



TAMIL NADU GOVERNMENT GAZETTE

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Part III—Section 1(a)

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

NOTIFICATIONS BY GOVERNMENT

CONTENTS

Pages

LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

Amendments to the Tamil Nadu Shops and Establishments Rules..	..	..	..	..	58-61
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NOTIFICATIONS BY GOVERNMENT

LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

Amendments to the Tamil Nadu Shops and Establishments Rules.

[G.O. Ms. No. 93, Labour Welfare and Skill Development (K2), 29th August 2025,
ஆவணி 13, விசுவாவசு, திருவள்ளூர் ஆண்டு-2056.]

No. SRO A-23/2025.—In exercise of the powers conferred by sub-section (1) of Section 49 of the Tamil Nadu Shops and Establishments Act, 1947 (Tamil Nadu Act XXXVI of 1947), the Governor of Tamil Nadu hereby makes the following Amendments to the Tamil Nadu Shops and Establishments Rules, 1948 and the draft of the same having been previously published, as required by sub-section (3) of Section 49 of the said Act.:-

AMENDMENTS.

In the said Rules:-

(1) after rule 16-C, the following rule shall be inserted, namely:-

"16-D. Annual Return, – Every employer of an establishment shall furnish a combined annual returns under Section 47-A, through the designated web portal of the Labour department, to the Inspector of the area in which the establishment is located in Form – ZC on or before 31st day of January in each year".

(2) after Form – ZB, the following Form shall be added, namely:-

FORM – ZC

[See rule 16-D]

COMBINED ANNUAL RETURN FOR THE YEAR

ENDING 31st DECEMBER 20.....

1.	Name of the Establishments	
2.	Full Postal Address of the Establishment with Phone No., Fax No. and E-mail ID	
3.	Full Postal Address of the Registered Office / Head Office with Phone No. Fax No. and E-mail ID	
4.	Registration Certificate No.	
5.	Name of the Employer / Owner / Proprietor / Partner / Principal Employer Contractor with Mobile No. and E-mail ID	
6.	Name of the Manager / Authorised Person with Mobile No. and E-mail ID	
7.	Average Number of employees employed during the year	
	a) Men	
	b) Women	
	c) Young Person / Adolescent	
	i) Male	
	ii) Female	
	Total	
8.	Weekly Holiday	
9.	Number of days worked during the year	
10.	Daily hours of work and spread over	
11.	Normal hours worked per week	
12.	Total Amount of salary / wages paid including O.T. wages and Allowances	

13.	(i) Whether health and safety measures are provided as prescribed in Sections 20 to 23 of Tamil Nadu Shop and Establishments Act, 1947 (Tamil Nadu Act XXXVI of 1947).		
	(ii) Whether the premises of the establishment is provided with suitable seating facility for all the employees as prescribed in section 22-A of the Tamil Nadu Shops and Establishments Act, 1947 (Tamil Nadu Act XXXVI of 1947).		
14. No. of employees whose employment is ceased / suspended:			
(i)	Number of employees discharged /dismissed / terminated / resigned / retired /expired during the year		
(ii)	Amount of Compensation paid		
(iii)	No. of employees suspended during the year		
(iv)	Amount of subsistence allowance paid		
15. Wages:			
(i)	Total wages paid including deductions		
	a) Basic wage		
	b) Dearness Allowance		
	c) Overtime Wage		
	d) Non-profit sharing bonus		
	e) Other allowances in cash		
	f) Arrears of pay in respect of previous year paid during the year.		
(ii)	Number of persons whose wages does not exceed Rs.24000/-* per month (* subject to change as and when the Government of India Notifies) Men: Women: Young Person: Others:		
(iii)	Details of money value concession		
(iv)	Particulars of Deductions made from wages		
	Deductions as	Number of Employees involved	Total Amount of Deductions made
	Fines		
	Damages/Loss		
	Breach of Contract		
	Others		
	Total		
(v)	Wage Period		
(vi)	Total wages paid in cash		
(vii)	Total cash value of the wages paid in kind		
(viii)	Disbursement from Fines a) b) c)	Purpose	Amount
(ix)	Balance of fine in hand at the end of the year		
(x)	Details of remittances of fines collected towards Tamil Nadu Labour Welfare Fund a) Mode of Payment b) Amount		

16. Leave:			
(i)	Number of employees eligible for earned leave		
(ii)	Number of employees availed / granted earned leave		
(iii)	Number of employees paid wages /salary in lieu of earned leave		
17. Maternity Benefits:			
(i)	Benefits for	Number of Employees received the Benefits	Total amount paid
	a) Miscarriage		
	b) Confinement		
	c) Illness		
	d) Medical Bonus		
	Total		
(ii)	Number of women who gave notice under section 6 of the Maternity Benefit Act, 1961 (Central Act 53 of 1961)		
(iii)	Number of women who were granted permission to absent on receipt of notice of confinement		
(iv)	Cases in which payment was made to persons other than the woman concerned	Number: Amount Paid:	
(v)	Cases in which payment was made on the order of the Appellate Authority or Inspector	Number: Amount Paid:	
(vi)	Claims for maternity benefit rejected	Number: Amount not Paid:	
(vii)	Claims for medical bonus rejected	Number: Amount not Paid:	
(viii)	Cases in which leave for miscarriage was applied for but was rejected	Number: Amount not Paid:	
(ix)	Cases in which additional leave for illness under Section 10 of the Maternity Benefit Act, 1961 (Central Act 53 of 1961) was applied for but was rejected	Number: Amount not Paid:	
(x)	Women deprived of maternity benefit and or medical bonus under proviso to sub-section (2) of Section 12 of the Maternity Benefit Act, 1961 (Central Act 53 of 1961)	Number: Amount not Paid:	
(xi)	Number of cases where prenatal confinement and postnatal care was provided by the management free of charge under Section 8 of the Maternity Benefit Act, 1961 (Central Act 53 of 1961)		
18. Bonus:			
(1)	Number of employees benefited by bonus payments		
(ii)	Percentage of Bonus declared		
(iii)	Total amount of Bonus paid		
(iv)	Date of Payment		
19. Conferment of Permanent Status:			
(i)	Number of non-permanent workmen who have completed 480 days of continuous service		
(ii)	Number of workmen made permanent during the period		
(iii)	Number of workmen yet to be made permanent during the period		
(iv)	Reasons for delay		

20. Contract Labour:

(i)	Names and Addresses of the Contractors	
(ii)	Period of Contract	
(iii)	Nature of Work	
(iv)	Maximum number of workers employed by each contractor	
(v)	Number of days worked	
(vi)	Number of Man days worked	

21. Inter-State Migrant Workmen:

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

I / We hereby certify that the information furnished above are true to the best of my / our knowledge and in case any information proved to be false, I / We would be liable for legal consequences thereof.

Name and signature of Employer/
authorized signatory

Station:

Date:

Office Seal:

K. VEERA RAGHAVA RAO,
Secretary to Government.