

## CHAPTER III

### Reform Measures and Policy Initiatives

Labour is one of the most critical factors of production. Industrial peace and harmony can be achieved only when the goals of employment and employability are in tune with the goals of industrial development and growth. It is our vision to have an environment which is conducive for inclusive growth and development of the country. The Ministry of Labour & Employment is committed towards good governance by bringing transparency and accountability in Labour Laws. On the other hand Ministry is making important initiatives to establish the dignity and respect for each and every worker in the country through provision of social security and enhancing the avenues and quality of vocational training.

#### 1. Governance Reforms through Technology for promoting Ease of Doing Business

##### 1.1. Shram Suvidha Portal:

Multiplicity of labour laws and the difficulty in their compliance has always been cited as an impediment to the industrial development. It is important to ensure that the compliance of labour legislation is made easy as this will encourage the development of manufacturing industry particularly MSME sector in the country. The Ministry of Labour & Employment has developed a unified Web Portal 'Shram Suvidha Portal' in central sphere to create a conducive environment for industrial development. **The portal is operative in 4 central organizations namely Chief Labour Commissioner, Directorate General of Mines Safety, Employee Provident Fund and Employees' State insurance Corporation.** There are 4 main features of this Portal:

- I) Unique Labour identification number (LIN) will be allotted to Units to facilitate online registration.
- II) Filing of self-certified and simplified Single Online Return by the industry instead of filing 16 separate Returns. Amendments to 10 Rules has been taken up.
- III) Computerized inspection Reports within 72 hours by the Labour inspectors.
- IV) Timely redressal of grievances.
- V) The unique Labour Identification Number (LIN) has been issued to 7,41,342 Units as on 21.01.2015.

##### 1.2. Transparent Labour Inspection Scheme in Central Sphere for random selection of Units for Inspection:

- I) A computerized list of inspections to be generated randomly based on risk based algorithm.
- II) Complaints based inspections to be determined centrally after examination based on data and evidence.
- III) 27,990 inspections have been generated as on 21.01.2015 since the launch of the Labour Inspection Scheme of which 23,939 have already been uploaded on Shram Suvidha Portal.

**Initiatives in Progress:**

- I) Common Registration between PAN/CIN/LIN.
- II) Common Registration and Reporting between 5 acts namely The EPF & MP Act, 1952, The ESIC Act, 1948, The BOCW(RECS) Act, 1996, The CL(R&A) Act, 1970, and The Inter-State Migrant Workmen(RECS) Act, 1979.
- III) Intensive consultations with states to join Shram Suvidha Portal. 12 States have so far shown inclination to join.

**2. Directorate General of Factory Advice Service & Labour Institutes (DGFASLI)**

2.1 The Government of India is committed to improve the status of occupational safety and health in the country. The Government of India has declared the National Policy on Safety, Health and Environment at workplace on 20.02.2009. The policy seeks to achieve continuous reduction in the incidence of work related injuries, disease, disaster and loss of national assets. The policy contains Preamble, Goal, Objective and action programme comprising of effective enforcement, development of national standards, promoting compliance with the standards through appropriate means, increasing awareness on safety, health and environment, encouraging research and development in the field of occupational safety and health. The National Policy is being implemented by the various stakeholders through seminars, conferences and workshops. The Government of India, in association with the stakeholders is further initiating suitable action programmes for effective implementation of the policy.

2.2 As India is one of the founder members of the International Labour Organization (ILO), it is obliged to give effect to the various conventions, protocols etc. adopted by the ILO. These conventions are adopted by way of their incorporation in the laws or regulations, collective agreements, code of practice etc. India has already ratified 43 Conventions and 1 Protocol. The ILO conventions in the area of safety and health namely Occupational Safety and Health Convention, 1981 (No.155), Asbestos Convention, 1986 (No. 162), Chemical Convention, 1990 (No.170) are under active consideration for ratification by the Government of India.

2.3 In the XII- Five Year Plan, following schemes are being implemented:

- I) Strengthening of DGFASLI Organization and OSH in Factories, Ports and Docks;
- II) Development of Regional Labour Institute, Faridabad as Centre of Advanced Safety Systems in MSME and Chemical Process Units;
- III) Establishment of Regional Labour Institute at Shillong, (NER).

