

I. LABOUR DEPARTMENT

The history of the Labour Department dates back to 1920 and during its initial period, it predominantly looked after the welfare of non-industrial labour. With the rapid growth of the economy, the role of department has widened to cover not only workers in organised sector but also those in the unorganised sector. The total number of workers in the State is 2.79 crore (2001 Census). About 92% of them (i.e. 2.57 crore) are in the unorganised sector.

The liberalisation policy of the Government has paved way for rapid economic growth in the State. Tamil Nadu is one of the most industrialised States in the country and has seen foreign direct investments in many sectors. This growth has provided enormous employment opportunities to the people of this State, and in the process has created one of the country's largest pools of skilled human resources.

The Labour Department plays a crucial role in sustaining the rapid industrial and economic growth of the State. Sound and responsible labour behaviour coupled with progressive management practices are pre-requisites for good industrial relations.

The department has been striving to achieve this important task through the legal frame work of the Industrial Disputes Act to conciliate and settle industrial disputes for creating a congenial atmosphere. During the year 2010-11, the department has effectively facilitated the resolution of a large number of strikes and lock-outs. 74 strikes and 8 lock-outs were settled by this department.

The department is effectively enforcing various Labour Legislations for protecting the interests of the workers engaged in organised and unorganised sectors. It has been implementing various Acts to maintain good industrial relations and promote welfare of workers.

The Labour Department is implementing the following Act and Rules for protecting the interests of the consumers.

1. The Legal Metrology Act, 2009.
2. Tamil Nadu Legal Metrology (Enforcement) Rules, 2011.
3. Legal Metrology (Packaged Commodities) Rules, 2011.

e-Governance

Steps have been taken to introduce e-Governance in the Department. During the year 2010-11, Rs. 39 lakh was spent for developing the infrastructure for e-Governance. 275 computers have been provided to all the officers of the Department. A website for the Department www.labour.tn.gov.in has been launched recently.

Industrial Relations

It is the policy of the Government to create an atmosphere of industrial peace and promote harmonious relations between the employees

and the employers to achieve economic growth. The conciliation wing of the Labour Department achieves this goal through appropriate and timely conciliation. Globalisation and liberalisation have thrown up new challenges and the department is gearing up to effectively meet them.

Some of the major industrial disputes pertaining to the following Industrial Establishments were settled through the conciliatory mechanism in the year 2010-11.

1. Hinduja Foundries Ltd., Chennai.
2. The Lakshmi Mills Company Ltd., Coimbatore.
3. Foxconn India (P) Ltd., Sriperumbudur.
4. Nokia India (P) Ltd., Sriperumbudur.
5. Byd Electronics India Ltd., Sriperumbudur.
6. Poompuhar Shipping Corporation.

Labour Courts

There are 12 Labour Courts in the State. They are functioning at Chennai (4), Vellore (2), 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, grant of relief and wrongful dismissal;
4. Withdrawal of customary concessions or privilege;
5. Illegality or otherwise of a strike or lock-out; and
6. All matters other than those specified in the Third Schedule.

Industrial Tribunal

In addition to the Labour Courts, an Industrial Tribunal is functioning at Chennai and adjudicates on matters specified in the Second and Third Schedules 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.

State Labour Advisory Board

The State Labour Advisory Board is headed by the Hon'ble Minister for Labour and comprises of Members of Legislative Assembly, representatives of the employers, trade unions and Government officials. It advises the Government on matters arising out of various labour legislations including the Industrial Disputes Act, 1947.

Good Industrial Relations Award Scheme

The Award is intended to recognise the best labour management practices adopted by trade unions and managements for ensuring cordial industrial relations. A Committee under the Chairmanship of a retired High Court Judge recommends awards to the best managements and trade unions. The awards are given in the forms of cash prizes, commemorative shields and certificates.

Enforcement of Acts & Rules

Enforcement of Labour legislations is an important activity of the Labour Department. The enforcement machinery in the department organises special drives to ensure compliance of statutory requirements of labour laws and the laws relating to weights and measures. The primary duty of the enforcement officials is to ensure that the parties concerned comply with the objectives envisaged in the statutes and also to prosecute them for non compliance, if any.

The following are some of the important labour legislations enforced by the Labour Department :

The Tamil Nadu Shops and Establishments Act, 1947.

