institutes (359 Women ITIs and 793 Women Wings in General ITIs /Private ITIs) with about 49336 training seats. Details are given in **Chapter 29**.

NEW INITIATIVES

22.47 A centrally sponsored scheme for Upgradation of ITIs into **Centres of Excellence** has been launched in the year 2006-07. The objective of the scheme is to upgrade the existing 100 ITIs into "Centers of Excellence (CoE)" for producing multi skilled workforce of world standard. The highlights of the scheme are introduction of multiskilling courses during the first year, followed by advanced / specialized modular courses in the second year by adopting industry wise cluster approach, multi entry and multi exit provisions, and Public-Private-Partnership in the form of Institute Managing Committee (IMC) to ensure greater & active involvement of industry in all aspects of training. Details are given in **Chapter 23**.

22.48 A new Project "**Skill Development Initiatives**" has been launched this year. It is a five year project during which one million persons would be trained or their existing skills tested and certified. Details are given in **Chapter 23**.

22.49 DGE&T is currently implementing Centrally Sponsored Scheme (CSS) "**Establishment of new Industrial Training Institutes (ITIs) in the North-Eastern states and Sikkim**". The main objective of the scheme is to meet both qualitative and quantitative skilled and semi-skilled manpower requirement for industry, service sector, self employment etc. by way of creating and developing infrastructure for training of youth in identified skill areas. The scheme envisages establishment of 22 New ITIs and strengthening / modernization of 35 existing ITIs in North-Eastern Region. Another three new ITIs - two in Sikkim and one in Assam has also been added under the scheme on recommendation of PMO. On completion of implementation, the seating capacity in ITIs would increase from the existing 7244 to 16144. The scheme also provides Technical Assistance for training of faculty / sponsored candidates from NE Region. Details are given in **Chapter 23**.

Table 22.1			
Field Institutes / Offices under DGE&T (Total 78)			
Sl. No	State	Training Directorate	Employment Directorate
1	Andhra Pradesh	<ul style="list-style-type: none"> ▪ Advanced Training Institute, Hyderabad ▪ Advanced Training Institute for Electronics and Process Instrumentation, Hyderabad ▪ Regional Directorate of Apprenticeship Training, Hyderabad. 	<ul style="list-style-type: none"> ▪ Vocational Rehabilitation Centre for Physically Handicapped, Hyderabad. ▪ Coaching-cum-Guidance Centre for SC / ST, Hyderabad
2	Assam		<ul style="list-style-type: none"> ▪ Vocational Rehabilitation Centre for Physically Handicapped, Guwahati ▪ Coaching-cum-Guidance Centre for SC / ST , Guwahati
3	Bihar		<ul style="list-style-type: none"> ▪ Vocational Rehabilitation Centre for Physically Handicapped, Patna
4	Gujarat	<ul style="list-style-type: none"> ▪ Regional Vocational Training Institute for Women, Vadodara 	<ul style="list-style-type: none"> ▪ Vocational Rehabilitation Centre for Physically Handicapped, Ahemdabad ▪ Vocational Rehabilitation Centre for Physically Handicapped, Vadodra ▪ Coaching-cum-Guidance Centre for SC / ST , Surat
5	Haryana	<ul style="list-style-type: none"> ▪ Regional Directorate of Apprenticeship Training, Faridabad ▪ Regional Vocational Training Institute for Women, Hissar 	<ul style="list-style-type: none"> ▪ Coaching-cum-Guidance Centre for SC / ST, Hissar
6	Himachal Pradesh		<ul style="list-style-type: none"> ▪ Coaching-cum-Guidance Centre for SC / ST, Mandi ▪ Vocational Rehabilitation Centre for Physically Handicapped, Una.
7	Jammu & Kashmir		<ul style="list-style-type: none"> ▪ Coaching-cum-Guidance Centre for SC / ST, Jammu ▪ Vocational Rehabilitation Centre for Physically Handicapped, Srinagar
8	Jharkhand	<ul style="list-style-type: none"> ▪ Foremen Training Institute, Jamshedpur 	<ul style="list-style-type: none"> ▪ Coaching-cum-Guidance Centre for SC / ST, Ranchi.

