



LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

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**HON'BLE MINISTER FOR LABOUR
WELFARE AND SKILL DEVELOPMENT**

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INDEX

Subject	Page No.
INTRODUCTION	1-4
LABOUR DEPARTMENT	5-60
DIRECTORATE OF INDUSTRIAL SAFETY AND HEALTH	61-103
DEPARTMENT OF EMPLOYMENT AND TRAINING (Employment Wing)	104-129
DEPARTMENT OF EMPLOYMENT AND TRAINING (Training Wing)	130-164
DIRECTORATE OF MEDICAL AND RURAL HEALTH SERVICES (Employees' State Insurance Scheme)	165-185

LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

Introduction

The Labour Welfare and Skill Development Department enforces various labour legislations for the welfare of the workers in organized and unorganized sectors. This department protects the interests of the workers by ensuring standard working conditions, safety of the workers and payment of wages and claims as per legislations. This department also implements various welfare schemes through various labour welfare boards created for the welfare of workers to improve the standard of living of the workers.

The Labour Welfare and Skill Development Department administers the Employment Wing of Directorate of Employment and Training and ensures job opportunities to the youth of the State by providing career guidance, offering free

coaching classes for competitive examination, conducting micro and mega job fairs for placements in private sectors. This department also provides unemployment allowance to the youth and differently-abled.

The Labour Welfare and Skill Development Department also supervises activities of the Training Wing of the Directorate of Employment and Training and ensures skill training of the youth of the State through Industrial Training Institutes so as to enable them to get employment opportunities in various sectors. This department has upgraded the Government Industrial Training Institutes as Industry 4.0 Technology Centres to meet the technological advancements and skill talents required for modern industries.

The following Heads of Departments are functioning under this department:-

- i. Commissionerate of Labour
- ii. Directorate of Employment and Training
- iii. Directorate of Industrial Safety and Health
- iv. Directorate of Medical and Rural Health Services (Employees' State Insurance Scheme)

The Labour Welfare and Skill Development Department aims to promote a stable and conducive industrial environment while ensuring good working conditions and social security to organised and unorganised workers. This department also concentrates on the career guidance and skill training to the youth of the State to ensure job opportunities and better placements. This department also provides

medical care to the Insured Persons and their family members through ESI Hospitals and ESI Dispensaries,

1. LABOUR DEPARTMENT

Tamil Nadu has grown as the second largest economy in the country. The Labour Department aims at building strong industrial relations between the employees and employers to ensure both the wellbeing and protection of interest of workers and successful attainment of organizational objectives in a smooth and efficient manner. Further, the Department aims at protecting legal rights of the workers, improving their working conditions and ensuring social security to organised and unorganised workers. Apart from enforcing labour laws, the Department is committed to promote a stable and conducive industrial environment that benefits both employers and employees.

1.1. FUNCTIONS

The functions of Labour Department can be classified as regulatory and welfare.

1.1.1. Regulatory functions

1. Ensuring harmonious industrial relations through conciliation.
2. Implementation of various labour welfare legislations enacted by the Union Government and State Government.
3. Determining rights and liabilities of parties under labour laws through quasi-judicial functions.
4. Registration of Trade Unions.
5. Fixation / Revision and enforcement of minimum rates of wages for various scheduled employments under the Minimum Wages Act.
6. Protection of interest of consumers by enforcing the Legal Metrology Act.

7. Rescue and rehabilitation of bonded labourers.
8. Eradication of child labour in all occupations and adolescent labour in hazardous occupations and processes.
9. Regulating the employment of inter-state migrant workmen and workers employed as contract labour.

1.1.2. Welfare functions

1. Extending several social security benefits to workers in both organised and unorganised sector including platform based GIG workers, through various welfare boards.
2. Providing compensation to the workers in case of disablement and to the dependents in case of death, due to accidents arising out of and in the course of employment.
3. Extending services through Mobile Health Clinics, Dormitories, etc., for the unorganised workers.

4. Creating awareness on various welfare schemes meant for the unorganised workers.
5. Extending wide variety of welfare schemes for the construction workers.
6. Providing skill training to unorganised workers with an endeavour to improve skill set of unorganised workers.

1.2. ADMINISTRATIVE SET-UP

The Labour Department in Tamil Nadu was formed in the year 1920. The Department is headed by the Commissioner of Labour, assisted by Additional Commissioners, Joint Commissioners, Deputy Commissioners, Assistant Commissioners of Labour, Assistant Surgeons (Plantations), Accounts Officer, Public Relation Officer, Deputy Inspectors, Assistant Inspectors, Stamping Inspectors and supporting staff.

1.3. LAWS ENFORCED BY THE DEPARTMENT

Labour Department enforces various labour laws including the following:-

1.3.1. Laws relating to Industrial Relations

The legal framework governing industrial relations comprises three key statutes: The Industrial Disputes Act, 1947, The Trade Unions Act, 1926 and The Industrial Employment (Standing Orders) Act, 1946. These laws delineate the roles and responsibilities of employers, employees, their representatives and the Government in maintaining harmonious industrial relations.

Further, they outline procedures for resolving industrial disputes, establish mechanisms for industrial relations and collective bargaining, regulate the registration of trade unions and aims to standardize employment

conditions, thereby promoting clarity and consistency.

1.3.1.1. The Industrial Disputes Act, 1947

The primary objective of this Act is to establish a fair and efficient machinery for the resolution of industrial disputes, ensuring equitable and peaceful settlements. To achieve this, the Act provides a comprehensive framework for investigation and resolution of disputes through conciliation, arbitration and adjudication.

Maintaining industrial peace is crucial for ensuring uninterrupted production, which in turn guarantees stable employment opportunities for workers. This enables the optimal utilization of both human and material resources, minimizing wastage and reducing loss of man-days. To foster industrial harmony, conciliation officers of the Labour Department proactively engage in dispute resolution, facilitating settlements between employees and employers.

During the financial year 2024-2025, the Conciliation Officers successfully intervened and amicably resolved 747 industrial disputes, demonstrating their effectiveness in promoting industrial peace.

Strikes and Lockouts were called off in 8 engineering industries, 3 textiles, 7 miscellaneous industries and the rights and interests of 5,379 workers were protected through the conciliation efforts of the Labour Department.

Labour Courts and Industrial Tribunals

Section 10 of the Industrial Disputes Act empowers the appropriate Government to refer the unresolved industrial disputes for adjudication to the Labour Courts or Industrial Tribunal.

Labour Courts have been setup with the objective of maintaining peace and harmony in the industrial sector by quick and timely disposal of industrial disputes through adjudication.

1.3.1.2. The Trade Unions Act, 1926

The Trade Unions Act is a pivotal legislation that empowers workers in both organised and unorganised sectors to form and join trade unions, safeguarding their rights and interests. This Act provides a legal framework for the registration of trade unions and regulates the registered trade unions. It extends privileges and protection to registered trade unions, promoting a conducive and secure environment for collective bargaining.

During the financial year 2024-2025, a total of 199 trade unions were registered under this Act, marking a significant milestone in promoting rights and interests of workers.

1.3.1.3. The Industrial Employment (Standing Orders) Act, 1946

The Industrial Employment (Standing Orders) Act was enacted to ensure that employers lay down the conditions of employment in the

industrial establishments, with sufficient precision. This promotes fairness, transparency, consistency and makes the workmen employed by them to know the said conditions. In Tamil Nadu, this Act is made applicable to the establishments where 20 or more workers are employed.

A total number of 368 standing orders of industrial establishments were certified by the Zonal Additional Commissioners of Labour during the financial year 2024-2025.

1.3.2. Laws relating to Wages

The Payment of Wages Act, 1936, The Minimum Wages Act, 1948, The Equal Remuneration Act, 1976 and The Payment of Bonus Act, 1965 are important laws regulating wages.

These laws provide for the fixation and revision of minimum rates of wages, provisions for prompt payment of wages, protection from unauthorized deductions from wages, payment of

bonus and equal remuneration to male and female employees who are performing the same work or work of a similar nature.

1.3.2.1. The Payment of Wages Act, 1936

The Payment of Wages Act is a vital legislation, which safeguards employees by ensuring only authorized deductions from the wages, timely wage payments and facilitates swift resolution of wage-related claims. The Act applies to employed individuals earning upto Rs.24,000/- per month. Commissioners for Employees' Compensation have been designated as authorities to hear and decide claims arising out of delayed payments or unauthorized deductions.

During the financial year 2024-2025, a total number of 13,000 inspections were carried out, orders were passed on 360 claim petitions and Rs.1,49,87,341/- was paid to the workmen.

1.3.2.2. The Minimum Wages Act, 1948

The Minimum Wages Act is a crucial legislation that ensures decent living for a worker. The Act empowers the appropriate Government to fix and periodically revise minimum wages for workers in the scheduled employments guaranteeing not only the sustenance of life but also the preservation of efficiency of employees. The Regional Joint Commissioners of Labour have been notified as authorities for hearing and deciding claim petitions under this Act.

In Tamil Nadu, 96 employments have been added to the Schedule of the Minimum Wages Act. As a part of periodical revision of minimum wages, during the financial year 2024-2025, minimum wages have been revised in respect of 24 employments including Shops and Commercial Establishments, Food Processing Industry, Neera Tapping, Aerated Water Manufactory, Oil Mill, Paper and other incidental processes connected with Machine-made Paper Industry, Cooking Food,

Motion Picture Industry (including Production, Distribution and Publicity), Mat Weaving and Basket Making, Security Guard, Loading and Unloading Operations in markets, shandies and other like places, Tin Container Manufactory, Coaching Academies, Distribution of Liquid Petroleum Gas Cylinders, Automobile Workshop, Timber Industry, Synthetic Gem Cutting Industry, Hand Embroidery and Jari, Handloom Silk Weaving Industry, Handloom Weaving Industry, Bought Leaf Tea Factories, Hosiery Manufactory and Knitwear Manufactory.

Further, preliminary notifications for revision of minimum rates of wages have been issued in respect of Tobacco (Beedi Rolling) Manufactory engaged in the employment in any Tobacco (including Beedi Making) Manufactory along with the guaranteed time rates of wages and Paper and other incidental processes connected with Handmade paper Industry. Employment in Sanitary Napkins Medical Gauze

Items and Clothes for the medical field and Employment in Data Entry Operations (Other than Government) have been added in Part I of the Schedule to the Minimum Wages Act. It will benefit the workers in these industries.

During the financial year 2024-2025, enforcement officers have conducted 22,957 inspections under this Act. 574 claims were disposed off and an amount of Rs.5,69,98,568/- was ordered to be paid to the workmen.

1.3.2.3. The Equal Remuneration Act, 1976

The objective of The Equal Remuneration Act is to provide equal remuneration for equal work to men and women workers and promoting gender equality. Employers must pay equal remuneration for the same work or work of similar nature regardless of gender. This Act prevents discrimination against women in the work place. During the financial year 2024-2025,

enforcement officers have conducted 7,499 inspections in various establishments.

1.3.2.4. The Payment of Bonus Act, 1965

The Payment of Bonus Act provides for payment of statutory bonus to employees. This Act prescribes the minimum and maximum rates of bonus to be paid for the employees of certain establishments. This Act is applicable to establishments, where 20 or more persons are employed.

To be eligible for bonus, the salary of the employees must not exceed Rs.21,000/- per month and they should have worked in the establishment for at least 30 days in an accounting year. The right to receive the minimum bonus is a statutory right of an employee. The maximum bonus including productivity linked bonus that can be paid in any

accounting year shall not exceed 20% of the wage of an employee.

1.3.3. Laws relating to regulation of Employment and Working Conditions

These laws regulate and emphasize conducive environment for workers working in shops, commercial establishments, catering establishments, motor transport undertakings, plantations, beedi and cigar establishments, newspaper establishments, etc.

1.3.3.1. The Tamil Nadu Shops and Establishments Act, 1947

The Tamil Nadu Shops and Establishments Act deals with the conditions of employment of workers employed in shops and commercial establishments. The provision for registration of shops and establishments was introduced vide The Tamil Nadu Shops and Establishment

(Amendment) Act 2018, which came into force from 02.07.2024.

During the financial year 2024-2025, enforcement officers conducted 24,117 inspections, 6,789 cases were compounded for various contraventions and a sum of Rs.23,32,550/- was collected as compounding fee.

The Regional Joint Commissioners of Labour have been notified as appellate authorities under this Act to hear and decide the appeal against the dismissal of employees by the employers. 94 appeal petitions were disposed off during the financial year 2024-2025.

1.3.3.2. The Tamil Nadu Catering Establishments Act, 1958

The primary objective of The Tamil Nadu Catering Establishments Act is to regulate health, safety and conditions of work of employees in catering establishments including hotels and

restaurants thereby safeguarding the rights of employees.

During the financial year 2024-2025, a sum of Rs.2,50,44,975/- was collected as registration, renewal and amendment fee from the employers of catering establishments. 14,614 inspections were conducted, 6,292 cases were compounded for various contraventions and a sum of Rs.11,79,720/- was collected as compounding fee.

The Assistant Commissioners of Labour (Conciliation) are notified as appellate authorities, to hear and decide the cases related to dismissal of employees.

1.3.3.3. The Motor Transport Workers Act, 1961

The main objective of The Motor Transport Workers Act is to protect the welfare of the workers of motor transport undertakings and to ensure safety of motor transport workers.

3,027 motor transport undertakings have been registered and 1,39,730 workers are employed in these establishments. During the financial year 2024-2025, a total number of 990 inspections were carried out, 270 cases were compounded for various contraventions and a sum of Rs.88,100/- was collected as compounding fee.

1.3.3.4. The Plantations Labour Act, 1951

The Plantations Labour Act aims to provide for the welfare of labour and to regulate the conditions of work in plantations.

This Act applies to any land used or intended to be used for growing tea, coffee, rubber, cinchona or cardamom which admeasures 5 hectares or more and in which fifteen or more persons are employed.

In Tamil Nadu, The Plantations Labour Act is being enforced by Assistant Commissioners of Labour (Plantations) (Ooty, Coonoor, Kothagiri,

Gudalur, Valparai, Yercaud, Batlagundu and Nagercoil) and Assistant Surgeons (Plantations) (Ooty and Nagercoil).

There are 2,232 plantations in Tamil Nadu covering an area of 62,380 hectares, of which, 699 are registered plantations covering an area of 54,894 hectares and 1,533 unregistered plantations covering an area of 7,486 hectares. 52,168 persons are employed in plantations comprising of 21,151 men and 31,017 women. 2,396 inspections were conducted during the financial year 2024-2025. For the contraventions noticed, prosecutions are launched. A fine amount of Rs.2,03,000/- has been collected from the erring employers through Courts.

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

The Beedi and Cigar Workers (Conditions of Employment) Act establishes a comprehensive

framework to regulate the working conditions of employees in the beedi and cigar manufacturing sector. This legislation protects rights of the workers and ensures compliance with essential safety, welfare and labour standards, thereby promoting their overall well-being. During the financial year 2024-2025, a total of 997 inspections were conducted in beedi manufacturing establishments and 122 cases were adjudicated in courts.

