

## **Labour & Labour Welfare**

There are sixteen Industrial Training Institutes, one Basic Training Centre (BTC) and Commercial & Secretarial Institute (CSI) now renamed as Institute of Basic Business studies (IBBS) in Delhi in which the training is being imparted in 81 engineering and non-engineering trades. Besides, there are 57 privately managed ITIs and 51 Vocational Training Providers (VTP) imparting vocational training.

The Labour Department implements 29 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 Craftsmen & Apprenticeship Training programmes are 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. A World Class Skill Up-gradation Centre is proposed to be set up in collaboration with the ITE Singapore. Govt. of India has also decided to set up a Regional Skill Development Centre in the National Capital Territory of Delhi.

As suggested in the Approach Paper to improve the employability of the educated youth, new programmes are proposed to improve the soft skills through efficiency in English Speaking, Computer Literacy, Personality Development with right Aptitude, Inter-personal Skills and confidence level. These measures will be taken up at the first stage for ITI, Poly-technique and Engineering Institution students of the Government.

The financial position of XI Five Year Plan and XII Five Year plan for the Labour & Labour Welfare Sector is as under:

**[Rs. in Crore]**

<b>Sector</b>	<b>11<sup>th</sup> Five Year Plan (2007-12)</b>		<b>12<sup>th</sup> Five Year Plan (2012-17)</b>	
	<b>Approved outlay</b>	<b>Provisional Expenditure</b>	<b>Plan outlay 2012-17</b>	<b>Plan Outlay 2012-13</b>
<b>Labour &amp; Labour Welfare</b>	91.33	76.49	574.00	35.00

## **I. Labour Department**

### **New Scheme: Rescue, Repatriation and Rehabilitation of Child Labour**

#### **Plan Outlay**

**XII FYP:** Rs. 3200.00 Lakh

**Annual Plan 2012-13:** Rs.500.00 Lakh

The issue of child labour has acquired greater urgency over a period of time. Elimination of child labour is of great concern and commitment of the Government. The framers of the Indian Constitution consciously incorporated relevant provisions in the Constitution to secure universal elementary education for children as well as protection of children from involvement in economic activities detrimental to their health. The National Policy on Children Resolution adopted in August, 1974 further developed the above ideas. It set out a policy framework for providing free and compulsory education to children upto the age of 14 years as also measures for protecting children against neglect, cruelty and exploitation. 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 14<sup>th</sup> 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:-

- (i) **Legal Action Plan** – With emphasis laid on strict and effective enforcement of legal provisions relating to child labour under various labour laws.
- (ii) **Focusing of general development programmes** – Utilization of various ongoing development programmes of other Ministries/ Departments for the benefit of child labour wherever possible.
- (iii) **Project – based plan of action** – Launching of projects for the welfare of working children in areas of high concentration of child labour.

As per the Action Plan laid down by the Hon'ble High Court of Delhi in the matter of the Save the Childhood Foundation Vs Govt. of NCT of Delhi dated 15.07.2009, action under the following will be taken against the employers found employing child labour in violation of the Child Labour (Prohibition & Regulation) Act, 1986, by the Labour Department.

- (i) Section 3 or Section 7, 8, 9, 10, 11, 12 and 13 of the Child Labour (Prohibition & Regulation) Act, 1986
- (ii) Recovery of minimum rates of wages for the employers
- (iii) Recovery of Rs.20,000/- as per the order of Hon'ble Supreme Court of India for rehabilitation of child labour

(iv) Contribution of Rs. 5,000/- by DCLRWS on behalf of the Govt. of NCT of Delhi. The Police/ SDM would take action under the other laws such as Bonded Labour System (Abolition) Act/ Juvenile Justice (Care and Protection) Act.

