

Workers in India: Issues and Concerns.

### On-going Projects

- Migration of Tribal Female Domestic Workers in Delhi.

### TRAINING AND EDUCATION (2009-10)

18.6 The V.V. Giri National Labour Institute is committed to promote a better understanding of labour problems and to find the avenues and means to tackle them. To achieve this, the Institute, through its varied activities attempts to provide education with regard to labour issues in an integrated manner. While research activities, among other things explore the basic needs of different groups, such data as are generated in research activities are used for designing new and modifying existing training programmes. Constant feedback from the participants is used for updating the training curriculum as well as redesigning training modules.

18.7 Education and training programmes of the Institute may be viewed as potential vehicles of structural change in labour relations. They can help to generate a more positive attitude for the promotion of harmonious industrial relations. In the rural areas, the programmes attempt to develop leadership at the grassroots level that can build and support independent organizations to look after the interests of the rural labour. Training programmes equally emphasize attitudinal change, skill development and enhancement of knowledge.

18.8 The training programmes use an appropriate mix of audio-visual presentation, lectures, group discussions, case studies and behavioural science techniques. Apart from the Institute's Faculty, Guest Faculty is also invited to strengthen the training programmes.

18.9 The Institute offers education and training to the following groups:

Labour Administrators of the Central and State Government

Managers and Officers of the Public and Private Sector Industries.

Trade Union Leaders and Organizers of the organized and unorganized sectors, and

Researchers, Trainers, field workers and other concerned with labour issues.

Social partners associated with the elimination of child labour

18.10 During the year April 2009-September 2009, the Institute has conducted 68 training programmes and 1834 personnel participated in these programmes.

Table 18.1

Sl. No.	Name of the Programme	Number of		
		Progr.	Days	ParticiPants
01.	Labour Administration	03	15	67
02.	Industrial Relations	06	30	127
03.	Capacity Building	26	109	784
04.	Child Labour	11	49	274
05.	North East	13	62	432
06.	Health issue	05	22	106
07.	Research Methods	00	00	00
08.	Collaborative	04	15	121
09.	Inhouse	05	18	123
10.	International	04	52	95
	Total	77	372	2129

18.11. The details of Training Programmes organized by the Institute during April 2009 – October 2009 are given in **Table 18.1**

18.12 Details of training programmes proposed to be organized during November 2009 – March 2010 in **Table 18.2**

Sl. No.	Name of the Programme	Progr	Days
01.	Labour Administration	02	09
02.	Industrial Relations	03	15
03.	Capacity Building	16	73
04.	Child Labour	06	24
05.	North East	03	15
06.	Health issue	00	00
07.	Research Methods	03	44
08.	Collaborative	03	13
09.	Inhouse	01	04
10.	International	04	76
	Total	41	273

## NEW INITIATIVES

18.13 A number of new initiatives were undertaken during the period under review. Highlights of these initiatives include:

- The Institute has established two new Centres; i) Centre for North-East for Research & Training; and ii) Centre for International Networking as a part of Focus 2009 initiatives.
- The Institute has accorded a top priority for undertaking research studies relating to the current areas of policy interest. Accordingly, the Institute has undertaken research studies on contemporary concerns like Global downturn, Employment Guarantee Scheme, NCLP, Migration, HIV/AIDS, Informal Sector and Skill Development

- The Institute has also considerably conducted the number of commissioned research projects. The on-going/recently completed commissioned project include:

### On-going

Global Slowdown and Export Sector in India: Impact on Production and employment (Commissioned by Ministry of Commerce and Industry)

Evaluation of National Rural Employment Guarantee Act, 2005 (Commissioned by Ministry of Rural Development)

Prevention of HIV/AIDS in the World of Work: Phase II State VI (Supported by ILO)

Migration of Tribal Female Domestic Workers in Delhi (Commissioned by Ministry of Tribal Affairs)

### Completed

Evaluation of National Child Labour Projects (Commissioned by Ministry of Labour and Employment)

Skill Profiling and Skill Certification in India in the Context of Promoting Migration from India to Europe (Commissioned by Ministry of Overseas Indian Affairs)

Labour Force and Skill Availability for IOC's Paradip Refinery Project (Commissioned by Indian Oil Corporation)

Prevention of HIV/AIDS in the World of Work: Phase II Stage V (Commissioned by ILO)

## PUBLICATIONS

18.14 VVGNI has a dynamic publishing programme for dissemination of various labour

related information in general and its research findings and experiences in particular. In order to fulfill this task, the Institute brings out journals, occasional publications, books and reports. Some of the important periodicals are:

### **Labour & Development**

18.15 Labour & Development is a bi-monthly journal. It is dedicated to advancing the understanding of various aspects of labour through theoretical analysis and empirical investigations. The Journal is a valuable reference for scholars and practitioners specializing in labour studies.

### **Awards Digest: Journal of Labour Legislation**

18.16 Awards Digest is a monthly journal which brings out a summary of the latest case laws in the field of labour and industrial relations. It includes articles, amendments to labour laws, know your labour laws, consumer price index for industrial workers and others relevant information on labour.

### **Shram Vidhan**

Shram Vidhan is a bi-monthly Hindi Journal which brings out the summary of important court cases and labour related matters.

### **NLI Research Studies Series**

18.17 The Institute is also publishing a series entitled, NLI Research Studies Series, to disseminate the findings of the research activities of the Institute. So far the Institute has published 86 NLI Research Studies which includes the following Research Studies published during 2009-10.

085/2009 - Contact Labour and Judicial Interventions – Sanjay Upadhyaya

086/2009 -Working Women in Urban India: Concerns and Challenges - Shashi Bala & Seema Khanna

### **Forthcoming Publications**

Awards Digest  
November – December, 2008

**Shram Vidhan**  
May - June 2008  
July - August 2008

**Labour & Development**  
Vol. 14, No. 2, December 2008

### **NLI Research Studies Series**

- Agrarian Structure, Social Relations and Agricultural Development: Case Study of Ganganagar District, Rajasthan – Poonam S. Chauhan
- Health Insecurities of Workers in Informal Employment: A Study of Existing and Possible Interventions – Ruma Ghosh
- Insecurities and Vulnerabilities of Informal Sector Workers: A Study of Street Vendors of Delhi – Ruma Ghosh

### **OCCASIONAL PUBLICATIONS**

- Training Programme Calendar 2010-11 (English/Hindi)
- Annual Report 2008-09 (English & Hindi)

### **N.R. De Resource Centre on Labour Information (NRDRCLI)**

18.18 N.R. De Resource Centre on Labour Information (NRDRCLI) is one of the most reputed library cum documentation Centre in the

area of labour studies in the country. The Centre was renamed in memory of late (Shri) Nitish R. De, the founder Dean of the Institute on July 01, 1999 to commemorate the Silver Jubilee Celebration of the Institute. The Centre is fully computerized and offers the following services and products to its users.

### 1. Physical Achievement

**Books** – The library has acquired 25 books/reports/bound volume of journals / slides/cassettes during April 2009 to October 2009, thereby enlarging the stock of books/reports/bound volume of journals etc. to 61385

**Journals** – The library regularly subscribed to 281 professional journals, magazines in printed and electronic forms during period.

### Services

18.19 The library is constitutionally maintaining the following services to user populations

- Selective dissemination of information (SDI)
- Current awareness service
- Bibliographical service
- On-line search
- Newspaper article clippings
- Micro-fiche search and printing
- Reprographic service
- CD-ROM search
- Audio/Visual service
- Current content service
- Article alert service
- Lending service
- Inter – Library

### Products

18.20 The library provides following products in printed forms to users populations:

- Guide to periodical literature – Quarterly in-house publication providing bibliographical information of articles from over 200

selected journals / magazine.

- Current awareness bulletin – Monthly in-house publication providing bibliographical information on acquisition in NRDRCLI.
- Newspaper article clipping – Monthly publication providing bibliographical information of articles in major dailies newspaper.
- Article alert – Weekly publication providing bibliographical information of important articles in all subscribed journals/ magazines.
- Current content service – Monthly publications. It is the compilation of content pages of subscribed journals.
- Article alert service – This weekly service hosted on the Institute's website for public access.

### Maintenance of specialized resource centre

18.21 The following three specialized resource centres have been created and maintained for reference purpose:

- National Resource Centre on Child Labour
- National Resource Centre on Gender studies
- National Resource on HIV/AIDS

### Welfare of Scheduled Castes and Scheduled Tribes

18.22 The Institute organized 7 Table 18.3

Groups	Total number of Employees (indicates sanctioned strength)	SCs	STs	OBCs
A	21	-	-	1
B	08	1	-	-
C	31	2	1	-
D	19	12	1	3
Total	85	15	2	4

# 19

## INFORMATION TECHNOLOGY INITIATIVES / E-GOVERNANCE

19.1 To ensure implementation of Government agenda on e-governance, the Plan Scheme of Information Technology is under implementation for bringing transparency in the functioning of Government. The main purpose of the Scheme is to initiate a computerization drive in the working of the Ministry to improve efficacy.

19.2 This is an on-going 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. During the 10<sup>th</sup> plan an outlay of Rs.800 lakh was provided for the Scheme. An amount of Rs.150.00 lakh was incurred for providing infrastructure in the Ministry during 2008-09.

19.3 The progress of the Scheme is regularly monitored by Senior Officers. There is IT Manager to assist, manage, planning, execution, and review of the Scheme. IT Manger also ensures that uniformity of standards should be taken care of while developing application modules in the Ministry.

19.4 Considering the importance of e-governance, Ministry of Labour and

Employment has initiated / completed following activities:-

- To inter-act with our counter-parts in States & UTs and other remote areas, a Video Conferencing System has been installed in the Ministry. It is being used frequently
- Most of the Sections of the Ministry have been computerised by providing logistic support.
- Local Area Network is being further strengthened at a total cost of Rs. 23.00 lakhs through NICSII.
- Training-cum-awareness programmes are being carried out to promote the use of computer and Video Conferencing.
- PGRAMS (Public Grievances Redressal and Monitoring System), an online web enabled system which enables the citizens to lodge grievances on line and also to follow up the action taken by the Government has been put in operation.
- Document Management Information System (DMIS) is designed to track files and receipts and monitor the pendency of papers effectively by Sections/Division within a Ministry/Department. The DMIS has been integrated with Record Management

Information System (RMIS). The RMIS enables the authorized officers to view on their PCs the files/records kept in the Record Room.

- Efforts are on to revamp the Ministry's website with the help of NIC so as to make it more dynamic and interactive.
- Libsys software has been provided to fully computerize the Library of the Ministry.

# 20

## VIGILANCE AND REDRESSAL OF PUBLIC GRIEVANCES

20.1 The sensitive areas, which are prone to corruption and malpractices, are being closely monitored regularly.

20.2 Preventive and corrective measures have been taken to contain recurrence of corrupt practices and to instil confidence in the minds of people about the objectivity and impartiality in the functioning of the Ministry and to create conditions, which would spread signals of probity, rectitude and orderliness in public dealings.

20.3 Instructions have been issued to all autonomous bodies and attached/subordinate offices of the Ministry to the effect that for handling sensitive posts at all levels only such Officers whose integrity is beyond doubt should be posted. They have also been advised to introduce greater transparency and openness in the functioning of all the offices in general and the offices having extensive dealing with public in particular.

20.4 All the offices dealing with public under the control of the Ministry have been advised to simplify the work procedure at the cutting edge level so as to avoid delay in taking decisions, as it is the delay at this level that generally breeds corruption. Instructions have been issued to various organizations under this Ministry to improve vigilance administration by leveraging technology and increase transparency through effective use of websites in discharge of regulatory, enforcement and other functions of the organizations.

20.5 In the year 2009, 'Vigilance Awareness Week' was observed in the Ministry from 03.11.2009 to 07.11.2009. All the Officers and members of staff in the Ministry took a pledge on 03.11.2009 to maintain absolute integrity, transparency in all spheres of activities and to work unstintingly for eradication of corruption in all spheres of life.

20.6 Meetings under the chairmanship Secretary as well as Chief Vigilance Officer were held with the officers of various Departments working under this Ministry to review the progress of enquiries and other cases pending with them. All Vigilance Units in the Attached/Subordinate Offices were also asked to review the progress of enquiries and complaints pending with them and submit reports to the Ministry regularly.

20.7 As a part of the current drive against corruption, Prime Minister's Office forwards complaints received from various quarters containing allegations of corruption against individuals and organizations. Such complaints received from the Prime Minister's Office are pursued with the requisite degree of promptitude and thoroughness at senior officers' level. Proper inquiry is conducted in each case in a time bound manner and feedback is sent to the Prime Minister's Office.

20.8 Vigilance Wing in EPFO has been alive to the need of formulating strategies and taking effective steps to curb mal-practices, take

preventive action against corruption and suggest remedial action in terms of strengthening the systems. As EPFO is an agency which has a very large public interface, the need for transparency and efficiency has been recognized and the focus of the activities of the Wing has been to promote transparency in the dealings of EPFO with the general public. A slew of measures have been taken to achieve the objectives of the Wing.

- With a view to strengthen the systems put in place with regard to business transactions, the vigilance wing has, whenever loopholes are identified, taken remedial action by issuing alert circulars.
- General instructions especially in the matter of claims settlement which involves at times, interaction with the public have been issued to minimize the chances of malpractice or corruption and at the same time to ensure that staff and officers manning the posts are made aware of their duties and responsibilities.
- There have been concerted efforts to put investigations on a fast track so as to ensure early completion of all formalities pertaining to disposal of complaints.
- Special emphasis is put on complaints that are forwarded by Central Vigilance Commission and such references are acted upon on priority by involving the Zonal Vigilance Directorates.
- General grievances pertaining to the service delivery area are taken up with the offices concerned for their early redressal. Also wherever a vigilance angle is noticed, separately cases are registered and suitable actions initiated.
- Departmental Proceedings mark the culmination of the process of investigation and action taken pursuant to the Competent Authority taking a view. To ensure early finalization of pending inquiries in each zone i.e. South Zone, East Zone, North Zone & West Zone an officer of the rank of RPFC-II have been appointed in each zone, whose exclusive responsibility is to conduct Departmental Inquiries.
- Meetings with CBI have been held in a number of regions to update the agreed list and to take further action on the subject.
- With a view to ensure maximum output in the Directorate all the vacant posts at the level of Assistant Directors and Deputy Director have been filled by deputation.
- The officers of the vigilance wing are being sent regularly for training to various training institutes imparting training on the subject like CBI and ISTM. Also EPFO's training institute i.e. NATRSS (National Academy for Training & Research in Social Security) conducts various training programmes for vigilance functionaries.

20.9 With a view to ensuring that the possible corrupt practices or malpractices in the area relating to coverage of establishments under the Employees State Insurance (ESI) Scheme, recovery of ESI dues from the defaulting establishments, purchase of land readymade flats, constructing of hospitals/dispensaries, investment of ESI funds, grant of medical benefits on forged medical certificates and purchase of inferior quality medicines and equipments for use in hospitals and dispensaries are checked, the following instructions have been issued by Employees' State Insurance Corporation (ESIC):-

- Assessment of dues decided by the Officers may be reviewed at random basis.
- The Officers found to be lacking in their efforts to make recovery of ESI dues should be transferred and necessary action be taken against them for not performing their duties efficiently.
- A definite time schedule for disposal of various types of cases may be prepared and officers/officials not adhering to the time schedule should be severely dealt with.
- The nexus between the employees of the ESIC and the suppliers of medicines, if found, should be broken at the earliest and necessary action taken against those found to be involved in such deals.
- A quick assessment regarding integrity of the persons holding sensitive positions may be made and such of the officers/officials whose integrity is suspect should be immediately transferred out and such positions should be manned only by officers whose integrity is beyond doubt.

**Report of Vigilance Cases w.e.f. 01.04.2008 to 31.03.2009:-**

1.	Number of Disciplinary cases pending as on 31.03.2009	264
2.	Vigilance cases registered from 01.04.08 to 30.09.2009	54
3.	Total (1+2)	318
4.	Number of cases decided	64
5.	Cases pending as on 30.09.2009	254

## REDRESSAL OF PUBLIC GRIEVANCES

20.10 A system of ventilation and redressal of grievances from employers, trade unions and subscribers / members is in place in Ministry of Labour & Employment, Employees Provident

Fund Organization and in Employees State Insurance Corporation (ESIC).

20.11 A Facilitation Centre has been set up in the Ministry to receive applications for redressal of grievances and to provide necessary information to the members of the public on various matters dealt in the Ministry. The e-mail ID of the Public Grievance Cell, Ministry of Labour and Employment is **pglabour.nic.in**.

## REDRESSAL OF PUBLIC GRIEVANCES IN EMPLOYEES' PROVIDENT FUND ORGANIZATION (EPFO)

20.12 The mission of Employees' Provident Fund Organization is to extend the reach and quality of publicly managed old-age income security programs through consistent and ever-improving standards of compliance and benefit delivery in a manner that wins the approval and confidence of Indians in our methods, fairness, honesty and integrity, thereby contributing to the economic and social well-being of Indians.

20.13 The organization in tune within its objective lays considerable importance to the redressal of grievance of the members of the fund.

20.14 Headquarter Office at New Delhi, and all field offices comprising 39 Regional Offices and 78 Sub-Regional Offices across the country are equipped with full-fledged Facilitation Centers, Public Relation Officers and supporting staff from where the members can obtain the relevant information as well as get their grievances redressed. The Public Relation Officers at the Reception Counters are available on all working days of the week to redress the grievances of the visiting members. At the same time, Public Relation Officers are also available in each office to assist the members asking for any information.

20.15 There is two-tier organizational structure for handling and redressal of public grievances. One is at Head Office level, called Customer Service Division, which is headed by Additional Central Provident Fund Commissioner and assisted by Regional Provident Fund Commissioner, Assistant Provident Fund Commissioner and Public Relation Officer and another at Field Offices level, headed by Regional Provident Fund Commissioners and Assistant Provident Fund Commissioners assisted by Public Relation Officers.

20.16 The Regional Provident Fund Commissioner of the regions and Officer-in-Charge of Sub-Regional Offices are available for redressal of the grievance of the members on all working days. Besides the Regional Provident Fund Commissioner, In-Charge of the Customer Service Division in the Head Office redresses the grievances of the members of the fund in person on all working days during office hours. If, the member do not feel satisfied, they can see the Additional Central Provident Fund Commissioner (Customer Service Division) or the Central Provident Fund Commissioner.

20.17 All grievances received by the Head Office in the Customer Service Division are monitored fortnightly with system support and acknowledgements are sent to the members. Public Relation Officer in the Head Office also attends to the grievances of the members every day and redresses the grievances.

20.18 The grievances received from the members of the Fund through various sources relating to the settlement of claims, issue of account slips, matter arising out of non-compliance etc., are required to be redressed by the field offices. Feedback of all such grievances obtained from field offices is promptly communicated to the members with the status/disposal of the petitions.

20.19 The Public Relation Officers in the Regional/Sub Regional Offices redress the grievances of the members who visit the offices for redressal. The Public Relation Officer provides information about the status of the claims as well as the status of the complaints filed by the members.

20.20 The following guidelines are prescribed for handling grievances:

- **Every complaint / grievance is required to be entered in register and acknowledged.**
- **Information required regarding payment of Provident Fund / Pension cases / Status of complaints all provided across the counter / over phone.**
- **Complete monitoring of the grievance disposal.**

20.21 The Facilitation Centres have been set up in all the offices of the organization. All the prescribed forms for the members of the Fund are available free of cost during working hours. The salient features of a "Facilitation Centre" are as below:

- **To provide information regarding Schemes and procedures through brochures, booklets, reports, etc.**
- **To provide information regarding status of claims/complaints.**
- **To receive complaints, issue acknowledgement letters.**
- **Officer of the level of Assistant Provident Fund Commissioner / Assistant Accounts Officer / In-Charge of the Facilitation Centre with appropriate orientation capable of attending visitors, redress the grievances.**

- **Time limits for settlement of claims/petitions meeting hours of the Senior Officers are notified through display boards.**
- **Physical facilities have been provided for sitting, drinking water, etc. for the members.**

20.22 To reduce the public grievances the organization has taken various measures for creating the awareness about the provisions of The Employees Provident Funds (Miscellaneous Provisions) Act, 1952 among the members and employers. Brochures and pamphlets on schemes under the Act are provided. Seminars are arranged to educate employers, employees and various representatives. Functions are organized by field offices to provide a copy of Pension Payment Order (PPO) and related papers to retiring employee members on the day of retirement. Death cases are settled on priority and widows are requested to attend the function and get the pension papers.

20.23 The details of grievances received and redressed by Employees Provident Fund Organization during the last five years are given in **Table 20.1**

20.24 **Bhavishya Nidhi Adalats** are conducted at all field offices to give personal hearing to subscriber to place their problem across the table for redressal of grievances of complex nature of the members of the fund. The Bhavishya Nidhi Adalats are held on 10<sup>th</sup> of every month and if 10<sup>th</sup> happens to be a holiday, Bhavishya Nidhi Adalats are conducted on the next working day.

20.25 The complaints filed before the Bhavishya Nidhi Adalats are decided on the spot. The number of complaints filed before the

Bhavishya Nidhi Adalats and cases decided are given in **Table 20.2**.

## **REDRESSAL OF PUBLIC GRIEVANCES IN ESIC**

20.26 In pursuance of the instructions issued by the Directorate of Public Grievances, Government of India, the Corporation has been making all out efforts for speedy redressal of Public Grievances. The Corporation monitors public grievances received from various quarters including IPs, their family members, employers and their Associations, employees and their Unions, VIPs / MPs / Legislatures through a network of Public Grievance Officers posted in various offices of the Corporation. Grievances received from the Prime Minister's Office and the Cabinet Secretariat are directly monitored by a senior officer in the Hqrs. Office of the Corporation for their effective redressal and periodical weekly and monthly reports are sent to the Ministry of Labour & Employment, Govt. of India every week. /every month. In so far as disposal of other PG cases for various institutions of the Corporation, i.e., ROs / SROs. / ESI Hospitals / Dispensaries / ESIC Model Hospitals is concerned a consolidated quarterly report is sent to the Ministry of Labour & Employment at the end of every quarter.

20.27 The monitoring of public grievances received in the Regional Offices, Sub-Regional Offices, ESI Hospitals / Dispensaries / ESIC Model Hospitals is done by a designated Public Grievance Officer. Apart from this, periodic Shikayat Adalats / open house meetings are conducted in the respective Regions at regular intervals by the Regional Directors themselves. Such meetings are generally presided over by the Regional Director or a senior officer who decides and redresses the grievances across the table.

20.28 In the states where the ESI Scheme has been implemented, the grievances relating to the medical benefits are taken up with the State Govt. authorities by our Regional Directors as well as Senior State Medical Commissioners/ State Medical Commissioners for timely redressal of grievances at regional level.

20.29 The Corporation has opened facilitation Centres in all the Regional offices/Sub Regional Offices/ ESI Hospitals & Model Hospitals in order to have a better interaction with the beneficiaries of the Scheme. In addition to this, the Corporation conducts workshops and seminars on public grievances for its officers and staff & an advertisement may be issued in local newspaper highlighting the addresses of Branch Offices, ESI Dispensaries/Hospitals, MR/PTMR, implemented centres, alongwith e-mail/website and addresses of the officer concerned to whom to be contacted for redressal of Public Grievances.

20.30 The Regional Director/Joint Director I/c/SSMC/SMC/MS/DMD have been instructed that the applications which are received from Directorate of Public Grievances of Ministry will be given top priority and grievance will be settled within six weeks as per instructions of Cabinet Secretariat. They have been asked to visit Govt. of India, website <http://pgportal.gov.in> on day to day basis and dispose off complaints online relevant to their office through CPGRAM online as available on above website of Ministry and will report Hqrs. on e-mail addresses [Jd-pg@esic.nic.in](mailto:Jd-pg@esic.nic.in)/ins-comm@esic.nic.in. A

weekly report on pendency of online grievances will be sent to Ministry with a copy to Hqrs. PG Cell.

20.31 To make the Scheme user friendly and to give necessary guidance to stakeholders and beneficiaries a **Toll Free Help Line bearing no. 1800-11-2526** has been activated (since 7<sup>th</sup> December, 2006). A total 1783 calls has been received from 01/04/2009 to 31/10/2009. These calls are of varied in nature i.e. starting from seeking information to registering complaint. It goes without saying that all the calls were disposed.

20.32 As a part of our efforts to provide 24 x 7 services in handling beneficiary's issues, it is also proposed to launch a 24 hours toll free number at Hqrs. Office shortly.

20.33 Details of grievances processed by ESIC during the period from 1.01.2009 to 30.09.2009 is as under:-

Sl. No.	Grievances	
1.	<b>Balance of unsettled grievances as on 01.12.2008.</b>	<b>595</b>
2.	<b>Grievances received from 01.01.2009 to 30.09.2009.</b>	<b>2656</b>
3.	<b>Total</b>	<b>3251</b>
4.	<b>Grievances settled during the Period from 01.01.2009 to 30.09.2009.</b>	<b>2679</b>
5.	<b>Unsettled grievances as on 30.09.2009.</b>	<b>572</b>

Table 20.1

**Details of grievances received and redressed by Employees' Provident Fund Organization during the last five years**

	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
Grievances pending at the beginning of the year.	2,389	5,171	2,964	2,712	1,470
Received during the year.	48,412	38,982	44,685	27,234	19,912
Total	50,801	44,153	47,649	29,946	21,382
Disposed off during the year.	45,630	41,189	44,937	28,476	20,077
Balance at the end of the year.	5,171	2,964	2,712	1,470	1,305
Percentage of disposal.	90.00%	93.29%	94.31%	95.00%	93.90%

(Figures include PGHS cases of RO's & HQ office )

Table 20.2

**The number of complaints filed before the Bhavishya Nidhi Adalats and cases decided**

	2004-05	2005-06	2006-07	2007-08	2008-09
Number of Bhavishya Nidhi Adalats organized	1,244	1,259	1,306	1,343	1,181
Number of grievances registered before Bhavishya Nidhi Adalats.	1,976	2,145	2,110	1,565	2,764
Number of grievances disposed of by Bhavishya Nidhi Adalats	1,968	2,105	2,087	1,543	2,654
Performance/Disposal Percentage	99.60%	98.14%	98.91%	98.59%	96.02%



# 21

## INTERNATIONAL COOPERATION

### INDIA AND INTERNATIONAL LABOUR ORGANISATION (ILO)

21.1 India is one of the founding members of International Labour Organization (ILO) that came into existence in 1919 and has been a permanent member of the ILO Governing Body since 1922. At present the ILO has 183 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. The ILO is financed mainly by contribution received from the member states.

21.2 India and ILO have an enduring and vibrant relationship which is marked by close



A Commemorative Special Cover released by Shri Mallikarjun Kharge, Hon'ble Minister of Labour & Employment on the occasion of 90<sup>th</sup> Anniversary of ILO held on 4<sup>th</sup> February, 2010.

and dynamic cooperation over the years. This relationship has been a matter of mutual benefaction too. Even as India has significantly contributed to the achievement of ILO's objectives, its thought processes, deliberations and style of functioning, ILO too has made impression on the India's legislative framework for providing equity. Human dignity, social justice, equality of opportunity, avoidance of discrimination, freedom of association, etc., are but a few of the common sinews inherent in the Constitution of the Republic of India and of the ILO. Creation of a just and equitable World Order; securing distributive justice concurrently with economic growth and creation of employment opportunities for the purpose; increasing productivity to increase shareable gains; workers' participation; human resource development; human and environmental dimensions of technology; poverty alleviation; and economic reform with a human face are amongst the major thrust areas presented to ILO by India.

21.3 India has been playing a pro-active role in the proceedings of the ILO since its inception. The Indian delegation, which is tripartite in composition, has been participating in the International Labour Conference (ILC) 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 42 Conventions and 1 Protocol of the ILO.

## **(A) 98TH SESSION OF THE INTERNATIONAL LABOUR CONFERENCE**

The 98th Session of the International Labour Conference (ILC) was held during 3-19 June, 2009. A 28 member Tripartite Indian Delegation led by Shri Malikarjun Kharge, Union Minister of Labour & Employment attended the ILC. Shri Bhanwarlal Neghwal, Labour Minister, Rajasthan and Shri B.N. Bacchegowda, Labour Minister, Karnatka were also the members of the delegation. From India, 11 representatives of government, 9 representatives of Workers and 8 representatives of employers participated in the ILC.

### **I) Report of the Director General:**

21.4 The Director General of the ILO submitted a Report on Tackling the Global Jobs Crisis Recovery through Decent Work Policies.

21.5 Smt. Sudha Pillai, Secretary, Labour and Employment, participated in the deliberations. She made an intervention on the DG Report – 'Tackling the Global Crisis – Recovery through Decent Work Policies'. Secretary took this opportunity to first congratulate ILO on its 90<sup>th</sup> anniversary. She stated that integration of markets has optimized global resource utilization leading to enhanced economic growth but has also brought forth some important challenges. Global macro economic imbalances are the genesis of this present economic crisis. The resolution made by G-20 regarding restoring growth and jobs, promoting global trade, rejecting protectionism and strengthening financial supervision have to be carefully operationalized.

### **ILO Summit on the Global Jobs Crisis:**

21.6 This high level summit was attended by many Head of States and Governments.

Secretary General of the Conference, Director General ILO, Mr. Juan Somavia made his opening remarks giving a call for leadership at all levels. He also made a mention about the forthcoming Global Jobs Pact, the responsibility undertaken by G-20 and the mandate given by Chief Executive Board of UN to ILO.

21.7 Shri Mallikarjun Kharge, Hon'ble Labour & Employment Minister, Govt. of India endorsed the idea of Global Jobs Pact. Hon'ble LEM stated that our country has survived the severe blow of this crisis because of the prudent and balanced policies followed by RBI and other financial institutions in this country. Shri Kharge further explained that for the sectors affected in our country our Government has taken counter cyclical measures. Mention was also made about the reflationary package administered through the record increase in government spending.

## II) Global Report:

21.8 The follow-up to the Declaration on Fundamental Principles and Rights at work, adopted by the ILC at its 86th Session (1998), calls on the Director General, to issue a report each year, providing a dynamic picture relating to one of the four categories of fundamental principles and rights. This year's Global Report was concerned with the elimination of all forms of forced or compulsory labour. The title of the report was cost of coercion. Every year the global report cyclically deals with one of the issues related to core Conventions – Child Labour, Forced Labour, Social Dialogue and Discrimination.

21.9 Mr. S.K. Srivastava, Additional Secretary made an intervention on the Global Report. He complimented ILO for the well researched report. He stated that dignity of labour is the

foundation of modern civilized society. Existence of pockets of forced labour reminds us of the ground yet to be covered. Thereafter he elaborated about the constitutional safeguards and various democratic institutions prevailing in our country to fight this menace. Mr. Srivastava mentioned about the ratification of ILO Convention 29 which deals with Forced Labour and enactment of the legislation i.e. Bonded Labour System (Abolition) Act 1976. He made a mention of Special Group constituted under the Chairpersonship of Union Labour & Employment Secretary which has been continuously monitoring the implementation of the above Act. He pointed out the concerted drives carried out by various agencies and Centre assisted surveys carried out by State Governments. His mention of the effectiveness of various schemes run by the government which have been helpful in controlling this menace was well accepted by the house.

## III) Committee on Application of Standards (Conventions and Recommendations):

21.10 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.

21.11 This year, the Committee had listed the case of India with reference to Employment Policy Convention (No. 122), citing same good practices.

#### IV) Programme and Budget Proposals for 2010-11:

21.12 The Finance Committee of Government representatives elected Belgian Ambassador as Chairperson of the Committee. Mr. Julien and Mr. Nakajima were observers from Employers and Workers Group. DG, ILO introduced programme and budget proposals of US \$ 665 million.

21.13 In the Finance Committee Government delegate from India Shri S.K. Srivastava made a comprehensive intervention. He mentioned about the concern earlier expressed on the increased reliance on extra budgetary resources and ambitious level of RBSA (Regular Budget Supplementary Account) for its fund DW programmes. This leads to dependency on donors. Moreover there were apprehensions that if adequate fund could not be arranged through RBSA, ILO should develop a suitable mechanism to regulate and manage the funds generated under RBSA. Shri Srivastava complimented ILO for increased allocation for field programmes for Asia and the Pacific. In the background of economic crisis Government of India would like increased funds towards DW programmes in the area of green jobs, skill development, micro finance, gender equality and elimination of child labour. He expressed hope that higher funding for employment and social protection will help strengthen the office capacity to deliver more qualitative and efficient services to the constituents. Finally he supported the Programme and Budget proposals for 2010-11 as determined on the basis of discussions and consensus in the Committee.

#### V) Committee on HIV/AIDS:

21.14 Fourth Item on the agenda of International Labour Conference (98<sup>th</sup> Session)

was HIV/AIDS and the World of Work. The Committee on HIV/AIDS met for its first sitting on 3<sup>rd</sup> June, 2009. Initially its membership consisted of 148 members (79 government members, 27 employer members and 42 worker members).

21.15 The representative of the Secretary General Dr. Sophia Kisting, Director of the ILO Programme on HIV/AIDS and the World of Work stated that the item for discussion had been chosen by the Governing Body in March 2007. She further added that financial crisis was causing reduction in health budgets, development assistance and treatment programmes. A standard setting discussion on HIV/AIDS presented a unique opportunity to influence and reduce health related uncertainties in the world of work and to upscale the response to HIV/AIDS.

21.16 The aim of the proposed new instruments was to establish the basis for an institutional tripartite presence within National Aids Programme to strengthen the workplace contribution to the universal access to HIV prevention, treatment, care and support and to protection of rights, to improve the coordination of action on HIV/AIDS in the world of work and to improve monitoring and reporting on workplace action.

#### VI) Committee on Gender Equality:

21.17 Committee on Gender Equality held its first sitting on 3<sup>rd</sup> June 2009 was composed of 165 members (82 Government Members, 30 Employer Members and 53 Worker Members).

21.18 Shri Sidharth Dev Verman, Joint Secretary made an opening intervention in this Committee as Government delegate. He stated that India firmly believes that all round and holistic development is possible only when it is

inclusive across gender, caste, creed and religion. India had ratified all the major International Conventions aimed at promoting and achieving gender equality and has also enacted a host of labour legislations generating equal rights and equal protection for both women and men. India is also a signatory to the Convention on Elimination of Discrimination against Women (CEDAW). He further added that in India National Policy for Empowerment of Women was adopted in March 2001 with the objective to eliminate all forms of discrimination against women. India Constitution guarantees Right to Equality and provides for discrimination in favour of women. Legislations are regularly reviewed to keep abreast of gender specific needs. These legislations cover maternity, health, social security, etc. Special programmes like NREGS, self help group, micro financing for women are empowering the women.

## **VII) Committee of the Whole on Crisis Response:**

21.19 Committee of the Whole on Crisis Response had its first sitting on 3<sup>rd</sup> June, 2009. The Committee was composed of 241 members (106 government members, 50 employer members and 85 worker members). The Committee on the Whole for Crisis Response had before it a draft document produced as a consensus of the Drafting group. Secretary (L&E) made an intervention and congratulated the drafting group on the excellent document. Secretary (L&E) added that this document articulates the need for a change in the development paradigm by placing employment and active labour market policies as the engines of recovery. The document also spells out the contour of such a paradigm shift. Secretary opined that from such a perspective this document will act as a guide and lay down the road map for policy making and governance.

Secretary supported the statement of the workers delegate that now was the time to act on such document. In the multilateral forums ILO will have to play a key role and in the National Governments Ministry of Labour will have to be involved in planning and implementation of stimulus packages. Secretary ended her statement with positive comments about the employers and expressed that she looks forward to more tripartite engagements in her country.

21.20 Dr. Ashok Sahu, Labour & Employment Adviser has also made an intervention in this Committee by underscoring Global Jobs Pact. He referred to the recent Indian Labour Conference which had an agenda item on the Global Recession. He elaborated about the various Stimulus packages which have been launched by the Government of India. He pointed out that Indian Labour Conference had proposed recommendations in line with the proposal of the Global Jobs pact. He explained how the stimulus packages have been successful in employment generation, increasing social security cover (both in organized and unorganized sector) and infrastructure development. The measures adopted have been successful in reducing the quantum of job losses as compared to other countries. He emphasized that ensuring growth and fiscal balance was necessary and stimulus package should be linked with prevention of job loss and creation of jobs. Efforts should be concentrated on among others, labour intensive, export oriented industries, support for retraining and skills development and enhancing social protection. He also stated that in all this social dialogue should play an important role. He finally remarked that ILO had a key role in this crisis. Labour Ministries of the countries should be involved in make national crisis response policies.

**VIII) General Survey concerning the Occupational Safety and Health Convention, 1981 (No.155) and Occupational Safety and Health Recommendation 1981 (No.164) and the Protocol of 2002 for the Occupational Safety and Health Convention 1981:**

21.21 On this agenda item the Indian delegate Mr. S.K. Srivastava, Additional Secretary made an intervention. He congratulated the office for the tremendous efforts in preparing this comprehensive document, conveying the status of actual implementation and future preparedness of member states in respect of Convention 155. He stated that investment in safety at workplace leads to overall increase in productivity. Due to continued efforts of ILO, safety and health policies are witnessing a change of emphasis from inspection related activities to the development of collaboration partnerships for the better management of OSH at workplace.

**IX) Meeting of Ministers of Labour of Non Aligned Movement (15 June, 2009):**

21.22 Hon'ble Labour and Employment Minister, Govt. of India Shri Mallikarjun Kharge addressed the NAM ministerial meeting. LEM endorsed the NAM Draft declaration on the International Economic and Financial Crisis to be adopted at the conclusion of the meeting. He reaffirmed India's unwavering commitment to the purposes and principles of Non Aligned Movement and South Cooperation especially in the current situation of economic crisis. Hon'ble LEM expressed concern at the fund flow to the developing countries being affected and the impact on migrant workers. He stressed about the need of employment generation.

21.23 Hon'ble Labour and Employment Minister made a special reference towards the

working methods of the Committee on Application of Standards which leads to focus exclusively on developing countries. He observed that work of this committee should reflect transparency, objectivity and clearly defined criteria in its functioning. The Freedom of Association (FOA) Committee needs to strike a balance on the issues it addresses. Committee should also take into account the various institutional mechanism and the judicial redressal available in the country while formulating its opinion on merits of any case.

