

## CHAPTER 16

### LABOUR, EMPLOYMENT & TRAINING.

#### **Establishment and Strengthening of Labour Department**

The Labour Department and Directorate of Employment & Training is functioning under the Administrative control of the Secretary (Labour), A & N Administration. The Labour Commissioner & DET is presently assisted by Four Assistant Labour Commissioners (ALCs), One Employment Officer, One Principal ITI, four Labour Inspectors (LIs), one Inspector of Factories (IF) other supporting staff. There are two subordinate Labour Offices in the Labour Department, one each at Rangat and Hut Bay responsible for enforcement of Labour Laws and Labour enactments in the North & Middle Andaman and Nicobar District. The Employment and Training wings were put under the control of LC&DET in the year 1991 and since then the proposal for up gradation of LC&DET was felt necessary and projected in the all the previous plans.

#### **Strengthening of Labour Welfare infrastructure and Rehabilitation**

The objectives of the scheme to maintain existing Labour Welfare Centres and to set up new LWCs to facilitate the workers with recreational and education facilities in labour confined locality to promote labour welfare activities with an ultimate goal to uplift their socio-economic conditions. The creation of awareness among the down trod own labour class is the basic and foremost steps for ensuring effective implementation of Govt. policy and programmes and labour legislations and also to stand them to protect and safeguard their interest. The awareness through conducting camps, workshop, exhibition, seminars shall be continued under the scheme. At present there are 9 Labour Welfare Centers functioning in different parts of A & N Islands.

The Labour department is enforcing 18 labour laws and one labour regulation in these Islands

Features of the Schemes	Target	Achievement
• The Workmen's Compensation Act, 1923	20	} <b>100%</b>
• Building & Other Construction Workers ( RE & CS) Acts,1996	12500	
• The Trade Union Act,1926	500	
• The Payments of Wages Act,1936	1000	
• The Industrial Employment ( Standing Orders) Acts, 1946	10	
• The Industrial Disputes Acts, 1947	20	
• The Minimum Wages Acts, 1948	200	
• The Factories Act,1948	10	
• The Maternity Benefit Acts, 1961	05	
• The Contract Labour ( R & A) Act, 1970	05	
• The Payments of Gratuity Act, 1972	05	
• The Payments of Bonus Act, 1965	100	
• The Child Labour ( Prohibition & Regulation ) Acts, 1986	05	
• The Apprentice Act, 1961	10	
• The Shop and Establishment Regulation Act, 2004	2000	

• Workers education programme	20	} <b>100%</b>
• Publicity and Awareness programme	20	
• Safety completion and display of hoarding and banners, safety exhibition	40	
• Wages to Part Time Care Taker	09	
• Providing Social Security to Unorganized workers	2500	
• Conducting survey on child labour and to conduct other study on Child and Women.	05	

- As part of GOI initiative under Ease of Doing Business to create Investor friendly environment in the nation., the Labour Department launched “Online portal for delivery of various services under Labour Laws now the manual process has been scrapped and this has met with huge success wherein 400 applications has been processed in 2 months. The renewals are granted in one day. All Checklists of documents/registers have been made available online for ease of compliance. The Inspection Mechanism has been made software based in line with Pt. Deendayal Upadhyay Shramev Jayate Scheme. Now there is no arbitrariness of inspection under Labour Laws. No Establishment is inspected twice in a year.
- The A & N Islands Building & other Construction Workers Welfare Board registered 835 construction workers beneficiary workmens and an amount of ₹ 8,17 Crores has been collected during the period under report as cess from the departments and disbursed as sum of ₹1,70 crores in the form of different welfare schemes to the registered beneficiaries and said monetary benefits are being transferred directly in the Bank Accounts of respective beneficiary workmen as per GOI’s initiative of digitalization.
- A total of 5 awareness camps to motivate construction workers towards “registrations were conducted. Total 3 awareness programmes on cashless transaction was conducted and Bank Account details of 38000 workers collected which nearly 90%.
- Minimum wages has been revised upwardly twice in July’16 and Jan’17. Now Advisory Board is under constitution for further revision.
- An amount of Rs.40,52,270/- was disbursed as compensation to the claimants under Employees Compensation act 1923.

Statement 16.1  
**Commercial Establishment and Employment.**

Items	2013-14	2014-15	2015-16	2016-17
Shops / Commercial Establishment	4337	6819	8143	8308
Employment (Persons)	14970	16573	18041	24934
Restaurants	342	558	574	574
Employment (Persons)	1690	3045	3690	3339

**Employment Exchange:**

**Establishment & Strengthening of Employment Exchange in A & N Islands**

The scheme is formulated to boost the activities of the existing Employment Exchange, Vocational guidance unit, strengthening the infrastructure, maintenance and modification of the existing computer system and the other equipments.

