

Table XXI

## Important Labour Laws

Subject matter	Name of the Act	Whether Central or State Act	Main provisions
1	2	3	4
Working conditions, industrial safety, hygiene and welfare inside the place of work	(1) The Factories Act, 1948	Central Act	Elaborate provisions have been made in the Act regarding the conditions of work inside factories including hours of work, employment of young persons, leave with wages, occupational diseased safeguard for health, promotion of safety and welfare of workers and special provision for young persons and women. Welfare measures like first-aid appliances, canteens, creches, cool drinking water, etc., near the places of work have also been provided under the Act.
	2. The Child Labour (Prohibition & Regulation) Act, 1986.	Central Act	The Act prohibits employment of children in certain employments and regulates the conditions of work of children in certain other employments as shown in part-A and B of the schedule attached to the Act:  Provided that <del>nothing</del> in this section shall apply to any workshop wherein any process is carried on by the occupier with the aid of his family or to any school established by, or receiving assistance or recognition from, Government.
	(3) The Punjab Shops and Commercial Establishments Act, 1958	State Act	The Act regulates conditions of work and term of employment of workers engaged in shops and commercial establishments and in those industrial establishments which are not covered under the Factories Act, 1948. It covers hours of work, holidays, leave, wages, employment of children and their working hours, closing and opening hours, health, safety, maternity benefits and welfare.
Wages	(1) The Payment of Wages Act, 1936	Central Act	The Act regulates timely payment of wages without any unauthorised deductions. As a result of an amendment in 1975, the coverage of the Act has been extended to persons getting wages upto Rs. 1,600 per mensem.

1	2	3	4
	(2) The Minimum Wages Act, 1948	Central Act	The Act provides for fixation of minimum wages, working hours, weekly rest, etc.
	(3) The Equal Remuneration Act, 1976	Central Act	The Act provides for the payment of equal remuneration to men and women workers and for the prevention of discrimination on the ground of sex against women.
Industrial relations	(1) The Industrial Disputes Act, 1947	Central Act	The Act provides for settlement of industrial disputes, lay off payments and payments at the time of retrenchment. As a result of an amendment (in 1965) in Section 2-A of the Act, any individual can raise a dispute relating to his dismissal. By another amendment in 1976, the industrial establishments employing 100 or more workers are required to obtain prior permission of the government in matters of lay off and retrenchment of workers and closure of their unit(s).
	(2) The Industrial Employment (Standing Orders) Act, 1946	Central Act	The Act requires employers employing 50 or more workers to make standing orders defining terms of employment of workers on specified matters and to get them certified by the certifying officer.
Trade Unions	The Indian Trade Unions Act, 1926	Central Act	The Act makes provision for the registration of trade unions and describes the rights, privileges, obligation and liabilities of registered trade unions.
Social Security	(1) The Workmen's Compensation Act, 1923	Central Act	The Act provides for payment of compensation to workmen in the case of injury caused by an accident arising out of and in the course of employment. It also provides for payment of compensation for certain occupational diseases. As a result of an amendment in 1976, the coverage of the Act has been extended with retrospective effect to workers getting wages not exceeding Rs. 1,000 perensem.
	(2) The Employees' State Insurance Act, 1948	Central Act	The Act provides for five types of benefits to the employees, viz. sickness benefits, maternity benefit, a dependents benefit, disablement benefit and medical benefit.

1	2	3	4
	(3) The Employees' Provident Fund and Miscellaneous Provisions Act, 1952	Central Act	The Act seeks to make a provisions for the future of industrial worker after he retires or is retrenched or for his dependents in case of his early death.
	(4) The Maternity Benefit Act, 1961	Central Act	The Act provides for payment of cash benefit to women workers for specified periods before and after child birth and for other incidental matters.
	(5) The Punjab Labour Welfare Fund Act, 1965	State Act	All unpaid accumulations of workers lying undisturbed for a period of 3 years or more have to be paid to the Labour Welfare Board constituted for the purpose by the State Government, which shall keep a separate account to be utilised by it for defraying the cost of carrying out measures for promoting the welfare of labour and their dependents.
	(6) The Payment of Gratuity Act, 1972	Central Act	To provide for a scheme for the payment of gratuity for employees engaged in factories, mines, oilfields, plantation, ports, railway, companies, shops or other establishments and for matters connected therewith or incidental thereto. Gratuity shall be payable to an employee on the termination of his employment after he has rendered continuous service for not less than 5 years. Gratuity payable under this Act, shall not be liable to attachment in execution of any decree or order of any civil, revenue or criminal court.
Housing	The Punjab Industrial Housing Act, 1956	State Act	The Act provides for the administration, allotment, realisation of rent, etc., in connection with quarters constructed under the subsidised industrial housing scheme.
Bonus	The Payment of Bonus Act, 1965	Central Act	Every establishment whether running in a profit or loss is required to pay bonus at the rate of 8.33 per cent or Rs. 100 whichever is more.
Leave	The Punjab Industrial Establishments (National and Festival Holidays and Casual and Sick Leave) Act, 1966	State Act	Every establishment has to allow to its employees, the following :  National Holidays 3 (i.e. 26th January, 15th August and 2nd October)

1	2	3	4
			Festival Holidays 5 Casual Leave 7 Sick Leave 14
Welfare of transport workers	The Motor Transport Workers Act, 1961	Central Act	The Act provides for the welfare of motor transport workers and regulates the conditions of their work. It applies to every motor transport undertaking employing five or more workers.
Welfare of contract workers	The Contract Labour (Regulation and Abolition) Act, 1970	Central Act	The Act regulates the employment of contract labour in certain establishments and provides for its abolition in certain circumstances and for matters connected therewith.
	The Bonded Labour (Abolition) Act, 1976	Central Act	Prevention of forced labour.