### **Constitutional framework and legal provisions**

Consistent with the Constitutional provisions and the recommendations of the various Committees set up to devise a policy on Child Labour, the Child Labour (Prohibition & Regulation) Act, 1986 (CLPRA) was enacted, replacing the Employment of Children Act, 1938. The Act seeks to prohibit employment of children below 14 years in certain occupations and processes. It seeks to regulate the working of children in the other occupations and processes. This is notwithstanding the fact that employment of children is totally prohibited in other laws such as the Delhi Shops and Establishments Act, 1954; the Factories Act, 1948; the Motor Transport Workers Act, 1961; the Building and other Construction Workers (CS&RE) Act, 1996 etc.

### **Right to Education Act**

With the introduction of the Right to Education Act demands are being raised that there should be total prohibition of child labour in all sectors and the “regulation” provisions of the Act should be done away with specifically in the context of the definition of child in the said Act. The Act defines a child as a person who has not completed his fourteenth year of age. The Right to Education Act makes education compulsory for a child upto the age of fourteen years. Thus there is now prima facie a contradiction in the two Acts. This has been brought to the knowledge of the Ministry of Labour & Employment in various meetings.

### **Survey of Child Labour**

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 equipped to do this activity. 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.

### **NATIONAL CHILD LABOUR PROJECT (NCLP)**

The Government of India is funding states for the implementation of National Child Labour Project (NCLP) for rescue and rehabilitation of child labour. Delhi has been included under the Project and has been sanctioned 60 Transition Education Centers (TECs). The scheme envisages the setting up of a Society with core staff for the implementation of the Scheme

As a part of the Scheme, Transition Education Centre’s (TECs) are required to be set up by a Society constituted for the purpose. The Government of Delhi has constituted the

Delhi Child Labour Rehabilitation-cum-Welfare Society (DCLRWS) to implement the National Child Labour Policy in general and for setting up Transition Education Centers/Vocational Training Centers in particular. The DCLRWS gets grants from Government of Delhi and also funds from Government of India (Ministry of Labour & Employment). Additionally, the Society has funds which are to be collected from the employers employing Child Labour in violation of the Child Labour (P& R) Act, 1986. As per the judgment of the Hon'ble Supreme Court in the matter of Sh. M. C. Mehta vs Government of Tamil Nadu GAIR 1997 SC 699 and others, the employer is required to contribute Rs. 20,000/- and Rs. 5,000/- is to be contributed by the Government per child for the rehabilitation of rescued Child Labour from the occupation or process listed in the Schedule to CLPR Act.

The Society is primarily set up to run Transitional Education Centers (TECs) for imparting education to the rescued child labour with the objective of preparing them for admission into the regular schools and to initiate vocational training for them. It can take up supplementary activities like setting up of Self Help Groups for the mothers of the rescued child labour and Vocational Training Centres (VTC) for rescued child labour.

#### **PROJECT COMPONENTS:**

1. **Legal Action:** 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.
- 2.(a) **Repatriation of Children:** 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 for Child Welfare Committee.
- (b) Children whose parents/guardians i.e. living in Delhi will be rehabilitated in Delhi through TEC and Vocation Training Centres.
- (c) Rehabilitation of destitute children through Residential Bridge Centres (RBC) run under the Sarv Siksha Abhiyan by the Education Department or in the Shelter Homes of the Social Welfare Department.

#### **(i) REHABILITATION OF CHILDREN RESCUED**

Rehabilitation of children rescued will form an integral part of the programme. The child labour rescued in Delhi will be rehabilitated in the following manner:

**(ii) Children living and working with the employer whose parents are in other states:**

The rescued child labour is produced before the Child Welfare Committee constituted under the provisions of the Juvenile Justice (Care and Protection of Children) Act, 2005. They would be sent to their respective states after directions are issued by the CWC.

Children whose parents live in other states are to be repatriated to their states for this an understanding has been reached between the Government of Delhi on one hand and the Government of Bihar, Jharkhand and West Bengal on the other. The states are now also represented on the State Level Child Labour Committee. It is proposed to add the state of U.P and Orissa to this.

Rs 20,000/- for their rehabilitation would be recovered for their rehabilitation from their employers as per the directions of the Hon'ble Supreme Court in the M C Mehta vs State of Tamilnadu case and will be sent to the Child Labour Fund constituted in the home district of the child. Similarly, Rs. 5,000/-, the contribution of the Government of Delhi for rehabilitation of the child would also be sent to the respective District Child Labour Fund. This would be sent as soon as possible after the child repatriated and will not wait for the recovery from the employer.

