## 46th ANNUAL REPORT 1998-99



EMPLOYEES' PROVIDENT FUND ORGANISATION

(Ministry of Labour, Government of India)

GRAFT PEPORT

46th ANNUAL REPORT 1998-99

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### EMPLOYEES' PROVIDENT FUND ORGANISATION ANNUAL REPORT 1998-99

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		1996-97	1997-98	1998-99
I.	ESTABLISHMENTS (covered)	277555	299204	318430
II.	MEMBERS (In lakhs)	202.89	212.19	231.19
III.	FIELD OFFICES			
	Regional Offices	16	16	17
	Sub-Regional/ Sub-Accounts Offices	62	66	74
	Service Centres	3	3	10
	Inspectorate Offices	152	155	157
IV.	MANPOWER POSITION			
	Sanctioned strength	20265	20452	20656
	Staff in position	17612	17234	19024
V.	COMPUTER CENTRES	85	85	92
V1.	INCOME & EXPENDITURE (Rs. in lakh)			
	Income	22196.34	25399.49	37405.29
	Expenditure	17776.64	23604.65	31731.42
	Savings	4419.70	1794.84	5673.87
VII.	OFFICE BUILDING	Offices	Completed	Under Construction
	Head Office	1	1	-
	Regional Offices	17	15	1
	Sub-Regional/Sub-Accounts Offices	74	19	12
*	NATRSS/ZTIs	6	2	2

			1996-97	1997-98	1998-99			
	NEW ESTABLISHMENTS BROUGHT UNDER THE ACT (in numbers)							
	(i) At	the gross level	15550	21751	21855			
	(ii) At	the net level	10910	21649	19226			
	MEME	BERS ENROLLED		(in I	akhs)			
	***************************************	the gross level	22.79	22.78	39.36			
	(ii) At	the net level	8.03	9.31	18.99			
1.	CONT	RIBUTION COLLECTED		(Rs. in c	rores)			
	Provident Fund							
	(i)	Exempted	3055.77	3174 70	2841.36			
	(ii)	Un-exempted	2915.29	3643.49	4954.18			
		Total	5971.06	6818.19	7795.54			
	Family Pension Fund ,1971/Employees' Pension Scheme, 1995							
	(i)	Employees'/Employers Share	2445.81	2850.09	3195.66			
	(ii)	Government's Share	345.96	370.49	437.10			
		Total	2791.77	3220.58	3632.76			
	Employees' Deposit Linked Insurance							
	(i)	Employers Share	91.44	103.96	114.66			
	(ii)	Government's Share	0.68	-				

IV.	INVES	INVESTMENTS (During the year)						(113. 111	Crores)
	Provid	ent Fund			1996	6-97	199	97-98	1998-99
	(i)	Exempted			235	2357.62		003.32	1985.37
	(ii)	Un-exemp	ted		383	32,64	42	281.74	5712.06
		Total				90.26	62	285.06	7697.43
	Family	Family Pension Fund/Pension Fund				37.36	40	18.65	4768.02
	Employ	ees' Deposi	t Linked	nsurance	19	98.36	2	247.02	244.87
V.	PROVI	DENT FUND	ARREA	ARS					
				6-97	199	97-98		199	98-99
			No. of Certificate cases	Amount in Default (Rs. crores)	No. of Certificate cases		lt	No. of Certificate cases	Amount in Default (Rs. crores)
	Exemp	ted Sector	327	164.46	348	_	.80	432	
	Unexempted		21195	302.10	21007	286.17		18726	338.31
	Unexer	IIDICA			21355 463				
VI		Total	21522	466.56	21355	463	3.97	19158	573.18
VI	SERVI		21522 IBERS			1997		(in	573.18 lakhs)
VI	SERVI	Total CE TO MEM I Statement	21522 IBERS	ounts 1996		1997		(in	lakhs)
VI	SERVI	Total CE TO MEM I Statement	21522 IBERS	ounts 1996	97	1997	-98	(in <b>19</b>	lakhs) 998-99
VI	SERVIO Annua (i) Issu (ii) Pen	Total CE TO MEM I Statement	21522 IBERS Of Acco	ounts 1996	.97 .06.42 .06.55	1997	<b>-98</b>	(in 19	lakhs) 998-99 290.63
VI	SERVIO Annua (i) Issu (ii) Pen	Total CE TO MEM I Statement	21522 IBERS Of Acco	1996- 2 1	97 06.42 06.55 19 No. of Claims (in	1997 2 10 97-98 Amo Pai (Rs	-98 11.5 05.6 unt d	(in 19	lakhs) 998-99 290.63 104.28
VI	SERVIO Annua (i) Issu (ii) Pen Claims	Total CE TO MEM I Statement ued ading s Settled	21522 IBERS Of Acco	1996-97 Amount Paid (Rs. Crores)	97 06.42 06.55 19 No. of Claims (in lakhs)	1997 2 10 97-98 Amo Pai (Rs Cror	-98 11.5 05.6 unt d s. es)	(in 19 0 No. of Claims	lakhs) 998-99 290.63 104.28 98-99 Amount Paid (Rs. Crores)
VI	SERVIO Annua  (i) Issu (ii) Pen Claims Provide Claims Partial	Total CE TO MEM I Statement ued inding Settled	21522 IBERS Of Acco	1996-97 Amount Paid (Rs. Crores)	97 06.42 06.55 19 No. of Claims (in lakhs)	1997 2 10 197-98 Amo Pai (Rs Cror	-98 11.5 05.6 unt d s. es)	(in 19 0 6 No. of Claims (in lakhs)	lakhs) 998-99 290.63 104.28 98-99 Amount Paid (Rs. Crores) 2779.95
VI	SERVIO Annua  (i) Issu (ii) Pen Claims  Provide Claims Partial Withdray	Total CE TO MEM I Statement ued inding Settled	21522 IBERS Of Acco	1996-97 Amount Paid (Rs. Crores) 3 1683.9	97 06.42 06.55 19 No. of Claims (in lakhs)	1997 2 10 97-98 Amo Pai (Rs Cror 2063	-98 11.5 05.6 unt d s. es)	(in 19 0 6 No. of Claims (in lakhs) 14.38	lakhs) 998-99 290.63 104.28 98-99 Amount Paid (Rs. Crores) 2779.95
VI	SERVIO Annua  (i) Issu (ii) Pen Claims Provide Claims Partial Withdray Transfe Employ	Total CE TO MEM I Statement ued ading s Settled ent Fund	190 No. of Claims (in lakhs) 11.13	1996-97 Amount Paid (Rs. Crores) 3 1683.9	97 06.42 06.55 19 No. of Claims (in lakhs) 1 12.66	1997 2 197-98 Amo Pai (Rs Cror 2063	-98 11.5 05.6 unt d s. es)	(in 19 No. of Claims (in lakhs) 14.38	lakhs) 998-99 290.63 104.28 98-99 Amount Paid (Rs. Crores) 2779.95
VI	SERVICA Annua  (i) Issu (ii) Pen Claims Provide Claims Partial Withdray Transfe Employ Claims	Total  CE TO MEM I Statement  ued inding s Settled  ent Fund  wal/Advances er cases rees' Pension	190 No. of Claims (in lakhs) 11.13	1996-97 Amount Paid (Rs. Crores) 3 1683.9	.97 .06.42 .06.55 	1997 2 10 97-98 Amo Pai (Rs Cror 2063	-98 11.5 05.6 unt d s. es) 3.08	(in 19 0 6 19 No. of Claims (in lakhs) 14.38	lakhs) 998-99 290.63 104.28 98-99 Amount Paid (Rs. Crores) 2779.95 788.49
VI	SERVICA Annua  (i) Issu (ii) Pen Claims Partial Withdray Transfe Employ Claims Monthl claims	Total  CE TO MEM  I Statement  ued  nding  s Settled  ent Fund  wal/Advances er cases rees' Pension (all benefits)	21522 IBERS Of Acco No. of Claims (in lakhs) 11.13 3.83 1.05 9.68	1996-97 Amount Paid (Rs. Crores) 3 1683.9 569.6	97 06.42 06.55 19 No. of Claims (in lakhs) 1 12.66 5 3.69 1.39 0 10.95 4 0.81	1997 2 10 197-98 Amo Pai (Rs Cror 2063 1 652	-98 11.5 05.6 unt d s. es) 3.08 2.24	(in 19 0 6 19 No. of Claims (in lakhs) 14.38 3.90 1.43 11.97	lakhs) 998-99 290.63 104.28 98-99 Amount Paid (Rs. Crores) 2779.95 788.49 333.95

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#### **EMPLOYEES' PROVIDENT FUND ORGANISATION BASIC STATISTICS 1998-99**

#### COVERAGE

No. of Industries/Classes of Establishments to which EPF &	177	
MP Act, 1952 applied as on 31.03.1999	(177)	

		Exempted	Un-exempted	Total
(a)	No. of covered establishments as on 31.03.1999	3123 (2948)	315307 (296256)	318430 (299204)
(b)	Increase during the year	175 [(-) 22]	19051 (21671)	19226 (21649)

#### 2. **MEMBERS**

(In lakhs)

		Exempted	Un-exempted	Total
(a)	Employees' Provident Fund as on 31.3.99	41.09 (44.03)	190.10 (168.16)	231.19 (212.19)
(b)	Increase during the year	(-)2.95 [(-) 1.33]	21.94 (10.64)	18.99 (9.31)
(c)	Members of Employees' Pension Fund	18.89 (23.84)	185.92 (161.65)	204.81 (185.49)

#### 3. CONTRIBUTIONS RECEIVED

(Rs. in crores)

(a)	Employees' Provident Fund			
	(i) During the year	2841.36 (3174.70)	4954.18 (3643.49)	7795.54 (6818.19)
	(ii) Progressive	33512.01 (30670.65)	32011.07 (27056.89)	65523.08 (57727.54)
(b)	Employees' Pension Fund	Employee's & Employer's Share	Government's Share	Total
	(i) During the year	3195.66 (2850.09)	437.10 (370.49)	3632.76 (3220.58)
	(ii) Progressive	12478.88 (9283.22)	3108.02 (2670.92)	15586.90 (11954.14)
(c)	Employees' Deposit Linked Insurance Fund	Employer's Share	Government's Share	Total
	(i) During the year	114.66 (103.96)	()	114.66 (103.96)
	(ii) Progressive	897.52 (782.86)	274 23 (274.23)	1171.75 (1057.09)

[Figures given in the brackets indicate position during previous year]  $\frac{33512.01}{2478.88}$ 

#### 4. ARREARS

(Rs. in crores)

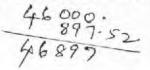
		Opening Balance as on 1.4.98	Addition during the year	Total Arrears	Realised during the year	Closing Balance as on 31.03.1999
(a)	Employees Provident Fund					
(i)	Un-exempted Sector	286.17	161.83	448.00	109.69	338.31
(ii)	Exempted Sector	177.80	106.30	284.10	49.23	234.87
	Total arrears	463.97	268.13	732.10	158.92	573.18
		Closing Bala	ance as on 31.0	03.1999		
(iii)	Admn. & Inspection Charges	20.64 (1	8.52)			
(iv)	Penal Damages	94.65 (6	7.02)			
(b)	Employees' Pension Fund	141.96 (	38.19)	16		
(c)	Employees' Deposit Linked	Insurance	Fund (from e	employers)		
		Closing Ba	lance as on 3	1.03.1999		
(i)	E.D.LI. Contribution	14.02 (14	.03)			
(ii)	Admn. & Inspection Charges	2.15 (2.	00)			

#### 5. INVESTMENTS DURING 1998-99

[ Rs. in Crores ]

(A)		Employees' Provident Fund	Exempted	Un-exempted	Total				
	(i)	During the year	1985.37 (2003.32)	5712.06 (4281.74)	7697.43 (6285.06)				
	(ii)	Progressive	28691.42 (26706.05)	41309.57 (35597.51)	70000.99 (62303.56)				
(B)		Pension Fund							
	a)	As per Investment Pattern							
	(i)	Central Government Securities			863.25				
	(ii)	State Government/ Government guaranteed Securities			492.41				
	(iii)	Special Deposit Scheme			110.75				
	(iv)	Public Sector Financial Institutions			1860.14				
	b)	Public Account		Ī	1441.47				
		Total (During the year)			4768.02				
		Progressive			22016.38 (17248.36)				
(C)		Employees' Deposit Linked Insuran	ice Fund (Publi	c Account & Securi	ties)				
1	(i)	During the year			244.87 (247.02)				
	(ii)	Progressive			2188.40 (1977.79)				

(Figures given in brackets indicate the corresponding position during the previous year)



#### RATE OF INTEREST

(i)	Declared for members	to	Employees'	1998-1999	12%
	Provident Fund			1999-2000	12%
				(On monthly running balance)	

### 7 CLAIMS (Un-exempted)

	Nature of Claims	Claims Settled (No. lakhs)	Amount disbursed (Rs. Crores)	Claims Pending at the end (No. lakhs)
1.	Partial Withdrawals/Advances	3.90	788.49	0.08
2.	Employees' Provident Fund Claims	14.38	2779.95	0.53
3.	Transfer Cases	1.43		0.10
4.	Employees' Pension Claims (All benefits)	11.97	333.95	1.34
5.	Monthly Pension Claims	1.53	82.01	0.20
6.	Employees' Deposit Linked Insurance Claims	0.26	35.60	0.02
	TOTAL:	33.47	451.56	2.27 -

### 8. PENAL ACTION AGAINST DEFAULTING ESTABLISHMENTS

		Opening Balance	Launched	Decided	Pending
(a)	Prosecution cases under Section 14 of the Act	73452	7073	4196	76329

(b) Recovery Certificates under Section 8 of the E.P.F. & M.P. Act, 1952							
		Workloa	d of the year	E	kecuted	P	ending
		No. of cases	Amount (Rs. lakhs)	No. of cases	Amount (Rs. lakhs)	No. of cases	Amount (Rs. lakhs)
(i)	Employees' Provident Fund Scheme	24840	53828.01	6899	17017.92	17941	36810.09
(ii)	Employees' Pension Scheme	21971	12724.82	6490	4263.66	15481	8461.15
(iii)	Employees' Deposit Linked Insurance Scheme	20412	1593.00	5642	372.21	14770	1220.79

(c)	FIR/Challans under section 406/409 IPC (Unexempted establishments)							
		FIR filed with the Police	Challans filed by Police before the Courts					
(i)	Filed during the year	1111 (496)	12 (43)					
(ii)	Cases pending with the Police/Courts as on 31.03.99	6997 (5993)	501 (500)					

(Figures given in brackets indicate the corresponding position during the previous year)

#### 9. ANNUAL STATEMENTS OF ACCOUNTS (UN-EXEMPTED ESTABLISHMENTS) (No. in lakhs)

(a)	Issued during the year	290.63	(211.50)
(b)	Pending as on 31.03.99		
	(i) For want of returns from Employers	s 25.38	(54,56)
	(ii) Others	78.90	(51.10)
	Total Pendency	104.28	(105.66)

#### 10. MANPOWER

Category of Employee	Sanctioned strength	Staff in Position
Group "A"	613	534
Group "B"	1905	1743
Group "C"	15698	14511
Group "D"	2440	2236
TOTAL:	20656	19024

333.95

 <sup>(</sup>i) Figures given in brackets indicate the corresponding position during the previous year
 (ii) Data given are based on the returns received from the field offices.

#### CHAPTER II

#### OVERVIEW

#### INTRODUCTION

Employees' Provident Fund Organisation is one of the largest Provident Fund Institutions in the World in terms of the members and volume of financial transactions that it has been carrying on. As on 31.3.99, it had 231.19 lakh contributing members employed in 3.18 lakh establishments/factories falling under 177 Scheduled Industries/ Classes of Establishments.

Employees' Provident Funds and Miscellaneous Provisions Act, 1952, was enacted to provide for the compulsory institution of provident funds scheme for employees in factories and other The Act applies to establishments. industrial and commercial establishments and ensure sustained financial assistance in form of monthly pension in the contingencies superannuation, retirement, permanent total disablement & in the event of death to provide a cover of insurance to their family members. The Organisation operates three Social Security Schemes, namely:

> Employees' Provident Fund Scheme, 1952,

- Employees' Pension Scheme,1995 which, replaced the erstwhile Employees' Family Pension Scheme,1971 from 16.11.95 for monthly pension; and
- Employees' Deposit Linked Insurance Scheme, 1976 for insurance cover to the member in the unfortunate event of his death.

The primary object of these three schemes is to provide social security and to inculcate amongst the workers a spirit of savings while they are gainfully employed and to make provision for benefits after they retire from service and for their family members after death. The three Schemes, taken together now cover a large area of social security system for the workers in covered industrial and other establishments employing 20 or more persons.

Provident Fund Employees' Organisation has been vested with the responsibility of implementing all these The Organisation three Schemes. the functions under overall superintendence of the policies framed by the Central Board of Trustees, a tripartite body headed by Union Minister for Labour as Chairman. The Chief Executive Officer of the Organisation is Central Provident Fund the Commissioner, who is also a Member of the Board and its Secretary.

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The Organisation has taken rapid strides in implementing these Schemes during the last 47 years of its existence. Each successive year registered tremendous growth in extending the membership of the funds to more workers and providing Social Security cover to them.

The Act which was initially made applicable to 6 industries has now been made applicable to 177 industries – classes of establishments. The number of establishments covered and members enrolled has been increased from 1400 establishments and 12 lakhs members in 1952 to 318430 establishments and 231.19 lakhs members at the end of 1998-99.

#### PERFORMANCE DURING 1998-99

21855 new establishments were covered as against 21751 establishments covered during the previous year at the gross level. There had been a net addition of 19226 to establishments. 39.36 lakh new subscriber members were enrolled as against 22.78 lakh during the previous year at the gross level. At the net level there had been an additional enrolment of 18.99 lakh members.

Contributions collected under all three schemes increased to Rs.11542.96 crores as against Rs.10142.73 crore during the previous

year. Similarly, investment went up from Rs.11939.61 crores during 97-98 to Rs. 16488.48 crores during 98-99

Provident Fund arrears at the end of the year stood at Rs. 573.18 crores as against Rs. 463.97 crores at the end of the previous year.

Service to contributing members is given the utmost priority. Organisation had a workload of 45,76,001 claims during 98-99. Out of these 9,98,022 claims was returned, 82,768 were rejected, 33,46,868 claims were settled leaving a closing balance of 1,48,343 claims. An amount of Rs. 4020.00 crores were disbursed to the claimants.

As on 31.3.99 total of 3,89,881 beneficiaries have been sanctioned pension under the new Employees' Pension Scheme, 1995.

During the year, 290.63 lakh annual statement of accounts were issued to the members leaving a pendency of 104.28 lakhs at the end of the year. At the end of the previous year, pendency was 105.66 lakhs.

In the direction of further improving the working and to bring about better productivity, the Organisation has for the year, 1998-99, formulated a revised Central Action Plan after identifying priority sectors and key result areas in order to apply the man-power

resources and infrastructure in the most effective manner. The guiding factor has been a renewed thrust in the following areas -

- Service to contributing members.
- Extension of cover of Social Security to larger section of workers.
- Recovery of current and outstanding arrears of Provident Fund and other arrears.
- Effective house-keeping and management of members account.

The aforesaid policy parameters have resulted in a complete restructuring of the Action Plan, its monitoring and reporting procedure with complete focus on key result areas. It is hoped that the Organisation would register further improvements and growth in the coming year.

As part of the decentralisation policy and with the objective to provide service to the members at their doorsteps, the following new offices were operationalised:

Regional Office - Shimla (HP)

Sub-Regional Offices/Sub-Accounts
Offices – Park Street, (Calcutta, WB),
Peenya (KN), Bhopal (MP), Ujjain (MP),
Tambaram (TN), Lucknow (UP), Rohtak
(HR), Jallandhar (PN)

Service Centres - Kolam (KR), Pondicherry, Gurgaon (HR), Deemapur (NR), Itanagar (NR), Imphal (NR), Gangtok (NR)

Inspectorate Offices – Bombai Gaon. Gangtok (NR)

#### COMPUTERISTION

The process of Computerisation was started in the year 1989 with the introduction of one PC-XT Computer System at one of the Regional Office, Maharashtra primarily, to clear the accumulated pendency in issuance of Annual Statement of Accounts to the Members.

Electronic Data Process (EDP)
Centres have been set up with fully
operational Computer Centres at 92 field
offices of the Organisation.

Effective steps to remove bottlenecks towards smooth computerisation have been taken. Hardware systems are upgraded with latest Pentium computer machines. In software development area. implementation of Employees' Pension Scheme has taken up through Computer. Inter-connectivity through better information/data NICNET for exchange has been successfully Plans are in hand to attempted. streamline computer operations to address the long-term needs developing integrated software systems.

Presently, the area of concern is collection, creation and processing of detailed data on each member of the fund so as to stabilise the future progress aspects of the Employees' Pension Scheme. Initiatives are already underway to cope with creation of large volume of database. Wherever. computer infrastructure were found wanting, outside support was enlisted. This being a huge exercise involving collection of member and family particulars, its verification, data entry, generation of authentic report etc. is likely to take some time before the entire data base gets to position. Steps to introduce Electronic Mail Facility in the Organisation through NICNET Connectivity obtained through National Informatic Centre have been taken.

#### INTERNET

Head Office of the Organisation stepped into the information super highway by getting connected to the Internet obtained through National Informatic Centre. The Internet facility is available in the Computer Systems of Central provident Fund Commissioner Office.

#### INTRODUCTION OF HINDI SOFTWARE:

It has become desirable to enable the Computer Systems of the Organisation to work bilingual in English and Hindi. AKSHAR software was procured and is in use under Window environment. Efforts are being made to identify suitable Hindi software, which can work under unix Environment as field offices work under Unix Environment. Also efforts are being made to use—English—and Hindi for issuing annual statement of accounts in Hindi-speaking regions.

#### **PUBLIC GRIEVANCES**

Redress of grievances of the members as also the claimants became an area of high priority for the Organisation. Efforts were put-in by the Organisation in this area and mechanism was built-up to acknowledge and settle the grievances of the members and claimants.

As per the Government of India guidelines, a Computerised Public Grievances Handling System (PGHS) is introduced in all the field formations. Facilitation Centres also have been set up at all Offices of E.P.F.Organisation to redress the Public Grievances.

#### LOK ADALATS

Lok Adalats are being organised on 10th of every month for on the spot redressal of Grievances at all Facilitation Centres in all Sub-Regional/Regional Offices.

#### LONG TERM PERSPECTIVE PLAN

In order to address the long term objectives of the Organisation, it has been its endeavour to address critical issues through a perspective plan for comprehensive restructuring of the Organisation to cope up with the challenges of the future. A study was undertaken with the assistance of Tata Consultancy Services covering:-

- System studies and processes reengineering.
- Preparation of perspective plan, and
- Designing of suitable organisational structure.

Consultants The after the completion of the system study and process re-engineering came up with a number of suggestions and recommendations requiring drastic changes in the work flow mechanism at the operational level. Giving effect to the changes suggested by the Consultants at the operational level would call for appropriate changes in terms of:

- Decentralised computerisation with computer terminals at every work station,
- Integrated software environment, simplification of remittance procedure by the employers and

 Restructuring of statutory returns now being submitted by the employers.

Notwithstanding the basic changes suggested by the Consultants, pilot project as envisaged-in the terms of references were attempted at Regional Office, Faridabad and Sub-Regional Office, Vishakhapatnam. Further, action to finalise the report is being taken.

The Organisation is in the initial stages of setting up the Pension Scheme to address the long-term challenges to achieve the objectives behind the introduction of this new social protection scheme. The Organisation had also taken up this issue with the International Labour Organisation [ILO] for their technical assistance covering;

- The need to determine a strategy for the future development of the EPFO with regard to the extension of coverage,
- The structure of the benefitprogramme and the relationship with other social security provisions;
- The need to review the Organisation and procedures of the EPFO with a view to

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improving administrative efficiency.

Social Security specialists from International Labour Organisation had undertaken a Technical Assistance Appraisal Mission of the Employees' Provident Fund Organisation. The International Labour Organisation has recommended for technical assistance projects covering,

- work processes and line functions,
- Software design and preparation,
- Implementation of new systems in pilot project,
- Review of EPFO organisational structure and personnel policies,
- Staff Training, Investment of social security funds etc.

The Organisation has already taken up the matter with the Government who in turn has referred the issue to UNDP for funding assistance.

It would be noted that during the year 1998-99, the Organisation registered improvement in most of the functional areas and efforts are on to bring about further improvements in the working of the Organisation.

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#### 14 CHAPTER IV

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#### **ORGANISATION**

#### INTRODUCTION

Constitution of India in Part IV under the Chapter, "Directive Principles of State Policy", inter-alia, enjoins upon the State to strive to promote the welfare of the people by securing and protecting as effectively as it may, a social order in which justice, social, economic and political shall inform all the institutions of the national life.

Government of India has, through various enactments, endeavoured to give effect to the ideas and objectives enshrined in the Constitution. In the field of social security, the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 and the three Schemes framed under it, namely, the Employees' Provident Funds Scheme, 1952, the Employees Deposit Linked Insurance Scheme, 1976 and Employees' Pension Scheme, 1995 are amongst the extensive and major social security programmes for the working class of India.

Employees' Provident Funds & Miscellaneous Provisions Act, 1952 was enacted with the main object of "making some provision for the future of the industrial worker after he retires or for his dependants in case of his early death". It was then felt, after considering the possible alternatives, that the most appropriate course for this purpose was the institution of compulsory contributory provident funds to which both the worker and the employer would contribute. It was recognised that such a scheme would have, apart from others, the obvious advantage of cultivation among the workers the spirit of saving something regularly and would also encourage the stabilisation of a steady labour force in industrial centres.

The Act initially provided for framing of a Scheme to be called the 'Employees' Provident Funds Scheme' for the establishment of provident fund under the Act for specified classes of employees. The Employees' Provident Funds Scheme was accordingly framed and it came into effect from 1.11.1952. On a review of the working of the Scheme over the years, it was found that although Provident Fund was an effective old age and survivorship benefit, in the event of premature death of an

employee, the accumulations to the Provident Fund might not be sufficient to render adequate and long-term protection to his family. This led to the introduction of the Employees' Family Pension Scheme with effect from 1.3.1971 for the employees covered under the Act and creation of a Family Pension Fund by diverting a portion of the employees' and the employers' contribution from the Provident Fund supplemented by a contribution from the Central Government.

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In the year 1976, the Act was further amended with a view to introducing yet another Social Security Scheme to provide an insurance cover to the members of the Provident Fund without payment of any premium by such members. The insurance cover was linked to deposits in the Provident Fund to the credit of the deceased employee. The Employees' Deposit Linked Insurance Scheme came into effect from 1.8.1976.

An Ordinance was promulgated on 17th October, 1995 which was repealed by amendment of Employees' Provident Funds and Miscellaneous Provisions Act, 1952 in August, 1996 empowering the Central Government to frame a Scheme called the Employees' Pension Scheme, 1995 which was introduced w.e.f 16.11.1995 replacing the Employees' Family Pension Scheme, 1971.

The three Schemes taken together provide to the employees an umbrella for the rainy day in the shape of old age and survivorship benefits, a long term protection and security to the employee and after his death to his family members, and timely advances during the period of membership. To the employers, they provide a steady labour force, which is essential for the productivity and prosperity of the establishment. To the Government, they provide funds of considerable magnitude for utilisation on various projects and programmes designed to promote economic and social development of the country and well being of its people.

# ADMINISTRATION OF THE FUND CENTRAL BOARD OF TRUSTEES

The three Schemes framed under the Employees' Provident Funds &

Miscellaneous Provisions Act, 1952 are administered by the Central Board of Trustees which is a tripartite body consisting of

- Chairman
- Vice Chairman
- Central Government representatives 5
- State Governments representatives 15
- Employers' representative 10
- Employees representative 10

Central Provident Fund Commissioner is Ex-officio member of the Board. Union Labour Minister is the Chairman and Union Labour Secretary is the Vice Chairman of the Board. The tenure of the Board is five years. Main functions of the Board are:-

- Administering the funds created and vested in the Board and performing other works incidental thereto.
- Maintaining accounts of Income & Expenditure in prescribed form and manner.
- Delegation of powers for administration of the Schemes.
- Submitting audited accounts with comments and annual report on performance of the Organisation to Government.

Dr. Satyanarayan Jatiya, Hon'ble Union Labour Minister was the Chairman of the Board during 1998-99. During the year under report, three regular meetings of the Board were held. A list of Members of the Board as on 31.3.1999 is given in Appendix-A 1.

#### **EXECUTIVE COMMITTEE**

The Executive Committee is a statutory Committee which is constituted from amongst the members of the Central Board of Trustees by the Central Government under Section 5AA of the Act to assist the Central Board of Trustees in the performance of its functions relating to administrative matters. The term of the Committee is 2 1/2 years. It consists of :

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-	Chairman (Labour Secretary, Government)	nent o	f India
-	Central Government representatives	-	2
-	State Governments representatives	-	3

- Employees' representatives - 3

- Employers' representatives - 3

The functions of the Committee are: -

- Opening of Sub-Regional Offices

 Approval for the purchase of land and estimates for constructing office buildings and staff quarters.

- Creation of Group 'A' posts

Creation of new regions/upgradation of existing regions.

- Hiring of buildings on monthly rent exceeding Rs. 50,000/-

 Consideration of the investment policy and making appropriate recommendations to the Board on liberalisation of investment pattern.

Specifying work norms for staff and officers of the Organisation.

Framing/amending of the rules relating to method of recruitment,
 pay and allowances and other conditions of service of the officers
 and staff of the Employees' Provident Fund Organisation.

- During the year under report five meetings of the Executive Committee were held.

# SUB COMMITTEES OF THE CENTRAL BOARD OF TRUSTEES Finance & Investment Committee

Finance & Investment Committee is a Sub-Committee of the Central Board of Trustees consisting of the representatives of Employers, Employees and Governments.

The main functions of the Committee are to:

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- Oversee the investment being done at present by State Bank of India as Portfolio Manager.
- Watch timely investment of trust money with a view to realising the optimum returns thereon.
- Issue such directions, as may be considered necessary, to the State Bank
   of India in regard to investment/re-investment of redemption proceeds,
   interest etc. within the investment pattern provided by Government from time to time.
- Recommend rate of interest for the members of the fund.

The Financial Advisor of the Ministry of Labour is the Chairman and the Financial Advisor & Chief Accounts Officer of the Employees' Provident Fund Organisation is convenor of the Committee. During the year, five meetings of the Committee were held.

#### Committee of Exempted Establishments

The functions of the Sub-Committee of the Central Board of Trustee are to:

- Oversee the working of the exempted establishments and to make suggestions for consideration of the Board, to improve working of the exempted establishments.
- Consider and suggest additional guidelines for grant of exemption/relaxation.

The Committee was last re-constituted on 22.9.1997 with Secretary (Labour) to the Government of Andhra Pradesh as Chairman and Additional Central Provident Fund Commissioner (Enforcement) EPFO as the Convenor. Employees' & Employers representatives are also the members of the Committee. During the year one meeting of the Sub-Committee was held.

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#### Committee of Special Reserve Fund

This Committee was set-up by the Board in 1960 to

- Review utilisation of Fund periodically
- Recommend formulation of guidelines towards enlargement on utilisation aspect; and

The Committee was last reconstituted on 22.9.1997 with Secretary (Labour) to the Government of Kerala as Chairman and the Financial Adviser and Chief Accounts Officer of the Organisation as Convenor. During the year one meeting of the Sub-Committee was held.

## SUB-COMMITTEES OF EXECUTIVE COMMITTEE Building & Construction Committee

This Sub-Committee of the Executive Committee has been set up to:

- Examine the proposals for acquiring/purchase of land and building/construction referred to the Executive Committee.
- Examine the proposals for acquiring land/building/construction including their technical feasibility, financial viability and drawings etc. which require consideration of the Executive Committee, other than those proposals involving acquiring of land/building/construction from or through the Central or State Public Sector Undertakings.

The Committee consists of two members of the Executive Committee (one each representing employers and employees) and the Additional Central Provident Fund Commissioner (Zone)/Regional Provident Fund Commissioner of the Region as member Chief Engineer, EPFO is the Convenor of the Committee.

During the year under report, eleven meetings of the Sub-Committee were held in which twenty-five proposals for construction of buildings. Staff quarters interior and

other similar works were finalised and recommended.

#### Pension Implementation Committee

The Executive Committee of the Central Board of Trustees constituted this sub-

- review the functioning of the Employees' pension Scheme, 1995 including computerisation in the Organisation and disbursement of pension and
- to consider the suggestions/proposals for amendment/improvement in the Scheme

The Committee includes three representatives each of employers and employees, besides the Central Provident Fund Commissioner. Secretary Labour is the Chairman of Pension Implementation Committee [PIC]. Addl. Central Provident Fund Commissioner (Pension) at headquaters office of the Organisation is the convenor of the PIC. Reconstituted PIC was notified by the Government on 16.9.1997.

During the year under report, 2 meetings were held in the month of May, 1998 and August, 1998. The Committee reviewed the performance in the implementation of the Scheme.

### Parliamentary Consultative Committee Meetings

Parliamentary Consultative Committee for the Ministry of Labour was constituted on 21.08.1996. Four meetings of the Parliamentary Committee were held during the year under report wherein the Committee was apprised of the status of implementation of the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 and Schemes framed thereunder.

#### REGIONAL COMMITTEES

Para 4 of the Employees' Provident Fund Scheme, 1952 provides for constitution

of Regional Committees for each State to advise the Central Board of Trustees on matters connected with the administration of the Scheme in the State and in particular on :-

- Progress of recovery of provident fund contributions and other charges,
- expeditious disposal of prosecution,
- speedy settlement of claims,

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- annual rendering of accounts to members of the Fund, and
- speedy sanction of advances.

There are 18 Regional Committees constituted under Para 4 of Employees' Provident Fund Scheme, 1952. The term of the Regional committee is 3 years. Out of 18 Regional Committees, ten were due for reconstitution at the beginning of the year. Of these ten Regional Committees, five Regional Committees, namely, Andhra Pradesh, Bihar, Delhi, West Bengal and Rajasthan have been reconstituted. The matter for reconstitution of the remaining three Regional Committees namely, Karnataka, Kerala and Maharashtra is under consideration with the respective Regional Provident Fund Commissioners and State Governments. Region-wise position of meetings held during the year 1998-99 is as under:-

No. of Meetings held	Name of the Region		
3	Uttar Pradesh and Tripura		
2	Andhra Pradesh, Assam, Delhi, Gujarat, Haryana, Kerala, Madhya Pradesh, Maharashtra, Orissa, Punjab, Rajasthan, and Tamil Nadu.		
1	Bihar, Karnataka, Himachal Pradesh and West Bengal		

The Regional Committee considered the progress of recovery and dues, expeditious disposal of prosecutions, speedy settlement of claims, annual rendering of accounts to members of the fund, speedy sanction of advances, opening of offices, annual reports and annual audited accounts of their respective regions.

#### REGIONAL/SUB-REGIONAL/SUB-ACCOUNTS OFFICES

As a measure of de-centralisation and with a view to providing service nearer to the door steps of the members. Regional, Sub-regional and Sub-Accounts Offices are opened. There were 17 Regional, 61 Sub-Regional and 13 Sub-Accounts Offices at the end of the year.

#### INSPECTORATE OFFICES

Enforcement Officer is an important link between the Employees' Provident Fund Organisation and the employers of the covered establishments. Apart from attending to regular inspection work, he has also to perform an advisory role vis-à-vis the employers and workers in different establishments. The Enforcement Officer has to ensure that all coverable establishments/factories are duly covered under the Act and all employees eligible for membership of the Fund are duly enrolled by conducting inspections/surveys. To facilitate effective inspection of establishments, Inspectorates at various places have been opened.

There are 157 Inspectorate level Offices functioning all over the country. During the year 1,88,002 inspections were carried out. Out of 1,63,324 related to Unexempted establishments and 3376 related to Exempted establishments. 21,302 surveys were conducted to examine the potential for additional coverage which resulted in coverage of 17,926 new establishments during the year.

To provide education and guidance to members, the Organisation have opened "Service Centres" in locations, where there is concentration of workers. As on 31.3.99, there are 10 [ten] Service Centres functioning in different parts of the country.

#### ADMINISTRATIVE INSPECTIONS

To assess the effectiveness of the maintenance of basic records and adherence of the procedures prescribed in the Manual by the operational Offices, Administrative Inspections are carried out by the Central Inspection teams of various Regional Offices. Similarly, the inspections of Sub-Regional Offices are carried out by the Regional Commissioner's in-charge of the Regions. During the year under report,

Central Inspection team carried out inspections of 8 Regional Offices namely Patna, Thiruvananthapuram, Bangalore, Mumbai, Bhubaneshwar, Chandigarh, Jaipur and Chennai. Central Provident Fund Commissioner's carried out detail reviews as under:

National Academy for Training and		
Research in Social Security	:	1
Zonal Training Institutes		4
Sub-Zonal Training Institutes, Shillong		1
Regional Offices		17
Sub-Regional Offices	:	61
Sub-Accounts Offices		13

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#### CHAPTER IV

#### **EMPLOYEES' PROVIDENT FUNDS SCHEME 1952**

#### APPLICATION OF THE ACT

Employees' Provident Funds and Miscellaneous Provisions Act, 1952 extends to the whole of India except the State of Jammu and Kashmir. [The State Government of Jammu and Kashmir has instituted a separate Provident Fund Scheme with effect from 1st June 1961]

The Act initially applied to factories/establishments falling in 6 specified industries, i.e. (1) Cement, (2) Cigarettes, (3) Electrical, Mechanical or General Engineering Products, (4) Iron & Steel (5) Paper, (6) Textiles (made wholly or in part of cotton or wool or jute or silk whether natural or artificial) which had completed 3 years of existence and employed 50 or more persons. Through an amendment, establishments employing 20 or more persons were also brought under the purview of the Act with effect from 31st December, 1960 subject to the condition that 3 years must have elapsed from the date of setting up of establishments employing 50 or more persons and 5 years in case of establishments employing 20 or more persons but less than 50 persons.

Through another amendment of the Act w.e.f 22.9.97, infancy period of three years has been abolished.

The Act has been made applicable to new specified industries/classes of establishments from time to time. Presently, the Act is applicable to 177 specified industries/classes of establishments.

Employees' Provident Funds & Miscellaneous Provisions Act, 1952 as it stands is applicable to:

- every establishment which is engaged in any one or more of the industries specified in Schedule I of the Act or any activity Notified by Central Government in the Official Gazette;
- (ii) employing 20 or more persons.

The Act does not apply to Co-operative Societies/Establishment, employing less than 50 persons and working without the aid of power.

#### SCHEDULE OF INDUSTRIES/ CLASSES OF ESTABLISHMENTS

Presently, 177 Industries/Classes of establishments are covered under the Employees' Provident Funds and Miscellaneous Provisions Act, which are listed in **Appendix-A.2**. An analysis of Appendix-A.2 would reveal that factories/ establishments in major sectors of the economy have been covered under the Act. These include factories/establishments in Primary, Secondary, Trading, Commercial and Service Sectors of the economy. The distribution of Industries/Classes of establishments covered under the Act, falling under various sectors of the economy based on National Industrial Classification(NIC) is given in Table-1.

TABLE:	1			
SCHE	OULE OF I	NDUSTRIES/CLASSES OF ESTABLISH NATIONAL INDUSTRIAL CLASSIFICA		NG TO
Sr. No.	NIC Division No.	Name of the Division	No. of Industries/ Classes of Estts.	% to Total
PRIMAR	Y SECTO	R		
1	0	Agriculture, Forestry and Fishing	10	5.65
2	1	Mining and Quarrying	36	20.34
3	2&3	Manufacturing including repairs	91	51.41
4	4	Electricity, Gas and Water	1	0.57
5	5	Construction	1	0.57
6	6	Hotels	6	3.39
SERVIC	E SECTO	2		
7	7	Transport, Storage and Communication	7	3.95
8	8	Financing, Insurance, Real estate and Business services	9	5.08
9	9	Community, Social and Personnel services	16	9.04
		TOTAL	177	100

#### ESTABLISHMENTS COVERED

Continued efforts were made by the Organisation through the system of intensive inspections to bring within the purview of the Act all coverable establishments and also to ensure that the benefits available under the Act/Schemes are extended to all eligible employees of covered establishments. At the gross level 21855 new establishments were covered during the year as against 21751 establishments during the previous year. After accounting for 2629 establishments, which were either decovered or adjusted due to reconciliation of figures by the Regions, the net addition to establishments over the previous year was 19226 establishments during the year.

#### MEMBERS ENROLLED

At the inception of the Employees' Provident Funds Scheme, 1952 an employee who was in receipt of pay upto Rs.300/- p.m. and who worked for one year was eligible for membership of the Fund. As a result of amendments made from time to time, the conditions of eligibility for membership has been liberalised in favour of the employee. Liberalisation that have taken place by way of amendment to Employees' Provident Fund Scheme, 1952 for enrolment to membership with regard to wage limit (Para 2(f)) and qualifying period of service (Para 26) are given below:-

Chronological event in the change of wage limit under Employees' Provident Funds Scheme, 1952 (Para 2(f)) for membership			
Period	Wage limit per month		
01.11.1952 to 31.05.1957	Rs. 300/-		
01.06.1957 to 30.12.1962	Rs. 500/-		
31.12.1962 to 10.12.1976	R s. 1,000/-		
11.12.1976 to 31.08.1985	Rs. 1,600/-		
01.09.1985 to 31.10.1990	Rs. 2,500/-		
01.11.1990 to 30.09.1994	Rs. 3,500/-		
01.10.1994 onwards.	R s. 5,000/-		

Qualifying period of service Eligibility for enrolment to the membership of the Fund (Para 26 of the E.P.F.Scheme, 1952)				
From the inception of the EPF Scheme, in 1952 till	Completion of one year's continuous service or has actually worked for not less than 240 days within a period of one year or less, whichever is earlier.			
From 03.12.1971 to 09.08.1974	Completion of one year's continuous service or has actually worked for not less than 240 days within a period of one year or less or has been declared permanent in any such factory or other establishment whichever is the earliest.			
From 10.08.1974 to 30.01.1981	Completion of six months continuous service or has actually worked for not less than 120 days within a period of six months or less or has been declared permanent in any such factory or other establishment, whichever is the earliest.			
From 31.01.1981 to 31.10.90	Completion of three months continuous service or has actually worked for not less than 60 days within a period of three months or has been declared permanent in any such factory or other establishment, whichever is the earliest.			
From 01.11.1990 onwards	From the date of joining the factory/ establishment			

During the year 39,36,301new Members were enrolled at the gross level comprising of 37,10,336 in the Unexempted category and 2,25,965 in the Exempted category. After accounting for the ceased Members, the net addition during the year was 18,99,747 Members. The details of the coverage of establishments and enrolment of members is given in Table-2.

TABLE:2					
COVERAGE OF ESTABLISHMENTS AND ENROLMENT OF MEMBERS					
	UN-EXEMPTED	EXEMPTED	TOTAL		
ESTABLIS HMENTS					
As on 31.03.1998	296256	2948	299204		
Add.: Covered during year	21446	409	21855		
Less: decovered	2395	234	2629		
As on 31 3.1999	315307	3123	318430		
Net Addition over the previous Year	19051	175	19226		

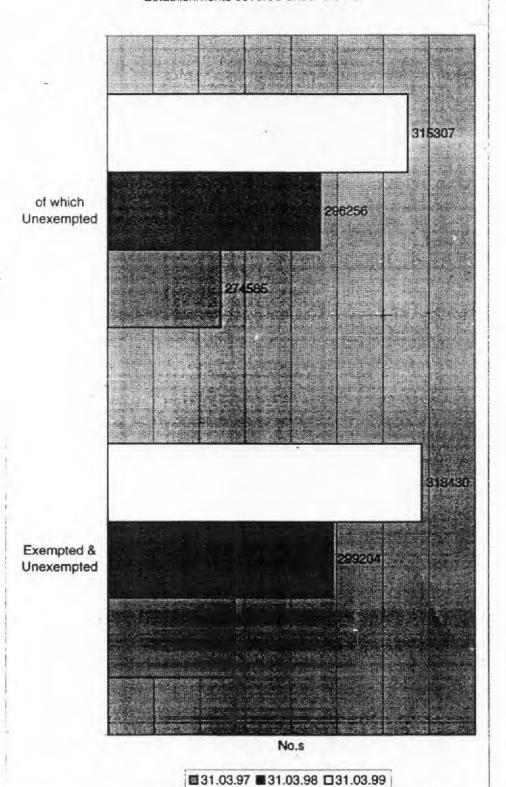
MEMBERS			
	UN-EXEMPTED	EXEMPTED	
As on 31.03.1998	16816421	4403122	21219543
Add: enrolled during the year	3710336	225965	3936301
Less: ceased during the year	1516037	520517	2036554
A s on 31.03.1999	19010720	4108570	23119290
Net Addition over the previous Year	2194299	(-)294552	1899747

Region-wise position of establishments and members are given in Table-3.

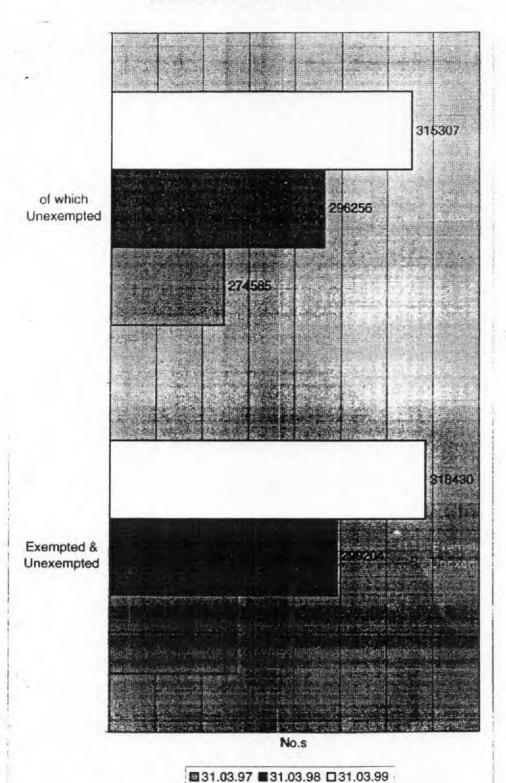
TABLE-3

REGION-WISE ESTABLISHMENTS & MEMBERS COVERED UNDER E.P.F. SCHEME, 1952								
-	ESTABLISHMENTS			MEMBERS				
Name of the Region	Exempted	Un- Exempted	Total	%age to total	Exempted	Un- Exempted	Total	%age to total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
AP	132	24724	24856	7.81	288169	1393758	1681927	7.27
BR	215	9627	9842	3.09	408855	427996	836851	3.62
DL	227	21261	21488	6.75	317395	981386	1298781	5.62
GJ	93	29752	29845	9.37	229338	1405340	1634678	7.07
HR	28	10910	10938	3.43	54352	533659	588011	2.54
HP	8	1525	1533	0.48	5282	79829	85111	0.37
KN	122	21521	21643	6.80	322996	1323728	1646724	7.12
KR	74	11518	11592	3.64	56981	641446	698427	3.02
MP	39	11498	11537	3.62	125964	755403	881367	3.81
MH	771	45543	46314	14.54	776418	3023994	3800412	16.44
NR	35	3361	3396	1.07	44729	178551	223280	0.97
OR	53	6388	6441	2.02	111305	453271	564576	2.44
PN	26	14804	14830	4.66	40174	1273642	1313816	5.68
RJ	40	9056	9096	2.86	124415	585047	709462	3.07
TN	410	40921	41331	12.98	418109	3157214	3575323	15.46
UP	190	25150	25340	7.96	240255	1131760	1372015	5.93
WB	660	27748	28408	8.92	543833	1664696	2208529	9.55
TOTAL	3123	315307	318430	100	4108570	19010720	23119290	100

### Establishments covered under the Act



#### Establishments covered under the Act



Provident Fund Members
(Nos in Lakhs)

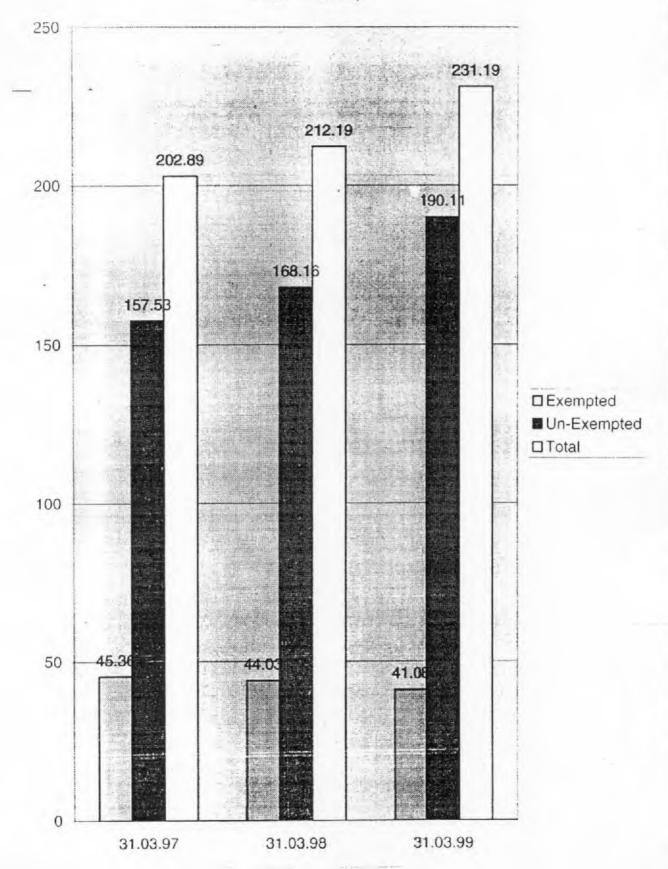


Table-4 indicates the listing of regions in terms of concentration of members. Maharashtra Region followed by Tamil Nadu Region has the largest number of members. It would also be noted that around 70% of the establishments and members are concentrated in seven regions namely Maharashtra, Tamil Nadu, West Bengal, Gujarat, Andhra Pradesh, Uttar Pradesh and Karnataka.

