

**Manipur**



**Gazette**

EXTRAORDINARY  
PUBLISHED BY AUTHORITY

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No. 480(A) Imphal, Thursday, February 7, 1974 (Magha 18, 1895)

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GOVERNMENT OF MANIPUR  
SECRETARIAT : LABOUR DEPARTMENT  
NOTIFICATION

Imphal, the 6th February, 1974

No. 68/3/68-Lab.—In exercise of the powers conferred by Sub-section (1) of Section 1 of the Contract Labour (Regulation and Abolition) Act, 1970 (Act 37 of 1970), the Governor, Manipur hereby makes the following rules, the same having been previously published in the Manipur Gazetted No. 152 dated the 10th September, 1973 as required by the said section, namely :—

THE MANIPUR CONTRACT LABOUR (REGULATION AND ABOLITION)  
RULES, 1974.

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## FORMS AND ANNEXURES

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MANIPUR CONTRACT LABOUR (REGULATION AND ABOLITION)  
RULES, 1974.

CHAPTER-I

Short title and commencement :—

These rules may be called the Manipur Contract Labour (Regulation and Abolition) Rules, 1974.

Definitions :—In these rules, unless the subject or context otherwise requires :—

"Act" means the Contract Labour (Regulation and Abolition) Act, 1970;

"Appellate Officer" means the Appellate Officer appointed by the Government of Manipur under Sub-Section (1) of Section 15 ;

"Board" means State Contract Labour Advisory Board constituted under Section 4 ;

"Chairman" means the Chairman of the Board ;

"Committee" means a Committee constituted under Sub-Section (1) of Section 5 ;

"Form" means a Form appended to these rules ;

"Section" means a Section of the Act.

CHAPTER-II

STATE CONTRACT LABOUR ADVISORY BOARD

Board shall consist of the following Members :—

a Chairman to be appointed by the Manipur Government ;

the Labour Commissioner, Manipur-ex-officio member, or in his absence any other officer nominated by the Government of Manipur in this behalf ;

one person representing the Manipur Government to be appointed by the Government from amongst its officials ;

two persons representing the employers of establishment to which the Act is applicable and two persons from among the contractors ;

five persons representing the employees of the establishments where contract labours are usually employed.

Term of Office :—

The Chairman of the Board shall hold office as such for a period of three years commencing on the date on which his appointment is first notified in the official gazette.

The member of the Board referred to in clause (c) of rule 3, shall hold office for a period of three years or until the pleasure of the Administrator.

Each of the members referred to in clauses (d) and (e) of rule 3 shall hold office for a period of three years commencing on 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 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.

If any member is unable to attend a meeting of the Board, the Manipur Government may, by notice in writing signed by the body which appointed or nominated him and by such member and addressed to the Chairman of the said Board, nominate a substitute in his place to attend the meeting and such a substitute member

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shall have all the rights of a member in respect of that meeting and any decision at the meeting shall be binding on the said body.

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

**6. Cessation of membership :—**If any member of the Board, not being an ex-officio member, fails to attend three consecutive meetings of the Board, without obtaining the leave of the Chairman for such absence, he shall cease to be member of the Board.

Provided that the Manipur 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 appointment, 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 Manipur Government, involves moral turpitude.

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

**8. Removal from membership :—**The Manipur 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 Manipur Government and on receipt of such report the Manipur Government shall take steps to fill the vacancy by making an appointment from amongst the category of persons to which the person whose membership belonged and the person so appointed shall hold office for the remainder of the term of office of the member in whose place he is appointed.

**10. Staff :—**(1)(i) The Manipur Government may appoint one of its officers 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 Manipur 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 measures to carry out the decisions taken at the meetings of the Board.

**11. Allowances 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 Manipur Government attending the meetings of the Board shall be entitled to a travelling allowance at the maximum rate admissible to them in the respective places.

**12. Disposal of business :—**The Board shall consider and dispose of such business as may be referred to it for consideration and the necessary action shall be taken in accordance with the provisions of this Act. Provided that in the case of a meeting at which a majority of the members are present, a majority vote shall be sufficient for the purpose.

Explanation :—The Chairman nominated by the Government shall be the Chairman of the Board.

**13. Meetings :—**

(1) The Board shall meet at such times and places as the Chairman may determine.

(2) The Chairman may, in his absence, delegate his powers to any member of the Board to attend and in his absence to preside at such meetings.

**Notice of meeting :—**

(1) Ordinarily the Board shall meet at such times and places as the Chairman may determine.