**(B) 304<sup>TH</sup> SESSION OF THE GOVERNING BODY**

21.24 The 304<sup>th</sup> Session of the Governing Body was held during 9<sup>th</sup> to 27<sup>th</sup> March, 2009.

**I) Plenary Session of the Governing Body:**

21.25 The plenary session of the Governing Body 304<sup>th</sup> Session started on 24 March, 2009. Plenary Session was chaired by Mr. Rapacki (Government, Poland). Following items were discussed during the plenary session:- (i) Approval of the Minutes of 303<sup>rd</sup> Session of the GB, (ii) Data place and agenda of the ILC – 99<sup>th</sup> Session and 100<sup>th</sup> Session, (iii) Review of the annual reports under the follow up to the ILO declaration on Fundamental Principles and Rights at Work and (iv) Report of High Level Tripartite meeting on the Crisis.

**II) Committee's Meetings:**

21.26 The **Committee on Sectoral and Technical Meetings and Related Issues** discussed following various agenda items: (i) Proposals for activities in 2010-11 under the sectoral activity programme (ii) The sectoral dimension of ILO's work, (iii) Current global economic crisis sectoral aspect, (iv) Global dialogue forum on vocational education and skill

development of commerce workers, finance sector workers, (v) Joint ILO/IMO Basel convention on ship scrapping, (vi) Maritime matters and (vii) Report of the 18<sup>th</sup> International Conference of Labour statisticians.

21.27 The **Committee on Employment and Social Policy** discussed matters relating to (i) The Financial and Economic Crisis- a Decent Work Response, (ii) Impact of Social Justice Declaration on the Implementation strategy of the Global Employment Agenda and (iii) Implementation of Global Employment Agenda (GEA)-Country Presentation Brazil.

21.28 The **Committee on Legal Issues and International Labour Standards** discussed matters relating to Revision of rules for Regional Meetings, amendments to Standing Orders of the ILC, improvements in standard-related activities of the ILO, form of reports on ratified and unratified Conventions and Recommendations.

21.29 The **Sub-Committee on Multi-national Enterprises** considered and discussed issues relating to Multi-national Enterprises and social policy, corporate social responsibility etc.

21.30 The **Programme, Financial and Administrative Committee** discussed Programme and Budget for 2008-09, programme implementation 2008-09, Strategic Policy Framework for 2010-2015, review of ILO field structure, report of the Chief Internal Auditor, etc.

21.31 The **Committee on Technical Cooperation** discussed the following Agenda items: (i) Trends in International Development Cooperation, (ii) ILO's Technical Cooperation Programme 2007-08, (iii) Operational Aspects of the International Programme on the Elimination of Child Labour (IPEC) and (iv) Implementation of FOA agreement in Columbia

### III) Steering Group on the Follow up to the Declaration:

21.32 The Implementation Plan: ILO Declaration on Social Justice for a Fair was discussed in the meeting of steering group.

### IV) High Level Tripartite Meeting on the Global Financial and Economic Crisis:

21.33 High Level Tripartite Meeting was the occasion for an intensive discussion on the current Global Financial and Economic Crisis, policy responses of the countries and role of ILO is responding to its global employment and social impact.

21.34 The Indian Delegation made altogether 30 interventions which were well received in the Committee meetings and plenary.

### (C) 305<sup>TH</sup> SESSION OF THE GOVERNING BODY

21.35 The 305<sup>th</sup> Session of the Governing Body of the ILO was held in June 2009. It discussed a wide range of issues including the questions arising out of the 98th Session of the ILC, the report of the ILO Committee on Freedom of Association and Election of the Officers of the Governing Body for 2009–10.

### (D) 306<sup>TH</sup> SESSION OF THE GOVERNING BODY

21.36 The 306<sup>th</sup> Session of the Governing Body was held during 5<sup>th</sup> to 20<sup>th</sup> November, 2009.

#### I) Plenary Session of the Governing Body:

21.37 The plenary session of the Governing Body started 17 November, 2009. Plenary Session was chaired by Ms. M.N. Farani Azexedo Following items were discussed during the Plenary Session: (i) the approval of the minutes of the 305<sup>th</sup> Session of the Governing

Body, (iii) Gender equality at the heart of decent work, (iv) Employment and social protection in the new demographic context and (v) Economic and employment crisis and gender equality at the heart of decent.

## II) Committee Meetings:

21.38 The **Committee on Sectoral and Technical Meetings and Related Issues** discussed various agenda items such as Tripartite Meetings on various subjects, item related to economic crisis and job crisis, Maritime matters and proposal of Sectoral Activities.

21.39 The **Committee on Employment and Social Policy** discussed matters relating to Global economic and jobs crisis, Global Wage Report and Flexicurity and employment services.

21.40 The **Committee on Technical Cooperation** discussed aspects relating to implementation of Decent Work Country Programme, the elimination of forced labour and Technical cooperation in support of the ILO's response to the global economic crisis.

21.41 The **Committee on Legal Issues and International Labour Standards** discussed matters relating revision of standards, including to promote gender equality, Ratification and promotion of fundamental and priority ILO Conventions, discrimination in employment and occupation, improvements in the standard related activities of ILO and maritime matter.

21.42 The **Sub-Committee on Multi-national** considered and discussed issues relating to Corporate Social Responsibility related activities, update strategic priorities for MULTI for 2008- 09 etc.

21.43 The **Programme, Financial and Administrative Committee** discussed Programme and Budget for 2008-09, Programme and Budget for 2010-11, Strategic Policy Framework 2010-15, financial questions relating to International Institute for Labour Studies, International Training Centre of the ILO, matters relating to Joint Inspection Unit, etc.

21.44 The **Working Party on Social Dimension of Globalisation** discussed the Global Jobs Pact: Policy coherence and international coordination and Summary of recent world economic forecasts.

21.45 The Indian delegation made 25 interventions in the Committee meetings and plenary which had a significant contribution on the discussions and conclusions arrived.

## (E) HIV/AIDS AND THE WORLD OF WORK.

21.46 HIV/AIDS is a major threat to the world of work. It has shown maximum impact on the most productive segment of the labour force. HIV/AIDS affects rights at work due to discrimination and stigmatization of workers which manifests in loss of employment and livelihood opportunities. As per NACO estimates about 2.31 million persons in India were living with HIV/AIDS in the year 2007 of whom almost 89% were in the age group of 15-49 years.

21.47 The Ministry of Labour & Employment (MOLE) has, in consultation with NACO, ILO and employers and workers organizations, prepared the National Policy on HIV/AIDS and the World of Work to help generate awareness about HIV/AIDS, encourage action to prevent its spread and further improve and develop the support and care initiatives at the workplace. This policy aims to guide the national response to HIV/AIDS in reducing and managing the

impact of the epidemic in the world of work. It is based on the ILO Code of Practice on HIV/AIDS. Specifically the policy aims to prevent transmission of HIV infection amongst workers and their families; protect rights of those who are infected and provide access to available care, support and treatment, deal with issues relating to stigma and discrimination related to HIV/AIDS by assuring them equity and dignity at the workplace and ensure safe migration and mobility with access to information services on HIV/AIDS.

21.48 The National Policy on HIV/AIDS was formally launched by Union Minister for Labour and Employment in the 43<sup>rd</sup> Session of the Standing Labour Committee held on 30<sup>th</sup> October, 2009.

21.49 The Ministry of Labour & Employment is dealing with a 440 million workforce, the vast majority of whom are in the informal sector. The Ministry can effectively reach out to the workers both in the formal and informal sectors through the social partners i.e. the Employers Organisations and Trade Unions, Ministry of Labour & Employment has initiated efforts to disseminate information on HIV/AIDS to workers through its key organizations V. V. Giri National Labour Institute and Central Board for Workers Education. A MOLE-ILO Project on HIV/AIDS in the World of Work – A tripartite response is being implemented since 2001. India's growth will generate a lot of employment in the next 10-12 years. Most entrants will be young people and uncontrolled spread of HIV and its impact among them will affect economic growth. A workplace policy will ensure that they are provided appropriate services and information for prevention. It was, therefore, considered essential to provide guidelines to all the key actors and suggest the mechanism for effective

collaboration and implementation to protect the Indian working population from HIV infection and mitigate its social and economic impact through the National Policy on HIV/AIDS.

## **(F) HIGHLIGHTS OF IMPORTANT ACTIVITIES - PROPOSAL SUBMITTED TO GLOBAL FUND ON HIV/AIDS**

21.50 The Ministry of Labour & Employment had submitted a proposal to the Global Fund on Aids, TB and Malaria (GFATM) Round 9 in May 2009 for strengthening workplace and policies and programmes on HIV/AIDS. The proposal envisages targeted interventions for informal/migrant workers in selected states (Andhra Pradesh, Gujarat, Karnataka, Maharashtra and Tamil Nadu) in manufacturing, mining, textiles and construction sectors to create awareness and facilitate prevention, care and support activities on HIV/AIDS. The project would cover about 3.5 million workers.

21.51 The Global Fund has approved the project for funding subject to fulfillment of certain pre-conditions.

## **TECHNICAL COOPERATION PROGRAMMES**

21.52 India and ILO share a very significant and fruitful cooperation in various technical programmes in the areas of employment, occupational safety & health, improvement of working conditions, upgradation of technical facilities and skills development, management consultation development, social security, skill development and other labour related issues.

21.53 Under the Active Partnership Policy of the ILO, collaboration between India and SRO-ILO is supported by technical inputs from the multidisciplinary teams at SRO New Delhi and regional office in Bangkok as well as by technical departments at the I.L.O. Headquarters. The

technical specialists provide advisory services in international labour standards, statistics and also discuss areas of possible collaboration in future. The tripartite machinery of the Government, Workers' and Employers' Organizations, worked closely with the I.L.O. in identifying the major Decent Work Country Programme 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, management of working conditions and occupational safety and health in high-risk areas.

21.54 A number of officers from Ministry of Labour & Employment, representatives from social partners (Worker Organisations & Employer Organisations), were deputed for training, workshops, seminars and meetings under fellowships provided by ILO/KOILAF.

21.55 The ILO also utilises the training facilities available in a number of institutions under the Ministry of Labour & Employment in India including V.V. Giri National Labour Institute, 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.

## **MULTI-LATERAL COOPERATION**

### **HIGH-LEVEL INTERNATIONAL MEETINGS**

21.56 Some of the prominent High Level International meetings organized in collaboration with ILO where India's participated actively at the highest level include:-

- Tripartite Meeting of Experts on Strategies for the Extension of Social Security Coverage attended by Shri P.C. Chaturvedi, Secretary (Labour & Employment) in Geneva from 2-4 September 2009.

- Meeting of Employment, Labour and Social Affairs Committee at Ministerial level attended by Shri Mallikarjun Kharge, Union Labour & Employment Minister and Shri S. Krishnan, Special Secretary (Labour & Employment) in Paris from 28-29 September 2009.

## **DELEGATIONS FROM ABROAD**

21.57 A number of high level delegations visited India to have in depth interactive meetings on a wide range of labour related issues of mutual interests during the year. Prominent amongst those are:

Mr. Mohamad Ghous Bashiri, Dy. Minister of Ministry of labour, Social Affairs, Martyrs and disabled, Government of Afghanistan visited India from 29<sup>th</sup> July to 1<sup>st</sup> August, 2009. A meeting was held by Union Labour & Employment Minister with Afghanistan Dy. Minister on areas of mutual cooperation on 30<sup>th</sup> July, 2009 at Shram Shakti Bhawan, New Delhi.

A 14 member delegation of Senate Finance committee of U.S.A led by International Trade Counsel Ms. Amber Cottle visited New Delhi on 12-13 August. A meeting was held by Shri S.K. Dev Verman, Joint Secretary, Ministry of Labour and Employment, with the Delegation on 13<sup>th</sup> August, 2009 at Shram Shakti Bhawan, New Delhi.

A delegation led by H.E. Mr P.H. Donner, Minister for Social Affairs & Employment, Netherland, visited India from 22 to 23 October, 2009. A meeting was held by Union Labour & Employment Minister with Dutch Minister of Social Affairs and employment on 23<sup>rd</sup> October, 2009 at Shram Shakti Bhawan, New Delhi.

# 22

## DIRECTORATE GENERAL OF EMPLOYMENT AND TRAINING

### 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 September, 2009 is 969 (including 83 University Employment information and Guidance Bureaux); and the total number of Industrial Training Institutes (both Government and Private) is 7605 with a seating capacity of around 10.6 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/UTs..
- ? Conducts regular training programmes and develops 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 Employment 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 Bureaux (UEIGBx) to the unemployed youth for choosing and planning their career suited to their abilities and skills.
- ? Evaluates residual capabilities of physically challenged persons and to 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.
- ? Provides Vocational Guidance and Training in confidence building to SC/ST job seekers.
- ? Formulation of National Employment Policy.

- ? Preparation of Annual Report to People on Employment.

### TRAINING DIRECTORATE

22.8 DGET is responsible to implement vocational training programme in the country. Major schemes 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.

### 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 2511 employees, out of which 275 are Group, 'A' officers, 611 Group 'B' officers, 1136 Group 'C' employees and 489 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.**

? **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)

#### **INFRASTRUCTURE AVAILABLE**

#### **22.13 EMPLOYMENT SERVICE WITH STATE GOVERNMENTS:-**

? 969 Employment Exchanges (including 50 Special Employment Exchanges for Handicapped) throughout India as on 30.09.2009.

? 50 Special Cells for Handicapped persons are functioning in 50 Employment Exchanges in various States as on 30.09.2009.

? Most of the States have Directorates of Employment located in the State Capitals.

#### **WITH CENTRAL GOVERNMENT:**

20 Vocational Rehabilitation Centres (VRCs) for Handicapped. Out of which one Centre at Vadodara is exclusively for women with disabilities.

23 Coaching-cum-Guidance Centres for Scheduled Castes/Scheduled Tribes

A Central Institute for Research and Training in Employment Service (CIRTES) located at NOIDA (U.P.)

Central Employment Exchange under Directorate of Employment at New Delhi

#### **HIGHLIGHTS**

#### **EMPLOYMENT SERVICE**

22.14 DGE&T does not 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 in 1951 to 969 Employment Exchanges as on 30.09.2009.

22.15 One of the most 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 June 2009, 1.07 lakh persons had been placed in self-employment, out of which 0.85 lakh (78.7%) were men and 0.23 lakh (21.3%) women. About 2 lakh persons were on the Live Register, aspirants of seeking Self-Employment assistance during the period under reference. The Self Employment Promotion Cells will also continue to function during 2010-2011.

22.16 As on 30.09.2009, 392 Vocational Guidance Units in Employment Exchanges and 83 University Employment Information and Guidance Bureaux (UEIGBX) within the University Campuses have been functioning in

the country to render Vocational Guidance and Employment Counseling 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.

22.18 Twenty three Coaching-cum-Guidance Centres (CGCs) for SC/STs have been set up in 23 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 Centres 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 2009-10 (from April, 2009 to September, 2009), 4757 candidates could make use of facilities provided at CGCs to practice typing and shorthand and 2421 candidates participated in the Pre-Recruitment Training Programmes organised by them.

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 new Centres one each at Una, Puducherry and Srinagar sanctioned in 2005-06 have been made fully functional. These Centres evaluate residual capacities of People with disabilities and provide them adjustment training and skill training with a

view to integrate them in the economic mainstream and make them productive citizens of the country. These Centres play pro-active role in creating public awareness and community participation in the rehabilitation of people with disabilities. During 2009-10 (April, 09 to Sep-09) these Centres registered 13477, evaluated 13345 and rehabilitated 5522 persons with disabilities. Four barrier free buildings for VRCs, one each at Delhi, Bhubaneswar, Kanpur and Kolkata have been constructed for easy access to Persons with Disabilities.

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 2009, there were 253 disabled soldiers and 2,401 dependents awaiting employment assistance through the Ex-Servicemen Cell.

**22.21 Central Institute for Research & Training in Employment Service (CIRTES)** is responsible for imparting training to officers of the Employment Service and conducting research to provide feedback on various programmes of NES and develop tools and techniques for better implementation of NES programmes. It also prepares career literature for vocational guidance and career counselling. During 2009-10 (till September, 2009), CIRTES organized three training courses for Employment Officers, released career literature and Job Seeker's Guide Vol.III comprising of two different jobs, "Compendium on Job Seekers" guide Vo.III comprising four different jobs is under preparation. One motivational poster on "Modular Employability Skills" was finalized and three pamphlets for Self Employment Guidance are under preparation.

## **22.22 REPORT TO THE PEOPLE ON EMPLOYMENT**

In her address on 4 June, 2009 to the Joint Session of both Houses of Parliament, the President of India had announced preparation of five Annual Reports to the People one of which is the Annual Report to the People on Employment to generate a national debate. A National Seminar was organized on 9<sup>th</sup> September, 2009 at New Delhi to elicit the views and suggestions of experts as well as various stakeholders in the area of employment and those which will be of relevance to the public/civil society at large and provide inputs towards preparation of the report. Report to People on Employment will be developed and published on the approved outlines of Government for generating a national debate.

## **22.23 NATIONAL EMPLOYMENT POLICY**

The draft National Employment Policy (NEP) has been prepared in consultation with various Central Ministries/Departments and other stakeholders. The objective of the National Employment Policy (NEP) is to provide a holistic framework towards achieving the goal of remunerative and decent employment for all women and men in the labour force in a sustainable manner. It aims at accelerating employment growth, particularly in the organized sector, and improving the quality of jobs in terms of productivity, average earnings, and protection of workers, specially in the unorganised sector.

## **22.24 Employment Exchanges Mission Mode Project;**

The Employment Exchanges being the first contact point for the unemployed youth play a vital role in proper adjustment of the job seekers. The fulfillment of this objective to some extent

depends on how fast the dissemination of information at the employment exchanges is done. Recognizing the key role expected to be played by the Employment Exchanges in the growth of employment in India, the National e-Governance Plan (NeGP) has identified Employment Exchanges as one of the Mission Mode Projects (MMP) for upgradation and modernization of Employment Exchanges in order to make them more demand responsive.

The introduction of e-Governance is to help in providing speedy and easy access to employment related information to job seekers and employers. The project aims to progressively support all the State Governments in transformation of all the Employment Exchanges in the country by making effective use of Information Technology (IT) in order to effectively deliver their mandated services to the job seekers & employers.

National Institute for Smart Government (NISG), a not-for-profit organization has been engaged as a Principal Consultant for design and development of Mission Mode Project on Employment Exchanges by the Ministry. Gujarat and Maharashtra have been selected for benchmarking best practice study. 'As is study' and 'Benchmarking study' have been completed in selected States by the consultant team.

The Detailed Project Report (DPR) has been prepared and is being processed further for obtaining necessary approvals.

## **SKILL DEVELOPMENT**

22.25 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.

22.26 DGE&T continues 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**

22.27 To sustain adequate supply of semi skilled workers, and also for value creation through dynamic vocational training policy and infrastructure, 7605 Industrial Training Institutes/Centres (ITIs /ITCs) are functioning all over the country having seating capacity to 10.62 lakh to impart training in 112 trades

22.28 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

22.29 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).

22.30 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, Kozhikode, Jodhpur and Choudwar under the DGE&T. Further details are given in **Chapter 27**.

### **Apprenticeship Training Scheme**

22.31 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 24,815 establishments engage apprentices.

22.32 188 trades in 35 trade groups have been designated for trade apprentices. As against 2,78,123 training seats available, 1,95,703 apprentices have been undergoing apprenticeship training as on 30.06.2009.

22.33 122 subject fields have been designated for Graduate & Technician Apprentices and 122 for Technician (Vocational) Apprentices. As against 96,759 training seats located for these categories, 57,991 have been utilized as on 30.03.2009. Further details are given in **Chapter 28**.

### **Craft Instructors' Training Scheme**

22.34 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. More details are given in **Chapter 29**.

### **Advanced Vocational Training Scheme**

22.35 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, 65,459 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 29**.

### **Advanced Vocational Training in Electronics and Process Instrumentation**

22.36 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 3636 short term and long term courses were conducted at these institutes since inception and 41503 trainees have been trained up to October, 2009. During the year 2009-2010(till October, 2009), 161 courses have already been conducted and 1799 participants have been trained at these institutes. More details are given in **Chapter 29**.

### **Supervisory Training/ Foremen Training**

22.37 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.

22.38 These institutes have conducted 3234 courses and trained 43989 foremen/ supervisors in short-term and long-term courses up to October,2009. During the year 2009-2010, 416 persons were trained in various short/long term courses conducted at these institutes. More details are given in **Chapter 29**.

### **Staff Training, Research and Development**

22.39 The Central Staff Training and Research Institute (CSTRI) 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.

22.40 Up to October 2009, CSTRI at Kolkata has trained 18803 personnel, and completed 165 projects covering various aspects of vocational training. During the year, Institute has also revised 288 curricula of the trades of various training activities under vocational training programme.

22.41 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**

22.42 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 1<sup>st</sup> April 1999.

22.43 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.

22.44 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.

22.45 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.

22.46 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 29

### **WOMEN'S VOCATIONAL TRAINING PROGRAMME**

22.47 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.

22.48 NVTI/RVTIs have trained about 73048 trainees since inception in various training courses' it includes 39,592 trained in regular long term courses and 33,456 in short-term courses.

22.49 During 2009-10, about 5802 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.

22.50 In the State Sector, as per the data collected from State Governments and compiled till September 2009, there were about 1213 Institutes (289 Govt. Women ITIs and 80 Private Women ITCs 726 Women Wings in Government ITIs and 118 Women Training Wings in Private ITCs) with about 51,804 training seats. Details are given in **Chapter 29**.

### **NEW INITIATIVES**

22.51 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

22.52 Government of India has signed Financing Agreement in November 2007 with

World Bank for upgradation of 400 ITIs under Vocational Training Improvement Project (VTIP). Under VTIP, the individual ITI could establish Center of Excellence (CoE) by introducing multi-skill courses and / or upgrade conventional trades in the ITI. The other major activities to be taken up under VTIP include Training of Trainers, curricula development & Instructional Media Development, reform studies and support for innovation-pilot projects for improvement of vocational training in India. Details are given in **Chapter 23**

22.53 A new Project “Skill Development Initiatives” has been launched in 2007-08. 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**.

22.54 DGE&T is currently implementing Centrally Sponsored Scheme (CSS) “Establishment of new Industrial Training Institutes (ITIs) in the North-Eastern states,

Sikkim and Strengthening and Modernization of ITIs in the State of Jammu & Kashmir”. 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 25 New ITIs and strengthening/ modernization of 35 existing ITIs in North-Eastern Region. 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. In addition, it also includes strengthening/ modernization of 37 existing ITIs and setting up of one new Women ITI at Jammu under the Jammu & Kashmir component of the scheme. The seating capacity in ITIs in J&K would also increase from the existing 4364 to 6200 in J&K, on implementation. Details are given in **Chapter 23**



# 23

## NEW INITIATIVES RELATING TO VOCATIONAL TRAINING

### **“Establishment of Industrial Training Institutes in North-Eastern States and Sikkim and Modernization of ITI's in the State of Jammu & Kashmir”**

#### **North Eastern component (outlay 13.7 crore)**

23.1 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 with an outlay of Rs. 100 crore. This component has come to close on 31.3.2008. On request from Chief Ministers of Sikkim & Assam, another three new ITIs – two in Sikkim and one in Assam have also been added under the scheme with an outlay of Rs. 13.7 crore. On completion of implementation, the seating capacity in ITIs would increase from the existing 7244 to 16144. The scheme for NE states was merged in 2005-06 with another CSS on Strengthening/ modernization of the ITIs in the State of Jammu & Kashmir with an outlay of Rs.37 crore and the CSS was renamed as “Establishment of new Industrial Training Institutes (ITIs) in the North-Eastern States, Sikkim and Strengthening

/Modernization of ITIs in the State of Jammu & Kashmir”. As the component on establishment of 3 new ITIs – two in Sikkim(at Namchi & Ghysing) and one in the State of Assam(at Kajolgaon) are yet to be completed, the State Governments of Assam & Sikkim have requested extension of the project duration by another year i.e. till 31.3.2010 so that these ITIs could be fully set up. Cabinet Committee on Economic Affairs (CCEA) in its meeting held on 17.9.2009 has approved the continuation of the project till 31.3.2010.

23.2 As regards progress under the project for setting up of additional three ITIs, an amount of Rs. 8.17 crore has been released till October 2009 out of the outlay of 13.7 crore. The remaining amount will be released before 31.3.2010 on the basis of utilization certificates to be submitted by the State Govt. In terms of physical progress, courses have already commenced in 22 new ITIs and 35 upgraded existing ITIs completed earlier. Training has also commenced in one of the additional ITIs in Sikkim, from a temporary accommodation at Namchi.

#### **Jammu & Kashmir component [outlay 37.00 crore]–**

23.3 The component envisages upgradation of 37 existing ITIs and establishment of one new women ITI at Jammu with an outlay of Rs. 37.0 crore. As some activities are yet to be completed, the State Government had

requested extension of the project duration by another year i.e. till 31.3.2010 so that the residual activities of civil construction and equipment procurement etc., could be completed. CCEA in its meeting held on 17.9.2009 has approved the continuation of the project till 31.3.2010.

23.4 At present, there are 37 Government ITIs in the State out of which 17 ITIs are in Kashmir division, 18 in Jammu division and 2 in Ladakh region. A total of 263 trade units are functioning in these ITIs, imparting training in 21 NCVT designated trades; 18 Engineering Trades and the rest Non - Engineering. On completion of this scheme, the total seating capacity in all the ITIs in J&K will increase from 4364 to 6200.

23.5 As regards progress under the J&K project, an amount of Rs.24.24 crore has been released till October 2009 out of the total allocation of 37.0 crore for procurement of machinery / equipment, civil construction and recurring expenditure components for the ITIs. The remaining amount will be released before 31.0.2010 on the basis of utilization certificates to be submitted by the State Govt.

23.6 In addition to the above, technical support and monitoring of the Prime Minister's Reconstruction Plan [PMRP] being implemented through the state plan of Jammu & Kashmir is also done by this Ministry. The outlay for PMRP is Rs. 33.18 crore existing ITIs. Also, 5 new ITIs are being set up with an outlay of Rs. 22.5 crore. As regards physical progress, 9 new women ITIs and 12 women wings in general ITIs for are almost complete. The construction of 5 new ITIs is also being taken up after acquisition of the respective lands which have been identified.

### **Centrally Sponsored Scheme for Upgradation of ITIs into Centres of Excellence**

23.7 Union Finance Minister in his Budget Speech 2004-05 and reiterated in 2006-07, had announced measures for upgradation of 500 ITIs in the country. As per his advice upgradation of 100 ITIs from domestic resources and 400 ITIs through World Bank assistance has been taken up in phased manner. The domestically funded 100 ITIs were selected by the 22 States/ Union Territories in proportion to the number of Government ITIs in these States. The total cost of the centrally sponsored scheme is Rs.160 crore, Central share is Rs.120 crore, in view of cost sharing in the ratio of 75:25 as advised by the Ministry of Finance.

23.8 The objective of the scheme is to upgrade 100 ITIs into "Centers of Excellence (CoE)" for producing multi skilled workforce of world standard. The highlights of the scheme are introduction of multi-skilling 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, To ensure greater & active involvement of industry in all aspects of training these institute are being advised and supervised through Institute Management Committee (IMC) which are headed by senior executive from the neighborhood big industry. Out of the central share of Rs 120 cr. an amount of Rs 105 cr. has been released till Oct 2009. Training is being imparted in 21 Industrial Sectors which been identified by the IMC and curricula of more than 200 module have been developed to impart training. The scheme was approved in March 2005 and has been extended by one year for its implementation till 31.3.2010.

## Upgradation of 400 ITIs with World Bank Assistance

23.9 Remaining 400 ITIs were taken up for upgradation with World Bank assistance and the project is named as Vocational Training Improvement Project (VTIP). Under this project, 100 ITIs were taken up during FY 2006-07 with retroactive financing and 150 ITIs each were identified during 2007-08 and 2008-09. Under VTIP, the individual ITI could either establish Center of Excellence (CoE) by introduction of multi-skill courses and/ or upgrade conventional trades in the ITI.

23.10 EFC approved the Project on May 8, 2007 and CCEA approved it on Aug.2, 2007. The Project Agreement was signed with World Bank on 2nd Nov. 2007.

23.11 The total Project cost has been estimated, as Rs.1581 crores. The cost sharing between Central and State Government is in the ratio of 75:25 (90:10 in case of NE States and Sikkim). Central funds to the tune of Rs. 538 crores have been released to States / spent by Central Institutes till Oct 2009. To implement this project, the State Governments are required to enter into Memorandum of Understanding (MoU) to empower the Institute Management Committee (IMC), enhance powers of the Principals of the ITIs and have commitment for implementation /sustainability of the scheme during the Project period and beyond.

23.12 The project objective 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.

23.13 The main thrust of the program is to provide appropriate infrastructure, equipment, update syllabi and introduce new courses in the ITIs. 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.

23.14 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).

23.15 National Steering Committee (NSC), as an apex body has been constituted to guide and oversee the implementation of the project, under the chairpersonship of Secretary (Labour & Employment) with adequate representation from industrial bodies. At the State level, the Project is guided by State Steering Committee (SSC), constituted by the respective States/ UTs. The project provides for an effective monitoring and evaluation system. Project monitoring is based on information collected from States/ UTs and through field visits. DGE&T team jointly with World Bank representatives undertook the First and Second Joint Review Mission (JRM) during September - October, 2008 and June 2009 respectively. Representatives from Planning Commission, Government of India, and Industry Associations' also participated in the review mission. The

recommendations made in the JRM are being followed up with respective State Governments.

23.16 The related documents under the Project are available on DGE&T website - <http://www.dget.nic.in/WorldBank/worldbankassistedprojects.htm>

### **Scheme for “Upgradation of 1396 Government ITIs through Public Private Partnership”**

23.17 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 was formulated. Under the Scheme, an Industry Partner is associated with each Government ITI to lead the process of upgradation. An Institute Management Committee (IMC) is constituted / reconstituted with Industry Partner or its representative as its Chairperson and registered as a Society. Interest free loan of upto Rs. 2.5 Crore is given directly to the IMC for upgrading the training infrastructure of the ITI. The IMC is delegated the power to determine upto 20% of the admissions in the ITI. Financial and academic autonomy is granted to manage the affairs of the ITI. The state Government retains the ownership of the ITI and continues to regulate the admissions and fees except 20% admissions to be determined by IMC. A Memorandum of Agreement is signed among different stake holders.

23.18 The total outlay of the scheme is Rs. 3550 Crore (Rs. 3490 Crore for release of interest free loan @ Rs. 2.5 Crore to each ITI and Rs. 60 Crore for management, monitoring and evaluation). Cabinet Committee on Economic

Affairs (CCEA) of the Union cabinet in its meeting held on 25.10.2007 had 'in principle' approved this scheme for the XI Five year plan period, and financial approval had been given for one year for up gradation of the first batch of 300 ITIs. Subsequently, CCEA in its meeting held on 03.10.2008 had approved the scheme for the upgradation of remaining 1096 Government ITIs for the period from 2008-09 to 2011-12.

23.19 Interest free loan of Rs. 1500 Crore was given directly to the IMC Societies of 600 ITIs @ Rs.2.5 Crore per ITI during 2007-08 and 2008-09. During 2009-10, another 300 ITIs are proposed to be covered. An amount of Rs. 302.5 Crore. has been given to 121 ITIs upto 30.11.2009.

23.20 The Scheme under the Public Private Partnership is the first scheme of its kind in which Industry and Government Institutions have to work together for the upgradation of the ITIs. 7 workshops were organized at Lucknow, Chandigarh, Bangalore, Ahmedabad, Hyderabad, Kolkata and Mumbai to review the progress of ITIs covered during 2007-08 and to sensitize Principals, Industry partners and State Govts. for the 2nd batch of 300 ITIs covered during 2008-09.

23.21 For capacity building of Principals and Senior faculty members of 300 Government ITIs covered during 2008-09, a tailor-made training programme was organized at 4 premier training Institutes viz. NIMSE Hyderabad, CRISP Bhopal, IDEMI Mumbai, and NIESBUD Noida and 536 participants were trained.

23.22 List of ITIs covered during 2007-08, 2008-09 and 2009-10 (Upto 10.11.2009) along with Industry Partners for the Scheme is at **Table 23.1**



Upgradation through Public Private Partnership (PPP) – ITI, Khed, Maharashtra: Machinery and Equipments in new workshop provided by Industry Partner.

## SKILL DEVELOPMENT INITIATIVE (SDIS)

### INTRODUCTION

23.23 Ministry of Labour & Employment in pursuance to excellence in vocational training has developed a new strategic framework for Skill Development namely “**MODULAR EMPLOYABLE SKILLS (MES)**” framework in close consultation with industry, State Governments and experts. EFC and CCEA approved the scheme on 19.02.2007 and 24.05.2007 respectively. Implementation of the SDI scheme was operationalised from May 2007. SDI scheme is a five year project during which one million persons would be trained or their existing skills tested and certified under Modular Employable Skills (MES) framework

### The Objective of the scheme are :

To provide vocational training to school leavers, existing workers, ITI graduates, etc. to improve their employability by optimally utilizing the infrastructures available in Govt., private institutions and the industry. Existing skills of the persons can also be tested and certified under this scheme.

To build capacity in the area of development of competency standards, course curricula, learning material and assessment standards in the country.

### KEY FEATURES OF SDI SCHEME

Demand driven short term training courses based on Modular Employable Skills (MES) decided in consultation with Industry. MES is

“Minimum Skills Set’ which is sufficient for gainful employment.

Central Government facilitates and promote training while industry, private sector and State Governments will train the persons

Optimum utilization of existing infrastructure to make training cost effective

Flexible delivery mechanism (part time, weekends, full time, onsite/offsite) to suit needs of various target groups

Different levels of programmes ( Foundation level as well as Skill upgradation) to meet demands of various target groups

The services of existing or retired faculty or guest faculty to be utilized.

Courses are available for persons having completed 5<sup>th</sup> standard.

Testing & certification of skills acquired informally.

Testing of skills of trainees by independent assessing bodies, which are not involved in training delivery, to ensure that it is done impartially

The essence of the scheme is in the certification that is nationally and internationally recognized.

In-built incentive for both trainees and vocational training providers (VTP) – Reimbursement of fee is given only to those candidates who pass the tests. VTP has to initially bear part of training cost which is reimbursed when trainee pass the tests.

Rating is given to VTPs so that prospective trainees can take informed decision.

Registration of poor performing VTPs would be cancelled.

## Fee and Reimbursement

### Training Fee

- i. Rs.500 per module for modules having duration upto 90 hrs.
- ii. Rs.1000 per module for modules having duration from 91 to 180 hrs
- iii. Rs.1500 per module for modules having duration from 181 hrs to 270 hrs.
- iv. Rs.2000 per module for modules having duration more than 270 hrs.

Candidates belonging to SC/ST category and women are given relaxation of 25% in training fee. In order to motivate trainees to take the training programme seriously, training fees of all those trainees who successfully complete the training is refunded to them.

Training cost @Rs.15/- per persons per hour is reimbursed to registered VTPs in respect of those successful persons who got training from it. VTPs reimburse training fee to the successful candidates.

A one time advance of Rs.3.00 lakhs to 10.00 lakhs is being paid to each Govt. ITI so that they can start courses under the SDI scheme.

Testing fee is Rs 500/-& - Rs 800/- . The testing fee is reimbursed to all the successful persons who have received training from approved VTPs.

## Monitoring and Evaluation

Apex committee at national level and State Committees at State level advise and guide the project implementation. The Apex Committee is chaired by the Secretary, Labour and Employment, Govt. of India and State Committees will be chaired by concerned Secretary/Principal Secretary to the State Government. These Committees have representatives of major stakeholders.

Each State Government/UT administration has set up SDI Cell. States/UTs have declared one Govt. ITI as nodal ITI in each district, which coordinate with VTPs and provide support to the assessing bodies in its region.

VTP would assist trainees in getting employment and track the trainees till they get gainfully employed.

Post-training evaluation of 1% trainees certified would be done every year.

## Web Based software

Web based software would be used for implementation and monitoring of the scheme. It will also act as on-line employment exchange providing job opportunity to the candidates.

## Methodology

DGET in consultation with Industry has identify employable skills and develop MES course curricula, learning materials and assessments tools.

DGE&T has already appointed 22 Assessing Bodies for testing competency

Assessing Bodies will notify testing centers and select assessors.

State/UT Governments invite applications from institutes desirous to become VTP to run courses under SDI Scheme and forward applications to respective Regional Directorate of Apprenticeship Training (RDAT) for registration of VTPs

State/UT Governments send an annual training plan proposal to the RDAT

Registered VTPs admit and train candidates. They charge fee from trainees as prescribed under SDI Scheme.

After completion of Training, trainees register with testing centres for assessment. Skilled persons directly register with assessing bodies for assessment.

Assessing Bodies conduct tests and successful persons are awarded National Certificate on MES issued by National Council for Vocational Training (NCVT).

## Progress made so far:

- ✓ Course curricula for 977 short term MES courses in 44 sectors have been approved by the NCVT.
- ✓ Apex Committee at National Level for guiding and advising the implementation of the scheme has been constituted.
- ✓ Implementation Manual containing guidelines for implementing the scheme has been prepared and circulated to State Governments/ UTs for implementation
- ✓ Scheme has been operationalized throughout the country.
- ✓ 22 Assessing Bodies have been empanelled for conducting assessment/ testing for MES courses.

- ✓ Guidelines for the selection of Vocational Training Providers have been approved and circulated to State Governments / Union Territories for implementation.
- ✓ 3,55,037 persons have been trained/ tested under the scheme up to (October 2009).
- ✓ 4,689 Vocational Training Providers (VTPs) have been registered (up to October 2009).
- ✓ Consultant has been appointed for design, development and management of WEB based software for implementation of the scheme.
- ✓ A National Project Management Cell (NPMC) at DGET Head Quarter and six Regional Cells have been formed for implementation and monitoring of the scheme
- ✓ Website of SDI Scheme has been launched ([dget.gov.in/mes/index.htm](http://dget.gov.in/mes/index.htm))
- ✓ International Labour Organization is partnering with the Ministry of Labour and Employment in operationalising the SDI Scheme by designing and undertaking a pilot programme with a focus on four selected clusters. These clusters are: Brassware (Moradabad, UP), Glassware (Firozabad, UP) Textile (Namakkal, TN) and Domestic Workers (Delhi) Stakeholders' consultation workshops have been held at Moradabad, Firozabad and Delhi.