LIS	TING OF REGIONS	IN TERMS OF C	ONCENTRATI	ON OF MEN	MBERS
S.No.	Region Name	Establishments	%age of the total	Members	% age of the total
1.	Maharashtra	46314	14.54	3800412	16.44
2.	Tamil Nadu	41331	12.98	3575323	15.46
3.	West Bengal	28408	8.92	2208529	9.55
4.	Andhra Pradesh	24856	7.81	1681927	7.27
5.	Karnataka	21643	6.80	1646724	7.14
6.	Gujarat	29845	9.37	1634678	7.07
7.	Uttar Pradesh	25340	7.96	1372015	5.93
8.	Punjab	14830	4.66	1313816	5.68
9.	Delhi	21488	6.75	1298781	5.62
10.	Madhya Pradesh	11537	3.62	881367	3.81
11.	Bihar	9842	3.09	836851	3.62
12.	Rajasthan	9096	2.86	709462	3.07
13.	Kerala	11592	3.64	698427	3.02
14.	Haryana	10938	3.43	588011	2.54
15.	Orissa	6441	2.02	564576	2.44
16.	N.E. Region	3396	1.07	223280	0.97
17.	Himachal Pradesh	1533	0.48	85111	0.37
	TOTAL	318430	100	23119290	100

#### CONCENTRATION OF MEMBERS- INDUSTRY-WISE

There are in all 177 Schedule of Industries/Classes of establishments to which the Employees' Provident Funds and Miscellaneous Provisions Act. 1952 is applicable. However, there are only five Schedule Industries in which maximum percentage of members are concentrated. The five industries are Electrical. Mechanical or General Engineering establishments, Textile, Trading

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Table-4 indicates the listing of regions in terms of concentration of members. Maharashtra Region followed by Tamil Nadu Region has the largest number of members. It would also be noted that around 70% of the establishments and members are concentrated in seven regions namely Maharashtra, Tamil Nadu, West Bengal, Gujarat, Andhra Pradesh, Uttar Pradesh and Karnataka.

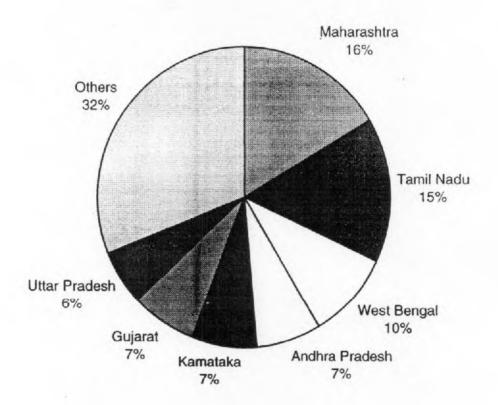
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## CONCENTRATION OF MEMBERS- INDUSTRY-WISE

There are in all 177 Schedule of Industries/Classes of establishments to which the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 is applicable. However, there are only five Schedule Industries in which maximum percentage of members are concentrated. The five industries are Electrical, Mechanical or General Engineering establishments, Textile, Trading

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## **Regional Concentration of Members**

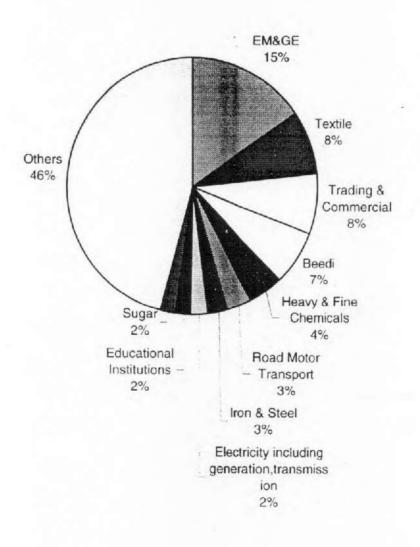


& Commercial, Beedi and Heavy and Fine Chemicals. These five industries account for 42.23% of the total membership.

Twenty-five schedule of industries/classes of establishments account for 69.14% of the total membership. Concentration of members and Establishments in this top 25-industries/ schedule of establishments is given in Table: 5.

	*	ESTABLISH	HMENTS	MEMBERS		
SI.No	Industry	Numbers	% to Total	Numbers	% to Total	
1	Electrical Mechanical or General Engineering	49489	15.54	3559171	15.39	
2	Textile	16717	5.25	1839980	7.96	
3	Trading and Commercial Establishments	34623	10.87		7.52	
4	Beedi	4440	1.39	1602726	6.93	
5	Heavy & Fine Chemicals	10071	3.16	1024008	4.43	
6	Road Motor Transport Establishments	5065	1.59	739608	3.20	
7	Iron & Steel	4172	1.31	608565	2.63	
8	Electricity including generation, transmission	2580	0.81	508667	2.20	
9	Educational Institutions	18007	5.65	479005	2.07	
10	Sugar	2764	0.87	447853	1.94	
11	Tea	1071	0.34	382650	1.66	
12	Garments making factories	2996	0.94	310251	1.34	
13	Rubber and Rubber products	2568	0.81	263213	1.14	
14	Hotels	6930	2.18	249776	1.08	
15	Automobile Repairing and Servicing	2057	0.65	243100	1.05	
16	Printing and Binding	8631	2.71	240784	1.04	
17	Paper	1612	0.51	229872	0.99	
18	Jute	105	0.03	209758	0.91	
19	Cement	758	0.24	207060	0.90	
20	Bank	1597	0.50	195336	0.84	
21	Building and Construction	3663	1,15	192824	0.83	
22	Engineers and Engineering Contractors	4086	1.28	192458	0.83	
23	Hospitals	2557	0.80	178558	0.77	
24	Establishments rendering export services	3158	0.99	174456	0.75	
25	Glass	1828	0.57	170455	0.74	
	TOTAL OF 25 INDUSTRY/CLASSES OF ESTABLISHMENTS	191545	60.14	15989160	69.14	
W	TOTAL COVERAGE	318430	100.00	23119290	100.00	

## Industry Concentration of Members



## VOLUNTARY COVERAGE

An establishment which is not otherwise coverable under the Act can be covered voluntarily with the mutual consent of the employer and the majority of its employees, under Section 1(4) of the Act. As on 31st March 1999, the number of voluntarily covered establishments were 22502. During the year 1998-99 additional 1925 establishments were notified for voluntary coverage under the Act as against 1623 establishments during the year 1997-98.

## RATE OF CONTRIBUTION

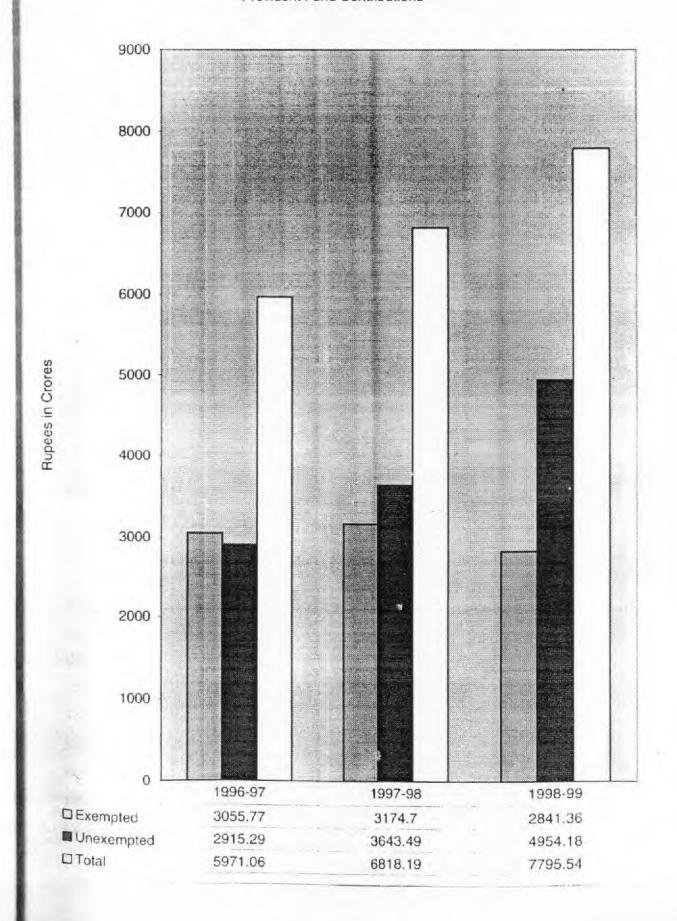
- (i) Government issued Notification dated 9th April 1997 enhancing Provident Fund contribution rate from 8.33% to 10%. With this, 172 categories of industries/establishments out of 177 categories notified will be paying Provident Fund contribution @ 10% w.e.f. 1.5.1997.
- (ii) Government through an Ordinance dated 22nd September, 1997 increased the contribution rate towards Provident Fund as under:
  - (a) Establishments paying contribution @ 8.33% to 10%.
  - (b) Establishments paying contribution @ 10% to 12%.

Contribution @ 10% of the wages is applicable in respect of following industries/class of establishments:

- (i) Any establishment in which less than twenty persons are employed:
- Any sick industrial company as defined in clause (O) of sub-section (I) of section 3 of the Sick industrial Companies (Special Provisions) Act, 1985 (1 of 1986) and which has been declared as such by the Board for Industrial and Financial Re-construction established under Section 4 of that Act, for the period commencing on and from the date of registration of the reference in the Board and ending either on the date by which the net worth of the said company becomes positive in terms of the orders passed under sub-section (2) of section 17 of that Act or on the last date of implementation of the scheme sanctioned under section 18 of the Act.
- (iii) Any establishment which has at the end of any financial year accumulated losses to or exceeding its entire net worth that is, the sum total to or exceeding its entire net worth that is, the sum total of paid up capital and free reserves and has also suffered cash losses in such financial year and the financial year immediately preceding such financial year Explanation for the purposes of clause (iii), "Cash loss " means loss as computed without providing for depreciation;
- (iv) Any establishment in the :- (a) Jute Industry (b) Beedi Industry (c) Brick Industry (d) Coir Industry other than the spinning sector and (e) Guar gum factories:

The list of Industries/Classes of establishments to which the enhanced

#### Provident Fund Contributions



rate of contribution is applicable in Appendix -A.3.

#### CONTRIBUTION RECEIVED

During the year, Rs.7795.54 crore were received as provident fund contributions. Out of this Rs.4954.18 crore were collected from un-exempted establishments by the Organisation and Rs.2841.36 crore were transferred to respective Board of Trustees by the exempted provident funds.

TABLE:6	PROVIDENT FUND CONTRIBUTIONS RECEIVED (Rs. in crores)									
Year	Exempted Sector	Percentage variation over previous year	Unexempted	Percentage variation over previous year	Total contribution	Percentage variation over the previous year				
1994-95	2281.02	-5.49	2795.87	10.03	5076.89	2.46				
1995-96	2562.85	12.35	3203.02	14.56	5765.87	13.57				
1996-97	3055.77	19.23	2915.29	-8.98	5971.06	3.55				
1997-98	3174.70	3.89	3643.49	24.98	6818.19	14.19				
1998-99	2841.36	-10.49	4954.18	35.98	7795.54	14.33				

#### INVESTMENT

The contributions received by the Employees' Provident Fund Organisation in respect of un-exempted establishments as well as the Board of Trustees of exempted establishment are to be invested after making payments on account of advances and final withdrawal in accordance with the pattern laid down by the Government of India from time to time. Right from the time of inception RBI had been handling the work of investment of Employees' Provident Fund monies. However, from 01.04.95, this job has been handed over to the Securities Services Branch of State Bank of India, Mumbai. The State Bank of India is required to follow certain broad guidelines and maintain the pattern of investment notified by the Government of India. The pattern of investment prescribed by the Govt. of India w.e.f. 1st April, 1998 is indicated

	Investment Pattern	Percentage of Amount to be invested		
rí)	Central Government Securities	Twenty five percent		
(ii)	<ul> <li>a) Government Securities as defined in Section 2 of the Public Debt Act, 1944 (18 of 1944) created and issued by the State Government; and/or.</li> <li>(b) Any other negotiable securities the principal whereof and interest whereon is fully and unconditionally guaranteed by the Central Government or any State Government except those covered under (iii) (a) below.</li> </ul>	Fifteen percent		
iii)	<ul> <li>(a) Bonds/Securities of 'Public Financial Institutions as specified under Section 4(a) of the Companies Act. "Public Sector Companies" as defined in Section 2(36-A) of the Income tax Act, 1961, including public sector banks and</li> <li>(*) the Infrastructure Development Finance Company Limited (IDFC) and/or</li> <li>(b) Certificates of deposits issued by a public sector bank.</li> </ul>	Forty percent		
IV)	To be invested in any of the above three categories as decided by the Board of Trustees	Twenty percent		
v)	The Board of Trustees, subject to their assessment of the risk return prospects, may invest upto 10% out of (iv) above, in private sector bonds/securities which have an investment grade rating from at least two credit rating agencies.			

## (\*) This clause added by Notification dated 10.3.1998

Where any money are received on the maturity of earlier investment under category (i),(ii) and (iv) above such moneys, reduced by obligatory outgoing, shall be invested in accordance with the new investment pattern prescribed. Where moneys are received on maturity of deposits under the Special Deposit Scheme and interest thereon, such moneys can be invested under the Special Deposit Scheme. Similarly, interest received under categories (i) (ii) and (iv) above may be reinvested in the same category. The investment pattern prescribed is required to be achieved by the end of a financial year.

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#### PORTFOLIO MANAGEMENT

Since the inception of the provident fund scheme, the portfolio management of the fund was being handled by the Reserve Bank of India. However, during 1994-95, RBI as a matter of policy decided to discontinue its function as portfolio managers. As a result, alternative avenues for portfolio management were explored by the Organisation. The Central Board of Trustees have appointed the State Bank of India to act as portfolio managers for the Employees' Provident Fund Organisation. This arrangements has taken effect from 1.4.95.

## INVESTMENT MADE (UN-EXEMPTED SECTOR)

The total investment of Provident Fund accumulations in respect of unexempted establishments as on 31.3.99 amounted to Rs.41309.57 crore. The net investment made during the year was Rs.5712.06 crore as against Rs. 4281.74 crore during the previous year. Investment made during the year is given in Table-7.

TAB	LE:7						
	PRO				MADE DUF	20,000,000,000	-99
SI,No	Interest Rate	SDS	Central Govt.	State Govt.	State Govt. Guaranteed	P.S.F.I.	Total
1	12.00%	3712.65	40.00		**	+-	3752.65
2	12.10%		60.00				60.00
3	12.15%		10.00	95.00			105.00
4	12.22%		43.30		144		43.30
5	12.25%		267.25				267.25
6	12.29%		71.50		***		71.50
7	12 30%	22	24	64.45		22	64.45
8	12.35%	4-		**	7.50		7.50
9	12.40%		28.00	.,	-		28.00
10	12.50%		50.00	210.48	3.00		263.48

				Withdrawal of Se	ecurities	(-)	5713.76 1.70
				Redemption/Ma proceeds during (-)			325.36
						_	6039.12
				Accepted Securit	ties during	(+)	34.24
_	Total	3712.03	500.05	Gross Total Inv		1221.13	6004.88
	Total	3712.65	600.05	385.93	78.50	1227.75	6004.88
28	15.00%				10.00	-	10.00
27	14.75%	-			15.00		15.00
26	14.50%				13.00	55.50	13.00
25	14.45%					50.00	50.00
24	14.30%		-			55.00	55.00
23	14.25%				5.00	49.00	54.00
22	14.20%	12.4				5.00	5.00
21	14.10%				44	160.75	160.75
20	14.00%	-		-	44	726.00	726.00
19	13.75%			-		75.00	75.00
18	13.65%		14.00				14.00
17	13.60%					35.00	35.00
16	13.55%					50.00	50.00
15	13.50° o			**		7.00	7.00
14	13.42%		44	**		5.00	5.00
13	13.25%				25.00	77	25.00
12	13 05%		16 00	16.00			32.00
11	13.00° o	44		**		10.00	10.00

Investment portfolio data of E.P.F. [Main Account] is at **Appendix S.1 (i** & ii). It would be seen from this that out of a holding of Rs.41309.57crores, investments in securities bearing interest ranging from 3% to 6% are only Rs.288.10 crore i.e. 0.70%.

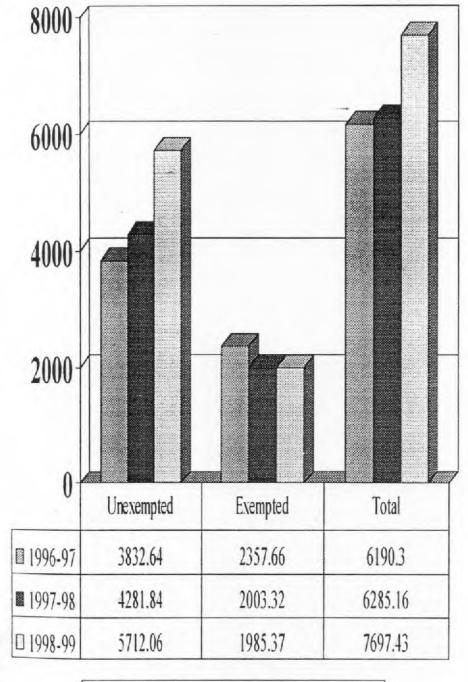
during the year

Investment

5712.06

Net

# **Investment of Provident Fund Money**



■ 1996-97 ■ 1997-98 □ 1998-99

(i

## INVESTMENT MADE (EXEMPTED SECTOR)

The exempted establishments are also required to follow the same pattern of investment as is prescribed for the Un-exempted Funds by the Government of India. The total investment of the Provident Fund accumulations in respect of exempted establishments as on 31.3.99 amounted to Rs.28691.42 crore. The net investments during the year 1998-99 figured as Rs.1985.37 crore as against Rs.2003.32 crore during the previous year. Investment made during the year is given in Table-8.

T ABLE-8	
INVESTMENTS MADE BY EXEMPTED ESTABLISHMEN	NT DURING 1998-99
Category of Investment	Amount Invested [Rs. Crores]
Central Government Securities	538.29
Government Securities created and issued by any State Government and guaranteed securities	661.88
Special Deposit Scheme	788.31
Bonds/ Securities of Public Financial Institutions and Certificate of deposits issued by a Public Sector Bank	1029.15
TOTAL	3017.63
Less Redemption	1032.26
TOTAL NET INVESTMENT	1985.37

Thus, the total net investment of Provident Fund accumulations in respect of both exempted and un-exempted establishments amount to Rs. 7697.43 crore during 1998-99 as against Rs. 6,285.06 crore during the previous year.

#### RATE OF INTEREST TO MEMBERS

Under paragraph 60(1) of the Employees' Provident Funds Scheme, 1952 the Central Government on the recommendation of the Central Board of Trustees declares the rate of interest to be credited to the accounts of Provident Fund members annually. The rate of interest has gradually been raised

periodically. An interest of 12% has been declared for the members of the unexempted Fund for the year 1999-2000

Year	Percentage rate of interest declared	Year	Percentage rate of interest declared
1952-53	3.00	1975-76	7.00
1953-54	3.00	1976-77	7.50
1954-55	3.00	1977-78	- 8.00
1955-56	3.50	1978-79	8.25 + .5% bonus***
1956-57	3.50	. 1979-80	8.25
1957-58	3.75	1980-81	8.25
1958-59	3.75	1981-82	8.50
1959-60	3.75	1982-83	8.75
1960-61	3.75	1983-84	9.15
1961-62	3.75	1984-85	9.90
1962-63	3.75	1985-86	10.15
1963-64	4.00	1986-87	11.00
1964-65	4.25	1987-88	11.50
1965-66	4.50	1988-89	11.80
1966-67	4.75	1989-90	12.00
1967-68	5.00	1990-91	12.00
1968-69	5.25	1991-92	12,00
1969-70	5.50	1992-93	12.00
1970-71	5.70	1993-94	12
1971-72	5.80	1994-95	12*
1972-73	6.00	1995-96	12*
1973-74	6.00	1996-97	12*
1974-75	6.50	1997-98	12*
On Monthly ru	unning balance	1998-99	12*
		amount fro	12* I not withdraw any om their P.F. during -77 & 1977-78

#### ARREAR DEMAND - PROVIDENT FUND DUES - UNEXEMPTED SECTOR

At the end of the financial year 1997-98, there was an outstanding arrear demand of Rs. 28617.52 lakhs. This was increased due to additional recovery

certificates of Rs. 16183.25 lakhs. Thus total workload for 1998-99 for recovery became Rs. 44800.77 lakhs. Rs. 10969.04 lakhs have been recovered through recovery machinery leaving a balance of Rs. 33831.73lakhs at the end of the financial year 1998 –99.

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Recovery during the corresponding period of previous year was Rs. 13070.92 lakhs. Thus there is decrease of Rs. 2101.88 lakhs. The balance has increased by Rs. 5214.21 lakhs as compared to closing balance of previous year 1997-98. During the period under report the responsibility of disposal of cases under section 7A/14B of the Act was given to Assessing Officers. They were also made responsible for collection of current demand as well as arrear demand. The increase in closing balance of arrear demand is as a result of maximum disposal of case Under Section 7A/14B and collection of current demand. Some cases were added by issuing Recovery Certificate during the year 1998-99 in compelling circumstances. i.e. probable cases of closure of establishments etc.

The major portion of arrears is concentrated in four regions namely Madhya Pradesh, Maharashtra, Uttar Pradesh and West Bengal. These four regions account for arrears of Rs. 18561.40 lakhs which constitutes 54.86 % of the total arrears. The Region-wise position is given in Table - 9

TABLE: 9
PROVIDENT FUND ARREARS - UN-EXEMPTED SECTOR - Rs. in lakhs

Region	Opening Balance as on 1.4.98	Added during the year 1998-99	Total workload of 1998-99	Collection during 1998-99	Closing Balance as on 31.3.99	Amount collected corresponding period of Previous Year 1997-98	(+) In	narks crease crease
A. Pradesh	1259.61	933.87	2193.48	629.04	1564.44	434.93	(+)	194.11
Bihar	1588.09	688.86	2276.95	760.52	1516.43	270.78	(+)	489.74
Delhi	267.44	166.88	424.32	65.76	358.56	137.98	(-)	72.22
Gujarat	2354.76	458.19	2812.95	806.57	2006.38	285.62	(+)	520.95
H.P	-	157.21	157.21	32.65	124.56	4	(+)	32.65
Haryana	1422.14	356.89	1779.03	258.02	1521.01	178.54	(+)	79.48
Karnataka	699.23	1430.46	2129.69	908.84	1220.85	90.73	(+)	818.11
Kerala	476.27	741.22	1217.49	552.40	665.09	611.61	(-)	59.21
M. Pradesh	4051.14	1349.91	5401.05	597.64	4803.41	703.39	(-)	105.75
Maharashtra	3920.53	1727.66	5648.19	713.21	4934.98	932.59	(-)	219.38
NE Region	166.63	100.51	267.14	82.36	184.78	295.87	(-)	213.51
Orissa	1671.82	779.61	2451.43	419.40	2032.03	482.37	(-)	62.92
Punjab	910.97	543.48	1454.45	501.97	952.48	328.97	(+)	173.00
Rajasthan	646.58	616.22	1262.80	191.32	1071.48	286.08	(-)	94.76
Tamilnadu	1467.46	1626.12	3093.58	1041.34	2052.24	450.77	(+)	590.57
U. Pradesh	3990.06	2402.98	6393.04	1843.52	4549.52	2241.91	(-)	398.39
West Bengal	3724.79	2113.28	5837.97	1564.48	4273.49	5338.78	(-)	3774.30
Total	28617.52	16183.25	44800.77	10969.04	33831.73	13070.92	(-)	2101.88

## **PUBLIC & PRIVATE SECTOR ARREARS**

Bifurcation of arrears belonging to Public and Private Sector are given in Table-10.

TABLE:10

## PUBLIC & PRIVATE SECTOR PROVIDENT FUND ARREARS - UNEXEMPTED SECTOR

(Rs. in lakhs)

Region	Public	Sector	Private	Sector	[Public+Priva te] Sector	Closing Balance as on 31.3.99	
	Number of Certificate Cases	Amount in Lakhs	Number of Certificate Cases	in Lakhs	Number of Certificate Cases	Amount in Lakhs	
Andhra Pradesh	123	290.93	1801	1273.51	1924	1564.44	
Bihar	35	593.37	7.39	923.06	774	1516.43	
Delhi	9	34.62	383	323.94	392	358.56	
Gujarat	67	607.25	1069	1399.13	1136	2006.38	
H.P.	4	22.40	110	102.16	114	124.56	
Haryana	15	9.35	1101	1511.66	1116	1521.01	
Karnataka	20	84.00	727	1136.85	747	1220.85	
Kerala	104	132.12	511	532.97	615	665.09	
Madhya Pradesh	91	2789.55	1392	2013.86	1483	4803,41	
Maharashtra	223	2367.85	758	2567.13	981	4934.98	
North East	37	131.66	171	53.12	208	184.78	
Orissa	271	1700.04	316	331.99	587	2032.03	
Punjab	52	751.96	790	200.52	842	952.48	
Rajasthan	46	80.33	1707	991.15	1753	1071.48	
Tamilnadu	231	565.97	2926	1486.27	3157	2052.24	
Uttar Pradesh	271	2874.09	1055	1675.43	1326	4549.52	
West Bengal	122	1556.71	1449	2716.78	1571	4273.49	
Total	1721	14592.20	17005	19239.53	18726	33831.73	

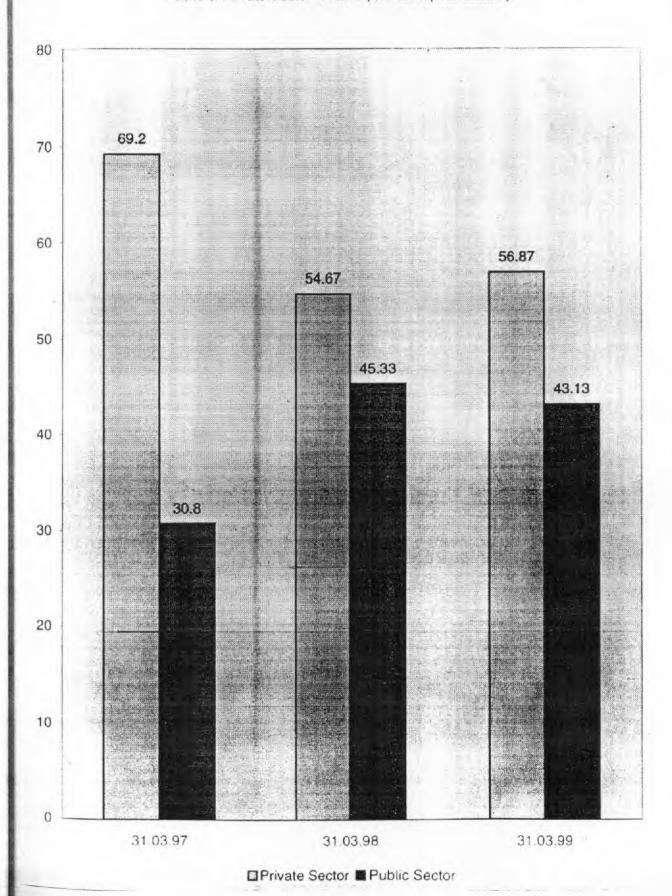
Out of the total 18726 certificate cases of unexempted establishments, 17005 cases belong to the Private Sector and 1721 cases fall under the Public Sector. In terms of amount, out of the total default of Rs. 33831.73 lakh, Private Sector account for Rs. 19239.53 lakhs and Public Sector Rs. 14592.20 Lakhs. In percentage terms Private sector account for 56.87 of the total default and the remaining 43.13 in the Public Sector.

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194.11 489.74 72.22 520.95 32.65 79.48 818.11 59.21 105.75 219.38 213.51 62.92 173.00 94.76 590.57 398.39 3774.30 2101.88

-

Public & Private Sector Arrears (Un-exempted Sector)



#### STATUS OF ARREARS

Out of the total default of Rs. 338.31 crores, an amount of Rs. 262.34 crores fall under un-realisable category leaving a balance of Rs.75.97 crores realisable through departmental action. The arrears falling under un-realisable category could not be recovered over the years due to various reasons, such as, its recovery being

- disputed in courts,
- factories having gone into liquidation,
- recovery barred by the Acts of Central/State Governments,
- factories declared sick by the Board of Industrial & Financial
   Reconstruction or:
- factories in respect of which Rehabilitation Scheme had been sanctioned by the BIFR.

Un-realisable amount accounts for 77.54% of the arrears demand. Rs. 3.47 crores were covered by instalment schemes. The recovery of instalment is being monitored regularly by the field Offices. Break-up indicating the reason and category for default falling in un-realisable category is given in Table:12

TABLE:12	Realisable	Un-realisable	Total - Balance as on 31.3.99
Unexempted Sector (Rs. Crore)	75.97	262.34	338.31

and the	Number of cases	Amount involved (Rs. Crore)
UNEXEMPTED SECTOR		
a) Stay by Courts	1750	83.43
b) Registered under BIFR	995	113.30
c) Under Liquidation	696	29.03
d) Under Instalment facility	409	3.47
e) Stay by other authorities	687	33.11
Total :	4537	262.34

List of Un-exempted establishments which were in default of Provident Fund dues of Rs.10 lakh and above, as on 31st March, 99 is given at **Appendix** - A-4.

#### OTHER ARREARS

Apart from the above an amount of Rs. 20.64 crore on account of administration and inspection charges and Rs. 94.65 crores on account of penal damages were in arrears at the end of the year.

#### ACTION TAKEN TO ARREST THE ARREARS

Following actions were taken by the Organisation for recovery of dues against the defaulting establishments:-

- (i) Action under Section 7A of the Act.
- (ii) Recovery action under Section 8 of the Act.
- (iii) Action under Section 14B for levy of Damages for belated remittances.
- (iv) Prosecution cases under Section 14 of the Act.
- (v) Prosecution cases under Section 406/409 of the IPC launched with the Police Authorities.
- (vi) Action under section 110 Cr. P.C for filing applications before Executive Magistrate against persistent defaulters to execute bond for rendering good behaviour.

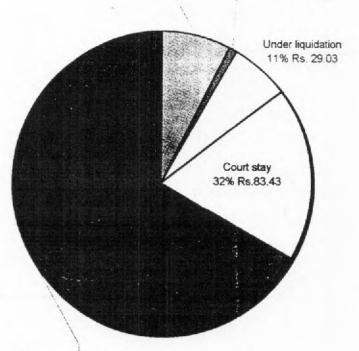
## [I] Action taken under Section 7A of the Act.

The dues were determined in terms of provisions contained in Section 7A of the Act by the Assessing Officers. The status of initiation and disposal of assessment cases is given in Table:13.(A) & (B)

# Status of Locked up P. F. Arrears - Unexempted Sector (In percentage terms and amount in Rs. Crores)

Stay by other authorities 13% Rs. 33.11

Under instalment facility 1% Rs. 3.47



Registered under BIFR 43% Rs. 113.30

TABLE - 13-A

## STATUS OF DISPOSAL OF ASSESSMENT CASES UNDER SECTION 7A OF THE ACT

Region	Opening Balance as on 1.4.98	Case s initiated (1998-99)	Total workload	Cases disposed (1998-99)	Closing Balance as on 31.3.1999
(1)	(2)	(3)	(4)	(5)	(6)
AP	105	1716	1821	1649	172
BR	226	276	502	271	231
DL	289	270	559	141	418
GJ	406	532	938	468	470
HP	368	374	742	366	376
HR	47	111	158	86	72
KN	174	961	1135	868	267
KR	140	941	1081	933	148
MH	833	1008	1841	1174	667
MP	781	715	1496	680	816
NR	112	221	333	177	156
OR	318	701	1019	774	245
PN *	290	707	997	621	376
RJ	382	374	756	454	302
TN	218	3560	3778	3416	362
UP	967	717	1684	1147	537
WB	621	2803	3424	1863	1561
Total	6277	15987	22264	15088	7176

TABLE:13-B		
STATUS OF DISPOSAL OF ASSESSMENT CASES UND	DER SECTION 7A OF	THE ACT
4	1997-98	1998-99
Opening Balance	5738	6277
Add - Cases initiated during the year	12563	15987
TOTAL WORKLOAD	18301	22264
Less - Cases disposed during the year	12025	15088
Closing balance at the end of the year	6276	7176
PERIODICITY OF PENDING CASES	-	
Less than six months	3419	4583
Six months to one year	1851	1328
One to three years	719	926
Beyond three years	287	339

### [II] Action taken under Section 8 of the Act.

During the year 6305 revenue recovery certificates were issued covering Rs.122.40 crore of Provident Fund arrears. This added to the brought forward un-executed recovery certificates constituted a workload of 24840 cases involving an amount of Rs.538.28 crore. Out of this 6899 certificates were executed by recovering an amount of Rs. 170.18 crore. At the close of the year 17941 certificates were pending involving an amount of Rs.368.10 crore. The region-wise data of certificates issued, executed and pending at the end of the year is given at Appendix S-3.

## [III] Action taken under Section 14B of the Act. (Levy of damages)

Amount pending for realisation at the beginning of the year was Rs. 6673.79 lakhs. Rs. 4055.46 lakhs levied during the year. Total amount realised was Rs. 10729.15 lakhs. Out of these, Rs.1263.83 lakh were recovered. A

sum of Rs. 9465.32 lakh were outstanding for collection at the end of the year Region-wise details of penal damages imposed, collected and outstanding at the end of the year are given in **Appendix S-2**.

### [IV] Action taken under Section 14 of the Act.

Prosecution cases were filed in the Criminal Courts in terms of the provisions contained in Section 14 of the Act against defaulting establishments and employers. Status position of these cases are given in Table:14 and the Region-wise position appears at **Appendix-S.4**.

Opening balance as on 01.04.98		35439 *
Add - cases launched in 98-99		3296
TOTAL CASES FOR DISPOSAL		38735
CASES DECIDED DURING 98-99		
Convicted	1258	
Acquitted/admonished	417	
Withdrawn	245	
Discharged	266	2186

<sup>\*</sup> Revised

## (V) Action taken under Section 406/409 of IPC.

Cases were filed with police authorities under Sections 406/409 of Indian Penal Code against the employers for non-remittance of the Provident Fund contributions. The details of FIRs filed before the Police authorities by the Organisation, Challans filed by the Police in Courts and Complaints directly filed in Courts is given in Tables:15 & 16 respectively. Region-wise data of the cases filed before the Police and other details on the disposal and pendency are given at Appendix.S-5 (Part I & II)

TABLE:15	
PROSECUTION CASES UNDER SECTI [Cases filed with Police Au	
FIRs pending with Police on 1.4.98	5993*
FIRs filed with the police during 1998-99	1111
FIRs dropped by the Police	95
Challans filed by the Police in Courts	12
FIRs pending with the Police on 31.3.99	6997

TABLE:16		
FIRS UNDER SECTION	406/409 IP	C-[FILED IN COURTS]
Prosecution cases pending before Courts as on 1.4.98	e the	493*
Challans filed by the Police in Cou during the year	ırts	9
Complaints filed directly in Courts		
Total cases for disposal before Courts		502
CASES DECIDED DURING 1998-	99	
Convicted		
Acquitted/admonished	1	
Discharged		1
Cases Pending for disposal on 31.	03.99	501

#### \* Revised

Apart from the above, instructions to all Regional Provident Fund Commissioners for the following action has been issued from time to time -

- to seek the help of the State Government for recovery of arrears.
- to all Regions to write the names of 10 biggest defaulters of

- the Region, Sub-Regions in front area of the office at prominent place.
- to seek full co-operation of the State Police for attachment of movable and immovable properties of the defaulter employers.

#### POSITION OF JUTE MILLS AS ON 31.3.1999

There are 34 Jute Mills in default amounting to Rs. 13466.50 Lakhs all over country covered under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. Out of these 34 defaulting units, 28 establishments fall under the jurisdiction of West Bengal region for a default of Rs. 12850.05 lakhs. 2 establishments fall under the jurisdiction of Andhra Pradesh region for a default of Rs. 289.83 lakhs, 2 establishments fall under the jurisdiction of Bihar region for a default of Rs. 259.16 lakhs, one establishment falls under the jurisdiction of Uttar Pradesh region for a default of Rs.38.96 lakhs and one establishment falls under the jurisdiction of Madhya pradesh region for a default of Rs. 28.50 lakhs.

#### DEFAULT IN JUTE INDUSTRY IN WEST BENGAL

In West Bengal, there are sixty Jute Mills and about 2.72 lakhs employees are employed in this industry. Out of 60 Jute Mills, 55 Jute Mills are exempted and 5 mills are unexempted. Jute Industry had practically no default upto the Seventies. Arrears started mounting up and on 31.3.81 the amount in default was Rs. 8.16 crores. This has increased to Rs. 93.78 crores as on 31.3.96. Out of 60 Jute Mills, 28 mills are in default. All actions as contemplated under the provisions of Employees' Provident Funds & Miscellaneous Provisions Act, 1952 as well as Indian Penal Code are being regularly taken against the defaulting establishments. Regular meetings are held with Police Authorities by the Regional Provident Fund Commissioner, West Bengal for speedy disposal of cases under Indian Penal Code as a result of which the arrears had came down to Rs. 79.97 crores as on 31.3.95 from Rs. 92.50 crores as on 31.3.94. But arrears has again increased to Rs. 128.50

crores as on 31.03.99 due to fresh default committed by six public sector undertakings and nine private sector undertakings. Out of this, a substantial amount is locked up due to stay granted by Courts, reference to Board for Industrial and Financial Reconstruction (B.I.F.R.).

The establishment-wise default position of Jute Mills in West Bengal is as under:-

A.	Under Liquidation	Amount (Rs. in lakhs)
1.	Shree Ambika Jute Mill	238.52
2.	Shree Naskarpara Jute Mill (Un-Exempted	d) 23.85
	Total	262.37
В.	Under Litigation	
1	M/s Baranagore Jute Mill	551.95
2.	M/s Empire Jute Mill (Un-Exempted)	230.38
3.	M/s. Eastern Manufacturing	18.90
4.	M/s. Premchand Jute Mill (Unexempted)	95.63
	Total	896.86
C.	Under B.I.F.R.	
1.	M/s Kelvin Jute Mill	513,15
2	M/s Kamaarhati Jute Mill	69.63
3.	M/s Kanoria Jute Mill	121.61
4.	M/s Angus Jute Mill	784.61
5.	M/s Konknarah Co. Ltd.	332.69
6.	M/s Budge Budge Jute	91.09
7.	M/s Anglo India Jute Mills	10.89
8.	M/s Agarpara Jute (Un-Exempted)	190.29
9.	M/s Caledonian Jute Mill	269.21

10.	M/s New Central Jute Mill(Co-operative)	1793.07	
11:	M/s N.J.M.C. Limited (Khardah )	559.22	
12.	M/s N.J.M.C. Limited (National)	1618.46	
13	M/s N.J.M.C. Limited (Union )	243.88	
14.	M/s N.J.M.C. Limited (Kinnison )	778.42	
15.	M/s N.J.M.C. Limited (Alexandra )	330.09	
16.	M/s Gourepore Co-operative Ltd.	267.17	
17.	M/s. Nuddea Mills	834.48	
18.	M/s. Megna Jute Mills	524.40	
	Total	9332.36	
D.	Instalments (Court orders)		
.1.	M/s Samnuggar Jute Mill	770.76	
E.	Others		
1.	M/s Victoria Jute Mill	770.91	
2.	M/s Titagarh Jute Mill	797.52	
3.	M/s Bharat Jute Mill (State Govt)(Unexempted)	19.27	
	Total	1587.70	
	Grand Total	12850.05	

The efforts for realisation of dues from defaulting Jute Mills continued in sustained manner inspite of sickness in the industry with the objectives to restrain the increase in arrears. Year wise position of arrears is shown below:

YEAR ENDING	ARREARS (Rs. in Lakhs)
31.03.91	8239.00
31.03.92	8222.00
31.03.93	8398.00

31.03.94	9258.00
31.03.95	7997.00
31.03.96	9377.00
31.03.97	10920.00
31.03.98	11478.00
31.03.99	12850.05

TABL	E:	17 STATUS OF DEFAULT	IN JUTE N	MILLS
I.	1	No. of Jute Mills in West Bengal		60
	2	No. of Employees (in lakhs)		2. 72
	3	No. of Complying Establishments		32
	4	No. of Jute Mills in default		28
	5	Amount in default (Rs in lakhs)		12850.05
II.		Classification of Default	No. of Estts.	Amount in default
	1	Under Liquidation	2	262.37
	2	Under Litigation	4	896.86
	3	Under B.I.F.R.	18	9332.36
	4	Under Installment Scheme	1	770.76
	6	Others	3	1587.70
		Total	28	12850.05

## SETTLEMENT OF PROVIDENT FUND CLAIMS

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During the year under report 14.38 lakh claims were settled and a sum of Rs.2779.95 crore was authorised for payment as against Rs.2063.08 crore in respect of 12.66 lakh claims settled during the previous year.

80.34

-	PROVIDENT	CUMP OF AIRE	c	
	PROVIDENT	FUND CLAIM	3	
		1996-97	1997-98	1998-99
1	Brought forward pendency at the beginning of the year	31963	57765	64871
2	Claims received during the year	1365419	1552101	1745168
3	TOTAL WORKLOAD[1+2]	1397382	1609866	1810039
4	Claims returned for rectification of defects and re-submission	209599	271245	301106
5	Claims rejected being ineligible	16856	15214	17924
6	Claims settled	1113432	1265898	1437749
7	Percentage of Claims settled to workload	79.67	78.63	79.43
8	Amount authorised for payment [Rs. in lakhs]	168391.26	206308.16	277995.07
9	Claims pending at the close of the year	57765	57499	53260
10	Percentage of closing balance to workload	4.13	3.57	2.94

At the close of the year 53260 claims were pending representing 2.94% of workload. Of these 48149 claims were pending for a period of less than two months, 4375 claims were pending for a period between two to six months, 736 claims were pending between six months to one year for want of clarification from the employers'/ employees'. The Region-wise break-up of disposal of workload in the area of provident fund claims is given in **Appendix-S.6**.

The category-wise provident fund claims settled and the amount paid is given in Table:19.

	PROVIDENT FUND CLAIMS - CATEGORY-WISE SETTLEMENTS								
	Category	Claims Settled (Nos)	%age to total claims settled	Amount paid (Rs. lakhs)					
		7							
1	Death cases	42865	2.99	20982.03					
2	Resignation	1285251	89.39	222465.64					
3	Retrenchment	33841	2.36	8784.10					
4	Superannuation	61421	4.27	21813.87					
5	Permanent invalidation	478	0.03	99.86					
6	Others	13893	0.96	3849.57					
	TOTAL	1437749	100	277995.07					

#### STEPS TAKEN FOR PROMPT DISPOSAL OF CLAIMS

38-99

64871

1745168 1810039 301106

17924

79.43

1437749

7995.07

53260

2.94

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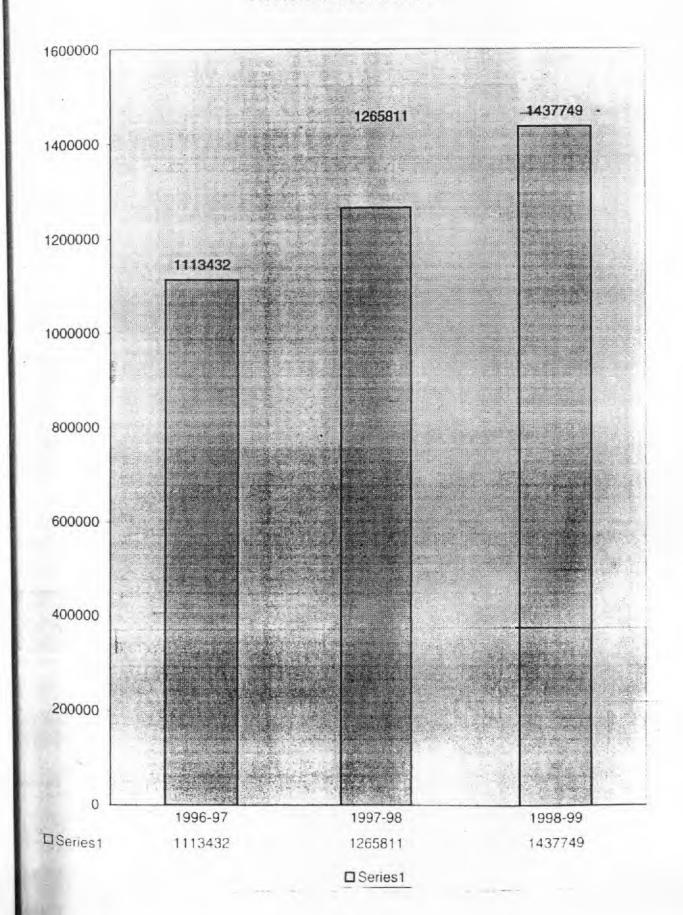
The area of settlement of claims has been identified as a key result area and has been included for regular monitoring under the Central Action Plan, which provide that at no point of time, the pendency would be higher than the workload.

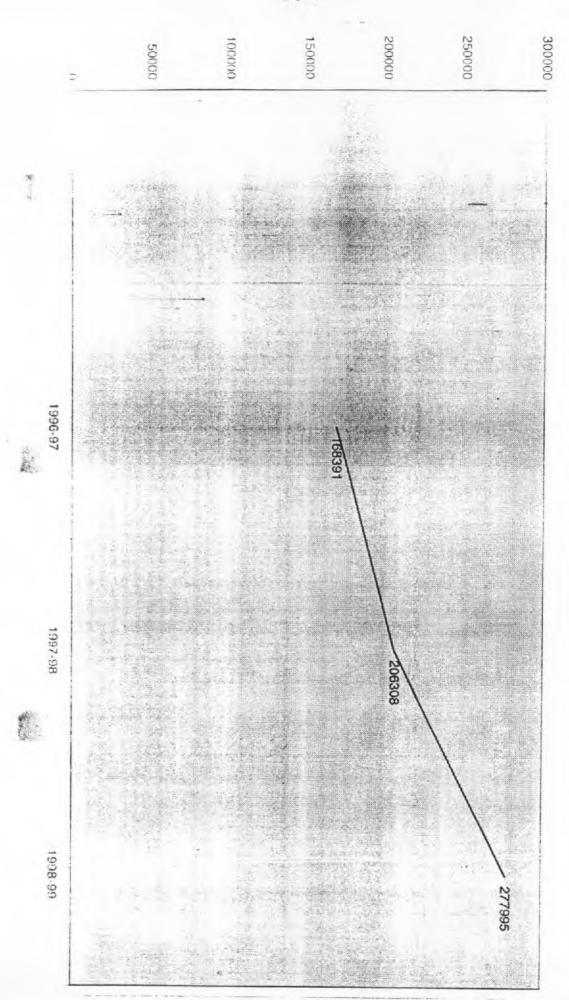
## TRANSFER OF PROVIDENT FUND ACCOUNTS

During the year under report, transfers were effected in respect of 143274 members as against 1,39,150 members during the previous year.

TABLE:20	TRANSFER	FER OF ACCOUNTS OF PROVIDENT FUND				
Category		Transfer of accounts effected		Applications Pending		
		1997 -98	1998-99	1997 -98	1998-99	
Cases involving actual transfer of provident fund accumulations		26371	27328	4250	1614	
Cases not involving actual transfer of provident fund accumulations		112779	115946	6838	8151	
TOTAL		139150	143274	11088	9765	

#### Provident Fund claims settled





Provident Fund Claims - Amount Disbursed

TA	BLE:21					
DISPOSAL OF TRANSFER OF ACCOUNTS OF PROVIDENT FUND						
		1996-97	1997-98	1998-99		
1	Brought forward pendency at the beginning of the year	5962	8558	10535		
2	Claims received during the year	143487	187967	205742		
3	TOTAL WORKLOAD[1+2]	149449	196525	216277		
4	Claims returned for rectification of defects and re-submission	31490	41866	56507		
5	Claims rejected being ineligible	4590	4419	6730		
6	Claims settled	104811	139177	143275		
7	Percentage of Claims settled to workload	70.13	70.81	66.24		
8	Claims pending at the close of the year	8558	11088	9765		
9	Percentage of closing balance to workload	5.72	5.64	4.52		

<sup>\*</sup> Revised

9765 Transfer applications were pending in the Regional Offices as on 31.3.1999 as against 11088 applications pending at the end of the previous year.

At the end of the year 9765 applications were pending for disposal. Of these, 8643 applications are pending for less than two months, 1122 cases pending between two to six months and nil case pending between six months to one year for want of clarification from the employer/employee. Region-wise position is given at Appendix - \$.7.

