

I. LABOUR DEPARTMENT

The Tamil Nadu 2023 vision document envisages making Tamil Nadu “numero uno” State in India. The document promotes a high growth trajectory to bring the benefits of rapid economic growth to its people. Inclusive and rapid economic growth coupled with protection of rights of the workers is the policy of the Government. The tripartite consultative mechanisms of the State, facilitate timely and effective exchange of ideas on issues related to labour. In Tamil Nadu, the industrial relations scenario is marked by consultations, co-operation, consensus and not confrontation.

The Labour Department strives to ensure harmonious industrial relations through the legal framework of the Industrial Disputes Act. The conciliation machinery of the State is continuously engaged in resolving disputes by adopting the twin strategies of anticipation and effective conciliation.

Functions

Labour Department enforces labour legislations, protecting the 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 activities of the department.

Administrative Structure

The Commissionerate of Labour with Commissioner of Labour as head of the Department consists of 2,295 staff and 565 officers to maintain industrial peace and enforce various labour laws. In the beginning of the financial year, there were 775 vacancies, against which 484 posts have been filled up. The remaining posts are likely to be filled up during the year 2013-2014.

For enhancing the administrative efficiency and improved enforcement of labour laws, it has been proposed to reorganise the Department in the year 2013-2014, in order to provide easy accessibility and effective conciliation.

The Department of Labour has recruited 14 candidates in the cadre of Labour Officers by direct recruitment for the year 2011-2012 and 22 persons by promotion. Likewise, 13 candidates were selected in the cadre of Assistant Inspector of Labour, and 30 persons by promotion. In addition to this, the Department of Labour has appointed 134 Junior Assistants, 44 Steno-Typists and 73 Typists as allotted by TNPSC.

Organisational 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	15
5	Assistant Commissioners of Labour	22

Sl. No.	Cadre of officers	No. of Post
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
	Total	565

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. The vibrant State conciliation machinery of the Labour

Department with sufficient experience and expertise, facilitates the resolution of disputes and promotes harmonious industrial relations between the employers and employees for achieving the objectives of economic growth and prosperity. In order to face the new challenges, capacity building of the conciliation machinery is taking place periodically. During the year 2012-2013, the conciliation officers have resolved 4,315 disputes.

Some of the major disputes resolved are:-

1. Strike in Arasu Rubber Corporation, Nagercoil.
2. Strike in Sun Paper Mill Limited, Cheran Mahadevi, Tirunelveli District.
3. Strike in Hyundai Motors Ltd., Sriperumbudur.
4. Strike in Audco India Limited, Chennai.
5. Strike in Meenakshi Medical College Hospital and Research Institute, Kancheepuram.
6. Strike in Talema Electronics (India) Pvt. Ltd., Salem.
7. 26 strikes and 8 lockouts 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 adjudicates 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 2012-2013, 9,698 cases were pending in various Labour Courts. During the year, 1,396 cases were received and 3,238 cases were disposed. As a result of additional infrastructure facilities provided to the Labour Courts during the year 2011-2012, pendency in Labour Courts have been reduced to 7,856 by end of the year 2012-2013.

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 prescribed.

At the beginning of the year 2012-2013, 89 cases were pending in the Industrial Tribunal. During the year 39 cases were received and 35 cases were disposed.

State Labour Advisory Board (SLAB)

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. The Government have reconstituted the State Labour Advisory Board and the 67th SLAB meeting was held on 30.01.2013.

ENFORCEMENT OF ACTS AND RULES

Enforcement of labour legislations is a vital 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 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 3,22,211 shops and establishments

in the State. 3,05,720 inspections were made by the enforcement officers during the year 2012-2013. 32,627 cases were compounded and a sum of Rs.24.59 lakh was collected as compounding fee.

The Tamil Nadu Catering Establishments Act, 1958

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

There are 28,897 catering establishments in the State. During the year 2012-2013, a sum of Rs.12.73 lakh was collected as registration and renewal fee from the employers of catering establishments. During the year 2012-2013, 41,013 inspections were made, 4,596 cases were compounded and a sum of Rs.5.79 lakh was collected as compounding fee.

