



## कर्मचारी भविष्य निधि संगठन

EMPLOYEES' PROVIDENT FUND ORGANIZATION

(श्रम एवं रोजगार मन्त्रालय, भारत सरकार)

(Ministry of Labour & Employment, Government of India)

क्षेत्रीय कार्यालय, हल्द्वानी Regional Office, Haldwani

द्वितीय तल, खुराना कॉम्प्लेक्स, जज्जीकोर्ट के सामने, नैनीताल रोड, हल्द्वानी-263139, उत्तराखण्ड  
2nd Floor, Khurana Complex, Opposite Judges' Court, Nainital Road, Haldwani- 263139, Uttarakhand.

पत्रांक:- क.भ.नि./क्षे.का./हल्द्वानी/प्रशा./CT/213

दिनांक:-23/01/26

### Notice Inviting Tenders

E-Tender through GeM are invited under Two bid system i.e. Technical Bid and financial Bid from reputed, experienced and financially sound supplier of Manpower service companies/Firms/Agencies (The bidder firm must have Head / branch office in the Kumaon/Dehradun Region district, attach any certificate issued by central/state government in r/o address proof i.e. GST, Electricity bill etc. The bidder firm also must have minimum two year experience with any Government/Semi Government/State Government/Any other Government bodies). For providing below mentioned Manpower for Employees Provident Fund Organization, R.O., Haldwani For a period of Two year from the date of contract. The Period may be further extended or reduced by the department.

Sr.No	Name of Service Required	Category	Approximate requirement	Location
01	Security Guard	Unarmed Security Guard ,	8	Regional Office, Haldwani, Nainital, Uttrakhand

2. General terms and conditions, Buyer's specific additional terms and conditions, Pre- qualification criteria, SLA, etc. are as per Government e-Market Place (GeM), and can be obtained from GeM or can be downloaded from the EPFO website [www.epfindia.gov.in](http://www.epfindia.gov.in). The interested Parties/Suppliers/Venders after going through this tender document shall participate in Online tender on Government e- Market Place (GeM) through online mode only. Tender documents submitted through any other mode will be outrightly rejected.

3. Schedule:

Bid Number : GEM/2026/B/7139538 /Dated: 23-01-2026

1. Date of publication of tender on Gem: As per GeM
2. Last date for tender: As per GeM
3. Bid opening Date: As per GeM
4. Place of opening of Tender: Office Premises at Regional Office, 2nd Floor, Khurana Complex, Opposite Judges' Court, Nainital Road, Haldwani- 263139, Uttarakhand.
4. The interested and eligible Company/Firm/Agency may upload online tender document on Gem (Govt E-Market Place) completed in all respect, along with Earnest Money Deposit (EMD) @5% of Tender value by DD/Pay Order in favor of RPFC, Haldwani payable at SBI Main branch Haldwani and other requisite documents on or before. The tenders uploaded online without requisite earnest money deposit (EMD) before bid closure dates shall not be entertained under any circumstance whatever.
5. This Office reserves the right to amend/withdraw any of the terms and conditions in the Tender Document as well as Gem tender or to reject any or all tenders without giving any notice or assigning any reason. The decision of the Regional P F Commissioner, R.O, Haldwani in this regard shall be final and binding on all.



(Vishal)

Assistant Provident Fund Commissioner



**कर्मचारी भविष्य निधि संगठन**  
**EMPLOYEES' PROVIDENT FUND ORGANIZATION**  
 (श्रम एवं रोजगार मन्त्रालय, भारत सरकार)  
 (Ministry of Labour & Employment, Government of India)

क्षेत्रीय कार्यालय, हल्द्वानी Regional Office, Haldwani

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 2nd Floor, Khurana Complex, Opposite Judges' Court, Nainital Road, Haldwani- 263139, Uttarakhand.

