



सत्यमेव जयते

PANDIT DEENDAYAL UPADHYAY

# SHRAMEV JAYATE


P R O G R A M M E



## SHRAM SUVIDHA PORTAL IN CENTRAL SPHERE FOR EASE OF COMPLIANCE AND SELF-CERTIFICATION

- To create a conducive environment for industrial development
- To be operative in 4 central organizations: Chief Labour Commissioner, Directorate General of Mines Safety, Employee Provident Fund Organization and Employees' State Insurance Corporation
- Allotment of Unique Labour Identification Number (LIN) to 6-7 lakh Units
- Online registration of Units
- Filing of self-certified and simplified Single Online Return by the industry for 16 labour laws
- Timely redressal of grievances through the portal
- Complete database at one place to add to informed policy process

## TRANSPARENT LABOUR INSPECTION SCHEME IN CENTRAL SPHERE FOR RANDOM SELECTION OF UNITS FOR INSPECTION

- A computerized list of inspections to be generated randomly based on pre-determined objective criteria
  - Serious matters to be covered under the mandatory inspection list
  - Complaints based inspections to be determined centrally after examination based on data and evidence
  - Mandatory uploading of Inspection Reports within 72 hours
  - Check on the arbitrariness in compliance mechanism
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## PORTABILITY THROUGH UNIVERSAL ACCOUNT NUMBER (UAN) FOR EMPLOYEES PROVIDENT FUND

- Digitization of complete database of more than 4 crore EPF subscribers and allotment of UAN to each of them
- UAN is being seeded with Bank account and Aadhar Card and other KYC details for financial inclusion
- Portability of the Social Security Benefits through UAN to the labour of organised sector across jobs and geographic areas
- EPF account of employee to be updated monthly and at the same time he will be informed through SMS
- Direct access to their EPF accounts and will also enable them to consolidate all their previous accounts

## EFFECTIVE IMPLEMENTATION OF REVAMPED RASHTIYA SWASTHYA BIMA YOJNA (RSBY) FOR THE LABOUR IN UNORGANIZED SECTOR

- 93% of workers in unorganized sector
- RSBY revamped to ensure enhanced quality and access to services
- Strengthened grievance redressal mechanism
- Improved IT architecture for better access of services and monitoring of outcomes for beneficiaries
- Linking the enrollment for the RSBY scheme with opening/ seeding of Bank Account and allotment/seeding of Aadhar card for financial inclusion
- Wellness check for preventive care introduced for the first time
- Construction workers and beneficiary across different welfare cess are covered
- Introduction of convergence of social security schemes namely Aam Admi Bima Yojna and National Old Age Pension Scheme on RSBY smart card through improved IT framework




## APPRENTICE PROTSAHAN YOJANA

A vision to have more than 20 lakh apprentice in next few years against present number of 2.9 lakh.

A major initiative to revamp the Apprenticeship Scheme in India after extensive consultation with industry and states.

Four components of this initiative are:

- Making the legal framework friendly to both, industry and youth. The necessary Bill amending the The Apprentices Act 1961 was placed and passed in Lok Sabha on 14.8.2014
  - Enhancing the rate of stipend and indexing it to minimum wages of semi skilled workers. Notification issued
  - Apprentice Protsahan Yojana to support mainly manufacturing units and other establishments by reimbursing 50% of the stipend paid to apprentices during first two years of their training
  - Basic training curricula being restructured on scientific principles to make it more effective, and MSMEs to be supported financially by permitting this component in government funded SDI scheme
  - The Apprentice Protsahan Yojana will support one lakh apprentices during the period up to March 2017
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## RECOGNITION OF PRIOR LEARNING (RPL)

- Construction sector is third biggest employer after agriculture and manufacturing. Contributes more than 10% of the jobs in India
- It employs about 4.2 crore workers and contributes 6.67% of GDP
- 86% of workers have no skills and productivity level is low
- A national Scheme "Recognition of Prior Learning of Construction Workers" being launched by Ministry of Labour & Employment after extensive consultation with industry by utilizing the cess funds collected from construction projects
  - Construction sites to be designated as Testing Centres
  - Skill gaps if any, to be made up by giving gap training of about 15 days
  - Wage compensation for attending training classes and assessment
  - NCVT certification

## TRAINING ON MODERN CONSTRUCTION TECHNIQUES WITH CERTIFICATION BY NCVT IN CONSULTATION WITH CONSTRUCTION COMPANIES

- With the initiatives like 100 smart cities, Housing for all by 2022, construction sector is set to grow at rapid rate
- It is estimated that about 8.3 crores persons would be employed in the sector by year 2022
- New projects demand workforce trained in modern construction technologies to meet the international norms in construction
- Several new courses introduced



## VOCATIONAL REHABILITATION CENTRES FOR HANDICAPPED

- According to Census 2011, there were 2.68 crore Persons with Disabilities (PwDs) out of which 1.7 crore are unemployed
- Vocational rehabilitation support to PwDs through 21 Vocational Rehabilitation Centres for Handicapped (VRCs) across the country
- Focus on honing the strength of individual PwDs to make them employable through capacity building and last mile orientation
- Knowledge Partnership MOU between MoLE and TATA SONS to incorporate best practices and policy interventions for enhancing diversity and inclusiveness in India's workforce
- Major efforts are on for widening and deepening association with industry in order to increase the impact and enlarge footprint of VRCs. Some of the institutions that have partnered with VRCs include National Handicap Finance Development Corporation, National Trust, PSUs like ONGC, Dr Reddy's Laboratories, Yum Foods, Bank of America, Sarthak, etc
- Some of these centres are also being developed as Model Career Centres for PwDs

## NATIONAL BRAND AMBASSADORS OF VOCATIONAL TRAINING

- Only 10% of our workforce has got formal or informal technical training. Only one fourth of this is formally trained
- In South Korea, Japan, Germany, the percentage of workforce having received skills training is 96, 80 and 75 respectively
- We need to rapidly expand certificate level vocational training if we have to succeed in our mission of 'Make in India'. Also we need to attract youth to vocational training
- Vocational training has given excellent technicians, mechanics, entrepreneurs and professional leaders. Manufacturing sector is reservoir of this success
- We are showcasing and felicitating such successful ITI graduates as National Brand Ambassadors of Vocational Training



## FLEXI MOUs

- Presently, a total of 123 NCVT courses designed and developed by Mentor Councils having representation from industry, academia, Champion ITI and DGE&T mentors and expert courses/trade are conducted at about 11,500 ITIs
- New policy of Flexi MOU has been launched in July 2014 to ensure that, in addition, customized courses with NCVT certification are available to meet the need of local industry
- Under this MoU, any industry can conduct NCVT certified training programme in partnership with ITI or other vocational training provider to meet specific skill requirement of the company
- Industry to ensure minimum 80% employment
- Several leading industry players such as Flipkart, Raymonds, Labournet, GIPCL, Cadilla have signed MOUs and many other are under finalization

## SKILL AWARDEES

- The Ministry of labour conducts competitions to foster the healthy spirit of competitiveness among the trainee Craftsmen/ Apprentices
- All India Skill Competition for Craftsmen among trainees admitted under Craftsmen Training Scheme (CTS) is conducted once in a year
- All India Competition for Apprentices among trainees admitted under Apprenticeship Training Scheme (ATS) is conducted twice every year
- First ever initiative to recognize the awardees at National level and release of first ever souvenir containing the list of winners of different segments in latest All India Competition for Craftsmen, held in January, 2014 and All India Competition for Apprentices held in May, 2014



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