

**THE INTER-STATE MIGRANT WORKMEN (REGULATION OF
EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 1979**

(No. 30 of 1979)

[11th June, 1979]

An Act to regulate the employment of inter-State migrant workmen and to provide for their conditions of service and for matters connected therewith.

Be it enacted by Parliament in the Thirtieth Year of the Republic of India as follows:

**CHAPTER 1
Preliminary**

1. Short title, extent, commencement and application. -- (1) This Act may be called the Inter-State Migrant Workmen (Regulation of employment and Conditions of Service) Act, 1978.

(2) It extends to the whole of India.

(3) It shall come into force on such date¹ as the Central Government may, by notification in the official Gazette, appoint:

Provided that if the Central Government considers it necessary or expedient so to do in the public interest, it may postpone or relax, to such extent as may be specified in such notification, the operation of all or any of the provisions of this Act in any State or States for such period not extending beyond one year from the date on which this Act comes into force.

(4) It applies –

- (a) to every establishment in which five or more Inter-State migrant workmen (whether or not in addition to other workmen) are employed or who were employed on any day of the preceding twelve months;
- (b) to every contractor who employs or who employed five or more Inter-State migrant workmen (whether or not in addition to other workmen) on any day of the preceding twelve months.

2. Definitions. – (1) In this Act, unless the context otherwise requires, --

¹ First June, 1987, vide S.O. 630 (E), published in the Gazette of India, Extraordinary, Pt. II, Sec. 3(ii), dated the 25th. June, 1987.

- (a) “appropriate Government” means:
- (i) in relation to—
 - (1) any establishment pertaining to any industry carried on by or under the authority of the Central Government or pertaining to any such controlled industry as may be specified in this behalf by the Central Government; or
 - (2) any establishment or any railway, Cantonment Board, major port, mines or oilfield; or
 - (3) any establishment of banking or insurance company; the Central Government
 - (ii) in relation to any other establishment, the Government of the State in which that other establishment is situated;
- (b) “contractor”, in relation to an establishment, means a person who undertakes (whether as an independent contractor, agent, employee or otherwise) to produce a given result for the establishment, other than a mere supply of goods or articles of manufacture to such establishment, by the employment of workmen or to supply workmen to the establishment, and includes a sub-contractor, *Khatadar*, *sardar*, agent or any other person, by whatever name called, who recruits or employs workmen;
- (c) “controlled industry” means any industry the control of which by the Union has been declared by any Central Act to be expedient in the public interest;
- (d) “establishment” means, --
- (i) any office or department of the Government or a local authority; or
 - (ii) any place where any industry, trade, business, manufacture or occupation is carried on;
- (e) “inter-State migrant workman” means any person who is recruited by or through a contractor in one State under an agreement or other arrangement for employment in an establishment in another State, whether with or without the knowledge of the principal employer in relation to such establishment;
- (f) “prescribed” means prescribed by rules made under this Act;
- (g) “principal employer” means, --

- (i) in relation to any office or department of the Government or a local authority, the head of that office, department or authority or such other officer as the Government or the local authority, as the case may be, may specify in this behalf;
- (ii) in relation to a mine, the owner or agent of the mine and where a person has been named as the manager of the factory under the Factories Act, 1948, the person so named;
- (iii) in relation to a mine, the owner or agent of the mine and where a person has been named as the manager of the mine, the person so named;
- (iv) in relation to any other establishment, any person is responsible for the supervision and control of the establishment.

Explanation. – For the purposes of sub-clause (iii) of this clause, the expressions “mine”, “owner” and “agent” shall have the meanings, respectively assigned to them in Cls. (j), (l) and (c) of sub-section (1) of Sec. 2 of the Mines Act, 1952 (35 of 1952);

- (h) “recruitment” includes entering into any agreement or other arrangement for recruitment and all its grammatical variations and cognate expressions shall be construed accordingly;
- (i) “wages” shall have the meaning assigned to it in Cl. (vi) of Sec. 2 of the Payment of Wages Act, 1936 (4 of 1936);
- (j) “workman” means any person employed in or in connection with the work of any establishment to do any skilled, semi-skilled or unskilled, manual, supervisory, technical or clerical work for hire or reward, whether the terms of employment by express or implied, but does not include any such person, --
 - (i) who is employed mainly in a managerial or administrative capacity; or
 - (ii) who being employed in a supervisory capacity, draws wages exceeding five hundred rupees per mensem, or exercises, either by the nature of the duties attached to the office or by reason of the powers vested in him, functions mainly of a managerial nature.

