

FUNCTIONS OF LABOUR DEPARTMENT

- ❖ The Labour Department is functioning under the administrative control of the Labour & Employment Department.
- ❖ The Commissioner of Labour is the Head of the Department.
- ❖ Labour Department is enforcing 28 Labour enactments.
- ❖ The functions of the Department are resolving Industrial Disputes, Enforcement of Labour enactments, including Legal Metrology Act to safeguard the interest of the Labour and consumers, monitoring of Welfare Boards and eradication of child Labour.

In the Head Office, The Commissioner of Labour, is assisted by Additional Commissioner of Labour (Administration) in the administrative functions and Additional Commissioner of Labour (Conciliation) in the settlement of Industrial disputes. They are the second level officers in the Department. Joint Commissioner of Labour (IAS), is in charge of eradication of Child Labour and also looking after Unorganized Welfare Boards.

There are 4 Zonal Additional Commissioners of Labour Viz, Chennai, Madurai, Coimbatore & Trichy. They are looking after the administration and enforcement of Labour legislations in their respective jurisdiction. There are 10 Regional Joint Commissioners of Labour mainly dealt with quasi-judicial work like Employees Compensation Act, Minimum Wages Act, Payment Wages Act etc.

The Zonal Additional Commissioners of Labour/ Regional Joint Commissioners of Labour have been notified as conciliation officers under the Industrial Disputes Act 1947, in their respective jurisdiction.

ROLE OF THE OFFICERS IN HEAD QUARTERS OFFICERS

COMMISSIONER OF LABOUR

Statutory Functions

- ❖ He is the Conciliation Officer under the Industrial Disputes Act, 1947 with state-wide jurisdiction.
- ❖ Commissioner for Employee's compensation for the state of Tamil Nadu under the Employee's compensation Act, 1923. (The real work has been delegated to Deputy Commissioner of Labour)
- ❖ Authority to decide the cases of the applicability of the Tamil Nadu Shops and Establishments Act, 1947 under Section 51 of the Act.
- ❖ Authority to decide the question of applicability of the Tamil Nadu Catering Establishments Act 1958 to an employee or to a Catering Establishment under Sub-Section 2 of Section 27 of the Act.
- ❖ Authority to specify hours of work and conditions of service of the workmen of the contractors as required under Rule 25 (2) (b) of the Tamil Nadu Contract Labour Rules 1975.
- ❖ Registrar of Trade Unions under the Trade Unions under the Trade Unions Act, 1976.

Administration

The Commissioner of Labour is competent to approve the panel for promotion up to the level of Deputy Inspectors of Labour and issue transfer and posting of officers up to the level of Deputy Commissioner of Labour.

1. ADDITIONAL COMMISSIONER OF LABOUR (ADMINISTRATION)

He assists the Commissioner of Labour in all administrative matters of the Department. He is the officer competent to appoint staff up to the level of Assistants. Besides this, he is also having the following Statutory Functions.

Statutory Functions:

1. He is conciliation officer under the Industrial Disputes Act, 1947 with state-wide jurisdiction.
2. Chief Inspector of Plantations under Plantations Labour Act, 1951.
3. Inspector under all the Labour Enactment's except Factories Act, 1948, Payment of Bonus Act, 1965. Sales Promotion Employees (Conditions of Services) Act, 1976, Tamil Nadu Labour Welfare Fund Act, 1972 and Tamil Nadu Catering Establishment Act, 1958.

He is also associated with the following tripartite bodies which are set up to advise the Government on the implementation of various scheme of Labour enactment's.

