

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT**

**LOK SABHA
UNSTARRED QUESTION NO. 2514
TO BE ANSWERED ON 09.05.2016**

LABOUR WELFARE OFFICER

†2514. SHRI HARISH CHANDRA ALIAS HARISH DWIVEDI:

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether it is mandatory for the establishment/companies both in public and private sector to appoint labour welfare officer;**
- (b) if so, the details thereof;**
- (c) whether the Government has fixed certain qualification or preference is given to persons having Masters degree in social welfare for the post of labour welfare officer and if so, the details thereof; and**
- (d) the number of such private and public sector establishments/companies at present which have not appointed the labour welfare officer as per the rules laid down procedure along with the steps taken by the Government in this regard, State/UT-wise?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)**

(a) & (b): Under section 49 of the Factory Act, 1948 it has been provided that every factory wherein five hundred or more workers are ordinarily employed, the occupier shall employ welfare officers in the factory. The state governments under the enabling provisions of the Act, have framed their respective state factories rules under this section for prescribing the number of such officers required, their duties, qualifications and conditions of service. The Factories Act, 1948 and the State Factories Rules framed thereunder are enforced by the respective State/UTs.

Contd..2/-

(c): As per the Recruitment Rules of Central Labour Service (Group 'A'), the educational qualification of Direct Recruitment of Junior Time Scale (JTS)[Assistant Labour Commissioner(Central) or Assistant Welfare Commissioner(Central) or Assistant Labour Welfare Commissioner (Central) or Assistant Director(IR)] are as under:

Essential:

- (i) Degree of a recognised University**
- (ii) Diploma in Social Work or Labour Welfare or Industrial Relations or Personnel Management or Labour Laws from a recognised University or Institution.**

Desirable:

Degree in Law from a recognised university.

Note: Qualification(s) are relaxable at the discretion of the Commission in case of candidates otherwise well qualified.

(d): As per the information collected through correspondence with the CIFs of the states/UTs, the number of factories registered under the Act requiring welfare officers and the number of such officers in position for the year 2014 is at Annexure-I.

Further, the Act contains provisions for imposing penalties for any contravention of the provisions of the Act or the rules framed thereunder and as per the information collected from the Chief Inspector of Factories, the State-wise details in respect of Prosecutions & Convictions under Section 92 & 96A of the Factories Act, 1948, for the violations of the provisions contained under the Act and the rules framed thereunder for the year 2014 is at Annexure-II.

ANNEXURE REFERRED TO IN REPLY TO PART (d) OF LOK SABHA UN-STARRED QUESTION NO. 2514 FOR 09/05/2016 RAISED BY SHRI HARISH CHANDRA ALIAS HARISH DWIVEDI REGARDING LABOUR WELFARE OFFICER.

State-wise Welfare Officers for the year 2014 (P)

Sl. No.	State/ Union Territory	Factories Requiring	Officers Appointed
1.	Andaman & Nicobar Islands	2	1
2.	Andhra Pradesh	118	111
3.	Assam	28	30
4.	Bihar	3	3
5.	Chandigarh	..	..
6.	Chhattisgarh	111	125
7.	Daman & Diu and Dadra & Nagar Haveli	44	74
8.	Delhi	29	29
9.	Goa	14	23
10.	Gujarat	319	349
11.	Haryana	169	160
12.	Himachal Pradesh	82	82
13.	Jammu & Kashmir	..	..
14.	Jharkhand	67	99
15.	Karnataka	444	492
16.	Kerala	60	56
17.	Madhya Pradesh	..	..
18.	Maharashtra	627	615
19.	Manipur	..	..
20.	Meghalaya	1	1
21.	Nagaland	0	0
22.	Odisha	90	120
23.	Puducherry	10	7
24.	Punjab	82	66
25.	Rajasthan	173	161
26.	Tamil Nadu	372	311
27.	Telangana	0	84
28.	Tripura	1	1
29.	Uttar Pradesh	276	250
30.	Uttarakhand	81	72
31.	West Bengal	272	215
Total		3475	3537

Note: (i) There are no registered factories in Arunachal Pradesh, Lakshadweep, Mizoram and Sikkim.

(ii) P : Provisional

(iii) .. : Not Available

Source: Data collected by DGFASLI through correspondence with Chief Inspector of Factories of States/ UTs.

ANNEXURE REFERRED TO IN REPLY TO PART (d) OF LOK SABHA UN-STARRED QUESTION NO. 2514 FOR 09/05/2016 RAISED BY SHRI HARISH CHANDRA ALIAS HARISH DWIVEDI REGARDING LABOUR WELFARE OFFICER.

Prosecution and Convictions under Section 92 & Section 96A for the year 2014

Sl. NO.	State/ Union Territory	Pending from Previous year	Launched during the year	Decided during the year	Convictions	Imprisonment (Person)	Total fine Imposed (Rs.)
1.	Andaman & Nicobar Islands	0	0	0	0	0	0
2.	Andhra Pradesh	2068	546	431	303	0	4276500
3.	Assam	17	10	0	0	0	0
4.	Bihar	114	34	0	0	0	0
5.	Chandigarh	..	..	..	..	..	..
6.	Chhattisgarh	1234	674	272	82	6	17186000
7.	Daman & Diu and Dadra & Nagar Haveli	0	0	0	0	0	0
8.	Delhi	89	88	53	53	0	582000
9.	Goa	25	15	15	10	0	175900
10.	Gujarat	28989	2430	633	223	0	4174450
11.	Haryana	8795	10242	7498	5905	0	14923450
12.	Himachal Pradesh	247	195	73	73	0	511500
13.	Jammu & Kashmir	..	..	..	..	..	..
14.	Jharkhand	356	34	1	0	0	0
15.	Karnataka	598	310	112	98	0	2239000
16.	Kerala	129	57	42	37	0	855000
17.	Madhya Pradesh	..	..	..	..	..	..
18.	Maharashtra	1238	745	473	473	0	8847500
19.	Manipur	..	..	..	..	..	..
20.	Meghalaya	0	0	0	0	0	0
21.	Nagaland	0	0	0	0	0	0
22.	Odisha	1920	172	0	0	0	0
23.	Puducherry	2	10	9	9	0	520000
24.	Punjab	1057	109	80	50	0	877300
25.	Rajasthan	950	44	61	58	0	529000
26.	Tamil Nadu	9420	4003	2374	3276	7	26051050
27.	Telangana	1814	793	886	385	0	3454700
28.	Tripura	8	5	10	10	0	64000
29.	Uttar Pradesh	1995	53	292	35	0	1024500
30.	Uttarakhand	44	28	7	3	0	710000
31.	West Bengal	355	101	68	68	0	2161500
Total		61464	20698	13390	11151	13	89163350

Note: (i) There are no registered factories in Arunachal Pradesh, Lakshadweep, Mizoram and Sikkim.
(ii) .. : Not Available

Source: Data collected by DGFASLI through correspondence with Chief Inspector of Factories of States/ UTs.