Table XXII

Labour Unions upto March 31, 1989

1. Label Workers Union, Sonipat.
2. Haryana Breweries Workers Union
3. Sonipat Central Co-operative Bank Employees Union, Sonipat
4. Co-operative Department Salesman Union, Sonipat
5. Nagar Palika Karamchari Sangh, Sonipat
6. Nagar Palika Karamchari Union, Sonipat
7. Essax Poultry Farm Workers Union, Sonipat
8. Sonipat Safai Karamchari Mill Workers Union, Sonipat
9. Indo-Malt Employees Union, Sonipat
10. Textile Mazdoor Sangh, Sonipat
11. Tripati Woollen Mill Employees Union, Sonipat
12. Leather Workers Union, Sonipat
13. Janta Organo Chemical Workers Union, Sonipat
14. Haryana Sheet Glass Workers Union, Sonipat
15. H.S.A. Mazdoor Union, Murthal, Sonipat
16. Rolling Mill Mazdoor Union, Sonipat
17. Bhartat Steel Tubes Workers Azad Union, Ganaur
18. The B.K. Iron & Steel Workers Union, Sonipat
19. B.S.T. Mazdoor Sangh, Ganaur
20. B.S.T. Karamchari Union, Ganaur
21. Suraj Steel Employment Union, Sonipat
22. Hindustan Devi District Workers Union, Jatheri
23. Engineering Mazdoor Union, Sonipat
24. Beas Mazdoor Union, Sonipat
25. Hindustan Everest Kamgar Congress New Hindustan Tool Factory, Jatheri
26. Engineering Workers Union, Murthal
27. Asco Mazdoor Union, Sonipat
28. E.C.E. Workers Lamp Division Kamgar Union, Sonipat
29. E.C.E. Workers Union, Sonipat
30. Atlas Mazdoor Union, Sonipat
31. Atlas Mazdoor Sangh, Sonipat
32. Atlas Janta Workers Union, Sonipat
33. Milton Cycle Karamchari Union, Sonipat

34. Chabra Khomch Rehri Union, Sonipat
35. Halwai Karamchari Sanghtan, Rohtak Road, Sonipat
36. Haryana Barber Shop Keepers Association, Sonipat
37. Punjab National Bank Workers Organisation, Sonipat
38. The Vanaspati & Food Workers Union, Kundli
39. Spinning Mill Workers Union, Gohana
40. Niwar Factory Workers Union, Gohana
41. Rubber Workers Union, Sonipat
42. Chemical Workers Union, Kath Mandi, Sonipat
43. Glass Workers Union, Sonipat
44. Gedore Tools Workers Union, Sonipat
45. General Engineering Workers Union, Sonipat
46. Milton Cycle Mazdoor Sangarsh Samittee, Sonipa
47. Atlas Karamchari Union, Sonipat
48. Halwai Hotel Workers Union, Sonipat
49. Textile Workers Union, Kathmandi, Sonipat
50. Haryana Steel Glass Mazdoor Sangthan, Vill. Savel Sonipat.
51. Vegetables Salesman Union, Ganaur
52. Mini-Bank Mazdoor Union, Central Co-operative Bank, Gohana
53. Auto-Rickshaw Chalak Union, Sonipat
54. MACO Lock Mazdoor Sangh (Lok Dal), Sonipat
55. Rickshaw Pullers Union, Sonipat
56. Dargi-Workers Union, Sonipat

**Table of XXIII**  
**Strikes/lockouts during 1985 to 1989**

Sr. No.	Name of the Estts.	Began	Ended	No. of workers involved	Man Days involved
1	2	3	4	5	6
1	M/s Goel Spinning & Weaving Mills, Rasoi ..	29-11-85	17-1-86	167	7,181
2	(i) Popular Rubber Mills, Rasoi ..	13-12-85	19-12-85	29	203
	(ii) Mercury Rubber Mills, Rasoi ..	Do	Do	106	742
3	(i) Popular Rubber Mills, Rasoi ..	16-1-86	24-2-86	48	1,435
	(ii) Mercury Rubber Mills, Rasoi	Do	Do	153	5,355
4	Sardar Solvent Inds., Kundli ..	4-2-86	15-4-86	32	1,952
5	Avon Scales Co., Sonapat ..	21-2-86	23-9-86	56	10,248
6	(i) Organo Rubber (P) Ltd., Sonapat ..	10-7-86	25-7-86	60	840
	(ii) Organo Chemical (P) Ltd., Sonapat ..	Do	Do	16	224
7	B.S.T. Ganaur ..	17-11-86	29-11-86	775	9,300
8	Hilton Rubber Ltd., Rai, Sonapat	11-12-86	30-1-87	350	14,063
9	E.C.E. (Lamp Division), Sonapat ..	29-1-87	5-2-87	352	10,208
10	Jhalani Tools (P) Ltd., Kundli ..	11-6-87	10-6-87	881	14,977
11	Haryana Conductors Ltd., Kundli	4-9-87	10-9-87	14	70
12	Sardar Solvent Ind., Sonapat ..	4-9-87	17-11-87 (Prohibited)	32	1,120
13	B.S.T. Ltd., Ganaur ..	20-9-87	10-11-87	762	13,716
14	(i) Konodia Hosiery Mills, Jatheri	27-10-87	6-12-87	23	805
	(ii) Shanti Paper Mills, Jatheri ..	Do	Do	61	1,525
15	Milton Cycle Inds. Ltd., Sonapat ..	1-2-87	16-5-88	600	44,972
16	Haryana Vanaspati & General Mills, Kundli ..	17-2-88	4-5-88	31	2,015
17	Haryana Conductors (P) Ltd., Kundli ..	12-1-88	30-4-88	16	1,072
18	(i) M/s Sunder Singh & Co. Rai, Sonapat ..	31-5-88	16-6-88	60	900
	(ii) Guru Nanak Engg. and Foundry Works, Rai ..	Do	Do	Do	Do

1	2	3	4	5	6
19	Toyo Springs (P) Ltd., Rai (Sonepat)	30-5-88	13-6-88	63	819
20	Corals Chemicals Ltd., Sonepat ..	13-6-88	12-7-88	35	910
21	Toyo Springs (P) Ltd., Rai ..	29-6-88	6-8-88	63	2,890
22	B.S.T., Ganaur ..	29-8-88 (Lock out	contd. 11-11-88)	850	99,450
23	Plastic Kot (Sundersons), Jatheri (Sonepat) ..	12-12-88	12-1-89	42	1,218
24	Merry Gold Canes Ltd., Kundli ..	30-1-89	Contd.	14	1,850
25	Eastern Gas Appliances, Kundli ..	3-1-89	Contd.	14	1,944
26	(i) Shanti Paper Mills ] ..	3-1-89	10-3-89	40	1,600
	(ii) Konodia Hosiery, Jatheri ..	3-1-89	10-3-89	21	835

\*The lockout was prohibited by the Government on 30th December, 1988 but the management obtained stay orders against the orders of Government from Punjab and Haryana High Court. Thus the lockout is still continuing.



