

Manual 5

Rules, regulations, instructions, manuals and records for discharging functions.

[Section 4 (1) (b) (v)]

Sl. No.	Name of the act, rules, regulations etc	Brief gist of the contents	Reference No. if any	Price in case of priced publications.
1.	The Employees State Insurance Act, 1948	This is a Central Act with Social Security provision (An Act) to provide for certain benefits in case of sickness, Maternity and employment injury and to make provision for certain other matters in relations thereto.	Act 34 of 1948 (GOI) Amendment Acts of 1951, 1956, 1966, 1970, 1975, 1984, 1989.	-
2.	The E.S.I, (Central) Rules, 1950	Framed by Central Govt. u/s 95 of the ESI Act, 1948 for regulating function / business of ESI Corporation and other statutory bodies / officials budget / expenditure acquisition of property, wage limit for coverage rate of contribution and various benefits under the Act.	S.R.O-212 dt. 22 June 1950 (GOI)	-
3.	The ESI (General) Regulations, 1950.	Regulations framed by ESI Corp. under section 97 of ESI Act. These rules make provisions for powers of ESI Corporation, contribution periods, Meetings of corporation, Regional Boards, Registration coverage of Estts / employees. Claims of insured persons, benefits medical	Notification No. RS/05/48 dt. 17.10.1950 (GOI)	-

		boards, powers of Inspection, maintenance of records by Estts. Etc.		
4.	The Orissa Employees' Insurance Court Rules, 1951	Framed u/s 74 of ESI Act (S-74-83 of the Act details regarding E.I. Courts) by State Govt. providing details of the Employees Insurance Court, its constitution, function, powers etc.	Orissa Gazette Pt-III dt. 9.2.51 P.277	-

5.	The Orissa ESI Medical benefit Rules, 1951.	Provisions regarding scale of medical benefit, functions of IMOs, arrangements for treatment of Insured persons and their families, maintenance of records etc.	Notification No. 345-Lab dt. 31.1.1952	-
6.A	The Orissa Employees' State Insurance Medical Service Recruitment Rules, 1970	Framed by State Govt. regulating methods of recruitment, promotion, seniority etc. of medical officers.	Orissa Gazette Pt-III-A.No. 47 dt. 1.12.1972 Notification No.15639-LEH dt. 21.11.72	-
B	The Orissa Employees' State Insurance Medical Service validation of Appointment Act, 1994.	Validation/ Regularisation of 13 doctor appointed on adhoc basis from 1983-1988.	No. 16504-Legis, Dt.8.12.94	-
7.	The Employees' Provident Funds and Miscellaneous	A central Act which provides for institution of Provident Fund,	Act 19 of 1952 4 th March 1952 Amendment	-

	Provisions Act, 1952.	Family pension Fund and Deposit linked Insurance Fund for benefit of employees in Factories and Estts., covered under the Act. (All the statutory functions like coverage, implementation etc. have been vested with EPF Organisation, GOI)	Acts of 1953, 1956 1957, 1958, 1960, 1962, 1963, 1965, 1971, 1973, 1976, 1985, 1988, 1996, 1998.	
8.	Indian Trade Union Act,1926	This is a central Act, containing provisions for the registration of Trade Union and in certain respects to define the law relating to registered Trade Unions.	Act-16 of 1926	Rs. 15/- 1990- Edition
9.	The Motor Transport Workers' Act, 1961	This is a Central Act, containing provisions for Welfare of Motor Transport workers and to regulate the conditions of their work	Act. 27 of 1961	Rs. 20/-
10.	The Beedi and Cigar workers' (Conditions of Employment) Act, 1966	This is a Central Act, containing provisions for the welfare of Beedi Workers in Beedi and Cigar Establishments and to regulate the conditions of their work and for matters connected there with.	Act. 32 of 1966	Rs. 40/-

11.	Maternity Benefit Act,1961	This is a Central Act, containing provisions to regulate the employment	Act-53 of 1976	75 Paise
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		of the women in certain establishments for certain periods before and after childbirth and to provide for maternity benefit and certain other benefits.		
12.	The working journalists and other News Paper Employees (conditions of service) and Miscellaneous Provisions Act,1955.	This is a Central Act, containing provisions to regulate certain conditions of service of working journalist and other persons employed in News Paper establishment.	Act. 45 of 1955	Rs. 35/-
13.	The Building and other construction Workers' (Regulation of Employment and conditions of Service) Act, 1996	This is a central Act, which regulates the employment and conditions of Service of Building and other construction Workers and to provide for their safety, health and welfare measures and for other matters connected there with or incidental thereto.	Act. 27 of 1966	-
14.	The Building and other construction workers' Welfare Cess Act, 1996.	This is a central Act, containing provisions for the levy and collection of Cess on the cast of construction incurred by employers with a view to augmenting the resources of the Building and other construction Workers' Welfare Boards, constituted under the Building and other construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.	No.28 of 1996	-