Statutory Bodies

Secretary - Plantations Labour Housing Advisory Board

Non – Statutory Bodies

Member Secretary - Plantations Labour Advisory Committee

a) DEPUTY COMMISSIONER OF LABOUR (ESTABLISHMENT & GENERAL)

This officer is to assist the Commissioner of Labour and the Additional Commissioner of Labour (Administration) in the matter relating to general administration and establishment. He is the appointing authority in respect of Basic Servants in Head office and in the category of Junior Assistants/ typists/ Steno-Typist-Grade -3 in head office. In the discharge of administrative duties, he is vested with certain financial powers and disciplinary powers.

b) ADMINISTRATIVE OFFICER (GENERAL)

This officer is in-charge of all meetings and conferences in which the Commissioner of Labour is involved as a member or conveyor as the case may be so far as this Department is concerned. He is assisting the Commissioner of Labour, Additional Commissioner of Labour (Administration) and the Additional Commissioner of Labour, (Conciliation) and Special Joint Commissioner of Labour in drawing up of the Agenda, Convening meetings, drawing up of the proceedings of the meetings and after the meetings are over to take follow up action on the decisions of the various meetings of the Committees and conferences convened. In addition, he is assisting the Commissioner of Labour in giving comments on papers relating to Indian Labour Conference, Standing Labour Committee and other conference convened by the Government of India from time to time.

He is passing papers relating to amendments to various labour legislations such as Industrial Disputes Act, payment of Bonus Act and other non-technical legislations. He is in-charge of preparing policy note on LABOUR IN TAMIL NADU to be presented to the State Assembly at the time of Labour Demand every year.

He is also in-charge of the work relating of the processing of the application under the Good Industrial Relations Award Scheme and papers relating to the State Evaluation and Implementation Committee.

c) PUBLIC RELATIONS OFFICER (Deputation post from Information and Tourism Department)

1. In charge of Library.
2. Submission of Daily Press Cutting from various papers to the Commissioner of Labour.
3. “Inspector” under the Working Journalists (conditions of Services and Miscellaneous provision) Act for the Chennai City.

4. Correspondence relating to issue press release from the Secretariat as well as from Head Quarters officers.
5. Preliminary arrangements in connection with the meeting Organised at the level of Secretariat (Labour Department), Commissioner of Labour and Joint Commissioner of Labour including Television and All India Radio wherever necessary.
6. Attending meeting All India Radio (AIR) in connection with the Worker's Programme Advisory Committee.
7. Receiving V.I.Ps on the instructions of the Commissioner of Labour and Government.
8. Preparation of March of Events every fort-night and sending them to Editor, Uzhaipavar Ulagam and to the Government.
9. Preparation and sending matters on Labour every fort-night to All India Radio, Chennai, Trichy, Coimbatore and Tirunelveli, in connection with the Broadcast in "Workers Programme".

d) ACCOUNTS OFFICER (Deputation post from Treasuries and Accounts Department)

1. Scrutiny of pension proposals of all Officers and Staff in office of the Commissioner of Labour and in respect of the category of Labour Officer and above in other offices and officers and staff on Foreign Service.
2. Sanction of General Provident Fund and other kinds of Loans and Advances.
3. Sanction of Contingent Charges in respect of Subordinate Officers.
4. Sanction of Rent for the office buildings.
5. Granting permission for shifting of offices.
6. Scrutiny of files involving financial matters, by Accounts Officer as ordered by Commissioner of Labour.
7. Preparation of Budget. Estimates / Revised Estimates / Final modified Apportionment and Final Surrenders and Finalisation of Annual Financial Statements.
8. Reconciliation of Departmental figures, with the books of accountant General.
9. Test audit on the accounts of the Subordinate Officers.

10. Follow up action on the Audit Report received from Accountant General on the Accounts maintained in the office of the Commissioner of Labour and Subordinate Officers.
11. Attend to the Work connected with the Verification of Correctness of pay fixation, selection Grade / Special Grade pay fixation and Periodical increments, Pay anomalies and also Sanction of Additional charge allowance.
12. Preparation of Annual Plan Scheme and Part II Schemes.
13. Follow up action on the Audit Report of the Local Fund Audit.
14. Matter relating to Public Accounts Committee, Finance Committee and State Audit and Accounts Committee.

2. ADDITIONAL COMMISSIONER OF LABOUR (CONCILIATION)

This officer assists the Commissioner of Labour in the settlement of Major Industrial Disputes as a Conciliation Officer with State-wide jurisdiction. He is dealing with all conciliation failure reports and other matters relating to amendments to various Labour Laws.

