

From

The Director of Research,
CCSHAU, Hisar.

To

All Dean/Directors/HODs/Sections/Units/
(Including) outstations
CCS HAU, Hisar.

Memo No. DR/E6/2015/ 419-80
Dated: 9-1-15

Subject: Payment of wages to the labourer as per D.C. rate.

This is in-continuation to this office memo no. DR/E.6/2015/12744-814 dated 2.9.2014 for payment of wages.

An another representation on the subject has been received from the daily wages worker from the Registrar stating that they are not being paid minimum wages as per DC rates by the contractor/officers besides they are also exploiting.

Your attention is invited towards Registrar's R. No. 4/7058-7107 dated 30.4.2008 followed by Memo No. Admn. R.1/14/15800-15924 dated 22.10.2014 conveying that the minimum wages Act/ contract labour (Regulation and Abolition) Act-1970 should be adhered strictly by all the principal/Employer designated by the university while hiring out the services for various field operation on contractual basis. It was also requested that the principal employers will ensure that following provision are followed strictly by the contractor while deploying the labour/workmen for field operation works:-

- a. Workers are paid wages by 7th of every month by the contractor
- b. Workers are paid the minimum wages at least as provided under the minimum wages Act-1948
- c. Wages slips are issued regularly to the worker by the contractors

As. the workmen deployed through contractors for various field operations are representing again and again that above instructions are not being followed by the contractors. It has therefore, been observed that the instructions delineated above are not being adhered to by the contractor in true spirit. It is mandatory and imperative that the workmen be paid wages at least as per DC's rates and by 7th of each month in the light of provisions contained in the minimum wages Act-1948. While floating tenders, the following condition in the tender notice be mentioned clearly that:-

"The contractor shall ensure to make payment as per DC rate (minimum) otherwise his contract will be terminated and he will be declared black listed for University services".

If the payment as per DC rate is not made the HOD/Principal employer concerned will be responsible for not making the minimum payment as per DC rate.

It is, therefore again requested that the principal employers/HOD's may ensure that the provisions of all the labour laws are being complied with by the service providers/agencies. In case these instructions are not complied by any of the contractor, he may be got declared black listed for the services of the University.


Director of Research
9/1/15

CC:

1. Registrar, CCSHAU, Hisar w.r.t. R. No. 19695 dated 24.12.2014
2. SPS to Vice-Chancellor for the kind information of the VC.
3. Incharge, computer section, College of basic science, CCS HAU, Hisar.

