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आज़ादी का
अमृत महोत्सव

कर्मचारी भविष्य निधि संगठन
Employees' Provident Fund Organization
श्रम एवं रोजगार मंत्रालय, भारत सरकार
Ministry of L & E, Government of India
क्षेत्रीय कार्यालय, शिमला, हिमाचल प्रदेश
Regional Office, Shimla, Himachal Pradesh
ब्लॉक नं. 34, एस.डी.ए. कॉम्प्लेक्स, कसुम्पटी, शिमला,
(हि.प्र.)

Block No.- 34, SDA Complex, Kasumpti, Shimla, HP 171009

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24 DEC 2021

No. 31(16)/RO/HP/Intell./Contract Worker/PE Portal/ 270

Dated: 23/12/2021

By Speed-post

To,

The Head of Department/OIC,
Department of Elementary Education (Govt. of HP),
Lalpani School Road, near Vidhan Sabha,
~~Chaura Maidan~~, Shimla (H.P) 171003

Subject: Soliciting cooperation of State Government for use of Principal Employers functionality available on EPFO Unified Portal by State Government departments employing contract/outsourced employees.

It is to inform that the Employees' Provident Fund & Miscellaneous Provisions Act, 1952 (the Act) is a social welfare legislation and its purpose is to cater the social security needs of the workers. The Act has been mandated to provide social security in the form of Provident Fund, Pension and Insurance to all EPF members and their dependents.

Various Central/State Government departments, PSUs, autonomous/statutory/attached bodies and the like are outsourcing the employees for various activities such as data entry, housekeeping, security, etc. through different agencies and contractors. The issue of coverage of such contract workers has been flagged as an area of top most concern and priority by the Government of India. The Hon'ble Union Labour Minister, Resp. Cabinet Secretary and Central Provident Fund Commissioner have issued letters to Union & State Govt. authorities for providing social security benefits to outsourced staff by ensuring coverage of contractual staff under EPF & MP Act, 1952 and adherence of all provisions of this Act in respect of them.

In this regard it is to inform that it is the duty of Principal Employer to ensure the compliance of employees engaged through contractor under Para 30 of EPF Scheme, 1952 which is reproduced as under:

“30. Payment of contributions:

(1) The employer shall, in the first instance, pay both the contribution payable by himself (in this Scheme referred to as the employer's contribution) and also, on behalf of the member employed by him directly or by or through a contractor, the contribution payable by such member (in this Scheme referred to as the member's contribution).

(2) In respect of employees employed by or through a contractor, the contractor shall recover the contribution payable by such employee (in this Scheme referred to as the member's contribution) and shall pay to the principal employer the amount of member's contribution so deducted together with an equal amount of contribution (in this Scheme referred to as the employer's contribution) and also administrative charges.

(3) 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.”

Further, being a Principal Employer, it is also the duty to update details of all contractors/outsourced agency on Principal Employer portal of EPFO. It is also pertinent to mention here that even EPFO Regional Office, Shimla (being a principal employer) has also uploaded the detail of the contractor on Principal Employer Portal in respect of Contractual employee engaged through contractor as part of the self-compliance under the act. The registration process for Principal Employer portal is as below:

For Principal Employers registered with EPFO:

Such employers can add the details of their contractor(s) at Employer Interface of EPFO's Unified Portal by using the menu tab Establishment >> Contractor.

For Principal Employers NOT registered with EPFO:

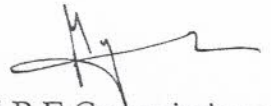
Such Principal Employers (like Govt. Departments) can register themselves on Employer Interface of EPFO's Unified Portal with their Income Tax (TAN) to receive Login/password for adding details of their contractors. The link of the Portal is:<https://unifiedportalemp.epfindia.gov.in/epfo/>.

Besides above, this exercise will also help Principal Employers to check employee-wise remittance made by the contractors through ECR for any wage month during tenure of contract and thus would be able to discharge their statutory responsibility specified under para 30 of the EPF Scheme.

In view of the above, it is requested to issue necessary instructions/guidelines to all the DDOs under your control to ensure updated of contractors' details in the Employers Unified Portal so that the contractors who have been getting double benefit under various Govt. Schemes can be identified and public money can be recovered.

This task may please be accorded highest priority and importance.

Yours faithfully,

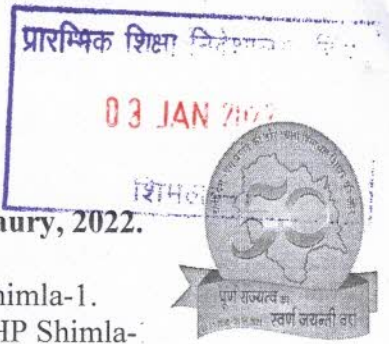


Regional P F Commissioner-II
Regional Office, Shimla(HP)

**DIRECTORATE OF ELEMENTARY EDUCATION
HIMACHAL PRADESH, LALPANI, SHIMLA-171001**

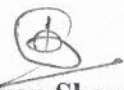
Endst. No: EDN-H (Ele)(1)B/2019(Misc) Vol-II Dt.

January, 2022.



Copy is forwarded for information and necessary action to:-

1. The Joint Director (s), Directorate of Elementary Edu., H.P., Shimla-1.
2. The Joint Controller (F&AS), Directorate of Elementary Edu. HP Shimla-
3. All the Deputy Directors/DDOs' of Elementary Education HP with the directions that these instructions may also be brought to the notice of all concerned DDOs' working under their jurisdiction.
4. The Assistant Controller (F&AS), Directorate of Elementary Education, HP Shimla-1.
5. The Registrar/DDO Directorate of Elementary Educaiton, HP Shimla-1.
6. The Section Officer (F&AS), Directorate of Elementary Education, HP Shimla-1.
7. All the Branch Officers/Superintendents, Directorate of Elementary Education, Shimla-1.
8. The in-charge IT cell, Directorate of Elementary Education, HP Shimla-1 with the remarks to upload the same on departmental website.
9. P.S. to D.E.E./P.A. to Addl. Director (Admn.) Dte. of Elem. Edu., H.P. Shimla-1.
10. Guard file.


**(Dr. Bhuwan Sharma) HPAS,
Joint Director (Administration),
Directorate of Elementary Education,
Himachal Pradesh, Shimla-1,**