



स./ No. 5-1(17)/2008-PD

दिनांक/Dated: 19/08/2015

प्रेषक / From:

संयुक्त सचिव (प्रशासन)
Joint Secretary (Admn.)

सेवा में / To :

The Directors / Heads of all
National Labs./Instts. of CSIR
Hqrs./Complex/Centres/Units

विषय / Sub : Social Security benefits to manpower engaged on outsourcing basis reg.

महोदय/Sir / महोदया/Madam,

मुझे भारत सरकार के मंत्रिमंडल सचिव के द्वारा उपरोक्त विषय पर दिनांक 11 अगस्त 2015 को जारी किए गए अर्ध शासकीय पत्र संख्या 391/1/2/2015-CA.V को जानकारी, मार्गदर्शन और अनुपालन के लिए अग्रेषित करने का निदेश हुआ है।

I am directed to forward herewith Cabinet Secretary, Government of India D.O. Letter No 391/1/2/2015-CA.V dated 11th August, 2015 on the above subject for information, guidance and compliance.

भवदीय/Yours faithfully

(विनोद कुमार /Vinod Kumar)
अवर सचिव (नीति) / US(PD)

संलग्न/Encl. : यथोपरि/As above

प्रतिलिपि/Copy to:

- 1) ✓ Head, IT Division with the request to make this OM available on the website & Policy Repository.
- 2) कार्यालय प्रति/Office copy



सत्यमेव जयते



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.epfindia.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.nic.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)



Prof. K. Vijayraghvan
Secretary,
Deptt. of Scientific & Industrial Research
New Delhi

→ JSCA

*So (UR-II)
Sh. Sekhar
D.S (LA/UR-II)
18/8*

*Pl inform all Directors
as well*

13/8/15

Mr. Divya

19/8/15

*USP(D)
S.O. P.D.
19/8*