

## CHAPTER - 4

### RULES, REGULATIONS, INSTRUCTIONS, MANUAL AND RECORDS FOR DISCHARGING FUNCTIONS

The Labour Laws Administration Wing and Factories Inspectorate Wing are dealing with the implementation of various Labour Laws. Most of the Acts, Rules and Regulations are enacted by the Parliament and have been adopted in this Union Territory. However, the following major Acts and Rules have been framed by this Union Territory Administration.

1. The Pondicherry Shops and Establishments Act, 1964.
2. The Pondicherry Catering Establishment Act, 1964.
3. The Pondicherry Industrial Establishment (National and Festival Holidays) Act, 1964.
4. The Pondicherry Shops and Establishments Rules, 1964.
5. The Pondicherry Catering Establishment Rules, 1964.
6. The Pondicherry Industrial Establishment (National and Festival Holidays) Rules, 1964.
7. The Pondicherry Factories Rules, 1964.
8. The Pondicherry Contract Labour (Regulation and Abolition), Rules, 1973.
9. The Pondicherry Payment of Gratuity Rules.
10. The Pondicherry Payment of Wages, Rules, 1964.
11. The Pondicherry Trade Union Regulations.
12. The Pondicherry Building and Other Construction Workers (Conditions of Service) Rules, 2001.
13. The Pondicherry Child Labour (Prohibition & Regulation) Rules.
14. The Pondicherry Workmen's Compensation Rules, 1993.

These Acts and Rules can be obtained from Govt. Press, Puducherry. However, the Pondicherry Factories Rules can be obtained from the O/o. the Chief Inspector of Factories and Boilers, I Floor, Labour Department Complex, Vazhudavour Road, Gandhi Nagar, Puducherry on payment of Rs. 85/-.

In so far as Employment Exchange is concerned, it enforces the Central Enactment Employment Exchange Compulsory (Notification of Vacancies), Act, 1976. However, there is a manual to regulate the functions of the Employment Exchanges viz. National Employment Service Manual which has been designed by the Directorate General of Employment & Training, New Delhi. The copy of the manual can be had from the Central Institute for Research and Training in Employment Services, Directorate General of Employment & Training, Ministry of Labour and Rehabilitation, Pusa, New Delhi. The Special Employment Exchange for Physically Handicapped offer assistance to persons with disabilities in the matter of employment.

In so far as Training Wing is concerned, the Apprenticeship Training Scheme is implemented in accordance with Apprentice Act, 1961 and Apprenticeship Training manual. The manual can be had from National Instructional Media Institute P.O. No.3142, CTI Campus, 76 GST Road, Guindy, Chennai - 32 and available in bookstalls also. The Craftsmen Training Scheme is governed by a training manual for Industrial Training Institutes and Centers issued by DGE&T, New Delhi.

The Pondicherry Unorganised Labourers' Welfare Society is governed by Memorandum of Association which gives the name, address, areas of operation, aims and objectives, functions of the Society and details of members of the Governing Body and Executive Committee. The rules and regulations have also been framed for carrying out the day to-day affairs of the Society. The copy of the same can be obtained from the O/o. the Pondicherry Unorganised Labourers' Welfare Society, Puducherry.