

CHAPTER XVII

OTHER SOCIAL SERVICES

INTRODUC-
TION

In a welfare State, the Government generally undertakes the implementation of numerous welfare and developmental measures beneficial to the society at large. This section chiefly deals with such measures undertaken in the district by the State Government in the fields of labour welfare, prohibition, advancement of backward classes and tribes, charitable endowments, etc. Details regarding some of these measures are dealt below.

LABOUR
WELFARE

Industrially Boudh-Khondmals is one of the most undeveloped districts of Orissa. It has no large or medium scale industries. The existing industrial units comprise only the small scale and cottage industries. According to the 1961 Census, only 0.1 per cent of the total workers were engaged in manufacturing other than household industry in the district as against 1.1 per cent in the State and 4.2 per cent in the country. Household industries engaged 5.7 per cent of workers as against 6.9 per cent in Orissa and 6.4 per cent in India. The percentage of workers to the total population in the district in 1971 was 35.29. Of the workers the cultivators constituted 55.16 per cent, agricultural labourer 28.95 per cent and other workers 15.89 per cent. Thus the usual labour problems associated with the big and medium scale industries are never found in the district of Boudh-Khondmals.

The working class of this district is economically no better than those in other districts of Orissa. They are seldom organised. There are no factory workers worth the name. The agricultural labourers are predominant and are scattered throughout the district. During the loan period even though they usually engage themselves in other works to supplement their income, they often fail to secure employment throughout the year. These agricultural labourers are, therefore, proverbially poor and remain far below the poverty line. They are also economically exploited by their employers.

To ameliorate the grievances of the labourers and working class people and to safeguard their interest several enactments have been made and are being enforced in the district through government agencies. A list of such Acts and Laws is given in Appendix I.

Administra-
tive
set up

The office of the District Labour Officer was set up at Phulabani in 1965 under the charge of an Assistant Labour Officer. Prior to this, the Labour Laws were being enforced in the district by the District Labour Officer, Ganjam, Berhampur. A separate District Labour Officer has now been appointed for the district and he is assisted by an Assistant Labour Officer and other subordinate staff. The District Labour Officer

functions as an Inspector under the Labour Acts and is chiefly responsible for the efficient administration of the various Labour Acts and Laws. The industrial disputes are very often settled by him through conciliation or adjudication. He is the conciliation officer under the Industrial Disputes Act.

Besides, the Regional Provident Fund Commissioner, Orissa, Bhubaneshwar, enforces the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952, in the district.

The activities of the labour organisation under some of the principal Labour Acts and Laws are described below.

The following are the factories registered under the Factory Act in the district. The approximate number of workers employed in each factory is shown against each. Neither the Government nor the employers seem to have taken any welfare measures for the benefit of the labourers in the district.

Factory Act

Name of the factory	No. of workers
1. The Phulabani Carpentry Industrial Co-operative Society, Ltd., Hatpada, Phulabani.	25
2. Orissa Road Transport Co. Limited, Workshop, Phulabani.	20
3. Shri Hanuman Rice Mills, Purunakatak ..	4
4. Boudh Tannery, Boudh ..	62
5. Regional Co-operative Marketing Society, Boudh	37

Minimum rates of wages are fixed or revised from time to time by the Government in respect of all the scheduled employments under the Minimum Wages Act. All these rates are applicable to the district of Boudh-Khondmals. A list of such employments with the minimum rates of wages is given in Appendix II. This Act is a shield against economic exploitation of the workers and labourers by their employers.

Minimum Wages Act

Under the Trade Union Act no Trade Union in the district has been registered till the end of December, 1977, which may be attributed to the lack of industrial activities in the district.

Trade Union Act

The Shops and Commercial Establishments Act is enforced in the urban areas of the district. The provisions of this Act chiefly regulate the working hours of the employees, provides for weekly holidays and ensure leave with wages. By the end of December, 1977 as many as 27 Shops and 30 commercial establishments were registered under this Act.

Shops and Commercial Establishments Act

The labour disputes which are few and far between are settled mostly through conciliation. The District Labour Officer is the Conciliation Officer under the Industrial Disputes Act. When conciliation between

Industrial Disputes Act

the parties fails the matter is generally referred to the Government for settlement either through the Industrial Tribunal or through adjudication by the Labour Court. In the following table is given a statistical picture of the labour disputes etc., during the period 1975—77.

