

**Chapter – III (xxvi)**  
**Labour and Welfare Department**

1. **Service/Cadre:-**  
**Posts:-**

**Labour and Welfare**  
**Labour Inspector**

2. **Representation from:-**

Rajasthan Labour Inspector Association Rajasthan  
Rajasthan Labour Inspectors Association

3. **Demand:-**

They have represented that :

(i) Post of Labour Inspector Grade I was created in the pay scale 150-325 in Labour Department on 26.5.1956. After that upto 1985 pay scales were revised accordingly. In the pay scales introduced in 1987, which were effective from 1986, the pay scale of the post of Labour Inspector was placed far lower as compared to posts with whom parity existed. (like Accountant, Naib Tehsildar & Agriculture Assistant)

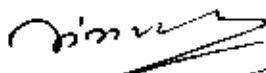
(ii) Both Labour Enforcement Officer (LEO in short) in Union Ministry of Labour, and Labour-Inspector in Rajasthan, ensure compliance of Labour Laws. They are appointed as Inspector under Labour Laws. The recruitment process and educational qualification are similar. Labour Inspector in the State were not given pay scales identical to LEO in Central Government. Comparative statement of pay scales of Labour Enforcement Officer (Central) and Labour Inspector in the State from 1981 is as follows:-

Year	Pay Scale of Labour Enforcement Officer (Central)	Pay Scale of Labour Inspector (State)
1981	650-960	640-1180
1987	2000-3200	1160-2360
1988	2000-3200	1200-2420
1989	2000-3200	1400-2600
1996	6500-10500	5000-8000
2006	PB-2 9300-34800 Grade Pay Rs.4200	PB-2 9300-34800 Grade Pay Rs.3200

(iii) Persons appointed as Inspector Labour 25 years ago are awaiting promotion. Such Inspectors have got only one selection grade, on completion of 9 years of service. 2<sup>nd</sup> & 3<sup>rd</sup> selection grades were not admissible because as per rules, 1<sup>st</sup> selection grade was in the pay scale of entry post in State Service.

(iv) They have been deprived of ACP benefits in RCS (Revised Pay) Rules, 2008.

(v) Inspectors of other department i.e. Commercial Taxes Inspector Gr. I, Co-operative Department Inspector Gr. I and Devasthan Inspector Gr.-I are in the existing pay scale Rs.5500-9000 whereas Labour Inspector is in pay scale Rs.5000-8000. Their Demand is for pay scales of the Central Government and of Inspectors of other departments.

  
सहायक शासन सचिव  
विस्त (नियम) विभाग  
शासन सचिवालय, जयपुर

(vi) No. of affected persons are :- 109

**4 Factual Position and views of the Committee:-**

**I - Factual Position**

(i) Pay Scales of various posts of Labour and Welfare Department in RCS (Revised Pay) Rules 1998 and in RCS (Revised Pay) Rules 2008 are as :

Name of Post	RCS (Revised Pay) Rules 1998 Pay Scale	RCS (Revised Pay) 2008	
		Running Pay Band	Grade Pay
Labour Inspector	5000-8000	9300-34800 (PB-2)	3200
Labour Welfare Officer	6500-10500	9300-34800 (PB-2)	4200
Assistant Labour Commissioner	8000-13500	15600-39100 (PB-3)	5400
Deputy Labour Commissioner	10000-15200	15600-39100 (PB-3)	6600

(ii) Qualification for appointment on the post of Labour Inspector is as follows :-

Post	Mode of Recruitment	Qualification
Labour Inspector	100% by Direct Recruitment	Must hold a degree in Arts or Science or Commerce along with :- (a) Degree or diploma or certificate of training in Labour welfare or Labour laws or Social welfare, OR (b) Degree in law from a recognised University OR 1. A post-graduate Degree in Sociology or Social work or Economics, with Labour as a special paper in any of these subjects and 2. Working knowledge of Hindi written in Devnagari Script and knowledge of Rajasthani Culture.

(iii) (Para no. 7.23.14) Existing pay scale in 5<sup>th</sup> Central Pay Commission Rules for Labour Enforcement Officer is Rs.6500-10500. In 6<sup>th</sup> Central Pay Commission, the existing pay scale of L.E.O. has been upgraded from Rs.6500-10500 to Rs.7450-11500 and therefore, grade pay Rs.4600 has been allowed. Now under RCS (Revised Pay) rules 2008 ACP is admissible to all employees after stipulated number of years. There is no restriction for Labour Inspectors under ACP now.

(iv) Comparison of Inspectors' pay scales with pay scales of posts like Accountant, Naib-Tehsildar and Agriculture Assistant mentioned in the representation reveals that from 1968 onward, pay scale of Labour Inspector has been lower as compared to the pay scales of other posts.

*[Handwritten signature]*  
[Stamp]

(v) All employees other than State Service Officers were eligible for three selection grades, but benefit of selection grades are be upto the lowest pay scale of the State Service concerned i.e. (In the 5<sup>th</sup> Pay Commission Pay Scales) Rs.6500-10500. Therefore, Labour Inspectors were not eligible for Second and Third selection grades as per existing orders of the Government.

(vi) All Inspectors namely Labour Inspector, Co-operative Inspector grade II, Commercial Inspector grade II, Devasthan Inspector grade II, Excise Inspector, Inspector Industries, Enforcement Inspector are in the pay scale of 5000-8000 in the running pay band of PB-2 Rs.9300-34800 with Rs.3200 grade pay.

## II – Views of the Committee

(vii) The claim of the association that LEO in Centre and Labour Inspector in the State enforce same set of laws does not appear convincing. Even in the implementation of laws, the State employees and the employees of Government of India work in different geographical circumstances. There is no parity in terms of posting in remote areas away from home, leave entitlements and other facilities. Keeping these facts in mind, just because the legal provisions are the same, does not justify comparison in toto with Central scales and structure of pay.

(viii) Most of the subordinate services comprise of two tiers. To tackle the problem of stagnation on the post of Labour Inspector, Committee suggests that one additional tier in the name of Senior Labour Inspector or in any other name may be added in the relevant service rules before the post of Labour Welfare Officer. For this purpose the Administrative Department needs to take a holistic view of the cadre and requirements of the department.

(ix) Although their demand for grant of grade pay of Rs. 4200 for the post of Labour Inspector is not found acceptable by the Committee, it's recommendations made elsewhere in the report shall help mitigate their grievance to a large extent by way of upgradation of grade pay of the holders of this pay scale.



सहायक शासन सचिव,  
निवा (मिशन) विभाग  
शासन सचिव, जयपुर