

TWENTY-FOURTH
A N N U A L R E P O R T
1976-77

EMPLOYEES' PROVIDENT FUND ORGANISATION

**The Employees' Provident Funds &
Miscellaneous Provisions Act, 1952**

The Employees' Provident Funds Scheme, 1952

The Employees' Family Pension Scheme, 1971

The Employees' Deposit-Linked Insurance Scheme, 1976

OFFICE OF THE
**CENTRAL PROVIDENT FUND COMMISSIONER,
NEW DELHI**

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INTRODUCTION

The Scheme of Compulsory Contributory Provident Fund, framed under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 completed 24 years of its existence during 1976-77 and enters its Silver Jubilee year in November, 1977. During this long period of 24 years, the Provident Fund law has become fairly complex and its areas of operations have become very extensive. However, in spite of the diverse challenges and ever-increasing problems faced by the Organisation, it has the satisfaction of having contributed positively and substantially to the well-being of a majority section of the labour force in the country. The Employees' Family Pension Scheme brought into force from 1st March, 1971, provided long-term financial security to the families of members who die in harness while in service. The introduction of the Employees' Deposit-Linked Insurance Scheme to the members of the Fund, with effect from 1st August, 1976, during the period under review, is another milestone in the history of the Organisation. All members of the Provident Fund both in exempted and un-exempted establishments, are covered under this Scheme. A special feature of this Scheme is that the members are not required to contribute to the Insurance Fund; only the employers and the Government are required to pay contributions to the Insurance Fund at the rate of 0.5% and 0.25% respectively of the total emoluments, i.e., basic wages, dearness allowance including cash value of food concession and retaining allowance, if any.

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 has been entrusted to the Organisation by the Government of India.

Thus, at present three Schemes, viz., the Employees' Provident Funds Scheme, the Employees' Family Pension Scheme and the Employees' Deposit-Linked Insurance Scheme are being administered by the Organisation.

During the period under review, as many as 16 more industries/classes of establishments involving a potential membership of about 0.19 lakhs workers were brought under the purview of the Act. This is quite a record in the recent history of the Organisation. This could, however, be achieved by a special drive and efforts made by the enforcement machinery of the Organisation which was geared up by adopting special measures and directions at the Central level. There has been a very good increase in the applicability of the Act all-round during the last 3 years as is evident from the following table :—

TABLE

As on	No. of Establishments			No. of Subscribers		
	Exempted	Un-exempted	Total	Exempted	Un-exempted	Total
31-3-75	2,590	62,122	64,712	27,97,756	48,05,368	76,03,124
31-3-76	2,738	64,616	67,354	29,69,333	48,75,326	78,44,659
31-3-77	2,853	72,546	75,399	31,15,992	52,13,414	83,29,406

The systems and methods in the Organisation have been further streamlined by introducing various novel features. A Special Squad of ten Provident Fund Inspectors for surprise inspections and counter-checking of the work of the normal field staff has been created. A vigilance Machinery under a Director of Vigilance is about to be set up. An Internal Work Study Unit under a Director of Management to man the Organisation and Methods Wing, and a Training Cell are also in the process of being set up. There is now far more control over the exempted establishments than heretofore. Immediate and effective action is taken against defaulting employers. This has resulted in prosecution going up to all-time high number of 77,412 with the Revenue Recovery cases touching nearly 79,000. Where lenient punishments are awarded by lower courts, appeals on merits are filed in the higher courts. Instructions have been issued to get the defaulting employers

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bound for good behaviour under Section 110 of Criminal Procedure-Code. The Regional Commissioners hold periodical meetings with the State Revenue Authorities, for expediting the recovery proceedings.

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Special drive was launched towards issue of annual statements of accounts and the backlog of arrears has been wiped out in almost all the Regions and the work is now under control. During the year 1976-77, the Organisation has issued over 81 lakhs of accounts, as against an average issue of 48 lakhs accounts for the last three years. A proposal to issue pass-books folders is under consideration and this will give each member a permanent record of his provident fund accounts. The payment of claims is now very much improved due to the new methods adopted. Pattern of investment of provident fund amounts has also undergone change and the Central Board of Trustees has been knocking at the door of the Finance Ministry for better pattern. With the effective measures adopted by the Board to enhance the yield from the investment of provident fund monies, it was possible for the Board to declare yet higher rate of interest @ 8 per cent per annum for the year 1977-78.

The working of Special Reserve Fund and Death Relief Fund has also gone long way in relieving the distress of the members or their nominees and dependants by way of providing financial assistance from these funds. During the period under review, a sum of 4.63 lakhs from Special Reserve Fund and Rs. 6.19 lakhs from Death Relief Fund was paid out to the eligible persons.

It was thus a year of accelerated progress and very satisfactory performance in rendering various services to the subscribers, recording rapid advance in all sectors.

DISTINGUISHING FEATURES

2. The Social Security Schemes in developed countries are generally financed either by the State or by outright contribution by the employers. The distinguishing character of the three Schemes administrated by Employees' Provident Fund Organisation is participation by the workers, employers and the Government. To the workers, it provides an umbrella for the rainy days in the

shape of old age and survivorship benefits, a long-term protection and security to his family in case of his premature death; sickness benefits and timely advances including advance for the construction of a dwelling house during the period of membership. To the employers, it provides a steady labour force which is essential for the productivity and prosperity of the institution and to the government, it provides funds of considerable magnitude for utilisation on various projects and programmes designed to promote economic and social development of the country.

ADMINISTRATIVE SET-UP

3. The three Schemes are administered by a Tripartite Body consisting of the representatives of the Central and State Governments and Employees' and Employers' Organisations. During the period under report, the Central Board of Trustees conducted its business under the Chairmanship of Shri Bal Govind Verma, Deputy Union Labour Minister for sometime and thereafter under the Chairmanship of Dr. N.A. Agha, Secretary to the Government of India, Ministry of Labour. Shri K.S. Naik, Central Provident Fund Commissioner continued to function as the Chief Executive Officer and Secretary to the Board. A list of members of the Board as on the 31st March, 1977 is at annexure 'A'.

PROGRESS MADE DURING THE YEAR

4. During the period under review the Board geared up the administrative machinery so as to bring about all round improvement in the administration and extension of the multifarious activities under the three schemes. The results achieved are detailed below :—

IMPORTANT STATISTICS AT A GLANCE

(At the end of the year 1976-77)

A. Employees' Provident Fund

		<u>Exempted</u>	<u>Un-exempted</u>	<u>Total</u>
(I) No. of Industries/classes of establishments		153		
(II) No. of establishments	..	2,853	72,546	75,399
(III) No. of subscribers (in lakhs)		31.16	52.13	83.29
(IV) Contributions received (Rs. in crores)—				
Body (a) During the year	..	243.39	217.65	461.04
ments (b) Progressive	..	2971.17	1685.17	4656.34
under (V) Investment made (Rs in crores)—				
er the (a) During the year	..	343.74	219.58	563.32
inister (b) Progressive	..	1940.88	1577.86	3518.74
Agha, (VI) Amount refunded on account of settlement of claims and advances (Rs. in crores)—				
Naik, (a) During the year	..	205.86	93.4	299.34
on as (b) Progressive	..	1341.14	607.74	1948.88
list				
'A'.				
		<u>Launched</u>	<u>Decided</u>	
minis- (VII) Prosecution cases—				
n the (a) During the year	..	14,678	4,962	
r the (b) Progressive	..	77,412	53,094	
(VIII) Recovery cases—				
(a) During the year	..	4,945	3,903	
(b) Progressive	..	78,916	61,900	
(IX) Prosecution cases under section, 406/409 I.P.C.—				
(a) During the year	..	240	19	
(b) Progressive	..	846	146	

(X) Contributions in arrears (Rs. in crores)	..	18.27
(XI) Percentage of arrears to contributions received	..	1.1%
(XII) Annual Statements of Accounts issued during the year (in lakhs)	..	81.93

B. Family Pension

(I) No. of Family Pension Members (in lakhs)	..	33.26	
(II) Family Pension Contributions received. (Rs. in crores)—			
(a) During the year	..	27.43	
(b) Progressive	..	81.61	
(III) Prosecution Cases—		<u>Launched</u>	<u>Decided</u>
(a) During the year	..	3839	1306
(b) Progressive	..	6011	1714
(IV) Recovery cases—			
(a) During the year	..	2268	1021
(b) Progressive	..	4819	2250
		<u>Number</u>	<u>Amount</u>
			(Rs. in lakhs)

(V) Claims settled and amount paid—	..		
(a) During the year	..	61,618	77.10
(b) Progressive	..	1,02,748	107.11
(VI) Contributions in arrears (Rs. in lakhs)	..		58.57

C. Deposit—Linked Insurance Fund (from 1-8-76 to 31-3-77)

(I) Contributions received. (Rs. in crores)	..	7.17
(II) Investments made (Rs. in crores)	..	6.54
(III) Claims settled and amount paid	34	2.87
(IV) Contributions in arrears (Rs. in lakhs)	..	22.27

GRAPH-1

Number of Establishments Covered (Alternate Yearly Position)

AT THE END OF
THE YEAR



Exempted

1,000 ESTABLISHMENTS



Unexempted

5,000 ESTABLISHMENTS

1952-54



1960-61



1962-63



1964-65



1966-67



1968-69



1970-71



1972-73



1974-75



1976-77



81.61
97.47
54.18

EXTENSION

5. The Employees Provident Funds Scheme which had a modest beginning with 6 industries within its compass in 1952 has now become the largest contributory Provident Fund Scheme with 153 industries/classes of establishments with 83.29 lakhs of subscribers. The list of industries/classes of establishments covered under the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 is at Appendix 'B'. With the ultimate goal of extending contributory provident fund benefits to all workers, vigorous efforts were made by the Board to bring under the purview of the Act more and more industries during the year and the following 16 industries/classes of establishments were added to the list :—

- (i) Apatite mines ;
- (ii) Asbestos mines ;
- (iii) Calcite mines ;
- (iv) Ball Clay mines ;
- (v) Corundum mines ;
- (vi) Emerald mines ;
- (vii) Feldspar mines ;
- (viii) Silica (Sand) mines ;
- (ix) Quartz mines ;
- (x) Ochre mines ;
- (xi) Chromite mines ;
- (xii) Graphite mines ;
- (xiii) Fluorite mines ;
- (xiv) Establishments which are factories engaged in the manufacture of glue and gelatine ;
- (xv) Stone quarries producing stone chips, stone sets, stone boulders and ballasts ;
- (xvi) Establishments engaged in fish processing and non-vegetable food preservation industry including bacon factories and pork processing plants ;

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 Co-operative Societies employing less than 50 persons and working without the aid of power. The Board recommended that the Act should be amended to remove this distinction made in favour of Co-operatives. The recommendation of the Board has been accepted by the Government in principle. With a view to extend the benefits to the smaller establishments, the Government is considering the proposal to reduce the existing limit of employment strength for coverage of an establishment to 10 or more persons. An establishment which is not compulsorily amenable to the provisions of the Act, can be covered voluntarily with the mutual consent of the employer and the majority of the employees. As many as 1.98 lakhs workers employed in 3,832 establishments get benefits of provident fund on a voluntary basis under this provision of the Act.

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. For this purpose combing up operations were launched in all the regions to cover all such establishments as are coverable and have been evading the application of the Scheme.

As a result about 8000 more establishments with 4.85 lakhs subscribers were covered under the Act, during the year. At the end of the year, 75,399 establishments having 83.29 lakhs provident fund subscribers stood covered under the Act. Region-wise coverage position is as under :—

Number of Subscribers Covered (Alternate Yearly Position)

4,00,000 **Subscribers**



3,00,000 Subscribers



TABLE

Region-wise Coverage position as on the 31st March, 1977

Region	Number of Factories/ establishments			No. of subscribers		
	Exempted	Un- exempted	Total	Exempted	Un- exempted	Total
Andhra Pradesh	121	4,754	4,875	1,34,695	3,76,969	5,11,664
North Eastern ..	37	745	782	29,541	43,557	73,098
Bihar	161	2,292	2,453	2,39,314	1,41,780	3,81,094
Delhi ..	163	3,553	3,716	1,69,707	1,07,558	2,77,265
Gujarat ..	138	6,934	7,072	2,14,576	3,52,593	5,67,169
Karnataka ..	97	5,483	5,580	2,15,120	2,47,823	4,62,943
Kerala ..	76	3,685	3,761	74,798	3,66,499	4,41,297
Madhya Pradesh	60	2,556	2,616	1,97,747	1,72,233	3,69,980
Maharashtra (including Goa)	471	13,018	13,489	5,71,518	9,87,132	15,58,650
Orissa ..	26	1,229	1,255	70,766	1,41,812	2,12,578
Punjab ..	19	2,831	2,850	24,056	1,34,857	1,58,913
Haryana ..	36	1,392	1,428	30,289	1,04,700	1,34,989
Himachal Pradesh	9	214	223	1,855	16,940	18,795
Chandigarh ..	7	120	127	3,214	13,607	16,821
Rajasthan ..	106	1,589	1,695	64,875	99,749	1,64,624
Tamil Nadu (including Pondicherry) ..	393	9,560	9,953	2,53,091	7,04,595	9,57,686
Uttar Pradesh ..	201	5,051	5,252	1,43,121	5,09,521	6,52,642
West Bengal (including Andaman and Nicobar Islands)	732	7,540	8,272	6,77,709	6,91,489	13,69,198
Total ..	2,853	72,546	75,399	31,15,992	52,13,414	83,29,406

CONTRIBUTIONS

8. 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 provident Funds Scheme as huge amounts have been collected on account of provident fund contributions which have been usefully diverted towards National programmes designed to promote economic and social development in the country. A sum of Rs. 461.04 crores was collected during the year 1976-77 and the total collections made so far amounted to a sum of Rs. 4656.34 crores. Out of these collections as on the 31st March, 1977, a sum of Rs. 3518.74 crores stood invested in the Central/State Government Securities and small savings, special deposits, etc. The other details of contributions, its rate and investments made etc. are given in the succeeding paragraphs.

9. *Rate of Contributions.*—Except in the case of certain specified industries and classes of establishments, the statutory rate of provident fund contributions 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% of pay on a voluntary basis.

10. *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. As on the 31st March, 1977, the enhanced rate of 8 per cent was applicable to the establishments employing 50 or more persons engaged in 89 specified industries/classes of establishment as shown in Appendix 'C'.

11. 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 to be raised

to 8 per cent and 10 percent respectively. The suggestion is under Government's consideration.

12. *Quantum of contributions.* The total contributions in respect of both exempted and unexempted establishments received during the year 1976-77 was Rs. 461.04 crores (Rs. 217.65 crores from un-exempted and Rs. 243.39 crores from exempted establishments). The total contributions received both from exempted and un-exempted establishments since inception stood at Rs. 4,656.34 crores. (Rs. 2,971.17 crores from exempted establishments and Rs. 1,685.17 crores from the un-exempted establishments).