(2) Any reference in this Act to any law, which is not in force in any area, shall, in relation to that area, be construed as a reference to be the corresponding law, if any, in force in that area.

CHAPTER II

Registration of Establishments employing Inter-State Migrant Workmen

3. *Appointment of registering officer.* -- The appropriate Government may, by order notified in the official Gazette. --

- (a) appoint such persons, being officers of Government, as it thinks fit to be registering officers for the purposes of this Chapter; and
- (b) define the limits, within which a registering officer shall exercise the powers conferred on him by or under this Act.

4. *Registration of certain establishments.* -- (1) Every principal employer of an establishment to which this Act applies shall, within such period as the appropriate Government may, by notification in the official Gazette, fix in this behalf with respect to establishments generally or with respect to any class of them, make an application to the registering officer, in such form and manner and on payment of such fees as may be prescribed, for the registration of the establishment:

Provided that the registering officer may entertain any such application for registration after the expiry of the period fixed in that behalf, if the registering officer is satisfied that the applicant was prevented by sufficient cause from making the application in time.

(2) Within one month after the receipt of an application for registration under sub-section (1), the registering officer shall, --

- (a) if the application is complete in all respects, register the establishment and issue to the principal employer of the establishment a certificate of registration in the prescribed form; and
- (b) if the application is not so complete, return the application of the principal employer of the establishment.

(3) Where within a period of one month after the receipt of an application for registration of an establishment under sub-section (1), the registering officer does not grant under Cl. (a) of sub-section (2) the certificate of registration applied for and does not return the application under Cl. (b) of that sub-section, the registering officer shall, within fifteen days of the receipt of an application in this behalf, from the principal employer, register the establishment and issue to the principal employer a certificate of registration in the prescribed form.

5 *Revocation or registration in certain cases.* -- If the registering officer is satisfied, either on a reference made to him in this behalf or otherwise, that the registration of any

establishment has been obtained by misrepresentation or suppression of any material fact or that for any other reason, the registration has become useless or ineffective and, therefore, requires to be revoked, the registering officer may, after giving an opportunity to the principal employer of the establishment to be heard and with the previous approval of the appropriate Government, revoke by order in writing the registration and communicate the order to the principal employer:

Provided that where the registering officer considers it necessary to do so for any special reasons he may, pending such revocation, by order suspend the operation of the certificate of registration for such period as may be specified in the order and serve, by registered post. Such order along with a statement of the reasons on the principal employee and such order shall take effect on the date on which such service is effected.

6. Prohibition against employment of Inter-State migrant workmen without registration. -- No principal employer of an establishment to which this Act applies shall employ inter-State migrant workmen in the establishment unless a certificate of registration in respect of such establishment issued under this Act is in force:

Provided that nothing in this section shall apply to any establishment in respect of which an application for registration made within the period fixed, whether originally or an extension under sub-section (1) of Sec. 4 is pending before a registering officer and for the purposes of this proviso, an application to which the provisions of sub-section (3) of Sec. 4 apply shall be deemed to be pending before the registering officer concerned till the certificate of registration is issued in accordance with the provisions of that sub-section.

CHAPTER III

Licensing of Contractors

7. Appointment of licensing officers. -- The appropriate Government may, by order notified in the official Gazette, --

- (a) appoint such persons, being officers of Government, as it thinks fit to be licensing officers for the purposes of this Chapter; and
- (b) define the limits, within which a licensing officer shall exercise the jurisdiction and powers conferred on licensing officers by or under this Act.

8. Licensing of contractors. -- (1) With effect from such date² as the appropriate Government may, by notification in the official Gazette, appoint, no contractor to whom this Act applies shall, --

² W.e.f. 1st. June, 1987, vide S.O. 630(e), dated 25th. June, 1987, published in **Gazette of India, Extraordinary**, Pt. II, Sec. 3 (ii), dated 25th. June, 1987.

