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GOVERNMENT OF ARUNACHAL PRADESH
DEPARTMENT OF LABOUR
NAHARLAGUN

NOTIFICATION

The 21st December, 1995

No. LAB-27/79 (VOL.-II) – Whereas the draft of “The Inter-State Migrant Workmen (Regulation of Employment and Conditions Service) Arunachal Pradesh Rules, 1983” was published, as required by sub-section (1) of Section 35 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (Act No. 30 of 1979), in the Arunachal Pradesh Gazette, Extraordinary No. 170, Vol. VI, dated, the 8th November, 1994, under the Notification of the Government of Arunachal Pradesh, Department of Labour No. LAB-27/79 (Vol. - II) dated 25th August, 1994, inviting objections and suggestions from all persons likely to be affected.

And whereas no objection or suggestion has been received by the Government on the aforesaid draft rules.

Now, therefore, in exercise of the powers conferred by sub-section (1) of Section 35 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (Act No. 30 of 1979), the Governor of Arunachal Pradesh hereby makes the following rules:

**THE INTER-STATE MIGRANT WORKMEN (REGULATION OF EMPLOYMENT AND
CONDITIONS OF SERVICE) ARUNACHAL PRADESH RULES, 1983.**

CHAPTER – I
PRELIMINARY

1. Short title and commencement:

- (1) These rules may be called the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Arunachal Pradesh Rules, 1983.
- (2) They shall come into force on the date of their publication in the Official Gazette.

2. Definitions:

- (1) In these rules, unless the subject or context otherwise requires:
 - (a) “Act” means the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.
 - (b) “Appellate Officer” means an Appellate Officer nominated by the Government;

- (c) “Chief Inspector” means the officer appointed as such by the government with assignment of specific powers under the Act who shall also be deemed as an Inspector under the Act.
- (d) “Form” means a form appended to these rules;
- (e) “Government” means the Government of Arunachal Pradesh;
- (f) “Inspector” means an Inspector appointed by the Government under Section 30;
- (g) “Licensing Officer” means the Licensing Officer appointed by the Government under Section 7;
- (h) “Migrant Workmen” means an Inter-State Migrant Workman as defined under Section 2;
- (i) “Registering Officer” means the Registering Officer appointed by the Government under Section 3;
- (j) “Section” means a section of the Act;
- (k) “Specific Authority” means the authority specified by the Government for the purpose of Sections 12 and 16.

CHAPTER – II

3. **Manner of making application for registration of establishment:**

- (1) The application for registration of an establishment shall be made in triplicate in Form – I to the Registering Officer of the whole of Arunachal Pradesh or the area in which the establishment sought to be registered is located, as the case may be.
- (2) The application shall be accompanied by a treasury receipt showing payment of fees under the head of account specified under rule 20 for registration of the establishment.
- (3) The application shall be either personally delivered to the Registering Officer or sent to him by registered post.
- (4) On receipt of the application, the Registering Officer shall, after noting thereon the date of receipt by him of the application, give an acknowledgement to the applicant.

4. **Issue of certificate of registration:**

- (1) Where the Registering Officer registers the establishment, he shall issue to the principal employer a certificate of registration in Form – II.
- (2) The Registering Officer shall maintain a register in Form – III showing the particulars of the establishments in relation to which certificates of registration are issued by him.
- (3) The concerned Registering Officer of the State wherein the establishment is located may, while issuing the certificate of registration to the principal employer of the establishment, send a copy of the relevant application made to him in Form – I and an original copy of the said certificate or registration along with recommendation, to the concerned Registering Officer or the Labour Commissioner, whichever is convenient of the State/Union territory from where the migrant workers are proposed to be recruited. On receipt of the same, the Registering Officer of the later State/Union territory may record all particulars in this respect as contained in Form – I and the certificate of registration in a register.
- (4) If, in relation to an establishment, there is any change in the particulars specified in the certificate of registration, the principal employer of the establishment shall intimate to the Registering Officer, within thirty days from the date when such change takes place, the particulars of, and the reasons for such change, under intimation to the concerned Licensing Officer of the State/Union territory from which migrant workers are to be recruited.

5. 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, in 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.

6. Amendment of certificate of registration:

- (1) Where, on receipt of intimation referred to in sub-rule (4) of rule 4, the Registering Officer is satisfied that an amount higher than the amount, which has been paid by the principal employer as fees for the registration of the establishment is payable he shall require such principal employer to deposit a sum which, together with the amount already paid by such principal employer, would be equal to such higher amount of fees payable for the registration of the establishment and to produce receipt showing such deposit.
- (2) Where, on receipt of the intimation referred to sub-rule (4) of rule 4 the Registering Officer is satisfied that there has occurred a change in the particulars of establishment, as entered in the register in Form – III, he shall amend the said register and record therein the change thus occurred:

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

Provided further that Registering Officer shall not carry out any amendment in the register in Form – III unless the appropriate fees has been deposited by the principal employer.

7. Application for Licence:

- (1) Every application by a contractor for the grant of a licence for recruiting a person under clause (a) of sub-section (1) of section 8 shall be made in triplicate in Form – IV to the Licensing Officer having jurisdiction in relation to the whole of the State/Union territory of the area wherein recruitment is made.
- (2) Every application by a contractor for employing a migrant workmen under clause (b) of sub-section (1) of section 8 shall be made in Form – VI to the Licensing Officer having jurisdiction in relation to the whole of the State of the area wherein the establishment is situated.
- (3) Every application for the grant of a licence under sub-rule (1) of sub-rule (2), shall be accompanied by a certificate of the principal employer in Form – VII to the effect that he undertakes to be bound by all the provisions of the Act and the Rules made thereunder so far as they are applicable to him in respect of the recruitment of employment of the migrant workmen, in respect of which the contractor is making the application alongwith a certified copy of the registration certificate of the principal employer.
- (4) Every such application shall be either personally delivered to the Licensing Officer concerned or send to him by registered post.
- (5) On receipt of the application referred to in the sub-rule (1) or sub-rule (2), the Licensing Officer concerned shall, after noting thereon the date of receipt of the application, grant an acknowledgement to the applicant.
- (6) Every application referred to in sub-rule (1) shall also be accompanied by a treasury receipt obtained as required by rule 20.

8. Matters to be taken into account in granting or refusing a licence: In granting or refusing to grant a licence, the Licensing Officer take the following matter 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 in-discharged insolvent, or
 - (iv) has been convicted at any time during the period of five years immediately preceding the date of application, of an offence which in the opinion of the Government involves moral turpitude;
- (b) Whether any order has been made in respect of the applicant under sub-section (1) of section 10, and if so, whether a period of three years has lapsed from the date of that order;
 - (c) Whether the fees for the application has been deposited by the applicant at the rates specified in sub-rule (1) of rule 13.

9. **Production of licence:**

- (1) A contractor executing works on contract in any establishment in a particular State by engagement of migrant workmen from another State shall produce the licence obtained by him to this effect from the concerned Licensing Officer of the State from which the migrant workmen would be required for engagement in the aforesaid establishment.
- (2) The local agents who supply migrant workmen to the contractor of the outside State and work either as sub-contractors or commission agents of such contractors shall have also to obtain a licence from the concerned Licensing Officer of the State from which migrant workmen are recruited and drafted to outside State, on making an application in Form V to the concerned Licensing Officer of the State from which migrant workmen are recruited. The fees payable by the agent for the purpose shall be equivalent as provided under sub-rule (2) of rule 13.

10. **Refusal to issue licence:**

- (1) On receipt of the application from the contractor, as soon as possible thereafter, the Licensing Officer shall investigate or cause investigation to be made to satisfy himself about the correctness of the facts and particulars furnished in such application and eligibility of the applicant for the licence.
- (2) (i) where the Licensing Officer is of the opinion that the licence should not be issued, after affording reasonable opportunity to the applicant to be heard, he may make an order rejecting the application.
(ii) the order shall record the reasons for the refusal and shall be communicated to the applicant.

11. **Security:**

- (1) Where the Licensing Officer is satisfied in accordance with the procedure laid down in the proviso to sub-section (2) of section 8, that any person who has applied for or who has been issued a licence should furnish security for the due performance of the conditions of the licence, he shall prepare an estimate of the amount needed to provide for recruitment of migrant workmen on the basis of the factors specified in sub-section 3 of said section and after considering the solvency of such person determine the amount of the security to be furnished by such person, which shall not exceed forty percent of the amount estimated by him.
- (2) Whether the applicant for the licence was holding a licence in regard to another work and that licence had expired, the Licensing Officer, if he is of the view that any amount out of the security, if any, deposited in respect of that licence is to be refunded to the applicant under rule 17, he may, on an application made for that purpose in Form – VIII by the applicant, adjust the amount so to be refunded towards the security, if any, required to be deposited in respect of the application for the new licence and the applicant needs to deposit, in such a case, only the balance amount, if any after making such adjustment.