INVESTMENTS

13. The pattern of investment prescribed for the year 1976-77 is given below :—

- | | |
|--|---------------------|
| (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 Government or any State Government | |
| (iv) 7 year National Savings Certificates (Second Issue and Third Issue) or Post Office Time Deposits. | Not exceeding 30% |
| (v) Special Deposit Scheme introduced by the notification of the Government of India in the Ministry of Finance (Department of Economic Affairs) No. F. 16(1)/PD/75, dated 30th June, 1975 | Not exceeding 20% |

Reinvestment of Post Office Time Deposits maturing from 1st February, 1977 onwards shall be made 50 % in Post Office Time Deposits and 50 % in Special Deposits, subject to this, reinvestment of all other maturities of Provident Fund accumulations shall continue to be made in accordance with the above pattern.

14. The following is an analysis of the investments made during the year 1976-77 out of the contribution, interest and sundry receipts pertaining to the un-exempted establishments :—

<i>Investment made in</i>	<i>In crores of rupees</i>	
(a) Central Government Securities ..	62.76	
(b) State Government and Central Government guaranteed securities ..	64.83	(c)
(c) Post Office Time Deposits and Small Savings ..	78.88	
(d) Special Deposits ..	52.79	
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Total ..	259.26	accu
		amo

15. The aggregate investment of provident fund accumulations of the unexempted establishments as on the 31st March, 1977 amounted to Rs 1,577.86 crores. The investment made during the year 1976-77 was Rs 219.58 crores plus Rs 39.68 crores redeemed and reinvested as against the investment of Rs 243.35 crores made in 1975-76. Interest of Rs 103.71 crores was realised on investments during 1976-77.

16. The exempted establishments also were required to follow the same pattern of investment as was prescribed for the un-exempted establishments during the year 1976-77. Below is an analysis of the contributions, including interest and sundry receipts, received by the ex-

empted establishments and investments made by them during the year:—

	<i>Rs. in crores</i>
(a) Contributions received ..	243.39
(b) Investments made in :—	
(i) Central Government Securities — ..	76.89
(ii) State Government and Central Government guaranteed securities ..	61.54
(iii) Post Office Time Deposits ..	97.34
(iv) Small Savings and Others ..	64.39
(v) Special Deposits ..	43.58
Total ..	343.74
(c) Amount refunded on account of final settlement of claims and grant of advances. ..	205.86

The aggregate investment of Provident Fund accumulations of the exempted establishments stood at Rs 1,940.88 crores as on the 31st March, 1977. With this, the total investment of provident fund accumulations of both the exempted and unexempted establishments amounted to Rs 3,518.74 crores as on the 31st March, 1977.

INTEREST

17. As a result of the investment of provident fund contributions in higher yielding securities, it has become possible for the Board to declare interest at 8 per cent per annum against the last year's rate of $7\frac{1}{2}$ per cent per annum. Efforts were also made to get Clause (B) of rule 6 of Part A of the Fourth Schedule to the Income-Tax Act, 1961, amended. As a result of representations made to Central Government in this regard rule 6 of Part A *ibid* has been amended and the previous limit of $7\frac{1}{2}$ per cent has now been amended to 8%.

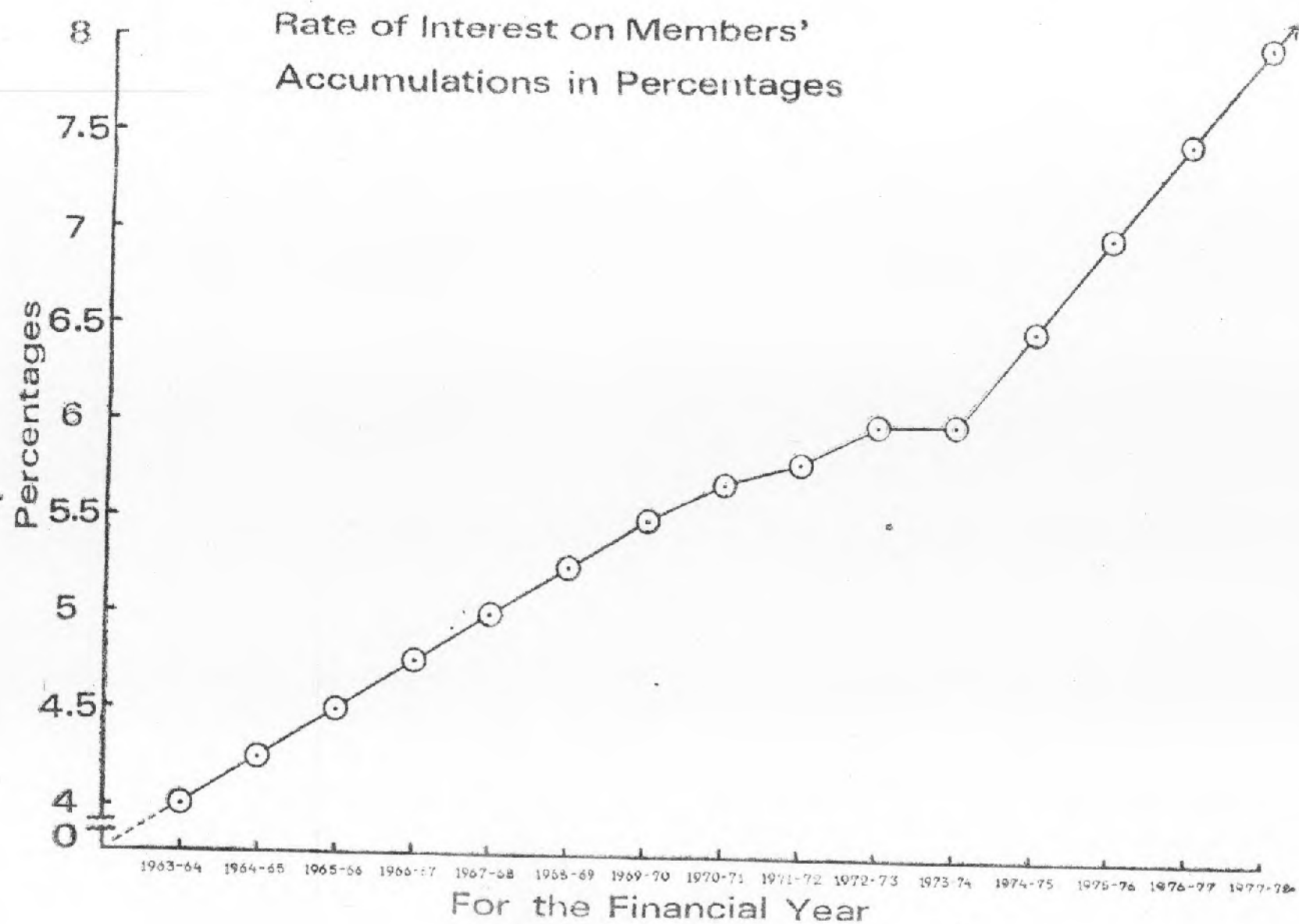
REALISATION OF PROVIDENT FUND ARREARS

18. The realisation of provident fund contributions from the owners of about 73,000 un-exempted establishments covered under the Act spread all over the country, remained as usual, an herculian task for the Board. However, all-out efforts were made to realise the provident fund contributions to the fullest extent. The arrear position of the regions was as under :—

TABLE

Region-wise position of Arrears of Provident Fund contributions as on the 31st March, 1977

Serial No.	Region	Arrears as at the end of			
		March 1974	March, 1975	March, 1976	March, 1977
(Rupees in lakhs)					
1.	A. Pradesh	52.85	56.57	40.47	43.84
2.	North Eastern	27.26	25.03	26.25	26.65
3.	Bihar	85.08	76.46	77.74	81.36
4.	Delhi	9.61	10.05	8.70	8.33
5.	Gujarat	59.04	49.43	45.15	50.98
6.	Karnataka	14.51	7.53	12.16	8.57
7.	Kerala	65.99	53.38	62.89	60.04
8.	M. Pradesh	188.82	214.71	201.95	150.99
9.	Maharashtra	545.94	535.08	549.48	537.49
10.	Orissa	18.12	18.54	13.12	12.50



Serial No.	Region	Arreas as at the end of			
		March 1974	March 1975	March 1976	March, 1977
11.	Punjab	17.31	19.02	19.58	18.10
12.	Rajasthan	22.70	36.10	32.48	16.79
13.	Tamil Nadu	152.74	128.68	113.22	108.56
14.	Uttar Pradesh	215.96	181.90	266.50	191.71
15.	West Bengal	430.03	521.42	593.85	511.34
Total		1,905.96	1,933.90	2,063.54	1,827.25

19. A statement showing the details of unexempted establishments which were in default of the provident fund dues of Rs 1 lakh and above as on the 31st March, 1977, is given in Appendix D.

20. Besides the pre-coverage and post-coverage contributions in arrears amounting to Rs 1,827.25 lakhs, an amount of Rs 50.90 lakhs were outstanding on account of Administrative Charges and an amount of Rs 1,017.99 lakhs was outstanding on account of penal damages as on the 31st March, 1977.

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

22. Of the total arrears of provident fund contributions of Rs. 18.27 crores, six industries, viz., Textile, Electrical Mechanical and General Engineering, Electricity, Tea & Tea Plantations, Newspaper Establishments and Trading & Commercial establishments, alone accounted for Rs 14.01 crores which works out to 76 per cent of the total arrears. The Textiles and Engineering Industries together accounted for 68 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 :—

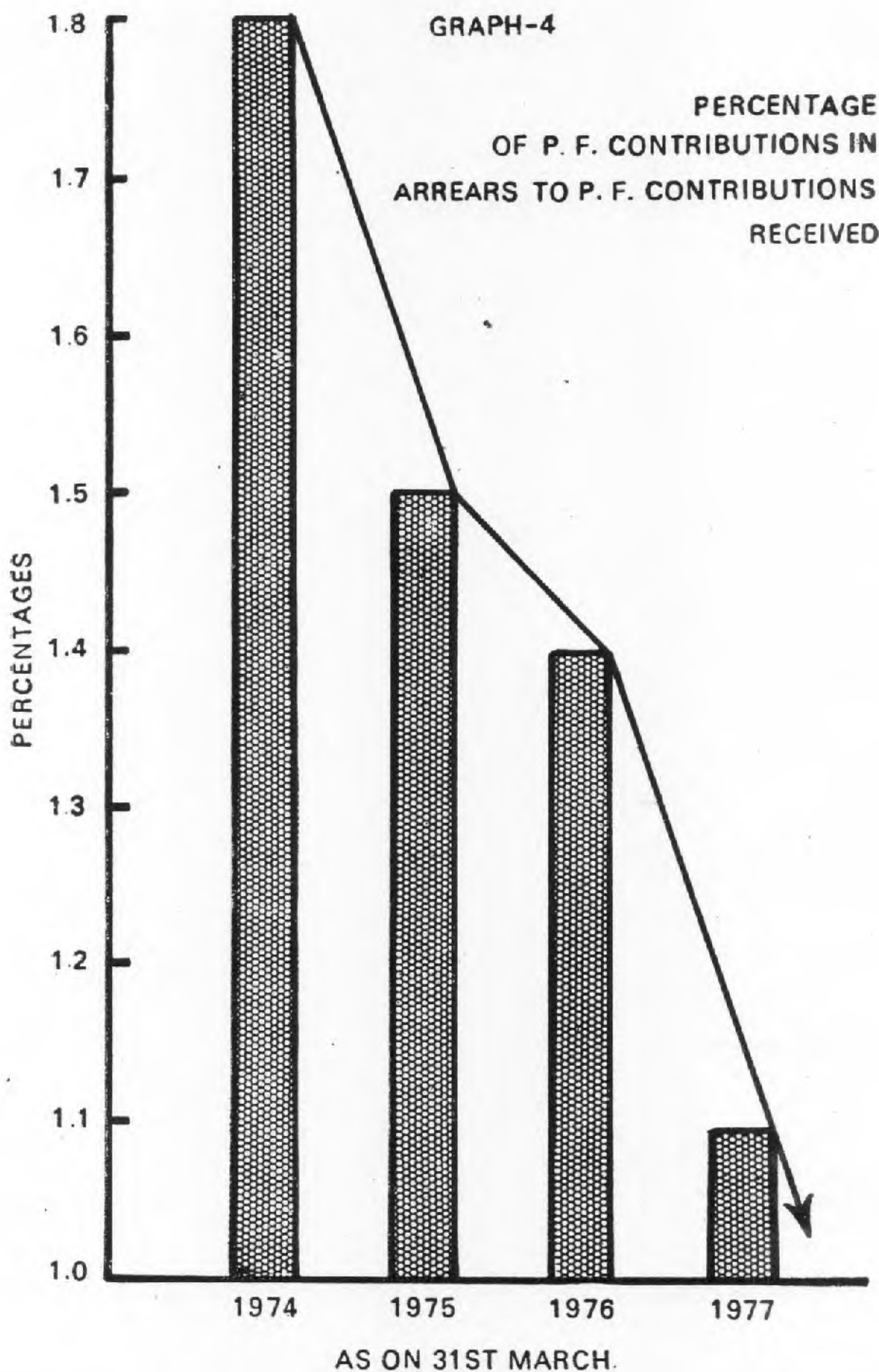
TABLE
Arrears in Textiles and Engineering Industries
(Rs in crores)

Position as on	Total arrears of P.F. contributions	Arrears of P.F. Contributions in	
		Textiles industry	Engineering industry
31-3-1974	19.06	10.63	2.21
31-3-1975	19.34	10.45	3.39
31-3-1976	20.64	9.68	3.85
31-3-1977	18.27	9.48	3.04

23. The percentage of arrears with reference to the contributions received has come down from 1.8 per cent as on the 31st March, 1974 to 1.1 per cent as on the 31st March, 1977, as will be seen from the following Table :—

TABLE

Position as on	P.F. Contributions received (Rs in crores)	P.F. Contributions in arrears (Rs in lakhs)	Percentage of arrears to contributions
31-3-1974	1,082.54	1,905.86	1.8 %
31-3-1975	1,256.43	1,933.90	1.5 %
31-3-1976	1,467.52	2,063.54	1.4 %
31-3-1977	1,685.17	1,827.25	1.1 %



24. 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. In spite of the fact that there had been substantial increase in the membership and total quantum of contributions received during the period, the arrears which rose up to Rs 20.66 crores in 1971-72 came down to Rs 18.27 crores on 31st March, 1977, which indicates marked improvement in the matters. Further increase in arrears has been checked and the position is now under control. With the further tightening up of implementation 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 further in the near future.

ACTION AGAINST DEFAULTING ESTABLISHMENTS

25. During the year under review, 49,45 recovery cases involving a sum of Rs 484.84 lakhs were instituted. An amount of Rs 503.23 lakhs was realised through the recovery process during the year.

