

NORTH CENTRAL RAILWAY

NCRPS-6265/2023

Headquarters Office  
Subedarganj, Prayagraj

No. 797-E/NCR/Policy/2023/Misc (EPFO)

Dated: .01.2024

All PHODs / CHODs, NCR HQ office, Prayagraj,  
Divisional Railway Manager AGRA, JHANSI & PRAYAGRAJ,  
CWM/JHS WS, CWM/ MLR WS, CWM/ RSK/STLI, CWM/CPOH Prayagraj,  
Sr.DPO AGRA, JHANSI & PRAYAGRAJ, Dy.CPO/Const PRYJ, Dy.CPO/WS/JHS,  
SPO/MLR, APO /RSK/STLI, CEE/WS/ JHS, Dy.CE/WS/JHS, Dy.CMM/GSD JHANSI,  
Dy.CE/ Bridge Line JHANSI AGRA, Prayagraj, Dy.CE/ TMC Line JHANSI DyCE / CSP  
Prayagraj, Staff Officer/RPF/NCR/HQ/Prayagraj. Dy FA&CAO/G/NCR,  
Principal- ETC/ Kanpur. Principal- IRTMTC / Prayagraj, Principal- CETA / Kanpur,  
Principal- Supervisor Training Centre /Jhansi, Principal- Area Training Centre/Jhansi,  
Principal- Transportation Training Centre, Subedarganj / Prayagraj, Principal- Basic Training  
Centre, Loco/Jhansi, Principal- BTCC&W/Jhansi, Principal- BTC, Wagon Workshop/Jhansi,  
Principal- C&W training Centre/ Kanpur, Principal- Permanent Way Training Centre/JHS,  
Principal- Electric Training Centre/TRD/Jhansi.

**Sub:** Compliance of Statutory Provisions of the Employees' Provident  
Funds and Miscellaneous Provisions Act, 1952 to "Contract Labour"  
hired by Railways either directly or through Contractors.

**Ref:** Railway Board Letter No. 2024/E(LL)/EPF/1 dated 08.01.2024.

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Copy of Railway Board's letter No.2024/E(LL)/EPF/1 dated 08.01.2024, is annexed  
herewith for further necessary action.

Policy Letter Circulated under NCRPS/NCRBE is also be available on website  
[www.ncr.indianrailways.gov.in](http://www.ncr.indianrailways.gov.in) (About us→Department→Personnel→NCR Policy Circulars).

**DA:** as above

Digitally Signed by  
(Jitendra Singh)  
Jitendra Singh  
Date: 10-01-2024 10:16:50  
Reason for Approval: General Manager/P

C/- Secretary to GM for kind information to General Manager.  
C/- Secretary to AGM for kind information to AGM.  
C/- All Personnel Officer in HQ.  
C/- All Recognized Union and Associations.  
C/- SWC for information in reference to SWC No. .... .

Policy

Single Window Cell HQ  
SWC No. NCR/HQ  
Date 09/01/24  
902440

भारत सरकार/GOVERNMENT OF INDIA  
रेल मंत्रालय/MINISTRY OF RAILWAYS  
रेलवे बोर्ड/RAILWAY BOARD

No.2024/E(LL)/EPF/1

New Delhi, dated: 08.01.2024

The General Managers,  
All Zonal Railways, Construction/NFR, Production Units,  
Metro Railway/Kolkata,  
CORE/Prayagraj, RWP/Bela, WPO/Patna,  
The Director General, RDSO, Lucknow,  
The Director General, NAIR, Vadodara.

**Sub: Compliance of the Statutory Provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 to "Contract Labour" hired by Railways either directly or through Contractors.**

**Ref: (i) Board's letter No.2012/CE-I/O/22 dated 14.12.2012.  
(ii) Board's letter No.E(LL)2015/PNM/AIRF/1 dated 20.10.2015.  
(iii) Board's letter No.2018/E(LL)/AT/CNR/3 dated 24.01.2018.**

Central Provident Fund Commissioner (CPFC), Employees' Provident Fund Organization (EPFO) vide her D.O. letter has drawn attention of CRB & CEO on recent incidents that occurred at Nichitpur Railway crossing under Dhanbad Division of ECRly on 28.05.2023 and Bairabi-Sairang Rail Project in Sairang, Aizwal district, Mizoram on 23.08.2023 and stated that 4 out of 6 workers died in Nichitpur Railway crossing accident and all 23 workers died in Bairabi-Sairang Rail Project accident were not found enrolled under EPF Scheme 1952 at the time of accidents.

2. It is to be noted that the statutory provisions of many legislations for protection of such contract labourers(as circulated from time to time) cast obligations both on the "Contractor" as well as on concerned departmental heads of Zonal Railways, Divisions, Units etc as Principal Employer". Further, attention in this connection is invited to Board's letter under reference (i) wherein duty of 'Principal Employer' and 'Contractors' were elaborated as per the provisions of Employees' Provident Funds and Miscellaneous Provisions Act. 1952 for compliance.

3. In view of the above, Zonal Railways/Production Units etc. are directed to ensure that the contractors who are providing outsourced workers is registered with EPFO and payment of contractors is made only after verifying that social security benefits under the EPF & MP Act 1952 such as provident fund, pension and life insurance are being extended to secure the future of outsourced workers.



(M.K. Meena)

Joint Director Estt. (LL)

Railway Board

Tel No.011- 23047136

**Copy for information and necessary action to:-**

1. CMDs/MDs/Equivalent: IRCON, RITES, RVNL, DFCCIL, CONCOR, CRIS, IRCTC, IRFC, KRCL, MRVC, RCIL, Burn Standard, Braithwaite, NHRCL, RLDA.
2. Directors of All Central Training Institutes (IRICEN, IRIEEN, IRIMEE, IRISSET, IRITM).