

CHAPTER XVII

OTHER SOCIAL SERVICES

To provide various social services to its citizens have become one of the pivotal tasks of every welfare State. India, being a welfare State, is no exception to it. Since Independence, the principles of social welfare have been embodied in the Constitution of India. For the implementation of these principles Government undertakes various programmes/schemes throughout the country. This chapter deals with some of the minor social services like labour welfare, prohibition, advancement of backward classes and charitable endowments. In Kendujhar district there are no such charitable endowment as in other districts. Brief accounts relating to the other services are furnished below.

INTRODUC-
TION

Labourers in the district are mostly from the Adivasi community. They are spread over industrial sectors like manufacturing units, mines, small-scale industries, industrial establishments, construction projects and agriculture. Standard of living of the skilled and semi-skilled employees in large scale organised industries is better than the unorganised labourers who are mostly employed in agriculture and construction projects. Despite several minor and major developmental works undertaken in this district, the economic condition of the workers has not improved due to the fact that this district suffers from surplus manpower.

LABOUR
WELFARE

The District Labour Office at Kendujhar was established prior to 1965. Various welfare measures have been introduced in the district for the welfare of labourers under labour laws by Government agencies, both at the Central and the State level. At present the Labour Office at Kendujhar consists of one District Labour Officer and one Assistant District Labour Officer. They implement various labour laws in the district. They have been declared as Inspectors under various labour acts and also act as Conciliation Officers to deal with industrial disputes under the provisions of the Industrial Disputes Act. They are to inspect the factories and establishments and ensure relief to the labourers under labour laws.

Admini-
strative
set up

Various labour laws which are in force in the district are 47 in number having their specified meaning and objective. A list of such Acts are given in Appendix-I. These laws aim at protecting the labourers against exploitation and create an atmosphere of good-will and understanding between the employees and the employers. Regular inspection of the factories are conducted in order to ensure strict implementation of the provisions of the Act.

Labour
laws

In the following factories in the district labour laws have been enforced and the workers are getting the benefit.

	Employees
Grama Panchayat Oil Industries, Jhumpura, Kendujhar	11
Mukundapur Patna Panchayat Saw Mill ..	15
Government Press, Kendujhar ..	27
Kalinga Iron Works, Matkambada ..	591
Sakti Saw Mill, Barbil ..	6
Satya Narayan Saw Mill, Anandapur ..	5
Hussain Saw Mill, Barbil ..	5
Rama Sagar Singh Rama Janan Singh Saw Mill, Barbil	5
Tarini Saw Mill, Kendujhar ..	5
Modern Cement Tile Works, Kendujhar ..	17
Ferro Manganese Plant, Joda ..	327
Utkal Automobile Private Limited ..	10
Multiple Engineering Works, Kendujhar ..	16
Rohatak Engineering Works, Barbil ..	5

Labour disputes

The Labour disputes are categorised as statutory disputes and non-statutory disputes. The statutory disputes arise when a particular labour law is violated and the workmen lose any benefit assured under it. Such disputes are dealt with and finalised in accordance with the procedure laid down under concerned statutes. The non-statutory disputes relate to the terms of employment and conditions of service which are Industrial disputes.

The Industrial disputes between the employees and the employer are generally reconciled by the conciliation machinery constituted of the District Labour Officer and the Assistant District Labour Officer.

The following table gives the number of labour complaints, disputes etc., reported and disposed of during the years 1976, 1977 and 1978.

Year	No. of Complaints		No. of disputes		No. of		Total
	Reported	Settled	Reported	Settled	Strikes	Lockouts	
1	2	3	4	5	6	7	8
1976	165	76	3	1	Nil	Nil	Nil
1977	244	164	4	3	Nil	Nil	Nil
1978	266	135	13	3	2	Nil	5,900

It is obligatory for all the factories to get themselves registered under the factories Act. The Labour Officers, Factory Managers and staff, and Trade Union workers get their course of training as provided under the administration of the factories labour laws.

