KERALA HEADLOAD WORKERS RULES 1981

THE KERALA HEADLOAD WORKERS RULES, 1981* RULES CHAPTER I I. Short title and commencement.— (I) These rules may be called the Kerala Headload Workers Rules, 1981. (2) They shall come into force on such date as the Government may by notification in the Gazette, appoint and different dates may be appointed for different areas and for different provisions of the rules and for different establishments.** 2. Definitions.— In these rules, unless the context otherwise requires.,— (a) (b) (c) (d) (f) "Act" means the Kerala Headload Workers Act, 1978 (20 of 1980). "Executive Authority" means, the Executive Officers of Panchayats and Townships and Commissioners of Municipalities and Corporations. "Form" means a Form appended to these rules. "prescribed wage" means, the rates of wages notified by Government from time to time after considering the advice of the Board '[in respect of any area where IA[The Kerala Headload Workers (Regulation Of Employment And Welfare) Scheme, 1983] is made applicable and in cases where no IAA[suchl scheme is made applicable, the rate of wages notified by Government from time to time.] "Registering authority" for the purpose of this Act shall be the Assistant Labour Officer, Grade 11 of the Labour Department of the Government of Kerala within his jurisdiction.] "Section" means a section of the Act

3. Application for direction for payment of wages.— (1) The application under Section 11 of the Act shall be in

Form No.l, with as many additional copies as there are opposite parties, filed within thirty days from the date on which the wages become due: * Published in Kerala Gazette Extra-ordinary No.354 dated 5.5.1981, Notification No.46424 E2/80-81/LBR dt. 5.5.81 as S.R.O. 542/81. " As per S.R.O. No.590/81 dated 19.5.1981. Published in K.G. Ext. No.386 dated 19.5.81 all the provisions of Rules came into force on 20.5.1981 in the whole of the State of Kerala in respect of all establishments to which the Act applies. . Substituted by S.R.O. No.217/2003 vide Notification G.O. (Rt.) No.660/2003/LBR dt. 10.3.2006. IA. Substituted by S.R.O. No. 1086/2007 published in K.G. Ext. No.2310 dt. 28.12.2007. IAA. Inserted by S.R.O. No. 1086/2007 published in K.G. Ext. No.2310 dt. 28.12.2007

2. Substituted by S.R.O. No. 1172/89 Notification G.O. (Rt.) No.1258/89/LBR dt. 4.7.1989. 40 THE KERALA HEADLOAD WORKERS RULES, 1981 1[Provided that the conciliation officer may admit an application even after expiry of the said period, if he is satisfied that the applicant had sufficient cause for not filing the application within the specified period.] (2) On receipt of such application, the Conciliation Officer shall issue notice of hearing to the parties concerned in

Form No.ll

CHAPTER 11 RULES PRESCRIBED UNDER CHAPTER V 4. Constitution.— The Board appointed under Section 14 of the Act shall be called the Headload Workers Welfare Board and the members of the Board shall be nominated as specified below:- (i) Five representatives of the employers in consultation with the interests concerned. (ii) Five representatives of the headload workers in consultation with the interests concerned. (iii) Five Officials to be nominated by Government. The Government shall appoint one of the 2[xxx] members as the Chairman of the Board

5. Term of office of Members.,, (1) The term of office of the members of the Board other than official members shall be for a period of three years from the date of nomination: 3[Provided that the outgoing non-official members of the Board shall continue in office until their successors are nominated.] (2) The official members shall hold office during the pleasure of the Government

6. Resignation of Office by Member and filling up of casual vacancies." (1) Any member other than an official member may resign his office by giving notice thereof in writing, to the Government, and on such resignation being accepted he shall be deemed to have vacated his office as a member of the Board. A non-official nominated as a member of the Board in the vacancy caused by resignation or death 4[or by removal under Section 15] of such a member shall hold office for the period to which the original member would normally have continued, had his membership not been discontinued: 5(xxxx) 5(xxxx) 7. Travelling allowance to Members.— (1) Travelling allowance of an official member shall be governed by the rules applicable to him for journeys performed on official duties and it shall be paid 6[to him directly from the funds of the Board]. (2) Every non-official member other than the members mentioned in sub-paras.(3) and (4) shall be paid travelling allowance and daily allowance for attending meetings of the Board (and for such other journeys that may be authorised by the Board] at such rates as are admissible to Grade I Officers of the Government. 2. 3. 4. 5. 6

7. Added by S.R.O. No.ll 72/89 Notification G.O. (Rt.) No. 1258/89/LBR dt. 4.7.1989. The word 'official' omitted by G.O. Rt. 342/88/LBR dt. 27.2.88.S.R.O. No.254/88 dt. 29.2.1988. Proviso Inserted by G.O. (Rt.)No. 1258/89/LBR dt. 4.7.89. S.R.O. No.ll 72/89 The words "or by removal under Section 15" substituted by ibid. Proviso and sub-rule (2) omitted by G.O. (Rt.) No. 1258/89/LBR dt. 4.7.1989.S.R.O. No. 1172/89. Substituted by S.R.O. No. 1172/89/G.O. (Rt.) No. 1258/89/LBR dt. 4.7.1989. Substituted by S.R.O. No. 1172/89/G.O. (Rt.) No. 1258/89/LBR dt. 4.7.1989. THE KERALA HEADLOAD WORKERS RULES, 1981 41 (3) Every member who, being a Member of the State Legislative Assembly, attends a meeting of the Board, shall be entitled to such travelling l[and daily allowance] as is admissible to him under the provisions of the Payment of Salaries and Allowance Act, 1951. (4) Every member who, being a member of either House of the Parliament, attends a meeting of the Board, shall be entitled to 2[travelling allowance and daily allowance as are admissible] to the Members of Parliament

