

XXVI. 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 9th Five Year Plan, 9th Five year Plan Actual Expenditure, 10th Five Year Plan outlay and Annual Plan outlay 2002-03, R.E.2002-03 Approved outlay 2003-04 is given as under.

S.No	Agency/Deptt	9 th FYP App. Outlay 1997-02	9 th FYP expendit ure	10 th FYP 2002-07 App. Outlay	Annual Plan 2002- 03 Approved Outlay	R.E 2002-03	Approved outlay 2003-04
1	Labour Department	300.00	195.86	600.00	95.00	102.00	140.00
2	Dte. of Trg. & Tech Edn.	2700.00	1570.82	3000.00	600.00	400.00	700.00
3	NDMC	50.00	25.19	25.00	5.00	5.00	5.00
4	Dte. of Employment	350.00	201.24	700.00	100.00	60.00	120.00
	TOTAL	3400.00	1993.11	4325.00	800.00	567.00	965.00

The agency-wise /scheme-wise details for the 10th Plan 2002-07 and Annual plan 2003-04 are given in the ensuing paragraphs on following pages.

I. LABOUR DEPARTMENT

The Government has given a new direction to the labour policies and programmes in its Common Minimum Programme. The Common Minimum Programme has attempted to strike a balance between the 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 particularly those engaged in the unorganized sectors, on the other hand.

The Schemes included under Labour Welfare Sector aim at improving the working conditions of the labour class, maintenance of better Industrial relations, strict enforcement of labour laws and launching of welfare activities for the benefit of workers in the industrial, commercial and service sectors and their families. The Labour department implements as many 27 labour legislations with the objective of ensuring the legitimately due monetary benefits like minimum wages, overtime, bonus etc to the labour class and also for ensuring their health and safety during the course of employment. Other important functions, duties and responsibilities of the Labour Department are formulation and implementation of social security/welfare schemes for the benefit of workers, checking of lifts, electrical installations in places of amusement, checking of lifts etc. to ensure safety of users , Identification and rehabilitation of child labour/bonded labour

The details of the Labour Legislations enforced by the Department of Labour are as under:

1. The Industrial Disputes Act, 1947
2. The Industrial Employment (SO) Act, 1946
3. The Factories Act, 1948
4. The Delhi Shops & Establishment Act, 1954
5. The Workmen's 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 Bombay Maternity Benefit Act, 1961
21. The Bombay Welfare Fund Act, 1970 (as extended to Delhi)
22. The Bonded Labour (System) Abolition Act, 1976
23. The Cinematographies Act, 1952
24. The Inter State Migrant Workers (RECS) Act, 1979
25. The Smoke Nuisance Act
26. The Labour Laws (Exemption from furnishing returns and maintaining register by certain establishment) Act, 1988.
27. The Building and other construction workers (Regulation of Employment and Conditions of service) Act 1996.

To meet these objectives, following Plan Schemes are proposed for execution during the 10th Five Year Plan 2002-07 and Annual Plan 2003-04. An amount of Rs. 600.00 Lakhs is approved for 10th Five Year Plan 2002-07 and outlay of Rs. 140.00 Lakhs is approved for the Annual Plan 2003-04.

The scheme wise details are as under :-

1. STRENGTHENING AND REORGANIZATION OF LABOUR DEPARTMENT (RS.55.00 LAKHS)

A. Strengthening of Industrial Relations Machinery

The Labour Department has a crucial role to play in maintaining of industrial peace and harmonious relationship between the workers and employers in the Industrial

& Commercial Establishments. The conciliation machinery is the first forum available to the working class and the employers for redressal of grievances and settlement of disputes in an informal manner. The liberal policy of the Government towards workmen and widening of scope and definition of 'industry' and 'workmen' under the Industrial Disputes Act, 1947 by virtue of decisions of various courts, has resulted into substantial increase in conciliation cases.

In a recent order of the Hon'ble Supreme Court of India in public interest litigation in the matter of writ petition No. 185/96, Hospital Employees Union Vs. Union of India and Others directions were given to the Govt. of NCT of Delhi for creating the requisite infrastructure for strengthening of the conciliation machinery and creating new posts of various categories to reduce the pendency of conciliation cases at the earliest preferably within a period of 3 months.

In pursuance to these directions the following posts have been created by the Department for a period of one year after obtaining the concurrence of Finance Department in 2001-02:-

Sl.No	Name of the Post	Scale of pay (in Rs.)	Posts required 2003-2004
1	Dy. Labour Commissioner	10000-15500	5
2.	Asst. Labour Commissioner	8000-13500	3
3.	Labour Officer	6500-10500	5
4.	Inspecting Officer	5500-9000	6
5.	Steno Gr. III	4000-6000	7
Total		26	

These posts will continue in Annual Plan 2003-04.

B. Strengthening of Grievances redressal machinery in the Administration Branch

1.21 It is proposed to set up a 'Public Grievance Cell' in the head quarters which will be under the control of Joint Labour Commissioner (Admn.). The cell will attend to complaints/representations from general public, V.V.I.Ps/V.I.Ps, 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 2003-04.

SL.NO.	DESIGNATION	SCALE OF PAY	POSTS REQD.
		(Rs.)	2003-04
1	Admn. Officer	6500-10500	1
2	Data Entry Operators	4000-6000	2
3	Photocopier attendant	2550-3200	1
Total			4

C. Strengthening of Legal Branch

This is a continuing scheme. Due to increase in the number of cases in various courts including Writ Petitions in the High court and Supreme Court, 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.

The no. of litigation cases has been continuously increasing . A large number of complaint cases are filed in the lower courts by the inspectorate staff for violation of labour laws such as the Delhi Shops & Establishment Act, 1954, Minimum Wages Act, 1948, The Factories Act, 1948, Indian Electricity Act etc by the managements of industrial and commercial establishments.

The Law Department and Directorate of Prosecution have expressed their inability to provide counsel/public prosecutor to defend these cases in the lower courts. It

has been decided to create the posts of Public Prosecutors and Assistant Public Prosecutors at the Headquarters as well as districts level.

Further the posts of Legal Assistants are also proposed to be created to prepare brief notes/parawise comments in respect of cases and also to contact the advocates appointed by the Law Departments to defend the cases on behalf of Labour Department.

At present, Labour Inspectors appear in courts as 'Pairvi Officers' to defend the cases. It has been experienced that Labour Inspectors being officers of common DASS Cadre, are not trained in legal matters to defend the court cases. Thus, there is full justification for the creation of posts of Legal Assistants, Public Prosecutors and Assistant Public Prosecutors in the Labour Department. After these posts are created and filled up, the department will be able to defend the cases effectively. Further, the inspectors will also be relieved of the responsibilities in this regard and will, thus, be able to concentrate on inspections for better enforcement of Labour Laws.

The Mukhopadhyay Committee in its report had recommended that 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 defaulting managements/accused immediately. At present prosecutions are delayed because summons are not being served on time.

Following posts are proposed for creation during the Annual Plan 2003-04 for the effective functioning of legal cell and facilitating reduction in the number of pending cases in various courts. It is also proposed that this branch should be equipped with computer; scanner, fax machine and other office equipments. As cases have to be attended in various courts and meeting are fixed with advocates whose offices are located in different part of the city, a vehicle also need to be provided.

Sl.No.	Name of the Post	Scale of Pay (Rs.)	Post Reqd. 2003-04
1	Public Prosecutor	8000-13500	1
2	Asst. Public Prosecutor	6500-10500	10
3	Legal Assistant	5500-9000	1
4	Data entry Operator	4000-6000	2
5	Process Server	2550-3200	4
6	Driver	3050-4590	1
	TOTAL		19

D. Strengthening of Secretariat Cell

In the existing set up, the Labour Commissioner who is ex-officio Secretary (Labour), exercises the powers of making reference of industrial disputes/cases to the Labour Courts and Industrial Tribunals for adjudication. Further, the Awards passed by Labour Courts/Industrial Tribunals and received in the Sectt. Cell are notified as per the provision of the Industrial Dispute Act, 1947.

