

No. 16/7/2015-3GS-II

From

Chief Secretary to Government, Haryana.

To

1. All the Administrative Secretaries of the Government, Haryana.
2. All the Head of Department in the State of Haryana.
3. All the Managing Directors/C.E.O. of Boards / Corporations and Autonomous Bodies in the State of Haryana.

Dated Chandigarh, the 10th August, 2016

Subject:- Regarding coverage of outsourced staff working in the State Government Departments, State Public Sector Undertakings as well as State Co-operatives and other bodies under the EPF & MP Act, 1952 and Schemes framed thereunder - Compliance thereof.

Sir / Madam,

Your attention is invited to letter No. 43/5/2001-3GS-II issued under Outsourcing Policy of Government of Haryana circulated on dated 20th February, 2014 with regard to compliance of various labour laws.


The various Departments / Boards / Corporations / Autonomous Bodies were directed to implement/ensure implementation of various labour laws especially with regard to Provident Fund and E.S.I.

As per provisions of section 2(f) of the EPF & MP Act, 1952, every employee employed directly or indirectly by or through the contractor is to be enrolled as member under the Act, if otherwise eligible. It is often observed that contractors claim amounts towards EPF of contract workers from the principal employers but some of them either do not deposit it at all or deposit it partly, thus depriving these workers of Provident Fund, Pension and Insurance benefits.

In this regard, your attention is drawn to Paragraph 30(3) of the EPF Scheme, 1952 which provide that it shall be the responsibility of the principal employer to pay the contributions payable by him in respect of the employees employed by or through a contractor. To facilitate this, a provision is available on the official website of EPFO i.e. www.epfindia.gov.in on the "establishments search option" link to verify as to whether the agencies and contractors having P.F. Code number are regularly depositing contributions every month. Further, with the view to make the system more robust, transparent and to facilitate the employers, EPFO has launched a facility for the principal employers to upload the details of contract employees of each contract awarded by them at the EPFO's website.

You are, therefore, requested to register as Principal Employer in EPFO on epfindia.gov.in and to upload the details of all contract employees of each contractor on the EPFO's website to facilitate compliance under the Act immediately. Kindly send a compliance report regarding registration of your department as Principal Employer at epfindia.gov.in by 30th September, 2016 positively.

SIO/NIC


Secretary, General Administration
for Chief Secretary to Government, Haryana.
