

**GOVERNMENT OF MEGHALAYA  
LABOUR DEPARTMENT**

**THE MEGHALAYA INDUSTRIAL EMPLOYMENT (STANDING ORDERS)  
DRAFT AMENDMENT RULES, 2020**

**Notification No. LBG.45/14/ 39**

**Dated, Shillong, the 29<sup>th</sup> June 2020**

In exercise of the powers conferred by Section 15, read with clause (b) of Section 2 of the Industrial Employment (Standing Orders) Act, 1946 (XX of 1946), the Governor of Meghalaya proposes to amend the Meghalaya Industrial Employment (Standing Orders) Rules {as adapted from the Assam Industrial Employment (Standing Orders) Rules, 1947} vide the Meghalaya Adaptation of Laws Order (No.1) 1974}, hereinafter referred to as the Principal Rules.

If any interested person(s) likely to be affected by these proposed amendments has any objection(s) or suggestion(s), he/she may send the same to the office of the Labour Commissioner, Meghalaya, Horse Shoe Building, Shillong – 793001, Government of Meghalaya within a period of thirty (30) days from the date of publication of the said draft amendment rules in the Official Gazette of Meghalaya.

The objection(s) or suggestion(s), if any, received within the above stipulated period shall be taken into consideration by the Government before finalising the said draft amendment rules, namely:-

**1. Short title, extent and commencement.-**

- (1) These rules may be called the Meghalaya Industrial Employment (Standing Orders) Amendment Rules, 2020.
- (2) These Rules shall come into force from the date of their publication in the Official Gazette of Meghalaya.

**2. Amendment of Rule 1.-**

In the Principal Rules, in sub-rule 2 of Rule 1, the following shall be substituted:

“(2) They shall apply to all industrial establishments in respect of which the Government of Meghalaya is the appropriate government.”

**3. Omission and Renumbering of Schedules and Forms.-**

In the Principal Rules,

- (a) the Schedules appended to these Rules are omitted and renumbered, namely-
  - (i) Schedule I shall be omitted.
  - (ii) Schedule II shall be amended and renumbered as Schedule I.
  - (iii) Schedule III shall be amended and renumbered as Schedule II.
- (b) the Forms appended to the Schedule are omitted and renumbered, namely-
  - (i) Form B shall be omitted.
  - (ii) Form C shall be omitted.
  - (iii) Form F shall be renumbered as Form B.
  - (iv) Form D renumbered as Form C.
  - (v) Form E renumbered as Form D.

**4. Amendment of Rule 3.-**

In the Principal Rules, for Rule 3, the following shall be substituted:

“The Model Standing Orders for the purposes of the Act shall be those set out in Schedule I appended to these rules.”

**5. Insertion of Rule 3A.-**

In the Principal Rules, for Rule 3, the following Rule shall be inserted:

“**3A.** No employer of an industrial establishment shall convert the posts of the permanent workmen existing in his industrial establishment on the date of commencement of the Meghalaya Industrial Employment (Standing Orders) Amendment Rules, 2020 as fixed term employment thereafter.”

**6. Amendment of Rule 4.-**

(a) In the Principal Rules, in sub-rule (a) of Rule 4, the following shall be substituted:

“**Application for Certification of Standing Orders.-** An application for Certification of Standing Orders shall be made in Form B.”

(b) In the Principal Rules, in sub-rule (b) of Rule 4, the following shall be inserted:

(i) In Item 1 of Form A, the words “fixed term employment” shall be inserted after the word “badlis”;

(ii) Additional matters shall be inserted after Item 10 of Form A namely-

- (1) Method of filling vacancies
- (2) Service Record - Service Card, Appointment Letter & Certificate of Service, Residential Address of Workman and Record of Age
- (3) Confirmation,
- (4) Age of Retirement,
- (5) Transfer,
- (6) Medical Aid in case of accidents,
- (7) Medical Examination,
- (8) Secrecy,
- (9) Exclusive Service,

(c) In the Principal Rules, after sub-rule (b) of Rule 4, the following rule shall be inserted

“(c) **Prescribed Particulars of Workmen.-** The prescribed particulars of workmen for 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;
- (4) Number of casual workmen;
- (5) Number of badlis or substitutes;
- (6) Number of fixed term employment workmen;
- (7) Number of probationers;
- (8) Number of apprentices;
- (9) Name of the trade union, or trade unions, if any, to which the workmen belong;
- (10) Remarks.”