Year	Complaints		Disputes		Strikes	Lock outs	Total man-days lost
	Reported	Settled	Reported	Settled			
1	2	3	4	5	6	7	8
1975	59	49	5	5	..	..	..
1976	64	5	4	4	..	..	..
1977	100	74	4	4	..	..	..

Workmens' Compensation Act

During the last 5 years no accidents have been reported from the industrial establishments in the district and no compensation has been paid to the employees under the Workmens' Compensation Act. Under this Act the employer is liable to pay compensation, in case of death or accident of the worker during work. The Additional District Magistrate, Phulabani, is the Commissioner in respect of this Act.

The District Labour Officer often undertakes periodical inspection of the industrial concerns with a view to ensure that the provisions of the various Labour Acts are strictly enforced. The following table indicates the number of inspections made by the District Labour Officer and prosecutions booked during the period 1975—77.

Acts	1975		1976		1977		
	No. of inspections	No. of prosecutions	No. of inspections	No. of prosecutions	No. of inspections	No. of prosecutions	
1	2	3	4	5	6	7	
Minimum Wages Act	..	91	34	204	14	470	21
Orissa Shops and Commercial Establishments Act	..	63	15	91	Nil	98	6
Payment of Bonus Act	..	4	..	6	..	25	..
Payment of Wages Act	..	54	..	59	..	77	..
Contract of Labour (R&A) Act	28	..	118	..
Equal Remuneration Act	7	..
Industrial Establishment (W&F) Act	10	..	27	..
Fair Wages Clause	..	12	..	12	..	59	..
Industrial Employment (Standing Order) Act	..	2	..	..	..	2	..
Motor Transport Workers Act	..	5	..	6	..	14	..
Factories Act	..	2	..	..	..	3	..

Establishment of Employment Exchanges with a view to providing information to the employees and employment seekers and imparting vocational guidance to the latter may be regarded as a definite welfare measure for the unemployed labourers. With the above object in view the District Employment Office was started in March, 1960 at Phulabani and later in November, 1973 two sub-offices at Boudh and Baligurha were opened. In addition, a Rural Employment Bureau was also established in February, 1975 at G. Udayagiri.

Employment
Service

The total number of persons registered in the above Employment Exchanges till December, 1977 was 6,191 (Male—5,867, Female 324). During the Calendar year 1977, 347 candidates (Scheduled Castes 89, Scheduled Tribes 89 and other castes 169) were placed in different services.

The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 was extended to six industries in Orissa with effect from September, 1952. So far, 10 Establishments/Factories in Boudh-Khondmals are covered under the Act. Of the total 455 employees of the above firms only 294 enjoy the benefits of the Act.

The Emplo-
yees' Provi-
dent Funds
and Miscella-
neous Provi-
sions Act

The Act is extended to those industries and class of establishments the employment strength and period of manufacture of which exceed certain limitations provided therein. Those employees who have actually worked for 120 days in 6 months or less, or have rendered 6 months continuous service are eligible to avail Provident Fund benefits. Such members are required to contribute 6 per cent or 8 per cent as the case may be, of their total emoluments including cash value of food concessions. A definite percentage of the above contribution relating to those members availing Family Pension is deposited in Family Pension Fund. The employer is also required under the Act to contribute an equal amount of Provident Fund and family pension contribution paid by the employees. Besides, a scheme, namely, Employees' Deposit Linked Insurance Scheme is introduced from the month of August, 1976. Under this scheme an employee need not contribute. The employer is, however, required to deposit at the rate of 0.5 per cent of the total wages of the members under the Provident Fund Scheme. The aim of the scheme is to provide to the family members a lump sum amount from the insurance fund when the member dies while in service.

Non-refundable advances are granted to the members of the Fund for various specific purposes. The final claim of the members are settled on completion of 15 years of membership, or after attaining the age of superannuation, or permanent and total incapacity for work, and in case of retrenchment.