The fundamental function of Employment Exchange is that of a facilitating and placement agency for government and Public sector requirement of manpower. The Employment Exchanges will act as a one stop shop for dissemination of information and for that it need to be linked up with National Portal.. The National E-Governance Programme (NeGP),has identified Employment Exchange as Mission Mode Project. All exchanges need to be computerized in order to inter link and facilitate with one line registration process to make the process hazel free and easy accessible to job seekers. The Vocational and career guidance is an important aspect of employment exchange and need special focus and need to be conducted on regular basis for the benefits of job seeker and for interested self employed enterprisers . The Coaching class is also felt necessary for the rural and other backward classes and ST communities in order to make them compatible enough to pass out the competitive exam being conducted for recruitment of different category of post.

- Career guidance and counseling to unemployment youth - 20
- Starting of Model Career Centre at Port Blair - 21

The Employment Exchange, Port Blair was established in A & N Islands during the year 1975 for providing employment service to the job seekers in this Union Territory. In addition to this, there are 4 Employment Information and Assistance Bureau (EI & AB) also functioning at Mayabunder, Diglipur, Campbell Bay, Nancowrie , Hut Bay and Rangat. And one district Employment Exchange is running at Car Nicobar. The major functions of the employment Exchange, Port Blair are as under:-

1. Registration of Job Seekers.
2. Documentation of notified vacancies and sponsoring of names of applicants.
3. The Vocation Guidance programmes are also being organized in the employment Exchange Port Blair to
  - Offer assistance to the job seekers in choosing their Job/Careers.
  - Suggest measures with a view to enhance the employability of an individual or groups of individuals.
  - To generate awareness and appreciation of realities of Employment Market.
  - Providing coaching class to the jobseekers time to time.
  - Conducts vocational and carrier guidance programmes.
  - Conducts job Fair/Mela. .
  - One Vocational Guidance Unit is functioning under the Employment Exchange to provide carrier guidance to job seekers by conducting meetings at various places in A & N Islands and by way of distributing pamphlet on carrier and educational information. Employment Exchange, Port Blair has been identified as first 100 Employment Exchange to be converted into Model Career Centre. For the establishment of Model Career Centre, the Ministry has sanctioned an amount of Rs 44,87,000/- of which Rs26,92,200/- being 60% has been released as Grant-in-aid to Govt. of Andaman & Nicobar islands as the 1<sup>st</sup> installment. The civil and electrical works for revamping of the existing Employment Exchange building has completed.
  - A total **6530** Nos. registrations were made by the Employment Exchange and 1464 registrants/job seekers were provided guidance about the employment opportunities in various sectors.
  - 21 Career/Vocational Guidance camps were held during the period under report.

## Statement 16.2

**DETAILS OF EMPLOYMENT EXCHANGE AND APPLICANTS REGISTERED (NO)**

Sl. No	ITEM	2012- 13	2013- 14	2014 -15	2015-16	2016-17
1	Employment Exchanges	1	1	1	1	1
2	District Employment Exchange	1	1	1	1	1
3	Employment Information & Assistance Bureau	4	4	4	4	4
4	Applicants on Live Register					
(i)	Total	41003	40298	37204	41852	45005
(ii)	Male	20832	22305	20215	24134	24400
(iii)	Female	20171	17993	16989	17718	20605

Statement 16.3: **Registration by Academic Qualification**

Items as per Live Register	A & N Islands				
	During 2012-13	During 2013-14	During 2014-15	During 2015-16	During 2016-17
Below Metric	871	1237	996	668	330
Above Metric & Below Graduate	4179	8011	5071	7981	4934
Graduate & Post Graduate	711	887	869	1215	755
Technical Candidates	228	354	320	380	286
Others	209	334	258	131	225
<b>Total</b>	<b>6198</b>	<b>10823</b>	<b>7514</b>	<b>10375</b>	<b>6530</b>

## Statement 16.4

**Year-wise Placements made**

Items	2012-13	2013-14	2014-15	2015-16	2016-17
<b>Placements made</b>	<b>202</b>	<b>76</b>	<b>68</b>	<b>91</b>	<b>134</b>

## Statement 16.5

**Vacancies Notified**

Items	2014-15	2015-16	2016-17
<b>Vacancies Notified</b>	<b>798</b>	<b>98</b>	<b>187</b>