## PARTIAL WITHDRAWALS BY MEMBERS

In this area, there has been increase in the workload from 4.73 lakh applications during 1997-98 to 4.94 lakhs during the year 1998-99. The amount disbursed increased to Rs.788.49 crore during the year as against Rs. 652.51 crores during the previous year. During the year - 3.90 lakh applicants were allowed partial withdrawal as against 3.69 lakh members during the previous year. Data on partial withdrawal cases disposed and amount disbursed region-

TABLE:22 PARTIAL WITHDRAWAL CASES AND AMOUNT DISBURSED TO MEMBERS 1998-99 1996-97 1997-98 7988 Brought forward pendency at the 6189 1257 beginning of the year 465340 468444 Claims received during the year 4814 TOTAL WORKLOAD[1+2] 474633 473328 49399 Claims returned for rectification of 74624 82431 8740 defects and re-submission Claims rejected being ineligible 9515 8592 870 Claims settled 382506 369437 39020 Percentage of Claims settled to 80.59 78.05 78.9 workload Amount authorised for payment [Rs. in 56964.74 65251.05 78849. lakhs] Claims pending at the close of the 769 7988 12868 year Percentage of closing balance to 1.68 2.71 workload

3

3

36

36

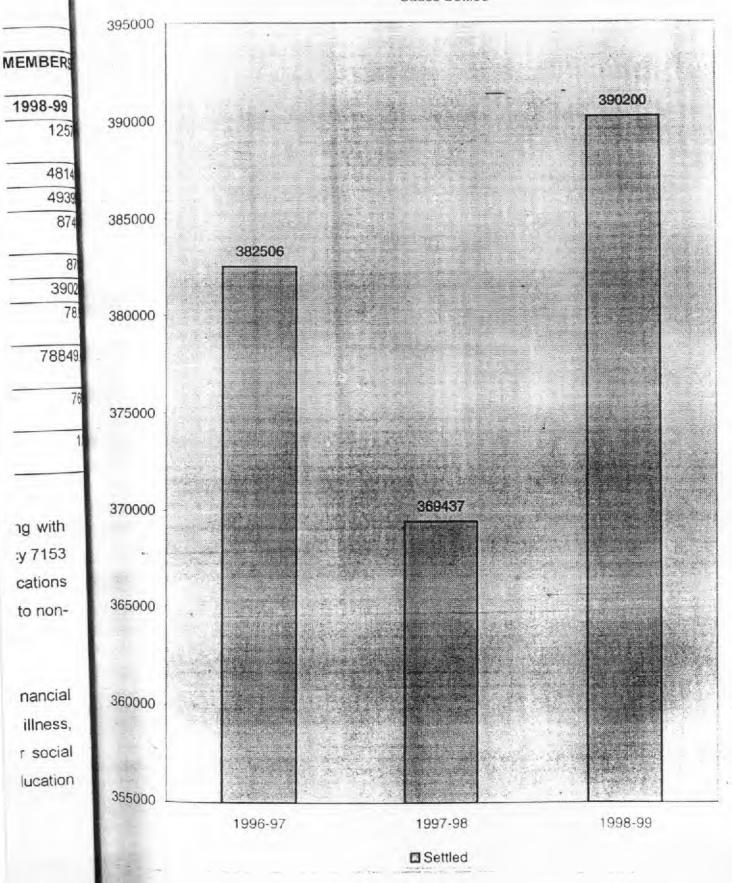
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#### \* Revised

At the end of the year 7691 advance applications were pending with various regions representing a workload of 1.56%. Out of this pendency 7153 applications were pending for period less than two months, 538 applications were pending for periods ranging from two to six months primarily due to non-response in furnishing the wanting documents or information.

The Employees' Provident Fund Scheme, 1952 provides for financial assistance by allowing partial withdrawals to members in situations like illness, invalidation and to provide funds to enable them to discharge their social responsibilities, like marriage of sister/brother/daughter/son or higher education of children or construction of dwelling house.

Partial Withdrawal granted Cases Settled



# Partial withdrawal granted (Amount disbursed)

Amount in lakhs

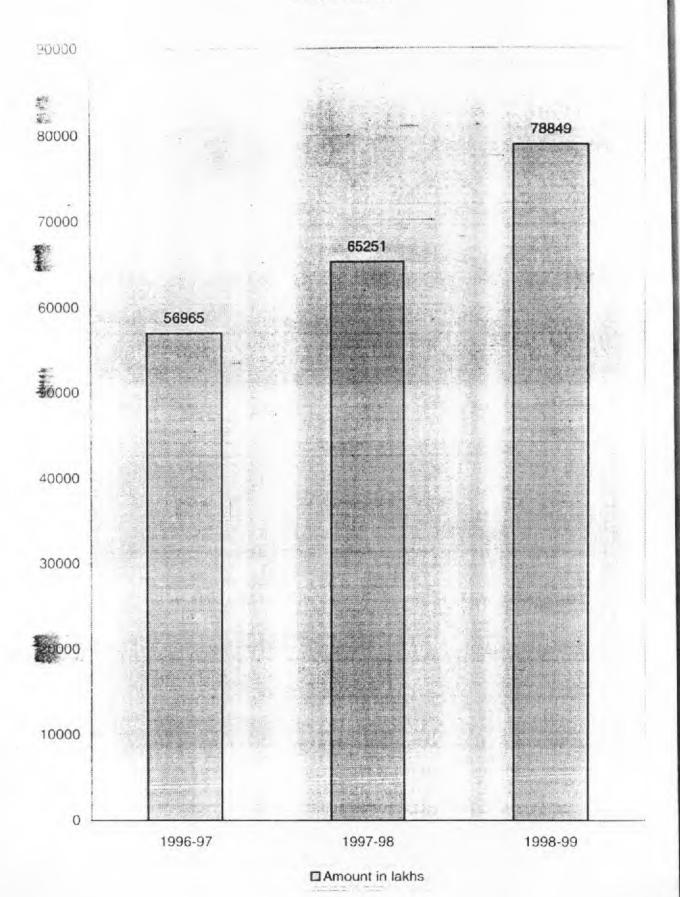


TABLE:23	PARTIAL WITHDRAWAL CASES - CATEGORY-WISE CASES						
CATEGORY		CA	SES	AMOUNT DISBURSED [Rs. in lakhs]			
		1997 <u>-9</u> 8	1998-99	1997-98	1998-99		
Financing of Life Insurance policies		13241	13154	409.41	462.23		
House building		79749	72972	31236.05	38633.10		
Temporary closure of establishment		43296	58153	4209.46	7932.39		
Illness of members/family members		65217	62481	8235.07	8698.15		
Member's own marriage or for the marriage of authorised family members or post matriculation education of Children		133596	- 156878	17597.34	20006.46		
Others		34338	26562	3563.49	3117.10		
TOTA L		369437	390200	65250.82	78849.43		

### WITHDRAWAL FOR HOUSE BUILDING

During the course of the year 72972 members availed withdrawal for the purpose of house building and were paid a sum of Rs. 386.33 crores. As compared to this, in the previous year 79749 members availed themselves of Rs.312.36 crores as housing assistance finance from the provident fund account. Table-24 indicates the number of members who have availed housing loans during the last 5 years.

TABLE-24			
HOUS	E BUILDING ADVANCE GRA	ANTED TO MEMBERS	
Year	No. of members granted advance	Amount disbursed (Rs. in crores)	
	87172	225.01	

1995-96	89112	331 47	
1996 -97	84092	285 61	
1997-98	79749	312.36	
1998-99	72972	386.33	

### ISSUE OF ANNUAL STATEMENT OF ACCOUNTS

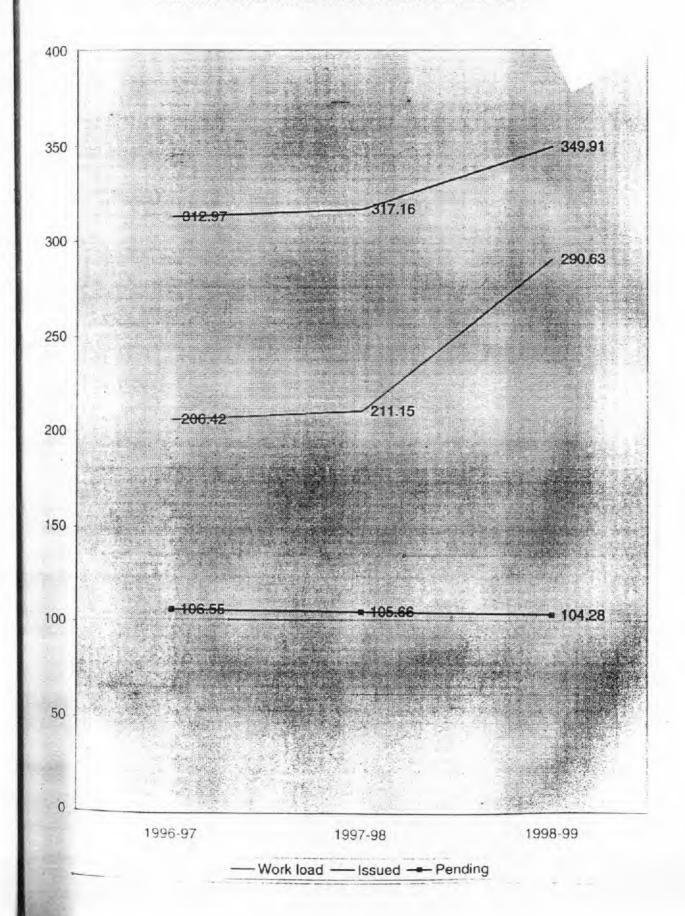
During the year under review, 290.63 lakh annual statement of accounts were issued as against 211.50 lakh statement during the previous year.

TABLE:25	ANNUAL STATEMENT OF ACCOUNTS TO MEMBERS						
Year	Workload	Statements Issued	Statements Pending				
1993-94	265.80	168.70	97.10				
1994-95	272.35	151.45	120.90				
1995-96	321.23	213.74	107.49				
1996-97	312.97	206.42	106.55				
1997-98	317.16	211.50	105.66				
1998-99	394.91	290.63	104.28				

At the end of the year 104.28-lakh annual statement of accounts were pending for issued as against 105.66 lakh statements at the end of the previous year. It would be noted from Table: 25 that the pendency of account slips over the previous year have marginally declined.

There are two Regions, which have pendency over ten-lakh statement of accounts. These two Regions are West Bengal and Maharashtra, which together constitute a pendency of 87.04 lakh accounts slips or 83.30% of the pendecy. Out of the total pendency of 104.28 lakh, 25.38 lakh slips are pending for want of upto date returns from employers and 78.90 lakhs are pending at the

### **Annual Statement of Accounts to Members**



end of various field Offices.

The performance in this area needs to be viewed in the context of increased workload on computers as a consequence of the introduction of the Employees' Pension Scheme, 95 work which necessitated augmentation of computer hardware in various centres. The augmentation process and hardware stabilisation consumed time. Notwithstanding this situation, Organisation has taken every possible step to augment the computer support and also established monitoring system for smooth flow of records to the computer centre. The Organisation has included the area of "Issue of Annual Statement of Accounts slips" as a component of Central Action Plan. Region-wise break-up of statement of accounts issued is given in Appendix-S.9 and pendency position at Appendix-S.10.

### AMENDMENTS TO THE ACT AND SCHEME

The information regarding amendments made by the Government in the Employees' Provident Fund & Miscellaneous Provisions Act, 1952 during the financial year 1998-99 is given below. The amendments were earlier made through Ordinance No. (17 of 1997) and second Ordinance No. (25 of 1997). Now the Ordinance is replaced by EPF & MP (Amendment) Act, 1998 (No.10 of 1998) dated 23.6.98

### 1. Short title and commencement

- (1) This act may be called the Employees' Provident Funds & Miscellaneous Provisions (Amendment) Act, 1998.
- (2) It shall be deemed to have come into force on the 22<sup>nd</sup> day of September 1997.

#### 2. Amendment of Section-6

In section 6 of the Employees' Provident Funds & Miscellaneous

Provisions Act. 1952 (hereinafter referred to as the principal Act), for the words "eight and one-third percent" and "ten percent" wherever they occur the words "ten percent" and "twelve percent" shall respectively be substituted.

### 3. Amendment of section 7D

In section 7D of the principal Act for sub-section (3), the following subsection shall be substituted, namely:

- "(3) A person shall not be qualified for appointment as a Presiding Officer of a Tribunal (hereinafter referred to as the Presiding Officer) unless he is, or has been, or is qualified to be,
  - (i) A judge of a High Court; or
  - (ii) A district judge.

### 4. Amendment of Section 7F

Section 7F of the principal Act shall be re-numbered as sub section (1) thereof, and after Sub-section (1) as so re-numbered, the following sub sections shall be inserted, namely;

- "(2) The Presiding Officer shall not be removed from his office except by an order made by the President on the ground of proved misbehaviour or incapacity after an enquiry made by a judge of the High Court in which such Presiding Officer had been informed of the charges against him and given a reasonable opportunity of being heared in respect of those charges,
- (3) The Central Government may, by rules, regulate the procedure for the Investigation of misbehaviour or incapacity of the Presiding Officer".

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### 5. Amendment of Section 16

In section 16 of the principal Act, in sub-section(1),

- (i) in clause (c), the word "or" occurring at the end shall be omitted.
- (ii) clause (d) and the explanation thereto shall be omitted.

### 6. Repeal and Saving

- (i) The Employees' Provident Fund & Miscellaneous Provisions Act (Amendment) Ordinance, 1998 is hereby repealed.
- (ii) Notwithstanding such repeal, anything done or any action taken under the principal Act as amended by the said ordinance, shall be deemed to have been done or taken under the corresponding provisions of the principal Act, as amended by this Act.

Notification No. S-35011/10/97-SS-II dated 30.9.98 under Section 16(2) of Employees' Provident Funds and Miscellaneous Provisions Act, 1952:

 class of establishments from the operation of the first mentioned Act for a further period up to the 31<sup>st</sup> March. 1999 with effect from the 22<sup>nd</sup> September, 1997 subject to the conditions that such grants-in-aid do not include any amount for the purpose of meeting the liability of the employer towards the employer's contribution to the Provident Fund.

### STATUS NOTE ON BIDI INDUSTRY

Establishments engaged in the manufacture of Bidi were brought under the purview of the Employees' Provident Funds & Miscellaneous Provisions Act, 1952 by Notification GSR No. 660 dated 17.5.77. The implementation of the Act and Scheme framed thereunder, was challenged by the employers of Bidi Industry and also succeeded in obtaining stay of the notification from the Supreme Court. Subsequently Supreme Court of India upheld the applicability of the Act in respect of the Bidi Industry. Accordingly instructions to secure compliance with the provisions of the Act from all covered establishments issued. However, the implementation of the Act and Scheme was not smooth since various associations of employers of Bidi Industry wanted that the Act should be enforced from the date of Supreme Court's judgement and not from 1977.

After protracted negotiation following was decided:

- All Bidi manufacturers must pay current contributions from 1.10.85 onwards in respect of both home workers and factory workers.
- Management of the establishments to pay both shares of contributions for back period even if the same was not deducted from employees wages.
- iii) Regional P.F. Commissioners to determine the dues for home workers with reference to the records of the establishments.
- Arrears towards employer share of contribution shall be payable in 48 monthly installments. In deserving cases the periods of

Subsequently the Government of India, Ministry of Labour on the recommendations of Central Board of Trustees issued directions under Para 78 of the Scheme waiving the payment of employees' share of contribution for the pre-discovery period as also the period covered by the general stay order given by the Supreme Court of India on the application of the provisions of the Act to Bidi Industry.

After the grant of the concession, some of the employers started complying with the provisions of the Act and paid the arrears in installments and substantial arrears have been liquidated. In the meeting of the 'Bidi Mazdoors' chaired by the Hon'ble Labour Minister, attended by the employers, employees and Government representative, held on 3.7.90, it was decided that all arrears in respect of employer's share should be paid by 31.12.90 falling which prosecution may be launched against the employers.

#### DIFFICULTIES IN COVERING UNDER ACT

35

In Bidi Industry, excepting a few workers others are home workers. In respect of home workers considerable difficulties are experienced in identifying and enrolling eligible employees. The reasons for the same are given here below:

- Home workers have no regular work spot. They are located in various nook and corners of the various States and in far flung areas. It is difficult for the Enforcement Officers to visit all these places and houses to identify the eligible employees.
- In many places the head of the family to whom the contractors supply the raw materials is enrolled as the member but in reality the entire family including wife and children are Bidi rollers. Though the women and children at home are counted as Bidi workers, the actual

- enrollment in Provident Fund is given only to one person i.e. the head of the family. That accounts for wide variation between the number of Bidi workers identified and the membership achieved.
- Many home workers do resist deduction to be made from their wages.
   Due to low wage structure the deduction at the rate of 10% affects them a lot.
- It is noticed that many Bidi workers seek final settlement often due to economic compulsions. Of them, those who have the benefits after attaining the age of 55 are not eligible to become members, even if they are employed again as home workers.
- While there could be some means of identification and communication in respect of home workers engaged by brand holders, it becomes much more difficult in respect of home workers of un-branded Bidies. Those establishments employ very small number of home workers and the turn over of work is also low. Those establishments employing less then 20 persons do not come under the purview of the Act.
- The home workers receive the materials for rolling of Bidi from the sattedars or Contractors. These contractors are required to maintain necessary details with regard to the supply of raw materials to various persons. It is they who have to maintain name & address of the home workers engaged by them. But more often records are not maintained in any from as required under Bidi and Cigar Workers (Conditions of Work) Act. Thus, no linkage could be established in respect of such home workers.
- Home Workers being mainly women and children, they do not volunteer to furnish the requisite information. Besides, in some places religious contraints also stand in the way of detecting home workers like Paradanashin ladies etc.

It is generally stated that there is wide gap between the members in Bidi

Industry under Employees' Provident Funds & Miscellaneous Provisions Act, 1952 and the number of cards issued to the Bidi workers by Welfare Commissioner under Bidi Workers' Welfare Fund Act. The major factor for the gap is wide difference in the definition of entitled persons under both the Acts. Under Bidi Workers Welfare Fund Act 1976, the Fund is applied to promote the welfare of persons engaged in Bidi Industry. According to Section 2 of the Bidi Workers Welfare Fund Act, a person is said to be engaged in the establishment if he is engaged in that establishment directly or through any agency whether for wages or not for doing any work, skilled or unskilled, manual or clerical and includes:-

- (i) Any person who is given raw material by an employer or contractor for being made into Bidi at home and
- (ii) Any person not engaged by employer or contractor but working with the permission or under the agreement with the employer or contractor.

Under Employees' Provident Funds & Miscellaneous Provisions Act, 1952, persons referred to in condition no. (ii) above are not covered as they are not engaged by employer or contractor. It shows that this is one of the main factors causing wide difference between card holders and Provident Fund members. The extent of coverage of bidi establishments under the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 is indicated below: -

### BIDI ESTABLISHMENTS - POSITION AS ON 31.03.1999

	NUMBER	OF ESTABLISHE	MENTS	NUMBER	OF SUBSC	RIBERS
REGION	Exempted	Un-exempted	Total	Exempted	Un- exempted	Total
Andhra Pradesh		326	326		4,58,507	4,58,507
Bihar	-	237	237		27,748	27,748
Delhi		-				**
Gujarat		52	52	-	450	450
Haryana	-				-	
Karnataka		257	257		2,85,696	2,85,696
Kerala		223	223		48,376	48,376
Madhya Pradesh		344	344		1,50,243	1,50,243
Maharashtra .	03	176	179	1468	1,18,059	1,19,527
North Eastern		- 11	11		686	686
Orissa	-	- 3	3	-	78	78
Punjab						
Rajasthan		- 41	41		10,257	10,257
Tamilnadu		2,473	2,473		4,55,678	4,55,678
Uttar Pradesh	-	139	139		7,095	7,095
West Bengal		155	155	-	38,385	38,385
Total		4,437	4,440	1,468	16,01,258	16,02,726

### 67 CHAPTER V

### **EXEMPTED ESTABLISHMENTS**

On the applicability of the Act to an establishment the employers are required to comply with the statutory provisions of the Scheme. However, such of these establishments, which have their own Provident Fund Scheme in vogue conferring benefits to their employees equal to or better than those provided under the statutory Scheme may seek exemption under Section 17 of the Act from the provisions of the statutory scheme, if their employees are in favour of such exemption. Likewise individual employee or class of employees who contribute to the employer's Provident Fund Scheme may also seek exemption under Paragraph 27 and 27A of the statutory scheme to continue to be members under their Provident Fund Scheme.

The grant of such exemption is to enable the employees to continue to enjoy the better benefits available to them under the private Provident Fund Scheme. Such exemptions does not amount to the total exclusion from the provisions of the Act and the exempted establishments continue to be covered under the Act, the only distinction being that a Board of Trustees properly constituted according to rules in the Exempted establishment administer the exempted Provident Fund subject to the terms and conditions under which exemption is granted and subject to such supervision and control as laid down by the Government

Any such exemption granted to an establishment is liable to be cancelled for contravention of any of the conditions governing exemption and on such cancellation, the establishment will be required to comply with the statutory scheme. Pending scrutiny of rules and grant of exemption to the establishments, which have applied for exemption, the Regional Provident Fund Commissioner can grant relaxation to those establishments under Paragraph 79 of the Employees' Provident Fund Scheme, subject to certain conditions. So that the employees do not suffer reduction in the benefits available to them under the private Provident Fund Scheme of the establishment consequent on the Enforcement of the provisions of the statutory scheme. The

BERS

Total 4,58,507

27,748

450

2,85,696

48,376 1,50,243

1.19.527

686

78

10,257

1,55,678

7.095

38,385

6,02,726

Organisation, while considering an application for exemption takes into consideration mainly the rate of contributions made by the employer and the employees the eligibility clause and interest rate payable to the members on their accumulation. Though the functioning of exempted establishments is the responsibility of the Board of Trustees in each establishment, the Organisation exercises its control over such establishments through periodic inspections for ensuring proper compliance of conditions of exemption.

There were 3123 establishments, which were in the exempted category on 31.3.1999, as against 2948 establishments in this category at the end of the previous year. During the year, there was increase of 175 establishments in the Exempted Sector. There were 41.08 lakh members as at the end of March, 99 as against 44.03 lakh members at the end of the previous year.

### REGIONAL CONCENTRATION

Establishments and members are concentrated mainly in three Regions namely West Bengal, Maharashtra and Tamil Nadu to the extent of 58.9% of the total exempted establishments and 42.3% in terms of total membership as would be evident from Table: 1.

		Establishments	Members
1	Maharashtra	771	776418
2	West Bengal	660	543833
3	Tamil Nadu	410	418109
	Total	1841	1738360
Stre	ngth of 17 Regions	3123	4108570
	Percentage in 3 Regions	58.9%	42.3%

### CONTRIBUTION TRANSFERRED TO BOARD OF TRUSTEES

An amount of Rs.2841.36 crores were transferred to their respective Boards of Trustees by the employers as contributions during the year as against Rs.3174.70 tion

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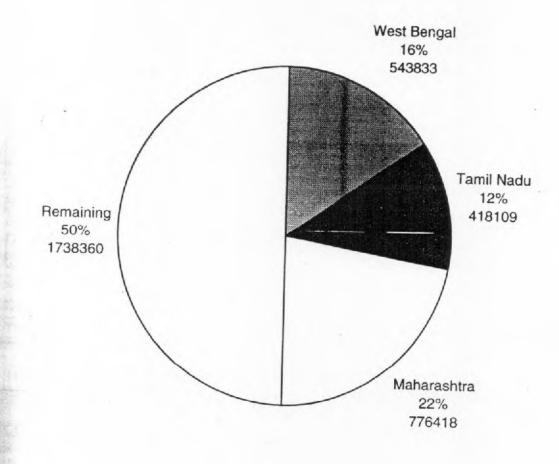
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## Regional Concentration of Members in Exempted Sector



crores during the previous year.

### INVESTMENTS

The exempted establishments are required to follow the same pattern of investment as is prescribed for the un-exempted funds. (Refer to Para IV.15 for detailed pattern of investment). During the year, at the gross level investments amounted to Rs. 3017.63 crores as against Rs.2989.09 crores during the previous year. Out of the total gross investment of Rs.3017.63 investment by way of redemption proceeds was Rs. 1032.26 crores. Thus the investment during 1998-99 was Rs.1985.37 crores. The break-up of investment in various categories made by exempted provident fund trusts during 98-99 are given in Table:2.

TABLE:2 INVESTMENTS MADE BY EXEMPTED ESTABLISHMENT DUI 1998-99					
	Category of Investment	Amount Invested [Rs. Crores]			
Central Go	overnment Securities	538.29			
	nt Securities created and issued by any State nt and guaranteed securities	661.88			
Special De	eposit Scheme	788.31			
	curities of Public Financial Institutions and of deposits issued by a Public Sector Bank	1029.15			
Total Gros	s Investment	3017.63			
	Less Redemption	1032.26			
TOTAL NE	T INVESTMENT	1985.37			

### CONTRIBUTIONS IN ARREARS

The employers of exempted establishments are required to transfer the Provident Fund contributions [employers' and employees' share] to the Board of Trustees by the fifteenth day of the following month.

TABLE: 3

# AMOUNT NOT TRANSFERRED TO BOARD OF TRUSTEES EXEMPTED SECTOR (Rs. in lakhs)

Region	Opening Balance as on 1.4.98	Added during the year 1998-99	Total workload for 1998-99	Amount collected during the year 1998-99	Closing Balance as on 31.3.99	Amount collected during correspondi ng period of previous year 1997- 98	Varia recov previo (+)(-)	ery over
(1)	(2)	(3)	(4)	(5)	(6)	(7)		(8)
A. Pradesh	439.64	772.94	1212.58	477.62	734.96	753.69	(-)	276.07
Bihar	18.15	385.74	403.89	359.30	44.59	6.05	(+)	353.25
Delhi	.57	1.86	2.43	00.00	2.43	1709.15	(-)	1709.15
Gujarat	35.54	5.72	41.26	13.36	27.90	21.08	(-)	7.72
H.P.		-	-	1+	-	-	-	
Haryana	971.44	429.28	1400.72	-	1400.72	-	(-)	1400.72
Karnataka	34.78	998.09	1032.87	897.16	135.71	110.46	(+)	786.70
Kerala	24.32	125.07	149.39	125.07	24.32	9.54	(+)	115.53
M. Pradesh	99.05	43.32	142.37	20.05	122.32	21.62	(-)	1.57
Maharashtra	705.85	279.32	985.17	55.49	929.68	100.02	(-)	44.53
NE Region		-	-	+	-	-		
Orissa	-	27.26	27.26	+	27.26	24.12	(-)	24.12
Punjab		-	-	14	-	-		
Rajasthan	-	913.89	913.89	52.80	861.09	-	(+)	52.80
Tamilnadu	335.01	142.14	477.15	163.04	314.11	68.41	(+)	94.63
U. Pradesh	515.97	2396.94	2912.91	255.04	2657.87	498.66	(-)	243.62
West Bengal	14600.07	4108.74	18708.81	2504.75	16204.06	2970.87	(-)	466.12
Total	17,780.39	10630.31	28410.70	4923.68	23487.02	6293.67	(-)	1369.99

Out of an arrear of Rs. 28410.70 lakhs an amount of Rs. 4923.68 lakhs was recovered leaving a balance of Rs. 23487.02 lakhs. Major portion of arrears of exempted establishments is in West Bengal Region amounting to Rs. 16204.06 lakhs or 68.99% of the total arrears.

### PUBLIC AND PRIVATE SECTOR SHARE IN ARREARS

Out of the total 432 certificate cases of exempted establishments 308 cases belong to the Private Sector and 124 fall under Public Sector. In terms of amount, out of the total default of Rs. 23487.02 lakhs, Private Sector accounts for Rs. 10555.85 lakhs and public sector Rs. 12931.17 lakhs. In terms of percentage private sector accounts for 44.94% and public sector 55.06% of the total default. The region-wise default position of exempted establishments in default between public and private sector of exempted establishments is given below: Table-4

276 07 353 25 1709.15 7.72 -1400.72 786.70 115.53 1.57 44.53 -24.12 -52.80 94.63

> 243.62 466.12 1369.99

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TABLE:4

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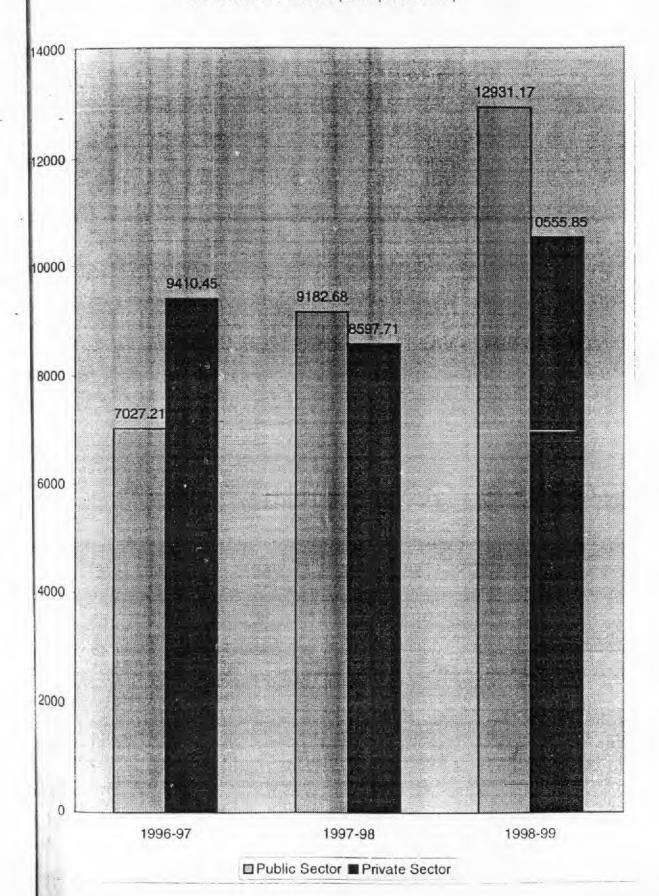
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PROVIDENT FUND ARREARS - EXEMPTED SECTOR
PUBLIC & PRIVATE SECTOR
AS ON 31 03 1999

Region	Public Sector			Private Sector		[Public+ Private] Sector	Closing Balance as on 31,3,99
		mber of ertificate Cases	Amount in Lakhs	Number of Certificate Cases	Amount in Lakhs	Number of Certificate Cases	0.0000000000000000000000000000000000000
Andhra Pradesh	1	8	632.26	13	102.70	21	734.96
Bihar		3	44.01	1	.58	4	. 44.59
Delhi		-	-	3	2.43	3	2.43
Gujarat		-	-	6	27.90	6	27.90
Haryana		3	1393.12	1	7.60	4	1400.72
H.P.	3	2	-	-	-		-
Karnataka		3	93.74	3	41.97	6	135.71
Kerala	1	-	-	1	24.32	1	24.32
M.Pradesh		13	121.85	1	.47	14	122.32
Maharashtra		5	576.01	6	353.67	11	929.68
NE Region	ion -			-			-
Orissa	rissa -		-	1	27.26	1	27.26
Punjab			~	-			
Rajasthan	ajasthan 2		861.09	-			861.09
Tamilnadu 9		231.82	6	82.29	1:	314.11	
Uttar Pradesh	Ittar Pradesh 8		2557.85	5	100.02	1:	3 2657.87
West Bengal	West Bengal 70		6419.42	261	9784.64	33	1 16204.06
Total		124	12931.17	308	10555.85	43:	2 23487.0

### Provident Fund Arrears (Exempted Sector)



### STATUS OF ARREARS

Out of the total default of Rs. 234.87 crores, an amount of Rs. 231.92 crores fall under un-realisable category leaving a balance of Rs 2.95 crores realisable through departmental action. For the arrears falling under un-realisable category could not be recovered over the year due to various reasons, such as, its recovery being

- disputed in courts,
- factories having gone into liquidation,
- recovery barred by the Acts of Central/State Governments,
- factories declared sick by the Board of Industrial & Financial Reconstruction of factories in respect of which Rehabilitation Scheme had been sanctioned by the BIFR.

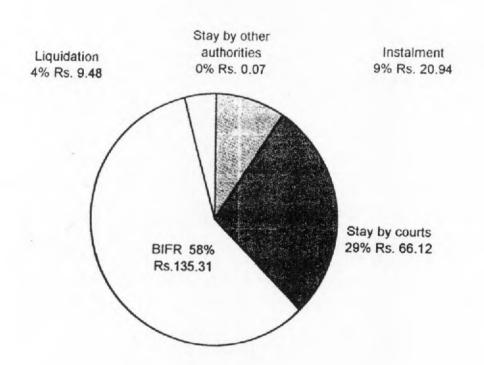
Un-realisable amount account for 98.74% of the arrears demand. Breakup indicating the reason and category for default falling in un-realisable category is given in Table: 5

TABLE:5	Realisable Arrears	Un-realisable Arrears	Total
Exempted Sector (Rs. Crore)	2.95	231.92	234.87

Status of Un-realisable arrears	Number of cases	Amount involved (Rs. in Crores)
a) Stay by Courts	101	66.12
b) Registered under BIFR	235	135.31
c) Under Liquidation	28	9.48
d) Under Instalment facility	38	20.94
e) Stay by other authorities	1	.07
Total:	403	231.92

A list of exempted establishments, which are in default of Rupees ten lakh and above as on 31,3,99 in the matter of transferring of provident fund contributions to their respective Board of Trustees is given at **Appendix A-5** 

# Status of Locked up Arrears not transferred to the BOTs by Exempted Establishments (In percentage terms and amount in Rs. Crores)



During 1998-99 a sum of Rs. 3822.24 lakhs was recovered through various modes as detailed below both under un-exempted and exempted sector.

_	Mode of Actions	Un-exemp	ted Sector	Exempte	ed Sector
S. No		No. of Cases	Amount recovered Rs. in lakhs	No. of Cases	Amount recovered Rs. in lakhs.
1.	Bank Accounts Attached	1998	2165.70	21	647.27
2.	Movable Property attached	434	243.02	. 5	8.23
3.	Immovable Property Attached	178	179.10	82	70.68
4.	Arrest of defaulters made	21	434.50	-	-
5.	Public Auction Made  i. Movable Property  ii. Immovable Property	19 10	17.10 56.64		-
	Total	2660	3096.06	108	726.18

Summary of cases of arrests made as per available information is given below:

### BRIEF STATUS OF ARREST OF DEFAULTER EMPLOYER'S

SI. No	No. of days of arrest made by the Recovery Officer	Name of the Establishments and amount in default where actual arrest has been made (Rs. in Lakhs)	F.esult of arrest and amount recovered (Rs. in Lakhs)	Remarks
		MAHAR	ASHTRA REGION	
	1	M/s Golden Globe Lines Pvt. Ltd. 2,55,989	2,55,989	The Director of M/s Golden Globe lines Pvt. Ltd., Shri Dodu Bhinandiwala was arrested on 23.3.99 for recovery of Provident Fund dues of Rs. 2,55,989/- and his mercidize car was also attached.  The defaulter paid the dues and therefore, he was set free and the vehicle was released on 23.3.99.
4	1	M/s. Swift Sales and Services 1,31,091	Nil	The Director of M/s Swift Sales and Services Sh. Shreehar Manoharkelkar was arrested on 22.3.99 for recovery of Provident

			74	was a second second second
			1	Fund dues of Rs 1 31 091/
1				Due to ill health he could not be committed to Civil Prison and as there is no property in the name of the certificate debtor and as the establishment is closed, action for recovery of dues is still going on and is expected to recover the dues in the month of June'99
3		M/s Rane Computers Consultancy Ltd 2,17,926	Nil	The Director of M/s Rane Computers Consultancy Ltd was arrested on 10 3 99 for recovery of Provident Fund dues of Rs 2,17,926/- and committed to Civil Prison As he furnished the names of Sundry debtor for whom he was to receive payment more than the certificate dues a prohibitory order in form no. CP3 were issued to the Deputy General Manager, Bank of Baroda, Mumbai and Manager, Maharashtra State Co-operative Bank Ltd, Mumbai The payment is yet to be received.
		NOR"	TH EAST REGION	
4	4	M/S Sanghi Textiles (P) Ltd Rs 13,27,197	13,27,197	The Employer of M/s. Sanghi Textiles (P) Ltd. (Paper Division) Johigopha, District Bongarigaon, Assam was arrested under section 406/409 Indian Penal Code for 4 days and a sum of Rs. 13,27,197/- on account of Employees' Share was paid by the Management.
ŕ			ORISSA	
5	1	M/S. Konark Asbestos and Cements, Ptia, Bhubaneswar OR/3149 Rs. 4.51 lakhs	Released on execution of Personal Bond in Employees' Provident Fund CP-23 and Rs 4.51 lakhs recovered	The establishment was closed. The Managing Director is stationed at Calcutta. The establishment is a habitual defaulter. Warrant of arrest has been sent by Sri Gautam Dixit, APFC(E&R) and Recovery Officer against Sri N.K. Jha, General Manager available at Bhubaneswar. The Squad of Enforcement Officers have executed the warrant of arrest and produced Sri Jha before the Recovery Officer. On arrest, Sri Jha has requested for not remanding him to Civil Prison. Rather, he executed personal bond for payment of Rs. 4.51 lakhs. As per the bond executed, Sri Jha has paid the amount within the stipulated date.
6.	1	M/s Orissa Industries Ltd., Baranga, OR 20 Rs 13.08 lakhs	Released on execution of personal Bond in Employees' Provident Fund CP-23 and Rs. 13 08 lakhs recovered	The establishment is a chronic defaulter and Certificate Case was with the Recovery Officer for Rs. 13.08 lakhs. Warrant of arrest has been issued by Sri P.K. Udgata, Regional Provident Fund Commissioner -II(E&R) and Recovery Officer through squad of Enforcement Officers for arresting Sri S.K. Jhunjhunwala, Chief Executive of the establishment Sri N.C. Das, CGM and Sri M.C. Patwari, AGM, Sri S.K. Jhunjhunwala was not available and the Squad of Enforcement Officers arrested Sri N.C. Das, CGM and Sri M.C. Patwari, AGM and produced before the Recovery Officer. On arrest they have executed Personal Bond of Rs. 6.54 lakhs each and within the stipulated time, Rs. 13.08 lakhs recovered.

committed to operty in the and as the recovery of ed to recover 10 3 99 for dues of Rs. Prison. As he y debtor for nt more than order in form puty General Mumbai and Co-operative nt is yet to be	7.		M/s Shree Durga Glass, Baranga, Cuttack, OR 64 Rs. 45 92 lakhs	Two Executives were remanded to Civil Prison on 15.3.99. Stayed in Civil Prison upto 24 hrs Released on personal bond on 16.3.99 and Rs. 27.96 lakhs recovered.	The establishment is a habitual defaulter and lying closed since Feburary'98. Warrant of arrest was issued by Shri P.K. Udgata, Regional Provident Fund Commissioner - II(E&R) and Recovery Officer through Squad of Enforcement Officers for arresting Shri J.K. Jhunjhunwala and Shri M.K. Jhunjhunwala. Two Enforcement Officers of Squad were sent -1) one for the factory at Baranga and the other for residence at Bhubaneswar. The Squad of Enforcement Officers could arrest both the Executive from the residential officer of M/s Shree Durga Glass at 2, Deo Nivas, Bhubaneswar. After arrest, the Executives could not execute Personal Bond and thus, they were remanded to Civil Prison on 15.3.99. On 16.3.99, the learned Advocate of the establishment produced the Personal Bonds duly executed in the presence of Jailor, Sub-Jail, Bhubaneswar and after 24 hrs. detention in the Civil Prison, on execution of personal bond, the executives were released Rs. 27.96 lakhs could be recovered and the establishment has gone to Hon'ble High Court and the matter is subjudiced.
extiles (P) Ltd ha. District rested under ode for 4 days on account of aid by the	8.	-	M/s. Prasad Industries, Bhubaneswar, OR/3252 Rs. 0.46 Lakhs	Released on execution of Personal Bond in Employees' Provident Fund CP-23 and Rs. 0.46 lakhs recovered	The establishment is already closed. In spite of repeated notices, the Managing Director was not appearing before the Recovery Officer and thus, warrant of arrest was issued through the Squad of Enforcement Officers by Shri P.K. Udgata, Regional Provident Fund Commissioner -II(E&R) and Recovery Officer and on arrest, the Managing Director Shri Pinaki Das was produced before the Recovery Officer He had executed Personal Bond and has paid Rs. 0.46 lakhs.
The Managing Calcutta The Iter Warrant of Gautam Dixt cer against Sinavailable & Enforcement	9.		M/s Puri Ganguram, Bhubaneswar, OR.1902 Rs. 0.08 lakhs	Released on payment of Rs. 0.08 lakhs.	Shri Gautam Dixit, APFC(E&R) and Recovery Officer has issued Warrant of arrest through Squad of Enforcement Officers. On arrest, Shri Kartik Pal, Proprietor of the establishment was produced before the Recovery Officer and requested for not remanding him to Civil Prison and has fully paid the certificate dues to the tune of Rs. 0.08 lakhs.
the Recovery equested for not a rest to Rather, he sayment of Rs ecuted, Sri Jha stipulated date a defaulter and decovery Officer and Recovery Cement Officer nunwala, Chie It Sri N.C. Das AGM. Sri S.X. and the Squaded Sri N.C. Das ed Sri	10.		M/s. IPITEX International, Bhubaneshwar, OR/3342 Rs. 3.01 lakhs	Released on execution of Personal Bond and Rs. 3,01,861/-recovered.	The establishment is a defaulter and it is also closed. Several notices were issued to the owner even through Police Authorities, but no result. Shri P.K. Udgata, Regional Provident Fund Commissioner -II(E&R) and Recovery Officer has issued Warrant of arrest through Squad of Enforcement Officers and the Squad of Enforcement Officers and the Squad of Enforcement Officers are the Squad of Enforcement Officers are the Squad of Enforcement Officers and the Squad of Enforcement Officers are the Squad of Enforcement Officers. Shri Agrawal requested for his non-remanding to Civil Prison, Rather, deposited Rs. 2.86 lakhs on the day of arrest and executed Personal Bond to pay the residual sum of Rs. 37,875/ As per the Bond executed, Shri Agrawal has paid the entire certificate dues.
ari, AGM and erv Officer of	100		We	est Bengal Region	
ersonal Bond of in the stipulated	11	1	M/s. Rubber Products and	Rs 2.00	Released on 8.5.98 on payment of Rs.

		76	6	
		Moulding Company WB 536 Rs 5 10 lakh		2 00 000=00. Thereafter stay obtained in the Hon'ble High Court on 3 8 98
• 5	1	Mis Joinery Mfg Company が3/3174 Rs 6 26 Lakh	Rs 0 50	Realased on 23.9.98 on payment of a 50.000=00 as per High Court order day 23.9.98 and monthly instalment of 50.000=00 till the Employees' Share of a 2.95 lakh is liquidated
13	1	M/s Indo-Japan Steel Ltd., WB/12201 Rs 65.56 lakh	Rs 15 00	Released on 8.12.98 as per high cour order on payment of Rs. 15,00,000=00.
14.	1	M/s. Calcutta Felt Industries Limited, WB/27307 Rs 0.58 lakh	Rs. 0.79	Released on 21.12.98 on full payment certificate dues, cost and interest und section 7Q of the Act.
15.	1	M/s Calcutta Bitumen Industries, WB/25531 Rs 0 98 Lakh	Rs.1.17	Released on 21.12.98 on full payment certificate dues, cost and interest und section 7Q of the Act
16	1	M/s. Ramkrishnalaya (P) Limited, WB/11390 Rs. 0.53 lakh	Rs 0.69	Released on 4.2.99 on full payment; certificate dues, cost and interest und section 7Q of the Act.
17	1	M/s. A.K.G. Machine Industries (P) Ltd., WB/23989 Rs. 4.14 Lakh.	Rs.5.63	Released on 9.2.99 on full payment certificate dues, cost and interest und section 7Q of the Act
18.	1	M/s Atacc Pharmaceuticals (P) Limited. WB/ Rs. 5.83	Rs.1.00	Released on 16.2.99 in terms of High Cour order dated 15.2.99 on payment of & 1,00,000=00.
19	1	M/s. Jayadas & Company (P) Limited, WB/25545 Rs. 2 44 lakh	Rs.0.10	Released on payment of Rs. 10,000=00
20.	1	M/s Unity Wire Products, WB/15506 Rs. 1.30 lakh	Rs.0.30	Released on payment of Rs. 30,000=00 and giving undertaking for payment of balance dues.
21	1	M/s Dragon Engineering Works WB/ Rs. 1.12 lakh	Rs 1.36	Released on 16.3.99 on full payment a certificate dues, cost and interest unda section 7Q of the Act.

### **UN-INVESTED FUNDS**

The Board of Trustees are required to make investment of investiable funds within a period of two weeks from the date of receipt of money into the trust account. At the end of the year, there were 1361 exempted trusts which had an amount of Rs.21122.46 lakhs with them as remaining un-invested. The region-wise data on the amounts lying with the Boards of exempted establishments un-invested as on 31.3 1999 are given in Table-6.

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TABLE-6

### AMOUNT LYING UN-INVESTED BEFORE THE BOARD OF TRUSTEES OF EXEMPTED ESTABLISHMENTS ON 31.03.99

Region Name	Establishments	Un-invested Amount [Rs. in lakh]
Andhra Pradesh	21	198.85
Bihar	99	3353.56
Delhi	190	5640.16
Gujarat	24	128.10
Haryana	6	51.27
Himachal Pradesh	7	154.32
Karnataka	69	1361.92
Kerala	56	. 99.53
Madhya Pradesh	25	178.41
Maharasht ra	470	1109.52
North East	7	754.01
Orissa	32	277.92
Punjab	26	82.21
Rajasthan	29	1120.74
Tamil Nadu	132	888.42
Uttar Pradesh	45	1405.35
West Bengal	123	4318.17
T OTAL	1361	21122.46

### PENAL ACTION TAKEN AGAINST DEFAULTERS

During the year 1998-99 in order to liquidate arrears, prosecutions under Section-14 of the Act were filed. Besides this, complaints were also filed for offences

punishable under Section 406/409 of I.P.C. against the defaulting employers who failed to remit the Provident Fund contributions deducted from the wages of their employees.

### RATE OF INTEREST

The exempted establishments are required to declare interest to their members which would not be lower than the interest rate declared for the members of the Statutory Fund. Information with reference to 2800 establishments were available, out of which 461 had not declared interest for the year. The broad pattern of the remaining 2339 establishments which have declared interest are given in Table-7.

Table:7					
RATE OF INTEREST ALLOWED TO MEMBERS - EXEMPTED ESTABLISHMENTS					
Establishments Members involve					
Higher than the Statutory Rate	245	320,034			
Equal to the Statutory rate of 12%	2040	3,078,900			
Less than the Statutory rate	54	125,706			
TOTAL	2339	3,524,640			

### ADVANCES/PARTIAL WITHDRAWALS

Advances sanctioned and amount paid to the members by the exempted establishments during the year are given in Table-8.

TABLE:8 ADVA	NCES SANCTIONED & A	MOUNT DISBURSED
Category	Cases	Amount (Rs. lakh)
Financing LIC Policy	24223	1699.37
Housing Advances	113783	61731.89
During temporary closure	5367	720.69
Illness of Members/Family members	207692	25691.08
Member's own marriage	142463	38135.73
Others	135245	70794.63
TOTAL	628773	198773.39

### SETTLEMENT OF CLAIMS

Claims settled by the exempted establishments to their members are given below in Table-9.

Table:9						
PROVIDENT FUND CLAIMS SETTLED - EXEMPTED ESTABLISHMENTS						
Category	Cases	Amt. Rs. Lakhs				
Death Cases	10187	11441.56				
Resignation/Termination	129833	39777.98				
Retrenchment	7074	7793.06				
Superannuation	40510	92493.00				
Permanent Invalidation	526	758.30				
Dismissal	1094	311.81				
Migration	1762	1668.11				
Others	22861	23963.17				
TOTAL	213847	178206.99				

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#### CHAPTER VI

### EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME, 1976

Employees' Deposit Linked Insurance Scheme, 1976 came into force from 1<sup>st</sup> August 1976. No contribution is payable by the employee for availing the insurance cover. Family/dependents of deceased members are entitled to payment upto Rs. 35,000 subject to calculations in each case.

### APPLICATION AND COVERAGE

Employees' Deposit Linked Insurance Scheme, 1976 is applicable to all factories/establishments to which the Act applies. This Scheme came into force with effect from August 1, 1976. All the employees who are members of the provident fund are required to become members of this Scheme.

#### CONTRIBUTION

While the employee-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 pay i.e. basic wages, dearness allowance including cash value of food concession and retaining allowance, if any. During the year a sum of Rs. 114.66 crores comprising of employers contribution was deposited. The contribution and administrative charges received year-wise since inception of the Scheme are at **Appendix-S 15**.

#### INVESTMENT

Upto 1996-97 contributions received in the "Insurance Fund" was kept in the Public Account and after making payments, due on account of benefits provided under this Scheme. The rate of interest on such accumulations in the Public Account is 8.5%. From 1997-98 onwards net accretions are being invested as per prescribed investment pattern.

TA	BLE: 1	EDLI INVESTMENT	
			( Rs. in crores)
a)	Investmen	t during 1998-99	86.05
b)	Deposit in	Public Account	158.82

The employers of all covered establishments are required to pay administrative charges to the Insurance Fund for meeting the expenses. The rate of administrative charges is 0.01 per cent of basic wage, dearness allowance including cash value of food concession and retaining allowance, if any, with effect from October 1, 1987 subject to a minimum of Rs. 2.00 per month.

### BENEFITS UNDER THE SCHEME

On the death of an employee, while in service, who is a member of the Employees' Provident Fund 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 12 months wherever the average provident fund balance is less than Rs. 25,000/-. In case the average balance in Provident Fund exceeds Rs.25,000/- the amount payable will be Rs. 25,000/- plus 25% of the average balance in excess of Rs. 25,000/- subject to ceiling of Rs. 35,000/-

TA	BLE:2			
	EDLI CLAIMS			
		1996-97	1997-98	1998-99
1	Brought forward pendency at the beginning of the year	2295	2403	2509
2	Claims received during the year	36551	41339	44296
3	Total Workload [1+2]	38846	43742	46805
4	Claims returned for rectification of defects and re-submission	13691	15812	17929
5	Claims rejected being ineligible	1981	1363	1545
6	Claims settled	20771	24058	26078
7	Percentage of Claims settled to workload	53.47	55	55.71
8	Amount authorised for payment [Rs. in lakhs]	2082.60	3612.26	3560.91
9	Claims pending at the close of the year	2403	2509	1253
10	Percentage of closing balance to workload	6.18	5.73	2.67

1253 claims were pending for disposal at the end of the year. Number of claims settled region-wise and amount disbursed is given at Appendix-S 16.

### LEGAL ACTIONS TAKEN AGAINST DEFAULTERS

Prosecution cases under Section 14 of the Act were filed against the employers who failed to deposit the contributions. As against a workload of 22017 cases for disposal, 1123 cases were decided during the year. Of the cases decided in 672 cases conviction were ordered, 194 cases were either acquitted or admonished, 134 cases were withdrawn and 123 cases were discharged. The region-wise data of prosecution cases launched under the Act is given at Appendix-S 17.

### **EXEMPTION FROM THE SCHEME**

On the request of the employer, the exemption to any establishment can be granted by the Central Provident Fund Commissioner from the operation of all or any of the provision of the Insurance Scheme if the employees of such establishments are , without making any separate contribution or payment of premium, in enjoyment of benefit in the nature of life insurance, whether linked to their deposits in provident fund or not, and such benefits are more favourable to such employees than the benefits admissible under the insurance scheme. Under Employees' Deposit Linked Insurance Scheme, 1976, 7986 establishments have been granted exemption from the Scheme upto 31st March, 1999.

