PBC No: 136 / 2026

दक्षिण रेलवे Southern Railway
प्रधान मुख्य कार्मिकअधिकारी कार्यालय
Office of the Principal Chief Personnel Officer
प्रधान कार्यालय, कार्मिक विभाग, चेन्नै-600003
Headquarters, Personnel Department, Chennai-600003

सं/No: P(L)332/1/6/Vol.XX दिनांक/Dated:04.09.2026

All PHODs/DRMs/CWMs/CEWE/CAO/CPM/PDA/Secy to GM,
Chairman/RRB/MAS,TVC, Addl.Registrar/RCT/MAS, Secretary/RRT/MAS,
Principal MDZTI/TPJ, SRCETC/TBM, ZETTC/AVD,
Dy.CPOs/Sr.DPOs/DPOs/APOs of HQ/Divisions/Workshops/Units.

विषय/**Sub:** **Implementation and Monitoring of Compliance with the four New Labour Codes -Reg**

संदर्भ/**Ref:** **(i) Rly Bd L. No: 2026/E(LL)/AT/CNR/5 dated 05.08.2026.**
(ii) Rly Bd L. No: 2026/E(LL)/AT/CNR/3 dated 27.08.2026.

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A copy of Railway Board's L. No: 2026/E(LL)AT/CNR/5 dated 05.08.2026 & L. No: 2026/E(LL)AT/CNR/3 dated 27.08.2026 on the above subject are enclosed for information, guidance and necessary action.

Encl: As above.

Digitally signed by
CHILAKALAPUDI ANJANI KUMAR
'Date: 2026.09.04 14:10:34 +05'30

(C. ANJANI KUMAR)
Asst. Personnel Officer/IR & Trg
For Principal Chief Personnel Officer

Copy to: The General Secretary/SRMU
The General Secretary/DREU
The General Secretary/AISCTREA
The General Secretary/AIOBCREA
The General Secretary/NFIR
IT Section/PB/HQ - to upload in the SR website.

भारत सरकार /GOVERNMENT OF INDIA
रेल मंत्रालय/MINISTRY OF RAILWAYS
रेलवे बोर्ड/RAILWAY BOARD

No.2026/E(LL)/AT/CNR/5 **New Delhi, dated: As signed**

The General Manager (P)
All Zonal Railways and Production Units,
The Director General, RDSO, Lucknow,
RWP/Bela, WPO/Patna.

Sub: Implementation of Labour Codes and strengthening compliance in respect of contract labour – reg.

Ref: i.) D.O. No. 14/44/2026-Coord dated 30.07.2026 from Chief Labour Commissioner (Central), Ministry of Labour & Employment.
ii) Board's letters dated 11.05.2026, 21.05.2026, 19.06.2026 and 09.07.2026 (copies enclosed)

Kindly refer to the above-mentioned D.O. letter dated 30.07.2026 (copy enclosed) received from the Office of the Chief Labour Commissioner (Central), Ministry of Labour & Employment, regarding effective implementation of the four Labour Codes and strengthening statutory compliance across all establishments.

2. The Ministry of Labour & Employment has requested all organizations to ensure full compliance with the provisions of the Labour Codes, particularly in respect of contract labour engaged through contractors and outsourcing agencies. The emphasis is on safeguarding workers' welfare, ensuring timely payment of wages, improving working conditions and strengthening statutory compliance.

3. In view of the above and the instructions/guidelines issued vide the Board's letters referred in ref. (ii) above, all Zonal Railways and Production Units, etc. are requested to further review the existing compliance mechanism and take immediate necessary action to ensure implementation of the following measures in respect of all service and works contracts under their jurisdiction:-

(i) Ensure issuance of appointment letters to all eligible workers, including contract labour, in accordance with the provisions of the Occupational Safety, Health and Working Conditions Code, 2020.

(ii) Ensure timely payment of wages without unauthorized deductions in accordance with the Code on Wages, 2019 and adherence to the prescribed timelines.

(iii) Ensure issuance of wage slips to all workers before payment of wages.

(iv) Ensure availability of statutory welfare facilities for contract labour, including drinking water, sanitation, first-aid, crèche facilities (where applicable) and other prescribed amenities.

(v) Constitute and operationalize the grievance redressal mechanisms as per the Board's letter dated 19.06.2026 for contract labour and employees, wherever applicable, and ensure timely disposal of grievances.

(vi) Ensure annual health check-ups of eligible employees as prescribed under the OSH (Central) Rules, 2026.

(vii) Ensure registration of all eligible establishments on the Shram Suvidha Portal and compliance with the applicable statutory requirements.

(viii) Review the existing IT-enabled monitoring mechanism and align it, wherever required, with the compliance requirements under the Labour Codes.

4. The foregoing measures constitute some of the key compliance requirements under the Labour Codes that warrant immediate attention. For ease of reference, a separate document containing the **major compliance obligations** under the Labour Codes is enclosed as **Annexure-IV**. The same may kindly be disseminated to all Units/Offices under your administrative control, including contractors engaged by them, to facilitate effective implementation of the Labour Codes.

5. Further, the enclosed D.O. letter along with its annexures may be circulated to all concerned field units, divisions, workshops, depots and other subordinate offices, as well as to Principal Employers, Engineers, Contract Managing Authorities and contractors engaged by the Railways, for strict compliance and necessary action.

Digitally signed by
VINITA VERMA
Date: 05-08-2026
13:04:39

Encl.: As above.

(Vinita Verma)
Executive Director, Estt.(LL)
Railway Board
Tele No.011-23047173

Copy to :-For necessary action and compliance.

1) CMDs/MDs/Equivalent: IRCON, RITES, RVNL, DFCCIL, CONCOR, CRIS, IRCTC, IRFC, KI MRVC, RCIL, Burn Standard, Braithwaite, NHSRCL, RLDA.

2) Directors of All CTIs (IRICEN, IRIEEN, IRIMEE, IRISET, IRITM)

3) EDCE(G), EDME(EnHM), ED(C&IS), Joint Secretary/Railway Board.

सोनल मिश्रा, भा.प्र.से.
मुख्य श्रमायुक्त (केंद्रीय)
Sonal Mishra, IAS
Chief Labour Commissioner (C)

सत्यमेव जयते

भारत सरकार
श्रम एवं रोजगार मंत्रालय
मुख्य श्रमायुक्त (कें) कार्यालय
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT
OFFICE OF THE CHIEF LABOUR COMMISSIONER (C)

D.O. No.14/44/2026-Coord

July 30, 2026

Dear Esteemed Colleague,

As you are aware, Government of India has consolidated 29 Labour Laws into four comprehensive Labour Codes, namely, the Code on Wages 2019, the Code on Social Security 2020, the Industrial Relations Code 2020 and the Occupational Safety, Health and Working Conditions Code 2020, which have come into force with effect from 21.11.2025 with the objective of simplifying the Labour Law framework, reducing the overall compliance burden while strengthening the welfare, dignity, safety, social security, and ensuring better working conditions for workers including contract labour.

Your organisation plays an important role in promoting fair labour practices and ensuring the welfare and protection of workers. It is, therefore, requested that all Units/Offices under your administrative control, including contractors and outsourcing agencies engaged by them, ensure full compliance with the provisions of the Labour Codes, with particular emphasis on those relating to contract labour, who constitute a significant segment of the workforce.

In order to facilitate the effective implementation of the Labour Codes across the country, Secretary, Ministry of Labour & Employment, has already addressed **D.O. No. Z-20025/13/2019-LRC(E)/e-119357 dated 24th April, 2026** to all the Secretaries of Government of India. Further, the Department of Public Enterprises (DPE) has also issued an advisory to all Central Public Sector Enterprises (CPSEs) in this regard. Copies of both the aforesaid communications are enclosed as **Annexure-I** for your ready reference and necessary action.

I would request your personal intervention to ensure implementation of the following measures on priority:

1. Issuance of Appointment Letters: Ensure that appointment letters are issued to every employee, including contract labour, in accordance with the OSH Code, so as to formalise employment and clearly define the terms and conditions of service. A model format is enclosed as **Annexure-II**.

2. Timely Payment of Wages: Ensure timely payment of wages without any unauthorised deductions in accordance with the Code on Wages, 2019. The prescribed timelines are as under:

Wage Period	Time Limit for Payment of Wages
Daily	At the end of the shift
Weekly	Before the weekly holiday
Fortnightly	Within two days of the end of the fortnight
Monthly	Within seven days of the end of the wage period

Contd...2/-

3. Issuance of Wage Slips: Ensure issuance of wage slips to all employees on or before payment of Wages. A model format is enclosed as **Annexure-III**. Existing formats may continue to be used, with such modifications as may be necessary, to include all the prescribed particulars.

4. Welfare Facilities: Principal Employers should ensure provision of statutory welfare facilities to contract labour, including safe drinking water, sanitation facilities, first-aid arrangements, crèche facilities (where applicable), and other prescribed amenities under the OSH Code, 2020.

5. Grievance Redressal Mechanism

(a) Contract Labour: Every Principal Employer may constitute a Grievance Redressal Mechanism for contract labour in accordance with the OSH (Central) Rules, 2026, to address grievances relating to health, working conditions and wages. Such grievances should be examined and resolved expeditiously, preferably within 30 days.

(b) Employees: Every Industrial Establishment employing twenty or more workers shall constitute a Grievance Redressal Committee under the IR Code, 2020, comprising an equal number of representatives of the employer and workers, for resolution of individual grievances. The Committee should endeavour to dispose of grievances within 30 days of their receipt.

6. Annual Health Check-up: Employees who have completed forty years of age should be provided free annual health check-ups as prescribed under the OSH (Central) Rules, 2026.

7. Registration on Shram Suvidha Portal: All establishments covered under the Occupational Safety, Health and Working Conditions Code, 2020 and the Code on Social Security, 2020, should ensure mandatory electronic registration on the Shram Suvidha Portal by furnishing the prescribed details and uploading the requisite documents.

For the effective implementation of the Labour Codes, your organisation may already be having a robust IT system in place to ensure statutory compliance and administrative oversight. You are requested to suitably align the existing IT mechanism with the requirements of the Labour Codes to facilitate their effective implementation and seamless compliance.

The foregoing measures constitute some of the key compliance requirements under the Labour Codes and warrant immediate attention. For ease of reference, a separate document containing the major compliance obligations under the Labour Codes is enclosed as **Annexure-IV**. The same may kindly be disseminated to all Units/Offices under your administrative control, including contractors engaged by them, to facilitate the effective implementation of the Labour Codes.

The Office of the Chief Labour Commissioner (Central), Ministry of Labour & Employment, remains committed to facilitating a compliance ecosystem under the Labour Codes that is simple, transparent, technology-driven, and industry-friendly.To facilitate effective coordination and smooth implementation of the Labour Codes, I would request you to nominate a Nodal Officer in your Organisation to serve as the Single Point of Contact (SPOC) with the Office of the Chief Labour Commissioner (Central).

Contd...3/-

This Office has nominated **Shri Susanta Kumar Nayak, Deputy Chief Labour Commissioner, Office of CLC (C) H.Q.** as the SPOC for your Organisation. He may be contacted for any guidance, assistance, or clarification at **011-20893607** or through e-mail at **susanta.nayak@gov.in**.

Further, with a view to institutionalising a structured and continuous mechanism for engagement and coordination, it is proposed that the Ministry of Labour & Employment/Office of the Chief Labour Commissioner (Central) may convene quarterly Video Conferences with major stakeholders. Similarly, Regional Heads of the Chief Labour Commissioner (Central) Organisation **(as listed at Annexure-V)** may hold quarterly coordination meetings with your Regional/Zonal/Unit Heads, either in-person or through Video Conferencing, to review compliance, address implementation-related issues, and facilitate the timely exchange of information and feedback.

These collaborative mechanisms are expected to strengthen coordination, facilitate the timely resolution of implementation-related issues, and promote better compliance with the Labour Codes while advancing worker welfare. I am confident that your Organisation will continue to extend its valued cooperation in ensuring the effective implementation of the Labour Codes and in furthering our shared commitment to fair, safe, and dignified workplaces, in line with the vision of Viksit Bharat @ 2047.

With regards,

Yours Sincerely,

30/1/26

(Sonal Mishra)

Encls: as above.

