



ABSTRACT

Rules – The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (Central Act No.30 of 1979) – Amendment to the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) (Tamil Nadu) Rules, 1983 – Preliminary notification – Issued.

LABOUR WELFARE AND SKILL DEVELOPMENT (K2) DEPARTMENT

G.O.(Ms.) No.115

Dated: 06.10.2025

விசுவாச வரட்டம், புரட்டாசி-20

திருவள்ளூர் ஆண்டு – 2056

Read:-

1. From the Director of Industrial Safety and Health, Chennai- 600 032, Letter No.B1/29914/2024, dated 09.01.2025.
2. From the Additional Chief Secretary / Commissioner of Labour (FAC), Chennai- 600 006, Letter Rc.No.L1/178/2025, dated 07.01.2025.

ORDER:

In the letters read above, the Director of Industrial Safety and Health, Chennai-600 032 and the Commissioner of Labour, Chennai-600 006 have sent proposals to amend the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) (Tamil Nadu) Rules, 1983 in order to reduce Compliance burden and also to facilitate ease of doing business under the said Rules.

2. The Government, after careful consideration, accept the proposal of the Director of Industrial Safety and Health and the Commissioner of Labour. Accordingly, the appended Notification will be published in the Tamil Nadu Government Gazette.

3. The Director, Tamil Development and Information (Translation) Department, Secretariat, Chennai-600 009 is requested to send Tamil translation of the Notification to the Works Manager, Government Central Press, Chennai-600 001 directly. The Works Manager, Government Central Press, Chennai-600 001 is requested to send ten copies of the Gazette in which the Notification is published to the Government as well as to the Director of Industrial Safety and Health, Chennai-600 032 and the Commissioner of Labour, Chennai- 600 006, for the purpose of record.

(BY ORDER OF THE GOVERNOR)

**K. VEERA RAGHAVA RAO,
SECRETARY TO GOVERNMENT**

To

The Works Manager, Government Central Press,
Chennai – 600 001. (2 copies)

(for publication in Tamil Nadu Government Gazette)

The Commissioner of Labour, Chennai – 600 006.
The Director of Industrial Safety and Health, Chennai-600 032.
The Director, Tamil Development and Information (Translation)
Department, Chennai - 600 009.

Copy to:-

The Special Personal Assistant to the Hon'ble Minister for
Labour Welfare and Skill Development Department,
Chennai - 600 009.
The Senior Principal Private Secretary to the Secretary to
Government, Labour Welfare and Skill Development Department,
Chennai - 600 009.
The Law Department, Chennai – 600 009.
The Labour Welfare and Skill Development (OP - II) Department,
Chennai – 600 009.
Stock file / Spare copy / Clean copy for file (C.No.efile/449/K2/2025).

//FORWARDED BY ORDER//

U. Anand
09.10.2025
Section Officer
Chim
9.10.25

APPENDIX

NOTIFICATION

The following draft amendment to the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) (Tamil Nadu) Rules, 1983, which is proposed to be made in exercise of the powers conferred under sub-section (1) of section 35 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (Central Act No.30 of 1979) is hereby published for information of all persons likely to be affected thereby, as required under the said section of the said Act.

2. Notice is hereby given that the following draft amendment will be taken into consideration on or after the expiry of the period of one month from the date of publication of this Notification in the Tamil Nadu Government Gazette and that any objection or suggestion which may be received from any person with respect thereto, before the expiry of the aforesaid period will be considered by the Government of Tamil Nadu. Objection or suggestion if any, should be addressed to the Secretary to Government, Labour Welfare and Skill Development Department, Secretariat, Chennai-600 009 through the Commissioner of Labour, Chennai-600 006 and the Director of Industrial Safety and Health, Chennai-600 032.

DRAFT AMENDMENT

In the said Rules-

- (1) in rule 51, in sub-rule (1), the expression, "in Form XV" shall be omitted;
- (2) in rule 52, in sub-rule (2), sub-clauses (c) and (d) shall be omitted;
- (3) in rule 56, in sub-rule (2), in the proviso, after clause (d), the following clauses shall be added namely:-

"or (e) a combined annual return in Form No.22 as required in clause (2) of rule 100 of the Tamil Nadu Factories Rules, 1950 is furnished; or

(f) a combined annual return in Form No.XXV under Schedule XIII as required in rule 242 of the Tamil Nadu Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2006 is furnished.";

- (4) Forms XV, XIX, XX, XXI and XXII shall be omitted;
- (5) for Form XVI, the following Form shall be substituted, namely:-

FORM XVI

[See rule 51(1)]

Displacement-cum-outward journey allowance sheet and
Return journey allowance register

Name and address of the Contractor:

Name and address of the Principal Employer:

Name and address of the establishment:

Month and Year:

| (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) | (11) | (12) | (13) | (14) | (15) | (16) |
|----------------|------------------------------|----------------------------|----------------------------------------------|---------------------------------------------------|----------------|--------------|-----------------------------------------------------------------|----------------|----------------|----------------|-----------------------|--------------------------------------------------|----------------------------------------------------------------------------------|-----------------------------------------------------------|-----------------------------------------------------------------------|
| Serial number. | Name of the migrant workman. | Father's / Husband's name. | Permanent home address indicating the State. | Place and address of residence in the home State. | Date of Birth. | Designation. | Category (Highly Skilled / Skilled / Semi Skilled / Unskilled). | Aadhar Number. | Rate of wages. | Wages payable. | Place of recruitment. | Place of work with address indicating the State. | Railway Station / Bus stand nearest to the place of residence in the home State. | Railway Station / Bus stand nearest to the place of work. | Date and time of commencement of journey from the place of residence. |

| | | | |
|------|-------------------------------------------------------------------|------|------------------------------------------------------------------------------------------------------------------------------------------------------|
| (33) | Date of payment of the balance wages indicated in column No.(32). | (17) | Expected date and time of arrival at the place of work. |
| (34) | Signature or thumb-impression of the migrant workman. | (18) | Date and time of commencement of journey from the place of work. |
| (35) | Remarks. | (19) | Expected date and time of arrival at the residence in the home State. |
| | | (20) | Details of modes of journey from the place of residence in the home State to the place of work or vice versa. |
| | | (21) | Amount of bus fare and/or second class train fare and/or other journey expenses separately as per the modes of journey indicated in column. No.(20). |
| | | (22) | Total of amounts indicated in column No.(21). |
| | | (23) | Amount of displacement allowance. |
| | | (24) | Amount of outward journey allowance. |
| | | (25) | Wages for outward journey period. |
| | | (26) | Amount of return journey allowance. |
| | | (27) | Wages for return journey period. |
| | | (28) | Total amount paid. |
| | | (29) | Date on which paid. |
| | | (30) | Signature or thumb-impression of the migrant workman. |
| | | (31) | Actual date and time of arrival at the place of work. |
| | | (32) | Balance wages for outward journey, if any payable. |

Date :

Signature of the Contractor or his authorized Representative

(6) for Form XVIII, the following Form shall be substituted, namely:--

FORM XVIII
 [See rule 52(2)(a)]
Register of Wages

Name and address of the Contractor:

Nature and location of work:

Name and address of the establishment in/under which
 Inter-State migrant workmen are employed:

Name and address of the Principal Employer:

Wage period:

| (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) | (11) | (12) | (13) | (14) | (15) | (16) | (17) | (18) |
|----------------|------------------------------------------|-------------------------------------------|-------------------------------|------------------------|---------------------|-----------------------------------|--------------|---------------------|--------------------------------|-------------------------------------------------------------|-------------------------|--------------------|------------------------------------|----------------------------------------------------------|--------------|-----------------------------------|------------------------------------|
| Serial number. | Name of the Inter-State Migrant Workman. | Serial number in the register of workmen. | Designation / nature of work. | Number of days worked. | Units of work done. | Daily rate of wages / piece-rate. | Basic wages. | Dearness allowance. | Date on which overtime worked. | Total overtime worked or production in case of piece-rated. | Overtime rate of wages. | Overtime earnings. | Date on which overtime wages paid. | Other cash payments (nature of payment to be indicated). | Total Wages. | Date and amount of advance given. | Purpose(s) for which advance made. |

| | | |
|------|----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|
| (19) | Number of installments for advance to be repaid. | |
| (20) | Date and amount of each installment repaid. | Date of recovery of advance |
| (21) | Date on which last installment was repaid. | |
| (22) | Particulars and date of damage or loss | |
| (23) | Amount of deduction imposed for damage or loss. | |
| (24) | Number of installments for damage or loss to be repaid and amount to be deducted under each installment. | |
| (25) | First installment. | Date of recovery for damage or loss |
| (26) | Last installment. | |
| (27) | Details and date of Act / Omission for which fine imposed. | |
| (28) | Amount of fine imposed. | |
| (29) | Date on which fine realized. | |
| (30) | Fine. | Whether Inter-State Migrant workman has shown cause against. |
| (31) | Damage or loss. | |
| (32) | For fine. | Name of person in whose presence employee's explanation was heard |
| (33) | For damages or loss. | |
| (34) | Total Deductions. | |
| (35) | Net amount paid. | |
| (36) | Signature / Thumb-impression of Inter-State migrant workman. | |
| (37) | Initials of Contractor or his authorized representative. | |

//TRUE COPY //

K. VEERA RAGHAVA RAO
SECRETARY TO GOVERNMENT

SECTION OFFICER

Dr. Amrith
09.10.2025
4.10.25