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### CHAPTER VII

### EMPLOYEES' PENSION SCHEME - 1995

### GENERAL INTRODUCTION & ADMINISTRATION

Employees' Pension Scheme-95 came into effect from 16.11.95. The Employees' Pension Scheme-95 has been conceived as a Benefit defined Social Insurance Scheme formulated following actuarial principles for ensuring long term financial sustenance. No separate contribution is payable additionally for the Pension Scheme benefits. The new Pension Scheme, alike the old Employees' Family Pension Scheme, 1971 derives its financial resource by partial diversion from the Provident Fund contribution, the rate being 8.33% in lieu of 2.33% against the old ceased Family Pension Scheme-1971. The Central Government continues contributing at the rate of 1.16% as before. Upon introduction of the new Employees' Pension Scheme-95, the erstwhile Family Pension Scheme, 1971 ceased to operate and all the assets and liabilities of the erstwhile Pension Fund were transferred and merged with the new Pension Fund. The benefits and entitlements to the members under the old scheme remain protected and continued under the new Employees' Pension Scheme-95.

The Scheme has been notified on 16.11.95 and made effective from that date with the provision for retrospective application from 1.4.93 in selective cases for outgoing members of the ceased Employees' Family Pension Scheme-1971 and its beneficiaries during 1.4.93-15.11.95. The Scheme on its introduction applied on compulsory basis to all the existing subscribers to the Provident Fund who were contributing to the Employees' Family Pension Scheme-1971. So also all the new entrants to the membership of Provident Fund from 16.11.95 onwards acquire membership of the Scheme on compulsory basis. The existing members of the provident fund who did not opt for joining the erstwhile Employees' Family Pension Scheme-1971 shall have an option to join the new Pension Scheme. The beneficiaries under the erstwhile Employees' Family Pension Scheme-1971 in

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ment on of such nt of ed to le to Inder have case of death/exit occurring between 1.4.93 and 15.11.95 shall also have option to derive the benefit under the new scheme.

Newly introduced Employees' Pension Scheme-95 provides for following benefit package:-

- Pension for life to the member, on superannuation/retirement and invalidation.
- (ii) To the members of the family upon death of the member:
  - a) Pension to Widow/Widower for life or till re-marriage.
  - b) To children/orphan, two at a time additionally upto 25 years age simultaneously with widow/widower pension.
  - c) Children/orphan with total and permanent disability shall be entitled to payment of children pension or orphan pension as the case may be irrespective of age and number of children in the family.
  - d) Facility for payment of pension to nominee in the event of member who is unmarried or without any eligible family member to receive pension, and
  - e) Facility for payment of pension to dependent father/mother in the event the member dies leaving behind no eligible family members and no nomination by such deceased member exist.
- (iii) Facility for capital return (corpus accretion) on option formula basis, and
- (iv) Commutation of pension up to 1/3<sup>rd</sup> of pension amount.

Previously under the old Employees' Family Pension Scheme-1971 only widow/widower pension was payable, that too, for death while in reckonable service only. In the absence of widow or cessation of widow pension payment it was payable to eldest child upto the age of 25 years and so on to younger child, if any. There was no provision for capital return or commutation.

Superannuation/retirement pension under the new scheme will be payable on fulfilling:-

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(i) Minimum 10 years eligible service and

(ii ) Attaining age of 58 years.

On ceasing employment earlier than 58 years, pension may be availed of by a member at his option, before attaining the age of 58 years but not below 50 years. Such early pension will be subject to discounting factor at the rate of 3% for every year of shortfall from 58 years. No pension will be payable to any member before attaining the age of 50 years. However, no such age restriction or eligibility requirement shall apply for pension entitlement on disablement or pension payable to the family members on death of the member. Membership with one contribution is enough in such cases.

The quantum of pension payable to a member on superannuation and/or exit from service on attaining the age 58/50 year shall correspond to the period of pensionable service rendered by the member and his pensionable salary i.e. the last twelve months' average pay drawn by him at the time of exit.

Those retiring now and in coming years, shall have also the benefit of past service pension for the period of their membership under the erstwhile Employees' Family Pension Scheme, 1971 on factor formula basis provided for in Paragraph 12 (3) in the Scheme subject to aggregate Pension regulated by minimum Pension amount provision.

Basic pension so sanctioned shall normally have annual increase based on valuation result. Based on first years' valuation result of Pension Fund, additional relief @ 4% has been permitted by the Govt. on all pension in payment upto 15.11.96. Upon death of the member the pension entitlement shall accrue to the Family members namely spouse and children upto the age of 25 years.

On leaving employment before rendering 10 years pensionable service, member has the option to retain the membership until attaining 58 years of age by taking a scheme certificate or quitting the scheme by availing withdrawal benefit. On availing scheme certificate the member will be entitled to add on his

subsequent employment spells till attaining the age of 58 years so as to qualify for superannuation/retirement pension, otherwise availing withdrawal benefit on attaining the age of 58 years with additional weightage so as to compensate the possible interest loss. In the event the member retains the membership he remains covered for death risk throughout. Upon his death irrespective of whether such death occurred while in service or away from employment, the family pension benefit to spouse and children, if any, will be admissible and extended in the same manner if the death had occurred while in service and contributing to the fund.

Based on recommendation by CBT earlier, Govt. has since amended the scheme vide notification dated 22.2.99 liberalising/expanding the provision further.

- Dependant parents have been entitled for pension in respect of member unmarried or leaving no eligible family members to receive pension and did not nominate any one;
- Disabled children have been permitted pension disregarding age limit of 25 years and restriction of two children at a time,
- iii) Membership cessation regulatory parameters provided for; and
- iv) Explanation added for computing pensionable salary in cases where salary has not been drawn or drawn partially during preceding twelve months from superannuation/retirement.

### ARRANGEMENTS FOR DISBURSEMENT OF PENSION:

For ensuring disbursement of Pension every month, arrangements have been made through nationalised banks, to remit the pension by providing credit to pensioner's pension payment account every month by the appointed date. This arrangement has been worked out in collaboration with Indian Banks Association and being enlarged gradually. During the year under report, arrangements have been enlarged by bringing in 2<sup>nd</sup> /3<sup>rd</sup> nationalised bank to participate in the programme in 17 regions. The Region-wise position of present banking arrangement is as under: -

## REGIONWISE LIST OF NATIONALISED BANKS FOR DISBURSMENT OF PENSION UNDER EMPLOYEES' PENSION SCHEME' 1995

S.No	. NAME OF THE REGION	NAME OF THE DESIGNATED BANK				
1.	Andhra Pradesh	Andhra Bank, State Bank of India				
2.	Bihar	Punjab National Bank				
3.	Delhi	Punjab National Bank, State Bank of India				
4.	Gujarat	Dena Bank, State Bank of India, Indian Bank				
5.	Haryana	Punjab National Bank, State Bank of India				
6.	Himachal Pradesh	Punjab National Bank, State Bank of India				
7.	Kerala	Canara Bank, SBI, Syndicate Bank				
8.	Karnataka	Canara Bank				
9.	Maharashtra	Bank of India, Punjab National Bank, SBI				
10.	Madhya Pradesh	Punjab National Bank, State Bank of India				
11.	North East Region	Punjab National Bank, State Bank of India				
12.	Orissa	Bank of India, State Bank of India				
13.	Punjab	Punjab National Bank, State Bank of India				
14.	Rajasthan	State Bank of Bikaner & Jaipur, PNB				
15.	Tamil Nadu	Indian Bank, SBI, Indian Overseas Bank				
16.	Uttar Pradesh	Punjab National Bank, State Bank of India				
17.	West Bengal	Punjab National Bank, United Bank of India				

With a view to expand the disbursement network, further endeavour is being made to explore the possibility of associating post offices also across the country:

#### ADMINISTRATIVE SETUP AT FIELD OFFICES

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On introduction of the EPS, 1995 working setup and working norms have been redesigned appropriately to cope up with the challenging task of implementation of the Pension Scheme and to provide a system support arrangement for ensuring prompt, unfailing and trouble free servicing of pension payment cases. In the process, pension division at various offices have been strengthened by creating, additional support in the work of Pension Monitoring, Pension Audit, Pension Disbursement & Reconciliation, Pension Fund accounts maintenance & record upkeeping besides strengthening the public grievances

system through constitution of facilitation centres for the convenience of the members at all the Offices.

For facilitating requisite co-ordination and closer monitoring of scheme work on regular basis, "Controller of Pension" post has been created for all the 17 regions. Appropriate computerised process support is being made available for calculation of pension entitlements and generation of consolidated pension payment orders covering all types of benefits for member/widow/children as one time settlement and regulating its disbursement on month to month basis.

National Productivity Council has been entrusted to study and review working norms for Pension Scheme work for further revision and augmenting the arrangement.

#### SETTLEMENT OF PENSION CLAIMS

In order to ensure that the pension claims are settled expeditiously, a mandatory provision has been incorporated in the EPS, 1995 under para 17 A, prescribing 30 days time limit by which pension claims need be settled. Commissioners have been enjoined with the responsibility of ensuring compliance in this regard and made personally accountable for any default.

During the year 1998-99, pensionary benefit has been extended to 1,53.688 beneficiaries taking the cumulative figure to 3,89,881. The classification of the beneficiaries under EPS 1995 as on 31.3.99 (cumulative) are as under :

i)	Member Pension	
	Early Pension (50-57 years)	1,10,592
	Superannuation Pension (58 years)	1,11,597
	Disablement Pension	365
ii)	Widow/Widower Pension	
	Death in Service	73,497
	Death away from Service	5,589
iii)	Nominee Pension	193
iv)	Orphan Pension	1,197
V)	Children Pension	86,851

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In addition 1,73,893 number of widow/children pensioners are drawing pension under the ceased Employees' Family Pension Scheme-1971.

### CREATION OF DATA BASE

On introduction of the Employees' Pension Scheme, creation of data base for members and their families has assumed greater importance to help settle cases promptly besides conducting the annual valuation of the pension funds and for appropriate review of the pensionary benefits. In order to achieve the desired objective, Organisation has taken effective steps to collect the details of the members and their family afresh and capturing all such details through computerised programme for keeping the data base on line for utilisation. In the process, all the field offices have printed and supplied the Form 2 (revised) to all the members through their establishments concerned and also conducted workshops with the Employers and Trade Union Organisations in educating them about importance of filing of Form 2 with appropriate and relevant information with the RPFC concerned expeditiously. A systematic monitoring is being done at various offices and also at the Head Office level at fortnightly intervals so as to ensure collection, capturing of the details and creating an effective data base of the members and their families.

Performance position in this regard as on 31.3.99 is shown here under:

Total No. of Establishmen	Members of E.P.F. as on 1.4.98		Form-2 Issued	Form-2 Received		Data Entry Made in Computer		
ts (Exempted + Unexempted) as on 1.4.98	Total Members	Contributing Members	Members	Members	% to Contri- buting Members	Estts	Members	% to Contri- buting Members
299204	21219543	18925574	20756253	11248037	59.43	74727	5399782	28.53

#### VALUATION OF PENSION FUND

The Pension Fund is required to be evaluated by the Actuary on annual basis. First actuarial valuation which became due on 15.11.96 has been got done. Based on valuation recommendations, Central Government had allowed 4% adhoc relief on pension in payment as on 15.11.96 to existing pensioners. This

adhoc relief was payable w.e.f. 16.11.96 and is subject to adjustment on the basis of final valuation report result. Consultant Actuary submitted the final valuation report on 30.4.98. Based on the recommendations of CBT, Government appointed a Panel of Actuaries on 17.4.98 comprising S/Shri D. Basu, L. Khan to scrutinise the first year final valuation report of Consultant Actuary dated 30.4.98 and submit their observation thereon. Accordingly Panel of Actuaries submitted their report to Govt. on 31.8.98, which was considered and adopted by CBT in their meeting held on 6.3.99 and forwarded to Govt. for appropriate action. Panel of Actuaries' report has endorsed the finding made by the Consultant Actuary.

Second year valuation fell due on 15.11.97. With a view to remove operational difficulties in computing position reckoning broken period, Government has allowed second year valuation covering the period form 16.11.96 to 31.3.98 so as to synchronise with the completion of financial year. Accordingly, the work relating to providing necessary data for the purpose to the actuary has been completed and the Consultant Actuary has since completed the 2<sup>nd</sup> valuation of Pension Fund. The report is expected by April, 1999.

#### COURT CASES

Multiple writ petitions challenging the validity of Employees' Pension Scheme-95 were filed in various High Courts by certain Trade Unions. So far three High Courts namely High Court of Judicature, Madras, Karnataka and Kerala have disposed of these writ petitions upholding the validity and legal vires of the Pension Scheme. However, on an interim order of 'Status Quo' passed by a division bench of Calcutta High Court an SLP has been filed before the Supreme Court. The Apex Court through an interim order and without prejudice to the contentions taken by the contesting parties permitted continuity of benefit admissibility under the new Pension Scheme of 1995 and compliance by the employers either under the new scheme or the old scheme of 1971 in accordance with the choice of the member concerned and subject to the final decision of the Court. The aforesaid SLP along with other Transfer Petitions are pending with the Apex Court for final disposal.

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#### **EXEMPTION**

Any establishment or class of establishments may be granted exemption from the operation of the EPS 1995 by the appropriate Government if the Pension Scheme of the establishment provides pensionary benefits either at par or more favourable than the benefits available under the EPS 1995. During the year under report, 49 applications for grant of exemption were received by the various field offices and also certain establishments have made a direct reference to the Head Office. The respective offices have attended all such references by informing the establishments concerned the modalities and the procedure to be followed while filing the application for exemption. Accordingly, some of the establishments have formulated their Pension Schemes and filed the applications with the Regional Provident Fund Commissioners concerned. Total 19 such fresh cases has been received at the Headquarter Office during the year under Report. On scrutiny of these schemes in consultation with the Actuary, most of the schemes have been returned to the Regional Provident Fund Commissioners/establishments concerned indicating the deficiencies noticed, modifications to be carried out so as to bring it up on par with EPS 1995 in order to qualify for grant of exemption. So far no establishments scheme could qualify the exemption parameters in terms of coverage, benefit applicability and other related conditions. Most of the schemes formulated by the establishments have not covered all categories of employees. In some of the cases, the investment pattern prescribed under Section 17 (1C) of the Act read with paragraph 26 (1) of Employees' Pension Scheme-95 is not followed. Further, all the statutory benefit parameters provided in the Employees' Pension Scheme-95 have not been provided in the respective schemes of the establishments. The Trust Rules of the establishments are not in tune with the structure provided under para 79C of the Employees' Provident Fund Scheme-1952 and other approved guidelines.

#### MEETINGS OF THE PENSION IMPLEMENTATION COMMITTEE

The Executive Committee of the CBT constituted a sub-committee designated as 'Pension Implementation Committee' to review the functioning of

the Employees' Pension Scheme, 1995 including computerisation in the Organisation, disbursement of pension and to consider the suggestions/proposals for amendment/improvement in the Scheme. The Committee includes representatives of employers and employees besides the Central Provident Fund Commissioner, Secretary Labour is the Chairman of PIC. Addl. CPFC (Pension) at head office of the Organisation is the convenor of the Pension Implementation Committee. Reconstituted Pension Implementation Committee was notified by the Govt. on 16.9.97. So far, 13 meetings of Pension Implementation Committee have been held. During the year under report, 2 meetings were held in the month of May 1998 and August 1998. The Committee reviewed the performance in the implementation of the Scheme as on March 1998 and June 1998 respectively.

#### TRAINING OF OFFICERS AND STAFF

National Academy for Training and Research in Social Security at New Delhi and Zonal Training Institutes at four zones situated at Faridabad, Ahmedabad, Chennai, Calcutta have been conducting the training courses for the officers and staff on the work procedures of the Employees Pension Scheme, 1995. Arrangement have been made by including lecture on Employees' Pension Scheme-95 in the regular training programmes, as a special arrangement for training of officers and staff. Sensitisation and re-training of officers and staff through training/re-training process is being done both at Head Quarter and Regional level.

A combined Review Meeting of Regional Provident Fund Commissioners and Controllers of Pension was conducted on 8<sup>th</sup> & 9<sup>th</sup> July 1998 at Delhi. Honourable Labour Minister Dr. Satyanarayan Jatiya and Dr. L. Mishra, Secretary Labour and Chairman Pension Implementation Committee addressed this meeting. In the said Review Meeting, all the key areas of performance under Employees' Pension Scheme-95 were reviewed/looked into in detail and requisite guidelines provided.

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#### PENSION SOFTWARE

- Pension Software 'CEPS' package was conceptualised in total 8 sub-programmes. Seven Sub-programmes have been developed by National Informatic Centre. The 8<sup>th</sup> Sub-programme relating to valuation work has been got done through Actuary. In order to have uniformity in operational areas in regard to implementation of Employees' Pension Scheme 1995, software developed by National Informatic Centre is being used uniformly in all the offices for capturing the details of members and their families, existing pensioners, calculation of pension, generation of Pension Payment Order, release of pension scroll on month to month basis, bank reconciliation with reference to pensioners and pension payments, MIS reports etc.
- Version 2.0 of CEPS, CAMPS, CRAS has already been released to all Regional Offices on 2.11.98. Inter-linking of Modules within the CEPS and integration of Software programmes have also been done to have proper utilisation of Software Package. All the Field Offices are in the process of operationalising the latest Version 2.0.
- Appropriate steps have been initiated to augment the Hardware Capacity at all offices to cope up with the requirement under Employees' Pension Scheme 1995.

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#### CHAPTER VIII

#### MANPOWER PLANNING

The total sanctioned staff strength of the Employees' Provident Fund Organisation including officers and staff was 20656 as on 31.3.99 as against 20,455 as on 31.3.98. The group-wise position of sanctioned officers and staff strength visarvis officers/staff in position is given in Table I

TABLE:1	TAFF/OFFICERS ST	RENGTH
Group	Sanctioned Strength	Staff in position
Α	613	534
В	1905	1743
С	15698	14511
D	2440	2236
TOTAL	20656	19024

The position of sanctioned staff/officers strength vis-à-vis staff/officers in position during the last five year is given in Table-2.

TABLE:2 STAFF/OFFICERS S	TRENGTH DURING TI	HE LAST FIVE YEARS
Position as on	Sanctioned Strength	Staff in position
31.3.1995	19442	17265
31.3.1996	19672	17483
31.3.1997 -	20265	17612
31.3.1998	20455	17803
31.3.1999	20656	19024

The Region-wise position of the sanctioned staff/officers strength vis-a-vis staff/officers in position during 1998-99 is given in Appendices 18 to 21.

Employees' Provident Fund Organisation has implemented the Reservation policies for SC/ST/OBCs as per instructions received from Department of Personnel & Training from time to time in Direct Recruitment as well as Departmental Promotion posts. With effect from 2<sup>nd</sup> July 1997, the vacancy based roaster has been replaced by post based roasters as per Supreme Court directions. Group wise Position of SC/ST/OBC strength in the EPFO is given below:

TABLE:3				DECEDVA	TION	
Group	Sanctioned Strength		ERMS OF I	In Posit		-
			SC	ST	OBC	
Α	613	534	61	34		29
В	1905	1743	302	98		10
С	15698	14511	2659	828		676
D	2440	2236	785	241		115

To improve the overall efficiency of the Organization the following Group 'A' posts were created during the year under review.

	No.	of Post(s)	
Additional Central Provident Fund Commissioner (North Zone and East Zone)	4	02	
Director (HRD)	4	01	
Assistant Research Officer(NATRSS)	-	02	
Deputy Director(Official Language)	-	01	

Further, during the year under review, to keep pace with the hardware installed, matching personnel support was created and the following posts were filled up by recruiting personnel possessing the necessary educational and technical qualifications:

1.	Programmer	-	02
2.	Assistant Programmer	-	16
3.	EDP Supervisor	-	09
4.	Data Entry Operator	14	234

Being an expanding Organisation, the object of providing own office building and staff quarters for the employees of the organisation has necessitated strengthening of Construction wing by inducting additional technical manpower. The following officers have joined the Construction Wing of the Organisation during the financial year:-

1.	Assistant Engineer	_	02
2.	Jr Engineer	2	08

Actions have also been initiated to fill up remaining vacancies of the Construction Wing.

To comply with the instructions of the Government of India, Official Language Policy action have been initiated to fill up the existing vacancies at the level of Hindi officer, Hindi Translator (Grade-I and II). The following officers/staff were recruited during the year under review:-

Hindi Officer - 04
 Hindi Translator-II - 15

Besides the above recruitment process, vacancies in the cadres of Stenographer, Lower Division Clerk are also being filled-in on Inter Departmental Transfer basis.

During the year under review the following staff were recruited in Organisation on Inter Departmental Transfer basis:-

Lower Division Clerk - 149
 (on IDT basis)
 Group 'C' & Group 'D' - 63
 (on Compassionate grounds)

The recruitment process to fill up all the vacant post was initiated by issuing advertisements in the Employment News in the following cases:

Name of the post	Number of posts	Date of Advertisement	Persons appointed
Addl.CPFC (Computer& Systems)	←01	11-17.4.98 and 17-23.10.98	-
Director (Vigilance)	01	17-23.10.98	1* Not yet joined
Director(Computer)	01	11-17.04.98	-
Director(PR)	01	17-23.10.98	-
Director(HRD)	01	10-16.10.98	-
Law Officer	01	20-26.06.98	-
Chief Engineer	01	20-26.03.98	-
Controller of Pension	06	30.05.98 - 05.06.98	-
Sr. Analyst	01	20-26.06.98	
Deputy Director(Training)	02	30.05.98 – 5.6.98 and 20-26.03.98	1
Deputy Director(Vigilance)	01	11-17.04.98	1

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Deputy Director(Computer)	01	17-23.10.98	-
Assistant Director (Computer)	17	17-23 10 98	-
Asstt. Research Officer	02	20-26.06.98/27-	-
Vigilance Officer	11	11-17.04.98	4
Welfare Officer	01	11-17.04.98	1 -
Enforcement Officer (Special Squad) (WZ and SZ)	08	23.09.98	
Vigilance Assistant (WZ/NZ/H.O)	To prepare panel	27.08.98/11.09.98 and 03.12.98	4
Stenographers	To prepare panel	08.07.98	9
Date Entry Operators	300	February, 1999	Result awaited
Lower Division Clerk		February,1999	Result awaited

In order to attract competent/qualified persons to man the Zonal Audit Parties, the posts were upgraded and the Recruitment Rules of the posts of Zonal Audit Officer, Assistant Audit Officer and Auditor were amended. These posts are Excadre posts to be filled up by transfer on deputation basis.

The Stenographer cadre of the Employees' Provident Fund Organisation was completely restructured as per the instructions of Department of Personnel and Training and corresponding revised recruitment rules were notified vide GSR No. P.IV/4(83)/Vol.I dated 11.11.1998

During the year under review, Executive Committee, Central Board of Trustees, Employees' Provident Fund approved framing amendments to the Recruitment Rules in respect of the following posts:

Regional Provident Fund Commissioner (Investment)
Executive Engineer(Civil)
Deputy Director(Computer)
Assistant Engineer(Civil)
Assistant Engineer(Electrical)
Junior Engineer(Electrical)
Assistant Director(Computer)
Assistant Programmer
Hindi Translator Grade II
Lower Division Clerk

Personnel Wing has also issued guidelines and circulars on various policy matters based on the instructions issued by the Govt. of India and on the approvals of Central Board of Trustees/Executive Committee of CBT, EPFO from time to time.

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# CENTRAL PROVIDENT FUND COMMISSIONER

Addl. CPFC (P&T)		Addi.CPFC	Addl. CPFC		Addi, CPFC (Computer)	Chlet Engineer	-
RC (RA) RC (Inspection) RC (LA)	RC (Exam.) C.L.O.	HC (Inspection)	RC (Enforcement) RC (RR) RC (Exemption)	Dir. (Vigilance)	Dir (Computer) Dir (MIS)	The control of the second seco	Dir. (PR)
				Dy. Dir. (Vigilance) RC (Pension)	RC (Conference)	Executive Engineer	RC (PGS)
APFCs - P-1, II, III, IV, V, CAT, CR AC (Inspection)	Pension, Pre-Audit AC (Exam.)	AC (Legal)(H) AC (Inspection)	E 1(4), co-ard AC (RR) AC - Eexem., EDLJ	AC (Pension)	THE COLUMN TO TH	Assistant Englisee	APFCs - PGS - 1,
	RC (Inspection) RC (LA)	RC (Inspection) RC (LA) RC (Exam.) C.L.O.	III,  RC (Inspection)  RC (Exam.)  C.L.O.  RC (Inspection)	PC (Inspection)  RC (Legal)  RC (Legal)  RC (Enforcement)  RC (Enforcement)  RC (Enforcement)  RC (Enforcement)  RC (Enforcement)  RC (Enforcement)	III,  RC (Inspection)  RC (Exam.)  C.L.O.  C.L.O.  RC (Erritorcement)  RC (Pension)  Dir. (Vigilance)	III,  RC (Inspection)  RC (Exam.)  C.L.O.  C.L.O.  C.L.O.  Dy. Dir. (Vigilance)  RC (Exemption)  RC (Exemption)  RC (Exemption)  RC (Exemption)  Dir. (Vigilance)	PC (Inspection) PC (Inspection) PC (Inspection) PC (Inspection) PC (Inspection) PC (Enforcement) PC (Enforcement) PC (Enforcement) PC (Enforcement) PC (Enforcement) PC (Conference) PIT (Miss) PIT (Miss)

#### CHAPTER IX

#### VIGILANCE

The officers and staff of the Employees' Provident Fund Organisation, in the process of enforcement as well as providing service as prescribed under the EPF & MP Act,1952 & Schemes framed thereunder, interact with members of Employees' Provident Fund as well as Employers. The nature of function of the organisation calls for constant vigil and surveillance at all levels. In order to check the irregularities as well as activities with any malafide intention, Vigilance Wing was created in the Employees' Provident Fund Organisation by Central Board of Trustees in its 68<sup>th</sup> meeting held on 31.1.76 with one post of Director (Vigilance) and three posts of Deputy Director (Vigilance) supported by one Vigilance Officer and one Vigilance Assistant each for Head Office and Zonal Deputy Director (Vigilance). The vigilance wing set up as existed in the beginning was as under: -

SI.No.	Post	Number of Posts	
1	Director (Vigilance)	1	
2	Deputy Director (Vigilance)	3	
3	Vigilance Officer	3	
4	Vigilance Assistant	3	

Subsequently in the Executive meeting held on 6.12.90, this set up was reorganized as follows:-

	CHI	EF VIGILA	ANCE OF	FICER			
	8	RECTOR	(VIGILAI	VCE)			
S. No	Post	Head Office	North Zone	South Zone	East Zone	West Zone	Total
1	Deputy Director (Vig)	1	1	1	1	1	5
2	Vigilance Officer	2	1	2	1	1	7
3	Vigilance Assistant	2	1	2	1	1	7

Experience and trend of complaints from various sources has shown that sometimes provisions of Employees' Provident Fund and Miscellaneous Provisions

Act. 1952 and Schemes thereunder are flouted with connivance of the concerned officials, thus defeating the service oriented objective of the Act. However, the existing strength of the Vigilance Wing was in no way matching with the growth requirement of the work of the Employees' Provident Fund Organisation. In view of the increase in quantum of work and responsibility, a need was felt to strengthen the Vigilance Machinery in order to identify the corruption prone areas and take preventive and punitive action. As a result, the Executive Committee of the Central Board of Trustees, Employees' Provident Fund in its 21<sup>st</sup> meeting held on 3.12.96 approved the proposal for creating few more posts to provide additional support. The Vigilance Wing was reorganised as follows: -

		EF VIGIL			8	14	
S. No	Post	Head	North	South	East Zone	West Zone	Total
1	Dy. Director (Vig)	1	1	1	1	1	5
2	Vigilance Officer	4	4	4	4	4	20
3	Vigilance Assistant	4	2	2	2	2	12

The above sanctioned strength of Vigilance Wing is yet to take a final shape. As present five posts of Vigilance Officers are vacant, yet efforts have been made to keep pace with ever increasing volume of work by making special efforts and taking extra pains to meet the requirement and achieve expected results. During the year, 374 complaints were received which were taken up for investigation immediately. As a result, 393 (out of total 619 complaints, Opening Balance 245 + received during the year 374) complaints have been disposed off and effort is on to clear the remaining complaints giving due priority.

The attention of the respective disciplinary authorities has been constantly drawn to expedite finalisation of the disciplinary proceedings and to review the pending prolonging suspension and criminal cases for appropriate action wherever necessary. Special efforts have been made to finalise the old pending cases with the Regional Offices/Sub-Regional Offices so as to bring the pendency to the barest minimum. Through suitable instructions on the subject matter, guidance is being

provided to the Regional Provident Fund Commissioner to monitor each and every case properly to avoid delay and for arriving at a logical conclusion.

Further, special attention has also been given to the field of Preventive Vigilance Inspection during the year particularly in the field of accounts and enforcement matters in order to keep a check on the corruption prone areas. 23 Preventive Vigilance Inspections were conducted during the period and the shortcomings/irregularities detected therein were brought to the notice of the concerned Regional Commissioners for taking preventive measures and appropriate follow-up action. Apart from that, Head Office of Vigilance Wing also conducted four special inspections of the functioning of Enforcement Wings of Regional/Sub-Regional Offices. Further during the year, 232 departmental proceedings have been finalised. Instructions to the concerned Disciplinary Authorities have also been issued to expedite the finalisation of the pending disciplinary cases. The Chief Vigilance Officer personally reviews the progress of disposal of disciplinary cases by conducting monthly review.

In order to cut short delays, the Disciplinary Authorities were advised to prepare panel of Inquiry Officers and avail of their services in disposing off disciplinary cases. Some progress has been achieved in that direction. During the year, few cases of fraud/embezzlement have been detected at various offices and appropriate action has been taken in each case after proper investigation. Cases of fraud/embezzlement are also being monitored properly by calling for reports from all the Regional Offices in a specially devised proforma for the purpose, each month. One case against the senior officer was sent to the Central Vigilance Commission for their first stage advice for initiation of departmental proceedings as required under the Rules. The advice of Central Vigilance Commission in the matter has been received and appropriate action initiated.

Performance highlights during the period (1.4.98 to 31.3.99) under report by the Vigilance Wing in the Employees' Provident Fund Organisation are given in Table: -

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S.No	Details	1997-98	1998-99
1.	Complaints		
(i)	Number of complaints received	506	619
(ii)	Number of complaints on which action taken	261	393
(iii)	Number of complaints pending.	245	226
II.	Disciplinary Cases		:
(i)	Disciplinary cases disposed:  (a) Major penalty proceedings cases:  - Dismissal/Removal etc.  - Others	23 69	30* 90
	(b) Minor penalty proceedings	72	112
	Total	164	232**
(ii)	Disciplinary cases pending:  (a) Major penalty proceedings  (b) Minor penalty proceedings	330 84	446 89
	Total	414	535**
111	Suspension Cases		
(i)	Suspension cases disposed/revoked	35	30
(ii)	Suspension cases pending	91	102
IV	Preventive Inspections		
	Preventive Inspections carried out	21	23+4 special inspections
V	Vigilance Clearance		
	Vigilance Clearance Certificates issued	1507	1171
	ils at Annexure 'A' ils at Annexure 'B'		

## Annexure 'A'

## Details of Cases of Dismissal/Removal/Compulsory Retirement For the year 1998-99

S.N	Name and Designation	Regional Office	Penalty Imposed	
1	S/Shri S.Venkat Rao, UDC	Andhra Pradesh	Dismissal	
2	Syed M.Hussaine, LDC	Andhra Pradesh	Removal	
3	Tej Pal Singh, UDC	Haryana	Removal	
4	Amrit Lal, UDC	Himachal Pradesh	Compulsory	
5	H.P.Shammala, UDC	Karnataka	Dismissal	
6	M.Laxmidas, UDC	Kamataka	Dismissal	
7	N.Munniappa, UDC	Kamataka	Dismissal	
8	P.Nagaraj, LDC	Kamataka	Removal	
9	A.K.Ravi, Peon	Kerala	Dismissal	
10	R.Bhasurendra Babu, UDC	Kerala	Dismissal	
11	Larzer David, UDC	Madhya Pradesh	Dismissal	
12	S.K.Nagar, UDC	Madhya Pradesh	Dismissal	
13	Man Singh Rana, Chowkidar	Madhya Pradesh	Removal	
14	M.L.Pardesi Peon,	Madhya Pradesh	Dismissal	
15	Raju Verma, UDC	Madhya Pradesh	Dismissal	
16	R.P.Gotel, Sweeper	Madhya Pradesh	Dismissal	
17	V.D.Bhagat, Peon	Maharashtra	Dismissal	
18	S.V.Pabalkar, LDC	Maharashtra	Dismissal 🗸	
19	M.V.Chavan, Sweeper	Maharashtra	Dismissal <	
20	M.G.Gangaware, Peon	Maharashtra	Dismissal 🗸	
21	A.K.Vij, HC	Punjab	Dismissal	
22	Sohan Lal Suwalka, UDC	Rajasthan	Dismissal	
23	V.Baluswamy, Daftry	Tamil Nadu	Dismissal	
24	K. Subramani, LDC	Tamil Nadu	Dismissal	
25	B.K.Dutta, LDC	Uttar Pradesh	Dismissal	
26	K.K.Singh, LDC	Uttar Pradesh	Dismissal	
27	S.K.Dhanvik, LDC	Uttar Pradesh	Dismissal	
28	Bijoy K.Roy, SS	West Bengal	Compulsory	
29	Sudip Dey, LDC	West Bengal	Dismissal	
30	Raj Singh, Cook	Head Office	Dismissal	

## Annexure 'B'

## Region-wise position of Disciplinary Cases as on 31.03.1999

SI. No.	Name of the Region	Opening Balance as on 1.4.98	No. of cases initiated upto 31.03.99	Total	No. of Cases concluded - upto 31.03.99	Balance as on 31.03.99
[1]	[2]	[3]	[4]	[5]	[6]	[7]
1	Head Office	9	7	16	9	7
2	Andhra Pradesh	22	42	64	17	47
3	Bihar	10	10	20	6	14
4	Delhi	4	16	20	1	19
5	Gujarat	51	29	80	2	78
6	Himachal Pradesh	2	4	6	5	1
7	Haryana	9	4	13	12	1
8	Karnataka	34	25	59	24	35
9	Kerala	19	8	27	2	25
10	Madhya Pradesh	45	13	58	31	27
11	Maharashtra	52	17	69	32	37
12	N.E. Region	2	7	9	3	6
13	Orissa	7	10	17	4	13
14	Punjab	24	15	39	6	33
15	Rajasthan	29	15	44	13	31
16	Tamil Nadu	34	33	67	28	39
17	Uttar Pradesh	42	11	53	8	45
18	West Bengal	19	66	85	25	- 60
19	NATRSS		-	-	-	-
20	Vigilance Wing. (Head Office)	-	. 21	21	4	17
	TOTAL	414	353	767	232	535

#### CHAPTER X

#### **EXAMINATION**

Employees Provident Fund Staff and Conditions of Service Regulations, 1962 provide promotion on the basis of Departmental Examination(s) as one of the methods of appointment to the posts of Lower Division Clerk, Upper Division Clerk, Head Clerk/Assistant, Hindi Translator Gr.II, Enforcement Officer/Assistant Accounts Officer/Superintendents. The role of the Examination Section is mainly to conduct these Departmental Examinations.

As a result of amendment in 1991 to the Staff Regulation, passing of prescribed Probationers Examination was made compulsory for satisfactory completion of probation for all direct recruits. The Examination Wing was entrusted with the responsibility for holding the Probationary Examinations from 1991 for direct recruits to the posts of Assistant Provident Fund Commissioner and Enforcement Officer/Assistant Accounts Officer/Superintendent.

The Executive Committee in its 18th Meeting held on 27.07.1995 decided that the Examination for selection to the post of Lower Division Clerk against direct recruitment quota should be conducted centrally by Head Office of the Organisation. The Executive Committee in its 30th Meeting held on 5th March, 1999 also decided to organise recruitment test for selection to the post of Data Entry Operators on all India basis. All work relating to holding of these direct recruitment examinations are done by Examination Wing.

#### STAFF IN POSITION

The Examination Wing which was created mainly for conducting the Departmental Examination for promotion to various posts has the following staff complement at present:

Regional Provident Fund	Commissioner(Gr	ade-II)	1
Assistant Provident Fund	Commissioner		1
Superintendent			1
Upper Division Clerk			2
Data Entry Operator			1
Lower Division Clerk	_		2
Peon			1

### **Present Functions:**

The Examination Wing at present, conducts the following Departmental/Probationer/Direct Recruitment Examinations:-

		Percentage Quota		
LDC		5%		
UDC		50%		
Head Clerk/Assistant		33.1/3%		
Hindi Translator (Grade-II)	50%			
EO/AAO/Superintendent		25%		
b) Probationary Examina	tion:			
APFC	Thr	nree or more exams every year		
EO/AAO/Superintendent	Thr	ree or more exams every year		
c) Direct Recruitment exa	aminatio	on:		
LDC 90% DR Quota Examination		one or two exams every year		
Hindi Translator Gr.II 50% DR		one or two exams every year		
Data Entry Operators Examination		one or two exams every year		

## CALENDAR OF EXAMINATION:

Every year the Examination Wing prepares a calendar of all Departmental/Probationary/Direct Recruitment Examinations to be conducted during the year for the benefit of the candidates.

#### PERFORMANCE DURING 1998-99

During the year 1998-99 the Examination Wing conducted the examinations as detailed below:-

S. No	Name of the Examination	Date	Number of Candidates Appeared
1.	A.P.F.C. (Prob.)	22-26 June, 1998	9
2.	A.P.F.C.(Prob.)	12-16 Oct. 1998	2
3.	Hindi Translator (Gr.II) D.R.Quota	22 Nov. 1998	334
4.	EO/AAO/Supdt. (Departmental)	04.08 Jan.1999	419
5.	U.D.C.	04.06 Jan.1999	571
6.	Head Clerk/Assistant	10-12 March, 1999	376
7.	L.D.C. (D.P.)	10-12 March 1999	95
8.	Hindi Translator Gr.II D P Quota	10-12 March 1999	20

In addition to this during the year typewriting tests were conducted in all the Regions except Kerala and Bihar for 7657 candidates who have been declared successful in the written examination held on 26th October, 1997 for selection to the post of Lower Division Clerk. The result of this examination was also finalised and around 1598 candidates were recommended for appointment as Lower Division Clerk in various Regional and Sub-Regional Offices wiping out all the backlogs of vacancies in the cadre of L.D.C. in all regions except Maharastra. As a result of additional sanction and promotion to the next higher post, some regions especially Maharashtra, Tamilnadu and Madhya Pradesh have a substantial number of vacancies of L.D.C. during 1998-99 in spite of the recruitment already done. It was therefore decided to hold an examination for selection to the post of L.D.Cs for these three regions on 28th February, 1999. All preparations for holding the examination were completed in time. However, as per the Governments direction this examination has been postponed to 9th May, 1999. Examination Wing has also initiated action for recruiting 300 Data Entry Operators to fill up the vacancies of Data Entry Operators in various Regional and Sub-Regional Offices. For this purpose, advertisement calling for the applications

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has been published in the Employment News on 27<sup>th</sup> March, 1999 and other local Newspapers. One reputed agency has also been engaged to conduct this examination.

#### COMPUTERISATION

Considering the nature and volume of work involved in the Wing, certain areas like determination of vacancy position, calendar of examination, information for calling application, final list etc., determination of centre of examination, deputing of Central Observers, intimation for conducting of examination and advance intimation, posting of marks of each candidate in computer, identifying pass candidates, preparation of merit and mark list of candidates, declaration of results, posting of statistical data regarding total number of candidates appeared and declared successful etc. including pass percentage have been computerised. Other items of work are yet to be taken on computer. The work relating to Direct Recruitment of Examination has also been put on computer to a limited extent such as getting the merit list from the authorised agencies which has been entrusted with the conduct of the Direct Recruitment Examination and loading in computer for generating the list of successful candidates for further processing.

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#### CHAPTER XI

#### ADMINISTRATIVE ACCOUNT

The expenditure in administering the Employees' Provident Fund is met from the levy of Administrative charges and Inspection charges at the prescribed rate from the employers of un-exempted and exempted establishments respectively. Para 39 and 38 of the Employees' Provident Funds Scheme, 1952 stipulates that the employer of the establishments complying with the Employees' Provident Funds Scheme, 1952 as an unexempted establishment should pay administrative charges. Section 17(3) of the Act stipulates the payment of Inspection charges by the exempted establishments every month.

Taking into account the resources of the Fund and the expenditure to be met for running the Scheme, the Central Board of Trustees, EPF recommends a rate that may be levied as Administrative/Inspection charges from the employers. On the recommendation of the Central Board, the rate Administrative charges and Inspection charges are fixed by the Central Government and notified in the Gazette.

The rate of Administrative charges and Inspection charges fixed by the Central Government from time to time is as under:-

Administrative Charges pa	ayable by	the Employers of Un-exempted Establishments
Period	Rate	Reckoned on
01.11.1952 to 31.12.1962	3%	Total employer's and employees' contributions.
01.01.1963 to 30.09.1 <b>964</b>	3%	Total employer's and employees' contributions payable @ 6.25%
01.01.1903 to 30.09.1904	2.4%	Total employer's and employees' contributions payable @ 8%
01.10.1964 to 30.11.1978	0.37%	On total pay on which contributions are payable
01.12.78 to 30.09.1986	0.37%	On total pay on which contributions are payable.  Minimum Administrative charges payable per month per establishment is Rs. 5/-
01.10.1986 to 31.07.1998	0.65%	On total pay on which contributions are payable.  Minimum Administrative charges payable per month per establishment is Rs. 5/-
01.08.1998 onwards	1,10%	On total pay on which contributions are payable.  Minimum Administrative charges payable per month per establishment is Rs. 5/-

Inspection Charges pa	yable by	the Employers of Exempted Establishments		
Period	Rate	Reckoned on		
01.11.1952 to 31.12.1962	0.75%	On total employees' and employer's contributions payable @ 6.25%		
<b>v</b> .	0.75%	On total employees' and employer's contributions payable @ 6.25%		
01.01.1963 to 30.09.1964	0.06%	On total employees' and employer's contributions payable @ 8%		
01.10.1964 to 31.07.98	0.09%	On total pay on which contributions are payable		
01.08.1998 onwards	0.18%	On total pay on which contributions are payable		

The receipts and payments of Administration Account for the year 1998-99 relating to three Schemes framed under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.

	RECEIPTS AND PAYMENTS OF ADMINIST	RATION ACCOUNT	(Rs. in Lakhs)
		1997-98	1998-99
REC	CEIPTS		
a)	Admn., Inspection Charges & Penal damages	19,722.76	30,083.50
b)	Interest on Investment	1,796.68	1,551.27
c)	Drawl from Pension Fund towards administration expenses	3,209.50	4,408.89
d)	Receipts from Other account	304.16	386.35
e)	Miscellaneous receipts	366.39	975.28
	TOTAL RECEIPTS	25,399.49	37,405.29
PAI	MENTS		
а	Revenue Expenditure	17,760.20	21,640.29
b	Capital Expenditure	2,000.00	5,000.00
С	Building maintenance	177.75	600.00
d	Payments to other A/c	3,666.70	4,491.13
	TOTAL PAYMENTS	23,604.65	31,731.42
Exc	ess receipts over payments	1,794.84	5,673.87

#### CHAPTER XII

#### PRODUCTIVITY LINKED BONUS

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There are 17 Regions and Head Office in EPFO. Besides, there are Sub-Regional Offices/Sub-Accounts Offices under the 17 Regions. Productivity Linked Bonus is assessed and paid as per Productivity Linked Bonus Scheme approved by the Government of India in the year 1987. The scheme provides for assessment of PLB on the basis of the productivity of each region. As regards the Head Office, the same is assessed on the basis of total productivity of all the regions. The existing scheme provides for an upper ceiling of 40 days. If the efficient Productivity Index is 100, the Bonus is paid for 25 days.

The Productivity Linked Bonus Scheme applicable to the employees of the Employees' Provident Fund Organisation is under revision. Revised proposal is pending for approval with the Government.

The employees of the Organisation have been paid Productivity Linked Bonus for the year 1997-98 amounting to Rs. 5,22,34,377/- as per details given below:

				100	
Region Days Paid [Rs		Amount Paid [Rs.]	Name of the Region	No. of Days Paid	Amount Paid [Rs.]
		47,12,261	Bihar	26	11,76044
		23,36,155	Gujarat	40	33,05,935
Haryana	40	13,61,029	Karnataka	40	43,15,784
Kerala	38	32,01,094	Madhya Pradesh	40	22,90,243
Maharashtra	40	77,06,254	North East Region	40	7,66,820
Orissa	40	47,11,318	Punjab	40	25,59,472
Rajasthan	40	15,63,690	Tamil Nadu	40	66,40,087
Uttar Pradesh	40	38,93,337	West Bengal	Nil	29,837
Himachal Pradesh	40	2,57,998	NATRSS (Delhi) & all ZTIs	40	1,30,063
Head Office (Notional Bonus)	40	12,76,956			
Total		3,10,20,092			2,12,14,285
Grand Total					5,22,34,377

As per Government orders, the bonus under the existing PLB Scheme was paid to all the employees in Group 'C', 'D' and Non-Gazetted Group 'B' without any eligibility wage ceiling for the accounting year 1997-98.

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#### 113 CHAPTER XIII

#### SPORTS

On the approval of the Central Board of Trustees in its 100th meeting held on 28.7.84, a Employees' Provident Fund Central Sports Control Board was set up with the objective to encourage the sports and cultural activities of the Organisation. Central Board of Trustees also approved the setting up of a Regional Sports Control Board in each region of the Organisation under the control of Central Sports Control Board. The Central Board constitutes with the following composition:

(i)	President		-	Central Provident Fund Commissioner
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(ii)	Secretary	-	Regional	Commissioner	(Regional
	-		Administrat	ion)	

(iii) Assistant Secretary - One-appointed from amongst its members

(iv) Treasurer - Accounts Officer/APFC (Cash)

(v) Members - Six

FA & CAO

Additional CPFC (P&T)

One member each to be nominated from four Zones by the Central Provident Fund Commissioner from amongst panel of names to be recommended by the President of the Regional Sports Board.

The sports calendar for the year 1998-99 was approved during November 1998 by President of Central Sports Control Board and was circulated vide circular dated 13.11.1998. The following sports activities took place during the year:

- (i) Zonal Football Tournaments were held at Kanpur, Chennai, Jabalpur and Agartala. Tamil Nadu emerged as winner of the All India Football Tournament held at Jabalpur and Madhya Pradesh was the runner-up.
- (ii) Zonal Cricket Tournaments for West Zone and final cricket tournaments

- Zonal Indoor Tournaments for South Zone was held at Calicut (Kerala) during February 1999. All India Athletics meet was held in Tamil Nadu in May 1998 against the previous years-unfinished Tournaments. For 1998-99, the All India Athletic Tournament was scheduled to be held at Bihar during February\*1999.
- (iv) Zonal VolleyBall and BasketBall Tournaments were held at Punjab, Karnataka, Rajasthan during January 1999. For East Zone, Tournament was to be held in West Bengal, but could not be held. In All India VolleyBall Tournament, Karataka Region emerged as winner and Uttar Pradesh was the runners-up whereas in Basket Ball Karnataka Region was the winner and Punjab Region was the runners-up.

#### Other Notable Features: -

- (i) Shri Anantha Padmanabha Rao of Karnataka Region secured 2<sup>nd</sup> place in Decathlon event in 5<sup>th</sup> National Games, 1999 at Manipur during February 1999.
- (ii) Shri Nischal Gaur of Head Office New Delhi secured 1<sup>st</sup> place in North Zone Ranji Trophy Tournament 1998-99 in Cricket. He scored two centuries against Delhi (130) and Jammu & Kashmir (120) while playing from Himachal Pradesh. He was also named for Duleep Trophy from North Zone.
- (iii) Shri Parinder Sharma of Head Office New Delhi scored a century (155) against Bihar in Ranji Trophy while playing from Haryana. He was also named for Duleep Trophy from North Zone.
- (iv) For outstanding performance, a decision was taken in 18<sup>th</sup> Meeting of Central Sports Control Board held on 7.12.1998 that a Blazer with EPF Monogram is to be given to those Athletes who created new record as well as who achieved outstanding performance in National Sports events for the year 1998-99. Names of Ms. Olivera Shanthi, Regional Office, Bangalore, Shri Anantha Padmanabh Sub Regional Office, Gulbarga, Shri Nischal Gaur, Head Office and Shri Amresh Mohanty, Regional Office, Orissa, names were recommended for Blazer along with appreciation letter.

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- (v) In 18<sup>th</sup> Meeting of Central Sports Control Board held on 7.12.1998, a decision is taken that zonal members of Central Sports Control Board should be allowed to participate as observer in Final Meet/All-India Athletics Meet.
- (vi) For excellent performance a special sanction for Rs. 30,000/- is given to Karnataka Region to purchase the need based sports items. An appreciation letter to Karnataka has also been given.
- (vii) As per decision of Central Sports Control Board the appointment of Sports Officer is under consideration. In this regard options have been called for from Head Office, Delhi and Haryana Regions.
- (viii) In 19<sup>th</sup> Meeting of Central Sports Control Board held on 22-3-1999, Sports Calendar for the year 1999-2000 has been approved and circulated for implementation to all Presidents, Regional Sports Control Board. In this meeting an important decisions have also been taken to provide a Blazer with E.P.F. Monograms to Central Observer as well as President, Secretary of the respective Boards.
- (ix) It has also been decided in the said meeting to increase the rate of T-Shirt to Rs. 400/- in place of Rs. 120/- earlier.

For the year 1998-99, Rs.30 Lakhs have been provided in the budget estimate for the sports activities. Out of which, Rs.22, 88,600/- has been distributed to the Regional Offices to conduct the various sports activities and for participation in Zonal and Final events.