Table 23.1

**List of ITIs along with Industry Partner for the Scheme**  
**“Upgradation of 1396 Government ITIs through Public Private Partnership.”**  
**2007-08**

Sl. No	Name of the IMC/ITI	Name of the Industry partner
<b>I</b>	<b>Andhra Pradesh (ITI-20)</b>	
01	ITI Medchal	M/s. Meera & Ceiko Pumps Pvt. Ltd. Azanbad Industrial Area, Hyderabad.
02	ITI, Ongole	M/s. Glaxy Granites No. 11 Industrial Estate, Ongole .
03	ITI, Tada	M/s. Shri City SEZ Pvt. Ltd. Tada, P&M, Nallore District.
04	ITI, Bhadrachalam	M/s. ITC Ltd., Paper Boards & Specialty, Paper Boards Division.
05	ITI, DLTC, GUNTUR	M/s. ITC Ltd., I.L.T.D. Division, Guntur.
06	ITI, Sanathnagar	M/s. Poloman Instrumentation Pvt. Ltd. Sanathnagar, Hyderabad.
07	ITI, Visakhapat-num	M/s. Brandix India Aooarel City (Pvt.) Ltd.
		Visakhapatnam.
08	ITI, Bhongir	M/s. KLR Service Ltd., Hyderabad
09	ITI(W) Etcherla Srikakulam	M/s. Suresh Rubber Industries, Srikakulam.
10	ITI, Alwal	M/s. Vem Technologies (Pvt.) Ltd., Bachupally.
11	ITI, Srisailam	M/s. Venkateshwara Mechanical and Engineering, Hyderabad.
12	ITI, Karvetinagaram	M/s. Amar Raja Power System Pvt. Ltd., Triupati
13	ITI, Dhone	M/s. Sreeniwasa Minerals, Dhone
14	ITI, DLTC Gudur	M/s. Samanth Engineering Pvt. Ltd., Nallore.
15	ITI, Venkatagiri	M/s. Lanco Industries Srikalahasthi Chittoor District.
16	ITI, Anantapur	M/s. MG Metallic Springs Pvt. Ltd., Ananthapur
17	ITI, /DLTC, Mallepally, Hyderabad	M/s. B2B Software Technologies Ltd., Hyderabad
18	ITI, /DLTC Mahabubnagar	M/s. GSB Forge Pvt. Ltd., Hyderabad
19	ITI, /DLTC Srikakulam	M/s. Sri Mhadeo Jute Twine Mills, Rajam
20	ITI, Shadnagar	M/s. GM HBL Power Systems Ltd., Nandigaon

<b>Kerala (ITI-05)</b>		
21	ITI, Attingal	M/s. Elasto Tapes Ltd. Kochi, Kerala
22	ITI, Chengannur	M/s. Samudra Shipyard Pvt. Ltd.
23	ITI, Kozhikode	M/s. Pee Key Steel Casting Pvt. Ltd. Nallalam, Kozhikode
24	ITI, Kannur	M/s. Mascot Industries Azhikode, Kanur
25	ITI, Kasaragode	M/s. J.R. Steel Industries, Near L.V. Temple
		Kanhangad
<b>Madhya Pradesh (ITI-21)</b>		
26	ITI, (W) Indore	M/s. Hertz Electronics,
27	ITI, Khandwa	M/s. Erawat Engineering, Pithampur
28	ITI, Dhamnod	M/s. Satyam Cotton Processor Pvt. Ltd., Dhamnod.
29	ITI, Ujjain	M/s. Singh Cold Storage Pvt. Ltd., Ujjain.
30	ITI, (W) Ratlam	M/s. D.P. Industries, Ratlam
31	ITI, Neemuch	M/s. Filterco Company, Neemuch
32	ITI, Jawad	M/s. Vikram Cement, Jawad
33	ITI, (W) Rewa	M/s. Ashok Plastic Industries, Rewa.
34	ITI, Sagar	M/s. M.P. Small Scale Industries Organization
35	ITI, (W) Gwalior	M/s. Noortech & Feb Pvt. Ltd., Gwalior
36	ITI, Bhind	M/s. K. S. Oil Mills Ltd. Morena
37	ITI, Bhopal	M/s. Bhargava Industries, Bhopal
38	ITI, Vidisha	M/s. M.P. Small Scale Industrial Organization, Bhopal
39	ITI, Raisen	M/s. Indrapuri Trading & Manufacturing Co. Pvt. Ltd.
40	ITI, (W) Sehore	M/s. Shailendra Engineering, Sehore
41	ITI, Itarsi	M/s. M.P. Small Scale Industries Organization
42	ITI, (W) Jabalpur	M/s. M.K. Industries, Adhartal
43	ITI, Katni	M/s. Katni Tiles Works Pvt. Ltd, Katni
44	ITI, Chhindwara	M/s. J.R. Chemicals, Chhindwara
45	ITI, Tonkikhurd	M/s. Tata International Dewas
46	ITI, Vijayraghav, Gharh	M/s. ACC Cement Factor, Kymore
<b>Maharashtra (ITI-62)</b>		
47	ITI, Shahapur	M/s. JSW Steel Ltd., Shahapur, Thane
48	ITI, Belapur	M/s. ASAPP Media Pvt. Ltd., Mumbai

49	ITI,(Girls) Nashik	M/s. Gogate Electro Systems Pvt. Ltd., Nashik
50	ITI, Sinner	M/s. SMP Autotech Pvt. Ltd, Nashik
51	ITI, Niphad	M/s. Sushil Grapes Exports Co. Nifad
52	ITI, Yeola	M/s. Akruti City Gold Institute., Mumbai
53	ITI, Akkalkuwa	M/s. Techno Fab Engg. Dhule
54	ITI, Jamner	M/s. Jain Irrigation Systems Ltd, Jalgaon
55	ITI, Shrigonda	M/s. Microtech Industries, Ahmednagar
56	ITI, Newase	M/s. GKN Sinter Metals Ltd., Ahamadnagar
57	ITI, Pathardi	M/s. Jifcon Tools Ltd., Ahamadnagar
58	ITI, Shirpur	M/s. Priyadarshini Sahakari Sutgiri, Shirpur
59	ITI, Daund (Varvand)	M/s. Vishay Componanats Pvt. Ltd., Pune
60	ITI, Purander (Saswad)	M/s. Electronica Machine Tools Pvt. Ltd., Saswad
61	ITI, Khed	M/s. Bharat Forge India Ltd., Pune
62	ITI, Pandharpur	M/s. Laxmi Hydraulics Ltd., Solapur
63	ITI, Mangalwedha	M/s. Precision Camshafts Ltd., Solapr
64	ITI, Vita	M/s. Kirloskar Brothers Ltd., Kirloskarwadi, Sangli
65	ITI, Wai	M/s. Garware Wall Ropes Ltd., Wai
66	ITI, Dahiwadi (Man)	M/s. Kay Bouvet Engg. Pvt. Ltd., Satara
67	ITI, Aurangabad (W)	M/s. Wakhardt Industries Ltd., Aurangabad
68	ITI, Badnapur	M/s. Akruti City Gold Institue., Mumbai
69	ITI, Bhokardan	M/s. Hindustan Composite Pvt. Ltd.,
70	ITI, Ashti	M/s. Endurance Systems (1) Pvt.K-226/2
71	ITI, Basmatnagar	M/s. Siemens Ltd., Aurangabad
72	ITI, Dharmabad	M/s. JDT Diamond Tools Pvt. Ltd., Aurangabad
73	ITI, Bhokar	M/s. Nirlep Appliances Pvt. Ltd., Aurangabd
74	ITI, Kalamb	M/s. Videocon Industries Ltd., Aurangabad
75	ITI, Latur (W)	M/s. Videocon Industries Lt., Aurangabad
76	ITI, Ahmadpur	M/s. Jain Diamond Tools, Aurangabad
77	ITI, Morshi	M/s. Ispat Industries Ltd., Nagpur
78	ITI, Mozari	M/s. Jadhav Gears, Amravati
79	ITI, Pusad	M/s. Raymond Uco Denim Pvt. Ltd., Yeotmal
80	ITI, Umerkhed	M/s. Raymond Uco Denim Pvt. Ltd., Yeotmal
81	ITI, Manglurpeer	M/s. J.S. Corporation, Akola

82	ITI, Devari	M/s. Ashok Leyland Ltd., Bhandara
83	ITI, Saleksa	M/s. Gayatri Agro Indl. Power Ltd., Gondia
84	ITI, Tiroda	M/s. Adani Power Maharashtra Pvt. Ltd.,
85	ITI, Bhandara (W)	M/s. Sunflag Iron & Steel Co., Bhandara
86	ITI, Tumsar	M/s. Sunflag Iron & Steel Co., Bhandara
87	ITI, Sakoli	M/s. Ashok Leyland Ltd., Bhandara
88	ITI, Boriwali	M/s. Oberoi Hotel & Resorts
89	ITI, Brahamapuri	M/s. Maharashtra Electros melt, Mul, Chandrapur
90	ITI, Shindewahi	M/s. Sandeep Metals Pvt. Ltd., Nagpur
91	ITI, Desalganj	M/s. Jejani Pulp & Paper Mill Desalganj Pvt. Ltd
92	ITI, Shirur	M/s. Butkhardt Compression (India) Pvt. Ltd
93	ITI, Savner	M/s. Prithipal Singh & Co. Pvt. Ltd.
94	ITI, Paranda	M/s. Videocon Industries Ltd., Aurangabad
95	ITI, Gunj (Mahagaon)	M/s. Raymond Uco Denim Pvt. Ltd. Kiran Machine Tools, Jalgaon
96	ITI, Parola	M/s. Kiran Machine Tools, Jalgaon
97	ITI, Ambad	M/s. NRB Bearings Ltd., Jalana
98	ITI, Nandgaon Dist. Amravati	M/s. Deegee Cotsyn Pvt Ltd., Nandgaon Khan eshwar
99	ITI, Satana Dist. Nashik	M/s. Shalaka Shafts Pvt. Ltd., Ambad, Nashik
100	ITI, Parali & vajinath Dist Beed	M/s. Rucha Engineers Pvt. Ltd.
101	ITI, Chandwad Dist. Nashik	M/s. Kailash Treatments, Panchvati, Nashik
102	ITI, Dharni Dist. Amravati	M/s. Aspa-bandsons Ltd.
103	ITI, Girls Dist. Amravati	M/s. Hotel Shripad Continental
104	ITI, Women Dist. Akola	M/s J.S. Corporation, Akola
105	ITI, Phondaghat Dist. Sindhudurg	M/s. Sapale Auto Service Pvt. Ltd., Phondaghat
106	ITI. Women, Dist. aundh, pune	M/s. Videocon Industries Ltd.,
107	ITI, Bhoom Dist. Osmanabad	M/s. Videocon Industries Ltd., Aurangabad.
108	ITI, Warora	M/s. Pee. Vee. Textiles Jam, Samudrapur.
<b>Karnataka (ITI-26)</b>		
109	ITI, Wilson garden, Vivek Nagar, Bangalore	M/s. Awake Industry Association
110	ITI, Vittalapur, Bangalore	M/s. JSW Steel Ltd., Hospet
111	ITI, (W) Urwastore, Mangalore	M/s. Manipal Group of Industry

112	ITI, Jawahar Road, Bangalore	M/s. Bhoruka Welfare, Bangalore
113	ITI (W),Kolar,	M/s. Lakshmi Embroidery Pvt. Ltd
114	ITI, Zewargi	M/s. Patil Group of Industry
115	ITI, Jamkhandi	M/s. Artistic Pvt .Ltd.
116	ITI, Hunsur	M/s. TVS Motor Company Ltd., Mysore
117	ITI, Humnabad	M/s. Geodesik Techniques Ltd., Bangalore
118	ITI, (W) Hosur Road	M/s. NTT Electronics Centre, Bangalore
119	ITI, Hospet T.B. DAM	M/s. JSW Steel Ltd., Hospet
120	ITI, H D Kote	M/s. Madhura Garments Exports
121	ITI,Gundlupet (W)	M/s. Supreme Pharmaseutical Pvt. Ltd., Mysore
122	ITI, Gulbarga(W)	M/s. Patil Group of Industries, Gulbarga.
123	ITI, Gadag	M/s. Trident Powercraft Pvt. Ltd.
124	ITI, Dharwad	M/s. NTT Technical Training Center, Dharwad
125	ITI,Taluk Office Road, Devanahalli	M/s. Kirloskar Toyoda Textile Machinery Ltd.,
126	ITI, Ambewadi	M/s. The West Coast Paper Mills Ltd.
127	ITI, Vijya pura, Chickmagalur	M/s. Amps Electrical Facility Services
128	ITI,(W), Udyambag	M/s. Bhoruka Welfare, Bangalore
129	ITI, Bagepalli	M/s. Life style Services
130	ITI, Hadavanalli (Ammasandra)	M/s. Precision Industrial Component, Bangalore
131	ITI, (W) Channarayapattana	M/s. Taj Group of Hotels
132	ITI, Sira	M/s. Sumaya HMX Systems Ltd.
133	ITI, Wadi	M/s. ACC Ltd.
134	ITI, Tumkur	M/s. Sumaya HMX Systems Ltd.
<b>Gujarat (ITI-19)</b>		
135	ITI, Rapar	M/s. Suzlon Energy Ltd.
136	ITI, Panandhro	M/s. Sanghi Cement Ltd.
137	ITI, Dhrangadhra	M/s. DCW Ltd.
138	ITI, Valiya	M/s. Cadila Pharma Ltd.,
139	ITI, Mandvi (Kutchh)	M/s. Ashapura Minechem Ltd.
140	ITI, Keshod	M/s. Hindustan Uniliver Ltd.
141	ITI, Khedbrahma	M/s. Asian Granito Ltd.
142	ITI, Savli	M/s. Jewel Consumer Care Pvt. Ltd.
143	ITI, Bardoli	M/s. Batliboi Ltd.

144	ITI, Balisana	M/s. Apollo Industrial Product Ltd.
145	ITI, Lunawada	M/s. Inox India Ltd.
146	ITI, Dhandhuka	M/s. Cadila Pharma Ltd.
147	ITI, Waghodiya	M/s. Jord Engg. India Ltd.
148	ITI, Dwarka	M/s. Tata Chemicals
149	ITI, Rajula	M/s. Pipavav Shipyard Ltd.
150	ITI, Ukai	M/s. J.K Paper Mills
151	ITI, Talala	M/s. Max Precision Bearing Pvt. Ltd.
152	ITI, Mahuva (Bhavnagar)	M/s. Pipavav Shipyard Ltd.
153	ITI, Naswadi	M/s. Danke Electricals.
<b>Uttar Pradesh (ITI-25)</b>		
154	ITI, Mainpuri	M/s. Maharaja Agro Ltd., Mainpuri
155	ITI, Azamgarh	M/s. Laghu Udyog Samiti, Partner- Bharat Engg. Industries, P3, Industrial Estate, Azamgarh
156	ITI, Gonda	M/s. The Balrampur Chini Mills Ltd., Distt. Balrampur (Uttar Pradesh)
157	ITI, Etah	M/s. Educomp Solutions Ltd., Gurgaon
158	ITI, Shahjahanpur	M/s. DSCL, Shahjahanpur
159	ITI, Faizabad	M/s. Yash Papers Ltd., Faizabad
160	ITI, Fatehpur	M/s. Educomp Solutions Ltd.,Gurgaon
161	ITI, Unnao	M/s. Superhouse Accessories Ltd. Kanpur
162	ITI, Hardoi	M/s. DSCL, Hardoi
163	ITI, Sitapur	M/s. Educomp Solutions Ltd.,Gurgaon
164	ITI, Charbagh, Lucknow	M/s. PTC Industries,Lucknow
165	ITI, Chaukaghat, Varanasi	M/s. Hindalco Industries Ltd.,Renukoot
166	ITI, Mau	M/s. Mahabir Industrial Enterprises, Mau.
167	ITI, Chandausi	M/s. Educomp Solutions Ltd., Gurgaon
168	ITI, Budaun	M/s. Param Engineers (P)Ltd., Bareilly.
169	ITI, Farrukhabad	M/s. Vidya Ply Board Pvt. Ltd.,Gandhiganj, Shahjahanpur
170	ITI, Orai	M/s Ram Shree Foods Pvt.Ltd., Orai
171	ITI, Deoria	M/s. Chemical & Allied Products, Government Industrial Estate, Deoria.

172	ITI, Banda	M/s. Ram Shree Foods Pvt.Ltd., Orai
173	ITI, Mathura	M/s. Ginni Filaments, Mathura
174	ITI, Pilibhit	M/s. LH Sugar Factory, Pilibhit
175	ITI Rampur	M/s. Xerox India Ltd.
176	ITI, Jaunpur	M/s. Kapoor Engineering Works
177	ITI, Mahova	M/s. K.V Industries Mahova
178	ITI Partapgarh	M/s. Maya Industries Ltd.
<b>West Bengal (ITI-04)</b>		
179	ITI, Suri	M/s. Bakreswar Thermal Poweer Ltd.
180	ITI, Malda	M/s. Sukhjit Starch Industries
181	ITI, Raiganj	M/s. Kalyani Solvex (P) Ltd.
182	ITI, Kolkata	M/s. Credai Bengal
<b>Orissa (ITI-04)</b>		
183	ITI, Puri	M/s. Swosti Group
184	ITI, Cuttak	M/s. RSB Transmission(I) Ltd.
185	ITI, Umerkote	M/s. Manglam Timber Pvt. Ltd.
186	ITI,(W) Chatrapur	M/s. Shakti Electronics Pvt. Ltd.
<b>Bihar (ITI-04)</b>		
187	ITI, Gannipur, Muzarffarpur	M/s. Uttam Technology
188	ITI, Dheri On-Sone	M/s. Kalyanpur Cements Ltd.,
189	ITI, Hajipur	M/s. Amrapali Foods
190	ITI, Munger	M/s. Indian Tabaco Company Ltd., Munger
<b>Rajasthan (ITI-17)</b>		
191	ITI, Sikar	M/s. Sekhawati Plantation Pvt. Ltd.
192	ITI,(W) Jaipur	M/s. Kamtech Associates P. Ltd., 307, Shrigopal Tower C-Scheme, Jaipur
193	ITI, Abu Road	M/s. Raj Westpower Ltd.
194	ITI, Nagaur	M/s. Rajsthan Industries, 13 Heavy Industrial Area, Jodhpur
195	ITI, Bhilwara	M/s. Kanchan Group of Industries, Achint Chemicals, Near St. Anslems School, PB No.47, Subhash Nagar, Bhilwara.

196	ITI, Bundi	M/s. Electro Mech Industries, G-12, Chambal Industrial Area, Kota
197	ITI, Banswara	M/s. Kushal Bagh Marble P. Ltd, G-76-79/85/88 Road No. 5,RIIOO Industrial Area, Dahod Road , Banswara.
198	ITI, Paratapgarh	M/s. Educomp, 514, Udyog Vihar III, Gurgaon
199	ITI (W), Alwar	M/s. Havell's India Ltd.
200	ITI (W) Ajmer	M/s. Toshniwal Industries Pvt. Ltd.
201	ITI, Lakheri	M/s. Lakheri Cement Works, ACC Cement Ltd, Lakheri Distt. Bundi
202	ITI, Beawer	M/s. Vidyut Telectronics Ltd.,H-108-109,Heerawala Industrial Area (Near Kamota), Jaipur
203	ITI, Bhiwari	M/s. Honda Siel Cars India, Ltd.
204	ITI, Balotra	M/s. Educomp, 514, Udyog Vihar III, Gurgaon
205	ITI, Khetri	M/s. Educomp, 514, Udyog Vihar III, Gurgaon
206	ITI, Jhalawar	M/s. Educomp, 514, Udyog Vihar III, Gurgaon
207	ITI, Dungarpur	M/s. Educomp, 514, Udyog Vihar III, Gurgaon
<b>Jharkhand (ITI-02)</b>		
208	ITI , Chaibasa	M/s. ACC Ltd.
209	ITI, Daltonganj	M/s. Bihar Caustic & Chemicals Ltd.
<b>XIII Uttarakhand (ITI-10)</b>		
210	ITI , Sitarganj	M/s. Khatema Fibres Ltd.
211	ITI, Mussoorie	M/s. Hotel Madhuban
212	ITI, Almora	M/s. College Of Engg. Roorkee
213	ITI,Sald Mahadev	M/s. Tata Motors Ltd.
214	ITI, Dineshpur	M/s. Tata Motors Ltd.
215	ITI, Kalsi	M/s. Staya Industries Mohbewala
216	ITI,Chamba	M/s. Tehri Hydro Development Corp. Ltd.
217	ITI, Doiwala	M/s. D.P.E. Premnagar Doiwala
218	ITI,Vikasnagar	M/s. Janardhan Plywood Industries Ltd.
219	ITI, Rajur Road Dehradun	M/s. Kanchi Nirman Pvt.Ltd.
<b>Assam (ITI-06)</b>		
220	ITI , Tezpur	M/s. Kamrup Minerals & Chemicals (Pvt) Ltd
221	ITI, Tinsukia(W)	M/s. Gold Star Holding

222	ITI, Guwahati	M/s. Hotel Atithi
223	ITI , Nalbari	M/s. Trans Virtual Pvt. Ltd,
224	ITI, Dhemaji	M/s. Sunrise Agro Export Pvt.Ltd.
225	ITI, Tinsukhia	M/s. TI Motors Pvt Ltd.
<b>Chhattisgarh (ITI-12)</b>		
226	ITI ,Jagdalpur	M/s. Heliwal Cold Storage
227	ITI, Parpodi	M/s. ACC Ltd.
228	ITI, Raipur (W)	M/s. Kakkar Bhawan
229	ITI, Kabirdham	M/s. Mahamaya Ispat
230	ITI, Kharsia	M/s. Jindal Steel & Power Ltd.
231	ITI, Gharghoda	M/s. Jindal Steel & Power Ltd.
232	ITI, Mahasmmund	M/s. Goyal Foods
233	ITI, Berla	M/s. Bhilai Steel plant
234	ITI, Kasdol	M/s. Bhimsaria Doors Pvt. Ltd.
235	ITI, Rajpur	M/s. Bhimsaria Doors Pvt. Ltd.
236	ITI, Bemetra	M/s. Bhimsaria Doors Pvt. Ltd.
237	ITI, Konibilaspur	M/s. Chhatisgarh Laghu and Sahayak Udyog Sangh
<b>Tamil Nadu (ITI-12)</b>		
238	ITI, Cuddalore	M/s. Foods Fats & Fertilisers Ltd.
239	ITI, Tiruppur	M/s. Gemini Communication Ltd.
240	ITI, Salem(W)	M/s. Sabandam Spinning Mills Ltd.
241	ITI, Mettur Dam	M/s. Southern Iron And Steel Company Ltd.
242	ITI, Nagercoil	M/s. Joe Engg. Works
243	ITI, Theni	M/s. M.M.Synthetics
244	ITI, Chekkanurani	M/s. Fenner (India) Ltd.
245	ITI, Dindigul (W)	M/s. C.A.V.Cotton Mills Ltd.
246	ITI, Needamangalam	M/s. G.B. Engineering Enterprises Pvt. Ltd.
247	ITI, Virudhunagar	M/s. Mafoi Management Consultant Ltd.
248	ITI, Ulundurpettai	M/s. Hyundai Motor India Ltd.
249	ITI, Thiruchendur	M/s. The India Cements Ltd.
<b>Harayana (ITI-13)</b>		
250	ITI,Kaithal	M/s. Educomp Solutions Limited
251	ITI,Bhiwani	M/s. Educomp Solutions Limited

252	ITI, Kurukhetra	M/s. Educomp Solutions Limited
253	ITI, Bahdurgarh	M/s. Reliance Harayana SEZ Limited
254	ITI, Nagina	M/s. Sona Koyo Steering Systems LTD.
255	ITI, Ferojpur Jhirka	M/s. Career Launcher India LTD.
256	ITI, Hasangarh	M/s. Carrer Launcher India LTD.
257	ITI, Meham	M/s. Carrer Launcher India LTD.
258	ITI, Mahendergarh	M/s. GRP. Industries LTD.
259	ITI, Narnaul	M/s. GRP. Industries LTD.
260	ITI, Sadhuara	M/s. Yamuna Power And Infrastructure LTD.
261	ITI, Ganaur	M/s. Osram India PVT. LTD.
262	ITI, Rewari(W)	M/s. Rico Auto India LTD.
<b>Himachal Pradesh (ITI-9)</b>		
263	ITI, Bilaspur	M/s. Gagal Cement Works
264	ITI, Poanta Sahib	M/s. A Power Himalayas Ltd.
265	ITI, Nalagarh	M/s. BBN Industries Association
266	ITI, Nehranupkhar	M/s. Dateline Publication
267	ITI(W) Palampur	M/s. Tea Planter & Social Worker
268	ITI(W), Dharamshala	M/s. Kangra Herbs Pvt. Ltd.
269	ITI(W), Hamirpur	M/s. WeP Peripheral Ltd.
270	ITI, Bhoranj	M/s. Transcore Industries
271	ITI (W), Kasauli	M/s. Horological Components (P) LTD.
<b>Arunachal Pradesh (ITI-1)</b>		
272.	ITI, Tabarijo	M/s. National Hydro Power Corporation
<b>Punjab (ITI - 20)</b>		
273	ITI, (SC) Fategarh, Churian	M/s. Khosla Industries, Batala
274	ITI, Ropar (W)	M/s. Carrer Maker
275	ITI, Phillaur (W)	M/s. Career Launchers India Ltd.
276	ITI, Phagwara (W)	M/s. Career Launchers India Ltd.
277	ITI, Morinda(W)	M/s. Career Launchers India Ltd.
278	ITI, Nabha (W)	M/s. Swaraj Automotives
279	ITI, Baba Bakala	M/s. Srishti Constructions
280	ITI, Derababananak (W)	M/s. Delux Kutali Works
281	ITI, Barnala (W)	M/s. Trident Group (Raikot)

282	ITI, Barnala	M/s. Trident Group (Raikot)
283	ITI, Pathanankot(W)	M/s. VEE & VEE International Pathankot
284	ITI, Khanna(W)	M/s. Malwa Industries Ltd. (Garment Division)
285	ITI, Ranike(Amritsar)	M/s. Centre for Vocational Education & Training (C-PYTE)
286	ITI, Anandpur Sahib (W)	M/s. Ambuja Cements Ltd.
287	ITI, Kharar(W)	M/s. Centre for Vocational Education & Training
288	ITI, Soondh, Nawanshahr	M/s. Rai Steel Industries
289	ITI, Manuke	M/s. Educomp Solutions Ltd.
290	ITI, Neelapur, Rajpura(W)	M/s. Educomp Solutions Ltd.
291	ITI, Patiala(W)	M/s. Educomp Solutions Ltd.
292	ITI, Hoshiarpur(W)	M/s. Educomp Solutions Ltd.
<b>J &amp; K (ITI - 06)</b>		
293	ITI, Kathua	M/s. Industrial Equipment Comp.
294	ITI, Udhampur	M/s. Associations of Industries Udhampur
295	ITI, Pulwama	M/s. Link Way Crushers Tengpura
296	ITI, Samba	M/s. Vinayak Synthetics
297	ITI, Budgam	M/s. Eiffel Electronics
298	ITI, Ganderbal	M/s. M.D.Qadri Group of Industries
<b>Tripura (ITI-01)</b>		
299	ITI, Indranagar, Agartala (W)	M/s. CII, Industry Building, Agartala
<b>Chandigarh (ITI-01)</b>		
300	ITI, GCCI (W), Chandigarh	M/s. IDS Infotech Ltd.

**List of ITIs along with Industry Partner for the Scheme**  
**“Upgradation of 1396 Government ITIs through Public Private Partnership.”**  
**2008-09**

Sl.No	Name of the IMC/ITI	Name of the Industry Partner
<b>Andhra Pradesh (ITI-36)</b>		
1.	ITI(W), Shivaji Nagar	M/s. Sukhjith Starch Mills.
2.	ITI, Nalgonda	M/s. Sudhakar Polymers(P) Ltd.
3.	ITI(W), Karimanagar	M/s. NTPC, Jyotinagar, Karimnagar.

4.	ITI, Kalwakurthy	M/s. Suryalatha Spinning Mills.
5.	ITI(W), Ongole	M/s.Galaxy Granites.
6.	ITI(W), Chittedu(V)	M/s. Sumanth Engineering (P) Ltd.
7.	ITI, Nellore (W)	M/s. Sumanth Engineering(P) Ltd.
8.	ITI (Minorities), Bodhan	M/s. Vinayak agro Industries.
9.	ITI, Warangal (W)	M/s. Warangal RICE Millers Welfare Association .
10.	ITI, Nalgonda (W)	M/s. V.S.R.M. Financieries Annakapally.
11.	ITI, Thandrapadu	M/s. Rayalaseema Green Energy Ltd.
12.	ITI, Adilabad (W)	M/s. Sakambari Oil Mills Factory.
13.	ITI(Tribal), Utnoor	M/s. Sakambari Oil Mills Factory.
14.	ITI, Gudivada (W)	M/s. RITE SAIT Industries Autonagar.
15.	ITI, Khammam (W)	M/s. Sri Vyshnavi Foods Pvt. Ltd.
16.	ITI, Anantapur (W)	M/s MG Metallic Springs Pvt. Ltd.
17.	ITI, Seethampeta	M/s Rajam Poly Pack Ltd, Mogilivalasa.
18.	ITI (Minorities), Kadapa	M/s Diamond Micro Minerals Company.
19.	ITI, Bhimavaram (W)	M/s. Reema Laxshmi Mining and Energy Ltd.
20.	ITI, Bhadravari	M/s. NTPC Limited, Simhadri.
21.	ITI, Vikarabad	M/s. CCI, Tandur.
22.	ITI, Mannanoor	M/s. Sree Rama Engineering Company.
23.	ITI, Dindi	M/s., Jayadev Mela, Sudhakar PVC Products .
24.	ITI, Quli Qutub Shah (W)	M/s. Federation of A P Chambers of Commerce.
25.	ITI, Thumballapalle	M/s. K D B sugars and Distillers.
26.	ITI, Punganur	M/s. K D B sugars and Distillers.
27.	ITI, Rajahmundry-W	M/s. Andhra Pradesh Mills Ltd.
28.	ITI, Yellareddy	M/s. Sukhjit Starch Mills.
29.	ITI, Secundrabad	M/s. Auto Fin Ltd.
30.	ITI, Chinthalapudi	M/s. Efftronics Systems Pvt. Ltd.
31.	ITI, Kammarpally	M/s. Sukhjit Starch Mills.
32.	ITI, Ethurunagaram	M/s. Bilt Graphic Paper Products.
33.	ITI, Bheemgal	M/s. Sukhjit Starch Mills.
34.	ITI, Narsipatnam	M/s. Raviteja Industries.
35.	ITI, Araku Valley	M/s. JSW Aluminum Ltd.
36.	ITI, Kukunoorpally	M/s. Pennar Industries Ltd.

<b>Arunachal Pradesh (ITI-01)</b>		
37.	ITI, Dirang	M/s. Neepco Ltd.
<b>Assam (ITI-05)</b>		
38.	ITI, Barpeta	M/s. Kailashpati Cement, Baksa.
39.	ITI, Bongaigaon	M/s. North East Chamber of Commerce & Industry.
40.	ITI, Dhansiri	M/s. Kamrup Minerals Pvt. Ltd.
41.	ITI, Gorgoan	M/s. Trans Virtual Pvt. Ltd.
42.	ITI, Morigaon	M/s. Nikita Marketing Services Pvt. Ltd.
<b>Bihar (ITI-04)</b>		
43.	ITI, Begusarai	M/s. NTPC, Barh, PO - Barh Distt. Patna.
44.	ITI, Buxar	M/s. Power Grid Corporation of India Ltd. Patana.
45.	ITI, Marhowrah	M/s. Power Grid Corporation of India Ltd. Patana.
46.	ITI, Patana	M/s. Birla Institute of Technology, Patana.
<b>Chhattisgarh (ITI-10)</b>		
47.	ITI, Maro	M/s. Grasim Cement, Unit of Grasim Industries Ltd.
48.	ITI, Pali	M/s. NTPC Ltd. Korba.
49.	ITI, Sarangarh	M/s. Jindal Steel & Power Ltd.
50.	ITI, Sakti	M/s. Carrier Launcher, New Delhi.
51.	ITI, Narayanpur (W)	M/s. Urla Industries Association.
52.	ITI, Saragaon	M/s. Sarda Energy Ltd.
53.	ITI, Dhamtari	M/s. VICON Infrastructure Pvt. Ltd.
54.	ITI, Chimri	M/s. S.E.C.L Chimri, Dist. Korea.
55.	ITI, Basna,	M/s. Carrier Launcher, New Delhi.
56.	ITI, Hathband	M/s Godavary Power & Ispat Ltd.
<b>Dagar Nagar Haveli (ITI-01)</b>		
57.	ITI, Silavassa	M/s. Alok Industries Ltd.
<b>Gujarat (ITI- 22)</b>		
58.	ITI, Palsana	M/s. ABG Shipyard Ltd.
59.	ITI, Sanand	M/s. Transformer & Rectifiers India Ltd.
60.	ITI, Bharuch	M/s. Jindal Shipyard Ltd.
61.	ITI, Patdi	M/s. DCW Ltd.
62.	ITI, Viramgam	M/s. Meghmani Organics Ltd.
63.	ITI, Jamkhambhaliya	M/s. Gujarat NRE Coke Ltd.

64.	ITI, Porbandar	M/s. Orient Abrasive Ltd.
65.	ITI, Padra	M/s. Transpek Industry.
66.	ITI, Bhanvad	M/s. Geetha Machine Tools Pvt. Ltd., Jamnagar.
67.	ITI, Anand (W)	M/s. Atlanta Electricals Pvt. Ltd.
68.	ITI, Dhoraji	M/s. Atul Motors Pvt. Ltd.
69.	ITI, Dharampur	M/s. Twenty First Century.
70.	ITI, Olpad	M/s. NTPC Ltd.
71.	ITI, Gorwa	M/s. Banco Products (India) Ltd.
72.	ITI, Zalod	M/s. Setco Automotive Ltd.
73.	ITI, Matar	M/s. Brady and Moris Engineering Co. Ltd.
74.	ITI, Balashinor	M/s. JSL Industries Ltd.
75.	ITI, Sankheda	M/s. Kusters Calico Machines.
76.	ITI, Jabugam	M/s. Kemroc Industries & Exports Ltd.
77.	ITI, Dahegam	M/s. Gelco Electronics Pvt. Ltd.
78.	ITI, Kalol	M/s. Electrotherm India Ltd.
79.	ITI, Thaltej	M/s. Effective Teleservices Pvt Ltd.
<b>Haryana (ITI-13)</b>		
80.	ITI, Bahdurgarh (W)	M/s. Reliance Haryana, SEZ, Limited.
81.	ITI, Sohana	M/s. Subros Limited.
82.	ITI, Ambala Cantt.	M/s. Premier Shield Private Limited.
83.	ITI, Kalka	M/s. Premier Shield Private Limited.
84.	ITI, Barwala	M/s. Career Launcher India Limited.
85.	ITI, Hathin	M/s. Hi Tech Gear.
86.	ITI, Faridabad (W)	M/s. Rai Foundations.
87.	ITI, Kaithal (W)	M/s. Rai Foundations.
88.	ITI(W), Bhiwani	M/s. Milagrow Business & Knowledge Solutions Pvt. Ltd.
89.	ITI, Nalwa	M/s. Jindal Stainless Ltd.
90.	ITI, Adampur	M/s. Career Launcher India Limited.
91.	ITI, Adampur (W)	M/s. Career Launcher India Limited.
92.	ITI, Hansi (W)	M/s. Career Launcher India Limited.
<b>Himachal Pradesh (ITI- 11)</b>		
93.	ITI, Jubbal, Shimla	M/s. Ambuja Cement factory, Darlaghat, Solan.

94.	ITI, Paplog, Mandi	M/s. Highway Retraders Pvt. Ltd. Mandi.
95.	ITI, Berthin, Bilaspur	M/s. NTPC Ltd., Barmana, Bilaspur.
96.	ITI, Joginder Nagar	M/s. Highway Retraders Pvt. Ltd. Mandi.
97.	ITI, Bagsaid	M/s. Highway Retraders Pvt. Mandi.
98.	ITI, Saliana	M/s. Krishal Katoch tip top garments.
99.	ITI, Rajgarh	M/s. Kufri Hotel Pvt. Ltd.
100.	ITI (PH),Sundernagar	M/s. NTPC, Koldam.
101.	ITI, Bani	M/s. Dateline Publication.
102.	ITI, Kullu-W	M/s. Manali Roller Flour Mills Pvt. Ltd.
103.	ITI, Sainj	M/s. Manali Roller Flour Mills Pvt. Ltd.
<b>Jharkhand (ITI-02)</b>		
104.	ITI, Kharswan	M/s. Tata Steel Ltd.
105.	ITI, Dumka	M/s. Hyderabad Industries Ltd.
<b>Jammu &amp; Kashmir (ITI-05)</b>		
106.	ITI, Sapore	M/s. Alpine Products Sopore.
107.	ITI, Char-I - sharief	M/s. Diamond Grinding Media Industries.
108.	ITI, Kulgam	M/s. Kanwal Industries Pvt. Ltd.
109.	ITI, Bandipora	M/s. Sushil Industries.
110.	ITI, Reasi	M/s. NHPC Ltd.
<b>Karnataka (ITI-26)</b>		
111.	ITI, Mundargi	M/s. Ericsson & Richards (Karwar/Goa).
112.	ITI, Arkalguda	M/s. Hamshine Electronics.
113.	ITI, Arsikere	M/s. KTwo Technology Solutions Pvt. Ltd.
114.	ITI, Channagiri	M/s. Career Launcher India Pvt. Ltd.
115.	ITI, K.M Doddi	M/s. BEHL Ltd.
116.	ITI, Kollegala	M/s. Career Launcher India Pvt. Ltd.
117.	ITI, Lingasagur	M/s. Everonn Systems India Ltd.
118.	ITI, Nippani	M/s. Career Launcher India Pvt. Ltd.
119.	ITI, Pavagada	M/s. Kennametal India Ltd.
120.	ITI, Vital	M/s. Shri Venkateshwara Processors.
121.	ITI, Nesargi	M/s. Career Launcher India Pvt. Ltd.
122.	ITI, Sadalga	M/s. Everonn system India Ltd.
123.	ITI, Ponnampet (W)	M/s. Karnataka Hybrid Micro System.

