

LABOUR & LABOUR WELFARE

I Labour Department

Labour Welfare Sector aim at improving the working conditions, maintenance of better Industrial relations, strict enforcement of Labour Laws and launching of welfare activities for the benefit of industrial workers and their families. The Labour department implements about 29 labour legislations with the objective of providing not only monetary benefit like minimum wages, overtime, bonus etc to the workers but also to ensure their health and safety during the course of employment. The list of the Labour Legislations implemented by this department is as under:

1. The Industrial Disputes Act, 1947
2. The Industrial Employment (SO) Act, 1946
3. The Factories Act, 1948
4. The Delhi Shops & Establishment Act, 1954
5. The Workmen Compensation Act, 1923
6. The Minimum Wages Act, 1948
7. The Payment of Wages Act, 1936
8. The Motor Transport Workers Act, 1961
9. The Equal Remuneration Act, 1976
10. The Payment of Bonus Act, 1965
11. The Trade Union Act, 1926
12. The Electricity Act, 2003
13. The Indian Boilers Act, 1923
14. The Payment of Gratuity Act, 1972
15. The Sales Promotion Employees (Conditions of Service) Act. 1976
16. The working Journalists (Condition) Service & Miscellaneous Provision Act, 1955
17. The Child Labour (Prohibition & Regulation) Act, 1986
18. The Contract Labour (R & A) Act, 1970
19. The Punjab – Industrial Establishment (Casual, Sick Leave & Festival) Act (as extended to Delhi)
20. The Bombay Lift Act, 1939 (as extended to Delhi)
21. The Maternity Benefit Act, 1961
22. The Bombay Labour Welfare Fund Act, 1953 (as extended to Delhi)
23. The Regulation for Licensing and controlling place of Amusement and Performance for Public Amusement Act. 1980(other than cinematography)
24. The Cinematography Act, 1952
25. The Inter State Migrant Workers (RE&CS) Act, 1979
26. The Bombay Smoke Nuisance Act.
27. The Labour Laws (Exemption from furnishing returns and maintaining register by certain establishment) Act, 1988.
28. The Building and Other Construction Workers (R E & C S) Act, 1996
29. The Building and Other Construction Workers Welfare Cess Act, 1996

Aim at improving the living standard of the -workers, particularly the Industrial workers. The Delhi Labour Welfare Board and the Building and Other Construction Workers Welfare Board have been constituted to identify and implement various welfare activities for the workers engaged in organized as well as unorganized sector.

1. Reorganization of Labour Department(Competency Exam, Class-I & II, EDP Cell, Training & Research and Information and Publicity)(Rs.145.00 lakh)

Aims and Objectives of the reorganization of the department are as under: -

- I. To improve working condition of the labour.
- II. To ensure better industrial relations, industrial peace and harmony.
- III. Enforce Labour laws
- IV. Measures on Safety, Health and Welfare activities for benefit of the workers and their families in the industrial, construction, commercial and service sector.
- V. Checking of Lifts ensuring safety of the users
- VI. Checking of electrical installations
- VII. Checking of boilers
- VIII. Identification and rehabilitation of the child labour
- IX. Registration of the Factories
- X. To conduct Certificate of competency Exam for Class-I and class-II

The plan schemes of the department viz. setting up of EDP Cell, Trg and Research in the field of labour relations and setting up of information and Publicity cell has been merged with the plan scheme Reorganization of the labour department. Accordingly the schemes are shown as a single plan scheme in the Annual Plan 2007-08.

This is mainly a posts oriented scheme for improving infrastructure and efficiency of the department. The workload of the department has increased manifold over the years with the coming up of new establishments and factories in Delhi. It is therefore, considered necessary to strengthen the Department at various levels as detailed below:

A. Strengthening of Industrial Relation Machinery

The Labour Department plays a very important role in keeping the wheels of production moving by maintaining industrial peace and harmonious relationship with Industrial & Commercial Establishments. The liberal policy of the Government towards workmen and widening of scope and definition of industry and workman under the Industrial Disputes Act, 1947 by virtue of decisions of various courts, has resulted in additional workload of Conciliation Cases. The pendency of such cases is therefore not coming down to the desired level.

The Government has given a new direction to the labour Policy and programmes in its Common Minimum Programme. Important points of the Common Minimum Programme which are of interest and relevance of labour are as follows: -

Eradication of Child Labour in all occupations and industries, a comprehensive law guaranteeing minimum wages, fair conditions for work, group insurance etc. for agricultural workers, a new law to deal with Industrial sickness and revamping of BIFR (Board of Industrial Finance & Reconstruction), better enforcement of Labour Laws, reorganization of trade unions through secret ballot, participation of workers in the management of public sector enterprises, imparting technical and vocational skill to encourage self-employment and retraining and redeployment of employees of public sector enterprises.

The Govt. of India set up a committee under the chairman ship of Sh. S.K. Mukhopadhyay, Joint Labour Commissioner (Central) to consider issues regarding delay in conciliation procedures. The committee strongly recommended for strengthening of infrastructure and man-power at HQ and district level set up of the department.

The Infrastructure of the office has to be improved and adequate equipments for communication and mobility is the need of the hour. It is therefore, necessary that at the initial stage, at least one staff vehicle is provided to each district. Following additional posts are required to be created – 1 Joint Labour Commissioner, 1 Deputy Labour Commissioner, 17 Astt. Labour commissioner, 5 Labour officer, 69 Inspecting officer, 19 Stenos, 26 UDC, 55 LDC, 4 Drivers and 28 Peons .

B. Strengthening of Grievance Redressal Machinery in the Administration Branch

It is proposed to set up a 'Public Grievance Cell' in the headquarters, which will be under the control of Joint Labour Commissioner (Admn.). The cell will attend to complaints/representations from general public applications under Delhi Right to Information Act/Right to Information Act, 2005, V.V.I.P.s/V.I.P.s, Public Grievances Commission etc. On receipt of the complaints, report from the concerned branch in charges will be obtained and necessary remedial action will be taken as per law. As such, it is necessary to strengthen the department at the headquarter and for this purpose, the posts such as One Admn. Officer, Two Data Entry Operator and One Photocopier Attendant are proposed to be created during Annual Plan 2007-08:-

C. Strengthening of Legal Branch

Due to increase in the number of Legal Legislation and Writ Petitions, legal cell was created with five posts one each of Joint Labour Commissioner, Legal Assistant, Stenographer, L.D.C. and Attendant. Although the legal cell has been created yet due to shortage of staff, it has not become effective so far.

It is necessary that the writ petitions and prosecutions for violation of Labour Law are properly conducted as thousands of cases are pending in various courts for violation of the provision of Delhi Shops & Establishment Act, 1954, Minimum Wages Act, 1948, Factories Act, 1948, Boiler Act, Smoke & Nuisance Act, Electrical Act etc. Since Law Department and Directorate of Prosecution have expressed their inability to provide counsels/public prosecutors to defend our cases in the lower courts.

The following posts are required to be created: - 1 Public Prosecutor, 10 Assistant Public Prosecutor, 1 Legal Assistant are also proposed to be created to attend to the advocates to whom cases are allotted by the Law Departments and to deal with legal matters. It has been experienced that Labour Inspectors being officers of common DASS Cadre are not trained to defend the court cases. Moreover it is also proposed to create the Supporting posts such as 3 Stenos, 2 LDCs, 27 Process Servers, 1 Driver & 1 peon.

D. Strengthening of Secretariat Cell

Labour Commissioner as ex-officio Secretary (Labour) exercises the power of making references of industrial dispute/cases to the Labour Courts and Industrial Tribunals for adjudication. In addition, the Awards of Labour Courts/Industrial Tribunals received in the Sectt. Cell is notified as per the provision of the Industrial Dispute Act, 1947.

Previously the awards received from the Industrial Tribunals and Labour Courts used to be published in the Official Gazette. Now this office has to maintain the records of publications of all awards. The Labour Courts as also the parties to the disputes demand such records. Moreover, the conciliation files containing the failure reports wherein order of the Secretary (Labour) are obtained either for referring the dispute or refusing adjudication giving reason are to be produced in the Labour Courts/Industrial Tribunals. The work of the Sectt Cell has been increasing with the passage of time.

The Mukhopadhyay committee has recommended that secretariat cell should be headed by a joint Labour commissioner with adequate staff namely. 1 Jt. Labour Commissioner, 1 Asst. Labour Commissioner, 1 Steno, 2 LDC/Records Keeper and 1 Records Attendant. These posts are required to be created in the Annual Plan 2007-08.

E. Strengthening of Monitoring and Statistical Machinery and Parliament cell

Planning & Statistical Branch in the Labour Department, is collecting, compiling, analyzing and monitoring statistical information regarding enforcement of various Labour Laws and other Welfare measures.

After collecting the returns from primary units, the periodical reports are prepared and submitted to Government of India, Ministry of Labour and Employment Labour Bureau. The data collected are of statutory and voluntary nature as follows:-

Annual Returns / Reports under :

(1). The Factories Act, 1948, (2) The Maternity Benefit Act, 1961, (3) The Workmen Compensation Act 1923, (4) The Industrial Employment (Standing Orders) Act, 1976, (5) The Trade Unions Act, 1926, (6) The Payment of Wages Act, 1936, (7) The Minimum Wages Act, 1948, (8) The factories Act, 1948 (Half yearly), (9) The Minimum Wages Act, 1948 (Quarterly), (10) Industrial Disputes Act, 1947 regarding work stoppage due to retrenchment, closure, lay off, lock-out and strike (Monthly).

Further data regarding work stoppage due to strike, lockouts, layoffs, retrenchment, closure is also collected. On the basis of this weekly/fortnightly/monthly reports on labour situation, requisite statistics are prepared and sent to the Government of India, Ministry of Labour and Employment.