- (a) recruit any person in State for the purpose of employing him in any establishment situated in another State, except under and in accordance with a licence issued in that behalf—
- (i) if such establishment is an establishment referred to in sub-clause (i) of Cl. (a) of sub-section (1) of Sec. 2, by the licensing officer appointed by the Central Government who has jurisdiction in relation to the area wherein the recruitment is made;
 - (ii) if such establishment is an establishment referred to sub-clause (ii) of Cl. (a) of sub-section (1) of Sec. 2, by the licensing officer appointed by the State Government who has jurisdiction in relation to the area wherein the recruitment is made;
- (b) employ as workmen for the execution of any work in any establishment in any State, persons from another State (whether or not in addition to other workmen) except under and in accordance with a licence issued in that behalf, --
- (i) if such establishment is an establishment referred to in sub-clause (i) of Cl. (a) of sub-section (1) of Sec. 2 by the licensing officer appointed by the Central Government who has jurisdiction in relation to the area wherein the establishment is situated;
 - (ii) if such establishment is an establishment referred to in sub-clause (ii) of Cl. (a) of sub-section (1) of Sec. 2 by the licensing officer appointed by the State Government who has jurisdiction in relation to the area wherein the establishment is situated.

(2) Subject to the provisions of this Act, a licence under sub-section (1) may contain such conditions including in particular, the terms and conditions of the agreement or other arrangement under which the workmen will be recruited, the remuneration payable, hours of work, fixation of wages and other essential amenities in respect of the inter-State migrant workmen, as the appropriate Government may deem fit to impose in accordance with the rules, if any, made under Sec. 35 and shall be issued on payment of such fees as may be prescribed:

Provided that if for any special reasons, the licensing officer is satisfied that it is necessary to require any person who has applied for, or who has been issued, a licence to furnish any security for the due performance of the conditions of the licence, he may after communicating such reasons to such person and giving him an opportunity to represent his case, determine in accordance with the rules made in this behalf the security which shall be furnished by such person for obtaining or, as the case may be, for continuing to hold the licence.

(3) The security which may be required to be furnished under the proviso to sub-section

(2) shall be reasonable and the rules for the purposes of the said proviso shall, on the basis of the number of workman employed, the wages payable to them, the facilities which shall be afforded to them and other relevant factors provide for the norms with reference to which such security may be determined.

9. Grant of licences. -- (1) Every application for the grant of a licence under sub-section (1) of Sec. 8 shall be made in the prescribed form and shall contain the particulars regarding the location of the establishment, the nature of process, operation or work for which inter-State migrant workmen are to be employed and such other particulars as may be prescribed.

(2) The licensing officer may make such investigation in respect of the application received under sub-section (1) and in making any such investigation, the licensing officer shall follow such procedure as may be prescribed.

(3) A licence granted under Sec. 8, shall be valid for the period specified therein and may be renewed from time to time for such period and on payment of such fees and on such conditions as may be prescribed.

10. Revocation, suspension and amendment of licences. -- (1) If the licensing officer is satisfied, either on a reference made to him in this behalf or otherwise, that, --

- (a) a licence granted under Sec.8 has been obtained by misrepresentation or suppression of any material fact, or
- (b) the holder of a licence has, without reasonable cause, failed to comply with the conditions subject to which the licence has been granted or has contravened any of the provisions of this Act or the rules made thereunder, then, without prejudice to any other penalty to which the holder of the licence may be liable under this Act, the licensing officer may, after giving the holder of the licence an opportunity to be heard by order in writing, revoke the licence or forfeit the security furnished by him under the proviso to sub-section 92) of Sec. 8 or any part thereof and communicate the order to the holder of the licence:

Provided that where the licensing officer consider it necessary to do so for any special reasons, he may, pending such revocation or forfeiture, by order, suspend the operation of the licence for such period as may be specified in the order and serve, by registered post, such order along with a statement of the reasons on the holder of the licence and such order shall take effect on the date on which such service is effected.

