



दिल्ली सरकार  
कार्यालय प्रमुख अभियंता, लोनिवि,  
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सं. इ-इन-सी/पी/48(2)/2018 / 632

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 ।

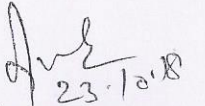
विषय: Regarding payment of Bonus to Outsourced Staff.

उपरोक्त विषय से संबंधित सचिव-कम-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 संलग्न 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 करायें।

यह पत्र प्रमुख अभियंता महोदय की अनुमति से जारी किया जाता है।

संलग्न:-यथोपरि ।

  
23.10.18  
(वीरेन्द्र कुमार)

उप-निदेशक (स्थापना)  
23/10/18

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

No.F.137/Add.LLC/Lab./Advisory/Bonus/2018/3052

Dated: 18/10/2018

ADVISORY

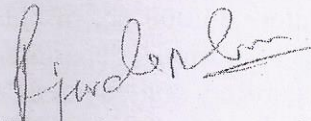
A large number of employees/ Workers are engaged by various Government Departments. GNCTD through Contractors. It is estimated that approximately 35,000 no. of outsourced workers /employees have been engaged in various departments of Govt. of NCT of Delhi. Complaints regarding non-payment of bonus by 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 Deepawali.

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.

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 deptts, 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.