

**बिड दस्तावेज़ / Bid Document**

बिड विवरण/Bid Details	
बिड बंद होने की तारीख/समय /Bid End Date/Time	28-04-2026 15:00:00
बिड खुलने की तारीख/समय /Bid Opening Date/Time	28-04-2026 15:30:00
बिड पेशकश वैधता (बंद होने की तारीख से)/Bid Offer Validity (From End Date)	30 (Days)
मंत्रालय/राज्य का नाम/Ministry/State Name	Jammu & Kashmir
विभाग का नाम/Department Name	Animal And Sheep Husbandry Department Jammu And Kashmir
संगठन का नाम/Organisation Name	Animal Husbandry Jammu
कार्यालय का नाम/Office Name	Jammu
वस्तु श्रेणी /Item Category	Manpower Outsourcing Services - Fixed Remuneration - Para Veterinarian; Animal Attendant; Secondary School
अनुबंध अवधि /Contract Period	1 Year(s)
बिडर का न्यूनतम औसत वार्षिक टर्नओवर (3 वर्षों का) /Minimum Average Annual Turnover of the bidder (For 3 Years)	50 Lakh (s)
उन्हीं/समान सेवा के लिए अपेक्षित विगत अनुभव के वर्ष/Years of Past Experience Required for same/similar service	3 Year (s)
इसी तरह की सेवाओं का पिछला आवश्यक अनुभव है/Past Experience of Similar Services required	Yes
वर्षों के अनुभव एवं टर्नओवर से एमएसई को छूट प्राप्त है / MSE Relaxation for Years Of Experience and Turnover	Yes   Complete
स्टार्टअप के लिए अनुभव के वर्षों और टर्नओवर से छूट प्रदान की गई है /Startup Relaxation for Years of Experience and Turnover	No
विक्रेता से मांगे गए दस्तावेज़/Document required from seller	Experience Criteria,Bidder Turnover,Certificate (Requested in ATC),Additional Doc 1 (Requested in ATC),Additional Doc 2 (Requested in ATC),Additional Doc 3 (Requested in ATC) *In case any bidder is seeking exemption from Experience / Turnover Criteria, the supporting documents to prove his eligibility for exemption must be uploaded for evaluation by the buyer

**बिड विवरण/Bid Details**

क्या आप निविदाकारों द्वारा अपलोड किए गए दस्तावेजों को निविदा में भाग लेने वाले सभी निविदाकारों को दिखाना चाहते हैं? संदर्भ मेन् है/Do you want to show documents uploaded by bidders to all bidders participated in bid?	Yes (Documents submitted as part of a clarification or representation during the tender/bid process will also be displayed to other participated bidders after log in)
बिड लगाने की समय सीमा स्वतः नहीं बढ़ाने के लिए आवश्यक बिड की संख्या। / Minimum number of bids required to disable automatic bid extension	3
दिनों की संख्या, जिनके लिए बिड लगाने की समय-सीमा बढ़ाई जाएगी। / Number of days for which Bid would be auto-extended	3
ऑटो एक्सटेंशन अधिकतम कितनी बार किया जाना है। / Number of Auto Extension count	1
बिड से रिवर्स नीलामी सक्रिय किया/Bid to RA enabled	No
बिड का प्रकार/Type of Bid	Two Packet Bid
तकनीकी मूल्यांकन के दौरान तकनीकी स्पष्टीकरण हेतु अनुमत समय /Time allowed for Technical Clarifications during technical evaluation	2 Days
अनुमानित बिड मूल्य / Estimated Bid Value	6000000
मूल्यांकन पद्धति/Evaluation Method	Total value wise evaluation
मूल्य दर्शाने वाला वित्तीय दस्तावेज ब्रेकअप आवश्यक है / Financial Document Indicating Price Breakup Required	Yes
मध्यस्थता खंड/Arbitration Clause	No
सुलह खंड/Mediation Clause	No

