

TATA INSTITUTE OF FUNDAMENTAL RESEARCH

Autonomous Institution of the Department of Atomic Energy, Government of India
(A Deemed University)

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REF: TFR/PD/CF17-13/170112

April 27, 2017

Notice Inviting Tender (**TWO PART TENDER**) for the following services:

DESCRIPTION

PUBLIC TENDER (TWO PART)

CONTRACT FOR GENERAL MAINTENANCE AND UPKEEP OF THE GARDENS AND TREES AT

A) TIFR OFFICE CAMPUS, COLABA,

B) TIFR HOUSING COLONY, COLABA

C) TIFR HOUSING COLONIES AT MANDALA AND ANUSHAKTINAGAR

AS PER ATTACHED TENDER DOCUMENT

Note:

- The Bid shall be in two part i.e. **TECHNICAL BID-PART "A" AND FINANCIAL BID -PART "B"**
- Estimated Cost of Tender: **Rs.75,00,000/-**
- Cost of EMD: **Rs.1,50,000/-** (Demand Draft to be drawn in favour of Registrar, Tata Institute of Fundamental Research, Mumbai)
- Tender Fee: **Rs. 500/-** (Demand Draft to be drawn in favour of Registrar, Tata Institute of Fundamental Research, Mumbai)
- Commencement of Work : **01.07.2017 To 30.06.2018**
- Tender should reach us on or before **29/05/2017 upto 1400 hrs.**
- Tender will be opened on the same day at **1500 hrs. (Only Technical Bid – Part "A")**
- In case the Part "A" and Part "B" bids are not sealed in separate envelopes the tender will be rejected.
- The technical bid should not contain any indication of the price.
- **The Bids received without payment of tender cost or EMD shall be summarily rejected.**
- **To assess the work, bidder may visit the site along with Contact Person : Shri R.M. Gumaste (Tel.22782352,email:gumaste@tifr.res.in)**
- For further details, specifications, Terms and Conditions etc., please visit our Website:
- www.tifr.res.in/tenders or www.eprocure.gov.in/cppp and Download our Tender Documents

The Tender **Technical Bid (Part 'A')** and **Financial Bid (Part 'B')** should be submitted in two separate sealed envelope duly superscribing our enquiry reference and due date in bold letters, addressed to the Admn. Officer, TIFR, Homi Bhabha Road, Colaba, Mumbai 400 005. The envelope should be put in a master cover superscribed with the Tender Enquiry No., Due Date in Bold letters, addressed to the Admn. Officer (Purchase), TIFR, Homi Bhabha Road, Colaba, Mumbai 400005. Quotation sent by hand delivery/Courier are to be deposited in the Tender Box kept at the Main Gate after obtaining stamp, date and signature of the Security Officer
Due Date for submitting your offer is on or before **29/05/2017 Upto 1400 hrs.**

(ADMN. OFFICER)
PURCHASE

(A)

A) BOQ & Scope of work – TIFR Office Campus

Sr No.	Description of work	No Or Qty	Unit	Rate in Figures	Total Amount for 12 Months
1.Landscaped area	Maintenance of the gardens, nursery shrubs, lawns, hedges, borders, trees and all other existing garden parts in respect of watering, sweeping, hoeing and loosening soil around the plants, dressing up with manure and soil, trimming and shaping shrubs, topiary, hedges, borders, weeding, replanting, gap fillings with new saplings, applications of disease control measures, removing stones, debris etc. from the site. Keeping the area clean. Weeds and all type of decomposable garden waste to be staked at a given place in the colony for making compost. Removing and carting away all type of non-degradable garden waste, Palm leaves, dead branches, wooden logs etc out of premises and disposal of the same up to the BMC approved dumping ground. Area does not includes Pathways, Roads, Drains, Manholes, Chambers and any other structures. Erecting wind breakers during monsoon and taking it out as per the instructions of Officer In charge Garden. Additional cleaning and maintenance of the lawns in Almond groove during functions and programmes	12500	Sq.mtr.		
2. Open Area	Maintenance of the open areas - periodic weeding, grass cutting, sweeping, keeping the area clean, removing dead branches & collapsed trees, manuring trees, cutting & shaping the borders. Removing and shifting weeds, other decomposable garden waste to a place in the premises to make compost.	1970	Sq.mtr		
3.Trees	Training and pruning of the over grown branches of the trees as and when required/reported, removal of dead trees, chopping imbalanced trees to save it from collapsing as per established norms, watering, weeding and cleaning beneath all trees and staking removed weeds at a given place in the colony for making compost. Periodic inspection of all trees followed by Pest control and disease control required if any. Periodic pruning of Asupalav trees (Polythalia longifolia) Removing and carting away dead and cut branches, wooden logs etc out of premises and disposal of the same up to the BMC approved dumping ground.	310	Nos		
4. Soil	Supply of good garden soil free from stones, weeds, and murum (ONE TIME COST) Note : Material should supply once in a year	30	brass		
5.Manure	Supply of well decomposed farm yard manure free from stone, soil and grass straws etc. on the site. (ONE TIME COST) Note : Material should supply once in a year	30	brass		
6.Casurina Forest & Coconut Grove	Sweeping the area, Keeping this area free from weeds, unwanted stuff, small branches round the year. Removing palm leaves, dead branches and dead trees from this area and disposing it along with all non-degradable material to the BMC approved dumping ground. Watering existing coconut & newly planted casurina twice in a weak.	7875	Sq.mtr		
	TOTAL AMOUNT FOR 12 MONTHS				
	Service Tax if any (specify % and BOQ items on which applicable)				
	Other taxes if any (specify nature of Taxes and Duties)				
	GRAND TOTAL AMOUNT FOR 12 MONTHS UNDER BOQ (A)				

