

## The Bihar Contract Labour (Regulation and Abolition) Rules, 1972<sup>1</sup>

S. O. 1114, dated 2nd November, 1972.—In exercise of the powers conferred by section 35 of the Contract Labour (Regulation and Abolition) Act, 1970 (Act 37 of 1970) the Governor of Bihar is pleased to make the following rules the same having been previously published as required by sub-section (1) of the said section, namely :—

### CHAPTER I.

1. **Short title and commencement.**—(1) These rules may be called the Bihar Contract Labour (Regulation and Abolition) Rules, 1972.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. **Definition.**—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 :—
- (a) a Chairman to be appointed by the State Government ;
  - (b) the Commissioner of Labour, Bihar *ex-officio* or in his absence any other officer nominated by the State Government in that behalf ;
  - (c) one person representing the department of the State Government to be appointed by that Government from amongst its officials ;

1. Published in Bihar Gazette (Ex-ord). dated 6-12-1972.

(d) Two persons representing the principal employers and two representing the contractors to whom the Act applies to be appointed by the State Government after consultation with the organisations, if any of the principal employers or the contractors as may be recognised by the State Government.

(e) Two persons representing the employees of the principal employers and two representing the employees of the contractors to whom the Act applies to be appointed by the State Government after consultation with such organisations or workmen as may be recognised by the State Government.

4. **Terms of office.**—(1) The Chairman of the Board and each of the members referred to in clauses (d) and (e) of rule 3, shall hold office as such for a period of three years commencing from the date on which his appointment is first notified in the Official Gazette :

Provided that where the successor of any such member has not been notified in the Official Gazette on or before the expiry of the said period of three years, such member shall notwithstanding the expiry of the period of his office, continue to hold such office until the appointment of his successor has been notified in the Official Gazette.

(2) Each of the members of the Board referred to in clause (c) of rule 3 shall hold office as such during the pleasure of the Governor.

5. **Resignation.**—(i) A member of the Board on being an *ex-officio* member may resign his office by a letter in writing addressed to the State Government.

(ii) The office of such a member shall fall vacant from the date on which his resignation is accepted by the State Government or on the expiry of thirty days from the date of receipt of the letter of resignation by the Government whichever is earlier.]

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. **Disqualification for membership.**—(1) A person shall be disqualified for being re-appointed, and for being a member of the Board :—

- (i) if he is of unsound mind and stands so declared by a competent Court; or
- (ii) if he is an undischarged insolvent; or
- (iii) if he has been or is convicted of an offence which, in the opinion of the State Government, involves moral turpitude.

1. Subs. by S. O. 1940 dated 15-12-1976.

(2) If a question arises as to whether a disqualification has been incurred under sub-rule (1) the State Government shall decide the same.

**8. Removal from membership.**—The State Government may remove from office any member of the Board, if in its opinion such a member has ceased to represent the interest which he purports to represent on the Board :

Provided that no such member shall be removed unless a reasonable opportunity is given to him of making any representation against the proposed action.

**9. Vacancy.**—When a vacancy occurs or is likely to occur in the membership of the Board, the Chairman shall submit a report to the State Government and on receipt of such report the State Government shall take steps to fill the vacancy by making an appointment from amongst the category of persons to which the person vacating membership belonged and the person so appointed shall hold office for the remainder of the terms of office of the member in whose place he is appointed.

**10. Staff.**—(1) (i) The State Government may appoint one of its officials as Secretary to the Board and appoint such other staff as it may think necessary to enable the Board to carry out its functions.

(ii) The salaries and allowances payable to the staff and the other conditions of service of such staff shall be such as may be decided by the State Government.

(2) The Secretary :—

- (i) shall assist the Chairman in convening meetings of the Board;
- (ii) may attend the meetings but shall not be entitled to vote at such meetings;
- (iii) shall keep a record of the minutes of such meetings; and
- (iv) shall take necessary measure to carry out the decisions taken at the meetings of the Board.

**11. Allowance of members.**—(1) The travelling allowance 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 his salary.

(2) The non-official members of the Board shall be paid travelling allowance for attending the meeting of the Board at such rates as are admissible to Grade I officers of the State Government and daily allowance shall be calculated at the maximum rate admissible to Grade I officers of the State Government.

**12. Disposal of business.**—Every question which the Board is required to take into consideration shall be considered at a meeting or, if the Chairman so directs by sending the necessary papers to every member for opinion, and the question shall be disposed of in accordance with the decisions of the majority :

Provided that in the case of equality of votes, the Chairman shall have a second or a casting vote.

