



# BUILDERS' ASSOCIATION OF INDIA

(Apex Body of Construction Industry)

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Ref: 628/N/2019-20 dated November 18, 2019

To:

All Managing Committee and General Council Members of BAI  
Chairmen and Office Bearers of all BAI Centres.

Dear Sirs,

**Sub: ESIC & PF Notifications.**

With reference to the above, please find attached herewith the following Notification No.3570 dated 31<sup>st</sup> October 2019, received from ESIC & EPF Department :-

**(1) On PF Matter.**

S.O.3962(E). ----In exercise of the powers conferred by the proviso to sub-section (3) of section 1 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), the Central Government hereby extends the provisions of the said Act to apply to the establishments, **employing ten or more persons** and covered under the provisions of the erstwhile the Jammu and Kashmir Employees' Provident Funds and Miscellaneous Provisions Act, 1961 (XV of 1961), as it stood before its repeal by the Jammu and Kashmir Reorganization Act, 2019 (34 of 2019), with effect from the **1<sup>st</sup> day of January, 2020.**

**(2) On ESIC Matter:**

The Government of India in its pursuit of expanding the Social Security Coverage to more and more people started a programme of special registration of employers and employees from December 2016 to June 2017 and also decided to extend the coverage of the scheme to all the districts in the country in a phased manner. The wage ceiling of coverage was also enhanced from Rs.15,000/- per month to Rs.21,000/- from 01.01.2017.

**Changes in ESIC with effect from 1<sup>st</sup> October, 2019:**

Employers' Share : 3.25%

Employees' Share: 0.75%

- Employees must be registered online on the date of appointment; the online system shall allow maximum 10 days to register the new employee.  
*Example – If Employee joins on 1<sup>st</sup>, the registration must be done by 10<sup>th</sup> else system will not accept it. If you register on 25<sup>th</sup> of month, Date of joining cannot be before 16<sup>th</sup>.*
- Employee will have to collect their Biometric ESI Permanent Card from nearest Branch Office.

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**B.A.I. Centres at :**

Adilabad, Agra, Agra Cantt., Ahmedabad, Ahmednagar, Aligarh, Allahabad, Alleppy, Aluva, Amravati, Amaravathi, Andaman & Nicobar, Angamali, Aurangabad, Baghpat, Bangalore, Baramali, Bareilly, Baroda, Bharuch, Bhopal, Bilaspur, Butibori, Calicut, Chandigarh, Changanacherry, Chengalpatu, Chennai, Chettinadu, Chitradurga, Coimbatore, Delhi, Delhi East Shahadra, Delhi North, Delhi South, Delhi West, Dhanbad, Dhule, Dindigul, Durgapur, Durg-Bhillai, Erode, Ettumanoor, Faridabad, Gautam Buddha Nagar, Gandhinagar, Ghaziabad, Goa, Greater Hyderabad, Greater Jaipur, Greater Noida, Guntur, Gurgaon, Guwahati, Haldia, Hapur, Hasan, Hyderabad, Ichalkaranji, Indore, Jabalpur, Jagdalpur, Jaipur, Jalgaon, Jaisalmer, Jamshedpur, Jodhpur, Kallakurichi, Kamareddy, Kanker, Kannur, Kanpur, Kanpur-South, Kanyakumari, Karaikal, Karimnagar, Karnal, Karnavati, Khammam, Kochi, Kodaikanal, Kodungullar, Kolhapur, Kolkata, Kollam, Kottayam, Kumbakonam, Kundli, Latur, Loni, Lucknow, Madhuranthakam, Madurai, Mahaboobnagar, Malegaon, Mangalore, Mayiladuthurai, Medak, Meerut, Meerut Cantt., Modinagar, Moradabad, Moradabad Nor Rly., Mumbai, Muvattupuzha, Muzaffarnagar, Mysore, Nagapattnam, Nagpur, Nalgonda, Namakkal, Nanded, Nandurbar, Nasik, Nellore, Neyveli, Nilgin, Nizamabad, Parbhani, Patna, Perambalur, Phaltan, Pink City Jaipur, Pondichery, Ponneri, Poonamallee, Pudukkottai, Pune, Raichur, Raigad, Raipur, Rajahmundry, Rajkot, Ramanathapuram, Ranchi, Ranga Reddy, Ravulapalem, Salem, Sangamner, Sangli, Shahada, Satara, Shahda, Shimoga, Silchar, Sitapur, Solapur, Surat, Tambaram, Tanuku, Tezpur, Thanjavur, Theni, Thiruthurai, Thiruvalla, Thiruvannamalai, Thiruvarur, Thripunithura, Thrissur, Tiruchirappalli, Tirunelveli, Tirupur, Tiruvallur, Thiruvananthapuram, Tuticorin, Udumalpet, Ulhasnagar, Vellore, Vijayawada, Vikarabad, Villupuram, Visakhapatnam, Vizag Steel City, Warangal, Western U.P. Electrical, Yadadri.

