

LABOUR & LABOUR WELFARE

The Scheme of Labour and Labour Welfare Sector are meant for skill formation and development, strengthening and modernization of employment services, promotion of industrial and Mine safety works education promotion of self employment enforcement of Labour laws, Promotion of healthy industrial relations and encouragement of workers' participation in management. Under this sector three major programmes namely Labour Welfare, Crafts men and Apprenticeship Training & Employment Services are covered.

The Agency-wise position of financial outlay for the 10th Five Year Plan actual Expenditure and outlay for Annual Plan 2002-03 & 2003-04 and 2005-06 is given as under :-

(Rs. In Lakhs)

S. No	Agency/Deptt	10 th FYP 2002-07 App. Outlay	Annual Plan 2002-03 & 2003-04 Expenditure	A. P. 2004-05 outlays	R. E. 2004-05.	Approved outlay A. P. 2005-06.
1	Labour Department	600.00	199.44	190.00	174.00	190.00
2	Dte. of Trg. & Tech Edn.	3000.00	907.99	910.00	910.00	950.00
3	NDMC	25.00	6.25	5.00	-	-
4	Dte. of Employment	700.00	94.88	100.00	48.40	75.00
	TOTAL	4325.00	1208.56	1205.00	1132.40	1215.00

The agency-wise /scheme-wise details for the 10th Plan 2002-07 and Annual plan 2005-06. are given in the ensuing paragraphs.

I. LABOUR DEPARTMENT

Total Outlay 2005-06	Rs. 190.00	Lakhs
Capital	Rs. 15.00	Lakhs
Revenue	Rs. 175.00	Lakhs

Labour Department

The Schemes included under 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 as many as 26 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 details of these Labour Legislations are as under:

These include the following: -

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, 1948
8. The Motor Transport Workers Act, 1976
9. The Equal Remuneration Act, 1976
10. The Payment of Bonus Act, 1965
11. The Trade Union Act, 1926
12. The Indian Electricity Act, 1910

13. The Indian Boilers Act, 1923
14. The Payment of Gratuity Act, 1972
15. The working Journalists (Condition) Service & Miscellaneous Provision Act, 1955
16. The Child Labour (Prohibition & Regulation) Act, 1986
17. The Contract Labour (R & A) Act, 1970
18. The Punjab – Industrial Establishment (Casual, Sick Leave & Festival) Act (as extended to Delhi)
19. The Bombay Lift Act, 1939 (as extended to Delhi)
20. The Maternity Benefit Act, 1961
21. The Bombay Welfare Fund Act, 1953 (as extended to Delhi)
22. The Bonded Labour (System) Abolition Act, 1976
23. The Cinematography Act, 1952
24. The Inter State Migrant Workers (RE&CS) Act, 1979
25. The Smoke Nuisance Act
26. The Labour Laws (Exemption from furnishing returns and maintaining register by certain establishment) Act, 1988.

To handle these Legislations and increased economic activities with ease, responsibilities of the Labour Department are of the following nature: -

- a) Enforcement of Labour Legislation
- b) Conciliation of Industrial Disputes
- c) Maintenance of Industrial Peace and Harmony
- d) Measures for safety, health and welfare of labour

Annual Plans (2005-06) aims at improving the living standard of the workers, particularly the Industrial workers. The schemes are included for the improvement of the working conditions of the workers, better industrial environment, proper enforcement of the Labour Laws and Welfare Programmes. Welfare Boards have been constituted to identify and implement various welfare activities for the workers engaged in organized as well as unorganized sector. To meet these objectives, following Plan Schemes are proposed for execution under Annual Plan (2005-06) with an outlay of Rs. 190.00 lakhs.

The scheme wise details are given below: -

1. Strengthening and Reorganization of Labour Department (Rs. 50.00 Lakhs)

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 of Industry and definition of workman under the Industrial Disputes Act, 1947 by virtue of decisions of various courts, has resulted in increased load 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. The Common Minimum Programme has attempted to strike a balance between a high rate of economic growth by maintaining a high level of production and productivity in the interest of generating larger and wider avenues of employment to meet the acute unemployment situation on the one hand and protecting and safeguarding the

barest minimum needs and interests of the working class and in particular those of the workers in the unorganized sector. The Common Minimum Programme which are of interest and relevance of Labour are: -

- i) Eradication of Child Labour in all occupations and industries.
- ii) A comprehensive law guaranteeing minimum wages, fair conditions for work, group insurance etc. for agricultural workers.
- iii) A new law to deal with Industrial sickness and revamping of BIFR (Board of Industrial Finance & Reconstruction).
- iv) Better enforcement of Labour Laws.
- v) Recognition of trade unions through secret ballot.
- vi) Participation of workers in the management of public sector enterprises.
- vii) Imparting technical and vocational skill to encourage self-employment.
- viii) Retraining and redeployment of employees of public sector enterprises.

The Labour Department is headed by the Labour Commissioner. Next below are Joint Labour Commissioner followed by Dy. Labour Commissioners. Each Dy. Labour Commissioner supervises the functioning of district/districts under his control. The Assistant Labour Commissioners of the department, in addition to the duties of conciliation have to perform other duties. They are controlling authorities under the payment of Gratuity Act, 1972 and are also charged with the enforcement of the provisions of the Delhi Shops & Establishment Act, 1954, The Minimum Wages Act, 1948, The Equal Remuneration Act, 1976, The Payment of Bonus Act, 1965, The Contract Labour (Regulation-Abolition) Act, 1979, Enforcement of Wage Board recommendations etc.

Within the overall strategy, the Five Year Plan Inter-alia includes the strategy for growth in employment for women. On the other hand the National Child Labour Policy aims at reducing the Employment of Children. Thus the employment

opportunity for women needs to be increased and their terms of employment have to be safeguarded. The employment of children is to be discouraged.

The inadequacy of the conciliation and enforcement machinery was raised in a public interest litigation in the matter of writ petition © No. 185/96, Hospital Employees Union Vs. Union of India and other, a committee under the chairmanship of Sh. S.K. Mukhopadhyay, Joint Chief Labour Commissioner (Central), Government of India, was constituted to consider the problems regarding delay in conciliation proceeding and suggest the measures to rectify the same. The aforesaid committee has highlighted the need to streamline the functioning of the department and also for strengthening the infrastructure in term of men and material. The salient features of the aforesaid report are as follows:

- a) Each district should be headed by Dy. Labour Commissioner.
- b) Secretariat Cell should be headed by Joint Labour Commissioner with adequate supporting staff.
- c) Legal/Implementations Cell should be placed under the Joint Labour Commissioner with adequate supporting staff.
- d) Trade union section should be placed under a Joint Labour Commissioner.
- e) Welfare/Housing section should be headed by a Joint Labour Commissioner with adequate supporting staff.
- f) The Committee has recommended a norm of disposal of 30 cases per month per Conciliation officer.

In order to implement the recommendations of the aforesaid committee, the department has to take action to create various categories of posts and also to provide vehicles to each district so as to ensure necessary mobility to officials in carrying out its statutory responsibility under various enactments.

A women, and Child Labour Cell has added new importance to the current scenario. The Hon'ble Supreme Court of India had passed a landmark judgement

in respect of Child Labour on 10.12.96. This case related to all the States/UT and Central Government. However, in other case, the Hon'ble Supreme Court of India has passed direction for conducting a survey of Child Labour specifically by the Government of Delhi. Later by another order dated 18.12.96 a Rehabilitation Scheme for these children was announced by the Hon'ble Supreme Court of India. Thus identification and rehabilitation of child labour is now going to be a continuous process. Simultaneously, the Government is laying special emphasis on implementation of Equal Remuneration Act.

The Infrastructure of the office has to be improved and adequate equipment for communication and mobility is the need of the hour. It is, therefore, proposed that at the initial stage, at least one staff vehicle should be provided to each district. The following additional staff would be required during the Tenth Five Year Plan and during the year 2005-06.

Sl.No.	Name of the Post	Scale of pay (in Rs.)	Post required	
			2002-07	2005-06
1.	Jt. Labour Commissioner	12000-16500	01	--
2	Dy. Labour Commissioner	10000-15500	06	06
3.	Asst. Labour Commissioner	8000-13500	20	06+(07 L.O.)
4.	Labour Officer	6500-10500	10	05
5.	Inspecting Officer	5000-9000	75	12
6.	Steno	4000-6000	26	10
7.	U.D.C.	4000-6000	26	03
8.	L.D.C.	3050-4590	55	--
9.	Driver	3050-4590	09	--
10.	Peon	2550-3200	28	11
TOTAL			256	60 *

The emphasis has been laid on the creation of the post of Inspecting Officer who act as the backbone of the enforcement machinery. Hitherto, the bulk of the inspectorate has been drawn from DASS Cadre. The qualification prescribed for the Inspecting Officer take into account the technical nature of work done in the Labour Department. A similar Pattern being followed in the ministry of enforcement would bring down number of Industrial disputes which will have salutary effect on the Territory of Delhi. Effective enforcement would also reduce a lot of pressure, which at present exists on the Labour Courts and the Industrial Tribunals.

To maintain industrial harmony and productivity, it is imperative to have regular interaction with the Management, Labour Unions and District offices. It is therefore, necessary to set up a conference hall in the headquarter of Labour Department to organize regular meeting, workshops and conferences with representatives from district offices, Trade Unions, Factories Management, training imparting agents etc.

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, 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. A reply will also be sent to all concerned to ensure transparency in the working of the department. As such, it is necessary to strengthen the department at the headquarter and for this purpose, the following posts are proposed to be created during the financial year 2005-06:

Sl.No.	Name of the Post (Rs.)	Scale of Pay 2005-06	Post Required
1	Admn. Officer	6500-10500	1
2	Data Entry Operator	4000-6000	2
3	Photocopier Attendant	2550-3200	1
	Total		4

C) Strengthening of Legal Branch

It is a continuing scheme. Due to increase in the number of Legal Legislation and Writ Petitions, legal cell was created during Seventh Five Year Plan. Five posts one each of Joint Labour Commissioner, Legal Assistant, Stenographer, L.D.C. and Attendant were created. 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, The Factories Act, 1948, The 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, it has been decided to create the posts of Public Prosecutor and Assistant Public Prosecutor in the Head Quarter and Districts. For this purpose, posts of 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. Thus posts of Legal Assistant are proposed to be created to defend the cases lying in different courts. The prosecutions are to be conducted effectively and efforts are to be made to liquidate the pendency. All contested cases and prosecutions for the violations of the provisions of Industrial Disputes Act, Contract Labour (R&A) Act, Bonus Act, Minimum Wages Act etc., are to be effectively pursued so that

violators of the Labour Laws do not go scot free, due to inadequate prosecuting machinery.

The Mukhopadhyay Committee in its report has recommended that the department should be re-organized and the Legal & Implementation Cell should be placed under a Joint Labour Commissioner with adequate supporting staff. This cell should co-ordinate all legal matters and also keep the Conciliation Officers well informed by supplying extract from important judicial pronouncements.

