

## **SELF-CERTIFICATION**

### **THE BUILDING AND OTHER CONSTRUCTION WORKERS (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 1996**

I/We, Mr./Miss \_\_\_\_\_ of <entity name> address \_\_\_\_\_ hereby certify that I/We am/are the authorized representative of the Occupier / Proprietor / Partner / Director / Employer / Principal Employer / Contractor of the establishments/factories/entity. The Registration Number of the entity is \_\_\_\_\_ We have been recognized by Startup Odisha as a “Startup” and the startup recognition number allotted by Startup Odisha is \_\_\_\_\_

I/We hereby certify that the above mentioned establishments / factories / entity have fully and correctly complied with the all the provisions of the Building & Other Construction Workers (RE&CS) Act, 1996 and the rules made thereunder during the year \_\_\_\_\_ including the following:

<b>Sl. No.</b>	<b>Section / Rule No.</b>	<b>Section name</b>	<b>Yes/No/NA</b>
1.	Sec.7	Establishment is registered	
4.	Sec.12	Registration of Building Workers as Beneficiaries	
5.	Sec.13(2)	Identity Cards issued to the Beneficiaries	
6.	Sec.15 O. Rules238	Register of Beneficiaries maintained	
7.	Sec.16	Contribution of Building Workers ensured	
8.	Sec.28(1)	Hours of Work Welfare Measures and other conditions of service of building workers complied	
9.	Sec.29	Wages paid for overtime work	
10.	Sec.30(1) O. Rules239	Maintenance of registers and records such as muster roll, wage register, deduction register, overtime register, issue of wage book, service certificate.	
11.	Sec.30(2)	Prescribed notices displayed	
12.	Sec.31	Prohibition of employment of certain persons in certain building or other construction work	
13.	Sec.32	Drinking Water	
14.	Sec.33	Latrines and Urinals	
15.	Sec.34	Accommodation	
16.	Sec.35	Crèches	
17.	Sec.36	First-aid	
18.	Sec.38	Safety Committee and safety officers	
19.	Sec.39(1)	Notice of certain accidents	
20.	Sec.44	Responsibility of employers	
21.	Sec.45	Responsibility for payment of wages and compensation	
22.	Sec.46(1) O. Rules 237	Notice of commencement of building or other construction work.	
23.	Sec.46(2)	Notice of any changes sent to the Registering Officer	

24.	O. Rules-236(1)	Notice of wage periods	
25.	O. Rules-236(2)	Notice sent to the Inspector in case of any changes related to wage and wage periods.	
	O. Rules 240	Submit Annual Return	
26.	O. Rules246	Payment of wages ensured in due time.	
27.	O. Rules 247	Display of notices of wages regarding date, place and time of payment.	

I hereby certify that the above facts are true to the best of my knowledge and belief and I understand that I subject myself liable for legal prosecution in the event that the above facts are found to be false.

(Yes/No)\_\_\_\_\_

I agree that in case of any noncompliance / violation under the respective laws covered under Self Certification, I will be responsible for any consequences arising as per the provisions of respective laws. The decision of the authority will be final in this regard.

(Yes/No)\_\_\_\_\_

I agree to furnish proof of such compliance as and when required by the respective authorities.

(Yes/No)\_\_\_\_\_

## SELF – CERTIFICATION

### THE PAYMENT OF GRATUITY ACT, 1972

I/We, Mr./Miss \_\_\_\_\_ of <entity name> address \_\_\_\_\_ hereby certify that I/We am/are the authorized representative of the Occupier / Proprietor / Partner / Director / Employer / Principal Employer / Contractor of the establishments/factories/entity. The Registration Number of the entity is \_\_\_\_\_ We have been recognized by Startup Odisha as a “Startup” and the startup recognition number allotted by Startup Odisha is \_\_\_\_\_

I/We hereby certify that the above mentioned establishments / factories / entity have fully and correctly complied with the all the provisions of the Payment of Gratuity Act, 1972 and the rules made thereunder during the year \_\_\_\_\_ including the following:

#	Section No.	Section name	Yes/No/NA
1.	Sec.4(1)	Gratuity to be paid to workman completing 5 years of continuous service on superannuation /retirement / resignation / disablement due to accident or disease / death (to the nominee / heirs)provided that in case of death or disablement completion of 5 years of continuous service at the time of termination of employment, is not necessary.	
2.	Sec.4(2)	Payment of Gratuity @ 15 days for every completed year of service or part thereof in excess of six months based on the rate of wages last drawn by the employee concerned.	
3.	Sec.4A(1)	Compulsory Insurance as per the prescribed provisions has been made.	
	Sec.4(A)(3)	Registered the establishment with the Controlling Authority.	
	Sec.4(A)(5)	Payment of amount of gratuity due to the Controlling Authority in case of failure to pay premium to the insurance or make contribution to approved gratuity fund.	
4.	Sec.6(7)	Every nomination is kept in Safe custody	
5.	Sec.7(2)	Determination of the amount of gratuity and notice to the person and to the Controlling authority.	
6.	Sec.7(3)(3-A)	Payment of gratuity and interest if applicable.	
7.	Sec.7(4)(a )	Deposit of gratuity amount with the Controlling Authority.	
8.	O. Rules 3	Notice of opening, change or closure of the establishment submitted to the controlling Authority.	
9.	O. Rules 4	Notice of Authorised person displayed.	
10.	O. Rules 20	Abstract of the Act and Rules displayed.	

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(Yes/No)\_\_\_\_\_

I agree that in case of any noncompliance / violation under the respective laws covered under Self Certification, I will be responsible for any consequences arising as per the provisions of respective laws. The decision of the authority will be final in this regard.

(Yes/No)\_\_\_\_\_

I agree to furnish proof of such compliance as and when required by the respective authorities.

(Yes/No)\_\_\_\_\_

## SELF-CERTIFICATION

### THE INTER-STATE MIGRANT WORKMEN (RE&CS) ACT, 1979

I/We, Mr./Miss \_\_\_\_\_ of <entity name> address \_\_\_\_\_ hereby certify that I/We am/are the authorized representative of the Occupier / Proprietor / Partner / Director / Employer / Principal Employer / Contractor of the establishments/factories/entity. The Registration Number of the entity is \_\_\_\_\_. We have been recognized by Startup Odisha as a “Startup” and the startup recognition number allotted by Startup Odisha is \_\_\_\_\_

I/We hereby certify that the above mentioned establishments / factories / entity have fully and correctly complied with the all the provisions of the Inter-State Migrant Workmen (RE&CS) Act, 1979 and the rules made thereunder during the year \_\_\_\_\_ including the following:

#	Section/Rule No.	Section name	Yes/No/NA
01	02	03	04
1.	Sec.4	Certificate of Registration for employing inter-State migrant workmen obtained	
2.	Sec.6	Shall not employ any inter-State migrant workmen without obtaining / applying for Registration.	
3.	Sec.8(1)(a)	Licence for recruitment of inter-State migrant workmen obtained from the home State by the contractor.	
4.	Sec.8(1)(b)	Licence for employment of inter-State migrant workmen obtained in the host State by contractor.	
5.	Sec.12	Prescribed particulars as have been furnished by the contractor.	
6.	Sec.13 O. Rules 36	Wage rates and other conditions of service such as holidays, hours of work etc. of inter-State migrant workman are complied ensuring that wages be paid not less than minimum rate of wages in force.	
7.	Sec.14 O. Rules 51	Ensure that displacement allowance has been paid by the contractor to the inter-State migrant workmen	
8.	Sec.15 O. Rules 51	Ensure that journey allowance as prescribed under the Act has been paid the contractor to the inter-State Migrant Workmen	
9.	Sec. 16, O. Rules 37-45	Ensure that the contractor provides the prescribed facilities to the inter-State Migrant Workmen	
10.	Sec.17(1)	Ensure that the contractor makes payment of wages to inter-state migrant workers within the prescribed period	
6.	Sec.17(2) &(3)	Authorised representative has been nominated by the Principal Employer to witness disbursement of wages and certify the amount paid.	
11.	Sec.17(4)	Principal employer shall take responsibility to make payment of full wages or the unpaid balance due, as per the case, if the contractor fails to make such payment.	
12.	Sec.18	Allowances required to be paid under Sec. 14, and Sec. 15 by the contractor, but not paid/other facilities required to be provided by the contractor	

