



ANNUAL REPORT
ON THE WORKING OF THE
EMPLOYEES' PROVIDENT FUNDS AND
THE EMPLOYEES' FAMILY PENSION SCHEMES

FOR THE YEAR 1975-76

CONTENTS

<i>S. No.</i>	<i>Subject</i>	<i>Page No.</i>
1.	Introduction ...	1
2.	Administrative set up ...	5
3.	Extensions ...	5
4.	Coverage ...	6
5.	Contributions ...	10
6.	Investments ...	12
7.	Interest ...	16
8.	Realisation of Provident Fund Arrears ...	16
9.	Inspections ...	24
10.	Compliance ...	25
11.	Benefits provided to members ...	28
12.	Refunds and Claims ...	30
13.	Reserve and Forfeiture Account ...	33
14.	Special Reserve Fund ...	34
15.	Death Relief Fund ...	35
16.	Scheme of Annual posting of Ledger Cards ...	36
17.	Annual Statements of Accounts ...	37

<i>S. No.</i>	<i>Subject</i>	<i>Page No.</i>
18.	Publicity ...	37
19.	Central Board of Trustees ...	38
20.	Regional Committees ...	40
✓ 21.	Employees' Family Pension Scheme ...	43
22.	Administration ...	46
23.	Audit ...	47
24.	Office Building & Staff Quarters ...	48
25.	Machine processing of Accounts ...	49
26.	Income and Expenditure ...	50
27.	Conclusion ...	50

APPENDICES

Page No.

Appendix-A	Industries/classes of establishments to which the Employees' Provident Funds and Family Pension Fund Act, 1952 applied as on 31st March, 1976.	...	52
Appendix-B	Industries/classes of establishments in respect of which the statutory rate has been enhanced to 8 per cent of pay as on the 31st March, 1976.	...	78
Appendix-C	Statement showing the details of un-exempted establishments which were in default of provident fund dues to Rs. one lakh and above, (including arrears of contribution, administrative charges and penal damages) as on the 31st March, 1976.	...	90
Appendix-D	Statement showing the names of the un-exempted establishments which were in default of Rs. one lakh or more as on the 31st March, 1976 in transferring the Provident fund contributions to their respective Boards of Trustees.	...	113

	<i>Page No.</i>
Appendix- E Statement showing the names of the un-exempted establishments in which payment to members was made on ad-hoc on closure during the year 1975-76.	... 119
Appendix-F List of members of the Central Board of Trustees, Employees' Provident Fund as on the 31st March, 1976.	... 129

APPENDICES

Page No.

Appendix-A	Industries/classes of establishments to which the Employees' Provident Funds and Family Pension Fund Act, 1952 applied as on 31st March, 1976.	...	52
Appendix-B	Industries/classes of establishments in respect of which the statutory rate has been enhanced to 8 per cent of pay as on the 31st March, 1976.	...	78
Appendix-C	Statement showing the details of un-exempted establishments which were in default of provident fund dues to Rs. one lakh and above, (including arrears of contribution, administrative charges and penal damages) as on the 31st March, 1976.	...	90
Appendix-D	Statement showing the names of the un-exempted establishments which were in default of Rs. one lakh or more as on the 31st March, 1976 in transferring the Provident fund contributions to their respective Boards of Trustees.	...	113

	<i>Page No.</i>
Appendix- E Statement showing the names of the un-exempted establishments in which payment to members was made on ad-hoc on closure during the year 1975-76.	... 119
Appendix-F List of members of the Central Board of Trustees, Employees' Provident Fund as on the 31st March, 1976.	... 129

INTRODUCTION

The Scheme of compulsory contributory Provident Fund, framed under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952, completed 23 years of its existence during 1975-76. The history of the working of this Act during the past over two decades has been of rapid advance, each successive year bringing, within its compass lakhs and lakhs of more workers in increasing number of industries and classes of establishments and conferring upon them and their dependants more and more benefits of various kinds in addition to the provision for their old age.

The Employees' Provident Fund Organisation has registered a substantial growth over the last one year and has achieved satisfactory results in rendering various services to the members in implementation of the Employees' Provident Funds/Scheme and the Employees' Family Pension Scheme. An intensive drive for stepping up of coverage under the Act was launched with a view to bring in such of those coverable establishments which had successfully evaded coverage so far and to ensure that every coverable establishment was brought within the purview of the Act and every eligible employee therein was enrolled as a member. The Commissioners were advised to form squads of Provident Fund Inspectors to comb selective areas. The need for strengthening the vigilance measures in the Organisation was recognized and steps taken to strengthen the existing

machinery. There was more effective control over the affairs of the exempted establishments. The number of exempted establishments participating in a common Provident Fund was limited to six, each unit having a representative on the Board of Trustees of the exempted fund. The enforcement machinery of the Organisation was geared up to take timely, effective and purposeful action against the defaulting employers. This resulted in more prosecutions and decrease in arrears of contributions.

The percentage of the claims settled within 10 days went up, as top-most priority was given to final payment cases by the Commissioners. A documentary film titled "Suraksha-ka-nam Bhavishyanidhi" was completed in 1975 and exhibited in various Cinema houses and T.V. also. The procedure for nomination forms was reviewed and accordingly, effective from April, 1975 the nomination forms are required to be filled in by the members in duplicate, and the duplicate accepted copy is being returned to the member through his employer for record/information. This procedure has mitigated the hardships faced by the nominees of the deceased members.

The need for amendment to the definition of the term "reckonable service" in the Employees' Family Pension Scheme was felt, as the original definition entitled the family of the deceased members to the Family Pension and Life Assurance benefits only if the member had died during service and having actually contributed to Family Pension. Accordingly, the definition of the term "reckonable service" was got amended with retrospective effect, namely from 1.3.1971 with a view to avoid such hardship.

In the Central Office and in the Regional Offices a Public Relation Officer/Reception Officer was posted to attend to the members who visit the offices for effective follow-up action. A machinery was also created so that complaints are attended to with utmost promptitude. The issue of annual statements of accounts was speeded up and back-log of arrears cleared to a great extent. Every possible step was taken to keep the expenditure under control to the maximum extent.

A new initiative and drive has been launched to render prompt and better service to the members by opening sub-Regional Offices, so that the members may have easy access to the office in or near the places where they are working and their accounts are maintained and to get their grievances redressed quickly. Special and effective steps were also taken to tone up efficiency and discipline in various Offices of the Organisation.

With the effective measures taken by the Board to further liberalise the pattern of investment for achieving a higher yield on its investments, it was possible for the Board to declare higher rate of interest for credit to subscribers' accounts of the Fund.

After the close of the year under review, a new Social Security Scheme known as the Employees' Deposit-linked Insurance Scheme was introduced. This Scheme provides insurance cover to the members of the Employees' Provident Fund without payment of any premium by such members. The introduction of this Scheme was another mile-stone in the progress of social security measures for the weaker sections of the society and has been widely welcomed by the

working classes. Thus the Employees' Provident Fund Organisation is now incharge of three important Schemes, namely, the Employees' Provident Funds Scheme, the Employees' Family Pension Scheme and the Employees' Deposit-linked Insurance Scheme. The Organisation has also continued to handle huge sums of money coming in as a result of the Additional Emoluments (Compulsory Deposit) Act which work was also entrusted to the Organisation by the Government of India.

It was thus, on the whole, a year of accelerated progress and very satisfying performance in all spheres of the working of the Organisation.

Distinguishing Features

2. The Social Security Schemes in other countries are generally financed either by the resources of the respective States or are an outright contribution by the employers without any resultant benefits to each of them. The distinguishing character of the Employees' Provident Funds and Family Pension Schemes is that it is equally beneficial to all the workers, employers and the Government. To the worker, 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 true democratic principles, the two Schemes are administered by a Tripartite Body consisting of the representatives of the Central and State Governments, and Employers' and Employees' Associations. During the period under report, 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. Shri K. S. Naik, Central Provident Fund Commissioner 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 the Year

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 detailed below.

Extensions

5. The small but evergreen plant of Provident Fund Scheme, emplaced by the Government of India in 1952 encompassing only 6 industries under its shade, has now spread out its

deep roots to all the principal industries/classes of establishments. It has now turned indeed into a giant banyan tree affording shelter to 78.45 lakhs of subscribers in 137 (as on 31.3.76) 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 classes of establishments was covered under the Act during the year under review :—

Soap Stone Mines and Establishments engaged in the grinding of soap stone.

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 the 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 1.42 lakhs persons

employed in 3022 establishments get 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's 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 been amended and under the amended provision, the period of eligibility for membership has been reduced to six 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 2/3rd 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 provision, the number of establishments covered rose by over 2,600 and the provident fund subscribers increased by 2.42 lakhs. As at the end of the year, 67,354 establishments having 78.45 lakhs provident fund subscribers stood covered under the Act. Region-wise coverage position is as under:—

T A B L E
Region-wise coverage position as on 31-3-76

Region	Number of factories/establishments			No. of subscribers		
	Exempted	Un-exempted	Total	Exempted	Un-exempted	Total
1	2	3	4	5	6	7
A. Pradesh	109	3936	4045	130426	356219	486645
Assam	38	693	731	29683	41264	70947
Bihar	145	2036	2181	235290	130768	366058
Delhi	161	3261	3422	156091	104658	260749
Gujarat	130	5899	6029	215544	322263	537807
Karnataka	99	4984	5083	209765	217524	427289
Kerala	60	2843	2903	61173	344778	405951

1	2	3	4	5	6	7
M. Pradesh	55	2026	2081	194920	153088	348008
Maharashtra (including Goa)	470	12073	12543	556861	944579	1501440
Orissa	25	1055	1080	60414	138396	198810
Punjab	19	2553	2572	23230	126779	150009
Haryana	36	1274	1310	26047	98455	124502
Himachal Pradesh	9	174	183	1895	15825	17720
Chandigarh	7	113	120	1821	13237	15058
Rajasthan	67	1451	1518	63775	94491	158266
Tamil Nadu (includ- ina Pondicherry)	393	8577	8970	250622	614239	864861

5185

307289

1	2	3	4	5	6	7
Uttar Pradesh	185	4512	4697	127560	485639	613199
West Bengal (including Andaman & Nicobar Islands)	730	7156	7886	624216	673124	1297340
Total	2738	64616	67354	2969333	4875326	7844659

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 aiding various 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. 738.56 crores was collected during the year and the total collections amounted to a sum of Rs. 4195.30 crores. Out of these collections as on the 31st March, 1976, a sum of Rs. 2955.42 crores stood invested in Central/State Government Securities and small savings, special deposits, etc. The other details of contributions, its rate and investments made, etc., are furnished below :—

11. *Rate of contributions* : 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 8 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 31.3.76, 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 Appendix '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. 738.56 crores (Rs. 257.46 crores including Rs. 3.48 crores on account of transferred securities in respect of unexempted establishments and Rs. 481.10 crores including interest on investment and other miscellaneous receipts from exempted establishments) as against Rs. 500.88 crores (Rs. 173.89 crores from unexempted establishments and Rs. 326.99 crores from exempted establishments) in the previous year. Thus during the year, there was an increase of Rs. 237.68 crores on this account. The total contributions in respect of both exempted and unexempted establishments since the inception of the Act stood at Rs. 4195.30 crores.

Investments

16. The pattern of investment prescribed for the year 1975-76 is given below :—

From 1.4.75 to 30.6.75

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% |

From 1.7.75 to 31.3.76

- | | |
|---|---------------------|
| i) Government securities as defined in Clause (2) of Section (2) of the Public Debt Act, 1944 (18 of 1944) created and issued by the Central Government | Not less than 25% |
| ii) Government Securities as defined in Clause (2) of Section 2 of the Public Debt Act, 1944 (18 of 1944) created and issued by any state Government | Not less than 25% |
| iii) Any other negotiable Securities or bonds, the principal whereof and interest whereon is fully and unconditionally guaranteed by the Central Govt. or any State Govt. | } Not exceeding 30% |
| iv) 7 year National Savings Certificate (Second Issue & Third Issue) or Post Office Time Deposits | |

- v) Special Deposit Scheme introduced by the notification of the Govt. of India in the Ministry of Finance (Department of Economic Affairs) No. F. 16(1)/PD/75 dated 30.6.1975. . Not exceeding 20%

17. The following is an analysis of the investments made during the year 1975-76 out of the contribution, interest and sundry receipts pertaining to the unexempted establishments;

Investment made in	<i>In crores of rupees</i>
a) Central Government Securities	75.18
b) State Government and State or Central Government guaranteed securities	59.25
c) Post Office Time Deposits and Small Savings	71.81
d) Special Deposit	37.11
	<hr/> 243.35 <hr/>

18. The aggregate investment of the provident fund accumulations of the unexempted establishments as on 31.3.76 amounted to Rs. 1346.88 crores. The investment made during the year 1975-76 was Rs. 216.32 crores plus Rs. 27.03 crores redeemed and reinvested as against the

investment of Rs. 188.14 crores made in 1974-75. Interest of Rs. 84.82 crores was realised on investments during 1975-76.

