



Form VI
[See rule 25 (1)]

GOVERNMENT OF MAHARASHTRA
OFFICE OF LICENSING OFFICER AURANGABAD

Licence No.- **1641500110016359**



Dated - 20/01/2023

Fee Paid Rs. 5023.60

Licence

LICENCE is hereby granted to **KAPIL MULTI SERVICES AT. POST. GHANEGAON, GHANEGAON, GHANEGAON, GANGAPUR, AURANGABAD, MAHARASHTRA, 431136** under Section 12 (2) of the Contract Labour (Regulation and Abolition) Act, 1970 in respect of the registered establishment No.1641500710004791

Name - ENDURANCE TECHNOLOGIES LIMITED

Address - L-6/3, MIDC, INDUSTRIAL AREA, WALUJ,, WALUJ BK. CITY, GANGAPUR, AURANGABAD, MAHARASHTRA, 431136

of which **ENDURANCE TECHNOLOGIES LIMITED** is the Principal Employer subject to the condition specified in Annexure.

The Licence shall remain in force till **31/12/2023**

Validity unknown

Digitally Signed By **PORSE GAJANAN BHAAURAV (GOVERNMENT OF MAHARASHTRA)**
Date : 20-Jan-2023 15:08:26 IST

Signature of Licensing Officer
Under Contract Labour (R & A) Act,1970

Date :20/01/2023

Renewal (Rule 29)

Date of Renewal	Fee Paid for Renewal	Date of Expiry
20/01/2023	5,023.60	31/12/2023

ANNEXURE

The licence is subject to the following conditions :-

- i) The licence shall be non-transferable.
- ii) The number of workmen employed as contract labour in the establishment shall not, on any day, exceed 50.00 FIFTY
- iii) 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.
- iv) a) The rates of wages payable to the workmen by the contractor shall not be less than the minimum rates of wages fixed under the Minimum Wages Act, where that Act applies, where the rates have been fixed by agreement, settlement or award, shall not be less than the rates so fixed and where rates have been fixed under the Minimum Wages Act and under any agreement, settlement or award the rates shall not be less than the higher of the two rates.
b) Where the workmen employed by the contractor perform the same kind of work as the workmen or a class of workmen directly employed by the principal employer, the rates of wages payable to the workmen by the contractor shall be the rates payable to the workmen directly employed by the principal employer doing the same kind of work.
c) In any other case, the rates of wages shall be such as may be specified in this behalf by the Commissioner of Labour.
- (v) a) The hours of work and other conditions of service of the workmen of the contractor shall be in accordance with the provisions of the Minimum Wages Act, where that Act applies and where any agreement, settlement or award is in force, in accordance with the provisions of the said agreement, settlement or award; and where in any employment the Minimum Wages Act applies and there is also in force any agreement, settlement or award, the conditions of service shall be governed by provisions which are more beneficial to the workmen.
b) In other cases where the workmen employed by the contractor perform the same kind of work as the workmen directly employed by the principal employer of the establishment, the 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 establishment.
c) In case not falling under sub-clause (a) or (b) the hours of work and other conditions of service of the workmen of the contractor shall be such as may be specified by the Commissioner of Labour.
Explanation - While determining the wages, hours of work and other conditions of service under sub-clause (c) of clause (iv) and sub-clause (c) of clause (v), the Commissioner of Labour shall have due regard to the wages, hours of work and other condition of service obtained in similar employments.
- (vi) a) In every establishment, where twenty or more women are ordinarily employed as contract labour there shall be provided and maintained by the contractor a room or rooms for the use of children under the age of six years as may be required by the Commissioner of Labour and the standard of construction, scale of accommodation and the facilities shall be such as may be specified by the Commissioner of Labour:
Provided that, where the principal employer is required under the Factories Act and the Rules thereunder to provide and maintain a creche or other alternative arrangements for the use of children of women employees directly employed by him any arrangements made by the contractor with the principal employers for the use of the creche (or other alternative arrangements in lieu of creche) by the children under the age of six years of the female workmen employed by the contractor, shall be considered as the compliance of the provisions of this clause:
Provided further that, such arrangements are according to the standard prescribed in the Factories Act and the Rules framed thereunder.
b) In other cases, there shall be provided and maintained a room or rooms for the use of children under the age of six years, as may be specified by the Commissioner of Labour.
- vii) The contractor shall provide other essential amenities for contract labour employed in accordance with the Maharashtra Contract Labour (Regulation and Abolition) Rules, 1971.
- viii) The licensee shall notify any change in the number of workmen or the conditions of work to the licensing officer.