**ईएमडी विवरण/EMD Detail**

एडवाइजरी बैंक/Advisory Bank	State Bank of India
ईएमडी राशि/EMD Amount	100000

**ईपीबीजी विवरण /ePBG Detail**

एडवाइजरी बैंक/Advisory Bank	State Bank of India
ईपीबीजी प्रतिशत (%) /ePBG Percentage(%)	1.00
ईपीबीजी की आवश्यक अवधि (माह) /Duration of ePBG required (Months).	12

(a). जेम की शर्तों के अनुसार ईएमडी छूट के इच्छुक बिडर को संबंधित केटेगरी के लिए बिड के साथ वैध समर्थित दस्तावेज प्रस्तुत करने है। एमएसई केटेगरी के अंतर्गत केवल वस्तुओं के लिए विनिर्माता तथा सेवाओं के लिए सेवा प्रदाता ईएमडी से छूट के पात्र हैं। व्यापारियों को इस नीति के दायरे से बाहर रखा गया है।/EMD EXEMPTION: The bidder seeking EMD exemption, must submit the valid supporting document for the relevant category as per GeM GTC with the bid. Under MSE category, only manufacturers for goods and Service Providers for Services are eligible for exemption from EMD. Traders are excluded from the purview of this Policy.

(b). ईएमडी और संपादन जमानत राशि, जहां यह लागू होती है, लाभार्थी के पक्ष में होनी चाहिए। / EMD & Performance security should be in favour of Beneficiary, wherever it is applicable.

**लाभार्थी /Beneficiary :**

Accounts Officer  
Animal Husbandry Department Jammu , Talab Tillo  
(Accounts Officer)

बोली विभाजन लागू नहीं किया गया/ Bid splitting not applied.

**एमआईआई अनुपालन/MII Compliance**

एमआईआई अनुपालन/MII Compliance	Yes
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**एमएसई खरीद वरीयता/MSE Purchase Preference**

एमएसई खरीद वरीयता/MSE Purchase Preference	No
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1. If the bidder is a Micro or Small Enterprise as per latest orders issued by Ministry of MSME, the bidder shall be relaxed from the eligibility criteria of "Experience Criteria" as defined above subject to meeting of quality and technical specifications. The bidder seeking Relaxation from Experience Criteria, shall upload the supporting documents to prove his eligibility for Relaxation.
2. If the bidder is a Micro or Small Enterprise (MSE) as per latest orders issued by Ministry of MSME, the bidder shall be relaxed from the eligibility criteria of "Bidder Turnover" as defined above subject to meeting of quality and technical specifications. If the bidder itself is MSE OEM of the offered products, it would be relaxed from the "OEM Average Turnover" criteria also subject to meeting of quality and technical specifications. The bidder seeking Relaxation from Turnover, shall upload the supporting documents to prove his eligibility for Relaxation.
3. The minimum average annual financial turnover of the bidder during the last three years, ending on 31st March of the previous financial year, should be as indicated above in the bid document. Documentary evidence in the form of certified Audited Balance Sheets of relevant periods or a certificate from the Chartered Accountant / Cost Accountant indicating the turnover details for the relevant period shall be uploaded with the bid. In case the date of constitution / incorporation of the bidder is less than 3-year-old, the average turnover in respect of the completed financial years after the date of constitution shall be taken into account for this criteria.
4. Years of Past Experience required: The bidder must have experience for number of years as indicated above in bid document (ending month of March prior to the bid opening) of providing similar type of services to any Central / State Govt Organization / PSU. Copies of relevant contracts / orders to be uploaded along with bid in support of having provided services during each of the Financial year.
5. Estimated Bid Value indicated above is being declared solely for the purpose of guidance on EMD amount and for determining the Eligibility Criteria related to Turn Over, Past Performance and Project / Past Experience etc. This has no relevance or bearing on the price to be quoted by the bidders and is also not going to have any impact on bid participation. Also this is not going to be used as a criteria in determining reasonableness of quoted prices which would be determined by the buyer based on its own assessment of reasonableness and based on competitive prices received in Bid / RA process.
6. Past Experience of Similar Services: The bidder must have successfully executed/completed similar Services over the last three years i.e. the current financial year and the last three financial years(ending month of March prior to the bid opening): -
  1. Three similar completed services costing not less than the amount equal to 40% (forty percent) of the estimated cost; or
  2. Two similar completed services costing not less than the amount equal to 50% (fifty percent) of the estimated