The Act regulates the conditions of work in shops and establishments. There are about 3,26,952 shops and establishments in the State as on 31.03.2011.

During the year 2010-11, the enforcement wing made 2,64,658 inspections and 24,725 cases were disposed off. Of these, 24,690 cases were compounded and a sum of Rs.18.68 lakh as compounding fee was realised. The remaining 35 cases were disposed off by the Courts. 87 appeals were disposed off by the appellate authorities.

The Tamil Nadu Catering Establishments Act, 1958.

The Act provides for regulation of the conditions of work in catering establishments. There are about 29,132 catering establishments in the State as on 31.03.2011.

During the year 2010-11, a sum of Rs.78,370/- has been collected as registration fee from the employers of catering establishments. During this period, 42,988 inspections were made. 3,186 cases were compounded and a sum of Rs.3.18 lakh was collected as compounding fee. The Courts have imposed fine in 8 cases.

The Tamilnadu 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 2010-11, 1,14,418 inspections were made. 4,737 cases were disposed off. Of which 4,723 cases were compounded and a sum of Rs.12.81 lakh was collected as compounding fee. 14 cases were disposed off with fine by the Courts.

The Payment of Wages Act, 1936

The Act regulates the payment of wages to certain classes of employed persons. It provides for payment of wages within the prescribed time to the employees and bars unauthorised deductions from their wages by the employers.

During the year 2010-11, 37,513 inspections were made. 70 cases were disposed off by the Courts and a sum of Rs. 19,200/- was levied as

fine. The Regional Deputy Commissioners of Labour have been notified as authorities to hear and decide the claims under this Act. During 2010-11, 170 claim petitions were disposed off and a sum of Rs. 57.11 lakh was ordered to be paid as wages to the claimants.

The Contract Labour (Regulation and Abolition) Act, 1970

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.

During the year 2010-11, 2,320 inspections were made. 8 cases were disposed off by Courts and a sum of Rs. 7,750/- was collected as fine. 370 establishments were registered as principal

employers and licenses were issued to 602 contractors. A sum of Rs. 6.6 lakh was collected by way of registration fee and license fee.

A State Advisory Contract Labour Board has been constituted under the Chairmanship of the Secretary to Government, Labour and Employment Department, to advise the Government on the administration of this Act.

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 2010-11, 82 inspections were made. 112 establishments were registered and 131 licenses were issued. A sum of Rs. 63,745/- was collected by way of registration fee and license fee.

The Tamilnadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981

The Act provides for conferment of permanent status to workmen in industrial establishments. During the last year, 1,405 inspections were made and 409 applications were disposed off.

The Motor Transport Workers Act, 1961

The Act provides for the regulation of the welfare of motor transport workers and the conditions of their work. The number of motor transport undertakings registered as on 31.03.2011 is 2,236 having about 1.21 lakh workers.

A sum of Rs. 3.5 lakh was collected by way of registration fee. During the year 2010-11, 3,974 inspections were made. 129 cases were disposed off. 61 cases were compounded and a sum of Rs. 12,800/- was collected as compounding fee. 68 cases were disposed off by the Courts and a sum of Rs. 29,200/- was imposed as fine.

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 newspaper establishments. The remuneration of working journalists and other persons employed in the newspaper establishments is fixed by the Wage Board constituted by the Central Government. During the year 2010-11, 47 inspections were carried out by the Enforcement officers.

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 Regional Joint Commissioners of Labour have been notified as certifying officers under this Act. During the last year, 332 industrial establishments were certified.

The Trade Unions Act, 1926

The Act provides for the registration of trade unions and lays down law relating to the 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 11,852 as on 31.3.2011. During the year 2010-11, 415 Trade Unions were registered and a sum of Rs. 64,700/- was collected as registration fees and Rs. 3,175/- as amendment fees.

The Plantations Labour Act, 1951

The Act provides for regulation of the conditions of work in plantations. The total number of registered plantations in the State is 669. The plantations cover an area of 61,559 hectares in Tamil Nadu and the total number of workers in the sector is 83,484 (31,962 men and 51,522 women) as on 31.03.2011.

This Act is applicable to any land used or intended to be used for the growing of Tea, Coffee, Rubber and Cardamom with an extent of 5 hectares or more and in which 15 or more persons are employed. Under this Act, employers are obligated to provide free housing, free medical care, protective clothing, drinking water, etc. to the workers. This Act is enforced by 10 Inspectors of Plantations and 2 Assistant Surgeons (Plantations) of this department. The Joint Commissioner of Labour (Administration) is the Chief Inspector of Plantations under the administrative control of the Commissioner of Labour.

