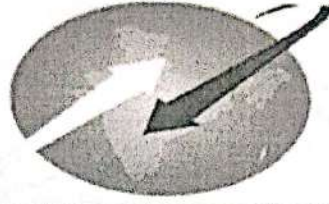


WS&I Cell, Corporate Office,  
8<sup>th</sup> Floor, Bharat Sanchar Bhavan,  
Janpath, New Delhi-1  
Phone: (011)23734343  
Website: [www.bsnl.co.in](http://www.bsnl.co.in)



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No: BSNLCO-RSTG/21(11)/3/2020-RSTG

Dated: 01.06.2026

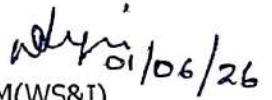
To,  
All Chief General Managers  
Territorial & Core Network Circles  
BSNL

**Subject: Strict Compliance with MoF, Dept of Expenditure instructions for timely payment of Wages to Outsourced Contractual Manpower and monitoring of Contractor Accountability-reg.**

Kindly find enclosed here with letter dated 12.05.2026 from O/o CLC New Delhi, Ministry of Labour and employment in respect of above mentioned subject for taking appropriate action as applicable.

This is issued with the approval of the competent authority.

Encl: As above

  
AGM(WS&I)  
O/o PGM(SR/Restg/WS&I)



*Handwritten initials: G, U, V*

**EMAIL**

File No.25(08)/2026-IR  
Government of India

Ministry of Labour & Employment

Office of the Chief Labour Commissioner(C)

Shramex Jayate Bhawan, G-4, Sector-10, Dwarka, New Delhi

*Handwritten signature: M...*

Dated: 12.5.2026

To

The CMDs/MDs  
All CPSUs.

*Handwritten notes: P... 26/5, D...*

**Subject: Strict Compliance with MoF, Dept of Expenditure Instructions for Timely Payment of Wages to Outsourced/Contractual Manpower and Monitoring of Contractor Accountability –reg.**

*Handwritten note: A...*

Sir,

Kind attention is invited to the recent instructions dated 08.05.2026 (copy attached) issued by the Ministry of Finance, Department of Expenditure regarding timely payment of wages/salaries to outsourced and contractual manpower engaged by Government organizations and Public Sector Undertakings.

*Handwritten note: 26/5/26*

The circulars reflect the Government's emphasis on ensuring timely payment of wages, protection of workers' welfare, accountability of contractors, and strict monitoring by principal employers. The instructions also underline the need for appropriate action against defaulting contractors, including debarment from future contracts in cases of repeated violations,

*Handwritten note: 26/5/26*

In view of the above, it is requested that necessary directions may kindly be issued to all concerned offices and units under your organization for strict implementation of these instructions in both letter and spirit.

It is further requested that effective monitoring mechanisms may be put in place to ensure timely wage disbursement to outsourced manpower and strict compliance by all contractors engaged by the organization.

Timely payment of wages is essential for safeguarding the dignity and livelihood of contractual workers and for promoting fair and responsible labour practices in public sector establishments.

Encls: as above.

Yours faithfully,

*Handwritten signature and date: 12/05/2026*

Regional Labour Commissioner(C) HQ

No.F.2/8/2026-PPD  
Government of India  
Ministry of Finance  
Department of Expenditure  
Procurement Policy Division

\*\*\*


709, Chandernagore Building,  
Janpath, New Delhi  
08.05.2026

**OFFICE MEMORANDUM**

**Subject: Issuing of instructions regarding timely payment of wages/ salary to manpower engaged as per Code of Wages, 2019.**

The undersigned is directed to refer Ministry of Labour & Employment (MoLE) DO No. P-11023/08/2025-WC(E-181329) dated 19.01.2026 regarding the instructions to be issued with respect to the subject matter and to say as under:

- (i) Procuring entities are advised to adhere to Instructions, as placed at Annexure-I, with respect to timely payment of wages/ salary and other statutory payments to manpower/employees engaged directly/ through contractor as per Code on Wages, 2019 and other Labour Codes.
  - (ii) In case of any clarifications with respect to the instructions placed at Annexure-I, the same may be referred to Ministry of Labour and Employment.
  - (iii) It is requested that the instructions may be brought to the notice of all organizations, Constitutional/ Statutory bodies under their administrative control including autonomous bodies as well as Central Public Sector Enterprises (CPSEs) etc.
2. This issues with the approval of Competent Authority.

