

# **Domestic workers (Registration , Social Security and Welfare ) Act 2008**

## **Statement of objects and reasons**

The issue of exploitation of women and children domestic workers is frequent and regularly reported. With no rights and rules to fall back on, most of the domestic helps have become contemporary slaves. It is also a known fact that many women and children are trafficked and exploited by the placement agencies, which operate openly without any form of restrictions and regulations.

In last few decades there has been a tremendous growth in the demand for domestic workers which has led to the trafficking and other forms of exploitation of millions of Women and children of the both sexes and to meet this growing demand there has been a spurt of thousands of placement agencies providing domestic workers in metro-towns of many states who are exploited in various ways as well as trafficked and remain outside the purview of any legislative control.

Absence of any legal protection , has led to severe exploitation women and children which include depriving domestic workers from there entire salary average more then 16-18 hours of work per day, absence of proper food and living/sleeping condition, forced and total cut off from their family members, bounded labour , sexual exploitation by agent during transit, at the office of agency and at the work place in houses of employers, The list of exploitation is endless and frequently reported upon by the media

The legislations such the recent notification on prohibition of child labour in domestic work under Child Labour (Prohibitions & Regulation ) Act, 1986 can not be implemented in the absence of any implementation mechanism in this Act. Recently few State Govt. have taken different initiative such as including domestic workers under minimum wage notification but in the absence of a central legislation capable of reaching all domestic workers none of these state level measures can really benefit the domestic workers

**That only a Comprehensive Central Legislation specifically designed to meet the working condition of the domestic workers including registration , who are an important segment of service sector of Indian economy and who have an Multiplier impact on the economy by enabling the women in particular to work by sharing the family burden, can ensure the end of the exploitation of these domestic workers.**

**That in the public interest that the domestic workers, employing, as it does, a very large number of women and whose conditions of work and living need amelioration and to whom regularity of employment must be assured, Placement agencies must be regulated so that the Directive Principles of the Constitution more particularly the relevant provisions Article 39, 41, 42, 43, and 43-A of the Constitution are given effect to by a law made by Parliament with reference to entries 22, 23 and 24 of List III in the 7<sup>th</sup> Schedule in the Constitution.**

## **CHAPTER ONE PRELIMINARY**

### **1. Short title, Extent and Commencement**

- (a) This Act may be called the “Domestic Workers Employment Regulation and Social Security Act”.**
- (b) It extends to the whole of India except the state of Jammu & Kashmir**
- (c) It does not apply to such domestic workers emigrating for employment to any other country**
- (d) It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint.**

- 2. Definitions- in this Act unless the Context otherwise requires**
- a) “Appropriate Government” means the concerned State Government or the Union Territory administration.**
  - (b) “Beneficiaries “ means every domestic worker registered as a beneficiary under this Act**
  - ( c) “Child “means a person who has not completed eighteen years of age.**
  - (d) “Central Advisory Committee “ means an advisory Committee constituted by the central Government under section 4 of the act**
  - (e) “District Board” means the District monitoring Board for domestic workers established under Section 8 of the act**
  - (f) “Domestic Worker” means, a person who is employed for remuneration whether in cash or kind , in any house hold or similar establishments through any agency or directly, either on a temporary basis or permanent, part time or full time to do the household work or allied work  
EXPLANATION: household and allied work includes but is not limited to activities such as cooking or a part of it, washing clothes or utensils, cleaning or dusting of the house, caring/nursing of the children/sick/old/handicapped**
  - (g) Domestic Workers Welfare Fund – means the fund under section 15 of the Act**
  - (h) “Employer” means any person ,persons, authorities, management engages the domestic worker to do any work in a household whether part time or full time either directly or through any other person or agency and who has an ultimate control over the affairs of the household and includes any other person to whom the affairs of such household is entrusted, whether such person is called an employee or is called by any other name**
  - (i) “Notification” means a notification published in the Official Gazette.**

**(j) "Placement agencies" means any voluntary association registered under the society's registration Act 1860 or a company registered under the companies Act 1956 or any other law for the time being in force, which espouses the cause of domestic work and/or provides or engages in employment of domestic workers**

**and includes any person or an association of such persons or placement agency whether registered or otherwise through whom any such worker is engaged in any household work with the principal employer .**

**Explanation: "Placement Agency" means any agency /bureau /contractor or person(s) or association or organization whether registered or otherwise which provides/ engages in employment of domestic workers or whether registered or otherwise which facilitates the placement of domestic help for prospective employers and includes such agency or person offering such services through any print ,electronic or any form of communication**

