



# ऑल इण्डिया सैन्ट्रल पी.डब्ल्यू.डी (एम.आर.एम.) कर्मचारी संगठन ALL INDIA CENTRAL P.W.D. (MRM) KARAMCHARI SANGATHAN (REGD.)

**National President :**  
Ram Dev Rai  
(M) 9968318265, 7290800791  
**National Vice President**  
Satish Kumar  
(M) 9868061634, 995846045  
**General Secretary :**  
Bhuwan Chnder  
(M) 9711029136

(सरकार द्वारा पंजीकृत, पंजीकरण संख्या : 4686)

**Regd. Offices :**  
4823, Balbir Nagar Extn.  
Gali No.13, Shahadara, Delhi-32  
**Contact Office :**  
House No. 4, Gali No. 1  
Karkarduma Village,  
Delhi-110092

(Legal Advisor, NARESH KAUSHIK, Advocate Supreme Court)

Ref. 17 AIKS 90

11-7054  
24-10-19  
GA  
24/10/19

Date 16/10/19

सेवा में

श्री पी के वत्स  
प्रमुख अभियन्ता  
लोनिवि, दिल्ली सरकार  
एम एस ओ भवन, नई दिल्ली

विषय: वर्ष 2018-2019 को बोनस ठेकेदारों के माध्यम से लगे सभी कर्मचारियों को भुगतान कराने के सम्बन्ध में ।

महोदय,

आपका ध्यान आपके विभाग के अर्न्तगत ठेकेदार के माध्यम से लगाये कर्मचारियों की ओर दिलाया जाता है जिनको उपरोक्त विषय में यह भुगतान दीवाली से पूर्व में हो जाना चाहिए । क्योंकि ये सभी कर्मचारी 8.33 प्रतिशत बोनस के हकदार है । इस सम्बन्ध में आपका ध्यान पिछले वर्ष आपके कार्यालय एवं उपश्रम कल्याण अधिकारी, केलोनिवि, विद्युत भवन, नई दिल्ली द्वारा जारी पत्रों की ओर दिलाया जाता है जिसकी छायाप्रति इस पत्र के साथ सलंग्न है । आपसे आशा है कि अपने अधीनस्थ सभी कार्यपालक अभियन्ताओं को आवश्यक दिशा निर्देश जारी कर भुगतान कराने की व्यवस्था करें तथा की गयी कार्यवाही से संगठन कार्यालय को भी अवगत कराने की व्यवस्था करें ।

आदर सहित

भवदीय

*Satish Kumar*

(सतीश कुमार )  
राष्ट्रीय उपाध्यक्ष

प्रतिलिपि : श्री प्रिन्स ग्रोवर, उप श्रम कल्याण आयुक्त, केलोनिवि, विद्युत भवन, नई दिल्ली ।

(सतीश कुमार )  
राष्ट्रीय उपाध्यक्ष

कार्यालय प्रमुख अभियन्ता लोनिवि  
सं. ई-इत सी/पी/1000/2018/5338 दिनांक 11/10/19  
प्रतिलिपि: स्वयं एवं आवश्यक कार्यालय हेतु प्रेषित  
10 लोनिवि की वेबसाइट

4293  
24/10/18

GOVERNMENT OF INDIA  
OFFICE OF THE DY. LABOUR WELFARE COMMISSIONER (CENTRAL)  
JURISDICTION-5, ROOM NO. -337, CPWD,  
VIDYUT BHAWAN, SHANKAR MARKET, NEW DELHI

No. DLWC(C-V)/2018/ 1583

Dated:- 22-10-2018

To,  
All Executive Engineers,  
Under Chief Engineer  
NDZ-II & NDZ-V,  
CPWD, New Delhi.

संख्या-78(1)/संखन(प्रौद्योगिकी)/3903 दिनांक 25/10/18  
प्रतिलिपि सूचनाएं एवं आदेशक कार्यालयी हेतु प्रेषित  
01. सहायक अभियंता उपमण्डल-1/3, एच 5, आर मण्डल, कैलोनियावि०  
02. सहायक संस्था अधिकारी, आर मण्डल, कैलोनियावि०, नई दिल्ली  
03. उप मण्डल.....के माध्यम से

सहायक अभियंता  
'आर' मण्डल कैलि.नि.वि०  
सी-301, आई. पी. भवन  
नई दिल्ली-01

Sub:- Payment of Bonus to Contractual employees/ workers.

As per payment of Bonus act 1965, the workers/ employees who has worked more than 30 days in a year in establishment are eligible for bonus. It is a statutory responsibility of the contractor to pay bonus to its workers. As per action 10 of Payment of Bonus act every employers shall bound to pay every employee in respect of the account of year commencing on any day, a minimum bonus which shall be 8.33% of salary or wages earned by the employee during the accounting year.