15.	The Industrial Employment (Standing Orders) Act, 1946	This is a Central Act, which requires employers in industrial employments formally to define conditions of employment under them.	Act. 20 of 1946	Rs.2/-
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16.	The Minimum Wages Act, 1948	This is a Central Act, containing provisions for fixing minimum rate of wages in certain employments	Act. XI of 1948	-
17.	The Payment of Wages Act, 1936	This is a Central Act, which regulates the payment of wages to certain classes of persons employed in industry	Act. IV of 1936	-
18.	The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979	This is a Central Act, which regulates the employment of inter-state Migrant Workmen and to provide for their conditions of service and for matters connected there with.	Act-30 of 1979	-
19.	The Payment of Bonus Act, 1965	This is Central Act, containing provisions for the payment of bonus to persons employed in certain establishments and for matters connected	Act. XXI of 1965	-

		therewith.		
20.	The Workmen's compensation Act, 1923	This is a Central Act, containing provisions for the payment by certain classes of employers to their workmen of compensation for injury by accident.	Act-8 of 1923	-
21.	The Beedi and Cigar (conditions of Employment) Rules, 1969	In exercise of the power conferred by Section – 44(3) of Beedi and Cigar Workers (conditions of Employment) Act, 1966, the State Govt. have framed these Rules for the Welfare of Beedi workers.	Published in L&E. Deptt. Notification No.2348 dt. 19.2.69	-
22.	The Orissa Building and other construction Workers (Regulation of Employment & condition of service) Rules, 2002	In exercise of the power conferred by Section 62 read with Section-40 of the Building & other construction Workers (Regulation of Employment & conditions of Service) Act, 1996 (27 of 1996), the State Govt. have framed these Rules for Welfare of Building & other construction Workers.	Published in the Orissa Gazette, bearing No. 1324 dt. 21.8.2002	-

23.	The Building and Other construction Workers' Welfare Cess Rules, 1998 (Central Rules)	In exercise of the power conferred by Sub-Sec.- (1) of Section-14 of the Building & other construction workers'	Published vide Notification No.GSR/149(E) dt. 26.3.98 of Ministry of	-
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		Welfare Cess Act, 1996 (Act, 28 of 1996), the Central Govt. there by made these Rules.	Labour, GOI.	
24.	The Working Journalist (Fixation of Rates of Wages) Rule, 1958 (Central Rules)	In exercise of the powers conferred by Section-12 of the Working Journalists (Fixation of Rates of Wages) ordinance, 1958 (3 of 1958), the Central Govt. has made these Rules.	Published in the Gazette of India bearing GSR No. 572 dt. 4.7.1958	-
25.	The Industrial Employment (Standing Orders) Central Rules, 1946	In exercise of the powers conferred by section-15 read with C1(b) of Sec-2 of the Industrial Employment (Standing Order) Act, 1946 (XX of 1946), the Central Govt. have framed these Rules.	Published by Central Govt. vide Notification No.LR.11 (37) dt. 18.12.46.	-
26.	The Orissa Labour Service (Recruitment and conditions of service) Rules, 1984 and the amendment Rules, 2001.	These rules have been framed by Govt. of Orissa which contain the procedures or recruitment of Joint Labour Comm-issioner / Deputy Labour Commissioner / Assistant Labour Commissioner / Labour Offices.	Published in Orissa gazette No. 487 dt. 31.3.1984 and No. 2184 and No. 2148 dt. 9.11.2001.	-
27.	Orissa Assistant Labour Officers' and Rural Labour Inspectors' Service (method of Recruitment and conditions of service) Rules,2001	These rules have been framed by Govt. of Orissa, which contain the procedures of recruitment of Asst. Labour Officers and Rural Labour Inspector.	Published in the Orissa Gazette No. 49 dt. 7.12.2001.	-
28.	Resolution No.2103 dt. 25.2.04 Implementation of the provision under section 34 of the P.W.D. (persons with disabilities) Act, 1995	This resolution is to give equal opportunity to the persons with disabilities category, to complete for unreserved posts, in addition to the	Published in Orissa Gazette No. 874 dt. 28.6.04	-

		posts reserved for them in Group-B, Specially declared gazetted, Group-C & Group-D posts.		
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29.	C.N.V. Act, 1999.	This is a contract Act, Before recruitment it is mandatory to notify the vacancies by the Employer as per the provisions of C. N.V. Act, 1999.	Published in Orissa Gazette No. 947 dt. 1.7.99	-
30.	Orissa Employment Service, Group-A (Senior Branch) (Recruitment and conditions of Service) Rules, 1998.	To se rules regulate the recruitment & conditions of service of Dy. Director of Employment (JD&E)	-	-
31.	Orissa Employment Service, Class-I (Junior Branch) (Recruitment and Appointment by Promotion) Rule, 1990.	These rules regulates the recruitment & conditions of service of Asst. Directors / Regional Asst. Directors of Employment.	Published in Orissa Gazette, SRO No. 980/90	-
32.	Orissa Employment Service, Class-II (Recruitment and Condition of Service) rules, 1990	These rules regulate the recruitment & conditions of service of Employment Officers.	Published in Orissa Gazette SRO No. 992/90.	-
33.	Factories Act, 1948.	This is a central Act, containing provisions for the welfare of the Factory workers and for regulating the functioning of Factories.	Act No. 63 of 1948 as amended by Act No. 40 of 1949, 35 of 1950, 3 of 1951, 25 of 1954, 51 of 1970, 94 of	-