(2) No business shall be transacted at any meeting unless a majority of the members are present.

**Quorum :—**No business shall be transacted at any meeting unless a majority of the members are present.

Provided that if a meeting is adjourned, the members present at such meeting shall be deemed to be a quorum for the purpose of transacting business.

Other members of the Board may, at any meeting, propose and vote on any matter which is referred to the Board for its consideration.

Whether there is a quorum for the purpose of transacting business shall be determined by the members attending the meeting.

**Committees of the Board :—**

(i) The Board may constitute such committees as it may think fit.

(ii) While constituted, the Chairman of the Board shall be the Chairman of the Committee.

The Committee may do all such things as the Board may direct it to do.

The Committee may also do all such things as the Board may direct it to do.

The provision of this Act shall apply to the meetings of the Committee as if they were meetings of the Board.

The Board may also constitute such committees as it may think fit.

**Power of making rules :—**

The Board may make such rules as may be necessary for the purpose of giving effect to the provisions of this Act.

The application of the provisions of this Act shall be subject to the provisions of the rules made by the Board.

The Board may also make such rules as may be necessary for the purpose of giving effect to the provisions of this Act.



(2) The non-official members of the Board shall be paid travelling allowances attending the meeting of the Board at such rates as are admissible to Grade I Officers of the Manipur Government and daily allowances shall be calculated at the maximum rate admissible Grade-II Officers of the Manipur Government in their respective places.

**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 decision of the majority :

Provided that in the case of equality of votes the Chairman shall have a second 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 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 the members present may nominate one of them to preside at such meetings.

**14. Notice of meetings and list of business :—**

(1) Ordinarily seven days' notice of the proposed meeting shall be given to the members.

(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 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 members present and giving notice to other members that he proposes to dispose of the business at the adjourned meeting whether there is prescribed quorum or not, and it shall thereupon be lawful to dispose of the business at the adjourned meeting irrespective of the number of members attending.

**16. Committees of the Board :—**

(1) The Board may constitute such Committees for such purpose or purposes as it may think fit.

(2) While constituting the Committee the Board may nominate one of its members as Chairman of the Committee.

(3) The Committee shall meet at such times and places as the Chairman of the Committee may decide and the Committee shall observe such rules of procedure as it may decide upon.

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

### CHAPTER III

## REGISTRATION AND LICENSING

**17. Application for registration of establishments :—**

(1) Application referred to in sub-section (1) of Section 7 shall be made in Form I to the registering Officer of the area in which the establishments registered is located.



(2) The application referred to in sub-rule (1) shall be accompanied by a receipt showing payment of the fees for the registration of the establishment.

(3) Every application referred to in sub-rule (1) shall be either personally delivered to the registering officer or sent to him by registered post.

(4) On receipt of the application referred to in sub-rule (1), the registering officer shall, after noting thereon the date of receipt by him of the application, grant an acknowledgment to the applicant.

#### 18. Grant of certificate of registration :—

(1) The certificate of registration granted under sub-section (2) of section 7 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 and reasons of 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 omits 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 payable for the registration of the establishment and to produce the treasury receipt showing such deposit.

(2) Where, on receipt of the intimation referred 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 register and record therein the change which has occurred :

Provided that no such amendment shall affect anything done or any liability incurred or any right, obligation or liability acquired or incurred before such amendment.

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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 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 acknowledgement to the applicant.

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

- (i) the deposit of the security at the rates specified in rule 24, and
- (ii) the payment of the fees at the rates 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 or period of five years immediately preceding the date of a application) of an offence which, in the opinion of the Manipur Government, involves moral turpitude ;

(b) whether there is an order of the Government of Manipur or an award or settlement for the abolition of contract labour in respect of the particular type of work in the establishment for which the applicant is a contractor ;

(c) whether 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.

**23. Refusal to grant licence :—**

(1) On receipt of the application, and as soon as possible thereafter, the licensing officer shall make such enquiry as he considers necessary to satisfy himself about the eligibility of the applicant for a licence.

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



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

#### 24. Security :—

(1) Before a licence is issued, an amount calculated at the rate of Rs. 30/- for each of the workman to be employed as 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 "Section T-Deposits & Advances—Part II Deposits not bearing interest—(c) other Deposit Accounts—Departmental and Judicial Deposits—Civil Deposits—Deposits, under Contract Labour (Regulation and Abolition) Act, 1970.