(2) Subject to any rules that may be made in this behalf, the licensing officer may vary or amend a licence granted under Sec 8

11. Appeal. -- (1) Any person aggrieved by an order made under Sec. 4, Sec. 5, Sec. 8 or Sec. 10 may, within thirty days from the date on which the order is communicated to him, prefer an appeal to an appellate officer who shall be a person nominated in this behalf by the appropriate Government:

Provided that the appellate officer may entertain the appeal after the expiry of the said period of the thirty days, if he is satisfied that the appellant was prevented by sufficient cause from filing the appeal in time.

(2) On receipt of an appeal under sub-section 91), the appellate officer shall, after giving the appellant an opportunity of being heard, dispose of the appeal as expeditiously as possible.

CHAPTER IV Duties and Obligations of Contractors

12. Duties of contractors. -- (1) It shall be the duty of every contractor, --

- (a) to furnish such particulars and in such form as may be prescribed, to the specified authority in State from which an inter-State migrant workman is recruited and in the State in which such workman is employed, within fifteen days from the date of recruitment, or, as the case may be, the date of employment, and where any change occurs in any of the particulars so furnished, such change shall be notified to the specified authorities of both the State.
- (b) to issue to every inter-State migrant workman, a pass –book affixed with a passport size photograph of the workman and indicating in Hindi and English languages, and where the language of the workman is not Hindi or English, also in the language of the workman, --
 - (i) the name and place of the establishment wherein the workman is employed;
 - (ii) the period of employment;
 - (iii) the proposed rates and modes of payment of wages;
 - (iv) the displacement allowance payable;
 - (v) the return fare payable to the workman on the expiry of the period of his employment and in such contingencies as may be prescribed and in such other contingencies as may be specified in the contract of employment;
 - (vi) deductions made; and

(vii) such other particulars as may be prescribed;

(c) to furnish in respect of every inter-State migrant workman who ceases to be employed, a return in such form and in such manner as may be prescribed, to the specified authority in the State from which he is recruited and in the State in which he is employed, which shall include a declaration that all the wages and other dues payable to the workman and the fare for the return journey back to his State have been paid.

(2) The contractor shall maintain the pass-book referred to in sub-section (1) up-to-date and cause it to be retained with the inter-State migrant workman concerned.

Explanation. -- For the purposes of this section and Sec. 16 “specified authority” means such authority as may be specified by the appropriate Government in this behalf.

CHAPTER V

Wages, Welfare and other Facilities to be provided to Inter-State Migrant Workman.

13. Wage rates and other conditions of service of inter-State migrant workman. -- (1) The wage rates, holiday hours of work and other conditions of service of an inter-State migrant workman shall, --

(a) in a case where workman performs in any establishment, the same or similar kind of work as is being performed by any other workman in the establishment, be the same as those applicable to such other workman.

(b) In any other case, be such as may be prescribed by the appropriate Government:

Provided that an inter-State migrant workman shall in no case be paid less than the wages fixed under the Minimum Wages Act, 1948 (11 of 1948)

(2) Notwithstanding anything contained in any other law for the time being in force, wages payable to an inter-State migrant workman under this section shall be paid in cash.

14. Displacement allowance. -- (1) There shall be paid by the contractor to every inter-State migrant workman at the time of recruitment, a displacement allowance equal to fifty per cent of the monthly wages payable to him or seventy-five rupees, whichever is higher.

(2) The amount paid to a workman as displacement allowance under sub-section (1) shall not be refundable and shall be in addition to the wages or other amounts payable to him.

15. Journey allowance etc. -- A journey allowance of a sum not less than the fare from the place of residence of the inter-State migrant workman in his State to the place of work in the other State shall be payable by the contractor to the workman both for the outward and return journeys and such workman shall be entitled to payment of wages during the period of such journeys as if he were on duty.

16. Other facilities. -- It shall be the duty of every contractor employing inter-State migrant workmen in connection with the work of an establishment to which this Act applies, --

- (a) to ensure regular payment of wages to such workmen;
- (b) To ensure equal pay for equal work irrespective of sex;
- (c) To ensure suitable conditions of work to such workmen having regard to the fact that they are required to work in a State different from their own State;
- (d) to provide and maintain suitable residential accommodation to such workmen during the period of their employment;
- (e) to provide the prescribed medical facilities to the workmen, free of charge;
- (f) to provide such protective clothing to the workmen as may be prescribed; and
- (g) in case of fatal accident or serious bodily injury to any such workman to report to the specified authorities of both the States and also the next-of-kin of the workman.

