



## Labour Department, Chhattisgarh

### User Guide for Online Registration and Availing Department Services

CHHATTISGARH GOVERNMENT, LABOUR DEPARTMENT |  
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## 1 About the Department

The Labour Department of Chhattisgarh aims to provide world class environment to the investors in Chhattisgarh. The department offers following services online for the ease of investors thereby improving ease of doing business in the state:

1. Approval of plan and permission to construct/extend/or take into use any building as a factory under the Factories Act, 1948
2. Registration and grant of license under The Factories Act, 1948
3. License for contractors under provision of The Contracts Labour (Regulation and Abolition) Act, 1970
4. Registration of principal employer's establishment under provision of The Contracts Labour (Regulation and Abolition) Act, 1970
5. Registration under The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996
6. Renewal of license under The Factories Act, 1948
7. Renewal of license for contractors under provision of The Contracts Labour (Regulation and Abolition) Act, 1970

The above services are available online on the departmental website <http://cglabour.nic.in/>. The other services apart from listed above will be provided as it is by the department.

The user guide contains below information regarding each service:

1. General guidelines for Users: Who needs to fill optional/compulsory
2. Complete list of documents required
3. Stepwise process and timeline for online registration of Users
4. Download of the certificates
5. Sample application forms in annexure
6. Third Party verification

### 1.1 Registration Single Window

For availing the facility of online services of various department of Chhattisgarh, users will have to register online. An e-dashboard will be generated for the user from which the services of Labour Department can be availed.

**Registration is a two steps process:**

**Step 1 User Registration:** User registers himself once with Single window (SW) and creates an account.

**Step 2 Unit Registration:** User can register their units after logging into the Single Window.

*User manual for License and Renewal for contractors under provision of The Contracts Labour Act*

Each unit after registration will have a unique ID called “UdyamAkanksha Number” (UAN). All the incentives applicable to the specific unit and online application for various approvals can be availed through this UAN.

## 1.2 Steps to reach the Labour Department e-dashboard

1. Registration & Generation of Login Credentials for Single Window & Generate UdyamAkanksha Number
  - i. Go to <http://cglabour.nic.in/>
  - ii. Login using single window login credentials

The screenshot displays the homepage of the Central Government Labour Department's e-portal. The header features the text 'छत्तीसगढ़ शासन श्रम विभाग' (Chhattisgarh State Labour Department) and 'e-श्रमिक सेवा' (e-Labourer Service). A navigation bar includes links for 'इज ऑफ़ डूइंग बिज़नेस' (Ease of Doing Business), 'श्रमायुक्त' (Labourer), and other services. A prominent 'Single Window Login' modal is open, showing a login form with the following details:

- Modal Title: Single Window Login (Ease of doing Business)
- User Id: pratik512
- Password: [Redacted]
- Buttons: Sign in, Forgot User Id or Password, New User Registration

The background of the page shows a sidebar with various service categories and a main content area with news and announcements in Hindi.

- iii. After successful login, the system will ask for UdyamAakanksha Number (Unit Number) as follows, enter UAN of the establishment for which you are applying online services, click on Submit.

**Welcome To Labour Department**  
Thank you to using single window login

User\_Id: pratik512

UdyamAakanksha/Unit number:

- iv. After submitting UAN, the dashboard of Labour department opens up, showing services available through SW

### 1.3 License for contractors under provision of The Contracts Labour (Regulation and Abolition) Act, 1970

#### 1.3.1 General Information

<b>Who needs to apply?</b>	Establishment or Contractor who employed 20 or more than 20 worker in a period of 12 months
<b>When to apply</b>	After establishment or contractor who employees or who employed on any day of the preceding 12 months 20 or more workmen
<b>Where to apply</b>	Department website, <a href="http://cglabour.nic.in/">http://cglabour.nic.in/</a>
<b>Total time for closing of application from the day of application</b>	30 days from the day of successful application submission.
<b>Validity of the certificate issued</b>	1 year
<b>Reference</b>	<a href="http://www.cglabour.nic.in/ShramAyukt/EODSERVICES.aspx?ID=5">http://www.cglabour.nic.in/ShramAyukt/EODSERVICES.aspx?ID=5</a>
<b>Download old certificates, applied earlier offline</b>	Go to <a href="http://cglabour.nic.in/">http://cglabour.nic.in/</a> Login to Single Window, enter UAN, select a service , click download

#### 1.3.2 Documents required to complete the application

- i. Chalan Copy (Receipt of amount deposited in bank)
- ii. Form V(Form Certified by Your Employer)

**FORM V**  
 [See Rule 12(2)]  
**Form of Certificate by Principal Employer**

Certified that I have engaged the applicant ----- as a contractor in my establishment. I undertake to be bound by all the provisions of the contract labour (Regulation and Abolition) Act, 1970 and the contract Labour (Regulation and Abolition) Madhy Pradesh Rules 1973, in so far as the provisions are applicable to me respect of the employment of contract labour by the applicant in my establishment