12. Forms and terms and conditions of licence:

- (1) Every licence issued, under sub-section (1) of section 9, shall be in Form – IX in Form – X in respect of local agents. The licence shall remain valid till the end of the calendar year during which it is issued and may be renewed for a further period of one year from the date of expiry of the licence, in the manner as laid down in rule 15.
- (2) Every licence granted or renewed under sub-rule (1) shall be subject to the following conditions, namely:
 - (i) the licence shall be non-transferable;
 - (ii) the terms and conditions of the agreement or arrangement under which the migrant workmen is recruited or employed;
 - (iii) the number of migrant workmen recruited or employed;
 - (iv) the number of migrant workmen recruited or employed as migrant workmen in the establishment shall not, on any day, exceed the maximum number specified in condition (iii);
 - (v) the rates of wages payable to the migrant workmen by the contractor shall not be less than the rates prescribed under the Minimum Wages Act, 1948 or by any authority constituted by the Government for such employment and where the rates have been fixed by agreement, settlement or award, not less than the rates so fixed;
 - (vi) save as provided in these rules, the fees paid for the issue, or as the case may be, for renewal of licence shall be non-transferable;
 - (vii) (a) in case where the migrant workmen recruited or 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 wages rates, holidays, hours of work and other conditions of service of the migrant 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 or the Deputy Labour Commissioner or the Assistant Labour Commissioner of the State whose decision thereon shall be final;

(b) In other cases, the wage rates, holiday, hours of work and conditions of service of the migrant workmen recruited or employed by the contractor shall be such as prescribed in these rules;
 - (viii) every migrant workmen shall be entitled to allowance benefits, facilities etc. as prescribed in the Act and in these rules;
 - (ix) no female migrant workman shall be employed by any contractor before 6 A.M. or after 7 P.M. Provided that this clause shall not apply to the employment of female migrant workman in pit head and baths, crèches, and canteens and Midwives and Nurses in hospitals and dispensaries;
 - (x) the contractor shall notify any change in the number of migrant workmen or the condition of work to the Licensing Officer;
 - (xi) the contractor shall comply with all the provisions of the Act, and these rules;
 - (xii) a copy of the licence shall be displayed prominently at the premises where the migrant workman are employed;
 - (xiii) the period for which licence shall be valid.

13. **Fees:**

- (1) The fees to be paid for the grant of certificate of registration of an establishment under section 4 shall be as specified below:-

If the number of migrant workmen proposed to employed in the establishment on any day:-

(a)	is 5 but dose not exceed 20	Rs. 60.00
(b)	exceeds 20 but does not exceed 50	Rs. 150.00
(c)	exceeds 50 but does not exceed 100	Rs. 300.00
(d)	exceeds 100 but does not exceed 200	Rs. 600.00
(e)	exceeds 200 but does not exceed 400	Rs. 1200.00
(f)	exceeds 400 but does not exceed 800	Rs. 1500.00
(g)	exceeds 800 but does not exceed 1000	Rs. 2000.00
(h)	exceeds 1000	Rs. 3000.00

- (2) The fees to be paid for grant of licence under section 7 shall be as specified below:-

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

(a)	is 5 but dose not exceed 20	Rs. 20.00
(b)	exceeds 20 but does not exceed 50	Rs. 40.00
(c)	exceeds 50 but does not exceed 100	Rs. 80.00
(d)	exceeds 100 but does not exceed 200	Rs. 160.00
(e)	exceeds 200 but does not exceed 400	Rs. 320.00
(f)	exceeds 400 but does not exceed 750	Rs. 400.00
(g)	exceeds 750 but does not exceed 1000	Rs. 500.00
(h)	exceeds 1000 but does not exceed 2000	Rs. 700.00
(i)	exceeds 2000	Rs. 1000.00

- (3) Fees shall be deposited under the appropriate Head of Account as provided in rule 20.

14. **Amendment of the licence:**

- (1) A licence issued under rules 7, 8, 11 and 12 or renewed under rule 15 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 amendment and reasons therefore.
- (3) If the Licensing Officer allows 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 fee paid for the licence.
- (4) On the applicant furnishing the requisite receipt, the licence shall be amended according to the orders of Licensing Officer.
- (5) Where the application for amendment is refused, the Licensing Officer shall record the reasons for such refusal and communicate the same to the applicant.

15. **Renewal of Licence:**

- (1) Every contractor may apply to the Licensing Officer for renewal of the licence.
- (2) The application shall be in Form XI 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 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 twenty five percent in excess of the ordinarily payable for the licence shall be payable for such renewal:

Provided further that the 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 deems fit, the payment of such excess fee.

16. **Issue of duplicated certificate of registration or licence:** Where a certificate of registration or Licence granted or renewed under these rules has been lost, defaced or accidentally destroyed, a duplicate thereof may be granted on payment of fees of ten rupees.
17. **Refund of security:**
 - (1) On expiry of the period of licence the contractor may, if he does not intend to have his licence renewed and get the security amount adjusted in respect of his fresh application for licence in terms of sub-rule (2) of rule 11, make an application to the Licensing Officer for the refund of the security, if any deposited by him under rule 11.
 - (2) If the Licensing Officer is satisfied that there is no breach of the conditions of licence or there is no order under section 10 for the forfeiture of security or any portion thereof, he shall direct the refund of the security to the applicant.
 - (3) If there is any order directing forfeiture of the whole or any part of the security, the amount to be forfeited shall be deducted from the security deposit, and the balance, if any shall be refunded to the applicant.
 - (4) The application for refund shall as far as possible, be disposed of within sixty days of the receipt of the application.
18. **Appeals and procedure:**
 - (1) Every appeal under section 11 shall be preferred in the form of memorandum signed by the applicant or his authorised agent and presented to the Appellate Officer in person or sent to him by registered post.
 - (2) The memorandum shall be accompanied by a certified copy of the order and a Treasury receipt showing payment of twenty five rupees.
 - (3) The memorandum shall set forth precisely and under distinct heads the grounds of appeal to the order appealed from.
 - (4) Where the memorandum of appeal does not comply with the provisions of sub-rule (2) it may be rejected or returned to the appellant for purpose of being amended within the time to be fixed by the Appellate Officer.
 - (5) Where the Appellate Officer rejects the memorandum of appeal under sub-rule (4) he shall record the reasons for such rejection and communicate the same to the appellant.
 - (6) Where the memorandum of appeal is on order, the Appellate Officer shall admit the appeal, endorse thereon the date of presentation and shall register the appeal in the register of appeals kept for the purpose.
 - (7) When the appeal has been admitted, the Appellate Officer shall send a notice to the Registering Officer or the Licensing Officer, as the case may be, from whose order the appeal has been preferred. The Registering Officer or, as the case may be, the Licensing Officer shall thereupon send the record of the case to Appellate Officer.
 - (8) On receipt of the record under sub-rule (7) the Appellate Officer shall send a notice to the Appellant to appear before him on such date, time and place, as may be specified in the notice, for the hearing of the appeal.
 - (9) If on the date fixed for the hearing, the Appellant does not appear, the Appellate Officer may dismiss the appeal for default of appearance of the appellant.
 - (10) Where an appeal has been dismissed under sub-rule (9), the appellant may apply to the Appellate Officer, for the re-admission of the appeal, and where it is proved that he was

prevented by any sufficient cause from appearing when appeal was called on for hearing the Appellate Officer shall restore the appeal on its original number.

- (11) An application under sub-rule (1) shall, unless the Appellate Officer extends the time for sufficient reason, be made within thirty days of the date of dismissal.
 - (12) If the appellant is present when the appeal is called on for hearing, the Appellate Officer shall proceed to hear the appellant or his authorised agent, and any other person summoned by him for the purpose, and pronounce judgement on the appeal either conforming, reversing or modifying the order appealed from.
 - (13) The judgement of the Appellate Officer under sub-rule (12) shall state the points for determination, decision thereon and the reasons for the decisions.
 - (14) The order shall be communicated to the appellant and a copy thereof shall be sent to the Registering Officer or the Licensing Officers, as the case may be, from whose order the appeal has been preferred.
19. **Obtaining of copies of orders:** A copy of the order of the Registering Officer or Licensing Officer or Appellate Officer may be obtained on payment of fee of Rs. 15 per copy of each order on application specifying the date and other particulars of the orders made by the officer concerned.
20. **Payment of fees and security deposits:**
- (1) The payment of the various fees relating to registration, licensing and security deposits shall be made through Treasury Challan under appropriate head of account.
 - (2) The head of account under which the receipts relating to the fees for registration, licensing and appeals, etc. shall be credited will be "B-Non-Tax Revenue 0233-Labour and Employment Receipts under Labour Laws-Fees under Inter State Migrant Workmen (Regulation of Employment and Condition of Service) State Rules, 1983". The security deposits are to be booked under the head "Deposits Advances (b) – Deposits not bearing interest – 8443 Civil Deposits".