19. The exempted establishments also were required to follow the same pattern of investment as was prescribed for the unexempted establishments during the year 1975-76. 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 1.4.75	11.90
b) Contributions received (including interest on investments redemption proceeds and other sundry receipts)	527.47
	<hr/>
	539.37
	<hr/>
c) Investments made in	
i) Central Government Securities	90.52
ii) State Government and Government guaranteed securities	48.30
iii) Post Office Time Deposits	96.67

iv) Small Savings & others	66.55
v) Special Deposits	22.71
	<hr/>
	324.75
	<hr/>
d) Amount refunded on account of final settlement of claims and grant of advances	197.72
e) Balance in hand	16.90

20. The aggregate investment of the Provident Fund accumulations of the exempted establishments stood at Rs. 1597.14 crores as on 31.3.1976. With this, the total investment of provident fund accumulations of both the exempted and unexempted establishments amounted to Rs. 2,915.84 crores as on 31.3.1976.

Interest

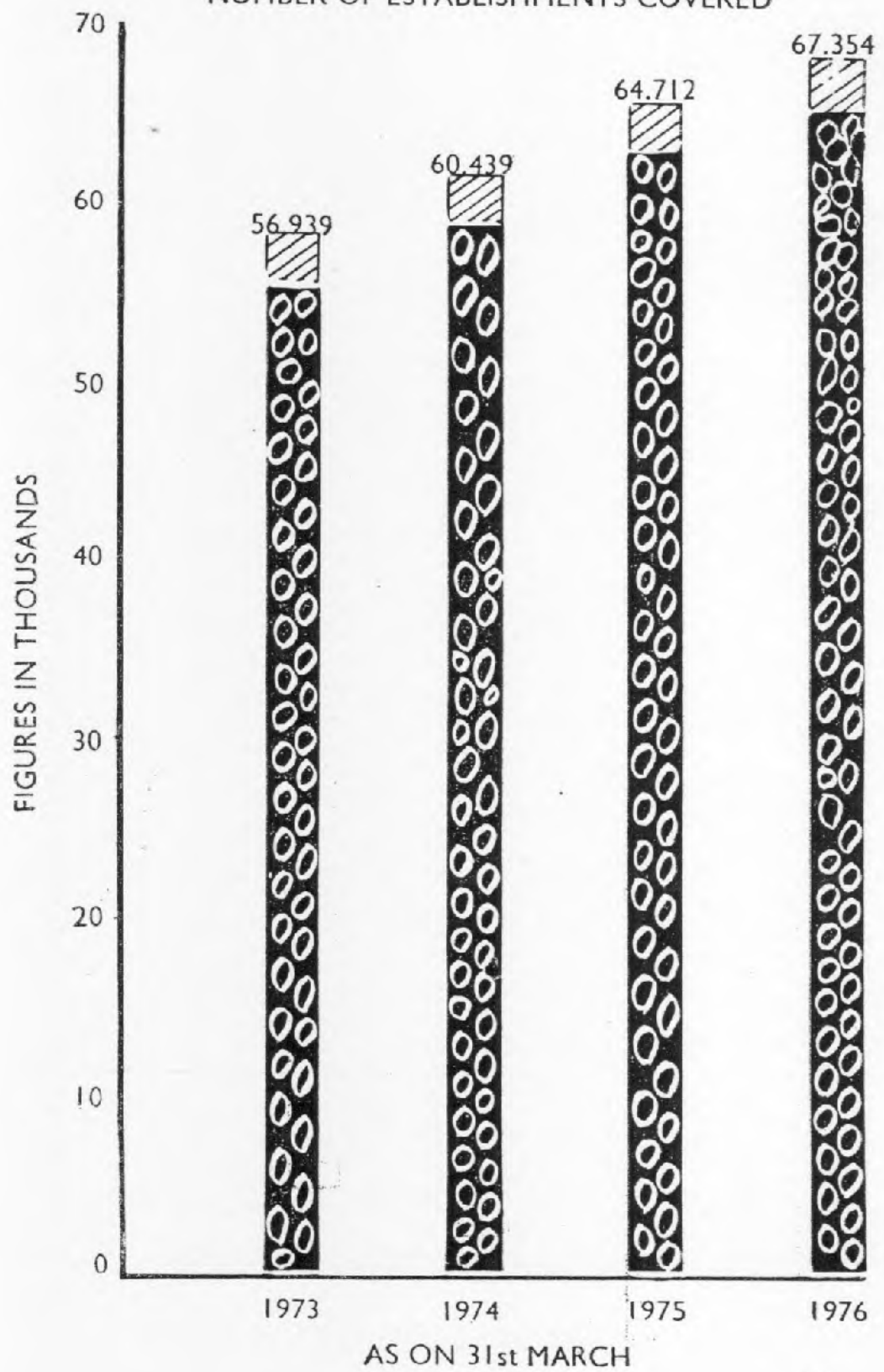
21. As a result of investment of Provident Fund contributions in higher yield securities, it was possible for the Board to declare interest at $7\frac{1}{2}$ per cent per annum against the rate of last year, which stood at 7 per cent per annum only.

Realisation of Provident Fund contribution

22. The realisation of Provident Fund contributions from the owners of about 65,000 unexempted establishments covered under the Act spread all over the country, remained, as usual, an herculian

GRAPH-I

NUMBER OF ESTABLISHMENTS COVERED



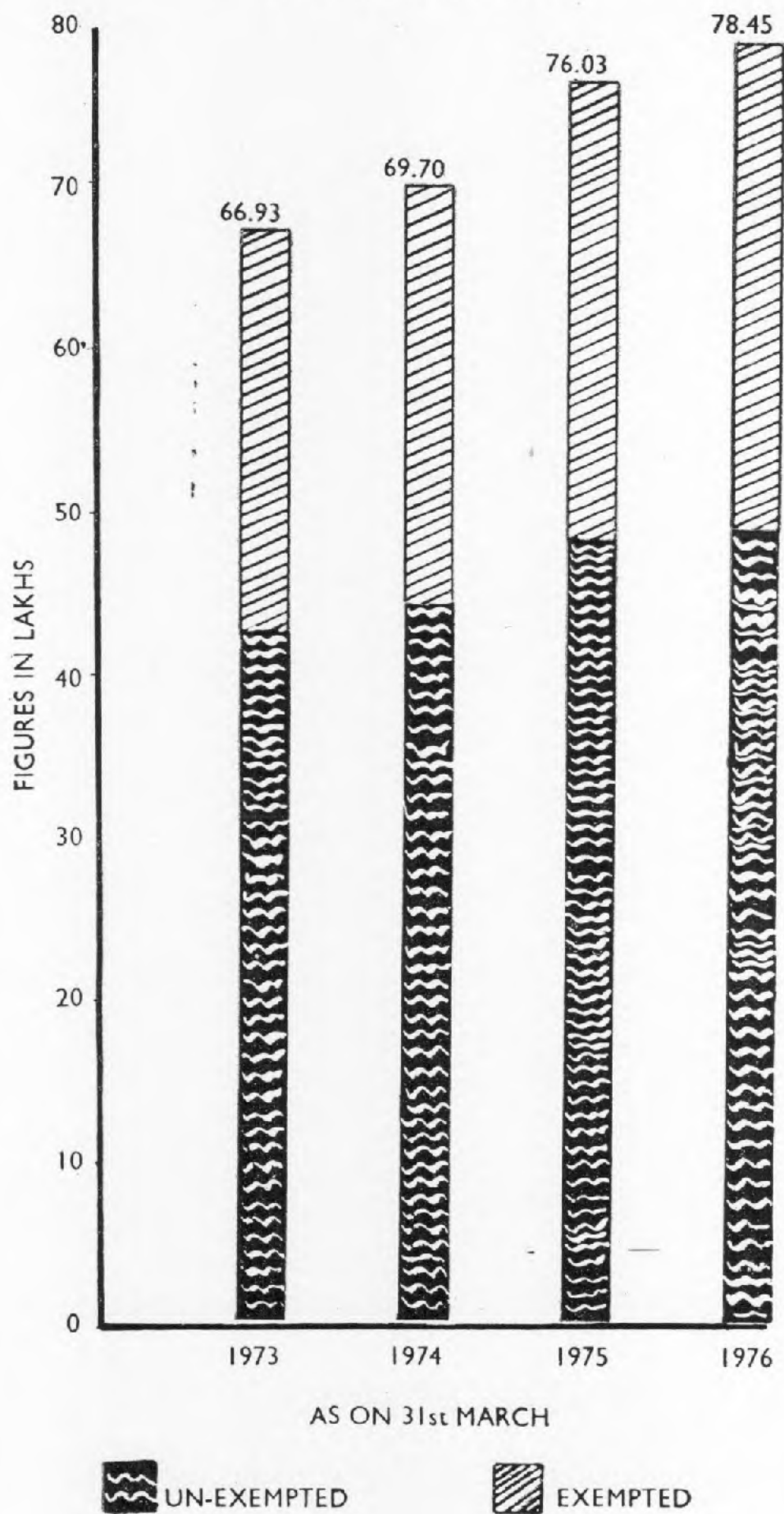
UN-EXEMPTED



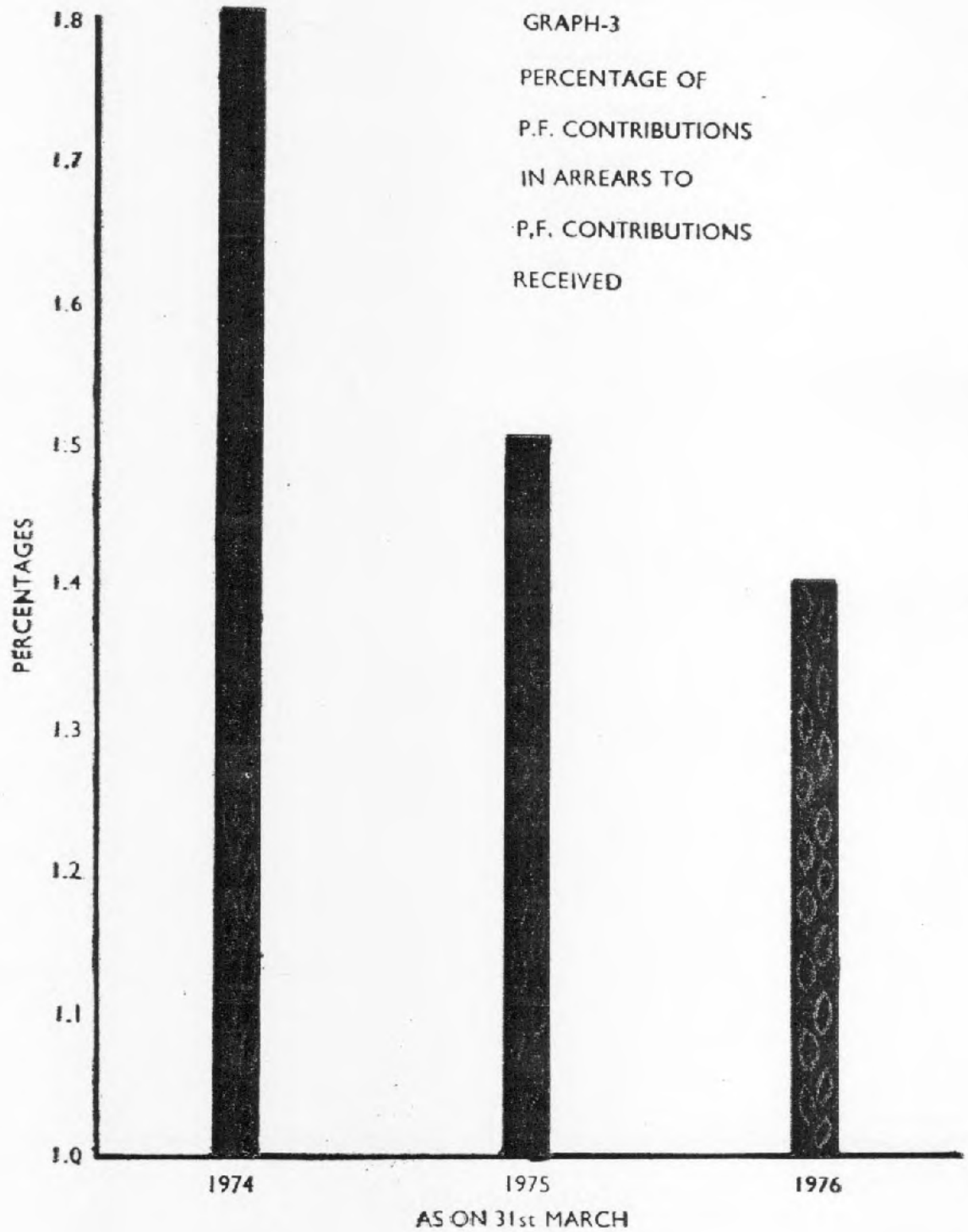
EXEMPTED

GRAPH-2

NUMBER OF SUBSCRIBERS



GRAPH-3
PERCENTAGE OF
P.F. CONTRIBUTIONS
IN ARREARS TO
P.F. CONTRIBUTIONS
RECEIVED



task for the Board, as some establishments were forced either to close down their business or stopped functioning. 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 :

T A B L E

Region-wise position of Arrears of provident fund contributions as on 31.3.1976

S. No.	Region	Arrears as at the end of			
		March'73	March'74	March'75	March'76
1	2	3	4	5	6
(Rupees in lakhs)					
1.	A. Pradesh	62.02	52.85	56.57	40.47
2.	Assam	26.80	27.26	25.03	26.25
3.	Bihar	79.30	85.08	76.46	77.74
4.	Delhi	13.83	9.61	10.05	8.70

1	2	3	4	5	6
5.	Gujarat	58.73	59.04	49.43	45.15
6.	Karnataka	31.02	14.51	7.53	12.16
7.	Kerala	64.10	65.99	53.38	62.89
8.	M. Pradesh	228.82	188.82	214.71	201.95
9.	Maharashtra	622.37	545.94	535.08	549.48
10.	Orissa	17.39	18.12	18.54	13.12
11.	Punjab	13.67	17.31	19.02	19.58
12.	Rajasthan	28.30	22.70	36.10	32.48
13.	Tamil Nadu	167.76	152.74	128.68	113.22

1	2	3	4	5	6
14.	Uttar Pradesh	216.29	215.96	181.90	266.50
15.	West Bengal	330.43	430.03	521.42	593.85

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 31.3.1976 is given in Appendix 'C'.

