

OFFICE OF THE
CENTRAL PROVIDENT FUND COMMISSINOER
NEW DELHI



ANNUAL REPORT

ON THE

Working of the Employees' Provident
Funds and Family Pension Fund
Scheme

For the year 1974-75

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ANNUAL REPORT
ON THE
WORKING OF THE EMPLOYEES' PROVIDENT FUNDS
AND FAMILY PENSION FUND SCHEME FOR THE
YEAR 1974-75

INTRODUCTION

The Scheme of Compulsory Contributory Provident Fund framed under the Employees' Provident Funds Act, 1952 completed 22 years of its existence during 1974-75. The history of the working of the scheme during the past over two decades has been one of steady advance, each successive year bringing within its compass more and more workers in an increasing number of industries and conferring on them more and more benefits in addition to provision for their old age and for their dependants. Beginning with only 6 industries, the Act stood extended to 136 industries/classes of establishments listed in Appendix 'A' by the close of the year.

DISTINGUISHING FEATURES

2. The Social Security Schemes of other countries are generally financed either by the resources of the respective States or are a tax to the employers without any resultant benefits to each of them. The distinguishing character of the Employees' Provident Funds and Family Pension Fund Scheme is that it is equally beneficial to all the workers, employers and the Government. To the workers, it provides an umbrella for the rainy days in the shape of old age and survivorship benefits, a long term protection and security to his family in case of his premature death ; sickness benefits, timely advances during the period of un-employment and for construction of a dwelling house, etc. ; to the employers, it provides a steady labour force which is essential for the productivity and prosperity of the institution ; to the Government, it provides funds of considerable magnitude for utilisation towards completion of the various projects and programmes which are designed to promote economic and Social development of the country.

ADMINISTRATIVE SET-UP

3. Based on the democratic principles of the country, the two Schemes are administered by a Tripartite Body consisting of the representatives of the Governments, Employers' and Employees' Associations. During the period 1974-75, the Board conducted its business under the able guidance and Chairmanship of Shri N.P. Dube, Secretary to the Government of India, Ministry of Labour who took

over charge as Chairman in December, 1974, when Shri P.M. Nayak relinquished charge. Shri K.S. Naik, who had assumed charge of the post of the Central Commissioner on the 6th December, 1974, functioned as the Chief Executive Officer of the Board as per provisions of Section 5-D of the Act.

WORK DONE AND PROGRESS MADE DURING 1974-75 :

4. The Central Board has pleasure to place on record an account of the work done, achievements made and the difficulties experienced in administering the two Schemes. During the period under review, the Board endeavoured its best to gear up the administrative machinery so as to bring about all round improvement in the administration, extension and amelioration of the multifarious activities of the two Schemes. The results achieved are as under :—

EXTENSIONS

5. The small but budding plant of Provident Fund Scheme, implanted by the Government of India in 1952 having 6 industries only under its shade, has now spread out its deep roots in all the principal industries/classes of establishments of the country. With the sweating labour and motherly feeding by the Board, it has turned into a giant oak tree affording shelter to 76.03 lakhs of subscribers in 136 (as on 31st March, 1975) industries/classes of establishments, as listed in Appendix 'A'. With the ultimate goal of extending contributory provident fund benefits to as many workers as possible, vigorous efforts were made by the Board to bring under the purview of the Act more and more industries. As a result of the efforts made, the following five industries/classes of establishments were covered under the Act during the year under review :—

- (a) Beer manufacturing industry ;
- (b) sorting, cleaning and teasing of cotton waste ;
- (c) Societies, clubs, associations, which render service to their members, without charging any fees over and above the subscription fee or membership fee ;
- (d) Garments making factories ; and
- (e) Agricultural farms, Fruit Orchards, Botanical gardens and Zoological gardens.

COVERAGE

6. At present the Act is applicable to factories and other establishments, engaged in specified industries, which have completed three years of their existence if they employ 50 or more persons or five years of their existence if they employ between 20 and 49 persons. The Act, however, does not apply to Cooperative Societies employing less than 50 persons and working without the aid of power. The Board recommended that the Act should be amended to remove this distinction made in favour of Cooperatives. The recommendation of the Board has been accepted by the Government in principle. With a view to intensify coverage of establishments under the Act, the proposal to extend the Act to establishments employing 10 or more persons is under active consideration of the Government. An establishment which is not compulsorily amenable to the provisions of the Act, can be covered voluntarily on mutual consent of the employer and the majority of the employees. As many as 1.35 lakhs persons employed in 2,729 establishments got benefit of provident fund on a voluntary basis under this provision.

7. Sustained efforts were made during the year to bring within the purview of the Act all coverable establishments and to afford the benefit of contributory provident fund under the Act to the maximum number of workers employed in those establishments. Earlier the period of service for eligibility to become member of the Employees' Provident Fund was one year continuous service or 240 days of actual work during a period of 12 months or less or on becoming permanent whichever is the earliest. In order to liberalise these rules the eligibility limit of membership has further been reduced. The scheme has been amended and under the amended provisions, the period of eligibility for membership has been reduced to 6 months continuous service or 120 days of actual work during a period of 6 months or less or on becoming permanent, whichever is earlier.

8. In case of seasonal establishments, subject to a maximum of 120 days, an employee who, during the period of seasonal establishment was in operation during 6 months, has actually worked for not less than $\frac{2}{3}$ of the period the establishment was in operation during those 6 months, is deemed to have completed 6 months service to become eligible for membership of the Fund.

9. As a result of the efforts made and as a result of the amended provisions, the number of establishments covered rose by over 4,200 and the provident fund subscribers increased by 6.33 lakhs. As at the end of the year, 64,712 establishments having 76.03 lakhs/provident

fund subscribers stood covered under the Act. Region-wise coverage position is as under :—

TABLE
Region-wise coverage position as on 31st March, 1975

Region	No. of factories/establishments			No. of subscribers		
	Exempted	Un-exempted	Total	Exempted	Un-exempted	Total
Andhra Pradesh ..	101	3,660	3,761	1,12,224	3,48,833	4,61,057
Assam ..	37	618	655	129,613	32,634	162,247
Bihar ..	136	1,747	1,883	1,94,752	1,17,575	3,12,327
Delhi ..	146	3,057	3,203	1,37,235	99,371	2,36,606
Gujarat ..	122	5,502	5,624	2,01,110	3,06,933	5,08,043
Karnataka ..	98	4,749	4,847	2,15,728	1,91,750	4,07,478
Kerala ..	51	2,759	2,810	55,649	3,23,909	3,79,558
Madhya Pradesh ..	46	1,845	1,891	1,76,871	1,40,331	3,17,202
Maharashtra (including Goa) ..	464	11,452	11,916	5,34,304	9,26,989	14,61,293
Orissa ..	23	988	1,011	58,073	1,34,273	1,92,346
Punjab ..	23	2,420	2,443	21,314	1,13,318	1,34,632
Haryana ..	34	1,169	1,203	25,529	91,703	1,17,232
Himachal Pradesh ..	5	159	164	1,331	15,505	16,836
Chandigarh ..	9	107	116	1,793	11,937	13,730
Rajasthan ..	69	1,242	1,311	55,689	81,900	1,37,589
Tamil Nadu (including Pondicherry) ..	330	8,126	8,456	2,42,861	5,95,893	8,38,754
Uttar Pradesh ..	165	4,520	4,685	1,18,446	4,90,403	6,08,849
West Bengal (including Andaman and Nicobar Islands) ..	731	8,002	8,733	6,15,234	7,82,111	13,97,345
Total ..	2,590	62,122	64,712	27,97,756	48,05,368	76,03,124

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CONTRIBUTIONS

10. The forced savings approach to capital formation has been held by some economists to be the only feasible technique in the developing countries ; a country adopting a provident fund approach in the Social Security field could be sure of accumulating considerable funds for diverting the surplus provident fund contributions towards completion of national development programmes. This concept has been found true in India by the institution of the compulsory Employees' Provident Funds Scheme as huge accumulations have been collected on account of provident fund contributions during this and the past years which have been usefully diverted towards completion of National programmes designed to promote economic and social development in the country. A sum of Rs. 500.88 crores was collected during the year and the total collections amounted to a huge sum of Rs. 3,456.74 crores. Out of these collections as on the 31st March, 1975, a sum of Rs. 2,402.95 crores stood invested in Central/State Government Securities and small savings, etc. The other details of contributions, its rate and investments made, etc., are furnished below :—

11. *Rate of contribution.*—Except in the case of certain specified industries and classes of establishments, the statutory rate of provident fund contribution both for the employees and the employers is $6\frac{1}{4}$ per cent of pay i.e. basic wages, dearness allowance including cash value of food concession and retaining allowance, if any. But a member can also be allowed by the Commissioner to contribute in excess of $6\frac{1}{4}$ per cent of pay on a voluntary basis.

12. *Enhanced rate of contributions.*—The Central Government have been empowered after making such enquiry as they deem fit, to enhance the statutory rate of contribution from $6\frac{1}{4}$ per cent to 8 per cent for any industry/class of establishment.

13. As on the 31st March, 1975, the enhanced rate of 8 per cent was applicable to the establishments employing 50 or more persons engaged in 89 specified industries/classes of establishments. The list of industries/classes of establishments in respect of which the statutory rate has been enhanced to 8 per cent of pay is given in Appenedix 'B'.

14. The National Commission on Labour has suggested that the existing rate of contributions, i.e., $6\frac{1}{4}$ per cent and 8 per cent be raised to 8 per cent and 10 per cent respectively. The suggestion is under consideration of Government.

15. *Quantum of contributions.*—The total contributions in respect of both exempted and unexempted establishments received during the year was Rs. 500.88 crores (Rs. 173.89 crores including Rs. 1.99 crore

on account of transferred securities in respect of unexempted establishments and Rs. 326.99 crores including interest on investment and other miscellaneous receipts from exempted establishments) as against Rs. 414.29 crores (Rs. 141.01 crores from unexempted establishments and Rs. 273.28 crores from exempted establishments) in the previous year. Thus during the year, there was an increase of Rs. 86.59 crores, on this account. The rate of growth in contribution was 2.1 per cent. The total contributions in respect of both exempted and unexempted establishments since the inception of the Act stood at Rs. 3,456.74 crores.

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INVESTMENTS

16. The pattern of investment prescribed for the year 1974-75 is given below :—

(a) In Central Government securities	45%
(b) In State Government/State or Central Government guaranteed securities	25%
(c) In Post Office Time Deposits and Small Savings	30%

17. The following is an analysis of the investments made during the year 1974-75 out of the contribution, interest, and sundry receipts pertaining to the unexempted establishments :

<i>Investments made in</i>	<i>In crores of rupees</i>
(a) Central Government securities	79.80
(b) State Government and Central Government guaranteed securities	51.11
(c) Post Office Time Deposits and Small Savings	57.23
Total	188.14

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18. The aggregate investment of the provident fund accumulations of the unexempted establishments as on the 31st March, 1975 amounted to Rs. 1,130.56 crores. The investments made during the year 1974-75 was Rs. 182.29 crores plus Rs. 5.85 crores redeemed and reinvested as against the investment of Rs. 128.69 crores made in 1973-74. Interest of Rs. 59.77 crores was realised on investments during 1974-75.

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19. The exempted establishments also were required to follow the same pattern of investment as was prescribed for the unexempted establishments during the year 1974-75. Below is an analysis of the contributions, including interest and sundry receipts, received by the exempted establishments and investments made by them during the year :

	<i>Rs in crores</i>
(a) Balance uninvested as on the 1st April, 1974	0.05
(b) Contributions received (including interest on investments and other sundry receipts) ..	326.99
	<hr/> 327.04 <hr/>
(c) Investments made in—	
(1) Central Government Securities ..	57.23
(2) State Government and Central Government guaranteed securities ..	24.58
(3) Post Office Time Deposits and Small Savings ..	103.21
	<hr/>
Total ..	185.02 <hr/>
(d) Amount refunded on account of final settlement of claims and grant of advances ..	130.12
(e) Balance in hand ..	11.90

20. The aggregate investment of the Provident fund accumulations of the exempted establishments stood at Rs. 1,272.39 crores as on the 31st March, 1975. With this, the total investment of provident fund accumulations of both the exempted and unexempted establishments amounted to Rs. 2,402.95 crores as on the 31st March, 1975.

