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47th ANNUAL REPORT 1999-2000



EMPLOYEES' PROVIDENT FUND ORGANISATION
(Ministry of Labour, Government of India)

47th ANNUAL REPORT
1999-2000

EMPLOYEES' PROVIDENT FUND ORGANISATION

(Ministry of Labour, Government of India)

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EMPLOYEES' PROVIDENT FUND ORGANISATION

ANNUAL REPORT 1999-2000

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(i) EMPLOYEES' PROVIDENT FUND ORGANISATION BASIC DATA				
		1997-98	1998-99	1999-2000
I.	ESTABLISHMENTS (covered)	299204	318430	<u>326541</u>
II.	MEMBERS (In lakhs)	212.19	231.19	<u>245.37</u>
III.	FIELD OFFICES			
	Regional Offices	16	17	17
	Sub-Regional/ Sub-Accounts Offices	66	74	82
	Service Centres	3	10	12
	Inspectorate Offices	155	157	162
IV.	MANPOWER POSITION			
	Sanctioned strength	20452	20656	20973
	Staff in position	17234	19024	19534
V.	COMPUTER CENTRES	85	92	105
VI.	INCOME & EXPENDITURE (Rs. in lakh)			
	Income	25399.49	37405.29	48325.30
	Expenditure	*23604.65	31731.42	35627.23
	Savings	1794.84	5673.87	12698.07
VII.	OFFICE BUILDING	Offices	Completed	Under Construction
	Head Office	1	1	-
	Regional Offices	17	15	2
	Sub-Regional/Sub-Accounts Offices	82	21	13
	NATRSS/ZTIs	6	2	2

**(ii) EMPLOYEES' PROVIDENT FUND ORGANISATION
PERFORMANCE DATA**

		1997-98	1998-99	1999-2000
I.	NEW ESTABLISHMENTS BROUGHT UNDER THE ACT (in numbers)			
	(i) At the gross level	21751	21855	20251
	(ii) At the net level	21649	19226	8111
II.	MEMBERS ENROLLED (in lakhs)			
	(i) At the gross level	22.78	39.36	32.44
	(ii) At the net level	9.31	18.99	14.18
III.	CONTRIBUTION COLLECTED (During the year) (Rs. in Crores)			
	Provident Fund			
	(i) Exempted	3174.70	2841.36	3904.14
	(ii) Un-exempted	3643.49	4954.18	5778.08
	Total	6818.19	7795.54	9682.22
	Family Pension Fund, 1971/Employees' Pension Fund, 1995			
	(i) Employees'/Employers Share	2850.09	3195.66	3606.78
	(ii) Government's Share	370.49	437.10	560.00
	Total	3220.58	3632.76	4166.78
	Employees' Deposit Linked Insurance Fund			
	(i) Employers Share	103.96	114.66	129.46
	(ii) Government's Share	-	-	-
	Total	103.96	114.66	129.46
IV.	INVESTMENTS (During the year) (Rs. in Crores)			
	Provident Fund	1997-98	1998-99	1999-2000
	(i) Exempted	2003.32	1985.37	2851.26
	(ii) Un-exempted	4281.74	5712.06	6396.56
	Total	6285.06	7697.43	9247.82
	Family Pension Fund/Pension Fund (Securities + Public Account)	4018.65	4768.02	5393.75
	Employees' Deposit Linked Insurance Fund (Securities + Public Account)	247.02	244.87	277.48

V.	PROVIDENT FUND ARREARS (At the end of the year) (Amount Rs in Crores)						
		1997-98		1998-99		1999-2000	
		No. of Certificate cases	Amount in Default	No. of Certificate cases	Amount in Default	No. of Certificate cases	Amount in Default
	Exempted Sector	348	177.80	432	234.87	512	469.13
	Un-exempted	21007	286.17	18726	338.31	21189	589.17
	Total	21355	463.97	19158	573.18	21701	1058.30
VI.	SERVICE TO MEMBERS						
	Annual Statement Of Accounts (in lakhs)						
		1997-98		1998-99		1999-2000	
	(i) Issued during the year	211.50		290.63		307.09	
	(ii) Pending	105.66		104.28		64.14	
	Claims Settled (During the year)						
		1997-98		1998-99		1999-2000	
		No. of Claims (in lakhs)	Amount Paid (Rs. Crores)	No. of Claims (in lakhs)	Amount Paid (Rs. Crores)	No. of Claims (in lakhs)	Amount Paid (Rs. Crores)
	Provident Fund Claims	12.66	2063.08	14.38	2779.95	16.30	3577.10
Partial Withdrawal/ Advances	3.69	652.24	3.90	788.49	3.94	781.95	
Transfer Cases	1.39	--	1.43	--	1.76	--	
Employees' Pension Claims (all benefits)	10.95	174.40	11.97	333.95	14.92	951.42	
Monthly Pension Claims	0.81	25.00	1.53	82.01	1.85	580.47	
E.D.L.I Claims	0.24	36.12	0.26	35.60	0.27	42.25	
	TOTAL	29.74	2950.84	33.47	4020.00	39.04	5933.19

EMPLOYEES' PROVIDENT FUND ORGANISATION **BASIC STATISTICS 1999-2000**

1. COVERAGE

No. of Industries/Classes of Establishments to which EPF & MP Act, 1952 applied as on 31.03.2000	177 (177)
--	---------------------

		Exempted	Un-exempted	Total
(a)	No. of covered establishments as on 31.03.2000	2805 (3123)	323736 (315307)	326541 (318430)
(b)	Net increase during the year	(-) 318 (175)	8429 (19051)	8111 (19226)

2. MEMBERS

(In lakhs)

		Exempted	Un-exempted	Total
(a)	Employees' Provident Fund as on 31.03.2000	43.40 (41.09)	201.97 (190.10)	245.37 (231.19)
(b)	Net increase during the year	2.31 (- 2.95)	11.87 (21.94)	14.18 (18.99)
(c)	Members of Employees' Pension Fund			219.22 (204.81)

3. CONTRIBUTIONS RECEIVED

(Rs. in Crores)

(a)	Employees' Provident Fund	Exempted	Un-exempted	Total
	(i) During the year	3904.14 (2841.36)	5778.08 (4954.18)	9682.22 (7795.54)
	(ii) Progressive	37416.15 (33512.01)	37789.15 (32011.07)	75205.30 (65523.08)
(b)	Employees' Pension Fund	Employee's & Employer's Share	Government's Share	Total
	(i) During the year	3606.78 (3195.66)	560.00 (437.10)	4166.78 (3632.76)
	(ii) Progressive	16085.66 (12478.88)	3668.02 (3108.02)	19753.68 (15586.90)
(c)	Employees' Deposit Linked Insurance Fund	Employer's Share	Government's Share	Total
	(i) During the year	129.46 (114.66)	-- (--)	129.46 (114.66)
	(ii) Progressive	1026.98 (897.52)	274.23 (274.23)	1301.21 (1171.75)

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

4. ARREARS

(Rs. in Crores)

		Opening Balance as on 1.4.1999	Addition during the year	Total Arrears	Realised during the year	Closing Balance as on 31.03.2000
(a)	Employees' Provident Fund					
(i)	Un-exempted Sector	338.31	556.91	895.22	306.05	589.17
(ii)	Exempted Sector	234.87	554.54	789.41	320.28	469.13
	Total arrears	573.18	1111.45	1684.63	626.33	1058.30
(iii)	Admn. & Inspection Charges	20.42*	14.30	34.72	11.37	23.35
(iv)	Penal Damages (All schemes)	89.11*	35.51	124.62	50.12	74.50
(b)	Employees' Pension Fund	131.81*	111.26	243.07	81.92	161.15
(c)	Employees' Deposit Linked Insurance Fund (from employers)					
(i)	E.D.L.I Contribution	13.91*	10.17	24.08	7.64	16.44
(ii)	Admn. & Inspection Charges	2.15	0.81	2.96	0.47	2.49

* Revised

5. INVESTMENTS DURING 1999-2000

(Rs. in Crores)

(a)	Employees' Provident Fund	Exempted	Un-exempted	Total
(i)	During the year	2851.26 (1985.37)	6396.56 (5712.06)	9247.82 (7697.43)
(ii)	Progressive	31542.68 (28691.42)	47706.13 (41309.57)	79248.81 (70000.99)
(b)	Employees' Pension Fund (During the year)			
I)	As per Investment Pattern			
(i)	Central Government Securities			1080.82
(ii)	State Government/ Government guaranteed Securities			528.76
(iii)	Special Deposit Scheme			108.81
(iv)	Public Sector Financial Institutions			1896.09
II)	Public Account			1779.27
	Total during the year (Public Account & Securities)			5393.75
	Progressive			27410.13 (22016.38)
(c)	Employees' Deposit Linked Insurance Fund (Public Account & Securities)			
(i)	During the year			277.48 (244.87)
(ii)	Progressive			2465.88

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

6. **RATE OF INTEREST**

Declared for members to Employees' Provident Fund	1999-2000.....	12%
	2000-2001.....	11%
	(On monthly running balance)	

7. **CLAIMS SETTLED DURING 1999-2000 (Un-exempted)**

Sl.No.	Nature of Claims —	Claims Settled (In lakhs)	Amount disbursed (Rs. Crores)	Claims Pending (In lakhs)
1.	Employees' Provident Fund Claims	16.30	3577.10	0.57
2.	Partial Withdrawals/Advances	3.94	781.95	0.09
3.	Transfer Cases	1.76	--	0.13
4.	Employees' Pension Claims (All benefits)	14.92	951.42	0.76
5.	Monthly Pension Claims	1.85	580.47	0.16
6.	Employees' Deposit Linked Insurance Claims	0.27	42.25	0.01
TOTAL		39.04	5933.19	1.72

8. **PENAL ACTION AGAINST DEFAULTING ESTABLISHMENTS (Un-exempted)**

(All three schemes)		Opening Balance		Launched		Decided		Pending	
(a)	Prosecution cases under Section 14 of the Act	75204*		11128		6849		79483	
(b)	Recovery Certificates under Section 8 of the E.P.F. & M.P. Act, 1952 (Amount Rs. in lakhs)								
		Workload of the year		Executed		Pending			
		No. of cases	Amount	No. of cases	Amount	No. of cases	Amount		
(i)	Employees' Provident Fund Scheme, 1952	26546	60312.04	8611	13261.11	17935	47050.93		
(ii)	Employees' Pension Scheme, 1995	22826	19661.17	6651	4748.87	16175	14912.30		
(iii)	Employees' Deposit Linked Insurance Scheme, 1976	22185	1908.28	6533	464.66	15652	1443.62		
(c)	FIR/Challans under section 406/409 IPC								
				FIR filed with the Police		Challans filed by Police before the Courts			
(i)	Filed during the year			1035 (1111)		21 (12)			
(ii)	Cases pending with the Police/Courts as on 31.03 2000			7226 (6997)		472 (501)			

* Revised

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

9. **ANNUAL STATEMENTS OF ACCOUNTS (Un-exempted)**

(No. in lakhs)

(a)	Issued during the year	307.09	(290.63)
(b)	Pending as on 31.03.2000		
	(i) For want of returns from Employers	21.19	(25.38)
	(ii) Others	42.95	(78.90)
	Total Pendency	64.14	(104.28)

10. **MANPOWER**

(In numbers)

Category of Employee	Sanctioned strength	Staff in Position
Group "A"	634	590
Group "B"	1976	1711
Group "C"	15919	14993
Group "D"	2444	2240
TOTAL:	20973	19534

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

CHAPTER II

OVERVIEW

INTRODUCTION

EPFO is the largest social security organization in India, established in 1952 to administer a provident fund for workers. It now administers three programs: Employees' Provident Fund (EPF), the Employees Pension Scheme (EPS), and the Employees' Deposit Linked Insurance Fund (EDLI). The three programs apply to 177 classes of industries and all factories and establishments within those industries with 20 or more employees.

The table below presents an overview of the three programs:

	Employees' Provident Fund Scheme, 1952	Employees' Pension Scheme, 1995	Employees' Deposit Linked Insurance Scheme, 1976
Benefits:	<ul style="list-style-type: none"> Accumulation plus interest upon retirement, resignation, death Partial withdrawals allowed for specific expenses such as house construction, higher education, marriage, illness 	<ul style="list-style-type: none"> Monthly benefits for superannuation / retirement, disability, survivor widow(-er), children Amount of pension based on avg. salary in final year of employee and total years of employment Minimum pension disablement/children Past service benefit to participant of Family Benefit Pension Scheme 	<ul style="list-style-type: none"> Provides lump-sum benefit upon death, equal to average balance in the EPF account during the 12 months preceding death, up to Rs. 25,000 plus 25% of excess up to Rs. 60,000
Contributions:			
Employer	3.67% (for 170 industries) 1.67% (for 7 industries)	8.33%	0.5%
Employee	12% (for 170 industries) 10% (for 7 industries)	None	None
Government	None	1.16%	0.25%
Administrative Charges:			
Un-exempted	1.10%	Partially paid out of the 1.1% paid for EPF and EPS Fund	0.01
Inspection Charges:			
Exempted	0.18%	N/A	0.005%

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.

The Organisation functions under the 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 the Central Provident Fund Commissioner is an ex-officio Member of the Board and its Secretary.

PERFORMANCE DURING 1999-2000

Coverage of Establishments and Enrolment of Members

During the year 20,251 new establishments were brought under the purview of the Act and 32.44 member subscribers were enrolled.

It would be of utmost importance to bring on record certain developments with regard to the computation and reporting of data in relation to establishments covered under the Act and membership to the Fund.

Over the years while statistical data were compiled and reported before various forums on the number of establishments covered and subscribers serviced, need was felt to undertake a computer supported exercise to arrive at a near factual position. Accordingly, organisation with a support of specially designed computer software carried out an all India exercise and categorized the establishments covered and members serviced on the following basis:-

- **Operative Establishments-** Establishments having at least one member with balances in his account
- **Inoperative Establishments-** Establishments which have no connected records for members in the members master database in the Computer System or establishments which do not have even a single member with any balance in his account
- **Active Members-** Members having some balance in their account and in whose case contributions have been received at least once in the last three years
- **Inactive Members-** Members having some balance in their accounts but in whose case no contribution has been received during the last three years
- **Non Existing Members-** Members in whose respect no records are available in the member master file viz. those members in whose case no contribution has ever been received

A sample study report was placed before the Executive Committee of the CBT, EPF at its meeting held on 14th March 2000. A substantive item on the verification exercise was placed before the 153rd meeting of the Central Board of Trustees, EPF held on 25th April 2000. The findings of the exercise were revealing in as much as the percentage of inoperative establishments to the total establishments stood at 46.12% of the total establishments. Similarly non-contributing members constituted 32.54% of the total membership reported. The Central Board expressed their grave concern over the reported situation and decided that immediate action to retrieve the situation be taken.

Compliance 2001 Programme

Accordingly "Compliance 2001 Programme" was mounted with the main objective to set the house in order i.e. to ensure that what is claimed as covered establishments become covered establishments

and what is claimed as members become contributing members in whose account contribution and interest gets credited and individual Account Slips gets issued in fulfillment of our statutory obligation.

To achieve the above objective "Compliance 2001 Programme" has been put in place. It has reoriented and restructured the compliance wing (enforcement) and all enforcement functions have been consolidated at the level of a Circle Officer (APFC) with appropriate complement of Enforcement Officers and support staff in each Circle. Targets have been fixed for each Circle Officer in areas of revenue recovery, detection of default, disposal of 7A cases and in enforcing compliance against the above non-complying establishments. The objective is to coordinate, focus and channelise the brunt of our entire enforcement machinery and effort on these delinquent employers so that subscribers who are or claimed to be their employees are given the benefits under the Schemes in relation to their rights.

It would be worth mentioning that as a consequence of "Compliance 2001 Programme" till such time the entire operation is completed and the systems are put in position as we travel to the factual situation, in statistical term reconciliation of reported figures will be witnessed. This is more so for the reason that what has been accumulated, as non-authentic statistics will gradually level off to a factual situation.

Restructuring of Inspection Machinery

A blind folded uncontrolled inspection has been stopped and the inspection by Enforcement Officers has been made information driven and focused. Names of each of these non-complying establishments along with their individual claimed or existing employees has been made available to each region and to each Circle Officer in the country. They have been assigned the task to **inspect these defaulting establishments** and to enforce compliance and to carry through the process to the stage of issue of accounts slips.

Contribution & Investment

During 1999-2000, an amount of Rs. 13,978.46 Crores was collected as against Rs. 11,542.96 Crores during the previous year registering an increase of 21.09%.

Investment increased by 17.37% from Rs. 12,710.32 Crores to Rs. 14,919.05 Crores during 1999-2000.

Provident Fund Arrears

Provident Fund arrears at the close of the financial year 1999-2000 stood at Rs. 1058.30 Crores as against Rs. 573.18 at the end of the previous year. Out of the outstanding default Rs. 767.76 Crores representing 72.55% of default fall under unrealisable category.

Recovery of dues has increased by 294% by resorting to various legal coercive measures. In absolute terms Rs. 626.33 Crores was recovered during 1999-2000 as against Rs. 158.92 Crores in 1998-99.

There has been an increase in arrears during the year. This has been primarily due to;

- In order to bring out transparency in arriving at actual default the "Current Demand Arrears" have also been taken into account in computation.
- Special efforts made by the Organisation to detect default in time and trigger in recovery action. As a result more number of assessments were made under Section 7A of the Act during the year which is a legal requirement before taking recovery action. Number of assessments has increased by 130% and fresh demand created during 1999-2000 is Rs. 1684.63 Crores as compared to Rs. 732.10 Crores in 1998-99.

The Organisation is in the process of introducing new Application software that will generate DCB Register on a month-to-month basis, identify each case of non-remittance or default on month-to-month basis, generate letters to the defaulters and identify cases for initiation of 7A proceedings. The programme will also habitually levy interest under Section 7Q and issue notices for recovery of such interest as also notices for levy of damages under Section 14. This programme is expected to be made operational shortly.

This software will enable the System to detect all non-remittance without delay. This would result in more assessments and rising of fresh demands. There would always be a lead-time between raising of demand and its actual recovery. The new system will shorten this lead time substantially. Hence, an environment of increased arrears will come to be witnessed which by itself need not be construed as a reflection on the efficient functioning of the System.

SUBSCRIBER SERVICE

Annual Statement of Accounts

307.09 Lac annual statement of accounts was issued to member subscribers during 1999-2000 as against 290.63 Lakhs during the previous year. Pendency at the end of the year in this area was 64.14 Lakhs as against 104.28 Lakhs at the end of 1998-99. While slips issued increased, the pendency has declined.

Claims

During the year 39.04 claims of all categories were settled and an amount of Rs. 5,933.19 Crores were disbursed. At the end of the year, 1,73,763 claims were pending for disposal representing 1.72% of the total workload.

Pension

At the end of the year, there were 7,37,998 Pensioners availing pensionary benefits under the Employees' Pension Scheme, 1995.

INTERNATIONAL COOPERATION PROGRAMME

(Technical Assistance by Asian Development Bank)

At the initiative of the Organisation, the Asian Development Bank has come forward to fund Technical Assistance programme. The Technical Assistance broadly covers two aspects of the functioning of the Organisation.

- To help the EPF develop internal capacity and capability to enable the Organisation to appraise its financial position on an ongoing basis.

✓ Focus on improving the operational efficiency within the EPFO with specific reference to client servicing.

The Government of India, Ministry of Labour approved the TA by Asian Development Bank on 6th March 2000.

ROAD MAP FOR IT REFORM

The Executive Committee of the CBT, EPF on 4th December 1999 setup a Multi-Disciplinary Task Force(MDT) for conceptualizing and putting in place a comprehensive organisation-wide Information Technology Reform agenda that would create a country-wide integrated Information backbone. The MDT comprise of outside Experts from Ministry of Information Technology, Indian Space Research Organisation (ISRO) and Indian Institute of Public Administration (IIPA) apart from in-house team of

Officers drawn from various disciplines. The Executive Committee of the CBT, EPF considered the recommendations of the MDT on 14.03.2000 and a sub-committee has been formed for approving the appointment of a Consultant and for overseeing the implementation of the entire organisation-wide Information Technology Reform. The Project envisages:-

- Uniquely identify each subscriber at the point of enrolment.
- Establish a turn around time of 2-3 days between the receipt of a claim and issue of a cheque to the subscriber.
- Establish a system that enables the subscriber to access his or her account from any of our geographical locations in the country and to get the same service from any office.
- Facilitate and encourage voluntary compliance by reducing the representation and compliance cost for employers.
- Creating a compelling environment supported by the gathering and collation of third party information to detect under-reporting, non-reporting in terms of employment strength/contributions from employers.
- Establish facility for e filing of return by employers and claims by workers.
- Create the necessary enabling environment through an integrated information backbone with centralized and distributed databases that would support the above priority objectives.

Through this process EPFO has mounted the major programme "Re-inventing EPFO" which focuses on capacity building within the Organisation that will facilitate and enable extension of social protection to a much wider subscriber base.

CHAPTER III

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.

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 Minister of State for Labour 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 1999-2000. During the year under report, two regular meetings and one special meeting of the Board were held. A list of Members of the Board as on 31.3.2000 is given in Appendix-A1.

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:

- Chairman (Labour Secretary, Government of 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/Sub-Accounts 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 three 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:

- 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 (Compliance) EPF Organisation as the Convenor. Employees' & Employers representatives are also the members of the Committee. The Central Board of Trustees, Employees' Provident Fund in its 153rd meeting held on 25th

April 2000 has approved the continuance of Sub-committee. During the year one meeting of the Sub-Committee was held.

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, EPF Organisation 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 quarter's interior and other similar works were finalised and recommended.

Pension Implementation Committee

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

- To 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 two representatives each of employers and employees, besides the Central Provident Fund Commissioner. Secretary Labour is the Chairman of Pension Implementation Committee [PIC]. Additional Central Provident Fund Commissioner (Pension) at headquarters of the Organisation is the convenor of the PIC. The Government on 16.9.1997 notified reconstituted PIC. During the year under report, one meeting was held in the month of June 1999 and so far 14 meetings of Pension Implementation Committee have been held. The Committee reviewed the performance ⁱⁿ the implementation of the Scheme.

of

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,
- 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, seven were due for reconstitution at the beginning of the year. Of these seven Regional Committees, three Regional Committees, namely, Assam, Karnataka and Orissa have been processed for Chairman Central Board Of Trustees, EPF approval. The matter for reconstitution of the remaining four Regional Committees namely, Himachal Pradesh, Kerala, Rajasthan and Uttar Pradesh is under consideration with the respective Regional Provident Fund Commissioners and State Governments. Region-wise position of meetings held during the year 1999-2000 is as under:

No. of Meetings held	Name of the Region
2	Andhra Pradesh, Bihar, Delhi, Gujarat, Haryana, Himachal Pradesh, Kerala, Karnataka, Madhya Pradesh, Maharashtra, Orissa, Punjab, Rajasthan, Tamil Nadu, Tripura and Uttar Pradesh.
1	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 doorsteps of the members, Regional, Sub-regional and Sub-Accounts Offices are opened. There were 17 Regional, 66 Sub-Regional and 16 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 162 Inspectorate level offices functioning all over the country. During the year 198196 inspections were carried out. Out of 171379 related to Un-exempted establishments and 5297 related to Exempted establishments. 21520 surveys were conducted to examine the potential for additional coverage, which resulted in coverage of 20251 new establishments during the year.

SERVICE CENTRES

To provide education and guidance to members, the Organisation has opened "Service Centres" in locations where there is concentration of workers. As on 31.3.2000, there are 12 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 6 Regional Offices namely Kanpur, Delhi, Faridabad, Ahmedabad, Calcutta and Shimla. Central Provident Fund Commissioner carried out detail reviews at 4 Regional Offices namely Jaipur, Kanpur, Chandigarh and Bhubaneshwar and at one Sub Regional Office, Rohtak.

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:

- (i) 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				
SCHEDULE OF INDUSTRIES/CLASSES OF ESTABLISHMENTS ACCORDING TO NATIONAL INDUSTRIAL CLASSIFICATION				
Sr. No.	NIC Division No.	Name of the Division	No. of Industries/ Classes of Estts.	% to Total
PRIMARY SECTOR				
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
SERVICE SECTOR				
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	100.00

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 20251 new establishments were covered during the year as against 21855 establishments during the previous year. After accounting for 12140 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 8111 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	Rs. 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 to	Rs. 5,000/-

200 onwards

Rs 6500

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 2nd December 1971.	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

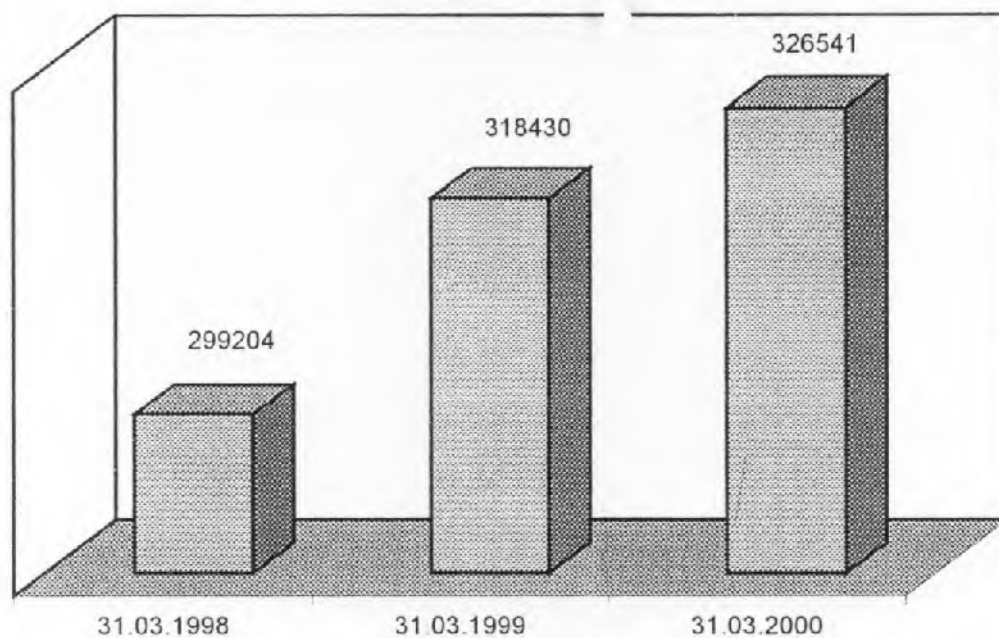
During the year 32,43,802 new Members were enrolled at the gross level comprising of 27,88,809 in the Un-exempted category and 4,54,993 in the Exempted category. After accounting for the ceased Members, the net addition during the year was 14,17,951 Members. The details of the coverage of establishments and enrolment of members are given in Table-2.