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 2012-2013, 1,48,986 inspections were made. Of these 6,440 cases were compounded and a sum of Rs.21.12 lakh was collected as compounding fee.

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 2012-2013, 39,315 inspections were made. 145 claims were disposed off and a sum of Rs.99.62 lakh was ordered to be paid as wages to the claimants.

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 Tamil Nadu Electricity Board.

During the year 2012-2013, 1,355 inspections were made. 477 establishments were registered as principal employers and 649 licenses were issued. A sum of Rs.8.87 lakh was collected by way of registration and license fees.

The 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 meeting was held on 14.12.2012.

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 provides for regulation of their conditions of service. This Act provides for protection and welfare of workers who have migrated from other States. During the year 2012-2013, 390 inspections were made. 233 establishments were registered and 205 licenses were issued. A sum of Rs. 84,470/- 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 of 480 days within a period of 24 calendar months. During the year 2012-2013, 1,428 inspections were made. 502 applications were ordered.

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 2,773, consisting of 1,36,578 workers.

A sum of Rs.3.10 lakh was collected by way of registration fee. During the year 2012-2013, 3,421 inspections were made. 1,007 cases were compounded and a sum of Rs.5,68,750/- was collected as compounding fee.

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 2012-2013, 47 inspections were carried out. 85 newsprint establishments have implemented the 30% interim relief ordered by

Justice Narayana Kurup. The final Wage Board recommendations are under challenge before the Supreme Court of India.

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 2012-2013, 262 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 12,537. During the year 2012-2013, 263 Trade Unions were

registered and a sum of Rs. 45,875/- 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 2012-2013, 2,618 claims were disposed off and a sum of Rs.5.29 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 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.3,500/-, if no free pre-natal and post-natal care is provided by the employer. During the year 2012-2013, 9,779 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 2012-2013, 11,652 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 2012-2013, 278 claims were disposed off and a sum of Rs.91.38 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 2012-2013, 3,396 cases were disposed off and a sum of Rs. 35.98 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. 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 73 employments such as shops and establishments, general engineering, construction, catering, plantation, tanneries and leather manufactory. 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 period from 2012-2013, minimum rates of wages have been revised in respect of 22 employments. Further, preliminary notifications for revision have been issued for 18 employments and necessary action is being taken to issue final notification.

The Regional Deputy Commissioners of Labour are notified as authorities to hear the claims under section 20(1) of the Minimum Wages Act. During the year 2012-2013, 1,35,164 inspections were carried out and 60 prosecutions were launched. 557 claims were disposed off and Rs. 1.32 crore was ordered to be paid to the claimants.

The Plantations Labour Act, 1951

The Plantations Labour Act, 1951 and its allied rules provide for the welfare of the plantation labour and regulate the conditions of work in plantations. It is applicable to any land used or intended to be used for growing tea, coffee, rubber, cardamom and cinchona with an extent of 5 hectares or more and in which 15 or more workers are employed.

This act and rules are enforced by ten Inspectors of Plantations and two Assistant Surgeons (Plantations) in Tamil Nadu. 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.

There are 2,219 plantations in Tamil Nadu covering an area of 59,317 hectares of which 678 are registered plantations covering an area of 51,092 hectares and 1,541 unregistered plantations covering an area of 8,225 hectares. The number of workers in registered plantations are 74,489, of which 28,659 are men and 45,830 are women. The number of workers in unregistered plantations are 7,850, of which 3,070 are men and 4,780 are women.

The following welfare facilities provided under the Plantations Labour Act are enforced by ten Inspectors of Plantations and two Assistant Surgeons (Plantations).

Housing Facilities

Plantations Labour Act provides for the construction of houses by the employer for the benefit and use of plantation workers and no rent is charged by the employer for the housing accommodation provided. The plinth area of the

houses should not be less than 287 Sq.ft. The houses should have water facility within reasonable distance, electricity, cement flooring and attached toilets. In Tamil Nadu so far 42,601 houses have been constructed for the plantation workers.