He is having the following statutory functions:

1. He is the conciliation officer under the Industrial Disputes Act, 1947 with State-wide jurisdiction.
2. Inspector under the Payment of Bonus Act, 1965.

Besides this he is also associated with the following Statutory and Non-Statutory Tripartite Committee.

Statutory Bodies

Member – Secretary, Equal Remuneration Advisory Committee.

Non – Statutory Bodies

Chairman, State Evaluation and Implementation Committee.

a) JOINT COMMISSIONER OF LABOUR (MINIMUM WAGES)

This post has been specially created to assist the Commissioner of Labour in the Administration of Minimum Wages Act, 1948 with a particular reference to fixation/revision of Minimum Wages for various scheduled employments. For this

purpose he is also appointed as the Secretary of the Minimum Wages State Advisory Board constituted by the Government for advising them in the matter of fixation/ revision of Minimum Wages, In addition he is also notified as:

- Conciliation Officer for whole State of Tamil Nadu under the Industrial Disputes Act, 1947 and Inspector under the Minimum Wages Act, 1961.
- Chief Inspector of Motor Transport under the Motor Transport Workers Act.
- Authority to hear appeal cases under section 41 of the Tamil Nadu Shops and Establishment Act 1947, over the Districts of Villupuram, Kancheepuram, Tiruvallur and Cuddalore.

a) (i) ADMINISTRATIVE OFFICER (MINIMUM WAGES)

The officer is assisting the Joint Commissioner of Labour (Minimum Wages) as well as the Commissioner of Labour in the fixation/ revision of Minimum rates of wages to the Scheduled employments.

He is also Drawing and Disbursing Officer for a part of establishment of Commissioner of Labour.

He is also in-charge of the section which is attending to papers relating to statistical returns under various Labour enactments which are due to the State Government, Government of India and Labour Bureau, Shimla and is attending the files related to Motor Transport workers Act.

b) SPECIAL JOINT COMMISSIONER OF LABOUR

This officer has to assist the Commissioner of Labour in the settlement of Major Industrial Disputes as a Conciliation Officer with state-wide jurisdiction. In addition to this, he has assigned with the following duties.

- Secretary State Evaluation and Implementation Committee.
- Secretary for the Committee to select winners under the Good Industrial Relations Award. This Committee is also functioning under the Chairmanship of a Retired Supreme Court Judge. He is also in charge of processing Conciliation Reports

relating to certain Industries and putting up notes to Joint Commissioner of Labour and Commissioner of Labour.

- Authority to hear appeal cases under section 41 of the Tamil Nadu Shops and Establishment Act 1947, over the districts of Chennai, Vellore and Tiruvannamalai.
- Nodal officer for Chief Minister's Special Cell in department. In-charge of all petitions received from Chief Minister's Special Cell and sending monthly periodical report on the action taken.

c) DEPUTY COMMISSIONER OF LABOUR (CONTRACT LABOUR)

The work of this officer is to attend to the papers connected with the enforcement of Contract Labour (Regulation & Abolition) Act, 1970. He is also the Secretary of the State Contract Labour Advisory Board. He is also in-charge of Women's Cell recently created to look into the problems of women Labour. He is assisting the Additional Commissioner of Labour (Administration) in respect of Plantation Labour Act enforcement.

d) DEPUTY COMMISSIONER OF LABOUR (HEAD QUARTERS)

He is Conciliation Officer with state-wide jurisdiction under the industrial Disputes Act, 1947 and Inspector under the Payment of Bonus Act, 1965. He is to assist the Commissioner of Labour in the disposal of Industrial Disputes in the State. In the office, he is in-charge of examining conciliation failure report in respect of certain Industries and putting up remarks to Additional Commissioner of Labour and Commissioner of Labour.