INTEREST

21. As a result of investment of provident fund contributions in higher yielding securities, it was possible for the Board to declare interest at 7 per cent per annum against the rate of the last year, which stood at 6 1/2 per cent per annum only.

REALISATION OF PROVIDENT FUND ARREARS

22. The realisation of provident fund contributions from the owners of more than 62,000 unexempted establishments covered under the Act spread all over the country, remained, as usual, an herculean task for the Board. The economic crisis in the country due to recession and slump in the industries, shortage of raw material and inflation as a result of which many of the establishments were forced either to close down their business or stop functioning further added to the gravity of the problem. However, all out efforts were made to realise the provident fund contributions to the fullest extent. The arrear position of the regions was as under :—

TABLE
Region-wise position of Arrears of Provident fund contributions as on the 31st March, 1975

Serial No.	Region	Arrears as at the end of			
		March, 1972	March, 1973	March, 1974	March, 1975
		(Rupees in lakhs)			
1	Andhra Pradesh	65.24	62.02	52.85	56.57
2	Assam	20.29	26.80	27.26	25.03
3	Bihar	51.94	79.30	85.08	76.46
4	Delhi	16.77	13.83	9.61	10.05
5	Gujarat	60.60	58.73	59.04	49.43
6	Karnataka	26.45	31.02	14.51	7.53
7	Kerala	62.00	64.10	65.99	53.38
8	Madhya Pradesh	234.41	228.82	188.82	214.71
9	Maharashtra	658.51	622.37	545.94	535.08
10	Orissa	19.04	17.39	18.12	18.54
11	Punjab	20.58	13.67	17.31	19.02
12	Rajasthan	49.74	28.30	22.70	36.10
13	Tamil Nadu	191.59	167.76	152.74	128.68
14	Uttar Pradesh	201.77	216.29	215.96	181.90
15	West Bengal	386.64	330.43	430.03	521.42
	Total	2,065.57	1,960.83	1,905.96	1,933.90

23. A statement showing the details of unexempted establishments which were in default of provident fund dues of Rs. 1 lakh and above as on the 31st March, 1975 is given in Appendix 'C'.

24. Besides the pre-coverage and post-coverage contributions in arrears amounting to Rs. 1,933.90 lakhs an amount of Rs. 51.32 lakhs was due on account of Administrative Charges and an amount of Rs 541.10 lakhs was due on account of penal damages as on the 31st March, 1975, bringing the total amount of provident fund dues in arrear to Rs. 2,526.32 lakhs on that date.

25. It would be observed from the above Table that there had been perceptible decrease in arrears on post-coverage accumulations in 8 regions, viz., Assam, Bihar, Gujarat, Karnataka, Kerala, Maharashtra Tamil Nadu and Uttar Pradesh and marginal increase in two regions, viz., Delhi and Orissa. The arrear position in the remaining 5 regions, viz., Andhra Pradesh, Madhya Pradesh, Punjab, Rajasthan and West Bengal however, showed somewhat upward trend.

26. Of the total arrears of Rs. 19.34 crores six industries alone accounted for Rs. 15.93 crores which works out to 82 per cent of the total arrears. The Textiles and Engineering Industries together accounted for 72 per cent of the total arrears of Rs. 19.34 crores as on the 31st March, 1975 as will be clear from the Table below :—

TABLE
Arrears in Textile and Engineering Industries

Year ending	Total arrears of P.F. Contri- butions	Arrear of P.F. Contributions in	
		Textile industry	Engineering industry
		(Rs. in crores)	
31-3-1972	20.66	12.87	2.49
31-3-1973	19.61	11.92	2.48
31-3-1974	19.06	10.63	2.21
31-3-1975	19.34	10.45	3.39

27. The problem of liquidating provident fund arrears has always been the main concern of the Board and all out efforts are being made to tackle this problem. The stringent provisions regarding penalties for default incorporated in the Act in 1973 have had a salutary effect. The arrears which rose upto Rs. 20.66 crores in 1971-72 came down to Rs. 19.34 crore as on the 31st March, 1975. The speed of growing up of

arrears has been checked and the arrear position is low under grip. With the further tightening up of administrative machinery ensuring timely and prompt action against the defaulting employers and with the vigorous drive launched to pursue the defaults, it is expected that the arrears would decline in the near future.

ACTION AGAINST DEFAULTING ESTABLISHMENTS

28. During the year under review, 2,885 recovery cases involving a sum of Rs. 853.08 lakhs were instituted. An amount of Rs. 130.98 lakhs was realised through the recovery process during the year.

29. 4,011 Prosecution cases were launched against the defaulting employers. Details of the prosecutions filed and disposed of during 1974-75 are given below :—

TABLE
Prosecutions filed and disposed of during 1974-75

Previous cases pending	Launched during the year	Disposed of during the year	Pending in courts as on the 31-3-1975	Remarks
10,699	4,011	A. Convicted 4,233 B. Acquitted/Admonished 94* C. Withdrawn % Consequent on payment of dues etc. 486 D. Dismissed/Discharged 24 <u>4,837</u>	9,873	*The main reasons for cases being acquitted/admonished were : (i) The dues were not paid in time but were deposited subsequently and were acquitted. (ii) The accused could not be the person responsible for the conduct of business during the relevant period. %The main reasons for withdrawal were : (i) Prosecutions were withdrawn on payment of dues by the estts. (ii) In some cases the prosecution cases were sanctioned by the State Government but the estts. paid the dues and the cases were treated as withdrawn.

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30. 128 complaints were filed during the year under Sections 406/409 of the Indian Penal Code against the employers of defaulting un-exempted establishments who failed to remit the worker's share of contributions deducted from their wages, bringing the total number of complaints filed to 566.

31. A sum of Rs. 14.46 lakhs and Rs. 0.38 lakhs were collected as damages on belated payment of provident fund contributions and administrative and inspection charges respectively during the year under review.

INSPECTIONS

32. 1,38,213 inspections, surveys and investigations were conducted by the Inspectors during the year as against 1,26,688 in the previous year. The average number of inspections per inspector per month was 44. In addition, the Inspectors attended to the work relating to Family Pension Scheme and paid special attention to the defaulting establishments. The frequency of inspections of regularly complying establishments was reduced without detriment to the efficiency and quality of inspections.

COMPLIANCE BY PUBLIC SECTOR UNDERTAKINGS

33. As many as 2,304 establishments (592 exempted and 1,712 unexempted) stood covered under the Act as on the 31st March, 1975. Out of these 378 establishments (184 exempted and 194 unexempted) were not complying with the provisions of the Employees' Provident Funds Scheme. All out efforts were made to secure compliance from the non-complying establishments by taking the matter at the ministerial level. A regionwise break up of the covered and non-complying establishments is given below.

TABLE
Region-wise number of covered and non-complying public sector establishments

Serial No.	Region	Covered Public sector establishments			Non complying public sector establishments		
		Ex.	Un-exm.	Total	Ex.	Un-exem.	Total
1	Andhra Pradesh	43	214	257	—	2	2
2	Assam	16	27	43	11	7	18
3	Bihar	15	17	32	6	12	18
4	Delhi	42	28	70	—	9	9

Serial No.	Region	Covered Public Sector establishments			Non Complying public sector establishments			because them to higher The Em the rescu non-refu gations. advances and amo
		Ex.	Un-exem.	Total	Ex.	Un-exem.	Total	
5	Gujarat	26	37	63	7	2	9	
6	Karnataka	43	35	78	2	5	7	
7	Kerala	14	77	91	5	1	6	
8	Madhya Pradesh	32	344	376	8	29	37	Com
9	Maharashtra	67	72	139	16	30	46	
10	Orissa	6	118	124	2	7	9	Serial P No.
11	Punjab	32	260	292	8	30	38	
12	Rajasthan	15	45	60	7	12	19	
13	Tamil Nadu	129	98	227	53	1	54	1 Fil
14	Uttar Pradesh	46	281	327	29	23	52	2 Ho
15	West Bengal	66	59	125	30	24	54	3 Pu
Total		592	1,712	2,304	184	194	378	4 C

COMPLIANCE BY EXEMPTED ESTABLISHMENTS

34. The working of the exempted establishments was kept under constant vigilance during the year by regular periodical inspections and scrutiny of returns to ensure that the establishments comply with the conditions of exemption. Several exempted establishments were found to have defaulted in payment of contributions to the Board of Trustees besides delaying investment, payment of inspection charges and submission of returns. As at the end of March, 1975 the employers of exempted establishments failed to transfer an amount of Rs. 978.3 lakhs to the Board of Trustees. A list of exempted establishments which were in default of Rs. 1 lakh or more as on the 31st March, 1975, in transferring the provident fund contributions to their respective Board of Trustees is given in Appendix 'D'. In appropriate cases, cancellation of exemption was recommended.

BENEFITS PROVIDED TO MEMBERS DURING THE YEAR

35. The essential task of the Social Security system is to guarantee the protection of workers in situations when they are unable to work

because of illness, accident, invalidity, old age or provide funds to enable them to meet their family responsibilities, like marriage of daughter, or higher education of children or construction of dwelling house, etc. The Employees' Provident Fund Organisation has been able to come to the rescue of the workers in the eventualities referred to above by granting non-refundable advances to the members to meet their needs and obligations. A statement indicating the number of cases in which the advances were sanctioned during the year, the purpose of the advance and amount sanctioned is given below :

TABLE
Comparative statement of non-refundable advances paid during 1972-73 to 1974-75

Serial No.	Purpose of advance	No. of cases			Amount paid (Rs. in lakhs)		
		1972-73	1973-74	1974-75 ✓	1972-73	1973-74	1974-75
1	Financing of life insurance policies	53,314	54,139	1,08,775	71.21	75.83	77.70
2	House building etc.	8,301	9,340	11,020	152.97	166.29	215.08
3	Purchasing shares of Consumer's Co-operative/Credit/Housing Societies	467	767	1,046	0.12	0.23	0.41
4	During temporary closure of estts.	27,211	13,805	6,945	75.75	64.76	24.16
5	Illness of members/family members ..	6,056	5,050	6,723	31.81	28.67	42.97
6	Daughter's marriage and post-matriculation education of children ..	29,215	37,357	27,386	255.22	261.55	268.86
7	Damages to movable and immovable property of a member due to calamity of exceptional nature ..	1,302	9,849	196	1.98	18.60	0.30
8	Un-employment relief to individual retrenchee members ..	168	181	54	0.92	1.25	0.36
9	Cut in the supply of electricity to the factory/establishment	..	54,030	4,776	—	91.80	8.68
Total ..		1,26,034	1,84,518	1,66,921	589.98	708.98	638.52

36. A list of the establishments in whose cases advances on account of temporary closure of the establishment were granted is given in the Appendix 'E'.

REFUNDS AND CLAIMS

37. During 1974-75 a sum of Rs. 45.68 crores in respect of 2.16 lakh claims was paid as against Rs. 38.05 crores in respect of 2.08 lakhs claims paid during 1973-74. The average amount paid per claim settled increased from Rs. 566 in 1962-63 to Rs. 2115 in 1974-75. From the inception of the Scheme a total sum of Rs. 334.88 crores has been paid upto the end of March, 1975 in respect of 32.64 lakh claims.

38. The category-wise particulars of the claims settled in 1974-75 are given below. The figures in the brackets give the comparative position of 1973-74. These however, do not include the cases of accounts transferred from one Region to another or from the Fund to the exempted establishments :

TABLE
Details of claims settled and amount paid during 1974-75

Category	No. of claims settled		Amount paid (Rs. in lakhs)	
(i) Death	..	12,449	(11,910)	345.69 (316.44)
(ii) Superannuation	..	19,434	(18,642)	918.30 (810.04)
(iii) Permanent invalidation	..	4,058	(4,121)	112.81 (124.68)
(iv) Resignation/termination of services	..	1,26,999	(1,23,646)	2,202.28 (1,808.58)
(v) Retrenchment	..	47,341	(44,450)	848.47 (665.94)
(vi) Dismissal	..	1,603	(1,608)	35.64 (32.60)
(vii) Migration	..	684	(515)	36.99 (17.69)
(viii) Others	..	3,897	(2,998)	68.11 (29.34)
Total	..	2,16,465	(2,07,890)	4,568.29 (3,805.31)

39. It is the endeavour of the Organisation to settle the claim promptly to provide timely relief to the members or their families heirs. About 40% of the claims were settled within ten days from the date of their receipt in a complete shape, while a vast majority of the balance could be settled within a month.