24. Besides the pre-coverage and post-coverage contributions in arrears amounting to Rs. 2063.54 lakhs, an amount of Rs. 49.78 lakhs were due on account of Administrative Charges and an amount of Rs.941.06 lakhs was due on account of penal damages as on 31st March, 1976, bringing the total amount of provident fund dues in arrear to Rs. 3054.38 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 7 regions viz. Andhra Pradesh, Delhi, Gujarat, Madhya Pradesh, Orissa, Rajasthan and Tamil Nadu. The arrears position in the remaining regions viz., Assam, Bihar, Karnataka, Kerala, Maharashtra, Punjab, U. Pradesh and West Bengal however, showed somewhat upward trend.

26. Of the total arrears of Rs. 20.64 crores, six industries, viz. Textile, Electrical, Mechanical and General Engg. Electricity, Tea and Tea-Plantations, Newspaper Estts., and Trading and Commercial Establishments, alone accounted for Rs. 15.80 crores which work out to 77 per cent of the total arrears. The Textiles and Engineering Industries together accounted for 66 per cent of the total arrears. The textiles industry alone accounted for 47 per cent of the total arrears. Most of the establishments falling under textile industry are closed, 'sick or run by Authorised controllers. The following table will show the arrears position of the two major industries:

TABLE
Arrears in Textile and Engineering industries

<u>Year ending</u>	Total arrears of P. F. Contribution	Arrears of P. F. Contribution in	
		Textile industry	Engineering industry
	Rs. in crores	Rs. in crores	Rs. in crores
31.3.73	19.61	11.92	2.48
31.3.74	19.06	10.63	2.21
31.3.75	19.34	10.45	3.39
31.3.76	20.64	9.68	3.85

27. The percentage of arrears with reference to the contribution received has come down from 1.8% as on 31.3.1974 to 1.4% as on 31.3.1976 as will be seen from the following table:

Position as on	P. F. Contribution received (Rs. in crores)	P. F. Contribution in arrears (Rs. in lakhs)	Percentage of arrear to contribution
31.3.74	1082.54	1905.86	1.8%
31.3.75	1256.43	1933.90	1.5%
31.3.76	1467.52	2063.54	1.4%

28. 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. 20.64 crores as on 31.3.76. The speed of growing up of arrears has been checked and the arrear position is now 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

29. During the year under review, 4,285 recovery cases involving a sum of Rs. 1140.43 lakhs were instituted. An amount of Rs. 995.64 lakhs was realised through the recovery process during the year.

30. 7,833 prosecution cases were launched against the defaulting employers. Details of the prosecutions filed and disposed of during 1975-76 are given below:—

TABLE

Prosecutions filed and disposed of during 1975-76

Previous cases pending 1	Launched during the year 2	Disposed of during the year 3	Pending in courts as on 31.3.76 4	Remarks 5
9873	7,833	A. Convicted B. Acquitted C. Admonishd	2211 *367 —	14602 *The main reasons for cases being acquitted were:

1	2	3	4	5
		D. (i) with- @ 338 drawn consequent on payment of dues etc.	(i) The dues were not paid in time but were deposited subsequently.	
		(ii) For other 20 reasons	(ii) The accused person was not the owner of the Mill during the period for which the case was filed.	
			@ The main reasons for withdrawal were:	
			(i) On payment of dues by the establish- ments.	
			(ii) The whereabouts of Employers were not known.	
		E. Dismissed/ 168 Discharged	(iii) In some cases the prosecution cases were sanctioned by the sanctioning authority but the estts. paid the dues and the cases were treated as with- drawn.	
		Total :— 3104		

1	2	3	4	5
---	---	---	---	---

(iv) In some cases the prosecution cases were withdrawn as the person concerned expired.

31. 183 complaints were filed during the year under sections 406/409 of the Indian Penal Code against the employers of defaulting unexempted establishments who failed to remit the workers' share of contribution deducted from their wages, bringing the total number of complaints filed so far to 749.

32. A sum of Rs. 29.81 lakhs and Rs. 1.64 lakhs were collected as damages on belated payment of provident fund contributions and administrative and inspection charges respectively during the year under review.

Inspections

33. 1,24,398 inspections, surveys and investigations were conducted by the Inspectors during the year. The average number of inspections per inspector per month was 47. 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

34. As many as 2,476 establishments (639 exempted and 1,837 unexempted) stood covered under the Act as on 31.3.76. Out of these, 356 establishments (179 exempted and 177 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

Regionwise number of covered and non-complying public sector establishments

S. No.	Region	Covered public sector establishments			Non complying public sector establishments		
		Ex. 3	Unexem. 4	Total 5	Ex. 6	Unexem. 7	Total 8
1	2						
1.	A. Pradesh	43	250	293	...	22	22
2.	Assam	16	29	45	11	9	20

1	2	3	4	5	6	7	8
3. Bihar		15	18	33	6	13	19
4. Delhi		45	35	80	—	14	14
5. Gujarat		27	36	63	7	2	9
6. Karnataka		44	43	87	1	9	10
7. Kerala		31	91	122	12	4	16
8. M. Pradesh		32	344	376	4	20	24
9. Maharashtra		77	81	158	9	22	31
10. Orissa		6	132	138	—	—	—
11. Punjab		33	282	315	3	16	19
12. Rajasthan		15	48	63	7	15	22

1	2	3	4	5	6	7	8
13. Tamil Nadu		129	98	227	52	—	52
14. Uttar Pradesh		54	297	351	38	14	52
15. West Bengal		72	53	125	29	17	46
Total		639	1,837	2,476	179	177	356

Compliance by Exempted Establishments

35. 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, 1976 the employers of exempted establishments failed to transfer an amount of Rs. 1655.57 lakhs representing employers' share and workers' share of contribution, 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, 1976 i.e. transferring the provident fund contributions to their respective Boards of Trustees is given in Appendix 'D'. In appropriate cases, cancellation of exemption was recommended.

Benefits provided to members as advances during the year

36. The essential task of the Social Security system is to guarantee protection to 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 a 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 1973-74 to 1975-76

S. No.	Purpose of advance	No. of cases		Amount paid (Rs. in lakhs)	
		1974-75	1975-76	1974-75	1975-76
1	2	3	4	5	6
1.	Financing of life insurance policies	1,08,775	53,169	77.70	83.91

1	2	3	4	5	6
2.	House Building etc.	11,020	11,944	215.08	288.80
3.	Purchasing shares of Consumers' Co-operative/credit/Housing Societies	1,046	485	0.41	0.18
4.	During temporary closure of estts.	6,945	19,393	24.16	116.43
5.	Illness of members/family members.	6,723	8,284	42.97	66.99
6.	Daughter's marriage and post-matriculation education of children.	27,386	50,576	268.86	555.22
7.	Damages to movable and immovable property of a member due to calamity of exceptional nature.	196	16,963	0.30	30.68
8.	Un-employment relief to individual retrenched members.	54	1	0.36	0.01

1	2	3	4	5	6
9. Cut in the supply of electricity to the factory/establishment		4,776	14,248	8.68	28.70
Total		1,66,921	1,75,063	638.52	1,170.92

37. 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

38. During 1975-76 a sum of Rs. 67.10 crores in respect of 2.89 lakh claims was paid as against Rs. 45.68 crores in respect of 2.16 lakh claims paid during 1974-75. The average amount paid per claim settled increased from Rs. 576 in 1962-63 to Rs. 2322/- in 1975-76. There has been an increase of 34% in the No. of claims settled during 1975-76 over the preceding year, as will be borne out by the following data.

Year	No. of claims settled (Figures in lakhs)	Amount paid (Rupees in crores)
1973-74	2.07	Rs. 38.05
1974-75	2.16	Rs. 45.68
1975-76	2.89	Rs. 67.10

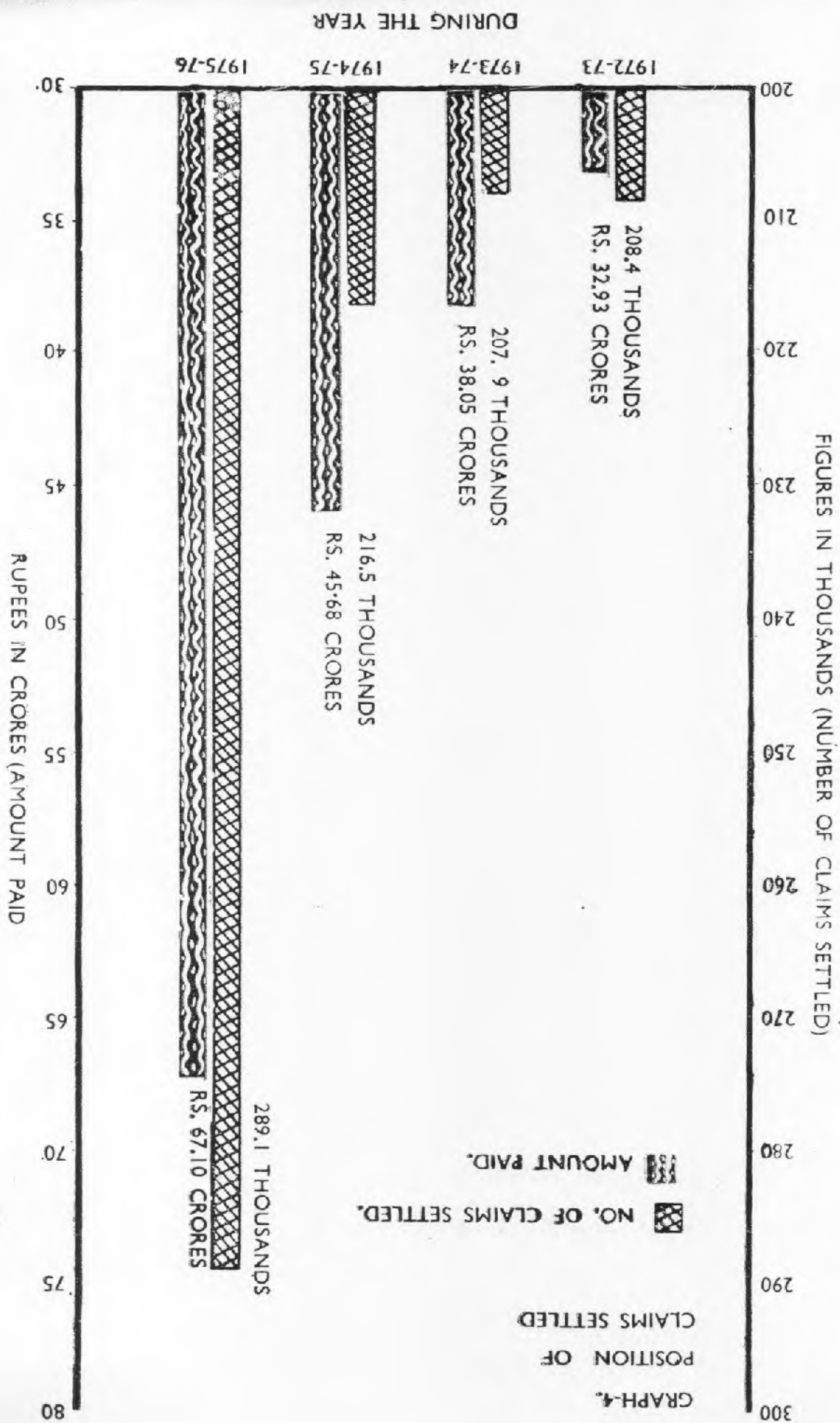
The percentage of the claims settled within 10 days during 1975-76 was 56% as against 40% during the year 1974-75 and 37% during the year 1973-74. From the inception of the Scheme a total sum of Rs. 401.98 crores has been paid up to the end of March, 1976 in respect of 35.53 lakh claims.

