Industrial Law

VOL. I

AIR PREVENTION
to
ENVIRONMENT PROTECTION
P.L. Malik’s
Industrial Law
A Manual of Central Labour and Industrial Laws incorporating State Amendments with Rules, Regulations, Select Notifications and case law

Twenty Fourth Edition
by
SUMEET MALIK
and
SCC Editorial Office

VOLUME I

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Preface

Since the previous edition, there have been many amendments to the various Acts, Rules, Regulations and Schemes etc. Hence the imperative need for a new edition of this work incorporating all these amendments and changes.

This new edition has been fully updated and the relevant amendments incorporated at the relevant places. Through the various editions, the expanse of the publication has been increased to make it more useful to the industry, the legal practitioners, the courts and the enforcement agencies by including some more related legislations with their rules.

The case-law under various Statutes has also been fully updated and relevant rulings have included under the ‘Case Law’ to each Section or Rule.

Some of the major labour laws that have been affected by recent amendments, and have been updated herein, are—

- Apprenticeship Rules, 1992
- Employees’ Provident Funds Scheme, 1952
- Employees’ Pension Scheme, 1995
- Employees’ Deposit Linked Insurance Scheme, 1976
- Employees’ State Insurance (Central) Rules, 1950
- Employees’ State Insurance (General) Regulations, 1950
- Environment Protection Rules, 1986
- Industrial Disputes Act, 1947
- Mines and Minerals (Development and Regulation) Act, 1957
- Minimum Wages Act, 1948
- Water (Prevention and Control of Pollution) Rules, 1975

New Laws added are:

- Collection of Statistics Rules, 2011
- E-waste (Management and Handling) Rules, 2011
- Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971
- Mahatma Gandhi National Rural Employment Guarantee Act, 2005
• National Rural Employment Guarantee (Central Council) Rules, 2006
• National Employment Guarantee Fund Rules, 2006
• Mahatma Gandhi National Rural Employment Guarantee Audit of Schemes Rules, 2011
• Minimum Wages (Central Advisory Board) Rules, 2011
• National Green Tribunal (Practices and Procedure) Rules, 2011
• Provident Funds Act, 1925

It was felt that there is little requirement of the Administrative Tribunals Act, 1985 to an industry or industrial organisation and therefore it has been removed from this compilation.

The name of Workmen’s Compensation Act, 1923 has been changed to Employees’ Compensation Act, 1923 and therefore it is published under the letter “E”. All the rules under the Act, though still called the Workmen’s Compensation Rules, 1924 and allied rules are published after the Act.

Special care has been taken to maintain the authoritativeness of this work through proper editing and careful insertion of all the amendments and new provisions. This is in keeping with the high confidence reposed by the readers of this publication.

A novel feature of the work is the inclusion of a CD-ROM containing the various labour law forms of daily need, which the reader can print himself and use.

All purchaser will be entitled to a Free Web Updates covering all amendments of 2013. Please see details on page XVI for registration for the free updates.

The release of this new edition fills me with gratitude towards the many enthusiastic readers and well-wishers of this work whose encouragement and support has sustained our efforts for more than five decades to bring out, with the grace of the almighty, the Twenty-fourth Edition of this encyclopaedic work. I am equally thankful for the assistance and contribution of all those who have been associated with the production of this work and in ensuring its quality and accuracy.

I would be grateful to receive the comments and suggestions of our readers and well-wishers for further improvement of this work.

February 11, 2013

– SUMEET MALIK
## Contents

### Contents of Volume I

<table>
<thead>
<tr>
<th>TABLE OF CASES</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>XVII</td>
</tr>
</tbody>
</table>

1. Air (Prevention & Control of Pollution) Act, 1981 1
   Air (Prevention & Control of Pollution) Rules, 1982 37

2. Apprentices Act, 1961 49
   (i) Notifications 73
   (ii) Apprenticeship Rules, 1992 112
   (iii) Central Apprenticeship Council Rules, 1962 197