			1976, 20 of 1987 and ALO, 1950.	
34.	Orissa Factory Rules, 1950	These rules have been framed by the Government of Orissa, which contain the detailed procedures relating to inspection, registration, licensing etc of Factories and Safety, Health, working hours etc for Welfare of the Factory Workers.	Published in Extra ordinary Orissa Gazette No. 189 of 1950	-
35.	Indian Boilers Act, 1923 and Indian Boilers Regulation 1950.	This is a central Act, containing the provisions to regulate the design and quality during manufactur-ing, erection, operation, repair and maintenance of Boiler in order the ensure safety at work place	Act-5 of 1923	-

36.	Orissa Boilers Rules, 1971	These rules have been framed by Govt. of Orissa, which contain the detailed procedures for inspection posting of Inspecting authorities, qualification & duties of Inspecting authorities transfer of Boilers Registration of Boilers, inquiries of Accidents	Notification No. 2874/LE., dt. 26.2.71 of Labour, Employment & Housing Deptt. of Govt. of Orissa.	-
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37.	Orissa Boilers Attendants Rules, 1956.	These rules have been framed by Govt. of Orissa, which contains the detailed procedures for constitution of board of Examinees conduct of Examination and grant of Certificate to the Boiler Attendants.	Notification No.1597 dt. 13.3.1956 of Labour Department of Govt. of Orissa.	-
38.	Orissa Boilers operation Engineers Rules, 2000	These Rules have been framed by Govt. of Orissa, which contain the detailed procedures for constitution of Board of Examiners, conduct of Examination and to grant certificate of proficiency as a Boiler operation Engineer.	Orissa Gazette No. 1780 dt. 16.12.2000	-
39.	The Orissa Factories & Boilers Inspection Service (Recruitment and conditions of Service) Rules, 1984.	The rules have been framed by Govt. of Orissa which contain the procedure of recruitment of Asst. Directors Dy. Directors, Jt. Director and Director of Factories & Boilers and conditions of Serial there of.	Published in Orissa Gazette No. 488 dt. 31.3.84.	-
40.	The Child Labour (Prohibition & Regulation) Act,1986.	Provisions made for prohibition of engagement of Child Labour in hazardous works / Processes and regulation of works of Child Labour engaged in non-hazardous works, to ensure health, safety etc of Child Labour.	Central Act (Act.61 of 1986 dt. 23.12.1986	-
41.	The Orissa Child Labour (Prohibition & Regulation) Rules, 1994.	Provisions made for prohibition of engagement of Child Labour in hazardous works / Processes and regulation of works of Child Labour engaged in non-hazardous works, to ensure health, safety etc of Child Labour.	Notified vide Notification No.2296-111C/3 – 20/93-LE dt. 24.2.1994 published in Orissa Gazetted SRO No.219/94	-

42.	The Contract Labour (Regulations & Abolition) Act, 1970	Provisions made for welfare of contract labour to regulate the work of contract labour & abolition of contract labour practice in certain works.	It is a Central Act Published in Gazette India extra pt.II S-3(i) dt. 10.2.1971 vide GSR-19 dt. 1.12.1971	-
43.	The Orissa Contract Labour (Regulation & Abolition) rules, 1975.	Provisions made for welfare of contract labour to regulate the work of contract labour & abolition of contract labour practice in certain works.	Published in SRO NO. 277/75 dt. 9.5.1975 of Orissa Gazettee	-
44.	The Orissa Shops & commercial Establishment Act, 1956.	Provisions made for welfare of workers ensued in Shops & commercial Establishments	Published in O.G. Exty. No. 298-D/28-12-1956 Notification No.7845 legis-D/26-12-56	-
45.	The Orissa Shops & Commercial Establishment Rules, 1958	Provisions made for welfare of workers ensued in Shops & commercial Establishments	Published in Orissa Gazette Part-III in 19-D/9.5.1958 vide Notification No-2884-IF-17/58-Lab-D/24-4-1958	-
46.	The Orissa Industrial Establishment (National & Festival) Holidays	Provisions made for grant of National & Festival holidays to	Published in O.G. Exty. No. 1710	-

	Act, 1969 (Orissa Act XXII of 1969)	employees of Industrial Establishments in the State.	dt. 8.12.1969 vide Notification No. 13538- Legis- dt. 5.12.1969	
47.	The Orissa Industrial Establishments National & Festival Holidays Rules, 1972	Provisions made for grant of National & Festival holidays to employees of Industrial Estts in the State.	Published in Notification No. IF/7-2-42-3143/LEH- dt. 23.2.1973.	-
48.	The Industrial Disputes Act, 1947	This is a central act which provides for the investigation &	Published in No. XIV of 1947	-