#### 116 CHAPTER XIV

#### STAFF WELFARE

The Central Board of Trustees in its 121st Meeting held on 29.12.1989 approved the setting up of an Employees' Provident Fund Staff Welfare Fund with the objective to provide Security-cum-Welfare cover to all the staff members of the Employees' Provident Fund Organisation, Financial assistance in the case of prolonged illness, natural calamities, death, handicapped persons, scholarship/book award to the wards of the employees, grant-in-aid to recreation club, subsidy to staff canteens and maintenance of Holiday Homes/Guest Houses are met from this fund. Regional Welfare Committees have also been constituted under the control of Central Staff Welfare Committee. Central Welfare Committee has the following composition:

> President Central Provident Fund Commissioner

> Vice-President Additional Central Provident Fund

> > Commissioner [P&T]

Secretary Regional PF Commissioner (RA)

Assistant Secretary Jr. Analyst / Welfare Officer

Treasurer APFC (Budget)

Members Nine

FA & CAO

Director (Vigilance)

Regional PF Commissioner (Insp.)

2 members to be nominated by the Provident Central Commissioner from amongst the Officers of the Regional Office.

 4 members to be nominated by the Central Provident Commissioner from staff side from the four Zones in which the

Organisation is divided.

During the year, one meeting of Central Staff Welfare Committee was held. The details of Welfare activities undertaken during the year are as follows:-

- Staff Recreation Club: During the year, Rs.2,82,000 was allocated to Staff Recreation Clubs in the shape of recurring grants-in-aid and the matching grant which was based on the number of staff/amount collected from the staff members. In addition to that, ad-hoc/initial grant-in-aid for purchase of equipments/furniture, library books, for excursion trips and for setting up of Recreation Clubs in newly opened offices were also provided.
- (ii) <u>Canteen:</u> Departmental and Co-operative canteens functioning in various Regional and Sub-Regional Offices were allotted a sum of Rs.2,64,000 to provide subsidy and better canteen facilities to the staff.
- (iii) Scholarship Scheme: With a view to supplement the resources of the parents/guardians, in respect of wards studying in the degree courses or above in the field of Medicine or Engineering or in any Professional course recognised by either Central/State Government, a sum of Rs.3, 71,000 were provided. Under this sub-head which also included book award to the Xth and XIIth class students on obtaining 80% or above marks in the Board Examinations.

In 10<sup>th</sup> meeting of Central Staff Welfare Committee held on 22.03.1999, while considering the proposals and suggestions received from Regional Staff Welfare Committees, the Committee reviewed the provisions of scholarship scheme. It was, however, decided that a modified scheme be put up for consideration in the next meeting. Therefore, the scheme is under review and is likely to be put up in next meeting.

- (iv) Holiday Homes/Guest Houses: Rs.12,60,000 was allocated to meet the entire expenditure for maintaining the facilities provided at four Holiday Homes at Shimla (Himachal Pradesh), Puri(Orissa), Kanyakumari(Tamil Nadu) and Goa and Guest houses in various Offices. The proposal to open Holiday Home at Tirupati (Andhra Pradesh) is under consideration.
  - (v) Other activities: Rs.4, 82,000 were allocated for various activities i.e. death relief, prolonged illness, natural calamities, for the handicapped

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persons, crèches, cultural meets, holiday camp and any other item of common interest to the employees. Medical facility to the staff and their families was provided in Sub-Regional Office, Agartala as a special case. Besides this, a decision has been taken in the 10<sup>th</sup> Meeting of Central Staff Welfare Committee held on 22.3.1999 that special sanction to purchase colour TV, sound system and sports items be allowed. The details is given below:

Name of Region	Amount	Item to Purchase
North East Region	Rs. 5,000	Ladies Room for Sub-Regional Office, Agartala only
Andhra Pradesh	Rs. 21,000	Furniture for Ladies Room
	Rs. 10,000	Sound Systems for use of official meetings and programmes only for Regional Office, Hyderabad and Sub-Regional Office, Nizamabad
Tamil Nadu	Rs. 5,000	Library Books

It was also decided to provide budget for the Magazines/Newspapers at the following uniform rates for Regional Offices/Sub-Regional Offices with effect from 01.04.1999

Regional Offices Rs. 2,000/- per year Sub-Regional/Sub-Accounts Office Rs. 1,000/- per year

The Committee also fixed the following norms for installation of Public Address System in various offices :

- The Staff strength of the office should be above 200.
- The Committee/Conference Room is provided. The building should be EPF own office building.
- The system will be used only for Welfare activities/office work only.

During the year, a sum of Rs, 72,249/- were contributed to the Prime Minister's National Relief Fund by the various officers and staff of the Organisation. The position was reported to the Central Staff Welfare Committee.

During the year an amount of Rs. 65,00,000/- was provided in Central Budget of the Organisation under 'Staff Welfare Fund" for various welfare activities in Employees' Provident Fund Organisation. Out of this Rs, 26,59,000/- were allotted to the Regional Staff Welfare Committees.

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#### CHAPTER XV

#### SCHEDULED CASTE/SCHEDULED TRIBE CELL

In terms of Govt. of India, Department of Personnel & Training instructions in order to protect the interest and to ensure the welfare of the employees belonging to SC/ST, a SC/ST Cell has been established in the Head Office of the Employees' Provident Fund Organisation headed by a Regional Provident Fund Commissioner (Gr. I) as Chief Liaison Officer. Each of the seventeen Regional Offices is having similar SC/ST Cell which is being headed by a Group 'A' officer who functions as Liaison Officer for looking after the grievances of the SC/ST employees serving in the Region. Liaison Officer of the Region provides periodical report/returns to the Chief Liaison Officer.

The main function of SC/ST Cell at Head Office is to monitor the various grievances received from individual employees, SC/ST Associations on reservation/promotion and other service matters concerning SC/ST employees.

During the period under report eight references/grievances were received through National Commission for Scheduled Castes and Scheduled Tribe. Replies to these references were given after collecting information from Regions/Sub-Regions.

The National Commission for Scheduled Castes and Scheduled Tribes fixed some cases for personal hearings which were also attended by the officers of Employees' Provident Fund Organisation. Necessary action was taken as per directions of National Commission for Scheduled Castes and Scheduled Tribes.

All the Regional Commissioners are submitting prescribed returns/annual statements under Chapter 14 of the Brochure on Reservation duly filled up and verified by the Liaison Officer of the concerned Region. The main returns are relating to staff in position, backlog Region-wise and efforts made to clear the backlog. These returns are consolidated by the SC/ST Cell in the Head Office. The

Head Office after consolidating submits returns relating to maintenance of roster register of all the Groups/posts to the Government of India.

Chief Liaison Officer verifies the roster registers maintained by the Regional Offices by undertaking the visit to the Regions where the inspection of roster registers become due. On inspection of the roster registers Chief Liaison Officer submits his inspection report duly highlighting the anomalies/discrepancies observed by the Chief Liaison Officer in the maintenance of roster register of the respective Regions. During the year 1998-99, Chief Liaison Officer has verified the roster register in respect of Karnataka, Orissa, Haryana and Gujarat regions. The department also organise training programs for Chief Liaison Officer and Liaison Officers. In 1998-99, five Liaison Officers attended the training course for All India Meet of Liaison Officers organised by National Institute of Public Administration, Bangalore.

The Liaison Officers nominated in all the Regions are also conducting the annual inspection of roster registers of their respective Region and send their inspection report to the Chief Liaison Officer. On receipt of such type of report from the respective Liaison Officers, the concerned Regional Commissioners are asked to clear the backlog, if any and set right all the anomalies in the maintenance of roster as pointed out by the reporting Liaison Officer.

The aggrieved employees represent their cases from time to time to the Chief Liaison Officer for redressal of their grievances. The Chief Liaison Officer gets such type of cases examined with reference to the instructions contained in the Brochure on Reservations and suggests proper action to be taken to the concerned Regional Commissioners in order to redress the grievances of the individuals.

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#### 121 CHAPTER XVI

#### TRAINING

Training is an essential component in the overall strategy of efficient and cost effective service. The need for training of personnel to face the new and emerging task of planning and development and achievement of social economic objectives has been emphasised in successive five years plans. The training sector has been given a new impetus and focus during the last few years and the emphasis has been to evolve a new administrative set up with stress on competence, commitment and performance. The Estimates Committee also in its 78th Report presented to Lok Sabha on 25.4.1989 had observed that "Training is a strong motivating force and the most important aspects of motivation is the perspective that the Organisation provides an opportunity for individual development". The Committee emphasised the importance of the systematic training and suggested that the Organisation should undertake the systematic and purposeful training to all officers in the department as this will go a long way in toning up the employees and improving their application to work to the benefit of both employees and Organisation.

The Employees' Provident Fund Organisation having recognised the need for training its personnel so as to provide trouble free service to its members, set up an Apex Institution namely, the National Academy for Training & Research in Social Security [NATRSS] at New Delhi in October, 1990. Till March, 1992, it was operating from the Head Office of the Employees' Provident Fund Organisation. The National Academy was shifted to hired premises in April, 1992 is now functioning from its own building at 30-31, Institutional Area, Janak Puri, New Delhi – 110 058.

The National Academy for Training & Research in Social Security has a two-tier structure. The Apex Institute is situated at New Delhi, which caters to the needs of Human Resource Development of Group 'A' officers as well as undertaking research and development activity. The second tier consists of Zonal Training Institutes which carry out similar functions at the Zonal level for field formations of the Organisation.

There are at present four Zonal Training Institutes under the administrative control of the National Academy viz.:

- Zonal Training Institute, North Zone at Faridabad covering regions namely Haryana,
   Punjab, Himachal Pradesh and Union Territory Chandigarh, Uttar Pradesh, Delhi
   -and Head Office.
- Zonal Training Institute, South Zone at Chennai covering Regions namely Tamil
   Nadu & Pondicherry, Kerala, Karnataka and Andhra Pradesh.
- Zonal Training Institute, East Zone, Calcutta covering Regions namely Bihar, West Bengal and Andaman Nicobar Islands and Orissa.
- Zonal Training Institute, West Zone at Ahmedabad covering Maharashtra and Goa,
   Gujarat, Madhya Pradesh and Rajasthan regions.

Apart from above, a Sub-Zonal Training Institute, East Zone has been set up at Shillong to impart training to staff working in North Eastern States.

National Academy overseas the functioning of the Zonal Training Institutes and it is responsible for training in-put and support to the management cadre in the Organisation. National Academy also invites participants from other sister Organisations viz.:

- -Coal Mines Provident Fund
- -Employees' State Insurance Corporation
- -Assam Tea Plantations Provident Fund
- -Seamen's Provident Fund
- -Jammu & Kashmir Provident Fund

The National Academy also conducts International Training Programmes for officers from other developing countries. It has already conducted four International

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Programmes for Officers from Afghanistan, Nigeria, Tanzania and Nepal. National Academy is also contemplating to hold seminars for participants from other developing countries in the Asia-Pacific Region in consultation with International Social Security Association.

The Training Wing at the National Academy as well as at Zonal Training Institutes co-ordinates the designing and mounting of training courses on a uniform basis for personnel in the Organisation in different cadres i.e.

- at the management;
- the supervisory; and
- the operative levels.

It is intended that all personnel, at appropriate points of time, would be given necessary training exposure through induction courses, in-service courses and specialised courses/workshops in order to upgrade their professionalism and skills in discharging their functions in the field. Since the Organisation has undertaken modernisation of its operations by induction of computer support, training wings at the National Academy as well as the Zonal Training Institutes would have the necessary hands-on training facility for personnel at different levels in the use and management of computer facilities. Such facilities are at present available at National Academy and Zonal Training Institute, South Zone at Chennai.

The building of the National Academy at Janak Puri, New Delhi is a self-contained training institute with excellent hostel facilities. The National Academy is expected to be fully commissioned during this year. The infrastructural facilities are being developed comparable to the best training institutes in the country. Three training programmes can be run simultaneously therein after it is fully furnished and equipped. Zonal Training Institute, South Zone at Chennai has started functioning from its own campus. It has capacity of running two training programmes simultaneously. The construction of the building of Zonal Training Institute of East Zone at Calcutta is at final stage. The construction work of Zonal Training Institutes, West Zone and North

Zone is at various stages of preparation of drawings and estimates by the Construction Agencies.

The courses mounted by the National Academy at New Delhi for Group 'A' Officers fall broadly under the following categories: -

(i) Foundational Programmes:

For directly recruited/departmental promotee Assistant Provident Fund Commissioners

(ii) Refresher In-Service Programmes: For Asstt. Provident Fund Commissioners Provident and Regional Fund Commissioners.

(iii) Specialised Programmes:

On Social Security Administration, General Administration, Financial Administration, Computer and Behavioural Sciences etc.

The courses mounted at the Zonal Training Institutes broadly fall under the following categories:

(i) Induction Courses:

For newly appointed Lower Division Clerks.

(ii) Orientation/ Refresher Courses:

For Upper Division Clerks, Section Supervisors, Enforcement Officers/Assistant Accounts Officers.

10. The National Academy and its Zonal Training Institutes conducted training programmes to the extent indicated below during the last three years :

Year	Sanctioned Strength	No. of courses	Number of officials/officers trained	
1996-97	20260	93	1883	
1997-98	20325	165	3171	
1998-99	20656	179	5169	

The performance in terms of number of training programmes held and officers/staff

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trained during 1998-99 has almost doubled compared to the year 1997-98.

The details of the courses conducted at the National Academy and Zonal Training Institutes during 1998-99 are indicated below:

	Name of training programme	Number of programmes Conducted	Number of officers trained
A	Foundational Programmes for Assistant		
	Provident Fund Commissioners Induction Course for Assistant Provident Fund Commissioners (Promoted)	2	32
	Induction Course for Assistant Provident Fund Commissioners (Direct Recruit)	1	44
В	Middle Management Level Training		
	a) Social Security Administration:  1. Recovery Procedure under the Act 2. Quasi-Judicial Proceedings & Orders 3. Social Security Administration 4. Public Grievance Handling System – Image Building	2 1 2 1	30 14 37 17
	b) General & Financial Administration 5. Administrative Vigilance 6. Financial Management 7. Establishment Rules & Procedures including Reservations in Services 8. Service to Members-Settlement of Claims, Issue of Statement of Accounts etc.	1 2 2	14 33 40 13
	c) <u>Computers</u> 9. Management of EDP Centre.	2	28

Ser	nior Management Level Training		
a)	Human Resource Management and		
	Policy Planning	1	16
	Policy Planning, Implementation,     Control and Analysis	1	10
b)	Special Programme		
	11. Seminar/Workshop on EPF Act/ Schemes for Board of Trustees of Exempted Establishments	2	69
	12. Seminar/Workshop on EPF Act/Schemes for Senior Executives of Exempted Establishments	2	49
c)	Organisational Process and Development		
	System Development & Management Information System.	2	35
	Total	24	471
AT	ZONAL TRAINING INSTITUTES		
Eas	st Zone	36	685
	st Zone	45	1390
	th Zone	35	622
SOL	uth Zone	39	2001

The National Academy had the privilege of providing cross country experience sharing to officers from Karamchari Sanchaya Kosh, Nepal who participated in the training programme on 'Social Security Administration. The Central Provident Fund Commissioner & Dean of the National Academy provided orientation to the directly recruited Assistant Provident Fund Commissioners. The emphasis during this year has been on "Service to Members-Grievances Handling, Image Building, 'Organisational Development/Behavioural Interventions' and 'Employees' Pension Scheme, 1995. As many as four national workshops/seminars for Board of Trustees and senior executives of exempted establishments were held during 1998-99 in National Academy. The National Academy had the privilege of having the experts services of eminent faculties in various programmes like Padamshri Harmandar Singh, (Retd.), Ex-Regional Director,

International Social Security Association, Shri R.K.A. Subramanya, IA&AS, former Additional Secretary, Ministry of Labour, Lieutenant General S.S. Apte, Shri Surendra Nath, IAS, former Chief Labour Commissioner, Shri Samar Chakraborty, Member, Central Board of Trustees, Employees' Provident Fund, Shri S.L.Passi, Chairman, National Commission on Labour Standards, besides senior officers of the Employees' Provident Fund Organisation. The feedback given by the participants indicated that the training programmes were excellent both in contents and quality.

The training activities will get a boost when the National Academy's own building becomes fully functional after proper furnishing/interior work and other facilities are accomplished. The organisational set up is also in the process of being strengthened by setting up of an independent Research Wing and other faculty and administrative support.

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## CHAPTER XVII

## COMPUTERISATION

#### BACKGROUND

Computerisation was taken up in the Organisation in the year 1989-90 with commencement of 2 Electronic Data Processing (EDP) Centres in Maharashtra region. The Organisation has to maintain an account of the deposits by the employer under various schemes in banks and individual accounts of the members. The Organisation is under obligation to issue annual statement of account to the members after crediting interest to the member accounts on running monthly balances. The process of reconciling and calculating interest for all employee members by manual process was proving to be a time consuming and cumbersome resulting in delays in settlement of accounts. Computerisation was introduced to effectively handle the large volume of data, which is of repetitive nature at a faster rate. Since then Computerisation has been a steady and growing activity in the Organisation.

The gradual increase in the Electronic Data Processing Centres at 92 offices of EPFO is given below:

Year	No. of EDP Centre at the end of the year	
1989-90	2	
1990-91	7	
1991-92	20	
1992-93	28	
1993-94	32	
1994-95	47	
1995-96	55	
1996-97	85	
1997-98	85	
1998-99	92	

It is, thus, evident that all the functional field offices of the Organization has been equipped with EDP Centre.

There has been a continuing thrust in modernization and introduction of the latest technology in the Organization. During the year 1998-99, EDP centres were strengthened by providing 65 server based Pentium II computer systems and 16 line matrix printers to various field offices of E.P.F. Organization.

The growth in the numbers and technology of the hardware in the Organization is tabulated below: -

SYSTEMS	31.03.1996	31.03.1997	31.03.1998	31.03.1999
XT	02	02	02	02
286	02	02	02	02
386	28	31	31	31
486	35	42	42	42
PENTIUM	-	19	21	21
PENTIUM PRO	-	03	21	21
PENTIUM-II		-	05	70
NOTE BOOK	01	01	01	01
Total	68	89	125	190

1	TERMINALS	31.03.1996	31.03.1997	31.03.1998	31.03.1999
1	GIST	356	504	673	1094

PRINTERS	31.03.1996	31.03.1997	31.03.1998	31.03.1999
DMP	58	82	112	112
LP	15	15	15	15
LMP	19	30	30	46
LASER	01	01	14	14
INKJET	02	02	03	03
Total	95	130	174	190

## PRESENT COMPUTERISATION

At present the following areas have been computerised:

- (i) Annual statement of accounts to subscribers-CAPS/CAMPS-95
- (ii) Accounting of remitted members' contribution during the financial year -CAPS/CAMPS-95

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- (iii) Receipt of amount from the establishments during the financial Year-CRAS
- (iv) Accounting of payment of members' amount-CPAS
- (v) Employees' Pension Scheme-
  - (a) The pension activities like creation of master database of members.
  - (b) Preparation of Pension Payment Order
  - (c) MIS Return etc.
- (v) Members' Grievances handling system
- (vii) Pay packages software has been developed and it is under use in most of the field offices.

Mostly NATIONAL INFORMATIC CENTRE and internal resources of Employees' Provident Funds Organisation develop the above software. Some changes have been made from time to time as per the suggestions received from various field offices.

There is a requirement of integration of these software for effective utilisation of the software and to avoid possible redundancy and duplicacy in the various databases.

Many offices of the organisation have undertaken local software development work. The initiative displayed by such offices is appreciable and efforts are being taken to standardise this software for uniform application at all the centres.

NATIONAL INFORMATIC CENTRE has worked to consolidate various application softwares and tried to integrate different application software. We have released 2.0 software package mostly for the use of pension related work and also efforts are being made to link all the existing software so that the redundancy of file systems are minimised as much as possible. During the year 1998-99 the process of providing computer professional to field offices have been started and they are responsible for smooth functioning of the EDP Centres at respective field offices. Also in-house software development has been started to meet the requirement of the field offices also to minimise the dependency on the outside agency.

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# NETWORKING OF EPFO OFFICES

Electronic Mail Facility has been introduced for transferring the information and other correspondence through E-mail. Modems have been provided for use of E-mail facility for 80 offices. E-mail addresses have been accorded to about 60 offices and in 46 offices E-mail facility is in use. The list of offices along with their addresses is given below:

Region	Office	E - Mail Address
Head Office	Head Office	cpfc@alpha.nic.in
Andhra Pradesh	Vishakhapatnam	epfovsp@ap.nic.in
	Warrangal	epfowgl@ap.nic.in
	Cuddapah	epfocdp@ap.nic.in
	Hyderabad	epfohyd@ap.nic.in
	Guntur	epfognt@ap.nic.in
	Nizamabad	epfonzb@ap.nic.in
Bihar	Patna	root@rpfpat.bih.nic.in
	Ranchi	root@srpfran.bih.nic.in
	Jamshedpur	root@srpfjam.bih.nic.in
Delhi	Nehru Place	root@rpfdel1.hub.nic.in
	Laxminagar	root@rpfdel4.hub.nic.in
	Janak Puri	root@rpfdel3.hub.nic.in
	Mayur Bhawan	root@rpfdel.hub.nic.in
	Inderlok	root@rpfdel2.hub.nic.in
Gujarat	Rajkot	root@rpfrjt.guj.nic.in
	Ahmedábad	root@rpfabd.guj.nic.in
	Baroda	root@rpfbad.guj.nic.in
	Surat	root@rpfsur.guj.nic.in
Himachal Pradesh	Shimla	root@srpfshi.chd.nic.in
Haryana	Faridabad	rpfc@rpffar.pnp.nic.in
	Karnal	srpfkrl@nickrl.hry.nic.in
Karnataka	Bangalore	root@rpfban.kar.nic.in
	Mysore	root@srpfmys.kar.nic.in
	Gulbarga	root@srpfgul.kar.nic.in
	Mangalore	root@srpfman.kar.nic.in
	Hubli	root@srpfhub.kar.nic.in

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Kerala	Kozhikode	epf@calicut.nic.kr.in
Maharashtra	Mumbai (Bandra)	epfoban@bom.nic.in
20022000000	Malad	epfomal@bom.nic.in
	Goa	srpfgoa@goa.nic.in
	Pune	srpfpun@mah.nic.in
Maharashtra	Nagpur	srpfnag@mah.nic.in
	Nasik	srpfnas@mah.nic.in
Madhya Pradesh	Raipur	root@rpfcrpr.mp.nic.in
	Jabalpur	root@rpfcjbp.mp.nic.in
	Indore	root@rpfcind.mp.nic.in
N.E.R.	Guwahati	rpfguw@asm.nic.in
Orissa	Bhubaneshwar	rpfbhu@rpfbhu.ori.nic.in
Punjab	Chandigarh	root@rpfched.chd.nic.in
	Ludhiana	root@srpflud.ldh.chd.nic.in
	Amritsar	root@rpfasr.chd.nic.in
	Bhatinda	root@rpfbtd.chd.nic.in
Rajasthan	Jaipur	epfjpt@rpfjai.raj.nic.in
	Kota	root@srpfkot.raj.nic.in
Tamil Nadu	Salem	epf@salem.tn.nic.in
	Vellore	epf@vellore.tn.nic.in
	Chennai	epf@tn.nic.in
	Tirunelveli	epf@nellai.tn.nic.in
	Coimbatore	epf@kovai.tn.nic.in
	Tiruchirappalli	epf@trichy.tn.nic.in
	Madurai	epf@madurai.tn.nic.in
Uttar Pradesh	Kanpur	rpf@knp.up.nic.in
	Meerut	root@srpfmee.up.nic.in
	Varanasi	srpfvar@up.nic.in
West Bengal	Calcutta	epf@rpfcal.wb.nic.in
	Howrah	root@srpfhow.wb.nic.in
	Titagarh	root@srpftit.wb.nic.in
	Siliguri Jalpaiguri	root@srpfsil.wb.nic.in root@srpfjal.wb.nic.in

#### INTERNET

Internet has also made available with the Central Office for use of interconnecting with the other Organisations and to make use of the latest information available on any particular subject.

## COMPUTER RELATED MANPOWER

The 23<sup>rd</sup> Executive Committee in its meeting held on 14.07.97 approved sanction of computer professional manpower for the Organisation as per the details given below:

SI. No.	Name of post	No. of Sanctioned	No. filled up	Vacant
1.	Addl. C.P,F.C.(C&SM)	1	0	1
2.	Director(Computer)	1	1	0
3.	Dy.Dir.(Computer)	1	0	1
4.	Asstt.Dir.(Computer)	17	0 .	17
5.	Programmer	21	*02	19
6.	Asstt.Programmers	63	16	47
7.	Supervisors	77	60	17
8.	DEOs	411	234	177

Steps are being taken to fill up all the vacancies.

#### INTRODUCTION OF HINDI SOFTWARE

It has become desirable to enable the Computer Systems of the Organisation to work bilingual in English and Hindi. AKSHAR software was procured and is in use under Window environment. Efforts are being made to identify suitable Hindi software, which can work under Unix Environment as field office work under Unix Environment. Also efforts are being made to use English and Hindi for issuing annual statement of accounts in Hindi-speaking regions.

## **BUDGET PROVISIONS**

The commitment of the Organization to the process of computerization is reflected in the handsome budget provisions being made over the years. The budget provisions made and expenditure incurred on various aspects of

use of latest

computerization (including hardware and payments to outside agencies for data entry work) is presented below in tabular form: -

Year	Budget (Rs in lakh )	Expenditure(Rs in lakh)
1995-96	2,00,00,000	98,79,581
1996-97	2,50,00,000	2,20,00,000
1997-98	2,00,00,000	82,34,710
1998-99	3,00,00,000	3,07,99,433

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## IN PASSING

Over the years the Organization has built up a sizable Hardware base. The inherent lack of trained technical manpower has been addressed, and with the new manpower structure approved by the Executive Committee, the situation is quite satisfactory now. The Organization has ambitious plans of introducing automation in all the functional areas, and also to create an efficient and effective networking of the Offices so as to ensure a prompt and responsive Service Delivery System for the Members. It is the endeavour of the Computerization Process to pass on the benefits of automation to the Members of the Funds.

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## CHAPTER XVIII

## CONSTRUCTION

Chief Engineer heads construction wing of EPF Organisation. The organisational structure of Construction wing is as below: -

S.No.	Designation	No. of posts	Place of Posting
1	Chief Engineer	1	At Head Office, New Delhi
2	Executive Engineer(Civil)	1	-do-
3	Assistant Engineer(Civil)	1	-do-
4	Assistant Engineer(Electrical)	1	-do-
5	Accounts Officer	1	-do-
6	Junior Engineer(Civil)	18	2 at Head Office, New Delhi 1 each in16 regions
7	Junior Engineer(Electrical)	1	At Head Office, New Delhi

One Assistant Engineer (Civil), one Assistant Engineer (Electrical) and 2 Junior Engineer (Civil) have joined during this year. Appointment letters for remaining 16 Junior Engineer have been issued and officers are likely to join shortly. Action for appointment of Executive Engineer (civil) is under process.

# BUDGET OUTLAY

An Outlay Rs.62.11 crores was approved for the building construction activities of the organisation during the year. This Outlay was revised to Rs.49.04 crores considering the slow progress in various construction activities undertaken by different agencies engaged and because of delay in receipt of proposals for land purchases. Out of this allocation, only Rs. 33.06 crores have been utilised during the year.

## OFFICE BUILDINGS

Construction works of office building and staff quarters are being carried out by CPWD, certain Public Sector undertakings of Govt. of India, like M/s. National Building

Construction Corporation Limited, M/s. Hindustan Prefab Limited, M/s. RITES and state Govt. undertakings like Bhubaneshwar Development Authority etc. on deposit basis. Maintenance of existing buildings are also being carried out by CPWD and other Public Sector undertakings of Govt. of India.

With a view to provide better facilities and working environment to the officers and staff of the organisation, during the year Construction wing has taken concrete steps for construction of office buildings for its Head Office and all Regional Offices except for Delhi and North Eastern Region. The work of construction of office building for Regional Office NER at Guwahati is in progress and is likely to be completed by March 2001. The proposal for construction of Regional Office building for Delhi is also under consideration. The work is likely to start during the next financial year at Wazirpur. Delhi.

To bring service to the doorsteps of the members, number of new Sub-Regional Offices have been opened in various regions. Thus, we have got 74 functioning Sub-Regional Offices & Sub Accounts Offices in the organisation. Out of these, 18 Sub-Regional Offices are functioning from the building owned by the organisation and the work of construction of office building in 12 Sub-Regional Offices is in progress. Action for purchase of land for other offices has also been initiated. Sub Account Office at Thane. Mumbai is functioning in a ready built accommodation purchased from MIDC. Thane. Ready built accommodation has been purchased from CIDCO at Vashi. Navi Mumbai for Sub Accounts Office Vashi, which will start functioning soon. The details of the organisation buildings are as under:

S.No.	Name of Region	S.No.	Name of Region
1	Andhra Pradesh	9	Madhya Pradesh
2	Bihar	10	Orissa
3	Gujarat	11	Punjab
4	Haryana	12	Rajasthan

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5	Himachal Pradesh	13	Tamil Nadu
6	Karnataka	14	Uttar pradesh
7	Kerala	15	West Bengal
8	Maharashtra		

	Sub Regi	onal Offi	ce
1	Vishakhapatnam	10	Jabalpur
2	Cudappah	11	Agartala
3	Nizamabad	12	Amritsar
4	Hubli	13	Kota
5	Cochin	14	Madurai
6	Kozikode	15	Trichy
7	Aurangabad	16	Coimbatore
8	Nagpur	17	· Varanasi
9	Nasik	18	Jalpai Guri
	Sub Acco	unt Offic	ce
1	Vashi, Mumbai, MH	2	Thane, MH
	Head Office,	NATRS	& ZTIs
1	Head Office		
2	Janak Puri, Delhi		
3	Chennai (SZ)		

List of office building under construction is as below: -

	Regional Office					
1	Guwahati					
	Su	b-Regional Off	fices			
1	Guntur	7	Goa			
2	Warrangal	8	Rourkela			
3	Surat	9	Ludhiana			
4	Baroda	10	Agra			

5	Rajkot	11	Gorakhpur	
6	Mangalore	12	Gulbarga	
	NA	TRSS & ZT	ls	
12	Calcutta, (EZ)	13	Faridabad, (NZ)	

Process has been initiated for interior furnishing of Bhavishya Nidhi Bhawan, Head Office, New Delhi. Competent authority has approved all the estimates pertaining to interior furnishing work. Tenders for this work have already been received and are under process of scrutiny. The work is likely to start shortly.

## HOUSING ACCOMMODATION

Provision of housing facility to employees of the organisation has been the endeavour of the Construction wing and due importance has been given to this activity. The organisation has already constructed 2278 staff quarters of various categories at 32 places. The work is in progress for construction of 633 additional staff quarters at Guwahati, Karnal, Nagpur, Kozhikode, Mangalore, Hubli, Nizamabad, Cochin and Jalpaiguri. Action for purchase of ready built staff quarters have also been taken from Himachal Pradesh Nagar Vikas Pradhikaran at Shimla.

## TRAINING INSTITUTE

National Academy for Training and Research in Social Security has already shifted to its own building at Janakpuri, New Delhi. Zonal Training Institute for Southern Zone has its own building. The work of construction of Zonal Training Institute for Eastern Region at Calcutta is at completion stage. Action for construction of Zonal Training Institute for Western Zone at Ahmedabad is under process. Efforts have also been made for taking staff quarters from ESIC at Ahmedabad for Zonal Training Institute Western Zone. A branch of Zonal Training Institute Eastern Zone has also been started for NorthEastern Region at Shillong.

## HOLIDAY HOMES

Rented accommodation at Puri, Goa, Shimla and Kanya Kumari has been taken. Holiday homes at these places are functioning satisfactorily. Proposal is also under consideration for construction of our own Holiday home at Goa. Proposal for hiring holiday homes at Katra (Jammu & Kashmir) and Tirupati in Andhra Pradesh are under consideration.

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# 140 CHAPTER XIX

## PROGRESSIVE USE OF HINDI

All round progress in implementation of official language policy was achieved under the Official Languages Act, 1963. During the year under the Hindi Teaching Scheme i.e. Prabodh, Praveen and Pragya, 704 officers/staff were trained, including this 11144 officers/staff have been trained so far.

With a view to improve proficiency of staff members, 428 Lower Division Clerks and 51 Stenographers were imparted training in Typing and Stenography respectively, during the year under report. As on 31.3.1999, total 2801 Lower Division Clerks and 235 Stenographers, have been trained in this field.

275 staff members and 17 officers were trained in various field Offices by organising 26 Hindi workshops to enable them to get full familiarisation in the usage of Hindi.

With a view to implement Hindi in the area of issue of cheques, following targets have been achieved in offices under A and B regions: -

Region 'A'	Region 'B'
99%	88%

Apart from these, 'C' regions i.e. Sub Regional Offices, Goa, Mangalore and Vishakhapatnam and Regional Office, Bhubaneshwar have also issued cheques in Hindi.

To encourage the staff members, the Organisation introduced a Scheme of cash prizes and certificates to the staff members for doing work 100%, 75% and above, and 50% and above in Hindi exclusively. 760 employees of Regional/Sub-Regional Offices including Headquarters were awarded 100/- rupees each in cash alongwith certificates

under cash incentive award (Departmental scheme which was started w.e.f. 1.1.1990).

During the year under report, 247 Quarterly Meetings of Official Language Implementation Committee were held at various offices of the Employees' Provident Fund Organisation.

47 offices of the Organisation where 80% and above, staff and officers have acquired working knowledge of Hindi, have since been notified under rule 10(4) of Official Language Rules, 1976 in the official Gazette of India

Hindi Month was celebrated from 15<sup>th</sup> August to 14<sup>th</sup> September, 1998 in all the offices of the Organisation by holding Seminars, Cultural programs, on the spot competition etc. and 196 cash awards/certificates were awarded to the participants.

In Head Office one post of Deputy Director (Official Language) has been created to promote use of Hindi. It has also been decided to change the designation of Hindi Officer to Assistant Director (Official Language).

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# CHAPTER XX

# PUBLICITY

The Organisation launched an intensive drive to popularise especially the Employees' Pension Scheme, 1995 which was introduced with effect from 16.11.1995. During 1998-99, the emphasis was to create awareness and to remove the misgivings persisting among the work force about the newly introduced Employees' Pension Scheme, 1995. Functions were organised at the regional level on completion of three years of Employees' Pension Scheme, 1995. The benefits under the Schemes and the progress achieved were given a wide publicity by the Regional Offices through advertisements in the local newspapers.

The Publicity Department of the Organisation is headed by the Director (Public Relation) who functions under the direct control of the Central Provident Fund Commissioner. The Director (Public Relation) is responsible for organising the publicity campaign on behalf of the Organisation and he is spokes-person about the policies of the Organisation. He is responsible to release the press notes and to undertake the publishing of the material for and on behalf of the Organisation.

Budget provisions during 1998-99 was Rs. 2.00 crores. Out of Rs. 2 crores allocated under the budget head 'PUBLICITY'. An amount of Rs. 110 lakhs was incurred on 'PUBLICITY' during 1998-99.

During the year under report, booklets titled 'MEMBERS' HANDBOOK' and 'EMPLOYEES' PENSION SCHEME' were published and circulated.

## CHAPTER XXI

## REDRESSAL OF GRIEVANCES

The Organisation in tune with its objective of service to the members lays considerable importance to the redressal of grievance of the member of the fund. The Public Relation Officers at the Reception Counters setup by all Regional/Sub-Regional/Sub-Accounts Offices are available on all working days of the week to handle the grievances of the visiting members. Although it is noticed that the numbers of grievances received during the year has increased yet it is on the good note that the redressal of the same has also been taken up very vigorously.

The details of grievances received and redressed during the last three years i.e., from 1996-97 to 1998-99 are as under:

Year	1996-97	1997-98	1998-99
Grievances pending at the beginning of the year	582	11,286	14,056
Grievances received during the year	170,810	237,791	2,42,184
TOTAL	171,392	249,077	2,56,240
Grievances disposed of during the year	160,106	235,021	2,44,242
Balance at the end of the year	11,286	14,056	11,998

During the year, grievances were also heard in person in the Head Office of the Organisation and 1266 persons visited with their grievances. The grievances generally relate to non-settlement of Provident Fund/Pension Claims, non-transfer of Provident Fund and non-issue of annual statement of accounts.

The Regional Provident Fund Commissioners, Incharge of the regions and Officer-in-charge of Sub-Regional/Sub-Accounts Offices are available in person without any appointment to the members of the Fund for redressal of their grievances on all working days from 11.00 A.M. to 11.30 A.M. and 3.00 P.M to 3.30

P.M. Every Friday (10.00 A.M. to 1.00 P.M.) is a weekly grievance redressal day. Also a Regional Provident Fund Commissioner is the Incharge of the Public grievances in the Head office who attends the grievances of the members of the fund in person on all working days from 10.00 A.M. to 11.00 A.M. and 2.00 P.M. to 3.00 P.M. •

The grievances from the members of the fund arise due to delay in settlement/non-settlement of claims. The settlements of claims are delayed mainly because the members file applications for the withdrawal of fund with incomplete/deficient information. The main deficiencies which have been noticed in the claim applications are illustrated as below:

- Attestation of forms by the persons other than authorised officials;
- Absence of address of the attesting authority other than employer.
- Missing of correct Provident Fund Account number.
- Difference in name of member and parentage in official records;
- Not mentioning of complete postal address.
- Not mentioning of information about saving bank account and address of the Bank.
- Not signing of advance stamp receipt by affixing revenue stamp
- Non-furnishing of relevant documents with applications for advance.
- Not filing of relevant documents with applications under Employees'
   Pension Scheme, 1995

The handling of the grievances of the members of the fund in the Head Office is under the charge of a Regional Provident Fund Commissioner who functions under the direct control of the Central Provident Fund Commissioner. The Public Relation Officer at the Head Office attends to the grievances of the members of the fund, who visit the Head Office, full day for redressal/ventilation. The Head Office of the Organisation is not directly service rendering office and the grievances received from the members of the fund through post and in person relate to the settlement of claims and issue of account slips and thus are required to be redressed by the field offices. All such grievances are referred to the concerned offices and on receipt of the report, the petitioners/complainants are informed about the status/disposal to the

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petitions. The grievances received by the Head Office are monitored on a regular basis in order to keep the track of the disposal of all complaints referred to the field offices. The Regional Provident Fund Commissioner, Incharge of the Public Grievance, functions as Nodal Officer responsible for the functioning of the Public Grievances Handling System.

The Public Relation Officers in the Regional/Sub-Regional/Sub-Accounts Offices attend to the grievances of the Provident Fund members who visit the offices for redressal. The Public Relation Officer is supposed to provide information about the status of the claim as well as the status of the complaints filed by the members. The Public Grievance Wing in Regional/Sub-Regional/Sub-Accounts offices functions under the direct supervision of the Regional Provident Fund Commissioner incharge of Regional/Sub-Regional/Sub-Account Offices for redressal of the grievances of the members of the fund received through post and in person.

Generally, the nature of grievances received for redressal by the Organisation pertain to the

- Settlement of the claims of Provident Fund
- Employees' Pension Scheme.
- Employees Deposit Linked Insurance Scheme.
- Transfer of Provident Fund Account.
- Advances from Provident Fund Accounts.
- Issue of Annual Statement of Accounts.

The grievances are received through post as well as in person. The grievance handling is undertaken both by way of computer supported software and manual handling depending upon the functional level of computerisation. The Head Office has issued the guidelines in respect of handling the grievances by the field offices from time to time. The guidelines issued are summarised below

 Every complaint/grievance is required to be entered and acknowledged.

- Issue of computer print out by Public Relation Officer reflecting both acknowledgement as well as the latest position of the settlement of Provident Fund claim or Pension pending in the office.
- Complete monitoring of the grievances disposal.
- Officer-in-charge of section should be present at the time of hearing of complaint/grievance on the grievance redressal day.

The Organisation has taken steps to computerise the Handling of Public Grievances. The Regional Offices at Trivandrum, Bangalore, Chandigarh and Patna have taken up the handling of public grievances on computer. All the petitions received in person or by post are acknowledged with a computerised acknowledgment slip. In the Head Office, the handling of public grievances system has been computerised. Besides, issuing of computerised acknowledgement, the petitioner is given the status of the petition by way of a computer print out.

With a view to improve the quality of service to the members of the fund and to ensure the right to information, the Public Facilitation Centres have been set up in the offices of the organisation. Facilitation Centre at Head Office of the Employees' Provident Fund Organisation was opened on 21st October 1997 and at present Facilitation Centres are functioning at all field offices of the Organisation. All the prescribed forms for use by the members of the fund are available through out the country on all the Facilitation Centres free of cost.

Lok Adalats are scheduled to be held on 10<sup>th</sup> of every month in all offices. In these Lok Adalats, grievance cases are registered and heard for redressal and disposed on the spot. During 1998-99, the Employees' Provident Fund Organisation organised 718 Lok Adalats. 7583 grievances out of 9161 received/registered during Lok Adalats were disposed on the spot during 1998-99.

# 147 CHAPTER XXII

# INDUSTRIAL RELATIONS

The Employees' Provident Fund Organisation attaches great importance to maintain healthy and harmonious relationship with its employees for achieving the best results and proper growth of the Organisation. The employees of the Organisation are represented by All India Employees' Provident Fund Staff Federation, which is a recognised body to put forth the difficulties and general demands of the staff. Similarly, the officers of the organisation are represented by Employees' Provident Fund Officers Association. The grievances/demands of the All India Employees' Provident Fund Staff Federation and Employees' Provident Fund Officers Association are discussed at the Headquarter level of the Organisation and the decisions arrived at the meeting are put up before the competent authority for implementation.

To deal with the Industrial Relation matters, Headquarter of the Employees' Provident Fund Organisation has one Industrial Relation section manned by the following level of Officers:

- (i) Regional Provident Fund Commissioner (Industrial Relations)
- (ii) Assistant Provident Fund Commissioner (Industrial Relations) and other supporting staff.

The overall work of Industrial Relations is supervised by Additional Central Provident Fund Commissioner (Personnel & Training) and Central Provident Fund Commissioner.

In the Regions, the grievances/demands of the staff are put forth by the recognised Unions. Periodical meetings are held with the representatives of the Union and they are allowed to raise the local demands of the general nature before the Regional Provident Fund Commissioner, Incharge of the Region.

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Industrial Relations in the Employees' Provident Fund Organisation remained cordial and normal during the period from 1.4.98 to 31.3.99. Two meetings were held with the All India Employees' Provident Fund Staff Federation one at Faridabad on 17.07.98 and another at Varanasi 13.11.98. During the period, various items of demands put forth on different occasions by the All India Employees' Provident Fund Staff Federation were discussed and difficulties were sorted out peacefully. Overall, the year was a period of peace and harmony in the Organisation.

The details of the meetings held by Central Provident Fund Commissioner with the representatives of All India Employees' Provident Fund Staff Federation and All India Employees' Provident Fund Officers' Association are given below: -

S.No.	Meetings held with	Venue	Date	Number of issues Discussed
(A)	*			
1	All India EPF Staff Federation	Faridabad	17.07.98	39
2	All India EPF Staff Federation	Varanasi	13.11.98	42
(B)				
1	All India EPF Officers' Association	Head Office (Delhi)	10.07.98	06
2	All India EPF Officers' Association	Head Office (Delhi)	30.03.99	05

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## CHAPTER XXIII

# INTERNATIONAL SOCIAL SECURITY ASSOCIATION (ISSA)

Employees' Provident Fund Organisation is an affiliate member of the International Social Security Association (ISSA). The Association was founded in 1927 with the aim to:

- Co-ordinate internationally, and
- Intensify efforts for the protection, development and promotion of Social Security through out the world.

ISSA provides its member institutions with an ideal forum for pooling of information experience. It organises international technical meetings, round table conferences and seminars on development of Social Security and also regional training programs.

In recognition of the important role played during the past three years and the major technical input in form of a report on "Future Directions of Provident Funds" in the Sixteenth Meeting of the Permanent Committee on Provident Funds, India is retained as Chairman of the Permanent Committee for another three years (1999-2001).

International Social Security Association Bureau in its last meeting held at Marrakech (Morocco), unanimously elected Shri R.S.Kaushik, the then Central Provident Fund Commissioner, Chairperson of the Technical Commission on Provident Funds and Allied Schemes and representative for the countries of Asia and Pacific on the Advisory Board of the President in recognition of his valuable contribution in the area of Social Security in Asia and Pacific Region.

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## CHAPTER XXIV

## INTERNAL WORK STUDY UNIT

In 1973-74, a decision was taken in the O & M Officers' meeting in the Department of Personnel & Administrative Reforms that large sub-ministry formations like Employees' State Insurance Corporation and Employees' Provident Fund Organisation under the Ministry of Labour must have a separate Work Study Unit to conduct studies, as the Ministry of Labour, which is required to conduct studies in respect of about 50 subordinate formations under it, would not be able to conduct such studies. In pursuance of this decision, a working group was set up by appointing two Junior Analysts by the end of 1978.

A work study for enhancement of financial power to Assistant Accounts Officers from Rs.20,000/- to Rs.50,000/- in respect of authorisation of claims was conducted in Regional Offices, namely Jaipur and Chandigarh. The study assessed the workload of AAO/APFC (Accounts) including the impact of delegation of more powers to Assistant Accounts Officer. It has now been approved by the Central Board of Trustees, EPF in its 150<sup>th</sup> meeting.

Confederation of Indian Industries, New Delhi approached to Cabinet Secretary for simplification/rationalisation of various forms/reports in which Indian companies are required to submit returns/reports on a monthly/yearly basis to Employees' Provident Fund Organisation. The Labour Secretary, Government of India-advised Employees' Provident Fund Organisation to look into the relevance, appropriateness and desirability of retaining such a large number of forms and returns.

Accordingly, the issue relating to Employees' Provident Fund Forms/Returns has been examined in Head Office and five (5) types of Forms/Returns which are in existence viz. Form 12A, Form 5. Form 10. Form 3A and, Form 6A have been merged/clubbed into a single form. The format of this newly designed and rationalised monthly returns which can also indicate the addition/deletion of the members is known as Form No 12A (Revised) in lieu of existing five returns. The proposal was placed before

the Central Board of Trustees' in its 150<sup>th</sup> Meeting held on 6<sup>th</sup> March 1999 and the Board approved the same. For implementation of newly devised Return/Form the matter has been referred to Government for its approval.

The work relating to calculation, assessment and declaration of Productivity Linked Bonus for the year 1997-98 was undertaken.

In the work related to International Social Security Association (ISSA) Conference, ISSA Regional Training courses and ISSA Seminars, the follow up action on the proposals for deputation of Officers to participate in the ISSA meetings from the Ministry of Labour/ Ministry of External Affairs Embassy etc. was undertaken

Internal Work-Study Unit has undertaken the following jobs:

- (i) Devise Confidential Report proforma(s) for the technical officials associated with the work relating to computer wing and construction wing.
- (ii) Organise monthly Review Meetings and follow up action.
- (iii) Number of instructions have been issued for timely settlement of claims and procedure to cut short delay in settlement of claims including monitoring of pace of settlement of claims on monthly basis.
- (iv) Weekly monitoring of issue of annual statement of accounts.

## NATIONAL PRODUCTIVITY COUNCIL STUDY FOR RAISING WORK NORMS

The staff sanction was being accorded as per the norms developed by Staff Inspection Unit of Ministry of Finance. The introduction of Employees' Pension Scheme, 1995 from 16<sup>th</sup> November 1995 and extensive computerisation of the activities have brought substantial changes in the work procedures and environment. This has necessitated to have a re-look into the existing staffing norms.

With this background, as per the decision of 25<sup>th</sup> Executive Committee, Central Board of Trustees, Employees' Provident Fund Organisation, National Productivity Council (NPC), an autonomous body functioning under the Ministry of Industry.

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Government of India was entrusted the study for developing Integrated Staffing Norms for all the three Schemes.

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NPC has developed new Integrated Staffing Norms (ISN) for all the three schemes. The norms have been finalised with detailed discussions between the senior officers of Employees' Provident Fund Organisation and officers of NPC. Views of Secretary General Employees' Provident Fund Organisation Staff Federation have also been received and examined at length in the Head Office. Now the norms are ready for placing before the next Executive Committee of Central Board of Trustees, Employees' Provident Fund Organisation for their acceptance.

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## **CHAPTER XXV**

## MANAGEMENT INFORMATION SYSTEM

# INFORMATION MANAGEMENT:

In Employees' Provident Fund Organisation a need was felt for the development of Management Information System and Data bank for administering the Organisation which would also provide a major source for meeting the information needs of the Labour Ministry.

The statistical information collected from various sources of any Organisation is required by the management for decision making. As such, MIS is a vital thing in the Organisation. The information furnished in the MIS leads to the effective and judicial decision taken by the top management of the Organisation. The MIS information's are called out from the registers maintained at the field formation viz. Regional Offices and Sub-Regional Offices etc.

To facilitate managerial control and improve organisational effectiveness at the Sub-Regional, Regional and Headquarter level, the system developed would cover information reporting on position and analysis of arrears, service to subscribers, matters relating to administration etc. At the same time the MIS which is developed takes into account information needs for effective management of important interfaces like Government authorities, State Bank of India/Reserve Bank of India etc. which impinge upon the operational efficacy of Head Office of Employees' Provident Fund Organisation.

While creating a data bank at Head Office covering information such as profile of subscribers, establishments, investments etc. has been included. The data bank provides information for analysis of operations of various schemes by different sectors/interest groups etc. and for taking strategic planning and policy decision.

During generation of primary data, its authentication at source, if necessary, through a system of internal checks have been incorporated. Reporting formats frequency relationships, terms used and analysis desired has been taken care. Where feasible, information collection has been made dynamic to enable indication of trend over time.

## PERFORMANCE ANALYSIS

The information flow from the Regional Office to the Head Office constitutes a major link between the operations in the respective regions and their control by the top management of the Organisation.

At present, the Regional Offices are required to submit 43 periodical MIS returns to the Head Office, most of them being sent on a monthly or quarterly basis. The Regional Offices also furnish returns to the Head Office for the purpose of budget preparation. The formats to be used for this exercise have been prescribed by the Budget Section in the Head Office and the information is provided annually. The areas covered include apart from estimates for the forthcoming year, actuals of contributions, administration and inspection charges, penal damages, revenue and capital expenditure under various accounting heads, repayable loans and advances payable etc. for the previous year and the first four months of the ongoing year.