3. Beedi and Cigar Workers (Conditions of Employment) Act, 1966 200

   Beedi Workers Welfare Cess Rules, 1977 225

   Beedi Workers Welfare Fund Rules, 1978 232

6. Boilers Act, 1923 (Indian) 263
   Indian Boilers (Gujarat Amendment) Act, 1990 282

   Bonded Labour System (Abolition) Rules, 1976 294

8. Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 297
   Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Central Rules, 1998 325
<table>
<thead>
<tr>
<th>No.</th>
<th>Act</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Building and Other Construction Workers Welfare Cess Rules, 1998</td>
<td>452</td>
</tr>
<tr>
<td>11.</td>
<td>Child Labour (Prohibition and Regulation) Act, 1986</td>
<td>473</td>
</tr>
<tr>
<td></td>
<td>Child Labour (Prohibition and Regulation) Rules, 1988</td>
<td>487</td>
</tr>
<tr>
<td>12.</td>
<td>Children (Pledging of Labour) Act, 1933</td>
<td>491</td>
</tr>
<tr>
<td></td>
<td>Cine-Workers and Cinema Theatre Workers (Regulation of Employment) Rules, 1984</td>
<td>505</td>
</tr>
<tr>
<td></td>
<td>Cine-Workers Welfare Cess Rules, 1984</td>
<td>516</td>
</tr>
<tr>
<td></td>
<td>Cine-Workers Welfare Fund Rules, 1984</td>
<td>523</td>
</tr>
<tr>
<td></td>
<td>Coal Mines Pension Scheme, 1998</td>
<td>574</td>
</tr>
<tr>
<td>17.</td>
<td>Coir Industry Act, 1953</td>
<td>596</td>
</tr>
<tr>
<td></td>
<td>Collection of Statistics Rules, 2011</td>
<td>617</td>
</tr>
<tr>
<td>19.</td>
<td>Contract Labour (Regulation and Abolition) Act, 1970</td>
<td>626</td>
</tr>
<tr>
<td></td>
<td>(i) Notifications</td>
<td>652</td>
</tr>
<tr>
<td></td>
<td>(ii) Contract Labour (Regulation and Abolition) Central Rules, 1971</td>
<td>659</td>
</tr>
<tr>
<td></td>
<td>(iii) Contract Labour (Regulation and Abolition) Central Rules, 1971—Construction and Maintenance of Creches</td>
<td>697</td>
</tr>
<tr>
<td>Act / Regulation</td>
<td>Pages</td>
<td></td>
</tr>
<tr>
<td>--------------------------------------------------------------------------------</td>
<td>-------</td>
<td></td>
</tr>
<tr>
<td>20. Dangerous Machines (Regulation) Act, 1983</td>
<td>700</td>
<td></td>
</tr>
<tr>
<td>Dangerous Machines (Regulation) Rules, 2007</td>
<td>715</td>
<td></td>
</tr>
<tr>
<td>21. Dock Workers (Regulation of Employment) Act, 1948</td>
<td>733</td>
<td></td>
</tr>
<tr>
<td>(i) Dock Workers (Advisory Committee) Rules, 1962</td>
<td>742</td>
<td></td>
</tr>
<tr>
<td>(ii) Dock Workers (Regulation of Employment) Rules, 1962</td>
<td>745</td>
<td></td>
</tr>
<tr>
<td>22. Dock Workers (Safety, Health and Welfare) Act, 1986</td>
<td>751</td>
<td></td>
</tr>
<tr>
<td>(i) Dock Workers (Safety, Health and Welfare) Rules, 1990</td>
<td>763</td>
<td></td>
</tr>
<tr>
<td>(ii) Dock Workers (Safety, Health and Welfare) Regulations, 1990</td>
<td>768</td>
<td></td>
</tr>
<tr>
<td>23. Dock Workers (Regulation of Employment) (Inapplicability to Major Ports) Act, 1997</td>
<td>853</td>
<td></td>
</tr>
<tr>
<td>24. Emigration Act, 1983</td>
<td>855</td>
<td></td>
</tr>
<tr>
<td>Emigration Rules, 1983</td>
<td>875</td>
<td></td>
</tr>
<tr>
<td>25. Employees’ Compensation Act, 1923</td>
<td>895</td>
<td></td>
</tr>
<tr>
<td>(i) Workmen’s Compensation Rules, 1924</td>
<td>976</td>
<td></td>
</tr>
<tr>
<td>(ii) Workmen’s Compensation (Transfer of Money) Rules, 1935</td>
<td>997</td>
<td></td>
</tr>
<tr>
<td>(iii) Workmen’s Compensation Returns</td>
<td>999</td>
<td></td>
</tr>
<tr>
<td>(iv) Workmen’s Compensation (Venue of Proceedings) Rules, 1996</td>
<td>1002</td>
<td></td>
</tr>
<tr>
<td>(i) Employees’ Provident Funds Scheme, 1952</td>
<td>1110</td>
<td></td>
</tr>
<tr>
<td>(ii) Employees’ Pension Scheme, 1995</td>
<td>1228</td>
<td></td>
</tr>
<tr>
<td>(iii) Employees’ Deposit-linked Insurance Scheme, 1976</td>
<td>1273</td>
<td></td>
</tr>
<tr>
<td>(iv) Employees’ Provident Funds Appellate Tribunal (Procedure) Rules, 1997</td>
<td>1298</td>
<td></td>
</tr>
</tbody>
</table>
27. Employees’ State Insurance Act, 1948  
   (i) Employees’ State Insurance (Central) Rules, 1950  
   (ii) Employees’ State Insurance (General) Regulations, 1950  
   (iii) Employees’ State Insurance Corporation (General Provident Fund) Rules, 1995  
   (iv) Other Beneficiaries and Members of their Families Medical Facilities Scheme, 2010