Factories Act

To protect the interest of the labourers the State Government have fixed minimum wages for different categories of labourers. The Minimum Wages Act, 1948, ensures timely payment of wages to the workers. As the Kendujhar district suffers from surplus man power it is natural that the workers offer to work with low wages. This Act protects the labourers from exploitation. The Inspectors are appointed to inspect cases and file prosecutions for the contravention of the provisions of the Act.

Minimum
Wages Act

Minimum wages for different employments in the district are given in the Appendix II.

Under the Trade Union Act the Industrial Workers are given freedom to organise labour unions. Through this organisation they can demand various facilities like increase of wages, provision of quarters etc. for themselves. No Government grant is given to them to organise unions. In Kendujhar district there are 22 registered Trade Unions.

The Trade
Union Act

The scheme of social security as provided in the Employees' State Insurance Act was introduced for the first time in the Industrial complex of Barbil on 10-5-1964. The benefit provisions under the scheme were initially extended to 1,200 employees of the factories situated in the locality and thereafter the same were extended to the dependant family members of the employees. The total beneficiaries under the scheme were about 3,600 in 1964 and the same had gone up to 6,000 in 1978.

Social Security of
Labourers

The Employees' State Insurance Scheme ensures to the Industrial employees not only free medical treatment, but also provides cash benefits. Medical benefits include free supply of drugs, dressing services, hospitalisation including supply of hearing aids, spectacles, hand driven tricycles and wheel chairs and other surgical appliances in deserving cases.

Employees'
State Insurance
Act

Cash benefits mean compensation to the workers, which include loss on wages on account of sickness, temporary or permanent disablement due to physical injury during work. Compensation is also given to the dependants of an employee who succumbs to employment injury. Maternity benefit and funeral benefit are given to the workers under this scheme. A dispensary has been set up at Barbil under the Employees' State Insurance scheme which works round the clock for the benefit of the employees and their family members.

**Provident
Fund Act**

There are at present as many as 121 establishments/factories in the district covered under Employees' Provident Funds and Miscellaneous Provident Funds Act. Since its introduction in 1952, out of 18, 700 employees working in the above establishments/factories only 14, 322 are getting the benefits.

Every employee who is in six months continuous service is eligible to get Provident Fund benefits. The Provident Fund contributors are required to contribute 6.25% or 8% of their total wages including dearness allowances towards Provident Fund. Family Pension Fund was introduced in this district from the 1st March 1971. The employee is required to contribute equal amount of Provident Fund and Family pension. Another social security scheme, viz., Insurance has been introduced from August 1976. Under this scheme only the employer is required to deposit 0.5% of the total wages by which the family members of the employee will get a lumpsum amount from the insurance fund in case of the employee's, death while in service. Some advances are also admissible to the members out of the fund under existing provisions of the scheme for the purposes of purchasing a house or to construct a house, illness of the member of the family, daughter's marriage, for higher studies of the children, and damages to movable and immovable property due to natural calamities.

The final claim of the members are settled and the amount standing to the credit of the members is paid to them in full with compound interest on completion of 15 years of membership, or after attaining the age of 55 years, or permanent and total incapacity to work, or in case of retrenchment.

**Workmen's
compensation
Act**

Under this Act the employer is bound to give compensation to the workmen who meet accident in course of employment. The Additional District Magistrate or the District Magistrate is declared as Commissioner under this Act. They conduct all the compensation cases.

**Labour
Welfare
Centres**

There is no voluntary Labour Welfare Centre functioning in this district. The safety, health and sanitation measures as prescribed under the factories Act are provided by the factories.

There is one multipurpose Labour Welfare Centre functioning at Matkambeda to improve the social and economic conditions of the workers. The functions of the Centre are:

- (a) education of the children,
- (b) adult education,
- (c) games and sports,
- (d) cultural activities, and
- (e) sewing and needle work training for the ladies.

The welfare centre is administered by one organiser and one instructress.

The Iron-Ore Cell Commission under the Central Government provides welfare amenities to the workers engaged in the Iron-Ore mines and other mines. Certain large scale industries like the Kalinga Iron Works and the Ferro Manganese Plant have provided clubs and recreation centres for the workers.

