WS&I Cell, Corporate Office,
8th Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi-1
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No: BSNLCO-RSTG/21(11)/2/2026-WS and I

Dated: 02.11.2026

To,

1. **All CGMs Territorial & Core Network Circles BSNL.**
2. **All Unit Heads BSNL CO, New Delhi.**

Subject: Implementation of New Labour Codes in BSNL – regarding.

Reference: DoT letter No. 16-28/2026-O&M dated 21.05.2026.

Kindly find enclosed herewith DoT letter dated 21.05.2026 along with M/o Labour and Employment New Delhi letter dated 24.04.2026, in respect of above mentioned subject for taking necessary action as applicable.

This is issued with the approval of the competent authority.

Encl: As above

02/11/2026

AGM (WS&I)
O/o PGM (SR/Restg./WS&I)

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No. 16-28/2026-O&M
भारत सरकार /Government of India
संचार मंत्रालय/Ministry of Communications
दूरसंचार विभाग/Department of Telecommunications

Room No. 513, Sanchar Bhawan
20 Ashoka Road, New Delhi-110001
Date 21.05.2026

To,

1. DG (T), HQ
2. CGCA
3. CMD, BSNL
4. CMD, TCIL
5. CMD, MTNL
6. CMD, ITI Ltd.
7. DG, NCA (T)
8. DG, NCA (F)
9. CEO, C-DoT
10. Secretary, TRAI
11. Sr. DDG (TEC)
12. Sr. DDG (NCCS)
13. Director, WMO
14. Director, NCA-W
15. Deputy Registrar, TDSAT

Subject: Implementation of New Labour Codes in DoT –reg.

Sir/Madam,

I am directed to forward herewith Ministry of Labour and Employment's DO letter No. Z-20025/13/2019-LRC(E)/e-119357 dated 24.04.2026 regarding implementation of New Labour Code for information and necessary compliance please.

2. It is also requested to furnish an Action Taken Report in the matter at usca1-dot@gov.in and so-om-dot@gov.in

3. This issues with the approval of Competent Authority.

Encl: As above

Yours faithfully,

(Anoop Kumar)
Under Secretary to the Govt. of India
Tele: 011-23036213

CONFIDENTIAL

वंदना गुरनानी
भारत सरकार के सचिव
VANDANA GURNANI
Secretary to Govt. of India

सत्यमेव जयते
MINISTRY OF LABOUR AND EMPLOYMENT
SHRAM SHAKTI BHAVAN
NEW DELHI - 110001

श्रम और रोजगार मंत्रालय
श्रम शक्ति भवन
नई दिल्ली-110001
Tele : 91-11-23710265
E-mail : secy-labour@nic.in

D.O. No. Z-20025/13/2019-LRC(E)/e-119357

April 24, 2026

Dear Amit,

As you are aware, Government of India has consolidated 29 Labour laws into four comprehensive Labour Codes, namely, (i) the Code on Wages, 2019; (ii) the Code on Social Security, 2020; (iii) the Industrial Relations Code, 2020; and (iv) the Occupational Safety, Health and Working Conditions Code, 2020 and these have been made effective from 21.11.2025. **These reforms aim to improve protections for workers including Contract Workers, by ensuring timely payment of wages, issue of appointment letters, wage slip, welfare facilities, expanded social security and better working conditions under a transparent and streamlined compliance system.**

2. The Central Public Sector Undertakings (CPSUs) / Autonomous bodies / Statutory bodies, etc. under your Ministry / Department have been engaging manpower through outsourcing agencies/contractors for different nature of work.

3. It is necessary that all Central Public Sector Undertakings (CPSUs) / Autonomous bodies / Statutory bodies, etc. under your Ministry / Department ensure strict implementation of following provisions for the welfare of contract labours viz. mandated by Labour Codes:-

- **Timely Payment of Wages:** The Code on Wages, 2019, mandates timely payment of wages without unauthorized deductions, ensuring financial stability for workers. The time limits for payment of wages for different wage periods as per Code on Wages, 2019 are as under:

Wage Period	Time limit for payment of wages
Daily wages	End of shift
Weekly	Before weekly Holiday
Fortnightly	Within 2 days of end of fortnight
Monthly	Withing 7 days of next month

- All Ministries are required to ensure that wages are paid in a timely manner as per timelines indicated above for all workers including the contract workers engaged by the Ministry or their CPSUs / Autonomous Bodies / Statutory Bodies etc.