TABLE XXIV

Constituencies and the number of votes polled for election to Lok Sabha in Rohtak district during the First General Elections, 1952

Name of constituency	Extent of constituency	No. of Seats	No. of electors	Total number of electors who voted	Percentage of col. 5 to col. 4
1	2	3	4	5	6
Rohtak	Gohana tahsil and Rohtak tahsil (excluding Sampla thana) and Ganaur thana, Sonipat City and Sonipat Sadar thanas (excluding Rohat part zail) and Kheora part zail of Rai thana of the then Sonipat tahsil of Rohtak district and Narnaund thana and parts of Sorkhi, Kapru and Sisai zails of Hansi thana of the then Hansi tahsil of Hisar district	1	3,63,546	2,53,188	69.64
Jhajjar-Rewari	Jhajjar tahsil, Sampla thana, Rai thana (excluding Kheora part zail) and Rohat part zail of Sonipat Sadar thana of Sonipat tahsil of the then Rohtak district ; Rohtak district ; and Rewari tahsil (excluding Pataudi part-thana and Mirpur part zail of Jatusana thana) of the then Gurgaon district	1	3,82,413	2,46,224	64.36

TABLE XXV

Constituencies and the number of valid votes polled for election to Lok Sabha in Rohtak district during the Second General Elections, 1957

Name of constituency	Extent of Constituency	Total number of seats	Seats reserved for Scheduled Castes	Total number of electors	Total number of valid votes polled	Percentage of col. 6 to col. 5
1	2	3	4	5	6	7
Rohtak	Rohtak district (excluding Jhajjar tahsil, Rai thana in Sonapat tahsil and Sampla part thana in Rohtak tahsil and Safidon and Julana Kanungo circles in Jind tahsil of the then Sangrur district	1	..	3,94,077	2,73,698	69.4
Jhajjar	Jhajjar tahsil, Rai thana in Sonapat tahsil, and Sampla part thana in Rohtak tahsil, of Rohtak district : and Rewari tahsil (excluding Pataudi part thana) of the then Gurgaon district	1	..	4,22,351	2,70,637	64.0

## TABLE XXVI

Constituencies with their extents during First General Elections, 1952 (Vidhan Sabha), 1952

Name of constituency	Extent of constituency
1	2
Rai	.. Rohat part zail of Sonipat Sadar thana and Rai thana (excluding Kheora part zail) and Rohna zail of Sampl thana.
Sonipat	.. Kheora part zail of Rai thana and Sonipat City and Sonipat Sadar (excluding Rohat part zail; thana of Sonipat tahsil)
Ganaur	.. Ganaur thana of the then Sonipat tahsil and Khanpur Kalan zail of Gohana thana of Gohana tahsil
Gohana	.. Gohana tahsil excluding Khanpur Kalan zail of Gohana thana.

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## Glossary

<i>Ala Malikiyat</i>	..	Superior ownership in case of land in which proprietary rights are divided.
<i>Amavas</i>	..	Dark night
<i>Anand Karaj</i>	..	Marriage according to Sikh rites
<i>Balwadi</i>	..	A Community Centre
<i>Ban</i>	..	Thick rope of <i>munj</i>
<i>Banjar</i>	..	The old high bank of Yamuna
<i>Barat</i>	..	A marriage party
<i>Barani</i>	..	Dependent on rain
<i>Bazar</i>	..	Shopping Centre
<i>Begar</i>	..	Forced labour
<i>Bhanja</i>	..	Sister,s son
<i>Biradari</i>	..	Brotherhood
<i>Burka</i>	..	A veil used by muslim women
<i>Chhaj</i>	..	A winnowing basket
<i>Chapati</i>	..	<i>Roti</i>
<i>Chappal</i>	..	A kind of footwear
<i>Charpoy</i>	..	The Common bedstead
<i>Chowkidar</i>	..	Watchman
<i>Dal</i>	..	Pulses
<i>Dhaba</i>	..	Eating house
<i>Dhaincha</i>	..	A kind of green manuring
<i>Durrle</i>	..	A carpet
<i>Fakir</i>	..	Religious person in search of God
<i>Gaushala</i>	..	Cow pen run on charitable basis
<i>Ghagri or Ghagra</i>	..	A dress worn by rural women
<i>Ghani</i>	..	Oil Crusher
<i>Ghurchari</i>	..	Mare-riding at the marriage ceremony by the bridegroom

<i>Granth Sahib</i>	..	The religious book of the Sikhs
<i>Gur</i>	..	A lump of unrefined sugar
<i>Gurdwara</i>	..	A place for worship of Sikhs
<i>Gwara</i>	..	A pulse
<i>Holi</i>	..	A person ploughing the field
<i>Hundi</i>	..	Bill of exchange for money
<i>Jagirdar</i>	..	A <i>Jagir</i> -holder
<i>Jalebi</i>	..	Sweetment
<i>Jheel</i>	..	A lake
<i>Jute</i>	..	A kind of footwear
<i>Kanal</i>	..	A measure of land
<i>Khadar</i>	..	Land bordering a large river
<i>Kharif</i>	..	Autumn harvest
<i>Khes</i>	..	A thick cotton sheet used as wrap
<i>Kirtan</i>	..	Recitation accompanied by music
<i>Kunba</i>	..	Family
<i>Lambardar</i>	..	A functionary for land collection
<i>Lathi</i>	..	A stick
<i>Moorha</i>	..	A reed stool
<i>Muafi</i>	..	The land exempted from rent
<i>Mundan</i>	..	The first hair-shaving of a child
<i>Nata</i>	..	Relationship
<i>Navaratra</i>	..	The first nine days of <i>Chaitra</i>
<i>Niwar</i>	..	Cotton-tape
<i>Palang</i>	..	Bedstead
<i>Pana-Patti</i>	..	Section of a village
<i>Panch</i>	..	Panchayat member
<i>Pargana</i>	..	Group of villages
<i>Pir</i>	..	A Muslim saint
<i>Punar Vivah</i>	..	Remarriage
<i>Purdah</i>	..	A veil on the face of women
<i>Purohit</i>	..	A family priest
<i>Quazi</i>	..	A Mohammedan Judge
<i>Rabi</i>	..	Spring Harvest