Twenty-four industrial tenements have been constructed under the subsidised industrial housing scheme at two different places, i.e., Joda and Barbil to provide housing facility to the workers. These houses have been constructed by the Labour Department. Apart from this, the management of the Ferro Manganese Plant, Joda; and the Kalinga Iron Works, Matkambada, have constructed sufficient number of houses for their workers.

Housing
Scheme

The employment service started in the district of Kendujhar in 1957. The first Employment Exchange was opened at Champua in the premises of the Mahatab High School. This Exchange was later shifted from Champua to Joda, and finally to Kendujhar on the 11th April 1961.

Employment
Service

The District Employment Exchange is situated at the district headquarters of Kendujhar. There are 3 Employment Sub-offices and one Employment Bureau functioning in the district under the administrative control of the District Employment Exchange, Kendujhar. The total number of applicants waiting for employment up to the 31st October 1978 were 16, 106 of which 14,931 were male, and 1,175 female.

The Old age Pension Scheme was started in the 1st April 1975. 1,855 persons have been sanctioned old-age pension in the district since the inception of the scheme up to the 31st January 1979. Out of these pensioners, 167 are now reported to be dead and the present number of such pension holders is 1,688. The amount of pension payable to each old-age pensioner which was Rs. 25 per month increased to Rs. 40 per month with effect from 1st June 1980.

Old age
Pension
Rules

The number of freedom fighters receiving pension in the district is 29 in 1979.

Freedom
Fighters
Pension
PROHIBITION

Prohibition is one of the important aspects of social services. It aims at restraining the people from alcoholic drinks and drugs. Prohibition has not been enforced in this district. Most of the population of the district are Juangs and Bhuyans. They use liquor not only as a part of habit, but also in ceremonial occasions like religious festivals and marriage. This district was under outstill system during the Ex-Ruler's time which was replaced by distillery system from 3rd April 1977. The Bihar and Orissa Excise Act II is still in force.

The administration of Excise Department and the collection of excise revenue are conducted through an administrative machinery. The Collector is the head of the Excise Department in the district subject to the general control of the Excise Commissioner. He is assisted by the Excise Superintendent of the district and other excise staff. The main functions of the Excise Department are to guard the leakage of excise revenue and to check the infringement of the excise provisions.

The field staff of the Excise Department of the district consists of 3 Excise Inspectors, 9 Sub-Inspectors of Excise, 5 Assistant Sub-Inspectors and 38 Excise constables. The ministerial staff consists of one Head Clerk, one Upper Division Clerk and 4 Lower Division Clerks. The main functions of these officers are to detect the offenders of the excise and opium laws and to collect excise revenue.

The Inspectors of Excise are chiefly responsible for the collection of excise revenue. They are to inspect all excise shops and to supervise the work of the Sub-Inspectors of Excise in their respective Ranges. They are also responsible to check excise crimes. In addition to these, Excise Inspectors also check the crimes relating to the control of Mahua flowers and inspect all the godowns of Mahua flower in Kendujhar district.

The Sub-Inspectors of Excise are responsible for the collection of excise revenue and to detect excise cases with the help of mobile staff and to supervise the working of excise shops. In addition to this, the Sub-Inspectors are also in-charge of Ganja and Bhanga Golas in the district.

The Excise Acts which are in force in this district are the Bihar and Orissa Excise Act, 1915; the Opium Act, 1978; the Opium laws Act, 1957; the Dangerous Drugs Act, 1930; the Orissa Opium Smoking Act; the Medicinal and Toilet Preparations Act, 1955; the Orissa Excise Rules, 1970, etc. The Orissa Excise (Mahua flowers) Rules, 1976 is also in force in this district. All these Acts aim at preventing people from all kinds of alcoholic drinks and drugs which are not only injurious to health, but also morally and socially harmful.

The excise officers after collecting information about the excise crimes verify their authenticity and search houses, places and persons, as the case may be; and in certain cases they also seize the contraband articles. They may arrest the accused and send them to the court of law for trial.