RESERVE AND FORFEITURE ACCOUNT

40. Where the employer's contribution is not payable to the member in full either because the total period of membership is less than 15 years or on account of dismissal for serious and wilful misconduct the unpaid part together with interest thereon is credited to the Reserve and Forfeiture Account of the Fund. A sum of Rs. 154.44 lakhs was forfeited during the year as against Rs. 136.62 lakhs forfeited during 1973-74. The total amount received in the Account till the end of March, 1975 was Rs. 1256.11 lakhs. Details of the Reserve and Forfeiture Account are given below :—

Rs. in lakhs

(i) Amount forfeited upto to the 31st March, 1975	1256.11
(ii) Amount utilised :—	
(a) on account of Money Order Commission and grant of financial assistance to outgoing members where inadequate deposits had been made by employers prior to the introduction of the Special Reserve Fund ..	11.58 ..
(b) on account of transfer to the Special Reserve Fund ..	85.00 ..
(c) On account of transfer to the Death Relief Fund ..	77.00 173.58
(iii) Net amount available in the Reserve and Forfeiture Account as on 31st March, 1975 ..	1082.53

SPECIAL RESERVE FUND

41. A Special Reserve Fund was created on the 15th September, 1960 with a view to making payments to the outgoing members or their nominees/heirs in cases where the employers of unexempted establishments fail to remit to the Fund the whole or part of the provident fund contributions. Following a decision by Government in 1965, assistance from the Special Reserve Fund is being made available only to the extent of the employees' share of contribution recovered from the wages by the employer but not remitted to the Fund together with interest thereon. The employer's share of contribution not remitted by the employer is not being paid to the members till the amount is actually recovered from the employer.

42. As on the 31st March, 1975, Rs. 85 lakhs were transferred to this Fund from the Reserve and Forfeiture Account of the Fund to make permissible payments from out of the contribution in arrear. During the year, a sum of Rs. 4.79 lakhs was paid out of this Fund bringing the total amount paid, since the institution of this Fund, to Rs. 111.78 lakhs. The amount recovered from the employers against these payments was Rs 34.42 lakhs of which Rs. 1.29 lakhs were recovered during this year. The balance in the Special Reserve Fund at the end of March, 1975 was Rs. 7.64 lakhs as against Rs. 11.14 lakhs at the end of March, 1974.

DEATH RELIEF FUND

43. The Death Relief Fund was set up in January, 1964 in order to afford financial assistance to the nominees/heirs of the deceased members of unexempted establishments whose monthly pay did not exceed Rs. 500 at the time of their death, so that a maximum lump sum of Rs. 500 was assured to the nominees/heirs. This minimum assistance was raised to Rs. 750 with effect from the 1st August, 1969. Assistance out of this Fund would not be available to the nominees/heirs of the deceased members who after having once received full retirement benefits secured re-employment in a covered establishments. The Death Relief Fund is fed by periodical transfer of funds from the Reserve and Forfeiture Account. Out of a total sum of Rs. 77 lakhs transferred so far to the Death Relief Fund a sum of Rs. 78.53 lakhs had been paid out up to the end of March 1975 leaving a debit balance of Rs. (—)1.53 lakhs. The deficit was wiped out on fresh allotment of Rs. 9 lakhs subsequently. A sum of Rs. 5.92 lakhs was paid out during the year in 1565 cases as against Rs. 7.62 lakhs paid in 1768 cases in 1973-74.

44. As recurring Family Pension and lump sum Life Assurance benefit became payable under the Employees' Family Pension Scheme w.e.f. 1st April, 1973 a doubt was raised whether continuance of relief from the Death Relief Fund was justified and if so, whether the quantum of relief should be determined after taking into consideration the portion of the provident fund contribution diverted to the Family Pension Fund. The Board felt that the two benefits were distinct and should continue. Simultaneously the Board recommended that the quantum of relief from the Death Relief Fund may be worked out with reference to the contribution to the Employees' Provident Fund only and without taking the Family Pension Contribution into consideration. These recommendations of the Board have been accepted by the Government. Consequently, the nominees/heirs of the members of the Family Pension Fund would get benefit from the Death Relief Fund at higher rate when compared to the members of the Employees' Provident Fund only, as in the case of former, the provident fund accumulations of the members would be comparatively less.

SCHEME OF ANNUAL POSTING OF LEDGER CARDS

45. A Scheme of annual posting of contributions in ledger cards (instead of monthly) was introduced in respect of the unexempted establishments from 1st October, 1968 with the object of simplifying accounting procedure to some extent and at the same time economising the administrative cost on maintenance of member's accounts. The Scheme, which was initially tried for some very regular establishments, was extended to others who were not habitual defaulters. At the end of the year about 39 lakhs of accounts (out of the total of about 48 lakh accounts) were maintained on this system in all the Regional Offices.

ANNUAL STATEMENTS OF ACCOUNTS

46. During the year, 39.16 lakhs annual statements of accounts were issued as against 34.17 lakhs issued during the previous year, leaving a balance of 61.17 lakhs accounts to be issued at the end of the year.

CENTRAL BOARD OF TRUSTEES

47. A list of members of the Central Board of Trustees (as on the 31st March 1975) is at Appendix 'F'. Shri N.P. Dube, Secretary to the Government of India, Ministry of Labour took over as Chairman of the Board in December, 1974, when Shri P.M. Nayak, Secretary to the Government of India, Ministry of Labour relinquished the charge. Shri K.S. Naik, who had assumed charge as Central Provident Fund Commissioner in December, 1974, functioned as the Chief Executive Officer of the Board.

48. Important decisions taken and recommendations made by the Board during the year in its four meetings held on 21st May, 1974, 26th August, 1974, 23rd November, 1974 and 15th February, 1975 are given below :—

(A) ADMINISTRATION

49. (i) The Board accorded Revised Administrative Approval and Expenditure Sanction amounting to Rs.102 lakhs for the construction of office building and staff quarters including site development bulk services at Trivandrum.

(ii) The Board approved the creation of 11 posts of Accounts Officers.

(iii) The Board desired that proposals might be initiated for the construction of office buildings for inspectorates at important centres

without waiting for the completion of programme of construction of Regional Office Buildings.

(iv) The Board decided that the construction of office buildings and staff quarters may be entrusted to the C.P.W.D. in future.

(B) ENFORCEMENT

50. (i) The Board recommended that the facility of immediate payment of provident fund accumulations presently available in the case of mass retrenchment should be extended to cover the cases of individual retrenchment also.

(ii) The Board recommended that paragraph 68 K of the Scheme may be amended so as to provide for the grant of advance twice instead of once as at present.

(iii) The Board approved that the minimum period of membership for eligibility of housing advance should be fixed at 5 years instead of 7 years.

(iv) While expressing concern at some regions not prosecuting the defaulting employers the Board desired that the enforcement machinery should be tightened up and prosecutions launched up systematically against the defaulting employers in accordance with the prescribed guidelines.

(v) The Board desired that the Regional Committee may review at their meetings the working of the exempted establishments and the establishments in public sector with a view to examining whether the establishments are complying with statutory requirements and if not whether adequate action has been taken against the defaulting employers, etc.

(vi) The Board approved the payment of provident fund accumulations to the nominees/heirs of the deceased members without insisting upon the production of Estate Duty Clearance Certificate.

(vii) The Board desired that the Regional Provident Fund Commissioner should make vigorous efforts for the speedy liquidation of the arrears.

(viii) The Board approved to extend the time limit in respect of employees employed in closed establishments for exercise of option under the provisions of the Employees' Family Pension Scheme.

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(C) ACCOUNTS

51. (i) The Board approved the Revised Estimates for 1974-75 and Budget Estimates for 1975-76.

(ii) The Board recommended that interest may be credited for the year 1975-76 at the rate of 7% per annum to E.P.F. Members' Accounts, provided the exemption limit for taxation of income from interest on provident fund accumulations under the Income-Tax Act is raised from 6.5% to 7%. In case the exemption limit is not raised, the interest may be credited at the rate of 6.5%. The Board also recommended that interest at the rate of 6% per annum may be credited for the year 1975-76 in respect of Staff Provident Fund (Contributory/Non-contributory) Accounts.

REGIONAL COMMITTEES

52. The Regional Committees advise the Central Board on matters connected with the administration of the Scheme in their respective States. Such committees are constituted for the States of Andhra Pradesh, Assam, Bihar, Delhi, Gujarat, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Orissa, Punjab, Haryana, Rajasthan, Tamil Nadu, Uttar Pradesh and West Bengal.

53. The details of the meetings of the Regional Committees held during 1974-75 are given below :—

Region	No. of Meeting	Date of Meeting
Andhra Pradesh	.. ..	..
Assam	.. 5th meeting	30-5-1974
	6th meeting	16-12-1974
	7th meeting	24-3-1975
Bihar	.. ..	..
Delhi	.. 6th meeting	31-5-1974
	7th meeting	5-10-1974
Gujarat	.. 17th meeting	6-8-1974
	18th meeting	20-2-1975

Region	No. of meeting	Date of meeting	prov of en on or ed to who Prov Mar sions
Karnataka	.. 8th meeting 9th meeting 10th meeting	18-6-1974 6-11-1974 29-3-1975	
Kerala	.. 14th meeting 15th meeting	16-11-1974 26-3-1975	Sche estab
Madhya Pradesh	.. 21st meeting 22nd meeting 23rd meeting	20-4-1974 20-7-1974 28-12-1974	
Maharashtra	.. 36th meeting 37th meeting	15-7-1974 10-1-1975	Fund durin Regio
Orissa	.. 8th Meeting	19-6-1974	
Punjab	.. 13th meeting 14th meeting	21-8-1974 11-12-1974	tion c The n was 5
Haryana	.. 13th meeting 14th meeting	6-9-1974 23-1-1975	
Rajasthan	.. 13th meeting 14th meeting	27-11-1974 30-1-1975	5 Servic dates I and of the menta
Tamil Nadu	.. 33rd meeting 34th meeting 35th meeting 36th meeting	20-4-1974 25-7-1974 14-10-1974 4-1-1975	
Uttar Pradesh	.. 24th meeting 25th meetin 26th meeting	25-6-1974 19-9-1974 4-3-1975	5 staff c about Rs. 35 and b
West Bengal	.. 38th meeting 39th meeting	8-5-1974 3-10-1974	Avera to 100

EMPLOYEES' FAMILY PENSION SCHEME

54. The E.F.P. Scheme, 1971 completed the fourth year of its working. In the course of its working, the Scheme was amended to

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of ing provide for exercising option in respect of employees who were out of employment till the expiry of the stipulated date for exercise of option on or before the 30th November, 1973. Similarly, the Scheme was amended to provide for an opportunity for exercise of option by the employees who were enrolled on or after 1st March, 1971 as members of the E.P.F. Provident Fund of exempted establishments from a date prior to 1st March, 1971 on account of belated compliance of the statutory provisions by the employers.

55. There were 21.87 lakhs members of the Family Pension Scheme on the 31st March, 1975 of which 6.59 lakhs were in the exempted establishments and 15.28 lakhs in the unexempted establishments.

ADMINISTRATION

56. Shri K. S. Naik, who had assumed charge as Central Provident Fund Commissioner on the 6th December, 1974, continued as such during the year. All the Regional Offices were manned by full time Regional Provident Fund Commissioners.

57. The authorised strength of the officers and staff of the Organisation during the year was 6015 as against 5,640 in the previous the year. The number of officers and staff in position as on the 31st March, 1975 was 5,953.

58. E.P.F. Accounts Service Examination Scheme and Staff Service Regulations provide for appointment of departmental candidates to the posts of Accounts Officers on their passing in both part I and Part II of the Examination provided they satisfy the requirement of the prescribed minimum period of supervisory service. 39 departmental candidates have been accordingly posted as Accounts Officers.

