



## ABSTRACT

Industries, Investment Promotion & Commerce – Announcement made in the Budget Speech (2024-2025) by the Hon'ble Minister for Finance and Human Resources Management – 'Special Scheme to incentivize employment of women, differently abled and transgender persons in Tamil Nadu' – Orders – Issued.

### INDUSTRIES, INVESTMENT PROMOTION & COMMERCE (MIB.1) DEPARTMENT

**G.O. (Ms.) No. 35**

**Dated: 12.03.2024**

**சோபகிருது வருடம் – மார்ச் 29**

**திருவள்ளூர் ஆண்டு 2055**

**Read:**

#### ORDER:

The Hon'ble Minister for Finance and Human Resources Management on the floor of the Legislative Assembly on 19th February 2024 in the Budget Speech (2024-2025), made the following announcement:

*"As the State with the highest contribution to the number of women working in industries in India and with significant gender parity in its labour ecosystem, Tamil Nadu is a favoured destination for progressive investors. Well aware of these advantages, the Government will introduce a special scheme to incentivize additional women employment in the State. This scheme will offer a payroll subsidy of 10 per cent of the salary of women, differently abled and transgender employees for two years to all new industrial units providing direct employment to over 500 such individuals from Tamil Nadu."*

2. The Government after careful examination, hereby formulate the 'Special Scheme to incentivize employment of women, differently abled and transgender persons in Tamil Nadu' wherein a payroll subsidy of 10 per cent of the payroll cost of employees who are women, differently abled and transgendered shall be provided for two years to new manufacturing projects in the State, subject to the following conditions :

- i. The eligible industrial unit shall be engaged in manufacturing activity within the State.
- ii. The eligible unit shall create minimum new direct employment for 500 eligible persons within the Scheme Period.
- iii. The eligible employees must be domiciles of Tamil Nadu.

- iv. Eligible differently abled employees must be those with benchmarked disabilities.
- v. The eligible unit shall commence operations within the Scheme Period.
- vi. Eligible unit should not have availed a structured package of assistance under the Tamil Nadu Policy, 2021.
- vii. Payroll Cost shall be defined as the "basic wages" received by the employees as defined in Section 2(b) of the Employees Provident Funds and Miscellaneous Provisions Act, 1952.
- viii. The Payroll Subsidy shall exclude the payment to the key managerial personnel and the members of the Board of Directors.
- ix. During the Payroll Subsidy Disbursal Period, the company can avail Payroll Subsidy towards the Payroll Cost incurred in the year ' $x_t$ ' during the year ' $x_{t+1}$ '.
- x. The scheme shall be in operation from 01.4.2024 to 31.03.2027.

**Implementation Mechanism:**

Commissioner of Industries and Commerce shall be the sanctioning and disbursing authority for eligible MSME units under this scheme. For large industries, Commissioner of Investment Promotion and Facilitation shall sanction the incentives and the disbursal shall be made by SIPCOT, post fulfillment of the eligibility criteria.

3. This order issues with the concurrence of Finance Department vide its File No.657/FS/P/24, Dated 07.03.2024.

**(BY ORDER OF THE GOVERNOR)**

**V. ARUN ROY  
SECRETARY TO GOVERNMENT**

To  
The Principal Secretary to Government,  
Finance Department,  
Secretariat, Chennai – 600 009.

The Secretary to Government,  
Micro Small & Medium Enterprises Department,  
Secretariat, Chennai – 600 009.

The Managing Director & Chief Executive Officer,  
Guidance Tamil Nadu,  
Prestige Polygon Towers,  
11<sup>th</sup> Floor, No.471, Anna Salai,  
Rathna Nagar, Teynampet,  
Chennai – 600 035.

The Managing Director,  
SIPCOT,  
19-A, Rukminil Lakshmipathy Road,  
Egmore, Chennai – 600 008.

The Industries Commissioner and  
Director of Industries and Commerce,  
SIDCO Corporate Building,  
Thiru-vi-ka Industrial Estate,  
Guindy, Chennai – 600 032.

Copy to :

The Chief Minister's Office, Chennai – 600 009.

The SPI./Sr. P.A. to the Hon'ble Minister (Finance & HRM),  
Chennai – 600 009.

The SPI./Sr. P.A. to the Hon'ble Minister (Industries), Chennai – 600 009.

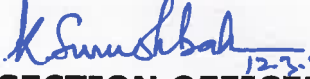

The SPI./Sr. P.A. to the Hon'ble Minister (MS&ME), Chennai – 600 009.

The Finance (Industries) Department, Chennai – 600 009.

The Industries, Investment Promotion

& Commerce (Bud.1/GIM/OP.II) Department, Chennai – 600 009.  
SF/SC.

//FORWARDED BY ORDER//

  
12.3.24  
**SECTION OFFICER**  
  
12.3.2024