17. Responsibility for payment of wages. -- (1) A contractor shall be responsible for payment of wages to each inter-State migrant workman employed by him and such wages shall be paid before expiry of such period as may be prescribed.

(2) Every principal employer shall nominate a representative duly authorized by him to be present at the time of disbursement of wages by the contractor and it shall be the duty of such representative to certify the amounts paid as wages in such manner and may be prescribed.

(3) It shall be the duty of the contractor to ensure the disbursement of wages in then presence of the authorize representative of the principal employer.

(4) In case the contractor fails to make payment of wages within the prescribed period or make short payment, then the principal employer shall be liable to make payment of the wages in full or the unpaid balance due, as the case may be, to the inter-State migrant workman employed by the contractor and recover the amount so paid from the contractor either by deduction from any amount payable to the contractor under any contract or as a debt payable by the contractor.

18. Liability of principal employer in certain cases. -- (1) If any allowance required to be paid under Sec. 14 or Sec. 15 to an inter-State migrant workman employed in an establishment to which this Act applies is not paid by the contractor or if any facility specified in Sec. 16 is not provided for the benefit of such workman, such allowance shall be paid, or as the case may be, the facility shall be provided, by the principal employer within such time as may be prescribed.

(2) All the allowance paid by the principal employer or all the expenses incurred by him in providing the facility referred to in sub-section (1) may be recovered by him from the contractor either by deduction from any amount payable to the contractor under any contract or as debt payable by the contractor.

19. Past liabilities. – It shall be the duty of every contractor and every principal employer to ensure that any loan given by such contractor or principal employer to any inter-State migrant workman does not remain outstanding after the completion of the period of employment of such workman under the said contractor or, as the case may be, in the establishment of such principal employer and accordingly every obligation of an inter-State migrant workman to re-pay and debt obtained by him during the period of his employment from the contractor or the principal employer and remaining unsatisfied before the completion of such period shall, on such completion, be deemed to have been extinguished and no suit or other proceeding shall lie in any Court or before, any authority for the recovery of such debt or any part thereof.

CHAPTER II

Inspecting Staff

20. Inspectors. – (1) The appropriate Government may, by notification in the official Gazette, appoint such persons as it thinks fit, to be inspectors for the purpose of this Act, and define the local limits within which they shall exercise their powers under this Act.

(2) Subject to any rules made in this behalf, within the local limits for which he is appointed, an inspector may. –

(a) if he has reason to believe that any inter-State migrant workmen are employed in any premises or place, enter, at all reasonable hours, with such assistants (if any), being persons in the service of the government or any local or other public authority, as he thinks fit, such premises or place for the purpose of—

(i) satisfying himself whether the provisions of this Act in relation to the payment of wages, conditions of service or facilities to be provided to such workmen are being complied with;

(ii) examining any register or record or notices required to be kept or exhibited by the provisions of this Act or the rules made thereunder, and requiring the production thereof for inspection;

- (b) examine any person found in any such premises or place for the purpose of determining whether such person is an inter-State migrant workman;
- (c) require any person giving out work to any workman, to give any information, which is in his power to give, with respect to the names and addresses of the persons to, for and from whom the work is given out or received, and with respect to the payments to be made for the work;
- (d) seize or take copies of such register, record of wages, or notices or portions thereof as he may consider relevant in respect of an offence under this Act which he has reason to believe has been committed by a principal employer or contractor; and
- (e) exercise such other powers as may be prescribed.

(3) Notwithstanding anything contained in sub-sections (1) and (2), if a State Government considers it necessary for the purpose of satisfying itself that the provisions of this Act are being complied with in respect of any workmen belonging to that State and employed in an establishment situated in another State, it may, by order in writing, appoint of such persons, being persons in the service of that Government, for the exercise of such of the powers mentioned in sub-section (2), as may be, specified in that order:

Provided that no such order shall be issued without the concurrence of the Government of the State in which such workmen are employed or where the establishment is an establishment referred to in sub-clause (i) of Cl. (a) to sub-section (1) of Sec. 2, without the concurrence of the Central Government.