The hand book on the Labour Statistics and the revised citizen charter were published during 2006-07.

The coordination work of parliament and assembly matters is also being performed by the P & S Unit. 1 Vehicle of performing Parliament and Vidhan Sabha activities is required to be purchased. 1 Photo Copier machine also required for making requisite number of sets of Vidhan Sabha and Parliament questions and notifications etc to be laid on the Table of the House.

Post of 1 Deputy Director, 7 Statistical Officers ,2 Statistical Asstt., 2 Data Entry Operators & 1 Attendant are required to be created during 11th FY Plan to carry out the above activities smoothly..

F. Strengthening of Electrical Inspectorate

The Electrical Inspectorate is entrusted with the responsibility of implementation of the following Acts and Rules: -

The Electricity Act, 2003, The Indian Electricity Rules, 1956, The Bombay Lift Act, 1939 (as extended to N.C.T. of Delhi), Delhi Lift Rules, 1942, Regulation for licensing and controlling places of public amusement (other than Cinema) and performance for Public Amusement, 1980 and Delhi Cinematograph Rules, 2002.

Over the last two decades a large number of new Industrial Areas, Shopping Malls, commercial complexes, DMRC stations, Residential Colonies and High Rise Buildings have come up in Delhi. Consequently the electrical installations such as high Voltage & E.H.V. Sub-stations, Medium pressure installations and lifts & escalators are increasing day by day without any increase in the staff whatsoever.

Sanctioned staff strength of the Inspectorate are :- 1 Electrical Inspector, 1 Dy. Electrical Inspector, 4 Asst. Electrical Inspectors, 7 Electrical Overseers, 2 UDC, 1 Steno, 4 LDC and 2 Peon cum Khalasi.

The details of the aims/objectives/activities carried out by this Inspectorate under various Acts and Rules are as follows: -

(a) Certificate of Competency Exam Class-I and II:-

As per the Conditions framed under rule 45 of the Indian Electricity Rules, Rules, 1956, the Board of Examiners functioning under the Electrical Inspectorate, Labour Department, GNCTD, conducts examination for grant of Certificate of Competency Class-I (Supervisor) & Class-II (Electrician). As per the conditions, the 'Board' is required to conduct the examination once in a year. The Workmen, as a result of qualifying the examination, would be eligible for getting employment/promotion/financial up gradation.

Achievement:-The examination was conducted during 2006-07 after gap of almost 18 years. For Class-II (Electrician) Exam 5882 candidates appeared and 4124 declared successful and for Class-I (Supervisor) Exam 1052 candidates appeared and 180 declared successful.

Since, the examination for grant of Certificate of Competency Class-I (Supervisor) and Class-II (Electrician) is in the interest of weaker sections of the society, who as a result of getting this certificate would be eligible for getting employment etc., as such the department decided to conduct the examination every year.

- (b) Under the Indian Electricity Rule, 1956, Electrical Overseers of the Inspectorate are required to inspect periodically the electrical installation of the industrial units. As per norm this inspection is to be carried out once in a period of three years. There are about 60,000 such industrial units existing in Delhi. The Inspectorate is having strength of just 7 Overseers to carry out such a large number of inspections.

- (c) Under Rule 63 of the Indian Electricity Rules, 1956, an approval in writing is required to be obtained from the Electrical Inspector of the Inspectorate before commencement of supply to high voltage/extra high voltage installation. Approximately 1000 such installations are offered for inspections every year which includes a large number of installations of the suppliers of Electricity i.e BSES, NDPL & NDMC, etc. After initial inspection, high voltage/extra high voltage installation is required to be inspected periodically. There are thousands of such installation existing at present. The underlying purpose of inspection is to ensure the safety of human beings and smooth functioning of equipments.
- (d) A generating plant of capacity exceeding 10 KW cannot be commissioned unless and until the approval in writing of the Electrical Inspector is obtained as required under Rule 47A incorporated in the Indian Electricity Rules in the year 1995. Thousands of such generating plants viz., (D.G. sets) exists and many are expected to be installed.
- (e) Under Section 161 of the Electricity Act, 2003, this inspectorate is required to enquiry into loss of human or animal life or injuries caused as a result of electric shock, to find out the cause of injury to a person or death due to the electric shock. Around 100 such cases(fatal/non fatal) are received every year.
- (f) Under Bombay Lift Act, 1939 as extended to National Capital Territory of Delhi and Delhi Lift Rules, 1942 every owner of a building intending to install a lift is required to apply for the erection-permission of the lift. Subsequently on completion of the erection of such lifts, the licence for use of the lift is required under section 5 of the said Act. Every lift is to be inspected once in a six months as required under section 11 of the said Act. There are about 10000 lifts existing at present. In addition, about 500 new lifts are expected to be installed every year.
- (g) There are about 5,000 licenses for class-I competency and 30,000 licenses for class-II competency issued by the electrical inspectorate. Further there are about 3000 licenses for electrical contractor. These licenses are required to be renewed after a specific period.
- (h) The Cinema and Auditorium which are covered under the Delhi Cinematograph Rules, 2002 and regulations are to be inspected initially and thereafter annually. The Video Games Parlours covered under the said regulation, are required to be inspected initially. In a year about 120 to 150 Video Games Parlours are inspected by this Inspectorate.

Requirement of Infrastructure:-

Following infrastructure / equipments are required to carry out above mentioned activities during Annual Plan 2007-08.

1. Vehicle for visiting sites of inspections by the officers for Electrical Inspectorate.
2. Photo Copier
3. Insulation Tester (megger), 500 volts 9 Nos.
4. Insulation Tester (High voltage), 5000 volts 3 Nos.
5. Earth Tester 9 Nos.

Requirement of Posts:-

The activities / inspections would increase tremendously due to implementations of New Master Plan of Delhi and coming Common Wealth Games. In view of above the Power Department, GNCT Delhi has recommended for creation of the following posts of Dy. CIE, Asstt. Electrical Inspector, Jr. Engineer. Hence following additional posts are required at HQ and districts level setup in Annual Plan 2007-08 to under take the above mentioned statutory activities assigned to the Electrical Inspectorate: - 1 Chief Electrical Inspector, 3 Electrical Inspector, 11 Dy. Electrical Inspectors, 20 Asst. Electrical Inspectors, 41 Electrical Overseers (Junior Engineer), 4 Stenos, 19 LDCs, 1 Accounts Clerk, 1 Driver and 9 Peon cum Khalasi.

G. Strengthening of Factories Inspectorate

The Inspectorate of Factories has been entrusted with the responsibilities of enforcement of following legislation, in the field of occupational safety, health and welfare of industrial workers and prevention of accidents in the factories of Delhi:-

The Factories Act, 1948, the Delhi Factories Rules 1950, the Chemical Accidents (Emergency Planning Preparedness and Response) Rules 1996 (framed under the Environmental Protection Act, 1986), the Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989 (Framed under the Environment Protection) Act, 1986.

The present sanctioned strength of the Factories Inspectorate are:-

1 Chief Inspector of Factories, 4 Dy. CIF, 1 Chemical Inspector of Factories, 1 Medical Inspector of Factories, and 11 Inspectors of Factories (4 posts of Inspectors of Factories were created during the 10th FY Plan).

At present, the number of registered factories is about 7500. For proper and effective enforcement of the legislations, enforceable by the Inspectorate of Factories, 34 Inspectors of Factories and 7 Dy. Chief Inspectors of Factories are required as per norms prescribed by the AR department.

Under the Environment Protection Act, the following legislations have been enacted by the Government of India in which the work of enforcement of these legislations in factories has been entrusted to the Inspectorate of Factories: -

1. The Manufacturer Storage and Import of Hazardous Chemical Rules, 1989
2. The Chemical Accidents (Emergency Planning Preparedness & Response) Rules, 1996.

Under the above statutory provisions, a duty has been cast on Inspectors of Factories to carry out inspection of hazardous factories at least once in a year.

The Government of NCT of Delhi under the Chemical Accidents (Emergency Planning Preparedness and Response) Rules, 1996 has constituted State Crisis Group & District Crisis Groups and is now in the process of creating Local Crisis Groups. As per provisions of these rules the Inspector of Factories is the Member –Secretary of the District Crisis Group as well as Local Crisis Group. There are nine districts in Delhi with 27 Sub-divisions. The Sub-divisional Magistrate (SDM) is the Chair Person and the Inspector of

factories will be Member-Secretary of these Local Crisis Groups whereas the Dy. Commissioner is the Chairperson and Inspector of Factories is the Member – Secretary of the District Crisis Group. The Local Crisis Groups are required to meet once in 30 days and District Crisis Groups are required to meet once in 45 days. The work of Local Crisis Groups is monitored by District Crisis Groups and that of District Crisis Groups is monitored by State Crisis Group. It may be mentioned here that Chief Secretary is the Chairperson of the State Crisis Group with Secretary (Labour) as its Member-secretary and Chief Inspector of Factories as its Member, besides other members. All these functions are statutory, for which no additional staff has been provided to the Inspectorate of Factories. These functions have been entrusted after Work Study carried out during the year 1983. It is, therefore, necessary that there should be 34 Inspectors of Factories in the Labour Department according to general norm already laid by the AR department.

To carry out these duties and functions effectively, the mobility of the field staff is essential. Inspector of Factories operates from District Offices whereas Chief Inspector of Factories, Dy. Chief Inspectors of Factories, Medical and Chemical Inspector of Factories operate from Headquarters. None of these officers have been provided with any official vehicle. For efficient working of the Inspectorate, one vehicle may be provided in each of the district and also to the Chief Inspector of Factories and Dy. Chief Inspector of Factories, Medical Inspector of Factories and Chemical Inspector of Factories in the headquarters. 14 vehicles/cars with 14 drivers are required for the above purpose.

