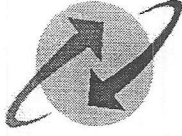


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भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
Bharat Sanchar Nigam Limited
(A Govt. of India Enterprise)

F.No. 15-18/2015 WS&I

Dated: 09.12.2015

To
All CGMs

Subject: Proper operation of Contract Provisions related to labour laws in Contract.

While engaging contract labours, all the executives handling contracts need to exercise due caution as far as the compliance to labour laws is concerned to avoid any undue liability on BSNL. Following points are brought to the notice of all concerned for strict compliance:

1. Contract labour are controlled and supervised through contractor and not directly. Maintenance of all types of necessary records in respect of the labours employees employed by the contractor should be by the contractor. The responsibility of the principal employer is only to monitor the same. All the cards including identity card whenever required should be issued by the contractor. Contract labour are supervised and remunerated by a contractor who, in turn is paid by the Principal employer i.e. BSNL for the work done or services provided as per the provisions of the contract.
2. Contractor shall be asked to maintain all the labour records and submit necessary periodical statements to BSNL. Such records shall be preserved as per the extant guidelines for production before any authority/tribunal etc as and when required.
3. Contract shall have clear provisions that the contractor shall keep BSNL indemnified against payments to be made under and for the observance of the labour laws, claims, suits and proceedings and such provisions should be invoked timely when so required.

GM (Restg./WSI)