

TAMIL NADU LABOUR WELFARE BOARD, CHENNAI-600 006.

1. ORGANISATION :

The Tamilnadu Labour Welfare Board was constituted by the Government of Tamilnadu in the year 1971 by an executive order of the Government (G.O.Ms No.222 Labour Dept, dated: 20.2.1971) with the view to promote the Welfare of the employees and their dependents with an adhoc grant of Rs.5 lakh. The Tamil Nadu Labour Welfare Fund Act, 1972 was passed by the State and was given effect from 1.1.1973.

The Statutory Labour Welfare Board was formed with effect from 1.4.1975 with the Minister Incharge of Labour as Chairman. five representatives of employees, five representatives of employers, three members of State Legislative Assembly, four Official members and two Non-Official members.

2. FUNCTIONS OF THE BOARD :

The important provisions of the Act deals with

- ❑ Collection of Labour Welfare Fund
- ❑ Vesting and Application of the Fund.
- ❑ Constitution of the Board.
- ❑ Terms of Members.
- ❑ Power to appoint committee.
- ❑ Functions of the Board.
- ❑ Unpaid Accumulations.
- ❑ Deposit of Funds.
- ❑ Placing of Accounts and Audit Report before the State Legislature.
- ❑ Power to make Rules and Regulations.

The Tamilnadu Labour Welfare Fund Rules 1973 deals with

- ❑ Payment of Fines and Unpaid Accumulations by the Employer
- ❑ Maintenance and Audit of Accounts
- ❑ Budget of the Board

- ❑ Additional Expenditure
- ❑ Mode of Payment
- ❑ Payment of Contributions
- ❑ Meetings of the Board
- ❑ Quorum
- ❑ Administrative and Financial Powers of the Secretary
- ❑ Publication of Annual Report
- ❑ Maintenance of Registers by Employers

Form A- Statement showing the particulars of contribution amounts paid to the Secretary Tamil Nadu Labour Welfare Board.

Form B- Register of Wages

Form C- Register of Fines and Unpaid Accumulations

3. LABOUR WELFARE FUND

The Government constitutes Labour Welfare Fund, as per section 3, to which the following are credited to –

- a) All Unpaid Accumulations due to workers
- b) All fines realised from the workers
- c) Deduction made under the proviso to Sub-section(2) of section 9 of the Payment of Wages Act,1936 and the proviso to Sub-section (2) of section 36 of the Tamil Nadu Shops and Establishments Act, 1947.
- d) Contribution from Employers and Employees
- e) Any interest by way of penalty, paid under Section 14 of the Tamil Nadu Labour Welfare Fund Act, 1972.
- f) Any Voluntary Donation.
- g) Any amount raised by the Board from other sources to augment the resources of the Board.
- h) Any fund transferred under Sub-section 5 of Section 17 of the Tamil Nadu Labour Welfare Fund Act, 1972.

- i) Any sum borrowed under Section 18 of Tamil Nadu Labour Welfare Fund Act,1972
- j) Any unclaimed amount credited to the Government in accordance with the rules made under the Payment of Wages Act, 1936 and Minimum Wages Act, 1948.
- k) Grants or Advances made by the Government.
- l) All fines imposed and realised from Employers by Courts for violation of Labour Laws less the deduction made by Courts towards administrative expenses.

Contribution to the Fund by Employee and Employer (Sec 15) and rules 11 (a):

Every Employee contributes Rs.5/- per year and every Employer in respect of and such Employee, contributes Rs.10/- per year to the Fund and the Government in respect of each such employee contributes Rs.5/- per year to the Fund.

(Amendment to Tamil Nadu Labour Welfare Fund Rules, 1973 (G.O. Ms.No.159, Labour and Employment (G.2) date.7.12.1998)

Labour Welfare Fund Contribution Rate:

Year	Employees Contribution	Employers Contribution	Government Contribution	G.O. No. and Date
1973-1981 9 years	Re.1/-	Rs. 2/-	Nil	---
1982-1995 14 years	Rs. 2/-	Rs. 4/-	Rs. 2/-	No.1933, Labour and Employment Department. Date.14.11.82
1996-1997 2 years	Rs. 3/-	Rs. 6/-	Rs. 3/-	No. 67, Labour and Employment Department. Date 28.5.96
1998 onwards	Rs. 5/-	Rs. 10/-	Rs. 5/-	No.159, Labour and Employment Department. Date 7.12.98

4. CONSTITUTION OF THE BOARD :

The Board shall consist of twenty members including the chairman who shall be the Minister in charge of Labour and the following members were appointed by the Government : -

- a) five representatives of employers appointed by the State Government in consultation with such organisation of employers in the State ;
- b) five employees representatives to be appointed by the State Government in consultation with such organisation of employees in the State ;
- c) three members of the State Legislature ;
- d) four Government Officials ;
- e) two independent members ;

Provided that if there is no other woman representative in the Board, the question of including a woman representative as an independent member would be considered by the Government.