At present an Asstt Labour Commissioner, has been posted to look after the work of this cell. The work of the Sectt Cell has been increasing with the passage of time. As the failure reports of the Conciliation Officers are examined in this cell before putting up the report to the Secretary (Labour), the same are required to be thoroughly examined. In view of importance of this cell it is imperative to provide sufficient manpower and material for its efficient and effective functioning.

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 vide which this cell has to maintain entire records after publication of the 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 to the courts or refusing

adjudication giving reason are required to be produced in the Labour Courts/Industrial Tribunals.

In the year, 1990-91 on the basis of a work-study of the working of Sectt. Cell posts of Head Clerk (1), LDC & UDC (3), Daftari (1) & Peon (1) were sanctioned under the Plan Scheme.

The existing infrastructure however is highly inadequate, as a result of which Sectt. Cell is unable to perform its functions effectively. The Mukhopadhyay Committee had recommended that a Joint Labour Commissioner with adequate staff should head Secretariat Cell.

Accordingly the following posts are proposed in the Annual Plan 2003-04:-

Sl.No	Name of Post	Scale of Pay (Rs.)	Post required 2003-04
1	Jt. Labour Commissioner	12000-16500	1
2	Asst. Labour Commissioner	8000-13500	1
3	Data entry Operator	4000-6000	2
4	Driver	3050-4590	1
5	Records Attendant	2550-3200	1
TOTAL			6

E. Strengthening of Monitoring and Statistical Machinery and setting up of Education, Training & Study Cell (Rs. 5.00 Lakh)

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 activities. After collecting the returns from primary units, the periodical reports are prepared and submitted to Government of India, Minister of Labour and Labour Bureau, Shimla. The

data collected are of statutory and voluntary nature and are used for preparation of the Annual Half/ Yearly / Quarterly returns and reports as per details given below: -

1. The Factories Act, 1948
2. The Maternity Benefit Act, 1961
3. The Workmen's 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
8. Industrial Disputes Act, 1947 regarding work stoppage due to retrenchment, closure, lay off, lock-out and strike.
9. Voluntary data regarding work stoppage due to strike, lockouts, layoffs, retrenchment, closure is also collected.

On the basis of these inputs weekly/fortnightly/monthly reports on labour situation, requisite statistics are prepared and sent to the Minister of Labour GoNCTD and also to the Government of India,

The officers of the Labour Department, and of Labour Bureau organize training for the primary units in any of the Industrial areas in the National Capital Territory of Delhi once an year for 2-3 days covering about 25-30 units. The objective of this training is to improve the turn over and quality of returns filed by the primary units.

These trainings have however not been of much use for increasing the response in filing of returns. The Department proposes to impart training to units located in various Industrial areas for submission of Labour statistics in time and as per prescribed formats. Trainings are also proposed for ensuring full protection to the rights of trade unions while making worker's' management relationship cordial. The training shall be based on the guidelines provided by and with the assistance of the Labour Bureau. Shimla/Chandigarh/

V V Giri National Labour Institute and other reputed organizations imparting such trainings in this field.

The department also prints Statistical Information pertaining to Labour activities.

F. 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 estates, residential colonies and high-rise buildings have come up in Delhi. Consequently, the number of electrical installations such as Sub-stations, Electric Transformers, High Voltage and Medium pressure installation and lifts are increasing day by day without any corresponding increase in the staff whatsoever of Electrical inspectorate and for the efficient and effective enforcement of the above said Acts and rules in Delhi, the following posts are proposed for the Financial Year 2003-04.

Sl.No	Name of the Post	Pay scale (in Rs.)	Post required 2003-04
1	Dy. Electrical Inspector	8000-13500	1
2	Asst. Electrical Inspector	6500-10500	1
3	Data entry Operator	4000-6000	2
Total		4	

In addition to the requirement of officers/personnel as enumerated above, the following items are also required to carry out smooth functioning of the Electrical Inspectorate.

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

G. STRENGTHENING OF FACTORIES INSPECTORATE

The Inspectorate of Factories of Labour Department has been entrusted with the responsibilities of enforcement of the 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.

A work-study of the Inspectorate of Factories was carried out during the year 1982-83, by the Administrative Reforms Department 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 by the Inspectorate of Factories as per norms laid down by AR department, 26 Inspector of Factories and five Dy. Chief Inspector of Factories are required. AR and Finance Department have however concurred for creation

of only 4 posts of Inspector of Factories. Creation of additional posts is essential for smooth functioning of Factories Inspectorate.

The Inspectorate of Factories charges fees for grant, renewal and amendment of licenses. and for medical examination of workers by Medical Inspector of Factories cum Certifying Surgeon. This fees has been revised w.e.f. 03.04.2001. The Hon'ble Supreme Court of India in its Judgment regarding fees chargeable by this Inspectorate has held that this fees is charged for the services rendered by the Inspectorate of Factories and that the fees charged should not be disproportionate to the administrative expenses, Creation and filling up of posts as per norms will augment the resources and, the Scheme will act almost on self-financing basis .

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 has been provided with any official vehicle. For efficient working of the Inspectorate, two vehicles are proposed to be purchased in the year 2003-04

Details of posts proposed to be created under the plan scheme are given below :-

Sl.No	Name of the post	Scale of Pay	Post required 2003-04
1	Dy.CIF	8000-13500	1
2	Inspector of Factories	6500-10500	6
3	Data entry Operator	4000-6000	6
4.	Drivers	3050-4590	2
	Total		15

Besides, vehicles, computers, fax machines, photocopiers are also needed for efficient and effective running of Inspectorate of factories.

H. 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 a comprehensive legislation adopted for ensuring health, safety and welfare of the workers engaged in the manufacturing activities 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. Presently, two Laboratories are functioning 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.

There has been tremendous improvement/modifications in various monitoring equipments 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 these laboratories.

I. Expansion of Library

The number of Labour Legislations has been increasing from time to time and the scope of Labour Laws has also widened due to a large number of Judgments/orders passed by various High Courts and Supreme Court. It is, therefore, essential that the books, with latest amendments in the labour laws, are made available to the officers/officials, in sufficient number so as to update their knowledge and also to increase their efficiency. Besides, various periodicals also need to be subscribed to and made available in the Department's Library. Sets of books, journals and labour law updates are also required to be supplied to the Presiding Officers, Industrial Tribunals/Labour Courts for their day to day requirement and reference. Outlay of 1 Lakh is proposed for purchase of books, furniture etc, in the year 2003-04.

(j) Establishment of infrastructure for Implementation of Building and other Construction Workers Act

The Labour Department of Government of Delhi has constituted the Delhi Building and other Construction Workers Welfare board under the Building & other Construction Workers (RE&CS) Act, 1996 under the Chairmanship of Delhi Labour Minister and the notification has been made to this effect.

The main function of the Board is to constitute building and other construction workers Fund and to utilize the same for providing certain welfare measures like financial assistance to the families in case of accident, old age pension, housing loans, payment of insurance premium, education, medical and maternity benefits to the workers registered with the Board. The Board may sanction Rs. 15,000/- to nominees/dependants of a member towards death benefit in case of death. In case the death is due to accident during the course of employment the nominee / dependants of the member shall be given Rs. 50,000/- towards death benefit. The Board would also provide maternity benefit to the women employees who are beneficiary of the fund and shall be given Rs. 1000/- each as maternity benefit during the period of maternity. The Board may also sanction an amount of Rs. 1000/- to the nominee / dependants of the deceased member towards funeral

expenses. The concerned Act and rules provide disability pension, loan for purchase of tools, medical assistance to the beneficiary, financial assistance for education and financial assistance for marriage.