## Statement 16.6

**Applicant in Employment Exchange & Employment information & Assistance Bureau as on 31-3-2014**

Items	2012-13	2013-14	2014-15	2015-16	2016-17
<b>Employment Exchange</b>					
Port Blair	<b>31982</b>	<b>28823</b>	<b>24305</b>	<b>26540</b>	<b>34654</b>
Male	16114	15282	12367	14300	18788
Female	15868	13541	11938	12240	15866

Car Nicobar	<b>569</b>	<b>922</b>	<b>1069</b>	<b>1126</b>	<b>675</b>
Male	297	514	602	624	366
Female	272	408	467	502	309
<b>Information &amp; Assistant Bureau</b>					
Mayabunder	<b>5302</b>	<b>6624</b>	<b>7543</b>	<b>9687</b>	<b>8596</b>
Male	2741	4010	4553	6349	4660
Female	2561	2614	2990	3338	3936
Little Andaman	<b>554</b>	<b>2636</b>	<b>2870</b>	<b>2993</b>	<b>765</b>
Male	294	1747	1874	1952	415
Female	260	889	996	1041	350
Nancowrie	<b>307</b>	<b>573</b>	<b>629</b>	<b>662</b>	<b>90</b>
Male	157	321	353	371	49
Female	150	252	276	291	41
Campbell Bay	<b>409</b>	<b>720</b>	<b>788</b>	<b>844</b>	<b>225</b>
Male	225	431	466	498	122
Female	184	289	322	346	103
<b>Facilitation Centre</b>					
Rangat	<b>509</b>	<b>Closed &amp; work taken up by CSC.</b>			
Male	263				
Female	246				
Diglipur	<b>1371</b>				
Male	741				
Female	630				
<b>Grand total</b>	<b>41003</b>	<b>40298</b>	<b>37204</b>	<b>41852</b>	<b>45005</b>

#### **Industrial Training Institute:-**

#### **Establishment & Strengthening of I.T.I/ Vocational Training Institute in A & N Islands**

The main objectives of the scheme is to Strengthening of the existing infrastructural facilities and to add new courses and achieve ITI Dollygunj as centre of excellence for producing qualitative and employable manpower for the potential industries and service sector through imparting training. The ITI at Arong is under construction with funding of Ministry of Minority Affairs only for the main workshop and academic building. The other infrastructure such as Hostel, staff quarters have to construct out of UT fund. Extension Centre of ITI set up at Bakultala Rangat has to be converted into full fledged ITI for the benefits of rural youth of North and Middle Andaman. Therefore provision for development of infrastructure at ITI Bakultala has been proposed in the Plan. Further for gainful employment of youth short terms courses under SDI is also proposed to be imparted through different VTI located across the Islands.

<b>Features of the Schemes</b>	<b>Target</b>	<b>Achievement</b>
Civil Construction namely:-		
a) Construction of ITI Building at Bakultala (Sub Work: Construction of Academic Block). SFC clearance awaited. (Estimated Cost Rs. 10.82 crore)	01	Nil
b) Construction of workshop for marine trades under single roof with hoist craine in ITI Dollygunj. Pending with APWD for TS and NIT. (Estimated Cost Rs. 5.78 crore)	01	Nil
c) Construction of workshop building for plumber trade at I.T.I Dollygunj. (Estimated Cost Rs. 10.82 crore)	01	Work in progress
d) Construction of Phase- II 60 bedded Boy's Hostel for I.T.I Dollygunj. (Estimated Cost Rs. 3.86 crore)	01	Nil

e) To Commence CTS course in existing VTI Lapathy till completion of ITI at Arong. Tools and equipments were purchased. (Estimated Cost Rs. 8.00crore)	40	100%
Renovation existing building of education department at Cambel Bay for imparting training under Short term Modular Employable Skills. Estimate is awaited from APWD.	01	To be started