To

CMDs/Chairpersons/CEOs/MDs
Ministry of Railways/Railway Board
(As per list enclosed)

CONFIDENTIAL

वंदना गुरनानी
भारत सरकार के सचिव
VANDANA GURNANI
Secretary to Govt. of India

सत्यमेव जयते

MINISTRY OF LABOUR AND EMPLOYMENT
SHRAM SHAKTI BHAVAN
NEW DELHI - 110001

श्रम और रोजगार मंत्रालय
श्रम शक्ति भवन
नई दिल्ली-110001
Tele : 91-11-23 71 02 65
E-mail : secy-labour@nic.in

D.O. No. Z-20025/13/2019-LRC(E)/e-119357

April 24, 2026

Dear Satish Ji,

As you are aware, Government of India has consolidated 29 Labour laws into four comprehensive Labour Codes, namely, (i) the Code on Wages, 2019; (ii) the Code on Social Security, 2020; (iii) the Industrial Relations Code, 2020; and (iv) the Occupational Safety, Health and Working Conditions Code, 2020 and these have been made effective from 21.11.2025. **These reforms aim to improve protections for workers including Contract Workers, by ensuring timely payment of wages, issue of appointment letters, wage slip, welfare facilities, expanded social security and better working conditions under a transparent and streamlined compliance system.**

2. The Central Public Sector Undertakings (CPSUs) / Autonomous bodies / Statutory bodies, etc. under your Ministry / Department have been engaging manpower through outsourcing agencies/contractors for different nature of work.

3. It is necessary that all Central Public Sector Undertakings (CPSUs) / Autonomous bodies / Statutory bodies, etc. under your Ministry / Department ensure strict implementation of following provisions for the welfare of contract labours viz. mandated by Labour Codes:-

- **Timely Payment of Wages:** The Code on Wages, 2019, mandates timely payment of wages without unauthorized deductions, ensuring financial stability for workers. The time limits for payment of wages for different wage periods as per Code on Wages, 2019 are as under:

Wage Period	Time limit for payment of wages
Daily wages	End of shift
Weekly	Before weekly Holiday
Fortnightly	Within 2 days of end of fortnight
Monthly	Withing 7 days of next month

- All Ministries are required to ensure that wages are paid in a timely manner as per timelines indicated above for all workers including the contract workers engaged by the Ministry or their CPSUs / Autonomous Bodies / Statutory Bodies etc.

- **Issuance of Appointment Letters:** The Occupational Safety, Health and Working Conditions Code, 2020, requires employers to **issue appointment letters to all employees, including contract labour**, thereby ensuring formalization of employment. A proforma of the appointment letter is enclosed (**Annexure –I**).

Contd...2/-

- **Issuance of Wage Slip:** As per Code on Wages, 2019, employers are required to issue wage slips to the employees thereby promoting financial transparency and enabling them to verify wage payments and deductions. A proforma of wage slip is enclosed. In case appointment letter and wage slips are being issued that contain fields mentioned in attached formats **(Annexure –II),** the same may be continued to be used.

- **Welfare Facilities:** The Occupational Safety, Health and Working Conditions Code, 2020, **mandates principal employers to provide welfare facilities** such as potable drinking water, latrines, urinals, first aid box, creche, etc., to the contract labour employed in such establishments to improve working conditions and overall well-being of such workers.

- **Grievance Redressal mechanism for contract labour:** A committee may be constituted in every establishment employing contract labour, consisting of representatives of principal employer and contractors to redress the grievances of the contract labours relating to health, working conditions and wages, with in a period of 30 days.

4. Ministries of Government of India/ Departments / CPSUs / Autonomous Bodies / Statutory Bodies need to ensure that provisions prescribed in the Codes are followed and that no contractual worker / employee faces delay in getting the benefits in the Codes.

5. Accordingly, **it is requested that necessary directions may be issued to all concerned including the Public Sector Undertakings / Autonomous Bodies / Statutory Bodies, etc., under your Ministry for strict compliance with the aforesaid provisions of the Labour Codes.**

6. This will go a long way in safeguarding the rights of contract workers, casual workers and promoting decent and dignified working conditions in line with the Government's commitment to labour welfare and ease of living.

7. A Nodal Officer may also be designated, if not already designated, for coordination on this matter. Updates on action taken may be sent to **Dr. Mahendra Kumar, Joint Secretary** at **email: jsadmin-mole@gov.in**; Tel. No. 011-23717606.

With warm regards

Yours sincerely,

Encl.: as above

(Vandana Gurnani)

Shri Satish Kumar
Chairman & CEO,
Ministry of Railways / Railway Board,
Rail Bhavan, New Delhi.

F.No.2/6/2026-PPD(ii)
Government of India
Ministry of Finance
Department of Expenditure
Procurement Policy Division

*****

709, Chanderlok Building,
Janpath, New Delhi
08.05.2026

OFFICE MEMORANDUM

Subject: Guidelines on Debarment of firms from Bidding – amendment reg.

Attention is invited to this Department's OM No. 1/20/2018-PPD dated 02.11.2021 (copy enclosed), vide which guidelines on debarment were issued. In this context, the following amendments have been made in the said guidelines:

Para No.	Amended Provisions
5 b	Firms shall be debarred if it is determined that the bidder has: (i) breached the code of integrity as per Rule 175 of GFR 2017; or (ii) in respect of employees engaged under the contract, failed to— (1) pay wages; or (2) remit statutory contributions towards social security, as required under applicable laws, and the procuring entity has been required to make payment of such wages or contributions due to default by the bidder.
5 h	The Ministry/ Department will maintain a list of debarred firms, which will also be displayed on its website, and shall report all such cases of debarment to GeM. GeM shall maintain a consolidated database of such debarred firms.
11	Where a Ministry/ Department is of the view that business dealings with a particular firm should be banned across all the Ministries/ Departments by debarring the firm from taking part in any bidding procedure floated by the Central Government Ministries/ Departments, the Ministry/ Department concerned, should after obtaining the approval of the Secretary concerned, forward to DoE, a self-contained note setting out all the facts of the case and the justification for the proposed debarment, along with all the relevant papers and documents. DoE will issue the necessary orders after satisfying itself that proposed debarment across all the Ministries/ Departments is in accordance with Rule 151 of GFR,2017. This scrutiny is intended to ensure uniformity of treatment in all cases. Provided that in cases arising out of violations specified under Rule 151(i)(b) of GFR, 2017, the identification and processing of such cases shall be carried out in the manner specified below:

Para No.	Amended Provisions
	a. Where a bidder has been debarred on more than one occasion by one or more procuring entities on grounds specified in Rule 151(i)(b) of GFR, 2017, GeM shall identify such cases and forward the details, along with relevant records, to the Ministry of Labour and Employment. b. Ministry of Labour and Employment shall examine the cases referred by GeM to verify whether the conditions specified under Rule 151(i)(b) of GFR, 2017 are satisfied and whether due process has been followed in the debarment proceedings. Where the Ministry of Labour and Employment is satisfied, it shall recommend the case to DoE for debarment across all Ministries/ Departments. Where it is not satisfied, the case shall be returned to GeM. In such cases, debarment by the concerned Ministry/ Department shall continue, but debarment across all Ministries/ Departments shall not apply. c. DoE shall examine the recommendations received from the Ministry of Labour and Employment and take a decision as deemed fit. Where it is decided to debar a bidder across all Ministries/ Departments, a speaking order shall be issued to that effect. The order of debarment issued by DoE shall be published on GeM portal.

2. All related provisions of Procurement Manuals issued by this Department shall be deemed to be amended accordingly and in case of any inconsistency, these amendments shall prevail.

(Praveen Kujur) 08/6/26
Under Secretary to the Government of India
Tel: 011-23733771
Email: praveen.kujur@nic.in

To:
Secretaries of all Central Government Ministries/ Departments
Secretary/ Department of Public Enterprises with a request to circulate these instructions to all Central Public Sector Enterprises (CPSEs).

No.F.1/20/2018-PPD
Government of India
Department of Expenditure
Ministry of Finance
Procurement Policy Division

169-A, North Block, New Delhi,
2nd November, 2021.

OFFICE MEMORANDUM

Subject: Guidelines on Debarment of firms from Bidding

Attention is drawn towards Rule 151 of General Financial Rules (GFRs), 2017 regarding 'Debarment from Bidding' which is reproduced as under:

(i) A bidder shall be debarred if he has been convicted of an offence—

(a) under the Prevention of Corruption Act, 1988; or
(b) the Indian Penal Code or any other law for the time being in force, for causing any loss of life or property or causing a threat to public health as part of execution of a public procurement contract.

(ii) A bidder debarred under sub-section (i) or any successor of the bidder shall not be eligible to participate in a procurement process of any procuring entity for a period not exceeding three years commencing from the date of debarment. Department of Commerce (DGS&D) will maintain such list which will also be displayed on the website of DGS&D as well as Central Public Procurement Portal.

(iii) A procuring entity may debar a bidder or any of its successors, from participating in any procurement process undertaken by it, for a period not exceeding two years, if it determines that the bidder has breached the code of integrity. The Ministry/ Department will maintain such list which will also be displayed on their website.

(iv) The bidder shall not be debarred unless such bidder has been given a reasonable opportunity to represent against such debarment.

2. This department has received a reference from Department of Commerce with a proposal that the task of universal banning of firms as per Rule 151 (ii) of GFRs as above may be undertaken by Department of Expenditure or should be decentralized to individual line Ministries/ Departments as DGS&D had been wind up on 31.10.2017. Central Public Procurement Portal (CPPP) or the Department of Expenditure can then maintain a master data of all such banned firms and it can be made available in public domain.

3 In context of above, all issues regarding debarment have been reviewed in consultations with major procuring Ministries/ Departments and it is decided to issue attached 'Debarment Guidelines' in suppression to all earlier instructions on this subject.

4. This issues with the approval of Finance Secretary.

2.11.21

(Sanjay Aggarwal)
Advisor/ Procurement Policy Division
Email: sanjay.aggarwal68@nic.in
Tel: 23093224

To,

Secretaries, All Central Ministries/ Departments.

Secretary/ Department of Public Enterprises with a request to circulate these instructions to all Central Public Sector Undertakings (CPSUs).

Annexure

Guidelines on Debarment of firms from Bidding

1. The Guidelines are classified under following two types:

   (i) In cases where debarment is proposed to be limited to a single Ministry, the appropriate Orders can be issued by that Ministry itself, thereby banning all its business dealing with the debarred firm.

   (ii) Where it is proposed to extend the debarment beyond the jurisdiction of the particular Ministry i.e. covering to all central Ministries/ Departments, the requisite Orders shall be issued by Department of Expenditure (DoE), Ministry of Finance (MoF).

Definitions

2. Firm: The term 'firm' or 'bidder" has the same meaning for the purpose of these Guidelines, which includes an individual or person, a company, a cooperative society, a Hindu undivided family and an association or body of persons, whether incorporated or not, engaged in trade or business.

3. Allied firm: All concerns which come within the sphere of effective influence of the debarred firms shall be treated as allied firms. In determining this, the following factors may be taken into consideration:

   a. Whether the management is common;
   b. Majority interest in the management is held by the partners or directors of banned/ suspended firm;
   c. Substantial or majority shares are owned by the banned/ suspended firm and by virtue of this it has a controlling voice.
   d. Directly or indirectly controls, or is controlled by or is under common control with another bidder.
   e. All successor firms will also be considered as allied firms.

