

Contract Labor Ac

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INTRODUCTION

- Objective: An Act to regulate the employment of labour in certain establishments and to provide for the abolition in certain circumstances and for the enforcement thereof.
- Applicability :

Employer

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20 or more work
employed on any d
preceding 12mo



Applicability

- Every industry engaging 20 or more workers
- Every contractor engaging 20 or more workers

Obtaining registration & license

- Apply in form I for registration in triplicate with prescribed fees (Rs.142/-).
- Apply in form IV for license in triplicate with license & security fees (Rs.370/- per work order cases- Refundable) .
- For license form V is given by Principal engineer to contractor.

Provisions for temporary regist

- For work of immediate nature Princip Contractor can apply for temporary regis which is valid up to 15 days only.

Obligation of Principal employ

- Register of contractors Form XII
- Annual return Form XXV (on
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- Notice of Commencement/
Completion Form VI B

Obligation of Contractor

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|-----------------------|---------|
| • Renewal of license | Form VI |
| • Register of workman | Form XI |
| • Employment Card | Form XI |
| • Service Certificate | Form XV |
| • Muster Roll | Form XV |
| • Wages register | Form XV |
| • Wage slip | Form XI |

Contd.....

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|-----------------------------|----------------|
| • Deduction for damage/loss | Form XX |
| • Register of fines | Form XXI |
| • Register of advances | Form XXII |
| • Register of over-time | Form XXIII |
| • Half yearly return | Form XXIV |
| • Notice of Commencement | Form VI A /Cor |

Welfare Facilities

- Canteen Sect
- Rest rooms Sect
- Urinals, Latrines
- Drinking Facilities Sect
- First Aid Facilities Sect
- Principal employer will have to provide the facilities provided by contractor.
- In annual return these facilities needs to be

Applicability of other Act

Persons cover under this act will be covered under

- I) Factory Act, 1948
- II) Employees' Provident Fund & Miscellaneous
- III) Employees' State Insurance Act, 1948 / Workmen's Compensation Act, 1923

Contd.....

- IV) Payment of Bonus Act, 1965
- V) Minimum Wages Act, 1948
- VI) Payment of Wages Act, 1936

SAP System

Work order is released by concerned deptt. in the SAP system

Commercial deptt. releases Work order in system

Concerned deptt. Create the

Indent is created for Labour Supply .

Personnel deptt. marks the SAP on the basis of their c

Overtime of the labour is marked by the concerned deptt.

Payment of Wages

- Bills of the contractor of Labour Supply is passed as entry in SAP.
- Payment to the contract labour is disbursed
- Payment to the contract labour is disbursed representative
- Representative stamps the register & signs off

Registers which are maintained

- Gate Pass register
- Attendance Register of Contract Labour
- Daily entry of the contractor report
- Register having no. of contract Labour

