LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

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J. MOHAMED FARVAS

MINISTER FOR LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

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LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

Introduction

"Workers hands are the brushes that paint the world; their efforts form the very foundation of the global economy." - Recognising the nobility of workers, the Labour Welfare and Skill Development Department strives to safeguard their rights and works for their welfare and protection in both the organised and unorganised sectors. The Department administers and enforces various Labour Laws with the objective of ensuring fair and standard working conditions, timely payment of wages and settlement of statutory claims of workers. The Department implements a wide variety of welfare schemes and ensures social security to unorganised workers through

various Labour Welfare Boards, thereby promoting their well-being.

The Labour Welfare and Skill Development Department takes measures to ensure the safety, health and welfare of workers employed in registered factories. The Department continuously takes steps to conduct medical examinations to protect factory workers engaged in hazardous and dangerous operations from occupational diseases.

The robust network of ESI Hospitals and Dispensaries in the State provides medical care and health services to insured workers and their dependent family members.

The Industrial Training Institutes under this Department conducts Craftsmen Training and Vocational Skill Training with a focus on industry relevant skill training to provide

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employment to youth. The network of District Employment and Career Guidance Centers provide services including registration, nomination of eligible candidates to notified vacancies, career guidance for unemployed youth, coaching classes for competitive examinations and opportunities for private sector employments through the conduct of Job Fairs in each district.

The Labour Welfare and Skill Development Department has the following four functional Heads of Department.

1. Commissionerate of Labour.
2. Directorate of Industrial Safety and Health.
3. Directorate of Medical and Rural Health Services (Employees' State Insurance Scheme)
4. Directorate of Employment and Training.

Four Heads of Department: Commissionerate of Labour; Directorate of Industrial Safety and Health; Directorate of Medical and Rural Health Services (**ESI**); Directorate of Employment and Training.

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These institutional mechanisms collectively support the Department in discharging its responsibilities relating to labour administration, protecting the rights of workers, ensuring their safety, health, welfare and social security, promoting industrial harmony in the State. These efforts of the Department ultimately support implementation of **Vettri Thamizhagam Vision** by introducing vocational training in industry relevant modern technologies including Augmented Reality (AR), Virtual Reality (VR), Artificial Intelligence (AI), Machine Learning (ML) thereby creating gainful employment opportunities for lakhs of youth across Tamil Nadu.

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1. LABOUR DEPARTMENT

Tamil Nadu is the most industrialised State in India and the second-largest State economy in the country. The Labour Department continuously strives to safeguard the rights, welfare and social security of workers while promoting harmonious industrial relations across the State. This Department ensures effective implementation of labour laws, regulates employment conditions, promotes work place safety and health, facilitates peaceful settlement of industrial disputes and provides social security to organised and unorganised workers.

The note's framing claim - most industrialised State in India and the second-largest State economy.

1.1. FUNCTIONS

The Labour Department of Tamil Nadu performs diversified functions including enforcement, conciliation, quasi-judicial

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functions, labour welfare, ensuring accuracy of weights and measures to protect the interest of consumers and labour studies.

1.1.1. Enforcement

(i) Enforcement of various labour legislations enacted by the Union Government and State Government.

(ii) Rescue and rehabilitation of bonded labourers.

(iii) Eradication of child labour in all occupations and adolescent labour in hazardous occupations and processes.

(iv) Regulating the employment of inter-state migrant workers and contract workers.

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1.1.2. Conciliation

Ensuring industrial peace and harmony in the State by encouraging conciliation talks to settle industrial disputes amicably between the employers and employees.

1.1.3. Quasi-Judicial Functions

Quasi-judicial functions are performed by the Labour Department to decide claims relating to-

(i) Employees' Compensation.

(ii) Non-payment or less payment of minimum wages.

(iii) Delayed payment or non-payment of wages.

(iv) Gratuity claims.

(v) Payment of Subsistence Allowance.

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1.1.4. Welfare

The Labour Department extends various welfare schemes to workers in the organised and unorganised sectors through various welfare boards.

(i) Registered unorganised workers are provided with welfare schemes including marriage assistance, maternity benefit, children's education assistance, natural or accidental death assistance, pension.

(ii) Registered construction workers are also provided with various benefits including skill training, facilitation centres, mobile health clinics, dormitories, old-age homes, family pension, financial assistance for housing and critical illness assistance.

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(iii) Reaching out to unorganised workers and creating awareness among them about the various welfare schemes available.

1.1.5. Legal Metrology

The Department protects the interests of consumers by enforcing the Legal Metrology Act, 2009, Tamil Nadu Legal Metrology (Enforcement) Rules, 2011 and the Legal Metrology (Packaged Commodities) Rules, 2011, thereby ensuring accurate weights and measures and proper declarations on packaged goods.

1.1.6. Labour Studies

The Tamil Nadu Institute of Labour Studies focuses on academic education, training programmes and research in labour laws and industrial relations. Seminars are

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conducted to enhance the skills and knowledge of human resource personnel in industries.

1.2. ADMINISTRATIVE STRUCTURE

The Labour Department, which continuously strives to safeguard workers' rights, has its headquarters at Anna Nagar, Chennai. The Department is headed by the Commissioner of Labour who is assisted by Additional Commissioners of Labour, Joint Commissioners of Labour, Deputy Commissioners of Labour, Assistant Commissioners of Labour, Assistant Surgeons (Plantations), Accounts Officer, Public Relations Officer, Deputy Inspectors of Labour, Assistant Inspectors of Labour, Stamping Inspectors and supporting staff.

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1.3. LAWS IMPLEMENTED BY THE DEPARTMENT

The Union Government has enacted four consolidated Labour Codes subsuming 29 Central labour laws. Apart from these enactments, the following Central and State labour legislations are also implemented by the department in the State:-

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

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

(iii) The Legal Metrology Act, 2009.

(iv) The Tamil Nadu Shops and Commercial Establishments Act, 1947.

(v) The Tamil Nadu Catering Establishments Act, 1958.

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

(vii) The Tamil Nadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981.

- Bonded Labour System (Abolition) Act, **1976** - enforced through District-Level and Sub-Divisional Vigilance Committees.
- The Catering Establishments **Act, 1958** covers hotels and restaurants - 17,025 inspections and 6,632 contraventions in **2025-26**.

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(viii) The Tamil Nadu Payment of Subsistence Allowance Act, 1981.

(ix) The Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982.

(x) The Tamil Nadu Labour Welfare Fund Act, 1972.

The parent law for unorganised workers is the Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) **Act, 1982**.

1.3.1. Laws relating to Industrial Relations

These laws provide a framework for conditions of employment, dispute resolution, industrial relations, collective bargaining and structured mechanisms for resolving disputes. They empower workers to form trade unions and negotiate collective agreements with management. Standing Orders establish legally binding rules that clearly define the terms and conditions of employment.

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1.3.1.1. Resolution of Industrial Disputes

Conciliation is an effective dispute resolution process where the Conciliation Officer as neutral third party, assists employers and workers in resolving industrial disputes or conflicts amicably. It is vital for maintaining industrial harmony, preventing work stoppages and ensuring that production continues without any interruption. Conciliation is a much faster and more cost effective method of resolving industrial disputes.

During the financial year 2025-2026, the Conciliation Officers have effectively intervened and amicably resolved 903 industrial disputes and 9 strikes.

Conciliation is the department's quiet output: 903 industrial disputes and 9 strikes settled amicably in **2025-26**.

During the financial year 2026-2027 (upto 31.07.2026), the Conciliation Officers

have amicably resolved 333 industrial disputes, 2 strikes and one lockout.

Major Industrial Disputes Resolved in the Recent Past

(i) Tamil Nadu Power Distribution Corporation Limited (TNPDCL)

A wage revision settlement for the period from 01.12.2023 to 30.11.2027 was reached between the Management of Tamil Nadu Power Distribution Corporation Limited and 39 Trade Unions, before the Conciliation Officer on 14.03.2026 benefiting 65,278 workers.

- The **TNPDCL** wage settlement of **14.03.2026** covered 39 trade unions and 65,278 worke**rs,** for **01.12.2023** to **30.11.2027**.

(ii) Tamil Nadu State Transport Corporations

Conciliation talks on the 15th wage revision and other general demands were held with the Trade Unions and the Management of Tamil Nadu State Transport Corporations. A settlement was arrived at before the

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Conciliation Officer, which will be in force for a period of 4 years, through which 1.06 lakh transport workers benefited.

The 15th wage revision for State Transport Corporations - a four-year settlement covering **1.06 lakh** workers.

(iii) MRF (TCC) Tyres Private Ltd., Perambalur

The workers of MRF (TCC) Tyres Pvt. Ltd., Perambalur, indulged in strike demanding wage revision and other welfare benefits. As a result of the conciliation talks held before the Conciliation Officer, the Management agreed to grant wage increase upto Rs.10,000/- per month as an interim measure with effect from 01.08.2026. The said wage increase benefited 773 permanent workers. Workers resumed duty with effect from 04.08.2026, thereby restoring industrial peace.

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(iv) JK Tyre & Industries Limited, Kancheepuram District

A settlement was reached before the Conciliation Officer regarding the wage revision and general demands of the workmen of JK Tyre & Industries Limited, Kolathur, Kancheepuram District. The settlement provides for a wage increase along with other welfare benefits for 978 workmen.

(v) India Yamaha Motor Private Limited, Kancheepuram District

A settlement was reached before the Conciliation Officer regarding the wage revision and other general demands of the workmen of India Yamaha Motor Private Limited, Vallam Vadagal, Kancheepuram District. The settlement provides for a wage

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increase and other welfare benefits for 1,066 workmen.

(vi) Renault Nissan Automotive India Private Limited, Kancheepuram District

A settlement was reached before the Conciliation Officer regarding the wage revision and general demands of the workmen of Renault Nissan Automotive India Private Limited, Oragadam, Kancheepuram District. This settlement provides a wage increase, along with other welfare benefits for 3,442 workmen.

1.3.1.2. Law relating to certification of Standing Orders

Provisions relating to Standing Orders legally mandate employers to clearly define the terms of employment with sufficient precision, thereby bringing uniformity and

transparency to the workplace. Clearly defined rules regarding attendance, leave and misconduct reduce ambiguity and serve as a legal safeguard in the event of disputes. Standing Orders are certified by the Zonal Additional Commissioners of Labour, thereby protecting workers from arbitrary conditions of employment.

During the financial year 2025-2026, 360 Standing Orders of industrial establishments were certified by the Additional Commissioners of Labour.

During the financial year 2026-2027 (upto 31.07.2026), 72 Standing Orders of industrial establishments were certified.

1.3.1.3. Law relating to Trade Unions

Provisions relating to Trade Unions empower workers in the organised and

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unorganised sector to form Trade Unions to protect their rights. A Trade Union is an organised association of workers formed to protect and strengthen their rights and interests. It's primary objective is to improve employment conditions through collective bargaining. Union representatives negotiate with employers to establish binding settlements covering wage and working conditions.

During the financial year 2025-2026, 243 Trade Unions were registered by the Regional Joint Commissioners of Labour (Additional Registrars of the Trade Union). During the financial year 2026-2027 (upto 31.07.2026), 53 Trade Unions were registered.

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1.3.2. Laws relating to Wages

These laws provide for the fixation and revision of minimum rates of wages, ensure the timely payment of wages, protect workers against unauthorised deductions, provide for payment of bonus and ensure equal remuneration for male and female employees performing the same or similar nature of work.

1.3.2.1. Law relating to Payment of Wages

This law ensures timely payment of wages to employees without any unauthorised deductions and facilitates speedy disposal of wage-related claims. Regional Joint Commissioners of Labour hear and decide claims regarding payment of wages.

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During the financial year 2025-2026, 13,278 inspections were conducted regarding payment of wages. 172 claims filed regarding contraventions noticed were disposed of and Rs.1,90,13,074/- was ordered to be paid to the workers.

During the financial year 2026-2027 (upto 31.07.2026), 4,078 inspections were conducted. 31 claims filed regarding contraventions noticed were disposed of and Rs.89,06,114/- was ordered to be paid to the workers.

1.3.2.2. Minimum Wages

Minimum wages are fixed and periodically revised by the appropriate Government. This ensures not only the sustenance of life but also the preservation of employee efficiency. Minimum wage consists of a basic wage and an allowance linked to

Definition worth memorising: minimum wage = basic wage + cost-of-living allowance, with variable dearness allowance revised on the Consumer Price Index.

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the cost-of-living index. Variable dearness allowance is revised periodically based on the Consumer Price Index.

The Regional Joint Commissioners of Labour act as authorities for hearing and deciding claims relating to payment of minimum wages.

During the financial year 2025–2026, minimum wages have been revised for 4 employments. Further, Preliminary Notifications for the revision of minimum rates of wages have been issued in respect of 14 employments. As a result, various categories of workers in these employments will be benefitted. Enforcement officers have conducted 22,542 inspections under this Act. 443 claims filed regarding contraventions noticed were disposed of by the Joint Commissioners of Labour and

- **2025-26**: minimum wages revised for 4 employments; preliminary notifications issued for 14 more.

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Rs.10,83,59,763/- was ordered to be disbursed to the workers.

Further, during the financial year 2026-2027 (upto 31.07.2026), Enforcement Officers have conducted 6,579 inspections under this Act. 171 claims filed regarding contraventions noticed were disposed of by the Joint Commissioners of Labour and Rs.94,89,915/- was ordered to be disbursed to the workers.

1.3.2.3. Payment of Bonus

Bonus is payable by every employer of a factory or establishment in which twenty or more persons are employed or were employed on any day during an accounting year. Employers are legally bound to pay a minimum bonus of 8.33% of the wages or salary earned by an employee during an accounting year, subject to a maximum bonus

- Bonus law: minimum 8.33% and maximum 20% of wages, payable within 8 months of the accounting year, in establishments with 20 or more workers.

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of 20%. The bonus must be paid within 8 months after the end of the accounting year.

1.3.2.4. Equal Remuneration

During the financial year 2025-2026, Enforcement Officers have conducted 8,404 inspections in various establishments to ensure equal remuneration for equal work performed by men and women workers and to promote gender equality.

Equal Remuneration Act enforcement: 8,404 inspections in **2025-26** for equal pay between men and women.

Further, during the financial year 2026-2027 (upto 31.07.2026), 3,251 inspections have been conducted to ensure payment of equal remuneration for equal work.

1.3.3. Laws relating to Social Security

The provision of social security and the formulation of welfare schemes for workers in both the organised and unorganised sectors are governed by these laws. Payment of

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compensation to employees in case of accidents, payment of gratuity, payment of subsistence allowance and maternity benefit to female workers are provided under these laws.

1.3.3.1. Employees' Compensation

Employers are legally obligated to pay compensation for accidents arising out of and in the course of employment, that result in disablement, death or occupational diseases, thereby providing social security and financial protection to workers and their dependents.

The Regional Joint Commissioners of Labour hear the claims and pass orders regarding compensation. The compensation amount awarded shall be paid by the Employers / Insurance Companies.