The Plantation Labour Housing Advisory Board, a Statutory Committee has been constituted under the Chairmanship of the Secretary to Government, Labour and Employment Department. The object of this Board is to ensure provision of proper housing facilities to plantation labour.

The Plantation Labour Advisory Committee is a tripartite committee headed by the Commissioner of Labour. The object of this committee is to enforce the various provisions of the Plantation Labour Act and Rules.

During the year 2010-11, 2,572 inspections were made. 47 cases were disposed off by the Courts and a sum of Rs. 15,550/- was levied as fine.

Minimum Wages

The object of the Minimum Wages Act, 1948 is to provide for fixing minimum rates of wages in certain employments. This Act is a beneficial social legislation which ensures not merely the sustenance of life but also preservation of efficiency of the worker. The Act applies to the employments that are included in the Schedule to the Act. In Tamil Nadu, 91 employments have been included in the Schedule, out of which minimum wages have been fixed for 72 employments such as shops and

establishments, general engineering, construction, tanneries and leather manufacturing, catering, plantation, etc. The minimum wages are revised once in 4 years. While fixing of Minimum Wages, variable Dearness Allowance is added to neutralise the cost of living.

The Regional Deputy Commissioners of Labour have been notified as Authorities to hear the claim petitions under Section 20(1) of the Minimum Wages Act. During the year 2010-11, the department carried out 1,10,243 inspections under the Act and launched 1,910 prosecutions. Further, during the same period, 788 claim petitions were disposed-off for payment of these claim petitions at Rs. 3.34 crore.

SOCIAL SECURITY

The following Acts which provide for social security to workers are being enforced by the Department:

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 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 and the Regional Joint Commissioners of Labour have been notified as Controlling Authority and Appellate Authority, respectively, under this Act. During the year 2010-11, 2,060 claims were disposed off and a sum of Rs. 1.06 crore was ordered to be paid.

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. This Act applies to factories and establishments where 10 or more persons are employed. The establishments covered under the Act shall pay bonus even if the number of employees subsequently falls below 10.

A minimum bonus of 8.33% has to be paid irrespective of losses incurred. The Act prescribes a formula for calculating the admissible bonus when a company makes profit. Every employee drawing salary/ wages not exceeding Rs. 10,000/- per month, who has worked for not less than 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 childbirth (i.e. 6 weeks before delivery and 6 weeks after delivery) one-month medical leave on Medical Certificate, 6 weeks leave for miscarriage etc. This Act provides for the payment of medical bonus, if no pre-natal and post-natal care is provided by the employer free of cost. During the year 2010-11, 11,871 inspections were made.

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 the matter of employment. The Government has constituted an Equal Remuneration Advisory Committee (a Tripartite Committee) headed by the Secretary to Government, Labour and Employment Department to advise the Government on increasing

employment opportunities for women. During the year 2010-11, 12,443 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 and the Regional Deputy Commissioners of Labour have been notified as Authorities and Appellate Authorities, respectively, under this Act. During the year 2010-11, 170 claims were disposed off under this Act and a sum of Rs. 32.35 lakh was ordered to be paid.

The Employees' Compensation Act, 1923

This Act provides for compensation to workers in the event of death or loss of earning capacity due to accidents arising out of and 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 take action to recover the amount through District Collectors under the Revenue Recovery Act. During the year 2010-11, 2,581 cases were disposed off and a sum of Rs. 24.43 crore was ordered to be paid as compensation.

WELFARE OF BEEDI WORKERS

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

There are about 2.4 lakh beedi workers (industrial and home workers) engaged in 1,517 beedi establishments in the State. 4,739 inspections were made by the Department and 302 cases were disposed off by the Courts with

fine of Rs. 68,825/- in the year 2010-11. A sum of Rs. 1,34,140/- has been collected as license fee for registration and renewal of beedi establishments.

In Tamil Nadu, the Housing Scheme for Beedi Workers is being implemented since 2002-03. The Revised Integrated Housing Scheme was introduced in 2007. As per this scheme, the cost of construction per house is Rs. 45,000/-, out of which central subsidy is Rs. 40,000/- and the Government of Tamil Nadu gives Rs. 5,000/- per house as its subsidy, in lieu of beneficiary's contribution. The beneficiary should own the house site and has to construct the house on his/her own. Under the scheme from 2002-03 to 2010-11, 2760 houses have been constructed and 785 houses are under construction.