PROHIBITION

Before the creation of the district of Boudh-Khondmals, Baligurha was under the Ganjam district, Khondmals was in Angul district, and Boudh was a separate princely State. Consequently different Excise Acts and Rules were in force in those areas. In 1871, under the Madras Abakari Act, contract distillery system was in vogue in Baligurha and G. Udayagiri Taluks and Minchers Company took its lease till 1884. Probably due to the smuggling of outstill liquor, which largely prevailed during this period, the above system was replaced by outstill system and licences were issued. The number of shops increased at different places of Baligurha and G. Udayagiri Taluks during 1885—92 and fixed rates of licence fees ranging from Rs. 10/- to Rs.30/- for shop were charged. This system continued till 1894 after which the auction sale system was introduced in the entire Baligurha Taluk. Opening of new shops was encouraged with a view to suppress illicit distillation. In 1900 the rights to distill by Khonds and Savaras were withdrawn and shops were increased and extended to remote tracts. Then a policy to reduce the number of shops was taken to have a control over the drinking habits among the aboriginals and non-aboriginals. As a result, gradually many shops were closed in Baligurha and Khondmals and all restrictions on free distillation were withdrawn by the Government. Thereafter the policy of abolishing the shops was steadily followed till 1918, when the excise revenue became nil. The abolition of shops, however, resulted in large scale illicit distillation of liquor. In 1922 G. Udayagiri Taluk was divided into prohibited and non-prohibited areas. The Khonds in former areas were granted permits for the use of liquor during public festivals and for private consumption for a specific period.

In Khondmals, there was too much drinking and indebtedness. At one time the Khonds decided to abandon the use of alcohol, provided, the country spirit shops in Khondmals, then functioning, were closed. Accordingly a report was sent to the Board of Revenue, Bengal, Bihar and Orissa, at Calcutta to agree to co-operate with the local officers to help the tribals and as a result, in order No. 234-T. S. R. of the Government of Bengal, Finance Department, dated the 2nd July 1910, all country spirit shops in the subdivision were abolished experimentally and that co-operation of the Khond Headman was required in reporting and stopping illicit practices. This system has been continuing there and even now there are no licenced shops and prosecution is booked for illicit distillation or for possession and sale of I. D. liquor.

In 1937 when the Bihar and Orissa Excise Act came into force the Khonds and the Savaras were exempted from the provisions of

the Excise Act. They could manufacture and possess country spirit for domestic consumption as well as for ceremonial occasions under a special notification No. 1826-L. S. G., dated the 31st March, 1937.

In the ex-State areas of Boudh the provisions of the Bihar and Orissa Excise Act, 1915, were in force both before and after its merger in 1948.

The excise administration in the district is maintained under the control and guidance of the Collector. On behalf of the Collector the Additional District Magistrate performs all the duties and functions with regard to excise administration. The Superintendent of Excise is directly in charge of the department and is assisted by a number of subordinate staff consisting of Excise Inspectors, Sub-Inspectors and Constables. With the sanction of the post of Superintendent of Excise for the district, the District Excise Office started functioning from 1st April, 1951. The subdivisions of Khondmals and Baligurha are under the supervisory charge of the Inspector of Excise stationed at G. Udayagiri, while the Inspector at Boudh is in charge of Boudh subdivision. The powers and functions of the above-mentioned staff chiefly constitute detection of offences, inspection of shops, collection of revenue, and assessment of public opinion and potentialities for regulating consumption of excisable articles.

Administra-
tive set up

The Bihar and Orissa Excise Act, 1915, Opium Act, 1978, the Opium Law (Amendment) Act, 1957, the Dangerous Drugs Act, 1930, the Orissa Opium Smoking Act, 1947, and the M. & T. P. (Excise duties) Act, 1955 and Molasses Control Order, 1961 with the statutory rules and orders made thereunder are in force in the district. These Laws, except the Opium Smoking Act, chiefly aim at regulating the manufacture, import, export, transport, possession and sale of excisable articles and imposition and collection of revenue thereon. They also embody suitable penal provisions to deal with the offenders. While enforcing the provisions of these Acts due precautions are taken to safeguard the interests of the Khonds of Baligurha and Khondmals subdivisions against exploitation by the Sundhis and illicit traders.