**Explanation.**—“Chairman” for the purposes of this rule, shall include the Chairman nominated under rule 13 to preside over a meeting.

**13. Meetings.**—(1) The Board shall meet at least twice a year at such places and times as may be specified by the Chairman.

(2) 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.

**14. Notice of meeting and list of business.**—(1) Ordinarily seven days' notice shall be given to the members of a proposed meeting.

(2) 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.

**15. Quorum.**—No business shall be transacted at any meeting unless at least one-third of the members of whom at least one representing the employers and one representing the employees are present :

Provided that if at any meeting either less than one-third of the members are present or there is no member representing the employers and the employees present the Chairman may adjourn the meeting to a date not later than seven days from the date of that meeting and it shall thereupon be lawful to dispose of the business at such adjourned meeting irrespective of the number or class of members present.

**16. Committee of the Board.**—(i) The Board may constitute such committees and for such purposes as it may think fit.

(ii) While constituting the Committees the Board may nominate one of its members to be the Chairman of the Committee.

[(2) (i) The Committee shall meet at such times and places as the Chairman of the said Committee may decide.

(ii) The provisions of rules 12, 13(2), 14 and 15 shall apply to the Committee for transaction of business at its meetings as they apply to the Board.]

(3) The provisions of rule 11 shall apply to the members of the Committee for attending the meetings of the Committee as they apply to the members of the Board.

#### CHAPTER III.

#### Registration and Licensing.

**17. 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 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.

1. Subs. by S. O. 1940 dated 15-12-1976.

(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 an acknowledgment to the applicant.

**18. Grant of certificate of registration.**—(1) The certificate of registration under sub-section (2) of section 7 shall be granted within sixty days of the receipt of the application by the registering officer and shall be in form II.

(2) Every certificate of registration granted under sub-section (2) of section 7 shall contain the following particulars, namely:—

- (a) the name and address of the establishment;
- (b) the maximum number of workmen to be employed as contract labour in the establishment.
- (c) the type of business, trade, industry, manufacture or occupation which is carried on in the establishment.
- (d) such other particulars as may be relevant to the employment of contract labour in the establishment.

(3) The registering officer shall maintain a register in Form III showing the particulars of establishments in relation to which certificates of registration have been issued by him.

(4) If, in relation to an establishment, there is any change in the 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.

**19. Circumstances in which application for registration may be rejected.**—

(1) If any application for registration is not complete in all respects the registering officer shall require the principal employer to amend the application so as to make it complete in all respects.

(2) If the principal employer on being required by the registering officer to amend his application for registration omit or fails to do so, the registering officer shall reject the application for registration.

**20. Amendment of certificate of registration.**—(1) Where on receipt of the intimation under sub-rule (4) of rule 18, 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 to produce the treasury receipt showing such credit.

(2) Where on receipt of the intimation referred to in sub-rule (4) of rule 18, the registering officer is satisfied that there has occurred a change in the

particulars of the establishment as entered in the register in Form 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 any amendment in the register in Form III, unless the appropriate fees have been deposited by the principal employer.

**21. Application for a licence.**—(1) Every application by a contractor for the grant of a licence shall be made in triplicate, in Form 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 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 acknowledgment to the applicant.

(5) Every application referred to in sub-rule (1) shall also be accompanied by a treasury receipt showing—

- (i) [x x x x x x]
- (ii) the payment of the fees at the dates specified in rule 26.

**22. 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 preceding the date of application) of an offence, involving moral turpitude;
- (b) whether there is an order of the appropriate Government or an award of 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;

1. Omitted by S. O. 1940 dated 15.12.1976.

- (c) whether any 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 26; and
- (e) whether security has been deposited by the applicant at the rates specified in rule 24.

[Publisher's note.—Serial 4 of S. O. 1940 dated 15.12.1976 which amends the Bihar Contract Labour (Reg. & Abol.) Rules suggests that sub-rule (3) of Rule 22 shall be omitted. It will be observed that Rule 22 does not contain any sub-rules rather it has few clauses. It seems that the intention of the State Government was to omit clause (e) of Rule 22 which refers to security. This presumption is based on the omission of rule 24 which deals with 'Security'.]

**23. Refusal to grant licence.**—<sup>1</sup>(1) On receipt of the application from the contractor and as soon as possible thereafter, the Licensing Officer shall investigate or cause investigation to be made to satisfy himself about the correctness of the facts and particulars furnished in such application and the eligibility of the applicant for a licence.]

