केन्द्रीय लोक निर्माण विभाग

कार्यालय ज्ञापन

No. DG/CON/Construction 2023/21

ISSUED BY THE AUTHORITY OF DIRECTOR GENERAL, CPWD

Vidyut Bhawan, New Delhi Dated: 18.08.2026

Sub: Modification in Clause 19K: Deployment of Skilled/Semi-Skilled Tradesmen for GCC 2023 Construction Works.

Following modification is made in Clause 19K: Deployment of Skilled/Semi-Skilled Tradesmen for GCC 2023 Construction Works.

Existing Provision	Modified Provision
Clause 19 K **Employment of skilled/ semi-skilled workers** The contractor shall, at all stages of work, deploy skilled/semi-skilled tradesmen who are qualified and possess certificate in particular trade from CPWD Training Institute/Industrial Training Institute/ National Institute of construction Management and Research (NICMAR)/ National Academy of Construction, CIDC or any similar reputed and recognized Institute managed/ certified by State/Central Government. The number of such qualified tradesmen shall not be less than 20% of total skilled/semi-skilled workers required in each trade at any stage of work. The contractor shall submit number of man days required in respect of each trade, its scheduling and the list of qualified tradesmen along with requisite certificate from recognized Institute to Engineer in charge for approval. Notwithstanding such approval, if the tradesmen are found to have inadequate skill to execute the work of respective trade, the contractor shall substitute such tradesmen within two days of written notice from Engineer-in- Charge. Failure on the part of contractor to obtain approval of Engineer-in Charge or failure	**Clause 19 K** **Deployment of skilled/semi-skilled workers** The Contractor shall, at all stages of work, deploy skilled and semi-skilled tradesmen who are **duly** qualified and **hold** certificates in **their respective** trade**s**, from **the** CPWD Training Institute, **or from awarding bodies recognized under the aegis of National Council for Vocational Education and Training (NCVET), Ministry of Skill Development and Entrepreneurship (MSDE)**, or any institute recognized/certified by the State or Central Government **for this purpose**. The number of such qualified tradesmen shall not be less than 20% of the total skilled/semi-skilled workers required in each trade at any stage of work**.** The Contractor shall submit, **for approval of the Engineer-in-Charge, the** number of man-days required for each trade, **the** proposed scheduling, and the list of qualified tradesmen along with requisite certificates issued by any of the above recognized institutes. **To make up any shortfall below the prescribed minimum limit of 20% of skilled/semi-skilled tradesman, the Contractor shall arrange skilling of**

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to deploy qualified tradesmen will attract a compensation to be paid by contractor at the rate specified in schedule 'F' per such tradesman per day. Decision of Engineer in Charge as to whether particular tradesman possesses requisite skill and amount of compensation in case of default shall be final and binding. Provided always, that the provisions of this clause, shall not be applicable for works with estimated cost put to tender being less than Rs. 5 crores. For work costing more than Rs. 10 Crores, and upto Rs. 50 Crores, the contractor shall arrange on site training as per National Skill Development Corporation (NSDC) norms for at least 20% of the unskilled workers engaged in the project in co-ordination with the CPWD Regional Training Institute & National Skill Development Corporation (NSDC) for certification at the level of skilled/semi-skilled tradesmen. For work costing more than Rs. 50 Crores, the contractor shall arrange on site training as per National Skill Development Corporation (NSDC) norms for at least 30% of the unskilled worker engaged in the project in coordination with the CPWD Regional Training Institute & National Skill Development Corporation (NSDC) for certification at the level of skilled/semi-skilled tradesmen. The cost of such training as stated above shall be born by the Government. The necessary space and workers shall be provided by the contractor and no claim what so ever shall be entertained.	**workers at site under the Recognition of Prior Learning (RPL) program, conducted by awarding bodies recognized under NCVET or any institute recognized/certified by the State or Central Government for this purpose. The cost of such recognition/training, including the infrastructure required at site, shall be borne by the Contractor. The tradesmen undergoing training shall be paid their wages by the contractor for period during the training, and no reimbursement in this respect shall be made by the Government.** This provision shall not be applicable for works with **an** estimated cost put to tender **of** less than ₹5 Crore **in case of construction works and less than ₹50 Lakh in case of maintenance works**. **In the event, the contractor fails to provide the mandatory training to the tradesmen, a penalty of ₹1,000 per day per tradesman falling short of the required 20% target shall be imposed on the Contractor. Decision of Engineer in Charge shall be final and binding in this regard.**

This issues with the approval of DG CPWD.

18.08.26

(चन्द्र पाल)
अधीक्षण अभियंता (सी.एंड एम.)

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के.लो.नि.वि. तथा लो.नि.वि. दिल्ली के सभी अधिकारियों को आवश्यक सूचना एवं कार्यवाही हेतु (के.लो.नि.वि.वेबसाईट के माध्यम से)।

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