LEGAL METROLOGY

The Standards of Weights and Measures (Enforcement) Act, 1985

In Tamil Nadu, the Labour Department is enforcing the laws of Legal Metrology pertaining to the standards of weights and measures.

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 are entrusted with the responsibility of enforcing the Standards of Weights and Measures (Enforcement) Act, 1985 and Standards of Weight and Measures (Packaged Commodities) Rules, 1977. Use of weights and measures other than standard weights and measures and unstamped commercial weights and measures are prohibited in trade or business.

During the year 2010-11, a sum of Rs. 6.76 lakh has been collected as license fee and Rs. 17.63 crore has been collected as

stamping fee. 3,44,663 inspections were made. Total number of cases disposed off during the year is 20,714. Of these, 20,711 cases were compounded and Rs. 39.92 lakh has been collected as compounding fee, while 3 cases were disposed off by the Courts.

The Standards of Weights and Measures (Packaged Commodities) Rules, 1977

During the year 2010-11, a sum of Rs. 46,500/- has been collected as Registration fee for issue of Registration certificates for packing of commodities. 1,60,445 inspections were made. 13,872 cases were compounded and a sum of Rs. 24.16 lakh was collected by the Department.

This Department was implementing consumer oriented laws such as, the Standards of Weights and Measures Act, 1976, the Standards of Weights and Measures (Enforcement) Act, 1985, Tamil Nadu Standards of Weights and Measures (Enforcement) Rules and the Standards of Weights

and Measures (Packaged Commodities) Rules, 1977 for protecting the interests of the consumers.

From 1.4.2011 the above Act and its Rules have been repealed and a new Act viz. The Legal Metrology Act, 2009 and Tamil Nadu Legal Metrology (Enforcement) Rules, 2011 and Legal Metrology (Packaged Commodities) Rules, 2011 have come in to force.

ERADICATION OF CHILD LABOUR

Child Labour is one of the worst forms of human rights violations and is the biggest obstacle for the education and development of a human being. Census 2001 placed the number of child labour in the State at 4.19 lakh. In 2003, the Government directed Sarva Shiksha Abhiyan (SSA) to undertake a survey of child labour among the out of school children. The 2003 SSA survey estimated the total number of child labour in Tamil

Nadu as 70,344. This number has been reducing over the years due to the various enforcement, rehabilitation and developmental measures taken by the Government. The 2010 SSA survey has estimated the number of children out of school due to economic compulsions as 28,410.

Realising the need for the eradication of child labour in the State, the Government approved the State Action Plans for Eradication of Child Labour in the years 2003 and 2007. The State is working to achieve the goal of 'Child Labour free' State in the country.

Enforcement

Enforcement is one of the important strategies in the Action Plan for eradication of Child Labour. In order to strengthen enforcement, a District Level Task Force is functioning in all Districts under the Chairmanship of the District Collector. The provisions of the following Acts prohibiting employment of children are enforced in

the State by the Inspectors of Labour and Inspectors of Factories:-

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 2010-11, 1,83,651 establishments have been inspected through regular, special and surprise inspections, including the raids conducted by the teams formed under the District Level Task Force. 70 violations were noticed, 22 prosecutions were lodged. 33 cases ended in conviction (which includes previous pending) and a fine of Rs. 3,32,400/- was collected. Of the 83 children rescued from the worksites 27 children were enrolled in special schools, 2 children were admitted to a shelter

home and 54 children were handed over to parents with necessary advice.

Awareness Generation

Every year June 12th is observed as “Anti Child Labour Day” to create awareness among the public. Mainstreamed students from National Child Labour Project special schools who score high marks in the 10th and 12th Standard Public Examinations, the best Special School Teachers, the best local bodies and the best District Collector are felicitated in recognition of their work in the field of eradication of Child Labour. Awareness campaigns are conducted through audio visual media and during trade fairs. A State wide ‘Sticker and poster campaign’ was undertaken by the Department to create awareness.