(2) (i) Where the licensing officer is of opinion that the license should not be granted, he shall, after affording reasonable opportunity to the applicant to be heard, make order rejecting the application.

(ii) The order shall record the reasons for the refusal and shall be communicated to the applicant.

**24.** <sup>2</sup>[x x x x x x]

**25. Forms and terms and conditions of licence.**—(1) Every licence granted under sub-section (1) of section 12 shall be in Form VI.

(2) Every licence granted under sub-rule (1) or renewed under rule 29 shall be subject to the following conditions namely :—

- (i) the license shall be non-transferable;
- (ii) the number of 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 by the contractor shall not be less than the rates prescribed under the Minimum Wages Act, 1948 (II 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;

1. Subs. by S.O. 1940 dated 15.12. 1976.

2. Omitted by ibid.

- (v) (a) In case the workman is employed by the Contractor in production or maintenance of jobs which are not permanent in industrial establishments, the workman will be paid the same wages and allowed the same facilities in respect of leave, holidays and hours of work, as are allowed to the workman employed directly by the said establishment for same or similar jobs. If there is disagreement about "the same or similar nature of jobs" the matter will be referred to the Commissioner of Labour 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 Commissioner of Labour, Bihar;

**Explanation.**—While determining wage rate, holidays, hour of work and other conditions of service under (b) above the Commissioner of Labour, Bihar, shall have due regard to the wage rates, holidays, hours of work and other conditions of service obtaining in similar employments.

- (vi) (a) in every establishment where twenty or more women are ordinarily employed as contract labour, there shall be provided two rooms of reasonable dimension for the use of their children under the age of six years ;
- (b) one of the such rooms shall be used as a play room for the children and the other as bed room for the children ;
- (c) the contractor shall supply adequate number of toys and games in the play room and sufficient number of cots and beddings in the sleeping room ;
- (d) the standard of the construction and maintenance of the creches shall be such as may be specified in this behalf by the Commissioner of Labour, Bihar ;
- (vii) the licence shall notify any change in the number of workmen or the conditions of work to the licensing officer.
- <sup>1</sup>[(viii) The licensee shall within seven days of the commencement of contract work, intimate to the inspector, the actual date of such commencement.

<sup>2</sup>[**26. Fees.**—(1) The fees to be paid for the grant of a certificate of registration under section 7 shall be as specified below—

	Rs.
if the number of workmen proposed to be employed on contract on any day—	
(a) does not exceed 20	... 30
(a) exceeds 20 but does not exceed 50	... 75
(c) exceeds 50 but does not exceed 100	... 150
(d) exceeds 100 but does not exceed 200	... 300

1. Ins. by S. O. 1940 dated 15-12-1976.

2. Subs. by S. O. 844 dated 1-5-1979.

(e) exceeds 200 but does not exceed 400	...	600
(f) exceeds 400	...	750

(2) The fees to be paid for the grant of a licence under section 12 shall be as specified below—

If the number of workmen employed by the contractor on any day—

	Rs.
(a) does not exceed 20	...
(b) exceeds 20 but does not exceed 50	... 10.00
(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	... 200.00
	... 250.00

<sup>1</sup>[27. Every license granted under rule 25 or renewed under rule 29, as the case may be, shall remain in force for twelve months from the date it is granted or renewed or till the actual date of completion of the contract, whichever is earlier.]

**28. Amendment of the license.**—(1) A license issued under rule 25 or renewed under rule 29 may, for good and sufficient reasons, be amended by the licensing officer.

(2) The Contractor who desires to have the license amended shall submit to the licensing officer an application stating the nature of the amendment and 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 license had been originally issued in the amended form exceeds the fees originally paid for the license.

(ii) On the applicant furnishing the requisite treasury receipt the license shall be amended according to the orders of the licensing officer.

(4) Where the application for amendment is refused, the licensing officer shall record the reasons for such refusal and communicate the same to the applicant.

**29. Renewal of license.**—(1) Every contractor shall apply to the licensing officer for renewal of the license.

(2) Every such application shall be in Form VII in triplicate and shall be made not less than thirty days before the date on which the license expire, and if the application is so made, the license shall be deemed to have been renewed until such date when the renewed license is issued.

(3) The fees chargeable for renewal of the license shall be the same as for the grant thereof :

Provided that if the application for renewal is not received within the time specified in sub-rule (2), a fee of 25 percent in excess of the fee ordinarily payable for the license shall be payable for such renewal :

1. Subs. by S. O. 1940 dated 15-12-1976.

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 of such excess fee.