cost; or

3. One similar completed service costing not less than the amount equal to 80% (eighty percent) of the estimated cost.

**अतिरिक्त योग्यता /आवश्यक डेटा/Additional Qualification/Data Required**

**The Bidder should have executed at least X No. projects with contract value not less than (Rs) yy for each contract of providing manpower services to Central/ State Government Departments/ Public Sector Undertakings/ Autonomous Bodies in last N financial years:1 project with value of 5000000**

**The Bidder should have executed at least X No. projects with supply of xx..no. of manpower in each contract of providing manpower services to Central/ State Government Departments/ Public Sector Undertakings/ Autonomous Bodies in last N financial years:1 project with min. of 10 personnel**

**Scope of work & Job Description:**[1776498392.pdf](#)

**Manpower Outsourcing Services - Fixed Remuneration - Para Veterinarian; Animal Attendant; Secondary School ( 25 )**

**तकनीकी विशिष्टियाँ /Technical Specifications**

विवरण/ Specification	मूल्य/ Values
<b>कोर / Core</b>	
Type of Function	Para Veterinarian
List of Profiles	Animal Attendant
Educational Qualification	Secondary School
Specialization	Not Required
Post Graduation	Not Required
Specialization for PG	Not Applicable
Experience	0 to 3 Years
State	NA
District	NA
Zipcode	NA
Is Geographical presence of the Service Provider registered office is required in the consignee's State	Yes
Name of states/ UT for geographical presence is required	Jammu and Kashmir
<b>एडऑन /Addon(s)</b>	
<b>अतिरिक्त विवरण /Additional Details</b>	
Designation	Para Veterinarian

**क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer**

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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**अतिरिक्त विशिष्ट दस्तावेज /Additional Specification Documents****प्रेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity**

क्र.सं./S.N o.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	संसाधनों की मात्रा / Number of Resources to be hired	अतिरिक्त आवश्यकता /Additional Requirement
1	Munish Kumar Slathia	180003,Talab Tillo Jammu	25	<ul style="list-style-type: none"><li>• Basic monthly pay (INR) exclusive of GST : 20000</li><li>• Bonus (INR Monthly) : 0</li><li>• EDLI (INR Monthly) : 0</li><li>• EPF Admin Charges (INR Monthly) : 0</li><li>• Estimated Number of Overtime Hours per Resource per Month : 0</li><li>• Remuneration per resource per hour for Overtime Hours (Including all applicable allowance etc &amp; excluding GST) : 0</li><li>• Optional Allowances 1 (INR Monthly) : 0</li><li>• Optional Allowances 2 (INR Monthly) : 0</li><li>• Optional Allowances 3 (INR Monthly) : 0</li><li>• Provident Fund (INR Monthly) : 0</li><li>• ESI (INR Monthly) : 0</li><li>• Tenure/ Duration of Employment (In Months) : 12</li></ul>

**क्रेता द्वारा जोड़ी गई बिड की विशेष शर्तें/Buyer Added Bid Specific Terms and Conditions****1. Generic**

OPTION CLAUSE: The buyer can increase or decrease the contract quantity or contract duration up to 25 percent at the time of issue of the contract. However, once the contract is issued, contract quantity or contract duration can only be increased up to 25 percent. Bidders are bound to accept the revised quantity or duration

## 2. Buyer Added Bid Specific Scope Of Work(SOW)

Text Clause(s)

**Sub: - Hiring of Para Veterinarians for Animal Husbandry Department through Gem Portal.**

### Quantity of work:-

25 no. of Para Veterinarians are required to be provided by the bidders for Animal Husbandry Department for providing of veterinary services under CSS-ESVHD MVU, as per requirement, to be placed in all the districts of Jammu Province. Eligibility / Qualification of the hired personnel : -

Component	Minimum Qualification	Experience	Scope of Work
Para Veterinarian	1) 10+2 with Science from any school recognised by JK BOSE or CBSE. 2) Candidates who have done the Diploma in any stream of Veterinary Sciences OR any training of not less than three months .	Candidates with work experience in the same job role or and in the same field will be granted preference .	To Provide the veterinary services at the farmers' doorstep through operationalisation of Mobile Veterinary Units (MVUs) as per the Operational Guidelines of Livestock Health and Disease Control Program (LHDCP) issued by the Department of Animal Husbandry and Dairying.