Country spirit, Tari, Pachwai, Ganja, Bhang, medicinal opium, denatured spirit and foreign liquor are in use in this district. Limit of possession and sale of the above excisable goods are as follows.

i. Country spirit	.. 1.5 litres
ii. Tari	.. 3.0 litres
iii. Foreign liquor	.. 1.5 litres
iv. Beer	.. 3 litres
v. Pachwai	.. 7 kg. diluted ; 18 kg. undiluted
vi. Ganja	.. 120 grams
vii. Bhang	.. 120 grams
viii. Denatured spirit	.. 4 litres
ix. Medicinal opium	.. 10 litres

Due to inadequacy of staff in the district occasionally difficulties arise for the strict implementation of the prohibition Acts. The district is under the distillery system of liquor supply since 1977-78. Since the price of distillery liquor with molasses base is very high, the tribal people who were so long accustomed to drink outstill liquor with Mohua base go in for illicit distillation in mass scale to produce cheap liquor. Smuggling of cheap illicit distilled liquor from Bihar border has also been a problem for the District. Majority of the people in the district are illiterate. No step has been taken so far to educate the people regarding the evils of drink and drugs. Co-ordination meeting between the excise and the police officers are being held regularly at the district headquarters for successful implementation of the prohibition programme.

As a measure towards prohibition 48 liquor shops; and country spirit, Tari and Pachwai shops have been abolished in the district since 1974-75. Instructions for the closure of the liquor shops on every second day of the month and on every Thursday have been issued and frequent checks of the shops by the district excise staff are also made. Sale of spirit of intoxicating drugs by the licensed vender to any person under the age of twenty-one years has been restricted as per Law Department Notification No. 18255, dated the 13th October 1976. Prohibition of advertisement by way of printing, publishing in newspapers, news sheets, books, booklets, etc. for the use of any intoxicant in order to encourage and incite public has been strictly enforced. The Orissa Prohibition Act, 1956 was not in force in this district. Adequate steps are now being taken for successful implementation of the prohibition programme.

Opium
Prohibition

Opium prohibition scheme was introduced in the State of Orissa from 1st April 1959, and accordingly all the licensed opium shops were closed. But the supply of medicinal opium was made on permit-cum-card system enumerating the addicts on the recommendation of qualified doctors. The addicts were supplied with their requirement of medicinal opium through departmental sale centres maintained either by the doctor of a hospital or a Sub-Inspector of Excise. There were 10 such sale centres in the district of Kendujhar viz., Kendujhar, Barbil, Patana, Anandapur, Soso, Champua, Telkoi, Ghatagan, Harichandanpur and Barapada, the first five being managed by medical officers and the rest by Sub-Inspectors of Excise. Prior to the implementation of the prohibition scheme the number of opium-addicts in the district was 1937, but with the introduction of the opium de-addiction scheme their number has considerably decreased. At present the number of registered opium-addicts in the district is 151 and their monthly quota is about kg. 2.046 grams. Medicinal opium is supplied to the registered addicts at the rate of Re. 1.00 per one-gram tablet. Fresh registration of new opium-addicts is being discouraged.

The year-wise consumption figure of opium, Ganja and Bhang in the district are furnished below.

Year		Opium Kg.	Ganja Kg.	Bhang Kg.
1970-71	..	51.310	657.700	4.625
1971-72	..	47.279	554.500	10.000
1972-73	..	38.240	509.750	12.000
1973-74	..	36.503	489.050	11.000
1974-75	..	33.750	315.800	13.500

The present rate of medicinal opium is one rupee only per one tablet of one gram.

The year-wise figures of offences reported are furnished below.

Year of detection		Opium	Ganja and Bhang	Other cases i. e., Out- still, Tari, Pachwai
1970-71	..	4	12	145
1971-72	..	4	14	313
1972-73	..	2	12	409
1973-74	..	..	8	435
1974-75	..	..	3	506

ADVANCE-
MENT OF
BACKWARD
CLASSES AND
TRIBES

Kendujhar district is one of backward districts of Orissa. According to the 1981 Census the total population of the district is 11,14,622 out of which the Scheduled Castes and the Scheduled Tribes population are

1,24,379 and 4,99,567 respectively. The total of the Scheduled Tribes and Scheduled Castes population is 6,23,946 which comes to about 56 per cent of the total population. Paudi Bhuyan and Juang are the primitive tribes who are living in hilly areas of the Kendujhar and Champua subdivisions. Most of the Scheduled Tribes and Scheduled Castes people are backward economically, socially and educationally.