**Date**  
**Place**

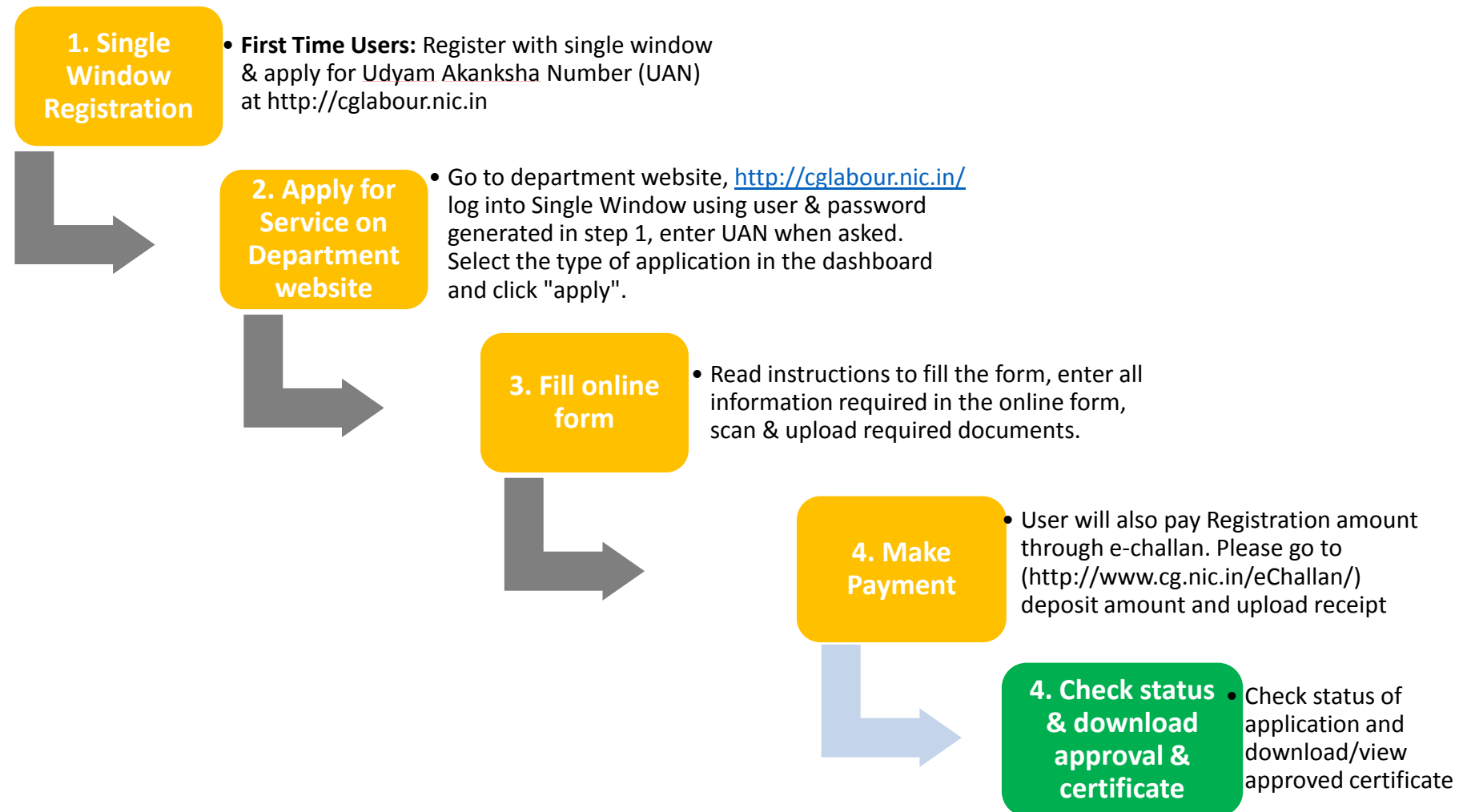
-----  
 Signature of the principal employer  
 Name and Address of Establishment

1.3.3 Stepwise process and timeline for online registration of Users

**Timeline**

Status of application	Timeline
Issue of certificate	Within 30 days of successful submission of application

## Stepwise Process





- i. Go to e-dashboard, Click "Apply" under License for Contractors

Welcome: Pratik Chandrakar  
UAN: 11103126660251  
[Change UAN](#)

Home Logout

**Services(Ease of Doing Business)**

<b>Factory Plan Approval(Form1-A)</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Approved <a href="#">Download</a> <small>PP5</small>	<b>Factory Licence Application(Form-4)</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Pending <a href="#">Download</a>	<b>Renewal of Factory Licence</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Pending <a href="#">Download</a>
<b>Registration of principal employer's establishment</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Not Applied <a href="#">Download</a>	<b>Licence for contractors</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Approved <a href="#">Download</a>	<b>Renewal of licence for contractors</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Pending <a href="#">Download</a>
<b>Registration of contractors</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Pending <a href="#">Download</a>	<b>Self Certificate/Inspection</b> <a href="#">User Manual</a> <a href="#">Apply</a> <a href="#">Check Status</a> <a href="#">Download</a> <a href="#">Self Certificate/Inspection Rule</a>	

- ii. A form opens, fill the details and attach the scanned documents and click submit.

