File No. A-50013/239/2024-ADMINSTRATION
Government of India
भारत सरकार
Ministry of Jal Shakti
जल शक्ति मंत्रालय
Department of Water Resources, River Development & Ganga Rejuvenation
जल संसाधन नदी विकास एवं गंगा संरक्षण विभाग
(Administration Section)
प्रशासन अनुभाग
*****

Shram Shakti Bhawan, Rafi Marg
New Delhi, 24th August, 2026

OFFICE ORDER No. 550/2026

With the approval of the Competent Authority, Ms Suminder Kaur, DS (GA) is hereby appointed as Nodal Officer for continuous monitoring and implementation of the four (04) Labour Codes in Dept. (Sectt.) with immediate effect.

2. The officer shall not be entitled to any financial remuneration for performing the function of charge.

24.08.2024

(SAKET SOURAV)
Under Secretary to the Govt. of India
Tel No. 011-23738126
Email: usadmn-mowr@nic.in

To:

1. Concerned Officer, DoWR, RD & GR.

Copy to:

1. Shri Hari Prasad Chaurasiya, Regional Labour Commissioner, O/o Chief Labour Commissioner (C), Shramev Jayate Bhawan, G-4, Sector - 10, Dwarka, New Delhi – 110075.
2. PPS to Secretary/PPS to AS (A)/PPS to MD (NWM)/PPS to DG (NMCG), DoWR, RD & GR.
3. All wing heads, Department of Water Resources, RD & GR.
4. All Organisation Heads, Department of Water Resources, RD & GR.
5. GA/Vigilance/Cash/e-Gov Sections, DoWR, RD & GR.
6. Personal File/APAR Folder.
7. For uploading on the intranet.

सोनल मिश्रा, भा.प्र.से.
मुख्य श्रमायुक्त (केंद्रीय)
Sonal Mishra, IAS
Chief Labour Commissioner (C)

सत्यमेव जयते

भारत सरकार
श्रम एवं रोजगार मंत्रालय
मुख्य श्रमायुक्त (कें) कार्यालय
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT
OFFICE OF THE CHIEF LABOUR COMMISSIONER (C)

D.O. No.14/44/2026-Coord

July 30, 2026

Dear Esteemed Colleague,

As you are aware, Government of India has consolidated 29 Labour Laws into four comprehensive Labour Codes, namely, the Code on Wages 2019, the Code on Social Security 2020, the Industrial Relations Code 2020 and the Occupational Safety, Health and Working Conditions Code 2020, which have come into force with effect from 21.11.2025 with the objective of simplifying the Labour Law framework, reducing the overall compliance burden while strengthening the welfare, dignity, safety, social security, and ensuring better working conditions for workers including contract labour.

Your organisation plays an important role in promoting fair labour practices and ensuring the welfare and protection of workers. It is, therefore, requested that all Units/Offices under your administrative control, including contractors and outsourcing agencies engaged by them, ensure full compliance with the provisions of the Labour Codes, with particular emphasis on those relating to contract labour, who constitute a significant segment of the workforce.

In order to facilitate the effective implementation of the Labour Codes across the country, Secretary, Ministry of Labour & Employment, has already addressed **D.O. No. Z-20025/13/2019-LRC(E)/e-119357 dated 24th April, 2026** to all the Secretaries of Government of India. Further, the Department of Public Enterprises (DPE) has also issued an advisory to all Central Public Sector Enterprises (CPSEs) in this regard. Copies of both the aforesaid communications are enclosed as **Annexure-I** for your ready reference and necessary action.

I would request your personal intervention to ensure implementation of the following measures on priority:

1. Issuance of Appointment Letters: Ensure that appointment letters are issued to every employee, including contract labour, in accordance with the OSH Code, so as to formalise employment and clearly define the terms and conditions of service. A model format is enclosed as **Annexure-II**.