The workers engaged in building and other construction works need immediate attention for better working condition and social security as provided in the Act. The workers in this sector generally come from Uttar Pradesh, Bihar, Bengal, Orissa and other remote areas and have tendency of moving from one place to another after completion of projects. They are generally unaware about their rights as provided under relevant laws and rules.

At present there is no infrastructure available to implement the Building And Other Construction Workers Act due to which the whole segment of construction workers is open to exploitation. Therefore a separate cell to protect their statutory rights is proposed to be established by creating following posts. The Board would also require other infrastructural supports in the initial three months of the financial year.

Sl.No	Name of Post	Scale of Pay (in Rs.)	Post required 2003-04
1	Labour Officer	6500-10500	1
2	Inspectors Gr-II	5000-8000	5
3	Data entry Operator	4000-6000	1
Total			7

THERE IS A PROVISION OF RS.55.00 LAKHS FOR VARIOUS SUB-SCHEMES UNDER THIS PLAN SCHEME IN ANNUAL PLAN 2003-04.

2. SCHEME FOR SAFETY AWARDS (RS. 5.00 LAKH)

This is a continuing Plan Scheme. The scheme for “Delhi Safety Awards” and “Delhi Shram Vir Awards” was approved by the Ministry of Labour , Government of India during the year 1974, to enable this department to take effective steps towards

accident prevention in various factories and also to give recognition to various managements and workers for their outstanding contributions in this regard. On the recommendations of the Committee, constituted for this purpose, awards are distributed annually.

This scheme is being modified by restructuring the categories of industries and subject matters on which awards are to be granted. The amount of cash awards to be given to the workers is also being enhanced. The Awards Scheme is now proposed to be renamed as “Delhi Safety Awards” and “Delhi Shramik Rakshak Puraskar Scheme”. Under this scheme, a State Level function is to be organized by the department every year in which the Awards in the form of Cup/Trophy/Memento are to be given to the managements of factories, who have achieved maximum reduction in rate of accidents or have achieved longest accident free period, in accordance with the provisions of the scheme. Under “Delhi Shramik Puraskar” scheme, the Awards are to be given to the workers of the factories, whose suggestions have contributed towards improvement in safety standards and other subject matters mentioned in the scheme.

The National Safety Day is celebrated on 4th March every year. On this occasion, an appeal is issued by the Government of Delhi in leading Hindi and English Newspapers to create awareness about safety at work places in factories amongst the workers and managements of industries in Delhi.

AN OUTLAY OF RS.5.00 LAKHS IS APPROVED FOR THIS SCHEME FOR THE ANNUAL PLAN 2003-04.

3. SETTING UP OF EDP CELL AND COMPUTERIZATION OF LABOUR DEPARTMENT (RS. 20.00 LAKHS)

In furtherance to the scheme of Computerisation already initiated by the Department hardware and software are required to be purchased in the financial year 2003-04 for facilitating efficiency and transparency in the working of the Department. The

computerization will cover all the 9 district offices and other sub offices. The major activities which are proposed in the year 2003-04 are listed below.

Computerization of the activities of the Secretariat Cell is proposed be taken up in order to facilitate quick disposal of references and for reduction in the workload pertaining to repetitive and time-consuming activities.

It is also proposed that the old records of Secretariat Cell be converted into in electronic form in order to reduce the quantity of old records, which are consuming considerable space. The job of preparing electronic copies of records is proposed to be outsourced. The Computerization shall include purchase of hardware, development of software and training of staff.

The working of the Implementation Cell, Administration Branch, Planning Branch and the Accounts Branch is proposed to be computerized by preparation / procurement of software.

The website of the Department is proposed to be made dynamic and inter-active for facilitating various administrative activities and reducing the direct interaction with the public. The activities of complaint monitoring, on line registration under the Trade Union and other Acts, reports of field inspection etc. are to be brought within the purview of the website. The website shall also facilitate online monitoring of the conciliation case and the disposal of judicial cases.

Following Expenses are anticipated

Purchase of Hard ware/ Software/consumables	Rs. 8Lakh
Preparation of Electronic Data	Rs. 2 Lakhs
Training of Staff & maintenance charges	Rs. 1 Lakh
Data entry through outsourcing	Rs. 1 Lakh
Updation of of Dynamic Website	Rs. 5 Lakhs

For operational purposes, one post of Assistant Programmer and two posts of Data Entry Operators are proposed to be created. As such, following posts are proposed for the creation under Annual Plan 2003-04.

Sl.No.	Name of Post	Scale of Pay (in Rs.)	Post required 2003-04
1	Assistant Programmer	5000-8000	1
2	Data Entry Operator (Gr.A)	4500-7000	2
Total			3

Thus, an outlay of Rs. 20.00 Lakhs is approved to meet out expenses on the salaries and wages of the staff, purchase of computer stationery and furniture and A.M.C. of computer and computerization during Annual Plan 2003-04.

4. GIA to Delhi Labour Welfare Board (Rs.9.00 lakhs)

The following activities have been identified for implementation under this scheme by Labour Welfare Board. However, these schemes have been included without proper scrutiny. Detailed examination of these schemes shall be done by the Planning Department as well as Finance Department so that there is no duplication of work being done by other departments/agencies of the GNCTD. Detailed justification will be submitted by the Board while seeking release of funds for these programmes.

- Running cost of multi purpose vehicle for mobile crèches/mobile schools/awareness campaigns about the evils of alcoholism, drug abuse and gambling for the mutual benefit of the workers' families and the employers urban slums and industrial belts in the N.C.T. of Delhi.

- Setting up of “Vocational training centers “ to be run from the Welfare Centers to provide training to workers and their family members in tailoring, embroidery, knitting, book binding, chalk and candle making, beauty culture, training for women in first aid, motor winding, rearing of electrical gadgets, plumbing, bakery, cookery, making of pickles, papad and condiments, bag making, pottery etc.
- Formation of Self – help groups which will enable the workers and their families to be self sufficient to a greater extent through vocational training and formation of thrift and credit societies and housing schemes. This will result into Social security and group insurance schemes for long term benefit of organized and unorganized workers, old age workers and their families and orphans.
- Under the scheme fund will be released to Delhi Labour Welfare Board as per the provision of Bombay Labour Welfare Fund Act, 1953 as extended to Delhi after detailed checking of these proposals.

An outlay of Rs.9.00 lakhs is approved for this schemes in Annual Plan 2003-04.

5. Study tour for industrial workers (Rs. 1.00 Lakh)

This scheme is being implemented by the Labour Department. This is a continuing scheme, which provides exposure to the industrial workers to study the working of various Industrial Units and Welfare facilities provided to them in other states. This tour is conducted by this Department for the Industrial workers to visit Industrial Estates and places of historical importance and tourist attraction located outside Delhi.

An outlay of Rs.1.00 lakh is approved for this scheme in Annual Plan 2003-04.

6. Setting up of Holiday Home for Industrial Workers (4 Lakhs)

This scheme is being implemented by the Labour Department. This is a continuing scheme. At present there are four Holiday Homes which are located 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, Guwahati, Chennai and Trivandrum etc. Setting up of more Holiday Homes other than in hill areas will help the workers and their families to enjoy holidays on a nominal budget.

At present, 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, it is proposed to explore the possibility of purchasing new buildings so that condition of holiday homes is improved.

The Posts of Managers are also to be created for Holiday Homes at Shimla and Allahabad. The remaining activities relating to maintenance and cleaning etc. are to be outsourced.

An outlay of Rs.4.00 lakhs is approved for this scheme in Annual Plan 2003-04.

7. Training Education & Skill development of the children of workers employed in organized & unorganized sectors. (Rs.2.00 lakhs)

This scheme is being implemented by the Labour Department. 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 for Industrial workers, Nursery classes for children and Music, Handicraft classes/ vocational classes.

