

Rajasthan Welfare Officers (Recruitment and Conditions of Service) Rules, 1959.

RAJASTHAN

India

Rajasthan Welfare Officers (Recruitment and Conditions of Service) Rules, 1959.

Rule

RAJASTHAN-WELFARE-OFFICERS-RECRUITMENT-AND-CONDITIONS of 1959

- Published on 17 May 1962
- Commenced on 17 May 1962
- [This is the version of this document from 17 May 1962.]
- [Note: The original publication document is not available and this content could not be verified.]

Rajasthan Welfare Officers (Recruitment and Conditions of Service) Rules, 1959. Notification No. F. 3(22) Lab/57, dated 17.5.1962: published in Rajasthan Gazette Part IV-C. Supp. No. 7, dated 17.5.62 and as amended by Notification. No. F. 4(4) Shram/82. dated 26.2.1993: published in Rajasthan Gazette p. 5(Gha), dated 11.3.93, p. 562F. 3(22) Lab/57, dated 17.5.1962. In exercise of the powers conferred by sub-section (2) of section 49 of the Factories Act, 1948 (Act No. LXIII of 1948), the Government of Rajasthan is pleased to make the following rules prescribing the duties, qualifications and conditions of service of officers employed under sub-section (1) of section 49 of the said Act, the same having been previously published:

1. Short title and commencement.

(1) These rules may be called the Rajasthan Welfare Officers (Recruitment and Conditions of Service) Rules, 1959. (2) They shall come into force on such date as the State Government may by notification in the Official Gazette appoint in this behalf, shall from such date supersede all other similar rules, as in force in any part of Rajasthan.

2. Definitions.

In these rules, unless the context otherwise requires: (a) "Act" means the Factories Act, 1948 (LXIII of 1948); (b) the expressions "Factory" and "Occupier" have the meaning respectively assigned to them in the Act.

3. Number of Welfare Officers.

The occupier of every factory where five hundred or more workers are ordinarily employed, shall appoint at least one Welfare Officer: Provided that, where the number of workers exceed two thousand, one Additional Welfare Officer shall be appointed for every additional two thousand workers, or a fraction thereof over five hundred and where there are more than one Welfare Officer, one of them shall be designated as the Chief Welfare Officer and the others Welfare Officers.

4. Qualifications.

A person shall not be eligible for appointment as a Welfare Officer, unless he (a) possesses a degree of a University recognised by the State Government in this behalf. (b) possesses anyone of the following degrees or diplomas in Social Science:

- 1. Master of Social Works Degree of the Maharaja Sayajirao University of Baroda, or**
- 2. M.A. Degree of Social Work of the Delhi University, Delhi, or**
- 3. Diploma of Social Work (Labour Welfare), University of Calcutta, or**
- 4. Degree of Master of Social Work of the University of Lucknow, or**
- 5. Degree of Master of Arts in Labour and Social Welfare of the Patna University, or**
- 6. Diploma in Labour Welfare of the Gujarat University, or**
- 7. Diploma of Shri Kashi Vidyapith, Banaras, or**
- 8. Diploma of the J.K. Institute of Sociology and Human Relations, Lucknow University, or**
- 9. Diploma of the long term course of the Institute of Labour Welfare Workers, Bombay, or**
- 10. Diploma in Social Service Administration of Tata Institute of Social Science, Bombay, or**

11. A degree of complete course of training in Social Work of the Madras School of Social Work, Madras, or

12. Diploma or Degree in Social Science, Personnel Management, Industrial Psychology and Labour Welfare of any foreign institution of repute, approved by the State Government, or

13. Diploma or degree of any other Institution of repute in India approved by the State Government, and

(c) has adequate knowledge of the language spoken by the majority of the workers in the factory to which he is to be attached: Provided that in case of a person who has already worked as a Welfare Officer at the commencement of these rules, the State Government, may subject to such condition, as it may specify, relax all or any of the aforesaid qualifications.

5. Recruitment of Welfare Officers.

(1) The post of a Welfare Officer shall be advertised in at least two newspapers having a wide circulation in the State and one of which should be an English daily newspaper. (2) The selection shall be made from among the candidates applying for the post by committee appointed by the occupier of the factory. (3) The appointment when made shall be notified by the occupier to the State Government of such authority, as the State Government may specify for the purpose, giving full details of the qualifications etc., of the officer appointed and the conditions of his service.

