

(T)

EPH (1949) Department.

MS SERIES.

Clerk
N
Supt

G.O. NO. 2682 Edm

Dated

25-8-49

pg 8 - copy for
A.M.

[Despatch Abstract.]

Govt. Press - Factories Act - Appointment
of a welfare officer in the Govt. Press - ~~Considered~~
Not considered necessary

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

Further Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
Ms.	3473 ⁵⁰	P.W.	4/10/54				

From

R. Siddique,
Superintendent
Government Press, Madras.



To
The Secretary to Government,
Education & P.H. Department,
Fort St. George, Madras.

Dated:- 2-6-1949.

Sir,

Sub:- Factories Act 1948 - Appointment of Welfare Officer under Section 49.

In enclosing herein a copy of letter No.B.1259/49 dated 12-5-1949 on the above subject, I am to enquire, whether it will be necessary to appoint a Welfare Officer in the Press, as the Government Press Workers' Union registered under the Trade Union's Act is looking after the needs of the employees as a whole.

2. If the Government proposes to appoint a Welfare Officer for the Government Press, I shall forward my proposals on hearing further from Government the lines on which the appointment may be made.

Enc. 1.

L.S.

R. Siddique
2.6.49
Superintendent.

Copy to the Chief Inspector of Factories, Madras, with reference to his letter No.B.1259/49 dated 12-5-1949.

Sd/- R. Siddique,
Superintendent.

Copy of letter No.B.1259/49 dated 12-5-1949 from the Chief Inspector of
Factories, Madras to the Superintendent, Government Press, Madras.

Sub:- Factories Act, 1948 - Appointment of Welfare Officer - Attention
drawn to section 49.

Your attention is invited to Section 49 of the Factories Act, 1948 which
requires that a Welfare Officer shall be appointed in factories in which more than
500 workers are ordinarily employed. Although rules have not yet been published by
the Provincial Government under this Section, I consider that this is a question of
importance which should be taken up by you immediately.

Please therefore let me know further in this matter as soon as possible.

E.P.H
C

Sub: Govt. Press - Factories Act 1948-

Appointment of a welfare officer in Govt. Press -

near letter ref: From the S.G.P. No. 88 Min/Wo. 926/49

8/25/49

OW/Memo. No. 2682 ~~Edn~~ 25/8/49

The S.G.P. is informed that

Govt. do not consider it necessary to appoint a welfare officer in the Govt. Press. at present.

Mr D sur

To

The Supdt. Govt. Press

Copy to the Chief Inspector of Factories, Madras.

Copy to Dist. Dept. (with extract of rules).

Working marked X on pp 5-8 NF

239/49

JP sur

24/8/49

C. No. 42614/49

Sub: Factories Act 1948- Appointment of a welfare officer under section 49.

Ref: From the S.G.P. No 88/Mis/W.O. 2.6.49.

copy at p 3 of

In his letter No. B. 1259/49 of 12.5.49. the Chief Inspector of Factories has invited the attention of the S.G.P. to section 49 of the Factories Act 1948 which requires that a welfare officer shall be appointed in factories in which more than 500 workers are ordinarily employed and has requested the S.G.P. to take up the question of appointing the welfare officer in the Art. Press immediately.

The S.G.P. enquires whether it is necessary to appoint a welfare officer in the Press, as the Art. Press workers Union registered under the Trade Unions Act is already looking after the needs of the employees.

Dept. may see for remarks.

4.6.49

JB
u/c



6/6/49
Dev

E.P.H. U.O. 42614 C2/49
6.6.49

du

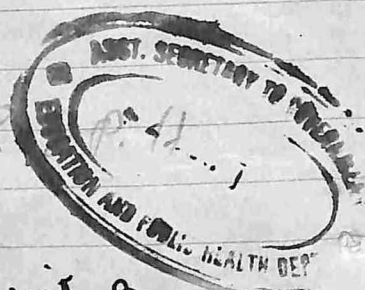
See 49 of the Factories Act requires that in every factory where 500 or more workers are ordinarily employed the occupier shall employ in the factory such number of welfare officers as may be prescribed. Sub section (2) of this section enables Govt. to prescribe the duties qualifications and conditions of service of these officers. No rules have however been framed under this section as the Chief Advisor Factories, Govt. India, stated that the section was framed to provide powers for the future and that it has not been deemed to enforce its provisions.

extract at (K) M

immediacy. The statutory responsibility of employers to appoint welfare officers is there and the existence of the Jewellers Union will not be an alternative to employment welfare officers. This dept may therefore advise E.P.H. to proceed with the proposal for appointment of welfare officers for the Jew. Press.

14/6/49

15.6.49



The statutory requirement apart. E.P.H. will be well advised to appoint a labour welfare officer, as such an officer will be both necessary and useful to look into the grievances of the workers with a view to securing immediate redress and thus promote harmonious industrial relations in the undertaking. Some of the enlightened private employers have already engaged labour welfare officers and it is to be regretted if Govt. should lag behind.

WR.
Tolb

47525

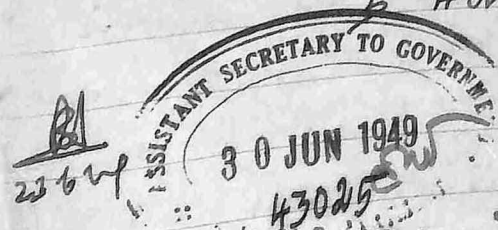
EPH
Desd no. 60439 P107/49
21.6.49

E.P.H. (C2)

Please see the notes of Dept. on pp 1-2 above.

In the circumstances stated the S.G.P. may be requested to take up the question of appointing a welfare officer in the Govt. Press, urgently.

A draft memo is enbd. for approval.



