

Tripura Contract Labour (Regulation and Abolition) Rules 1978

TRIPURA

India

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Rule

TRIPURA-CONTRACT-LABOUR-REGULATION-AND-ABOLITION-RULE of 1978

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Tripura Contract Labour (Regulation and Abolition) Rules 1978Published vide Notification No. F. 42(2)/LAB/76, dated 6th July, 1978, published in the Tripura Gazette, Extraordinary, Part 1, No. 171, dated 30.9.1978Last Updated 18th February, 2020Notification No. F. 42(2)/LAB/76, dated 6th July, 1978. - Whereas the draft of the Tripura Contract Labour (Regulation and Abolition) Rules, 1978 were published as required by Section 35 of the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970) at pages 1 to 39 of the Tripura Gazette, Extraordinary Issue, dated 22nd April, 1975 under the notification of the Government of Tripura in the Department of Labour No. F. 42(2)/LAB/68, dated 22nd April, 1975 inviting objections and suggestions from all persons likely to be effected thereby till the expiration of one month from the date of publication of the said notification in the Official Gazette :And whereas the said Gazette was made available to the public on the 22nd April, 1975 ;And whereas no objection and suggestion has been received from the public on the said draft;Now, therefore, in exercise of the powers conferred by Section 35 of the Contract Labour Regulations and Abolition) Act, 1970 (37 of 1970) the State Government hereby makes the following Rules namely :

Chapter I

1. Short title and commencement.

(1)These Rules may be called the Tripura Contract Labour (Regulation and Abolition) Rules, 1978.(2)They shall come into force on the date of their publication in the official Gazette.

2. Definitions.

- In these Rules unless the subject or context otherwise requires-(a)"Act" means the Contract Labour (Regulation and Abolition) Act, 1970 ;(b)"Appellate Officer" means the Appellate Officer appointed by the State Government under sub-section (1) of Section 15 ;(c)"Board" means the State Advisory Contract Labour Board constituted under Section 4;(d)"Chairman" means the Chairman of the Board ;(e)"Committee" means a committee constituted under sub-section (1) of Section 5;(f)"Form" means a form appended to these Rules ;(g)"Section" means a section of the Act.

Chapter II

State Board

3.

The Board shall consist of the following members :(1)Chairman to be appointed by the State Government;(2)the Chief Labour Officer or any other officer nominated by the State Government in that behalf-Ex-officio Member-Secretary ;(3)One person representing the State Government to be nominated by the State Government from amongst its officials ;(4)four persons, representing employers and contractors to whom the Act applies, to be appointed by the State Government after consultation with such organisations, if any, of the employers and contractors as may be recognised by the State Government;(5)four persons, representing employees of such organisations to which the Act applies to be appointed by the State Government after consultation with such organisations, if any, of employees representing the respective interest as may be recognised by the State Government.

4. Terms of office.

- The Chairman and members of the Board shall hold office as such till the pleasure of the State Government or for a period of three years from the date on which their appointment is first notified in the Official Gazette whichever is earlier.

5. Resignation.

- A member of the Board not being an ex-officio member may resign his office by a letter in writing addressed to the State Government and on such resignation being accepted by that Government, his office shall fall vacant on the date on which such resignation is accepted.

6. Cessation of membership.

- If any member of the Board, not being an ex-officio member fails to attend three consecutive meetings of the Board, without obtaining the leave of the Chairman for such absence, he shall cease to be a member of the Board :Provided that the State Government may, if it is satisfied that such

member was prevented by sufficient cause from attending three consecutive meetings of the Board, direct that such cessation shall not take place and on such direction being made, such member shall continue to be a member of the Board.

7.

The officer in charge of the Labour Directorate of the State Government shall render all assistance to the Board in carrying out its functions.

8. Meetings.

(a)The Board shall meet at such places and times as may be specified by the Chairman. The meetings will be convened by the Member-Secretary.(b)The Chairman shall preside over every meeting of the Board at which he is present and in his absence nominate a member of the Board to preside over such meeting.

9. Notice of meetings and list of business.

- Ordinarily seven days notice shall be given to the members of a proposed meeting :Provided that no business which is not on the list of business for a meeting shall be considered at that meeting without the permission of the Chairman.

10. Quorum.

- No business shall be transacted at any meeting unless at least five members are present:Provided that if at any meeting less than five members are present, the Chairman may adjourn the meeting at another date informing members present and giving notice to the other members that he proposes to dispose of the business at the adjourned meeting whether there is prescribed quorum or not, and it shall thereupon be lawful for him to dispose of the business at the adjourned meeting irrespective of the number of members attending.

11. Allowances of members.

(a)The travelling allowances of an official member shall be governed by the rules applicable to him for journey performed by him on official duties and shall be paid by the authority paying the salary.(b)The non-official members of the Board shall be paid travelling allowances for attending the meeting of the Board at such rates as are admissible to Grade I Officers of the State Government and daily allowances shall be calculated at the maximum rate admissible to Grade I Officers of the State Government at their respective places :Provided that a non-official member residing within eight kilometres of the place where the meeting of the Committee or Board is held, may be allowed to the actual cost of conveyance subject to Grade I Officers of the State Government in their respective places.

Chapter III

Registration and Licensing

12. Manner of making application for registration of establishments.

(1)The application referred to in sub-section (1) of Section 7, shall be made in triplicate in Form No. I to the Registering Officer of the area in which the establishment sought to be registered is located.(2)The application referred to in sub-rule (1) shall be accompanied by a treasury receipt showing payment of the fees for the registration of the establishment.(3)Every application referred to in sub-rule (1) shall be either personally delivered to the Registering Officer or sent to him by registered post.(4)On receipt of the application referred to in sub-rule (1) the Registering Officer shall, after noting thereon the date of receipt by him of the application, grant on acknowledgement to the applicant.

13. Grant of certificate of registration.

(1)The certificate of registration granted under sub-section (2) of Section 7 shall be in Form No. II.(2)The Registering Officer shall maintain a register in Form No. III showing the particulars of establishments in relation to which certificate of registration have been issued by him.(3)If, in relation to an establishment, there is any change in particulars specified in the certificate of registration, the principal employer of the establishment shall intimate to the Registering Officer, within thirty days from the date when such change takes place, the particulars, of, and the reasons for, such change.

