

No. 144/Lab/LO (E)/AIL-II/2023
GOVERNMENT OF PUDUCHERRY
LABOUR DEPARTMENT
PUDUCHERRY

Puducherry, the 4th Feb 2023

CIRCULAR

*Sub: Lab-Registration of Establishments by the Government offices/
Departments, Government Undertakings/ Societies/
Corporations/Agencies and Local Authorities and Obtaining
Contract Labour Licence by their Contractors under the Contract
Labour (Regulation and Abolition), Act 1970- Ensuring compliance
to avoid legal action -Intimation- Reg.*

It is brought to the notice of all Government Offices/ Departments, Government Undertakings/ Societies/ Corporations/ Agencies and Local Authorities that the Labour Department is enforcing various Labour Acts and Rules to protect the interests of the workers employed in various establishments and in order to regulate employment of contract workers, this department is implementing the Contract Labour (Regulation and Abolition) Act, 1970 read with the Puducherry Contract Labour (Regulation and Abolition) Rules, 1973 in the U.T of Puducherry.

2. As per Section 2(1) (c) (i) & (ii) of the Contract Labour (Regulation and Abolition) Act, 1970, an establishment is defined as "any office or department of the Government or local authority or any place where any industry, trade, business, manufacture or occupation is carried on." As such the Government Offices/ Departments, Government Undertakings/ Societies/ Corporations/ Agencies and Local Authorities come within the ambit of Contract Labour (Regulation and Abolition) Act, 1970. In this connection, it is observed that many Government Offices/Departments/Government Undertakings/Societies/Corporations/Agencies and Local Authorities in the Government of Puducherry are employing 20 or more contract workers through Contractors for various services viz. House Keeping, Security, Data entry Operations, Building and other Constructions works et al., and as such are coming within the purview of the said Act.

3. In relation to any office, department of the Government or a local authority, the head of that office or department or such other officer as the Government or the local authority, as the case may be may specify in this behalf and in any other establishment, any person responsible for the supervision and control of the establishment shall be the Principal Employers under the Contract Labour (Regulation and Abolition) Act, 1970 and they are responsible for registration of their Establishment with the Registering Officer notified under the Act. But it is observed that most of the Principal Employers have not registered their establishments with the Registering Officer till date and where in few cases registrations have been done intimation on the changes were not made and no amendments were carried out in the Registration Certificate and as a result the contractors who are engaged for various services by them have also not obtained Contract Labour Licences till date. That apart both the Principal Employers and Contractors are under the obligation for providing timely wages and various facilities to the Contract workers under the said Act and Rules thereof.

4. In this regard, it is pertinent to mention that the Labour Department is receiving complaints from contract workers especially over non payment of wages even after due date and completion of contract period and such non compliances would attract penal provisions against the officers concerned under the Contract Labour (Regulation and Abolition) Act, 1970 read with the Puducherry Contract Labour (Regulation and Abolition) Rules, 1973.

5. Therefore, it is emphasized that all the Heads of Government Offices/Departments, Government Under takings/Societies/Corporations/Agencies and Local authorities wherein 20 or more workmen have been employed on any day of the preceding twelve months as contract workers have

- to apply for Principal Employer registration;
- to intimate the changes in the particulars specified in the Registration Certificate within 30 days of such change to the Registering Officer and obtain amendment in the Registration Certificate;
- to ensure that the contractors obtain Contract Labour Licence and
- to ensure timely payment of wages not less than the rates notified under the Minimum Wages Act, 1948

6. In this context, the Principal Employer and Contractor can apply for registration & license/renewal through online using the url <https://eodb.py.gov.in> .

(BY ORDER OF THE SECRETARY TO GOVERNMENT (LABOUR))

(P. RAGINI)

DEPUTY LABOUR COMMISSIONER -CUM-
REGISTERING OFFICER UNDER CONTRACT
LABOUR (REGULATION & ABOLITION) ACT, 1970

To

1. The Head of Departments/Offices/Government
Undertakings/Societies/Corporations/Agencies/Local Authorities,
Government of Puducherry
(as per the Annexure enclosed)

✓ P. 2. The WebMaster, Labour Department, Puducherry
(with instruction to host in official website of
Labour Department and to send to the official
email id of all The Head of Departments/Offices/Government
Undertakings/Societies/Corporations/Agencies/Local Authorities,
Government of Puducherry

Copy submitted to:-

The Secretary to Government (Labour)
Puducherry.