It is also proposed to create the post of Process Servers so that summons issued by the courts are served on the defaulters. At present most of the prosecutions are pending as there have been no effective Process Serving Agency to do this Job. In fact the trial courts have expressed their displeasure because of non-effective service of summons.

Following posts are proposed for creation during the 10th Five Year Plan 2002-07 & Annual Plan (2005-06) for the effective function of the cell and to bring down the number of pending cases in various courts. As cases have to be attended in various courts and meetings are fixed with advocates whose offices are located in different part of the city, vehicle in this branch is essential: -

Sl.No.	Name of the Post	Scale of Pay (Rs.)	Post Reqd.	
			2002-07	2005-06
1	Public Prosecutor	8000-13500	1	1
2	Asst. Public Prosecutor	6500-10500	10	10
2	Legal Assistant	5500-9000	5	1
3	Steno	4000-6000	3	3
4	LDC	3050-4590	2	2
5	Process Server	2550-3200	27	5
6	Driver	3050-4590	1	1
7	Peon	2550-3200	1	1
Total			50	24

D) Strengthening of Secretariat Cell

In the existing set up, 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.

The work-study of Sectt. Cell was conducted in the year, 1986. On that basis the following posts were sanctioned in the year 1990-91 under the Plan Scheme: -

1	Head Clerk	1
2	UDC	2
3	LDC	3
4	Daftri	1
5	Peon	1

At present a Labour Officer, has been diverted to look after the working of this cell. As the failure reports of the Conciliation Officers are examined in this section before putting up the Secretary (Labour), the file has to be examined in all aspects. In view of importance of the section it is imperative to provide the incumbent secretarial support for efficient and effective functioning. The work of the Sectt Cell has been increasing with the passage of time.

Previously the awards received from the Industrial Tribunals and Labour Courts used to be published in the Official Gazette. But a new procedure has been adopted since Feb. 1989. 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 existing infrastructure in term of men and material is highly inadequate to perform its functions effectively. The Mukhopadhyay Committee has recommended that Secretariat Cell should be headed by a Joint Labour Commissioner with adequate staff.

Accordingly the following posts are proposed in the 10th Five Year Plan 2002-07 and Annual Plan 2005-06.

Sl.No.	Name of Post	Scale of Pay (Rs.)	Post required	
			2002-07	2005-06
1	Jt. Labour Commissioner	12000-16500	1	-
2	Asst. Labour Commissioner	8000-13500	1	1
3	Steno	4000-6000	1	1
4	LDC/Records Keeper	3050-4590	2	2
5	Records Attendant	2550-3200	1	1
Total			6	5

Besides the requirement of staff as proposed above, vehicle is needed to provide mobility to the officials working in the aforesaid branches for effective performance of their duties.

E) Strengthening of Monitoring and Statistical Machinery and setting up education, training & study cell

Planning & Statistical Branch in the Labour Department, Government of National Capital Territory of Delhi 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, Labour Bureau. The data collected are of statutory and voluntary nature as per detail given below: -

Annual returns and 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 Union Act, 1926
- 6 The Payment of Wages Act, 1948
- 7 The Minimum Wages Act, 1948

Half Yearly Returns

- 8 The Factories Act, 1948

Quarterly Returns

- 9 The Minimum Wages Act, 1948

Monthly Returns

- 10 Industrial Disputes Act, 1947 regarding work stoppage due to retrenchment, closure, lay off, lock-out and strike.

Voluntary 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

Though the Labour Bureau, Shimla have been imparting training twice a year for the improvement of the Labour Statistics to the officers of the Labour Department, Factory Inspectorate and Directorate of Economies and Statistics;

such training for the primary units situated in Delhi could not be arranged in letter and spirit for want of necessary staff. In addition, to this the officers of the Labour Department, and Labour Bureau organize training for the primary units in any of the Industrial areas in the National Capital Territory of Delhi once a year for 2-3 days covering about 25-30 units but this too is not of much use for increasing the response in filling returns. The training programme will be such as to cover all the primary units in a period of two to three years. Later on, the process may restart fresh for existing units and so on. The training shall be based on the guidelines provided by the Labour Bureau. Shimla/Chandigarh as contained in the Training Manual.

To ensure the full protection for trade unions rights while making workers management relationship cordial it is proposed that a training/education programme of workers and management will also be organized by this section. For imparting training, the following posts are proposed for creation during 10th Five Year Plan and Annual Plan 2005-06: -

Sl.No.	Name of the Post	Scale of Pay (in Rs.)	Post Required	
			2002-07	2005-06
1	Deputy Director	10000-13500	01	01
2	Statistical Officer	6500-10500	09	07 (one for each functional districts).
3	Statistical Asstt.	5000-8000	02	02
4	Attendant	2550-3200	01	01
Total			13	11

The Training Cell will organize regular training/education programmes for the workers, the Managements and the trade unions either centrally or at the work place with a view to imparting necessary inputs for cordial relations between the management, workers and unions which will ensure maintenance of industrial

peace and harmony and to increase productivity. The training/education will be conducted by the officers of the department as well as faculty members from institutes for which, they will be paid suitable remuneration/fees. It is also proposed to set up Advisory committees in each district consisting of the representatives of the management, union and workers which will facilitate interaction and education of the participants.

Strengthening of Electrical Inspectorate

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

- i) The Indian Electricity Act, 1910
- ii) The Indian Electricity Rules, 1956
- iii) The Bombay Lift Act, 1939 as extended to National Capital Territory of Delhi.
- iv) Delhi Lift Rules, 1942
- v) Regulation for licensing and controlling places of public amusement (other than Cinema) and performance for Public Amusement, 1980.
- vi) Delhi Cinematograph Rules, 1981.

Over the last two decades a large number of new Industrial Areas, Residential Colonies and High Rise Building have come up in Delhi. Consequently the electrical installations such as Sub-stations, Electric Transformers, High Voltage and Medium pressure installations and lifts are increasing day by day without any corresponding increase in the staff whatsoever.

The details of the work carried out by this Inspectorate under various Acts and Rules are as follows: -

1. Enforcement of the Indian Electricity Rule, 1956 and Indian Electricity Act, 1910.
 - a) Under the Indian Electricity Rule, 1956, Electrical Overseers of the Inspectorate 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 a strength of just eight Overseers to carry out such a large number of inspections.
 - b) Under Rule 63 of the Indian Electricity Rules, 1956 the 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. About 200 such installations are offered for inspections every year. After initial inspection, high voltage/extra high voltage installation are required to be inspected periodically. There are about 2000 such installation existing at present. The underlying purpose of inspection is to ensure the safety of human beings and smooth functioning of equipments.
 - c) A generating plant of capacity exceeding 10 KV cannot be commissioned unless and until the approval in writing of the Electrical Inspector is obtained as required under Rule 75A incorporated in the Indian Electricity Rules in the year 1995. Thousands of such generating plants viz., (D.G. sets) exist and many are expected to be installed.
2. Under Section 33 of the Indian Electricity Act, 1910 the 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.
3. Enforcement of Bombay Lift Act, 1939 as extended to National Capital Territory of Delhi and Lift Rules, 1942. Every owner of a building to install a lift is required to apply for the erection-permission of the lift under

section 4 of the Bombay Lift Act, 1939 as extended to Union Territory of Delhi (N.C.T. of Delhi). 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 if there are about 1000 passenger annually. In addition, about 300 new lifts are expected to be installed every year.

4. For administration of the conditions framed vide notification No.F.18 (22)/58/LSG-7EB dated 13.2.62 to carry out the purpose of Rule 45 of the Indian Electricity Rules, 1956, the Inspectorate conducts the examination for grant of Class-I and II certificates of competency (Wireman). The licences once issued are required to be renewed every year or once in five years. There are about 30,000 licences for Class-II and 5000 for Class-I. In addition of licences, the contractor licences are also issued by the Inspectorate. These licences are to be got renewed every year. About 1000 such licences are existing at present. The Inspectorate also conducts the examination for Class-I and Class-II certificates of competency (Wireman). The candidates applying for Class-I and Class – II competency examination are expected to be 10,000 and 30,000 respectively.
5. Administration of Delhi Cinematograph Rules, 1981 and Regulation for licensing and controlling of public, amusement other than cinema and performance for public amusement, 1980. The Cinema and Auditorium which are covered under the said rules 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.
6. After 1985 there has been no augmentation in the sanctioned strength of the staff because of which the work of inspectorate has suffered. The examination for grant of certificates of competency Class-I and Class-II

are not being conducted at specified intervals because of shortage of officers/staff. The lifts are being inspected only once a year as against the specified periodicity of twice a year. The periodical inspection of the high voltage electrical installations and enquiry into non-fatal accident cases are lying almost untouched. Moreover the Departments has started functioning from nine districts located at different place in Delhi with effect from 22.12.1993. In view of the above stated workload each District is proposed to be headed by an Assistant Electrical Inspector. The Assistant Electrical Inspector will be assisted by two Electrical Overseers. Further every three districts are to be supervised by one Dy. Electrical Inspector. In addition, one L.D.C. and one Peon are required for every district office. The Head Office is proposed to be manned by Electrical Inspector, one Dy. Electrical Inspector, one Assistant Electrical Inspector and one Electrical Overseer besides the clerical staff. For proper functioning of the various districts of this inspectorate and for the efficient and effective enforcement of the above said Acts and rules in Delhi, the following posts are required immediately: -

Sl.No.	Name of the Post	Pay scale (in Rs.)	Existing sanctioned	Post required	
				2002-07	2005-06
1	Electrical Inspector	10000-15500	1	-	-
2	Dy. Electrical Inspector	8000-13500	1	4	1
3	Asst. Electrical Inspector	6500-10500	5	5	1
4	Electrical Overseer	4500-7000	9	9	1
5	UDC	4000-6000	2	3	1
6	LDC	3050-4590	4	9	1
7	Driver	3050-4590	-	1	-
8	Peon	2550-3200	2	8	1
Total			24	39	6

All the posts proposed and listed above have been approved for the 10th Five Year Plan, 2002-07 by the Planning Commission. In nutshell the district wise set up is as follows: -

Sl.No.	Name of the Post	No. of Post
1	Asstt. Electrical Inspector	1
2	Electrical Overseer	2
3	LDC	1
4	Peon	1

In addition to the officers/personnel requirement as enumerated above, the following items are also required to carry out smoothly the functions of the Electrical Inspectorate: -

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

To keep the proper records of certificates and licences issued to the competent holder of Class-I and Class-II and contractors and to monitor their validity period a computer system with all accessories is essential. At present the no. of various certificates and licences are as under :

Class – I Competency	5,000
Class – II Competency	30,000
Electrical Contractor	2,000

The above said licences/certificates are valid only for a year. In view of the forgoing the additional staff would be urgently required to cope up the workload to enforce the act/rule/regulations effectively in National Capital Territory of Delhi.