8. Meetings of the Board.— The Board shall meet at such place and time as may be specified by the Chairman. A notice in writing containing the date, time and venue of the meeting along with a list of business to be transacted at the meeting shall be sent to each member at least 10 days prior to the date fixed for such meetings: Provided that in the case of an emergency meeting, notice of at least three days should be given to each member. 2[8A. Sub-Committee of the Board.— (I) The Board may constitute such sub committees for the purpose or purposes as it may think fit. (2) While constituting a sub-committee, the Board may nominate one of its members to be the Chairman of that Committee. (3) The Committee shall meet at such times and places as the Chairman of the said sub- committee may decide. (4) The provisions of Rules 8, 9, 10 and 11 shall apply to the Committee for transaction of business at its meeting as they apply to the Board, subject to the modification that the quorum specified in Rule 10 that at least one representative of the employers and the workers are present shall not be insisted upon. (5) The provisions of Rule 7 shall apply to the members of the sub-committee for attending the meeting of the Committee as they apply to the members of the Board.] 9. Chairman.— The Chairman shall preside at every meeting of the Board. In the absence of the Chairman at any meeting, the members present shall elect, from amongst themselves one member, by a majority of votes, who shall preside at such meeting. IO. Quorum.— No business shall be transacted at any meeting unless at least one third of the members and at least one representative each of the employers and the workers are present: 3[Provided that if, at any meeting there is no quorum the Chairman shall adjourn the meeting to a date not later than 15 days from

the date of original meeting and it shall, thereupon be lawful to dispose of the business at the adjourned meeting even if there is no quorum: In the adjourned meeting, the business shall be confined to the agenda circulated for the original meeting. Notice of such meeting shall be given to all members.] 11. Disposal of Business.— Every question considered at a meeting of the Board shall be decided by a majority of the votes of the members present and voting, and in the event of an equality of votes, the Chairman shall have and exercise a casting vote

1. Substituted by S.R.O. No.1172/89/G.O. (Rt.) No. 1258/89/LBR dt. 4.7.1989

2. Inserted by S.R.O. No.1172/89 G.O. (Rt.) No. 1258/89/LBR dt. 4.7.1989

3. Rule IO renumbered as sub-rule (1), the proviso substituted and sub-rule (2) inserted by S.R.O. No. 1172/89 G.O.(Rt.) No. 1258/89/LBR dt. 4.7.89. 42 THE KERALA HEADLOAD WORKERS RULES, 1981 12. Minutes of the meeting.— Every decision taken at a meeting of the Board shall be recorded in a Minutes Book at the same meeting and signed by the Chairman. The Minutes Book shall bé a permanent record. The minutes of every meeting of the Board showing, interalia, the names of members present there at shall be circulated to all the members present (in the State) not later than '[twenty one] days from the date of the meeting. 1[13. Powers and functions of the Board.— (1) In addition to and without derogation of the powers conferred on the Board under the Act, Rules and the Scheme, the Board shall have the following powers and shall be responsible for,— (a) (b) (c) (d) (f) (g) (h) dealing with all matters connected with the administration of the fund as specified in the Scheme or Schemes. laying down general policies regarding welfare of the headload workers. the submission of annual budget of the Board to Government for approval; the submission of annual report to Government on the working of the Schemes; the annual audit of accounts of the fund in accordance with Government instructions; the collection of contribution from the Headload Workers and local committees and remittance thereof to the respective funds including such other charges under the Scheme or Schemes; the proper maintenance of account and speedy settlement of claims; the sanction of advances and timely recovery of the advances. (2) The Board shall render necessary advice to Govemment on the general welfare of the headload workers and shall furnish information on such matters as the Government may refer to it from time to time. (3) The Board may, from time to time, subject to such conditions as it may deem fit, delegate its administrative and financial powers to any officer under its control or superintendence to the extent considered necessary by it for the administration of the Scheme or Schemes. (4) The Board shall also specify the powers and duties of the officers of the Committee constituted under Section 18 and delegate such administrative and financial powers to them from time to time, subject to the limits and conditions, as it may deem fit.] 14. 2[Powers to supervise the Committees].— The Board shall co-ordinate and supervise all activities of the Committees appointed under Section 18 of the Act and for this purpose issue such directions as it may deem necessary and the Committees shall comply with such directions

15. Appointment and powers of Chief Executive.— (1) The Govemment may appoint an officer of the Labour Department not below the rank of a Joint Labour Commissioner who shall be the Chief Executive. (2) The Chief Executive shall be a member of the Board ex officio and he shall nominated by the Government under item (iii) of Rule 4. 2[(3)(a) The Board shall be represented by the Chief Executive and he shall sue and b sued in its name. The Board shall authorise any of its officers from time to time to represen it in any such proceedings or exercise the powers which are specifically conferred; 1. Substituted by S.R.O. No.1172/89 G.O. (Rt.) No. 1258/89/LBR dt. 4.7.89

2. Substituted by ibid.THE KERALA HEADLOAD WORKERS RULES, 1981 43 (b) The Chief Executive shall be the Authority for issuing orders of transfer and postings of the officers appointed under Sections 16 and 19 upto the grade of Junior Superintendent and shall have the power to take disciplinary action against them whenever necessary, subject to the rules in force from time to time; (c) The Chief Executive shall be the competent authority to sanction increment, pay fixation, pay advance, travelling advance, travelling allowance, leave, surrender of earned 'eave and such other entitlements due as per Central Govemment Orders to all officers of bhe Board and Committee from time to time; (d) The Chief Executive may sanction expenditure for contingencies, supplies and services and purchases required for administering the Fund and the Scheme, subject to the limits upto which he may be authorised from time to time by the Board]. (4) The Chief Executive may also exercise such administrative and financial powers other than those specified in sub-rule (3) above as may be delegated to him by the Board. (5) The Chief

Executive may delegate from time to time his administrative and financial powers to any of the officers under his control and superintendence to the extent considered desirable by him. (6) A statement of any such delegation of powers made by the Chief Executive shall be placed by him for the information of the Board at its next meeting and shall also be reported to Government

16. Finance Officer.— (1) The Government shall appoint an Officer not below the rank of a Deputy Secretary to Government in the Finance Department as Finance Officer of the Board. (2) The Finance Officer shall be responsible for all financial and accounting matters of the Board subject to the supervision and control of the Chief Executive and shall prepare the budget to the Board from time to time. (3) The Finance Officer shall pre-audit all the expenditure of the Board and shall report to the Chief Executive any irregularity that may come to his notice. (4) The officers and staff of the Board and the Committees shall be under the general supervision and control of the Chief Executive of the Board

17. Constitution of the Fund.— (1) A fund shall be created called the "Headload Workers General Fund". The fund shall vest in the Board and shall be administered by it. The fund shall be operated by the Chief Executive according to the directions of the Board and shall be utilised only for the purposes provided for in the Act, Rules and Schemes formulated from time to time]

18. Advances by Government.—The Government may from time to time advance loans to the Board for the purposes of the Act on such terms and conditions as the Govemment may, in each case, determine

19. Deposit and investment of money belonging to the Headload Workers General Fund.— (1) All money belonging to the Fund shall be invested in such manner as may be specified by the Government from time to time. (2) All expenses incurred in respect of and loss, if any, arising from any investment shall be charged to the Fund