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During the financial year 2025-2026, 2,144 cases were disposed of and a sum of Rs.94,55,94,900/- was ordered as compensation.

During the financial year 2026-2027 (upto 31.07.2026), 549 cases were disposed of and a sum of Rs.34,90,91,707/- was ordered as compensation.

- Employees' Compensation **2025-26**: 2,144 cases disposed, about **Rs.94.56** crore ordered as compensation - the largest quasi-judicial payout.

1.3.3.2. Payment of Gratuity

As a reward for continuous service, Gratuity is a statutory benefit available to eligible employees, subject to the applicable provisions of law. Gratuity shall be payable to an employee on the termination of his employment after he has rendered continuous service for not less than five years, on superannuation; or on retirement or resignation; or on death or disablement due to an accident or disease; or on occurance of

- Gratuity needs five years of continuous service - except on death or permanent disability, where the condition does not apply.

any such event as may be notified by the Government. However, the precondition of continuous service for not less than five years does not apply in the case of death or permanent disability.

The Deputy Commissioners of Labour are the Competent Authorities and the Zonal Additional Commissioners of Labour are the Appellate Authorities.

Gratuity: Deputy Commissioners are the competent authority, Zonal Additional Commissioners the appellate authority.

During the financial year 2025-2026, 2,113 claims were disposed of, a sum of Rs.20,54,53,209/- was ordered to be paid to the claimants and 350 appeal petitions were heard and disposed of.

During the financial year 2026-2027 (upto 31.07.2026), 557 claims were disposed of and a sum of Rs.9,54,37,836/- was ordered to be paid to the claimants and 59 appeal petitions were heard and disposed of.

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1.3.3.3. Payment of Subsistence Allowance

Subsistence allowance is a statutory payment to employees who are placed under suspension pending an inquiry. Its primary goal is to ensure that the employee and their dependents can meet their basic living expenses and sustain a minimal livelihood while their primary income is halted. The Deputy Commissioners of Labour act as Authorities and the Regional Joint Commissioners of Labour act as Appellate Authorities to hear claims regarding payment of Subsistence Allowance.

Subsistence allowance is paid to an employee suspended pending inquiry, so the family can live while pay is stopped.

During the financial year 2025 -2026, 55 claims were disposed of and a sum of Rs.1,06,85,388/- was ordered to be paid to the claimants and 13 appeal petitions were heard and disposed of.

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During the financial year 2026-2027 (upto 31.07.2026), 12 claims were disposed of and a sum of Rs.34,61,263/- was ordered to be paid to the claimants and 3 appeal petitions were heard and disposed of.

1.3.3.4. Maternity Benefit

Women employees, who have worked for at least 80 days in the 12 months preceding their expected date of delivery, in establishments with 10 or more employees are entitled to maternity benefit. The employment of women during pregnancy is safeguarded and 26 weeks of paid maternity leave for upto two surviving children is guaranteed.

Maternity benefit: 80 days of work in the preceding 12 months, establishment of 10 or more employees, 26 weeks paid leave for up to two surviving children.

During the financial year 2025-2026, 7,378 inspections have been carried out under this Act.

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Further, during the financial year 2026-2027 (upto 31.07.2026), 2,678 inspections have been carried out under this Act.

1.3.4. Laws relating to Regulation of Employment and Working Conditions

These laws regulate the conditions of service of workers working in the shops, commercial establishments, catering establishments, motor transport undertakings, plantations, beedi and cigar establishments, newspaper establishments, etc.

1.3.4.1. Enforcement in Shops and Establishments

The Tamil Nadu Shops and Establishments Act, 1947, regulates the conditions of employment of persons employed in shops and commercial establishments. This Act ensures standard

- The Shops and Establishments Act, **1947** covers hou**rs,** overtime, weekly holidays, leave, first aid and seating. 19,122 inspections in **2025-26**.

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working hours, overtime wages, rest intervals, weekly holidays, paid leave, first-aid facilities and seating provisions to protect the welfare of persons employed.

During the financial year 2025-2026, enforcement officers conducted 19,122 inspections. A total of 6,417 cases were compounded for various contraventions and a sum of Rs.24,44,140/- was collected as compounding fees.

During the financial year 2026-2027 (upto 31.07.2026), enforcement officers conducted 5,212 inspections. 2,062 cases were compounded for various contraventions and a sum of Rs.5,72,000/- was collected as compounding fees.

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1.3.4.2. Enforcement in Catering Establishments

The Tamil Nadu Catering Establishments Act, 1958, regulates the working conditions of employees in catering establishments, including hotels and restaurants. This Act ensures standard working hours, overtime wages, rest intervals, weekly holidays, national festival holidays, annual leave with wages, supply of uniforms, health check-ups and first-aid facilities to protect the welfare of the workers.

During the financial year 2025–2026, 17,025 inspections were conducted and 6,632 contraventions were identified. A sum of Rs.11,91,200/- was collected as compounding fee.

During the financial year 2026-2027 (upto 31.07.2026), 5,718 inspections were conducted and 3,588 contraventions were

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identified. A sum of Rs.7,07,500/- was collected as compounding fee.

1.3.4.3. Enforcement in Motor Transport Undertakings

Enforcement officers conduct inspections in Motor Transport Undertakings to ensure safety and working conditions of motor transport workers.

During the financial year 2025-2026, enforcement officers conducted 1,426 inspections. 346 contraventions were identified and Rs.5,80,300/- was collected as compounding fee.

During the financial year 2026-2027 (upto 31.07.2026), enforcement officers conducted 265 inspections. 71 contraventions were identified and Rs.18,700/- was collected as compounding fee.

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1.3.4.4. Enforcement in Plantations

Regulation of the working conditions and welfare of plantation workers is one of the core areas of enforcement. Any land used or intended to be used for the cultivation of tea, coffee, rubber, cinchona or cardamom, with an extent of five hectares or more, is considered as a plantation.

Definition to memorise: land of five hectares or more under tea, coffee, rubber, cinchona or cardamom is a plantation.

The welfare and statutory benefits of plantation workers are regulated through the Assistant Commissioners of Labour (Plantations) whose offices are located at Ooty, Coonoor, Kothagiri, Gudalur, Valparai, Yercaud, Batlagundu and Nagercoil with the support of the Assistant Surgeons (Plantations) stationed at Ooty and Nagercoil.

Assistant Commissioners of Labour (Plantations) sit at Ooty, Coonoor, Kothagiri, Gudalur, Valparai, Yercaud, Batlagundu and Nagercoil.

Tamil Nadu has 2,224 plantations covering an extent of 62,366 hectares,

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providing employment to 52,174 workers, comprising 21,149 men and 31,025 women.

In order to ensure effective enforcement of labour welfare legislations and compliance with statutory provisions, the Department conducts regular inspections.

During the financial year 2025-2026, 74 cases were disposed of by the competent courts, resulting in the imposition and realisation of fines amounting to Rs.3,63,500/- from the defaulting managements.

Further, during the financial year 2026-2027 (upto 31.07.2026), 16 prosecution cases were disposed of by the competent Courts, resulting in realisation of fines amounting to Rs.86,000/- from the defaulting managements.

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1.3.4.5. Enforcement in Beedi and Cigar Establishments

The provisions relating to Beedi and Cigar Establishments regulate the working conditions of workers in the beedi and cigar manufacturing sector, safeguarding their safety, health, welfare and statutory rights.

Strict enforcement ensures compliance with occupational safety, health, and welfare requirements, including adequate ventilation, proper lighting, safe drinking water, sanitary facilities and first-aid arrangements, thereby providing a safe and healthy working environment for beedi workers.

During the financial year 2025–2026, a total of 691 inspections were conducted in beedi manufacturing establishments and 24 cases were adjudicated before courts of law. During 2026–2027 (upto 31.07.2026),

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a total of 268 inspections were conducted and 9 cases were adjudicated by the Courts.

1.3.4.6. Conditions of service of the Working Journalists and Other Newspaper Employees

Conditions of service of Working Journalists and Other Newspaper Employees including working hours, weekly rest and leave provisions are regulated. They are entitled to statutory benefits such as gratuity, wage protection and safeguards against unfair dismissal.

1.3.4.7. Grant of National, Festival and Special Holidays

The enforcement officers ensure the grant of National, Festival and Special Holidays to persons employed in industrial establishments.

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During the financial year 2025-2026, a total of 20,290 inspections were conducted. Contraventions were noticed in 4,359 establishments and a sum of Rs.28,60,400/- was collected as compounding fee. Additionally, 5 cases were disposed of by the Courts with fines amounting to Rs.11,550/- imposed on employers for various contraventions.

During the financial year 2026-2027 (upto 31.07.2026), a total of 6,423 inspections were conducted. Contraventions were noticed in 1,686 establishments and a sum of Rs.12,08,300/- was collected as compounding fee. Additionally, 4 cases were disposed of by the Courts with fines amounting to Rs.21,000/- imposed on the employers for various contraventions.

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1.3.4.8. Regulation of employment of Contract Labour

The employment of Contract Labour in industrial establishments is regulated to ensure compliance with statutory provisions. Adequate welfare and health facilities including canteens, rest rooms, safe drinking water, sanitation, first-aid facilities and timely payment of wages are ensured for contract workers by the enforcement officers.

1.3.4.9. Regulation of Employment of Inter-State Migrant Workers

The employment of Inter-State Migrant Workers in industrial establishments is regulated. Government of Tamil Nadu created a separate portal (https://labour.tn.gov.in/ism) for uploading the details of Inter-State Migrant Workers employed in Tamil Nadu. The details can be

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uploaded by the District Collector, Labour Department, Directorate of Industrial Safety and Health, Principal Employers and by the individual Inter-State Migrant worker themselves.

As a measure to build confidence among migrant workers and to address issues concerning their welfare and also to create awareness about their legal rights, the Government has constituted a 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.

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

The Government of Tamil Nadu has consistently accorded high priority to the elimination of child labour and regulating the employment of adolescents in accordance with the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986. In order to ensure effective implementation, the Government has formulated a comprehensive State Action Plan (SAP) and Standard Operating Procedure (SOP), providing a robust framework for prevention, enforcement, rescue, rehabilitation and awareness generation.

Enforcement

District Level Task Forces have been constituted in all districts under the chairmanship of the respective District

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Collectors. The District Level Task Forces conduct regular inspections, coordinate inter-departmental activities, identify violations, rescue child and adolescent labourers and ensure strict compliance with the provisions of the Act.

During the financial year 2025–2026, the enforcement machinery detected 233 violations, resulting in the rescue of 50 children and 297 adolescent labourers. The competent Courts imposed fine amounting to Rs.16.28 lakh on the offending employers.

- Child labour enforcement **2025-26**: 233 violations, 50 children and 297 adolescent labourers rescued, fines of **Rs.16.28 lakh**.

During the financial year 2026–2027 (upto 31.07.2026), 92 violations were detected and 16 children and 108 adolescent labourers were rescued. The competent Courts imposed fine amounting to Rs.2.20 lakh on the defaulting employers.

Rehabilitation

All rescued children are mainstreamed into the formal education system. Upon conviction, the competent Courts impose fine ranging from Rs.20,000/- to Rs.50,000/- on erring employers. In addition, the Government of Tamil Nadu extends rehabilitation assistance of Rs.15,000/- for every rescued child or adolescent employed in hazardous occupations. The Government contribution, together with the amount realised through court-imposed fines, is deposited in a fixed deposit account in the name of the rescued child/adolescent to support long-term rehabilitation and education.

During the financial year 2025–2026, Government contribution of Rs.6.00 lakh was

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sanctioned towards the rehabilitation of 40 rescued child labourers.

During the financial year 2026–2027 (upto 31.07.2026), Government contribution of Rs.4.50 lakh was sanctioned towards the rehabilitation of 30 rescued child labourers.

Awareness Generation

A State-level Anti Child Labour Day awareness programme was conducted under the chairmanship of the Hon'ble Minister for Labour Welfare and Skill Development Department on 12th June 2026 in Chennai. In this awareness programme, officials from line departments, members of employer associations, unorganised workers, social workers and school students participated. Further, the Government has undertaken extensive Information, Education and Communication (IEC) activities across the

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State to create awareness. Awareness is further strengthened through Grama Sabha meetings, during which resolutions against child labour are adopted on National Festival Days.

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

The Government of Tamil Nadu remains steadfast in its commitment to the effective implementation of the Bonded Labour System (Abolition) Act, 1976 and has instituted a robust framework for the identification, rescue and rehabilitation of bonded labourers. In order to ensure effective implementation of the provisions of the Act, District-Level Vigilance Committees and Sub-Divisional Vigilance Committees have been constituted across the State. To strengthen the institutional response and

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inter-departmental coordination, the Government has formulated a comprehensive State Action Plan and Standard Operating Procedures outlining the roles and responsibilities of all stakeholders.

Upon receipt of any information regarding the existence of bonded labour, the rescue team undertakes immediate rescue operations. Following the rescue, the Revenue Divisional Officer issues Release Certificates to the rescued bonded labourers within 24 hours and the Police Department initiates legal action by registering the First Information Report (FIR) within 24 hours of the rescue.

Rehabilitation

Upon rescue, each bonded labourer is sanctioned immediate financial assistance of Rs.30,000/-.

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During the financial year 2025–2026, a sum of Rs.93,80,000/- was disbursed as immediate financial assistance to 320 rescued bonded labourers.

During the financial year 2026–2027 (upto 31.07.2026), a sum of Rs.30,90,000/- was disbursed as immediate financial assistance to 103 rescued bonded labourers.

Awareness Generation

Every year, 9th February is observed as Bonded Labour System Abolition Day. On this day, various awareness activities, including pledge-taking, signature campaigns and folk performances are undertaken. Special efforts are made to create awareness among school and college students.

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1.3.7. Laws Relating to Consumer Protection

The Legal Metrology Act, 2009 and rules made thereunder constitute a vital consumer protection framework by prescribing and enforcing uniform standards of weights and measures.

The Legal Metrology (Packaged Commodities) Rules, 2011 require essential declarations on pre-packaged goods, ensuring accurate product information and protecting consumers from being charged excessively than the declared Maximum Retail Price (MRP) on the package.

1.3.7.1. The Legal Metrology Act, 2009

The Legal Metrology Act, 2009 establishes and enforces uniform standards of weights and measures to ensure accuracy

- Legal Metrology is the department's consumer-protection arm: uniform weights and measures, verification and stamping of instruments used in trade.

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and transparency in commercial transactions. By regulating trade and commerce involving goods sold or distributed by weight, measure or number, the Act protects consumers from short weighment or measurement and other unfair trade practices, while strengthening public confidence in trade and commerce. The Act also provides for standardisation, verification and stamping of weighing and measuring instruments used in trade for commercial purposes.

During the financial year 2025–2026, 28,153 inspections were conducted, detecting 5,612 contraventions and Rs.70.39 lakh was collected as compounding fees and fines. A total of Rs.69.99 crore was collected as stamping fees and Rs.60.50 lakh as licence fees.