<i>Ragi</i>	..	Village Singes
<i>Ragni</i>	..	Village Folk Song
<i>Rath</i>	..	A chariot
<i>Rishti</i>	..	Hermit
<i>Rokna</i>	..	A ceremony before marriage among Hindus
<i>Sadhu</i>	..	Ascetic
<i>Sagai</i>	..	Engagement
<i>Salwar</i>	..	A woman-dress
<i>Sanyasi</i>	..	A person who has renounced the , wordly attached
<i>Sardar</i>	..	Leader
<i>Sarson</i>	..	An oil seed
<i>Satsang</i>	..	Assembly for a religious purpose
<i>Sehra</i>	..	Bridal Chaplet
<i>Shyadha</i>	..	Ceremony of propitiating the dead
<i>Shamiana</i>	..	Tent
<i>Shamlat</i>	..	Common land
<i>Shisam</i>	..	An Indian tree
<i>Shivala</i>	..	Shiva temple
<i>Strki</i>	..	A reed hut
<i>Sufedposh</i>	..	Former village official
<i>Sufi</i>	..	Mohammedan mendicant
<i>Surahi</i>	..	A earthen flosk
<i>Tapa</i>	..	Group of villages
<i>Tirth</i>	..	A place of pilgrimage
<i>Wazir</i>	..	A minister
<i>Zall</i>	..	Sub-division of a tahsil
<i>Zamindar</i>	..	A land holder



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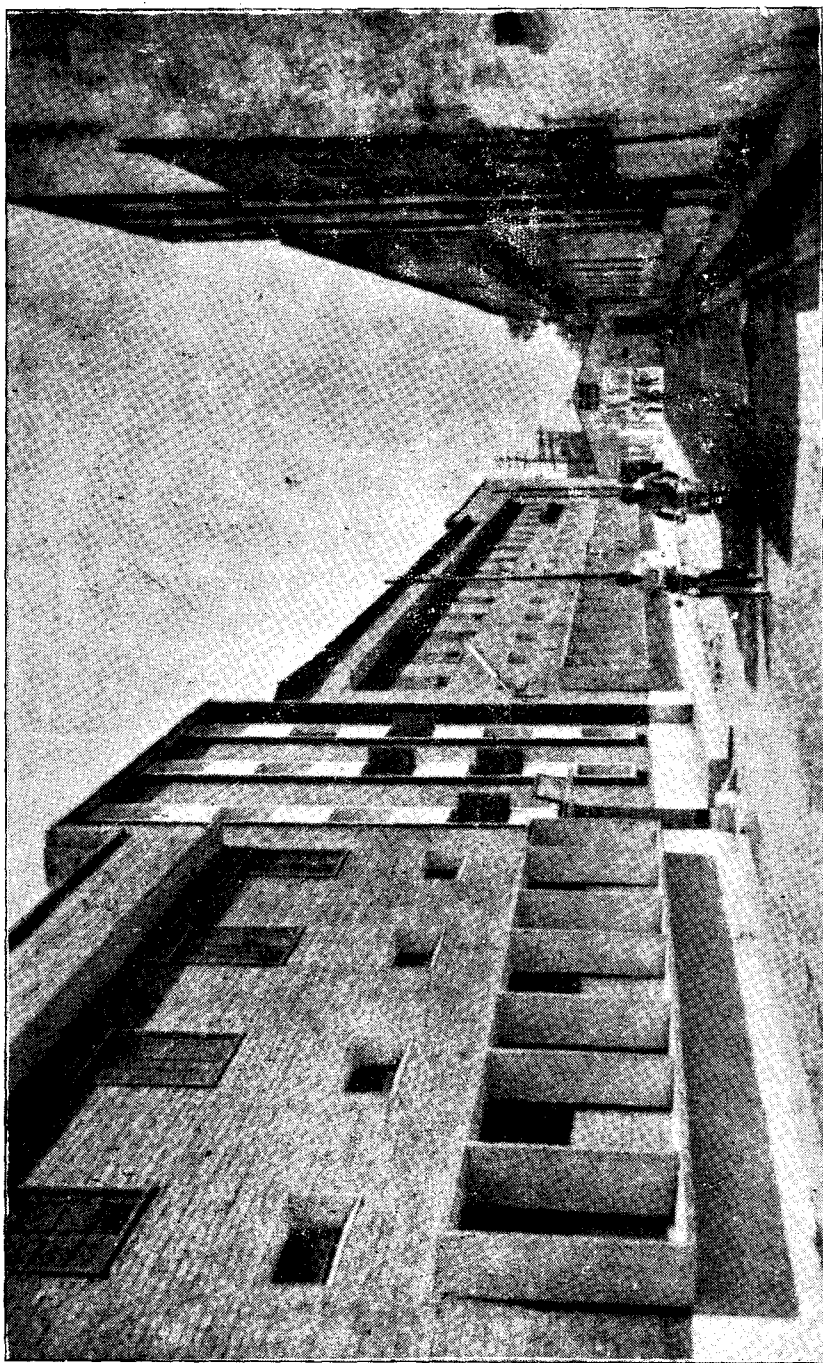