2. Timely Payment of Wages: Ensure timely payment of wages without any unauthorised deductions in accordance with the Code on Wages, 2019. The prescribed timelines are as under:

Wage Period	Time Limit for Payment of Wages
Daily	At the end of the shift
Weekly	Before the weekly holiday
Fortnightly	Within two days of the end of the fortnight
Monthly	Within seven days of the end of the wage period

Contd...2/-

3. Issuance of Wage Slips: Ensure issuance of wage slips to all employees on or before payment of Wages. A model format is enclosed as **Annexure-III**. Existing formats may continue to be used, with such modifications as may be necessary, to include all the prescribed particulars.

4. Welfare Facilities: Principal Employers should ensure provision of statutory welfare facilities to contract labour, including safe drinking water, sanitation facilities, first-aid arrangements, crèche facilities (where applicable), and other prescribed amenities under the OSH Code, 2020.

5. Grievance Redressal Mechanism

(a) Contract Labour: Every Principal Employer may constitute a Grievance Redressal Mechanism for contract labour in accordance with the OSH (Central) Rules, 2026, to address grievances relating to health, working conditions and wages. Such grievances should be examined and resolved expeditiously, preferably within 30 days.

(b) Employees: Every Industrial Establishment employing twenty or more workers shall constitute a Grievance Redressal Committee under the IR Code, 2020, comprising an equal number of representatives of the employer and workers, for resolution of individual grievances. The Committee should endeavour to dispose of grievances within 30 days of their receipt.

6. Annual Health Check-up: Employees who have completed forty years of age should be provided free annual health check-ups as prescribed under the OSH (Central) Rules, 2026.

7. Registration on Shram Suvidha Portal: All establishments covered under the Occupational Safety, Health and Working Conditions Code, 2020 and the Code on Social Security, 2020, should ensure mandatory electronic registration on the Shram Suvidha Portal by furnishing the prescribed details and uploading the requisite documents.

For the effective implementation of the Labour Codes, your organisation may already be having a robust IT system in place to ensure statutory compliance and administrative oversight. You are requested to suitably align the existing IT mechanism with the requirements of the Labour Codes to facilitate their effective implementation and seamless compliance.

The foregoing measures constitute some of the key compliance requirements under the Labour Codes and warrant immediate attention. For ease of reference, a separate document containing the major compliance obligations under the Labour Codes is enclosed as **Annexure-IV**. The same may kindly be disseminated to all Units/Offices under your administrative control, including contractors engaged by them, to facilitate the effective implementation of the Labour Codes.

The Office of the Chief Labour Commissioner (Central), Ministry of Labour & Employment, remains committed to facilitating a compliance ecosystem under the Labour Codes that is simple, transparent, technology-driven, and industry-friendly.To facilitate effective coordination and smooth implementation of the Labour Codes, I would request you to nominate a Nodal Officer in your Organisation to serve as the Single Point of Contact (SPOC) with the Office of the Chief Labour Commissioner (Central).

Contd...3/-

This Office has nominated **Shri Hari Prasad Chaurasiya, Regional Labour Commissioner, Office of CLC (C) H.Q.** as the SPOC for your Organisation. He may be contacted for any guidance, assistance, or clarification at **011-20892377** or through e-mail at **c.hariprasad@gov.in**.

Further, with a view to institutionalising a structured and continuous mechanism for engagement and coordination, it is proposed that the Ministry of Labour & Employment/Office of the Chief Labour Commissioner (Central) may convene quarterly Video Conferences with major stakeholders. Similarly, Regional Heads of the Chief Labour Commissioner (Central) Organisation **(as listed at Annexure-V)** may hold quarterly coordination meetings with your Regional/Zonal/Unit Heads, either in-person or through Video Conferencing, to review compliance, address implementation-related issues, and facilitate the timely exchange of information and feedback.

These collaborative mechanisms are expected to strengthen coordination, facilitate the timely resolution of implementation-related issues, and promote better compliance with the Labour Codes while advancing worker welfare. I am confident that your Organisation will continue to extend its valued cooperation in ensuring the effective implementation of the Labour Codes and in furthering our shared commitment to fair, safe, and dignified workplaces, in line with the vision of Viksit Bharat @ 2047.

With regards,

Yours Sincerely,

(Sonal Mishra)

Encls: as above.

To

CMDs/Chairpersons/CEOs/MDs
Ministry of Jal Shakti
(As per list enclosed)