



Indian Institute of Technology (Indian School of Mines), Dhanbad
Labour Practices Being Followed Inside IIT (ISM), Dhanbad

1. The rules and regulation related to Labour Laws viz. Contract Labour (Regulation and Abolition) Act, 1970, Central Rules - 1971, Minimum Wages Act – 1948, Equal Remuneration Act, 1976, Child Labour Act, 1986 etc. are followed in the premises of the Institution effectively.
2. No contractor is allowed to execute work without valid license for employing contract labour issued from licensing authority of the Central Government as per section 12 of Contract Labour (R & A) Act, 1970.
3. Notice of commencement/ completion of work i.r.o. contractors are being sent to the appropriate govt. authorities in form VII as and when work order is issued to the contractor.
4. In compliance of Contract Labour Act, Unified Annual Return in form XIV and Register of contractor in form XII is submitted to the office of the Dy. CLC(C), Dhanbad every year.
5. Wages are paid to the contract workers in accordance with the Minimum Wages Act, 1948 as per government notification revised from time to time.
6. The provision of contribution of EPF at government rate is maintained aiming a kind of social security to the worker. The payment is made in the bank account of the worker every month.
7. The component of ESIC is also maintained for social security and welfare of the worker.
8. In compliance of Rule 81(1) of Contract Labour (Regulation and Abolition) Act, 1970, Notice is being displayed in the Institution/Establishment in Hindi & English as per the details given below to enable the worker to lodge grievances/complaints against contractor if any :
 - i) The rate of Wages.
 - ii) Hours of Works.
 - iii) Date of Payment of Wages.
 - iv) Name and addresses of Central Govt. officer/Inspector.
 - v) Wage Period.
9. The contractor is not allowed to deploy any child in the premises as per Child Labour Act, 1986.
10. In view of Equal Remuneration Act, 1976, male and female workers are being paid same remuneration for same kind of work.
11. In compliance of rules 16 to 19 of Contract Labour (Regulation and Abolition) Act, 1970, workers/workers deployed for night duties are provided facilities viz.

canteen, sufficient drinking water, number of urinal/latrines, First-Aid box, etc. by the contractor.

12. Afford a reasonable facility to the Inspector/LEO (C), Dhanbad for conducting inspection of the establishment located inside the premises of the Institution.