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# KARNATAKA EMPLOYERS' ASSOCIATION

NO.74, 2<sup>nd</sup> FLOOR, SHANKARA ARCADE, VANIVILAS ROAD, BASAVANAGUDI  
BENGALURU - 560 004  
Reg. No. TU 507 / 20-3-1962

Date : 10-03-2017

CIRCULAR No.31/2017

To  
All Members of the Association

## AP AMENDMENT

### CLRA APPLICABLE ONLY WHEN 50 CONTRACT LABOUR EMPLOYED.

1. The Contract Labour (Regulation and Abolition) Act applies to the Establishments, in which twenty or more workmen are employed, or were employed, on any day of the preceding twelve months, as Contract Labourers. The Act also applies to every Contractor, who employs or who employ, on any day of the preceding twelve months, twenty or more workmen.
2. The above provisions have been amended by the Government of Andhra Pradesh and the amended provision provides that the Act would be applicable to every establishment, in which fifty or more workmen are employed, or were employed on any day of the preceding twelve months as Contract Labourers.
3. Consequent to the above amendment, the CLRA Act will be applicable to the establishment or to the Contractor who engage or deploy respectively fifty or more Contract Labourers.
4. The above is the progressive amendment made by the Andhra Pradesh Government, as a part of easing the Business Environment.
5. The Karnataka Employers' Association has taken up with the Government of Karnataka for carrying out the amendments on the above lines. A copy of the Letter addressed to the Additional Chief Secretary, Department of Labour, Government of Karnataka, is enclosed.

for KARNATAKA EMPLOYERS' ASSOCIATION

sd/-  
(B.C. PRABHAKAR)  
PRESIDENT

Date: 06.03.2017

To :  
The Additional Chief Secretary,  
Government of Karnataka,  
Department of Labour,  
VikasaSoudha,  
**BENGALURU – 560 001.**

Dear Sir,

**SUB: CONTRACT LABOUR (REGULATION AND ABOLITION) ACT.**

1. The CLRA Act is applicable to the Establishment employing twenty or more Contract Labourers.
2. Some of the States have amended the above provision and enhanced the limit of number of employees for coverage of the Act. The Government of Andhra Pradesh has amended the Act and the Act is applicable only to the establishment, which employs fifty or more Contract Labourers.
3. The above amendment would definitely help the small establishments, which engage less number of Contract Labourers. Obviously, the Government of Andhra Pradesh has made the above amendment, as a part of their programme of 'Creating an Environment' which is 'Investors' Friendly'.
4. The Association suggests that the Government of Karnataka may also take initiative and make amendment to the CLRA Act and enhance the number of Contract Labourers to be employed for coverage of the CLRA Act.
5. Copies of the papers relating to the Amendments made by the Government of Andhra Pradesh, including a copy of the Assent given by the President to the Bill, are enclosed for yourkind perusal.

Thanking you,

Yours faithfully,

**for Karnataka Employers' Association**

**(B.C.Prabhakar)**  
**President**



**LEGISLATURE (LEGN.) SECRETARIAT**  
**Letter No.56/Legn./2015-8.**

From  
K. SATYANARAYANA RAO,  
Secretary to State Legislature (I/C),  
Andhra Pradesh.

To  
The Secretary to Government,  
Law Department,  
AP Secretariat, Hyderabad

**HYDERABAD, DATED THE 25<sup>TH</sup> NOVEMBER, 2015.**

Sir,

Sub: BILL - The Contract Labour (Regulation and abolition) (Andhra Pradesh Amendment) Bill, 2015 (L.A. Bill No.8 of 2015) - Regarding.

Ref: Letter No.17/19/2015-Judl. & PP, dated 17.11.2015 from the Under Secretary to Government of India, Ministry of Home Affairs, New Delhi.

\*\*\*

I am to enclose herewith a copy of the letter cited along with authentic copy of the Contract Labour (Regulation and abolition) (Andhra Pradesh Amendment) Bill, 2015 with the assent of H. E. the President of India.

Kindly acknowledge the receipt of the same.

Yours faithfully,

for Secretary to State Legislature.

Copy to:

The Principal Secretary to Government,  
Labour and Employment, Training & Factories Department,  
AP Secretariat, Hyderabad.

