



भारतीय राष्ट्रीय राजमार्ग प्राधिकरण

(सड़क परिवहन और राजमार्ग मंत्रालय, भारत सरकार)

National Highways Authority of India

(Ministry of Road Transport and Highways, Government of India)

जी-5 एवं 6, सेक्टर-10, द्वारका, नई दिल्ली - 110 075 • G-5 & 6, Sector-10, Dwarka, New Delhi-110075

दूरभाष/Phone : 91-11-25074100 / 25074200



No.11041/LabourDept./2013-Admn.-(EF-57733) / 820

12th August, 2026

OFFICE MEMORANDUM

Sub: Registration of Establishments and Registration/Licensing of Contractors under the Occupational Safety, Health and Working Conditions Code, 2020 through the Shram Suvidha Portal – reg.

The undersigned is directed to forward herewith a copy of the letter dated 16.07.2026 received from the Assistant Labour Commissioner (Central)-I, Ministry of Labour & Employment, regarding registration of establishments and registration/licensing of contractors under the Occupational Safety, Health and Working Conditions Code, 2020 (OSH Code) through the Shram Suvidha Portal.

2. Attention is invited to the provisions of the Occupational Safety, Health and Working Conditions Code, 2020, whereby the earlier registration regime of Principal Employers under Section 7 of the Contract Labour (Regulation and Abolition) Act, 1970 has been replaced by registration of establishments under Section 3 of the OSH Code through the Shram Suvidha Portal. Further, contractors engaging contract labour are required to obtain the requisite licence under Section 47 of the Code, wherever applicable.

3. It is further clarified that in respect of EPC projects and contracts for outsourced services (such as security, housekeeping, computer operators, etc.), NHA functions as the Principal Employer and the concerned office administering the contract shall ensure compliance with the applicable provisions of the labour laws, including registration of the establishment, wherever applicable, and verification that the contractors have obtained the requisite registration/licence under the OSH Code before commencement/deployment of contract labour. In respect of PPP/BOT/DBFOT projects, the Concessionaire functions as the Principal Employer and is responsible for compliance with the applicable labour laws. The officers administering such contracts shall ensure compliance through the provisions of the respective Concession Agreements and applicable contractual conditions.

4. In view of the above, all Regional Offices, PIUs, other field units and concerned Divisions at Headquarters are requested to take immediate necessary action to ensure compliance with the provisions of the OSH Code, 2020 and the instructions contained in the aforesaid communication. In particular, they shall:

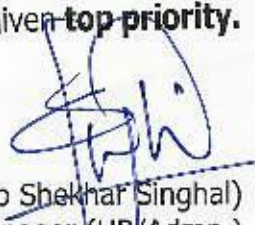
- (i) Initiate necessary action for registration of the establishment as Principal Employer through the Shram Suvidha Portal, wherever applicable;
- (ii) Ensure that all contractors, agencies and service providers engaged by them obtain the requisite registration/licence under the provisions of the OSH Code, 2020, including the contractor licence under Section 47 of the Code, wherever applicable, before commencement/deployment of contract labour; and
- (iii) Ensure compliance with all applicable provisions of the OSH Code, 2020 and the Rules framed thereunder in respect of the contracts administered by them.

5. A compliance report indicating the status of registration of the establishment as Principal Employer, wherever applicable, and the status of registration/ licensing of contractors engaged by the concerned office may be furnished to **HR/ Admn.-V Division**,

Headquarters e-mail at (abdul@nhai.org) within **15 days** of receipt of this Office Memorandum to enable consolidation of the Action Taken Report (ATR) for submission to the Office of the Assistant Labour Commissioner (Central)-I within the prescribed timeline.

6. This Office Memorandum may also be brought to the notice of all contractors, agencies, service providers and, wherever considered appropriate, Concessionaires associated with the contracts administered by the concerned office for strict compliance with the applicable provisions of the OSH Code, 2020.

7. This issues with the approval of competent authority and may be given **top priority**.


(Deep Shekhar Singhal)
Dy. General Manager (HR/Admn.)

To,

- i. All ROs of NHAI – with a request to ensure compliance in r/o all Stakeholders under their jurisdiction.
- ii. All PDs of PIUs/CMUs
- iii. All GMs at NHAI, Dealing with Manpower Contracts

Copy to :

- i. PPS to Chairman
- ii. Sr.PPS/PPS to all Members
- iii. CGM (CO)
- iv. GM (CMD)/GM (Estate)/GM (IT)/All GMs (HR/Admn.)
- v. HR Officers of IHMCL, NHIT, PMPL, and RIIMPL – with a request to ensure compliance
- vi. DG, NHBF
- vii. Secretary General, HOAI
- viii. President, AIUSF

With a request for wider circulation and ensuring compliance by the respective contractors

3512/GM/HR/Admin-IV
27/7/26



भारत सरकार
श्रम एवं रोजगार मंत्रालय
उप मुख्य श्रमायुक्त(केन्द्रीय)कार्यालय
"श्रमेव जयते भवन" जी-4, भूतल एवं प्रथम तल,
सेक्टर-10, द्वारका, नई दिल्ली-110075

DGM (HR/SA) 
27/7
Sh. AK.

No. ALC-I/46(4)2026-OSH

Dated:16.07.2026

To,

The General Manager (HR/Admin),
National Highway Authority of India,
G-5 - 6, Sector-10, Dwarka,
Delhi - 110075.

Subject: Registration of Establishment and Registration/Licensing of Contractors under the Occupational Safety, Health and Working Conditions Code, 2020 through the Shram Suvidha Portal.-reg.

Sir,

Attention is invited to the provisions of the **Occupational Safety, Health and Working Conditions Code, 2020** (OSH Code) and the Rules framed thereunder.

As per **Section 3** of the OSH Code, every establishment to which the provisions of the Code apply is required to obtain registration in the prescribed manner. Further, **Chapter XI** of the Code regulates the engagement of contract labour, and **Section 47** stipulates that no contractor shall undertake or execute any work through contract labour except under and in accordance with a valid licence issued by the competent authority.

The Ministry of Labour & Employment has provided an online facility for registration of establishments and licensing of contractors through the **Shram Suvidha Portal** i.e. www.shramsuvudha.gov.in. Accordingly, all establishments and contractors falling under the Central Sphere are required to submit applications for registration and grant of licences, wherever applicable, through the said Portal.

In view of the above statutory requirements, you are hereby requested to obtain registration of your establishment as the **Principal Employer** under the Occupational Safety, Health and Working Conditions Code, 2020 through the Shram Suvidha Portal at the earliest. Further, necessary directions may be issued to all contractors, agencies and service providers engaged by you to obtain the requisite registration and valid contractor licence under **Section 47** of the Code through the Shram Suvidha Portal before commencement/deployment of contract labour.

An **Action Taken Report (ATR)** indicating the status of registration of your establishment and compliance by all contractors may be furnished to this office within **30 days** from the date of receipt of this letter.

Yours Sincerely,

(Santosh Kumar)
Assistant Labour Commissioner (Central),
New Delhi