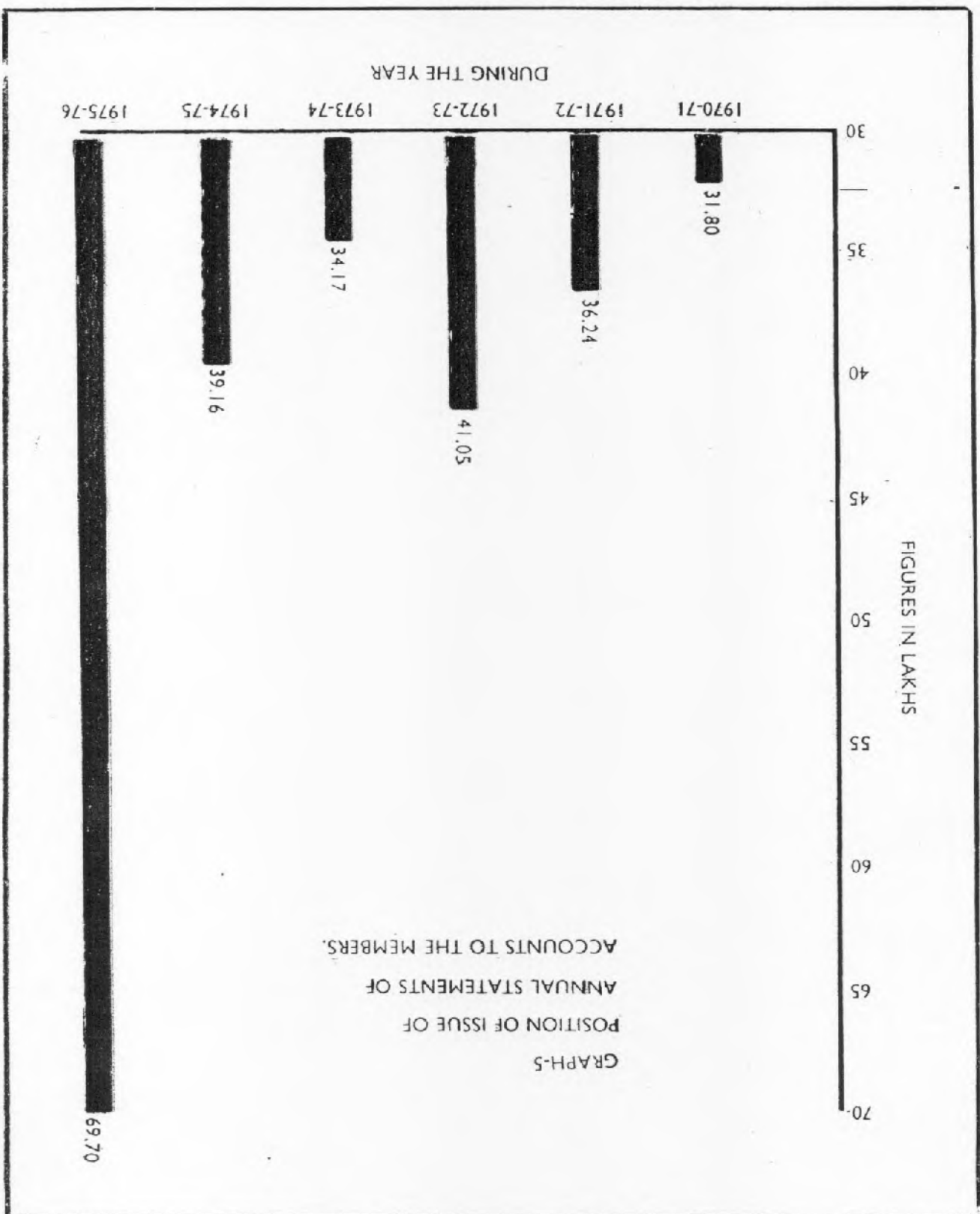
39. The category-wise particulars of the claims settled in 1975-76 are given in the Table below. The figures in the brackets give the comparative position of 1974-75. These, however, do not include the cases of accounts transferred from one Region to another or from the Fund to the exempted establishments:—

TABLE
Details of claims settled and amount paid during 1975-76

Category	No. of claims settled		Amount paid (in lakhs)	
i) Death	17,618	(12,449)	520.13	(345.69)

1	2	3	4	5
ii) Superannuation	27,910	(19,434)	1428.91	(918.30)
iii) Permanent invalidation	5,067	(4,058)	184.19	(112.81)
iv) Resignation/termination of services	1,61,609	(1,26,999)	3080.64	(2,202.28)
v) Retrenchment	70,090	(47,341)	1354.28	(848.47)
vi) Dismissal	2,580	(1,603)	44.31	(35.64)
vii) Migration	983	(684)	32.04	(36.99)
viii) Others	3,274	(3,897)	65.11	(68.11)
Total:	2,89,131	(2,16,465)	6,709.61	(4,568.29)





40. It is the endeavour of the Organisation to settle the claims promptly to provide timely relief to the members or their families/heirs. About 56% 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

41. 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. 208.94 lakhs was forfeited during the year as against Rs. 154.44 lakhs forfeited during 1974-75. The total amount received in the Account till the end of March, 1976 was Rs. 1,465.05 lakhs. Details of the Reserve and Forfeiture Account are give below :

	<i>Rs. in lakhs</i>
i. Amount forfeited upto 31.3.76	1,465.05
ii. Amount utilised :—	
a. On account of money Order Commission and grant of financial assistance to out-	

going members where inadequate deposits had been made by employers prior to the introduction of the Special Reserve Fund :	11.69	
b. On account of transfer to the Special Reserve Fund :	85.00	
c. On account of transfer to the Death Relief Fund :	91.00	187.69
iii Net amount available in the Reserve and Forfeiture Account as on 31.3.76 :		1,277.36

Special Reserve Fund

42. 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.

43. As on 31.3.76 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 contributions in arrear. During the year, a sum of Rs. 4.59 lakhs was paid out of this Fund bringing the total amount paid, since the institution of this Fund, to Rs. 116.37 lakhs. The amount recovered from the employers against these payments was Rs. 39.83 lakhs of which Rs. 5.41 lakhs were recovered during this year. The balance in the Special Reserve Fund at the end of March, 1976 was Rs. 8.46 lakhs as against Rs. 7.64 lakhs at the end of March, 1975.

Death Relief Fund

44. 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 minimum 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 establishment. The Death Relief Fund is fed by periodical transfer of funds from the Reserve and Forfeiture Account. Out of a total sum of Rs. 91 lakhs transferred so far to the Death

Relief Fund, a sum of Rs. 85.84 lakhs had been paid out up to the end of March 1976 leaving a balance of Rs. 5.16 lakhs. A sum of Rs. 7.31 lakhs was paid out during the year in 2019 cases as against Rs. 5.92 lakhs paid in 1565 cases in 1974-75.

45. As recurring Family Pension and lump sum Life Assurance benefit became payable under the Employees' Family Pension Scheme w.e.f. 1.4.1973, 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

46. A Scheme of annual posting of contributions in ledger cards (instead of monthly) was introduced in respect of the unexempted establishments from 1.10.1968 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 37 lakhs of accounts (out of the total of 49 lakhs accounts were maintained on this system in all Regional Offices.

Annual Statement of Account

47. During the year, 69.70 lakhs annual statements of account were issued as against 39.16 lakhs issued during the previous year, leaving a balance of 44.64 lakhs statement to be issued at the end of the year.

Publicity

48. With a view to further educate the members regarding the salient features of the Scheme the procedure for submission of claims etc., a documentary film entitled "Suraksha Ka Nam Bhavishya Nidhi" was completed in 1975 and exhibited in various cinema houses & on T. V. also. The documentary help the members of the Fund in getting back their Provident Fund and Family Pension amounts expeditiously.

In addition, a Brochure entitled "You and Your Provident Fund and Pension Scheme" was published in the main regional languages, viz., Bengali, Tamil, Telugu, Hindi and Marathi and in English for the information of the members.

Central Board of Trustees

49. A list of members of the Central Board of Trustees (as on 31.3.1976) is at appendix 'F'. Shri N. P. Dube, Secretary to the Government of India, Ministry of Labour continued as Chairman of the Board during the year under report. Shri K. S. Naik, Central Provident Fund Commissioner functioned as the Chief Executive Officer of the Board.

50. Important decisions taken and recommendations made by the Board during the year in the three meetings held on 16.5.75, 3.9.75 and 31.1.76 are given below:—

Administration

- (i) The Board approved in principal the opening of sub-regional offices for rendering better service to members. The Sub-Regional Offices at Nagpur & Surat have started functioning w.e.f. 19.10.75 and 1.4 76 respectively.
- (ii) The Board accorded its revised administrative approval and expenditure sanction amounting Rs. 73,99,000/- for the construction of staff quarters for the Employees' Provident Fund Organisation near Malviya Nagar, New Delhi.
- (iii) The Board accorded its revised administrative approval and expenditure sanction amounting to Rs. 49,69,000/- for the construction of staff quarters at Borivili, Bombay.

- (iv) The Board approved the relaxed passing standard of examination for Scheduled Castes and Scheduled Tribes candidates i.e. 35% marks in each paper and 40% in the aggregate.
- (v) The Board approved the setting up of a joint Consultative Machinery for the employees of the E.P.F. Organisation.
- (vi) The Board approved the setting up of special squad of Provident Fund Inspector (10 P.F.I's (Gr.I) under the C.P.F.C. for surprise check.
- (vii) The Board approved the creation of posts of one Director and three Dy. Directors of Vigilance for Vigilance work in the Organisation.

Enforcement

- (i) The Board approved the continuance of making payment out of the Death Relief Fund beyond 31st March, 1975 for a further period of two years, to the heirs/nominees of the deceased members.
- (ii) The Board approved the amendment of Para 68-M of the Scheme i.e. raising the limit of advance Rs. 200/- to 300/-.

Accounts

- (i) The Board approved Revised Estimates for 1975-76 and Budget Estimates for 76-77.

- (ii) The Board approved the declaration of rate of interest for the year 1976-77 to be credited to the E.P.F. members' accounts @ Rs. 7.5% per annum and the rate interest @ Rs. 7% per annum to be credited to the accounts of the employees of the E.P.F. Organisation.

(both Contributory & Non-contributory)

Regional Committees

50. The Regional Committees advise the Central Board on matters connected with the administration of the Scheme in their respective State.

The details of the meetings of the Regional Committees held during 1975-76 are given below :—

Region	No. of Meeting	Date of Meeting
1	2	3
Andhra Pradesh
Assam
Bihar	23rd Meeting	31.5.1975
	24th Meeting	22.9.1975
	25th Meeting	12.12.1975

1	2	3
Delhi	8th Meeting 9th Meeting	27.5.1975 31.12.1975
Gujarat	19th Meeting 20th Meeting	4.10.1975 9.2.1976
Karnataka	11th Meeting 12th Meeting	7.11.1975 10.3.1976
Kerala	16th Meeting 17th Meeting	27.6.1975 9.10.1975
Madhya Pradesh	24th Meeting	11.7.1975
Maharashtra	38th Meeting	23.7.1975
Orissa	9th Meeting 10th Meeting	15.9.1975 16.2.1976

1	2	3
Punjab	15th Meeting 16th Meeting	18.9.1975 16.2.1976
Haryana	15th Meeting 16th Meeting 17th Meeting	25.8.1975 12.12.1975 25.3.1976
Rajasthan	15th Meeting 16th Meeting	12.9.1975 25.2.1976
Tamil Nadu	37th Meeting 38th Meeting 39th Meeting 40th Meeting	22.4.1975 28.8.1975 20.11.1975 18.3.1976
Uttar Pradesh	27th Meeting 28th Meeting	15.5.1975 24.8.1975
West Bengal	40th Meeting 41st Meeting	27.5.1975 27.9.1975

Employees' Family Pension Scheme

51. The Employees' Family Pension Scheme, 1971 completed the fifth year of its working. In the course of its working, the Scheme was amended to 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 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 1.3.1971 as members of the Employees' Provident Fund/Provident Fund of exempted establishments from a date prior to 1.3.1971 on account of belated compliance of the statutory provisions by the employers.

52. There were 28.68 lakhs members of the Family Pension Scheme on 31.3.1976 of which 9.24 lakhs were in the exempted establishments and 19.44 lakhs in the unexempted establishments.

53. During the year under report a sum of Rs. 21.29 crores was collected by way of Family Pension contributions from both exempted and un-exempted establishments (Rs. 7.65 crores from exempted establishments and Rs. 13.64 crores un-exempted establishments) bringing the total amount of Family Pension contributions received upto 31.3.1976 to Rs. 88 crores.

