

## **I. LABOUR DEPARTMENT**

Tamil Nadu is home to 38,379 factories, 3,15,572 shops and establishments and provides employment to more than 2.79 crore of workers. 8% of this work force is in the organised sector and 92% in the unorganised sector. A progressive, industrialised and investment friendly State has a strong manufacturing base and a thriving tertiary sector. The State has a well-developed labour market that is characterised by cordial industrial relations, a long history of trade unionism, collective bargaining and effective labour administration.

Sustained economic growth, multiple employment opportunities and reduced availability of skilled labour characterise the Industrial relations dynamics of the State today. Secondary and Tertiary sectors have seen differential growth rates and have impacted the Industrial relations scenario in different ways.

The secondary sector has seen substantial foreign direct investments in technology intensive sectors like the automobile industry (automotive). This has thrown up challenges of harmonizing cross cultural differences and integrating global management practices with local work contexts. The phenomenal growth seen in the tertiary sector in recent times has led to increasing demand for highly qualified human resources. Rapidly changing technological advances coupled with high rates of employee attrition have changed the dynamics and paradigms of employer-employee engagement like never before.

Increased life expectancy and improved quality of life have changed the demographic profile of the labour force. The labour force is increasingly becoming old and living longer. Provision of social security and health facilities becomes important. The labour department strives to keep abreast of this rapidly changing scenario through effective enforcement of various laws and timely delivery of social security benefits to the employees.

The Labour Department enforces labour legislations to protect the rights of workers and to ensure their welfare. Eradication of child labour in this State, enforcing Legal Metrology Act for consumer protection and welfare and provision of various social security measures through Unorganised Workers Welfare Boards are some of the important activities of the department.

### **Industrial Relations**

Maintenance of industrial peace is essential for achieving the objectives of growth and prosperity. Progressive management and responsible labour behaviour are the prerequisites for harmonious industrial relations. Close collaboration at all levels between the employer and the employees are a prerequisite for increased productivity, quality enhancement and cost effective production of goods and services. The Labour department facilitates the resolution of disputes and promotes harmonious relations between the employers and employees for achieving the objectives of economic growth and

prosperity. During the year 2011-12, the conciliation officers of the department have resolved 4,348 disputes.

### **Some of the major disputes resolved are:-**

1. Strike by nurses in leading hospitals in the Chennai.
2. Strike by 7,000 Power loom owners and workers in Sankarankoil taluk of Tirunelveli district.
3. Strike by 1,00,000 Power loom owners and workers in Coimbatore and Tiruppur districts.
4. Wage revision for 1,00,000 hosiery workers in Tiruppur district.
5. 46 strikes and 9 lockouts in various industries.

### **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.

The State Government have issued orders for creating sufficient infrastructure for effective implementation/enforcement of the awards passed by the Labour Courts and the Industrial Tribunal. Government have accorded sanction for 34 additional posts for the creation of Nazareth establishment to each of the eight units of Labour Courts functioning in the State. Financial sanction has been given for a sum of Rs.4.58 crore towards recurring expenditure, furniture and computers.

### **Industrial Tribunal**

In addition to the Labour Courts, an Industrial Tribunal is functioning with its Headquarters at Chennai. The Industrial Tribunal adjudicates on matters specified in the Second and Third Schedule to the Industrial Disputes Act, 1947.

### **Enforcement of Acts & Rules**

Enforcement of labour legislations is an important activity of the Labour Department. The enforcement machinery in the department

regularly conducts inspections and periodically 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 employment of persons working 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 3,15,572 shops and establishments in the State. 2,91,403 inspections were made by the enforcement officers during the year 2011–12. 29,256 cases were compounded and a sum of

Rs.21.94 lakh was collected as compounding fee. 35 cases were disposed of by the Courts and a sum of Rs.10,000/- was imposed as fine.

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

The Act regulates the conditions of work in catering establishments. It provides for weekly holidays, periods of work, leave with wages, overtime wage, etc.

There are 28,386 catering establishments in the State. During 2011-2012, a sum of Rs.12.61 lakh has been collected as registration and renewal fee from the employers of catering establishments. During the year 2011-2012, 43,404 inspections were made, 3,947 cases were compounded and a sum of Rs.4.55 lakh was collected as compounding fee. The Courts have imposed fine, amounting to Rs.3,900/- in 8 cases.

