

बिड दस्तावेज़ / Bid Document

बिड विवरण/Bid Details	
बिड बंद होने की तारीख/समय /Bid End Date/Time	05-02-2026 18:00:00
बिड खुलने की तारीख/समय /Bid Opening Date/Time	05-02-2026 18:30:00
बिड पेशकश वैधता (बंद होने की तारीख से)/Bid Offer Validity (From End Date)	30 (Days)
मंत्रालय/राज्य का नाम/Ministry/State Name	Ministry Of Petroleum And Natural Gas
विभाग का नाम/Department Name	Indian Oil Corporation Limited
संगठन का नाम/Organisation Name	Marketing Division
कार्यालय का नाम/Office Name	Coimbatore Terminal
कुल मात्रा/Total Quantity	22
वस्तु श्रेणी /Item Category	Digital UHF Hand-Held Radio Sets as per MHA QR (V2) (Q2)
बिडर का न्यूनतम औसत वार्षिक टर्नओवर (3 वर्षों का) /Minimum Average Annual Turnover of the bidder (For 3 Years)	5 Lakh (s)
मूल उपकरण निर्माता का औसत टर्नओवर (गत 3 वर्षों का)/OEM Average Turnover (Last 3 Years)	5 Lakh (s)
उन्हीं/समान सेवा के लिए अपेक्षित विगत अनुभव के वर्ष/Years of Past Experience Required for same/similar service	3 Year (s)
एमएसएमई के लिए अनुभव के वर्षों और टर्नओवर से छूट प्रदान की गई है/MSE Relaxation for Years of Experience and Turnover	No
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,Past Performance,Bidder Turnover,Certificate (Requested in ATC),OEM Authorization Certificate,OEM Annual Turnover,Additional Doc 1 (Requested in ATC),Additional Doc 2 (Requested in ATC),Additional Doc 3 (Requested in ATC),Additional Doc 4 (Requested in ATC),Compliance of BoQ specification and supporting document *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 मेनू है/Do you want to show documents uploaded by bidders to all bidders participated in bid?	No
बिड लगाने की समय सीमा स्वतः नहीं बढ़ाने के लिए आवश्यक बिड की संख्या। / Minimum number of bids required to disable automatic bid extension	1
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
विगत प्रदर्शन /Past Performance	10 %
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	7 Days
निरीक्षण आवश्यक (सूचीबद्ध निरीक्षण प्राधिकरण /जेम के साथ पूर्व पंजीकृत एजेंसियों द्वारा)/Inspection Required (By Empanelled Inspection Authority / Agencies pre-registered with GeM)	No
अनुमानित बिड मूल्य /Estimated Bid Value	2118887
मूल्यांकन पद्धति/Evaluation Method	Total value wise evaluation
मध्यस्थता खंड/Arbitration Clause	No
सुलह खंड/Mediation Clause	No

ईएमडी विवरण/EMD Detail

आवश्यकता/Required	No
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ईपीबीजी विवरण /ePBG Detail

आवश्यकता/Required	No
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बोली विभाजन लागू नहीं किया गया/ Bid splitting not applied.

एमआईआई खरीद वरीयता/MII Purchase Preference

एमआईआई खरीद वरीयता/MII Purchase Preference	No
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एमआईआई के लिए सक्षम प्राधिकारी का विवरण:/Details of the Competent Authority for MII

सक्षम प्राधिकारी का नाम/Name of Competent Authority	S K RAVIKUMAR
सक्षम प्राधिकारी का पदनाम/Designation of Competent Authority	CGM-OPS
सक्षम प्राधिकारी का कार्यालय/विभाग/प्रभाग/Office / Department / Division of Competent Authority	TNSO/OPS/MKT/IOCL
सीए अनुमोदन संख्या/CA Approval Number	In-Principle Approval/4149/OP00/2025-2026/34013
सक्षम प्राधिकारी अनुमोदन तिथि/Competent Authority Approval Date	10-11-2025
सक्षम प्राधिकारी द्वारा प्रदान की गई स्वीकृति का संक्षिप्त विवरण/Brief Description of the Approval Granted by Competent Authority	Approval For Procurement of Intrinsically Safe walky-talky, Base Stations and Repeater

Competent Authority Approval for not opting Make In India Preference : [View Document](#)