The provision has to be made for purchase of new sewing machines, knitting machines 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 centers in different parts of National Capital Territory of Delhi. A large number of students attend the handicraft and nursery classes daily. To develop their skills in the artistic work, the students are given vocational guidance in handicrafts as well as education up to nursery level. Regular classes are held in the Labour Welfare Centres.

Incentive in the form of stipends are given to the deserving students who are attending the handicraft and nursery classes in the Welfare Centres. This is a welfare measure with the objective of encouraging the students from economically weaker sections to attend these classes.

AN OUTLAY OF RS.2.00 LAKHS IS APPROVED FOR THIS SCHEME FOR THE ANNUAL PLAN 2003-04.

8. CONSTRUCTION OF NEW OFFICE COMPLEXES, LABOUR WELFARE CENTRES AND THE RENOVATION OF THE BUILDINGS OF LABOUR DEPARTMENT (RS. 20.00 LAKHS)

At present, 8 Labour Welfare Centres are being run by the department in different part of Delhi. In order to extend these facilities to some other areas, it is proposed to set up more welfare centers during 10th Five Year Plan. 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 of welfare centers.

As part of decentralization, the functioning of Labour Department has been divided into nine districts. However, no suitable office accommodation is available in various districts. At present, 5 district offices are functioning in the building of welfare

centers, one district office (south district) is functioning from a building located in Pushp Vihar, allotted by the Directorate of Estate, Government of India, whereas the remaining 3 district offices (New Delhi, Central and South-West districts) are functioning from the buildings of employment exchanges. Therefore, it is proposed to construct suitable buildings for all the district offices in a phased manner during 10th Five Year Plan 2002-07 and Annual Plan 2003-04.

The building at 5 Sham Nath Marg also need major renovation, partitions , false ceiling, and improvement of the toilets and surrounding space etc..

AN OUTLAY OF RS.20.00 LAKHS IS APPROVED FOR THIS SCHEME FOR THE ANNUAL PLAN 2003-04.

9. REHABILITATION OF THE CHILD LABOUR (RS. 5.00 LAKHS)

This is a continuing scheme .The inspections conducted by the inspectorate staff of Labour Department, has revealed employment of child labour in Dhabas, small restaurants, small auto workshops/scooter repairing shops, jewellery manufacturing units etc. The menace of child labour cannot be eliminated merely by identifying the child labour and prosecution of the employers who employed child labour. The wide spread employment of the child Labour in the metropolitan cities is due to the poor economic conditions of their parents The parents employ their children for enabling them to learn besides supplementing the family income . Therefore, there is an urgent need for rehabilitation of the child labour, once they are identified and retrieved from the clutches of the child labour employers. 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 :

- (a) Identification of the child labour.
- (b) Providing of vocational education to the children.
- (c) Payment of stipend to the children.

- (d) Arrangement of accommodation and educational facilities through the NGOs set up for the relief and rehabilitation of the child labour.
- (e) 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.
- (f) Placement of such children in appropriate jobs or help them for self employment.

A provision of Rs. 5.00 lakhs for stipends to identified child labour and grant to NGOs for the rehabilitation and educational purposes has been kept in the Annual Plan 2003-04 .

10. TRAINING AND RESEARCH IN THE FIELD OF LABOUR RELATIONS (RS. 5.00 LAKHS)

The area of functioning of the Labour Department touches one of the most deprived and oppressed sections of the Society. The inspectorate staff and the officers of this department implement as many as 27 labour laws. There is a continuous need to provide training or refresher courses for the inspectorate staff as well as officers of this department in order to upgrade their knowledge and skills in various labour related fields as well as the latest developments in the field of labour laws.

The training to the staff and officers is to be provided in consultation with the Dte. Of Training, Govt, of Delhi and premier institutions like V V Giri National Labour Institute. The training shall be imparted by trained resource persons. The Labour Department can also avail of the services of resource persons or experts in the field of Labour laws and allied fields or hire the faculty members from the well reputed Labour institutes/academies .

There is also a need for field research activities being undertaken by the officers of this department directly or through NGOs located in Delhi with the objective of developing necessary data base or inputs which could provide unbiased blue print of the

socio-economic conditions of the labour class , requiring immediate attention of the Government for modification of policies, with the objective of increasing their effectiveness for the overall betterment of the target groups. Such studies through NGOs could be focused on conditions of child labour, the enforcement of laws relating to payment of minimum wages, bonus , gratuity , working hours of employees in shops and establishments etc. The selection of NGOs is to be done through experts group appointed for the purpose.

AN OUTLAY OF RS.5.00 LAKHS IS APPROVED FOR THIS SCHEME FOR THE ANNUAL PLAN 2003-04.

11. SETTING UP OF INFORMATION AND PUBLICITY CELL (RS.9.00 LAKHS)

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. A large number of employers are not aware of the statistical returns required to be filed by them. As a result, there is large scale violation of provisions of various labour laws, particularly, the Minimum Wages Act, the Factories Act, the Delhi Shops & Establishment Act, the Equal Remuneration Act, 1976 , the Payment of Bonus Act, the Payment of Gratuity Act, the Contract Labour (Regulation and Abolition) Act, the Child Labour (P&R) Act, etc. In order to disseminate information about relevant and important provisions of various labour laws, an 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 is to be carried out. The job can be outsourced to the experts, agencies and important NGOs engaged in the field of social work such as child welfare and womens' welfare activities on competitive rates. Besides, necessary equipments like camera, film, cassettes, camera stand, projector, etc., will be purchased.

AN OUTLAY OF RS.9.00 LAKHS IS APPROVED FOR THIS SCHEME FOR THE ANNUAL PLAN 2003-04.

12. SCHEMES FOR SOCIAL SECURITY FOR WORKERS ENGAGED IN INFORMAL AND UNORGANIZED SECTORS. (RS. 5.00 LAKHS)

As per current statistics 93% of the workforce is employed in the informal and unorganized sectors of industries. The social security schemes which have been formulated so far predominantly cover the organized sector. There is thus a need to pay attention to schemes intended to provide social security to the organized workers. To have a fair knowledge regarding number of units functioning and workers engaged in the unorganized sector in the union territory of Delhi, a comprehensive survey is required to be conducted. During the course of survey other details like Salary and service condition of the workers will also be collected. On the basis of the data base, policy decisions regarding legislative provisions would be facilitated..

AN OUTLAY OF RS.5.00 LAKHS IS APPROVED FOR THIS SCHEME FOR THE ANNUAL PLAN 2003-04.

II. DTE. OF TRAINING AND TECHNICAL EDUCATION

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 have a total seating strength of 9108 trainees as below:

1.	I.T.I. Pusa	1444
2.	I.T.I. Arab-Ki-Sarai	1248
3.	I.T.I. Shahdara	1016
4.	I.T.I. Malviya Nagar	512
5.	I.T.I. Subzi Mandi	688 –To be relocated at Dheerpur
6.	I.T.I. Jail Road	576
7.	Jija Bai, I.T.I. for Women, Siri Fort	664
8.	I.T.I. Nand Nagri	636
9.	I.T.I. Jahangir Puri	528

10.	I.T.I. Khichripur	584
11.	Ch. Braham Prakash I.T.I. Jafferpur	360
12.	Lala Hans Raj Gupta, I.T.I. Narela	428
13.	I.T.I. for Women Gokhale Road	256
14.	I.T.I. For Women Tilak Nagar	168

		9108

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 the Ninth Plan and anticipated achievements of 2002-2003.

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.176.38 lakhs were provided in the various I.T.I.s during the Ninth Plan Period. Equipment worth Rs. 215.00 Lakh are likely to be provided up to the end of Plan year 2002-2003.

New sections and trades in existing I.T.I.s were opened and the total seating capacity in the I.T.I.s has been increased from 8772 to 9108.

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 Ninth Plan 1200 students have already been trained upto 2000-2001 and 350 more are likely to be trained during the year 2002-2003.

Proposals for Tenth Five-Year Plan 2002-2007 and Annual Plan 2003-2004.