"बालकामगार कामावर ठेवणे गुन्हा आहे"



Form VI
[See rule 25 (1)]

GOVERNMENT OF MAHARASHTRA
OFFICE OF LICENSING OFFICER AURANGABAD

Licence No.- **1641500110016357**



Dated - 20/01/2023

Fee Paid Rs. 5023.60

Licence

LICENCE is hereby granted to **KAPIL MULTI SERVICES AT. POST. GHANEGAON, GHANEGAON, GHANEGAON, GANGAPUR, AURANGABAD, MAHARASHTRA, 431136** under Section 12 (2) of the Contract Labour (Regulation and Abolition) Act, 1970 in respect of the registered establishment No.1641500710004775

Name - ENDURANCE TECHNOLOGIES.LIMITED

Address - K-228/229, MIDC, INDUSTRIAL AREA,, WALUJ,, WALUJ BK. CITY, GANGAPUR, AURANGABAD, MAHARASHTRA, 431136

of which **ENDURANCE TECHNOLOGIES LIMITED** is the Principal Employer subject to the condition specified in Annexure.

The Licence shall remain in force till **31/12/2023**

Validity unknown
Digitally Signed By FORSE GAJANAN
BHAURAV (GOVERNMENT OF
MAHARASHTRA)
Date : 20-Jan-2023 15:09:14 IST

Signature of Licensing Officer
Under Contract Labour (R & A) Act,1970

Date :20/01/2023

Renewal (Rule 29)

Date of Renewal	Fee Paid for Renewal	Date of Expiry
20/01/2023	5,023.60	31/12/2023

ANNEXURE

The licence is subject to the following conditions :-

- i) The licence shall be non-transferable.
- ii) The number of workmen employed as contract labour in the establishment shall not, on any day, exceed 50.00 FIFTY
- iii) 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.
- iv) a) The rates of wages payable to the workmen by the contractor shall not be less than the minimum rates of wages fixed under the Minimum Wages Act, where that Act applies, where the rates have been fixed by agreement, settlement or award, shall not be less than the rates so fixed and where rates have been fixed under the Minimum Wages Act and under any agreement, settlement or award the rates shall not be less than the higher of the two rates.
b) Where the workmen employed by the contractor perform the same kind of work as the workmen or a class of workmen directly employed by the principal employer, the rates of wages payable to the workmen by the contractor shall be the rates payable to the workmen directly employed by the principal employer doing the same kind of work.
c) In any other case, the rates of wages shall be such as may be specified in this behalf by the Commissioner of Labour.
- (v) a) The hours of work and other conditions of service of the workmen of the contractor shall be in accordance with the provisions of the Minimum Wages Act, where that Act applies and where any agreement, settlement or award is in force, in accordance with the provisions of the said agreement, settlement or award; and where in any employment the Minimum Wages Act applies and there is also in force any agreement, settlement or award, the conditions of service shall be governed by provisions which are more beneficial to the workmen.
b) In other cases where the workmen employed by the contractor perform the same kind of work as the workmen directly employed by the principal employer of the establishment, the 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 establishment.
c) In case not falling under sub-clause (a) or (b) the hours of work and other conditions of service of the workmen of the contractor shall be such as may be specified by the Commissioner of Labour.
Explanation - While determining the wages, hours of work and other conditions of service under sub-clause (c) of clause (iv) and sub-clause (c) of clause (v), the Commissioner of Labour shall have due regard to the wages, hours of work and other condition of service obtained in similar employments.
- (vi) a) In every establishment, where twenty or more women are ordinarily employed as contract labour there shall be provided and maintained by the contractor a room or rooms for the use of children under the age of six years as may be required by the Commissioner of Labour and the standard of construction, scale of accommodation and the facilities shall be such as may be specified by the Commissioner of Labour:
Provided that, where the principal employer is required under the Factories Act and the Rules thereunder to provide and maintain a creche or other alternative arrangements for the use of children of women employees directly employed by him any arrangements made by the contractor with the principal employers for the use of the creche (or other alternative arrangements in lieu of creche) by the children under the age of six years of the female workmen employed by the contractor, shall be considered as the compliance of the provisions of this clause:
Provided further that, such arrangements are according to the standard prescribed in the Factories Act and the Rules framed thereunder.
b) In other cases, there shall be provided and maintained a room or rooms for the use of children under the age of six years, as may be specified by the Commissioner of Labour.
- vii) The contractor shall provide other essential amenities for contract labour employed in accordance with the Maharashtra Contract Labour (Regulation and Abolition) Rules, 1971.
- viii) The licensee shall notify any change in the number of workmen or the conditions of work to the licensing officer.