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

The Working Journalists and Other Newspaper Employees (Conditions of Service and Miscellaneous Provisions) Act plays a crucial role in regulating the conditions of service for working journalists and other Newspaper employees. This Act deals with working hours and leave of employees and also empowers the setup of wage

boards to determine and revise wages for both journalists and non-journalists in Newspaper and News Agency Establishments.

1.3.3.7. The Tamil Nadu Industrial Establishments (National, Festival and Special Holidays) Act, 1958

The Tamil Nadu Industrial Establishments (National, Festival and Special Holidays) Act ensures that employees in industrial establishments are given paid holidays for national, festival and special holidays.

During the financial year 2024-2025, a total of 23,977 inspections were conducted, 5,033 contraventions were noticed and a sum of Rs.30,41,750/- was collected as compounding fee.

1.3.3.8. The Contract Labour (Regulation and Abolition) Act, 1970

The Contract Labour (Regulation and Abolition) Act was enacted to regulate the

employment of contract labour in certain establishments and to provide for abolition of contract labour system in certain circumstances. This Act is applicable to every establishment and contractor employing 20 or more workers as contract labour.

282 Registration Certificates and 423 Licenses were issued to the principal employers and contractors respectively during the financial year 2024-2025.

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

The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act intends to protect the interests of inter-state migrant workers by regulating their working conditions and safeguarding their rights when employed outside their native States.

The Act applies to establishments and contractors employing five or more inter-state migrant workers. A web portal has been created (<https://labour.tn.gov.in/ism/>) exclusively for uploading the details of inter-state migrant workmen working in Tamil Nadu.

In the portal, the details of the inter-state migrant workers can be uploaded by the Labour Department, Directorate of Industrial Safety and Health, District Collector, Principal Employer and the individual inter-state migrant worker by themselves. In order to build the confidence and to sort out issues relating to migrant workers and to raise awareness about their legal rights, the Government has constituted State Level Inter-State Migrant Workers Advisory Committee under the Chairmanship of the Commissioner of Labour and the Zonal Level Coordination Committees under the Chairmanship of the Zonal Additional Commissioners of Labour.

A total number of 42 Registration Certificates and 40 Licenses were issued under this Act to the principal employers and contractors respectively during the financial year 2024-2025.

1.3.4. Acts related to Prohibition and Abolition of Labour Exploitation

1.3.4.1. The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986

This Act aims to prohibit the engagement of children in all occupations and to prohibit the engagement of adolescents in hazardous occupations and processes. The Government of Tamil Nadu has formulated the State Action Plan and Standard Operating Procedures.

Enforcement

The District Task Force in each district is functioning under the chairmanship of the District Collector and consists of members of line departments. The District Task Force conducts

raids regularly. During the financial year 2024-2025, inspections were carried out in 34,335 establishments. A total number of 271 violations were noticed, leading to the rescue of 60 children and 283 adolescent labourers. Further, 119 cases resulted in conviction and a total fine of Rs.20,01,250/- was imposed.

Rehabilitation

The rescued children are being mainstreamed in regular schools run by School Education Department. In convicted cases, amount ranging from Rs.20,000/- to Rs.50,000/- is imposed as fine on the erring employers by the Court. The amount of Government contribution of Rs.15,000/- along with the court fine is deposited in banks in the name of the rescued child/adolescent labourer. The Government have sanctioned an amount of Rs.4,95,000/- to 33 rescued child labourers as Government contribution for the year 2024-2025.

Awareness Generation

A short film named “Maatram” was released by the Hon’ble Minister for Labour Welfare and Skill Development Department during the observance of State Level Anti-Child Labour Day awareness programme on 12.06.2024 at Anna Centenary Library Auditorium, Chennai and screened in theatres for creating awareness among the public. As a part of IEC activities, child labour awareness posters were displayed in public places including metro trains, bus stops, railway stations, toll gates, etc.

1.3.4.2. The Bonded Labour System (Abolition) Act, 1976

Tamil Nadu Government has taken several initiatives to abolish the bonded labour system in the State and is determined to eliminate the scourge by 2030. Vigilance Committees at the district level and Sub-divisional Vigilance Committees under each sub-division are formed.

The State Action Plan and Standard Operating Procedures for abolition of bonded labour system has been formulated by the Tamil Nadu Government. Upon receipt of oral or written complaint, the rescue team consisting of line department officials conduct rescue operation. After the rescue of bonded labourers, the Revenue Divisional Officers issue release certificates within 24 hours. Police Department takes effective steps to file FIR within 24 hours of rescue.

Rehabilitation

The rescued bonded labourers are rehabilitated with immediate cash assistance of Rs.30,000/-. In the financial year 2024-2025, a sum of Rs.35,90,000/- was paid as immediate assistance to 120 rescued bonded labourers.

Awareness Generation

Four training sessions on abolition of bonded labour system were organised at Anna Administrative Staff College, in which 128 officials

from line departments took part and gained valuable insights. A State Level Bonded Labour Abolition Day awareness programme was conducted on 10th February 2025 in Chennai headed by the Hon'ble Minister for Labour Welfare and Skill Development Department.

1.3.5. Laws Relating to Consumer Protection

The Legal Metrology Act protects consumer interests by establishing and enforcing standards for weights and measures. This legislation ensures that the standards applied in trade and commerce are accurate, guaranteeing that consumers receive the correct quantity corresponding to the price they pay. The Legal Metrology (Packaged Commodities) Rules require specific disclosures for pre-packaged goods to enhance transparency. These regulations prevent sellers from exceeding the Maximum Retail Price (MRP).

1.3.5.1. The Legal Metrology Act, 2009

The Legal Metrology Act enforces stringent standards concerning weights and measures, thereby safeguarding consumer interests by ensuring measurement accuracy. It prevents unfair trade practices, bolsters consumer confidence in transactions and standardizes measuring instruments. This Act governs trade and commerce involving goods sold or distributed based on weight, measure or count. During the financial year 2024-2025, a total of 36,322 inspections were carried out, 6,947 violations were noticed, Rs.76,17,200/- was collected as compounding fee and fine. Stamping fee amounting to Rs.67,56,62,885/- was collected and Rs.31,88,100/- was received as license fee during the same period.

1.3.5.2. The Legal Metrology (Packaged Commodities) Rules, 2011

The Legal Metrology (Packaged Commodities) Rules outline essential directives regarding the sale of pre-packaged goods, requiring specific information and declarations to be clearly displayed on such products before sale. During the financial year 2024-2025, a total of 11,447 inspections were conducted to ensure compliance, 1,116 violations were noticed, Rs.60,24,000/- was collected as compounding fee and penalties imposed by courts and Rs.6,12,400/- was collected as registration fee through registration of Manufacturers/ Packers/ Importers of Packaged Commodities.

1.3.6. Laws relating to Social Security

Formulation of welfare schemes and provision of social security for the workers of organised and unorganised sectors are governed by the following Acts.

1.3.6.1. The Employees' Compensation Act, 1923

The Employees' Compensation Act provides compensation to workmen or their dependents in case of accidents arising out of and in the course of employment resulting either in death or disablement of workmen.

The Regional Joint Commissioners of Labour are notified as Commissioners for Employees' Compensation to hear and decide the claims under the Act. The compensation amount awarded is deposited by the employers / insurance companies with the Commissioner for Employees' Compensation. During the financial year 2024-2025, a total of 2,119 cases were disposed off and a sum of Rs.89,61,63,241/- was ordered as compensation.

1.3.6.2. The Payment of Gratuity Act, 1972

The Payment of Gratuity Act provides a statutory scheme for employees to get gratuity

from their employers. This Act is applicable to plantations, factories, motor transport undertakings, shops and other establishments, employing 10 or more employees. An employee is entitled for the payment of gratuity on rendering 5 years of continuous service on superannuation, retirement, resignation, death, disablement due to accident or illness. However, 5 years of continuous service is not required if the termination is due to death or disablement. The maximum amount of gratuity that can be paid to an employee is Rs.20 lakh.

The Deputy Commissioners of Labour in the office of the Regional Joint Commissioners of Labour are notified as Controlling Authorities and the Zonal Additional Commissioners of Labour are notified as Appellate Authorities under this Act. 2,368 claims were disposed off and a sum of Rs.16,95,66,342/- was ordered as gratuity amount and 143 appeal petitions were heard and

disposed off under this Act during the financial year 2024-2025.

1.3.6.3. The Tamil Nadu Payment of Subsistence Allowance Act, 1981

The Tamil Nadu Payment of Subsistence Allowance Act deals with the payment of subsistence allowance to employees during the period of suspension pending enquiry and ensures that the suspended employees have financial support during the pendency of enquiry.

The Deputy Commissioners of Labour in the office of the Regional Joint Commissioners of Labour are notified as Authorities and the Regional Joint Commissioners of Labour are notified as Appellate Authorities under this Act. 90 claims were disposed off and a sum of Rs.94,42,233/- was ordered to be paid as subsistence allowance to the claimants and 35 appeal petitions were heard and disposed after

following quasi-judicial proceedings during the financial year 2024-2025.

1.3.6.4. The Maternity Benefit Act, 1961

The Maternity Benefit Act protects the period of motherhood by ensuring paid maternity leave before and after child birth and payment of medical bonus, etc. This Act covers all establishments that employs 10 or more persons, provides for 26 weeks maternity leave for women workers and allows for the leave to be taken not more than 8 weeks before the expected date of delivery and the remaining leave thereafter.

As per the Act, a woman employee must have worked in an establishment for a period of at least 80 days in the 12 months preceding the date of her expected delivery. When a woman employee adopts a child under 3 months old, she is eligible for maternity leave for 12 weeks.

During the financial year 2024-2025, a total number of 6,249 inspections were carried out under this Act.

1.4. WELFARE BOARDS AND SOCIAL SECURITY SCHEMES

1.4.1. The Tamil Nadu Labour Welfare Board

The Tamil Nadu Labour Welfare Board was constituted in the year 1975 under the Tamil Nadu Labour Welfare Fund Act, 1972 in order to extend various welfare schemes for the benefit of the organised labour. The Board receives contribution from the employees and employers of the factories, plantations, motor transport undertakings, shops and catering establishments, etc., to implement various welfare schemes. The employees of the above establishments contribute Rs.20/- and employers contribute Rs.40/- per worker per year. The Government also contributes Rs.20/- per worker per year. The Board also receives fine amount imposed by the

Courts and also compounding fees collected by the enforcement officers of the Labour Department from the employers for violation of various labour laws and rules.

The Board provides education assistance for children – Pre-K.G. to higher studies, marriage assistance, natural death assistance and funeral expenses, accident death assistance and funeral expenses, reimbursement of cost of spectacles, book allowance, educational incentive, assistance for tailoring machine, basic computer training assistance, free supply of model question bank for 10th and 12th class students, assistance for entrance exam coaching classes for higher education, district level sports assistance, state level sports assistance, labour guest houses at Courtallam, Mamallapuram, Valparai and rest house for the trade union leaders at Chennai and publication of “Uzhaippavar Ulagam” monthly magazine.

During the financial year 2024-2025, assistance was availed by 10,788 workers and their wards to the tune of Rs.9.14 crore.

1.4.2. Unorganised Workers Welfare Boards

The Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982 and the schemes enacted thereunder provide social security schemes and welfare assistances to the unorganised workers, engaged in 54 classes of construction works and 71 categories of manual employments specified in the schedule to the Act.

Tamil Nadu is the pioneer State in enacting law for providing social security assistances to the unorganised workers with respect to education, marriage, maternity, natural death, accidental death, accident disability, monthly pension and family pension.

The Government have constituted the following 20 Unorganised Workers Welfare Boards

under the Labour Welfare and Skill Development Department (Table-1):-

Table-1

Sl. No.	Name of the Boards
1.	Tamil Nadu Construction Workers Welfare Board
2.	Tamil Nadu Manual Workers Social Security and Welfare Board
3.	Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board
4.	Tamil Nadu Tailoring Workers Welfare Board
5.	Tamil Nadu Hairdressers Welfare Board
6.	Tamil Nadu Washermen Welfare Board
7.	Tamil Nadu Palm Tree Workers Welfare Board
8.	Tamil Nadu Handicraft Workers Welfare Board
9.	Tamil Nadu Handloom and Handloom Silk Weaving Workers Welfare Board
10.	Tamil Nadu Footwear and Leather Goods Manufactory and Tannery Workers Welfare Board

Sl. No.	Name of the Boards
11.	Tamil Nadu Artists Welfare Board
12.	Tamil Nadu Goldsmith Welfare Board
13.	Tamil Nadu Pottery Workers Welfare Board
14.	Tamil Nadu Domestic Workers Welfare Board
15.	Tamil Nadu Powerloom Weavers Welfare Board
16.	Tamil Nadu Street Vending and Shops and Establishment Workers Welfare Board
17.	Tamil Nadu Cooking and Catering Workers Welfare Board
18.	Tamil Nadu Fire and Match Workers Welfare Board
19.	Tamil Nadu Salt Pan Workers Welfare Board
20.	Tamil Nadu Platform based GIG Workers Welfare Board

1.4.2.1 Functions of Unorganised Workers Welfare Boards

All the functions of the Boards have been computerized to ensure that the benefits provided under various welfare schemes reach the right beneficiaries. Due to this hassle-free arrangement, the unorganised workers are able to

apply for registration, renewal as well as benefit schemes online. This user-friendly initiative of the department enables the workers to avail the above services either from their homes or nearby online service centres.

1.4.2.2. Registration and Disbursement of Welfare Assistance under Unorganised Workers Welfare Boards for the financial year 2024-2025

- a) 4,79,355 unorganised workers have registered during the financial year 2024-2025
- b) Welfare assistances to the tune of Rs.930.82 crore have been provided to the beneficiaries registered in Tamil Nadu Unorganised Workers Welfare Boards during the financial year 2024-2025
- c) 4,51,073 registered unorganised workers are receiving pension of Rs.1,200/- every month

The disbursement of welfare scheme assistances is directly sent to the bank accounts of the beneficiaries through Reserve Bank Electronic Clearing System (RECS) mode.

Details of Registration and Welfare Scheme Assistances for the financial year 2024-2025

Table-2

Sl. No.	Name of the Boards	No. of Registered Workers	Amount Disbursed (Rs. in crore)
1.	Tamil Nadu Construction Workers Welfare Board	3,41,804	617.17
2.	Tamil Nadu Manual Workers Social Security and Welfare Board and 17 other Welfare Boards	1,17,439	282.84
3.	Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board	20,112	30.81
Total		4,79,355	930.82

**Details of Welfare Assistances provided by
the Unorganised Workers Welfare Boards
from the date of its inception
Table-3**

Sl. No.	Name of the Boards	Total No. of Registered Workers	Total Amount Disbursed (Rs. in crore)
1.	Tamil Nadu Construction Workers Welfare Board	26,56,663	2377.28
2.	Tamil Nadu Manual Workers Social Security and Welfare Board and 17 other Welfare Boards	19,06,830	1949.57
3.	Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board	1,99,317	128.37
Total		47,62,810	4455.22

1.4.3. District Monitoring Committee

District Monitoring Committees are constituted in all districts headed by the District Collector as Chairman, with the line department officials, employer and trade union representatives as members. The committee discusses the implementation of the scheme and ensures that social security benefits reach the eligible registered unorganised workers without any delay.