(B)

B) BOQ & Scope of the work – TIFR Housing Colony, Colaba

Sr.No	Description of work for maintenance of the garden	No Or Qty	Unit	Rate in figures	Total Amount for 12 Months
1 Garden	Maintenance of the gardens, shrubs, lawns, hedges, borders, trees and all other existing garden parts in respect of watering, sweeping, hoeing and loosening soil around the plants, dressing up with manure and soil, trimming and shaping shrubs, hedges, borders, weeding, replanting, gap fillings with new saplings, applications of disease control measures, removing stones, debris etc. from the site. Keeping the area clean. Weeds and all type of decomposable garden waste to be staked at a given place in the colony for making compost. Removing and carting away all type of non-degradable garden waste, Palm leaves, dead branches, wooden logs etc out of premises and disposal of the same up to the BMC approved dumping ground. Area does not includes Pathways, Roads, Drains, Manholes, Chambers and any other structures.	17000	Sq.Mtr.		
2. Soil	Supply of well decomposed farm yard manure free from stone, soil and grass straws etc. on the site. (ONE TIME COST) Note : Material should supply once in a year	30	Brass		
3. Manure	Supply of garden soil free from stones, pebbles on site. (ONE TIME COST) Note : Material should supply once in a year	20	Brass		
4 Open area	Maintenance of the open areas - periodic weeding, grass cutting, sweeping, keeping the area clean, removing dead branches & collapsed trees, manuring trees, cutting & shaping the borders. Removing and shifting weeds, other garden waste to a place in the colony.	8355	Sq.Mtr		
5. Trees	Training and pruning of the over grown branches of the trees as and when required/reported, removal of dead trees, chopping imbalanced trees to save it from collapsing as per established norms weeding beneath all trees and staking removed weeds at a given place in the colony for making compost. Periodic inspection of all trees followed by Pest control and disease control required if any. Periodic pruning of Asupalav trees (Polyalthia longifolia) Removing and carting away dead and cut branches, wooden logs etc out of premises and disposal of the same up to the BMC approved dumping ground.	690	Nos		
	TOTAL AMOUNT FOR 12 MONTHS				
	Service Tax if any (Specify % and BOQ items on which applicable)				
	Other Taxes if any (Specify nature of Taxes and Duties)				
	GRAND TOTAL AMOUNT FOR 12 MONTHS UNDER BOQ (B)				

(C)