26. 14,678 prosecution cases were launched against the defaulting employers. Details of the prosecution filed and disposed of during 1976-77 are given below :—

TABLE

Prosecutions filed and disposed of during 1976-77

Pre- vious cases pending	Filed during the year	Disposed of during the year	Pending in courts as on 31-3-1977	Remarks
14,602	14,678	A. Convicted 3,577 B. Acquitted 138* C. (i) Withdrawn 969 @ consequent on payment of dues etc.	24,318	*The main reasons for cases being acquitted were : (i) The dues were not paid in time but were deposited sub- sequently

Pre- vious cases pending	Filed during the year	Disposed of during the year	Pending in courts as on 31-3-1977	Remarks
—	-	(ii) For other reasons 15	(ii) The accused person was not the actual owner of the estt. during the period for which the case was filed.	e:
			@The main reasons for withdrawal were :—	1
		D. Dismissed/ Discharged 263	(i) On payment of dues by the Establishments	S
		Total 4,962	(ii) The whereabouts of Emplo- yers were not known.	—
			(iii) In some cases the pro- secution cases were sanctioned by the sanctioning authority but the estts. paid the dues and the cases were treated as withdrawn	Regi 1 A. P

27. 240 complaints were filed during the year under section 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 846.

28. A sum of Rs 36.64 lakhs and Rs 1.22 lakhs were collected as damages on belated payment of provident fund contributions and administrative and inspection charges respectively during the year under review.

INSPECTIONS

29. 1,56,472 inspections, surveys and investigations were conducted by the Inspectors during the year. The average number of inspections per Inspector per month was 49. In addition, the Inspectors attended to the work relating to Family Pension Scheme and paid special attention to the defaulting establishments. The frequency of inspection of regularly complying establishments was reduced without detriment to the efficiency and quality of inspection.

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COMPLIANCE BY PUBLIC SECTOR UNDERTAKINGS

30. As many as 3,132 Public Sector Undertakings (904 exempted and 2,228 unexempted) stood covered under the Act as on the 31st March, 1977. Out of these, 478 establishments (218 exempted and 260 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 highest level. A region-wise break up of the covered and non-complying establishments is given below :—

TABLE

Statement showing the Region-wise compliance position of covered establishments in the Public Sector as on the 31st March, 1977

Region	Covered Public Sector Undertakings			Non-complying Public Sector Undertakings		
	Exempted	Un-exempted	Total	Exempted	Un-exempted	Total
1	2	3	4	5	6	7
A. Pradesh	56	298	354	35	61	96
North Eastern	16	31	47	2	8	10
Bihar	47	104	151	6	53	59
Delhi	52	35	87	—	13	13
Gujarat	60	57	117	5	8	13
Karnataka	44	59	103	2	17	19
Kerala	32	181	213	9	15	24
M. Pradesh	41	387	428	4	13	17
Maharashtra	87	81	168	10	19	29
Orissa	6	168	174	—	—	—
Punjab	33	325	358	2	10	12
Rajasthan	59	43	102	—	12	12
Tamil Nadu	202	116	318	36	15	51
U. Pradesh	77	323	400	76	15	51
West Bengal	92	20	112	71	1	72
Total	904	2,228	3,132	218	260	478

COMPLIANCE BY EXEMPTED ESTABLISHMENTS

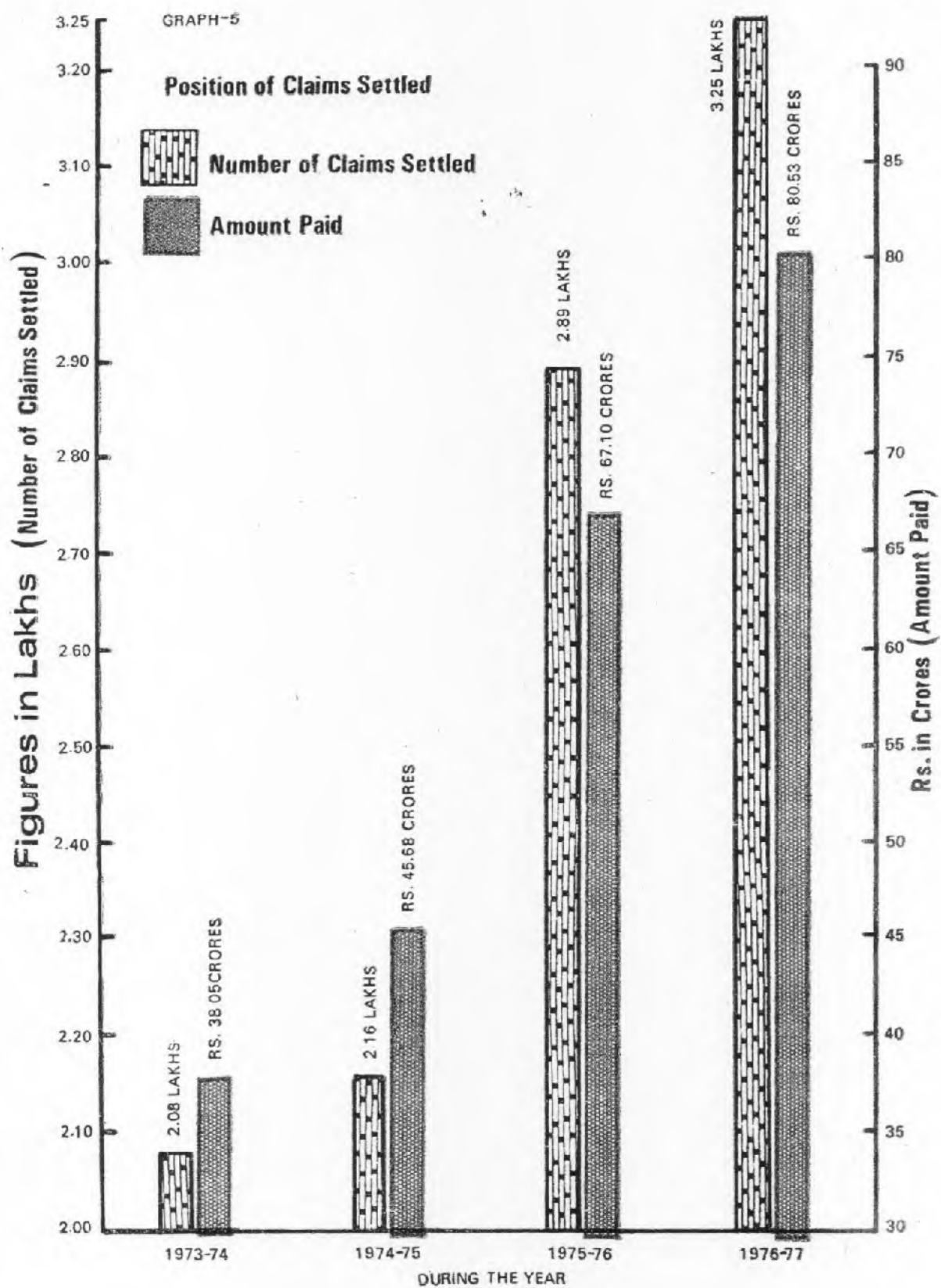
31. The working of the exempted establishments was kept under constant vigilance during the year by regular periodical inspections and scrutiny of returns to ensure that the establishments had complied with the conditions of exemption. Several exempted establishments were found to have defaulted in payment of contributions to the Board of Trustees besides delaying investment, payment of inspection charges and submissions of returns. As at the end of March, 1977 the employers of exempted establishments failed to transfer an amount of about Rs 1,042.93 lakhs representing employers' share and workers' share of contributions to the Board of Trustees. A list of exempted establishments which were in default of Rs. one lakh or more as on the 31st March, 1977 in transferring the provident fund contributions to their respective Boards of Trustees is given in Appendix 'E'. In appropriate cases, cancellation of exemption was recommended.

PAYMENT OF ADVANCES TO THE MEMBERS

32. 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 to 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
1975-76 and 1976-77

Serial No.	Purpose of advance	No. of cases		Amount paid (Rs. in lakhs)	
		1975-76	1976-77	1975-76	1976-77
(1)	(2)	(3)	(4)	(5)	(6)
1	Financing of life insurance policies	.. 53,169	50,439	83.91	82.56
2	House Building, etc.	.. 11,944	12,868	288.80	311.96



(1)	(2)	(3)	(4)	(5)	(6)
3	Purchasing shares of Consumers' Co-operative/Credit/Housing Societies ..	485	152	0.18	0.78
4	During temporary closure of establishments ..	19,393	30,053	116.43	125.39
5	Illness of members/family members ..	8,284	7,135	66.99	60.77
6	Daughter's marriage and post-matriculation education of children ..	50,576	48,140	555.22	618.96
7	Damages to movable and immovable property of a member due to calamity of exceptional nature ..	16,963	59,765	30.68	126.15
8	Unemployment relief to individual retrenchee members ..	1	18	0.01	0.08
9	Cut in the supply of electricity to the factory/establishment ..	14,248	96	28.70	0.26
Total ..		1,75,063	2,08,666	1170.92	1326.91

33. A list of the establishments, whose employees were granted advances on account of temporary closure is given in the Appendix 'F'.

REFUNDS AND CLAIMS

34. During 1976-77 a sum of Rs 80.53 crores in respect of 3.25 lakhs claims was paid as against Rs 67.10 crores in respect of 2.89 lakhs claims paid during 1975-76. The average amount paid per claim settled increased from Rs 566 in 1962-63 to Rs. 2,477 in 1976-77. There has been an increase of 11 per cent in the number of claims paid during 1976-77 over the preceding year, as will be borne out by the following data:—

Year	No. of claims paid (Figures in lakhs)	Amount paid (Rupees in crores)
1974-75	.. 2.16	45.68
1975-76	.. 2.89	67.10
1976-77	.. 3.25	80.53

The percentage of the claims paid within 10 days during 1976-77 was 58 per cent as against 56 per cent during the year 1975-76 and 40 per cent during the year 1974-75. Since inception of the Scheme a total sum of Rs 482.41 crores has been paid upto the end of March, 1977 in respect of 38.77 lakhs claims.

35. The category wise particulars of the claims paid in 1976-77 are given in the Table below. The figures in the brackets indicate the comparative position of 1975-76. 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 1976-77

Category	No. of claims paid	Amount paid (Rupees in lakhs)
(i) Death ..	18,774 (17,618)	598.68 (520.13)
(ii) Superannuation ..	33,382 (27,910)	1773.07 (1428.91)
(iii) Permanent invalidation ..	6,307 (5,067)	281.42 (184.19)
(iv) Resignation/Termination of Services ..	186,652 (161,609)	3840.96 (3080.64)
(v) Retrenchment ..	71,855 (70,090)	1342.79 (1354.28)
(vi) Dismissal ..	2,996 (2,580)	70.31 (44.31)
(vii) Migration ..	1,756 (983)	51.12 (32.04)
(viii) Others ..	2,884 (3,274)	95.12 (65.11)
Total ..	324,606 (289,131)	8053.47 (6709.61)

36. It is the endeavour of the Organisation to settle the claims promptly to provide timely relief to the members of their families/heirs. In order to expedite settlement of claims various steps have been taken and procedures have been changed. As per the earlier procedure nomination form made by members was required to be filled up in a single copy. If this form was misplaced or lost the claim of the individual was held up for want of this document. In order to solve this problem it has since been decided to get the form filled in by the members in duplicate, one copy of the valid accepted form shall be retained by the Regional Commissioners and the other accepted copy will be returned to the members through their employers for their record which could be relief upon in the event of loss of the original form 2. This method would

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expedite settlement of claims in death cases. In addition to this, the limit of exemption from the production of Estate Duty Certificate by the legal heirs of the deceased members has been increased from Rs. 10,000 to Rs. 25,000 by issue of suitable directions from the Ministry of Finance, Central Board of Direct Taxes. Earlier to this amendment in the Rules the nominees/legal heirs of the deceased members whose total accumulations exceeded Rs. 10,000 were required to produce Estate Duty Clearance Certificate from the respective authority before their claim could be settled. This relaxation would obviate difficulties of such nominees/heirs of the deceased members in getting their claims settled urgently as they would not be required to submit Estate Duty Clearance Certificate if their total amount does not exceed Rs. 25,000. About 58 per cent of the claims were settled within 10 days from the date of their receipt in a complete shape and a major portion of the balance was settled within a month.

RESERVE AND FORFEITURE ACCOUNT

37. Where the employer's contribution is not payable to the members in full, the unpaid part together with interest thereon is credited to the Reserve and Forfeiture Account of the Fund. A sum of Rs. 264.36 lakhs was forfeited during the year as against Rs 208.94 lakhs forfeited during 1975-76. The total amount received in this Account till the end of March, 1977 was Rs. 1729.41 lakhs. Details of the Reserve and Forfeiture Account are as follows:—

(Rs in lakhs)

(i) Amount forfeited upto 31st March, 1977	..	..	17,29.41
(ii) Amount utilised —			
(a) On account of Money Order Commission and grant of financial assistance to outgoing members where inadequate deposits had been made by employers prior to the introduction of the Special Reserve Fund	..	11.84	
(b) On account of transfer to the Special Reserve Fund		85.00	
(c) On account of transfer to the Death Relief Fund	..	97.00	
		<hr/>	
		193.84	193.84
(iii) Net Amount available in the Reserve and Forfeiture Account as on the 31st March, 1977	..	..	1535.57

SPECIAL RESERVE FUND

38. 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.

39. As on the 31st March, 1977, 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 arrears. 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. 120.96 lakhs. The amount recovered from the employers against these payments was Rs. 40.05 lakhs of which Rs. 0.22 lakhs were recovered during this year. The balance in the Special Reserve Fund at the end of March, 1977, was Rs. 4.09 lakhs as against Rs. 8.46 lakhs at the end of March, 1976.