23/6/49
24/6/49

This dept is not convinced that a labour officer is necessary. Finance may see first.

E.P.H. No 42614/49-2 (C2)
29-6-49.



For no. 43025/49

27.49

11/6
1/6/49

11/6

1-2-49

11/6

The case relates to the proposal of the S.G.P. for the appointment of a Welfare Officer in the Govt. Press. E.P.H. Secy. is not convinced of the need for the post. Finance may agree with the views of Secy. E.P.H.

20.6.49

21/6/49

E.P.H.

The file relates to the proposal for the appointment of a Welfare Officer for the Govt. Press. Under section 49 of the Factories Act, in every factory where 500 or more workers are ordinarily employed the occupier shall employ such no. of welfare officers as may be prescribed. The S.G.P. engages when it is necessary to appoint a welfare officer in the Press as the Govt. Press Workers Union registered under the Trade Union Act is already looking after the needs of the employees. This dept is not convinced that a welfare officer is necessary for the Press. Finance agrees with the dept. but Dept. insist on the appointment of a welfare officer as per Statute's requirement for every factory a welfare officer will be appointed for the Press. The file may

Minister to HM (E.L.) & HM.
 L.R.X
 5/7/49
 6/7/49 S / 2 / HM (E+ES)
 HM (L.R.)

Though the question is whether we will be contravening the Statute in not appointing one. Examine that. If we contravene the Statute then the appointment will have to be made.



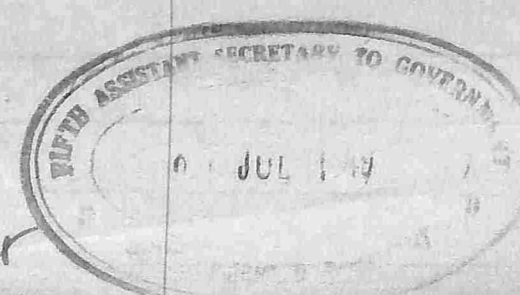
With reference to the Minute of H.M. (Education) it is submitted that under Sec. 49 of the Factories Act 1948, "in every factory wherein five hundred or more workers are ordinarily employed the occupier shall employ in the factory such number of welfare officers as may be prescribed and the Provl. Govt. may prescribe the duties, qualifications and conditions for service of such officers."

It is understood that no rules have been made so far under this section. It is for consideration whether it is mandatory to employ welfare officers in the absence of the rules under that section. The file may be sent to Legal and Dev. for remarks before circulation.

24th July

(Discussed in 8/11)

6/7/49 S / 16 / Des
 Legal 76599
 27/7/49
 E.P.H. No. 42614 G/4-3
 19.7.49



Please see the minutes above and the further notes of E.P.H. The position regarding the appointment

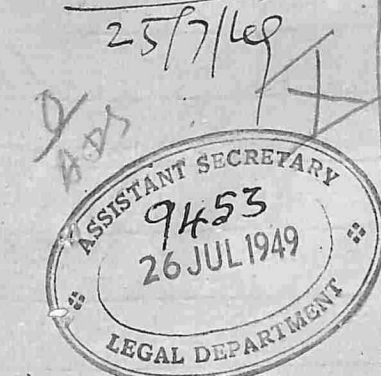
of welfare officers is aptly indicated in this dept note on pp 1-2 above. No further remarks are called for. The file may be passed on to Legal.

Legal 22.7.49

LEGAL DEPARTMENT.

S.49(1) of the Factories Act, 1948, provides that in every factory where 500 or more workers are ordinarily employed, the occupier shall employ in the factory such number of welfare officers as may be prescribed. The power of the Govt. is thus confined to prescribing the number of welfare officers to be employed and the occupier shall thereupon employ the prescribed number of officers. Prescribing means prescribing by rules made under the Act. Until that is done, it is not obligatory on the occupier to employ any welfare officer.

Des 76599 Piv 7/49



1.8.49

E.P.H

Legal v.o. 9453 A/49-1
 2.8.49

E.P.H
 C2

Please see the note of Legal above. In the circumstances stated there seems no necessity to appoint a welfare officer in the presence of the rules under section 49(1) of the Factories Act 1948.

The file may be circulated to H.M. (E.L.) and H.M. (L.R.) with reference to his minute on 4.8.49. See again before circulation.

E.P. H. No. 42614 G/49-1
 6.8.49

JP 5/8

82426
 9/8



10 As.

Devt H. V.

(This depn. has now on p. 1-2 and 4-5 above.)

The notes of legal depn. on p. 5 above may be perused. Rules under sec. 48 have not yet been framed for the reasons stated at M on p. 1 above. The case may be returned to E.P.H.



10/8/49
10/8/49

CPG
11.8.49

288 H.

E.P.H.
C2

Devt 824 26 R/V/49
11.8.49

The file may be circulated to H.M (E.L.) with reference to his minute on p. 4 ante

61981

13/8/49

16/8/49

3

H.M (E.L.)

The appointment is not compulsory, under statute, may defer it

H.M (E.L.)

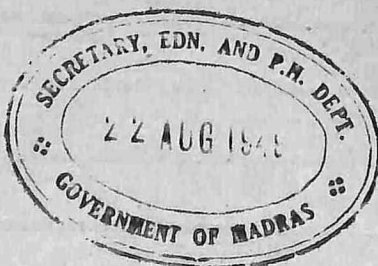
16/8

I think so. Even in framing rules should we not distinguish for substitutions pl.

KA

24/8

E.P.H.
C2



Please see the orders in circulation above. A draft memo. to the S.G.P. is sent for approval. After issue the file may be passed on to Devt. for ^{further action} with reference to the Extract of Minutes of H.M (E.L.) above minute above may be sent to Govt. for consideration.

10/8/49