## **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 2011-2012, 1,33,456 inspections were made. Of these 5,469 cases were compounded and a sum of Rs.17.38 lakh was collected as compounding fee. 19 cases were disposed of and Rs.14,150/- was imposed as fine, by the Courts.

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

The Act provides for prompt 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 2011-2012, 144 claims were disposed of and a sum



of Rs.2.15 crore was ordered to be paid as wages to the claimants. 30,487 inspections were made, 26 cases were disposed of by the Courts and a sum of Rs.11,200/- was imposed as fine.

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

The Act regulates the employment of contract labour in certain establishments and abolishes this system in certain circumstances and for the matters concerned therewith. 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 2011-2012, 2,188 inspections were made. 10 cases were disposed of by the Courts and a sum of Rs.55,000/- was imposed as fine. 426 establishments were registered as principal employers and 610 licenses were issued. A sum of

Rs.8.42 lakh was collected by way of registration and license fees.

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**

The Act regulates the employment of Inter state migrant workers and their conditions of service. During the year 2011-2012, 179 inspections were made. 128 establishments were registered and 262 licenses were issued. A sum of Rs.91,795/- was collected by way of registration and license fees.

## **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 for 480 days in a period of 24 calendar months. During the year 2011-2012, 1,847 inspections were made and 86 applications were disposed.

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

The Act regulates the welfare of motor transport workers and conditions of their work. The number of motor transport undertakings registered is 2,313, consisting of 1,25,878 workers.

A sum of Rs.3.01 lakh was collected by way of registration fee. During the year 2011-2012, 2,428 inspections were made. 791 cases were compounded and a sum of Rs.2.12 lakh was collected as compounding fee. 34 cases were disposed of by the Courts and a sum of Rs.16,800/- 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 2011-2012, 57 inspections were carried out.

## **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 2011-2012, 298 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 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 12,279. During the year 2011-2012, 322 Trade Unions were registered and a sum of Rs.46,500/- was collected as registration fees and amendment fees.

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

The Act provides for regulation of the conditions of work in plantations. The Act is applicable to any land used or intended to be used for growing Tea, Coffee, Rubber, Cinchona and Cardamom. It mandates registration of plantations with an extent of 5 hectares or more and employing 15 or more persons.

There are 2,219 Plantations covering an area of 61,604 hectares and employing 84,695 workers in Tamil Nadu. 678 registered plantations cover an area of 53,232 hectares and employ 77,040 workers. 1,541 unregistered plantations cover an area of 8,372 hectares and employ 7,655 workers.

Under this Act, employers are to provide housing, medical care, protective clothing, drinking water, etc. free of cost to the workers. The Act is enforced by 10 Inspectors of Plantations and 2 Medical Officers in the cadre of Assistant Civil Surgeon (Plantations) of this department. The Inspectors of Plantations are based in Ooty, Coonoor, Kothagiri, Gudalur, Pandhalur, Valparai, Yercaud, Theni, Batlagundu and Nagercoil. The Medical Officers in the cadre of Assistant Civil Surgeon (Plantations) inspect the dispensaries and hospitals maintained by the employers. They are based in Ooty and Nagercoil.

The Plantation Labour Housing Advisory Board, a Statutory Board has been constituted under the

Chairmanship of the Secretary to Government, Labour and Employment Department. This Board ensures provision of proper housing facilities to the plantation labour.

The Plantation Labour Advisory Committee is a tripartite committee headed by the Commissioner of Labour. This committee enforces the various provisions of the Plantation Labour Act and Rules.

During the year 2011-2012, 1,924 inspections were made. 91 cases were disposed of by the Courts and a sum of Rs.3.54 lakh was levied as fine.

### **THE MINIMUM WAGES ACT, 1948**

The Minimum Wages Act, 1948 provides for fixing minimum rates of wages in certain employments. This Act seeks to ensure not only 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. Minimum wages have been fixed for

72 employments such as shops and establishments, general engineering, construction, catering, plantation, tanneries and leather manufacturing, 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.

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 2011-2012, 1,56,054 inspections were carried out and 60 prosecutions were launched. 1,030 claims were disposed of and Rs.2.38 crore was ordered to be paid to the claimants.