C) BOQ & Scope of the work – TIFR Housing Colonies at Mandala and Anushaktinagar

Sr. No	Description of work	No Or Qty	Unit	Rate in figures	Total Amount for 12 Months
1. Landscaped Garden	Maintenance of the gardens, shrubs, lawns, hedges, borders, trees and all other existing garden parts in respect of watering, sweeping, hoeing and loosening soil around the plants, dressing up with manure and soil, trimming and shaping shrubs, hedges, borders, weeding , replanting, gap fillings with new saplings, applications of disease control measures, etc. from the site. Removing and staking weeds and all degradable garden waste in the colony premises to prepare compost. Removing and carting away dead Palm leaves, dead branches, wooden logs of dead trees and all type of non-degradable garden waste to BMC approved dumping ground Pathways, roads, drains, manholes, chambers and any other structures are not included in this area	750	Sq.Mtr		
2. Open area	Maintenance of the open areas - periodic weeding, grass cutting, sweeping, keeping the area clean, removing dead branches & collapsed trees, manuring trees of this area Removing and shifting weeds, other degradable garden waste to a place in the colony to prepare compost. Removing and carting away dead Palm leaves, dead branches, wooden logs of dead trees and all type of non-degradable garden waste to BMC approved dumping ground	22700	Sq.mtr.		
3. Trees	Maintenance of trees:-Training and pruning of the over grown branches of the trees as and when required/reported, removal of dead trees, chopping imbalanced trees to save it from collapsing as per established BMC norms. Periodic inspection followed by Pest control and disease control of all the trees if required.. Periodic pruning of Asupalav trees (Polyalthia longifolia) Removing and carting away dead Palm leaves, dead branches, wooden logs of dead trees and all type of non-degradable garden waste to BMC approved dumping ground.	220	Nos		
4.Manure	Supply of well decomposed farm yard manure free from stone, soil and grass straws etc. on the site. (ONE TIME COST) Note : Material should supply once in a year	30	Brass		

5. Soil	Supply of garden soil free from stones, pebbles on site. (ONE TIME COST) Note : Material should supply once in a year	30	Brass		
	TOTAL AMOUNT FOR 12 MONTHS				
	Service Tax if any (Specify % and BOQ items on which applicable)				
	Other taxes if any (Specify nature of Taxes and Duties)				
	GRAND TOTAL AMOUNT FOR 12 MONTHS UNDER BOQ (C)				
	TOTAL GRAND AMOUNT OF BOQ UNDER A+B+C [i.e.: TOTAL CONTRACT VALUE FOR THE YEAR]				

NOTE:

- 1) Total Contract value shall be inclusive of all types of taxes and duties, wages of deployed persons and all applicable statutory deduction/payment attached to it.**
- 2) No separate claim or demand in whatsoever form will be considered by TIFR during the contract period.**

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ELIGIBILITY CRITERIA FOR BIDDERS

Prospective agencies will be required to fulfill following criteria for participating in the tendering process and submit the same along with the tender document.

1. To The agency should have been in existence for the last 5 years continuously.
2. Agency should have at least 5 years' experience of similar nature of work in Central Govt. /Semi Govt. /public Undertaking Organizations.
(Certificate of having performed the work with said Central Govt. /Semi Govt. /public Undertaking Organizations should be attached.)
3. Agency should have the registration for Sales Tax, Service Tax, PF,ESIC etc. and should have license under the Contract Labor (regulation and abolition) Act 1970(proof of this regard may be attached)
4. The agency should not have blacklisted or debarred by any Central Govt. /Semi Govt. /public Undertaking Organizations. He should furnish an undertaking to this effect on his letter head duly signed by authorized person of the agency.
5. Average annual financial turnover for maintenance of landscaped gardens, lawns, and other ornamental plants etc. Should be at least Rs. 90, 00,000/- (Rs. Ninety lakhs only) during last 5 years. This should be duly audited with proper documentary evidence.
Proof of work satisfactorily completed 3 (three) similar work each of value not less than Rs.30 lakh or 2(two) similar work each of value not less than Rs.45 lakh.
6. Year wise list of similar work in hand and similar work carried out for last 5 years should be provided indicating:
 - a) Agency for whom work executed indicating name, contact number and place of work in detail.
 - b) Value of work
 - c) List of technical staff they possess along with documentary evidence
 - d) Performance certificates from their clients in respect of completed works and reason for delay if any.
 - e) Income Tax Returns of the agency for last 3 years.

