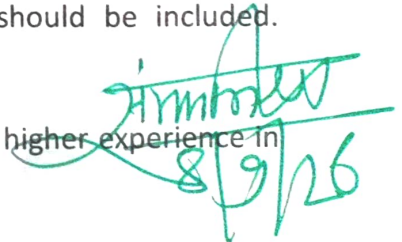


"Terms and conditions for the bidding and outsourcing of manpower on the GeM portal."

1. The contract shall be governed strictly as per GeM GTC and Government of India procurement guidelines.
2. (A) Copy of a valid Gumasta Licence of the prospective bidders is mandatory.
(B) The bidder must possess valid registration under Contract Labour (R&A) Act and other applicable labour laws.
3. Minimum Turnover requirement - Rs.15 Lakhs per annum.
4. (A) Experience and Turnover criteria can be enhanced, if required.
(B) Minimum experience - 3 years in manpower outsourcing services.
5. (A) No change in existing manpower is allowed without prior permission of this office.
(B) Deployment/Replacement of manpower shall not be done without prior approval of the competent authority of this office.
6. The contractor shall ensure compliance of EPF, ESIC, Minimum Wages Act, Leave and all other statutory obligations as notified from time to time & as per applicable laws.
7. Bidder should have his Head office and/or Branch office in Raipur within 10 kilometres radius of Doordarshan Kendra, Shankar Nagar, Raipur (C.G.).
8. Payment shall be made through GeM portal based on actual attendance and compliance of statutory requirements.
9. Payment of Wages/Salary for a month to be made before 7th of following month.
10. Successful bidder will be required to make full payment of salary without any unwanted/unauthorised deductions. Short payment/Late Payment of Salary to be viewed seriously.
11. Performance Security (e-PBG)-3% of contract value as per Govt. of India norms.
12. e-PBG should be valid for a period of two months over and above the contract period.
Performance Guarantee to be furnished within 30 days of Contract failing which the Contract stands cancelled forthwith.
13. Dispute Resolution Clause mentioning the Court Jurisdiction too should be included.
Arbitration Clause too can be added if required.
14. In case of tie in L1 bids, preference will be given to the bidder having higher experience in similar nature of work in Government/PSUs.
15. Bid Security/EMD-As per Ministry of Finance guidelines. However, Bid Security Declaration shall be obtained.
16. Service Charges shall be quoted separately by bidders. Bids quoting abnormally low service charges (below 3.85%) shall not be considered.


8/9/26

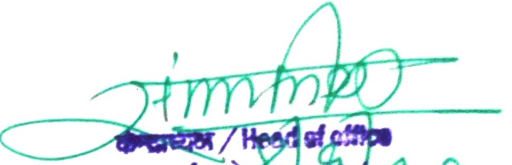
17. Minimum wages for Area 'B' as per CLC(C) order No. 1/6(3)/2025-LS-II, DT. 30.03.2026

Skilled	Rs. 918 per day
Semi-Skilled	Rs. 781 per day
Unskilled	Rs. 693 per day

Statutory Contributions (as applicable)

Particulars	Rate	DEO	MTS
EPF	@12%	Rs 110.16	Rs 83.16
ESIC	@3.25%	Rs 29.83	Rs 25.38
EDLI	@0.5%	Rs 4.59	Rs 3.90
EPF Admin Charges	@0.5%	Rs 4.59	Rs 3.90

(All statutory components shall be applicable as per Govt. of India rules and revised from time to time)


कन्वेंशनर / Head of office
कृष्णरशन केन्द्र, रायपुर
Konradarshan Kendra, Raipur