

No.16/71/2021-3GS-II
Haryana Government
General Administration Department
(In General Services-II Branch)

Dated: Chandigarh, the 15th, February, 2022.

To

1. All the Administrative Secretaries to Government, Haryana
2. All the Heads of Departments, Haryana
3. All the Commissioners, Ambala/Hisar/Rohtak, Karnal, Gurugram and Faridabad Divisions.
4. All the Managing Directors of Boards/Corporations/Public Undertakings in Haryana.
5. The Registrar, Punjab and Haryana High Court, Chandigarh
6. All Deputy Commissioners and Sub Divisional Officers (Civil) in Haryana.

Subject:- Regarding deduction of ESI & EPF of outsourcing employees.

Sir/Madam,

I am directed to invite your attention towards Govt. instructions No. 43/05/2001-3GS-II dated 20.02.2014 and Instructions No. 16/07/2015-3GSII dated 06.04.2015 vide which all the Departments/Boards/Corporations were directed to follow the various Labour Laws and Rules etc. while engaging the manpower under Outsourcing through Service Provider Agency.

2. It has come to notice that some of Service Providers are not depositing the ESI and PF contributions of workers who covered under upto maximum limit. Meaning thereby the Labour Laws Acts/Rules are not being followed by them as a result the benefit is not being availed by workers, which creates uncalled litigation.

3. It is again directed to all the concerned to ensure proper compliance of the various labour laws (ESI & EPF deduction Acts/Rules) for the persons engaged through Service Provider Agency.

4. These instructions may please be brought to the notice of all concerned for strict compliance in letter and in spirit.

Yours faithfully,



Under Secretary General Administration,
for Chief Secretary to Government Haryana