

CHAPTER – 7

LABOUR & LABOUR WELFARE

The Labour Department implements Labour legislations with the aim of providing not only mandatory benefits like minimum wages, overtime, bonus, compensation to the workers but also ensure their health and safety and sound security during the course of employment. The Govt. of NCT of Delhi has notified the Delhi Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2002 as per which every employer is required to pay the Cess @ 1 % of the cost of construction to the Delhi Building & Other Construction Workers Welfare Board for the welfare of labourers. The Board has collected more than ₹ 1600 crore through Cess . A new scheme “Strengthening of District HQ” has been included in Annual Plan 2016-17. Under the scheme, Labour Deptt. has proposed to create two new district co-terminus with Revenue Department.

There are 19 Industrial Training Institutes and 63 privately managed Industrial Training Centres imparting training in engineering and non-engineering trades. ITI Mangolpuri is as start functioning. The Craftsmen & Apprenticeship Training programmes mainly for skill up-gradation programmes of the students in ITIs/BTCs, introduction of new trades having employment potential as per industry requirement, modernization of machinery, equipments, tools etc. In the XII Five Year Plan, Skill Upgradation has been envisaged as one of the major programme under Delhi Skill Development Mission.

Govt. aims to train 50,000 students during 2016-17. Therefore, on the pattern of GOI's Skill Development Initiative Scheme, Delhi Govt. has formulated its own scheme namely “Delhi Smart Career Scheme”. The World Class Skill Development Centre is being set up at Jonapur in collaboration with Institute of Technical Education, Singapore which has started functioning at its temporary campus at ITI Vivek Vihar.

LABOUR DEPARTMENT

I. Rescue, Repatriation and Rehabilitation of Child Labour

Annual Plan Outlay 2016-17 : ₹ 40 Lakh

Issue of child labour is of National importance. Elimination of child labour is of great concern and commitment of the Government. National Policy on Children Resolution adopted in August, 1974 developed the ideas of protection of children. It set out a policy framework for providing free and compulsory education to children up to the age of 14 years as also measures for protecting children against neglect, cruelty and exploitation. This has now been converted into a right with the introduction of the Act on Right to Education.

The Government of India had conceptualized the National Child Labour Policy and approved in the Cabinet on 14th August 1987. The Policy was formulated with the basic objective of suitably rehabilitating the children withdrawn from employment thereby reducing the incidence of child labour in areas of known concentration of child labour. The policy consists of three main ingredients:-

Legal Action Plan – With emphasis laid on strict and effective enforcement of legal provisions relating to child labour under various labour laws;

Focusing of General Development Programmes – Utilization of various ongoing development programmes of other Ministries/ Departments for the benefit of child labour, wherever possible;

Project Based Plan of Action – Launching of projects for the welfare of working children in areas of high concentration of child labour.

From April 2015 to January 2016, 667 child labour were rescued.

Activities proposed under the scheme

- 1) A survey of child labour would be done on an annual basis for estimation of the number of child labour in Delhi. Funds have to be provided to get the survey done through professional agencies. The Hon'ble High Court of Delhi in Save the Childhood Foundation V/s. Government of Delhi and others (2069/2005 Criminal) has also directed that community workers be assigned the task of conducting surveillance for identification of child labour.
- 2) Identification and rescue of children working in occupations and processes prohibited in schedule appended to the Child Labour (Prohibition and Regulation) Act, 1986 and initiation of legal action including the recovery of rehabilitation amount from the employer and contribution by the Government;
- 3) Repatriation of children belonging to other States to their respective State, in collaboration with the respective State Government through the Resident Commissioner, after the directions of Child Welfare Committee. Children whose parents / guardians i.e. living in Delhi will be rehabilitated in Delhi through Transition Education Centres (TEC) and Vocational Training Centres. Rehabilitation of destitute children through Residential Bridge Centres (RBC) run under Sarv Siksha Abhiyan by the Education Department or in the Shelter Homes of the Social Welfare Department.
- 4) Convergence and Rehabilitation of children who are Delhi based :
 - State Resource Cell (SRC) to assist the Project Director and State Project Steering Committee (SPSC) to coordinate and monitor all the activities. The said Committee has been constituted and it has been decided to ensure not only the survey of child labour but better coordination with other states. The SRC is to function as the Secretariat for the S.P.S.C.
 - The Delhi Child Labour Rehabilitation cum Welfare Society (DCLRWS) has to work in close collaboration with the Education Department, specifically the UEE Mission, Development Department, Dy.