The respective State Government would first have to confirm the District to which the child belongs to and where would be rehabilitated. This would not be necessary where the child is handed over to the parents/guardians of the child as they would be confirming the address of the child.

Thereafter, till the child attains the age of the 14 years the respective District would send annual report about the rehabilitation of the child.

**(iii) Convergence and Rehabilitation of children who are Delhi based**

A State Resource Cell (SRC) to assist the Project Director and State Project Steering Committee (SPSC) has to be constituted to coordinate and monitor all the activities. The SRC is to function as the Secretariat for the S.P.S.C. A separate cell is required to be constituted for better and effective management of the issues.

The 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:-

1. Education which would include books, teaching materials.
2. Books and trading materials
3. Mid-day meal at enhanced rates @ 10/- per day per child ,in order to provide nutritious meals. A portion of the expenses would be met from the rehabilitation amount of the child due from the employer/ Government.
4. Uniform: The existing budget from MCD could be reassigned failing which the expenses would be borne by the DCLRWS.
5. Excursions: At least one in every quarter broadly @Rs 400/- per year per child.
6. Stipend @ Rs 500/- per child. Rs 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 14years 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 self employed.

The National Human Rights Commission has also directed the Govt. of Delhi to explain the utilization of Rs. 20,000/- collected as rehabilitation funds for the employers. The additional expenses, which are being incurred including the stipend, will partly be met from the amount collected from the employers.

The stipend 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. The stipend would continue till the child completes 8<sup>th</sup> class 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 Rs.30/- would be paid by the DCLRWS.

#### **(iv) Destitute Children**

These 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. The step for rehabilitation can be initiated without any change in the legal format. Stipend/scholarship for children in the age group of 14+ is proposed to be Rs.1000/- a month.

**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 also to sensitise them to the issue as it is seen that sometimes. 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 NLI, ILO 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.

**Nine District Offices in Labour Department are to be strengthened.** The Districts are to improve the working condition, maintenance of better industrial relation, strict enforcement of Labour Laws and launching welfare activities for the benefits of industrial workers and their families.

**It has been proposed to set up the Delhi Academy For Human Resource Studies** at the Girinagar Centre 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 who are required to comply with various labour laws. 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. Directorate of Training & Technical Education (Craftsmen & Apprenticeship Training)**

### **Major Targets**

- To set up a new Green Field World Class Skill Centre at Jonapur village, South Delhi District, Delhi in collaboration with Institute of Technical Education (ITE), Government of Singapore to generate the skilled manpower of world class standard as per the requirement of Industry. The project shall be started with outcome of low trainee per annum that shall be scaled up to 25000 per annum.
- To set up three more new ITIs at Ranhola village, ITI Mangolpuri, ITI Chatterpur village, thereby adding of outcome of about 3500 skilled manpower. The land/plots for these ITIs have been identified and the construction of building of these ITIs shall be started after release of the sanction of the funds. The Department is searching for setting up of the four more ITIs in the areas of Delhi: Alipur (North West Delhi), Jonapur village (south Delhi), Bakkarwala Village (West Delhi), Okhla (South East Delhi).
- Under Multi Sectoral Development Plan (MSDP) the new ITI at welcome (North-east Delhi) Delhi shall be established. Under this plan a women wing at ITI Nand Nagri is being constructed for which the funds (2.18 crore) have been provisioned by Central Grant and Rs. 1.09 Crore has been released.
- For creating good driving sense and better communication skill the department is planning to establish a Driving School at Bakkarwala Village, in collaboration with Honda Siel Car India Limited.
- As per the provision of expansion of ITI Jaffarpur (Phase-II) and ITI Narela about 1500 seats will be added by constructing New Workshop Block.
- The present workshops at ITI Pusa, Jehangir Puri, Nand Nagri, Shahdara, Malviya Nagar, Gokhle Road (W), Tilak Nagar (W) 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 strength by best utilization of land available.
- Special emphasis will continue to be laid on the schemes for SC/ST. The Twenty Point Plan Scheme for Training to SC labours through short term courses for self employment' will be expanded in more areas of training.
- Strengthening of Industry- Institute activities by constituting the IMCs in each ITI with the help of CII, FICCI and other local industries or through TASSKS (Takniqi Shiksha Sudhar Kalyan Samiti).