"बालकामगार कामावर ठेवणे गुन्हा आहे"



Form VI
[See rule 25 (1)]

GOVERNMENT OF MAHARASHTRA
OFFICE OF LICENSING OFFICER AURANGABAD

Licence No.- 1641500110016368



Dated - 20/01/2023

Fee Paid Rs. 5023.60

Licence

LICENCE is hereby granted to **KAPIL MULTI SERVICES AT. POST GHANEGAON, GHANEGAON, GHANEGAON, GANGAPUR, AURANGABAD, MAHARASHTRA, 431136** under Section 12 (2) of the Contract Labour (Regulation and Abolition) Act, 1970 in respect of the registered establishment No.1641500710004856

Name - ENDURANCE TECHNOLOGIES LTD

Address - K-120, MIDC INDUSTRIAL AREA, WALUJ, WALUJ BK. CITY, GANGAPUR, AURANGABAD, MAHARASHTRA, 431136

of which **ENDURANCE TECHNOLOGIES LTD** is the Principal Employer subject to the condition specified in Annexure.

The Licence shall remain in force till **31/12/2023**

Validity unknown
Digitally Signed By: PORSE GAJANAN
BHAURAV (GOVERNMENT OF
MAHARASHTRA)
Date : 20-Jan-2023 15:19:46 IST

Signature of Licensing Officer
Under Contract Labour (R & A) Act,1970

Date :20/01/2023

Renewal (Rule 29)

Date of Renewal	Fee Paid for Renewal	Date of Expiry
20/01/2023	5,023.60	31/12/2023