1. Substituted by S.R.O. No.1172/89 G.O. (Rt.) No.1258/89/LBR dt. 4.7.89. 44 THE KERALA HEADLOAD WORKERS RULES, 1981 20. Annual Report on the working of Scheme.— The Board shall approve before the 15th day of June each year and submit to the Government before the 31st July each year a report on the working of the Scheme during the previous financial year. 1[21. Submission of Annual Report before the Legislature.-- On receipt of the annual report on the working of the Scheme, the report shall be laid by the Government before the Legislative Assembly at the earliest possible occasion]

22. Audit.,, (1) The accounts of the Fund including the administration account shall be '[got audited before the 30th September every year] in accordance with the instructions issued by the Govemment from time to time. Any defect pointed out in the Audit Report shall be rectified by the Board and necessary rectification report thereof shall be sent to Government within three months, from the date of receipt of audit report in the Board Office]. (2) The charges on account of audit shall be paid out of the administration account

23. Budget.— (1) The Chief Executive shall place before the Board each year in the first fortnight of January, a budget showing the probable receipts and expenditure during the next financial year (2) The budget as approved by the Board shall be submitted for the approval of the Government within a month of its being placed before the Board. The Government may make such modifications in the budget as they consider necessary and the approved budget shall be returned to the Board before 31st March every year]. (4) The Chief Executive may, at any time during the year, make budgetary reappropriation of funds approved in the budget: Provided that: (a) the total amount sanctioned in the budget by Government is not l[exceeded and no reappropriation is made in any of the sub heads where the Government have reduced budget provision without prior sanction of Government]; and (b) The funds so re-appropriated are utilised only for meeting the expenses of administration. (5) Every re-appropriation made shall be reported by the Chief Executive to the Govern- ment and to the Board

CHAPTER Ill 3[24. Functions and procedure of the Committee.— (I) The functions of the committee shall be those Specified and assigned by the Board from time to time and those that are specifically provided for in the Act, Scheme or Schemes made under Section 13. (2) The term of every non-official member of the Committee appointed under Section 18 shall be two years from the date of nomination : Provided that the Committee may continue to function after expiry of the term till a new Committee is appointed or constituted: Provided further that the official members of the Committee shall hold office during the pleasure of the Government

1. Substituted by S.R.O. No.1172/89 G.O. (Rt.) No.1258/89/LBR dt. 4.7.89

3. Inserted by ibid THE KERALA HEADLOAD WORKERS RULES, 1981 45 (3) Casual vacancies of the members arising out of any reason shall be filled up in the same manner as specified in Rule 6.(4) The Committee shall meet at such place and time within its area of jurisdiction as may be specified by the Chairman. The Convener shall, at least seven days prior to the date fixed for the meeting, send notice in writing and under certificate of posting or by messenger to all members specifying the date, venue and time of the meeting along with a list of items of business to be transacted in the meeting: Provided that in the case of an emergency meeting notice of at least 24 hours may be given to each member. (5) For the purpose of presiding over of meeting quorum, disposal of business, minutes of the meeting etc., Rules 9, 10, 11 and 12 shall apply mutatis mutandis to the Committee as well. (6) The copies of the minutes of every committee meeting shall be sent to the Chief Executive of the Board, within seven days from the date of the meeting under the signature of the Chairman.] RULES PRESCRIBED UNDER CHAPTER VII 1125. Settlement of disputes.— (I) The settlement arrived at as per sub-section (3) of Section 21 shall be in

Form No.lll. (2) The decision referred to in sub-section (4) of Section 21 shall be communicated to the parties by registered post acknowledgement due.] 2[25A. Appeal.— (I) Any person aggrieved by any decision of the Conciliation Officer under sub-section (4) of Section 21 of the Act may file an appeal against such decision to the appellate authority within 60 days of receipt of the decision of the Conciliation Officer. The appeal shall be accompanied with a copy of the decision of the Conciliation Officer: Provided that the appellate authority may admit an appeal filed after the expiration of the said period if he is satisfied that the appellant had sufficient cause for not filing the appeal, within the said period: Provided further that no such appeal shall be admitted after a period of six months from the date of decision appealed against. (2) The procedure to be followed by the appellate authority while hearing appeals preferred to him shall be summary. He shall record briefly the evidence adduced before him and pass orders giving his reasons therefor. The orders of the appeal shall be communicated to the parties as soon as possible. Copies of the order shall be furnished to the parties if required by them. (3) Any party to the dispute appeal may be represented by the duly authorised representative with the permission of the Conciliation Officer Appellate Authority. Assistance of legal practitioners, however, may be availed of only with the consent of the other parties and leave of the Presiding Officer]. NOTE All headload workers, whether permanently employed in an establishment or not are to get registration under Rule 26A — The registration contemplated by the Scheme is not applicable to permanent workers employed in an establishment. Raghavan v. Superintendent ofPolice, 1998 (2) KLT 732 (F.B.)

1. Substituted by S.R.O. No.1172/89 G.O. (Rt.) No.1258/89/LBR dt. 4.7.89

2. Substituted by ibid.46 THE KERALA HEADLOAD WORKERS RULES, 1981 CHAPTER REGISTERS AND RECORDS RULES PRESCRIBED UNDER CHAPTER IX 26. Preparation of Registers.— The Assistant Labour Officer shall be the authority to prepare a register of headload workers working in the area within his jurisdiction and the Register shall be in