The details of welfare benefits given under various unorganised workers welfare boards are given in Table-4.

**Details of welfare benefits
Table-4**

Sl. No.	Name of the Welfare Assistance	Tamil Nadu Construction Workers Welfare Board Amount (in Rs.)	Tamil Nadu Unorganised Drivers and Automobile Workers Welfare Board Amount (in Rs.)	Tamil Nadu Manual Workers Social Security and Welfare Board and 17 other Welfare Boards Amount (in Rs.)
1.	Personal Accident Relief			
	a) Accidental Death at Worksite (including unregistered workers)	5,00,000	-	-
	b) Accidental Death	2,00,000	2,00,000	1,25,000 2,00,000* *(TN Fire and Match Workers Welfare Board)
	c) Accidental Disability (based on extent of Disability)	upto 1,00,000	upto 1,00,000	upto 1,00,000

2.	Natural Death Assistance	50,000	50,000	30,000
3.	Funeral Expenses Assistance	5,000	5,000	5,000
4.	Marriage Assistance			
	i. for Women	20,000	5,000	5,000
	ii. for Men	20,000	3,000	3,000
5.	Maternity Assistance	18,000	18,000	6,000
	Miscarriage / Medical Termination of Pregnancy	3,000	3,000	3,000
6.	Educational Assistance			
	a) 6 th standard to 9 th standard	1,000	1,000	1,000
	b) Girl Children studying 10 th	2,400	1,000	1,000
	c) 10 th passed	2,400	1,000	1,000
	d) Girl Children studying 11 th	3,000	1,000	1,000
	e) Girl Children studying 12 th	3,000	1,500	1,500
	f) 12 th passed	3,000	1,500	1,500

	g) Regular Degree Course	4,000	4,000	1,500
	with Hostel facility			1,750
	h) Regular Post Graduate Course	4,000	4,000	4,000
	with Hostel facility	5,000	5,000	5,000
	i) Professional Degree Course	4,000	4,000	4,000
	with Hostel facility	6,000	6,000	6,000
	j) Professional Post Graduate Course	6,000	6,000	6,000
	with Hostel facility	8,000	8,000	8,000
	k) ITI or Polytechnic	3,000	3,000	1,000
	with Hostel facility			1,200
	l) IIT, IIM, MBBS Tuition fees, Hostel fees in full and for standard of living (for each year).	50,000	-	-

7.	Reimbursement of cost of Spectacles	upto 750	upto 750	upto 750
8.	Pension/ disability pension (Every Month)	1,200	1,200	1,200
9.	Family Pension	500	--	--
10.	Housing Scheme Assistance	upto 4,00,000	--	--
11.	Financial support to repatriate the dead body of the deceased construction worker including inter-state migrant worker to their native place / State	upto 1,00,000	--	--
12.	Critical illness Scheme Assistance for Major Ailments such as Heart Surgery, Kidney Transplant, Dialysis, Cancer, Asthma, Silicosis and Paralysis.	12,000 per annum (for 3 years)	--	--

13.	Participation in the National level sports competitions and International level sports competitions			
	National Level	25,000	25,000	25,000
	International Level	30,000	30,000	30,000

1.4.4. Subsidy for the purchase of new Auto Rickshaw

Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board is providing a subsidy of Rs.1,00,000/- for the purchase of new Electric / CNG / LPG auto rickshaws to 1,000 Unorganised Women / Transgender drivers. Till now 320 women drivers have been benefited under this scheme.

1.4.5. Source of Funds

Tamil Nadu Construction Workers Welfare Board

The Tamil Nadu Construction Workers Welfare Board receives contribution at the rate of

1% of the total estimated cost of the building or the construction work proposed to be constructed. The contribution of Rs.1020.28 crore has been received as cess during the financial year 2024-2025.

Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board

The Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board receives the additional tax collected from commercial motor transport carrying passengers or goods on roads at the rate of 1% under the Tamil Nadu Motor Vehicle Taxation Act, 1974. An amount of Rs.27 crore has been received as additional tax during the financial year 2024-2025.

Tamil Nadu Manual Workers Social Security and Welfare Board and other 17 Welfare Boards

Tamil Nadu Manual Workers Social Security and Welfare Board and other 17 Welfare Boards receive Government Grant for implementing welfare schemes. The Government of Tamil Nadu have sanctioned a grant of Rs.285.70 crore in the Budget Estimate of the year 2024-2025.

1.5. TAMIL NADU INSTITUTE OF LABOUR STUDIES (TILS)

The Tamil Nadu Institute of Labour Studies (TILS) was established by the Government of Tamil Nadu in 1973. It was registered under the Tamil Nadu Societies Registration Act and functions as a Society from the year 1988. The Hon'ble Minister for Labour Welfare and Skill Development Department is the Chairman of the Governing Committee. This is an educational-cum-training institute now functioning in

Ambattur, Chennai under the control of the Labour Welfare and Skill Development Department. The Government of Tamil Nadu has sanctioned grants-in-aid of Rs.4.79 crore for the financial year 2024-2025.

TILS periodically conducts training programmes, seminars, etc., to cater to the needs of supervisory and managerial personnel of private and public sector undertakings, trade unions, Officers of Labour Department, Directorate of Industrial Safety and Health and conducts training programmes in collaboration with the International Labour Organisation, New Delhi and V.V. Giri National Labour Institute, Noida.

Academic Activities

TILS is affiliated with the University of Madras and it has been recognized as a Research Institute. It conducts academic courses B.A. (Labour Management) and M.A. (Labour

Management), part-time, full-time, weekend courses and Ph.D. programmes on Labour Management. 463 students are studying in the academic year 2024–2025.

Placement

This institute has a placement cell named "Neo Manager's Guidance Bureau" (NMGB) which arranges Campus Interview / Placement for the outgoing students of B.A. (Labour Management) and M.A. (Labour Management). The students are placed in Government / Public Sectors / Private Sectors.

1.6. TAMIL NADU ACADEMY OF CONSTRUCTION (TAC)

Tamil Nadu Academy of Construction (TAC) was established in the year 2012 and presently functioning at Thaiyur village, Chengalpattu district with the objective of developing the skill and ability of workers in construction sector. Tamil Nadu Skill Development Corporation has

recognized Tamil Nadu Academy of Construction (TAC) as Centre of Excellence in construction sector. Skill Development and Skill Upgradation Training Programme is being implemented free of cost to 5,000 workers at the cost of Rs.5.86 crore. The trainee participants are provided with food, accommodation and Rs.800/- per day as wage compensation.

1.7. EASE OF DOING BUSINESS

The Labour Department of Tamil Nadu has taken significant steps to promote transparency, efficiency and simplicity in its services. One of the key initiatives is the introduction of online services in Labour Department, which aims to foster a positive labour environment.

The Labour Department online website (<https://labour.tn.gov.in>), provides online services under various labour enactments and legal metrology including registration, licensing,

and renewal. It facilitates the employers to comply with labour regulations at ease. So far, 38 electronic services including registration under the Tamil Nadu Shops and Establishments Act, registration under the Tamil Nadu Catering Establishments Act, license for manufacturer, repairer, dealer under the Legal Metrology Act, etc., have been provided.

Online filing of Combined Annual Returns

To avoid filing multiple annual returns under various labour laws, the department has implemented an environment-friendly, paperless online filing system for combined annual returns. This facility is available under the following rules:

- The Tamil Nadu Catering Establishments Rules, 1959
- The Tamil Nadu Plantations Labour Rules, 1955

- The Tamil Nadu Motor Transport Workers Rules, 1965
- The Tamil Nadu Beedi and Cigar Workers (Conditions of Employment) Rules, 1968

Combined Registers

For reducing the burden of maintaining various registers and forms, simplified combined registers have been prescribed under the following rules (Table-5).

Table-5

1.	The Tamil Nadu Shops and Establishments Rules, 1948	17 Registers combined into 4 Registers	Name of the Combined Registers: 1. Employee Register 2. Register of Employment 3. Register of Wages 4. Register of Leave and social security benefits.
2.	The Tamil Nadu Catering Establishment Rules, 1959		
3.	The Tamil Nadu Motor Transport Workers Rules, 1965		
4	The Tamil Nadu Beedi and Cigar workers (Conditions of Employment) Rules, 1968	21 Registers combined into 4 Registers	Name of the Combined Registers: 1. Employee Register 2. Register of Employment 3. Register of Wages 4. Register of Leave and social security benefits.
5	The Tamil Nadu Plantations Rules, 1955		

2. DIRECTORATE OF INDUSTRIAL SAFETY AND HEALTH

Tamil Nadu is the leading State with highest number of registered factories in the country with diverse manufacturing activities. The peaceful industrial environment has attracted many major companies in automotive, electronics, engineering, pharmaceutical, textiles and leather sectors to setup their manufacturing plants in our State. Tamil Nadu is a front runner State in the country in industrial growth with highly skilled manpower and robust infrastructure facilities.

Directorate of Industrial Safety and Health plays major role in ensuring the safety, health and welfare of the workers employed in factories and construction works.

In Tamil Nadu, 52,614 factories have been registered under The Factories Act, 1948 and 27,04,468 workers are employed in such factories

as on 31.03.2025. During the year 2024-2025, 2,540 new factories have been registered under the Act.

As on 31.03.2025, there are 3,059 registered construction establishments employing 4,83,262 workers in the State. During the year 2024-2025, 1,501 construction establishments have been newly registered.

2.1. ADMINISTRATIVE SETUP

The Directorate of Industrial Safety and Health has two divisions namely Factories Act Enforcement Division and Building and Other Construction Workers Act Enforcement Division. This Directorate is headed by Director of Industrial Safety and Health.

2.1.1. Factories Act Enforcement Division

The Factories Act Enforcement Division consists of 1 Senior Additional Director,

6 Additional Directors, 32 Joint Directors, 55 Deputy Directors, 46 Assistant Directors, 1 Chief Medical Officer and 8 Assistant Civil Surgeons.

2.1.2. Building and Other Construction Workers (BOCW) Act Enforcement Division

The Building and Other Construction Workers Act Enforcement Division consists of 1 Senior Additional Director, 2 Joint Directors, 8 Deputy Directors and 16 Assistant Directors.

2.2. Activities of Factories Act Enforcement Division

The Factories Act Enforcement Division enforces the safety, health and welfare of the workers, employed in factories and carries out the following activities:-

- I) Enforcement of Factories Act, 1948 and the Tamil Nadu Factories Rules, 1950

and other allied labour legislations in factories.

II) Safety and Health promotional activities in factories.

2.2.1. Enforcement of Labour legislations in Factories

The risk based periodical inspections are carried out in the factories to verify the compliance of safety, health and welfare measures prescribed under the Factories Act, 1948 and other allied labour laws.

The following labour legislations are enforced by the Directorate of Industrial Safety and Health in factories:-

1. The Factories Act, 1948 and Tamil Nadu Factories Rules, 1950.
2. The Contract Labour (Regulation and Abolition) Act, 1970 and Tamil Nadu Rules, 1975.

3. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Tamil Nadu Rules, 1983.
4. The Payment of Wages Act, 1936 and Tamil Nadu Rules, 1937.
5. The Minimum Wages Act, 1948 and Tamil Nadu Rules, 1953.
6. The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and Tamil Nadu Rules, 1994.
7. The Maternity Benefit Act, 1961 and Tamil Nadu Rules, 1967.
8. The Tamil Nadu Industrial Establishments (National, Festival and Special Holidays) Act, 1958 and Rules, 1959.
9. The Tamil Nadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981 and Rules, 1981.
10. The Equal Remuneration Act, 1976 and Rules, 1976.

11. The Tamil Nadu Payment of Subsistence Allowance Act, 1981 and Rules, 1981.
12. The Tamil Nadu Labour Welfare Fund Act, 1972 and Rules, 1973.
13. The Labour Laws (Simplification of Procedure for Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988.
14. The Payment of Gratuity Act, 1972 and Tamil Nadu Rules, 1973.
15. The Payment of Bonus Act, 1965 and Rules 1975.
16. The Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989.
17. The Tamil Nadu Control of Industrial Major Accident Hazards Rules, 1994.

2.2.1.1. Inspection Scheme

In order to bring more transparency in inspection, "Computerised Risk based Random

Inspection” scheme is being implemented with online allocation of inspecting officers.

The inspection scheme mandates the following principles for promoting ease of doing business:-

- (i) Inspection must be done for various Acts at the same time in any particular factory / building and other construction establishment.
- (ii) The same inspector should not inspect the same factory / building and other construction establishment twice consecutively.
- (iii) For all cases of inspection, the inspection report should be submitted to the department and the concerned factory / building and other construction establishment within 24 hours after the time of inspection.

The factories are categorized as High, Medium and Low Risk Factories on the basis of manufacturing process and number of workers employed therein.

(i) High Risk Factories

Major Accident Hazard factories irrespective of the number of workers, factories involving dangerous operations (under Section 87 and Rule 95) and hazardous process industries [listed under the schedule of Section 2(cb)] employing more than 100 workers are categorised as “High Risk” factories.

(ii) Medium Risk Factories

Factories involving dangerous operations (under Section 87 and Rule 95) and hazardous process industries [listed under the schedule of Section 2(cb)] employing upto 100 workers and factories not covered under dangerous operations or hazardous process industries employing more than 250 workers are categorised as “Medium Risk” factories.

(iii) Low Risk Factories

Factories not involved in both dangerous operations (under Section 87 and Rule 95) and hazardous processes [listed under the schedule of Section 2(cb)] employing less than 250 workers are categorised as “Low Risk” factories.

High risk factories are randomly inspected once in a year, Medium risk factories are randomly inspected once in two years and Low risk factories are randomly inspected once in five years.

16,507 inspections were carried out to ensure safety, health and welfare facilities to workers employed in the factories during the year 2024-2025.

2.2.1.2. Amendments in Inspection Scheme for Fireworks Factory

Considering the inherent hazards involved in the manufacturing activity and more number of accidents occurred in fireworks factories, all

Fireworks and Matchworks irrespective of the number of workers are categorized as High Risk factories and the periodicity of regular inspection has been modified as once in 6 months vide G.O.(Ms) No.9, Labour Welfare and Skill Development (M2) Department, Dated: 31.01.2023.

2.2.1.3. Self-Certification-cum-Combined Annual Returns Scheme

(i) Self-Certification Scheme

Self-Certification scheme has been proposed for the Medium risk category of factories employing more than 250 workers and Low risk category of factories. Low risk category of factories enrolled under this scheme shall be exempted from physical inspection. The medium risk factories enrolled in the above scheme shall be randomly inspected once in five years.

(ii) Simplified Combined Annual Returns

Tamil Nadu Factories Rules have been amended for providing relief to the management and making procedures simple and hassle-free for filing of returns. The Combined Annual Return shall be furnished in Form No. 22 as per Rule 100 of Tamil Nadu Factories Rules, 1950. Various details under different Labour enactments pertaining to factories could be furnished online in a single form and the duplication of filing of returns under various Labour Acts has been eliminated.

