

# **The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979**



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

Applicable to every establishment in which 5 or more interstate migrant workmen are employed through a contractor.

- Inter-state migrant workman means any person who is recruited by or through a contractor in one State for employment from another State.
- Principal employer shall register under this act.



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Principal employer shall get the registration certificate amended as and when a contractor completes his work or a new contractor is assigned work.

- No principal employer shall employ inter-state migrant workmen unless a certificate of registration is obtained.



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- Every contractor shall obtain license to provide inter-state migrant workmen to a principal employer.
- The contractor shall pay displacement allowance, Journey allowance and other welfare facilities.
- The principal employer is responsible if the contractor fails to pay wages, allowances and provide the facilities required under the act.
- Inter State migrant workmen can raise an industrial dispute in the state in which he worked or in his home state.



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- Abstract of the Act should be displayed in Hindi, English and local language.
- Wage Rate, Wage Period and date and place of payment of wages shall be displayed.
- Name and address of the Inspector shall be displayed.
- The authorized representative shall certify the correctness of wage disbursement in the wage register.
- Principal employer shall maintain register of contractors.



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## Contractor shall maintain

- Displacement-cum-outward journey allowance register
- Muster Roll
- Wage Register
- Deductions Register
- Over Time Register
- Register of Advances
- Register of fines



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## Contractor shall maintain

- Register of deductions for damage or loss.
- All register shall be retained for a period of 3 calendar years from the last entry in the register.
- Contractor to file half yearly return on or before 30<sup>th</sup> July and 30<sup>th</sup> January
- Principal employer shall file annual return on or before 15<sup>th</sup> February