*User manual for License and Renewal for contractors under provision of The Contracts Labour Act*


**छत्तीसगढ़ शासन अम विभाग**

Establishment Registration      **Contractor Registration**

[Download Copy of FORM of Certificate by Principal Employer](#)      [Establishment Login](#)

[Admin Login](#)

---

Application For Licence to be Filled By Contractor

Personal Informations			
Name	<input type="text"/>	Father Name	<input type="text"/>
Date of Birth	<input type="text"/>	Age	<input type="text"/>
Postal Address	<input type="text"/>	Dist	--Select Dist--
Block Name	<input type="text"/>	Pin Code	<input type="text"/>
Particulars of Establishment where Contract Labour Employed			
Establishment Name	<input type="text"/>	Address	<input type="text"/>
Type of Business	--Select--	Number	<input type="text"/>
Date of Certificate	<input type="text"/>	Pin Code	<input type="text"/>
Employer Name	<input type="text"/>	Address	<input type="text"/>
Particulars of Contract Labour			
Nature of Work	<input type="text"/>	Duration	<input type="text"/>
Name of Manager	<input type="text"/>	No of Labour	<input type="text"/>
Postal Address	<input type="text"/>	Dist	--Select Dist--
Block	<input type="text"/>	Pin Code	<input type="text"/>
Whether the contractor was convicted of any offence within the processing five year			
If So Given Details	<input type="text"/>		
Whether there was any order against the contractor revoking or suspending licence/forfeiting security deposit in respect of an earlier contract			
Date of Such Order	<input type="text"/>		
Where the contractor has worked in any other establishment within the last five year			
<input type="text"/>			

Date of Certificate	<input type="text"/>	Pin Code	<input type="text"/>
Employer Name	<input type="text"/>	Address	<input type="text"/>
Particulars of Contract Labour			
Nature of Work	<input type="text"/>	Duration	<input type="text"/>
Name of Manager	<input type="text"/>	No of Labour	<input type="text"/>
Postal Address	<input type="text"/>	Dist	--Select Dist--
Block	<input type="text"/>	Pin Code	<input type="text"/>
Whether the contractor was convicted of any offence within the processing five year			
If So Given Details	<input type="text"/>		
Whether there was any order against the contractor revoking or suspending licence/forfeiting security deposit in respect of an earlier contract			
Date of Such Order	<input type="text"/>		
Where the contractor has worked in any other establishment within the last five year			
If So Given Details	Nature of Work	<input type="text"/>	
Whether the Certificate by the principal employer form V is enclosed			
Upload Form V	<input type="button" value="Choose File"/> No file chosen		
Amount of License Fee Paid			
Chalan No	<input type="text"/>	Date	<input type="text"/>
Chalan Upload	<input type="button" value="Choose File"/> No file chosen		
Amount of Security Deposit			
Name of Treasury	--Select Dist--	Amount	<input type="text"/>
Date	<input type="text"/>	Upload Receipt	<input type="button" value="Choose File"/> No file chosen
Login Account			
Login Name	<input type="text"/>	Password	<input type="text"/>
Mobile No	<input type="text"/>	Telephone No	<input type="text"/>
<input type="button" value="Submit"/>		<input type="button" value="Reset"/>	

### 1.3.4 Online payment through e-Challan

i) To pay applicable fees online by e-Challan, click on “e-Challan” link. Upon clicking, a page will appear as below:

cg.nic.in/eChallan/home.jsp

**e-Challan**  
[See Rule 64 A,64 B of Treasury Code (Govt. of Chhattisgarh)]

User pratik512

- [List of Departments](#)
- [List of Heads of Account](#)
- [ePayments](#)
- [Challan History](#)
- [Modify User Details](#)
- [Change Password](#)
- [SignOut](#)

**Select Department**

Agriculture

Commerce and Industries

Culture

Excise

Food and Civil Supplies

Higher Education

Jail

Mineral Resources

Public Health & Family Welfare

Public Works

School Education

Stamps and Registration

Women and Child Development

Co-operation

Commercial Tax

Energy Department

Finance

Forest

Home

Labour

Panchyat & Rural Development

Public Health Engineering

Revenue

Sports & Youth Welfare

Water Resources Department

Other Departments ▾

Select the department and click on “Submit” button below

ii) Provide details and select applicable heads of account. Select bank from the drop down list and click on “Submit” button.