(4) Any person required to produce any document or thing, or to give any information required, by an inspector under sub-section (2), or by a person appointed under sub-section (3), shall be deemed to be legally bound to do so within the meaning of Secs. 175 and 176 of the Indian Penal Code (45 of 1860).

(5) The provisions of the Code of Criminal Procedure, 1973 (2 of 1974) shall, so far as may be, apply to any search or seizure under this section as they apply to any search or seizure made under the authority of a warrant issued under Sec. 94 of the said Code.

CHAPTER VII

Miscellaneous

21. *Inter-State migrant workmen to be deemed to be in employment from date of recruitment for the purposes of certain enactments.* – For the purpose of the enactments specified in the schedule, an inter-State migrant workman shall, on and from the date of recruitment, be deemed to be employed and actually worked in the establishment or, as the case may be, the first establishment in connection with the work of which he is employed.

22. Provisions regarding industrial disputes in relation to inter-State migrant workmen. -- (1) Notwithstanding anything contained in the Industrial Disputes Act, 1947 (14 of 1947), any dispute or difference in connection with the employment or non-employment or the terms of employment or the conditions of labour, of an inter-State migrant workman (hereinafter in this section referred to as the industrial dispute), may, --

(a) if the industrial dispute is relatable to an establishment referred to in sub-clause (i), of Cl. (a) to sub-section (1) of Sec. 2, be referred under the provisions of the said Act, by the Central Government to any of the authorities referred to in Chapter II of that Act (hereinafter in this section referred to as the said authorities), --

(i) in the State wherein the establishment is situated;

(ii) in the State wherein the recruitment of such workman was made if he makes an application in that behalf to that Government on the ground that he has returned that State after the completion of his employment;

(b) if the industrial dispute is relatable to an establishment referred to in sub-clause (ii) of Cl. (a) to sub-section (1) of Sec. 2, --

(i) be referred under the provisions of the said Act, by the Government of the State wherein the establishment is situated, to any of the said authorities in that State; or

(ii) be referred under the provisions of the said Act by the Government of the State wherein the recruitment of such workman was made to any of the said authorities in the State, if he makes an application in that behalf to that Government on the ground that he has returned to that State after the completion of his employment:

Provided that—

(a) no application referred to in sub-clause (ii) of Cl. (a) or sub-clause (ii) of Cl. (b) shall be entertained after the expiry of a period of six months from the date of his return to the State wherein the recruitment was made after the completion of his employment, unless the Government concerned is satisfied that the applicant was prevented by sufficient cause from making the application within that period;

(b) no reference under the said sub-clause (ii) of Cl. (b) shall be made except after obtaining the concurrence of the Government of the State wherein the establishment concerned is situated.

(2) Without prejudice to the provisions of Sec. 33.-B of the Industrial Disputes Act, 1947 (17 of 1947), where during the pendency of any proceeding in respect of an industrial

dispute under that Act before any of the said authorities in the State wherein the establishment is situated, an application is made to that authority by an inter-State migrant workman for the transfer of such proceeding to a corresponding authority in the State wherein his recruitment was made on the ground that he has returned to that State after the completion of his employment, that authority shall forward the application to the Central Government, or as the case may be, to the Government of the State wherein such recruitment was made and transfer such proceeding in the prescribed manner to such authority as may be specified in this behalf by that Government:

Provided that in a case where no authority has been specified by the Government concerned within the prescribed period, the authority before which the proceeding is pending shall, on a request being made by the inter-State migrant workman and after obtaining the previous approval of the Government which referred the dispute to that authority, forward such proceeding to the Government concerned for reference of such dispute to an authority in the State wherein such recruitment was made.

(3) Without prejudice to the provisions of sub-section (2), if the Central Government is satisfied that it is expedient in the interests of justice so to do, it may, by order in writing and for reasons to be stated therein, withdraw any proceeding in respect of any industrial dispute relating to an inter-State migrant workman pending before an authority in the State in which the establishment concerned is situated and transfer the same to such authority in the State wherein the recruitment of such workman was made as may be specified in the order.

(4) The authority to which any proceeding is transferred under this section may proceed either *de novo* or from the stage at which it was so transferred.