#### 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 licence 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 (11 of 1948) for such employment where applicable, and where the rates have been fixed by agreement, settlement or award not less than the rates so fixed ;
- (v) (a) in cases where the workmen employed by the contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage rates, holidays, hours of work and other conditions of service of the workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of the establishment on the same or similar kind of work ;

Provided that in the case of any disagreement with regard to the type of the work the same shall be decided by the Labour Commissioner, Manipur whose decision shall be final ;

- (b) in other cases the wages 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 Labour Commissioner, Manipur.

#### Explanation :—

While determining the wage rates, holidays, hours of work and other conditions of service under (b) above, the Labour Commissioner 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 dimensions for the use of their children under the age of six years.
- (b) one of such rooms shall be used as a play room for the children and the other as bed room for children.

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- (e) 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 construction and maintenance of the creches shall be such as may be specified in this behalf by the Labour Commissioner, Manipur,
- (vii) the licensee shall notify any change in the number of workmen or the conditions of work to the licensing officer.

**26. Fees :—**

(1) The fees to be paid for the grant of a certificate of registration under section 7 shall be as specified below, namely :—

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

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

(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—

(a) is 20	Rs. 5/-
(b) exceeds 20 but does not exceed 50	Rs. 12.50.
(c) exceeds 50 but does not exceed 100	Rs. 25.00.
(d) exceeds 100 but does not exceed 200	Rs. 50.00.
(e) exceeds 200 but does not exceed 400	Rs. 100.00.
(f) exceeds 400	Rs. 125.00.

**27. Validity of the licence :—**

Every licence granted under rule 25 or renewed under rule 29 shall remain in force for twelve months from the date it is granted or renewed.

**28. Amendment of the licence :—**

(1) A licence 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 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 paid for the licence.

(ii) On the application 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.

**29. Renewal of licence :—**

(1) Every contractor shall apply to the licensing officer for renewal of the licence.

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



(3) The fees chargeable for renewal of the licence 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 per cent 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.

**30. Issue of duplicate Certificate of Registration or Licence :—**

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

**31. Refund of security :—**

1. (i) On expiry of the period of licence the contractor may, if he does not intend to have his licence renewed, make an application to the Licensing Officer for the refund of the security deposited by him under rule 24.

(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 of 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.

**32. 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 for registration or licence to the registering 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 Form VIII and X respectively and shall be accompanied by a treasury receipt or a crossed postal order drawn in favour of the appropriate Registering or Licensing Officer as the case may be, showing the payment of appropriate fees and in the case of licence the appropriate amount of security also.

3. On receipt of the application, complete in all respects, and on being satisfied either on affidavit by the applicant or otherwise that the work in respect of which the application has been made would be finished in a period of fifteen days and was of a nature which could not but be carried out immediately, the registering Officer or the Licensing Officer, as the case may, 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 therefore shall be recorded by the registering officer or licensing officer, as the case may be.

5. On the expiry of the validity of the registration certificate the establishment shall cease to employ in the establishment contract labour in respect of which the certificate was given.

6. The fees chargeable for renewal of the licence shall be as follows :

If the number of employees exceeds

(a) exceeds 100

(b) exceeds 50

(c) exceeds 25

7. The fees chargeable for grant of licence shall be as follows :

If the number of employees exceeds

(a) exceeds 100

(b) exceeds 50

(c) exceeds 25

8. The provisions of this rule shall apply to grant of licence.

33 1. (i) Every appeal from a memorandum of appeal to the Appellate Authority shall be accompanied by the following documents :

(ii) The original copy of the memorandum of appeal.

2. The memorandum of appeal to the Appellate Authority shall be filed in a book to be maintained for the purpose.

34 (1) Where an appeal is filed under sub-section (2) of section 14, the Appellate Authority shall be deemed to be an appeal.

2. Where an appeal is filed under sub-section (2) of section 14, the Appellate Authority shall record the reasons for its decision.

3. Where an appeal is filed under sub-section (2) of section 14, the Appellate Authority shall file a copy of the appeal, and a copy of the reasons for its decision, in a book to be maintained for the purpose.

34. (i) Where an appeal is filed under sub-section (2) of section 14, the Appellate Authority shall file a copy of the appeal, and a copy of the reasons for its decision, in a book to be maintained for the purpose.

(ii) On receipt of the appeal, the Appellate Authority shall file a copy of the appeal, and a copy of the reasons for its decision, in a book to be maintained for the purpose.

35. If on receipt of an appeal, the Appellate Authority may direct the contractor to produce the original copy of the memorandum of appeal.