CHAPTER – III

DUTIES OF THE CONTRACTOR

21. **Particulars of migrant workman:**
- (1) Every contractor shall furnish to the specified authorities the particulars regarding recruitment and employment of migrant workman in Form – XIII.
 - (2) The particulars shall be personally delivered by the contractor to the concerned specified authorities or sent to them by registered post.
22. **Return fare:** The contractor shall pay to the migrant workmen the return fare from the place of employment to the place of residence in the home state of the migrant workman on the expiry of the period employment and also on his –
- (a) termination of service before the expiry of the period of employment for any reason whatsoever;
 - (b) being incapacitated for further employment on account of injury or continued ill-health duly certified as such by a registered medical practitioner;
 - (c) cessation of work in the establishment which is not due to any fault on the part of the migrant workman; and
 - (d) resignation from service on account of non-fulfillment of terms and conditions of his employment by the contractor.

23. **Pass Book:**

- (1) In the pass book referred to in clause (b) of sub-section (1) of section 12, the following additional particulars shall be indicated namely:
 - (a) the date of recruitment;
 - (b) the date of employment;
 - (c) wages period total attendance/unit of work done (in respect of piece rated migrant workman/total wages earned/deductions, if any, made/net amount paid and signature of contractor or his duly authorised representative with dated. (The entries shall be made separately in respect of each wage period within three days from the date of payment); and
 - (d) name and address of the next of kins of migrant workman.
- (2) In case of fatal accident or serious bodily injury to any migrant workman the contractor shall immediately sent telegrams to the specified authorities of both the State and also the next of kin of migrant workman intimating death or the nature of serious bodily injury sustained by the migrant workman, as the case may, be date, place and reasons of accident. The contractor shall further send written report to the specified authorities concerned and the next of kin of the migrant workman, containing the under mentioned particulars, by registered post within twenty-four hours of the occurrences of the accident:-
 - (i) name of the migrant workman;
 - (ii) dated, place, nature and reasons of the accident with clear indication as to whether it occurred in course of employment;
 - (iii) condition of the migrant workman (if alive);
 - (iv) action taken by the Contractor/Principal Employer;
 - (v) death certificate from Medical Officer or the nearest Government Hospital if dead;
 - (vi) remarks.
- (3) If the contractor fails to send the telegraphic intimation and the written report as required under sub-rule (2), the principal employer shall comply with the requirements of sub-rule (2) as early as possible but in any case not later than forty-eight hours of the time of occurrence of the accident.

24. **Return:** Every contractor shall furnish a return regarding migrant workman who have ceased to be employed, in Form – XIII, with detailed reasons for such cessation of work to the specified authorities either personally or by registered post as to reach them not later than fifteen days from the date of migrant workman ceases to be employed.

CHAPTER – IV

25. **Rate of wages:** The rate of wages of migrant workman in an establishment where he is required to work which is neither same nor of similar kind as is being performed by any other workman in that establishment, shall not be less than the rate of wages paid by the principal employer to a workman in the lowest category of workman directly employed by him in that establishment or the minimum rate of wages notified by the Government under the Minimum Wages Act, 1948, for the same or similar type of work performed by workman in any scheduled employment in the area in which the establishment is located, or the rates of wages payable to the workman for performing same or similar kind of work in that establishment in the state in which the establishment is located, whichever is higher:

Provided that if there is any dispute in this regard or with regard to applicability of wages rates to a migrant workman under clause (b) or sub-section (1) of section 13, the same shall be decided by the Labour Commissioner or the Deputy Labour Commissioner or Assistant Labour Commissioner of the State whose decision shall be final.

26. **Wages of period:** The contractor shall fix wages period in respect of which wages shall be payable.
27. **No wages period shall exceed one month.**
28. **Payment of wages:** The wages of every migrant workman in an establishment of a contractor, where less than 1,000 workmen are employed, shall be paid before the expiry of the seventh day and in other case the expiry of tenth day of every month.
29. **Payment on termination:** Where the employment of any migrant workman is terminated by or behalf of the contractor, the wages earned by the workman shall be paid before the expiry of the second working day from the day on which his employment is terminated.
30. **Mode of payment:** All payment of wages shall be made by the contractor on 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 scheduled period, final payments shall be made within forty-eight hours of the last working day.
31. Wages due to every migrant workman shall be paid to him direct or to other persons duly authorised by him in this behalf in accordance with the provision of rules 34 and 35.
32. All wages shall be paid in current coins or currency or both, wages shall be paid without any deduction or any kind except those specified by State Government by general or special order in this behalf or permissible in the payment of Wages Act, 1936.
33. A notice showing the wages period and the place and time of disbursement of wage shall be displayed at the place of work and a copy sent by the contractor to the principal employer under acknowledgement.
34. The principal employer shall ensure the presence of this authorised representative at the place and time of disbursement of wages by the contractor to the migrant workmen and it shall be duty of the contractor to ensure the disbursement of wages in the present of such authorised representative.
35. The authorised representative of principal employer shall record under his signature a certificate at the end of al the entries in the register of wages or wages-cum-muster rill, as the case may be, in the following form:
 “Certified that the amount shown in column No. has been made to the migrant workman concerned in my presence on _____”

CHAPTER – V

MEDICAL AND OTHER FACILITIES TO BE PROVIDED TO MIGRANT WORKMAN

36. **Holiday, hours of work and other condition of service:**
 - (1) Holidays, hours of work including extra wages for overtime work done and other conditions of service of migrant workman shall not be less favorable than those obtaining in that establishment or in similar employment in the area in which the establishment is located, as the case may be.
 - (2) Where there is any dispute in this regard or with regard to applicability of holidays, hours of work including extra wages for overtime work done and other conditions of service to migrant workman under clause (a) of sub-section (1) of section 13, the same shall be decided by the Labour Commissioner or the Deputy Labour Commissioner or the Assistant Labour Commissioner of the Government of Arunachal Pradesh whose decision shall be final.

37. Medical facilities:

- (1) The contractor shall ensure provision of suitable and adequate medical facilities for out door treatment to the migrant workman free of cost for treatment of any ailment from which the migrant workman or any member of his family may suffer during his employment in the establishment or to meet any preventive measure against epidemic or any virus infection. Whenever any medicine is purchased by a migrant workman from market on the basis of the prescription issued by any doctor provided by the contractor or principal employer, as the case may be, or any registered medical practitioner, the cost of such medicine shall be reimbursed by the contractor to the migrant workman concerned within a period of seven days from the date of presentation of the bill by the migrant workman.
- (2) In the event of migrant workman or any of his family members suffering from any ailment requiring hospitalization during his employment in the establishment the contractor shall promptly arrange for the hospitalization of the migrant workman or the concerned member of his family. The contractor shall bear entire expenses on treatment, hospital charges (including diet), if any, and travel expenses for the patient from the place of his/her residence to the hospital and back.
- (3) Every contractor shall provide and maintain so as to be readily accessible during all working hours first aid boxed at the rate of not less than one box for one hundred and fifty workmen or part thereof.
- (4) The first aid box shall be distinctly marked with a red cross on a white ground and shall contain the following equipment namely:
 - (a) for the establishments in which number of migrant workmen employed does not exceed fifty, each first aid box shall contain the following equipment:-
 - (i) six small sterilized dressings;
 - (ii) three medium size sterilized dressings;
 - (iii) three large size sterilized dressings;
 - (iv) three large sterilized burn dressings;
 - (v) one (50 ml) bottle containing salvolatile having the dose and mode of administration indicated on the label;
 - (vi) one (30 ml) bottle containing a two percent alcoholic solution of iodine;
 - (vii) one snake bite lancet;
 - (viii) one (30 gms) bottle of potassium permanganate crystals;
 - (ix) one pair of scissors;
 - (x) one copy of the first aid leaflet issued by the Director General, Factory Advisory service and Labour Institute, Government of India;
 - (xi) a bottle containing hundred tablets (each of five grains) of aspirin;
 - (xii) ointment for burns; and
 - (xiii) a bottle of suitable surgical antiseptic solution.
 - (b) For establishment I which the number of migrant workmen exceeds fifty, each first aid-box shall contain the following equipment:-
 - (i) twelve small sterilized dressings;
 - (ii) six medium size sterilized dressings;
 - (iii) six large size sterilized dressings;
 - (iv) six large size sterilized burn dressings;
 - (v) six (15 gms) packets sterilized cotton wool;
 - (vi) one (60 ml) bottle containing a two percent alcoholic solution of iodine;
 - (vii) one (60 ml) bottle containing salvolatile having the dose and mode of administration on the label;