- Stamping fees under the Legal Metrology Act brought **Rs.69.99 crore** in **2025-26** - the department's largest single receipt.

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During the financial year 2026–2027 (upto 31.07.2026), 8,137 inspections were conducted, detecting 1,334 contraventions and Rs.23.02 lakh was collected as compounding fees and fines. A total of Rs.19.70 crore was collected as stamping fees and Rs.1.05 lakh as licence fees.

Stringent enforcement and regulatory measures have contributed significantly to ensuring accuracy in weighing and measurement, fairness in trade and enhanced protection of consumer interests across the State.

All statutory services under the Legal Metrology Act, including registration/ licensing, verification, stamping, renewal and related services, are provided through a comprehensive online portal to ensure

transparent, seamless and timely service delivery.

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

The Legal Metrology (Packaged Commodities) Rules, 2011 regulate the manufacture, packing, import, distribution and sale of pre-packaged goods. They require packages to carry clear and appropriate details such as the manufacturer/packer/importer name and address, net quantity, date of manufacture or packing, MRP, consumer-care details and other prescribed information.

During the financial year 2025–2026, 12,249 inspections were conducted to ensure compliance with the Rules. A total of 719 contraventions were detected, with Rs.54.70 lakh collected as compounding fees and court-imposed penalties. Additionally,

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Rs.4.50 lakh was collected as registration fees from manufacturers, packers and importers of packaged commodities.

During the financial year 2026–2027 (upto 31.07.2026), 3,069 inspections were conducted to ensure compliance with the Rules, resulting in the deduction of 202 contraventions. A total of Rs.14.12 lakh was collected as compounding fees and court-imposed penalties. Additionally, Rs.0.88 lakh was collected as registration fees from manufacturers, packers and importers of packaged commodities.

Strict and sustained enforcement of these Rules has strengthened compliance and protected consumers from misleading declarations, excess pricing, short quantity and other unfair trade practices.

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1.4. LABOUR CODES

The Union Government has consolidated 29 Central labour laws into the following four Labour Codes.

1. The Code on Wages, 2019
2. The Industrial Relations Code, 2020
3. The Code on Social Security, 2020
4. The Occupational Safety, Health and Working Conditions Code, 2020.

Labour-code mapping: Factories/**BOCW**/Contract Labour/Inter-State Migrant Acts fold into the **OSH** Code **2020**; the four wage Acts into the Code on Wages **2019**; Gratuity and Maternity Benefit into the Code on Social Security **2020**.

The Union Government notified 21.11.2025 as the date on which the four Labour Codes came into force. The final Central Rules under all four Codes were subsequently published on 08.05.2026.

For effective implementation of the Labour Codes, State Governments are required to frame and notify the corresponding State Rules. In Tamil Nadu, the following three draft State Rules were

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pre-published in the Official Gazette on 11.04.2022.

1. Code on Wages (Tamil Nadu) Rules, 2022
2. Industrial Relations (Tamil Nadu) Rules, 2022
3. Occupational Safety, Health and Working Conditions (Tamil Nadu) Rules, 2022.

The objections and suggestions received from stakeholders on the pre-published draft Rules are under consideration of the Government. The formulation of the draft State Rules under the Code on Social Security, 2020 is under consideration, with the objective of ensuring the effective protection of welfare and social security schemes for unorganised workers in Tamil Nadu.

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1.5. EASE OF DOING BUSINESS

The Labour Department has undertaken several digital reforms to improve transparency, efficiency and ease of compliance in the delivery of labour-related services in Tamil Nadu.

The Department official portal, https://labour.tn.gov.in, provides online registration, licensing, renewal and other services under various labour enactments and the Legal Metrology laws. This enables employers and establishments to comply with statutory requirements conveniently and transparently.

40 services of this department notified under the Tamil Nadu Information Technology (Electronic Service Delivery) Rules, 2016, have been made available online. These include registration under the

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Tamil Nadu Shops and Establishments Act and the Tamil Nadu Catering Establishments Act, as well as licences for manufacturers, dealers and repairers under the Legal Metrology Act, etc.,

Faceless and paperless processing, automated workflows, online inspection systems, digitally issued certificates and deemed-approval mechanisms have also been introduced. These reforms enable end-to-end online delivery of services without any need for the applicants to visit departmental offices.

1.6. WELFARE BOARDS AND SOCIAL SECURITY SCHEMES

1.6.1. Tamil Nadu Labour Welfare Board

The Tamil Nadu Labour Welfare Board was constituted to implement welfare programmes for workers in the organised

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sector in the State. The Board extends its services to eligible employees working in factories, plantations, motor transport undertakings, shops, catering establishments and other notified establishments.

The Labour Welfare Fund is supported through annual contributions of Rs.20 per employee, Rs.40 per worker from the employer and Rs.20 from the Government. The Board also receives fines imposed by courts and compounding fees collected by the enforcement officers of the Labour Department for violations of labour laws and rules.

- Labour Welfare Fund contribution ratio: **Rs.20** employee, **Rs.40** employer, **Rs.20** Government per year.

The Board implements a comprehensive range of the following welfare schemes for workers and their dependants.

- educational assistance from Pre-K.G. to higher education

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- marriage assistance
- assistance for natural and accidental death
- funeral-expense assistance
- reimbursement of the cost of spectacles
- book allowance and educational incentives
- assistance for the purchase of tailoring machines
- assistance for basic computer training
- assistance for entrance-examination coaching for higher education
- assistance for participation in district and State level sporting events
- Labour Guest Houses at Courtallam, Mamallapuram and Valparai
- a rest house for trade union leaders in Chennai
- publication of the monthly magazine, “Uzhaippavar Ulagam”.

During the period 2025–2026, 12,360 workers and their dependants benefitted

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from various welfare schemes, involving a total assistance of Rs.6.94 crore.

During the period 2026–2027 (upto 31.07.2026), 3,242 workers and their dependants benefitted from various welfare schemes, involving a total assistance of Rs.2.72 crore.

1.6.2. Unorganised Workers Welfare Boards

Tamil Nadu is the pioneer State in the country in ensuring social security schemes and welfare assistances to the unorganised workers. The Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982 and the welfare schemes framed thereunder provide an institutional framework for extending social security and welfare assistance to unorganised workers engaged in 54 categories of construction

- Tamil Nadu claims pioneer status in social security for unorganised workers - a likely one-liner in the exam.
- The **1982** Act's Schedule cover**s 54** categories of construction work and 71 categories of manual work.

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work and 71 categories of manual work specified in the Schedule to the Act.

The comprehensive welfare measures provided by the Boards includes marriage assistance, maternity assistance, education assistance for children, assistance for participation in sports competitions, monthly pension, natural death assistance, accidental death assistance and assistance for disability caused by accidents.

The following 20 Unorganised Workers Welfare Boards function under the Labour Welfare and Skill Development Department.

20 Unorganised Workers Welfare Boards. The newest is the Tamil Nadu Platform-Based Gig Workers Welfare Board, at Sl.No.20.

Sl. No.	Name of the Welfare Board
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

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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
11.	Tamil Nadu Artists Welfare Board
12.	Tamil Nadu Goldsmiths Welfare Board
13.	Tamil Nadu Pottery Workers Welfare Board
14.	Tamil Nadu Domestic Workers Welfare Board
15.	Tamil Nadu Power Loom Weaving Workers Welfare Board
16.	Tamil Nadu Street Vendors and Shops and Establishments Workers Welfare Board
17.	Tamil Nadu Cooking and Catering Workers Welfare Board
18.	Tamil Nadu Fire and Match Workers Welfare Board

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19.	Tamil Nadu Salt Pan Workers Welfare Board
20.	Tamil Nadu Platform-Based Gig Workers Welfare Board

1.6.2.1. Providing Welfare Services through Online

All the functions of the Unorganised Workers Welfare Boards have been computerised to ensure that welfare benefits reach eligible beneficiaries promptly and transparently. Unorganised workers can apply online for registration, renewal and welfare assistance either from their homes or through nearby e-service centres.

The digital platform of the Boards (https://tnuwwb.tn.gov.in) enables online submission, verification and tracking of applications. As a result, applicants receive timely updates on their application status.

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1.6.2.2. Registration of workers and provision of welfare assistance

During the financial year 2025 –2026

- 6,54,108 unorganised workers were registered with the Welfare Boards; and
- Welfare assistance amounting to Rs.1,198.66 crore was provided to 11,39,298 registered workers and their eligible dependants.

During the financial year 2026-2027 (upto 31.07.2026)

- 2,36,034 unorganised workers were registered with the Welfare Boards; and
- welfare assistance amounting to Rs.419.86 crore was provided to 3,39,669 registered workers and their eligible dependants.

Welfare assistance is transferred directly to the beneficiaries' bank accounts through the Reserve Bank Electronic Clearing System, ensuring secure, transparent and

- **2025-26**: 6,54,108 workers newly registered; **Rs.1,198.66 crore** of assistance reached 11,39,298 workers and dependants.

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timely disbursement while eliminating intermediaries.

1.6.2.3. District Monitoring Committees

District Monitoring Committees, headed by the respective District Collectors and comprising officials and representatives of employers and workers, monitor the implementation of welfare schemes. They review workers' registration, disposal of applications, timely disbursement of assistance, grievance redressal and pending cases to ensure that benefits reach eligible workers without delay.

The Unorganised Workers Welfare Boards provide assistance for education, marriage, maternity, sports participation, death, funeral expenses, disability, pension, family pension and other occupation-specific needs.

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Details of welfare benefits given by Unorganised Workers Welfare Boards

Sl. No	Type of Assistance	Tamil Nadu Construction Workers Welfare Board Amount (in Rs.)	Tamil Nadu Manual Workers Social Security and Welfare Board and 17 other Welfare Boards Amount (in Rs.)	Tamil Nadu Unorganised Drivers and Auto Mobile workshop Workers Welfare Board Amount (in Rs.)
1.	**Personal Accident Relief**			
	a) Accident Death at Worksite (including unregistered workers)	8,00,000	-	-
	b) Accidental Death	2,00,000	1,25,000 2,00,000* (*TN Fire and Match Workers Welfare Board)	2,00,000

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	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	30,000	50,000
3.	Funeral expenses Assistance	5,000	5,000	5,000
4.	Marriage Assistance (i) for Women (ii) for Men	 20,000 20,000	 5,000 3,000	 5,000 3,000
5.	Maternity Assistance	18,000	6,000	18,000
	Miscarriage / Medical Termination of Pregnancy	3,000	3,000	3,000
6.	**Educational Assistance**			
	a) 6th standard to 9th standard	1,000	1,000	1,000
	b) Girl Children studying 10th	2,400	1,000	1,000

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	c) 10th passed	2,400	1,000	1,000
	d) Girl Children studying 11th	3,000	1,000	1,000
	e) Girl Children studying 12th	3,000	1,500	1,500
	f) 12th passed	3,000	1,500	1,500
	g) Regular Degree Course	5,000	1,500	4,000
	with Hostel facility	5,000	1,750	4,000
	h) Regular Post Graduate Course	5,000	4,000	4,000
	with Hostel facility	6,000	5,000	5,000
	i) Professional Degree Course	5,000	4,000	4,000
	with Hostel facility	7,000	6,000	6,000
	j) Professional P. G Course	7,000	6,000	6,000
	with Hostel facility	9,000	8,000	8,000

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	k) ITI or Polytechnic with Hostel facility	3,000 3,000	1,000 1,200	3,000 3,000
	l) IIT, IIM, MBBS Tuition fees, Hostel fees in full and for standard of living to the children of registered workers	50,000 (for each year)	-	-
	m) Ph.D.– Doctorate Degree (3 Years)	15,000 per year	-	-
7.	Reimbursement of cost of Spectacles	upto 750	upto 750	upto 750
8.	Pension / disability pension	1,200	1,200	1,200
9.	Family Pension	500	--	--

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10.	Housing Scheme Assistance	upto 4,00,000	--	--
11.	Financial support to repatriate the dead body of the deceased construction worker including ISM 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 year (for 3 years)	--	--

13.	Participation in the National level sports competitions and inter-national level sports competitions			
	i) National Level	25,000	25,000	25,000
	ii) International Level	30,000	30,000	30,000

1.6.3. Source of Funds

Tamil Nadu Construction Workers Welfare Board

The Tamil Nadu Construction Workers Welfare Board receives cess at the rate of 1% of the estimated cost of every building or other construction work. During the financial year 2025–2026, the Board received Rs.1,113.96 crore as welfare cess. During

- Funding design: the Construction Workers Board lives on a 1% cess on construction cost - **Rs.1,113.96 crore** in **2025-26**.

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the financial year 2026–2027 (upto 31.07.2026), the Board received Rs.545.83 crore as welfare cess.

This fund is utilised to implement welfare and social security schemes for registered construction workers and their dependants.

Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board

The Board receives an additional tax levied at the rate of 1% under the Tamil Nadu Motor Vehicles Taxation Act, 1974, on commercial motor vehicles carrying passengers or goods.

During the financial year 2025–2026, the Board received Rs.32.49 crore as additional tax. Further, a sum of

- The Drivers Board is funded by a 1% additional tax on commercial vehicles under the **1974** Taxation Act - **Rs.32.49** crore in **2025-26**.

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Rs.5.41 crore was received during the financial year 2026-2027 (upto 31.07.2026).

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

The Tamil Nadu Manual Workers Social Security and Welfare Board and the other 17 Welfare Boards receive grants from the Government of Tamil Nadu for implementing welfare and social-security schemes.

1.6.4. Achievements of the Unorganised Workers Welfare Boards

The details of welfare assistances provided through the Unorganised Workers Welfare Boards are detailed below.

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Name of the Welfare Board	2025-2026		2026-2027 (upto 31.07.2026)	
	Total No. of benefi-ciaries	Amount Disbursed (Rs. in crore)	Total No. of benefi-ciaries	Amount Disbursed (Rs. in crore)
Tamil Nadu Construction Workers Welfare Board	8,86,195	807.57	2,08,531	270.83
Tamil Nadu Manual Workers Social Security and Welfare Board and 17 Other Welfare Boards	2,17,901	338.57	1,22,694	137.44
Tamil Nadu Unorganised Drivers and Automobile Workshop Workers Welfare Board	35,202	52.52	8,444	11.58
TOTAL	**11,39,298**	**1,198.66**	**3,39,669**	**419.86**

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1.7. TAMIL NADU ACADEMY OF CONSTRUCTION

The Tamil Nadu Academy of Construction, located at Thaiyur Village in Chengalpattu District, was established to enhance the skills, technical knowledge and work-readiness of construction workers.

TAC functions as a Centre of Excellence for providing training to workers in various construction-related trades.

Training of Registered Construction Workers

During the financial year 2025–2026, a large-scale 7-days Skill Development Programme was implemented with a view to train construction workers in modern, trade-specific technologies and enhancing their skills for 50,000 construction workers registered with the Tamil Nadu Construction Workers Welfare Board. Training was

- The Tamil Nadu Academy of Construction at Thaiyur, Chengalpattu is the Centre of Excellence for construction trades.