(c) OFFICE BUILDINGS AND STAFF QUARTERS

59. The over-all plan for the construction of office buildings and staff quarters for the E.P.F. Organisation has been estimated to cost about Rs 700 lakhs. To the end of 1974-75, an expenditure of about Rs. 350 lakhs had been incurred on the acquisition/construction of land and buildings in different regions and head quarters at New Delhi. Average outlay on building works has been of the order of about Rs 75 to 100 lakhs per year.

60. To the end of 1974-75, office buildings were completed and occupied at Kanpur, Madras, Bangalore, Bombay and Chandigarh, Construction work on office buildings has been in progress at Hyderabad, Indore, Bhubaneswar and Trivandrum. At Bangalore addition of three more storeys to the existing office building was entrusted to the Karnataka P.W.D.

61. During 1974-75 staff quarters were completed at Madras and Hyderabad also. Construction of residential accommodation has been taken up at Trivandrum, Indore, Bhubaneswar, Bombay and New Delhi.

MACHINE PROCESSING OF ACCOUNTS

62. In pursuance of the C.B.T. decision taken at their 45th meeting held on the 29th January, 1970, the machine system of accounting adopted in the Maharashtra Region continued during the year under report. Machine accounting continued to contribute substantially towards the efficient compilation and issue of annual statements of accounts to the members.

INCOME AND EXPENDITURE

63. The administrative and allied expenditure is met from special levies, called administrative and inspection charges, collected from the employers of unexempted and exempted establishments at the rates of 0.37 per cent and 0.09 per cent respectively of 'pay' of the members.

64. The year witnessed an increase of Rs 154.48 lakhs in income and of Rs 281.32 lakhs in expenditure over the previous year. While the increase in income was attributable to the progressive increase in coverage of new establishments and enrolment of additional members, the increase in expenditure was on account of increase in revenue expenditure mainly due to grant of interim relief and allowances at a higher rate and employment of additional staff.

65. The actuals of income and expenditure are given below :—

	1973-74	1974-75
	(In lakhs	of Rupee
(i) <i>Income</i>		
(a) Administrative and Inspection charges	.. 443.04	595.4
(b) Interest on investment	.. 32.83	35.8
(c) Damages	.. 0.21	0.7
	<hr/>	<hr/>
	476.08	632.0

	1973-74	1974-75
(ii) <i>Expenditure</i> :		
(a) Revenue	347.28	485.94
(b) Capital—		
Land and Buildings	66.38	99.15
	<hr/>	<hr/>
	413.66	585.09
	<hr/>	<hr/>

AUDIT

66. The external audit of the Fund was as usual conducted by the comptroller and Auditor-General of India through the various Accountants-General. The certified accounts of the E.P.F. Organisation for the year 1969-70 have been sent to the Government and will be laid on the Table of Parliament. The audit of consolidated accounts by the A.G.C.R. for 1970-71 has been completed and the certified accounts are awaited. The accounts of the Regional Offices for 1971-72 have been audited by the respective Accountants-General and the consolidation of the accounts and audit thereof by the A.G.C.R. is expected shortly. The accounts of the Regional Offices for the years 1972-73 and 1973-74 have been audited by some of the Accountants-General.

67. Since its introduction in August, 1966, the Internal Audit scheme has so far completed eight cycles of audit in the Regional Offices and the ninth cycle is in progress. The audit has been able to locate the defects in the Regions and suggest ways and means to avoid recurrence thereof in order to bring about some tangible improvement in the maintenance of accounts.

CONCLUSION

68. While the existing work was being consolidated, the Organisation continued to go ahead with planning for the future also. 19 more industries and classes of establishments with an estimated prospective membership of about 0.55 lakhs have already been surveyed by the Organisation. Such of the industries as in Government's view are able to bear the financial burden of provident fund are expected to be covered in the near future. As the scope of the Act is widening considerably, problems of implementation, administration, recovery etc. are increasing in number and complexity. The implementation of the Scheme in the smaller units also present certain difficulties. But a collective enterprise has been launched for gearing and streamlining the administrative

machinery. And the good will already earned by the Organisation amongst the workmen and the employers will also go a long way in removing all our difficulties at no distant date.

The Board wishes to place on record its appreciation of the increased efficiency with which the officers and staff of the Organisation discharged their onerous duties during the period under report.



K. S. NAIK,
Secretary,
Central Board of Trustees.

APPENDIX—A

Industries/Classes of establishments to which the Employees' Provident Funds and Family Pension Fund Act 1952 applied on the 31st March 1975.

(Exempted and un-exempted establishments)

Date of Extension	Industry/Class of establishment.	No. of establishments.	No. of subscribers.
1	2	3	4
1st November, 1952	(1) Cement	87	66,691
1 to 6-A	(2) Cigarettes ..	19	17,307
	(3) Electrical, machanical or general engineering products	13,415	15,38,341
	(4) Iron and steel ..	407	2,81,645
	(5) Paper ..	357	82,753
	(6) Textiles (made wholly or in part of cotton or wool, or jute or silk whether natural or artificial). ..	4,745	13,56,722
	(6-A) Jute ..	101	2,37,456
31st July, 1956	(7) Edible oils and fats ..	1,593	56,506
(. 7 to 19)	(8) Sugar ..	748	2,34,268
	(9) Rubber and rubber products ..	550	67,811
	(10) Electricity including generation, transmission and distribution thereof ..	874	4,18,282
	(11) Tea (except in the State of Assam where the Government of Assam have instituted a separate Provident Fund Scheme for the industry including plantations). ..	782	2,86,103
	(12) Printing (other than printing industry relating to news-paper establishments as defined in the Working Journalists (Conditions of Service) Miscellaneous Provisions Act, 1955), including the process of composing types for printing, printing by letter press, lithography, photogravure or other similar process or book binding. ..	1,806	91,107

1	2	3	4	
	(13) Stone-ware pipes ..	35	3,452	
	(14) Sanitary wares ..	25	4,173	
	(15) Electrical porcelain insulators of high and low tension ..	137	16,002	
	(16) Refractories ..	102	37,519	3
	(17) Tiles ..	625	32,927	3
	(18) Matches ..	331	20,299	
	(19) Glass ..	335	41,485	31
	<p><i>Note.</i>—Till the 31st March, 1962, the Scheme was not applicable to the following :—</p> <p>(i) Match factories having annual production of five lakhs gross boxes of matches or less.</p> <p>(ii) Such glass factories other than sheet glass and glass shell factories as have an installed capacity of 600 tons per month or less.</p>			
30th September, 1956	(20) Heavy and fine chemicals including :—	2,059	2,56,241	30
(20 to 23)	(i) Fertilizers ;			
	(ii) Turpentine ;			
	(iii) Rosin ;			
	(iv) Medical and pharmaceutical preparations ;			
	(v) Toilet preparation ;			
	(vi) Soaps ;			30
	(vii) Inks ;			
	(viii) Intermediates, dyes, colours lakes and toners ;			30
	(ix) Fatty acids ; and			
	(x) Oxygen, acetylene and carbon-dioxide gases (The Act was actually enforced in this Industry with effect from the 31st July, 1957)			31

1	2	3	4
	(21) Indigo ..	2	239
	(22) Lac including shellac ..	26	466
	(23) Non-edible vegetable and animal oils and fats ..	57	3,097
31st December, 1956 ..	(24) Newspaper establishments ..	262	36,450
31st January, 1957	(25) Mineral oil refining ..	11	6,547
30th April, 1957	(26) Tea plantations (other than the tea plantations in the State of Assam) ..	447	1,36,766
(26 to 30-A)	(27) Coffee plantations ..	1,828	47,412
	(28) Rubber plantations ..	230	22,830
	(29) Cardamom plantations ..	175	2,525
	(30) Pepper plantations ..	..	..
	(30-A) Mixed plantations ..	165	23,118
30th November, 1957	(31) Iron-Ore Mines ..	201	36,387
(31 to 37)	(32) Manganese Mines ..	267	43,326
	(33) Limestone Mines ..	142	42,490
	(34) Gold Mines ..	2	16,035
	(35) Industrial and power alcohol ..	34	6,063
	(36) Asbestos Cement Sheets ..	10	8,336
	(37) Coffee curing establishments ..	39	8,781
30th April, 1958	(38) Biscuit making industry including composite units making biscuits and products, such as bread, confectionery and milk and milk powder ..	198	12,891
30th April, 1959	(39) Road motor transport establishments ..	1,968	2,87,376
31st May, 1960	(40) Mica industry ..	156	7,118
(40 to 41)	(41) Mica Mines ..	313	15,464

1	2	3	4	
30th June, 1960	(42) Plywood ..	119	16,788	
(42 to 43)	(43) Automobile repairing and servicing ..	821	85,649	30
31st December, 1960	(44) Rice Milling ..	2,405	35,108	
(44 to 46)	(45) Dal Milling ..	206	3,013	
	(46) Flour Milling ..	181	7,970	
31st May, 1961	(47) Starch ..	22	2,466	
30th June, 1961	(48) Hotels ..	2,309	71,228	30
(48 to 52)	(49) Restaurants ..	617	17,359	30
	(50) Establishments engaged in the storage or transport of distribution of petroleum or natural gas or products of either petroleum or natural gas ..	165	26,423	31
	(51) Petroleum or natural gas exploration, prospecting drilling or production ..	23	1,859	
	(52) Petroleum or natural gas refining ..	3	26,937	
31st July, 1961	(53) Cinemas including preview theatres ..	1,393	31,347	
(53 to 57)	(54) Film production concerns ..	85	4,290	
	(55) Film Studios ..	17	560	31s
	(56) Distribution concerns dealing with exposed films ..	76	2,697	31s
	(57) Film Processing Laboratories ..	13	865	30s
31st August, 1961	(58) Leather and Leather products	607	30,889	(
30th November, 1961	(59) Stone-ware Jars ..	21	1,253	
(59 to 60)	(60) Crockery ..	68	4,703	
31st December, 1961	(61) Every cane farm owned by the owners or occupier of a sugar factory or cultivated by such owner or occupier or any person on his behalf ..	81	2,765	31s

	1	2	3	4
788	30th April, 1962	(62) Every trading and commercial establishment engaged in the purchase, sale or storage of any goods, including establishments of exporters, importers, advisers, commission agents and brokers, and commodity and stock exchanges, but not including banks or ware-houses established under any Central or State Act.	8,428	5,53,650
149	30th June, 1962	(63) Fruit and Vegetable Preservation ..	102	8,520
108	30th September, 1962	(64) Cashewnuts ..	310	1,11,191
113	31st October, 1962	(65) Establishments engaged in the processing or treatment of wood including manufacture of hardboard or chipboard, jute or textile wooden accessories, cork products, wooden furniture, wooden sports goods, cane or bamboo products, wooden battery separators ..	369	10,628
370	(65 to 69)	(56) Saw Mills ..	630	14,360
466		(67) Wood Seasoning Kilns ..	6	456
228		(68) Wood preservation plants ..	3	51
359		(69) Wood workshops ..	374	11,066
	31st December, 1962	(70) Bauxite Mines ..	23	2,496
	31st March, 1963	(71) Confectionery ..	79	1,637
	30th April, 1963	(72) Laundry and Laundry Services	190	5,582
	(72 to 76)	(73) Buttons ..	24	735
		(74) Brushes ..	26	1,447
		(75) Plastic and Plastic products ..	588	38,064
		(76) Stationery products ..	98	5,642
	31st May, 1963	(77) Theatre where dramatic performances or other forms of entertainment are held and where payments are required to be made for admission as audience or spectators.	25	462
	(77 to 79)			

1	2	3	4	
	(78) Societies, clubs or associations which provide board or lodging or both or facility for amusement or any other service to any of their members or to any of their guests on payment.	192	8,318	
	(79) Companies, societies, associations, clubs or troupes which give any exhibition of acrobatic or other performances or both, in any arena circular or otherwise or perform or permit any other form of entertainment in any place, other than a theatre, and require payment for admission into such exhibition or entertainment as spectators or audience	65	3,608	31st D 31st J (94 1
31st August, 1963	(80) Canteens ..	261	8,127	
(80 to 81)	(81) Aerated water, soft drinks or carbonated water ..	95	5,965	
31st October, 1963	(83) Distilling and rectifying of spirits (not falling under industrial and power alcohol) and blending of spirits ..	26	1,966	
31st January, 1964	(83) Paint and Varnish ..	89	9,071	
(83 to 86)	(84) Bone crushing ..	60	2,713	31st M
	(85) Pickers ..	11	293	30th
	(86) China Clay Mines ..	42	3,184	
31st October, 1964	(87) Attorneys, as defined in the Advocates Act, 1961 (25 of 1961) ..	47	1,605	31st J
(87 to 92)	(88) Chartered or registered accountants, as defined in the Chartered Accountants Act, 1949 (38 of 1949) ..	60	2,377	31st 30th 31st
	(89) Cost and Works Accountants within the meaning of the cost and works Accountants Act 1959 (23 of 1959) ..	..	..	31st J
	(90) Engineers and Engineering Contractors not being exclusively engaged in building and construction industry ..	228	9,361	

