

FAQs on Contract Labour (R&A) Act, 1970.

Q.1 Where the Act applies?

Ans. It applies –

- a. To every Establishment employing 20 or more contract workers (either through one contractor or different contractors) or has employed 20 or more contract workers on any day of the preceding 12 months.
- b. To every contractor who employ or employed 20 or more workmen on any day of the preceding 12 months.

Q.2 Who is required to obtain Registration Certificate?

Ans. Every principal employer employing 20 or more contract workers or has employed 20 or more contract workers on any day of preceding 12 months, is required to obtain Registration Certificate.

Q.3 Who is required to obtain Licence?

Ans. Every contractor employing 20 or more workers in any establishment or has employed 20 or more workers on any day of preceding 12 months, is required to obtain Licence for each such establishment.

Q.4 Who can apply for Registration Certificate?

Ans. The Proprietor/ Partner/ Director/ CEO/ HOD or any other officer appointed/ duly authorized to Act as principle employer by the board of directors of principal employer's establishment.

Q.5 Who can apply for Licence?

Ans. The Proprietor/ Partner/ Director/ CEO or any other officer duly authorized by the board of directors of contractor's establishment.

Q.6 How to apply for Registration Certificate and Licence?

Ans. The grant of registration certificate and licence has been made online and the services can be availed through portal e-district Delhi. The principle employer/ contractor who is required to obtain registration certificate/ licence, is required to create his/her **user ID** and **password** by logging into the website - edistrict.delhigovt.nic.in/ and thereafter by filling up the details in the Performa available on the website and uploading the required documents can apply for the same.

Q.7 Registration Fee required to be deposited for obtaining Registration Certificate?

Ans.

No. of Contract Workers	Registration Fee (in Rs.)
Up to20	180
Up to50	450
Up to100	900
Up to200	1800
Up to400	3600
More than.....400	4500

Q.8 Licence Fee and Security Amount for obtaining Licence?

Ans. (a) **Licence Fee**:-

No. of Contract Workers	Licence Fee (in Rs.)
Up to20	50
Up to50	150
Up to100	250
Up to200	450
Up to400	900
More than.....400	1200

(b) **Security Deposit**:- @ Rs. 180 per contract worker.

Q.9 When Registration Certificate/ Licence can be revoked?

Ans. On misrepresentation or suppression of any material fact, violation of any terms & condition of licence.

Q.10 Where appeal can be filed?

Ans. Before the Labour Commissioner, Govt. of NCT of Delhi, 5 Shamnath Marg, Delhi-54.

Q.11 Responsibilities/ Liabilities of contractor and principal employer?

Ans.

(a) The contractor is liable to provide welfare and health facilities to its workers as laid down under the Act & Rules framed there under and is also responsible for making the payment of wages (not less than the notified minimum wages) within the time as prescribed, by way of account payee cheque/ ECS and to upload the statutory records on its website.

- (b) If the contractor fails to comply with (a) above, the principle employer is liable to provide the same under section 20 and 21 of Act. In case contractor is not having its own website the principle employer required to upload the statutory records of its contractor/s on its website.

Q.12 Punishment/ Penalties for violation of the provision of the Act?

Ans. Imprisonment for a term which may extend to 3 months, or with fine which may extend to Rs. 1000 or with both. In case of continuous violation an additional fine which may extend to Rs. 100 for every day of such violation till it continues after conviction for such contravention.