14. Amendment of certificate of registration.

(1)Where, on the receipt of the intimation under sub-rule (3) of Rule 13, the Registering Officer is satisfied that an amount higher than the amount which has been paid by the principal employer as fees for the registration of the establishment is payable, he shall require such principal employer to deposit a sum which, together with the amount already paid by such principal employer, would be equal to such higher amount of fees payable for the registration of the establishment and produce the treasury receipt showing such deposit.(2)Where on receipt of the intimation referred to in sub-rule (3) of Section 13, the Registering Officer is satisfied that there has occurred a change in the particulars of the establishment as entered in the register in Form No. III, he shall amend the said register and record therein the change which has occurred :Provided that no such amendment shall affect anything done or any action taken or any right, obligation or liability acquired or incurred before such amendment;Provided further that the Registering Officer shall not carry out an amendment in the register in Form No. III unless the appropriate fees has been deposited by the principal employer.

15. Application for a licence.

(1) Every application by a contractor for the grant of a licence shall be made in triplicate, in Form No. IV to the Licensing Officer of the area in which the establishment, in relation to which he is the contractor, is located. (2) Every application for the grant of a licence shall be accompanied by a certificate by the principal employer in Form No. V to the effect that the applicant has been employed by him as a contractor in relation to his establishment and that he undertakes to be bound by all the provisions of the Act and the rules made thereunder in so far as the provisions are applicable to him as principal employer in respect of the employment of contract labour by the applicant. (3) Every such application shall be either personally delivered to the Licensing Officer or sent to him by registered post. (4) On receipt of the application referred to in sub-rule (1) the Licensing Officer shall, after noting thereon the date of receipt of the application, grant an acknowledgement to the applicant. (5) Every application referred to in sub-rule (1) shall also be accompanied by treasury receipt showing-(i) the deposit of the security at the rates specified in Rule 18, and (ii) the payment of the fees at the rates specified in Rule 20.

16. Matters to be taken into account in granting or refusing a licence.

- In granting or refusing to grant a licence, the Licensing Officer shall take the following matters into account, namely : (a) whether the applicant-(i) is a minor, or (ii) is of unsound mind and stands so declared by a competent court, or (iii) is an undischarged insolvent, or (iv) has been convicted (at any time during a period of five years immediately proceeding the date of the application) of an offence which, in the opinion of the State Government, involves moral turpitude; (b) whether there is an order of an appropriate Government or an award or settlement for the abolition of contract labour in respect of the particular type of work in the establishment for which the applicant is a contractor; (c) whether an order has been made in respect of the applicant under sub-section (1) of Section 14 and, if so, whether a period of three years has elapsed from the date of that order; (d) whether the fees for the application have been deposited at the rates specified in Rule 20, and (e) whether security has been deposited by the applicant at the rates specified in Rule 18.

17. Refusal to grant licence.

(1) On receipt of the application and as soon as possible thereafter, the Licensing Officer shall make such enquiry as he considers necessary to satisfy himself about the eligibility of the applicant for a licence. (2) (i) Where the licensing officer is of opinion that the licence should not be granted, he shall, after affording reasonable opportunity to the applicant to be heard, make an order rejecting the application. (ii) The order shall record the reasons for the refusal and shall be communicated to the applicant.

18. Security.

(1) Before a licence is issued, an amount calculated at the rate of Rs. 30 for each of the workman employed as contract labour, in respect of which the application for licence has been made, shall be

deposited by the contractor for the due performance of the conditions of the licence and the compliance with the provisions of the Act or the rules made thereunder.(2)The amount of security deposit shall be paid in the local treasury under the Head of account 843-CD-Civil Deposit being the security money against engagement of the contract labour.

19. Forms and terms and conditions of licence.

(1)Every licence granted under sub-section (1) of Section 12 shall be in Form No. VI.(2)Every licence granted under sub-rule (1) or renewed under Rule 23 shall be subject to the following conditions, namely : (i)the licence shall be non-transferable ;(ii)the number or workmen employed as contract labour in the establishment shall not, on any day, exceed the maximum number specified in the licence;(iii)save as provided in these Rules, the fees paid for the grant or, as the case may be, for renewal of the licence shall be non-refundable ;(iv)the rates of wages payable to the workmen to the contractor shall not be less than the rates prescribed under the Minimum Wages Act, 1948 (11 of 1948) for such employment where applicable and where the rates have been fixed by agreement, settlement or award, not less than the rates so fixed ;(v)(a)in cases where the workmen employed by a contractor perform the same or similar kind of work as the workmen directly employed by the same principal employer of the establishment, the wage rates, holidays, hours of work and the conditions of service of the workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of the establishment on the same or similar kind of work :Provided that in the case of disagreement with regard to the type of work the same shall be decided by the Chief Labour Officer whose decision shall be final;(b)in other cases the wage rates, holidays, hours of work and conditions of service of the workmen of the contractor shall be such as may be specified in this behalf by the Chief Labour Officer.Explanation. - While determining the wage rates, holidays, hours of work and other conditions of service under Clause (b) above, the Chief Labour Officer shall have due regard to the wage rates, holidays, hours of work and other conditions of service obtaining in similar employment;(vi)the licensee shall notify any change in the number of workmen or the conditions of work to the licensing officer.

20. Fees.

(1)The fees to be paid for the grant of a certificate of registration under Section 7 shall be as specified below namely :If the number of workmen proposed to be employed on contract on and day-

	Rs.
(a) is 20	20
(b) exceeds 20 but does not exceed 50	50
(c) exceeds 50 but does not exceed 100	100
(d) exceeds 100 but does not exceed 200	200
(e) exceeds 200 but does not exceed 400	400
(f) exceeds 400	500

(2)The fees to be paid for the grant of renewal of licence under Section 12 shall be specified as below

:If the number of workmen employed by the contractor on any day-

	Rs.
(a) is 20	5.00
(b) exceeds 20 but does not exceed 50	12.50
(c) exceeds 50 but does not exceed 100	25.00
(d) exceeds 100 but does not exceed 200	50.00
(e) exceeds 200 but does not exceed 400	100.00
(f) exceeds 400	125.00

21. Validity of the licence.

- Every licence granted under Rule 19 or renewed under Rule 23 shall remain in force for twelve months from the date it is granted or renewed.

22. Amendment of the licence.

(1)A licence issued under Rule 19 or renewed under Rule 23 may, for good and sufficient reasons, be amended by the Licensing Officer.(2)The contractor who desires to have the licence amended shall submit to the licensing Officer an application stating the nature of the amendment and the reasons therefor.(3)(i)If the Licensing Officer allows the application he shall require the applicant to furnish a treasury receipt for the amount, if any, by which the fees that would have been payable if the licence had been originally issued in the amended form exceeds the fees originally paid for the licence.(ii)On the applicant furnishing the requisite treasury receipt the licence shall be amended according to the orders of the Licensing Officer.(4)Where the application for the amendment is refused the Licensing Officer shall record the reasons for such refusal and communicate the same to the applicant.

