दिल्ली सरकार
कार्यालय प्रमुख अभियंता, लो0नि0वि0,
12वां तल, बहु–मंजिला भवन, इंद्रप्रस्थ संपदा, नई दिल्लीः 110002
☎23490260, 23724560, 23311293 फैक्स 23319021
Toll Free Complaint No. 1800 11 0093
वेबसाइट: http://pwd.delhigovt.nic.in
ई–मेल: pwdhqdelhi@gmail.com/dppwdhqdelhi@gmail.com

सख्याःइ–इन–सी/पी/48(2)/2021/3398 दिनांक 21.10.2021

कार्यालय ज्ञापन

विषयः Advisory regarding Bonus to contractual/outsourced employees under Payment of Bonus Act,1965.

उपरोक्त विषय पर उप सचिव(प्रशा.), लोक निर्माण विभाग, दिल्ली सरकार, दिल्ली सचिवालय, नई दिल्ली कार्यालय से प्राप्त पत्र सं. एफ.10(29)/लोनिवि–1/अनु./आउटसोर्स/2017/9608–18 दिनांक 18.10.2021 की प्रतिलिपि इस पत्र के साथ संलग्न की जा रही है। पत्र के साथ श्रम विभाग, दिल्ली सरकार कार्यालय के पत्र सं. एफ. 15(46)/श्रम/2020/4175 दिनांक 14.10.2021 के अन्तर्गत अनुबंध आधार पर तैनात कर्मियों को बोनस भुगतान के संबंध में एडवाईजरी की प्रतिलिपि संलग्न की गयी है।

आपसे अनुरोध है कि अतिरिक्त सचिव, श्रम विभाग द्वारा संलग्न एडवाईजरी पत्र में दिये गये निर्देशों का शीघ्र अनुपालन कराया जाना सुनिश्चित कराने का कष्ट करें ।
संलग्नः–उपरोक्तानुसार ।

(संजीव माथुर)
सहायक प्रशासनिक अधिकारी

सेवा में,

सभी मुख्य अभियंता, लोक निर्माण विभाग,दिल्ली सरकार को तुरन्त आवश्यक कार्रवाई हेतु प्रेषित ।

प्रतिलिपिः–

1. उप सचिव(प्रशा.),लोक निर्माण विभाग, दिल्ली सरकार, दिल्ली सचिवालय, नई दिल्ली को उनके संदर्भित पत्र के संबंध में सूचनार्थ ।

सहायक प्रशासनिक अधिकारी

Most-Urgent

प्रमुख अभियन्ता
आवती सं. 7064
दिनांक 18.10.2021
प्रमुख अभियन्ता
निदेशक (कार्मिक)
निदेशक (अनुबंध)
निदेशक(कार्य)
उप सतर्कता अधिकारी
उप.निदेशक स्था./अनु./कार्य/सत./
जन सू. अधि.

GOVERNMENT OF NCT OF DELHI
PUBLIC WORKS DEPARTMENT
5TH LEVEL "B" WING
DELHI SECRETARIAT: NEW DELHI

No.F.10(29)/PWD-I/Cont./Outsourced/2017/9608-18
(CD No. 057468531)

Dated: 18/10/21

To,

The Engineer-in-Chief,
Public Works Department,
GNCTD, 12th Level, MSO Building,
IP Estate, New Delhi-110002

Sub: Advisory regarding Bonus to contractual/outsourced employees under Payment of Bonus Act, 1965.

Sir,

I am directed to forward herewith the Advisory issued by Additional Secretary, Labour Department, GNCTD vide No. F.15 (46)/Lab/2020/4175 dated 14.10.2021 wherein it is directed to disburse the bonus as per Payment of Bonus Act 1965, to outsourced workers/employees by their contractors in the forthcoming Deepawali festival season.

You are, therefore, requested to direct concerned Officers of all divisions of PWD, GNCTD to strictly comply with the instructions issued by Additional Secretary, Labour Department, GNCTD in the aforesaid Advisory.