		under Sec.16 but not provided; such allowances/facilities shall be paid/provided by the Principal Employer to inter-State migrant workmen.	
13.	Sec.19	Abide to the condition to waive out the past liabilities of an inter-State migrant workmen.	
14.	Sec.21	Inter-State Migrant Workmen deem to be in employment for the date of recruitment.	
15.	Sec.23 (1) O. Rules 48,49,50,51,52,&53	Prescribed Registers and other records are maintained in the prescribed format. Residential accommodation has been provided to inter-State migrant workmen / his family. Abstracts and Rules displayed by the contractor Notice showing prescribed particulars in conspicuous places at the establishment and work-site displayed	
16.	Sec.23(2) O. Rules 54, 55	Notice and Abstract of Act & Rules.	
17.	O. Rules 36	Holidays, hours of work and other condition of service are complied.	
18.	O. Rules 37	Medical facilities are provided by the contractor.	
19.	O. Rules 38	Protective clothing provided by the contractor.	
20.	O. Rules 39	Drinking water, latrines, urinals and washing facilities are provided.	
21.	O. Rules 40	Rest rooms / separate rooms for female migrant workmen (work likely to continue 3 months or more).	
22.	O. Rules 41	Canteens (if work continues for six months and number of migrant workmen are 100 or more inordinary).	
23.	O. Rules 56	Ensure submission of Half yearly return not by the contractor.	
24.	O. Rules 56(2)	Submit Annual Return	

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(Yes/No)\_\_\_\_\_

I agree that in case of any noncompliance / violation under the respective laws covered under Self Certification, I will be responsible for any consequences arising as per the provisions of respective laws. The decision of the authority will be final in this regard.

(Yes/No)\_\_\_\_\_

I agree to furnish proof of such compliance as and when required by the respective authorities.

(Yes/No)\_\_\_\_\_

## SELF – CERTIFICATION

### THE CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970

I/We, Mr./Miss \_\_\_\_\_ of <entity name> address \_\_\_\_\_ hereby certify that I/We am/are the authorized representative of the Occupier / Proprietor / Partner / Director / Employer / Principal Employer / Contractor of the establishments/factories/entity. The Registration Number of the entity is \_\_\_\_\_ We have been recognized by Startup Odisha as a “Startup” and the startup recognition number allotted by Startup Odisha is \_\_\_\_\_

I/We hereby certify that the above mentioned establishments / factories / entity have fully and correctly complied with the all the provisions of the Contract Labour (R&A) Act, 1970 and the rules made thereunder during the year \_\_\_\_\_ including the following:

#	Section / Rule No.	Section name	Yes/No/NA
1.	Sec.7	Certificate of registration is obtained for employment of contract labourers( 20 and more)	
2.	Sec.9	No contract labour shall be employed if not registered / registration is revoked	
3.	Sec.10	Employment of contract labour to be prohibited if the appropriate Government notified in the Official Gazettee to that effect.	
4.	Sec.12	Licence has been obtained by the contractor	
5.	Sec.16	Canteens provided by the contractor / Principal employer.( in case 100 or more contract labourers are employed)	
6.	Sec.17	Rest-rooms provided by the contractor / Principal employer.	
7.	Sec.18	Facilities like sufficient supply of wholesome drinking water, latrines, urinals and washing facilities provided	
8.	Sec.19	Provision of First-aid facilities made	
9.	Sec.20	Principal Employer shall be liable to provide all prescribed amenities to the contractor labourers if not provided by the contractor	
10.	Sec.21(2)	Authorised representative nominated to be present at the time of disbursement of wages by the contractor, to certify the amount of wages paid to the contract labourers.	
11.	25	Forms and terms and conditions of license are not violated.	
12.	Sec.29 O Rule 74, 75, 78	Relevant registers and other records are maintained by the Principal employer and contractor.	
13.	R-76	Employment card in Form XIV is issued by the contractor.	
14.	R-79	Displayed the Notices/Abstracts and Rules by the contractor.	
15.	R-81	Displayed the notices showing the rates of wages, hours of work, wage period & other particulars by the principal employer / contractor.	

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(Yes/No)\_\_\_\_\_

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(Yes/No)\_\_\_\_\_