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imparted to the workers in 10 construction trades including mason, plumber, electrician, bar-bender, carpenter, painter, etc., In this programme 49,991 registered workers were trained. During the training, wage-loss compensation of Rs.800 per day along with food were provided to the workers.

- A 7-day skill programme aimed at 50,000 construction workers trained 49,991 in 10 trades - mason, plumber, electrician, bar-bender and others.

1.8. TAMIL NADU INSTITUTE OF LABOUR STUDIES

The Government of Tamil Nadu established the Tamil Nadu Institute of Labour Studies in 1973 and is presently located at Ambattur, Chennai. This institute was registered under the Tamil Nadu Societies Registration Act and has been functioning as a Society since 1988. The Hon'ble Minister for Labour Welfare and Skill Development Department is the Chairperson of its Governing Committee. The Government of Tamil Nadu provides annual

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grants-in-aid for the administration of the Institute.

The Institute conducts the following academic and research programmes.

- B.A. Labour Management
- M.A. Labour Management
- Full-time and part-time Ph.D. programmes in Labour Management
- One-year part-time evening Post Graduate Diploma in Labour Administration and
- One-year weekend Diploma in Labour Laws with Administrative Law

The undergraduate and postgraduate programmes are affiliated with the University of Madras, which has also recognised the Institute as a Research Institute for conducting the Doctoral Programme in Labour Management.

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The Institute regularly organises training programmes, seminars and capacity-building activities for supervisory and managerial personnel in public and private sector industries, trade union representatives, officers of the Labour Department and officers of the Directorate of Industrial Safety and Health.

A Joint Action Plan has been signed between the International Labour Organisation (ILO) and Tamil Nadu Institute of Labour Studies to develop and deliver specialised training programmes in the technical areas of social dialogue, promoting workplace cooperation and grievance handling.

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2. DIRECTORATE OF INDUSTRIAL SAFETY AND HEALTH

Tamil Nadu is the most industrialised State in the country having highest number of registered factories and contributing a major share in the economic growth of the nation. Tamil Nadu has a strong, diversified and well-established industrial sector, with a wide spectrum of industries including automobile and auto components, textiles and garments, petrochemicals, pharmaceuticals, food processing, chemicals, leather, fireworks and match factories, engineering, electrical and electronics equipment, semi-conductor, renewable and non-renewable energy, etc., contributing to the growth of this State. The workers in the State are highly skilled, technically qualified with an ability to easily adapt to the rapid

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technological advancements, contributing for the sustained industrial growth in the State.

Directorate of Industrial Safety and Health enforces labour legislations in factories and construction sites for providing a safe and conducive working environment for the working population.

In Tamil Nadu, 55,415 factories have been registered under The Factories Act, 1948 as on 31.07.2026 and 27,80,602 workers are employed in such factories. 2,551 factories have been newly registered under the Act during the year 2025-2026. 1,119 factories have been newly registered under the Act during the year 2026-2027 (upto 31.07.2026).

- As on **31.07.2026**: 55,415 registered factories employing 27,80,602 workers.

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As on 31.07.2026, there are 3,730 live construction establishments registered under The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 employing 5,16,646 workers. 1,451 construction establishments have been newly registered during the year 2025-2026. 575 construction establishments have been newly registered during the year 2026-2027 (upto 31.07.2026).

- 3,730 live construction establishments under the **BOCW Act, 1996**, employing 5,16,646 workers.

2.1. ORGANISATIONAL FRAMEWORK

This Directorate is headed by Director of Industrial Safety and Health. There are two divisions in the Directorate of Industrial Safety and Health, namely, Factories Act Enforcement Division and Building and Other Construction Workers Act Enforcement Division.

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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 for enforcing various labour legislations in factories. One Chief Medical Officer and eight Assistant Civil Surgeons of the Directorate conduct periodical medical examination for certain categories of workers employed in factories.

2.1.2. Building and Other Construction Workers 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 for enforcing various

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labour legislations in building and other construction works.

2.2. CORE ACTIVITIES OF DIRECTORATE

The safety, health and welfare of the workers employed in factories and construction sector are ensured through the following activities:-

- Enforcement of labour legislations
- Safety promotional activities
- Ensuring safety of pressure vessels
- Health promotional activities
- Eradication of child labour

2.2.1. Enforcement of Labour legislations

Periodical inspections are conducted in factories and building and other construction works through computerised risk based

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random selection to verify the compliance of provisions prescribed under following labour legislations.

Central Laws

1. The Factories Act, 1948 and Tamil Nadu Factories Rules, 1950.
2. 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.
3. The Contract Labour (Regulation and Abolition) Act, 1970 and Tamil Nadu Rules, 1975.
4. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Tamil Nadu Rules, 1983.
5. The Payment of Wages Act, 1936 and Tamil Nadu Rules, 1937.

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6. The Minimum Wages Act, 1948 and Tamil Nadu Rules, 1953.

7. The Payment of Bonus Act, 1965 and Rules 1975.

8. The Equal Remuneration Act, 1976 and Rules, 1976.

9. The Payment of Gratuity Act, 1972 and Tamil Nadu Rules, 1973.

10. The Maternity Benefit Act, 1961 and Tamil Nadu Rules, 1967.

11. The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and Tamil Nadu Rules, 1994.

12. The Labour Laws (Simplification of Procedure for Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988.

13. The Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989.

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State Laws

1. The Tamil Nadu Industrial Establishments (National, Festival and Special Holidays) Act, 1958 and Rules, 1959.
2. The Tamil Nadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981 and Rules, 1981.
3. The Tamil Nadu Payment of Subsistence Allowance Act, 1981 and Rules, 1981.
4. The Tamil Nadu Labour Welfare Fund Act, 1972 and Rules, 1973.
5. The Tamil Nadu Control of Industrial Major Accident Hazards Rules, 1994.

The Central Laws specified in item Nos.1 to 4 are subsumed under "The Occupational Safety, Health and Working Conditions Code, 2020". The Central Laws specified in item Nos. 5 to 8 are subsumed under "The Code on Wages, 2019". The

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Central Laws specified in item Nos. 9 and 10 are subsumed under "The Code on Social Security, 2020".

2.2.1.1. Inspection Scheme in Factories

The factories are categorised as High, Medium and Low Risk Factories on the basis of manufacturing process and number of workers. "Computerised Risk based Random Inspection" scheme is followed by this Directorate with online allocation for inspection. This enables transparency in the inspection.

Factories are graded High, Medium or Low Risk and inspected by computerised risk-based random allocation.

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

- Inspection must be done for various Acts at the same time in any particular

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factory / building and other construction establishment.

- The same inspector should not inspect the same factory / building and other construction establishment twice consecutively.
- 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.

(i) High Risk Factories

All Major Accident Hazard factories, Match factories and Fireworks factories (irrespective of the number of workers), factories involving dangerous operations and hazardous process industries employing

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more than 100 workers are categorised as High Risk factories. All match factories and fireworks factories are randomly inspected once in six months and all other High risk factories are randomly inspected once in a year.

(ii) Medium Risk Factories

Factories involving dangerous operations and hazardous process industries 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. All Medium risk factories are randomly inspected once in two years.

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(iii) Low Risk Factories

Factories not involved in both dangerous operations and hazardous processes employing less than 250 workers are categorised as Low Risk factories. All Low risk factories are randomly inspected once in five years.

16,539 inspections were carried out during the year 2025-2026, to ensure safety, health and welfare facilities to workers employed in the factories. 4,370 cases have been filed against the managements before the appropriate courts for the violations noticed during inspections and a fine amount of Rs.4,66,27,350/- has been imposed by the courts.

3,619 inspections were carried out during the year 2026-2027 (upto 31.07.2026), 1,262 cases have been filed

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against the managements before the appropriate courts and a fine amount of Rs.1,48,02,500/- has been imposed by the courts.

2.2.1.2. Inspection Scheme in Building and Other Construction Works

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,

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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.

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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.

5,832 inspections were conducted in building and other construction works during the year 2025-2026. For the violations noticed during inspections, 561 cases have been filed against the establishments and a fine amount of Rs.17,93,500/- has been imposed by the courts.

1,865 inspections were conducted during the year 2026-2027 (upto 31.07.2026), 118 cases have been filed against the establishments and a fine amount of Rs.6,82,000/- has been imposed by the courts.

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2.2.1.3. Self-Certification scheme

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

In building and other construction establishments, Self-Certification Scheme has been introduced for Medium risk category and Low risk category of establishments. Low risk category of building and other construction establishment enrolled under this scheme are exempted from physical inspection. The Medium risk category of establishment enrolled in the

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scheme are randomly inspected once in three years.

However, factories or building and other construction establishments enrolled under this scheme may be inspected with the authorization of the Director of Industrial Safety and Health in case of complaint, accident or other exigencies.

2.2.1.4. Simplified Combined Annual Returns

A Combined Annual Return in Form No.22 has been introduced under Tamil Nadu Factories Rules, 1950, by combining the details required under various labour enactments pertaining to factories. After the introduction of Combined Annual Return, the procedure for submission of annual returns have been simplified and made hassle-free. Thereby the duplication of filing of returns separately under various Labour Acts has

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been eliminated. The facility of online filing of the Combined Annual Returns is available in the online portal of this Directorate.

2.2.2. Safety promotion and awareness initiatives

2.2.2.1. Safety trainings

To enhance the awareness of workplace hazards and to equip the workers with the knowledge and skills required to prevent accidents, periodical safety training programs and safety awareness campaigns are conducted in factories and construction sites at the workplace itself. Onsite emergency mock drills are conducted in hazardous process industries to train the workers for immediate response during emergency situations such as fire or gas or chemical leakages.

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Safety Propaganda Committees have been constituted at Chennai, Madurai and Coimbatore regions specifically for imparting safety training for the workers employed in hazardous process industries such as Chemical Factories, Fireworks, Tanneries and Bleaching & Dyeing units. These committees review the safety systems and suggest suitable measures to prevent accidents.

Safety training classes are periodically conducted by the officials of this Directorate for the workers in the factory premises itself. 42,855 workers were imparted such training through 761 programs during the year 2025-2026. Safety Propaganda Committees have conducted 97 safety awareness campaigns benefitting 5,203 workers during the year 2025-2026.

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16,904 workers were imparted safety training through 346 programs during the year 2026-2027 (upto 31.07.2026). Safety Propaganda Committees have conducted 41 safety awareness campaigns benefitting 2,403 workers during the year 2026-2027 (upto 31.07.2026).

In construction sector, since majority of the workers are migrant, safety training is imparted to these workers in their native language. During the year 2025-2026, 157 safety classes were conducted benefitting 9,588 construction workers. 68 safety classes were conducted benefitting 3,248 construction workers during the year 2026-2027 (upto 31.07.2026).

Apart from this, the Directorate is coordinating with other Non–Governmental voluntary organizations like National Safety

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Council and National Productivity Council for creating safety awareness among the managements, safety executives and workers by conducting safety conferences on diversified fields.

2.2.2.2. Training Division

A Training Division is functioning in Chennai under the head of Additional Director of Industrial Safety and Health with a view to provide safety training on various processes involved in all manufacturing activities across the State. This Training Division has conducted 40 training classes benefitting 2,906 workers during the year 2025-2026. This Training Division conducted 14 training classes benefitting 874 workers during the year 2026-2027 (upto 31.07.2026).

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2.2.3. Ensuring Pressure Vessel Safety

The operational safety of the pressure vessels installed in the factories is 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. 1,85,566 external examinations, 1,427 internal examinations, 26,432 hydrostatic tests and 10,637 ultrasonic tests have been conducted during the year 2025-2026.

50,666 external examinations, 135 internal examinations, 8,813 hydrostatic tests and 3,001 ultrasonic tests have been

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conducted during the year 2026-2027 (upto 31.07.2026).

2.2.4. Health Promotional activities

Periodical medical examinations are conducted by the Certifying Surgeons for the adolescent workers in factories, workers engaged in dangerous / hazardous processes and for the canteen workers to ascertain the fitness for their employment in factories. Suitable preventive measures are suggested to safeguard the workers from the onset of occupational diseases.

2,07,840 workers engaged in dangerous and hazardous process industries, 18,816 canteen workers and 14,685 adolescent workers have been medically examined during the year 2025-2026.

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60,460 workers engaged in dangerous and hazardous process industries, 6,792 canteen workers and 6,167 adolescent workers have been medically examined during the year 2026-2027 (upto 31.07.2026)

2.2.5. Eradication of Child Labour in factories

Periodical inspections are conducted to prohibit the employment of children and employment of adolescents in hazardous occupations and processes as per the provisions stipulated under The Factories Act, 1948 and The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986. Squad inspections are also conducted in co-ordination with the officials of the department of Social Welfare, Police and Labour, to identify child labour employment in factories and small establishments.

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During the year 2025-2026, nine child labour were identified in factories and 8 adolescents were found employed in hazardous occupations and processes. Legal action has been initiated against the erring employers by filing 17 cases in the Courts for violations under The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and a fine amount of Rs.16,60,000/- have been imposed by the Courts.

During the year 2026-2027 (upto 31.07.2026), twenty-two child labour were identified in factories and 45 adolescents were found employed in hazardous occupations and processes and 11 cases were filed in the courts and a fine amount of Rs.1,30,000/- have been imposed by the Courts.

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2.3. Special Initiatives for accident prevention in Fireworks factories

In Tamil Nadu, as on 31.07.2026, there are 1,652 registered fireworks factories employing 60,365 registered workers. Of this, 1,147 registered factories are situated in Virudhunagar district, employing 56,482 registered workers. Since this sector is more prone to accidents and fatalities, stringent inspection protocols are being implemented for the fireworks factories.

2.3.1. State and District Fire and Industrial Safety Committee

State Fire and Industrial Safety Committee headed by Chief Secretary to Government and District Fire and Industrial Safety Committees headed by the District Collectors have been constituted by the Government in order to review the fire and industrial accidents and recommend suitable

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remedial measures to eliminate the occurrence of fire and industrial accidents.

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.

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 by the District Fire and Industrial Safety Committee for the purpose of conducting joint inspections. 5,239 inspections have been conducted in fireworks factories during the year 2025-2026. 2,180 cases have been

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filed against the erring fireworks factory managements and fine amount of Rs.84,57,500/- was imposed by the courts during the year 2025-2026.

2,277 inspections have been conducted in fireworks factories during the year 2026-2027 (upto 31.07.2026). 684 cases have been filed against the erring fireworks factory managements and fine amount of Rs.18,81,500/- was imposed by the courts.

In cases of serious violations involving imminent danger to life and safety of the workers, 180 prohibition orders have been issued under Section 40(2) of Factories Act, 1948, to stop further production activity, during the year 2025-2026.

149 prohibition orders have been issued under Section 40(2) of Factories Act, 1948, to stop further production activity,

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during the year 2026-2027 (upto 31.07.2026).