124.	ITI, Ramanagara	M/s. Affordable Business Solutions Pvt. Ltd.
125.	ITI, Beelagi	M/s. Career Launcher India Ltd.
126.	ITI, Challakere	M/s. Career Launcher India Ltd.
127.	ITI, Bharamasagara	M/s. Silicon Micro System.
128.	ITI, Kadur	M/s. Metro Cash & Carry.
129.	ITI, Kalaghatagi	M/s. KTwo Technology Solutions Pvt. Ltd.
130.	ITI, Savadatti	M/s. Everonn system India Ltd.
131.	ITI, Gokak	M/s. Gokak Mills.
132.	ITI, Mysore	M/s. Velankani Information System Pvt. Ltd.
133.	ITI, Akkialur	M/s. Gokak Textile Ltd.
134.	ITI, Belthangadi	M/s. Affordable Business Solutions Pvt. Ltd.
135.	ITI, Guttal	M/s. Gokak Textiles Ltd.
136.	ITI, Mundagodu	M/s. Eriscson & Richards
<b>Kerala (ITI- 05)</b>		
137.	ITI, Chennearkara	M/s. National Thermal Power Plant Limited.
138.	ITI, Kattappana	M/s. Kerla State Electricity Board.
139.	ITI,Areacode,Malappuram	M/s. Wood House Limited.
140.	ITI, Kozhikode (W)	M/s. Kerla State financial Corporation.
141.	ITI, Kayyur, Kasaragode	M/s. Sumesh Wood Industries, Small Scale Industries.
<b>Madhya Pradesh (ITI-16)</b>		
142.	ITI, Mandleshwar	M/s. Agarwal Mills, Aurangpura.
143.	ITI, Niwas	M/s. Simplex Engineering Corporation.
144.	ITI, Nepangar	M/s. Maharaja Processor.
145.	ITI, Shahpura	M/s. Samridhi Construction Corporation.
146.	ITI, Gotegoan	M/s. Vikash Concrete Industries.
147.	ITI, Pandhurna	M/s. Kunal Industries.
148.	ITI, Bahoriband	M/s. Jila Udyog Sangathan.
149.	ITI, Narsingpur	M/s. Kabra Khandsari Sugar Mills Pvt. Ltd.
150.	ITI, Gadawara	M/s. Kabra Khandsari Sugar Mills Pvt. Ltd.
151.	ITI, Majholi	M/s. Simplex Tublar Structure Pvt. Ltd.
152.	ITI, Alot	M/s. Shriram Industries.
153.	ITI, Panna	M/s. Bricks Manufacturing Unit, Panna

154.	ITI, Seoni	M/s. MP Small Scale Industries Organization
155.	ITI, Bargi	M/s. Power Grid Corporation of India Ltd.
156.	ITI, Harda	M/s. MP Small Scale Industries Organization.
157.	ITI, Nainpur	M/s Vikrant Brothers, Jabalpur
<b>Maharashtra (ITI- 55)</b>		
158.	ITI, Andheri	M/s. Keystone Realtors Pvt. Ltd.
159.	ITI, Alibag	M/s. ISPAT Industries Ltd.
160.	ITI, Solapur (W)	M/s. B.R. Bakale & Sons.
161.	ITI, Mandrup	M/s. Lokmangal Udyog.
162.	ITI, Kurduwadi	M/s. Rudrali Hi Tech Tools Pvt. Ltd.
163.	ITI, Sangola	M/s. Lokmangal Udyog.
164.	ITI, Patan	M/s. Datta Tools Pvt. Ltd.
165.	ITI, Koregaon	M/s. G.M. Bartakke Electrofab Pvt. Ltd.
166.	ITI, Ambajogai	M/s. Natural Sugar & Allied Industries Ltd. Osmanabad.
167.	ITI, Pen	M/s. ISPAT Industries Ltd.
168.	ITI, Ratanagiri(G)	M/s. Finolex Industries Ltd.
169.	ITI, Uran	M/s. JNPT, Uran.
170.	ITI, Murbad	M/s. JSW Steel Ltd.
171.	ITI, Kumbharmath, Malvan	M/s. Nirman Realtors & Developers Ltd.
172.	ITI, Peth	M/s. Reliance Electronics, Nasik.
173.	ITI, Malegaon	M/s. M.B. Sugar & Pharmaceuticals Ltd.
174.	ITI, Amalner	M/s. Sumadhu Engg. Industries.
175.	ITI, Yawal	M/s. Soyo Systems.
176.	ITI, Hingoli	M/s. Municipal Council Shopping Complex.
177.	ITI, Omerga	M/s. Pragati Motors.
178.	ITI, Chakur	M/s. Shri Venkatesh Metal Works.
179.	ITI, Renapur	M/s. Shri Venkatesh Metal Works.
180.	ITI, Chikhali	M/s. Genext Auto Industries.
181.	ITI, Malkapur	M/s. Birla Cotsyn India Ltd.
182.	ITI, Shegaon	M/s. Vikamshi Fabrics.
183.	ITI, Lakhandur	M/s. Ashok Leyland Ltd.
184.	ITI, Paoni	M/s. Ashok Leyland Ltd.

185.	ITI, Samudrapur	M/s. ISPAT Industries Ltd. Geetapuram.
186.	ITI, Narkhed	M/s. ISPAT Industries Ltd. Geetapuram.
187.	ITI, Bhivapur	M/s. ISPAT Industries Ltd. Geetapuram.
188.	ITI, Parseoni	M/s. ISPAT Industries Ltd. Geetapuram.
189.	ITI, Hinga	M/s. ISPAT Industries Ltd. Geetapuram.
190.	ITI, Digras	M/s. Padsons Industries (P) Ltd.
191.	ITI, Ralegaon	M/s. Raymond Uco Denim Ltd.
192.	ITI, Ghantanji	M/s. Raymond Uco Denim Ltd.
193.	ITI, Mohadi	M/s. Sun Flag Iron & Steel Co.
194.	ITI, Arjunimorgaon	M/s. Delite Industries.
195.	ITI, Bhatkuli	M/s. Jadhao Gears, M.I.D.C.
196.	ITI, Achalpur	M/s. GUKSS Industries.
197.	ITI, Mandangad	M/s. ISPAT Industries Ltd.
198.	ITI, Rajapur	M/s. ISPAT Industries Ltd.
199.	ITI, Gangapur	M/s. NRB Bearing Ltd.
200.	ITI, Karjat	M/s. Keystone Realtors Pvt. Ltd.
201.	ITI, Murtijapur	M/s. Anup Engg. Industries, MIDC.
202.	ITI, Shahdad	M/s. Elemech Engineers.
203.	ITI, Chalisgaon	M/s. Essential Equipment.
204.	ITI, Welhe	M/s. Prag Industry Ltd.
205.	ITI, Murud	M/s. Ispat Industry Ltd.
206.	ITI, Shriwardhan	M/s. Ispat Industry Ltd.
207.	ITI, Shirala	M/s. High Speed Rubber Ltd.
208.	ITI, Atpadi	M/s. HRM&C Kirloskar Brothers Limited.
209.	ITI, Shirol	M/s. Kulkarni Power Tools Ltd.
210.	ITI, Parner	M/s. Mayur Industries.
211.	ITI, Rahuri	M/s. Kohinoor Planet Construction Pvt. Ltd.
212.	ITI, Sangamner	M/s. Electronics Machine Tools Ltd.
<b>Mizoram (ITI-02)</b>		
213.	ITI, Lunglei	M/s. Mizoram Chamber of Industry.
214.	ITI, Saiha	M/s. Mizoram Chamber of Industry.
<b>Nagaland (ITI-01)</b>		
215.	ITI (W), Dimapur	M/s. Window Media.

<b>New Delhi (ITI-02)</b>		
216.	ITI, Malviya Nagar, N. Delhi.	M/s. NTPC, Badarpur.
217.	ITI, Mayur Vihar	M/s. IP Generation Co. Ltd.
<b>Orissa (ITI-03)</b>		
218.	ITI, Barbil	M/s. Jindal Steel & Power Ltd.
219.	ITI, Takatpur	M/s. Balasore Chamber of Industries & Commerce.
220.	ITI, Purana Chandra	M/s. North Orissa Chamber of Commerce & Industry.
<b>Punjab (ITI-19)</b>		
221.	ITI, Ahmedgarh (W)	M/s. Sunder Amarsheel Cheritable Trust New Delhi.
222.	ITI, Ajnala	M/s. Dashmesh Drug Pharma.
223.	ITI, Banur	M/s. Jupiter Aqua Lines Ltd. Mohali.
224.	ITI, Bhogpur (W)	M/s. Kalbros Drugs & Chemical Mfgs. Pvt. Ltd.
225.	ITI, Ferozpur (W)	M/s. Dev Raj Hi Tech Machines Ltd.
226.	ITI, Gujjarwal	M/s. Jaimal Export Pvt. Ltd.
227.	ITI, Kartarpur (W)	M/s. International Surgical Industries.
228.	ITI, Malerkotla	M/s. Sunder Amarsheel Charitable Trust New Delhi.
229.	ITI, Moonak (W)	M/s. Green Agro Industries.
230.	ITI, Moga (W)	M/s. Moonak Fertilizers.
231.	ITI, Muktsar (SC)	M/s. Navrav Garments.
232.	ITI, Nakodar	M/s. Rajhans International.
233.	ITI, Nawanshahr (W)	M/s. River Valley Clothing India Ltd.
234.	ITI, Samrala (W)	M/s. Jupiter Aqua Lines Ltd. Mohali.
235.	ITI, Sarainaga	M/s. Gill Agriculture Implements Pvt. Ltd.
236.	ITI, Sirhind (W)	M/s. Sunder Amarsheel Charitable Trust New Delhi.
237.	ITI, Sultanpur Lodhi (W)	M/s. Bombay Motors Trading Company.
238.	ITI, Sunam (W)	M/s. Saggu Agro Industries, Sunam.
239.	ITI, Tanda Urmur	M/s. Rajhans International.
<b>Rajasthan (ITI-15)</b>		
240.	ITI, Dausa	M/s. Career Launcher India Limited.
241.	ITI, Sirohi	M/s. Lakshmi Udyog Oil Field Equipments Pvt. Ltd.
242.	ITI, Jodhpur (W)	M/s. Conventry Metals Rajasthan Pvt. Ltd.
243.	ITI, Tonk	M/s. Shree Industries.
244.	ITI, Hanumangarh	M/s. Srinath Health Education Society.

245.	ITI, Jaitaran	M/s. Paras Kuhad & Associates.
246.	ITI, Jalore	M/s. Amay Home Services Ltd.
247.	ITI, Kishangarh	M/s. Career Launcher India Limited.
248.	ITI, Udaipur (W)	M/s. Bharat Hotels Ltd.
249.	ITI, Dholpur	M/s. Ircon International Ltd.
250.	ITI, Sagwara	M/s. Edu Comp Solutions Ltd.
251.	ITI, Rawabhata	M/s. Nuclear Power Cooperation of India Ltd.
252.	ITI, Bhawanimandi	M/s. Electro- Mech Industries, Kota.
253.	ITI, Karauli	M/s. Edu Comp Solutions Ltd.
254.	ITI, Anta	M/s. NTPC, Anta.
<b>Tamil Nadu (ITI-05)</b>		
255.	ITI, Paramakudi	M/s. Shri Kannapiran Mills Ltd.
256.	ITI, Pudukkottai	M/s. Cethar Vessels Ltd.
257.	ITI, Coonoor	M/s. TVS Motors Ltd.
258.	ITI, Thiruvannamalai	M/s. Leo Prime Comp. Pvt. Ltd.
259.	ITI, Aundipatti (W)	M/s. V. I Micro Systems Pvt. Ltd.
<b>Tripura (ITI-01)</b>		
260.	ITI, Udaipur	M/s. Industrial Leasing & Financial Services.
<b>Uttarakhand (ITI-10)</b>		
261.	ITI, Topvan	M/s. NTPC, Topvan.
262.	ITI, Uttarkashi	M/s. NTPC, Uttarkashi.
263.	ITI, Karanprayag	M/s. Power Transmission Corp. of Uttarakhand Ltd.
264.	ITI, Barkot	M/s. Hero Honda Motors Limited.
265.	ITI, Gopeshwar	M/s. Tehri Hydro Development Corporation Ltd.
266.	ITI, Rudraprayag	M/s. N.H.P.C. Limited.
267.	ITI, Dugadda	M/s. U.P.C.L.
268.	ITI, Srinagar	M/s. Doon Ghati College of Professional Education.
269.	ITI, Haldwani-W	M/s. Ashok Leyland Ltd.
270.	ITI, Ramnagar	M/s. Bajaj Auto Ltd.
<b>Uttar Pradesh (ITI-18)</b>		
271.	ITI, Ghatampur	M/s. Automobile Industries, Ghatampur, Kanpur Nagar
272.	ITI, Bijnor	M/s. Hindustan Coca Cola.

273.	ITI, Gulaoti	M/s. Mohan Dairy& Industries, Bulandshar.
274.	ITI(W), Agra	M/s. Indian Industries Association Lucknow.
275.	ITI, Civil Lines Bareilly	M/s. Narayan Education Society.
276.	ITI, Aonla Barielly	M/s. J K Sugar Mill.
277.	ITI, Barielly (W)	M/s. Himalaya Furniture's.
278.	ITI, Katara	M/s. Allahabad Dairy.
279.	ITI, Simbhaoli	M/s. Sri Ram Piston & Rings Ltd.
280.	ITI, Atrauli	M/s. Manish International.
281.	ITI, WW, Katra Allahbad	M/s. Allahabad Dairy, Allahabad.
282.	ITI, WB-W, Aliganj, Lucknow	M/s. Kanjaria Associates Pvt. Ltd.
283.	ITI, (WB-W), Kanpur	M/s. Kripal Textiles Mills (P) Ltd.
284.	ITI, (WB-W), Chaukaghat, Varanasi	M/s. Hindalco Industries Ltd.
285.	ITI, (W), Raibareli	M/s. Saral Industries, Raebareli.
286.	ITI, (WB-W), Saket, Meerut	M/s. Jain Engg Works, Meerut.
287.	ITI, Bachcha Park, Meerut	M/s. Jain Engg Works, Meerut.
288.	ITI, Railway Colony, Gorakhpur	M/s. Care Medical Devices Ltd.
<b>West Bengal (ITI-12)</b>		
289.	ITI, Fulia	M/s. United Breweries Ltd.
290.	ITI, Jhagram	M/s. JSW Bengal Steel Ltd.
291.	ITI, Shibpur	M/s. Ramswarup Industries Limited.
292.	ITI, Amtala	M/S, Gontermann Peiper(I) Ltd.
293.	ITI, Balurghat	M/s. Bengal Hospitality(P), Ltd.
294.	ITI, Hooghly	M/s. Associated Toolings (India).
295.	ITI, Burdwan (W)	M/s. Inshield Bituminus Pvt. Ltd.
296.	ITI, Chhatna	M/s. Damodar Valley Corporation.
297.	ITI, Siliguri (W)	M/s. Pecon Services Pvt. Ltd.
298.	ITI, Barrackpore	M/s. Titagarh Wagon Limited.
299.	ITI, Berhampore	M/s. NTPC Limited.
300.	ITI(B&G), Kolkata	M/s. PS Group Reality Limited.

**List of ITIs along with Industry Partner for the Scheme**  
**“Upgradation of 1396 Government ITIs through Public Private Partnership.”**  
**2009-10 (Upto 30.11.2009)**

Sl.No	Name of the IMC/ITI	Name of the Industry Partner
<b>Arunachal Pradesh (ITI-01)</b>		
1.	ITI, Balinong	M/s. Geo Enpro Petroleum Ltd.
<b>Chhattisgarh (ITI-07)</b>		
2.	ITI, Korba	M/s. Maruti Clean Coal & power Ltd.
3.	ITI, Dharamjaigarh	M/s. Dainik Bhaskar Group
4.	ITI, Arang	M/s. Monnet ISPAT & Energy Ltd.
5.	ITI, Pussore	M/s. Talaipali Coal Mining Project, NTPC Ltd.
6.	ITI, Dabra	M/s. D B Power
7.	ITI, Mohla	M/s. Vishal Iron & Steel Corporation.
8.	ITI, Suregoan	M/s. R. K Steel Industries
9.	ITI, Ambikapur	M/s. SECL Bishrampur
10.	ITI, Mainpur	M/s. Vicon Infrastructure Pvt. Ltd.
11.	ITI, Raigarh (W)	M/s. D B Power
12.	ITI, Pakhanjur	M/s. Lakshmi Industries
<b>Punjab (ITI-07)</b>		
13.	ITI, Zira (W)	M/s. Kirti Institute for Computer Education.
14.	ITI, Bathinda (W)	M/s. KOSVA Industries.
15.	ITI, Hariana	M/s. Sharp Industries.
16.	ITI, Jassowal-Kular	M/s. Sanhar Renewable Engineer.
17.	ITI, Tarn Taran (W)	M/s. S.M.B Autos.
18.	ITI, Talwandi Chudhrian	M/s. JCB India Ltd.
19.	ITI, Hoshiarpur	M/s. JCB India Ltd.
<b>Tamil Nadu (ITI-07)</b>		
19A	ITI, Madurai (W)	M/s. S. Duraisamy & Sons.
20.	ITI, Erode	M/s. Sakthi Auto Components Ltd.
21.	ITI, Arakkonam	M/s. Everonn Systems India Ltd.
22.	ITI, Ranipet	M/s. Thirumalai Chemicals Ltd.
23.	ITI, Ambattur	M/s. Tespa Tools Pvt. Ltd.

24.	ITI, Nagercoil (W)	M/s. Derik Monofil Pvt. Ltd.
25.	ITI, Tenkasi	M/s. Plasweave Pvt. Ltd.
<b>Kerala (ITI-08)</b>		
26.	ITI, Mala Kuruvilassery	M/s. Skyline Foundation & Structures Ltd.
27.	ITI, Chalakudy (W)	M/s. Golden Vintage group of companies koratty.
28.	ITI, Kazhakuttom (W)	M/s. Sri J. Krishnakumar.
29.	ITI, Kalamassery (W)	M/s. O/E/N India Ltd.
30.	ITI, Malampuzha (W)	M/s. Fluid Control Research Institute, Kanjikode.
31.	ITI, Kuzhalmannam	M/s. K. Kottikrishnan.
32.	ITI, Chengannur (W)	M/s. Prabhuram Mills, Kotta.
33.	ITI, Kannur (W)	M/s. Mascot Industries.
<b>Madhya Pradesh (ITI-05)</b>		
34.	ITI, Alirajpur	M/s. Bajrang Tiels, Gram- Borkhad.
35.	ITI, New Ramnagar	M/s. Rajesh Varma.
36.	ITI, Jobat	M/s. Bhandari Blocks & Bricks, Jhabua
37.	ITI, Sabalgarh	M/s. J K tyre and Industries Ltd.
38.	ITI, Sailana	M/s. DGM DB Power
<b>Himachal Pradesh (ITI-07)</b>		
39.	ITI, Bangana	M/s. Satluj Jal Vidyut Limited.
40.	ITI, Jawali (W)	M/s. K. Kumar & Company Builders.
41.	ITI, Deegal (W)	M/s. BBN Industries Association.
42.	ITI, Nahan (W)	M/s. Ruchira Papers.
43.	ITI, Udaipur	M/s. Manali Roller Flour Mills.
44.	ITI, Nurpur	M/s. K. Kumar & Company Builders.
45.	ITI, Dhameta	M/s. Dateline Publication.
<b>Orissa (ITI-01)</b>		
46.	ITI, Dhenkanal	M/s. National Thermal Power Corporation
<b>New Delhi (ITI-01)</b>		
47.	ITI, Siri Fort (W)	M/s. Sheela Foam Pvt. Ltd.
<b>Nagaland (ITI-01)</b>		
48.	ITI, Mokokchung	M/s. Symbios Creations Pvt. Ltd.
<b>Puducherry DT (ITI-01)</b>		
49.	ITI, Pondicherry	M/s. Integra Software Services Pvt. Ltd.

<b>Karnataka (ITI-05)</b>		
50.	ITI, Alurusiddapura	M/s. Askar Microns Pvt. Ltd.
51.	ITI, Periyapatna	M/s. Silicon Micro Systems
52.	ITI, Mangluru Grama	M/s. Silicon Micro Systems
53.	ITI, Ramadurg	M/s. Everonn Systems India Ltd.
54.	ITI, Hanamasagar	M/s. Silicon Micro Systems
55.	ITI, Chincholi	M/s. Manipal K12 Education Pvt. Ltd.
56.	ITI, Tarikere	M/s. Anchor Hospitality & Property Services
57.	ITI, Babaleshwaer	M/s. Teamlease Services Pvt. Ltd.
58.	ITI, Naragund	NIL
59.	ITI, Sudi	M/s. Sharaddha Tools & Dies
60.	ITI, Mudgal	M/s. Patil Group of Industries
61.	ITI, Talakal Grama	M/s. Anand Engg. Works
62.	ITI, Pandavapura	M/s. Teamlease Services Pvt. Ltd.
63.	ITI, Peradur	M/s. Udupi Chamber of Industry & Commerce
64.	ITI, Thuruvkere	M/s. Gowrishankar Chemicals Pvt. Ltd.
65.	ITI, Maddur	M/s. JK Tyres & Industries Ltd.
66.	ITI, Udupi	M/s. Udupi Chamber of Industry & Commerce
<b>Maharashtra (ITI-14)</b>		
67.	ITI, Barshi	M/s. Shiram Filaments Pvt. Ltd
68.	ITI, Selu	M/s. Indira Sahakari Soot Girani
69.	ITI, Mulashi	M/s. Bajaj Auto Pvt. Ltd
70.	ITI, Turkewadi	M/s. Fair Field Atlas Pvt. Ltd.
71.	ITI, Bhadrawati	M/s. Power Grid Corporation of India Ltd.
72.	ITI, Dhanora	M/s. Sigma Electricals
73.	ITI, Korchi	M/s. Career Launcher India Ltd.
74.	ITI, Mangaon	M/s. Nirman Realtors & Developers Ltd.
75.	ITI, Shrirampur	M/s. G K N Sinter Metals Ltd.
76.	ITI, Mul	M/s. Sandeep Metal Crafts Pvt. Ltd.
77.	ITI, Etapalli	M/s. Lloyds Metals & Engineers Ltd.
78.	ITI, Nigbhid	M/s. Sigma Electricals
79.	ITI, Mouda	M/s. NTPC Mouda
80.	ITI, Murgud	M/s. Manugraph India Ltd.

<b>Uttar Pradesh (ITI -26)</b>		
81.	ITI, Gauriganj	M/s. IVS Food Pvt. Ltd.
82.	ITI, Chandauli	M/s. Metal Craft Engineering
83.	ITI, Maharajganj	M/s. Purvanchal Industries
84.	ITI, Patti	M/s. Maya Industries Ltd.
85.	ITI, Khajni	M/s. Dr. Humayun (MD) Care Medical Devices Ltd.
86.	ITI, Sarsawa	M/s. Indian Industries Association
87.	ITI, Campierganj	M/s. Dr. Humayun (MD) Care Medical Device Ltd.
88.	ITI, Jagdishpur	M/s. IVS Food Pvt. Ltd
89.	ITI, Sirathu	M/s. Indian Industries Association
90.	ITI, Javer	M/s. Moserbaer Ltd.
91.	ITI, Amethi	M/s. IVS Food Pvt. Ltd.
92.	ITI, Kadipur	M/s. IVS Food Pvt. Ltd.
93.	ITI, Mankapur Gonda	M/s. Bajaj Hindustan Sugar & Industry Ltd.
94.	ITI, Gorakhpur (W)	M/s. Care Medical Devices Ltd.
95.	ITI, Barabanki	M/s. Aditya Pharmaceutical Group Inc.
96.	ITI, Charkari	M/s. Ram Shree Foods Pvt. Ltd.
97.	ITI, Jhansi (W)	M/s. Vikas Udhyog
98.	ITI, Rasra	M/s. Indian Industry Association
99.	ITI, Padrauna	M/s. J P Tyre Retrading Company
100.	ITI, Ialaganj Azamgarh	M/s. ASSOCHAM
101.	ITI, Lalitpur	M/s. Rajesh Steel Factory
102.	ITI, Mohamdabad Gohana	M/s. Shafani Exports
103.	ITI, Modhonagar	M/s. Purvanchal Industries and Fabrication Sector
104.	ITI, Naurangia	M/s. J P Tyre Retrading Company
105.	ITI, Seorahi	M/s. J P Tyre Retrading Company
106.	ITI, Salon	M/s. IIA
<b>Gujarat (ITI -14)</b>		
107.	ITI, Chikali	M/s. Mafatlal Denim Ltd.
108.	ITI, Vijapur	M/s. Ratnamani Metals and Tubes Pvt. Ltd.
109.	ITI, Amirgadh	M/s. Gujarat Energy Transmission Co-operation Ltd.
110.	ITI, Devgadbaria	M/s. Zeus International Godhra
111.	ITI, Harji	M/s. Gujarat Energy Transmission Co-operation Ltd.

112.	ITI, Siddhpur	M/s. Apollo Constructions Eqp. (P) Ltd.
113.	ITI, Kapadvani	M/s. CM Simth & Sons Ltd.
114.	ITI, Chhotaudeppur	M/s. Madhya Gujarat Vij Company Ltd.
115.	ITI, Agasi	M/s. Alok Industries Ltd.
116.	ITI, Vansda	M/s. Welspun India Ltd
117.	ITI, Nizar	M/s. Gujarat State Electricity Corporation Ltd.
118.	ITI, Uchchal	M/s. Gujarat State Electricity Corporation Ltd.
119.	ITI, Didiyapada	M/s. Gujarat Industries Power Company Ltd.
120.	ITI, Deesa	M/s. Mundra Ports And SEZ Ltd.

# 24

## NATIONAL EMPLOYMENT SERVICE

### INTRODUCTION

24.1 Policies, standards and procedures for the National Employment Service are laid down by the Central Government in consultation with the State Governments. A Working Group on National Employment Service comprising of representatives of the Central and State Governments facilitates this consultative process. 35<sup>th</sup> meeting of the Working Group on National Employment Service was held under the Chairmanship of DG/JS, DGET, Ministry of Labour and Employment, Govt. of India, at Hyderabad (Andhra Pradesh) during 24<sup>th</sup> & 25<sup>th</sup> Sept., 2008. The meeting was attended by the State Labour Employment Secretaries/ State Directors of Employment/ representatives and officers of DGE&T. The Working Group considered the present status of NES in different States/ UTs and made recommendations for speedy modernization of Employment Exchanges, timely release of EMI data to augment the process of placement to make the Employment Exchanges relevant to the people by use of e-governance to render Vocational Guidance and promotion of self employment. 36<sup>th</sup> meeting of Working Group is likely to be held shortly.

### Salient Features of National Employment Service

National Employment Service covers all the States and Union Territories.

Day to day administration of the Employment Exchanges is under the State Governments/ UTs.

It has a network of 969 Employment Exchanges.

As a part of administrative functioning, data are collected through 13 Employment Exchange Statistical Returns, each return covering a specific field of activity like registration, placement, etc. with different periodicity.

As a part of Employment Market Information Programme, data are collected from the Organised Sector (all public sector establishments and all non-agricultural private sector establishments with 10 or more workers) on employment, vacancies, occupational and educational pattern of employees, etc. in ER-I and ER-II returns prescribed under the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and Rules framed thereunder. The establishments employing 10-24 workers are covered on voluntary basis.

### New Initiatives:

Some States are doing innovations and best practices in the field of National Employment Service to improve the performance. For example, Videographic Career Counseling to the Job Seekers in the State of Tamil Nadu,

multipurpose Self-Employment Scheme, KSERU in Kerala, setting up of Rajiv Udyogisari Society in Andhra Pradesh to increase the employability of the Job seekers of the States by providing vocational training to them, etc. DGE&T has initiated sharing of this information with all State Governments /UT Administrations and persuading them to make similar efforts for improving the performance of National Employment Service

#### **EMPLOYMENT EXCHANGES (COMPULSORY NOTIFICATION OF VACANCIES) ACT, 1959.**

24.2 The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 provides for compulsory notification of vacancies and submission of employment returns (ER-I and ER-II) by employers to the

Employment Exchanges. It applies to all establishments in the Public Sector and such establishments in the Private Sector engaged in non-agricultural activities and employing 25 or more workers. Enforcement of the Act is the responsibility of the States and Union Territories. Majority of the States/Union Territories have special enforcement machinery for this purpose.

#### **PERFORMANCE OF NATIONAL EMPLOYMENT SERVICE\***

24.3 The details of the network of 969 Employment Exchanges as on 31.07.2009 are given in **Table 24.1**. The main activities of the Employment Exchanges are registration, placement of job seekers, career counselling & vocational guidance and collection of employment market information.

**Table 24.1**

•	Total number of Employment Exchanges (at the end of 31.07.2009), Includes the following :	969
•	University Employment Information and Guidance Bureaux (UEIGBx)	83
•	Professional and Executive Employment Exchanges	15
•	Special Employment Exchanges for the Physically Handicapped	42
•	Special Employment Exchange for Plantation Labour	01

24.4 The work done in regard to registration and placement during 2009 (upto July) is given in **Table 24.2** :

**Table 24.2**

(in lakh)

Number of Job seekers on the Live Register as on 31.07.2009	
Men	263.16
Women	124.96
Total	388.12

Number of Job-seekers placed during 2009(January -July)	
Men	0.93
Women	0.26
Total	1.19
Number of Job-seekers registered during 2009 (January-July)	
Men	20.14
Women	11.42
Total	31.56

#### 24.5 Salient features of registration and placements are:

As on 31.07.2009, maximum number of Job seekers (60.93 lakh) awaiting employment were in West Bengal while minimum (0.08) were in Dadra & Nagar Haveli.

As on 31.07.2009, placement was maximum 54.4 thousand in Gujarat whereas registration was maximum 748.9 thousand in Tamil Nadu.

As on 31.07.2009, placement was 9.5 percent of total submissions made by the Employment Exchanges.

As on 31 .07.2009, 31.5% of the total job-seekers were women.

Year-wise registration, placement, vacancies notified, submission made and Live Register for the period 2003 to July 2009 are given in **Table 24.3**.

**Table 24.3**

Year	Employment Exchanges UEIGBx \$	Registration	Placement	Vacancies notified	Submissions made	Live Register
(1)	(2)	(3)	(4)	(5)	(6)	(7)
2003	945	5462.9	154.9	256.1	1917.3	41388.7
2004	947	5373.0	137.7	274.61	1801.4	40457.6
2005	947	5437.1	173.2	349.2	2402.0	39347.8
2006	947	7289.5	177.0	358.2	3029.5	41466.0
2007	965	5434.2	263.5	525.8	3666.1	39974.0
2008	968	5315.9	305.0	570.8	3344.0	39112.4
2009 Jan-July	969	3156.0	119.3	184.7	1260.8	38812.2

Number of Job-seekers on the Live Register as on 31-07-2009 (in lakh)	
>> Men	263.16
>> Women	124.96
>> Total	388.12
Number of Job-seekers placed during 2009 (Jan-July.)	
>> Men	0.93
>> Women	0.26
>> Total	1.19
Number of Job-seekers registered during 2009 (Jan-July.)	
>> Men	20.14
>> Women	11.42
>> Total	31.56

### **CENTRAL EMPLOYMENT EXCHANGE, DELHI**

24.6 The Central Employment Exchange, Delhi is responsible for the advertisement of vacancies of scientific and technical nature occurring in the Central Government Establishments with the basic pay of Rs.1400/- p.m (pre-revised). or above. From April 2009 to September, 2009, 46 vacancies notified by various Ministries/ Departments were advertised in the Employment News published by DAVP. It covers 3, 7, 11 and 2 vacancies for SC, ST, OBC and Physically Handicapped respectively.

### **EMPLOYMENT MARKET INFORMATION PROGRAMME (EMI)**

#### **SCOPE, COVERAGE AND LIMITATION**

24.7 The Employment data in the organised sector is collected under the Employment Market Information Programme which is provided the statutory base by the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and Rules framed

thereunder. The EMI programme now extends to all the States/ Union Territories. The programme covers all establishments in the Public Sector and non-agricultural establishments employing 25 or more workers in the Private Sector. The establishments employing 10-24 workers are covered on a voluntary basis.

24.8 The EMI Programme, however, does not cover employment in the agricultural establishments (other than Plantation and Agricultural Machine Operatives), self-employed or independent workers, part-time workers, Defence Forces, Indian Missions abroad, establishments employing less than 25 workers in the metropolitan cities of Mumbai and Kolkata and tiny sector establishments (employing less than 10 workers). The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 makes it obligatory on the part of employers to render Employment Return (ER-I) and Occupational Return (ER-II) at quarterly and biennial intervals respectively. The employment returns are rendered at quarterly intervals showing

employment on the last working day of each quarter January-March, April-June, July-September & October- December every year whereas the occupational returns are collected biennially as at the end of 30<sup>th</sup> September of the year alternately for the Public and Private Sector's establishments. For the years ending with even figures 0,2,4,6 & 8, the Public Sector establishments are covered whereas for years ending with odd figures (1,3,5,7 & 9), the Private Sector establishments are covered. The quick estimates for the quarter ending June 2006, quarterly employment review for the quarter ended march, 2005 and annual employment review for the year 2006 have already been finalized and released.

## **OCCUPATIONAL AND EDUCATIONAL PATTERN STUDIES**

The data are collected under the Employment Market Information (EMI) Programme at biennial intervals, covering the public sector and private sector establishments in alternate years through ER –II returns prescribed under the Employment Exchanges (CNV) Act, 1959.

The Occupational composition and educational levels of all employees in organised sector, classified by industries and branches of public sector and by size of establishments in the private sector are brought out in the reports titled Occupational and Educational pattern in India. The report for the year 2003 has been finalized.

## **EVALUATION OF EMPLOYMENT EXCHANGES**

24.9 The Programme of Joint Technical Evaluation of the Employment Exchanges and the University Employment Information and

Guidance Bureaux is carried out in collaboration with the concerned State Government & Union Territory Administrations in the country to ensure that :

Agreed policies and procedures are followed;

Standards maintained and Programmes implemented;

Services rendered by the Employment Exchanges are made more effective;

An effective Co-ordination with the States/UTs is maintained.

Training needs of the staff members and officers are looked into and

Necessary measures for the improvement of these services suggested.

2. Evaluation of 11 States/UTs has been proposed during 2009-10 and the targets are likely to be achieved.

3. The compliance on the suggestions made therein in the Evaluation Reports is followed effectively and the action on the same will continue during 2010-2011.

4. Report on the Technical Evaluation as an effective measure of performance of Employment Exchanges based on the Evaluation Reports of 2004-05, 2005-06, 2006-07, and 2007-08 is proposed to be brought out in 2009-10.

## **VOCATIONAL GUIDANCE AND EMPLOYMENT COUNSELLING**

24.10 **Vocational Guidance Units in Employment Exchanges and University Employment Information and Guidance Bureaux (UEIGBx): -**

Function within the Employment Exchanges/ University Campuses and render Vocational Guidance & Employment Counselling Services to the job-seekers.

Collect and compile occupational information for dissemination to the students, teachers, parents and job-seekers (both individually and in groups) during career talks, individual counselling sessions, group discussions, career exhibitions and film shows, etc.

Supply information to students about various training facilities available within the country and abroad including information about vocational training in the Industrial Training Institutes and Apprenticeship Establishments.

As on Sep,2009, 392 Vocational Guidance Units in Employment Exchanges and 83 University Employment Information and Guidance Bureaux (UEIGBx) within the University Campuses continued to function in order to provide necessary guidance and information to the job seekers and university students.

## PROMOTION OF SELF-EMPLOYMENT

Self Employment Promotion Programme was undertaken due to general shortage of wage paid jobs.

The Employment Exchanges have been assigned an important role in this area to motivate the unemployed youth for taking up self Employment as their livelihood.

Presently 22 Self Employment Promotion Cells in 18 States/Union Territories are rendering special assistance to job seekers towards promotion of Self Employment. Upto the end of March 09, the number of placement made was 106,700 out of which 84080 (78.7%) were men and 22620 (21.3%) were women. About 2 lakh persons were on the Live Register, aspirants for Self-Employment assistance during the period.

All the State Directorates of Employment including Union Territories have been communicated to revitalize the Self-Employment Promotion Programmes.

### Release of Data

24.11 The details of publications brought out by DGE&T are given in **Box-24.1**

**Box-24.1**

Employment Exchange Statistics:	This is an annual publication of DGE&T. It gives complete Employment Exchange statistics along with their detailed analysis.
Quick Estimates of Employment.	It gives quarterly Quick Estimates of employment in Organised Sector.
Quarterly Employment Review:	It gives major industry-wise employment situation in the Organised sector of the economy on quarterly basis.
Annual Employment Review	This is an annual publication based on EMI data. It gives comprehensive data at three-digit level classification of industry & complete analysis of employment situation prevailing in the Organised sector.
Educational, Occupational and Industrial profile of employees in India	This is an annual publication giving the profile of employees in Public & Private Organised sectors. Public & Private sectors are covered in an alternate years.
Trade Apprenticeship Training in India under Apprenticeship Training scheme	This is an annual publication brought out by the Survey and Study Division of DGE&T. The publication presents statistics on Establishments engaged in Apprenticeship Training, intake capacity, output and their employability in the labour market alongwith brief analysis of present scenario. The Report as on 31.12.2006 is under finalization.
Census of Central Government Employees:	This publication gives the profile of the Central Government Employees working across the country. The census is carried out through the network of Employment Exchanges (EMI) units located in all over the country. The publication " Census of Central Government Employee as on 31-3-2006" has been finalized and is under printing. In addition, the Census of Central Government Employees as on 31.03.2008 has been launched.
Bulletin on Job Opportunities in India	This publication presents analysis of various vocations qualification-wise viz matriculates, ITIs, Diploma holders, Degree and postgraduate qualifications in various branches of engineering, technology, agriculture, medicine, natural sciences, social sciences and teaching etc. The report for the year 2005 finalized and released. The report for 2007 is under process.