23. Renewal of licence.

(1)Every contractor shall apply to the Licensing Officer for renewal of the licence.(2)Every such application shall be in Form No. VII in triplicate and shall be made not less than 30 days before the date on which the licence expires and if the application is so made, the licence shall be deemed to have been renewed until such date when the renewed licence is issued.(3)The fees chargeable for the renewal of the licence shall be the same as for the grant therefor :Provided that if the application for renewal is not received within the time specified in sub-rule (2) a fee of 25 per cent in excess of the fees ordinarily payable for the licence shall be payable for such renewal:Provided further that in case where the Licensing Officer is satisfied that the delay in submission of the application is due to unavoidable circumstances beyond the control of the contractor, he may reduce or remit as he thinks fit the payment for such excess fee.

24. Issue of duplicate certificate of registration or licence.

- Where the certificate of registration or a licence granted or renewed under the preceding rules has been lost, defaced or accidentally destroyed a duplicate may be granted on payment of fees of rupees five.

25. Refund of security.

(1)(i)On expiry of the period of licence the contractor may, if he does not intend to have his licence renewed, make an application to the Licensing Officer for the refund of the security deposited by him under Rule 18.(ii)If the Licensing Officer is satisfied that there is no breach of the conditions of licence or there is no order under Section 14 for the forfeiture of the security or any portion thereof, he shall direct the refund of the security to the applicant.(2)If there is any order directing the forfeiture of any portion of the security, the amount to be forfeited shall be deducted from the security deposit and balance, if any, refunded to the applicant.(3)Any application for refund shall, as far as possible, be disposed of within 60 days of the receipt of the application.

26. Grant of temporary certificate of registration and licence.

(1)Where conditions arise in an establishment requiring the employment of contract labour immediately and such employment is estimated to last for not more than fifteen days, the principal employer of the establishment or the contractor, as the case may be, may apply for a temporary certificate or registration or licence to the Registering Officer or the Licensing Officer, as the case may be, having jurisdiction over the area in which the establishment is situated.(2)The application for such temporary certificate of registration or licence shall be made in triplicate in Forms VIII and X respectively and shall be accompanied by a treasury receipt or a crossed postal order drawn in favour of the appropriate Registering or Licensing Officer, as the case may be, showing the payment of appropriate fees and in the case of licence the appropriate amount of security also.(3)On receipt of the application, complete in all respects, and on being satisfied either on affidavit by the applicant or otherwise that the work in respect of which the application has been made would be finished in period of fifteen day and was of a nature which could not but be carried out immediately, the Registering Officer or the Licensing Officer, as the case may be, shall forthwith grant a certificate of registration in Form IX or a licence in Form XI, as the case may be, for a period of not more than fifteen days.(4)Where a certificate of registration or licence is not granted the reasons therefor shall be recorded by the Registering Officer or the Licensing Officer, as the case may be.(5)On the expiry of the validity of the registration certificate the establishment shall cease to employ in the establishment contract labour in respect of which the certificate was given.(6)The fees to be paid or the grant of the certificate of registration under sub-rule (3) shall be specified below :If the number of workmen proposed to be employed on contract on any day-

- | | |
|--|-----------|
| (a) exceeds 20 but does not exceed 50 | Rs. 10.00 |
| (b) exceeds 50 but does not exceed 200 | Rs. 20.00 |
| (c) exceeds 200 | Rs. 30.00 |

(7)The fees to be paid for the grant of licence under sub-rule (3), shall be specified below :If the number of workmen to be employed by the contractor on any day-

- (a) exceeds 20 but does not exceed 50 Rs. 5.00
- (b) exceeds 50 but does not exceed 200 Rs. 20.00
- (c) exceeds 200 Rs. 30.00

(8)The provision of Rule 17 and Rule 18 shall apply to the refusal to grant licence or to grant licence under sub-rule (4) and sub-rule (3) respectively.

Chapter IV

Appeal and Procedure

27.

(1)(i)Every appeal under sub-section (1) of Section 15 shall be preferred in the form of a memorandum signed by the appellant or his authorised agent and presented to the Appellate Officer in person or sent to him by registered post.(ii)The memorandum shall be accompanied by a certified copy of the order appealed from and a treasury receipt of Rs. 10.(2)The memorandum shall set forth concisely and under distinct heads the grounds of appeal to the order appealed from.

28.

(1)Where the memorandum of appeal does not comply with the provisions of sub-rule (2) of Rule 27 it may be rejected or returned to the appellant for the purpose of being amended within a time to be fixed by the Appellate Officer.(2)Where the Appellate Officer rejects the memorandum under sub-rule (1) he shall record the reasons for such rejection and communicate the order to the appellant.(3)Where the memorandum of appeal is in order the Appellate Officer shall admit the appeal, endorse thereon the date of presentation and shall register the appeal in a book to be kept for the purpose called the Register of Appeals.(4)(i)When the appeal has been admitted, the Appellate Officer shall send the notice of the appeal to the Registering Officer or the Licensing Officer, as the case may be, from whose order the appeal has been preferred and the Registering Officer or the Licensing Officer shall send the record of the case to the Appellate Officer.(ii)On receipt of the record, the Appellate Officer shall send a notice to the appellant to appear before him at such date and time as may be specified in the notice for the hearing of the appeal.

29.

If on the date fixed for hearing, the appellant does not appear, the Appellate Officer may dismiss the appeal for default of appearance of the appellant.

30.

(i) Where appeal has been dismissed under Rule 29 the appellant may apply to the Appellate Officer for the re-admission of the appeal, and where it is proved that he was prevented by any sufficient cause from appearing when the appeal was called on for hearing, the Appellate Officer shall restore the appeal on its original number. (ii) Such an application shall, unless the Appellate Officer extends the time for sufficient reasons, be made within 30 days of the date of dismissal.

31.

(1) If the appellant is present when the appeal is called on for hearing, the Appellate Officer shall proceed to hear the appellant or his authorised agent and any other person summoned by him for this purpose and pronounce judgement on the appeal either confirming, reversing or varying the order appealed from. (2) The judgement of the Appellate Officer shall state the points for determination, the decisions thereon and the reasons for the decisions. (3) The order shall be communicated to the appellant and the copy thereof shall be sent to the Registering Officer or the Licensing Officer from whose order the appeal has been preferred.

32. Payment of fees.

- Unless otherwise provided in these Rules, all fees to be paid under these Rules shall be paid in the local treasury under the Head of Account "087-Labour and Employment" and a receipt obtained, which shall be submitted with the application or the memorandum of appeal, as the case may be.