2.4 DGFASLI is planning following policy initiatives during 2014-15:

- I) Interaction and close follow up with state Governments and other stakeholders for organizing specialized training programmes on OSH in Factories and Ports.
- II) Developing questionnaire and organizing field visits for conducting national and state level research studies / surveys in Factories and Ports.

- III) Training and improvement of the quality of services by deputing officers to various national and inter-national training programmes.
- IV) Creating greater awareness of the various activities of the organization amongst the various stakeholders.

### **3. Directorate General of Mines Safety (DGMS)**

3.1 DGMS administers the provisions of the Mines Act, 1952 & Rules & Regulation framed thereunder. Statutory measures required to be taken under these Rules/Regulations/Act need to be reformed from time to time to suit the user's need and also to keep pace with the changing scenario of the Mining Industry. In view of above, reforms/changes in the Coal Mines Regulation 1957, the Metalliferous Mines Regulation 1961 and the Oil Mines Regulation 1984 have been made to repeal the existing Regulations with the new Regulations. The amendments are in process. The reforms/changes in the Mines Act, 1952 are also under process.

3.2 Following policy initiatives are planned for 2014-15:

- I) SOCFOD - (Strengthening of Core Functions of DGMS) & MAMID - (Mine Accident Analysis and Modernization of Information Databases).
- II) e-DGMS - [e-governance in DGMS].

### **4. Directorate General of Labour Welfare (DGLW)**

4.1 Rashtriya Swasthya Bima Yojana (RSBY) was launched by Ministry of Labour and Employment, Government of India w.e.f. 01<sup>st</sup> April, 2008 to provide health insurance coverage for Below Poverty Line (BPL) families. It has been decided that RSBY will be transferred from Ministry of Labour and Employment and to Ministry of Health and Family Welfare with effect from 1 April 2015. It has been decided that MoLE may carry out identification, registration and related activities for unorganised workers as per the provisions of the Unorganised Workers Social Security Act 2008. The provision of health services for unorganised workers would be handled by DoHFW.

4.2 The issue of providing a comprehensive social security package and a robust implementation architecture, to cover the unorganized workers in the country through a "Single-Window" architecture for implementing the minimum social security package was discussed in successive meetings.

4.3 Initiatives in progress

- I) Identification and registration of unorganized workers as per the Unorganized Workers Social Security Act, 2008 leading to creation of database of unorganized workers.
- II) Issue of portable, smart card to unorganized workers with linkages with Aadhar No. and Bank account No.
- III) Convergence of Social Security Schemes for unorganized workers on a single platform.
- IV) Single point of contact for Social Security Scheme for Unorganized Workers.

- V) Holistic monitoring of schemes for assessment of access to and quality of services to unorganized workers.

## **5. Directorate General of Employment & Training (DGE&T)**

5.1 Upgradation of 500 ITIs into Centre of Excellence: The Union Finance Minister in his Budget Speech 2004-05 and 2005-06 announced measures for up-gradation of 500 ITIs in the country. Subsequently, as per advice of Finance Minister, up-gradation of 100 ITIs was taken up from domestic resources and 400 ITIs through World Bank assistance

5.2 Upgradation of 1396 Government ITIs through Public Private Partnership: Out of 1396 Government ITIs in the country (as on 1.1.2007), 1227 Government ITIs are being upgraded through Public Private Partnership. The objective of the scheme is to improve the employment outcomes of graduates from the vocational training system, by making design and delivery of training more demand responsive. For each ITI being upgraded, an Industry Partner is associated to lead the process of upgradation. The Industry Partner is selected by the State Government in consultation with the Industry Associations. Institute Management Committee (IMC) is constituted/ reconstituted for each Project ITI consisting of Industry Partner or his representative, as the Chairperson, four members from local industry nominated by the Industry Partner, five members nominated by the State Government, and Principal, ITI, as ex-officio member Secretary. The IMC is registered by the State Government as a Society under Societies Registration Act. The IMC is given financial and academic autonomy to manage the affairs of the ITI. The IMC has been allowed to determine upto 20% of the admissions in the ITI. The interest free loan of upto Rs. 2.5 Crore has been given by the Central Govt. directly to the IMC, which has been given powers to make use of the funds for upgrading the ITI. The interest free loan shall be repayable by the IMC. For the repayment of loan there shall be a moratorium of 10 years and thereafter the loan shall be payable in equal annual installments over a period of 20 years. State Government will continue to be the owner of the ITI and regulate admissions and fees except up to 20% of the admissions which are allowed to be determined by the IMC.

