



राष्ट्रीय फैशन टेक्नालॉजी संस्थान

वस्त्र मंत्रालय, भारत सरकार
सिडको, ईलेक्ट्रॉनिक कम्प्लेक्स रंग्रेथ
श्रीनगर-191132, जम्मू कश्मीर

National Institute of Fashion Technology

Ministry of Textiles, Govt. of India

SIDCO Electronic Complex Rangreth, Srinagar-191132 J&K

Tender No.16308 (1)/NIFT/Sgr/Admin/Housekeeping/2018/241 Tender Id:-22259, Dated 12-08-2020 Tender For- Housekeeping Services

S.No	Quires raised by Tenderer	Reply by NIFT
1.	You have mentioned the minimum basic wages for Janitor/ Sweeper as per Central Government Labour rules act which is Rs. 525.00 per day under Unskilled category (Area – B) & applicable on industrial type units. Hence, the monthly basic wages are Rs. 15750.00 (Rs. 525 * 30 Days = Rs. 15750.00) as per your calculations. Please clarify whether we should take a monthly wage period of 30 days or 26 days (which is as per Central Labour Act).	The minimum wages for the Sweeper/ Janitor shall be Rs 525/day as notified by Govt of India. The wages shall be paid for 26 days in the month. Thus the total wages per month shall be 525*26 = 13650/-
2.	That, if we consider 30 days wage period as per above calculation amounting to Rs. 15750.00, the Employees earning more than Rs. 15000.00 in Basic wages & dearness allowance will be exempted & the Employer of these type of workers are Exempted from making PF contribution on amounts higher than Rs. 15000.00 by the provision to Para 26A of the Employee's Provident Fund Scheme, 1952. Hence, if we consider 26 days in a month then it would be eligible for Provident Fund benefits, please clarify.	The monthly wages of Sweeper/ Janitor as per above is less than 15000/- Hence the provisions of EPF shall be accordingly applicable.
3.	That, according the Central/ State Government Labour rules act, Employer is bound to pay benefits to their Employees like, yearly Ex- Gratia @ 8.33% (on Basic + DA), Leave Wages @ 12.21% (on Gross Wages) & Gratuity @ 4.81% (on Basic + DA) in addition to EPF & ESIC benefits, Please clarify.	The payment of Bonus, Gratuity Etc is depends upon the Agency Profile & its profits etc. These benefits shall be paid by the Pvt Agency or Contractor as per standing Govt of India instructions from time to time. While quoting the bid, the agency./ bidder may keep into consideration all such benefits.

Note Above clarification shall be in supersession to earlier issued terms & conditions in NIT as & where applicable.**