

## **I. LABOUR DEPARTMENT**

Tamil Nadu has the unique distinction of maintaining harmonious industrial relations, which is the corner stone of sustained industrial growth. The labour policy of the Government seeks the overall growth and development of the industry and the individual worker who equally contributes to the success of the industry. Labour management relations are regulated to maintain economic development, social justice, industrial harmony and human resources development, improvement of living and working conditions of the workers, creation and maintenance of an atmosphere conducive for the growth and development of peaceful industrial relations and industrial peace in the State and strict enforcement of labour legislations and provisions of social security to the unorganised workers towards improving state economy.

## **Functions**

Labour Department enforces labour legislations, protecting the legitimate rights of workers and ensuring their welfare, so as to maintain a congenial labour environment, leading to speedy economic growth and prosperity. Eradication of child labour, enforcing Legal Metrology Act and provision of social security to workers are some of the predominant activities of the department.

## **Administrative Structure**

In order to enforce various Labour Laws towards attaining harmonious nexus among the working class and the management there are 568 officer posts and 2028 staff posts in this department.

In order to serve effectively for the working community, orders were issued for provision of 35 vehicles to the officers having enforcement and conciliation works. During the year 2013 – 2014, 2 numbers of Driver posts have been created and 4 Helper posts were also created for the operation of

Mobile Kit for the purpose of verification of weigh bridges so as to strengthen the Weights and Measures Unit.

## Organizational Structure

Sl. No.	Cadre of officers	No. of Post
1.	Commissioner of Labour	1
2.	Additional Commissioner of Labour	1
3.	Joint Commissioners of Labour	12
4.	Deputy Commissioners of Labour	16
5.	Assistant Commissioners of Labour	24
6.	Inspectors of Labour	30
7.	Labour Officers	50
8.	Inspectors of Plantation	10
9.	Inspectress of Labour	3
10.	Administrative Officers	5
11.	Labour Welfare Officers	2
12.	Public Relations Officer	1
13.	Accounts Officer	1
14.	Assistant Surgeons (Plantations)	2
15.	Deputy Inspectors of Labour	70

16.	Assistant Inspectors of Labour	219
17.	Stamping Inspectors	101
18.	Statistical Inspectors	20
	<b>Total</b>	<b>568</b>

## **INDUSTRIAL RELATIONS**

Healthy industrial relations is a key to progress and success. Uninterrupted production and reduction of industrial disputes contribute to the rapid and sustained industrial development. Industrial relations has become one of the most delicate and complex problems of modern industrial society. In order to attain industrial progress and in the interest of all, it is imperative to maintain good industrial relations between the management and employees. The role of the Labour Department is to aid and maintain harmonious balance between the labourers and management so that there is conducive atmosphere for achieving the objective of industrial growth and prosperity. With the responsive attitude and effective intervention of the conciliation machinery of Labour Department, the strikes and

lockouts are resolved expeditiously which ensures harmonious industrial relations in the State. During the year, 2013 - 2014 the conciliation officers have resolved 7193 disputes.

**Some of the major disputes resolved were:-**

1. Wage revision for plantation workers.
2. Wage revision for tannery workers.
3. Wage revision in Madura Coats.
4. Wage revision in TANGEDCO.
5. Strike in Indian Furniture, Tiruvallur.
6. Strike in Nokia Siemens Ltd., Sriperumpudur.
7. Strike in M.R.F. Ltd., Arakonam.
8. Law & Order issues settled in Powerloom Industry, Rubber Plantations & Vessels Manufacturing industry.
9. 21 strikes and 6 lock outs in various industries.

**Labour Courts**

There are 12 Labour Courts in the State. Four are functioning at Chennai, two at Vellore and one each in Salem, Coimbatore, Cuddalore, Tiruchirappalli, Madurai and Tirunelveli. Labour

Courts adjudicate on matters specified in the Second Schedule to the Industrial Disputes Act, 1947, as mentioned below: -

1. The propriety or legality of an order passed by an employer under the Standing orders;
2. The application and interpretation of Standing orders;
3. Discharge or dismissal of workmen including reinstatement of, grant of relief to, workmen wrongfully dismissed;
4. Withdrawal of any customary concession or privilege;
5. Illegality or otherwise of a strike or lock-out and
6. All matters other than those specified in the Third Schedule.

At the beginning of the year 2013-2014, 8,026 cases were pending in various Labour Courts. During the period 2013 - 2014, 1,487 cases were received and 2,498 cases were disposed including previous pending. As a result of additional infrastructure facilities provided to the Labour Courts

pendency has been reduced to 7015 by end of the year 2013-2014.

### **Industrial Tribunal**

An Industrial Tribunal is functioning at Chennai and adjudicates on matters specified in the Third Schedule to the Industrial Disputes Act, 1947, as mentioned below: -

1. Wages, including the period and mode of payment;
2. Compensatory and other allowances;
3. Hours of work and rest intervals;
4. Leave with wages and holidays;
5. Bonus, profit-sharing, provident fund and gratuity;
6. Shift working otherwise than in accordance with standing orders;
7. Classification by grades;
8. Rules of discipline;
9. Rationalisation;
10. Retrenchment of workmen and closure of establishment and

11. Any other matter that may be prescribed.

At the beginning of the year 2013-2014, 97 cases were pending in the Industrial Tribunal. During the 2013-2014, 52 cases were received and 31 cases were disposed leaving a pendency of 118 cases.

### **ENFORCEMENT OF ACTS AND RULES**

Enforcement of labour legislations is a dynamic activity of the Labour Department. The enforcement machinery of the department regularly conducts inspections and periodically organises special drives to ensure compliance of statutory requirements of labour laws and the laws relating to legal metrology. The principal duty of the enforcement officials is to ensure that the stakeholders concerned comply with the objectives envisaged in the statutes and to prosecute them for non-compliance.



