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PART--I-- Orders and Notifications by the Government of Tripura, The High Court, Government Treasury etc.

GOVERNMENT OF TRIPURA LABOUR DEPARTMENT.

No.F.21(98)-LAB/ENF/Labour Laws/2017/7062 Dated, Agartala the 12th September, 2019.

NOTIFICATION

Whereas for the ease of, and for the expedient compliance of the requirement of various labour related laws herein referred to and for the purpose of maintaining combined registers for all such laws, it has become essential to frame separate rules for the said purpose;

And whereas, the intention to provide such combined register is to sub-serve the purposes, more specifically electronically, of the said labour related laws and the rules made there under, wherein provisions have been made for maintenance of such registers;

And whereas, combined registers provided under the proposed rules will facilitate ease of compliance, maintenance and inspection, and will also make the information provided there under easily accessible to the public through electronic means thereby increasing transparency;

And whereas, making separate rules for the aforementioned purpose will benefit making references of registers provided under different labour related laws simple, which will serve public purpose in a better way;

And whereas, to achieve the aforementioned purposes, the draft of the Tripura Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2019, which the Government of Tripura proposes to make in exercise of the powers conferred by,-

(i) Section 62 of the Building and Other Constructions Workers' (Regulation of Employment and Conditions of Service) Act, 1996 (27 of 1996);

(ii) Section 35 of the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970);

(iii) Section 35 of the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (30 of 1979); and

(iv) Section 30 of the Minimum Wages Act, 1948 (11 of 1948);

and Section 23 of the General Clauses Act, 1897 read with Chapter III of the Information Technology Act, 2000 (21 of 2000), was published for the information of all persons likely to be affected thereby and notice was given that the said draft rules would be taken in consideration after the expiry of a period of one month from the date on which the copies of the Official Gazette in which this Notification was published and made available to the public;

And whereas, within the specified time no objection or suggestion was received from any person;

Now, therefore, having regard to that considering all aspects, the State Government hereby publishes the following Rules namely, "The Tripura Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2019".

(Chaitanya Murti, #3)
Special Secretary to the

Government of Tripura

RULES

- 1. Short title and commencement.- (1) These rules may be called the Tripura Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2019.
 - (2) They shall come into force on the date of their publication in the Official Gazette.
- 2. Maintenance of registers under certain labour related laws.-
 - (1) Notwithstanding anything contained in any State rules made under,
 - i. Building and Other Constructions Workers' (Regulation of Employment and Conditions of Service) Act, 1996 (27 of 1996);
 - ii. The Contract Labour (Regulation & Abolition) Act, 1970 (37 of 1970);
 - iii. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (30 of 1979); and
 - iv. The Minimum Wages Act, 1948 (11 of 1948);

the combined registers specified in the Forms specified in the Schedule to these rules shall be maintained either electronically or otherwise and used for the purposes of the aforesaid enactments and the rules made thereunder, as specified therein;

- (2) If the combined registers referred to in sub-rule (1) is required for inspection by the concerned Inspector appointed under any of the enactments referred to in the said sub-rule, the concerned persons shall make available the combined registers or provide the necessary particulars for the purposes of accessing the information, as the case may be;
- (3) Where any register referred to in sub-rule (1) is maintained in electronic form, then, layout and presentation of the register may be adjusted without changing the integrity, serial number and contents of the columns of the register, but not otherwise.

- 3. Amendment of certain rules The following rules shall be amended, except as respects things done or omitted to be done before such amendment, in the manner specified below, namely:-
- (i) in the Tripura Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Rules, 2001,-
 - (A) In rule 240, for the words and figures "Form XV, annexed to these rules", the words, letter and figures "in Form-A" specified in the Schedule to the Tripura Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2019", shall be substituted.

