

## THE INDUSTRIAL EMPLOYMENT (STANDING ORDERS) CENTRAL RULES, 1946<sup>1</sup>

*In exercise of the powers conferred by section 15, read with clause (b) of section 2 of the Industrial Employment (Standing Orders) Act, 1946 (20 of 1946), the Central Government is pleased to make the following rules, the same having been previously published as required by sub-section (1) of the said section 15, namely:—*

1. (1) These rules may be called the Industrial Employment (Standing Orders) Central Rules, 1946.

<sup>2</sup>[(2) They extend to all Union territories, and shall also apply in any State (other than a Union territory) to industrial establishments under the control of the Central Government or a Railway administration or in a major port, mine or oil field.]

2. In these rules, unless there is anything repugnant in the subject or context,—

(a) 'Act' means the Industrial Employment (Standing Orders) Act, 1946 (20 of 1946),

(b) 'Form' means a form set out in Schedule II appended to these Rules.

<sup>3</sup>[2A. In the Schedule to the Act, after item 10, the following additional matters shall be inserted, namely:—

"10A. Additional matters to be provided in Standing Orders relating to all industrial establishments in coal mines—

- (1) Medical aid in case of accident;
- (2) Railway travel facilities;
- (3) Method of filling vacancies;
- (4) Transfers;
- (5) Liability of manager of the establishment or mine;
- (6) Service certificate;
- (7) Exhibition and supply of Standing Orders.

"10B. Additional matters to be provided in the Standing Orders relating to all Industrial Establishments,—

- (1) Service Record—matters relating to service card, token tickets, certification of service, change of residential address of workers and record of age;
- (2) Confirmation;
- (3) Age of retirement;
- (4) Transfer;
- (5) Medical aid in case of accidents;

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1. *Vide* Notification No. LR 11(37), dated 18th December, 1946.

2. Subs. by G.S.R. 208, dated 31st January, 1964.

3. Subs. by G.S.R. 30(E), dated 17th January, 1983.

- (6) Medical examination;
- (7) Secrecy;
- (8) Exclusive service.”]

<sup>1</sup>[3. (1) Save as otherwise provided in sub-rule (2), the Model Standing Orders for the purposes of the Act shall be those set out in Schedule I appended to these rules.

(2) The Model Standing Orders for the purposes of the Act in respect of industrial establishments in coal mines shall be those set out in Schedule IA appended to these rules.]

4. An application for certification of Standing Orders shall be made in Form I.

5. The prescribed particulars of workmen for the purposes of sub-section (3) of section 3 of the Act shall be—

- (1) Total number employed;
- (2) Number of permanent workmen;
- (3) Number of temporary workmen;
- <sup>2</sup>[(3A) Number of casual workmen;]
- (4) Number of badlis or substitutes;
- <sup>3</sup>[\*\*\*]
- (5) Number of probationers;
- (6) Number of apprentices;
- <sup>4</sup>[(6A) Number of fixed term employment workmen in apparel manufacturing sector;]
- (7) Name of the trade union, or trade unions, if any, to which the workmen belong;
- (8) Remarks.

6. As soon as may be after he receives an application under rule 4 in respect of an industrial establishment, the Certifying Officer shall—

- (a) where there is a trade union of the workmen, forward a copy of the draft Standing Orders to the trade union together with a notice in Form II;
- (b) where there is no such trade union, call a meeting of the workmen to elect three representatives, to whom he shall, upon their election, forward a copy of the draft Standing Orders together with a notice in Form II.

7. Standing Orders certified in pursuance of sub-section (3) of section 5 or sub-section (2) of section 6 of the Act shall be authenticated by the signature and seal of office of the Certifying Officer or the appellate authority as the case may be and shall be forwarded by such officer or authority within a week of authentication by registered letter post to the employer and to the trade union, or, as the case may be, the representatives of the workmen elected in pursuance of rule 6.

1. Subs. by G.S.R. 732, dated 12th May, 1971.

2. Ins. by S.R.O. 556, dated 24th February, 1956.

3. Item (4A) omitted by G.S.R. 655(E), dated 10th October, 2007 (w.e.f. 10-10-2007). Earlier it was inserted by G.S.R. 936(E), dated 10th December, 2003 (w.e.f. 10-12-2003). Item (4A), before omission, stood as under:

“(4A) Number of fixed term employment workmen;”.

4. Ins. by G.S.R. 976(E), dated 7th October, 2016 (w.e.f. 7-10-2016).