**Form - T**

**COMBINED MUSTER ROLL (CUM) REGISTER OF WAGES**

[See Rule 24 (9-B) of Karnataka Shops & Commercial Establishments Rules, 1963]

1. Form T, B of Rule 24(B) Form T of Rule 24(B), Category B, 1963 of Karnataka Shops and Commercial Establishments Rules, 1963  
 2. Form T of Rule 24(B) of Karnataka Payment of Wages Rules, 1948  
 3. Form T of Rule 24(B) of Karnataka Payment of Wages Rules, 1948  
 4. Form T of Rule 24(B) of Karnataka Payment of Wages Rules, 1948  
 5. Form T of Rule 24(B) of Karnataka Payment of Wages Rules, 1948  
 6. Form T of Rule 24(B) of Karnataka Payment of Wages Rules, 1948  
 7. Form T of Rule 24(B) of Karnataka Payment of Wages Rules, 1948  
 8. Form T of Rule 24(B) of Karnataka Payment of Wages Rules, 1948  
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 96. Form T of Rule 24(B) of Karnataka Payment of Wages Rules, 1948  
 97. Form T of Rule 24(B) of Karnataka Payment of Wages Rules, 1948  
 98. Form T of Rule 24(B) of Karnataka Payment of Wages Rules, 1948  
 99. Form T of Rule 24(B) of Karnataka Payment of Wages Rules, 1948  
 100. Form T of Rule 24(B) of Karnataka Payment of Wages Rules, 1948

Month / Year : April-2014

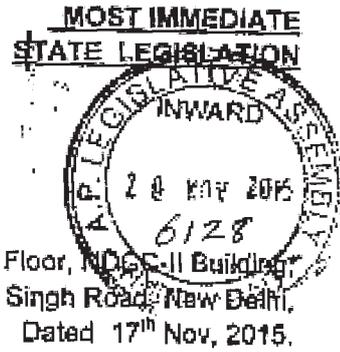
Name & address of the employer:  
 Collabera Technologies Pvt. Ltd.  
 Srinivaglu Main Road,  
 Vivek Nagar Post, Opp.  
 Yellamma Temple, Bangalore -560047

Name & address of the principle employer:  
 (Orion Campus) Honeywell  
 Technology Solutions Lab  
 (HTSL) Adarah Priya Project  
 Pvt. Ltd Survey No. 19/2;-  
 Devarabalanahalli Village  
 Varthur Hobli, Bangalore East  
 Taluk, Bangalore - 560 103,  
 Land Mark: Marthahalli, Beside  
 Intel Office, Karnataka.

Sl. No.	Particulars												Net Payable	Amount of payment made / Deposited	Balance brought forward / Month				
	DA	PF	PT	ED	Gratuity	Retirement	Rel. Adv.	Provident	Insurance	Other	Other	Other							
1	0	0	300	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Amount to being transferred to Bank (HTSL Bank A/C No.123456789012)	
2	0	0	300	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Amount to being transferred to Bank (HTSL Bank A/C No.123456789012)	
3	0	0	300	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Amount to being transferred to Bank (HTSL Bank A/C No.123456789012)	
4	0	0	300	0	0	0	0	0	0	0	0	0	0	0	0	0	0	HTSL Bank	
5	0	0	300	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Amount to being transferred to Bank (HTSL Bank A/C No.123456789012)	
6	0	0	300	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Amount to being transferred to Bank (HTSL Bank A/C No.123456789012)	
7	0	0	300	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Amount to being transferred to Bank (HTSL Bank A/C No.123456789012)	
8	0	0	4125	144	444	0	0	0	0	0	0	0	0	0	0	0	0	Amount to being transferred to Bank (HTSL Bank A/C No.123456789012)	
9	0	0	100	280	0	0	0	0	0	0	0	0	0	0	0	0	0	Amount to being transferred to Bank (HTSL Bank A/C No.123456789012)	



No.17/19/2015-Judl. & PP  
Government of India/ Bharat Sarkar  
Ministry of Home Affairs/ Grih Mantralaya



To

The Secretary to Legislature (I/C),  
Government of Andhra Pradesh,  
A.P. Legislature Secretariat,  
Public Gardens, Hyderabad- 500004.

DS (LPH)  
23/11

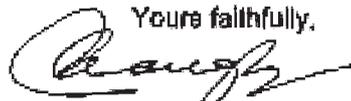
Subject:- The Contract Labour (Regulation & Abolition) (Andhra Pradesh Amendment) Bill, 2015-regarding.

Sir,

I am directed to refer to the State Government's letter No.56/Legn./2015-6, dated 21/04/2015 on the subject mentioned above and to return herewith two authentic copies of the Bill with the Hon'ble President's assent dated 13<sup>th</sup> November, 2015 signified thereon under Article 201 of the Constitution of India.