54. As on 31.3.1976 a sum of Rs. 47.78 lakhs was in arrears towards Family Pension contributions from the defaulting establishments. Necessary action has been taken for recovery of the arrears of Family Pension contributions, and as many as 98 prosecution cases under section 14 of the Act and 1917 recovery cases under section 8 of the Act have been filed so far against these defaulting

establishments. The amount involved in the prosecution and recovery cases filed has been Rs. 6.60 lakhs and Rs. 26.73 lakhs respectively. As a result of the remedial steps taken, an amount of Rs. 0.57 lakhs in respect of 86 prosecution cases and another amount of Rs. 15.33 lakhs in respect of 1228 recovery cases have so far been recovered.

55. During the year a sum of Rs. 19.81 lakhs was paid out of the Family Pension Fund in respect of 17,382 cases. The category-wise settlement is as under :—

S. No.	Benefit	No. of claims	Amount paid
1	2	3	4
			(Rs. in lakhs)
(1)	Family Pension Benefit (Para 28)	179	0.12
(2)	Life Assurance Benefit (Para 31)	179	0.51
(3)	Retirement Benefit (Para 32)	141	0.82

1	2	3	4
(4)	Withdrawal Benefit (Para 33)	16,883	18.36
		17,382	19.81

The total amount paid so far out of this Fund as on 31.3.1976 is Rs. 32.87 lakhs.

56. During the year under report, the term 'Reckonable Service' in paragraph 2 (f) of the Employees' Family Pension Scheme, 1971 was amended to eliminate the hardship caused to the members of the Family of the deceased members to whom the benefits of Family Pension and Life Assurance were denied earlier on the ground that the members' death took place outside the 'reckonable service.' With the amendment of this provision, providing for diversion from the Employees' Provident Fund Account to the Family Pension Account of a member for the non-contributing period to the Family Pension Fund, this hardship has been removed.

Administration

57. Shri K. S. Naik, continued to hold charge of the post of Central Provident Fund Commissioner. All the Regional Offices were manned by full time Regional Provident Fund Commissioners.

58. The Authorised strength of the officers and staff of the Organisation during the year was 6,324 as against 6,015 in the previous year. The number of officers and staff in position as on 31.3.1976 was 6,106.

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

	1974-75 -----	1975-76 -----
	<i>(Rs. in lakhs)</i>	
(i) Income :		
(a) Administrative and Inspection charges	595.40	745.65
(b) Interest on investment	35.89	46.22
(c) Damages	0.78	1.10

(d) Re-imbursement towards Family Pension Adm. expenses by the Government	35.00	39.86
	<u>667.07</u>	<u>832.83</u>
(ii) Expenditure		
(a) Revenue	485.94	535.38
(b) Capital Land and Buildings	99.15	104.89
(c) Advances repayable	30.69	55.15
	<u>615.78</u>	<u>695.42</u>

AUDIT

60. The external audit of the Fund was as usual conducted by the Comptroller and Auditor General of India through the various Accountants General. The audit of consolidated accounts by the Accountant General Central Revenues 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 audit of consolidation of those accounts by the Accountant

General Central Revenue is expected shortly. The accounts of the Regional Offices for the year 1972-73 and 1973-74 have been audited by some of the Accountants General.

61. Since its introduction in August, 1966 the Internal Audit Scheme has so far completed ninth cycles of audit in the Regional Offices and the tenth 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.

62. Employees' Provident Fund 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 requirements of the prescribed minimum period of supervisory service. 44 departmental candidates have been accordingly posted as Accounts Officers. During the period 1975-76, 21 candidates have been declared as passed in the Part I Examination and 5 candidates in Part II examination held in June, 1975.

Office buildings and staff quarters

63. The over-all plan for the Construction of office buildings and Staff quarters for the Employees' Provident Fund Organisation has been estimated to cost about Rs. 7.40 lakhs. To the end of 1975-76, an expenditure of about Rs. 450 lakhs had been incurred on the acquisition of land

and construction of buildings in different regions and head quarters at New Delhi. Average outlay on building work has been of the order of about Rs. 75 to 100 lakhs per year.

To the end of 1975-76, office buildings were completed and occupied at Kanpur, Madras, Bangalore, Bombay, Chandigarh, Bhubaneswar and Trivandrum. Construction work on office buildings has been in progress at Hyderabad and Indore. At Bangalore addition of three more storeys to the existing office building was entrusted to the Karnataka P.W.D., which is nearing completion.

At the end of 1975-76 Staff quarters were completed at Kanpur, Madras, Chandigarh, Hyderabad and Bhubaneswar. Construction of residential accommodation is in progress at Trivandrum, Indore, Bombay and New Delhi.

Machine processing of accounts

64. In pursuance of the Central Board of Trustees 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

65. 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% and 0.09% respectively of 'pay' of the members.

66. The year witnessed an increase of Rs. 150.25 (admn. & Inspection charges alone) lakhs in income and of Rs. 49.44 lakhs in revenue 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 allowances at higher rate and employment of additional staff.

Conclusion

67. As will be evident from the foregoing paragraphs the progress has been very satisfactory all round. The Board has been able to achieve a very high standard of efficiency in rendering service to the members of the Fund. After the close of the year, 13 more industries/classes of establishments have been brought under the purview of the Act, bringing up the totals number of covered industries/classes of establishments to 150.

With the ever-expanding activities and responsibilities of the Organisation in the implementation of the three different Schemes, the problems of enforcement have also increased in number and complexity. Accordingly, the accelerated pace achieved this year will have to be maintained through

constant vigilance and devising new and better ways to cope up with the problems of this ever-growing Organisation. It would be the constant endeavour of the Board to meet every challenge and to bring about the best possible results in all its multifarious activities by providing efficient, sincere and clean administrative machinery which has proved its worth during the period under report.

The Board places on record its appreciation of the considerable increased efficiency with which the Officers and the staff of the Organisation discharged their onerous duty during the period under report.

A handwritten signature in black ink, consisting of a large, stylized 'Q' or 'K' shape with a horizontal line extending to the right.

(K. S. NAIK)
Secretary
Central Board of Trustees

APPENDIX-A

Industries/classes of establishments to which the Employees' Provident Fund and Family Pension Fund Act, 1952 applied on 31st March, 1976
(Exempted and un-exempted establishments)

Date of Extension	Industry/Class of establishments	No. of establishments	No. of Subscribers
1	2	3	4
<u>1st November, 1952</u> (1 to 6A)	1. Cement	89	75,045
	2. Cigarettes	19	18,264
	3. Electrical, mechanical or general engineering products	13,925	15,81,776
	4. Iron and steel	455	3,18,160

1	2	3	4
	5. Paper	369	90,753
	6. Textiles (made wholly or in part of cotton wool or jute or silk whether natural or artificial)	4,868	13,68,891
	6A. Jute	96	2,32,151
<u>31st July, 1956</u> (7 to 19)	7. Edible oils and facts	1,655	59,723
	8. Sugar	855	2,51,047
	9. Rubber and rubber products	574	75,629
	10. Electricity including generation, transmission and distribution thereof	937	4,32,627
	11. Tea (except in the State of Assam where the Govt. of Assam		

1	2	3	4
	have instituted a separate Provident Fund Scheme for the Industry including plantations)	491	2,68,687
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	1,843	94,363
13.	Stone-ware pipes	35	3,368
14.	Sanitary wares	19	2,950

1	2	3	4
15.	Electrical porcelain insulators of high and low tension	36	5,733
16.	Refractories	115	39,999
17.	Tiles	649	33,547
18.	Matches	336	20,977
19.	Glass	345	47,588

Note : Till the 31st March, 1962 the Scheme was not applicable to the following:

- i. Match factories having annual production of five lakhs gross boxes of matches or less
- ii. Such glass factories other than

1	2	3	4
<u>30th September, 1956</u> (20 to 23)			
20.	sheet glass and glass shell factories as have an installed capacity of 600 tons per month or less		
	Heavy and fine chemicals including:	2,158	2,70,411
	i. Fertilizers;		
	ii. Turpentine;		
	iii. Rosin;		
	iv. Medical and pharmaceutical preparations;		
	v. Toilet preparations;		
	vi. Soaps;		
	vii. Inks;		

1	2	3	4
	viii. Intermediates, dyes, colour lakes and toners;		
	ix. Fatty acids; and		
	x. Oxygen, acetylene and carbondioxide gases.		
	(The Act was actually enforced in this Industry with effect from the 31st July, 1957).		
	21. Indigo	2	237
	22. Lac including shellac	57	615
	23. Non-edible vegetable and animal oils and fats.	57	3,338
31st December, 1956	24. Newspaper establishments	262	36,769

1	2	3	4
<u>31st January, 1957</u>	25. Mineral oil refining	11	6,543
<u>30th April, 1957</u> (26 to 30A)	26. Tea plantations (other than the tea plantations in the State of Assam)	426	1,25,894
	27. Coffee plantations	1,872	49,557
	28. Rubber plantations	230	24,353
	29. Cardamom plantations	142	1,697
	30. Pepper plantations	—	—
	30A. Mixed plantations	160	21,809
<u>30th November, 1957</u> (31 to 37)	31. Iron Ore Mines	206	38,251
	32. Manganese Mines	271	43,700
	33. Limestone Mines	146	41,285

1	2	3	4
	34. Gold Mines	2	15,607
	35. Industrial and power alcohol	35	6,925
	36. Asbestos cement sheets	12	7,637
	37. Coffee curing establishments	39	8,614
<u>30th April, 1958</u>	38. Biscuit making industry including composite units making biscuits and products, such as bread, confectionery and milk and milk powder	206	12,447
<u>30th April, 1959</u>	39. Road motor transport establishments	2,049	3,00,913
<u>31st May, 1960</u> (40 to 41)	40. Mica industry	160	7,261
	41. Mica Mines	329	15,733

1	2	3	4
<u>30th June, 1960</u> (42 to 43)	42. Plywood	124	17,673
	43. Automobile repairing and servicing	820	93,647
<u>31st December, 1960</u> (44 to 46)	44. Rice Milling	2,349	30,608
	45. Dal Milling	200	3,374
	46. Flour Milling	180	8,637
<u>31st May, 1961</u>	47. Starch	32	2,798
<u>30th June, 1961</u> (48 to 52)	48. Hotels	2,470	74,463
	49. Restaurants	645	18,471

1	2	3	4
31st July, 1961 (53 to 57)	50. Establishments engaged in the storage or transport of dis- tribution of petroleum or natural gas or products of either petroleum or natural gas	166	24,837
	51. Petroleum or natural gas ex- ploration, prospecting drilling or production	13	4,394
	52. Petroleum or natural gas refining	20	28,132
	53. Cinemas including preview theatres.	1,401	31,971
	54. Film Production	89	4,173

1	2	3	4
	55. Film Studios	24	1,140
	56. Distribution concerns dealing with exposed films	82	2,911
	57. Film Processing Laboratories	13	864
<u>31st August, 1961</u>	58. Leather and Leather products	616	29,100
<u>30th November, 1961</u> (59 to 60)	59. Stone-ware jars	22	784
	60. Crockery	71	4,479
<u>31st December, 1961</u>	61. Every cane farm owend by the owners or occupier of a sugar factory or cultivated by such owner or occupier or any person on his behalf	27	2,521

1	2	3	4
<u>30th April, 1962</u>	62. Every trading and commercial establishment engaged in the purchase, sale or storage of any goods, including establishment or exporters importers, advertisers, commission agents and broker and commodity and stock exchanges, but not including banks or ware-houses established under any Central or State Act	8,744	5,57,171
<u>30th June, 1962</u>	63. Fruit and vegetable preservation	111	8,289
<u>30th September, 1962</u>	64. Cashewnuts	355	1,29,428

1	2	3	4
<u>31st October, 1962</u> (65 to 69)	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	397	11,437
	66. Saw Mills	601	13,437
	67. Wood Seasoning kilns	4	308
	68. Wood preservation plants	3	52
	69. Wood workshops	413	12,710
<u>31st December, 1962</u>	70. Bauxite Mines	27	2,605

1	2	3	4
<u>31st March, 1963</u>	71. Confectionery	76	1,683
<u>30th April, 1963</u> (72 to 76)	72. Laundry and Laundry Services	197	6,241
	73. Buttons	24	752
	74. Brushes	26	1,461
	75. Plastic and Plastic Products	667	39,762
	76. Stationery Products	102	5,700
<u>31st May, 1963</u> (77 to 79)	77. Theatre where dramatic performances or other forms of entertainments are held and where payments is required to		

1	2	3	4
	be made for admission as audience or spectators.	120	2,144
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 payments	226	10,871
79.	Companies, societies, associations clubs or troupes which give any exhibition or 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		

1	2	3	4
	a theatre, and require payment for admission into such exhibition or entertainments as spectators or audience	33	1,996
<u>31st August, 1963</u> (80 to 81)	80. Canteens	283	8,738
	81. Aerated water, soft drinks or carbonated water	87	5,315
<u>31st October, 1963</u>	82. Distilling and rectifying of spirits (not falling under industrial and power alcohol) and blending of spirits	26	1,971
<u>31st January, 1964</u> (83 to 84)	83. Paint and Varnish	68	8,576
	84. Bone crushing	62	2,869