2.3.2. Working Group for Joint Audit in Fireworks factories

A Working Group comprising of officials from various departments such as, Revenue Department, Police Department, Fire and Rescue Services Department, Directorate of Industrial Safety and Health has been constituted for the purpose of conducting joint audits at the accident sites. This working group conducts detailed investigation to analyse the exact causes of accidents and suggest suitable preventive measures for effective implementation.

2.3.3. Training Centre at Sivakasi

A Training Centre is functioning in Sivakasi, exclusively to impart training to foremen / supervisors and workers on safety

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measures to be followed in the manufacturing of fireworks. The Training programmes consists of various topics namely, properties of chemicals, handling techniques, combinations, reactions and safe operating methods.

One week training sessions were conducted for 21 batches, benefitting 224 supervisors and foremen during the year 2025-2026. Similarly, training sessions were conducted for 6 batches, benefitting 129 supervisors and foremen during the year 2026-2027 (upto 31.07.2026).

Further, during the year 2025-2026, 131 one day training programs on the safety measures to be followed during mixing and filling of chemicals and pellet making were conducted for the benefit of 1,876 workers. Similarly, 27 one day training programs were

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conducted for the benefit of 529 workers during the year 2026-2027 (upto 31.07.2026).

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.

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. 188 safety awareness programs were conducted through mobile propaganda vehicle, in which 7,895 workers were benefitted during the year 2025-2026.

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Similarly, 81 safety awareness programs were conducted through mobile propaganda vehicle, in which 2,598 workers were benefitted during the year 2026-2027 (upto 31.07.2026).

Safety awareness videos have been developed exclusively for the workers, managements and the traders of fireworks. Short video clippings on ten different processes in fireworks manufacturing have been developed and published in social media for the benefit of workers and general public.

2.3.4. Group Personal Accident Insurance Scheme

A Group Personal Accident Insurance Scheme has been implemented in Fireworks and Matchworks factories to provide compensation of five lakh rupees to the

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family of the deceased workers in case of fireworks and match factories accidents. This scheme is implemented through the New India Assurance Company Limited. The Joint Director, Industrial Safety and Health, Sivakasi monitors the disbursement of the relief to the victim's family.

2.3.5. Educational Assistance to the children of the deceased workers in Fireworks Accidents

Educational assistance upto higher education and maintenance expenditure upto 18 years of age is being provided by the Government to the children of the workers who died in the fireworks accidents. 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. As on 31.07.2026,

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assistance has been provided to 171 beneficiaries.

2.4. 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.

2.4.1. 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. 183 factories have been identified as Major Accident Hazard

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factories in Tamil Nadu as on 31.07.2026. To assess the real time challenges that may arise during emergency, mock drills are conducted periodically in these factories under the supervision of the officers of the Directorate. 239 mock drills have been conducted in the factories during the year 2025-2026. 55 mock drills have been conducted in the factories during the year 2026-2027 (upto 31.07.2026).

A Site Appraisal Committee has been constituted 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.

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2.5. SAFETY AWARD SCHEMES

2.5.1. 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, awards are presented to various categories of factories based on their performance in accident reduction. 404 State Safety Awards were presented to managements during the year 2025-2026 to appreciate them for their best performance in accident prevention.

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2.5.2. Uyarntha Uzhaipalar Virudhugal

"Uyarntha Uzhaipalar Virudhugal" of Government of Tamil Nadu are awarded every year to encourage the workers, who give valuable suggestions to improve productivity, working environments and safety standards. 122 awards were presented to workers during the year 2025-2026 to encourage them.

2.6. TRANSPARENCY IN SERVICE DELIVERY AND PROMOTION OF EASE OF DOING BUSINESS

The Directorate of Industrial Safety and Health has developed a dedicated online web portal (https://dish.tn.gov.in) to promote 'Ease of Doing Business'. All the services of this Directorate have been digitised end-to-end without any physical interaction, issued within the prescribed time-limits,

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thereby ensuring transparency and faster service delivery functions.

The following statutory approvals under various Labour legislations are issued online with digital signature of the officials:-

- 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.

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- Issue of Registration Certificate under The Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.

- Issue of Licence and Renewal of Licence under The Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.

- Issue of Registration Certificate under The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.

Renewal of licenses under the 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.

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Sl. No.	Name of the Service	Online Approvals issued during the year 2025-2026	Online Approvals issued during the year 2026-2027 (upto 31.07.2026)
1.	Registration and licensing under Factories Act, 1948	2,584	1,076
2.	Approval of plans under Factories Act, 1948	4,589	1,841
3.	Issue of Registration Certificate under Contract Labour (Regulation and Abolition) Act, 1970	310	164
4.	Issue of Licence under Contract Labour (Regulation and Abolition) Act, 1970	793	427
5.	Issue of Registration Certificate under Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979	470	231

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6.	Issue of Licence under Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979	255	143
7.	Issue of Registration Certificate under Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996	3,384	1,536

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DIRECTORATE OF MEDICAL AND RURAL HEALTH SERVICES

(Employees' State Insurance Scheme)

The Employees' State Insurance (ESI) Scheme is a comprehensive Social Security Scheme providing healthcare and social security benefits to Insured Persons and their eligible family members. The Scheme is designed to extend various benefits, including Medical Benefit, Sickness Benefit, Maternity Benefit, Disablement Benefit, Unemployment allowance and other affiliated benefits. ESI scheme provides comprehensive coverage for most of the contingencies during the course of employment.

The ESI Scheme is administered by the Employees' State Insurance Corporation (ESIC) and implemented in Tamil Nadu from

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23rd January 1955 and the scheme had been progressively extended across all 38 districts of Tamil Nadu.

The Employees' State Insurance (ESI) Scheme provides Primary, Secondary and Tertiary medical care to Insured Persons and their eligible dependents. In addition to medical care, the Scheme also extends cash benefits to compensate the loss of wages or earning capacity arising from contingencies covered under the Scheme.

The Tamil Nadu Employees' State Insurance Scheme provides comprehensive medical care to 44.77 lakh Insured Persons and 1.79 crore eligible dependents, comprising spouse, children and parents through 242 ESI Dispensaries and 7 ESI Hospitals.

- **ESI** Scheme has run in Tamil Nadu since 23 January **1955**, now across all 38 districts.

- **ESI** cover**s 44.77 lakh** insured persons and **1.79 crore** dependants through 242 dispensaries and 7 **ESI** hospitals.

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3.1. SCOPE OF THE ESI SCHEME

The Directorate of Medical and Rural Health Services (ESI) is implementing the Employees' State Insurance Scheme in the State. The scope of the scheme comprises of the following activities.

- Providing medical services to Insured Persons and their family members through ESI dispensaries, ESI hospitals and empanelled hospitals.
- Protecting insured persons against financial and social hardships arising from sickness, maternity, employment injury, disablement, death and other contingencies.
- Providing outpatient and inpatient treatment, specialist and super-speciality care, medicines,

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diagnostic services, maternity care and other necessary healthcare facilities.

- Reimbursement for the treatment of Insured Persons and their family members at private Hospitals other than Tie-up Hospitals in case of emergencies.
- Providing cashless treatment to the Insured Persons and their family members through Speciality and Super Speciality private tie-up hospitals under the package rates of the Central Government Health Scheme (CGHS).

3.2. ADMINISTRATIVE STRUCTURE

The Employees' State Insurance Scheme is being implemented in Tamil Nadu through the Directorate of Medical and Rural

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Health Services (ESI). The Director of Medical and Rural Health Services (ESI) is entrusted with the administration, financial management, implementation, monitoring and development of the ESI Scheme across the State.

At present, 242 ESI Dispensaries are functioning across Tamil Nadu under the administrative control and supervision of 7 Regional Administrative Medical Officers (ESI), located 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 the

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Director of Medical and Rural Health Services (ESI).

3.3. SCHEME FUNDING

The employees and employers are contributing at a fixed percentage of 0.75% and 3.25% of wages 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.

ESI contribution rates since **01.07.2019**: employee 0.75%, employer 3.25%. **ESIC** and the State share expenditure 7:1.

3.4. ESI HOSPITALS

8 ESI Hospitals are functioning under State Government of Tamil Nadu and 4 ESIC Hospitals are functioning under ESI Corporation Headquarters, New Delhi as given below.

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ESIS Hospitals functioning under State Government of Tamil Nadu

- ESI Hospital, Ayanavaram
- ESI Hospital, Madurai
- ESI Hospital, Sivakasi
- ESI Hospital, Hosur
- ESI Hospital, Salem
- ESI Hospital, Tiruchirappalli
- ESI Hospital, Vellore
- Government Medical College and ESI Hospital, Coimbatore under the control of the Director of Medical Education and Research, Chennai.

ESIC Hospitals functioning under ESI Corporation Headquarters, New Delhi

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

3.5. CONSTRUCTION OF NEW 100 BEDDED ESI HOSPITALS

In Thoothukudi, a 100 bedded ESI hospital is under construction by ESI

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Corporation. The ESI Corporation has proposed to construct new 100 Bedded ESI Hospitals in Tamil Nadu at Dindigul, Kaniyakumari, Erode, Chengalpet and Ranipet.

3.6. ESI DISPENSARIES

There are 242 ESI Dispensaries in the following regions functioning all over Tamil Nadu for providing medical care to the Insured Persons and their family members.

Name of the Region	Total Districts	Total Dispensaries
Coimbatore	3	48
Madurai	6	43
Chennai	3	38
Vellore	9	31
Tirunelveli	4	26
Salem	3	25
Tiruchirappalli	10	31
Total	**38**	**242***

* Includes one Utilization Dispensary at Dalmiapuram.

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3.7. AYUSH UNITS UNDER ESI SCHEME

In addition to allopathic treatment facilities, a combined treatment of Ayurveda, Yoga, Unani, Siddha and Homeopathy (AYUSH) is extended to the Insured Persons, 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

3.8. ELIGIBILITY CRITERIA FOR ENROLLMENT UNDER THE ESI SCHEME

1) The ESI Scheme applies to all non-seasonal factories and other establishments in which 10 or more persons are employed.

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2) Employees drawing monthly wages not exceeding Rs.21,000/- are eligible for coverage under the Employees' State Insurance (ESI) Scheme.

3) The ESI Scheme is also applicable to employees with specified disabilities, including Autism, Cerebral Palsy, Intellectual Disability and Multiple Disabilities, whose monthly wages do not exceed Rs.25,000/-.

4) The Employees earning upto Rs.176/- per day are exempted from the contribution amount.

3.9. SOCIAL SECURITY BENEFITS UNDER THE ESI SCHEME

The ESI Scheme provides a comprehensive range of social security benefits to Insured Persons and their dependents, offering protection against various medical and other contingencies. The contributions made by employees and employers under the Scheme ensure timely

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financial and social security support to the Insured Persons during periods of need, without imposing any additional financial burden on their 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 year following	1st July to 31st December

(1) Medical Benefit

The major benefit extended by ESIC is Primary Care (Outpatient) and Secondary Care (Inpatient) to the Insured Persons and their family members from day one of entering and continues till the Insured Person remains in insurable employment

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which continues till end of the corresponding benefit period.

The Insured Person is eligible to avail Super Specialty Treatment after completing a minimum period of six months of insurable employment from the date of registration and contributing for a minimum of 78 days during the relevant contribution period.

For availing Super Specialty Treatment for eligible family members, the Insured Person should have completed a minimum period of one year of insurable employment from the date of registration and should have contributed for a minimum of 156 days, i.e., 78 days in each of the two contribution periods.

Primary Medical Care is provided through ESI Dispensaries, while Secondary and Tertiary Medical Care, including

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specialized and inpatient services are provided through ESI Hospitals and a network of private hospitals empanelled under MoU, as per the prescribed norms and guidelines.

(2) Sickness Benefit

Sickness Benefit is provided in the form of cash compensation to the eligible Insured Person during the period of certified sickness at the rate of 70% of the average daily wages, subject to the prescribed conditions under the ESI Scheme. The benefit is payable for a maximum period of 91 days in a year, provided the Insured Person has paid contributions for a minimum of 78 days during the relevant contribution period.

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(3) Extended Sickness Benefit

In 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

Enhanced Sickness Benefit is admissible to Insured Persons undergoing sterilization procedures, namely Vasectomy and Tubectomy, at the rate of 100% of wages for a period of 7 days in the case of Vasectomy and 14 days in the case of Tubectomy, subject to fulfillment of the prescribed eligibility conditions and medical certification requirements under the ESI Scheme.

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(5) Maternity Benefit

Maternity Benefit for confinement is payable for 26 weeks 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 Compensation Benefit

Dependent's Benefit is payable to the eligible dependents of an Insured Person in the event of death due to employment injury or occupational disease arising in the course of employment. The benefit is provided as a monthly payment at the rate of 90% of wages of the deceased Insured Person to the dependents.

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(7) Benefit on Disablement

(a) Temporary Disablement Benefit

The Insured Person is entitled to Disablement Benefit from the date of joining the service. The benefit is payable at 90% of wages for the duration of disablement.

(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 Insured Persons 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.

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(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 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 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 the relief not exceeding 25% pay in the form of cash compensation upto 90 days once in a

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lifetime for being rendered unemployment to the Insured Persons who have completed two years of insurable employment and contributed not less than 78 days in each of the 4 contribution periods. The Scheme was introduced and effective from 01.07.2018.

(9) Other Benefits under the ESI scheme

- 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.

- Upon 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.

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- 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 at a nominal contribution of Rs.120/- per annum.

- Free supply of physical aids such as crutches, wheel chairs, dentures, spectacles and Hearing Aids.

- Preventive health care services such as immunization, AIDS detection and treatment.

- Implementation of National Programmes such as Family Welfare and TB Control.

3.10. HOSPITAL DEVELOPMENT COMMITTEE

The Hospital Development Funds for the purchase of Medical Equipments are

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provided to the ESI Hospitals through the Hospital Development Committee. The Hospital Development Committee meets once in a quarter for approval of expenditure under Hospital Development Fund.

3.11. REIMBURSEMENT OF MEDICAL EXPENSES INCURRED IN PRIVATE HOSPITALS BY THE ESI BENEFICIARIES

(1) Secondary care Reimbursement

The Insured Persons and their Family Members can also get treated at private Hospitals other than Tie-up Hospitals in case of emergencies and the medical expenses will be reimbursed based on the Central Government Health Scheme (CGHS) rates.

(2) Package deal (Tie-up Hospitals)

There are 66 Specialty and 84 Super Specialty private tie-up hospitals for

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providing cashless treatment to the Insured Persons and their family members under the package rates of the Central Government Health Scheme (CGHS).

3.12. SUPPLY OF LIFE SAVING DRUGS TO INSURED PERSONS

All the essential and supplementary drugs are procured and supplied to ESIS Hospitals and ESIS Dispensaries, as per their respective requirements, through the Central Rate Contract (CRC). Further, all life-saving drugs required for Oncology, Haematology and Nephrology are also procured and supplied on an immediate basis, in accordance with the recommendations of the concerned doctors.