TABLE: 2			
COVERAGE OF ESTABLISHMENTS AND ENROLMENT OF MEMBERS			
	EXEMPTED	UN-EXEMPTED	TOTAL
ESTABLISHMENTS			
As on 31.03.1999	3123	315307	318430
Add: Covered during the year	26	20225	20251
Less: Decovered	344	11796	12140
As on 31.03.2000	2805	323736	326541
Net Addition over the previous Year	(-) 318	8429	8111
MEMBERS			
As on 31.03.1999	4108570	19010720	23119290
Add: Enrolled during the year	454993	2788809	3243802
Less: Ceased	223741	1602110	1825851
As on 31.03.2000	4339822	20197419	24537241
Net Addition over the previous Year	231252	1186699	1417951

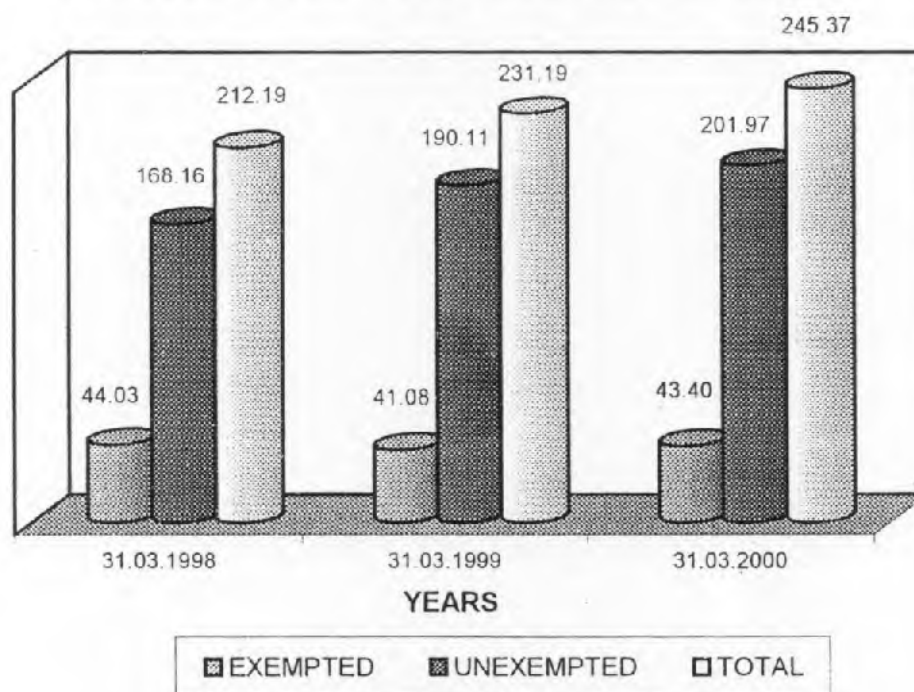
Region-wise position of establishments and members are given in Table-3.

TABLE: 3								
REGION-WISE ESTABLISHMENTS & MEMBERS COVERED UNDER E.P.F. SCHEME, 1952								
Region	ESTABLISHMENTS				MEMBERS			
	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	27019	27151	8.31	272368	1377496	1649864	6.72
BR	215	10042	10257	3.14	408855	447121	855976	3.49
DL	214	22808	23022	7.05	325544	1021735	1347279	5.49
GJ	90	31199	31289	9.58	223441	1587852	1811293	7.38
HR	30	12632	12662	3.88	61497	797846	859343	3.50
HP	11	1849	1860	0.58	7123	85733	92856	0.38
KN	122	22215	22337	6.84	325289	1276865	1602154	6.53
KR	80	11811	11891	3.64	51707	675595	727302	2.96
MP	37	12364	12401	3.80	125491	788514	914005	3.72
MH	681	48272	48953	14.99	783366	3241999	4025365	16.41
NR	33	3455	3488	1.07	44729	172179	216908	0.88
OR	58	6760	6818	2.09	83988	510735	594723	2.43
PN	25	15959	15984	4.89	36171	1426323	1462494	5.96
RJ	41	9593	9634	2.95	122882	610525	733407	3.00
TN	192	44116	44308	13.57	385601	3478638	3864239	15.75
UP	190	26486	26676	8.17	238386	1150926	1389312	5.66
WB	654	17156	17810	5.45	843384	1547337	2390721	9.74
Total	2805	323736	326541	100.00	4339822	20197419	24537241	100.00

ESTABLISHMENTS COVERED UNDER THE ACT



EMPLOYEES' PROVIDENT FUND MEMBERS



CONCENTRATION OF MEMBERS – REGION WISE

Table-4 indicates the list 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 68.49% of the members are concentrated in seven regions namely Maharashtra, Tamil Nadu, West Bengal, Gujarat, Andhra Pradesh, Karnataka and Punjab.

TABLE: 4

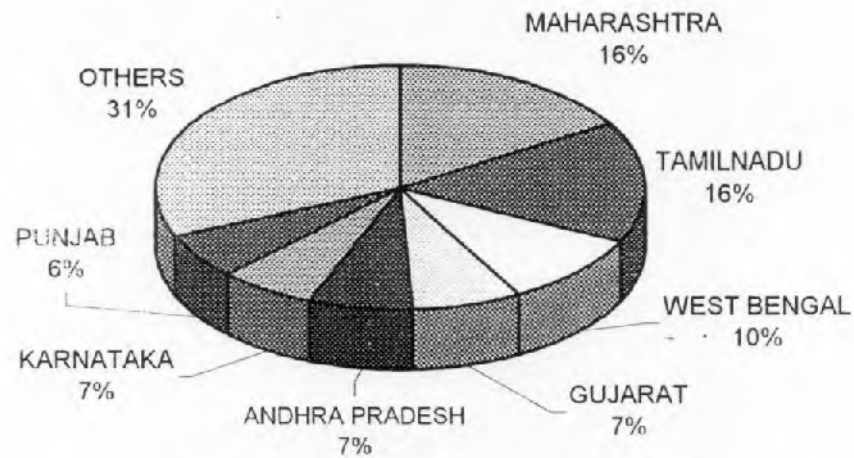
REGION WISE CONCENTRATION OF MEMBERS					
S.No	Region	Members	% of Total	Establishments	% of Total
1.	Maharashtra	4025365	16.41	48953	14.99
2.	Tamil Nadu	3864239	15.75	44308	13.57
3.	West Bengal	2390721	9.74	17810	5.45
4.	Gujarat	1811293	7.38	31289	9.58
5.	Andhra Pradesh	1649864	6.72	27151	8.31
6.	Karnataka	1602154	6.53	22337	6.84
7.	Punjab	1462494	5.96	15984	4.89
8.	Uttar Pradesh	1389312	5.66	26676	8.17
9.	Delhi	1347279	5.49	23022	7.05
10.	Madhya Pradesh	914005	3.72	12401	3.80
11.	Haryana	859343	3.50	12662	3.88
12.	Bihar	855976	3.49	10257	3.14
13.	Rajasthan	733407	3.00	9634	2.95
14.	Kerala	727302	2.96	11891	3.64
15.	Orissa	594723	2.43	6818	2.09
16.	NE Region	216908	0.88	3488	1.07
17.	Himachal Pradesh	92856	0.38	1860	0.58
TOTAL		24537241	100.00	326541	100.00

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, Textile, Beedi, Trading & Commercial and Heavy & Fine Chemicals. These five industries account for 46.55% of the total membership.

Twenty-five schedules of industries/classes of establishments account for 75.94 % of the total membership. Concentration of members and Establishments in this top 25-industries/ schedule of establishments is given in Table: 5.

REGIONAL CONCENTRATION OF MEMBERS



INDUSTRY WISE CONCENTRATION OF MEMBERS

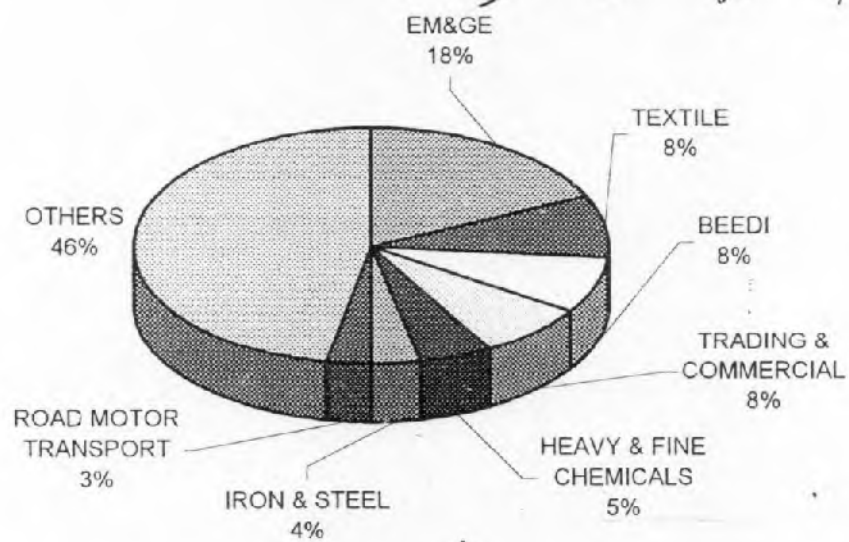


TABLE: 5

INDUSTRY WISE CONCENTRATION OF MEMBERS AND ESTABLISHMENTS					
S.No	Industry	Members		Establishments	
		Numbers	% of Total	Numbers	% of Total
1.	Elect., Mech. & General Engg.	4409639	17.97	57088	17.48
2.	Textiles	2047655	8.35	17331	5.31
3.	Manufacture of Beedi	1906787	7.77	4625	1.42
4.	Trading and commercial Estt.	1865245	7.60	34778	10.65
5.	Heavy and Fine Chemicals	1192113	4.86	10887	3.33
6.	Irons and Steel	865854	3.53	5962	1.83
7.	Road Motor Transport Estt.	738360	3.01	4902	1.50
8.	Educational Institutions	703627	2.87	22403	6.86
9.	Electricity	579412	2.36	2863	0.88
10.	Sugar	506144	2.06	2863	0.88
11.	Garments making Factories	371676	1.51	3546	1.09
12.	Hotels	307208	1.25	7488	2.29
13.	Building and Construction	280625	1.14	5608	1.72
14.	Automobile Repair & Servicing	276313	1.13	2060	0.63
15.	Tea	270476	1.10	1037	0.32
16.	Jute	266345	1.09	119	0.04
17.	Paper	265379	1.08	2062	0.63
18.	Engineers & Engg. Contractors	252681	1.03	5166	1.58
19.	Printing	239724	0.98	7986	2.45
20.	Bank	234821	0.96	1932	0.59
21.	Rubber and Rubber Products	234102	0.95	2980	0.91
22.	Cement	223767	0.91	888	0.27
23.	Edible Oils and Fats	213994	0.87	3256	1.00
24.	Hospitals	193283	0.79	2931	0.90
25.	Leather and Leather Products	188594	0.77	2751	0.84
Total		18633824	75.94	213512	65.40
Total Coverage		24537241	100.00	326541	100.00

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 2000, the number of voluntarily covered establishments was 24887. During the year 1999-2000, additional 2385 establishments were notified for voluntary coverage under the Act as against 1925 establishments during the year 1998-1999.

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:

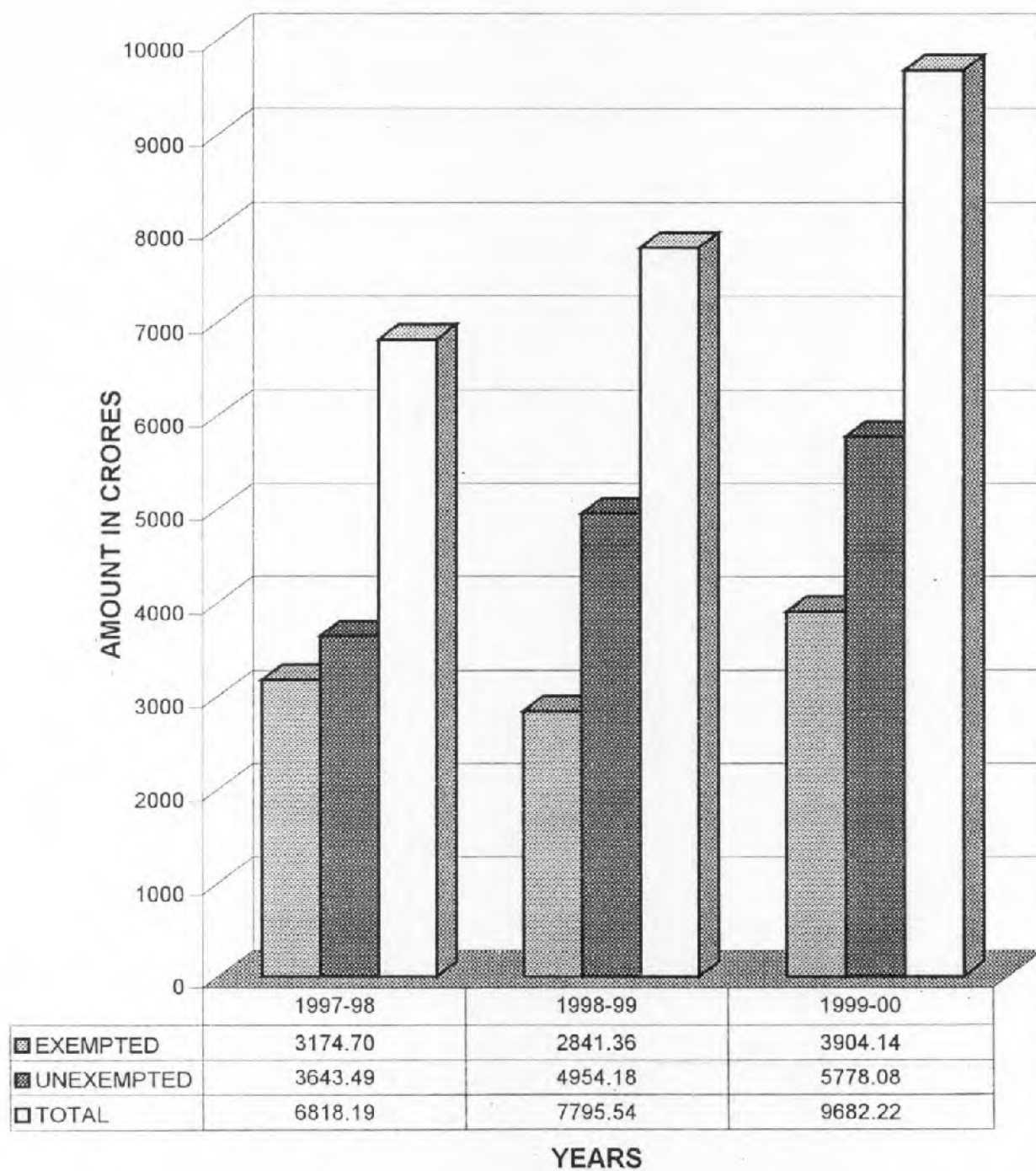
- (i) Any establishment in which less than twenty persons are employed;
- (ii) Any sick industrial company as defined in clause (O) of sub-section (I) of section 3 of the Sick Industrial Companies (Special Provisions) Act, 1985 (1 of 1986) and which has been declared as such by the Board for Industrial 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;

CONTRIBUTION RECEIVED

During the year, Rs.9682.22 crores were received as provident fund contributions. Out of this Rs. 5778.08 crores were collected from un-exempted establishments by the Organisation and Rs. 3904.14 crores were transferred to respective Board of Trustees by the exempted establishments.

Year	Exempted Sector	% Variation over previous year	Un-exempted Sector	% Variation over previous year	Total contribution	% Variation over the previous year
1995-1996	2562.85	12.35	3203.02	14.56	5765.87	13.57
1996-1997	3055.77	19.23	2915.29	-8.98	5971.06	3.55
1997-1998	3174.70	3.89	3643.49	24.98	6818.19	14.19
1998-1999	2841.36	-10.49	4954.18	35.98	7795.54	14.33
1999-2000	3904.14	37.40	5778.08	16.63	9682.22	24.20

PROVIDENT FUND CONTRIBUTIONS



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.

PATTERN OF INVESTMENT

The pattern of investment prescribed by the Govt. of India w.e.f. 1st April 1998 is indicated below.

	INVESTMENT PATTERN	PERCENTAGE OF AMOUNT TO BE INVESTED
(i)	Central Government Securities	25 %
(ii)	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 (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.	15 %
(iii)	(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 (*) the Infrastructure Development Finance Company Limited (IDFC) and/or (b) Certificates of deposits issued by a public sector bank.	40 %
(iv)	To be invested in any of the above three categories as decided by the Board of Trustees	20 %
(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.

PORTFOLIO MANAGEMENT

Since the inception of the provident fund scheme, the Reserve Bank of India was handling the portfolio management of the fund. 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 has appointed the State Bank of India to act as portfolio managers for the Employees' Provident Fund Organisation. This arrangement has taken effect from 01.04.1995.

INVESTMENT MADE (UN-EXEMPTED SECTOR)

The total investment of Provident Fund accumulations in respect of un-exempted establishments as on 31.03.2000 amounted to Rs. 47706.13 crores. The net investment made during the year was Rs.6396.56 crores as against Rs. 5712.06 crores during the previous year. Investment made during the year is given in Table-7.

TABLE: 7							
PROVIDENT FUND INVESTMENT MADE DURING 1999-2000 AT FACE VALUE							
(Rs. in Crores)							
Sl.No.	Coupon Rate	SDS	Central Government	State Government	State Govt. Guaranteed	P.S.F.I.	Total
1	Flexi (FR)	--	--	--	--	60.00	60.00
2	10.85%	--	--	--	--	69.00	69.00
3	11.00%	--	--	9.98	--	--	9.98
4	11.08%	--	--	10.00	--	--	10.00
5	11.19%	--	19.00	--	--	--	19.00
6	11.20%	--	--	--	--	23.20	23.20
7	11.30%	--	--	22.29	--	--	22.29
8	11.50%	--	0.75	10.00	--	--	10.75
9	11.68%	--	29.38	--	--	--	29.38
10	11.70%	--	--	--	--	0.75	0.75
11	11.74%	--	--	11.50	--	--	11.50
12	11.75%	--	--	--	10.00	--	10.00
13	11.77%	--	--	28.25	--	--	28.25
14	11.83%	--	5.00	--	--	--	5.00
15	11.85%	--	--	67.17	--	--	67.17
16	11.90%	--	21.00	--	--	20.00	41.00
17	12.00%	4158.13	--	--	--	218.25	4376.38
18	12.05%	--	--	--	--	88.50	88.50
19	12.10%	--	--	--	--	62.50	62.50
20	12.15%	--	--	--	21.50	--	21.50
21	12.25%	--	--	230.85	5.00	68.35	304.20
22	12.30%	--	96.00	0.66	--	--	96.66
23	12.40%	--	275.85	--	--	--	275.85

24	12.50%	--	--	--	7.00	228.00	235.00
25	12.60%	--	215.50	--	--	--	215.50
26	12.75%	--	--	--	5.00	79.75	84.75
27	12.90%	--	--	--	3.00	--	3.00
28	13.00%	--	--	--	--	10.00	10.00
29	13.05%	--	24.00	9.00	--	--	33.00
30	13.10%	--	--	--	--	54.60	54.60
31	13.15%	--	--	--	5.00	--	5.00
32	13.25%	--	--	--	--	66.00	66.00
33	13.40%	--	--	--	5.00	--	5.00
34	13.50%	--	--	--	9.00	20.00	29.00
35	13.65%	--	--	--	5.00	--	5.00
36	13.75%	--	--	--	15.00	27.00	42.00
37	13.95%	--	--	--	--	15.00	15.00
38	14.00%	--	--	--	5.00	109.00	114.00
39	14.50%	--	--	--	--	15.00	15.00
40	14.75%	--	--	--	--	5.00	5.00
TOTAL		4158.13	686.48	399.70	95.50	1239.90	6579.71

Gross Total Investments	6579.71	
ADD: Accepted Securities during the year	42.53	
Sub - Total		6622.24
LESS: Redemption/Maturities proceeds during the year	215.52	
LESS: Withdrawal of Securities during the year	10.16	225.68
Net Investment		6396.56

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.47706.13crores, investments in securities bearing interest ranging from 3% to 6% are only Rs.283.83 crores i.e. 0.60%, which is a negligible amount.

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 31.03.2000 amounted to Rs.31542.68 crores. The net investments during the year 1999-2000 figured as Rs. 2851.26 crores as against Rs. 1985.37 crores during the previous year. Investment made during the year is given in Table-8.

INVESTMENT OF PROVIDENT FUND MONEY

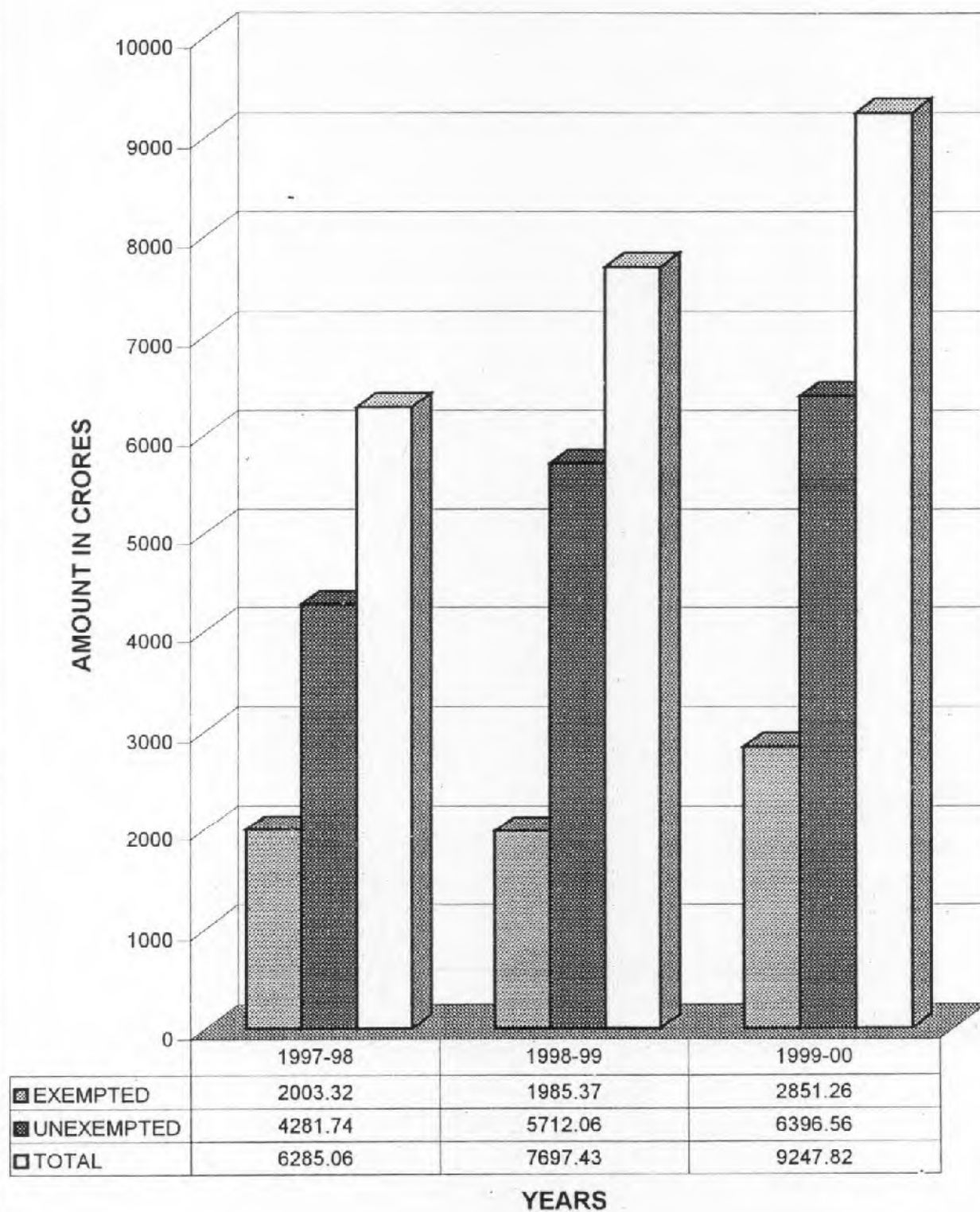


TABLE: 8	
INVESTMENTS MADE BY EXEMPTED ESTABLISHMENT DURING 1999-2000	
Category of Investment	Amount Invested [Rs. Crores]
Central Government Securities	874.05
Government Securities created and issued by any State Government and guaranteed securities	899.03
Special Deposit Scheme	946.76
Bonds/ Securities of Public Financial Institutions and Certificate of deposits issued by a Public Sector Bank	1152.06
TOTAL GROSS INVESTMENT	3871.90
Less Redemption	1020.64
TOTAL NET INVESTMENT	2851.26

Thus, the total net investment of Provident Fund accumulations in respect of both exempted and un-exempted establishments amount to Rs. 9247.82 crores during 1999-2000 as against Rs. 7697.43 crores 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 11% has been declared for the members of the un-exempted Fund for the year 2000-2001.

RATE OF INTEREST ALLOWED TO MEMBERS OF THE PROVIDENT FUND				
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	12.00
1971-72	5.80		1994-95	12.00*
1972-73	6.00		1995-96	12.00*
1973-74	6.00		1996-97	12.00*
1974-75	6.50		1997-98	12.00*
* On Monthly running balance ** Who did not withdraw any amount from their P.F. during 1976-77 & 1977-78			1998-99	12.00*
			1999-2000	12.00*
			2000-2001	11.00*

ARREAR DEMAND - PROVIDENT FUND DUES – UNEXEMPTED SECTOR

At the end of the financial year 1998-99, there was an outstanding arrear demand of Rs.33831.73 lakhs. This was further increased due to additional recovery certificates issued in respect of unrealized current demand of Rs. 55691.01 lakhs. Thus total workload for 1999-2000 for recovery became Rs. 89522.74 lakhs. Rs. 30605.31 lakhs have been recovered through recovery action leaving a balance of Rs. 58917.43 lakhs at the end of the financial year 1999-2000.

Recovery during the corresponding period of previous year was Rs. 10969.04 lakhs. Thus there is an increase of Rs. 19636.27 lakhs. The balance has also increased to Rs.58917.43 lakhs from Rs. 33831.73 lakhs as compared to closing balance of previous year. During the period under report the responsibility of collecting the dues under section 7A and 14B of the Act was fixed on the Assessing Officers. The increase in closing balance of arrear demand is as a result of non-realization of current demand during the year including the dues in respect of cases registered under BIFR, stay granted by various other courts and due to establishments under liquidation.

The major portion of arrears at the end of the year is concentrated in six regions namely Madhya Pradesh, Maharashtra, Orissa, Tamil Nadu, Uttar Pradesh and West Bengal. These six regions account for arrears of Rs. 38450.30 lakhs, which constitutes 65.26% of the total arrears. The Region-wise position is given in Table: 9.