Commissioner (Revenue) of all the Districts, Medical and Health Department, Social Welfare Department, Department of Information and Public Relations, Police and Trade Unions and Civil Society. Mission Convergence will be requested to share its data of child labour. The Hon'ble High Court has, in its order dated 15.07.2009, in Save the Childhood Foundation V/s. Government of Delhi and other cases, broadly defined the role of various Departments.

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

The children in TECs would be given the following:-

- Education which would include books, teaching materials and reading materials.
- Mid-day meal at enhanced rates @ 10/- per day per child, in order to provide nutritious meals;
- Uniform: The existing budget from MCD could be reassigned failing which the expenses would be borne by the DCLRWS;
- Excursions: At least one in every quarter broadly @ ₹ 400/- per year per child;
- Stipend @ ₹ 500/- per child out of which ₹ 150/- would be paid by the Central Government rest by the DCLRWS.
- Children of the age group of 5 to 8 years would be enrolled in the Sarva Shiksha Abhiyan School, if functional. Otherwise they would be part of TECs. Children beyond the age of 8 years and below 14 years would be part of TECs.
- Vocational training would be explored for children, who reached the age of 14 years and have completed their courses in TECs. The children in Vocational Training Centre would be given a kit in trades like carpentry, masonry, electrician etc., on completion to the training if they want to be employed.
- The stipend granted will continue for even when the child is admitted into a regular school, subject to the child putting 70% attendance (on a monthly basis). The stipend would be paid even if the attendance is less than 70% provided the child was hospitalized. This stipend would continue till the child completes his/her education upto 8th standard and would continue for a vocational course also.
- The rescued child labour and their families in Delhi would be extended the benefit of all social security and similar schemes of the Government of Delhi. They would be deemed to be BPL for the purpose of Rashtiya Swasthaya Bima Yojana. The initial premium of ₹30/- would be paid by the DCLRWS.

5) **Destitute Children**

Destitute children will be provided comprehensive care in the shelter homes run by WCD. However, they would be paid stipend and would be given same additional benefits as may be determined in consultation with WCD. It is proposed to extend the benefits of TECs and VTC to children in the age group of 14+ to 18. The Govt. of India is considering enhancing the age defined in various laws, for 14+ to 18. Stipend/scholarship for children in the age group of 14+ is proposed to be ₹1000/- a month.

6) **Other activities :**

Apart from direct rehabilitation of working children, it is also necessary to prevent fresh entry of children to work by awakening the community consciousness of the public against the evils of child labour. In order to achieve this objective, continuous and sustained awareness generation programmes will have to be carried out on regular basis. In addition to the awareness generation for the Civil Society, it would be necessary to organize regular training programmes for the members of the Task Force. Some general programme would be considered for elected representatives and others to sensitise them to the issue. Training would be done in-house i.e. organized by the Labour Department either on its own or in collaboration with UTCS, V V Giri National Labour Institute or other organizations. The officers may be sponsored to attend training programmes conducted by eminent Training Institutions, both at the national level and at the international level.

7) **Delhi Academy For Human Resource Studies** is proposed to be set up at the Girinagar Centre and/or at Vikas Bhawan II. The objective of the Academy is to equip all the stakeholders with knowledge of the subject so that industrial peace is maintained, human resources are nurtured and economy growth takes place so that the fruits of growth can be shared equitably. Academic courses in HR such as Diplomas in Child Labour, Occupational Safety and Health, Labour Welfare, etc. will be introduced. The Delhi Academy for HR Studies would impart training in HR matters and labour laws to the officers of the Delhi Government. The scope would be expanded to Managements, Workers and Trade Unions. Initially, programme will be organized on a monthly basis. Later, Seminars, Workshops and Conferences would also be organized. Research would be an integral part of the Academy. This could be done in-house or assigned to expert bodies. It would not be out of place to mention that a number of States already have their own Training Institutes. Some of them are – Kerala, Maharashtra, Gujarat, Odisha, etc. The Labour Welfare Centres will be renovated and new offices may be constructed, wherever necessary.