2.2.2. Ensuring Pressure Vessel Safety

Apart from the enforcement of labour welfare legislations, operational safety of the pressure vessels installed in the factories is also ensured by conducting periodical examinations. All the pressure vessels operating above

atmospheric pressure excluding steam boilers coming under the purview of Indian Boilers Act, are examined or tested externally once in every six months and internally once in a year or hydrostatically once in every two years or subjected to ultrasonic test once in every four years. 1,49,039 external examinations, 1,473 internal examinations, 21,021 hydrostatic tests and 9,333 ultrasonic tests have been conducted during the year 2024-2025.

2.2.3. Eradication of Child Labour in factories

The employment of children under the age of 14 years is prohibited as per the provisions of the Factories Act, 1948 and the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986. Periodical inspections are conducted to prohibit the employment of children in factories.

Squad inspections are also conducted in co-ordination with the officials of the department

of Revenue, Police and Labour, to identify child labour employment in factories and small establishments. During the year 2024-2025, 9,473 inspections were conducted in factories, wherein 25 children were identified and 30 cases have been filed in the courts against the erring employers. A fine amount of Rs.7,70,000/- has been imposed by the Courts. Similarly, 37 adolescents were identified in hazardous process industries during inspections and 25 cases have been filed against the employers. A fine amount of Rs.3,80,000/- have been imposed by the Courts.

2.2.4. Safety and Health promotional activities in factories

2.2.4.1. Safety Awareness Promotion

Multifarious efforts are taken to minimize the occurrence of accidents through safety promotional activities like safety training

programs, safety awareness campaigns and mock drills.

Three Safety Propaganda Committees have been constituted at Chennai, Madurai and Coimbatore regions. These committees periodically visit Chemical Factories, Fireworks, Tanneries and Bleaching & Dyeing units to review safety mechanisms and to explain the hazards in these industrial units by educating the managements and workers about the safety precautions to be followed to eliminate the occurrence of accidents.

84 safety awareness campaigns have been conducted by the Safety Propaganda Committees during the year 2024-2025, in which 3,725 workers were benefitted.

2.2.4.2. Safety Training

Safety training classes are periodically conducted for the workers in the factory

premises. During the year 2024-2025, 21,191 workers were imparted such training through 353 programs.

The Directorate is coordinating with the other Non-Governmental voluntary organizations like National Safety Council and National Productivity Council which are involved in safety promotional activities through safety seminars for creating safety awareness among the managements, direct employees and contract workers.

2.2.4.3. Training Division

In order to provide safety training on various processes involved in all manufacturing activities across the State, a training division has been created under the head of Additional Director by redeploying the post of Additional Director (Mobile team), Virudhunagar along with Deputy Director attached to Mobile team. 39

training classes have been conducted benefitting 2,383 workers during the year 2024-2025.

2.2.4.4. Health Promotional Functions

A medical wing is functioning in the Directorate with one Chief Medical Officer and eight Assistant Civil Surgeons. They conduct periodical medical examination for the workers engaged in dangerous and hazardous processes and for the canteen workers. They also suggest both clinical and other preventive measures to safeguard from occupational diseases. Medical fitness certificates are issued to adolescent workers. The Medical Officers also accompany the child labour squad inspection team for ascertaining the age of the child.

2,07,911 workers engaged in dangerous and hazardous process industries, 20,588 canteen workers and 16,500 adolescent workers have

been medically examined during the year 2024-2025.

2.2.5. Fireworks Factory Inspections

All the chemicals handled in the manufacture of fireworks are dangerous in nature and they pose a serious threat to the life and safety of the workers, if the requisite safety procedures are not strictly followed. These factories are inspected periodically to ensure safety of workers. Besides ensuring safety, the managements and workers are also educated on safe handling and working methods. 784 cases have been filed against the erring fireworks factory managements and fine amount of Rs.1,37,25,500/- was imposed by the courts during the year 2024-2025.

2.2.5.1. Special squads and Working Group for joint audit in Fireworks factories

Special squads are formed all over the State to conduct inspections in fireworks and ensure the safety of workers engaged in the manufacturing of fireworks. During these squad inspections, the safe storage and handling of dangerous materials in Fireworks factories are monitored. Legal action is initiated against the factory managements for the violations noticed during the inspections and prohibition orders are issued to stop production activities in case of serious violations. 1,477 squad inspections were conducted during the year 2024-2025.

A Working Group comprising of officials of Revenue Department, Police Department, Fire and Rescue Services Department, Directorate of Industrial Safety and Health and other Departments has been constituted vide G.O.(Ms) No.94, Labour Welfare and Skill Development (M2) Department, dated 01.10.2024 for the

purpose of conducting joint audits at the accident sites. This working group conducts detailed investigation to analyse the exact causes of accidents. Suitable preventive measures are suggested by the Working Group for effective implementation. Consequently, the number of accidents in 2024 have been reduced by 40.74% when compared to the year 2023. These steps are being continued to reduce further accidents.

2.2.5.2. Training Centre for the Workers of Fireworks Factories

Majority of the workers employed in the Fireworks factories are not formally educated and their lack of awareness on safe working methods and the properties of the chemicals result in a number of serious and fatal accidents. A Training Centre has been established in Sivakasi, to create awareness to foremen/supervisors and workers on safety measures to be followed in the manufacturing of fireworks. The Training centre

imparts specific training on the following safety aspects:-

- ❖ Properties of chemicals
- ❖ Handling of chemicals
- ❖ Combination of chemicals
- ❖ Reaction of chemicals
- ❖ Safe Operating methods

One week training sessions were conducted for 35 batches, benefitting 458 supervisors and foremen during the year 2024-2025. 68 one day training programs on the safety measures to be followed during mixing and filling of chemicals and Pellet making were also conducted for the benefit of 843 workers.

Apart from training industrial workers, safety awareness sessions have been conducted by this training centre for factory owners, ambulance drivers, staff, college students and Government Officials from Revenue Department, Police Department, Fire and Rescue Services Department and Labour Department.

2.2.5.3. Safety Training programs for fireworks factories

Safety training programs are conducted at the factory premises to enhance the safety awareness among the Fireworks factory workers. During these safety training programs, the important safety practices to be adopted are explained to the workers.

Safety videos have been developed exclusively for the workers, managements and the traders of fireworks. The responsibilities of workers, managements as well as the traders have been vividly explained in these safety videos.

Safety training is also imparted to the workers of fireworks factories by using the mobile propaganda vehicle equipped with all the facilities that is used exclusively for training purpose. Safety videos are screened to the workers during such training programs. 150 safety awareness programs were conducted through mobile

propaganda vehicle, in which 5,230 workers were benefitted during the year 2024-2025.

Apart from the above, a Safety Propaganda Committee headed by Joint Director (Registration) has been constituted in Madurai region to impart specific safety training for the fireworks factories workers for reducing the occurrence of accidents.

2.2.5.4. Group Personal Accident Insurance Scheme

A Group Personal Accident Insurance Scheme has been implemented in Fireworks and Matchworks factories by the Government of Tamil Nadu as per the directions of the Honourable Supreme Court of India. Number of persons to be covered under this scheme is 10% more than the maximum number of workers actually employed on any one day during the calendar year.

The insurance coverage of accidental death relief to the workers has been enhanced

from Rs.50,000/- to Rs.5,00,000/- with effect from 01.10.2024 vide G.O.(Ms).93, Labour Welfare and Skill Development (M2) Department, dated:01.10.2024. At present the insurance has been renewed and implemented through the New India Assurance Company Limited.

2.2.5.5 Educational Assistance to the children of the deceased workers in Fireworks Accidents

As announced by the Hon'ble Chief Minister during his speech at Kooraikundu village at Virudhunagar District, on 10.11.2024, Government Order has been issued for providing educational assistance for the higher education and maintenance expenditure upto 18 years of age to the children of the workers who died in the fireworks accidents vide G.O. (Ms) No.13, Labour Welfare and Skill Development (M1) Department, dated 12.02.2025. A Corpus Fund has been created for this purpose and an initial assistance

of Rs.5.00 crore has been allotted to the District Collector, Virudhunagar.

2.2.6. State and District Fire and Industrial Safety Committee

A State Level Fire and Industrial Safety Committee and District Level Fire and Industrial Safety Committee have been constituted by the Government vide G.O. (Ms.) No.152, Labour Welfare and Skill Development (M2) Department, dated 03.10.2023 in order to review the fire and industrial accidents and recommend suitable remedial measures to eliminate the occurrence of fire and industrial accidents.

2.2.6.1. State Fire and Industrial Safety Committee

The State Level Fire and Industrial Safety Committee headed by Chief Secretary to Government has been constituted to review the Fire and Industrial accidents in the State. The

Director of Industrial Safety and Health is the Member-Secretary of the State Level Committee.

The State Fire and Industrial Safety Committee has conducted meetings on 19.10.2023, 21.05.2024, 04.10.2024 and 24.02.2025. Inspection teams consisting of multi departments namely officials from Revenue Department, Police Department, Fire and Rescue Services Department, Directorate of Industrial Safety and Health are constituted for the purpose of conducting joint inspections. The Standard Operating Procedures for inspecting teams and for conducting inspections in Fireworks and Matchworks units, highly flammable installations have been developed. Checklist for conducting inspections in Fireworks and Matchworks units have also been developed.

2.2.6.2 District Fire and Industrial Safety Committee

The District Fire and Industrial Safety Committee headed by the District Collectors has been constituted at all districts to conduct periodical inspections and to ensure strict enforcement of safety measures stipulated in various legislations to prevent accidents. Joint Director of Industrial Safety and Health is the Member-Secretary of the District Committee.

3,046 squad inspections have been conducted in fireworks industries and 741 show cause notices have been issued against the erring managements during the period 01.07.2024 to 31.03.2025.

2.2.7. Hazardous Process Industries

The industries that use hazardous raw materials and chemicals likely to cause safety and health hazard to the persons engaged in storage and handling of the same and also result in the

pollution of the environment are classified as Hazardous Process Industries as per Section 2(cb) of The Factories Act 1948 (Amended Act 1987).

The First Schedule under Section 2(cb) of The Factories Act, 1948 (Amended Act 1987) has listed 29 processes as hazardous processes.

2.2.7.1. Major Accident Hazard factories

Factories storing and handling chemicals more than the threshold quantity listed under schedule 3 of The Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989 are classified as Major Accident Hazard (MAH) factories. 180 factories have been identified as Major Accident Hazard factories in Tamil Nadu as on 31.03.2025.

To assess the real time problem that may arise during emergency, mock drills are conducted periodically in these factories under the supervision of the officers of the Directorate. 117

mock drills have been conducted in the factories during the year 2024-2025.

2.2.7.2. Site Appraisal Committee

A Site Appraisal Committee has been constituted as prescribed under Section 41A of the Factories Act, 1948 (Amended Act, 1987) to advise the Government on the applications submitted by the hazardous process industries either for grant of initial permission or for expansion. This committee scrutinizes the applications, analyses and advises the hazardous process industries to ensure safe environment and safe work practices right from the inception. Six applications have been scrutinized by the Site Appraisal Committee during the year 2024-2025.

2.2.8. Safety Award Schemes

2.2.8.1. State Safety Awards

State Safety Awards are presented to the managements every year, in order to motivate the managements towards safety and to recognize the Factory Managements for their best performance in accident prevention and promotion of safety consciousness among workers. Under this scheme, every year, first, second and third prizes are awarded to various categories of factories based on the performance in accident reduction.

2.2.8.2. Uyarnta Uzhaipalar Virudhugal

“Tamilaga Arasin Uyarnta Uzhaipalar Virudhugal” are awarded every year to encourage the workers, who give valuable suggestions to improve productivity, working environments and Safety Standards.

2.3. Activities of Building and Other Construction Workers (BOCW) Act Enforcement Division

The Building and Other Construction Workers (BOCW) Act Enforcement Division ensures safety, health, basic amenities and welfare measures for the workers engaged in construction establishments as per the provisions of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Tamil Nadu Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2006. Apart from enforcement activities, safety awareness training is imparted to managements, contractors and workers to improve safety and reduce the accidents at construction sites.

2.3.1. Enforcement of Labour Legislations in Building and other construction works

Periodical inspections are conducted in buildings and other construction works and appropriate legal action is initiated against the violating managements.

The following labour legislations are enforced in Building and Other Construction works:-

1. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Tamil Nadu Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2006.
2. The Contract Labour (Regulation and Abolition) Act, 1970 and Tamil Nadu Rules, 1975.
3. The Inter-State Migrant Workmen (Regulation of Employment and Conditions

- of Service) Act, 1979 and Tamil Nadu Rules 1983.
4. The Payment of Wages Act, 1936 and Tamil Nadu Rules, 1937.
 5. The Minimum Wages Act, 1948 and Tamil Nadu Rules, 1953.
 6. The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and Tamil Nadu Rules, 1994.
 7. The Tamil Nadu Industrial Establishments (National, Festival and Special Holidays) Act, 1958 and Rules, 1959.
 8. The Equal Remuneration Act, 1976 and Rules, 1976.
 9. The Payment of Bonus Act, 1965 and Rules 1975.
 10. The Maternity Benefit Act, 1961 and Tamil Nadu Rules, 1967.

3,822 inspections were conducted in building and other construction works during the year 2024-2025. For the violations noticed during

inspections, 227 cases have been filed against the establishments and a fine amount of Rs.9,54,000/- has been imposed by the courts.

2.3.1.1. Inspection Scheme

The risk based inspection scheme is followed in the building and other construction establishments for conducting periodical inspections. The construction establishments are categorized as High, Medium and Low Risk categories on the basis of the nature of construction and number of workers employed therein.

(i) High Risk Construction Establishments

All construction works employing more than 500 workmen and other works involving risk in construction activity such as multi-storied building of five floors and above, railways construction, power generation and distribution works, dams,

etc., irrespective of the number of workmen are classified as “High Risk” category of establishment.

(ii) Medium Risk Construction Establishments

Construction works employing 50 to 500 workmen and construction of buildings with more than two floors but less than five floors irrespective of the number of workmen are classified as “Medium Risk” category of establishment.

(iii) Low Risk Construction Establishments

All other construction works not classified under High and Medium risk category are classified as “Low Risk” category of establishment.

High risk establishments are to be randomly inspected once in a year, Medium risk

establishments are to be randomly inspected once in two years and Low risk establishments are to be randomly inspected once in three years. The inspections are conducted as per the schedule determined through online inspection module.

2.3.1.2. Self-Certification-cum-Combined Annual Returns Scheme

Self-Certification-cum-Combined Annual Returns Scheme has been proposed for the following building and other construction establishments: -

- a) Medium risk category of establishments
- b) Low risk category of establishments

Low risk category of building and other construction establishment enrolled under the Self-Certification-cum-Combined Annual Returns Scheme shall be exempted from physical inspection. The medium risk category of building and other construction establishment enrolled in the above scheme shall be randomly inspected

once in three years. However, such building and other construction establishments may be inspected with the authorization of the Director of Industrial Safety and Health in case of complaint, accident or other exigencies.

