



कर्मचारी भविष्य निधि संगठन

(श्रम एवं रोजगार मंत्रालय, भारत सरकार)

Employees' Provident Fund Organisation
(Ministry of Labour & Employment, Government of India)

क्षेत्रीय कार्यालय REGIONAL OFFICE

पुणे केन्टोनमेंट बोर्ड भवन, गोलीबार मैदान, पुणे - 411 001

P.C.B. Building, GolibarMaidan Pune-411 001



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No.MH/PF/RO/PN/Int Circle/2017-18/ 921

Date: 19-09-2017

To,

M/s Joint Director of Technical Education
412-E, Bahirat Patil Chowk,
Shivajinagar, Pune 411005

Sub: Compliance of Social Security Coverage of outsourced staff working in the Ministries, Departments, Public Sector Undertakings (PSUs) etc. under the EPF & MP Act, 1952 -- regd.

Sir,

You may be aware that Employees' Provident Fund Organisation administers the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (herein after referred as "The Act") and the schemes framed thereunder which aims to provide social security in the form of Provident Fund, Pension and Insurance to all the employees who are employed for wages in any kind of work, manual or otherwise, in or in connection with the work of an establishment and who get wages directly or indirectly from the employer and which includes any person employed by or through a contractor in or connection with the work of the establishment and apprentices engaged therein (other than the apprentice under the Apprentice Act, 1961).

2. I am sure that for all the direct employees of your esteemed Ministry / Department / Undertaking / Autonomous Bodies, such benefits are in place under the relevant Government Rules. However, we understand that activities like watch and ward, house-keeping, data - entry etc are outsourced to agencies and contractors. At times, the workers engaged by these agencies and contractors are deprived of Provident Fund, Pension and Insurance. Even if they receive such benefits, those do not commensurate with the wages they earn every month. Similarly, various agencies and contractors often receive employer's contribution on full wages from ministries / Government Departments / Undertaking / Autonomous Bodies but while extending the provident fund benefits etc. to their workers, these agencies bifurcate the ambit of basic wages and various other allowances, which are not within the subterfuge of wages. As a result, the poor workers are deprived of their contribution which these agencies do not pass on to their workers tantamount to pilfering of provident fund money. Thus, Ministries and Government Departments which settle the periodic bills of agencies and contractors unknowingly become a party to this pilferage. With your intervention it can be ensured that all such employees do get social security benefits.

Page 1 of 2


तंत्र शिक्षण विभागीय कार्यालय

जा. क्र. : तंत्रशिक्षण/आस्था-४/ईपीएफ/२०१७/ 4165
दिनांक : 27 SEP 2017

तंत्र शिक्षण विभागीय कार्यालय, पुणे.
४१२, ई, शिवाजीनगर, पुणे ४११ ०१६.

प्रत : या कार्यालयाच्या अधिनस्त सर्व शासकीय संस्था प्रमुख.

त्यांना कळविण्यात येते की, संदर्भित पत्रामध्ये सूचित केल्यानुसार बाह्य यंत्रणेद्वारे नेमलेल्या कंत्राटी कर्मचा-
यांच्या ई.पी.एफ. संदर्भात योग्य ती कार्यवाही करावी.


प्र. सहस्रसुद्ध,
तंत्र शिक्षण विभागीय कार्यालय, पुणे.

प्रत : या कार्यालयातील प्रोग्रॅमर यांना सदरचे पत्र सहपत्रांसह या कार्यालयाच्या संकेतस्थळावर प्रदर्शित करणेसाठी रवाना.

3. While awarding various contracts, it may please be ensured that the agencies and contractors shall have provident fund code number and all the contract employees deployed by them are enrolled as members of Provident Fund. In this regard, your kind attention is drawn to Paragraph 30(3) of the PF Scheme 1952, which provides that it shall be the responsibility of the principal employer to pay both the contributions payable by him in respect of the employees directly employed by him and also in respect of the employees employed by or through a contractor.

4. A provision has been made on the Official website of EPFO, www.epfo.gov.in, on the "**Establishment search option**" to verify as to whether the agencies and contractors having Provident Fund numbers are regularly depositing Provident Fund contributions every month in respect of all the employees deployed by them. The above facility may be utilized to check the compliance position of the agencies and contractors to the provisions of the Act and the schemes framed thereunder to which the contracts are awarded by your Ministry / Department / Undertaking / Autonomous Body. Wherever, the contractors do not have any Provident Fund code number or if any non-compliance by any agency or contractor is noticed, the details of such establishments may please be informed to this office so that appropriate action can be initiated and poor workers' interest is protected.


5. The Enforcement Officer of this Office shall be visiting your Ministry / Department / Undertaking / Autonomous Bodies to further apprise you of the methodology. The opportunity will also enable to get the status of compliance with regard to contract employees engaged by your contractors.

6. You may appreciate the concern of this organisation in extending social security in the form of Provident Fund, Pension and Insurance to all the workers including contract workers. I am sure that with your support we will be able to serve the workforce in a better way.

Your co-operation in this regard will be highly solicited.

Yours' faithfully,

Encl: Under Secretary Gol, MoLE Note dated 18.08.2017.


(V. D. Yadav)
Assistant P.F. Commissioner
REGIONAL OFFICE, PUNE - I