Table: 9

PROVIDENT FUND ARREARS – UN-EXEMPTED SECTOR DURING 1999-2000								
(Rs. in lakhs)								
Region	Opening Balance as on 1.4.99	Added during the year	Total Workload	Collection during the year	Closing Balance as on 31.3.2000	Amount Collected during the year 1998-99	(+) Increase (-) Decrease over previous year	
A. Pradesh	1564.44	3276.58	4841.02	1711.62	3129.4	629.04	(+)	1082.58
Bihar	1516.43	1428.04	2944.47	764.36	2180.11	760.52	(+)	3.84
Delhi	358.56	1182.66	1541.22	765.65	775.57	65.76	(+)	699.89
Gujarat	2006.38	1935.63	3942.01	1101.53	2840.48	806.57	(+)	294.96
Haryana	1521.01	1110.98	2631.99	718.61	1913.38	258.02	(+)	460.59
H.Pradesh	124.56	284.51	409.07	81.75	327.32	32.65	(+)	49.10
Karnataka	1220.85	4113.79	5334.64	2716.34	2618.30	908.84	(+)	1807.50
Kerala	665.09	2850.87	3515.96	2049.56	1466.40	552.40	(+)	1497.16
M. Pradesh	4803.41	6169.74	10973.15	3241.94	7731.21	597.64	(+)	2644.30
Maharashtra	4934.98	4355.19	9290.17	1994.07	7296.10	713.21	(+)	1280.86
N-E Region	184.78	1306.87	1491.65	771.55	720.10	82.36	(+)	689.19
Orissa	2032.03	4886.69	6918.72	1493.71	5425.01	419.40	(+)	1074.31
Punjab	952.48	2446.66	3399.14	1451.92	1947.22	501.97	(+)	949.95
Rajasthan	1071.48	2088.90	3160.38	611.53	2548.85	191.32	(+)	420.21
Tamil Nadu	2052.24	8759.38	10811.62	5507.58	5304.04	1041.34	(+)	4466.24
U. Pradesh	4549.52	4410.98	8960.50	2046.58	6913.92	1843.52	(+)	203.06
West Bengal	4273.49	5083.54	9357.03	3577.01	5780.02	1564.48	(+)	2012.53
TOTAL	33831.73	55691.01	89522.74	30605.31	58917.43	10969.04	(+)	19636.27

PUBLIC & PRIVATE SECTOR BIFURCATION OF ARREARS

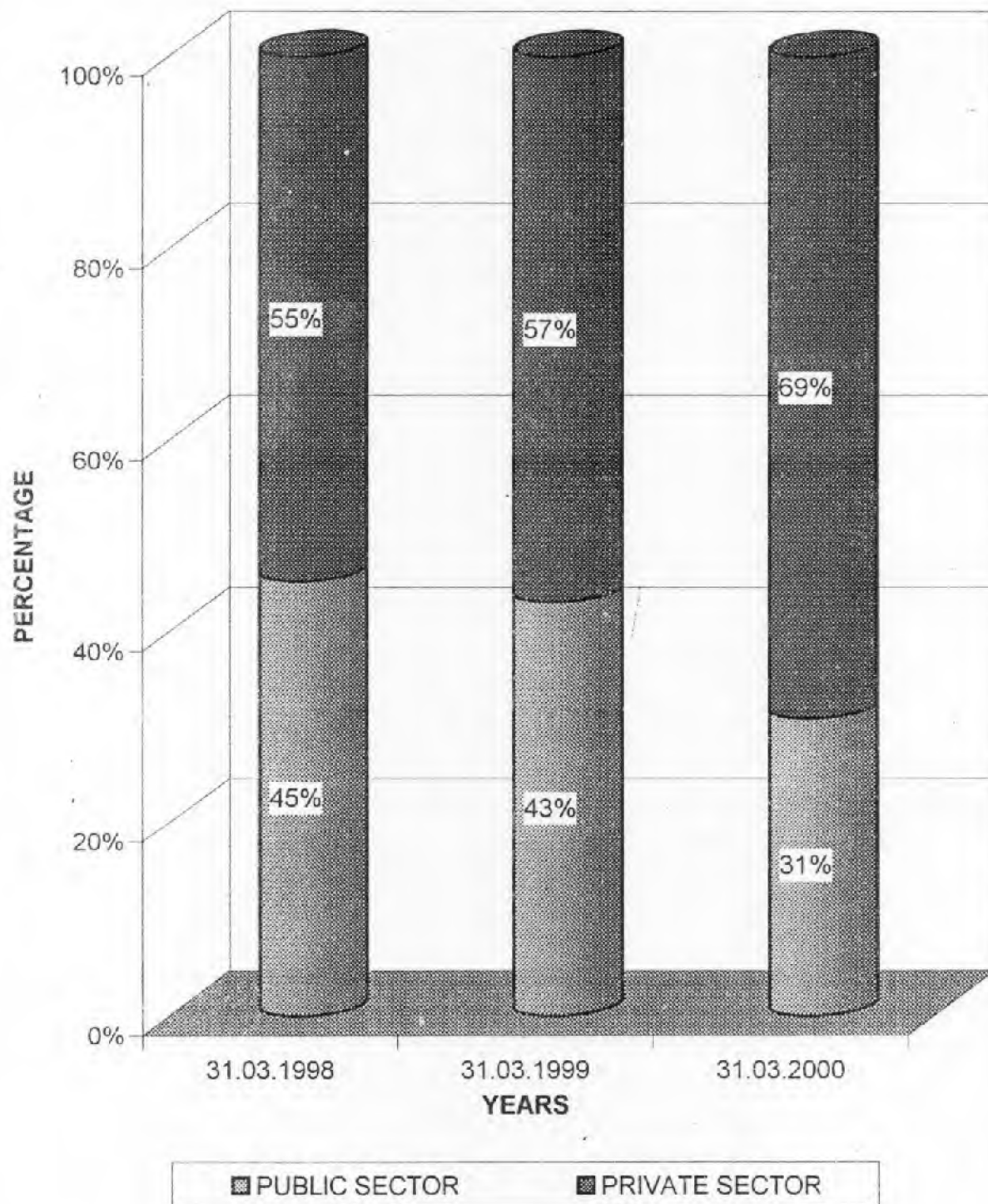
Bifurcation of arrears belonging to Public and Private Sector are given in Table-10.

Table: 10

PROVIDENT FUND ARREARS – UN-EXEMPTED SECTOR PUBLIC & PRIVATE SECTOR BIFURCATION AS ON 31.03.2000						
<i>(Rs. in Lakhs)</i>						
Region	Public Sector		Private Sector		Closing Balance as on 31.3.2000	
	Number of Certificate Cases	Amount	Number of Certificate Cases	Amount	Number of Certificate Cases	Amount
A. Pradesh	76	184.45	1726	2944.95	1802	3129.40
Bihar	61	969.64	698	1210.47	759	2180.11
Delhi	9	34.62	394	740.95	403	775.57
Gujarat	77	629.47	609	2211.01	686	2840.48
Haryana	15	9.35	887	1904.03	902	1913.38
H. Pradesh	4	30.37	123	296.95	127	327.32
Karnataka	3	496.12	1407	2122.18	1410	2618.30
Kerala	109	134.28	837	1332.12	946	1466.40
M. Pradesh	341	3790.42	1411	3940.79	1752	7731.21
Maharashtra	263	3174.07	736	4122.03	999	7296.10
N-E Region	44	227.27	185	492.83	229	720.10
Orissa	314	2456.72	745	2968.29	1059	5425.01
Punjab	71	1308.97	954	638.25	1025	1947.22
Rajasthan	45	299.01	1482	2249.84	1527	2548.85
Tamil Nadu	437	644.58	3149	4659.46	3586	5304.04
U. Pradesh	235	2422.77	2238	4491.15	2473	6913.92
West Bengal	496	1286.93	1008	4493.09	1504	5780.02
TOTAL	2600	18099.04	18589	40818.39	21189	58917.43

Out of the total 21189 certificate cases of un-exempted establishments, 18589 cases belong to the Private Sector and 2600 cases fall under the Public Sector. In terms of amount, out of the total default of Rs. 58917.43 lakhs, Private Sector account for Rs. 40818.39 lakhs and Public Sector Rs. 18099.04 lakhs. In percentage terms Private sector account for 69.28% of the total default and the remaining 30.72% in the Public Sector.

PUBLIC & PRIVATE SECTOR ARREARS UNEXEMPTED SECTOR



STATUS OF ARREARS

Out of the total default of Rs. 58917.43 lakhs, an amount of Rs. 40908.00 lakhs fall under un-realisable category leaving a balance of Rs. 18009.43 lakhs 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 69.43% of the arrears demand. The field offices are monitoring the recovery of instalment regularly. 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 31.03.2000
Un-exempted Sector (Rs. Lakhs)		18009.43	40908.00	58917.43
S.No	Status of Un-realisable Arrears	Number of cases	Amount involved (Rs. Lakhs)	Percentage of Total
a)	Stay by Courts	1578	10291.24	25.16
b)	Registered under BIFR	760	10045.34	24.56
c)	Under Liquidation	417	2967.51	07.25
d)	Others	151	17603.91	43.03
Total		2906	40908.00	100.00

List of Un-exempted establishments, which were in default of Provident Fund dues of Rs. 10 lakh and above, as on 31st March 2000, is given at **Appendix A-3**.

OTHER ARREARS

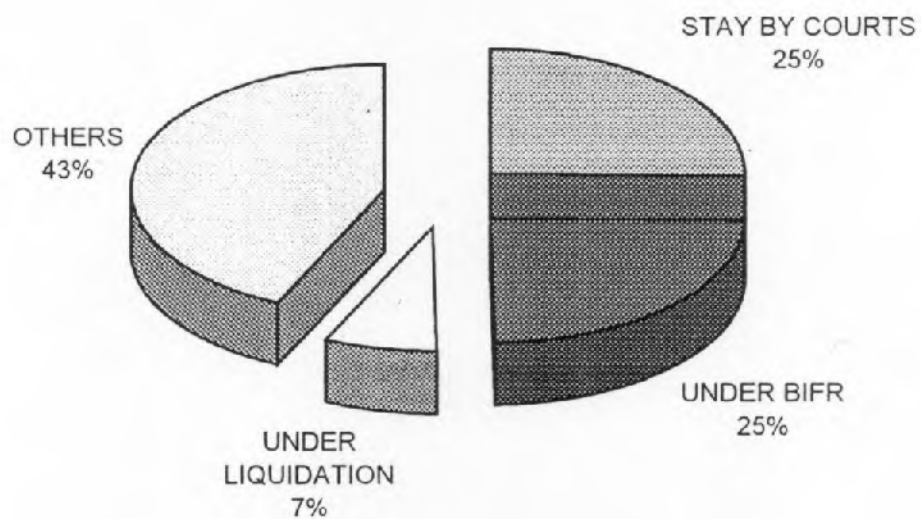
Apart from the above an amount of Rs. 23.35 crore on account of administration and inspection charges and Rs. 74.50 crores on account of penal damages were in arrears at the end of the year.

ACTION TAKEN TO ARREST THE ARREARS

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

- Action under Section 7A of the Act.
- Recovery action under Section 8 of the Act.
- Action under Section 14B for levy of Damages for belated remittances.
- Prosecution cases under Section 14 of the Act.
- Prosecution cases under Section 406/409 of the IPC launched with the Police.
- Penal Interest under Section 7Q of the Act.
- Action under Section 110 Cr. P.C for filing applications before Executive Magistrate against persistent defaulters to execute bond for rendering good behaviour.

UNREALISABLE P. F. ARREARS - UNEXEMPTED SECTOR
(PERCENTAGE OF TOTAL)



[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)

TABLE: 13 A					
DISPOSAL OF ASSESSMENT CASES UNDER SECTION 7 A OF THE ACT					
DURING 1999-2000					
Region	Cases due for disposal as on 1.4.1999	Cases Initiated during the year	Total Workload	Cases Disposed during the Year	Cases pending as on 31.3.2000
A. Pradesh	172	1883	2055	1730	325
Bihar	231	330	561	257	304
Delhi	418	453	871	248	623
Gujarat	470	530	1000	440	560
Haryana	376	509	885	470	415
H.Pradesh	72	108	180	130	50
Karnataka	267	1383	1650	1077	573
Kerala	148	1266	1414	1252	162
M. Pradesh	667	1158	1825	1194	631
Maharashtra	816	704	1520	822	698
N-E Region	156	104	260	117	143
Orissa	245	587	832	537	295
Punjab	376	830	1206	801	405
Rajasthan	302	541	843	409	434
Tamil Nadu	362	4294	4656	4105	551
U. Pradesh	537	616	1153	675	478
West Bengal	1561	3079	4640	2610	2030
TOTAL	7176	18375	25551	16874	8677

TABLE: 13B		
STATUS OF DISPOSAL OF ASSESSMENT CASES UNDER SECTION 7A OF THE ACT		
	1998-99	1999-2000
Opening Balance	6277*	7176
Add - Cases initiated during the year	15987	18375
TOTAL WORKLOAD	22264	25551
Less - Cases disposed during the year	15088	16874
Closing balance at the end of the year	7176	8677
PERIODICITY OF PENDING CASES		
Less than six months	4583	4552
Six months to one year	1328	2486
One to three years	926	1365
Beyond three years	339	274

* Revised

[II] Action taken under Section 8 of the Act

During the year 8605 revenue recovery certificates were issued covering Rs. 235.02 crore of Provident Fund arrears. This added to the brought forward un-executed recovery certificates constituted a workload of 26546 cases involving an amount of Rs. 603.12 crores. Out of these 8611 certificates were executed by recovering an amount of Rs. 132.61 crores. At the close of the year 17935 certificates were pending involving an amount of Rs. 470.51 crores. 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. 8911.24 lakhs. Rs. 3550.62 lakhs levied during the year. Total amount for realization was Rs. 12461.86 lakhs. Out of these, Rs. 5012.01 lakhs were recovered. A sum of Rs. 7449.85 lakhs was 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 is given in Table: 14 and the Region-wise position appears at **Appendix S-4**.

TABLE: 14 PROSECUTION CASES UNDER SECTION 14 OF THE ACT		
Opening balance as on 01.04.99		36261*
Add - cases launched in 1999-2000		4577
TOTAL CASES FOR DISPOSAL		40838
CASES DECIDED DURING 1999-2000		
Convicted	2737	
Acquitted/admonished	125	
Withdrawn	515	
Discharged	396	
Total cases decided		3773
Pending for disposal on 31.03.2000		37065

* 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 SECTION 406/409 of IPC	
[Cases filed with Police Authorities]	
FIRs pending with Police on 01.04.1999	6817*
FIRs filed with the police during 1999-2000	1035
FIRs dropped by the Police	605
Challans filed by the Police in Courts	21
FIRs pending with the Police on 31.3.2000	7226

* Revised

TABLE: 16	
FIRs UNDER SECTION 406/409 IPC [FILED IN COURTS]	
Prosecution cases pending before the Courts as on 01.04.1999	452*
Challans filed by the Police in Courts during the year	24
Complaints filed directly in Courts	01
Total cases for disposal before Courts	477
CASES DECIDED DURING 1999-2000	
Convicted	1
Acquitted/admonished	2
Discharged	2
Total cases decided	5
Cases Pending for disposal on 31.03.2000	472

* Revised

[VI] Action taken under Section 7Q of the Act

The penal interest were determined in terms of provisions contained in Section 7Q of the Act. The status of penal interest added and collected during the year is given in the following table :

**PENAL INTEREST UNDER SECTION 7Q OF THE ACT
DURING 1999-2000**

(Rs. in lakhs)

Region	Opening Balance as on 01.04.1999	Added during the year	Total Workload ?	Collection made during the year	Closing Balance as on 31.03.2000
(1)	(2)	(3)	(4)	(5)	(6)
A. Pradesh	0.63	31.87	32.50	6.67	25.83
Bihar	87.48	58.24	145.72	1.20	144.52
Delhi	0.00	0.00	0.00	0.00	0.00
Gujarat	2.12	0.00	2.12	0.00	2.12
Haryana	0.00	0.00	0.00	0.00	0.00
H.Pradesh	0.00	4.47	4.47	0.91	3.56
Karnataka	0.00	2.28	2.28	0.31	1.97
Kerala	0.00	0.00	0.00	0.00	0.00
M. Pradesh	0.00	2.81	2.81	0.00	2.81
Maharashtra	17.95	25.23	43.18	0.53	42.65
N-E Region	0.00	1.01	1.01	0.07	0.94
Orissa	0.00	0.00	0.00	0.00	0.00
Punjab	0.00	19.59	19.59	2.72	16.87
Rajasthan	0.00	353.30	353.30	0.00	353.30
Tamil Nadu	0.28	4.91	5.19	0.39	4.80
U. Pradesh	0.00	0.00	0.00	0.00	0.00
West Bengal	0.00	22.65	22.65	22.65	0.00
TOTAL	108.46	526.36	634.82	35.45	599.37

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.

DEFAULT IN JUTE INDUSTRY IN WEST BENGAL

In West Bengal there are Sixty Jute Mills and about 2.72 lakhs employees directly 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 27 mills are in default. All action as contemplated under the provisions of E.P.F. & M.P. Act, 1952 as well as I.P.C. is being regularly taken against the defaulting establishment. As a result of Recovery action and attachment of Bank Account and movable and immovable properties, a sum of Rs. 19 crores was recovered during the year 1994-95. Regular meeting are held with Police Authorities by the Regional Provident Fund Commissioner, West Bengal for speedy disposal of I.P.C. cases as a result of which the arrears came down to Rs. 79.97 crores as on 31.3.95 as against Rs. 92.50 crores as on 31.3.94. But arrears has again increased to Rs. 138.33 crores as on 31.3.2000 due to fresh default committed by the public sector undertakings and one Co-operative and a few private sector establishment. Out of this, a substantial amount is blocked due to stay granted by Hon'ble High Court, reference to Board for Industrial and Financial Reconstruction (B.I.F.R.), etc.

The efforts for realisation of dues from defaulting Jute Mills continued in sustained manner inspite of Sickness in the industry with the objectives to contain the increase in arrears and to recover the arrears dues as shown below:

YEAR ENDING	ARREARS (Rs. In Crores)
31.03.1991	82.39
31.03.1992	82.22
31.03.1993	83.98
31.03.1994	92.58
31.03.1995	79.97
31.03.1996	93.77
31.03.1997	106.28
31.03.1998	114.78
31.03.1999	128.50
31.03.2000	138.33

TABLE: 17		STATUS OF DEFAULT JUTE MILLS AS ON 31.03.2000		
I.	1	No. of Jute Mills in West Bengal	60	
	2	No. of Employees (in lakhs)	2. 72	
	3	No. of Complying Establishments	33	
	4	No. of Jute Mills in Default	27	
	5	Amount in Default (Rs in Lakhs)	13833.16	
II.	Classification of Default		No. of Estts.	Amount in default (Rs. in lakhs)
a)	1	Under Liquidation	3	529.54
	2	Under Litigation	6	2376.50
	3	Under BIFR	18	10927.12
		Total	27	13833.16
Classification of Default – Industry wise				
b)	1	State Public Sector Undertaking	0	0.00
	2	Central Public Sector	5	3960.36
	3	Cooperative Sector	1	1977.76
	4	Private Sector	21	7895.04
		Total	27	13833.16
Classification of Default – Realisable/Unrealisable				
c)	1	Realisable dues	6	2887.74
	2	Unrealisable dues	21	10945.42
		Total	27	13833.16

Legal action under Section 14 of the Act has been initiated against the Establishments for realizable dues. Action under Section 406/409 of IPC has also been initiated for non-payment of employers' share.

LIST OF COMPLYING JUTE MILLS IN WEST BENGAL (NO DEFAULT)

1. M/s Dalhousie Jute Co. (WB/60)
2. M/s Hukumchand Jute & Indus. Ltd. (WB/32)
3. M/s Gondalpara Jute Mill (WB/375)
4. M/s Mahadeo Jute & Indus. Ltd. (WB/93)
5. M/s Soorah Jute Mills (WB/45)
6. M/s Auckland Holding Lt.d (WB/89)
7. M/s Hastings Mills (WB/69)

8. M/s Naffar Chandra Jute Mills Ltd. (WB/39)
9. M/s The Ganges Mfg. Co. Ltd. (WB/67)
10. M/s Reliance Jute & Industries (WB/52)
11. M/s Fort Gloster Industries Ltd. (WB/74, 1959)
12. M/s Bowreah Jute Mill (WB/96)
13. M/s Jagatdal Jute & Industries Ltd. (WB/12)
14. M/s Prabartak Jute Mills (WB/42)
15. M/s Ludlow Jute Co. Ltd. (WB/87)
16. M/s Birla Jute & Industries Ltd. (WB/33)
17. M/s Hooghly Mills Co. Ltd. (WB/4)
18. M/s Cheviot Co. Ltd. (WB/29)
19. M/s Hanuman Jute Mills Ltd. (WB/88)
20. M/s Alliance Jute (WB/)
21. M/s Auckland Jute co. Ltd. (WB/22)
22. M/s Bally Jute Co. Ltd. (WB/81)
23. M/s India Jute & Indus. Ltd. (WB/57,61,65,5135)
24. M/s The Champdani Indus. Ltd. (WB/58)
25. M/s Naihati Jute Mills Co. Ltd. (WB/19)
26. M/s Hooghly Mills Co. Ltd.
27. M/s Howrah Mills Co. Ltd.
28. M/s Calcutta Jute Mills Ltd.
29. M/s Waverly Jute Mills
30. M/s Eastern Mfg. Co. Ltd.
31. M/s Bharat Jute Mill
32. M/s North Broke Jute Mill
33. M/s Tepcon International

DEFAULT POSITION OF ASSESSED DUES OF JUTE MILLS IN WEST BENGAL

S.No	Name of Establishment	Amount in default (Rs in lakhs)	Legal Action Under Section		Remarks
			14	406/409	
(1)	(2)	(3)	(4)	(5)	(6)
Central Government/State Government/Co-operative					
1.	M/s N.J.M.C. Ltd. Unit-National	1689.16	8/93	12/92	Under BIFR, Approval of Central Govt. is still awaited to take legal action against the management.
2.	M/s N.J.M.C. Ltd Unit-Kinnison	960.73	8/93	12/92	-Do-

(1)	(2)	(3)	(4)	(5)	(6)
3.	M/s N.J.M.C. Ltd. Unit-Khardah	599.30	8/92	12/92	-Do-
4.	M/s N.J.M.C. Ltd Unit-Alexandra	378.44	3/95	12/92	-Do-
5.	M/s N.J.M.C. Ltd. Unit-Union	332.73	8/93	12/92	-Do-
6.	M/s New Central Jute (Co-operative)	1977.76	9/95	8/96	Under BIFR. Referred to State Govt. to take up with concerned Ministry and with the management to liquidate arrear P.F. dues, as State Govt. is co-sharer.
	Total	5938.12			

PRIVATE SECTOR

7.	M/s Budge Budge Jute	55.09	5/85	6/86	Under BIFR. Scheme not yet sanctioned. But paying Rs. 4 to Rs. 5 lakhs per against arrear dues. Paying current dues. Stay granted by Hon'ble High Court for the period 7/86 to 7/87.
8.	M/s Kanknarrah Co. Ltd.	287.69	11/92	1/92	Under BIFR. Installment payment not yet started. Paying current dues.
9.	M/s Agarpara Jute	301.90	11/93	1/92	Under BIFR. Paying installment @ Rs. 5 lakhs p.m. Paying current dues. Action u/s 406/409 IPC taken upto 4/97.
10.	M/s Kanoria Jute	121.61	5/95	10/93	Under BIFR. Stay granted by Hon'ble High Court upto the period 8/93. Mill was under closure and reopened recently.
11.	M/s Kelvin Jute	507.18	12/94	12/94	Under BIFR. Mill was under closure and re-opened recently.
12.	M/s Megna Jute	500.91	10/97	10/97	Mill was under closure for last one year and recently reopened. Under BIFR
13.	M/s Ambica Jute	238.52	3/86	3/86	Under Liquidation
14.	M/s. Naskarpara Jute	23.85	6/85	6/85	-Do-
15.	M/s Angus Jute	778.11	12/93	11/93	Under BIFR. Special officer appointed by Hon'ble High Court. Recovery proceedings challenged and stay granted by Hon'ble High Court.
16.	M/s. Empire Jute	183.20	12/92	5/91	Recovery action U/s 8 of the Act has been initiated for realization of P.A. Installment proposal forwarded to Central Office. Paying Rs. 1 lakh p.m. as per terms of installment.
17.	M/s Prem Chand Jute	95.63	3/97	4/98	Stay granted by Hon'ble High Court for the period 3/93
18.	M/s Baranagore Jute	579.31	3/97	3/97	The mill run by a committee of Management as per order of the Hon'ble High Court.

(1)	(2)	(3)	(4)	(5)	(6)
19.	M/s Samnugar Jute	758.76	8/95	6/95	New management taken over. Paying current dues. Paying Rs. 50 thousand p.m. against arrear dues.
20.	M/s Victoria Jute	873.22	3/95	3/95	New management taken over. Paying current dues excepting employers' share.
21.	M/s Titagarh Jute	733.88	01/97	12/94	-Do-
22.	M/s Gouripore Co. Ltd	267.17	6/97	03/97	Dues upto 2/94 covered under order of High Court
23.	M/s Nuddea Mills Ltd	1206.59	12/97	04/98	Dues upto 2/93 covered under order of Supreme Court and High Court
24.	M/s Kamarhati Co. Ltd	43.63	2/97	10/96	
25.	M/s Caledonion Jute and Industry Ltd.	269.21	--	08/97	
26.	M/s Vijay Shree Ltd	8.93	--	--	High Court Stay
27.	M/s Delta International Ltd.	60.65	--	--	High Court Stay
	Total	7895.04			

SERVICE TO THE MEMBERS

SETTLEMENT OF PROVIDENT FUND CLAIMS

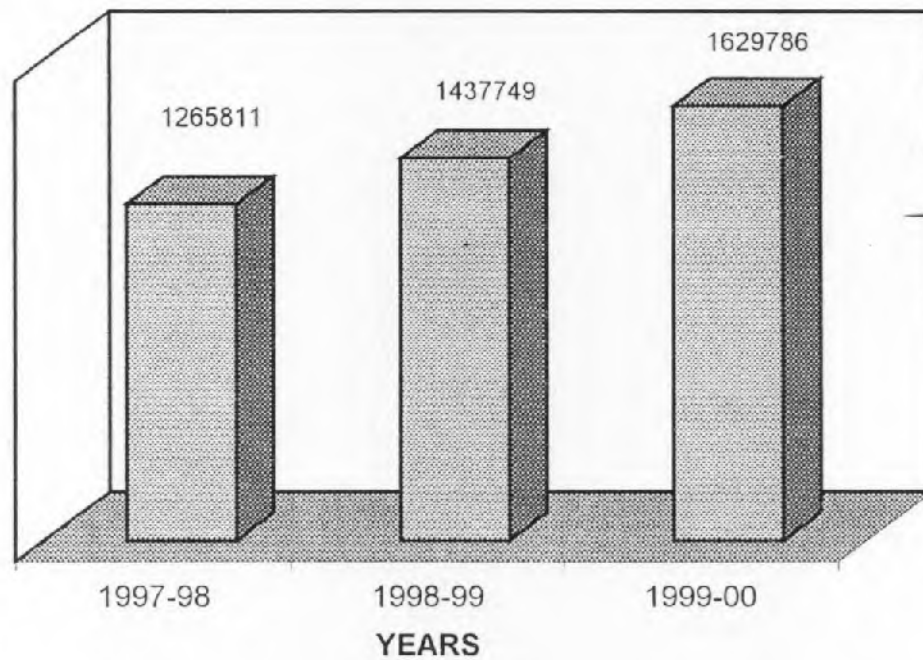
During the year under report 16.30 lakh claims were settled and a sum of Rs.3577.10 crore was authorised for payment as against Rs.2779.95 crore in respect of 14.38 lakh claims settled during the previous year.