33. Copies.

- Copies of the order of the Registering Officer, Licensing Officer or the Appellate Officer may be obtained on payment of fees of rupees two for each other and on an application specifying the date and other particulars of the order, made to the officer concerned.

Chapter V

Welfare and Health of Contract Labour

34.

(1) The facilities required to be provided under Sections 18 and 19 of the Act namely, sufficient supply of wholesome drinking water, a sufficient number of latrines and urinals, washing facilities and first aid facilities, shall be provided by the contractor in the case of the existing establishments within seven days of the commencement of these Rules and in the new establishments within seven days of the commencement of the employment of contract labour therein. (2) If any of the facilities mentioned in sub-rule (1) is not provided by the contractor within the period prescribed, the same shall be provided by the principal employer within 7 days of the expiry of the period laid down in the

said sub-rule.

35. Rest rooms.

(1) In every place wherein contract labour is required to halt at night in connection with the working of the establishment to which the Act applies and in which employment of contract labour is likely to continue for three months or more, the contractor shall provide and maintain rest rooms or other suitable alternative accommodation within fifteen days of the coming into force of the Rules in the case of existing establishments and within fifteen days of the commencement of the employment of contract labour in new establishments. (2) If the amenity referred to in sub-rule (1) is not provided by the contractor within the period prescribed, the principal employer shall provide the same within a period of fifteen days of the expiry of the period laid down in the said sub-rule. (3) Separate rooms shall be provided for women employees. (4) The rest room or other suitable alternative accommodation shall be at a convenient distance from the establishment and shall have adequate supply of wholesome drinking water.

36. Canteens.

(1) In every establishment to which the Act applies and wherein work regarding the employment of contract labour is likely to continue for six months and wherein contract labour numbering one hundred or more are ordinarily employed, an adequate canteen shall be provided by the contractor for the use of such contract labours within sixty days of the date of coming into force of the Rules in the case of the existing establishments and within 60 days of the commencement of the employment of contract labour in new establishments. (2) If the contractor fails to provide the canteen within the time laid down, the same shall be provided by the principal employer within 60 days of the expiry of the time allowed to the contractor. (3) The canteen shall be maintained by the contractor or principal employer, as the case may be, in an efficient manner in proper hygienic conditions.

37.

The foodstuff and other items to be served in the canteen shall be in conformity with the normal habits of the contract labour.

38.

The charges for food stuffs, beverages, and any other items served in the canteen shall be based on 'no-profit, no loss' and shall be conspicuously displayed in the canteen.

39.

In arriving at the prices of food stuffs and other articles served in the canteen, the following items shall not be taken into consideration as expenditure, namely : (a) the rent for the land and building ; (b) the depreciation and maintenance charges for the building an equipment provided for in the

canteen ;(c)the cost of purchase, repairs and replacement of equipments including furniture, crockery, cutlery and utensils ;(d)the water charges and the other charges incurred for lighting and ventilation;(e)the interest on the amounts spent on the provisions and maintenance of furniture and equipment provided for in the canteen.

40.

The books of account and registers and other documents used in connection with the running of the canteen shall be produced on demand to an Inspector.

41.

The accounts pertaining to the canteen shall be audited once every twelve months by registered accountants and auditors :Provided that the Chief Labour Officer may approve of any other person to audit the accounts, if he is satisfied that it is not feasible to appoint a registered accountant and auditor in view of the site or the location of the canteen.

42. Latrines and urinals.

- Latrines shall be provided in every establishment coming within the scope of the Act on the following scale, namely :(a)where females are employed, there shall be at least one latrine for every 25 females,(b)where males are employed, there shall be at least one latrine for every 25 males :Provided that where the number of males and females exceeds 100 it shall be sufficient if there is one latrine for every 25 males or females, as the case may be, up to the first 100 and one for every 50 thereafter.

43.

Every latrine shall be under cover and so partitioned off as to secure privacy, and shall have a proper door and fastenings.

44.

(1)Where workers of both sexes are employed there shall be displayed outside each block of latrine and urinal a notice in the language understood by the majority of the workers "For Men Only" or "For Women Only" as the case may be.(2)The notice shall also bear the figure of a man or of a woman, as the case may be.

45.

There shall be at least one urinal for male workers up to 50 and one for female workers up to 50 employed at a time :Provided that where the number of male or female workers, as the case may be, exceeds 500 it shall be sufficient if there is one urinal for every 50 males or females up to the first

500 and one for every 100 or part thereafter.

46.

(1)The latrines and urinals shall be conveniently situated and accessible to workers at all times at the establishment.(2)(i)The latrines and the urinals shall be adequately lighted and shall be maintained in a dean and in a sanitary condition at all times.(ii)Latrines and urinals other than those connected with a flush sewage system shall comply with the requirements of the public health authorities.

47. First-aid-facilities.

- In every establishment coming within the scope of the Act, there shall be provided and maintained so as to be readily accessible during all working hours, first-aid boxes at the rate of not less than one box for 150 contract labour or part thereof ordinarily employed.

48.

(1)The first-aid box shall be distinctively marked with a red cross on a white ground and shall contain the following equipments, namely :A. For establishments in which the number of contract labour employed does not exceed fifty-Each first aid box shall contain the following equipments :(i)6 small sterilised dressings.(ii)3 medium size sterilised dressings.(iii)3 large size sterilised dressings.(iv)3 large sterilised burn dressings.(v)1 (30 ml) bottle containing 2 per cent alcoholic solution of iodine.(vi)1 (30 ml) bottle containing sal volatile having the dose and mode of administration indicated on the label.(vii)1 snake bite lancet.(viii)1 (30 gms) bottle of potassium permanganate crystals.(ix)1 pair scissors.(x)1 copy of the first-aid leaflet issued by the Director General, Factory Advice Service and Labour Institutes, Government of India.(xi)A bottle containing 100 tablets (each of 5 grams) of aspirin.(xii)Ointment for burns.(xiii)A bottle of suitable surgical anti-septic solution.B. For the establishments in which the number of contract labour exceeds fifty-Each first-aid box shall contain the following equipments :(i)12 small size sterilised dressings.(ii)6 medium size sterilised dressings.(iii)6 large size sterilised dressings.(iv)6 (15 gms) packets of sterilised cotton wool.(v)1 (60 ml) bottle containing a two per cent alcoholic solution iodine.(vi)1 (60 ml) bottle containing sal volatile having the dose and mode of administration indicated on the label.(vii)1 roll of adhesive plaster.(viii)A snake bite lancet.(ix)1 (30 gms) bottle of potassium permanganate crystals.(x)1 pair scissors.(xi)1 copy of the first-aid leaflet issued by the Director General Factory Advice Service and Labour Institutes, Government of India.(xii)A bottle containing 100 tablets (each of 5 grams) of aspirin.(xiii)Ointment for bums.(xiv)A bottle of suitable surgical anti-septic solution.(2)Adequate arrangement shall be made for immediate recoupment of the equipment when necessary.