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 will be expanded to cover 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 sent to Planning/Finance Department for seeking expenditure sanction 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.

Proposal is under submission to AR Deptt. for setting up of Board of Vocational Trade at Directorate Headquarters.

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.

Considering the scarcity of land in the NCT of Delhi, additional floor at ITI Siri Fort and Extension Block will be constructed in existing campuses and IInd phase of I.T.I. Jaffarpur.

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. 700.00 lakhs is approved in the Annual Plan 2003-2004 with a capital provision for Rs.400.00 lakhs.

Broad details of the schemes included in Annual Plan 2003-2004 are as follows: -

**1. Diversification & Introduction of new courses in emerging skills/disciplines.
(Rs.75.00 Lakhs)**

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.

During 2003-2004, it is proposed to introduce some more sections, as well as it is proposed to consolidate the disciplines already introduced. Five sections of “Information Technology & Electronics Systems Maintenance” trade is to be introduced in five I.T.Is. from the academic session 2003. Machinery and Equipment as per Standard Tool Lists of the trades will be procured.

Approved Outlay 2002-2007			Approved outlay 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
450.00	00.00	450.00	75.00	00.00	75.00

An outlay of Rs.75.00 Lakhs is approved in AP 2003-04.

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

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 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
400.00	00.00	400.00	75.00	00.00	75.00

An outlay of Rs. 75.00 Lakhs is approved in AP 2003-04.

3. Setting up of New Industrial Training Institutes. (Rs. 235.00 Lakhs)

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 for the disabled at Dwarka
- ITI at Neb Sarai and
- Relocation of ITI Subzi Mandi at Dheer pur.

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.
4. New sections to be opened in the new ITIs & posts as per laid down DGE&T norms to be created.
5. 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 the cost of Land and Building of old I.T.I. Subzi Mandi. The extra expenditure on construction of building will be borne by this department under this scheme.

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

Status for setting up these ITIs is as below:

1. For setting up an ITI for Women at Vivek Vihar EFC has sanctioned. Rs.5.66 crore for construction of building.
2. On 25.07.2002 possession of land at Ranhola has been taken over for setting up of an ITI. PWD has submitted an estimate for Rs. 12.00 lakh for construction of boundary wall. Gram Panchayat has been requested to submit the revised cost of actual area of land taken over.
3. Boundary wall has been constructed for setting up ITI & Polytechnic for the disabled at Dwarka. Building plans have been approved by this Directorate and sent to PWD.
4. For ITI at Neb Sarai land measuring about 8 acre has already been allotted in Mahrauli Block by Director, Panchayat. Payment has been made to Development Department. Due to dispute in the demarcation of the Plot and encroachment at Neb Sarai the possession of the land could not be taken over. The matter has been taken up with Director Panchayat to hand over possession of land without encroachments or to refund the premium already paid with interest.
5. Regarding construction of building at Dheerpur by DMRC, the building plans have been approved in principle by DUAC. DMRC will invite tenders soon to start construction work.

Approved Outlay 2002-2007			Approved outlay 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
100.00	600.00	700.00	5.00	230.00	235.00

An outlay of Rs.235.00 Lakhs is approved in AP 2003-04.

4. Construction of building (IInd Phase) for Industrial Training Institute in Jaffarpur Village Najafgarh Block, New Delhi. (Rs.35.00 Lakhs)

The Directorate has opened an Industrial Training Institute in the Najafgarh Development Block of Delhi with the objective:

- i) To accelerate the rural development by providing training facilities to the rural youths at their doorstep.
- ii) to prevent the flow of the rural youths to the Urban Areas in search of suitable employment.
- iii) to provide more opportunities to women to undergo formal training.

The institute has been developed in phases and started functioning in its new campus having 15 Acres of land in the year 1989-90. The Institute's building was designed by the Architect, providing accommodation for the Main building housing the Administrative, Academic blocks for light Engineering & Non Engineering trades, sub-station etc. The drawings also provided for workshop, hostel and staff quarters. At a later stage, it has been decided to establish a Polytechnic also in the same campus for which 8 Acres of land had been earmarked. Layout Plans were accordingly modified and in the 2nd Phase only workshop block for ITI is proposed to be constructed to accommodate the Engineering trades 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.

There are well laid down norms for creation of posts depending upon the students' strength. Various posts of Instructors at various levels, Store keeper & other allied posts will be created accordingly. Machinery & Equipment for the new trades to be introduced will be procured.

An outlay of Rs. 75.00 Lakh is approved in the Tenth Plan under capital head for construction of workshop building .

Approved Outlay 2002-2007			Approved outlay 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
00.00	75.00	75.00	00.00	35.00	35.00

**5. Strengthening and consolidation of Industrial Training Institute, Narela.
(Rs.4.00 Lakhs)**

This I.T.I. located in the rural area at Alipur Block was opened with the following objectives.

- i) To prevent the flow of rural youth to the urban areas in search of employment.
- ii) To accelerate the rural development by providing training facilities to the rural youths at their door-step.
- iii) To increase facilities for Craftsmen Training in the National Capital Territory of Delhi.

Building for this ITI in Narela DSIDC Complex has already been completed and the Institute has been shifted to its new campus. During the IX th Plan period the Institute's capacity has increased from 364 to 428 trainees by introduction of new sections/trades and it is to be further increased to 500 trainees.

Adequate posts of Instructors at various levels, Workshop Attendant, L.D.C., U.D.C., Asstt. Store Keeper and Class IV as per DGE&T norms will be created to take the increased load generated by addition of sections. Machinery & equipment for the new sections to be opened will be purchased.

Approved Outlay 2002-2007			Approved outlay 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
20.00	00.00	20.00	4.00	00.00	4.00

6. Expansion of Short-duration courses in the various Industrial Training Institutes for Self Employment (Rs.3.00 Lakhs)

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.

Approved Outlay 2002-2007			Approved outlay 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
20.00	00.00	20.00	3.00	00.00	3.00

7. Additions, improvements and alteration in the labs, Workshop and campus of old I.T.Is.(Rs.65.00 lakhs)

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.

Approved Outlay 2002-2007			Approved outlay 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
00.00	150.00	150.00	00.00	65.00	65.00

An outlay of Rs.65.00 Lakhs is approved in AP 2003-04.

8. Development of Library Facilities (Rs.6.00 lakhs)

This is a continuing scheme to equip the libraries of the I.T.I.s 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.

8 posts of Librarians in the scale of Rs. 5000-8000 has already been created in the Industrial Training Institutes/Basic Training Centre, with the objective to strengthen their libraries.

Approved Outlay 2002-2007			Approved outlay 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
40.00	00.00	40.00	6.00	00.00	6.00

An outlay of Rs.6.00 Lakhs is approved in AP 2003-04.

9. Rationalization of the scheme for Part Time classes for Industrial Workers. (Rs.1.00 Lakhs)

The scheme for Part Time classes for industrial workers was initially introduced in the year 1958 with the aim to improve the theoretical knowledge of the existing industrial workers who have had not the benefit of systematic training in the institution. Facilities of training in the trades of Electrician, Fitter, Turner, Machinist, Instrument Mechanic were created in two I.T.I.s namely I.T.I. Pusa and I.T.I. Arab-Ki-Sarai.

The scheme had exhibited a very satisfactory response in the beginning but with the passage of time, a decline in attendance has been noticed due to the following reasons:

- i) Industrial workers in view of the Union Territory accreditation of the course prefer to appear in the trade test of NCVT as private Candidates.
- ii) Employees find it difficult to attend classes in odd hours and match it with their office timings in industries.

In view of the above, scheme is now proposed to be revised and implemented after evaluation of the existing scheme.