cg.nic.in/eChallan/entryform.jsp

Home

REG NO./ID NO.	452211
DISTRICT	10-Durg
OFFICE ADDRESS	1016001-DIVISIONAL EMPLOYMENT OFFICER DURG DIVISIONAL EMPLOYMENT OFFICER DURG
NAME OF PAYER*	Pratik chandrakar
FLAT/BLOCK NO./HOUSE NO.	55
NAME OF PREMISES/BUILDING /VILLAGE	null
ROAD/STREET/LANE	null
CITY/DISTRICT:	null
STATE/UT:	null
PINCODE:	null
ASSESMENT YEAR	2016-2017
HEAD OF ACCOUNT*	0230_00_103_0000_-
DESCRIPTION	-
PURPOSE	-
PERIOD (FROM)	July 2016
PERIOD (TO)	June 2017
BANK GATEWAY *	Select ----- Bank
PHONE No./MOBILE:	
E MAIL:	

Back Clear

If you are facing any problem

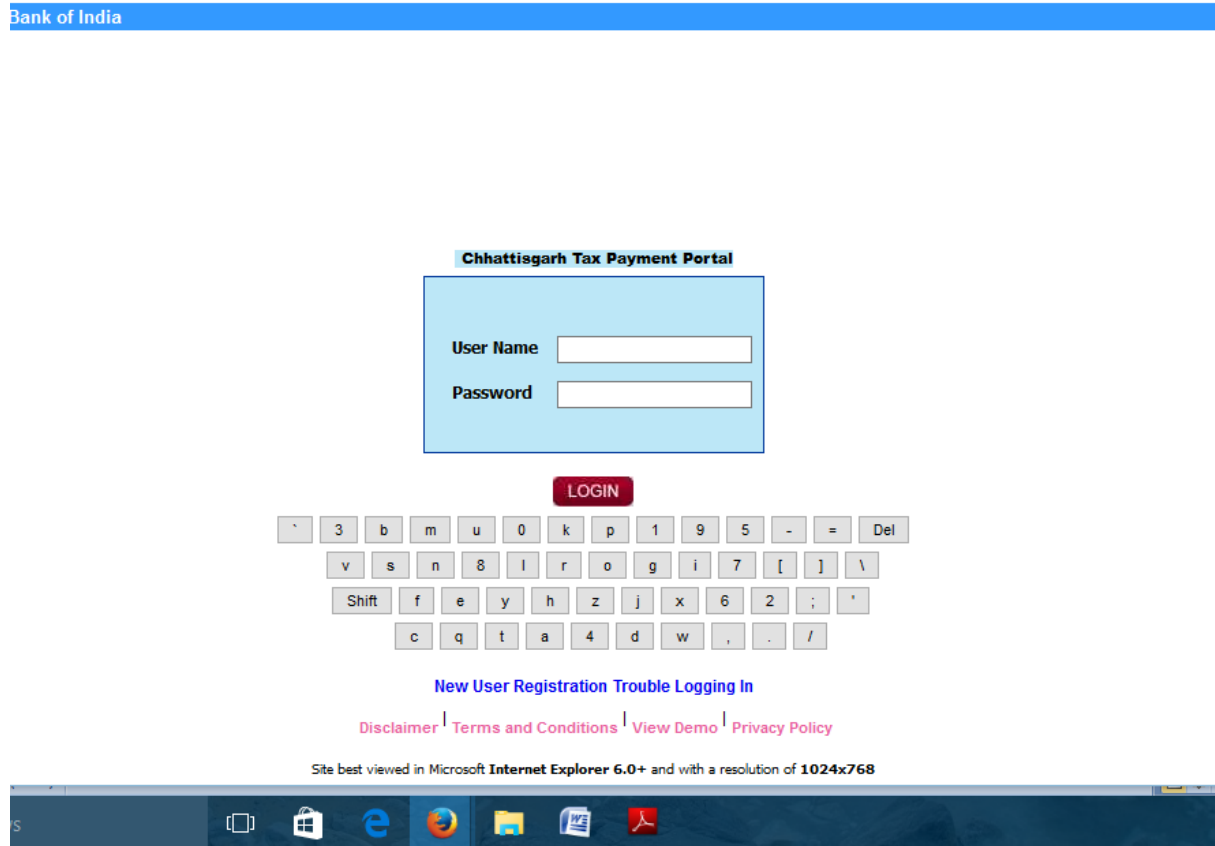
Please mail us to eChallan.cg@nic.in for necessary ratification. Thanks for your corporation.

All items marked with \* are mandatory.

User manual for License and

Windows

iii) Upon confirming the details, the page will redirect to the bank's online banking page. Pay online using internet banking and after successful payment, you will get treasury reference number.



iv) Enter the treasury reference number in the field provided and your application will be submitted to the department.