Yours sincerely

18/10/2021
(ASHISH KUMAR)
Deputy Secretary (Admn.)
Dated: 18/10/21

Encl: As above.

No. F.10 (29)/PWD-I/Cont./Outsourced/2017/9608-18
Copy to:

1. Chief Engineer, M-1, PWD, MSO Building, New Delhi
2. Executive Engineer (Elect.)M-253, 2nd Level, "C" wing, Delhi Secretariat New Delhi.
3. Executive Engineer (Civil) M-221, 2nd Level, "C" wing, Delhi Secretariat New Delhi.
4. Executive Engineer, M-441, PWD, Sukhdev Vihar, Mathura Road, New Delhi.
5. Executive Engineer, CRMD, M-412, PWD, Ishwar Nagar, Okhla New Delhi.
6. Executive Engineer, PWD, Govt. of NCT of Delhi South West Road-1,Brar Square, New Delhi- 110010.
7. Executive Engineer, CRMD, PWD, Div. M-313, Mall Road, New Delhi-54.
8. Executive Engineer (C&D) Road, Division M-413 (PWD) Opp. Gate No-09

Copy for information to:-

1. PS to Secretary, PWD, Delhi Secretariat, New Delhi.
2. PS to Special Secretary, PWD, Delhi Secretariat, New Delhi.

18/10/2021
(ASHISH KUMAR)
Deputy Secretary (Admn.)

सहायक प्रशासनिक अधिकारी
कार्यालय प्रमुख अभियंता
लो० नि० वि०, दिल्ली सरकार
5वां तल, पुलिस मुख्यालय,
आई० टी० ओ०, नई दिल्ली-110002

PWD/21/145555
18/10/21

OFFICE OF THE COMMISSIONER (LABOUR)
LABOUR DEPARTMENT, GNCT OF DELHI
5- SHAM NATH MARG, DELHI- 110054

F.No.15 (46)/Lab/2020/4175 , Dated:- 14/10/2021

Advisory

A large number of employees/ workers are engaged by various Government Departments GNCTD through Contractors. Complaints regarding non-payment of bonus by the contractors have been received from outsourced workers.

The Payment of Bonus Act, 1965 is a Central Act and is applicable on all Private establishments and also establishments set up by State Government like M/s ICSIL who employes 20 or more workers on any day during the accounting year. Section 10 of the Act provides for a minimum payment bonus of 8.33% of the basic and dearness allowance to the employees/workers. As per section 19 of the Act, the bonus is payable with 8 months of the close of accounting year, however, it is customary to pay bonus before Deepawali.

It is informed that all the Contractor's establishments are covered under the Payment of Bonus Act, 1965, who have employed 20 or more workers on any day during the accounting year. It is a statutory responsibility of the Contractor to pay bonus to its employees since respective contractors are their employers. In case of default, the establishments/contractors are liable for prosecution for non-payment of bonus under section 28 of the Act and in addition to prosecution, the due amount of bonus is recoverable u/s-33(C)(1) of Industrial Disputes Act, 1947 and the said amount if not paid, is recovered as arrears of land revenue.

Your attention is also drawn to the provisions of the Contract Labour (Regulation & Abolition) Act, 1970, responsibility has been cast upon the Principal Employer to ensure compliance of various Labour Laws by their respective contractors. Non-Payment of bonus is a serious issue and al the Principal Employers are urged upon to ensure disbursement of bonus to outsourced workers/employees by their contractors in the forthcoming Deepawali Festival season.

This issues with the approval of Commissioner (Labour).

(S.C. Yadav)
Additional Secretary (Labour)

To:-
All Pr.Secretaries/Secretaries/HODs of Various Departments/Autonomous bodies, GNCTD.

Copy to:-
1. Secretary to Hon'ble Minister of Labour, GNCTD.
2. PA to Commissioner(Labour), GNCTD.
3. DLC (Admn.), Labour Department, GNCTD.
4. System Analyst to upload this Advisory on the website of Labour Department.