2.3.2. Safety Awareness Promotion for the Building and Other Construction Workers

The construction activities are labour-oriented and prone for accidents due to lack of safety awareness. Hence, Safety training programs are conducted in the construction sites to inculcate safety culture amongst the construction workers. Since the migrant workers employed in construction sites are illiterate and are not aware of safe working methods, safety training is imparted to these workers in their mother tongue. 95 safety classes were conducted benefitting 5,003 construction workers during the year 2024-2025.

2.4. Promotion of “Ease of Doing Business” Initiatives

A dedicated online web portal (<https://dish.tn.gov.in>) has been developed for the Directorate of Industrial Safety and Health to promote ‘Ease of Doing Business’. The following statutory approvals under various Labour legislations are issued online with digital signature of the concerned officials of this Directorate:-

- ❖ Approval of plans under The Factories Act, 1948.
- ❖ Registration, Issue of Licence and Renewal of Licence under The Factories Act, 1948.
- ❖ Issue of Registration Certificate under The Contract Labour (Regulation and Abolition) Act, 1970.
- ❖ Issue of Licence and Renewal of Licence under The Contract Labour (Regulation and Abolition) Act, 1970.

- ❖ Issue of Registration Certificate under The Interstate Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979.
- ❖ Issue of Licence and Renewal of Licence under The Interstate Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979.
- ❖ Issue of Registration Certificate under The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.
- ❖ Submission of Combined Annual Returns.

Renewal of licenses under three labour legislations have been automated and the management could download the auto-generated licence with the online payment of the appropriate licence fees through the web portal.

Sl. No.	Name of the Service	Online Approvals issued during the year 2024-2025
1.	Registration and licensing under Factories Act, 1948	2,540
2.	Approval of plans under Factories Act, 1948	3,457
3.	Issue of Registration Certificate under Contract Labour (Regulation and Abolition) Act, 1970	377
4.	Issue of Licence under Contract Labour (Regulation and Abolition) Act, 1970	1,266
5.	Issue of Registration Certificate under Interstate Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979	726
6.	Issue of Licence under Interstate Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979	475
7.	Issue of Registration Certificate under Building and other Construction Workers (Regulation of Employment and Conditions of Services) Act, 1996	2,264

2.5. SPECIAL INITIATIVES

2.5.1. Production of Safety Short films for workers

A short film on 'Safety Precaution while working in confined space' has been produced for imparting safety training to the workers employed in factories. Short films on "Excavation safety", "Safety while handling material handling equipments" and "Safety while working on fragile roof" have been developed in Tamil and Hindi which are being screened to the construction workers during safety training classes to create safety awareness amongst the workers.

2.5.2. Training programs for all the officials on the recent advancements in technologies in manufacturing sector and artificial intelligence

The officials of this Directorate are imparted training on the latest technological advancements and Artificial Intelligence that are being

incorporated in various manufacturing sectors for qualitative enforcement of labour legislations with respect to the workers' safety and health.

2.5.3 Workshop on "Safety in Work at Height"

A workshop on "Safety in Work at Height" was conducted by this Directorate in Kancheepuram district on 21.11.2024 to highlight the safety measures to be followed during the course of work at height thereby ensuring workplace safety. The Hon'ble Minister for Labour Welfare and Skill Development and the Secretary to Government, Labour Welfare and Skill Development, participated in the inaugural session and stressed the importance of workplace safety. A handbook on 'Safety in work at height' was released in this workshop. 200 safety officers and other management representatives from 150 factories were benefitted through this workshop.

2.5.4 Awareness program on Statutory provisions applicable to construction sector

An awareness program on statutory provisions, safety and welfare measures to be adopted by the managements in construction works was conducted for the representatives of Builders' Association of India on 29.01.2025 by the officials of this Directorate. 92 members of the association were benefitted by this awareness program.

2.5.5. Refresher Training for workers in fireworks factory

Government order has been issued for conducting refresher training programs for the workers employed in Fireworks factories, to create awareness on safe handling of chemicals and safe working practices to be followed during the manufacturing process vide G.O (Ms) No. 109, Labour Welfare and Skill Development (M2)

Department, dated 07.11.2024. Accordingly, 50 refresher training programs have been conducted benefitting 7,500 workers.

3. DEPARTMENT OF EMPLOYMENT AND TRAINING

(EMPLOYMENT WING)

The District Employment and Career Guidance Centres functioning in each district ensures suitable job opportunities to all unemployed youth and job seekers. It ascertains that the youth are properly guided, counselled, equipped and trained to be job ready. This Department serves as an interface between the unemployed youth and Government / Private sector organizations and fosters sustainable employability to the unemployed youth. The department adopts a five-pronged strategy for youth mentorship as given below:-

- (i) Registration, renewal and updation of qualifications of candidates aspiring for government employment and nomination of candidates through employment exchange portal

- (ii) Career guidance and counselling programs on higher education, career opportunities and skill training to students
- (iii) Coaching classes for the competitive examinations conducted by Tamil Nadu Public Service Commission, Tamil Nadu Uniformed Services Recruitment Board, Teachers Recruitment Board, Railway Recruitment Board, Staff Selection Commission, etc. with expert faculty
- (iv) Conduct of micro job fairs once in a month and mega job fairs twice a year in each district to facilitate private sector placements
- (v) Dissemination of information regarding entrepreneurship and self-employment

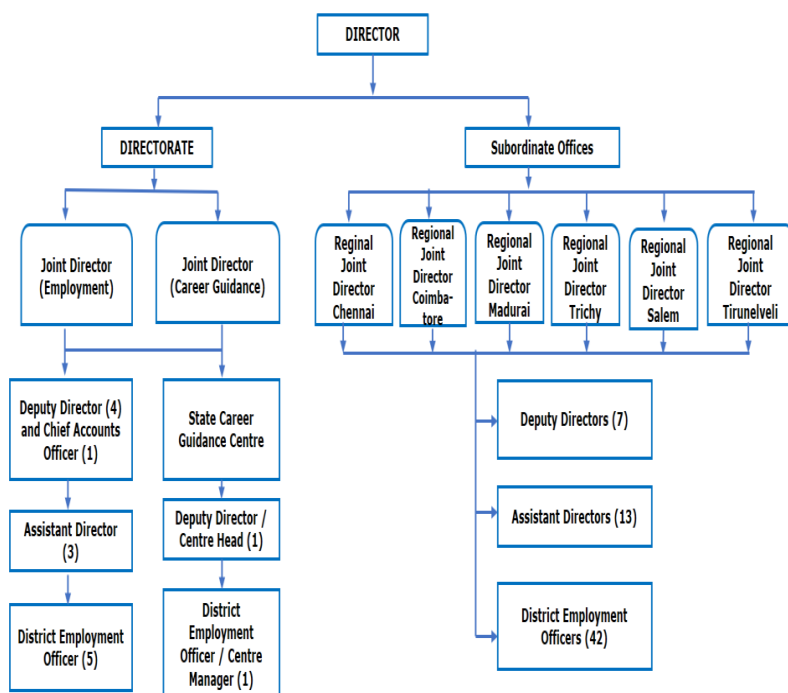
3.1. Administrative Structure of Employment Wing

The Director of Employment and Training is the Head of Department who is assisted by two Joint Directors; Joint Director (Employment) and Joint Director (Career Guidance), four Deputy Directors, one Chief Accounts Officer, three Assistant Directors and five District Employment Officers at State Headquarters.

There are 6 Regional Joint Directors at Chennai, Coimbatore, Madurai, Salem, Tiruchirappalli and Tirunelveli. There are 38 District Employment and Career Guidance Centres in 38 districts; 2 Professional Employment and Career Guidance Centres at Chennai and Madurai; 5 Coaching-cum-Guidance Centres for Scheduled Caste and Scheduled Tribe in Vellore, Tiruchirappalli, Tirunelveli, Coimbatore and Cuddalore; 1 Special Vocational Guidance Centre for Tribal Population in Ooty; 1 Special

Employment and Career Guidance Centre for Differently-abled in Chennai and 1 State Career Guidance Centre in Chennai.

ESTABLISHMENT CHART (EMPLOYMENT WING)



3.2. Functions of the Employment Wing of the Department

- Registration, renewal and updation of educational qualifications of job seekers at www.tnvelaivaaippu.tn.gov.in.
- Nomination of candidates through employment exchange portal against government / public sector vacancies notified.
- Career guidance and counselling to students and job seekers.
- Conduct of career exhibitions-cum-seminars.
- Free coaching classes for competitive exams at District Employment and Career Guidance Centres.
- Free coaching classes for competitive exams in the affiliated colleges of ten universities.
- Upload of study materials for competitive exams in 'Virtual Learning Portal' [**www.tamilnaducareerservices.tn.gov.in**](http://www.tamilnaducareerservices.tn.gov.in)

- Telecast of free coaching classes through 'Kalvi TV'.
- Conduct of Mega and Micro Job Fairs at district level.
- Online portal for private sector employment **www.tnprivatejobs.tn.gov.in**.
- Financial assistance to unemployed youth through unemployment assistance scheme.
- Collection and compilation of Employment Market Information (EMI) from public and private sector establishments.

3.3. Registration, Renewal, Updation and other allied activities through Employment Portal (www.tnvelaivaaiappu.tn.gov.in)

The employment portal was launched on 15.09.2010 in order to carry out all the functions of the Department through online i.e., registration of job seekers, renewal of registration, updation of additional qualifications and nomination of job seekers.

Live Register (Age-wise)	Registrants (As on 31.03.2025)
Below 18 years	6,32,615
18-25 years	7,58,639
26-30 years	5,21,746
31-35 years	4,48,750
36-40 years	3,90,547
41-45 years	2,59,678
46-50 years	1,30,509
Above 50 years	93,199
Total	32,35,683

As on 31.03.2025, a total of 32,35,683 registrants have registered in the employment exchange portal. Of these, 17,80,297 registrants are men, 14,55,132 registrants are women and 254 registrants are transgender. The list includes 1,50,408 differently-abled registrants.

3.4. Nomination of candidates to government and public sector vacancies

Candidates are nominated against the vacancies notified by the employers. Candidate nomination process is carried out based on seniority through online mode from the live register subject to age, qualification and other eligibility criteria as notified by the employer.

3.5. Career guidance and counselling to students and job seekers

Dissemination of information about different career prospects and opportunities are carried out in schools, colleges, ITIs, Polytechnics and BC / MBC welfare hostels.

A total number of 3,906 Career Talks and Career Guidance programs were conducted across

the State and 3,65,616 candidates were benefitted during the financial year 2024-2025.

3.6. Career Exhibition-cum-Seminar in Educational Institutions

Career exhibitions-cum-seminars are conducted in every district once in a year in an educational institution. Experts from different fields are invited to give lectures on latest career opportunities. Career pamphlets and handouts are given to the students and charts on different sectors and careers are displayed.

To conduct these exhibitions, Rs.25,000/- is allotted to each District Employment and Career Guidance Centre. 38 Career Exhibitions have been conducted and 10,986 candidates have been benefitted in the year 2024-2025.

3.7. Conduct of free Coaching Classes for Competitive exams through Study Circles in the District Employment and Career Guidance Centres

Department of Employment pioneered in establishing study circles at District Employment Offices since 1999. From the inception, the study circles have been continuously catering to the needs of aspirants preparing for competitive exams through various measures such as,

- Library with books for competitive exams
- Well-furnished class rooms with smart boards
- Conduct of free coaching classes with expert faculty
- Conduct of mock exams and mock interviews

Wi-Fi connection and smart board facilities have been provided in all offices at a total cost of

Rs.1.03 crore creating an overall conducive environment for aspirants to prepare and succeed in competitive examinations.

A total number of 273 coaching classes were conducted and 12,676 aspirants participated in these coaching classes. 1,719 aspirants have passed different levels of various competitive examinations during the financial year 2024-2025. An amount of Rs.4.22 crore is sanctioned for this purpose.

3.8. Free Coaching Classes for Competitive Examinations in ten universities

Free coaching classes for competitive examinations are conducted in Arts and Science Colleges affiliated to the ten universities namely, Madras University, Thiruvalluvar University, Bharathidasan University, Annamalai University, Madurai Kamaraj University, Mother Teresa

Women's University, Alagappa University, Bharathiar University, Periyar University and Manonmaniam Sundaranar University.

Government sanctions an amount of Rs.5.00 lakh per year to each centre and a total sum of Rs.50.00 lakh is sanctioned for this purpose. 70 coaching classes have been conducted and 3,750 students have participated in these classes in the year 2024-2025.

3.9. Virtual Learning Portal **www.tamilnaducareerservices.tn.gov.in**

To reach out to the students of rural areas and the aspirants who were not able to attend the coaching classes in person at District Employment and Career Guidance Centres, Virtual Learning Portal was launched with subject-wise study materials, audio visual study materials, daily and monthly current affairs, unit tests and mock tests for all competitive exams in downloadable formats. Registrants can download the content

free of cost. The subject contents are available in both Tamil and English. Mock test module has been deployed in this portal since 04.02.2025. Mock test question papers have been uploaded for TNPSC Group I, II, TNUSRB and IBPS in which 1,450 candidates are benefitted.

From the date of inception, 3,80,383 candidates have registered in the portal and 653 e-contents have been uploaded. So far, the portal has 94,21,225 hits and 41,99,173 downloads.

3.10. Telecast of Coaching Classes for Competitive Exams through Kalvi TV

Telecast of free coaching classes for competitive examinations through Kalvi Television for the benefit of competitive exam aspirants commenced on 20.03.2022. The Government allocates Rs.50 lakh annually. These classes are conducted by highly experienced professionals. Special programs on personality development,

motivational speeches, group discussions, current affairs and analytical discussions on previous year question papers are also telecast.

These coaching classes are telecast from Monday to Friday from 7.00 am to 9.00 am and re-telecast from 7.00 pm to 9.00 pm. So far, 1,572 hours of classes have been telecast for the competitive examinations conducted by Tamil Nadu Public Service Commission, Tamil Nadu Uniformed Services Recruitment Board, Railway Recruitment Board and Staff Selection Commission.

Telecast of interactive videos on emerging fields through Kalvi TV commenced on 23.10.2024. This is telecast every Wednesday morning from 8.00 am to 9.00 am with re-telecast from 8.00 pm to 9.00 pm. Videos on Artificial Intelligence, Robotics, Block Chain Technology, Data Science, Cloud Computing, Skill Development, EdTech, Cyber Security, etc. were telecast. These videos are also uploaded in the

YouTube channel of the department, "TNCareerServicesEmployment", which has reached 1.83 lakh subscribers so far.

3.11. Private Sector Placements – Mega and Micro Job Fairs

To meet the growing manpower requirement of private sector organisations as well as to provide suitable employment to the youth, District Employment and Career Guidance Centres conduct micro job fairs once in a month and mega job fairs twice a year.

These job fairs help the employers to select suitable manpower on one hand and help the job seekers to get appropriate employment opportunities on the other hand.