1	2	3	4
	(91) Architects ..	42	1,963
	(92) Medical Practitioners and Medical Specialists ..	145	4,420
31st December, 1964	(93) Milk and Milk Products ..	186	21,294
31st January, 1965	(94) Travel agencies engaged in :—	70	2,717
(94 to 96)	(i) booking of international air and sea passages and other travel arrangements.		
	(ii) booking of internal air and mail passages and other travel arrangements ; and		
	(iii) forwarding and clearing of cargo from and to overseas and within India.		
	(95) Forwarding agencies, engaged in the collection, packing, forwarding or delivery of any goods including car loading, break bulk service and foreign freight service ..	113	4,909
	(96) Non-ferrous metals and alloys in the form of ingots ..	32	11,531
31st March, 1965	(97) Bread ..	65	3,225
30th June, 1965	(98) Stemming, redrying, handling, sorting, grading or packing of tobacco leaf ..	384	1,01,426
31st July, 1965	(99) Agarbatee (including dhoop and dhoop batee) ..	133	4,362
31st August, 1965	(100) Magnesite mines ..	3	261
30th September, 1965	(101) Coir (excluding the spinning sector) ..	53	3,802
31st December, 1965	(102) Stone quarry producing roof and floor slabs dimension stones, monumental stones and mosaic chips ..	115	1,936
31st January, 1966	(103) Bank doing business in one State of Union Territory and having no departments or branches outside that State or Union Territory ..	510	77,136

1	2	3	4	
30th June, 1966	(104) Tobacco industry that is to .. say any industry engaged in the manufacture of Cigars, Zarda, Snuff, Quivam and Guraku from Tobacco	443	5,722	30th I
31st July, 1966	(105) Paper products ..	170	9,120	31st I
30th September, 1966	(106) Licenced Salt ..	222	8,837	30th I
30th April, 1967	(107) Linoleum ..	—1	903	31st I
(107 to 108)	(108) Indoleum ..	—1	448	31st I
31st July, 1967	(109) Explosives ..	51	10,354	31st I
31st August, 1967	(110) Jute bailing or Pressing ..	29	778	31st I
31st October, 1967	(111) Fire works and percussion cap works ..	47	1,648	30th I
30th November, 1967	(112) Tent making industry ..	16	190	30th I
31st August, 1968	(113) Barytes mines ..	12	596	30th I
(113 to 119)	(114) Dolomite mines ..	13	461	30th I
	(115) Fireclay mines ..	12	302	
	(116) Gypsum mines ..	8	243	
	(117) Kyanite mines ..	3	103	
	(118) Silliminite mines ..	..	..
	(119) Steatite mines ..	20	1,095	
31st December, 1968	(120) Cinchona mines ..	16	5,418	31st I
30th April, 1969	(121) Ferro-Manganese ..	7	2,230	
30th June, 1969	(122) Ice or Ice Cream ..	56	1,447	
(122 to 123)	(123) Diamond mines ..	—1	562	
31st January, 1970	(124) General Insurance Business ..	112	18,055	
31st May, 1971	(125) Establishments rendering ex- pert service such as supplying of personnel, advice on domestic or departmental enquiries, spe- cial services in rectifying pilfer- age, thefts and pay roll irregu- larities to factories and establish- ments on certain terms and conditions as may be agreed upon between the establish- ment and establishment ren- dering expert services	57	4,715	

	1	2	3	4
722	30th November, 1971	(126) Factories engaged in winding of thread and yarn reeling ..	17	470
120	31st March, 1972	(127) Railway Booking Agencies run by the contractors or by other private establishments on commission basis ..	73	10,773
837	30th September, 1972	(128) Cotton ginning, bailing and pressing ..	1,118	25,915
903	31st March, 1973	(129) Every mess, not being a military mess ..	71	1,879
48	31st May, 1973	(130) Katha making industry ..	7	589
354	31st August, 1973	(131) Estpblishments known as hospitals run by any individual, association or institution ..	264	16,830
778	30th April, 1974	(132) Beer manufacturing industry	4	625
648	30th September, 1974	(133) Sorting, cleaning and teasing of cotton waste ..	1	19
190	30th November, 1974	(134) Societies, clubs associations which render service to their members, without charging any fees over and above the subscription fee or membership fee ..	9	233
596	(134-135)			
461		(135) Garments making factories ..	3	150
302	31st December, 1974	(136) Agricultural farms, Fruit Orchards, Botanical gardens and Zoological gardens ..	19	844
243		On voluntary basis ..	2,729	1,35,037
103		Total ..	64,712	76,03,124
..				
095				
418				
230				
447				
562				
,055				

APPENDIX—B

List of industries/classes of establishments in respect of which the statutory rate has been enhanced to 8 per cent of pay

Note.—This enhanced rate is applicable to factories/establishments employing 50 or more persons.

From 1st January, 1963	(1) Cigarettes ;	
(1 to 4)	(2) Electrical, mechanical or general engineering products ;	
	(3) Iron and Steel ;	
	(4) Paper other than hand made paper ;	
From 1st April, 1963	(5) Cement ;	
From 1st November, 1963	(6) Textiles (made wholly or in part of artificial silk and wool) ;	
(6 to 23)	(7) Matches ;	
	(8) Edible oils and fats, other than vanaspati ;	
	(9) Rubber and rubber products ;	
	(10) Electricity including the generation transmission and distribution thereof ;	From 1st
	(11) Tea ;	From 1st
	(12) Printing (other than printing industry relating to newspaper establishments as defined in the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955) including the process of composing types for printing by letter press, lithography, photogravure or other similar process or book-binding.	(
	(13) Glass ;	From 1st
	(14) Stone-ware pipes ;	From 1st
	(15) Sanitary wares ;	From 1st
	(16) Electrical porcelain insulators of high and low tension ;	From 1st
	(17) Refractories ;	(
	(18) Tiles ;	

(19) Heavy and fine chemicals excluding fertilizers but including the following :—

(a) Turpentine,

(b) Rosin,

(c) Medical and Pharmaceutical preparations,

(d) Toilet preparation,

(e) Soaps,

(f) Inks,

(g) Intermediates, dyes, colour, lakes and toners

(h) Fatty acids and oxygen, acetylene and carbondioxid gases ;

(20) Indigo ;

(21) Non-edible vegetables and animal oils and fats ;

(22) Mineral oils refining ;

(23) Newspaper establishments ;

From 1st December, 1963

*(24) Textiles (made wholly or in part of cotton)

From 1st February, 1965

(25) Tea plantations (other than the tea plantations in the State of Assam) ;

(25 to 31)

(26) Rubber plantations ;

(27) Cardamom plantations ;

(28) Pepper plantations ;

(29) Lime stone mines ;

(30) Industrial and power alcohol ;

(31) Asbestos cement sheets ;

From 1st June, 1965

(32) Coffee plantations ;

From 1st September 1965

(33) Coffee curing establishments

From 1st April, 1966

*(34) Textiles made wholly or in part of natural silk ;

From 1st June, 1966

(35) Biscuit making industry, including composite units making biscuits and products, such as bread, confectionery and milk and milk powder ;

(35 to 41)

(36) Plywood ;

(37) Automobile repairing and servicing ;

- (38) Rice milling
- (39) Dal milling ;
- (40) Flour milling ;
- (41) Road motor transport establishments ;
- From 1st August, 1966** (42) Sugar
- From 1st January, 1967** (43) Hotels ;
-
- (43 to 56) (44) Restaurants ;
- (45) Establishments engaged in the storage or transportation or distribution of petroleum or natural gas or products of either petroleum or natural gas ;
- (46) Cinemas including preview theatres ;
- (47) Film Studios ;
- (48) Film production concerns ;
- (49) Distribution concerns dealing with exposed films ;
- (50) Film processing laboratories ;
- (51) Every cane farm owned by the owner or occupier of a sugar factory or cultivated by such owner or occupier or any person on his behalf ;
- (52) Starch ;
- (53) Petroleum or natural gas exploration prospecting, drilling or production ;
- (54) Leather and leather products ;
- (55) Stoneware ;
- From 1st July, 1967** (56) Crockery ;
-
- (57 to 73) (57) Trading and commercial establishments engaged in the purchase, sale or storage of any goods, including establishments of exporters, importers, advertisers, commission agents and brokers and commodity and stock Exchanges, but not including banks or warehouses established under any Central or State Act ;
- (58) Establishments engaged in the processing or treatment of wood including manufacture of hardboard or chip-board, jute or textile wooden accessories, cork products, wooden sports goods, cane or bamboo products wooden battery separators ;

- (59) Saw mills ;
- (60) Wood seasoning kilns ;
- (61) Wood preservation plants ;
- (62) Wood workshops ;
- (63) Bauxite mines ;
- (64) Laundry and laundry services ;
- (65) Theatres where dramatic performances or other forms of entertainment are held and where payment is required to be made for admission as audience or spectators ;
- (66) Societies, clubs or associations which provide boarding or lodging or both or facility for amusement or any other service to any of their members or to any of their guests on payment ;
- (67) Companies, societies, associations, clubs or troupe, which give any exhibition of acrobatic or other performance or both, in any arena circular or otherwise or perform or permit any other form of entertainment in any place, other than a theatre, and require payment for admission into such exhibition or entertainment as spectators or audience ;
- (68) Fruit and vegetables preservation industry that is to say, any industry which is engaged in the preparation or production of any of the following articles, namely :—
 - (i) canned and bottle fruits, juices and pulps ;
 - (ii) canned and bottled vegetables ;
 - (iii) frozen fruits and vegetables ;
 - (iv) jams, jellies and marmalades ;
 - (v) tomato products, ketchups and sauces ;
 - (vi) squashes, crushes, cordials and ready to serve beverages or any other beverages as containing fruit juice or fruit pulp ;
 - (vii) preserved, candied and crystalised fruits and peals ;
 - (viii) chutneys ;
 - (ix) any other unspecified item relating to the preservation or canning of fruits and vegetables ;

- (69) Confectionery ;
- (70) Buttons ;
- (71) Brushes ;
- (72) Plastic and plastic products ;
- (73) Stationery products ;

From 1st January, 1969

(74 to 83)

- (74) Attorneys, as defined in the Advocates Act, 1961 (25 of 1961) ;
- (75) Chartered or registered Accountants as defined in Chartered Accountants Act, 1949 (38 of 1949) ;
- (76) Cost and Works Accountants within the meaning of the Cost of Works Accountants Act, 1959 (23 of 1959) ;
- (77) Engineers and Engineering contractors not being exclusively engaged in building and construction industry ;
- (78) Architects ;
- (79) Aerated water, soft drink or carbonated water ;
- (80) Distilling and rectifying of spirits (not falling under industrial and power alcohol) and blending of spirits ;
- (81) Paint and varnish ;
- (82) Pickers ;
- (83) Milk and milk products ;

From 1st February, 1970

(84 to 85)

- (84) Papers(hand made paper) ;

£(85) Edible oils and fats (Vanaspati) ;

From 1st March, 1970

- *(86) Jute industry ;

From 1st May, 1970

(87 to 92)

- (87) Travel agencies engaged in (i) booking of international air and sea passages and other travel arrangements ; (ii) booking of internal air and mails passages and other travel arrangements and (iii) forwarding and clearing of cargo from and to overseas and within India ;
- (88) Forwarding agencies engaged in the collection, packing, forwarding or delivery of any goods including car-loading, break-bulk service and foreign freight services ;
- (89) Magnesite mines ;

(90) Stone quarry producing roof and floor slabs, dimension stones, monumental stones and mosaic chips ;

(91) Non-ferrous Metals and alloys in the form of ingots ;

(92) Agarbatee (including dhoop and dhoop-batee) ;

From 28th February, 1973

(93 to 94)

(93) Mica factories ; and

(94) Mica mines.