28. Employers’ Liability Act, 1938

29. Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959  
   Employment Exchanges (Compulsory Notification of Vacancies) Rules, 1960


31. Environment (Protection) Act, 1986  
   (i) Environment (Protection) Rules, 1986  
   (ii) Hazardous Wastes (Management, Handling and Transboundary Movement) Rules, 2008  
   (iv) Bio-Medical Waste (Management and Handling) Rules, 1998  
   (v) Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989  
   (vi) E-waste (Management and Handling) Rules, 2011
Contents of Volume II

TABLE OF CASES  XVII

32. Equal Remuneration Act, 1976  1841
   Equal Remuneration Rules, 1976  1870

33. Factories Act, 1948  1875

34. Fatal Accidents Act, 1855  1971

35. Industrial Disputes Act, 1947  1976
   APPENDIX I.—Extracts from State Amendments  2153
   APPENDIX II.—Central Rules under the Industrial
   Disputes Act, 1947
      (1) Industrial Tribunal (Procedure) Rules, 1949  2161
      (2) Industrial Tribunal (Central Procedure)
           Rules, 1954  2161
      (3) Industrial Tribunal (Central) Rules, 1957  2162
   APPENDIX III.—Industrial Disputes (Banking and
   Insurance Companies) Act, 1949  2208

36. Industrial Employment (Standing Orders)
   Act, 1946  2211
      (i) Industrial Employment (Standing Orders) (Bombay
           Amendment) Act, 1957 (Bom. Act XXI of 1958),
           Sections 20 and 21  2234
      (ii) Industrial Employment (Standing Orders) Central
           Rules, 1946  2235

37. Industries (Development and Regulation) Act,
   1951  2261

38. Inter-State Migrant Workmen (Regulation of
   Employment and Conditions of Service)
   Act, 1979  2304
      Inter-State Migrant Workmen (Regulation of
      Employment and Conditions of Service) Central
      Rules, 1980  2322

39. Iron Ore Mines, Manganese Ore Mines and
   Chrome Ore Mines Labour Welfare Cess
   Act, 1976  2360

41. Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988 2375

42. Limestone and Dolomite Mines Labour Welfare Fund Act, 1972 2385
   Limestone and Dolomite Mines Labour Welfare Fund (Amendment) Act, 1982 2393

43. Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971 2394

44. Mahatma Gandhi National Rural Employment Guarantee Act, 2005 2420
   (i) National Rural Employment Guarantee (Central Council) Rules, 2006 2450
   (ii) National Employment Guarantee Fund Rules, 2006 2455
   (iii) Mahatma Gandhi National Rural Employment Guarantee Audit of Schemes Rules, 2011 2458