36. (i) Where an appeal is filed under sub-section (2) of section 14, the Appellate Authority shall file a copy of the appeal, and a copy of the reasons for its decision, in a book to be maintained for the purpose.

(ii) Such a book shall be maintained for the purpose of recording the reasons for the decisions of the Appellate Authority.



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

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

8. The provisions of rule 23 and 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 Rupees 10.00p.

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-section (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.

34. (i) When the appeal has been admitted, the Appellate Officer shall send the notice of the appeal to the Registering Officer or the Licensing Officer, as the case may be, from whose order the appeal has been preferred and the Registering Officer or the Licensing Officer shall send the records of the case to the Appellate Officer.

(ii) On receipt of the records, the Appellate Officer shall send a notice to the appellant to appear before him at such date and time as may be specified in the notice at the hearing of the appeal.

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

36. (i) Where an appeal has been dismissed under rule 35 the appellant may apply to the Appellate Officer for the read, mission of the appeal, and where it is proved that he was prevented by any sufficient cause from appearing when the appeal was called 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 reason, be made within 30 days of the date of dismissal.

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37. (1) If the appellant is present when the appeal is called on for hearing the Appellate Officer shall proceed to hear the appellant or his authorised agent 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 appeal has been preferred.

#### 38. Payment of fees :—

Unless otherwise provided in these rules fees shall be paid in the local treasury under the Head of Account "XXXII-Misc.--Social and Development Organisations-Labour and Employment Fees under the Manipur Contract Labour (Regulation and Abolition) Rules, 1974 and a receipt obtained which shall be submitted with the application or the memorandum of appeal as the case may be.

#### 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 18 and 19 of the Act, namely sufficient supply of wholesome drinking water, a sufficient number of latrines and urinals, washing facilities and first-aid facilities shall be provided by the contractor in the case of the existing establishments within seven days of the commencement of these rules and in the case of new establishments within seven days of the commencement of the employment of contract labour therein.

(2) If any of the facilities mentioned in sub-rule (1) is not provided by the contractor within the period prescribed the same shall be provided by the principal employer within 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 work at night in connection with the working of the establishment to which the Act applies and in which employment of contract labour is likely to continue for three months or more the contractor shall provide and maintain rest rooms or other suitable alternative accommodation within fifteen days of the coming into force of the rules in the case of existing establishments, and within fifteen days of the commencement of the employment of contract labour in new establishments.

(2) If the amenity referred to in sub-rule (1) is not provided by the contractor within the period prescribed, the principal employer shall provide the same within a period of fifteen days of the expiry of the period laid down in the said sub-rule.

(3) Separate rooms shall be provided for women employees.

(4) 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 1.1 Sq. metre for each person making use of the rest room.



(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-room 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 the case of the existing establishments and within 60 days of the commencement of the employment of contract labour in the case of new establishment.

(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 times 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 year :

Provided that the inside walls of the 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 per cent of the contract labour working at a time.

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

3. (i) A portion of the dining hall and service counter shall be partitioned off 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 persons to be accommodated as prescribed in sub-rule (1).

(1) (i) There shall be provided and maintained sufficient utensils, crockery, cutlery, furniture and any 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 a top of smooth and impervious material.

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(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, on 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 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 provisions 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 12 months by registered accountants and auditors :

Provided that the Labour Commissioner, Manipur 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.

#### 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 exceed 100, it shall be sufficient if there is one latrine for every 25 males or females, as the case may be, upto the first 100, and one for every 50 thereafter.

52. Every latrine shall be under cover and so partitioned off to secure privacy and shall have a 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" "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 upto 50 and one for female workers upto 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 upto the first 500 and one for every 100 or part thereof thereafter.

55. (1) The latrines and urinals shall be conveniently situated and accessible to workers at all times at the establishment.

2. (i) The latrines and urinals shall be adequately lighted and shall be maintained in a clean and sanitary condition at all times,

(ii) Latrines shall comply with the following conditions:

56. Workers shall have convenient access to latrines.

57. Workers shall have access to suitable facilities for the contract labour employed.

(1) In every establishment employing male and female workers, there shall be provided suitable hygienic conditions for the workers.

(2) Separate latrines shall be provided for male and female workers.

(3) Suitable hygienic conditions shall be maintained in the latrines.

58. First aid boxes shall be provided in every establishment.

In every establishment employing male and female workers, there shall be provided suitable hygienic conditions for the workers.

(1) In every establishment employing male and female workers, there shall be provided suitable hygienic conditions for the workers.

(2) In every establishment employing male and female workers, there shall be provided suitable hygienic conditions for the workers.

