

**CIRCULAR**

**Subject** : Leave with pay and payment of wages for contract labours.

CIDCO is registered under Maharashtra Shops & Establishment (Regulation of employment and condition of service) Act 2017. CIDCO has awarded various maintenance contracts to maintain CIDCO offices, Railway Stations Complexes, gardens, roads etc. It is necessary to implement provisions of Maharashtra Establishment (Regulation of employment and condition of service) Act 2017 in respect of Leave with pay and payment of wages to the labours engaged by such contractor.

In view of directives of Dy. Labour commissioner, Raigad and further recommendations of Sr. Law Officer and Labour Officer, CIDCO, following orders are issued regarding leave with pay and payment of wages as per provision under section 18 (3) of chapter IV of Maharashtra Establishment (Regulation of employment and condition of service) Act 2017.

"Every worker who has worked for a period of 240 (two hundred & forty) days or more in an establishment during a calendar year shall be allowed during the subsequent calendar year, leave with wages for a number of days calculated at the rate of 01 (one) day for every 20 (twenty) days of work performed by him/her during the previous calendar year."

In addition to above, all other sub sections (namely 1 to 10) under section 18 of chapter IV of Maharashtra Establishment (Regulation of employment and condition of service) Act 2017 shall also be applicable.

All EEs are requested to take note of above and issue necessary instructions to the concerned agencies for implementation of above provisions immediately. The above provisions shall also be incorporated in forthcoming estimate / bid documents.

This is issued as approved by CE(NM)

  
**Superintending Engineer (HQ)**

To, All EEs / SEs

CC to : M(P) / CHO / Sr. LO / Labour Officer  
: CE(NM)/CE(SP)/CE(NMIA)/CAO/FA