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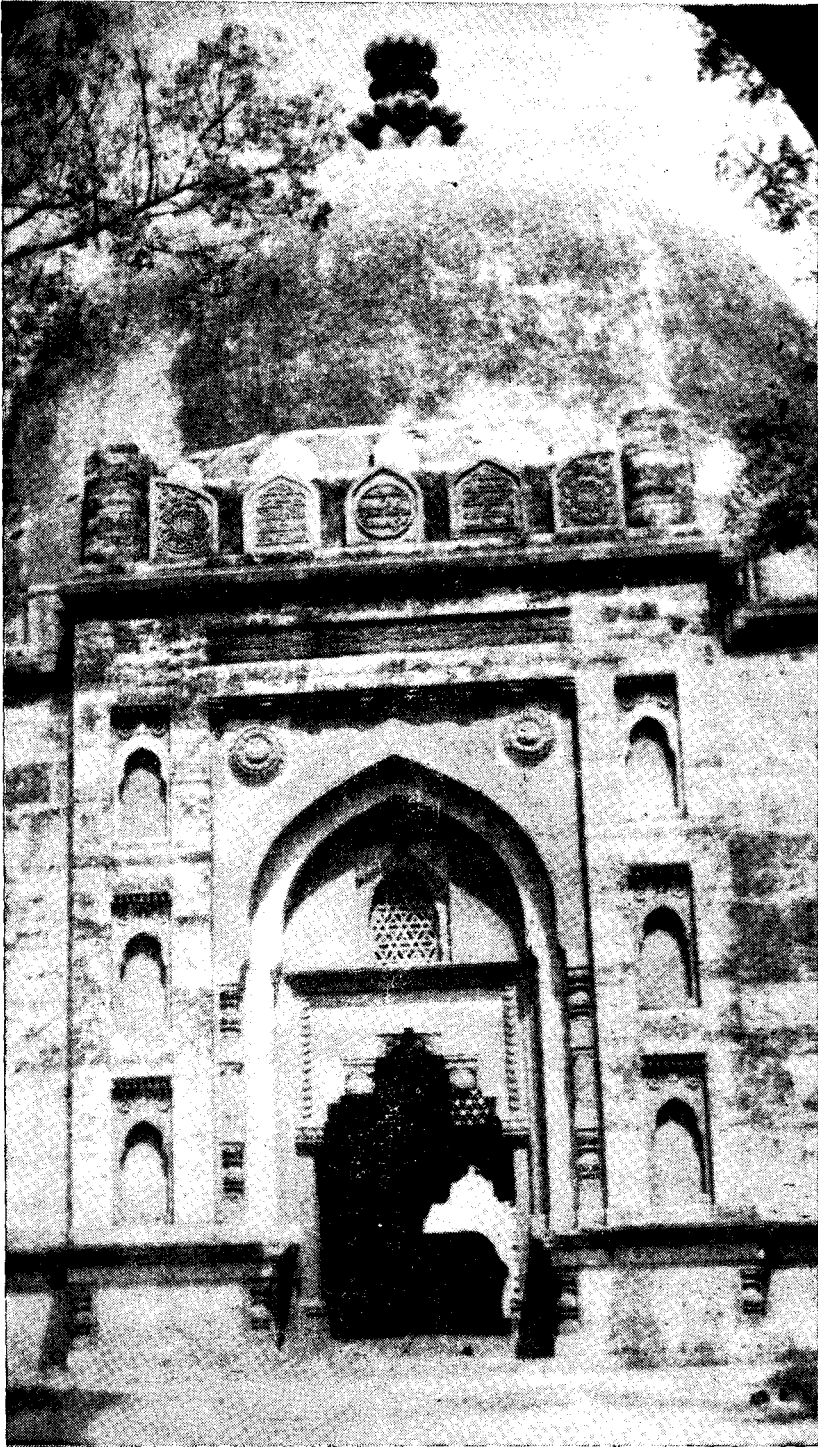
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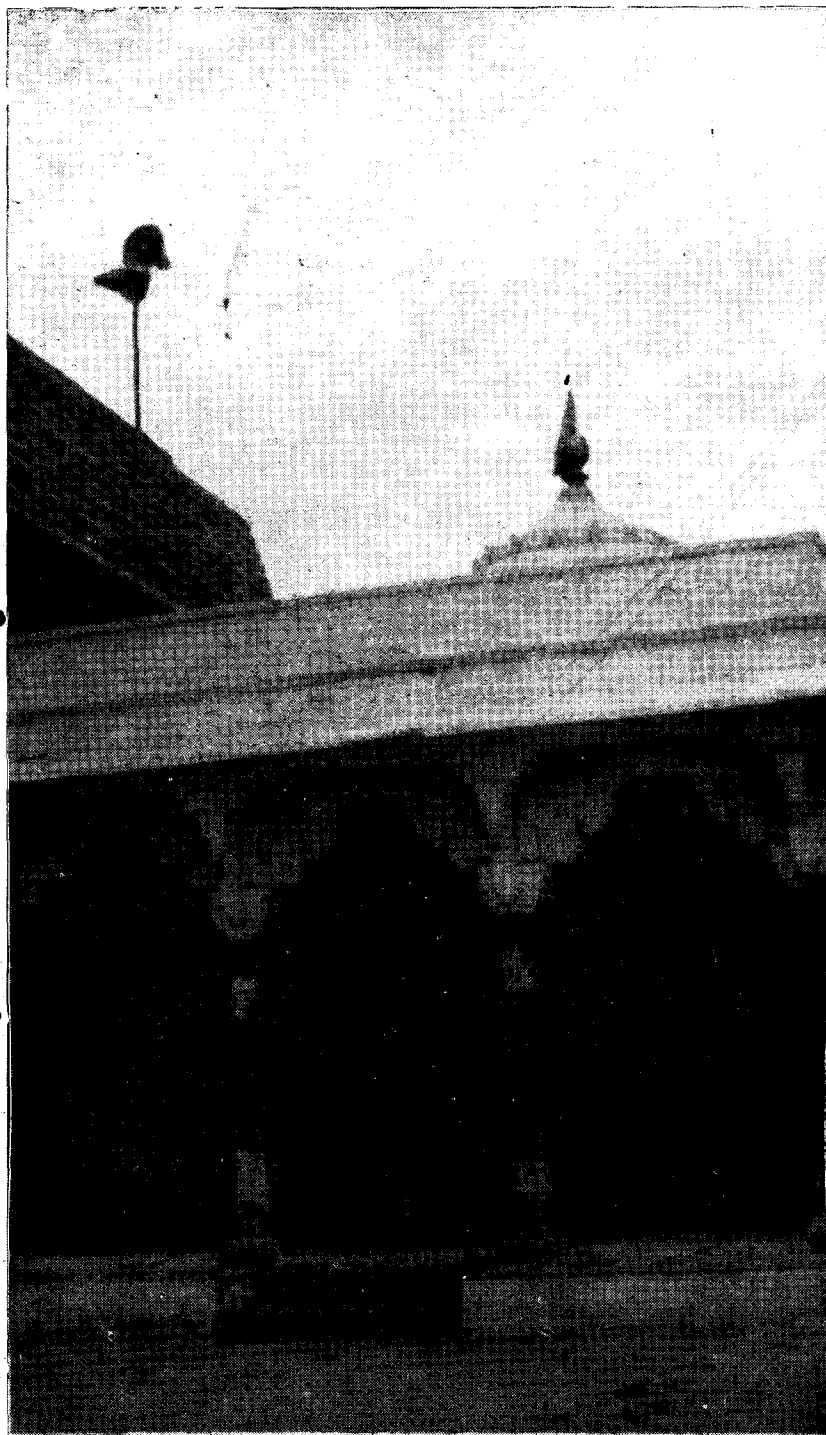
Wedding scene of rural area



