



news flash

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THE EASE OF COMPLIANCE TO MAINTAIN REGISTERS UNDER VARIOUS LABOUR LAWS RULES NOTIFIED

The Ministry of Labour and Employment, Government of India has vide its notification bearing ref. no. G.S.R. 1048(E) dated 04 November, 2016 notified the Ease of Compliance to Maintain Registers under various Labour Law Rules, 2017 (“**Rules**”) for providing combined registers under various labour laws to facilitate ease of compliance, maintenance, inspection and for providing easy accessibility to the public through electronic means and thereby increasing transparency.

The Rules have come into effect on 21 February 2017.

Acts covered under the Rules

The compliance requirements under the following statutes have been dealt with under the Rules:

- a) Building and Other Construction Workers’ (Regulation of Employment and Conditions of Service) Act, 1996;
- b) The Contract Labour (Regulation and Abolition) Act, 1970;
- c) The Equal Remuneration Act, 1976;
- d) The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979;
- e) The Mines Act, 1952
- f) The Minimum Wages Act, 1948;
- g) The Payment of Wages Act, 1936;
- h) The Sales Promotion Employees (Conditions of Service) Act, 1976; and
- i) The Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955.

Combined registers under the Rules

The following combined registers are required to be maintained pursuant to the Rules:

- FORM A- Format of Employee Register
- FORM B- Format of Wage Register
- FORM C- Format of Register Of Loans/Recoveries
- FORM D- Format of Attendance Register
- FORM E- Format of Register Of Rest/Leave/Leave Wages

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The Rules allow employers to maintain these registers in electronic form or in physical form. It has been clarified that if a register is maintained in electronic form then the layout and presentation of the register may be adjusted without changing the integrity, serial number and contents of the columns of the register.

Comparison Table

	<u>EARLIER FORM</u>	<u>COMBINED REGISTER UNDER RULES</u>
<i>Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Central Rules, 1998</i>		
	Form XV	Form A
	Form XVI	Form B
	Form XVII	Form D
	Form XIX, Form XX and Form XXI	Form C
	Form XXII	Form B
<i>Contract Labour (Regulation and Abolition) Central Rules, 1971</i>		
	Form XIII	Form A
	Form XVI	Form D
	Form XVII	Form B
	Form XX, Form XXI and Form XXII	Form C
	Form XXIII	Form B
<i>Equal Remuneration Rules, 1976</i>		
	Form D	Form B
<i>Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Central Rules, 1980</i>		
	Form XIII	Form A
	Form XVII	Form D
	Form XVIII	Form B
	Forms XIX, XX and XXI	Form C
	Form XXII	Form B
<i>Mines Rules, 1955</i>		
	Forms B	Form A
	Forms C, D and E	Form D
	Form F	Form E
	Form G and Form H	Form E
	Form I	Form B
<i>Minimum Wages (Central) Rules, 1950</i>		
	Forms I and II	Form C
	Form IV	Form B
	Form X	Form B
	Form V	Form D
<i>Payment of Wages (Air Transport Services) Rules, 1968</i>		
	Form II	Form C
	Form III	Form C
	Form IV	Form D
	Form V	Form B
	Form IX	Form C
	Form X	Form C

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Payment of Wages (Mines) Rules, 1956		
	Form I	Form C
	Form II	Form C
	Form III	Form C
	Form IV-A	Form B
	Form VI	Form C
Payment of Wages (Railways) Rules, 1938		
	Form I	Form C
	Form II	Form C
	Form V	Form C
Sales Promotion Employees (Conditions of Service) Rules, 1976		
	Form B	Form A
	Form D	Form A
	Form E	Form E
Working Journalists (Conditions of Service) and Miscellaneous Provisions Rules, 1957		
	Form D	Form A
	Form F	Form E
	Form G	Form D

Conclusion

The Rules address the need of the hour. It is likely to improve the ease of doing business for shops, establishments and factories as it will allow employers to maintain combined registers instead of multiple registers under various labour laws covered by the Rules. The Rules will certainly ensure that more businesses comply with labour laws and will help in reducing the cost of compliance.

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