



कर्मचारी भविष्य निधि संगठन
Employees' Provident Fund Organisation
श्रम एवं रोजगार मंत्रालय, भारत सरकार
Ministry of Labour & Employment, Government of India.
भविष्य निधि भवन / Bhavishya Nidhi Bhawan
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WEB CIRCULATION

No. A-45012/4/2021/HRM-VIII

Dated: 18.3.2021

To

All ACCs (HQ) / All ACCs In-charge (Zonal Offices),
ACC (ASD) Head Office,
Director, PDNASS.

Subject: Engagement of only Certified Skill Workers for all Government contract works - regarding.

Madam/Sir,

Please find enclosed herewith a copy of letter no A-11025/01/2021-Adm.I dated 04.3.2021 received from Ministry of Labour & Employment alongwith its enclosure i.e. a copy of D.O.No. SD-12/1/2021-US(ECO DIV)/58 dated 12th February, 2021 received from Secretary, Ministry of Skill Development and Entrepreneurship for information and strict compliance.

Encl:As above.

Yours faithfully

(Uma Mandal)

Additional Central P.F. Commissioner (HRM)

Copy to: (Through Web Circulation)

1. Sh. Nirmal Kumar Bhagat, US (MoL&E) - for information with reference to letter no. A-11025/1/2021-Adm.I dated 04.3.2021
2. Staff Officer to CPFC – for information please.
3. PS to ACC(HQ)(HR).
4. FA&CAO/All ACCs(HQ),Head Office
5. Chief Vigilance Officer.
6. All Addl.CPFCs (Head Office).
7. Hindi Section for Hindi Version.

No.A-11025/01/2021-Admn.I
Government of India / Bharat Sarkar
Ministry of Labour / Shram Mantralaya

Shram Shakti Bhawan, Rafi Marg,
New Delhi, Dated 4 March, 2021

OFFICE MEMORANDUM

Sub:- Engagement of only certified skill workers for all Government contract works – reg.

The undersigned is directed to forward herewith a copy of D.O. No.SD-12/1/2021-US(ECO DIV) / 58 dated 12th February, 2021 received from Secretary, Ministry of Skill Development and Entrepreneurship on the subject cited above which is self – explanatory for information and appropriate action.

Encl: As above.



(Nirmal Kumar Bhagat)

Under Secretary to the Government of India

Tele: 23766903

To,

- Acc (HQ) JM
1. All Bureau Heads/Directors/DS/ of MoLE.
 2. CPFC, EPFO, Bhikaji Cama Place, New Delhi- 110066
 3. DG (ESIC), 14, Panchdeep Bhawan, C.I.G Road, New Delhi-110002
 4. DG, Mines Safety, Dhanbad, Jharkhand- 826016
 5. DGFASLI, Central Labour Institute Building, N.S.Mankikar Marg, Sion, Mumbai-400022
 6. DG, VVGNNLI, Sector-24, Noida, Gautam Budh Nagar-201301
 7. DGLB, M/o Labour & Employment, SCO 28-31, Sector 17-A Chandigarh-160017.
 8. Director, Dattopant Thengadi National Board for Workers Education and Development, North Ambazari Road, Nagpur-440033
 9. CLC(C), S.S.Bhawan, Rafi Marg, New Delhi.
 10. DG (E), S.S.Bhawan, Rafi Marg, New Delhi.

प्रवीण कुमार
सचिव
Praveen Kumar
Secretary



सत्यमेव जयते

भारत सरकार
कौशल विकास और उद्यमशीलता मंत्रालय
GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT
AND ENTREPRENEURSHIP

February 12, 2021

D.O. No. SD-12/1/2021-US(ECO DIV)/58

Dear Secretary Madam/Sir

As you might be aware, the Government has been trying to bring in an elaborate skilling ecosystem so as to change the labour market structure from a largely unskilled one to a predominantly formally skilled one. Towards this end, the Skills Regulator, National Council for Vocational Education and Training (NCVET) has approved the qualifications for around 4000 job roles, which has standardized the competencies required for these job roles. It has also set up a system of recognizing Awarding Bodies and Assessment Agencies, along with a uniform, standardized, unique, verifiable certification system.

2. However, as per PLFS survey 2018-19, only 2.4% of the work force in the country is formally trained. This is because of the absence of the healthy practice of using only certified workers for the work. Especially, contractors, even for Government contracts, prefer to rely on informal workers with low salaries for meeting their labour needs. This has led to a situation that, while on one hand Government is trying to promote skilling in the country, on the other it is not insisting on use of skilled labour for the contracts it enters into. Perhaps, the time has come for mandating the engagement of certified skilled workers by Government contractors. Besides higher workforce productivity and output quality in Government and Government contract works, a beneficial impact would be the improvement in wages for the skilled manpower hired. Given the quantum of manpower engaged in Government / Government contract works, this would help in making skilling aspirational for our youth and spread the culture of certified skilling. And demand for skilling would start coming from the industry/ labour force itself, which will prefer to pay for skilling itself, doing away with the present system of Government trying to drive skilling through funding.

3. In order to ensure that the culture of utilizing certified workers grows in the country, your Ministry/ Department may kindly engage only certified skill workers for all Government contract works. Further, your Ministry/ Department may issue necessary instructions to all entities/ bodies under its administrative control for engaging certified skilled workers for their works. If the above provision cannot be applied in toto immediately, then a phase-wise application can be thought of i.e. it can be mandated that up to 10% of the strength of skilled workers utilized in 2021-22 will be certified skilled workers, which shall be progressively increased to 100% by the year 2026-27.

4. Hope you may examine the above suggestion for favourable consideration.

Yours sincerely,

(Praveen Kumar)

Secretaries to the Government of India
(as per list enclosed)



Skill India
कौशल भारत - कुशल भारत

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SECRETARY (L&E)
Dy. Secy (L&E) No. 523882
18/2/2021

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AS (L&E)
JS (R&E)

with regd.

DS (A&R) - L.O.

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USC Advt

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Sh. Sanyal