- **Issuance of Appointment Letters:** The Occupational Safety, Health and Working Conditions Code, 2020, requires employers to **issue appointment letters to all employees, including contract labour**, thereby ensuring formalization of employment. A proforma of the appointment letter is enclosed (**Annexure –I**).

Contd...2/-

- **Issuance of Wage Slip:** As per Code on Wages, 2019, employers are required to issue wage slips to the employees thereby promoting financial transparency and enabling them to verify wage payments and deductions. A proforma of wage slip is enclosed. In case appointment letter and wage slips are being issued that contain fields mentioned in attached formats **(Annexure –II),** the same may be continued to be used.

- **Welfare Facilities:** The Occupational Safety, Health and Working Conditions Code, 2020, **mandates principal employers to provide welfare facilities** such as potable drinking water, latrines, urinals, first aid box, creche, etc., to the contract labour employed in such establishments to improve working conditions and overall well-being of such workers.

- **Grievance Redressal mechanism for contract labour:** A committee may be constituted in every establishment employing contract labour, consisting of representatives of principal employer and contractors to redress the grievances of the contract labours relating to health, working conditions and wages, with in a period of 30 days.

4. Ministries of Government of India/ Departments / CPSUs / Autonomous Bodies / Statutory Bodies need to ensure that provisions prescribed in the Codes are followed and that no contractual worker / employee faces delay in getting the benefits in the Codes.

5. Accordingly, **it is requested that necessary directions may be issued to all concerned including the Public Sector Undertakings / Autonomous Bodies / Statutory Bodies, etc., under your Ministry for strict compliance with the aforesaid provisions of the Labour Codes.**

6. This will go a long way in safeguarding the rights of contract workers, casual workers and promoting decent and dignified working conditions in line with the Government's commitment to labour welfare and ease of living.

7. A Nodal Officer may also be designated, if not already designated, for coordination on this matter. Updates on action taken may be sent to **Dr. Mahendra Kumar, Joint Secretary** at **email: jsadmin-mole@gov.in**; Tel. No. 011-23717606.

with warm regards

Yours sincerely,

Encl.: as above

(Vandana Gurnani)

Shri Amit Agrawal,
Secretary
Department of Telecommunications,
Sanchar Bhavan,
New Delhi.

Annexure-I

Letter of appointment to employee under clause (f) of sub-section (1) of Section 6 of Occupational Safety, Health and Working Conditions (OSH &WC) Code, 2020

(To be issued in English or Hindi and in local language)

Format for Appointment Letter

i. Name of employee:
ii. Date of birth:
iii. Father's / Mother's name:
iv. Aadhaar number (after obtaining consent):
v. Labour Identification Number (LIN) of the establishment:
vi. Universal Account Number (UAN) and / or Insurance Number (ESIC) (if available):
vii. Designation:
viii. Type of Employment (Regular/Fixed-term-employment/Contractual):
ix. Category of skill:
x. Date of joining:
xi. Wages/Basic/Pay and Dearness Allowance:
xii. Other allowance including accommodation whichever is/are applicable:
xiii. Applicability of social security [Employees' Provident Fund Organization (EPFO) and Employees' State Insurance Corporation (ESIC)] benefits:
xiv. Broad Nature of duties to be performed:
xv. Benefits available under chapter VI (Maternity Benefit) of Code on Social Security, 2020 (in case of women employee):
xvi. Any other information:

Signature / Digital Signature
Employer

Annexure-II

(4)

Issuance of Wage Slip under Section 50(3) of Code on Wages, 2019

FORM – VIII-C

(See rule 156)

Format for Wage slip

Date of issue:				
Name of the Establishment				
Address:.....			Period:.....	
1.	Name of the Employee:			
2.	Father's/Mother's/Spouse's Name:			
3.	Designation:			
4.	UAN:			
5.	Bank Account Number:			
6.	Wage period:			
7.	Rate of wages payable	a) Basic	b) D.A.	c) other allowances
8.	Total attendance/unit of work done:			
9.	Overtime wages			
10.	Gross wages payable			
11.	Total deductions	a) PF	b) ESI	c) Others
12.	Net wages paid			
*Employer/Pay-in-charge signature				

***Note: Required in case register is maintained physically.**