

**Government of Haryana
General Administration Department
General Services-1 Branch**

12/24/2010-1452
No. 43/5/2001-IGSI

Chandigarh 12th January, 2011

To

1. All the Financial Commissioners and Principal Secretaries/ Commissioners and Secretaries to Government of Haryana.
2. All Heads of Departments, Commissioners, Ambala, Hisar, Rohtak and Gurgaon Division.
3. The Registrar, Punjab & Haryana High Court, Chandigarh
4. All Deputy Commissioners and Sub Divisional Officers (Civil) in Haryana.
5. All the Managing Directors of Boards/ Corporations/Public Undertaking.

Subject: Policy for outsourcing of services/activities – Compliance of labour laws.

Sir/Madam,

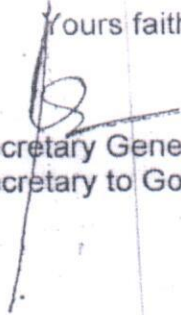
I am directed to invite your kind attention to the Government letters No. 43/5/2001-1GSI dated 16.2.2009 on the subject cited above vide which detailed guidelines were given to regulate the outsourcing services / activities in the State of Haryana. However, it has come to the notice of the Government that these instructions are not meticulously followed by the Service Providers in the State. Further the compliance of various Labour Laws and rules etc. relating to the workers employed for the services are not adhered to in letter and spirit which is the sole responsibility of the service providing agency.

Therefore, the Government of Haryana being concerned about the welfare of the contract employees working under different contractors directs that all the departments who have outsourced certain services should ensure that the service provider is a licence holder under the contract regulation and abolition Act, 1970 and being the principle employer complies with the provisions of all the labour laws vis. Minimum Wages Act, ESI, P.F., Maternity benefits etc. and ensure the compliance of the same. The Contractor should be asked to supply monthly dossier in the format enclosed (Annexure-1). It is hereby stressed that contractor shall make all the payments to the employees through account payee

cheque or direct bank transfer. In case the contractor defaults, the department may consider terminating the contract as per terms and conditions of the agreement.

In the event of termination of the contract or reduction of manpower, such workers who loose employment should be considered for re-appointment on priority if the contractor is redeployed or engages more manpower in view of provisions of Industrial Disputes Act.

Yours faithfully,


Joint Secretary General Administration
for Chief Secretary to Government Haryana.

17/11/2011

Internal circulation:-

1. Director, Public Relations, Haryana, Chandigarh for wide publicity.
2. State Informatics Officer, National Informatics Centre, Haryana for hosting on the State's website.