Form No.lV. NOTE Rule 26 — There is no restriction against any headload worker seeking permanent employment under an employer in an establishment For obtaining registration what is required is a good physic and when an employer prepared to engage a person as a headload worker, it is not necessary that he should have already been working under the employer or he should have previous experience as a headload worker — Right of an employer to employ his own headload workers cannot be Alfred Thomas v. State ofKera1a, 2015 (4) KLT SN 131 (C.No.157). discarded. l[26A. Registration of Headload Workers:— (1) 2[Any headload worker may] submit his application for registration in Form IX to the Registering Authority concerned, with as many additional copies as there are employers or contractors from whom he claims to work. On receipt of such application the Registering Authority shall issue notice in Form X to the employers or contractors from whom the headload worker claims work and in area where the Kerala Headload Workers (Regulation of Employment and Welfare) Scheme, 1983 is in operation, to the Chairman, Kerala Headload Workers Welfare Board Local Committee in such area with copy of the application inviting objections, if any, on such application.] (3) After considering the objections, if any, received and after giving an opportunity of being heard, the Registering Authority shall register the name of the headload worker in the Register of Headload Workers, on being satisfied that the headload worker is eligible for registration and communicate the fact to the parties within two weeks of such registration. The Registering Authority shall also issue identity card to the registered headload worker 4[in Form XII. If the name is not registered, the Registering Authority shall communicate the fact to the applicant with reasons therefor. Where the identity card of registration granted to a headload worker under sub- section (3) is defaced or accidently lost or irrecoverably destroyed, he shall apply for a duplicate identity card along with two copies of recent photograph and a fine of t25 (Rupees twenty five only) to the Registering authority concerned. The Registering authority may after making necessary enquiries and satisfying himself of the genuineness, issue a duplicate identity card.] 6[4.The registration of the person as headload worker may be cancelled by 7[the Deputy Labour Officer or the District Labour Officer concerned or where there is no post of Deputy Labour Officer in that District Labour Office, by the Assistant Labour Officer Grade I] after 2. 3. 4. 5. 6

7. Added by Notn. No.G.O.(Rt.) No.18/83/LBR, dt. 7.1.1983 published in K.G. No.40 dt. 7.1.1983 as S.R.O. No.31/1983. Substituted by S.R.O. No. 1172/89 G.O. (Rt.) No. 1258/89/LBR dt. 4.7.89. Substituted by Notification No. G.O. (Rt.) No.72/2006/LBR, published in K.G. Ext. No.96 dt. 17.1.2006. Substituted by S.R.O. No. 1172/89 dt4.7.1989. Sub-rule (3A) inserted by S.R.O. No. 1114/98 dt. 24.12.1998. Inserted by S.R.O. No.431/94 published in K.G. No.336 dt. 13.4.1994. Substituted by S.R.O. No.763/95 dt. 18.5.1995. THE KERALA HEADLOAD WORKERS RULES, 1981 47 satisfying himself on a report from Registering Authority that the Registration has been obtained by fraud or mistake: Provided that not less than one months' previous notice in writing specifying the ground on which the registration is proposed to be cancelled shall be given by the authority empowered to cancel the registration to the headload worker, before the registration is cancelled.] NOTES Merely because an application for registration was made or registered headload workers were engaged for a brief period in some of its units, it cannot be said that exempted undertaking has waived its right under notification Headload Workers Act, 1978 (Kerala), S. I (3) — "Waiver", meaning of. Hindustan Latex Employees Welfare Society v. Trivandrum District Headload & General Workers Union, 2010 (4) KLT 391. For registration under R.26A, it is not necessary that person seeking registration should be headload workers already working under an employer who seeks to employ them as his permanent attached headload workers. Rajeev v. District Labour Officer, 2010 (4) KLT 783. An unattached worker also cannot be denied a registration under R.26A on ground that he is not already a headload worker — Headload Workers (Regulation of Employment and Welfare) Scheme, 1983, CIs.6A& 6B. Rajeev v. District Labour Officer, 2010 (4) KLT 783. Registering Authority is an independent statutory authority exercising quasi-judicial function — Cannot be dictated by any authority including Local Committee of Headload Workers Welfare Board. Ravi v. Assistant Labour Officer, 2009 (3) KLT SN 44 (C.N0.47). A person who may casually attend to loading/unloading work in an establishment is not entitled to be identified as a headload worker. Employer has the right to carry on the work including unloading work by engaging his own workman. Neither the employer nor the employees are obliged to register themselves under the Act, Rule or Scheme. Venkataraman v. Sub Inspector of Police, 2005 (4) KLT 365. In respect of an application for Registration under Rule 26A, the emplo tter. So the writ petitioner had the right

to file the Writ Petition for the reliefs. Perfect Engineers and Contractors v. Asst. Labour Officer, 2004 (I) KLT SN 54 (C.No.71 Headload worker who holds an identity card under Rule 26A cannot be denied employment on account of the shifting of the business from one place to another — They do not require any further registration under Para.6A(3) of the Scheme. Pareeth v. Sub Inspector of Police, 2003 (2) KLT 128. Registration of headload workers. Irrespective of whether the Scheme is applicable to the area of work or not registration under Rule 26A is essential. There is no right to insist to get the work done through persons who are not registered as headload workers. Karunakara Kurup v. State of Kerala, 2002 (2) KLT 776. The word "aggrieved" includes existing workmen. Existing workmen are entitled to maintain an appeal. Jnana Prakasam v. Natarajan, 2002 (1) KLT 39. 2000 (3) KLT 676 Reversed Police protection — Permanent workers doing loading and unloading in an establishment within the area in which Scheme is enforced, not entitled to police protection if they are not registered under Rule 26A of the Headload Workers Rules. Samyuktha Thozhilali Union v. Omana Johnson, 2001 (2) KLT 145. Whatever be the category of workers, all the headload workers shall have registration. An employer cannot employ a headload worker who is not a registered headload worker. Headload Workers (Regulation of Employment and Welfare) Scheme, 1983 (Kerala) Para.6.1. John K. Paul v. State ofKerala, 1998 (2) KLT 887. All headload workers, whether permanently employed in an establishment or not are to get registration under Rule 26A. The registration contemplated by the Scheme is not applicable 48 THE KERALA HEADLOAD WORKERS RULES, 1981 to permanent workers employed in an establishment, either directly by the employer or through a contractor: But that does not mean that such permanent workers cannot get registered as per the provisions contained under Rule 26A. Raghavan v. supdt. ofP01ice, 1998 (2) KLT 732 (F.B.). As long as they are permanent headload workers working for an establishment irrespective of the area to which they belong to, they can carry on the work outside such area as long as it is for establishment. Eastem Condiments (P) Ltd. v. Sub Inspector of Police, 2012 (3) KLT 58. Assistant Labour Officer granting registration to permanent workers of petitioner — Appeal by Welfare Fund Board Appellate Authority cannot direct sharing of work by registered workers and other headload workers. Lilly Varghese v. District Labour Officer, 2013 (1) KLT 585. Even in the notified areas, right of an employer to employ his own headload workers cannot be discarded. Majeed v. District Labour Officer, 2015 (1) KLT 750. It is open to an employer to engage permanent headload workers attached to his establishment to do the loading and unloading work whether it is in an area where scheme is made applicable or not and even if registered pool workers are available in the locality. V star creations (P) Ltd. v. District Labour Officer, 2012 (2) KLT 883. Notwithstanding the fact that a worker has no registration under R. 26A, he can be employed by any employer in any area in which the Scheme has not become functional. Nujumudeen v. City Police Commissioner, 2011 (3) KLT 268. Notice to the employer is also intended to enable the employer to 'object to the notice Of registration' and there is an obligation on the registering authority to consider the objections. Theresa Jose v. sub InspectorofP01ice, 2015 (1) KLT 485 (L.B.). Obstruction to loading/unloading work by a dealer using his own permanent workers having registration — Disputes if any as to entitlement Of permanent workers to work has to be adjudicated before appropriate authority — Directions issued for police protection. Nipun v. Circle Inspector of Police, 2014 (4) KLT SN 108 (C.No.137). Registration of an attached worker of a particular shop and registration of a new workman in the area — Right of hearing of "aggrieved person " — In the first case only the employer and worker alone would fall within term "aggrieved person". Majeed v. District Labour Officer, 2015 (1) KLT 750. There cannot be denial of employment to registered headload workers, even if establishment was shifted from one place to another place. Eastern Condiments (P) Ltd. v. Sub Inspector of Police, 2012 (3) KLT 58. There is no restriction against any Headload Worker seeking permanent employment under an employer in an establishment situated within the area of the operation of the Scheme. Ramesh v. Assistant Labour Officer, 2013 (4) KLT 524. It is only when registration is granted to a fresh, unattached headload worker that the rights of the other unattached headload workers are affected in any manner. Muhammed Shafeek v. District Labour Officer, 2015 (1) KLT 314. The Secretary or functionary of the union of headload workers who constitute the pool of unattached workers of the locality has not been conferred a right of hearing — They also do not have any right to claim a right of appeal. Muhammed Shafeek v. District Labour Officer, 2015 (1) KLT 314. No provision in theAct, Rules or Scheme prohibits an employer/establishmentfrom permanently engaging or appointing a Headload Worker exclusively for the works in such establishment, even if such establishment is situated within the area of the operation of the