**(k) State Monitoring Board means the State monitoring Board for domestic workers established under section --- of the act**

**(l) Workplace means any household where a domestic worker works.**

**Explanation: household means any residential place where the domestic worker works**

**(m) "Wages" means all remunerations expressed in terms of money or capable of being so expressed which would, if the terms of contract of employment, express or implied were fulfilled, be payable to a domestic worker in respect of work done but does not include -**

**(i) the value of any house accommodation, supply of light, water, medical attendance, or any other amenity or any service excluded from the computation of wages by general or special order of the Government;**

**(ii) any contribution paid by the employer to any pension fund or provident fund or under any scheme or social insurance and the interest which may have accrued thereon;**

**(iii) any traveling allowance or the value of any traveling concession;**

**(iv) any sum paid to the domestic worker to defray special expenses**

- entailed on him by the nature of his employment
3. Act not in derogation of other laws

The provisions of this Act shall be in addition to, and not in derogation of the provisions of any other law, for the time being in force.

## CHAPTER TWO

### IMPLEMENTING AUTHORITIES UNDER THE ACT

#### 4. CENTRAL ADVISORY COMMITTEE

(1) The Central Government shall, constitute a Committee to be called the Central Advisory Committee (hereinafter referred to as the Central Committee)

(2). The Central Committee shall consist of—

(a) A Chairperson to be appointed by the Central Government;

(b) such number of members , as the central government may nominate , that shall include association, Union or persons espousing the cause of domestic workers , individuals having expertise in issues relating to labour matters, women and child issues , law and any other interests which in the opinion of the central Government ,ought to be represented on the central Board

Provided further that composition of committee shall be at least 5 members excluding the chairperson

(3) The number of persons to be appointed as members from the categories specified in sub-section (2), the term of officer and other conditions of service of, the procedure to be followed in the discharge of their functions and the manner of filling up of vacancies shall be such as may be prescribed

**5. Functions of the Central Committee**

**(1) The Central committee shall perform the following functions:**

- (a) To review and monitor implementation of the Act and rules made there under and recommend to the Central Government of any changes in the said Act and rules.**
- (b) Review and monitor the implementation of the Act in States**
- (c) Advise the State Boards regarding schemes for benefit and welfare of domestic worker such as social security , health ,medical ,education and other beneficial schemes**
- (d) Advise upon such matters arising out of the administration of this Act or any scheme made under this Act or relating to the application of the provisions of this Act to any particular class of domestic workers and employers, and co-ordination and monitoring of the work of various Boards**
- (e) In consultations with State Boards prescribe Minimum Standards to achieve Decent Conditions of Work**
- (f) Recommend appropriate strategies on elimination of any form of trafficking/ forced/ bonded labour and child labour where the child happens to be below 16 yrs. of age.**
- (g) Any other matter as may be prescribed by the central Government**

**6. State Board**

**(1) State Government, as the case may be ,shall constitute a Board to be called the Domestic worker Board (hereinafter referred to as the Board)**

**(2). The Board, shall consist of—**

**(a) A Chairperson to be appointed by the State Government;**

**(b) such number of members , as the appropriate Government may nominate , that shall include association, Union or persons espousing the cause of domestic workers , individuals having expertise in issues relating to labour matters, women and child issues , law and any other interests**

**which in the opinion of the appropriate Government ,ought to be represented on the central Board**

**Provided further that composition of Board shall be at least 5 members excluding the chairperson**

- (3) The number of persons to be appointed as members from the categories specified in sub-section (2), the term of officer and other conditions of service of, the procedure to be followed in the discharge of their functions and the manner of filling up of vacancies shall be such as may be prescribed**

## **7. Functions of the State Board**

- (1) The State Board shall perform the following functions:**
- (a) Review and monitor the District Board constituted for the State and take appropriate steps to ensure its proper and effective implementation**
  - (b) Allocate funds to the district Board and administer the domestic workers welfare fund and allocate such amounts to the State and district Boards as may be considered necessary**
  - (c) Prescribe the fees to be charged from the employers, service providers and domestic workers from time to time**
  - (d) Prescribe fee for registration as beneficiaries under the Fund and rate per mensem for the beneficiaries of the fund.,**
  - (e) Implement such schemes and welfare measures as formulated in consultation with the central Board**
  - (f) Prescribe the form of register to be maintained for registration of beneficiaries under the fund**
  - (g) Procedure for renewal of registration certificate**
  - (h) Entertain appeals with respect to any decision taken under section 16 (4) of the Act**