5.3 New Initiatives in Demand Responsive Vocational Training and Career Services:

5.3.1 Apprentice Pratsahan Yojana

- I) Launched on 16<sup>th</sup> October, 2014.
- II) With an outlay of Rs.346 crores, Government will support one lakh apprentices in next two and a half years by sharing the 50 % of the stipend.
- III) A vision to have more than 20 lakh apprentices in next few years against present number of 2.9 lakh.
- IV) Enhanced rates of stipend have been notified for trade apprentices. The minimum rate of stipend per month payable has been indexed to minimum wage of semi-skilled worker.

5.3.2 Model Career Centers:

- I) Outlay of the National Career Service (NCS) Project enhanced from Rs. 148 crore to Rs. 292 crores.
- II) NCS portal to be launched by March, 2015.
- III) 100 Model Career Centres to be developed.
- IV) To provide training in Last Mile Employability skills.

#### 5.3.3 Recognition of Prior Learning (RPL) for construction sector:

- I) More than 4.2 crore workers with low skill level.
- II) RPL Scheme started to give 15 day gap training at site for NCVT certificate.
- III) To be funded from Cess funds collected from Construction projects.
- IV) Provision of wage compensation to worker at Rs. 35 per hour.

#### 5.3.4 Revamp of training curricula on industry recommendations:

- I) Sector-wise Mentor Councils under the leadership of industry.
- II) Revised curricula implemented from August, 2014 session in manufacturing as well as services sectors.
- III) Integral component of soft skills included.

#### 5.3.5 Training of ITI instructors through distance learning technology:

- I) Model ITIs to be set up in every state to set benchmark for quality vocational training and to establish demand centers for industries.
- II) 1000 government Principals given training in leadership skills.
- III) To prepare trainers according to revised curricula.
- IV) So far 8000 instructors trained.
- V) Taking inputs from Germany.

#### 5.3.6 National Brand Ambassadors of Vocational Training:

- I) First time initiative to enhance dignity of vocational training.
- II) 25 successful professional and entrepreneurs honored by the Prime Minister on 16<sup>th</sup> October, 2014.
- III) Their success stories are being disseminated through TV and Radio.

#### 5.3.7 Incubation Centers and Chairs in IITs to promote innovation and excellence:

- I) Academia experts in Indian Institute of Technology being selected for chair position to guide Mentor Councils and innovators.
- II) ITI students/pass outs to work with IIT students in incubation centers.

#### 5.3.8 Eight new RVTIs for Women Training:

- I) Outlay of Rs. 200 crores for additional annual capacity of 3840 women.

- II) To be set up in 8 states which are un-served so far Punjab, Jammu & Kashmir, Uttarakhand, Himachal Pradesh, Bihar, Tripura, Goa and Tamil Nadu.
- III) Depending upon the land availability from the state, to be functional by 2017.

#### 5.3.9 Flexi MoU with industry:

- I) Policy to encourage industry customized high potential NCVT training courses.
- II) Several MoUs signed including Maruti Suzuki, TATA Motors, Flipkart, Raymonds and several more proposed such as ILFS, Apparel Training and Development Centre.

#### 5.3.10 New Advanced Training Institutes for training of trainers:

- I) To address the shortage of trainers.
- II) 12 institutes in PPP mode with capacity of 9200 with investment of Rs. 20 crores.

#### 5.3.11 NCVT-MIS Portal:

- I) To enforce academic calendar in vocational training institutions
- II) Portal to go live from December 2014.
- III) Facility of E-certification to pass outs for eliminating delays and seamless verification.

#### 5.3.12 Revamped SDI portal:

- I) Provision of biometric attendance and tracking of placement to be launched by January 2015.
- II) Several other user friendly facilities by March 2015.