Also in-charge for:-

- ❖ Action Plan on Elimination of Child Labour in the State,
- ❖ Rashtria Swasthya Bima Yojana,
- ❖ Un-organised Workers Welfare Board,
- ❖ Beedi Workers Housing Scheme.

a) ADDITIONAL COMMISSIONER OF LABOUR (INSPECTION)

This officer is entrusted With the Administration of the Weights and Measures Legislations such as Legal Metrology Act, 2009 in his capacity as the Controller of Legal Metrology, Tamil Nadu. He is also Chief Inspector of Beedi Establishments

under the Beedi and Cigar Workers (Conditions of Employment) Act, 1966. In his work he is assisted by 30 Deputy Controllers of Legal Metrology (ACL (E)), 68 Assistant Controllers of Legal Metrology (DILS), 218 Inspectors of Legal Metrology(AILS). Besides these Inspectors there are 101 Stamping Inspectors to assist him in the verification and re-verification of Stamping of Weights and Measures under the Legal Metrology Act. 2009.

He is the member of the Advisory Committee under the Beedi Workers Welfare Fund Act, 1976 for which the Minister for Labour is the Chairman.

a) ADMINISTRATIVE OFFICER (WEIGHTS & MEASURES)

He is notified as “AdditionalController” under the Legal Metrology Act 2009 for the State of Tamil Nadu and assisting the Controller of Legal Metrology in the Administration of the weights and measures legislation.

Attending to all files relating to enforcement of:

- Legal Metrology Act 2009
- Packaged Commodities Rules 2011, and
- Beedi & Cigar Workers (Conditions of Employment) Act, 1966.

JURISDICTION OF ADDITIONAL COMMISSIONERS OF LABOUR

Additional Commissioner of Labour, Chennai	Additional Commissioner of Labour, Coimbatore	Additional Commissioner of Labour, Madurai	Additional Commissioner of Labour, Trichy
JCL I – Chennai II – Chennai Vellore	JCL Salem Coimbatore Coonoor	JCL Madurai Tirunelveli	JCL Trichy Dindigul
DCL O/o the JCL I – Chennai II – Chennai Vellore	DCL O/o the JCL Salem Coimbatore	DCL O/o the JCL Madurai Tirunelveli	DCL O/o the JCL Trichy Dindigul
DCL(Conciliation) I – Chennai II – Chennai Vellore	DCL (Conciliation) Coimbatore – I,II & III	DCL(Conciliation) Nagercoil	DCL(Conciliation) Trichy
ACL (Enforcement) Chennai – 1,2,3 Cuddalore Kancheepuram Tiruvallur Vellore Tiruvannamalai Villupuram	ACL (Enforcement) Salem Krishnagiri Coimbatore Tirupur Erode Coonoor Namakkal	ACL (Enforcement) Madurai Virudhunagar Ramnad Sivaganga Tirunelveli Tuticorin Nagercoil	ACL (Enforcement) Trichy Thanjavur Perambalur Tiruvarur Dindigul Karur Theni
ACL Chennai – 1,2,3. Vellore – 1,2 Cuddalore	ACL Salem, Krishnagiri Coimbatore Tirupur Erode Coonoor (O/o. DCL, Coonoor), .	ACL Madurai Virudhunagar Ramnad Tirunelveli Tuticorin	ACL Thanjavur
ACL (Women Welfare) Chennai	ACL (Women Welfare) Coimbatore	ACL (Women Welfare) Tirunelveli	ACL (Women Welfare) NIL
ACL (P) NIL	ACL (P) Yercaud Valparai Coonoor Ooty Gudalur Kothagiri Panthalur	ACL (P) Nagercoil	ACL (P) Batlagundu Theni
Assistant Surgeon NIL	Assistant Surgeon Ooty	Assistant Surgeon Nagercoil	Assistant Surgeon NIL

ZONAL OFFICERS

ADDITIONAL COMMISSIONER OF LABOUR

There are four Zonal Additional Commissioners of Labour viz., Chennai, Coimbatore, Madurai & Trichy.

