

**भारतीय खाद्य निगम**  
**मुख्यालय**

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**FOOD CORPORATION OF  
INDIA, HEADQUARTERS**

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NEW DELHI - 11001

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No. FCI HQ-IRL014/90/2022-IRL

Dated 17.07.2023

**Circular No. 05/2023**

As per the provisions of Contract Labour (Regulation and Abolition) Act, 1970 and the rules framed thereunder, principal employer of every establishment is required to be registered with the registering officer nominated under the Act.

In FCI, every depot is a separate establishment as per law laid down by the Hon'ble Supreme Court vide judgment dated 01.03.1985 passed in WP No.13508 of 1983. The Ministry of Labour & Employment has also issued notifications under Section 10 of the Act treating each depot as a separate establishment within the meaning of the term as defined under Section 2(1)(e)(ii) of CL(R&A) Act, 1970. Further, FCI's every depot has a separate identity in terms of Unique Depot Code, Master Ledger, Labour System, Volume of Operations.

As per the existing practice, Divisional Manager is nominated as Principal Employer under the provisions of CL(R&A) Act 1970 in respect of all depots under his jurisdiction. However, it has been observed that the Manager (Depot) is well aware of the ground realities in the depot. He is in a better position to take decisions with regard to the various operations as well as administrative issues. The work carried out by the workers are certified by the Manager (Depot) of the concerned Depot where they are engaged and Manager (Depot) authenticates the payment made to the concerned labour as per the provisions contained in CL(R&A) Act 1970. The matter has been examined in consultation with the Leaned Additional Solicitor general of India for Hon'ble Supreme Court, who has advised that the Manager(Depot) shall act as Principal Officer under the aforesaid Act.

Accordingly, in partial modification of Circular No.11/2011 issued vide FCI Hqrs letter No. IR(L) / 31(6)/2011 dated 08.08.2011, Managers (Depot) are hereby directed to get themselves registered as Principle Employer with the Registering Officer under CL(R&A) Act, 1970 for their respective depots. Broad guidelines/SOP dealing with matters relating to procedure for registration, legal duties etc. of principal employer are annexed hereto. The concerned Divisional and Regional Offices shall provide necessary guidance to Manager (Depot) in completing the requisite formalities and to ensure compliance of the Act by Manager(Depot). The concerned Zonal Office may please monitor the progress and render necessary advice in consultation with their Legal Division wherever required and keep Hqrs informed about the steps taken for implementation of these instructions. .

This issues with approval of the Competent Authority.

(Gajendra Singh Rawat)  
Assistant General Manager

**Distribution:**

1. The Executive Director (Zones), FCI Zonal Office, Noida/ Mumbai/Chennai /Guwahati/Kolkata.
2. The General Manager (Region), FCI Regional Office (All)
3. The DGM(IT), FCI Hqrs, New Delhi ... with the request to upload the same on FCI website.

I/418290/2023

**Copy to:**

1. The Chief Labour Commissioner (C). . . for Information and necessary action please.
2. The Dy. Chief Labour Commissioner (C). . . for Information and necessary action please.
3. All EDs, FCI Hqrs
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