9.	Karnataka	<ul style="list-style-type: none"> ▪ Foremen Training Institute, Bangalore ▪ Apex Hi-Tech Institute, Bangalore ▪ Regional Vocational Training Institute for Women, Bangalore 	<ul style="list-style-type: none"> ▪ Vocational Rehabilitation Centre for Physically Handicapped, Bangalore ▪ Coaching-cum-Guidance Centre for SC / ST, Bangalore
10.	Kerala	<ul style="list-style-type: none"> ▪ Regional Vocational Training Institute for Women, Thiruvananthapuram ▪ Model Industrial Training Institute, Calicut 	<ul style="list-style-type: none"> ▪ Vocational Rehabilitation Centre for Physically Handicapped, Thiruvananthapuram ▪ Coaching-cum-Guidance Centre for SC / ST, Thiruvananthapuram
11.	Madhya Pradesh	<ul style="list-style-type: none"> ▪ Regional Vocational Training Institute for Women, Indore 	<ul style="list-style-type: none"> ▪ Vocational Rehabilitation Centre for Physically Handicapped Jabalpur ▪ Coaching-cum-Guidance Centre for SC / ST, Jabalpur
12.	Maharashtra	<ul style="list-style-type: none"> ▪ Advanced Training Institute, Mumbai ▪ Regional Directorate of Apprenticeship Training, Mumbai ▪ Regional Vocational Training Institute for Women, Mumbai 	<ul style="list-style-type: none"> ▪ Vocational Rehabilitation Centre for Physically Handicapped, Mumbai ▪ Coaching-cum-Guidance Centre for SC / ST, Nagpur .
13.	Manipur		<ul style="list-style-type: none"> ▪ Coaching-cum-Guidance Centre for SC / ST, Imphal
14.	Meghalaya	<ul style="list-style-type: none"> ▪ Regional Vocational Training Institute for Women, Tura 	<ul style="list-style-type: none"> ▪ Coaching-cum-Guidance Centre for SC / ST, Jowai
15.	Mizoram		<ul style="list-style-type: none"> ▪ Coaching-cum-Guidance Centre for SC / ST, Aizwal
16.	Nagaland		<ul style="list-style-type: none"> ▪ Coaching-cum-Guidance Centre for SC / ST, Kohima
17.	Orissa	<ul style="list-style-type: none"> ▪ Model Industrial Training Institute, Choudwar 	<ul style="list-style-type: none"> ▪ Vocational Rehabilitation Centre for Physically Handicapped, Bhubneshwar ▪ Coaching-cum-Guidance Centre for SC / ST, Bhubneshwar
18.	Punjab	<ul style="list-style-type: none"> ▪ Advanced Training Institute, Ludhiana 	<ul style="list-style-type: none"> ▪ Vocational Rehabilitation Centre for Physically Handicapped, Ludhiana ▪ Coaching-cum-Guidance Centre for SC / ST, Jalandhar
19.	Rajasthan	<ul style="list-style-type: none"> ▪ Regional Vocational Training Institute for Women, Jaipur ▪ Model Industrial Training Institute, Jodhpur 	<ul style="list-style-type: none"> ▪ Vocational Rehabilitation Centre for Physically Handicapped, Jaipur ▪ Coaching-cum-Guidance Centre for SC / ST, Jaipur

20.	Tamil Nadu	<ul style="list-style-type: none"> ▪ Advanced Training Institute, Chennai ▪ Regional Directorate of Apprenticeship Training, Chennai ▪ Central Training Institute for Instructors, Chennai ▪ National Instructional Media Institute, Chennai 	<ul style="list-style-type: none"> ▪ Vocational Rehabilitation Centre for Physically Handicapped, Chennai ▪ Coaching-cum-Guidance Centre for SC / ST, Chennai
21.	Tripura		<ul style="list-style-type: none"> ▪ Vocational Rehabilitation Centre for Physically Handicapped, Agartala
22.	Uttar Pradesh	<ul style="list-style-type: none"> ▪ Advanced Training Institute, Kanpur ▪ Regional Directorate of Apprenticeship Training, Kanpur ▪ National Vocational Training Institute for Women, NOIDA ▪ Regional Vocational Training Institute for Women, Allahabad 	<ul style="list-style-type: none"> ▪ Vocational Rehabilitation Centre for Physically Handicapped, Kanpur ▪ Coaching-cum-Guidance Centre for SC / ST, Kanpur
23.	Uttaranchal	<ul style="list-style-type: none"> ▪ Model Industrial Training Institute, Haldwani ▪ Advanced Training Institute for Electronics and Process Instrumentation, Dehradun 	
24.	West Bengal	<ul style="list-style-type: none"> ▪ Advanced Training Institute, Kolkata ▪ Central Staff Training and Research Institute, Kolkata ▪ Regional Directorate of Apprenticeship Training, Kolkata ▪ Regional Vocational Training Institute for Women, Kolkata 	<ul style="list-style-type: none"> ▪ Vocational Rehabilitation Centre for Physically Handicapped, Kolkata ▪ Coaching-cum-Guidance Centre for SC / ST, Kolkata.
25.	Delhi		<ul style="list-style-type: none"> ▪ Central Institute for Research and training in Employment Service, New Delhi ▪ Vocational Rehabilitation Centre for Physically Handicapped, Delhi ▪ Coaching-cum-Guidance Centre for SC / ST, Delhi
26	Pondicherry		<ul style="list-style-type: none"> ▪ Vocational Rehabilitation Centre for Physically Handicapped, Pondichery.
	Total	35	43