59. (1) Workers shall be provided with white ground cloth for sitting on.

A For every worker, there shall be provided one white ground cloth.

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(i) For every worker, there shall be provided one white ground cloth.

(ii) For every worker, there shall be provided one white ground cloth.

(iii) For every worker, there shall be provided one white ground cloth.

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Each worker shall be provided with one white ground cloth.

(i) For every worker, there shall be provided one white ground cloth.

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(ix) For every worker, there shall be provided one white ground cloth.

(x) For every worker, there shall be provided one white ground cloth.

(xi) For every worker, there shall be provided one white ground cloth.



(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 means of a 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 labours 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 equipments, namely :—

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

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

- (i) 6 small sterilized dressings.
- (ii) 3 medium size sterilized dressings.
- (iii) 3 large size sterilized dressings.
- (iv) 3 large sterilized burn dressings.
- (v) 1 (30ml.) bottle containing a two per cent alcoholic solution of iodine.
- (vi) 1 (30ml.) bottle containing solvolatile 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 of 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.
- (xiii) A bottle of suitable surgical anti-septic solution.

B. For establishments in which the number of contract labour exceed fifty—  
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 (15gms.) packets sterilized cotton wool.
- (vi) 1 (60 ml.) bottle containing a two per cent alcoholic solution iodine.
- (vii) 1 (60 ml.) bottle containing solvolatile 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 of scissors.



- (xii) 1 copy of the first-aid leaflet issued by the Director General, Factory Advice and Labour Institutes, Government of India.
- (xiii) A bottle containing 100 tablets (each of 5 grains) of aspirin.
- (xiv) Ointment for burns.
- (xv) A bottle of a suitable surgical anti-septic solution.
- (2) Adequate arrangement shall be made for immediate recouplement 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 incharge of the First-Aid Box shall be a person trained in First Aid treatment, in establishments where the number of contract labour employed is 150 or more.

#### CHAPTER VI WAGES

63. The contractors 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 tenth day after the last day of the wage period in respect of which the wages are payable.

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

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 wage 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 Government of Manipur 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 wage 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 acknowledgment.

72. The Principal Employer shall ensure the presence of his authorised representative at the place and time to 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 Wage 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 workmen concerned in my presence on.....at....."

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## CHAPTER VII

## REGISTERS 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** :—(i) Every contractor shall issue an employment card in Form XIV to each worker within three days of employment of the worker.

(ii) The card shall be maintained upto date and any change in the particulars shall be entered therein.

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

78. **Muster Roll, Wage Registers, Deduction Register and Overtime Register** :—

(i) In respect of establishments which are governed by the Payment of Wages Act, 1936 (4 of 1936) and the rules made thereunder, or the Minimum Wages Act, 1948 (11 of 1948) or the rules made thereunder, the following registers and records required to be maintained by the contractor as employer under those Acts and the rule made thereunder shall be deemed to be registers and records to be maintained by the contractor under these rules :—

- (a) Muster Roll
- (b) Register of Wages ;
- (c) Register of Deductions ;
- (d) Register of overtime ;
- (e) Register of fines ;
- (f) Register of advances ;

(2) In respect of establishments not covered under sub-rule (1), the following provisions shall apply, namely :—

- (a) Every contractor shall maintain a Muster Roll Register and a register of wages in Form XVI and Form XVII respectively :  
Provided that a combined muster roll-cum-wages register 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 wage slips in Form XIX to the workers at least a day prior to the disbursement of wages.
- (c) Signature or thumb-impression of every worker on the register of wages or wages-cum-muster roll as the case may be, shall be obtained and 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) **Registers 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 Labour Commissioner, Manipur.

79. Every contractor shall display an abstract of the Act and rules in English, Manipuri and Hindi in such form as may be approved by the Labour Commissioner, Manipur.

80. (1) All registers and other records required to be maintained under the Act and rules, shall be maintained complete and upto date, and, unless otherwise provided for, shall be kept at an office or the nearest convenient building within the precinct of the work-place or at a place within a radius of three kilometers.

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

(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 Manipur 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, Manipuri and Hindi in conspicuous places at the establishment and the worksite 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 changes occur 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.

**Notice** :—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, the Labour Commissioner, Manipur 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.

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FORM-I  
[See Rule 17(1)]

Application for Registration of Establishments Employing Contract Labour.

