

### 33. MINISTRY OF GENDER EQUALITY AND FAMILY WELFARE

- 33.1 The Ministry of Gender Equality and Family Welfare is responsible for the formulation and implementation of policies and programmes to promote women empowerment, child development, family welfare as well as welfare of the community.
- 33.2 Its activities are carried out through different units which include, *inter alia*, the Child Development; Family Welfare and Protection; Planning and Research; Gender; and Home Economics Units, and the Social Welfare Division. The Social Welfare Division is responsible for the management of around 56 Social Welfare Centres.
- 33.3 Each of the above Units is under the responsibility of a "Head" whereas the Social Welfare Division is managed by a Social Welfare Commissioner. The Head of each Unit is supported by officers in technical and professional grades while the Social Welfare Division is manned by officers in the Social Welfare Officer Cadre.
- 33.4 Representations of Unions comprise mainly proposals for creation and restyling of grades; upgrading of salary; review of qualifications requirement; and those pertaining to Conditions of Service. Requests were also made for a review of existing allowances. On the other hand, Management informed that since the existing structure for all units/divisions is appropriate, same should be maintained. Appropriate explanations were provided to stakeholders on requests which could not be retained and the justifications thereof.
- 33.5 All grades concerned have been re-assessed based on Job Description Questionnaires submitted to the Bureau and evolution in duties with the upcoming of the Children's Act. **This element has been considered in arriving at the recommended salary scales for relevant grades.** As regards the present structure, we are bringing no change thereto whilst the existing allowances are being revised.

#### Child Development Unit

##### Commuted Allowance

- 33.6 A monthly Commuted Allowance is paid to the Head, Child Development Unit, who is required to be 'on-call' after normal working hours, during Weekends and Public Holidays, for monitoring and supervising the duties of a team. Since this arrangement is still valid, the quantum of the allowance is being revised.

#### Recommendation 1

- 33.7 **We recommend that the Head, Child Development Unit should be paid a revised monthly Commuted Allowance of Rs 7040 for monitoring and**

**attending to cases related to child abuse/violence after normal working hours, during Weekends and Public Holidays.**

### **Family Welfare and Protection Unit**

#### **Commuted Allowance**

- 33.8 Presently, a monthly Commuted Allowance is paid to the Head, Family Welfare and Protection Unit, who is required to be 'on-call' to monitor and supervise officers in the Unit after normal working hours. The quantum of the allowance is being revised.

#### **Recommendation 2**

- 33.9 **We recommend that the Head, Family Welfare and Protection Unit should be paid a revised monthly Commuted Allowance Rs 7040 for monitoring and attending to cases related to domestic violence after normal working hours, during Weekends and Public Holidays.**

### **Family Welfare and Protection Officer**

- 33.10 Officers in the grade of Family Welfare and Protection Officer, who possess a Degree in the relevant field, are allowed to move incrementally in the Master Salary Scale subject to satisfying certain conditions. We are maintaining this provision.

#### **Recommendation 3**

- 33.11 **We recommend that officers in the grade of Family Welfare and Protection Officer who possess a Degree in Social Work or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 58850 provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.**

### **Time-Off Facilities**

#### **Recommendation 4**

- 33.12 **We recommend that arrangements should continue to be made for officers in the grade of Family Welfare and Protection Officer, who are required, on a regular basis, to put in additional hours of work to cope with the demands of their job, for the grant of equivalent time-off for the extra hours put in. However, where it has not been possible for Management to grant time-off to the officers within a period of four consecutive months, they should be compensated at the normal hourly rate subject to their having put in a minimum of either five hours weekly or 15 hours monthly.**

### Allowance (Hot Line Service)

- 33.13 The Ministry operates a 24-hour hotline service to provide first hand counselling and advice to the public on any family related issue/problem and in particular to desperate persons who are in urgent need of help and support. Officers who attend to the hotline are paid an all-inclusive allowance (excluding travelling). The quantum of the allowance is being revised.

### Recommendation 5

- 33.14 We recommend that officers who are required to answer phone calls received after office hours during Weekdays, Weekends and Public Holidays through the three digits Hotline Intervention of the Ministry for the purpose of first hand counselling, advice or intervention into family and child abuse/violence cases, as appropriate, should be paid a revised all-inclusive allowance (excluding travelling) as follows:

Period	All-inclusive Allowance (excluding travelling)
<b>Weekdays</b> From 1600 hours to 0900 hours the following day	Rs 375 per day/night period
<b>Saturdays, Sundays and Public Holidays</b> From 0900 hours to 0900 hours the following day	Rs 515 per day/night period

### Risk Allowance

- 33.15 Officers of the Child Development Unit and Family Welfare and Protection Unit who, by nature of their work, are exposed to very risky situations/environment are eligible to the payment of a monthly Risk Allowance. This provision is being maintained.