पत्रांक:- क.भ.नि./क्षे.का./हल्द्वानी/प्रशा./CT 13

दिनांक:- 23/01/26

**निविदा आमंत्रण सूचना**

सरकारी ई-मार्केटप्लेस (GeM) के माध्यम से ई-निविदाएँ दो बोली प्रणाली (तकनीकी बोली और वित्तीय बोली) के अंतर्गत आमंत्रित की जाती हैं। यह निविदा प्रतिष्ठित, अनुभवी और वित्तीय रूप से सक्षम मानव संसाधन सेवा प्रदाता कंपनियों/फर्मों/एजेंसियों से आमंत्रित है।

बोलीदाता फर्म का मुख्य/शाखा कार्यालय कुमाऊँ/देहरादून क्षेत्र जिले में होना अनिवार्य है। पते के प्रमाण हेतु केंद्र/राज्य सरकार द्वारा जारी प्रमाणपत्र (जैसे GST, बिजली बिल आदि) संलग्न करना होगा। बोलीदाता फर्म के पास किसी भी सरकारी/अर्ध-सरकारी/राज्य सरकार/अन्य सरकारी निकायों के साथ न्यूनतम दो वर्ष का अनुभव होना चाहिए।

यह निविदा कर्मचारी भविष्य निधि संगठन, क्षेत्रीय कार्यालय, हल्द्वानी हेतु नीचे दिए गए मानव संसाधन की आपूर्ति के लिए है। अनुबंध की अवधि दो वर्ष होगी, जिसे विभाग द्वारा आगे बढ़ाया या घटाया जा सकता है।

सेवाओं का विवरण

क्रमांक	सेवा का नाम	श्रेणी	अनुमानित आवश्यकता	स्थान
01	सुरक्षा गार्ड	बिना हथियार वाला सुरक्षा गार्ड	8	क्षेत्रीय कार्यालय, हल्द्वानी, नैनीताल, उत्तराखण्ड

2. सामान्य नियम एवं शर्तें खरीदार की विशिष्ट अतिरिक्त शर्तें, पूर्व-योग्यता मानदंड, SLA आदि GeM के अनुसार होंगे। इन्हें GeM से प्राप्त किया जा सकता है। इच्छुक पक्ष/आपूर्तिकर्ता/बिक्रेता इस निविदा दस्तावेज़ को केवल GeM ऑनलाइन मोड के माध्यम से भाग लेंगे। किसी अन्य माध्यम से प्रस्तुत निविदा दस्तावेज़ सीधे अस्वीकार कर दिए जाएंगे।

**3. कार्यक्रम (Schedule)**

GeM के अनुसार विड संख्या : GEM/2026/B/7139538 /Dated: 23-01-2026

1. निविदा की अंतिम तिथि: GeM के अनुसार
2. बोली खोलने की तिथि: GeM के अनुसार
3. निविदा खोलने का स्थान:

क्षेत्रीय कार्यालय, द्वितीय तल, खुराना कॉम्प्लेक्स, न्यायालय के सामने, नैनीताल रोड, हल्द्वानी - 263139, उत्तराखंड सुरक्षा गार्ड

4. इच्छुक एवं पात्र कंपनी/फर्म/एजेंसी GeM पर ऑनलाइन निविदा दस्तावेज़ अपलोड करें।

इसके साथ Earnest Money Deposit (EMD) निविदा मूल्य का 5% डीडी/पे ऑर्डर के रूप में, RPFC-I हल्द्वानी के पक्ष में, SBI मुख्य शाखा हल्द्वानी में देय, संलग्न करना अनिवार्य है।

बिना EMD के अपलोड की गई निविदाएँ किसी भी परिस्थिति में स्वीकार नहीं की जाएंगी।

6. यह कार्यालय निविदा दस्तावेज़ या GeM निविदा की किसी भी शर्त को संशोधित/हटाने या किसी भी/ सभी निविदाओं को बिना सूचना या कारण बताए अस्वीकार करने का अधिकार सुरक्षित रखता है। इस संबंध में क्षेत्रीय भविष्य निधि आयुक्त I, क्षेत्रीय कार्यालय, हल्द्वानी का निर्णय अंतिम और बाध्यकारी होगा।