1. Name and location of the Establishment.
2. Postal address of the Establishment.
3. Full name and address of the Principal Employer (Furnish father's name in the case of Individuals).
4. Full name and address of the Manager or person responsible for supervision and control of the establishment.
5. Nature of work carried on in the establishment.
6. Particulars of contractors and contract labour :
  - (a) Names and Addresses of Contractors.
  - (b) Nature of work in which contract labour is employed or is to be employed.
  - (c) Maximum number of Contract Labour to be employed on any day through each, contractor.
7. Particulars of treasury Receipt enclosed --- -- -- -- ... -- -- --  
(Name of the Treasury, Amount & 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.

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FORM II

[ See rule 18 (1) ]

Certificate of Registration.

No.

Date

Government of Manipur  
Office of the Registering Officer.

A Certificate of Registration containing the following particulars is hereby granted under sub-section (2) of section 7 of the Contract Labour (Regulation and Abolition) Act, 1970, and the rules made thereunder, to . . . . .

. . . . .

- (1) Nature of work carried on the establishment.
- (2) Names and Addresses of Contractors.
- (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 Establishments



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1	Sl. No.
2	Registration No. and date
3	Name & address of the establishment registered.
4	Name of the Principal Employer and his address.
5	Type of business, trade, industry, occupation, which is carried on in the establishment.
6	Total No. of workmen directly employed.
7	Name and address of Contractor
8	Nature of work in which contract labour to be employed or is to be employed
9	Maximum No. of contract labour to be employed on any day.
10	Probable duration of employment of contract labour.
11	Remarks

Register of Establishments (See rule 18 (3))

Particulars of contractor & Contract Labour

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## 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 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) 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 of 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 convicted of any offence within the preceding five years. If, 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.
  9. Amount of licence fee paid-No. of Treasury Challan and date.
  10. Amount of security deposit-Treasury Receipt No. and date.
- Declaration-I hereby declare that the details given above are correct to the best of my knowledge and belief.
- Place :—  
Date :—
- Signature of the Applicant  
(Contractor)
- Note :—The application should be accompanied by a Treasury Receipt for the appropriate amount and a certificate in Form V from the Principal Employer.

(To be filled in the office of the Licensing Officer) Date of receipt of the application with challan for fees/Security Deposit.

Signature of the Licensing Officer.

Certified  
contractor is  
of the Man  
so far as the  
contract lab

Place :—

Date :—

Licence No.

Licence is  
section 12 (1)  
subject to the

The Licenc

Date :—

Date of R

Me... ..

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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 under take to be bound by all the provisions of the Manipur Contract Labour ((Regulation and Abolition) Rules, 1974 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 Manipur Office of the Licencing Officer.

Licence No.

Dated

Fee paid Rs.

LICENCE.

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 Licencing Officer.

RENEWAL (rule 29)

Date of Renewal	Fee paid for renewal	Date of Expiry
-----------------	----------------------	----------------

Signature and Seal of the Licencing Officer.

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The licence is subject to the following conditions—

The licence shall be non-transferable—

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

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 rate prescribed for the scheduled of employment under the Minimum Wages Act, 1948, where applicable, and where the rates have been fixed by agreement, settlement or award, not less than the rates fixed.
5. In cases where the workmen employed by the contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage rates, holidays, hours of work and other conditions of service of the workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of the establishment on the same or similar kind of work provided that in the case of any disagreement with regard to the type of work the same shall be decided by the Labour Commissioner, Manipur whose decision shall be final.
6. In other cases the wage rates, holidays, hours of work and conditions of services of the workmen of the contractor shall be such as may be specified in this behalf by the Labour Commissioner, Manipur.
7. In every establishment where 20 or more women are ordinarily employed as contract labour there shall be 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 apply adequate number of toys and games in the play room and sufficient number of cots 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 Labour Commissioner, Manipur.
8. The licence shall notify any change in the number of workmen or the conditions of work to the Licensing Officer.

1. Name
2. Number
3. Date
4. Where
5. No.

Place :—

Date :—

Date of receipt  
Receipt No. an

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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 the Licensing Officer.

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## 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 establishment.
6. Particulars of contract labour.
  - A. Nature of work in which contract labour is to be employed and reasons for urgency.
  - B. Maximum number of contract labour to be 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.

No. —

A Temp  
lars is hereby  
bour (Regula

valid from —

1. Natur
2. Natur
3. Maxim
4. Other

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FORM-IX

[ See rule 32 (3) ]

Date of Expiry - - - - -

Temporary Certificate of Registration

No. - - - - -

Date - - - - -

Government of Manipur  
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.