### Recommendation 6

- 33.16 We recommend that officers working in the Child Development Unit and Family Welfare and Protection Unit who, by nature of their work, are exposed to very risky situations and environment should continue to be paid a monthly Risk Allowance equivalent to one and a half increments at the initial of their respective salary scale.

### Home Economics Unit

#### Senior Home Economics Officer

- 33.17 Senior Home Economics Officers who possess the relevant Degree or an equivalent qualification are allowed to move incrementally in the Master Salary Scale provided they meet certain criteria. This arrangement should continue to prevail.

**Recommendation 7**

- 33.18** We recommend that officers in the grade of Senior Home Economics Officer in post as at 31 December 2025, who possess a Degree in Home Economics or Home Science or Food Science or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 69800 on a personal basis provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.
- 33.19** We also recommend that officers joining the grade of Senior Home Economics Officer as from 01 January 2026, who possess a Degree in Home Economics or Home Science or Food Science or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 67900 provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

**Loan Facilities to Enforcement Officers****Recommendation 8**

- 33.20** We recommend that Enforcement Officers should be granted loan facilities for the purchase of a car on the same terms and conditions as laid down at paragraph 16.2.58 (g) of Volume 1 of this Report.

**Psychologist Cadre**

- 33.21** For this Report, Union and Management made some common representations which pertain to the grant/revision of a few allowances; consolidation of the structure with a higher level; and alignment of salary, among others. As regards the current structure, we consider same fit for purpose.

**“On-Call” and “In-Attendance” Allowances**

- 33.22** Incumbents in different grades are paid “On-call” and “In-attendance” Allowances for the provision of an emergency service after official hours of work on a rotational basis and to attend to people in distress at nights during Weekdays, Weekends and on Public Holidays. As this arrangement is still valid, we are revising the quantum of the allowances.

**Recommendation 9**

- 33.23** We recommend that officers who are required to attend to emergencies should be paid revised “On-call” and “In-attendance” Allowances as follows: -

Grade	Period	“On-call” Allowance Rs	“In-attendance” during On-Call Rs/hour
<b>Psychologist/ Senior Psychologist</b>	<b>Weekdays</b> 1600 hours to 0900 hours the following day	<b>Rs 345 daily</b>	<b>Rs 175</b> per hour of attendance up to a maximum of <b>Rs 700</b> per day/night period.
	<b>Saturdays, Sundays and Public Holidays</b> 0900 hours to 0900 hours the following day	<b>Rs 515 daily</b>	<b>Rs 175</b> per hour of attendance up to a maximum of <b>Rs 1050</b> per day/night period.
<b>Coordinator</b>	<b>Weekdays</b> 1600 hours to 0900 hours the following day	<b>Rs 290 daily</b>	***
	<b>Saturdays, Sundays and Public Holidays</b> 0900 hours to 0900 hours the following day	<b>Rs 435 daily</b>	***
<b>Principal Family Welfare and Protection Officer</b> <b>Senior Family Welfare and Protection Officer</b>	<b>Weekdays</b> 1600 hours to 0900 hours the following day	<b>Rs 195 daily</b>	
	<b>Saturdays, Sundays and Public Holidays</b> 0900 hours to 0900 hours the following day	<b>Rs 290 daily</b>	***
<b>Inspector of Police</b> <b>Police Sergeant</b> <b>Police Constable</b> <b>Nursing Officer</b> <b>Family Welfare and Protection Officer</b>	<b>Weekdays</b> 1600 hours to 0900 hours the following day	<b>Rs 195 daily</b>	<b>Rs 95</b> per hour of attendance up to a maximum of <b>Rs 570</b> per day/night period.
	<b>Saturdays, Sundays and Public Holidays</b> 0900 hours to 0900 hours the following day	<b>Rs 290 daily</b>	<b>Rs 95</b> per hour of attendance up to a maximum of <b>Rs 760</b> per day/night period.
<b>Child Care Worker</b>	<b>Weekdays</b> 1600 hours to 0900 hours the following day	<b>Rs145 daily</b>	<b>Rs 75</b> per hour of attendance up to a maximum of <b>Rs 450</b> per day/night period.
	<b>Saturdays, Sundays and Public Holidays</b> 0900 hours to 0900 hours the following day	<b>Rs 215 daily</b>	<b>Rs 75</b> per hour of attendance up to a maximum of <b>Rs 600</b> per day/night period.