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

31. <sup>1</sup>[x x x x].

**32. Grant of temporary certificate of registration and licence.**—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 contract, as the case may be, may apply for a certificate of temporary registration of 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 certificate of temporary 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. <sup>1</sup>[x x x x].

(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 a period of fifteen days and was of a nature which could not 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 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 for the grant of the certificate of registration under sub-rule (3) shall be as specified below :—

If the number of workmen proposed to be employed on contract on any day—

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

1 Omitted by S.O. 1940 dated 15-12-1976.

(7) The fees to be paid for the grant of a licence under sub-rule (3) shall be as specified below :—

If the number of workmen to be employed by the contractor on any day—

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

(8) The provision of rule 23 and rule 24 shall apply to the refusal to grant licence or to grant licence under sub-rule (4) and sub-rule (3) respectively.

#### CHAPTER IV

#### Appeals and Procedure.

**33.** (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 for Rs. 10.

(2) The memorandum shall set forth concisely and under distinct heads the grounds of appeal to the order appealed from.

**34.** (1) Where the memorandum of appeal does not comply with the provisions of sub-rule (2) of rule 33, it may be rejected or returned to 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 reason 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; in the case may be, on 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 within a period of one month.

(ii) On receipt of the record the Appellate Officer shall send in 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.

**35.** If on the date fixed for hearing the appellant or his authorised agent

**36.** (i) Where an appeal has been dismissed under rule 35 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.

**37.** (1) If the appellant is present when the appeal is called on for the 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 judgment on the appeal either confirming, reversing or varying the order appealed from.

(2) The judgment 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 copy thereof shall be sent to the Registering Officer or the Licensing officer from whose order the appeal has been preferred.

**38. Payment of Fees.**—Unless provided in these rules all fees to be paid under these rules shall be paid in the local Treasury under the head "6087"—Labour and Employment—Fees under the Contract Labour (Regulation and Abolition) Act, 1970.]

**39. Copies.**—Copy 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 order on application specifying the date and other particulars of the order made to the officer concerned.

#### CHAPTER V.

#### WELFARE AND HEALTH OF CONTRACT LABOUR.

**40.** (1) The facilities required to be provided under sections 8 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 establishment within seven days of the commencement of these rules and in the case of new establishment 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 seven days of the expiry of the period laid down in the said sub-rule.

**41. 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 3 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 or 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) Effective and suitable provision shall be made in every room for securing and maintaining adequate ventilation by the circulation of fresh air and there shall also be provided and maintained sufficient and suitable natural or artificial lighting.

(5) The rest room or rooms or other suitable alternative accommodation shall be of such dimensions so as to provide at least a floor area of 2.0 square metres for each person making use of the rest room and the accommodation shall not be less than for ten percent of the number of workers employed at any one time.

(6) The rest room or rooms or other suitable alternative accommodation shall be so constructed as to afford adequate protection against heat, wind, rain, and shall have smooth, hard and impervious floor surface.

(7) The rest rooms or other suitable alternative accommodation shall be at a convenient distance from the establishment and shall have adequate supply of wholesome drinking water.

**42. 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 labour within sixty days of the date of coming into force of the rules in case of the establishments and within 60 days of commencement of the employment of contract labour in the case of 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 sixty 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.

**43.** (1) The canteen shall consist of at least a dining hall, kitchen, store-room, pantry and washing places separately for workers and for utensils.

(2) (i) The canteen shall be sufficiently lighted at all time when any person has access to it.

(ii) The floor shall be made of smooth and impervious material and inside walls shall be lime washed or colour washed, at least once in each

Provided that the inside walls of kitchen shall be lime washed every four months.

(3) (i) The precincts of the canteen shall be maintained in a clean and sanitary condition.

(ii) Waste water shall be carried away in suitable covered drains and shall not be allowed to accumulate so as to cause a nuisance.

(iii) Suitable arrangements shall be made for the collection and disposal of garbage.

**44.** (1) The dining hall shall accommodate at a time at least 30 percent of the contract labour working at a time.

(2) The floor area of the dining hall, excluding area occupied by the service counter and any furniture except tables and chairs shall be not less than one square metre per diner to be accommodated as prescribed in sub-rule (1).

(3) (i) A portion of the dining hall and service counter shall be partitioned off and reserved for women workers in proportion to their number.

(ii) Washing places for women shall be separate and screened to secure privacy.

