



news flash

April 2014



STRINGENT CHECKS ON PF CONTRIBUTIONS FOR INTERNATIONAL WORKERS

The provident fund (“PF”) commissioner is now required to coordinate with the Foreign Regional Registration Office (“FRRO”) to obtain a list of foreign nationals employed within its jurisdiction. Such data from the FRRO will be reconciled with the returns filed by the employers in Form IW-1 in respect of international workers. This exercise will be carried out on a quarterly basis commencing from 30 June 2014.

This requirement has come into effect pursuant to a circular issued by the Employees Provident Fund Organisation on 1 April 2014. The circular has been issued in order to ensure compliance with the provisions regarding provident fund contributions in respect of ‘international workers’.

“**International worker**” is defined as follows:

- (a) An Indian employee having worked or going to work in foreign country with which India has entered into a social security agreement and being eligible to avail the benefits under a social security programme of such country, by virtue of the eligibility gained or going to gain, under the said agreement;
- (b) An employee other than an Indian employee, holding other than an Indian passport, working for an establishment in India to which the Act applies.

The immigration laws of the country require all foreign nationals visiting India for more than 180 days on a student visa, medical visa, research visa, employment visa or business visa are required to get themselves registered with the FRRO having jurisdiction over the place where they intend to stay, within 14 days of their arrival.

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