49.

Nothing except the prescribed contents shall be kept in the first-aid box.

50.

The first-aid box shall be kept in charge of a responsible person who shall always be readily available during the working hours of the establishment.

51.

A person in charge of the first-aid box shall be a person trained in first-aid treatment, in establishments where the number of contract labour employed is 150 or more.

Chapter VI

Wages

52.

The contractor shall fix wage periods in respect of which wages shall be payable.

53.

No payment should be carried forward beyond a month. Monthly wages should be paid in full at the end of the month. However, payment in instalments may be made weekly and no arrear should remain at the end of the month.

54.

The wages of every person employed as contract labour in an establishment or by a contractor where less than one thousand such persons are employed shall be paid before the expiry of the seventh day and in other cases before the expiry of tenth day after the last day of the wage period in respect of which the wages are payable.

55.

Where the employment of any worker is terminated by or on behalf of the contractor, the wages earned by him shall be paid before the expiry of the second working day from of the day on which his employment is terminated.

56.

All payments of wages shall be made on a working day at the work premises and during the working time and on a date notified in advance, and in case the work is completed before the expiry of the wage period, final payment shall be made within 48 hours of the last working day.

57.

Wages due to every worker shall be paid to him direct or to the other person authorised by him in this behalf.

58.

All wages shall be paid in current coin or currency or in both.

59.

Wages shall be paid without any deduction of any kind except those specified by the State Government by general or special order in this behalf or permissible under the Payment of Wages Act, 1936 (4 of 1936).

60.

A notice showing the wage period and the place and the time of disbursement of wages shall be displayed at the place of work and a copy sent by the contractor to the principal employer under acknowledgement.

61.

The principal employer shall ensure the presence of his authorised representative at the place and time of disbursement of wages by the contractor to workmen and it shall be the duty of the contractor to ensure the disbursement of wages in the presence of such authorised representative.

62.

The authorised representatives of the principal employer shall record under his signature of certificate at the end of the entries in the Register of Wages or the Wage-cum-Roll, as the case may be, in the following form : "Certified that the amount shown in column No has been paid to the workmen concerned in my presence at...."

Chapter VII

Registers and Records and Collection of Statistics

63. Register of Contractors.

- Every principal employer shall maintain in respect of each registered establishment a Register of Contractors in Form No. XII.

64. Register of workmen employed.

- Every contractor shall maintain in respect of each registered establishment where he employs contract labour a register in Form No. XIII.

65. Employment Card.

- (i) Every contractor shall issue an employment card in Form No. XIV to each worker within three days of the employment of the worker. (ii) The card shall be maintained up-to-date and any change in the particulars shall be entered therein.

66. Service certificate.

- On termination of employment for any reason whatsoever the contractor shall issue to the workman whose services have been terminated a service certificate in Form No. XV.

67. Muster Roll, Wages Register, Deduction Register, and Overtime Register.

(1) In respect of establishments which are governed by the Payment of Wages Act, 1936 (4 of 1936) and the rules made thereunder, or the Minimum Wages Act, 1948 (11 of 1948) or the Rules made thereunder, the following registers and records required to be maintained by the contractor as employer under those Acts and the rules made thereunder shall be deemed to be registers and records required to be maintained by the contractor under these Rules : (a) Muster Roll. (b) Register of Wages. (c) Register of Deductions. (d) Register of Overtimes. (e) Register of Fines. (f) Register of Advances. (2) In respect of establishments not covered under sub-rule (1), the following provisions shall apply, namely : (a) Every contractor shall maintain a Muster Roll Register and a Register of Wages in Form No. XVI and Form No. XVII respectively : Provided that a combined Muster Roll-cum-Wages Register in Form No. XVIII shall be maintained by the contractor where the wage period is one week or less. (b) Where the wage period is one week or more, the contractor shall issue wages slip in Form No. XIX to workers at least a day prior to the disbursement of wages. (c) Signature or thumb impression of every worker on the Register of Wages or Wages-cum-Muster Roll, as the case may be, shall be obtained and the entries therein, shall be authenticated by the initials of the contractor or his representative, duly certified by the authorised representative of the principal employer as required by Rule 62. (d) Register of Deductions for damages or loss, Register of Fines and Register of Advances shall be maintained by every contractor in Form No. XX, XXI and XXII respectively. (e) A Register of Overtime shall be maintained by every contractor in Form XXIII to record therein number of hours and wages paid for overtime work, if any. (3) Notwithstanding anything contained in these rules, where a combined or alternative form is sought to be used by the contractor or to avoid duplication of work for compliance with the provisions of any other Act or the Rules framed thereunder or any other laws or regulations or in cases where mechanised pay rolls are introduced for better administration, alternative suitable form or forms in lieu of any of the forms prescribed under these rules, may be used with the previous approval of the Chief Labour Officer. Every contractor shall display an abstract of the Act and the

rules in English and Bengali and in the language spoken by the majority of workers in such form as may be approved by the Chief Labour Officer.

68.

(1) All registers and other records required to be maintained under the Act and rules, shall be maintained complete and up-to-date, and unless otherwise provided for, shall be kept at an office or the nearest convenient building within the precincts of the work place or at a place within a radius of three kilometers. (2) Such registers shall be maintained legibly in English and Bengali. (3) All the registers and other records shall be preserved in original for a period of three calendar years from the date of last entry therein. (4) All the registers, records and notices maintained under the Act or rules shall be produced on demand before the Inspector or any other authority under the Act or any person authorised in that behalf by the State Government. (5) Where no deduction or fine has been imposed or no overtime has been worked during any wage period, a 'nil' entry shall be made across the body of the register at the end of the wage period indicating also in precise terms the wage period to which the 'nil' entry relates, in the respective registers maintained in Forms XX, XXI and XXIII respectively.

69.

(a)(i) Notices showing the rates of wages, hours of work, wage periods, dates of payment of wages, names and addresses of the Inspectors having jurisdiction and date of payment of unpaid wages, shall be displayed in English and in Bengali and in the language understood by the majority of the workers in a conspicuous place at the establishment and work site by the principal employer or the contractor, as the case may be. (ii) The notices shall be correctly maintained in a clean and legible condition. (b) A copy of the notice shall be sent to the Inspector and whenever any change occurs the same shall be communicated to him forthwith.

70.