- (viii) one roll of adhesive plaster;
 - (ix) a snake sit lancet;
 - (x) one pair scissors;
 - (xi) one (30 gm) bottle of potassium permanganate crystals;
 - (xii) one copy of the first aid leaflet issued by the Director General, Factory Advisory Service and Labour Institute, Government of India;
 - (xiii) a bottle contain 100 tablets (each of 5 grains) of aspirin;
 - (xiv) ointment for burns; and
 - (xv) a bottle of suitable surgical antiseptic solution.
- (5) Adequate arrangements shall be made for immediate recoupment when necessary.
- (6) Nothing except the contents mentioned in sub-rule 94) shall be kept in the first-aid-box.
- (7) The first-aid-box shall be under the charge of a responsible person who shall always be readily available during the working hours of the establishment.
- (8) The person in-charge of the first aid box shall be a person trained in first-aid treatment, in establishment where the number of migrant workmen is one hundred and fifty or more.
38. **Protective clothing:**
- (1) The contractor shall provide to every migrant workmen working in where temperature falls below 20 degree centigrade, protective clothing consisting of one woolen coat and one woolen trousers once in two years:
- Provided that where the temperature falls below 5 degree centigrade one woolen over coat shall also be provided to the migrant workmen once in three years.
- (2) The protective clothing shall be provided by the contractor to every migrant workmen before on set of winter season in the area where the establishment is located or on the 30th day of September, whichever is earlier.
39. **Drinking water, latrine, urinals and washing facilities:**
- (1) The contractor shall provide sufficient quantity of wholesome drinking water, sufficient number of sanitary, latrines and urinals, washing facilities for the migrant workmen at the establishment in the case of existing establishment within seven days of commencement of these rules and in case of new establishment, within seven days of commencement of employment of migrant workman therein.
- (2) If any of the facilities is to provided by the contractor within the specified period, the same shall be provided by the principal employer within seven days of the expiry of period specified in sub-rule (1).
40. **Rest Room:**
- (1) In every place where migrant workmen are required to halt at night in connection with the working of the establishment and in which employment of migrant workman is likely to continue for three months or more, the contractor shall provide and maintain rest room or other suitable alternative accommodation within fifteen days of the commencement of these rules in case of the existing establishment and within fifteen days of the commencement of the employment of migrant workman in the case of new establishment.
- (2) If the amenity is not provided by the contractor within the specified period, the principal employer shall provide the same within a period of fifteen days of the expiry of the period specified in sub-rule (1).
- (3) Separate rooms shall be provided for female migrant workman.

- (4) Effective and suitable provisions shall be made in every room for security and maintaining adequate ventilation by circulation of fresh air and shall also be provided and maintained with sufficient and suitable natural and artificial lighting.
- (5) The rest 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 imperious floor surface.
- (7) The rest rooms or other suitable accommodation shall be at a convenient distance from the establishment and shall have adequate supply of wholesome drinking water.

41. **Canteens:**

- (1) In every establishment wherein work regarding the employment of migrant workmen is likely to continue for six months and wherein migrant workmen numbering one hundred or more are ordinarily employed, an adequate canteen shall be provided by the contractor for the use of such migrant workman within sixty days of the date of commencement of these rules in the case of existing establishment, and within sixty days of the commencement of the employment of migrant workmen in the case of new establishment.
- (2) If the contractor fails to provide 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.
- (4) The canteen shall consist of at least of dining hall, kitchen, store-room, panty and washing places separately for migrant workmen and for utensils.
- (5)
 - (i) The canteen shall be sufficiently lighted at all times when any person has access to it.
 - (ii) The floor of canteen shall be made of smooth and impervious material and inside walls shall be lime washed or colour washed at least once in a year.

Provided that the inside walls of the kitchen shall be lime washed every four months.
- (6)
 - (i) The precincts of the canteen shall be maintained in a clean and sanitary condition.
 - (ii) Waster 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.
- (7) The dining hall shall be accommodate at least 30 percent of the migrant workmen working at a time.
- (8) 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 meter per dinner to be accommodated as specified in sub-rule (7).
- (9)
 - (i) A portion of the dining hall and service counter shall be partitioned off and reserved for women migrant workmen in proportion to their number.
 - (ii) Washing places for workmen shall be separate and screened to secure privacy.
- (10) Sufficient tables, stools, chairs or benches shall be provided for the dinners to be accommodated as specified in sub-rule (7).
- (11)
 - (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 conditions.

- (12) (i) Suitable clean clothes for the employees serving in the canteen shall also be provided and maintained.
- (ii) A service counter, if provided shall have top of smooth and impervious material.
- (iii) Suitable facilities including an adequate supply of hot water shall be provided for the cleaning of utensils and equipment.
- (13) The food stuffs and other items to be served in the canteen shall be in conformity with the normal habits of the migrant workmen.
- (14) The charges for meals, other food stuffs, beverage and any other items served in the canteen shall be based on no profit no loss basis and shall be conspicuously displayed in the canteen.
- (15) 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 land and building;
- (b) The depreciation and maintenance charges for the building and equipment provided for in 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.
- (16) 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;
- (17) The accounts pertaining to the canteen shall be audited once every twelve months by registered accountants and auditors:
- Provided that the Labour Commissioner or the Deputy Labour Commissioner or the Assistant Labour Commissioner of the State 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 location of the canteen.

42. Latrine and Urinals:

- (1) Latrines shall be provided in every establishment on the following scale, namely –
- (a) Where females are employed, there shall be atleast one latrine for every 25 female;
- (b) Where male are employed there shall atleast one latrine for every 25 males:
- Provided that where the number of males or females exceed 190 it shall be sufficient there is one latrine for 25 males or females, as the case may be, upto the first 100, and one for every 30 thereafter.
- (2) Every latrine shall be under cover and so partitioned off as to secure privacy and shall have a proper door and fastening.
- (3) (i) 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 workers. “For men only” or “For women only” as the case may be.
- (ii) The notice shall also bear the figure of a man or a woman, as the case may be.
- (4) There shall be at least one urinal for male workers upto fifty and one for female 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 fifty females upto the first 500 and one for every 100 or part thereof thereafter.

- (5) The latrines and urinals shall be conveniently situated and accessible to workers at all times at the establishment.
- (6) The latrines and urinals shall be adequately lighted and shall be maintained in a clean and sanitary conditions at all times.
- (7) Latrines and urinals other than those connect with flash sewage system shall comply with requirements of the public health authorities.
- (8) Water shall be provided by the means of tap or otherwise so as to be conveniently accessible in or near the latrine and urinals.

43. **Washing facilities:**

- (1) In every establishment adequate and suitable facilities for washing shall be provided and maintained for the use of migrant workman employed therein.
- (2) Separate and adequate screening facilities shall be provided for the use of male and female migrant workmen.
- (3) Such facilities shall be conveniently accessible and shall be kept in clean and hygienic condition.

44. **Creche:**

- (1) In every establishment where 20 or more workmen are ordinarily employed as migrant workmen and in which employment or migrant workmen is likely to continue for three months or more, the contractor shall provide and maintain two rooms of reasonable dimensions for the use of their children under the age of six years, within fifteen days of the commencement of these rules in case of existing establishment, and within fifteen days of the commencement of the employment of not less than twenty women as migrant workmen in new establishment.
- (2) One of such rooms shall be used as play room for the children and the other as bed room for the children.
- (3) If the contractor fails to provided the crèches within the time laid down, the same shall be provided by the principal employer within fifteen days of the expiry of the time allowed to the contractor.
- (4) The contractor of the principal employer, as the case may be shall supply adequate number of toys and games in the play room and sufficient number of cots and beddings in the sleeping room.
- (5) The crèche shall be so constructed as to afford adequate protection against heat, damp, wind, rain and shall have smooth, hard and impervious floor surface.
- (6) The crèche shall be at convenient distance from the establishment and shall have adequate supply of wholesome drinking water.
- (7) Effective and suitable provisions shall be made in every room of crèche for securing and maintaining ventilation by the circulation of fresh air and there shall also be provided and maintained sufficient and suitable or artificial lighting.

45. **Residential accommodation:**

- (1) The contractor shall provide to every migrant workmen –
 - (i) In case he accompanied by any other member of his family suitable barrack so as to accommodate one room having at least floor area of 10 square metres a verandah and adequate additional covered space for cooking food as will/as one common sanitary latrine, one common bathroom for every three such quarter; and

- (ii) In case he is unaccompanied by any other member of his family, a suitable Barrack so as to accommodate not more than ten such migrant workmen, having at least a floor area not less than 6.5 square meter for each such migrant workmen making use of the barrack, a verandah with adequate additional covered space for cooking food as well as one common sanitary latrine and one common bathroom for every ten such migrant workmen;

Within fifteen days of the commencement of this rule in the case of existing establishment and within fifteen days of the commencement of the employment of migrant workmen in new establishment.