4. The terms "banning of firm", 'suspension', 'Black-Listing' etc. convey the same meaning as of "Debarment".

Debarment by a Single Ministry/ Department

5. Orders for Debarment of a firm(s) shall be passed by a Ministry/ Department/ organizations, keeping in view of the following:

   a. A bidder or any of its successors may be debarred from participating in any procurement process for a period not exceeding two years.
   b. Firms will be debarred if it is determined that the bidder has breached the code of integrity as per Rule 175 of GFRs 2017.

c. A bidder can also be debarred for any actions or omissions by the bidder other than violation of code of integrity, which in the opinion of the Ministry/ Department, warrants debarment, for the reasons like supply of sub-standard material, non-supply of material, abandonment of works, sub-standard quality of works, failure to abide "Bid Securing Declaration" etc.
d. It shall **not** be circulated to other Ministries/ Departments. It will only be applicable to all the attached/ subordinate offices, Autonomous bodies, Central Public Sector Undertakings (CPSUs) etc. of the Ministry/ Department issuing the debarment Order.
e. The concerned Ministry/ Department before issuing the debarment order against a firm must ensure that reasonable opportunity has been given to the concerned firm to represent against such debarment (including personal hearing, if requested by firm).
f. Secretary of Ministry/Department may nominate an officer at the rank of Joint Secretary/Additional Secretary as competent authority to debar the firms.
g. Ministry/ Department that issued the order of debarment can also issue an Order for revocation of debarment before the period of debarment is over, if there is adequate justification for the same. Ordinarily, the revocation of the Order before expiry of debarred period should be done with the approval of Secretary concerned of Ministry/Department.
h. The Ministry/Department will maintain list of debarred firms, which will also be displayed on its website.
i. Debarment is an executive function and should not be allocated to Vigilance Department.

6. Code of Integrity as contained in Rule 175 of the GFRs is reproduced as under:

No official of a procuring entity or a bidder shall act in contravention of the codes which includes
(i) prohibition of

(a) making offer, solicitation or acceptance of bribe, reward or gift or any material benefit, either directly or indirectly, in exchange for an unfair advantage in the procurement process or to otherwise influence the procurement process.
(b) any omission or misrepresentation that may mislead or attempt to mislead so that financial or other benefit may be obtained or an obligation avoided.
(c) any collusion, bid rigging or anticompetitive behavior that may impair the transparency, fairness and the progress of the procurement process.
(d) improper use of information provided by the procuring entity to the bidder with an intent to gain unfair advantage in the procurement process or for personal gain.
(e) any financial or business transactions between the bidder and any official of the procuring entity related to tender or execution process of contract; which can affect the decision of the procuring entity directly or indirectly.
(f) any coercion or any threat to impair or harm, directly or indirectly, any party or its property to influence the procurement process.
(g) obstruction of any investigation or auditing of a procurement process.

(h) making false declaration or providing false information for participation in a tender process or to secure a contract;

(ii) disclosure of conflict of interest.

(iii) Disclosure by the bidder of any previous transgressions made in respect of the provisions of sub-clause (i) with any entity in any country during the last three years or of being debarred by any other procuring entity.

7. It is possible that the firm may be debarred concurrently by more than one Ministry/ Department.

8. Ministries/ Departments at their option may also delegate powers to to debar bidders to their CPSUs, Attached Offices/ Autonomous Bodies etc. In such cases, broad principles for debarment in para 5 as above are to be kept in mind. Debarment by such bodies like CPSUs etc. shall be applicable only for the procurements made by such bodies.

9. Similarly, Government e-Marketplace (GeM) can also debar bidders upto two years on its portal.

10. In case of debarments under para 8 as above, revocation the debarment orders before expiry of debarred period should be done only with the approval of Chief Executive Officer of concerned CPSUs etc.

Debarment across All Ministries/ Departments

11. Where a Ministry/ Department is of the view that business dealings with a particular firm should be banned across all the Ministries/ Departments by debarring the firm from taking part in any bidding procedure floated by the Central Government Ministries/ Departments, the Ministry/ Department concerned, should after obtaining the approval of the Secretary concerned, forward to DoE a self-contained note setting out all the facts of the case and the justification for the proposed debarment, along with all the relevant papers and documents. DoE will issue the necessary orders after satisfying itself that proposed debarment across all the Ministries/ Departments is in accordance with Rule 151 of GFRs, 2017. This scrutiny is intended to ensure uniformity of treatment in all cases.

12. The firm will remain in suspension mode (i.e. debarred) during the interim period till the final decision taken by DoE, only in the Ministry/ Department forwarding such proposal.

13. Ministry/ Department before forwarding the proposal to DoE must ensure that reasonable opportunity has been given to the concerned firm to represent against such debarment (including personal hearing, if requested by firm). If DoE realizes that

sufficient opportunity has not be given to the firm to represent against the debarment, such debarment requests received from Ministries/ Departments shall be rejected.

14. DoE can also give additional opportunity, at their option, to firm to represent against proposed debarment. DoE can also take suo-moto action to debar the firms in certain circumstances

15. No contract of any kind whatsoever shall be placed on the debarred firm, including its allied firms by any Ministries/ Departments/ Attached/Subordinate offices of the Government of India including autonomous body, CPSUs etc. after the issue of a debarment order.

16. DoE will maintain list of such debarred firms, which will be displayed on Central Public Procurement Portal.

Revocation of Orders

14. An order for debarment passed shall be deemed to have been automatically revoked on the expiry of that specified period and it will not be necessary to issue a specific formal order of revocation.

15. A debarment order may be revoked before the expiry of the Order, by the competent authority, if it is of the opinion that the disability already suffered is adequate in the circumstances of the case or for any other reason.

Other Provisions (common to both types of debarment)

16. No contract of any kind whatsoever shall be placed to debarred firm including its allied firms after the issue of a debarment order by the Ministry/ Department. Bids from only such firms shall be considered for placement of contract, which are neither debarred on the date of opening of tender (first bid, normally called as technical bid, in case of two packet/two stage bidding) nor debarred on the date of contract. Even in the cases of risk purchase, no contract should be placed on such debarred firms.

17. If case, any debar firms has submitted the bid, the same will be ignored. In case such firm is lowest (L-1), next lowest firm shall be considered as L-1. Bid security submitted by such debarred firms shall be returned to them.

18. Contracts concluded before the issue of the debarment order shall, not be affected by the debarment Orders.

19. The Debarment shall be automatically extended to all its allied firms. In case of joint venture/ consortium is debarred all partners will also stand debarred for the period specified in Debarment Order. The names of partners should be clearly specified in the "Debarment Order".

20. Debarment in any manner does not impact any other contractual or other legal rights of the procuring entities.

21. The period of debarment shall start from the date of issue of debarment order.

22. The Order of debarment will indicate the reason(s) in brief that lead to debarment of the firm.

23. Ordinarily, the period of debarment should not be less than six months.

24. In case of shortage of suppliers in a particular group, such debarments may also hurt the interest of procuring entities. In such cases, endeavor should be to pragmatically analyze the circumstances, try to reform the supplier and may get a written commitment from the supplier that its performance will improve.

25. All Ministries/ Departments must align their existing Debarment Guidelines in conformity with these Guidelines within two months of issue of these Guidelines. Further, bidding documents must also be suitably amended, if required.

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F.No.2/6/2026-PPD(i)
Government of India
Ministry of Finance
Department of Expenditure
Procurement Policy Division

*****

709, Chanderlok Building,
Janpath, New Delhi
08.05.2026

OFFICE MEMORANDUM

Subject: Amendment in the General Financial Rules, 2017 (GFR, 2017) – Rule 151 relating to Debarment from bidding.

It has been decided, with the approval of the competent authority, to make the following amendment in GFR, 2017:

Existing Rule	Amended Rule
Rule 151- Debarment from bidding	**Rule 151 – Debarment from bidding**
(i) A bidder shall be debarred if he has been convicted of an offence— (a) Under the Prevention of Corruption Act, 1988; or (b) The Bharatiya Nyaya Sanhita or any other law for the time being in force, for causing any loss of life or property or causing a threat to public health as part of execution of a public procurement contract.	(i) A bidder shall be liable to be debarred if— **(a)** he has been convicted of an offence under: (1) the Prevention of Corruption Act, 1988; or (2) the Bharatiya Nyaya Sanhita or any other law for the time being in force, for causing any loss of life or property or causing a threat to public health as part of execution of a public procurement contract; or (3) the Code on Wages, 2019 or the Code on Social Security, 2020 or the Industrial Relations Code, 2020 or the Occupational Safety, Health and Working Conditions Code, 2020; or **(b)** he has been debarred on more than one occasion by one or more procuring entities, for— (1) failure to pay wages to employees engaged under the contracts; or

Existing Rule	Amended Rule
	(2) failure to remit statutory contributions towards social security, as required under applicable laws, in respect of such employees engaged under the contracts, and, the procuring entity or entities has been required to make payment of such wages or contributions due to default by the bidder. Provided that debarment under this sub-section, insofar as it relates to debarment across all procuring entities, shall take effect upon a decision by the Department of Expenditure (DoE), based on such process as may be prescribed.
(ii) A bidder debarred under sub-section (i) or any successor of the bidder shall not be eligible to participate in a procurement process of any procuring entity for a period not exceeding three years commencing from the date of debarment. Department of Expenditure (DoE) will maintain such list which will also be displayed on the Central Public Procurement Portal.	(ii) A bidder debarred under sub-section (i) or any successor of the bidder shall not be eligible to participate in a procurement process of any procuring entity for a period not exceeding three years commencing from the date of such debarment. DoE shall maintain a list of such debarred bidders which shall also be displayed on GeM.
(iii) A procuring entity may debar a bidder or any of its successors, from participating in any procurement process undertaken by it, for a period not exceeding two years, if it determines that the bidder has breached the code of integrity. The Ministry/Department will maintain such list which will also be displayed on their website.	(iii) A procuring entity may debar a bidder or any of its successors, from participating in any procurement process undertaken by it, for a period not exceeding two years, if it determines that the bidder— **(a)** has breached the code of integrity; or **(b)** has, in respect of employees engaged under the contract— (1) failed to pay wages; or (2) failed to remit statutory contributions towards social security, as required under applicable laws, and the procuring entity has been required to make payment of such wages or

Existing Rule	Amended Rule
	contributions due to default by the bidder. The Ministry/ Department will maintain such list which will also be displayed on their website, and shall report all such cases of debarment to GeM. GeM shall maintain a consolidated database of such debarred firms.
(iv) The bidder shall not be debarred unless such bidder has been given a reasonable opportunity to represent against such debarment.	(iv) The bidder shall not be debarred unless such bidder has been given a reasonable opportunity to represent against such debarment.

2. Further, the provisions of Rule 151 of GFR, 2017, contained in the following paragraphs of the procurement manuals, shall also stand amended in line with the above amendment:

(i) Para 3.7.1 of Manual for Procurement of Goods, Second Edition, 2024.
(ii) Para 3.8.1 of Manual for Procurement of Consultancy Services, Second Edition, 2025.
(iii) Para 3.8.1 of Manual for Procurement of Non-Consultancy Services, 2025.
(iv) Para 8.7.1 of Manual for Procurement of Works, Second Edition, 2025.

(Praveen Kujur) 28/5/25
Under Secretary to the Government of India
Tel: 23733771
Email: praveen.kujur@nic.in

To
Secretaries of all Central Government Ministries/ Departments

Annexure-II

Letter of appointment to employee under clause (f) of sub-section (1) of Section 6 of Occupational Safety, Health and Working Conditions (OSH &WC) Code, 2020

(To be issued in English or Hindi and in local language)

Format for Appointment Letter

i. Name of employee:
ii. Date of birth:
iii. Father's / Mother's name:
iv. Aadhaar number (after obtaining consent):
v. Labour Identification Number (LIN) of the establishment:
vi. Universal Account Number (UAN) and / or Insurance Number (ESIC) (if available):
vii. Designation:
viii. Type of Employment (Regular/Fixed-term-employment/Contractual):
ix. Category of skill:
x. Date of joining:
xi. Wages/Basic/Pay and Dearness Allowance:
xii. Other allowance including accommodation whichever is/are applicable:
xiii. Applicability of social security [Employees' Provident Fund Organization (EPFO) and Employees' State Insurance Corporation (ESIC)] benefits:
xiv. Broad Nature of duties to be performed:
xv. Benefits available under chapter VI (Maternity Benefit) of Code on Social Security, 2020 (in case of women employee):
xvi. Any other information:

Signature / Digital Signature
Employer

Issuance of Wage Slip under Section 50(3) of Code on Wages, 2019

FORM – VIII-C

(See rule 156)

Format for Wage slip

Date of issue:				
Name of the Establishment				
Address:.....			Period:.....	
1.	Name of the Employee:			
2.	Father's/Mother's/Spouse's Name:			
3.	Designation:			
4.	UAN:			
5.	Bank Account Number:			
6.	Wage period:			
7.	Rate of wages payable	a) Basic	b) D.A.	c) other allowances
8.	Total attendance/unit of work done:			
9.	Overtime wages			
10.	Gross wages payable			
11.	Total deductions	a) PF	b) ESI	c) Others
12.	Net wages paid			
*Employer/Pay-in-charge signature				