- ❖ The Additional Commissioner of Labour, Chennai is having jurisdiction over the Districts of Chennai, Kancheepuram, Tiruvallur, Vellore, Tiruvannamalai, Cuddalore and Villupuram.
- ❖ The Additional Commissioner of Labour, Coimbatore is having jurisdiction over the districts of Coimbatore, Tirupur, The Nilgiris, Erode, Salem, Namakkal Dharmapuri and Krishnagiri.
- ❖ The Additional Commissioner of Labour, Madurai is having jurisdiction over the districts of Madurai, Ramanathapuram, Sivaganga, Virudhunagar, Tirunelveli, Tuticorin and Kanyakumari.
- ❖ The Additional Commissioner of Labour, Trichy is having jurisdiction over the Districts of Trichy, Thanjavur, Ariyalur, Perambalur, Pudukottai, Nagapattinam, Tiruvarur, Dindigul, Karur and Theni.

The Zonal Additional Commissioner of Labour is assigned the following duties in addition to the General Administration:

- ❖ Conciliation Officer under the Industrial disputes Act, 1947 with state-wide jurisdiction.
- ❖ Competent Authority to register Agreements under section 3 of the Cine workers and Cinema Theatre workers (Regulation of Employment) Act, 1981.
- ❖ Certifying Officers under the Industrial Employments (Standing orders) Act, 1946.

- ❖ Appellate Authority under the Payment of gratuity Act, 1972.

REGIONAL OFFICERS

JOINT COMMISSIONER OF LABOUR

There are 10 Regional Joint Commissioners of Labour viz., Chennai-1 and Chennai- 2, Vellore, Coimbatore, Coonoor, Salem, Madurai, Tirunelveli, Trichy and Dindigul. The work of the different officers in the region is enumerated below:

They are Regional Officers having Administrative Control over the Deputy Commissioner of Labour, Assistant Commissioner of Labour (Enforcement), Assistant Commissioner of Labour, Assistant Commissioner of Labour (Plantations), Deputy inspectors of Labour, Assistant Inspectors of Labour working in their regions. In addition, they are assigned the following duties: -

- i) Conciliation Officers under the Industrial Disputes Act with state-wide jurisdiction.
- ii) Conciliation officers under the Cine workers and cinema Theatre workers (Regulation of Employment) Act, 1981 with state-wide jurisdiction.
- iii) Commissioners for Employee's Compensation Act, 1923 in their respective jurisdiction.
- iv) Additional Registrars under the Trade Union Act, 1926 in their regions.
- v) Authorities under Section 15 (2) of the Payment of Wages Act, 1936.
- vi) Authorities under Section 41 (2) of the Tamil Nadu Shops and Establishments Act, 1947.
- vii) Appellate Authorities under Section (6) of the Equal Remuneration Act, 1976.

- viii) Appellate authorities to hear appeal against the orders of the Registration / licensing Officers under the Contract Labour (Regulation and Abolition) Act 1970.
- ix) Authority to hear appeal against the orders of the Inspectors of Labour under Rule 32 of the Tamil Nadu Beedi and Cigar Workers (Conditions of Employment) Rules, 1968 in respect of disputes relating to issues of raw materials by the Employer.
- x) Authorities to hear appeals under the Tamil Nadu Payment of Subsistence Allowance Act, 1981 against the Orders of the Deputy Commissioner of Labour in the Office of the Joint Commissioner of Labour.
- xi) Authorities to sanction prosecutions under Section 6 of the Tamil Nadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981.
- xii) Authorities under Section 20 (I) of the Minimum Wages Act, 1948.
- xiii) Inspectors under the various Labour Enactments except Factories Act, 1948.
- xiv) They are appointed as Additional controller of Legal Metrology under Legal Metrology (Enforcement) Act 2009.

The Joint Commissioners of Labour, Madurai and Coimbatore are in addition to the above functions, are members of the (1) Regional Board for Workers Education, Madurai/ Coimbatore and (2) Hospital Advisory Committee at Madurai/ Coimbatore.