 (विशाल)  
सहायक भविष्य निधि आयुक्त



**बिड दस्तावेज़ / Bid Document**

बिड विवरण/Bid Details	
बिड बंद होने की तारीख/समय /Bid End Date/Time	02-02-2026 17:00:00
बिड खुलने की तारीख/समय /Bid Opening Date/Time	02-02-2026 17:30:00
बिड पेशकश वैधता (बंद होने की तारीख से)/Bid Offer Validity (From End Date)	30 (Days)
मंत्रालय/राज्य का नाम/Ministry/State Name	Ministry Of Labour And Employment
विभाग का नाम/Department Name	Na
संगठन का नाम/Organisation Name	Employees Provident Fund Organisation (epfo)
कार्यालय का नाम/Office Name	Haldwani
वस्तु श्रेणी /Item Category	Security Manpower Service (Version 2.0) - Office/Commercial/Institutions/ Residential; Unarmed Security Guard
अनुबंध अवधि /Contract Period	2 Year(s) 1 Day(s)
बिडर का न्यूनतम औसत वार्षिक टर्नओवर (3 वर्षों का) /Minimum Average Annual Turnover of the bidder (For 3 Years)	10 Lakh (s)
इन्हीं/समान सेवा के लिए अपेक्षित विगत अनुभव के वर्ष/Years of Past Experience Required for same/similar service	3 Year (s)
इसी तरह की सेवाओं का पिछला आवश्यक अनुभव है/Past Experience of Similar Services required	Yes
वर्षों के अनुभव एवं टर्नओवर से एमएसई को छूट प्राप्त है / MSE Relaxation for Years Of Experience and Turnover	Yes   Complete
स्टार्टअप के लिए अनुभव के वर्षों और टर्नओवर से छूट प्रदान की गई है / Startup Relaxation for Years Of Experience and Turnover	Yes   Complete
विक्रेता से मांगे गए दस्तावेज़/Document required from seller	Experience Criteria,Bidder Turnover,Certificate (Requested in ATC) *In case any bidder is seeking exemption from Experience / Turnover Criteria, the supporting documents to prove his eligibility for exemption must be uploaded for evaluation by the buyer

### बिड विवरण/Bid Details

क्या आप निविदाकर्ता द्वारा अपलोड किए गए दस्तावेजों को निविदा में भाग लेने वाले सभी निविदाकर्ता को दिखाना चाहते हैं? संदर्भ में नू है/Do you want to show documents uploaded by bidders to all bidders participated in bid?	No
बिड लगाने की समय सीमा स्वतः नहीं बढ़ने के लिए आवश्यक बिड की संख्या। / Minimum number of bids required to disable automatic bid extension	1
दिनों की संख्या, जिनके लिए बिड लगाने की समय-सीमा बढ़ाई जाएगी। / Number of days for which Bid would be auto-extended	3
ऑटो एक्सटेंशन अधिकतम कितनी बार किया जाना है। / Number of Auto Extension count	1
बिड से रिवर्स नीलागी सक्रिय किया/Bid to RA enabled	No
बिड का प्रकार/Type of Bid	Single Packet Bid
तकनीकी मूल्यांकन के दौरान तकनीकी स्पष्टीकरण हेतु अनुमत समय /Time allowed for Technical Clarifications during technical evaluation	2 Days
अनुमानित बिड मूल्य /Estimated Bid Value	4377600
मूल्यांकन पद्धति/Evaluation Method	Total value wise evaluation
मध्यस्थता खंड/Arbitration Clause	No
सुलह खंड/Mediation Clause	No

### ईएमडी विवरण/EMD Detail

आवश्यकता/Required	No
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### ईपीबीजी विवरण /ePBG Detail

एडवाइजरी बैंक/Advisory Bank	State Bank of India
ईपीबीजी प्रतिशत (x)/ePBG Percentage(%)	5.00
ईपीबीजी की आवश्यक अवधि (माह) /Duration of ePBG required (Months).	30

(a). ईएमडी और संपादन जमानत राशि, जहां यह लागू होती है, लाभार्थी के पक्ष में होनी चाहिए। / EMD & Performance security should be in favour of Beneficiary, wherever it is applicable.