Working of the Inspectorate has also been decentralized and the Inspector of Factories of Districts, West, Southwest, South, East and North-East are now operating from district offices of the Labour Department. No additional posts of supporting staff, such as LDCs, UDCs, Stenographers, and Peons were created to assist the Inspectorate of Factories in District Offices.

The following posts are required to be created in the factories Inspectorate during the Annual Plan 2007-08:- 3 Dy. CIF, 19 Inspector of Factories, 15 UDCs, 12 LDCs, 2 Head Clerk, 16 Stenographers, 15 Peons, 15 Drivers, 1 Daftari and 4 Data Entry operators.

H. Proposal for Setting up Industrial Hygiene Laboratory

The Factories Act, 1948 lays down the maximum allowable concentration of toxic chemicals/substances in work environment and also lists Notifiable Occupational Diseases. An Industrial Hygiene Laboratory had been set up in 1990. The objective of Occupational Health Laboratory is to carry out medical examination of workers engaged in hazardous/dangerous operations in factories and collect samples of Blood, Urine etc. for pathological examination. The laboratory at present is non functional due to inadequate infrastructure and outdated equipment, required for purpose. The Industrial Hygiene Laboratory is proposed to be made functional in a proper independent building having required infrastructure facilities and properly equipped with modern and state of art equipment required for monitoring of workplace environment.

Monitoring in the workplace is often called exposure monitoring or air monitoring. Workplace air monitoring is essential for ensuring that concentrations of a particular substance and noise level are below the exposure limits stated under the Factories Act, 1948 or limits prescribed under the Delhi Factories Rules, 1950.

The Industrial Hygiene Laboratory is proposed to be well equipped with state of the art gas and dust monitoring equipment including different types of Samples/ Personal

Samplers, Atomic Absorption Spectrophotometer, Gas Liquid Chromatograph, Digital Gas Analyzers, Noise Level Meters and accessories, furniture and transport vans etc.

Keeping in view, the limitations of space available at the HQ of Labour Department at 5, Sham Nath Marg, Delhi-54 the proposed modern Industrial Hygiene Laboratory is proposed to be set up in new building to be constructed by acquiring land in newly developed industrial belt of Bawana or Narela . The proposed laboratory is estimated to involve an expenditure of about Rs. **1.5 crore** with additional annual expenditure of Rs. **50.00 Lakh**

The manpower of the laboratory is proposed to be strengthened by creation of following additional posts of the Chemical Inspector of Factories and Industrial Hygienist as:- 1 Chemical Inspector of Factories, 1 Sr. Laboratory Asstt., 1 Jn. Laboratory Asstt., 2 Laboratory Attendant, 1 LDC, 1 Peon and 1 Driver during Annual Plan 2007-08.

I. Expansion of Library of the Labour Department

Presently the Department has a library with 4800 books of its own being looked after by a Librarian in the scale of Rs. 5000-8000. The library is situated at 5, Sham Nath Marg. The books and journals on the labour laws/Acts are effectively referred in processing various cases/ complaints. It is proposed to open branches of this library in 9 districts along with creation of post of one librarian and one Library Attendant in each district.

J. Establishment of infrastructure for Implementation of Building and other construction workers (RE & CS) Act

The workers engaged in building or other construction activity need immediate attention for better and safer working conditions and the payment of at least statutory remuneration as provided in the Act. The workers under this category generally come from remote areas and are floating population, as a result of which they remain scattered and unaware about their rights as provided under the law and rules. Even if they are aware of their rights, the fact that they are mobile inhibits their capacity to fight for their rights. Till date there is no infrastructure available to implement the Act in the National Capital Territory of Delhi, due to which the whole segment of construction workers is opened to exploitation.

Under the Common Minimum Programme of the UPA Government the social security to the unorganized sector workers is one of the important components.

The government of India is monitoring the implementation of this legislation very closely. The implementation of this law acquires special importance for the NCT of Delhi in view of the large-scale construction activity due to the forthcoming Commonwealth Games. As mentioned above, the enforcement of this legislation is being monitored closely in the Prime Minister's Office also. The enforcement of this legislation can also become a subject matter of public criticism, if the same is not enforced vigorously. In this context, it may be mentioned that earlier also a PIL for the enforcement of this law had been filed by an NGO called Social Jurists.

An amount of Rs. 41.60 crore was collected as cess during 2006-07 under the BOCW (Welfare Cess) Act, 1996.

The existing staff and infrastructure of the Labour Department is not able to do justice to the existing laws. Therefore, the existing machinery cannot effectively enforce the provision of the Act and more specifically the provisions relating to safety to construction workers. Perusal of the Act also shows that the safety provisions are extremely technical in nature and we would need specialized officers, i.e., those holding degree in engineering for the enforcement of the technical provisions relating to safety etc. of the Act, at least one inspector for every district and one for the headquarter is necessary at this stage. It is on the basis of this assumption the requirement has been computed. Therefore, posts of 1 Joint Labour Commissioner, 1 Deputy Labour Commissioner, 1 Asst Labour Commissioner, 1 Supervising officer (Safety), 10 Inspectors (Safety), 10 Inspecting Officers, 3 Stenographers, 2 Drivers, 3 Data Entry Operator-cum-Clerk and 2 Peons are required to protect the statutory rights of the building or other construction workers.

For implementation of the provisions of the Act proper infrastructure of mobility is also required. Therefore, two vehicles will be required to carry out statutory inspections under the Act.

The Government of India has emphasized the need to make NCT of Delhi a model example by effective implementation of this Act. Therefore a separate cell to protect their statutory rights should be established by creating 1 A.L.C (HQ), 9 Inspectors, 1 LDC, 1 Driver, and 1 Peon posts.

K. EDP Cell

As per the IT policy of Govt. of NCT of Delhi the Labour Department along with other sensitive departments given priority since 2003 for computerization in order to improve services/delivery system for the general public/clients. The purpose of computerization is to improve administrative efficiency and develop an efficient decision taking process for the benefit of the industrial workers.

LAN has been setup at HQ office, internet has been provided and 63 PCs installed in the department. 1 server is also installed at HQ. Labour Department has its own website www.labour.delhigovt.nic.in which is updated time to time. The Website contains Forms and Procedure and various Labour Acts, 17 Right To Information Act 2005-manuals, Citizen charters, Organization setup, various Acts regarding Labour Laws, Important telephone Numbers, annual plan, etc.

Following Softwares were developed during 10th FY Plan:-

Trade unions Software for submitting application for registration of trade union, Holiday Home Registration Software for booking of holiday homes, ECSsystem to conduct exam for certificate of competency Class-I & II, Reporting Tool For Secretariat Cell to publish the award and to track all the files of labour department File monitoring Software is installed in the department.

Following software are proposed to be developed (outsourced) during Annual Plan 2007-08.

On-Line Monitoring of Cases/Complaints received in Labour Department under various Acts, Software on Shops and Establishments Act and Submission of Returns online under Factories Act 1948/ Minimum Wages Act.

Hardware would be purchased as per requirement of the department and LAN would be set up at district offices during 2007-08.

The process of the computerization of the department could not be picked up as desired pace due to non availability of any technical (IT) staff. One post of the programmer which was created on 18-08-2004 could not be filled up and subsequently got abolished due to economy drive. It is therefore proposed that following posts may be created during the 11th FY Plan to achieve the e-governance goals:- 1 System Analyst, 2 Programmers, 7 Assistant Programmers, 6 Data Entry operators and one peon.

L. Training and Research in the field of Labour Relations

Aims and Objective:-

The Labour Department is one of the most important public dealing departments of the Government of Delhi. The inspectorate staff and the officers of this department implement as many as 29 Labour Laws. But at present, there is no labour institute or any scheme to provide regular training or refresher courses for the inspectorate staff as well as officers of this department to upgrade their knowledge and skills in various labour related fields as well as laws. Further, hardly any research activity has been undertaken by the officers of this department or NGOs located in Delhi to carry out research in the labour related fields so as to provide necessary data base or inputs which could provide unbiased blue print of the socio-economic problems prevailing in weaker labour masses, requiring immediate attention of the Government for rectification of policies, making them more friendly to poor labour classes. The officers and officials of the department will be deputed for training programs & workshops on labour relations. In-house training programs will also be conducted by the Department during 2007-08.

Under the plan scheme, training programme and workshop on Industrial safety will also be organized for the benefits of the management and workers at the District level during the years 2007-08. The modalities and the detailed scheme to set up infrastructure and the curriculum etc. will be finalized in due course of time.

5 (in-house) training programs /workshops have been organized by the department during 2006-07.

M. Information and Publicity Cell

Information and Publicity cell in the Labour Department has been entrusted with the responsibility of getting notices/advertisement and other information pertaining to important provisions of various labour laws, published in the newspapers for the information of the workers, general public, trade unions and managements. But it has been felt that a large number of workers, their representatives and the employers are not aware of the important provisions of labour laws and the rules framed there under. As a result of which, there is large scale violation of provisions of various labour laws particularly, the Minimum Wages Act, the Factories Act, the Delhi Shops & Establishment Act, the Equal Remuneration Act, 1976, the Payment of Bonus Act, the Payment of Gratuity Act, the Contract Labour (Regulation-Abolition) Act, the Child Labour (P&R) Act, etc. In order to disseminate information about relevant and important provisions of various labour laws as mentioned above, the plan scheme "Setting up of information and Publicity Cell in the Labour Department" has been included.

15 advertisements through Dte. of Information & Publicity were published during 2006-07 in news papers/periodicals.

Audio-visual publicity will be carried out on important provisions of labour laws on safety, health and welfare of the workers for benefit of workers, trade union leaders, employers, general public.