You are advised to ensure the payment of bonus to all eligible contractual workers or employees. The time limit for the bonus payment is eight month from the close of the accounting year. The bonus for the year April, 2017 to March-2018, must be paid by 30-11-2018 accordingly.

JE  
for details as above & enclosure

SL  
27/10/18

Yours faithfully

Sd  
(Prince Grover)  
Dy. Labour Welfare Commissioner(C)-V

The Chief Engineer, NDZ-II and NDZ-V, CPWD/PWD, New Delhi for immediate action under intimation to this office.

submit to  
deployed by  
per record  
by contractor  
Dy. Labour Welfare Commissioner(C)-V

Direct input  
copy sent AE d.  
details of labour  
on the work are  
maintained by  
submitted by  
contractor

23/10/18

OFFICE OF THE SECRETARY-CUM LABOUR COMMISSIONER  
GOVT. OF NCT OF DELHI  
5, SHAMNATH MARG, DELHI-110051

No.F.137/Addl.LC/Lab./Advisory/Bonus/2018/3062 Dated: 12/10/2018

**ADVISORY**

A large number of employees/Workers are engaged by various Government Departments, GNCTD through Contractors. It is estimated that approximately 35,000 no. of outsourced workers/employees have been engaged in various departments of Govt. of NCT of Delhi. Complaints regarding non-payment of bonus by the contractors have been received from outsourced workers. This issue was raised in a meeting convened by Hon'ble MoL on 16.10.2018 in respect of minimum wages issue of outsourced workers/employees working in Education Department, GNCTD which was attended by workers also.

The payment of Bonus Act 1965 is a Central Act and is applicable on all private establishments and also establishment set up by State Govt. like M/s. ICSIL, who employ 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, which comes out to be roughly one month salary of an employee/worker. As per section 19 of the Act, the bonus is payable within 8 months of the close of accounting year, however it is customary to pay bonus before Dec/Jan.

It is informed that all the Contractors' 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 establishment/contractor 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.



दिल्ली सरकार  
कार्यालय प्रमुख अभियंता, लो0नि0वि0,  
12वां तल, बहु-मंजिला भवन, इंदरप्रस्थ संपदा, नई दिल्ली: 110002  
☎ 23490260, 23724560, 23911293 फेक्स 23319021  
Toll Free Complaint No- 1800 11 0093  
वेबसाइट: <http://pwa.delhigovt.nic.in>  
ई-मेल: [pwdhdelhi@gmail.com](mailto:pwdhdelhi@gmail.com) / [dppwdhdelhi@gmail.com](mailto:dppwdhdelhi@gmail.com)



सं. इ-इन-सी/पी/48(2)/2018/672

दिनांक 23.10.2018

सेवा में

1. प्रधान मुख्य अभियंता(परि) लोनिवि एमएसओ भवन, नई दिल्ली ।
2. मुख्य अभियंता(दक्षिण)अनु. लोनिवि एमएसओ भवन, नई दिल्ली ।
3. मुख्य अभियंता(पूर्व)अनु. लोनिवि एमएसओ भवन, नई दिल्ली ।
4. मुख्य अभियंता(उत्तर)अनु. लोनिवि एमएसओ भवन, नई दिल्ली ।
- ✓ 5. मुख्य अभियंता(स्वास्थ्य)अनु. लोनिवि एमएसओ भवन, नई दिल्ली ।
6. मुख्य अभियंता(शिक्षा)अनु. लोनिवि एमएसओ भवन, नई दिल्ली ।

विषय: Regarding payment of Bonus to Outsourced Staff.

उपरोक्त विषय से संबंधित सचिव-कर्म-लेबर आयुक्त, दिल्ली सरकार के पत्र सं. एफ 137/अति श्रमायुक्त/लेबर/एडवाईजरी/बोनस/2018/3082 दिनांक 18.10.2018 द्वारा जारी एवं दिल्ली सरकार की वेबसाइट से प्राप्त एडवाईजरी की प्रतिलिपि सूचना एवं आवश्यक कार्यवाही हेतु सलमन की जा रही है। एडवाईजरी में अनुबंध आधार पर तैनात कर्मियों को बोनस भुगतान हेतु कहा गया है।

आपसे अनुरोध है कि इस विषय पर तत्काल उचित कार्यवाही कराने की व्यवस्था कराये।

यह पत्र प्रमुख अभियंता महोदय को अनुमति से जारी किया जाता है।  
सलमन-यथोपरि।

(वीरेन्द्र कुमार)  
उप-निदेशक (स्थापना)

23/10/18

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 all 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 Hon'ble Minister of Labour, Govt. of NCT of Delhi.



(Dr. Rajender Dhar)  
Addl. Labour Commissioner

To

All Pr. Secretaries/Secretaries/HODs of various depts, GNCTD

Copy to:-

1. Secretary to Hon'ble Minister of Labour, GNCTD
2. PA to Secretary-cum-Commissioner (Labour), GNCTD
3. System Analyst to upload this advisory on the website of Labour Department.