**The important labour legislations enforced by the Labour Department are detailed below:-**

**The Tamil Nadu Shops and Establishments Act, 1947**

The Act regulates the conditions of employment of persons employed in shops and commercial establishments. It provides for the opening and closing hours of shops and establishments and provision of weekly holiday with wages. There are 3,25,387 shops and establishments in the State. 3,18,281 inspections were made by the enforcement officers during the year 2013-2014. 28,495 cases were compounded and a sum of Rs.23.85 lakh was collected as compounding fee. 728 cases were disposed off in courts and an amount of Rs.54817 was imposed as fine.

**The Tamil Nadu Catering Establishments Act, 1958**

The Act provides for regulating the conditions of persons working in catering establishments.

It regulates the provision of weekly holidays, periods of work, leave with wages, overtime wages, etc.

There are 29,979 catering establishments in the State. During the year 2013-2014, a sum of Rs.10.39 lakh was collected as registration, renewal and amendment fee from the employers of catering establishments. During the period, 43,863 inspections were made, 5,506 cases were compounded and a sum of Rs.5.63 lakh was collected as compounding fee. 48 cases were disposed off in courts and Rs.12,550 was collected as fine.

### **The Tamil Nadu Industrial Establishments (National and Festival Holidays) Act, 1958**

The Act provides for grant of national and festival holidays to persons employed in industrial establishments.

During the year 2013-2014, 1,06,690 inspections were made. Of these 7,106 cases were compounded and a sum of Rs.24.15 lakh was collected as compounding fee. 122 cases were

disposed off by Court and a sum of Rs.28,808 was collected as fine.

### **The Payment of Wages Act, 1936**

The Act provides for prompt and timely payment of wages to the employees, bars unauthorised deductions from wages by the employers and provides for the expeditious disposal of claims.

The Regional Deputy Commissioners of Labour have been notified as authorities to hear and decide the claims under this Act. During the year 2013-2014, 32,590 inspections were made. 41 prosecutions were launched and Rs.36,700 was imposed as fine. 103 claims were disposed off and a sum of Rs.1.61 lakh was ordered to be paid as wages to the claimants.

### **The Contract Labour (Regulation and Abolition) Act, 1970**

The enforcement officers of this department are taking effective steps to implement the above

Act and to ensure that the workers employed by the contractors are getting the welfare measures provided for in this Act.

This Act regulates the employment of contract labour and abolishes the system of contract labour in certain circumstances.

The Government of Tamil Nadu have prohibited the employment of contract labour in the following processes: -

1. Bagging process of cement and printing of gunny bags in Cement Industry.
2. 19 processes in the Tamil Nadu Electricity Board.

The State Government have also reconstituted the State Advisory Contract Labour Board consisting of employers and employees representatives and Government officials to advise the State Government on such matters arising out of the administration of this Act as may be referred to it and to carry out other functions assigned to it under this Act.

During the year 2013-14, 1,855 inspections were made. 3 cases were disposed-off by Courts and a sum of Rs. 3,000/- was collected as fine. 586 establishments were registered as principal employers and licenses were issued to 980 contractors. A sum of Rs.8.34 lakh was collected by way of registration fee and a sum of Rs.2.67 lakh was collected by way of license fee.

### **The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979**

This Act regulates the employment of inter-state migrant workers and to provide for regulation of their conditions of service. This Act provides for protection and welfare of workers migrated from other States.

During the year 2013-14, 402 inspections were made. 1 case was disposed off by the Court and a sum of Rs.2,000/- was collected as fine. 260 establishments were registered and 408 licenses were issued. A sum of Rs. 78,540/- was collected by

way of registration fee and a sum of Rs.38,700/- was collected by way of license fee.

### **The Tamil Nadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981**

The Act provides for conferment of permanent status to workmen in an industrial establishment who have been in continuous service of 480 days within a period of 24 calendar months. During the year 2013-2014, 2,435 inspections were made. 76 applications were ordered.

### **The Motor Transport Workers Act, 1961**

The Act regulates the welfare of motor transport workers and conditions of their work. The total number of motor transport undertakings registered is 2,810, consisting of 1,37,258 workers.

A sum of Rs.56,55,528/- was collected by way of registration fee. During the year 2013-2014, 5,802 inspections were made. 919 cases were compounded and a sum of Rs.2,33,500/- was

collected as compounding fee. 23 cases were disposed off by the courts and fine amount Rs.4900/- was imposed.

### **The Working Journalists and Other Newspaper Employees (Conditions of Service and Miscellaneous Provisions) Act, 1955**

The Act regulates the conditions of service of working journalists and other persons employed in newsprint establishments. The remuneration of working journalists and other persons employed in the newsprint establishments is fixed by the Wage Board constituted by the Central Government. During the year 2013-2014, 90 inspections were carried out. The recommendation of the National Wage Board for Working Journalists under the chairmanship of Justice Majithia has been admitted by Hon'ble Supreme Court and it is in force.

### **The Industrial Employment (Standing Orders) Act, 1946**

The Act requires employers of industrial establishments to define conditions of employment of

workers under certified Standing Orders. The Zonal Joint Commissioners of Labour have been notified as Certifying Officers under this Act. During the year 2013-2014, 267 standing orders of industrial establishments were certified.

### **The Trade Unions Act, 1926**

The Act provides for the registration of trade unions and lays down the law relating to registration of trade unions.

The Regional Deputy Commissioners of Labour have been notified as Additional Registrars of Trade Unions to register the Trade Unions. The total number of Trade Unions registered is 12,771. During the year 2013-2014, 244 Trade Unions were registered and a sum of Rs. 41,845/- was collected as registration and amendment fees.

