

**Policy No 04/2018**

(Amdt III to Policy No 11/2017)

Tele : 23019646

E2 Works (PPC) Sub Dte  
Dte of Works, E-in-C's Branch  
Integrated HQ of MoD (Army)  
Kashmir House, Rajaji Marg,  
New Delhi – 110011.

A/37696/Gen/Pol/E2W (PPC)

09 May 18

**List 'A' and 'B'**

**ENFORCEMENT OF RIGHTS CONFERRED TO LABOUR UNDER  
VARIOUS ACTS & LAWS : RESPONSIBILITY OF PRINCIPAL EMPLOYER**

1. Reference this HQ letter of even No dated 27 Jul 17 (Policy No 11/2017) and amendments dated 31 Aug 17 (Policy No 18/2017) & 27 Oct 17 (Policy No 20/2017) and instructions dated 10 Jan 18.
2. The following amendment shall be carried out in the Policy letter dated 27 Jul 17 as under: -

**Para 11.**

**FOR**

11. The above instructions are compilation of certain existing orders on the subject. No contractor/ firm shall be permitted to take advantage of ignorance of above provisions. The above instructions will be strictly implemented and **NO** payments to the contractors/ firms will be made after 31 Aug 17 unless proof of payment of wages through AADHAAR linked bank accounts is submitted by the contractor/ firm. Adherence to these instructions will be checked during various inspections as well as vigilance checks.

**READ**

11. The above instructions are compilation of certain existing orders on the subject. No contractor/ firm shall be permitted to take advantage of ignorance of above provisions. The above instructions will be strictly implemented and release of payments to contractors/firms will be regulated as under:-

- (a) In case of Contracts for Outsourcing of Services, Manning & Operation etc, which constitute human resources as part of contracts, the contractors/ firms will have to make payments to their staff/ employees by cheque or through NEFT in their Bank Account. No payments to contractors/ firms will be made, unless proof of payment of wages through bank account is submitted by the contractor/ firm.



(b) In case of works contracts/ Job work orders, No Payments to contractors/ firms will be made unless proof of payment of wages to the workmen is submitted by the contractor/ firm. In case payments are made in current coins or currency notes, certificate will be submitted by the contractor/ firm along with undertaking by the concerned workmen asking for payment other than by cheque or by crediting in the bank account of the employee/ workmen.

**Add Para 12 as under.**

12. Adherence to these instructions will be checked during various inspections as well as vigilance checks.

3. The amendments issued vide this HQ letters of even No dated 31 Aug 17 (Policy No 18/2017) and 27 Oct 2017 (Policy No 20/2017) and instructions dated 10 Jan 18 may be treated as cancelled.

4. For information and necessary action please.



(Mohit Nautiyal)  
Brig  
DDGW (PPC & Est)  
For E-in-C

Copy to:-

**QMG's Branch / DG LWE**

**IHQ of MoD (Navy) / Dte of Works**

**IHQ of MoD (Air Force) / Dte of AF Works**

**HQ IDS / Works Dte**

**HQ SFC**

**Coast Guard HQ**

**GS Branch / DG FP**

**QMG's Branch / ADG TE**

**HQ CME Pune**

**Faculty of Construction Management, CME Pune**

Internal

**All Sub Dtes of Works Dte**

**Automation Cell**

-

For uploading on MES website.