G) Strengthening of Factories Inspectorate

The Inspectorate of Factories of Labour Department has been entrusted with the responsibilities of enforcement of following legislation, in the field of occupational safety, health and welfare of workers, working in Factories of Delhi.

1. The Factories Act, 1948
2. The Chemical accidents (Emergency Planning Preparedness and Response) Rules 1996 (framed under the Environmental Protection Act, 1986).
3. The Manufacture, storage and Import of Hazardous Chemicals Rules, 1989 (Framed under the Environment Protection) Act, 1986.

The present strength of the Inspectorate of Factories is as under: -

Sl.No.	Name of the Post	No.of Post	Pay Scale (in Rs.)
1	Chief Inspector of Factories	1	10000-15200
2	Dy. Chief Inspector of Factories	4	8000-13500
3	Chemical Inspector of Factories	1	8000-13500
4	Inspector of Factories	7	6500-10500
5	Medical Inspector of Factories	1	8000-13500
Total		14	

Work-study of the Inspectorate of Factories was carried out during the years 1982-83, by the Administrative Reforms Department (ARD) of the Delhi Government. This study has evolved a general norm of one Inspector of Factories for 250 factories and one Dy. Chief Inspector of Factories for five/six Inspector of Factories.

At present, the number of registered factories is about 7000. For proper and effective enforcement of the legislations, enforceable by the Inspectorate of Factories as per norms laid down by ARD, 26 Inspectors of Factories and five Dy. Chief Inspectors of Factories are required. AR Department vide its report dated 29.8.2001 has given its clearance for creation of 11 post of Inspector of Factories under the 9th Five Year Plan.

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 these statutory provisions, a duty has been cast on Inspectors of Factories to carry out inspection of hazardous factories at least once in a year. These Rules, besides other provisions, inter alia require Major Accident Hazard (MAH) factories to prepare On-site Emergency Plan for chemical accidents in consultation with the inspectorate of factories and to assist the District Collectors in the preparation of district-wise off-site emergency plan. These Plans require regular updating and mock-drill, once in very six months in which services of Inspectorate of Factories are required.

The Government of National Capital Territory 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 26 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 where as 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.

In light of the facts stated above, it is necessary to initially create and fill up the following posts: -

1	Inspector of Factories	19
2	Dy. Chief Inspector of Factories	1

Up to the year 1993, the Inspectorate of Factories was operating from the Head Office only, without any local/District Office. During the year 1994, the nine district concept was adopted by the Government of National Capital Territory of Delhi and as a result thereof the 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, Peons were created to assist the Inspectorate of Factories in District Offices.

The Inspectorate of Factories charge fees for grant, renewal and amendment of licences. The fee is also charged for medical examination of workers by Medical Inspector of Factories cum Certifying Surgeon. This fee has been revised w.e.f. 03.04.2001. The Hon'ble Supreme Court of India in its Judgement regarding fees chargeable by this Inspectorate has held that this fees is charged for the services rendered by the Inspectorate of Factories. It has been held in this Judgement that the fees charged should not be disproportionate with the expenditure in running the Inspectorate. In this connection, it is stated that after the posts created under the Plan Scheme are filled up, it would be possible for Inspectorate of Factories to cover more factories under the provisions of the Factories Act, 1948 and to further enhance the fees chargeable under the provisions of the Factories Act, 1948 and Delhi Factories Rules,1950. In this way, this Scheme would be self-financing, i.e., the fees can be increased in the proportion in which expenses in running the Inspectorate of Factories are increased after creation of posts and improving the infrastructure facilities in running the Inspectorate of Factories.

A comparison of existing sanctioned and required strength and posts to be created under the plan scheme is given below: -

SI.No.	Name of the Post	Existing/ Sanctioned No.of posts	No.of posts reqd.	No. of posts proposed to be created during 2005-06
1	Dy.CIF	4	5	1
2	Inspector of Factories	7	26	19
3	Assistant	1	-	1
4	UDC	3	15	12
5	LDC	8	17	9
6	Stenographer	1	17	16
7	Peon	6	15	9
8	Driver	-	16	16
9	Daftari	1	0	1
Total		31	111	84

As and when the posts are created and vehicles are purchased under the Plan Scheme it would be essential to augment the existing staff by creating posts as per above norm in very district. It is necessary to provide additional infrastructure and procurement of vehicle, equipment etc. for automation of offices in phased manner.

i) **Setting up of Mobile Hygienic Laboratory and Occupational Health Laboratory in the New Building and purchase of van with infrastructural facilities and latest equipments**

The Factories Act, 1948 is comprehensive legislation adopted for ensuring health, safety and welfare of the workers engaged in the manufacturing activity at workplaces in factories covered under the provisions of the Factories Act, 1948. Due to technological developments and use of chemicals, there has been corresponding need to monitor impact of chemicals on the work environment and their effect on the health of workers due to constant exposure. The Factories Act, 1948 lays down the maximum allowable concentration of toxic chemicals/substances in work environment and also lists Notifiable Occupational Diseases.

In order to give effect to these provisions, the Labour Department has established Mobile Hygienic Laboratory and an Occupational Health Laboratory to monitor health of workers engaged in hazardous processes/dangerous operations and to enforce provisions relating to permissible level of toxic chemicals in work environment in factories. The two Laboratories function in the premises of Labour Department and are manned by qualified technical staff. 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 and thereafter to take appropriate action, as per provision of the Factories Act, 1948 and Rules made there under.

The Industrial Hygienic Laboratory aims at collecting samples of work environment in the factory during working hours and to bring them to Laboratory

for analysis and see if there is violation of the threshold limit of toxic chemicals laid down under the statutory provisions. The importance of these Laboratories is all the more essential in the event of greater awareness about safe and pollution free environment. The Apex Court in Public Interest Litigation has also laid down for constant monitoring of work environment in Asbestos units and for regular health check-up of workers exposed to harmful substances. Hon'ble Court has also directed some tests to be compulsorily carried out by Asbestos factories in line with the recommendations of Vienna Convention e.g. Membrane Filter Test. For fair and effective implementation of the provisions of the Act it is proposed to purchase a Vehicle, which may be got fitted with necessary infrastructure for medical examination of workers, and taking pathological samples. The same Vehicle may be used for carrying. Monitoring/measuring instruments to the factories for collecting samples and bringing them back to Laboratory for analysis and further action as per statutory requirements.

There has been tremendous improvement/modifications in various monitoring equipments available in the market for checking concentration of hazardous substances at work places instantaneously. It is proposed to equip these Laboratories with latest equipments in consultation with Directorate General Factory Advise Service and Labour Institutes, and Ministry of Labour, Government of India to upgrade standards of these Laboratories.

H) Expansion of Library of the Labour Department

The number of Labour Legislations have been increasing from time to time, the scope of Labour Laws has also widened due to rulings of various courts. It is, therefore, essential that the latest books, with various amendments in the Labour Laws, are made available to the Department, for the Industrial Relations Machinery in sufficient number so that the Conciliation Officers may consult these amendments from time to time. Besides various periodicals also need to be subscribed and made available in the Department Library. Sets of books are also required to be supplied to the Presiding Officers, Industrial Tribunal/Labour Courts for their day-to-day requirements.

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. It is proposed to open branches of this library in 9 districts.

Sl.No.	Name of Post	Scale of Pay (in Rs.)	<u>Post required</u>	
			2002-07	2005-06
1	Librarian	5000-8000	9	9
2	Library Attendant	2550-3200	10	10
Total			19	19

To meet the expenditure under this scheme the details of funds required during 2005-06 are as under: -

1	Salary & Allowance	5.00
2	Purchase of library books/journals/ Newspaper etc.	3.00
Total		8.00

I) Establishment of infrastructure for Implementation of Building and other construction workers Act

The workers engaged in building and other construction work need immediate attention for better working conditions and remuneration as provided in the Act. The workers under this category generally come from remote areas and have tendencies of floating population due to which they remain scattered and unaware about their rights as per provisions of the law and rules.

At present there is no infrastructure available to implement the Building and Other Construction Workers Act in Government of NCT of Delhi due to which the whole segment of construction workers is open to exploiters. 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 following posts.

Sl.No.	Name of Post	Scale of Pay (in Rs.)	<u>Post required</u>	
			2002-07	2005-06
1	A.L.C (HQ)	8000-13500	1	1
2	Inspectors	5000-8000	9	9
3	LDC	3050-4590	1	1
4	Driver	3050-4590	1	1
5	Peon	2550-3200	1	1
Total			13	13

An outlay of Rs. 50.00 lakh has been approved for this scheme during Annual Plan 2005-06

2. Scheme for safety awards (Dropped)

3. Scheme for training, education and skill development of the children of workers employed in organized and unorganized sectors (Rs. 5.00 Lakhs)

This is a continuing scheme which has been formulated for the Welfare of Labourers and their families to provide educational and recreational facilities like Reading Room, Library, Indoor Games, Nursery classes for children, Music, Handicraft classes/vocational classes. The provision has to be made for purchase of new sewing machine, knitting machine and material for use in handicraft/vocational classes. The Department also proposes to set up gymnasium in some selected Labour Welfare Centres.

There are 8 Labour Welfare Centres 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 student are given vocational guidance in Handicrafts as well as education up to Nursery level. Regular classes are held in the Labour Welfare Centres being run by this Department.

Incentives in the shape of stipends to the deserving students who are attending the handicraft and Nursery classes in the Welfare Centres from the year 1990-91 onwards are given. This is a welfare measure and students from economically weaker section attend these classes.

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. 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 following posts are proposed for each of the Labour Centres to be opened during 10th Five Year Plan 2002-07: -

SI.No.	Name of Post	Sclae of Pay (in Rs.)	Post required for	
			2002-07	2005-06
1	Handicraft Teacher	4000-6000	1	1
2	Nursery Teacher	4000-6000	1	1
3	Music Teacher	4000-6000	1	1
4	Labour Welfare Supervisor	4000-6000	1	1
5	Attendant	2550-3200	1	1
6	Chowkidar	2550-3200	1	1
7	Sweeper	2550-3200	1	1
Total			7	7

An outlay of Rs. 5.00 lakhs is approved under Annual Plan 2005-06.

4. **Study tour for industrial workers (Dropped)**

5. **Setting up of Holiday Home for Industrial Workers (Rs. 30.00 Lakhs)**

This is a continuing scheme. At present there are four Holiday Homes located one each at Haridwar, Mussorie, Shimla and Allahabad. It is proposed to set up some more Holiday Homes during 10th Five Year Plan in other cities such as Amritsar, Katra, Panaji (Goa), Hyderabad,.Bangalore, Jaipur, Puri, Culcutta, Assam, Chennai and Trivandrum etc. Negotiations have been initiated with Government of Goa and Preliminary information have been received from them. 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. The following posts are proposed under Annual Plan 2005-06 for running these homes: -

Sl.No.	Name of the Post	Scale of Pay (in Rs.)	Post required 2005-06
1	Manager	4000-6000	8
2	Attendant	2550-3200	8
3	Peon/Chowkidar	2550-3200	16

The sweeping/cleaning of the Holiday Home would be outsourced.