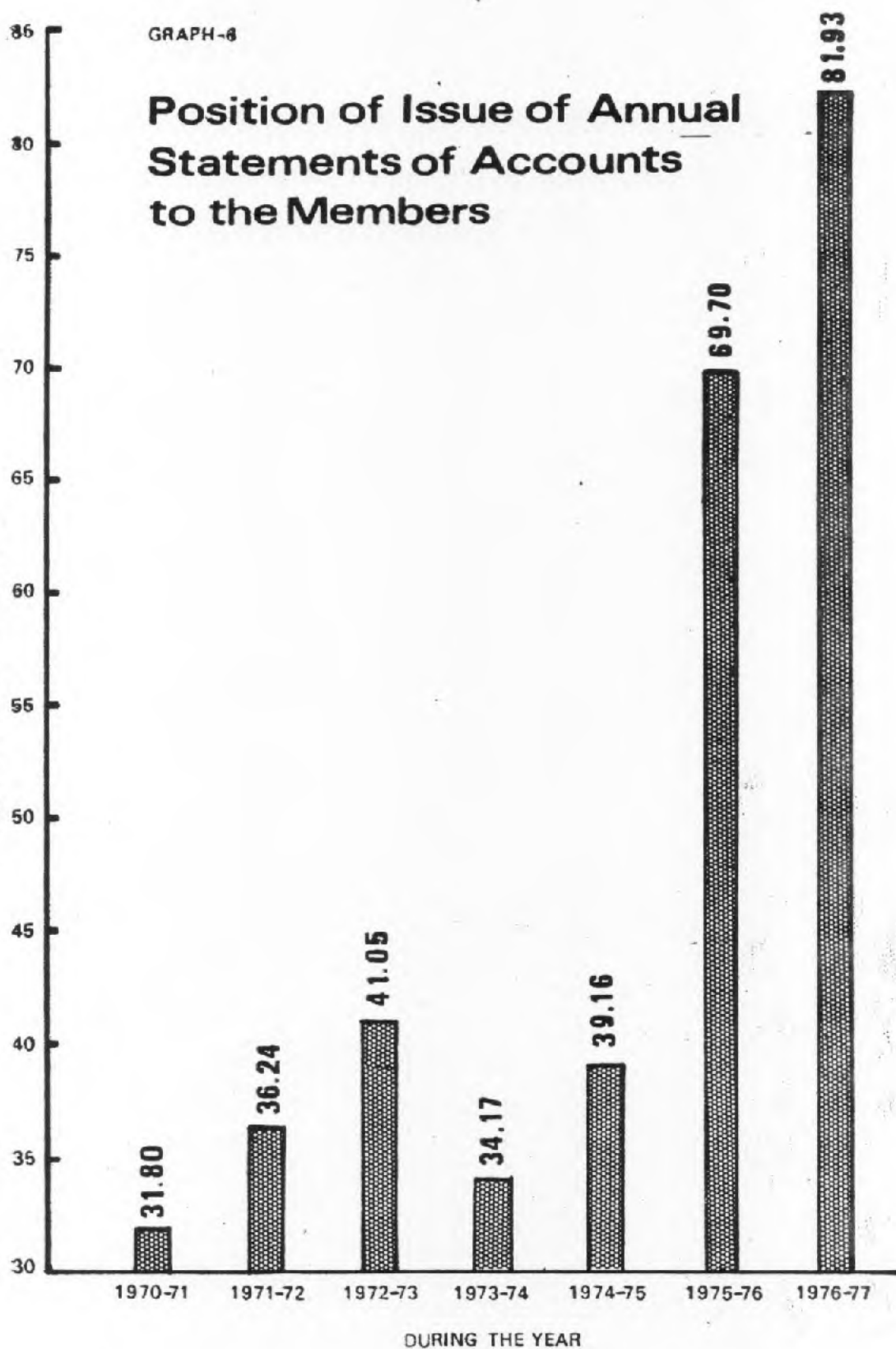
DEATH RELIEF FUND

40. 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. 97 lakhs transferred so far to the Death Relief Fund, a sum of Rs. 92.03 lakhs had been paid out up to the end of March, 1977 leaving a balance of Rs. 4.97 lakhs. A sum of Rs. 6.19 lakhs was paid out during the year in 1842 cases as against Rs. 7.31 lakhs paid in 2,019 cases in 1975-76.

Figures in Lakhs

GRAPH-8

Position of Issue of Annual Statements of Accounts to the Members



41. As recurring Family pension and lump sum Life Assurance benefit became payable under the Employees' Family Pension Scheme w.e.f. 1st March, 1973, a doubt was raised whether continuance of relief from the Death Relief Fund was justified and if so, whether the quantum 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

42. A Scheme of annual posting of contributions in ledger cards (instead of monthly) was introduced in respect of the unexempted establishments from 1st October, 1968, with the object of simplifying accounting procedure to some extent and at the same time economising the administrative cost on maintenance of members accounts. The Scheme, which was initially tried for some very regular establishments, was extended to others which were not habitual defaulters. At the end of the year, about 41 lakhs of accounts (out of the total of about 52 lakhs of accounts) were maintained on this system in all the Regional Offices.

ANNUAL STATEMENTS OF ACCOUNTS

43. During the year, 81.93 lakhs annual statements of account were issued as against 69.70 lakhs issued during the previous year, leaving a balance of 17.64 lakhs statements to be issued at the end of the year. This has been an all time record in the history of the Organisation.

PUBLICITY

44. With a view to further educating 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" completed in 1975 continued to be exhibited in various cinema houses of the country. Such publicity enables the workers to know the details of the various schemes and also helps the members of the Fund in getting back their provident fund and Family Pension amounts expeditiously.

MEETINGS OF THE BOARD

45. Shri Bal Govind Verma, Dy. Labour Minister, was appointed as Chairman of the C.B.T. in July, 1976. He presided over only two meetings of the Board. Thereafter Dr. N.A. Agha, Secretary to the Government of India, Ministry of Labour, took over as Chairman of the Board. Shri K.S. Naik, C.P.F.C., continued to function as the Chief Executive Officer and Secretary to the Board.

46. Important decisions taken and recommendations made by the Board during the year in the three meetings held on the 20th July, 11th October, 1976, and 27th January, 1977 are given below :—

Administration—

- (i) In accordance with the decision taken by the Board, the Sub-Regional Offices at Surat, Faridabad, Siliguri, Meerut and Pune started functioning with effect from 1st April, 1976, 17th January, 4th February, 8th March and 14th March, 1977, respectively. The Board also approved opening of some more Sub-Regional offices for rendering better service to the subscribers.
- (ii) The Board approved the amendment of para 68-B (3) of the Employees' Provident Funds Scheme regarding raising the time limit for completion of construction of a house from 6 months to 12 months after payment of final instalment.

- (iii) The Board approved the proposal for amendment of para 72 of the Employees' Provident Funds Scheme regarding raising the monetary limit for payment in respect of Provident Fund claims from Rs 5,000 to Rs 10,000 by the Regional Provident Fund Commissioners and above Rs 10,000 by the Chairman, Central Board of Trustees.
- (iv) The Board approved the proposal for amendment of deletion of the proviso to Section 17-B of the Employees' Provident Funds and Miscellaneous Provisions Act whereby the liability of the transferee shall not be limited to the assets obtained by him by such transfer.
- (v) The Board approved the amendment of para 68 (L) of the Employees' Provident Funds Scheme raising the limit of the advance from Rs 200 to 300.
- (vi) The Board decided to celebrate the Silver Jubilee year of the Organisation in the year 1977 as the Organisation will be completing its 25th years of existence in November, 1977. A sub-committee was constituted for drawing up a programme for celebration of the Silver Jubilee which made several recommendations for the benefits of subscribers and employees of the Organisation and for making publicity of the three Schemes so that the benefits prescribed under the Schemes may be made known to all the workers.

Accounts.—

- (i) The Board approved the Revised Estimates for 1976-77 and Budget Estimates for 1977-78.
- (ii) The Board approved the declaration of rate of interest for the year 1977-78 to be credited to the Employees' Provident Fund members' accounts @ 8 per cent per annum and in the case of Staff Members of the Employees' Provident Fund Organisation (Staff Contributory and Non-contributory Provident Fund) at the rate of $7\frac{1}{2}$ per cent on amounts up to Rs 25,000 and 7 per cent on amounts above Rs 25,000.

REGIONAL COMMITTEES

47. The Regional Committees advise the Central Board on matters connected with the administration of the Schemes in their respective States. The Regional Committees held several

meetings during the year, and the details of these meetings are given below:—

Region	No. of Meeting	Date of Meeting	Ro. Tar
Andhra Pradesh	.. 12th meeting	23-8-76	
	13th meeting	8-12-76	Utt
North-Eastern	.. 8th meeting	9-6-76	
	9th meeting	12-1-77	We
Bihar	.. 26th meeting	26-7-76	
	27th meeting	27-10-76	
Delhi	.. 10th meeting	14-5-76	
	11th meeting	31-12-76	Cor
Gujarat	.. 21st meeting	15-11-76	197 ervi
Karnataka	.. 13th meeting	23-8-76	Hor
	14th meeting	26-2-77	(the
Kerala	.. 19th meeting	21-8-76	
	20th meeting	28-12-76	Reg
Madhya Pradesh	.. 25th meeting	14-6-76	
	26th meeting	22-1-77	
Maharashtra	.. 39th meeting	7-6-76	
	40th meeting	3-11-76	
Orissa	.. 11th meeting	10-9-76	
	12th meeting	24-3-77	
Punjab	.. 17th meeting	13-9-76	
	18th meeting	25-2-77	
Haryana	.. 18th meeting	26-8-76	
	19th meeting	14-2-77	

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Rojasthan	.. 17th meeting	13-1-77
Tamil Nadu	.. 41st meeting	5-6-76
	42nd meeting	4-9-76
	43rd meeting	25-3-77
Uttar Pradesh	.. 30th meeting	24-7-76
	31st meeting	8-3-77
West Bengal	.. 42nd meeting	29-5-76
	43rd meeting	5-11-76

CONFERENCES

48. During the year under review, a conference of the Regional Commissioners was held at New Delhi on the 16th and 17th September, 1976 to discuss various ways and means to render quick and efficient service to the members. The Conference was presided over by the Hon'bles Union Labour Minister. The Hon'ble Dy. Labour Minister (the then Chairman of the Central Board of Trustees) was also present.

The important decision taken and the recommendations made by the Regional Commissioners in the Conference are given below :—

(i) The Act should be added to the schedule of Economic offences (In-applicability of Limitations) Act, 1974 particularly as some courts are now of the view that prosecution under the Employees' Provident Funds and Miscellaneous Provisions Act come within the limitation provisions of the Criminal Procedural Code.

(ii) Keeping in view that the large number of writ petitions have been filed against the Organisation and the fact that stay was granted in most of the cases liberally, it was recommended that each Regional Office as well as the Central Office should be provided with a legal cell and a full time

Legal Adviser at the headquarters of the organisation. The Commissioners also felt that it will be very necessary to have a panel of lawyers, independent of the standing government counsels of the Central government at the various headquarters as the standing Government counsels could not pay much attention to the cases of Employees' Provident Fund Organisation as they were otherwise heavily overburdened.

- (iii) The Commissioners recommended that the law may be suitably amended so that the claimants would not have to spend a lot of time and money in obtaining the Estate Duty Clearance Certificates.
- (iv) The Commissioners also felt that the existing pattern of investment should be further liberalised with a view to realising better yield therefrom, which in turn would be utilised to credit higher rate of interest to the members.
- (v) The Commissioners also considered in detail the proposal regarding issue of pass books folders instead of statements of Accounts and recommended that instead of the present long slip called the annual statements of accounts in form No. 23, a Pass Book folder containing the full details of the member, name of the establishment, account No. and details of contributions, particulars of nominations made etc. should be introduced.
- (vi) The Commissioners recommended that the procedure for withdrawal and grant of advances should be simplified.
- (vii) The Commissioners also recommended that the Central Provident Fund Commissioner should be empowered to cover the establishment under section 1(4) of the Act by the issue of a simple order and the Government may be approached to amend the Act suitably.

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- (viii) The Commissioners also recommended that a post of Director of Personnel-cum-Training may be created to handle staff matters and for imparting training to the employees at the time of initial recruitment and also at the intermediate levels.

EMPLOYEES' FAMILY PENSION SCHEME,

49. The Employees' Family Pension Scheme, 1971 came into force with effect from 1st March, 1971 and has thus completed the sixth year 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 to exercise an option by the employees who were enrolled on or after 1st March, 1971 as members of the Employees' Provident Fund/P.F. of exempted establishments from a date prior to 1st March, 1971 on account of belated compliance of the statutory provisions by the employers.

50. There were 33.26 lakhs members of the Family Pension Scheme as on the 31st March, 1977.

51. During the year under report a sum of Rs 27.43 crores was collected by way of Family Pension contributions bringing the total amount of F.P. contributions received upto 31st March, 1977 to Rs 81.61 crores.

52. As on the 31st March, 1977 a sum of Rs 58.57 lakhs was in arrears towards F.P. contributions from the defaulting establishments. Necessary action has been taken for recovery of the arrears of family Pension contributions, and as many as 3839 prosecution cases under section 14 of the Act and 2268 recovery cases under section 8 of the Act have been filed during the year 1976-77. The amount involved in the prosecution and recovery cases filed during the year was Rs 55.38 lakhs and Rs 30.41 lakhs, respectively. As a result of the remedial steps taken, an amount of Rs 4.53 lakhs in respect of 1306 prosecution cases and another amount of Rs 11.71 lakhs in respect of 1021 recovery cases was recovered during the year.

53. During the year under review, as many as 61,618 Family Pension claims were settled involving a sum of Rs 77.10 lakhs. The total amount paid so far (upto 31st March, 1977) under Family Pension Scheme was Rs 107.11 lakhs in respect of 1,02,748 number of claims.

EMPLOYEES' DEPOSIT-LINKED INSURANCE SCHEME

54. *Application of the Scheme*—The Employees' Deposit-Linked Insurance Scheme, 1976 is applicable to all factories/establishments to which the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 applies. This Scheme came into force with effect from 1st August, 1976.

55. *Coverage under the Scheme*—All the employees who are members of the provident fund both in the exempted and the un-exempted establishments are covered under this Scheme.

56. *Contribution to the Insurance Fund*—While the employees-members are not required to contribute to the Insurance Fund, the employers are required to pay contributions to the Insurance Fund at the rate of 0.5 per cent of the Pay i.e., basic wages, dearness allowance including cash value of food concession and retaining allowance, if any.

The Central Government also contributes to the Insurance Fund at 0.25% of the pay in respect of the covered employees.

57. *Administrative Expenses*—The employers of all covered establishments are required to pay administrative charges to the Insurance Fund, at the rate of 0.1 per cent of the pay drawn by the employee-members, for meeting the administrative expenses.

The Central Government also meets partly the expenses in connection with the administration of the Insurance Scheme by paying into the Insurance Fund, an amount of at the rate of 0.05 per cent of the pay drawn by the employee-members.

58. *Nominations under the Scheme*—The nomination made by a member under the E.P.F. Scheme, 1952 or under the exempted Provident Fund Scheme shall be treated as a nomination under this Scheme.

59. *Benefits payable under the Scheme*—On the death of an employee (while in service) who is a member of the E.P.F. or of the exempted Provident Fund the persons entitled to receive the provident fund accumulations will be paid an additional amount, equal to the average balance in the provident fund account of the deceased during the preceding three years, if such average balance was not below Rs 1,000 at any time during the said period.

The maximum amount of benefits payable under the scheme is however extended to Rs 10,000.

60. *Exemption from the Scheme*—Factories/establishments, which have an Insurance Scheme conferring more benefits than those provided under this statutory Scheme, may be granted exemption subject to certain conditions if a majority of the employees are in favour of such exemption. Individual employees or class of employees may also be granted exemption subject to certain conditions.