TABLE: 18

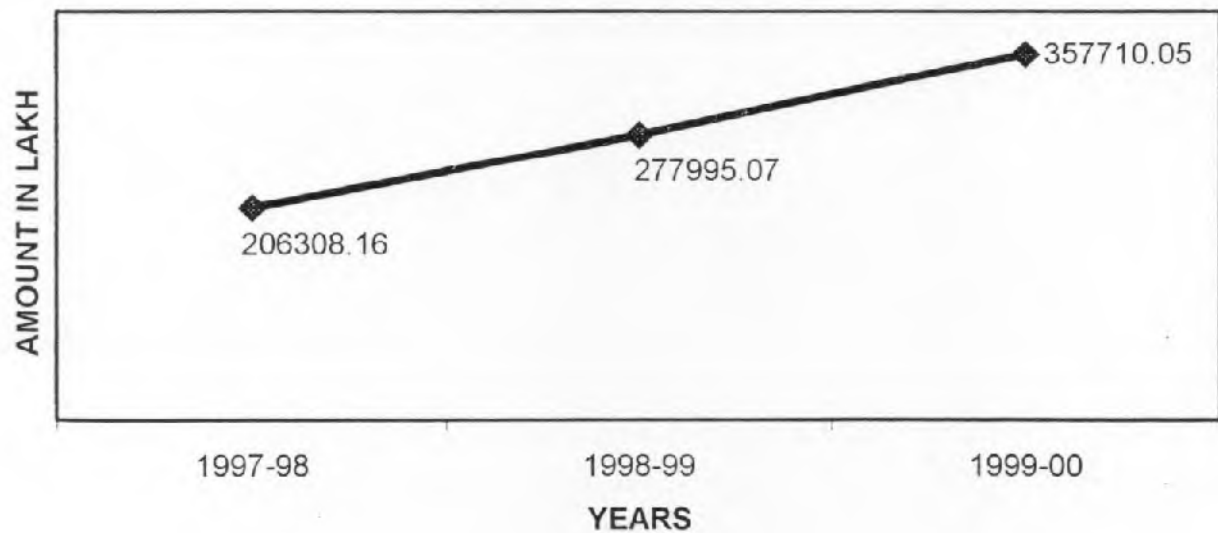
SETTLEMENT OF PROVIDENT FUND CLAIMS				
		1997-98	1998-99	1999-2000
1.	Brought forward pendency at the beginning of the year	57765	64871*	53260
2.	Claims received during the year	1552101	1745168	1951991
3.	TOTAL WORKLOAD [1+2]	1609866	1810039	2005251
4.	Claims returned for rectification of defects and re-submission	271245	301106	297390
5.	Claims rejected being ineligible	15214	17924	21030
6.	Claims settled	1265898	1437749	1629786
7.	Percentage of Claims settled to workload	78.63	79.43	81.28
8.	Amount authorised for payment [Rs. lakhs]	206308.16	277995.07	357710.05
9.	Claims pending at the close of the year	57499	53260	57045
10.	Percentage of closing balance to workload	3.57	2.94	2.84

* Revised

PROVIDENT FUND CLAIMS SETTLED



PROVIDENT FUND CLAIMS - AMOUNT DISBURSED



At the close of the year 57045 claims were pending representing 2.84% of workload. Of these 53440 claims were pending for a period of less than two months, 3605 claims were pending for a period between two to six months, no claims were pending between six months to one year for want of clarification from the employer/ employee. 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.

TABLE: 19				
PROVIDENT FUND CLAIMS - CATEGORY-WISE SETTLEMENTS				
	Category	Claims Settled (Nos)	% to total Claims Settled	Amount Paid (Rs. lakhs)
1	Death cases	44183	2.71	14259.74
2	Resignation	1471047	90.26	301323.57
3	Retrenchment	34559	2.12	10182.61
4	Superannuation	62764	3.85	29212.10
5	Permanent invalidation	2377	0.15	1159.40
6	Others	14856	0.91	1572.63
	TOTAL	1629786	100.00	357710.05

STEPS TAKEN FOR PROMPT DISPOSAL OF CLAIMS

The area of settlement of claims has been identified as a key result area and has been included for regular monitoring under the Annual Business 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 affected in respect of 175721 members as against 143275 members during the previous year.

TABLE: 20				
TRANSFER OF ACCOUNTS OF PROVIDENT FUND				
Category	Transfer of accounts effected		Applications Pending	
	1998-99	1999-2000	1998-99	1999-2000
Cases involving actual transfer of provident fund accumulations	27328	32985	1614	1597
Cases <i>not</i> involving actual transfer of provident fund accumulations	115947	142736	8151	11682
TOTAL	143275	175721	9765	13279

TABLE: 21				
DISPOSAL OF TRANSFER OF ACCOUNTS OF PROVIDENT FUND				
		1997-98	1998-99	1999-2000
1	Brought forward pendency at the beginning of the year	8558	10535*	9765
2	Claims received during the year	187967	205742	244440
3	TOTAL WORKLOAD [1+2]	196525	216277	254205
4	Claims returned for rectification and re-submission	41866	56507	58204
5	Claims rejected being ineligible	4419	6730	7001
6	Claims settled	139177	143275	175721
7	Percentage of Claims settled to workload	70.81	66.24	69.13
8	Claims pending at the close of the year	11088	9765	13279
9	Percentage of closing balance to workload	5.64	4.52	5.22

* Revised

13279 Transfer applications were pending in the Regional Offices as on 31.03.2000 as against 9765 applications pending at the end of the previous year.

At the end of the year 13279 applications were pending for disposal. Of these, 10036 applications are pending for less than two months, 3243 cases pending between two to six months and no case was pending between six months to one year for want of clarification from the employer/employee. Region-wise position is given at **Appendix S-7**.

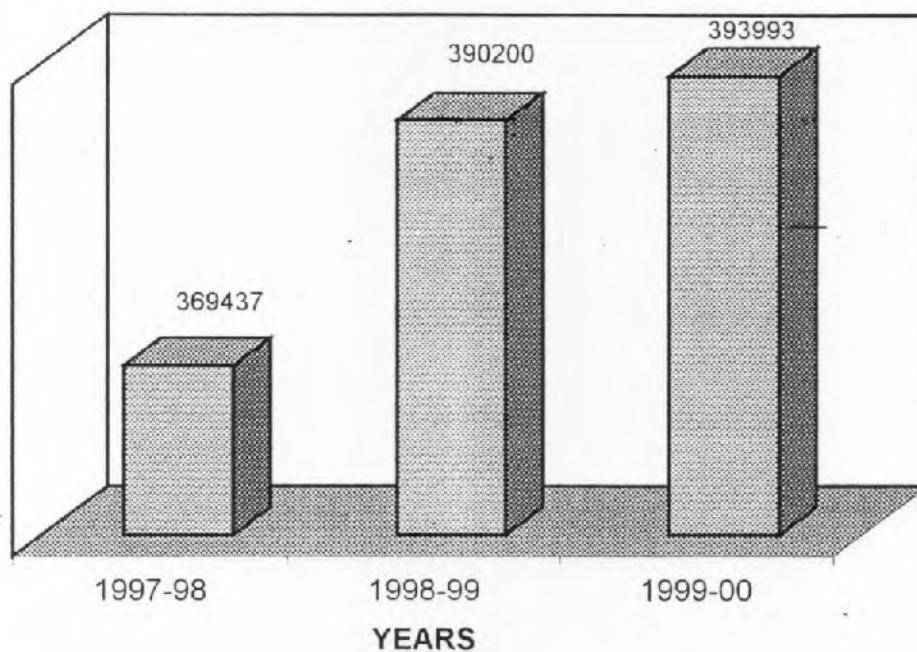
PARTIAL WITHDRAWALS BY MEMBERS

In this area, there has been increase in the workload from 4.94 lakh applications during 1998-99 to 5.07 lakhs during the year 1999-2000. The amount disbursed was Rs.781.95 crores during the year as against Rs. 788.49 crores during the previous year. During the year 3.94 lakh applicants were allowed partial withdrawal as against 3.90 lakh members during the previous year. Data on partial withdrawal cases disposed and amount disbursed region-wise are given at **Appendix S-8**.

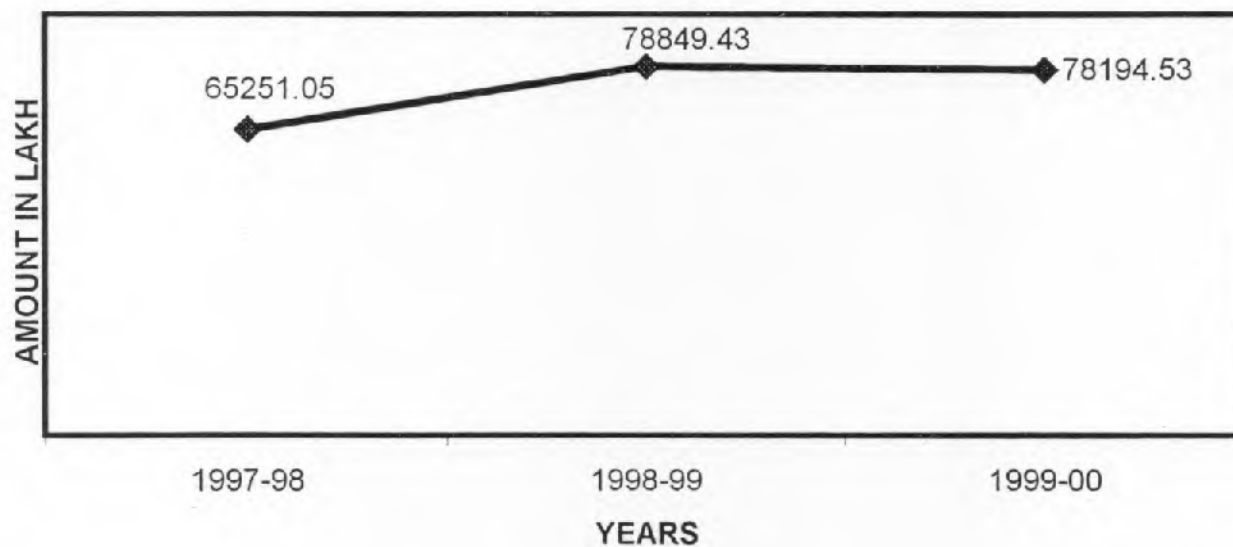
TABLE: 22				
PARTIAL WITHDRAWAL CASES AND AMOUNT DISBURSED TO MEMBERS				
		1997-98	1998-99	1999-2000
1.	Brought forward pendency at the beginning of the year	7988	12576*	7691
2.	Claims received during the year	465340	481416	499249
3.	TOTAL WORKLOAD [1+2]	473328	493992	506940
4.	Claims returned for rectification and re-submission	82431	87401	89827
5.	Claims rejected being ineligible	8592	8700	13745
6.	Claims settled	369437	390200	393993
7.	Percentage of Claims settled to workload	78.05	78.99	77.72
8.	Amount authorised for payment [Rs. in lakhs]	65251.05	78849.43	78194.53
9.	Claims pending at the close of the year	12868	7691	9375
10.	Percentage of closing balance to workload	2.71	1.56	1.85

* Revised

PARTIAL WITHDRAWAL CLAIMS SETTLED



PARTIAL WITHDRAWAL CLAIMS - AMOUNT DISBURSED



At the end of the year 9375 advance applications were pending with various regions representing a workload of 1.85%. Out of this pendency 9046 applications were pending for period less than two months, 329 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.

TABLE: 23

PARTIAL WITHDRAWAL CASES – CATEGORY-WISE SETTLEMENT OF CASES				
CATEGORY	CASES SETTLED		AMOUNT DISBURSED (Rs. in lakhs)	
	1998-99	1999-2000	1998-99	1999-2000
Financing of Life Insurance policies	13154	14257	462.23	1122.62
House building	72972	62750	38633.10	33445.64
Temporary closure of establishment	58153	56749	7932.39	8040.99
Illness of members/family members	62481	68729	8698.15	10064.65
Member's own marriage or for the marriage of authorised family members or post matriculation education of Children	156878	171537	20006.46	22517.65
Others	26562	19971	3117.10	3002.98
TOTAL	390200	393993	78849.43	78194.53

Total 506940 i.e. 77.72% cases settled during the year

WITHDRAWAL FOR HOUSE BUILDING

During the course of the year 62750 members availed withdrawal for the purpose of house building and were paid a sum of Rs. 334.46 crores. As compared to this, in the previous year 72972 members availed themselves of Rs. 386.33 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

HOUSE BUILDING ADVANCE GRANTED TO MEMBERS		
Year	No. of Members granted advance	Amount disbursed (Rs. in crores)
1995-96	89112	331.47
1996-97	84092	285.61
1997-98	79749	312.36
1998-99	72972	386.33
1999-2000	62750	334.46

ISSUE OF ANNUAL STATEMENT OF ACCOUNTS

During the year under review, 307.09 lakh annual statement of accounts were issued as against 290.63 lakh statement during the previous year.

TABLE: 25			
ANNUAL STATEMENT OF ACCOUNTS TO MEMBERS			
(In lakhs)			
Year	Workload	Statements Issued	Statements Pending
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
1999-2000	371.23	307.09	64.14

At the end of the year 64.14 lakh annual statement of accounts were pending for issued as against 104.28 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 substantially 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 32.25 lakh accounts slips or 50.38% of the pendency. Out of the total pendency of 64.14 lakh, 21.19 lakh slips are pending for want of upto date returns from employers and 42.95 lakhs are pending at the 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 consume 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 Annual Business 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

During the year under the report following amendments in the Employees' Provident Fund & Miscellaneous Prov. Act, 1952 and the Schemes framed thereunder have been made:

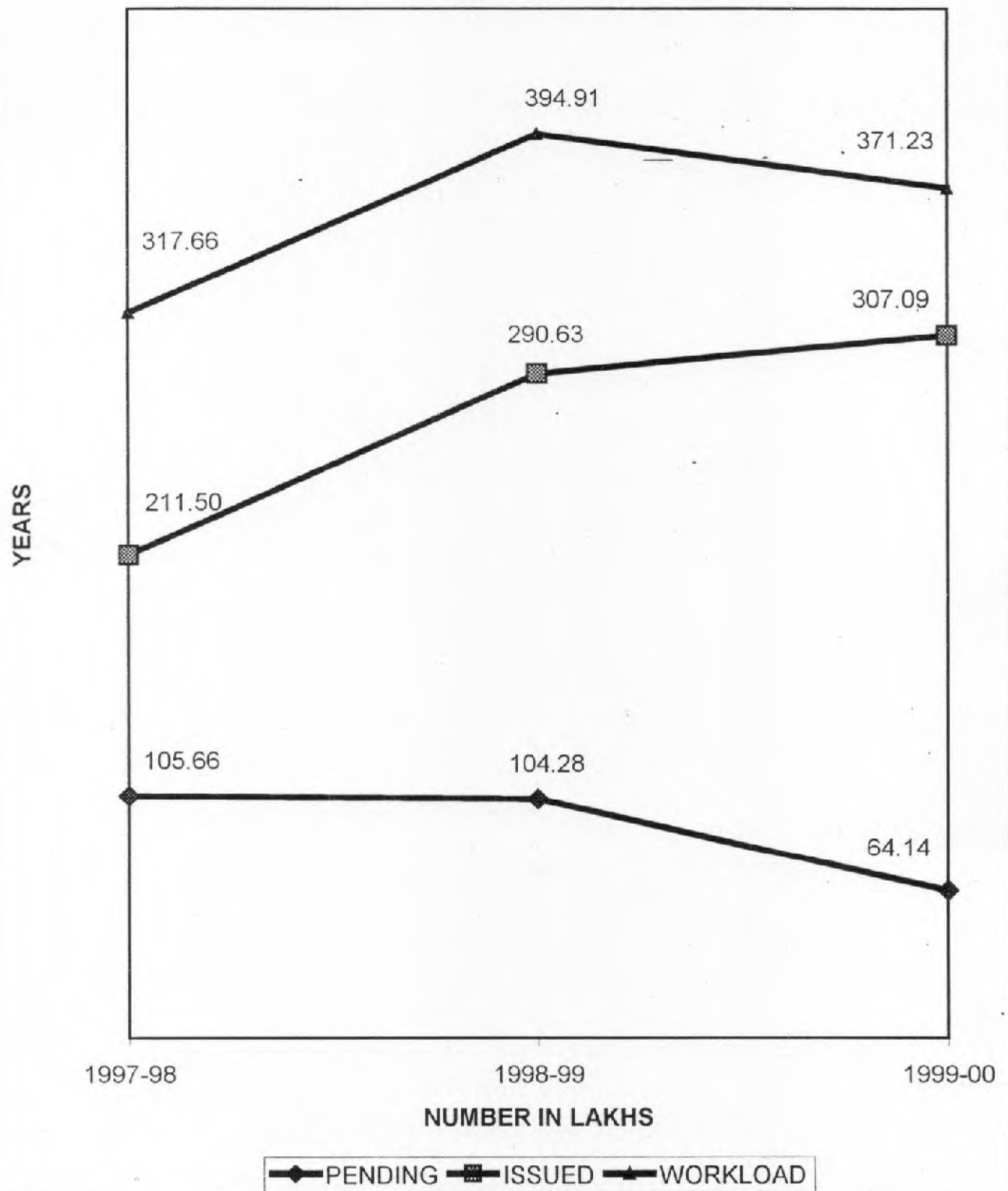
1. Notification NO. S-35016 (1)/98-SS II dated 25th February 2000 published in the Gazette of India 4th March 2000 vide GSR 79.

(A) Short title and commencement

This scheme may be called the Employees' Provident Fund (Amendment) Scheme 2000.

It shall come into force w.e.f. 4th March 2000 vide GSR No. 79.

ANNUAL STATEMENT OF ACCOUNTS TO MEMBERS



(B) In the Employees' Provident Fund Scheme 1952

- i) In paragraph (i) sub paragraph (3) clause (b) item (iii) for the words "banks doing business in one state or union territory and having no departments and branches out side that state or union territory the words "banks other than the Nationalised Banks established under any Central or state Act shall be substituted."
- ii) In paragraph 22A of the Employees' Provident Fund scheme for the figures 4500-5700 the figure "14300-18300 shall be substituted."
- iii) In paragraph 68 B:
 - (a) In sub-paragraph (3) for clause (iii) the following clause shall be substituted; namely:
"(iii) a declaration from the member that dwelling site or the dwelling house/flat or the house under construction is free from incumbrance and the same is under title of the member and/or the spouse."
 - (b) Sub-paragraph (8) shall be omitted.
- iv) In paragraph 68BB sub-paragraph (i) for the words "obtained from the state Government Co-operative Society, Housing Board" the words "obtained in the name of the member or spouse of the member or jointly by the member and spouse from a State Government, registered Co-operative Society, state housing board, Nationalised banks public financial Institutions" shall be substituted.
- v) In paragraph -72 sub-paragraph (5) below clause (e) for the proviso the following shall be substituted.

Provided that Provident Fund amount payable by postal Money Order shall be to the extent of maximum of Rs. 2,000/- and payment of benefit above Rs. 2,000/- under the scheme shall be remitted through cheque only. Where the amount payable by postal money order exceeds Rs. 500/- it shall be remitted at the cost of the payee."

2. Notification No. S-35025/2/98.SS.II dated 7th February, 2000 published in Gazette of India vide S.O. 198 dated 19th February, 2000

- (A) Short title & Commencement:
 - (i) These rules may be called the EPF Appellate Tribunal (procedure) Rules, 1997.
 - (ii) They shall come into force w.e.f. 19th February, 2000 vide S.O. No. 198 published in the Gazette of India of 19th February, 2000.
- (B) In the EPF Appellate Tribunal (Procedure) Rules, 1997
 - (a) In rule 2, after clause (d) the following clause shall be inserted namely:
"(dd)"Fund" means Provident Fund, Pension Fund and Insurance Fund established under the Act;"
 - (b) In rule 7
 - (i) For sub-rule (i), the following shall be substituted, namely:
"(i) Every appeal filed with the Registrar shall be accompanied by a fee of Rupees five hundred to be remitted in the form of crossed Demand Draft on a Nationalised Bank in favour of the Registrar of the Tribunal and payable at the main branch of that Bank at the station where the seat of the said Tribunal situate."

- (ii) In the second proviso, for the words "deposited with the tribunal", the words "deposited with the Tribunal a Demand Draft payable in the Fund and bearing" shall be substituted;
 - (c) In rule 29, the following further provisions shall be added:
"and the fee or any other money received by the Tribunal shall form a part of the administrative fund of the Central Board."
3. Notification No. S-65012/2/96-SS.II dated 12.1.2000 published in the Gazette of India of 29th January, vide GSR No. 41.
- (A) Short title & commencement:
 - (i) This Scheme may be called the Employees' Pension (Amendment) Scheme 2000.
 - (ii) It shall come into force w.e.f. the date of the publication in the Official Gazette (i.e. 29.1.2000)
 - (B) In the Employees' pension Scheme, 1995 in paragraph 16:
 - (a) In sub-paragraph 2, in clause (a)
 - (i) In sub-clause (ii) and (iii) for the words and figures "Rs. 250/- per month" the words and figures "Rs. 450/- per month" shall be substituted.
 - (ii) After sub-clause (iii) the following sub-clause shall be inserted namely:
"(iv) In all the cases, where the amount of family pension sanctioned under the ceased Family Pension Scheme, 1971 and is paid/payable under this scheme is less than Rs. 450/- per month, the amount of family pension in such cases shall be enhanced to Rs. 450/- per month.
 - (b) In sub-paragraph (3), in clause (b), for the words and figure "Rs. 115/- per month" the words and figure "Rs. 150/-" shall be substituted;
 - (c) In sub-paragraph (4), in clause (a), for the words and figure "Rs. 170/- per month", the words and figure "Rs. 250/- per month" shall be substituted.

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:

- i) All Bidi manufacturers must pay current contributions from 1.10.85 onwards in respect of both home workers and factory workers.
- ii) 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.

- iv) Arrears towards employer share of contribution shall be payable in 48 monthly installments. In deserving cases the periods of installments would be extended by another six months.

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 failing which prosecution may be launched against the employers.

DIFFICULTIES IN COVERING UNDER ACT

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 Bidi's. Those establishments employ very small number of home workers and the turn over of work is also low. Those establishments employing less than 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 form 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 constraints 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 cardholders 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 31.03.2000

REGION	No. OF ESTABLISHMENTS			NUMBER OF SUBSCRIBERS		
	Exempted	Un-exempted	Total	Exempted	Un-exempted	Total
Andhra Pradesh	--	411	411	--	479251	479251
Bihar	--	258	258	--	35234	35234
Delhi	--	--	--	--	--	--
Gujarat	--	52	52	--	881	881
Haryana	--	--	--	--	--	--
H.Pradesh	--	--	--	--	--	--
Karnataka	--	259	259	--	288174	288174
Kerala	--	91	91	--	68606	68606
Madhya Pradesh	--	356	356	--	154803	154803
Maharashtra	3	205	208	1468	126178	127646
North Eastern	--	12	12	--	763	763
Orissa	--	142	142	--	36301	36301
Punjab	--	--	--	--	--	--
Rajasthan	--	43	43	--	11520	11520
Tamilnadu	--	2360	2360	--	407208	407208
Uttar Pradesh	--	145	145	--	8015	8015
West Bengal	--	288	288	--	288385	288385
Total	3	4622	4625	--	1905319	1906787

WRIT PETITIONS

As on 01.04.1999 there were 4949 cases pending before various High Courts. During the year 1171 fresh cases were filed making a total of 6120 cases. Of these 1063 cases were decided in favour of the organization and 36 cases against the organization. 5021 cases were pending before the High Courts at the end of the year.

There were 40 cases pending in the Supreme Court of India as on 01.04.1999. During the year 7 more cases were filed making a total of 47 cases. The Supreme Court during the year has decided 8 cases and 39 cases were pending at the end of the year.

IMPORTANT LEGAL CASE DECISIONS

The briefs of important decisions in respect of the interpretation implementation of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 are as under: -

The provisions of Consumer Protection Act, 1986 can be invoked against the Provident Fund Commissioner by a member of the Employees' Provident Fund Scheme:

The Employees' Provident Fund Scheme clearly and unambiguously indicate that it is a service within the meaning of Section 2(1) (Q) and the member a consumer within the meaning of Section 2(1) (d) of the consumer Protection Act, 1986. Any delayed payment of P.F. to a member amounts to deficiency of service under the Act.

(C.A. 411 of 1997 in RPFC Vs. Shiv Kumar Joshi – Order of Supreme Court dated 14.12.1999 Reported in Lab I.C. 2000, p-232 Supreme Court).

Section 7-A, 7-D:

Determination of Moneys due from Employers-Constitutionality of provisions of Section 7-A Challenged on grounds that there was no appeal provided under Act for challenging order under Section 7-A- During pendency of proceedings, legislature itself amended provisions of Act-Section 7-D inserted in Act providing for remedy of an appeal before Appellate Tribunal-Challenge to vires of Section 7-A rendered academic-Observations of High Court in merits of impugned Section 7-A order does not survive any further-Parties relegated to remedy of statutory appeal for decision on question of merits.

(Reported in Lab I.C., p-2626 Supreme Court - Titled Sumedico Corp. Vs. RPFC)

Section 8F, 11 (2):

Provident fund contribution-Recovery of Employer had hypothecated goods, machinery etc. with Bank in lieu of cash credit facility said property destroyed in fire accident-Employer approaching Consumer Redressal Commission in regard to his claim against insurance company-Commission therein directing amount to be deposited to Bank on behalf of employer-Meanwhile prohibitory order passed by Provident Fund commissioner against Bank bringing to its notice amount of contribution due on employer-Prohibitory order was thus in force when Bank received amount from Insurance Company-P.F. Commissioner thus would have charge over amount received by Bank over and above employer's debt-Bank thus directed to remit the amount to Regional Provident Commissioner to extent of employer's liability.