National Child Labour Project

The National Child Labour Project is implemented in 16 Districts, viz., Chennai, Coimbatore, Dharmapuri, Dindigul, Erode,

Kancheepuram, Krishnagiri, Namakkal, Salem, Thoothukkudi, Tiruchirappali, Tirunelveli, Tiruvannamalai, Tiruvallur, Vellore and Virudhunagar Districts.

During 2010-11, 14,464 children were rescued from work and enrolled in 384 special schools. Nutritious meal is being provided by the Government through the Social Welfare and Nutritious Meal Programme Department to the NCLP special school children. Stipend of Rs. 100/- per month, free medical checkup, free bus pass and free uniforms are provided to all special school children. Pre-vocational training is also imparted to them. 6370 children have been mainstreamed into regular schools.

During 2010-2011, 1250 NCLP special school Teachers were trained to 'Teach English' in 38 batches at 7 training centers with financial support from UNICEF. A Training Kit was provided to all NCLP Special Schools.

Integrated Child Protection Programme in Dharmapuri and Salem Districts

Integrated Child Protection Programme is being 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.

During the year 2010-11, 150 Para teachers and 30 Block co-ordinators were appointed. Activity Based Learning training was conducted for all NCLP and para Teachers.

Village level child rights committee meetings have been conducted regularly and child friendly village planning exercises have been undertaken in 175 village panchayats.

Workshops were conducted for cotton seed farmers and line department officials in 50 panchayats.

Water and sanitation surveys were completed in all Government schools. Concerned officials have been requested for providing these facilities, where absent.

Children of Migrant Labour

The Department of Labour and Employment has undertaken a Rapid Assessment Survey on children of Migrant Labour in construction industry, Brick Kilns, Rice Mills and Quarries in Chennai, Tiruvallur and Kancheepuram Districts on pilot basis. A draft Action plan for rehabilitation of the children of Migrant Labour has been prepared for implementation. The department has formed a Migrant Labour Cell in the office of the Commissioner of Labour to implement and monitor the project successfully.

TAMIL NADU LABOUR WELFARE BOARD

The Tamil Nadu Labour Welfare Board deals with the welfare of organised workers and maintains the Labour Welfare Fund under the Tamilnadu Labour Welfare Fund Act, 1972, which is applicable to all Factories, Motor Transport undertakings, Plantations, Catering Establishments and Shops & Establishments.

The major source of funds for the Labour Welfare Fund are statutory contributions from the employees (@ Rs. 7/- per employee), employers (@ Rs. 14/- per employee) and the Government of Tamil Nadu (@ Rs. 7/- per employee). Other sources are unpaid accumulations due to workers, fines realised from workers, fines realised by Courts from employers, compounding fee, and voluntary donations.

Financial Assistance

During the year 2010-11, a total number of 26,297 workers and their wards have availed assistance and an amount of Rs. 95.42 lakh has been spent for various Welfare Schemes as indicated below:

Labour Welfare Schemes

| | |
|--|---|
| 1. Labour Welfare Centres | Have facilities like Tailoring Section, Pre-school and Reading Room. |
| 2. Educational Scholarship for various courses | Post Graduate Course - Rs. 3,000/- , Graduate Course - Rs. 2400/-, Diploma Course - Rs. 1,440/-, Higher Secondary Course - Rs. 1,200/- and I.T.I. Course - Rs. 1,000/-. |
| 3. Educational Incentive | S.S.L.C. and Hr. Secondary Course 1 st Prize Rs. 1,000/-, 2 nd prize Rs. 500/- and 3 rd prize Rs. 250/- in each Educational Dist. |
| 4. Book Allowance | Post-Graduate Course - Rs. 750/-, Graduate Course - Rs. 500/-, Diploma Course - Rs. 250/- and Hr. Secondary Course - Rs. 180/- |
| 5. Assistance for Basic Computer Training | Rs. 1,000/- for five employees/ dependants in each Revenue 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/- |
| 8. Typewriting / Shorthand Assistance | Typewriting Higher/High Speed – Rs. 600/-, Typewriting Lower Rs. 1,000/-, Shorthand Inter High Speed Rs. 750/- and Shorthand Lower and Higher Rs. 1,500/-. |

| | |
|--|--|
| 9. Funeral Expenses | Rs. 2,000/- to the Legal Heir. |
| 10. Hearing Aid, Artificial Limbs and Three Wheelers | Upto Rs. 1,000/- for Hearing Aid, Govt. prescribed fee for artificial limbs and free supply of three wheelers. |
| 11. T.B. Wards | Tiruppur, Tambaram Sanitorium (Chennai), Asaripallam (Kanyakumari), Austinpatti (Madurai) & Kizhpennathur (Tiruvannamalai District). |
| 12. Holiday Homes for workers | At Mamallapuram, Courtallam and Valparai. |
| 13. Jeeva Illam | A rest house for Trade Union leaders and workers representatives has been provided at Chennai. |

A 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 the public. At present, 4979 members have subscribed to this magazine. The price of the magazine is Rs. 7/- per copy and an annual subscription Rs. 80/-; life subscription Rs. 750/-.