During pre-merger period the ex-State Government had not done much for improvement of education among the Scheduled Castes and Scheduled Tribes people. After independence the Government of Orissa have taken vigorous steps for all round development of the Scheduled Castes and Scheduled Tribes. To promote their education new schools have been established by the Education Department in the Scheduled Castes and Scheduled Tribes area. As most of the Scheduled Castes and Scheduled Tribes are economically backward and below the poverty line they are unable to send their children to schools. So the Government have established residential schools to facilitate their studies. There are 7 such Residential Boys' High Schools, 2 Girls' High Schools, 4 Ashram Schools, one Kanyashram (M. E. standard), 4 Residential Sevashrams (U. P. standard) and 52 non-Residential Sevashrams (Primary level) run by the Harijan and Tribal Welfare Department functioning in this district. Now, (1984-85) 735 Scheduled Castes and 2,582 Scheduled Tribes students are prosecuting their studies in these schools. The Government bear their expenses of boarding and lodging. Besides this, the Scheduled Castes and Scheduled Tribes students reading in the M. E. and High Schools of the Education Department are being given pre-matric scholarships and the Scheduled Castes and Scheduled Tribes students reading in the primary schools are supplied with text books on free of cost every year. As it was experienced that the drop out of Scheduled Castes and Scheduled Tribes students are more in the primary level, the Government of Orissa have decided to open one low cost hostel in each Grama Panchayat area with accommodation of 50 poor Scheduled Castes and Scheduled Tribes students. Accordingly 23 nos. of hostels are functioning at present in the district and 104 Scheduled Castes and 1,044 Scheduled Tribes students are residing there. The Government bear all the expenses of fooding and lodging of the students.

Educational
Advance-
ment

To improve the economic condition of the population of the district which mostly constitute the Adivasis and other backward classes the Government have been implementing various welfare measures. These measures are chiefly meant to protect the Adivasis from the exploitation of the local-money-lenders, to provide agricultural aid and to stop the evil of podu cultivation, to improve their living condition and to acquaint them with the modes of modern life.

ECONOMIC
UPLIFT

Abject poverty compelled the Adivasis to incur loans from the local money-lenders at exorbitant rate of interest and often they lost their land to the money-lenders for default of payment. Government have provided free legal aid to the Scheduled Castes and the Scheduled Tribes people to protect them from the clutches of the unscrupulous money-lenders. During the period from 1974-75 to 1978-79, a sum of Rs. 5,800 was sanctioned as legal aid to the Scheduled Tribes and 77 persons were benefited by it. Similarly a sum of Rs. 2,400 was sanctioned during the years 1974-75 and 1975-76 and 8 Scheduled Castes people were benefited by it. The graingolas functioning under the Grama Panchayats provide loan to the Adivasis and other persons at the time of their need.

Agriculture is the main occupation of the Adivasis of the district, but due to extreme poverty they often take to *podu* cultivation which is extremely harmful. To stop this harmful practice the Adivasis are now given various agricultural aids and loans. Some minor irrigation projects and digging of tanks and wells have now been undertaken in the tribal areas. Government also makes grants for land improvement and under this scheme 16 Scheduled Castes families were benefited in 1974-75.

During the year 1973-74, a sum of Rs. 78,000 was sanctioned for the construction of 39 houses in the Jayanti villages of the district under Central plan. Thirty-six Scheduled Castes families have been benefited by this scheme. Similarly in 1974-75 six houses were constructed for the Scheduled Tribes people in Banspal block. These Scheduled Castes and the Scheduled Tribes people have been provided with bullocks, seeds, agricultural implements and irrigation facilities like wells and tanks. One gun was also supplied to the Champei colony for protection against wild animals.

HEALTH AND SANITATION

The general hygienic condition of the areas inhabited by the Scheduled Castes and the Scheduled Tribes people is unsatisfactory. Use of polluted water often exposes them to various diseases. For the supply of drinking water 48 wells and 1 tank have so far been constructed in the tribal areas of the district.