An outlay of Rs.145.00 lakh for Annual Plan 2007-08 is approved for this scheme.

2. Setting up of Holiday Homes for Industrial Workers (Rs.20.00 lakh)

The objective of the Plan Scheme setting up of holiday homes for industrial workers is to provide subsidized accommodation facilities to the workers at tourist places.

At present there are four Holiday Homes located one each at Haridwar, Mussorie, Shimla and Allahabad run by the Labour Department for the benefit of the workers and the employees of the Delhi government/ retired employees etc. The following categories of workers/ employees (along with their families or groups) can book the accommodation @ **Rs. 50.00 per room per day** in the above said holiday homes:-

- a) The industrial workers and employees in industrial establishments, shops, factories etc. in supervisory/managerial category.
- b) The employees of Government of National Capital Territory of Delhi and autonomous bodies/organizations/boards/undertakings etc.
- c) Retired employees of Government of National Capital Territory of Delhi /autonomous bodies/undertakings/boards under Government of National Capital Territory of Delhi.

The clerical/supervisory/managerial employees of autonomous bodies/undertaking of Government of National Capital Territory of Delhi will be treated at par with the employees of Government of National Capital Territory of Delhi.

Holiday Home in Shimla has been inaugurated on **18-07-2005** by the Hon'ble Minister Labour. The proposal of setting up of additional holiday home could not be materialized during 10th Plan due to non completion of certain formalities.

The possibilities will be explored to set up some more Holiday Homes in other important cities such as Amritsar, Katra, Panaji (Goa), Hyderabad, Bangalore, Jaipur, Puri, Calcutta, Assam, Chennai and Trivandrum etc. With the setting up of more Holiday Homes other than hill areas, the workers and their families can also visit these places not only during summer but throughout the year.

Presently, the Holiday Homes at Mussorie and Haridwar are functioning from rented buildings. The landlord does not take interest in the maintenance of the buildings. As such, possibilities are being explored for shifting these Holiday Homes to our own buildings in Mussorie and Haridwar. The maintenance and occupancy of the holiday homes is being adversely affected due to shortage of staff. The sweeping/cleaning of the Holiday Home would be outsourced. It is also proposed to acquire accommodation on lease basis from the private holiday homes in order to avoid maintenance costs.

Following posts are required to be created for efficient running of the holiday homes:- Posts of 8 Managers, 8 Attendants and 16 Peons/Chowkidar.

An outlay of Rs.20.00 lakh for Annual Plan 2007-08 is approved for this scheme.

3. Grant in Aid to Delhi Labour Welfare Board (Rs.45. 00 lakh)

As per provisions of the Bombay Labour Welfare Fund Act as extended to NCT of Delhi and the Rules framed there under funds for the implementation of the schemes of the Delhi Labour Welfare Board to be arranged from the following sources: -

All fines realized by the employers from the workers, unpaid accumulation of Wages, Gratuity and Bonus, any voluntary donations, public borrowings, subsidies / loan /grant-in-aid from the government and contributions from employers, employees and the Govt..

The activities of the Board will be (a) to run the labour welfare centers and to improve activities for the welfare of the workers (b) to make arrangements for education of adult workers (c) to arrange some games and sports in Welfare Centers and also to arrange for tournaments, provision of library and reading room facilities, Handicraft Classes for workmen, Nursery Classes for children of the workers (d) to run crèches for the children of the industrial workers (e) to supervise existing study tours and Holiday Homes Schemes for the Industrial workers (f) other welfare schemes for the industrial workers.

Under the Bombay Welfare Fund Act, the rate of contribution is as under: -

Workers Contribution @	Rs. 0.75 per worker per six months (Rs. 1.50/- per annum per worker)
Employers,	Rs. 2.25/- per worker per six months (Rs. 5.00/- per annum per worker)
Government,	Rs. 1.50/- per worker per six months (Rs. 3.00/- per annum per worker)

All Factories, Shops and Commercial Establishments employing 05 or more workers are to be covered by the scheme. It is proposed to cover at least 4.50 lakh workers initially under this scheme. The Government share of contribution for these four lakh workers will be Rs. 12.00 Lakh per annum.

During 10th FY Plan contribution collected for about 10.91 lakh workers including that of 4.02 Lakh workers during 2006-07. During the calendar year 2006 DLWB collected above Rs. 23.73 Lakh as contribution under the Act. Till 31/01/2007 the Board has collected Rs. 50.03 Lakh as employees and employers contribution and the Board has deposited Rs. 46.00 Lakh in fixed deposit.

The Board's main expenditure will be on rent for hired buildings, equipments, books, periodicals and games materials and the salary of the staff to run the different activities of the centers.

The Board may have to be helped by Government in addition to statutory liability under the fund for the next two years. It is estimated that the total expenditure will not exceed the current rate of expenditure but gradually the Government liability will come down on account of contributions that will be received from the workers and employers.

Notification has also been issued for creation of fund under the Act. Perusal of the scheme would indicate that the Government's contribution is based on the contribution received from workers and management. Fund is likely to be realized from 4 lakh workers during 2007-08.

The posts of One Welfare Commr. / JLC, One Stenographer, Two UDCs, One LDCs, One Driver and One Peon are proposed to be created by Delhi Labour Welfare Board out of their own fund.

Training, Education and Skill Development of the children of Workers employed in Organized and Unorganized sectors

To ensure welfare of the laborer and their facilities by providing educational and recreational facilities like Reading Room, Library, Indoor Games, Nursery classes for children, Music, Handicraft classes/vocational classes. Incentives in the shape of stipends to the deserving students who are attending the handicraft and Nursery classes in the Welfare Centers are given. This will encourage them to devote full attention to learning and developing their skills in Handicraft and ultimately make it a source of their earning later on. The stipends are awarded to the students selected by Selection Committee to be formed under the chairmanship of Dy. Labour Commissioner (Welfare). The amount of stipend and number of stipenders is decided by the said committee.

There are 7 Labour Welfare Centers in different parts of National Capital Territory of Delhi. A large number of students attend the Handicraft and Nursery Classes daily. To develop their skill and outlook in the artistic work of the small scale industry, the students are given vocational guidance in Handicrafts as well as education up to Nursery level. Regular classes are held in the Labour Welfare Centers being run by this Department.

During the 10th FY Plan (2002-07) stipends were provide to above 1148 children including stipend to 300 children during 2006-07.

It is proposed to purchase new sewing machines, knitting machines and material for use in handicraft/vocational classes. It is also proposed to set up gymnasium in some selected Labour Welfare Centers.

To provide the educational and training facilities to the larger no. of the children the following post are required 1 Handicraft Teacher, 1 Nursery Teacher, 1 Music Teacher, 1 Labour Welfare Supervisor, One Attendant, 1 Chowkidar and 1 Sweeper for each Center.

An outlay of Rs.45.00 lakh for Annual Plan 2007-08 is approved for this scheme.

4. Construction / Renovation of New Office Complex, Renovation of labour welfare Centres [Rs.110.00 lakh]

At present, Labour Welfare Centres and districts offices are being run by the department in different part of Delhi. In order to extend these facilities to some more areas, it is proposed to set up more Welfare Centres in newly developed areas having cluster of small scale industries and other commercial establishment. It is proposed to set up such centers at Narela, Rohini, Pritampura, Badli, Siraspur, Najafgarh and Libas Pur and fast developing Trans-Yamuna areas for which DDA will be approached to allot land for construction of building.

Capital works like conference room at HQ, chamber of DLC (west), installation of lift at HQ, renovation of Server Room, construction of drivers room etc. were completed through PWD during 10th FY Plan.

During Annual Plan 2007-08 following work will be completed/ started:- Renovation of West District Office, construction of 6 SPS rooms at East District Office, Retrofitting of C & D Block at HQ office for safety of earth-quake under DC office complexes. Out of existing 7 Labour Welfare Centers only four are being run from their own building. It is proposed to construct more buildings in phased manner. The possibility is also being explored with the land owning agencies for locating suitable sites in close proximity of the industrial areas of the Delhi to construct buildings for new Labour Welfare Centres.

An outlay of Rs.110.00 lakh for Annual Plan 2007-08 is approved for this scheme.

5. Rehabilitation of Child Labour [Rs.300.00 lakh]

The issue of child labour has acquired urgency. It is being monitored at the highest level in the Executive, Judiciary the Legislature and also the Media.

Elimination of Child Labour is an area of great concern and commitment of the Government. The framers of the Indian Constitution consciously incorporated relevant provisions in the Constitution to secure compulsory universal elementary education for children as well as protection of children from involvement in economic activities detrimental to their health. The National Policy on Children Resolution adopted in August, 1974 further developed the above ideas. It set out a policy framework for providing free and compulsory education to children upto the age of 14 years as also measures for protecting children against neglect, cruelty and exploitation.

Consistent with the Constitutional provisions and the recommendations of the various Committees set up to devise a policy on Child Labour, the Child Labour (Prohibition & Regulation) Act, 1986 was enacted, replacing the Employment of Children Act, 1938. The Act seeks to prohibit employment of children below 14 years in hazardous occupations and processes and also regulates the working conditions of children in other employments. The Act prohibits employment of children in occupations and processes.

The Government of Delhi hopes that the incidence of child labour would be brought down to minimum level. The ultimate goal of total elimination of child labour in Delhi may not be achievable as long as poverty, in the States which sent children to work in the NCT of Delhi, continues to exist. However we can definitely reduce the incidence of child labour drastically by media/public awareness campaign and by enforcement of existing legislation. Rehabilitation of children rescued will form an integral part of the programme. The child labour in Delhi can broadly be divided into three group:-

1. Children living and working with the employer.
2. Children living with parents/guardians.
3. Destitute children.

The Government of India is implementing NCLP/INDUS Project for rescue and rehabilitation of child labour. Delhi has been included under the INDUS Project and has been sanctioned 60 Transition Education Centres (TECs).