An officer of the excise department, not below the rank of Constable, may arrest, without warrant, any person found committing an offence punishable under the Bihar and Orissa Excise Act, 1915, Opium Smoking Act, 1947 and Dangerous Drugs Act, 1930. Generally mobilisation of staff is made and sometimes public help is resorted to in detection of cases. The excise officers conduct excise cases. The power of investigation and prosecution is vested in officers not below the rank of Sub-Inspector of Excise. Local aid in detection and investigation of offences is usually sought for. But in most cases

the excise officers are denied of any assistance. On the other hand, the village officers and public, when made an witness, are invariably gained over. Although there is legal provision for seeking help from village officials and public, no substantive assistance is really received. The police officers are statutorily obliged to render necessary help and co-operation in detecting offences when requisitioned by the Excise Department.

The excise policies enforced in the three subdivisions are somewhat different from each other. In Boudh subdivision no permit is issued for consumption of liquor or toddy. Licences are, however, granted for manufacture and sale of liquor and for tapping of trees for manufacture of toddy. These licences are issued by the Superintendent of Excise at the time of Excise Settlement for the whole year. Outstill system of supply of liquor is in vogue. There are at present 38 outstill liquor shops with four branches in this subdivision. The limit of possession of outstill liquor is 1.5 litres.

In Baligurha subdivision the Khonds are privileged to manufacture and possess country spirit for their *bona fide* consumption and for use in their social and religious functions.

In Khondmals, as stated earlier, there is no liquor shop. Manufacture and possession of liquor is totally prohibited. The country spirit shops which existed prior to 1910 are no more there. But in reality total prohibition has hardly achieved any success in Khondmals. The chief reasons responsible for its failure are, strong proclivity of the local inhabitants towards liquor and the paucity of excise staff to implement the policy.

The intoxicants generally in use in the district are foreign liquor, made both in India and overseas, outstill liquor, Ganja, Bhang and opium. Limitation of their possession and sale has been fixed by law. The Collector issues licences for manufacture and sale of outstill liquor; retail sale of foreign liquor, Ganja and Bhang with the sanction of Government in Excise Department. These licences ordinarily remain valid for one year. In regard to Mohua flower, however, the Collector himself grants licences for their possession and sale. For different areas, different quantities which one may possess at one time are fixed. The quantity may also vary between the collection season and off season.

The Orissa Rajya Talgud (Palmgur) Samabaya Sangha Ltd., is granted licence for manufacture of Gur and Neera from unfermented Tari. The activities of the Sangha which has been operating since 1965 are confined only to the Phulabani area. The objective of the scheme is chiefly

to promote the prohibition of Tari since it checks illicit tapping to a considerable extent. During 1977-78, 18 villages were covered under the Palmgur Industry, and 2,100 palm trees were tapped by 35 licenced artisans. During the palmgur production season which lasts from October to June, the producers tap date palm trees, extract Neera (sweet palm juice) and manufacture gur out of it. Besides, Neera is also sold to the public through many sale centres.

The activities of this organisation during the years 1973-74 to 1977-78 will be evident from the following table—

Year	Production of Neera and Gur		Total value in rupees
	in litres	in kg.	
1973-74	12,335	..	1,233
1974-75	29,316	1,02,200	1,05,854
1975-76	15,072	39,220	60,488
1976-77	24,950	59,000	93,262
1977-78	17,415	24,500	39,352

Opium smoking is strictly prohibited in the district. During last 5 years not a single case of opium smoking has been reported. But consumption of medicinal opium is regulated according to rules. Like other districts opium prohibition was also enforced in this district under the Opium Act, 1978. Sale of opium through licenced shops was abolished from 1959-60. As complete prohibition was deemed detrimental to the health of old and infirm addicts a fresh programme of re-registration of opium addicts by medical department for the purpose of supplying processed medicinal opium through hospitals and dispensaries was adopted. But this system of supply was later changed. At present the addicts get their quota directly through the excise officers. The registered addict can only possess opium to such limits as is fixed for him. The Chief District Medical Officer, according to the current procedure of fresh registration, examines the applicant and permit is issued by the Collector on former's recommendation. The number of opium addicts was 590 in 1977-78 and their annual quota of medicinal opium was 48 kg. At present opium sales at rupee one for one gram tablet.