### **The Payment of Gratuity Act, 1972**

The Act provides for the payment of gratuity to the employees. Gratuity is paid to an employee on



superannuation / retirement or resignation, if he / she has put in a continuous service for a period of not less than five years. Gratuity is also paid on death or disablement due to accident or disease.

The Assistant Commissioners of Labour in the office of the Regional Deputy Commissioners of Labour, have been notified as Controlling Authorities and the Zonal Joint Commissioners of Labour, as Appellate Authorities, under this Act. During the year 2013-2014, 2,415 claims were disposed off and a sum of Rs.80.72 crore was ordered to be paid to the claimants.

### **The Payment of Bonus Act, 1965**

The Act provides for the payment of bonus to persons employed, on the basis of profit or production or productivity. The Act provides for the payment of bonus to persons employed by factories and establishments, where 10 or more persons are employed. This Act applies to establishments covered under the Act and bonus is payable even if

the number of employees subsequently falls below 10.

A minimum bonus of 8.33% has to be paid, irrespective of the financial condition of the establishments. The Act prescribes a formula for calculating the bonus when a company makes profit. Every employee drawing wages not exceeding Rs.10,000/- per month and has worked for at least 30 days in an accounting year, is eligible for bonus. Maximum bonus payable under the Act is 20%.

### **The Maternity Benefit Act, 1961**

The Act regulates the employment of women for certain periods before and after child birth and provides for the payment of certain maternity benefits.

This Act provides for 12 weeks leave with wages for child birth (6 weeks neonatal and 6 weeks postnatal), one-month medical leave on medical certificate and 6 weeks leave for miscarriage. It provides for the payment of medical bonus of

Rs.3,500/-, if no free pre-natal and post-natal care is provided by the employer. During the year 2013-2014, 10,030 inspections were made. 4 cases were disposed off by the court and fine amount of Rs.6,200/-was imposed .

### **The Equal Remuneration Act, 1976**

The Act provides for the payment of equal remuneration to men and women workers and for the prevention of discrimination on the ground of sex against women in recruitment for employment and in payment of salary to women employees. During the year 2013-14, 12,300 inspections were conducted by the enforcement officers.

### **The Tamil Nadu Payment of Subsistence Allowance Act, 1981**

The Act provides for the payment of subsistence allowance during the period of suspension. The Assistant Commissioners of Labour in the office of the Regional Deputy Commissioners of Labour have been notified as Authorities and the Regional Deputy Commissioners of Labour as

Appellate Authorities under this Act. During the year 2013-2014, 196 claims were disposed off and a sum of Rs.97.06 lakh was ordered to be paid.

### **The Employees' Compensation Act, 1923**

The Act provides for compensation to workers in the event of death or loss of earning capacity due to accidents in the course of their employment. The Regional Deputy Commissioners of Labour have been notified as Commissioners to hear and decide on the claims under this Act.

The compensation amount awarded is to be deposited by the employers/Insurance Companies. In case of default in depositing the amount awarded, the Deputy Commissioners of Labour initiate action to recover the amount through District Collectors under the Revenue Recovery Act. During the year 2013-2014, 2,665 cases were disposed off and a sum of Rs.41.57 crore was ordered to be paid as compensation.

## **The Minimum Wages Act, 1948**

The Minimum Wages Act, 1948 provides for fixing minimum rates of wages in certain employments appended as schedule to Act. This Act seeks to ensure not only the sustenance of life but also preservation of efficiency of the employees. In Tamilnadu, 92 employments have been included in the Schedule. Minimum Wages have been fixed for 73 employments such as Shops and Establishments, General Engineering, Construction, Catering, Plantation, Tanneries and Leather Manufactory, Public motor transport, Textile mills (Apprentices) etc. The minimum wage is revised once in 4 years. While fixing the minimum wages, Variable Dearness Allowance is added to neutralise the cost of living. During the year 2013-2014, minimum rates of wages have been revised in respect of 20 employments. Further preliminary notifications for revision have been issued for 20 employments and necessary action is being taken to issue final notification.

During the year 2013 – 2014, employment in Hand Embroidery and Jari was included in Part-I of the Schedule of the Minimum Wages Act.

The Regional Deputy Commissioners of Labour have been notified as authorities to hear the claims under section 20 (1) of the Minimum Wages Act. During the year 2013-2014, 1,19,872 inspections were carried out and 183 prosecutions were launched and Rs.92450 was collected as fine amount. 453 claims were disposed off and Rs.1.29 crore was ordered to be paid to the claimants.

### **The Plantations Labour Act, 1951**

The Plantations Labour Act has been enacted to provide for the welfare of the plantation labour and to regulate the conditions of work in plantations. The Act is applicable to any land used or intended to be used for growing tea, coffee, rubber and cardamom with an extent of 5 hectares or more and in which 15 or more persons are employed.

## **Enforcing authorities**

The Plantations Labour Act, 1951 and its allied rules are enforced by 10 Inspectors of Plantations and two Assistant Surgeons (Plantations) in Tamil Nadu. The Joint Commissioner of Labour (Administration) is the Chief Inspector of Plantations under the administrative control of the Commissioner of Labour. The Offices of the ten Inspectors of Plantations are situated in Ooty, Coonoor, Gudalur, Panthalur, Kothagiri, Valparai, Yercaud, Batlagundu, Theni and Nagercoil. The offices of the Assistant Surgeons (Plantations) are situated in Ooty and Nagercoil.

The total number of plantations in Tamil Nadu is 2,221 covering an area of 61,747 hectares of which 680 are registered plantations covering an area of 54,071 hectares and 1,541 are unregistered plantations covering an area of 7,676 hectares. The total number of workers in registered plantations is 55,302 of which 21,060 are men and 34,242 are women. The total number of workers in unregistered

plantations is 7,709 of which 3,091 are men and 4,618 are women.

