

20/12/16

**GOVERNMENT OF KARNATAKA**

No. LD 267 LET 2016

Karnataka Government Secretariat  
Vikasa Soudha,  
Bangalore, Dated: 19.12.2016

**NOTIFICATION**

**The Contract Labour [Regulation and Abolition]  
[Karnataka] Rules 1974**

Whereas, the draft of the following rules further to amend the Contract Labour (Regulation and Abolition) (Karnataka) Rules, 1974, which the Government of Karnataka proposes to make, in exercise of the powers conferred by section 35 of the Contract Labour (Regulation and Abolition) Act, 1970 (Central Act 37 of 1970) was published, vide Notification No:LD 267 LET 2016 dated 20.09.2016 as required by sub-section (1) of the said section for the information of all persons likely to be affected thereby within thirty days from the date of its publication in the Official Gazette.

Whereas, the said Notification was made available to the public on 20<sup>th</sup> September 2016 through the official gazette.

And, whereas no objections and suggestions were received by the State Government.

Now, therefore, the Government of Karnataka is pleased to introduce the following rules. The said rules shall come into force from the date of its publication in the Official Gazette.

**RULES**

**1. Title and Commencement** -- [1] These Rules may be called The Contract Labour [Regulation and Abolition] [Karnataka] [Amendment] Rules 2016.

(2) They shall come into force from the date of their final publication in the Official Gazette.

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2. Omission of Rule.25 (2) (ix) - In Rule 25 of the Contract Labour (Regulation and Abolition) (Karnataka) Rules, 1974, in sub-rule (2), item "(ix)" and entries relating there to shall be omitted.

But the employer may employ female contract labourers subject to the following conditions -

### Conditions

1. Willingness of women employees shall be obtained.
2. There shall be more than one women employee during night.
3. Transport facilities from the residence to workplace and back shall be provided free of cost and with adequate security.
4. Employment of women employees shall be on rotation basis.
5. Adequate number of security guards shall be posted during night shift.
6. Sufficient rest rooms, latrines and washing facilities with adequate water supply shall be provided separately for women employees so as to secure privacy.
7. The establishment should bear the cost of creche facility obtained by the women employees from voluntary or other organizations.
8. The Company shall obtain Bio-data of each driver and conduct pre-employment screening of the antecedents of all drivers employed on their own. As regards the drivers employed through out sourcing, the company shall ensure to its satisfaction that the collection of bio-data and pre-employment screening of the antecedents of the drivers is carried out by the service provider;
9. The Schedule of route of the pick up and drop shall be decided by the supervisory office of the company only. In case of exigencies, change of drivers / routes / shifts shall be allowed only with the prior knowledge of supervisory officers / employees.
10. The telephone number, particularly mobile phone numbers and addresses of the women employees shall not be disclosed to unauthorized persons;
11. Careful selection of routes shall be made in such a way that ordinarily no women employees shall be picked up first and dropped last;

12. The company shall provide security guards at work place and for night shift vehicles when women employees are being picked up first or dropped last;
13. The designated supervisors of the company / service providers may randomly check the vehicles on various routes as far as possible;
14. Company shall have a control room / travel desk for monitoring vehicle movements.
15. Breach of aforesaid conditions attracts withdrawal of licence issued by the appropriate authority under the Act.

By order and in the name of  
the Governor Karnataka,

T.G.N.  
(T.G. NATARAJAN)  
Under Secretary to Government,  
Labour Department.

*[Handwritten Signature]*  
19/11/14

To:

The Compeller, Karnataka Gazette to publish this notification in the Gazette and supply 50 copies to the Under Secretary to Government, Labour Department and 100 copies to the Labour Commissioner, Bannerugatta Road, Bangalore.

Copy to:

1. ✓ The Commissioner, Labour Department, Bannerugatta Road, Bangalore.
2. Secretary to Government, Department of Law and Parliamentary Affairs, Vidhana Soudha, Bangalore.
3. P.S. to Hon. Labour Minister, Vidhana Soudha.
4. Private Secretary to Additional Chief Secretary to Government, Labour Department.
5. PA to Deputy Secretary to Government, Labour Department.
6. Spare copies.