ANNEXURE

The licence is subject to the following conditions :-

- i) The licence shall be non-transferable.
- ii) The number of workmen employed as contract labour in the establishment shall not, on any day, exceed 70.00 SEVENTY
- iii) 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.
- iv) a) The rates of wages payable to the workmen by the contractor shall not be less than the minimum rates of wages fixed under the Minimum Wages Act, where that Act applies, where the rates have been fixed by agreement, settlement or award, shall not be less than the rates so fixed and where rates have been fixed under the Minimum Wages Act and under any agreement, settlement or award the rates shall not be less than the higher of the two rates.
b) Where the workmen employed by the contractor perform the same kind of work as the workmen or a class of workmen directly employed by the principal employer, the rates of wages payable to the workmen by the contractor shall be the rates payable to the workmen directly employed by the principal employer doing the same kind of work.
c) In any other case, the rates of wages shall be such as may be specified in this behalf by the Commissioner of Labour.
- (v) a) The hours of work and other conditions of service of the workmen of the contractor shall be in accordance with the provisions of the Minimum Wages Act, where that Act applies and where any agreement, settlement or award is in force, in accordance with the provisions of the said agreement, settlement or award; and where in any employment the Minimum Wages Act applies and there is also in force any agreement, settlement or award, the conditions of service shall be governed by provisions which are more beneficial to the workmen.
b) In other cases where the workmen employed by the contractor perform the same kind of work as the workmen directly employed by the principal employer of the establishment, the 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 establishment.
c) In case not falling under sub-clause (a) or (b) the hours of work and other conditions of service of the workmen of the contractor shall be such as may be specified by the Commissioner of Labour.
Explanation - While determining the wages, hours of work and other conditions of service under sub-clause (c) of clause (iv) and sub-clause (c) of clause (v), the Commissioner of Labour shall have due regard to the wages, hours of work and other condition of service obtained in similar employments.
- (vi) a) In every establishment, where twenty or more women are ordinarily employed as contract labour there shall be provided and maintained by the contractor a room or rooms for the use of children under the age of six years as may be required by the Commissioner of Labour and the standard of construction, scale of accommodation and the facilities shall be such as may be specified by the Commissioner of Labour:
Provided that, where the principal employer is required under the Factories Act and the Rules thereunder to provide and maintain a creche or other alternative arrangements for the use of children of women employees directly employed by him any arrangements made by the contractor with the principal employers for the use of the creche (or other alternative arrangements in lieu of creche) by the children under the age of six years of the female workmen employed by the contractor, shall be considered as the compliance of the provisions of this clause:
Provided further that, such arrangements are according to the standard prescribed in the Factories Act and the Rules framed thereunder.
b) In other cases, there shall be provided and maintained a room or rooms for the use of children under the age of six years, as may be specified by the Commissioner of Labour.
- vii) The contractor shall provide other essential amenities for contract labour employed in accordance with the Maharashtra Contract Labour (Regulation and Abolition) Rules, 1971.
- viii) The licensee shall notify any change in the number of workmen or the conditions of work to the licensing officer.

"बालकामगार कामावर ठेवणे गुन्हा आहे"



Form VI
[See rule 25 (1)]

GOVERNMENT OF MAHARASHTRA
OFFICE OF LICENSING OFFICER AURANGABAD

Licence No.- **1641500110016356**



Dated - 20/01/2023

Fee Paid Rs. 5023.60

Licence

LICENCE is hereby granted to **KAPIL MULTI SERVICES AT.POST. GHANEGAON, TQ. GANGAPUR, GHANEGAON, GANGAPUR, AURANGABAD, MAHARASHTRA, 431136** under Section 12 (2) of the Contract Labour (Regulation and Abolition) Act, 1970 in respect of the registered establishment No.1641500710004913

Name - ENDURANCE TECHNOLOGIES LIMITED

Address - E-92/93, MIDC, INDUSTRIAL AREA,, WALUJ BK. CITY, GANGAPUR, AURANGABAD, MAHARASHTRA, 431136

of which **ENDURANCE TECHNOLOGIES LIMITED** is the Principal Employer subject to the condition specified in Annexure.

The Licence shall remain in force till **31/12/2023**

Validity unknown

Digitally Signed By **PORSE GAJANAN BHAURAV** (GOVERNMENT OF MAHARASHTRA)
Date : 20-Jan-2023 17:06:47 IST

Signature of Licensing Officer
Under Contract Labour (R & A) Act,1970

Date :20/01/2023

Renewal (Rule 29)

Date of Renewal	Fee Paid for Renewal	Date of Expiry
20/01/2023	5,023.60	31/12/2023

