

TRIPURA CONTRACT LABOUR (REGULATION & ABOLITION) RULES, 1978

—r R Ip 1)Rh CONTRACT CRE+(.) N a,i.n4 RI) Lf_S No. F. PUBLISHED IN THE EXTRAORDINARY ISSUE Agartala; Saturday, September 30, -1978 A, D 9, 1900 S E. GOVERNMENT OF TRIPURA DEPARTMENT OF LABOUR 'Dated, Agartala, the 6th •July, 1978. NOTIFICATION 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, Extra-Ordinary -Issue dated 22nd April, 1975 under the notification of the Government of Tripura in the Department of 'Labour Nö. F. 42(2)/LAB/68 dated 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 (Reguläti6n -and Abolition) 1970 -(37:- 2 of •1970), the State- Government hereby makes the following "-namely :— THE -'TRIPURA - CONTRACT. LABOUR (REGULATION AND ABOLITION)" RULES, 1'978

CHAPTER 1 Rules Short title and . commencement _ 'These- rules maybe cädd 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) (e) (d) (e) (f) (g) fAct' means the Contract Labour. (Regulation and Aboli• tion) Act, 1970 ; QAppellate •Officer': means the Appellate. Offcér:. appointed by thew State Government under sub-section . (I) of Sec- tion 15 ; t Board' -means •the -State' Advisory Contract Labour Board constituted -under Section 4 ; Chairman' means the- Chairman of the Board ; eCommittee' means a Committee constituted under sub- section. (I) of Section-5.; 'Form' means a [form •a.ppended •these rules; Section: means a Section of the Act

CHAPTER 11 STATE BOARD 3. The Board shall consist of the following members :— (1) a Chairman to. be appointed 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 omcials ; (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 . may .be recognised by the State Government ; (5) four persons, representing employees .ofi such , organisa- tions to which the •Act -applies :to;- bé a-ppointedZby the 3 State .Government•after consultation with such organisa- tions, :if.- äny,i of . representing the urespective interest as may be recognised by the State Government

4. Terms of Office —The • Chairman and meinbers of the Board shall hold office as such tilEthe pleasure of the State. Government or for a period of. three years from the:date. oh which their appointment is first notified in the Offeial3 Gazette whichever. is earlier. b.. : member of the Board, not - being an ex- officio •member, may resign-his office by a letter in writting 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. CessatiQn of Membership any member of the Board, not being an ex+omcio member, fails to attend three consecutive meet- ings of-the Board, without, obtaining leave. of the Chairman for such absence, he' shall ceaSe to be a:member of the Board : Provided that the • Statæ Government may, if it is satisfied that such member was prevented by suffcient 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 incharge of the Labour Directorate- of the State Government shall render all assistance to the Board -in carrying out its.functions

8. Meetihäs 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 nomi- nate a member of the. Board to
preside over such meeting



9. Notice of meetings and list of business 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. IO. Quorum 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 to another date informing the members present and giving notice to the other members that he proposed 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 transact the business at the adjourned meeting irrespective of the number of members attending. 5

4 deposit a sum of Rs. 1000, together with the amount already paid by such principal employer, would be equal to such higher amount of Allowances of- The travelling allowance of Rs. 1000 payable for the registration of the establishment and to produce an official receipt : shall be governed by the rules applicable to him for journey performed on official duties and shall be paid by the treasury receipt showing such deposit. the authority paying his salary. (2) -Where, on receipt of the intimation referred to in sub- (b) The non-official members of the Board shall be paid travel- rule (3) of rule 13, the registering officer is satisfied that there has been a change in the particulars of the establishment; as entered in the register in



Form-III he shall amend the said register and record daily allowances shall be calculated at the maximum rate admissible therein the change which has occurred : to Grade I Officers of the State Government in their respective places. Provided that no such amendment shall effect anything done Provided that a non-official member residing within eight or. any action taken or any right, obligation or liability acquired or Kilometres of the place where the meeting of the Committee. or incurred. before such amendment : Board is held, may be allowed the actual cost of conveyance subject to Grade I Officers of - the State Government in their respective Provided further that the registering officer shall not carry out. any. amendment in the register .in Form III unless the appropriate places : fees have- been deposited by the principal employer



CHAPTER 11] HI) Every applicationsby al con- 15.- Application -foi' a -licence: Régistration and
Licensing fractor for the grant. of a licence shall be made in triplicate, in