Important Features of the revised Scheme:

The training under this scheme will be arranged to cover different grades of skills in every trade taught in the I.T.Is. But initially it will be started so as to cover the five trades which are already running on the old pattern i.e. Electrician, Fitter, Turner, Machinist and Inst. Mechanic. The objective of the training will be to prepare Industrial Workers for appearing in the final trade test as a private candidate. Contents as per the scheme of the Govt. of India will be divided into unit modules of 3 months duration each. For the one year courses 4 units would be formulated and for 2 years courses 8 units would be formulated. Each unit would cover the theory subjects as well as trade practicals, Workshop calculations and Science and Engg. Drawing. The classes will be held in the evening thrice a week 3 hours in each day. The course contents would allow the option to the Industrial workers for enrolling themselves for a particular unit or all the units in which they would like to receive coaching. The total hours for which the training will be conducted per week would be 9 hours and 50 weeks per year as per the break-up below

Trade Practical	-	75 hours
Trade Theory	-	150 hours
W/Shop Calculations in Science	-	150 hours
Engg. Drawings	-	75 hours

Industrial workers who did not have any formalised training in the recognised trade but possess 3-4 years workshop experience in a particular trade of their choice and

are sponsored by their employers will be eligible for admission. They must possess the necessary educational qualifications as prescribed in the prospectus for the trades taught in the I.T.Is. No age limit is to be prescribed for these courses.

The existing staff in the I.T.I.s would be paid additional remuneration to manage the part time programs for every 4 units of 80 trainees. The following remuneration will be paid to the various categories of the staff in the I.T.Is.

Additional Remuneration

01) Principal	- 1	Rs. 200/-
02) Foreman /Group Instructor	- 1	Rs. 150/-

Alternatively, a course coordinator will be appointed in each I.T.I. on a consolidated salary.

Besides above, Trade Instructors will be appointed to take the classes who will be paid remuneration at the hourly rates which will be got approved by the competent authority. Necessary provision for payment to the ministerial and other related staff will also be made as per the Government of India's scheme. Outside experts will also be associated with the scheme who will be paid suitable remuneration to be decided at the appropriate stage.

A committee has been constituted to give recommendations for more effective implementation of the scheme. The first batch of new scheme is likely to be admitted in the month of January 2003 so that after completion of training students can appear as Private Candidate in January 2004.

Approved Outlay 2002-2007			Approved outlay 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
10.00	00.00	10.00	1.00	00.00	1.00

**10. Training to SC/ST through short term courses for self-employment
(Rs. 5.00 Lakhs)**

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, Jahangirpuri 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 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
25.00	00.00	25.00	5.00	00.00	5.00

11. Coaching-cum-Guidance facilities for SC/ST students (Rs.8.00 Lakhs)

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.

The training is of eleven months duration, four hours a day. It is in Stenography and Typing and one hour in English/General Knowledge daily. 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 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
35.00	00.00	35.00	8.00	00.00	8.00

12. Strengthening & Consolidation of Directorate Headquarters
(Rs.5.00 Lakhs)

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 9108. 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 scheme during 2003-04.

Approved Outlay 2002-2007			Approved outlay 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
25.00	00.00	25.00	5.00	00.00	5.00

13. Strengthening of State Apprenticeship Advisor's Office (Rs.2.00 Lakhs)

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:-

- i) 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.
- ii) 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. Following posts are proposed to be created: -

1.	Legal Advisor	1	Rs. 6500-10500
2.	Office Supdt.	1	Rs. 6500-10500
3.	Asstt. Programmer	1	Rs. 5500- 9000
4.	Stenographer	2	Rs. 4000- 6000
5.	Data Entry Operator	1	Rs. 4000- 6000
6.	Class IV	2	Rs. 2550- 3200

It is also proposed to introduce computerization in the Apprenticeship Office with the installation of the computer system and setting up of computer centre.

Approved Outlay 2002-2007			Approved outlay 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capita	Total
				1	
10.00	00.00	10.00	2.00	00.00	2.00

14. Restructuring & Consolidation of ITIs.(Rs.3.00 Lakhs)

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.

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	28	Rs. 6500-10500
2)	Drawing Instructor	6	Rs. 5000- 8000
3)	Mathematics Instructor	17	Rs. 5000- 8000
4)	Audio Visual Instructor	11	Rs. 5000- 8000
5)	Mill Wright Instructor	4	Rs. 5000- 8000
6)	Type Writer Mechanic	5	Rs. 5000- 8000
7)	Sewing Machine Mechanic	3	Rs. 5000- 8000
8)	Motor Driving Instructor	2	Rs. 5000- 8000
9)	Jr. Accounts Officer	6	Rs. 5500- 9100
10)	U.D.C.	13	Rs. 4000- 6000
11)	Compounder	1	Rs. 4000- 6000
12)	L.D.C.	6	Rs. 3050- 4590
13)	Workshop/Store Attendent	23	Rs. 3050- 4590
14)	Dresser	2	Rs. 2650- 4000
15)	Medical Officer	1	AsperCGHS pattern.
16)	Asstt. Store Keeper	10	Rs. 3050-4590

To be abolished:

1)	Supervisor Instructor	87	Rs. 5500-9000
2)	Allied Trade Instructor	20	Rs. 5000-8000

- | | | | |
|----|---------------------|---|---------------|
| 3) | Language Instructor | 9 | Rs. 5500-9000 |
| 4) | Driver | 3 | Rs. 4000-6000 |

Considering the rapid advancement taking place in the field of information flow, if need be, installation of Fax, Internet services, E-Mail and other activities will be considered under the Scheme.

Proposal has been submitted to AR Deptt for revision of staffing pattern in ITIs. Proposal is being prepared as per the norms of DGE&T for upgradation of posts of Principals of ITIs as the strength of institutes have been increased

An outlay of Rs. 50.00 Lakh has been approved in the Tenth Plan.

Approved Outlay 2002-2007			Approved outlay 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
50.00	00.00	50.00	3.00	00.00	3.00

15. Computerization of Academic Activities in the ITIs/BT (Rs.32.00 Lakhs)

The objective of this scheme is to computerise the academic activities being undertaken in the I.T.Is., which are being presently performed manually.

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 a Computer of new generation with seven user terminals in each Institute per 500 strength of students.

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 9000 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. Posts as well as Computers will be created/provided in phases.

Project report is being submitted to IT Deptt. by the Expert Committee constituted for this purpose. After approval of the project by IT and Finance Departments the equipment to be procured.

Approved Outlay 2002-2007			Approved outlay 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
40.00	00.00	40.00	32.00	00.00	32.00

16. Strengthening of Industry-Institute Interaction activities/collaboration agreements (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 Xth 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 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
5.00	00.00	5.00	1.00	00.00	1.00

17. Setting up of Board of Vocational Trades (Rs.2.00 lakhs)

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 11000 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.

During the Tenth Plan period 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 Education	1	Rs.10000-15200
2.	Asstt. Registrar	2	Rs. 6500-10500
3.	Office Supdt.	1	Rs. 6500-10500
4.	Jr. Accounts Officer	1	Rs. 5500- 9000
5	U.D.C./Stenographer	2	Rs. 4000- 6000
6.	L.D.C.	2	Rs. 3050- 4590
7.	Asstt. Programmer	1	Rs. 5500- 9000
8.	Data Entry Operator	1	Rs. 4000- 6000
9.	Class IV	8	Rs. 2550- 3200

A detailed proposal has been submitted to AR Deptt. for creation of posts to set up Board of Vocational Trades.

Approved Outlay 2002-2007			Approved outlay 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
25.00	00.00	25.00	2.00	00.00	2.00

18. Strengthening of Student Amenities.(Rs.2.00 Lakhs)

The objective of the scheme is to strengthen the facilities provided to the students in Hostel already available at I.T.I., Pusa and Arab-Ki-Sarai. It is proposed to create one post of Hostel Superintendent in each ITI in the scale of Rs. 6500-10500 equivalent to Group Instructor of ITI and one post of Hostel Attendant in the scale of Rs. 2550-3200. 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.