45. Maternity Benefit Act, 1961 2462
   Maternity Benefit (Mines and Circus) Rules, 1963 2475


47. Mines Act, 1952 2495
   (i) Mines Rules, 1955 2546
   (ii) Mines Rescue Rules, 1985 2602
   (iii) Mines Creche Rules, 1966 2624


49. Minimum Wages Act, 1948 2673
   (i) Minimum Wages (Central) Rules, 1950 2743
   (ii) Notification 2770
   (iii) Minimum Wages (Central Advisory Board) Rules, 2011 2771
CONTENTS OF VOL. II

50. Motor Transport Workers Act, 1961 2775

51. National Green Tribunal Act, 2010 2792
   National Green Tribunal (Practices and Procedure)
   Rules, 2011 2813

52. Payment of Bonus Act, 1965 2829
   (i) Notification 2871
   (ii) Payment of Bonus Rules, 1975 2872
   (iii) Payment of Bonus (Second Amendment) Act, 1985 2875
   (iv) Payment of Bonus (Amendment) Act, 1985 2876
   (v) Payment of Bonus (Amendment) Ordinance, 1985 2877
   (vi) Payment of Bonus (Amendment) Act, 1995 2877
   (vii) Payment of Bonus (Amendment) Act, 2007 2878

53. Payment of Gratuity Act, 1972 2880
   (i) Payment of Gratuity (Second Amendment) Act, 1984 2907
   (ii) Payment of Gratuity (Central) Rules, 1972 2907