II. Dilli Swavlamban Yojna

Annual Plan Outlay 2016-17: ₹ 160 Lakh

The Govt. of India has formulated "The Unorganized Workers Social Security Act 2008" for providing various Social welfare security benefits to the workers engaged in unorganized sector. In this context, Govt. of Delhi has launched "Dilli Swavalamban Yojana (DSY)" in September, 2013 to provide pensionary benefits to the workers of un-organized sectors which includes domestic workers, street vendors, auto and taxi drivers, anganwadi workers and helpers, ASHA workers and helpers, rickshaw pullers, hawkers, rag pickers, BPL workers. Persons who are not member of ESI, PF etc, falling under above mentioned categories and between the age group of 18 to 60 years are eligible to become member of the scheme. The beneficiary must be a resident of Delhi for last 3 years at the time of enrolment for getting the benefit under DSY. Under the scheme, the beneficiary is required to contribute minimum amount of ₹ 1000/- subject to maximum of ₹ 12000/- per annum during the financial year. Central Government contributes @ ₹ 1000 per person per annum for 04 years and GNCT of Delhi will contribute ₹ 1000 per person per annum for 25 years or till the person reaches the age of 60 years, whichever is earlier. In this scheme, Permanent Retirement Account Number (PRAN) in respect of each beneficiary is opened by empanelled aggregator registered with Pension Fund Regulatory Development Authority (PFRDA) and all three contributions are credited to the PRAN account of the beneficiary which eventually shall have Aadhar details of the beneficiary. The beneficiary can withdraw 60% amount from PRAN account on attaining the age of retirement i.e. 60 years and balance 40% amount shall be annuitized to invest with Annuity Service Provider (ASP) empanelled with Pension Fund Regulatory Development Authority from which the beneficiary shall draw his fixed monthly pension. During 2013-14, 5693 beneficiaries enrolled and the enrolment has increased to 9854 during 2014-15. Deptt anticipate participation of 20000 workers during 2016-17 under the scheme.

III. Delhi Unorganized Workers Social Security Scheme

Annual Plan Outlay 2016-17: ₹ 100 Lakh

Workers of unorganized sector do not get any social security despite the fact they constitute 90% of the total workforce. Workers employed in unorganized sectors shall be registered under the unorganized worker Social Security Act 2008. Registration of workers shall be undertaken by district administration through setting up of workers facilitation centers all over Delhi. These facilitation centres shall carry out registration, information, dissemination, guiding workers for claiming various benefits and providing one window service to them. As per census figure of 2011 in respect of Delhi, the main working population shown is 53,07,329. In the 1st phase 1 lakh workers are targeted to be registered for which workers facilitation centre are needed to be set up under the scheme. During 2016-17, Deptt has propose to issue smart card to about one lakh workers under unorganized sector and planning schemes for social securities, health, education, maternity benefit and skill upgradation.

The Govt. has also launched Shramik Vikas Mission under which besides ensuring payment of notified minimum wages, better welfare facilities will be provide to the construction workers and their families who are one of the most vulnerable sections of the workers in the unorganized sectors. A new toll free help line no. 155214 has also been launched for the workers to approach the Labour Department for redressal of their complaints/ grievances.

IV. Strengthening of District Head Quarters

Annual Plan Outlay 2016-17: ₹ 30 Lakh

The Cabinet, GNCTD vide decision no. 2328 dated 06-04-2016 has approved the proposal of the Labour Department for (i) creation of 02 more districts making total 11 Labour Districts in consonance of Revenue Districts (ii) creation of infrastructure and creation & filling up of the post.

DIRECTORATE OF TRAINING & TECHNICAL EDUCATION **(Craftsmen & Apprenticeship Training)**

1. Modernization and Restructuring of ITI's / BTCs.

Annual Plan Outlay 2016-17 : ₹1500Lakhs (Capital)

There are lot of machinery consisting of lathes, milling machines, shapers, slotters, electric generators, motors etc. besides light to heavy tools which have outlived their normal life and needs replacement. Consequent upon the revision of syllabus by Govt. of India from time to time, tools and equipments those are obsolete, unserviceable or deficient in training are required to be replaced /procured as and when required.

The objective of this scheme is thus:

- i) To remove the obsolescence.
- ii) To provide I.T.Is Tools, Machinery & Equipments to the existing as well as new ITIs i.e. ITI Mangolpuri & ITI Nand Nagri (Women)
- iii) To replace the unserviceable Tools, Machineries & Equipment.