The Labour Department, Government of National Capital Territory of Delhi runs Holiday Homes at Haridwar/Allahabad for the benefit of industrial workers and other Government and semi- govt. staff and officers of Government of Delhi, retired employees and other categories of employees can stay in these Holiday Homes along with their families and groups at subsidized rates i.e.

- a) Rs. 25/- per day per room for industrial workers.
- b) Rs. 50/- per day per room for the employees working in industrial establishments, shops, factories etc. in supervisory/managerial category and retired employees of Government of National Capital Territory of Delhi

/autonomous bodies/undertakings/boards under Government of National Capital Territory of Delhi of Delhi.

- c) Rs. 50/- per day per room for the employees of Government of National Capital Territory of Delhi and autonomous bodies/organizations/boards/undertakings etc.
- d) Free accommodation for a period not exceeding 5 days once in a year for the officers and employees of the Labour Department, 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.

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.

A sum of Rs. 30.00 Lakhs is approved to be utilized for furnishing of all the Holiday Homes during Annual Plan 2005-06.

6. Creation of EDP Cell (Rs. 20.00 Lakhs)

Planning and Statistical Section of the Labour Department is required to collect and compile very huge and voluminous data continuously from various sources to keep the Labour Intelligence up-to-date for use by various department and agencies for formulation of schemes for the Welfare of Labour. Labour Statistics are also used for revision of Minimum Wages and amendment in various existing Labour Laws. In additions, Statistical Branch is required to monitor the work done by various branches of the department in terms of total inspection, prosecutions, complaints received/disposed of under various Labour Laws. Since the number of factories etc. has been steadily on the increase, steps have to be taken to streamline the work of Labour Statistics in order to remove the backlog, to have more coverage and to supply data, as and when asked for on emergent basis.

The Labour Department is now in the process of achieving the aforesaid objective. The NIC has already finalized Computer Centre for Delhi and as per I.T. Policy of Government of NCT of Delhi the Labour Department has become functional on line from the year 2003

Computer, ISDN, Modems, LAN and website have been put in place and web enabled software for online registration of Trade Unions and online booking of Holiday Homes have also been hosted on the website www.labour.delhigovt.nic.in of labour department. However the computerization process has slowed down for want of application software. IT Department has also recommended for creation of EDP Cell and the post of System Analyst, Programmer, Asstt. Programmer and data entry operators for maintenance of website and updation of material hosted on it, development of software for court cases and implementation of award, proper maintenance of computers and ISDN and to ensure security of data and machines. However one post of Programmer has since been created and is in the process of being filled up but it is proposed to create following posts under Annual Plan (2005-06): -

Sl.No.	Name of Post	Scale of Pay (in Rs.)	<u>Post required</u>
1	Programmer	8000-13500	1 (Post has been created during 2004-05.)
2	Asstt. Programmer	5500- 9000	1
3	Data Entry Operator (Gr.B)	4500- 7000	4
4	Peon	2550- 3200	1
Total			7

Thus, an outlay of Rs. 20.00 lakhs is approved to meet out the salaries and wages of the staff, purchase of computer stationery and furniture and A.M.C. of

computer and Computerization of Labour Department under Annual Plan 2005-06.

7. Implementation of Bombay Welfare Fund Act, 1953 (as Extended to Delhi) Grant in Aid to Delhi Labour Welfare Board (Rs. 40.00 Lakhs).

The Bombay Labour Welfare Fund Act envisages of creation funds from the following sources: -

- a) All fines realized by the employers from the workers
- b) Unpaid accumulation of Wages, Gratuity and Bonus
- c) Any voluntary donations
- d) Public borrowings
- e) Subsidies/grant-in-aid from the Government
- f) Contributions from employers and employees.

Delhi Labour Welfare Board has since been constituted for implementation of the Bombay Labour Welfare Fund Act. Principal sources of the revenue of the Board would, however, remain the contribution of employers and the workers and the subsidy to be granted by the Government. Under the Bombay Welfare Fund Act, the rate of contribution is as under: -

Workers	Rs. 1.50/- per annum per worker
Employers	Rs. 3.00/- per annum per worker
Government	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 lakhs workers initially under this scheme. The Government share of contribution for these four lakhs workers will be Rs. 12.00 Lakhs per annum.

The activities of the Board will be (a) to give importance to welfare programme for the workers (b) to make arrangements for education of adult workers

wherever possible (c) arrange some games and sports in Welfare Centres 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 and improve upon the same and (f) other welfare schemes for the working classes as may be felt necessary.

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 lakhs workers during 2005-06.

For implementation of the Act, the following posts are proposed for 10th Five Year Plan 2002-07 and Annual Plan 2005-06. These posts are however to be created by Delhi Labour Welfare Board out of their own fund.

Sl.No.	Name of Post	Scale of Pay (in Rs.)	Post required	
			2002-07	2005-06
1	Welfare Commr./JLC	12000-16500	1	1
2	Stenographer	4000-6000	1	1
3	UDC	4000-6000	2	2

4	LDC	3050-4590	1	1
5	Driver	3050-4590	1	1
6	Peon	2550-3200	1	1
Total			7	7

For the implementation of activities of Delhi Labour Welfare Board, funds to the tune of Rs. 40 lakhs is approved under Annual Plan 2005-06.

8. Construction Renovation of New Office Complexes and renovation of Labour Welfare Centres (Rs. 15.00 Lakhs)

At present, 12 Labour Welfare Centres 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 during 10th Five Year Plan 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, Sirspur, Najafgarh and Libas Pur and fast developing Trans-Yamuna areas for which DDA will be approached to allot land for construction of building.

In addition to this, out of existing 8 Labour Centres only four are being run from their own building. It is proposed to construct more buildings during 10th Five Year Plan 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. The work of major repair, renovation and construction of boundary wall will be carried out in the offices and welfare centers of Labour Department as per requirement.

An outlay of Rs. 15.00 lakhs is approved for implementation of this scheme during Annual Plan 2005-2006.

9. Rehabilitation of the Child Labour (Rs. 15.00 Lakhs)

As per the inspection conducted by the inspectorate staff of Labour Department, it was found that no child labour was employed in the factories located in the National Capital Territory of Delhi. But the child labour was found employed in Dhabas, small restaurants, small auto workshops/scooter repairing shops, Jewellery manufacturing units etc. During the last 2-3 years, the inspectorate staff of Labour Department has conducted inspections in the aforesaid places/premises and found that some employers have employed child labour and they were prosecuted under the provisions of the Child Labour (P&R) Act, 1986. The menace of child labour cannot be abolished by merely identifying the child labour and prosecution of the employers who employed child labour. The preponderance of the child labour in the metropolitan cities is due to the poor economic conditions of their parents and that is why they engage their children not only to learn some skills but also to earn some money to provide livelihood to their families. Therefore, there is an urgent need for the rehabilitation of the child labour once they are identified and retrieved from the clutches of the child labour employers. Hon'ble Supreme Court of India has also passed order for identification and rehabilitation of child labour. In order to achieve this objective, the Working Group decided to frame a new plan scheme "Rehabilitation of the child labour". The scheme has the following components:

1. Identification of the child labour.
2. Providing of vocational education to the children.
3. Payment of stipend to the children.
4. Arrangement of accommodation and educational facilities through the NGOs set up for the relief and rehabilitation of the child labour.
5. Grant – in aid or financial assistance to the NGOs through budgetary allocations and fines collected from the defaulting employers as per the Supreme Court's Order.
6. Placement of such children in appropriate jobs or help them for self-employment.

Further details of the scheme which has been recast and approved by Planning Department/Finance Department is as under: -

- 1.1 Large- scale influx of population from other parts of the country has created many social problems in National Capital Territory of Delhi. The prevailing socio- economic condition of the migrant population has besides other destabilizing social forces created the phenomenon of large-scale employment of child labour in commercial, industrial and service sectors. Large number of children are made to work from a tender age in violation of legislative provisions depriving them of the basic requirements for their development, such as, education, health-care nutrition etc. the employment of child labour and making them work in unhealthy environments has necessitated the need for state intervention with the objective of devising a strategy for combating this widely prevalent social problem. The Government has enacted legislative provisions, to prohibit child labour in hazardous employments and regulate their working conditions in other employment occupations. The purpose underlying the Scheme is to identify child labour and to make available welfare inputs to them through voluntary organizations.
- 1.2 1.2 The Department of Labour Government of National Capital Territory of Delhi proposes to finance voluntary organizations by way of grant-in-aid for taking up action oriented projects for the benefit of child labour within the National Capital Territory of Delhi.

2. SCOPE OF ASSISTANCE (Out of total allocated funds Rs. 4.00 lakhs has been granted to NGO only and Limit to each NGO is Rs. 1.00 Lakh per annum)

- 2.1 The amount of assistance given by the Department of Labour for taking up action oriented projects aimed at benefiting child labour will normally be upto 75% of the recurring cost of the approved project. The remaining part of the cost including the non-recurring cost will have to be borne by the organization concerned.

- 2.2 Studies entrusted to various institutions will be funded in full or Rs.0.75 lakh per year whichever is less. The grant shall in no case be allowed to cover the cost of purchase of Bldg., Computers, Office equipments and furniture and fixtures.
- 2.3 Duration of assistance will depend on each project and subject to a maximum of 5 years and will be generally restricted to the currency of the Five Year Plan. Sanction will however, be accorded for a maximum period of one year at a time, rRelease of grants for the project after a year will be subject to fulfillment of terms and conditions prescribed and progress achieved in the previous year.
- 2.4 In the event off assistance being available from any other source including international organization like ILO, UNICEF, etc. for taking up the action programme on a multi-aided approach, total assistance will not exceed the ceiling mentioned above.

3. ELIGIBILITY

- 3.1 The organization should be:
- (i) A society registered under the Societies Registration Act, 1860, or
 - (ii) A public trust registered under any law for the time being in force or
 - (iii) A registered Trade Union, or
 - (iv) A Charitable Company licensed under Section 25 of the Companies Act, or
 - (v) University/Institutions of higher learning.
- 3.2 In case of a Voluntary organization

- (i) The Organization should be such that its welfare and other programme relating to child labour are accessible to the target group without any distinction of caste religion or language.
- (ii) The Organization should be in a sound financial position and it should have the capability of executing programmes effectively and smoothly. A minimum annual expenditure on items of recurring nature of the order of Rs. 1.00 Lakh approximately would, interalia, be considered indicative in this respect.
- (iii) Preference shall be given to organization having past experience of dealing in programmers relating to rehabilitation of juveniles and study into their social problems. Organizations should have the experience of working in other states also so as to devise strategies based on the socio-economic backgrounds of migrant populations. The organization should preferably have two years of practical experience in study of such problems.
- (iv) Organization having access to health care organizations, which could organize medical, check up/ health care and nutritional support would be given further weightage.