Form I V, to- the licencing omcer of the area in which the establishment, in 12. Mapner of making application for registration ot establish- ments .•--drlj The application referred to in- sub-section - (1) of Section relation to which- he is the contractor, is located. 7 shall be made in triplicate, in. Form I to the registering omcer of (2) Every application for the grant of a -licence shall be the area in- which the establishment sought to be registered is located. accompanied by a certificate by the principal employer in Form V (2) The application referred to in sub-rule (1), shall be to the effect that the applicant has been employed by him as. a con- accompanied by a treasury receipt showing payment of tractor in relation to his establishment and that he undertakes to be the fees foi the registration of the establishment. bound by all the provisions of the Act and the Rules made thereunder in so as the provisions are applicable to him as. principal employer (3) Every application referred to in sub-rule (1), shall be in respect.of the employment of contract labour by the applicant. either personally • delivered to the registering omcer or sent to him by registered post. (3) Every such application shall be either personally deli- (4) On receipt of the application referred to in sub-rule (1), vered to the licensing omcer or sent to him by registered post. the registering offcer shall, after noting there on the date (4) On receipt of the application referred to in sub-rule (1), ot receipt by him of the application, grant an acknow- the licensing offcer shall. aften noting thereon the date of receipt of ledgement •to the applicant. the application, grant. an acknowledgement. to the applicant



13. Grant of certificate of The certificate of (5) Every application referred to in sub-rule(1), shall also registration granted under sub-section(2) of Section 7 shall be in Form be accompanied by a treasury receipt showing—11. (i) the deposit of the security at the rates specified in (2) The registering officer shall maintain a register in



Form III showing -the particulars of establishments in relation to which rule 18, and (ii) the payment of the fees at the rates specified in rule certificates of registration -have been issued by him. (3) If, in relation to an establishment, there is any change, 20. in the particulars specified -in the certificate or registration, the princi- 16. •Mat.iers to be taken into account in granting or refusing a pal employer of the establishment- shall intimate. to the registering :—In granting or refusing to grant a licence, the licensing off- omcer, within thirty days from the date when such change takes licence cer- shall take the following matters into account, namely, place, the particulars of, and the reasons for, such change. (a) Whether the applicant— 14. Amendment. of. certificate. of -registration Where; on receipt of the intimation. under sub-rule(3) of rule 13, the registering (i). is a, rminor, or (ii) is of • unsound mind and stands so declared by a officer is satisfied that an amount higher then the gamount which •has been paid by the principal employer as fees for the registration of the competent Court, or establishment is payable he shall require such principal employer 7 6 (iii) is an undischarged insolvent, or (iv) has been convicted (at -any time •during. a -period *five years preceed\$ng the date.. .äppJica- tion)- of an offence :which,. in - the opinion; of- -the. State Government, involves moral• turpitude ; (b): Whether th'ere is an order offhe appropriate GoVernment or an award or settlement for the abolition of contract labour in res- pect- of 'the particular -type, of work in the establishment -for which the applicant is a contractor ; (c): Whether any order has been made in respect of the applicant under sub-section (l) of section 14, and, rif so, whether a period of -three years has elapsed from the date ot that order ; (d) Whether the fees- for, the application have been deposi- ted at the rates specified in rule. 20 ; and (e). Whether security has been deposited by the applicant at the fates specified in rule 18. 17, Refusal tö- grant licence . 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) Whether 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 (ii) The order shall record the reasons for the refusal and shall be communicated to the applicant

18. Security Before a licence is issued, an amount calcu- the rate of Rs.30/- for each of the workmen to be employed as contract labour, in respect of which the application for licence has been made, shall be deposited by the contractor for due performance of the conditions of the licence and 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(l) of Section 12 shall be in Form VI.(2) Every licence granted under under rule 23 shall be subject to the following conditions, namely sub-rule(l) or renewed (i) the licence shall be non-transferable; 7 (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 thec case may be, for- renewal of ..the licence shall. be non-refundable; (iv) the rates of wages payable •to the workmen .by the con- .tractor shall. be not. less than the rates. prescribed under the Miriimum Wages Act, 1948 (11 of 1948) for such. employment where applicable, land 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 the con- •tractor. perform the same or similar kind of work as the workmen directly employed employed by -the principal employer of the esta- bishment, the wage rates, holidays, hours of work and other condi- _±tions of service of the workmen of the contractor shall be the sarne as applicable to . :the.. workmen- directly. employed f by -the principal ;emÉlpyer. of. the establishment on the same. or similar kind of work : Provided that in the- case of any disagreement- with regard to ethe -type of work the same shall be decided by the Chief Labour om- -cer 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 determining the wage rate* holidays, hours of work and other conditions of service under (b) above, the Chief Labour Officer shall have due regard to the wagé rates, holidays, hours of work and other conditions of service obtaining in similar employments. (vi) the licence. shall notify any change in the number of workmen or the conditions of work to the licensing officer. The fees to be paid for the grant of a certificate 20. Fess . of registration under Section 7 shall be as specified below, namely .'— If the number