UNORGANISED WORKERS WELFARE BOARDS

Tamil Nadu Government enacted The Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982, to regulate the employment and conditions of work and to provide social security to manual workers engaged in 69 employments included in the Schedule to the Act. The Tamil Nadu Government has so far established 17 Unorganised Workers Welfare Boards under the Department of Labour.

Tamil Nadu Construction Workers Welfare Board

Under Section 6 of the above said Act, the State Government established the Tamil Nadu Construction Workers Welfare Board and formulated the Tamil Nadu Manual Workers (Construction workers) Welfare Scheme in 1994.

Tamil Nadu Manual Workers Welfare Board and other 15 Boards

The Government 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 which was later substituted by the Tamil Nadu Manual Workers Social Security and Welfare Scheme, 2006. During the period from 2006-2011, the Government has set up 15 Welfare Boards for different unorganised categories of employments.

Following types of financial assistance are provided by the Welfare Boards to the registered workers.

| Sl. No. | Type of Assistance | Amount (in Rupees) |
|---------|---|-----------------------|
| 1 | Accident Relief Scheme | |
| | a) Accidental Death | 1,00,000 |
| | b) Accidental Disability (based on extent of Disability) | upto 1,00,000 |
| 2 | Natural Death Assistance | 15,000 |
| 3 | Funeral expenses Assistance | 2,000 |
| 4 | Educational Assistance (per annum) | |
| | a) Girl Children studying in 10 th std. | 1,000 |
| | b) 10 th std. passed | 1,000 |
| | c) Girl Children studying in 11 th std. | 1,000 |

| | | |
|---|---|----------------|
| | d) Girl Children studying in 12 th std. | 1,500 |
| | e) 12 th std. passed | 1,500 |
| | f) Regular Degree Course with Hostel facility | 1,500 1,750 |
| | g) Regular Post Graduate Course with Hostel facility | 2,000 3,000 |
| | h) Professional Degree Course with Hostel facility | 2,000 4,000 |
| | i) Professional P. G Course with Hostel facility | 4,000 6,000 |
| | j) ITI or Polytechnic with Hostel facility | 1,000 1,200 |
| 5 | Marriage Assistance (a) For men (b) For Women | 3,000 5,000 |
| 6 | Maternity Assistance Miscarriage / Medical Termination of Pregnancy | 6,000 3,000 |
| 7 | Reimbursement of cost of Spectacles | upto 500 |
| 8 | Pension | 500/-p.m. |

Administration of the Scheme

Functions of the Welfare Boards have been decentralised by setting up of an office of the Labour Officer (Social Security Scheme) in all the Districts with effect from 01.11.2008. Registration, Renewal, Processing of claim petitions and disbursement of assistances to the workers registered in all the 17 Welfare Boards is being done by the Labour Officer (Social Security Scheme) of the respective district.

Funds

Tamil Nadu Construction Workers Welfare Board receives a cess from every person who makes an application to a local authority for issuing building permits for any building/ construction work @ 0.3% of the total estimated cost of the building or the construction work. During the year, 2010-11, a sum of Rs. 72.31 crore was collected as cess.

Tamil Nadu Auto Rickshaw and Taxi Drivers Welfare Board

1% of additional tax on Motor Vehicle Tax payable under the Tamil Nadu Motor Vehicle Taxation Act, is collected from the employers operating motor transport for carrying passengers or goods by roads as contribution to the fund of Tamil Nadu Auto Rickshaw and Taxi Drivers Welfare Board. During the year, 2010-11, a sum of Rs. 8.09 crore was collected as additional tax.

The Government is providing grants to all other Welfare Boards from time to time. Government sanctioned a sum of Rs. 90 crore as grant to these Boards for the year 2010-2011. For the year 2011-12, a sum of Rs. 38.25 crore has been allotted initially as grant to these Boards.

