



**EMPLOYEES STATE INSURANCE CORPORATION**  
**PANCHDEEP BHAWAN', C.I.G ROAD,**  
**NEW DELHI - 110 002.**  
Website - [esic.nic.in](http://esic.nic.in) (011) 23234092

ESIC..... *Chinta Se Mukti*  
No. P-12/11/11/60/2010-Rev.II

Dated: 31/07/2015

**NOTICE TO EMPLOYERS**

**SUBJECT: Coverage of all the Construction Workers/Employees under Employees' State Insurance Act.**

1. It has been decided to extend the benefits of the ESI Scheme to the construction site workers also, located in the implemented areas w.e.f. 1<sup>st</sup> August, 2015 vide instruction no. P-12/11/11/60/2010-Rev.II dated 31/07/2015 in partial modification of the earlier Instruction on the subject. For the coverage under ESI Act, the Construction Site Workers/Employees are also to be considered.
2. The ESI Scheme is already applicable to employees engaged in the offices of the Builders/Construction agencies. As per Hqrs. Office instruction No. 4/99 dated 14<sup>th</sup> June, 1999, the construction site workers were excluded from ESI coverage.
3. In view of the above, all such employers, employing Construction site workers, are advised to get these workers engaged on the construction sites in the implemented area registered online. They may send these workers and their families to the nearest ESIC Branch Office for their photography and capturing of biometrics so that Pehchan Cards could be issued to the registered workers/employees for availing benefits under the ESI Act.
4. Once covered under the Act, the construction site workers/employees will be entitled for benefits of complete medical care (from primary to tertiary medical care), as well as a range of cash benefits in times of exigencies of employment injury, death, disablement, maternity and unemployment.
5. With effect from 1.8.2015, all the provisions of the ESI Act, 1948 as amended and Rules and Regulations as framed thereunder, are applicable to all such employers employing construction site workers. The employers are legally liable for compliance as per the provisions of ESI Act, 1948.
6. The ESI Scheme is also extended to those Construction agencies, which were earlier not covered due to employees in their offices being less than coverage limit but now will be liable to be covered after addition of construction site workers.

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For inf

*[Handwritten Signature]*

19.08.2015

**Addl. Comm. (Rev.)**