of workmen proposed to be employed on contract on any day— (a) is 20 (b) exceeds 20 but does not exceed 50 (c) Exceeds 50 but does not exceed 100 (d) Exceeds 100 but does not exceed 200 (e) exceeds 200 but does not exceed 400 (f) exceeds 400 Rs. 20 50 100 200 400 500 8 (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 (a) is 20 (b) exceeds 20 but does not exceed 50 (c) exceeds 50 but does not exceed 100 (d) exceeds 100 but does not exceed 200 (e) exceeds 200 but does not exceed 400 (f) exceeds 400 5.00 50.00 100.00 125.00 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 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 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. 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 licence expires, and if the application made, the licence shall be deemed to have been renewed until such date when the renewed licence is issued. (3) The fees chargeable for renewal of the licence shall be the same as for the grant thereof: 9. 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 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 of such excess fee, 24. Issue of duplicate certificate of registration or licence—Where a certificate of registration or a licence granted or renewal 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. (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 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 of 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 deposit of the application, in complete respects, as if he is satisfied either on affidavit by the applicant or otherwise 10 that the work in respect of which the application has been made would; 11 28. Where the Memorandum of appeal does not comply with be finished in period of fifteen days and was of a nature which could provisions of sub-rule (2) of rule 27 it may be rejected or not but be carried out immediately, the registering officer or the returned to appellant for the purpose of being amended time licensing officer, as the case may be; shall forthwith grant a certificate of registration or licence in Form XI, as the case may be (2b) Where the Appellate Officer rejects the Memorandum by a period of not more than fifteen days under sub-rule he shall record the reason for such rejection, and (4) Where a certificate of registration or licence is communicated the order to the appellant. Where the Memorandum of appeal is in order the granted the reasons therefor shall be recorded by the registering officer or the licensing officer, as the case may be. Appellate Officer shall admit the appeal, endorse thereon the date presented and shall register the appeal in a book to be kept for (5) On the expiry of the validity of the registration certificate the purpose, called the Register of Appeals, the establishment shall cease to employ in the establishment contract? (i). When the appeal has been admitted, the Appellate labour in respect of which the certificate was given, Officer shall send the notice of the appeal to the Registering Officer (6) The fees to be paid for the grant of the certificate or the Licensing Officer; as the case may be, from whose order the registration under sub-rule (3) shall be as specified below—appeal has been preferred and the Registering Officer or the Licensing Officer shall send the record of the case to the Appellate Officer. If the number of workmen proposed to be employed on contract on any day— (a) Exceeds 20 but does not exceed 50. (b) Exceeds 50 but does not exceed 200 (c) Exceeds 200 (M) - On receipt of the record; the Appellate Officer shall advise the appellant to appear before him at such date and time as may be specified in the notice for the hearing of the appeal. Rs. 20.00? 29. If on the date fixed for hearing, the appellant does not appear, the Appellate Officer may dismiss the appeal for default of (7) The fees to be paid for the grant

of licence under appearance. of the appellant. rule(3); shall be as specified below — 30,1 i) *Where an appeal has been dismissed under rule 29 "the If the, number of workmen to be employed by appellant may apply to the Appellate Officer for the re-admission of tractor on any day— (a) Exceeds 20 but does not exceed 50 (b) Exceeds 50 but does not exceed 200 (c) Exceeds 200 Rs. 5.00; 'Rs. 20.00 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 Appeals and Procedure 27. (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 rupee 10 and where it is proved that he was prevented by any from appearing. Was called on for hearing, Appellate Officer shall restore the appeal on its original number. (ii). Such an application shall, unless the Appellate Officer extends the time for sufficient reason, be made within 30 days of the date of dismissal. (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 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 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 otherwise provided in these rules to be paid under these rules shall be paid in the local Treasury. Head Account and Employment" and a (2) - The Memorandum shall set forth concisely and -undeg -shall be submitted with the application or the distinct heads the grounds of appeal to the order appealed from. Némidi -aidum- of appeal as the case may be. -4 12 13 (3): The canteen shall be maintained by the contractor or 33. Copies of the order the Registering Officer, Licensing Officer of the Appellate Officer may be obtained on pay, principal employer, as the case may be, in a efficient manner in respect of fees of rupees two for each order on application. Specifying hygienic conditions; the date and other particulars of the Order, made to the Offer T 371-1 The food stuffs and other items to be served in the canteen concerned

CHAPTER V Welfare and Health of Contract Labour. 34. (1). The facilities required to be provided under section 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 the employment of contract therein. (2) If any of the facility 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

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 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 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. 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 the case of existing establishments and within ten days of the commencement of employment of contract labour in the case of new establishments. (2) If the contractor fails to provide the canteen within the time laid

the same shall be provided as for the principal employer within sixty days of the expiry of the time allowed to the contractor. 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 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 and 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 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