Besides above a large no. of machinery & equipments are lying unutilized due to lack of routine maintenance and repairs. To avoid any unnecessary breakdown/idling of machines & equipments, wherever possible each institute shall enter into Annual Maintenance Contract (AMC) preferably with the manufacturers or their authorized dealers.

To strengthen and improve the overall functioning of ITIs/ BTCs, It is proposed to provide sufficient number of computers, printers and Internet facility in each Institute.

2. Diversification & introduction of new courses in emerging skills/disciplines for improving quality of training. -

Annual Plan Outlay 2016-17 ₹ 760 Lakhs

As per the industry requirement, change in modern technology, the Industrial Training Institutes are required to adopt the systematic automation using the latest machinery & equipments. Conventional systems of production using only skilled labour is losing its relevance due to high labour & production cost and stiff competition from the manufacturers. Thus there is the need to diversify and introduce new courses and to hone modern skills as a part of the industry requirement.

As a result, the Institutes are required to add new emerging discipline, to introduce new trades, as well as to replace the obsolete trades with other trades in the existing ITIs and also in the new ITIs i.e. ITI Mangolpuri & ITI Nand Nagri (Women), Minority etc. considering the employment potential and market demand.

Targets:

- More new trades are to be introduced. Up gradation of Commercial & Secretarial Institute (CSI) now known as Institute of Basic Business Studies (IBBS) presently running at BTC Pusa. The institute is imparting certificate level training in Book-Keeping & Accountancy, Salesmanship & Marketing and Store Keeping and Purchasing.
- An independent building is needed for ITIs all round development. Teaching Posts are to be created for the various programmes. The courses will be affiliated to Board of Technical Education under SCVT Programme. The courses will be employment oriented as well as having scope for further studies in management stream.

3. Expansion of Short-Term and Part-Time Courses for Self Employment in the Various Industrial Training Institutes.

Annual Plan Outlay 2016-17 : ₹ 10 Lakhs

Most of the courses/trades running in the Industrial Training Institute, at present, are having duration extending from six months to three years with eligibility educational qualification 8th, 10th and 12th passed. It has, however, been felt that due to hard economic conditions, some students do not join these courses, as they cannot afford to wait for a period of one/two/three years, due to their family conditions. Marginal farmers and landless labourers families who are also occupied in farm activities are also not willing to attend long duration courses. Short duration courses to make them capable of self-employment have, therefore, been introduced in the ITIs during morning/evening hours. The short duration courses on Part-time basis are in the disciplines of Electrical household Appliances Mechanic, Welding, Repairs and Maintenance of Fridges, T.V. Mechanic, Tailoring, Embroidery, Bakery. It is proposed to extend these courses to all the ITIs. New course shall be introduced like: AUTO CAD 2010 & latest version-Lathe Machine Operator, Milling Machine Operator, Grinding Machine Operator, CNC Lathe Machine Operator, CNC Milling Machine Operator, Wheel Balancing /Wheel

Alignment, Industrial Piping, Oxy-Acetylene Gas Welding, Electric Arc Welding, TIG & MIG Welding, Spot Welding, Plasma Arc metal cutting etc. in the existing/new ITIs.

4. Welfare Programme for SC/ST Student- SCSP

Annual Plan Outlay 2016-17 : ₹ 40 Lakhs

There are two components under the scheme, which are as under:

To impart training to SC / STs. As per the existing facilities the trainees are given stipend @ 230.00 per month. Tool kit costing 800.00 is provided to all the passed out trainees by the Directorate for the welfare of SC/ST. It is proposed to open such self-employment oriented new courses in more number of ITIs so that SC/ST could be benefited. Short term training courses of 3 months duration are introduced in the trade of Plumbing, scooter mechanic, gas welding etc. in ITI Nand Nagri, Jahangirpuri, and Khichripur.

Coaching-Cum-Guidance facilities are provided to SC/ST Students. Some more Coaching- cum-Guidance centers will be opened 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 to provide them guidance for career planning and confidence building by arranging special lectures. The training is now being imparted under SCVT for twelve months duration for full day. Two batches are running concurrently with an intake capacity of 20 students each.

Other Provisions of the Schemes: i) The Training is free of cost, ii) Stipend @ 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.