***Note: Required in case register is maintained physically.**

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|Government of India, Ministry of Labour & Employment, O/o Chief Labour Commissioner (Central) |

EMPLOYER COMPLIANCE POSTER · Four Labour Codes, 2025

Effective 21 November 2025 | Code on Wages, 2019 · Industrial Relations Code, 2020 · OSH&WC Code, 2020 · Code on Social Security, 2020 | Central Government Sphere I

Prepared By- IT & Media Cell (O/o CLC (C))

CODE ON WAGES, 2019 (CoW)

Payment of Wages · Minimum Wages · Payment of Bonus · Equal Remuneration [4 Acts]

- Pay minimum wages notified by appropriate Govt. to every employee [S.5]
- No gender discrimination in wages and recruitment for same or similar nature of work [S.3]
- Fix wage period: daily/ weekly/ fortnightly/ monthly [S.16]
- Pay wages within timelines; within 2 working days of employee removal, dismissal, retrenchment or, as the case may be, employee resignation [S.17]
- Overtime wages: not less than twice the normal rate of wages [S.14]
- Maintain attendance, wages, overtime, fines & deductions registers [S.19-21]
- Issue wage slip to the employees in such form and manner as may be prescribed [S.50(3)]
- Display notice board: min. wages, work hours, wage period, ICF [S.50]
- Total deductions shall not exceed 50% of wages in any wage period [S.18(3)]
- Annual bonus: min 8.33% to max 20% for employees with 30+ working days [S.26]

INDUSTRIAL RELATIONS CODE, 2020 (IRC)

Trade Unions Act · Standing Orders Act · Industrial Disputes Act [3 Acts]

- Constitute Grievance Redressal Committees (GRC) in every establishment employing 20 or more workers [S.4]
- Constitute Works Committee (100+ workers) if directed by appropriate Govt. [S.3]
- Standing Orders: prepare within 6 months; applicable to 300+ workers [S.30 & S.28]
- Recognize Negotiating Union (51%+ workers) or constitute Negotiating Council [S.14]
- Give 21-day notice before changing service conditions in Third Schedule [S.40]
- Lay-off compensation: 50% of basic wages + dearness allowance [Ch. IX & X]
- Retrenchment notice: 1 month (50-299 workers); 3 months (300+) [Ch. IX & X]
- Retrenchment compensation: 15 days' avg. pay per completed year of service [Ch. IX & X]
- Contribute 15 days' wages per retrenched worker to Re-Skilling Fund [S.83]
- Strike/ lock-out: 60 days' prior notice mandatory; no action within 14 days [S.62]

OSH&WC CODE, 2020 (OSH)

Factories Act · Mines Act · Contract Labour Act + 10 Others [13 Acts]

- Register electronically within 60 days; for new establishment [S.3]
- Issue Appointment Letter to every employee before commencement of work. And issue within 3 months to all existing employees of the commencement of the Code [S.6]
- Provide free annual health check-up to employees who have completed forty years of age [S.6, Rule 5]
- Constitute Safety Committee; appoint Safety Officers as prescribed [S.22]
- Ensure clean, ventilated, safe workplace; separate toilets for all genders [S.23]
- Provide canteen (100+ workers).
- Women: night work (before 6 AM / after 7 PM) only with consent + safety [S.43]
- Contractor: 50+ contract workers must obtain licence, valid 5 years [S.47-48]
- Inter-State migrant workers: pay journey allowance once a year; fare for to and fro journey to his native place [S.61]
- Report accident / dangerous occurrence / notifiable disease promptly [S.10-12]

CODE ON SOCIAL SECURITY, 2020 (CoSS)

EPF & MP Act · ESI Act · Gratuity · Maternity Benefit · Compensation + 4 Others [9 Acts]

- Gratuity: 15 days' wages per completed year of service or part thereof in excess of six months after 5 years' continuous service [S.53]
- Employee employed on fixed term employment or a deceased employee, the employer shall pay gratuity on pro rata basis. [S.53(2)]
- Gratuity ceiling: subject to maximum notified by Central Govt. [S.53(3)]
- Pay gratuity within 30 days of it becoming payable [S.56(3)]
- Maternity leave: 26 weeks (1st/2nd child); 12 weeks (3rd child or adoption) [S.60].
- Medical bonus: Rs.3,500 to every woman entitled to maternity benefit or amount notified by Central Government, if no pre-natal confinement and post-natal care provided for by the employer free of charge. [S.64]; creche where 50+ employees are employed [S.67]
- BOCW Cess: 1%-2% of construction cost; pay within 60 days of commencement [S.100]
- Aggregators: contribute 1%-2% of annual turnover for gig/platform workers [S.113-114]

REFORMS AT A GLANCE | 29 Central Acts -> 4 Codes | 1,228 Sections -> 480 | 8 Registration -> Single | 4 Licence -> Single |

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KEY WORKER-COUNT THRESHOLDS

1+ employee ESI applicable — hazardous/life-threatening establishments notified by Central Govt. [CoSS, First Sch.]

10+ workers OSH&WC registration | Gratuity & Maternity Benefit (shops/estts.) | ISMW provisions (10+ migrant workers)

20+ workers Grievance Redressal Committee (GRC) mandatory [IR Code S.4] EPF applicable

20/40+ workers(power/no power) Factory definition under OSH Code: 20 workers (manufacturing with power) or 40 workers (without power) [OSH S.2]

50+ workers Notice required before lay-off/retrenchment/closure [IR Code Ch.IX] | Contractor licence (50+ contract workers) [OSH S.47-48]

50+ Employees Creche facility where 50+ Employees ordinarily employed [CoSS S.67]

100+ workers Works Committee if directed by appropriate Govt. [IR Code S.3] | Canteen facility mandatory [OSH Code S.24]

250+ workers Safety Officers in building/construction works & Factory (hazardous process) [OSH S.22] | Welfare Officer in mines [OSH S.24] | Safety Committee in mines (100+)

300+ workers Standing Orders mandatory [IR Code S.28] | Prior Govt. permission for lay-off/retrenchment/closure [IR Ch. IX-X] | 1 months retrenchment notice [IR Code S.70]

500+ workers Safety Officers in Factory [OSH S.22] | Ambulance room mandatory in factory, mines and building/other construction works [OSH Code S.24]

WHAT TO DO & WHEN

FOUNDATIONAL

- ✓ Register on Shram Suvidha Portal — Register electronically within 60 days; for new establishment [OSH Code S.3]. Get LIN irrespective of applicability.
- ✓ Obtain common licence: factory / contract labour / beedi-cigar work as applicable [OSH Code S.119]
- ✓ Display mandatory notices in English, Hindi & local language: min. wages, hours, wage period, ICF name [Wages Code S.50]
- ✓ Maintain prescribed registers: attendance, wages, fines, deductions, overtime, employees, ISMW, dangerous occurrences
- ✓ Issue Appointment Letter to every employee before commencement of employment [OSH Code S.6, Rule 7]
- ✓ Register for EPF (20+ employees) with EPFO and ESIC (10+ employees) with ESIC [SS Code]
- ✓ Constitute Works Committee (100+ workers, if directed) & GRC (20+ workers) [IR Code S.3, S.4]

MONTHLY

- ✓ Pay wages by 7th of every month (S.17,CoW)
- ✓ Deposit EPF & ESIC contributions (both employers and employee's share) by prescribed due dates
- ✓ Issue wage slips
- ✓ Update all statutory registers regularly and ensure accuracy for inspection

PERIODIC / ANNUAL

- ✓ File Unified Annual Return electronically on Shram Suvidha Portal [OSH Code S.33]
- ✓ Conduct free annual health check-up for employees of prescribed age [OSH Code S.6]
- ✓ Update minimum wage display on notice board whenever appropriate Govt. revises rates [CoW, S.50]
- ✓ Renew contractor licence before expiry (licence valid for 5 years) [OSH Code S.47-48]
- ✓ Review salary/ CTC structures against the 50% wages cap.
- ✓ Conduct annual safety audit and update standing orders if required

EVENT-BASED

- ✓ Report accident/ dangerous occurrence / notifiable disease to prescribed authority within 48 hours [OSH Code S.10-12]
- ✓ Pay wages within 2 working days of separation — resignation/dismissal/retrenchment [Wages Code S.17(2)]
- ✓ Pay gratuity within 30 days from the date it becomes payable to the employee [CoSS S.56]
- ✓ Do not dismiss/ discharge woman employee during her absence on account of maternity leave [CoSS Ch.VI]
- ✓ Give 21-day notice before effecting any change in conditions of service in Third Schedule [IR Code S.40]
- ✓ Serve closure notice: at least 60 days (50-299 workers) or 90 days (300+ workers) in advance [IR Code Ch.IX/X]
- ✓ Contribute 15 days' wages per retrenched worker to Workers' Re-Skilling Fund. [IR Code S.83]
- ✓ Report strike/lock-out notice received or issued to appropriate Govt. & Conciliation Officer [IR Code S.62]

Prepared By- IT & Media Cell (O/o CLC (C))

DEFINITION OF 'WAGES' [Section 2(y), Wages Code]

"wages" means all remuneration and

INCLUDES -> Basic pay + Dearness Allowance + Retaining Allowance (if any)

EXCLUDES (common items) ->

Bonus not forming part of remuneration terms | HRA | Conveyance allowance | Overtime allowance | Employer's PF/pension contribution | Commission | Gratuity on termination | Retrenchment compensation or ex-gratia | Value of house-accommodation / amenities etc.

CRITICAL — 50% CAP RULE [S.2(y), First Proviso] ->

If excluded components in aggregate exceed 50% of total remuneration, the excess amount shall be deemed 'wages'. Review all CTC structures immediately.

MODE OF PAYMENT [S.15 & S.2(y)] ->

Coin / currency notes / cheque / bank credit / electronic mode. Wages in kind: not to exceed 15% of total wages payable.

.

PENALTIES FOR NON-COMPLIANCE

COMPOUNDING OF OFFENCES (First-time only) ->

Fine-only offence: compound at 50% of max fine. Fine + imprisonment (up to 1 yr): compound at 75% of max fine. Not available for repeat offences within 5 yrs (CoW) / 3 yrs (other Codes). [CoW, S.52-56 | IRC, S.85-89 | OSH, S.94-104 | CoSS, S.133-138]

- ✓ CoW, S.54(1)(a): Paying less than minimum wages / overtime wages **->Fine up to Rs.50,000 (1st offence); up to Rs.1,00,000 + 3 months' imprisonment (repeat)**
- ✓ CoW, S.54(1)(C): Contravention of any other provision **->Fine up to Rs.20,000 (1st offence); up to Rs.40,000 + 1 months' imprisonment (repeat)**
- ✓ CoW, S.54(2): Non-maintenance or improper maintenance of records **-> Fine up to Rs.10,000.**
- ✓ IR Code S.86: Non-compliance — Unfair labour practice **-> Fine up to Rs.2,00,000 (1st offence); Fine up to Rs.5,00,000 + 3 months' imprisonment (repeat)**
- ✓ IR Code S.86: Contravenes the provisions of S.78 or S.79 or S.80 **-> Fine up to Rs.10,00,000 (1st offence); Fine up to Rs.20,00,000 + 6 months' imprisonment (repeat)**
- ✓ OSH Code S.94: General penalty for offences **-> Fine up to Rs.3,00,000; continued contravention after conviction Rs.2,000 each day till such contravention continues.**
- ✓ OSH Code S.95: Punishment for causing obstruction to Chief Inspector-cum-Facilitator or Inspector-cum - Facilitator, etc**-> Fine up to Rs.1,00,000 + 3 months' imprisonment; Fine up to Rs.2,00,000 + 6 months' imprisonment (repeat)**
- ✓ OSH, S.103: Non-compliance causing death or serious bodily injury -> Causing Death- **Imprisonment up to 2 years + fine up to Rs.5,00,000;** Serious bodily injury- **Imprisonment up to 1 years + fine up to Rs.4,00,000; Repeat- Double the punishment provided.**
- ✓ CoSS S.133 (ii): Non-payment of Gratuity **-> Imprisonment up to 1 year + fine up to Rs.50,000.**
- ✓ CoSS S.133: Commits an offence under any of the clauses (d), (f), (i), (k), (l) or (o) **-> Imprisonment up to 6 month + fine up to Rs.50,000.**
- ✓ CoSS S.134: Enhanced punishment in certain cases after previous conviction (by Courts). **-> Imprisonment upto 2 year + fine up to Rs.2,00,000.** Provided that subsequent offence is for failure by the employer to pay any contribution, charges, cess, maternity benefit, gratuity or compensation which under this Code **-> Imprisonment up to 3 years + fine up to Rs.3,00,000.**