40. 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. 41. The accounts pertaining to the canteen shall be audited once in every 12 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 scales 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 every 25 males or females, as the case may be, upto the first 100, and one for every thereafter. Every latrine shall be under cover and so partitioned off as to secure privacy, and shall have a proper door and fastenings. 14 B. For establishments in which the number of contract labour (1) L Where workers of both sexes are employed there exceeds fifty each first-aid box shall contain the following be displayed, outside each block of latrine and urinal a notice in language understood by the workers. For Men only: (i) 12 small sterilized dressings. 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 upto 50 and one for female workers upto 50 employed at a time. Provided that where the number of male or female workmen, as the case may be; exceeds 500 if shall be sufficient there is one urinal for every 50 males or females upto the first 500 and one for every 100 or part thereof thereafter. 46. (1) The latrines and urinals shall be conveniently situated and accessible to workers at all times at the establishment

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 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 equipment, namely. 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) (v) (vi) (vii) (viii) (ix) (x) 3 large sterilized burn dressings. 1 (30 ml) bottle containing a two percent alcoholic solution of iodine. 1 (30 ml.) bottle containing salvolatile having the dose and mode of administration indicated on the label. 1 snake-bite lancet. 1 (30 grms.) bottle of potassium permanganate crystals. 1 pair scissors. 1 copy of the first-aid leaflet issued by the Director General, Factory Advice Service and Labour Institutes, Government of India. (ii) 6 medium size sterilized (iii) 6 large size Sterilized dressings, (iv) 6 (15 grms.) packets sterilized cotton wool. (v) 6 (1.5 grms.) packets sterilized cotton wool. (vi) 1 (60 ml.) bottle containing a two per cent. 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) grms.) 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 antiseptic solution. (2) Adequate arrangement shall be made for immediate replacement 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 establishment where the number of contract labour employed is 150 or more. CHAPTER VI Wages

52. The contractor shall fix the periods in respect of which wages shall be payable. (xi) A bottle containing 100 Tablets (each of 5 grams). 01 aspirin. (xii) Ointment for burns. (xiii) of suitable surgical anti-septic solution



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 instalment may be made weekly, and no arrear should remain at the end of the month. Wages of every person employed as a contract labourer in an establishment or by a contractor where less than one thousand six hundred such persons are employed shall be paid before the expiry of the period of seven days and in other cases before the expiry of ten days after the last day of the wage period in respect of each registered establishment where he employs contract labour a register in



Form XIII. 55, - Where the employment (if any worker is terminated by on behalf of the contractor the wages earned by, him shall employment- card in Form XIV to each worker. days before the expiry. of, the second working day from. the .day_.on which?! •of .t.he employment of the worker; (ii) The card shall be main.tained upto date and any change 56. All payments ofr wages shall be made -on a working day at. in t particulars shall be entered therein. the •work premises and during the - working time and on a date noti-;

fied in advance and in case the work is completed before 66. Service. Certificate—On termination of employment for any of the wage period, final -payment shall be-made within 48 hours -ot* serv•ces have: been terminated a. Service Certificate in Form X V. 57, Wages due to every worker shau be paid to him direct or -tog* •Overtime In - respect of establishments which are other person authorised by him in this behalf. governed .bjmthe_ Payment *QLIYæes Act, 1936- (4 of 1936) and rules 58. I Alli wages shall: be paid -in currént coin Qr currency or-iri rhade, thereunder, 1948 (11 of 1948) or both. .25 :the- rules. • :jrnade reEiStefS and records 59.. Wages shall. be: paid without any deduction of any kind Q Acts-and the -rules made thereunder shall be deemed to be registers except those specified by the State • Government .

by. General or and records, to be maintained by the contractor under these rules.' special order in this behalf or permissible under the Payment- Of (a) Muster- Roll ; 60. A notice showing the wage period and the •place. and tihte Register. of Wages ; of z disbursement of wages shall be displayed at the place-of work .(c) Register of Deductions ; and a copy. sent by- the contractor to the Principal-Employer under.

'Register of Overtime ; 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 -62. The authorised representatives of the principal employer x-shall record under his signature of certificate at the end of the entries in the Register of Wages or the Wage-cum-Roll. as -tke 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 on at ... CHAPTER REGISTERS AND RECORDS AND COLLECTION OF STATISTICS -63, Register of contractors—Every -principal employers shall maintain. in. respect -of each • registered eStablishment a register. of (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 Muster Roll Register and q Register ofl Wages in Form XVI and Form XVII respectively : Provided that a combined muster roll-cum-wages register in Form XVIII shall be mainCäiFiefijÜfiéOontractor where the wage periodis ä"foftnight or less. (b) -Where the wage period is one week or more the Contrac- tor. shall

issue wage slips to the workers at least a day prior Gto the disbÜfé@riieni of wages. (c). Siæature or thumb-impression of every workers on the register of wagesw.ör wadZÄü•mzmüététJÄi) as the case may be, shall be ÖbTäfriéd and ¯äfiäfherein, shali be authenticated by the initials of. the Contractor or his representative, duly certified by the autho- T.ised. representative of the principal employer as required by rule 262. fines 'Arid:- Régister of advances shall be- maintained by every Contrac- - tor•. in Dorm -XX,