# PERFORMANCE REVIEW Central Action Plan (CAP) - Monthly Review

Apart from the MIS returns, the Organisation has devised a Central Action Plan [CAP] by fixing targets in all key result areas to achieve the objective of timely service to the members covering the following three broad areas of operation:

- Service to Members
- Enforcement of the Act including recovery of arrears
- House Keeping functions

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# Service to Members cover the following areas

- i) Annual Statement of Accounts to members
- ii) Provident Fund Claims
- iii) Pension Claims
- iv) Insurance Claims
- v) Applications for Advances
- vi) Transfer applications

# Enforcement & Finance cover the following areas

- i) Recovery of Default on Provident Fund dues/Damages:
  - Arrears Demand
  - Current Demand
- ii) Determination of dues under Section 7A
- iii) Coverage of establishments and enrolment of new members
- iv) Revenue collection in Administration Account

# · House Keeping cover the following areas

- i) Court Cases CAT, High Court & Supreme Court
- ii) Pending answerable references
- iii) Punctuality
- iv) Reconciliation of Books of Accounts
- v) Disposal of Grievances/Complaints
- vi) Progress of building construction projects
- vii) Reconciliation of advances to staff
- viii) Filling up of vacant posts
- ix) File Management
- x) Vigilance

The above information is received through CAP return on the above functional areas. This enables the Central Provident Fund Commissioner to review the performance on monthly basis and also taking a quarterly review of performance with all the Regional Provident Fund Commissioners.

#### CHAPTER XXVI

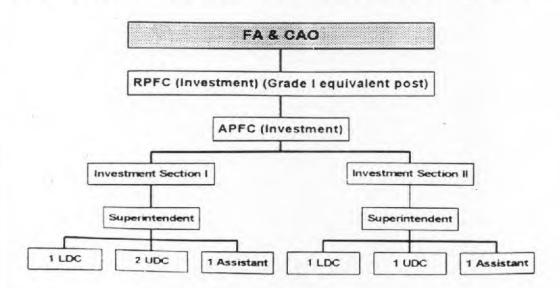
#### INVESTMENT

Paragraph 52 of the Employees' Provident Fund Scheme, 1952 provides that all moneys pertaining to the Fund are to be deposited in the Reserve Bank of India or the State Bank of India or other scheduled banks as may be approved by the Central Government and shall be invested subject to such directions as the Central Government may from time to time give.

The investment operation of Employees' Provident Fund Money as such was being handled by the Reserve Bank of India from the very beginning. However, in 1994 Reserve Bank of India expressed its inability to continue with the portfolio management of Provident Fund investments as it was in conflict with its role as public debt manager. The portfolio management of the Employees' Provident Fund was then entrusted to the State Bank of India w.e.f. 01.04.95. Subsequently the investment management of Pension Fund and Employees' Deposit Linked Insurance Fund was also entrusted to State Bank of India.

#### **EXISTING SET UP**

The investment branch in the Head Office of the Employees Provident Fund Organisation functions directly under the control of Financial Adviser & Chief Accounts Officer. One post of Regional Provident Fund Commissioner (Grade. I) was sanctioned on 01.12.94 by the Executive Committee. The RPFC is assisted by one Assistant Provident Fund Commissioner, two Superintendents, 3 Assistants, 3 UDCs and 2 LDCs. The organisational structure as it exists, looks as under:-



The duties and responsibilities of the Investment Wing are as under :-

- Monitoring and getting information about the investments in respect of the various accounts made by State Bank of India and related correspondence with State Bank of India.
- Reconciliation of the monthly, half yearly and yearly certificates of holdings.
- iii) Maintenance and reconciliation of Investment Registers for all Accounts.
- iv) Watching timely receipt of maturity and interest proceeds.
- All work relating to declaration of the rate of interest to be credited to the accounts of subscribers.
- vi) Convening meetings of the Finance and Investment Committee, preparation of agenda/memorandum/minutes and follow up action on decision taken.
- vii) General as well as policy matters related to Investment correspondence with Ministry of Labour/Finance.
- viii) Compilations of the investment data for inclusion in the Annual Report/Balance Sheet.
- ix) All work relating to withdrawal of securities in respect of exempted establishments.

SI.No		Total Holdings as on 31.03.99 (in Crores)			
		Employees' Provident Fund	Employees' Pension Fund	Employees' Deposit Linked Insurance Fund	
1	Central Government Securities	2069.97	2142.90	40.08	
2 a	State Government	1423.10	963 31	22.18	
b	Government Guaranteed Securities	578 24	303.50	7 50	
3	Special Deposit Scheme	34586.03	894.84	1.59	
4 a	Public Sector Financial Institutions	2652.15	4330.75	84.40	
b	Post Office Time Deposit	0.08			
	Total	41309.57	8635.30	155.75	

## Balance in Public Account as on 31.03.1999

Pension Fund

Rs. 13381.08 Crores

Employees' Deposit Linked Insurance Fund

Rs. 2032.65 Crores

## 158 CHAPTER XXVII

## PERSPECTIVE PLAN

The basic functions of the Employees' Provident Fund Organisation are the extension of Social Security cover to target population, management of the accounts of the subscribers and rendering service to the members of the Fund.

The Central Board of Trustees, Employees' Provident Fund on many occasions expressed their views for comprehensive restructuring of the Organisation to cope up with the challenges of the future. In this context the Organisation has made a small beginning and a study is in progress covering system study and process reengineering, design of a perspective plan and suitable Organisational structure which is the first such study undertaken by the Organisation in its forty years of existence.

The Executive Committee of the CBT, EPF in its 18th meeting held on 27.7.95 approved the proposal for designing of perspective and institutional strengthening study by M/s. Tata Consultancy Services, Hyderabad covering the following three areas:-

- System study and process re-engineering.
- Preparation of perspective plan, and
- Designing of suitable organisational structure.

Consultants were required to establish a comprehensive pilot project in a Regional/ Sub-Regional Office having a representative character covering the core functions. The Consultants after completion of the system study and process reengineering came up with a number of suggestions and recommendations requiring drastic changes in the work flow mechanism at the operational level. Giving effect to the changes suggested by the Consultants at the operational level would call for:

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- Appropriate changes in terms of decentralised computerisation with computer terminals at every work station.
- Integrated software environment.
- Simplification of remittance procedure by the employers, and
- Restructuring of statutory returns now being submitted by the employers.

Notwithstanding the basic changes suggested by the Consultants, pilot project as envisaged in the terms of reference were attempted at the Regional Office, Faridabad and the Sub-Regional Office, Vishakhapatnam respectively.

The Organisation has set up the Pension Scheme to address the long-term challenges to achieve the objectives behind the introduction of this new social protection scheme. The Organisation had also taken up this issue with the International Labour Organisation [ILO] for their technical assistance covering:

- the need to determine a strategy for the future development of the EPFO with regard to the extension of coverage, the structure of the benefit programme and the relationship with other social security provisions.
- the need to review the Organisation and procedures of the EPFO with a view to improving administrative efficiency.

Senior Social Security experts from International Labour Organisation who had undertaken a Technical Assistance Appraisal Mission of the Employees' Provident Fund Organisation noted that:

The introduction of EPF has resulted in the EPFO becoming responsible for the administration of a pension scheme which is broadly based on social insurance principles. The ESIC is responsible for the administration of a separate social insurance scheme, which provides both cash benefits and access to health care. There is some overlap between these organisations. To some extent, both schemes pay benefits in respect of the same contingencies

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invalidity/permanent disablement and death. Duplication of benefits from schemes dependent on public funding is undesirable and it is recommended that entitlement provisions should be reviewed both to achieve harmonisation of entitlement and to avoid duplicate entitlement. In addition, both schemes carry out similar functions in respect of similar sectors of the population. There is a need to study the scope for merging or at least partially integrating these schemes in order to increase overall efficiency and to reduce the administrative obligations on employers.

One possible approach would be to provide all cash benefits through a restructured EPFO while allowing the ESIC to concentrate on health insurance. Since the cash benefits provided are based on a medical assessment, there is some advantage, however, in the ESIC being able to use its own medical facilities for this purpose. An alternative approach to rationalisation could focus on operational integration and on establishing a unified registration and collection system.

Technical Assistance Appraisal Mission of the ILO after their study of the Organisation have come up with the following findings: - .

Introduction of the pension scheme has introduced a new dimension of responsibility to the EPFO. This has administrative implications. In particular, since entitlement will depend on length of service it will be essential to maintain lifetime records for members irrespective of how many times they change employment. In general, this is not possible under present conditions where each member is generally allocated a separate number with each employer but this has not been of fundamental importance under the provident fund since each employment and period of membership can effectively stand alone. It is recommended that the EPFO should establish a new system for registering its insured persons and for allocating and recording a unique number for each person.

Within the operational structure, however, there is a complex web of systems and sub-systems which have been established to meet a wide range of eventualities but which have led in aggregate to time consuming movements of paper and inefficiencies, and thus to failings in the broad objectives of the organisation. Although computerisation has been introduced in all offices, this has resulted in additional steps in work processes which in the case of a claim involves 37 separate handling stages and takes a minimum of one month to finalise. Computers are set up in an EDP section which serves other sections of the office on an individual basis and there are no work stations for access or data entry in accounts or enforcement or claims receipt. Weaknesses are apparent both in the individual work processes and in the absence of an overall integrated information system which relates to the needs of each task holder. Existing procedures place a burden on administrators, employers and members alike and this is reflected in the level of compliance of all.

The ILO report has recommended that a comprehensive study should be carried out leading to a progressive restructuring of the systems which will start from its basic objectives and relate these back through the individual functions and work processes. Such a study would include an examination of the role of each functionary in the process, his or her relationship with the line manager and an identification of the information requirements. This would provide the basis for determining the role that computerisation should play and also for the development of a software.

The International Labour Organisation has recommended for technical assistance projects covering:

- Work processes and line functions.
- Software design and preparation.
- Implementation of new systems in pilot project.
- Review of EPFO organisational structure and personnel policies.
- Staff Training, and
- Investment of social security funds etc.

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ILO has proposed for a number of technical co-operation projects on this account. The Organisation has already taken up the matter with the Government who in turn has referred the issue to UNDP for funding assistance.

## FOR THE NEXT MILLENIUM

## Accountable And Subscriber Friendly Organisation

- Review of Laws, Acts and Regulations
- Decentralisation of Powers
- Service at nearest point
- Redressal of Public Grievances

## · Transparancy And Right To Information

- Computerisation of Operations
- Freedom of Information and Transparency
- Information and Facilitation Centres

## Improving The Performance And Integrity Of Public Services

- Ethics for Public Services
- Simplification of Processes
- Monitoring and Control
- Vigilance and Surveillance

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## APPENDIX A 2

# SCHEDULE OF INDUSTRIES/ CLASSESS OF ESTABLISHMENTS TO WHICH EMPLOYEES' PROVIDENT FUNDS AND MISCELLANEOUS PROVISIONS ACT, 1952 APPLIES

Date of Extension	Inc	dustries/Classes of Establishments
1st Nov. 1952	1	Cement
	2.	Cigarettes
	3	Electrical, Mechanical or General Engineering Products
	4.	Iron and Steel
	5.	Paper
	6.	Textiles (made wholly or in Part of Cotton or wool or jute or silk
		whether natural or artificial)
	6A.	Jute
31st July, 1956	7.	Edible Oils and Fats
(7 to 19)	8.	Sugar
	9.	Rubber and rubber products
	10.	Electricity including generation, transmission and distribution
		thereof.
	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).
	12.	Printing (other than printing industry relating to newspaper
		establishments as defined in the Working Journalists (conditions
		of Service and Misc. Provisions Act1955)including the process of
		composing types or printing, printing by letter press, lithography,
		photogravure or similar Process of book binding
	13.	Stone-ware pipes
	14.	Sanitary Wares
	15.	Electrical porcelain Insulators of high and low tension

26. Tea plantations

27 Coffee plantations

(other than the tea plantations in the State of Assam)

30th April, 1957

(26 to 30A)

Date of Extension	Industries/Classes of Establishments		
	28.	Rubber plantations	
	29.	Cardamom plantations	
	30.	Pepper plantations	
	30A	Mixed plantations	
30th Nov ,1957	31.	Iron Ore Mines	
(31 to 37)	32	Manganese Mines	
	33.	Limestone Mines	
	34.	Gold Mines	
	35	Industrial and Power Alcohol	
	36	Asbestos Cement Sheets	
	37	Coffee curing establishments	
30th April, 1958	38.	Biscuit making industry (including composite units making	
		biscuit, such as bread, confectionery and milk)	
30th April, 1959	39.	Road Motor Transport establishments	
31st May, 1960	40	Mica Industry	
(40 & 41)	41.	Mica Mines	
30th June,1960	42.	Plywood	
42 and 43)	43.	Automobile repairing and servicing	
31st Dec.1960	44.	Rice Milling	
44 to 46)	45.	Dal Milling	
	46.	Flour Milling	
31st May, 1961	47.	Starch	
10th June, 1961	48.	Hotels	
48 to 52)	49	Restaurants	

Date of Extension	Industries/Classes of Establishments		
	50.	Establishments engaged in the Storage or transport or distribution of petroleum or Natural gas or products of either petroleum or natural gas.	
	51.	Petroleum or natural gas Explorations, prospecting drilling or production.	
	52.	Petroleum or natural gas refining	
31st July,1961	53.	Cinemas (including Preview theaters)	
(53 to 57)	54. 55. 56.	Film production Film studios Distribution concerns dealing with exposed films	
	57.	Film processing Laboratories	
31st August, 1961	58.	Leather and Leather products	
30th Nov., 1961 (59 and 60)	59. 60.	Stone-ware Jars Crockery	
31st Dec., 1961	61.	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.	
30th April, 1962	62.	Trading and commercial establishments engaged in the Purchase, sale or storage of any good including establishment of exporter, importer advertiser, commission agents and brokers and commodity and stock exchanges, but not including banks or warehouses established under any Central or State Act.	
30th June, 1962	63.	Fruit and vegetable preservation	
30th Sept., 1962	64.	Cashewnuts	

Date of Extension	Industries/Classes of Establishments		
31st Oct., 1962	65.	Establishments engaged in the processing or treatment or	
(65 to 69)		wood including manufacture of hardboard chipboard, jute or	
		textile wooden accessories, cork products, wooden sports goods,	
		cane or bamboo products, battery separators.	
	66.	Saw mills	
	67	Wood seasoning kilns	
	68	Wood preservation plants	
	69	Wood workshop	
31st Dec.,1962	70.	Bauxite Mines	
31st March, 1963	71.	Confectionery	
(71 to 76)	72	Laundry and Laundry services	
	73.	Buttons	
	74.	Brushes	
	75.	Plastic and plastic products	
	76.	Stationery products	
31st May, 1963	77	Theaters where dramatic performance or other forms of	
		entertainments are held and where payment is required to be	
		made for admission as audience or spectators.	
31st May,1963	78.	Societies, clubs or associations which provide board or lodging	
		or both facility for amusement or any other service to any of their	
		member or to any of their guest on payments.	
	79.	Companies, societies, associations; clubs or troupes which give	
		any exhibition or 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 theater, and require	
		payments for admission into such exhibition or entertainment as	
		spectators or audience.	
31st August, 1963	80.	Canteens	
80 and 81)	81	Aerated water, soft drinks or carbonated water 31st Oct., 1963	

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Date of Extension	Industries/Classes of Establishments		
31st Oct . 1963	82. Distilling and rectifying of spirits (not falling under industrial and		
	power alcohol) and blending of spirits		
31st Jan.,1964	83. Paint and Varnish		
(83 and 84)	84. Bone crushing		
30th June, 1964	85. Pickles		
(85 and 86)	86 China Clay Mines		
31st Oct., 1964	87. Attorneys as defined in the Advocates Act, 1965 (25 of 1961)		
(87 to 92)	88. Chartered or registered Accountants as defined in the Chartere		
	Accountants Act, 1949. (38 of 1949)		
	89. Cost and Works Accountants within the meaning of the cost		
	and Works Accountants Act, 1959 (23 of 1959)		
4	90. Engineers and Engineering Contractors not being exclusively		
	engaged in building and construction industry.		
	91. Architects		
	92. Medical Specialists		
31st Dec., 1964	93. Milk and milk products		
31st Jan., 1965	94. Travel agencies engaged in :		
(94 to 96)	<ul> <li>booking of international air and sea passages and other travel arrangements and</li> </ul>		
	(ii) booking of internal air and mail passages and other travel		
	(iii) forwarding and clearing of cargo from and to overseas and with		
	India		
31st Jan., 1965	(95) forwarding agencies engaged in the collecting packing forwardi		
	or delivery of any goods including cargo ;loading breakbulk		
	service and foreign freight service.		
	(96) Non-ferrous metals and alloys in the form of ingots		

Date of Extension	Industries/Classes of Establishments			
31st March, 1965	(97)	Bread		
30th June, 1965	(98)	Steaming, redrying, handling, sorting, grading or packing of tobacco leaf.		
31st July, 1965	(99)	Agarbatte (including dhoop and dhoopbatte)		
30th Sept., 1965	(100)	Magnesite Mines		
30th Sept., 1965	(101)	Coir (excluding the spinning sector)		
31st Dec , 1965	(102)	Stone quarries producing roof and floor slabs, dimension stones, monumental stones and mosaic chips stones and mosaic chips.		
31st Jan., 1966	(103)	Bank doing business in one State or Union Territory and having no departments or branches outside that State or Union Territory.		
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.		
31st July,1966	(105)	Paper Products .		
30th Sept.,1966	(106)	Licensed salt		
30th April, 1967	(107)	Linoleum		
(107 & 108)	(108)	Indoleum		
31st July, 1967	(109)	Explosives		
31st.August,1967	(110)	Jute bailing or pressing		
31st October, 1967	(111)	Fireworks and percussion cap work		

Date of Extension	Industries/Classes of Establishments
30th Nov., 1967	(112) Tent making
31st August, 1968	(113) Barytes Mines
(113 to 119)	(114) Dolomite Mines
	(115) Fireclay Mines
	(116) Gypsum Mines
	(117) Kyanite Mines
	(118) Siliminite Mines
	(119) Steatite Mines
31st Dec., 1968	(120) Chinchona Plantations
30th June, 1969	(121) Ferro Manganese
30th June, 1969	(122) Ice or ice-cream.
(122 and 123)	(123) Diamond Mines
31st Jan.,1970	(124) General insurance business
31st May, 1971	(125) Establishments rendering expert service such as supplying of personnel, advice on domestic or departmental enquiries, special service in rectifying pilferage thefts and pay roll irregularities to factories and establishments on certain terms and conditions as may be agreed upon between the establishments and
	establishments rendering expert service.
30th Nov., 1971	(126) Factories engaged in winding of thread and yard reeling
31st March, 1972	(127) Railway booking Agencies run by Contractors or other private establishments on commission basis.
30th Sept., 1972	(128) Cotton ginning, bailing and pressing
31st March, 1973	(129) Every mess, not being a military mess

Date of Extension	Industries/Classes of Establishments
31st May, 1974	(130) Katha making
31st August, 1974	(131) Establishments known as hospitals run by any individual association or institution.
30th Aoril, 1973	(132) Beer manufacturing
30th Sept.,1974	(133) Sorting, cleaning and testing of cotton waste.
30th Nov., 1974	(134) Societies, Clubs and associations which render service to their members, without charging any fees over and above the subscription fee or membership fee.
	(135) Garments making factories
31st Dec.,1974	(136) Agricultural farms, fruit orchards, botanical garden and zoological gardens.
30th June, 1075	(137) Soap-stone mines and establishments engaged in the grinding of soapstone
31st July,1976	(138) Apatite Mines
138 to 150)	(139) Asbestos Mines
	(140) Calcite Mines
	(141) Ball-clay Mines
	(142) Corundum Mines
	(143) Emerald Mines
	(144) Feldspar Mines
	(145) Silica (sand mines)
	(146) Quartz Mines
	(147) Ochre Mines
	(148) Chromite Mines
	(149) Graphite Mines
	(150) Flourite Mines

Date of Extension	Industries/Classes of Establishments
28th Feb., 1977	(151) Establishments which are factories (151 to 153)
	engaged in the manufacture of glue and gelatine.
	(152) Stone quarries producing stone chips, stone sets, stone
4	boulders and ballasts.
	(153) Establishments engaged in Fish processing and non vegetable
	food preservation industry including bacom factories and pork
	processing plants.
31st May, 1977	(154) Establishments engaged in manufacture of beedi.
31st Dec.;1979	(155) Financing establishments other than banks)not being the Unit
	-Trust of India, the Agriculture Refinance Corporation, Industrial
	Development Bank of India, the Industrial Finance Corporation
	of India, the State Finance Corporation
31st Jan., 1979	(156) Lignite Mines
31st July, 1979	(157) Ferro Chrome
31st May,1980	(158) Diamond cutting
(158 to 160)	(159) Quarsite Mines
	(160) Inland water transport establishments
31st Oct., 1980	(161) Building and construction
161 and 162)	(162) Manufacture of Myrobalan extract Powder, Myrobalan extract
	solid and vegetable tanning blended extract
30th Nov., 1980	(163) Brick
23rd Nov 1981	(164) Establishments engaged in Stevedoring loading and unloading of ships.
7th Dec., 1981	(165) Establishments engaged in poultry farming
165 and 166)	(166) Establishments engaged in cattle feed industry.

Date of Extension	Industries/Classes of Establishments		
6th March,1982	(167) Any University		
(167 to 172)	(168) Any college, whether or not affiliated to a University.		
	(169) Any School, whether or not recognised or aided by the		
	Central or a State Government.		
	(170) Any scientific institution		
	(171) Any institution in which research in respect of any matter is carried on.		
	(172) Any other institution in which the activity of imparting		
	knowledge or training is systematically carried on.		
1st Jan.,1984	(173) Industries based on asbestos as principal raw material.On voluntary basis.		
	*		
16th Sept, 1989	(174) Industries manufacturing Iron ore pellets		
	*		
25th Mar., 1992.	(175) Guar Gum factories		
(175 to 177)	(176) Marble mines		
	(177) Diamond saw mills		

LIST OF INDUSTRIES/CLASSES OF ESTABLISHMENTS IN RESPECT OF WHICH THE STATUTORY RATE HAS BEEN 10% OUT OF 177 INDUSTRIES/CLASSES OF ESTABLISHMENTS

- (i) Government issued Notification dated 9th April, 1997 enhancing Provident Fund contribution rate from 8.33% to 10%. With this, 172 categories of industries/establishments out of 177 categories has been notified and will be paying Provident Fund contribution @ 10% w.e.f. 1.5.1997.
- (ii) Government through an Ordinance dated 22nd September, 1997 increased the contribution rate towards Provident Fund as under:
  - (a) Establishments paying contribution @ 8.33% to 10%.
  - (b) Establishments paying contribution @ 10% to 12%.

At present contribution @ 10% of the wages is applicable in respect of following industries/class of establishments:

- (1) Jute Industry
- (2) Beedi Industry
- (3) Brick Industry
- (4) Coir Industry other than the spinning Sector
- (5) Guar Gum factories
- (6) Any Sick Industrial Company as defined in the Sick Industrial Companies Act, 1985;
- (7) Any other establishment which has at the end of any financial year accumulated losses equal to or exceeding the entire networth.

## APPENDIX - A 4

## LIST OF DEFAULTING UNEXEMPTED ESTABLISHMENTS – RUPEES TEN LAKHS OR MORE

[Including Provident Fund, Pension & EDLI contribution, Administration charges & Penal

Sr. No	Code No.	Name of the Un-exempted Establishment	Amount in Default (Rs. In lakhs)	Total amount in the Region
(1)	(2)	(3)	(4)	(5)
		ANDHRA PRADESH		
1	AP/140	M/s. D.B.R. Mills Ltd., Hyderabad	10.00	
2	AP/2914	M/s. Republic Forge, Moulali, Hyderbad	48.63	
3	AP/3824	M/s. Water Develop Society, Moulali. Hyderabad	12.72	
4.	AP/4376	M/s. A.P. Scooters, Medak (Dt)	13.90	
5,	AP/13286	M/s. Hyderabad Lamps, Medak (Dt)	16.39	
6.	AP/3774	M/s. Ampro Industries Ltd, Uppal, Hyderabad	11.90	
7.	AP/13249	Stallian Tyres Ltd., Hyderabad	10.00	
8.	AP/23058	M/s. Targouf Pure Druga Pvt. Ltd., IDA. Mallapur, Hyderabad	14.39	
9.	AP/13660	M/s. Pfimex Pharmaceuticals Ltd., Hyderabad	13.98	
10.	AP/17130	M/s. Midland Industries	10.00	
11.	AP/22245	M/s. Jaiswal Granites Ltd., Medak (Dt)	10.14	
12.	AP/32447	M/s. D.A.V. Institutions	17.21	
13.	AP/23	M/s. Rayalaseema Mills, Adoni, Kurnool	88.35	
14	AP/4365	M/s. Rayalaseema Papers Mills, Kurnool	15.49	
15.	AP/3040	M/s. Andhra Cotton Mills, Proddutur, Cudapah	23.25	
16.	AP/258	M/s. Andhra Co-operative Spinning Mills, Ltd., Guntakal.	41.77	
17.	AP/3920	M/s. Nellore Co-operative Spinning Mills Ltd., Nellore	47.96	
18.	AP/18945	M/s. Maruti Textiles Ltd., Nagari, Chittoor, District	11.66	
19	AP/19487	M/s. Muralikrishna Transports Ltd., Vijayawada	38.52	
20.	AP/1480	M/s. Andhra Printers Ltd., Vijayawada	38.52	
21.	AP/15	M/s. Sri Bajrang Jute Mills Ltd., Guntur	10.78	
22.	AP/21453	M/s. Parchur Cotton Growers Co-operative Spinning Mills Ltd., Prakasham (Dt)	21.76	
23.	AP/16460	M/s. Durga Cements, Dachepalli, Guntur (District)	19.10	
24.	AP/2460	M/s. Chirala Co-operative Spinning Mills Ltd Chirala	17.06	
25	AP/2	M/s. Nellimarla Jute Mills Ltd . Vijayanagaram	269.64	
26.	AP/2814	Sarvaraya Textiles, Vijayanagaram	81.86	
27	AP/370	Sarvaraya Textiles, Kakinada	80.36	
28.	AP/3759	Rajamundry Co-operative Spinning Mills Ltd., Rajamundry	62 40	

29.	AP/17582	Coastal Chemicals	10.36	
30.	AP/11898	Adilabad Cotton Growers Co-op. Spinning	84.70	
30.	A1711020	Mills Ltd., Adilabad	04.70	
31.	AP/181	Azam Zahi Mills, Warangal	17.48	-12
32.	AP/14311	Someshwara Cements Ltd., Asifabad,	14.09	
34.	Militari	Adilabad	14.02	
33	AP/3820	Karimnagar Co-op Spinning Mills Ltd.,	10.78	
		Antargaon, Karimnagar.		
34.	AP/3821	Antargaon Textiles Co-op Production	11.76	
25	10/5311	Society Ltd., Antargaon, Karimnagar.	10.20	
35.	AP/5211	Bakram Beedi Works, Nizamanad (Armoor)	19.29	_
36.	AP/5206	Sabil Waghrie & Company Ltd., Nizamabad	26.23	
37.	AP/5207	Prabhudas Kishoredas Tobacco Production Ltd., Nizamabad	28.72	
38.	AP/5208	Heeralal Prabhuram & Company, Nizamabad	16.69	
39.	AP/5209	M.M. Patel Company, Nizamabad	17.31	1320.75
BIHA		The company, Prizamatica	17.51	1020111
1.	BR/6066	M/s. Indu Tarpeshwar Singh Mahila	15.32	
2	DD (5020	Mahavidyalaya	17.50	
2.	BR/5928	M/s. Sanjay Gandhi Womens College	17.50	
3.	BR/290	M/s. News Paper and Publication (P) Ltd	58.39	
4.	BR/4282	M/s. Sogra College	13.52	
5.	BR/5911	M/s. Irsan School	12.11	
6.	BR/8423	BR/8423	15.42	
7.	BR/1622	M/s. Bihar Stae Agro Industries	83.94	
8.	BR/11	M/s. Katihar Jute Mills, Katihar	17.70	
9.	BR/319	M/s. Kachwar Limestone Co.	40.79	
10.	BR/3	M/s. National Jute Mills Corporation Ltd.	203.35	
11.	BR/1557	M/s. Bihar State Co-op weaver and spinning mills	29.79	4
12.	BR/1365	M/s. S.K. Nasiruddin	40.06	
13.	BR/21	M/s. Ganga Cotton & Jute Mills	63.66	
14:	BR/3241	M/s. Sved Firozuddin	22.05	
15.	BR/5667	M/s. Swami Shiyanand Tirth College	30.64	
16.	BR/184	M/s. HMP Sugar Works	73.18	
17.	BR/1862	M/s. Rehika Co-operative Bank	19.27	
18.	BR/2660	M/s. B.S.F2C Supplies Corporation	11.64	
19.	BR/5990	M/s. Pandal Co-operative Spinning Mills	17.14	
20.	BR/5335	M/s. Belal Biri, Pakur	86.25	
21	BR/225	M/s. Saraikala Glass Works	10.74	
22.	BR/5007	M/s. Fusion Engg Production Ltd	16.82	899.28
DELH		and a dion bugg i roduction bu	10.02	077.20
l	DL/3477	M/s. Lala Ram Swaroop T.B. Allied disease.	29.22	
2	DL/1214	M/s. Hindustan Samachar Co-op Society, 2,	28.80	
3	DL/2520	Connaught Lane, New Delhi-110 001  M/s. Samachar Bharti, 13, Firozshah Road,	22.83	
	FI (13100	New Delhi-110 001	18.00	
4	FL/13198	M/s. R.L. Sharma & Co, A-1/43, Kirti Nagar, New Delhi-15	17.87	
5	DL/6427	M/s. Skiper Tower (P) Ltd., 22. Barakhamba Road, New Delhi-110 001	15.58	

6	DL/6426	M/s. Skiper Cant (P) Ltd., 22, Barakhamba Road, New Delhi-110 001	16.74	
8	DL/8924	M/s. Frend Electronics (P) Ltd, C-III, Mayapuri Industrial Area, Phase-II, New Delhi-110 064	16.15	147.19
GUJ	ARAT			
1	397	Dhanamal Silk Mills, Varachha Road, Near Vaishali Cinema, Surat	10,53	
2	4521	H.M.P. Engineering Pvt. Ltd., Post Fatch Nagar, Udhna.	12.51	
3	6738	K.J. Vakharia & Co., 12/3, Paiki Ashwanikumar Road, Surat.	23 61	
4	3370	Central Pulp Mills Ltd., Fort Songadh, Tal: Vvara, Dist: Surat	52,98	
5	30551	M/s. Anil Gems, Kesarba Market Bldg. No.3, Opp: C-Tenament, Gotalwadi. Surat:395004	11.73	
6	30697	M/s. Chemox Chemicals Ind. Ltd., 620/3, GIDC, Panoli, Dist:Broach	10.83	
7	4440	Tonsile Steel Ltd., P.B. No. 40, Lalkuwa, Vishwamitri, Baroda.	22.80	40
8	1348	Calico Polysters Ltd., P.O. Petrochemicals, Dist Baroda	34.91	
9	20189	Sunil Mills Ltd., Padra Road, Baroda	13.68	
10	20536	Topline Shoes Ltd. Vill: Dabhasa, Tal Padra. Dist: Baroda	11.23	
11	369	Rajkot Textile Mills, S.V.P. Rd., Rajkot	46.64	
12	10546	Dynamatic Forgings India Ltd., A-L, Aji Ind. Estate, Rajkot.	21.89	
13	1027	Parshuram Pottery Works Co. Ltd., Distt: Rajkot	16.81	
14	1003	Parshuram Pottery Works Co. Ltd., Thangadh, Dist:Surendrnagar	22 92	
15	24048	Microforge (I) Ltd., Veraval Shapar, District:Rajkot.	15.97	
16	361	Himadri Textile Mills, A Unit of NTC, O/s. Saraspur Gate, P.B. No. 5020, Ahmedabad- 21.	48.72	
17	25-A	R.M. Engg. Works, 4, GIDC, Ind. Estate, Vatva, Ahmedabad 382445.	29.27	
18	295	Rajnagar Textile Mills No. I, Outside Prem Gate, Ahmedabad-1.	68.64	
19	281	Star of Gujarat, Nr. Girdharnagar Rly. Crossing, Ahmedabad.	19.50	
20	283	Jahangir Textile Mills, O/s. Delhi Gate, PB No. 16, Ahmedabad-4.	99.00	
21	4156	The Visnagar Co.Op. Spg. Mills Ltd., P.B. No. I, Visnagar Kheralu Road, At Visanagar, Dist:Mehsana-384315.	31.20	
22	353	Mahendra Mills Ltd., Ambedkar Rd., At:Kalol, Mehsana-382721.	94.12	
23	365	Mahalaxmi Textile Mills, Vartej Rd, Bhavnagar-364001.	71.39	
24	08	H.M.P. Cement Ltd., Junagadh	25.53	

25	9753	Avon industries, Jain Street, Daman, Vapi.	11.21	
26	45187	PNN International Ltd., Plot No. 194, GIDC,	144.81	
		Vapi		
27	388	Ahmedabad New Textile Mills., Outside	90.19	
		Raipur Gate, Ahmedabad-380 022.		
28	312	Viramgam Textile, P.B. No. 5, Fulwadi Rd.,	62.85	
		Viramgam-382150 (Guj.)		
29	289	New Manekchawk Mills, Opp:Idgah Gate,	60.94	
		Asarwa, Ahmedabad-380 018.		
30	265	Ahmedabad Jupiter Textile Mills, Dadhichi	63.70	
	1	Rd., PB No. 43, Ahmedabad.		•
31	339	Petlad Textile Mills, Petlad, Dist:aira-	15.35	
	4170	388450.	/1.2/	
32	4178	Rajprakash Spg. Mills, Tarapur Rd.,	61.26	
22	25004	Cambay, Dist:Kaira.	14.50	
33	2509A	Unity Steel Ltd., Nari Road, Bhavnagar-	14.59	
21	200	364006.  Manekchawk & Ahmedabad Mfg. Co. Ltd.,	20.25	
34	390	Nr. Idgah Chowky, Asarwa, Ahmedabad-16.	30.35	
35	273	Aryodaya Spg. & Wvg. Co. Ltd., O/s.	42.08	
33	2/3	Kalupur Gate, Asarwa Rd., Ahmedabad.	42.08	
36	314	Navjivan Mills, Kalol, Dist: Mehsana.	13.84	
37	366	New Jahangir Vakil Mills Co. Ltd., P.B. No.	13.85	
21	300	2, Palace Road, Bhavnagar.	13.63	
38	4514	T. Maheklal, A Unit of SLM, Vatva,	123.23	
30	4314	Tal:Daskroi, Ahmedabad-382445.	123.23	
39	4416	Ind equip Equipments Ltd., Near LLT.	19.70	
27	4410	PO Sardarnagar, Naroda, Ahmedabad.	15.70	
40	13092	V.J. Dave High school, Dehgam, Dist:	10.06	
***	13072	Dehgam, Ahmedabad-382305.	10.00	
41	10193	Kukavav Taluka Vankar Sahkari Mandli	16.02	
		Ltd., Bagasara, Tal:Kukavav, Dist: Amreli-		
		36540.		
42	2	Sevalia Cement Works, P.O. Sevalia,	60.42	
		District:Kaira	2000	
43	287	Continental Textile Mills Ltd., Naroda Road,	27.66	
		Ahmedabad-380025		
44	290	New Swadeshi Mills, A Unit of FSTC.	14.73	
		Naroda Road, Ahmedabad-380025.		
45	4471-A	S.L.M. Maneklal Ind. Ltd., Shafi Manzil,	44.19	
		Ashram Road., Ahmedabad.		
46	4471	S.L.M. Maneklal Ind. Vatva, Tal:Daskroi,	193.08	
		Ahmedabad-382445		
47	15061	Madhu Textile, Ahmedabad Ltd.,	53.70	
		At:Laxmipura, Near Nandarsan, Tal:Kadi,		
		District:Mehsana.		
48	992	Khodiyar Pottery Works Ltd., Sihor, P.B.	13.87	2017.50
** - *		No. 70,Dist:Bhavnagar-364240		
HARY		In	40 -0.1	
1	PN/2591	Bharat carpet, Faridabad	18.23	
2	PN/9624	Vidya Niketan School, Faridabad	10.66	
3	HR/295	Electronics, Faridabad	11.02	
4	HR/8620	Krishan Lal School, Rewari	34.51	

5	HR/3942	Prompt Security Service, Faridabad	10.61	
6	HR/58	East India Cotton Mills, Faridabad	10.54	
7	HR/286	Jhalani Tools, Faridabad	183.67	
8	HR/3525	Kamla Syntex, Faridabad .	32 91	
9	HR/6182	Vaish High School, Bhiwani	12.01	
10	HR/2766	The India Jat Heroes College, Rohtak	26.59	
11	HR/5230	Sant Jinda Kalyan College, Rohtak	14 51	
12	HR/2796	Vaish College, Rohtak	23.36	*
13	HR/4827	Arya Vidva Mandir, Gurgaon	11.93	
14	HR/586	Rohtak Textile Mills, Rohtak	60.84	
15	HR/39	Auto Pins (P) Ltd., Faridabad	10.27	
16	HR/1177	Sirrocco Auto (P) Ltd., Faridabad	10.82	
17	HR/2558	K.L. Mehta Dayanand College for Women. Faridabad	17.52	
18	HR/2627	S.A. Jain S.S. School, Ambala City	12.56	
19	HR/5451	Indira Gandhi National College, Ladwa	12.74	
20	HR/2655	S.D. College, Ambala Cantt.	68.95	
21	HR/2591	Arva Girls College, Ambala Cantt.	19.10	
22	HR/2592	G.M.N. College, Ambala Cantt.	44.37	
23	HR/2530	M.L.N. Sr. Sec. School, Yamuna Nagar	26.74	
24	HR/2544	Guru Nanak Girls College, Yamuna Nagar	25.69	
25	HR/2550	M.L.N. College, Yamuna Nagar	33.14	
26	HR/2513	Hindu Girls College, Yamuna Nagar	15.35	
27	HR/2531	Saraswati Vidyamandir, Jagadhari	10.99	
28	HR/4801	S.D.S.S. School Karnal	12.39	
29	HR/4045	S.M.S.K. Labana Girls College, Barara	12.73	
30	HR/2612	D.S. College, Karnal	66.52	
31	HR/3109	Liberty Footwear Co., Karnal	32 48	
32	HR/5028	Liberty GP Mkt. Div. Kamal	120.09	
33	HR/3039	Life International, Karnal	21.54	
34	HR/1965	Liberty Enterprises, Karnal	54.24	
35	HR/2702	S.M.B. Gita Hr. Sec. School, Karnal	10.89	
36	HR/7030	Geeta Niketan Residential S.S. School, KNL	14.12	
37	HR/3095	1.D.P.L., Gurgaon	1382.19	2496.82
	CHAL PRADE		1302.19	2490.02
1	HP/9062	M/s. D.A.V. College	30.29	
2	HP/10429	M/s Sidhartha Super Spn. Mills Nalagarh	64.34	
3	HP/11509	M/s Engineering Innovators	12.89	
4	HP/11614	M/s. J.K. Leather Baddi	14.65	312.6
	NATAKA	1103. J.It. Dettilet Dittal	11.02	212.0
L	KN/145	M/s. Salar Jung Sugar Mills, Munirabad- 583234. Raichur District	126.77	
2.	KN/154	M/s. N.M.P. Cements Ltd., Shahabad, Gulbarga Dist.	94.77	
3.	KN/14046	M/s. Samagra Grama Scva Samithi. Chinchakandi, Mudhol Bagalkot District.	27.79	
4	KN/10207	M/s. Lokapur Cements Ltd., Lokapur- 587122, Mudhol (Td), Bijapur Dist.	17.28	
5	KN/44	M/s. Mysore Lamps Works. Ltd., P.B.No. 5551, Malleswaram West, Bangalore-560 055	80.43	н
6	KN/6218	M/s. I.C.A.R., Hesaragatta Lake. Post Bangalore-560 089	11.30	

7	KN/970	M/s Mysore Minerals Ltd., No. 39, M.G. Road, Bangalore-1	138.75	
8	KN/11400	M/s. Karnataka Telecom Ltd., No 8, Cunningham Road, Bangalore	37.88	
9	KN/19796	M/s J V G Finance Ltd., Richmond Road. Bangalore-1.	13.52	
10	KN/18477	M/s. Premier Security Services, P. Ltd., Indiranagar, Bangalore-38.	23.20	
11.	KN/23009	M/s. Integrated Fashions Ltd., No. 7. Belmora Estate, Nagasandra Post, Tumkur Road, Bangalore-73.	10.97	
12.	KN/14766	M/s. G.P. 4, Security India Ltd., 3 <sup>rd</sup> Cross, Domlur 2 <sup>nd</sup> Stage, Bangalore-73.	104.88	
13	KN/23951	M/s. Desigan Cretion, 3 <sup>rd</sup> ph, peenya Industrial Area, Bangalore	22.42	
14.	KN/23764	M/s. Wooder Craft Apparels P. Ltd., 3 <sup>rd</sup> phase, Peenya Indl. Area, Bangalore.	14.18	
15.	KN/11575	M/s. Samrat Export House, Bangalore	38.90	
16.	KN/13601	M/s. Corporate Couriers, Bangalore	19.63	
17.	KN/2141	M/s. National products, Bangalore	26.48	
18.	KN/2756	M/s. M.C.C. Instruments Ltd., Bangalore	10.00	
19.	KN/19936	M/s. International comptech Engg. Servicing, Bangalore	. 15.53	
20.	KN/19939	M/s. International comptech Engg. Servicing, Bangalore	15.53	
21.	KN/23668	M/s. Shibani Knitting Ind. Ltd., Bangalore	31.23	_
22.	KN/23268	M/s. Mittal Clothing Co., Yeshwanthpur. Bangalore	21.01	
23.	KN/7338	M/s. Gayatri Womens Welfare Association, Peenva, Bangalore	14.77	
24.	KN/13023	M/s. Ismail Institution of Technology	20.52	
25.	KN/15260	M/s. Sansuk Garments, Yeshwanthpur, Bangalore.	22.12	
26.	KN/8119	M/s. Karnataka Jewels P. Ltd., K.S. Garden, Bangalore-27	11.37	
27.	KN/2141	M/s National Products, Kavalbyrasandra, Bangalore	28.74	
28.	KN/44	M/s. Mysore Lamps Ltd., Bangalore	50.83	
29.	KN/7579	M/s. Samrat Ashok Exports Ltd., Bangalore	95.45	
30.	KN/11559	M/s. Spun Silk Industries, Bangalore	27.96	
31.	. KN/14742	M/s Cosmos Leather Exports P. Ltd., Bangalore	10.56	
32.	KN/5611	M/s. Indian plywood Manufacturing Co., Hungarcutta, Mangalore	30.94	
33.	KN/2260	M/s. Ideal Jawa (I) Pvt. Ltd., Mysore.	409.68	
34.	KN/10282	M/s. Deepak Insulated Cable Coporation Ltd., Mysore	47.62	
35	KN/8746	M/s. Karnataka Ball Bearing Corporation.	22.43	
36.	KN/6897	M/s Diamond Dies Manufacturing Corpn.	18.57	
37.	KN/9759	M/s. Orrecee Electronics, Mysore.	13.74	
38.	KN/710	M/s. Kamataka Veneering Industries Ltd., Mysore	11.15	
39	KN/1370	M/s. Tunga Bhadra Sugar Works, Shimoga	43.51	

40.	KN/1091	M/s. Indian Plywood Mfg. Co., Ltd., Dandeli	66.19	
41.	KN/2019	M/s I.P.M. Co., Dharwad	13.38	
42.	KN/1987	M/s. Siddeshwar Textile Mills, Devangere.	10.62	
43.	KN/13038	M/s. Karnataka Minerals Mfg., Co., Chitradurga	10.45	
44.	KN/18095	M/s Talaguppa Plywoods, Talaguppa	16.06	
45.	KN/10980	M/s. Belgaum Co-operative Cotton Spinning Mills. Belgaum.	11.23	1
46	KN/1636	M/s Kampli Sugars, Kampli (P.D. Amount)	11.39	1921.73
KERA	_			
1	KR/2635	Keltron Counter, Chavadimukku, Trivandrum	16.04	
2.	KR/622	Travancore Plywood Industries Ltd., Punalur, Kollam	39.69	
3.	KR/2	Punalur Paper Mills, Punalur, Kollam	19.95	
4	KR/67	Koliakanam Estate, Idukki Distt	22.41	
5.	KR/68	Manjumalay Estate, Idukki Distt.	42.08	
6.	KR/266	Thenyakal Estate, Idukki Distt.	20.95	
7.	KR/267	Pambanar Estate, Idukki Distt.	23.73	
8.	KR/268	Gramby Estate, Idukki Distt.	17.57	
9.	KR/269	Nellikai Estate, Idukki Distt.	16.73	
10.	KR/270	Thungamaly Estate, Idukki Distt.	36.74	
11.	KR/294	Pasumalay Estate, Idukki Distt.	26.31	
12.	KR/3110	Mount Estate, Idukki Distt.	17.10	
13.	KR/51	Thalyar Estate, Idukki District.	16.42	
14.	KR/2568	Madras Spinners, Palakkad	17.64	
15.	KR/4402	Keltron Crystals, Kannur	13.55	
16.	KR/9965	Kunnathara Textiles, Calicut	21.09	
17.	KR/4272 KR/5262 KR/5263 KR/5264 KR/5265	Apple Photo beedi, Palakkad	25.72	
18.	KR/1023	Great Malabar Beedi, Kannur	18.00	
19.	KR/11037	Pepper Plantations, Wyanad	13.00	
20.	KR/2638	Thiruvepathy Mills, Kannur	14.59	
21. MADI	KR/2778 HYA PRADESI	Tricott Mills, Nathika, Trichur	33.00	472.31
1.	MP/3982	M/s. G.S.LT.S. Indore	263.65	
2.	MP/3839	M/s. Indore Development Authority, Indore	276.51	
3.	MP/1143	M/s. M.P.S.R.T.C., Indora	33.20	
4.	MP/2	M/s. Indora Malwa United Mills, Indore	224.85	
5.	MP/3	M/s. Kalvanmal Mills, Indore	198.60	
6.	MP/4	M/s. The Rajkumar Mills, Indore	173.94	
7.	MP/6	M/s. Swadeshi Cotton Mills, Indore	105.35	
Χ.	MP/I	M/s. Hukumchand Mills Ltd., Indore	119.89	
9	MP/4044	M/s M P S R T.C., Ujjain	123.16	-
10.	MP/10	M/s. Hira Miulls, Ujjain	141.80	
11	MP/11	M/s. Binod Mills Co. Ltd., Ujjain	599.96	
12.	MP/11 A	M/s Bimal Mills Co. Ltd. Ujjain	181.44	
13.	MP/225	M/s. M.P.S.R.T.C., Gwalior	248.38	
14.	MP/229	M/S. M.P.S.R.T.C., (Workshop) Gwalior	59.05	
15.	MP/14	M/s. Sajjan Mills, Ratlam	26.13	-

17	MP/2663	M/s. Javant Vitamins, Ratlam	18.17	
16.	MP/81	M/s New Bhopal Textile Mills, Bhopal	126.63	
18.	MP/1378	M\s M P S R T C Bhopal	121.08	-
19.	MP 1262	M\s M.P.S.R.T.C. Bhopal	32 46	
20	MP 6464	M\s. Microvin Electricals, Mandideep Raisen	15.15	
21.	MP 5417	M\s M.P.S.R.T.C. Sconi	39 18	
22.	MP 4046	M\s MPSRTC Satna	187.72	
23.	MP 264	M\s. M.P.S.R.T.C. Sagar,	188.54	
24.	MP/4045	M\s. M.P.S.R.T.C. Sagar	112.82	
25.	MP/2771	M\s. Prabhudas Kishoredas Tabacco, Sagar	51.51	
26	MP/8919	M\s. GaneshH.S. School, Dhanpun	11.18	-
27.	MP/8922	M\s. M.P. Rajtatilhan Utpadak Sahakari	42.43	
28	MP/8953	Sangh, Chhindwara  M's Jabalpur Development Authority, Jabalpur	32.53	
29.	MP 7288	M\s. AOP Enterprises, Sagar	. 24.40	
30.	MP/3784	M\s. Gramin Vidhvut Samiti, Chharpur	44.54	
31.	MP/2319	M\s. Bhagwandas Shoghalal Jain, Sagar	72.99	
32	MP/1382	M\s. M.P. Hatkargha Bunkar Sahakari Sangh, Jabalpur	36.10	
33,	MP/1249	M\s. M.P.S.R.T.C. Divisional Office, Amanka, Raipur	213.53	
34.	MP/78	M\s. Bengal Nagpur Cotton Mills, Rajnandgaon	100.13	
35	MP/4047	M\s. M.P.S.R.T.C. Divisional Office, Bilaspur	63.35	
36.	MP/1250	M\s. Himmat Steel Foundry Ind. Ltd., Bilaspur	37.64	
37.	MP/1404	M\s. Bilaspur Spinning Mills & Ind. Ltd., Bilaspur	19.86	
38.	MP/53	M\s. Mohan Jute Mills, Sarangarh Road, Raigarh	28.55	4396.4
MAH	ARASHTRA			
1.	MH/144	New India Ravon Mills Co.	18.47	
2.	MH/144	4	20.54	
3.	MH/93	Bradbury Mills Ltd., Mumbai	272.12	
4.	MH/82	Apollo Textile Mills, Mumbai	144.17	
5.	MH/169	Mumbai Textile Mills.Mumbai	126.90	
6.	MH/415	Sitaram Mills Ltd.,	123.52	
7.	MH/108.	Elphinston Spg. & Wvg. Mills Co. Ltd., Mumbai	20.35	
8.	MH/106	Bharat Testile Mills, Mumbai	104.30	
9	MH/113	Jupiter Textile Mills, Mumbai	102.43	
10.	MH/118	India United Mills, Mumbai	50.01	
11.	MH/27	National Bicycle Corpn. Mumbai	88.51	
12.	MH/8865	New Hind Textile Mills. Mumbai	113.10	
13.	MH/399	Krishna Steel Ind. Mumbai	25.87	
14.	MH/124	Jam Manufacturing Mumbai	73.80	
15.	MH/121	India United Mills, Mumbai, No.	144.10	
16.	MH/119	India United Mills, Mumbai, No.2	136.57	
17.	MH/640	India United MillsNo.3	79.55	
18.	MH/120	India United Mills, No.4	115.91	
19.	MH/122	Indis United Mill No.6, Mumbai-28	30.33	