- ITI Dollygunj is offering the following regular trades: Draughtsman (Civil); Surveyor; Information Technology and Electronic System Maintenance ;Mechanic Motor Vehicle; Mechanic Refrigerator & Air Conditioning ;Fitter; Plumber; Electrician; Welder (Gas & Electric); Stenography (English). An extension centre of ITI Dollygunj is functioning under temporary shed of Industry deptt. at Bakultala, Rangat offering three trades i.e., Draughtsman Civil, Surveyor and Welder (Gas & Arc).
- Under Skill Development initiative (SDI) Scheme 870 candidates are trained and 472 candidates have been undergoing training.
- A Job Fair Meet was organized in the campus of ITI Dollygunj for recruitment of trainees of MMV, Fitter and Welder trade in the establishment of M/s Agency House (Maruthi Authorized Dealer). Around 60 trainees attended the said job fair/interview for the selection. The All India Trade Test for CoE Scheme was started at ITI Dollugunj.
- Admission for the session 2016-17 completed and uploaded into the management Information System (MIS) Portal of DGT, New Delhi.
- Two major civil works i.e Plumber Trade workshop and Boys Hostel (Phase – I) at ITI campus has been completed.
- The construction work of the workshop for Marine related courses at ITI Dollugunj has been floated and opened for award of work.  
Industrial Training Institute, Dollygunj uploaded the information on SMART Portal for empanelment as training partner under PMKVY 2.0 state component.

Name of the Scheme/ Projects. Item covered	Unit	2012-13	2013-14	2014-15	2015-16	2016-17
(1) Establishment & strengthening of Labour Department	Nos.	C/o Compound Wall made of polycoated chain link supported with angle of ALC office at HutBay	Renovation of Girls Hostels of I.T.I, Dollygunj	Construction of basket ball and volley ball court in the old Girls Hostel Girls training at I.T.I Dollygunj Hall	Repair & renovation of Labour Welfare Centre at Ferrargunj/VTP Centre	Construction of workshop building for plumber trade at I.T.I, Dollygunj.
(2) Strengthening of Labour Welfare infrastructure and Rehabilitation.	Nos.	Repair & Maintenance of 4 Nos. Ty-II Qtrs. At Hut Bay	Construction of Boys Hostel for I.T.I Dollygunj SH:- C/o Gas Cylinder Store Room	Development of front land area in the Academic Building Phase-II with cement concrete flooring for Multipurpose use like basket ball, volley ball general gathering etc.	Setting up of Modal Carrier Centre (1)	Construction of Phase-II 60 bedded Boys's Hostel for I.T.I Dollygunj.
(3) Establishment & Strengthening of Employment Exchange in A&N Islands.	Nos.	Renovation of LWC at Diglipur & C/O Drain & fencing of LWC Diglipur.	Re-roofing of fitter workshop of ITI Dollygunj	Replacement of old window Air Conditioner with new one in the Computer Cell of Employment Office building at Supply Line, Port Blair.	Renovation and providing emergency door and exist way for Labour Department	Construction of workshop for marine traders under single roof with host crane in I.T.I Dollygunj
(4) Establishment & Strengthening of ITI /Vocational Training Institute in A&N Islands.	Nos.		Fencing of ITI Bakultala	Re-roofing of Girls Hostels of I.T.I Dollygunj	Repair, renovation and painting of Labour Commissioner's office including providing emergency exit from 1 <sup>st</sup> and 2 <sup>nd</sup> floor under PBND, Port Blair.	Providing internal partition in Auto Card lab, conference Hall & Digital Library at ITI, Dollygunj.

	Nos.		Providing AC in the Conference Hall of LC's Office	Construction of G.I Chain link fabric fencing, column to the newly allotted land I.T.I Bakultala, Rangat.		Repairing and maintenance of all rolling shutters by the rolling shutters by one time solution at ITI, Dollygunj.
	Nos.		C/o labour Welfare Centre at Bakultala, Rangat.	Construction of Boys Hostel for I.T.I Dollygunj SH C/o gas cylinder store room		Providing Security wall with top barbed wire fitted with angle tapered around the girls hostel at ITI Dollygunj
	Nos.		C/o academic building phase-III at ITI Dollygunj	Re-surfing of road from duck shed to I.T.I entrance gate to I.T.I Dollygunj.		
	Nos.		C/o of 02 Nos. workshop building for marine & plumber trade at I.T.I, Dollygunj.			
	Nos.		Construction of Phase-II for 60 bedded of 30 rooms at I.T.I Dollygunj.			



**Statement 16.7**  
**FINANCIAL PROGRESS (EXPENDITURE) I.E 2012-2013 TO 2016-2017**

(Rs in Lakhs)

2012-13		2013-14		2014-15		2015-16		2016-17	
Budget Allocation	Actual Expenditure	Budget Allocation	Actual Expenditure	Budget Allocation	Actual Expenditure	Budget Allocation	Actual Expenditure	Budget Allocation	Actual Expenditure
438.00	411.00	479.00	448.90	502.00	392.39	650.55	600.39	541.37	534.38