- (2) Every quarter and barrack shall be so constructed as to afford adequate ventilation, protection against heat, wind, rain and shall have smooth, hard and impervious floor surface.
- (3) The quarter or barracks, as the case may be shall be at a convenient distance from the establishment and shall have adequate supply of wholesome drinking water.
- (4) The area in which the quarters or the barracks are located as well as the latrine and the bathroom provided therein shall be kept in a clean and sanitary condition at all times.
- (5) If the amenities referred to in sub-rule (1), are not provided by the contractor within the prescribed period, the principal employer shall provide the same within a period of fifteen days of the expiry of the period laid down in the sub-rule.
- (6) If there is any dispute or disagreement regarding suitability or adequacy of provision of any of the amenities referred to in sub-rule (1) to (4). The same shall be decided by the Labour Commissioner or the Deputy Labour Commissioner or the Assistant Labour Commissioner of the State whose decision shall be final.
46. **Liability of the principal employer in certain cases:** If any allowances required to be paid under section 14 or section 15 to a migrant workman employed in an establishment to which the Act applies is not paid by the contractor or if any facility specified in section 16 is not provided for the benefits of such migrant workman, such allowance shall be paid, or as the case may be the facility shall be provided by principal employer within fifteen days of the expiry of the time allowed to the contractor under the sub-rules except where otherwise provided for in the relevant rules;
- Provided that in case of ailment requiring medial attendance or hospitalization, as the case may be, the principal employer shall provide the same immediately on the failure of the contractor to do so,.
47. **Relaxation in certain case:** If the contractor or the principal employer, as the case may be, has already provided any facility relating to supply of wholesome drinking ware or rest rooms or latrines and urinals or washing, canteen or crèche or first aid as required under any Act applicable to the establishment and same is adequate and also available for use for the migrant workmen that facility shall be deemed to be provided for under thee rules.

CHAPTER – VI

REGISTER AND RECORDS – COLLECTION OF STATISTICS

48. **Registers of contractors:** Every principal employer shall maintain in respect of each establishment a register of contractors in Form – XIV.
49. **Register of persons employed:** Every principal employer and contractor shall maintain in respect of each establishment where he employs migrant workmen a register in Form – XV.
50. **Service certificate:** On termination employment for any reason whatsoever the contractor shall issue to the migrant workman whose services have been terminated a service certificate in Form – XVI.

51. Displacement-cum-outward journey allowance sheet and return journey allowance register:

- (1) Every contractor shall maintain a sheet for payment of displacement-cum-outward journey allowances as required to be paid under section 14 and 15 in Form – XVII, and register for return journey allowances as required to be paid under section 15 in Form – XVIII.
- (2) Entries in the sheet and required to be maintained under sub-rule (1) shall be authenticated by the contractor or his duly authorised representative.

52. Muster roll, wages register, deductions register and overtime register:

- (1) In respect of establishments which are governed by the Payment of Wages Act, 1936, and the rules made thereunder or the Minimum Wages act, 1948, and rules made thereunder, or Contract Labour (Regulation and Abolition) Act, 1970, and rules made thereunder, the following registers and record required to be maintained by the contractor as employer under those Acts and Rules 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 fines
 - (e) Register of overtime
 - (f) Register of advances.
- (2) In respect of establishments not covered by any of the Acts or rules referred to sub-rule (1) the following provisions shall apply, namely:-
 - (a) Every contractor shall maintain a Muster Roll and Register of Wages on Form – XIX and Form – XX respectively;
 - (b) Signature or thumb impression of every migrant workman on the register of wages shall be obtained and entries shall be authenticated by the signature of the contractor or his authorised representative, and duly certified by the principal employer as required by rule 35;
 - (c) Register of deductions for damage or loss, register of fines and register of advances shall be maintained by every contractor in Forms XXI, XII and XXIII respectively;
 - (d) Every contractor shall maintain register of overtime in Form XXIV.
- (3) Notwithstanding anything contained in these rules where a combined or alternative form is sought to be used for the contractor to avoid duplication of work for compliance with the provisions of any other Act or Rules framed thereunder or any other law for regulations or in cases where mechanized 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 Labour Commissioner or Deputy Labour Commissioner or Assistant Labour Commissioner of the State.

53. Maintenance and preservation of registers:

- (1) All registers and other records required to be maintained under the Act and Rules shall be maintained complete and up-to-date and unless otherwise provided for, shall be kept at an office or the nearest convenient building within the precincts of the workplace or at a place, if any specified by the Inspector on the specific request made by the contractor in this behalf.
- (2) All the registers shall be maintained legibly in English or Hindi and in the language understood by the major of the migrant workmen engaged in the works.
- (3) All registers and other records shall be preserved in original for a period of three calendar years from the date of last entry made therein.

- (4) All the registers, records and notice maintained under the Act or Rules shall be produced on demand before the Inspector or Labour Commissioner or Deputy labour Commissioner of the State or any other authority under the Act or any person authorised in that behalf by the State Government.
- (5) Where no deduction or fine has been imposed and no overtime has been worked during any wage period a 'Ni' entry shall be made across the body of the register at the end of every wage period initiating also in precise terms the wages period to which 'Nil' entry related in the respective registers maintained in Forms XXI, XXII and XXIII respectively.
54. **Display of an abstract of the Act and the Rules:** Every contractor shall display an abstract of the Act and three rules in English or Hindi in the language spoken by majority of migrant workmen in such form as may be approved by the Labour Commissioner or the Deputy labour Commissioner or the Assistant Labour Commissioner of the State.
55. **Notices:**
- (1) Notice showing the rates of wage, hours of work, wage periods, weekly holidays, dates of payment of wages, names and address of the Inspectors having jurisdiction and date of payment of unpaid wages, shall be displayed in English or in Hindi or in the language understood by the majority of the workers in conspicuous places at the establishment and the worksite by the principal employer or contractor, as the case may be.
- (2) The notices shall be correctly maintained in a clean legible condition.
- (3) A copy of the notices shall be sent to the Inspector and whenever any changes occur, the same shall be communicated to him within seven days of such changes.
56. **Periodical returns:**
- (1) Every contractor shall send half yearly returns in Form XXV, in duplicate, so as to reach the Licensing Officer concerned not later than thirty days from the close of the half-year.
- NOTE: Half-year for the purpose of this rule means a period of six months commencing from the 1st January and 1st July every year.
- (2) Every principal employer of a registered establishment shall send annually a return in Form XXVI 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.
57. (1) The labour Commissioner or the Deputy Labour Commissioner or the Assistant Labour Commissioner or the Chief Inspector or any other authority appointed under the Act by the Government of State/Union territory from which migrant workmen have been recruited shall have powers to call for any information or statistics in relation to the migrant workmen so drafted, from the concerned contractor or the principal employer in the State 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.

CHAPTER – VII

LEGAL AID TO MIGRANT WORKMEN

58. **Legal aid:** On receipt of written application from migrant workmen or in the event of his death, from next of his kin for providing legal aid in relation to any proceeding before the Authority under section 15 of the Payment of Wages Act, 1936, or authority under section 20 of the Minimum Wages Act, 1948, or appropriate Labour Court under sub-section (2) of section 33-C of the Industrial Dispute Act, 1947, or Commissioner for Workmen's under the Workmen's Compensation Act, 1923, in which the migrant workman or his legal heir or dependent is a party during stay of the migrant workman in the area in which work place is located or after his return to

the home state, the specified, authority concerned in such case, if he is satisfied, with the approval of the Labour Commissioner or the Deputy Labour Commissioner or the Assistant Labour Commissioner of the State, engage an Advocate to conduct the relevant proceedings in the court on behalf of migrant workman or his legal heir or dependent and meet all legal expenses in this regard.

CHAPTER – VIII

APPOINTMENT, POWERS AND DUTIES OF CHIEF INSPECTOR

59. The State Government may, by notification, appoint a Chief Inspector who shall be the Chief Executive authority for the purpose of carrying out the provisions of the Act.
- (1) In addition to any powers conferred on the Chief Inspector by or under these rules, he may exercise all or any of the powers of an Inspector.
60. (1) The Chief Inspector appointed under sub-rule (1) of rule 59 shall be deemed to be a public servant within the meaning of section 21 of the Indian Penal Code.
- (2) No prosecution under the Act shall be instituted except with the previous sanction of the Chief Inspector.

FORM – I

[See Rule 3(i)]

Application for registration of establishments employing Migrant Workmen.