- Upgradation of ITI into Centre of Excellence with the help of World Bank Assistance through DGE&T, Ministry of Labour and ISO Certification of ITIs for quality and better work culture.

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

### **Plan Outlay**

**XII FYP :** Rs.1500.00 Lakh

**Annual Plan 2012-13 :** Rs.263.00 Lakh

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 service 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 with deficient Tools, Machineries & Equipment.
- 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 the institutes shall enter into Annual Maintenance Contract (AMC) preferably with the manufacturers or their authorized dealers.

The Plan Scheme "Restructuring, Consolidation and Computerization of ITIs/BTC" has been merged with the Modernization Scheme as the objective / intent of the scheme is to strengthen and improve the overall functioning of ITIs/ BTCs through restructuring of manpower, computerization etc. It is proposed to provide sufficient number of computers, printers, CD writers and Internet facility in each Institute. The work of Data Entry in the Institute will be outsourced.

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

### **Plan Outlay**

**XII FYP :** Rs.3500.00 Lakh

**Annual Plan 2012-13 :** Rs.600.00 Lakh

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 loosing 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.

Due to emergence of the importance of the retail marketing, usage of diversified modern gadgets in daily life, the need for undertaking repair & maintenance increases day by day.

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 considering the employment potential and market demand.

DGE&T, Ministry of Labour has already identified various trades out of which following trades has been introduced during 11<sup>th</sup> FY Plan: which are: Architectural Assistant, Craftsman food Production (Gen), Data Entry Operator, Dental Lab Technician, Digital Photographer, Front office Assistant, Health and Sanitary Inspector, Mechanic computer Hardware, Mechanic Consumer Electronics, Steward, Food Processing etc. More section in ITIs will also be commenced during 12<sup>th</sup> FY Plan also and following trades will be introduced during the 12<sup>th</sup> FY Plan like : Building Maintenance, Driver cum mechanic, Health and Sanitary Inspector, Institution House Keeping, Mechanic Auto Electrical & Electronics etc.

### **Targets:**

- More new trades are to be introduced . Upgradation 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. In the institute 40% of the total number of seats is reserved for SC and ST candidates.
- An independent building is needed for its all round development. Teaching Posts are to be created for the various programmes. The courses will be affiliated to Board of Technical Education. The courses will be employment oriented as well as having scope for further studies in management stream. This would be an integrated institute for certificate as well as Diploma level programs. Staff will be provided as per norms.

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

#### **Plan Outlay**

**XII FYP :** Rs.60.00 Lakh  
**Annual Plan 2012-13 :** Rs.10.00 Lakh

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 8<sup>th</sup>, 10<sup>th</sup> 12<sup>th</sup>. It has, however, been felt that due to hard economic conditions, some students do not join these courses, as they cannot afford to wait for a period of one/two/three years, due to their family conditions. Marginal farmers and landless labourers families who are also occupied in farm activities are also not willing to attend

long duration courses. Short duration courses to make them capable of self-employment have, therefore, been introduced in the ITIs during morning/evening hours.

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

Regular staff members appointed for day time courses getting remuneration @ Rs. 200 per hour for the first hour and Rs. 150 for the subsequent hour of teaching besides the regular pay, may be revised based on justification for the same. The Part Time classes for industrial workers for training in the trades of Electrician, Motor Mech., Ref & A/C are being run at four I.T.I.s namely I.T.I. Pusa, Arab-ki-sarai, Shahdara, Jahangirpuri. It will be extended to all ITIs with the addition of other popular trades/sectors for the workers who are working in the industry as per the needs assessed separately.