(Reported in Lab I.C. 1999, p-2224 (Knt.) – Titled Vijya Bank Vs. RPFC)

Applicability Section 16(1) (b) (as amended on August 1, 1988):

Constitution of India, Art, 254 (2)-Madhya Pradesh Ashaskiya Shikshan Sanstha (Adhyapakon Tatha Anya Karmachariyon Ke Vetano Ka Sandaya) Adhiniyam (20) of 1978—Educational institutions in State

of Madhya Pradesh – Central Act of 1952 extended to same for first time on 6th March 1982 – State Act which applied till then only regulates payment of salaries to teachers and did not provide for any scheme for setting up a provided fund – No question of repugnancy between State Act and Parliamentary legislation – Central act of 1952 prevails over State Act.

(Lab I.C., p-168 a Supreme Court – Titled M.P. Shikshak Congress Vs. RPFC).

Infancy Period Section 16(1) (d):

The infancy period – Reduction – Applicability – Amended provisions of Section 16(1)(d) curtailing infancy period from 5 to 3 years - Infancy-period benefit for a period of five years which has already accrued to existing establishments – Is not taken away by amended provisions of Section 16(1) (d).

(Lab I.C. 1999, p-2197 (Bom) – Titled Magic Wash Ind (P) Ltd., Vs. RPFC)

Preamble of the Act Section 2(F):

Act is beneficial social welfare legislation. It has been decided by the Madras High Court as reported in Lab I.C. 1991 that Establishment need not be a profit earning one for applicability of Act—Object of Act is to provide social security cover to workers.

Employees'—Artisans engaged by 'Sarvodaya Sanghas' which are units under Khadi and Village Industries Commission – Are 'employees' as defined under S2 (f)—They are governed by provisions of Act.

(Lab I.C. 1991 (Mad) – Titled Padiyar Sarvodya Vs. UOI)

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 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 2805 establishments, which were in the exempted category on 31.3.2000, as against 3123 establishments in this category at the end of the previous year. During the year, there was net decrease of 318 establishments in the Exempted Sector. There were 43.40 lakh members as at the end of March 2000 as against 41.09 lakh members at the end of the previous year in exempted sector.

REGIONAL CONCENTRATION

Establishments and members are concentrated mainly in three Regions namely West Bengal, Maharashtra and Bihar to the extent of 55.26% of the total exempted establishments and 46.90% in terms of total membership as would be evident from Table: 1.

Table: 1					
REGIONAL CONCENTRATION OF MEMBERS IN EXEMPTED SECTOR					
Region		Members		Establishments	
		Numbers	% of Total	Numbers	% of Total
1	West Bengal	843384	19.43	654	23.32
2	Maharashtra	783366	18.05	681	24.28
3	Bihar	408855	9.42	215	7.66
	Sub-Total	2035605	46.90	1550	55.26
	Rest of the Regions	2304217	53.10	1255	44.74
Total Strength of 17 Regions		4339822	100.00	2805	100.00

CONTRIBUTION TRANSFERRED TO BOARD OF TRUSTEES

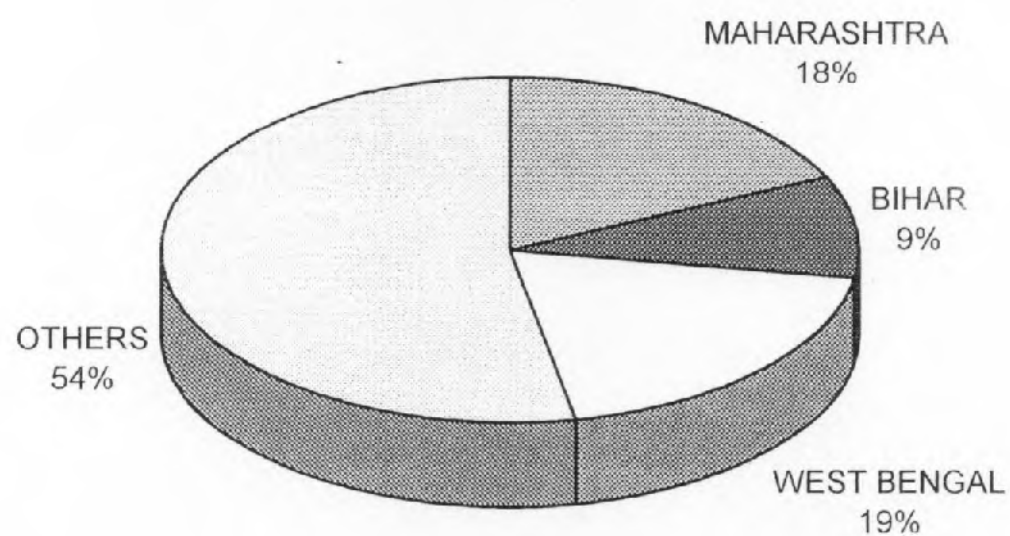
An amount of Rs. 3904.14 crores were transferred to their respective Boards of Trustees by the employers as contributions during the year as against Rs.2841.36 crores during the previous year.

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. 3871.90 crores as against Rs.3017.63 crores during the previous year. Out of the total gross investment of Rs.3871.90 investment by way of redemption proceeds was Rs. 1020.64 crores. Thus the net investment during 1999-2000 was Rs.2851.26 crores. The break-up of investment in various categories made by exempted provident fund trusts during 1999-2000 are given in Table:2.

Table: 2		INVESTMENTS MADE BY EXEMPTED ESTABLISHMENT DURING 1999-2000	
Category of Investment		Amount Invested [Rs. in Crores]	
Central Government Securities		874.05	
Government Securities created and issued by any State Government and guaranteed securities		899.03	
Special Deposit Scheme		946.76	
Bonds/Securities of Public Financial Institutions and Certificate of deposits issued by a Public Sector Bank		1152.06	
Total Gross Investment		3871.90	
Less Redemption		1020.64	
TOTAL NET INVESTMENT		2851.26	

REGIONAL CONCENTRATION OF MEMBERS EXEMPTED SECTOR



CONTRIBUTION 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. There are 512 cases relating to exempted establishments, which failed to transfer the contribution to the Board of Trustees as on 31.03.2000.

Table: 3

AMOUNT NOT TRANSFERRED TO BOARD OF TRUSTEES EXEMPTED SECTOR DURING 1999-2000							
(Rs. in lakhs)							
Region	Opening Balance as on 1.4.99	Added during the year	Total Workload	Collection during the year	Closing Balance as on 31.3.2000	Amount Collected during the year 1998-99	(+) Increase (-) Decrease over previous year
A. Pradesh	734.96	5942.67	6677.63	4458.17	2219.46	477.62	(+) 3980.55
Bihar	44.59	796.96	841.55	212.19	629.36	359.30	(-) 147.11
Delhi	2.43	1649.54	1651.97	1610.92	41.05	0.00	(+) 1610.92
Gujarat	27.90	10102.75	10130.65	9202.10	928.55	13.36	(+) 9188.74
Haryana	1400.72	855.63	2256.35	0.00	2256.35	0.00	0.00
H.P.	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Karnataka	135.71	4485.65	4621.36	252.75	4368.61	897.16	(-) 644.41
Kerala	24.32	248.46	272.78	51.87	220.91	125.07	(-) 73.20
M. Pradesh	122.32	-16.58	105.74	85.07	20.67	20.05	(+) 65.02
Maharashtra	929.68	1095.53	2025.21	350.72	1674.49	55.49	(+) 295.23
N-E Region	0.00	18.46	18.46	10.85	7.61	0.00	(+) 10.85
Orissa	27.26	173.39	200.65	37.03	163.62	0.00	(+) 37.03
Punjab	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Rajasthan	861.09	2999.34	3860.43	1607.32	2253.11	52.80	(+) 1554.52
Tamil Nadu	314.11	713.22	1027.33	557.28	470.05	163.04	(+) 394.24
U. Pradesh	2657.87	3053.43	5711.30	542.35	5168.95	255.04	(+) 287.31
West Bengal	16204.06	23335.37	39539.43	13048.99	26490.44	2504.75	(+) 10544.24
TOTAL	23487.02	55453.82	78940.84	32027.61	46913.23	4923.68	(+) 27103.93

Out of an arrear of Rs. 78940.84 lakhs an amount of Rs. 32027.61 lakhs was recovered leaving a balance of Rs. 46913.23 lakhs. Major portion of arrears of exempted establishments is in West Bengal

Region amounting to Rs. 26490.44 lakhs or 56.47% of the total arrears. The region wise arrear position is given in Table: 3 above.

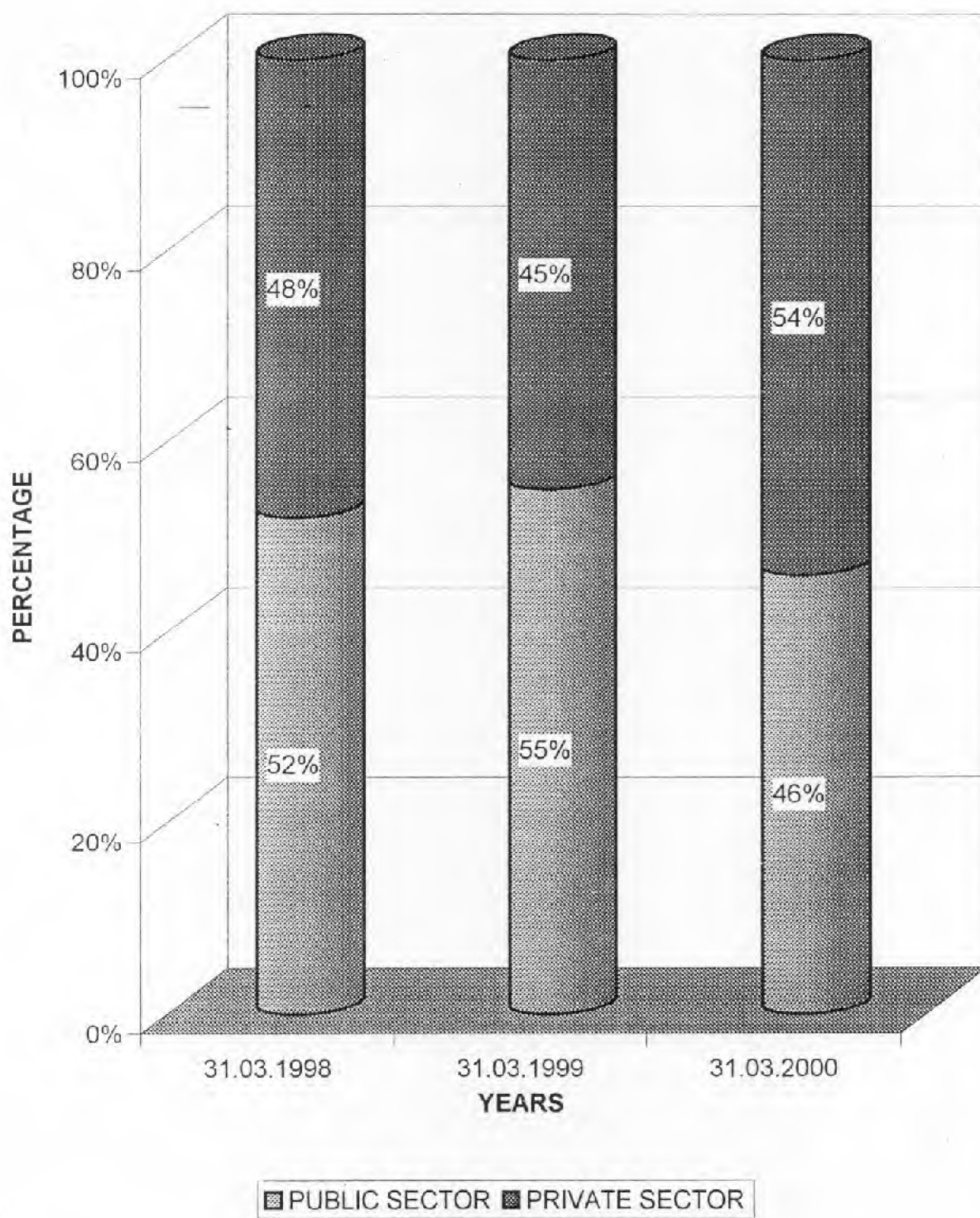
PUBLIC AND PRIVATE SECTOR BIFURCATION OF ARREARS

Out of the total 512 certificate cases of exempted establishments 343 cases belong to the Private Sector and 169 cases fall under Public Sector. In terms of amount, out of the total default of Rs. 46913.23 lakhs, Private Sector accounts for Rs. 25441.87 lakhs and public sector Rs. 21471.36 lakhs. In terms of percentage private sector accounts for 54.23% and public sector 45.77% 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 in Table-4.

Table: 4

PROVIDENT FUND ARREARS - EXEMPTED SECTOR PUBLIC & PRIVATE SECTOR BIFURCATION AS ON 31.03.2000						
Region	Public Sector		Private Sector		Closing Balance as on 31.3.2000	
	Number of Certificate Cases	Amount in Lakhs	Number of Certificate Cases	Amount in Lakhs	Number of Certificate Cases	Amount in lakhs
A. Pradesh	13	1076.06	10	1143.40	23	2219.46
Bihar	6	40.05	2	589.31	8	629.36
Delhi	1	1.86	2	39.19	3	41.05
Gujarat	0	0.00	1	928.55	1	928.55
Haryana	3	1393.15	1	863.20	4	2256.35
H.P.	0	0.00	0	0.00	0	0.00
Karnataka	13	4176.75	4	191.86	17	4368.61
Kerala	3	85.50	2	135.41	5	220.91
M. Pradesh	7	16.62	1	4.05	8	20.67
Maharashtra	6	724.03	3	950.46	9	1674.49
N-E Region	0	0.00	1	7.61	1	7.61
Orissa	2	21.97	1	141.65	3	163.62
Punjab	0	0.00	0	0.00	0	0.00
Rajasthan	1	860.53	2	1392.58	3	2253.11
Tamil Nadu	11	235.69	11	234.36	22	470.05
U. Pradesh	3	701.27	16	4467.68	19	5168.95
West Bengal	100	12137.88	286	14352.56	386	26490.44
TOTAL	169	21471.36	343	25441.87	512	46913.23

PUBLIC & PRIVATE SECTOR ARREARS EXEMPTED SECTOR



STATUS OF ARREARS

Out of the total default of Rs. 469.13 crores, an amount of Rs. 358.67 crores fall under un-realisable category leaving a balance of Rs 110.46 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 76.45% of the arrears demand. Break-up 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. in Crores)	110.46	358.67	469.13
Status of Un-realisable arrears	Number of cases	Amount involved (Rs. in Crores)	Percentage of Total
a) Stay by Courts	38	60.55	16.88
b) Registered under BIFR	37	172.92	48.21
c) Under Liquidation	4	8.13	2.27
d) Others	7	117.07	32.64
TOTAL	86	358.67	100.00

A list of exempted establishments, which are in default of Rupees ten lakh and above as on 31.3.2000 in the matter of transferring of provident fund contributions to their respective Board of Trustees, is given at Appendix A-4.

UN-INVESTED FUNDS

The Board of Trustees are required to make investment of investible 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 1409 exempted trusts, which had an amount of Rs.29837.53 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 31.3.2000 are given in Table-6.

**UNREALISABLE P. F. ARREARS - EXEMPTED SECTOR
(PERCENTAGE OF TOTAL)**

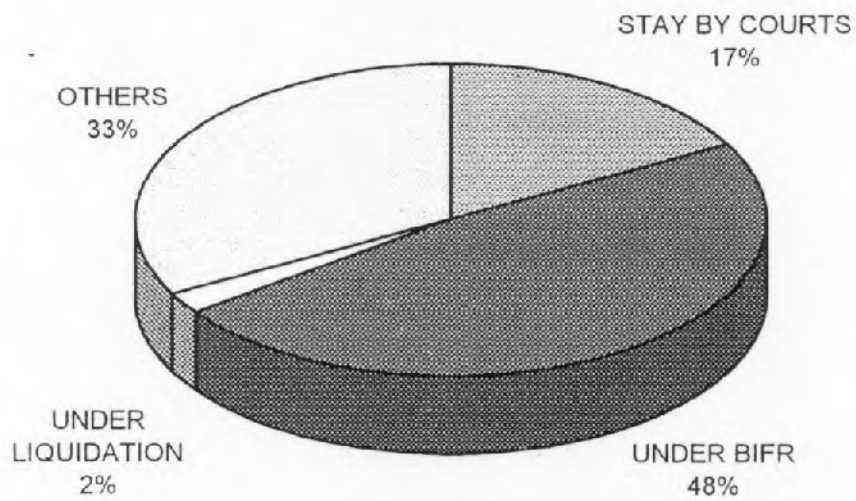


Table: 6		
AMOUNT LYING UN-INVESTED BEFORE THE BOARD OF TRUSTEES OF EXEMPTED ESTABLISHMENTS		
AS ON 31.03.2000		
Regions	Establishments	Un-Invested Amount (Rs. in Lakhs)
A. Pradesh	17	385.73
Bihar	100	1844.73
Delhi	175	2353.28
Gujarat	22	220.77
Haryana	6	51.27
H.P.	11	539.50
Karnataka	81	1814.23
Kerala	56	283.30
M. Pradesh	27	1576.60
Maharashtra	474	1118.46
N-E Region	10	782.00
Orissa	48	647.99
Punjab	25	126.80
Rajasthan	29	563.14
Tamil Nadu	139	713.49
U. Pradesh	40	992.58
West Bengal	149	15823.66
TOTAL	1409	29837.53

PENAL ACTION TAKEN AGAINST DEFAULTERS

During the year 1999-2000 in order to liquidate arrears, 269 prosecutions under Section-14 of the Act were filed. Besides this, 40 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 2805 establishments was available, out of which 673 had not declared interest for the year. The broad pattern of the remaining 2132 establishments which have declared interest are given in Table: 7.

Table: 7		
RATE OF INTEREST ALLOWED TO MEMBERS - EXEMPTED ESTABLISHMENTS		
	Establishments	Members
Higher than the Statutory Rate	112	185500
Equal to the Statutory rate of 11%	1976	3335290
Less than the Statutory rate	44	192971
TOTAL	2132	3713761

SERVICE TO THE MEMBERS

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 ADVANCES/PARTIAL WITHDRAWALS SANCTIONED EXEMPTED ESTABLISHMENTS		
Category	Cases	Amount in Lakhs
Financing LIC Policy	21707	757.27
Housing Advances	116277	66747.08
During temporary closure	9082	1877.43
Illness of Members/Family members	242529	34767.52
Member's own marriage	141783	45965.04
Others	153063	36273.55
TOTAL	684441	186387.89

SETTLEMENT OF PROVIDENT FUND 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	Amount in Lakhs
Death Cases	9497	13788.94
Resignation/Termination	124060	49454.75
Retrenchment	13071	7998.22
Superannuation	47633	109628.42
Permanent Invalidation	3289	6940.53
Dismissal	1196	1773.32
Migration	12466	1853.49
Others	29656	41951.79
TOTAL	240868	233389.46

CHAPTER VI

EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME, 1976

Employees' Deposit Linked Insurance Scheme, 1976 came into force from 1st 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.

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/-

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. 129.46 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.

TABLE: 1		
EDLI INVESTMENT		(Rs. in crores)
Net Investment in securities as on 31.03.1999	155.75	
ADD: Net Investment during 1999-2000	104.71	
Net Investment in securities as on 31.03.2000		260.46
Deposit in Public Account as on 31.03.1999	2032.65	
ADD: Interest received during 1999-2000	172.77	
Balance in Public Account as on 31.03.2000		2205.42
Total Investment (Security+Public A/c) as on 31.03.2000		2465.88

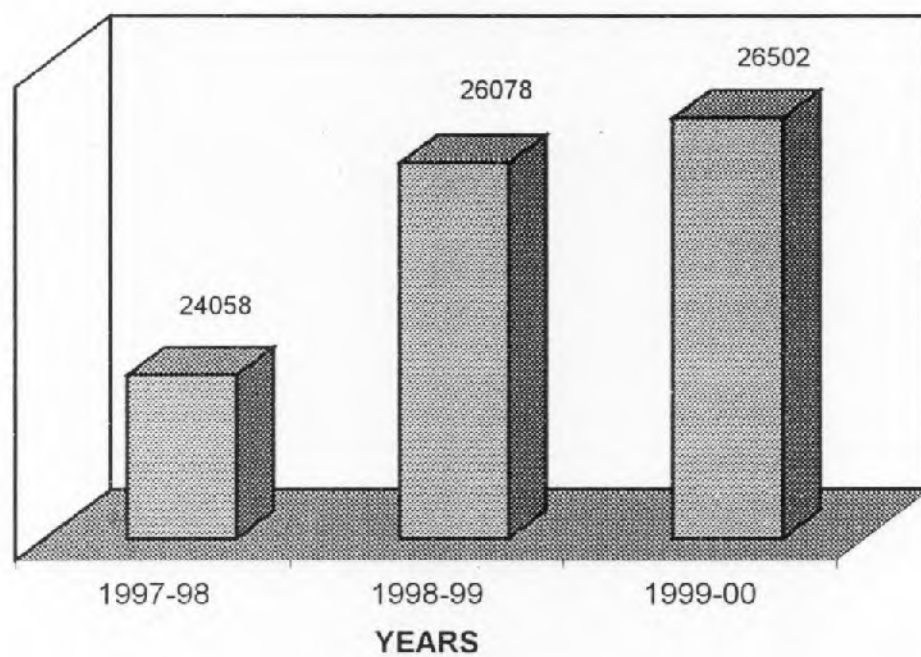
The employers of all covered establishments are required to pay administrative charges to the Insurance Fund for meeting the expenses. The rate of administrative charges is 0.01 per cent of basic wage, dearness allowance including cash value of food concession and retaining allowance, if any, with effect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

SETTLEMENT OF CLAIMS

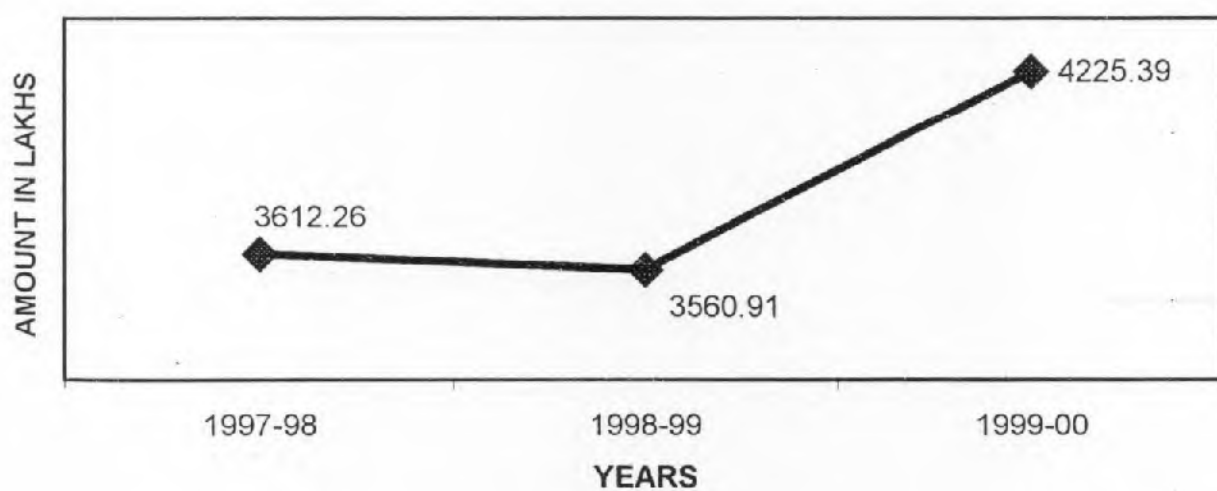
TABLE: 2				
EDLI CLAIMS				
		1997-98	1998-99	1999-2000
1	Brought forward pendency at the beginning of the year	2403	2509	1253
2	Claims received during the year	41339	44296	46806
3	Total Workload [1+2]	43742	46805	48059
4	Claims returned for rectification of defects and re-submission	15812	17929	18228
5	Claims rejected being ineligible	1363	1545	1968
6	Claims settled	24058	26078	26502
7	Percentage of Claims settled to workload	55	55.71	55.14
8	Amount authorised for payment [Rs. in lakhs]	3612.26	3560.91	4225.39
9	Claims pending at the close of the year	2509	1253	1361
10	Percentage of closing balance to workload	5.73	2.67	2.83

1361 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**.

EDLI CLAIMS SETTLED



EDLI CLAIMS - AMOUNT DISBURSED



ARREARS

Arrears on account of Employees Deposit Linked Insurance contributions from employers amount to Rs 16.44 crores and Rs. 2.49 crores on account of Administration and Inspection charges were outstanding at the end of the year.

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 23634 cases for disposal, 1306 cases were decided during the year. Of the cases decided, in 729 cases conviction were ordered, 33 cases were either acquitted or admonished, 384 cases were withdrawn and 160 cases were discharged. The region-wise data of prosecution cases launched under the Act is given at **Appendix S - 17**.

Out of a workload of 22185 RRC under section 8 of Employees' Provident Fund and Miscellaneous Provisions Act, 1952 involving an amount of Rs. 1908.28 lakhs, an amount of Rs 464.66 lakhs were realized through execution of 6533 cases. At the end of the year 15652 cases were pending involving a sum of Rs 1443.62 crores.

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, 8694 establishments have been granted exemption from the Scheme upto 31st March 2000.

CHAPTER VII

EMPLOYEES' PENSION SCHEME 1995

INTRODUCTION & ADMINISTRATION

Employees' Pension Scheme 1995 came into effect from 16.11.95. Upon introduction of the new pension Scheme, 1995, the erstwhile Family Pension Scheme, 1971 ceases to operate and all the assets and liabilities of the erstwhile Family Pension Fund shall stand transferred and merged with the Pension Fund. The Employees' Pension Scheme 1995 has been conceived as a **"Benefit defined Social Insurance Scheme"** formulated following **"actuarial principles"** for ensuring long term financial viability. The Scheme aims at providing for economic sustenance during old age and survivorship coverage to the member and his family. 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 and that the contribution will be diverted from "Employer's share" only. The Central Government continues contributing at the rate of 1.16% as before. The benefits and entitlements to the members under the old scheme shall remain protected and continued under the new Pension Scheme, 1995.

The Pension Scheme has been notified on 16.11.95 and made effective from that date, with a 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 the period between 1.4.93 - 15.11.95.

The Scheme on its introduction applies on compulsory basis to all the existing members 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 shall 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 option to join the new Pension Scheme. So also the beneficiaries under the erstwhile Employees' Family Pension Scheme, 1971 relating to death/exit cases occurring between 1.4.93 and 15.11.95 shall have option to derive the benefit under the new Scheme.