- (i) **Ensuring decent conditions of service , including rates of remuneration, hours of work and conditions as to holidays and pay in respect thereof; in consultation with central committee**
- (j) **ensuring minimum payment to domestic workers registered as beneficiaries who are available for work in respect of periods during which full employment, or even part employment, is not available;**
- (g) **Any other matter as may be prescribed**

## **8. District Boards**

- (1) **The Central Government or the State Government, as the case may be, shall by an order notified in the Official Gazette, constitute a District board in each of the districts.**
- (2) **The number of persons to be appointed as members of the Board , the term of officer and other conditions of service of, the procedure to be followed in the discharge of their functions and the manner of filling up of vacancies shall be such as may be prescribed**

## **9. Functions of the Board**

- (1) **The District Boards shall perform the following functions:**
  - (a) **Designate any one or more of the following at such areas as maybe considered necessary , as Workers' Facilitation Centres (WFC) for purposes of facilitating registration of workers:**
    - i) **Local Panchayati Raj Institutions (PRI) or urban local bodies;**
    - ii) **Resident welfare associations/society ;**
    - iii) **Non-profit organizations working among the Domestic workers.**

**Provided further that such Workers' Facilitation Centres (WFC) shall function under the supervision of the district Board**

- (b) The Board shall carry out or cause to carry out the registration of domestic worker and employers and service providers as per the procedure prescribed under the Act either directly or through the WFC and maintain records.
- (c) The district Board shall Monitor and maintain records regarding the movement of women and children from village/district to any other place in connection with domestic work
- (d) The board shall maintain such registers and records giving such particulars of domestic workers employed the nature of work performed by the domestic worker, and such other particulars in such form as may be prescribed.
- (a) Facilitate the settlement of disputes through conciliation as per the procedure provided under the Act.
- (b) Maintain proper records of the beneficiaries under the fund
- (c) Renewal of registration certificate
- (d) Issue of identity card for the beneficiaries
- (e) Disseminate information on available social security schemes for the Workers;
- (i) Authorize the WFC to act as an authorized intermediary in collecting contributions from the workers and others as mandated under the Act and remit them to the district Board;
- (j) Training, imparting skills to domestic workers;
- (k) Implement any schemes or any welfare measures framed by the central Board in consultation with State Boards
- (l) any other matter as may be prescribed

#### **10. Powers of the District Board**

Subject to any rules by the State Government in this behalf, the Board may, within the local limits

- (a) Make such examination and hold such inquiry as may be necessary for ascertaining whether the provisions of this Act have been or are being complied within any place or premises:
- (b) Require the production of any document, record or evidence (written or oral)

- (c) Enter, with such assistance as it may consider necessary, at all times any place or premises if there are reasonable grounds for suspecting that any domestic worker has or is being subjected to any form of sexual exploitation or wrongfully confined in any such place or premises or rescue any child being used employed as a domestic worker
- (2) Every employer shall accord to the Board , all reasonable facilities in the discharge of his duties under this Act.
- (3) Each District board shall have the same powers as are vested in civil court under the Code of Civil Procedure, 1908 (5 of 1908), when adjudicating a dispute in respect of the following matters, namely -

  - (a) enforcing the attendance of any person and examining him on oath;
  - (b) compelling the production of documents and material objects;
  - (c ) issuing commissions for the examination of witnesses;
  - (d) in respect of such other matters as may be prescribed;

### **CHAPTER THREE REGISTRATION PROCEDURE**

- 11. REGISTRATION – (a) Notwithstanding anything contained in any law for the time being in force, all domestic workers, employers or service providers shall be registered as per procedure hereinafter prescribed**
- (b) Every employer / service provider and domestic worker wherever applicable, shall within one month of the commencement of the employment of domestic worker, in the household, shall submit to the District Board or any person so authorized by the District Board, application along with prescribed fee ,for registration , providing such details as prescribed

Provided that the Board or any such person so authorized may entertain any such application for registration after expiry of the period fixed in this behalf, if satisfied that the applicant had sufficient cause from making the application in time.

c) Where a domestic worker undertakes part time work in two or more households and is not engaged through any placement agency, it shall be the duty of such domestic worker to register with the District Board

Provided further that where such worker is engaged through any agency and works in more than one household, it shall be the duty of such agency to register the worker