Opium
Prohibition

Separate yearwise consumption figures of medicinal opium, Ganja and Bhang in the the district during last 5 years is furnished below.

Year	Consumption in kg.		
	Opium	Ganja	Bhang
1970-71	44·000	323·125	2·275
1971-72	58·260	279·000	2·500
1972-73	40·500	292·500	3·000
1973-74	28·000	184·750	3·250
1974-75	29·250	130·794	2·750

In the above period though the consumption of Bhang tends to fluctuate, figures of both opium and Ganja record a steady decline. But this decline may not improbably be attributed to the influx of contraband articles into the district.

The following table indicates the yearwise figures of offences reported during the years 1970-71 to 1974-75.

Nature of case	Reported during				
	1970-71	1971-72	1972-73	1973-74	1974-75
Illicit distillation of liquor	139	112	61	118	148
Possession of I. D. liquor	145	113	123	121	195
Illicit possession of opium	1	1	..	1	1
Illegal possession of Ganja	1	1	3	2	5
Illegal possession of Bhang	1	..	..	..	1
Cultivation of Hemp Plant	..	3	2	6	23
Tari cases	10	7	14	4	5

The Central Prohibition Committee have recommended recently for introducing complete prohibition in the country in not more than 4 years. The State Government have therefore decided to close 10 to 15 per cent of the least revenue fetching liquor shops during the year 1978-79. Accordingly, 5 of the existing outstill liquor shops in Boudh-Khondmals have been abolished from the 1st April, 1978. Further, the 2nd day of every month and the Thursday of the week are declared dry days when the liquor shops remain closed.

The Scheduled Castes and the Scheduled Tribes constitute nearly sixty per cent of the districts population. The Census of 1971 puts their figures at 18.98 and 40.31 per cent respectively. These people were traditionally backward in every sphere of life. They were illiterate, poor and socially and culturally very undeveloped. Until recently the Kandhas were virtually living in the state of nature. Excepting certain social reforms like the abolition of Meriah sacrifice and female infanticide prevalent among the Kandhas, no systematic efforts were undertaken for their progress in the past. It is only after the formation of the district that the popular Government have been implementing series of schemes and programmes for the all-round development and welfare of these people.

ADVANCE-
MENT OF
BACKWARD
CLASSES AND
TRIBES

With the object of executing various welfare measures planned by the Government at different times for the uplift of the Scheduled Castes and the Scheduled Tribes in the district, the District Welfare Office was started at Phulabani in the year 1949. The District Welfare Officer heads the office and functions under the direct control and supervision of the Collector. He is assisted by three Assistant District Welfare Officers, one attached to the headquarters office at Phulabani, and one each stationed at the subdivisional headquarters at Baligurha and Boudh. Besides, there are 13 Welfare Extension Officers in charge of the 15 Blocks of the district.

The various welfare schemes and programmes undertaken in the district may be broadly classified as, (a) educational and cultural advancement, (b) economic uplift, (c) health and sanitation and (d) social and miscellaneous matters.

A large number of educational institutions of different types have been established especially for the students of the Scheduled Castes and Tribes to spread literacy among them. Until 1978, there were in the district 4 residential Sevashrams, 198 Sevashrams, 5 Ashram schools, and 7 High English schools including 2 for girls. Besides, 17 Chatsalis are also functioning in remote tribal hamlets to impart rudimentary

Educational
and cultural
advancement

education to the tribal children. In the table below is given the number of Scheduled Tribes and Scheduled Castes students on the rolls of different types of schools during the academic session, 1976-77.