#### **4. Welfare Programme for SC/ST Students**

##### **Plan Outlay**

**XII FYP :** Rs.150.00 Lakh

**Annual Plan 2012-13 :** Rs.30.00 Lakh

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 @ 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. 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 it is Nand nagari, Jahangirpuri, and Khichripur
- Coaching-Cum-Guidance facilities are given to SC/ST Students . 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 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 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.

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

### **Plan Outlay**

**XII FYP :** Rs.25000.00 Lakh

**Annual Plan 2012-13 :** Rs.800.00 Lakh

The buildings of six, out of the sixteen I.T.Is., were constructed 30 to 45 years back and need improvements, additions and alterations to cope up 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. Special funds are to be kept for landscaping and horticulture work to be carried out by PWD.

The existing workshops blocks and administrative block of ITI Shahdara are in dilapidated conditions. The construction of the new building of the ITI Shahdara has been proposed and that shall be constructed during 12<sup>th</sup> FY Plan.

The existing workshops of the following ITIs are roofed with asbestos sheets:

- |                      |                      |
|----------------------|----------------------|
| 1. ITI Jehangir Puri | 2. ITI Pusa          |
| 3. ITI Malviya Nagar | 4. ITI Arab-ki-Sarai |

The workshops of these ITIs are not usable in the rainy season due to heavy seepage of water through broken asbestos sheets. The electricity in these workshops is forced to be cutoff during rains to avoid electrocution. The workshops remained extremely hot in summer and cold in the winter season. These conditions make the training enjoyment very harsh.

Similarly the buildings of Gokhle Road (Women) and Tilak Nagar (Women) are made up of asbestos sheets roofs in the year 1950 for rehabilitation of refugees after partition.

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

The department is also having the staff quarters for residence of the staff of the department and for renovation of the old quarters which are 25-30 years old. For major alteration/renovation of the quarters, the funds are required. Besides, there are residential campuses as well ITI buildings which requires continuous maintenance and requires renovations in the labs/Workshops like providing false ceiling, sound proof partitions, providing of Bus-bars, repairs of electrical installations and various other civil works. Appropriate Budget provisions may be also kept for repair and maintenance.

### **Setting up of new Industrial Training Institutes.**

The sixteen Industrial Training Institutes & one Basic Training Centre (BTC) in Delhi, which are imparting training under the Craftsmen Training Scheme of DGE&T, Govt. of India are dispersed throughout the National Capital Territory of Delhi. To overcome the scarcity of the skilled manpower in the coming years thus be met by opening new I.T.I.s in the National Capital Territory of Delhi.

However, keeping in view the population of NCT of Delhi we would be requiring a seating strength for about 15000 trainees. The settings up of following three ITIs are under process which is out of four ITIs proposed during the 11<sup>th</sup> Five Year Plan: **ITI at Ranhola village ,ITI at Chhatterpur Village and ITI at Mangolpuri.**

The department has also demanded the additional land (1.18 acres) in adjacent to the 0.4 hect already allotted for setting up of ITI Mangolpuri and the payment of the additional land shall be made during the 12<sup>th</sup> year plan.

The land cost in respect of ITIs except ITI Ranhola has been paid fully during the 11<sup>th</sup> Five year plan and payment of land cost for ITI Ranhola is under process with Finance Department GNCTD.

The plot for construction of building of IBBS was allotted by DDA near wazirpur DTC Bus Depot, but due to construction Metro Line (Dilshad Garden- Rithala section). The department is requesting DDA to allot the alternate plot in lieu of cancelled plot.

The department is also planning to open the ITIs as per demand of the residents of the areas at : **ITI at Okhla , ITI at Alipur, ITI at Bakkarwala, ITI at Jonapur.**

### **6. Green Field World Class Skill Up-gradation Centre**

#### **Plan Outlay**

<b>XII FYP :</b>	Rs.23000.00 Lakh
<b>Annual Plan 2012-13 :</b>	Rs.1000.00 Lakh

The department is planning to establish a Green Field World Class Skill Centre, Jonapur village, South Delhi District, Delhi in collaboration with Institute of Technical Education (ITE) Singapore, Government of Singapore, in the field of vocational training as per the global requirement for which the land measuring 14 acres has been identified and allotted.