OFFICIAL PORTALS & CODES

PORTALS:

Shram Suvidha Portal — *Registration · LIN · Licences · Annual e-Return*
https://shramsuvidha.gov.in

Samadhaan Portal — *Claim, Grievance & Industrial Disputes*
https://samadhan.labour.gov.in

Labour Codes

CLC (C) — *Codes · Notifications · Draft Rules*
https://clc.gov.in

EPFO Unified Employer Portal — *PF Contribution · ECR Filing · Registration*
[unifiedportal-emp.epfindia.gov.in]

ESIC Employer Portal — *ESI Registration · Monthly Contribution* [esic.in]

DISCLAIMER: This poster is a reference guide only and does not constitute legal advice or a legal document. In case of any discrepancy between this poster and the provisions of the Labour Codes or Rules notified thereunder, the latter shall prevail. | | Government of India, Ministry of Labour & Employment, O/o Chief Labour Commissioner (Central) |

| labour.gov.in |

***Prepared By- IT & Media Cell* [O/o CLC (C)]**

***Prepared By- IT & Media Cell* (O/o CLC (C))**

Code Wise important points

A. CODE ON WAGES,2019

a. Timely Payment of Wages:

Ensure that contractors disburse wages strictly within the prescribed timelines under the Code on Wages, 2019:

Wage Period	Time limit for payment of wages
Daily wages	End of shift
Weekly	Before weekly Holiday
Fortnightly	Within 2 days of end of fortnight
Monthly	Within 7 days of next month

Further, in cases of separation of a worker from service, **final settlement of wages** and other dues may be ensured **within two working days**, in accordance with the provisions of the Code on Wages, 2019.

b. VDA Compliance:

It may be ensured that any revision in Variable Dearness Allowance (VDA), as notified from time to time, is implemented promptly and **reflected in wage disbursements without delay**.

c. Overtime Payment:

It should be ensured that overtime, wherever applicable, is paid at **not less than twice the ordinary rate of wages**, in accordance with applicable provisions.

d. Wage Verification:

Appropriate systems may be instituted for verification of wage payments through bank transfer records, digital proof and **periodic certification by the Principal Employer**, so as to ensure transparent and accountable disbursement of wages.

e. Attendance & Statutory Registers:

Attendance registers should invariably record the exact time of entry and exit of workers to enable proper verification of wages and overtime. It may also be ensured that all prescribed statutory registers (Wages, Overtime, fines & deductions) are duly maintained and updated in accordance with applicable provisions.

f. Issuance of Wage Slips:

It may be ensured that contractors **issue wage slips to all workers** in accordance with the Code on Wages, 2019, so as to ensure transparency in wage payments and deductions. Existing formats containing the requisite particulars may continue to be used.

g. Limit on Wage Deductions:

It may be ensured that total deductions from the wages of an employee in any wage period do **not exceed fifty per cent of such wages**, in accordance with applicable provisions.

h. Payment of Bonus:

It may be ensured that employees who have worked for at least thirty days in an accounting year are paid **annual bonus at <u>not less than</u> 8.33% of wages**, irrespective of the financial position of the establishment, in accordance with applicable provisions.

B. <u>The Code on Social Security, 2020</u>

a. EPF & ESI Compliance:

It may be ensured that all eligible establishments/workers are duly covered under EPF and ESI, wherever applicable, in accordance with relevant provisions.

b. Maternity Benefits:

It may be ensured that maternity benefits are extended to eligible employees who have worked not less than eighty days in the twelve months immediately preceding the expected date of delivery. Such employees shall be granted **maternity leave of up to twenty-six weeks without interruption in service benefits**, along with payment of medical bonus, in accordance with applicable provisions.

c. Gratuity Payment:

It may be ensured that gratuity is paid to eligible employees within 30 days of it becoming payable, including those engaged in **fixed-term employment**, as well as in cases of death, in accordance with applicable provisions.

d. Nomination for Gratuity and Wages:

It may be ensured that all employees submit duly filled nomination forms for gratuity and wages and that such records are properly maintained and kept updated.

C. THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020 (OSH Code)

a. Responsibility of Principal Employer (Health, Safety & Welfare):

It may be ensured that the **Principal Employer is responsible for providing the welfare facilities** and ensuring health, safety and working conditions of contract labour as specified under the relevant provisions of the above code.

b. **Ensuring Valid Licensing of Contractors**

Ensure that no contractor engages **50 or more contract labourers** in any establishment without obtaining a **valid licence** in accordance with the applicable provisions of the **Code** and the rules framed thereunder.

c. Issuance of Appointment Letters:

It may be ensured that **appointment letters are issued to all workers at the time of engagement**, clearly indicating terms and conditions of employment, so as to ensure transparency and accountability.

d. Annual Health Check-up:

It may be ensured that workers are provided **annual health check-ups free of cost**, in accordance with applicable provisions.

e. Weekly Rest:

It may be ensured that every worker is **granted a weekly day of rest** in accordance with statutory provisions, with no undue denial or substitution, and that work on rest days, wherever permitted, is duly compensated as per applicable norms.

f. **Journey Allowance (Inter-State Migrant Workers):**

In respect of inter-State migrant workers, it may be ensured that journey allowance,

including to and fro travel to the native place, is provided in accordance with applicable provisions.

g. Timely Reporting of Accidents and Dangerous Occurrences

Attention is invited to Rule 7 of the Occupational Safety, Health and Working Conditions (Central) Rules, 2021, which mandates timely reporting of fatal accidents, serious bodily injuries, and dangerous occurrences through the prescribed electronic portal to the Inspector-cum-Facilitator (IcF).

h. Constitution of Grievance Redressal Committee for Contract Labour

Under Rule 184 of the Occupational Safety, Health and Working Conditions (Central) Rules, 2026, every Principal Employer engaging contract labour is required to constitute a Grievance Redressal Committee to address and resolve grievances of contract workers in a timely manner.

i. **Annual and Half-Yearly Returns**

Attention is also invited to the provisions relating to submission of Annual Returns and Half-Yearly Returns under the Occupational Safety, Health and Working Conditions Code, 2020 and the Rules made thereunder.

j. Building and Construction Workers:

In respect of building and construction workers, it may be ensured that all applicable provisions of the OSH Code, 2020 are duly complied with, including registration, statutory contributions to the welfare fund for building and other construction workers, and provision of welfare facilities. Special attention may be given to **ensuring safe working conditions at construction sites,** provision of appropriate personal protective equipment, accident prevention measures, and compliance with prescribed safety standards for hazardous and high-risk activities.

D. The Industrial Relations Code, 2020

a. Grievance Redressal:

A grievance redressal mechanism must be established in every establishment engaging 20 or more workers, in accordance with applicable provisions.

b. Works Committee:

It may be ensured that a Works Committee is constituted wherever applicable in every establishment where one hundred or more workers are employed or have been employed with a view to promoting measures for securing and preserving amity and good relations between employers and workers, and for addressing matters of common interest.

c. **Negotiating Union / Negotiating Council**

Attention is invited to the provisions relating to the constitution of a Negotiating Union or Negotiating Council in industrial establishments having registered Trade Unions for negotiating with the employer, as per the prescribed provisions of the Industrial Relations Code and Rules.

d. Certification of Standing Orders.

Establishments covered under the Code are required to obtain certification of Standing Orders, wherever applicable, and ensure compliance with the prescribed provisions and procedures.

e. Notice of Change in Service Conditions:

It may be ensured that no change in the conditions of service relating to matters specified is effected without giving prior notice to the affected workers in the prescribed manner, and that such **change is not implemented within twenty-one days of issuing the notice**, in accordance with applicable provisions.

f. Lay-off Compensation:

It may be ensured that workers who are laid off are paid compensation for the period of lay-off at the rate of **fifty per cent of basic wages and dearness allowance**, in accordance with applicable provisions, and that proper records of such lay-off and payments are maintained.

g. Retrenchment – Notice & Compensation:

It may be ensured that no worker is retrenched without giving notice or wages in lieu thereof as applicable, and payment of retrenchment compensation at the rate of fifteen days' average pay for every completed year of continuous service or part thereof in excess of six months, in accordance with applicable provisions.

h. Contribution to Re-Skilling Fund:

It may be ensured that the employer makes the prescribed contribution to the Re-skilling Fund for each retrenched worker, equivalent to fifteen days' wages last drawn, within the stipulated time, in accordance with applicable provisions.

i. Recognition of Protected Workers

Employers are advised to ensure timely recognition of Protected Workers in accordance with the provisions of the Industrial Relations Code, 2020 and the rules framed thereunder, and to maintain due compliance with the prescribed procedure.

E. Other Important Points

To ensure effective implementation of the provisions of all four Labour Codes in respect of contract labour and outsourced workers, certain systemic and supervisory measures may be considered.

Since public procurement is ordinarily undertaken through competitive bidding under applicable Government rules, cost efficiency and competition shall be balanced with safeguards for compliance with statutory provisions relating to wages, social security, welfare, and working conditions of contract labour; accordingly, specific and enforceable conditions shall be incorporated in tender documents, contracts, and monitoring mechanisms.

a) Inclusion of Statutory Labour Costs and Scrutiny of Non-Viable Bids:

While preparing estimates, bid documents and NITs, it shall be ensured that all statutory labour costs are fully factored into the contract value; and any bids quoting below such costs or indicating non-compliance with labour laws shall be dealt with in accordance with tender conditions and applicable procurement rules.

b) Specific Labour Compliance Clauses:

All tenders, work orders and contracts may invariably incorporate clear and specific clauses requiring compliance with the Labour Codes and other applicable labour laws, instead of relying only on general declarations or undertakings.

c) Safeguarding Wage Components:

Release of contractor bills/payments may, wherever feasible, be linked with verifiable

proof of wage payment and statutory remittances. It may also be ensured that wage components are not diluted or compromised at any stage of execution or billing.

d. Prohibition of Coercive Wage Recovery:

The Principal Employer may ensure that contractors do not forcibly recover wages or retain workers' ATM cards, passbooks, PIN numbers or other banking credentials, which must remain with the workers themselves at all times. Any such violation may invite strict action against the defaulting contractor.

e) Regulation of Sub-contracting:

Wherever a subcontractor is engaged, it shall be ensured that all statutory obligations under applicable labour laws in respect of workers employed by such subcontractor are duly complied with.

f) Time-bound Grievance Redressal:

The Grievance Redressal Committee shall ensure that grievances of the following nature are examined and disposed of within the timelines specified hereunder, with a view to promoting and maintaining harmonious industrial relations.

