भारत सरकार /GOVERNMENT OF INDIA
रेल मंत्रालय/MINISTRY OF RAILWAYS
रेलवे बोर्ड/RAILWAY BOARD

No.2026/E(LL)/AT/CNR/5 **New Delhi, dated: As signed**

The General Manager (P)
All Zonal Railways and Production Units,
The Director General, RDSO, Lucknow,
RWP/Bela, WPO/Patna.

Sub: Implementation of Labour Codes and strengthening compliance in respect of contract labour – reg.

Ref: i.) D.O. No. 14/44/2026-Coord dated 30.07.2026 from Chief Labour Commissioner (Central), Ministry of Labour & Employment.
ii) Board's letters dated 11.05.2026, 21.05.2026, 19.06.2026 and 09.07.2026 (copies enclosed)

Kindly refer to the above-mentioned D.O. letter dated 30.07.2026 (copy enclosed) received from the Office of the Chief Labour Commissioner (Central), Ministry of Labour & Employment, regarding effective implementation of the four Labour Codes and strengthening statutory compliance across all establishments.

2. The Ministry of Labour & Employment has requested all organizations to ensure full compliance with the provisions of the Labour Codes, particularly in respect of contract labour engaged through contractors and outsourcing agencies. The emphasis is on safeguarding workers' welfare, ensuring timely payment of wages, improving working conditions and strengthening statutory compliance.

3. In view of the above and the instructions/guidelines issued vide the Board's letters referred in ref. (ii) above, all Zonal Railways and Production Units, etc. are requested to further review the existing compliance mechanism and take immediate necessary action to ensure implementation of the following measures in respect of all service and works contracts under their jurisdiction:-

(i) Ensure issuance of appointment letters to all eligible workers, including contract labour, in accordance with the provisions of the Occupational Safety, Health and Working Conditions Code, 2020.

(ii) Ensure timely payment of wages without unauthorized deductions in accordance with the Code on Wages, 2019 and adherence to the prescribed timelines.

(iii) Ensure issuance of wage slips to all workers before payment of wages.

(iv) Ensure availability of statutory welfare facilities for contract labour, including drinking water, sanitation, first-aid, crèche facilities (where applicable) and other prescribed amenities.

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Date: 2026.11.20 17:02:22 IST
Reason: IREPS-CRIS
Location: New Delhi

(v) Constitute and operationalize the grievance redressal mechanisms as per the Board's letter dated 19.06.2026 for contract labour and employees, wherever applicable, and ensure timely disposal of grievances.

(vi) Ensure annual health check-ups of eligible employees as prescribed under the OSH (Central) Rules, 2026.

(vii) Ensure registration of all eligible establishments on the Shram Suvidha Portal and compliance with the applicable statutory requirements.

(viii) Review the existing IT-enabled monitoring mechanism and align it, wherever required, with the compliance requirements under the Labour Codes.

4. The foregoing measures constitute some of the key compliance requirements under the Labour Codes that 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 effective implementation of the Labour Codes.

5. Further, the enclosed D.O. letter along with its annexures may be circulated to all concerned field units, divisions, workshops, depots and other subordinate offices, as well as to Principal Employers, Engineers, Contract Managing Authorities and contractors engaged by the Railways, for strict compliance and necessary action.

Digitally signed by
VINITA VERMA
Date: 05-08-2026
13:04:39

Encl.: As above.

(Vinita Verma)
Executive Director, Estt.(LL)
Railway Board
Tele No.011-23047173

Copy to :-For necessary action and compliance.

1) CMDs/MDs/Equivalent: IRCON, RITES, RVNL, DFCCIL, CONCOR, CRIS, IRCTC, IRFC, KI MRVC, RCIL, Burn Standard, Braithwaite, NHSRCL, RLDA.

2) Directors of All CTIs (IRICEN, IRIEEN, IRIMEE, IRISET, IRITM)

3) EDCE(G), EDME(EnHM), ED(C&IS), Joint Secretary/Railway Board.