5. Setting up of New ITI's and Renovation of ITI's

Annual Plan Outlay 2016-17 ₹ 6500 Lakhs

The buildings of six, out of the sixteen I.T.Is., were constructed before 30 to 45 years and need improvements, additions and alterations to cope up with the expansion and modernization programme being undertaken as a part of the Craftsman Training Scheme. Environment improvement is also required to be given attention for the campus of these old ITIs so as to provide a congenial atmosphere for training of trainees of the ITIs. Landscaping and horticulture work also to be carried.

The existing workshops blocks and administrative block of ITI Shahdara are in dilapidated conditions. It is proposed to construct new building of the ITI Shahdara. The buildings of ITIs Mori gate (Women) and Tilak Nagar (Women) are made up of asbestos sheets roofs in the year 1950 for rehabilitation of refugees after partition. The department is in process of reconstruction of the old building in four storied new building. The present workshops at ITI Pusa, Jahangir Puri having

asbestos sheets roof would be converted into multistoried building having RCC workshop on ground floor and other light engineering trades on upper floors. This will also enable the department to increase the seating capacity for utilization of land available. Besides, renovation of the old staff quarters of department, residential campuses and Labs/Workshops of ITI buildings also require continuous maintenance and renovations.

The settings up of ITIs at Ranhola village, Chhattarpur Village, & Bakkarwala Village are under process.

The Government of NCT of Delhi decided to set up a **World Class Skill Development Centre** at Jonapur, Delhi in collaboration with Institute of Technical Education, Singapore. The project was approved by Delhi Cabinet and MoU has already been signed with ITE, Singapore on 11th July 2012. The project, on completion will train around 5,000 trainees per annum. The construction of World Class Skills Centre at Jonapur will be executed by PWD.

The main aim of setting up World Class Skill Centre:

- To enhance the training skills of aspirants in Delhi and create skilled manpower as per the requirement of Indian and global industries.
- To enhance the training standards and upgrade the skill of the trainees.
- To cater the need of the population of Delhi as well as rest of the country.
- To change the mindset among the aspirants and to provide a methodological approach towards vocational training in Delhi.

6. **World Class Skills Development Centre**

Annual Plan Outlay 2016-17 : ₹ 300 Lakhs

The Government of NCT of Delhi decided to set up a world class skill development centre at Jonapur, Delhi in collaboration with Institute of Technical Education, Singapore. The project was approved by Delhi Cabinet and MoU has already been signed with ITE, Singapore on 11th July 2012. The project, on completion will train around 5,000 trainees per annum. The Center has started functioning from its temporary campus at ITI Vivek Vihar in two sectors i.e. Hospitality operations and Retail Services with intake of 160 students in each trade. Two more courses i.e. Information Technology & Account Banking Finance Sector have been added with 40 intake in each trade from Academic Session 2015-16.

7. **Entrepreneurship development and interfacing with industries**

Annual Plan Outlay 2016-17 ₹ 2 Lakhs.

Despite all out efforts of modernization, the quality and relevance of 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 Institutes are not able to meet the standards of the Industry. To develop the skill in the institutes as per the requirement of the industry, it is necessary to interact with the

industries for up-gradation of the training techniques and machineries etc. to reduce skill gaps.

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 12th Five Year Plan period. It is proposed to take up the following activities:

- Conduct of Guest Lectures by inviting professionals from Industry on specialized topics.
- Visit of the students to the industry for training on specialized and sophisticated Machinery & techniques.
- Deputation of faculty to various Teaching Development Programme.
- Collaborative agreements at unit level could also be drawn and finalized at Institute's level.
- Signing the MoA/MoU with the industries for cooperation in imparting the training to trainees as per the global requirement.

All the expenses on payment of Guest Lecturers, conveyance and remuneration to them and conveyance paid to the staff and students for visit to industrial establishments etc will be met under the scheme.

8. Awards for Trainers of ITIs.

Annual Plan Outlay 2016-17 ₹ 2 Lakhs

There is about 750 instructional staff in 81 disciplines/trades, which includes Crafts Instructors, Group Instructors besides other supporting staff. Government is to reward the best employees as at present there are no motivating factors for those who maintain best standards.

So further motivate the trainer and effective use of machineries and equipments for the training there is a need to identify best trainer and suitably awarding him so as to not only create awareness but also motivate fellow trainers.