(4) Sufficient tables, stools, chairs or benches shall be available for the number of diners to be accommodated as prescribed in sub-rule (1).

**45** (1) (i) There shall be provided and maintained sufficient utensil, crockery, cutlery, furniture and other equipment necessary for the efficient running of the canteen.

(ii) The furniture, utensils and other equipment shall be maintained in a clean and hygienic condition.

(2) (i) Suitable clean clothes for the employees serving in the canteen shall also be provided and maintained.

(ii) A service counter, if provided, shall have top of smooth and impervious material.

(iii) Suitable facilities including an adequate supply of hot water shall be provided for the cleaning of utensils and equipment.

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

**47.** The charges for foodstuffs, 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.

**48.** In arriving at the prices of foodstuffs and other articles served in the canteen, the following items shall not be taken into consideration

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

**49.** The books of accounts and registers and other documents used in connection with the running of the canteen shall be produced on demand to an inspector.

**50.** The accounts pertaining to the canteen shall be audited once every months by registered accountants and auditors :

Provided that the Commissioner of Labour, Bihar, may approve of any other person to audit the accounts, if he is satisfied that it is not feasible to point a registered accountant and auditor in view of the site or the location of the canteen.

**51. 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 or 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.

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

**53.** (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.

**54.** There shall be at least one urinal for male workers up to 50 and one for female worker up to fifty employed at a time :

Provided that where the number of male or female workmen, 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 thereof

(2) (i) The latrines and urinals shall be adequately lighted and shall be maintained in a clean 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.

**56.** Water shall be provided by the means of tap or otherwise so as to be conveniently accessible in or near the latrine and urinals.

**57. Washing facilities.**—(1) In every establishment coming within the scope of the Act adequate and suitable facilities for washing shall be provided and maintained for the use of contract labour employed therein.

(2) Separate and adequate screening facilities shall be provided for the use of male and female workers.

(3) Such facilities shall be conveniently accessible and shall be kept in clean and hygienic condition.

**58. 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.

**59.** (1) The first aid box shall be distinctively marked with a red cross on a white ground and shall contain the following equipment, namely—

A. For establishments in which the number of contract labour employed does not exceed fifty—

Each first-aid box shall contain the following equipment—

- (i) 6 small sterilized dressings.
- (ii) 3 medium size sterilized dressings.
- (iii) 3 large size sterilized dressings.
- (iv) 3 large size sterilized burn dressings.
- (v) 1 (30 ml.) bottle containing a two percent alcoholic solution of iodine.
- (vi) 1 (30 ml.) bottle containing salvolatile 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 grains) of aspirin.
- (xii) Ointment for burns.



Each first-aid box shall contain the following equipment :—

- (i) 12 small sterilized dressings.
  - (ii) 6 medium size sterilized dressings.
  - (iii) 6 large size sterilized dressings.
  - (iv) 6 large size sterilized burn dressings.
  - (v) 6 (15 gms.) packets sterilized cotton wool.
  - (vi) 1 (60 ml.) bottle containing a two percent alcoholic solution iodine.
  - (vii) 1 (60 ml.) bottle containing salvolatile having the dose and mode of administration indicated on the label.
  - (viii) 1 roll of adhesive plaster.
  - (ix) A snake bite lancet.
  - (x) 1 (30 gms.) bottle of potassium permanganate crystals.
  - (xi) 1 pair scissors.
  - (xii) 1 copy of the first aid leaflet issued by the Director General, Factory Advice Service and Labour Institutes, Government of India.
  - (xiii) A bottle containing 100 tablets (each of 5 grams) of aspirin.
  - (xiv) Ointment for burns.
  - (xv) A bottle of a suitable surgical anti-septic solution.
- (2) Adequate arrangement shall be made for immediate recoupment of the equipment when necessary.

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

61. 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.

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

#### CHAPTER VI.

#### WAGES.

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

64. No wage period shall exceed one month.

65. 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 wage period in respect of which the wages are payable.

67. 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 wages period, final payment shall be made within 48 hours of the last working day.

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

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

70. Wages shall be paid without any deductions 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).

71. A notice showing the wages period and the place and 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.

72. The principal employer shall ensure the presence of his authorised representative at the place and time of disbursement of wage 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.

73. The authorised representative of the principal employer shall record under his signature a certificate at the end of the entries in the Register of Wages or the Wages-cum-Muster Roll, as the case may be in the following form :—

Certified that the amount shown in column no.... ..  
has been paid to the workman concerned in my presence on  
... ..at... ..