- (d) where a domestic worker leaves the work in a district and moves to any other area in any part of the territory of India and takes up work in any household in such part either on his/her own or through any agency or middleman, it shall be the duty of such worker or agency or middleman, to inform the concerned Board where so registered regarding the move and register with the Board At the place where work has been taken up.
- (e) Notwithstanding anything contained in provisions above, where a domestic worker is engaged through a middleman or agency or service provider for work in any household , it shall be the duty of such agency or middleman or service provider and not of the main employer in whose household such worker works , to register as per the procedure prescribed.
12. Registration fee – (a) where a employer engages a domestic worker on full time basis, it shall be the duty of such employer to register with the Board on payment of prescribed fee, which shall form a part of yearly subscription, irrespective whether the domestic worker continues in such employment or otherwise or performs any part of household work part time in more than two households
- (b) Where a domestic worker is engaged through a agency or middleman or service provider it shall be the duty of such agency or middleman as the case may be , to provide such details for registration along with the fee as may be prescribed

Provided that the Board may on application made by any service provider exempt such service provider from payment of the fee, if so considered necessary, giving cogent reasons therefore

**13. Renewal of registration certificate**

A registration certificate shall be renewed at an interval of One year on the payment of the fee as may be prescribed

**14. Employment of a child:**

No child shall be employed as a domestic worker or for any such incidental or ancillary work which is prohibited under any law for the time being in force.

**Chapter FOUR**

**ESTABLISHMENT OF FUND**

**15. Domestic Workers Welfare Fund**

There shall be formed a Fund, to be called the Domestic workers Welfare Fund, and there shall be credited thereto--

- (a) Any grants made to the Fund by the Central Government ;
  - (b) Any money received by the beneficiaries
  - ( c ) all amounts from the District Boards received as registration and other fees
  - (d) Any income from investment of the amounts in the Fund. e) All fines collected
- (2) The Fund shall be administered and applied by the State Board to meet the expenditure incurred in connection with measures and facilities which, in the its opinion is necessary or expedient to promote the welfare of domestic workers; and, in particular,--
- (i) To defray the cost of such welfare measures or facilities for the benefit of domestic workers /beneficiaries as may be decided by the Board

- (b) To sanction any money in aid of any scheme for the welfare of the domestic - workers including family welfare, family planning, education ,Insurance and other welfare measures ;
- (c) To meet the allowances, if any, of the members of the Committees and the State /District Board and WFC under this Act and the salaries and allowances, if any, of persons appointed under section ;
- (e) Any other expenditure which the Board may direct to be defrayed from the Fund.

## **CHAPTER FIVE**

### **REGISTRATION OF DOMESTIC WORKERS AS BENEFICIARIES**

#### **16. Beneficiaries of the Fund**

- (1) Subject to the provisions of this Act, every domestic worker registered as a beneficiary under this Act shall be entitled to the benefits provided by the Board from its Fund under this Act.

Every domestic worker who has completed eighteen years of age, but has not completed sixty years of age, and who has been engaged in any domestic work for not less than ninety days during the preceding twelve months shall be eligible for registration as a beneficiary under this Act.

- (2) An application for registration shall be made in such form, as may be prescribed, to Board in this behalf.
- (3) Every application under sub-section (2) shall be accompanied by such documents together with such fee not exceeding -----rupees as may be prescribed.
- (4) If Board under sub-section (2) is satisfied that the applicant has complied with the provisions of this Act and the rules made thereunder, he shall register the name of the domestic worker as a beneficiary under this Act:

**Provided that an application for registration shall not be rejected without giving the applicant an opportunity of being heard.**

- (5) Any person aggrieved by the decision under sub-section (4) may, within thirty days from the date of such decision, prefer an appeal to the state Board and the decision of the State Board on such appeal shall be final:**

**Provided that the State Board in this behalf may entertain the appeal after the expiry of the said period of thirty days if he is satisfied that the domestic worker was prevented by sufficient cause from filing the appeal in time.**

**17. Identity cards**

- (1) The Board shall give to every beneficiary an identity card with his photograph duly affixed thereon**
- (2) A beneficiary who has been issued an identity card under this Act shall produce the same whenever demanded by any officer of Government or the Board, or any other authority for inspection.**

**18. Cessation as a beneficiary**

- (1) A domestic worker who has been registered as a beneficiary under this Act shall cease to be as such when he attains the age of sixty years or when he is not engaged in any domestic work for not less than ninety days in a year:**

**Provided that in computing the period of ninety days under this sub-section, there shall be excluded any period of absence from work due to any personal injury accident**

- (2) Notwithstanding anything contained in sub-section (1), if a person had been a beneficiary for at least three years continuously immediately before attaining the age of sixty years, he shall be eligible to get such benefits as may be prescribed.**

**19. Register of beneficiaries**

the district Board shall maintain records / register in such form as may be prescribed showing the details of employment of beneficiaries in the district .

