

**F.No.2/3/2023-Legal  
Government of India  
Central Public Works Department  
Coordination & Legal Unit  
Email: deldir-legal@cpwd.gov.in  
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Nirman Bhawan, New Delhi  
Dated: January, 2024

**OFFICE MEMORANDUM**

**Sub: Coverage of Workers engaged in Projects of MoHUA under the EPF & MP Act, 1952.**

**Ref: 1. MoHUA email dated 18.12.2023.**

**2. MoHUA O.M No. F. No.0/2/2023-Admn.V-MoHUA, dated 13.12.2023.**

**3. Secretary, Ministry of Labour & Employment D.O. letter No. CAIU/064/V-III/2023, dated 08.12.2023.**

**4. Cabinet Secretary, Govt. of India D.O. letter No.391/1/2015-CA.V, dated 11.08.2015.**

Reference may please be made to the above cited MoHUA email dated 18.12.2023, MoHUA OM dated 13.12.2023, Secretary Ministry of Labour & Employment D.O. dated 08.12.2023 & Cabinet Secretary Govt. of India D.O dated 11.08.2015 on subject matter which are self-explanatory.

All ADGs/SDGs are hereby requested for compliance please.

This issues with the approval of competent authority.

Encl: As stated

To,

All SDGs/ADGs, CPWD  
(Through CPWD Website only)

  
(Shiv Kumar)  
EE (Coord. & Legal)



Email

8-11  
5/10/2024

Rajesh Kumar Kaushal

Fwd: Coverage of workers engaged in projects of MoHUA under the EPF & MP Act,1952

From : AMIT Yadav <amityadav.1303@gov.in>

Mon, Dec 18, 2023 10:11 AM

Subject : Fwd: Coverage of workers engaged in projects of MoHUA under the EPF & MP Act,1952

2 attachments

To : Dr. M.Dhinadhayalan <adviser-pee-mhua@gov.in>, M. Ezhil Arasu <arasu@nic.in>, Vinay Agarwal <vinay.agarwal@nic.in>, Dr(Mrs) Dr. Kavitha Gotru <kavitha.gotru@gov.in>, rajeev <jain.rajeev@nic.in>, Rajesh Kumar Kaushal <cpwd\_dgw@nic.in>, Sanjay Singh <sanjay.moca@nic.in>, Directorate of <estates-mohua@gov.in>, Suvasish Das Land and Development Officer <ldo@nic.in>, Sanjay Singh <cop-dep@nic.in>, Bishamber Dhar <dca.giso@nic.in>, O/o CP, TCPO <cp-tcpo-mud@nic.in>, CMD SECTT <cmdsectt@nbccindia.com>, duac1974@gmail.com, director@niua.org, vcdda@dda.org.in, MS <ncrpb-ms@nic.in>, vinaykumar singh <vinaykumar.singh@ncrtc.in>, MD DMRC <mdmetro@dmrc.org>, Chairperson NDMC <chairperson@ndmc.gov.in>, ska@bmtpc.org, cgewho <cgewho@nic.in>, cmd@hudco.org, hplcmd@gmail.com, Basudev Das <basudev.das@nic.in>, nchf2001@yahoo.com

महानिदेशक क.लो.नि.वि.  
निर्माण भवन, नई दिल्ली-11  
e-Office No. 24.685.11  
Date... 18/12/23.....

Cc : Sanjeev Kumar <sanjeev.kumar83@nic.in>

DDCM  
h/l  
18/12  
ADG (v)  
R  
18/12/2023  
ओर. क. कोशल  
महानिदेशक, क.लो.नि.वि.

Coverage of workers engaged in projects of MoHUA under the EPF & MP Act,1952 .

From: "Sanjeev Kumar" <sanjeev.kumar83@nic.in>

To: "AMIT Yadav" <amityadav.1303@gov.in>

Sent: Friday, December 15, 2023 5:51:05 PM

Subject: Fwd: Coverage of workers engaged in projects of MoHUA under the EPF & MP Act,1952

Please send it to all organisations of MoHUA through e-mail.

From: "AMIT Yadav" <amityadav.1303@gov.in>

To: "Abhinav Gupta" <g.abhinav@nic.in>

Cc: "Sanjeev Kumar" <sanjeev.kumar83@nic.in>

Sent: Friday, December 15, 2023 5:37:45 PM

Subject: Coverage of workers engaged in projects of MoHUA under the EPF & MP Act,1952

Coverage of workers engaged in projects of MoHUA under the EPF & MP Act,1952

Please upload on e-office.

Regards,

Amit

Assistant section officer

Admin v,

Ministry of Housing and Urban Affairs

6  
Rtn

निवे. (पी.एच. डब्ल्यू.ए.)	निवे. (पी.एच. एच.पी.सी.)
निदेशक (सित)	कार्य.अनि. (साईंस फीस)
सं.नि. (सा.सा.)	पी.पी.एस
निरी. अधिकारी (दि)	

EE  
4/1  
18/12/2023  
SH. M. S  
18/12/2023  
18/12/2023  
Eng-  
3/11



संयुक्त कुटुम्बकम्  
ONE EARTH - ONE FAMILY - ONE FUTURE

--  
Regards,  
Amit  
Assistant section officer  
Admin v,  
Ministry of Housing and Urban Affairs

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 **epfo.pdf**  
1 MB

 **Epf.pdf**  
195 KB

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F.No. O/2/2023-Admn. V-MoHUA  
Computer No: 9168177  
भारत सरकार / Government of India  
आवासन और शहरी कार्य मंत्रालय / Ministry of Housing and Urban Affairs  
(Admn. V Section)

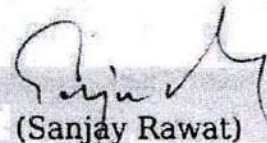
Nirman Bhawan, New Delhi 110011  
Dated the 13<sup>th</sup> December, 2023

**OFFICE MEMORANDUM**

**Subject- Coverage of workers engaged in projects of MoHUA under the EPF & MP Act, 1952.**

The undersigned is directed to circulate a D.O No. CAIU/064/V-III/2023 dated 08.12.2023 received from Ministry of Labour & Employment on the aforementioned subject for compliance and necessary action please.