लाभार्थी /Beneficiary :



बोली विभाजन लागू नहीं किया गया/ Bid splitting not applied.

#### एमआईआई अनुपालन/MII Compliance

एमआईआई अनुपालन/MII Compliance	Yes
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#### एमएसई खरीद वरीयता/MSE Purchase Preference

एमएसई खरीद वरीयता/MSE Purchase Preference	Yes
सूक्ष्म और लघु उद्यम मूल उपकरण निर्माताओं को खरीद में प्राथमिकता, यदि उनका मूल्य $L1+X\%$ तक की सीमा में हो / Purchase Preference to MSE OEMs available upto price within $L1+X\%$	15
सूक्ष्म और लघु उद्यम को खरीद में प्राथमिकता के लिए बिड की मात्रा का अधिकतम प्रतिशत / Maximum Percentage of Bid quantity for MSE purchase preference	100

1. If the bidder is a Micro or Small Enterprise as per latest orders issued by Ministry of MSME, the bidder shall be relaxed from the eligibility criteria of "Experience Criteria" as defined above subject to meeting of quality and technical specifications. The bidder seeking Relaxation from Experience Criteria, shall upload the supporting documents to prove his eligibility for Relaxation.
2. If the bidder is a Micro or Small Enterprise (MSE) as per latest orders issued by Ministry of MSME, the bidder shall be relaxed from the eligibility criteria of "Bidder Turnover" as defined above subject to meeting of quality and technical specifications. If the bidder itself is MSE OEM of the offered products, it would be relaxed from the "OEM Average Turnover" criteria also subject to meeting of quality and technical specifications. The bidder seeking Relaxation from Turnover, shall upload the supporting documents to prove his eligibility for Relaxation.
3. If the bidder is a DPIIT registered Startup, the bidder shall be relaxed from the the eligibility criteria of "Experience Criteria" as defined above subject to their meeting of quality and technical specifications. The bidder seeking Relaxation from Experience Criteria, shall upload the supporting documents to prove his eligibility for Relaxation.
4. If the bidder is a DPIIT registered Startup, the bidder shall be relaxed from the the eligibility criteria of "Bidder Turnover" as defined above subject to their meeting of quality and technical specifications. If the bidder is DPIIT Registered OEM of the offered products, it would be relaxed from the "OEM Average Turnover" criteria also subject to meeting of quality and technical specifications. The bidder seeking Relaxation from Turnover shall upload the supporting documents to prove his eligibility for Relaxation.
5. The minimum average annual financial turnover of the bidder during the last three years, ending on 31st March of the previous financial year, should be as indicated above in the bid document. Documentary evidence in the form of certified Audited Balance Sheets of relevant periods or a certificate from the Chartered Accountant / Cost Accountant indicating the turnover details for the relevant period shall be uploaded with the bid. In case the date of constitution / incorporation of the bidder is less than 3-year-old, the average turnover in respect of the completed financial years after the date of constitution shall be taken into account for this criteria.
6. Years of Past Experience required: The bidder must have experience for number of years as indicated above in bid document (ending month of March prior to the bid opening) of providing similar type of services to any Central / State Govt Organization / PSU. Copies of relevant contracts / orders to be uploaded along with bid in support of having provided services during each of the Financial year.
7. Purchase preference to Micro and Small Enterprises (MSEs): Purchase preference will be given to MSEs as defined in Public Procurement Policy for Micro and Small Enterprises (MSEs) Order, 2012 dated 23.03.2012 issued by Ministry of Micro, Small and Medium Enterprises and its subsequent Orders/Notifications issued by concerned Ministry. If the bidder wants to avail the Purchase preference for services, the bidder must be the Service provider of the offered Service. Relevant documentary evidence in this regard shall be uploaded along with the