1	2	3	4
<u>30th June, 1964</u> (85 to 86)	85. Pickers	11	299
	86. China clay mines	53	3,624
<u>31st October, 1964</u> (87 to 92)	87. Attorneys, as defined in the Advocates Act, 1961 (25 of 1961)	47	1,592
	88. Chartered or registered accountants, as defined in the Chartered Accountants Act, 1949 (38 of 1949)	63	2,382
	89. Cost & Works Accountants within the meaning of the cost and works accountants Act, 1959 (23 of 1959)	—	—
	90. Engineers and Engineering contractors not being exclusively engaged in building and construction industry.	235	9,956

1	2	3	4
	91. Architects	44	1,053
	92. Medical Practitioners and Medical Specialists	150	4,613
<u>31st Dec., 1964</u>	93. Milk & Milk products	202	22,213
<u>31 st January, 1965</u> (94 to 96)	94. Travel agencies engaged in:	73	2,729
	(i) booking or international air and sea passages and other travel arrangements		
	(ii) booking of internal air and mail passages and other travel arrangements and		

1	2	3	4
(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 carloading, break bulk service and foreign freight service		117	4,609
96. Non-ferrous metals and alloys in the form of ingots		36	11,308
<u>31st March, 1965</u>	97. Bread	65	2,774
<u>30th June, 1965</u>	98. Stemming, redrying, handling, sorting, grading or packing of tobacco leaf	392	95,932

1	2	3	4
<u>31st July, 1965</u>	99. Agarbatee (including dhoop and dhoopbattee)	137	4,394
<u>31st August, 1965</u>	100. Magnesite mines	3	373
<u>30th Sept., 1965</u>	101. Coir (excluding the spinning sector)	61	3,743
<u>31st December, 1965</u>	102. Stone quarry producing roof and floor slabs dimension stones, monumental Stones and mosaic chips	120	2,269
<u>31st January, 1966</u>	103. Bank doing business in one State or Union Territory and having no departments or branches outside that State or Union Territory	511	82,745
<u>30th June, 1966</u>	104. Tobacco Industry that is to say any industry engaged in the		

1	2	3	4
	manufacture of Cigars, Zarda, Snuff, Quivam and Guraku from Tobacco	459	5,733
<u>31st July, 1966</u>	105. Paper products	188	8,685
<u>30th Sept., 1966</u>	106. Licenced salt	233	10,164
<u>30th April, 1967</u> (107 to 108)	107. Linoleum	2	1,428
	108. Indoleum
<u>31st July, 1967</u>	109. Explosives	51	12,764
<u>31st August, 1967</u>	110. Jute bailing or Pressing	25	879
<u>31st Oct., 1967</u>	111. Fireworks and percussion cap works	53	1,618

1	2	3	4
<u>30th Nov., 1967</u>	112. Tent making industry	21	261
<u>31st August, 1968</u> (113 to 119)	113. Barytes mines	13	796
	114. Dolomite mines	7	340
	115. Fireclay mines	10	274
	116. Gypsum mines	8	244
	117. Kyanite mines	3	103
	118. Silliminite mines
	119. Steatite mines	36	1,437
<u>31st Dec., 1968</u>	120. Cinchona mines	17	6,598
<u>30th April, 1969</u>	121. Ferro-Manganese	8	2,282

1	2	3	4
<u>30th June, 1969</u> (122 to 123)	122. Ice or Ice Cream	59	1,637
	123. Diamond mines	1	562
<u>31st Jan., 1970</u>	124. General Insurance Business	113	21,342
<u>31st May, 1971</u>	125. Establishments rendering expert service such as supplying of personnel, advice on domestic or departmental enquiries, special services in rectifying pilferage, thefts and pay roll irregularities to factories and establishments on certain terms and conditions as may be agreed upon between the establishment and establishment rendering experts services	72	5,146

1	2	3	4
<u>30th Nov., 1971</u>	126. Factories engaged in winding of thread and yarn reeling	19	582
<u>31st March, 1972</u>	127. Railway Booking Agencies run by the contractors or by other private establishments on commission basis	73	14,079
<u>30th September, 1972</u>	128. Cotton ginning, bailing and pressing	1,216	24,997
<u>31st March, 1972</u>	129. Every mess, not being a military mess	82	2,352
<u>31st May, 1973</u>	130. Katha making industry	8	179
<u>31st August, 1973</u>	131. Establishments known as hospitals run by any individual association or institution	360	18,637

1	2	3	4
<u>30th April, 1974</u>	132. Beer manufacturing industry	7	433
<u>30th September, 1974</u>	133. Sorting, cleaning and teasing of cotton waste	3	65
<u>30th November, 1974</u> (134 to 135)	134. Societies, clubs, association which render service to their members, without charging any fees over and above the subscription fee or membership fee	20	493
	135. Garments making factories	69	9,396
<u>31st December, 1974</u>	136. Agricultural farm, Fruit Orchards, Botanical gardens and Zoological gardens	216	12,036

1	2	3	4
<u>30th June, 1975</u>	137 Soap Stone mines and establishments engaged in the grinding of soapstone	1	776
	On voluntary basis	3,022	1,42,371
	TOTAL	67,354	78,44,659

APPENDIX B

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

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

From 1st January, 1963

(1 to 4)

1. Cigarettes
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 to 23)

6. Textiles (made wholly or in part of artificial silk and wool) ;

7. Matches ;
8. Edible oils and fats, other than vanaspati ;
9. Rubber and rubber products ;
10. Electricity including the generation transmission and distribution thereof ;
11. Tea ;
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 ;
14. Stone-ware pipes ;
15. Sanitary wares ;
16. Electrical porcelain insulators of high and low tension;

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) Eatty acids and oxygen, acetylene and carbondioxides 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 to 31)

25. Tea plantations (other than the tea plantations in the State of Assam) ;
26. Rubber plantations ;
27. Cardamom plantations ;
28. Paper plantation;
29. Lime stone mines;
30. Industrial and power alcohol;
31. Asbestos cement sheets;
32. Coffee plantations;

From 1st June, 1965

From 1st Sept., 1965

33. Coffee curing establishments;

From 1st April, 1966

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

**From 1st June, 1966
(35 to 41)**

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

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 Jan., 1967
(43 to 56)**

43. Hotels;

44. Restaurants;
45. Establishments engaged in the storage of 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;

56. Crockery;

From 1st July, 1967
(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 bank or ware-houses established under any Central or State Act;

58. Establishments engaged in the processing or treatment of wood including manufacture of hard board 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 facilities 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 vegetable 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, cruces, 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 vegetables;

69. Confectionery;

70. Buttons;

71. Brushes;

From 1st Jan., 1969
(74 to 83)

72. Plastic and plastic products;
73. Stationery products;
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 and Works Accountants Act, 1959 (23 of 1959);
77. Engineer and engineering contractors not being exclusively engaged in building and construction industry;
78. Architects;
79. Aerated water, soft drinks 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.@ Paper (hand made papers) ;

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 mail passages and (iii) forwarding and clearing of cargo from and to overseas and within India ;

88. Forwarding agencies and 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 dhoopbatee)

From 28th February, 1973

(93 to 94)

93. Mica factories ; and
94. Mica mines.

Note . • These are part of the industry mentioned at item (6)

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

£ This is part of the industry mentioned at item (8) on page 1.

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 Fund dues of rupees one lakh and above (including arrears of contribution, administrative charges and penal damages) as on the 31st March, 1976.

S. No.	Name of the establishment	Provident Fund Arrears (Rs. in lakhs)
1	2	3
ANDHRA PRADESH		
1.	M/s. Andhra Scientific Co. Ltd., Machilipatnam	10.35
2.	The Azam Jahi Mills Ltd., Warangal	17.88
3.	Tirupathi Cotton Mills	4.63
4.	Shalimar Biscuits (P) Ltd., Hyderabad	1.05
TOTAL		33.91

1	2	3
ASSAM		
5.	Chemical Units of M/s. Associated Industries (Assam) Ltd. Chandpur, Gauhati	2.18
6.	M/s. Assam Sillimanite, Gauhati (AS/216) and Sonapahar Mine	2.98
7.	P. W. D. Mechanical Workshop, Jorhat	2.37
8.	P. W. D. Mechanical Workshop, Gauhati	7.04
TOTAL		14.57

BIHAR

9.	M/s. Britannia Engg. Co. Ltd.	5.82
10.	M/s. Gaya Textiles (P) Ltd.	2.46
11.	M/s. Sitalpur Sugar Works	2.18

1	2	3
12.	M/s. Bihar Sugar Works	9.96
13.	M/s. Tisri Mica Factory	2.32
14.	M/s. Khandelwal Glass	1.32
15.	M/s. Reliance Fire Bricks & Factory Co.	13.22
16.	„ Domchanck Mica Factory	9.16
17.	„ Eastern Manganese	1.48
18.	„ R. B. Hurdutroy Motilal Jute Mills	32.98
19.	„ Bihar Flying Club	2.32
20.	„ South Bihar Sugar	2.93
21.	„ Nagrath Firebricks (P) Ltd.	1.34
TOTAL		87.49

1	2	3
DELHI		
22.	„ Greysam & Co. Delhi	1.86
23.	„ National Herald	1.34
TOTAL		3.20

GUJARAT

24.	The Ahmedabad Jupitor Spg. Wvg. and Mfg. Co. Ahmedabad	2.38
25.	Ahmedabad New Textile Mills, Ahmedabad	3.85
26.	Jahangir Vakil Mills, Ahmedabad	9.30
27.	Keshan Mills, Petlad	2.97
28.	Mahalaxmi Mills, Bhau Nagar	3.91
29.	Maneckchock & Ahmedabad Mfg. Co. Ltd., Ahmedabad	6.58

1	2	3
30.	New Maneckchock Spg. Wvg. Mills	2.34
31.	Shri Keshariya Investment (P) Ltd., Baroda	6.94
		<hr/>
		TOTAL 38.27
		<hr/>

KARNATAKA

32.	M/s. Shankara Textiles, Denagere	1.66
33.	,, Ballary Spg. & Wvg. Mills, Bellar	2.90
		<hr/>
		TOTAL 4.56
		<hr/>

KERALA

34.	Algappa Textiles, Trichur	5.37
35.	Arthala Tea Estate, Manjon	1.48

1	2	3
36.	Cochin Malleables (P) Ltd.	1.72
37.	Cherakkara Estate	1.33
38.	Kottayam Textiles, Kottayam	1.70
39.	The Kerala Ceramics & Tiles	1.73
40.	The Kerala Ceramics	1.19
41.	Kerala Ceramics & Insulators	1.25
42.	Karimkulam Estate	1.88
43.	The Malabar Road Transport Co-op. Society	2.26
44.	The Malabar Spg. Wvg. Co. Ltd.	1.98
45.	Neelagiri Murucady Tea Estate,	1.36
46.	Parvathi Mills Ltd, Quilon	3.00

1	2	3
47.	Ranimudi Tea Estate, Peermade	1.88
48.	Ruby Rubber Works	2.90
49.	Standard Tile & Clay Works	2.80
50.	Star Tile Works	1.72
51.	S. R. V. Press & Publication Ltd.	1.12
52.	Swathanthra Pharmacy	1.26
53.	Toshiba Anand Lamps Ltd.	3.19
TOTAL		41.09

MADHYA PRADESH

54.	M/s. Bengal Nagpur Cotton Mills, Rajnandgaon	7.74
55.	Hira Mills, Ujjain	25.92
56.	Indore Malwa United Mills	76.35
57.	J. B. Mangharam & Co. (P) Ltd. Gawalior	2.32

1	2	3
58.	Kalyanmal Mills, Indore	17.51
59.	New Bhopal Textile Mills, Bhopal	19.95
60.	Swadeshi Cotton & Flour Mills, Indore	15.20
61.	Saurd Zweired Union (India) Gwalior	2.59
TOTAL		167.58

MAHARASHTRA

62.	M/s. Ahmedabad Jupitor Spg. & Wvg. and Mfg. Co. Ltd., Bombay	6.75
63.	The Appolo Mills	31.59
64.	M/s. Bradbury Mills Ltd.	24.92
65.	„ Bombay Forgings (P) Ltd. Bombay	1.12
66.	„ Capco (P) Ltd. Bombay	8.32
67.	„ Digvijay Spg. & Wvg. Co. Ltd., Bombay	11.70