61. *Investment and Banking arrangements*—The Insurance Fund contributions are invested as per the pattern of investment prescribed by the Central Government from time to time through the Reserve Bank of India, Bombay which holds the securities in safe custody. Other banking arrangements have been assigned to the State Bank of India.

The pattern of investment in force from 1st August, 1976 is the same as in respect of provident fund contributions.

62. *Settlements of claims*—Region-wise break up of claims paid as on the 31st March, 1977 is given below :—

Serial No.	Region	No. of claims received	Claims paid	Claims returned	Balance
1	Andhra Pradesh	9	—	5	4
2	North Eastern	—	—	—	—
3	Bihar	—	—	—	—
4	Delhi	11	—	—	11
5	Gujarat	123	5	105	13
6	Karnataka	41	2	39	—
7	Kerala	13	—	3	7
8	M. Pradesh	6	—	4	2
9	Maharashtra	65	22	8	35
10	Orissa	6	—	2	4
11	Punjab	7	1	6	—
12	Rajasthan	2	—	1	1
13	Tamil Nadu	8	—	2	6
14	Uttar Pradesh	2	1	—	1
15	West Bengal	17	—	—	17
Total		310	34	175	101

An amount of Rs 2.87 lakhs has been paid in respect of the above claims.

Quite a good number of claims had to be returned in the initial stage for want of complete information. With a view to educating the employers and the employees in the matter of implementation of the new Scheme, instructions have been issued to all the Regional Offices to intimate guidelines to the establishments in the matter of filling up the claim forms.

Instructions have also been issued to the Regional Commissioners to ensure that, as far as possible, the claims are settled within ten days of their receipt and are not returned for trivial reasons.

63. *Contribution and Administrative Charges*:—Contributions and administrative charges amounting to Rs. 7.17 crores and Rs. 1.51 crores, respectively under this scheme have been received from the employers upto 31st March, 1977.

SUB-REGIONAL OFFICES

64. During the year 1976-77, five sub-Regional Offices have been opened for rendering better service to the subscribers of the Fund :—

Serial No.	Name of the Region	Name of the Sub-Region	Date of opening
1.	Gujarat	.. Surat	1-4-76
2.	Punjab	.. Faridabad	17-1-77
3.	West Bengal	.. Siliguri	4-2-77
4.	Uttar Pradesh	.. Meerut	8-3-77
5.	Maharashtra	.. Pune	14-3-77

With a view to render quick and efficient service to the members at their nearest place, the Board proposed to open more and more Sub-Regional Offices at the following places :—

Region	Place
Andhra Pradesh	.. Guntur, Cuddapah and Visakhapatnam
Madhya Pradesh	.. Raipur
Kerala	.. Kozikode
Uttar Pradesh	.. Gorakhpur
West Bengal	.. Asansol
Gujarat	.. Rajkot
Punjab	.. Amritsar

STAFF POSITION

65. The authorised strength of the Officers and staff of the Organisation during the year was 7,495 as against 6,324 in the previous year. The number of officers and staff in position as on the 31st March, 1977, was 6,884.

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

		1975-76 (Rs in lakhs)	1976-77
(i) Income			
(a) Administrative and Inspection Charges		745.65	780.53
(b) Interest on investment	..	46.22	67.63
(c) Damages	..	1.10	1.40
(d) Reimbursement towards Family Pension Administration expenses by the Government	..	39.86	49.49
Total	..	832.83	899.05
(ii) Expenditure			
(a) Revenue	..	535.38	538.06
(b) Capital, Land and Buildings	..	104.89	106.47
(c) Advances repayable	..	55.15	42.05
Total	..	695.42	686.58

AUDIT

67. 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 1972-73 has been completed and the certified accounts have been received up to 1970-71. The consolidated accounts for the year 1973-74 have been forwarded to the Accountant-General, Central Revenues for audit. The accounts of the Regional Offices for 1975-76 have been audited by the respective Accountants General and the audit of consolidation of those accounts by the Accountant General, Central Revenues is expected shortly.

68. Since its introduction in August, 1966, the Internal Audit Scheme has so far completed eleventh cycle of audit in the Regional Offices and the twelfth 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 improvements in the maintenance of accounts.

69. 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 requirement of the prescribed minimum period of supervisory service. 44 departmental candidates have been accordingly posted as Accounts Officers. Out of the 44 Accounts Officers 6 have been promoted to the post of Assistant Provident Fund Commissioner. During the period 1976-77, another Accounts Service Examination was held in February, 1977.

OFFICE BUILDINGS AND STAFF QUARTERS

70. 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 800 lakhs. To the end of 1976-77 an expenditure of about Rs 570 lakhs had been incurred on the acquisition of land and construction of buildings in different regions and headquarters at New Delhi. Average outlay on building work has been of the order of about Rs 75 to Rs 100 lakhs per year.

To the end of 1976-77, office buildings were completed and occupied at Kanpur, Madras, Bangalore, Bombay, Chandigarh, Bhubaneshwar, Trivandrum and Hyderabad.

At the end of 1976-77 Staff quarters were completed at Kanpur, Madras, Chandigarh, Hyderabad and Bhubaneshwar. Construction of residential accommodation is in progress at Trivandrum, Bombay and New Delhi. After the end of the year the staff quarters in New Delhi were completed and occupied.

MACHINE PROCESSING OF ACCOUNTS

71. 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

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

73. The year witnessed an increase of Rs 66.22 lakhs in income and of Rs 2.68 lakhs in the 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

74. The year under report has been another year of rapid progress and the benefits under the Act were extended to additional about 5 lakhs subscribers. Despite continued growth in its activities, the Organisation has been able to maintain a high standard of efficiency in rendering service to the members of the Fund. The Organisation fortified its efforts to enforce the statutory provisions vigorously and has built up a sound system of administration to enable it to shoulder the still higher responsibilities in the coming years.

The Board places on record its high appreciation of the efficient functioning of the Organisation despite the additional responsibilities entrusted to it. The Board also acknowledges the co-operation which it received from the Central and State Governments, the Employees' and the Employers' Organisations and from officers and staff of the Organisation in the enforcement and administration of the statutory provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 52 and the Schemes framed thereunder.



K. S. NAIK,
Central Provident Fund Commissioner &
Secretary, Central Board of Trustees.

APPENDIX, A**List of Members of the Central Board of Trustees, Employees' Provident Fund as on the 31st March, 1977****CHAIRMAN**

Dr. N. A. Agha,
Secretary to the Govt. of India,
Ministry of Labour,
New Delhi.

MEMBERS

1. Shri Diwakar,
Vice-President, M.P. State,
Committee of A.I.T.U.C.,
29-B, Rajendra Nagar,
Indore.
2. Shri Praduman Singh,
Textile Mazdoor Ekta Union,
Putlighar, Chheharta,
Amritsar, Punjab.
3. Shri Vimal Mehrotra,
Vice-President,
Hind Mazdoor Sabha,
25-B, Sarvodaya Nagar,
Kanpur, U.P.
4. Shri G. Sanjeeva Reddy,
President,
Indian National Trade Union Congress,
Andhra Pradesh, 6/B, L.I.C.H.,
Barkatpura, Hyderabad.
5. Shri Sisir Kumar Ganguly,
General Secretary,
Indian National Trade Union Congress,
Bengal Branch, 177/B, Acharya Jagdish Bose Road,
Calcutta-14.
6. Shri V. R. Hoshing,
General Secretary,
Rashtriya Mill Mazdoor Sangh,
Mazdoor Manzil,
G.D. Ambedkar Marg, Parel,
Bombay-12.

7. Shri H.P. Merchant,
Shakti Villa, Ground Floor,
14-Labournam Road, Gamdevi,
Bombay-7.
8. Shri I. P. Poddar,
Calcutta Silk Mfg. Co. Ltd.,
Commerce House,
135-A, Biplabi Rashbehari Basu Road,
Calcutta-1.
9. Shri M. Ghose,
Secretary, Bengal Chamber of Commerce
and Industry, Royal Exchange,
6, Netaji Subhash Road,
Calcutta.
10. Dr. Mohan Lal Piramal,
C/o Piramal Spg. & Wvg. Mills,
Army and Navy Building,
Mahatma Gandhi Road,
Bombay-1.
11. Shri P. Chentsal Rao,
Additional Secretary-General,
All-India Organisation of Employers,
Federation House,
New Delhi.
12. Shri B.P. Poddar,
Hong Kong House,
31, Dalhousie Square (S), Calcutta.
13. Shri H. Mukherji,
Secretary to the Govt. of Tripura,
Labour Department, Agarthala.
14. Shri Dilsukh Ram,
Secretary to the Govt. of A. Pradesh,
Employment & Social Welfare Department,
Incharge of Labour,
Hyderabad.
15. Shri G. P. Pandey,
Commissioner & Secretary to the Govt. of Uttar Pradesh,
Labour Department, Lucknow.

16. Shri S.K. Guha,
Secretary to the Govt. of Maharashtra,
Industries, Employment & Housing Department,
Bombay.
17. Shri U.N. Mallik, I.A.S.,
Secretary to the Govt. of Orissa,
Labour, Employment & Housing Department,
Bhubaneswar.
18. Shri Veerendra Singh,
Commissioner of Labour & Secretary (Labour),
Delhi Administration, Delhi.
19. Shri Hari Singh,
Labour Commissioner,
Himachal Pradesh, Simla.
20. Shri Ishwar Chander Kumar,
Secretary to the Govt. of Bihar,
Department of Labour & Employment,
Sachivalaya, Patna-15.
21. Shri K.D. Buddha, I.A.S.,
Secretary to the Govt. of Gujarat,
Labour, Social Welfare & Tribal Development Department,
Sachivalaya, Gandhi Nagar,
Ahmedabad.
22. Shri A. Padmanabhan,
Secretary to the Govt. of Tamil Nadu,
Labour & Employment Department,
Madras.
23. Shri R. N. Sen Gupta,
Secretary to the Govt. of West Bengal,
Labour Department, Calcutta.
24. Shri S. K. Bagchi,
Secretary to the Govt. of Madhya Pradesh,
Labour Department, Bhopal.
25. Shri V. Venugopal Naidu,
Secretary to the Govt. of Karnataka,
Food, Civil Supplies & Labour Department,
Bangalore.

26. Shri J.C. Nampui,
Secretary to the Govt. of Meghalaya,
Labour Department, Shillong.
27. Shri J.S. Badhan,
Secretary to the Govt. of Kerala,
Labour Department, Trivandrum.
28. Shri K.R. Baliga,
Joint Secretary to the Govt. of India,
Ministry of Labour,
New Delhi.
29. Shri B.S. Bhatnagar,
Deputy Secretary to the Govt. of India,
Ministry of Steel and Mines (Department of Steel),
Udyog Bhavan, New Delhi.
30. Shri D.S. Nim,
Joint Secretary to the Govt. of India,
Ministry of Labour, New Delhi.
31. Shri Daljit Singh,
Internal Financial Adviser & Deputy Secretary
to the Government of India,
Ministry of Labour, New Delhi.
32. Shri Prem Narain,
Under-Secretary to the Govt. of India,
Department of Industrial Development,
Udyog Bhavan, New Delhi.

APPENDIX B

**Industries/Classes of establishments to which the Employees' Provident Funds and
Miscellaneous Provisions Act, 1952 applied as on the 31st March, 1977**
(Exempted and Unexempted Establishments)

Date of Extension	Industry/Class of establishments	Number of establishments	Number of Subscribers
1	2	3	4
1st November, 1952	(1) Cement	97	77,002
(1 to 6A)	(2) Cigarettes	20	19,408
	(3) Electrical, mechanical or general engineering products	15,146	16,48,848
	(4) Iron and Steel ..	561	3,26,484
	(5) Paper ..	379	86,272
	(6) Textiles (made wholly or in part of cotton or wool or jute or silk whether natural or artificial)	5,751	14,19,510
	(6A) Jute ..	83	2,33,308
31st July, 1956	(7) Edible oils and fats ..	1,821	66,259
(7 to 19)	(8) Sugar ..	985	2,69,645
	(9) Rubber and rubber products	638	82,382
	(10) Electricity including generation, transmission and distribution thereof	1,148	4,61,188
	(11) Tea (except in the State of Assam where the Govt. of Assam have instituted a separate Provident Fund Scheme for the Industry including plantations)	493	2,71,768
	(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, printing by letter press, lithography, photogravure or other similar process or book binding.	1,930	99,164

	1	2	3	4
of				
8		(13) Stone-ware pipes ..	39	3,814
2		(14) Sanitary wares ..	22	3,468
8		(15) Electrical porcelain insulators of high and low tension	38	5,896
8		(16) Refractories ..	135	42,070
8		(17) Tiles ..	703	34,355
4		(18) Matches ..	379	23,733
2		(19) Glass ..	373	50,422
0		<i>Note.</i> —Till the 31st March, 1962 the Scheme was not applic- able to the following : (i) Match factories having annual production of five lakhs gross boxes of matches or less. (ii) Such glass factories other than sheer glass and glass shell fac- tories as have an installed capacity of 600 tons per month or less.		
18	30th September, 1956	(20) Heavy and fine chemicals in- cluding :	2,436	2,92,653
59	(20 to 23)	(i) Fertilizers		
45		(ii) Turpentin		
82		(iii) Resin		
88		(iv) Medical and pharmaceutical preparations		
68		(v) Toilet preparations		
64		(vi) Soaps		
		(vii) Inks		
		(viii) Intermediates, dyes, colour lacs and toners		
		(ix) Fatty acids, and		
		(x) Oxygen, actylene and carbon- dioxide gases		
		(The Act was actually enforced in this industry with effect from the 31st July, 1957)		

1	2	3	4	
	(21) Indigo ..	2	245	30th
	(22) Lac including shellac ..	60	651	
	(23) Non-edible vegetable and animal oils and fats	69	3,703	
31st December, 1956	(24) Newspaper establishments	333	37,227	31st
31st January, 1957	(25) Mineral Oil refining ..	11	6,567	
30th April, 1957	(26) Tea plantations (other than the tea plantations in the State of Assam)	452	1,30,923	31
(26 to 30A)	(27) Coffee plantations ..	2,009	50,346	30th
	(28) Rubber plantations ..	265	23,953	
	(29) Cardamom plantations ..	219	3,348	
	(30) Pepper plantations			
	(30-A) Mixed plantations ..	175	24,905	
30th November, 1957	(31) Iron Ore Mines ..	226	34,469	
(31 to 37)	(32) Manganese Mines ..	280	44,545	
	(33) Limestone Mines ..	191	42,370	
	(34) Gold Mines ..	2	15,218	
	(35) Industrial and power alcohol	33	7,054	31st
	(36) Asbestos cement sheets ..	14	7,118	
	(37) Coffee curing establishments	39	8,454	
30th April, 1958	(38) Biscuit making industry including composite units making biscuits and products, such as bread, confectionery and milk and milk powder	222	12,753	
30th April, 1959	(39) Road motor transport establishments	2,184	3,37,856	31st
31st May, 1960	(40) Mica industry ..	163	7,647	30th
(40 to 41)				