BENEFITS

Employees' Pension Scheme, 95 provides the following benefit package:

- (i) To Member: -
 - (a) Pension for life on superannuating/retirement and invalidation;

- (b) Facility for capital return (corpus accretion) on option formulae basis; and
- (c) Commutation of pension up to 1/3rd of pension amount.
- (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 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 death of the 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 exists;

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 up to the age of 25 years and so on to youngers, if any. There was no provision for capital return or commutation.

ELIGIBILITY

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

- (a) Minimum 10 years eligible service; and
- (b) 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 month contribution will suffice in such cases.

The quantum of pension payable to a member on superannuation and/or exit from service on attaining the age of 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.

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 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, Banking arrangements with State Bank of India has been finalised in all Regions excepting West Bengal. Arrangements have been enlarged further by bringing in 2nd Nationalised Bank to participate in the programme in 2 more regions and 3rd Nationalised Bank in three more regions during the year to take care of increased requirement.

The Region-wise position of present Banking Arrangement is as under:

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

With a view to expand the disbursement network, efforts have been made to associate the post offices also across the country. The Postal Department has agreed in principle to take up the work of disbursement of pension through Post Offices through out the country. Operational details are being worked out in consultation with the Postal Department.

ADMINISTRATIVE SETUP AT FIELD OFFICES

On introduction of the Employees' Pension Scheme, '95 working setup and work norms have been redesigned appropriately to cope up with the challenging task of implementation of the Pension Scheme and to provide a system 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 extending computer support in the work of Pension Monitoring, Pension Calculation, PPO generation, Pension Disbursement and Reconciliation, Pension Fund accounts maintenance and record up-keeping. The public grievance system has been further strengthened for the convenience of the members at all the offices.

MEMBERS ENROLLED

During the year 3025756 new members were enrolled at the gross level . After accounting for the ceased members, the net addition during the year was 1440963 members. The details of enrollment of members are given in Table – 1.

TABLE: 1	
ENROLMENT OF MEMBERS	
As on 31.03.1999	20481231
ADD: Enrolled during the Year	3025756
LESS: Ceased	1584793
As on 31.03.2000	21922194
Net addition over previous Year	1440963

As on 31.03.2000, the members of Employees Pension Scheme were 21922194. The region-wise position of members is given in Table- 2.

TABLE: 2			
REGION-WISE MEMBERS ENROLLED UNDER EMPLOYEES' PENSION SCHEME 1995			
S. No	Region	Members	% of Total
1.	Andhra Pradesh	1576344	7.19
2.	Bihar	604896	2.76
3.	Delhi	1347279	6.15
4.	Gujarat	1743452	7.95
5.	Haryana	796781	3.63
6.	Himachal Pradesh	92856	0.42
7.	Karnataka	1517072	6.92
8.	Kerala	726450	3.31
9.	Madhya Pradesh	874201	3.99
10.	Maharashtra	3699905	16.89
11.	North East Region	207104	0.94
12.	Orissa	484662	2.21
13.	Punjab	1462494	6.67
14.	Rajasthan	739632	3.37
15.	Tamil Nadu	3686877	16.83
16.	Uttar Pradesh	853229	3.89
17.	West Bengal	1508960	6.88
TOTAL		21922194	100.00

REGIONAL CONCENTRATION OF MEMBERS

Table 3 indicates the list of Regions in terms of concentration of members. Maharashtra region followed by Tamil Nadu region have the largest number of members. It would also be noted that around 70% of the total members are concentrated in 7 regions namely Maharashtra, Tamil Nadu, Gujarat, Andhra Pradesh, Karnataka, West Bengal and Punjab.

TABLE: 3

REGIONAL CONCENTRATION OF MEMBERS UNDER EMPLOYEES' PENSION SCHEME 1995			
S. No	Region	Members	% of Total
1.	Maharashtra	3699905	16.89
2.	Tamil Nadu	3686877	16.83
3.	Gujarat	1743452	7.95
4.	Andhra Pradesh	1576344	7.19
5.	Karnataka	1517072	6.92
6.	West Bengal	1508960	6.88
7.	Punjab	1462494	6.67
8.	Delhi	1347279	6.15
9.	Madhya Pradesh	874201	3.99
10.	Uttar Pradesh	853229	3.89
11.	Haryana	796781	3.63
12.	Rajasthan	739632	3.37
13.	Kerala	726450	3.31
14.	Bihar	604896	2.76
15.	Orissa	484662	2.21
16.	NE Region	207104	0.94
17.	Himachal Pradesh	92856	0.42
TOTAL		21922194	100.00

PENSION FUND

No additional contribution is payable either by the employer or the employee for the Pension Fund. The scheme is to be financed by diversion of 8.33% of the Provident Fund contribution from employers' share of contribution and Central Government will contribute 1.16% as Government Contribution. From

16.11.1995, the employers' share of Provident Fund contribution and Central Government contribution is being directed to the Pension Fund. All accumulations in the ceased Family Pension Fund constitute the corpus of Pension Fund. The corpus as on 16.11.1995 was over Rs. 8252 crores. As on 31.03.2000 the corpus (Securities + Public Account) has increased to Rs. 27410.13 crores.

CONTRIBUTION RECEIVED

During the year under the report Rs. 4166.78 crores were received as Pension Fund contributions. Out of this Rs. 3606.78 crores were collected from Employers' share and Rs.560 crores were contributed by Central Government. The contribution received year wise since inception of erstwhile Family Pension Scheme, 1971 is given in Annexure S-11.

INVESTMENT OF PENSION FUND

The Scheme provides for investment of the Pension Fund as per pattern indicated below:

- (i) Family Pension corpus as on 15.11.1995 and the Central Government contribution from 16.11.1995 onwards shall be invested in the public account of the Government of India.
- (ii) Other accretions to the pension Fund shall be invested as per pattern prescribed for the Employees' Provident Fund Scheme 1952.

The total corpus of Pension Fund accumulations amounted to Rs. 27410.13 crores as on 31.03.2000. The investment of Pension Fund during the year 1999-2000 and total corpus of Pension Fund as on 31.03.2000 are given in the Tables 4&5:

TABLE: 4 INVESTMENT OF PENSION FUND DURING 1999-2000 (Rs. in Crores)		
I)	As per Investment Pattern	
(i)	Central Government Securities	1080.82
(ii)	State Government/ Government guaranteed Securities	528.76
(iii)	Special Deposit Scheme	108.81
(iv)	Public Sector Financial Institutions	1896.09
	Total investment	3614.48
II)	Public Account	
	Total during the year (Public Account & Securities) [I+II]	5393.75

TABLE: 5 TOTAL CORPUS OF PENSION FUND (Rs. in Crores)		
Net Investment in Securities as on 31.03.1999	8635.30	
Add: Net Investment during the year	3614.48	
Net Investment in Securities as on 31.03.2000		12249.78
Deposit in Public Account as on 31.03.1999	13381.08	
Add: Government contribution	560.00	
Add: Interest received during the year	1219.27	
Balance in Public Account as on 31.03.2000		15160.35
Total Corpus (Securities + Public Account) as on 31.03.2000		27410.13

CONTRIBUTION ARREARS

Arrears on account of Pension Fund contributions from employers amount to Rs. 161.15 crores were outstanding at the end of the year.

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 21860 cases for disposal, 1770 cases were decided during the year. Of the cases decided, in 1096 cases conviction were ordered, 57 cases were either acquitted or admonished, 431 cases were withdrawn and 186 cases were discharged. The region-wise data of prosecution cases launched under the Act is given at **Appendix S - 12**.

Out of a workload of 22326 RRC under section 8 of Employees' Provident Fund and Miscellaneous Provisions Act, 1952 involving an amount of Rs. 19661.17 lakhs, an amount of Rs 4748.87 lakhs were realized through execution of 6651 cases. At the end of the year 16175 cases were pending involving a sum of Rs 14912.30 crores.

SETTLEMENT OF PENSION CLAIMS

During the year 1999-2000, pensionary benefit has been extended to 185157 beneficiaries taking cumulative figure to 737998. The classification of the beneficiaries under Employees' Pension Scheme, 1995 as on 31.3.2000 are as under:

i) Members Pension			(In numbers)
(a)	Early Pension (50-57 years)	166046	
(b)	Superannuation Pension	157235	
(c)	Disablement Pension	605	
Sub-total			323886
ii) Widow/Widower Pension			(In numbers)
(a)	Death in Service	267708	
(b)	Death away from Service	7778	
Sub-total			275486
iii) Nominee Pension			833
iv) Orphan Pension			1966
v) Children Pension			135827
Grand Total			737998

The aforesaid figures include 1,66,997 widow pensioners and 5699 children Pensioners drawing pension under the ceased Employees' Family Pension Scheme, 1971.

PENSION CLAIMS (ALL BENEFITS)

Details of all benefit claims sanctioned under the Employees' Pension Scheme, 1995, year-wise for the past three years are given in Table-6.

TABLE: 6		FAMILY PENSION CLAIMS (ALL BENEFITS)		
		1997-98	1998-99	1999-2000
1	Brought forward pendency at the beginning of the year	62413	65253	64942*
2	Claims received during the year	1518777	1701484	1934492
3	TOTAL WORKLOAD [1+2]	1581190	1766737	1999434
4	Claims returned for rectification of defects	362765	463254	394712
5	Claims rejected being ineligible	49150	42742	36680
6	Claims settled	1094992	1196880	1491708
7	Percentage of Claims settled to workload	69.25	67.77	74.61
8	Amount authorised for payment [Rs. lakhs]	17440.13	33395.46	95141.76
9	Claims pending at the close of the year	74283	63861	76334
10	Percentage of closing balance to workload	4.70	3.61	3.82

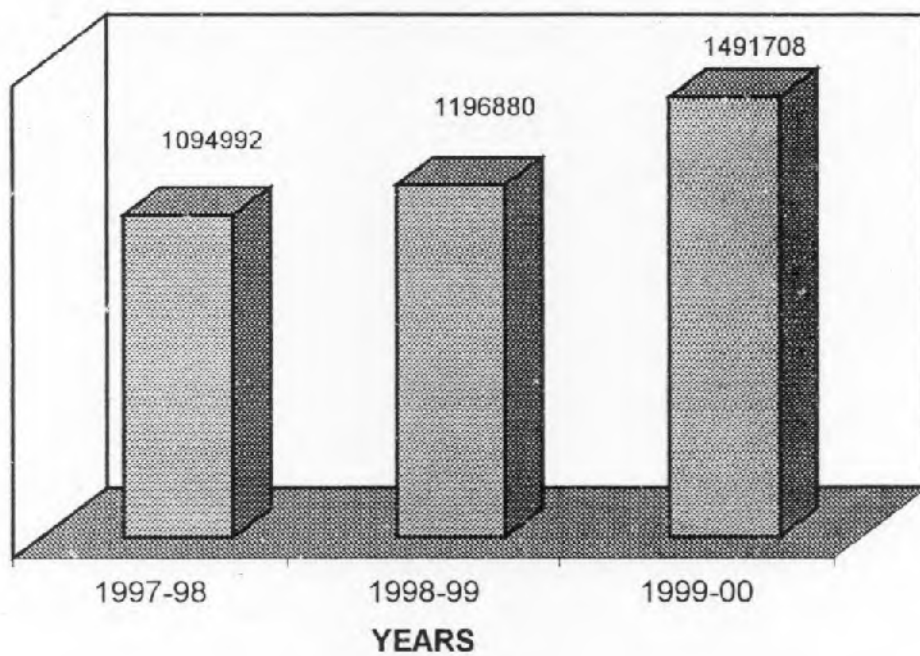
* Revised

It would be seen from Table:6 that during the year, under report 14.92 lakhs family pension claims were settled as against 11.97 lakhs claims settled during the previous year. This includes 185157 monthly Pension claims settled during the year. The region-wise position of claims settled is given in **Appendix S-13**.

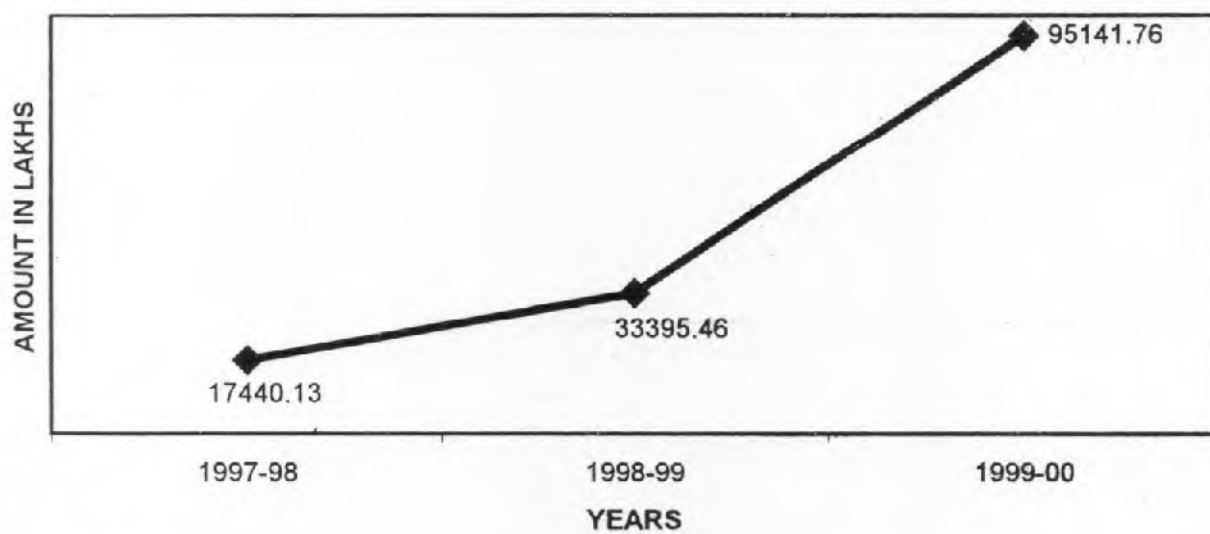
The category-wise break up of family pension claims settled during the year 1999-2000 is indicated in Table-7.

TABLE: 7	CATEGORY OF CLAIM	NO. OF CLAIMS SETTLED
	Monthly Pension Benefit	185157
	Life Assurance Benefit	3021
	Retirement-cum-withdrawal benefit	1269292
	Refunds	34238
	TOTAL	1491708

PENSION CLAIMS SETTLED (ALL BENEFITS)



PENSION CLAIMS (ALL BENEFITS) - AMOUNT DISBURSED



MONTHLY PENSION CLAIMS

Details of monthly pension claims sanctioned under the Employees' Pension Scheme, 1995, year-wise for the past three years are given in Table-8.

TABLE: 8		MONTHLY PENSION CLAIMS		
		1997-98	1998-99	1999-00
1	Brought forward pendency at the beginning of the year	7760	15319	13594*
2	Claims received during the year	136760	226832	265565
3	TOTAL WORKLOAD [1+2]	144520	242151	279159
4	Claims returned for rectification of defects and re-submission	44597	71825	70568
5	Claims rejected being ineligible	5391	5127	7065
6	Claims settled	81413	152686	185157
7	Percentage of Claims settled to workload	56.33	63.05	66.33
8	Amount authorised for payment [Rs. in lakhs]	2500.37	8201.63	58047.27
9	Claims pending at the close of the year	13119	12513	16369
10	Percentage of closing balance to workload	9.08	5.16	5.86

*Revised

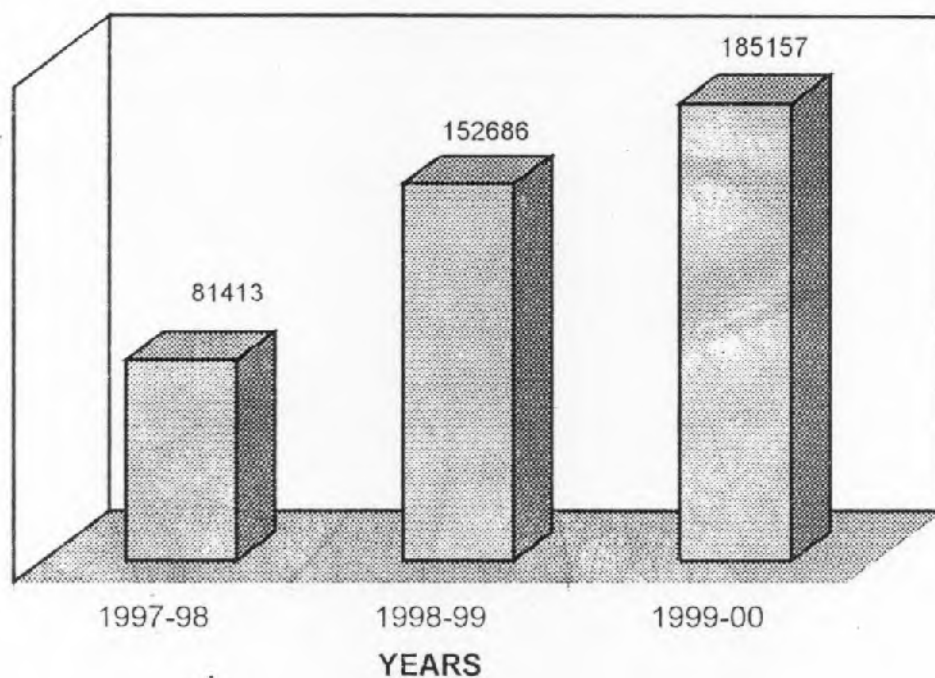
It would be seen from Table:8 that during the year under report 185157 pensioners were paid monthly pension. During the year, a sum of Rs. 580.47 crores were paid to the monthly pensioners. The region-wise data on settlement of monthly pension cases are given in **Appendix S-14**.

CREATION OF DATABASE

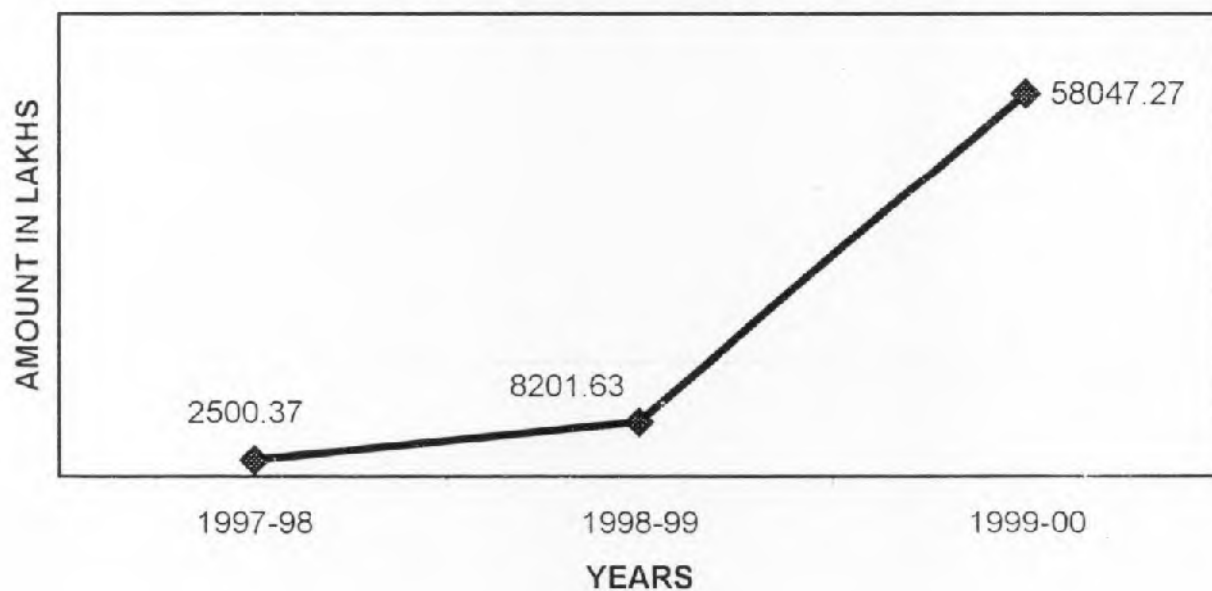
On introduction of the Pension Scheme, creation of database for members and their families assumed greater importance to help settle cases promptly besides conducting the annual valuation of the pension funds and for appropriate review of the pensionary benefits. In order to achieve the desired objective, Organisation has taken effective steps to collect the details of the members and their family afresh and capturing all such updated details through computerised programme for keeping the database on line for utilisation. In the process, all the field offices have printed and supplied Form 2 (revised) to all the members through their establishment concerned. Workshops also have been conducted with the Employers/ Trade Union Organisations in educating the importance of Form 2 for filing with updated information with the Regional Provident Fund Commissioner concerned expeditiously. A systematic monitoring is being done at various offices and also at the Headquarters level at fortnightly intervals so as to ensure collection of Form - 2, capturing in computerised programme the details and creating an effective database of the members and their families in the system. Performance position in this regard in terms of percentage of contributing members is given as under as on 31.3.2000:

Form 2 Issued to members	Form 2 Received from members	Data Entry made in computer
100%	70.10%	44.90%

MONTHLY PENSION CLAIMS SETTLED



MONTHLY PENSION CLAIMS - AMOUNT DISBURSED



VALUATION OF PENSION FUND

The Pension Fund is required to be evaluated by an Actuary at annual intervals. 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 from 16.11.96 to 31.3.98 so as to synchronize with the completion of the 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 2nd Valuation of Pension Fund. On the basis of 2nd year Valuation result, Government has allowed 5.5% additional relief to all pensioners who were in receipt of pension payment for the period covering upto 31.3.98. This relief is payable from 1.4.1998. Simultaneously, the minimum family pension quantum also has been enhanced vide notification dated 12.01.2000 as under:

- Minimum Widow pension has also been increased from Rs. 250/- per month to Rs. 450 per month.
- Minimum Children Pension has been increased from Rs. 115/- per month to Rs. 150/- per month.
- Minimum Orphan Pension has been increased from Rs. 170/- per month to Rs. 250/- per month.

Third Valuation of the Pension Fund has fallen due from 1.4.1999. It is under process. Pension relief that may be permitted by the Government based on Valuation recommendation shall be payable to the pensioners in payment as on 31.03.1999.

COURT CASES

Multiple writ petitions challenging the validity of Employees' Pension Scheme, 1995 were filed in various High Courts by certain Trade Unions. So far three High Courts namely High Court of Judicature at 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 was 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 alongwith other Transfer Petitions stood fixed for final disposal on 2.5.2000. However, the matter got re-fixed further on 31.8.2000.

EXEMPTION

Any establishment or class of establishments may be granted exemption from the operation of the Employees' Pension Scheme, '95 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 Employees' Pension Scheme - 95. Hon'ble Supreme Court also in the course of hearing of the pending matters directed vide its order dated 17.8.99 that the exemption applications received already be disposed off by 30.9.99.

During the year under report 31 proposals submitted by the establishments were processed in Headquarters office and forwarded to Central Government with requisite comments. 26 proposals were rejected by the Government for the reason that these were deficient. Only two establishments viz. M/s TELCO Ltd. (Maharashtra) and M/s Malasia Airlines, Chennai were granted exemption during the year under report. Three applications were under consideration.

TRAINING OF OFFICERS AND STAFF

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

PENSION SOFTWARE

- Pension software 'CEPS' package was conceptualised in total 8 sub-programmes. Seven Sub-programmes have been developed by NIC. The 8th Sub-programme relating to valuation has been got done through Actuary. In order to have uniformity in operational areas in regard to implementation of Employees' Pension Scheme – 95, software developed by NIC is being used uniformly in all the offices for capturing the details for members and their families, existing pensioners, calculation of pension, generation of PPO, 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 and 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.
- CEPS Programme has been modified appropriately to ensure that the CEPS software is Y2K compliant.
- Latest version of CEPS version 2.0 Y2K (2nd release) has been released to all the field offices. This version will take care of: -
 - The revision of member pension PPOs based on the revised guidelines.
 - The amendments under Para 16 raising minimum Widow pension and Children/Orphan pension from January 2000.
 - Release of 2nd Year relief @ 5.5% to the pensioners in payment as on 31.3.98.Programme is operational in all field offices.

CHAPTER VIII

MANPOWER PLANNING

The total sanctioned staff strength of the Employees' Provident Fund Organisation including officers and staff was 20973 as on 31.3.2000 as against 20656 as on 31.3.1999. The group wise position of sanctioned officers and staff strength vis-à-vis officers/staff in position as on 31.03.2000 is given in Table-1.

TABLE : 1		
OFFICERS/STAFF STRENGTH AS ON 31.03.2000		
Group	Sanctioned strength	Staff in position
A	634	590
B	1976	1711
C	15919	14993
D	2444	2240
Total	20973	19534

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		
TOTAL OFFICERS/STAFF STRENGTH DURING LAST FIVE YEARS		
Position as on	Sanctioned strength	Staff in position
31.3.96	19672	17483
31.3.97	20265	17612
31.3.98	20455	17803
31.3.99	20656	19024
31.3.2000	20973	19534

The Region-wise position of the sanctioned staff/officers vis-à-vis staff/officers in position during 1999-2000 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. Group wise position of SC/ST/OBC strength in the Employees' Provident Fund Organisation as on 31.03.2000 is given in Table: 3

TABLE: 3						
OFFICERS/STAFF POSITION IN TERMS OF RESERVATION						
Group	Sanctioned strength	Staff in position	Reservation (in position)			TOTAL
			SC	ST	OBC	
A	634	590	70	32	45	147 (23.19)
B	1976	1711	288	102	59	449 (22.72)
C	15919	14993	2661	832	698	4191 (26.32)
D	2444	2240	821	239	137	1197 (48.99)
Total	20973	19534	3840	1205	939	5982 (28.52)

To improve the overall efficiency of the organisation the following posts were upgraded/created during the year under the report:

Sl.No.	Posts Upgraded/ Created	No. of Posts
1	Regional Provident Fund Commissioner (Gr.II) (upgraded)	08
2	Regional Provident Fund Commissioner (Gr.II) (created)	01
3	Vigilance Officer post upgraded as Asst. Director (Vigilance)	20

Further, during the year 1999-2000 the following cadres have been en-cadred into commissioner's cadre: -

1. Director (Publicity)
2. Director (HRD)
3. Law Officer
4. Controller of Pension (16 posts)
5. Dy. Director (Training) and Sr. Administrative Officer at NATRSS.

Being an expanding organisation, the object of providing own office building and staff quarters for the employees of Employees' Provident Fund Organisation has necessitated this organisation to have its own nucleus Engineering staff to plan and monitor the execution of various constructions/maintenance works of office buildings and staff quarters. The posts of sanctioned physical services division are as under;

Chief Engineer	-	01
Executive Engineer	-	01
Assistant Engineers	-	02
Junior Engineers	-	19

To encourage the usage of Hindi in all the official correspondence of the organisation, a massive recruitment drive to fill up all the vacant posts of Assistant Director (Official Language), Sr. Hindi Translator and Jr. Hindi Translator was carried out.