(2) The Board shall elect a Vice-Chairman to perform the duties of the Chairman in his absence.

(3) The term of office of the members of the Board other than official members shall be three years from the date of their appointment and they shall be eligible for appointment and they shall be eligible for reappointment.

Provided that a member of the State Legislature shall cease to be a member of the Board from the date on which he ceases to be a member of the State Legislature.

5. MEMBERS OF THE TAMIL NADU LABOUR WELFARE BOARD.

The Board is yet to be reconstituted.

6. TAMIL NADU LABOUR WELFARE FUND ACT 1972 AND RULES 1973

The Government of Tamil Nadu enacted the Tamil Nadu Labour Welfare Fund Act in the year 1972. The Tamil Nadu Labour Welfare Fund Rules 1973 were framed in G.O. Ms. No.569, Labour and Employment Department, Dated.4.9.1973 read with Government Memo No.65720/F-3/72-73, Dated. 8.10.1973. The Act came into force from 1.1.1973. The Act provides for the constitution of a fund called "The Labour Welfare Fund" for promoting the welfare of the Labour and for certain other matters connected therewith within the State of Tamil Nadu. It is applicable to all "Factories" covered under the Factories Act

1948, "Motor Transport undertakings "covered by the Motor Transport Workers Act 1961, "Plantation" covered under the Plantations Labour Act 1951, "Catering Establishments" covered under the Tamil Nadu Catering Establishments Act 1958 in which employs five or more than five persons. and "Establishments" as defined in section 2(d)(v) of the Tamil Nadu Labour Welfare Fund Act 1972 in which employs five or more than five persons.

7. SCHEMES

The Tamil Nadu Labour Welfare Fund is being utilized by the Board to defray the cost of carrying out the following welfare schemes. At present employees who are drawing upto Rs.7500/- p.m. are eligible to avail the scheme benefit.

1. Labour Welfare Centres

There are 71 Labour welfare Centres in Tamil Nadu .

71 Labour Welfare Centres are functioning at:

1	Ambattur	2	Sembium	3	Thiruvottiyur	4	Guindy
5	Ennore	6	Ramapuram	7	Anna Nagar	8	Tambaram
9	Maraimalainagar	10	Gudiyatham	11	Vaniyambadi	12	Arcot
13	Kancheepuram	14	Ranipet	15	Vellore	16	Villupuram
17	Kallakurichi	18	Bhavani	19	Kumarapalayam	20	Hosur
21	Dharapuram	22	Erode	23	Pallipalayam	24	Trichy-10
25	Trichy-20	26	Thangavur	27	Kumbakonam	28	Karur
29	Dalmiapuram	30	Manaparai	31	Pudukottai	32	Madurai
33	Dindigul	34	Palani	35	Villupuram	36	Cuddalore
37	Palanichettipatti	38	Manali	39	Sivanandapuram	40	Manalar
41	Periyanaickenpalayam	42	Uppilipalayam	43	Ramanathapuram	44	Udumalpet
45	Ondipudur	46	Sundarapuram	47	Gopichettipalayam	48	Trichy-14
49	Valparai	50	Mudis	51	Pettai,Tirunelveli	52	Shankarnagar
53	Tuticorin 3 rd Mile	54	Vickramasingapuram	55	Kovilpatti	56	Arumuganeri
57	Thulukkappatti	58	Nagercoil	59	Thirumangalam	60	Thermalnagar
61	Kulasekaram	62	Kuzhithurai	63	Rajapalayam	64	Aruppukottai
65	Thiruthangal	66	Alangulam	67	Sattur	68	Virudhunagar
69	Salem	70	Thirupattur	71	Karaikudi		

a) Tailoring Centres:

Wives and unmarried Daughters and sisters of workmen who are contributors of Tamil Nadu Labour Welfare Fund are eligible to undergo training in Tailoring Centres. The Trainees in Tailoring section are paid stipend at the rate of Rs.150/- per month. A maximum of 50 Trainees are admitted in the Tailoring Units in each Centre. The duration of the course is one year commencing from January to December. The trainees are imparted with the skill of needle work, dress making and embroidery. They appear for the examination conducted by the Government in December. The first rank holder in each centre is given with a prize of sewing machine for lower as well as higher grade.

b) Creches:

In this Unit children of workers in the age group of two years to five years are admitted. Besides Nutritious Food 150 ml. milk per day is supplied to these children. The Children are given eggs and fruits twice in a week. A maximum of 50 children are admitted in the child care centre.