ANNEXURE

The licence is subject to the following conditions :-

- i) The licence shall be non-transferable.
- ii) The number of workmen employed as contract labour in the establishment shall not, on any day, exceed 160.00 ONE HUNDRED SIXTY
- iii) 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.
- iv) a) The rates of wages payable to the workmen by the contractor shall not be less than the minimum rates of wages fixed under the Minimum Wages Act, where that Act applies, where the rates have been fixed by agreement, settlement or award, shall not be less than the rates so fixed and where rates have been fixed under the Minimum Wages Act and under any agreement, settlement or award the rates shall not be less than the higher of the two rates.
b) Where the workmen employed by the contractor perform the same kind of work as the workmen or a class of workmen directly employed by the principal employer, the rates of wages payable to the workmen by the contractor shall be the rates payable to the workmen directly employed by the principal employer doing the same kind of work.
c) In any other case, the rates of wages shall be such as may be specified in this behalf by the Commissioner of Labour.
- (v) a) The hours of work and other conditions of service of the workmen of the contractor shall be in accordance with the provisions of the Minimum Wages Act, where that Act applies and where any agreement, settlement or award is in force, in accordance with the provisions of the said agreement, settlement or award; and where in any employment the Minimum Wages Act applies and there is also in force any agreement, settlement or award, the conditions of service shall be governed by provisions which are more beneficial to the workmen.
b) In other cases where the workmen employed by the contractor perform the same kind of work as the workmen directly employed by the principal employer of the establishment, the 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 establishment.
c) In case not falling under sub-clause (a) or (b) the hours of work and other conditions of service of the workmen of the contractor shall be such as may be specified by the Commissioner of Labour.
Explanation - While determining the wages, hours of work and other conditions of service under sub-clause (c) of clause (iv) and sub-clause (c) of clause (v), the Commissioner of Labour shall have due regard to the wages, hours of work and other condition of service obtained in similar employments.
- (vi) a) In every establishment, where twenty or more women are ordinarily employed as contract labour there shall be provided and maintained by the contractor a room or rooms for the use of children under the age of six years as may be required by the Commissioner of Labour and the standard of construction, scale of accommodation and the facilities shall be such as may be specified by the Commissioner of Labour:
Provided that, where the principal employer is required under the Factories Act and the Rules thereunder to provide and maintain a creche or other alternative arrangements for the use of children of women employees directly employed by him any arrangements made by the contractor with the principal employers for the use of the creche (or other alternative arrangements in lieu of creche) by the children under the age of six years of the female workmen employed by the contractor, shall be considered as the compliance of the provisions of this clause:
Provided further that, such arrangements are according to the standard prescribed in the Factories Act and the Rules framed thereunder.
b) In other cases, there shall be provided and maintained a room or rooms for the use of children under the age of six years, as may be specified by the Commissioner of Labour.
- vii) The contractor shall provide other essential amenities for contract labour employed in accordance with the Maharashtra Contract Labour (Regulation and Abolition) Rules, 1971.
- viii) The licensee shall notify any change in the number of workmen or the conditions of work to the licensing officer.

"बालकामगार कामावर ठेवणे गुन्हा आहे"



Form VI
[See rule 25 (1)]

GOVERNMENT OF MAHARASHTRA
OFFICE OF LICENSING OFFICER AURANGABAD

Licence No.- **1641500110014699**



Dated - 20/01/2023

Fee Paid Rs. 5023.60

Licence

LICENCE is hereby granted to **KAPIL MULTI SERVICES AT.POST GHANEGAON, GHANEGAON, GANGAPUR, AURANGABAD, MAHARASHTRA, 431136** under Section 12 (2) of the Contract Labour (Regulation and Abolition) Act, 1970 in respect of the registered establishment No.1641500710004774

Name - ENDURANCE TECHNOLOGIES LTD.

Address - K-226/2,, MIDC, INDUSTRIAL AREA,, WALUJ, WALUJ BK. CITY, GANGAPUR, AURANGABAD, MAHARASHTRA, 431136

of which **ENDURANCE TECHNOLOGIES LTD.** is the Principal Employer subject to the condition specified in Annexure.