  
(Praveen Kujur) 08/5/26

Under Secretary to the Government of India  
Tel:011-23733771  
email: praveen.kujur@nic.in

To

- (i) Secretaries to All Central Government Ministries/ Departments.
- (ii) Financial Advisers of Central Government Ministries/ Departments

**Copy to: Secretary, Department of Public Enterprises (with a request for also reiterating these instructions for compliance of all CPSEs in this regard).**

**Annexure - I****Instructions on timely payment of wages/ salary to manpower/employee engaged directly/ through contractor as per Code on Wages, 2019**

Government of India has consolidated 29 Labour laws into **four comprehensive Labour Codes**, namely (i) the Code on Wages, 2019, (ii) the Industrial Relations Code, 2020, (iii) the Occupational Safety, Health and Working Conditions Code, 2020, and (iv) the Social Security Code, 2020 and these have been **made effective from 21.11.2025**. These reforms aim to improve protections for workers including Contract Workers, by ensuring stronger wage safeguards, expanded social security and better working conditions under a transparent and streamlined compliance system.

The Ministries/Departments & organizations have been engaging manpower either through outsourcing agencies/contractors or by directly hiring contractual manpower for different nature of wages to the workers as mandated by the law as enshrined in the afore-mentioned labour codes.

In particular, the **Code on Wages, 2019** lays down provisions relating to minimum wages to all employees and timely payment of wages. In this context, and in order to ensure full compliance with statutory provisions, it is directed for implementation of the following:

1. All contractors engaged in the Ministries/ Departments/ Field offices/ Autonomous/ Statutory bodies may be instructed to disburse wages/ salary of their employees deployed in the respective offices on time and evidence of the same should be verified by the DDOs concerned every month.
2. As per Section 55(3) of the OSH&WC code, 2020, the principal employer is responsible for ensuring that the contractor pays wages timely in accordance with the Code.
3. Section 17(1) of the Code on Wages, 2019 enjoins that the employer shall pay or cause to be paid wages to all the employees irrespective of wage ceiling, based on the type of the employment as follows:

| WAGE PERIOD | TIME LIMIT FOR PAYMENT OF WAGES   |
|-------------|-----------------------------------|
| Daily Wages | End of shift                      |
| Weekly      | Before weekly holiday             |
| Fortnightly | Within 2 days of end of fortnight |
| Monthly     | Within 7 days of next month       |

4. The contractor shall disburse the wages through bank transfer or electronic mode as per timelines in para 3 above and inform the principal employer electronically of the amount so paid.

5. All the manpower hiring RFPs/ Contracts should have penalty provisions in case of non-compliance by the contractor of the statutory requirement of timely payments to be made to the contractual employees.
6. All Principal employers shall ensure that sufficient funds are made available for timely payment to outsourced manpower before entering into such contracts.
7. The principal employers on entering into contracts on GeM or otherwise should immediately block/earmark funds for the payment of outsourced manpower for the complete contract period or till the end of the financial year, whichever is earlier.
8. For manpower contracts where payments are on the basis of reimbursement of wages to contractors, all principal employers must ensure that the contractors after making payment to its employees by 7<sup>th</sup> of each month submit their bills not later than 10<sup>th</sup> of the same month. All DDOs to ensure that these bills are cleared, not later than 15<sup>th</sup> of the same month.
9. In case the payment is delayed inordinately, the principal employer shall pay directly to the contract workers as per terms and conditions, which shall be clearly included in the contract agreement. Further in such cases where the contractors fails to make payment and the Principal employer has to step in to make direct payments action will be taken to blacklist the contractor by the ministry and for repeat offence the contractor will be blacklisted from all the ministries and departments of Government of India in terms of Rule 151 of GFRs,2017 and the guidelines issued by DoE in this regard.
10. All DDOs should generate reports from GeM/PFMS and monitor all contracts under their jurisdiction for timely payment to outsourced employees and reimbursement to the contractors.
11. The Secretaries of all Ministries/ Departments should review timely payment of wages in their SOMs.