Type of Grievance	Suggested Resolution Timeline
Delayed or unpaid wages	7 days
Minimum wage / VDA issue	10 days
Wage slip / appointment letter issue	15 days
EPF/ESI non-deposit	15 days
Overtime / weekly rest issue	15 days
Coercive recovery of wages	Immediate inquiry
Retaliation or termination after complaint	Immediate intervention

r

Contact details of Regional Heads of Regional offices of Chief Labour Commissioner (C)

SN.	Regional Head Name	Designation	State/UT Covered	Mobile No.	Designation Based Email ID
1.	Shri V R Ganesan	Dy. CLC (C), Ahmedabad	Gujarat, Dadra and Nagar Haveli and Daman and Diu	9448252704	dyclcahd-gj@nic.in
2.	Shri P. S Karmase	Dy. CLC(C), New Delhi	NCT of Delhi	7738043409	dyclcndl-mole@gov.in
3.	Shri N C Kar	Dy. CLC(C), Guwahati	State of Assam, Arunachal Pradesh, Nagaland, Manipur, Meghalaya, Tripura, Mizoram	7076503575	dyclc.ghy-as@gov.in
4.	Shri Rajiv Ranjan	Dy. CLC(C), Ajmer/	Rajasthan	8687482347	dyclcajmer@nic.in
5.	Shri Sanjay Dabi	Dy. C.L.C.(C), Mumbai/	Western Maharashtra & Goa	9596862222	dyclc.mum-mh@nic.in
6.	Dr Srinu Dara	Dy. CLC(C), Chennai	Tamilnadu & Puducherry	9500592680	support-dyclcchn@nic.in
7.	Smt. S Muthupandi	Dy. C.L.C.(C), Nagpur	Eastern Maharashtra	7810083432	dyclc.ngr-mh@nic.in
8.	Shri K.C. Sahu	Dy. CLC(C) Asansol	Districts of Paschim & Purba Bardhaman, Purulia, Bankura, Birbhum of West Bengal	8908091129	dyclc.asansol-mole@gov.in
9.	Shri Bidhan Chandra Nayak	Dy. CLC (C) Raipur	Chhattisgarh	8904877982	dyclcraipur.cg@gov.in
10.	Shri Washimul Haq	Dy. CLC (C) Jabalpur	Madhya Pradesh	7052180786	dyclcjbp-mp@nic.in
11.	Chiranjeev Saikia	Dy. CLC(C) Bhubaneswar	Odisha	9435151666	dyclcbbsr.od@nic.in
12.	Shri Pradyumn Kumar Rana	Dy. CLC(C), Kanpur	Central & Eastern Uttar Pradesh	9958097476	pradyumn.rana@gov.in
13.	Shri S K Mohanty	Dy. CLC(C), BANGALOR E	Karnataka	9348487379	dyclcbangalore@nic.in
14.	Smt Shubhra Goel	Dy CLC(C), Dehradun	Uttarakhand & West UP	7078850244	dyclc.ddn-uk@nic.in
15.	Shri Kshitij Jain	Dy CLC(C), Kolkata	West Bengal, Sikkim & Andaman & Nicobar Island	8318374159	ho-dyclckol@nic.in
16.	Smt. Resmi V.	Dy. CLC (C), Cochin	Keralam	9744440025	dyclc.cochin@nic.in
17.	Shri Biswa Bhusan Prusty	DY.CLC(C), Hyderabad	Andhra Pradesh & Telangana	7086045520	dyclchyd-ap@nic.in
18.	Shri Sumit	Dy. CLC(C), Dhanbad	Jharkhand	7087409008	dyclcdhanbad@nic.in
19.	Shri Sachin Kumar	Dy. CLC(C),Patna	Bihar	7607387334	dyclcpat-bih@nic.in
20.	Shri Hemang Dimngel	Dy. CLC(C) Chandigarh	Haryana, Jammu & kashmir, Punjab, Ladakh, Himachal Pradesh, Chandigarh	8582880708	dyclcchandigarh@nic.in

Railways

Shri Susanta Kumar Nayak, Dy. CLC, O/o CLC (C) H.Q. has been nominated as SPOC/nodal officer. Contact details- 011-20893607 e-mail at susanta.nayak@gov.in.

Sl.No	Name of the organisation	CMDs/Chairpersons/CEOs/MDs	Contact Details
1	Railway Board, Ministry of Railways	Shri Satish Kumar — Chairman and Chief Executive Officer, Railway Board	011-23384010 crb@rb.railnet.gov.in
2	Research Designs and Standards Organisation (RDSO)	Shri Prabhas Dansana — Director General	0522-2451221 / 2451289 dg@rdso.railnet.gov.in
3	Rail Land Development Authority (RLDA)	Shri Manoj Garg — Vice Chairman	011-23233518 vc@rlda.railnet.gov.in
4	Railway Recruitment Control Board (RRCB)	Shri Rahul Gosain — Executive Director, Establishment/RRB, Railway Board	2304717 rahul.gosain@gov.in
5	Indian Railways Institute of Signal Engineering and Telecommunications (IRISET)	Shri Piush Kumar Gupta — Director General / Current Charge	040-27822007 director@iriset.ac.in
6	Indian Railways Institute of Civil Engineering (IRICEN)	Shri Vijay Kumar Panjiar — Director General	020-26123680 dgiricen@iricen.railnet.gov.in
7	Indian Railways Institute of Electrical Engineering (IRIEEN)	Shri Yatendra Kumar — Director General	0253-2462545 admn2@irieen.railnet.gov.in
8	Indian Railways Institute of Mechanical and Electrical Engineering (IRIMEE)	Shri Animesh Kumar Sinha — Director General	06344-243184 pmis.irimee@gmail.com
9	Indian Railways Institute of Transport Management (IRITM)	Shri Ranjan Prakash Thakur — Director General	0522-2451200 dg@iritm.railnet.gov.in
10	National Academy of Indian Railways (NAIR)	Shri Rakesh Rajpurohit — Deputy Director General, Looking After Charge	0265-2772200 dg@nair.railnet.gov.in
11	Gati Shakti Vishwavidyalaya	Prof. (Dr.) Manoj Choudhary — Vice-Chancellor	-2648477 vicechancellor@gsv.ac.in
12	Institute of Rail Transport	Shri Mahesh Kapoor — President	011-23416832 / 23416833 irtindia3@gmail.com
13	Jagjivan Ram Railway Protection Force Academy	Shri B. Venkateshwar Rao — IG-cum-Director	0522-2983344 directorjjr.academy@gov.in
14	Braithwaite & Company Limited	Shri Naveen Kumar — Chairman and Managing Director, Additional Charge	033-24397962 cmd@braithwaiteindia.com

15	Centre for Railway Information Systems (CRIS)	Shri G.V.L. Satya Kumar — Managing Director	011-26886310 mdcris@cris.org.in
16	Container Corporation of India Limited (CONCOR)	Shri Sanjay Swarup — Chairman and Managing Director	011-41673000 / 41673013 cmd@concorindia.com
17	Dedicated Freight Corridor Corporation of India Limited (DFCCIL)	Shri Praveen Kumar — Managing Director	011-23379820 md@dfcc.co.in
18	IRCON International Limited	Shri Saleem Ahmad — Chairman and Managing Director, Additional Charge	011-26530450 / 26522000 cmdsectt@ircon.org
19	Indian Railway Catering and Tourism Corporation Limited (IRCTC)	Shri Rahul Himalian — Chairman and Managing Director, Additional Charge	011-26181540 / 26181541 cmd@irctc.com
20	Indian Railway Finance Corporation Limited (IRFC)	Shri Manoj Kumar Dubey — Chairman and Managing Director and CEO	011-24361476 investors@irfc.co.in
21	Konkan Railway Corporation Limited (KRCL)	Shri Santosh Kumar Jha — Chairman and Managing Director	022-27570415 cmd@krcl.co.in
22	Kutch Railway Company Limited	Shri R.K. Yadav — Managing Director	(011) 43086395 mdkrc@kutchrail.org
23	Mumbai Railway Vikas Corporation Limited (MRVC)	Shri Vilas Sopan Wadekar — Chairman and Managing Director	022-22080015 cmd@mrvc.gov.in
24	Pipavav Railway Corporation Limited (PRCL)	Smt. Seema Kumar — Managing Director	011-66106000 info@pipavavrailway.com
25	RITES Limited	Shri Rahul Mithal — Chairman and Managing Director	0124-2818602 cmd@rites.com
26	Rail Vikas Nigam Limited (RVNL)	Shri Saleem Ahmad — Chairman and Managing Director	011-26183874 cmd@rvnl.org
27	RailTel Corporation of India Limited	Shri Sanjai Kumar — Chairman and Managing Director	011-22900600 cmdrailtel@railtelindia.com
28	National High Speed Rail Corporation Limited (NHSRCL)	Shri Anjum Pervez — Managing Director, Additional Charge and Director Projects	011-28070000 psmd@nhsrcl.in
29	Kolkata Metro Rail Corporation Limited (KMRCL)	Shri Anil Kumar Dubey — Managing Director	033-66071181 md@kmrc.in
30	Banaras Locomotive Works (BLW)	Shri Ashutosh Pant — General Manager	0542-2270777 gm@dlw.railnet.gov.in
31	Chittaranjan Locomotive Works (CLW)	Shri Mohit Chandra — General Manager	0341-2525500 gm@clw.railnet.gov.in
32	Integral Coach Factory (ICF), Chennai	Shri Manish Agarwal — General Manager	044-26263920 gm@icf.railnet.gov.in

33	Modern Coach Factory (MCF), Raebareli	Shri Raman Krishnan — General Manager	gm@mcf.railnet.gov.in
34	Patiala Locomotive Works (PLW)	Shri Sushil Kumar Srivastava — Principal Chief Administrative Officer	0175-2391001 pcaodmw@dmw.railnet.gov.in
35	Rail Coach Factory (RCF), Kapurthala	Shri Ajay Nandan — General Manager	01822-285001 gm@rcf.railnet.gov.in
36	Rail Wheel Factory (RWF), Yelahanka	Shri Manoranjan Pradhan — General Manager	080-28460349 gm.rwf@rwf.railnet.gov.in
37	Rail Wheel Plant (RWP), Bela	Shri Anil Kumar Gupta — Principal Chief Administrative Officer	anil67.in@gov.in
38	Central Organisation for Railway Electrification (CORE)	Shri Ashok Kumar Verma — General Manager	0532-2407551 gm@core.railnet.gov.in
39	Central Railway	Shri Rajeev Shrivastava — General Manager	022-22621230 gm@cr.railnet.gov.in
40	Eastern Railway	Ms. Gitika Pandey — General Manager	033-22307596 gm@er.railnet.gov.in
41	East Central Railway	Shri Chhatrasal Singh — General Manager	0612-2560032 gm@ecr.railnet.gov.in
42	East Coast Railway	Shri Parmeshwar Funkwal — General Manager	0674-2300773 gm@ecor.railnet.gov.in
43	Metro Railway, Kolkata	Shri Prem Sagar Gupta — General Manager	033-22267220 gm@mtp.railnet.gov.in
44	Northern Railway	Shri Rajesh Kumar Pandey — General Manager	011-23387333 gm@nr.railnet.gov.in
45	North Central Railway	Shri Naresh Pal Singh — General Manager	0532-2435109 gm@ncr.railnet.gov.in
46	North Eastern Railway	Shri Uday Borwankar — General Manager	0551-2208000 gm@ner.railnet.gov.in
47	Northeast Frontier Railway	Shri Chetan Kumar Shrivastava — General Manager	0361-2676000 gm@nfr.railnet.gov.in
48	North Western Railway	Shri Pankaj Sharma — General Manager	0141-2725800 gm@nwr.railnet.gov.in
49	Southern Railway	Shri U. Subba Rao — General Manager	044-25332157 gm@sr.railnet.gov.in
50	South Central Railway	Shri Sanjay Kumar Srivastava — General Manager	040-27786170 gm@scr.railnet.gov.in
52	South Eastern Railway	Shri Anil Kumar Jain — General Manager	033-24393532 gm@ser.railnet.gov.in
53	South East Central Railway	Shri Tarun Prakash — General Manager	07752-247000 gm@secr.railnet.gov.in
54	South Western Railway	Shri P. Ananth — General Manager	0836-2360888 gm@swr.railnet.gov.in
55	Western Railway	Shri Ramasharay Pandey — General Manager	022-22005670 gm@wr.railnet.gov.in
56	West Central Railway	Shri Dilip Kumar Singh — General Manager	0761-2629000 gm@wcr.railnet.gov.in

Disclaimer: The information has been compiled from publicly available internet sources.

GOVERNMENT OF INDIA/ (भारत सरकार)
MINISTRY OF RAILWAYS/ (रेल मंत्रालय)
RAILWAY BOARD/ (रेलवे बोर्ड)

No.2026/E(LL)/AT/CNR/5 **Dated: 11.05.2026**

The General Managers,
All Zonal Railways, Production Units,
Metro Railway/Kolkata,
CORE/Prayagraj, RWP/Bela, WPO/Patna,
The Director General, RDSO, Lucknow,
The Director General, NAIR, Vadodara.
The CMDs, Railway PSUs, **MD** CRIS
Vice Chairman, RLDA, **Director**, All CTIs

Subject: Strict Implementation of Labour Law Provisions for Employees and Contract Labour in all units under Ministry of Railways.

