OFFICE OF THE SECRETARY-CUM-COMMISSIONER (LABOUR)
LABOUR DEPARTMENT, GOVT. OF NCT OF DELHI
5, SHAM NATH MARG, CIVIL LINES, DELHI-110054

F.No. 15(46)/Lab/2020/800-805 Dated: 02.11.2026

ADVISORY

Sub: Payment of statutory Bonus to outsourced workers/employees engaged through various contractors in GNCTD Departments/Autonomous Bodies/ PSUs under the Code on Wages, 2019 for the Accounting Year 2025-26.

A large number of outsourced workers/employees are engaged by GNCTD Departments, Autonomous Bodies and PSUs through various contractors. These outsourced workers/employees are entitled to statutory Bonus for the Accounting Year 2025-26.

The Code on Wages, 2019 has been in force since 21.11.2025 and the Payment of Bonus Act, 1965 stands repealed. Outsourced workers/employees with wages up to ₹21,000 per month who have worked at least 30 days are eligible for statutory Bonus. Bonus is payable at a minimum of 8.33% or ₹100, whichever is higher, and a maximum of 20%, calculated on wages subject to a ceiling of ₹7,000 or the minimum wages, whichever is higher. The wage ceiling of ₹21,000 is still applicable in GNCTD.

The Contractor, being the Employer under the Code, is required to pay bonus within eight months of the close of the accounting year, i.e. by 30.11.2026. Default attracts penalty and recovery through claims under the Code on Wages, 2019. Under the OSH Code, 2020, the Principal Employer is liable, if the contractor fails to pay the statutory Bonus.

All Principal Employers are urged to ensure that their Contractors pay statutory Bonus to all eligible outsourced workers/employees in respect of Accounting Year 2025-26 during the forthcoming festive season. Payment of Bonus above the wage ceiling of ₹21,000 is at the employer's discretion.

This issues with the approval of the Secretary-cum-Commissioner (Labour).

Billy 02/11/2026

(U. K. Sinha)
Additional Labour Commissioner

To:

All ACSs/Pr. Secretaries/Secretaries/
HODs of various Departments/
Autonomous Bodies/PSUs, GNCTD.

Copy to:

1. The Secretary to Hon'ble Minister of Labour, GNCTD.
2. The PPS to Secretary-cum-Commissioner (Labour), GNCTD.
3. The DLC (Admn.), Labour Department, GNCTD.
4. The AD (IT), Labour Department, GNCTD with the request to upload this advisory on the website and social media handle of Labour Department, GNCTD.