Under this Act, employers are obligated to provide housing facilities, medical facilities, protective clothing, drinking water etc. to the workers as follows: -

### **Housing Facilities**

Plantations Labour Act provides for the provision and maintenance of houses by the employer for the benefit and use of plantation workers residing in the plantations. The plinth area of the houses shall not be less than 287 Sq. ft. The houses shall have water facility within reasonable distances, electricity and cement flooring. In Tamil Nadu so far 42,601 houses have been constructed for the plantation workers.

### **Medical Facilities**

Every employer of plantations shall provide and maintain medical facilities for the workers and their families. Plantations employing 1000 or more



workers shall have own garden hospital, plantations employing more than 200 workers but less than 1000 workers shall have combined garden hospital and own dispensary and plantations employing 200 or less workers shall maintain dispensary either individually or in groups. The Assistant Surgeons (Plantations) are enforcing the provisions relating to the medical facilities to be provided by the employers under the act and rules. There are 129 dispensaries and 44 Group dispensaries, 29 Garden Hospitals and 4 Group Garden Hospitals in Tamil Nadu

### **Creches**

In plantations where more than 50 women workers are employed, a creche shall be provided for the benefit and use of children below the age of 6 years. The children shall be given pure milk and wholesome refreshment. The crèche shall have a suitable wash room. The children shall be provided with two sets of clothing once a year. The crèche shall have play materials for the children and also an

open play ground suitably fenced. There are totally 244 creches in the plantations in Tamil Nadu.

## **Education**

In the plantation where there are more than 25 children in the age of 6 to 12, the employer is liable to provide a primary school. However, if there is a school run by the Government or Local body within the radius of 1.6 Kms. of a particular plantation, the employer need not provide a separate school. There are 158 schools in the plantations in Tamil Nadu.

## **Protection from cold weather (warm cloth)**

The employer shall provide one field cumby every year and one rug once in Two years to all workers employed in districts other than Kanyakumari to protect them from rain and cold. The workers of Kanyakumari district shall be provided with an umbrella and one bed sheet once in a year.

## **Water Supply**

It is the responsibility of the employer to provide and maintain at convenient places in the plantation sufficient supply of wholesome drinking water. Where drinking water is supplied from well or reservoir, the water in it shall be sterilized periodically. The potability certificate has to be obtained from the Health Officer of the Department of Health and Preventive Medicine or from the Certifying Surgeon or from the testing labs of the Tamil Nadu Water Supply and Drainage Board.

3,122 inspections have been made under this act during the year 2013-2014 and 216 cases have been disposed in the court and a sum of Rs.3,01,200 was imposed as fine.

## **The Plantation Labour Housing Advisory Board & Plantation Labour Advisory Committee**

The Plantation Labour Housing Advisory Board is a statutory tripartite committee chaired by the Principal Secretary to Government, Labour and Employment Department, consisting of the

representatives of planters, workers and Government Officials. The object of this Board is to ensure provision of proper housing facilities to the plantation workers. The Plantation Labour Advisory Committee is a tripartite non-statutory committee, chaired by the Commissioner of Labour, and consisting of Government official and representatives of planters, workers. The object of this committee is to enforce the various provisions of the Plantations Labour Act and Rules.

## **SOCIAL SECURITY**

### **TAMIL NADU LABOUR WELFARE BOARD**

The Tamil Nadu Labour Welfare Board was constituted under the Tamil Nadu Labour Welfare Fund Act, 1972, in the year 1975. It implements various Welfare Schemes for the benefit of the organised Labour on contributory basis. The Hon'ble Minister for Labour is the Chairman of the Board. The Board has 5 Employees' Representatives, 5 Employers' Representative, 4 Government

Representatives, 3 Members of the Legislative Assembly and 2 Women Representatives.

In order to implement various labour welfare schemes, the Tamil Nadu Labour Welfare Board receives contribution from the employees and employers of the Factories, Plantations, Motor Transport Undertakings, Shops and Catering Establishments. The employees of the above establishments contribute Rs.7/- and employers contribute Rs.14/- per worker per year. The Government of Tamil Nadu contributes Rs.7/-. The Board also receives fine amount imposed by the Courts and also Compounding fees collected by the Labour Department against the employers for violation of Labour Acts and Rules.

### **Financial Assistance:**

The Board runs 68 Welfare Centres where facilities like Pre-School, Tailoring training and Reading Room are made available. During the year 2013-2014, 18,942 workers and their wards have

availed assistance and an amount of Rs.1.04 crore has been spent on various Welfare Schemes.

**New schemes introduced in the year 2013:**

1. Accidental Death Assistance of Rs.1 lakh to the workers.
2. Performance based Assistance to students who participate in National / State level Sports Meet.
3. Training for Computer, Hotel Management and Driving through Modular Employable Skill.
4. Extension of Educational Incentive Scheme to students who secure first ten places in 10<sup>th</sup> and 12<sup>th</sup> Standard Government Public Examinations in each Educational District.