54. Payment of Wages Act, 1936 2933
   (i) Payment of Wages (Procedure) Rules, 1937 2982
   (ii) Payment of Wages (Procedure) Application to
        Scheduled Employments Rules, 1962 2988
   (iii) Payment of Wages (Manner of Recovery of Excess
         Deductions) Rules, 1966 2989
   (iv) Rules Regarding Imposition of Penalties 2989
   (v) Payment of Wages (Air Transport Services)
       Rules, 1968 2991
   (vi) Payment of Wages (Mines) Rules, 1956 3006
   (vii) Payment of Wages (Railways) Rules, 1938 3021
   (viii) Payment of Undisbursed Wages (Air Transport
          Service) Rules, 1988 3035
   (ix) Payment of Undisbursed Wages (Mines) Rules, 1989 3043
   (x) Payment of Wages (Deductions for National Defence
       Fund and Defence Savings Scheme) Rules, 1972 3052
   (xi) Payment of Wages (Nomination) Rules, 2009 3053
<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>55.</td>
<td>Personal Injuries (Compensation Insurance) Act, 1963</td>
</tr>
<tr>
<td></td>
<td>(i) Personal Injuries (Compensation Insurance) Scheme, 1972</td>
</tr>
<tr>
<td></td>
<td>(ii) Personal Injuries (Compensation Insurance) Rules, 1972</td>
</tr>
<tr>
<td></td>
<td>Personal Injuries (Emergency Provisions) Amendment Act, 1971 (Extract)</td>
</tr>
<tr>
<td>57.</td>
<td>Plantations Labour Act, 1951</td>
</tr>
<tr>
<td>58.</td>
<td>Private Security Agencies (Regulation) Act, 2005</td>
</tr>
<tr>
<td></td>
<td>Private Security Agencies Central Model Rules, 2006</td>
</tr>
<tr>
<td>59.</td>
<td>Provident Funds Act, 1925</td>
</tr>
<tr>
<td>60.</td>
<td>Public Liability Insurance Act, 1991</td>
</tr>
<tr>
<td></td>
<td>(i) Notifications</td>
</tr>
<tr>
<td></td>
<td>(ii) Public Liability Insurance Rules, 1991</td>
</tr>
<tr>
<td>61.</td>
<td>Sales Promotion Employees (Conditions of Service) Act, 1976</td>
</tr>
<tr>
<td></td>
<td>Sales Promotion Employees (Conditions of Service) Rules, 1976</td>
</tr>
<tr>
<td>62.</td>
<td>Sick Industrial Companies (Special Provisions) Act, 1985</td>
</tr>
<tr>
<td></td>
<td>Sick Industrial Companies (Special Provisions) Repeal Act, 2003</td>
</tr>
<tr>
<td>63.</td>
<td>Trade Unions Act, 1926</td>
</tr>
<tr>
<td></td>
<td>Central Trade Union Regulations, 1938</td>
</tr>
<tr>
<td>64.</td>
<td>Unorganised Workers’ Social Security Act, 2008</td>
</tr>
<tr>
<td></td>
<td>Unorganised Workers’ Social Security Rules, 2009</td>
</tr>
<tr>
<td>65.</td>
<td>Water (Prevention and Control of Pollution) Act, 1974</td>
</tr>
<tr>
<td></td>
<td>Water (Prevention and Control of Pollution) Rules, 1975</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>66.</td>
<td>Water (Prevention and Control of Pollution) Cess Act, 1977</td>
</tr>
<tr>
<td></td>
<td>Water (Prevention and Control of Pollution) Cess Rules, 1978</td>
</tr>
<tr>
<td></td>
<td>Water (Prevention and Control of Pollution) Cess Rules, 1978</td>
</tr>
<tr>
<td>67.</td>
<td>Weekly Holidays Act, 1942</td>
</tr>
<tr>
<td>68.</td>
<td>Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955</td>
</tr>
<tr>
<td></td>
<td>(i) Working Journalists Wage Board Rules, 1956</td>
</tr>
<tr>
<td></td>
<td>(ii) Working Journalists (Conditions of Service) and Miscellaneous Provisions Rules, 1957</td>
</tr>
<tr>
<td></td>
<td>(iii) Working Journalists and Other Newspaper Employees Tribunal Rules, 1979</td>
</tr>
<tr>
<td>69.</td>
<td>Working Journalists (Fixation of Rates of Wages) Act, 1958</td>
</tr>
<tr>
<td></td>
<td>Working Journalists (Fixation of Rates of Wages) Rules, 1958</td>
</tr>
<tr>
<td>70.</td>
<td>Workmen’s Compensation Act, 1923</td>
</tr>
<tr>
<td></td>
<td>[See under Employees’ Compensation Act, 1923]</td>
</tr>
<tr>
<td></td>
<td>Abbreviations used in the Subject Index</td>
</tr>
<tr>
<td></td>
<td>Subject Index</td>
</tr>
</tbody>
</table>
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For any clarification, please call our service centre at +91-9935096000 and 0522-4033601 or e-mail us at sales@ebc-india.com.

— Publishers
P.L. Malik’s *Industrial Law* is an encyclopaedia of all Central Acts (with State Amendments), Rules, Regulations, Notifications and Orders along with copious caselaw under important sections. Special effort has been made to include caselaw that is relevant to industry today.

This new 24th Edition has been fully updated and all amendments which were passed since the publication of the last edition have been incorporated at the relevant places. The coverage of this publication has been increased by including some more related legislation with their rules.

**New laws added in the 24th Edition are:**

- Minimum Wages (Central Advisory Board) Rules, 2011.
- Provident Funds Act, 1925.

The Subject Index has been comprehensively revised so as to enable the reader reach the desired statutory provisions effortlessly. Table of Cases at the beginning of each volume makes the search of relevant law, quick and convenient. Another novel feature of the book is the inclusion of a CD-ROM containing the various labour law forms which are printable and ready for instant use.

Free Online Web Updates covering all amendments till December 2013 will be available by registering at www.ebcwebstore.com/industriallaw.

The book is a must for the Industry and Industrial houses and their legal departments, the judiciary, labour lawyers and labour advisors, personnel managers, labour commissioners, labour inspectors and students of ICWA, CA, CS.

**Review**

“The managements of industrial undertakings need a compendium which can provide them in one binder all the relevant Acts, Rules etc...We take pleasure in affirming that this book......serves this purpose.” — *Journal of the Institute of Company Secretaries of India*