6. Conditions of service of a Welfare Officer.

(1) A Welfare Officer shall be given appropriate status corresponding to the status of other executive heads of the Factory. (2) The conditions of the service of a Welfare Officer shall be the same as of the other members of the staff of corresponding status in the Factory provided that in the case of discharge or dismissal of the Welfare Officer, the occupier of the Factory should obtain the approval of competent authority appointed by the State Government before discharge or dismissal of a Welfare Officer. (3) [The scales of pay of Welfare Officers shall not be less than the scales given below: Scale-I. For Factories ordinarily employing from 500 to 1000 workers per day Rs.2000-60-2300-EB-75-3050 plus dearness allowance and other allowances as admissible to the Rajasthan Government Employees. Scale-II. For factories ordinarily employing from 1001 to 2000 workers per day Rs.2200-75-2800-EB-100-4000 plus dearness allowance and other allowances as admissible to the Rajasthan Government Employees. Scale-III. For factories ordinarily employing more than 2000 workers per day Rs.3000-100-125-4500 plus dearness allowances and other allowances as admissible to Rajasthan Government.] [Substituted by Notification dated 26.2.1993.]

7. Duties of Welfare Officer.

The duties of the Welfare Officer shall be (i) to establish contact and hold consultations with a view to maintain harmonious relations between the factory management and workers; (ii) to bring to the notice of the factory management, the grievances of workers, individual as well as collective, with a view to accruing their expeditious redress and to act as a liaison officer between the management and labour; (iii) to study and understand the point of view of labour in order to help the factory management to shape and formulate labour policies and to interpret these policies to the workers in a language they can understand; (iv) to watch industrial relations with a view to using influence in the event of a dispute arising between the factory management and workers and to help to bring about a settlement by persuasive efforts; (v) to deal with wage and employment matters by Joint consultation with the factory management and workers' representative bodies; (vi) to exercise a restraining influence over workers going on illegal strikes and over managements declaring illegal lockouts and to help in preventing anti-social activities; (vii) to maintain a neutral attitude during legal strikes or lock outs and to help in bringing about a peaceful settlement; (viii) to advise on fulfilment by the concerned departments of the factory management of obligations, statutory or otherwise, concerning the application of provisions of Factories Act, 1948 and the rules made thereunder and to establish liaison with the factory Inspector and the medical services concerning medical examinations of employees, health records, supervision of hazardous jobs, sick, visiting and convalescence, accident preventions and supervision of safety committees, systematic plant inspection, safety education, investigation of accidents, maternity benefits and workman's compensation; (ix) to promote relations between the concerned department of the factory and workers which will bring about productive efficiency as well as amelioration in the working conditions and to help workers to adjust and adopt themselves to their working environments; (x) to encourage the formations of works and joint production committees, cooperative societies and safety first and welfare committees and to supervise their work; (xi) to encourage provision of amenities, such as canteens, shelters for rest, crèches, adequate latrine facilities, drinking water, sickness and benevolent scheme payments, pension and superannuation funds, gratuity payments, granting of loans and legal advice to workers; (xii) to help the factory management in regulating the grant of leave with wages and explain to the workers, the provisions relating to leave with wages and other leave privileges and to guide the workers in the matter of submission of application for grant of leave for regulating authorised absence; (xiii) to advise on provisions of welfare facilities, such as housing facilities, food stuffs, social and recreational facilities, sanitation, advise on individual personal problems and education of children; (xiv) to advise the factory management on questions relating to training of new starters, apprentices, workers on transfer and promotion. instruction and supervision and control of notice board and information bulletin to further education of workers and to encourage their attendance at Technical institutes; (xv) to suggest measures which will serve to raise the standard of living of workers and in general promote their well-being.

7A. Welfare Officer not to deal with disciplinary cases or appear on behalf of the management against workers.

- No welfare officer shall deal with any disciplinary cases against workers or appear before a Conciliation Officer or in a Court or Tribunal on behalf of the factory management against workers.

8. Power of exempting.

- The State Government may by notification in the official Gazette, exempt any factory or class or description of factories from the operation of all or any of the provisions of these rules subject to compliance with such alternative arrangements, as may be approved.