(1) Every contractor shall send half yearly return in Form XXIV (in duplicate) so as to reach the Licensing Officer concerned not later than 30 days from the close of the half year. Note. - "Half year" for the purpose of this rule means a period of six months commencing from the 1st January to 1st July of every year. (2) Every principal employer of a registered establishment shall send annually a return in Form XXV (in duplicate) so as to reach the Registering Officer concerned not later than the 15th February following the end of the year to which it relates.

71.

(1) The Chief Labour Officer or the Inspector or any other authority under the Act shall have powers to call for any information or statistics in relation to contract labour from any contractor or principal employer at any time by an order in writing. (2) Any person called upon to furnish the information under sub-rule (1) shall be legally bound to do so. Form I [See Rule 12(1)] Application for registration

of establishments employing contract labour

1. Name and location of the establishment.....

2. Postal address of the establishment....

3. Full name and address of the principal employer (furnish father's name in case of individuals).....

4. Full name and address of the manager or person responsible for the supervision and control of the establishment.....

5. Nature of work carried on in the establishment.....

6. Particulars of contractors and contract labour :

(a)Names and addresses of contractors.....(b)Nature of work in which contract labour is employed or is to be employed.....(c)Maximum number of contract labour to be employed on any day through each contractor.....(d)Estimated date of termination of employment of contract labour under each contractor.....

7. Particulars of Treasury Receipt enclosed (Name of the Treasury, Amount and date).....

I hereby declare that the particulars given above are true to the best of my knowledge and belief. Principal Employer Seal and Stamp Office of the Registering Officer Signature of Registering Officer Date of receipt of application..... Form II [See Rule 13(1)] No..... Date..... Government of Tripura Office of the Registering Officer A certificate of registration containing the following particulars is hereby granted under sub-section (2) of Section 7 of the Contract Labour (Regulation and Abolition) Act, 1970, and the rules made thereunder to (name and address of the establishment)-

1. Nature of work carried on in the establishment.....

2. Name and address of contractor.....

3. Nature of work in which contract labour is employed or is to be employed.....

4. Maximum number of contract labour to be employed on pay day through each contractor.....

5. Other particulars relevant to the employment of contract labour.....

Place.....Date.....Signature of Registering Officer with sealForm III[See Rule 13(2)]Register of establishments

Serial No.	Registration certificates No.	Name and address of the establishment registering	Name of the principal employer and his address	Type of business, trade, industry, manufacture or occupation, which is carried on in the establishment	Total number of workmen directly employed
1	2	3	4	5	6

Particulars of contractor and contract labour

Name and address of contractor	Nature of work in which contract labour is employed or is to be employed	Maximum number of contract labour to be employed on any day through each contractor	Estimated date of termination of contract labour
6	7	8	9
			10

Form IV[See Rule 15(1)]Application for licence

1. Name and address of the contractor (including his father's name in case of individuals)

2. Date of birth and age (in case of individuals)

3. Particulars of establishments where contract labour is to be employed-

(a)Name and address of the establishment:(b)Type of business, trade, industry, manufacture or occupation which is carried on in the establishment:(c)No. and date of certificate of registration of the establishment under the Act:(d)Name and address of the principal employer :

4. Particulars of contract labour-

(a)Nature of work in which contract labour is employed or to be employed in the establishment:(b)Duration of the proposed contract work (give particulars of proposed date of

commencing and ending) : (c) Name and address of the agent or manager of contractor at the work site : (d) Maximum number of contract labour proposed to be employed in the establishment on any date :

5. Whether the contractor was convicted of any offence within the preceding five years. If so, give details :

6. Whether there was any order against the contractor revoking or suspending licence or forfeiting security deposits in respect of an earlier contract. If so, the date of such order :

7. Whether the contractor has worked in any other establishment, within the past five years; if so, details of the principal employer, establishment and nature of work :

8. Whether a certificate by the principal employer in Form V is enclosed :

9. Amount of licence fee paid-No. of Treasury Challan and date :

10. Amount of security deposit. Treasury receipt No. and date :

Declaration I hereby declare that the details given above are correct to the best of my knowledge and belief. Place.....Date.....Signature of the applicant (Contractor) Note : The application should be accompanied by a treasury receipt for the appropriate amount and a certificate in Form V from the principal employer. (To be filled in office of the Licensing Officer) Date of receipt of the application with challan for fees/security deposit Signature of the Licensing Officer Form V [See Rule 15(2)] Form of certificate by principal employer Certified that I have engaged the applicant (name of the contractor) as a contractor in my establishment. I undertake to be bound by all the provisions of the Contract Labour (Regulation and Abolition) Act, 1970, and the Tripura Contract Labour (Regulation and Abolition) Rules, 1978, in so far as the provisions are applicable to me in respect of the employment of contract labour by the applicant in my establishment. Place.....Date.....Signature of Principal Employer Name and address of establishment Form VI [See Rule 19(1)] Government of Tripura Office of the Licensing Officer....

Licence No. Date Fees paid Rs.....

Licence Licence is hereby granted to under Section 12(2) of the Contract Labour (Regulation and Abolition) Act, 1970 subject to the conditions specified in Annexure. The licence shall remain in force till.....Date : Signature and Seal of the Licensing Officer Renewal [Rule 23]

Date of renewal Fee paid for renewal Date of expiry

1.

2.

3.

Date :Signature and seal of the Licensing Officer"68. Every contractor shall display an abstract of the Act and Rules in English and Bengali and in the language spoken by the majority of workers in such form as may be approved by the Chief Labour Officer. AnnexureThe licence is subject to the following conditions :

1. The licence shall be non-transferable.

2. The number of workmen employed as contract labour in the establishment shall not, on any day, exceed.....

3. Except as provided in the rules the fees paid for the grant or, as the case may be, for renewal of the licence shall be non-refundable.

4. The rates of wages payable to the workmen by the contractor shall not be less than the rates prescribed for the Schedule of employment under the Minimum Wages Act, 1948, where applicable, and where the rates have been fixed by agreement, settlement or award, not less than the rates fixed.

5. In cases where the workmen employed by the contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage rates, holidays hours of work and other conditions of service of the workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of the establishment on the same or similar kind of work :

Provided that in the case of any agreement with regard to the type of work the same shall be decided by the Chief Labour Officer whose decision shall be final.

6. In other cases, the wage rates, holidays, hours of work and conditions of service of the workmen of the contractor shall be such as may be specified in this behalf by the Chief Labour Officer.

7. In every establishment where twenty or more women are ordinarily employed as contract labour there shall be provided two rooms of reasonable dimensions for the use of their children under the age of six years. One of such rooms would be used as a playroom for the children and the other as bed room for the children.