4. TYPES OF ACTIVITIES FOR WHICH FINANCIAL ASSISTANCE MAY BE GIVEN:

- (i) Useful and action – oriented research or study on the subject of child labour.
- (ii) Welfare of child labour through activities likes formal/non-formal education Vocational training, provision of health care and nutrition
- (iii) Preventive measures to discourage further accretion of children.

5. PROCEDURE:

- 5.1 Organizations desirous of taking up projects for child labour shall send their applications (as filed in Form-I) to the Department of Labour, Government of NCT of Delhi at 5 Sham Nath Marg, Delhi.
- 5.2 The proposals shall be examined by an Evaluation Committee with reference to all relevant factors such as eligibility, nature of activity proposed etc. If necessary the applicant may be called for clarification, etc. The committee shall be headed by a Dy. Labour Commissioner, in charge welfare in the office of the Labour Commissioner and would include other representatives from the Planning and Accounts Branch of the Office of the Labour Commissioner as may be nominated by the Labour Commissioner. The Evaluation Committee shall meet within a month of the last date notified for closure of receipt of applications. The Evaluation Committee will submit their recommendations to the Labour Commissioner. The decision of the Labour Commissioner taken after examining the recommendations of the Evaluation Committee shall be final. The department would inform the organization in the form of an offer of Grant-in-aid. On receipt of this offer the organization has to submit acceptance.
- 5.3 The organizations shall request the Department or labour for release of subsequent installments of grant on year-to-year basis. The Evaluation Committee will evaluate the work of the voluntary organization/agency and will submit their recommendations to the Labour Commissioner within 30 days after receipt of the request. The decision of the Labour Commissioner taken after examining the recommendations of the Evaluation Committee shall be final. The GIA amount for the project shall be released, subject the terms and conditions mentioned.
- 5.4 The sanction order will be issued for the entire approved project duration. Release of funds would be on an annual basis wherein 50% of the amount of assistance would be released as first installment after the receipt of acceptance from the organization and balance 50% after the receipt of the progress report in Form V for 2nd half of the year.

6 TERM AND CONDITIONS OF GRANT-IN-AID:

- 6.1 (i) Grant-in-aid shall be used for the purpose for which sanction is given. An annual certificate shall be furnished by the organization concerned that the grant-in-aid had been utilized for the purpose for which it was sanctioned.
- (ii) The organization shall submit a progress report Form V after every six months for scrutiny by the Department of Labour. It would be open to it stop further grant-in-aid, if department of Labour feels that the desired objectives are not being achieved or if the conditions or terms of the Government of National Capital Territory of Delhi are not adhered to.
- (iii) An officer/authorized representative of the Labour Department shall physically check at least once in financial year, the work of the organization in so far as it relates to the particular study/project financed by the department.
- (iv) The accounts of the organization concerned shall be open to audit check by the E.L.F.A. of India or by the representatives from Department of Labour.
- (v) The amount of Grant-in-aid released shall be credited to the account of the organization from where the drawal will be the cheque/draft according to the procedure prescribed by General Financial Rules.
- (vi) An audited statement of accounts (in duplicate) shall be furnished to Department of Labour within 3 months of the expiry of the year for which grant was released.
- (vii) A Utilization certificate as per Form General Financial Rules, 19 A in respect of the total grant-in-aid paid duly countersigned by a Chartered Accountant shall be furnished to Department of Labour within three months of the expiry of the year for which Grant-in –aid was released.
- (viii) Before a grant is released, the grant shall execute a bond with two sureties in favour of the Lt. Governor of Delhi.

- (a) The grantee will abide by the conditions of the grant by the target dates, if any, specified therein.
- (b) That he will not divert the grants and entrust execution of the scheme of work concerned to another institution (s) or organizations (s) and
- (c) He shall abide by any other conditions specified in the agreement and in the event of his failure to comply with the conditions or committing breach of the bond conditions, the grantee and the sureties individually and jointly will be liable to refund to the Government of Delhi, the entire amount with interest thereon or sum specified under the Bond.

While obtaining the prescribed bond where it is necessary the requirement of furnishing two additional sureties, need not be insisted upon if the grantee organization is a society registered under the Societies Registration Act, 1860 or is a cooperative society, or organization of standing in whose case such sureties are not considered necessary by the Department of Labour.

The rate of interest to be charged on the terms of the preceding condition will be 12% per annum on the amount of grant-in-aid ordered to be refunded.

- (x) The release of grants will be subject to the General Financial Rules, 1968 as applicable.

6.2 TERMINATION OF GRANT-IN-AID

If at any stage subsequent to release of grant it is felt by the Labour Commissioner, that the grant released to a particular organization is not being utilized as per terms and conditions of the release of the grant the Labour Commissioner shall communicate his views in this respect for the consideration of the Evaluation Committee asking for a report in two weeks time, on basis of such report from the Evaluation Committee, the Labour Commissioner shall make a decision regarding continuance or discontinuance of the grant.

A provision of Rs. 15.00 lakhs for stipends to identified child labour and Grant in aid to NGOs for the rehabilitation purpose is approved under Annual Plan 2005-06.

10 Training and research in the field of Labour Relations (Rs. 5.00 Lakhs)

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 24 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. In order to encourage research in the labour related fields and to provide regular refresher training courses to the staff of the Labour Department, it has been decided to create a new plan scheme "Training and research in the field of labour relations". The modalities and the detailed scheme to set up infrastructure and the curriculum etc. will be finalized in due course of time.

However, the following staff component is the minimum requirement: -

Sl.No.	Name of Post	Scale of Pay (in Rs.)	<u>Post required</u>	
			2002-07	2005-06
1	Statistical Officer	6500-10500	1	1
2	Statistical Assistant	5000-8000	1	1
3	Statistical Investigator	4000-6000	2	2
4	LDC	3050-4590	1	1
5	Driver	3050-4590	1	1
6	Peon	2550-3200	1	1
Total			7	7

Keeping in view the importance of the scheme an approved outlay of Rs. 5.00 under Annual Plan 2005-06 has been made.

11. Setting up of information and publicity cell (Rs. 10.00 Lakhs)

At present, there is only one Publicity Officer in the Labour Department who 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 and trade union leaders. 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 Pay 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, it has been decided to create a new plan scheme "Setting up of information and Publicity Cell in the Labour Department". This Cell will devise schemes for carrying out audio-visual publicity of important provisions of labour laws as well as the various activities of the Labour Department for the information as well as benefit of workers, trade union leaders, employers, general public and other concerned persons.

An outlay of Rs.10.00 lakhs is approved under Annual Plan 2005-06.

12. Grant In Aid Scheme For Financial Assistance To Organisation(Voluntary And Non Government) For Taking Up Action Programme/Projects For The Benefit Of Workers In The Unorganised Sector.

This Scheme has been Dropped.

II. DTE. OF TRAINING & TECHNICAL EDUCATION

CRAFTSMAN AND APPRENTICESHIP TRAINING SCHEME

Considering the rapid advancement in technology and the rapid industrialization taking place in the country, it has become essential that manpower development programs should keep pace with the technological innovations and changing occupational requirements. The programs are also required to be oriented to meet the national goals of removal of unemployment, poverty and should aim at providing facilities for generating incomes through self employment and other measures. There is also a need for balanced development of the country's manpower both for urban as well as rural/disadvantaged section of society.

The challenges are thus to modernize and improve the relevance and quality of training by modernization of laboratories and Workshop giving due emphasis to advances in technology, gearing up of existing institutions to have the optimal utilization of existing infrastructure creating facilities for formal/ non formal programs to meet the needs of diverse clients.

The system will have to offer continuing education, retraining facilities to the unskilled/semi skilled workers in the field. The Aspirations of women for gaining occupation skills and for improving the quality of life will have to be met by providing them with necessary training.

Competent faculty and Industry Institute interaction are also important requirement to ensure effectiveness of the technical Institutions. Vocational development of teachers by incentives and motivation will have to be adopted as a continuing programme.

The Annual and Long Term Plans will thus have to be oriented to meet the above said challenges so that they become instruments of progress and prosperity of the nation.

The Present Position

The Craftsman Training Scheme of the Government of India is implemented in the National Capital Territory of Delhi through a network of Fourteen Industrial Training Institutes which are functioning under the Directorate of Training & Technical Education. The training is imparted in 48 engineering and non-engineering disciplines. The courses are of one / two / three year(s) duration.

The institutes had a total seating strength of 9108 trainees earlier However the Administrative Reforms Department, Govt. of Delhi after conducting a study recommended reduction in the existing strength based on the dropout rate of the students which resulted in reduction of number of sections and correspondingly seating strength of trainees. The details of both are as below :

S No.	Name of the institutes	Earlier seating Strength	Present seating Strength
	I.T.I. Pusa	1444	1196
2	I.T.I. Arab-ki-Sarai	1248	1188
3	I.T.I. Shahdara	1016	952
4	I.T.I. Malviya Nagar	512	380
5	I.T.I. Subzi Mandi	688	688
6	I.T.I. Jail Road	576	636
7	Jija Bai ITI for women, Siri Fort	664	616
8	I.T.I. Nand Nagri	636	644
9	I.T.I. Jehangir Puri	528	528
10	I.T.I. Khichripur Pur	584	496
11	Ch. Braham Prakash ITI, Jaffer Pur	360	360
12	Lala Hans Raj Gupta ITI, Narela	428	444
13	Savitri Bai Phule ITI Morigate	256	256
14	I.T.I. For women Tilak Nagar	168	168
15	ITI BTC Pusa (Newly opened)	----	204

16	Extension Centre ITI Jail Road for Rural women/Girls at Hastal (Newly opened)	----	96
	TOTAL	9108	8852

The Apprenticeship Training Scheme is being implemented under the Apprenticeship Act, 1961 in the National Capital Territory of Delhi by the office of the Deputy Apprenticeship Adviser functioning under the Directorate of Training & Technical Education. The training consists of two parts, Basic Training and Shop Floor Training. About 4000 apprentices are on roll.

Achievements of 2003-04 and anticipated achievements of 2004-2005.

The Industrial Training Institutes, which is geared to achieve the national goals of removal of poverty and unemployment, continued to play their significant role.

The programme of Modernization of laboratories and workshops continued and equipment worth Rs. 1.43 crores were provided in the various I.T.I.s during the 2003-04. Equipment worth Rs. 2.00 crores are likely to be provided up to the end of Plan year 2004-2005 also.

An additional floor at ITI Siri Fort has been being constructed to increase the seating strength of the girls trainees.

A new Extension Centre of ITI Jail Road has been set up at Hastal exclusively for the rural girls/women with a seating strength of 96 which will be increase in the next academic session.