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

### **Plan Outlay**

**XII FYP :** Rs.5.00 Lakh

**Annual Plan 2012-13 :** Rs.1.00 Lakh

Despite all out efforts of modernization still it felt 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 Institutes are not able to meet the requirement 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 12<sup>th</sup> Five Year Plan period. It is to 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 Teachers 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 to avoid the further and faculty

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 from the plan budget allocated under the scheme.

## **8. Awards for Trainers of ITIs.**

### **Plan Outlay**

**XII FYP :** Rs.5.00 Lakh

**Annual Plan 2012-13 :** Rs.1.00 Lakh

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, good, and average employees are treated in the same manner and get equal perks. Presently there are no motivating factors for those who follow the actions of good faculties.

The state level and India level Skill competition is being held annually basis and amount of Rs. 1000/- (State level) & 6000/-(all India level) on each occasion is awarded to the trainer if his trainee stood first in the competition which is very less amount.

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.

Keeping in view it is proposed that the department shall go for awarding of best trainer award for which the committee will be constituted for awarding amount and certificate and for framing the bylaws of the award.

#### **9. Takniki Shiksha Sansthan Kalyan Samiti (TASSKS).**

##### **Plan Outlay**

**XII FYP :** Rs.50.00 Lakh  
**Annual Plan 2012-13 :** Rs.10.00 Lakh

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 of the institutes, Minor repair of 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.

#### **10. Technical Education Community Outreach Scheme (TECOS)**

##### **Plan Outlay**

**XII FYP :** Rs.150.00 Lakh  
**Annual Plan 2012-13 :** Rs.25.00 Lakh

A list of approximately 200 courses is prepared and these 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:

1. Electrician
2. Computer Operator
3. Elderly Care

4. Nursing
5. House Hold Attendant
6. Electronic Equipment Repairer etc.

#### **11. World Bank Assisted Vocational Training Improvement Project (VTIP):-**

##### **Plan Outlay (State Share)**

**XII FYP :** Rs.300.00 Lakh

**Annual Plan 2012-13 :** Rs.60.00 Lakh

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 technology 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 have 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), 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. Under another scheme “Up-gradation of 1396 Govt. ITIs”, with World Bank Assistance programme, following ITIs are being upgraded by constituting the Institute Management Committee (IMC) of respective institute (ITI): In this scheme funds of Rs. 2.5 crore are released directly to the IMC and IMC shall stand responsible for development of the institute, operation, improvement of training, closing and opening of the trades, etc. Directorate General of Employment & Training, Ministry of Labour has given interest free loan of Rs. 2.50 Crore to the society for up gradation of the concerned ITI. 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 Rs. 433.00 lakhs for three ITIs.

#### **12. GIA to Delhi Skills Mission Society (DSMS)**

##### **Plan Outlay**

**XII FYP :** Rs.480.00 Lakh

**Annual Plan 2012-13 :** Rs.200.00 Lakh

“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's 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 at least 2 of our 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. To start with ITIs at Siri Fort and Sir CV Raman ITI at Dheerpur are proposed for up-gradation to international quality levels.

On the initiative of the Chief Secretary, the department has 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. The scheme has been drafted keeping in view the strength of the department in terms of the skilled manpower i.e. experienced instructors (teachers) and the trainees (students).

The department has run the program of soft skill under the scheme of Employability enhancement programme which includes communication skills, confidence building empowerment, awareness with the help of FICCI and other agencies and the employment of that ITI after this programme was enhanced by 300%. After evaluating the success story, the World Bank has agreed to finance this programme with the provision of Rs 3.93 Crores in Delhi for the current year under innovation.

Note: The scheme named 'HQ and State apprenticeship adviser office' which was under implementation during XI Five Year Plan has been dropped in XII FYP since the scheme does not have much relevance now and there was no utilization during previous years.