

**Employees' State Insurance Corporation****EMPLOYERS' REGISTRATION FORM****[Regulation 10B]**[Employer Code No.]
(if allotted previously)

1. Name of the factory / establishment
2. Full registered address
3. (a) Telephone No., if any
- (b) Telegraphic address, if any
4. Location of factory / establishment
- (a) State
- (b) District
- (c) Town or village
- (d) Nearest railway station
- (e) Name of road locality municipal No., if any
- (f) Nearest post office, where factory/establishment is situated
- (g) Police station having jurisdiction in area where the factory / establishment is situated
5. Exact nature of work / business carried on
6. (a) Year of registration of the factory under the Factories Act / establishment under the Shops and Establishments Act or under any other Act (please indicate the relevant Act)
- (b) License No. (factory)/Certificate No. (Establishment)
- (c) The date of starting of the factory / establishment
7. Nature of proprietorship (whether registered, joint-stock company, individual ownership, partnership or private registered company)
8. Principal employer
- (a) Name of the manager declared as such for purposes of the Factories Act in case of a factory and for the purpose of the Shops and Establishments Act or any other relevant Act
- (b) Name of residential address of managing director / managing agents / managing partner / owner or occupier
- (c) If it is registered joint – stock company, name and address of the chairman of the board of directors
- (d) Name and residential address of each of the directors of registered joint-stock company / if a partnership concern, name and address of each of the partners
9. (a) Whether power is used in the factory / establishment, if so since when
- (b) In case of factory whether license issued under section 2(m)(i) or 2(m)(ii) of the Factories Act, 1948

** This date should be the date one year prior to the date of enforcement of the provisions of the ESI Act 1948 to the Factory/Establishment. In case of a factory/establishment to which the Act previously applied but has ceased to apply for the time being, this date will be the date when the Act last applied.*

*** Score out whichever is not applicable. In case of an establishment using power in the manufacturing process the number, applicable is 10 persons or more, in case of a Factory using power or an establishment engaged in manufacturing process without using power or any other establishment the number applicable is 20 or more persons.*

Notes :

- (1) In answer to item 5 complete information should be given with regard to the nomenclature of industry or business and the exact nature of work carried on as part of that industry, or business, for example, instead of giving the nature of business "textile", "chemicals", "engineering", "shops", "road transport", etc., the exact nature of work should be stated such as textile, cotton, chemicals, manufacture of matches, engineering, manufacture of electric motors, shops, shoes, road motor transport, transporting of goods, etc.
- (2) Changes in the names and address(es) of persons mentioned in items 8 (a) to (d) should invariably be intimated promptly to the Regional Office of the Corporation as soon as these changes take place.
- (3) "Power" shall have the meaning assigned to it in the Factories Act, 1948.
- (4) "Immediate employer", in relation to employees employed by or through him, means a person who has undertaken the execution, on the premises of a factory or an establishment to which this Act applies or under the supervisions of the principal employer or his agent, of the whole or any part of any work which is ordinarily part of the work of the factory or establishment of the principal employer or is preliminary to the work carried on in or incidental to the purpose of any such factory or establishment and includes a person by whom the services of an employee who has entered into a contract of service with him are temporarily lent or let on hire to the principal employer and includes a contractor.
- (5) "Principal employer" means --
 - (i) in a factory, the owner or occupier of the factory and includes the managing agent of such owner or occupier, the legal representative of the deceased owner or occupier and where a person has been named as the manager of the factory under the Factories Act, 1948, the person so named;
 - (ii) in any establishment under the control of any department of Government of India, the authority appointed by such Government, in this behalf or where no authority is so appointed, the head of the departments;
 - (iii) in any other establishment any person responsible for the supervision and control of the establishment.
- (6) "Occupier of a factory / establishment" means the person who has an ultimate control over the affairs of the factory / establishment and when the said affairs are entrusted to a managing agent, such agent shall be the occupier of the factory / establishment.
- (7) "Employee" means any person employed for wages in or in connection with the work of a factory or establishment to which this Act applies, and
 - (i) who is directly employed by the principal employer or any work incidental or preliminary to or connected with the work of the factory or establishment, whether such work is done by the employee in the factory or establishment or elsewhere, or
 - (ii) who is employed by or through an immediate employer on the premises of the factory or establishment or under the supervision of the principal employer or his agent on work which is ordinarily part of the work of the factory or establishment or which is preliminary to the work carried on in or incidental to the purpose of the factory or establishment; or
 - (iii) whose services are temporarily lent or let on hire to the principal employer by the persons with whom the person whose services are so lent or let on hire has entered into a contract of services and includes any person employed for wages on any work connected with the administration of the factory or establishment or any part, department or branch thereof or with the purchase of raw materials for, or the distribution of sale of the products of the factory or establishment or any person engaged as an apprentice, not being an apprentice engaged under the Apprentices Act, 1961, or under the Standing Orders of the establishment; but does not include --
 - (a) any member of the Indian Naval, Military or Air Forces; or
 - (b) any person so employed whose wages (excluding remuneration for overtime work) exceeds such wages as may be prescribed by the Central Government a month :

PROVIDED that an employee whose wages (excluding remuneration of overtime work) exceeds such wages as may be prescribed by the Central Government, a month at any time after (and not before) the beginning of the contribution period shall continue to be an employee until the end of the period.

- (8) "Wages" means all remuneration paid or payable in cash to an employee if the terms of the contract of employment express or implied were fulfilled and includes any payment to an employee in respect of any period of authorized

leave, lock-outs, strike which is not legal or lay-off and other additional remuneration, if any, paid at intervals not exceeding two months but does not include :

- (a) any contribution paid by the employer to any pension fund or provident fund or under this Act;
- (b) Any traveling allowance or the value of any traveling concession;
- (c) Any sum paid to the person employed to defray special expenses entailed on him by the nature of his employment' or
- (d) Any gratuity payable on discharge.