### 1.3.5 Download of the certificates

On submission of complete application, certificate can be downloaded from Single Window Login by clicking download in the dashboard under the service. A sample certificate is available in Annexure 1A.

**छत्तीसगढ़ शासन श्रम विभाग**  
e-श्रमिक सेवा

Welcome: Pratik Chandrakar  
UAN: 11101269655333  
[Change UAN](#)

[Home](#) [Logout](#)

**Services(Ease of Doing Business)**

<b>Factory Plan Approval(Form1-A)</b> <a href="#">User Manual</a> <a href="#">View Submitted Application</a> Application Status:Pending <a href="#">Download</a>	<b>Factory Licence Application(Form-4)</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Not Applied <a href="#">Download</a>	<b>Renewal of Factory Licence</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Not Applied <a href="#">Download</a>
<b>Registration of principal employer's establishment</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Not Applied <a href="#">Download</a>	<b>Licence for contractors</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Not Applied <a href="#">Download</a>	<b>Renewal of licence for contractors</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Not Applied <a href="#">Download</a>
<b>Registration of contractors</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Not Applied <a href="#">Download</a>	<b>Self Certificate/Inspection</b> <a href="#">User Manual</a> <a href="#">Apply</a> <a href="#">Check Status</a> <a href="#">Download</a> <a href="#">Self Certificate/Inspection Rule</a>	

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User manual for

## 1.4 Renewal of license for contractors under provision of The Contracts Labour (Regulation and Abolition) Act, 1970

### 1.4.1 General Information

<b>Who needs to apply?</b>	Establishment or Contractor who employed 20 or more than 20 worker in a period of 12 months and has an approved Contractors License
<b>When to apply</b>	Before the expiry of the License for Contractors
<b>Where to apply</b>	Department website, <a href="http://cglabour.nic.in/">http://cglabour.nic.in/</a>
<b>Total time for closing of application from the day of application</b>	30 days from the day of successful application submission.
<b>Validity of the certificate issued</b>	1 year
<b>Reference</b>	<a href="http://www.cglabour.nic.in/ShramAyukt/EODSERVICES.aspx?ID=6">http://www.cglabour.nic.in/ShramAyukt/EODSERVICES.aspx?ID=6</a>
<b>Download old certificates, applied earlier offline</b>	Go to <a href="http://cglabour.nic.in/">http://cglabour.nic.in/</a> Login to Single Window, enter UAN, select a service , click download

### 1.4.2 Documents required to complete the application

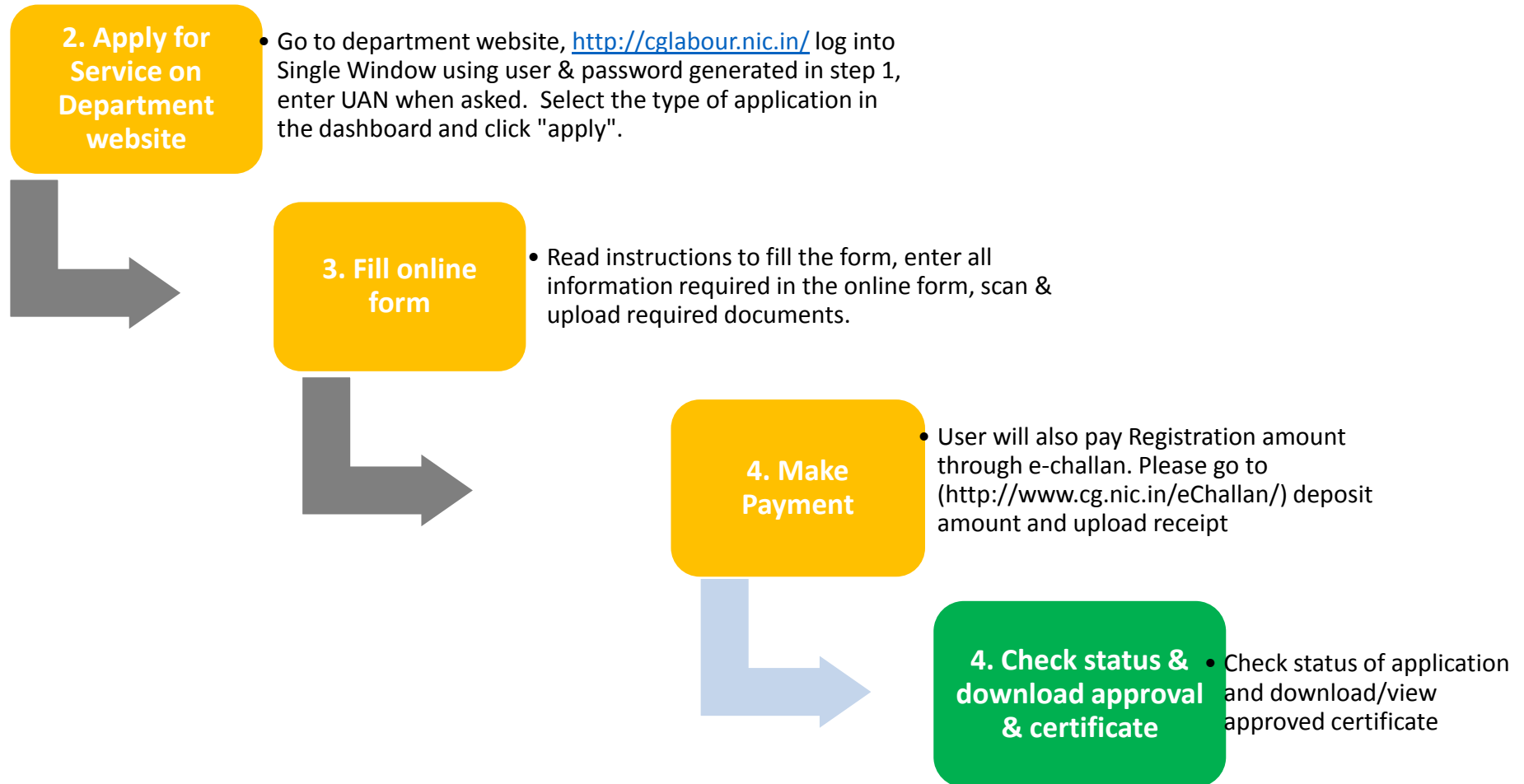
- i. eChallan number (Payment of Renewal fee for the mentioned period)