#### CHAPTER VII.

#### REGISTER AND RECORDS AND COLLECTION OF STATISTICS.

74. Register of contractors.—Every principal employer shall maintain in respect of each registered establishment a register of contractors in Form XII.

75. Register of persons employed.—Every contractor shall maintain in respect of each registered establishment where he employs contract labour, a register in Form XIII.

76. Employment card.—(1) Every contractor shall issue an employment card in Form 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.

77. Service certificate.—On termination of employment for any reason whatever the contractor shall issue to the workmen whose services have been terminated a Service Certificate in Form XV.

78. Muster Roll, Wages Register, Deduction Register and Overtime Register.—(1) In respect of establishments which are governed by the Payment

These Acts and the rules made thereunder shall be deemed to be registers to be maintained by the contractor under these rules :—

- (a) Muster Roll;
- (b) Register of Wages;
- (c) Register of Overtime;
- (d) Register of Deductions;
- (e) Register of fines; and
- (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 XVI and in Form XVII respectively :

Provided that a combined muster roll-cum-wages register in Form XVIII shall be maintained by the contractor where the wage period is a fortnight or less.

- (b) Where the wage period is one week or more, the contractor shall issue wages slips in Form XXI to the workers atleast 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 entries therein shall be authenticated by the initials of the contractor or his representative and duly certified by the authorised representative of the principal employer as required by rule 73.

- (d) *Register of deductions, fines and advances.*—Registers of deductions for damage or loss, Register of fines and Register of advances shall be maintained by every contractor in Forms XX, XXI and XXII respectively.

- (e) *Register of overtime.*—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 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 Commissioner of Labour, Bihar.

79. Every contractor shall display an abstract of the Act and rules in English and Hindi and in the language spoken by the majority of workers in such form as may be approved by the Commissioner of Labour, Bihar.

80. (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 establishment.

(2) Such registers shall be maintained legibly in English or Hindi.

(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.

81. (1) (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 Hindi and in the local language understood by the majority of the workers in conspicuous places at the establishment and the 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.

(2) A copy of the notice shall be sent to the Inspector and whenever any change occurs the same shall be communicated to him forthwith.

82. (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 6 months commencing from 1st January and 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.

83. (1) The Board, Committee, Commissioner of Labour, Bihar 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 17 (1)]

*Application for registration of establishments employing contract labour.*

1. Name and Location 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 contractors and contract labour—
  - (a) Name and address 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.
  - <sup>1</sup>(cc) Estimated date of the commencement of work under each contractor.]
  - (d) Estimated date of termination 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.

Date of receipt of application.

Office of the Registering  
Officer.

### FORM II

[See Rule 18 (1)]

*Certificate of Registration*

Government of Bihar, 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 thereunder to—

- 1 Nature of work carried on

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 any day through each contractor.
5. Other particulars relevant to the employment of contract labour.

*Signature of Registering Officer with seal.*

### FORM III

[See Rule 18 (3)]

*Register of Establishment*

Serial No.	Registration no. and date	Name and address of the establishment registered	Name of the principal Employer and his address.	Type of business, trade, industry manufactures or occupation, which is carried on in the establishment.	Total No. of workers 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 No. of contract labour to be employed on any day.	Probable duration of employment of contract labour.	Remarks.
1	2	3	4	5

## FORM IV.

[See Rule 21 (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) Number 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 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 or contractor at the work site.
  - (d) Maximum no. of contract labour proposed to be employed in the establishment on any date.
5. Whether the contractor was con-

6. Whether there was any order against the contractor revoking or suspending licence 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, Establishment and nature of work.
8. Whether a certificate by the Principal Employer in Form V enclosed.
9. Amount of licence fee paid, no. of Treasury challan and date.
10. \*

## DECLARATION.

I hereby declare that the details given above are correct to the best of my knowledge and belief.

Place—

*Signature of the applicant.*

Date—

(Contractor)

Note—The application should be accompanied by Treasury receipt for the appropriate amount and a certificate in Form V from the Principal Employer.

*(To be filled in the office of the Licensing Officer).*

Date of receipt of the application with challan for fees/security deposit.

*Signature of Licensing Officer.*

## FORM V.

[ See Rule 21 (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 Bihar Contract Labour (Regulation and Abolition) Rules, 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... ..

*Signature of Principal Employer.*

Date... ..

Name and address of Establishment.

## FORM VI

[ See Rule 25 (1) ]

Government of Bihar.

Office of the Licensing Officer.

