

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Chapter XI - Contract labour

This chapter turns contract labour into an operational control file. It covers Applicability of this Part, Appointment of designated authority, Licensing of contractors, Procedure for issue or renewal of licence; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered Employers, occupiers, contractors, principal employers, workers and sector-specific establishments must identify the establishment type, worker category and appropriate Government.	Main obligations / rights • Section 45: Applicability of this Part • Section 46: Appointment of designated authority • Section 47: Licensing of contractors • Section 48: Procedure for issue or renewal of licence • Section 49: No fees or commission or any cost to workers
Key thresholds / timelines • Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.	Forms / evidence • Notice • Certificate • Classification, calculation, approval, acknowledgement and payment/filing proof
Employer risk snapshot Highest practical risks: licensing, principal-employer oversight, wage-payment and contractor-evidence failures.	Employee / worker remedy wage, welfare and safety protection, with principal-employer accountability where the law so provides. Confirm authority, limitation and appeal route.
Old law / transition Map the event date and savings position against: Factories Act, 1948; Plantations Labour Act, 1951; Mines Act, 1952; Working Journalists laws; Motor Transport Workers Act, 1961.	Five-point professional checklist • Freeze the event date, establishment, location and person/worker classification. • Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government. • Reperform the calculation or decision test and document every exception or approval. • Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence. • Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for contract labour, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.