To ameliorate the condition of the weaker section of the society, the scheme for training to SC labourers through short term courses for self employment will continue in I.T.I. Khichripur, Nand Nagri and Jehangir Puri. During the 2003-04 about 350 students have been trained and 350 more are likely to be trained during the year 2004-2005.

Proposals for Tenth Five-Year Plan 2002-2007 and Annual Plan 2005-2006.

Thrust is to continue on consolidation, upgradation and opening of new I.T.I.s. Optimum utilization of the existing infrastructure is proposed to be made, by increasing the intake capacity of the I.T.I.s. New skills and trades, which have high potential for, wage and self-employment is being introduced to meet the rapid technological advancement and the present and the anticipated needs of the National Capital Territory of Delhi.

Informal training programs i.e., short duration courses in service trades already running has already been expanded and further streamlined in all the I.T.I.s. Removal of Obsolescence and Modernization of Workshops, a programme adopted in the Ninth Plan, will continue. Steps are being taken to open new I.T.I. for women in Trans Yamuna area in the Campus of I.T.I. Shahdara for which E.F.C. Memorandum has been approved by Planning/Finance Departments for Rs. 566.97 lakh for construction of building by PWD.

Special emphasis will continue to be laid on the schemes for SC/ST. The Twenty Point Plan Scheme for 'Training to SC labourers through short term courses for self employment' will be expanded to cover more I.T.I.s.

Strengthening of Industry- Institute activity as well as Faculty Development. Hostel facilities for students will be undertaken. Rationalization of staff structure in the ITIs as well as Directorate Headquarters will be carried out as per laid down norms of Govt. of India.

A Workshop Block will be constructed in existing campus of I.T.I. Jaffarpur in the second phase for which requirement of workshop space has been submitted to PWD for preparing the estimate and drawings.

An outlay of Rs. 3000.00 lakhs is approved for the Tenth Plan 2002-2007 with a capital provision for Rs. 1225.00 lakhs.

An outlay of Rs. 950.00 lakhs is approved in the Annual Plan 2005-2006 with a capital provision for Rs. 650.00 lakhs.

Broad details of the schemes included in Annual Plan 2005-2006 are as follows: -

1. Strengthening, Diversification & Introduction of new courses in emerging skills/disciplines. (Rs. 150.00 Lakh) (Old Sch. no. 1, 4,5,8,18,20,22)

Considering the growth of population and the industrial activity there has been a constant pressure and demand to increase the training facilities in the National Capital Territory of Delhi. There is a large rush for admission in all the ITIs with the cut-off percentage above 65% in some of the trades. Nearly 60,000 candidates apply for admission for about 6000 seats and obviously large numbers of candidates fail to get admission.

It is thus essential to utilize the existing I.T.Is. upto the optimum level, as well as to replace the obsolete trades with new emerging disciplines.

The objective of this scheme is thus to introduce new trades/sections in existing ITIs, considering the employment potential and market demand and abolition of unpopular sections which are not in Market demand.

During the Tenth Plan about 25 new trades/section will be introduced. 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 be procured.

As a part of this scheme, a detailed survey/study of ITI passed out trainees in terms of their employability or self employability with a view to diversify the existing programs or abolish the unpopular or obsolete programs, has been conducted through Institute of Applied Manpower Research and its recommendations will be implemented during the Tenth Plan.

Five sections of “Information Technology & Electronics Systems Maintenance” and three sections of Health and Sanitary Inspector trade have already been introduced in five I.T.Is. during the academic session 2004. During 2005-2006, it is proposed to introduce some more trades as well as it is proposed to consolidate the disciplines already introduced. Machinery and Equipment as per Standard Tool Lists of the trades will be procured.

A workshop block is proposed to be constructed for accommodating the Engineering Trades at ITI Jaffer pur in the 2nd Phase thereby increasing its seating strength to 520 trainees. The Layout Plans are under submission to DUAC and other civic bodies for their approval and clearance. Besides this requirement of workshop space has been submitted to PWD for preparing the estimate and drawings.

Similarly the libraries of the I.T.I.s will be equipped with the books so as to enable the staff and students to up-date their knowledge. Books/Library furniture/Educational Video Cassettes will be purchased by the Principal of the Institute in consultation with the Library Committee already functioning in each Institute.

For Hostels already available at I.T.I., Pusa and Arab-Ki-Sarai. At present there is no separate post of Hostel Supdt.. and the existing staff are assigned the duties of the Hostel. It is also proposed that the minimum facilities like proper Mess facilities 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.

There are well laid down norms for creation of posts depending upon the students' strength. Various posts of Instructors at various levels, Librarians, Hostel Superintendents and Hostel Attendants, Storekeeper & other allied posts will be created in ITIs/BTC wherever required. Machinery & Equipment for the new trades to be introduced will be procured.

Certificate level training in Book-Keeping & Accountancy, Salesmanship & Marketing and Store Keeping and Purchasing are running at Commercial & Secretarial Institute (CSI). In the institute 40% of the total number of seats are reserved for SC and ST candidates.

Earlier an independent campus of the institute was proposed to be developed & constructed at appropriate place in the NCT of Delhi. Recently institute has been shifted to the Hostel building of GB Pant Polytechnic and as such, the need for constructing the separate building may not arise immediately. New certificate level courses will be introduced.

The courses of Industrial Training Institutes and Basic Training Centre are affiliated with Directorate General of Employment and Training (DGE&T), Ministry of Labour under Craftsman and Apprenticeship Training Schemes respectively.

DGE&T keeping in view the importance of Computer awareness among the trainees of I.T.Is. and B.T.C. introduced an Information Technology Primer Course as a part of Social Studies course during the year 1999-2000. The duration of the course as prescribed by the DGE&T is as below:

- | | | |
|----|------------------|----------|
| 1. | Social Studies | 52 Hours |
| 2. | IT Primer course | 30 Hours |

Computer Labs having 10 Computer Terminals and One Server Computer have been set up in each I.T.I. and B.T.C. for imparting the IT Primer training to each Trainee as a part of curriculum. The lab will be further strengthened by providing One LCD Projector and related C.B.Ts.

One Post of Crafts Instructor (Computer Trade) has to be created in each I.T.I./B.T.C. to teach the trainees

A total outlay of Rs. 790.00 Lakh is approved in the Tenth Plan out of which 200.00 lakhs is approved under capital head for construction of workshop

building and CSI building. However, during the Annual Plan 2005-2006, a total provision of Rs. 150.00 Lakh is approved under revenue head.

Approved Outlay 2002-2007			Approved outlay 2005-2006 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
590.00	200.00	790.00	150.00	—	150.00

2. Modernization and Replacement of Machinery and Equipment. (Rs. 75.00 Lakh)

There are fourteen Industrial Training Institutes in Delhi in which training in 48 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 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.

Approved Outlay 2002-2007			Approved outlay 2005-2006 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
400.00	00.00	400.00	75.00	00.00	75.00

3. Setting up of New Industrial Training Institutes Including C/o ITI Subzi Mandi at Dhirpur by DMRC (Rs. 605.00 Lakh)

The fourteen 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 for which new buildings have been constructed, all the I.T.I.s are functioning at the 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 of about 12000 trainees. The Planning Board of Delhi had suggested setting up of five new ITIs in Delhi.

Following five ITIs are to be established/relocated during the Tenth Five Year Plan :

- ITI for women at Vivek Vihar
- ITI at Ranhola
- ITI at Dwarka
- ITI at Neb Sarai and
- Relocation of ITI Subzi Mandi at Dheerpur.

Provisions are to be kept during Tenth Five Year Plan for the following activities :

1. Land for new ITIs to be obtained from DDA/Divisional Commissioner office and payment is to be made.
2. Buildings for the Institutes are to be planned and constructed.
3. Building for ITI for women at Vivek Vihar to be constructed by PWD. The SFC/EFC has approved the project.
4. New sections to be opened in the new ITIs & posts as per laid down DGE&T norms to be created.

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.

As a part of this scheme Relocation of I.T.I. Subzi Mandi is also be undertaken for which possession of land has already been taken from D.D.A. at village Dheer Pur since the premises of this I.T.I. have been taken over by DMRC under MRTS project of Government of Delhi. Funding for construction of building would be provided by DMRC upto an extent of Rs. 5.61 Crore, the cost of Land and Building of old I.T.I. Subzi Mandi. The extra expenditure of Rs. 6.91 Crore on construction of building will be borne by this department under this scheme. EFC/SFC has approved expenditure sanction of Rs. 12.52 crores for this project.

During the year 2004-05 budget to the tune of Rs. 5.00 Crore has been kept for making payment to DMRC from the Demand no.6 . The remaining amount of Rs. 1.91 Crore will be paid in the year 2005-06.

The buildings was expected to be completed by September 2004 but due to encroachment of land, now it is likely to be completed by May 2005.

Approved Outlay 2002-2007			Approved outlay 2005-2006 (Rs. In lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
100.00	600.00	700.00	25.00	389.00	414.00

4. Expansion of Short-Term courses for self employment in various Industrial Training Institutes. (Old Sch. No. 6, 9) (Rs. 3.00 Lakh)

Most of the courses/trades running in the Industrial Training Institute, at present are having duration extending from one to two years. 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 years, due to their family conditions. Marginal farmers and landless labourers 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 objective of this scheme is thus: -

- i) To provide short duration training facilities to the students, labourers/marginal farmers during their lean period
- ii) To impart short duration training in service trades which will give the students an opportunity to know about basic maintenance operations thus avoiding costly market repairs of household equipment.
- iii) To impart short duration training to women, which may be useful in their day to day life.

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, Subzi Mandi, Pusa, Malviya Nagar and Shahdara. It is proposed to extend these courses to all the ITIs in more trades.

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 however felt that since these classes are held in the evening beyond office hours, it is also required that adequate remuneration is paid to supervisory staff who are deputed to supervise these classes. It is also proposed to provide remuneration of Rs. 300/- per month to compensate for his additional work.

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.

Approved Outlay 2002-2007			Approved outlay 2005-2006 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
30.00	00.00	30.00	3.00	00.00	3.00

5. Training to SC/ST for self-employment (Rs. 4.00 Lakh)

Due to changing social and economic environment of the country, it has been felt at all levels that the upliftment of the population living in the rural areas should be done with all vigor and earnestness. 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.Is 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 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 will be provided stipend @ Rs. 230.00 per month. Tool kit costing Rs. 800.00 is provided to all the passed out trainees by the Directorate for the welfare of SC/ST.

Approved Outlay 2002-2007			Approved outlay 2005-2006 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
25.00	00.00	25.00	4.00	00.00	4.00

6. Coaching-cum-Guidance Centre for SC/ST (Rs. 7.00 Lakh)

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.
- iii) Free stationery is provided to the trainees.
- iv) Vocational guidance is provided to the trainees by arranging special lectures.

Five posts have already been created under the scheme which has been implemented in I.T.I. Nand Nagri.

