



क.रा.बी.नि.
E.S.I.C.

தொழிலாளர் அரக்கக் கார்ப்பீட்டு கழகம்
कर्मचारी राज्य बीमा निगम
EMPLOYEES' STATE INSURANCE CORPORATION
தொழிலாளர் & சமூகவகாங்குத் துறை, திருச்சி அரசு
श्रम एवं रोजगार मंत्रालय, भारत सरकार
Ministry of Labour & Employment, Govt. of India



सत्यमेव जयते

சார் மண்டல அலுவலகம்
उप क्षेत्रीय कार्यालय
SUB REGIONAL OFFICE
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परिपत्र/ CIRCULAR

ESI Corporation is in receipt of various complaints from workers regarding non-payment of ESI contribution by the employer concerned. The following points/clauses of ESI Act, 1948 are once again highlighted for the compliance by all employers covered under ESI Act, 1948.

1. An employer is to cover all employees including temporary/contract/employees engaged through contractors or migrant labours.
2. It is duty of the principal employers engaging the contractor to ensure compliance under the ESI Act, 1948.
 - a) Registration of all employees engaged through the contractor.
 - b) Payment of contribution by immediate employer.

Kind attention is invited to Section 40(1) & Section 44 of the ESI Act 1948.(as amended) read with Regulation 32 of the ESI (General) Regulations, 1950. The obligation arising out of the above cannot be avoided by the principal employer even when the immediate employer is having a separate ESI Code number for ease of compliance.

THIS MAY PLEASE BE NOTED.

Non-compliance of the above provisions shall invite legal action/penal action under various provisions of ESI Act, 1948.

K. Raghuraman
21/07/2022

उप निदेशक(निरीक्षण शाखा)
Deputy Director (Inspn Br.)
ESIC, SRO Coimbatore.

सेवा में/TO,

- 1) All employers Coimbatore sub-region.