XXI and XXII respectively. 19 18 (1) Every contractor shall send •half yearly return in Form Me) A register. of overtime shall be maintained by. everxxrv (induplicate so as-to reach the licensing omcer concerned not ays close- off the halt, year; Contractor in Form 'XXIII vto ther.ein number :dfz NOTEL— Half year. for :the; purpose of this rule means ta wages. paidlfor:Overti.me work,Gif period- of '6.month•s commencing •from 1st January •to (3). Notwithstanding anything containe&, in. these. r.rule\$. 1st July of- every year'. •where. a or, alternative fqi',m is, sought Ito' bé used .by (2) Every principal employer of. a registered establishment CÖntractor to avoid duplication of work for compliapce with •th(provisions. of any other Act or the* Rules framed thereunder or ankha-ll: _ send. annually a. return: •XXV_EßypLicate)• so pas to each the. Registering. Officer- later the 15th other laws ornregulations or pay rolls. aff FebrUary,-

•föI Lowingzthe• yeartto which it relates. "introduced for better administration; • alternative suitable of 31 (1) •The •chief Labour Officer_ or the Inspector or any other forms in lieu of Jany. ot -the forms prescribed under these-rules; i•nas. uthority under- the- Act', shall. have. powers to call for •any informa- be •used with •the previous approval- of the. Chief- Labour. Officer. •,\$ion or •statistics. in relation to contract labour -from any contractor;or Every _ Contractor shall display an: abstract . of the •Act' ane workers in such form as may •be approved -by-the, chieprincipal employer. at any time by an. order in writing. (2) Any person called upon to furnish the information under .äsubFruleO)l shall be legally bound to do so.

Labour Officer. \ 2>68. (1) All registers and -other records réquired: to-be FORM 1 undeithe Act. and rules,. f.Shall be maintained completeand (See Fule) r nearest convenient büilding •withinshe precincts

the work 'Place of application for registration establishment employing contract labour at the place within a radius of three kilometres. Labour, Such register shall be maintained legibly in English and Bengali.

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. (5) Where no deduction or fine has been imposed or no time 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, of work, wage periods, dates of payment and arrears of the rate. Name and location of, the Establishment. Postal address of the Establishment; Full name and address of the Principal Employer' (furnish father's name in the case of individuals). Full name and address of the Manager or person responsible for the supervision and control of the establishment. Nature of work carried on in the establishment. Particulars of contractors and contract labour. (a) Names 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. (d) Estimated date of termination of employment of contract labour under each Contractor.

Particulars of Treasury Receipt (Name of the Treasury, Amount & Date) understood by the majority of the workers in conspicuous places. I hereby declare that the particulars given above are true to the worksite by principal, employer or the best of my knowledge and belief. contract labour, as the case may be. (ii) The notices shall be in a clean and legible condition. (b) A copy of the notice shall be sent to the Inspector and whenever any changes occur: the same of the Employer forthwith. Principal employer Seal and Stamp. Office of the Registering Officer, No. 20 FORM 11 (See rule 13(1)) Date Government of Tripura Office of the Registering Officer A certificate of Registration containing the following FORM 11 (See rule 13(2) Register of Establishments. Registration No. & date Name & address of the establishment re-registered Name of the Principal employer & his address Type of business, trade, industry, manufacture or occupation, which is carried on in the establishment. 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. 2. 3. 4

5. Nature of work carried on in the establishment. Names and address of Contractors. Nature of work in which contract labour is to be employed. Maximum number of contract labour to be employed through each contractor. Other particulars relevant to the employment of contract labour or is to be employed on any of contract labour. Signature of Registering Officer with seal. Total No. of workmen directly employed. Particulars of contractor and contract labour. Maximum No. of Probable duration of employment contract labour.

REMARKS Name & address of contractor. Nature of work in which contract labour is employed or is to be employed. to be employed on any day. of contract labour. 23 IAHxount -offsecurity ;deposit: Treasury receipt No. and date. the details given above are correct my:- knowledge and -belief. 1. 2. 3. 4. 22

FORM-41V Application for Licerice Name and address of- the contractor (including his father's name in case of, individuals). Date of- birth and Age (in case of individuals). 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 : Number and date of; Certificate of- Registration of- the Establishment under the -Act : (d). Name and address of the principal "Employer : 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 (given particulars of proposed date of commencing and ending: (c) Name and address of the Agent or Manager of Contractor at the worksite : (d) Maximum No. of contract labour proposed to be employed in the establishment on any date : 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 the 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 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. 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. Whether a certificate by the principal Employer in - Form V is enclosed



8. Amount of: licence fee •paid—Noj of TreasuÉyChållaÄh* ahd äaie. blishment. Place : Date : License
No. Signature of the Principal Employer. Name and address of Establishment.