It has been found that 60 TECs are not enough for the entire NCT of Delhi. There is a regular monitoring of the process of rehabilitation of child labour by the Hon'ble High Court of Delhi, NHRC, Hon'ble Supreme Court of India and other agencies. The Delhi Legal Service Authority functioning under the administrative control of the Hon'ble High Court of Delhi, has placed the twin issues of child labour and female foeticide in its agenda for the current year.

Project Components:

1. Identification and rescue of children working in hazardous occupations and processes.
- 2.a. Representation of children belonging to other States to their respective State, in collaboration with the respective Resident Commissioner. We will however have to provide transit accommodation till the State Government confirm the identity of the children.
- (b) Rehabilitation of destitute children through Residential Bridge Centres (RBC) run under the Sarv Siksha Abhiyan by the Education Department or in the Shelter Homes of the Social Welfare Department.
- (c) Children whose parents/guardians i.e. living in Delhi will be rehabilitated in Delhi through TEC and Vocation Training Centres.

3. Social mobilization.

The Ministry of Labour & Employment has informed that the Planning Commission has directed it to organize a survey to determine the magnitude of the problem of child-labour. Names of agencies which can conduct such surveys have been forwarded to the Ministry. As the survey is proposed to be conducted by the Ministry this plan document does not incorporate survey component.

Delhi Child Labour Rehabilitation Society (DCLRWS) and the State Project Steering Committee are functional (SPSC).

A State Resource Cell (SRC) to assist the Project and SPSC has to be constituted to coordinate and monitor all the activities. The SRC is to function as the Secretariat for the S.P.S.C.

The Project Society has to work in close collaboration with the Education Department, specifically the UEE Mission, Development Department. Dy. Commissioner (Revenue), Medical and Health Department, Social Welfare Department, DPR, Police and Trade Unions and Civil Society.

The TECs however would be broadly set up on the lines of TECs of the Government of India with slight modification. The existing TECs have been conceptualized by the Government of India with rural bias. Delhi is a metro Centre and therefore the requirements are proportionately more.

The children in TECs would be given the following:-

1. Education which would include books, teaching materials.
2. Mid-day meal.
3. Uniform: The existing budget from MCD could be reassigned.
4. Excursions: At least one in every quarter.
5. Stipend: Rs. 100/- per month.

The children in Vocational Training Centre would be given a kit in trades like carpentry, masonry, electrician etc., on completion to the training if they want to be self employed.

Transit Accommodation

The department needs transit accommodation on an urgent basis for these children. While we propose to add a wing in our proposed building at vishwakarma nagar, we still need a hostel-cum-school for 100 children in central delhi urgently.

NGOs who have worked in the field with proven track record will be associated in accordance with the guidelines of NCLP. NGOs will be assigned 5 TECs or multiple thereof. This, to avoid proliferation of NGOs and to make the Project viable for the NGOs also.

Inspection/Rescue Operation

The number of inspection conducted, children rescued and prosecution filed under The Child Labour Act, from during 2005-06 and 2006-07 are given below:-

Month	Total inspections	Children found during the inspection	Prosecution
1	2	3	5
2005-06	1724	375	165
2006-07 [up to Feb 2007]	2217	344	118

In addition there are cases where inspections have been conducted by Labour Department but action has been taken under the Bonded Labour (System) Abolition Act, 1976 by office of Deputy Commissioner (Revenue).

The posts of one Dy. Labour Commissioner, two Assistant Labour Commissioner, three Inspecting Officers, three Stenographer, three UDCs and one Peon are proposed to be created in the Child Labour Branch under overall supervision of a Joint Labour Commissioner.

An outlay of Rs.300.00 lakh for Annual Plan 2007-08 is approved for this scheme

II DIRECTORATE OF TRAINING & TECHNICAL EDUCATION CRAFTSMEN & APPRENTICESHIP TRAINING

1. Directorate Headquarters and State Apprenticeship advisor Office.(Rs.3.00 lakh)

The training wing of the Headquarters which bears the responsibility for the educational planning and administration of the craftsmen training programme implemented through a network of the I.T.Is., serves as a nucleus around which all the activities rotate. It is thus essential that this wing is large and strong enough to perform its function adequately.

During the past few years, there has been a continuing growth and consolidation of Craftsmen training facilities in the National Capital Territory of Delhi. The strength of ITI trainees which was about 5000 at the beginning of Fifth Five year Plan is now 9000. This is further intended to be increased to about 10,000 trainees during 11th Five Year Plan, when more I.T.Is. are proposed to be opened and expansion of existing ITIs is also planned. Compared to the above expansion, the staff strength in the Directorate has nearly remained constant except in the newly set up units having new field of activities.

Considering the proposed expansion and the laid down norms of DGE&T, Govt. of India, and the vast dispersal of the institutions in the NCT of Delhi, it is proposed to create the posts of 1 Dy. Controller of A/cs, 2 Assistant Director , 2 Stenographer Jr., 12 Class IV(Peon), 2 Driver, 2 Office Superintendent, 8 U.D.C., 8 L.D.C.,1 Senior Technical Asstt., and 1 Junior Accounts Officer.

Under the Apprenticeship Act, 1961, it is a statutory obligation for the Private and Public Organizations to engage apprentices in certain designated trades on the basis of the strength of their workers in the designated trades. The office of the Apprenticeship Adviser is responsible for the smooth conduction of the Apprenticeship Training Programme in the National Capital Territory of Delhi. The objective of the Act would be to fully utilize the potential for Apprenticeship training facilities available in the National Capital Territory of Delhi by identifying/surveying industrial establishments of the UT of Delhi, which are yet to be covered under the Act and to improve the quality and quantity of the Apprenticeship Training.

The staff strength will have to be augmented in phases during the 11th Plan Period. It is also proposed to introduce computerization in the Apprenticeship Office with the installation of the computer system and setting up of computer centre.

An outlay of Rs.3.00 lakh for Annual Plan 2007-08 is approved for this scheme.

2. Modernization and Replacement of Machinery and Equipment(Rs.300.00 lakh)

There are sixteen Industrial Training Institutes and Commercial & Secretarial Institute in Delhi in which training in 50 engineering and non-engineering trades is being imparted. There are substantial quantity of the machinery consisting of lathes, milling machines, shapers, slotters, electric generators, motors etc. besides light to heavy tools which have outlived their normal life and need to be replaced.

There has been also a rapid advancement in industry in respect of technology, operations & methodology. Some of the machines, equipment and computers available in the I.T.Is. have thus become obsolete and it is essential that new machines having multi-operation facilities, automatic or computerized should be provided so that the trainees may not feel handicapped when they go to market.

Machinery and equipment declared unserviceable will be replaced. Also deficiency of various machinery and equipment as compared to the Standard Tools Lists of various trades are to be provided. In addition to above the Government of India has been revising the syllabus and standard list of Tools and Equipment of the various trades from time to time, which results in the deficiencies. The items which are deficient in each institute or are required to replace the existing tools and equipment as and when they become unserviceable, will be decided, taking into consideration of the standard tool list and the stock position.

The objective of this scheme is thus:

- i) To remove the obsolescence.
- ii) To provide I.T.Is. with deficient tools & equipment.
- iii) To replace the unserviceable tools & equipment.

Besides above a large no. of machinery & equipments are lying unutilized due to lack of periodic maintenance and repairs. To avoid idling of equipments, wherever possible institution shall enter into Annual Maintenance Contract preferably with the manufacturers or their authorized dealers.

An outlay of Rs.300.00 lakh is approved for the Annual Plan 2007-2008.

3. Diversification & Introduction of New Courses in Emerging Skills/Disciplines for improving the quality of training(Rs.227.00 lakh)

Another sector in the Retail Marketing has changed the entire scenario by buying & selling different commodities from single shopping complex. In this world of modernization we find new gadgets coming up daily in the market and these gadgets are gaining a lot of popularity among the people. This increases the potential market for undertaking repair & maintenance.

It is thus essential to introduce new trades, as well as to replace the obsolete trades with new emerging disciplines considering the employment potential and market demand. More units of popular trades are required to be added.

New Trades identified: DGE&T, Ministry of Labour has already identified various trades out of which following trades will be introduced during the Annual Plan :

1.	Architectural Assistant	1 year
2.	Building Maintenance	6 months
3.	Craftsman food Production (Gen)	1 year
4.	Data Entry Operator	6 months
5.	Dental Lab Technician	2 years
6.	Digital Photographer	1 year
7.	Driver cum mechanic	6 months
8.	Front office Assistant	6 months
9.	Health and Sanitary Inspector	1 year
10.	Institution House Keeping	1 year
11.	Mechanic Auto Electrical & Electronics	6 months
12.	Mechanic computer Hardware	1 year
13.	Mechanic Consumer Electronics	1 year
14.	Mechanic Repair & Maintenance of Heavy vehicles	1 year
15.	Mechanic repair and Maintenance of Light Vehicle	1 year
16.	Mechanic Repair & Maintenance of two wheeler	1 year
17.	Network Technician	6 months
18.	Physiotherapy technician	1 year
19.	Radiology Technician	1 year
20.	Sanitary Hardware fitter	6 months
21.	Steward	1 year
22.	Medical Lab technician (radiology)	1 year
23.	Medical Lab technician (Pathology)	1 year

24.	Dairying	1 year
25.	Floriculture and landscaping	6 months
26.	Gardener	6 months
27.	Horticulture	6 months
28.	Screen Printer	6 months
29	Food Processing	1 year
30.	Screen Printing	1 year
31.	Painter (Aramco cetified)	1 year
32.	Fire safety	1 year

Appropriate no. of posts of Instructors at various level and other staff as per DGE&T laid down norms will be created. Machinery and Equipment will also be procured.