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DEPARTMENT OF EMPLOYMENT AND TRAINING

EMPLOYMENT WING

The Employment Wing of the Department of Employment and Training, through its network of District Employment and Career Guidance Centres, functions as a key institutional mechanism for enhancing employability and facilitating access to both public and private sector employment opportunities across the State. These centres provide integrated services, including registration of job seekers, maintenance of seniority-based live registers, and nomination of eligible candidates to Government Departments against notified vacancies. The Department undertakes periodic collection and analysis of employment data from public and private

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establishments to support evidence-based planning.

Further, these centres actively promote private sector employment through structured interventions such as Micro and Mega job fairs conducted in coordination with District Administrations. These platforms also enable identification of skill gaps among job seekers and facilitate their linkage with appropriate training programmes offered by the Tamil Nadu Skill Development Corporation.

The Tamil Nadu Private Job Portal has been expanded and upgraded to support employer participation and enhanced placement outcomes.

The Study Circles in District Employment and Career Guidance Centres are conducting coaching classes for various

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competitive examinations notified by the State Government Recruitment Boards. Initiatives have been taken to extend coaching classes for examinations conducted by the Staff Selection Commission (SSC), Railway Recruitment Board (RRB) and Institute of Banking Personnel Selection (IBPS).

Aspirants for competitive examinations are also supported through Virtual Learning Portal by providing e-content materials for all competitive examinations.

The Employment Wing adopts a five-dimensional strategy for youth development and employment facilitation.

1. Streamlined registration, renewal and qualification updation of job seekers, along with transparent nomination

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through the employment exchange system.

2. Delivering structured career guidance and counselling on higher education, employment avenues and skill development pathways.
3. Providing quality coaching support for competitive examinations including TNPSC, TNUSRB, TRB, RRB, SSC, IBPS, etc.
4. Organising regular job fairs (monthly Micro and biannual Mega) in all districts to strengthen private sector linkages.
5. Promoting awareness on entrepreneurship and self-employment opportunities.

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4.1. ADMINISTRATIVE FRAMEWORK OF THE EMPLOYMENT WING

The Director of Employment and Training is the Head of Department and is supported at the State Headquarters by an Additional Director (Employment), a Joint Director (Career Guidance), 4 Deputy Directors, 1 Chief Accounts Officer, 3 Assistant Directors and 5 District Employment Officers.

At the field level, 6 Regional Joint Directors oversee operations from Chennai, Coimbatore, Madurai, Salem, Tiruchirappalli and Tirunelveli. The institutional framework comprises 38 District Employment and Career Guidance Centres, 2 Professional Employment and Career Guidance Centres (Chennai and Madurai), 5 Coaching-cum-Guidance Centres for Scheduled Caste and Scheduled Tribe, 1 Special Vocational

- Employment Wing network: 38 District Employment and Career Guidance Centres plus specialised centres for professionals, **SC**/**ST**, tribal and differently-abled job seekers.

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Guidance Centre for Tribal Population at Udhagamandalam, 1 Special Employment and Career Guidance Centre for Differently-abled at Chennai and 1 State Career Guidance Centre at Chennai.

4.2. ACTIVITIES OF THE DEPARTMENT

The Employment Wing implements the following comprehensive set of services.

- Digital registration, renewal, and updation of job seeker profiles through https://www.tnvelaivaaippu.gov.in.
- Sponsorship of eligible candidates to public and private sector employers.
- Delivery of career guidance and counselling services to youth and students.
- Organisation of career exhibitions, awareness programmes and seminars.
- Provision of free coaching classes for competitive exams at District Employment and Career Guidance Centres.

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- Targeted interventions for SC/ST candidates.
- Dissemination of digital learning resources through the Virtual Learning Portal https://www.tamilnaducareerservices.tn.gov.in.
- Telecast of coaching and career guidance programmes through Kalvi TV.
- Conduct of district-level job fairs.
- Facilitation of placements through the Private Job Portal https://www.tnprivatejobs.tn.gov.in.
- Implementation of unemployment assistance scheme.
- Collection and analysis of Employment Market Information.

4.3. EMPLOYMENT PORTAL (https://www.tnvelaivaaippu.gov.in)

The employment activities such as, employment registration, renewal, nomination of candidates against notified

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vacancies, etc., are being carried out through this web portal.

As on 31.03.2026, the live register comprised 28,73,186 job seekers, including 12,66,626 men, 16,06,329 women and 231 transgender. The register also included 1,53,983 differently-abled job seekers.

- Live register as on **31.03.2026**: 28,73,186 job seekers including 1,53,983 differently-abled.

As on 31.07.2026, the live register comprises 31,72,763 job seekers including 13,67,140 men, 18,05,361 women and 262 transgender. The register also includes 1,55,284 differently-abled job seekers.

- Live register as on **31.07.2026**: 31,72,763 job seekers - women (18,05,361) outnumber men (13,67,140) by a wide margin.

4.4. NOMINATION OF CANDIDATES TO VACANCIES

Nomination of eligible candidates against notified vacancies is carried out through an online, seniority-based system from the live register, subject to compliance with eligibility criteria prescribed by

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employers, including age, educational qualifications and other conditions.

4.5. CAREER GUIDANCE AND COUNSELLING ACTIVITIES

Career guidance interventions are delivered across schools, colleges, ITIs, polytechnics and welfare hostels, covering higher education options, competitive examinations, overseas employment, skill development, entrepreneurship and scholarships.

During the year 2025–2026, 4,314 programmes were conducted, benefiting 4,73,699 candidates. During the year 2026-2027 (upto 31.07.2026), 1126 programmes were conducted, benefitting 1,04,494 candidates.

- Career guidance **2025-26**: 4,314 programmes reaching 4,73,699 candidates in schools, colleges, ITIs, polytechnics and welfare hostels.

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4.6. CAREER EXHIBITION-CUM-SEMINARS

Annual district-level career exhibitions are organised in educational institutions to provide exposure to emerging career opportunities through expert interactions and dissemination of informational materials.

An allocation of Rs.25,000/- per district is provided for this purpose. During the year 2025–2026, 38 exhibitions were conducted, benefitting 12,614 candidates.

4.7. COACHING THROUGH STUDY CIRCLES

The Department of Employment and Training pioneered the establishment of Study Circles at District Employment Offices. Study Circles established in District Employment and Career Guidance Centres provide an enabling ecosystem for competitive examination aspirants, including

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access to libraries, smart classrooms, digital infrastructure, expert coaching and mock assessments.

During the year 2025–2026, 433 coaching classes were conducted, 22,306 candidates were trained. 2,546 Candidates successfully cleared examinations at various levels. Financial outlay for the year is Rs.4.22 crore for conduct of these coaching classes.

During the year 2026-2027 (upto 31.07.2026), 150 coaching classes were conducted, 7668 candidates were trained. 565 Candidates successfully cleared examinations at various levels.

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4.8. 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 the year 2025-2026 for this purpose and 78 coaching classes have been conducted and 4,849 students have attended these classes.

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During the year 2026-2027 (upto 31.07.2026), 42 coaching classes have been conducted and 3,047 students have attended these classes.

4.9. VIRTUAL LEARNING PORTAL

https://www.tamilnaducareerservices.tn.gov.in

The Virtual Learning Portal provides inclusive access to digital learning resources, including subject-wise materials, current affairs, descriptive materials for Main Examinations and online mock tests for competitive examinations in Tamil and English. There are 6,31,587 registered users from the date of inception. 1,811 e-contents have been uploaded. So far, the portal has 1,25,89,930 hits and 56,49,197 downloads. 1,68,390 candidates have participated in mock tests.

- Virtual Learning Portal: 6,31,587 registered user**s,** 1,811 e-contents, 1.26 crore hits and **56.49 lakh** downloads.

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4.10. COACHING THROUGH KALVI TV

Telecast of free coaching classes for competitive examinations through Kalvi Television is being provided for the benefit of competitive examination aspirants. Free coaching programmes for competitive examinations are broadcast through Kalvi TV with an annual allocation of Rs.50 lakh. Classes are telecast from Monday to Friday (7:00 AM–9:00 AM) with repeat telecast in the evening (7:00 PM–9:00 PM).

In addition, specialised programmes on emerging sectors such as Artificial Intelligence, Robotics, Blockchain, Data Science, Cloud Computing, and Cyber Security are telecast weekly and hosted on the department's digital platform. These videos are also uploaded on the YouTube

- Free competitive-exam coaching on Kalvi TV with an annual allocation of Rs.50 lakh - weekdays 7-9 AM, repeated 7-9 PM.

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Channel of the department (TN Career Services Employment). The channel has 2.73 Lakh subscribers so far.

4.11. PRIVATE SECTOR PLACEMENTS

To strengthen private sector engagement, District Employment and Career Guidance Centres conduct monthly Micro job fairs and two Mega job fairs per year. An annual allocation of Rs.3.04 crore is provided. During the year 2025–2026, 476 job fairs were conducted, resulting in 62,349 placements, including 1,425 differently-abled candidates.

- **2025-26**: 476 job fairs produced 62,349 placements, including 1,425 differently-abled candidates. Annual allocation **Rs.3.04 crore**.

During the year 2026-2027 (upto 31.07.2026), 128 Job fairs were conducted, resulting in 16,961 placements including 405 differently-abled candidates.

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4.12. TAMIL NADU PRIVATE JOB PORTAL
https://www.tnprivatejobs.tn.gov.in

The Tamil Nadu Private Job Portal serves as a free platform to connect job-seekers and employers to meet local industry demands. The portal functions as a dynamic interface enabling efficient matching of skills with job requirements.

Statistics of Private Job Portal (as on 31.07.2026)

Job seekers Registered	5,93,186
Employers Registered	13,436
Vacancies Notified	4,94,892
Placements made	58,226

- Private Job Portal as on **31.07.2026**: 5,93,186 job seeke**rs,** 13,436 employe**rs,** 4,94,892 vacancies and 58,226 placements.

4.13. MODEL CAREER CENTRES IN TAMIL NADU

Under the National Career Service initiative, 18 Model Career Centres have

- 18 Model Career Centres under the National Career Service initiative.

been established in Vellore, Coimbatore, Salem, Tiruvallur, Udhagamandalam, Villupuram, Virudhunagar, Madurai, Ramanathapuram, Kancheepuram, Dharmapuri, Nagercoil, Tiruchirappalli, Sivaganga, Erode, Ariyalur, Karur and Nagapattinam. The objective of these centres is to deliver advanced career services including psychometric assessments, personalised counselling, employer engagement and job fair coordination.

4.14. UNEMPLOYMENT ASSISTANCE SCHEME FOR UNEMPLOYED YOUTH

The scheme provides financial assistance to eligible unemployed youth registered in Employment Exchange and in live register for a minimum of five years, subject to income and age criteria. Monthly assistance ranging from Rs.200/- to Rs.600/-

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is provided based on educational qualification upto three years. During the year 2025–2026, Rs.6.40 crore was disbursed to 9,659 beneficiaries.

4.15. UNEMPLOYMENT ASSISTANCE FOR DIFFERENTLY-ABLED REGISTRANTS

Differently-Abled registrants who have registered in Employment Exchange and in live register for a minimum of one year are provided monthly financial assistance for a continuous period of upto ten years, without income or age restrictions. Monthly assistance ranging from Rs.600/- to Rs.1000/- per month is provided based on educational qualification. During the year 2025–2026, Rs.2.25 crore was disbursed to 2,011 beneficiaries.

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4.16. COACHING-CUM-GUIDANCE CENTRES FOR SCHEDULED CASTE AND SCHEDULED TRIBE

Coaching-Cum-Guidance Centres for Scheduled Caste and Scheduled Tribe functioning at Coimbatore, Tirunelveli, Vellore, Tiruchirappalli and Cuddalore provide targeted support through coaching, counselling and awareness programmes to enhance employability among Scheduled Caste and Scheduled Tribe candidates. During the year 2025–2026, 33 Coaching Classes were conducted and 2,102 candidates have attended the classes. During this period, 424 confidence building programs, career exhibitions and career talks have been conducted in which 45,107 candidates were benefitted.

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4.17. SPECIAL VOCATIONAL GUIDANCE CENTRE FOR TRIBAL POPULATION

A Special Vocational Guidance Centre for Tribal population has been established and functioning in Udhagamandalam. The centre focuses on improving livelihood opportunities for tribal communities through awareness programmes, coaching support and skill development initiatives. During the year 2025–2026, 22 confidence building programs and 51 career talks have been conducted and 3,361 candidates have been benefitted.

4.18. SPECIAL CELLS FOR DIFFERENTLY-ABLED PERSONS

A dedicated Special Employment and Career Guidance Centre for Differently-abled in Chennai, along with district-level cells, provides specialised career guidance, employment facilitation and awareness

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programmes for differently-abled persons. During the year 2025–2026, 60 candidates benefitted from special coaching classes conducted for the differently-abled.

4.19. EMPLOYMENT MARKET INFORMATION

In each District Employment and Career Guidance Centre, an Employment Market Information unit is functioning to collect Employment data on a quarterly basis from public sector establishments and private sector units employing 25 or more persons. This information supports labour market analysis and policy planning.

4.20. CAREER AWARENESS AND SKILL WEEK

The second week of July is observed annually as Career Awareness and Skill Week across all districts. Activities such as, career counselling, awareness programmes,

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competitions and targeted initiatives for women, transgender and differently-abled individuals are being conducted.

4.21. 'THIRAN TAMIZHAGAM' MAGAZINE AND PUBLICATIONS

The department publishes a quarterly magazine titled "Thiran Tamizhagam" documenting its initiatives. This Career Guidance booklet covering various educational and employment pathways is published and made available in digital format.

4.22. STATE CAREER GUIDANCE CENTRE

The State Career Guidance Centre provides advanced services including psychometric testing, personalised counselling and structured coaching for competitive examinations.

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At the State Career Guidance Centre, 12 special coaching classes for competitive exams have been conducted, 536 candidates have attended the classes and 67 candidates have cleared various stages of competitive exams. 1,137 psychometric tests have been conducted for students and job seekers in the year 2025-2026.

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DEPARTMENT OF EMPLOYMENT AND TRAINING

(TRAINING WING)

"Skill development is the strength that prepares youth, supports industries and builds nations."

As technologies are changing, industries are growing and the economy is expanding, the demand for skilled manpower is rising. To meet these needs, Industrial Training Institutes (ITIs) with updated modern courses and infrastructure play an important role in bridging the gap between demand and supply. In accordance with **Vettri Tamizhagam Vision**, special focus is laid on Artificial Intelligence, Machine Learning technologies in training and new trades related to this sector are proposed to be introduced in ITIs to enhance the employability of youth at global level.

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Skill training in ITIs provide students with practical knowledge, technical expertise and industry-relevant skills. In order to improve the relevance in skill learning, ITIs have introduced cluster-based learning, Industry 4.0 labs, job placement cells, digital learning modules, software tools and stronger partnerships with industries. Accordingly, ITIs under the Training Wing of the Department are offering long-term training to youth and preparing them to meet the changing requirements of the industries. Emphasis is also laid on introducing Augmented Reality and Virtual Reality in skill training courses in ITIs.