Sir/Madam,

Government of India has introduced major labour reforms and has on 21.11.2025 notified new Labour Codes which have become effective from the date of notification. It is imperative to ensure full compliance with statutory labour law provisions in respect of employees and contract labour engaged across Railways and Railway PSUs. The following key areas require immediate attention and strict implementation:

1. **Timely Payment of Wages**

All contractors must ensure disbursement of wages within the prescribed time limits without any delay. Monitoring mechanisms may be strengthened to prevent instances of wage withholding or irregular deductions. The time limits for payment of wages for different wage periods as per Code on Wages 2019 for all workers and contract workers is as under.

Wages Period	Time limit for Payment of Wages
Daily Wages	End of shift
Weekly	Before weekly holiday
Fortnightly	Within 2 days of end of fortnight
Monthly	Within 7 days of next month

2. **Issuance of Appointment Letters**

Every employee and contract worker should be provided with a formal appointment letter clearly outlining terms and conditions of employment. This promotes transparency and safeguards the rights of workers and this should be ensured by all principal employers as mandated by The Occupational Safety, Health and Working Conditions Code, 2020. A proforma of the appointment letter is enclosed as **Annexure I**.

3. **Issuance of Wage Slips**

To ensure accountability and clarity in wage disbursement, wage slips must be issued to all employees and contract labour at the time of wage payment, detailing earnings, deductions, and net payable amount as per Code on Wages, 2019. A proforma Wage Slip is enclosed as **Annexure II**. In case appointment letter and wage slips are being issued with fields mentioned in the above indicated formats, the same may be continued to be used.

4. **Provision of Welfare Facilities by Principal Employer**

The Occupational Safety, Health and Working Conditions Code, 2020 mandates that the principal employer must ensure that statutory welfare facilities such as drinking water, sanitation, rest areas, creche and first aid are adequately provided to all contract labourers at the worksites. The same should be ensured and regular inspections should be conducted to ensure compliance.

5. **Grievance Redressal Mechanism for Contract Labour**

A structured grievance redressal system must be established for contract workers. A committee consisting of representatives of principal employers and contractors may be constituted at appropriate levels to address complaints promptly and ensure fair resolution within a period of 30 days.

All concerned are advised to take necessary steps to ensure strict adherence to the above provisions. Compliance should be reviewed periodically, and any deviations must be addressed without delay. Ministry of Labour and Employment has launched **e-SHRAM Portal**, a national database for unorganized workers. All principal employers are required to ensure that the **e-SHRAM Portal** and the **Shramik Kalyan Portal** are updated at all times. Railways/Units are requested to nominate a Nodal Officer for monitoring the implementation of the Labour Codes and to furnish update on action taken in this matter, not later than 29.05.2026.

Aruna Nayar
Director General(HR)
Railway Board

Copy for information and necessary action:-
All Board Members, DGs,
Secretary, Railway Board

Annexure-I

Letter of appointment to employee under clause (f) of sub-section (1) of Section 6 of Occupational Safety, Health and Working Conditions (OSH &WC) Code, 2020

(To be issued in English or Hindi and in local language)

Format for Appointment Letter

i. Name of employee:
ii. Date of birth:
iii. Father's / Mother's name:
iv. Aadhaar number (after obtaining consent):
v. Labour Identification Number (LIN) of the establishment:
vi. Universal Account Number (UAN) and / or Insurance Number (ESIC) (if available):
vii. Designation:
viii. Type of Employment (Regular/Fixed-term-employment/Contractual):
ix. Category of skill:
x. Date of joining:
xi. Wages/Basic/Pay and Dearness Allowance:
xii. Other allowance including accommodation whichever is/are applicable:
xiii. Applicability of social security [Employees' Provident Fund Organization (EPFO) and Employees' State Insurance Corporation (ESIC)] benefits:
xiv. Broad Nature of duties to be performed:
xv. Benefits available under chapter VI (Maternity Benefit) of Code on Social Security, 2020 (in case of women employee):
xvi. Any other information:

Signature / Digital Signature
Employer

Annexure-II

Issuance of Wage Slip under Section 50(3) of Code on Wages, 2019

FORM – VIII-C

(See rule 156)

Format for Wage slip

Date of issue:				
Name of the Establishment				
Address:.....			Period:.....	
1.	Name of the Employee:			
2.	Father's/Mother's/Spouse's Name:			
3.	Designation:			
4.	UAN:			
5.	Bank Account Number:			
6.	Wage period:			
7.	Rate of wages payable	a) Basic	b) D.A.	c) other allowances
8.	Total attendance/unit of work done:			
9.	Overtime wages			
10.	Gross wages payable			
11.	Total deductions	a) PF	b) ESI	c) Others
12.	Net wages paid			
*Employer/Pay-in-charge signature				

***Note: Required in case register is maintained physically.**

भारत सरकार /GOVERNMENT OF INDIA
रेल मंत्रालय/MINISTRY OF RAILWAYS
रेलवे बोर्ड/RAILWAY BOARD

No.2026/E(LL)/AT/CNR/5 **Dated: .05.2026**

The General Managers,
All Zonal Railways, Production Units,
Metro Railway/Kolkata,
CORE/Prayagraj, RWP/Bela, WPO/Patna,
The Director General, RDSO, Lucknow,
The Director General, NAIR, Vadodara.
The CMDs, Railway PSUs
Managing Director, CRIS
Vice Chairman, RLDA
Directors of All CTIs

Subject: Strict Implementation of Labour Law Provisions for Employees and Contract Labour in all units under Ministry of Railways.

Ref: Board's letter of even number dated 11.05.2026 (copy enclosed).

Sir/Madam,

Please refer to Board's letter cited under reference wherein it was inter-alia requested that all Railways/Units are requested to nominate a Nodal Officer for monitoring the implementation of the Labour codes and to furnish update on action taken on the above letter, not later than 29.05.2026.

2. In view of the above, all Railways/Units are requested to nominate a Nodal Officer, if not done so far. Particulars of the nominated Nodal officer of the Railways/Units may kindly be sent to Board's office latest by 25.05.2026.

Encl: As above.

Digitally signed by
VINITA VERMA
Date: 21-05-2026

(Vinita Verma)
Executive Director (LL)
Railway Board

Copy for information and necessary action:-
All Board Members, DGs
Secretary Railway Board

Room No.502, Rail Bhawan, Raisina Road, New Delhi-110001.

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रेलमंत्रालय/ **MINISTRY OF RAILWAYS**
(रेलवेबोर्ड)/ **(RAILWAY BOARD)**

No.2026/E(LL)/ AT/CNR /3 **New Delhi, Dated: As signed**

The General Manager
All Zonal Railways and Production Units,
The Director General RDSO Lucknow ,
CORE /Prayagraj, RWP Bela, WPO /Patna.

Sub: Monitoring Implementation of Welfare provisions in the Labour Codes in Service/Works Contracts on Railways.

In order to ensure effective implementation of welfare-related provisions under the new Labour Codes in all service and works contracts executed under Indian Railways, the following procedure is proposed to be adopted by all Zonal Railways and Production Units.

A two tier structured mechanism for monitoring compliance of Labour Codes in contractual engagements will be set up in all Zonal Railways. The primary responsibility to ensure that all the contractual provisions and welfare mechanisms envisaged in the Labour Codes are complied with remains with the Principal Employer (PE). However PCPOs/Sr DPOs office will henceforth be actively involved in ensuring wage related compliances and the welfare of contractual labour

Accordingly, the following set up is required to be established in all Zonal Railways and a similar set up to be formed in the Production Units.

(**A**) Each Zonal Railway shall constitute a **Zonal Labour Compliance Cell (ZLCC)** under PCPO, comprising of

- CPO IR– Nodal Officer
- Assistant Personnel Officer
- A nominated Welfare Inspector who will coordinate the compliance/grievance redressal by the PE

The **Zonal Labour Compliance Cell** will be responsible for the following functions:

a. Issue Zonal implementation guidelines from time to time.
b. Maintain centralized compliance dashboard related to all welfares provisions.
c. Conduct quarterly review of Divisions.
d. Conduct half yearly meetings with Inspector cum Facilitator
e. Submit half-yearly compliance report to Railway Board.
f. Take necessary steps to increase awareness about welfare provisions available under new Labour Codes.

(**B**) At the Divisional/Workshop level each Division/Workshop shall constitute **Divisional/ Workshop Labour Monitoring Cell** (DLMC/WLMC) under Sr. DPO/DPO/WPO/APO. The Cell will consist of

- APO
- Welfare Inspector
- Representative of concerned Executive Department

The **Divisional Labour Monitoring Cell** shall:

a. Ensure inclusion of mandatory Labour Code clauses in all tender documents.
b. Conduct monthly review of database, ie Shramik Kalyan Portal for data updation of Contractors, Contractual labour, Wage rates, Social security registration status and also uploading of LOAs.
c. Monthly scrutiny of Wage disbursement records, attendance and overtime registers.
d. Review compliance related to payment of wages EPFO/ESIC registration and other welfare provisions.
e. Issue advisories to Principal Employer for corrective action.
f. Monitor the working of Grievance Redressal Committee. (as envisaged in Chapter XIV of OSH& WC(Central) Rules 2026)
g. Conduct quarterly meeting with Inspector cum Facilitator to ensure proper compliance.
h. Submit quarterly compliance report to Zonal Railway Compliance Cell.

(**C**) In Construction Offices, and also in Headquarters Office, if such contracts are being handled, **Labour Monitoring Cell** similar to Division/Workshop will be set up.

Beat Welfare Inspectors are advised to conduct regular inspections in their beat to ensure compliance of all welfare provisions as per Labour Laws such as, Wage payments through bank transfer, Working hours compliance, issue of appointment letters, issue of Identity cards , and pay slips, provision of safety equipment, drinking water, sanitation, rest facilities. Any lapse should be immediately communicated to the DLMC which will further communicate to Principal Employer. Welfare Inspector will closely interact with workers in his beat and record grievances if any. A monthly report will be submitted by each WI to the DLMC.
Bi annual Worker interaction camp between the contractor representative and contractual labour may also be coordinated by each DLMC so as to resolve grievances on the spot.

All zones/PUs are requested to form the said committees latest by 15.07.2026.

This issues with the approval of competent authority.

VINITA VERMA
Digitally signed by VINITA VERMA
Date: 2026.06.19 13:42:50 +05'30'

Vinita Verma
Executive Director,(LL)
Railway Board

Room No. 502, Rail Bhawan, Raisina Road, New Delhi -110001

भारत सरकार /GOVERNMENT OF INDIA
रेल मंत्रालय/MINISTRY OF RAILWAYS
रेलवे बोर्ड/RAILWAY BOARD

No.2026/E(LL)/AT/CNR/3 New Delhi, dated: As signed

The General Manager
All Zonal Railways and Production Units,
The Director General, RDSO, Lucknow,
CORE/Prayagraj, RWP/Bela, WPO/Patna.

Sub: Monitoring of compliance with the four New Labour Laws.

Ref: Railway Board's letter of even number dated 19.06.2026.

In continuation to the letter cited under reference above, please find enclosed Annexures 1 to 11 for structured reporting and monitoring of compliance with the four New Labour Laws as detailed under:

Annexures 1 to 3: Compliance reports to be submitted by Zonal Railways/Production Units to the Railway Board (**Half-Yearly)**

Annexures 4 to 7: Compliance reports to be submitted by Divisions/Workshops to Zonal Headquarters/ZLCC (**Quarterly**).

Annexures 8 to 10: Inspection and Grievance Redressal reports to be submitted by Welfare Inspectors to the DLMC/WLMC (**Monthly**).

Annexure 11: Master Compliance Proforma on core welfare parameters to be maintained on a monthly basis by the Principal Employer.

2. All Zonal Railways, Production Units, and attached offices are requested to furnish the prescribed Half-Yearly report in a timely manner (latest by **15th April and 15 th October** respectively) to Railway Board.

3. Furthermore, this letter along with its enclosures should be widely circulated to all Divisions, Workshops, and field units to ensure strict compliance report and standardized reporting as outlined in Para 1 above.

Encls: Annexure 1 to 11.