Medical Facilities

Every employer of plantations shall provide medical facilities for the workers and their families. In respect of plantations, which have no hospital facilities, the ailing workmen are sent to the nearby hospitals run by the Government or the local body. The management concerned are reimbursing the amount spent by the workmen. The Assistant Surgeons (Plantations) are responsible for the effective functioning of these hospitals and dispensaries. As such there are 173 dispensaries and Group dispensaries, 29 Garden Hospitals and 4 Group Garden Hospitals in Tamil Nadu.

Creche

In plantations wherein 50 or more women workers are employed, a creche should be provided for the benefit and use of children below the age of 6 years. The creche should be kept clean and neat. There should be an open play ground and play materials for the use of children in the creche. There should be a wash room with adequate water. The children should be given milk and wholesome refreshment. There are totally 191 creches in the plantations in Tamil Nadu.

Education Facilities

In the plantation where there are more than 25 children in the age of 6 to 12, the employer is liable to provide education facilities. 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 130 schools in the plantations in Tamil Nadu.

Protection from cold weather (Warm Clothing)

The employer should provide one cumby per year and one rug once in 2 years to every workman to protect them from the cold weather.

Canteen

If the number of workmen in a plantation is 150 or more, canteen facility has to be provided. Coffee, Tea and Snacks have to be supplied on no profit no loss basis. The Managements, which have no provision for canteen, are providing free tea to the workers. There are totally 99 canteens in the plantations in Tamil Nadu.

Water Supply

It is the responsibility of the employer to supply potable drinking water. The potable certificate has to be obtained from the Health Officer or the Certifying Surgeon or from the testing labs of the Tamil Nadu Water Supply and Drainage Board.

During the year 2012-2013, 2,111 inspections have been made under the Plantation Labour Act. During the above said period, 42 cases have been disposed in the court and a sum of Rs.65,700/- was imposed as fine.

The Plantation Labour Housing Advisory Board and Plantation Labour Advisory Committee

The Plantation Labour Housing Advisory Board ensures the provision of proper housing facilities to the plantation labour. The Committee is a statutory tripartite committee chaired by the Principal Secretary to Government, Labour and Employment Department, consisting of the representatives of planters, workers and officials. The Plantation Labour Advisory Committee is a non-statutory tripartite committee, which deals with the implementation of the Plantations Labour Act, 1951. This Committee is chaired by the Commissioner of Labour.

SOCIAL SECURITY

TAMIL NADU LABOUR WELFARE BOARD

In the year 1975, the Tamil Nadu Labour Welfare Board was constituted under the Tamil Nadu Labour Welfare Fund Act, 1972. 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 compounding fees collected by the Labour department against the employers for violation of various Labour Acts and Rules.

Welfare Assistance

The Board runs 71 welfare centers where facilities like pre-school, tailoring training and reading room are made available. During the year 2012-2013, 19,402 workers and their wards have availed assistance and an amount of Rs.103.59 lakh 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.6,000/- Graduate 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	S.S.L.C. and Higher Secondary Course 1 st Prize Rs.2,000/- 2 nd prize Rs.1,500/- 3 rd prize Rs.1,000/- in each Educational Dist.
4	Book Allowance	Post-Graduate Course Rs.3,000/- Graduate Course Rs.2,000/- Diploma Course Rs.1,500/- Higher Secondary Course Rs.1,000/-
5	Assistance for Basic Computer Training	Rs.1,000/- 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/-
8	Typewriting/ Shorthand Assistance	Typewriting Higher Rs.600/- Typewriting Lower Rs.1,000/- Shorthand Inter / High speed Rs.750/- Shorthand Lower / Higher Rs.1,500/-

9	Death Assistance and Funeral Expenses	Death Assistance of Rs.25,000/- and Funeral Expenses of Rs.2,000/- are given to the Legal Heir of deceased worker.
10	Hearing Aid, Artificial Limbs and Three Wheelers	Upto Rs.1000/- for Hearing Aid, Government prescribed price for artificial limbs and free supply of three wheelers.
11	T.B. Wards in various Sanatoria	Tambaram Sanatorium (Chennai), Tiruppur, Asaripallam (Kanyakumari) Austinpatti (Madurai) and Kizhpennathur (Thiruvanamalai District).
12	Holiday Homes for workers	Mamallapuram, Courtallam and Valparai.
13	Jeeva Illam	A Rest House for Trade Union Representatives at Chennai. As per the order of the Hon'ble Chief Minister of Tamil Nadu, Jeeva Illam, has been upgraded at a cost of Rs.30 lakhs and reopened by the Hon'ble Minister for Labour on 21.11.2012.