***Note.**—These are parts of the industry mentioned at item (6) of Appendix 'A'

■ This is part of the industry mentioned at item (4).

£ This is part of the industry mentioned at item (8)

Accordingly the enhanced rate has been applied to 89 industries/classes of establishments covered under the Act.

APPENDIX—C

Statement showing details of un-exempted establishments which were in default of provident fundsdues of rupees one lakh and above (including arrears of contribution, administrative charges and penal damages) as on the 31st March, 1975.

Serial No.	Name of the establishment	Amount in arrear (Rs in lakhs)
(1)	(2)	(3)
ANDHRA PRADESH		
1.	The Andhra Scientific Co. Ltd., Machili Patnam, Krishna District	11.62
✓2.	The Azamjahi Mills Ltd., Warangal	19.17
3.	Tirupathi Cotton Mills, Renigunta, Chittoor District	4.79
4.	M/s Shalimar Biscuits (P) Ltd.	1.05
		36.63
ASSAM		
5.	Associated Industries (Assam) Ltd., P.O. Chandrapur, Kamrup	2.94
6.	Assam Silliminite Ltd., Gauhati	4.14
		7.08
BIHAR		
7.	M/s Rai Bahadur Hurdutory Motilal Jute Mills (P) Limited, Kathihar, Purnea	15.47
8.	M/s Tatanagar Foundary Co. Ltd., Tatanagar	5.24
9.	M/s Reliance Fire Bricks & Pottery Co. Limited, Dhanbad	7.08
10.	M/s Shalimar Tar Products (1935) Ltd., Jharia, Dhanbad	1.65
11.	M/s Khandelwal Glass Works, P.O. Ambona, Dhanbad	1.36
12.	M/s Eastern Managnese & Minerals (P) Limited, Hazaribagh	3.01
13.	M/S Domeschanch Mica Factory of M/s C.M.I. Limited, Hazaribagh	7.06
14.	M/s India Fire-bricks & Insultation Co. Limited, Hazaribagh	3.76
15.	M/s Bihar Sugar Works, (Pachrukhi), Saran	13.48

(1)	(2)	(3)
16.	M/s Sitalpur Sugar Works, Muzaffarpur	.. 2.21
17.	M/s Bihar Flying Club, Patna	.. 2.05
18.	M/s Gaya Textiles (P) Limited, Gaya	.. 3.13
19.	M/s Britannia Engineering Co., Ltd., Patna	.. 6.37
20.	Tisri Mica Factory of M/s C.M.I. Ltd., Hazaribagh	.. 2.85
21.	M/s Katihar Jute Mills Ltd., Katihar	.. 2.21
22.	M/s Arthur Butler & Co. Muzaffarpur	.. 2.28
23.	M/s South Bihar Sugar Mills Ltd., Bihar, Patna	.. 3.38
		.. 82.59

DELHI

Nil.

GUJARAT

24.	Mahalaxmi Mills Ltd., Bhavnagar	.. 6.32
25.	Keshav Mills Limited, Petlad	.. 3.97
26.	Ananta Mills Limited, Ahmedabad	.. 4.57
27.	Rajnagar Spg. Wvg. & Mfg. Co., Ltd., No. I, Ahmedabad	.. 1.68
28.	Rajnagar Spg., Wvg. & Mfg. Co. Ltd., No. II, Ahmedabad	.. 2.40
29.	Baroda Spg. & Wvg. Co., Baroda	.. 4.32
30.	New Maneckchock Spg. & Wvg. Co. Limited, Ahmedabad	.. 5.50
31.	Ahmedabad New Textile Mills Co. Ltd., Ahmedabad	.. 6.06
32.	Jehangir Vakil Mills Co. Ltd., Ahmedabad	.. 17.34
33.	The Ahmedabad Jupiter Spg. Wvg. & Mfg. Co. Ltd., Ahmedabad	2.56
34.	The Maneckchock & Ahmedabad Mfg. Co. Ltd., Ahmedabad	13.91
35.	Mahendra Mills, Ltd., Kalol (N.G.)	.. 2.38
36.	Shree Keshariya Investment Pvt. Ltd., Baroda	.. 8.88
		.. 79.89

(1)	(2)	(3)
KERALA		
37.	M/s Parvathi Mills Limited, Quilon	5.54
38.	Alagappa Textiles (Cochin) Ltd., Alagappanagar Trichur	8.58
39.	Cochin Malleables Limited, Trichur	2.47
40.	Arthala Tea Estate, Manjori	2.08
41.	Ranimudy Tea Estate, Dn. No. IV, Peermade	3.36
42.	Standard Tile & Clay Works, Feroke	3.52
43.	Shanmugha Vilas Group of Industries Quilon	3.38
44.	Kerala Electric & Allied Engg. Co. Ltd., Kundhra	1.44
45.	Kerala Electric & Allied Engg. Co. Ltd. Mamala	1.01
46.	Kerala Ceramics, Feroke	1.01
47.	Kerala Ceramics, & Tiles Feroke	1.85
48.	The Star Tile Works	1.60
49.	The Modern Tile and Clay Works, Feroke	1.31
50.	Modern Wood Crafts	1.11
51.	The Kerala Ceramics and Insulators Feroke	1.26
52.	Sree Ramaviles Press and Publications	1.13
53.	The Malabar Road Transport Cooperative Society	1.22
		41.87
MADHYA PRADESH		
54.	The Indore Malwa United Mills Ltd., Indore	90.55
55.	The Kalyanmal Mills Limited Indore	19.23
56.	The Swadeshi Cotton & Flour Mills Limited, Indore	15.83
57.	The Hira Mills Limited, Ujjain	29.24
58.	The Bhandari Iron and Steel Co. Ltd., Indore	1.52
59.	The Bengal Nagpur Cotton Mills Ltd., Rajnandgaon	7.54

(1)	(2)	(3)
60.	The New Bhopal Textiles Ltd., Bhopal	.. 20.64
61.	J.B. Mangha Ram & Co. (P) Ltd., Gwalior	.. 2.04
62.	Saund Zweired Union (India) (P) Ltd., Gwalior	.. 1.53
		.. 188.12
KARNATAKA		
63.	M/s Mysore Electric Chemical Works, Bangalore	.. 2.12
		.. 2.12
MAHARASHTRA		
64.	M/s Edward Textiles Ltd., Bombay	.. 14.97
65.	M/S Ahmedabad Jupiter Spg. Wvg. & Mfg. Co. Limited, Bombay	6.87
66.	M/S India United Group of Mills, Bombay	.. 212.50
67.	M/S Sayaji Mills Limited, Bombay	.. 1.90
68.	M/S National Cotton Products Pvt. Ltd., Worli, Bombay-18	.. 1.30
69.	M/S Digvijay Spg. & Wvg. Co. Ltd. Lalbaugh, Bombay-33	.. 10.84 ✓
70.	M/S Osmanshahi Mills Limited, Nanded	.. 21.18
71.	M/S Sholapur Spg. & Wvg. Mills Limited, Sholapur	.. 31.63
72.	Hindustan Wire Netting Co.	.. 4.16 ✓
73.	M/S Apart (P) Ltd.	.. 1.02
74.	M/S New Mahalaxmi Silk Mills (P) Ltd.	.. 1.80
75.	M/S Wg. Fergo & Allied Industries Ltd.	.. 5.36 ✓
76.	M/S Jaya Shankar Mills Barsi Ltd., Barsi, Sholapur	.. 10.10
77.	M/S New partap Spg., Wvg. and Mfg. Co., Limited, Dhulia	.. 10.48
78.	M/S Narsinggirji Mills, Sholapur	.. 3.80
79.	M/S R.S.R.G. Mohatta Spg. & Wvg. Mills Limited, Akola	.. 4.45
80.	M/S Savatram Ramprasad Spg. & Wvg. Mills, Akola	.. 3.44
81.	M/S Jaifabs Textile Mills (P) Ltd.	.. 4.19

(1)	(2)	(3)	
82.	M/S R.B. Bansial Abirchand Spg. & Wvg. Mills Limited, Hinghanghat, Wardha	.. 3.43	1
83.	M/S Shantilal Khushaldas & Bros. Pvt. Ltd., Margao Goa	.. 1.51	1
84.	M/S Gosalia Shipping Pvt. Ltd., Goa	.. 2.95	1
85.	The Apollo Mills Ltd. Bombay	.. 36.36	1
✓ 86.	M/S Shamsheer Sterling Cable Corporation Limited, Bombay	.. 2.86	
87.	M/S Dhanraj Mills Limited, Bombay	.. 6.36	10
✓ 88.	New Kaiser-I-Hind Spg. & Wvg. Mills, Bombay	.. 19.52	10
89.	M/S Structural Engg. Works, Bombay	.. 2.73	10
✓ 90.	M/S Sekasaria Cotton Mills Limited Bombay-13	.. 18.58	11
✓ 91.	M/S Garment Clearing Works, Worli Bombay	.. 3.43	11
		.. <u>447.72</u>	1
PUNJAB AND HARYANA			
92.	M/S Ego Metal Works, Gurgaon	.. 1.02	1
93.	M/S Bee Gee Corporation (P) Ltd., Patiala	.. 1.05	1
94.	M/S Panipat Woollen Mills, Kharar	.. 2.02	1
95.	M/S Kharar Textile Mills, Kharar	.. 2.14	1
96.	M/S Globe Steels, Ballbgarh	.. 1.20	
77.	M/S Laxamirattan Engg. Works, Faridabad	.. 1.95	1
98.	M/S Pearl Cycle Industries, Ballabgarh	.. 2.04	1
		.. <u>11.42</u>	1
ORISSA			
99.	Hirakud Research Station	.. 1.76	1
100.	M/S Prajatantra Prachar Samiti	.. 3.44	1
101.	M/S Kalinga Industries	.. 1.63	1
102.	M/S Orissa Manganese and Minerals Pvt. Limited	.. 2.91	1
		.. <u>9.74</u>	

(1)	(2)	(3)
RAJASTHAN		
103.	M/S Dholapur Glass Works, Dholapur	1.34
104.	M/S Mahalaxmi Mills Limited, Beawar	6.71
105.	M/S Bijay Cotton Mills, Bijaynagar	3.31
106.	Jaipur Udyog Ltd., Sawai Madhopur	7.47
		<u>18.83</u>
TAMIL NADU		
107.	Kaleeswarar Mills Limited, Coimbatore	10.62
108.	The Somasundaram Mills Ltd., Coimbatore	19.62
109.	The Coimbatore Spinning & Weaving Co., Ltd., Coimbatore	7.86
110.	Combodia Mills Limited, Ondipudur, Coimbatore-16	1.63
111.	Shri Rangavilas Ginning, Spinning and Weaving Mills, Limited Coimbatore	1.58
112.	The Pankaja Mills Limited, Coimbatore	5.79
113.	Sri Saradra Mills Limited, Podanur, Coimbatore	4.98
114.	Marudamalai Sri Murugan Textile (previously known as Sri Palamalai Ranganthan Mills Ltd.) Coimbatore	1.49
115.	Textol Co. Limited, Coimbatore	7.63
116.	Balaramurarama Textiles Limited, Shencottan, Tirunelveli	1.99
117.	Radhika Mills Limited, Coimbatore (Restarated as Madhu Spg. & Wvg. Mills Limited)	1.48
118.	Swamy Motor Transport (P) Ltd., Tanjore	1.21
119.	Sri Sathivilas Bus Service Porayar, Tanjore	4.37
120.	The Madras Bangalore Transport (East) Co. Limited, Madras-I	1.97
121.	Southern Structures Limited Pattabiram, Madras	4.16
122.	The Pilot Pen Co., Ltd. Madras	1.73
123.	Sakthi pipes Elevoor, Chingleput	2.72
124.	Sri Bharthi Mills Ltd., Pondicherry	16.52
125.	The Cannanore Spinning & Weaving Mills Limited, Mahe	2.92
		<u>100.27</u>