Grade	Period	"On-call" Allowance Rs	"In-attendance" during On-Call Rs/hour
Driver	<b>Weekdays</b> 1645 hours to 0745 hours the following day	<b>Rs 120 daily</b>	***
	<b>Saturdays, Sundays and Public Holidays</b> 0745 hours to 0745 hours the following day	<b>Rs 180 daily</b>	
	*** Overtime at the rates in force for attendance outside normal working hours		

## SOCIAL WELFARE DIVISION

### Specific Provision for Deputy Social Welfare Commissioner

#### Recommendation 10

- 33.24** We recommend that officers in the grade of Deputy Social Welfare Commissioner who possess a Degree in Social Work or a related field should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 80000 provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

### Specific Provision for Senior Social Welfare Officer and Social Welfare Officer

#### Recommendation 11

- 33.25** We recommend that officers in the grades of Senior Social Welfare Officer and Social Welfare Officer possessing a Diploma in Social Work or an equivalent qualification be allowed to move incrementally in the Master Salary Scale up to salary points Rs 62350 and Rs 58850 respectively, provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

## MINISTRY OF GENDER EQUALITY AND FAMILY WELFARE

### SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 122	<b>Rs 206000</b> Senior Chief Executive

Salary Code	Salary Scale and Grade
02 000 116	<b>Rs 166000</b> Permanent Secretary
23 060 090	<b>Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750</b> Coordinator
19 082 098	<b>Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000</b> Principal Psychologist
19 065 094	<b>Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750</b> Psychologist/Senior Psychologist
23 063 085	<b>Rs 40110 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900</b> Principal Family Welfare and Protection Officer
23 057 081	<b>Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600</b> Senior Family Welfare and Protection Officer
23 043 079	<b>Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400</b> Family Welfare and Protection Officer
18 043 078	<b>Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950</b> Enforcement Officer
05 049 076	<b>Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400</b> Documentalist

Salary Code	Salary Scale and Grade
23 041 079	<b>Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400</b> Integrated Support Officer (Shift)
24 035 063	<b>Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 40110</b> Driver (Bibliobus)
24 027 060	<b>Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290</b> Driver
24 024 054	<b>Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600</b> Gardener/Nursery Attendant
24 021 052	<b>Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615</b> Stores Attendant
24 020 050	<b>Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765</b> Handy Worker
24 001 047	<b>Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615</b> General Worker General Worker (Ex-SMEDA) (Personal)
<b>GENDER UNIT</b>	
23 098 101	<b>Rs 97000 x 2750 - 102500 x 3750 - 106250</b> Head, Gender Unit
23 075 094	<b>Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750</b> Gender and Development Officer



Salary Code	Salary Scale and Grade
	<b>HOME ECONOMICS UNIT</b>
23 082 100	<b>Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500</b> Head, Home Economics Unit (Personal)
23 074 098	<b>Rs 51200 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000</b> Head, Home Economics Unit
23 064 084	<b>Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050</b> Senior Home Economics Officer
23 043 079	<b>Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400</b> Home Economics Officer
23 031 068	<b>Rs 25445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 44960</b> Instructor (Personal)
	<b>CHILD DEVELOPMENT UNIT</b>
23 098 101	<b>Rs 97000 x 2750 - 102500 x 3750 - 106250</b> Head, Child Development Unit
23 035 072	<b>Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000</b> Child Welfare Officer (Personal)
23 028 067	<b>Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 43990</b> Child Care Worker

Salary Code	Salary Scale and Grade
	<b>PLANNING AND RESEARCH UNIT</b>
23 098 101	<b>Rs 97000 x 2750 - 102500 x 3750 - 106250</b> Head, Planning and Research Unit
02 060 090	<b>Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750</b> Monitoring and Evaluation Officer
23 060 090	<b>Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750</b> Research Officer
	<b>FAMILY WELFARE AND PROTECTION UNIT</b>
23 098 101	<b>Rs 97000 x 2750 - 102500 x 3750 - 106250</b> Head, Family Welfare and Protection Unit
23 060 090	<b>Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750</b> Family Counselling Officer
	<b>SOCIAL WELFARE DIVISION</b>
23 100 103	<b>Rs 102500 x 3750 - 110000 x 4000 - 114000</b> Social Welfare Commissioner
23 071 090	<b>Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750</b> Deputy Social Welfare Commissioner
23 065 085	<b>Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900</b> Principal Social Welfare Officer

Salary Code	Salary Scale and Grade
23 055 081	<b>Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600</b> Senior Social Welfare Officer
23 041 079	<b>Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400</b> Social Welfare Officer

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