



# कर्मचारी भविष्य निधि संगठन

Employees' Provident Fund Organisation

(श्रम एवं रोजगार मंत्रालय, भारत सरकार)

(Ministry of Labour & Employment, Govt. of India)

क्षेत्रीय कार्यालय, निधि भवन, ज्योति नगर, जयपुर-302005

Regional Office, Nidhi Bhawan, Jyoti Nagar, Jaipur 302005



PS/CMD/RR...1204  
Date 19/06/18

Website epfindia.gov.in Email: ro.jaipur@epfindia.gov.in Phone:0141-2740742 Fax:0141-2740299

No. RJ/RAJ/CGRC/Cont./

COA

2821  
Urgent &  
Important  
CAO (P & F - C)  
mm

Dated: 14.6.2018

To  
CMD

11 9 JUN 2018

Rajasthan Rajya Vidhyut Prasaran Nigam Ltd.  
Vidhyut Bhawan, Jyoti Nagar, Jaipur.

Chief C.O.A.  
RR 992...Dt...21/6/18

Sub: **Extension of PF benefits to the employees engaged by or through contractors – regarding.**

Ref: **This office letter No. RJ/JPR/Comp-I/Principal Employer/658 DARWS 22.12.2017**

Madam/Sir,

As you may be aware that the Government of India is working very hard to bring the deprived and poor workforce of the nation under the ambit of definitive social Security Schemes. It is needless to mention that EPFO is the sole Organization in the nation which caters to the requirements of such an ambitious project of the Government of India in terms of providing social security to approx. 5 crore employees and their families through its three prominent schemes viz. Employees' Provident Fund Scheme, Employees' Pension Scheme and Employees' Deposit Linked Insurance Scheme.

With an intention to promise a financially sound and secure future to the workforce of the nation, the Government of India has already made many amendments in the EPF & MP Act, 1952 so as to reach out to masses with a special emphasis on the informal/unorganized sector. The onus of implementing any social welfare schemes lies mostly on Government Organizations (Central/State Departments/PSUs/Autonomous Bodies etc.) being the largest employer of workforce both in organized and unorganized sector. It is pertinent to mention that the direct/regular employees of the Government are beneficiaries of various own framed Social Security Schemes however the employees engaged by the Government Organizations by or through contractors are often neglected and deprived of such invaluable piece of statutory benefits.

Just for the sake of sharing the cru x of the duties of the principal employer as provided in the EPF & MP Act, 1952, I would like to bring to your kind notice that it is the duty of the Principal Employer to ensure that each and every employee engaged by him directly or indirectly in or in connection with any of the activities of the establishment under any nature viz casual, temporary, piece rated, daily wages etc must be extended the benefits of Employees' Provident Fund & Miscellaneous Provisions Act, 1952 and the schemes framed there under invariably. With a view to successfully implement the provisions of EPF & MP Act, 1952, I would

CAO (P & F Cont.)

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like to request you not to award any contracts to such contractors who are not registered with EPFO. Even if such contractors are awarded any contracts, the Department being the Principal Employer directly becomes liable to extend the aforesaid benefits to the employees of non-registered contractors. Even in cases where the contractors are registered with EPFO, it is the statutory duty of principal employer to ensure regular compliance by the contractor(s) in respect of contractual employees. In case of default or evasion by the registered contractors also for any or some of his employees, the principal employer remains eventually liable to the extent of unpaid dues.

EPFO has already taken many initiatives to facilitate the employers in understanding the provisions of the Act by organizing awareness camps and one-to-one communication with the management of the establishments. Most of the information relating to provisions and procedures are easily available on the website of EPFO i.e. [www.epfindia.gov.in](http://www.epfindia.gov.in). For Principal Employer an online facility is available on the website of EPFO to upload work orders/outsourced job contracts/contract workers related information directly with a motive to provide effective e-governance system in the compliance set up and enhance the coverage to extend provident fund benefits to eligible employees.

Your kind attention is drawn herewith to this office letter under reference vide which mandate and functions of this organisation were explained and also called for certain information which is still awaited.

I sincerely solicit your cooperation to the EPFO in extending the aforementioned core social security benefits to deprived class.

Yours faithfully

(P.C. Gupta)

Regional PF Commissioner-I 14/4



## JAIPUR VIDYUT VITRAN NIGAM LIMITED

CIN: U40109RJ2000SGC016186

(A Government of Rajasthan Undertaking)

{Chief Accounts Officer(IA)}

Regd. Office: Vidyut Bhawan, Janpath, Jyoti Nagar, Jaipur 302005

Tel: 0141-2740264, 2740381 Ext: 4436/Fax: 0141-2740264

Website: [www.jaipurdiscom.com](http://www.jaipurdiscom.com) Email: [caoia@jvvnl.in](mailto:caoia@jvvnl.in)

JPD/Rules-1218

No. JPD/CAO(IA)/AAO/Rules/F.58/ D. 2485

Jaipur, dated: 25/09/18

Copy to the following for information, compliance and circulation in various offices under their jurisdiction and control:-