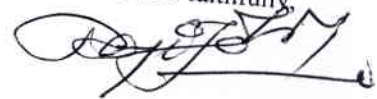
: 2 :

- Contribution against employee must be deposited within the due date. You shall not be able to deposit contribution online after 42 days from the end date of the contribution period.  
*Example : Payment of April – September cannot be deposited after 11<sup>th</sup> November, and Payment of October – March cannot be deposited after 11<sup>th</sup> May.*
- Employee whose per day salary is Rs.176/- or less need not to pay Employee's contribution and the same will be paid by Government. However, Employer will have to pay their share of contribution.

The above is for kind information and record.

Thanking you,

Yours faithfully,



**RAJU JOHN**  
**Executive Secretary**  
**Builders' Association of India**



# भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)

PART II—Section 3—Sub-section (ii)

प्राधिकार से प्रकाशित

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No. 3570]

NEW DELHI, THURSDAY, OCTOBER 31, 2019/KARTIKA 9, 1941

MINISTRY OF LABOUR AND EMPLOYMENT

NOTIFICATION

New Delhi, the 31st October, 2019.

S.O.3962(E). ----In exercise of the powers conferred by the proviso to sub-section (3) of section 1 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), the Central Government hereby extends the provisions of the said Act to apply to the establishments, employing ten or more persons and covered under the provisions of the erstwhile the Jammu and Kashmir Employees' Provident Funds and Miscellaneous Provisions Act, 1961 (XV of 1961), as it stood before its repeal by the Jammu and Kashmir Reorganization Act, 2019 (34 of 2019), with effect from the 1<sup>st</sup> day of January, 2020.

(F.No.R.11011/02/2019-SS-II)

R.K. GUPTA. Jt.Secy.

## **Changes in ESIC/ESI w.e.f. 1st October, 2019**

The ESI Act 1948, encompasses certain health related eventualities that the workers are generally exposed to; such as sickness, maternity, temporary or permanent disablement, Occupational disease or death due to employment injury, resulting in loss of wages or earning capacity-total or partial. Social security provision made in the Act to counterbalance or negate the resulting physical or financial distress in such contingencies, are thus, aimed at upholding human dignity in times of crises through protection from deprivation, destitution and social degradation while enabling the society the retention and continuity of a socially useful and productive manpower.

The Employees' State Insurance Act 1948 (the ESI Act) provides for medical, cash, maternity, disability and dependent benefits to the Insured Persons under the Act. The ESI

Act is administered by Employees' State Insurance Corporation (ESIC). Benefits provided under the ESI Act are funded by the contributions made by the employers and the employees.

The Government of India in its pursuit of expanding the Social Security Coverage to more and more people started a programme of special registration of employers and employees from December, 2016 to June, 2017 and also decided to extend the coverage of the scheme to all the districts in the country in a phased manner. The wage ceiling of coverage was also enhanced from Rs. 15,000/- per month to Rs. 21,000/- from 01.01.2017.

#### **Current ESIC contribution Rate:**

Employers' share: 3.25%

Employees share: 0.75%

#### **Changes in ESIC with effect from 1st October, 2019**

- Employees must be registered online on the date of appointment; the online system shall allow maximum 10 days to register the new employee.  
*Example – If Employee joins on 1<sup>st</sup>, then registration must be done by 10<sup>th</sup> else system will not accept it. If you register on 25<sup>th</sup> of month, Date of joining cannot be before 16<sup>th</sup>.*
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*Example : Payment of April-September cannot be deposited after 11<sup>th</sup> November, and Payment of October- March cannot be deposited after 11<sup>th</sup> May.*
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