The children are subjected to monthly medical checkup twice in a month by a qualified Doctor and if necessary they are given medicines free of cost by the Board. They are also provided with two sets of T.C. Uniform.

2. Reading Rooms

There are Seventy one Reading rooms functioning in 71 Labour Welfare Centres in wherein newspapers and magazines are provided for the benefit of the workers .

3. Book Allowance

The following Book allowances are given to the workers of the children for their studies. The allowance is given to one of his children alone.

Higher Secondary	.. Rs.180/=
Degree	.. Rs.250/=
Post Graduate	.. Rs.300/=

4. Scholarship

Scholarship is given to the children of the workers for pursuing their education at the rates as indicated below, based on their marks in their qualifying examination subject to the maximum indicated against each item.

		<u>Per year</u>	
1. Bachelor Degree in Medical	:	Rs.2400/-	25 Students
2. Bachelor degree in Engineering	:	Rs.2400/-	80 Students
3. Bachelor Degree in Law	:	Rs.2400/-	25 Students
4. Bachelor Degree in Agriculture	:	Rs.2400/-	25 Students
5. I.T.I.	:	Rs.1000/-	100 Students
6. Higher Secondary	:	Rs.1200/-	3 students in each district
7. Diploma in Engineering.	:	Rs.1440/-	150 Students
8. Diploma in Medical.	:	Rs.1440/-	25 Students

5. Educational Incentive

Cash Awards of Rs.1000/- and Rs.500/- are being awarded to the children of the workers who come first and second in 10th and 12th Examinations in Each Educational District.

6. Assistance for Basic Computer Training :

Reimbursement of Rs.1000/= to be provided to 5 of the employees / dependants in each revenue district totally for 150 beneficiaries who complete basic computer training through approved institution.

7. Spectacles

Reimbursement of cost of spectacles up to Rs.400/- is given to the workers on production of Medical Certificate.

8. Reimbursement of Typewriting and Shorthand Fees

Worker's children who have passed typewriting are paid Rs.30/= per month, for Shorthand Rs.40/= per month and Government prescribed examination fees.

9. Hearing Aid, Artificial Limbs and Three Wheeler

Reimbursement of cost of Hearing Aids up to Rs.1000/= are given to hearing –impaired workers and their children. Similarly Artificial Limbs cost are also reimbursed and Three Wheelers are supplied to the Handicapped workers and their children.

10. Funeral Expenses

When a worker dies in harness, his dependent is paid Rs.1500/- towards funeral expenses.

11. T.B Wards

Tamil Nadu Labour Welfare Board has reserved beds for workers in T.B Wards in Tambaram Sanatorium (Chennai), Tiruppur (Coimbatore District), Asaripallam (Kanya kumari District), Austinpatti (Madurai District) and Kilpennathur (Vellore District) for the benefit of the workers.

12. Holiday Homes

In order to enable the workers to enjoy with their family, Holiday Homes had been put up by the Tamil Nadu Labour Welfare Board at Courtalam, Mamallapuram and Valparai.

- (i) A Holiday Home named as Singaravelar Illam is functioning at Valparai for the benefit of Industrial Workers since 1987. Thirty Beds are provided therein.
- (ii) A Holiday Home in the name of Thiru-vi-ka Illam at courtalam is functioning from 20.9.1983. 93 beds are provided therein.
- (iii) A Holiday Home viz. Jawaharlal Nehru Illam is functioning at Mamallapuram from 1988. Forty Four Beds are provided therein.

Rent For Rest Houses Per Day Per Person

	Double Room		Dormitory	
	Labour	Public	Labour	Public
	Rs.	Rs.	Rs.	Rs.
1. Mamallapuram	25/-	100/-	15/-	50/-
2. Valparai	30/-	60/-	15/-	40/-
3. Courtalam				
a) Ordinary Days	20/-	60/-	15/-	30/-
b) Season Days	25/-	100/-	20/-	50/-

13. Jeeva Illam

The Board opened Jeeva Illam at Teynampet, Chennai during 1981. Workers' representatives who come to Chennai from different places for conducting cases on behalf of the workers can get accommodation in Jeeva Illam at Nominal rent. Jeeva Illam annexure building was opened on 19.12. 98. Totally 62 beds are provided therein.

Rent For Jeeva Illam Per Day Per Person

	Double Room Rs.	Dormitory Rs.
Trade Union Leaders only	30/-	20/-

The Statement Showing No. Of Beneficiaries and The Amount Sanctioned On Various Schemes During 2005-2006.