1	2	2
68. M/s. Dhanraj Mills Ltd., Bombay		3.79
69. „ Edward Textile, Bombay		14.94
70. „ Forge & Ellied Industries Ltd.		5.26
71. „ Hindustan Wire Netting Co. (P) Ltd.		5.30
72. „ India United Group of Mills, Bombay		222.50
73. „ Industrial & Research Institute (P) Ltd., Bombay		1.44
74. „ Jaya Shankar Mills Barsi Ltd., Sholapur		10.09
75. „ Jaibabs Textile, Bombay		4.58
76. „ National Cotton Products (P) Ltd.		1.45
77. „ New Pratap Spg. & Wvg. Mills Co. Dhulia		10.46
78. „ Narsing Girji Mills Sholapur		3.80
79. „ Kaiser-I-Hind Spg. & Wvg. Mills, Bombay		16.15
80. „ Osmanshahi Mills Ltd., Nandad		20.87
81. „ R. S. R. G. Mohatta Spg. & Wvg. Mills Ltd., Akola		4.40

1	2	3
82.	M/s. R. B. Bansilal Abichand Spg. & Wvg. Mills, Wardha	3.28
83.	„ Sanaji Mills Ltd., Bombay	1.84
84.	„ Sholapur Spg. & Wvg. Mills, Sholapur	30.84
85.	„ Sanatram Ram Prasad Spg. & Wvg. Mills, Akola	3.32
86.	„ Swastic Rubber Products Ltd., Poona	4.75
87.	„ Shantilal Khushaldas & Bros. (P) Ltd., Margao Goa	1.03
88.	„ Shamsheer Sterling Cable Corpn. Ltd., Bombay	2.63
89.	„ Structural Engg. Works, Bombry	2.81
90.	„ Sakseria Cotton Mills, Ltd., Bombay	12.29
TOTAL		472.22
ORISSA		
91.	M/s. Prajatantra Prachar Samity	3.56
92.	„ Orissa Minerals & Manganese (P) Ltd.	1.36
TOTAL		4.92

1	2	3
PUNJAB		
93.	M/s. Panipat Woollen Mills, Kharar	1.22
94.	„ Kharar Textile Mills, Kharar	1.75
95.	„ Bee Gee Corpn. (P) Ltd., Patiala	1.04
96.	„ Pearl Cycle Industries, Ballabhgarh	1.66
97.	„ Laxmi Rattan Engg. Works, Faridabad	2.20
TOTAL		7.87
RAJASTHAN		
98.	M/s. Bijay Cotton Mills Ltd., Bijay Nagar	2.24
99.	„ Dhoppur Glass Works, Dholpur	1.05
100.	„ Jaipur Udyog Ltd., Swaimadhopur	18.50
101.	„ Mahalaxmi Co. Ltd., Beawar	6.54
102.	„ Man Industrial Corpn. Ltd., Jaipur	5.53
TOTAL		33.86

1	2	3
TAMIL NADU		
103.	M/s. Balaramauerma Textiles Ltd.	2.29
104.	The Cannanore Spg. & Wvg. Mills Ltd.	2.84
105.	The Coimbatore Spg. & Wvg. Co. Ltd., Coimbatore	5.86
106.	Cambodia Mills Ltd., Coimbatore	1.10
107.	Janardhan Mills, Ltd.	1.64
108.	Keleeswarar Mills Ltd.	10.39
109.	Mahalakshmi Textiles Mills Ltd., Madurai	2.10
110.	Pankaja Mills Ltd., Coimbatore	5.41
111.	Pilot Pen General Co. Madras	1.74
112.	Rangavilas Eng. Spg. Wvg. Mills, Coimbatore	1.32
113.	Radhika Mills Ltd., Coimbatore	2.56
114.	The Somasundaram Mills Ltd.	19.11
115.	Shri Saradhe Mills Ltd.	5.13

1	2	3
116.	Shri Palamalai Ranganathan Mills Ltd., Coimbatore	1.38
117.	Swamy Motor Transport (P) Ltd. Thanjam	1.20
118.	Shri Sathivilas Bus Service, Thanjam	3.71
119.	Southern Structurals Ltd. Madras.	1.75
120.	Sakthi Pipes, Elareor.	2.10
121.	Shri Bharhti Mills Ltd.	13.87
122.	Somasundaram Super Spinners.	1.60
123.	Textool Co. Ltd. Coimbatore.	2.84
TOTAL :		<u>89.94</u>
UTTAR PRADESH		
124.	M/s. Athorton West Co. Ltd. Kanpur.	33.50
125.	„ Bijli Cotton Mills Ltd.	11.36
126.	„ Diamond Sugar Mills, Gorakhpur.	2.94

1	2	3
127.	M/s. India Trading Corpn. Aligarh.	1.30
128.	„ Jaswant Sugar Mills, Meerut.	6.20
129.	„ Kanpur Jute Udyog, Kanpur.	3.50
130.	„ Laxmi Rattan Engg. Works, Kanpur.	2.68
131.	„ Laxmi Rattan Cotton Mills. Co. Ltd., Kanpur.	22.98
132.	„ Laxmi Devi Sugar Mills, Deoria	1.28
133.	„ Lord Krishna Textiles, Saharanpur.	5.83
134.	„ H. R. Sugar Factory (P) Ltd., Bareilly.	7.53
135.	„ Muir Mills Ltd., Kanpur.	1.39
136.	„ Meerut Straw Board.	1.52
137.	„ New Victoria Mills Ltd., Kanpur.	35.89
138.	„ Postal Seal Industrial Corpn. Aligarh.	3.26
139.	„ R.B.L. Das Sugar & General Mills Ltd., Bahraich.	8.29
140.	„ R. K. Mills Mirzapur.	1.08

1	2	3
141.	M/s. Ram Luxman Sugar Mills (P) Ltd., (taken over by M/s. M. P. State Sugar Corpn., Meerut.)	2.66
142.	„ Rem Chandra & Sons, Barabanki (taken over by M/s. M. P. State Sugar Corpn., Barabanki)	3.46
143.	„ Reliable Water Supply (P) Ltd., Lucknow.	1.56
144.	„ Swadeshi Cotton Mills, Kanpur.	<u>5.98</u>
	TOTAL :	<u>164.19</u>

WEST BENGAL

145.	M/s. A. Stock & Co.	1.85
146.	„ Arati Cotton Mills.	2.52
147.	„ All India Gen. Transport.	1.82
148.	„ Annapurna Metal Works.	5.31
149.	„ Anandapur Tea Estate.	2.36

1	2	3
150.	M/s. Atlas Works (P) Ltd.	3.70
151.	„ Agrind Fabrication.	1.83
152.	„ Associated Rubber Plastics	2.52
153.	„ Albion Plywood.	1.66
154.	„ Appolo Zipper.	2.95
155.	„ Associated Asesby Industry.	7.39
156.	„ Bangeswari Cotton Mills	5.56
157.	„ Bengal Fine Spg. & Wvg. Mills, Ltd. (factory No. 1).	9.70
158.	„ Banerjee Chakraborty & Co.	4.17
159.	„ Belur Glass Works.	2.28
160.	„ Bengal Mills Agency.	1.52
161.	„ Batram Scotte.	4.45
162.	„ Basumati Press (P) Ltd.	2.06
163.	„ Bharat Jute Mills.	5.22

1	2	3
164.	M/s. Bengal Luxmi Cotton Mills.	18.06
165.	,, Bharat Overseas (P) Ltd.	10.72
166.	,, Bengal Textile Mills Ltd.	3.37
167.	,, Berry Machinery Mfg.	2.06
168.	,, Bharat Iron & Steel Co. Ltd.	1.32
169.	,, Bird & Co.	11.41
170.	,, Bengal United Co. (P) Ltd.	1.52
171.	,, B. S. Engineering	1.78
172.	,, Bharat Electrical Industries	1.60
173.	,, Britania Bldgs. & Iron Co. Ltd.	1.78
174.	,, Calcutta Glass & Silicate Works.	3.41
175.	,, Corporated Engg. (P) Ltd.	1.01
176.	,, Canton Carpentry Works.	9.64
177.	,, Coalfield Engg.	1.08

1	2	3
178.	M/s. Cicco (P) Ltd.	2.07
179.	„ Casting Corpn. India (P) Ltd.	3.06
180.	„ Dhakeswari Cotton Mills.	8.70
181.	„ Dominion Rubber Works.	2.80
182.	„ Diana Tea Estate.	2.65
183.	„ Dr. Paul Lohman	1.69
184.	„ Durgapur Foundry & Engg.	1.38
185.	„ Eastern Distilleries (P) Ltd.	1.54
186.	„ Electrical & Mechanical Stones.	1.28
187.	„ G.T.R. & Co. (P) Ltd.	1.40
188.	„ Gluconate Ltd.	3.79
189.	„ Howrah Engg. Concern	1.48
190.	„ Hilla Tea Estate.	3.24
191.	„ Kalpana Engg. (P) Ltd.	1.56

1	2	3
192.	M/s. Kumar Tea Estate.	3.58
193.	„ Kalay Iron & Steel Co.	5.82
194.	„ Krishna Silicate & Glass Works.	6.13
195.	„ Kusum Engg. Co. Ltd.	4.42
196.	„ Kerala Valley Tea Estate.	1.37
197.	„ Kesel Power Engg. (P) Ltd.	1.06
198.	„ India Cycle Mfg. Co. Ltd.	2.64
199.	„ India Machinery Co. Ltd.	6.18
200.	„ India Malleable Casting.	4.56
201.	„ International Rubber.	3.14
202.	„ India Rubber Goods Mfg.	2.42
203.	„ Industrial Equipment (P) Ltd.	2.15
204.	„ India Rubber Mfg. Ltd.	7.42
205.	„ India Mechanisation & Allied (P) Ltd.	1.54

1	2	3
206.	M/s. Jyoti Wvg. Factory (P) Ltd.	1.06
207.	„ Lilly Biscuits Co.	3.80
208.	„ Looksun Tea Estate.	5.73
209.	„ Luxmi Narayan Cotton Mills & Head Office.	10.83
210.	„ Metro Glass Works.	2.01
211.	„ Motor & Machinery Mfg. Co.	7.88
212.	„ Manindra Mills Ltd.	5.08
213.	„ Manshall & Sons.	17.79
214.	„ Mokintosh Burn Ltd. H.O. & Factory.	2.74
215.	„ Montireiot Tea Estate.	1.30
216.	„ Majherdabri Tea' Estate.	7.64
217.	„ National Iron & Steel Co.	26.10
218.	„ National Screw & Wire Products.	1.93

1	2	3
219.	M/s. New India Glass Works (P) Ltd.	3.22
220.	„ Okyati Tea Estate.	5.18
221.	„ Oriental Research & Chemical Ltd.	1.38
222.	„ Ooobong Tea Estate.	1.78
223.	„ Pandoy Industry (P) Ltd.	2.30
224.	„ Pashok Tea Estate.	7.12
225.	„ Peoples Engg. Motor Works Ltd.	1.28
226.	„ Pandam Tea Estate.	1.96
227.	„ Precision Tools.	2.80
228.	„ Rampooria Cotton Mills.	17.81
229.	„ Raymon Engg. Works.	1.78
230.	„ Red Bank Tea Estate.	2.39
231.	„ Rupali Tea Estate.	2.80

1	2	3
232.	M/s. R.B.S. Rubber	1.08
233.	„ Republic Engineer.	1.58
234.	„ Sree Mahalaxmi Cotton Mills	11.54
235.	„ Sarugaon Tea Estate.	7.82
236.	„ Shalimar Tar Products.	2.92
237.	„ Sen Raleigh & Industries	16.95
238.	„ Sree Luxmi Iron & Steel Works	1.14
239.	„ Spencer Aerated Water (P) Ltd.	1.18
240.	„ Singal Tea Estate.	2.44
241.	„ Shalimar Tar Products (Factory No. 2)	4.12
242.	„ Sonali Tea Estate.	1.70
243.	„ Shalimar Works Ltd.	22.97
244.	„ Sodepur Potteries	4.16

1	2	3
245.	M/s. Sree Engg. Products.	6.39
246.	„ Sur & Co.	5.00
247.	„ Sodepur Cotton Mills	2.04
248.	„ Swastic Board & Paper Ltd.	2.95
249.	„ S.G.R.Industries (P) Ltd.	1.35
250.	„ Shaw & Co.	1.23
251.	„ Thakurdas Surekha Iron Foundry	1.06
252.	„ Tropical Rubber	1.16
253.	„ Toonbari Tea Estate.	2.05
254.	„ United Provinces Commercial Corpn.	1.54
255.	„ United India Engg. (P) Ltd.	1.27
256.	„ Vah-Tukvar Tea Estate.	3.08
257.	„ Wire Machinery Mfg. Co Ltd.	4.26
(Grand Total. 1649.04)		TOTAL : <u>485.37</u>

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, 1976 in transferring the Provident Fund Contributions to their respective Boards of Trustees

S. No.	Name of the establishment	Amount not transferred to the Board of Trustees (Rs. in lakhs)
1	2	3
Andhra Pradesh		
1.	M/s. Andhra Grama Swarjya Sangam, Tirupati.	2.10
		2.10
Gujarat		
2.	Shree Shubhalaxmi Mills Ltd., Cambay	2.94
		2 94