	1	2	3	4
		(41) Mica Mines ..	335	16,504
5	30th June, 1960	(42) Plywood ..	134	18,303
1	(42 to 43)			
13		(43) Automobile repairing and servicing	923	1,00,353
	31st December, 1960	(44) Rice Milling ..	2,538	33,895
17	(44 to 46)			
17		(45) Dall Milling ..	288	7,250
13		(46) Flour milling ..	181	8,870
	31st May, 1961	(47) Starch ..	33	2,923
6	30th June, 1961	(48) Hotels ..	2,717	79,684
3	(48 to 52)			
8		(49) Restaurants ..	697	17,767
15		(50) Establishments engaged in the storage or transport or distribution of petroleum or natural gas or products of either petroleum or natural gas	163	24,848
9				
5		(51) Petroleum or natural gas exploration, prospecting drilling or production	8	28,957
0				
8		(52) Petroleum or natural gas refining	22	3,381
4	31st July, 1961	(53) Cinemas including preview theatres	1,542	34,866
8	(53 to 57)			
4		(54) Film production ..	83	4,002
3		(55) Film studios ..	45	2,051
		(56) Distribution concerns dealing with exposed films	99	2,791
		(57) Film processing Laboratories	21	1,057
6	31st August, 1961	(58) Leather and Leather products	680	29,979
	30th November, 1961	(59) Stone-ware jars ..	27	753
7	(59 to 60)			
		(60) Crockery ..	81	4,326

1	2	3	4	
31st December, 1961	(61) Every cane farm owned by the owners or occupier of a sugar factory or cultivated by such owner or occupier or any person on his behalf	30	3,087	31st
30th April, 1962	(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 warehouses established under any Central or State Act	9,459	5,94,733	
30th June, 1962	(63) Fruit and vegetable preservation	123	8,855	
30th September, 1962	(64) Cashewnuts	422	1,44,933	
31st October, 1962 (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 bamboo products, wooden battery separators	423	11,574	31
	(66) Saw Mills	713	15,385	
	(67) Wood Seasoning kilns	4	308	
	(68) Wood preservation plants	2	43	31
	(69) Wood workshops	398	12,587	
31st December, 1962	(70) Bauxite Mines	26	3,235	31
30th April, 1963 (72 to 76)	(71) Confectionery	79	1,929	
	(72) Laundry and Laundry Services	203	6,624	30
	(73) Buttons	24	760	
	(74) Brushes	30	1,642	

1	2	3	4
	(75) Plastic and Plastic products	770	42,659
	(76) Stationery products	119	6,047
31st May, 1963 <hr/> (77 to 79)	(77) Theatre where dramatic performances or other forms of entertainments are held and where payment is required to be made for admission as audience or spectators	25	526
	(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	178	9,060
	(79) Companies, societies, associations, clubs or troupes which give any exhibition or acrobatic or other performances or both, in any area 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 entertainments as spectators or audience	61	4,084
31st August, 1963 <hr/> (80 to 81)	(80) Canteens	334	9,740
	(81) Aerated water, soft drinks or carbonated water	99	5,694
31st October, 1963	(82) Distilling and rectifying of spirits (not falling under industrial and power alcohol and blending of spirits)	31	2,718
31st January 1964 <hr/> (83 to 84)	(83) Paint and Varnish	90	9,056
	(84) Bone crushing	64	2,732
30th June, 1964 <hr/> (85 to 86)	(85) Pickers	11	479
	(86) China Clay mines	56	4,304

1	2	3	4	
31st October, 1964 <u>(87 to 92)</u>	(87) Attorneys, as defined in the Advocates Act, 1961 (25 of 1961)	48	1,685	3
	(88) Chartered or registered Accountants, as defined in the Chartered Accountants Act, 1949 (38 of 1949)	69	2,501	3
	(89) Cost and Works Accountants within the meaning of the Cost and Works Accountants Act, 1959 (23 of 1959)	..	..	3
	(90) Engineers and Engineering contractors not being exclusively engaged in building and construction industry	259	11,192	31
	(91) Architects	50	1,233	30
	(92) Medical Practitioners and Medical Specialists	181	5,197	
31st December, 1964	(93) Milk and Milk Products	232	28,137	31
31st January, 1965 <u>(94 to 96)</u>	(94) Travel agencies engaged in :	96	3,174	30
	(i) booking or international air and sea passages and other travel arrangements			30
	(ii) booking of internal air and mail passages and other travel arrangements ; and			31
	(iii) forwarding and clearing of cargo from and to overseas and within India			31
	(95) Forwarding agencies, engaged in the collection packing, forwarding or delivery of any goods including car-loading, break bulk service and foreign freight service	128	4,702	30
	(96) Non-ferrous metals and alloys in the form of ingots	36	11,483	31
31st March, 1965	(97) Bread	74	3,876	(1)
30th June, 1965	(98) Stemming, redrying, handling sorting grading or packing of tobacco leaf	432	89,857	

1	2	3	4
31st July, 1965	(99) Agarbatees (including dhoop and dhoopbattee)	152	5,197
31st August, 1965	(100) Magnesite mines	3	393
30th September, 1965	(101) Coir (excluding the spinning sector)	81	3,975
31st December 1965	(102) Stone quarry producing roof and floor slabs dimension stones monumental stones and mosaic chips	135	2,441
31st January, 1966	(103) Bank doing business in one State of Union Territory and having no departments or branches outside that State or Union Territory	593	91,579
30th June, 1966	104. Tobacco Industry that is to say any industry engaged in the manufacture of Cigars, Zarda, Snuff, Quivam and Guraku from Tobacco.	499	25,578
31st July, 1966 ..	105. Paper products	219	10,468
30th September, 1966	106. Licenced salt	243	9,719
30th April, 1967	107. Linoleum	2	1,475
(107 to 108)	108. Indoleum	..	..
31st July, 1967 ..	109. Explosives	57	12,249
31st August, 1967 ..	110. Jute bailing or Pressing	26	952
31st October, 1967	111. Fireworks and percussion cap works	54	1,939
30th November, 1967	112. Tent making industry	21	305
31st August, 1968 ..	113. Barytes mines	25	826
(113 to 119)	114. Dolomite mines	14	590
	115. Fireclay mines	16	2,964
	116. Gypsum mines	7	253
	117. Kyanite mines	4	703
	118. Silliminite mines	..	..
	119. Steatite mines	40	1,537

1	2	3	4	
31st December, 1968	120. Cinchona mines	17	6,731	31st E
30th April, 1969	121. Ferro-Manganese	9	2,962	30th J
30th June, 1969 ..	122. Ice or Ice Cream	65	1,792	
(122 to 123)	123. Diamond mines	1	681	31st J
31st January, 1970 ..	124. General Insurance Business	118	22,431	(138
31st May, 1971 ..	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 expert services.	116	5,903	
30th November, 1971	126. Factories engaged in winding of thread and yarn reeling	24	638	
31st March, 1972 ..	127. Railway Booking Agencies run by the contractors or by other private establishments on commission basis	86	11,128	
30th September, 1972	128. Cotton ginning, baling and pressing	1,407	31,555	
31st March, 1973 ..	129. Every mess, not being a military mess.	145	3,714	
31st May, 1973	130. Katha making industry	8	851	28th F
31st August, 1973	131. Establishments known as hospitals run by any individual association or institution	524	24,140	(I
30th April, 1974	132. Beer manufacturing industry	10	1,112	
30th September, 1974	133. Sorting, cleaning and teasing of cotton waste	10	260	
30th September, 1974 (134 to 135)	134. Societies, clubs, associations which render service to their members, without charging any fees over and above the subscription fee or membership fees	92	1,981	
	135. Garments making factories	145	14,673	

1	2	3	4
31st December, 1974	136. Agricultural farm, Fruit Orchards, Botanical gardens and Zoological gardens	436	18,032
30th June, 1975	137. Soap Stone mines and establishments engaged in the grinding of soapstone	4	801
31st July, 1976	138. Apatite mines	1	96
(138 to 150)			
	139. Asbestos mines	3	379
	140. Calcite mines	1	7
	141. Ball clay mines	2	56
	142. Corundum mines	..	..
	143. Emerald mines	..	..
	144. Feldspar mines	..	..
	145. Silica (Sand) mines	..	..
	146. Quartz mines	8	166
	147. Ochre mines	..	..
	148. Chromite mines	11	2,194
	149. Graphite mines	10	704
	150. Fluorite mines	..	..
28th February, 1977	151. Establishments which are factories engaged in the manufacture of glue and gelatine	..	..
(151 to 153)			
	152. Stone quarries producing stone chips, stone sets, stone boulders and ballasts	..	..
	153. Establishments engaged in fish processing and non-vegetable food preservation industry including bacon factories and pork processing plants	..	..
	On voluntary basis	3,832	1,97,884
	Total	75,399	83,29,406

APPENDIX C

Industries/classes of establishments in respect of which the statutory rate has been enhanced to 8% of pay or as on 31st March, 1977

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

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 ;

1st April, 1963

(5) Cement ;

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 establishment as defined in the working Journalist (Conditions of Service) and Miscellaneous Provisions Act, 1955) including the process of composing types for printing by letter press, Lithography Photo-gravure 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

1s

1s

1s

1s

1s

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

- (a) Turpentine ;
- (b) Rosin ;
- (c) Medical and pharmaceutical preparations ;
- (d) Toilet preparations ;
- (e) Soaps ;
- (f) Inks ;
- (g) Intermediates, dyes, colour lacs and toners ;
- (h) Fatty acids and oxygen, acetylene and carbonoxide ; gases ;

(20) Indigo ;

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

(22) Mineral oils refining ;

(23) Newspaper establishments ;

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

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

(26) Rubber plantations ;

(27) Cardamom Plantations ;

(28) Pepper Plantations ;

(29) Lime stone mines ;

(30) Industrial and power alcohol ;

(31) Asbestos cement sheets ;

(32) Coffee plantations ;

(33) Coffee curing establishments ;

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

1st December, 1963

1st February, 1965

(25 to 31)

1st June, 1965

1st September, 1965

1st April, 1966

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 ;

(42) Sugar ;

(43) Hotels ;

(44) Restaurants ;

(45) Establishments engaged in the storage or transportation or distribution of petroleum or natural gas for product of either petroleum or natural gas ;

(46) Cinemas including preview theatres ;

(47) Film Studios ;

(48) Film production concerns ;

(49) Distribution concern 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) Stone ware ;

(56) Crockery ;

1st July, 1967

(57 to 73)

(57) Trading and Commercial establishments engaged in the purchase, sale or storage of any goods, including establishment of exporters, importers, advertisers, commission agents and exchanges, but not including banks or warehouses established under any Central or State Act.

- (58) Establishments engaged in the processing or treatment of wood including manufacture of 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 entertainments are held and where payment is required to be made for admission as audience or spectators ;
- (66) Societies, clubs or associations which provide boarding or lodging or both or facility for amusement or any other service to any of their members or to any of their guests on payment ;
- (67) Companies, societies, associations, Clubs or troupes 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 bottled fruits juices and pulps ;
 - (ii) Canned and bottled vegetables ;
 - (iii) Frozen fruits and vegetables ;
 - (iv) Jams, jellies and marmalades ;
 - (v) Tomato products, ketchups and sauces ;
 - (vi) squashes, crushes, cordials and ready to serve beverages or any other beverages as containing fruit juice for fruit pulp ;

1st January 1969

(74 to 83)

- (vii) preserved candied and crystallised fruits and peals ; 1st N
C
- (viii) chutneys ;
- (ix) any other unspecified item relating to the preservation or canning of fruits and vegetables ;
- (69) Confectionery ;
- (70) Buttons ;
- (71) Brushes ;
- (72) Plastic and plastic products ;
- (73) Stationery products ;
- (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) ; 28th
C
- (76) Cost and works Accountants within the meaning of the Cost and Works Accountants Act, 1958 (23 of 1959) ;
- (77) Engineers and engineering contractors not being exclusively engaged in building and construction industry ; Note.-
- (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 ;

1st February, 1970

(84 to 85)

- @(84) Paper (hand made paper) ;
- £(85) Edible oils and fats (Vanaspati) ;

1st March, 1970

- *(86) Jute industry ;

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 other travel arrangements 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 dhoopbattee);
- (93) Mica factories ; and
- (94) Mica mines ;

28th February, 1973

(93 to 94)

Note.—*These are parts 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)

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

APPENDIX D

Statement showing details of un-exempted establishments which were in default of Provident Fund dues of Rs one lakh and above (including arrears of contributions, administrative charges and Penal damages) as on the 31st March, 1977.