Encls: As above.



(Sanjay Rawat)

Under Secretary to the Govt. of India  
E-mail - Sanjay.rawat70@nic.in

To,

- i. Head of all Divisions of MoHuA
- ii. Head of All Attached/Subordinate/PSUs and Autonomous body of MoHUA .
- iii. SO (IT Cell) for uploading on e-office notice board.

गहूजा, आई०ए०एस०  
कार के सचिव  
H.U.J.A., I.A.S.  
to Govt. of India



MINISTRY OF LABOUR & EMPLOYMENT  
SHRAM SHAKTI BHAVAN  
NEW DELHI - 110001

श्रम शक्ति  
नई दिल्ली-11  
Tele : 91-11-23 71  
E-mail : secy-labour@

December 8, 2023

D.O No: D.O No. CAIU/064/V-III/2023

Dear Sir,

I am writing to you in connection with social security of all workers especially those who are prone to hazards. As you are aware that Employees' Provident Fund Organization (EPFO) provide social security in the form of Provident Fund, Pensions and Insurance as well as health care and eight kinds of cash benefits to workers as per the eligibility. EPFO provides following benefits in the form of Social Security to the workers/survivors:

H, V&PSP)

- i. Provident Fund
- ii. Pension to Worker/survivors
- iii. Employees Deposit Linked Insurance (up to Rs. 7 lakhs)

2. Labour costs (including PF) are factored during Cost Estimation of any project. This labour cost is paid to the implementing agencies and contractors the Ministries. However, this amount, though paid by Ministry, does not reach the intended beneficiaries i.e. workers due to non-compliance of EPF Act related statutory guidelines by the employers/contractors/outsourcing agencies.

3. Kind reference is invited to Cabinet Secretary D.O. No. 391/1/2/2015-C dated 11/08/2015 (enclosed) vide which the Ministries/Departments, PSUs other bodies as Principal Employer have been asked to ensure that legally entitled social security benefits are extended to the outsourced workers in Ministry/department, PSUs & other bodies.

4. It has also been conveyed that Ministries/Departments, PSUs and other bodies need to ensure that the contractors who are providing outsourced staff registered with EPFO and payment to the contractors is made only after verifying that the social security coverage is being extended to such staff. Following statutory obligations have been incorporated into outsourcing through Government e-Market Place (GeM) Portal:

(M/LB) The service provider/contractor shall be responsible for paying wages to contract labour at rates not less than the minimum wages as notified by the Appropriate Government.

7 ii. The service provider/contractor shall not make any unauthorized deductions from the wages of the contract labour.

27 iii. As per the Contract Labour Regulation and Abolition Act, 1970, service provider/contractor shall be responsible for ensuring that wages paid to the contract labour on time.

Contd.



*[Signature]*  
12/12

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The principal employer/buyer shall ensure that the wages are paid on time to the contract labour by the service provider/contractor. In case the service provider/contractor fails to pay the wages on time or makes short-payment, the principal employer/buyer shall be liable to pay the wages to the contract labour directly and recover the amount from the service provider/contractor.

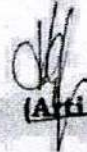
iv. The service provider/contractor shall be responsible for paying bonus to contract labour in the manner prescribed by the Payment of Bonus Act, 1965.

v. The service provider/contractor shall be responsible for paying proportionate gratuity to contract labour/employees who have rendered continuous service as per the provisions of the Payment of Gratuity Act, 1972.

5. I would request your kind intervention in issuing necessary directions to ensure coverage of workers engaged in projects under MoHUA under the EPF & MP Act, 1952 to secure the future of workers by extending social security to them viz. provident fund, pension and insurance. EPFO would provide all necessary assistance in this exercise.

*With warm regards,*

Yours sincerely,

  
(Arti Ahuja)

**Shri Manoj Joshi**  
Secretary  
Ministry of Housing and Urban Affairs,  
Nirman Bhawan,  
New Delhi-11000



CABINET SECRETARY  
GOVERNMENT OF INDIA

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

11<sup>th</sup> August, 2015

Dear

Sf. No. 6(I)

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](http://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](http://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,

-Sd-

( P. K. Sinha )

All Secretaries to the Government of India.

Copy to: Shri Shankar Agarwal, Secretary, M/o Labour & Employment w.r.t D.O. No. C-III/011/2(82)2015/HQ dated 07.07.2015 from Minister of State, (I/C), Labour & Employment.

( P. K. Sinha )



CABINET SECRETARIAT

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

11<sup>th</sup> August, 2015

Dear Chairman,

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.

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With regards,

Yours sincerely,

(P. K. Sinha)

Shri A.K. Mital,  
Chairman,  
Railway Board,  
New Delhi

