

LABOUR PRACTICE FOLLOWED AT IIT KHARAGPUR

On Sept. 15, 1956, the Parliament of India passed an act known as the Indian Institute of Technology (Kharagpur) Act declaring this Institute as an Institute of national importance. The Institute was also given the status of an autonomous University. From this modest start in 1950, IIT Kharagpur has been engaged in a steady process of development. The vast tree-laden campus, spreading over 2100 acres has a self-contained township.

The Institute has engaged several contractors/service providers for various outsourced services such as security, cleaning, electrical maintenance, plumbing maintenance, water treatment, horticulture services etc.

As part of GOI norms, labour practices followed by the Institute are as follows:

Principal Employer: As a Principal Employer, IIT Kharagpur ensures that all its outsourced manpower service providers/contractors comply with relevant labour welfare legislation in vogue i.e – The Minimum Wage Act 1948, The Payment of Bonus Act 1965, The Employee's State Insurance Act 1948 and The Employee's Provident Fund Act 1952, The Contract Labour (Regulation and Abolition) Act 1970 etc.

Disbursement of wages: The Institute ensures that wages to the outsourced manpower are disbursed by their respective service provider/contractors through the transfer of wages directly into the respective bank accounts of Outsourced Manpower. On receiving the bills from the service provider/contractors pertaining to payment of wages to the outsourced manpower, Institute releases the amount to the service provider/contractors.

Welfare and health of labours: IIT Kharagpur ensures that the outsourced manpower gets basic amenities like canteen, washroom, drinking water, first aid etc. available at the workplace.

Maintenance of books and registers: IIT Kharagpur ensures that the service providers/contractors maintain all the relevant registers/records required to be maintained under the minimum wages act 1948, the Payment of Bonus Act-1965, the Contract Labour (Regulation and Abolition) Act, 1970 etc.,

Maintenance of Notice Boards: IIT Kharagpur ensures that Notice Boards are installed at conspicuous places for viewing of outsourced manpower which is updated regularly.

EPF & ESIC contribution: IIT Kharagpur ensures that all the outsourced manpower are covered under the Employees Provident Funds and Miscellaneous Provision Act - 1952 (EPF) and the Employees State Insurance Corporation Act - 1948 (ESIC) as per Central Government rules.

OFF / Rest entitlement: IIT Kharagpur ensures that weekly off / rest is allowed to every outsourced manpower as per rule. Outsourced manpower working on Institute / National Holidays is compensated by an additional off or by payment of overtime wages.

The Child Labour: IIT Kharagpur ensures that none of its service providers/contractors engages any child labour and strictly adhere to the Child Labour (Prohibition & Regulation), Act 1986.

Conduct and discipline: The service provider/contractor is responsible for the conduct and discipline of the outsourced manpower engaged through them.

The Service provider / Contractor at all the time shall comply with all labour laws (Central / State in vogue) at his / her expense and shall keep the principal employer indemnified in respect thereof.