During the Tenth Plan, scheme is proposed to be implemented in two more I.T.Is. viz I.T.I., Jahangir Puri and I.T.I., Siri Fort for women. Following posts are proposed to be created in each of these ITIs.

1. Language Instructor	Rs.5500-9000	1
2. Steno Instructor	Rs.4500-7000	1
3. U.D.C.	Rs.4000-6000	1
4. L.D.C.	Rs.3050-4590	1
5. Class IV	Rs.2550-3200	1

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

Approved Outlay 2002-2007			Approved outlay 2005-2006 (Rs. In lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
35.00	00.00	35.00	7.00	00.00	7.00

7. Additions/alterations improvements in the Labs/Workshops and camps of old ITI's (Rs. 70.00 Lakh)

The building of six, out of the thirteen I.T.Is., were constructed 30 to 40 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. Introduction of new sections/ trades like Computer, Information Technology, Plastic Processing Operator etc. requires renovations in the labs/Workshops like providing false ceiling, sound proof partitions, providing of Bus-bars, repairs of electrical installations and various civil works.

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.

Under the scheme it is propose to demolish existing buildings of ITI Shahdara in phase manner, which comprise of one administration block and other three workshops which are in dilapidated condition. The roof of one the workshops had collapsed during last rainy season. PWD has also suggested that the building should not be used at all to avoid any possible mishaps. In the Administration Block cracks are observed in a number of beams in first floor in addition to seepage of water from second floor. It was felt that the first floor as well as the ground floor are also not safe since second floor is in dangerous condition.

National Council for Cement and Building Materials which was hired by this department for assessment of cause and extent of distress of ITI Shahdara building has recommended in its report that :

- taking into account the large scale distress to almost all RCC members of the buildings, any repair measures adopted is not likely to be economical.
- if any repair is undertaken, the quantum of work will be substantial and even after the repair is carried out, one could not attain the confidence ascribed to a new and sound structure. Since the corrosion is an on going process and difficult to arrest completely even after undertaking extensive and expensive repairs measures, it may not be possible to guarantee a full normal life for the repaired building and it could be less than that of a new building.

The possibilities of making new buildings/blocks for existing ITI namely ITI Gokhle Road and ITI Tilak Nagar for women will also be explored.

Approved Outlay 2002-2007			Approved outlay 2005-2006 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
00.00	350.00	350.00	00.00	70.00	70.00

8. Strengthening of Directorate Headquarters (Rs. 5.00 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 8852. This is further intended to be increased to about 10,000 trainees during Tenth 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 following posts in phases during the Tenth Five Year Plan.

1.	Assistant Director	2	Rs.10000-15200
2.	Stenographer Jr.	2	Rs. 4000- 6000
3.	Asstt. Programmer	3	Rs. 5500- 9000
4.	Data Entry Operator	6	Rs. 4000- 6000

5.	Class IV(Peon)	12	Rs. 2550- 3200
6.	Driver	2	Rs. 3050- 4590
7.	Office Superintendent	2	Rs. 6500-10500
8.	U.D.C.	8	Rs. 4000- 6000
9.	L.D.C.	8	Rs. 3050- 4590
10.	Accounts Officer	2	Rs. 7450-11500
11.	Senior Technical Asstt.	1	Rs. 6500-10500
12.	Junior Accounts Officer	1	Rs. 5500-9000

Following provision is also required for consolidation of Directorate and streamlining its functioning:-

1. A Computer (new generation) will be installed with appropriate number of terminals.
2. Staff car will be provided which is essential even with the present workload.
3. Furniture for the newly created posts and for installation of Photocopier, E-Mail & Internet Service.

Posts of Assistant Director, Assistant Programmer, Data Entry Operators (2), Office Superintendent, U.D.C (4), L.D.C. (4), Stenographer and Class IV (4) will be created.

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 scheme would thus 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.
- to improve the quality and quantity of the Apprenticeship Training.

The staff strength will have to be augmented in phases during the Tenth 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.

Similarly a Board of Vocational Trades is proposed to be set up at Directorate headquarters. As per the existing pattern of examination in the Craftsmen Training Scheme, the paper setting for various Engineering/Non Engineering trades covered under NCVT is done by DGE&T, Government of India at National Level. The examination and evaluation of papers, compilation of result, declaration & codification is done at State Level. For the trades covered under SCVT, State Government is responsible for paper setting as well as conduct of examination and other activities till declaration of results and issue of certificates.

At present the responsibilities of State Govt. in the NCT of Delhi are performed in a small examination cell comprising of six officials set up in the Directorate Headquarter. The activity is mainly carried out through deploying staff on diverted capacity from Institutes. In respect of SCVT trades, Board of Technical Education mainly, dealing with Diploma Level Education perform all such activities.

With the rise in number of students from a few thousands in the fifties to 10000 anticipated by the end of X th Plan and to maintain secrecy & identity, a separate and independent office be set up for examination activity.

It is proposed to set up a 'State Board of Vocational Trades for conducting examinations of SCVT trades and such other activities.

An independent Board Office will be set up with the following staff, which will be in addition to the existing staff:-

1.	Controller, Board of Vocational Trg.	1	Rs.10000-15200
2.	Deputy Registrar	1	Rs. 8000-13500
3.	Asstt. Registrar	2	Rs. 6500-10500
4.	Office Supdt.	1	Rs. 6500-10500
5.	Jr. Accounts Officer	1	Rs. 5500- 9000
6.	U.D.C./Stenographer	2	Rs. 4000- 6000
7.	L.D.C.	2	Rs. 3050- 4590
8.	Asstt. Programmer	1	Rs. 5500- 9000
9.	Data Entry Operator	1	Rs. 4000- 6000
10.	Class IV	8	Rs. 2550- 3200

Approved Outlay 2002-2007			Approved outlay 2005-2006 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
60.00	00.00	60.00	5.00	00.00	5.00

9. Restructuring and Consolidation of ITI's and computerisation of Academic activities in ITIs/BTC. (Rs. 10.00 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 is being carried out to work out additional requirement/surplus of staff in the various categories at ITIs.

Following are to be broadly covered: -

- I. 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. This will thus envisage creation of posts of Group Instructors with the simultaneous abolition of existing posts of Supervisor Instructors.
- II. At present three levels of Principals in the grade of Rs. 10000-15200, Rs. 8000-13500 and Rs. 6500-10500 are existing. However the grades of Principals to be provided as per training manual is linked to students strength. Since the Institute students 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.
- III. Likewise some staff at ministerial as well as supporting level has to be sanctioned or abolished based on the DGE&T norms.

A detailed exercise in this connection has been made comparing with the laid down DGE&T norms. As per the detailed calculations following posts are required to be created/abolished. First phase of the new staffing pattern has been implemented in ITIs. Proposal for BTC, State Apprenticeship Advisor office and other remaining training schemes is being formulated.

9 posts of class I Sr. Principals and one Post of Deputy Apprenticeship Advisor in the scale of Rs.10000-15200 and 2 posts of Class-I Jr. Principals in the scale of Rs. 8000-13500 will be created. 8 posts of Training Placement Officers will be created.

8 posts of Class-II Principals/Vice Principals in the scale of Rs. 6500-10500 will be abolished.

Following posts of Teaching & Allied staff will be abolished/ created in addition to the existing:-

To be created:

1)	Group Instructor	Rs. 6500-10500
2)	Drawing Instructor	Rs. 5000- 8000
3)	Mathematics Instructor	Rs. 5000- 8000
4)	Audio Visual Instructor	Rs. 5000- 8000
5)	Mill Wright Instructor	Rs. 5000- 8000
6)	Type Writer Mechanic	Rs. 5000- 8000
7)	Sewing Machine Mechanic	Rs. 5000- 8000
8)	Motor Driving Instructor	Rs. 5000- 8000
9)	Jr. Accounts Officer	Rs. 5500- 9100
10)	U.D.C.	Rs. 4000- 6000
11)	Compounder	Rs. 4000- 6000
12)	L.D.C.	Rs. 3050- 4590
13)	Workshop/Store Attendant	Rs. 3050- 4590
14)	Dresser	Rs. 2650- 4000
15)	Medical Officer As per CGHS pattern.	
16)	Asstt. Store Keeper	Rs. 3050-4590

To be abolished:

1)	Supervisor Instructor	Rs. 5500-9000
2)	Allied Trade Instructor	Rs. 5000-8000
3)	Language Instructor	Rs. 5500-9000
4)	Driver	Rs. 4000-6000

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 20 to 30 trades in which training is started. 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 latest Server computer, seven terminals with internet facility in each Institute.

It is also proposed that following posts be created per 500 strength of students: -

- | | | | |
|----|----------------------|---------------|--------------|
| 1. | Assistant Programmer | Rs. 5500-9000 | 1 per I.T.I. |
| 2. | Data Entry Operator | Rs. 4000-6000 | 2 per I.T.I. |

Total strength in the Institutes is about 8852 and therefore following posts will be created: -

- | | | | |
|----|----------------------|---------------|---------|
| 1. | Assistant Programmer | Rs. 5500-9000 | 14 Nos. |
| 2. | Data Entry Operator | Rs. 4000-6000 | 28 Nos. |

To enforce saving, it will be explored that the existing posts of LDCs are converted to that of Data Entry Operator.

Project report was submitted to IT Deptt. by the Expert Committee constituted for this purpose. IT Department approved the proposal subject to condition that post will not be created. Further A.R. Deptt. raised queries. Now it is proposed that outsourcing of data entry shall be done through private organizations for computerization of data related to the institutes.

Approved Outlay 2002-2007			Approved outlay 2005-2006 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
90.00	00.00	90.00	10.00	00.00	10.00

10. 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. Association of Industry professionals in curriculum revision, course reviews.
5. 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.

Approved Outlay 2002-2007			Approved outlay 2005-2006 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
5.00	00.00	5.00	1.00	00.00	1.00

11. Privatization of Security and Sanitation Services in the Institutions under this Directorate. (Rs. 20.00 Lakh)

Industrial Training Institutes are spread all over Delhi in highly populated area like Jehangir Purl, Nand Nagri, Khichri Pur etc. or in remote areas like Jaffer pur, Narela. These Industrial Training Institutes are having costly Machinery and equipment besides buildings built-up over land of area ranging from 3500 Sq. mtrs to 71400 Sq. Mtrs. Maintaining hygienic conditions for education environment and Security of Government property is of great importance.

Presently insufficient number of Sweepers and Chowkidars are providing the sanitation and Security services respectively in these institutes. There is a lot of deficiencies in the present sanitation and Security services. The institute's toilets are always found stinking & blocked and corridors dirty which do not create environment conducive for teaching and leaning. There are frequent cases of theft in the institutes. Due to shortage of staff neither Sanitation nor Security services are in their perfect conditions.