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F.No.2/6/2026-PPD(ii)  
Government of India  
Ministry of Finance  
Department of Expenditure  
Procurement Policy Division

\*\*\*\*\*

709, Chanderlok Building,  
Janpath, New Delhi  
08.05.2026

**OFFICE MEMORANDUM**


**Subject: Guidelines on Debarment of firms from Bidding – amendment reg.**

Attention is invited to this Department's OM No. 1/20/2018-PPD dated 02.11.2021 (copy enclosed), vide which guidelines on debarment were issued. In this context, the following amendments have been made in the said guidelines:

| Para No. | Amended Provisions   |
|----------|--|
| 5 b      | Firms shall be debarred if it is determined that the bidder has:<br>(i) breached the code of integrity as per Rule 175 of GFR 2017; or<br>(ii) in respect of employees engaged under the contract, failed to—<br>(1) pay wages; or<br>(2) remit statutory contributions towards social security, as required under applicable laws,<br>and the procuring entity has been required to make payment of such wages or contributions due to default by the bidder.   |
| 5 h      | The Ministry/ Department will maintain a list of debarred firms, which will also be displayed on its website, and shall report all such cases of debarment to GeM. GeM shall maintain a consolidated database of such debarred firms.  |
| 11       | Where a Ministry/ Department is of the view that business dealings with a particular firm should be banned across all the Ministries/ Departments by debarring the firm from taking part in any bidding procedure floated by the Central Government Ministries/ Departments, the Ministry/ Department concerned, should after obtaining the approval of the Secretary concerned, forward to DoE, a self-contained note setting out all the facts of the case and the justification for the proposed debarment, along with all the relevant papers and documents. DoE will issue the necessary orders after satisfying itself that proposed debarment across all the Ministries/ Departments is in accordance with Rule 151 of GFR,2017. This scrutiny is intended to ensure uniformity of treatment in all cases.<br><br>Provided that in cases arising out of violations specified under Rule 151(i)(b) of GFR, 2017, the identification and processing of such cases shall be carried out in the manner specified below: |

| Para No. | Amended Provisions  |
|----------|---|
|          | <p>a. Where a bidder has been debarred on more than one occasion by one or more procuring entities on grounds specified in Rule 151(i)(b) of GFR, 2017, GeM shall identify such cases and forward the details, along with relevant records, to the Ministry of Labour and Employment.</p> <p>b. Ministry of Labour and Employment shall examine the cases referred by GeM to verify whether the conditions specified under Rule 151(i)(b) of GFR, 2017 are satisfied and whether due process has been followed in the debarment proceedings. Where the Ministry of Labour and Employment is satisfied, it shall recommend the case to DoE for debarment across all Ministries/ Departments. Where it is not satisfied, the case shall be returned to GeM. In such cases, debarment by the concerned Ministry/ Department shall continue, but debarment across all Ministries/ Departments shall not apply.</p> <p>c. DoE shall examine the recommendations received from the Ministry of Labour and Employment and take a decision as deemed fit. Where it is decided to debar a bidder across all Ministries/ Departments, a speaking order shall be issued to that effect. The order of debarment issued by DoE shall be published on GeM portal.</p> |

2. All related provisions of Procurement Manuals issued by this Department shall be deemed to be amended accordingly and in case of any inconsistency, these amendments shall prevail.

  
(Praveen Kujur) 08/6/26

Under Secretary to the Government of India

Tel: 011-23733771

Email: praveen.kujur@nic.in

To:

Secretaries of all Central Government Ministries/ Departments

Secretary/ Department of Public Enterprises with a request to circulate these instructions to all Central Public Sector Enterprises (CPSEs).