(1)	(2)	(3)	(4)
UTTAR PRADESH			
126.	M/S U.P. State Sugar Corpn., Mohiuddinpur, Meerut,	.. 4.27	1.
127.	U.P. State Sugar Corporation, Barabanki	.. 3.53	1.
128.	Metal Goods Mfg. Co (P) Ltd., Varanasi	.. 1.87	1.
129.	M/S R.B. Lachhmandas Sugar & General Mills, Bahraich	.. 7.11	1.
130.	M/S Lord Krishna Textiles, Saharanpur	.. 5.97	1.
131.	Diamond Sugar Mills, Gorakhpur	.. 3.00	1.
132.	R.K. Mills, Mirzapur	.. 1.09	1.
133.	M/S Muir Mills Co., Limited, Kanpur	.. 4.33	1.
134.	M/S New Victoria Mills, Ltd., Kanpur	.. 50.91	1.
135.	M/S H.R. Sugar Factory (P) Ltd., Bareilly	.. 5.40	1.
136.	M/S Laxmi Ratan Cotton Mills Co. Ltd., Kanpur	.. 11.10	16
137.	M/S Laxmi Ratan Engg. Works Ltd., Kanpur	.. 3.61	16
138.	M/S Atherton West & Co. Ltd., Kanpur	.. 25.75	16
139.	M/S India Supplies & Engg. Works Ltd., Kanpur	.. 1.84	16
140.	M/S Bijli Cotton Mills(P) Ltd., Hathras	.. 13.74	16
		.. 143.52	16
WEST BENGAL			
141.	A. Stock & Co. Ltd.	.. 4.67	16
142.	Arati Cotton Mills Limited	.. 3.33	16
143.	Agrind Fabrications Ltd., Alipore	.. 3.02	17
144.	All India General Transport Corpn.	.. 2.00	17
145.	Annapurana Metal Works	.. 4.07	17
146.	Atlas Works (P) Ltd.,	.. 3.35	17
147.	Bertram Scott (India) Limited	.. 8.34	17
148.	Bird & Co.	.. 11.86	17

(1)	(2)	(3)
149.	Bangeswari Cotton Mills Limited	8.10
150.	Bharat Jute Mills Ltd., Das Nagar, Howrah	3.15
151.	Bengal Laxmi Cotton Mills	27.88
152.	Bangodaya Cotton Mills Ltd., 24 Parganas	1.44
153.	The Bengal Belting Works Limited	1.41
154.	Bengal Fine Spinning & Wvg. Mills Ltd., (Factory No. I)	2.52
155.	Anandapur Tea Estate	4.08
156.	Atia Bari Tea Estate	1.72
157.	Ancillary Industries	2.60
158.	Associated Rubber Plastics	2.08
159.	M/S Associated Aesby Industries	3.61
160.	Bengal Fine Spinning & Weaving Mills, Ltd., (Factory No. 2)	2.29
161.	Banerjee Chakraborty & Co. (Pvt.) Ltd.,	5.48
162.	Belur Glass Works Limited	4.42
163.	Bengal Mills Agency	1.55
164.	Carter Pooler & Co. (Pvt.) Limited	9.97
165.	Central Cotton Mills Limited	10.40
166.	Calcutta Glass & Sillicate Works (1936) Private Limited	3.46
167.	Corporated Engineering India (P) Ltd.	1.04
168.	Canton Carpentry Works (P) Ltd.	8.02
169.	Dhakeswari Cotton Mills Limited	8.98
170.	Dominion Rubber Co. (P) Ltd.	2.80
171.	G.T.R. Co. (P) Ltd.	1.08
172.	Coal Field Engineering	1.49
173.	Cicco (P) Ltd.,	1.69
174.	Basumati Press (P) Ltd.	1.23
175.	Bhatmare Tea Estate	1.52

1	2	3
176.	Bridge and Roof	.. 13.75
177.	Crown Iron Works	.. 9.93
178.	Dr. Paul Lohamann	.. 2.30
179.	Diana Tea Estate	.. 6.27
180.	Engel India Machine & Tools Ltd.	.. 2.80
181.	Hilla Tea Estate	.. 3.50
182.	Hindustan Iron & Steel Co. Ltd.	.. 4.80
183.	India Cycle Mfg. Co. Ltd.	.. 3.38
184.	India Machinery Co' Ltd.	.. 7.91
185.	Indian Malleable Castings Ltd.	.. 5.31
186.	International Rubber Mfg. Co.	.. 4.21
187.	India Rubber Goods Mfg. Co. Limited	.. 3.95
188.	India Rubber Mfg. Co. Limited	.. 10.28
189.	Industrial Equipment (P) Ltd.	.. 2.21
190.	Jyoti Weaving Factory (P) Ltd.	.. 1.52
191.	Krishna Sillicate & Glass Works Ltd.	.. 5.74
192.	Kerala Valley Tea Estate	.. 3.15
193.	Kamal Tea Estate	.. 2.44
194.	Kumari Tea Estate	.. 4.11
195.	Jaldacca Altadanga T.E.	.. 2.03
196.	Keymer Bagshaw Mfg. Co.	.. 3.30
197.	Luxmi Narayan Cotton Mills Ltd., Hoogly	.. 13.20
198.	Lily Biscuit Co. (P) Ltd.	.. 1.89
199.	Lookson Tea Estate	.. 6.45
200.	Majhordabri Tea Estate	.. 8.48
201.	Motor and Machinery Mfg. Limited	.. 11.61
202.	Metro Glass Works (P) Limited	.. 2.05

1	2	3
203.	Mahindra Mills Limited	5.17
204.	Modern India Construction Co. Ltd.	3.78
205.	Marshall Sons & Co. India Limited	18.47
206.	Mujnai Tea Estate	2.22
207.	National Iron & Steel Co. Ltd.	17.50
208.	Oriental Research & Chemical Laboratories, Howrah	1.52
209.	Mechapara Tea Estate	1.72
210.	Nuxalbari Tea Estate	1.38
211.	Nurbong Tea Estate	1.28
212.	Okayti Tea Estate	5.03
213.	Pashok Tea Estate	6.32
214.	Rampooria Cotton Mills Ltd., Hoogly	21.23
215.	Raymon Engg. Works Limited	2.90
216.	Ramjhora Tea Estate	2.88
217.	Red Bank Tea Estate	5.31
218.	Rahimabad Tea Estate	4.21
219.	Sodepore Cotton Mills Limited	3.78
220.	Shree Mahalaxmi Cotton Mills Ltd.	18.64
221.	Saroogan Tea Estate	9.32
222.	Sen & Pandit Industries Limited	3.41
223.	Spencer Areated Water (P) Ltd.	1.75
224.	Shree Govindari Glass Works	3.55
225.	Sen Raleigh & Industries	15.47
226.	Singeel Tea Estate	2.69
227.	Sonali Tea Estate	1.38
228.	S. Sur & Co.	15.07
229.	Glucamate Ltd.	4.71

(1)	(2)	(3)
230.	Precesion Tools	.. 2.20
231.	Pandey Industries (P) Ltd.	.. 2.05
232.	Rupali Tea Estate	.. 2.86
233.	R.B.S. Rubber	.. 1.51
234.	Republic Engg. Co.	.. 1.49
235.	Ritz Contentental	.. 6.45
236.	Shalimar Tar Products (1935) Ltd., Calcutta	.. 5.97
237.	The Asansal Elect. Supply Co.	.. 3.06
238.	Thakurdas Sureka Iron Foundry Ltd., No. I	.. 2.48
239.	Thakurdas Sureka Iron Foundry Ltd. No. 2	.. 1.06
240.	The Great Eastern Hotel Limited	.. 4.22
241.	United Provinces Commercial Corporation (P) Ltd.	.. 1.55
242.	Toonbari Tea Estate	.. 1.69
243.	Vah Tukuar	.. 2.32
244.	Serampore Bolting Works Ltd.	.. 2.18
245.	Shalimar Tar Products WB/11551	.. 3.36
246.	Sree Engg. Product	.. 5.94
247.	Kolay Iron & Steel	.. 8.73
248.	Bengal Enamel Works	.. 15.74
249.	Britania Building	.. 1.78
250.	Bharat Overseas	.. 12.23
251.	Albion Plywood	.. 1.20
252.	National Castic	.. 1.36
253.	Stadmed (P) Ltd.	.. 1.52
254.	Dalmore T.E.	.. 1.60
255.	Sudapain	.. 2.84
256.	Mackintosh Burn Ltd.	.. 1.72
		591.02
	Grand Total	Rs. 1760.82

APPENDIX D

Statement showing the names of the exempted establishments which were in default of Rupees one lakh or more as on the 31st March, 1975 in transferring the Provident Fund Contributions to their respective Boards of Trustees.

Serial No.	Name of the establishment	Amount not transferred to the Board of Trustees (Rs in lakhs)
(1)	(2)	(3)
1. ANDHRA PRADESH		
1.	M/s Andhra Grama Swarajya Sangam, Tirupathi	1.57
		<u>1.57</u>
2. DELHI		
2.	Delhi Transport Corporation	13.81
3.	Delhi Electric Supply Undertaking	9.58
		<u>23.39</u>
3. KERALA		
4.	M/s Kerala State Road Transport Corporation	31.00
		<u>31.00</u>
4. MADHYA PRADESH		
5.	Nandlal Bhandari Mills Ltd., Indore	8.16
6.	Jaora Sugar Mills Ltd., Jaora	1.65
7.	Burhanpur Tapti Mill, Burhanpur	10.39
		<u>20.20</u>

(1)	(2)	(3)	
5. MAHARASHTRA			24.
8.	Western India Spg. & Mfg. Co. Ltd. Kalachowki Road, Bombay-33 ..	8.95	25.
9.	Aiyars Advertising and Marketing (P) Ltd., "Nirmal", 7th Floor Nariman Point, Bombay-20 ..	1.11	26.
10.	Raymond Woollen Mills Ltd. Pokhran Road, Thana ..	2.83	27.
11.	Shree Sitaram Mills Ltd., N.M. Joshi Marg, Chinchpokli Bombay-11 ..	2.26	28.
12.	Pulgaon Cotton Mills Ltd., Pulgaon, Distt. Wardha ..	5.91	29.
13.	Mahindra and Mahindra Ltd., Gateway Bldg. Apollo Bunder, Bombay-1 ..	10.75	30.
14.	Model Mills Nagpur, Umrer Road, Nagpur ..	24.51	31.
		<u>56.32</u>	32.
6. PUNJAB			33.
15.	M/s Ballarpur Paper and Straw Board Mills, Yamuna Nagar (Haryana) ..	5.53	34.
		<u>5.53</u>	35.
7. TAMIL NADU			36.
16.	Tamil Nadu Electricity Board ..	3.12	37.
		<u>3.12</u>	38.
8. UTTAR PRADESH			39.
17.	M/S Raza Buland Sugar Co. Ltd., Rampur ..	3.38	40.
18.	M/S The Punjab Sugar Mills Co. Ltd. Gorakhpur ..	1.46	41.
19.	M/s Gram Udyog Mandal, Kanpur ..	1.48	42.
20.	M/s Nawabganj Sugar Mills Co. Ltd., Nawabganj, Gonda ..	2.36	43.
21.	M/s Deoria Sugar Mills, Deoria ..	1.07	44.
22.	M/s Daurala Sugar Works, Daurala, Meerut ..	2.41	45.
23.	M/s Indian Drugs & Pharmaceuticals Ltd., Rishikesh ..	10.31	46.
		<u>22.47</u>	47.