The Licence shall remain in force till **31/12/2023**

Validity unknown
Digitally Signed by **PORSE GAJANAN BHAURAV (GOVERNMENT OF MAHARASHTRA)**
Date : 20-Jan-2023 17:16:47 IST

Signature of Licensing Officer
Under Contract Labour (R & A) Act,1970

Date :20/01/2023

Renewal (Rule 29)

Date of Renewal	Fee Paid for Renewal	Date of Expiry
20/01/2023	5,023.60	31/12/2023

ANNEXURE

The licence is subject to the following conditions :-

- i) The licence shall be non-transferable.
- ii) The number of workmen employed as contract labour in the establishment shall not, on any day, exceed 250.00 TWO HUNDRED FIFTY
- iii) 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.
- iv) a) The rates of wages payable to the workmen by the contractor shall not be less than the minimum rates of wages fixed under the Minimum Wages Act, where that Act applies, where the rates have been fixed by agreement, settlement or award, shall not be less than the rates so fixed and where rates have been fixed under the Minimum Wages Act and under any agreement, settlement or award the rates shall not be less than the higher of the two rates.
b) Where the workmen employed by the contractor perform the same kind of work as the workmen or a class of workmen directly employed by the principal employer, the rates of wages payable to the workmen by the contractor shall be the rates payable to the workmen directly employed by the principal employer doing the same kind of work.
c) In any other case, the rates of wages shall be such as may be specified in this behalf by the Commissioner of Labour.
- v) a) The hours of work and other conditions of service of the workmen of the contractor shall be in accordance with the provisions of the Minimum Wages Act, where that Act applies and where any agreement, settlement or award is in force, in accordance with the provisions of the said agreement, settlement or award; and where in any employment the Minimum Wages Act applies and there is also in force any agreement, settlement or award, the conditions of service shall be governed by provisions which are more beneficial to the workmen.
b) In other cases where the workmen employed by the contractor perform the same kind of work as the workmen directly employed by the principal employer of the establishment, the 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 establishment.
c) In case not falling under sub-clause (a) or (b) the hours of work and other conditions of service of the workmen of the contractor shall be such as may be specified by the Commissioner of Labour.
Explanation - While determining the wages, hours of work and other conditions of service under sub-clause (c) of clause (iv) and sub-clause (c) of clause (v), the Commissioner of Labour shall have due regard to the wages, hours of work and other condition of service obtained in similar employments.
- vi) a) In every establishment, where twenty or more women are ordinarily employed as contract labour there shall be provided and maintained by the contractor a room or rooms for the use of children under the age of six years as may be required by the Commissioner of Labour and the standard of construction, scale of accommodation and the facilities shall be such as may be specified by the Commissioner of Labour:
Provided that, where the principal employer is required under the Factories Act and the Rules thereunder to provide and maintain a creche or other alternative arrangements for the use of children of women employees directly employed by him any arrangements made by the contractor with the principal employers for the use of the creche (or other alternative arrangements in lieu of creche) by the children under the age of six years of the female workmen employed by the contractor, shall be considered as the compliance of the provisions of this clause:
Provided further that, such arrangements are according to the standard prescribed in the Factories Act and the Rules framed thereunder.
b) In other cases, there shall be provided and maintained a room or rooms for the use of children under the age of six years, as may be specified by the Commissioner of Labour.
- vii) The contractor shall provide other essential amenities for contract labour employed in accordance with the Maharashtra Contract Labour (Regulation and Abolition) Rules, 1971.
- viii) The licensee shall notify any change in the number of workmen or the conditions of work to the licensing officer.

"बालकामगार कामावर ठेवणे गुन्हा आहे"



Form VI
[See rule 25 (1)]

GOVERNMENT OF MAHARASHTRA
OFFICE OF LICENSING OFFICER AURANGABAD

Licence No.- **2241500110037985**



Dated - 20/01/2023

Fee Paid Rs. 40023.60

Licence

LICENCE is hereby granted to **KAPIL MULTI SERVICES AT.POST. GHANEGAON, TQ. GANGAPUR, GHANEGAON, GANGAPUR, AURANGABAD, MAHARASHTRA, 431136** under Section 12 (2) of the Contract Labour (Regulation and Abolition) Act, 1970 in respect of the registered establishment No.2141500710021315

Name - ENDURANCE TECHNOLOGIES LTD

Address - E -71 PLANT, RANJANGAON SHENPUNJI, WALUJ MIDC, RANJANGAON (S) CITY, GANGAPUR, AURANGABAD, MAHARASHTRA, 431136

of which **ENDURANCE TECHNOLOGIES LIMITED** is the Principal Employer subject to the condition specified in Annexure.