The Government has sanctioned an amount of Rs.3.04 crore per annum at the rate of Rs.8.00 lakh to each District Employment and Career Guidance Centre for conducting private sector job

fairs. A total number of 463 job fairs have been organised through which 47,314 candidates including 984 differently-abled candidates have been placed in various private sector jobs in the year 2024-2025.

3.12. Tamil Nadu Private Job Portal **www.tnprivatejobs.tn.gov.in**

Tamil Nadu Private Job Portal was launched with the aim of providing private sector jobs to the job seekers through online mode. All the private sector employers, i.e. micro, small, medium enterprises and corporate companies are encouraged to register their vacancies and the job seekers are made to register their qualifications in the website. Employers can choose job seekers according to their requirements and job seekers can select jobs according to their qualification and salary expectations.

Statistics of Private Job Portal

Job seekers Registered	4,02,663
Employers Registered	8,950
Vacancies Notified	2,66,047
Placements made	32,072

3.13. Model Career Centres in Tamil Nadu

In Tamil Nadu, 18 Model Career Centres were set up under the 5-year Mission Mode Project - National Career Service (NCS). They were established in Vellore, Coimbatore, Salem, Tiruvallur, Udagamandalam, Villupuram, Virudhunagar, Madurai, Ramanathapuram, Kancheepuram, Dharmapuri, Nagercoil, Tiruchirappalli, Sivaganga, Erode, Ariyalur, Karur and Nagapattinam at a total cost of Rs.9,34,54,026/-.

These centres act as a hub of career counselling and also provide career related

services such as organising job fairs, mobilise the employers, provide career counselling, etc. They work in co-ordination with the District Employment and Career Guidance Centres.

3.14. Coaching-cum-Guidance Centres for Scheduled Caste and Scheduled Tribe

These Centres were established in five districts namely, Tiruchirappalli, Tirunelveli, Coimbatore, Vellore and Cuddalore. These centres conduct career guidance and counselling programs, pre-recruitment training for competitive examinations, confidence building programs and self-employment programs at SC/ST welfare schools and hostels and provide targeted employment services to the needy. A total number of 32 Coaching Classes have been conducted and 760 candidates have attended the classes; a total of 444 confidence building programs / career exhibitions / career talks have

been conducted in which 42,438 candidates were benefitted during the financial year 2024-2025.

3.15. Special Vocational Guidance Centre for Tribal population

Special Vocational Guidance Centre for Tribal population has been established and is functioning in Udhagamandalam. Conduct of coaching classes for competitive exams; creation of awareness about various career opportunities; competitive exams; skill training programs and self-employment are regularly carried out at tribal welfare schools and hostels. Spot employment registration is also done by this centre. A total number of 15 confidence building programs and 63 career talks have been conducted and 4,959 candidates have been benefitted in the year 2024-2025.

3.16. Special Employment and Career Guidance Centre, Chennai and Special Cells for Differently-abled in all districts

To cater to the special needs of differently-abled job seekers, a Special Employment and Career Guidance Centre for Differently-abled is functioning in Chennai. All District Employment and Career Guidance Centres have special cells for the differently-abled. In addition to conducting periodical awareness programs on job opportunities, welfare schemes and skill training programs, they canvass with private employers to recruit differently-abled candidates. Disbursal of unemployment assistance for the differently-abled of all categories is implemented through these cells. Coaching classes have been conducted by Special Employment and Career Guidance Centre for Differently-abled, Chennai in which 129

candidates have attended the classes during the financial year 2024-2025.

3.17. State Career Guidance Centre

State Career Guidance Centre was established in Chennai with a focus on assisting the youth in making informed career decisions through Psychometric tests and individualized counselling programs. Coaching classes are conducted to benefit the aspirants of competitive examinations. Career guidance programs are organized for school and college students emphasizing on different career opportunities, scope of various careers and their prospects.

In State Career Guidance Centre alone, 10 special coaching classes have been conducted; 402 candidates have attended the classes; 65 candidates have cleared various stages of competitive exams and 1,276 psychometric tests

have been conducted for students and job seekers in the year 2024-2025.

3.18. Employment Market Information

The Employment Market Information unit is functioning in all District Employment and Career Guidance Centres. Employment data in relation to public sector establishments and non-agricultural establishments in private sector employing 25 or more persons are collected on a quarterly basis under the provisions of, "The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959".

Employment Market Information provides information about occupational composition, number of employees and educational qualification of the employees of the public / private sector establishments in a district which helps in assessing the supply and demand of manpower requirements.

3.19. Career Awareness and Skill Week

Career Awareness and Skill Week is celebrated by all the District Employment and Career Guidance Centres along with Tamil Nadu Skill Development Corporation every year during the second week of July.

Activities such as career counselling, career talks, seminars on career awareness, skill awareness programmes and recognition of prior learning etc., are being conducted. Skill competitions, quiz programmes, special programmes for transgenders, women and differently-abled are being conducted to create awareness.

3.20. 'Thiran Tamizhagam' Magazine and Publications

A quarterly magazine named 'Thiran Tamizhagam' is published by the Department, featuring the activities of the Department of

Employment and Training. Since inception, 29 Editions have been published.

In addition to this, career guidance booklets on the following topics have been published:-

- Career Guidance for ITI Students
- Career Guidance for Polytechnic College Students
- Medical and allied health science courses after 12th standard
- Post Graduate Diploma Courses in Premier Institutions

The above publications are available as e-books in the website of the Department **www.tnvelaivaiappu.tn.gov.in**

3.21. Unemployment Assistance Scheme for Unemployed Youth

The Unemployment Assistance Scheme which was launched in 2006 provides financial assistance to the unemployed youth of the State.

This assistance is rendered for three years to the registrants of District Employment and Career Guidance Centres who have waited in the live register for a minimum of five years. The annual parental income should not be more than Rs.72,000/-. The upper age limit is 45 for SC/STs and 40 for others.

Rs.200/- per month to SSLC failed candidates; Rs.300/- per month to SSLC passed candidates; Rs.400/- per month to HSC passed candidates and Rs.600/- per month to graduates is given as unemployment assistance on a quarterly basis. A total amount of Rs.10.99 crore has been disbursed as financial assistance to 15,203 beneficiaries during the financial year 2024-2025.

3.22. Unemployment Assistance Scheme for all types of Differently-abled persons

Unemployment assistance for Differently-abled is provided to the

differently-abled registrants who have been in the live register for a year. There is no ceiling on parental income and age. The assistance is given for a continuous period of ten years. This scheme for differently-abled is funded by the Department for the Welfare of the Differently-abled persons and implemented by Department of Employment and Training.

From illiterate to SSLC passed, Rs.600/- per month; Rs.750/-per month to HSC passed and Rs.1000/-per month to graduates is given as unemployment assistance on a monthly basis. A total number of 2,542 beneficiaries were given Rs.2.76 crore as financial assistance during the financial year 2024-2025.

**DEPARTMENT OF EMPLOYMENT AND
TRAINING
(TRAINING WING)**

“Skill Training is a catalyst that can transform youth, industries and even nations.”

With technologies evolving, industries advancing and booming economy, the demand for skilled manpower is increasing significantly. To meet these changing needs, Industrial Training Institutes (ITIs) with upgraded courses and infrastructure have become inevitable to bridge the gap between skilled manpower and increasing demand of the industries.

Skill development activities in Industrial Training Institutes (ITIs) serve as a vital platform for equipping students with practical knowledge, technical expertise and industry-relevant skills. To improve the relevance, ITIs have incorporated

cluster-based learning, advanced Industry 4.0 labs, job placement cells, digital learning modules, advanced software tools and better Industry-Institute partnerships. With the growing emphasis on skill development, Industrial Training Institutes under the Training Wing of this Department are providing long-term skill training to the youth and making them competent in meeting the ever-changing expectations of the Industry sector.

3.23. GOVERNANCE FRAMEWORK

The Director of Employment and Training is the Head of the Department. Two Additional Directors assist the Director at the State level; Additional Director (Craftsmen Training Scheme) and Additional Director (Apprenticeship Training). There are 7 Regional Joint Directors at Chennai, Coimbatore, Madurai, Salem, Trichy, Tirunelveli, and Villupuram at the Regional level.

Government Industrial Training Institutes are functioning under the leadership of Principals and District Skill Training Offices are headed by Assistant Directors.

The major skill development programmes implemented by the department are: -

- (1) Craftsmen Training Scheme (CTS)
- (2) Functioning of Government ITIs as Industry 4.0 Technology Centres
- (3) Apprenticeship Training Scheme (ATS)
- (4) National Apprenticeship Promotion Scheme (NAPS)
- (5) Industrial School (IS)
- (6) Upgradation of Government ITIs under PPP mode (PPP)

3.24. CRAFTSMEN TRAINING SCHEME (CTS)

This scheme is pivotal in the field of Vocational Training, where long-term training is imparted through Industrial Training Institutes (ITIs), thereby shaping the craftsmen to meet the present and future demands of the skilled workforce requirement of the Industries.

Craftsmen Training Scheme trades involve 70% practical and 30% theoretical training.

3.24.1. Comprehensive Skill Training in Government Industrial Training Institutes

In Tamil Nadu, 113 Government Industrial Training Institutes impart long-term comprehensive skill training in 56 Engineering and 23 Non-Engineering Trades. Skill Training is imparted in conventional trades such as Welder, Turner, Fitter, Mechanic Motor Vehicle, Plumber and new age trades including Power Electronics, Architectural Assistant, Technician Medical Electronics, Operator Advanced Machine Tools, Fire Technology and Industrial Safety Management.

The duration of skill training courses ranges from 6 months to 2 years depending upon the trades. Admission to ITIs is made during the month of July/August every year on merit basis

by following the rule of reservation through Centralised Online counselling at URL:www.skilltraining.tn.gov.in Students can choose any ITI and any trade of their choice.

In the year 2024, Government ITIs have achieved an admission of 93.26% with 29,770 students. New 11 Government ITIs were announced last year and inaugurated on 18.12.2024, adding a seating capacity of 1,356 seats.

3.25. SKILL TRAINING TO PROMOTE SOCIAL INCLUSION

3.25.1. Government ITIs for Scheduled Caste Students

To promote social inclusion among Scheduled Caste students in the State, 2 ITIs at Vadakarai and Chidambaram are functioning with a skilling capacity of 356 seats. In these 2 ITIs, 356 students were admitted in the year 2024.

In the remaining Government ITIs, 18% of seats are reserved for Scheduled Caste students. In the year 2024, a total of 9,865 students belonging to SC category were admitted in Government ITIs, which is 32.37% of total students admitted.

3.25.2. Government ITIs for Scheduled Tribes Students

To strengthen the vulnerable segments in Scheduled Tribe populated areas, 6 Government ITIs are functioning in Sankarapuram, Anaikatti, Karumandurai, Jamunamarathur, Kollihills and Gudalur. In these 6 ITIs, 490 students were admitted in the year 2024.

In the remaining Government ITIs, 1% of seats are reserved for Scheduled Tribe students. In the year 2024, a total of 1,466 students belonging to ST category were admitted in Government ITIs, which is 4.8% of total students admitted.

3.25.3. Government ITIs for Differently-abled Students

To foster equality for disadvantaged groups, skill training is provided to the deaf and dumb students in Fitter trade in 3 Government ITIs located at Guindy, Ulundurpet and Nagercoil. In these 3 ITIs, 43 students have been admitted in the year 2024.

In the remaining Government ITIs, 5% of seats are reserved for differently-abled students. In the year 2024, a total of 140 students in this category were admitted in Government ITIs.

3.25.4. Government ITIs exclusively for Women

To encourage female students to take up skill training, 10 Government ITIs and 4 women wings are functioning in the State with a skilling capacity of 2,844 seats. The details of students admitted in 2024 are as follows:-

Sl. No.	District	Govt ITIs	Intake capacity	Students admitted
1.	Chennai	Guindy	280	245
2.	Chennai	Ambattur	160	144
3.	Theni	Andipatti	208	208
4.	Dindigul	Dindigul	264	264
5.	Madurai	Madurai	232	232
6.	Coimbatore	Coimbatore	304	272
7.	Salem	Salem	260	260
8.	Kanniyakumari	Nagercoil	228	228
9.	Cuddalore	Cuddalore	320	320
10.	Thiruchirapalli	Pullambadi	316	251
Women Wings				
11.	Ramanatha puram	Ramanatha puram	88	82
12.	Krishnagiri	Hosur	24	24
13.	Karur	Karur	88	88
14.	Namakkal	Namakkal	72	72
Total			2,844	2,690

In the remaining Government ITIs, 30% of seats are reserved for female students. In the year 2024, a total of 5,175 female students were admitted in Government ITIs.

3.25.5. Government ITI for Jail inmates

To ameliorate the socio-economic status of Jail inmates in society, skill training is imparted in

5 trades in Central Prison, Tiruchirappalli. This institute functions with a seating capacity of 168 seats, of which, 168 Jail inmates were enrolled in the year 2024.

3.26. GOVERNMENT ASSISTANCE TO ITI STUDENTS

To increase the number of skilled workforce in the State and to encourage the youth to take up long-term skill training, the following assistance is provided to the students of Government ITIs and Government Aided ITIs:-

- Training without fees
- Free Bus pass
- 2 sets of uniforms with stitching charges and 1 pair of shoes
- Stipend of Rs.750/- per month
- An additional stipend of Rs.1,000/- per month is provided to female trainees studying in Government ITIs under the Pudhumai Penn Scheme

- An additional stipend of Rs.1,000/- per month is provided to male trainees studying in Government ITIs under the Tamil Pudalvan Scheme
- Textbooks in Tamil language
- Drawing instruments
- Bicycle
- Raw materials and consumables for practical training

3.27. GOVERNMENT ITIs FUNCTIONING AS INDUSTRY 4.0 TECHNOLOGY CENTRES

Introducing Industry 4.0 trades in ITIs is a strategic step towards empowering youth with future-ready skills. The new trades align with the rapidly evolving technological landscape of the new generation industries. It fosters employment, innovation and industrial growth, while supporting national and global economic progress.

The following Industry 4.0 trades have been introduced with an additional seating capacity of

7,672 seats in 71 Government ITIs at a cost of Rs.2877.43 crore:-

- (i) Manufacturing Process Control and Automation
- (ii) Industrial Robotics and Digital Manufacturing Technician
- (iii) Basic Designer and Virtual Verifier (Mechanical)
- (iv) Advanced CNC Machining Technician
- (v) Mechanic Electric Vehicle

6,925 students were admitted to these Industry 4.0 Technology Centres in the year 2024. NCVT has granted affiliation for long-term trades in all the 71 ITIs.

Utilising the above created infrastructure, 23 short-term courses are being conducted for conventional trade students as add-on courses. Polytechnic and Engineering College students and MSME workers are also trained under short-term

courses. So far 11,995 students are enrolled and completed training in short-term courses and customized courses.