Licence No. \_\_\_\_\_ Dated \_\_\_\_\_ Fee paid Rs. \_\_\_\_\_

Licence is hereby granted to... ..under section 12 (1) 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 29)  
Date of Renewal. Fee paid for renewal. Date of expiry.

- 1.
- 2.
- 3.

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, 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.
- <sup>1</sup>(5) In case workmen are employed by contractors in production or maintenance jobs which are not permanent in industrial establishments, the workmen will be paid the same wages and allowed the same facilities in respect of leave, holidays and hours of works, as are allowed to the workmen employed directly by the said establishment for the same or similar jobs. In case of disagreement about "the same or similar jobs" the matter will be referred to the Commissioner of Labour 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 Commissioner of Labour, Bihar.

- (7) In every establishment where 20 or more women are ordinarily employed as contract labour there shall be provided 2 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 play room 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 play room and sufficient number of cots 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 Commissioner of Labour, Bihar.

- (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 29 (2)].

Application for renewal of licences.

1. Name and address of the contractor.
2. Number 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 filled in office of the Licensing Officer.

Date of receipt of the application.

with Treasury Receipt no. and date.

Signature of Licensing Officer

## FORM VIII

[See Rule 32 (2)]

Application for temporary 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 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

- (a) Nature of work in which contract labour is to be employed and reasons for urgency.
- (b) Maximum number of contract labour to be employed 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 32 (3)].

*Certificate of Temporary Registration.*

[Date.....

Date of Expiry.....

Government of Bihar.

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 32 (2)].

*Application for Temporary Licence.*

1. Name and address of the contractor

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 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 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, establishment and nature of work.
8. Amount of Licence fee paid, no. of treasury challan or the

9. [x x x x].

I hereby declare that the particulars given above are true to the best of my knowledge and belief.

Place—

*Signature of the applicant.*

Date—

*(Contractor).*

*(To be filled in the office of the Licensing Officer.)*

Date of receipt of the application with challan for fees <sup>2</sup>[x x x x].

*Signature of the Licensing Officer.*

### FORM XI

[See Rule 32 (3)]

Government of Bihar.

Office of the Licensing Officer.

Licence no.	Date	Fee Paid Rs...	...
Temporary Licence		Signature of the Licensing Officer.	Expires on... ..

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 the Minimum Wages Act, 1948, where applicable, and where the rates have been fixed by agreement, settlement or awards, 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 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 disagreement with regard to the type of work the same

shall be decided by the Commissioner of Labour, Bihar 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 Commissioner of Labour, Bihar.

### FORM XII

(See Rule 74)

*Register of Contractors.*

1. Name and address of the Principal Employer... ..
2. Name and address of the establishment... ..

Serial No.	Name and address of Contractor.	Nature of work on Contract.	Location of Contract work.	Period of Contract.		Maximum No. of workmen employed by Contractor
				From	To	
1	2	3	4	5	6	7

**FORM XIII**

(See Rule 75)

*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 workmen	Age and sex.	Father's/husband's name.	Nature of employment/designation.	Permanent home address of workmen (village, police-station and district.)	Local address
1	2	3	4	5	6	7

Date of commencement of employment.	Signature or thumb impression of workmen.	Date of termination of employment.	Reasons for termination.	Remarks
8	9	10	11	12

**FORM XIV.**

(See Rule 76)

*Employment Card.*

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

Nature of work and location of work... .. Name and address 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 units, in case of piece-work).
5. Wage period.
6. Tenure of employment.
7. Remarks.

*Signature of contractor.*

**FORM XV**

(See Rule 77)

*Service Certificate.*

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

Name and address of workman... .. Name and address of Principal Employer... ..

Age and date of birth... ..

Identification mark... ..

Father's/husband's name ... ..

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



**FORM XVI.**

[ See Rule 78 (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... ..

Serial No.	Name of workman.	Father's/ husband's name.	Sex.	Dates.					Remarks.
				1	2	3	4	5	
1	2	3	4	5					6

**FORM XVII.**

[See Rule 78 (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... ..