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A) OTHER CONDITIONS:

1. Contractor shall supply all the material, tools, equipment's, disease control measures, machinery, along with its repairs, replacements and maintenance required for the work.
2. The contractor must rejuvenate the area damaged due to non-attendance/non-performance from his end at his own cost. Panel recovery @ Rs.300/- per Sq. Mt. shall be made from contractor's Bill, if the same is not carried out as per the instruction of the Institute's Officer In charge. Institute's decision shall be final and binding on the contractor.
3. Contractor shall provide uniform to all the workers.
4. Contractor shall engage sufficient workers with proper supervision.
5. Contractor should issue Identity Cards endorsed by the Institute's Security Officer to all workers deployed by contractor on regular basis and list of such workers should be submitted to Institute's Security.
6. Contractor shall follow all safety rules and security procedure that are in force/vogue and applicable during execution of work. Contractor shall provide all necessary safety gazettes to the working staff.
7. Contractor shall be responsible for the conduct and work output of the workers on site. All personnel employed by the Contractor shall be medically fit.
8. Contractor shall provide the required material such as Soil, FYM, Plant saplings as per the directions of Officer In – Charge Parks and Garden Section.
9. Duty time for the workers plus one supervisor – Monday to Saturday from 08:00 hrs. To 17:00 hrs.
10. Electricity (specify in details) and Water required for irrigation will be provided by the Institute.
11. **Initially the Contract will be awarded for a period of one year. Thereafter Contract may be extended to 2 years, if the services are found satisfactory.** The contract can be terminated during the operative period by giving one month's notice in writing by either party. TIFR, reserves the right to terminate the said contract at any time on the ground unsatisfactory services by the Contractor. TIFR will be the sole judge to determine these facts.
12. The Contractor should obtain the requisite license for running the contract from authorities such as Municipality, Local Authority, State/Central Government Department, Labour Law Department, etc. at his own cost. The Contractor will have to maintain registers/records as required under the provisions of various Acts. TIFR shall not be responsible in any way for any breach of these rules and regulations by the Contractor. The copies of such license should be annexed with the offer/quote. The challan copy of PF/ESIC etc. paid to the respective authority on behalf of labours and Contractor's contribution should be produced monthly along with the monthly bill.

13. The Contractor shall visit the Institute gardens regularly and contact the person authorized by TIFR. Any deficiencies in the services of the Contractor shall be rectified immediately when pointed out by such authorized person.
14. The Contractor shall at all times keep the TIFR effectually indemnified against all actions, suits, proceedings, losses, costs, damages, charges, claims and demands in any way arising out of or reason of anything done or omitted to be done by the Contractor.
15. Any dispute arising out of the terms of this contract or in the interpretation of any clause herein shall be settled by mutual discussion between the nominated authorities of TIFR and the Contractor. Registrar, TIFR will be the ultimate authority in resolving such dispute.
16. Notices showing rates of wages, hours of work, date of payment of wages and unpaid wages, names and address of inspections in English, Hindi and in local language should be displayed at work site. A copy of above Notice is to be sent to Labour Enforcement officer.

B) EMPLOYMENT OF SUPERVISORS/WORKERS :

17. The Contractor shall deploy sufficient and appropriate number of labours in gardening and a qualified supervisor who will supervise and carry out all the daily garden maintenance activities depending on the scope of work and area covered under the contract. The contractor shall provide and update complete list with addresses, details, bio-data, and photographs of its employees to the Institute. The employees engaged by the Contractor should observe the discipline and should see that the decency and decorum are maintained during the course of their employment.
18. TIFR shall accept no claim in the event of any of the Contractor's employees sustaining any injury, damage or loss to either person or property either inside or outside TIFR's premises.
19. TIFR reserves the right to accept/reject any particular worker/ supervisor placed on duty at TIFR.
20. The workers/staff of the Contractor will have nothing to do with TIFR and shall have no presumptive right of absorption in the services of TIFR. In order to give effect to this, the Contractor shall incorporate suitable clause in the appointment orders to be issued to its workers/staff.
21. In case the workers engaged by the contractor have any grievance, they will take it up with the Contractor without any disturbance on the campus. If the Contractor's workers were to resort to agitation resulting in damage to TIFR's property or hindrance to its work, the Contractor would be liable to pay damages to TIFR. Further, such action by the workforce would result in termination of the contract.
22. Contractor should make all payments to his workers by cheque in the presence of authorized representative of TIFR. If payment to the labour is made through RTGS/NEFT then submit the authentic documents of RTGS from the Banks alongwith the monthly bill.

