

Coverage: The ESI Act applies to

- Non Seasonal factories; Factories using power employin 10 or more
- Non Seasonal and non power using factories and establishment employing 20 or more persons

- Employees of factories and establishment in receipt of wages not exceeding Rs 7000/- per month are covered under this act.
- New limit of wages Rs 21,000/- not exceeding on 2020.

Finances and Contribution =

- Payable such as

- (a) Employees Contribution 0.75% of the wages
- (b) Employers Contribution 4.75% " "

Total 3.25

4.00 ~~6.50~~ of the wages

Contribution & Benefit period. Benefit period  
 1st April to 30th September 1st Jan to 30th June  
 and 1st October to 31st March 1st July to 31st Dec

Date 23.10.2020.

77  
MAY  
MON

MAA-III HR,  
HC-01, APR 20

The Employees State Insurance Corporation (ESIC) 1948 amendment.

AMENDMENTS:

- WAGES LIMIT - 21,000/-
- Inspectors - Social security officers
- Family - extended
- ESIC TO open Medical & paramedical College
- Medical facilities to other beneficiaries - i.e.
- Third party, private parties.

ESI Scheme: ESI Scheme for India as social security to workers and their dependents in the organised sector such as sickness, Maternity, Disability due to employment injury or occupational hazard, Death.



Form 11, form 12, form 17 and form of certificate.

How to Fill ESIC Form 10

Sickness benefit of employee.

- 1) Name of insured person.
- 2) Insurance NO.
- 3) Job leave period (start date - End date)
- 4) Form fill up date
- 5) Signature of employee
- 6) Name of Designation.
- 7) Code NO

Form 19 Claim for Maternity benefit & notice of work

Form 21 & 23 Maternity benefit to nominee

Form 24 Production form Covid 19 safe work place guidelines for industry and establishment

Here are the 5 noteworthy changes made in the ESI act: i.e. from 1st oct 2019.

1) Compulsory ESI Registration of Employees

2) Compulsory ESI Registration card

3) Timely Deposit Contribution of ESI

4) Limit for employees ESI contribution - 2020  
Rs 176/- per day.

S	M	T	W	T	F	S	S
			1	2	3	4	
5	6	7	8	9	10	11	
12	13	14	15	16	17	18	
19	20	21	22	23	24	25	
26	27	28	29	30			

Benefits of employees  
ESI scheme Major social security benefits in any kind include -

1. Medical Benefit - for self & family

2. Sickness Benefit for self

3. Maternity Benefit for self

4. Disablement benefit

(a) Temporary

(b) Permanent

5. Dependent Benefit - in case of death

6. Funeral benefit. 10,000/-

ESIC forms: Form 6 Register of employ-ees., Form 01A Annual information

ESIC Form 9 & claim Sickness / Temporary Disablement.

Form 3 Return of Declaration

Form 5 Return of Contribution

Form 7B Medical acceptance Card.

Form 10 Details of employee fill on leave, Printable, Fillable, Blank /



5

136-230 • WK 20

MAY  
FRI

APR '20						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

5) Special Registration programme.