bid in respect of the offered service. If L-1 is not an MSE and MSE Service Provider (s) has/have quoted price within L-1+ 15% of margin of purchase preference /price band as defined in the relevant policy, then 100% order quantity will be awarded to such MSE bidder subject to acceptance of L1 bid price. The buyers are advised to refer to the OM No.1 4 2021 PPD dated 18.05.2023 for compliance of Concurrent application of Public Procurement Policy for Micro and Small Enterprises Order, 2012 and Public Procurement (Preference to Make in India) Order, 2017. Benefits of MSE will be allowed only if the credentials of the service provider are validated on-line in GeM profile as well as validated and approved by the Buyer after evaluation of submitted documents.

8. Estimated Bid Value indicated above is being declared solely for the purpose of guidance on EMD amount and for determining the Eligibility Criteria related to Turn Over, Past Performance and Project / Past Experience etc. This has no relevance or bearing on the price to be quoted by the bidders and is also not going to have any impact on bid participation. Also this is not going to be used as a criteria in determining reasonableness of quoted prices which would be determined by the buyer based on its own assessment of reasonableness and based on competitive prices received in Bid / RA process.

9. Past Experience of Similar Services: The bidder must have successfully executed/completed similar Services over the last three years i.e. the current financial year and the last three financial years(ending month of March prior to the bid opening): -

1. Three similar completed services costing not less than the amount equal to 40% (forty percent) of the estimated cost; or
2. Two similar completed services costing not less than the amount equal to 50% (fifty percent) of the estimated cost; or
3. One similar completed service costing not less than the amount equal to 80% (eighty percent) of the estimated cost.

#### अतिरिक्त योग्यता /आवश्यक डेटा/Additional Qualification/Data Required

Scope Of Work For the Service:[1769077974.pdf](#)

#### Security Manpower Service (Version 2.0) - Office/Commercial/Institutions/ Residential; Unarmed Security Guard ( 8 )

#### तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
<b>कोर / Core</b>	
Type of Establishment / Area	Office/Commercial/Institutions/ Residential
Category of Profile	Unarmed Security Guard
Category of Skills	Semi skilled
Gender	No Preference
Duty Hours in a day	8
Qualification	Secondary School
Ex Servicemen	Optional
Age Limit	Up to 50 years
Years of Experience	0 – 3 years
Additional Requirements for the Security Personnel	NA
Is Geographical presence of the Service Provider registered office is required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Uttarakhand
<b>एडऑन /Addon(s)</b>	



विवरण/ Specification	मूल्य/ Values
अतिरिक्त विवरण /Additional Details	
Title For Optional Allowances 1	00
Title For Optional Allowances 2	00
Title For Optional Allowances 3	00

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्ट दस्तावेज /Additional Specification Documents

प्रेषित/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.No.	प्रेषित/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Gurdev Singh	263139,EMPLOYEES' PROVIDENT FUND ORGANISATION, 2ND FLOOR, KHURANA COMPLEX, OPPOSITE JUDGES COURT, NAINITAL ROAD, HALDWANI	8	<ul style="list-style-type: none"> <li>Tenure/ Duration of Employment (in months) : 24</li> <li>Basic Pay (Minimum daily wage) : 760</li> <li>Provident Fund (INR per day) : 60</li> <li>EDLI (INR per day) : 2.5</li> <li>ESI (INR per day) : 0</li> <li>EPF Admin charge (INR per day) : 2.5</li> <li>Bonus (INR per day) : 0</li> <li>Optional Allowance 1 (in Rupees) : 0</li> <li>Optional Allowance 2 (in Rupees) : 0</li> <li>Optional Allowance 3 (in Rupees) : 0</li> <li>Number of working days in a month : 30</li> </ul>

क्रेता द्वारा जोड़ी गई बिड की विशेष शर्तें/Buyer Added Bid Specific Terms and Conditions

## 1. Service & Support

AVAILABILITY OF OFFICE OF SERVICE PROVIDER: An office of the Service Provider must be located in the state of Consignee. DOCUMENTARY EVIDENCE TO BE SUBMITTED.