9. Takniki Shiksha Sansthan Kalyan Samiti (TASSKS).

Annual Plan Outlay 2016-17 ₹10Lakhs

A committee in all institutes has been constituted through participation from local industrialist, Principal, student, senior staff, and other personalities to look after the day to day work of the respective institutes such as: Minor repair of Building and electrical work of the institutes, Maintenance of Equipment, tools, machineries, Purchase of raw material required urgently, Repair of signage boards, replacement of window panes, repair of furniture viz. dual desks, chairs, tables etc. It is proposed to provide ` 2 Lakhs (ceiling) per institute / ITI for this purpose.

10. Technical Education Community Outreach Scheme (TECOS)

Annual Plan Outlay 2016-17 ₹ 50Lakhs

Approximately 200 courses are run in participation with NGO in the field of basic needs of the community and funds are given to NGOs for each course for 50 students (2 batches of 25 students per batch). Each course is of 3 months duration. Some of the areas are as under, as on date:

1. Computer fundamental, M.S Office, Internet and soft skill
2. Tailor ladies
3. Make up artist
4. Basic sewing operator
5. Banking and Accounting
6. Fire and rescue operator etc.
- 7.

11. World Bank Assisted Vocational Training Improvement Project (VTIP)

Annual Plan Outlay 2016-17 : ₹ 60Lakhs – State Share
 ₹ 6Lakhs – State Share (SCSP)
 ₹ 185Lakhs – Centre Share (CSS)
 ₹ 15Lakhs – CSS (SCSP)

The objective of the scheme is to upgrade selected ITIs under a Centrally Sponsored project, entitled Vocational Training Improvement Project with financial assistance from the International Development Association within the World Bank through DGE&T, Ministry of Labour, by introducing new multi-skilling modular courses, improving physical infrastructure facilities, adopting new training methodology with close involvement of industry and other stakeholders; and, empowering ITIs by providing adequate managerial, administrative and financial autonomy, building up partnership with the nearby industries and setting up of Institute Management Committees.

Four ITIs had been upgraded into Centre of Excellence in different Sectors under Domestic Funding of DGE&T Ministry of Labour, Government of India. These are ITI Pusa (Automobile Sector), ITI Arab-Ki-Sarai (Production and manufacturing Sector), Sir CV Raman ITI (Electrical Sector) and ITI Jail Road (Information Technology Sector).

ITI Pusa was upgraded with domestic funding of DGE&T, Ministry of Labour and other three ITI have been upgraded with World Bank Assistance released through Ministry of Labour. The funding pattern as per the existing scheme is 75% of the total expenditure would be reimbursed by DGE&T, under World Bank Project. DGE&T so far has released Central assistance to tune of ₹ 579.40 Lakhs for three ITIs & SPIU. The scheme was formulated by Govt. of India for 5 years, so only matching share of unspent balance will be required.

12. GIA to Delhi Skills Mission Society (DSMS)

Annual Plan Outlay 2016-17 ₹ 10 Lakhs

"Delhi Skills Mission Society" (DSMS) under the Chairpersonship of Hon'ble Chief Minister has been set up as a part of National Skill Development Programme. State level Skill Development Mission is to provide inter-sectoral co-ordination at the State level. The aim of the "Delhi Skills Mission Society" is to contribute to Delhi's development and to contribute to Delhi's inclusive economic growth through skill up-gradation in the areas having high market demand thereby contributing and generating self-employment. The Delhi Skills Mission will also ensure time-bound training to the targeted number of high quality skilled personnel, across the strata of society and among the disadvantaged sections. The mission is to provide skill development training to the Students passing out from schools, Unemployed youth and school drop-outs, Informal sector workers.

In order to achieve the vision envisaged in the preamble the Delhi Skills Mission will have the following objectives:

- To generate marketable skills and to enable 25% of the needy population to become skilled in three years and to have 50 % of the needy population skill empowered in five years. Other objectives are:
- To upgrade the existing Industrial Training Institutes into Centers of Excellence by suitably upgrading the infrastructure facilities, revamping obsolete programmes and introducing new programmes of relevance and demand.
- To encourage establishment of new Industrial Training Institutes as fully autonomous entities - having administrative, financial and academic autonomy.
- To encourage private participants to establish skill and vocational training centers, so as to train larger numbers of needy youth.
- To develop skills training providers to conduct programmes under multiple modes like, modular employable Skills programme, entrepreneurial skill programmes, etc.
- To support institutions and organizations both in the Government and Private sectors, to conduct Modular Employable Skills training programmes. To encourage all concerned entities to train the youth towards Self Employment and Entrepreneurship skills, with emphasis on bankable skills and to encourage formation of Self help Groups/Multipurpose Job Clubs; to provide necessary subsidies to the trainees, where there is a viability gap in the funding available to self-help groups of trainees.
- To bring all the Government initiatives related to vocational/skill development training programmes and related activities under the common umbrella of the Skills Mission, like the initiatives of the Departments of Training and Technical Education, Social welfare, Industries, Labour, SC/ST/OBC/ Minority Welfare and other vocational training providers (Private Initiatives), so as to achieve a coordinated target within a specified timeframe and to support /supplement / subsidize such initiatives.
- To establish linkages with evaluating/certifying agencies (Third party) like NCVT, SCVT, BTE and international certifying agencies, like City & Guilds to ensure quality and uniformity in certification

so as to make the certified candidates acceptable for wage employment nationally as well as globally.

- Linking Delhi skill development activities to employment abroad: One of the major drivers behind the Skill Development Mission is the demand supply gap of skilled workers, internationally. It is proposed to develop ITIs to international standards in collaboration with various country partners. Development of these ITIs to international standards would be planned, funded and implemented through the Delhi Skills Mission.

The department had launched a scheme namely "Earn While You Learn" for maintenance of Government buildings by the ITIs of Delhi as a Pilot Project under Delhi Skills Mission Society.

13. Delhi Smart Career Scheme (Earlier known as Delhi Skill Development Initiative Scheme)

Annual Plan Outlay 2016-17 ₹ .5000 Lakhs

The Delhi Smart Career Scheme will benefit School leavers/drop-outs and existing workers especially in the unorganized sectors; school pass-outs, who are not willing to go for higher education but may opt for skill development and get employed; Students of Class IX to Class XII, who wish to develop skill along with conventional studies; Higher Education Students who study B.A./B.Sc. type general education will be motivated to develop their skills side by side so that they become employable as soon as their education is completed. Further in specific courses like Beauty culture, stitching knitting, garment making, toy making fashion designing, cooking and bakery, retail sales, allied health care services etc. priority will be given to women. Moreover, prior knowledge of industrial and construction sector workers will be recognized and certification of the same will be done by providing necessary basic & theoretical knowledge in on-the-job training model.

The programme will be launched through the following entities:-

- (a) Skill Training Providers in Pvt. sector/NGOs/Trusts/Societies
- (b) Existing ITIs to take up the role as Skill Training Providers
- (c) Existing Polytechnics to take up the role as Skill Training Providers
- (d) Accordingly other government departments/government agencies having the required sartorial expertise may be enlisted as Skill Training Providers on receipt of the application from them.

Department has set up a Society namely "**Society for Skills Promotion in Delhi**" under the Society Registration Act'1860 to co-ordinate the overall efforts of Delhi State in the direction of skill promotion and to avoid confusion in fund management. The Delhi Smart Carrier will be implemented through this Society.

14. Skill Development Initiative Scheme (SDIS)

Annual Plan Outlay 2016-17 : ₹ 1500 Lakhs (CSS)

The Skill Development Initiative Scheme is 100 % centrally sponsored scheme. Prime objectives of this is to provide vocational training to school leavers, existing workers, ITI graduates, etc. to improve their employability by optimally utilizing the infrastructure available in Government, private institutions and the Industry. Existing skills of the persons can also be tested and certified under this scheme.

The SDI scheme has the provision of reimbursement of training cost to VTPs (Vocational Training Providers) and to Assessing Body empanelled by Central Govt. Consequent upon restructuring of existing Centrally Sponsored Scheme, from 2014-15, DGE&T will transfer funds under SDI schemes to States / UTs. During 2015-16 ₹ 15 crore has been released under this scheme.

15. Society for Self Employment

Annual Plan Outlay 2016-17	: ₹ 200 lakh
Revenue	: ₹ 170 Lakhs
Capital	: ₹ 30 Lakhs

The Society for self-Employment a registered Society was established in the year 1986. The Society became functional on 1st April 1987. The aims and objectives of the society are:-

- To impart training in different technical course to the young Generation of weaker section of the Society so that they may earn their livelihood by getting themselves Self Employed or get gainful employment.
- To identify skills and manpower requirement of the industry and accordingly develop skilled manpower to cater the need of Industry.
- To identify opportunity in the sector of self employment, micro small and medium scale enterprises.