The monthly remunerations need to be credited to the bank account of the personal, thus engaged and the proof of amount credited, PF Returns, ESI Returns & Challans should be submitted with the bill of the next month , without which payment shall not be cleared.

The Department shall also verify whether the prescribed wages has been received by the personal . If any lapse/s is/are found, the bidder shall be penalized. **If any personal is underpaid in a particular month , the bidder shall be penalized double the underpaid amount which shall be deducted in the running bill of the bidder.** The decision of the Director Animal Husbandry Department Jammu shall be binding on all parties.

**1. Quantity Decrease:** - The Director Animal Husbandry Department Jammu shall have the right to decrease the number of hired personal, according to the permissible budget without any change in unit price and terms and conditions of the contract.

**2. Period of Contract:** - The bid will be initially valid for a period of one year from the date of allotment of the contract extendable to the maximum of one year , subject to the satisfactory performance of the bidder .

**3. Agreement :-** The successful bidder shall have to execute an agreement with the Department within 5 even days from the award of the tender.

**4. Taxes and Duties:** - Contractor shall pay all rates, levies, fees, royalties, taxes and duties and service tax payable and amount payable to the persons engaged for this particular contract as per the state or central government like EPF, ECI, Insurance and other dues, arising from out of by virtue of or in connection with and/ of incidental to the contract or any of the obligations of the parties in terms of the contract documents and/or in all respect of the works/operations or any part thereof to be performed by the contractor and the contractor shall indemnify and keep indemnified the Department and against the same or and default by the contractor in the payment thereof.

**5. Commencement of the Contract:** - The contractor has to provide initially 25 Numbers of Human resources within seven days from the date of issuance of service contract order. The contractor will be responsible for timely deployment of manpower to various locations / districts as prescribed by the department . If the contractor fails to provide the manpower within the fixed time, the Department shall engage required manpower on market rates and the amount incurred shall be deducted from the contractor's running bill & if the contractor fails to provide the required manpower even after the 15 days, the contract shall be deemed to have been cancelled and the Security Deposit/Bank Guarantee/Earnest Money provided by the contractor shall be forfeited.

**6. Labour License :** - The contractor shall obtain a required Labour Licence under the contract Labour Act , from the Competent Authority within one month of signing agreement and continue to have a valid licence

e until the completion of work, failing which tender will be terminated and security deposit will be forfeited . Any failure to fulfill this requirement the contract may be terminated and penalty at the the discretion of the tendering authority shall be imposed.

**7. Compliance with Laws and Regulations :-** During the performance of the works the Contractor shall at his own cost and initiative fully comply with all applicable laws of the land and all applicable Bye-laws, Rules, Regulations and orders and any other provisions having the force of law made or promulgated or deemed to be made or promulgated by Central / State Govt., the Department, Municipal Board, Labour Laws, EPF department rules and dues other regulatory or Authorized Body of Persons and shall provide all certifications of compliance therewith as may be required by such applicable law, Bye Laws, Rules Regulations, orders and / or provisions. The Contractor shall be full responsibility for the payment of all contributions and pay roll taxes, as to its employees, servants or agents engaged in the performances of the work specified in the Contract documents. It will also ensure by the contractor that no personnel shall approach the department or any official of this department for any kind of complain regarding their due salary or what so ever .

**8. Absorption for regular :-** The contractor shall ensure that the engaged personal shall not claim permanent absorption in the Animal Husbandry department, for which the contractor shall submit affidavit in this regard from each and every personal so engaged.

**9.** The Bidder shall ensure that no retired or overage person will be hired . Max. age limit as on 01-01-2026 should be 45 years .