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/husband's name in case of individuals) :
4. Names and address of the directors/particular of the partners (in case of companies and firms) :
5. Full name and address of the Manger or persons responsible for the supervision and control of the establishment :
6. Nature of work carried on in the establishment :
7. Particulars of contractors and migrant workmen :
 - (a) Name and address of Contractors :
 - (b) Nature of work for which migrant workmen are to be recruited or are employed :
 - (c) Maximum number of migrant workmen to be employed on any day through each contractor :

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- (d) Establishment date and commencement of work under each contractor :
- (e) Estimate date of termination or employment or Migrant Workmen under each Contractor :
8. Particulars of Treasury Challan :

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

Principal Employer,
Seal and Stamp.

Office of Registering Officer.

Date of receipt of application.

FORM – II

[See Rule – 4 (1)]

Office of the _____ date _____

A certificate of registration containing the following particulars is hereby granted under clause (a) of sub-section (2) of section 4 of the Inter-State Migrant Workers (Regulation of Employment and Conditions of Service) Act, 1979, and the rules made thereunder to _____.

1. Nature of work carried on the establishment :
2. Name and address of Contractor :
3. Nature of work for which migrant workmen are to be employed or are employed :
4. Maximum number of migrant workmen to be employed or are employed :
5. Other particulars relevant to the employment of migrant workmen.
 - (i)
 - (ii)

Signature of Registering Officer,
(with Seal)

FORM – III

[See Rule 4 (2)]

Register of Establishments

Sl. No.	Registration No. & Date	Name and address of the establishment registered	Name of the principal Employer & his address
1	2	3	4

Type of business, trade, industry manufacture of occupation which is carried on in the establishment	Maximum No. of migrant workmen directly employed on any day.
5	6

Particulars of Contractor and Inter-State Migrant Workmen.		
Name and address of contractor	Nature of work for which migrant workmen are to be recruited or made employed	Maximum number of migrant workmen employed on any day through a contractor
7	8	9

Probable duration of employment of migrant workmen	Remarks
10	11

ANNEXURS

The licence is subject to the following conditions:

1. The licence shall be non-transferable.
2. The number of workmen employed as migrant workmen in the establishment shall not on any day exceed the maximum number specified in the licence during the calendar year for which it is issued or last renewed.
3. Save as provided in these rules the fees paid for the grant or as the case may be, for renewal of licence be non-refundable.
4. The rate of wages payable to the migrant workmen by contractor shall not be less than the rates prescribed under the Minimum Wages Act, 1948, for such employment or for work of similar kind of nature and where the rates have been fixed by agreement, settlement or award, not less than the rates so fixed.
5. (a) In cases where the migrant workmen employed by the Agent under a contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wages rates, holidays, hours or work and other conditions of service of the migrant workmen of the contractor shall be the same as applicable to the workmen directly employed by 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 be decided by the Labour Commissioner of the State whose decision shall be final.
- (b) On other cases the wages rates, holidays, hours of work and conditions of service of the migrant workmen of the contractor recruited through the Agent shall be such as prescribed in these rules.
6. Every migrant workmen shall be entitled to allowance, benefits, facilities etc. as prescribed in the Act and these rules.
7. No of female migrant workmen shall be employed by any Agent under any contractor before 6 a.m. or after 7 p.m.:

Provided that this clause shall not apply to the employment of female migrant workman in pit head baths, crèches and canteens and as Midwives and Nurses in hospitals dispensaries.

8. The Agent shall notify any change in the name of the contractor^{9s}) migrant workmen or the conditions of work to the Licensing Officer.
9. The Agent shall comply with all the provisions of the Act and these rules.
10. A copy of the licence shall be displayed prominently at the premises where the migrant workmen are employed.

FORM – IV

[See Rule 7 (1)]

Application for licence for recruitment

1. Name and address of the Contractor (including his/her father's / husband's name in case of individuals) :
2. Date of birth and age (in case of individuals) :
3. Particulars of establishment where migrant workmen are to be employed: :
4. (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. :
5. Particulars of migrant workmen:;
 - (a) Nature of work in which migrant workmen are employed or are 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 the contractor as the work side. :
 - (d) Maximum number of migrant workmen proposed to be employed in the establishment on any date. :
 - (e) Names and addresses of the Directors/Partners (in case of companies and firms) :
 - (f) Names(s) and address(es) of the person(s) in-charge of and responsible to the company/firm as the case may be. :
6. Whether the contractor was convicted of any offence within the preceding five years, if so give details. :
7. 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. :
8. Whether the contractor has worked in any other establishment within the past five years. If so, give details of the principal employer, :

establishment and nature of work.

9. Whether a certificate by the principal employer :
in Form VII is enclosed.
10. Amount of licence fee paid (with number and :
date of treasury receipts).
11. Amount of security deposits, if any. :

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

Place:-

Signature of the applicant

Date:-

(Contractor)

Note: - The application should be accompanied by a Treasury receipts showing the payment of the prescribed licence fee and security deposits, if any, and & certificate in Form VII from the principal employer.

(To be filed in the office of the Licensing Officer).

Date of receipt of the applicant with treasury receipt of fees.

Signature of the Licensing Officer.

FORM – V

[See Rule 9 (2)]

Application for licence for recruitment of labourers by the Agents for employment in Contractor's establishment outside Arunachal Pradesh.

1. Name of the permanent address of the Agent (including the father's / husband's name in case of individuals) with age of the Agent.
2. Date of birth and age (in case of individuals):
 - (a) Full address of the recruiting office:
 - (b) Name and address of the authorised nominee working in absence of the nominee with his relation with the Agent.
3. Particulars of establishment where migrant workmen are to be employed.
4.
 - (a) Name and address of the establishment.
 - (b) Type of business trade, industry, manufacture of occupation which is carried on in the establishment.
 - (c) Name and address of the principal Employer.
 - (d) Name and address of the Contractor(s) to whom labourers are to be supplied during the year in question (with number and date of licence obtained under the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.
 - (f) Detailed address of the work-place.
 - (g) Number and date of licence of the Contractor of outside State obtained under the Contractor Labour (Regulation and Abolition) Act, 1978, with particulars of the Licensing Officer.
5. Particulars of migrant workmen:
 - (a) Nature of work in which migrant workmen are employed or are to be employed in the establishment.

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- (b) Duration of the proposed contract work (give particulars of proposed date and commencement and ending).
 - (c) Name and address of the manager of contractor at the work site.
 - (d) Maximum number of workmen proposed to be recruited and supplied to the Contractor(s) by the Agent during the year in question (with break-up of the number to be supplied to each contractor).
 - (e) Areas with name of police-station and district from which labourers are to be recruited.
 - (f) Name and address of the Partner and Managing Partner or Director of the Contractor's firm (in case of companies or firms) whom workmen are to be supplied.
6. Whether the Agent was convicted of any offence within the preceding five years, if so, give details.
 7. Whether there was any order against the Agent revoking or suspending licence or forfeiting security deposits in respect of an earlier contract. If so, the date of such order.
 8. Areas with name of police-station and district from which the migrant workmen are proposed to be recruited.
 9. Amount of licence fee paid (with number and date of Treasury Receipt).

DECLARATION

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

Place:-

Date:

Signature of the Agent

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

Date of receipt of the application with crossed demand draft for fees.

Signature of Licensing Officer.

FORM – VI

[See Rule 7(2)]

Application for licence for Employment of Migrant Workman.

1. Name and address of the contractor (including his father's :
/ husband's name in case of individual)
2. Date of birth and age (in case of individual) :
3. Particulars of establishment where migrant workmen are
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 migrant workmen :
 - (a) Nature of work in which migrant workmen are :
employed or are to be employed in the

establishment

- (b) Duration of the proposed contract work (give particulars of proposed date of commencement and ending) :
- (c) Name and address of the agent or manager of the contractor at the work site. :
- (d) Maximum number of migrant workmen proposed to be employed in the establishment on any date. :
- (e) Names and address of the director/ partners (in case of companies and firms). :
- (f) Name(s) and address(es) of the person(s) incharge of and responsible to the company / firm for the conduct of the business of the company/firm as the case may be. :
5. Whether the contractor was convicted of any offence within the preceding five year. 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 contractor. If so, the date of such order.
 7. Whether contractor has worked in any other establishment within the past five years. If so, give details of the principal employer, establishment and nature of work.
 8. Whether a certificate by the principal employer in Form – VII is enclosed.
 9. Amount of licence fee paid (with number and date of treasury receipt).
 10. Amount of licence fee paid (with number and date of treasury receipt).
 11. Amount of security deposit if any.

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

Signature of applicant
(Contractor).

FORM – VIII

[See Rule 7 (3)]

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 all the provisions of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, and the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Arunachal Pradesh Rules, 1983, in so far as the provisions are applicable to me in respect of the employment of migrant workmen by the applicant in my establishment.