1	2	3
	Kerala	
3.	M/s. Kerala State Road Transport Corporation.	1.02
		1.02
	Madhya Pradesh	
4.	Nandlal Bhandari Mills Ltd.	16.76
5.	Burhanpur Tapti Mill	5.19
		21.95
	Maharashtra	
6.	Western India Spg. & Wvg.	13.09
7.	Sitaram Mills	6.97
8.	Pulgaon Cotton Mills	21.78
9.	Model Mills	27.96
10.	Mahindra & Mahindra Ltd,	2.85
		72.65

1	2	3
Rajasthan		
11.	M/s. Machine Tool Corporation of India Ltd., Ajmer	1.29
		<hr/>
		1.29
		<hr/>
Tamil Nadu		
12.	Thickesar Alai, Manaparai	2.33
13.	Meenakshi Mills, Madurai	3.21
14.	Meenakshi Mills, Paravai	2.40
15.	Tamil Nadu Electricity Board.	44.82
		<hr/>
		52.76
		<hr/>
Uttar Pradesh		
16.	M/s. Basti Sugar Mills Co. Ltd., Walterganj, Basti.	3.07
17.	M/s. Punjab Sugar Mills, Ghughli Gorakhpur.	4.13

1	2	3
18.	M/s. Indian Drugs & Pharmaceuticals Ltd., ^r Antibiotics Plants, Rishikesh.	1.15
19.	M/s. Razabuland Sugar Mills Co. Ltd., Rampur.	3.80
		<hr/>
		12.15
		<hr/>
	West Bengal	
20.	Amrita Bazar Patrika Ltd.	1.17
21.	Alexandra Jute Co. Ltd.	16.06
22.	Britannia Engg. Co. Ltd.	20.71
23.	Bengal Immunity Co. Ltd.	14.36
24.	Central Inland Water Transport Corporation.	8.32
25.	East Bengal Engg. Co. Ltd.	4.85
26.	Kelvin Jute Co. Ltd.	68.14
27.	Kinnison Jute Co. Ltd.	27.65

1	2	3
28.	Khardah Co. Ltd.	24.67
29.	Megna Mills Ltd.	62.30
30.	National Co. Ltd.,	95.85
31.	Preahand Jute Co. Ltd.	36.65
32.	Sree Ambica Jute Mills	6.27
33.	Union Jute Co. Ltd.	12.79
34.	Ganges Printing Ink Factory (P) Ltd.	10.00
35.	National Rubber Mfg. Co. Ltd.	5.36
36.	The Kalyani Spinning Mills Ltd.	20.15
37.	Rehabilitation Industries Corpn. Ltd	11.05
38.	Naihati Jute Co. Ltd.	9.63
39.	Calcutta State Transport Corpn.	268.30
40.	Empire Jute Co. Ltd.	3.58

1	2	3
41.	Dalhousia Jute Co. Ltd.	4.56
42.	Bengal Engg. Works.	27.16
43.	Calcutta Chemical Co. Ltd.	10.70
44.	East India Pharmaceuticals Ltd.	2.00
45.	Gondalpara Jute Co. Ltd.	7.00
46.	Dooteriah/Kalej Valley Tea Estate Pvt. Ltd.	3.50
		<hr/>
		782.78
		<hr/>

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 1975-76.

S.No.	Name of the closed Establishment	Number of member 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 Biscuit Company	30	Once
2.	M/s. Ellore Industries, Hyderabad.	22	Once
		21	Twice
3.	M/s. Royal Laboratories, Hyderabad.	2	Once
4.	M/s. Sanjay Sports, Azamabad	30	Once

1	2	3	4
	Gujarat		
5.	Keshariya Investment Corporation, Baroda.	1800	Thrice
	Karnataka		
6.	M/s. Vignan Industries, Chickmagalur.	112	Once
7.	M/s. Karnataka Steel and Wire Products Ltd., Banglore.	4	Once
	Kerala		
8.	S. N. Transports, Calicut.	34	Once
9.	Mahalaxmi Tiles.	123	Once
10.	The Travancore Textiles	140	Twice
11.	Beena Industries	151	Once
12.	Kerala Ceramics & Insulators.	188	Once
13.	Kerala Ceramics Feroke	43	Once
14.	Super Clays & Mineral Mining Company (P) Ltd.	302	Twice

1	2	3	4
15.	Dharamadam Match Wood Works.	142	Once
16.	Lakshmi Knitting Company	5	Once
17.	N. V. Motor Service	49	Once
18.	Trivandrum Spinning Mills Ltd.	483	Once
19.	F. A. C. T. Regional Maxing Centre, Kazhakootam	11	Once
Madhya Pradesh			
20.	M/s. Binod Steel Ltd., Indore.	162	Six Times
21.	M/s. Bhopal Toughened Glass Works, Bhopal	17	Once
Maharashtra			
22.	Service Station Equipment Co. (P) Ltd.	65	Once
23.	M/s. Hindustan Transmission.	22	Once
24.	Apar (P) Ltd. (Power Cables)	21	Once
25.	Shree Talkies, Nagpur.	15	Once

1	2	3	4
26.	Acme Mfg. Ltd.	330	Once
27.	Sahney Steel & Press Pvt. Ltd. Vidya Vihar.	1	Once
28.	Dodge & Seymour (I) Pvt. Ltd.	16	Once
29.	Dhondoo Patlee Bhosale.	1	Once
30.	Casablanca Gannon Mills.	57	Once
31.	Masyy and Company, Poona.	60	Once
32.	Jayfebs Rayon Industries	22	Once
		1	Twice
33.	Khira Steel Works.	36	Once
34.	Oil Seals Mfg. Company.	78	Once
		35	Twice
35.	Cane Mfg. Company.	18	Once
	Orissa		
36.	S. B: Electric Mart	3	Once

1	2	3	4
Tamil Nadu			
37.	Cauvery Spinning & Weaving Mills Ltd. Pudukkottai, Trichy	1153	Once
38.	Madras Rubber Factory, Madras-19.	1153	Once
39.	Elite Optical Industry, Madras.	123	Once
40.	Khiviraj Automobiles, Madras.	20	Once
Rajasthan			
41.	M/s. Jaipur Udyog Ltd., (Works) Sawaimadhopur. and M/s. Jaipur Udyog Ltd. (quarry) Sawaimadhopur.	2178	Once
Uttar Pradesh			
42.	Atherton West, Kanpur.	1000 1340	Once Twice

1	2	3	4
43.	Laxmi Ratan Mill, Kanpur.	1210 1000 387	Once Twice Thrice
44.	Jaipur Udyog.	1018	Once
45.	J. K. Rayon, Kanpur.	740	Once
West Bengal			
46.	Martin & Harris Co	38 27 34 32	Once Twice Thrice Four times
47	Calcutta Chromotype.	12	6 Time
48.	Auto Distributors	51	Once
49.	Ritz Continental Hotel	105	Once
50.	Mercury Travels	34	Once
51.	Gluconate Limited	340 275	Once Twice

1	2	3	4
52.	Kohinoor Binding	1	Twice
53.	H. Mukherjee & Banerjee Co.	58	Once
54.	Industrial Equipment	6	Once
		6	Twice
55.	Hind Sizing	12	Once
56.	Bengal Mills	4	Once
57.	Engel (India) Machine and Tools Ltd.	4	Once
		7	Twice
58.	Shalimar Works Ltd.	469	Once
		125	Twice
59.	Eastern Type Foundry & Oriental Printing Works	7	Once
60.	National Sheet & Metal Works	76	Once
61.	Great Bengal Card Board Mfg.	27	Once
62.	Canteen Equipments	1	Once
63.	The Ezavi (I) Match Mfg.	6	Once

1	2	3	4
64.	Colour Printing Hollow Wires.	21	Once
65.	The Sanyals New Engg. Works (P) Ltd.	1	Once
66.	Bharat Carbon & Ribon Mfg. Co.	68	Once
67.	Sudha Industries	45	Once
68.	Mahabir Plastics	19	Once
69.	Unic Plastics	8	Once
70.	Bharat Electric	120	Once
		83	Twice
71.	Peerless Press	1	Twice
72.	Biana Rolling Shutters & Engg. Works.	18	Twice
73.	R.B.S. Rubber Mills	58	4 times
74.	Belur Iron Foundry & Engg. Works.	5	Once
75.	S. C. Dass & Co. (P) Ltd.	33	Once
76.	Abrasive & Castings Ltd.	15	Once

1	2	3	4
77.	Industrial Plants Ltd.	151	Thrice
78.	Bhattacharjee Engg. (P) Ltd.	134	Twice
79.	Marshal & Sons (I) Ltd.	2	Once
80.	Sodepur Potteries.	46	Twice
81.	Sarkar Dairy & Firm (P) Ltd.	2	Once
82.	Oriental Electric & Engg. Co.	128	Once
83.	Calcutta Fan Co.	78	Once
		25	Twice
84.	Alliance Engg.	37	Once
85.	Pandey Industries	83	Once
		25	Twice
86.	Polymers India (P) Ltd.	7	Once
87.	Associated Rubber & Plastics Works	29	Once
88.	Dr. Paul Long Man	115	Twice
89.	Dr. Paul Longman	35	Twice

1	2	3	4
90.	Star Sheet Metal Works	10	Once
91.	Producers Forum (P) Ltd.	24	Once
92.	Sadhana Aushadhalaya.	19	Once
93.	Assam Travel Shiping Service	5	Once
		6	Twice
		1	Thrice
94.	Diana Rolling	5	Once
95.	The Calcutta Electric Lamp Works.	54	Once
		25	Twice
96.	Spencer Aerated	13	Once
97.	Toy Engineering	10	Once
98.	Upper Fagu Tea Estate	3	Once
99.	Shalimar Works.	6	Thrice
100.	General Industries Corpn.	89	Thrice

APPENDIX F

*List of the Members of the Central Board of Trustees, Employees' Provident Fund
as on 31.3.76*

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 Praduman Singh,
Textile Mazdoor Ekta Union,
Putlighar,
Chheharta, Amritsar, Punjab.

4. Shri Vimal Mehrotra,
Vice President,
Hind Mazdoor Sabha,
25-B, Sarvodaya Nagar, Kanpur,
Uttar Pradesh.
 5. Shri G. Sanjeeva Reddy,
President,
Indian National Trade Union Congress,
Andhra Pradesh, 6/B, L.I.C.H.,
Barkatpura, Hyderabad.
 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 Muzdoor Sangh,
Mazdoor Manzil, G.D. Ambekar 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, Secretary,
Bengal Chamber of Commerce and Industry,
Royal Exchange,
6, Netaji Subhash Road, Calcutta.
11. Dr. Mohan Lal 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 B. P. Poddar,
Hong Kong House, 31, Dalhouse Square, (S) Calcutta.
14. Shri H. Mukherjee,
Secretary to the Govt. of Tripura Labour Department, Agarthala.

15. Shri Dilsukh Ram,
The Secretary to the Govt. of A. Pradesh,
Employment & Social Welfare Department,
Incharge of Labour, Hyderabad.
 16. Shri G. P. Pandey,
Commissioner & Secretary to the Govt. of Uttar Pradesh,
Labour Department, Lucknow.
 17. Shri M. Subramaniam,
Secretary to the Govt. of Maharashtra,
Industries, Employment & Housing Department, Bombay.
 18. Shri S. Kanungo,
Secretary to the Govt. of Orissa,
Labour, Employment and Housing Department, Bhubaneshwar.
 19. Shri K. D. Gupta,
Commissioner of Labour & Secretary (Labour),
Delhi Administration, Delhi.
 20. Shri P. K. Mattoo,
Labour Commissioner,
Himachal Pradesh, Simla.
-

21. Shri Ishwar Chander Kumar,
Secretary to the Govt. of Bihar,
Department of Labour & Employment, Sachivalaya, Patna-15.
22. Shri H. M. Joshi,
Secretary to the Govt. of Gujarat,
Education and Labour Department, Sachivalaya, Gandhi Nagar, Ahmedabad.
23. Shri A. Padmanabhan,
Secretary to the Govt. of Tamil Nadu,
Labour & Employment Department, Madras.
24. Shri R. N. Sen Gupta,
Secretary to the Govt. of West Bengal,
Labour Department, Calcuta.
25. Shri S. K. Bagchi,
Secretary to the Govt. of Madhya Pradesh,
Labour Department, Bhopal.
26. Shri V. Venugopal Naidu,
Secretary to the Govt. of Karnataka,
Food, Civil Supplies and Labour Department, Bangalore.
27. Shri J. C. Nampui,
Secretary to the Govt. of Maghalaya,
Labour Department, 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,
(Department of Expenditure), (Labour & I. B. Branch), New Delhi.
30. Shri B.S. Bhatnagar,
Deputy Secretary to the Govt. of India,
Ministry of Steel & Mines (Department of Steel),
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 & Deputy Secretary to the Govt. of India,
Ministry of Labour, New Delhi.
33. Shri G. R. Ramanathan,
Deputy Secretary to the Govt. of India,
Department of Industrial Development, Udyog Bhavan, New Delhi.