### 1.4.3 Stepwise process and timeline for online registration of Users

#### Timeline

Status of application	Timeline
Issue of certificate	Within 30 days of successful submission of application

## Stepwise Process





Go to e-dashboard, Click "Apply" under Renewal of Licence for contractors

**छत्तीसगढ़ शासन श्रम विभाग**  
e-श्रमिक सेवा

Welcome: Pratik Chandrakar  
UAN: 11103126660251  
[Change UAN](#)

[Home](#) [Logout](#)

**Services(Ease of Doing Business)**

<b>Factory Plan Approval(Form1-A)</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Approved <a href="#">Download</a> <small>PP5</small>	<b>Factory Licence Application(Form-4)</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Pending <a href="#">Download</a>	<b>Renewal of Factory Licence</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Pending <a href="#">Download</a>
<b>Registration of principal employer's establishment</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Not Applied <a href="#">Download</a>	<b>Licence for contractors</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Approved <a href="#">Download</a>	<b>Renewal of licence for contractors</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:ending <a href="#">Download</a>
<b>Registration of contractors</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Pending <a href="#">Download</a>	<b>Self Certificate/Inspection</b> <a href="#">User Manual</a> <a href="#">Apply</a> Check Status <a href="#">Download</a> <a href="#">Self Certificate/Inspection Rule</a>	

*User manual for License and Renewal for contractors under provision of The Contracts Labour Act*

iii. A form opens, fill the details and pay applicable fees online, using e-challan (step wise process for e payment given on the next page). Enter challan number in the place provided. Click on “Submit” button.

**Apply For Licence Renewal(Licence No : 440003000043/RPR/2016 )**

Name	<input type="text" value="राजेश शर्मा"/>	Address	<input type="text" value="जयस्तंभ चौक रायपुर"/>
Number	<input type="text" value="10"/>	Date of Licence	<input type="text" value="10/03/2011"/>
Date Of Expiry Licence	<input type="text" value="31/12/2011"/>	Wether the licence of the contractor was suspended or revoked	<input type="text"/>
Chalan No	<input type="text"/>	Chalan Date	<input type="text"/>
Amount	<input type="text" value="60"/>	Chalan Copy	<input type="button" value="Browse..."/> No file selected.
Renewal Year For	<input type="text" value="2012"/>		

#### 1.4.4 Online payment through e-Challan

i) To pay applicable fees online by e-Challan, click on “e-Challan” link. Upon clicking, a page will appear as below:

cg.nic.in/eChallan/home.jsp

**e-Challan**  
[See Rule 64 A,64 B of Treasury Code (Govt. of Chhattisgarh)]

User pratik512

- List of Departments
- List of Heads of Account
- ePayments
- Challan History
- Modify User Details
- Change Password
- SignOut

**Select Department**

- Agriculture
- Commerce and Industries
- Culture
- Excise
- Food and Civil Supplies
- Higher Education
- Jail
- Mineral Resources
- Public Health & Family Welfare
- Public Works
- School Education
- Stamps and Registration
- Women and Child Development
- Co-operation
- Commercial Tax
- Energy Department
- Finance
- Forest
- Home
- Labour**
- Panchyat & Rural Development
- Public Health Engineering
- Revenue
- Sports & Youth Welfare
- Water Resources Department

