

**OFFICE OF THE SECRETARY-CUM-LABOUR COMMISSIONER**  
**GOVT. OF NCT OF DELHI**  
**5, SHAM NATH MARG, DELHI-110054**

No.Addl.LC./ Contract Workers/Lab./2016/215

Dated: 03/05/2016

**ORDER**

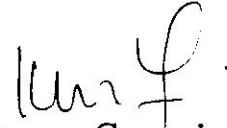
Vide office order No.5454 dated 07.03.2014 all employers /contractors were directed to ensure payment of wages to their workers through cheque/ECS and also to upload the information about workers on their website and in case the contractor does not have his own website in that case the requisite information be uploaded on the website of the Principal Employer.

Labour Department, GNCTD initiated this step and issued this order dated 07.03.2014 to ensure payment of notified minimum wages to workers and also uploading of this information along with other details of workers on the website so that the information /compliance is available in public domain thereby, protecting the legal rights of workers employed by various employers/contractors.

In addition to above, vide circular No.166 dated 22.05.2015 issued by the Labour Department to all Pr. Secretaries /Secretaries/ HODs of all departments and heads of all local bodies, autonomous bodies and public sector undertakings of the Govt. of NCT of Delhi were informed about entitlements of workers in terms of notified minimum wages and other social security schemes like PF contribution, ESI contribution and Bonus etc. etc. Detailed calculations /entitlements were also mentioned in the said order for awareness and information of all concerned.

However, it has been observed in some of the contracts/agreements that the issue of revision in minimum wages is not mentioned in the agreement with the contractor due to which the contractor does not pay the revised/enhanced minimum wages to workers since the same is not mentioned in the contract with the Principal Employer.

In the above context it is clarified that all Principal Employers should ensure that specific clause to this effect must be included in the contract/agreement with the contractor specifically mentioning revision of minimum wages which are notified twice by the labour department i.e. in the month of April and October every year. This clause shall not only be a statutory obligation on the part of contractors but also shall ensure the legal entitlement to minimum rates of wages to workers.



Secretary-cum-Commissioner (Labour)

Copy forwarded to the :-

1. Pr. Secretary to Hon'ble Chief Minister, Govt. of NCT of Delhi.
2. Secretary to Hon'ble Dy. Chief Minister, Govt. of NCT of Delhi.
3. Secretary to Hon'ble MoL., Govt. of NCT of Delhi.
4. All Pr. Secretaries /Secretaries/ HODs of all departments and heads of all local bodies, autonomous bodies and public sector undertakings of the Govt. of NCT of Delhi.
5. PA to Secy.-cum-Commissioner(Labour), Govt. of NCT of Delhi.
6. PA to Addl. L.C.-I & II. Govt. of NCT of Delhi.
7. All District Heads, Labour Department, Govt. of NCT of Delhi.
8. Sr. System Analysts Sh. Mehresh to upload the order on the website.
9. Guard file.