



# TAMIL NADU GOVERNMENT GAZETTE

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## Part III—Section 1(a)

General Statutory Rules, Notifications, Orders, Regulations, etc.,  
issued by Secretariat Departments.

### NOTIFICATIONS BY GOVERNMENT

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## NOTIFICATIONS BY GOVERNMENT

## LABOUR AND EMPLOYMENT DEPARTMENT

## Amendments to the Tamil Nadu Beedi and Cigar Workers (Conditions of Employment) Rules.

[G.O. Ms. No. 226, Labour and Employment (K2), 25th November 2016, காத்திகை 10,  
தூன்முக்கி, திருவள்ளூர் ஆண்டு-2047.]

No. SRO A-25/2016.—In exercise of the powers conferred by sub-sections (1) and (2) of Section 44 of the Beedi and Cigar Workers (Conditions of Employment) Act, 1966 (Central Act 32 of 1966), the Governor of Tamil Nadu hereby makes the following amendments to the Tamil Nadu Beedi and Cigar Workers (Conditions of Employment) Rules, 1968, the draft of the same have been previously published as required under sub-section (3) of the said Section 44 of the said Act.

## AMENDMENTS

In the said Rules,-

- (1) in rule 35, in sub-rule (ii), for the expression "an annual return", the expression "a combined annual return" shall be substituted;
- (2) for FORM No. XII, the following FORM shall be substituted, namely:-

"FORM No. XII

[See sub-rule (ii) of Rule 35]

**Combined Annual return for the Year ending the 31st March 20....**

1. Name of the Industrial premises :
2. Full Postal Address of the Industrial premises  
with Phone No., Fax No. and E-mail :
3. Licence No. :
4. Validity of the Licence :
5. Name of the Employer with Mobile No. and  
E-mail :
6. Name and address of the Manager/Authorised  
Person with Mobile No. and E-mail :
7. Average Number of employees employed daily  
in the industrial premises,-
  - (a) Men :
  - (b) Women :
  - (c) Young Person
    - (i) Male :
    - (ii) Female :
  - Total :
8. Average number of home workers employed  
monthly in the industrial premises :
9. Weekly Holiday :
10. Number of days worked during the year in the  
industrial premises :

11. Daily hours of work and spread over	:		
12. Normal hours worked per week	:		
13. Total Amount of salary/wages paid including Over Time Wages and Allowances	:		
14. Number of employees whose employment is ceased/suspended:-	:		
(i) Number of employees discharged/ dismissed/terminated/resigned/retired/ expired during the year	:		
(ii) Amount of compensation paid	:		
(iii) Number of employees suspended during the year	:		
(iv) Amount of subsistence allowance paid	:		
15. Wages:-			
(i) Total wages paid including deductions,-			
(a) Basic wage	:		
(b) Dearness Allowance	:		
(c) Over Time Wage	:		
(d) Non-profit sharing bonus	:		
(e) Other allowances in cash	:		
(f) Arrears of pay in respect of previous year paid during the year	:		
(ii) Number of persons whose wages does not exceed Rs.18,000/-* per month (*subject to change as and when the Government of India Notifies).			
Men	:		
Women	:		
Young Person	:		
(iii) Details of money value concession	:		
(iv) Particulars of Deductions made from wages:-			
Deductions as	Number of Employees involved	Total Amount of Deductions Made	
(a) Fines	:		
(b) Damages/Loss	:		
(c) Breach of Contract	:		
(d) Others	:		
Total	:		
(v) Wage Period	:		
(vi) Total wages paid in cash	:		
(vii) Total cash value of the wages paid in kind	:		

(viii) Disbursement from Fines Purpose Amount

(a)

(b)

(c)

(ix) Balance of fine in hand at the end of the year :

(x) Details of remittances of fines collected towards Tamil Nadu Labour Welfare Fund:-

(a) Mode of Payment :

(b) Amount :

16. Leave:-

(i) Number of employees eligible for earned leave :

(ii) Number of employees employed in the industrial premises who were granted leave during the calendar year

Young Persons	:
Others	:

(iii) Number of employees paid wages/salary in lieu of earned leave :

17. Welfare Measures provided:-

(i) Creches :

(ii) Washing Facilities :

(iii) Fire Extinguisher :

(iv) First-aid box :

18. Maternity Benefits:

(i) Benefits for	Number of Employees employed in Industrial premises/homes, received the Benefits	Total amount paid
(a) Miscarriage		
(b) Confinement		
(c) Illness		
(d) Medical Bonus		
Total		
(ii) Number of women who gave notice under Section 6 of the Maternity Benefit Act, 1961	:	
(iii) Number of women who were granted permission to absent on receipt of notice of confinement	:	
(iv) Cases in which payment was made to persons other than the woman concerned	Number :	Amount Paid :
(v) Cases in which payment was made on the order of the Appellate Authority or Inspector	Number :	Amount Paid :

- |  |                  |   |
|--|------------------|---|
| (vi) Claims for maternity benefit rejected   | : Number         | : |
|  | Amount not Paid  | : |
| (vii) Claims for medical bonus rejected  | : Number         | : |
|  | Amount not Paid  | : |
| (viii) Cases in which leave for miscarriage was applied for but was rejected   | : Number         | : |
|  | Amount not Paid  | : |
| (ix) Cases in which additional Leave for Illness under Section 10 was applied for but was rejected   | : Number         | : |
|  | Amount not Paid: | : |
| (x) Women deprived of maternity benefit and or medical bonus under proviso to sub-section (2) of Section 12 of the Maternity Benefit Act, 1961                       | : Number         | : |
|  | Amount not Paid  | : |
| (xi) Number of cases where prenatal confinement and post-natal care was provided by the management free of charge under Section 8 of the Maternity Benefit Act, 1961 | :                | : |
| 19. Bonus:-  |                  |   |
| (i) Number of employees benefited by bonus payments  | :                | : |
| (ii) Percentage of Bonus declared  | :                | : |
| (iii) Total amount of Bonus Paid   | :                | : |
| (iv) Date of Payment   | :                | : |
| 20. Conferment of Permanent Status:-   |                  |   |
| (i) Number of non-permanent workmen who have completed 480 days of continuous service  | :                | : |
| (ii) Number of workmen made permanent during the period  | :                | : |
| (iii) Number of workmen yet to be made permanent during the period   | :                | : |
| (iv) Reasons for delay   | :                | : |
| 21. Contract Labour:-  |                  |   |
| (i) Name and addresses of the Contractors  | :                | : |
| (ii) Period of Contract  | :                | : |
| (iii) Nature of work/operations on which contract labour was employed  | :                | : |
| (iv) Maximum number of workers employed by each contractor   | :                | : |
| (v) Number of days worked  | :                | : |
| (vi) Number of mandays worked  | :                | : |

## 22. Inter-State Migrant Workmen:-

- (i) Name and addresses of the Contractors in Home State :
- (ii) Name of the Principal Employer in Host State (Tamil Nadu) :
- (iii) Period of contract :
- (iv) Nature of work/operations on which migrant labour was employed :
- (v) Maximum number of migrant workmen employed by each contractor :
- (vi) Number of days worked :
- (vii) Number of mandays worked :
- (viii) Amount of displacement allowance paid :
- (ix) Amount of outward and return journey allowance paid :
- (x) Amount of wages for outward and return journeys paid :

Date :

Place :

*Signature of Employer.*P. AMUDHA,  
*Secretary to Government.*