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## FORM—X

[ See rule 32 (2) ]

## Application for Temporary Licence.

1. Name and address of the contractor (including his father's name in case of individuals).
  2. Date of birth and Age (in case of individuals).
  3. Particulars of Establishment where Contract Labour is to be employed :
    - (a) Name and address of the establishment.
    - (b) Type of business, trade, industry, manufacture or occupation, which is carried on in the establishment :
    - (c) Name and address of the Principal Employer :
  4. Particulars of contract labour :
    - (a) Nature of work in which contract labour is to be employed in the establishment :
    - (b) Duration of the proposed contract work (give particulars of proposed date of commencing and ending) :
    - (c) Name and address of the Agent or Manager or contractor at the work-site :
    - (d) Maximum No. of contract labour proposed to be employed in the establishment or any day :
  5. Whether the contractor was convicted of any offence within the preceding five years. If so, details.
  6. Whether there was any order against the contractor for revoking or suspending licence or forfeiting security deposits in respect of an earlier contract. If so, the date of such order.
  7. Whether the contractor has worked in any other establishment within the past five years. If so, give details of the Principal Employer, Establishments and nature of work.
  8. Amount of licence fee paid—No. of Treasury Challan or the crossed postal order and date.
  9. Amount of security deposit—Treasury Receipt or crossed postal order No. and date.
- I hereby declare that the particulars given above are to the best of my knowledge and belief.

Place :—

Date :—

Signature of the Applicant

( Contractor )

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

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

Signature of the Licensing Officer,

Licence No. ... ..  
Temporary LicenceLicence  
under section 12 (2)  
subject to the condition

The Licence

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FORM XI

[See rule 32 (3)]

Government of Manipur  
Office of the Licensing Officer.

Licence No. ... .. Dated... .. Fees paid Rs. ... ..  
Temporary Licence Signature of 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 - - - - -

Signature and Seal of Licensing  
Officer,

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FORM XI  
[ See rule 32 (3) ]

Date :—

ANNEXURE

The licence is subject to the following condition —

1. The licence shall be non-transferrable.
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 award, not less than the rates fixed.
5. In cases where the workmen employed by the contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage rates, holidays, hours of work and other conditions of service of the workmen of the contractor shall be the same as applicable to the workmen directly 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 Labour Commissioner, Manipur 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 contract shall be such as may be specified in this behalf by the Labour Commissioner, Manipur.

FORM XII

( See rule 74 )

Register of contractors.

- (1) Name and address of the Principal Employer —————
- (2) Name and address of the establishment —————

Sl. No.	Name and address of Contractor	Nature of work or contract.	Location of contract work.	Period of contract		Maximum No. of workmen employed by contractor.
				From	To	

( See rule 75 )

Register of Workmen Employed by Contractor.

Name and address of Contractor ————— Name and address of establishment in/under

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( 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 — — — — —

Sl. No.	Name and surname of workmen	Age and Sex	Father's/ Husband's Designation.	Permanent Home Address of workman (Village and Tehsil/ District)	Local address	Date of commencement of employment.	Signature or Thumb impression of the Workman	Date of termination of employment	Reasons for termination	Remarks
1	2	3	4	5	6	7	8	9	10	11

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**FORM XIV**  
( See rule 76 )  
Employment Card.

Name and address of Contractor — — — Name and address of Establishment  
in/under which contract is carried  
on — — — — —

Name and

Nature of work and location of work — — — Name and address of Principal  
Employer — — — — —

Nature ar

1. Name of the workman — — — — —
2. Sl. No. in the register of workmen employed — — — — —
3. Nature of employment/Designation — — — — —
4. Wage rate (with particulars or unit, in case of piece work) — — — — —
5. Wage period — — — — —
6. Tenure of employment. — — — — —
7. Remarks — — — — —

Signature of Contractor.

Sl. No.	Na
------------	----

**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 the workman — — — — —  
Name and address of Principal  
Employer — — — — —

Age or Date of Birth — — — — —  
Identification Marks — — — — —  
Father's/Husband's name. — — — — —

Sl. No.	Total period for which employed.	Nature of work done.	Rate of wage (with particulars of unit in case of piece work)	Remarks
	From   To			

Signature — — — — —



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FORM XVI

[ See rule 78 (2) ]

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 . . . . .

Establishment  
contract is carried  
Address of Principal  
of Contractor.