With a view to enhance the benefits to workers enrolled in Tamil Nadu Labour Welfare Board, it was decided in the board meeting held on 21.11.2012 to increase educational assistance given to worker's children and to introduce death assistance of Rs.25,000/- to the legal heirs of workers.

It was also decided to merge pre-schools with the ICDS of Social Welfare Department and provide modular employable skill training to worker's children who contribute to Labour Welfare Fund.

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. At present, 5,478 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 Government of Tamil Nadu enacted the Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982 to regulate the employment of manual workers and conditions of their work and provide social security to manual workers engaged in employments included in the Schedule to the Act. Tamil Nadu is a pioneer in implementing welfare schemes for unorganised workers. The 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 building operations. 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 to individuals and other construction agencies and remitted to the Tamil Nadu Construction Workers Welfare Board. During the year 2012-2013, a sum of Rs.119.05 crore was collected as cess.

Registration

A construction worker who has completed 18 years of age but has not completed 60 years and engaged in any of the 38 classes of construction work (Annexure I to the scheme) may register 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. 22,84,339 workers have registered with the Board since its inception till 31.03.2013.

Creche

Creche for the children of registered construction workers are run by the Tamil Nadu Construction Workers Welfare Board in three centres viz., Chennai, Madurai and Coimbatore.

Tamil Nadu Manual Workers Welfare Board and 15 other 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. Later on, the scheme was substituted by the Tamil Nadu Manual Workers Social Security and Welfare Scheme, 2006. Government have allocated a sum of Rs.90 crore for the year 2012-2013.

Registration

A manual worker, who has completed 18 years of age but has not completed 60 years and engaged in any of the 69 employments specified in the schedule to the Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982, may register 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. In the year 2012-2013, 1,62,842 workers have registered in Tamil Nadu Manual Workers Welfare Board and Other 14 Boards. In Unorganised Drivers Welfare Board, 11,525 workers have registered and Rs.12.11 crore has been collected as additional tax towards welfare fund.

Financial resources

The welfare boards are provided with funds for implementing various schemes through collection of cess / additional tax / Government grants.

Computerisation

The Tamil Nadu Construction Workers Welfare Board and Tamil Nadu Manual Workers Welfare Board and Other 15 Boards are providing various welfare assistance to the under privileged working community. In order to speed up the registration, renewal and disposal of claim applications, Welfare Board offices and District Labour Officers (Social Security Scheme) were Computerized.

Disbursement of benefits through ECS

The Government of Tamil Nadu have issued orders for disbursement of financial assistance to the beneficiaries directly through bank account in the districts of Kancheepuram, Thiruvallur, Trichy, Kanyakumari, Thoothukudi, Coimbatore. Considerable progress has been made in transferring the financial assistance to the beneficiaries account. This ECS scheme is now extended and implemented in all districts of Tamil Nadu to achieve greater transparency in service delivery. This also induces the habit of savings through banking by manual workers.

Assistance under Welfare Schemes

Financial assistances provided to registered Manual Workers in the Unorganised Workers Welfare Boards are as given below :-

Sl. No	Types of Assistance		Amount
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 th	1,000
	b)	10 th passed	1,000
	c)	Girl Children studying 11 th	1,000
	d)	Girl Children studying 12 th	1,500
	e)	12 th 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

The process of registration, renewal, sanctioning of claims and disbursement of assistance to the manual workers registered in all the 17 Welfare Boards are being done at the District level by the Labour Officers (Social Security Scheme), with effect from 01.11.2008.

The District Monitoring Committee, headed by the District Collector, monitors and supervises the administration of the scheme at the district level.

Registration, Renewal and Welfare assistance

During the year 2012-2013, 79,750 workers were registered, 1,50,901 beneficiaries have been provided financial assistance to the tune of Rs.45.87 crore by the Tamil Nadu Construction Workers Welfare Board. During the same period the Tamil Nadu Manual Workers Welfare Board and 14 other Welfare Boards have registered 1,62,842 workers and a sum of Rs.66.94 crore has been released to the 2,94,352 beneficiaries. The Tamil Nadu Unorganised Drivers Welfare Board has registered 11,525 workers and released a sum of Rs.2.73 crore as financial assistance to 10,983 beneficiaries.

