

From

The Registrar
CCS HAU, Hisar

To

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

Memo. No. Admn.R1/014/ 15800 - 15924

Dated: 22/7/14

Subject:

Compliance of labour laws while engaging/outsourcing of services/activities through Service Provider/Agency.

Your kind attention is drawn to the instructions issued vide No. R-4/7058-7107 dated 30.4.2008 conveying that the provisions of EPF, ESI and Minimum Wages Act/Contract Labour (Regulation and Abolition) Act, 1970 may be adhered to strictly by all the Principal Employers designated by the University while hiring out the services for various field operations on contractual basis. It was also requested that the Principal Employers will ensure that following provisions are followed strictly by the contractors while deploying the labour/workmen for field operation works:-

- (a) Workers are paid wages by 7th of every month by the contractors.
- (b) Workers are paid the minimum wages atleast as provided under the Minimum Wages Act, 1948.
- (c) Wage slips are issued regularly to the workers by the contractors.

2. The Govt. issued instructions regarding policy for engaging/outsourcing of services/activities vide No. 43/5/2001-1GS dated 16.2.2009. These instructions have been adopted in the University with the approval of the Vice-Chancellor vide No. Admn.R1/2032-2206 dated 24.2.2010. Further, draft of the service agreement with the service providing agencies was appended elaborating, inter-alia, that the compliance of various labour laws and rules relating to workers employed for the services will be the sole responsibility of the Service Provider/Agency. Necessary amendments/changes made in the aforesaid policy by the Govt. from time to time have been made applicable in the University too.

3. The Govt. further issued instructions vide No. 43/5/2001-3GS-II dated 20.2.2014 impressing upon all concerned to ensure the compliance of following labour laws while engaging manpower under outsourcing through service provider/agency to avoid an embarrassing situation for the Principal Employer/Department:-

- (i) The Contract Labour (Regulation and Abolition) Act, 1970.
- (ii) The Minimum Wages Act, 1948.
- (iii) The Employees Provident Fund & Miscellaneous Provisions Act, 1952.
- (iv) Employees State Insurance Act, 1948.
- (v) The Maternity Benefit Act, 1961.

4. The above instructions dated 20.2.2014 of the Govt have been adopted in the University with the approval of the Vice-Chancellor vide No. R-1/555-5779 dated 19.4.2014. It was requested that all the Principal Employers will make strict compliance thereof.

5. Previously, the Labour & Employment Department, Haryana vide letter dated 1.6.1983 (copy added) issued instructions that daily paid labour be paid wages for 26th Jan. 15th August and 2nd Oct. being national holidays. These instructions were adopted in the University with the approval of the Vice-Chancellor vide Comptroller's Endst. No. E-1/12684-783 dated 4.7.1983.

6. Now the workmen deployed through contractors for various field operations have represented that they may be paid wages as per DC's rates and by 7th of each month. It has, therefore, been observed that the instructions delineated above are not being adhered to by the contractors in true letter and spirit. It is mandatory and imperative that the workmen be paid wages atleast as per DC's rates and by 7th of each month in the light of provisions contained in the Minimum Wages Act, 1948.

7. The Vice-Chancellor has taken a serious note of it and has ordered to reiterate the aforesaid instructions while engaging/outsourcing of services/activities through service provider/agency. It is, therefore, requested that all the concerned employees may be instructed to ensure that the provisions of all the labour laws are being complied with strictly by the service providers/agency in future.

Encls: As above.


21/10/14
REGISTRAR

CC:

- (i) COE/AR(F)/AR(A)/AR(GA)/AR(E)/SPIO/AR(L)/PS to Registrar/R-2.
- (ii) Incharge, Computer Section, COBS&H, CCS HAU, Hisar.
- (iii) PRO, CCS HAU, Hisar.



क्रमांक : 12/128/82-3 श्रम

प्रेषक

आयुक्त एवं सचिव, हरियाणा सरकार,
श्रम तथा रोजगार विभाग ।

सेवा में

कम्पट्रोलर,
कृषि विद्यालय, हिसार ।

दिनांक : 1-6-1983

विषय:

डेली वेजिस वर्कर को राष्ट्रीय अवकाश का वेतन देने बारे

xxx

भवदीय,

उपयुक्त विषय पर आप के पत्र क्रमांक सी हभु एच/ई-1/

208 दिनांक 11-3-1983 के सदर्थ ।

2. सूचित किया जाता है कि दैनिक आकस्मिक श्रमिक,
श्रमिक को परिभाषा में आता है और 26 जनवरी, 1947 अगस्त व दो
अक्टूबर को राष्ट्रीय दिवस के दिन का "दो पंजाब इण्डस्ट्रियल ऐस्टेजलिशमेंट
नेशनल एण्ड प्रेस्टोबल होलोडेज केबल लोव एक्ट 1965" को धारा 58(2)
ए और बी जो कि सेक्शन-3 से सम्बन्ध है, के अनुसार राष्ट्रीय दिवस
का वेतन या औसत द्याना या समान अवकाश वेतन सहित दिया जाना है ।

भवदीय,

हस्ता

अधीक्षक श्रम,
कृते: आयुक्त एवं सचिव, हरियाणा सरकार
श्रम तथा रोजगार विभाग ।

Office of the Comptroller, HAU, Hissar.

Endst no. CAJH.E.1,83/12604-703

Dated: ISR, the 4-7-83.

A copy is forwarded to all Deans/Directors/Heads of Deptts/
Offices, HAU (including outstations) in continuation of this office endst.
no. CAJH.E.1,83/196/1095-1240 dt. 22.1.1983. The Vice-Chancellor has
approved the adoption of above instructions for the DPLs working in the
HAU also.

Superintendent(E)
for Comptroller.