

243-123544

FTS No. 1241341/15

H-13011/1/2015-E-III
Government of India
Ministry of Human Resource Development
(Department of Higher Education)

New Delhi Dated ¹⁸26 August 2015

OFFICE MEMORANDUM

Subject: Ensuring and verifying social security cover to the outsourced employees in the Ministries/Departments, PSUs and Other Bodies under the Government of India -regarding.

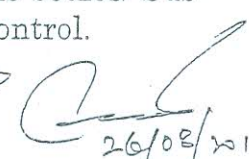
Cabinet Secretary, vide D.O. letter dated 11.08.2015 (copy attached), has conveyed the observation that in many cases manpower engaged on outsourcing basis in PSUs and other bodies under the GOI are not getting the social security benefits that they are entitled to.

2. He has emphasised that all the Ministries/Departments, PSUs and other bodies to ensure that the contractor who is providing outsourced staff is registered with Employees' Provident Fund Organisation (EPFO) and Employees' State Insurance Corporation (ESIC) and also that the payment to the contractor is made only after verifying that social security cover is being extended to such staff.

3. All the Bureau Heads are, therefore, requested to take necessary steps to ensure the compliance of the instructions mentioned in the aforesaid D.O. letter in the organisations (PSU/Autonomous bodies/ Sub-ordinate Offices/ other bodies) under their administrative control.

853M
31/8/15
* (53)
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SCSS)
SCSS-4)
To
11/08/15
870/Sch 4/15
146/8C
2-9/15

Sattam
26/8



26/08/2015
(P.K. Saha)

Director (Administration)
Dy No 1870/Sch 4 dt 31/8/15

All Bureau Heads (As per List)
(Department of Higher Education/
Department of School Education & Literacy)

Copy to

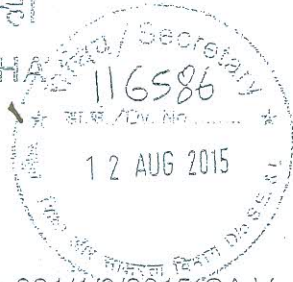
1. Sr. PPS to Secretary (HE)
2. PPS to Secretary (SE&L)
3. PS to Chief Controller of Accounts (HRD)

Pl. send this to
NCEERT for
compliance

27/8/15

45 (Sch-4)
26/8/15
Sattam

Sl. No. 1

प्रदीप कुमार सिन्हा
PRADEEP K. SINHA



मंत्रिमंडल सचिव
भारत सरकार
CABINET SECRETARY
GOVERNMENT OF INDIA

D.O.No.391/1/2/2015-CA.V

11th August, 2015

Dear Secretary,

As you are aware, Ministries/Departments, Public Sector Undertakings (PSUs) and other bodies under the Government of India are engaging manpower/services on outsourcing basis. However, it is seen that in many cases, such outsourced personnel are not getting the social security benefits that they are entitled to.

2. The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 and the Schemes framed thereunder aim to provide social security in the form of Provident Funds, Pension and Insurance to all the employees who are employed for wages, in or in connection with the work of an establishment. Similarly, Employees' State Insurance Corporation (ESIC) provides health related security to such employees. Further, the Employees' Provident Fund Organisation (EPFO) and ESIC, that are entrusted to administer the Act, can take recourse to prosecution for non-coverage of outsourced staff. In case of default, the Principal Employer is liable to penal action.

3. Therefore, Ministries/Departments, PSUs and other bodies need to ensure that the contractor who is providing outsourced staff is registered with EPFO and ESIC and that payment to the contractor is made only after verifying that social security cover is being extended to such staff. There is a provision on the official website of EPFO, www.epfoindia.gov.in, under the "establishment search option" to verify whether the contractors are regularly depositing Provident Fund contributions in respect of their employees. A similar facility is available on ESIC website, www.esic.gov.in.

4. I would request you to look into the matter and see that, as Principal Employer, your Ministry/Department extends the legally entitled social security benefits to the outsourced staff working in your Ministry/Department, PSUs & other bodies.

With regards,

Yours sincerely,

(P. K. Sinha)

Dr. S.C. Khuntia
Secretary,
Deptt. of School Education and Literacy
New Delhi

all issue
to all
bodies
12/8/15
S(A)

व्यक्तिगत
12/8/15

Pl. circulate to
all BHs in both
Dpts. P
17/8/15

Briery
15/8/15
Heemay

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