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. 2,36,138 beedi workers (industrial and home workers) are engaged in 1,554 beedi establishments in the State. 4,325 inspections were made by the department and 180 cases were disposed off by the Court with a fine of Rs.23,900/-. A sum of Rs.1,26,569 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.5,000/- 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 5 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. The beedi workers therefore 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 2012-2013, a sum of Rs.3.07 lakh has been collected as license fee and Rs.22.32 crore has been collected as stamping fee. 3,77,976 inspections were made. During the year 2012-2013, 10,168 cases were compounded and Rs.1.15 crore has been collected as compounding fee.

The Legal Metrology (Packaged Commodities) Rules, 2011

During the year 2012-2013, a sum of Rs.2.63 lakh has been collected as Registration fee for issue of Registration certificates for packing of commodities. 1,54,957 inspections were made. 3,164 cases were compounded and a sum of Rs.86.95 lakh was collected.

ERADICATION OF CHILD LABOUR

Children are the future of the nation. If they are healthy and active, educated and informed, disciplined and trained, the future of the nation is well ensured. It is, therefore, the duty of the society to protect the interest of the children.

Child labour is a phenomenon of underdevelopment and is a social evil. The State and Central Governments, along with civil society have taken various steps to eradicate this evil.

The goal of eradication of child labour has been of a prime importance to the Government of Tamil Nadu, which has taken concerted efforts to eradicate child labour in the State. The Government have evolved an action plan to eradicate child labour in all forms of child labour and issued the criteria and guidelines to declare a district as 'Child Labour Free'. Tamil Nadu has emerged as an example for others in the sphere of eradication of child labour.

SSA survey of 2003 estimated 70,344 child labour in Tamil Nadu. This number has been

reducing over the years due to various enforcement, rehabilitation and developmental efforts taken by the Government. SSA survey of 2011 has estimated the number of out of school children due to economic compulsion as 13,446.

Enforcement

Enforcement is one of the important strategies of the Action Plan for Eradication of Child Labour. In order to strengthen the enforcement, a District Level Task Force is functioning in the District under the Chairmanship of the District Collector. The under mentioned statutes, containing provisions prohibiting employment of children, are implemented in the State by the Inspectors of Labour and Deputy Directors 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 2012-2013, 89,488 establishments were inspected through regular, special and surprise inspections, including the raids conducted by the teams formed under the District Level Task Force.

In the year 2012-2013, 14 Violations noticed and 9 prosecutions lodged. 25 cases ended in conviction and a fine of Rs.2,02,000/- has been collected. All the rescued children below the age of 14 were enrolled in NCLP special training centers / regular schools.

Awareness Generation

Every year, June 12th is observed as "Anti Child Labour Day" to create awareness among the general public. At District level, many awareness activities like oath taking in schools and Government

offices, rallies, human chains and awareness meetings were conducted. With the view to create a state level awareness, Anti Child Labour Day message from the Hon'ble Chief Minister was brought out in various Tamil and English dailies.

Hon'ble Chief Minister gave away an award to the District Collector of Dharmapuri for the good performance in eradication of child labour for the year 2010 during the Collector's Conference held on 19.12.2012.

A state level anti child labour awareness meeting was held on 09.11.2012. The Hon'ble Minister for Labour and the Worshipful Mayor of Chennai Corporation gave away awards to the mainstreamed students of the Special Training Centres of National Child Labour Projects who secured high marks in the 10th and 12th standard public examinations. Awards were 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 child labour who are pursuing higher education in arts and science, engineering and medicine were also felicitated.

National Child Labour Project

In Tamil Nadu, National Child Labour Projects (NCLP) are operational in 15 Districts viz., Chennai, Coimbatore, Dindigul, Dharmapuri, Erode, Krishnagiri, Kancheepuram, Namakkal, Thoothukudi, Tirunelveli, Trichy, Tiruvannamalai, Salem, Vellore and Virudhunagar Districts.