The Adivasis are usually accustomed to herbal medicines, magic and sorcery for the cure of disease. Steps have been taken to provide them with modern scientific methods of treatment. One 12 bedded hospital at Barbil, one 6 bedded hospital at Uklunda; and two Ayurvedic dispensaries, one each at Nayakote and Chamakpur have been established mainly for the benefit of the Scheduled Castes and the Scheduled Tribes people. Two Mobile Health Units, one each at Raidihi and Kanjipani are also functioning.

The Tribal Development Agency project was sanctioned by the Government of India from 1st July 1974 with an outlay of Rs.1.50 crores. The project area comprised three Community Development Blocks of Banspal, Telkoi and Harichandanpur with a population of 1.70 lakhs (1971 Census) of which 1.04 constituted the tribals. The project operated till 30th June 1979. There was a total grant-in-aid of Rs. 1.38 crores for this project which during the period of its operation was utilised under the programmes given below.

OTHER
WELFARE
MEASURES
Tribal Deve-
lopment
Agency

- | | |
|-------------------------------|----------------------------|
| 1. Agriculture | 7. Communication |
| 2. Horticulture | 8. Co-operation |
| 3. Reclamation of waste-lands | 9. Rural Industries |
| 4. Irrigation | 10. Training and Publicity |
| 5. Animal husbandry | 11. Administration |
| 6. Afforestation | |

The economic programmes of the Tribal Development Agency were directed towards ensuring immediate boost to the agricultural and horticultural production in tribal areas, for improving the economic condition of the landless among the tribals by providing them with land and input, for reorganisation of the co-operatives and marketing structure, construction of arterial roads and for providing employment and increased income to the tribals through animal keeping, and agro and forest based cottage industries. The programmes of the Project were family based as well as area based. The family based programmes included land reclamation, land development and soil conservation measures, supply of agricultural implements, inputs, agricultural demonstrations on various cropping patterns. The area based programmes included construction of arterial roads, minor irrigation projects, lift irrigation points, horticultural plantations, afforestation, etc.

The impact created in the area by the Tribal Development Agency required constant follow up action and redressing of shortcomings and pit falls. The merger of the project with the ITDP and reconstitution of the same into Integrated Tribal Development Agency was to keep the process of tribal development continued. With this in view the Tribal Development Agency was closed on 30th June 1979 and the concept of Integrated Tribal Development Agency came into force with effect from the 1st July 1979.

Integrated
Tribal
Development
Agency

The Integrated Tribal Development Agency took over the assets and liabilities of the Tribal Development Agency. This is a registered body under the Societies Registration Act of 1860.

Like the Tribal Development Agency the Integrated Tribal Development Agency has two sets of programmes, one for economic development of the Scheduled Tribes and the Scheduled Castes families and the second for the infrastructure development.

The project level committee headed by the District Collector formulates the Annual Action plan of the Agency. The Block Development Officers play an important role in the execution of infrastructure development works. Integrated Tribal Development Agency funds are utilised in giving priority to the local needs on the following items—

1. Small irrigation works, including renovation of tanks and small lift irrigation points.
2. Repair of Primary school buildings.
3. Small cross drainage works to make the rural roads all-weather.
4. Development of nurseries for taking up plantation works.

Educating the Tribal children is an important programme to which I. T. D. A. also contributes. As per the principles set by the Government the low cost hostels are being provided to the Grama Panchayat at the rate of one each. There are 87 Grama Panchayats in the Integrated Tribal Development Agency area. 50 Tribal children are admitted to each of the low cost hostels where education up to primary standard is imparted to them. The Government meets all the expenses of the tribal children admitted to the low cost hostels.

