



TAMIL NADU GOVERNMENT GAZETTE

PUBLISHED BY AUTHORITY

No. 43]

CHENNAI, WEDNESDAY, OCTOBER 29, 2025
Aippasi 12, Visuvaavasu, Thiruvalluvar Aandu-2056

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	71-74
---	----	----	----	----	-------

NOTIFICATIONS BY GOVERNMENT

LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

Amendments to the Tamil Nadu Shops and Establishments Rules

[G.O. Ms. No. 116, Labour Welfare and Skill Development (K2), 6th October 2025,
புரட்டாசி 20, விசுவாசு, திருவள்ளூர் ஆண்டு-2056.]

No. SRO A-30/2025.—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.

AMENDMENTS

In the said Rules:-

(1) for rule 16-C, the following rule shall be substituted, namely: -

“16-C. Combined Self Certification by the employer.-- Every employer of Information Technology Software Establishments and Information Technology Software enabled services, shall furnish to the Assistant Inspector of Labour at the end of each half year, a certificate of maintenance of registers, records and notices in Form ‘O’ in online through the designated portal of Labour Department. The certificate for the half year ending 30th June shall be furnished before 31st July of the year and the certificate for the half year ending 31st December shall be furnished before 31st January of the succeeding year.”

(2) for Form-O, the following Form shall be substituted, namely: -

FORM – O

[See Rule 16-C]

COMBINED SELF-CERTIFICATION FOR THE INFORMATION TECHNOLOGY SOFTWARE ESTABLISHMENTS AND INFORMATION TECHNOLOGY SOFTWARE ENABLED SERVICES FOR THE HALF YEAR ENDING20.....

1.	Name and address of the Information Technology Establishments Phone No: E-mail:	
2.	Name and address of the Employer Phone No: E-mail:	
3.	Nature of Information Technology activity --	
4.	Maximum number of persons employed – (1) Male: (2) Female: (3) Total:	
5.	(a) Working hours: Compliance of provisions relating to daily/weekly working hours (Sec. 14) Daily: Weekly: (b) Leave: Whether the persons employed are allowed leave with wages	
6.	Whether a Notice in Form ‘S’ exhibited	

7.	Health and Safety: Whether precautionary measures against fire and other health and safety measures are provided as prescribed in Section 20 to 23	
8.	Whether the following Registers are maintained upto date as prescribed in the Act / Rules a) Employee Register in 'Form U' b) Register of Employment in 'Form V' c) Register of Wages in 'Form W' d) Register of Leave and Social Security Benefits in 'Form X'	
9.	Whether permission for maintaining computerised and alternate forms are obtained (Rule 16-A). If yes, give the Number and date of the order	
10.	Whether Name Board of the establishment exhibited in Tamil as prescribed in Rule 15 of the Tamil Nadu Shops and Establishments Rules, 1948	
11.	Whether employees are issued with wage slip in Form – T	
12.	Whether the combined annual return in 'Form ZC' is submitted within the time stipulated as prescribed in Rule 16D	
Maternity benefits:		
13.	Whether maternity benefit paid in advance to the eligible women employees?	
14.	Whether subsequent maternity benefit paid?	
15.	Whether bonus paid?	
16.	Whether leave wages paid as per Section 9 of Maternity Benefit Act, 1961 (Central Act 53 of 1961) ?	
17.	Whether leave wages paid as per Section 10 of Maternity Benefit Act, 1961 (Central Act 53 of 1961) ?	
18.	Whether abstract of Act and Rules in 'Form J' exhibited under Rule 15 of the Tamil Nadu Maternity Benefit Rules, 1967	
Gratuity benefits:		
19.	Whether a notice has been displayed as specified in rule 4 of the Tamil Nadu Payment of Gratuity Rules, 1973	
20.	Whether nominations have been obtained from all the employees in 'Form F' as per rule 6 (1) of the Tamil Nadu Payment of Gratuity Rules, 1973 and kept in the custody of the employer ?	
21.	Whether abstract of the Act and rules in 'Form U' is displayed as per Rule 20 of the Tamil Nadu Payment of Gratuity Rules, 1973	
Minimum Wages:		
22.	Whether the employees are paid minimum wages as fixed under the Minimum Wages Act, 1948 (Central Act 11 of 1948) ?	

23.	Whether a Notice in 'Form X' is displayed as prescribed in Rule 22 of the Minimum Wages (Tamil Nadu) Rules, 1953	
Payment of wages		
24.	Whether during the half-year, wages to the employed persons were paid before the expiry of the seventh day or tenth day, as the cases may be, after the last day of the wage period as per Section 5 of the Payment of Wages Act, 1936 (Central Act 4 of 1936) ?	
25.	Whether notice of date of payment of wages is displayed as per Rule 8 of Tamil Nadu Payment of Wages Rules, 1937?	
26.	Whether application, requiring the power to impose fines on the employed persons is sent to the competent authority as per Rule 10 of Tamil Nadu Payment of Wages Rules, 1937?	
27.	Whether an abstract of the Act and rules is displayed in 'Form V' as prescribed in Rule 22 of the Tamil Nadu Payment of Wages Rules, 1937?	

Signature of the Employer

CERTIFICATE

Certified that during the half-year ending, we have complied with all the provisions under the Tamil Nadu Shops and Establishments Act, 1947 (Tamil Nadu Act XXXVI of 1947) and Tamil Nadu Shops and Establishments Rules, 1948 made thereunder and also under allied Labour Acts and Rules made thereunder as specifically mentioned above.

The above certificate is issued with full knowledge of the said Acts and Rules framed thereunder. We are jointly and severally responsible for any information found incorrect subsequently and liable for prosecution under the provisions of the said Act and Rules made thereunder for furnishing incorrect information.

Signature of Manager

Signature of Employer

Name:

Name:

Designation:

Designation:

Office Seal:

Office Seal:

Accepted:

Date:

Assistant Inspector of Labour.

K. VEERA RAGHAVA RAO,
Secretary to Government.