

VIGILANCE ALERT

No. : 04/2025

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Sub: Vigilance alert on the compliance of Contract Labour Information Portal (CLIP).

The Contract Labour Information Portal (CLIP) is an online platform developed and hosted by the CMPDIL on behalf of Coal India Limited (CIL) to monitor compliance with contract labour laws, especially the payment of wages and provision of statutory benefits to workers employed by contractors across all CIL. It includes a mechanism to validate minimum wages paid to workers, generate wage register & wage slip of the contract workers and thus it provides a transparent system for wage payment and worker information.

The new advance version of CLIP with added features has been made operational from 15th August 2025. Some of the key features which has been incorporated in the CLIP are:-

- a) Uploading of the attendance record of contractor workers by contractor on daily basis.
- b) Uploading of the proof of payment of wages/PF to the contract worker by the contractor.
- c) Provision of generation of Wage Slip of contract workers.
- d) Provision of entering work order details, EPF/CMPF registration number, Labour License details.
- e) Uploading of personal details of the contract worker along with photograph.
- f) Provision of downloading of Labour Payment Certificate (LPC) by the Engineer In-charge/ Authorized Representatives of principal employer.

During random scrutiny of the portal, it has been found that data pertaining to contractor as well as contractor workers are not completely filled. Further, the documents uploaded as wage and PF proof is also incomplete. In one instant case, no proof for PF was uploaded by the contractor, however same has been approved by the Engineer In-charge.

Hence, to implement the CLIP across CMPDIL in true spirit, all concerned are hereby advised to adhere to the following:

- i. Official concerned i.e. Engineer In-charge/ Authorized Representatives of principal employer must ensure that the contractor has filled up all the details pertaining to work order, EPF/CMPF registration and Labour License on the CLIP. Further all the contract workers engaged by the contractor has been registered on CLIP with all details and photograph.
- ii. The daily attendance of the contractor workers is approved on regular basis to prevent any manipulation.
- iii. The wage sheet generated is in accordance with attendance and minimum wages.
- iv. Official concerned must ensure that documents uploaded as proof for wages and PF are complete before approval of the wage sheet.

(13 25/9/25)
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Chief Vigilance Officer/CMPDIL

Copy to:

1. CMD, CMPDIL, Ranchi: for kind information
2. All the FDs: For kind information and further necessary action
3. All the RDs/GMs/HoDs: For necessary action
4. Stat Cell: For uploading on the Vigilance page of CMPDIL website
5. Guard File