20.	MH/401	Digvijav Mills	133.45
21.	MH/132	Kohinoor Mills No.1 & 2, Mumbai-14	34.44
22.	MH/9264	Carona Ltd., Mahim, Mumbai-18.	36.01
23.	MH/15446	Bombay Mallable Worli Scaface, Mumbai-	13.25
24.	MH/1348	Orion Engineering, Dadar, Mumbai-28	12.09
25	MH/20	Estrella Batteries Nariman Point, Mumbai-21	52.32
26	MH/21570	ATV Projects India Ltd., Mumbai-59	37.11
27.	MH/626 -	HES Ltd., Mumbai-102	16.12
28.	MH/19643	Orson Electronics Ltd., Mumbai-93.	11.44
29.	MH/18	Dynacraft Machine Co. Ltd., Mumbai-58	12.84
30.	MH/4337	I.A.E.C. India Ltd., Mumbai-78	31.62
31	MH/66	Automobile Products of India, Mumbai-78	44.51
32.	MH/2438	M/s Industrial and Research Institutes P. Ltd., Mumbai-63.	13.81
33.	MH/18378	Basant Alloys Steel Ltd.,	12.77
34.	MH/350	Madhavnagar Cotton Mills, Madhavnagar. Sangli.	31.44
35.	MH/11718	Kolhapur Zilla Sah. Soot Girni Ltd Ichalkarnji.	34.86
36.	MH/576	Ogale Glass Ltd., Ogalewadi	33.30
37.	MH/16175	G.C.T. Kaypee Ltd.	28.56
38.	MH/12707	API Ltd.	37.22
39.	MH/4003	Nanded Textile Mills	33.25
40.	MH/20478	Godavari Garments	27.19
41	MH/11566	Nanded Shakari Soot Girni	30.82
42	MH/80393	Marathwada Agri University	418.11
43.	MH/19443	Jhalani Tools Jalna	23.27
44	MH/1654	M/s. Ralliwolf Ltd., Mumbai-80	123.64
45.	MH/8468	M/s. Firth India Ltd., Thane	36.00
46.	MH/7088	M/s. Kiming Tools Co. Ltd., Thane	21.12
47.	MH/2195	M/s. D.R.M. Steel Ind. Thane	21.28
48.	MH/6711	N.s. Power Metal & alloyed Dist. Thane.	14.10
49.	MH/9258	M/s. Sion Garage P. Ltd. Thane	10.51
50.	MH/12162	M/s. Vishwa Bharati Spg & Wvg. Co-op Society, Thane	28.60
51.	MH/4688	M/s. Primatex Machinery Dist. Thane	33.88
52.	MH/19469	M/s. Fluid Air (I) Ltd., Dombivaly Dist. Thane	12.65
53.	MH/1535	M/s. Hico Products Mumbai, Dist. Raigad	47.12
54.	MH/11246	M/s. Oswal Dyiry Dist. Thane.	24.46
55.	MH/18093	M/s. Nasik Dist. Co-op. Spg. Mills Ltd., Dist. Nasik	53.67
56.	MH/21617	M/s The Sanjay Sahakari Sakhar Karkhana Dhule, Dist. Dhule	25.98
57.	MH/50278	M/s. Sumeet Machines P. Ltd, Dist. Nasik	32.05
58.	MH/50845	M/s AD Lodha Industrial Contractor, Dist. Nasik	39 16
59	MH/13350	M/s. Shri Panzeakan Sah. Sakhar Karkhana Ltd., Dist. Dhule.	114.44
60	MH/15480	M/s Shri Satpuda-Tapi Parisar Sah Sakhar Kharkhana Ltd., Dist. Nandurbar	33.17
61.	MH/3511	M/s Vidarbha Berar Mills Dist. Amravati	27.96

62.	MH/15494	M/s. Vasant Sahakari Sakhar Karkhana Pusad, Dist. Yeotmal	326.21	
63.	MH/17334	M/s. P.K. Porwal Pvt. Ltd., Dist. Nagpur	12.31	
64.	MH/60269	M/s. Wamganga Sah. Sakhar Karkhana Ltd.,	20.38	
~ =	101/16510	Dist. Bhandara	05.13	
65.	MH/15518	M/s. Jijamata Sah. Sakhar Karkhana Dist. Buldhana.	95.12	
66.	GOA/10660	Western India Shipyard Marmagaon °	12.69	
67.	GOA/9874	Atlantic Sog. & Wvg. Mills Quepem	10.75	
68.	GOA/9796	Rajaram Bandekar Vasco-Goa	28.72	4,156.22
NORT	HEASTERN R	EGION		
1.	AS/403	M/S Assam Small Industries	50.19	
2.	AS/1366	M/S. Assam state minor irrigation dev.	71.32	
	1000	Corpn. Ltd		
3.	AS/717	M/s. Assam Apex Weavers and Artisans Co.op. Fed Ltd.	10.74	
4.	AS/282	M/s. Assam Govt. Marketing Corporation Ltd.	77.75	
5.	AS/617	M/s. Assam Ayurvedic Products	10.37	
6	AS/356	M/s. Assam Conductors and Tubes, Ltd.	18.16	
7	AS/1242	M/s. Assam State Co-op Agriculture and rural Dev. Bank Ltd.	75.85	
8.	AS/753	M/s. Assam State Fertiliser and Chemicals Ltd.	15.68	
9.	AS/613	M/s. Statefed.	42.36	
10	AS/219	M/s. Brahmaputra Sugar Mfg. Co. Ltd.	74.29	
11.	AS/741	M/s. Tripura Road Transport Corporation	35.64	
12.	AS/644	M/s. Associated Industries (ASSAM) Spinning Unit.	22.02	1.0
13	AS/842	M/s. Nagaland Sugar Mills Co. Pvt. Ltd.	15.02	
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15	AS/1286	M/s. Trans Power	16 00	1016.42
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55	OR 2863	Jamadeipur Weavers Co.op Society Ltd Cuttack	11.47	
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60.	OR/5355	Charampa Mohavidvalaya, Balasore.	10.84	
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2.	PN/8959	M/s. Electronic System Pb. Ltd. Mohali	39.30	
3.	PN/12773	M/s. FCI Mandi Gobindgarh	17.89	
4.	PN/5937	M/s. Pb. United Forge Ltd., Railmajra, Hoshiarpur	16.53	
5.	PN/12589	M/s. FCI Talwandi Bhai Ferozepur	87.12	
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9	PN/12587	M/s. FCI, Ladhuka, Ferozepur	15.18	
10.	PN/12590	M/s. FCI, Dharamkot, Ferozepur	15.10	
11.	PN/5298	M/s. Pb. Spinning and weaving Mills. Dabwali Road, Bathinda	13.81	
12.	PN/12840	M/s. FCI, Bhatinda	13.08	
13.	PN/12696	M/s. FCI., Jagraon	80.33	
14.	PN/12700	M/s. FCI, Mullanpur	49.94	
15.	PN/12701	M/s. FCI, Raikot	32.66	
16	PN/12702	M/s. FCI, Ludhiana	10.04	
17.	PN/12694	M/s. FCI, Doraha	37.42	
18.	PN/92	M/s. New Egerton Woolen Mills, Dhariwal	40.70	
19.	PN/1748	M/s. Auto Piston Mgr. Co. Amritsar	44.09	740.41
	STHAN	1105. Haio i Ision Pigr. Co. Hainton	11.02	740.41
1.	RJ/1548	M/s. Udaipur Cement works, Udaipur	14.04	
2.	RJ/3962	M/s. Perfect Thread Mills Ltd. Udaipur	58.63	
3.	RJ/16	M/s. Mewar Textile Mills Ltd. Bhilwara	19.31	
4.	RJ/3568	M/s. J.K.Acrylics, Kota	21.24	
5.	RJ/468	M/s. East Suket labour Contract society. Kota.	13.82	
6.	RJ/469	M/s. West Suket labour Contract society. Kota.	10.33	
7.	RJ/2862	M/s. Atikur Rahaman S/o Sh. Hazi Abdul Gafoor suket. Kota	15.78	
8	RJ/1719	M/s. J.K. Tyre Carel, Kota	23.20	
9.	RJ/6328	M/s. Aror Vansh Senior Hr. Sec. School,	12.45	-
		Jodhpur	20.10	

10.	RJ/3184	M/s. Shree Sumer Hr. Sec. School, Shri Ganga nagar	13.22	
11	RJ/3679	M/s. Sri Gangar Nager Kendriya Sahakari Bank Ltd. (Ceedre Authority.) Sri Ganga Nager.	18.97	
12.	RJ/5194	M/s. Mahaveer Ent Udyog, Kanota, Jaipur.	12.31	
13	RJ/5768	M/s. Swadesi Cement (P) Ltd. Kothputali, Jaipur	12,33	
14	RJ/3896	M/s. Rampur Engineering Co. Ltd. Bhiwadi	18.94	
15	. RJ/5029	M/s. Sona devi sethia Girls College, churu	11.55	
16.	RJ/3162	M/s. Bhawani Niketan Hr. Sec. School, Jaipur.	11.01	
17	RJ/3052	M/s. Sri Kandelwal vaishya Sikshah Semiti, Jaipur	10.93	
18.	RJ/2771	M/s. Raj explosive and chemical ltd. Dholpur	22.28	
19.	RJ/3394	M/s. Saini Hr. Sec. School, Alwar	17.45	
20.	RJ/3083	M/s. L.B.S. College, Jaipur	27.31	
21.	RJ/3098	M/s. Adarsh Vidhya Mandir, Jaipur	72.09	
22.	RJ/3397	M/s. Happy senior sec vidhyalaya, Alwar.	21.84	
23.	RJ/21	M/s. Man Industries Corp. Jaipur	15.84	
24.	RJ/12	M/s. Jaipur spinning and weaving mills, Jaipur	25.94	
25	RJ/3058	M/s. S.S.G. Pareak College, Jaipur	11.61	510.42
TAM	IL NADU			
1.	TN/5518	M/s. Madurai Dist. Co. op Spinning Mills, Pasumalai	116.19	
2.	TN/48	M/s. Dhanalakshmi Mills, Tiruppur	91.61	
3.	TN/159	M/s. Mahalakshmi Textiles, Pasumalai	66.86	
4	TN/16403	M/s. Mettur Textiles, Mettur Dam-636402	59.30	
5.	TN/6357	M/s.Swamiji Mills Ltd., Araikattom, Sivakasi	57.83	
6	TN/861	M/s.Sree Visalakshi Mills (P) Ltd., 'A' Mill, Visalakshi Nagar	52.80	
7.	TN/2133	M/s. South India Co.op Spinning Mills Ltd.,	50.06	
8.	TN/5344	M/s. Erode District Co.op Spinning Mills Ltd., Dharmapuram-638 656	48.19	
9.	TN/4981	M/s. Saraswathi Mills Ltd., Tiruttani	47.10	
10.	TN/5562	M/s. The Trichy Co.op Spinning Mills, Karur	42.15	
11.	TN/6255-A	M/s. Aruna Textiles and exports Ltd., Dindigul	38.40	
12.	TN/10118	M/s. Apollo Tubes and Steels Industries, Ranipet	38.25	
13.	TN/33264	M/s. Vamanpotavilai Handloom Weavers Co.op, Palliyudi	37.65	
14.	TN/861-A	M/s. Sree Visalakshi Mills (P) Ltd., Madurai	31.93	
15.	TN/9743	M/s. ARA Khuddas Chippi Beedi, Trichy-8	31.43	
16.	TN/65	M/s.Radhakrishna Mills, Coimbaatore	30.07	
17.	TN/7768	M/s. Veeraraghaa Textiles, Uthiramerur	28.33	
18.	TN/8308	M/s. Agricultural College and Research Institute	26.97	
19	TN/37085	M/s. Indian Rare earths	26.25	
20.	TN/72	M/s. Vasantha Mills	26.12	

21.	TN/6190	M/s. Sri Radhakrishna Steels	25.94	
22.	TN/5661	M/s. Kanchipuram Kamatchiamman Co.op	25.08	
		Spinning Mills, Kancheepuram		
23	TN/9739	N.s, Jadi Beedi Company, Trichy-8.	22.57	
24	TN/1117	M/s. Sundaram Spinning Mills, Kumarapalayam	22.55	
25.	TN/24910	M/s. P.K. Porwad Ltd., Tirunelveli	18.92	
26.	TN/21270	M/s. Jothi Home Industries, Krishnagiri-635	18.55	
27.	TN/1115-B	M/s.Ammamalaiar Textiles, Dindigul	18.46	
28.	TN/6817	M/s. S.M. Nordeen & Co.	18.23	
29.	TN/1226	M/s. Madhu Spinning Mills	18.02	
30.	TN/53	M/s. Somasundaram Mills	20.74	
31.	TN/3779	M/s. Ambal Mills, Somanur	17.57	
32.	TN/30967	M/s. 1991 Resorts and International	17.45	
33.	TN/7379	M/s. Coromandel Garments, Chennai-58	17.43	
34.	TN/10906	Sudarshan Chite, Chennai	16.71	
35.	TN/935	M/s. Geethanjali Mills, Chennai	16.63	
36.	TN/20567	M/s. Ramnad Dist. Co.op Spinning Mills	16.01	
37.	TN/2298	M/s. Sitalakshmi Mills Ltd.	15.89	
38.	TN/2373	M/s. Kumaravel Rana Spinning Mills (P) Ltd. Bharani	15.87	
39.	TN/1046 .	M/s. Tiruppur Cotton Spinning Mills, Tiruppur	15.75	
40.	TN/11348	M/s. Sudarshan Finance Corporation, Chennai-18.	15 65	
41	TN/91	M/s. Rajalakshmi Mills, Coimbatre	15.32	
42.	TN/17813	M/s. Ignifluid Boilers, Gummidipoondi	14.90	
43.	TN/9742	M/s. 903 Steam Beedi and Co.	14.48	
44.	TN/22793	Elcot Power Controls, Chennai-41	14.06	
45.	TN/4553	M/s. Chemech Engineering, Chennai-58	13.79	
46.	TN/337	M/s. Sivananda Mills	13.26	
47.	TN/20204	M/s. Maleeswari Beedi	13.25	
48.	TN/25875	M/s. RAV Textiles	12.76	
49	TN/37134	M/s. Vazhathottam Handloom Weavers Co.op Production Ltd.,	12.74	
50.	TN/17512	M/s. Geetha Ramakrishna Mills (P) Ltd.	12.64	
51.	TN/11266	M/s. Venkatesan Paper and Board, Dindigul	12.17	
52	TN/344	M/s. EID Parry (I) Ltd., Ranipet	12.11	
53.	TN/33252	M/s. Pattiyadi Handloom Weavers Ltd.	12.05	
54.	TN/5610	M/s. Kanyakumari Dist. Co.op Spinning Mills Ltd.,	11.57	
55	TN/29556	M/s. Alagappapuram Labour Contract Co.op Society, Karaikudi	11.57	
56.	TN/578	M/s. The Indian Homepipe Co. Ltd., Sivagangai	11.50	
57.	TN/21324	M/s. Obli Spinning Mills (P) Ltd.	11.09	
58.	TN/8243	M/s. MSN Sundarampiullai & Co.	11.02	
59.	TN/1125	M/s. Alagappa Spinning Mills, Rajapalavam	10.78	
60.	TN/4808	M/s. Kaveri Engineering Indn.	10.78	
61.	PC/2	Sri Bharathi Mills, Pondicherry	10.48	1583.18

1.	UP/8	M/s Mure Mill, Kanpur	212.61
2	UP/9	M/s. New Victoria Mills, Kanpur	227.07
3	UP/39	M/s BIC (Lal Imli) Kanpur	535.28
4	UP/13522	M/s. Dil Pasand Biri, Farukhabad	10.95
5	UP/12	M/s. Swadesi Cotton Mills, Kanpur	222.78
6.	UP/15	M/s. Laxmi Ratan Cotton Mills, Kanpur	232.00
7.	UP/18	M/s. Autherton Mills, Kanpur	170.51
8.	UP/1555	M/s. Nagrath Paints, Kanpur	11.36
9	UP/15285	M/s. U.P. Sahkari Katai Mills, Kanpur	26.11
10	UP/4085	M/s U.P. Export Corpn, Ltd. Kanpur	56.56
11	UP/863	M/s Elgin Mills Co. No.2, Kanpur	46.21
12	UP/5115	M/s. U.P. Hand Looms Kanpur	137 71
13	UP/222	M/s. U.P.S.S.C. Barabanki	55.65
14.	UP/174	M/s. U.P.S.S.C. Maholi, Sitapur	135.78
15.	UP/15355	M/s. Sitapur Sahkari Katai Mills, Sitapur	84.70
16	UP/773	M/s. U.P.S.R.T.C., Raebareilly	14.76
17	UP/6791	M/s. Institute of Tool Room. Lucknow	97.40
18.	UP/770	M/s. U.P.S.R.T.C., Sitapur	11.51
19	UP/224	M/s. U.P.S.R.T.C., Barabanki	43.94
20	UP/176	M/s U P.S.R.T.C., Hardoi	257.39
21	UP/336	M/s Associated General, Lucknow	175.75
22	UP/4429	M/s Vikram Cotton Mills, Lucknow	92.98
23	UP/495	M/s. Sitapur Plywood, Sitapur	47.84
24	UP/4848	M/s. Raibareily Textile, Raibareily	36.20
25.	UP/413	M/s. U.P.I.L. Lucknow	89.71
26	UP/7635	M/s. Sumac International, Lucknow	15.23
27.	UP/4	M/s. Bijli Cotton Mills Hathras	47.81
28	UP/920	M/s. Tiger Locks, Aligarh.	43.30
29	UP/794	M/s. U.P.S.R.T.C., Agra	72.04
3()	UP/1699	M/s Moradabad Syntex Ltd., Moradabad	48.22
31.	UP/203	M/s. Ajudhiya Sugar Mills Ltd., Moradabad	174.41
32.	UP/14197	M/s. U.P. Sahkari Katai Mills, Bareilly	52.22
33.	UP/14479	M/s. Venus Cement Limited, Dehradun	19.74.
34	UP/16430	M/s. U.P. Carbide and Chemicals Ltd.,	45.42
	01110120	Dehradun	15.12
35	UP/205	M/s. U.P.S.S.C. Mahrajganj	17.28
6	UP/172	M/s. U.P.S.S.C. Nawabganj	77.77
7	UP/218	M/s. U.P.S.S.C. Deoria	12.73
8.	UP/206	M/s. U.P.S.S.C. Siswabazar.	24.60
9.	UP/189	M/s. Khalilabad Sugar Mills, Khalilabad	31.66
0.	UP/184	M/s. C.S.W. Unit Gauri Bazar	33.22
1.	UP/191	M/s. U.P.S.S.C. Deoria	28.83
2.	UP/199	M/s. Ganesh Sugar Mills, Anand Nagar	57.68
3	UP/6609	M/s. Pant Nagar University Pantnagar	37.45
4	UP/7016	M/s. Himalaya Maganesite, Pithauragarh	19.84
5	UP/7018	M/s. Magnasite and Mines, Pithauragarh	32.07
6	UP/14481	M/s. Belwal Spinning Mills, Kashipur	64.48
7	UP/249-A	M/s. Parag Oil Mill. Aligarh	18 10
8	UP/797	M/s. U.P.S.R.T.C. Aligarh	190.06
q	UP/800	M/s. U.P.S.R.T.C. Hathras	13.88
()	UP/13623	M/s. A.T.V. Project Mathura	65.70

<ul> <li>3.</li> <li>4</li> <li>5.</li> <li>6</li> <li>7</li> </ul>	WB/16165 WB/26 WB/9608 WB/91A WB/9283 and 593 WB/1752 WB/14873	M/s Favourite Small Investment Ltd., Calcutta-17.  M/s Empire Jute Co. Ltd., Talpukur, 24- Pgs(N)  M/s Simon Greaves (I) Ltd., Calcutta-88  M/s Premchand Jute Mills Ltd, Howrah District.  M/s Small Tools Mfg. Co. (P) Ltd, Calcutta  M/s National Instruments Ltd. Calcutta- 700032  M/s. Universal Heavy Mechanical Lifting	291.63 284.23 268.78 121.19 107.01 86.67	
3. 4	WB/26 WB/9608 WB/91A WB/9283	Calcutta-17.  M/s Empire Jute Co. Ltd., Talpukur, 24- Pgs(N)  M/s Simon Greaves (I) Ltd., Calcutta-88  M/s Premchand Jute Mills Ltd, Howrah District.	284.23 268.78 121.19	
3.	WB/26 WB/9608 WB/91A	Calcutta-17.  M/s Empire Jute Co. Ltd., Talpukur, 24- Pgs(N)  M/s Simon Greaves (I) Ltd., Calcutta-88  M/s Premchand Jute Mills Ltd, Howrah District.	284.23 268.78 121.19	
3.	WB/26 WB/9608	Calcutta-17.  M/s. Empire Jute Co. Ltd., Talpukur, 24- Pgs(N)  M/s. Simon Greaves (I) Ltd., Calcutta-88	284.23 268.78	
	WB/26	Calcutta-17.  M/s Empire Jute Co. Ltd., Talpukur, 24- Pgs(N)	284.23	
2.	1	Calcutta-17. M/s. Empire Jute Co. Ltd., Talpukur, 24-		
	WB/16165		291.63	
1.	AF LALL TRACE LALL		con les I	
WEST	BENGAL	modul		
00.	01/194	Meerut	10.43	3341,34
86.	UP/194	M/s. State Sugar Corpn. Mohinuddinpur,	10.43	5321.54
85	UP/854	M/s. U.P.S.R.T.C. Bijnore	52.77	
84	UP/3648	M/s. Raini Talbros Ltd., Ghaziabad.	10.11	
83.	. UP/11399	Mills M/s. Nagine Sahkari Katai Mill, Bijnore	48.29	
82.	UP/11602	M/s Baghpat Co-operative Sahakari Chini	42.99	
81.	UP/1230	M/s. Swastik Plywood, Ghaziabad	11.38	
80.	UP/2431	Indodan Industry Ltd., Muzaffarnagar	12.63	
79.	UP/162	M/s. Lord Krishna Textile Mill, Saharanpur	42.45	
78.	UP/7615	M/s. Indo Chem Lab (P) Ltd., Meerut	38.77	
77	UP/17212	M/s. Indana Food Product, Ghaziabad	19.10	
76	UP/14616	M/s. Premier Vinyle, Bulundshahar	39.64	
75	UP/17371	M/s. Punjab Fibers Ltd., Surajpur, Noida	30.71	
74.	UP/4040	M/s. Foremost Ind. Ltd., Saharanpur	34.04	
73.	UP/319	M/s. Glob Engg. Works. Modinagar	51.77	
72.	UP/7033	M/s. M.L. Kapoor and Sons Lucknow.	38.03	
71.	UP/16665	M/s. D.A.V. Public School, Raibareilly	39.23	
70.	UP/21777	M/s. Tricone Corpn. Lucknow.	53.87	
69	UP/9775	M/s. Sant Kabir Sahkari Katai Mills, Basti	18.49	
68	UP/7408	M/s. Saraya Sugar Mills, Gorakhpur	11.81	
67.	UP/188	M/s. U.P.S.R.T.C., Basti	10.35	
66.	UP/526	M/s. U.P.S.R.T.C., Deoria	15.51	
65.	UP/170	M/s. U.P.S.R.T.C., Bahraich	21.96	
64.	UP/207	M/s. Ratna Sugar Mills, Sahganj	25.04	
05.	OF/12103	M/s. Neelanchal Investment, (I) Ltd, Allahabad	15.11	
63	UP/1428 UP/12165	M/s. U.P.S.R.T.C., Varanasi	13.80	
62.	UP/863	M/s. U.P.S.R.T.C., Azamgarh		
60	UP/6164	M/s. U.P.S.R.T.C., Dohrighat	54.99	
59.	UP/7378	M/s. Nandganj Sihori Sugar Mills, Gazipur	12.29 22.09	-
58.	UP/1148	M/s. Swadesi Cotton Mills, Naini		-
57.	UP/11811	M/s. Auto Tractors Pratapgarh	17.39	
56.	UP/12832	M/s. Mishra Carpet, Varanasi	10.64	
55.	UP/1429	M/s. U.P.S.R.T.C. Varanasi	17.02	
54	UP/4561	M/s. Kamla Nehru Hospital, Allahabad	17.53	
53	UP/12943	M/s. U.P.S.R.T.C., Allahabad	12.88	
52.	UP/6984	M/s. U.P.S.R.T.C., Allahabad	15.30	
51.	UP/179	M/s. U.P.S.R.T.C., Bareilly	26.43	

8.	WB/16564	M/s. Usha Atlas Hydraulic Equipment Ltd., Maheshtala, 24-Pgs (S)	29.75
9.	WB/12781	M/s. The State Fisheries Dev Corpn Ltd Calcutta-91	27.09
10.	WB/5917	M/s. Indo Japanese Industries Ltd., Calcutta-	. 19 77
11.	WB/289	M/s. Calcutta Fan Works Ltd., Calcutta-39	19.55
12.	WB/276	M/s. Associated Aesby Industries (P) Ltd. Calcutta-90.	16.51
13.	WB/11886	M/s. Savera and Company, Calcutta-46	15 22
14.	WB/619	M/s. Cantor Carpentary Works (P) Ltd., Calcutta-15	13.83
15.	WB/12110	M/s. Das Reprographics Ltd., Calcutta-88	13.08
16.	WB/15796	M/s. Sonodyne Television Co. Ltd., Calcutta-53.	12.85
17.	WB/14508	M/s. B.M.G. Pharmaceuticals (P) Ltd Calcutta-700 029	12.41
18.	WB/12323	M/s. Ancilliary Suppliers, 24-Parganas (South)	11,35
19.	WB/25026	M/s. Burn Standard Co. Ltd., Calcutta-27	11.10
20.	WB/16038	M/s. Ityadi Prokashani Ltd, Calcutta-72.	10.29
21.	WB/542	M/s. Central Cotton Mills, Howrah	130.42
22.	WB/113	M/s. Rampuria Cotton Mills, Hooghly	129.29
23.	WB/112	M/s. Bengal Laxmi Cotton Mills Ltd., Hooghly	91.04
24.	WB/163	M/s. National Iron and Steel Co (1984) Ltd Howrah	61.25
25.	WB/396	M/s. Luxmi Narayan Cotton Mills, Hooghly	59.30
26.	WB/350	M/s. Bengal Fine Spg. & Wvg. Hooghly	56.85
27.	WB/12201	M/s. Indo-Japan Steel Ltd., 5/1, G.T. Road (North), Howrah-2	50.56
28.	WB/9610	M/s. The Indian Card Board Industries Ltd. Howrah-1	32.40
29.	WB/8223	M/s. Shree Engineering Products, Hooghly	30.36
30.	WB/1650	M/s. Keymer Boghshaw Mfg. (P) Ltd. Hooghly	27.32
31.	WB/12317	M/s. Eastern Paper Industries Ltd. Hooghly	27.30
32.	WB/1916	M/s.Kanoria Industries, Hooghly	21.78
33.	WB/1719	M/s. Shalimar Industries Ltd., Howrah	21.50
34.	WB/1630	M/s. Eastern Paper Mills Ltd, Cal-48	133.43
35.	WB/9744	M/s. Wool Combers (I) Ltd., 24-Pgs(N)	113.15
36.	WB/8046	M/s. Bharat Process and Mechanical Engineering, 4-N.S. Road, Cal-1.	88.14
37.	WB/101	M/s. Shree Mahaluxmi Cotton Mills, 24- Pgs(N)	82.41
38.	WB/104	M/s. Bangrasree Cotton Mills. 24-Pgs(N)	55.97
39	WB/3372	M/s. Bengal Textiles Mills, Murshidabad	43.25
4()	WB/613	M/s. Sodepore Cotton Mills, 24-Pgs(N)	36.19
41.	WB/24867	M/s. Himalaya Rubber Products. Cal-1	34.16
42.	WB/448	M/s. Hindusthan Iron and Steel Ltd., Cal-55	28.13
43.	WB/108	M/s. Jyoti Wvg. Factory Ltd., Cal-48	27.25
44	WB/129	M/s New Tobacco co Ltd., Cal-58	19.81
45	WB/460	M/s. Kusum Engineering Co. Ltd . 24-Pgs (N)	18.01

46.	WB/11643	M/s. Weighbird India Ltd., 24-Pgs (N)	17.92	1
47	WB/361	M/s. Bengal Enamel Works Ltd., 24-Pgs(N)	17.41	
48.	WB/158A	M/s. I.P.P. Co. Ltd., 24-Pgs (N)	15.27	
49.	WB/10727	M/s. Bartram Scoh(I) Ltd, Titagarh	13.59	
50.	WB/599	M/s. Cycle Corpn. Of India Ltd., Asansol	170.51	
51	WB/159A	M/s. Bengal Paper Mill (1989) Co. Ltd. Burdwan	15.39	
52.	WB/1844	M/s. Mathura Tea Estate, Jalpaiguri	44.04	
53.	WB/1085	M/s. Danjuajhar Tea Estate	26.13	
54	WB/819	M/s. Dheklapara Tea Estate, Jalpaiguri	25.00	
55.	WB/977	M/s. Bhagatpur Tea Estate, Jalpaiguri	23.69	
56.	WB/889	M/s. Madhu Tea Estate, Jalpaiguri	21.72	
57.	WB/851	M/s. Tasati Tea Estate, Jalpaiguri	19.23	
58.	WB/910	M/s. Red Bank Tea Estate, Jalpaiguri	16.99	
59.	WB/854	M/s. Carron Tea Estate, Jalpaiguri	15.92	
60.	WB/30330	M/s. Temi Tea Estate, Gangtok, Sikkim	41.71	
61.	WB/1043	M/s. Sachindra Chandra Tea Estate, Darjeeling.	29.03	
62.	WB/11738	M/s. Potong Tea estatem Darjeeling.	16.70	
63.	WB/16040	M/s. The Himalayan Co.Op. Milk Producers, Darjeeling	10.38	3368.67

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## APPENDIX - A 5 LIST OF DEFAULTING EXEMPTED ESTABLISHMENTS – RUPEES TEN LAKHS OR MORE

[Including Provident Fund, Pension & EDLI contribution, Administration charges & Penal

Sr. No	Code No.	Name of the Un-exempted Establishment	Amount in Default (Rs. In lakhs)	Total amount in the Region
(1)	(2)	(3)	(4)	(5)
ANDHI	RA PRADESH			
L	AP/3071	M/s. H.M.T. Ltd. (Machine Tools Div), Balanagar, Hyderabad.	675.85	
2.	AP/3071-A	M/s. H.M.T. (LAMPS), Balanagar, Hvderabad	53.77	
3.	AP/3729	M/s. Hindustan Cables Ltd., Hyderabad	311.05	
4	AP/144	M/s. Praga Tools Ltd., Secunderabad	78.57	
5.	AP/3676	M/s. NMDC Ltd., Hyderabad	31.17	
6	AP/3107	M/s. IDPL Ltd., Hyderabad	118.11	
7	AP/5864	M/s. A.P.H.M.E.L. Krishna (Dt)	45.18	
8.	AP/50	M/s. Tungabadhra Industries, Kurnool	15.78	1329.48
GUJAR		The Language of the Control of the C		
1	GJ/323	M/s. Gaekwar Mills Ltd., Bilimora, Dist. Navsari	26.85	
2.	GJ/17627	M/s. Petrofils Co. Ltd., Dist: Broach.	72.74	99.59
KARNA	TAKA			
1.	KN/26	M/s. M.E.I. Ltd., Bangalore	178.36	
2.	KN/873 A	M/s. H.M.T. Ltd., Bangalore	2128.40	
3.	KN/873 A	M/s. H.M.T. Ltd., Bangalore (PD)	32.36	
4.	KN/1	M/s. Binny Ltd., Bangalore	43.37	2382.49
KERAL		inas. Danly Dia., Dangarore	10.01	2002.17
1	KR/2985	Kerala Agro Industries Corpn Ltd., Trivandrum	34.88	
2.	KR/15	Aluminium Industries Ltd., Kundara, Kollam.	54 47	
3.	KR/16	M/s. Travancore Rayons, Perumbaor	74.00	163.35
MADHY	A PRADESH			
1.	MP/77	M/s. Burhanpur Tapti Mills, Burhanpur, Khandwa	59.78	
2.	MP/79	M/s. Burn Standard and Co. Ltd., Jabalpur	39.28	
3.	MP/1121	M/s. Burn Standard and Co. Ltd., Katni, Jabalpur	13.39	112.35
MAHAR	ASHTRA			
1.	MH/187	M/s. Western India Spg. Mills Mumbai-33.	21.22	
2.	MH/110	Gold Mohar Mills, Dadar, Mumbai-14	30.19	
3.	MH/4413	M/s. Dave Paints patlipad, Dist. Thane	18.54	
4.	MH/3502	M/s. Model Mills, Nagpus	107.75	
5.	MH/1459	M/s. Hindustan Antibiotics Ltd., Pimpri, Pune	416.83	6
6.	MH/348	M/s. Laxmi Vishnu Textile Mills. Solapur	323.65	918.18
ORISSA				
1	OR/1610	M/s. Orissa Construction Corporation Ltd. Bhubaneswar	49.37	

2	OR/3480	M/s. Indo Flogates Ltd., Kalunga. Rourkela	27.26	76.6.
RAJA	STHAN			
1	RJ/2993	M/s. R S B C C , Jaipur	860.53	*860.5.
TAMI	L NADU			
1	TN/30403	M/s. Sterling Holiday Resorts and International Ltd., Chennai	160.60	
2	TN/8427	M/s. Tamilnadu Civil Supplies Corporation Ltd., Chennai-10	86.71	
3.	TN/4683	M/s. Madras Refineries Ltd., Chennai-68	81.71	
4.	TN/178	M/s. Śri Meenakshi Mills Ltd., Madurai-3.	68.86	
5.	TN/6882	M/s. Tamilnadu State Transport Corporation (Madurai Division), Madurai-10.	50.44	
6	TN/7694	M/s. Steel Authority of India Ltd., Salem-13.	46.91	
7.	TN/2949	M/s. Burn Standard Co., Salem-5	38.98	
8.	TN/7460	M/s. Anna Transport Corporation, Salem	31.36	
9	TN/17219	M/s. Jeeva Transport Corporation, Erode	29.10	
10.	TN/16827	M/s. Tamilnadu State Transport Corporation (Kumbakonam Division), Karaikudi-630 307	26.73	
11.	TN/19708	M/s. Tamilnadu State Transport Corporation, (Madurai IV Division), Dindigul	21.72	
12.	TN/7868	M/s. Madras Petrochem Ltd., Chennai	20.80	
13.	TN/5573	M/s. IDPL, Chennai-89.	16.16	
14.	TN/7626	M/s Tamilnadu Small Industries Development Corporation Ltd., Chennai-16.	10.20	690.28
UTTA	R PRADESH			
1.	UP/379	M/s. Rampur Distillary, Rampur	33.03	
2.	UP/338	M/s. Allahabad Patrika, Allahabad	64.10	
3.	UP/3761	M/s. T.S.L., Naini	233.78	
4.	UP/22	M/s. J.K. Jute Mill, Kanpur	24.45	
5.	UP/11828	M/s. U.P. Tyre and Tube Raibareilly	14.05	
6.	UP/7672	M/s. U.P. Drugs and Pharmaceuticals, Lucknow	97.51	
7	UP/3556	M/s. I.D.P.L., Rishikesh	118.22	
8.	UP/4962	M/s U.P. State Mineral Development Corporation, LKO	12.24	
9.	UP/14072	M/s. H.M.T. Nainital	453.58	
10.	UP/183	M/s. Govindnagar Sugar Ltd., Basti	32.32	
11.	UP/11643	M/s. Modi Telefibers, Modinagar.	29.40	1112.68
	BENGAL			1112100
1	WB/49	M/s. New Central Jute Mills Company Ltd., Calcutta-I	1567.74	
2.	WB/78&108	M/s. National Jute Manufacturers Corpn Ltd., Howrah	1281.84	-
3	WB/64	M/s. Samnuggar Jute Co. Ltd., Dist: Hooghly	1100.71	
4.	WB/5144	M/s. Jessop and Co. Ltd., Calcutta-28	1088.36	
5	WB/62&71	M/s. Victoria Jute Co. Ltd., Hooghly	1063.22	
6.	WB/338	M/s. Titagarh Jute Factory PLC, 24- Parganas(N)	1030.58	
7.	WB/63	M/s. Angus Company Ltd., P.OAngus, Hooghly	871.87	
8.	WB/36&47	M/s. H.M.P. Jute Mills Ltd., 24-Parganas(N)	794.03	
9.	WB/27&40	M/s Baranagar Jute Factory, Calcutta	689.84	

10.	WB/35	M/s.Gajanand Commercial (Owner of Megna Jute Co. Ltd.) Jagatddal 24 Parganas	686.94	
11.	WB/1267	M/s. Amrita Bazar Patrika (P) Ltd, Calcutta	574.82	
12	WB 7/25	M/s Gouripore Co. Ltd, PO Garifa PS Naihati 24- Parganas (N)	-548.15	
13	WB/23	M/s.Kelvin Jute Co, Ltdm Titagarh 24 Parganas (N)	538,47	
14.	Wb/15	M/s. Kankinarrah Co. Ltd, Kankinarrah 24- Parganas (N)	463.99	
15.	WB/48& 55	M/s. National Jute Mills Corpn Ltd., Titagarh Unit Kinnison	360.80	
16.	WB/11& 43	M/s. National Jute Mills Corp, Ltd Unit Khardah, Titagarh	329.46	
17.	WB/37	M/s. Agarpara Jute Mills Ltd, Calcutta	252.84	
18.	WB/89	M/s.Auckland Holding Ltd, Jagatddal 24 Pargannas (N)	238.52	
19.	WB/8	M/s. NJMC Ltd. Unit Union, Calcutta -15	168.63	
20.	WB/46	M/s. NJMC Ltd. Unit Union, Calcutta -1	158.56	
21.	WB/1&24	M/s. Budge Budge Co. Ltd., P.O: Budge Budge, 24-Pgs(S)	98.19	
22.	WB/28	M/s. Caledonian Jute and Industries Ltd., Budge Budge, 24-Pgs(S)	85.97	
23.	WB/1265	M/s. Jugantar Ltd., Calcutta-16.	65.15	
24.	WB/97	M/s. Kanoria Jute & Industries Ltd., Howrah	63.42	
25.	WB/38&9952	M/s. Shree Gouri Sankar Jute Mill Ltd., 24- Pgs(N)	62.30	-
26.	WB/17	M/s. Kamarhati Co. Ltd., Calcutta-58	45.02	
27.	WB/354	M/s. Eastern Mfg. Co. Ltd., Calcutta-17	24.54	
28.	WB/68&70	M/s. Ganges Mfg. Co. Ltd., Hooghly	17.06	
29.	WB/9608	M/s. Simon Craves (I) Ltd., Symon house, Calcutta-88	15.24	
30.	WB/21&34	M/s. Anglo India Jute Mill, 24-Pgs(N)	13.47	
31.	WB/118	M/s. Bowreah Cotton Mills Co. Ltd., Howrah	204.06	
32.	WB/11692	M/s. Tyre Corpn. Of (I) Ltd., 24-Pgs (N)	116.47	
33.	WB/106	M/s. Mohini Mills Ltd., Calcutta-56	85.75	
34	WB/623&57 72	Tyre Corpn. Of (I) Ltd., Calcutta-87	57.67	
35.	WB/158A	M/s. India Paper Pulp Ltd., 24-Pgs(N)	35.32	
36.	WB/264	M/s. Taxmaco Ltd., Calcutta-56	25.92	
37.	WB/14322	M/s. Beni Ltd., Calcutta-58	22.28	
38.	WB/10966	Mining and Allied Machinery Corpn. Ltd., Burdwan	1194.00	
39.	WB/11930	M/s. Bharat Opthalmic Glass Ltd., Durgapur, Burdwan	11.62	
40.	WB/11092	M/s. North Bengal State Transport Corpn, Coonch Behar.	1817.27	17870.09

6.63

0.53

28

investment Portfolio (EPF Main A/c) Holding as on 31.03.1999 (Face Value Rs in lakhs)

s.	Category of Investment	3.00%	5.50%	5.75%	6.50%	6.75%	7.00%	7.25%	7.50%	7.75%	8.00%	8.25%
-	entral Govt, Securities	3.0076	3620.21	25189.84	526.68	264.18	243.65		2921.20	440	156 57	0.0
-	ate Govt. Securities			20100.04								
-	1 Andhra Pradesh			-		-			1			
-	2 Assam					,			-			
-	3 Bihar	-	-									44
-	4 Goa						-					
-	5 Gujarat	-										
-	6 Haryana,	-				4.0						
-	7 Himachal Pradesh	-										
-	8 Jammu & Kashmir	-						**				
-	9 Karnataka										***	
-	10 Kerala									10 44	441	
-	11 Madhya Pradesh		-"	**			-					
-	12 Manipur	-	**							**		
-	13 Maharashtra		*	**	**							
-	14 Meghalaya	-		**	**						**	**
-	15 Mizoram		**	-								
-	16 Nagaland		**					-				-
-	17 Orissa	-										**
-	18 Punjab											
-	19 Rajasthan				**							
-	20 Sikkim			**	**	**		1			**	**
-	21 Tamil Nadu			**		**	**		**	**	**	
-	22 Tripura											**
-	23 Uttar Pradesh			**	**	**	77		**			_
-										**	7.5	7.
	24 West Bengal		**	**						-	**	
3 PC					**		**				**	
-	at Govt. Guaranteed Securities	0.25	**			4.65	**	12.10	37.05		124	
-	blic Sector Financial Institution	-	**				- "	**		••	77	١
-	pecial Deposit Scheme			••				1.0			**	
To	tal	0.25	3620.21	25189.84	526.68	268.83	243.65	12.10	2958.25	2.85	156.57	0

1	100000		Rate of Inter	est								
	Category of Investment	8.75%	9.00%	9.50%	9.75%	10.00%	10.25%	10.50%	10.75%	10.80%	11.00%	11.30%
(	Central Govt. Securities	16.48	126.21	782 38	**	9534.17	1785.88	7000.31	1000.00	0.20	9.39	1000
100	State Govt. Securities		44		**						**	. +-
T	1 Andhra Pradesh		906.31	-4			**	44			284.43	77
	2 Assam	-	45.00	**						**	61 00	
	3 Bihar		137,64	**		**		**	***		200.00	44
	4 Goa							**		**		**
	5 Gujarat	37.07	972.57		**			**			223 61	**
	6 Haryana	0.10	299.00	++			**			***	6 45	- 22
	7 Himachal Pradesh		148 25	44	22	-			**		17.50	44
1	8 Jammu & Kashmir		95.30									44
r	9 Karnataka		100.82	**			**				1212.33	
r	10 Kerala		544.51			**		+-			370.25	
	11 Madhya Pradesh	209.08	110.00	144							23 10	
ľ	12 Manipur	-	45.80								17.35	
	13 Maharashtra	189.67	898.22	-		**			- 77	++	21,39	
	14 Meghalaya	-	10.00	- 4								
	15 Mizoram		**	**			22	**	44			185
	16 Nagaland	204.64	160.00	-	44	47	- 4-	44		4+	10.00	44
	17 Orissa		697 76		**		100	**	++	4+	225 05	**
Ī	18 Punjab		70.94	**							218 40	
Ī	19 Rajasthan	9.01	403.38						1.		1 75	
ľ	20 Sikkim			**		**				·	**	
ľ	21 Tamil Nadu	7.53	55.43								126.56	
ľ	22 Tripura		10.00			**	44	**	2.		153 16	
T	23 Uttar Pradesh		2890.04		2						705.29	
I	24 West Bengal	5.31	117.28								531.18	**
1	POTD			**		4-						12.
1	Stat Govt. Guaranteed Securities	1631 15	3814 84		21 42					**	14936.46	4-
1	Public Sector Financial Institution			155					**	**		**
1	Special Deposit Scheme			40.0		44		44			- 11	
7	Total	2310.04	12659.30	782.38	3 21.42	9534.17	1785.88	7000.31	1000.00	0.20	19354.65	1000

		Rate of Interest	t								
Vo.	Category of Investment	11.50%	12.00%	12.10%	12.15%	12.22%	12.25%	12.29%	12.30%	12.35%	12.40%
1	Central Govt. Securities	12901.56	4010.65	6000.00	1000.00	4330.00	26725.00	7150.00	**	**	2800
2	State Govt Securities		+4					-			
	1 Andhra Pradesh	101.15	26 20	441	1600.00				848.80		
	2 Assam	**	44/		500.00		44		1450.24	4.7	
	3 Bihar	1235.15	**					!	3987.88	44	4+
	4 Goa										***
	5 Gujarat	10.38	**		1500.00				105.70	**	
	6 Haryana		**	(44)	500.00				238.95		1++
	7 Himachal Pradesh	**		22			**			44	
	8 Jammu & Kashmir	4-	**				14		758.55		
	9 Karnataka	1.10	**		1100.00	**			133,60		
1	10 Kerala	1.15	7-	4-	100.00				137.70	-	
1	11 Madhya Pradesh	3.95		4-	**				573.90		
1	12 Manipur	**						-		**	**
1	13 Maharashtra	4.58	0.60		2100.00				**	**	**
1	14 Meghalaya	**	++	**					**	**	
T	15 Mizoram		**	**	**					**	++
	16 Nagaland	**			500.00				**		
	17 Orissa		239.58						317.52		
	18 Punjab	7.50			500.00				196,72		
	19 Rajasthan								**		
	20 Sikkim					-			+-	**	**
	21 Tamil Nadu	16.84	4 68		1100.00				429.00		**
	22 Tripura					**					**
	23 Uttar Pradesh	4.86	1.14						4009.01		
	24 West Bengal	3.92	0.12				4-				24
3	POTD	8.17							**		
4	Stat Govt Guaranteed Securities	7270.82	17 93						441	750.00	**
5	Public Sector Financial Institution				-	-		-	- 11		
6	Special Deposit Scheme	**	3458602 70								
7	Total	21571.13	3462903.60	6000500	10500.00	4330.00	26725.00	7150.00	13187.57	750.00	2800.