COMPASSIONATE APPOINTMENTS

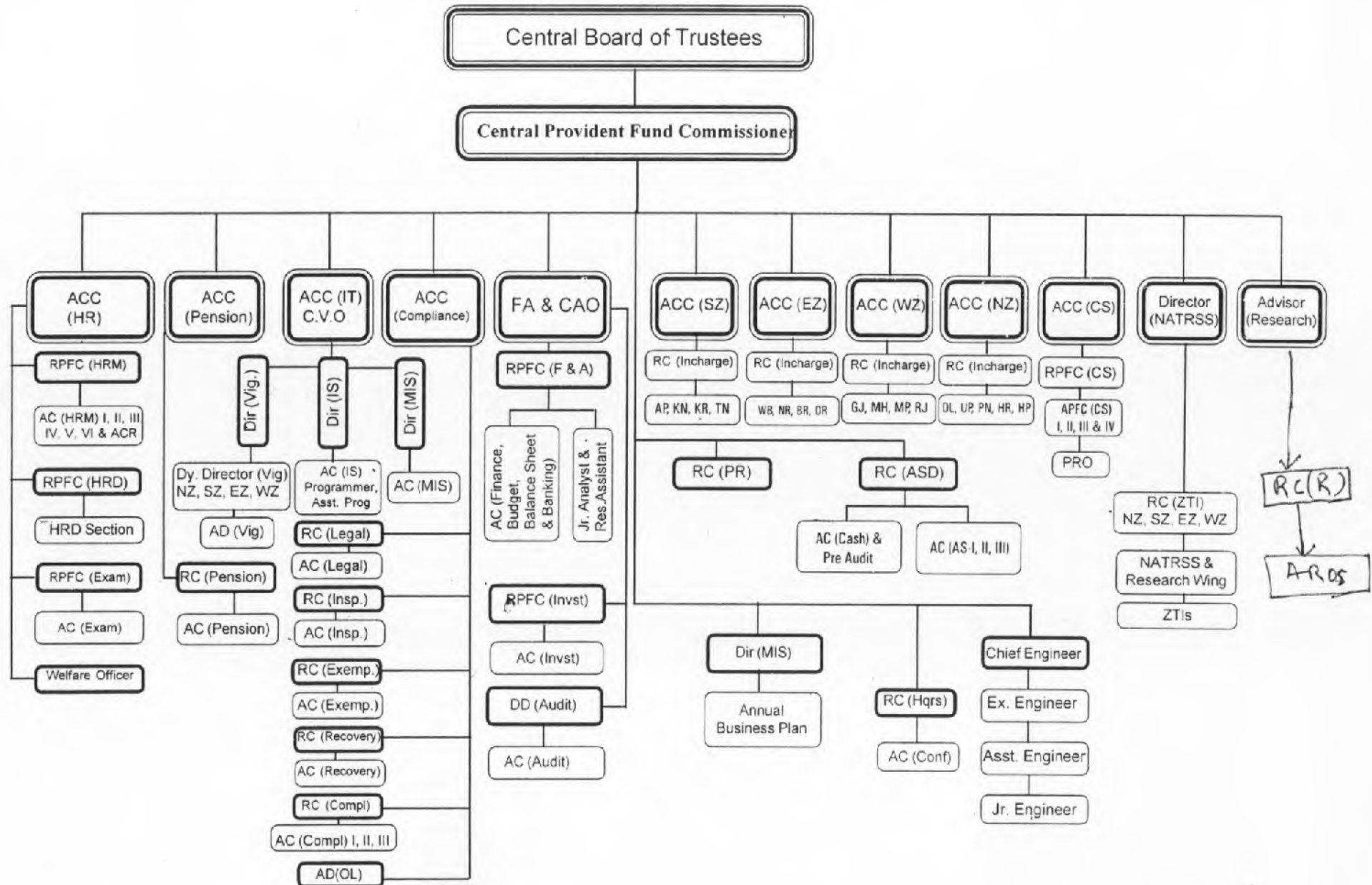
Opportunities to Group 'C' and Group 'D' staff have also been provided by allowing employment opportunities to the eligible and dependent family members of the deceased/unable employees of the organisation. The following compassionate appointments were made during the current financial year

Group 'C' (LDC)	-	26
Group 'D' (Peon)	-	15

HRM 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 Central Board of Trustees, Employees' Provident Fund Organisation from time to time.

ORGANISATION STRUCTURE - EPFO

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CHAPTER IX

VIGILANCE

Corruption seems to be an unending phenomenon and there is no single remedy to end corruption. Constant vigilance is the only way to curb the menace of corruption. Vigilance includes identifying persons indulging in corrupt practices as well and areas where corruption takes place are likely to take place. As the Employees' Provident Fund Organisation deals with subscribers as well as employers of various establishments, there is every possibility of doing favouritism or anything leading to corruption. The nature and function of the Organisation thus calls for constant vigil and surveillances at all levels. Therefore, there is a great need of evolving and maintaining an effective system to arrest corruption and such other malpractices. This puts an onerous responsibility on the Vigilance Division of the Organisation.

The Vigilance machinery of Employees' Provident Fund Organisation was created by the Central Board of Trustees in its 68th Meeting held on 31.1.1976 with one post of Director (Vigilance) and three posts of Deputy Directors (Vigilance) supported by one Vigilance Officer and one Vigilance Assistant each for Headquarters and Zonal Vigilance Directorates. Subsequently the set-up was strengthened with some additional posts vide Executive Committee Meeting held on 6.12.1990. As the Organisation has grown up many folds since its inception a need was strongly felt to strengthen the Vigilance Division further to cope up with the increase in quantum of work and responsibilities. Therefore, the Vigilance Division was further strengthened vide a decision taken in the 21st Meeting of the Executive Committee held on 3.12.96. Later, the post of Vigilance Officer was also upgraded to the level of Assistant Director so as to secure the services of experienced persons and also to undertake field investigation effectively.

The present set-up of the Vigilance Division is as below:-



COMPLAINTS

During the year under report 241 complaints were received as compared to 374 in the preceding year. Out of total 467 complaints (Opening balance 226 + 241 complaints received during the year), 335 complaints have been disposed off during the year. The short fall in receipt of complaints during the year under report in comparison with the receipt of last year is due to non-registration of anonymous and pseudonymous complaints in accordance with instructions of Central Vigilance Commission.

DISCIPLINARY CASES

Sincere and sustained efforts were made for expeditious finalisation of pending disciplinary cases. All the Inquiry officers who were holding disciplinary cases pending for a long time have been requested to complete the inquiry at the earliest. The attention of the respected disciplinary authorities have also been constantly drawn to expedite finalisation of proceedings. The CVC guidelines on this subject have also been widely circulated. As a result a number of inquiries pending for more than 3 years have been concluded. During the year, 376 disciplinary cases have been initiated. Out of total 911 disciplinary cases (i.e. opening balance 535 and cases initiated during the year 376), 368 cases were disposed of leaving behind a closing balance of 543 cases.

PREVENTIVE VIGILANCE

Special attention has also been given in the field of preventive vigilance. During the year 43 Preventive Vigilance Inspections, particularly in the field of accounts and enforcement matters, were conducted as compared to 27 Preventive Vigilance Inspections conducted in the preceding year. Short comings/irregularities detected during PVI have been brought to the notice of the concerned Regional Commissioners for taking appropriate preventive / punitive measures and also for necessary follow-up actions. The Preventive Vigilance Inspections are made more effective by incorporating an element of surprise inspection.

An analysis was also made on various frauds taken place recently and also on the findings of vigilance investigations conducted over the years with a view to identify the emerging pattern of irregularities and loopholes in the system. A set of comprehensive recommendations has been made with a view to improve the system.

OTHER ACTIVITIES

Further to the above some important activities organized by the Vigilance Division during the year under report are summarized as below:-

- i) A compendium of circulars issued by CVC from time to time was prepared and circulated to all Regional Commissioners and Disciplinary Authorities.
- ii) A panel of Inquiry officers issued by CVC is also made available to the disciplinary authorities.
- iii) In order to have uniformity in imposing penalty for various proved misconducts a standard scale of penalty has been devised and circulated among the disciplinary authorities for their guidance.
- iv) Efforts have been made to computerize the Information Management system and a database has been created to monitor and evaluate various statistical data and other related information.

- v) With a view to develop professionalism among officers of the Vigilance Division, 15 Officers in the rank of Assistant Directors have been given exposure in investigation and disciplinary matters by organizing training programme with the help of CBI Academy, Ghaziabad.

The performance highlights, during the period under report, by the Vigilance Division in the Employees' Provident Fund Organisation are given in table:

Sl.No	Details	1998-99	1999-2000
1	Complaints		
(i)	Number of complaints received	619	467
(ii)	Number of complaints on which action taken	393	335
(iii)	Number of complaints pending	226	132
2	Disciplinary Cases		
(i)	Disciplinary cases disposed off:		
(a)	Major penalty proceedings cases:	30	28
	- Dismissal/Removal etc.	90	207
	- Others	112	133
(b)	Minor penalty proceedings	232	368
	TOTAL		
(ii)	Disciplinary cases pending:		
(a)	Major penalty proceedings	446	449
(b)	Minor penalty proceedings	89	94
	TOTAL	535	543
3	Suspension Cases		
(i)	Suspension cases disposed/revoked	30	38
(ii)	Suspension cases pending	102	127
4	Preventive Inspections		
	Preventive Inspections carried out	27	43
5	Vigilance Clearance		
	Vigilance Clearance Certificate issued	1171	1206

Details of cases of Dismissal/Removal/Compulsory Retirement for the year under the report are given in Annexure 'A'. Region-wise position of Disciplinary cases as on 31.03.2000 is given in Annexure 'B'.

ANNEXURE "A"

**CASES OF DISMISSAL/REMOVAL/COMPULSORY RETIREMENT
DURING THE YEAR 1999-2000**

S.No	Name & Designation	Regional Office	Penalty Imposed
1.	Shri. Babu Rao, SS	Andhra Pradesh	Compulsory Retirement
2.	Shri J. Dhramu Rao, LDC	Andhra Pradesh	Compulsory Retirement
3.	Shri M. Balakrishna, UDC	Andhra Pradesh	Compulsory Retirement
4.	Md. Faheemuddin, UDC	Andhra Pradesh	Compulsory Retirement
5.	Shri P.R.K. Reddy, Chowkidar	Andhra Pradesh	Removal
6.	Syed Majidullah Hussain, LDC	Andhra Pradesh	Removal
7.	Shri S. Venkat Rao, UDC	Andhra Pradesh	Dismissal
8.	Shri Madhavan Nair, UDC	Himachal Pradesh	Compulsory Retirement
9.	Shri B.N. Umesh, UDC	Himachal Pradesh	Dismissal
10.	Shri Zulfiquar Ahmed, Watchman	Maharashtra	Dismissal
11.	Shri A.D. Mehroliya, Sweeper	Maharashtra	Dismissal
12.	Shri A.V. Hatti, UDC	Maharashtra	Compulsory Retirement
13.	Shri R.J. Lad, Peon	Maharashtra	Compulsory Retirement
14.	Smt. A.B. Wankhede, LDC	Maharashtra	Dismissal
15.	Shri R.S. Rajan, EO	Tamil Nadu	Dismissal
16.	Shri R. Kesavaraj, Peon	Tamil Nadu	Removal
17.	Shri A. Sheikh Dawood	Tamil Nadu	Removal
18.	Shri K. Sivasankaran, Peon	Tamil Nadu	Removal
19.	Shri A. Krishnaraj, UDC	Tamil Nadu	Compulsory Retirement
20.	Shri N. Thirunavukkarasu, Daftry	Tamil Nadu	Compulsory Retirement
21.	Shri Raj Kumar, Pump Operator	Uttar Pradesh	Dismissal
22.	Shri Gour Gopal Deb, UDC	West Bengal	Dismissal
23.	Smt. Rita Chatterjee, UDC	West Bengal	Compulsory Retirement
24.	Shri Ashish Kumar Dey, LDC	West Bengal	Removal
25.	Shri Samar Roy, UDC	West Bengal	Compulsory Retirement
26.	Shri Shankar Pd. Chakraborty, UDC	West Bengal	Dismissal
27.	Shri Swapan Kumar Mitra, UDC	West Bengal	Compulsory Retirement
28.	Smt. Saroj Dahiya, UDC	Headquarters	Removal

ANNEXURE "B"

REGION- WISE POSITION OF DISCIPLINARY CASES AS ON 31.03.2000

Sl. No.	Name of the Region	Opening Balance as on 01.04.99	Cases initiated during 1999-2000	Total cases for disposal	Cases concluded during 1999-2000	Closing Balance as on 31.03.2000
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Andhra Pradesh	47	44	91	48	43
2	Bihar	14	3	17	2	15
3	Delhi	19	12	31	18	13
4	Gujarat	78	19	97	34	63
5	Himachal Pradesh	1	5	6	3	3
6	Haryana	1	5	6	0	6
7	Karnataka	35	29	64	22	42
8	Kerala	25	31	56	29	27
9	Madhya Pradesh	27	18	45	26	19
10	Maharashtra	37	27	64	21	43
11	N. E. Region	6	4	10	5	5
12	Orissa	13	24	37	10	27
13	Punjab	33	5	38	14	24
14	Rajasthan	31	19	50	4	46
15	Tamil Nadu	39	37	76	38	38
16	Uttar Pradesh	45	14	59	14	45
17	West Bengal	60	69	129	72	57
18	Head Office	7	1	8	4	4
19	NATRSS	0	0	0	0	0
20	Vig. Wing (HQ)	17	10	27	4	23
TOTAL		535	376	911	368	543

CHAPTER X

EXAMINATION

Employees Provident Fund Staff and Conditions of Service Regulations, 1962 provides 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 Grade-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 Quarters 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 Division which was created mainly for conducting the Departmental Examination for promotion to various posts has the following staff complement at present: -

Officers/Staff	Number
Regional Provident Fund Commissioner (Grade-II)	1
Assistant Provident Fund Commissioner	1
Superintendent	1
Stenographer	1
Upper Division Clerk	2
Lower Division Clerk	2
Peon	1

PRESENT FUNCTIONS:

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

a) Departmental Examinations: (One examination each year)	
	Percentage Quota
LDC	5%
UDC	50%
Head Clerk / Assistant	33.1/3%
Hindi Translator (Grade-II)	50%
EO/AAO/Superintendent	25%
b) Probationary Examinations : (Three or more exams every year)	
APFC	
EO/AAO/Superintendent	
c) Direct Recruitment Examinations: (One or two exams every year)	
LDC	90% DR Quota Examination
Hindi Translator Grade-II	50% DR
Data Entry Operators Examination	

CALENDAR OF EXAMINATION:

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

PERFORMANCE DURING 1999-2000

During the year 1999-2000 the Examination Wing conducted the examinations as detailed below: -

Sl. No.	Name of the Examination	Date	No. of Candidates Appeared
1.	L.D.C. (90% D.R. Quota)	9 th May, 1999	86,010
2.	A.P.F.C. (Prob.)	14-18 th June, 1999	68
3.	Data Entry Operator (DR Quota)	20 th June, 1999	52,403
4.	EO/AAO/Supdt. (Prob.)	21-25 th June, 1999	17
5.	EO/AAO/Supdt. (25% D.P. Quota)	03-07 th January, 2000	376
6.	U.D.C (D.P. Quota)	03-05 th January, 2000	608
7.	Head Clerk / Assistant	08-10 th February, 2000	372
8.	LDC (5% D.P. Quota)	08-09 th February, 2000	80

9.	A.P.F.C. (Probationers)	06-10 th March, 2000	21
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In addition to this, during the year typewriting tests were conducted in three Regions namely, Madhya Pradesh, Maharashtra and Tamil Nadu for the candidates who were declared successful in the written examination held on 9.5.1999 for selection to the post of Lower Division Clerk. The result of this examination was also finalised and around 514 candidates were recommended for appointment as Lower Division Clerk in three Regional and Sub-Regional Offices wiping out all the backlogs of vacancies in the cadre of L.D.C. All preparations for holding the examination were completed in time.

Examination Wing has also initiated action for recruiting 300 Data Entry Operators to fill up the vacancies of Date Entry Operators in various Regional and Sub-Regional Offices. For this purpose, advertisement calling for the applications has been published in the Employment News on 27th March 1999 and other local Newspapers. One reputed agency was engaged to conduct this examination. Finally 288 candidates were selected and offer of appointment were issued to all of them.

COMPUTERISATION

Considering the nature and volume of work involved in the Examination Wing, certain areas like determination of vacancy position, calendar of examination, intimation 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.

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 un-exempted 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 met for running the Scheme, the Central Board of Trustees, EPF recommend a rate that may be levied as Administrative/Inspection charges from the employer. 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 PAYABLE 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 30.09.1964	3%	Total employer's and employees' contributions payable @ 6.25%
	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 PAYABLE 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%
01.01.1963 to 30.09.1964	0.75%	On total employees' and employer's contributions payable @ 6.25%
	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 payment of Administration Account for the year 1999-2000 relating to three Schemes framed under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.

RECEIPTS AND PAYMENTS OF ADMINISTRATION ACCOUNT OF E.P.F. & F.P.F. SCHEMES (Rs. in Lakhs)			
		E.P.F. & F.P.F. SCHEMES	
		1998-99	1999-2000
RECEIPTS			
a)	Admn. & Inspection Charges	30,083.50	42,865.45
b)	Interest on Investment	1,551.27	2,495.64
c)	Government contribution towards administration expenses	4,408.89	3702.56
d)	Receipts from other account	386.35	-1,327.74
e)	Miscellaneous receipts	975.28	589.39
f)	TOTAL RECEIPTS	37,405.29	48,325.30
PAYMENTS			
a)	Revenue Expenditure	21,640.29	24,848.22
b)	Capital Expenditure	5,000.00	5,000.00
c)	Building maintenance	600.00	600.00
d)	Payments to other A/c	4,491.13	5,179.01
	TOTAL PAYMENTS	31,731.42	35,627.23
Excess receipts over payments		5,673.87	12,698.07

CHAPTER XII

PRODUCTIVITY LINKED BONUS

With a view to compensate the employees for good work done during preceding year and motivating further to do better work for the current year, Productivity Linked Bonus Scheme as formulated by the National Productivity Council was introduced from 1980-81 with the approval of Central Government. The Scheme was revised for the first time in 1987, which was made applicable from 1986-87. The Productivity Linked Bonus Scheme was further revised in December 1999 (effective from 1998-1999) by the Central Government enhancing the upper ceiling of bonus from the existing 40 days to 60 days. This revised Scheme, which is effective from the year 1998-1999, envisages bonus of 30 days if the total Productivity Index is 100 as against 25 days bonus prevailed in the old Scheme. No bonus is payable if the Productivity Index fall below 90. The Scheme provides for assessment of PLB on the basis of the productivity of each region. In the case of Head Quarters, the PLB is assessed on the basis of total productivity of all the regions.

The employees of the Organisation were paid Productivity Linked Bonus for the year 1998-1999 amounting to Rs. 6,20,34,997/- initially with a ceiling of 40 days as per details given below:

PAYMENT OF PRODUCTIVITY LINKED BONUS FOR THE YEAR 1998-99			
Sl.No.	Region	No. of Days Paid	Amount Paid (Rs.)
1	AP	40	49,15,744.00
2	BR	40	22,63,578.00
3	DL	40	21,62,692.00
4	GJ	40	35,03,122.00
5	HR	40	13,97,541.00
6	HP	40	26,18,192.00
7	KN	40	32,07,088.00
8	KR	40	31,98,060.00
9	MP	40	24,58,784.00
10	MH	40	81,39,328.00
11	NR	40	7,40,515.00
12	OR	40	16,57,818.00
13	PB	40	26,60,117.00
14	RJ	40	17,09,484.00
15	TN	40	68,10,543.00
16	UP	40	38,89,222.00
17	WB	40	55,88,784.00
18	HQ	40	13,31,012.00
19	NATRSS & all ZTIs	40	1,88,373.00
Total			6,20,34,997.00

As per the revised Scheme, the eligible employees were paid balance of Productivity Linked Bonus for the year 1998-1999 amounting to Rs. 35,235,371/- as per details given below:

PAYMENT ON REVISED (BALANCED) PRODUCTIVITY LINKED BONUS FOR THE YEAR 1998-99			
S. No.	Region	No. of Days Paid	Amount Paid (Rs.)
1	AP	20	2,463,492.00
2	BR	20	892,780.00
3	DL	20	1,189,993.00
4	GJ	20	5,109,515.00
5	HR	20	726,027.00
6	HP	20	132,256.00
7	KN	20	2,138,165.00
8	KR	20	1,599,030.00
9	MP	20	1,194,906.00
10	MH	20	7,679,897.00
11	NR	20	479,824.00
12	OR	20	716,965.00
13	PB	20	1,308,592.00
14	RJ	20	808,477.00
15	TN	20	3,370,138.00
16	UP	20	1,944,611.00
17	WB	20	2,753,966.00
18	HQ	20	649,401.00
19	NATRSS & all ZTIs	20	77,336.00
Total			35,235,371.00

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 |
| (ii) | Secretary | - | Regional PF Commissioner (HRM) |
| (iii) | Assistant Secretary | - | One-appointed from amongst its members |
| (iv) | Treasurer | - | Accounts Officer/APFC (Cash) |
| (v) | Members (Six) | - | FA & CAO |
| | | - | Additional CPFC (HR) |
| | | - | 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 1999-2000 was approved in the 19th meeting of Central Sports Control Board held on 22.3.1999 under the Chairmanship of Central Provident Fund Commissioner and President, Central Sports Control Board and was circulated to all offices for implementation. The following sports activities took place during the year:

- (i) Zonal Football Tournaments were held at Haryana (NZ), Tamil Nadu (SZ), Orissa (EZ) and Rajasthan (WZ). West Bengal emerged as winner of the All India Football Tournament held at Jaipur during July, 1999 and Delhi was the runners-up.
- (ii) Zonal Cricket Tournaments were held at Punjab (NZ), Gujarat (WZ) and Karnataka (SZ). All India final Cricket tournament was held at Bangalore in March, 2000 and Headquarters team emerged as Winner and Karnataka was runners-up.
- (ii) Zonal Indoor Tournaments were held at Delhi (NZ), Hyderabad (SZ) North East Region (EZ).
- (iv) Zonal VolleyBall and BasketBall Tournaments were held at Uttar Pradesh (NZ), Kerala (SZ), Orissa (EZ) and Madhya Pradesh (WZ) , Final tournament was held at Haldwani (UP) during January, 2000. Maharashtra emerged as Winners of All India Volleyball & Karnataka was the runners-up. In Basket Ball Tamil Nadu Region was the winner and Madhya Pradesh Region was the runners-up.

OTHER NOTABLE FEATURES:

- (i) Shri Nischal Gaur, UDC of Headquarters New Delhi has been selected for Ranji Trophy 1999-2000 in Cricket. He represented the Himachal Pradesh State.
- (ii) Shri Parinder Sharma, LDC of Headquarters New Delhi has been selected for Ranji Trophy 1999-2000 in Cricket. He represented the Haryana State.

For the year 1999-2000, Rs.30 Lakhs have been provided in the budget estimate for the sports activities. A sum of Rs.34,45,000/- has been distributed to the Regional Sports Control Board to conduct the various sports activities and for participation in Zonal and Final events.

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 (HR)
Secretary	-	Regional PF Commissioner (HRM)
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 Central Provident Fund Commissioner from amongst the Officers of the Regional Office.
	-	4 members to be nominated by the Central Provident Fund Commissioner from staff side from the four Zones in which the Organisation is divided.

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

- (i) **Staff Recreation Club:** During the year, Rs.3,28,500 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) **Canteen:** Departmental and Co-operative canteens functioning in various Regional and Sub-Regional Offices were allotted a sum of Rs.4,90,000 to provide subsidy and better canteen facilities to the staff.
- (iii) **Scholarship Scheme:** Scholarship Scheme has been introduced in respect of employees 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. 5, 49,000 was provided for it, which also includes book award to the Xth and XIIth class students on obtaining 80% or above marks in the Board Examinations.

As per decision taken in the 10th meeting of Central Staff Welfare Committee the provisions of scholarship scheme were reviewed. Accordingly, EPF Staff Welfare Fund Scholarship Scheme was revised w.e.f. 01.04.1999 and circulated to all offices of the Organisation.

- (iv) **Holiday Homes/Guest Houses:** Rs.11,35,000 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 active consideration.
- (v) **Other activities:** Rs.8,62,000 were allocated for various activities i.e. death relief, prolonged illness, natural calamities, for the handicapped persons, crèches, cultural meets, holiday camp and any other item of common interest to the employees.
- (vi) **Contributions towards National Defence Fund:** A sum of Rs. 35,15,263/- has been contributed by Regional/Sub-Regional Offices/Sub-Accounts Offices of the Organisation towards National Defence Fund on account of 'Operation Vijay'. The collected drafts in this regard have been sent to National Defence Fund, Prime Minister's Office, South Block, New Delhi.
- (vii) **Special Sanction of ex-gratia payment:** As per the decision taken in the Extra Ordinary Meeting of Central Staff Welfare Committee, held on 13.11.1999 under the Chairmanship of Central Provident Fund Commissioner, a sum of Rs. 4,000/- per head was sanctioned as an ex-gratia (non-refundable) to the Super Cylone affected employees of Orissa. To meet this requirement a budget of Rs. 20 lakhs was provided to Orissa region.

Simultaneously, on appeal of Central Provident Fund Commissioner, an amount of Rs. 24 lakhs approximately was contributed by various offices of the Organisation and sent to the Prime Minister's National Relief Fund, New Delhi.

- (viii) **Compendium on EPF Central Staff Welfare Fund:** As per the decision of Central Staff Welfare Committee, a compendium on welfare activities in the Organisation has been prepared. All the necessary references/circulars and important decisions have been incorporated in the compendium. A copy of the compendium has been sent to all Regional Provident Fund Commissioners and President, Regional Staff Welfare Committees and all members of Central Staff Welfare Committee.
- (ix) **Group Mediclaim Policy for the retired employees of Employees' Provident Fund Organisation:** Retired employees of Employees' Provident Fund Organisation are not covered under Central Government Health Scheme. Request for CGHS authorities to provide the medical benefit did not materialize because the resources available with CGHS are not adequate to cover the retired employees of Employees' Provident Fund Organisation.

The Executive Committee, Central Board of Trustees, Employees' Provident Fund in its 23rd meeting held on 14.7.1997 had approved an Alternate Medical Benefit Scheme to be provided for its retired employees. As it involved a departure from the orders applicable to the Central Government employees, prior approval of the Government was required. Accordingly, the proposal was submitted to the Government of India, Ministry of Labour on 12.8.1997. The proposal is still under consideration of Ministry of Labour. It is understood that Ministry of Labour has forwarded the proposal to Ministry of Finance. This Scheme is based on one time contribution of the retired employees is to be administered by the Employees' Provident Fund Organisation.