## **SOCIAL SECURITY**

The following Acts which provide 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 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 2011-2012, 2,899 claims were disposed of and a sum of Rs.2.87 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 childbirth and provides for the payment of certain maternity benefits.

This Act provides for 12 weeks leave with wages for childbirth (6 weeks before delivery and 6 weeks after delivery), one-month medical leave on medical certificate and 6 weeks leave for miscarriage. It provides for the payment of medical bonus of Rs.2,500/-, if no pre-natal and post-natal care is provided by the employer free of cost. During the year 2011-2012, 12,339 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 have 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 2011-2012, 13,210 inspections were made.

## **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

2011-2012, 276 claims were disposed of and a sum of Rs.58.50 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 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 initiate action to recover the amount through District Collectors under the Revenue Recovery Act. During the year 2011-2012, 2,985 cases were disposed of and a sum of Rs.23.10 crore was ordered to be paid as compensation.

## **WELFARE OF BEEDI WORKERS**

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

The Act provides for the welfare of the workers in beedi and cigar establishments and regulates the conditions of their work. 2,37,029 beedi workers (industrial and home workers) are engaged in 1,548 beedi establishments in the State. 4,180 inspections were made by the department and 438 cases were disposed of by the Courts with a fine of Rs.1.11 lakh. A sum of Rs.1.22 lakh has been collected as license fee for registration and renewal of beedi establishments.

### **Revised Integrated Housing Scheme for Beedi Workers**

This scheme is intended to ameliorate the housing shortage among the beedi workers. All the Welfare Schemes, including the Housing Scheme for Beedi Workers, are being implemented by the Government of India directly under the Beedi Workers Welfare Fund Act, 1976.

The Revised Integrated Housing Scheme, 2007 for beedi workers is being implemented through the Welfare Commissioner under Labour Welfare Organisation of the Union Ministry of Labour. The unit cost of each dwelling unit is Rs.45,000/-. The Government of India provides a subsidy of Rs.40,000/- to the beneficiary. The beneficiary is expected to contribute Rs.5000/- as his share. In lieu of the workers contribution, the State Government have ordered to provide a subsidy of Rs.5,000/- per house, which is released to the Welfare Commissioner, Hyderabad after the administrative approval is granted.

Due to hike in cost of raw materials and labour charges, most of the beedi workers are unable to construct houses on their own at the unit cost of Rs.45,000/- per house. The beneficiary has to own a house site for being eligible to avail subsidy under this scheme. Because of all these constraints, only 785 beneficiaries could avail benefit under the scheme for the past 4 years.

## **Revision of unit cost and enhancement of subsidy**

The State Government have examined the matter in the light of various representations received and the difficulties faced by the beedi workers. The State Government have issued orders increasing the unit cost for construction of the house from Rs.45,000/- to Rs.1,00,000/- on par with the unit cost of houses constructed under the Indira Awas Yojana Scheme. The State Government have enhanced the subsidy from Rs.5,000/- to Rs.60,000/- per house. There by, the beedi workers can avail Rs.1.00 lakh for construction of their house.

## **CONSUMER PROTECTION**

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

The Legal Metrology Act, 2009 establishes and enforces standards of weights and measures. It regulates trade and commerce 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 2011-2012, a sum of Rs.72.92 lakh has been collected as license fee and Rs.18.95 crore has been collected as stamping fee. 3,53,539 inspections were made. During the year 2011-2012, 8,658 cases were compounded and Rs.63.51 lakh has been collected as compounding fee. 10 cases were disposed of by the Courts and Rs.9,600/- was imposed as fine.

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

During the year 2011-2012, a sum of Rs.95,205/- has been collected as Registration fee for issue of Registration certificates for packing of commodities. 1,34,802 inspections were made.



3,879 cases were compounded and a sum of Rs.30.92 lakh was collected by the Department. Rs.30,600/- was imposed as fine in 18 cases by court.

## **ERADICATION OF CHILD LABOUR**

The State Government attaches great importance to the eradication of child labour and has taken various steps to eradicate this social evil. The number of child labour in the State has decreased from 4.19 lakh in 2001 to 13,446 in 2011. Strict and Vigilant enforcement coupled with mainstreaming of rescued Child Labour are the corner stones of this approach.