4.23. ORGANISATION STRUCTURE

The Director of Employment and Training is the Head of the Department. Two Additional Directors assist the Director at the

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State level namely, Additional Director (Craftsmen Training Scheme) and Additional Director (Apprenticeship Training Scheme). There are 7 Regional Joint Directors with their offices located at Chennai, Coimbatore, Madurai, Salem, Tirunelveli, Trichy and Villupuram. Government ITIs are functioning under the leadership of Principals and District Skill Training Offices are headed by the Assistant Directors.

The Department implements the following major skill development programmes.

- Craftsmen Training Scheme
- Industry 4.0 Technology Centres
- Apprenticeship Training Scheme
- Industrial Schools
- Short-term skill training

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4.24. CRAFTSMEN TRAINING SCHEME

The Craftsmen Training Scheme is the cornerstone of vocational training in Tamil Nadu. It provides long-term, structured training through Industrial Training Institutes (ITIs), equipping youth with industry-ready skills to meet present and future workforce demands. Training under Craftsmen Training Scheme comprises 70% practical training and 30% theoretical learning, ensuring balanced skill acquisition.

- Craftsmen Training Scheme is 70% practical, 30% theory.

4.24.1. Long-Term Skill Training in Government ITIs

In Tamil Nadu, 132 Government Industrial Training Institutes impart long-term comprehensive skill training in 70 Engineering and 34 Non-Engineering Trades with the seating capacity of 36,344.

- 132 Government ITIs offer 70 Engineering and 34 Non-Engineering trades with a seating capacity of 36,344.

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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. Training is also imparted in Industry 4.0 trades like Advanced CNC, Electric Vehicle, Industrial Robotics, etc.

ITI Courses range from 6 months to 2 years with admissions conducted annually in July through centralized online counselling at *www.skilltraining.tn.gov.in*, following merit and reservation norms. Students can choose any ITI and any trade of their choice.

In the last academic year, Government ITIs have achieved an admission of 89.15% with 32,549 students.

- Government ITIs filled 89.15% of seats in the last academic year, admitting 32,549 students.

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4.24.2 Skill Training to promote Social Inclusion

4.24.2.1 Government ITIs exclusively for Women

In order to encourage and support female students in pursuing skill training, 10 exclusive Government ITIs for women and 5 women wings in General ITIs are functioning in the State with a skilling capacity of 2,840 seats. The details of students admitted in the last academic year are as follows.

- Social inclusion in ITIs: 10 women-only ITIs and 5 women wings (2,840 seats); 30% reservation elsewhere.

Sl. No.	District	Govt. ITIs	Intake capacity	Students admitted
1.	Chennai	Guindy	280	226
2.	Chennai	Ambattur	160	136
3.	Theni	Andipatti	208	208
4.	Dindigul	Dindigul	264	264
5.	Madurai	Madurai	232	232
6.	Coimbatore	Coimbatore	304	254
7.	Salem	Salem	260	260
8.	Kanniyakumari	Nagercoil	228	228
9.	Cuddalore	Cuddalore	320	320
10.	Thiruchirapalli	Pullambadi	272	265

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Women Wings				
11.	Ramanatha-puram	Ramanatha-puram	88	88
12.	Krishnagiri	Hosur	24	24
13.	Karur	Karur	88	88
14.	Namakkal	Namakkal	72	62
15.	Thanjavur	Thanjavur	40	40
Total			**2,840**	**2,695**

In the remaining Government ITIs, 30% reservation of seats for female students has resulted in the admission of 6,405 female students in the State.

4.24.2.2 Government ITIs for Scheduled Caste Students

In order to foster social inclusion, 2 exclusive ITIs for Scheduled Caste Students at Vadakarai and Chidambaram function with a combined capacity of 376 seats. All seats were filled in the last academic year.

- Two **SC**-exclusive ITIs at Vadakarai and Chidambaram - 376 seats, all filled. **SC** students were 30.52% of all **ITI** admissions.

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Sl. No.	District	Govt. ITIs	Intake capacity	Students admitted
1.	Tiruvallur	Vadakarai	124	124
2.	Cuddalore	Chidambaram	252	252
	Total		**376**	**376**

Across other ITIs, 18% of seats are reserved for Scheduled Caste students. In the last academic year, 9,934 Scheduled Caste students were admitted, accounting for 30.52% of total enrolments.

- Reservation in ITIs: **SC** 18%, **ST** 1%, differently-abled 5% - with 2 **SC**-exclusive ITIs and 6 ITIs in tribal areas.

4.24.2.3 Government ITIs for Scheduled Tribes Students

In order to empower and uplift vulnerable communities in Scheduled Tribe populated regions, 6 Government ITIs are functioning in Sankarapuram, Anaikatti, Karumandurai, Jamunamarathur, Kollihills and Gudalur. In these six ITIs, during the last academic year, a total of 991 students have been admitted. Out of this strength,

- Six ITIs serve Scheduled Tribe regions - Sankarapuram, Anaikatti, Karumandurai, Jamunamarathur, Kollihills and Gudalur.

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570 students belong to the Scheduled Tribe category, reflecting a significant representation of tribal youth in vocational education.

S. No.	District	Govt. ITIs	Intake capacity	Total students admitted
1.	Coimbatore	Anaicutti	124	117
2.	Tiruvanna-malai	Jamuna-maruthur	240	208
3.	The Nilgiris	Gudalur	240	204
4.	Salem	Karuman-thurai	200	150
5.	Namakkal	Kolli Hills	216	118
6.	Kallakurichi	Sankara-puram	236	194
	Total		**1256**	**991**

In the remaining Government ITIs, 1% of seats are reserved for Scheduled Tribe students. In the last academic year, 962 students belonging to Scheduled Tribe category were admitted in Government ITIs, which accounts for 2.95% of total students admitted.

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4.24.2.4. Government ITIs for Differently-abled Students

With a view to foster equality for disadvantaged groups, skill training is provided to the deaf–mute students in Fitter trade in 3 Government ITIs located at Guindy, Ulundurpet and Nagercoil. In the last academic year, 31 students have been admitted in this trade.

Fitter trade for deaf-mute students runs at Guindy, Ulundurpet and Nagercoil; 10 more trades run exclusively for differently-abled candidates in 10 ITIs.

In the remaining Government ITIs, 5% of reservation of seats for differently-abled students has resulted in the admission of 288 differently-abled students in the State.

Apart from this, 10 trades functioning exclusively for differently-abled candidates in 10 Government ITIs, in which, 174 students have been admitted.

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4.24.2.5. Government ITI for Jail inmates

To improve the socio-economic prospects of jail inmates and support their reintegration into 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 last academic year.

4.25. GOVERNMENT ASSISTANCE TO ITI STUDENTS

In order to expand the skilled workforce base of the State and encourage youth participation in long-term skill training, the following assistances are provided to the students of Government ITIs and Government Aided ITIs

- Training without fees
- Free Bus pass

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- 2 sets of uniforms with stitching charges
- 1 pair of shoes
- Stipend of Rs.750/- per month
- Additional stipend of Rs.1,000/- per month to eligible female trainees who studied in Government Schools
- Additional stipend of Rs.1,000/- per month to eligible male trainees who studied in Government Schools
- Textbooks in Tamil language
- Drawing instruments
- Bicycle

4.26. INDUSTRY 4.0 TECHNOLOGY CENTRES

Industry 4.0 courses are closely aligned with the rapidly evolving technological landscape of next-generation industries to equip youth with future ready skills. By bridging education with innovation, they enhance employability, stimulate

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industrial growth and contribute to both national and global economic progress.

The following Industry 4.0 long-term trades are imparted with seating capacity of 7,672 seats in 71 Government ITIs

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

Industry 4.0 long-term trades run in 71 Government ITIs with 7,672 seats - robotics, advanced **CNC**, electric vehicle.

Utilising this infrastructure, 23 short-term courses are being imparted to students and workers. ITI, Polytechnic, Engineering College students and MSME workers are also trained under short-term courses. In the last academic year, 13,611 students have

23 short-term courses on Industry 4.0 equipment reached 13,611 learners - **ITI** and polytechnic students, **MSME** workers, **PM** Suryaghar and Nal Jal Mitra trainees.

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enrolled in short-term courses and customized courses as detailed below.

Sl. No.	Category	Students Admitted for Short-Term Training in 2025-2026
1.	Govt. ITI Trainees	7,026
2.	Pvt ITI Trainees	260
3.	MSME Workers	87
4.	Degree holders(Arts)	41
5.	Polytechnic College Students	3,652
6.	Engineering College Students	206
7.	Unemployed Youth	97
8.	PM Suryaghar	867
9.	Nal Jal Mitra	617
10.	School Students	758
	Total	**13,611**

A facilitation centre has been established in Government ITIs to enable MSME workers to upskill and reskill, ensuring their competencies remain aligned with the latest technologies. By leveraging the

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advanced infrastructure available in Industry 4.0 Technology Centres, this initiative provides workers with access to modern training facilities, helping them to stay competitive in the evolving industrial landscapes.

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 4,937 persons and generated a revenue of Rs.62,77,725/- so far, through Institute Management Committee of the concerned institutes.

- Customised courses in Industry 4.0 centres enrolled 4,937 people and earned **Rs.62.78 lakh** through the Institute Management Committees.

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4.27. GOVERNMENT AIDED PRIVATE ITIs

There are 19 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.2.75 crore has been provided to these ITIs as maintenance grant for the last year.

4.28. PRIVATE INDUSTRIAL TRAINING INSTITUTES

In order to enhance the creation of skilled workforce, the participation of private entities in providing training is encouraged by the Government. In Tamil Nadu, there are 277 Private ITIs affiliated to NCVT and are functioning across the State with a total

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intake capacity of 26,388. These Private ITIs have admitted 12,317 students in the last academic year.

The State Government reimburses training costs to Private ITIs for 50% of seats surrendered under the Government quota. To strengthen the skilled workforce pipeline, reimbursements are provided at the rate of Rs.16,800/- per student per year for Engineering trades and Rs.13,000/- per student per year for Non-Engineering trades. During the year 2025–2026, an expenditure of Rs.15 crore has been incurred under this scheme.

4.29. PRIVATE INDUSTRIAL SCHOOLS

With a view to meet the skill requirements of local industries, 132 self-financing and 21 aided private industrial

Private industrial schools: 132 self-financing and 21 aided, offering 57 trades to 8th or 10th pass candidates.

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schools are functioning across the State. In 2025, these institutions admitted 6,469 students. Training is offered in 57 trades including Electrical, Mechanical, Automobile, Electronics, Hospitality, Apparel, IT, Office Automation, Construction sectors, etc., with course durations ranging from one to three years. Candidates with 8th or 10th pass qualifications are eligible for admission. Additionally, 17 industrial schools conduct the Technical Teachers Certificate Course, a mandatory qualification for appointment as technical teachers. The State Board of Examination for Vocational Training (SBEVT) conducts common examinations, awarding SCVT certificates to successful candidates. Of these institutions, aided private industrial schools receive Government grants-in-aid and a sum of Rs.3.25 crore was sanctioned

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as maintenance support during the financial year 2025–2026.

4.30. COMMON EXAMINATION AND CREDENTIALS

The Directorate General of Training (DGT), New Delhi conducts the All India Trade Test for students of both Government and Private ITIs. In All India Trade Test, 2025, Government ITIs achieved a pass percentage of 96%, while Private ITIs recorded 86%. Successful candidates are awarded the National Trade Certificate by the National Council for Vocational Education and Training (NCVET). Under the State Council for Vocational Training (SCVT) pattern, 2,006 students appeared for the Trade Test, of which 1,953 qualified. These successful candidates are awarded with SCVT Certificate by the Department.

- The **DGT** conducts the All India Trade Test; successful candidates get the National Trade Certificate from **NCVET**. In **2025** Government ITIs passed 96% against private ITIs' 86%.

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4.30.1. National Toppers - All India Trade Test

In the year 2025, 40 students from Tamil Nadu secured first rank in various trades in the All India Trade Test conducted by NCVET. This achievement included 38 students from Government ITIs and 2 from Private ITIs. Notably, in Industry 4.0 trades, 4 students from Industrial Robotics and Digital Manufacturing Technician, 2 students from Manufacturing Process Control and Automation, 2 students from Advanced CNC Technician, 2 students from Basic Designer and Virtual Verifier and 1 student from Mechanic Electric Vehicle courses were declared as National Toppers.

- 40 national toppers in the **2025** All India Trade Test - 38 from Government ITIs, 11 of them in Industry 4.0 trades.

4.30.2. Project Work Competition

In order to bring out the veiled skills of the students, every year a Project Work

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Competition is conducted in 5 trades i.e., Fitter, Turner, Machinist, Mechanic Motor Vehicle and Electrician. The winners are awarded with a cash prize of Rs.50,000/- and a Merit Certificate by the Government.

4.31. ADVANCED COURSES IN GOVERNMENT ITIs

With a view 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.

S.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

18 advanced courses in Government ITIs - aeronautical structure fitter, 3D printing, wind plant technician, mechatronics, marine engine fitter.

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6.	Solar Technician
7.	In-Plant Logistics
8.	Technician Mechatronics
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
18.	Marine Engine Fitter

4.32. SKILL UPGRADATION TRAINING TO CONSTRUCTION WORKERS

Skill upgradation training to construction workers registered with the Tamil Nadu Construction Workers Welfare Board has emerged as a transformative step

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towards skill upgradation and social empowerment. Conducted across 93 Industrial Training Institutes in association with the Tamil Nadu Academy of Construction, the programme enabled workers to acquire both theoretical knowledge and enhanced practical skills through structured training modules. The ITIs further provided on-the-job training opportunities, allowing minor civil refurbishment works to be carried out effectively within their premises, thereby creating a mutually beneficial win-win situation for both the trainees and the institutions. By validating existing skills and strengthening technical competence, this initiative has improved employability, raised skill levels and reinforced the construction workforce across Tamil Nadu, with special

- Skill upgradation for registered construction workers runs in 93 ITIs with the Tamil Nadu Academy of Construction, including on-the-job refurbishment work in the institutes themselves.

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emphasis on women's inclusion and empowerment.

4.33. TRAINING OF TRAINERS

The Training of Trainers Programme is a structured initiative designed to equip instructors with the skills, knowledge and methodologies required to effectively train the students. The Training of Trainers Programme enhances instructional quality and strengthens the employability of ITI students by ensuring that training delivery remains aligned with current industry demands. In this regard, the Department has undertaken several measures, deputing instructors to leading institutions for specialized training during the year 2025-2026, as detailed below.

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Sl. No.	Name of the Training Centre	Core program of Training	Duration	Number of instructors trained
1.	Central Tool Room and Training Centre, Bhubaneshwar	Advanced CNC Manufacturing	1 week	56
		Industrial Robotics and Digital Manufacturing	1 week	30
2.	National Skill Training Institute, Chennai	Pneumatic and Hydraulic control	1 week	20
		Automotive Technology	1 week	20
3.	Quest Alliance, Bengaluru	Master Trainer Training on Employability Skills	1 week	27
4.	National Instructional Media Institute, Chennai	Rooftop Solar Installations	2 days	51
	Total			**204**

Through these initiatives, the State continues to strengthen its pool of qualified

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instructors, ensuring that ITI training remains industry-relevant and futuristic.