Sl. No.	Category	No of Students undergone Short-Term Training
1.	71 Govt ITIs	5,673
2.	On-Campus ITIs	252
3.	Off-Campus ITIs	430
4.	MSME Workers	552
5.	Degree holders	241
6.	Polytechnic College Students	3,654
7.	Engineering College Students	875
8.	Unemployed Youth	318
	Total	11,995

A facilitation centre is functioning at Government ITIs for the workers of MSMEs to upskill and reskill their working skills to be on par with the latest technologies by utilizing the existing facilities available in Industry 4.0 Technology Centres in Government ITIs.

All Industry 4.0 Technology Centres have started customized training courses namely Industrial Robot Welding, CNC Lathe and Milling Machine programming, 3D Printing, Laser Cutting, Electronic Control Boards Assembling, Programming and Testing using Internet of Things (IoT), Advanced Printing Technology and Battery Electric Vehicle Technician with the enrolled strength of 2,753 persons and generated a revenue of Rs.26,07,450/- so far through Institute Management Committee of the concerned institutes.

3.28. GOVERNMENT AIDED PRIVATE ITIs

There are 10 Government Aided Private Industrial Training Institutes in the State that receive maintenance grant from the Government. Most of these ITIs are minority institutions. Government subsidies are extended to these institutes to provide skill training to students hailing from downtrodden society to uplift their

livelihood. A sum of Rs.3.48 crore has been provided to these ITIs as maintenance grant for the year 2024-2025.

3.29. PRIVATE INDUSTRIAL TRAINING INSTITUTES

To enhance the creation of a skilled workforce, the participation of private entities in providing training is encouraged by the Government. In Tamil Nadu, there are 311 Private ITIs affiliated to NCVT and are functioning across the State with a total intake capacity of 29,396. These Private ITIs have admitted 13,038 students in the year 2024.

3.30. REIMBURSEMENT OF TRAINING EXPENSES TO PRIVATE ITIs

The State Government reimburses training cost to the Private ITIs for 50% of seats surrendered under the Government quota. To enhance the skilled workforce, the State Government is reimbursing Rs.16,800/- per

student per year for Engineering Trades and Rs.13,000/- per student per year for Non-Engineering Trades to Private ITIs under this scheme. In 2024-2025, an expenditure of Rs.10.00 crore has been incurred benefitting 9,327 students.

3.31. COMMON EXAMINATION AND CREDENTIALS

Directorate General of Training, New Delhi is conducting All India Trade Test for the students of Government and Private ITIs. In 2024, Government and Private ITIs have pass percentage of 94% and 86% respectively. Successful students are awarded with National Trade Certificate by NCVT.

Under the State Council for Vocational Training (SCVT) pattern, 1,277 students have appeared for the Trade Test and 1,275 students have passed the Trade Test. Successful students

are awarded with SCVT Certificate by this Department.

Through the Training Providers empanelled by Tamil Nadu Skill Development Corporation, Short-term training is also provided to the ITI students. These students are assessed by the State Council for Vocational Training (SCVT). 8,861 youth were assessed in 490 batches in 2024 and SCVT Certificates were issued.

3.31.1. National Topper - All India Trade Test

In 2024, 29 students from Tamil Nadu have secured first rank in various trades in the All India Trade Test conducted by NCVT. This includes 24 students from Government ITIs and 5 from Private ITIs. In the very 1st batch of Industry 4.0 trades, 2 students of Industrial Robotics and Digital Manufacturing Technician trade and 2 students of Manufacturing Process Control and Automation trade have been announced as

National Topper in All India Trade Test for the year 2024. The Hon'ble Chief Minister of Tamil Nadu has felicitated the National Toppers of All India Trade Test on 24.10.2024.

3.32. ADVANCED COURSES IN GOVERNMENT ITIs

To fulfill the demand of the industries and to make the youth more employable in new technology, the following Advanced Courses have been introduced in Government ITIs:-

Sl. No.	Name of the Course
1.	Aeronautical Structure and Equipment Fitter
2.	Additive Manufacturing Technician (3D Printing)
3.	Electrician Power Distribution
4.	Central Air Condition Plant Mechanic
5.	Wind Plant Technician
6.	Solar Technician
7.	In-Plant Logistics
8.	Technician Mechatronics

Sl. No.	Name of the Course
9.	Smart Phone Technician
10.	Architectural Assistant
11.	Technician Medical Electronics
12.	Auto Body Repairing
13.	Technician Power Electronics
14.	Interior Design and Decorator
15.	Tool & Die Maker (Press Tools Jigs & Fixtures)
16.	Operator Advanced Machine Tools
17.	Fire Technology & Industrial Safety Management

3.33. APPRENTICESHIP TRAINING SCHEME (ATS)

The "Apprentices Act 1961" regulates and controls the training of apprentices within industries, aiming to utilize existing industrial facilities to provide practical training and develop a skilled workforce by mandating employers to engage certain percentage of apprentices based on their workforce size.

The Director of Employment and Training is the State Apprenticeship Advisor under the Apprenticeship Act, 1961, who is vested with the responsibility of monitoring the implementation of this Act in the State Government Establishments and Private Industries. ITI certified candidates are engaged as apprentices in Government Establishments, Public Sector Establishments and Private Industries having workers strength of more than 40, including contract workers.

The minimum rate of stipend payable to apprentices as per the latest guidelines issued by the Government of India for NCVT/SCVT certificate holders is Rs.7,000/- per month.

Every apprentice who has completed the prescribed period of apprenticeship training shall appear for the All India Trade Test for Apprentices, conducted by the National Council for Vocational Training (NCVT). It is conducted twice a year, in April / May and October/November. The

passed-out apprentices are awarded with a National Apprenticeship Certificate (NAC) issued by NCVT, Government of India. 84,263 apprentices have been engaged by 2,516 establishments in the State in 2024-25.

3.33.1. National Apprenticeship Promotion Scheme (NAPS - 2)

This is a Government of India scheme introduced by the Ministry of Skill Development and Entrepreneurship. The State Directorate is the nodal agency for implementing the scheme. National Apprenticeship Promotion Scheme-2 (NAPS-2) aims to promote apprenticeship training by providing partial stipend support to the apprentices engaged under the Apprentice Act, 1961, undertaking capacity building of the apprenticeship ecosystem and providing advocacy assistance to the stakeholders.

3.33.2. Funding support under NAPS – 2

1. Partial stipend support by Government of India under NAPS-2 will be limited to 25% of the stipend paid, upto a maximum of Rs.1,500/- per month, per apprentice during the training period.
2. The stipend support by Government of India will be paid through Direct Benefit Transfer (DBT) to the bank account of apprentices.
3. No stipend support will be available under NAPS-2 to the Central and State Government Departments and Central and State Public Sector Undertakings / Enterprises, including Public Sector Banks.
4. So far, 51,612 apprentices have been benefitted through the Direct Benefit Fund (DBT) under this scheme.

3.33.3. Apprenticeship opportunities for freshers

The National Apprenticeship Promotion Scheme (NAPS) encourages employers to hire fresher apprentices. The minimum eligibility age for an apprentice is 14 years.

Fresher apprentices receive hands-on training in various trades, enhancing their skills and employability. The training period ranges from 6 months to 3 years, depending on the trade. The scheme benefits employers by reducing training costs and helps apprentices gain practical experience, improving their job prospects.

The freshers who have successfully completed the Apprenticeship training in the designated trade will be awarded with National Apprenticeship Certificate (NAC).

3.34. PRIVATE INDUSTRIAL SCHOOLS

To cater to the needs of local industries, 114 Self-financing and 21 Private Aided Industrial Schools are functioning in the State. 5,461 students were admitted in 2024. Training is being offered in 57 trades covering Electrical, Mechanical, Automobile, Electronics, Hospitality, Apparel, IT, Office Automation and Construction sectors. Training duration ranges from one year to three years. Candidates with 8th or 10th pass qualifications are admitted for training in various trades. 15 Industrial Schools are offering Technical Teachers Certificate Course, which is a pre-requisite qualification for joining as a technical teacher in a school. The State Board of Examination for Vocational Training (SBEVT) conducts Common Examinations and SCVT Certificates are awarded to the successful candidates. 21 Private Industrial Schools are receiving grant-in-aid from the Government. A

sum of Rs.2.80 crore was given to aided Industrial Schools as maintenance grant in the financial year 2024-2025.

3.35. INSTITUTE MANAGEMENT COMMITTEE

An Institute Management Committee (IMC) is constituted in each ITI under the Chairmanship of credible industry partner to have a dynamic linkage with relevant industries and labour market. Institute Management Committee comprises of a Chairman and four members from related industries, five members from the Government and the Government Industrial Training Institute Principal as Member Secretary. Accordingly, Institute Management Committees have been formed in 102 Government ITIs. The Chairman of Institute Management Committees are mostly from major industries like M/s. Power Grid Corporation India Limited, M/s. Hyundai Motor India Ltd, M/s. Schwing Stetter India Pvt.

Ltd, M/s. L & T Construction, M/s. Sundaram Clayton India Pvt. Ltd, M/s. BHEL, M/s. ONGC, M/s. NLC India Limited, M/s. RAMCO Cements Ltd, M/s. Titan Company Limited, M/s. Tamil Nadu Newsprint and Papers Limited, M/s. India Cement Pvt. Ltd.

3.36. UPGRADATION OF GOVERNMENT ITIs THROUGH PUBLIC PRIVATE PARTNERSHIP (PPP) MODE

This scheme was introduced by the Government of India in the year 2007 and 32 Government ITIs have been upgraded with a total cost of Rs 80.00 crore. The Institute Management Committees formed exclusively for these ITIs are registered under the Societies Act 1975 as a Society.

An interest-free loan of Rs.2.50 crore has been released by Government of India to each ITI through Institute Management Committee Society after signing a tripartite agreement between

Government of India, Government of Tamil Nadu and Institute Management Committee Society. Under this scheme, infrastructure has been created in all 32 project ITIs and 69 new trades are functioning with a seating capacity of 2,180. Repayment of the loan started from the year 2022. Under this scheme, best performing Institute Management Committee and project ITIs are awarded every year. This year M/s. Hyundai Motor India Ltd, has been awarded as the Best Institute Management Committee and Government ITI, Ranipet has been awarded as the Best Project ITI.

3.37. Dr. RADHAKRISHNAN BEST INSTRUCTOR AWARD

Best Instructor Award in the name of Dr.Radhakrishnan Award is given to 12 Best Teachers (Principal-2, Training Officer-2, Assistant Training Officer-4 and Junior Training Officer-4) of Government ITIs every year who show exemplary

performance in imparting skill training. This award comprises a cash prize of Rs.10,000/- each along with a Merit Certificate.

3.38. PROJECT WORK COMPETITION AND STATE SKILL COMPETITION

To bring out the veiled skills of the students, every year a project work competition is conducted in 5 trades, Fitter, Turner, Machinist, Mechanic Motor Vehicle and Electrician. The winners are awarded with a cash prize of Rs.50,000/- and a Merit Certificate.

Every year State Skill Competition is conducted in 17 trades for the students of Government and Private ITIs. The winners are awarded with a cash prize of Rs.25,000/- and a Merit Certificate.

3.39. TRAINING OF TRAINERS

Training of Trainers has become inevitable as technology is evolving day-by-day. The

Government is taking several measures to improve the skills of the trainers and in turn, the students benefit. These trainings give opportunities to instructors to update their knowledge according to the latest technology.

Instructors have been trained in relevant fields in the following leading industries/institutions:-

1. Tamil Nadu Centre of Excellency for Advanced Manufacturing – 59 Instructors participated.
2. Tamil Nadu Smart Advanced Manufacturing Centre - 39 Instructors participated.
3. National Skill Training Institute, Chennai - 20 Instructors participated.
4. National Power Training Institute, Neyveli - 40 Instructors participated.
5. Bharat Heavy Electrical Limited, Tiruchirapalli - 20 Instructors participated.

6. Anna Administrative Staff College.
Chennai – 5 Principals participated.
7. Larsen and Toubro Skill Training Academy,
Mumbai - 61 Instructors participated.
8. Leadership Training Programme has been
conducted at Chennai for the Principals and
Placement Officers of Government ITIs
through M/s. Quest Alliance, Bangalore – 21
Principals and 94 Placement Officers
participated.
9. M/s TATA Technologies Pvt Ltd., Pune, has
conducted trainers training programme in 5
Industry 4.0 standard trades for 305
instructors.

3.40. IT MONITORING CELL

An IT Monitoring Cell has been established at headquarters to efficiently manage and support IT-related activities of the Training Wing of this Department both at the Directorate and Regional levels. The in-house software development team

under this cell is responsible for developing and maintaining departmental portals based on organizational needs. Notable in-house developments include ITI Monitoring Dashboard, Online Training Cost Claim System and Placement Monitoring System for Private Industrial Training Institutes, Online Application and Recognition Portal for Industrial Schools.

The activities of the IT Cell also include implementing e-office solutions to facilitate a paperless workflow, overseeing online ITI admissions to ensure transparency in students enrolment and coordinating the conduct of Computer-Based Tests (CBT) for precise assessments. The e-office system has been successfully implemented at headquarters and is in use since May 2024. Additionally, the cell continuously monitors student training through virtual classrooms, smart classrooms and language-cum-soft skills labs.

3.41. PLACEMENT ACTIVITIES IN GOVERNMENT ITIs

The ultimate aim of providing skill training to the students of ITIs is to achieve 100% placement. Tamil Nadu pays more attention to placement and continuously shows improvement in placement rate. Many leading industries and companies are invited for campus interviews in all the ITIs. Placement officers through placement cells play a vital role in arranging placement drives at the end of the course period. 90.04% of passed-out students have been placed in various industries in their field of skill in the year 2024. Campus interviews were conducted by M/s. TATA Technologies in 71 ITIs. This ensures the students of Industry 4.0 trades get placements with reasonable salaries in the leading industries such as TATA Motors, Foxconn, Schneider Electric, Danfoss, Bharat Biotech, TPI Composite, Stellar Plastic, etc.,

3.42. PROVIDING ON-THE-JOB TRAINING

On-the-job training is an integral part of the Training that aims to impart real-time work conditions and hands-on experience to all the students. This encourages the students of the Institute to acquire confidence and skills to take up industry-related work. As per NCVT norms, 150 hours of On-the-job training (OJT) is mandatory. Accordingly, On-the-job training is provided to make the students aware of the industrial environment and to equip them with the necessary skills for getting immediate employment in relevant industries of the State.

3.43. ENGLISH FOR EMPLOYABILITY UNDER NAAN MUDHALVAN SCHEME

The 'Basic English for Employability' scheme was introduced under the Naan Mudhalvan Scheme to the students of ITIs to enhance the quality of learning and to assist them in acquiring market-relevant skills.

Tamil Nadu Skill Development Corporation is providing training for 60 hours with two-stage assessments viz., Pre-diagnostic assessment and Post Training assessment, through a reputed University under this Scheme. So far 35,551 students have been benefitted from this scheme in this academic year.

3.44. INDUSTRY INSTITUTE INTERFACE

The active participation of industries in the training methodologies of Industrial Training Institutes (ITIs) plays a crucial role in ensuring that students are equipped with the most up-to-date skills aligned with the latest technological advancements.