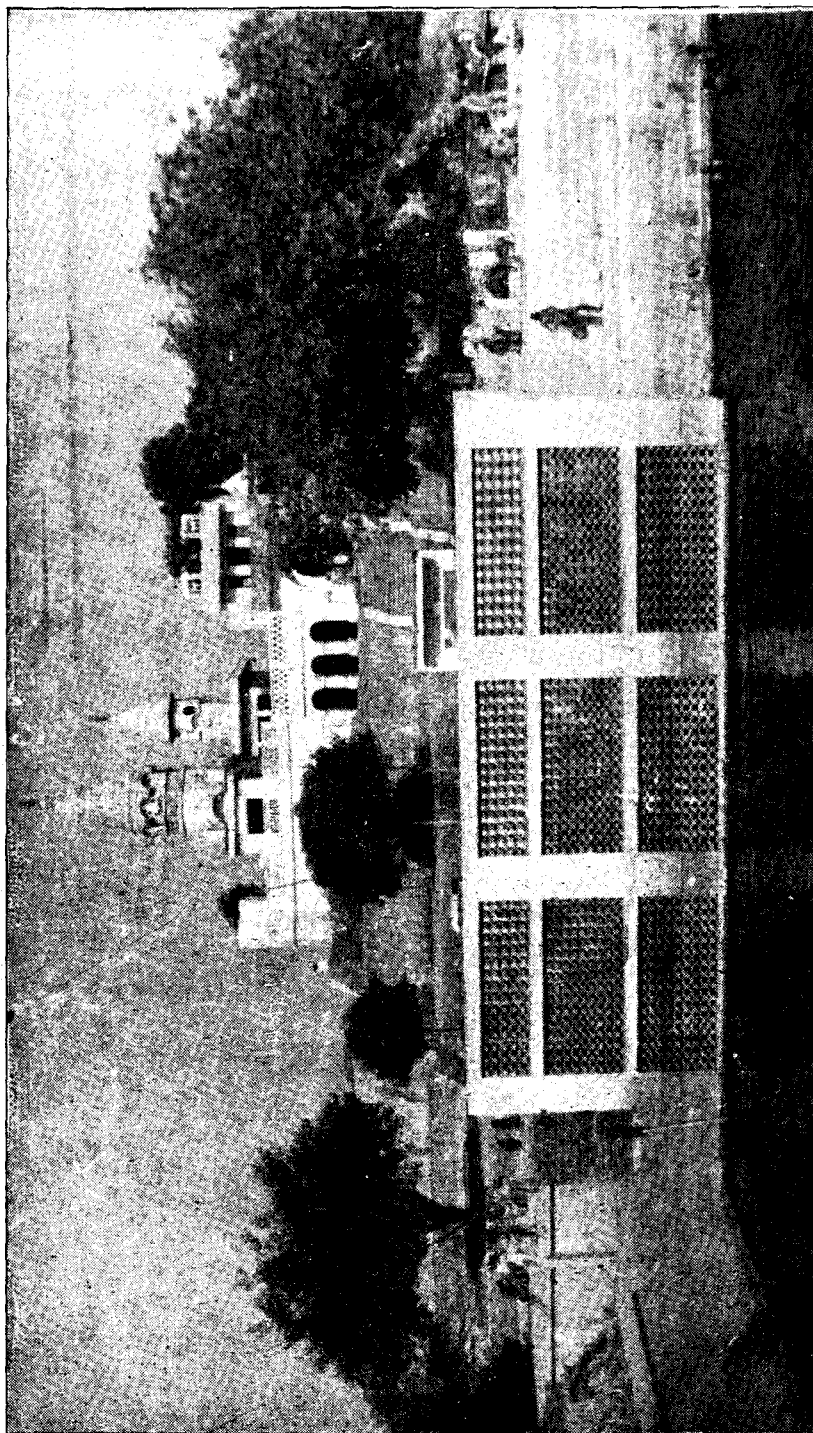
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Tomb of Khawaza Khizr, Sonipat