FORM VI (See rule 19(1)) Government of Tripura omce of Licensing Officer Dated Fee LICENCE License iS hereby granted to . section 12(1) of the Contract Labour (Regu- *lation. and -Abolition) Act; 1970, sübject to be conditions specified in Annexure. •:tThezLicence •shall rema-iii.ifförce-till Date Signature and Seal of" the Licensing Offcer, 24 RENEWAL (rule 23 Fee -paid:' for renewal Date 1. 2. 3. of FRénewal Date of Expiry 25 under the age of: six years. One-of such- rooms would be used as..a play-room -.for: the 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 sumcient number of cots and' bedings in the sleeing 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. Signature and Seal Officer. Date 8. The licence shall- notify any change in the number of workmen of the Licensing?u 68. : Every Contractor shall. display an. abstract of the Act and rules: in English and Bengali and in the -languagespoken by the majority of'- workers in such form as may be approved by the Chief. Labour Officer,h} or the conditions of work to the licensing officer. FORM VII (see rule 23(2)) Application. for renewal of Licence and address of the contractor. Number and date of the licence. Date of expiry of the previous -licence. Whether the licence of the contractor was suspended or revoked. No. and date of the treasury receipt enclosed. 1. 2. 3. 4. 5

6. ANNEXURE The Licence is subject?to the following conditions: The licence shall be non-transferable.The number of workmen employed as contract -labour in thee establishment shall not, on any day, exceed . Except as provided in the. rules the fees paid for the gran_t, as the case may be, for •renewal of the licence shall be non-é refundable. The rates of wages payable to the workmen by the contractor shall not be less t.han the rates prescribed for the Schedule of employment under the Minimum Wages Act, 1948, where appli- cable, and where the rates have been fixed by agreement, settlement or award, not less than the rates fixed. In cases •where the workmen employed by the contra'ctor per- form- 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 disagreement with regard to the type of work the same shall be decided by the Chief Labour Officer whose decision shall be final. 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. 2. 3. 4

5. Place: Date : Signature of the Applicant.(To be filled in office or the Licencing Offcer) Date of receipt of the- application with Treasury Receipt No. and date. Signature of the Licensing Officer.



FORM VIII (See rule 26(2)) Application for Temporary Registration of Establishments Employing Contract Labour. 1. 2. B. 4. 5. -In •every-establishment* where- 20 •Or more -women are ordi-«,? narily employed as contract labour there shall .be provided 2 rooms or reasonable- dimensions .for-âhe use- of their children;æ Name and location of- the Establishment. Postal address of the Establishment. Full name and address of the Principal Employer (furnish father's name -in the case of individuals). Full name and address of the Manager or person responsible for the supervision and control- of the establishment, Nature of work carried on in the establishment. JP-articulars -of contract labour. A. Nature of work in which contract labour is to be employed -and-reasons for urgency. 26 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 orderr enclosed. ... I.... . I hereby declare that the. particulars given. above are true to -theil best of my knowledge and belief. Principal employer Seal and Stamp



4. 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 Temporary Certificate of Registration 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 . 5. 6. 7. 8. 9. 27 Date of
 •birth- and- Age (in case of individuals). Particulars of Establishment where contract labour is to be em-
 ployed :— (a) Name, and address of the Establishment : (b) *Type. of business, trade, industry,
 manufacture or. occupa- which is carried on in the establishment : (c) Name: and address of the Principal
 Employer : Particulars of contract labour :— Nature of work in which contract labour is to be employed
 in the- establishment : •.(b)' Duration of the proposed contract work (given particulars of Proposed date of
 commencing and ending) : (c) 3Name and .address of the Agent or Manager of Contractor at _ the '-work-
 site : (d) Maximum No. of contract labour proposed to be employed in the establishment on any day :)
 Whether the contractor was convicted of any offence within the preceding "five- years. If so, give details.
 "Whether there was any • order, against the contractor revoking or suspending licence. Of forfeiting
 security deposits in respect of an earlier contract. If so, the date of such order. 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. Amount Of .licence paid—No. of Treasury challan or crossed order.
 and date. 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 1. 2. 3. 4



1. Nature of work carried on in the establishment. Nature of work in which contract labour is to be employed. Maximum number of contract labour to be employed on any day. 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 Name and address of the contractor (including his father's name in case of individuals). 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 x; sit. Signature of the Licensing Officer, L/ 28 FORM- X1 (See .rule 26(3)) Government of Tripura Office of Licensing Officer Licence 29 FORM XII (See rule 63) Register of Contractors Name and address of the Principal Employer....., . Name, address of the - establishment.... No. , ...i.. .1 Dt. of Date . Fee paid Rs I.) 2,) Signature of the Licensing Officer. Expires on. Temporary Licence Licence is hereby granted to section -12(2) of the Contract Labour (Regulation and Abolition) Actr 1970, subject- to the conditions specified in Annexure, The licence shall remain in force till . Signature and- Seal of- the Licensing Officer..*? ANNEXURE Period of contract Name and address of contractor. Nature of Location of work on contract work contract. From To VA - FORM XIII (See rule 64) Register of workmen Employed by Contractor •Name and address of Contractor.....I.,.....Name and 'establishment in/under which contract is carried on . Nature ,and - location of work.... ...Li.... Name and 'Prihcipa'l' Employers.. I.. Maxilnum -No. of workmen employed by con- tractor. address of address of 1. 2. 3. 4. 5