Scheme or even if he was engaging workers from the pool. Ramesh v. Assistant Labour Officer, 2013 (4) KLT 524. Rule 26A — Trade unions have no right to say that workers employed by petitioner, who are registered under Rules and to whom identity cards have been issued, are not entitled to be employed on ground that they are not members of any trade union. TMV Natural Oils and Extracts (P) Ltd. v. Sub Inspector of Police, 2016 (4) KLT 784. THE KERALA HEADLOAD WORKERS RULES, 1981 49 Rule 26A — Employees of an establishment who had applied for registration as headload •orkers are entitled to obtain registration as headload workers. Prasanna Kumar v. District Labour Officer, 2021 (5) KLT OnLine 1056. Rule 26A — The grant or rejection of an application for registration of other employees of the same establishment is not a ground to refuse even a consideration of applications filed by other ernployees of the very same establishment. Christy Siby v. Assistant Labour Officer, 2021 (6) KLT '144. Rule 26A — The need or the requirement of headload workers in an establishment and their unbers are all matters to be decided by the employer. Christy Siby v. Assistant Labour Officer, 2021 (6) KLT 444. Rule 26A — The nature of work indulged in by the applicants, prior to the application for registering as headload workers, has no significance as the applicants could not have worked as readload workers or do headload work in a scheme covered area, without obtaining registration. Brijesh John v. Assistant Labour Officer, 2022 (1) KLT 473. Rule 26A — The reduction of income or job opportunities for existing headload workers is not at all a ground under law for denying registration to workers who are willing to do loading and unloading works. Brijesh John v. Assistant Labour Officer, 2022 (1) KLT 473. Rule 26A — Certification of the service registers is not a condition precedent for grant of registration under Rule 26A of the Rules. Brijesh John v. Assistant Labour Officer, 2022 (1) KLT 473. Rule 26A — The employees of an establishment, who had applied for registration as headload workers, are entitled to obtain registration as headload workers. Brijesh John v. Assistant Labour Officer, 2022 (I) KLT 473. Rule 26A — As per proviso to Section 9A in the case of works which require the assistance of skilled persons and which are to be done with due diligence or require the aid of machinery, such works may be done by engaging the persons having such skill or by the machinery. Hadiyya Logistics Private Limited v. Jayan, 2021 (3) KLT 22. Rule 26A — Considering the nature of work in the ware-house, manual headload workers will have no right to claim that they should be engaged to the exclusion of machines or skilled workers who operate the equipment. Hadiyya Logistics Private Limited v. Jayan, 2021 (3) KLT 22. Rule 26A — To be a headload worker as contemplated under the Act, one must be a registered headload worker. Manzoor v. District Labour Officer, 2021 (5) KLT 554. Rule 26A — The reasoning that one should have done headload work in the establishment to be a headload worker, would lead to an anomalous situation, where, no new persons could ever be registered as a headload worker in a scheme covered area. Manzoor v. District Labour Officer, 2021 (5) KLT 554. Rule 26A — The inclination or willingness to do headload work along with consent of the employer to employ the person as a headload worker, will satisfy the requirements of the Act and Scheme to obtain registration as a headload worker. Manzoor v. District Labour Officer, 2021 (5) KLT 554. Rule 26A — A permanent worker, engaged by an employer of an establishment situated in areas covered by the scheme, can register himself as a headload worker under Rule 26A of the Sunny Varghese v. Assistant Labour Officer, 2022 (1) KLT 570. Rules. Rule 26A — Any person who is willing to do loading and unloading must have the freedom to do the said work unless it is curtailed by a reasonable restriction — If the restriction of registration curtails the fundamental right of every individual to do headload work and the said restriction has to be constitutionally valid, without falling foul of Article 19(1)(g) and Article 14. Sunny Varghese v. Assistant Labour Officer, 2022 (1) KLT 570. Rule 26A — The provisions of the Act relating to registration have been read down to mean willingness to do headload work with sufficient physique and the employer's consent is sufficient to grant registration. Sunny Varghese v. Assistant Labour Officer, 2022 (1) KLT 570. 50 THE KERALA HEADLOAD WORKERS RULES, 1981 Rule 26A — Merely because the existing cardholders have a right of appeal, it does not mean that registration cannot be granted to the permanent employees. Sunny Varghese v. Assistant Labour Officer, 2022 (I) KLT 570. Rule 26A — The reduction of income or job opportunities for existing headload workers is not a ground under law for denying registration to workers who are willing to do loading and unloading works in an establishment that falls under areas covered by the scheme. Sunny Varghese v. Assistant Labour Officer, 2022 (1) KLT 570. Rule 26A — Where no scheme is implemented in an area, then there is no specific requirement for getting a registration under Rule 26A of the Rules — The mere fact of registration under Rule 26A in an area where there is no scheme implemented or Pool