Approved Outlay 2002-2007			Approved outlay 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
5.00	00.00	5.00	2.00	00.00	2.00

19. Construction of New Buildings/Extension Blocks/Additional Floors in Existing ITIs. (Rs.65.00 Lakhs)

The objective of this scheme is to explore the possibilities of making extension blocks or additional floors in the existing buildings of ITIs where it is permissible as per building by-laws. During the Xth Five year Plan following I.T.Is. are identified for construction New Buildings, additional floor or extension Block.

1. I.T.I. Shahdara
2. I.T.I. Gokhle Road
3. I.T.I. Jail Road
4. I.T.I. Siri Fort
5. I.T.I. Tilak Nagar (W)

After exploring all the possibilities it has been found that additional floor can only be constructed on the existing building of I.T.I., Siri Fort. Expenditure Sanction worth Rs. 69.63 Lakh has been issued on 07.08.2002 to PWD for construction of additional floor at ITI for women at Siri fort.

Due to various problems like non-availability of Ownership Documents in respect of ITI for women at Gokhle Road and ITI for women at Tilak Nagar the construction of new buildings for these I.T.Is. could not be taken up by PWD.

Approved Outlay 2002-2007			Approved outlay 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
00.00	200.00	200.00	00.00	65.00	65.00

20. Construction of New Building for Commercial and Secretarial Institute. (Rs.1.00 Lakhs)

Commercial & Secretarial Institute (CSI) was started in the year 1962 and since then is imparting certificate level training in Book-Keeping & Accountancy, Salesmanship & Marketing and Store Keeping and Purchasing. In the institute 40% of the total number of seats are reserved for SC and ST candidates.

The rapid industrialization of the country, consequent growth of trade, industry and commerce; the proposed greater role of Public Sector in plan, liberalized industrial policy of the Govt. to attract foreign investments and expected increase in the cottage and small scale industries have increased the demand for those who may handle the functions

pertaining to administration, accounts management, store management, sales management and other allied functions, both in public and private sectors.

In the days to come, with the growth of commercial and industrial world, we are bound to face acute shortage of trained personnel to handle the various positions of commercial and industrial nature.

Need of the hour is to provide personnel to man the higher level in the management of Accounts, Sales, Stores, Purchase etc. Hence introduction of Certificate/Diploma courses is necessary to provide the adequate manpower.

The objectives of the scheme thus are to: -

- i. Impart management training to candidates, particularly of SC & ST community, so that they may be suitably employed in industries, public undertakings and Government undertakings.
- ii. develop a scientific management concept by feeding trained certificate/diploma holders in the field of management studies.

An independent campus of the institute will be developed & constructed at appropriate place in the NCT of Delhi.

Posts are to be created for the various programmes. The courses will be affiliated to Board of Vocational Trade/Board of Technical Education. The courses will be employment oriented as well as having scope for further studies in MBA program.

This will be an integrated institute for certificate as well as Diploma level programs. Staff will be provided as per norms. Administrative posts of Office Superintendent, J.A.O., U.D.C./Stenographer & Class IV will also be created.

Recently this 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.

Approved Outlay 2002-2007			Approved outlay 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
50.00	150.00	200.00	1.00	00.00	1.00

21. Privatization of Security and Sanitation Services in all the ITIs /BTC and Deputy Apprenticeship Advisor Office under this Directorate. (Rs.20.00 Lakhs)

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>	<u>Sanctioned</u>
		No. of Chowkidars	No of Sweepers
I.T.I.Pusa	71442	9	10
I.T.I.Arab-Ki-Sarai and Dy. Apprenticeship Adv. Office	41118	3	15
I.T.I.Shahdara	67825	5	7
I.T.I.Malviya Nagar	3410	4	4
I.T.I.Subzi Mandi	40000	3	3
I.T.I.Jail Road	45122	6	4
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	5	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		69	74

The Privatization shall be done in consultation with AR and Finance Departments with abolition of above said posts in phase manner.

Reports regarding theft perception & details of building area of all the ITIs as per AR Deptt. norms are lying pending with Police Deptt. & PWD.

Approved Outlay 2002-2007			Approved outlay 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
115.00	00.00	115.00	20.00	00.00	20.00

**22. Setting up of Computer labs in all the ITIs/ BTC for IT Primer Training.
(Rs.55.00 Lakhs)**

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

A Computer Lab having 10 Computer Terminals and One Server Computer is to be 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 equipped with One LCD Projector, One UPS, one Dot Matrix Printer and related software. One Post of Crafts Instructor (Computer Trade) has to be created in each I.T.I./B.T.C. to teach the trainees and one room will be converted in to Computer Lab in each I.T.I./B.T.C. by providing false ceiling, PVC flooring and proper air conditioning.

The details of likely expenditure per institute is as below:

Non-recurring Revenue :

1.	Cost of equipment	Rs.	12.30 Lakh
2.	Furniture	Rs.	0.30 Lakh

Non-recurring (Capital):

1.	Civil works to be done by	Rs.	5.00 Lakh
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PWD. (Capital head)

Recurring (Revenue) :

1. Salary of Crafts Instructor Rs. 1.20 Lakh per annum
2. Raw Materials Rs. 0.60 Lakh per annum

Total Rs. 1.80 Lakh per annum

Approved Outlay 2002-2007			Approved outlay 2003-2004 (Rs. in lakhs)		
Revenue	Capital	Total	Revenue	Capital	Total
325.00	75.00	400.00	50.00	5.00	55.00

III. DIRECTORATE OF EMPLOYMENT

COMPUTERISATION OF WORKING OF EMPLOYMENT EXHCNAGES

(Rs.63.00 Lakhs)

Computerization of Employment Exchanges is an ongoing 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 computerized. 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. 01.06.1999. 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 Head Quarter Level. Presently, we are computerizing the administration of H.Q. The expenditure Finance Committee of Govt. of Delhi has already cleared the project at an estimated cost of Rs.294.74 lakhs during 2000-01 as per the details as under:-

HEAD	AMOUNT (RS. IN LAKHS)
Data Entry	14.00
Software Development	32.24
Hardware Networking	200.00
Furniture	6.00
Stationery	2.50
Development of Computer sites	40.00

TOTAL	294.74

To attain the objectives of total computerization of working of Employment Exchanges, Expression of Interest has been invited by the Directorate of Employment from reputed IT Companies for development of application programme for management of Employment Exchanges and hosting of inter active web site allowing online registration, renewal/updation and retrieval of data vide Public Notice published on 29.11.2002. The work involved is :-

- Conversion of data from paper format to electronic format of about 10 lakhs job aspirants registered with 2-0 Employment Exchange all over Delhi.
- Hosting of the said data base allowing further online registration, online renewal/updation and retrieval of seniority list by user Departments/Agencies.
- Hosting of vocational guidance agencies and online trade and trainee information on website.
- Training of staff of the Directorate.
- To manage kiosks/computers at 20 Employment Exchanges connected to the main server.

An outlay of Rs.63.00 lakh is approved for the Annual Plan 2003-04 under this scheme.

2. CAREER-CUM-VOCATIONAL GUIDANCE (EARLIER NAMED AS PUBLICITY, CAREER GUIDANCE AND MOTIVATION TO UNEMPLOYED PERSONS). (Rs.4.00 Lakhs)

The Scheme Publicity, Career Guidance and Motivation to Unemployed Persons was started in 1993-94 to guide and motivate the unemployed youth/persons to go in for self employment instead of wandering for Govt. jobs or other jobs which are on the decrease thereby causing growing unemployment in Delhi. This scheme envisaged installation of audio visual aids like TV/VCR sets in the Employment Exchanges for dissemination of useful information to arouse their awareness in various fields. On pilot basis audio visual aids were purchased and installed at Sub-Regional Employment Exchanges, Darya Ganj and information on various Vocational trades for self employment learning disseminated to the students and job seekers. A film on the working of Employment Exchanges and Vocational Guidance was also got prepared for the benefit of job seekers during the year 97-98. However, the Planning Deptt. of GNCT of Delhi has not favoured the purchase of more Audio Visual Aids and has instead advised for printing of Career literature for distribution for the benefit of job seekers and students in schools and colleges.