Other Departments

Submit Reset

Select the department and click on “Submit” button below

ii) Provide details and select applicable heads of account. Select bank from the drop down list and click on “Submit” button.

cg.nic.in/eChallan/entryform.jsp

• [Home](#)

**REG NO./ID NO.** 452211

**DISTRICT** 10-Durg

**OFFICE ADDRESS** 1016001-DIVISIONAL EMPLOYMENT OFFICER DURG  
DIVISIONAL EMPLOYMENT OFFICER DURG

**NAME OF PAYER\*** Pratik chandrakar

**FLAT/BLOCK NO./HOUSE NO.** 55

**NAME OF PREMISES/BUILDING /VILLAGE** null

**ROAD/STREET/LANE** null

**CITY/DISTRICT:** null

**STATE/UT:** null

**PINCODE:** null

**ASSESMENT YEAR** 2016-2017

**HEAD OF ACCOUNT\*** 0230\_00\_103\_0000\_-

**DESCRIPTION** -

**PURPOSE** -

**PERIOD (FROM)** July 2016

**PERIOD (TO)** June 2017

**BANK GATEWAY \*** Select ----- Bank

**PHONE No./MOBILE:**

**E MAIL:**

Back Clear

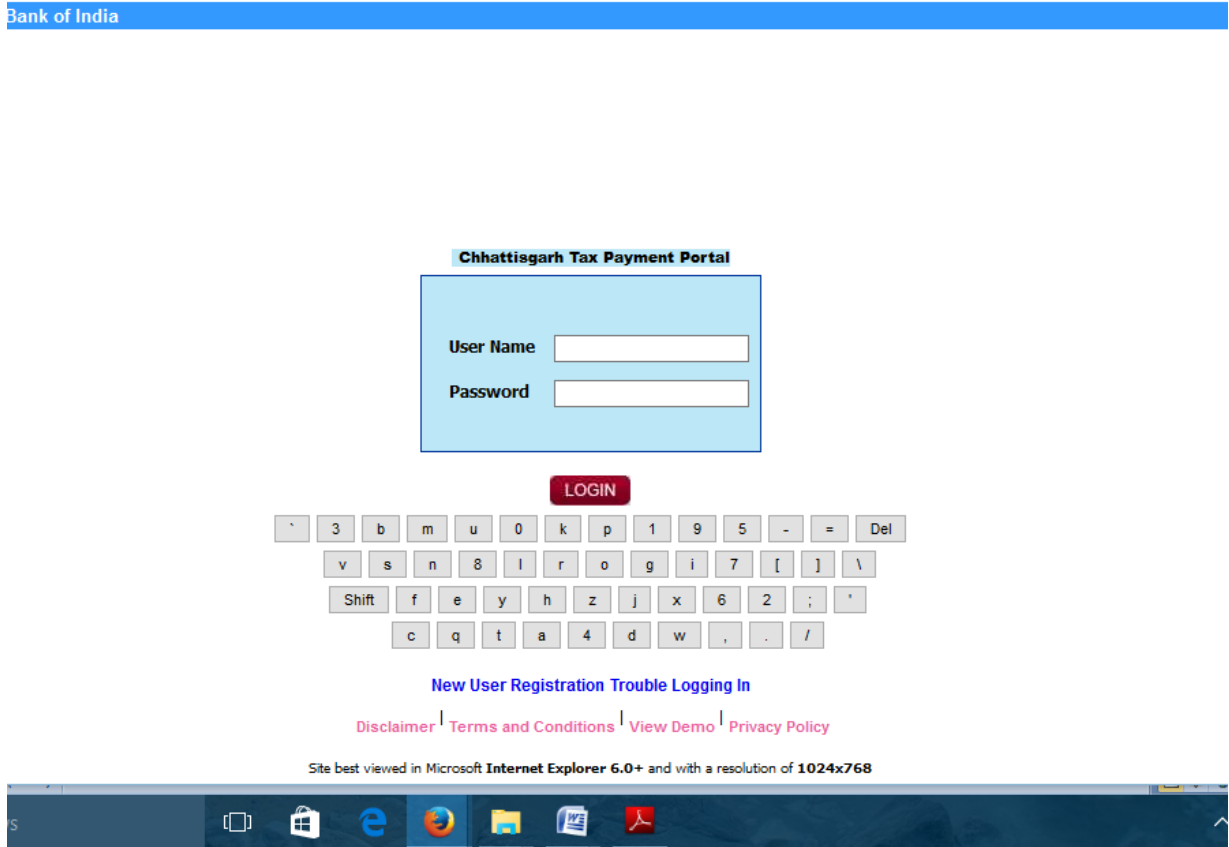
If you are facing any problem

Please mail us to eChallan.cg@nic.in for necessary ratification. Thanks for your corporation.