Integrated Tribal Development Agency took care of both the Scheduled Tribes and the Scheduled Castes families. The Agency is also implementing certain specific programmes like sericulture, horticulture and soil conservation for which specific allotment of funds is being communicated by the Government from time to time. During 1984-85 the I. T. D. A. received specific allotment of Rs. 2.00 lakhs for providing basic amenities in the Scheduled Castes/Scheduled Tribes areas of the Kendujhargarh Municipality. The I. T. D. A. also received a sanction of Rs. 1.50 lakhs for Minor Irrigation (dug-wells and pump sets) programme in Kendujhar. The I. T. D. A. also received funds for pre-coaching Training for the Scheduled Castes/Scheduled Tribes students for various competitive examinations. All the Community Development Blocks of Kendujhar and Champua subdivisions are covered by the Integrated Tribal Development Agency.

At present two MADA pockets are functioning in Hatadihi and Anandapur Blocks area for the benefit of the Scheduled Castes and the Scheduled Tribes. The Block Development Officers of Hatadihi and Anandapur are in charge of implementing the scheme. One Additional Welfare Extension Officer has been posted to each Block to assist the Block Development Officer. The Subdivisional Officer, Anandapur, is functioning as the Chairman of the Governing body of the MADA programme.

Modified
Area Development
Agency
Programme

To look after the special needs of 20 Juang villages of Banspal Grama Panchayats, a project called 'Juang Development Agency' is also functioning with funds allotted by the Government of India.

Juang
Development
Agency

Tribals are also being benefited by Integrated Rural Development Programme, Twenty-Point Programme, National Rural Employment Programme, Rural Landless Employment Guarantee Programme, etc., details of which find mention in Chapter IX 'Economic Trends'.

APPENDIX I**Labour Acts and Laws in force in Kendujhar**

1. Industrial Disputes Act, 1947
2. Orissa Industrial Dispute Rules, 1959
3. Industrial Employment (Standing Orders) Act, 1946
4. The Orissa Industrial Employment (Standing Orders) Rules, 1946
5. The Trade Union Act, 1926
6. The Minimum Wages Act, 1948
7. The Orissa Trade Union Regulations, 1941
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 of Children Act, 1938
13. The Orissa P. W. D. and 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
18. The Working Journalists (Condition of Services) 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 Workers Compensation Act, 1923
24. The Workers Compensation Rules, 1924
25. The Bidi and Cigar Workers (Conditions of Employment) Act, 1966
26. The Orissa Bidi and Cigar Workers (Conditions of Employment) Rules, 1969

27. The Orissa Industrial Housing Act, 1966
28. The Orissa Industrial Housing Rules, 1969
29. 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 Indian Steam Vessels Act, 1917
34. The Orissa Inland Steam Vessels Rules, 1955
35. The Orissa Industrial Establishment (National and Festival)
36. The Orissa Industrial Establishment (National and Festival) Holidays, Rules, 1972
37. The Contract Labour (Regulation and Abolition) Act, 1970
38. The Orissa Contract Labour (Regulation and 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 Services) Rules, 1970
42. The Orissa Dadan Labour (Control and Regulation) Act, 1975
43. Orissa Dadan Labour (Control and Regulation) Rules, 1975
44. Equal Remuneration Act, 1976
45. Sales Promotion Employees (Condition and Service) Act, 1978
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 Employments
in Kendujhar district

Sl. No.	Categories of employees	All inclusive minimum rates of wages
(1)	(2)	(3)
1.	Unskilled—Peon, Servant, Maid-servant, Bearer, Sweeper, Poster Boy, Cycle Stand Keeper, Mali, Chowkidar, Watchman and any other category of unskilled workers.	Rs. 7.50 per day
2.	Semi-skilled—Gate Keeper, Assistant Painter, Apprentice Operator, Announcer, Rickshaw Puller and any other category of semi-skilled workers.	Rs. 9.00 per day
3.	Skilled—(i) Assistant Electrician, Carpenter, Pointer, Painters. } (ii) Engine Driver, Vehicle Driver }	Rs. 12.00 per day
	(iii) Head/Chief Operator, Head A. C. Operator, Head Electrician and any other category of skilled-workers.	Rs. 16.00 per day
4.	Clerical and Supervisory—	
	(i) Clerk, Booking Clerk, Typist	Rs. 400.00 per month
	(ii) Cashier, Accountant, Assistant Manager.	Rs. 450.00 per month
	(iii) Manager ..	Rs. 500.00 per month