2. Receipt of this letter and authentic copies may please be acknowledged.

Encl. As stated (two copies)

Yours faithfully,  


(Lalitana Chhangte)  
Under Secretary to the Government of India  
Tele fax 011-23438095



ACT NO. OF 2015.

AN ACT FURTHER TO AMEND THE  
CONTRACT LABOUR (REGULATION AND  
ABOLITION) ACT, 1970 IN ITS APPLICATION  
TO THE STATE OF ANDHRA PRADESH.

Enacted by the Andhra Pradesh State  
Legislature in the Sixty-Sixth Year of the  
Republic of India as follows -

1. (1) This Act may be called the Contract Labour (Regulation and Abolition) (Andhra Pradesh Amendment) Act, 2015. Short title  
and  
Commencement
- (2) It shall come into force on such date as the State Government may, by notification, appoint.

**COMPILED MUSTER ROLL CARD REGISTER OF WAGES**  
 (See Rule 24 (19-8) of Karnataka Shops & Commercial Establishments Rules, 1963)

1. Form to be filled by the Employer  
 2. Form to be filled by the Government Inspector  
 3. Form to be filled by the Government Inspector  
 4. Form to be filled by the Government Inspector  
 5. Form to be filled by the Government Inspector

**Name & address of the principal employer:**  
 (Orion Computer Honeywell  
 Technology Solutions Lab  
 (NTSL) Adarsh Prime Project  
 Put. Ltd Survey No. 19/2,  
 Devarabalanahalli Village  
 Yantur Hobli, Bangalore East  
 Taluk, Bangalore - 560 103,  
 Land Mark: Marthahalli, Beside  
 Intel Office, Karnataka.

**Month / Year : April-2014**

**Name & address of the employer:**  
 Colibara Technologies Pvt. Ltd,  
 SriNuguru Madu Road,  
 Vivek Nagar Post, Chpp.  
 Yellamma Temple, Bangalore-560047

Sl. No.	Name of Establishment	No. of Employees	No. of Employees Employed	Date	G.M. Type	Shift	Wages Payable	O.T.	C.T.	Gratuity Payable	Employees Absent		Total Wages	Total O.T.	Total C.T.	Total Gratuity	Total	
											Number	Amount						
1	Marthahalli	20	20	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14
2	Yantur Hobli	20	20	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14
3	Devarabalanahalli	20	20	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14
4	Yantur Hobli	20	20	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14
5	Devarabalanahalli	20	20	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14
6	Yantur Hobli	20	20	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14
7	Devarabalanahalli	20	20	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14
8	Yantur Hobli	20	20	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14
9	Devarabalanahalli	20	20	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14
10	Yantur Hobli	20	20	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14
11	Devarabalanahalli	20	20	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14
12	Yantur Hobli	20	20	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14
13	Devarabalanahalli	20	20	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14
14	Yantur Hobli	20	20	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14
15	Devarabalanahalli	20	20	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14
16	Yantur Hobli	20	20	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14
17	Devarabalanahalli	20	20	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14
18	Yantur Hobli	20	20	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14
19	Devarabalanahalli	20	20	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14
20	Yantur Hobli	20	20	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14	10/01/14



Amendment of  
section 1,  
Central Act 37 of  
1970.

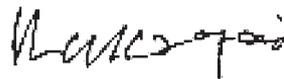
2. In the Contract Labour (Regulation and Abolition) Act, 1970, in section 1, in sub-section (4), in clauses (a), (b) and the proviso thereunder, for the word "twenty" the word "fifty" shall be substituted.

This Bill was passed by the Andhra Pradesh Legislative Assembly on the 26<sup>th</sup> day of March, 2015.



Hyderabad, SPEAKER,  
Dt. 26.03.2015. ANDHRA PRADESH LEGISLATIVE ASSEMBLY.

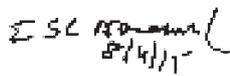
This Bill was passed by the Andhra Pradesh Legislative Council on the 27<sup>th</sup> day of March, 2015.



Hyderabad, CHAIRMAN,  
Dt. 27.03.2015. ANDHRA PRADESH LEGISLATIVE COUNCIL.

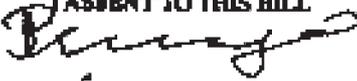
I Reserve this Bill for consideration and assent of the President.

Raj Bhavan,  
Hyderabad,  
Date: -04-2015.

  
GOVERNOR  
ANDHRA PRADESH



The Contract Labour (Regulation & Abolition)  
(Andhra Pradesh Amendment) Bill, 2015

ASSENT TO THIS BILL  
  
• PRANAB MUKHERJEE  
President of India  
Dated.....12/11/2015