All news marked with \* are mandatory.

Windows

- iii) Upon confirming the details, the page will redirect to the bank's online banking page. Pay online using internet banking and after successful payment, you will get treasury reference number.



- iv) Enter the treasury reference number in the field provided and your application will be submitted to the department.

#### 1.4.5 Download of the certificates

On submission of complete application and approval from the department, certificate can be downloaded from Single Window Login by clicking download in the dashboard under the service. A sample certificate is available in Annexure 1B.

**छत्तीसगढ़ शासन श्रम विभाग**  
e-श्रमिक सेवा

Welcome: Pratik Chandrakar  
UAN: 11101269655333  
[Change UAN](#)

[Home](#) [Logout](#)

**Services(Ease of Doing Business)**

<b>Factory Plan Approval(Form1-A)</b> <a href="#">User Manual</a> <a href="#">View Submitted Application</a> Application Status:Pending <a href="#">Download</a>	<b>Factory Licence Application(Form-4)</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Not Applied <a href="#">Download</a>	<b>Renewal of Factory Licence</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Not Applied <a href="#">Download</a>
<b>Registration of principal employer's establishment</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Not Applied <a href="#">Download</a>	<b>Licence for contractors</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Not Applied <a href="#">Download</a>	<b>Renewal of licence for contractors</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Not Applied <a href="#">Download</a>
<b>Registration of contractors</b> <a href="#">User Manual</a> <a href="#">Apply</a> Application Status:Not Applied <a href="#">Download</a>	<b>Self Certificate/Inspection</b> <a href="#">User Manual</a> <a href="#">Apply</a> <a href="#">Check Status</a> <a href="#">Download</a> <a href="#">Self Certificate/Inspection Rule</a>	

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## 1.5 Third Party Verification

1. Visit the URL for verification [http://cglabour.nic.in/factory/SearchFormA\\_1.aspx](http://cglabour.nic.in/factory/SearchFormA_1.aspx)
2. Provide the detail (like Permission number/ certificate number/ Licence Number) and click on submit
3. System would authenticate the details.

## 2 Annexure 1

### A. License for contractors

<b>FORM VI</b> [See Rule 25(1)]		
<b>GOVERNMENT OF CHHATTISGARH</b> Office of Licensing Officer		
Licence No. : 440003000043/RPR/2016	Date : 17/05/2016	Fee Paid Rs. : 400.00
<b>Licence</b>		
Licence is hereby generated to <b>शर्म कोरड</b> under section 12(1) of the Contract Labour (Regulation and Abolition) Act, 1970, subject to the condition specified by annexure.		
The Licence shall remain in force till <b>31/12/2016</b> .		
Date : Place :	<b>Signature and seal of the Licising Officer</b>	
<b>Annexure</b>		
The licence is subject to the following conditions :-		
1. The licence shall be non-transferable.		
2. The number of workmen employed as contract labour in the establishment shall not, on any day, exceed.		
3. Except as provided in the rules the fees paid for the grant, or as the case may be, for renewal of the licence shall be non refundable.		
4. The rates or wages payable to the workmen by the contractor shall not be less than the rates prescribed for the Schedule of employment under the Minimum Wages Act, 1948,Where applicable, and where the rates have been fixed by agreement, settlement or award, not less than the rates fixed.		
5. In cases where the workmen employed by the contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage-rates, holidays hours of work and other conditions of service of the workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of the		



## B. Renewal License for contractors

<b>FORM VI</b> [See Rule 25(1)]		
<u>GOVERNMENT OF CHHATTISGARH</u> Office of Licensing Officer		
Licence No. : 440003000043/RPR/2016	Date : 17/05/2016	Fee Paid Rs. : 400.00
<b>Licence</b>		
Licence is hereby generated to <b>शर्म कोरड</b> under section 12(1) of the Contract Labour (Regulation and Abolition) Act, 1970, subject to the condition specified by annexure.		
The Licence shall remain in force till <b>31/12/2016</b> .		
Date : Place :	<b>Signature and seal of the Licensing Officer</b>	
<b>Annexure</b>		
The licence is subject to the following conditions :-		
1. The licence shall be non-transferable.		
2. The number of workmen employed as contract labour in the establishment shall not, on any day, exceed.		
3. Except as provided in the rules the fees paid for the grant, or as the case may be, for renewal of the licence shall be non refundable.		
4. The rates or wages payable to the workmen by the contractor shall not be less than the rates prescribed for the Schedule of employment under the Minimum Wages Act, 1948, Where applicable, and where the rates have been fixed by agreement, settlement or award, not less than the rates fixed.		
5. In cases where the workmen employed by the contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage-rates, holidays hours of work and other conditions of service of the workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of the		