Serial No.	Name of the establishment	—	Provident Fund Arrears (Rs in lakhs)
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1	2	3
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ANDHRA PRADESH

1	M/s Andhra Scientific Co. Ltd., Manchilipatnam	..	9.40
2	The Azam Jahi Mills Ltd., Warrangal	..	17.88
3	Tirupathi Cotton Mills	..	4.63
4	Shalimar Biscuits (P) Ltd., Hyderabad	..	1.05
5	M/s The Karimnagar Co-op. Spg. Mills, Anthergaon	..	1.34
6	M/s The Anthergaon Textiles Co-op. Spg. Anthergaon	..	1.38

Total

.. 35.68

NORTH EASTERN REGION

7	Chemical Units of M/s Associated Industries (Assam) Ltd., Chandpur, Gauhati	..	1.38
8	M/s Assam Sillimanite, Gauhati (AS/216) and Sonapahar Mine	..	2.98
9	P.W.D. Mechanical Workshop, Jorhat	..	2.37
10	P.W.D. Mechanical Workeshop, Gauhati	..	7.04

Total

.. 13.77

BIHAR

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

1	2	3
14	M/s Bihar Sugar Works	9.96
15	M/s Tisri Mica Factory	2.32
16	M/s Khandelwal Glass	1.32
17	M/s Reliance Fire Bricks & Factory Co.	13.22
18	M/s Domchanch Mica Factory	9.16
19	M/s Eastern Manganese	1.48
20	M/s R. B. Hurdutroy Motilal Jute Mills	32.98
21	M/s Bihar Flying Club	2.32
22	M/s South Bihar Sugar	2.93
23	M/s Nagrath Firebricks (P) Ltd.	1.34
	Total	87.49
	<u>DELHI</u>	
	<i>Nil</i>	
	<u>GUJARAT</u>	
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	Keshav Mills, Petlad	2.97
28	Mahalaxmi Mills, Bhav Nagar	3.91
29	Maneckchock & Ahmedabad Mfg. Co. Ltd., Ahmedabad	7.80
30	New Maneckchock Spg. Wvg. Mills	1.00
31	Shri Keshariya Investment (P) Ltd., Baroda	7.59
	Total	38.80
	<u>KARNATAKA</u>	
32	M/s Shankara Textiles, Denagere	1.59
33	M/s Ballary Spg. & Wvg. Mills, Bellar	3.87
34	M/s Metro Malleable Industries	1.04
35	M/s Anjaneya Cotton Mills, Devangere	1.12
	Total	7.62

1	2	3	1
<u>KERALA</u>			
36	Algappa Textiles, Trichur	.. 5.37	63
37	Arthala Tea Estate, Manjon	.. 1.48	64
38	Cochin Malleables (P) Ltd.	.. 1.72	65
39	Thiruvepathi Mills Ltd., Cannanore	.. 1.53	66
40	Kottayam Textiles, Kottayam	.. 2.28	67
41	The Kerala Ceramics & Tiles	.. 1.98	68
42	The Kerala Ceramics	.. 1.16	69
43	Cannore Spg. & Wvg. Mills Mahe	.. 2.27	70
44	Modern Tile & Clay Works, Feroke	.. 1.00	71
45	The Malabar Spg., Wvg. Co. Ltd.	.. 3.80	72
46	The Malabar Motor Transport Coop. Society Ltd.	.. 3.62	73
47	Modern Wood Crafts, Tellicherry	.. 1.04	74
48	Paravathi Mills Ltd., Quilon	.. 3.03	75
49	Ranimudi Tea Estate, Peermade	.. 2.52	76
50	Ruby Rubber Works	.. 1.32	77
51	Standard Tile & Clay Works	.. 3.47	78
52	Star Tile Works	.. 1.82	79
53	S.R.V. Press & Publication Ltd.	.. 1.06	80
Total		.. 40.92	81
<u>MADHYA PRADESH</u>			82
54	M/s Bengal Nagpur Cotton Mills, Rajnandgaon	.. 3.06	83
55	Hira Mills, Ujjain	.. 21.89	84
56	Indore Malwa United Mills	.. 73.25	85
57	J. B. Mangharam & Co. (P) Ltd., Gwalior	.. 3.63	86
58	Kalyanmal Mills, Indore	.. 17.51	87
59	New Bhopal Textile Mills, Bhopal	.. 14.23	88
60	Swadeshi Cotton & Flour Mills, Indore	.. 12.10	89
61	Saund Zweired Union (India) Gwalior	.. 3.10	90
62	Bhandari Iron & Steel Co., Indore	.. 1.00	
Total		.. 149.77	

1	2	3
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MAHARASHTRA

63	M/s Ahmedabad Jupitor Spg. & Wvg. and Mfg. Co. Ltd., Bombay ..	6.75
64	The Appolo Mills ..	32.24
65	M/s Bradbury Mills Ltd. ..	39.64
66	M/s Bombay Fine Arts, Offset & Litho Works, Bombay ..	1.60
67	M/s Capco (P) Ltd., Bombay ..	2.28
68	M/s Digvijay Spg. & Wvg. Co. Ltd., Bombay ..	11.70
69	M/s Dhanraj Mills Ltd., Bombay ..	5.62
70	M/s Bharat Textile Bombay ..	14.94
71	M/s Krishna Wvg. Mills ..	1.46
72	M/s Hindustan Wire Netting Co. (P) Ltd. ..	5.30
73	M/s India United Group of Mills, Bombay ..	177.20
74	M/s Industrial & Research Institute (P) Limited, Bombay ..	1.44
75	M/s Jaya Shankar Mills Barsi Ltd., Sholapur ..	10.09
76	M/s Jaibabs Textile, Bombay ..	4.58
77	M/s National Cotton Products (P) Ltd. ..	2.18
78	M/s New Partap Spg. & Wvg. Mills Co., Dhulia ..	10.46
79	M/s Narsing Girji Mills Sholapur ..	3.80
80	M/s Kaiser-I-Hind Spg. & Wvg. Mills, Bombay ..	16.15
81	M/s Osmanshahi Mills Ltd., Nandad ..	20.87
82	M/s R. S. R. G. Mohatta Spg. & Wvg. Mills Ltd., Akola ..	4.40
83	M/s R. B. Bansilal-Abirchand Spg. & Wvg. Mills, Wardha ..	3.28
84	M/s Sayaji Mills Limited, Bombay ..	1.84
85	M/s Sholapur Spg. & Wvg. Mills, Sholapur ..	30.84
86	M/s Savatram Ram Prasad Spg. & Wvg. Mills, Akola ..	3.32
87	William Jacks & Co., Bombay ..	1.75
88	Shivraj Fine Art Litho Works, Nagpur ..	3.95

1	2	3	
89	Shamsher Sterling Cable Corpn., Ltd., Bombay	.. 2.63	10
90	Structural Engg. Works, Bombay	.. 2.81	11
91	M/s Sakseria Cotton Mills Ltd., Bombay	.. 12.29	11
92	M/s Madhavnagar Cotton Mills, Sangli	.. 3.06	11
93	M/s Ogale Glass Works, Satara	.. 9.87	1
94	M/s Arunitian Fac., Poona	.. 1.26	11
95	M/s Shivaji Text Co-op., Bhor	.. 1.04	11
96	M/s Hind Cycles Limited, Bombay	.. 4.41	1
97	M/s Mukesh Textile Mills, Bombay	.. 7.58	1
	Total	.. 492.63	1
	<u>ORISSA</u>		11
98	M/s Prajatantra Prachar Samity	.. 2.78	1
99	M/s Kalinga Industries Ltd.	.. 0.59	1
	Total	.. 3.37	1
	<u>PUNJAB</u>		1
100	M/s Panipat Woollen Mills, Kharar	.. 1.22	1
101	M/s Kharar Textile Mills, Kharar	.. 1.75	1
102	M/s Bee Gee Corpn. (P) Ltd., Patiala	.. 1.04	1
103	M/s Pearl Cycle Industries, Ballabgarh	.. 1.66	1
104	M/s Laxmi Rattan Engg. Works, Faridabad	.. 2.20	1
105	M/s Globe Steels, Ballabgarh	.. 1.49	1
	Total	.. 9.36	1
	<u>RAJASTHAN</u>		1
106	M/s Dholpur Glass Works, Dholpur	.. 1.05	1
107	M/s Jaipur Udyog Ltd., Swaimadhopur	.. 5.18	1
108	M/s Man Industrial Corporation Ltd., Jaipur	.. 6.46	
	Total	.. 12.69	

1	2	3
<u>TAMIL NADU</u>		
109	M/s Balaramverma Textiles Ltd.	1.86
110	The Cannanore Spg. & Wvg. Mills Ltd.	2.84
111	The Coimbatore Spg. & Wvg. Co. Ltd., Coimbatore	5.86
112	Cambodia Mills Limited, Coimbatore	1.20
113	Janardhan Mills Limited	1.64
114	Keleeswarar Mills Limited	10.39
115	Keleeswarar Mills Limited, Ramnagar	1.46
116	Mahalakshmi Textiles Mills Ltd., Madurai	2.10
117	Pankaja Mills Limited, Coimbatore	5.41
118	Pilot Pen General Co., Madras	4.04
119	Rangavilas Eng. Spg. & Wvg. Mills, Coimbatore	1.32
120	Madhu Spg. & Wvg. Mills, Coimbatore	1.58
121	The Somasundaram Mills Ltd.	19.11
122	Shri Sarada Mills Limited	5.13
123	Shri Palamalai Ranganathan Mills Ltd., Coimbatore	1.38
124	Swamy Motor Transport (P) Ltd., Thanjam	1.20
125	Shri Sathivilas Bus Service, Thanjam	3.71
126	Parkash Mil's, Coimbatore	1.98
127	Sakthi Pipes, Elareor	3.88
128	Shri Bharathi Mills Limited	13.87
129	Somasundaram Super Spinners	1.06
130	Coimbatore Kamala Mills, Coimbatore	4.20
131	Bhavani Mills	1.18
132	Kodanad Estate, Nilgiris	1.12
133	Ananaubigai Mills, Coimbatore	1.80
Total		99.32

1	2	3	
UTTAR PRADESH			1
134	M/s Atherton West Co. Ltd., Kanpur	.. 33.50	
135	M/s Bijli Cotton Mills Limited	.. 11.15	
136	M/s Diamond Sugar Mills, Gorakhpur	.. 1.00	160
137	M/s India Trading Corporation, Aligarh	.. 1.05	161
138	M/s Jaswant Sugar Mills, Meerut	.. 11.68	162
139	M/s Burhwal Sugar Mills, Barabanki	.. 2.14	163
140	M/s Laxmi Rattan Engg. Works, Kanpur	.. 2.68	164
141	M/s Laxmi Rattan Cotton Mills, Co. Ltd., Kanpur	.. 22.98	165
142	M/s Laxmi Devi Sugar Mills, Deoria	.. 1.44	166
143	M/s Lord Krishna Textiles, Saharanpur	.. 5.83	167
144	M/s H. R. Sugar Factory (P) Ltd., Bareilly	.. 7.57	168
145	M/s Muir Mills Limited, Kanpur	.. 3.55	169
146	M/s Meerut Straw Board	.. 3.16	170
147	M/s New Victoria Mills Ltd., Kanpur	.. 35.96	171
148	M/s Postal Seal Industrial Corp., Aligarh	.. 3.26	172
149	M/s R. B. L. Das Sugar & General Mills Ltd., Baharaich	.. 7.53	173
150	M/s R. K. Mills, Mirzapur	.. 1.08	174
151	M/s Ram Luxman Sugar Mills (P) Ltd., (taken over by M/s M. P. State Sugar Corp., Meerut)	.. 1.66	175
152	M/s Ram Chandra & Sons, Barabanki (taken over by M/s M. P. State Sugar Corp., Barabanki)	.. 3.68	176
153	Sirsadilal Sugar Mills, Muzaffarnagar	.. 2.14	177
154	M/s Swadeshi Cotton Mills, Kanpur	.. 3.92	178
155	M/s K. L. Sugar Mills, Saharanpur	.. 3.21	179
156	M/s Durga Enterprises, Ghaziabad	.. 1.08	180
157	M/s U. P. Steel, Muzaffarnagar	.. 1.36	181
158	M/s Sakseria Sugar Mills, Gonda	.. 1.81	182
159	Rainbow Steel, Muzaffarnagar	.. 2.30	183
Total		.. 177.22	184
			185
			186

1	2	3
<u>WEST BENGAL</u>		
160	M/s A. Stock & Co.	1.59
161	M/s Arati Cotton Mills	2.37
162	M/s All India Gen. Transport	1.16
163	M/s Annapurna Metal Works	5.27
164	M/s Atlas Works (P) Limited	3.94
165	M/s Agrind Fabrication	1.83
166	M/s Associated Rubber Plastics	2.48
167	M/s Albion Plywood	1.26
168	M/s Appolo Zipper	3.52
169	M/s Associated Assesby Industry	7.42
170	M/s Bangeswari Cotton Mills	5.56
171	M/s Bengal Fine Spg. & Wvg. Mills Ltd. (Factory No. I)	10.42
172	M/s Banerjee Chakraborty & Co.	3.86
173	M/s Belur Glass Works	2.28
174	M/s Bengal Mills Agency	1.43
175	M/s Batram Scotte	4.02
176	M/s Basumati Press (P) Ltd.	1.33
177	M/s Bharat Jute Mills	7.82
178	M/s Bengal Luxmi Cotton Mills	20.89
179	M/s Bharat Overseas (P) Ltd.	9.32
180	M/s Bengal Textile Mills Ltd.	3.36
181	M/s Berry Machinery Mfg.	1.52
182	M/s Bharati Chemicals	1.42
183	M/s Bird & Co.	14.31
184	M/s B. S. Engineering	1.71
185	M/s Britannia Bldgs. & Iron Co. Ltd.	1.78
186	M/s Central Cotton Mills	2.55

1	2	3	1
187	M/s Calcutta Glass & Silicate Works	.. 3.41	213 N
188	M/s Corporated Engg. (P) Ltd.	.. 1.01	214 N
189	M/s Canton Carpentry Works	.. 11.06	215 N
190	M/s Coalfield Engg.	.. 1.08	216 N
191	M/s Cicoo (P) Limited	.. 2.07	217 N
192	M/s Casting Corporation India (P) Ltd.	.. 2.22	218 N
193	M/s Dhakeswari Cotton Mills	.. 8.70	219 N
194	M/s Dominion Rubber Works	.. 2.76	220 N
195	M/s Dr. Paul Lohman	.. 1.09	221 N
196	M/s Durgapur Foundry & Engg.	.. 1.45	222 N
197	M/s G. T. R. & Co. (P) Ltd.	.. 1.00	223 N
198	M/s Gulco Printing	.. 1.54	224 N
199	M/s Howrah Engg. Concern	.. 1.76	225 N
200	M/s Hilla Tea Estate	.. 3.24	226 N
201	M/s Kumar Tea Estate	.. 3.12	227 N
202	M/s Kalay Iron & Steel Co.	.. 3.31	228 N
203	M/s Krishna Silicate & Glass Works	.. 6.37	229 N
204	M/s Kusum Engg. Co. Ltd.	.. 4.22	230 N
205	M/s Paharimata Iron Works	.. 1.46	231 N
206	M/s India Cycle Mfg. Co. Ltd.	.. 2.64	232 N
207	M/s India Machinery Co. Ltd.	.. 4.34	233 N
208	M/s India Malleable Casting	.. 4.56	234 N
209	M/s International Rubber	.. 3.14	235 N
210	M/s India Rubber Goods Mfg.	.. 2.40	236 N
211	M/s Industrial Equipment (P) Ltd.	.. 2.15	237 N
12	M/s India Rubber Mfg. Ltd.	.. 7.40	238 N
			239 N

1	2	3
213	M/s India Machanisatia & Allied (P) Ltd.	1.17
214	M/s Jyoti Wvg. Factory (P) Ltd.	1.15
215	M/s Lilly Biscuits Co.	4.79
216	M/s Looksun Tea Estate	6.29
217	M/s Luxmi Narayan Cotton Mills & H. Office	10.77
218	M/s Metro Glass Works	2.01
219	M/s Motor & Machinery Mfg. Co.	7.88
220	M/s Manindra Mills Ltd.	4.96
221	M/s Marshall & Sons	8.40
222	M/s Potonga Tea Estate	1.06
223	M/s Monitiviot Tea Estate	1.68
224	M/s Majherdabri Tea Estate	7.60
225	M/s National Iron & Steel Co.	29.02
226	M/s National Screw & Wire Products	2.21
227	M/s New India Glass Works (P) Ltd.	2.20
228	M/s Okyati Tea Estate	4.24
229	M/s Oriental Research & Chemical Ltd.	1.38
230	M/s Poddar Sanitary Works	1.70
231	M/s Pandoy Industry (P) Limited	1.68
232	M/s Pashok Tea Estate	7.66
233	M/s Peoples Engg. Motor Works Ltd.	2.90
234	M/s Pandam Tea Estate	2.52
235	M/s Precision Tools	1.07
236	M/s Rampooria Cotton Mills	19.60
237	M/s. Raymon Engg. Works	1.78
238	M/s. Red Bank Tea Estate	0.86
239	M/s. Rupali Tea Estate	2.58

1	2	3	Serial No.	St I
240	M/s. R.B.S. Rubber	1.08		
241	M/s. Republic Engineer	1.01		
242	M/s Sree Mahalaxmi Cotton Mills	11.12		
243	M/s Sarugaon Tea Estate	7.82		
244	M/s Shalimar Tar Products	4.54	1	
245	M/s Son Raleigh & Industries	5.57		
246	M/s Sree Luxmi Iron & Steel Works	1.14	1	
247	M/s Spencer Aerated Water (P) Ltd.	1.18		
248	M/s Singal Tea Estate	2.22		
249	M/s Surrendra Engg. Works	1.36	2	
250	M/s Sonali Tea Estate	1.68		
251	M/s Shalimar Works Ltd.	22.97		
252	M/s Sedepur Potteries	4.16	3	
253	M/s Sree Engg. Products	1.34		
254	M/s Sur & Co.	5.00		
255	M/s Sodepur Cotton Mills	2.02	4	
256	M/s Swastic Board & Paper Ltd.	2.70		
257	M/s Shaw Co.	1.01		
258	M/s Thakurdas Surekha Iron Foundry	1.66	5	
259	M/s Tropical Rubber	1.12		
260	M/s United Provinces Commercial Corpn.	1.54	6	
261	M/s United India Engg. (P) Ltd.	1.27		
262	M/s Vah-Tukvar Tea Estate	3.08		
263	M/s Wire Machinery Mfg. Co. Ltd.	4.58	7	
Total		442.85	8	
Grand Total		Rs 1611.49 Lakhs.	9	
			10	

APPENDIX E

Statement showing the names of the exempted establishments which were in default of Rs. one lakh or more as on the 31st March, 1977 in transferring the Provident Fund Contributions to their respective Boards of Trustees.