(1)	(2)	(3)
9. WEST BENGAL		
24. M/s Alexander Jute Co. Ltd.	..	12·19
25. Britannia Engg. Co. Ltd	..	20·71
26. Bengal Immunity Co. Ltd.	..	15·82
27. M/s Calcutta Chemical Co. Ltd.	..	10·70
28. Central Inland Water Transport Corpn. Ltd.	..	30·50
29. East Bengal Engineering Works	..	6·06
30. Empire Jute Co. Ltd.	..	6·56
31. Eastern Mfg., Co. Ltd.	..	10·82
32. French Motor Car Co. Ltd.	..	2·16
33. Ganges Printing Ink Fy., Ltd.	..	10·30
34. Garden Reach Workshop Ltd.	..	52·00
35. Kelvin Jute Co. Ltd.	..	46·26
36. Khardah Jute Co. Ltd.	..	26·90
37. Kennison Jute Co. Ltd.	..	30·14
38. Meghna Mills Ltd.	..	26·96
39. National Co. Ltd.	..	82·63
40. Northbrook Jute Co. Ltd.	..	14·30
41. Premchand Jute Mills	..	31·98
42. Rehabilitation Industries Corpn. Ltd.	..	10·08
43. Shree Ambica Jute Mills, Ltd.	..	4·34
44. Union Jute Co. Ltd.	..	6·60
45. Bertram Scott (I) Ltd.	..	1·48
46. Smith Stainstreet & Co.	..	2·76
47. Braithwaits & Co. Ltd.	..	23·80
48. Westing House Saxby Farmer Ltd.	..	6·68
49. Burn & Co. Ltd.	..	1·17

(1)	(2)	(3)
50. Burn & Co. Ltd.	..	8.14
51. Indian Standard Wagon Co. Ltd.	..	56.17
52. Howrah Iron Works	..	116.58
53. Alluminium Mfg. Co. Pr. Ltd.	..	29.19
54. Hooghly Docking Engg. Co. Ltd.	..	13.48
55. Bengal Potteries Ltd.	..	33.17
56. Sree Durga Cotton Spg. & Weavings Mills	..	5.35
57. Oriental Metal Industries (P) Ltd.	..	8.33
Rs		764.31

APPENDIX E

Statement showing names of the un-exempted establishments in which payment to members was made on ad-hoc on closure, during the year 1974-75

S. No.	Name of the closed Establishment	Number of members who were given a non-refundable advance	Number of times advance was given
(1)	(2)	(3)	(4)
ANDHRA PRADESH			
1.	M/s J. B. Mangharam & Co.	59	Once
2.	M/s Royal Laboratories	.. 34	Once
BIHAR			
3.	M/s Raiyam Sugar Mills, Darbhanga	.. 9	Once
4.	Britania Engineering, Mokamah	.. 4	Once
5.	Britania Engineering, Mokamah	.. 1	Twice
KERALA			
6.	Quilon Ceramics	.. 34	Once
7.	Gwalior Rayons (Pulp Division)	.. 8	Once
8.	Arthla Tea Estate	.. 1	Once
9.	Kinakkool Saw Mills	.. 13	Once
10.	National Tile Works Meenad	.. 1	Once
11.	M/s Thomas Stoaphen Co. Ltd.	.. 202	Once
12.	Malayala Rayyan (P) Ltd., Quilon	.. 1	Once
13.	Metal Industries Ltd., Shoranur	.. 21	Once
14.	M. P. Bhaskara Sons	.. 14	Once
15.	Kerala Flying Club	.. 35	Once
16.	Kerala Cashew Works	.. 74	Once

1	2	3	4
MADHYA PRADESH			
17.	M/s Malwa Economic Development Society, Indore	1	Once
MAHARASHTRA			
18.	M/s Shyam Talkies, Nagpur ..	12	Thrice
19.	M/s Vasant Talkies, Nagpur ..	20	Thrice
20.	M/s Bharat Talkies, Nagpur ..	5	Thrice
21.	M/s Hindustan Transmission, Bombay ..	200	Once
22.	M/s Apar Ltd., Vithalwadi, Kalyan, Distt. Thana	360	Once
23.	M/s Yeshwant Co-operative Canning Ltd., Pimpalgaon (Nasik)	1	Once
24.	M/s Dhodu Patloo Bhosle, Bombay-1 ..	32	Once
25.	M/s Jaifabs Rayon Industries, Bombay-77 ..	305	Twice
26.	M/s Bengal Surgical Co., Bombay-12. ..	32	Once
27.	M/s V. Pamlays Pvt. Ltd., Thana ..	18	Once
ORISSA			
28.	M/s B. Patnaik Mines ..	127	Once
TAMIL NADU			
29.	Toshinval Instruement Ltd., Madras -32	13	Once
30.	Tuby Rubbers Works Limited, Madras-19 ..	67	Twice
31.	Century Flour Mills Limited Madras-12 ..	96	Once
UTTAR PRADESH			
32.	M/s Laxmi Ratan Cotton Mills, Kanpur	3,456	Once
WEST BENGAL			
33.	M/s Turner Morrison & Co. Ltd. ..	8 10 17 33 21 11	1st time 2nd time 3rd time 4th time 5th time 6th time
34.	M/s Dewar's Garrage (I) Ltd. ..	9	1st time

(1)	(2)	(3)	(4)
35.	M/s Calcutta Cromotype ..	20	1st time
36.	M/s Mercury Travels (I) Ltd. ..	45	1st time
37.	M/s Kohinoor Binding Works (P) Ltd. — ..	19	1st time
38.	M/s Asoke Transport Agency ..	22	1st time
39.	M/s Universal Lamp ..	182	2nd time
40.	M/s Eastern Type Foundry & Oriental Printing Works ..	63	1st time
41.	M/s Vibekananda Press (P) Ltd. ..	11	1st time
42.	M/s Bidhusree Cinema ..	12	1st time
43.	M/s Nabhajibhan Press ..	5	1st time
44.	M/s Bindawala Industrial Corporation ..	18	2nd time
45.	M/s Calcutta Collapsible Gate ..	1	1st time
46.	M/s Asian Enterprises ..	17	1st time
47.	M/s Gonternann Tea Estate ..	157	1st time
48.	M/s Sanyal's New Engineering Works (P) Ltd. ..	12	1st time
49.	M/s Metal Corporation (P) Ltd. ..	28	1st time
50.	M/s S.G.R.(P) Ltd. ..	94	1st time
51.	M/s Upper Fogue Tea Estate ..	11	1st time
52.	M/s Sodepre Potteries (P) Ltd. ..	53	1st time
53.	M/s Hind Wire Industries ..	2	1st time
54.	M/s Union Packaging Industries ..	27	1st time
55.	M/s Sudha Industries	32	1st time
56.	M/s Plastic India ..	4	1st time
57.	M/s Rungn net Tea Estate ..	7 105	1st time 2nd time
58.	M/s Industrial Metal Works (P) Ltd. ..	1	1st time
59.	M/s Engel (I) Machines & Tools Ltd. ..	51 10	1st time 2nd time
60.	M/s A. Stock & Co. ..	20	2nd time

1	2	3	4
61.	M/s Shalimar Works ..	8	2nd time
62.	M/s R.B.S. Rubber (P) Ltd. ..	99	3rd time
63.	M/s Abrasive Castings (P) Ltd. ..	21	2nd time
64.	M/s Jeetmull Jaichand Mull (P) Ltd. ..	2	1st time
65.	M/s Belur Iron Foundry & Engg. Works ..	2	1st time
66.	M/s Bhattacharjee Engg. Works ..	50	1st time
67.	M/s Industrial Plant Ltd. ..	85	1st time
68.	M/s Parts Service ..	5	1st time
69.	M/s R.B.S. Jain Distributors (P) Ltd. ..	4	1st time
70.	M/s Metal Craft Corporation ..	14	2nd time
71.	Associated Rubber & Plastic Works ..	42	1st time
72.	Assam Travel Shipping ..	7	1st time
73.	M/s Parbati Cinema	14	1st time
74.	M/s Industrial Equipment ..	48 150	1st time 2nd time

APPENDIX—F

**List of Members of the Central Board of Trustees,
Employees' Provident Fund as on
31st March, 1975**

CHAIRMAN

1. Shri N. P. Dube,
Secretary to the Govt. of India,
Ministry of Labour,
New Delhi.

MEMBERS

2. Shri Diwakar,
Vice-President, M.P. State
Committee of A.I.T.U.C.,
29-B, Rajendra Nagar,
Indore.
3. Shri Kisan Tulpule,
General Secretary,
Mill Mazdoor Sabha,
39, Patel Terrace, Parel,
Bombay-12.
4. Shri M. C. Narasimhan,
President, Karnataka Provincial Committee
of All India Trade Union Congress,
27, VI Cross Street, Main Road,
Malleswaram,
Bangalore-3.
5. Shri R. N. Sharma,
Vice-President, Colliery Mazdoor Sangh,
Polytechnic Road,
Dhanbad (Bihar).
6. Shri Sisir Kumar Ganguly,
General Secretary,
Indian National Trade Union Congress,
Bengal Branch, 177/B, Acharya Jagdish Bose Road,
Calcutta-14.
7. Shri V. R. Hoshing, M.L.A.,
General Secretary,
Rashtriya Mill Mazdoor Sangh,
Mazdoor Manzil,
G.D. Ambedkar Marg, Parel,
Bombay-12.

8. Shri H. P. Merchant,
Shakti Villa, Ground Floor,
14—Labournam Road, Gamdevi,
Bombay-7.
9. Shri I. P. Poddar,
Calcutta Silk Mfg. Co. Ltd.,
Commerce House,
135-A, Biplabi Rashbehari Basu Road,
Calcutta-1.
10. Shri M. Ghose,
Labour Adviser,
Bengal Chamber of Commerce and Industry,
Royal Exchange,
6, Netaji Subhash Road,
Calcutta.
11. Dr. Mohanlal Piramal,
C/o Piramal Spg. & Wvg. Mills,
Army & Navy Building,
Mahatma Gandhi Road,
Bombay-1.
12. Shri P. Chentsal Rao,
Additional Secretary-General,
All India Organisation of Employers,
Federation House,
New Delhi.
13. Shri S. N. Bose,
Director, Bata Shoe Co. (P) Ltd.,
P-34, Block 'H', New Ali Pore,
Calcutta-53.
14. Shri B. B. Mahajan,
Secretary to the Govt. of Punjab,
Labour & Employment Department,
Chandigarh.
15. Shri E. Venkataiah,
Deputy Secretary to the Govt. of A. Pradesh,
Employment & Social Welfare Deptt.,
Incharge of Labour,
Hyderabad.
16. Shri Har Swaroop Sharma,
Labour Commissioner,
Govt. of Uttar Pradesh,
Kanpur.

17. Shri M. Subramanim,
Secretary to the Govt. of Maharashtra,
Industries and Labour Department,
Bombay.
18. Miss M. Seth,
Commissioner for Labour & Employment and
Secretary to the Govt. of Haryana,
Labour and Employment Deptt.,
Chandigarh.
19. Shri N. Rajasekhar,
Commissioner of Labour and Employment,
Govt. of Goa, Daman and Diu,
Panaji (Goa).
20. Shri N. K. Joshi,
Labour Commissioner and Additional
Secretary to the Govt. of Rajasthan,
Labour Department,
Jaipur.
21. Shri R. U. Singh,
Secretary to the Govt. of Bihar,
Deptt. of Labour & Employment,
Sachivalaya,
Patna-15.
22. Shri R. B. Shukla,
Secretary to the Govt. of Gujarat,
Education and Labour Deptt.,
Sachivalaya, Gandhinagar,
Ahmedabad.
23. Shri R. Pasupathi,
Special Secretary to the Govt. of Tamil Nadu,
Labour & Employment Deptt.,
Madras.
24. Shri R. N. Sen Gupta,
Secretary to the Govt. of West Bengal,
Labour Deptt.,
Calcutta.
25. Shri R. P. Kapoor,
Special Secretary to the Govt. of M. Pradesh,
Labour Department,
Bhopal.

26. Shri T. J. Ramakrishnan,
Secretary to the Govt. of Karnataka,
Food, Civil Supplies and Labour Deptt.,
Bangalore.
27. Shri T. S. Gill,
Secretary to the Govt. of Assam,
Labour Deptt.,
Shillong.
28. Shri U. Mahabala Rao,
Secretary to the Govt. of Kerala,
Labour Department,
Trivandrum.
29. Shri A. K. Sen,
Joint Secretary to the Govt. of India,
Ministry of Finance,
Deptt. of Expenditure,
(Labour & Rehb. Branch),
New Delhi.
30. Shri B. S. Bhatnagar,
Under-Secretary to the Govt. of India,
Ministry of Steel & Heavy Engineering,
Udyog Bhavan,
New Delhi.
31. Shri D. S. Nim.
Joint Secretary to the Govt. of India,
Ministry of Labour,
New Delhi.
32. Shri Daljit Singh,
Internal Financial Adviser and Deputy Secretary
to the Government of India,
Ministry of Labour,
New Delhi.
33. Shri K. K. Mathur,
Director
Ministry of Industrial Development,
Udyog Bhavan,
New Delhi.