## 2. Service & Support

Dedicated /toll Free Telephone No. for Service Support : BIDDER/OEM must have Dedicated/toll Free Telephone No. for Service Support.

## 3. Service & Support

Escalation Matrix For Service Support : Bidder/OEM must provide Escalation Matrix of Telephone Numbers for Service Support.

## 4. Payment

**PAYMENT OF SALARIES AND WAGES:** Service Provider is required to pay Salaries / wages of contracted staff deployed at buyer location first i.e. on their own and then claim payment from Buyer alongwith all statutory documents like, PF, ESIC etc. as well as the bank statement of payment done to staff.

## 5. Buyer Added Bid Specific ATC

Buyer Added text based ATC clauses

THE BIDDER SHOULD HAVE A OFFICE IN UTTARAKHAND STATE OTHERWISE BIDDER WILL BE REJECTED

The bidder must declare that they are not a defaulter under EPF regulations.

This ensures that the company is meeting statutory obligations toward employee provident fund contributions.

ESIC (Employees' State Insurance Corporation) Compliance

The bidder must declare that they are not a defaulter under ESIC rules.

This confirms that employee insurance contributions are being properly deposited.

## 6. Past Project Experience

**Proof for Past Experience and Project Experience clause:** For fulfilling the experience criteria any one of the following documents may be considered as valid proof for meeting the experience criteria:a. Contract copy along with Invoice(s) with self-certification by the bidder that service/supplies against the invoices have been executed.b. Execution certificate by client with contract value.c. Any other document in support of contract execution like Third Party Inspection release note, etc.**Proof for Past Experience and Project Experience clause:** For fulfilling the experience criteria any one of the following documents may be considered as valid proof for meeting the experience criteria:a. Contract copy along with Invoice(s) with self-certification by the bidder that service/supplies against the invoices have been executed.b. Execution certificate by client with contract value.c. Any other document in support of contract execution like Third Party Inspection release note, etc.

## 7. Certificates

Bidder's offer is liable to be rejected if they don't upload any of the certificates / documents sought in the Bid document, ATC and Corrigendum if any.

## अस्वीकरण/Disclaimer

The additional terms and conditions have been incorporated by the Buyer after approval of the Competent Authority in Buyer Organization, whereby Buyer organization is solely responsible for the impact of these clauses



the bidding process, its outcome, and consequences thereof including any eccentricity / restriction arising in the bidding process due to these ATCs and due to modification of technical specifications and / or terms and conditions governing the bid. If any clause(s) is / are incorporated by the Buyer regarding following, the bid and resultant contracts shall be treated as null and void and such bids may be cancelled by GeM at any stage of bidding process without any notice:-

1. Definition of Class I and Class II suppliers in the bid not in line with the extant Order / Office Memorandum issued by DPIIT in this regard.
2. Seeking EMD submission from bidder(s), including via Additional Terms & Conditions, in contravention to exemption provided to such sellers under GeM GTC.
3. Publishing Custom / BOQ bids for items for which regular GeM categories are available without any Category item bunched with it.
4. Creating BoQ bid for single item.
5. Mentioning specific Brand or Make or Model or Manufacturer or Dealer name.
6. Mandating submission of documents in physical form as a pre-requisite to qualify bidders.
7. Floating / creation of work contracts as Custom Bids in Services.
8. Seeking sample with bid or approval of samples during bid evaluation process. (However, in bids for attached categories, trials are allowed as per approved procurement policy of the buyer nodal Ministries)
9. Mandating foreign / international certifications even in case of existence of Indian Standards without specifying equivalent Indian Certification / standards.
10. Seeking experience from specific organization / department / institute only or from foreign / export experience.
11. Creating bid for items from irrelevant categories.
12. Incorporating any clause against the MSME policy and Preference to Make in India Policy.
13. Reference of conditions published on any external site or reference to external documents/clauses.
14. Asking for any Tender fee / Bid Participation fee / Auction fee in case of Bids / Forward Auction, as the case may be.
15. Any ATC clause in contravention with GeM GTC Clause 4 (xiii)(h) will be invalid. In case of multiple L1 bidders against a service bid, the buyer shall place the Contract by selection of a bidder amongst the L-1 bidders through a Random Algorithm executed by GeM system.
16. Buyer added ATC Clauses which are in contravention of clauses defined by buyer in system generated bid template as indicated above in the Bid Details section, EMD Detail, ePBG Detail and MII and MSE Purchase Preference sections of the bid, unless otherwise allowed by GeM GTC.
17. In a category based bid, adding additional items, through buyer added additional scope of work/ additional terms and conditions/or any other document. If buyer needs more items along with the main item, the same must be added through bunching category based items or by bunching custom catalogs or bunching a BoQ with the main category based item, the same must not be done through ATC or Scope of Work.