To develop various trading modules based on upcoming opportunities and implement training programmes for the employment youth. The society conducts skill development programme in Fashion Designing, repair and maintenance of household electrical appliances, electrical gadget, Refrigeration and Air-condition and Plumbing. Keeping in view the latest demand of skilled manpower, the no. of training programme have been enhanced to 25 and imparting training through four centers viz. Jhandewalan, Okhla, Nandnagri & Wazirpur. During the year 2012-13, 2013-14, 2014-15 and 2015-16, a total of 1520, 307, 473 and 519 respectively candidates have been trained by SSE in various Vocational Training Programme. The Society has planned to train about 1000 trainees during 2016-17.

16. Training of Trainers

Annual Plan Outlay 2016-17 : ₹ 50 Lakhs

This new Scheme has been introduced to work on thrust areas to promote skill development in Delhi state. Major area covered under this Program is for imparting training under ambit of Skill Development in order to fulfill the obligation of preparing manpower with industrial skills. The Department has introduced B. Voc. Programmed in various Polytechnics aligning to NSQF.

With this background, Department of Training and Technical Education proposes to create a new scheme to train the trainers involved in transference of knowledge and skills in various Institutes with association of Industries. The faculties of these Institutes will be trained to teach revised industry relevance course curricula as per requirement of Institution and also to make them conversant to Ultra Modern facilities with machines & equipment as used by the industries.

Directorate of Employment

1. Establishment of Model Career Centre –CSS

Annual Plan Outlay 2016-17 : ₹ 50 Lakhs

The Directorate General of Employment and Training (DGE&T), Ministry of Labour and Employment (MoLE) is implementing the National Career Service (NCS) which aims to provide a variety of employment related services. The President of India, in his speech to the Parliament on 09th June, 2014 said "...My government will transform Employment Exchanges into Career Centres- connecting our youth with job opportunities in a transparent and effective manner through the use of technology as well as through counselling and training...". Accordingly, this scheme is focussed on transformation of employment exchanges to Career Centres. It is envisaged to transform all the Employment Exchanges into Career Centres with a phased approach ensuring that standardized set of services are offered all across. Accordingly it is also proposed to implement 50 Model Career Centres by selecting employment exchanges across all the States/UTs. States shall be required to replicate services offered in these model centres to other employment exchanges.

Objectives:

- Career Centres shall connect local youth and other job-seekers with all possible job opportunities in a transparent and effective manner through the use of technology as well as through counseling and training. While the state-of-the-art technology driven National Career Service Portal will, in a sustained manner, provide information about available job opportunities and resources for Career Centres to function effectively, the Career Centres would be the pivotal outreach and counseling interface of the National Career Service for teeming millions of aspiring youth from rural, semi urban areas as well as from disadvantaged sections of the society. These Centres would be staffed by motivated and competent personnel, enabled with necessary tools and infrastructure for:
- Effectively and continuously assessing demand of skills in labour markets, local in other States and abroad;

- Guiding youth visiting the Centres or by outreach to schools/colleges, various training institutions, about the training, on-the-job training, job opportunities, etc., according to their aptitude and potential, and
- Connecting youth and other job seekers with jobs through portal, job fairs and other possible interface with employees such as campus placements.

Govt. of India has released ₹ 24.47 lakh as GIA to GNCTD for establishment of Model Career Centre at Divisional Employment Exchange, R.K. Puram, Dte. of Employment

Organization of Job Fair

Annual Plan Outlay 2016-17 : ₹ 20 Lakhs

A new plan scheme namely “Organization of Job Fair” has been introduced in the budget 2016-17. The objectives of the schemes are:

- To provide venue/ platform to job seekers as well to the job providers to facilitate them to meet each other.
- To create awareness amongst the job seekers regarding available jobs/ openings and about the existing environment/ scenario.
- To generate data with respect to the type of workers, required by the industries/ employers.
- To provide the electronic information/ SMS/E-mail to job seekers for ready and easy information.
- To contact the corporate/ industrialist, banking, engineering services etc. to have firsthand knowledge about their specific requirement.
- To inform the job seekers about the prevailing minimum wages to save them from exploitation.