1. The Chief Controller of Accounts, JPD, Jaipur.
2. The Accountant General (E&R Sector Audit), O/O the Principal AG Rajasthan, Jaipur.
3. The Chief Engineer/Zonal Chief Engineer ( ), JPD, \_\_\_\_\_
4. The Dy. Chief Engineer ( ), JPD, \_\_\_\_\_
5. The Chief Accounts Officer (FM-W&M/R&B), JPD, Jaipur.
6. The Chief Personnel Officer, JPD, Jaipur.
7. The Secretary (Admn.)/Company Secretary, JPD, Jaipur.
8. The Addl. Superintendent of Police (Vig.), JPD, Jaipur.
9. The Sr. Accounts Officer ( )/Dy. Director of Personnel ( ), JPD, Jaipur.
10. The Superintending Engineer ( ), JPD, \_\_\_\_\_
11. The Superintending Engineer (IT), JPD, Jaipur. He is requested to upload this order indicating JPD/Rules No. on the Jaipur Discom's website.
12. The Accounts Officer/Asstt. Accounts Officer ( ), JPD, \_\_\_\_\_
13. P.A to the Chairman / Managing Director, JVVNL, Jaipur.
14. P.A to the Director (Finance/Technical), JPD, Jaipur.

(Dr. R.P. Gupta)

Chief Accounts Officer (IA)

website:epfindia.gov.in

email ID : [ro.jaipur@epfindia.gov.in](mailto:ro.jaipur@epfindia.gov.in)

Ph: 0141-2740882



कर्मचारीभविष्य निधि संगठन  
Employees Provident Fund Organisation  
(श्रमएवंरोजगारमंत्रालय, भारत सरकार)  
(Ministry of Labour & Employment, Govt. of India)  
क्षेत्रीय कार्यालय, निधि भवन, ज्योति नगर, जयपुर-302005  
Regional Office, Nidhi Bhawan, Jyoti Nagar, Jaipur-302005



No: RJ/JPR/Comp.I/Principal Employer/ 658

Date :-

22 DEC 2017

To,  
CMD  
Rajasthan Rajya Vidhyt Prasan Nigam Ltd.  
Vidhyut Bhawan, Jyoti Nagar, Jaipur

Subject: Compliance under the EPF & MP Act in respect of the employees engaged by or through contractors in Govt. departments/PSUs/Govt. Undertaking and Govt. Enterprises.

Sir,

The Employees' Provident Fund & Miscellaneous Provisions Act, 1952 and the schemes framed thereunder are meant to provide Social Security in the form of Provident Fund, Pension and Insurance to all the employees who are employed for wages, in or in connection with the work of an establishment.

2. The term "employees" has been defined in the Act to mean any person who is employed for wages in any kind of work, manual or otherwise, in or in connection with the work of an establishment and who gets his wages directly or indirectly from the employer, and includes any person employed by or through a contractor in or in connection with the work of the establishment. The Act does not differentiate between casual, contractual and regular employees.

Para 30(3) of the EPF Scheme, 52 state that "It shall be the responsibility of the Principal employer to pay both the contribution payable by himself in respect of the employees directly employed by him and also in respect of the employees employed by or through a contractor and also administrative charges".

It is noticed that a large number of contractual employees are being hired by your department/organisation, however P.F. benefits are not being extended to them. A serious note of such blatant disregard of labour laws particularly by Government Departments, PSUs/SPSUs, Government Undertaking has been taken by the Parliamentary Standing Committee. The Ministry of Labour & Employment, Government of India has also stressed upon the above issue and had directed that all bidders participating in tendering of any work for any business activity must have provident fund code number. You are therefore advised to make compulsory provisions of PF registration as a part of conditions in your tender notice.

5. In such circumstances being a Principal employers you are also advised to ensure the compliance of the EPF Act & Scheme provisions by extending social security to all your contractual employees & in this regard the following procedure may be implemented.

- (i) The Principal employer should ensure that the contractor is registered with EPFO before awarding any Contract. After award of the contract, the contractor details should be entered on the EPFO portal.  
(www.epfindia.gov.in → our services → for employers → for principal employer)
- (ii) Payments due to the contractor should only be made after verifying that the statutory PF payments have been made to EPFO. This can be done by verifying the copy of ECR and payment receipt/challans received from your contractor, through the EPFO website (www.epfindia.gov.in → our services → For employers → Important links → Establishment search). Principal employer may also seek separate ECR from their contractor in respect of employees deployed/employed at their establishment or sites.

6. It is further informed that even if the contractors are having separate PF code number, overall responsibility of ensuring the compliance under the EPF & MP Act, 1952 lies with the principal employer. Principal employer may also obtain a PF code number from our website and deposit the PF dues in its own code number in respect of its contract employees.

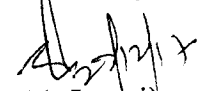
7. It is also requested that the list of contractors presently engaged by your establishment be provided to this office in soft/hard copy in following format:-

Name of Contractor establishment	Name of Proprietor/Owner /partner	Address	Mobile no	e-mail ID	Pf code no. If any	No. Of workers employed through the contractor	Date of Contract

The above details may be mailed at [ro.jaipur@epfindia.gov.in](mailto:ro.jaipur@epfindia.gov.in) ; mentioning contractor details in the subject.

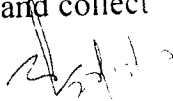
Kindly acknowledge the receipt.

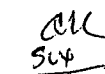
Yours faithfully,

  
(Saurabh Jagati)  
Regional P.F. Commissioner-I

Copy to:

Sh. J L Hindawi & EO, with the direction to deliver the letter to the establishment and collect the aforesaid details and submit to the office.

  
Regional P.F. Commissioner-I

  
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