**Labour Welfare Schemes**

1.	Labour Welfare Centres	Have facilities like Tailoring Section, Pre-school and Reading Room.
2.	Scholarships for various courses	Post Graduate Course Rs.6,000/- Graduates Course Rs.4,000/- Diploma Course Rs.2,500/- Higher Secondary Course Rs.2,000/- I.T.I. Course Rs.2,000/-

3.	Educational Incentive	For first 10 Rank Holders in each Educational District  10 <sup>th</sup> Standard - Rs.2,000/- 12 <sup>th</sup> Standard - Rs.3,000/-
4.	Book Allowance	Post-Graduate Course Rs.3,000/- Graduate Course Rs.2,000/- Diploma Course Rs.1,500/- Higher Secondary Course Rs.1000/- (For Private School students only)
5.	Assistance for Basic Computer Training	Rs.1000/- for five employees / dependants in each District.
6.	Marriage Assistance	Rs.5,000/- for female and Rs.3,000/- for male workers and their wards.
7.	Spectacles Assistance	Upto Rs.500/- for workers
8.	Typewriting /Shorthand Assistance	Typewriting Higher Rs.600/- Typewriting Lower Rs.1000/- Shorthand Inter/High Speed Rs.750/- Shorthand Lower / Higher Rs.1500/-

9.	Death Assistance and Funeral Expenses	Death Assistance of Rs.25,000/- and Funeral Expenses of Rs.2,000/- to the Legal Heir of the worker.
10.	Accident Death Assistance and Funeral Expenses	Accident Death Assistance of Rs.1,00,000/- and Funeral Expenses of Rs.2,000/- to the Legal Heir of the worker.
11.	Hearing Aid, Artificial Limbs and Three Wheelers	Upto Rs.1000/- for Hearing Aid, Govt. prescribed price for artificial limbs and free supply of three wheelers.
12.	T.B. Wards in various Sanatoria	Tambaram Sanatorium (Chennai), Tiruppur, Asaripallam (Kanyakumari), Austinpatti (Madurai) and Kizhpennathur (Thiruvannamalai)
13.	Holiday Homes for workers	Mamallapuram, Courtallam and Valparai.
14.	Jeeva Illam	A Rest House for Trade Union Representatives.
15.	Uzhaippavar Ulagam-Magazine for Workers	The Board brings out a monthly magazine "Uzhaippavar Ulagam", which consists of Court Judgments, Labour Acts, question and answers, Consumer Price Index for the benefit of the workers, employers and also



		to the public. The price of the magazine is Rs.7/- per copy and an annual subscription Rs.80/-, Life subscription Rs.750/-.
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### **UNORGANISED WORKERS WELFARE BOARDS**

The Government of Tamilnadu has been taking determined efforts to provide social security to the unorganised workers in the State. In consonance, the Government of Tamilnadu has enacted the Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act 1982 to provide benefits to the manual workers engaged in 69 employments included in the schedule to the Act. The welfare scheme framed under this Act, provides for assistances such as, education, marriage, maternity, natural and accidental death, disability cover, old age protection through monthly pension.

The Government has so far established 17 unorganised workers welfare boards under the Department of Labour. Tamil Nadu stands as a

pioneer in extending welfare measures to unorganised workers.

### **Tamil Nadu Construction Workers Welfare Board**

The Government of Tamil Nadu established the Tamil Nadu Construction Workers Welfare Board on 30.11.1994 and formulated the Tamil Nadu Manual Workers (Construction Workers) Welfare Scheme in 1994. The Scheme provides welfare measures for manual workers engaged in construction or maintenance of dams, bridges, roads or in any other building operation.

### **Tamil Nadu Manual Workers Welfare Board and 15 other Boards**

The Government of Tamil Nadu constituted the Tamil Nadu Manual Workers Welfare Board on 17.03.1999 and formulated the Tamil Nadu Manual Workers Social Security and Welfare Scheme, 2001. Later on, the scheme was substituted by the Tamil Nadu Manual Workers Social Security and Welfare

Scheme, 2006. Similar schemes were also framed for 14 other welfare boards.

**The 17 unorganised workers welfare boards under the administrative control of the Labour Department are:**

<b>Sl. No.</b>	<b>Name of the Board</b>
1.	Tamil Nadu Construction Workers Welfare Board
2.	Tamil Nadu Manual Workers Welfare Board
3.	Tamil Nadu Unorganised Drivers Welfare Board
4.	Tamil Nadu Tailoring Workers Welfare Board
5.	Tamil Nadu Hair Dressers Welfare Board
6.	Tamil Nadu Washer men Welfare Board
7.	Tamil Nadu Palm Tree Workers Welfare Board
8.	Tamil Nadu Handicraft Workers Welfare Board
9.	Tamil Nadu Handloom and Handloom Silk Weaving Workers Welfare Board
10.	Tamil Nadu Footwear and Leather Goods Manufactory and Tannery Workers Welfare Board
11.	Tamil Nadu Artists Welfare Board
12.	Tamil Nadu Goldsmiths Welfare Board
13.	Tamil Nadu Pottery Workers Welfare Board
14.	Tamil Nadu Domestic Workers Welfare Board

15.	Tamil Nadu Power loom Weaving Workers Welfare Board.
16.	Tamil Nadu Street Vending and Shops and Establishments Workers Welfare Board
17.	Tamil Nadu Cooking Food Workers Welfare Board

### **Various Assurances provided under Welfare Schemes**

Unorganised workers welfare schemes provide for the following welfare assurances to the workers registered in various unorganised workers welfare boards.

<b>Sl. No</b>	<b>Types of Assurance</b>		<b>Amount (In Rs.)</b>
1	Accident Relief Scheme		
	a)	Accidental Death	1,00,000
	b)	Accidental Disability (based on extent of Disability)	up to 1,00,000
	c)	Artificial limbs and Wheel-Chair (as per the norms and at the rates fixed by the Tamil Nadu Differently Aabled Persons Welfare Board.)	
2	Natural Death Assurance		15,000
3	Funeral expenses Assurance		2,000

4	Educational Assistance		
	a)	Girl Children studying 10 <sup>th</sup>	1,000
	b)	10 <sup>th</sup> passed	1,000
	c)	Girl Children studying 11 <sup>th</sup>	1,000
	d)	Girl Children studying 12 <sup>th</sup>	1,500
	e)	12 <sup>th</sup> passed	1,500
	f)	Regular Degree Course with Hostel facility	1,500 1,750
	g)	Regular Post Graduate Course with Hostel facility	4,000 5,000
	h)	Professional Degree Course with Hostel facility	4,000 6,000
	i)	Professional P. G Course with Hostel facility	6,000 8,000
	j)	ITI or Polytechnic with Hostel facility	1,000 1,200
5	Marriage Assistance		
	(a)	for men	3,000
	(b)	for women	5,000
6	Maternity Assistance		6,000
	Miscarriage / Medical Termination of Pregnancy		3,000
7	Reimbursement of cost of Spectacles		up to Rs.500/-

