

: LABOUR LAWS :

1) Tenderer shall be solely responsible for strictly following all labour laws, Industrial Laws, Factories Act and such other Laws which are applicable from time to time including but not limited to the notification, amendments or additions which are made to these laws during the period of contract. The tenderer shall also be responsible for the various levies of State Government, Government of India or any statutory body. The tenderer shall have to, at his own expense, comply with labour laws and keep the company indemnified in respect thereof. Some of the major liabilities under various labour and Industrial laws which the tenderer shall comply which are as under, but not limited to:

The tenderer shall submit following documents to personnel dept. of GNFC before commencement of the job.

2) Copy of the document showing legal status of the firm.

3) Copy of the document showing allotment of PF Code No. by RPFC office.

4) Copy of receipt / cover note / insurance policy obtained to comply with the provisions of Workman Compensation Act, 1923.

5) Copy of challans showing remittance of security deposit & license fee to obtain the labour license as per the provisions of The Contract Labour (R&A) Act, 1970.

After verification of above stated documents entry permits for the contract laborers will be issued by security department to the tenderer.

6) THE tenderer SHALL SUBMIT APPLICATION TO THE Licensing Officer to obtain the license as per the provisions of The Contract-Labour (R&A) Act 1970 before commencement of the job after remittance of license fee and deposit as stated under:

Payment of deposit in respect of each contract labour at the rate of Rs.30/- with the office of Commissioner of Labour, Ahmadabad as per the Contract Labour (Regulation & Abolition) Act, 1970.

License fee as prescribed under the Contract Labour (Regulation & Abolition) Act and rules framed here under depending upon the number of workman employed by the tenderer.

7) The tenderer also submits copy of labour license to Personnel Department of GNFC within 15 days from the date of commencement of work.

8) The tenderer shall not employ any contract labour whose age is below 18 years.

9) The tenderer shall also maintain valid labour license under Inter State Migrant Labour Act if required under this law and shall comply with the provisions of Inter-State Migrant Labour Act.

10) The tenderer shall allow women employees to work in factory between the hours 6.00 a.m. to 7.00 p.m.

11) The tenderer shall issue identity cards to his employees in the prescribed form No. 36 of Factories Act, 1948. Cost of identity cards including photograph to be affixed, shall be borne by the tenderer.

12) The tenderer shall make payment of contribution by way of employees' contribution towards Provident Fund, Family Pension Scheme, Deposit Linked Insurance Scheme, Administrative Charges, etc. at the rates made applicable from time to time by Government of Gujarat / Government of India or other Statutory authorities.

13) The tenderer shall provide safety appliances / articles / equipments at his own cost to his laborers.

14) The tenderer shall pay extra wages for overtime to the labour as per provisions of Factories Act, 1948.

15) The tenderer shall pay the wages as may be specified hereafter or rates fixed under the Minimum Wages Act from time to time, whichever is higher. The wages of every contract labour employed by him under this contract shall be paid by him before the expiry of 7th day of the month in respect of which the wages are payable. The payment shall be disbursed in the presence of Management Representative during the working hours in the factory premises and the tenderer shall get the entries certified in the register of wages by the Representative of the Company. The tenderer shall inform date, time & place of disbursement of wages in advance to representative of the company.

16) The tenderer shall pay bonus to his eligible employees in accordance with provisions of payment of bonus act. He shall keep and maintain registers as prescribed under payment of Bonus Act and shall produce before authorized officers of the Company as and when asked for inspection.

17) The tenderer shall pay gratuity to his eligible employees in accordance with provisions of payment of Gratuity Act. He shall keep and maintain registers as prescribed under payment of Gratuity Act and shall produce before authorized officers of the Company as and when asked for inspection.

18) The tenderer shall keep and maintain registers and forms as prescribed under the Factories Act, 1948, Payment of Bonus Act, 1965, Payment of Gratuity Act, Contract Labour Act, PF Act and other Labour Laws in force from time to time.

19) The tenderer shall pay paid leave facility and wages as per the provisions of the Factories Act at the rate of one day for every 20 days of working.

20) The tenderer shall make payment of retrenchment compensation notice pay and other liabilities as per Industrial Disputes Act. Any payment to the tenderer's employee arising out of any claim or dispute under the Industrial Disputes Act, 1947 in any other labour laws.

21) The tenderer shall make payment of compensation in case accidental injury in accordance with provisions of Workmen Compensation Act, 1923. For this the tenderer shall take insurance policy for the laborers engaged for this job. The tenderer shall also submit copy of insurance policy to Personnel Department of GNFC before commencement of work.

22) The company reserves the right to terminate work order if awarded under this tender inquiry / work order if tenderer fails to comply the labour laws as stated above and the labour laws which are applicable to his firm from time to time.

23) The tenderer shall give his telephone number, if any, and address to the Company so that in case of labour trouble etc. the tenderer can be contacted.

24) The company will be entitled to deduct directly from the bills to be paid to the tenderer any sum or sums payable by you and which sum / sums the company is required to pay as principal employer on account of your default in respect of all liabilities referred to in above clauses.

25) The tenderer shall display notice on his notice board showing the rate of wages, hours of work, wage period, date of payment of wages, names and address of Govt. Labour Officer and Inspector under Minimum Wages Act having jurisdiction. The notice shall be displayed in language understood by the majority of workers.