# 25

## EMPLOYMENT ASSISTANCE TO SPECIAL CATEGORIES

25.1 Employment Service, as in the past, continued making efforts to cater to the special needs of vulnerable sections like Women, Scheduled Castes / Scheduled Tribes, persons with disabilities and disabled Ex-servicemen job-seekers.

### WOMEN

25.2 Year-wise performance of Employment Exchanges in respect of women job-seekers for the years 2003 to 2009 (Jan-July) is given in **Table 25.1**

**Table-25.1**  
(Figures in Thousands)

Year	Registration	Placement	Live Register of Women	Total Live Register	% of Live Register of Women to Total Live Register
2003	1448.8	26.7	10752.3	41388.7	26.0
2004	1551.5	24.5	10711.6	40457.6	26.5
2005	1606.9	32.4	10605.6	39347.8	27.0
2006	2537.4	31.3	11781.0	41466.0	28.4
2007	1835.5	46.5	12001.5	39974.0	30.0
2008	1755.6	51.8	12327.1	39112.4	31.5
2009 Jan-July	1141.9	26.3	12496.5	38812.2	32.2

### SCHEDULED CASTES / SCHEDULED TRIBES

25.3 Performance of Employment Exchanges in respect of Scheduled Caste/Scheduled Tribe

and Other Backward Class job-seekers during 2006 and 2007(Provisional) is indicated in **Table 25.2**.

**Table-25.2**

(in lakh)

Category	Activity	Year	
		2006	2007(P)
SCHEDULED CASTE	Registration	8.14	6.69
	Placement	0.14	0.22
	Live Register	64.48	63.21
SCHEDULED TRIBE	Registration	2.81	2.57
	Placement	0.09	0.21
	Live Register	21.17	21.32
OTHER BACKWARD CLASS	Registration	12.19	8.93
	Placement	0.11	0.12
	Live Register	85.17	88.16

### Salient features in respect of SC/ST job-seekers are as under:\*

? Live Register of SC job-seekers has increased from 57.99 lakh in 1998 to 63.21 lakh in 2007, amounting to an increase of 9.0.

? Live Register of ST job-seekers has increased from 17.06 lakh in 1998 to 21.32 lakh in 2007 an increase of 25.0%.

? SC and ST job-seekers were 15.8% and 5.3% respectively of the total job-seekers on the live register at the end of 2007

? Placement of SC job-seekers has declined by 18.9% from 26.5 thousands in 1998 to 21.5 thousands in 2007 .

### COACHING-CUM-GUIDANCE CENTRES

25.4 Twenty three Coaching-cum-Guidance Centres for SCs/STs have been set up, one each at Delhi, Jabalpur, Kanpur, Chennai, Hyderabad, Thiruvananthapuram, Kolkata, Jaipur, Ranchi, Surat, Aizawl, Bangalore,

Imphal, Hissar, Nagpur, Bhubaneshwar, Guwahati, Mandi, Kohima, Jowai, Jammu Jalandhar and Naharlagun (Arunachal Pradesh).

### These Centres:

provide employment related coaching-cum-guidance to SC/ST applicants.

provide information on job requirements and the type of tests/interviews they are likely to face when called by the employers.

take up appropriate follow up action with the employers to ascertain the results of submission against reserved vacancies.

undertake job development work besides providing occupational information/ vocational guidance & counselling and organising Confidence Building Programmes for job-seekers.

provide facilities to SC/ST job-seekers for practicing shorthand and typing at the above Centres except Coaching-cum-Guidance Centres located at Aizawl, Hissar, Bhubaneswar, Guwahati, Mandi, Kohima, Jowai, Jammu and Jalandhar.

arrange from time-to-time, Pre-Recruitment Training Programmes for SC/ST candidates to improve their employability through competitive examinations conducted by the Staff Selection Commission, etc. for Group 'C' posts in collaboration with various employing authorities and recruiting agencies.

## **SPECIAL COACHING SCHEME FOR SCs/STs**

### **Salient features**

A Special Coaching Scheme (non-plans) to prepare SC/ST candidates for competitive examinations / selection tests for Group 'C' posts is also being operated by DGE&T in Delhi and Ghaziabad.

So far, 7087 SC/ST job seekers have successfully completed coaching for clerical/stenographer posts in 26 phases.

The coaching is of 11 months' duration and the trainees are given stipend per month besides, free course books and limited stationery. The Coaching Institutes are also given professional charges for imparting coaching to SC/ST candidates.

Guided by the benefits derived from the above Special Coaching Scheme, the scheme has been extended to 20 more places at Kanpur, Kolkata, Bangalore, Hyderabad, Ranchi, Surat, Guwahati, Imphal, Hisar, Jabalpur, Chennai,

Thiruvananthapuram, Jaipur, Bhubaneswar, Mandi, Nagpur, Delhi, Jammu, Jalandhar and Kohima.

In 14 phases of the extended scheme, 4,512 SC/ST candidates have successfully completed the coaching. The 15<sup>th</sup> phase is in progress with effect from 01.07.2009.

## **SCHEME FOR PROVIDING COMPUTER TRAINING TO SC/ST JOB SEEKERS REGISTERED WITH EMPLOYMENT EXCHANGES**

25.5 This scheme was started with effect from February 2004, with a view to providing Computer Training to SC/ST educated job seekers registered with the Employment Exchanges through outsourcing training facilities. The training of six months duration was arranged at Bangalore, Bhubaneswar, Chennai, Delhi, Guwahati, Hissar, Hyderabad, Jaipur, Jabalpur, Kolkata, Nagpur, Surat, Kanpur, Thiruvananthapuram, Mandi, & Ranchi and is coordinated by respective Coaching-cum-Guidance Centres of the DGE&T located at these places. So far 5 phases of the scheme have been completed and 3086 candidates were imparted training. It has been observed that the six month Computer Training Course has not been of much help to the candidates to provide employability in view of changing demands in the Labour Market from the year 2009-10. It has therefore been decided to impart one year 'O' Level Computer Training to 1000 SC/ST candidates through DOEACC society under the Department of Information Technology which has been started w.e.f. 03.08.2009. In addition to the above said places, the Training is also being imparted at Jammu, Jalandhar and Kohima w.e.f. 03.08.2009

## PERSONS WITH DISABILITIES

### Employment Exchanges\*

25.6 The Employment Service has been making special efforts to cater to the special needs of disabled job-seekers, performance of which for the last five years is given as under :-

Year	Registration	Placements	Live Register
2002	59.4	3.4	532.7
2003	66.1	4.9	661.7
2004	52.4	3.4	565.9
2005	57.2	3.2	578.9
2006	58.8	3.4	597.4
2007 (P)	57.7	3.4	660.0

### P : Provisional

There has been consistent increase in the number of persons with disabilities on the Live Register.

The number of disabled job-seekers placed in employment during 2007 was 3.4 thousand.

### SPECIAL EMPLOYMENT EXCHANGES FOR PHYSICALLY HANDICAPPED:

25.7 Although, Employment Exchanges under the National Employment Service are generally responsible for the placement of Physically Handicapped, Special Employment Exchanges were also set-up for their selective placement. These exchanges attempt at securing for the disabled the most satisfying form of employment suitable to their residual physical and mental potentialities. As on Dec. 2005, 43 Special Exchanges were functioning in the country.

25.8 In pursuance of the recommendations of the Working Group on Employment Service and the Task Force on the reorganisation of Special Employment Exchanges, it was decided to set

up Special Cells in the Employment Exchanges for promoting employment of the people with disabilities.

25.9 Thirty Eight Special Cells for the physically handicapped with a Special Placement Officer attached to the normal Employment Exchanges and funded by the Central Government have so far been set up by the Ministry of Social Justice & Employment. These are in addition to the Special Cells/Units opened for the handicapped applicants at the Employment Exchanges by various State Governments.

25.10 The performance of the Special Employment Exchanges during 2007 is given as under:

Registration	12972
Placement	1,051
Live Register	1,108,831

### VOCATIONAL REHABILITATION CENTRES FOR HANDICAPPED

25.11 The Ministry of Labour & Employment is fully responsive and committed to the implementation of the provisions of the Persons with Disabilities Act, 1995. The Directorate General of Employment & Training (DGE&T) has been regularly co-ordinating and supporting Ministry of Social Justice & Empowerment (Ministry of SJE), which is the Nodal Ministry for the welfare of people with disabilities.

25.12 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.

25.13 These centres evaluate the residual capacities of people with disabilities and provide

them adjustment training and skill training with a view to integrate them in the economic mainstream and make them productive citizens of the country.

25.14 These centres play pro-active role in creating public awareness and community participation in the rehabilitation of people with disabilities. During-2009-10 (Upto Sep, 2009), these centres registered 13,477 evaluated 13,345, and rehabilitated 5522 persons with disabilities.

25.15 Four barrier free buildings for VRCs one each at Delhi, Bhubaneswar, Kanpur and Kolkata have been constructed for providing easy access to persons with disabilities as per provisions contained in PWD Act, 1995. Modernisation of building for two VRCs one each at Mumbai and Una is in progress.

25.16 The performance of twenty Vocational Rehabilitation Centres for the period from January-July, 2009 is given in **Table 25.3**

25.17 Proposal to establish at least one VRC in each State/UT has been formulated. Out of the proposed 7 new VRCs during 10<sup>th</sup> Plan, setting up of 3 new VRCs have been approved and posts sanctioned.

### **ASSISTANCE TO DISABLED EX-SERVICEMEN AND DEPENDANTS**

25.18 In order to provide placement services to the disabled Ex-Servicemen/Border Security Force Personnel and the dependants of Defence Service Personnel/Border Security Force personnel killed or severely disabled in action, against the vacancies reserved for ex-

servicemen and earmarked for priority categories an Ex-Servicemen Cell was set up in the Directorate General of Employment & Training in July, 1972. Subsequently, the scope of the special service was also extended for the benefit of ex-servicemen disabled during peace time as well as dependants of the Defence Service Personnel killed or severely disabled in peace time provided that the death or disability attributable to military service with effect from Feb, 1981.

25.19 At the end of September, 2009 there were 253 disabled soldiers and 2,401 dependents awaiting employment assistance through the Ex-Servicemen Cell.

### **MINORITIES**

25.20 In pursuance of the Prime Minister's directive for full integration of minorities in all aspects of national life, the State Governments have been advised to ensure that no discrimination is made against minority communities in matters of registration and in sponsoring names by Employment Exchanges. The State Governments have also been advised to create monitoring cells to watch the progress of minorities in the matter of their registration and placement and to instruct the Employment Exchanges to organise mobile Employment Exchange Registration Camps in minority concentration areas.

25.21 In all there were 61.39 lakh job-seekers on the Live Registers of Employment Exchanges belonging to the minority communities at the end of December 2006. These account for 14.8% of total job-seekers on the Live Register.

Table-25.3

PERFORMACNE DURING THE PERIOD JANUARY-DECEMBER, 2008							
Sl.No.	Description	Blind	Deaf & Dumb	Orthpaedically Handicapped	Neg. Leprosy Persons	Mild Mentally Retarded Persons	Total
1.	No. of Clients at beginning of 2008	10	41	58	-	7	116
2.	No. of Clients Admitted during 2008	1264	1829	10149	25	544	13811
3.	No. of Clients Evaluated during 2008	1256	1792	10017	25	536	13626
4.	No. of Clients who left the Centre without Completing evaluation	6	20	85	-	4	115
5.	No. of Clients still under evaluation at the end of 2008	12	58	105	-	11	186
6.	No. of Clients rehabilitated during 2008	427	852	3573	6	115	4973

# 26

## RESEARCH AND TRAINING IN EMPLOYMENT SERVICE

### CENTRAL INSTITUTE FOR RESEARCH AND TRAINING IN EMPLOYMENT SERVICE (CIRTES)

26.1 The Central Institute for Research and Training in Employment Service (CIRTES) is responsible for imparting training to officers of Employment Service, conducting research in matters relating to various activities of the employment service and bringing out career literature useful for career planning of the students, jobseekers and parents through Employment Exchanges.

**PERFORMANCE FOR THE PERIOD 2009-10**  
(upto 30.09.2009)

#### Training Activities

26.2 CIRTES organized the following training programmes for the benefit of officers of Employment Exchanges of various states during the period 2009-2010 (upto Sept, '09).

#### Training Programmes conducted

One Refresher training Course on Employment Market Information of one week duration.

One special training course on "On the job training" to the staff and officers of Employment Directorate and Manpower planning of Tripura.

One special training course on vocational guidance and Employment Market

Information of one week duration for Employment service personnel of Meghalaya State.

#### 26.3 Training Programmes to be conducted

One Integrated Training Course of 5 weeks duration (w.e.f 09.11.2009 to 11.12.2009).

One Refresher Training Course on Employment Market Information of 1 week duration (08.02.2010 to 12.02.2010).

#### 26.4 Research Studies

(i) The following are the studies in hand.

- ✓ Study on usefulness of the Special Coaching Scheme for Schedule Castes and Scheduled Tribes, 13th phase in 16 cities and 25th phase in Delhi/Ghaziabad.
- ✓ Comparative placement functions carried out by public and private employment service agencies.
- ✓ Study on "Internet Enabled Employment Service" and "Staffing Norms" for the State Employment Directorates.

(ii) Published final study report on "Effectiveness of services rendered by the Coaching-cum Guidance Centres for Schedule Castes and Scheduled Tribes".

(iii) **CIRTES NEWS LETTER**

A new initiative has been taken by CIRTES to publish a Newsletter on the work and functioning of National Employment Service.

**Publication of Career Literatures**

26.5 Career literature under world of work series and job seekers Guide finalized.

**World of Work Series:**

Career Opportunities in Veterinary Science (Hindi Version).

**26.6 Job Seeker's Guide Volume-III**

The Draftsman Mechanical

The Medical Technologist

Career literature under world of work series and job seekers guide in progress.

**World of Work Series.**

26.7 Career opportunities in Defence Services

**26.8 Job Seeker's Guide Volume-III**

The plastic technologist

The Economist

Merchant Navy as a Career.

**Motivational Posters:**

26.9 To motivate job-seekers/unemployed youth towards different vocations, these posters

are prepared by giving appropriate pictures and slogans by the institutes. During the year 2009-10, one motivational poster on "Modular Employability Skills" based on the Skill Development Initiative Scheme of DGE&T has been finalized.

**Development of Motivational Material for Promotion of Self Employment**

26.10 Following pamphlets on Self Employment are under preparation:

Pamphlet on Prime Minister's Employment Generation Programme.

Pamphlet on Self Employment Scheme of National Safai Karamcharies Finance and Development Corporation.

Compilation of various Self Employment Schemes runs by various Ministries / Departments of Government of India.

**New Building for CIRTES at NOIDA.(U.P.)**

26.11 CIRTES has been shifted to its new building at A-49, Sector 62, NOIDA, U. P. The institute, situated in the satellite town near Delhi has a total coverage area of 20,000 square meters consisting of 3 blocks viz. administrative block, hostel and staff quarters. Hostel accommodation is available for the Employment Officers of the various States/UTs and other officers/Staff who are attending the training programmes organized at CIRTES. Out of 12 Staff quarters, 9 have been allotted to the Staff of National Vocational Training Institute for Women, Noida.

# 27

## CRAFTSMEN TRAINING SCHEME (CTS)

### Background :

27.1 Vocational and technical training of labour is on the concurrent list of constitution of India (entry 25) . As per allocation of Business Rule, 1961, the ministry of Labour & Employment is charged with the responsibility of vocational training of the labour. The responsibility is discharged through the Directorate General of Employment and Training, which is an attached office of the Ministry of Labour & Employment.

27.2 The Directorate General of Resettlement & Employment (DGR&E), now known as the Directorate General of Employment & Training (DGE&T), was set up in 1945 for resettling demobilized Defence Service Personnel and discharged War Workers in civilian life. After Independence in 1947, the Directorate General was also called upon to handle the work relating to displaced persons from Pakistan. Subsequently, the scope of the Directorate General was extended to cover employment service to all categories of job seekers in early 1948, and training services to all civilians in 1950.

27.3 The Craftsmen Training Scheme (CTS) was introduced by the Government of India in 1950 to ensure a steady flow of skilled workers in different trades for the domestic industry, to raise quantitatively and qualitatively the industrial production by systematic training, to reduce unemployment among the educated youth by

providing them employable skills, to cultivate and nurture a technical and industrial attitude in the minds of younger generation. The Scheme, the most important in the field of Vocational Training, has been shaping craftsmen to meet the existing as well as future manpower need, through the vast network of ITIs in the various states / union territories in the country. The day - to -day administration of ITIs under the Craftsmen Training Scheme was transferred to the state governments/union territory administrations with effect from the year 1956. From 1st April, 1969, the financial control of the Industrial Training Institutes in the State as well as in the Union Territories was transferred to the respective State Governments/Union Territories. The financial assistance was granted to them in the form of bulk grant in consultation with Planning Commission and the Ministry of Finance.

### Growth of ITIs /ITCs in country

27.4 Craftsmen Training Scheme (CTS) was initiated by Directorate General of Employment & Training (DGE&T), Ministry of Labour & Employment , in 1950 by establishing about 50 Industrial Training Institutes (ITIs) for imparting skills in various vocational trades to meet the skilled manpower requirement for industrial growth of the country. Several new private ITIs were established in 1980's in southern states mostly in Kerala, Karnataka and Andhra Pradesh, from where trained craftsmen found placement in the Gulf countries. In year 1980,

there were 831 ITIs and the number of Training Institutes rose to 1887 in year 1987. It was during this period that private training institutes were distinguished from government training institutes by naming them as “Industrial Training Centers”. During last two decades the growth of ITIs had been steep and as on 1<sup>st</sup> April, 2009 there were 6906 ITIs/ITCs in the country. Presently (upto 30<sup>th</sup> October, 09) there are 7605 Industrial Training Institutes (ITIs) / Industrial Training Centres (ITCs) (2076 in Govt. & 5529 in Private Sector) having a seating capacity of 10.63 Lakh. **Annexure – I A & I B – (i & ii)** shows the number of ITIs/ ITCs functioning in various States/ UTs, their growth over the last about four decades and shares of Govt. and Pvt. institutes. **Annexure- II-A & II-B** shows the relative distribution of seating capacity in ITIs/ITCs in Govt. and Private Sector.

### **National Council for Vocational Training (NCVT)**

27.5 The Government has set up a tripartite body at the national level, namely, National Council for Vocational Training (NCVT) to advise it on issues relating to “Skill Development” including Craftsmen Training Scheme such as designing of curricula, maintaining quality standards, deciding norms for affiliation, granting affiliation to institutes, trade testing and certification. It is an apex tripartite body under the Chairmanship of Hon'ble Union Labour & Employment Minister. The Council consists of representatives of Central Ministries, State Directors, Employers Organizations, Employees' Organizations, Secretarial support to NCVT is provided by DGE&T. Professional Learned Bodies, Experts and representatives of SC/ST.

27.6 Similar Councils known as State Council for Vocational Training (SCVT) are constituted to

advise respective State Governments on issues relating to skill development.

### **Responsibility of Central Government**

To frame overall policies, norms, and standards for Skill Development.

Formulation of new training schemes for Skill Development of youth.

Development /revision of course curriculum

Affiliation of Industrial Training Institutes/ Centers.

Trade testing & certification

Conducting instructor training course for serving & potential instructor of ITIs/ITCs.

Conducting courses for skill up gradation of industrial workers by offering short term & long term courses in specialized field.

Implementation & regulation of training for trade apprentices under the Apprentices Act, 1961.

Organizing vocational training programmes for women.

Bilateral agreements and cooperation in the field of vocational training.

### **Responsibility of State Government**

Day to day administration of Industrial Training Institutes/ Centres.

Implementation of Craftsmen Training Schemes in the ITIs/ITCs.

Conducting training courses in ITIs

Setting up new institutes, addition of trade units in the existing institute as per the requirement of local industries.

Conduct of trade test & award of certificate .

Implementation of Central Schemes .

Processing application for affiliation of new ITIs/ITCs and addition of trades/units in exiting ITIs/ITCs, carry out inspection and forwarding these application to DGE&T for affiliation from National Council from Vocational Training.

## OBJECTIVES OF THE SCHEME

27.7 The objectives are

to equip the human resource with appropriate skills / multi skills required by the various sector of economy.

To make youth productive by providing employable skills both for wage and self-employment.

To Produce craftsmen of high quality

To ensure steady flow of skilled workers in industrial /service sectors.

To raise the quality and quantity of industrial production by systematic training of potential workers.

## SALIENT FEATURES OF THE SCHEME

- ✓ Candidates of 14 to 40 years of age are eligible to seek admission in ITIs/ITCs . In case of women candidates there is no upper age limit in exclusive women ITIs/women wings in general ITIs.
- ✓ Admissions in ITIs/ITCs are done twice a year i.e. in month of August & February.
- ✓ Tuition fee in the ITIs is decided by the respective State Govt. as deemed fit based on the recommendation of the concerned

State Council for Vocational Training. Tuition fee in case of institutes under DGE&T / UT Administration is Rs.100 p.m. per trainee . However no fee is being charged from SC/ST candidates and persons from disadvantaged groups .

- ✓ There is a provision for grant of stipend to the trainees of Govt. ITIs.
- ✓ Trainees are also provided with library, sports and medical facilities. Some State Governments levy a nominal fee for the purpose
- ✓ Seats are reserved for SC/ST candidates in proportion to their population in respective State/ UT. Guidelines for reserving 3% seats for persons with disability and 30% for women candidates have been issued to State Governments and these could be filled based on the general reservation policy of each State/UT and total reservation is limited to 50%. Seats are also reserved for the wards of defence personnel. Seats for OBC candidates have also been reserved in proportion to the seats reserved for them in Govt. Services in the respective States.
- ✓ For optimum utilization of infrastructural facilities available , there is a provision of second and third shifts in ITIs/ITCs with segregated timing. They are encouraged to introduce second shift by appointing one additional trade instructor and additional trainee kit for trainees .
- ✓ A Placement Cell in every ITI / ITC is set up to facilitate the graduates in getting placement in different industries.
- ✓ Institute Management Committee (IMCs) have been formed for ITIs' in consultation with apex Industry bodies to improve

cooperation between Industry and Industrial Training Institutes (ITIs).

### **STRUCTURE OF TRAINING PROGRAMME :**

27.8 Training under the scheme is imparted in 114 trades (**Annexure- III**). The period of training for various trades are 6 months, one year, two years and three years. The entry qualification varies from class 8th class pass to class 12th pass, depending on the trades.

27.9 The courses have been designed to impart basic skills and knowledge in the trades so as to prepare the trainee for employment as a semi-skilled worker or for self-employment.

27.10 As 70% of the training period is allotted to practical training and the rest to subjects relating to Trade Theory, Workshop Calculation & Science, Engineering Drawing, therefore, emphasis is on skill building. In order to give awareness on issues like workers right, family welfare, Energy conservation, and a compulsory subject "Social Study" is also being taught to the trainees of all ITIs/ITCs.

27.11 IT literacy has also been made mandatory for trainees of ITIs/ITCs. For overall personality development of trainees, a course on "Life Skill" covering topics like Occupational safety and health, Quality Management tools, Communication Skills, Team work Entrepreneurship, etc. is being introduced from next session which would replace the existing Social Study subject.

### **MULTI SKILL COURSES UNDER CRAFTSMEN TRAINING SCHEME:**

27.12 Multi Skill Courses are offered in ITIs upgraded as Centres of Excellence. Under the scheme, there is change in the structure of training in ITIs by introducing Broad Based Basic Training (multi-skill) courses during the first year

followed by Advanced & Specialised modular courses of 6 months' duration each in second year of training. These courses have provisions of multi entry and multi exit.

27.13 The training programme is designed on sector basis catering to particular group of industries. The structure of training course is as under.

"Broad Based Basic Training" (BBBT) in number of skill areas related to a particular industrial sector during first year of training.

Short term advanced modular courses of 6 months' duration in second year.

The curriculum for the first year BBBT as well as advanced modular courses of 6 months' duration is uniform on all India basis. Trade Testing for these courses is being done at national level under the aegis of National Council for Vocational Training (NCVT).

Specialized modular courses are organized during the last phase of training to bridge the skill gaps keeping in view the needs of industry in the region. The testing & certification for the last phase is done jointly by State Govt. and Industry. These certificates are recognized by the NCVT. Also, training in Specialized module is offered under Apprenticeship Training Programme.

Multi – skill course curricula for 21 sectors [for Broad Base Basic Training modules (BBBT) & advanced training modules (in 20 out of these 21 sectors)] have been developed in consultation with industry (**Annexure-IV**). For remaining one sector

i.e. Bamboo Technology, curricula of advanced module is under development.

### **CRAFTSMEN TRAINING SCHEME IN CENTRAL INSTITUTES UNDER DGE&T:**

27.14 Training is imparted under the CTS at the following institutes:

- ✓ **Five Model Training Institutes (MTIs) attached to the Advanced Training Institutes at Ludhiana, Kolkata, Hyderabad, Mumbai & Kanpur and also at Central Training Institute for Instructors at Chennai.**
- ✓ **National Vocational Training Institute for Women at NOIDA, UP.**
- ✓ **Ten Regional Vocational Training Institutes (RVTIs) for Women at Mumbai, Bangalore, Tiruvananthapuram, Panipat, Kolkata, Tura, Indore, Allahabad, Vadodara and Jaipur.**
- ✓ **Four Model Industrial Training Institutes (MITIs) are imparting training on modular pattern in the following three specialised areas :**
  - ✓ Mechanical group of trades at Haldwani (U.P.) and Choudwar (Orissa)
  - ✓ Heat Engine group of trades at Jodhpur (Rajasthan)
  - ✓ Electrical & Electronics group of trades at Calicut (Kerala)

### **MEASURES TO ENSURE DEMAND DRIVEN SKILL DEVELOPMENT PROGRAMME**

27.15 With the objective of maintaining quality of training in ITIs/ITCs, a number of measures have been prescribed by NCVT including guidelines for starting new institutes/trades and their affiliation to NCVT.

- ✓ Strict norms are prescribed for affiliation of ITIs with NCVT are adhered to, ensuring that the infrastructure facilities, qualified staff, etc.
- ✓ To ensure quality of training, institute are permitted to admit trainees only after affiliation is granted from NCVT w.e.f. year 2009.
- ✓ There is a procedure for evaluation of affiliated ITIs/ITCs & also there is a procedure for de-affiliation of Institutes / trades that are found not complying with the prescribed norms.
- ✓ Meeting of sub-committee of NCVT are held from time to time to review the affiliation cases and grant affiliation to deserving institutes.
- ✓ A total of 2574 affiliation Inspection Reports were examined during year 2009 and affiliations to 7242 units conforming to NCVT norms were granted. As a result 791 new institutes were opened and seating capacity have been raised by 1.1 Lakh.
- ✓ A subcommittee of NCVT for norm and curricula has been constituted to ensure training courses are as per need of the industry. Two meetings of the Sub committee held during the year.
- ✓ Keeping in view that quality of training can improve when instructor are properly trained, modular instructor training course consisting of 4 modules each of 3 months duration has been introduced in place of one year long training programme to train large no. of instructors.
- ✓ Syllabi of various trades are periodically revised by the respective Trade Committees to keep pace with the rapidly changing

technology in industry. Obsolete trades are dropped and new trades are introduced under the scheme as per the need of the industry.

- ✓ Four new trades viz. Travel & Tour Assistant ;Catering & Hospitality Assistant; Multimedia, Animation & Special Effect; Office Assistant and Computer Operator. Curricula of these trades have been prepared with approval from NCVT for implementation. During last year syllabi of 04 trades were revised.

### Industry participation in Craftsmen Training :

27.16 Training courses under DGE&T are offered with active involvement of industry in the following ways.

- ✓ National Council for Vocational Training (NCVT) have proper representation of Industry Associations and , therefore, are involved at every stage of formulation of policy , norms standards & procedures
- ✓ The course curricula are developed by Trade Expert Committees constituted for each trade, which comprise of experts drawn from the relevant Industry & Technical institutes involved in imparting skill training .

27.17 Institute Management Committee (IMCs) have been formed for ITIs' in consultation with apex Industry bodies to improve cooperation between Industry and Industrial Training Institutes (ITIs). Under this concept, Industry is associated as partner rather than as advisor. An IMC is formed at the ITI level, which manages activities of the ITI. An IMC comprises members from Industry, State Government, ITI and others. The Chairperson of the Committee is a representative of the industry. The primary objective of IMC is to have

the active involvement of industry in the training conducted in ITIs. Responsibilities of IMCs inter alia include their involvement in all aspects of training viz. from assessing of the training needs to curricula development, training of trainers & testing & certification.

27.18 So far IMCs have been constituted for more than 1280 ITIs. The experience is that an actively functioning IMC can bring about significant improvements in the functioning of ITI

### TRADE TESTING AND CERTIFICATION

27.19 All-India Trade Tests are conducted by the DGE&T, Ministry of Labour under the aegis of the National Council for Vocational Training in July and January every year.

- ✓ Trainees of affiliated trades/units and eligible private candidates appear in the trade tests. National Trade Certificates are awarded to the successful candidates.
- ✓ National Trade Certificate is a recognised qualification for recruitment to relevant posts and services in Central/State Government establishments.
- ✓ The details of Trade Tests conducted under the aegis of NCVT from January, 2009 to December, 2009 are given below: ( yet to be updated by TTC)
  - Jan. 2009 -All India Skill competition for Craftsmen.
  - Jan 2009 – All India Trade Test for Craft Instructor ( Modular Patern)-Old
  - Jan. 2009-All India Trade Test for Craftsmen (Supplementary)
  - Jan,2009 All India Trade Test for Craft Instructor Training (modular ) (POT)

- Feb.2009 - All India Trade Test of Craftsmen (Restructured pattern)
- Feb.2009- Advanced Skill Course for Women Occupations (POT)
- Feb2009- All India Trade Test for for Multiskill courses offered at CoE.
- March 2009- Regional Competition for Apprentices
- April 2009 - All India Trade test of Craft instructor (Modular pattern/POT)
- April,2009 All India Trade Test for Apprentices.
- May 2009 – All India Competition for Apprentices
- June, 2009 – Advanced skill Course for Women occupation (P.O.T.)
- July, 2009 – All India Trade Test of Craftsmen
- July, 2009 – All India Trade Test of Craft Instructor (modular)
- July 2009 – All India Trade Test of Crafts Instructors (one year).
- July 2009 – All India Trade Test of Craft Instructor (POT)
- August ,2009 – All India Trade Test for Multiskill courses offered at CoE .
- August 2009 – All India Test of Craftsmen (Restructured Pattern).
- September 2007- Regional Competition for Apprentices
- Oct., 2009 – All India Trade Test of Apprentices
- Oct. 2009 - Advanced skill Course for Women occupation (P.O.T.).

- Oct.2009–All India Trade Test of Craft Instructors (modular Pattern).
- Oct.2009- Trade Test of Craft Instructor (POT)
- November 2009- All India Competition for Apprentices .
- December,2009 Regional Work Skill Competition of CII

### ALL INDIA SKILL COMPETITION FOR CRAFTSMEN

27.20 The scheme for holding All India Skills Competition for Craftsmen at national level was introduced in the year 1964 to foster a healthy competition among the trainees of ITIs/ITCs.

The competition is now held every year in 14 trades viz. Instrument Mechanic, Electronics Mechanic, Welder, Fitter, Turner, Machinist, Mechanic Motor Vehicle, Foundryman, Electrician , Cutting & Sewing , Computer Operator and programming Assistant , Draughts men (Civil), Draughts men (Mechanical) and Mechanic Diesel

The best trainee of each of the above trades at the State level competition compete at the All India Skills Competition.

The best Craftsmen in each of the above 14 trades at the All India level are awarded merit certificates and a cash prize of Rs.10,000/- each.

ITIs/ITCs declared in each trade, whose trainee stands first in the competition at the All India Skill Competition is awarded a merit certificate and is declared as best ITI/ITC.

The State whose trainees secure the highest total marks among all trades is awarded a merit certificate and a running shield.

The "**Best State Award**" winners during last 3 competitions are :'

Sl. No.	Skill Competition No	Result – best State
01.	43 <sup>rd</sup>	<b>Maharashtra</b>
02.	44 <sup>th</sup>	<b>Kerala</b>
03.	45 <sup>th</sup>	<b>Maharashtra</b>

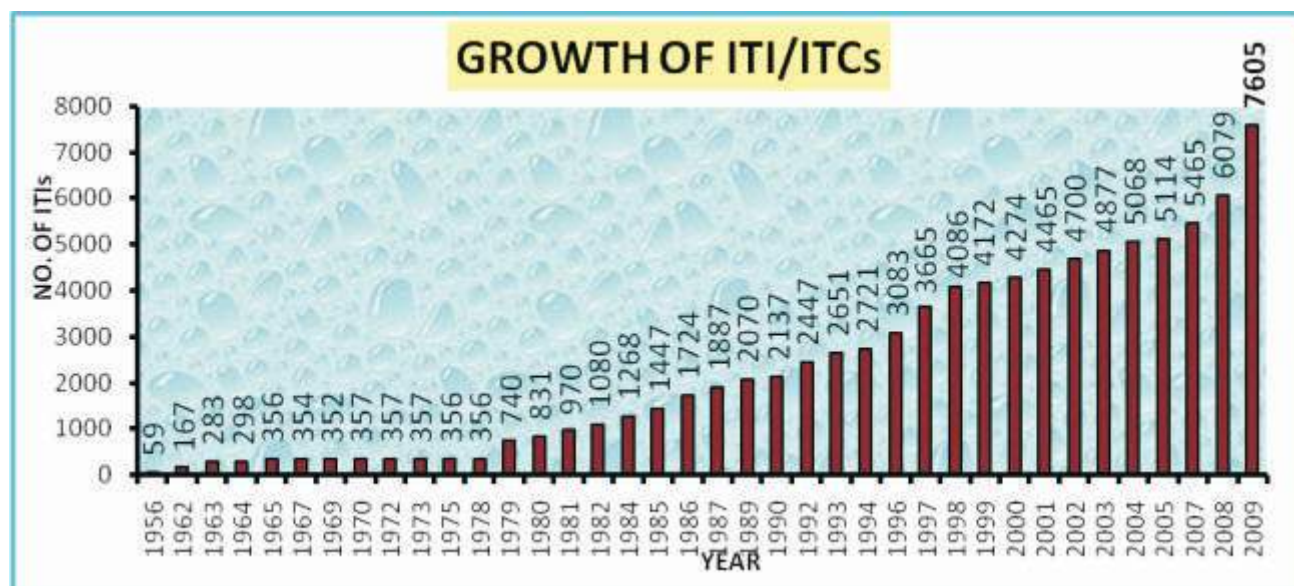
27.21 The Confederation of Indian Industry (CII) has been conducting "National

Work Skills Competition" since 1989 to encourage workers in the engineering industry in India by recognition of excellence in skills and creating awareness among workers and the need for skill augmentation. The competition is held in 7 trades viz. Electrician, Fitter, Industrial Electronics, Miller, Tool & Die Maker, Turner and Welder. The Skills Competition is conducted in the field institutes of DGE&T and is recognised by Ministry of Labour & Employment .