23. Holidays observed by the contractor should match with the holidays observed by TIFR.
24. Contractor should submit break up and authentic certificates/challan of contribution paid against staff members under him, deployed at TIFR towards to PF, ESI, P Tax and Labor Welfare Fund etc. along with the:
 - a) Monthly attendance of staff working under contractor in the Institute.
 - b) Photocopies of the salary slips and salary Cheques/RTGS details issued to staff working under contractor in the Institute.
25. Contractor should submit list of all heavy duty equipment, tools and other material required for efficient gardening and maintenance of the trees which he is going to keep on site along with offer. The said equipment should be provided on site from the start of contract.
26. Contractor should submit monthly status of all trees in respect of any infection, damage or any risk to the trees.
27. Contractor or his qualified authorized person should be available on call for any emergency work.

C) NO LIABILITY

That in any event, the TIFR shall owe no responsibility or liability of any kind arising out of or incidental to the performance of duties by the employees or otherwise, at the said office or outside the said office, including any liability due to any accident or injury or death caused to or suffered by any employee of service provider or any other health or medical liability or compensation all of which shall be the sole responsibility of service provider.

In case of any loss that might be caused to TIFR due to any lapse on the part of service provider or its employees discharging assigned duties and responsibilities, the same shall be borne by service provider and in this connection, the TIFR shall have the right to deduct appropriate amount from the bills of service provider to make good such loss to TIFR. In case of frequent lapses on the part of service provider or the employees deployed by service provider, the TIFR shall be within its right to terminate the Contract forthwith without assigning any reason whatsoever and/or take such other action, as it may deem fit.

D) VERIFICATION

The Police verification/ character and antecedents of each personnel of the service provider will be got verified by the service provider before their deployment. It will be the responsibility of service provider. The service provider will also ensure that the personnel deployed are medically fit and Certificates of their medical fitness to be provided when called for by TIFR.

E) TENURE & TERMINATION

The contract with the Institute will be initially for a period of 12 months and if the services are found to be satisfactory, the contract may be extended for a further period of 12 months. The Institute reserves the right to extend the contract to one more year on the same terms and conditions. The decision of the Institute in this regard shall be final and binding upon the contractor.

Risk Clause: Notwithstanding the other terms therein, the Institute at its option will be entitled to terminate the contract and to avail from elsewhere at the risk and cost of contractor either the whole of the contract or any part which the contractor has failed to perform in the opinion of the Institute within the time stipulated or if the same performance is not available, the best and the nearest available substitute thereof. The contractor shall be liable for any loss which the Institute may sustain by reason of such risk contract in addition to penalty.

F) PAYMENT TERMS

The Contractor shall submit bills after completion of every calendar month and normally payment will be released within 15 working days from the date of submission of bill if the bill is complete and correct in all respects and all supporting documents have been submitted .

MONTHLY BILL SHOULD BE COMMENSURATE AND PROPORTIONATE TO THE TOTAL YEARLY CONTRACT VALUE. IN NO CASE THE YEARLY CONTRACT VALUE WILL BE EXCEEDED.

It is important for the Contractor to note that the rate quoted shall be inclusive of all taxes and duties/escalation, wages and statutory payment attached to it and the contract value shall remain valid for the period of the agreement, i.e. 2 years from the date of Work Order. If no details or break-up of taxes, duties/levies, etc. are indicated, it will be assumed that the quote submitted is inclusive of all taxes/levies/duties, etc.

In the event the contractor is unable to provide the substitute during shortage or absenteeism, the Contractor will be penalized. The Institute is also entitled to terminate the contract on this ground solely.

G) SECURITY DEPOSIT :

A security deposit @ 10% of the contract value shall be provided by the Contractor within 15 days of awarding of Contract, failing which the entire amount shall be recovered in the first 4 months' running bill. Alternatively, a Bank Guarantee from a Commercial Bank for the equivalent value may be furnished for the period of agreement with 3 months grace period. If the agreement is extended the Bank guarantee will be replaced with another Bank Guarantee for equivalent value and for three months grace period beyond the extended period of the Agreement (i.e. extended period of agreement + three months grace period).

H) . **SAFETY, SECURITY & INSURANCE**

The Contractor shall follow all security rules of the Institute and instructions received from time to time regarding personnel identity cards, material movement, etc, of the Contractor.

During the pendency of the agreement, the contractor shall be liable fully to compensate all concerned for any loss, damage of construction of works, construction, plant & machinery, person, property, etc. including third party risks arising due to causes attributable to the agreement. The decision of the Institute Director will be final & will be binding on both parties.