(B) in rule 241, in sub-rule (1),-

- (a) in clause (a), for the words and figures "muster-roll and a register of wages "in Form- XVI, Form-XVII, respectively, annexed to these rules", the words, letters and figures, "register of wages and muster roll in Form B and Form D respectively, specified in the Schedule to the Tripura Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2019", shall be substituted;
- (b) in clause (b), for the words and figures "in Form- XIX, and Form-XXI, respectively, annexed to these rules", the words, letters and figures "in Form C specified in the Schedule to the Tripura Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2019", shall be substituted;
- (c) In clause (c), for the words and figures "in Form-XXII annexed to these rules", the words, letters and figures "in Form-B specified in the Schedule to the Tripura Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2019", shall be substituted; and
- (C) Form XV, Form XVI, Form XII, Form XIX, Form XX, Form XXI and Form XXII shall be omitted;

(ii) in the Tripura Contract Labour (Regulation and Abolition) Rules, 1978,-

- (A) In rule 64, for the words and figures "in Form-XIII", the words, letters and figures, "in Form A specified in the Schedule to the Tripura Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2019", shall be substituted;
- (B) In rule 67, in sub-rule (2), in clause (a),-
 - (A) for the words an figures "in Form XVI and Form XVII respectively", the words, letters and figures "in Form C specified in the Schedule to the Tripura Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2019", shall be substituted;
 - (B) the proviso shall be omitted;
- (C) In rule 67, in sub-rule (2), in clause (d) for the words and figures "in Form XX, Form XXI and Form-XXII" respectively, the words, letters and figures "in Form C specified in the Schedule to the Tripura Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2019", shall be substituted;
- (D) In rule 67, in sub-rule (2), in clause (e), the words and figures "in Form XXIII", the words, letter and figures " in Form B specified in the Schedule to the Tripura Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2019", shall be substituted; and
- (E) Form XIII, Form XVI, Form XVII, Form XX, Form XXII and Form XXIII shall be omitted;
- (iii) in the Tripura Inter- State Migrant Workmen (Regulation of Employment and Conditions of Service) Rules, 1980,-

- (A) in rules 49, for the words and figures "in Form-XIII" the words, letters and figures, "in Form A specified in the Schedule to the Tripura Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2019", shall be substituted;
- (B) in rule 52, in sub rule (2),-
- (a) In clause (a), for the words and figures "in Form-XVIII and Form-XVIII respectively", the words, letters and figures, "in Form D and Form B, respectively, specified in the Schedule to the Tripura Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2019", shall be substituted;
- (b) In clause (c), for the words and figures "in Forms XIX, XX and XXI respectively", the words, letters and figures, "in Form C specified in the Schedule to the Tripura Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2019" shall be substituted;
- (c) In clause (d), for the words and figures "in Form XXII", the words, letters and figures, "in Form B specified in the Schedule to the Tripura Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2019", shall be substituted; and
- (C) Form XIII, Form XVII, Form XVIII Form XIX, Form XX, Form XXI and Form XXII shall be omitted;

(IV) in the Tripura Minimum Wages Rules, 1952,-

(A) in the rule21, in sub-rule(4), for the words and figures "in Forms I, II", the words, letters and figures "in Form C specified in the Schedule to the Tripura Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2019", shall be substituted;

(B) in the rule 25, in sub-rule(2), for the words and figures "in Forms-IV", the words, letters and figures" "in Form-B" specified in the schedule to the Tripura Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2019", shall be substituted;

(C) in rule 26,-

- (a) in sub-rule (1), for the words and figure "in Form X", the words, letters and figures "in Form B specified in the Schedule to the Tripura Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2019", shall be substituted;
- (b) sub-rule (2) shall be omitted;
- (c) In sub-rule (6), for the words and figures "in Form-V and the attendance of each person employed in the establishment shall be recorded daily in that Form", the words, letters and figures "in Form-D specified in the Schedule to the Tripura Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2019 and the attendance of each person employed in the establishment shall be recorded daily in that Form", shall be substituted; and
- (D) Form I, Form II, Form IV, Form V and Form X shall be omitted;

