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GOVERNMENT OF TAMIL NADU  
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# TAMIL NADU GOVERNMENT GAZETTE

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## Part III—Section 1(a)

General Statutory Rules, Notifications, Orders, Regulations, etc.,  
issued by Secretariat Departments.

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### NOTIFICATIONS BY GOVERNMENT

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**NOTIFICATIONS BY GOVERNMENT**


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**LABOUR AND EMPLOYMENT DEPARTMENT**
**Amendment to the Tamil Nadu Factories (Welfare Officers) Rules.**

[G.O. Ms. No. 17, Labour and Employment (M2), 29th January 2021,  
தை 16, சார்வரி, திருவள்ளூர் ஆண்டு-2052.]

No.SRO A-7/2021.— In exercise of the powers conferred by Sections 49 and 112 of the Factories Act, 1948 (Central Act LXIII of 1948), the Governor of Tamil Nadu hereby makes the following amendments to the Tamil Nadu Factories (Welfare Officers) Rules, 1953, the draft of the same having been previously published, as required under sub-section (1) of Section 115 of the said Act.

**AMENDMENTS.**

In the said Rules,-

(1) in rule 4,-

(a) in clause (a), in Sub-clause (ii), after the expression “Commerce (Personnel Management and Industrial Relations) or”, the expression “Human Resource Management or equivalent or” shall be inserted;

(b) for clause (c), the following clause shall be substituted, namely:-

“(c) Adequate Knowledge of Tamil Language.”;

(c) after the Second proviso, the following proviso shall be added, namely:-

“Provided also that the Occupier shall ensure that the Welfare Officer appointed in the factory acquires adequate knowledge of the language spoken by majority of the workers in the factory within one year from the date of such appointment.”;

(2) in rule 5, in sub-rule (1),-

(a) for the expression “vacancy shall be advertised in two newspapers having wide circulation in the State one of which shall be in Tamil and the other in English.”, the expression “vacancy shall be advertised in newspapers having wide circulation in the State one of which shall be in Tamil and the other in English or in a Prominent online job portal.” shall be substituted;

(b) for the first proviso, the following proviso shall be substituted, namely:-

“Provided that the vacancy in a Government Establishment, Quasi Government Establishment, Public Sector Undertaking or Private Establishment financially assisted by the Government shall be filled up by calling for names of eligible candidates from the employment exchange besides inviting applications from all eligible persons by advertising the vacancies as prescribed in this sub-rule.”.

(3) in the ANNEXURE, after the Serial Number 62 in column (1) and the corresponding entries relating thereto in columns (2) and (3) thereof, the following entries shall, respectively, be added, namely:-

63. Diploma in Labour Laws with  
Administrative  
Law (Part-time weekend)

The Tamil Nadu Institute of  
Labour Studies, Chennai.”.

Md. NASIMUDDIN,  
Additional Chief Secretary to Government.