### **Enforcement**

Enforcement is one of the important strategies of the action plan for eradication of Child Labour. In order to strengthen enforcement and launch a multi stakeholder attack on this practice, a District Level Task Force has been constituted in all districts under the chairmanship of the District Collector.

The following statutes, prohibiting employment of children, are implemented 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 2011-2012, 1,26,264 establishments were inspected through regular, special and surprise inspections, including the raids conducted by the teams formed under the District Level Task Force. 60 Violations noticed, 23 prosecutions lodged and child labour rescued and rehabilitated. 26 cases (including previous pending) ended in conviction and a fine of Rs.3.05 lakh has been collected.

## **Awareness Generation**

June 12<sup>th</sup> in every year is observed as “Anti Child Labour Day” to create awareness among the public. All districts have taken up various activities for awareness creation like oath taking in schools and Government offices, rallies, human chains and awareness campaigns. At the state level Anti Child Labour Day, message from the Hon’ble Chief Minister was published in various Tamil and English dailies.

Hon’ble Chief Minister awarded the shield to the District Collector of Salem for the outstanding performance in eradication of child labour for the year 2009. The award was presented during the Collectors’ Conference held on 14.11.2011.

Children’s day celebrations organised at the State level, was attended by the Hon’ble Minister for Labour, Worshipful Mayor of Chennai Corporation and other dignitaries. A large contingent of National Child Labour Project school children and NGOs working in the sector attended.

Mainstreamed students from National Child Labour Project Special Schools who scored high marks in 10th and 12th Standard Public Examinations were given cash awards and the best Special Training Centre teachers were felicitated for their work.

### **National Child Labour Project**

National Child Labour Project is being implemented in the 16 districts of Chennai, Coimbatore, Dindigul, Dharmapuri, Erode, Krishnagiri, Kancheepuram, Namakkal, Thoothukudi, Tirunelveli, Tiruvallur, Trichy, Tiruvannamalai, Salem, Vellore and Virudhunagar.

12,920 rescued child labour are studying in 359 special training centres. 3,357 children were mainstreamed during the academic year 2011-12. A stipend of Rs.150/- p.m., educational materials and Pre vocational training are provided to children under the NCLP. Mid-day meal, free uniform, free medical checkup and free bus pass are provided by the State Government to all the NCLP Children.

A cash assistance of Rs.250/- per month was provided to all mainstreamed child labour pursuing higher studies. The State Government have now issued orders enhancing the assistance to Rs.500/-. This will be available for all child labour, mainstreamed from NCLP and pursuing higher studies in Arts colleges, Polytechnics and Professional colleges and will be available to them till they complete the course.

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

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

150 Para Teachers and 30 Block Coordinators appointed During the year 2010-2011, were provided Activity Based Learning training. Village level child rights committee meetings were conducted every

month and child friendly village planning exercises were 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 the Government schools. Concerned officials have been requested for providing these facilities, wherever absent. The Commissioner of Labour monitors and reviews the progress of the project every Quarter.

### **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 a contributory basis. The Hon'ble Minister for Labour is the Chairman of the Board. The Board has 5 Employees' representatives, 5 Employers' representatives, 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 contributions from the employees and employers of the Factories, Plantations, Motor Transport Undertakings and Shops and Catering Establishments. The employees of the above establishments contribute Rs.7/- and the 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 various Labour Acts and Rules.

### **Financial Assistance**

The Board runs 71 welfare centers where facilities like pre-school, reading room and tailoring training facilities are made available. During the year 2011-2012, 25,424 workers and their wards have availed assistance and an amount of Rs.1.05 crore

has been spent on various welfare schemes as indicated below: -

### **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.3,000/-, Graduate Course - Rs.2,400/-, Diploma Course - Rs.1,440/-, Higher Secondary Course - Rs.1,200/- I.T.I. Course - Rs.1,000/-.
3	Educational incentive	S.S.L.C. and Higher Secondary Course 1 <sup>st</sup> Prize Rs.1,000/-, 2 <sup>nd</sup> Prize Rs.500/- and 3 <sup>rd</sup> Prize Rs.250/-in each Educational District
4	Book allowance	Post-Graduate Course - Rs.750/-, Graduate Course - Rs.500/-, Diploma Course - Rs.250/- and Higher Secondary Course - Rs.180/-
5	Assistance for Basic Computer Training	Rs.1,000/- for five employees/ dependants in each district.