The contractor shall take Employees Liability Insurance of prescribed value for their employees. It must be adequately covered all employees/workers under Workmen Compensation Act, 1928 as amended from time to time. Before starting the work, the Contractor shall produce the original insurance policy and the license of the workers where applicable to the Institute.

I) **AWARD OF CONTRACT**

The Contract will be awarded to qualified and overall lowest bidder for all the 3 locations of worksite. The job will not be splittable.

GENERAL TERMS AND CONDITIONS & STATUTORY OBLIGATIONS:

The selected Contractor will strictly observe and follow the following statutory regulations/ acts as well as any new rules/ changes as applicable, during the period of this contract. He shall be solely responsible for failure to fulfil these statutory obligations. The Contractor shall also ensure compliance with all requirements of the Contract labour (Regulation and Abolition) Act, especially in respect of payments, registers to be maintained and notices to be put up by the Contractor. The successful bidder shall indemnify/ keep TIFR indemnified against all such liabilities which are likely to arise out of the Contractor's failure to fulfil such statutory obligations. All documents, registers pertaining to this contract shall be maintained meticulously and shall be provided periodically for inspection. The salient features of the statutory regulations/ acts are listed below and it is the responsibility of the selected Contractor that these regulations/ acts and their amendments from time to time are strictly adhered to in totality. Even if the Contractor appointed for this contract may be exempt from any or all of the following employee-friendly legislation, it is incumbent on all Contractors to cover all their employees/ workmen cover by this tender with these cover/ benefits.

The contractor shall deploy their persons in such a way that the persons get weekly rest for the working hours/leave for which the work is taken from them. The Contractor shall in all dealings with the persons in his employment have due regard to all the recognized festivals, days of rest and religious or other customs. The contractor shall comply with the provisions of the Payment of Wages Act, 1936. Minimum Wages Act, 1948.

Employment Liability Act, 1938. Workmen's Compensation Act, 1923. Industrial Disputes Act, 1947 and contract labour (Regulation and Abolition) Act, 1970. In the event of the Contractor committing a default or breach of any of the provisions of the relevant acts as amended from time to time or furnishing any information or submitting

or filling any settlement under the provisions of the relevant acts which is materially incorrect, they shall without prejudice to any other liability pay to the TIFR a sum not exceeding the amount of resultant loss in each case of default. The Contractor shall be solely responsible for ensuring compliance with all stator obligations as may be applicable under the provisions of various labour laws and other acts of Central and State Govt. bodies.

1. The Contract Labour (Abolition & Regulations Act, 1970):

The selected Contractor shall obtain and produce license from the Labour Commissioner's office. They will maintain and submit to us for inspection on demand such records as Muster Roll, Payment Register, Advance Register, Fines Register, etc.

2. Payment of Wages Act:

It is necessary that the Contractor's employees are paid their wages payable for one month of working by 7th of the succeeding calendar month.

The Contractor will receive payment from us only after you have disbursed in full the wages payable to his employees. The wages shall be distributed in our premises and one of the representatives from the Institute will be nominated to witness the disbursement of the wages, and endorse the disbursement report.

3. Provident Fund Act:

The selected bidder shall cover their employees under the Provident Fund Scheme. The premium shall be paid as per existing rule partly deducted from their employees and the balance shall be from contribution from the successful bidder, proof of such payment shall be submitted (including employee's and employer's contribution) every month as provided under Section 12 of the Act.

4. Employees State Insurance Scheme:

The successful bidder shall cover all your employees under Employees State Insurance Scheme as provided for under the relevant rules and shall remit the premium without default.

5. Minimum Wages Act:

The successful bidder should pay his contract employees as per Minimum Wages Act as amended from time to time. However, under no circumstances, shall the successful bidder pay his contract employees less than the Minimum Wages.

6. Workmen's Compensation (ELI) :

All employees/ workers shall be covered for injury / death under Workmen's Compensation Act 1923 by an Employer's Liability Insurance in the name of the Contractor to cover all employed by the Contractor in TIFR. ELI premium is of the order of 3% on salary + DA subject to a maximum salary of Rs.4, 000.00

7. Payment of Bonus Act, 1965:

Bonus shall be paid to all employees who have worked for a minimum of 30 days in the relevant accounting year shall be paid bonus. Bonus will be limited to 8.33% of total salary earned in the relevant accounting year. Bonus shall be paid every year one week before Diwali.

8. Maharashtra Labour Welfare Fund Act, 1953.