8	Pension	Rs.1000/- Per month
9	Family Pension (applicable only to Tamil Nadu Construction Workers Welfare Board)	Rs.400/- Per month

### **Administrative mechanism of Schemes**

Registration, renewal, sanctioning of claim applications and disbursement of assistance are carried out by the Labour Officer (Social Security Scheme) to the workers registered in all the 17 Welfare Boards established in each district with effect from 01.11.2008. The District Monitoring Committee headed by the District Collector, monitors the issues relating to administration of the schemes of the boards at the district level.

### **Financial resources**

The funds for implementing welfare schemes of the welfare boards is received through collection of Cess / additional tax and from Government grants.

Tamil Nadu Construction Workers Welfare Board receives a contribution in the form of Cess at the rate of 0.3% of the total estimated cost of the building and other construction work. The Government have issued orders increasing the rate of Cess from 0.3% to 1% with effect from 17.12.2013. During the year 2013-2014, Cess amount of Rs. 151,37,03,650/- has been received by the Tamil Nadu Construction Workers Welfare Board.

The Tamil Nadu Unorganised Drivers Welfare Board receives an additional tax of 1% under the Motor Vehicle Taxation Act from the owners of the vehicles used to carry passengers and goods on road. During the year 2013 - 2014, a sum of Rs.12,14,63,111/- has been received as additional tax by the Tamil Nadu Unorganised Drivers Welfare Board.

The Government of Tamil Nadu is providing grants to Tamil Nadu Manual Workers Welfare Board and other 14 Welfare Boards for implementing

welfare schemes. Rs. 90 Crores was allotted in the Budget Estimate for the year 2013-14.

### **Registration, Beneficiaries and Welfare assistance**

During the year 2013 - 2014, 79,445 workers were newly registered, 1,14,101 beneficiaries have been provided financial assistance to the tune of Rs.35,59,12,299/- by the Tamil Nadu Construction Workers Welfare Board.

During the year 2013 – 2014, the Tamil Nadu Manual Workers Welfare Board and 15 other welfare Boards have newly registered 1,85,192 workers and a sum of Rs.57,46,45,404/- has been released as financial assistance to 2,57,202 beneficiaries.

### **WELFARE OF BEEDI WORKERS**

#### **The Beedi and Cigar Workers (Conditions of Employment) Act, 1966**

The Act provides for the welfare of workers in Beedi and Cigar establishments and regulates the conditions of their work. 2.40 lakh beedi workers



(Industrial and home workers) are engaged in 1554 Beedi Establishments in the State. 6364 inspections were made by the Department and 298 cases were disposed of by the Court with a fine of Rs.7,23,100. A sum of Rs.1,74,259 has been collected as licence fee for registration and renewal of beedi establishment.

### **Welfare of Beedi Workers in Tamil Nadu (Revised Integrated Beedi Workers Housing Scheme -2007)**

To uplift the socio-economic conditions of the beedi workers, the Central Government is implementing Revised Integrated Housing Scheme - 2007 with effect from 01.04.2007. Under the scheme, the cost of construction of a house is Rs.45,000/- out of which Central subsidy is Rs.40,000/-. The Government of Tamil Nadu gave Rs.5,000/- per house as its subsidy in lieu of beneficiary's contribution.

Tamil Nadu Government has enhanced the unit cost of construction to Rs.1,00,000/- and State

subsidy from Rs.5,000/- to Rs.60,000/- vide G.O.(Ms).No.43, dated: 26.03.2012.

On receipt of administrative approval from the Central Government, the state subsidy at the rate of Rs.60,000/- per house will be released to the Welfare Commissioner, Hyderabad.

## **CONSUMER PROTECTION**

### **The Legal Metrology Act, 2009**

With a view to ensure consumer protection, the Legal Metrology Act, 2009 established and enforces standards of weights and measures. It regulates trade and business in weights, measures and other goods which are sold or distributed by weight, measure or number.

The Deputy Commissioner of Labour (Inspections), Chennai has been notified as the Controller of Legal Metrology for the entire State of Tamil Nadu.

The Controller of Legal Metrology and his field officers enforce the Legal Metrology Act, 2009 and the Legal Metrology (Packaged Commodities) Rules, 2011.

During the year 2013-2014, a sum of Rs.1,83,220 has been collected as license fee and Rs.24.28 crore has been collected as stamping fee. 3,71,930 inspections were made. 11,828 cases were compounded and Rs.1.23 crore has been collected as compounding fee.

### **The Legal Metrology (Packaged Commodities) Rules, 2011**

During the year 2013-2014, a sum of Rs.3.45 lakh has been collected as Registration fee for issue of Registration certificates for packing of commodities. 1,56,863 inspections were made. 2,880 cases were compounded and a sum of Rs.81.36 lakh was collected.

## **ERADICATION OF CHILD LABOUR**

Child labour is not only a phenomenon of socio-economic underdevelopment, but also a social evil. Tamil Nadu Government has attached great importance to the issue of eradication of child labour and has taken various steps to realise a child labour free state.

Census 2001 placed the number of child labour in the state at 4.19 lakh. SSA survey of 2003 estimated it at 70,344. This number has reduced over the years due to various enforcement, rehabilitation and developmental efforts taken by the Government. SSA survey of 2012 estimated the number of out of school children due to economic compulsion as 29,656.