Place:

Date:

Signature of Principal Employer
Name and address of Establishment.

FORM – VIII

[See Rule 11 (2)]

Application for adjustment of Security Deposit

Name and address of the contractor	No. and date of application for fresh licence	Date of expiry of previous licence
1	2	3

Whether the previous licence of the contractor was suspended or revoked	No. and date of the treasury receipt of security deposit in respect of the previous licence	Amount of previous security deposit
4	5	6

Amount of security deposit for the fresh licence	No. and date of treasury receipt of the balance security deposit with the fresh application	No. and date of certificate of registration of the establishment in relation to which the fresh licence is applied for
7	8	9

Name and address of the principal employer	Particulars of fresh application	Remarks
10	11	12

Signature of applicant

FORM – IX

[See Rule 12 (1)]

OFFICE OF THE LICENSING OFFICER

Licence is hereby granted to _____ under Section 8 (1) of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, subject to the conditions specified in the Annexure.

2. The licence is for doing the work (Nature of work to be indicated) in the establishment (Name of the principal employer to be indicated) at (place of work to be indicated).
3. The licence shall remain in force till (date to be indicated).
4. The maximum no. of workmen that can be employed in the establishment on any date.

ANNEXURE

The licence is subject to the following conditions:-

1. The licence shall be non-transferable.
2. The number of workmen employed as migrant workmen in the establishment shall not on any day exceed, the maximum specified in the application for licence.
3. Save as provided in these rules the fees paid for the grant or as the case may be for renewal of licence shall be non-refundable.
4. The rates of wages payable to the migrant workmen by the contractor shall not be less than the rates prescribed under the Minimum Wages Act, 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.
5. (a) In case where the migrant 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 wages, rates holidays, hours of work and other conditions of service of the migrant 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 the case of any disagreement with regard to the type of work, the same shall be decided by the Labour Commissioner whose decision shall be final.
- (b) In other cases the wages, rate, holidays, hours of work and conditions of service of the migrant workmen of the contractor shall be such as prescribed in these rules.
6. Every migrant workman shall be entitled to allowances, benefits, facilities etc. as prescribed in the Act and these rules.
7. No female migrant workman shall be employed by any contractor before 6 a.m. or after 7 p.m.
 Provided that this clause shall not apply to the employment of female migrant workman in pit head, baths, crèches and canteens and as midwives and nurses in hospitals and dispensaries.
8. The contractor shall notify any change in the number of migrant workmen or the conditions of work to the Licensing Officer.
9. The contractor shall comply with all the provisions of the Act and there rules.
10. A copy of the licence shall be displayed prominently at the premises where the migrant workmen are employed.

RENEWAL

[See Rule 14]

Date of renewal	Fee paid for renewal	Date of expiry
1.		
2.		
3.		

Date _____

Signature and seal of the
Licensing Officer.

FORM – X**OFFICE OF THE LICENSING OFFICER**

Licence No. _____ dated _____ Feed paid Rs. _____

L I C E N C E

Licence is hereby granted to _____ Agent, under section 8 (1) of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, subject to the conditions specified in the Annexure.

1. This licence is for doing the work of (nature of work to be indicated) in the establishment of principal employer and the contractor (name and address to be indicated) at _____ (Complete address of the place of work to be indicated), by the migrant workmen recruited from _____ (Name of the Police Station, district and State to be indicated).
2. The licence is meant for recruiting maximum number of _____ (figure to be mentioned here during the calendar year indicated in item 3 below).
3. The licence shall remain in force till the 31st December of (year in which issued to be mentioned here).

Signature and Seal of Licensing Officer.

R E N E W A L

(See Rule 14)

Date of renewal	Fee paid for renewal	Date of expiry	Maximum number of migrant workmen to be recruited
1.			
2.			
3.			

Signature and Seal of the Licensing Officer.

Dated _____

FORM – XI

[See Rule 15 (2)]

APPLICATION FOR RENEWAL OF LICENCE

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. Number and date of the treasury receipt enclosed.

Place:-

Date:-

Signature of the applicant

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

(Date of receipt of the application with treasury receipt and date)

Signature of the Licensing Office.

FORM – XIII

[See Rule 21 (1)]

(Form in which to furnish particulars in respect of recruitment and employment of migrant workman/workmen as prescribed under sub-rule (1) Rule 21 to the authorities specified under the explanation below sub-section (2) of Section 12 of Inter-State Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979.

1. Name and address of the Contractor _____
2. Name and address of the sub-contractor through whom recruitment has been made _____
3. Name and address of the establishment _____
4. Name and address of the Principal Employer _____
5. Name of the State in which the place of work is located _____
6. Name of the State in which recruitment was made _____

Sl. No.	Name of Migrant Workman	Father's / husbands' name	Sex	Age	Permanent home address
1	2	3	4	5	6

Name and address of the next of kin of the migrant workman	Place and address of residence on the home state	Amount of displacement allowance paid	Amount of outward journey allowance paid
7	8	9	10

Amount of wages for outward journey period paid	Nature of job required to be performed	Date of recruitment	Date of employment	Details of rates of wages and other allowance payable
11	12	13	13	15

Period of contract of employment	Details of other service conditions	Remarks
16	17	18

Signature of Contractor or his authorised representative

Dated :

FORM – XIII

[See Rule 24]

(Return to be sent by the contractor to the authorities specified under explanation below sub-section (2) of section 12 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.

1. Name and address of contractor _____
2. Name and address of the sub-contractor through whom recruitment has been made _____
3. Name and address of the establishment _____
4. Name and address of the Principal Employer _____
5. Name of the State in which the place of work is located _____
6. Name of the State in which recruitment was made _____

Sl. No.	Name of the migrant workman	Father's husband's name	Husband's Sex	Designation	Age	Permanent home address
1	2	3	4	5	6	7

Place and address of residence in home State	Date of Employment	Date on which ceased to be employed with reasons	Total days worked
8	9	10	11

Details of rates of wages and other allowance paid	Amount of displacement allowance paid	Amount of outward journey allowance and wages for outward journey paid	Amount of return journey allowance and wages for return journey paid
12	13	14	15

Total wages paid	Details of compensation and other allowance	Amount of deduction if any	Amount of advance if any paid	Amount of advance if any recovered	Remarks
16	17	18	19	20	21

I/We hereby declare that all wages, other dues including displacement allowance outward return journey allowances and wages for journey periods payable to migrant workman/workmen named above and employed by me/us to him/them.

Place:

Date:-

Submitted to:

Signature of the Contractor or

His authorised representative

(1) _____
(Specified authority in the State in which migrant workman/workmen is/are employed).

(2) _____
(Specified authority in the State from which the migrant workman/Workmen has/have been recruited).

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Copy forwarded to _____

(The Principal Employer)

Signature of the Contractor or
His authorised representative.

NOTE: In case where migrant workmen concerned have been recruited from more than one States, separate returns shall be submitted in respect of such State.

FORM – XIV

(See Rule 48)

(Register of Contractors)

1. Name and address of the Principal Employer _____
2. Name and address of the Establishment _____

Name and address of contractor	Nature of work on contract	Location of contract work	Period of contract	
			From	To
1	2	3	4	5

Maximum No. of migrant workmen employed by contractor
6

I/We hereby declared that all wages, other dues including displacement allowance, outward return journey allowances and wages for journey periods payable to migrant workman/workmen named above and employed by me/us have been paid by to him/them.

Place: - Date: -	Signature of the Contractor or His authorised representative.
---------------------	--

FORM – XV

(See Rule 49)

Register of workmen employed by Contractor

1. Name and address of Contractor _____
Name and address of establishment in/under which migrant workmen are employed _____
Name and address of Principal Employer _____

Sl. No.	Name and surname of Migrant workman	Age and sex	Father's / husband's name	Nature of employment / designation
1	2	3	4	5

Permanent home address of migrant workmen (Village and Tehsil/Taluk and District)	Local address
6	7

Date of commencement of employment	Signature of thumb impression of migrant workmen	Date of termination of employment
8	9	10

Reasons for termination	Remarks
11	12

Signature of Contractor or his
Authorised representative.

FORM – XVI

(See Rule 50)

Service Certificate

Name and address of contractor _____

Name and address of establishment in/ under
under which migrant workman are employed _____

Name and location of work _____

Name and address of the migrant workmen _____

Age and date of birth _____

Name and address of Principal Employer _____

Identification marks _____

Father's /Husband's name _____

Sl. No.	Total period for which employed		Nature of work done
	From	To	
1	2	3	4

Rate of wages (with particulars of unit in case of piece work)	Remarks
5	6

Signature of Contractor or
his authorised representative.