**20. Contribution of domestic workers**

- (1) A Domestic worker who has been registered as a beneficiary under this Act shall, until he attains the age of sixty years, contribute to the Fund at such rate per mensem, as may be specified /prescribed

Provided that the Board may, if satisfied that a beneficiary is unable to pay his contribution due to any financial hardship, waive the payment of contribution for a period not exceeding three months at a time.

- (2) A beneficiary may authorize his employer to deduct his contribution from his monthly wages and to remit the same, within fifteen days from such deduction, to the Board.

**21. Effect of non-payment of contribution**

When a beneficiary has not paid his contribution under sub-section (1) of section ---for a continuous period of not less than one year, he shall cease to be a beneficiary:

Provided that if the Board is satisfied that the non-payment of contribution was for a reasonable ground and that the domestic worker is willing to deposit the arrears, he may allow the domestic worker to deposit the contribution in arrears and on such deposit being made, the registration of domestic worker shall stand restored.

## **CHAPTER SIX**

### **REGULATION OF THE WORKING CONDITIONS**

- 22. Duties of the employer and service provider**
- (1) Every employer and service provider shall provide such particulars of the domestic workers engaged directly or through agency, to the District Board or any person so authorized by the Board , in such form and paying such fees as may be prescribed**
  - (2) As far as practicable the employer shall ensure**
    - a) Allow a domestic worker a daily rest period of at least ten consecutive hours between ending and recommencing work; and who lives on the premises at which the workplace is situated.**
    - b) Annual leave with wages for at least 15 days to the domestic work who lives in the household**
    - c) Ensure that Minimum wages are paid to the domestic work as per the Minimum wages Act**
    - d) No service provider or a person /agency shall carry on the business of providing domestic worker to any employer unless the said service provider or agency or person is registered under the Act**
    - e) The service provider shall maintain the records of all the domestic workers being contracted by them for purposes of employment from any part of the territory of India and provide the details thereof in such form as may be prescribed**

### **23. Offences and penalties**

- (1) Any service provider who contravenes the provisions of the Act or any rules made there under shall be punishable with imprisonment for a term which may extend to three months and with fine which may extend to two thousand rupees, or with both, and in the case of a continuing contravention, with an additional fine which may extend to one hundred rupees for every day during which such contravention continues after conviction for the first such contravention.**
- (2) If any person who has been convicted of any offence punishable under sub section (1) is again guilty of an offence involving a contravention or failure of compliance of the same provision, he shall be punishable on a subsequent conviction with imprisonment for a term which may extend to six months and with fine which shall not be less than two thousand rupees but which may extend to five thousand rupees or with both:**
- (3) Where an employer fails to comply with the provisions of the Act he/she shall be punishable with fine which may extend to two thousand rupees**
- (4) any person who willfully obstructs any officer so authorized by the district boards to conduct inspection under the act or refuses or willfully neglects to afford the such officer any reasonable facility for making any inspection, examination, inquiry or investigation authorized by or under this Act in relation to the employer or a service provider to whom, this Act applies, shall be punishable with imprisonment for a term which may extend to three months and with fine which may extend to two thousand rupees, or with both.**
- (6) Whoever willfully refuses to produce on the demand of such an inspecting a person so authorized by the district boards, any register or other document kept in pursuance of this Act or prevents or attempts to prevent or does anything which he has reason to believe is likely to prevent any person from appearing before or being examined by an inspecting person acting in pursuance of his duties under this Act, shall be punishable with with imprisonment for a term which may extend to three months or with a fine which may extend to two thousand rupees, or with both.**

**(6) Any person who -**

- (i) Knowingly sends, directs or takes any girl or woman to any place for immoral purposes or to a place where she is likely to be morally corrupted or ,**
- (ii) In any manner sexually exploits such woman or child or**
- (d) Make available young children as domestic workers**

**shall be subjected to imprisonment for not less than six months and which may extend up to period of seven years and fine up to 50000 rupees or both**

**24. No court shall take cognizance of any offence punishable under this Act except on a complaint--**

- (a) Made by, or with the previous sanction in writing of, the State Board or the district Board or**
  - (b) Made by an office-bearer of a voluntary organization registered under the Societies Registration Act, 1860 (21 of 1860); or**
- (2) No court inferior to that of a Metropolitan Magistrate or a Judicial Magistrate of the first class shall try any offence punishable under this Act.**