For this purpose the contractor shall supply adequate number of toys and games in the playroom and sufficient number of costs and beddings in the sleeping room. The standard of construction and maintenance of the creches may be such as may be specified in this behalf by the Chief Labour Officer.

8. The licensee shall notify any change in the number of workmen or the conditions of work to the Licensing Officer.

Form VII[See Rule 23(2)]Application for Renewal of Licences

1. Name and address of the contractor.....

2. No. and date of the licence.....

3. Date of expiry of the previous licence.....

4. Whether the licence of the contractor was suspended or revoked.....

5. No. and date of the treasury receipt enclosed.....

Place :Date :Signature of the applicant(To be filed in office of the Licensing Officer)Date of receipt of the application with Treasury Receipt No. and date.....Signature of the Licensing OfficerForm VIII[See Rule 26(2)]Application for temporary registration of establishments employing contract labour

1. Name an location of the establishment:

2. Postal address of the establishment:

3. Full name and address of the principal employer (furnish father's name in the case of individuals):

4. Full name and address of the manager or person responsible for the supervision and control of the establishment:

5. Nature of work carried on in the establishment:

6. Particulars of contract labour-

A. Nature of work in which contract labour is to be employed and reasons for urgency:B. Maximum number of contract labour to be employee on any day :C. Estimated date of termination of

employment of contract Labour :

7. Particulars of Treasury receipt or the crossed postal order enclosed.....

I hereby declare that the particulars given above are true to the best of my knowledge and belief. Principal employer Seal and Stamp Time and date of receipt of application with Treasury Receipt or the crossed postal order. Office of the Registering Officer Form IX [See Rule 26(3)] Date of Expiry.... Temporary Certificate of Registration No..... Date..... Government of Tripura Office of the Licensing Officer A Temporary Certificate of Registration containing the following particulars is hereby granted under sub-section (2) of Section 7 of the Contract Labour (Regulation and Abolition) Act, 1970, and the rules made thereunder, to..... Valid from..... to.....

1. Nature of work carried on in the establishment :

2. Nature of work in which contract labour is to be employed :

3. Maximum number of contract labour to be employed on any day :

4. Other particulars relevant to the employment of contract labour :

Signature of Registering Officer with seal Form X [See Rule 26(2)] Application for Temporary Licence

1. Name and address of the contractor (including his father's name in case of individuals) :

2. Date of birth and age (in case of individuals) :

3. Particulars of Establishment where contract labour is to be employed-

(a) Name and address of the establishment: (b) Type of business, trade, industry manufacture or occupation, which is carried on in the establishment: (c) Name and address of the principal employer :

4. Particulars of contract labour-

(a) Nature of work in which contract labour is to be employed in the establishment: (b) Duration of the proposed contract work (give particulars of proposed date of commencing and ending) : (c) Name and address of the agent or manager of contractor at the work site: (d) Maximum number of contract labour proposed to be employed in the establishment on any day :

5. Whether the contractor was convicted of any offence within the preceding five years. If so, give details :

6. Whether there was any order against the contractor revoking or suspending licence or forfeiting security deposits in respect of an earlier contract. If so, the date of such order :

7. Whether the contractor has worked in any other establishment within the past five years. If so, give details of the principal employer, establishments and nature of work :

8. Amount of licence fee paid-No. of Treasury challan or crossed postal order and date :

9. Amount of security deposit-Treasury Receipt or crossed postal order No. and date :

I hereby declare that the particulars given above are true to the best of my knowledge and belief. Signature of the Applicant (Contractor) (To be filled in the office of the Licensing Officer). Date of receipt of the application with challan for fees/security deposit. Signature of the Licensing Officer Form XI [See Rule 26(3)] Government of Tripura Office of the Licensing Officer Licence No. Date Fee paid Rs. Signature of the Licensing Officer Expires on Temporary Licence. Licence is hereby granted to under Section 12(2) of the Contract Labour (Regulation and Abolition) Act, 1970, subject to the conditions specified in Annexure. The licence shall remain in force till Date Signature and Seal of the Licensing Officer Annexure The licence is subject to the following conditions :

1. The licence shall be non-transferable.

2. The number of workmen employed as contract labour in the establishment shall not, on any day exceed.....

3. Except as provided in the rules the fees paid for the grant of the licence shall be non-refundable.

4. The rates of wages payable to the workmen by the contractor shall not be less than the rates prescribed for the schedule of employment under minimum Wages Act, 1948, where applicable, and where the rates have been fixed by agreement, settlement or award, not less than the rates fixed.

5. In cases where the workmen employed by the contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage rates, holidays, hours of work and other conditions of service of the workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of the establishment on the same or similar kinds of work; provided that in the case of any disagreement with regard to the type of work the same shall be decided by the Chief Labour Officer whose decision shall be final.

6. In other cases the wage rates, holidays, hours of work and conditions of service of the workmen of the contractor shall be such as may be specified in this behalf by the Chief Labour Officer.

Form XII[See Rule 63]Register of contractors(1)Name and address or the principal employer.....(2)Name and address of the establishment.....

Serial No.	Name and address of the contractor	Name of work on contract	Location of contract work	Period of contract	Maximum number of workmen employed by contractor
From	To				
1	2	3	4	5	6
					7

Form XIII[See Rule 64]Register of workmen employed by contractor

Name and address of contractor..... Name and address of establishment in/ under which contract is carried on.....

Nature and location of work..... Name and address of principal employer.....

Serial No.	Name and surname of workman	Age and sex	Father's/ husband's name	Nature of employment/ designation	Permanent home address of workman (Village/ Town and District)
1	2	3	4	5	6

Local address	Date of commencement of employment	Signature or thumb impression of workman	Date of termination of employment	Reasons for termination	Remarks
7	8	9	10	11	12

Form XIV[See Rule 65]Employment Card

Name and address of contractor..... Name and address of establishment in/ under which contract is carried on.....

Nature and location of work..... Name and address of principal employer.....

1. Name of the workman.....

2. Sl. No. in the register of workmen employed.....

3. Nature of employment/designation.....

4. Wage rate (with particulars of unit, in case of piece work)...

5. Wage period.....

6. Tenure of employment.....

7. Remarks.....

Signature of contractor Form XV [See Rule 66] Service Certificate

Name and address of contractor..... Name and address of establishment in/ under which contract is carried on.....

Nature and location of work..... Name and address of principal employer.....

Name and address of workman.....

Age or date of birth.....

Identification marks.....

Father's name/Husband's name.....

Serial No.	Total period for which employed	Name of work done	Rate of wages (with particulars of unit in case of piece work)	Remarks
From	To			
1	2	3	4	5
				6

Signature..... Form XVI [See Rule 67(2)(a)] Muster Roll

Name and address of contractor..... Name and address of establishment in/ under which contract is carried on.....