**10. Office Location: -** The bidder should have a registered and functional office / branch in Jammu and Kashmir . He will have to upload proof of office address like electricity bill, registration certificate issued by the Govt. Departments, Telephone Bill or Rent Deed duly executed by first class Magistrate , without which the tender shall be rejected.

**11. Document Verification: -** The successful Bidder , after award of the contract , shall provide the list of outsourced staff along with the following documents for timely verification like DOB Certificate, 10+2 certificate, Diploma Certificate , Experience Certificate, Aadhar card copy, PAN Card , Photograph, Domicile Certificate copy or other address proof, Police Verification. The bidder will ensure that all the hired personnel have a good character certificate issued by the Police department from not below the rank of respective S DPO/Dy. SP .

**12.** In case of any hired Para veterinarian leaving the services mid-way during the contract period, the Bidder will ensure to supply another Para Veterinarian at his / her place, without any delay. Failure to provide a substitute will amount to deductions on daily basis and invite penalty as recommended by the competent authority as per the financial rules.

**13.** Successful bidder shall deposit security deposit in favour of Accounts Officer , Animal Husbandry Department , Jammu .

**14.** EMD of Rs 1,00,000/= (Rupees One Lakh only) should be deposited in the shape of DD/CDR / FDR in favour of Accounts Officer , Animal Husbandry Department , Jammu .

**15.** The Director Animal Husbandry Department, Jammu reserves the right to cancel the bid / contract at any time without assigning any reason thereof.

**16. Eligible Criteria: -**

I. Turnover certificate of having cumulative turnover of more than or equal to Rs 50.00 lac (Rupees Fifty lakhs) for the Financial Year 2022-23, 2023-24 and 2024- 25 duly issued by chartered accountant with UDIN Number.

II. Experience in Manpower supply / similar type of work in any Central or state Government Departments of not less than of three years.

III. Copy of Contract labour registration with the concerned labour Department with valid date.

IV. Copy of GST Registration and PAN Card should be uploaded along with GST returns of the last one year.

V. Photo Copy of CDR/FDR should be uploaded.

VI. Copy of latest Income tax returns filed

VII. Police/CID Verification of service provider.

VIII. Non-Blacklisting Declaration duly attested by Notary.

IX. Proof of Physical office in Jammu and Kashmir as per bid.

X. EMD in the shape of DD/CDR/FDR to be pledged to Accounts Officer , AHD Jammu.

**17. Additional Terms & Conditions: -**

a) Bidder should have valid Licenses for service, manpower from concerned authority. No subletting will be admissible in any case.

b) Bidder must have registered office in the location of Union Territory of Jammu & Kashmir.

c) Bidder must have registered with Labour Commission Department of Jammu & Kashmir.

d) The Director Animal Husbandry Department, Jammu also reserve the right to legal action for breach of contract (partial or full) as well as blacklist the supplier who shall be debarred from future participation in the bidding.

e) If at any stage of bidding/execution of contract , it is found that any document furnished by the bidder is fake/tampered, the Director Animal Husbandry Department, Jammu reserves the right to take action against the said firm which could include confiscation of EMD/CDR/Supplies made, blacklisting/debarring of firm from future bidding as well as initiation of criminal proceedings.

f) Successful bidder shall have to provide the service at all the Districts of Jammu province within stipulated time as per order and shall have to abide by the standard terms and conditions as laid down in Jammu and Kashmir financial rules/codes and the conditions as per the contract.

g) The execution period can be extended if reasons exist beyond the control of the approved supplier in any particular case as well as availability of funds.

h) The Director Animal Husbandry Department, Jammu is competent and reserves the right to accept or reject any bid at any stage without assigning any reason whatsoever.

i) The Director Animal Husbandry Department, Jammu shall take such decision to remove difficulties due to ambiguity if any, within the terms & conditions of the bid documents which may be inconsistent with the objectives of this bid.

j) The provisions under J&K Govt. departmental resolutions as amended from time to time shall be applicable.

k) Any other condition that is not indicated here can be incorporated in the order or agreement before execution of the contract if deemed proper.