**25 Limitation of prosecutions**

**No court shall take cognizance of an offence punishable under this Act unless the complaint thereof is made within three months from the date on which the alleged commission of the offence came to the knowledge of the district or state Board**

## **CHAPTER SEVEN**

### **MISC PROVISIONS**

- 26. Effect of laws and agreements inconsistent with the Act**
- (1) The provisions of this Act shall have effect notwithstanding anything inconsistent therewith contained in any other law or in the terms of any agreement or contract of service, whether made before or after the commencement of this Act:**
- (2) Nothing contained in this Act shall be construed as precluding any worker from entering into an agreement with the principal employer as the case may be, for granting them rights or privileges in respect of any matter which are more favorable to them than those to which they would be entitled under this Act.**
- 27. Protection of action taken under Act**
- (1) No suit, prosecution or other legal proceedings shall lie against any Member of the Board or any Non governmental organization for anything which is in good faith done or intended to be done in pursuance of this Act or any rule or order made thereunder.**
- (2) No suit or other legal proceedings shall lie against the Government for any damage caused or likely to be caused by anything which is in good faith done or intended to be done in pursuance of this Act or any rule or notification or order made or issued thereunder.**

**28. Power to remove difficulties**

- (1) If any difficulty arises in giving effect to the provisions of this Act, the Central Government may, by order published in the official Gazette, make such provisions not inconsistent with the provisions of this Act, as appears to it to be necessary or expedient for removing the difficulty:

Provided that no such order shall be made after the expiry of two years from the date of commencement of this Act.

- (2) Every order made under this section shall, as soon as may be after it is made, be laid before each House of Parliament.

**29. Accounts and Audit**

- (a) The Central, State and district Boards shall maintain proper accounts and other relevant records and prepare annual statements of accounts in such form as may be prescribed.
- (b) The Central Board shall furnish to the Central Government, before such date as may be prescribed, the audited copy of the consolidated account of itself and the Funds together with the auditor's report.
- (c) The state and district boards shall furnish to the State Government before such date as may be prescribed its audited copy of accounts together with the auditor's report.

### **30. Power to make rules**

- (1) The Central Government may, subject to the condition of previous publication, make rules for carrying out the purposes of this Act.**
- (2) In particular, and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:--**
  - (a) the number of persons to be appointed on the Central Board , the term of their office and other conditions of service, the procedure to be followed in the discharge of their functions and the manner of filling of casual vacancies of the Chairperson and other members of the Board under section 4 of the Act.**
  - (b) The form and manner in which the annual statement of accounts together with the auditor's report shall be furnished under section 29 of the Act.**
  - (d) Any other matter which is required to be, or may be, prescribed under this Act.**
- (3) Every rule made by the Central Government under this Act shall be laid, as soon as may be after it is made, before each House of Parliament while it is in session for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid, both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.**

**31. Power of the state government to make rules**

- (1) The State Government may, subject to the condition of previous publication, make rules for carrying out the purposes of this Act.**
- (2) In particular, and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following**
  - (i) the procedure for registration and the fees to be charged from the employers, service providers and domestic workers from time to time**
  - (ii) The form in which an application for registration as a beneficiary shall be made under section 16 of the Act.**
  - (iii) The form in which register of beneficiaries shall be maintained under section 15**
  - (iv) The form and manner in which an application for registration of domestic workers /employers may be made under section 11 of the Act..**
  - (v) The form in which an application for the grant or renewal of registration may be made under and the particulars it may contain;**
  - (vi) the form of registers and records to be maintained by the district committees.**
  - (vii) The number of persons to be appointed as members on the state board, district boards or committee ,the term of officer and other conditions of service of, the procedure to be followed in the discharge of their functions and the manner of filling up of vacancies under section 6 and 8 of the Act.**
  - (viii) The document and the fee which shall accompany the application under sub section (3) of section 12;**
  - (viii) The form and manner in which the funds shall be utilized to provide welfare measures to the domestic workers. Prescribe the fees to be charged from the employers, service providers and domestic workers from time to time**

- (ix) Prescribe fee for registration as beneficiaries under the Fund and rate per mensem for the beneficiaries of the fund.,**
  - (x) Any other matter as may be prescribed**
- (3) Every rule made by the State Government under this Act shall be laid, as soon as may be after it is made, before each House of the State Legislature where it consists of two Houses, or, where such Legislature consists of one House, before that House.**