Now, therefore, the scheme is reoriented with the publication of Career literature for the job-seekers, students, V.G. personnel's/counselors etc.

The working of the Employment Exchanges was decentralized in 1999 by setting up Nine District Employment Exchanges. Our experience shows that many registrants who came to the Employment Exchanges are not familiar with this changed system. As such an instructions/guidelines for candidates for registration at Employment Exchanges in Delhi has been prepared and in the 1st phase 20,000 copies of the above instructions/guidelines will be distributed to District Employment Exchanges, University Guidance Bureau/Special Employment Exchange (PH) for free distribution to registrants/candidates/parents etc. visiting the Employment Exchanges.

Under the above scheme, during the Annual Plan 2003-04, it is also proposed to organize and participate in career melas/fairs to provide career and vocational guidance to the students of educational institutions and educated unemployed persons.

An outlay of Rs.4.00 lakh is approved for the Annual Plan 2003-04 under this scheme.

3. SPECIAL EMPLOYMENT EXCHANGE FOR PHYSICALLY HANDICAPPED IN TRANS YAMUNA AREA. (Rs.11.00 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 & Employment, 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 09-12-1996 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:-

S.NO.	NAME OF THE POST	PAY SCALE (IN RS.)	POSTS
1.	SREO (Ex-Cadre)	6500-10500	1
2.	Asstt.Career Counsellor (Ex-cadre)	5500-9000	1
3.	Stenographer	4000-6000	1
4.	LDC	3050-4590	3
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	-	-
2001-2002	902664	603000	28.3.2002
TOTAL	4839450	2971082	

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.11.00 lakh is approved for the Annual Plan 2003-04 under this scheme.

4. CONSTRUCTION OF EMPLOYMENT EXCHANGE BUILDING AT DARYA GANJ. (RS. 2.00 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 centre, coaching-cum-guidance centre 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, 2003-04, though clearance of SFC memo is still awaited from Finance Department, GNCTD.

An outlay of Rs.2.00 lakh is approved for the Annual Plan 2003-04 under this scheme.

5. CONSTRUCTION OF EMPLOYMENT EXCHANGE BUILDING IN INDERPURI, NARAINA. (Rs.10.00 Lakhs)

It is a continuing scheme included in the 8th Five Year Plan. However no progress under the scheme was achieved as physical possession of the plot measuring 187.5 sq. mtrs. Allotted by Slum & J.J. Department in the year 1984 was not handed over to the Directorate of Employment. After making concerted efforts, physical possession of the plot was obtained in June, 97 from the Slum & J.J. Department of MCD. The foundation stone laying ceremony for construction of the Employment Exchange Building was held on 05.12.97 by the Hon'ble Chief Minister, Delhi. Boundary wall around the plot has been constructed by the Department at the cost of Rs.1.22 lakhs.

Preliminary drawings of the proposed four storeyed building have been approved by this Directorate. Administrative Approval of Expenditure Sanction for the estimates of Rs.14.85 lakhs has also been conveyed to the PWD. Drawings have been submitted to the Local Body i.e. MCD for approval. The constructions of building has yet not started for want of clearance of drawings from the MCD. Matter is being pursued by the PWD and the Directorate.

An outlay of Rs.10.00 lakh is approved for the Annual Plan 2003-04 under this scheme.

6. MAJOR REPAIRS, MAINTENANCE AND RENOVATION OF EXISTING EMPLOYMENT EXCHANGE BUILDINGS OF DIRECTORATE OF EMPLOYMENT (Rs.10.00 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 for 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 more than 10 lakhs unemployed persons are registered with the Employment Exchanges. The Employment Exchanges are public dealing offices and a large number of person, including persons with disabilities women and ex-servicemen are visiting these exchanges to seek employment services. Most of the buildings of 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.10.00 lakh is approved for the Annual Plan 2003-04 under this scheme.

7. SHIFTING OF DISTRICT WEST EMPLOYMENT EXCHANGE FROM PUSA TO HASTSAL (Rs.20.00 Lakhs)

In a meeting held in the chamber of Hon'ble Minister of Education/Social Welfare/ Welfare of SCs/STs to discuss the issues pertaining to the Assembly Constituency of Sh. Mukesh Sharma, Hon'ble MLA and Chairman, Delhi Khadi & Village Industries Board, the Hon'ble MLA pointed out that the Employment Exchange of West District is located out of the West District and far away from the District of Pusa which is causing great hardships to the Districts. When it was explained to him that we have no space in the West District to shift the Employment Exchange there, it was decided that we may make a request to D.D.A. and Development Department simultaneously for allotment of 1000 sq. mtrs. of land in West District for setting up Employment Exchange to Employment Department.

A request was accordingly made to the Commissioner, Land disposal, D.D.A. on 12.07.2002. They have since allotted vide their letter dated 17.10.2002, a plot of land measuring 1000 sq. metre at Hastal (Resettlement Scheme) for construction of District Employment Exchange (West).

Further, D.D.A. has informed us that the acceptance of the offer of land, alongwith attested undertaking alongwith demand draft for Rs.11,95,948/- (Premium Rs.11,95,948/- Ground Rent – and documentation charges Rs.45/-) in favour of D.D.A. be deposited within 60 days from the date of issue of allotment cum demand letter dated 17.10.2002. Keeping in view the hardship being experienced by the public of West Distt., immediate action would be taken to ensure that construction of the Employment Exchange is constructed speedily.

An outlay of Rs. 20.00 lakhs is approved for the year 2003-04 for construction of building for District Employment Exchange for shifting of District West Employment Exchange from Pusa to Hastal.

IV. NDMC

STRENGTHENING OF WOMEN TECHNICAL INSTITUTE AT NETAJI NAGAR (Rs.5.00 Lakhs)

New Delhi municipal council has started a number of Social education centers within its area for imparting literacy as well as functional ladies who belong to weaker section of the society. They have no resource to use any technical training being economically weak. Opportunities for technical education for women at all level needs to be increased. So that women's access to technical education could be improved qualitatively. With this idea, NDMC has started Mahila Takniki Sansthan at Netaji Nagar, New Delhi in the year 1990 introducing the following trades.

01	Cutting and Tailoring	04 units
02	Embroidery	02 units
03	Stenography (English)	01 units

04	Stenography (Hindi)	01 units
05	Textile Designing	01 units
06	Beauty & Hair Dressing	01 units
07	Dress Designing	02 units
08	Computer (COPA)	02 units
09	Cookery Catering & Home Management	01 units
10	Music and Dance	01 units

During 9th Five Year Plan, more units in trade like Computer, Dress Designing, C.C.H.M. have been introduced in W.T.I. for weaker section of society.

All the above-mentioned trades from Sl. No. 1 to 9 are affiliated with Directorate of Trg. of Tech. Edn. / B.T.E. and Music & Dance trade of Sl. No. 10 above is affiliated with Prayag Sangeet Samiti, Allahabad. Result of all trades in this institution is 100% every year. The enrolment is about 300 per year/session. All these trades are very popular and job-oriented for the poor girls.

During 2003-04 a new unit of Fashion Designing Trade is proposed to be opened and requirement of fund in as under:-

S.NO.	NAME OF SCHEME	AMOUNT FOR 2003-2004
01	Fashion Designing Trade	Rs. 02.00 Lakhs
02	Purchase of Tools & Equipment for C & T, Embroidery and C.C.H.M. trade as per revised syllabus of Delhi Admin.	Rs. 03.00 Lakhs
TOTAL:		Rs. 05.00 Lakhs

An outlay of Rs. 5.00 Lakhs is approved for the Annual Plan 2003-2004.