constituted, would not confer any right on the registered worker to claim work under any employer within that area. Sureshkumar v. District Labour Officer, 2021 (2) KLT 313 (F.B.). Rule 26A — When a scheme is implemented and headload workers with Rule 26A Cards are issued with Rule 6A Cards under the scheme then they become the unattached workers of the area, who carry on regular or incidental loading and unloading work in that area — This right also does not extend to the work in establishments/employers who have attached workers having registration under Rule 26A. Sureshkumar v. District Labour Officer, 2021 (2) KLT 313 (F.B.). Rule 26A — Jnana Prakasam (2002 (1) KLT 39) is correctly decided but applies only to Scheme covered areas — As far as the principles propounded by the Single Judge in Arogyaswamy (2000 (3) KLT 676), it applies in non-Scheme areas. Sureshkumar v. District Labour Officer, 2021 (2) KLT 313 (F.B.). Rule 26A — In a non-Scheme area an existing headload worker registered under Rule 26A has no right to be participated in an enquiry contemplated under Rule 26A for registration and also has no right to appeal under Rule 26C against the grant of a fresh registration. Sureshkumarv. District Labour Officer, 2021 (2) KLT 313 (F.B.). Rule 26A — In a non-Scheme area the right of an existing headload worker registered under Rule 26A, to object to a fresh registration is by approaching the Registering Authority under sub-rule (4) of Rule 26A from which order there could be an appeal maintained under Rule 26C. Sureshkumar v. District Labour Officer, 2021 (2) KLT 313 (F.B.). Rule 26A — In the case of Scheme covered areas no unattached worker who has a registration under Rule 6A of the Scheme of 1983 has the right to be participated in an enquiry, contemplated under Rule 26A for registration of attached workers — They would however be represented by the Local Committee before the Registering Authority. Sureshkumar v. District Labour Officer, 2021 (2) KLT 313 (F.B.). Rule 26A — In a Scheme covered area when a fresh registration is granted under Rule 26A to attached workers then an unattached worker or his Union or even the Pool leader could file an appeal under Rule 26C against the fresh registration. Sureshkumar v. District Labour Officer, 2021 (2) KLT 313 (F.B.). Rule 26A — The Assistant Labour Officer or the District Labour Officer, as the case may be, are bound to conduct periodical inspection in establishments where headload workers having registration under 26A are working to ascertain whether such headload workers are regular workers of the establishment and are being provided with work on a regular basis. Vetro Traders and Integrated Services v. Sub Inspector of Police, 2019 (3) KLT 825. Rule 26A — Only regular workers in the pay-roll of the employer can be issued with Rule 26A cards and moonlighting of workers with different employers cannot be permitted. Vetro Traders and Integrated Services v. Sub Inspector of Police, 2019 (3) KLT 825. Rule 26A — The mere fact that Rule 26A cards have been issued would not enable the cardholders to seek loading and unloading work in the area as a matter of right — Such a right arises only when the scheme under the Headload Workers (Regulation of Employment and Welfare) Scheme is extended to the area and a pool is constituted, wherein members are issued with Rule 6A cards. A and J Granites v. Station House Officer, 2019 (3) KLT 738. THE KERALA HEADLOAD WORKERS RULES, 1981 51 Rule 26A — Only a headload worker, having registration and identity card under Rule 26A of the Rules, is eligible for registration under Para 6A. Makkarv. State of Kerala, 2019 (3) KLT 518. Rule 26A —An establishment can use their own registered workers in a different place even f the registration has been done by the competent Authorities at another place. Southem Agencies v. Sub Inspector of Police, 2018 (4) KLT 862. Rule 26A — Fact that employer has another work place cannot be a reason to deny employment to headload workers already engaged by him — Headload workers registered under Rule 26A cannot be asked to have themselves re-registered in another place merely for the reason that their employer has started an additional place of work elsewhere — Pool workers cannot cause obstruction. A One Fumiture v. Sub Inspector of Police, 2018 (2) KLT 731. Rules 26A & 26C — When registration is granted to attached workers of an establishment, unattached workers will have a right to challenge said registration, if according to them registration is given without conducting proper enquiry into the matter. Shereefv. Muhammed Shefeek, 2017 (3) KLT 106. Rule 26A(2) — Rule does not envisage issuance of any notice before registration to existing registered 'unattached workers' in area and no right is conferred upon them to submit objections. Gangadharan v. Abdul Nasir, 2016 (4) KLT 592. Rule 26A(2) — Right to live is there for a person, who becomes eligible, to get registered and to eke out his livelihood in area — Nobody can contend that those who became fortuitous to have obtained registration earlier could alone continue as such, denying similar rights to others. Gangadharan v. Abdul Nasir, 2016 (4) KLT 592. Rule 26A(2) When there is a dispute with reference to non-compliance of Rule 26A(2) it would be proper for Assistant Labour Officer to

reconsider the matter in accordance with law after issuing a proper notice to the Board rather than assuming that there is valid notice. Shereef v. Muhammed Shefeek, 2017 (3) KLT 106. 1126B. Registration of dependents of workers dying-in-hamess.— (1) Notwith- standing anything contained in these rules, if a headload worker in the rolls of the Committee dies while in service, that dependent of the deceased headload worker who has been registered in the Committee under the Scheme as per para 6C or 6E of the Kerala Headload Workers (RE&W) Scheme shall be registered under these rules by the Registering Authority. In doing so, the Registering Authority shall be guided by the communication received from the Committee as per para 6C of the Scheme. (2) The granting of such registration shall be intimated to the Committee and to the dependent worker concerned. 26C. Appeal.-- (1) Any person aggrieved by an order of the Registering Authority under 2[sub-rules (3) or (4)] of Rule 26A may file an appeal within 60 days from the date of receipt of such order before an officer not below the rank of District Labour Officer notified by Government as Appellate Authority in this behalf: Provided that the Appellate Authority may admit an appeal filed after the expiry of the said period if he is satisfied that the appellant has sufficient cause for not filing the appeal within the said period: Provided further that no such appeal shall be admitted after a period of six months from the date of the order of the Registering Authority appealed against. (2) On receipt of an appeal, the appellate authority may make such enquiries as he deems fit and after giving the employer if any and headload worker an opportunity of being 1. Inserted by S.R.O. No-1172/89 G.O. (Rt.) No.1258/89/LBR dt. 4.7.89