The Licence shall remain in force till **31/12/2023**

Validity unknown

Digitally Signed By **PORSHI GAJANAN BHOURAV (GOVERNMENT OF MAHARASHTRA)**
Date : 20-Jan-2023 15:17:02 IST

Signature of Licensing Officer
Under Contract Labour (R & A) Act,1970

Date :20/01/2023

Renewal (Rule 29)

Date of Renewal	Fee Paid for Renewal	Date of Expiry
20/01/2023	40,023.60	31/12/2023

ANNEXURE

The licence is subject to the following conditions :-

- i) The licence shall be non-transferable.
- ii) The number of workmen employed as contract labour in the establishment shall not, on any day, exceed 250.00 TWO HUNDRED FIFTY
- iii) 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.
- iv) a) The rates of wages payable to the workmen by the contractor shall not be less than the minimum rates of wages fixed under the Minimum Wages Act, where that Act applies, where the rates have been fixed by agreement, settlement or award, shall not be less than the rates so fixed and where rates have been fixed under the Minimum Wages Act and under any agreement, settlement or award the rates shall not be less than the higher of the two rates.
b) Where the workmen employed by the contractor perform the same kind of work as the workmen or a class of workmen directly employed by the principal employer, the rates of wages payable to the workmen by the contractor shall be the rates payable to the workmen directly employed by the principal employer doing the same kind of work.
c) In any other case, the rates of wages shall be such as may be specified in this behalf by the Commissioner of Labour.
- (v) a) The hours of work and other conditions of service of the workmen of the contractor shall be in accordance with the provisions of the Minimum Wages Act, where that Act applies and where any agreement, settlement or award is in force, in accordance with the provisions of the said agreement, settlement or award; and where in any employment the Minimum Wages Act applies and there is also in force any agreement, settlement or award, the conditions of service shall be governed by provisions which are more beneficial to the workmen.
b) In other cases where the workmen employed by the contractor perform the same kind of work as the workmen directly employed by the principal employer of the establishment, the 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 establishment.
c) In case not falling under sub-clause (a) or (b) the hours of work and other conditions of service of the workmen of the contractor shall be such as may be specified by the Commissioner of Labour.
Explanation - While determining the wages, hours of work and other conditions of service under sub-clause (c) of clause (iv) and sub-clause (c) of clause (v), the Commissioner of Labour shall have due regard to the wages, hours of work and other condition of service obtained in similar employments.
- (vi) a) In every establishment, where twenty or more women are ordinarily employed as contract labour there shall be provided and maintained by the contractor a room or rooms for the use of children under the age of six years as may be required by the Commissioner of Labour and the standard of construction, scale of accommodation and the facilities shall be such as may be specified by the Commissioner of Labour:
Provided that, where the principal employer is required under the Factories Act and the Rules thereunder to provide and maintain a creche or other alternative arrangements for the use of children of women employees directly employed by him any arrangements made by the contractor with the principal employers for the use of the creche (or other alternative arrangements in lieu of creche) by the children under the age of six years of the female workmen employed by the contractor, shall be considered as the compliance of the provisions of this clause:
Provided further that, such arrangements are according to the standard prescribed in the Factories Act and the Rules framed thereunder.
b) In other cases, there shall be provided and maintained a room or rooms for the use of children under the age of six years, as may be specified by the Commissioner of Labour.
- vii) The contractor shall provide other essential amenities for contract labour employed in accordance with the Maharashtra Contract Labour (Regulation and Abolition) Rules, 1971.
- viii) The licensee shall notify any change in the number of workmen or the conditions of work to the licensing officer.

"बालकामगार कामावर ठेवणे गुन्हा आहे"