l) The successful bidder shall not assign/sub-let the contract in part or in full to any other agency. In all such cases contract shall be cancelled.

m) The Successful bidder shall submit initially list of 25 candidates indicating each for Districts of Jammu Province along with the original Qualification Certificates, DOB , Latest colour Photographs, AADHAR Card and Character Certificate from concerned Police stations from not less than the rank of Dy. SP / SDPO within weeks' time along with the service agreement as per prescribed proforma after finalization of bid.

n) The Para Veterinarian hired shall be ordinarily a resident of UT of Jammu & Kashmir.

o) The rate quoted by the bidder should be inclusive of all taxes on service charges and **fixed Emolument per person per month (Inclusive of PF and ESI etc.).**

p) The successful bidder **shall have to pay fixed Emolument per person per month** as prescribed and submit an affidavit duly attested by Executive Magistrate in this regard.

q) The payment shall be released by the department after satisfactory services report submitted by the concerned Chief Animal Husbandry Officers on monthly basis along with the proof of fixed payment by the bidder to hired Vets through DBT/ Bank Transfer/Invoice. No advance payments shall be made.

r) No representation will be entertained outside the GeM portal . If any bidder/ participant has any objection, the objection be uploaded on gem portal.

s) EMD in the shape of DD/FDR/CDR shall be deposited on or before the bid end date and within the working office hours. Bid shall be liable to be rejected in the absence of DD/FDR/CDR within prescribed date and t

ime.

**Undertaking by the bidder declaring that: -**

1. The documents enclosed/uploaded with the bid are original and genuine and have not been tampered or fabricated and the vendor is encumbrance free.

2. There is no vigilance / Anti-corruption / CBI case pending against the firm/supplier and the firm has not been blacklisted in the past by any government or private Organization in India.

**अस्वीकरण/Disclaimer**

The Additional Terms and Conditions (ATC) have been incorporated by the Buyer after approval of their Competent Authority. The Buyer, is solely responsible for the impact of these clauses on the bidding process, its outcome, and consequences thereof including any restriction arising in the bidding process due to these ATCs and including the modification of technical specifications and / or terms and conditions governing the bid. All representations / grievances pertaining to the ATC clauses shall be raised with the buyer organization directly and not with GeM. If any of the clause(s) is/are incorporated by the Buyer regarding the following, the bid & resultant contract shall be treated as null & void. Further, GeM reserves the right, at its sole discretion, to cancel the bid forthwith, without issuance of any prior notice or intimation :-

1. Publishing Custom / BOQ bids for items for which regular GeM categories are available (unless such Custom / BOQ item is bunched with the major regular product Category Item).
2. Mandating procurement of / from specific Brand / Make / Model / Manufacturer / Dealer except in case of Single Bid / Proprietary Article Certificate (PAC) Buying.
3. Inclusion of disqualification criteria related to suspension of seller / service provider, where such suspension period has already expired.
4. Mandating submission of documents in physical form as a pre-requisite to qualify bidders.
5. Publishing bids on GeM for procurement of works.
6. Procurement of Goods by creating a Service bid on GeM & vice-versa.
7. Seeking sample with bid or approval of samples during bid evaluation process. However, trial / sample, as the case may be, shall be permitted in cases where trial / sample are allowed as per approved and published procurement policy of the Buyers' controlling Ministry / Department / State / Public Sector Enterprises Headquarters. If there is any violation of trial / sample clause with regard to approved policy of the Buyers' Ministry / Department / State / Public Sector Enterprises Headquarters, then this is to be determined and redressed by the concerned Buyer Organisation only.
8. Seeking experience from specific organization / department / institute only or from foreign / export experience.
9. Creating bid for items from incorrect categories.
10. Reference of conditions published on any external site or reference to external documents/clauses.
11. Asking for any Tender fee / Bid Participation fee, as the case may be.
12. Buyer added ATC Clauses which are in contravention of clauses defined in bid detail section, including specifications, EMD Detail, ePBG Detail and MII and MSE Purchase Preference sections of the bid, unless otherwise allowed by the applicable GeM GTC.
13. Any ATC clause in contravention with GeM GTC Clause 4 (xiii) (h) will be invalid. In case of multiple L1 bidders against a service bid, the buyer shall place the Contract by selection of a bidder amongst the L-1 bidders through a Random Algorithm executed by GeM system.
14. In a category based bid, adding additional items, through buyer added, additional scope of work/ additional terms and conditions/or any other document. If buyer needs more items along with the main item, the same must be added through bunching category based items or by bunching custom catalogues or bunching a BoQ with the main category based item, the same must not be done through ATC or Scope of Work.