2. Substituted by S.R.O. No.431/94 published in K.G. Ext. No.336 dt. 13.4.1994. 52 THE KERALA HEADLOAD WORKERS RULES, 1981 heard and decide the appeal within a period of 30 days from the date of receipt of the appeal. The decision of the appellate authority shall be final. NOTES Issue of identity cards — Competency of appeal — Appeal shall lie against an order allowing registration consequent on which identity cards are issued. Trivandrum District Headload Workers Union v. District Labour Officer, 2002 (I) KLT 547. The word 'aggrieved' includes existing workmen. Existing workmen are entitled to maintain an Jnanaprakasam v. Natarajan, 2002 (1) KLT 39. appeal. The word 'aggrieved' only refers to the employer, contractor or the applicant and none else. Appeal by third persons or fellow employees is not maintainable. Arogyaswamy v. District Labour Officer, 2000 (3) KLT 676 & Jnanaprakasam v. Natarajan, 2002 (1) KLT 39. Rule 26C — Where Secretary of a Union of Workers have challenged the registration of certain employees of an establishment he also becomes a person aggrieved Appeal filed by him cannot be thrown away on the ground of locus standi. Shereef v. Muhammed Shefeek, 2017 (3) KLT 106. Rule 26C — Eventhough already existing registered unattached workers could be said as persons aggrieved on granting registration to more persons in area and hence are eligible to prefer an appeal in terms of Rule 26C, it is for appellate authority to consider all these aspects to an appropriate extent, giving effect to scheme of the statute, without compromising fundamental principle of equality before law and such other relevant provisions. Gangadharan v. Abdul Nasir, 2016 (4) KLT 592

27. Maintenance of Registers and Records by Employers.-- (I) Every employer shall maintain a Register of Employment and Wages in Form No.V. (2) Every employer shall supply to every headload worker wage in Form No. VI on every Saturday, containing particulars for the week ending on that day. The Registers and records maintained under these rules shall be made available and produced or caused to be produced for inspection at all reasonable hours by an Inspector.] (4) The registers and records required to be maintained under these rules shall be kept at the work-spot or 2[in the office of the employer] and the entries therein relating to each day shall be made on the same day. (5) The employer shall obtain the signature or thumb impression of every headload worker in the Register of Employment and Wages and on the wage card at the time of the disbursement of wages. NOTES Employer has to bear the charges for supply of labour cards and receipts which are to be Chamber of Commerce v. State of Kerala, 2010 (2) KLT 421. maintained by them under S.27. Kerala Headload Workers Act is a comprehensive self-contained Code in matters relating to employers and employees including maintenance of registers and records and other personalities. It shall prevail over provisions of Minimum Wages Act, 1948 and Kerala Shops and Commercial Establishments Act, 1960. Provisions of the above two enactments are not available for prosecuting the employers after the commencement of Headload Workers Act and Rules. Das Paul v. Assistant. Labour Officer, 1986 KLT 249. Rule 27 —Though , there is no specific provision for intimating the jurisdictional Assistant Labour Officer in regard to the engagement of the permanent

headload workers registered elsewhere, the 1. Substituted by S.R.O. No.1172/89 G.O. (Rt.) No.1258/89/LBR dt. 4.7.89

2. Substituted by S.R.O. No.1172/89 G.O. (Rt.) No.1258/89/LBR dt. 4.7.89. THE KERALA HEADLOAD WORKERS RULES, 1981 53 zoose of Rule 27 will be served only when such an intimation is given to the jurisdictional Assistant —nour Officer in those areas other than where originally they were registered. K.K. Issac and co. v. District Police Chief, 2020 (2) KLT 228. Rule 27 The establishment which is having permanent employees is bound to maintain the —ster of such employees wherever they are engaged. K.K Issac and co. v. District Police Chief, 2020 (2) KLT 228. '[28. xxxl CHAPTER V MISCELLANEOUS RULES PRESCRIBED UNDER CHAPTER 29. Recovery of money due from the employer.— The application for recovery of •roney due to a headload worker from the employer shall be in

30. Recovery of money due from headload workers.— The application for recovery of money due from a headload worker to an employer under Section 38 shall be in

Form No.Vlll and shall be accompanied by sufficient number of additional copies as there are opposite parties. FORM I APPLICATION FOR PAYMENT OF WAGES (See Rule 3(1)) Application under Section 11 of the Act Before the Conciliation Officer Appointed under the Kerala Headload Workers Act, 1978 Name(s) and Address(es) of the Headload Workers Applicant(s) Name(s) and Address(es) of the Employer(s) Opposite Party/Parties The applicant(s) above mentioned state(s) as follows:—) The applicant(s) has/have been employed by the opposite party/parties as detailed below:- (a) Date(s) and details of work done during hours between 7 a.m. to 7 p.m. (b) Date(s) and details of work done during hours between 7 p.m. to 7 a.m.] (2) The opposite party(s) are the Employer(s) within the meaning of Section 2(b) of the Headload Workers Act, 1978 (Act 20 of 1980). (3) The wages prescribed under Section ..... of the said Act and payable for the above category of work is ..... for days and an amount of e ..... is due from the employers for the period from ..... (here enter dates). The amount actually paid to the applicant(s) is at . .....Ps..... per day. The balance amount payable is . (4) The applicant, therefore, prays that a direction be issued to the employer under sub- section (2) of Section 11 of the Act for the payment of the above said balance amount to me

1. Rule 28 omitted by S.R.O. No.1172/89 G.O.(Rt.) No.1258/89/LBR dt. 4.7.1989

2. The words "and shall be accompanied by as mar{y copies as there are opposite parties" omitted by S.R.O. No. 1172/89 G.O. (Rt.) No. 1258/89/LBR dt. 4.7.1989

3. Substituted by S.R.O. No.1172/89 G.O. (Rt.) No.1258/89/LBR dt. 4.7.89. Station: Signature or Thump Impression Date: of the Applicant (s) Note: In filling up the Form score off portions not applicable.