FORM – XVII

[See Rule 51 (1)]

DISPLACEMENT AND OUTWARD JOURNEY ALLOWANCE SHEET

Name and address of the Contractor _____

Name and address of the establishment _____

Name and address of the Principal Employer _____

Month and year _____

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Sl. No.	Name of the migrant workman	Father's / husband's name	Permanent home address indicating the State
1	2	3	4

Place and address of residence in the home State	Designation	Rate of wages
5	6	7

Wages payable in a month	Place of recruitment	Place of work with address indicating the State	Railway station/ bus stand nearest to the place of residence
8	9	10	11

Railway station/bus stand nearest to the place of work	Date and time of commencement of journey from the place of residence	Expected date and time of arrival at the place of work
12	13	14

Details of modes of journey from the place or residence in the home State to the place of work	Amount of bus fare or second class train fare or the journey expenses separately as per the modes of journey indicated in col. 15	Total of amounts indicated in columns No. 16
15	16	17

Amount of displacement allowance	Amount of outward journey period	Wages for outward journey period	Total amount paid
18	19	20	21

Date on which paid	Signature or thumb impression of the migrant workman	Actual date and time of arrival at the place of work	Balance wages for outward journey, if any payable
22	23	24	25

Date of payment of the balance wages indicated in column 25	Signature of thumb impression of the migrant workman	Remarks
26	27	28

NOTE: Indicate separately different mode of journeys. Entries are to be made against each individual migrant workman.

Signature of the Contractor or
his authorised Representative.

Date:

FORM – XVIII

[See Rule 51 (1)]

RETURN JOURNEY ALLOWANCE REGISTER

Name and address of the contractor _____

Name and address of the establishment _____

Name and address of the principal employer _____

Month and year _____

Sl. No.	Name of the migrant workman	Father's / husband's name	Permanent home address indicating the State	Place and address of residence in the home State
1	2	3	4	5

Railway station / bus stand nearest to the place of work	Railway station/bus stand nearest to the place of residence in the home State	Date and time of commencement of journey from the place of work
9	10	11

Expected date and time of arrival at the residence in home State	Expected mode of journey from the place of work to place of residence in the Home State	Amount of bus fare and expenses or second class train fare or other journey expenses separately as per expected mode of journey indicated in column No. 13
12	13	14

Total amounts indicated in column No. 14	Amount of return journey allowance	Wages for return journey period	Total amount paid
15	16	17	18

Date on which paid	Signature or thumb impression of the migrant workman	Remarks
19	20	21

Indicate separately different modes of journey

NOTE : Entries are to be made against each individual Inter-State migrant workman.

Signature of the Contractor
or his authorised representative
Date _____

FORM – XIX

[See Rule 52 (2) (a)]

MUSTER ROLE

Name and address of Contractor _____

Name and address of Establishment under which migrant workman are employed _____

Nature and location of work _____

Name and address of Principal Employer _____

Sl. No.	Name of migrant workman	Father's / Husband's name
1	2	3

Date	1	2	3	4	5	Remarks
4	5	6	7	8	9	

FORM – XX

[See Rules 52 (2) (a)]

Register of Wages

Name and address of Contractor _____

Name and address of Establishment under which Inter-State _____

Migrant Workmen are employed _____

Nature and location of work _____

Sl. No.	Name of Inter-State Migrant Workman	Sl. No. in the Register of workmen	Designation/Nature of work
1	2	3	4

No. of days worked	Units of work done	Daily rate of wages / price rate
5	6	7

Amount of wages earned				
Basic wages	Dearness Allowance	Overtime	Other cash payments (nature of payment to be indicated)	Total
8	9	10	11	12

Deduction, if any (indicate nature)	Net amount paid	Signature / thumb impression of Inter-State Migrant Workmen	Initials of Contractor or his authorised representative
13	14	15	16

FORM – XXI

[See Rule 52 (2) (c)]

Register of deductions for damage or loss

Name and address of Contractor _____

Name and address of Establishment under which Inter-State Migrant workmen are employed

Nature and location of work _____

Name and address of Principal Employer _____

Sl. No.	Name of Inter-State Migrant workman	Father's /Husband's name	Designation/nature of employment	Particulars or damage of loss
1	2	3	4	5

Date of damage or loss	Whether Inter-State Migrant Workman showed causes against deduction
6	7

Name of persons in whose present employer's explanation was heard	Amount of deduction imposed	No. of installments
8	9	10

Date of recover		Remarks
First instalment	Last installment	
11	12	13

FORM – XXII

[See Rule – 52 (2) (c)]

Register of Fines

Name and address of Contractor _____

Name and address of Establishment under which Inter-State Migrant workmen are employed

Nature and location of work _____

Name and address of Principal Employer _____

Sl. No.	Name of Inter-State Migrant Workmen	Father's / Husband's name	Designation/Nature of employment
1	2	3	4

Act/Omission for which fine imposed	Date of offence
5	6

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Whether Inter-State Migrant workman showed cause against fine	Name of person in whose presence explanation was heard	Wage periods and wage payable
7	8	9

Amount of fine imposed	Date of which fine realized	Remarks
10	11	12

FORM – XXII

[See Rule – 52 (2)(c)]

Register of Advance

Name and address of Contractor _____

Name and address of Establishment under which Inter-State Migrant workmen are employed _____

Nature and location of work _____

Name and address of Principal Employer _____

Sl. No.	Name of Inter-State Migrant workman	Father's/Husband's name
1	2	3

Nature of employment/designation	Wage period and wages payable	Date and amount of advance given
4	5	6

Purpose(s) for which advance made	No. of installments by which advance to be repaid
7	8

Date and amount of each installment repaid	Date on which last installment was repaid	Remarks
9	10	11

FORM – XXIV

[See Rule 52(2) (d)]

Register of Over Time

Name and address of Contractor _____

Name and address of Establishment under which Inter-State Migrant workmen are employed _____

Nature and location of work _____

Name and address of Principal Employer _____

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Sl. No.	Name of Inter-State Migrant Workman	Father's / Husband's name	Sex
1	2	3	4

Designation/Nature of employment	Date on which overtime worked
5	6

Total overtime work or production in case of piece rated	Normal rates of wages	Overtime rate of wages
7	8	9

Overtime earning	Date on which overtime wages paid	Remarks
10	11	12

FORM – XXV

[See Rule 56 (1)]

Return to be sent by the contractor to the Licensing Officer

1. Half-year ending _____
2. Name and address of the establishment _____
3. Name and address of the Principal Employer _____
4. Duration of contract from _____ to _____
5. No. of days during the half-year on which _____
 - a) the establishment of the principal employer had worked _____
 - b) the contractor's establishment had worked _____

6. Maximum number of Inter-State migrant workmen employed on any day during the half-year:

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

7.
 - i)
 - a) Daily hours of work and spread over.
 - ii)
 - a) Whether weekly holiday observed and on what day.
 - b) If so, whether it was paid for.
 - iii) No. of man-hours of overtime worked.

8. Number of man-days worked by :

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

9. Amount of wages paid:

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

Note: Wages shall not include wages for periods of outward and return journeys.

10. Amount of deductions from wages, if any.

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

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11. Amount of displacement allowance paid:

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

12. Amount of outward journey allowance paid:

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

13. Amount of wages for outward journey period paid:

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

14. Amount of return journey allowance paid:

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

15. Amount of wages for return journey periods paid:

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

16. Whether the following have been provided:

- i) Residential accommodation:
- ii) Protective clothing:
- iii) Canteen:
- iv) Rest-room:
- v) Latrine and urinals:
- vi) Drinking water:
- vii) Creche:
- viii) Medical facilities:
- ix) First-Aid:

(If the answers is 'Yes' state briefly nature/standards provided).

FORM – XXVI

[See Rule 56 (2)]

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

Year ending 31st December.

1. Full name and address of the Principal Employer:
2. Name of the establishment:
 - a) District:
 - b) Postal address:
 - c) Nature of operation/industry/work carried on.
3. Full name of the Management of person responsible for supervision and control of the establishment.
4. Number of contractors worked in the establishment during the year (given details in Annexure).
5. Nature of work operations in which migrant workman was employed.
6. Total number of days during the year on which migrant workman was employed.

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7. Total number of man-days worked for by migrant workman during the year.
8. Maximum of number of workmen employed directly on any day during the year.
9. Total number of days during the year on which direct labour was employed.
10. Total number of man-days worked by directly employed workmen.
11. Change, if any in the management of the establishment, its location, or any other particulars furnished to the Registering Officer in the application for Registration indicating also the date.

Place: Date:	Principal Employer
-----------------	--------------------

ANNEXURE TO FORM

Name and address of the contractor	Period of Contract		Nature of work
	From	To	
1	2	3	4

Maximum No. of workers employed by each contractor	No. of days worked	No. of man-days worked.
5	6	7