एमएसई खरीद वरीयता/MSE Purchase Preference

एमएसई खरीद वरीयता/MSE Purchase Preference	Yes
सूक्ष्म और लघु उद्यम मूल उपकरण निर्माताओं को खरीद में प्राथमिकता, यदि उनका मूल्य L1+X% तक की सीमा में हो / Purchase Preference to MSE OEMs available upto price within L1+X%	15
सूक्ष्म और लघु उद्यम को खरीद में प्राथमिकता के लिए बिड की मात्रा का अधिकतम प्रतिशत / Maximum Percentage of Bid quantity for MSE purchase preference	100

1. 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.
2. Experience Criteria: In respect of the filter applied for experience criteria, the Bidder or its OEM of the product offered in the bid {themselves or through reseller(s)} should have regularly, manufactured and supplied same or similar Category Products to any Central / State Govt Organization / PSU for number of Financial years as indicated above in the bid document before the bid opening date. Copies of relevant contracts and delivery acceptance certificates like CRAC to be submitted along with bid in support of having supplied some quantity during each of the Financial year. In case of bunch bids, the category of primary product having highest value should meet this criterion.
3. OEM Turn Over Criteria: The minimum average annual financial turnover of the OEM of the offered product during the last three years, ending on 31st March of the previous financial year, should be as indicated 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 OEM 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. Purchase preference will be given to MSEs having valid Udyam Registration and whose credentials are validated online through Udyam Registration portal as defined in Public Procurement Policy for Micro and Small Enterprises (MSEs) Order, 2012 dated 23.03.2012 issued by Ministry of Micro, Small and Medium Enterprises and its subsequent Orders/Notifications issued by concerned Ministry. If the bidder wants to avail themselves of the Purchase preference, the bidder must be the manufacturer / OEM of the offered product on GeM. Traders are excluded from the purview of Public Procurement Policy for Micro and Small Enterprises and hence resellers offering products manufactured by some other OEM are not eligible for any purchase preference. In respect of bid for Services, the bidder must be the Service provider of the offered Service. Relevant documentary evidence in this regard shall be uploaded along with the bid in respect of the offered product or service and Buyer will decide eligibility for purchase preference based on documentary evidence submitted, while evaluating the bid. If L-1 is not an MSE and MSE Seller (s) has / have quoted price within L-1+ 15% (Selected by Buyer) of margin of purchase preference /price band defined in relevant policy, such MSE Seller shall be given opportunity to match L-1 price and contract will be awarded for 100% (selected by Buyer) percentage of total quantity. The buyers are advised to refer the OM No. F.1/4/2021-PPD dated 18.05.2023 [OM No.1 4 2021 PPD dated 18.05.2023](#) for compliance of Concurrent application of Public Procurement Policy for Micro and Small Enterprises Order, 2012 and Public Procurement (Preference to Make in India) Order, 2017. Benefits of MSE will be allowed only if seller is validated on-line in GeM profile as well as validated and approved by Buyer after evaluation of documents submitted.

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 Performance: The Bidder or its OEM {themselves or through re-seller(s)} should have supplied same or similar Category Products for 10% of bid quantity, in at least one of the last three Financial years before the bid opening date to any Central / State Govt Organization / PSU. Copies of relevant contracts (proving supply of cumulative order quantity in any one financial year) to be submitted along with bid in support of quantity supplied in the relevant Financial year. In case of bunch bids, the category related to primary product having highest bid value should meet this criterion.

Digital UHF Hand-Held Radio Sets As Per MHA QR (V2) (22 pieces)

तकनीकी विशिष्टियाँ /Technical Specifications

* जेम कटेगरी विशिष्टि के अनुसार / As per GeM Category Specification

विवरण/Specification	विशिष्टि का नाम /Specification Name	बिड के लिए आवश्यक अनुमत मूल्य /Bid Requirement (Allowed Values)
General	Minimum Number of Channels (Higher value is excluded in the given range)	255-300, 300-350, 350-400, 400-450
	Minimum average battery duty cycle (5/5/90) (in Hours) (Higher value is excluded in the given range)	10-15, 15-20, 20-25, 25-30
Transmitter	Audio Distortion (%) (Higher value is excluded in the given range)	less than 1, 1 - 2, 2 - 3
Receiver	Rated Audio Distortion (Higher value is excluded in the given range)	Less than 1, 1-2, 2-3

Additional Specification Parameters - Digital UHF Hand-Held Radio Sets As Per MHA QR (V2) (22 pieces)

Specification Parameter Name	Bid Requirement (Allowed Values)
Frequency of Operation	400 ? 470 MHz
Gas Rating	"ATEX: Class II 2G Ex ib IIC T4 Gb IECEx: Ex ib IIC T4 Gb Tamb = -30°C to +60°C"
Ingress Protection (IP) Rating	IP66-IP68
RF Power Output	~ 2W
Audio Output	~ 2.5W

* Bidders offering must also comply with the additional specification parameters mentioned above.

अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

Applicable Specification Document	View
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परेषिती/रिपोर्टिंग अधिकारी तथा मात्रा/Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	परेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	मात्रा /Quantity	डिलीवरी के दिन/Delivery Days
1	Manas Roy	641103,Indian Oil Corporation Limited, AG Pudur , Irugur Post , Coimbatore , Tamilnadu	22	90

Special terms and conditions-Version:1 effective from 23-06-2025 for category Digital UHF Hand-Held Radio Sets as per MHA QR (V2)**1. NOTE TO BUYER AND SELLER**

1.) Any wireless equipment using Radio frequency needs a license for operation or possession under the Indian Telegraph Act, 1885 and Indian Wireless Telegraphy Act, 1933 respectively. The operation, sale, or even possession of wireless apparatus without a valid License issued from WPC wing, Department of Telecommunications, Sanchar Bhawan, New Delhi is a punishable offense under the provision of the above-mentioned Acts. The law also prohibits the sale, hire, or transfer of wireless apparatus in any manner to any person, who is not in possession of a valid license issued in his name. Any attempt to enter the frequency used by the licensed band is also an offence under the above said Acts. All buyers and sellers are required to mandatorily comply with provisions.

2.) Required licenses are mandatorily required to comply with the Government of India guidelines. Moreover, Seller may need to submit valid and active license details, if required by the relevant buyer during procurement process.

3.) Sellers/ buyers shall adhere / comply to any other Security Guidelines / provisions of the Government of India as applicable to subject category.

4.) As per clause-3 of S.O. 982(E) published by Ministry of Communications, seller should have valid and active certificate in accordance with the standards and conformity assessment measures applicable to specified Telecommunication Equipments. During the procurement, buyer to verify the relevant certificate. Mandatory Testing and Certification of Telecom Equipment as specified by the Telecommunication

Engineering Centre is referenced in the attached S.O. link - https://www.mtcte.tec.gov.in/filedownload?name=downloadDocument_MTCTE_Phase-VI_Notification.pdf

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

1. **Generic**

OPTION CLAUSE: The Purchaser reserves the right to increase or decrease the quantity to be ordered up to 25 percent of bid quantity at the time of placement of contract. The purchaser also reserves the right to increase the ordered quantity up to 25% of the contracted quantity during the currency of the contract at the contracted rates. The delivery period of quantity shall commence from the last date of original delivery order and in cases where option clause is exercised during the extended delivery period the additional time shall commence from the last date of extended delivery period. The additional delivery time shall be $(\text{Increased quantity} \div \text{Original quantity}) \times \text{Original delivery period (in days)}$, subject to minimum of 30 days. If the original delivery period is less than 30 days, the additional time equals the original delivery period. The Purchaser may extend this calculated delivery duration up to the original delivery period while exercising the option clause. Bidders must comply with these terms.

2. **OEM**

IMPORTED PRODUCTS: In case of imported products, OEM or Authorized Seller of OEM should have a registered office in India to provide after sales service support in India. The certificate to this effect should be submitted.

3. **Generic**

Bidder shall submit the following documents along with their bid for Vendor Code Creation:

- a. Copy of PAN Card.
- b. Copy of GSTIN.
- c. Copy of Cancelled Cheque.
- d. Copy of EFT Mandate duly certified by Bank.

4. **Generic**

Installation, Commissioning, Testing, Configuration, Training (if any - which ever is applicable as per scope of supply) is to be carried out by OEM / OEM Certified resource or OEM authorised Reseller.

5. **Generic**

Bidders shall quote only those products (Part of Service delivery) in the bid which are not obsolete in the market and has at least 5 years residual market life i.e. the offered product shall not be declared end-of-life by the OEM before this period.