Sl.No.	SCHEMES	No. of persons Benefitted	Amount Sanctioned
1	Prize Sewing Machine for Tailoring Students	279	6,75,893
2	Stipend to Tailoring Students	2632	9,43,387
3	Tailoring Students Examination Fees	673	45,344
4	Tailoring Students Bus Fare	1251	4,925
5	Milk for children	1100	2,81,078
6	Mid day Meals for children	“	3,28,998
7	Medicine to Children	“	225
8	Uniforms to Children	1076	2,12,291
9	Rest Houses and Jeeva Illam	9931	—
10	Type Writing/ Short Hand fees	3	565
11	Hearing aid	No claimant	
12	Three wheelers	1	3326
13	Artificial limbs	No claimant	
14	Spectacles	1719	4,75,864
15	Funeral Expenses	101	1,24,500
16	Book Allowance	103	24,318
Scholarships to Higher Education			
17	Bachelor of Engineering	61	1,46,400
18	Diploma in Engineering	57	82,080
19	Bachelor of Medicine	11	25,200
20	Diploma in Medicine	6	8,640
21	Bachelor of Law	No claimant	
22	B.sc. Agriculture	No claimant	
23	I.T.I	8	8,000
24	Higher Secondary	113	1,35,600
25	Educational Incentive	62	53,500
26	Computer Education	7	7,000
	Total	19194	35,87,134

8. Uzhaippavar Ulagam :

A monthly magazine named Uzhaippavar Ulagam is published by this Board. This magazine contains important judgments of the Labour Disputes, Amendments, Question-Answers on Labour related matters and Letters from Readers etc. This magazine can be received by way of paying annual subscription of Rs.60/- or Life subscription of Rs.500/-. The amount can be sent by means of either by Money Order or Demand Draft drawn in favour of the Secretary, Tamil Nadu Labour Welfare Board, Chennai-6.

9. ADMINISTRATION

The total sanctioned strength of the Tamil Nadu Labour Welfare Board including Officers and staff was 412. The group wise position of sanctioned staff vis-a-vis position is given below.

Staff strength as on 31.3.2006

Category of Staff	Sanctioned strength	In position
Group A	2	2
Group B	19	19
Group C	219	174
Group D	172	140
Total	412	335

The details of Officers and Staff sanctioned and in position

Sl.No	Cadre	Group	Pay Scale	No. of Sanctioned post	In Position
1.	Secretary	A	15,000-400-18,600	1	1
2.	F.A & C.A.O	A	10,000-325-15,200	1	1
3.	Administrative Officer	B	8,000-275-13,500	1	1
4.	Asst. Accounts Officer	B	6,500-200-10,500	1	1
5.	Junior Engineer	B	5,500-175-9,000	1	1
6.	Superintendent	B	5,500-175-9,000	2	2
7.	Accountant	B	5,500-175-9,000	5	4
8.	Asst. Inspr. of Labour	B	5,500-175-9,000	9	9
9.	Journalist cum Translator	B	5,500-175-9,000	1	1
10.	Steno Typist Grade-II	C	5,000-150-8,000	1	1
11.	Assistant	C	4,000-100-6,000	26	21
12.	Librarian	C	4,000-100-6,000	1	1
13.	Organiser - Cum Tailoring Instructor Grade I	C	4,000-100-6,000	60	56
14.	Steno Typist Grade-III	C	4,000-100-6,000	1	--
15.	Fair Copy Assistant	C	4,000-100-6,000	1	1
16.	Electrician	C	3,625-85-4,900	1	1
17.	Junior Assistant	C	3,200-85-4,900	18	15
18.	Junior Assistant cum Cashier	C	3,200-85-4,900	3	3
19.	Receptionist	C	3,200-85-4,900	8	8
20.	Proof Reader	C	3,200-85-4,900	1	1
21.	Typist	C	3,200-85-4,900	4	2
22.	Driver	C	3,200-85-4,900	1	1
23.	Organiser cum Tailoring Instructor Grade-II	C	3,050-75- 3,950 -80-4,590	11	11
24.	Balasevika	C	3,050-75-3,950 -80-4,590	52	43

25.	Plumber	C	3,050-75-3,950 –80-4,590	1	1
26.	Record Clerk	C	2,610-60-3,150 –65-3,540	23	4
27.	Lift Operators	C	2,610-60-3,150 –65-3,540	5	4
28.	Office Assistants	D	2,550-55-2,660 –60-3,200	20	16
29.	Room Boys	D	2,550-55-2,660 –60-3,200	18	12
30.	Conductress	D	2,550-55-2,660 –60-3,200	52	42
31.	Gardener	D	2,550-55-2,660 –60-3,200	1	1
32.	Watchman	D	2,550-55-2,660 –60-3,200	80	68
33.	Full time Sweeper	D	2,550-55-2,660 –60-3,200	1	1
	TOTAL			412	335

10. STATEMENT OF ACCOUNTS :

The Board shall administer the fund. The Money therein shall be utilised by the Board to defray the expenditure to uplift the social and economic status of the contributing work force.