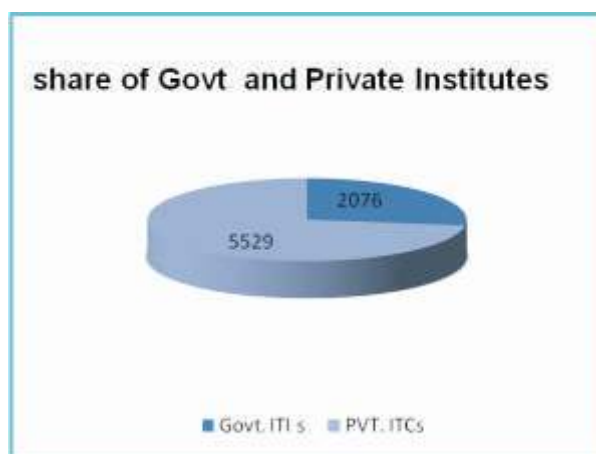
Annexure-IA							
STATEMENT FOR NUMBER OF GOVERNMENT & PRIVATE ITIs/ITCs WITH SEATING CAPACITIES IN VARIOUS STATES/ UNION TERRITORIES AS ON 30.09.2009							
NORTHERN REGION							
Sl. No.	Name of State/UTs	Number of Govt. ITIs	Seating Capacity (Govt.)	Number of Pvt. ITCs	Seating Capacity (Pvt.)	Total ITIs/ ITCs	Total Seating Capacity
1	CHANDIGARH	2	968	0	0	2	968
2	DELHI	16	11132	56	4028	72	15160
3	HARYANA	81	20344	85	8744	166	29088
4	HIMACHAL PRADESH	70	8004	60	5996	130	14000
5	JAMMU & KASHMIR	37	4087	1	110	38	4197
6	PUNJAB	94	19300	145	13632	239	32932
7	RAJASTHAN	112	12992	560	59535	672	72527
8	UTTAR PRADESH*	293	31388	491	56222	784	87610
9	UTTRAKHAND	59	6395	28	2470	87	8865
	<b>SUB- TOTAL</b>	<b>764</b>	<b>114610</b>	<b>1426</b>	<b>150737</b>	<b>2190</b>	<b>265347</b>
SOUTHERN REGION							
10	ANDHRA PRADESH	88	22270	493	95740	581	118010
11	KARNATAKA	150	25458	1030	75454	1180	100912
12	KERALA	35	15516	477	52298	512	67814
13	LAKSHDWEEP	1	96	0		1	96
14	PODUCHERRY	6	1352	9	508	15	1860
15	TAMIL NADU	60	21832	626	62270	686	84102
	<b>SUB-TOTAL</b>	<b>340</b>	<b>86524</b>	<b>2635</b>	<b>286270</b>	<b>2975</b>	<b>372794</b>
EASTERN REGION							
16	ARUNACHAL PRADESH	5	512	0	0	5	512
17	A & N ISLAND	1	273	0	0	1	273
18	ASSAM	28	5696	3	80	31	5776
19	BIHAR	34	11433	201	29113	235	40546
20	JHARKHAND	19	4672	89	23592	108	28264
21	MANIPUR	7	540	0	0	7	540
22	MEGHALAYA	5	622	2	320	7	942

23	MIZORAM	1	294	0	0	1	294
24	NAGALAND	8	928	0	0	8	928
25	ORISSA	26	8464	459	80260	485	88724
26	SIKKIM	1	420	0	0	1	420
27	TRIPURA	8	896	0	0	8	896
28	WEST BENGAL	51	12700	22	1320	73	14020
	<b>SUB-TOTAL</b>	<b>194</b>	<b>47450</b>	<b>776</b>	<b>134685</b>	<b>970</b>	<b>182135</b>
<b>WESTERN REGION</b>							
29	CHHATTISHGARH	87	10144	29	3312	116	13456
30	D & N HAVELI	1	228	0	0	1	228
31	DAMAN & DIU	2	388	0	0	2	388
32	GOA	10	3232	4	380	14	3612
33	GUJARAT	152	56092	346	20328	498	76420
34	MADHAYA PRADESH*	150	24590	52	8914	202	33504
35	MAHARASHTRA	376	80412	261	34228	637	114640
	<b>SUB-TOTAL</b>	<b>778</b>	<b>175086</b>	<b>692</b>	<b>67162</b>	<b>1470</b>	<b>242248</b>
	<b>GRAND TOTAL</b>	<b>2076</b>	<b>423670</b>	<b>5529</b>	<b>638854</b>	<b>7605</b>	<b>1062524</b>
MP* -149 Governments ITIs include 48 Govt. ITIs running under S.C.V.T							
UP* -239 Governments ITIs include 100 Govt. ITIs running under S.C.V.T							

Annexure-IB (i)



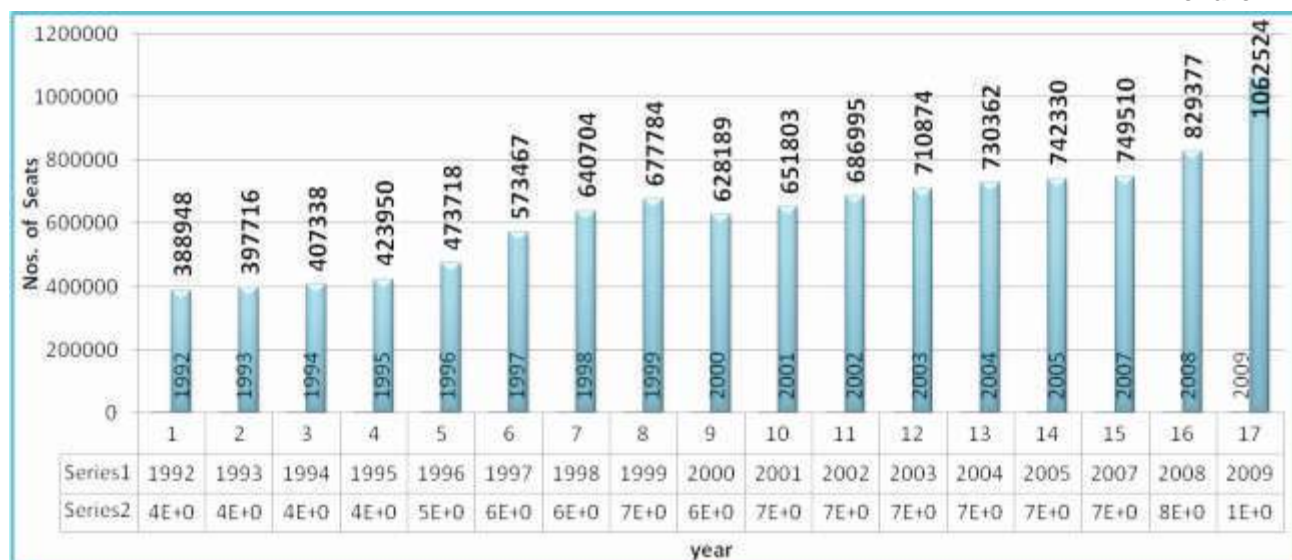
Annexure-IB (ii)



Annexure-IIA



Annexure-IIB



**Annexure-III****List of Engineering and Non- Engineering trades under Craftsmen Training Scheme  
as on 01.10.2009****Engineering Trades**

Sl.No.	Name of the Trade	Duration	Entry Qualification
1	2	3	4
1.	Architectural Assistant	1 year	Passed 10th class examination with 40% marks in mathematics or Secondary Standard under 10+2 system of education or its equivalent.
2.	Attendant Operator (Chemical Plant)	(a) 2 years (b) 6 months	Passed 10th class examination under 10+2 system of education with Physics, Chemistry & Mathematics as one of the subjects or its equivalent. Passed B.Sc. with Physics & Chemistry.
3.	Building Maintenance	06 months	Passed 10th class examination under 10+2 system of education or its equivalent.
4.	Carpenter	1 year	Passed 8th class examination under 10+2 system of education with science as one of the subjects or its equivalent.
5.	Draughtsman (Civil)	2 years	Passed 10th class examination under 10+2 system of education with Science and Mathematics or its equivalent.
6.	Draughtsman (Mechanical)	2 years	Passed 10th class examination under 10+2 system of education with Science and Mathematics or its equivalent.
7.	Electrician	2 years	Passed 10th class examination under 10+2 system of education with Science as one of the subject or its equivalent.
8.	Electronic Mechanic	2 years	Passed Matriculation examination under 10+2 system of education Science and Mathematics or its equivalent.

9.	Electroplater	2 years	Passed 10th class examination under 10+2 system of education or its equivalent.
10.	Fitter	2 years	Passed 10th class examination under 10+2 system of education or its equivalent.
11.	Foundry man	1 year	Passed class 8th examination under 10+2 system of education or its equivalent.
12.	Information Technology & Electronics System Maintenance	2 years	Passed in 10th class Examination under 10+2 system of education with science Desirable- 12th class with Maths and Physics.
13.	Instrument Mechanic	2 years	Passed 10th class examination under 10+2 system of education with Science as one of the subjects or its equivalent.
14.	Instrument Mechanic (Chemical Plant)	(a) 2 years (b) 6 months	Passed 10th class examination under 10+2 system of education with Physics, Chemistry & Mathematics as one of the subjects or its equivalent. Passed B.Sc. with Physics & Chemistry.
15.	Interior Decoration and Designing	01 year	Passed 10th class examination under 10+2 System of Education
16.	Laboratory Assistant (Chemical Plant)	(a) 2 years (b) 6 months	Passed 10th class examination under 10+2 system of education with Physics, Chemistry and Mathematics as one of the subjects or its equivalent. Passed B.Sc. with Physics and Chemistry.
17.	Lift Mechanic	2 years	Passed 10th class examination under 10+2 system of education with science or its equivalent.
18.	Machinist	2 years	Passed 10th class examination under 10+2 system of education or its equivalent.
19.	Machinist (Grinder)	2 years	Passed 10th class examination under 10+2 system of education or its equivalent.

20.	Maintenance Mechanic (Chemical Plant)	2 years	Passed 10th class examination with Physics, Chemistry and Mathematics under 10+2 system of education or its equivalent.
21.	Marine Fitter	2 years	Passed 10th class examination under 10+2 system of education with 50% marks in Mathematics & Science or its equivalent
22.	Mason (Building Constructor)	1 year	Passed 8th class examination under 10+2 system of education or its equivalent.
23.	Mech. Communication Equipment Maintenance	1 year	Passed Class 10th Exam under 10+2 system of Education or its equivalent
24.	Mech. Repair & Maintenance of Heavy Vehicles	1 year	Passed Class 10th Exam under 10+2 system of Education or its equivalent
25.	Mech. Repair & Maintenance of Light Vehicles	1 year	Passed Class 10th Exam under 10+2 system of Education or its equivalent
26.	Mech. Repair & Maintenance of Two Wheelers	6 months	Passed Class 10th Exam under 10+2 system of Education or its equivalent
27.	Mechanic (Diesel)	1 year	Passed 10th class examination under 10+2 system or its equivalent.
28.	Mechanic (Motor Vehicle)	2 years	Passed 10th class examination under 10+2 system of education with Science as one of the subject or its equivalent.
29.	Mechanic (Radio & TV)	2 years	Passed 10th class examination under 10+2 system of education with Science as one of the subject or its equivalent.
30.	Mechanic (Refrigeration and Air-Conditioner)	2 years	Passed 10th class examination under 10+2 system of education with Science & Mathematics or its equivalent.

31.	Mechanic (Tractor)	1 year	<p>1) Essential - should have passed 8th class examination under 10+2 system of education or its equivalent.</p> <p>2) Desirable - Passed 10th class examination under 10+2 system of education with science (Physics and Chemistry) as one of the subjects or its equivalent.</p>
32.	Mechanic Agricultural Machinery		<p>2 years I. Essential: - Should have passed 8th class examination under 10+2 System of education or its equivalent.</p> <p>II. Desirable: - Passed 10th class Examination under 10+2 system of education with Science (Physics and Chemistry) as one of the subjects.</p>
33.	Mechanic Auto Electrical and Electronics	06 months	Passed 10th class examination under 10+2 system of education with Science and Mathematics or its equivalent.
34.	Mechanic Computer Hardware	2 years	Passed 10+2 or Intermediate or Pre university with Physics as one of the subject.
35.	Mechanic Consumer Electronics	2 years	Passed 10th class examination under 10+2 system of education with Mathematics & Science or its equivalent.
36.	Mechanic Industrial Electronics	2 years	Passed 12th Class Examination with Physics, Chemistry & Mathematics.
37.	Mechanic Lens/Prism Grinding	1 year	Passed Class 10th Exam under 10+2 system of Education or its equivalent
38.	Mechanic Machine Tools Maintenance	3 years	Matriculation with Science and Mathematics or its equivalent.
39.	Mechanic escharotics	2 years	Passed 10+2 Class Examination with Physics, Chemistry & Mathematics.

40.	Mechanic Medical Electronics	2 years	Passed 10th class examination under 10+2 system of education with Mathematics & Science or its equivalent.
41.	Mechanic-cum-Operator Electronics Communication System	2 years	Passed 10th class examination under 10+2 system of education with Science as one of the subject or its equivalent.
42.	Operator Advanced Machine Tools	2 years	Passed 12th Class Examination with Physics, Chemistry & Mathematics.
43.	Painter General	2 years	Passed 8th class examination or its equivalent.
44.	Physiotherapy Technician	1 year	Passed 12th class Exam. Under 10+2 system of education with Physics, Chemistry & Biology.
45.	Plastic Processing Operator	1 year	Passed 10th class examination under 10+2 system of education or its equivalent.
46.	Plumber	1 year	Passed 8th class examination under 10+2 system of education or its equivalent.
47.	Pump Operator-cum-Mechanic	1 year	Passed 10th class examination under 10+2 system of education with science or its equivalent.
48.	Radiology Technician (Radio Diagnosis & Radiotherapy)	2 years	Passed 12th class Exam. Under 10+2 system of education with Physics, Chemistry & Biology.
49.	Sanitary Hardware fitter	06 months	Passed 8th class examination under 10+2 system of education or its equivalent.
50.	Sheet Metal Worker	1 year	Passed 8th class examination under 10+2 system of education or its equivalent.
51.	Spinning Technician	2 years	Passed 10th Class Examination
52.	Surveyor	2 years	Passed 10th class examination under 10+2 system of education with Science and Mathematics or its equivalent.

53.	Textile Mechatronics	2 years	Passed 10th Class Examination
54.	Tool & Die Maker (Dies & Moulds)		3 years Passed 10th class examination under 10+2 system of education with Science or its equivalent.
55.	Tool & Die Maker (Press Tools, Jigs & Fixtures)	3 years	Passed 10th class examination under 10+2 system of education with Science or its equivalent.
56.	Turner	2 years	Passed 10th class examination under 10+2 system of education or its equivalent.
57.	Vessel Navigator	2 years	Passed 10th class examination under 10+2 system of education with 50% marks in Mathematics & Science or its equivalent
58.	Welder (Gas and Electric)	1 year	Passed 8th class examination under 10+2 system of education or its equivalent.
59	Weaving Technician	2 years	Passed 10th class examination under 10+2 system of education with Mathematics & Science or its equivalent
60.	Wireman	2 years	Passed 8th class examination or its equivalent.

**List of Engineering and Non- Engineering trades under Craftsmen Training Scheme as on 01.10.2009**

**Non-Engineering Trades**

Sl.No.	Name of the Trade	Duration	Entry Qualification
1	2	3	4
1.	Baker and Confectioner	1 year	Passed 10th class examination under 10 + 2 system of education or its equivalent.
2.	Textile Wet Processing Technician		2 year Passed 10th class examination under 10+2 system of education with Science and Mathematics or its equivalent.

3.	Cabin/Room Attendant	06 months	i) Passed 10th Class Examination under 10+2 System of Education. ii) Working knowledge of English & Hindi.
4.	Cane Willow and Bamboo Work	1 Year	Passed 8th class or its equivalent.
5.	Computer Aided Embroidery & Needle Work	6 months	Passed Class 10th Exam under 10+2 system of Education or its equivalent
6.	Computer Operator and Programming Assistant	1 year	12th class pass under 10+2 system or duly recognized Diploma in Engineering from any Polytechnic of 3 years duration after 10th class.
7.	Corporate House Keeping	06 months	Passed 10th Class Examination under 10+2 System of Education.
8.	Craftsman Food Production (General)	1 year	Passed 10th Class exam under 10+2 system of education or its equivalent.
9.	Craftsman Food Production(Vegetarian)	1 year	Passed 10th Class exam under 10+2 system of education or its equivalent.
10.	Crèche Management	06 months	Passed 10th Class Examination under 10+2 System of Education
11.	Cutting & Sewing	1 Year	Passed 8th class or its equivalent.
12.	Dairying	01 year	Passed 10th Class Examination under 10+2 System of Education
13.	Data Entry Operator	06 months	Essential: (i) 10th Class Passed (ii) Typing speed of 30 w.p.m. in English Desirable: Typing speed of 30 w.p.m. in Hindi/ Any Local language.
14.	Dental Laboratory Technician	02 years	Passed 10th Class Examination under 10+2 System of Education.

15.	Desk Top Publishing Operator	1 year	a) Passed 12th under 10+2 system or its equivalent. b) Typing speed of 30 wpm in English. Desirable: typing speed of 30 wpm in Regional Language.
16.	Digital Photographer	01 year	Passed 12th Class under 10+2 system of education or equivalent.
17.	Domestic House Keeping	06 months	Passed 10th Class Examination under 10+2 System of Education
18.	Dress Making	1 year	Passed Matriculation examination or its equivalent or 10th class under 10 + 2 system.
19.	Driver Cum Mechanic (Light Motor Vehicle)	06 months	Passed 10th Class Examination under 10+2 System of Education.
20.	Embroidery and Needle Work	1 Year	Passed 8th class or its equivalent.
21.	Event Management Assistant	06 months	Passed 10th Class Examination under 10+2 System of Education or its equivalent. (with English as subject)
22.	Fashion Technology	01 year	Passed 12th Class under 10+2 system of education or equivalent.
23.	Floriculture & Landscaping	06 months	Passed 12th Class Examination with Biology as major subject or Vocational Training in Agro-Horticulture.
24.	Front Office Assistant	06 months	Passed 10+2 Class Examination under 10+2 System of Education or its equivalent. (with English as subject)
25.	Hair and Skin care	1 year	Passed Matriculation examination or equivalent.

26.	Health Sanitary Inspector	01 year	Passed 12th Class Examination under 10+2 System of Education with science in X class. Preference given to trainees with Physics, Chemistry & Biology in 12th Class.
27.	Horticulture	01 year	Passed 12th Class Examination with Biology as major subject or Vocational Training in Agro-Horticulture.
28.	Hospital House Keeping	01 year	Passed 12th Class Examination under 10+2 System of Education with Physics, Chemistry & Biology.
29.	Hospital Waste Management	6 months	Passed 12th class Exam. Under 10+2 system of education with Physics, Chemistry & Biology.
30.	Institution House Keeping	06 months	Passed 10th Class Examination under 10+2 System of Education.
31.	Insurance Agent	06 months	Passed 12th Class under 10+2 system of education or equivalent.
32.	Leather Goods Maker	1 Year	Passed 8th class examination under 10+2 system of education or two classes below matriculation examination or its equivalent.
33.	Library & Information Science	06 months	Passed 12th Class under 10+2 system of education or equivalent.
34.	Litho - Offset Machine Minder	1 year	Passed 10th class exam under 10+2 system of education with science as one of the subjects or its equivalent.
35.	Manufacture of Footwear	1 year	Passed 8th class examination under 10+2 system of education or its equivalent.
36.	Medical Transcription	06 months	Passed 12th Class Examination under 10+2 system of education with Biology/Physiology as major subject. Knowledge of English Language is essential.

37.	Network Technician	06 months	Passed 12th Class under 10+2 system of education or equivalent.
38.	Old Age Care	06 months	Passed 8th Class under 10+2 system of Education.
39.	Photographer	1 year	Passed 10th class examination with Physics and Chemistry under 10+2 system or its equivalent.
40.	Plate Maker-cum-Impositer	1 year	Passed 10th class exam under 10+2 system of education with science as one of the subjects or its equivalent.
41.	Pre/Preparatory School Management (Assistant)	06 months	Passed 10th Class Examination under 10+2 System of Education
42.	Preservation of fruits and vegetables	1 year	Passed 10th class examination under 10 + 2 system of education with Science or its equivalent.
43.	Process Cameraman	1 year	Passed 10th class exam under 10+2 system of Education with science as one of the subjects or its equivalent.
44.	Secretarial Practice	1 year	12th class Pass
45.	Stenography (English)	1 year	12th class Pass
46.	Stenography (Hindi)	1 year	12th class Pass
47.	Steward	1 year	Passed 10th Class exam under 10+2 system of education or its equivalent.
48.	Tourist Guide	06 months	Passed 12th Class under 10+2 system of education or equivalent.
49.	Weaving of Silk and Woolen Fabrics	1 year	Passed 8th class or its equivalent.
50.	Weaving of Woolen Fabrics	1 year	Passed 8th class or its equivalent.

51	Travel & Tour Assistant	1 year	12th pass or its equivalent.
52	Catering & Hospitality Assistant	1 year	10th class Pass or its equivalent.
53	Multimedia, Animation & Special Effect	1 year	10th class pass or its equivalent.
54	Office Assistant and Computer Operator	1 year	12th class pass or its equivalent.

**Annexure-IV****Status of 21 Multi skill courses under CTS being implemented through 100 ITIs upgraded to CoE as on 1st September, 2009.**

Sl. No.	Name of the Sector	Name of BBBT Modules (one year duration)	Name of Advanced Modules approved by NCVT (6month duration)
1.	Production & Manufacturing	1. Basic Fitting & Measurement, 2. Basic Sheet Metal Worker and Welding , 3. Basic Electrical & Electronics and Computer skill, 4. Basic Turning & Grinding , 5. Basic Milling and Gear Cutting 6. Basic NC Programming & Operation	1. CNC Machining , 2. CAD/CAM, 3. PLC & Automation , 4. Quality Engineering , 5. Manufacturing of Jigs & Fixtures 6. Advanced Welding 7. Tool and Die Maker (Dies and Moulds
2.	Electrical	1. Basic Engineering Skill 2. Basic Electrical Engineering 3. Basic Electronics; 4. Basic Electrical Wiring and Winding; 5. Basic Power Generation, Transmission & Distribution 6. Basic Computer Operating Skill & its Application	1. Repair & Maintenance of Domestic Appliances. 2. Repair and Maintenance of Instruments used in Electrical Engineering. 3. Operation & Maintenance of Equipments used in HT, LT, Substation & Cable Jointing. 4. Repair & Maintenance of Electrical Machine & Power Supply. 5. Non-Conventional Power Generation, Battery and Inverter.
3.	Electronics	1. Basic Fitting & Soldering, 2. Basic Electrical & Electronics 3. Basic Analog Electronics 4. Basic Digital Electronics 5. Basic Measuring Instruments & 6. Basic Computers	1. Radio , Audio , Video System and Appliances , 2. Inverters, UPS ,Voltage stabilizers and Industrial Drives 3. Repair & Maintenance of Electronic Test Equipment, 4. Communication System, Embedded System and PLC

4.	Automobile	<ol style="list-style-type: none"> <li>1. Basic Fitting &amp; Measurement ,</li> <li>2. Basic Sheet Metal &amp; Welding ,</li> <li>3. Basic Electrical Electronics</li> <li>4. Basic Microprocessor &amp; Computer Operation</li> <li>5. Basics of Petrol &amp; Diesel Engine &amp;</li> <li>6. Basics of Transmission, Suspension, Steering System &amp; Brakes</li> </ol>	<ol style="list-style-type: none"> <li>1. Servicing &amp; Overhauling of Automobiles (Petrol) 2.Servicing &amp; Overhauling of Automobiles (Diesel);</li> <li>3. Auto Electrical Electronics &amp; Air-conditioning in Automobiles;</li> <li>4. Overhauling of Fuel Injection System &amp; Steering Mechanism;</li> <li>5. Denting/Painting &amp; Welding;</li> <li>6. Repair &amp; Maintenance of Wheel; Re-trading of Tyres &amp; Wheel Balancing</li> </ol>
5.	IT Sector	<ol style="list-style-type: none"> <li>1. Basic Electrical &amp; Electronics,</li> <li>2. Basic Assembling and Maintenance of PC's</li> <li>3. Basic Computer Networking</li> <li>4. Basic Office Automation</li> <li>5. Basic Internet and Multimedia</li> <li>6. Basic Database Processing</li> </ol>	<ol style="list-style-type: none"> <li>1. Multimedia &amp; Animation</li> <li>2. Repair &amp; Maintenance of Hardware of Computer &amp; Peripheral</li> <li>3. Computer Networking</li> <li>4. Digital Videography</li> <li>5. E- Accountancy &amp; Office Management,</li> <li>6. Multi Media &amp; Creative Designing</li> <li>7. Information System Management</li> </ol>
6.	Hospitality Sector	<ol style="list-style-type: none"> <li>1. Basic Food Production,</li> <li>2. Basic Food &amp; Beverages Service (Steward) ,</li> <li>3. Basic Front Office Service Operation</li> <li>4. Basic accommodation operation/House Keeping</li> <li>5. Basic Computer Application, Basic Hotel Maintenance</li> </ol>	<ol style="list-style-type: none"> <li>1. Food Production,</li> <li>2. Front Office,</li> <li>3. Food &amp; Beverage Service House Keeping</li> </ol>
7.	Plastic processing	<ol style="list-style-type: none"> <li>1. Basic Fitting and Measurement ,</li> <li>2. Basic Electrical &amp; Electronics and Computer Skills ,</li> <li>3. Injection Moulding</li> <li>4. Compression Moulding ,</li> <li>5. Extrusion Moulding</li> <li>6. Blow Moulding</li> </ol>	<ol style="list-style-type: none"> <li>1. Injection Moulding Process</li> <li>2. Blow Moulding Process,</li> <li>3. Extrusion Process, &amp; Compression Moulding</li> <li>4. Ancillary Process</li> </ol>

8.	Refrigeration & Air Conditioning	<ol style="list-style-type: none"> <li>1. Basic Workshop practices</li> <li>2. Electrical, Electronic &amp; Electro-Mechanical</li> <li>3. Basic Refrigeration I,</li> <li>4. Basic Refrigeration II</li> <li>5. Basic Refrigeration III,</li> <li>6. Basic Refrigeration- IV</li> </ol>	<ol style="list-style-type: none"> <li>1. Domestic , Commercial Refrigeration &amp; Air Conditioning</li> <li>2. Central Air Conditioning Plant, Industrial Cooling &amp; Package .</li> <li>3. Cold Storage, Ice Plant &amp; Ice-Candy Plant</li> </ol>
9.	Instrumen-tation	<ol style="list-style-type: none"> <li>1. Basic Engineering Skill-1 ,</li> <li>2. Basic Engineering Skill-II,</li> <li>3. Basic Electricity &amp; Electrical Instrumentation,</li> <li>4. Basic Electronics &amp; Electronics instrumentation</li> <li>5. Basic Measurement &amp; Measuring Instruments</li> <li>6. Basic Computer Skill</li> </ol>	<ol style="list-style-type: none"> <li>1. Industrial Electronics &amp; Instrumentation,</li> <li>2. Analytical Instrumentation,</li> <li>3. Process Control Instrumentation,</li> <li>4. Medical Instrumentation,</li> <li>5. Optical Instrumentation,</li> <li>6. Electronic Test &amp; Measuring Instruments</li> </ol>
10.	Leather Goods & Footwear	<ol style="list-style-type: none"> <li>1. Introduction to Leather &amp; Production Knowledge ,</li> <li>2. Footwear Technology</li> <li>3. Footwear Designing,</li> <li>4. Leather Goods Designing &amp; Manufacturing ,</li> <li>5. Leather Garments Manufacturing, Basic Computer Skills &amp; CAD.</li> </ol>	<ol style="list-style-type: none"> <li>1. General Shoes Making,</li> <li>2. Sports Shoes Making &amp; Sports Goods Making,</li> <li>3. Leather Garments Making &amp; Travel Goods/ Upholstery/ Domestic Item Making</li> </ol>
11.	Chemical	<ol style="list-style-type: none"> <li>1. Fundamentals of Electronics and Computer,</li> <li>2. Basic Fitting and Measurements</li> <li>3. Basic Mechanical Processes</li> <li>4. Fundamental of General Chemistry and Physics</li> <li>5. Basic Instrumentation</li> <li>6. Basic Unit Operations &amp; Processes</li> </ol>	<ol style="list-style-type: none"> <li>1. Attendant Operator ,</li> <li>2. Maintenance Mechanic ,</li> <li>3. Instrument Mechanic</li> <li>4. Lab Assistant</li> </ol>

12.	Apparel	<ol style="list-style-type: none"> <li>1. Garment Technology</li> <li>2. Garment Sewing (Basic Sewing),</li> <li>3. Garment Sewing (Advanced Sewing)</li> <li>4. Pattern Making</li> <li>5. Computerized Pattern Making,</li> <li>6. Quality Control, Finishing &amp; Packing</li> </ol>	<ol style="list-style-type: none"> <li>1. Computer Aided Pattern Making,</li> <li>2. Fashion Designing</li> <li>3. Shirts &amp; Trousers</li> </ol>
13.	Fabrication	<ol style="list-style-type: none"> <li>1. Basic Fitting &amp; Measurement</li> <li>2. Basic Sheet Metal Work and Fastening</li> <li>3. Basic Machine Shop Practice (turning , milling &amp; grinding) .</li> <li>4. Basic Welding ,</li> <li>5. Metals and Surface Finishing Techniques ,</li> <li>6. Basic Electrical Electronics &amp; Computer Skills</li> </ol>	<ol style="list-style-type: none"> <li>1. TIG / MIG WELDING ,</li> <li>2. Structural / Pressure Parts Fitting</li> <li>3. Structural Welding,</li> <li>4. Pressure Vessel &amp; Pipe Welding,</li> <li>5. Welding inspection &amp; testing</li> </ol>
14.	Construction & Wood Working	<ol style="list-style-type: none"> <li>1. Basic Architecture,</li> <li>2. Basic Building Construction,</li> <li>3. Basic Carpentry,</li> <li>4. Basic Plumbing,</li> <li>5. Basic Electrical and</li> <li>6. Basic Quality Surveying</li> </ol>	<ol style="list-style-type: none"> <li>1. Concrete Technology</li> <li>2. Modern Construction Techniques &amp; Managemen</li> <li>3. Wood Work in Construction</li> <li>4. Form work &amp; Bar Bending</li> </ol>
15.	Food Processing	<ol style="list-style-type: none"> <li>1. Food Preservation ,</li> <li>2. Bakery &amp; Confectionary</li> <li>3. Milk &amp; Dairy Product</li> <li>4. Agro Processing</li> <li>5. Food Beverages</li> <li>6. Processed Food</li> </ol>	<ol style="list-style-type: none"> <li>1. Food and Vegetables Processing</li> <li>2. Cereal, Pulses and Oilseed Processing</li> <li>3. Food Beverage</li> <li>4. Milk and Milk Products</li> <li>5. Meat, Fish &amp; Poultry Processing</li> </ol>
16.	Agriculture Machinery	<ol style="list-style-type: none"> <li>1. Basic Workshop Skill</li> <li>2. Electrical Wiring and Electronics</li> <li>3. Tractor and Power Tillers</li> <li>4. Irrigation Machinery</li> <li>5. Crop production Machinery</li> <li>6. Post Harvest Technology</li> </ol>	<ol style="list-style-type: none"> <li>1. Repair and Maintenance of Harvesting Machines</li> <li>2. Repair , Maintenance &amp; overhauling of Tractors</li> <li>3. Repair, Maintenance of post Harvesting Machines/ Processing Machines</li> <li>4. Operation repair and Maintenance of Crop production machinery.</li> </ol>

17.	Process Plant Maintenance	<ol style="list-style-type: none"> <li>1. Basic Fitting</li> <li>2. Basic Turning &amp; Machining</li> <li>3. Basic Refrigeration &amp; Air Conditioning</li> <li>4. Basic Instrumentation</li> <li>5. Basic Electrician, Electronic &amp; Computer</li> <li>6. Basic Laboratory Technique</li> </ol>	<ol style="list-style-type: none"> <li>1. Operator Chemical Plant</li> <li>2. Operation &amp; Maintenance of Boiler &amp; Steam Turbine</li> <li>3. Mechanical Maintenance of Processes Plant</li> <li>4. Processes Plant Mechanical Maintenance</li> <li>5. Repairing of Equipment</li> <li>6. Processes Plant Refrigeration &amp; Air Conditioning Maintenance</li> <li>7. Electrical Maintenance of Process Plant</li> <li>8. Electronic and Instrument Maintenance of Process Plant</li> <li>9. Fabrication and Designing of Steel Structure</li> </ol>
18.	Bamboo Technology	<ol style="list-style-type: none"> <li>1. Basic Electrical &amp; Basic Computer, Auto Cad</li> <li>2. Basic course on Bamboo processing</li> <li>3. Basic course of Bamboo Processing Machine</li> <li>4. Basic course on secondary processing of Bamboo.</li> <li>5. Basic course of construction &amp; Furniture Making.</li> <li>6. Basic course on design interpretation &amp; Bamboo Handicrafts products .</li> </ol>	
19.	Tourism	<ol style="list-style-type: none"> <li>1. Tourism Concept &amp; Impact.</li> <li>2. Tourism Product of India</li> <li>3. Geography for tourism</li> <li>4. Indian Society ,Culture &amp; History.</li> <li>5. Computer Application &amp; Tourism Industry</li> <li>6. English.</li> </ol>	<ol style="list-style-type: none"> <li>1. Eco- Tourism</li> <li>2. Tour &amp; Travel Management</li> <li>3. Hospitality Management</li> </ol>

20.	Industrial Automation	<ol style="list-style-type: none"> <li>1. Workshop Practice</li> <li>2. Computer Application in Industrial Automation</li> <li>3. Electronics for Automation</li> <li>4. Electrical for Automation</li> <li>5. Process Instrumentation</li> <li>6. Pneumatics &amp; Hydraulics</li> </ol>	<ol style="list-style-type: none"> <li>1. Industrial Mechanical Maintenance</li> <li>2. Industrial Electrical Maintenance</li> <li>3. Industrial Electronics &amp; Control</li> </ol>
21.	Textile Processing & Technology Sector	<ol style="list-style-type: none"> <li>1. Basic Workshop Practices Fitting and Measurements ,</li> <li>2. Basic Electrical , Electronics and Computer Operations,</li> <li>3. Basics of Spinning ,</li> <li>4. Basics of Weaving ,</li> <li>5. Basics of Bleaching &amp; Finishing</li> <li>6. Chemistry of Dyeing</li> </ol>	<ol style="list-style-type: none"> <li>1. Advanced Spinning &amp; Weaving Technology</li> <li>2. Advanced Bleaching Finishing and Dying Technology</li> <li>3. Repair &amp; Maintenance of Textile Machinery &amp; Equipment</li> <li>4. Advanced Textile Technology</li> <li>5. Technology of Sizing, Bleaching and Finishing</li> <li>6. Technology of Dyeing</li> <li>7. Technology of Printing</li> <li>8. Computer Aided Textile, Design &amp; Colour</li> <li>9. Testing of Chemicals and Textiles</li> </ol>

# 28

## APPRENTICESHIP TRAINING SCHEME

### BACKGROUND

**28.1** Development of human resource is crucial for the industrial development of any nation. Up-gradation of skills is an important component of HRD. Training imparted in Institutions alone is not sufficient for acquisition of skills and needs to be supplemented by training in the actual work place.

### 28.2 Objective

Apprentices Act, 1961 was enacted with the following objectives: -

To regulate the programme of training of apprentices in the industry so as to conform to the prescribed syllabi, period of training etc. as laid down by the Central Apprenticeship Council; and

To utilize fully the facilities available in industry for imparting practical training with a view to meet the requirements of skilled manpower for industry.

### 28.3 Implementation of the Act

DGE&T is responsible for implementation of the Act in respect of Trade Apprentices in the Central Government Undertakings and Departments. It is done through six Regional Directorates of Apprenticeship Training located at Kolkata, Mumbai, Chennai, Hyderabad, Kanpur and Faridabad.

State Apprenticeship Advisers are responsible for implementation of the Act in respect of Trade Apprentices in State Government Undertakings/ Departments and Private Establishments.

Department of Secondary and Higher Education in the Ministry of HRD is responsible for implementation of the Act in respect of Graduate, Technician & Technician (Vocational) Apprentices. This is done through four Boards of Apprenticeship Training located at Kanpur, Kolkata, Mumbai & Chennai.

### 28.4 Central Apprenticeship Council

It is an apex statutory tripartite body to advise the Government on laying down of policies and prescribing norms & standards in respect of Apprenticeship Training Scheme.

It is tripartite by constitution with members from Govt. both Central and State/ UTs, Employers & Trade Unions.

### 28.5 Categories of Apprentices

- I. There are four categories:
- II. Trade Apprentices
- III. Graduate Apprentices
- IV. Technician Apprentices
- V. Technician(Vocational) Apprentices

## 28.6 COVERAGE

It is obligatory on the part of employers both in Public and Private Sector establishments having requisites training infrastructure as laid down in the Act, to engage apprentices.

254 groups of industries are covered under the Act.

24,815 establishments engage apprentices.

## 28.7 STIPEND

Trade apprentices are paid stipend at following rates: Rs.1090 p.m. for 1<sup>st</sup> year, Rs.1240 p.m. for 2<sup>nd</sup> year, Rs.1440 p.m. for 3<sup>rd</sup> year and Rs.1620 p.m. for 4<sup>th</sup> year. (with effect from 21<sup>st</sup> March 2007)

The expenditure on stipend for trade apprentices is borne by the employers.

The rates of stipend for Graduate, Technician & Technician (Vocational) apprentices are Rs.2600 p.m, Rs.1850 p.m. and Rs.1440 p.m., respectively. (with effect from 8<sup>th</sup> January 2008)

Expenditure on Stipend for the categories of Graduate, Technician & Technician (Vocational) apprentices is shared equally between the employer and the Central Government.

Rates of stipend are revised every two years based on Consumer Price Index.

## 28.8 TRAINING OF TRADE APPRENTICES

188 trades in 35 trade groups have been designated. List of trades is given in **Annexure-I**.

Qualifications vary from Class VIII pass to XII class pass (10+2) system.

Minimum age is 14 years.

Period of training varies from 6 months to 4 years.

Training comprises Basic Training, Practical Training and Related Instructions as per prescribed syllabus for each trade.

Basic Training & Related Instructions are conducted in Basic Training Centres (BTCs) or Related Instruction Centres (RICs) set up within the establishments or in a BTC or RIC set up by the Government.

Seats for trade apprentices are located by the Apprenticeship Adviser on the basis of prescribed ratio of Apprentices to Workers and availability of training facilities.

Every apprentice and employer has to enter into a contract of apprenticeship training, which is registered by the Apprenticeship Advisers.

Employers and apprentices have to fulfill their obligations under the Act.

## 28.9 TESTING AND CERTIFICATION OF TRADE APPRENTICES

All India Trade Tests (AITT) for trade apprentices are conducted by National Council of Vocational Training (NCVT) twice a year (October/ November and April/May).

National Apprenticeship Certificate (NAC) is awarded to those who pass the AITT.

NAC is recognized for employment under Govt./Semi-Government departments/ organizations.

## 28.10 SKILL COMPETITION OF TRADE APPRENTICES

With a view to fostering healthy competition among apprentices as well as establishments, skill competition is organized at local, regional & All India levels.

Skill competition is held for 15 trades namely; Fitter, Machinist, Turner, Welder (Gas & Electric), Electrician, Mechanic (Motor Vehicle), Tool & Die Maker (Die & Moulds), Tool and Die Maker (Press Tool, Jigs & Fixture), Instrument Mechanic, Draughtsman (Mechanical), Mechanic Machine Tool Maintenance, Wireman, Mechanic (Diesel), Refrigeration & Air-Conditioning Mechanic and Electronics Mechanic.

## 28.11 TRAINING OF GRADUATE, TECHNICIAN & TECHNICIAN (VOCATIONAL) APPRENTICES

122 subject fields have been designated for the category of Graduate & Technician apprentices. List is given at **Annexure-II**.

122 subject fields have been designated for the category of Technician (Vocational) apprentices. List is given at **Annexure-III**.

Period of post qualification training for these categories is one year.

Seats are located based on managerial/supervisory posts and training facilities.

Training programme is prepared in joint consultation between Apprenticeship Adviser & Establishment concerned.

Certificates are awarded on completion of training by the Department of Education, Ministry of Human Resource Development.