6. **Scope of Supply**

Scope of supply (Bid price to include all cost components) : Supply Installation Testing and Commissioning of Goods

7. **Buyer Added Bid Specific ATC**

Buyer uploaded ATC document [Click here to view the file.](#)

8. **Certificates**

The bidder is required to upload, along with the bid, all relevant certificates such as BIS licence, type test

certificate, approval certificates and other certificates as prescribed in the Product Specification given in the bid document.

9. **Warranty**

Warranty period of the supplied products shall be as given in specifications from the date of final acceptance of goods or after completion of installation, commissioning & testing of goods (if included in the scope of supply), at consignee location. OEM Warranty certificates must be submitted by Successful Bidder at the time of delivery of Goods. The seller should guarantee the rectification of goods in case of any break down during the guarantee period. Seller should have well established Installation, Commissioning, Training, Troubleshooting and Maintenance Service group in INDIA for attending the after sales service. Details of Service Centres near consignee destinations are to be uploaded along with the bid.

10. **Turnover**

Bidder Turn Over Criteria: 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 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.

11. **Turnover**

OEM Turn Over Criteria: The minimum average annual financial turnover of the OEM of the offered product during the last three years, ending on 31st March of the previous financial year, should be as indicated 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 OEM 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. In case of bunch bids, the OEM of CATEGORY RELATED TO primary product having highest bid value should meet this criterion.

12. **Buyer Added Bid Specific ATC**

Buyer Added text based ATC clauses

1. **Objective:**

Supply, installation & commissioning of **22 nos. intrinsically safe walky-talky sets, 3 nos. base stations & 1no. repeater and liasoning for license amendment from Dept of Telecommunications (DoT)** at Coimbatore Terminal Through GEM Portal.

2. **Approved Make and Model:**

Motorola Intrinsically safe handheld walky-talky sets with all accessories including antenna, belt clip & individual rapid charger

Motorola Base Station with all accessories including Power Supply, Antenna and Co-axial cable (30 Meter) with end connections

Motorola Repeater with all accessories including Power Supply, duplexer, Antenna and Co-axial cable (60 Meter) with end connections

3. **Frequency range:** VHF to UHF (Preferred)

4. Supplier must be Motorola OEM or OEM authorized party with valid documents.

1. **Breakup of Items:**

Sr. No	Description of Works	Qty	Unit
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1	Supply of Motorola (PESO & ATEX Approved) - Intrinsically safe handheld walky-talky sets with Li-ion battery, antenna, belt clip & individual rapid charger.	22	EA
2	Supply of Motorola Base Station with accessories including Power Supply, Antenna and Co-axial cable (30 Meter) with end connections.	3	EA
3	Supply of Motorola Repeater with accessories including Power Supply, duplexer, Antenna and Co-axial cable (60 Meter) with end connections.	1	EA
4	Installation and commissioning of walky-talky handsets, base stations and repeater by Frequency setting of the sets as per allocated frequency of IOCL, Coimbatore Terminal by visiting to the site. Providing Training to Plant Officials at Site towards its usage & Maintenance. Ensuring communication between all the 22 Nos. of New walky-talky handsets & 3 base stations with the existing 14nos. handsets. The rate should be quoted considering all charges, travel, lodging, boarding expenses etc.	1	LS
5	Documentation & Liasoning charge for obtaining permission / authorization (LOI) for procurement of additional 22Nos. walky-talky sets, 3Nos. Base Stations and 1No repeater and final amendment of existing License from Wireless Planning and Coordination Wing, Ministry of Communications & Information Technology, Govt. of India. Documentation & Liasoning Charges for removal of old 14nos. radios & destruction of old sets from existing license. The rate should be quoted considering all expenses excluding License Fee to be paid by IOCL directly to Govt. of India	1	LS

Note: Corporation's rights to increase/ decrease the tendered quantity of any or every item and delete any item at any stage of work at the accepted rates. Contractor's claim for compensation or damages on account of these shall not be entertained subject to provision contained in GCC.

(i) **Warrantee Period & Penalty Clause:**

1. The defect liability / warranty period shall be for a period **12 Months** after the supply and successful commissioning of equipment. It may be noted that during the defect liability/warranty period, Vendor will take complete responsibility for any defect observed in the system & rectify any defect observed immediately without any extra cost to IOCL.
2. Cost of all spares, equipment, instruments & services, (be preventive & breakdown) to take care of the above points has to be borne by the Vendor during the warranty period. In case of failure to attend to these promptly, these will be attended through alternate agency at vendor's risk and cost.
3. Total 10% of the work order value shall be retained as security deposit for the entire warranty period, so as to secure IOCL against any defect/ liabilities arising out of this work.