1		Rate of Interes	st					See le	Section 1	Section 1	Se men
0.	Category of Investment	12.50%	12.59%	12.75%	13.00%	13.05%	13.25%	13.42%	13.50%	13.55%	13.60%
1 Cer	ntral Govt. Securities	6013.63	500.00	**		6310.10	1.00	**	**	85	**
2 Sta	te Govt. Securities		**	**			**			44	*
	1 Andhra Pradesh	3220.50	**		475.48	1000,00	4.6	**	0.50		44
	2 Assam	1446.87			327.53	100.00	++		873.60		77
	3 Bihar	6093 19			863.52	100.00		175	7509.45		
	4 Goa				-		**	**			
	5 Gujarat	100.00	12.4	4-		1300.00	**	**		**	+
	6 Haryana		**	**	369.92		**		**	**	12
	7 Himachal Pradesh		**	**	1.00					**	**
	8 Jammu & Kashmir				29.15				101.00		**
	9 Karnataka	875.94	**		396.19		**		-		**
1	0 Kerala	1000.00			435.39				5.63		**
1	1 Madhya Pradesh	375.75	**		155 40	500.00			0.60	14	-
1	2 Manipur				**	**			489 00	**	++
1	3 Maharashtra		#		722.81	2000.00		**	3.97	77	
1	4 Meghalaya	+	**	**	**	+-					100
1	5 Mizoram	++	**	**	**	**			150.00	**	- 10
1	6 Nagaland			**			.,		625.00		**
1	7 Orissa	1000.00	**		808.81		**		100.00		
1	8 Punjab	500.00	**	12.	14		44				
1	9 Rajasthan	1650.00	**	**	1043.60	700.00	**		**	++	
2	0 Sikkim		**			**			57.00	44	
2	1 Tamil Nadu	805.44	144	**	1052.32				5 28		
2	2 Tripura	-	+			-		÷.	684 00		
2	3 Uttar Pradesh	6161.00	44		2006.53	1100.00			2428 44		
2	4 West Bengal	2.80		***	630.23	200.00			0.50		
3 PO	OTO .	**	**	441	**	122					**
4 Sta	at Govt Guaranteed Securities	1942.16			1018 74		2500.00		3740 73		4-
5 Pu	blic Sector Financial Institution	3900.00		1000.00	6502 00		11622 00	500.00	15821.40	5000 00	350
6 Sp	pecial Deposit Scheme	-	- 2.	**							
	otal	35087.28		1000.00	16838.62	13310.10	14123 00	500.00	32596.10	5000.00	3500

6	Special Deposit Scheme						- W			73	
1	Total	35087.28	500.00	1000.007	16838.62	13310.10	14123.00	500.00	32596 10	5000.00 3	500.00
		Rate of Intere	est								
0.	Category of Investment	13.65%	13.75%	13.80%	13.82%	13.85%	14.00%	14.10%	14.20%	14.25%	14.30
1	Central Govt Securities	3350.00	0 90	.500.30	2000.30	18909.72	50316.27	**		**	**
2	State Govt. Securities	**						'			
	1 Andhra Pradesh		236 22			1000.00	2018.50			**	
	2 Assam				**		2500 00				
	3 Bihar		3000.00			500.00	3200.00	14		44	
	4 Goa						75 81	-			
	5 Gujarat	24	1121.58			145.00	514 15	-			
	6 Haryana							44,		**	
	7 Himachal Pradesh		44	**	**			24-	**	**	**
	8 Jammu & Kashmir						**	**	70	**	144
1	9 Karnataka		52.86				203.50	++	**	**	144
1	10 Kerala		101.76			500.00	1220.95	**	**		177
1	11 Madhya Pradesh	12.0	492.40			500.00	3500.00		44		
	12 Manipur						500.00			**	**
T	13 Maharashtra		126.99			1727.00	400.91		**	44	-4
1	14 Meghalaya						500.00			**	**
	15 Mizoram		**		**		**			4~	
	16 Nagaland		**		**		500.00			**	**
	17 Orissa		752.60			-	2500.00			**	**
	18 Punjab			22	44		700.00	**			**
	19 Rajasthan		124	44	**	500.00				**	**
	20 Sikkim		**			144	500.00				
	21 Tamil Nadu		1907.27		- 60	**	1516.18				**
1	22 Tripura				- 14		500.00				-
1	23 Uttar Pradesh		5500.00			1000.00	7380.05	44	44	-	
1	24 West Bengal	-4	191.30			1002.00	3000.00	**	**		
3 F	POTD !						-				
4 5	Stat Govt. Guaranteed Securities		1500 00			1000.00	3711.00			500.00	
5 F	Public Sector Financial Institution		7500 00			-	85601.00	16075 00	500 00	7778.60	5500
6 5	Special Deposit Scheme									2.2	
_	Total	3350.00	22483.88	500.30 g	2000.30	26783.72	170858.32	16075.00	500.00	8278.60	5500

		Rate of Interes	st								
	Category of Investment	14.45%	14.50%	14.75%	15.00%	15.10%	15.20%	15.50%	15.75%	16.00%	16.50%
1 Cer	ntral Govt. Securities		**		-	**				**	
Sta	te Govt. Securities						**				**
	1 Andhra Pradesh					**	**				**
	2 Assam	**	**		**		**	**			
	3 Bihar		**		**			**		**	172
	4 Goa			11			**	**		**	
	5 Gujarat					**					
	6 Haryana						**		**		÷-
	7 Himachal Pradesh			**	**					-	
	8 Jammu & Kashmir	**		**						**	**
	9 Karnataka			**	-						
1	0 Kerala		-	**						4-	- 44
1	11 Madhya Pradesh		+4"				**	**		**	**
1	12 Manipur			-				-			
1	13 Maharashtra		**								
1	14 Meghalaya	**		**	**	**					
1 1	15 Mizoram		-4	**		**	**			**	
1	16 Nagaland	**	**						-	**	-
1	17 Orissa				-					**	
1	18 Punjab				-			1		**	
1	19 Rajasthan		**	**	44	1	**	**		**	- 24
1	20 Sikkim				+	**	**			**	**
1	21 Tamil Nadu	(e+)	**		**						
1	22 Tripura	-	- 42	24	**			-			
1	23 Uttar Pradesh			***					**		
	24 West Bengal							-			**
3 PC	OTD					. **		**			
4 St	tat Govt: Guaranteed Securities	-	3300.00	1500.00	4500.00	1.50	**	2000.00	2100.00	**	
5 P	ublic Sector Financial Institution	5000.00	11057.60	3000.00	4800.00		500.00	5804.00		36244.25	1000
6 5	pecial Deposit Scheme					240		**			44
-	otal	5000.00	14357,60	4500.00	9300.00	1.50	500.00	7804.00 (Rs in lakt	2100.00	36244 25	1000

Total	5000.00	14357.60	4500.00	9300.00	1.50	500.00	7804 00	2300 00	36244.25	10003.00
6 Special Deposit Scheme										
	3000,00	11007.00	3000,00	4000.00		500.00	5804.00		36244.25	10003.00

		Rate of Inte					4 1	
	Category of Investment	16.64%	16.75%	16.85%	17.00%	17.50%	Total	Grand Total
	ntral Govt. Securities	**					206997 20	206997.2
-	te Govt Securities		**		4-2			142310.3
1	1 Andhra Pradesh						11718.09	
2	2 Assam	75	***				7304.24	
3	3 Bihar			**	**	**	26826.83	
2	4 Goa	144			**	24	75.81	
-	5 Gujarat		44	4-	**		6030.06	
6	6 Haryana	**				**	1414.42	
7	7 Himachal Pradesh	**	**		**		166.75	
8	8 Jammu & Kashmir						984.00	
9	9 Karnataka		**				4076.34	
10	0 Kerala						4417.34	
1	1 Madhya Pradesh	**					6444.18	
1:	2 Manipur		**				1052.15	
13	3 Maharashtra		**	-			8196.14	
1.	4 Meghalaya	-		044			510.00	
15	5 Mizoram						150.00	
16	6 Nagaland		**			**	1999.64	
17	7 Orissa			1			6641.32	
18	8 Punjab		**				2193.56	
19	Rajasthan		22	-			4307.74	
20	Sikkim			-			557.00	
2	1 Tamil Nadu				**		7026.53	
22	2 Tripura	42					1347.16	
23	3 Uttar Pradesh	**	44-				33186.36	
-	4 West Bengal				**		5684.64	
3 PO							8.17	8.
-	d Govt Guaranteed Securities	8 00			2.00		57823.65	57823.0
	blic Sector Financial Institution		13000.00	5000.00	5.00	1.09	265214.94	265214.9
-	ecial Deposit Scheme						3458602.70	3458602.
Tot		8.00	13000, 90	5000.00	7.00	1.09	4130956.96	4130956.9

## CASES OF LEVY OF DAMAGES UNDER ALL THREE SCHEMES [ UN-EXEMPTED SECTOR] DURING THE YEAR 1998-99

					Rs. in lakhs
Region Name	Amount pending for realisation at the beginning of the year	Levied during the year	Total amount for realisation	Amount realised during the year	Amount pending for realisation at the end of the year.
(1)	(2)	(3)	(4)	(5)	(6)
Andhra Pradesh	426.35	218.64	644.99	118.37	526.62
Bihar	364.21	55.84	420.05	7.46	412.59
Delhi	86.84	28.67	115.51	19.79	95.72
Gujarat *	374.73	84.91	459.64	84.75	374.89
Haryana	326.77	130.06	456.83	65.31	391.52
Himachal Pradesh	0	21.47	21.47	7.00	14.47
Karnataka	253.96	231.53	485.49	231.01	254.48
Kerala (R)	160.08	177.78	337.86	99.30	238.56
Madhya Pradesh	443.04	36.84	479.88	36.37	443.51
Maharashtra	1790.82	355.27	2146.09	72.90	2073.19
NE Region	87.82	8.84	96.66	2.74	93.92
Orissa	382.47	239.76	622.23	69.47	552.76
Punjab (R)	179.51	79.84	259.35	93.21	166.14
Rajasthan	189.51	90.16	279.67	33.56	246.11
Tamil Nadu	513.93	354.86	868.79	. 261.87	606.92
Uttar Pradesh	891.97	64.84	956.81	6.14	950.67
West Bengal**	201.68	1876.15	2077.83	54.58	2023.25
TOTAL:	6673.69	4055.46	10729.15	1263.83	9465.32

Revised

<sup>\*\*</sup> The figures in the column amount realised during the year is provisional subject to adjustment in the next year.

D:\arr98\_99\app-\$2.doc subject to adjustment in the next year.

# EMPLOYEES' PROVIDENT FUND SCHEME, 1952 REVENUE RECOVERY CERTIFICATE [UN-EXEMPTED SECTOR] DURING THE YEAR 1998-99

[Rs. in Lakhs] Opening RRCs Issued Total RRCs **RRCs** RRCs Balance during the year for disposal Disposed Pending Region Name Cases Cases Amount Amount Amount Cases Amount Cases Amount Cases (4)(5) (1) (2)(3)(6)(7) (8) (9) (10)(11)2383 1004.14 655 387.50 3038 1391.64 645 464.90 2393 Andhra Pradesh 926.74 532 1126.98 189 634.36 721 1761.34 183 688.72 538 Bihar 1072.62 326 121.56 1082 364.78 379 Delhi 756 243.22 65.61 703 299.17 521.72 339 1398.10 102 441 1919.82 193 607.38 Gujarat 248 1312.44 1380.88 85.10 1171 1465.98 162.26 1124 47 186 985 1303.72 Haryana 121 69.14 13 19.66 134 88.8 26 16.57 108 72.23 Karnataka 421 1154.13 992 1024.59 1413 2178.72 666 1487.55 747 691.17 Kerala Madhya 515 294.64 662 554.36 1177 849 590 384.46 587 464.54 Pradesh Maharashtra 1777 3473.02 477 956.18 2254 4429.2 546 983.38 1708 3445.82 943 3071.03 342 1297.17 1285 4368.2 315 496.10 970 3872.10 NE Region 185 94.93 49 56.75 234 151.68 26 63.80 208 87.88 Orissa 458 502.96 1103 1812.66 252 303.65 Punjab \* 645 1309.70 851 1509.01 499.66 208 243.65 1568 743.31 221 201.16 1347 Rajasthan 1360 542.15 550.99 456 1270.58 1212 1821,57 113 997,69 1099 823.88 Tamil Nadu 756 809.23 1077.50 971 920.76 751 1722 1729.99 736 652.49 986 Uttar Pradesh 3259 2326 2516.88 2934 3849.72 325 36.63 3886.35 933 1369.47 West Bengal 18535 41588.42 6305 12239.59 24840 53828.01 6899 17017.92 17941 36810.09 TOTAL:

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<sup>\*</sup> Revised

S.3

ikhs]

unt 1)

26.74

39.17 12.44 33.72

72.23

34.54 45.82

72.10

87.88 09.01

42.15 23.88

77.50 16.88

10.09

APPENDIX - S.4

#### PROSECUTION CASES – SECTION 14 OF EPF & MP ACT, 1952 FOR NON PAYMENT OF PROVIDENT FUND CONTRIBUTION [UN-EXEMPTED SECTOR] DURING THE YEAR 1998-99

Region Name	Opening Balance 01.04.98	Cases launched during 1998-99	disposal	Cases resulted in convic- tion	/admon- ished	Cases With- drawn	Cases Dis- charged	Total Cases Dis- posed	9	Pendin g for less than six months	Pendin g for six months to 1 years	Pendin g for 1 to 3 years	Pendin g for more than 3 years
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Andhra Pradesh	3918	3 224	4142	73	0	156	50	279	3813	200	364	998	2251
Bihar*	7347	61	7408	0	0	0	. 0	0	7358	44	0	1822	5492
Delhi	383	3 0	383	0	28	0	0	28	355	0	27	29	299
Gujarat	1455	158	1613	0	0	4	0	4	1559	124	34	52	1349
Haryana	1139	0	1139	0	0	0	0	0	1139	0	0	0	1139
Himachal Pradesh*	8	3 0	8	0	0	0	0	0	8	- 0	0	0	8
Kamataka	1387	461	1848	493	68	0	18	591	1257	281	114	91	771
Kerala	232	141	373	4	63	24	3	94	225	167	33	15	10
Madhya Pradesh	4466	283	4749	35	0	0	40	75	4624	165	368	1148	2943
Maharashtra	3332	187	3519	0	6	10	0	16	3453	181	358	294	2620
NE Region	422	2 0	422	3	0	0	0	3	390	0	0	0	390
Orissa	435	155	590	0	3	0	0	3	530	84	84	45	317
Punjab *	530	108	638	23	0	0	22	45	550	58	64	191	237
Rajasthan	295	34	329	42	9	5	3	59	250	25	4	59	162
Tamil Nadu	910	636	1546	60	105	46	31	242	1224	338	88	311	487
Uttar Pradesh	1422	75	1497	6	119	0	0	125	1333	0	223	929	181
West Bengal	7758	773	8531	519	16	0	99	622	8481	492	280	555	7254
TOTAL:	35439	3296	38735	1258	417	245	266	2186	36549	2159	2071	6554	25910

<sup>\*</sup> Revised

APPENDIX - S.5 [PART-1]

#### PROSECUTION CASES UNDER SECTION 406/409 OF INDIAN PENAL CODE BEFORE THE POLICE AUTHORITIES [ UN-EXEMPTED SECTOR ] DURING THE YEAR 1998-99

Region Name	FIR's Pending with the Police 01.04.98	FIR's filed with the Police [ 1998-99 ]	Cases dropped by Police	Challans filed by Police in Court	FIR's Pending with Police as on 31.03.99	FIR's pending with Police for last six months	FIR's pending for six months to one year	FIR's pending for more than one year
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Andhra Pradesh	127	46	4		169	36	45	88
Bihar	41	9			50	9		41
Delhi	44	23	14	. •	53	19	15	19
Gujarat	223	39		-	262	26	13	223
Haryana	183	18		2	199	35	98	66
Himachal Pradesh	11	1	1.5	-	12		1	11
Karnataka	72	32	-	-	104	32	23	49
Kerala	90	204	32		262	150	44	68
Madhya Pradesh	382	45	34		393	24	33	336
Maharashtra	561	10	4		571	8	42	521
NE Region	2	15			17	10	4	3
Orissa	106	15	3	-	118	14	41	63
Punjab*	31	57	1		87	43	14	30
Rajasthan	121	16	-	4	133	11	5	117
Tamil Nadu	312	247	3		556	202	150	204
Uttar Pradesh	288	5	4	6	283	2	19	262
West Bengal	3399	329		-	3728	194	120	3414
Total:	5891	1111	95	12	6997	815	667	5515

<sup>\*</sup> Revised

APPENDIX - S.5 [ PART-II ]

#### PROSECUTION CASES UNDER SECTION 406/409 OF INDIAN PENAL CODE BEFORE VARIOUS COURTS [ UN-EXEMPTED ] DURING THE YEAR 1998-99

Region Name	Pending before the Court [01.04.9 8]	Challan s filed by Police in Courts	Comp- laints filed direct in Court	Total cases for disposal	Convic- ted	Acquite d	Dis- charged	Total Cases decided	Cases pending in-Courts [31.03.9 9]	Cases pending for 6 months	g for 6	Cases pending over 1 years
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Andhra Pradesh	9	-	•	9	•		-	-	9			9
Bihar	37	-		37		-	-	-	37		-	37
Delhi		-		-			-	-	-	•	. •	
Gujarat	93	-	17	93	*	-	7	-	93	-	-	93
Haryana	7.7	-		-		-		-	-		-	-
Himachal Pradesh	1	•	-	1		-	-	-	1	•	-	1
Karnataka	70	-		70			-	-	70		15	55
Kerala	11	-		11					11	-		11
Madhya Pradesh	11	-	-	11	*		-	-	11	-		11
Maharashtra	107	1		108			-		108	4	11	97
NE Region	21	17		21		-	-	-	21			21
Orissa	46			46	-		-	-	46	1-1		46
Punjab *	-	•				-		-		-		-
Rajasthan	25	4		29	-	1		1	28	1		27
Tamil Nadu	25	-		25	-	-	-	-	25	-		25
Uttar Pradesh	-	•	•	-	٠		-	-	*		•	
West Bengal	37	4	14.50	41	1	1	•		41	-	-	41
TOTAL:	493	9		502		1	-	1	501	1	26	474

<sup>\*</sup> Revised

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#### EMPLOYEES' PROVIDENT FUNDS SCHEME, 1952 SETTLEMENT OF PROVIDENT FUND CLAIMS DURING 1998-99

Region Name	Opening Balance as on 01.04.98		Total Workload	Cases Returned	Cases Rejected	Cases due for sanction	Cases disposed by way of sanction	Total amount disbursed (Rs. Iacs)	Cases disposed within one month	Cases disposed beyond one month	Closing Balance at the end of the year	ratio
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
AP	632	131219	131851	20306	998	110547	110545	15977.28	89434	21111	2	0.00
BR	841	26000	26841	5073	154	216,14	21010	3453.43	19038	1972	604	2.25
DL	340	118845	119185	15415	800	102970	102947	9014.07	98228	4719	23	0.02
GJ	9388	149182	158570	30701	244	127625	112050	22625.98	66155	45895	15575	9.82
HR	1265	73748	75013	10679	1189	63145	63145	8323.65	57044	6101	0	0.00
HP	75	8298	8373	1466	97	. 6810	6704	992.91	6704	0	106	1.27
KN	2511	177172	179683	- 35939	879	142865	142092	12189.21	122999	19093	773	0.43
KR	960	55036	55996	7519	232	48245	47376	9427.12	44463	2913	. 869	1.55
MP	723	83791	84514	10328	2793	71393	70351	9554.14	61276	9075	1042	1.23
мн	18552	322088	340640	53722	1321	285597	264950	70805.33	219294	45656	20647	6.06
NR	1874	12740	14614	2637	99	11878	11690	2669.63	7701	3989	188	1.29
OR	994	16755	17749	2960	367	14422	14140	4488.33	14140	0	282	1.59
PN*	2415	85210	87625	12837	565	74223	72343	10163.16	67451	4892	1880	2.15
RJ	1923	54474	56397	9202	370	46825	45363	6789.35	39830	5533	1462	2.59
TN	2263	274417	276680	44121	4036	228523	222667	35490.72	222667	0	5856	2.12
UP	1803	72115	73918	15758	775	57385	55537	9979.26	50212	5325	1848	2.50
WB*	18312	84078	102390	22443	3005	76942	74839	46051.50	56623	18216	2103	2.05
TOTAL	64871	1745168	1810039	301106	17924	1491009	1437749	277995.07	1243259	194490	53260	2.94

<sup>\*</sup>Revised

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Region	Onenine	A	Total	10		T-tal	Anni	Anni	Appl.	Cases	Closing
	Balance as on 1.4.98	Applica- tions received during 1998-99	Workload	Cases returned for rectificat ion		Total appl. For disposal		Appl. Settled within one month	Settled beyond one month	pending at the close of the year	balance ratio
Andhra Pradesh	155	13740	13895	3555	825	9515	9487	8444	1043	28	0.20
Bihar	265	1944	2209	957	25	1227	1027	967	60	200	9.05
Delhi	620	15697	16317	3679	129	12509	12338	10902	1436	171	1.05
Gujarat	1279	14415	15694	4497	102	11095	9199	4715	4484	1896	12.08
Haryana	182	7720	7902	1782	369	5751	5704	4822	882	47	0.59
Himachal Pradesh	0	1801	1801	449	25	1327	1227	1227	0	100	5.55
Kamataka	464	17123	17587	5964	344	11279	11069	7155	3914	210	1.19
Kerala	454	5877	6331	1337	85	4909	4541	4121	420	368	5 81
Madhya Pradesh	138	10103	10241	2321	997	6923	6649	6079	570	274	2.68
Maharashtra	2224	34663	36887	6784	949	29154	25330	22771	2559	3824	10,37
NE Region	85	756	841	195	20	626	626	551	75	0	0.00
Orissa	158	6098	6256	1302	726	4228	4121	4121	0	107	1.71
Punjab *	334	7561	7895	1591	96	6208	6078	5553	525	130	1.65
Rajasthan	669	7645	8314	2821	77	5416	5100	3974	1126	316	3.80
Tamil Nadu	587	37058	37645	10746	1509	25390	24434	23292	1142	956	2.54
Uttar Pradesh	659	15630	16289	5769	278	10242	9539	8582	957	703	4,32
West Bengal *	2262	7911	10173	2758	174	7241	6806	5436	1370	435	4.28
TOTAL	1053	5 205742	216277	56507	6730	153040	143276	122712	20563	9765	4.5

<sup>\*</sup> Revised

#### EMPLOYEES' PROVIDENT FUND SCHEME, 1952 PARTIAL WITHDRAWAL GRANTED DURING 1998-99

Region Name	Opening Balance as on 01.04.98	Cases received [1998-99]	Total workload	Cases Returned	Cases Rejected	Cases due for sanct- ioned	Cases disposed by way of sanction	Total Amount disbursed Rs. lacs	Cases dispose d within one month	Cases disposed beyond one month	Closing Balance at the end of the year	Closing balance ratio
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
AP	146	45521	45667	8907	581	36179	36179	11243.02	31683	4496	0	0.00
BR	184	11431	11615	1845	413	9357	9239	1024.08	9033	206	118	1.02
DL	0	7897	7897	1160	51	6686	6686	985.77	6163	523	0	0.00
GJ	1268	20962	22230	3948	106	18176	17057	3798.92	10804	6253	1119	5.03
HR	127	10061	10188	1247	174	8767	8737	2932.38	7836	901	30	0.29
HP	0	1895	1895	351	35	1509	1480	826.37	1480	0	29	1.53
KN	559	30794	31353	7654	224	23475	23304	4807.21	19283	4021	171	0.55
KR	483	47817	48300	7976	636	39688	39008	5495.92	35742	3266	680	1.41
MP	103	24187	24290	4104	1659	18527	18241	4100.19	15382	2859	286	1.18
МН	2724	68618	71342	14594	857	55891	53026	17519.65	48752	4274	2865	4.02
NR.	265	9206	9471	1534	74	7863	7828	1133.33	7107	721	35	0.37
OR	357	21881	22238	3104	177	18957	18628	2378.54	18628	0	329	1.48
PN	325	14203	14528	2319	90	12119	11938	2359.26	10803	1135	181	1.25
RJ	184	14299	14483	1790	133	12560	12364	2185.57	11820	544	196	1.35
TN	2911	94219	97130	. 18679	2773	75678	75063	9402.13	74201	862	615	0.63
UP	400	29139	29539	3059	455	26025	25335	4689.28	22403	2932	690	2.34
WB	2540	29286	31826	5130	262	26434	26087	3967.81	21726	4361	347	1.09
TOTAL	. 12576	481416	493992	87401	8700	39789	1 390200	78849.43	352846	37354	7691	1.55

## EMPLOYEES' PROVIDENT FUND SCHEME, 1952 ISSUE OF ANNUAL STATEMENT OF ACCOUNTS TO SUBSCRIBERS DURING 1998-99

Region Name	Workload as on 01.04.98	Account Slips issued upto 1996-97	Account Slips issued upto 1997-98	Total A/c Slips issued during the year 1998-99 [ 3+4 ]	pending due to Employers' fault	Account Slips pending due to other reason	Account Slips pending for issue on 31.03.99 [6+7]
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
AP	1980372	169379	1810993	1980372	0	0	0
BR	1099083	706115	392968	1099083	0	0	0
DL	1339904	398918	795188	1194106	35697	110101	145798
GJ	3164637	1440176	1724461	3164637	0	0	0
HR	878894	160702	718192	878894	0	0	0
HP	329267	78102	25839	103941	0	. 225326	225326
KN	1754992	210416	1448001	1658417	70158	26417	96575
KR	1554559	586824	826386	1413210	102436	38913	141349
MP	1270808	181145	1089663	1270808	0	0	0
МН	8156463	2373289	2027070	4400359	1538890	2217214	3756104
NR	226977	64243	162734	226977	0	0	0
OR	441608	3 0	441608	441608	0	0	0
PN	1845567	420964	1157864	1578828	239195	27544	266739
RJ	1205523	290323	768359	1058682	107662	39179	146841
TN	4662477	1013181	3221993	4235174	176254	251049	427303
UP	1818424	515739	1028442	1544181	267604	6639	274243
WB	7761093	2595756	217588	2813344		4947749	4947749
TOTAL	39490648	11205272	17857349	29062621	2537896	7890131	10428027

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#### EMPLOYEES' PROVIDENT FUND SCHEME, 1952 ANNUAL STATEMENT OF ACCOUNTS TO MEMBERS PENDING AS ON 31<sup>ST</sup> MARCH, 1999 PERIOD-WISE ANALYSIS

Name of the Region	Pending less than one year	Pending between one to two year	Pending beyond two years	Total slips pending as on 31.03.99
(1)	(2)	(3)	(4)	(5)
Andhra Pradesh .	0	0	0	0
Bihar	0	0	0	0
Delhi	145798	0	0	145798
Gujarat	0	0	0	0
Haryana	0	0	0	0
Himachal Pradesh	82158	143168	0	225326
Karnataka	96575	0	0	96575
Kerala .	141349	0	0	141349
Madhya Pradesh	0	0	0	0
Maharashtra	2525447	1230657	0	3756104
NE Region	0	0	0	0
Orissa	0	0	0	0
Punjab	146546	100896	19297	266739
Rajasthan	146841	0	0	146841
Tamil Nadu	378172	49131	0	427303
Uttar Pradesh	207515	66728	0	274243
West Bengal	1154733	3793016	0	4947749
TOTAL	5025134	5383596	19297	10428027

### CONTRIBUTION RECEIVED - FAMILY PENSION SCHEME, 1971 (upto 16.11.95) AND EMPLOYEES' PENSION SCHEME, 1995 (from 16.11.95)

Rs. in crores

Total contribution received	Government contribution	Employees' and Employers' contribution	Year
3.94	2.30	1.64	1971-72
9.40	3.00	6.40	1972-73
14.89	4.60	10.29	1973-74
21.55	5.01	16.54	1974-75
33.48	9.34	24.14	1975-76
41.22	12.37	28.85	1976-77
46.31	10.80	35.51	1977-78
55.84	12.80	43.04	1978-79
72.43	20.10	52.33	1979-80
90.14	24.00	66.14	1980-81
108.30	28.00	80.30	1981-82
121.72	28.00	93.72	1982-83
142.49	28.75	113.74	1983-84
209.32	79.00	130.32	1984-85
240.54	86.66	153.88	1985-86
329.54	146.33	183.21	1986-87
275.60	70.50	205.10	1987-88
381.11	136.70	244.41	1988-89
425.44	146.63	278.81	1989-90
457.16	140.33	316.83	1990-91
575.00	190.15	384.85	1991-92
638.11	191.39	446.72	1992-93
603.74	111.56	492.18	1993-94
1024.52	446.15	578.37	1994-95
1273.04	274.72	998.32	1995-96
2791.77	345.96	2,445.81	1996-97
3220.58	370.49	2850.09	1997-98
3632.76	437.10	3195.66	1998-99
16839.94	3362.74	13,477.20	TOTAL

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#### PROSECUTION CASES – SECTION 14 OF EPF & MP ACT, 1952 NON PAYMENT OF PENSION CONTRIBUTION DURING THE YEAR 1998-99

Region Name	Opening Balance 01.04.99	Cases launched during 1998-99	Total cases for disposal	Cases resulted in convic- tion	Cases acquitted /admonis hed	Cases With- drawn	Cases Dis- charged	Total Cases Dis- posed	Cases pending as on 31.3.99	Pending for less than six months	Pending for six months to 1 year	Pendin g for 1 to 3 years	Pending for more than 3 years
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
AP .	770	70	840	4	0	13	0	17	823	47	107	143	526
BR	1101	6	1107	0	0	0	0	0	1107	6	72	490	539
DL	175	0	175	0	0	6	10	16	159	0	23	3	133
GJ	707	55	762	10	10	15	0	35	727	20	3	36	668
HP	0	8	8	0	0	0	0	0	8	0	0	0	8
HR	621	0	621	0	0	0	0	0	621	0	0	0	621
KN	418	292	710	128	0	11	21	160	550	205	68	38	239
KR	175	63	238	0	10	21	0	31	207	120	56	19	12
мн	2167	85	2252	0	0	0	0	0	2252	55	111	608	1478
MP	2318	174	2492	0	0	10	0	10	2482	109	348	693	1332
NR	84	0	84	2	0	0	0	2	82	0	0	0	82
OR	74	127	201	0	0	0	0	0	201	99	28	0	74
PN	371	37	408	15	3	11	0	29	379	26	18	108	227
RJ	59	4	63	0	6	0	0	6	57	0	4	0	53
TN	563	143	706	50	110	0	37	197	509	225	53	157	74
UP	488	23	511	0	3	0	0	3	508	0	157	252	99
WB	8191	404	8595	279	16	0	86	381	8214	292	209	138	7575
Total	18282	1491	19773	488	158	87	154	887	18886	1204	1257	2685	13740

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EMPLOYEES' PENSION SCHEME, 1995 PENSION CLAIMS SETTLED DURING, 1998-99 (ALL BENEFITS)

Opening Balance as on 01.04.98	Cases Received (1998-99)	Total workload	Cases		Cases due	Cases	Total	Cases	Cases	Closing	Closing
			Returned	Rejected	for settlement	settled	Amount disbursed Rs. lacs	disposed within one month	disposed beyond one month	Balance at the end of the year	Balance ratio
87	96009	96096	39779	11509	44808	44761	2819.06	40140	4621	47	0.05
1519	26462	27981	7981	661	19339	18363	347.21	16431	1932	976	3.49
144	123741	123885	17432	800	105653	104883	1548.49	99300	5583	770	0.62
11398	150181	161579	37191	871	123517	107287	1546.44	75231	32056	16230	10.04
863	73994	74857	11192	1406	62259	61568	1002.45	55219	6349	691	0.92
96	8246	8342	1657	136	6549	6435	1025.36	6435	0	114	1.37
3357	186209	189566	80724	878	107964	106282	1348.78	90414	15868	1682	0.89
1156	34471	35627	8485	581	26561	26013	546 54	23701	2312	548	1.54
803	78362	79165	12493	3699	62973	61807	1014.78	53326	8481	1166	1.47
22872	333900	356772	71546	2558	282668	258455	5421.94	239698	18757	24213	6.79
2018	11097	13115	4972	192	7951	7577	536.01	4528	3049	374	2.85
832	14959	15791	2984	511	12296	11860	80.57	11768	92	436	2.76
3067	80709	83776	18910	997	63869	61743	533.10	56180	5563	2126	2.54
2289	56869	59158	12848	631	45679	43954	7581.92	35853	8101	1725	2.92
3388	285306	288694	81570	13761	193363	185077	6576.13	180868	4209	8286	2.87
1573	71569	73142	25474	1258	46410	44100	993.29	38231	5869	2310	3.16
9791	69400	79191	28016	2293	48882	46715	473.39	35845	10870	2167	2.74
65252	1701484	1766727	462254	42742	14260744	1400000	22205 46	1002400	422740	62064	3.61
	144 11398 863 96 3357 1156 803 22872 2018 832 3067 2289 3388 1573 9791	144 123741 11398 150181 863 73994 96 8246 3357 186209 1156 34471 803 78362 22872 333900 2018 11097 832 14959 3067 80709 2289 56869 3388 285306 1573 71569 9791 69400	144         123741         123885           11398         150181         161579           863         73994         74857           96         8246         8342           3357         186209         189566           1156         34471         35627           803         78362         79165           22872         333900         356772           2018         11097         13115           832         14959         15791           3067         80709         83776           2289         56869         59158           3388         285306         288694           1573         71569         73142	144         123741         123885         17432           11398         150181         161579         37191           863         73994         74857         11192           96         8246         8342         1657           3357         186209         189566         80724           1156         34471         35627         8485           803         78362         79165         12493           22872         333900         356772         71546           2018         11097         13115         4972           832         14959         15791         2984           3067         80709         83776         18910           2289         56869         59158         12848           3388         285306         288694         81570           1573         71569         73142         25474           9791         69400         79191         28016	144         123741         123885         17432         800           11398         150181         161579         37191         871           863         73994         74857         11192         1406           96         8246         8342         1657         136           3357         186209         189566         80724         878           1156         34471         35627         8485         581           803         78362         79165         12493         3699           22872         333900         356772         71546         2558           2018         11097         13115         4972         192           832         14959         15791         2984         511           3067         80709         83776         18910         997           2289         56869         59158         12848         631           3388         285306         288694         81570         13761           1573         71569         73142         25474         1258           9791         69400         79191         28016         2293	144         123741         123885         17432         800         105653           11398         150181         161579         37191         871         123517           863         73994         74857         11192         1406         62259           96         8246         8342         1657         136         6549           3357         186209         189566         80724         878         107964           1156         34471         35627         8485         581         26561           803         78362         79165         12493         3699         62973           22872         333900         356772         71546         2558         282668           2018         11097         13115         4972         192         7951           832         14959         15791         2984         511         12296           3067         80709         83776         18910         997         63869           2289         56869         59158         12848         631         45679           3388         285306         288694         81570         13761         193363           1573	144         123741         123885         17432         800         105653         104883           11398         150181         161579         37191         871         123517         107287           863         73994         74857         11192         1406         62259         61568           96         8246         8342         1657         136         6549         6435           3357         186209         189566         80724         878         107964         106282           1156         34471         35627         8485         581         26561         26013           803         78362         79165         12493         3699         62973         61807           22872         333900         356772         71546         2558         282668         258455           2018         11097         13115         4972         192         7951         7577           832         14959         15791         2984         511         12296         11860           3067         80709         83776         18910         997         63869         61743           2289         56869         59158         128	144         123741         123885         17432         800         105653         104883         1548.49           11398         150181         161579         37191         871         123517         107287         1546.44           863         73994         74857         11192         1406         62259         61568         1002.45           96         8246         8342         1657         136         6549         6435         1025.36           3357         186209         189566         80724         878         107964         106282         1348.78           1156         34471         35627         8485         581         26561         26013         546.54           803         78362         79165         12493         3699         62973         61807         1014.78           22872         333900         356772         71546         2558         282668         258455         5421.94           2018         11097         13115         4972         192         7951         7577         536.01           832         14959         15791         2984         511         12296         11860         80.57           30	144         123741         123885         17432         800         105653         104883         1548.49         99300           11398         150181         161579         37191         871         123517         107287         1546.44         75231           863         73994         74857         11192         1406         62259         61568         1002.45         55219           96         8246         8342         1657         136         6549         6435         1025.36         6435           3357         186209         189566         80724         878         107964         106282         1348.78         90414           1156         34471         35627         8485         581         26561         26013         546.54         23701           803         78362         79165         12493         3699         62973         61807         1014.78         53326           22872         333900         356772         71546         2558         282668         258455         5421.94         239698           832         14959         15791         2984         511         12296         11860         80.57         11768	144         123741         123885         17432         800         105653         104883         1548.49         99300         5583           11398         150181         161579         37191         871         123517         107287         1546.44         75231         32056           863         73994         74857         11192         1406         62259         61568         1002.45         55219         6349           96         8246         8342         1657         136         6549         6435         1025.36         6435         0           3357         186209         189566         80724         878         107964         106282         1348.78         90414         15868           1156         34471         35627         8485         581         26561         26013         546.54         23701         2312           803         78362         79165         12493         3699         62973         61807         1014.78         53326         8481           22872         333900         356772         71546         2558         282668         258455         5421.94         239698         18757           2018         11097	144         123741         123885         17432         800         105653         104883         1548.49         99300         5583         770           11398         150181         161579         37191         871         123517         107287         1546.44         75231         32056         16230           863         73994         74857         11192         1406         62259         61568         1002.45         55219         6349         691           96         8246         8342         1657         136         6549         6435         1025.36         6435         0         114           3357         186209         189566         80724         878         107964         106282         1348.78         90414         15868         1682           1156         34471         35627         8485         581         26561         26013         546.54         23701         2312         548           803         78362         79165         12493         3699         62973         61807         1014.78         53326         8481         1166           22872         333900         356772         71546         2558         282668         25

<sup>\*</sup> Revised

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#### EMPLOYEES' PENSION SCHEME, 1995 MONTHLY PENSION CLAIMS DURING THE YEAR 1998-99

Region Name	Opening Balance as on 01.04.98	Claims received during 1998-99	Total workload	Claims Returne d for rectifica- tion	Claims Rejecte d	Claims due for settle- ment	Claims settled	Total Amount disbursed Rs. lacs	Claims settled within one month	Claims settled beyond one month	Claims pendin g as on 31.03.9 9	Closing balance ratio
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
AP	2	27155	27157	7734	1019	18404	18360	2483.71	14823	3537	44	0.16
BR*	701	7456	8157	2785	80	5292	4946	202.67	4929	17	346	4.24
DL	109	6288	6397	1465	28	4904	4486	0.00	3925	561	418	6.53
GJ	3311	17159	20470	6414	174	13882	11598	0.00	7246	4352	2284	11,16
HR	32	6074	6106	1542	68	4496	4442	172.66	4176	266	54	0.88
HP	14	644	658	222	19	417	414	0.00	414	0	3	0.46
KN	918	17890	18808	3879	50	14879	14088	- 217.69	10112	3976	791	4.21
KR*	0	0	0	0	0	0	0	0.00	0	0	0	0.00
MP	247	13828	14075	3468	726	9881	9703	69.38	8445	1258	178	1.26
мн	4341	46698	51039	13314	547	37178	33130	0.00	31300	1830	4048	7.93
NER*	54	2498	2552	882	75	1595	1338	5.63	1241	97	257	10.07
OR	284	4407	4691	361	22	4308	4061	0.00	3985	76	247	5.27
PB*	144	4303	4447	1408	123	2916	2847	0.00	2720	127	69	1.55
RJ	182	4939	5121	2043	62	3016	2734	692.54	2504	230	282	5.51
TN*	1265	30480	31745	10189	1562	19994	18071	2928.31	18012	59	1923	6.06
UP	308	13922	14230	3079	156	10995	10483	1336.31	9352	1131	512	3.60
WB*	3407	23091	26498	. 13040	416	13042	11985	92.73	9242	2743	1057	3.99
TOTAL	15319	226832	242151	71825	5127	165199	152686	8201.63	132426	20260	12513	5.16

<sup>\*</sup> Revised

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APPENDIX S - 15

### EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEMES, 1976 CONTRIBUTION & ADMINISTRATIVE CHARGES RECEIVED

Year	Employers' share	Government share	Total	Adm. Charges from employers	Admn. charges from Government	Total Admn. charges collected
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1976-77	7.22	4.75	11.97	1.48	0.95	2.43
1977 -78	15.69	6.96	22.65	3.40	1.50	4.90
1978-79	17.66	7.31	24.97	3.45	1.55	5.00
1 979-80	16.20	7.50	23.70	3.77	1.55	5.32
1980 -81	18.53	8.00	26.53	4.26	1.95	6.21
1981-82	19.71	8.00	27.71	4.75	1.95	6.70
1 982-83	21.49	8.50	29.99	4.77	2.00	6.77
1983 -84	23.90	10.00	33.90	5.60	2.70	8.30
1984-8 5	25.58	11.00	36.58	5.41	2.72	8.13
1985-86	28.60	13.87	42.47	6.27	5.24	11.51
1986-87	32.03	16.00	48.03	7.09	3.70	10.79
1 987-88	33.83	16.91	50.74	7.24	2.00	9.24
198 8-89	23.93	16.59	40.52	3.57	1.71	5.28
1989-90	27.05	19.38	46.43	2.81	0.76	3.57
1990-91	, 42.24	18.97	61.21	3.23	0.03	3.26
1991-92	50.47	22.00	72.47	3.88	2.30	6.18
19 92-93	55.91	22.66	78.57	4.32	2.30	6.62
1993 -94	60.97	40.15	101.12	3.45	1.69	5.14
1994-95	66.45	15.00	81.45	3.67	0.85	4.52
1995-96	77.98	42.17	120.15	4.26	, 1.26	5.52
1996-97	91.44	0.68	92.12	5.49	0.00	5.49
19 97-98	103.96	0.00	103.96	5.04	0.16	5.20
1998-99	114.66	0.00	114.66	7.24	0.00	7.24
TOT AL	975.5	316.4	1291.9	104.45	38.87	143.32

#### EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME CLAIMS SETTLED DURING 1998-99

Name of the region	Balance	Claims received during 1998-99	Total cases for disposal	Claims Returned	Claims Rejected	Claims due for disposal	Claims settled	Amount authorised for payment (Rs. Lakhs)	Claims settled within one month	Claims settled beyond one month	Closing Balance as on 31,03,99	Closing balance ratio
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
AP	8	3506	3514	1372	. 142	2000	1998	168.88	1593	405	2	0.06
BR	43	1123	1166	492	22	652	602	74.71	550	52	50	4.29
DL	13	1285	1298	466	55	777	771	471.77	697	74	6	0.46
GJ	75	2115	2190	910	36	1244	1027	163.55	752	275	217	9.91
HR	2	597	599	283	20	296	291	29.03	256	35	5	0.83
HP	0	116	116	57	7	52	51	24.09	51	0	1	0.86
KN	73	3244	3317	1607	30	1680	1638	181.79	1427	211	42	1.27
KR	69	2787	2856	1037	150	1669	1622	166.36	1449	173	47	1.65
MP	7	1214	1221	339	137	745	718	73.48	657	61	27	2.21
МН	429	6430	6859	2425	158	4276	3827	744.59	3059	768	449	6.55
NR	82	611	693	245	31	417	417	49.78	344	73	0	0.00
OR	33	881	914	346	65	503	490	19.48	490	0	13	1.42
PN	32	705	737	420	16	301	291	49.62	235	56	10	1.36
RJ	9	419	428	209	14	205	195	26.58	176	19	10	2.34
TN	45	6023	6068	2406	341	3321	3222	306.38	3222	. 0	99	1.63
UP	76	2668	2744	1013	68	1663	1586	244.44	1393	193	77	2.81
WB	1513	10572	12085	4302	253	7530	7332	766.38	5953	1379	198	1.64
TOTA	AL 2509	44296	46805	17929	1545	27331	26078	3560.91	22304	3774	1253	2.68

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#### EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME, 1976 PROSECUTION CASES AGAINST DEFAULTING EMPLOYERS' AS ON 31<sup>ST</sup> MARCH, 1999

Region Name	Opening Balance 01.04.98	Cases launched during 1998-99	Total cases for disposal	Cases resulted in convic- tion	Cases acquitted /admoni shed	Cases With- drawn	Cases Dis- charged	Total Cases Dis- posed	Cases pending as on 31.03.99	Pending for less than six months	Pending for six months to I years	Pending for 1 to 3 years	Pending for more than 3 years
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Andhra Pradesh *	844	56	900	4	0	14	0	18	882	39	78	135	630
Bihar *	1268	2	1270	0	0	0	0	0	1270	2	0	720	548
Delhi	183	. 0	183	0	6	10	0	16	167	0	8	23	136
Gujarat	696	140	-836	0	0	4	0	4	832	114	26	30	662
Haryana	807	0	807	0	.0	0	0	0	807	0	0	807	0
Himachal Pradesh *	8	0	8	0	0	0	0	0	8	0	0	0	8
Kamataka	842	330	1172	404	18	11	13	446	726	168	97	70	391
Kerala*	489	412	901	7	83	68	0	158	743	463	176	49	55
Madhya Pradesh	3279	286	3565	0	. 0	15	2	17	3548	147	347	1191	1863
Maharashtra	2189	168	2357	0	0	6	5	11	2346	102	362	551	1331
NE Region	353	0	353	2	0	0	0	2	351	0	0	0	351
Orissa	73	127	200	0	0	0	0	0	200	99	28	0	73
Punjab *	367	101	468	17	0	0	11	28	440	79	29	97	235
Rajasthan	82	4	86	0	7	0	0	7	79	0	4	0	75
Tamil Nadu	544	138	682	59	75	6	6	146	536	216	48	171	101
Uttar Pradesh	719	44	763	0	5	0	0	5	758	0	160	433	165
West Bengal	6988	478	7466	179	0	0	86	265	7201	310	228	138	6525
TOTAL:	19731	2286	22017	672	194	134	123	1123	20894	1739	1591	4415	13149

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<sup>\*</sup> Revised

#### GROUP 'A' OFFICERS'STRENGTH

Region	Sanctioned strength	Officers in position
AP	44	36
BR	24	23
DL	26	29
GJ.	39	35
HR	22	20
HP	5	5
KN	34	32
KR	26	22
MH	66	50
MP	26	30
NR	17	18
OR	20	19
PN	25	25
RJ	18	19
TN	60	44
UP	35	27
WB	52	43
HO*	74	57
TOTAL	613	534

<sup>\*</sup>Reservation Rosters for all regions in respect of Group 'A' posts are maintained centrally in Head Office.

	Sanctioned	Staff in	Sh	are Du	ie	In	Positio	on	Exces	s(+)/Sh	nort(-)
Region	Strength	position	sc	ST	ОВС	sc	ST	OBC	SC	ST	OBC
AP	119	119	17	9	9	23	4		.6	-5	-9
BR	64	64	12	6	4	12	8		0	2	-4
DL	78	78	12	6	5	10	5		-2	-1	-5
GJ	127	125	21	9	8	21	9		0	0	-8
HR	47	43	7	3	3	7	3		0	0	-3
HP	6	6					1		0	1	0
KN	108	104	16	8	7	16	5		0	-3	-7
KR	78	74	11	5	5	11	5		0	0	-5
МН	258	258	38	18	17	40	13	1	2	-5	-16
MP	63	52	8	4	3	11	4	1	3	0	-2
NR	27	.20	5	2	1	4	3	1	-1	1	0
OR	41	41	10	2	2	7	3		-3	1	-2
PN	81	81	14	6	6	17	4		3	-2	-6
RJ	56	53	9	4	4	9	4		0	0	-4
TN	197	193	31	16	- 14	32	8	4	1	-8	-10
UP	132	129	19	10	9	32	3		13	-7	-9
WB	209	177	50	20	14	42	12	1	-8	-8	-13
HO*	214	126	8	4	3	8	4	2	0	0	-1
TOTAL	1905	1743	288	132	114	302	98	10	14	-34	-104

<sup>\*</sup>As Reservation Rosters for Programmer(23), Assistant Programmer(63), Hindi Officer(32), Vigilance Officer(20), and Hindi Translator(17) posts are mainted centrally at Head Office, all these posts have been shown against Head Office (under column 2 & 3 above)

#### APPENDIX - 20

			SHA	ARE D	UE	IN P	OSITIO	NC	EXCE	SS/SH	ORT (-)
Region	Sanctioned Strength	Staff in position	sc	ST	овс	sc .	ST	овс	sc	ST	овс
AP	1250	1231	178	81	81	169	55	175	-9	-26	94
BR *	507	415	58	33	21	58	33	21	0	.0	(
DL	663	630	98	48	153	133	34	16	35	-14	-137
GJ	1064	965	128	95	84	169	93	77	41	-2	-7
HR	399	341	59	18	7	85	10	4	26	-8	-3
KN	1210	1140	176	87	84	178	56	35	2	-31	-49
KR	826	818	105	42	54	95	34	44	-10	-8	-10
мн *	2229	2087	330	85	150	269	127	69	-61	42	-81
MP	683	597	94	68	21	107	131	16	13	63	-(
NR	209	187	26	10	16	18	40	5	-8	30	-11
OR	445	406	58	28	8	59	65	17	1	37	(
PN	731	662	131	43	36	177	8	21	46	-35	-15
RJ	460	411	67	35	22	75	46	13	8	11	-9
TN	2191	1923	342	117	170	449	40	111	107	-77	-59
UP	993	924	152	68	21	197	10	31	45	-58	10
WB	1449	1407	230	100	68	341	26	8	111	-74	-60
но	319	307	40	18	27	70	12	13	30	-6	-14
HP	70	60	11	2	3	10	8	0	-1	6	-:
TOTAL	15698	14511	2283	978	1026	2659	828	676	376	-150	-350

#### GROUP 'D' STAFF

184 83 93 138 71 161 131 290	73 79 138 55 150	25 18 18 12 14 27	11 10 4 13 1 11 8	30 9 20 23 2	59 17 31 68 33	13 11 7 28 2		-1 13 56	2 1 3 15	-20 -18
83 93 138 71 161 131 290	73 79 138 55 150	18 18 12 14 27	10 4 13 1	9 20 23 2	17 31 68 33	11 7 28 2	9	-1 13 56	1 3 15	-20 -18
93 138 71 161 131 290	79 138 55 150 129	18 12 14 27	4 13 1 11	20 23 2	31 68 33	7 28 2	5	13 56	3	-18
138 71 161 131 290	138 55 150 129	12 14 27	13	23	68 33	28	5	56	15	
71 161 131 290	55 150 129	14 27	1 11	2	33	2				-18 -1
161 131 290	150 129	27	11				1	19	1	-1
131	129			0	£2				water and the same of	
290		13	9		53	13	10	26	2	10
	273		0	15	28	12	6	15	4	-9
112		42	22	44	55	23	0	13	1	-44
112	102	12	15	7	32	29	1	20	14	-6
48	47	3	1	8	3	1	8	0	0	0
77	75	9	4	0	18	20	2	9	16	2
107	106	23	7	5	64	1	3	41	-6	-2
90	76	11	8	11	18	20	7	7	12	-4
266	240	45	6	25	148	21	10	103	15	-15
214	200	49	15	6	54	5	9	5	-10	3
259	228	46	13	32	59	18	7	13	5	-25
99	87	9	4	13	42	14	0	33	10	-13
17	14	2	0	1	3	3	2	1	3	1
2440	2236	378	153	251	785	241	115	407	88	-136
	77 107 90 266 214 259 99	77 75 107 106 90 76 266 240 214 200 259 228 99 87 17 14	77 75 9 107 106 23 90 76 11 266 240 45 214 200 49 259 228 46 99 87 9 17 14 2	77 75 9 4 107 106 23 7 90 76 11 8 266 240 45 6 214 200 49 15 259 228 46 13 99 87 9 4 17 14 2 0	77 75 9 4 0 107 106 23 7 5 90 76 11 8 11 266 240 45 6 25 214 200 49 15 6 259 228 46 13 32 99 87 9 4 13 17 14 2 0 1	77     75     9     4     0     18       107     106     23     7     5     64       90     76     11     8     11     18       266     240     45     6     25     148       214     200     49     15     6     54       259     228     46     13     32     59       99     87     9     4     13     42       17     14     2     0     1     3	77     75     9     4     0     18     20       107     106     23     7     5     64     1       90     76     11     8     11     18     20       266     240     45     6     25     148     21       214     200     49     15     6     54     5       259     228     46     13     32     59     18       99     87     9     4     13     42     14       17     14     2     0     1     3     3	77       75       9       4       0       18       20       2         107       106       23       7       5       64       1       3         90       76       11       8       11       18       20       7         266       240       45       6       25       148       21       10         214       200       49       15       6       54       5       9         259       228       46       13       32       59       18       7         99       87       9       4       13       42       14       0         17       14       2       0       1       3       3       2	77       75       9       4       0       18       20       2       9         107       106       23       7       5       64       1       3       41         90       76       11       8       11       18       20       7       7         266       240       45       6       25       148       21       10       103         214       200       49       15       6       54       5       9       5         259       228       46       13       32       59       18       7       13         99       87       9       4       13       42       14       0       33         17       14       2       0       1       3       3       2       1	77       75       9       4       0       18       20       2       9       16         107       106       23       7       5       64       1       3       41       -6         90       76       11       8       11       18       20       7       7       12         266       240       45       6       25       148       21       10       103       15         214       200       49       15       6       54       5       9       5       -10         259       228       46       13       32       59       18       7       13       5         99       87       9       4       13       42       14       0       33       10         17       14       2       0       1       3       3       2       1       3