6	Marriage assistance	Rs.5,000 for female Rs.3,000/- for male workers and their wards.
7	Spectacles assistance	Up to Rs.500/-
8	Typewriting/ Shorthand assistance	Typewriting in Higher Rs.600/-, Typewriting in Lower Rs.1,000/-, Shorthand Inter High Speed Rs.750/-, Shorthand Lower and Higher Rs.1500/-
9	Funeral Expenses	Rs.2,000/- to the Legal Heir.
10	Hearing Aid, Artificial Limbs & Three Wheelers	Up to Rs.1,000/- for Hearing Aid, Govt. prescribed fee for artificial limbs and free supply of three wheelers.
11	T.B. Wards in various sanatoria	Tiruppur, Tambaram Sanatorium, Asaripallam (Kanyakumari), Austinpatti (Madurai) & Kizhpennathur (Tiruvannamalai District)
12	Holiday Homes for workers	Mamallapuram, Courtallam and Valparai.
13	Jeeva Illam, Chennai.	A rest house for Trade Union Representatives

## **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, 5,462 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**

The Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982 regulates the employment of manual workers, their conditions of work, security of their employment and provides for social security to manual workers engaged in 69 employments included in the Schedule to the Act. Tamil Nadu was one of the pioneer states to promulgate such an Act. The State Government have established 17 Unorganised Workers Welfare Boards under the Act.

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

Under section 6 of the Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982, the State Government 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. The financial resources for implementing the scheme are drawn from the "Manual Workers General Welfare Fund". The State Government have notified that all individuals or agencies engaged in any construction work shall pay 0.3% of the total estimated cost of the proposed construction work towards the fund. The fund is collected by local bodies while sanctioning the building permit and remitted to the Tamil Nadu Construction Workers Welfare Board.

## **Registration**

A construction worker who has completed eighteen years of age but has not completed sixty years and is engaged in any of the thirty eight classes of construction work (Annexure I to the scheme) may register his name with the Board. The registration is valid for two years and may be renewed thereafter. No registration or renewal fee is charged. The registered workers are issued identity cards with registration numbers. 22,04,589 workers have registered with the Board from its inception till 31.03.2012.

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

The Government further 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. This was later substituted by the Tamil Nadu Manual Workers Social Security and Welfare Scheme, 2006.

## **Registration**

A manual worker who has completed eighteen years of age but has not completed sixty years and is engaged in any of the sixty nine employments specified in the schedule to the Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982 may register his name with these Boards. The registration is valid for two years and may be renewed thereafter. No registration or renewal fee is charged. The registered workers are issued identity cards with registration numbers. 33,24,116 workers have registered with these Boards from its inception, till 31.03.2012.

## **Assistance under Welfare Schemes**

Financial assistances are provided to registered manual workers in the Unorganised Workers Welfare Boards as detailed below :-

**Welfare Schemes of Unorganised Workers  
Welfare Boards**

<b>Sl. No.</b>	<b>Type of Assistance</b>	<b>Amount (In Rupees)</b>
1	Accident Relief Scheme	
	a) Accidental Death	1,00,000
	b) Accidental Disability (based on extent of Disability)	up to 1,00,000
2	Natural Death Assistance	15,000
3	Funeral expenses Assistance	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	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	up to 500
8	Pension	1,000 per month
9	Family Pension (applicable only to Tamil Nadu Construction Workers Welfare Board)	400 per month

## **Social Security offices in the districts**

The functions of the Welfare Boards have been decentralized by setting up Social Security offices headed by a Labour Officer in all the Districts with effect from 01.11.2008. Registration, Renewal, Processing of Claim petitions and disbursement of assistance to the manual workers registered in all the 17 Welfare Boards are being done by this office. The District monitoring committee, headed by the District Collector, monitors and supervises the administration of the Social Security Scheme.

## **Financial resources**

The boards are provided funds for taking up various schemes through collection of welfare cess / Government grants.

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

Every person who makes an application for building permit to a local authority for any building / construction work is liable to pay construction



workers welfare cess at such percentage of the total estimated cost of the building or construction work as fixed by the Government.