4. Copies of warranty certificate issued by the original manufacturers shall be submitted along with equipment.
5. The makes of equipment shall mean the brand of equipment as indicated. Further, all the materials/ equipment for works proposed shall be new and bought fresh for the works. Necessary proof of documents shall also be submitted if asked.
6. The contractor has to follow all safety practices at site to ensure no mishap or casualty. In case of any incident noted by site engineer or Location In-charge, the following penalties shall be applicable:
 - a) Violation of applicable safety, health & environment related norms/ Security norms, a penalty of Rs.5,000/- per occasion shall be imposed.
 - b) Violation as above resulting in any physical injury, a penalty of 0.5 % of the contract value shall be imposed (maximum of Rs. 2,00,000/-) per injury in addition to Rs. 5,000/- as in item (a) shall be imposed.
 - c) In case of fatal accidents, a penalty of 1% of the contract value (maximum of Rs. 10,00,000/-) per fatality in addition to Rs. 5,000/- in item no. (a) shall be imposed.
 - d) applicable tax will also be recovered from the vendor on the amount of penal charges, if any.
 - e) The contractor should provide All required Personal Protective Equipments to their worker before starting work on site.

(ii) PAYMENT TERMS:

Payment will be released after deduction of Security deposit as specified in NIT /GEM Bid

1. After delivery of materials (70%) and
2. After successful commissioning of materials ordered at site, receipt of renewed wireless certificate and destruction of old sets from existing license. (30%)

subject to submission of Original Test Certificates, Statutory Approvals/Certifications as per Specification Sheet, Warranty/ Guarantee Certificate and GST invoice (on VIM portal of IOCL).

अस्वीकरण/Disclaimer

The additional terms and conditions have been incorporated by the Buyer after approval of the Competent Authority in Buyer Organization, whereby Buyer organization is solely responsible for the impact of these clauses on the bidding process, its outcome, and consequences thereof including any eccentricity / restriction arising in the bidding process due to these ATCs and due to modification of technical specifications and / or terms and conditions governing the bid. If any clause(s) is / are incorporated by the Buyer regarding following, the bid and resultant contracts shall be treated as null and void and such bids may be cancelled by GeM at any stage of bidding process without any notice:-

1. Definition of Class I and Class II suppliers in the bid not in line with the extant Order / Office Memorandum issued by DPIIT in this regard.
2. Seeking EMD submission from bidder(s), including via Additional Terms & Conditions, in contravention to exemption provided to such sellers under GeM GTC.
3. Publishing Custom / BOQ bids for items for which regular GeM categories are available without any Category item bunched with it.
4. Creating BoQ bid for single item.
5. Mentioning specific Brand or Make or Model or Manufacturer or Dealer name.
6. Mandating submission of documents in physical form as a pre-requisite to qualify bidders.
7. Floating / creation of work contracts as Custom Bids in Services.
8. Seeking sample with bid or approval of samples during bid evaluation process. (However, in bids for [attached categories](#), trials are allowed as per approved procurement policy of the buyer nodal Ministries)
9. Mandating foreign / international certifications even in case of existence of Indian Standards without specifying equivalent Indian Certification / standards.

10. Seeking experience from specific organization / department / institute only or from foreign / export experience.
11. Creating bid for items from irrelevant categories.
12. Incorporating any clause against the MSME policy and Preference to Make in India Policy.
13. Reference of conditions published on any external site or reference to external documents/clauses.
14. Asking for any Tender fee / Bid Participation fee / Auction fee in case of Bids / Forward Auction, as the case may be.
15. Buyer added ATC Clauses which are in contravention of clauses defined by buyer in system generated bid template as indicated above in the Bid Details section, EMD Detail, ePBG Detail and MII and MSE Purchase Preference sections of the bid, unless otherwise allowed by GeM GTC.
16. 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 catalogs 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 within 4 days of bid publication on GeM. 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.

[यह बिड सामान्य शर्तों के अंतर्गत भी शासित है /This Bid is also governed by 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---