FORM 11 (See Rule 3(2)) NOTICE TO THE OPPOSITE PARTY/PARTIES TO APPEAR BEFORE THE CONCILIATION OFFICER APPLICATION NO. Applicant(s) Opposite Party/Parties . (here enter the name of the applicant(s) the above said application to me under the Kerala Headload Workers Act, 1978 (20 of 1980) you are hereby called upon to appear before me in person or by a duly authorised agent who can answer all material questions relating to the application or who shall be accompanied by some person who is able to answer all such questions, on the ..... day of . ... a.m./p.m. to answer the CLAIM with all documents and WITNESSES if any. Please take notice that in the event of your failure to appear before me on the appointed date and time the application will be heard and determined in your absence. 54 (5) The applicant(s) does/do solemnly declare that the facts stated in the application are true to the best of his/her/their knowledge, belief and information. Whereas.....he made . .. at. THE KERALA HEADLOAD WORKERS RULES, 1981 Copy of the application is enclosed. Place: Date: Signature of the Conciliation Officer He is requested to be present before me on the above date, time and place with all relevant records. Place: Date: Signature 1981 11. Ill. IV. Place: Date: THE KERALA HEADLOAD WORKERS RULES, FORM Ill [See Rule 28] MEMORANDUM OF SETTLEMENT Parties to the dispute:- (a) Representing employer: - (b) Representing Headload Workers:- Short Recital of the Case:- Terms of settlement Signature of parties 55 Signature, designation and address of Conciliation Officer. FORM [See Rule 26] REGISTER OF HEADLOAD WORKERS Name of Local Body : Sl. No. Name and Address of Headload Workers 2 Father's Name or husband's Name 3 Date of Birth 4 Nature of work 5 Name and Address of Emplo- yer 6 Date Of appli- cation for regi- 7 Date of regi- stration 8 Regis- tration No. 9 Date of comme- ncement of service 10 Signa- ture of regi- stering autho- rity 11 THE KERALA HEADLOAD WORKERS RULES, 1981 z THE KERALA HEADLOAD WORKERS RULES, o 1981 57 58 1. 2. 3. 4. 5. 6. 7. 8. 9. 10

FORM VI [See Rule FOR THE WEEK COMMENCING FROM .....,. TO.. Name and address of the employer Name of headload worker No. of days worked Units of work done Nature of work done Date of wages Wages, Basic Wages (i) Wages due for work done during 7 a.m. to 7 p.m. (ii) Wages for work done during 7 p.m. to 7 a.m. (one and half times wages) (b) D.A. (c) Other allowances Gross wages payable Deduction (a) Welfare fund contribution (i) Employee's contribution (ii) Employer's contribution (b) Other deductions, if any Net amount paid Date of payment Signature of the employer Signature or thump impression or his authorised of the headload worker representative 1. Substituted by S.R.O. No.1172/89 G.O./Rt. No. 1258/89/LBR dt. 4.7.89. '•e xcicant(s) above mentioned submit(s) that he/she/they/the headload workers •ran—es and address are/is mentioned in the list enclosed is/are registered headload THE KERALA HEADLOAD WORKERS RULES, 1981 FORM [See Rule 29] APPLICATION FOR RECOVERY OF MONEY DUE FROM THE EMPLOYER No Applicant (s) Opposite party .....of ..... (Rupees . 59 .cfiing with e: torn ..... — (here enter the names and addresses of the employer) and that a sum of . . (Rupees z him/her/them from the above mentioned employer under settlement dated . arrived at before . . between . .....or decision dated . The details of the claim are mentioned below in the Annexure. It is therefore rat early action may kindly be taken to recover the amount from the employer as n Section 36 and disburse the amount to the applicant (s) concerned. Signature of Applicant FORM Vill [See Rule 30] APPLICATION FOR RECOVERY OF MONEY DUE FROM THE HEADLOAD WORKERS Applicant(s) Opposite party Eplicant submits that he is an employer, employing •e•soad workers. An amount of . s to the applicant from the headload worker/Shri . . from the headload E".ers mentioned in Annexure as per the settlement dated arrived at before . ... and .....or decision dated . The details of the claim are mentioned in the Annexure. It is therefore prayed that orders may kindly be issued early for the of the amount in . ... instalments as provided in Section 30. Certified that the information furnished above is true to the best of my knowledge and Place: Date: Signature of the Applicant 60 Sl. No. THE KERALA HEADLOAD WORKERS RULES, 1981 ANNEXURE DETAILS OF THE CLAIM LIST OF HEADLOAD WORKERS FROM WHOM MONEY IS DUE Name FORM IX [See Rule 26A(1)] Amount Due: 1. 2. 3. 4

5. APPLICATION FOR REGISTRATION OF HEADLOAD WORKERS Name and Address of the headload worker Name(s) and Address(es) of the employers under whom the headload worker is working Nature of work Date of Birth & Age of headload worker Date of commencement of work under the employer : .... solemnly affirm that the particulars fumished above are true to the besl of my knowledge and belief and request that my name may be registered. Place: Date . Signature of the Applicant '

FORM X [See Rule NOTICE Applicant (s) Opposite party Whereas the applicant (s) mentioned above has/have filed application(s) for registration as headload worker(s) in Form IX, copy enclosed, you are hereby requested to file objections, if any, within 15 days from the receipt of this notice with additional copies. You are also requested to be present before me in this office on at . a..m./p.m. for hearing in the above matter with relevant records and witnesses without fail. If you do not file any objection and if you do not attend the hearing, it will be presumed that you have no objection in registering the applicant (s) as headload worker(s) and a decision will be taken in your absence. Dated this the . Encl Place : Date . day of . . . . 20 1[Signature of the Registering Authority] Official designation: Address : 1. Substituted by Notification G.O. (Rt.) No. 18/83/LBR dt. 7.1.1983 published in K.G. No.40 dt. 7.1.1983. 1981 To He/they/ is/are also requested to be present for the hearing on . at..... THE KERALA HEADLOAD WORKERS RULES, Copy to .. ..(AppIicant (s)). 61 . a.m./p.m . ..... in with relevant records and witness if he is absent, on that day, decision will be taken in his absence. 1. 2. 3. 4. 5. 6. 7. 2. '[FORM Xl [See Rule 26A IDENTITY CARD Reg. No. Name of the worker Address of the worker Age and date of birth Nature of work Name and address of the employer, if the worker is employed by a particular employer Area where the worker normally works Passport size Photo (issuing authority shall sign over the photo with office seal) Registering Authority (Assistant Labour Officer .....) 2KERALA HEADLOAD WORKERS ACT, 1978 AND THE RULES FRAMED THEREUNDER IDENTITY CARD ....Panchayat/Municipality/Corporation . Substituted by Notification No.1258/89/LBR dt. 4.7.89. Cover of Identity card.