Upgradation of Libraries: It is proposed that books should be issued to the trainees for their reference at home as well. Further the ITIs will be equipped with the latest books and computer based training CDs/material. The important teaching material would be made available in the digital form in each Library. Both students and teachers will make use of these facilities. A computer with wide screen monitor will also be made available to each ITI. Posts of Librarian shall also be created in the ITI Tilak Nagar (women), Mori Gate, BTC, Jafferpur and ITI Narela for proper functioning of the Libraries.

Upgradation of Teaching aids. In order to improve the quality of training, new method of teaching like using LCD Projector, Overhead Projectors and Computer based teaching material would also be used in all the ITIs. An audiovisual room is to be prepared with the help of PWD wherein a group of about at least 60 students can be accommodated. LCD Projectors are to be provided to each Institute with one Laptop computer.

Obtaining ISO Certification for teaching & Examination systems: The ITIs, which are well equipped and having buildings/workshops in good condition will be encouraged to obtain ISO certification for improving the quality of teaching continuously year after year.

Inter-connectivity of all ITIs: All the ITIs will be connected through EDUSAT or through High speed lease MTNL lease line for receiving the live/recorded lectures for imparting effective training and thus reducing the problem of non-availability of teachers. It is also proposed to setup one studio at Sir CV Raman ITI where recording editing and dubbing facilities shall be created for making computer based training CD/DVD, so that same can be made available to other ITIs for teaching purpose.

Improving Industry co-operation: Industry- Institute activities shall further be strengthened by constituting the IMCs in each ITI with the help of CII, FICCI and other local industries or through TASSKS (Takniqi Shiksha Sudhar Kalyan Samiti). The same Samiti or IMC will also apprise the institute about the latest development in the industrial sector, revise the curriculum and review the courses from time to time.

Upgradation of Hostels : It is proposed that the minimum facilities like proper Mess with Refrigerator etc., provision for water cooler, common room facility alongwith furniture may be provided in the Hostel, so that students may find a conducive atmosphere to study and stay in Hostel.

Adjudging the Instructors Performance: Presently there is no system in place to adjudge not only the performance of Instructor but also other supervisory and supporting staff. The Instructor is not accountable for the poor results. There are trades where the results do not improve inspite of the best infrastructure available for training in the ITIs. There is lack of taking initiative among the staff. Therefore mechanism for gauging the performance of Instructors and other staff must be enforced for continuous improvement. The teacher's performance will be adjudged on the basis of the quality of their trainees being trained by them, drop out rate, passed percentage and the time taken by the trainees to get the employment. The no. of short term evening courses conducted would also be made one of the factor for gauging the teacher's performance. The duties enumerated in the Training Manual of DGE&T are not sufficient to follow, the time has come when department has to give clear direction to work in a very efficient manner by all the staff from Peon to Principal including the Office Superintendents, Accounts functionaries and Clerical staff.

Improving administration of ITIs: Even though all the ITIs have been provided with biometric attendance registration machine, the administration of ITIs is not improved considerably. The staffs after logging their attendance go away from the Institute to attend their personal work leaving the unruly situation in the Institute. Similarly, the other clerical officer/officials do not log their attendance in the attendance machine, which also worsen the administration in all the ITIs.

A Permanent movement register shall be kept with appropriate authority to keep check on proxy attendance or the movement shall be registered in the biometric attendance registration machine.

In order to create a sense of one-ness and equality among the staff it is proposed that all the ITIs would have a code of wearing uniform. There would be different uniform for different level of staff like W.S.A./Peon, Instructors, Group Instructor and Principal. Likewise Superintendent and other Clerical staff. The color of Summer, Winter Uniform and workshop uniform will be decided by a committee and applicable to all the staff members.

Student attendance In order to improve the administration at students level and proper monitoring of teaching standard, one/two Biometric attendance machine exclusively for students shall be installed. An intelligent Identity Card will also be issued. Further Close Circuit TV with recording facility and public address systems shall also be installed in the workshop and all the rooms.

Inspections of ITIs Further, it is very necessary to inspect the ITIs on regular intervals to assess the quality of training being imparted in the ITIs. The inspection team at Directorate Headquarter shall be strengthening by providing sufficient manpower.

Improving the working of Commercial & Secretarial Institute:

Commercial & Secretarial Institute (CSI) presently running at GB Pant Polytechnic Hostels building needs further Upgradation. The institute is imparting certificate level training in Book-Keeping & Accountancy, Salesmanship & Marketing and Store Keeping and Purchasing. In the institute 40% of the total number of seats are reserved for SC and ST candidates.

An independent building is needed for its all round development. Teaching Posts are to be created for the various programmes. The courses will be affiliated to Board of Technical Education. The courses will be employment oriented as well as having scope for further studies in management stream. This would be an integrated institute for certificate as well as Diploma level programs. Staff will be provided as per norms. Administrative posts of Office Superintendent, J.A.O., U.D.C./ Stenographer & Class IV will also be created.

An outlay of Rs.227.00 lakh for Annual Plan 2007-2008 is approved for this scheme.

4. Expansion of Short-Term and Part-Time Evening Courses for Self Employment in various Industrial Training Institutes(Rs.6.00 lakh)

Most of the courses/trades running in the Industrial Training Institute, at present are having duration extending from one to two years with eligibility educational qualification 8th, 10th 12th. It has, however, been felt that due to hard economic conditions, some students do not join these courses, as they cannot afford to wait for a period of one/two/three years, due to their family conditions. Marginal farmers and landless labourers families who are also occupied in farm activities are also not willing to attend long duration courses. Short duration courses to make them capable of self-employment have, therefore, been introduced in the ITIs during morning/evening hours.

The short duration courses on Part-time basis in the disciplines of Electrical household Appliances Mechanic, Welding, Repairs and Maintenance of Fridges, T.V. Mechanic, Tailoring, Embroidery, Bakery, Beautician have already been introduced in I.T.I. Arab-ki-Sarai, Siri fort, Sir CV Raman ITI, Pusa and Malviya Nagar . It is proposed to extend these courses to all the ITIs. Following new course shall be introduced:

1. Auto Cad 2006
2. Lathe Machine operator
3. Milling Machine Operator
4. Grinding machine Operator
5. CNC Lathe machine operator
6. CNC Milling machine operator
7. Wheel Balancing/Wheel Alignment
8. Industrial Piping
9. Oxy-Acetylene Gas Welding
10. Electric Arc Welding
11. TIG & MIG Welding
12. Spot Welding
13. Plasma Arc metal cutting
14. Electro Choke manufacturing
15. Motor Winding (1 & 3 phase)
16. Ice Cream & Kulfi Making
17. Bread & Cake making
18. Gents Garment making
19. Ladies Garment making
20. Children Garment making
21. Computerized Embroidery
22. A/C & Fridge repair
23. Split A/C repair
24. Package A/C repair
25. Typing in MS Word
26. Bridal makeup

Regular staff members of day time courses who are appointed to take these classes and are being paid remuneration @ Rs. 60/- per hour for the first hour and Rs. 50/- for the subsequent hour of teaching on the same day. It is also proposed to provide remuneration to Supervisory staff of Rs. 300/- per month to compensate for his additional work. Further the upper limit of Rs.5000/- per annum of remuneration should be removed in order to run these courses throughout the year.

Moreover the Part Time classes for industrial workers for training in the trades of Electrician, Fitter, Turner, Machinist, Instrument Mechanic running at two I.T.I.s namely I.T.I. Pusa and I.T.I. Arab-ki-sarai should also be brought under the purview of NCVT, so that the candidate can obtain a certificate which enable them to be a qualified trained worker.

An outlay of Rs.6.00 lakh is approved for this scheme in the Annual Plan 2007-08.

5. Welfare Programme for SC/ST Student [Training / Coaching-cum-Guidance] to SC/ST for self-employment [Rs.13.00 lakh]

The Scheduled Caste families which form 18% of the population of Delhi living below the poverty line need priority for consideration in the direction of upliftment.

With the above aim in mind, as a part of Special Component Plan/Twenty Point Programme, short term training courses of three months duration were introduced in the trades of Plumbing, Scooter Mechanic, Gas Welding etc. of three months duration in the I.T.I.s located in the re-settlement colonies of Delhi i.e. Nand Nagri, Jehangir Puri and Khichripur.

The objective of the scheme is thus to ameliorate the conditions of the SC/ST living below poverty line in the National Capital Territory of Delhi by bringing a considerable rise in their income, by imparting systematic training in the need based occupations. It is proposed to open such self-employment oriented new courses in more number of ITIs so that SC/ST could be benefited.

The SC/ST trainees undertaking training, as per the existing facilities in the scheme are being provided stipend @ Rs. 230.00 per month which needed to be revised to Rs. 500/- per month to meet the travel cost of the trainees. Tool kit costing Rs. 800.00 is provided to all the passed out trainees by the Directorate for the welfare of SC/ST.

Considering the changing economic and social environment and the need for upliftment of the SC/ST families, which form nearly 18% of the population of Delhi, it was considered necessary that some Coaching- cum-Guidance facilities may be created for SC/ST candidates registered with the Employment Exchanges which may enable them to increase their representation in Public Services and promote their employability. It was thus decided to conduct regular training in typing and stenography including General Knowledge and English for these candidates and provide them guidance for career planning and confidence building by arranging special lectures.

It is in Stenography and Typing and one hour in English/General Knowledge daily. After a detailed study conducted by a committee the training is now being imparted under SCVT for twelve months duration for full day. Two batches run concurrently with an intake capacity of 20 students each.