Further, if any seller has any objection/grievance against these additional clauses or otherwise on any aspect of this bid, they can raise their representation against the same by using the Representation window provided in the bid details field in Seller dashboard after logging in as a seller. Buyer is duty bound to reply to all such representations and would not be allowed to open bids if he fails to reply to such representations.

**All GeM Sellers/Service Providers shall ensure full compliance with all applicable labour laws, including the provisions, rules, schemes and guidelines under the four Labour Codes i.e. the Code on Wages, 2019; the Industrial Relations Code, 2020; the Occupational Safety, Health and Working Conditions Code, 2020; and the Code on Social Security, 2020 as and when notified and brought into force by the Government of India.**

**For all provisions of the Labour Codes that are pending operationalisation through rules, schemes or notifications, the corresponding provisions of the pre-existing labour enactments (such as The Minimum Wages Act, 1948, The Payment of Wages Act, 1936, The Payment of Bonus Act, 1965, The Equal Remuneration Act, 1976, The Payment of Gratuity Act, 1972, etc. and relevant State Rules) shall continue to remain applicable.**

**The Seller/ Service Providers shall, therefore, be responsible for ensuring compliance under:**

- **All notified and enforceable provisions of the new Labour Codes as mentioned hereinabove; and**
- **All operative provisions of the erstwhile Labour Laws until their complete substitution.**

**All obligations relating to wages, social security, safety, working conditions, industrial relations etc. and any other statutory requirements shall be strictly met by the Seller/ Service Provider. Any non-compliance shall constitute a breach of the contract and shall entitle the Buyer to take appropriate action in accordance with the contract and applicable law.**

**This Bid is governed by the General Terms and Conditions, conditions stipulated in Bid and Service Level Agreement specific to the Service, as the case may be, as provided in the Marketplace.**

**However, in case of Service, if any condition specified in General Terms and Conditions is contradicted by the conditions stipulated in Service Level Agreement specific to said Service, then it will over-ride the conditions in the General Terms and Conditions.**

This Bid is governed by the [सामान्य नियम और शर्तें/General Terms and Conditions](#), conditions stipulated in Bid and [Service Level Agreement](#) specific to this Service as provided in the Marketplace. However in case if any condition specified in सामान्य नियम और शर्तें/General Terms and Conditions is contradicted by the conditions stipulated in Service Level Agreement, then it will over ride the conditions in the General Terms and Conditions.

जेम की सामान्य शर्तों के खंड 26 के संदर्भ में भारत के साथ भूमि सीमा साझा करने वाले देश के बिडर से खरीद पर प्रतिबंध के संबंध में भारत के साथ भूमि सीमा साझा करने वाले देश का कोई भी बिडर इस निविदा में बिड देने के लिए तभी पात्र होगा जब वह बिड देने वाला सक्षम प्राधिकारी के पास पंजीकृत हो। बिड में भाग लेते समय बिडर को इसका अनुपालन करना होगा और कोई भी गलत घोषणा किए जाने व इसका अनुपालन न करने पर अनुबंध को तत्काल समाप्त करने और कानून के अनुसार आगे की कानूनी कार्रवाई का आधार होगा।/In terms of GeM GTC clause 26 regarding Restrictions on procurement from a bidder of a country which shares a land border with India, any bidder from a country which shares a land border with India will be eligible to bid in this tender only if the bidder is registered with the Competent Authority. While participating in bid, Bidder has to undertake compliance of this and any false declaration and non-compliance of this would be a ground for immediate termination of the contract and further legal action in accordance with the laws.

**---धन्यवाद/Thank You---**