Statement of Accounts 2005-2006

Abstract of Receipts and Expenditure for The Year 2005-2006

Head Accounts	Receipts	Expenditure.
Revenue Accounts	5,49,91,910.43	5,12,93,000.50
Capital Accounts	-	2,67,899.00
Deposit Accounts	95,41,126.00	95,34,244.00
Loans and Advances Accounts	4,82,527.00	3,55,978.00
Total	6,50,15,563.43	6,14,51,121.50

Receipts : **6,50,15,563.43**

Expenditure : **6,14,51,121.50**

Surplus : **35,64,441.93**

11. BOARD MEETING :

The Board shall meet at least once in every quarter and as often as may be necessary. The Board shall take decision on all the important administrative and financial matters. The Secretary of the Board shall implement the decision taken by the Board.

It is not open to the Public to attend the Board Meeting. But the minutes of the such meeting are accessible for the general public.

For the purpose of advising the Board in discharge of its function and in particular for carrying in to effect any of the matters specified in the act, the Board may constitute one or more committees consisting of at least one member of the board and equal member of representatives of Employees and Employers

Lastly the Board had constituted a sub committee to suggest way and means to increase the revenue of the Board and to reduce the expenditure of the Board. The committee submitted its report on 6.4.1999 to the Board. The action is being taken to implement the suggestions.

The relevant information in respect of the Board is available in internet in the web site. and the copy of the same is available in the notice board of this Board.

The Board is exclusively formed for the benefit and promoting the welfare of Labour. The representative of workers i.e. trade union leaders and representative of public i.e. M,L,A,s are member of the Board. In view of this no particular arrangement exists in this Board for consultation with or representation by the member of general public in relation to the formulation of its policy or implementation.

The following Officers are working in this Board :

- | | |
|--|----------|
| 1. Thiru. A. Immanuel Thangarajan, Secretary. | 24321364 |
| 2. Thiru. S. Ramaiyan, Financial Adviser &
Chief Accounts Officer | 24321542 |
| 3. Thiru. P. Selvagesan, Administrative Officer | 24321542 |
| 4. Thiru. S. Jeyaraman, Assistant Accounts Officer | 24321542 |

The powers and duties of the officers of the Board :

1. Secretary :

The Secretary of the Board to ensure that the Provision of the Act and the Rules are duly carried out and to implement the decision taken by the Board.

2. Financial Adviser and Chief Accounts Officer :

The Budget Estimate of the Board shall be prepared and maintained by the Accounts Officer of the Board.

3. Administrative Officer :

The General Administration of the Board.

4. Assistant Accounts Officer :

To maintain the receipts of the Board

5. Assistant Inspector of Labour :

Nine Assistant Inspector of Labour at this Board are assisting the Secretary in the proper functioning and maintenance of various Labour Welfare Centres situated all over the state and they are also vested with power to collect the Labour Welfare Fund.

Monthly remuneration received by the officers and employees ..

Rs.26,00,000/=

Manner of execution of schemes :

Spectacles	On their application with complete details, the amount will be sanctioned within 7 days of its receipt.
Reimbursement of Typewriting and Shorthand fees	
Hearing aids, Artificial Limbs and Three-Wheelers	
Funeral Expenses	
Book Allowance	Within 15 days from the last date specified for receipt of the application the amount will be sanctioned. (Last date for application is 31 st October)
Scholarship	
Education Incentive	
Computer Education	

Financial Adviser and Chief Accounts Officer is authorised by the Board to sanction the assistance for all the Welfare Schemes.

NAME AND DESIGNATION OF PUBLIC INFORMATION OFFICER

**THIRU. P. SELVAGANESAN,
Administrative Officer.
Tamil Nadu Labour Welfare Board,
Chennai-6.
Phone No.24321542**

APPELLATE AUTHORITY

**THIRU. A. IMMANUEL THANGARAJAN,
Secretary,
Tamil Nadu Labour Welfare Board,
Chennai-6.
Phone No.24321364**

The relevant information about the Board can be read on website or in person in all working hours of this Office between 10.00 AM to 5.45 P.M.