Wages period : Monthly

Serial no.	Name of workman	Serial No. in the Register of workmen.	Designation/nature of work done.	No. 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 allowance.	Overtime.	Other cash payments (nature of payment to be indicated.)	Total
7	8	9	10	11	12

Deduction if any indicate nature.	Net amount paid	Signature/thumb impression of workman.	Initial of contractor or his representative.	Signature of the contractor or his representative.
13	14	15	16	17

## FORM XVIII

[See rule 78 (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 Register of workmen	Name of employee.	Designation/nature of work	Daily attendances/unit worked.			Total attendance of/ unit of work done.	Daily rates of wages/piece rate.
				1	2	3		
1	2	3	4	5			6	7

Amount of wages earned.					Deduction, if any, (indicate nature).	Net amount paid.	Signature/thumb impression of workmen.	Initial of contractor or his representative.
Basic wages.	Dearness allowance	Overtime.	Other cash payments (nature of payments to be indicated).	Total				
8	9	10	11	12	13	14	15	16

**FORM XIX.**

[See rule 78 (2) (b)]

*Wage Slip*

Name and address of contractor... .. Name and Father's/Husband's  
name of the workmen.....

Nature and location of work... .. For the week/fortnight/month  
ending... ..

1. No. of days worked

2. No. of units worked in case of piece  
rate workers.

3. Rate of daily wages/piece-rate.

4. Amount of overtime wages.

5. Gross wages payable.

6. Deductions, if any.

7. Net amount of wages paid.

**FORM XX.**

[See Rule 78 (2) (d)]

*Register of deductions 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 workmen	Father's/ Husband's name.	Designation, nature of employment.	Particulars of damage or loss.	Date of damage or loss.	Whether workman showed cause against deduction.
1	2	3	4	5	6	7

Name of persons in whose presence employee's explanation was heard.	Amount of deduction imposed.	No. of instalments.	Date of recovery		Remarks
			First instalment	Last instalment	
8	9	10	11	12	13

**FORM XXI**

[See rule 78 (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 workmen.	Father's/Husband's name.	Designation/nature of employment.	Act/Omission for which fine imposed.	Date of offence.	Whether workman showed cause against fine.
1	2	3	4	5	6	7

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.
8	9	10	11	12

**FORM XXII**

(See Rule 78 (2)(d))

*Register of Advance*

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/designation.	Wage period and wages payable.	Date and amount of advance given.	Purpose(s) for which advance made.
1	2	3	4	5	6	7

No. of instalment by which advance to be repaid.	Date of amount of each instalment repaid.	Date on which last instalment was repaid.	Remarks
8	9	10	11

## FORM XXIII

[See Rule 78 (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 workmen.	Father's/husband's name.	Sex	Designation/nature of employment.	Date on which overtime worked.	Total over-time worked or production in case of piece rated.
1	2	3	4	5	6	7

Normal rate wages.	Overtime rate of wages.	Overtime earnings.	Date on which overtime wages paid.	Remarks.
8	9	10	11	12

## FORM XXIV.

[See Rule 82 (1)]

Return to be sent by the Contractor to the Licensing Officer.

Half-year ending.....

- Name and address of the contractor.
- Name and address of the establishment.
- Name and address of the Principal Employer.
- Duration of contract : From—to—
- No. of days during the half year on which :
  - the establishment of the Principal Employer had worked.
  - the contractor's establishment had worked.
- Maximum number of contract labour employed on any day during the half year :
 

Men	Women	Children	Total
-----	-------	----------	-------
- (i) Daily hours of work and spreadover.—  
 (ii) (a) whether weekly holiday observed and on what day—  
 (b) if so, whether it was paid for—  
 (iii) No. of *man-hours* of over-time worked.
- Number of *man-days* worked by—
 

Men	Women	Children	Total
-----	-------	----------	-------
- Amount of wages paid—
 

Men	Women	Children	Total
-----	-------	----------	-------

11. Whether the following has been provided—

- (i) Canteen—
- (ii) Rest Rooms—
- (iii) Drinking water—
- (iv) Creches—
- (v) First aid.

(If the answer is 'yes', state briefly standards provided).

*Signature of contractor.*

**FORM XXV**

[ See rule 82 (2) ]

*Annual Return of Principal Employer to be sent to the Registering Officer.*

Year ending 31st December.....

1. Full 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 person responsible for supervision and control of the establishment.
4. No. of contractors who worked in the establishment during the year (give details in Annexure).
5. Nature of work/operations on which contract labour was employed.
6. Total number of days during the year on which contract labour was employed

8. Maximum no. of workmen employed directly on any day during the year :

9. Total no. of days during the year on which direct labour was employed.

10. Total no. 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 Employer*

**ANNEXURE TO FORM.**

Name and address of the contractor	Period of contractor.		Nature of work.	Maximum no. of workers employed by each contractor.	No. of days worked	No. of mandays worked.
	From—	To—				
1	2	3	4	5	6	7



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