Other Provisions of the Schemes ,(i) the Training is free of cost, (ii) Stipend @ Rs. 75/- per month per trainee is paid, Free stationery is provided to the trainees and Vocational guidance is provided to the trainees by arranging special lectures.

The scheme is proposed to be implemented in two more I.T.Is. viz I.T.I., Pusa and I.T.I., Tilak Nagar for women. 4 Craft Instructor posts are proposed to be created in each of these ITIs.

Computers, software and Printer have been provided as per revised syllabus of the course.

An outlay of Rs.13.00 lakh in the Annual Plan 2007-08 is approved for this scheme.

6. Additions / Alterations / Improvements in Labs / Workshops and Campus of ITIs/BTC(Rs. 200.00 lakh)

The building of six, out of the sixteen I.T.Is., were constructed 30 to 45 years back and need improvements, additions and alterations to cope up the expansion and modernization programme being undertaken as a part of the Craftsman Training Scheme. Environment improvement is also required to be given attention for the campus of these old ITIs so as to provide a congenial atmosphere for training of students. Special funds are to be kept for landscaping and horticulture work to be carried out by PWD.

The existing workshops blocks in ITIs, Shahdara, Jahangirpuri, Pusa, Malviya Nagar and Jail Road are in dilapidated conditions: These workshops are not usable in the rainy season due to heavy seepage of water through broken asbestos sheets. The electricity in these workshops is forced to be cutoff during rains to avoid electrocution. The workshops remained extremely hot in summer and cold in the winter season. These conditions make the training enjoyment very harsh.

Similarly the buildings of Gokhle Road (Women) and Tilak Nagar (Women) are made up of asbestos sheets roofs.

Therefore it is proposed that the present workshops at ITI Pusa, Jehangir Puri, Nand Nagri, Khichri Pur, Shahdara, having asbestos sheets roof would be converted into multistoreyed building having RCC workshop on ground floor and other light engineering trades on upper floors and Malviya Nagar, and the buildings of ITI Gokhle Road (Women) and ITI Tilak Nagar (Women) shall be converted into two storeyed SPS. This will also enable the department to increase the seating strength by best utilization of land available.

Besides above there are residential campuses as well ITI buildings which requires continuous maintenance which requires renovations in the labs/Workshops like providing false ceiling, sound proof partitions, providing of Bus-bars, repairs of electrical installations and various other civil works.

The extra space created would increase the seating capacity by 3565 trainees.

S.No.	Name of ITI	Increase in seating strength
1.	ITI Shahdara	350
2.	ITI Jehangir Puri	1000
3.	ITI Pusa	920
4.	ITI Malviya Nagar	200

5.	ITI Jail Road	320
6.	ITI Gokhle Road (W)	375
7.	ITI Tilak Nagar (W)	400
	Total Increased Seats	3565

An outlay of Rs.200.00 lakh is approved for this scheme during Annual Plan 2007-08.

7. Setting up of New Industrial Training Institutes. (Rs.1050.00 lakh)

The sixteen Industrial Training Institutes in Delhi, which are imparting training under the Craftsmen Training Scheme of the Govt. of India are dispersed throughout the National Capital Territory of Delhi.

Except I.T.I. Narela and Jaffar Pur, all the I.T.I.s are functioning at their optimum level. The additional skilled manpower requirement of the coming years could thus be met by opening new I.T.I.s in the National Capital Territory of Delhi.

However, keeping in view the population of NCT of Delhi we would be requiring a seating strength for about 15000 trainees.

Following four more ITIs shall be established during the Annual Plan :

1. ITI at Ranhola village Land cost
2. ITI at Dwarka
3. ITI at Chatterpur village
4. ITI at Bawana Industrial Estate.

The land cost in respect of ITI Dwarka has been paid fully during the 10th Five year plan and also the expenditure of construction work is being met from Technical Wing since it is a integrated Polytechnic and ITI. For ITI at Chatterpur a balance payment of Rs. 100.00 lakh is to be made.

For setting up of these institutions, posts of Principal, Craft Instructors for each trade to be opened and other allied posts strictly as per DGE&T norms will be created.

An outlay of Rs.1050.00 lakh for Annual Plan 2007-2008 is approved for this scheme.

8. Restructuring, Consolidation and computerization of ITIs/BTC.(Rs.125.00 lakh)

Staffing Pattern in the Industrial Training Institutes functioning under the Directorate of Training & Technical Education, Government of Delhi is covered as per the norms laid down by DGE&T, Ministry of Labour, Govt. of India depending upon the strength of Industrial Training Institute at various levels.

There are deficiencies / surplus in the staff strength as per revised norms laid down by DGE&T in the training manual. A detailed exercise has been carried out to work out additional requirement/surplus of staff in the various categories at ITIs.

Following are broadly covered: -

At present there are three levels of workshop teaching staff namely Foreman Instructor, Supervisor Instructor and Craft Instructors. In the revised structure only two levels viz. Group Instructor and Craft Instructor are provided.

A detailed exercise in respect of teaching staff has been made comparing with the laid down DGE&T norms in the ITIs and the RRs of teaching staff are under revision.

At present three levels of Principals in the grade of Rs.10000-15200, Rs.8000-13500 and Rs.6500-10500 exist. However the grades of Principals to be provided as per training manual is linked to students strength. Since the Institute student's strength has increased manifold in the past, these posts of senior level Principals are to be provided after abolition of existing posts of junior level Principals.

9 posts of class I Sr. Principals, 2 posts of Class-I Jr. Principals. 8 posts of Training Placement Officers are to be created.

8 posts of Class-II Principals/Vice Principals will be abolished.

A Large number of activities like admission, maintenance of academic records of Students admitted, Attendance records, Payment of stipends, Progress cards, records of Placement activity & passed out trainees are conducted every year in the I.T.Is. for all the trades. These records in the present system takes a lot of time to complete and their retrieval is also not possible with convenience.

To streamline these activities it is proposed to provide sufficient number of computers, printers, CD writers and Internet facility in each Institute. The work of Data Entry in the Institute will be outsourced.

A Training and Placement Officer will be designated in each Institute and maintain the records related to placement of trainees after completion of the training.

Following ITIs are proposed to be upgraded into Centre of Excellence with the help of World Bank Assistance through DGE&T, Ministry of Labour :-

1. Sir C.V. Raman ITI, Dheerpur.- Electrical Sector.
2. BTC/ITI Pusa.- Information Technology Sector.
3. Jijabai ITI for women, Sirifort – Apparel Sector.
4. ITI Jail Road – Refrigeration and Air conditioning.

The funding pattern as per the existing scheme is 75% of the total expenditure would be reimbursed by DGE&T, under World Bank Project.

An outlay of Rs.125.00 lakh for the Annual Plan 2007-08 is approved for this scheme.

9. Entrepreneurship development and Interfacing with industries [Rs.1.00 lakh]

It has of late become evident that the quality and relevance of our training programs has not kept pace with industrial development taking place in the Country and the World,

with the result that the students coming out of our Institutions are not able to meet the demands of the Industry.

Industry Institute interaction activity is one of the thrust areas identified in National Education Policy. There are sufficient component which needs to be stepped up for the appropriate growth of the skilled workers programme. This activity is thus proposed to be given a boost in the 10th Five Year Plan period. It envisages the following salient activities.

1. Conduct of Guest Lectures by inviting professionals from Industry on specialized topics.
2. Visit of the students to the industry for training on specialized and sophisticated Machinery & techniques.
3. Deputation of faculty to various teachers' development programs.
4. Collaborative agreements at unit level could also be drawn and finalized at Institute's level.

Provision has to be kept in Tenth Plan for meeting expenses as payment of Guest Lecturers, conveyance and remuneration to them and conveyance paid to the staff and students for visit to industrial establishments.

An outlay of Rs.1.00 lakh for the Annual Plan 2007-08 is approved for this scheme.

10. Award For Trainers in ITIs (Rs.10.00 lakh) [NEW SCHEME]

At many States and National level Forum, it has been pointed out that the training in ITIs has not been able to keep pace with changing requirements of the Industry. The upgradation of Industrial Training Institutes should therefore be pursued vigorously through public-private partnership with training authorities delinked from certifying ones. The effort to improve human capital has to take into account the needs of not only the domestic market but also the increasing opportunities in the global market. It can only be done when the technical personnel are equipped to produce product of global standards.

In order to achieve the desired level of faculty capability to teach at global standard, frequent refresher course will be conducted locally in the Institute or in industry nearby. The teaching material will also be made available to all faculty members on line through website. The periodic assessment test of faculty shall be done online to avoid loss of man-hour.

In order to improve the quality of training and encouraging the faculty to further improve in the field of teaching, it is proposed to give award to best faculty members in three groups of trades like One year Engineering Group of Trade, One year Non-Engineering Group of Trade and two-three years Engineering Group of Trades.

There is about 750 instructional staff in 56 disciplines /trades, which includes Crafts Instructors, Group Instructors besides other supporting staff.

At present few instructors execute their assigned duties and also actively takes part in the welfare activities of the institutes. Presently there are no motivating factors for other to follow the actions of good faculties.

The policies of the department are such, that all the best, good, and average employees are treated in the same manner and get equal perk.

Under the present situation staff is not ready to improve their efficiency not willing to update their knowledge. They are also not come forward to use modern gadgets to impart the training in a very effective manner.

In order to improve upon the current situation it is proposed to award those Craft Instructors, Group Instructor and their Principal of the Institute who shows best result in terms of imparting training. Proposals shall be invited well in advance from all the Instructors, Group Instructors and Principal for presenting their stake for seeking the award.

The criteria for selecting the Best Trainer Award shall be circulated in advance to all the ITIs.