### **Enforcement**

Enforcement is one of the important strategies of the State Action Plan for eradication of child labour. District Level Task Force is functioning in every District under the Chairmanship of the District

Collector to strengthen enforcement activities. The under mentioned statutes relating to prohibition and regulation of employment of children are implemented in the State by the Inspectors of Labour and Deputy Director of Industrial Safety and Health :-

1. The Child Labour (Prohibition and Regulation) Act, 1986.
2. The Factories Act, 1948.
3. The Motor Transport Workers Act, 1961.
4. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966.
5. The Tamil Nadu Shops and Establishments Act, 1947.
6. The Tamil Nadu Catering Establishments Act, 1958.

During the year 2013-2014 1,42,626 establishments were inspected by way of regular, special and surprise inspections, including the raids conducted by the teams formed under the District Level Task Force. 54 Violations were noticed, 26 prosecutions launched and 14 cases ended in

conviction (including previous year cases) with a fine of Rs.1,60,000/-. All the rescued children below the age of 14 years were enrolled in the National Child Labour Project (NCLP) Special Training Centres (STC) / regular schools.

### **Awareness Generation**

The World Day Against Child Labour on June 12<sup>th</sup> is observed every year at the state and district levels to create awareness among the general public against child labour. Anti-Child Labour Day message from the Hon'ble Chief Minister is annually brought out in various Tamil and English dailies. Awareness activities like human chains, rallies, sticker and poster campaigns, puppet shows, folk programmes, street plays, oath taking in schools and Government offices, etc. are organised throughout the State.

Hon'ble Chief Minister presented the awards to the District Collectors of Dharmapuri and Vellore for the good performance in eradication of child labour for the years 2011 and 2012, respectively during the Collector's Conference held on 13.12.2013.

A state level anti-child labour awareness meeting was held on 09.07.2013. The Hon'ble Minister for Labour and the Worshipful Mayor of Chennai Corporation distributed the awards to the mainstreamed students of the Special Training Centres of National Child Labour Projects who secured high marks in the 10<sup>th</sup> and 12<sup>th</sup> standard public examinations. Awards were also given to one best teacher from each NCLP district, one Inspector of Labour, one Deputy Director of Industrial Safety and Health, one NCLP project director and two field officers for their good performance in their area of work. Some of the erstwhile NCLP STC children presently pursuing higher education in arts and science, engineering and medicine were felicitated.

At the 40<sup>th</sup> All India Industrial and Tourism Trade Fair at Chennai during the month January - February 2014, anti-child Labour audio jingles were broadcast and materials on eradication of child labour exhibited.

One day workshop on “Child Rights and Child Labour Issues” for Judicial Officers, Medical Officers, Inspectors of Labour and Deputy Director of Industrial Safety and Health was conducted in collaboration with the State Judicial Academy on 22.02.2014 at Chennai.

### **National Child Labour Project**

In Tamil Nadu, National Child Labour Projects are functioning in 15 Districts viz., Chennai, Coimbatore, Dindigul, Dharmapuri, Erode, Krishnagiri, Kancheepuram, Namakkal, Thoothukudi, Tirunelveli, Trichy, Tiruvannamalai, Salem, Vellore and Virudhunagar Districts. 11,366 rescued and out of school children were studying in 335 Special Training Centres as on 31.3.2014. So far 90,985 children were mainstreamed into regular schools from the inception of the project. Stipend of Rs.150/- p.m., educational materials, free medical check-up etc. are provided to NCLP children.



## **Special Initiatives and some success stories**

Tamil Nadu Government is providing benefits such as, free uniforms, free text books, school bag, chart, atlas, geometry box, crayons, chappal, free bus pass and mid-day meal with 5 eggs per week that are available to regular school children to the NCLP STC children. Government is also extending monthly cash assistance of Rs.500/- to all erstwhile NCLP STC children pursuing the higher education till they complete their studies. 876 students received assistance under this scheme during the year 2013-14. Presently, more than 100 such students are studying engineering, while 3 are pursuing Medicine.

In a state level function organised in commemoration of the 150<sup>th</sup> Birthday of Swami Vivekananda in February 2013, the Hon'ble Chief Minister of Tamil Nadu gave a cash prize and a certificate to Selvi. K. Manju, an erstwhile child labour from Chennai, who got first place in the recitation contest.

Two erstwhile NCLP STC students from Tamil Nadu, Thiru. Mohan working as software engineer and Thiru. Ramalingam, studying MBBS participated as delegates and shared their experience in the Second SAARC Regional Workshop on child labour, organised for SAARC member countries on 29.05.2013 at New Delhi.

Selvan. Kavin, aged 12 years, an erstwhile child labour got Young Scientist award from his Excellency Governor of Tamil Nadu Dr. K. Rosaiah on 09.12.2013 for his paper on 'Waste of Human Energy' selected for the National Children Science Congress.

As a follow up programme of decisions taken in the State Monitoring Committee Meeting, a 'Carrier Guidance cum Skill Development Programme' for the NCLP dropout children above 14 years was organized at Dharmapuri on 24<sup>th</sup> November 2013 and about 1200 persons were enrolled to undergo training in various skill training programmes.

## **Integrated Child Protection Project in Dharmapuri and Salem Districts**

Integrated Child Protection Programme (ICPP) is implemented in collaboration with UNICEF to improve the quality of life for children up to the age of 14 engaged in employment in cotton seed and cotton farming in the Districts of Salem and Dharmapuri.

Under the programme, 180 'para teachers' were engaged in regular schools and Government tribal residential schools located in hills and tribal areas. This step also contributed to increase the attendance rate of children in these schools. Activity based learning / training was provided to the above teachers and 35 block coordinators. Village level child rights committees were formed and meetings were conducted every month. Child friendly village planning exercises were undertaken in all village panchayats of these two districts.

