



ESI REGISTRATION



About ESI

- Basically ESI is a multidimensional social security system to provide socio-economic protection to worker population and their dependants covered under the scheme. It is full medical care for self and dependents.
- ESI fund is managed by the Employees' State Insurance Corporation (ESIC), which is an autonomous corporation comes under Ministry of Labour and Employment, Government of India(GOI).
- Currently, any factory or establishment employing ten or more persons drawing wages of upto Rs.21,000 per month must obtain ESI registration.

Employees' State Insurance (ESI) is a self-financing social security and health insurance scheme for Indian workers.

Advantages Of ESI Registration

The advantages of ESI registration are as follows:

- ① Medical expenses for old age care
- ② Funeral expenses
- ③ If an employee declared disabled or dead at work, then 90% of the employee salary is given to his or her family or dependents every month.
- ④ Maternity benefit provided to the women employees in the form of paid leaves.
- ⑤ Medical benefits to the employee and to the family members
- ⑥ If the employee illness is certified and his or her illness lasts for maximum 90 days in a year, sickness benefit is provided to the employee at the rate of 70% in the form of salary.

Documents Required For ESI Registration In India

The documents needed for the ESI registration are as follows:

- » Certificate of registration in case of a company or partnership deed in case of a partnership firm.
- » Certification of registration obtained under factories act or shops and establishment act
- » Memorandum of association and articles of association of the company
- » PAN card of all the employees and the business entity.
- » Attendance registers of the employees
- » List of shareholders of the company
- » List of directors of the company
- » Cancelled cheque of company's bank account
- » Compensation details of all the employees
- » List of all employees working in the company