23. Registers and other records to be maintained. – (1) Every principal employer and every contractor shall maintain such registers and records giving such particulars of the inter-State migrant workmen employed, the nature of work performed by such workmen, the rates of wages paid to the workmen and such other particulars in such form as may be prescribed.

(2) Every principal employer and every contractor shall keep exhibited in such a manner as may be prescribed within the premises of the establishment where the inter-State migrant workmen are employed, notices in the prescribed form containing particulars about the hours or work, nature of duty and such other information as may be prescribed.

24. Obstructions. -- (1) Whoever obstructs an inspector or a person appointed under sub-section (3) of Sec. 20 (hereinafter referred to as the authorized person) in the discharge of his duties under this Act or refuses or willfully neglects to afford the inspector or authorized person any reasonable facility for making any inspection, examination, inquiry or investigation authorized by or under this Act in relation to an establishment to which, or a contractor to whom, this Act applies, shall be punishable with imprisonment for a term which may extend to two years, or with fine which may extend to two thousand rupees, or with both.

(2) Whoever willfully refuses to produce on the demand of any inspector or authorized person any register or other document kept in pursuance of this Act or prevents or attempts to prevent or does anything which he has reason to believe is likely to prevent any person from appearing before or being examined by any inspector or authorized person acting in pursuance of his duties under this Act, shall be punishable with imprisonment for a term which may extend to two years or with fine which may extend to two thousand rupees, or with both.

25. Contravention of provisions regarding employment of inter-State migrant workmen. -- Whoever contravenes any provisions of this Act or of any rules made thereunder regulating the employment of inter-State migrant workmen, or contravenes any conditions of a licence granted under this Act, shall be punishable with imprisonment for a term which may extend to one year, or with fine which may extend to one thousand rupees, or with both, and in the case of a continuing contravention, with an additional fine which may extend to one hundred rupees for every day during which such contravention continues after conviction for the first such contravention.

26. Other offences. -- If any person contravenes any of the provisions of this Act or of any rules made thereunder for which no other penalty is elsewhere provided, he shall be punishable with imprisonment for a term which may extend to two years, or with fine which may extend to two thousand rupees, or with both.

27. Offences by companies. -- (1) Where an offence under this Act has been committed by a company, every person who, at the time the offence was committed, was in charge of, and was responsible to, the company for the conduct of the business of the company, as well as the company, shall be deemed to be guilty of the offence and shall be liable to be proceeded against and punished accordingly:

Provided that nothing contained in this sub-section shall render any such person liable to any punishment, if he proves that the offence was committed without his knowledge or that he had exercised all due diligence to prevent the commission of such offence.

(2) Notwithstanding anything contained in sub-section (1), where any offence under this Act has been committed by a company, and it is proved that the offence has been committed with the consent or connivance of, or is attributable to any neglect on the part of, any director, manager, secretary or other officer of the company, such director, manager, secretary or other officer shall be deemed to be guilty of that offence and shall be liable to be proceeded against and punished accordingly.

Explanation. -- For the purposes of this section, --

- (a) “company” means any body corporate and includes a firm or other association of individuals; and

(b) “director”, in relation to a firm, means a partner in the firm.

28. Cognizance of offence. -- No Court shall take cognizance of any offence under this Act except on a complaint made by, or with the previous sanction in writing of, an inspector or authorized person and no Court inferior to that of a Metropolitan Magistrate or a Judicial Magistrate of the First class shall try any offence punishable under this Act.

29. Limitation of prosecutions. -- No Court shall take cognizance of an offence punishable under this Act unless the complaint thereof is made within three months from the date on which the alleged commission of the offence came to the knowledge of the inspector or authorized person concerned:

Provided that where the offence consists of disobeying a written order made by an inspector or authorized person, complaint thereof may be made within six months of the date on which the offence is alleged to have been committed.

30. Effect of laws and agreements inconsistent with the Act. -- (1) The provisions of this Act shall have effect notwithstanding anything inconsistent therewith contained in any other law or in the terms of any agreement or contract of service, or in any standing orders applicable to the establishment whether made before or after the commencement of this Act:

Provided that where under any such law, agreement, contract of service or standing orders the inter-State migrant workmen employed in the establishment are entitled to benefits in respect of any matter which are more favourable to them than those to which they would be entitled under this Act, the inter-State migrant workmen shall continue to be entitled to the more favourable benefits in respect of that matter, notwithstanding that they receive benefits in respect of other matters under this Act.