DEPUTY COMMISSIONERS OF LABOUR IN THE OFFICE OF THE JOINT COMMISSIONERS OF LABOUR: -

The posts of these officers were created to attend to specific functions as Controlling authorities under the Payment of Gratuity Act, 1972 and Inspectors under

the Payment of Bonus Act, 1965. At present these officers are attending to the following functions:

- ❖ Controlling Authority under the Payment of Gratuity Act, 1972.
- ❖ Authorities to hear claims under Section 4 of the Tamil Nadu Payment of Subsistence Allowance Act, 1981.
- ❖ Registration Officers under the Contract Labour (Regulation and Abolition) Act, 1970.
- ❖ Conciliation Officers under the Industrial Disputes Act, 1947 in their respective jurisdiction.
- ❖ Inspectors under the Payment of Bonus Act, 1965.
- ❖ Inspectors under the Tamil Nadu Labour Welfare Fund Act, 1972.

These officers are also assisting the Regional Joint Commissioners of Labour in their administrative side.

DEPUTY COMMISSIONERS OF LABOUR (CONCILIATION) AND LABOUR OFFICERS

There are 8 Deputy Commissioners of Labour (Conciliation) and 17 Assistant Commissioners of Labour in the Region. The main function of these officers is the Conciliation and settlement of Industrial Disputes in their respective areas as Conciliation officers under the Industrial disputes Act, 1947.

- ❖ Authority under Tamil Nadu Catering Establishment Act, 1958.
- ❖ Authority under Equal Remuneration Act, 1976.
- ❖ Authority to hear appeal under Section 31 (2) of the Beedi and Cigar Workers (Conditions of employment) Act, 1966.
- ❖ Inspector under the Payment of Bonus Act, 1965.

ASSISTANT COMMISSIONER OF LABOUR (PLANTATIONS):

These officers are charged with the responsibility of enforcing the provisions of the Plantation Labour Act, 1951 in their respective areas as “Inspector” under the Act. They are also notified as Inspector under the Labour Enactments, which are applicable to the Plantations.

ASSISTANT SURGEONS (Deputation post from the Medical Department)

These officers have to inspect the Garden Hospitals and Dispensaries in Plantations and see whether they are sufficiently equipped and stocked with drugs and also to take action to redress the grievances, if any on the part of the workers regarding non-provision or inadequate provision of amenities in the Dispensaries or Garden Hospitals run by employers as required under the Tamil Nadu Plantations Labour Rules, 1955 and to ensure that the provisions regarding Medical facilities laid down under the Plantations Labour Act and the Rules framed under the act are complied with by the Planters. To attend to this work, these officers have also been notified as Inspector under the Plantations Labour Act, 1951. These officers are under the control of the Chief Inspector of Plantations.

ASSISTANT COMMISSIONER OF LABOUR (Enforcement)

These officers are responsible for the Enforcement of various non-technical Labour legislations in respect of all Establishment other than Factories and Plantations. In their work, the Inspectors of Labour are assisted by the Deputy Inspectors of Labour, Assistant Inspectors of Labour and Stamping Inspectors. These officers are also notified as Additional Controller of Legal Metrology under the Legal Metrology Act 2009. The Assistant Commissioner of Labour (Enforcement) are assigned with the following statutory functions:

- ❖ Additional Controller of Legal Metrology under the Legal Metrology Act 2009.
- ❖ Licensing officers under the Contract Labour (Regulation and Abolition) Act, 1970 (in respect of establishments other than Factories).
- ❖ Licensing officer under Motor Transport Workers Act, 1961.

❖ Inspectors under the following Labour Enactment's-

- a) Tamil Nadu Shops and Establishments Act, 1947.
- b) Tamil Nadu Catering Establishments Act, 1958.
- c) Tamil Nadu Industrial Establishments (National & Festival Holidays) Act, 1958.
- d) Tamil Nadu Labour Fund Welfare Fund Act, 1972.
- e) Tamil Nadu Industrial Establishments (Conferment of permanent Status of Workmen) Act, 1981.
- f) Payment of Wages Act, 1936.
- g) Minimum Wages Act, 1948.
- h) Motor Transport workers Act, 1961.
- i) Beedi and Cigar Workers (Conditions of Employment) Act, 1966.
- j) The Maternity Benefit Act, 1961.
- k) Contract Labour (Regulations and Abolition) Act, 1970
- l) Tamil Nadu Payment of Gratuity Act, 1972.
- m) The Inter/state Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979.
- n) Equal Remuneration Act, 1976.
- o) Sales Promotion Employees (Conditions of Services) Act, 1976.
- p) The Working Journalists & Other News Paper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955.