At present, the Government notified 0.3% of the estimated cost of such work/construction as cess under the act, which provides necessary finance to Tamil Nadu Construction Workers Welfare Board. This cess is collected by local authorities while sanctioning building permit and remitted to Tamil Nadu Construction Workers Welfare Board. In case of construction works, in which building permit is not necessary, this cess has to be remitted directly to Tamil Nadu Construction Workers Welfare Board by the person who undertakes such construction work. During the period from 01.04.2011 to 31.03.2012, a sum of Rs.94.78 crore was collected as cess.

### **Tamil Nadu Auto Rickshaw and Taxi Drivers Welfare Board**

This Board functions on its own fund received from the additional tax of 1% on Motor Vehicle Tax, payable under the Tamil Nadu Motor Vehicle Taxation Act. This is collected from motor transport employers

carrying passengers or goods on roads. During the period from 01.04.2011 to 31.03.2012, a sum of Rs.9.01 crore was collected as tax.

### **Tamil Nadu Manual Workers Welfare Board**

The Government provides grants to Tamil Nadu Manual Workers Welfare Board (TNMWWB) and other 15 Welfare Boards for implementing welfare schemes. Government have sanctioned a sum of Rs.73.40 crore for the year 2011-2012.

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

During the year 2011-2012, in the Tamil Nadu Construction Workers Welfare Board, 1,08,394 workers were registered and a sum of Rs.29.53 crore has been disbursed to 1,20,243 beneficiaries as welfare assistance. The Tamil Nadu Manual Workers Welfare Board and 14 other welfare Boards have registered 2,82,758 workers and a sum of Rs.72 crores has been released to the 3,49,364 beneficiaries. The Tamil Nadu Auto Rickshaw and Taxi Drivers Workers Welfare

Board have registered 12,478 workers and 10,060 beneficiaries have availed the assistance for Rs.2.13 crores.

## **TAMILNADU INSTITUTE OF LABOUR STUDIES**

Tamil Nadu Institute of Labour Studies was established in 1973 by the Government of Tamil Nadu. It was registered as a society under the Tamil Nadu Societies Registration Act, 1975 on 08.10.1987. It started functioning as an autonomous body with effect from 01.04.1988. The expenditure needed for running the institute is provided as a Grant-in-aid by the Government of Tamil Nadu. The Governing Committee is chaired by the Hon'ble Minister for Labour. The main objectives of this institute are:-

1. Conduct graduate, Post-graduate and Ph.D., programmes in Labour Management and award such degrees, diploma certificates.
2. To impart knowledge and skills to prospective and practicing managers, administrators and

office bearers of Trade Unions through teaching and training.

3. To organise training programmes, seminars on laws on Weights and Measures for the benefit of the consumers and the inspectorate and to carry on surveys in that regard.
4. Carry out research into matters concerning personnel management and labour welfare.
5. Co-operate and collaborate from time to time, with educational and other institutions both in India and abroad as existing or as may be founded in future by exchange of teachers and scholars and through joint programmes of research, training and consultancy generally in such manner as may be conducive to the furtherance of objects of the Society;

### **Academic courses**

The Institute is conducting B.A. (Labour Management) and M.A. (Labour Management) course and is affiliated to the University of Madras. The University of Madras has recognised the Institute for conducting research and it conducts part time

and full time Ph.D. programmes on Labour Management from 2001 onwards. A part time (evening) one year "Post Graduate Diploma in Labour Administration" (PGDLA) is offered by the institute to cater to the needs of employed personnel.

### **Capacity Building**

The 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, officials of Labour and Factories Department. 30 seminars / training programmes benefiting 2,316 persons have been conducted, during the year 2011-2012.

## **Collaboration with V.V. Giri National Labour Institute**

Two Training Programmes were conducted in collaboration with V.V. Giri National Labour Institute.

They are: -

1. "Effective Enforcement of Labour Laws" for the officers of the Labour Department and the Inspectorate of Factories;
2. "Role of Conciliation and Quasi-Judicial Officials of Labour Department" for officers of the Labour Department.

## **Certificate Course in Safety & Health**

A one month Certificate Course in "Safety & Health for Supervisory Personnel working in Hazardous Process" was conducted for the benefit of employees of various factories.