## 28.12 Training statistics of Trade Apprentices

As on 30.06.2009, 1,95,703 training seats for the trade apprentices in 188 trades have been utilized against 2,78,123 seats identified in 24,815 establishments covered under the Act. The seat utilization for various categories was: 24079 for Scheduled Castes, 8983 for Scheduled Tribes, 10461 for Minorities, 1060 for Physically Handicapped and 7374 for Women. The Details are given in **Annexure-IV, IVA, IVB**.

Entry qualification for the apprenticeship training varies from class VIII pass to XII pass (10+2) system. Period of training varies from 6 months to 4 years depending upon the trade

National Council of Vocational Training (NCVT) conducts All India Trade Tests (AITTs) for trade apprentices twice in a year. National Apprenticeship Certificate (NAC) is awarded to those who pass the AITT. NAC is recognized for employment under Government / Semi-Government departments/organizations.

## 28.13 Training statistics of Graduate, Technician & Technician (Vocational) Apprentices

122 subject fields have been designated for the category of Graduate & Technician apprentices. 122 subjects fields have also been designated for the category of Technician (Vocational) apprentices.

As on 31.03.2009 in total 57,991 training seats for the apprenticeship training have been utilized against 96,759 seats located for these categories. Out of the 57,991 seats

utilized, the utilization for various categories was: 5,313 for Scheduled Castes, 643 for Scheduled Tribes, 3,521 for Minorities, 172 for physically handicapped and 13,775 for Women. Detail is given at **Annexure-V**.

#### **28.14 Major Activities Undertaken During 2009-10**

32<sup>nd</sup> meeting of Central Apprenticeship Council was convened on 13<sup>th</sup> February, 2009.

Gazette Notification has been issued for revising the entry qualification from 10<sup>th</sup> Passed to 8<sup>th</sup> passed for the trade of Designer and Master Cutter vide GSR No. 53, dated 20<sup>th</sup> April, 2009.

Gazette Notification has been issued for providing a rebate of 1 year to certificate holders in 'Cutting and Sewing' in the trades of Designer and Master Cutter, Tailor (Men), Tailor (Women), Tailor (General) and Dress Maker.

8 new subject fields have been designated for the category of Graduate & Technician Apprentices.

20 new subject fields have been designated for the category of Technician (Vocational) apprentices.

Regional and State Apprenticeship Advisers have been delegated the power to consider the special request of establishments which are desirous of engaging more number of apprentices in a particular designated trade than the prescribed ratio keeping in view training and production facilities available with the establishments.

Remuneration to be paid to Chairman, Superintendent, Invigilators for Evaluation of

answer books for the written papers & practical test for conducting All India Trade Test for Apprentices has been enhanced.

The existing rates charged for issuing a duplicate National Apprenticeship Certificate have been increased from Rs.20/- to Rs.100/-.

Rebates in the period of apprenticeship training have been provided in the certain trades of State Council for Vocational Training, Government of Maharashtra.

#### **28.15 Future Plans:**

The Central Apprenticeship Council (CAC) is being reconstituted.

Regional Apprenticeship Advisory Committees (RAACs) are being constituted at the regional levels in the six RDATs and their meetings have been initiated for the effective implementation of the Apprenticeship Training Scheme at all levels.

The following amendments in the Apprentices Act, 1961 have been proposed:

Change in the definition of "Worker" under the Apprentices Act, 1961.

Implementing of apprenticeship training scheme in those organizations which are operating same business/ trade from different locations situated in more than one state, will rest with the Central Government.

A fine equal to the amount of stipend payable for unutilized seats per month will be imposed on the employer till the seat is filled up.

Sharing the amount of stipend equally with the establishments by the central Government.

34 new trades to be designated under the Apprenticeship Training Scheme.

Enhancement of 10-20% of existing seats located/utilized for trade apprentices.

The implementing authorities have been informed to select and introduce trades in consultation with the establishments in night

shifts in manufacturing industries with all night amenities.

Rebates in the period of apprenticeship training have been provided in the certain trades of State Council for Vocational Training, Government of National Capital Territory of Delhi vide GSR 594(E) dated 14<sup>th</sup> August 2008. Instructions have been issued to all State Apprenticeship Advisers and Regional Directors to permit the workers to appear as private candidates in All India Trade Test for Apprentices.

List of designated trades under the Apprentices Act, 1961**Trades having entry qualification Class VIII<sup>th</sup> Pass**

Name of the Trade				Period of Training
1	Lineman	2	Wireman	3 years
3	Furniture & Cabinet Maker	4	Plumber	
5	Mechanic (Marine Diesel)	6	Tractor Mechanic	
7	Pattern Maker	8	Painter General	
9	Driver-cum-Fitter	10	Foundryman	
11	Sheet Metal Worker	12	Carpenter	
13	Welder (Gas & Electric)	14.	Mason (Building Constructor)	2 years
15	Auto Mechanic (Two Wheeler/ Three Wheeler)	16	Sports Good Maker (Wood)	
17	Book Binder	18	Tailor (General)	
19	Leather Goods Maker	20	Footwear Maker	
21	Finished Leather Maker	22	Upholsterer	
23	Rigger	24	Gas Cutter	
25	Ceramic Moulder	26	Ceramic Caster	
27	Ceramic Kiln Operator	28	Ceramic Press Operator	
29	Ceramic Decorator	30	Moulder (Refractory)	
31	Painter Marine			
32	Tailor (Men)	33	Tailor(Women)	1 ½ years
34	Jewellery and Precious Metal Worker	35	Glass Former and Processor	1 year
36.	Gardener			
37	Weaver	38	Doffer-cum-Piecer	6 months
39	Tenter (Drawing Speed/ Fly Frames)	40	Winder (Textile)	
41	Printing Textile	42	Barber/Hair Cutter/ Dresser	
43	Tyre Repairer	44	Pruner Tea Gardens	

### Trades having entry qualification Class X<sup>th</sup> Pass

45	Electrician Aircraft	46	Tool & Die Maker (Die & Mould)	4 years
47	Tool & Die Maker (Press Tools, Jigs & Fixture)	48	Mechanic (Earth Moving Machinery)	
49	Mechanic (Instrument Aircraft)	50	Power Electrician	
51	Plastic Mould Maker	52	Mechanic Radio and Radar Aircraft	
53	Operator Cum Mechanic (Power Plant)	54	Mechanic Machine Tool Maintenance	
55	Fitter	56	Turner	3 years
57	Machinist	58	Machinist (Grinder)	
59	Offset Machine Minder	60	Forger & Heat Treater	
61	Optical Worker	62	Electrician	
63	Information Technology & Electronic System Maintenance	64	Mechanic Maintenance (Textile Machinery)	
65	Shipwright (Steel)	66	Mechanic (Dairy Maintenance)	
67	Mechanic Maintenance (Chemical Plant)	68	Material Handling Equipment-Cum-Operator	
69	Instrument Mechanic	70	Mechanic Watch and Clock	
71	Mechanic Diesel	72	Mechanic (Motor Vehicle)	
73	Refrigeration and Air Conditioning Mechanic	74	Construction Machinery Mechanic-Cum-Operator	
75	Draughtsman (Civil)	76	Draughtsman (Mechanical)	
77	Surveyor	78	Fitter Structural	
79	Boiler Attendant	80	Mechanic Mining Machinery	
81	Switch Board Attendant	82	Line Operator	
83	Mono Keyboard Operator	84	Process Cameraman	
85	Retoucher Lithographic	86	Engraver	
87	Sirdar (Colliery)	88	Mate (Mines)	

**Trades having entry qualification Class X<sup>th</sup> Pass**

89	*Attendant Operator (Chemical Plant)	90	*Instrument Mechanic (Chemical Plant)	<b>3 years</b>
91	*Laboratory Assistant (Chemical Plant)	92	Mechanic (Agriculture Machinery)	
93	Maintenance Mechanic for Leather Machinery	94	Insulator Maker/ Machine Operator (Ceramic)	
95	Pipe Fitter	96	Shipwright (Wood)	
97	Electronics Mechanic	98	Brick Layer (Refractory)	
99	Apprentices Food Production (General)	100	Steam Turbine Cum Auxiliary Plant Operator	
101	Winder (Armature)	102	Cable Jointer	
103	Electrician (Mines)	104	Electroplater	
105	Mechanic-cum-Operator Electronics Communication System	106	Mechanic Television (Video)	
107	Attendant Operator (Dairy)			<b>2 years</b>
108	Shirts and Trousers Maker	109	Motor Vehicle Body Builder	
110	Auto Electrician	111	Mono Castor Operator	
112	Plate Maker (Lithographic)	113	Short firer/Blaster (Mines)	
114	Steward	115	Baker and Confectionery	
116	Hotel Clerk/Receptionist/ Front Office Assistant	117	Apprentice Food Production (Vegetarian)	
118	Fiber Reinforced Plastic Processor	119	Plastic Process Operator	
120	Designer and Master Cutter	121	Dress Maker	
122	Embroidery and Needle Worker	123	Horticulture Assistant	
124	Stockman (Dairy)	125	Pump Operator-cum-Mechanic	
126	Sports Goods Maker (Leather)	127	Photographer	
128	Beautician	129	Steel Melting Hand	

\* Persons possessing B.Sc. qualification can undergo Apprenticeship Training with duration of 1½ year in these trades.

### Trades having entry qualification Class X<sup>th</sup> Pass

130	Crane Operator (Overhead Steel Industry)	131	Furnace Operator (Steel Industry)	
132	Hair Dresser	133	Health and Slimming Assistant	
134	Hair and Skin Carer	135	Enamel Glazer	
136	Fruit And Vegetable Processor	137	Operator (Steel Plant)	
138	Mechanic Automobile (Advance Petrol Engine)	139	Mechanic Automobile (Advance Diesel Engine)	<b>2 years</b>
140	Mechanic Auto Electronics	141	Mechanic (Denting, Painting and Welding)	
142	TIG/MIG Welder	143	Structural Welder	
144	Welder (Pipe and Pressure Vessels)	145	Chemical Laboratory Assistant	
146	Advance Mechanic (Instruments)	147	CAD-CAM Operator -cum- Programmer	
148	Advance Welder	149	Jigs and Fixtures Maker	
150	Quality Assurance Assistant	151	CNC Programmer cum Operator	
152	Operator PLC System	153	Mechanic (Electrical Domestic Appliances)	
154	Mechanic (HT, LT Equipments and Cable Jointing)	155	Mechanic (Electrical Power Drives)	
156	Mechanic (Embedded Systems and PLC)	157	Mechanic Power Electronics (Inverters, UPS & Maintenance of Drives)	
158	Mechanic (DTH and other Communication System)	159	Mechanic (Domestic, Commercial Refrigeration and Air Conditioning Machines)	
160	Mechanic (Central Air conditioning Plant, Industrial cooling and Package Air conditioning)	161	Mechanic (Cold storage, Ice plant and Ice candy plant)	
162	Computer Aided Pattern Maker	163	Fashion Designing Assistant	
164	House Keeper Accommodation Assistant -cum	165	Knitter (Hosiery)	<b>1 ½ years</b>
166	Mechanic Sewing Machine	167	Senior Sales Person (Retail)	<b>1 year</b>

**Trades having entry qualification Class X<sup>th</sup> Pass**

168	Battery Repairer	169	Lacquering and Powder Coating Operator	<b>1 year</b>
170	Wood Handicrafts Worker			
171	Creel Boy-Cum-Warper	172	Screen Printing	<b>6 months</b>
173	Beautician Assistant	174	Cable Television Operator	
175	** Call Centre Assistant	176	Sales Person (Retail)	

**Trades having entry qualification XII<sup>th</sup> Pass**

177	Operator Advanced Machine Tool Maintenance	178	Mechanic Advanced Machine Tool Maintenance	3 years
179	Mechanic Industrial Electronics			
180	Data Preparation and Computer Software	181	Desk Top Publishing Operator	2 years
182	Operator Cum Mechanic Pollution Control Equipment	183	Mechanic Medical Equipment for Hospitals and Occupational Health Centre	
184.	Medical Laboratory Technician (Pathology)	185	Medical Laboratory Technician (Radiology)	6 months
186.	Medical Laboratory Technician (Cardiology and Physiology)			

**Trades having entry qualification B.Sc. Pass**

187.	Advanced Attendant Operator (Process)	<b>1 ½ years</b>
	<b>Trades having entry qualification National Trade Certificate in “Computer Operator And Programming Assistant” issued by National Council for Vocational Training</b>	
188.	Programming And Systems Administration Assistant	<b>1 year</b>

\*\* Persons possessing National Trade Certificate issued by NCVT in the trades of Electronics Mechanic, Electrician, Mechanic cum Operator Electronics Communication system, Computer Operator and Programming Assistant, Information Technology and Electronics System Maintenance, Radio and Television, Instrument Mechanic can undergo Apprenticeship Training.

**Subject fields in Engineering and Technology designated for Graduate / Technician Apprentices**

1. Civil Engineering	2. Public Health Engineering
3. Structural Engineering	4. Highway Engineering
5. Construction Technology	6. Mechanical Engineering
7. Refrigeration and Air Conditioning	8. Machine Tool Technology
9. Production Engineering	10. Automobile Engineering
11. Electrical Engineering	12. Electronics and Telecommunication Engineering
13. Computer Engineering	14. Television Engineering
15. Industrial Electronics	16. Radio & Electronics Engineering
17. Nuclear Engineering	18. Avionics
19. Metallurgy	20. Textile Engineering
21. Agricultural Engineering	22. Chemical Engineering
23. Sugar Technology	24. Marine Engineering
25. Nautical Engineering	26. Aeronautical Engineering
27. Mining	28. Plastic Technology
29. Textile Chemistry	30. Naval Architecture
31. Architecture	32. Regional & Town Planning
33. Textile Technology	34. Glass Technology
35. Ceramic Technology	36. Silicate Technology
37. Pharmaceutical Science	38. Oil & Soap Technology
39. Pigment & paint Technology	40. Dye Stuff Technology
41. Printing Technology	42. Leather Technology
43. Leather Goods and Footwear Manufacture	44. Rubber Technology
45. Food Technology	46. Bio-Chemical Engineering
47. Instrumentation-Technology	48. Petroleum Engineering
49. Petroleum Technology	50. Applied Geology
51. Applied Geophysics	52. Jute Technology
53. Paper Technology	54. Catering Technology
55. Plastic Engineering	56. Foundry Technology
57. Sound Engineering	58. Ground Water Engineering

59. Drilling Engineering	60. Cinematography
61. Fisheries and Navigation	62. Medical Laboratory Technology
63. Industrial Engineering	64. Knitting Technology
65. Secretarial Commercial Practice	66. Interior Decoration
67. Library Science	68. Costumes Design & Dress making/ Garment Technology
69. Fine Art Sculpture Commercial etc	70. Computer Science/ Computer Applications
71. Polymer Technology	72. Dairy Engineering Technology
73. Mining Machine Engineering	74. Mineral Engineering
75. Fabrication Technology	76. Transportation Engineering
77. Wood/Timber Technology	78. Safety Engineering
79. Handloom Technology	80. Plant Engineering Technology
81. Ship Building Technology	82. Man-made Fibre Technology
83. Tool Engineering Technology	84. Bio-Medical Engineering
85. Energy Engineering	86. Production Engineering and Industrial Management
87. Architectural Assistantship	88. Electrical and Electronics Engg.
89. Environment Pollution and Control Engineering	90. Footwear Technology
91. Computer Aided Design Computer Aided Manufacturing/ ROBOTICS Application	92. Bio-gas Technology
93. Petro-Chemical Engineering / Technology	94. Water Management
95. Water Resource Engineering	96. Machine Tools and Maintenance
97. Industrial Electronics and Instrumentation	98. Air Craft Maintenance Engineering
99. Mechatronics	100. Cement Technology
101. Information Technology	102. Materials Management
103. Packaging Technology	104. Beauty Culture and Cosmetology
105. Textile Designing	106. Bio-Technology
107. Electronics & Bio-Medical Engineering	108. Electronics & Communication Engineering
109. Bio-Medical Instrumentation Engineering	110. Fashion Technology

111. Garment and Fashion Technology	112. Modern Office Practice Management
113. Herbal technology	114. Travel and Tourism Management
115. Medical Electronics	116. Electronics and Instrumentation Engineering
117. Instrumentation and Control Engineering	118. Manufacturing Engineering
119. Geo Informatics	120. Electronics Engineering
121. Food Process Engineering	122. Computer Science and Engineering

### Annexure-III

#### Subject fields designated for Technician (Vocational) Apprentices

1. Accountancy & Auditing	2. Banking
3. Marketing and Salesmanship	4. Office Secretaryship/ Stenography
5. Food Preservation	6. Poultry Farming
7. Fisheries/Fish Processing	8. Dairying
9. Medical Laboratory/Technology Assistants	10. Health Worker
11. Nursing	12. Child Care & Nutrition
13. Crop Cultivation/Production	14. Sericulture
15. Agriculture	16. Floriculture
17. Plant Protection	18. Textile Designing
19. Civil Construction/Maintenance	20. Mechanical Servicing
21. Agricultural Chemicals	22. Inland Fisheries
23. Plantation Crops & Management	24. Seed Production Technology
25. Swine Production	26. Vegetable Seed Production
27. Medicinal & Aromatic Plant Industry	28. Sheep and Goat Husbandry
29. Repair & Maintenance of Power Driven Farm Machinery	30. Veterinary Pharmacist-cum-Artificial Insemination Asstt.
31. Agro Based Food Industries (Animal based)	32. Agro Based Food Industries (Crop based)
33. Agro Based Industries (Feed based)	34. Post Harvest Technology
35. Fish Seed Production	36. Fishing Technology
37. Cooperation	38. Export-Import Practices and Documentation
39. Insurance	40. Purchasing & Store Keeping

41. Taxation Practices/Taxation Laws/ Tax Assistant	42. Audio Visual Technician
43. Maintenance Repair of Electrical Domestic Appliances	44. Health Sanitary Inspector
45. Hospital Documentation	46. Hospital House Keeping
47. Ophthalmic Technician	48. Physiotherapy & Occupational Therapy
49. X-Ray Technician	50. Multi Rehabilitation Worker
51. Catering & Restaurant Management	52. Institutional House Keeping
53. Pre School & Crèche Management	54. Commercial Garment Designing and Making
55. Interior Design	56. Library and Information Science
57. Tourism and Travel Techniques	58. Instrumental Music (Percussion Table)
59. Classical Dance (Kathak)	60. Indian Music (Hindustani Vocal Music)
61. Horticulture	62. Soil Conservation
63. Industrial Management	64. Receptionist
65. Basic Financial Services	66. Office Management
67. Building and Road Construction	68. Building Maintenance
69. Ceramic Technology	70. Computer Technology
71. Rural Engineering Technology	72. Material Management Technology
73. Rubber Technology	74. Structure and Fabrication Technology
75. Sugar Technology	76. Tanneries
77. Clothing for the family	78. Health Care and Beauty Culture
79. Bleaching, Dying and Fabric Painting	80. Knitting Technology
81. Bio Medical Equipment & Technician	82. Dental Hygienist
83. Dental Technician	84. Multi Purpose Health Worker
85. Pharmacist	86. ECG and Audiometric Technician
87. Nutrition and Dietetics	88. Auxiliary Nurse and Mid Wives
89. Primary Health Worker	90. Photography
91. Commercial Art	92. Physical Education
93. Bharatnatyayam	94. Cotton Classifier

95. Printing Technology	96. Surveying
97. Printing & Book Binding	98. Automobile Mechanic
99. Automobile Engineering Technology	100. Information Technology
101. Radio and Television Engineering	102. Electronics Technology
103. Computer Graphics Animation	104. Electronics Engineering Technician
105. Radio & TV Maintenance & Repairs	106. Domestic Electronic and Project Equipment
107. General Machinist	108. Electrical Motor Winding
109. Maintenance & Servicing of Textile Machinery	110. Dress Designing and Making
111. Accountancy and Taxation	112. Construction Technology, Water Supply & Sanitary Engg.
113. Office Assistantship	114. Automobile Engineering Technician
115. Food Preservation and Processing	116. Mushroom Culture
117. Preservation & Processing of Fruits & Vegetables	118. Air Conditioners & Refrigerator Mechanics
119. Computer Assembly & Maintenance	120. Mining Geology
121. Consumer & Industrial Electronics Mechanics	122. Business Math Statistics

Annexure-IV				
Training Statistics of Trade Apprentices				
Position as on 30.6.2009				
Sl. No.		Central Sector	State/Private Sector	Total
1.	No. of Seats located	36334	241789	278123
2.	No. of Seats utilised	31905	163798	195703
3.	% utilisation of seats	88%	68%	70%
4.	Minorities/Weaker Section			
	a) Scheduled Caste(SC)	5620 18%	18459 11%	24079 12%
	b) Scheduled Tribes(ST)	1426 4%	7557 5%	8983 5%
	c) Minorities	1457 5%	9004 5%	10461 5%
	d) Physically Handicapped	352 1%	708 0.35%	1060 1%
	e) Women	1378 5%	5996 4%	7374 4%

Annexure-IV A								
Details of Region-wise Seats Utilisation in respect of Trade Apprentices in Central Sector								
Position as on 30.6.2009								
Region	Seats located	Seats utilised	% Utilisation	No. of Seats utilised out of Column 3				
				S/C	S/T	Minorities	PH	Women
1	2	3	4	5	6	7	8	9
RDAT, Kolkata	6858	5843	85%	582	305	29	10	52
RDAT, Chennai	7977	6634	83%	1860	178	990	142	790
RDAT, Faridabad	2839	2350	83%	449	62	16	12	19
RDAT, Hyderabad	7907	7526	95%	981	189	90	70	77
RDAT, Kanpur	6539	5856	90%	1038	369	183	72	190
RDAT, Mumbai	4214	3696	88%	710	323	149	46	250
<b>Total</b>	<b>36334</b>	<b>31905</b>	<b>88%</b>	<b>5620</b>	<b>1426</b>	<b>1457</b>	<b>352</b>	<b>1378</b>

Annexure - IV B								
Details of Seats Utilisation in respect of Trade Apprentices in State Sector								
Position as on 30.6.2009								
State/UT	Seats located	Seats utilised	% Utilisation	No. of Seats utilised out of Column 3				
				S/C	S/T	Minorities	PH	Women
1	2	3	4	5	6	7	8	9
Andhra Pradesh	17537	13884	79%	2027	744	1121	152	144
Arunachal Pradesh	18	1	6%	---	---	---	---	---
Assam	22	19	86%	2	3	2	---	---
Bihar	672	363	54%	40	7	41	5	5
Chhattisgarh	1203	563	47%	50	65	1	---	7
Goa	1347	676	50%	1	3	14	4	3
Gujarat	33640	26784	80%	3005	3014	663	20	708
Haryana	8046	5804	72%	956	1	44	7	94
Himachal Pradesh	1853	1240	67%	125	46	10	21	16
J & K	1052	732	70%	47	11	651	9	14
Jharkhand	2504	2384	95%	338	310	149	12	114
Karnataka	26090	20669	79%	1688	562	1339	193	1447
Kerala	8760	7825	89%	792	57	1780	11	1045
Madhya Pradesh	4150	2465	59%	392	165	290	3	19
Maharashtra	55819	35296	63%	3827	1312	1599	14	911
Manipur	80	15	19%	1	1	1	---	2
Meghalaya	---	---	---	---	---	---	---	---
Mizoram	---	---	---	---	---	---	---	---
Nagaland	35	31	89%	---	24	---	---	---
Orissa	4064	3350	82%	501	769	98	101	316
Punjab	5604	2903	52%	421	2	43	21	31
Rajasthan	7446	3319	45%	312	160	162	5	19
Tamil Nadu	33542	15339	46%	1433	56	643	39	129
Tripura	---	---	---	---	---	---	---	---
Uttar Pradesh	19432	14595	75%	2032	103	191	69	691
Uttrankhand	2153	815	38%	52	16	7	4	---
West Bengal	3450	3027	88%	207	35	85	15	153
A & N Islands	76	11	14%	---	---	---	---	---
Chandigarh	291	102	35%	13	---	24	---	---
D & N Haveli	88	85	97%	4	58	1	---	---
Daman & Diu	140	140	100%	6	30	3	---	---
Delhi	1362	216	16%	77	3	8	---	2
Puducherry	1313	1145	87%	110	---	34	3	126
<b>Total</b>	<b>241789</b>	<b>163798</b>	<b>68%</b>	<b>18459</b>	<b>7557</b>	<b>9004</b>	<b>708</b>	<b>5996</b>

Annexure-V					
Training Statistics of Graduate, Technician and Technician(Vocational) Apprentices					
Position as on 31.3.2009					
Sl. No.		Graduate	Technician	Technician (Vocational )	Total
1.	No. of Seats located	30737	40892	25130	96759
2.	No. of Seats utilised	24414	22591	10986	57991
3.	% utilisation of seats	79%	55%	44%	60%
4.	Minorities/Weaker Section				
	a) Scheduled Caste (SC)	1572 6%	2630 12%	1111 10%	5313 9%
	b) Scheduled Tribes (ST)	242 1%	267 1%	134 1%	643 1%
	c) Minorities	1481 6%	1426 6%	614 6%	3521 6%
	d) Physically Handicapped	55 0.23%	96 0.42%	21 0.19%	172 0.30%
	e) Women	6140 25%	3151 14%	4484 41%	13775 24%

29.1 As per entry No. 5 of Part V of Miscellaneous Business, the schemes for training of instructors, craftsmen, technicians, and foreman at supervisory level, both in India and abroad, have been allotted to Ministry of Labour and Employment under the miscellaneous subject.

29.2 DGE&T offer a range of training courses catering to the needs of different segment of the society. The courses are available for the school drop outs; ITI passed out persons, ITI instructors, Industrial Workers, Technicians, Junior and middle level Executives, Supervisors/ Foremen, Women, SC/STs, Ex-servicemen, etc.

29.3 It also conducts training oriented research and undertakes development of instructional media packages for the use of trainees, instructors and affiliation of ITIs with National Council of Vocational Training (NCVT) etc. Brief of these programmes have been given in the following Paras.

29.4 Within the framework of a democratic polity, our laws, development policies, plans and programmes have aimed at women's advancement in different spheres. In this endeavor DGE&T, being the nodal agency, looking after Vocational Training in country takes care of providing training to Women.

29.5 To take special care for the vocational training of women, a Vocational Training Programme for women was launched in the

Ministry of Labour in 1977 and a separate Women's Training Cell was formed under DGE&T. This cell is responsible for designing & pursuing long term policies related to Women's Vocational training in the country. During nineties, this cell has been instrumental in setting up 100 new ITIs for women, 4 RVTIs and 64 women ITIs were strengthened by starting new trades. Revision of curricula of various trades is also taken up from time to time to meet the training needs of the industry.

## **Institutional Network**

29.6 A network of Institutes, both under the Central & State Governments have been set up for extending skill training facilities to women, which aim at stimulating employment opportunities among women of various socio-economic levels and different age groups.

## **Central Sector**

29.7 Under the Central Sector, the Institutional Network includes 11 Institutes, providing training facilities exclusively for women in skills having high wage-employment and self-employment potential. The institutes set up under the Women's Occupational Training Directorate are:

- (i) National Vocational Training Institute (NVTI) for Women, NOIDA (1977) and Regional Vocational Training Institutes (RVTIs) for Women at Mumbai (1977), Bangalore (1977), Thiruvananthapuram (1983), Panipat [earlier

started from Hisar in 1986 & now shifted to Panipat in 2009], Kolkata (1986), Tura (1986), Allahabad (1991), Indore (1992), Vadodara (1993) and Jaipur (1994) (Figures in bracket indicate the year of establishment)

29.8 The NVTI at NOIDA and RVTIs at Bangalore, Thiruvananthapuram, Jaipur, Allahabad, Kolkata, Tura and Panipat are housed in their own permanent premises. RVTI Mumbai is operating from a permanent building provided by the State Government of Maharashtra in 1986. RVTIs at Indore and Vadodara are operating from the temporary premises given by the respective State Governments. For construction of permanent building for RVTI Indore land measuring about 5 acres has been taken over on rent in the premises of ESIC hospital at Indore. For RVTI, Vadodara the State Government of Gujarat has already allotted the land. Construction of permanent buildings for the above said RVTIs has also been approved and CPWD has taken over the construction work.

29.9 Hostel facilities are available at NVTI-NOIDA and RVTIs at Bangalore, Mumbai, Jaipur, Thiruvananthapuram, Kolkata, Tura Allahabad and Panipat.

### Training Activities

#### Central Sector

29.10 Regular skill Training programmes are presently being organized in Basic, Advanced and Post advanced Skill courses, in areas having wage/self employment potential. Table 30.1 reflects the seats sanctioned in the NVTI/RVTIs.

29.11 Training areas presently covered are: Secretarial Practice, Electronic Mechanic, Architectural Assistantship, Computer Operator

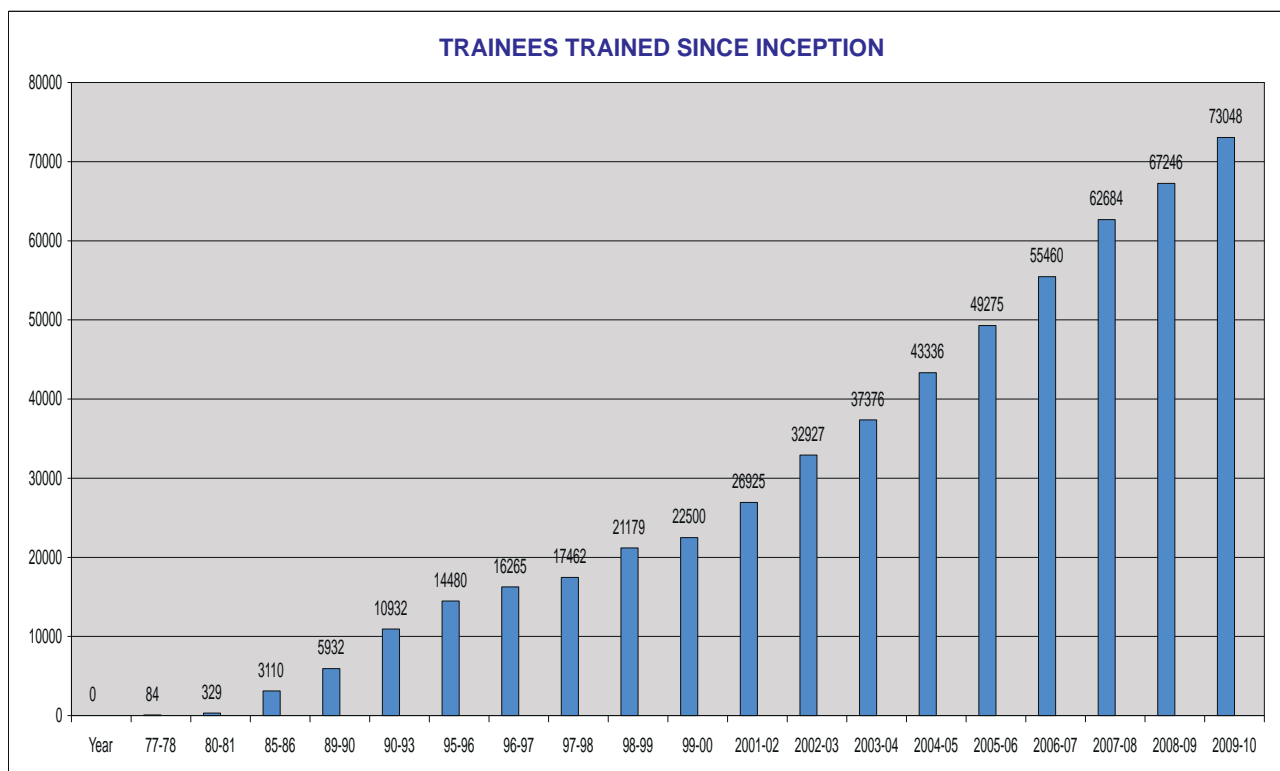
and Programming Assistant, Instrument Mechanic, Dress making, Embroidery, Hair & Skin Care, Fruit and Vegetable Preservation, Desk Top Publishing, Fashion Technology, Catering and Hospitality Management, Tour & Travel Assistant, Computer Aided Embroidery & Needle Work and Interior Design & Decoration. Institute wise availability of trades is given in **Table No 29.1.**

29.12 The National / Regional Vocational Training Institutes for Women are only women exclusive Institutes, which provide facilities for advanced skill and post-advanced training to women. The training facilities for women have been steadily growing and as on September 2009, there were about 3764 training seats in NVTI/ RVTIs (this includes seats for regular and additional adhoc courses).

29.13 Besides the regular courses these institutes also organize:

- o Short term/ad-hoc courses
- o Training Programmes in Pedagogy for ITI instructors
- o Short term courses in preparation/ use of Audio-Visual aids.

29.14 NVTI/RVTIs have trained about 73048 trainees since inception in various training courses until 30.09.2009 which includes 39592 trained in regular long term courses and 33456 in short-term courses. During the year 2009-10 about 5802 women have been trained until September 2009 in various courses; it includes 3137 trained in regular long term courses and 2665 in short term/ad- hoc courses in areas like using MS office, Word processing, Personal Grooming, Repairs / maintenance of Domestic Electronic equipment, Embroidery, Dress Making etc. The number of trainees trained since inception, can be seen in the **Chart-I: -**



## New Initiatives

29.15 In order to provide more training facilities to women within the available infrastructure additional adhoc training courses are being run with the help of contract faculty. Continuous efforts are also made to diversify, strengthen & modernize the existing training network by upgrading the equipments. Institutes are now better equipped with modern industrial sewing machines & upgraded computers. NVTI at Noida has been converted in to Centre of Excellence for the Garment Sector and various modules in the field of Garment Technology are running like e.g. Shirts & Trousers, Computer Aided Pattern Making & Fashion Designing and Computer Aided Pattern designing.

29.16 More stress is being given to involve 'user industry' in the functioning of Institutes

through Institute Management Committees. This is helping in understanding the training requirements of the industry and industry is coming forward to assist in the functioning of the institutes, thus improving the quality of training. For the trainees, classes on English speaking and personality development are being held to enhance their self esteem. Yoga classes and de-stressing programmes are being conducted for the well built of inmates of hostels.

## Training Institutes under State Sector

29.17 Vocational Training facilities exclusively for women at Craftsmen level (Basic courses) are provided through a network of Women Industrial Training Institutes (WITIs) / Women wings in general ITIs under the administrative control of the State Governments. The details on number of WITIs/wings etc. & the training seats

sanctioned is collected from the respective State Governments and compiled by the Women's Training Directorate at DGE&T (**details at Table 29.2**). There are about 1213 Women ITIs and women wings in general ITIs (289 Govt. Women ITIs and 80 Private Women ITCs, 726 Women training Wings in Govt. ITIs and 118 Women training Wings in Private ITCs) having a total of 51,804 Training seats.

29.18 To promote participation of women in Craftsmen Training, the NCVT has recommended that the State Government reserve 30% seats for women in general ITIs. The Women Industrial Training Institutes (WITIs) / Women's wings in general ITIs offer training in Basic Skill Courses (as under Craftsmen Training Schemes) in selected trades out of the 62 engineering & 50 non-engineering trades approved by the NCVT.

### CRAFT INSTRUCTOR TRAINING

29.19 Training of Craft Instructors is the responsibility of DGE&T in the Ministry of Labour & Employment. The Craft Instructors' Training Scheme is operational since inception of the Craftsmen Training Scheme. The first Craft Instructors' Training Institute was established in 1948. Subsequently, 5 more institutes namely, Central Training Institute for Instructors {now called as Advanced Training Institutes (ATI)}, ATI at Ludhiana, Kanpur, Howrah, Mumbai and Hyderabad were established in 1960's by DGE&T.

29.20 Objective of the Craft Instructor Training is to train Instructors in the techniques of transferring hands-on skills, in order to train semi-skilled / skilled manpower for industry. Under the programme, Instructors from State Govt. ITIs & ITCs and Training Centres established by industries under the Apprentices

Act are provided training. Training in 29 Engineering trades is offered in these institutes. Total seating capacity in the Engineering trades in operation in the above stated six Institutes is 1050.

29.21 The following type of Craft Instructor Training courses are offered at the above institutes for instructors of ITIs/ITCs:

- ✓ Trade Technology and Engineering Technology
- ✓ Training Methodology
- ✓ Refresher Courses for Advanced Modules of Multi Skill Courses.
- ✓ IT-Literacy courses
- ✓ Module on Quality tools & Quality concepts
- ✓ Craft Instructor Courses are offered with a view to provide comprehensive training both in skill development/ upgradation and training methodology.
- ✓ On recommendation of NCVT modular pattern of craft Instructor Training in place of conventional one year training has been introduced in CTI and ATIs with effect from session started from Aug 2009. The training programme has been divided in following four modules each of 3 months duration for the trades included in seven groups given in **Table-29.3**. Under the modular concept, multi entry and multi exit provision has been made to make programme flexible so that instructor can take up training in any of these modules at any of the institutes as per his convenience. Module on Engineering Technology is common for trades covered in a group.
- ✓ Training Methodology (**TM**) - common for all trades.

- ✓ Engineering Technology (ET)- common for similar trades in a group
- ✓ Trade Technology I (TT-I) - trade specific.
- ✓ Trade Technology II (TT-II) – trade specific.
- ✓ “National Craft Instructor” certificate is awarded only after successful completion of all four modules.
- ✓ Refresher training is provided to update and upgrade the knowledge and skill of the instructors of ITIs upgraded as CoE, to keep them abreast of technological developments in Industry so that they can impart in advanced modules of multi Skill courses. So far advanced modules of eight major sectors are covered for instructor training. Institutes are offering instructor training for all advanced modules covered in that sector. Sector covered and institute offering training programme is given in **Table-29.4**. These programme were started in year 2006 and 200 instructors were trained till October, 2009.
- ✓ The NVTI at NOIDA and RVTIs at Mumbai, Bangalore, Jaipur, Thiruvananthapuram, Allahabad, Indore and Vadodara are also providing Instructor Training Course exclusively for women in areas like Secretarial Practice (English), Secretarial Practice (Hindi), Electronic Mechanic, Dress Making, Computer Aided Embroidery & Needle Work, Fashion Technology, Architectural Assistantship and Beauty Culture & Hair Dressing. Total 540 seats (120 in NVTI and 60 in each RVTIs) are available for Instructor Courses in above institutes.
- ✓ Instructor Training in advanced modules of Multi Skill courses sectors not covered through DGE&T institutes are outsourced. The institute “Apex Hi Tech, Bangalore” has been given responsibility for arranging training of instructors in such sectors through outsourcing and so far 238 instructors were trained.
- ✓ Training module of two week duration on IT-Literacy is being offered jointly with M/S Microsoft at all above institutes and also at ATI-EPI Dehradun, ATI-EPI Hyderabad, FTI-Bangalore, NVTI and RVTIs so that instructors can impart training on IT Literacy module also. So far 2206 trainers have been trained in these institutes.
- ✓ Training on Quality Tools has been also arranged at these institutes for instructors of ITIs, jointly with Quality Council of India w.e.f. November, 2009.