Digitally signed by
VINITA VERMA
Date: 27-08-2026
11:17:27

(Vinita Verma)
Executive Director, Estt.(LL)
Railway Board
Email ID- vinita.verma@gov.in
Tele No.011-23047173

ANNEXURE 1

HALF YEARLY COMPLIANCE REPORT OF ZLCC TO RAILWAY BOARD

Sr No.	Particulars	Details.
1	ZONE/PU	
2	Reporting For	April -Sept _____ / Oct - Mar _____
3	Total number of active contracts	
4	Total number of contractors	
5	Total contractual labour covered	
6	Total contracts newly awarded during the relevant period	
7	Total contracts completed/closed during the relevant period	
8	Number of contracts inspected/reviewed	
9	Number of contractors requiring corrective action	
10	Number of pending deficiencies from previous half year period	

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LABOUR WELFARE MONITORING MECHANISM - COMPLIANCE REPORT

Proforma for seeking compliance from Zonal Railways / Production Units (Ref: Letter No. 2026/E(LL)/AT/CNR/3)

Annexure 2

RAILWAY- **Report for April-Sept /Oct-March**

S.No.	Compliance Requirement / Key Indicators	Compliance Status (Yes/No/Partial)	Detailed Remarks / Actions Taken
1	**Has the ZLCC been formed under PCPO comprising of CPO IR (Nodal), APO, and a nominated Welfare Inspector?**		
2	**Have DLMCs/WLMCs been constituted under Sr. DPO/DPO/WPO/APO including APO, WI, and Executive Dept. representative?**		
3	**Have separate Labour Monitoring Cells been set up in Construction Offices and Headquarters for handled contracts?**		
4	**Have Zonal guidelines been issued to all divisions and units from time to time?**		
5	**Is a centralized dashboard actively maintained for all welfare provisions under the new Labour Codes?**		
6	**Has the ZLCC conducted quarterly reviews of the divisions/workshops?**		
7	**Have half-yearly meetings been conducted with the Inspector-cum-Facilitator?**		

8	**Have necessary steps/drives been taken to increase worker awareness about the new Labour Code welfare provisions?**		
9	**Wether Labour Code clauses included in newly issued tender documents**		
10	**Whether Shramik Kalyan Portal updation**		
11	**Whether wage related statutory provisions are complied with in the zone**		
12	**Whether Social Security related provisions are being complied with.(EPFO/ESIC)**		
13	**Whether Welfare related provisions are being complied with**		
14	**Wether Grievance Redressal Committees are formed and functional**		

Annexure 3

HALF YEARLY COMPLIANCE REPORT OF ZLCC TO RAILWAY BOARD

RAILWAY- **Report for April-Sept /Oct-March**

Major Deficiencies Requiring Railway Board's Attention

Sl. No.	Division/ Unit	Contractor	Nature of Deficiency	No. of Workers Affected	Date Detected	Action Taken by PE	Present Status	Whether Escalation Required
1								
2								
3								
4								
5								
6								
7								

ANNEXURE 4

QUARTERLY COMPLIANCE REPORT OF DLMC/WLMC

Sr No.	Particulars	Details.
1	Name of Division/Workshop	
2	Reporting Quarter	
3	Total number of active contracts	
4	Total number of contractors	
5	Total contractual labour covered	
6	Total contracts newly awarded during quarter	
7	Total contracts completed/closed during quarter	
8	Number of contracts inspected/reviewed	
9	Number of contractors requiring corrective action	
10	Number of pending deficiencies from previous quarter	

Annexure 5

LABOUR WELFACE MONITORING COMPLAINCE REPORT OF DLMC /WLMC
Name of the Div -

Sl. No.	Compliance Item	Total Applicable	Complied(C)/Partially Complied(PC)/Not Complied(NC)	Deficiency /Observation	Corrective Action Advised	Target Date	Status
1	Mandatory Labour Code clauses included in tender documents						
2	Contractor details updated on Shramik Kalyan Portal						
3	Contractual labour details updated on Portal						
4	Social security registration status updated						
5	LOAs uploaded on Shramik Kalyan Portal						
6	Wages paid within prescribed period						
7	Wage disbursement records scrutinised						
8	Attendance registers maintained						

9	**Overtime records/registers maintained**						
10	**EPFO registration/compliance verified**						
11	**ESIC registration/compliance verified**						
12	**Appointment letters issued**						
13	**Identity cards issued**						
14	**Pay slips issued**						
15	**Safety equipment/PPE provided**						
16	**Drinking water facility available**						
17	**Sanitation facilities available**						
18	**Rest facilities available**						
19	**Worker grievances recorded and action taken by Grievance Redressal Cell**						
20	**Quarterly meeting with Inspector-cum-Facilitator conducted**						

21	**Free Medical Check up Conducted**						
22	**Previous deficiencies complied with/closed**						

1.Status to be mentioned as C = Complied, PC = Partially Complied, NC = Not Complied, NA = Not Applicable.

2. For Deficiencies Noticed which requires detailed reporting to ZLCC a Separate Annexure 2 to be filled with Contractor Details.

3. Annexure 3 to be filled for Status of closure of previously communicated deficiencies.

Annexure 6

LABOUR WELFACE MONITORING COMPLAINCE REPORT OF DLMC /WLMC

Division/Workshop **Period -Quarter ending-**

DETAILS OF DEFICIENCIES NOTED

Sl. No.	Contractor Name	Contract/LOA No. & Date	Dept	Nature of Work	Contract Period	No. of Workers	Major Deficiency Noticed.	Target given for Corrective Action

Annexure 7

LABOUR WELFACE MONITORING COMPLAINCE REPORT OF DLMC /WLMC

Division/Workshop- **Quarter ending -**

Corrective Action on Deficiencies

Sl. No.	Contractor/Worksite	Deficiency	Date Detected	Communicated to PE on	Corrective Action Required	Target Date	Compliance Received on	Verified by	Status
1									
2									
3									
4									
5									
6									
7									

This is Action Taken report by DLMC to ZLCC on Deficiencies comunicated vide Annexure 6 of previous Quarters.

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Annexure 8

Beat Welfare Inspector Monthly Report to DLMC/WLMC

Name of Welfare Inspector - **Month -**

BEAT Details -

Sl. No.	Particulars	Details
1	No. of worksites in the Beat area	
2	No. of contractors/worksites covered	
3	Approx. contractual workers interacted with	
4	Wage payment discrepancies noticed	
5	Working-hours/OT issues noticed	
6	Appointment letter deficiencies	
7	ID card deficiencies	
8	Pay slip deficiencies	
9	Safety equipment/PPE deficiencies	
10	Drinking water deficiencies	
11	Sanitation deficiencies	
12	Rest facility deficiencies	
13	Free Medical Ckeck up Done.	

Annexure 9

Welfare Inspector Monthly Report to DLMC/WLMC

Name of Welfare Inspector - **Month-**

GRIEVANCE REDRESSAL REPORT

Sl. No.	Particulars	Numbers
1	Grievances pending from previous quarter	
2	Grievances received during quarter	
3	Grievances disposed of	
4	Grievances pending	
5	Grievances pending beyond prescribed/target period	
6	Major grievances requiring PE intervention *	

* For details Annexure 10 to be filled on Monthly Basis by WI after interaction with Grievance Redressal Cell

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Annexure 10

Welfare Inspector Monthly Report to DLMC/WLMC

Name of Welfare Inspector **Month-**

GRIEVANCE REQUIRING PRINCIPAL EMPLOYER INTERVENTION

Sl. No.	Contractor Name	Contract/LOA No. & Date	Dept	PE Designation	Nature of Grievance	Number of Impacted Workers	Action Taken & Present Staus
1							
2							
3							
4							
5							
6							
7							

Annexure 11

MASTER COMPLIANCE PROFORMA: WELFARE PROVISIONS UNDER NEW LABOUR CODES

(Monthly position to be Maintained by Principal Employer)

S.No.	Labour Code Reference	Core Welfare Parameter / Compliance Metric	Status (Complied / No / Partial / NA)	Evidence Required / Records Maintained	Remarks / Corrective Action Plan
1.0	**THE CODE ON WAGES**				
1.1	Minimum Wage Assurance	Are contract workers paid at least the prevailing minimum wage rate corresponding to their skill category (Unskilled/Semi-Skilled/Skilled/Highly Skilled)?		Wage sheets, Bank transfer statements, Electronic clearance reports.	
1.2	Timely Wage Disbursement	Are wages disbursed strictly within the statutory timeline (e.g., by the 7th of the following month for monthly wage periods)?		Bank upload logs, employee acknowledgement, digital payment records.	
1.3	Statutory Deductions & Payslips	Are permissible deductions verified and standard itemized payslips issued (digitally or physically) to all contract workers?		Copies of individual payslips, deduction ledgers.	
1.4	Equal Remuneration Compliance	Is gender neutrality strictly maintained in wage distributions and recruitment for work of identical or similar nature?		Payroll audit report, gender-segregated master roll records.	
1.5	Overtime Compensation	Are workers compensated at double the regular wage rate (2 t imes normal rate) for hours worked beyond standard daily/weekly shifts?		Overtime registers, biometric logs cross-matched with wage bills.	
2.0	**THE OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS (OSHWC) CODE**				
2.1	Basic Site Amenities	Are adequate basic physical facilities provided at the work site: safe drinking water, separate washrooms for men and women, and accessible urinals?		Physical site inspection checklists, geotagged photos of facilities.	
2.2	Rest Rooms and Crèche Facilities	Where thresholds are met, are clean rest rooms provided? Is a crèche facility made available if female contract workers are engaged?		Infrastructure availability report, crèche attendance logs if applicable.	
2.3	Personal Protective Equipment (PPE)	Are standard, certified safety gears and PPEs (helmets, high-visibility jackets, boots, safety harnesses) issued to workers free of cost?		PPE distribution register with worker signatures, inventory records.	
2.4	First Aid and Medical Framework	Are readily accessible and completely stocked first-aid boxes maintained at each site? Is an arrangement for emergency medical transport available?		First-aid inventory logs, emergency hospital tie-up documentation.	
2.5	Standard Working Hours & Weekly Rest	Are daily limits (typically 8 hours) strictly managed? Is a full day of paid weekly rest consistently provided?		Biometric/Manual attendance logs, duty rosters.	

2.6	Annual Medical Examination	Are regular health checks or initial pre-employment medical check-ups organized for contractual staff, especially for hazardous tasks?		Medical fitness certificates, health camp records.	
3.0	**THE CODE ON SOCIAL SECURITY**				
3.1	EPF Registration & Contributions	Are all eligible contract employees registered under EPFO? Are employee and employer shares deposited on time without default?		Monthly Electronic Challan-cum-Return (ECR), payment receipts, Universal Account Numbers (UAN).	
3.2	ESIC Coverage & Medical Cards	Wherever applicable geographically, are workers enrolled under ESIC? Are monthly challans correctly submitted to secure health coverage?		ESIC e-Challan documents, IP (Insured Person) registration numbers.	
3.3	Gratuity and Maternity Benefits	Are applicable statutory structures preserved for long-term contract workers regarding gratuity and paid maternity leaves?		Contract terms audit, company maternity benefits policy documentation.	
4.0	**THE INDUSTRIAL RELATIONS CODE & GENERAL ADMINISTRATIVE COMPLIANCE**				
4.1	Formal Letters of Appointment	Is every contract worker issued a formal, written appointment letter stating terms of employment, designation, and wage structure upon hiring?		Copies of signed appointment letters, worker onboarding files.	
4.2	Identity Cards and Gate Passes	Are valid photo ID cards/contractual gate passes provided to ensure easy field tracking, safety control, and individual identification?		Master list of issued ID cards, gate pass logs.	
4.3	Statutory Registers Maintenance	Are core registers dynamically maintained: Form A (Employee Register), Form B (Wage Register), Form C (Loans/Recoveries), and Form D (Attendance)?		Inspected physical registers or unified digital portal logs.	
4.4	Grievance Redressal Mechanism	Is a functional Grievance Redressal Committee or accessible mechanism set up at the contractor/sub-unit level to quickly resolve worker disputes?		Grievance register, minutes of resolution meetings.	
4.5	Statutory Notices Display	Are clear, bilingual/trilingual abstract notices of the Labour Codes, minimum wage updates, and local Inspector details explicitly posted at prominent sites?		Site inspection notes, photographic validation of notice boards.	