6. The licence is subject to the following _ conditions :—The -licence shall be non-transferable.— The number. of- workmen employed as ccontract labour in the establishment shall not, on any day, exceed.... Except as provided in the rule the fees paid for the grant of the licence shall be non-refundable. 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 Maximum Wages Act, 1948, where applicable, and where the rates have been fixed by agreemént, settlement or award, not •less •than the rates fixed. In case where the workmen employed by the contractor performl the same or similar kind of work as the workmer) directly ern-. Parmanent Name & Surname Age Father's/ Nature ofl No. of workman -2 Husbands employ- home add- Sex. ress of work. ment/ man (vill- name. d esigna - age & Teh- tion. I sil/ta}uk and Dist) Local address 7 ployed by the principal employer of the establishment, the wage rates, holidays, hours of work and other conditions of service of -Signature or -Thumb the workmen of the. contractor shall be the same as. applicable to impression of workman. 4 Date of termination 10 6 5 Reasons for termination. 'commence- ment of employ- ment. 8 Remarks. 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 Chief Labour Officer whose deci- Sion shall be final. In other cases. the wage rates, holidays, hours of work and condi- \$ tions of service of the workmen of the contractor shall be such as may be specified in this behalf by the Chief Labour Officer. 9 4. 30 (See: rule 65) Eniployment Ca•rd. (.J02 and address of- Establishment in/.fr 31 FORM (See rule Muster Roll Name -and addressS of Contractor... ... Name and address of Nature of work and location of Name under which contract is carried on . & •locationcof work... Name and address of establishment in/under which contract is carried Name & address of principal Employer... For the month of... . Name and address of Principal Employer Sl.-N0. Name of workman Dates Remarks. 1. 2. 3. 4. 5. 6

7. Name of the workmen.. Sl. No."io the register of Workmeo- Nature Wage rate (with particulars of unit,
in case of piece work) Wage period Tenure of employment Remarks Signature of Contrac'or.



FORM XV Sex Father's/Husband's name. FORM—XVII I See rule Register of Wages. Name and Address of Name and address of Establishment in/under which contract is carried Nature and location of work.... and Name Employer... .. Wage period : Monthly address Of Principal (SEE RULE 66) Service Certificate Name and address of contractor. Name •and address of establishment/under Nature and location of work contract is carried fame and address of the Name & address of Principal Employer workman Age or Date of Birth... .. Identification Marks... Father's/Husband's Name ... No. which."k 1 Name of Sl. No. workman in-the regis- ter of Designa- tion/na- ture of work Daily rate of wages/ Amount of wages earned. workman done. piece Basic Dearness Over-time 2 3 No. of days worked 5 units of work done. 6 rate. 7 wages Allowances 5. 4 Deduction if any (indicate nature) 13 8 9 10 SIU No