## **TAMIL NADU INSTITUTE OF LABOUR STUDIES**

The Tamilnadu Institute of Labour Studies was established by the Government of Tamilnadu in 1973. It was registered under the Tamilnadu Societies Registration Act and functions as a Society from 1988. Hon'ble Minister for Labour is the Chairman of the Governing Committee of this Institute. This Institute is functioning in a rental building, within the office complex of the Tamilnadu Slum Clearance Board, in No.5, Kamarajar Salai, Chennai – 5. This Institute is an educational cum training institution under the control of the Labour and Employment Department of the Government of Tamilnadu. The Government of Tamilnadu gives Rs.1,59,57,000/- as annual grants-in-aid for meeting the rent, salary of the employees and faculty, electricity charges, vehicle expenses, etc.

This Institute periodically conducts Training Programmes, Seminars, Refresher Courses, Orientation Programmes, etc. to cater to the needs of supervisory and managerial personnel of private

and public sector industries, trade unions and the officers of Labour Department and the Directorate of Industrial Safety and Health.

This institute also conducts Training programmes in collaboration with the International Labour Organisation, New Delhi and V.V. Giri National Labour Institute, Noida.

This Institute has conducted the following seminars / training programmes from 01.04.2013 to 31.03.2014.

### **Training Programmes**

<b>Details of the seminars conducted in various places in Tamilnadu during the period</b>	<b>No. of seminars conducted</b>	<b>No. of persons benefited</b>
One day seminar for the personnel working in shops, catering establishments and motor transport undertakings	13	1166
Two day seminar for the personnel working in Factories	1	100

Five Training Programmes were conducted in collaboration with the International Labour Organisation, New Delhi.

One Training Programme was conducted in collaboration with the V.V.Giri National Labour Institute, Noida.

This Institute also conducted the Induction Training Programmes for the newly recruited Assistant Inspectors of Labour and the Labour Officers.

Altogether, this Institute has conducted 24 seminars / training programmes benefiting 1541 persons including officers of Labour Department and the Directorate of Industrial Safety and Health.

### **Academic Activities**

This Institute conducts academic courses i.e. B.A. (Labour Management) and M.A. (Labour Management) with affiliation to the University of Madras. The University of Madras has also recognized this Institute as a Research Institute to

conduct part time and full time Ph.D. programmes on Labour Management from the year 2001. The Institute is also offering a part time (evening) one year P.G. Diploma Course called "Post Graduate Diploma in Labour Administration" (PGDLA), and the "Diploma in Labour Laws with Administrative Law (part time - week end) (D.L.L.) for the benefit of the employed people.

**Details of students admitted for the Academic year 2012-13 and 2013 - 14**

<b>S. NO.</b>	<b>Course Details</b>	<b>No. of students Admitted 2012 – 13</b>	<b>No. of students Admitted 2013 – 14</b>
1.	B.A. (Labour Management)	55	55
2.	M.A. (Labour Management)	44	40
3.	P.G.D.L.A.	112	102
4.	D.L.L. - Started from the academic year 2013 - 14	-	50

## Ph.D. Details

S. No.	Course Details	Now pursuing Ph.D. Students	Ph.D. Degree awarded
1	Full Time	2	14
2	Part Time	7	2

## Placement

This Institute has a placement cell by name "Neo Manager's Guidance Bureau" (NMGB) which arranges Campus Interview / Placement for the outgoing students of B.A. (Labour Management) and the M.A. (Labour Management).

The students are well placed in most of the leading private and public sector organizations and to name a few: Neyveli Lignite Corporation Ltd., WIPRO Technologies, TCS, HCL, Cognizant, GE Finance, Apollo Hospitals, Hyundai, Mafoi Consultancy Services, Sindoori Hotels, GRT Grand Days, Satyam Computers, Satyam Cinemas, Union Bank of India, TAFE, INOVA and Malayala Manorama.



During the year 2013, 15 B.A. (Labour Management) third year students and 12 M.A. (Labour Management) second year students have got good placements. For the year 2014 at present 3 of B.A. (L.M.) students got placement order from M/s. Lakisth Consultancy.

### **Development of the institute**

All the classrooms of the institute have been fitted with the LCD projectors and converted into smart classrooms during the financial year 2012-13.

This institute is to be upgraded as a Centre of Excellence and action is underway to construct a new building with necessary infrastructure at the land allotted by the Government of Tamilnadu, in the Ambattur Government, I.T.I. campus. The Government has issued G.O. allotting 3 acres of land for the proposed institute campus.

### **Diploma Course on Labour Laws with Administrative Law**

During the Budget Session on 13.5.2013, the Hon'ble Chief Minister of Tamilnadu has announced

under Rule 110, that a new week end part time Diploma Course on Labour Laws with Administrative Law will be started from the academic year 2013-14 at the Tamilnadu Institute of Labour Studies.

Accordingly, a G.O. has been issued from the Government and the classes commenced on 10.8.2013 (Saturdays & Sundays). 50 students were admitted during 2013-14 and for the academic year 2014 – 2015 the Government issued G.O for admitting 50 more students in this course.

### **TAMILNADU ACADEMY OF CONSTRUCTION (TAC)**

Tamil Nadu Academy of Construction (TAC) has started functioning from 04.01.2013. It provides skill training to workers registered under the Tamil Nadu Construction / Manual Workers Welfare Boards and their wards for various skills required for the employment in the unorganised sector. TAC focuses on retraining and re-skilling workers.

Training is imparted in electrical, painting, wood work, construction etc., trades in all

Government Industrial Training Institutes and Private Industrial Training Institutes approved by the Directorate of Employment and Training (DET) under Modular Employable Skill (MES) Training programme. So far, short term skill training has been provided to 158 persons and 308 persons are undergoing MES training.