Type of Institution	Students on the rolls	
	Scheduled Tribes	Scheduled Castes
Sevashrams	2,517	813
Residential Sevashrams	319	30
Ashram Schools	370	118
High English Schools	946	276

The Sevashrams and the Residential Sevashrams are of primary school standard. Alongwith general curriculum, training in some elementary crafts like spinning, gardening and handicrafts are imparted in these schools. The Ashram schools are residential schools of Middle English standard. Here the tribal boys are brought up with parental care. To make these institutions more homely for the tribal students, music and dancing, which forms an indispensable part of tribal life, have been introduced. The Scheduled Tribes and the Scheduled Castes students of the Sevashrams, Ashram schools and High English schools are provided with boarding, lodging, clothing and medical facilities. They are also supplied with reading and writing materials free of cost. Those studying in Sevashrams and Chatsalis, in addition to free supply of reading and writing materials, are also provided with garments. Many of these institutions are provided with hostels for the accommodation of the Scheduled Tribes and the Scheduled Castes students.

Economic
uplift

The Tribal Development Corporation is functioning in 12 Blocks in Baligurha and Khondmals subdivisions. Twenty-four fair price shops, with the object to provide the tribal people with the essential commodities and to procure from them their forest and agricultural produce at reasonable price, have been established mainly at Grama Panchayat headquarters and tribal concentrated areas. Earlier, these people were being exploited by the unscrupulous traders and money-lenders. Besides, the Tribal Development Corporation also advances short term loans to the tribal people for the improvement of their agriculture by way of purchasing seeds, fertilisers etc.

Due to poverty the Adivasis are unable to preserve food—grains for the lean months of the year and often fall victims to the unscrupulous businessmen and money-lenders for procuring food during the period. To supply them with paddy and ragi on loan at the time of their need 87 Grain Golas have been established in the tribal areas. They have been transferred to the control of the Grama Panchayats for forming co-operative societies and managing them on co-operative basis.

With an object to encourage the Adivasis to take to regular cultivation, 12 Minor Irrigation Projects have been taken up in the tribal areas of the district. Of them 4 projects have been completed which provide irrigation facilities to 35 villages.

In order to wean the tribals away from Podu cultivation which is an uneconomic and harmful practice universally followed by them, a scheme to settle them in regular cultivation has been introduced. Under this scheme 12 colonies have been established where about 217 Scheduled Tribes and Scheduled Castes families have been rehabilitated. They have been provided with land, agricultural implements and other facilities.

During the year 1977-78 nearly 660 hectares of agricultural land have been settled with 597 Scheduled Tribes, 315 Scheduled Castes and 239 other backward class farmers. Over 13 hectares of homestead land have been distributed among 271 Scheduled Tribes, 251 Scheduled Castes and 161 other landless people.

The following medical institutions have been established in the district with a view to provide medical facilities to the members of the Scheduled Tribes and the Scheduled Castes. In these backward areas medical facilities were very meagre. The tribals used to depend on plants and herbs and also on sorcery for treatment of their ailments.

Health and
Sanitation

Sl. No.	Medical Institution	Location	Name of Block
1	Six bedded hospital	.. Kotagarh	Kotagarh
2	Six bedded hospital	.. Belaghar	Tumudibandha
3	Allopathic dispensary	.. Durgapanga	Tumudibandha
4	Mobile Health Unit	.. Baligurha	Baligurha
5	Mobile Health Unit	.. Balandaparha	Phiringia
6	Ayurvedic dispensary	.. Badabaraba	Raikia

Besides, 18 Maternity and Child Welfare Centres and six Family Welfare Centres have been opened in different villages to cater to the needs of these people.

To ameliorate the difficulties faced by the Scheduled Tribes and the Scheduled Castes owing to the scarcity of drinking water, a number of wells, tanks and tube-wells have been provided in the tribal areas.

Social and
Miscellaneous
matters

Various legislative measures are being taken to safeguard the interests of the weaker section of the society and to offer them adequate protection against exploitation. In public services as well as in various other establishments their representation has been statutorily reserved. Financial and other concessions like relaxation of age limit, reduction in examination fees etc. are also extended to the Scheduled Tribes and the Scheduled Castes candidates in the field of employment. Their representation to the Grama Panchayat, State Legislative Assembly and to the Parliament is also fixed on the basis of their population.

In addition to the measures undertaken by the Tribal & Rural Welfare Department*, large sums of money are also being expended through other Departments of the Government for executing different schemes for the well-being of the Scheduled Tribes and the Scheduled Castes population of the district.

* Renamed as Harijan and Tribal Welfare Department.