As on 31.03.2013, 11,431 rescued child labourers were studying in 336 Special Training Centers. A monthly stipend of Rs.150/-, educational materials, free medical checkup, etc. are provided to NCLP children. Uniform, Bus Pass and Mid-Day meal are provided at no cost by the State Government to all NCLP Children. So far 86,834 children were mainstreamed into regular schools since the operationalisation of NCLP project in the State.

The monthly cash assistance of Rs.250/- has been enhanced to Rs.500/- for all erstwhile child labour who are mainstreamed from NCLP and continue to study higher education in Arts colleges, Polytechnics and Professional colleges till they complete the course. 566 students have benefitted under this scheme during 2012-2013.

Integrated Child Protection Project 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, engaged in employment in cotton seed and cotton farming in the Districts of Salem and Dharmapuri.

In order to improve the quality of education for children, 170 'para teachers' were engaged in 111 schools located in hills and tribal areas. This step has also contributed to increase the attendance rate of children in these schools. Activity based learning / training was provided to the above

teachers and 30 block co-ordinators. Village level child rights committees were formed and meetings were conducted every month. Child friendly planning exercises were undertaken in 511 village panchayats.

TAMIL NADU 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 to: -

1. Conduct graduate, Post-graduate and Ph.D., programmes in Labour Management and award degrees, diplomas and certificates for the same.

2. Impart knowledge and skills to prospective and practicing managers, administrators and office bearers of Trade Unions.
3. Organise training programmes, seminars, workshops and laws on Weights and Measures for the benefit of the consumers and enforcement officers.
4. Carry out research into matters concerning the personnel management and labour welfare.
5. Co-operate and collaborate with educational and other institutions in India and abroad by exchange of teachers and scholars and through joint programmes of research, training and consultancy.

Academic courses

The Institute is conducting B.A. (Labour Management) and M.A. (Labour Management) courses and is affiliated to the University of Madras. The University of Madras has recognised the Institute for conducting research and is conducting 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 the employed personnel.

Courses offered by Tamil Nadu Institute of Labour Studies and Students Strength

Sl. No.	Course	No. of students
1	B.A.,	55
2	M.A.,	44
3	P.G.D.L.A.,	112
4	Ph.D.,	10

Capacity Building

The Institute periodically conducts training programmes, seminars, refresher courses, orientation programmes etc. to cater to the skill development needs of supervisory and managerial personnel of private and public sector industries, trade unions, officials of Labour Department and the Directorate of Industrial Safety and Health. 19 seminars / training programmes benefitting 1,358 persons have been conducted during the year 2012 - 2013.

Collaborative Training Programmes with V.V. Giri National Labour Institute, Noida

In the year 2012-2013, three Training Programmes were conducted in collaboration with the V.V. Giri National Labour Institute, Noida. They are: -

- ❖ "Social Protection and Livelihood Security" for the officers of the Labour Department, Academicians and the Trade Union leaders of the Unorganised workers, was conducted from 25.6.2012 to 27.6.2012.
- ❖ "Gender Issues in Labour" for NGO's, Women leaders of Central Trade Unions and the officers of the Labour Department, was conducted from 3.10.2012 to 5.10.2012.
- ❖ Three days training programme on 'Making Effective Conciliation', for the Conciliation Officers was conducted from 22.1.2013 to 24.1.2013.

In-house Programme

An In-house training programme on Labour Enactments and Self Development for the office bearers of the Trade Union functioning in M/s Nokia India Pvt. Ltd., Sriperumbudur was conducted on 26.7.2012 and 27.7.2012.

Basic Training for the officers of the Labour Department

This institute has imparted basic training for the first time, for the 14 direct recruit Labour Officers and 19 Assistant Inspectors of Labour during the year 2012 - 2013.

Development of the institute

All the classrooms of the institute have been provided with LCD projectors and new furniture to Post Graduate classrooms. During the year 2012 - 2013, all the classrooms have been converted into smart classrooms.

This institute is to be upgraded as a Centre of Excellence and action is underway to construct buildings with necessary infrastructure at the land allotted by the Government of Tamil Nadu, in the Ambattur Government, I.T.I., campus.