31. Power to exempt in special cases. -- The appropriate Government may, by notification in the official Gazette and subject to such conditions and restrictions, if any, and for such period or periods as may be specified in the notification, direct that all or any of the provisions of this Act or the rules made thereunder shall not apply to or in relation to any establishment or class of establishments or any contractor or class of contractors or any inter-State migrant workmen, in such establishment or class of such workmen, if that Government is satisfied that it is just and proper so to do having regard to the methods of recruitment and the conditions of employment in such establishment or class of establishments and all other relevant circumstances.

32. Protection of action taken under the Act. -- (1) No suit, prosecution or other legal proceedings shall lie against any registering officer, licensing officer or any other employee of the Government for anything which is in good faith done or intended to be done in pursuance of this Act or any rule or order made thereunder.

33. Power to give directions. -- (1) If any difficulty arises in giving effect to the provisions of this Act, the Central Government may, by order published in the official Gazette, make such provisions not inconsistent with the provisions of this Act, as appears to it to be necessary or expedient for removing the difficulty:

Provided that no such order shall be made after the expiry of two years from the date on which this Act comes into force.

(2) Every order made under this section shall, as soon as may be, after it is made, be laid before each House of Parliament.

35. Power to make rules. -- (1) The appropriate Government may, subject to the condition of previous publication, make rules for carrying out the purposes of this Act.

(2) In particular, and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:

- (a) the form and manner in which an application for the registration of an establishment may be made under Sec. 4, the fees payable thereon and the form of a certificate of registration issued under that section;
- (b) the form in which an application for the grant or renewal of a licence may be made under Sec. 9 and the particulars it may contain;
- (c) the manner in which an investigation is to be made in respect of an application for the grant of a licence and the matters to be taken into account in granting or refusing a licence;
- (d) the form of a licence which may be granted or renewed under this Act, the conditions subject to which the licence may be granted or renewed, the fees payable for the grant or renewal of a licence and the security, if any, required to be furnished for the due performance of the conditions of the licence;
- (e) the circumstances under which licenses may be varied or amended under Sec. 10;
- (f) the form and the manner in which appeals may be filed under Sec. 11 and the procedure to be followed by appellate offices in disposing of the appeals;
- (g) the wage rates, holidays, hours of work and other conditions of service which an inter-State migrant workman is entitled to under Sec. 13;
- (h) the period within which wages payable to inter-State migrant workmen should be paid by the contractor under sub-section (1) of Sec. 17 and the manner of certificate of such payment under sub-section (2) thereof;

- (i) the time within which allowances or facilities required by this Act to be provided and maintained may be so provided by the contractor and in case of default on the part of the contractor, by the principal employer under Sec. 18
- (j) the powers that may be exercised by inspectors under Sec. 20;
- (k) the form of registers and records to be maintained, and the particulars and information to be contained in notices to be exhibited, by the principal employers and contractors under Sec. 23;
- (l) the manner of submission of returns, and the forms in which, and the authorities to which, such returns may be submitted;
- (m) legal aid to inter-State migrant workmen;
- (n) any other matter which is required to be, or may be, prescribed under this Act;

(3) Every rule made by the Central Government under this Act shall be laid as soon as may be after it is made, before each House of Parliament while it is in session for a total period of thirty days which may be comprised in one session or in two or more successive sessions and if before the expiry of the session immediately following the session or the successive sessions aforesaid, both houses agree in making any modification in the rule or both Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.

36. Repeals and saving. -- (1) The Orissa Dadan Labour (Control and Regulation) Act, 175 (42 of 1975), and law corresponding to this Act, in force in any State, shall stand repealed.

(2) Notwithstanding such repeal, anything done or any action taken under the provisions of the Act or law so repealed shall, in so far as such thing or action is not inconsistent with the provisions of this Act, be deemed to have been done or taken under the provisions of this Act as if the said provisions were in force when such thing was done or such action was taken and shall continue to be in force accordingly until superseded by anything done or any action taken under this Act.