Registration, Beneficiaries and Welfare Assistance Disbursed

As on 31.03.2011, the total number of workers registered since inception of these boards is 51.37 lakh. Till date, a sum of

Rs. 356.59 crores has been disbursed to 13,85,402 beneficiaries as relief assistance for marriage, maternity, education, pension, accident and death etc. The Government has decided to revamp these Welfare Boards to improve their performance.

RASHTRIYA SWASTHYA BIMA YOJANA (RSBY) (NATIONAL HEALTH INSURANCE SCHEME)

The workers in the unorganised sector constitute about 92% of the total workforce in the country. One of the major insecurities for workers in the unorganised sector is the frequent incidence of illness and the need for medical care and hospitalisation of such workers and their family members. Health insurance provides protection to poor households against the risk of health spending leading to poverty.

In this background, the National Health Insurance Scheme for unorganised workers and

their families of Below Poverty Line (BPL) categories has been launched by the Government of India and was implemented by the Government of Tamil Nadu in Kancheepuram and Tirunelveli Districts on a **pilot basis** during the year 2008-09 and 2009-2010.

Under the scheme a family of 5 members is entitled for insurance coverage for medical treatment for Rs. 30,000/- per annum on floater basis. A smart card holder/ a BPL family is eligible for transportation cost of Rs. 100/- per visit, subject to a maximum of Rs. 1000/- per annum. The medical insurance is extended to cover 784 diseases / procedures.

Under the scheme, Central Government provides 75% of the estimated annual premium of Rs. 750/-, subject to a maximum of Rs. 565/-, per family per annum. The State Government provides the balance of 25% of the annual premium. The beneficiary on his part pays Rs. 30/- per annum as registration / renewal fee.

In addition, Central Government bears the cost of the smart card @ Rs. 60/- per card and State Government meets the cost of administration of the scheme.

The RSBY scheme was inaugurated on 08.09.2008 and ended on 30.04.2010. Under the scheme, smart cards were issued to 59,668 and 90,701 BPL families in Kancheepuram and Tirunelveli Districts, respectively, as on 30.09.2009. The Central and State Government shared the premium amount of Rs. 4.27 crore and Rs. 88.84 lakh respectively and disbursed to the United India Insurance Company. As on 30.04.2010, medical claims of 2587 beneficiaries settled to the tune of Rs. 43.29 lakh in Kancheepuram District and to 2609 beneficiaries to the tune of Rs. 72.85 lakh in Tirunelveli District by the said insurance company.

TAMIL NADU INSTITUTE OF LABOUR STUDIES

The Tamil Nadu Institute of Labour Studies was set up by the Government in the year 1973 and was subsequently registered under the Tamil Nadu Societies Registration Act, 1975 on 08.10.1987 and started functioning as an autonomous body with effect from 01.04.1988. This Institute is functioning with the following objectives:

1. Creating a pool of labour management professionals.
2. Developing and updating the knowledge, skills and attitudes of the officers of the Labour Department and Factories Inspectorate.
3. Disseminating knowledge by bringing out publications and carrying out research on Labour related issues.

The activities of the Institute are managed by a Governing Committee under the Chairmanship of Hon'ble Minister for Labour. This Institute is conducting academic courses i.e. B.A. (Labour Management) and M.A. (Labour

Management) and is affiliated to the University of Madras. The University of Madras has also recognised this Institute as a Research Institute to conduct part time and full time Ph.D. programmes on Labour Management from the year 2001 onwards. It is offering a part time (evening) one year 'Post Graduate Diploma course in Labour Administration' (PGDLA).

This Institute has constituted a "Neo Manager's Guidance Bureau" (NMGB) which arranges campus interviews for placement of the outgoing students of B.A. (Labour Management) and M.A. (Labour Management). Some of the institutions that have recruited the alumni are 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, Kingfisher Airlines, TAFE, INOVA, Malayala Manorama, Neyveli Lignite Corporation Limited and Tiruppur Hosiery units.

This Institute periodically conducts trainings, seminars, refresher courses, orientation programmes, etc. to cater to the needs of supervisory and managerial personnel of private and public sector industries, trade unions, officials of Labour and Factories Departments. This Institute has conducted 32 seminars / training programmes benefiting 2,291 persons during the year 2010-11.