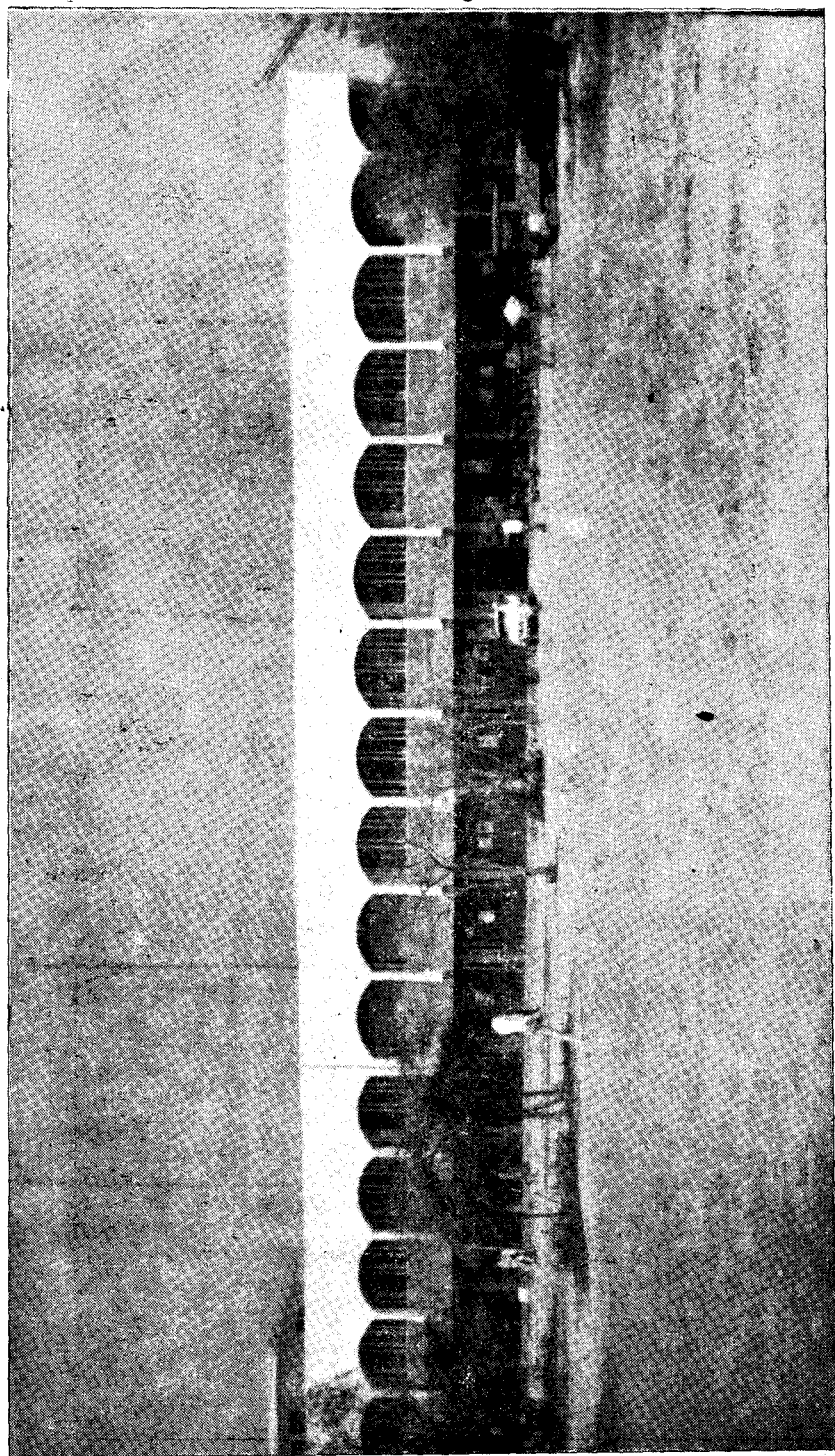


**Dargah of Mamu Bhanja, Sonipat**



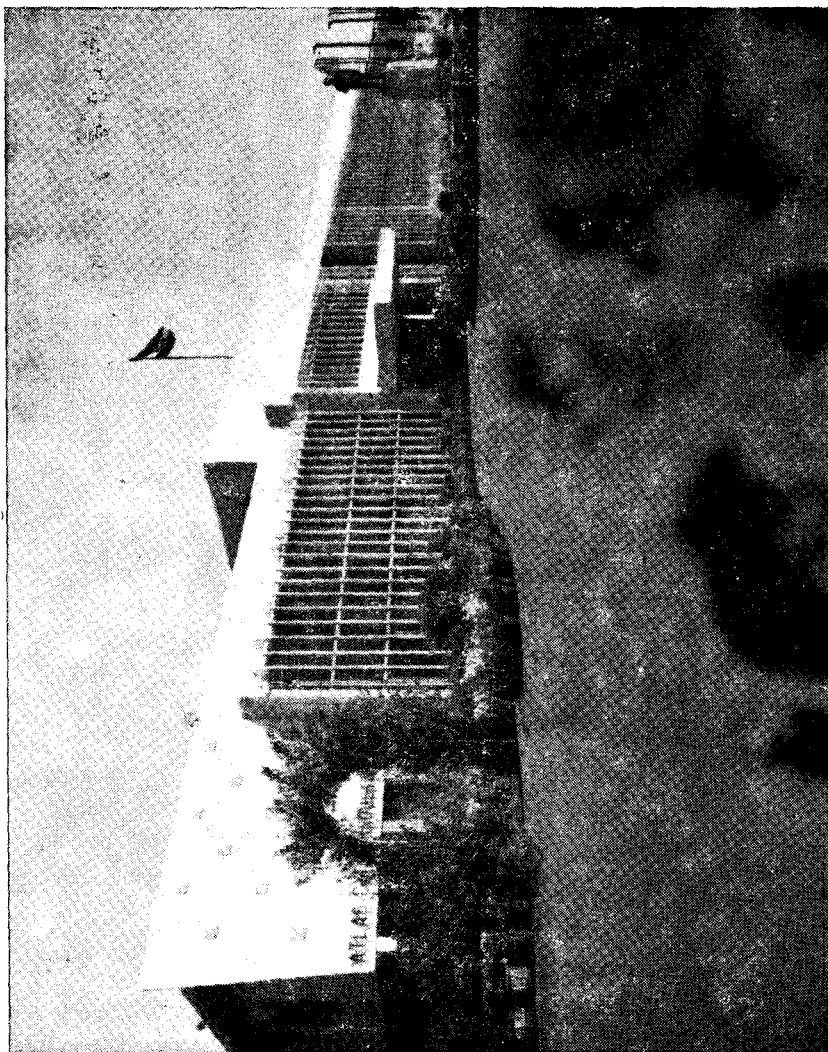
Sat Kumbh Tank, Gujjar Kheri



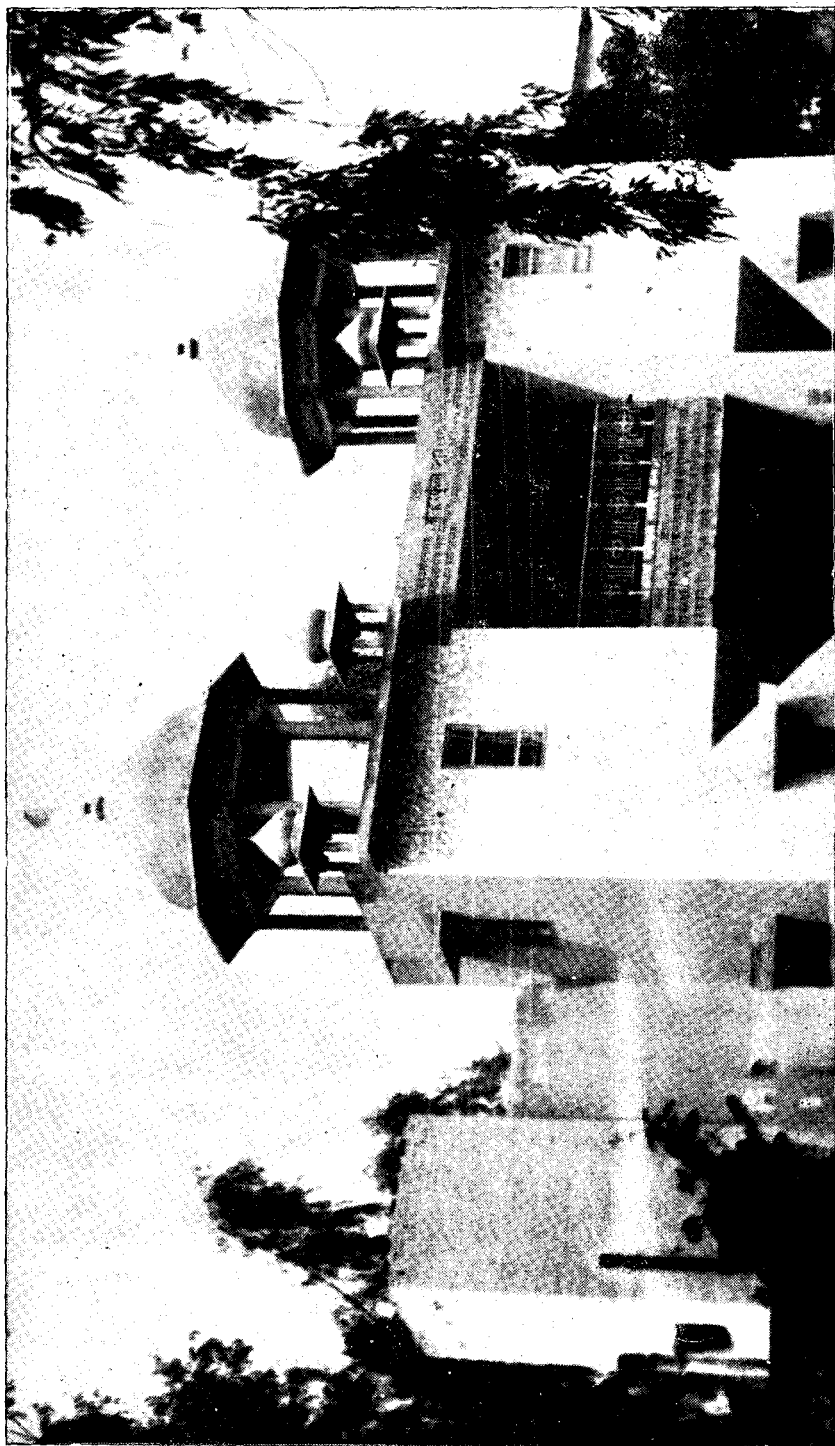


Mini Secretariat, Sonipat.

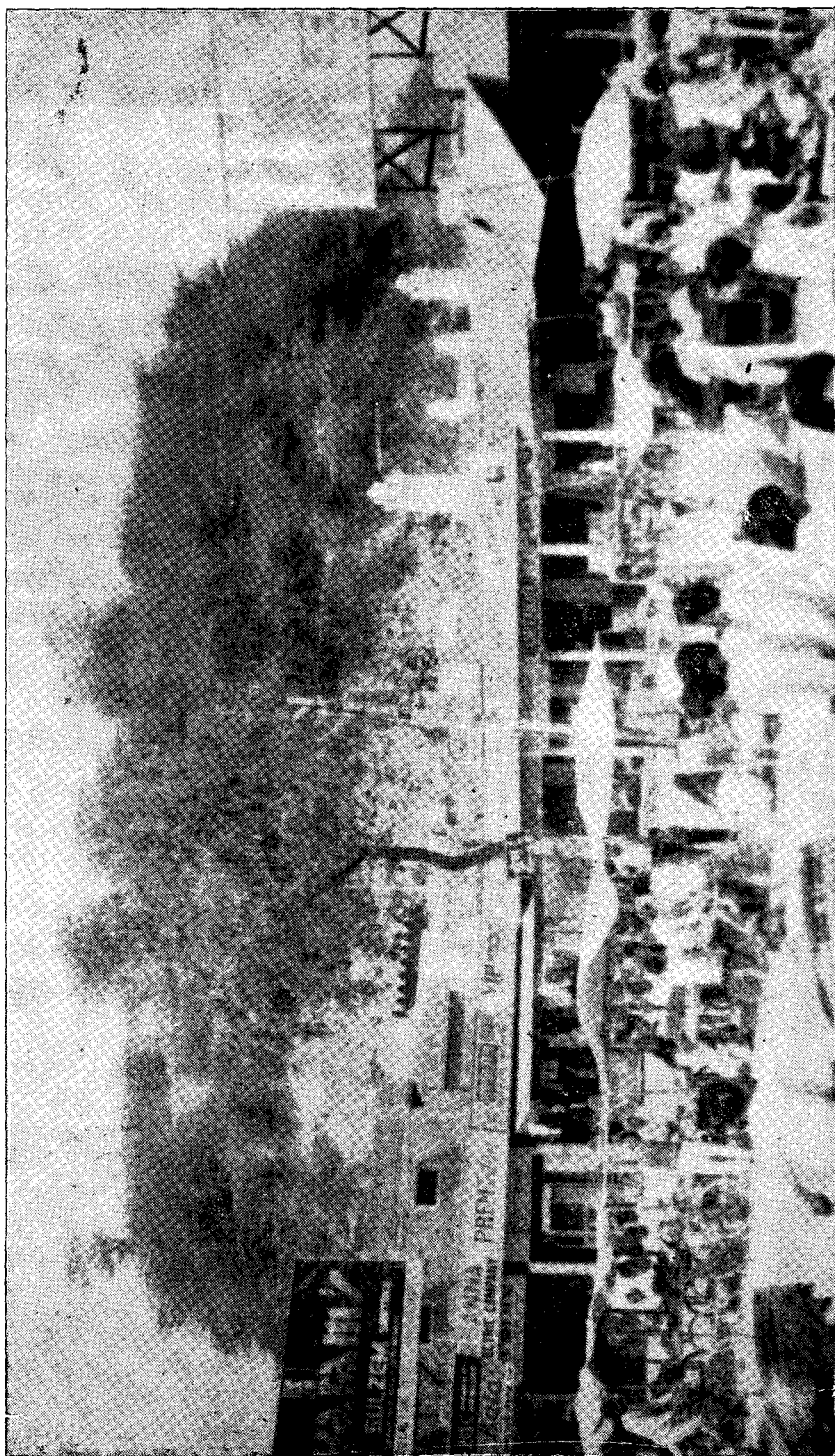




Atlas Cycle Industry, Sonipat.



Front Gate of Kanya Gurukul, Khanpur Kalan



Old town of Sonipat on a mound.



Yamuna River Front.



Rural people busy in gossips around Hookah.





**Mosque of Abdullah Nasir-ud-din, Sonipat**



Shrine of Shah Zia-ud-din, Gohana