Nature and location of work..... Name and address of principal employer.....

For the month of.....

SI. No. Name of workman Father's/ Husband's name Sex Date Remarks

1 2 3 4 5

1 2 3 4 5 6

Form XVII[See Rule 67(2)(a)]Register of Wages

Name and address of contractor..... Name and address of establishment in/ under which contract is carried on.....

Nature and location of work..... Name and address of principal employer.....

Wage period (Monthly)

Serial No.	Name of workman	Serial No. in the register of workman	Designation/ Nature of work done	Number of days worked	Units of work done
1	2	3	4	5	6

Daily rate of wages/ Piece rate Amount of wages earned

Basic wages Dearness allowances Overtime Other cash payments (nature of payment to be indicated)

7 8 9 10 11

Total	Deduction, if any (indicate nature)	Net amount paid	Signature/ Thumb impression of workman	Initial of contractor or his representative
12	13	14	15	16

Form XVIII[See Rule 67(2)(a)]Form of Register of Wages-cum-Muster-Roll

Name and address of contractor..... Name and address of establishment in/ under which contract is carried on.....

Nature and location of work..... Name and address of principal employer.....

Wage period: Weekly/Fortnightly From..... To.....

Serial No.	Serial No. in the register of workman	Name of workman	Designation/ Nature of work	Daily attendance/ Units of work done -15	Total attendance/ Units of work done
1	2	3	4	5	6

Daily rate of wages/ Piece rate Amount of wages earned

Basic wages Dearness allowances Overtime Other cash payments (nature of payment to be indicated)

7 8 9 10 11

Total	Deduction, if any (indicate nature)	Net amount paid	Signature/ Thumb impression of workman	Initial of contractor or his representative
12	13	14	15	16

Form XIX[See Rule 67(2)(b)]Wage Slip

Name and address of contractor.....

Nature and location of work.....

Name and Father's/Husband's name of the
workman.....

For the week/ fortnight/ month ending

1. Number of days worked.....**2. Number of units worked in case of piece rate workers.....****3. Rate of daily wages/piece rate...****4. Amount of overtime wages.....****5. Cross wages payable.....****6. Deductions, if any.....****7. Net amount of wages paid.....**

Signature of the contractor or his representative

Form XX[See Rule 67(2)(d)]Register of Deduction
for damage or loss

Name and address of contractor.....			Name and address of establishment in/ under which contract is carried on.....			
Nature and location of work.....			Name and address of principal employer.....			
Serial No.	Name of workman	Father's/ Husband's Name	Designation/ Nature of employment	Particulars of damage/ loss	Date of damage or loss	Whether worked showed cause against deduction
1	2	3	4	5	6	7

Name of person in whose presence employee's explanation was heard	Amount of deduction imposed	Number of instalments	Details of recovery of	Remarks
First instalment	Last instalment			
8	9	10	11	12
				13

Form XX[See Rule 67(2)(d)]Register of Fines

Name and address of contractor..... Name and address of establishment in/ under which contract is carried on.....

Nature and location of work..... Name and address of principal employer.....

Serial No.	Name of workman	Father's/ Husband's name	Designation/ Nature of employment	Act/ Omission for which fine imposed	Date of offence
1	2	3	4	5	6

Whether employed showed cause against fine	Name of person in whose presence employee's explanation was heard	Wage periods and wages payable	Amount of fine imposed	Date on which fine realised	Remarks
7	8	9	10	11	12

Form XXII[See Rule 67(2)(d)]Register of Advances

Name and address of contractor..... Name and address of establishment in/ under which contract is carried on.....

Nature and location of work..... Name and address of principal employer.....

Serial No.	Name	Father's/ Husband's Name	Nature of employment	Wage period and wages payable	Dates and amount of advances given	Purpose(s) for which advance made	Number of instalments by which advance is to be repaid	Date and amount of each instalment repaid	Date on which last instalment was repaid
1	2	3	4	5	6	7	8	9	10

Form XXIII[See Rule 67(2)(e)]Register of Overtime

Name and address of contractor..... Name and address of establishment in/ under which contract is carried on.....

Nature and location of work..... Name and address of principal employer.....

Serial No.	Name of workman	Father's/ Husband's name	Sex	Designation/ Nature of employment	Date on which overtime worked
1	2	3	4	5	6

Total overtime worked or production in case of piece rated	Normal rate of wages	Overtime rate of wages	Overtime earnings	Date on which overtime wages paid	Remarks
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Form XXIV[See Rule 70 (1)]Return to be sent by the contractor to Licensing OfficerHalf year ending

1. Name and address of the contractor.....

2. Name and address of the establishment.....

3. Name and address of principal employer.....

4. Duration of contract: from.....to.....

5. Number of days during the half year on which-

(a)the establishment of the principal employer had worked.....(b)the contractor's establishment had worked.....

6. Maximum number of contract labour employed on any day during the half year.....

Men Women Children Total

7. (i) Daily hours of work and spread over.....

(ii)(a)Whether weekly holiday observed and on what day.....(b)If so, whether it is paid for....(iii)Number of man-hours of overtime worked.....

8. Number of man-days worked by-

Men Women Children Total

9. Amount of wages paid-

Men Women Children Total

10. Amount of deductions from wages, if any-

Men Women Children Total

11. Whether the following have been provided :

(i)Canteens(ii)Rest of Rooms(iii)Drinking water(iv)Creches(v)First aid(If the answer is 'yes' state briefly standards provided)Place.....Date.....Signature of the contractorForm XXV[See Rule 70 (2)]Annual returns of principal employer to be sent to the Registering OfficerYear ending 31st December.....

1. Rule name and address of the principal employer.....

2. Name of establishment.....

(a) District.....(b) Postal address.....(c) Nature of operation/industry/work carried on.....

3. Full name of the manager or the person responsible for supervision and control of the establishment.....

4. Number of contractor who worked in the establishment during the year (Give details in Annexure).....

5. Nature of work-operations on which contract labour is employed.....

6. Total number of days during the year on which contract labour was employed.....

7. Total number of man-days worked by contract labour during the year.....

8. Maximum number of workmen employed directly on any day during the year.....

9. Total number of days during the year on which direct labour was employed.....

10. Total number of man-days worked by directly employed workmen.....

11. Change, if any, in the management of the establishment, its location, or any other particulars furnished to the Registering Officer in the application for registration indicating also the dates.....

Place.....Date.....Principal EmployerAnnexure to Form

Name and address of the contractor	Period of contract	Nature of work	Maximum number of workers employed by each contractor	Number of days worked	Number of man days worked
From	To				
1	2	3	4	5	6