The Prizes would be as under:

Craft Instructor category :

- a. No. of Award :One- from One year Non-Engg group of trades from all ITIs.
- b. No. of Award :One- from One year Engg group of trades from all ITIs.
- c. No. of Award :One- from Two/Three year Engg group of trades from all ITIs.

Prize : Certificate and a cash prize of Rs. 25,000/-

Group Instructor category :

No. of Award Three -one from each category (a), (b), & (c) above from all ITIs.
Prize Certificate and a cash prize of Rs. 10000/- in each category.

Principal category :

No. of Award : One from all ITI subject to condition that his institute wins at least one best CI category awards and one Group Instructor award.

Prize : Certificate and a cash prize of Rs. 15000/-

The yardstick to gauge the performance of the three level would be as under which shall be thoroughly scrutinized by a Screening Committee.

Craft Instructor:

Personal performance:

- 1. How many EI/CL/M Leave taken during the Academic Session. (to calculate the no. of teaching days)
- 2. Is he maintaining the Daily Diary and recording the work he has done on day-to-day basis.
- 3. Has he prepared and used the Model Lessons for each topic.

4. How many days/hours he has used modern gadgets like OHP, Slide Projector, LCD Projector for imparting training.
5. How many industrial visits he has conducted.
6. How many short-term training he has attended?
7. How many Memo has been issued to him for improving or dis-obedience.
8. Has he got special recommendation for good work in the field of training or other related activities?
9. How many short-term courses he has conducted and for much period. How many trainees have been trained.
10. Whether he has been wearing the Uniform through out the training session.
11. Has he maintained the equipments under his charge.
12. Whether he is maintaining all the requisite records, data, and information upto date in respect of his trainees.

Trainee's performance:

1. How many Trainees were admitted at the start of the session
2. How many Trainees dropped out.
3. How many Trainees appeared in the exam.
4. How many Trainees passed the exams.
5. How many Trainees appeared for state level test.
6. How many cleared the state level exam.
7. How many Trainees got national level award.
8. How many Trainees got job in the campus interview before the declaration of the result.
8. How many Trainees got job within 3months after the declaration of the result.
9. How many Trainees got job within 6 months after the declaration of the result.
10. Was there high disparity in the marks awarded in the sessional marks and marks obtained in the Final Trade Test.

Group Instructors

Personal performance:

1. How many EI/CL/M Leave taken during the Academic Session.
2. Whether he has maintained proper co-ordination in all the sections and training programmes carried out efficiently by personal close check and inspection.
3. The tests are regularly carried out, the trainee's work is correctly assessed and

proper record is being kept in the progress card.

4. Safety precautions are observed in the workshop.
5. Their sections functions strictly according to the time schedule lay down and proper discipline maintained.
6. Conducted modal lessons in his own or connected subject.

An outlay of Rs.10.00 lakh for the Annual Plan 2007-08 is approved for this scheme.

III DIRECTORATE OF EMPLOYMENT

1. CONSTRUCTION OF BUILDING OF EMPLOYMENT EXCHANGE AT DARYA GANJ. (Rs.20.00 lakh)

The existing building of Darya Ganj Employment Exchange is of pre-independence period with ordinary specifications having wooden karries and stone slab roofing. The building has already outlived its useful life and is presently in dilapidated condition. It is proposed to construct a new building after dismantling the existing structure.

The scheme for construction of a new building at the existing site of the Employment Exchange was included in the 6th, 7th and 8th Five Year Plans but the construction could not be started due to administrative reasons. The scheme was again included in the 9th Five Year Plan, 1997-2002 proposals with an approved provision of Rs.95.00 lakh (Capital). The land of Darya Ganj Employment Exchange Building belongs to DGE&T, Ministry of Labour, Govt. of India, Ministry of Labour has not yet transferred the land to Govt. of Delhi but has issued a No Objection Certificate for demolition of the existing structure and construction of new building. As per building drawings, the proposed building will accommodate office of District Employment Exchange, Central District, Shorthand and Typing Center, coaching-cum-guidance center and office of Directorate of Employment (HQ). Preliminary drawings have already been approved by the Directorate and detailed drawings have been prepared by the PWD.

Hon'ble Minister for Finance and Hon'ble Minister for Labour & Employment in the review meeting held on 20.2.2004 desired that the erstwhile building of Darya Ganj Employment Exchange should be built in two blocks to cater the space requirement of both the Directorate of Employment and the Office of the Deputy Commissioner (Central). A meeting was also called with PWD on 16.9.2004 and 18.3.2005 in this regard, and PWD has been requested to prepare revised estimates and building plan. But no estimates have been received from PWD till date.

An outlay of Rs.20.00 lakh for Annual Plan 2007-08 is approved for this scheme.

2. RENOVATION / REPAIR OF EXISTING BUILDING OF EMPLOYMENT EXCHANGES (Rs.5.00 lakh)

The Directorate of Employment is rendering employment services and vocational guidance to the jobseekers through a network of 9 District Employment Exchanges, 2 Special Employment Exchanges for Physically Handicapped, one Special Employment Exchange for Ex-Serviceman, 3 University Employment Information and Guidance Bureau, 5 Zonal Employment Exchanges and other units and Typing and Shorthand Training facilities to the SC/ST candidates. As per the Live Record of the

Employment Exchanges. The Employment Exchanges are public dealing offices and a large number of person, including persons with disabilities women and ex-servicemen are visiting these exchanges to seek employment services. Most of the buildings of the Employment Exchanges and Headquarter of Employment Directorate are in dilapidated condition and require major repairs, maintenance and renovation. The basic minimum facilities such as provision of drinking water, toilets, sanitation and proper sitting facilities for the registrants are not available. Further, proper lighting facilities are also to be provided in Employment Exchanges. The Land & Building Department of Govt. of NCT of Delhi is also of the view that plan scheme for maintenance of all buildings are to be prepared. Accordingly, this plan scheme for the maintenance, repairs, renovation, provision of water, sanitation toilets etc.was formulated and got approved.

An outlay of Rs.5.00 lakh for the Annual Plan 2007-08 is approved for this scheme.

3. COMPUTERIZATION OF WORKING OF EMPLOYMENT EXCHANGES [RS.19.00 LAKHI]

Computerization of the working of Employment Exchanges in the Directorate of Employment, Delhi is an on going scheme which was got approved in the Tenth Plan (2002-2007). This project has been identified as Priority Sector Project by the Government of Delhi and proposed to be implemented as a "FAST TRACK SCHEME".

The Directorate of Employment has undertaken the scheme of computerization with a view to provide better and prompt services to the job-seekers, employers as well as general public at their door steps with great transparency. A contract for execution of this project has taken place between the Department and M/s ECIL, a public undertaking, on 26.3.2004. In this direction, work of registration of job seekers, amendment/ alteration/ addition/renewal of registration cards is being done on computers. Soon after completion of the work of feeding of old data in computers, sponsorship of names of eligible registrants to employers will also be done online.

In order to dissemination of information relating to employment marketing, vocational guidance, Govt. policies on the subject, necessary material/data is being placed on website of the Department. Further a data base center at Pusa under the supervision of the AD (VG/EMI) is being set up with interconnectivity with out all District Employment Exchanges, Bureaus, local offices, HQ, JD(E) and DE's offices as well as CSBs (MCD) to meet various types of queries of the job-seekers, employers, general public and other concerned authorities. It will also work to promote employment marketing through private agencies, media, NGOs and Government Department.

In the next phase of the scheme, the Department has to undertake the work of setting up Hubs with proper counters at all DEEs and renovation work of the offices with proper furniture, basic facilities like drinking water, sitting arrangement for visitors and the staff.

If other connected things go smoothly with the project, the Directorate proposes to establish inter-connectivity on National basis to exchange information

from the different states, Union Territories and other organizations situated out of Delhi and to make maximum use of the system in the public interest.

An outlay of Rs.19.00 lakh for the Annual Plan 2007-08 is approved for this scheme.

4. CAREER-CUM-VOCATIONAL CAREER GUIDANCE (Rs.1.00 lakh)

The objective of the scheme is to guide and motivate the unemployed youth to go in for self-employment instead of waiting for Govt. jobs, which were on the decrease. This scheme further envisaged installation of audio visual aids like TV/VCR sets in the Employment Exchanges for dissemination of useful information on various fields/career on pilot basis. Audio/Visual aids were purchased and installed at Sub Regional Employment Exchange, Darya Ganj.

However, Planning Department of the Delhi Govt. did not favour purchase of more audio visual aids for other Employment Exchanges. Instead of this, Planning Department advised for printing of career literature for distribution for benefit of job seekers and students in school and colleges. As such, the Scheme "Publicity and Career Guidance and Motivation to Unemployed Persons" is renamed in the Plan as "Career-Cum-Vocational Career Guidance". Its main objective is to bring out career literature like leaflets/pamphlets/booklets for free distribution to job seekers/students/school counselors/libraries/VG personnel/educational institutions/Govt. Department, etc.

It is proposed that the scheme of the 10th Five Year Plan as Career-cum-Vocational Career Guidance be extended and continued during the Annual Plan 2007-08. Its main objective would be to bring out Career Literature like leaflets/pamphlets/booklets for distribution free of cost to job seekers / students / school counselors / libraries / VG.Personnel / educational institutions / Govt. Department etc.

It is proposed to bring out the publications on any one of the following subjects assigned to VG officials/officers of the Directorate.

Para Medical, Pharmacy, Accountancy(CA/CWA/CS), Airhostess, Law, IRTI/Polytechnics-career, Beautician, Architecture, Leather Technology, Library Science, Journalism and on any other topic/subject.

An outlay of Rs.1.00 lakh for the Annual Plan 2007-08 is approved for this scheme.