Several leading industries have extended their support to Government ITIs, providing shop floor experience, industrial visits, internship training, participation in the Institute Management Committee and guest lectures to the students to

bridge the gap between industrial needs and actual training outputs.

To formalize these collaborations and implement these initiatives effectively, Memorandums of Understanding (MoUs) are signed between Government ITIs and relevant industries. These MoUs lay down clear guidelines for cooperation and knowledge sharing to ensure that both the parties work together to create a training environment that meets the needs of the modern job market.

A few of the leading major industries with whom Government ITIs have signed MoUs include Daikin Air Conditioning Pvt. Ltd., Power Grid Corporation of India Ltd, Carborundum Universal Ltd, Simpson & Co. Ltd, India Pistons Pvt. Ltd, etc.

By continuously upgrading training methods and collaborating with industries, ITIs are

enhancing their effectiveness in skill development thereby shaping individual careers and contributing to the economic development of the State.

4. DIRECTORATE OF MEDICAL AND RURAL HEALTH SERVICES (Employees' State Insurance Scheme)

Employees State Insurance Scheme is an integrated Social Security Scheme which provides Health Care, Sickness benefit, Maternity benefit, Disablement benefit, Unemployment allowance etc., to the Insured Persons and their eligible family members. This ESI Scheme is administered by Employees State Insurance Corporation and implemented in Tamil Nadu from 23rd January 1955.

This Scheme not only provides Primary, Secondary and Tertiary medical care to the Insured Persons and their dependants, but also provides cash compensation for any loss of wages or earning capacity of an Insured Person.

Tamil Nadu Employee State Insurance Scheme is providing medical care to 43.77 Lakh

Insured Persons and 1.75 Crore Dependents (i.e. their spouse, children and parents of Labourers) throughout the State through 241 ESIS Dispensaries and 7 ESIS Hospitals.

4.1. Administrative setup of ESI scheme in Tamil Nadu

The Directorate of Medical and Rural Health Services (ESI) is the Head of the Employees State Insurance Scheme in Tamil Nadu which is functioning under the control of the Labour Welfare and Skill Development Department. The Director of Medical and Rural Health Services (ESI) is in-charge of the Administration, Finance, Implementation and Development of the ESI Scheme throughout Tamil Nadu.

There are 241 ESI Dispensaries presently functioning throughout the State headed by the 7 Regional Administrative Medical Officers (ESI) at

Chennai, Coimbatore, Madurai, Salem, Tiruchirappalli, Tirunelveli and Vellore.

There are 7 ESI Hospitals presently functioning in State and headed by the Medical Superintendents at Ayanavaram, Madurai, Sivakasi, Salem, Tiruchirappalli, Vellore and Hosur under the control of Director of Medical and Rural Health Services (ESI).

4.2. Scheme Funding

A monthly contribution at a fixed percentage of 0.75% and 3.25% of wages is paid by the employees and employers respectively as their contribution to avail the benefits of the ESI schemes (w.e.f. 01.07.2019). The ESI Corporation and the State Government are sharing the expenditure in the ratio of 7:1. The ESI Corporation contributes 7/8th share of the medical expenditure incurred for the implementation of this ESI Scheme and

Tamil Nadu State Government contributes 1/8th share.

4.3. ESI Hospitals

8 ESIS Hospitals are functioning under State Government of Tamil Nadu and 3 ESIC Hospitals are functioning under ESI Corporation Headquarters, New Delhi as given below:-

ESIS Hospitals functioning under State Government of Tamil Nadu

- ❖ ESI Hospital, Ayanavaram
- ❖ ESI Hospital, Salem
- ❖ ESI Hospital, Sivakasi
- ❖ ESI Hospital, Hosur
- ❖ ESI Hospital, Madurai
- ❖ ESI Hospital, Tiruchirappalli
- ❖ ESI Hospital, Vellore &
- ❖ Government Medical College and ESI Hospital, Coimbatore

ESIC Hospitals functioning under ESI Corporation Headquarters, New Delhi

- ❖ ESIC Medical College Hospital,
K.K.Nagar, Chennai
- ❖ ESIC Hospital, Tirunelveli
- ❖ ESIC Hospital, Tiruppur

Seven Regional Administrative Medical Offices (ESI) and seven ESI Hospitals are functioning under the control of the Director of Medical and Rural Health Services (ESIS). One Government Medical College and ESI Hospital at Coimbatore is functioning under the control of the Director of Medical Education and Research, Chennai. Two ESIC Hospitals at Tirunelveli, Tiruppur and ESI Medical College Hospital at K.K. Nagar, Chennai are directly functioning under the control of ESI Corporation, New Delhi.

4.4. ESI Dispensaries

There are 241 ESI Dispensaries in the following regions functioning all over Tamil Nadu for providing medical care to the Insured Persons and their family members.

Sl. No.	Name of the Region	Total Districts	Total Dispensaries
1.	Coimbatore	3	48
2.	Madurai	6	43
3.	Chennai	3	38
4.	Vellore	4	31
5.	Tirunelveli	9	26
6.	Salem	3	25
7.	Tiruchirappalli	10	30
Total		38	241

4.5. AYUSH units under ESI scheme

A combined treatment of Ayurveda, Yoga, Unani, Siddha and Homeopathy (AYUSH) is provided to the insured persons, in addition to allopathic treatment facilities in the following ESI Hospitals and ESI Dispensaries:-

Sl. No.	AYUSH Units	ESI Hospitals	ESI Dispensaries
1.	Ayurveda	8	13
2.	Yoga	8	--
3.	Unani	3	3
4.	Siddha	8	43
5.	Homeopathy	3	3

4.6. Eligibility criteria for enrolment in ESI scheme

- 1) The ESI Scheme is eligible to all non-seasonal factories and other

establishments wherein 10 or more persons are employed.

- 2) The Employees getting a monthly salary upto Rs.21,000/- are eligible to join the ESI scheme.
- 3) The Employees earning upto Rs.176/- per day are exempted from the contribution amount.
- 4) This scheme is applicable to the employees who are differently-abled due to Autism, Cerebral palsy, Mental retardation and Multiple disabilities and drawing monthly salary upto Rs.25,000/-.

4.7. Benefits of ESI scheme

Various social security benefits are being provided by the ESI Scheme to the Insured Persons and their dependents. The contribution paid by the employee and employer under the ESI

Scheme helps the insured person during emergent medical and other contingencies, without any extra burden on his savings or earnings.

Contribution Period	Corresponding Benefit Period
1st April to 30th September	1st January of the following year to 30th June
1st October to 31st March of the following year	1st July to 31st December.

(1) Medical Benefit

One of the major benefit extended by ESIC is (a) Primary Care (Out-patient) and (b) Secondary Care (in-patient) for self and family from day one of entering insurable employment which continues till end of the corresponding benefit period. To avail Super Specialty Treatment (SST), the insured person has to complete a minimum period of 6 months

under insurable employment from the date of registration and has to contribute a minimum of 78 days in the contribution period. In case of SST for family, the insured person has to be under Insurable employment for a minimum period of 1 year from date of registration and has to contribute a minimum of 156 days (78 days in each of the contribution period). ESI dispensaries provide Primary Care and Secondary/Tertiary Care through ESI Hospitals and a network of private tie-up hospitals under Memorandum of Understanding.

(2) Sickness Benefit

The Sickness Benefit is payable in the form of cash compensation at the rate of 70% of wages to insured workers during the period of certified sickness for a maximum of 91 days in a year. In order to qualify for sickness benefit, the insured worker is required to contribute for 78 days in a contribution period of 6 months.

(3) Extended Sickness Benefit

In the case of Insured Persons suffering from 34 malignant and long-term diseases, this benefit is provided upto two years at an enhanced rate of 80% of wages.

(4) Enhanced Sickness Benefit

Insured persons in the productive age group are eligible for enhanced sickness benefit for undergoing sterilization operation viz., Vasectomy/ Tubectomy. This benefit is equal to full wage payable to insured persons undergoing sterilization for 7 days / 14 days to male and female workers respectively.

(5) Maternity Benefit

Maternity Benefit for confinement/ pregnancy is payable for twenty-six (26) weeks, viz., upto 2 surviving children in case of confinement of which not more than 8 weeks shall precede the expected date of confinement. The

Commissioning Mother / Adopting Mother shall be entitled to 12 weeks of maternity benefit from the date on which the child is handed over.

(6) Dependent's Benefit

The Dependent's benefit is paid at the rate of 90% of the wage in the form of monthly payment to the dependents of the deceased Insured Person in the cases where death occurs due to employment injury or occupational hazards.

(7) Disablement Benefit

(a) Temporary disablement benefit

This benefit will be provided from the date of joining of the service of the insured person. This benefit is payable at the rate of 90% of wage as long as disability continues.

(b) Permanent disablement benefit

For permanent disabilities occurring during duty, the permanent disablement benefit is payable for life time of the insured persons and the workers are eligible from the initial day of entering insurable employment. The benefit is paid at the rate of 90% of wage in the form of monthly payment depending upon the extent of loss of earning capacity as certified by a Medical Board.

(8) Unemployment Allowance

(a) Rajiv Gandhi Shramik Kalyan Yojana

Unemployment Allowance is payable in case of involuntary loss of employment due to closure of factory, retrenchment or permanent invalidity due to non-employment injury and payment of contribution for prior to the loss of employment. The benefit under this scheme is payable for a maximum period of two years during life time, in

which, 50% of the average daily wages is provided for the first 12 months and 25% of the average daily wages is provided for the next 12 months, apart from medical treatment upto 24 months.

(b) Atal Beemit Vyakti Kalyan Yojana

The ESI Corporation is providing relief not exceeding 25% of pay in the form of cash compensation upto ninety days once in a life time for being rendered unemployment to the Insured Persons. This assistance is provided to the Insured Persons who have completed two years of insurable employment and contributed not less than seventy eight days in each of the four contribution periods. This scheme was introduced w.e.f. 01.07.2018.

Relaxed terms and contributory conditions

- Insured Persons should have been in insurable employment for a minimum period

of 2 years before his / her unemployment and should have contributed for not less than 78 days in the contribution period immediately preceding to unemployment and minimum 78 days in one of the remaining three contribution periods in two years prior to unemployment.

- Relief shall become due for payment 30 days from the date of unemployment.
- Relief to the extent of 50% of the average per day earning during the previous four contribution periods to be paid upto maximum 90 days of unemployment.

(9) Other Benefits under the ESI scheme

(a) Confinement Expenses

The Insured Woman or the wife of an Insured Person is paid an allowance of Rs.7,500/-, in case of confinement occurring in a place where

necessary maternity facilities under ESI Institution are not available.

(b) Funeral Benefit

On the death of an Insured Person, funeral benefit of Rs.15,000/- will be paid to the dependents or to the person who performs last rites from day one of entering insurable employment.

(c) Medical Benefit to retired Insured Persons who ceased to be under Insurable Employment (under ESI rule 60/61)

Old age medical care is provided for the Insured Person along with his/her spouse after retirement on attaining the age of superannuation or under VRS/ERS and persons who had to leave the service due to permanent disablement, recipient of Dependent Benefit (Spouse of the deceased Insured person) at a nominal contribution of Rs. 120/- per annum.

- (d) Free supply of physical aids such as crutches, wheel chairs, dentures, spectacles and Hearing Aids.
- (e) Preventive health care services such as immunization, HIV/AIDS detection and treatment.
- (f) Implementation of National Programmes for Family Welfare and TB Control.

4.8. Hospital Development Committee

The Hospital Development Funds are provided to the ESIS Hospitals and ESIS Dispensaries through the Hospital Development Committee for the maintenance of minor and major repairs of buildings and also for the purchase of Medical Equipments. The Hospital Development Committee meets as and when decided by the Chairman and the assistance is directly funded by the ESI Corporation under On Account Provision and ARM funds applicable for the year.

4.9. Reimbursement of medical expenses incurred in Private Hospitals by the ESI beneficiaries

(1) Package deal (Tie-up Hospitals)

There are 75 speciality and 107 super speciality private tie-up hospitals for providing cashless treatment under package deal at Central Government Health Scheme Rate (CGHS) to the Insured persons and their family members. Based on the referral recommendations made by the Medical Officer of the ESI Dispensaries and the Medical Superintendent of the ESI Hospitals the insured persons and their family members are admitted in private tie-up hospitals. Cashless treatment is provided to them and the hospital bills are directly settled under this agreement signed by the concerned hospitals with the Directorate of Medical and Rural Health Services (ESI), Chennai.

(2) Secondary Care Reimbursement

The Insured Persons and their Family Members can also get treated in Private Hospitals other than Tie-up Hospitals in case of emergencies. The Medical Officer of the ESI Dispensaries and Regional Administrative Medical Officers will process the reimbursement medical claims based on the power of delegation at their level and will reimburse the amount based on the Central Government Health Scheme Rates. Reimbursement claims from Rs.1 lakh to Rs.5 lakh are sanctioned by the Director of Medical and Rural Health Services (ESI) and reimbursement claims above Rs.5 lakh are sanctioned by the Government to the Insured Persons.

4.10. Supply of life saving drugs to Insured Persons

All the essential and supplementary drugs are procured and supplied based on the requirements of the ESIS Hospitals and ESIS Dispensaries through Central Rate Contract (CRC). Further all life saving drugs for Oncology, Haematology and Nephrology are also supplied immediately as per the recommendation of the doctors.

4.11.Strengthening of facilities in ESIS Hospitals

Super Speciality Doctors have been appointed in all the 7 ESIS Hospitals based on the requirement for improving the performance of the ESI Hospitals and for providing better service to the Insured Persons and their family members.

4.12. Construction of new 100 bedded ESI Hospitals

The ESI Corporation has proposed to construct new 100 bedded ESI Hospitals in Tamil Nadu at Dindigul, Kanniyakumari, Erode, Chengalpet and Ranipet. In Sriperumbudur and Thoothukudi new 100 bedded ESI hospitals are under construction by ESI Corporation.

C.V. GANESAN
MINISTER FOR LABOUR WELFARE AND
SKILL DEVELOPMENT



Hon'ble Chief Minister on 13.01.2025 inaugurated Integrated Labour Office Complex at Villuppuram and Ramanathapuram constructed at a cost of Rs.8.13 crore and Regional Joint Director Office, Salem, Government Industrial Training Institutes at Denkanikottai and Orathanadu and Hostel at Viralimalai Government Industrial Training Institute constructed at a cost of Rs.19.20 crore.



During the celebration of International Women's Day - 2025 on 08.03.2025 the Hon'ble Chief Minister distributed 100 New Autos with Government subsidy to the Women Auto Drivers registered with Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board.



Hon'ble Chief Minister on 24.10.2024 felicitated 29 Students of Tamil Nadu who secured first rank in various Trades in the All India Trade Test 2024.



World class standard training is imparted in Industry 4.0 Technology Centres in Government ITIs. 25,707 students have been trained and 90.04 % students have been placed in leading industries in 2024.



During 2024-2025, 463 Job fairs have been conducted 16,458 Employers participated. Out of the 2,49,372 jobseekers participated, 47,314 have been offered job placements.