APPENDIX I

Labour Acts and Laws in force in Boudh-Khondmals

1. Industrial Disputes Act, 1947
2. Orissa Industrial Disputes Rules, 1959
3. Industrial Employment (Standing Orders) Acts, 1946
4. The Orissa Industrial Employment (Standing Orders) Rules, 1946
5. The Trade Union Act, 1926
6. The Orissa Trade Union Regulations, 1941
7. The Minimum Wages Act, 1948
8. The Orissa Minimum Wages Rules, 1954
9. The Orissa Shops and Commercial Establishment Act, 1956
10. The Orissa Shops and Commercial Establishment Rules, 1958
11. The Payment of Bonus Act, 1965
12. The Employment Children Act, 1938
13. The Orissa P. W. D./Electricity Department Contractors Labour Regulations.
14. The Payment of Wages Act, 1936
15. The Orissa Payment of Wages Rules, 1936
16. The Maternity Benefit Act, 1961
17. The Orissa Maternity Benefit Rules, 1966
18. The Working Journalists (Condition of Service) and Miscellaneous Provisions Act, 1955
19. The Motor Transport Workers Act, 1961
20. The Orissa Motor Transport Workers Rules, 1966
21. The Factories Act, 1948
22. The Orissa Factories Rules, 1950
23. The Workmen's Compensation Act, 1923

24. The Workmen's Compensation Rules, 1924
25. Bidi & Cigar Workers (Condition of Employment) Act, 1966
26. The Orissa Bidi and Cigar Workers (Condition of Employment) Rules, 1969
27. The Orissa Industrial Housing Act, 1966
28. The Orissa Industrial Housing Rules, 1969
29. The Indian Boilers Act, 1923
30. The Indian Boilers Regulations, 1950
31. The Orissa Boilers Rules, 1971
32. The Orissa Boilers Attendant Rules, 1956
33. The Inland Steam Vessels Act, 1917
34. The Orissa Inland Steam Vessels Rules, 1955
35. The Orissa Industrial Establishment (National & Festival) Holidays Act, 1969
36. The Orissa Industrial Estt. (National & Festival) Holidays Rules, 1972
37. The Contract Labour (Regulation & Abolition) Act, 1970
38. The Orissa Contract Labour (Regulation & Abolition) Rules, 1975
39. The Payment of Gratuity Act, 1972
40. The Orissa Payment of Gratuity Rules, 1974
41. The Orissa Welfare Officers (Recruitment and Condition of Service) Rules, 1970
42. Orissa Dadan Labour (Control & Regulation) Act, 1975
43. Orissa Dadan Labour (Control & Regulation) Rules, 1975
44. Equal Remuneration Act, 1976
45. Sales Promotion Employees (Condition and Service) Act, 1976
46. Sales Promotion Employees (Condition and Service) Rules, 1976
47. The Payment of Bonus (Amendment) Ordinance, 1977

APPENDIX II

Minimum Rates of Wages Fixed for different employment*

Name of the Employment	Minimum rates of wages in rupees	Period per day or month
I	2	3
1. Agriculture ..	4·00	Per day
2. Bidi and Tobacco ..	4·00	Per day
3. Oil Mill ..	5·00	Per day
4. Rice Mill, Flour Mill and Dal Mill	2·25	
5. Roads and Buildings Operation	4·00	Per day
6. Stone breaking and Stone crushing	4·00	Per day
7. Public Motor Transport ..	200·00	Per month
8. Private Road Transport ..	200·00	Per month
9. Salt Pans ..	4·50	Per day
10. Kendu Leaf collection ..	4·00	Per day
11. Printing Press ..	5·00	Per day
12. Distillery ..	5·00	Per day
13. Timber Trading including felling, sawing	5·00	Per day
14. Bamboo forest establishment ..	5·00	Per day
15. Hotel, Eating houses and Restaurants	90·00 or 3·00	Per month Per day
16. Shops and Commercial Estt. ..	90·00 or 3·00	Per month Per day
17. Cinema ..	90·00 or 3·00	Per month Per day
18. Metal Industry ..	5·00	Per day
19. Irrigation Projects, Dam, Embankments, Well and Tanks.	4·00	Per day

* Likely to be revised shortly