## ADVANCED VOCATIONAL TRAINING

29.22 In order to upgrade and update the skills of serving industrial workers, an Advanced Vocational Training Scheme (AVTS) is in operation since 1977. The scheme was taken up by DGE&T, Ministry of Labour in collaboration with UNDP/ILO in 1977 at 6 Advanced Training Institutes (ATIs) under DGE&T and 16 Industrial Training Institutes (ITIs) of the 15 State Governments. The objectives of the scheme are to upgrade and update the skills of serving industrial workers to specialize in their field of work.

29.23 Under the scheme, training in selected skill areas is being imparted through short-term modular courses of one to six weeks' duration. Tailor-made courses suiting to the specific requirements of industrial establishments are also offered.

- ✓ The advanced skill training courses offered at 6 ATIs/CTI have been given in **Table 29.5**
- ✓ Over 1,65,459 industrial workers/ technicians have made use of the training facilities at 6 ATIs & CTI under DGE&T till October, 2009.

29.24 To meet the growing demand of industry, advanced skill training facilities were extended to 30 ITIs of various State Governments/ UTs under the Vocational Training Project taken up with financial assistance from World Bank during the period 1989-98. Under this project, training facilities in additional areas were created at 6 ATIs and the existing training facilities were also strengthened.

29.25 NC/CNC Training Centres have been established at ATIs/CTI, Chennai, Mumbai and Kanpur with UNDP/ILO assistance to meet the growing need of trained workers in Hi-Tech areas. Training courses for operators, programmers and technicians on NC/ CNC Machines are being conducted at these Centres.

29.26 ATI-EPI Hyderabad was established in 1974 with the assistance from the Swedish International Development Authority (SIDA), ILO to cater to the training requirement of industries/organizations by offering both shorter and long term courses in the field of Electronic & Process Instrumentation. Training activities of this institute are now grouped under five major wings:

- ✓ Consumer Electronics Wing – provides training in the disciplines of Audio Radio, Colour TV, CCTV, Digital Camera & Cable TV Equipment, Cordless phones and Cell phones.
- ✓ Industrial Electronics Wing – provides training in the disciplines of Power

Electronics, Digital & linear ICS, Microprocessors, Micro Controller and PLCS.

- ✓ Information Technology Wing – provides training in Computer Hardware, Software and Networking.
- ✓ Medical Electronics Wing – provides training in all aspects of Sophisticated Modern Medical Electronic equipment.
- ✓ Process Instrumentation Wing – provides training in Industrial Sensors, Process Control, Microprocessors, PLC in Process Industries.

29.27 The second ATI-EPI at Dehradun has been set up to cater to the needs of the Industries and other organizations of the Northern Region in the fields of Consumer Electronics, Industrial Electronics, Medical Electronics and Process Instrumentation. This Institute offers short-term courses, long term courses and tailor made courses in the field of Consumer Electronics and Industrial Electronics. A total of 3636 short term and long term courses were conducted at two institutes since inception and 41503 trainees have been trained up to October, 2009. During the year 2009-10 (till Oct.2009), 161 Courses have already been conducted and 1799 participants have been trained at these institutes.

### SUPERVISORY TRAINING

29.28 DGE&T has established two Foremen Training Institutes (FTIs) at Bangalore and Jamshedpur for technological and behavioural up gradation of supervisory skills. The objectives include consciousness of better quality and productivity, ability for problem solving, cost reduction, and application of modern technology

amongst supervisors/managers engaged in the industry.

29.29 The institutes besides, offering regular courses for award of Diploma and Post Diploma in Foremanship also offers short-term courses and Tailor- made courses suiting to the needs of the industries. In order to cope up with the changing industrial scenario, training facilities in the areas like CAD, CNC Technology, Welding, Engineering Instrumentation and Metrology, Pneumatics, Electro-pneumatic etc. have been upgraded.

29.30 During the year 2009-10, 416 (till October 2009) persons were trained at these institutes. These institutes have conducted 3234 courses and trained 43,989 foremen/supervisors in short-term and long-term course. Detailed information about the courses offered, entry qualifications, fee structure, calendar of the year etc. is available at DGE&T website [www.dget.nic.in](http://www.dget.nic.in).

#### **CENTRAL STAFF TRAINING & RESEARCH INSTITUTE, KOLKATA**

29.31 The institute has been set up to conduct training for executive staff, undertake applied research in the field of vocational Training and to develop and disseminate instructional materials and projected / non-projected training aids.

29.32 Institute organizes training programmes for trainers and junior/senior management personnel engaged in planning, execution, control and evaluation of vocational training. The Institute conducts Problem Oriented Research Studies on different aspects of Vocational Training to bring qualitative improvement and for effective implementation of the National Vocational Training System.

29.33 Research studies in related to development of curricula of new trades and revision/updating of existing trades, based on feedback from the industry. The institute also develops instructional material for Craft Instructor Training. It undertakes development of teaching aids (both projected & non-projected) keeping the pedagogical aspects in mind. Upto October 2009, the Central Staff Training & Research Institute at Kolkata has trained 18803 participants. Since inception CSTARI has developed and revised 803 curricula and completed 165 Projects covering various aspects of vocational Training. It undertakes developments of teaching aids both projected and non-projected, keeping the pedagogical aspects in mind. Activities during current year upto October 2009

<b>No. of training programmes conducted</b>	<b>19</b>
<b>No. of participants trained</b>	<b>118</b>
<b>Research Projects completed</b>	<b>02</b>
<b>Production of models</b>	<b>14</b>
<b>Curricula developed</b>	<b>288</b>
<b>Drawing of mode</b>	<b>43</b>
<b>Models</b>	<b>14</b>

#### **NATIONAL INSTRUCTIONAL MEDIA INSTITUTE (NIMI), CHENNAI**

29.34 The Institute has been set up with the assistance of Government of Germany in December, 1986. The institute has been made autonomous on 1<sup>st</sup> April, 1999. The institute was earlier known as "Central Instructional Media Institute (CIMI)" As per the recommendations of the Governing Council in its 5<sup>th</sup> Meeting held on 29.6.2003 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.

The main objective for the establishment of the Institute is to make available instructional materials in various trades for use of the trainees and trainers to ensure overall improvement in the standard of institutional training being imparted under Craftsmen and Apprenticeship Training Programmes. 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. Development of Question effective implementation of Vocational Training.

**Achievements:** Upto November 2009

IMPs for 22 trades have been developed in English of which 174 books covering 22 trades have been published. Books for allied subjects and supporting materials have also been published.

IMPs for 16 trades have been translated in Hindi of which 71 books have been published.

IMPs for 13 trades have been translated in Tamil of which 59 books have been published.

IMPs for 3 trades have been translated in Telugu of which 5 books have been published.

IMPs for 12 trades have been translated in Kannada of which 35 books have been published.

IMPs for 5 trades have been translated in Bengali of which 15 books have been published.

IMPs for 9 trades have been translated in Marathi of which 20 books have been published.

IMPs for 1 trade has been translated in Oriya of which 1 book has been published.

Table-29.1

**Details of Training Seats Sanctioned in National / Regional Vocational  
Training Institutes For Women (During F.Y. 2009-10)**

Sl. No.	Institute	NVTI	RVTI	RVTI	Bang	Trivan	Pani p	Kolkata	Tura	Allad	RVTI	RVTI	RVTI	RVTI	RVTI	RVTI	TOTAL																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															

TOTAL		256	168	312	252	168	200	152	296	144	184	232	2364
<b>ADVANCED SKILLS</b>													
1	SEC. PRACTICE	20	20	20	20				20	20	20	20	160
2	BEAUTY CULTURE & HAIR DRESSING	40				20	20		40		20	40	180
3	DRESS MAKING	120	60	20	20	40	20	20	40	20	20	40	420
4	EMBROIDERY	40											40
5	ELECTONICS	20	20	20	20				20	20	20		140
6	ARCH. ASSIST	20	20	40	40		20			20		20	180
7	SEC. PRACTICE(Hindi)								20			20	40
TOTAL		260	120	100	100	60	60	20	140	80	80	140	1160
<b>POST ADVANCED</b>													
1	P.O.T	40	20	20	20	20	20		20	20	20	20	220
2	BUSINESS SERVICES	20											20
TOTAL		60	20	20	20	20	20		20	20	20	20	240
<b>SHORT TERM</b>													
<b>Need based courses</b>													
GRAND TOTAL		576	308	432	372	248	280	172	456	244	284	392	3764

It includes 984 additional ad-hoc seats.

Table-29.2

State-Wise distribution of Women Industrial Training Institutes & Wings in						
General ITIs /Private WITIs				Data as on Sept. 2009		
	Government		Private			
Region	WITIs	Women	WITIS	Women	Total	Total Seats
		Wings		Wings		
<b>Northern Region</b>						
Delhi	21	35	8	Nil	64	3328
Himachal pradesh	16	Nil	Nil	Nil	16	1140
Rajasthan	8	5	4	Nil	17	896
Chandigarh	1	Nil	Nil	Nil	1	280
Uttar Pradesh	11	48	8	Nil	67	4040
Uttaranchal	4	5	Nil	Nil	9	560
Haryana	31	nil	6	Nil	37	2428
Punjab	38	32	Nil	Nil	70	4564
Jammu & Kashmir	10	44	Nil	Nil	54	1246
<b>TOTAL</b>	<b>140</b>	<b>169</b>	<b>26</b>	<b>Nil</b>	<b>335</b>	<b>18482</b>
<b>Southern Region</b>						
Karnataka	22	Nil	19	Nil	41	2860
Kerala	8	nil	1	Nil	9	1620
Tamilnadu	12	3	12	Nil	27	2568
Andhra Pradesh	23	10	4	17	54	3980
Pondichery	2	1	Nil	Nil	3	216
Lakshadweep	Nil	1	Nil	Nil	1	16
<b>TOTAL</b>	<b>67</b>	<b>15</b>	<b>36</b>	<b>17</b>	<b>135</b>	<b>11260</b>
<b>Eastern Region</b>						
Nagaland	1	11	Nil	Nil	12	320
Meghalaya	1	Nil	Nil	Nil	1	320
Bihar	7	Nil	Nil	Nil	7	432
Jharkhand	6	Nil	Nil	Nil	6	544
West Bengal	4	12	1	Nil	17	640
Orissa	10	Nil	5	Nil	15	928
Assam	5	5	1	Nil	11	936

Manipur	1	7	Nil	Nil	8	192
Mizoram	Nil	Nil	Nil	Nil	0	0
Tripura	1	Nil	Nil	Nil	1	116
Andaman & Nicobar	Nil	1	Nil	Nil	1	16
Arunachal Pradesh	1	Nil	Nil	Nil	1	80
Sikkim	Nil	Nil	Nil	Nil	0	0
<b>TOTAL</b>	<b>37</b>	<b>36</b>	<b>7</b>	<b>0</b>	<b>80</b>	<b>4524</b>
<b>Western Region</b>						
Gujart	8	24	3	nil	35	2580
Madhya Pradesh	14	Nil	Nil	Nil	14	846
Chattisgarh	8	5	Nil	Nil	13	416
Maharashtra	15	476	8	101	600	14100
Dadra & Nagar Haveli	Nil	1	Nil	Nil	1	16
Goa	Nil	Nil	Nil	Nil	0	0
Daman & Diu	Nil	Nil	Nil	Nil	0	0
<b>TOTAL</b>	<b>45</b>	<b>506</b>	<b>11</b>	<b>101</b>	<b>663</b>	<b>17538</b>
<b>GRAND TOTAL</b>	<b>289</b>	<b>726</b>	<b>80</b>	<b>118</b>	<b>1213</b>	<b>51804</b>

Table-29.3

Group No.	Trades included in the Group
I	Forger & Heat Treater, Carpenter, Foundry Man, Pattern Maker, Sheet Metal worker, Welder (Gas & Electric)
II	Mechanic Motor Vehicle, Mech. Ref. & Air conditioning ,Farm Mechanic and Mechanic Ag. Machineries Diesel Mechanic
III	Draughtsman (Mechanical), Draughtsman (Civil) ,Reading of Drawing & Arithmetic, (ROD & A)
IV	Fitter, Turner, Machinist, Machinist (Grinder),Tool and Die Maker and MTMM
V	Electrician and Wireman
VI	Maintenance Mechanic (CP),Attendant Operator (CP), Instrument Mechanic (CP), Laboratory Assistant (CP) and Instrument Mechanic
VII	Electronics Mechanic, Mechanic Radio and TV and IT&ESM

Table-29.4

**List of DGE&T Institute where facilities have been developed so far for training of Instructors in Advanced Modules of various Sectors:**

SNo	Name of Institute	Sectors for training of instructors
1	Advanced Training Institute Vidyanagar, Hyderabad	Automobile
2	Advanced Training Institute, Mumbai -	Chemical
3	Advanced Training Institute Advanced Training Institute, Ludhiana	Agriculture Machinery
4	Advanced Training Institute, Chennai	Production Manufacturing
5	Advanced Training Institute, Kanpur	Electrical
6	Advanced Training Institute, Howrah	Production & Manufacturing
7	National Vocational Training Institute for Women NOIDA, Gautam Budha Nagar -201301	Apparel
8	Advanced Training Institute for Electronics & Process Instrumentation,Hyderabad	Instrumentation
9	Advanced Training Institute for Electronics & Process Instrumentation, Dehradun	Information Tech.
10	Foremen Training Institute, Bangalore	Electrical

Table-29.5

<u>Training In Advanced Skill Areas At Six Advanced Training Institutes</u>							
Sl.	Name of the trades	ADVANCED TRAINING INSTITUTES					
No.		Chennai	Howrah	Hyderabad	Kanpur	Ludhiana	Mumbai
1	Advanced Tool & Die Making	*	*	-	*	*	*
2	Advanced Welding	*	*	*	*	*	*
3	Advanced Ref. & Air Conditioning	-	*	*	-	*	-
4	Electrical Maintenance	*	*	*	*	*	*
5	Electronics Maintenance	*	*	*	*	*	*
6	Heat Engines	*	*	*	*	*	*
7	Hydraulics & Pneumatic	*	*	*	*	*	*
8	Induction to Engineering Technology	-	-	*	-	-	-
9	Industrial Chemistry	*	-	-	-	-	*
10	Machine Tool Maintenance	*	*	*	*	*	*
11	Material Testing/Inspection	*	*	-	-	*	-
12	Metrology & Inspection	*	*	*	*	*	*
13	Micro Computer/Industrial Controls	*	*	*	*	-	*
14	Process Control Instrumentation	*	-	-	-	-	*
15	Production Technology	*	-	-	-	-	-
16	Tool Design	*	*	-	*	-	*
* Indicates availability of course.							

The duration of courses ranges from 1 to 6 weeks. Intake capacity for most of the courses is 10 to 12 trainees per batch 3.

30.1 DGE&T, responsible for “National Employment Service” and “National Vocational Training” in the country, has taken initiatives to achieve wide spread applications of IT in all possible areas of employment service and vocational training. These are: Comprehensive MIS in DGE&T through DGET Intranet <http://dget.nic.in/intradget>; DGET Website <http://dget.gov.in>; National Vocational Training Information Service providing statistics/information on Trades, Affiliated ITIs, Field Offices/Institutes and their training calendars, Trade Apprentices seats in the Central Establishments etc.; Email/Internet connectivity to all the field offices/institutes, E-mail facility to field institutes of DGE&T. All the field institutes are progressing for registering their own websites under **<http://dget.gov.in> domain**. A team of experts responsible for achieving the above objectives continue to maintain the existing facilities and ensure widespread application of IT.

30.2 For implementation of a separate central scheme for 'Establishment of Management Information System (MIS) for NVTs', two Central Units (one for development by NIC and the other

for implementation) are functioning. All the DGE&T related applications are available through intradget portal at <http://dget.nic.in/intradget>. The intradget / portal for DGET facilitates

- On-line submission of monthly progress returns related to short-term /regular course in respect of NVTI/RVTI's.

- On-line submission of returns of RDAT's

- Compilation of returns based on institute / disciplines

- Training calendar updation by field institutes under Training Directorate.

- ITI's/ITCs and affiliated trades information management facility for updating by state directorates.

- Directory of post and personal in its filed offices.

30.3 To facilitate the communication between the filed institutes /offices and DGET headquarters group email address have been got created through NIC.



31.1 The total Budget Estimate of Plan Scheme pertaining to DGE&T for the Financial Year 2009-10 is Rs.1134.17 crore. out of which Rs.1125.17 crore is for the Training Directorate and Rs.9.00 Crore for the Employment Directorate.

31.2 The break up for the Training Directorate is as follows:-

(i) For Training related Schemes (other than WOT programmes) – Rs. 28.14 Crore.

(ii) For Women Occupational Training Schemes – Rs. 13.06 crore.

(iii) For Centrally Sponsored Schemes – Rs. 1083.97 crore.

The funds under (i) & (ii) above under Central Sector Scheme are kept for modernization and consolidation of all the on going training activities in the field institutes of the Training Directorate and for establishing training facilities in the emerging areas to meet the training needs of industry.

31.3 Under item No. (iii) above the Centrally Sponsored Schemes being run are:

- ✓ Establishment of New ITIs in the Northern, Eastern States, Sikkim and strengthening and modernization of ITIs in the state of Jammu & Kashmir;
- ✓ Upgradation of 100 ITIs into Center of Excellence;
- ✓ Skill Development Initiative;
- ✓ Externally aided project for reforms & improvement in vocational training services rendered by Central & State Government;
- ✓ Upgradation of 1396 Govt ITIs into Public Private Partnership; and
- ✓ To set up 1500 ITIs .& 50000 SDCs in PPP Mode.

31.4 For schemes of Employment Directorate, budget of Rs.9.00 Crore has been kept. The important Schemes are Welfare of SC/ST and Rehabilitation of Handicapped.

31.5 The details of Budget Estimates of the Plan Schemes of DGE&T for financial year 2009-10 are given in **Table 31.1:-**

**Table 31.1**

Sl. No.	Plan Schemes under DGE&T	Budget Estimates 2009 - 10 (Rs. In Crore)
1.	<b>Training Schemes (other than WT)</b>	
	(i) Central Sector Schemes	Rs. 28.14
	(ii) Centrally Sponsored Schemes	Rs. 1083.97
	<b>Women Occupational Training Programmes</b>	
	(i) Central Sector Schemes	13.06
	<b>Total Training</b>	<b>1125.17</b>
2.	<b>Employment Directorate</b>	
	(i) Central Sector Schemes	09.00
	<b>Total of Employment</b>	<b>09.00</b>
	<b>Total DGE&amp;T (1) + (2)</b>	<b>1134.17</b>



32.1 The IWSU (DGE&T) is responsible for carrying out Work Measurement Studies, Method Studies, Record Management Studies, O&M Inspections of various field offices/sections under DGE&T to bring about administrative reforms, determining the staffing patterns and designing suitable organisational structure and methods of work. IWSU is the nodal section for supervising the implementation of the provisions of Manual of Office Procedure (MOP) issued by Department of Administrative Reforms and Public Grievances (AR&PG), Ministry of Personnel, Public Grievances & Pension. For conducting various studies, such as Work Measurement Studies, Norms Studies concerning staffing pattern, IWSU is guided by the instructions issued by the Staff Inspection Unit (SIU), Department of Expenditure, M/o of Finance. It also oversees the implementation of the Public Records Act, 1993 keeping in view the instructions issued from time to time by the National Archives of India. The IWSU (DGE&T) functions under the guidance of Financial Advisor (L&E) and works through the Controller of Accounts, Senior Analyst and one Junior Analyst.

32.2 In order to plan the programme of IWSU to give effect to the aforesaid objectives, Annual Action Plan of IWSU (DGE&T) for the current financial year 2009-10 has been drawn with the approval of Financial Advisor. In accordance with the plan, one Work Measurement Study of Apex-Hi-Tech Institute, Bangalore and 17 O & M

inspections of field offices are to be undertaken during the year alongwith various other activities concerning O&M. In the last financial year 2008-09, O & M inspections of 4 field offices of the DGE&T were conducted. In the current financial year i.e 2009-10, 7 O & M Inspections have so far been undertaken, their reports finalized and sent to the concerned offices for implementation (till 31.10.2009). During the inspection, special impetus is given towards educating the Officers/Staff of the field institutes about some important provisions of the MOP and their utility in the changed working scenario of the modern automated office. While concluding the inspection, an interactive session is held with concerned officers/staff of the institute to brush-up the knowledge of O&M matters including Records Management, especially with reference to the Right to Information Act, 2005. The shortcomings/lapses, noticed during the O & M inspection, are brought to the knowledge of the Head of the Institute and the concerned Divisional Head at the DGE&T(Hqrs) through a detailed report with a view to improve the functioning, efficiency & output of the Institute.

32.3 Review of the Record Retention Schedule (RRS) in respect of the field institutes of the DGE&T have already been taken up and comments called for from all concerned offices. Requisite information has already been received in respect of Coaching cum Guidance Centre (CGC) for SC/ST and Regional Directorate of

Apprenticeship Training (RDAT) from their field institutes which have been compiled/tabulated and forwarded to the National Archives of India for vetting. RRS with regard to field institutes of Training Directorate have already been finalized after review and circulated to all concerned offices. Revised RRS of the substantive functions of various sections/units of the DGE&T(Hqrs) have already been got vetted by the National Archives of India. This, alongwith RRS in respect of functions common to all departments, prepared and issued by D/o AR&PG, have been uploaded on the web site of the Ministry, under the head Internal Work Study Unit.

32.4 The revised Organisation Brochure of DGE&T has been prepared and circulated to all Officers/Sections. This has also been uploaded on the website of the Ministry. This will be a handy booklet for referral purpose regarding the work being allocated to different sections/units, concerned officers(post-wise), their contact numbers etc.

32.5 During the year 2008-09, 3 O&M meetings of DGE&T (Hqrs) were organized under the chairmanship of DG/JS on 16.05.2008, 28.08.2008 and 22.12.2008. In the current financial year 2009-10, 2 such meetings have already been held on 05.06.2009 and 16.10.2009. In the O & M meeting, disposal of various important work of DGE&T (Hqrs) such as pending cases for over 3 months, VIP references, Parliament Matters, Record Management, Audit paras, Court Cases etc were discussed and suitable suggestions/directions were issued by the Chairman for their early disposal. As a result of the regular O&M meetings, sharp decline has been noticed in pendency of cases over 3 months, VIP References, Parliament Assurances, Court Cases and Audit Paras.

## PROGRESSIVE USE OF HINDI

32.6 Efforts were made for the progressive use of Hindi in the Directorate General of Employment & Training at its headquarters and subordinate offices. Implementation of provisions contained in the Official Language Act/Rules, as also the various orders/instructions issued by the Department of Official Language, from time to time, continued to be monitored at the highest level through quarterly and annual progress reports and by organizing meetings of the Official Language Implementation Committee on regular intervals. In order to acquaint non-Hindi speaking employees with Hindi Language, officers/officials were nominated for various courses. i.e. Prabodh / Praveen / Pragya under the Hindi Teaching Scheme. Besides, English stenographers & typists / LDCs were also nominated for Hindi stenography/typing classes. Employees were also given training to work on computers in Hindi to keep pace with rapid technological changes taking place during the year under report.

32.7 So far this year three meetings of Official Language Implementation Committee have been held under the Chairmanship of Director General/Joint Secretary to review the progressive use of Hindi as per directives of the Department of Official Language, Ministry of Home Affairs. Those subordinate offices, where 80% employees have working knowledge of Hindi, have been notified under Rule 10(4) of Official Language Rules, 1976. 42 such subordinate offices have so far been notified.

32.8 Hindi Unit in the DGE&T looks after the implementation work under the Official Language Act/Rules and also attends to translation needs of the Directorate General. The entire work of the Hindi Unit is executed on

computers and bilingual software has also been installed in the computers provided to various sections and officers' at DGE&T (Hqr). At present, there are 123 officers and 138 officials in the Directorate General (HQ). In the series of teaching facilities / training schemes by the Ministry of Home Affairs, Department of Official Language, all officers / officials have been imparted working knowledge / proficiency in Hindi as per details given in **Table 32.1.**

32.9 To inculcate interest and efficiency in working in Hindi among the employees, workshops are being regularly organized by the Directorate General. During this year, 20 officers have been imparted training in Hindi noting and drafting through the Hindi workshops.

32.10 All documents prescribed under Section 3(3) of the Official Language Act. 1963, were issued bilingual, i.e. Hindi and English, and all letters received in Hindi were replied to in Hindi only. The position regarding correspondence in Hindi is given as under:-

Use of Hindi in Total Correspondence		
1.	Total No. of letters received	1820
2.	Replied in English	nil
3.	Total No. of letters received in English	5326
4.	No. of Letters replied in Hindi	1994

1.	Total No. of letters issued	13269
2.	Issued in Hindi/Bilingual	10422
3.	Issued in English only	2847
4.	% age of Hindi correspondence	78.54%

(information compiled 30.09.2009)

32.11 Hindi unit of Directorate General of Employment and Training carries out the work relating to implementation of Official Language in the Directorate General and its subordinate

offices and translation work of Parliament Questions, Assurances, Annual Report, Private Member Bills, and Agenda/Minutes of various Committees of Directorate General. In addition to this, Hindi Unit also carries out inspections of its 78 Subordinate offices inter-alia collection of data through various periodical returns, for the effective implementation of the Official Language Act. During this year, the following subordinate offices of Directorate General were inspected :-

S.No.	Name of the Subordinate offices inspected
1.	VRC, Jaipur
2.	CGC, Jaipur
3.	CGC, Hisar
4.	RVTI, Hisar
5.	VRC, Vadodara
6.	RVTI, Vadodara
7.	MITI, Jodhpur
Sections of the DGET(HQ) inspected	
1.	AP
2.	DPU
3.	VG(APT)
4.	Survey

32.12 As per the guidelines and annual programme issued by Official Language Department under Ministry of Home Affairs, Hindi fortnight was celebrated in the Directorate General of Employment and Training from 7th September, 2009 to 22, September 2009. During this period most of the Officers and Employees executed their maximum work in Hindi. Hindi day was celebrated on 14th September and Director General/Joint Secretary called for all the officers and employees to do their maximum work in Hindi so that an atmosphere could be created for working in Hindi. Following 09 Hindi competitions were organized:

- ✓ Essay writing competition for Hindi speaking persons.
- ✓ Essay writing competition for Non-Hindi speaking persons.
- ✓ Hindi Typing competition on computer.
- ✓ Dictation competition for Group 'D' employees.
- ✓ On the spot essay writing competition.
- ✓ Rajbhasha Prashanotri.
- ✓ Applied Hindi competition.
- ✓ Hindi noting and drafting competition.

- ✓ Original Hindi Noting & Drafting during Hindi fortnight.

32.13 The response to the competitions was very enthusiastic. A lot of employees from all categories of the Directorate General took part in these competitions. Similar instructions to celebrate Hindi day/ Hindi fortnight/Hindi month were circulated among the subordinate offices of Directorate General of Employment and Training spread all over India. Various offices/institutes have responded to by celebrating Hindi Divas/Hindi fortnight/Hindi Month for which information has been received.

Table 32.1

**The number of employees, those having working knowledge of Hindi, proficiency in Hindi and those trained in the workshops during the year**

Particulars	Gazetted	Non-Gazetted (excluding Group-D)
Total Number of Employees/Officers	123	138
Having Working Knowledge of Hindi	122	137
Under training	01*	01
Proficient in Hindi	100	119
Trained in workshops during the year	10	10

\* Officer is trained in Prabhod and has been nominated for Praveen.

**Position of Hindi Stenographers/Typists**

Particulars	Stenographers	Typists/LDCs
Total No. of Stenographers/Typists/LDCs	13	6
Hindi Stenography/Typing knowing Stenographers/Typists/LDCs	13	6

**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 strict enforcement of child labour related laws, raising awareness against the evils of child labour and extension of welfare activities to child labour.

A Gender Based Analysis (GBA) statement of Public Expenditure and number of beneficiaries during 2008-09 are given as per Table below:-

(Rs. in crore)

Programme	Expected Outcome/ Objective	Gender Component of programme/ Sub Programme	Total Public Expenditure 2008-09 (Plan & Non-Plan)			Public Expenditure on Women / girls (2008-09			Gender Disaggregated Beneficiaries (extent of benefits to women) (2008-09)	Remarks
			GOI		State	GOI		State	Targets and Performance number of female beneficiaries/ physical/financial others	
			Plan	Non - Plan		Plan	Non - Plan			
Improvement in working conditions of Child/Women Labour	As mentioned above	Not specified in the NCLP Scheme Beneficiaries are both male and female child.	144.14	- -	--	70.00 (Appr.) (48.56%)	--	--	Approximately 2,00,000 girl children benefited.	

**Indus Project Scheme:** The project seeks to rehabilitate children withdrawn from work through transitional education centres with focus on children engaged in hazardous occupations. The package on 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, imparting vocational training to adolescents and extension of welfare activities to child labour. This project has closed since March, 2009.

(Rs. in crore)

Programme	Expected Outcome / Objective	Gender Component of programme/ Sub Programme	Total Public Expenditure 2008-09 (Plan&Non-Plan)			Public Expenditure on Women/ girls (2008-09)			Gender Disaggregated Beneficiaries (extent of benefits to women) (2008-09)	Remarks
			GOI		State	GOI		State	Targets and Performance number of female beneficiaries/ physical/financial others	
			Plan	Non-Plan		Plan	Non-Plan			
Indo-US Matching Grant Scheme, now renamed as Indus Project	As mentioned above	Beneficiaries are both male and female child.	12.84	--	--	5.00 (Appr.) (38.94 %)	--	--	Approximately 19,000 girl children benefited.	

**WELFARE OF SC/ST:** The scheme includes Coaching-cum Guidance Centres for SC/ST to provide confidence building training programmes and vocational guidance for

candidates belonging to that category. These Coaching-cum-Guidance Centres have been involved in pre-recruitment training courses for various nationalised Banks and agencies.

(Rs. in crore)

Programme	Expected Outcome/ Objective	Gender Component of programme/ Sub Programme	Total Public Expenditure 2008-09 (Plan&Non-Plan)		Public Expenditure on Women/ girls (2008-09)		Gender Disaggregated Beneficiaries (extent of benefits to women) (2008-09)/Targets and Performance number of female beneficiaries/ physical/financial others	Remarks
			Plan	Non-Plan	Plan	Non-Plan		
				Total		Total		
Welfare of SC/ST & OBCs	To enhance the employability of SC/ST job seekers through Coaching, Vocational guidance Training.	The programme comprises of both men and women.	1.12 4.33	3.21	0.46 1.77	1.31	63287 (Women beneficiaries)	
					41.07%			
					40.81%			
					40.88%			
Assistance to Physically Handicapped	To evaluate the residual capacities, providing adjustment training and render assistance in vocational rehabilitation.	The programme comprises of both men and women.	2.40 14.15	11.75	0.73 3.81	3.08	21649 (Women beneficiaries)	
					31.60%			
					26.48%			
					27.33%			

**Central Board for Workers Education (CBWE):-**

The objective of the scheme is to create awareness among workers including in women about their rights and responsibilities, related provisions in labour laws, Govt. Schemes, family budget, social evils etc.

A Gender Based Analysis (GBA) statement of Public Expenditure and number of beneficiaries during 2008-09 are given as per Table below:-

(Rs. in crore)

Programme	Expected Outcome/ Objective	Gender Component of programme/Sub Programme	Total Public Expenditure 2008-09 (Plan&Non-Plan)		Public Expenditure on Women/ girls (2008-09)		Gender Disaggregated Beneficiaries (extent of benefits to women) (2008-09)	Remarks
			GOI	State	GOI	State		
Central Board for Workers Education	To create awareness among women workers about their rights and responsibilities, related provisions in labour laws, Govt. schemes, family budget, social evils etc.	Beneficiaries are both men and women	Plan 9.50 Non-Plan 27.00 Total 36.50	--	Plan 3.41 Non-Plan 0.04 Total 3.45 35.89% 9.45%	--	1,41,959	Workers Education is a Central Scheme fully funded by Govt of India to conduct Awareness Generation Programmes for the workers of organised, unorganised and rural sector

### I. Legislative Measures

- ✓ Amendment to the Workmen's Compensation Act, 1923 to , inter-alia , make it gender-neutral 2009 has been passed by both the Houses of the Parliament.
- ✓ Amendment to the Payment of Gratuity Act, 1972 to cover teachers in educational institutions in the Act has been passed by both the Houses of the Parliament.
- ✓ Reports of the Parliamentary Standing Committee on Labour in respect of the amendments in the Plantation Labour Act, 1951 , the Industrial Disputes Act, 1947 and the Employees' State Insurance Act, 1948 introduced in the Parliament have been received. These Reports examined and follow up action taken.

### II. Vocational Training

- ✓ Vocational Training with a view to creating a world-class skilled labour force is being given maximum importance. To help the youth build their career, training courses are offered through a network of 2076 Industrial Training Institutes (ITIs) and 5509 Industrial Training Centres (ITCs) located all over the country. About 1.06 million training seats are available in these ITIs /ITCs.
- ✓ Action continued for upgradation of 100 ITIs with domestic resources, 400 ITIs with World Bank assistance and 1396 ITIs (in specific

trade and skills) under Public Private Partnership (PPP) mode so as to create "Centres of Excellence (COE)" for producing multi-skilled workforce of world standard.

- ✓ The 'Skill Development Initiative' Scheme was started in 2006-07 for the school drop-outs and existing workers especially in the informal sector. Action was taken to achieve the objective to train one million persons in first five years in Modular Employable Skills (MES) framework and thereafter one million every year.
- ✓ Steps are being taken to establish 1500 new ITIs and 5000 Skill Development Centres in PPP mode in unserved blocks of the country in order to provide training facilities in such areas.
- ✓ Employment Exchanges are being upgraded on a mission mode under e-governance project.
- ✓ National Skill Development Policy has been formulated.

### III. Social Security (Organized Sector)

#### The Employees Provident Fund Organization (EPFO)

- ✓ The EPFO covers 0.57 million establishments and 47.07 million subscribers
- ✓ The Computerization Plan of EPFO being implemented with the help of NIC.

### **The Employees State Insurance Corporation (ESIC)**

- ✓ The Employees State Insurance Corporation (ESIC) covers about 13 million insured persons and 50 million beneficiaries. New geographical areas are also being covered.
- ✓ In order to improve the quality of delivery of services, ESIC is implementing an IT Roll Out Plan.
- ✓ The ESIC is taking up Medical Education Projects.

### **IV Social Security (Unorganized Sector)**

- ✓ The 'Rashtriya Swasthya Bima Yojana' in the Unorganized Sector has been made operational from 01.04.2008 to provide health insurance to all the Below Poverty Line (BPL) families, a unit of five over period of five years. The scheme envisages provision of issuance of a smart card to the beneficiary. 1.27 Crore Cards have been issued as on 28.02.2010

### **V. Child Labour**

- ✓ National Child Labour Project (NCLP) Scheme was launched in 12 child labour endemic districts in 1988. The number of districts covered under the Scheme has been substantially enhanced to 271. About 5.21 lakh children have been mainstreamed into formal education system.

### **VI. Occupational Safety & Health**

- ✓ The National Policy on HIV / AIDS and the World of Work has been announced.

### **VII. Labour Welfare**

- ✓ The Unorganized Workers' Social Security Act, 2008 has been enacted.

- ✓ For promoting the welfare of unorganized sector workers Enhanced Housing subsidy under the Revised Integrated Housing Scheme (RIHS) for beedi workers is being provided. During 2007-08, 38,978 houses have been constructed for beedi workers, which was double of the number of houses constructed in 2006-07. This growth momentum will continue. Group Insurance, Medical and Health Care, Scholarships and Pension for the construction workers out of the cess funds are being provided under scheme monitored by the Central Government.

### **VIII. Wages**

- ✓ The National Floor Level Minimum Wage has been revised from Rs.80/- per day to Rs.100/- per day w.e.f 01.11.2009
- ✓ In the Central Sphere minimum rates of wages were revised for workers in the Employment of "construction", "loading and unloading" and "non-coal mining" w.e.f 20.05.2009 in the range of Rs. 120/- to Rs. 240/- per day for different categories of workers.

### **IX Impact of Economic Slowdown**

- ✓ The Labour Bureau conducted sample survey for four quarters to assess the impact of economic slowdown on employment in India covering units pertaining to important sectors like Mines, Textiles, Metals, Gems and Jewellery, Automobile and IT/BPO etc. during October-December, 2008, January-March, 2009 April-June, 2009 and July-September, 2009. The survey showed that there was loss of job to the extent of 0.5 million during the first quarter, which improved by 0.25 million in the second quarter, declined by 1.31 million in the third

quarter and further improved by 0.5 million in the fourth quarter.

- ✓ Steps have been initiated to undertake an annual survey of employment and unemployment.

## **X. Awards**

- ✓ The Hon'ble Minister for Labour & Employment gave away the National Safety Awards (NSA) and Vishwakarma Rashriya Puruskars (VRP) awards for the year 2008 i on 17<sup>th</sup> September, 2009.
- ✓ The National Safety Awards (Mines) were given by His Excellency Shri Md. Hamid Ansari, the Hon'ble Vice President of India on 23<sup>rd</sup> October, 2009.

## **XI. Others**

- ✓ The 43rd Session of the Standing Labour Committee (SLC) was held on 30th October, 2009. The State Labour Ministers' Conference and 43rd Session of Indian Labour Conference (ILC) are scheduled to be held on 10.01.2010 and February, 2010 respectively.
- ✓ The Ministry has initiated preparing Results Framework Document (RFD) starting from for the year , 2009 which has been finalized.







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Government of India  
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