4.34. Dr. RADHAKRISHNAN BEST INSTRUCTOR AWARD

Award for the best instructors 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.

- The Dr. Radhakrishnan Best Instructor Award goes to 12 **ITI** teachers a year with **Rs.10,000** each.

4.35. PLACEMENT ACTIVITIES IN GOVERNMENT ITIs

Tamil Nadu aims to ensure 100% placement of ITI passed-outs and continuously shows improvement in placement rate. Many leading industries and

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companies are invited for campus interviews in all the ITIs. Placement Cell is functioning at each ITI for the benefit of the Trainees. Placement officers through placement cells play a vital role in arranging placement drives at the end of the course period. 95% of passed-out students have been placed in various industries in their respective fields of skill in the year 2025.

95% of **ITI** passed-outs were placed in **2025**, in firms such as **TATA** Motors, Foxconn, Schneider Electric and **KSB**.

With the objective of steadily increasing and ensuring the employment of trainees, various new trades are being introduced and steps are being taken to facilitate their placement in diverse organizations. Most of the trainees are selected for employment by various companies throughout Tamil Nadu. This ensures that, the students get placements with reasonable salaries in the leading industries such as TATA Motors, Foxconn,

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Schneider Electric, Danfoss, Sundaram Clayton Ltd, KSB Ltd, Super Auto Forge Pvt Ltd, Bharat Biotech, TPI Composite, Stellar Plastic, etc.

4.36. PROVIDING ON-THE-JOB TRAINING

In order to impart real-time work conditions and hands-on experience to all the students, On-the-job training is provided as an integral part of the training. 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.

NCVT norms make 150 hours of on-the-job training mandatory.

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4.37. TRAINING ON 'ENGLISH FOR EMPLOYABILITY'

With a view to equip ITI students with essential communication skills for the modern job market, the 'Basic English for Employability' programme is being provided at free of cost. Delivering the programme through 60 hours of structured training and two-stage assessments, the programme enhances confidence, workplace readiness and global employability. In the last academic year, under this initiative, 24,840 students benefitted, reflecting the State's commitment to integrate language proficiency with technical training.

A free 60-hour 'Basic English for Employability' programme with two-stage assessment for **ITI** students.

4.38. APPRENTICESHIP TRAINING SCHEME

The Apprenticeship Training Scheme (ATS), implemented under the Apprentices Act, 1961, bridges classroom learning with

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workplace requirements. The Director of Employment and Training serves as the State Apprenticeship Advisor under the Apprenticeship Act, 1961. The Director is responsible for overseeing the implementation of the Act in both Government establishments and private industries. Apprenticeship Melas and awareness drives are regularly conducted to increase engagement.

By combining designated trades notified by the Central Government with optional trades tailored to local industry demands, ATS ensures flexibility and relevance. Apprentices gain industry exposure and employability, establishments benefit from trained manpower and the State economy is strengthened through a robust skill ecosystem. Revised stipend norms under the Apprenticeship (Amendment)

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Rules, 2025, ensure financial support for apprentices while encouraging industries to engage more trainees.

As per the Apprenticeship (Amendment) Rules, 2025, the Government has prescribed revised minimum stipend rates based on qualification, which employers must mandatorily pay, with partial reimbursement under NAPS. The minimum stipend shall be Rs.9,600/- for Class 12 & ITI students.

The National Apprenticeship Promotion Scheme–2 (NAPS-2) is a Government of India initiative introduced by the Ministry of Skill Development and Entrepreneurship. The State Directorate acts as the nodal agency for implementation. The scheme is designed to expand apprenticeship training by offering partial stipend support, strengthening the apprenticeship ecosystem, providing

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advocacy and guidance to stakeholders. Apprenticeship Training Scheme continues to be the vital basis of skill development and industrial collaboration. During the last year, 1,36,106 freshers and 7,612 apprentices totalling to 1,43,718 were engaged in Optional and Designated trades across 2,903 establishments.

4.39. SHORT TERM TRAINING PROGRAMME – NAL JAL MITRA SCHEME

The Nal Jal Mitra Scheme under the Jal Jeevan Mission is designed to build a skilled workforce that supports the delivery of safe drinking water to every rural household. It focuses on training local youth as “Nal Jal Mitras” to ensure sustainability, community participation and technical support for tap water connections. In Tamil Nadu, the Nal Jal Mitra Scheme is being

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implemented through Municipal Administration and Water Supply Department. The assessment of trainees is carried out by the Tamil Nadu Skill Development Corporation. The duration of the short-term training is 9 days, followed by 1 month of On-the-Job Training (OJT) in village panchayats.

With the support of the Rural Development Department, the programme has been conducted in 36 ITIs and 617 Plumbers have attended this short-term training so far.

4.40. SHORT TERM TRAINING PROGRAMME TO GOVERNMENT SCHOOL VOCATIONAL STREAM STUDENTS

In order to provide Skill training to 12,000 vocational stream students studying in Government Higher Secondary Schools,

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49 Government ITIs have been mapped with 117 nearby Government Higher Secondary Schools. The duration of the short-term courses ranges from 15 to 30 days.

4.41. ROOFTOP SOLAR SKILL TRAINING UNDER PM SURYA GHAR SCHEME

Rooftop Solar Skill Training under the PM Surya Ghar: Muft Bijli Yojana is a national skilling initiative to prepare a workforce capable of installing, maintaining and supporting rooftop solar systems. To support this objective, a short-term skill training programme has been designed for trainees in the Electrician and Wireman trades under CTS from ITIs. The target group includes both final-year trainees and passed-outs, who are equipped with foundational electrical skills and can be readily upskilled for Solar PV installation and maintenance.

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Implementation is facilitated through convergence with industry partners. A minimum of two days of On-the-Job Training is provided through empaneled vendors, ensuring hands-on practical training. The Ministry of New and Renewable Energy and the Rural Electrification Corporation play a key role in coordinating linkages between training institutions and vendors for seamless execution. Assessment of trainees is conducted through a summative evaluation process at the end of the course, covering technical skills, knowledge and professional attitude, as prescribed by the Directorate General of Training (DGT). So far, 867 ITI trainees have been trained under this initiative in the last two years.

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4.42. PRADHAN MANTRI SKILLING AND EMPLOYMENT TRANSFORMATION THROUGH UPGRADED ITIs (PM-SETU) SCHEME

- **PM-SETU**: a hub-and-spoke scheme with 6 hub ITIs and 24 spokes, **Rs.1,440** crore project cost of which the State bears **Rs.479 crore**.

The Pradhan Mantri Skilling and Employment Transformation through Upgraded ITIs (PM-SETU) scheme represents a landmark initiative to modernize vocational training. Proposed as a hub-and-spoke model, it aims to introduce demand-driven, industry-aligned courses, revamp existing trades, and establish Special Purpose Vehicles (SPVs) with anchor industry partners for outcome-based training. The scheme enhances capacity, fosters innovation, and ensures that training outputs remain closely aligned with industry requirements. With shared funding from the Centre, State, and industry partners, PM-SETU is designed to transform ITIs into

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engines of employability and industrial growth.

In Tamil Nadu, Government ITIs located at Ambattur, Trichy, Coimbatore, Madurai, Thoothukudi and Hosur have been identified as 6 Hub Centres while 24 locations including Chengalpet, Perumbakkam, Vellore, Ranipet, Thanjavur, Pudukottai, Pullambadi(W), Viralimalai, Dharapuram, Coimbatore(W), Erode, Gobichettipalayam, Theni, Dindigul, Karaikudi, Paramakudi, Tirunelveli, Tiruchendur, Nagercoil, Virudhunagar, Salem, Salem(W), Dharmapuri and Mettur Dam have been identified as Spoke Centres. The estimated project cost is Rs.1,440 crore, of which the State contribution shall be Rs.479 crore.

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4.43. ESTABLISHMENT OF THE TAMIL NADU WORLD INNOVATION AND SKILL TRAINING HUB (TN-WISH)

TN-WISH at Ambattur, sanctioned **Rs.93.57 crore**, is to train **ITI** and polytechnic instructors themselves.

The Tamil Nadu World Innovation and Skill Training Hub (TN-WISH) represents a transformative initiative in vocational education and skill development. The Government has sanctioned a sum of Rs.93.57 crore for the establishment of this hub.

Conceived as a world-class centre at Ambattur, TN-WISH is designed to provide advanced training to ITI and polytechnic instructors, while simultaneously creating a highly skilled workforce aligned with global industry standards. By offering specialized training in cutting-edge domains such as Precision Engineering, Advanced Automobile Technology, Building Automation, Electronics System Manufacturing, Green Energy,

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Commercial Refrigeration & Air Conditioning and Cyber Security, the hub will serve as a catalyst for innovation and industrial competitiveness. This scheme ensures that trainers are continuously upskilled and reskilled, thereby enhancing the quality of instruction across ITIs and polytechnics. With a target of training 400 instructors and 1,000 students annually through both long-term and short-term programmes, TN-WISH will significantly strengthen the State's skill ecosystem. The establishment of sector-specific laboratories in collaboration with industry partners will bridge the gap between academic training and industrial requirements, fostering employability, entrepreneurship and technological leadership. Beyond its immediate training objectives, TN-WISH will contribute to Tamil Nadu's vision of becoming a hub for

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advanced manufacturing and innovation, positioning the State as a leader in future-ready skills and sustainable industrial growth.

4.44. MAKE IN ITI

"Make in ITI" is a pilot initiative aimed at encouraging innovation, skill enhancement, self-reliance, hands-on learning and skill development among the students of following Government Industrial Training Institutes in Tamil Nadu. The “Earn while you Learn” concept will enhance practical skills of ITI students, motivate the trainees and minimize the drop-out ratio in the institute.

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Sl. No	Name of the Product	Name of the ITI	Trades
1.	Making of LED Bulbs	Gudalur	Wireman and Mechanic Electric Vehicle
2.	Making of BLDC Fan	Coimbatore	Wireman
3.	Making of LED Running Display for Buses	Guindy	Wireman
4.	Making of Carry Bags	Nagercoil (Women)	Embroidery

4.45. SPORTS AND OTHER EVENTS

In order to promote physical fitness and holistic development among trainees of Government and Private Industrial Training Institutes, a sum of Rs.28.23 lakh has been sanctioned for organizing sports competitions at institute, regional and state levels every year. These competitions encompass a diverse range of events, including team games such as Volleyball, Ball Badminton and Football for boys and Tennikoit for girls;

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indoor games like Chess and Carrom (Doubles); as well as athletics events including 100m, 200m, 400m, 800m and 1500m runs, Long Jump, Shot Put, Javelin Throw, Discus Throw and the 4×100m Relay. This initiative seeks to encourage active participation, foster team spirit and enrich the overall training experience of ITI students.

4.46. DRUG-FREE TAMIL NADU–PLEDGE

With the visionary objective of making a drug-free Tamil Nadu, a massive anti-drug pledge programme titled “Drug-Free Tamil Nadu” was organized on 11.08.2026 at Presidency College, Chennai, under the leadership of the Hon’ble Chief Minister of Tamil Nadu. In this event, 100 students from Government Industrial Training Institutes of Ambattur, Ambattur (Women), Guindy,

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Guindy (Women), North Chennai and R.K. Nagar participated and solemnly took the pledge.

On the same day, students across all Government Industrial Training Institutes in Tamil Nadu collectively took the pledge, thereby reaffirming their commitment to support the Government's determined efforts in building a society free from drugs.

4.47. INSTITUTE MANAGEMENT COMMITTEE IN GOVERNMENT ITIS

Institute Management Committees (IMCs) play a crucial role in strengthening the link between vocational training and industry requirements. They ensure that Government ITIs remain responsive to the dynamic labour market by involving industry representatives directly in planning, managing and upgrading training activities.

- IMCs have been constituted in 100 Government ITIs, chaired by industry partners, giving ITIs autonomy over curriculum and workshops.

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This collaboration helps to bridge the gap between classroom learning and workplace skills, making trainees more employable.

IMCs provide autonomy to ITIs in areas such as curriculum enrichment, infrastructure modernization and resource mobilization. By including industry partners as chairpersons, IMCs ensure that, training programmes are aligned with current technologies and practices. They also facilitate internships, apprenticeships and placement opportunities, thereby enhancing the employability of students.

In Tamil Nadu, IMCs have been constituted in 100 Government ITIs, which has enabled ITIs to introduce new trades and modernize workshops in collaboration with industry.

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4.48. INDUSTRY INSTITUTE INTERFACE

The active involvement of industries in ITI training ensures that students acquire current, industry-relevant skills. Through Memorandum of Understanding (MoUs), industries provide shop-floor exposure, internships, guest lectures and participation in Institute Management Committees. Partnerships with leading companies such as Tata Technologies Pvt Ltd, SkillSonics India Pvt. Ltd., Mahindra & Mahindra India Pvt. Ltd., Grey Sim Learning Foundations, Schneider Electric, etc., exemplify this collaborative approach. These initiatives bridge the gap between industrial needs and training outputs, creating a dynamic ecosystem that fosters employability and innovation.

- Industry-institute MoUs with Tata Technologies, SkillSonics, Mahindra & Mahindra, Grey Sim and Schneider Electric.

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Industrial Training Institutes, by consistently upgrading their training methodologies and forging strong partnerships with industry, are reinforcing their role as key drivers of skill development. This alignment with evolving technologies and workplace practices equips trainees with market-relevant competencies, bridging the gap between classroom learning and industrial application. Through these activities, ITIs are shaping individual career paths and contributing significantly to the State's economic growth by generating employment opportunities.

J. MOHAMED FARVAS

MINISTER FOR LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

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Hon'ble Chief Minister of Tamil Nadu conducted a review meeting on the activities and schemes of the Labour Welfare and Skill Development Department on 07.07.2026.

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Government Industrial Training Institute (ITI) students participated in the State-Level mass pledge event "Drug-Free Tamil Nadu" held under the leadership of the Hon'ble Chief Minister of Tamil Nadu on 11.08.2026.

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Hon'ble Minister for Rural Development and Water Resources and Hon'ble Minister for Labour Welfare and Skill Development distributed appointment orders to the selected candidates in the Mega Private Sector Job Fair held at the Government Higher Secondary School in Ashok Nagar, Chennai on 22.08.2026.

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Hon'ble Minister for Labour Welfare and Skill Development inaugurated a training seminar on "Social Dialogue, Workplace Co-operation and Grievance Handling", organized by the Tamil Nadu Institute of Labour Studies in collaboration with the International Labour Organization (ILO) on 27.07.2026.

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Hon'ble Minister for Labour Welfare and Skill Development led the State-Level World Anti-Child Labour Day awareness event held on 12.06.2026.

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