The present sanctioned strength of Chowkidars and Sweepers in each institute is as follows:

Name of Institute	Plot Area Sqr. Mtrs	<u>Sanctioned</u> No. of	<u>Sanctioned</u>	
			No of Chowkidars	Sweepers
I.T.I.Pusa	71442	9	10	
I.T.I.Arab-Ki-Sarai and Dy. Apprenticeship Adv. Office	41118	6	12	
I.T.I.Shahdara	67825	5	7	
I.T.I.Malviya Nagar	3410	4	4	
I.T.I.Subzi Mandi	40000	4	3	
I.T.I.Jail Road	45122	6	2	
Jija Bai, I.T.I. Siri Fort (W)	10085	5	4	
I.T.I.Nand Nagri	26600	4	4	

I.T.I.Jahangir Puri	20425 5	4
I.T.I. Khichripur	18760 3	2
I.T.I. Jafferpur	60702 4	4
I.T.I.Narela	20234 5	4
I.T.I.Gokhale Road (W)	4792 3	2
I.T.I. Tilak Nagar (W)	3785 4	2
Basic Training Centre Pusa	9128 5	5
Total	72	69

Keeping in view the present working strength and vacant posts of Sweepers and Chowkidars in all ITIs, a proposal for outsourcing of Security and Sanitation Services for four ITIs namely ITI Pusa, ITI Subzi Mandi, BTC Pusa, ITI Arab-ki-sarai and new opened extension centre of ITI Jail Road at Hastal exclusively for Rural Women/Girls has been submitted for approval of the AR and Finance Departments with abolition of posts in the same ITIs.

Approved Outlay 2002-2007			Approved outlay 2004-2005 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
115.00	00.00	115.00	20.00	00.00	20.00

III. NDMC

SECTOR:- LABOUR AND LABOUR WELFARE

Strengthening of Women Technical Institute

The scheme has been dropped this year.

IV. Dte. of Employment

COMPUTERIZATION OF WORKING OF EMPLOYMENT EXCHANGES

APPROVED OUTLAY 10TH FIVE YEAR PLAN (2002-2007) Rs.250.00 Lakhs

(APPROVED OUTLAY 2004-05)

Rs.51.00 lakhs

APPROVED OUTLAY 2005-06)

Rs.33.00 lakhs

Computerization of Employment Exchanges is an on going scheme. Due to large volume of work in Employment Exchanges, it is difficult to cope up with the existing work through manual system. There are always chances of errors, and sponsoring the names and the renewal of registration through manual system is also time consuming. Therefore, the working of Employment Exchanges needs to be fully computerizes. This project has been identified as priority sector project by Govt. of Delhi and is proposed to be implemented as a “FAST TRACK SCHEME”.

Director General of Employment & Training, Ministry of Labour, Govt. of India has also stressed the need for modernization of Employment Exchanges in the National Capital Territory of Delhi through computerization, so that the national employment service can play a pivotal role in the present scenario in the context of rapid globalization, economic liberation, industrial restructuring and decreasing employment opportunities in the organized sector and the Govt.

In the recent past the working of the Employment Exchanges has been decentralized as per the pattern of revenue districts of Govt. of Delhi. Nine District Employment Exchanges have started functioning w.e.f. 1.6.1999. All these district Employment Exchanges are proposed to be connected through computer network so that the information is readily available and is monitored at the Headquarter Level. Presently, we are computerizing the administration of HQThe Department has switched over to computerization, an agreement with M/S ECIL had already been entered into and software has already been developed for online services through a website which shall really be helpful to

one and all. It will render services like registration, renewal and updating etc. online and also give motivation to unemployed job seekers. The daily wages youth can also avail of the facilities of job availability online. An overseas Employment Cell when set up, will provide assistance for Overseas Manpower Employment alike Tamil Nadu and Punjab States. The work of feeding of old data in computers has already been started & preparation to put registration online is also been going on rapidly.

An outlay of Rs.33.00 lakhs is approved for the Annual Plan 2005-2006.

2. CARRIER-CUM-VOCATIONAL CARRIER GUIDANCE (EARLIER NAMED AS PUBLICITY CARRIER GUIDANCE AND MOTIVATION TO UNEMPLOYED PERSONS)

APPROVED OUYLAY 10TH FIVE YEAR PLAN (2002-2007) Rs.10.00 lakhs

(APPROVED OUTLAY 2004-05)

(APPROVED OUTLAY 2005-06)

Rs.2.00 lakhs

Rs.1.00 lakhs

Plan Scheme "Career-Cum-Vocational Guidance was earlier known as "Publicity, Career Guidance and Motivation to Unemployed Persons " was started in 1993-94. Its objective was 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 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. In 1997-98 a film on working of the Employment Exchanges and Vocational Guidance was also got prepared for the benefit of job seekers.

Planning Department of the Delhi Govt. did not favour for purchase of more audio visual aids for other Employment Exchanges. Instead oh 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" was renamed in the 10th Five Year Plan as "Career-Cum-Vocational Guidance" with an approved

outlay of Rs.10 lakhs. 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.

During the Annual Plan 2002-03, two publications viz. Instructions/Guidelines for Candidates for Registration at Employment Exchanges in Delhi (In Hindi and English) and Computer Courses (Short-Term) AFTER 10+2 in Delhi were brought out under this scheme. During the Annual Plan 2003-04, no publication could be brought out due to shortage of staff/other administrative reasons.

During the Annual Plan 2004-05 it has been proposed to bring out a publication on Doctor as a Career and a budget provision of Rs.0.50 lakh has been kept as revised outlay against the approved outlay of Rs.2.00 lakhs.

Bringing out career literature under the Plan Scheme “ Career-Cum-Vocational Guidance” is an additional work to be carried out by VG/EMI Office and there is no sanctioned post of Assistant Career Counsellor/Occupational Information Officer/Technical Assistant in this office. Therefore, at least following three posts are proposed for creation during the year 2005-06 to bring out career literature on regular basis at state level:

1.	Assistant Career Counsellor (Group- B Gazetted)	(Rs.5500-9000)	-1
2.	Technical Assistant	(Rs.4500-7000)	-1
3.	Stenographer	(Rs.4000-6000)	-1

An outlay of Rs.1.00 lakh is approved under this scheme during Annual Plan 2005-06.

3. SPECIAL EMPLOYMENT EXCHANGE FOR PHYSICALLY HANDICAPPED PERSONS IN TRANS YAMUNA AREA.

APPROVED OUTLAY 10TH FIVE YEAR PLAN (2002-2007) Rs.55.00 Lakhs

(APPROVED OUTLAY-2004-05)

(APPROVED OUTLAY-2005-06)

Rs.11.80 Lakhs

Rs.16.00 Lakhs

A Special Employment Exchange for Physically Handicapped was set up in Trans Yamuna Area under the Centrally Sponsored Scheme during the year 1996-97. As per norms, 80% of the expenditure of Exchange is to be reimbursed by Ministry of Social Justice & Empowerment, Govt. of India in the form of "Grant-in-Aid" and balance of 20% to be met by NCT of Delhi. The Special Employment Exchange started functioning on 9.12.1996 and is providing employment services such as employment assistance, vocational guidance and self-employment guidance to disabled persons.

For the running of this Special Employment Exchange following 10 posts were created during 1996-97: -

SL.NO.	Name of the post	Pay scale (In Rs.)	Posts
1.	SREO (Ex-Cadre)	6500-10500	1
2.	Asstt. Career Counselor (Ex-Cadre)	5500-9000	1
3.	Stenographer	4000-6000	1
4.	LDC	3050-4590	1
5.	Driver	3050-4590	1
6.	Sweeper	2550-3200	1
7.	Chowkidar	2550-3200	1
8.	Peon	2550-3200	1
		TOTAL	10

The details of expenditure and grant released by the Govt. of India is as under: -

Year	Total Expenditure	Grant-in-Aid	Released by GOI
1996-1997	595430	100000	31.3.1995
1997-1998	689770	236896	12.1.1996
		200000	12.5.1999
		491264	27.9.1999
1998-1999	804902	643922	27.3.2000
1999-2000	970000	696000	27.3.2000
2000-2001	876684	500000	31.3.2000
2001-2002	902664	603000	28.3.2002
2002-2003	896951	---	---
2003-2004	832185	---	---
TOTAL	6568586	3471082	

Ministry of Social Justice & empowerment released 80% share of the expenditure as grant-in-aid after the audit of accounts of the Special Employment Exchange.

An outlay of Rs.16.00 lakhs is approved for the Annual Plan 2005-06.

4. **CONSTRUCTION OF BUILDING OF EMPLOYMENT EXCHANGE BUILDING IN INDERPURI, NARAINA. DROPPED**
5. **CONSTRUCTION OF BUILDING OF EMPLOYMENT EXCHANGE AT DARYA GANJ.**

APPROVED OUTLAY 10TH FIVE YEAR PLAN (2002-2007) Rs.265.00 Lakhs
(APPROVED OUTLAY-204-05) APPROVED OUTLAY-2005-06)
Rs.2.00 Lakhs Rs.3.00 Lakhs

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 lakhs (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 for submission to Local Bodies and Delhi Urban Arts Commission. Survey Report for the demolition of existing structure with a reserved price of Rs.4,60,080/- has been prepared by the PWD, and is under process for approval of the competent authority. Preliminary estimates amounting to Rs.295.00 lakhs have also been prepared by the PWD. After receipt of the approval from the Expenditure Finance Committee, the construction of building is likely to commence during Annual Plan, 2004*-05, though clearance of SFC memo is still awaited from Finance Department, GNCTD.

The matter was discussed with the Secretary to Hon'ble Minister, during the discussion it was transpired that Headquarter along with Central Employment Exchange should be located at the site, apart from the office of the Deputy Commissioner (Central) etc., whereas the old building plan is meant for housing only the District Employment Exchange (Central). In this context, the building plan has to be revised with the estimates afresh.

A meeting was also called with PWD on 16.9.2004 in this regard, and PWD requested to prepare afresh estimates and building plan in two blocks.

An outlay of Rs.3.00 lakhs is approved for the Annul Plan 2005-06 under this scheme.

6. MAJOR REPAIRES, MAINTENANCE AND RENOVATION OF EXISTING EMPLOYMENT EXCHANGE BUILDING OF DIRECTORATE OF EMPLOYMENT

APPROVED OUTLAY 10TH FIVE YEAR PLAN (2002-2007) Rs. 105.00 Lakhs

**(APPROVED OUTLAY-2004-05)
Rs.13.00 Lakhs**

**(APPROVED OUTLAY 2005-06)
Rs.17.00 Lakhs**

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 foe Ex-Servicemen, 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 building 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 under the Ninth Five Year Plan, 1997-2002.

An outlay of Rs.17.00 lakhs is approved for the Annual Plan 2005-06 under this scheme.

7. SHIFTING OF DISTRICT WEST EMPLOYMENT EXCHANGE FROM PUSA TO HASTSAL. (Rs. 5.00 lakh)

The Scheme Titled “ shifting of District West Employment Exchange from Pusa to Hastsal has been transferred to Directorate of Training & Technical Education.