Further, if any seller has any objection/grievance against these additional clauses or otherwise on any aspect of this bid, they can raise their representation against the same by using the Representation window provided in the bid details field in Seller dashboard after logging in as a seller within 4 days of bid publication on GeM. Buyer is duty bound to reply to all such representations and would not be allowed to open bids if he fails to reply to such representations.

**All GeM Sellers/Service Providers shall ensure full compliance with all applicable labour laws, including the provisions, rules, schemes and guidelines under the four Labour Codes i.e. the Code on Wages, 2019; the Industrial Relations Code, 2020; the Occupational Safety, Health and Working Conditions Code, 2020; and the Code on Social Security, 2020 as and when notified and brought into force by the Government of India.**

**For all provisions of the Labour Codes that are pending operationalisation through rules, schemes or notifications, the corresponding provisions of the pre-existing labour enactments (such as The Minimum Wages Act, 1948, The Payment of Wages Act, 1936, The Payment of Bonus Act, 1965, The Equal Remuneration Act, 1976, The Payment of Gratuity Act, 1972, etc. and relevant State Rules) shall continue to remain applicable.**

**The Seller/ Service Providers shall, therefore, be responsible for ensuring compliance under:**



- All notified and enforceable provisions of the new Labour Codes as mentioned hereinabove; and
- All operative provisions of the erstwhile Labour Laws until their complete substitution.

**All obligations relating to wages, social security, safety, working conditions, industrial relations etc. and any other statutory requirements shall be strictly met by the Seller/ Service Provider. Any non-compliance shall constitute a breach of the contract and shall entitle the Buyer to take appropriate action in accordance with the contract and applicable law.**

This Bid is governed by the सामान्य नियम और शर्तें/General Terms and Conditions, conditions stipulated in Bid and Service Level Agreement specific to this Service as provided in the Marketplace. However in case if any condition specified in सामान्य नियम और शर्तें/General Terms and Conditions is contradicted by the conditions stipulated in Service Level Agreement, then it will over ride the conditions in the General Terms and Conditions.

जेम की सामान्य शर्तों के खंड 26 के संदर्भ में भारत के साथ भूमि सीमा साझा करने वाले देश के विडर से खरीद पर प्रतिबंध के संबंध में भारत के साथ भूमि सीमा साझा करने वाले देश का कोई भी विडर इस निविदा में बिड देने के लिए तभी पात्र होगा जब वह बिड देने वाला सक्षम प्राधिकारी के पास पंजीकृत हो। बिड में भाग लेते समय विडर को इसका अनुपालन करना होगा और कोई भी गलत घोषणा किए जाने व इसका अनुपालन न करने पर अनुबंध को तत्काल समाप्त करने और कानून के अनुसार आगे की कानूनी कार्यवाही का आधार होगा। (In terms of GeM GTC clause 26 regarding Restrictions on procurement from a bidder of a country which shares a land border with India, any bidder from a country which shares a land border with India will be eligible to bid in this tender only if the bidder is registered with the Competent Authority. While participating in bid, Bidder has to undertake compliance of this and any false declaration and non-compliance of this would be a ground for immediate termination of the contract and further legal action in accordance with the laws.)

---धन्यवाद/Thank You---