The officers are also empowered to conduct dependent enquiry on the directions of the Commissioner for the Employee's Compensation under the Employee's Compensation Act, 1923.

A statement showing the number of officers under the different categories and a statement showing the Names and Labour Enactment administered by the Departmental officers are attached.

ASSISTANT COMMISSIONER OF LABOUR (WOMEN WELFARE)

These posts have been sanctioned with a view to ensure effective implementation of the Labour Legislations with particular reference to Women/Child Labour in establishments other than factories. The Inspectress has been notified as Inspectors under the various Labour Legislation, which apply to Women and Child Labour. The officers of these Inspectress are located in Chennai, Tirunelveli and Coimbatore. They have also been notified as "Inspectors" under the Minimum Wages Act, 1948.

VARIOUS LABOUR ENACTMENTS' BEING ENFORCED BY LABOUR DEPARTMENT

1. The Employees' Compensation Act, 1923.
2. The Trade Unions Act, 1926.
3. The Payment of Wages Act, 1936 and Rules 1937.
4. The Child Labour (Prohibition and Regulation) Act, 1986.
5. The Industrial Employment (Standing Orders) Act, 1946 and Rules 1947.
6. The Tamil Nadu Shops and Establishments Act, 1947 and Rules 1948.
7. The Industrial Disputes Act, 1947.
8. The Minimum Wages Act 1948 and Rules 1950.

9. The Plantations Labour Act, 1951.
10. The Working Journalists & Other News Paper Employees (Conditions of Service) and Miscellaneous Provision Act, 1955.
11. The Tamil Nadu Catering Establishments Act, 1958 and Rules.
12. The Tamil Nadu Industrial Establishments (National and Festival Holidays) Act, 1958.
13. The Maternity Benefit Act, 1961 and Rules 1967.
14. The Motor Transport Workers Act 1961 and Rules 1965.
15. The Payment of Bonus Act, 1965 and Rules 1975.
16. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966 and Rules 1968.
17. The Contract Labour (Regulation and abolition) Act, 1970 and Rules 1975.
18. The Payment of Gratuity Act, 1972 and Rules 1973.
19. Tamil Nadu Labour Welfare Fund Act, 1972 and Rules 1973.
20. The Equal Remuneration Act, 1976 and Rules.
21. The Sales Promotion Employees (Conditions of Service) Act, 1976.
22. The Tamil Nadu Industrial Establishment (Conferment of permanent Status to Workmen) Act, 1981.
23. Tamil Nadu Manual Workers (Regulations of Employment and Conditions of work) Act, 1982.

24. Tamil Nadu Payment of Subsistence Allowance Act, 1981.
25. Cine Workers and Cinema Theatre Workers (Regulations of Employment) Act, 1981 and Rules 1982.
26. The Legal Metrology Act, 2009 and Tamil Nadu Legal Metrology Rules 2011.
27. The Legal Metrology (Packaged Commodities) Rules 2011.
28. Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.

Annexure - I

LIST OF POSTS AND DEPUTATION

LIST OF ADDITIONAL COMMISSIONERS OF LABOUR

Sl. No	Name of the Post
1	Additional Commissioner of Labour [Administration], O/o the COL, Chennai.
2	Additional Commissioner of Labour [Conciliation], O/o the COL, Chennai-6.
3	Additional Commissioner of Labour [Inspection], O/o the COL, Chennai-6.
4	Additional Commissioner of Labour, Chennai
5	Additional Commissioner of Labour, Madurai
6	Additional Commissioner of Labour, Coimbatore
7	Additional Commissioner of Labour, Trichy
DEPUTATION POSTS	