S. No.	Name of workmen	Father's/Husband's name	Sex	Date					Remarks
				1	2	3	4	5	

Address of establishment  
contract is carried on  
Address of Principal

Remarks

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**FORM XVII**  
 [ See rule 78 (2) ]  
**Register of Wages**

Name and Address of Contractor ——— Name and address of Establishment in/under which contract is carried on ———  
 Nature and location of work ——— Name and address of Principal Employer ———  
 Wage Period—Monthly

Sl. No.	Name of workman	Serial No. in the register of workman	Designation/nature of work done	No. of days worked	Units of work done	Daily rate of wage/price rate	Amount of wage earned				Total	Deduction, if any (indicate nature)	Net amount paid	Signature, thumb impression of workman	Initial of contractor or his representative
							Basic wage	Dearness allowances	Overtime	Other cash payments to be indicated					
1				5	6	7	8	9	10	11	12	13	14	15	16

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**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 . . . . .  
 Name and address of Principal Employer . . . . . Name and address of Principal Employer . . . . .  
 Nature and location of work . . . . . Wage period : Weekly/Fortnightly . . . . .  
 From . . . . . To . . . . .

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SECRET COPY

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

Name and address of Principal Employer

Wage period : Weekly/Forthightly

From To

Nature and location of work

1	Sl. No.
2	Sl. No. in Register of workman.
3	Name of employee.
4	Designation/nature of work
5	Daily attendances, unit of worked
6	Total attendances/units of work done.
7	Daily rate of wages price rate.
8	Basic wages.
9	Dearness allowance.
10	Over Time.
11	Other cashpayment (nature of payments to be indicated).
12	Total
13	Deduction if any. (indicate nature)
14	Net amount paid.
15	Signature/Thumb-impression of workman.
16	Initials of contractor or his representative

Amount of wages earned

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FORM XIX

[ See Rule 78 (2) (b) ]

Wage Slip.

Name and address of Contractor— — — — — Name and Father's  
Husband's of the workman— — — — —

Nature and location of work— — — — — For the week/  
Fortnight Month ending— — — — —

- 1. No. of days worked— — — — —
- 2. No. of units worked in case of price rate workers— — — — —
- 3. Rate of daily wages/price rate— — — — —
- 4. Amount of overtime wages— — — — —
- 5. Gross wages payable— — — — —
- 6. Deductions, if any— — — — —
- 7. Net amount of paid— — — — —

Initials of the Contractor/his representative

FORM XIX

[See rule 78 (2) (d) ]

Register of Deduction for damages or Loss.

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**FORM XI**  
 [See rule 78 (2) (d) ]  
**Register of Deduction for damages or Loss.**

Name & Address of Contractor ——— Name and Address of Establishment in/under  
 which contract is carried on ———  
 Name & location of work ——— Name and address of Principal Employer ———

Sl. No.	Name of workman	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.	Name of person in whose presence employer's explanation was heard.	Amount of deduction imposed	No. of instalments.	Date of recovery		Remarks
										First instalment	Last instalment	
1	2	3	4	5	6	7	8	9	10	11	12	13

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**FORM XXI**

[ See rule 78 (2) (d) ]

**Register of fines**

Name & Address of Contractor — — — — — Name and address of establishment in/under which contract is carried on — — — — —

Name and location of work — — — — — Name and address of Principal Employer — — — — —

Sl. No.	1	2	3	4	5	6	7	8	9	10	11	12
	Name of workman	Father's/husband's name	Designation/nature of the employment	Acc./omission for which fine imposed	Date of offence	Whether workman showed cause against fine	Name of person in whose presence employee's explanation was heard	Wage periods & wage payable	Amount of fine imposed	Date on which fine released	Remarks	

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- Return to
1. Name and
  2. Name and
  3. Name and
  4. Duration of
  5. No. of da
  6. Maximum
  7. (I) Dail
  - (II) (a) wher
  - (III) No. of
  8. Number of
  - Man
  9. Amount of
  - Man
  10. Amount of
  - Man
  11. Whether the
  - (1) Canteen
  - (2) Rest-Ro
  - (3) Drinking
  - (4) Creches
  - (5) First Aid
- (If answer is

Register of Advances

Name and Address of Contractor --- Name and Address of establishment in/under contract  
 is carried on ---  
 Nature and location of work --- Name and address of Principal Employer ---

Sl. No.	1	2	3	4	5	6	7	8	9	10	11
	Name	Father's/Husband's name,	Nature of Employment Designation.	Wage period any wages payable.	Date & amount of advance given.	Propose (a) for which advance made	No. of instalment by which advance to be repaid.	Date and amount of each instalment repaid.	Date on which last instal- ment was repaid.	Remarks.	

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