(Chaitanya Murti) Special Secretary to the Government of Tripura SCHEDULE

Sec rule 2(1) FORM-A

FORMAT OF EMPLOYEE REGISTER Part-A: For all Establishments

Designation Name of Owner LIN..... LIN 11 ~ Joining Date of 10 Nationality Education a) Level ∞ Birth# Father's/Spouse Date oį 9 Name Name of the Establishment Gender iO Surname 4 Name ന Employee Ø Code Si. No.

	d				
ļ	Bank Branch	(IFSC)		22	
	Bank			21	
	Bank A/c	Number		29	
	ESIC LWF AADHAAR Bank			19	
	LWF			18 19	
	ESIC	4	5	17	
	PAN			16	
	Mobile UAN	8		15	
	Mobile			14	
	Type of	Employment		13	
	Category	Address	(SD/SS/S/SH)*	12	

200						
Remarks				2,1	5	
Specimen	Signature/	Thumb	Impression	CC	Oc.	
Photo			N/o		73	
Mark of	Identification				78	
Reason	for	Exit	80		27 3	
Date of	Exit				26	
Service	ָר בּ	DOOK NO.			25	-
Permanent Service	3				24	
Present		Address			23	

* (Highly Skilled/Skilled/Vn-skilled/Un-skilled)

[#] Note: In case the age is between 14 to 18 years, mention the nature of work, daily hours of work and Intervals of rest in the remarks Column.

FORM-B FORMAT FOR WAGE REGISTER

							s Total	12	
	Un Skilled						*Others	11	
					*0	-	HRA	10	
	skilled				LIN	(pe	Payments Overtime	6	
	Semi-Skilled					//Piece Rat	DA	8	
e the date					ner	eekly/Daily	Special Basic	7	
res and sinc	Skilled				Name of Owner	rtnightly/W	Basic	9	
Rate of Minimum Wages and since the date	S				Z	(Monthly/Fortnightly/Weekly/Daily/Piece Rated)	Overtime hours worked	5	
Rate of N	Highly skilled					0	No. of Days worked	4	
	Hig			-	hment	To	Rate of Wage	3	
		Basic			Name of the Establishment	od From	Name	2	
		Minimum Basic	DA	Overtime	Name of th	Wage period From	Sl. No. in Employee	1	

				Deduction				Net	Employer Share
PF	ESIC	Society	Income Tex	Insurance	Others	Recoveries	Total	Payment	PF Welfare Found
13	14	15	16	17	18	19	20	21	22

Receipt by Employee/Bank Transaction ID	Date of Payment	Remarks
23	24 '	25

*In case of Mines Act any Leave Wages paid should be shown in the Others Column and specifically mentioned in the Remarks column also.

FORM -C

FORMAT OF REGISTER OF LOAN/RECOVERIES

á	Amount	3	9	
	Date of damage/Loss*		ហ	
	Particulars		4	
ment	Recovery Type	(Damage/Lose/fine/advance/Loans)	3	
Name of Establishment	Name		2	
Nam	Sl. Number in	register	H	

Remarks					5	2	
Doto of	חמוני	Complete	Recovery		1.0	7	
7~ .	Last	Month/Year				-	
ţ	First	Month/Year		42		27	
	Number of	Instalments	8			6	
	Explanation		presence of *	***		∞	
	Whether show	cause	•	Issued*		7	

*Applicable only in case of damage/loss/fine.

FORM -D

FORMAT OF ATTENDANCE REGISTER

		** Signature of Register Keeper	10
LIN		Remarks No. of hours	đ
		Summary No. of Days	8
Name of Owner		Place of work* Date 1.2,3,4 31 IN Out	4 5 6 7
	To	Relay # or set work	က
ablishment	od From	Name	Ø
Name of Establishment	For the Period From	Sl. Number in Employee register	-

Relay and *Place of Work in case of Mines only (underground/Opencast/Surface)

In case an employee is not present the following to be entered: (R for Rest/L for Paid Leave/A for absent/O for Weekly Off/C for Establishment Closed)

** Not necessary in case of E Form maintenance.