Serial No.	Name of the establishment	Amount not transferred to the Board of Trustee (Rs in lakhs)
1	2	3
<u>BIHAR</u>		
1	M/s Darbhanga Sugar Co. Ltd., Darbhanga	.. 2.71
		2.71
<u>DELHI</u>		
2	M/s National Small Indl. Corporation Ltd.	.. 2.24
		2.24
<u>GUJARAT</u>		
3	Shri Shubhlaxmi Mills Ltd., Cambay	.. 2.94
		2.94
<u>KERALA</u>		
4	M/s Kerala State Road Transport Corporation	.. 16.62
		16.62
<u>MADHYA PRADESH</u>		
5	M/s Nandlal Bhandari Mills Ltd. (now reported as Hope Textiles Ltd), Indore	.. 21.61
6	M/s Burhanpur Tapti Mill, Burhanpur (NTC unit)	.. 5.19
		26.80
<u>MAHARASHTRA</u>		
7	M/s Western India Spg. & Mfg. Co., Bombay	.. 20.73
8	Shree Sitaram Mills L'd., Bombay	.. 14.07
9	M/s Pulgaon Cotton Mills Ltd., Pulgaon, Distt. Warcha	.. 33.30
10	M/s Dodel Mills Ltd. (NTC), Nagpur	.. 14.67

1	2	3
11	Shree Ram Mills Ltd., Bombay	10.40
12	M/s Madhusudan Mills Ltd., Bombay	16.78
13	M/s Hindustan Spg. & Wvg. Mills, Bombay	10.65
14	M/s Hindustan Spg. & Wvg. Mills, Bombay	9.33
15	M/s Crown Mills Ltd., Bombay	8.59
16	M/s Laxmi Vishnu Cotton Mills, Sholapur	1.54
		140.06
<u>TAMIL NADU</u>		
17	M/s Thiakesar Alai, Manaparai	6.72
18	M/s Sree Meenakshi Mills, Madura	6.91
19	Sree Meenakshi Mills, Parvai	7.54
		21.17
<u>UTTAR PRADESH</u>		
20	M/s Punjab Sugar Mills, Gorakhpur	1.79
21	M/s Narang Industries, Nawabganj, Gorakhpur	1.79
22	M/s Narang Brewarise, Nawabganj, Gonda	2.20
23	M/s Geep Flash Light Industry, Allahabad	1.50
24	M/s Raza Buland Sugar Factory, Rampur	1.80
25	M/s Gangeshwar Ltd., Ram Kola, Deoria	1.27
		10.35
<u>WEST BENGAL</u>		
26	M/s Alaxandra Jute Co. Ltd.	24.06
27	M/s Britannia Engg. Co. Ltd.	21.46
28	M/s Bengal Immunity Co. Ltd.	10.35
29	M/s East Bengal Engg. Co. Ltd.	5.85
30	M/s Kelvin Jute Co. Ltd.	53.72
31	M/s Kinnison Jute Co. Ltd.	73.63
32	M/s Khardah Co. Ltd.	25.79
33	M/s Meena Mills Ltd.	44.96

1	2	3
34	National Co. Ltd.	64.56
35	M/s Sonajuli Industries Ltd. Lessee Prem Chand Jute Co. Ltd,	46.31
36	M/s Rehabilitation Industries Corporation	11.21
37	M/s Shree Ambica Jute Co. Ltd.	18.34
38	M/s Union Jute Co. Ltd.	12.00
39	M/s Ganges Printing Ink Fty Ltd.	13.93
40	M/s Burn & Co. Ltd.	87.96
41	M/s Indian Standard Wagon Co. Ltd.	40.93
42	M/s Kalyani Spg. Mills Ltd.	19.15
43	M/s Calcutta State Transport Corpn.	86.66
44	M/s Aluminium Mfg. Co. Ltd.	24.74
45	M/s Hoogly Docking & Enge. Co. Ltd	5.88
46	M/s North Brook Jute Mills Ltd.	3.50
47	M/s National Rubber Manf. Ltd.	13.70
48	M/s Alliance Mills (Lessees) Pvt. Ltd.	3.25
49	M/s Naskarpara Jute Co. Ltd.	7.20
50	M/s Empire Jute Co. Ltd.	1.89
51	M/s Delta Jute Co. Ltd.	1.40
52	M/s Bengal Potteries Ltd.	41.84
53	M/s Oriental Metal Industries Ltd.	7.59
54	M/s Sree Durga Cotton Spg. & Wvg. Mills Ltd.	14.30
55	M/s Mohini Mills Ltd.	20.81
56	M/s Westing House Saxby Farmer Ltd.	5.00
57	M/s India Hard Metals Ltd.	1.22
58	M/s Electrical Industries Corpn Ltd.	1.32
		<u>814.51</u>
Grand Total		Rs. 1037.40 Lakhs

APPENDIX F

Statement showing names of the unexempted establishments in which payment to members was made on *ad-hoc* basis on closure during the year 1976-77

Serial No.	Name of the closed establishment	Number of members who were given a Non-refundable advance	Number of times advances given
1	2	3	4
<u>ANDHRA PRADESH</u>			
1	M/s Andhra Cotton Mills, Proddatur, Cuddapah Distt	420	Once
2	M/s Minicon Insulated Co., Hyderabad	{ 39 28	{ Once Once
3	M/s J.B. Mangaram	1	Once
4	Krishi Engines (P) Ltd, Hyderabad	1	Once
<u>BIHAR</u>			
5	R.B.H.M. Jute Mills, Katihar	784	Once
6	Pachrukhi Sugar Mills, Siwan	261	Once
<u>DELHI</u>			
7	Sahib Singh Mfg. Pvt. Ltd., New Delhi	25	Once
<u>GUJARAT</u>			
8	The Manak Chowk Ahmedabad Mfg. Co. Ltd., Ahmedabad	2251	Twice
9	Bhavnagar Vegetable Products	373	Once
<u>KARNATAKA</u>			
10	Shankar Textiles, Davangere	555	Once
		108	Twice
11	Mysore Tools Ltd., Bangalore	52	Once
		30	Twice
		84	Thrice
		4	Four times
12	Karnataka Steel & Wire Products Bangalore	4	Twice

1	2	3	4
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KERALA

13	K.M.S. Bus Service	..	66	Twice
14	M/s St. Joseph Tile Works	..	43	Once
15	Modern Woodcrafts Ltd.	..	1	Once
16	Encos, Trivandrum	..	192	Twice
17	Kalanilayam Printers	..	42	Once
18	Thaniniram Daily	..	42	Once
19	N. V. Motor Service	..	1	Once
20	The Travancore Textiles	..	5	Once
21	Beena Industries	..	84	Once
22	Metro Tile Works	..	75	Once
23	Kerala Ceramics & Insulators	..	12	Once
24	Kerala Ceramics & Tiles	..	143	Once
25	Kerala Ceramics	..	73	Once
26	Lakshmi Knitting Co.	..	2	Once
27	Dharmadam Match Wood Works	..	71	Once
28	Premier Steels Pvt. Ltd.	..	118	Once
29	Kottayam Textiles Ltd.	..	138	Once
30	FACT Mixing Centre	..	3	Once
31	Balaramapuram Spinning & Weaving Mills	..	1142	Thrice

MADHYA PRADESH

32	M/s Plaza Talkies, Jabalpur	..	4	Once
33	M/s J.K. Textiles, Indore	..	33	Once
34	Binod Steel Ltd., Indore	..	1	Once

MAHARASHTRA

35	Service Station Equipment	..	70	Twice
36	Malik Motors Pvt. Ltd.	..	116	Once

1	2	3	4	1
37	ACME Mfg. Co.	..	46 } Once 127 } Twice	
38	Premier Rubber & Cable Industries	..	145	Once
39	Dodge & Seymour (I) Pvt. Ltd.	..	15	Twice
40	Casablances Ganon Engg. Ltd.	..	11	Once
41	M.G. Malleable Casting	..	11	Once
42	Medichem Laboratōrs	..	123	Once
43	Bombay Alloys & Castings Lt .	..	5	Once
44	Can Mfg. Co. Pvt. Ltd.	..	4	Once
<u>NORTH-EASTERN REGION</u>				
45	Assam Hardboard Panikhe, Kamrup	..	51 } Once 176 } Once 30 } Once	
46	Ludhuwa Tea Estate, Sabroom, West Tripura	..	37	Once
<u>RAJASTHAN</u>				
47	Jaipur Udyog Ltd. (Works) Sawaimadhopur	..	494	Once.
<u>TAMIL NADU</u>				
48	M/s India Metres, Ambattur, Madras	..	168	Once
49	Hindustan Equipment Mfgs. Ltd., Coimbatore	..	130	Twice
50	Navamani, Madras-28	..	32	Once
51	Messeys, Royampuram, Madras-13.	..	66	Once
52	Janan Mills, Coimbatore	..	836	Once
53	Ganasundaram, Super Spinning Mills, Ramnad	..	196	Once
54	Sri Sakthi Textiles Ltd. Pollachi	..	1084	Twice
55	Orient Tools & ganges Ltd. Madras-29	..	56	Once
56	Indian Garburotters Unit—2-B, Thiruvottur, Madras-19	..	25	Once
57	M/s Raveendra Mills Ltd., Coimbatore-5	..	900	Thrice
58	Iron & Brass Industries, Madras-14	..	3	Once

1	2	3	4
59	Cauvery Spg. & Wvg. Mills Ltd., Pudukotai	2787	Thrice
60	Lotus Mills Ltd., Coimbatore	1830	Thrice
61	India Forge, Madras-58	3321	Thrice
62	Manco Rubber & Plastics Ltd.	20	Thrice
63	—Do—	28	Do
64	Khivrai Automobiles	2	Once

11,484

UTTAR PRADESH

65	M/s Laxmi Rattan Cotton Mills Co. Ltd., Kanpur	145 55 23 1037	} Once } Twice } Thrice } Four times
66	M/s Jaipur Jute Udyog, Kanpur	40	Once
67	M/s Atherton West Mills, Kanpur	122 2341	} Twice } Four times
68	M/s Umarao Industries, Fazal Ganj, Kanpur	1	Once

WEST BENGAL

69	M/s Bharat Tin Enamel Co. (P) Ltd.	78	Once
70	M/s Calcutta Job Press	30	Once
71	M/s Sur & Co.	3	Once
72	M/s Pandey Industries	11 37	} Once } Twice
73	M/s Alliance Engg. (P) Ltd.	3 24 17	} Once } Twice } Thrice
74	M/s Industrial Plant	62	Thrice
75	M/s Anontapur Textiles	833	Once
76	M/s Bhattacharjee Bros.	44	Thrice
77	Master Stores	31	Once

1	2	3	4	
78	Bharat Jute Mill	2284	Thrice	10
79	India Mallcable Castings Ltd.	11	Once	10
80	Abdul Wahid & Sons.	5	Once	10
81	New Cinema	13	Once	10
82	Mayurakshi Cotton Mill Ltd.	187	Once	10
83	Central Glass	69 43	} Once } Twice	10
84	Shalimar Works Ltd.	11	Once	110
85	Kusum Products Ltd.	29	Once	111
86	Sodepur Potteries	10	Twice	112
87	Oriental Electric & Engg. Co.	74	Once	—
88	R.B.S. Rubber (P) Ltd.	19	Four times	
89	Belur Iron Foundry Engg. Works	2	Once	
90	Weights & Measures Syndicate	5	Once	
91	General Industries Corpn.	87	Five times	
92	M/s Dr. Paul Lohman (Fy)	175	Four times	
93	M/s Dr. Paul Lohman (H.O.)	40	Four times	
94	Associated Rubber	88	Thrice	
95	Producers Forum	13	Thrice	
96	Pay Plywood	1	Once	
97	Everest Appliances	47	Once	
98	Bharat Electrical Ind. Ltd.	120	Twice	
99	Vijoy Industrial Works	45	Once	
100	K.M. & S.C. Sadhukhan	30	Twice	
101	Kolay Iron & Steel Co.	284	Once	
102	Diana Rolling Shutter	32 3	} Once } Once	
103	Assam Travel Shipping Services	18	Once	

1	2	3	4
104	Diana Rolling Shutter & Eng. Works ..	10	Five times
105	Albion Plywood (P) Ltd. — ..	110	Once
106	National Iron & Steel Co. Ltd. ..	545 400	} Once Twice
107	Great Bengal Card Board Box Mfg. Co. ..	25	Twice
108	National Sheet & Metal Works ..	91	Twice
109	Bangasree Ice & Cold Storage ..	17 23	} Once Twice
110	West Bengal Rubber Works ..	11	Once
111	M.R. Mondal Engg. Works ..	12	Once
112	Santosh Biscuit Co. ..	1	Once