1	Additional Commissioner of Labour on other duty as IRA, TNEB, Chennai
2	Additional Commissioner of Labour on other duty as Secretary, TNLWB, Chennai
3	Secretary, Tamil Nadu Construction Workers Welfare Board, Chennai
4	Secretary, Tamil Nadu Domestic Workers Welfare Board, Chennai.
5	Secretary, Tamil Nadu Manual Workers Social Security and Welfare Board, Chennai
6.	Director, Tamil Nadu Institute of Labour Studies, Chennai

LIST OF JOINT COMMISSIONERS OF LABOUR

Sl. No	Name of the Post
1	Joint Commissioner of Labour [Minimum Wages], O/o COL, Chennai.
2	Special Joint Commissioner of Labour, O/o COL, Chennai
3	Joint Commissioner of Labour-I, Chennai
4	Joint Commissioner of Labour-II, Chennai
5	Joint Commissioner of Labour, Vellore
6	Joint Commissioner of Labour, Madurai
7	Joint Commissioner of Labour, Tirunelveli
8	Joint Commissioner of Labour, Coonoor
9	Joint Commissioner of Labour, Salem
10	Joint Commissioner of Labour, Coimbatore
11	Joint Commissioner of Labour, Dindigul
12	Joint Commissioner of Labour, Trichy
DEPUTATION POSTS	
1	Joint Commissioner of Labour on other duty as Deputy Director, TILS, Chennai
2	Joint Commissioner of Labour on OD as Manager [Labour Welfare], TASMAL, Chennai
3	Joint Commissioner of Labour on OD as Director, TAC, Chennai

LIST OF DEPUTY COMMISSIONER OF LABOUR

Sl. No	Name of the Post
1	Deputy Commissioner of Labour (Establishment and General), Office of the Commissioner of Labour, Chennai
2	Deputy Commissioner of Labour (Headquarters), Office of the Commissioner of Labour, Chennai
3	Deputy Commissioner of Labour (Contract Labour), Office of the Commissioner of Labour, Chennai
4	Deputy Commissioner of Labour (Conciliation)-I, Chennai @ Sriperumbudur
5	Deputy Commissioner of Labour (Conciliation)-II, Chennai
6	Deputy Commissioner of Labour, Office of the Joint Commissioner of Labour-I, Chennai
7	Deputy Commissioner of Labour, Office of the Joint Commissioner of Labour-II, Chennai
8	Deputy Commissioner of Labour, Office of the Joint Commissioner of Labour, Vellore.
9	Deputy Commissioner of Labour (Conciliation), Vellore.
10	Deputy Commissioner of Labour (Conciliation), Trichy
11	Deputy Commissioner of Labour, Office of the Joint Commissioner of Labour, Trichy
12	Deputy Commissioner of Labour, Office of the Joint Commissioner of Labour, Madurai
13	Deputy Commissioner of Labour (Conciliation), Nagercoil
14	Deputy Commissioner of Labour (Conciliation)-I, Coimbatore
15	Deputy Commissioner of Labour (Conciliation)-II, Coimbatore
16	Deputy Commissioner of Labour (Conciliation)-III, Coimbatore
17	Deputy Commissioner of Labour, Office of the Joint Commissioner of Labour, Coimbatore
18	Deputy Commissioner of Labour, Office of the Joint Commissioner of Labour, Salem
19	Deputy Commissioner of Labour, Office of the Joint Commissioner of Labour, Dindigul
20	Deputy Commissioner of Labour, Office of the Joint Commissioner of Labour, Tirunelveli
Deputation Posts	
1	Deputy Commissioner of Labour on O.D. as Administrative Officer, Tamil Nadu Manual Workers Welfare Board, Chennai.
2	Deputy Commissioner of Labour, on other Duty as Administrative Officer. T.I.L.S, Chennai.
3	Deputy Commissioner of Labour, on other Duty as Administrative Officer. T.N.D.W.W.B., Chennai.
4	Deputy Commissioner of Labour on other duty as Administrative Officer, O/o the Tamil Nadu Manual Workers Welfare Board, Chennai.