1. Total period for which employed Nature of work done

4. Rate of wage (with particulars of unit in case of piece work.) 5. Signature.. Remarks. 6. payments (nattüé_ ot *.payment io égdjgaied) Total -12 Signature/ Net amount Thumb From 2. To 3. 14 -impression of "Workman. 15 Initial of contractor or his representative 16 32 cZ/%9 RO FORM -E See-Rule 67(a)] Form of Register of Wages-cum-Muster-Roll Name and and7ddressÄÉs7a6iiShment in/undec 33 FORM XX 1 See Rule J Register of deductions for -Damage or loss Nature and location of work which contract is carried on Name and address of Principal Employer Wage period : Weekly/Fortnightly Name and Address of Contractor 'Nature & •location of work Designation/ No;- workman Husband's . nature of Name & Address of Establishment -in /under which contract is carried on Name and address of Principal Employer , From Sl. No. 1 Register of of work. men. 2 ame of employee 3 Designa- tion/nature of work. 4- Dally atten- to Total dance/units attendan- worked 12 ...15 3\$ Daily rate . wages/-: piece rate.. ces/units of work done. 6 name, 3 No. of instalments. employment. 4 First ins- talment Particulars of damage or loss 5 Date of damage or loss 6 .Whether workman showed cause aga- inst deduc- tion. 7 Name of person in whose presence employees explanation was heard. 8 Amount of Initial Of Basic Dear- Over Other wages ness time.- cash pay- tion, if amount Thumb-im- contractor Amount of •deduction imposed Details of recovery Last instalments Remarks. paid any (indicate pression of or his re- workman presenta- allow- ance -10 ments (na- ture of pay, ments to be indicated) 11 nature) 13 FORM XIX [see Rule Wage slip 14 15 16 FORM [See rule] Register of fines Name & address of Contractor... Nature and location of work... Name & address of establishment in/under which contract is carried on... Name & address of Contractor Nature & location of work 1. 2. 3. 4. 5. 6. No. of days worked No. of units worked in case of Piece rate workers Rate of daily wages/piece rate Amount of overtime wages Gross wages Payable Deductions, if any Net amount' of wages paid Name & Father's/Husband's name of (he workman For the week/Fortnight/month ending Initial of the Contractor or his representative. SI Name w.oitk- .man. -2 Father's/ Husband's name. 3 of fine imposed. DesiÉna tion/ Aét/ nature of employ- ment. 4 Date omission for which fine impo- 5 Name & address of Employer... Date Whether Name of of workman person in offence. Showed whose pre- sence em- cause against ployees ex- fine. :plonation 6 7 Principal Wage periods and wa- ges pay- able. 9 on which fine realised, -70 was heard. 8 Remarks. 12 34 FORM XXII [See rule Register of Advances 35 FORM rule -70(1) \$ReC'urn;to be sent-by. the Contractor to the Licensing Officer. . Name and-adre\$ of Contractor.... Nature and30catian of work... Sl. Name Father's/ . Nature No. Husband's & wage -name. - payable. Namé & address of in-funder which contract is carrié€-- on... Name & address of Princik?. Employee•,... Wage Date period & & * for which instalment's, amoui(i wage amount advance by which of ea\$ payable. of advance :made. advance to instaL(az Half year To be repaid. mentg rot: address of the Contractor... VName .&nddreSs •of : the Establishment...' &address of the principal, employer... - Of-contract : From... No..of days-during the half year on which... 2 3 4 5 given. 6 7 repaid; 9 8 Remarks. 11 •r: the •establishment" orthe principal employer had worked... (b) . the •contractors' establishment had worked... 8.f±Maximum tiUmberoTéontFact:)aboür employed on any day duting the half year. Total Children - *Women Daily hQLjrs Of-work aad.sspreload over— 'Whether weekly holiday obServed and on-what day— (b).-If so, whether it was paid for— (iii)•• No. of. man hours of overtime worked— •YNütüber.öf niat)days worked :by— -1 Date on which last instalment was repaid. 10 FORM [See rule 67(2)(e) 1 Register of overtime. -Mén. Women Name & address of Contractor... Nature & location of work... Name & address of eStabliShmenC in/ under which contract is carried on... Name & address of principal Employer... Desig- Dates Totäl Normal - Overtime 9. -Smount Of- wages, paid Children Children Meg Women 10. Amount of deductions from wages, if any :— Children Men .Women Sl. No. 1 Name of Father's/ workman. Husband's Sex 4 rate of nation/na• on overtime ture of which worked wages.

employ: overtime or produc- ment. worked. t ion in '11:32 •Wh±thet ihefoliowing have been-provided—
 IfnthC answer- is briefly standards provided) (i) (ii) (iii) 2 name. 3 5 6 case of piece rated. 7 8 Overtime
 earnings. 10 Date on which overtime wages pai.d. 11 rate of wages. 9 Remarks". 12 Total Total Canteen...
 Rest Drinking Creches.:..... First Signature of Contractor 36 FORM XXV { SEE RULE 70(2)] Annual
 return ot Principal Employer to be-sent to the Registering Officer. Year ending 31st December.....,Å 1. 2.
 3. S. 6. 7. 8. 9. IO



11. Full name and address of the Principal Employer : Name of Establishment : (a) District (b) Postal address (c) Nature of operations/industry/work. carried on. Full name of the Manager or person responsible for supervision establishment : 4. • No. of contractor who worked in the establishment during the Annexure) - : and year control of (Give detail* Nature of work/operations on which contract labour was employed Total number of days during th3 on which contract Labour was employed Total number of mandays worked by contract Labour during the year : Maximum No; ot workmen employed directly on any day during the year : Total No. of days during the year on which direct labour was employed : Total No. of mandays worked by directly employed workmen : Change, -if any, in the management of the establishment, its location, or any -Otg particulars furnished to the Registering omcer. in the application for Registrab indicating also the dates. Principal Employer Date : Name and address Ot' the Contractor. 1 Period of contract. From—To. 2 ANNEXURE Nature of work 3 TO



FORM Maximum No. of workers employed by each contractor. 4 No. of days worked. 5 No. o mand;
work 6 By order of the Governor, sd/• Illegible Secretary to the Govt. of Tripura Labour Department.

Printed at the Tripura Government Press, Agartala.