As a stopgap arrangement, a modified Mediclaim Policy of Oriental Insurance Co. Ltd. was reintroduced for the retired employees of Employees' Provident Fund Organisation w.e.f. 24.6.1998 on payment of premium for a period of one year i.e. upto 23.6.1999. The same has been subsequently renewed for the period from 24.6.1999 to 23.6.2000 and 24.6.2000 to 23.6.2001.

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 the Organisation. Out of this, Rs. 53,64,500/- was allotted to the Regional Staff Welfare Committees.

CHAPTER XV

SCHEDULED CASTE/SCHEDULED TRIBE CELL

In accordance with the Government of India, Department of Personnel and Training instructions, a SC/ST Cell has been established in the Headquarters of the Employees' Provident Fund Organisation. The Cell is headed by a Regional Provident Fund Commissioner (Gr.I) as Chief Liaison Officer. All the 17 Regional Offices are having similar SC/ST Cells which are being headed by a Group 'A' officers who function as Liaison Officer for looking after the grievances of the SC/ST employees serving in the regions. Liaison Officers of the Region provide periodical report/returns to the Chief Liaison Officer.

The main function of SC/ST Cell at Headquarters 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 26 references/grievances were received through the National Commission for SC/ST out of which 19 have been settled and action on the remaining is being taken.

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

Chief Liaison Officer is mainly functioning to liaise between the Headquarters and Regional Offices, National Commission as well as Ministry of Labour to secure compliance of the reservations provided for SC/ST.

All the Regional Commissioners are submitting prescribed returns and annual statements as required under chapter 14 of the Brochure on Reservation. The returns are relating to staff in position, backlog regionwise and efforts made to clear the backlog. The Cell consolidates these returns in the Headquarters. The Headquarters after consolidating submit return to Ministry of Labour relating to maintenance of roster register of all the group posts.

Chief Liaison Officer also visits the regions to verify the roster registers maintained by the Regional Office besides listening to the grievances of the SC/ST employees. The lapses and other observations on the maintenance of rosters are brought to the notice of the concerned Regional Provident Fund Commissioner for follow up with the instructions that these do not recur in future. Apart from this, the proposals relating to the dereservation are also examined by the Chief Liaison Officer from time to time.

Training programmes are also organized for the Liaison Officers. In the year 1999-2000 the National Institute of Public Administration, Bangalore held two programmes from 7.6.99 to 8.6.99 and 4.9.99 to 6.9.99.

The Liaison Officers are also conducting the annual inspection of roster registers of their respective regions and submit their inspection reports to the Chief Liaison Officer. On receipt of these reports from the respective Liaison Officers, the concerned Regional Commissioners are advised to clear the backlog, if any and to set right the anomalies in the maintenance of roster as pointed out by the 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 by the concerned Regional Commissioners in order to redress the grievances of the individual.

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 socio economic objectives has been emphasised in successive five years plans. The training sector has been given a new impetus and focus during the last five years and the emphasis has been to evolve a new administrative set up with emphasis on competence, commitment and performance. The Estimates Committee also in its 78th Report presented to Lok Sabha on 25-04-89 had observed, "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 systematic training and suggested that the Organisation should undertake 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 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 however, shifted to hired premises in April, 1992. The National Academy is now functioning from its own building at 30-31, Institutional Area, Janak Puri, New Delhi.

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 activities. The second tier consists of Zonal Training Institutes which carry out similar functions at the Zonal levels for field formalities of the Organisation. There are at present four Zonal Training Institutes under the administrative control of National Academy viz.:

- Zonal Training Institute, North Zone at Faridabad covering Haryana, Punjab, Himachal Pradesh, Union Territory of Chandigarh, Uttar Pradesh, Delhi Region and Head Office.
- Zonal Training Institute, South Zone at Chennai covering Tamil Nadu and Pondicherry, Kerala, Karnataka and Andhra Pradesh Regions.
- Zonal Training Institute, East Zone at Calcutta covering North-Eastern Region, Bihar, West Bengal and Andaman Nicobar Islands and Orissa Regions.
- Zonal Training Institute, West Zone at Ahmedabad covering Maharashtra and Goa, Gujarat, Madhya Pradesh and Rajasthan Regions.
- Apart from above, Sub-Zonal Training Institute, East Zone at Shillong has been set up to mitigate the difficulties of staff working in North Eastern States.

National Academy covers the functioning of the Zonal Training Institutes and 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; and
- Jammu and Kashmir Provident Fund.

The National Academy also conducts International Training Programmes for officers from other developing countries. It has already conducted four International 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 as 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 introduction of computer support, training wings in the National Academy as well Zonal Institutes would have the necessary hands-on training facility for personnel at different level 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 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.

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 promoted Assistant Provident Fund Commissioner. |
|-----------------------------|---|---|

- (ii) Refresher In-Service Programmes : For Assistant Provident Fund Commissioners and Regional Provident 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) Refresher/ Refresher Courses : For Upper Division Clerks, Section Supervisors, Enforcement Officers/Assistant Accounts Officers

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

YEAR	SANCTIONED STRENGTH	NUMBER OF COURSES	NUMBER OF OFFICIALS/ OFFICERS TRAINED
1997-98	20,455	165	3171
1998-99	20,656	179	5169
1999-2000	20,973	177	4082

The details of the courses conducted at the National Academy and Zonal Training Institutes during 1999-2000 are indicated below:-

AT NATRSS, NEW DELHI

NAME OF THE 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 (Direct Recruit)	3	77
Induction Course for Assistant Provident Fund Commissioners (Promoted)	1	18
B. Middle Management Level Training		
(a) Social Security Administration		
(1) Recovery Procedures under the Act	2	38
(2) Quasi Judicial Proceedings & Orders	1	16
(3) Social Security Administration	1	18

(b) General and Financial Administration		
(4) Financial Management	1	23
(5) Establishment Rules and Procedures	1	17
(6) Reservation in Services	1	20
(c) Computers		
(7) Management in EDP Centres	1	13
C. Senior Management Level Training		
(a) Human Resource Management and Policy Planning		
(8) Policy Planning, Implementation, Control and analysis	1	12
(9) Behavioural Dimensions in Human Resource Management	1	18
(10) Industrial Relations and Crisis Management	1	13
(b) Special Programme		
(11) Seminar/Workshop on EPF Act/Schemes for Board of Trustees of Exempted Establishment	2	73
(12) Seminar/Workshop on EPF Act/Schemes for Board of Trustees of Unexempted Establishment	2	42
(13) National Seminar for Office Bearers of National Level Trade Union Bodies.	1	16
(14) Employees' Pension Scheme, 95	1	22
(c) Behavioural Sciences		
(15) Attitudinal Transformation for Better Management	1	12
TOTAL	22	448

AT ZONAL TRAINING INSTITUTES

North Zone	37	678
East Zone	38	753
West Zone	42	1118
South Zone	38	1085
TOTAL	155	3634

The National Academy has made a noble beginning in the direction of Research in Social Security by appointing one Advisor (Research) on deputation. The posts of Assistant Research Officers have also been filled in. The Research Wing has taken up a few research topics like looking into the possibility of covering establishments employing 10 or more persons under Employees' Provident Fund and Miscellaneous Provisions Act & Schemes and pace of settlement in closed establishments in Madhya Pradesh. The research activities are also planned on other topics relevant to Social Security in India.

The National Academy had the privilege of providing cross country experience sharing to offices from Karamchari Sanchay Kosh, Nepal who participated in the training programmes 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 Subscribers – Grievances Handling, Image Building', 'Organisational Development/ Behavioural Interventions' and 'Employees' Pension Scheme, 1995' as many as 4 National Workshops/Seminars for Board of Trustees and Senior Executives of Exempted Establishments were held during 1999-2000 in National Academy. The National Academy had the privilege of having experts services of eminent faculties in various programmes like Padamshri Harmander Singh, 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 Surendar 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.

CHAPTER XVII

INFORMATION TECHNOLOGY

The year 1999-2000 was a challenging time for the computer division and the computerization effort of the Organization. The year began with the impending and potentially destabilizing Year 2000 problem. The computer division met the challenge head on and came up with some elaborate contingency plans to tackle the situation and backed it up with equally comprehensive disaster recovery plans. Recognizing the lacunae in the existing software the division also devised software for the online settlement of claims. The year also saw the division gearing up to take up the most comprehensive and through IT Reforms process launched in the organization till date.

PRESENT STATUS

Computerization in the Organization had a very modest beginning in the year 1989 with the opening of two EDP Centers. Initially the entire thrust of the Computerization effort was towards the liquidation of the huge backlogs in the issuance of Annual Accounts slips for the members of the Fund. The number of centers has increased steadily over the years and at present all the functional offices of the Organization have an EDP Center in full production run. The gradual increase in the Electronic Data Processing Centers in Employees' Provident Fund Organization is given below:

YEAR	NUMBER OF EDP CENTERS 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
1999-2000	105

The current financial year saw the introduction of Personal Computers in the Field Offices. Personal Computers were supplied to all the Regional Offices and three Sub-Regional Offices. The number of Computer Systems and Peripherals with different stages of technology of the hardware in the Organization is given below:

STATUS OF COMPUTER SYSTEMS					TOTAL
SYSTEMS	31.03.97	31.03.98	31.03.99	31.03.2000	
PENTIUM	19	21	21	37	
PENTIUM PRO	03	21	21	20	
PENTIUM-II	NIL	05	70	137	
PENTIUM-III	NIL	NIL	NIL	13	
NOTE BOOK	01	01	01	02	
STATUS OF PRINTERS & PERIPHERALS					TOTAL
PRINTERS	31.03.97	31.03.98	31.03.99	31.03.2000	
DMP	82	112	112	112	
LP	15	15	15	18	
LMP	30	30	46	64	
LASER	01	14	14	09	
INKJET	02	03	03	15	
GIST TERMINALS	504	673	1094	1189	

YEAR 2000 COMPLIANCE

The year began with the Year 2000 Problem looming in the face of the Organization. The critical accounts processing and maintenance work of the Offices had been computerized and it was realized that effective measures had to be taken to tackle the problem and in the process to ensure that the normal functioning of the Organization was not held up as the zero hour of 31st December 1999 approached. In order to have a focused approach to the problem an 'Y2K Cell' was formed in the Computer Wing of the Headquarters of the Organization, which was spearheaded by the Additional Central Provident Fund Commissioner (IS). The Y2K Cell made a detailed impact analysis of the problem vis-à-vis the organization and adopted a multi-pronged counter measure was initiated.

- **Y2K Readiness Test Software** – To determine the status of the Hardware particularly the BIOS and the Real Time Clock (RTC) to handle the extended date formats two software tests had been identified and circulated to all the offices with detailed instructions to run them in the Computer Systems. The test results from all the offices were collected to assess the nature and extent of the actions required to tackle the problem.
- **Replacement of Obsolete Computer Systems** – On the basis of the test results, the list of Computer Systems that failed the Y2K Readiness tests were drawn out. It was determined that the entire stock of older vintage machines with '486' based processors and earlier that were in use in

the organization should be phased out. Accordingly, steps were undertaken to provide all the Offices that had only these older vintage Computer Systems with the latest systems available in the market. The other offices, which had such obsolete systems in addition to newer generation systems, were advised to take the obsolete systems out of productivity runs.

- **Operating System uniformity** – The Computer Systems in the field offices hitherto had been working with various flavours and versions of the Unix Operating System. Some of the older versions and flavours were suspectedly prone to the Year 2000 bug. It was accordingly decided to implement a uniform Operating System across all the systems working under productivity environment. Intensive efforts were taken to ensure that hardware drivers were procured for all the systems for the SCO UnixWare version 2.1 Operating System that was chosen for the uniform implementation. Involving the Programmers and Assistant Programmers available with the department and the agencies connected with the maintenance of the systems and the local units of the National Informatics Center, and constant monitoring, the work was accomplished well before the scheduled dates.
- **Patches for FoxBASE+** – The database and application development tool in use in the organization is FoxBASE+. All the application software under productivity run had been developed under this environment. This particular tool too required a software patch to for acquiring the Year 2000 readiness status. National Informatics Center deployed this patch along with the revised software.
- **Application Software Y2K Release** – The application software that had been developed by the NIC and were in use did not have the capability to handle the century feature of the date data type. Realizing the fact that the entire work of the centers would be held up the entire software packages was taken up for revision. The revised Y2K Release of the software was developed and the task of deploying the revised software was taken up in a methodical manner. Programmers from all over the country had been called and given training on aspects of deploying the Y2K Release of the Application Software. After the training a comprehensive programme was drawn for each of the trained personnel to visit each of the offices and ensure that the revised software was loaded and running well before the approach of the immutable Year 2000 deadline.
- **Disaster Recovery Plans** – In spite of the elaborate steps taken to avert any problem, it was necessary to devise a Disaster Recovery Plan to handle the worst-case eventualities. Instructions were issued to all the offices to take full back up of the Systems on a weekly basis during the month of December 1999 and on a daily basis during the last week of the month.

It was only the focused and meticulous planning and execution of the Year 2000 Contingency plan which enabled the organization to avert any major problem when the clock struck 12 on the night of December 31st 1999. It is perhaps the ultimate accolade for the division that the dreaded hour passed without any ripples in the normal functioning of the offices.

IT REFORMS PROCESS INITIATIVE

The first Information Technology initiative in the Organization was by way of a small application in batch processing mode introduced in the year 1989-90 for the preparation of accounts slips at the Mumbai office. This programme was subsequently replicated in other centers. Thereafter, packages have been

developed for the accounting of receipts and the payments and another package for the pension programme has also been developed.

These packages developed had inherent limitations inasmuch as they addressed only a fraction of the work area for which it was intended. Furthermore, these packages have been working in isolation and there was little in terms of extracting advantages out of the synergies that could have been possible with a fully integrated package. It was realized that in spite of a decade since the present technical system is in operation in the organization even 10% of the organization's functional needs in terms of the back office work and programme delivery was not being met.

A review of the various components of the delivery mechanism for implementing the various programmes mandated for the Organization revealed the following shortcomings:

- The quality of client service being offered by the organization was far from satisfactory in the present largely manual working environment and its attendant administrative and other constraints. This is evidenced by the large number of complaints being received at various levels and forums. Intervention and administrative toning up produces only marginal improvement and mitigates individual issues. What was desirable instead was an institutional system that would ensure a turn around time of 2-3 days between receipt of a claim and the issue of a cheque.
- The functioning of the Compliance machinery too left a lot to be desired. The present system of compliance is a front-end street level work that is beset with several problems. The enforcement function is expensive both for the department as well as for the employer and is not enough to cover the entire target group. There is also the possibility of instances of abuse of Authority and consequent complaints and disputes on compliance. In this area the focus needs to be shifted to winning voluntary compliance through a strategic repositioning of the compliance function. A two-pronged strategy is required to address the problem. Firstly to create a facilitating environment to encourage voluntary compliance from the employers by reducing the compliance representation cost and in assisting the employers to comply with the laws. Secondly, information driven selectivity criteria for effective front-end enforcement action with a view to creating a compelling compliance environment.
- A lack of an institutional mechanism in the book keeping and accounting functions that is able to track the flow of money from the base branch of the bank to the link branch and onwards to the Investment Branch at Mumbai. In the absence of an effective mechanism the benefit of the delays and float goes to the Bank. The expertise for handling the investment function, for which the organization has been depending on fund managers, has to be developed in-house for which a facilitating IT driven environment is required to be established.

All the above issues can be addressed through an integrated Information System, which weaves in its tapestry all the components relating to service programmes and back office functions. The Integrated Information System would enhance the work handling capacity of the Organization and improve the quality of the services and products delivered by the Organization.

With the given economic reform process and the rapid change in technology, there is a compelling external environment for the Organization to absorb change quickly and effectively in order to meet the mandated goals and objectives. With these in view the following basic goals of the Organization has been identified:

- To establish a turn around time of 2-3 days between the receipt of claim and the issue of a cheque.
- To establish Information led system of responsible enforcement. This would focus on improving voluntary compliance and checking non-reporting and under reporting of employment strength and reducing the compliance representation cost for the employer.
- To establish an adequate Information System benchmarked against the best global practices for Bookkeeping and Accounting.

Against this backdrop the organization decided to usher in a comprehensive IT Reforms process taking due cognizance of the factors that are essential to the successful implementation of an IT Reform process viz.

- a. There must be a technical system (Hardware and Software) that is capable of solving Organizational problems and meet Organizational needs.
- b. The Organizational system must be re-engineered and re-structured to effectively exploit the technical system.
- c. The Organization must have people who are motivated and trained to exploit the technical system.

Accordingly, a Multi Disciplinary Working Group was constituted consisting to consider the organizational problems and needs, the requirement of manpower skills etc. and to recommend on various components of an Organization wide IT Reform, which includes the Hardware and Software requirements, Network Architecture, the application software and Operating Systems with front end and back end tools, the business process re-engineering needs and the time horizon with the incremental milestones. The Multi Disciplinary Working Group consists of people from the business side, finance functions, in-house IT Branch, experts on business process re-engineering, experts from the Ministry of Information Technology and other IT related organizations familiar with operating RDBMS production environment.

The IT Reforms initiative is firmly on track and early visible pay-offs are likely to be seen during the next financial year. Over its entire span the process envisages to put in place an environment that would position the Organization as a world class Enterprise that would be meeting the loftiest aspirations and expectations of all its stakeholders.

MODEL OFFICE INITIATIVE

The present set of software that is under production run suffers one major deficiency; it has no feature to attend to the claims settlement process. The most important interface of the Organization with the subscriber members occurs when the member prefers a claim and the response of the Organization at that time is the most critical determinant of the overall public image of the Organization.

The Head Quarters Office took the initiative to address this critical aspect that was missing in the Application Software in use. The suggestions that were being constantly received from the Regions formed an important input for the project. It was quickly realized that apart from the claim settlement process the scroll generation and cheque printing parts could also be automated. The basic information input for all these activities were either present or could be captured from the claim form and the process only had to be automated.

In this light the development of the software was conceptualized and coded. The end result was software that had been christened 'HOSOFT'. The software inter-alia provides for the registration of the claims and generation of an acknowledgement for the claim. It also enables the preparation of claim benefit calculation worksheet by taking the available balances in the member master file and provides for the filling in of data for the broken period for the purposes of calculation of the benefits. Once the basic data are captured the entire functions down the line is automated with generation of worksheets, payment scrolls for individual sanctioning officers, printing of cheques and the letters of intimation for the members.

Successful implementation of the software requires additional minimum hardware support in the implementing offices, where each of the sections and facilitation centers must be provided with terminals and local printers. In order to test the software under full production environment two offices viz. S-Regional Office Gwalior and Rohtak were selected as model offices and were provided with the requisite hardware support to implement the software. The software has been tested in these offices and has been running successfully. The software has also been partially implemented at Regional Office Faridabad and is also being test run at various other centers. Refinements are being carried out on the basis of the inputs received from the implementing offices and a fully tuned and stabilized version will be available in the next financial year for uniform implementation.

COMPUTER RELATED MANPOWER

The 23rd Executive Committee in its meeting held on 14.07.97 approved the following structure for Information Technology Division of the Organization:

SL. 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	2	19
6.	Asstt. Programmers	63	14	49
7.	Supervisors	70	42*	28
8.	DEOs	411	342	69

[* These posts are filled with existing Employees' Provident Fund Organization Staff on ad-hoc arrangement]

Steps are being taken to fill up all the vacancies.

BUDGET PROVISIONS

The budget provisions made and expenditure incurred on various aspects of Computerization (including procurement of hardware, site preparation, Annual Maintenance Contract and payments to outside agencies for data entry work) is presented below:

YEAR	BUDGET (Rs.)	EXPENDITURE (Rs.)
— 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
1999-2000	14,00,00,000	2,36,81,116

IN PASSING

The Organization has embarked upon the most ambitious IT Reforms process and the results of this activity are likely to influence the future effectiveness and efficacy of the Organization in realizing the aspirations of the stakeholders.

CHAPATER XVIII

PHYSICAL FACILITIES DIVISION

Chief Engineer heads Physical Facilities Division of EPF Organisation. The organisational structure of the division is as below:

S. NO.	DESIGNATION	NO. OF POSTS	PLACE OF POSTING
1	Chief Engineer	1	At Headquarters, 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 Headquarters, Delhi 1 each in 16 regions
7	Junior Engineer (Electrical)	1	At Headquarters, Delhi

At Headquarters, the posts of Executive Engineer (Civil) and Account Officer are vacant. Six posts of Junior Engineer (Civil) are also vacant at Bihar, Delhi, Madhya Pradesh, Punjab, NER and Rajasthan Regions. Appointment letters for filling up these vacancies have been issued.

BUDGET OUTLAY

An outlay Rs.60.08 crores was approved for the building construction activities of the organisation during the year. This outlay was revised to Rs.45.20 crores considering the slow progress in various construction activities undertaken by different agencies engaged and also because of delay in receipt of proposals for land purchases. Out of this allocation, only Rs.28.11 crores have been utilised during the year.

OFFICE BUILDINGS

Construction works of office building and staff quarters are being carried out by CPWD, 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, Ujjain 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, Physical Facilities Division has taken concrete steps for construction of office buildings for

its remaining two Regional Offices i.e. 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 construction work of Regional Office building, Delhi has been entrusted to M/s. HPL. The work is likely to be started by August 2000 at Wazirpur, Delhi.

To bring service to the doorstep of the member subscribers, number of new Sub-Regional Offices & Sub-Accounts Offices has been opened in various regions. We have got 67 Sub-Regional Offices in the organisation. Out of these, 19 Sub-Regional Offices are functioning from the building owned by the organisation and the work of construction of office building in 13 Sub-Regional Offices is in progress. Action for purchase of land for other offices has also been initiated. Similarly, organisation has 17 Sub-Accounts Offices. Out of these, Sub Account Offices at Thane and Vashi, are functioning in ready built accommodations purchased from MIDC, Thane and from CIDCO Vashi, respectively. The details of the organisation buildings are as under:

(a) Headquarters: New Delhi					
(b) Regional Offices:					
S. No.	Name of Region	S. No.	Name of Region	S. No.	Name of the Region
1	Andhra Pradesh	6	Karnataka	11	Punjab
2	Bihar	7	Kerala	12	Rajasthan
3	Gujarat	8	Maharashtra	13	Tamil Nadu
4	Haryana	9	Madhya Pradesh	14	Uttar Pradesh
5	Himachal Pradesh	10	Orissa	15	West Bengal
(c) Sub-Regional Offices:					
S. No.	Name of Place	S. No.	Name of Place	S. No.	Name of the Place
1	Vishakhapatnam	8	Nagpur	15	Trichy
2	Cudappah	9	Nasik	16	Coimbatore
3	Nizamabad	10	Goa	17	Varanasi
4	Cochin	11	Agartala	18	Jalpai Guri
5	Kozhikode	12	Amritsar	19	Siliguri
6	Jabalpur	13	Kota		
7	Aurangabad	14	Madurai		
(d) Sub Account Office:					
1	Vashi				
2	Thane				
(e) NATRSS & ZTIs:					
1.	NATRSS Janak Puri, New Delhi				
2.	Z.T.I. South Zone, Chennai				

List of office buildings under construction is as below:

(a) Regional Offices:					
1	Delhi	2	Guwahati, NER		
(b) Sub Regional Offices:					
S. No.	Place	S. No.	Place	S. No.	Place
1	Guntur	6	Karnal	11	Agra
2	Warrangal	7	Mangalore	12	Gorakhpur
3	Surat	8	Rourkela	13	Meerut
4	Baroda	9	Ludhiana		
5	Rajkot	10	Udaipur		
(c) Zonal Training Institutes:					
1	Calcutta, East Zone	2	Faridabad, North Zone		

Interior furnishing work of Bhavishya Nidhi Bhawan, Headquarters, New Delhi is in progress. Work at 4th floor has been completed and entire work is likely to be completed by December 2000.

HOUSING ACCOMMODATION

Provision of housing facility to employees of the organisation has been the endeavor of the Physical Facilities Division and due importance has been given to this activity. The organisation has already constructed 2395 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 at Shimla has also been taken from Himachal Pradesh Nagar Vikas Pradhikaran, Shimla.

TRAINING INSTITUTE

National Academy for Training and Research in Social Security has its own building at Janakpuri, New Delhi. Zonal Training Institute for Southern Zone also has its own building. The work of construction of Zonal Training Institute for Eastern Region at Calcutta is at completion stage. The work of construction of Zonal Training Institute for North Zone is in progress at Faridabad and building is likely to be completed by December 2000. 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 West Zone. A branch of Zonal Training Institute Eastern Zone is also functioning in a rented accommodation for North-Eastern Region at Shillong.

HOLIDAY HOMES

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

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, 234 officers/staff were trained, including this 11,378 officers/staff have been trained so far.

With a view to improve proficiency of staff members, 119 Lower Division Clerks and Stenographers were imparted training in Typing and Stenography respectively, during the year under report. As on 31.3.2000 total 3155 Lower Division Clerks/Stenographers, have been trained in this field so far.

477 employees were trained in various field offices by organising 58 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"
86%	45%

Apart from these 'C' regions i.e. Sub-Regional Offices, Mangalore, Vishakhapatnam, Rourkela 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. 311 employees of Region 'B' and 'C' were awarded during the year.

During the year under report, 218 Quarterly Meetings of Official Language Implementation Committee were held at various offices of the Employees' Provident Fund Organisation.

52 offices of the Organisation where 80% and above, staff and officers have acquired working knowledge of Hindi, have been notified under the rule 10(4) of Official Language Rule, 1976 in the official Gazette of India and proposal for 10 more offices for notification has been sent to ministry.

Hindi Month was celebrated from 15th August to 14th September 1999 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.

CHAPTER XX

PUBLICITY

The Publicity Division of the Organisation headed by the Director (Public Relation) functions under the direct control of the Central Provident Fund Commissioner. The Director (Public Relation) is responsible for organizing the publicity campaign on behalf of the Organisation. He is also the spokes-person for activities and policies of the Organisation. The Division is responsible to release the press notes, advertisements and to undertake the publications of different material for and on behalf of the Organisation.

Action plan for awareness generation and allaying misgiving/misapprehension among public in general have been initiated as mentioned here under:

- Literature support and common publicity exhibits in work place reception of the offices-counseling and guidance by officers.
- Introduction programme with target group at the periodical intervals through Chamber of Commerce, Employers Association, Trade Union Organisation and alike.
- Publicity through print media-newspaper etc.
- Publicity through electronic media viz. AIR & Doordarshan etc.

Employees' Provident Fund Organisation utilized the Print Media for publicizing the proper presentation of claims, Advances, applications and programming of Lok Adalats in different regions. Wide publicity is given for requirement of the Organisation inviting applications, tenders and the quotations.

Exhibits to save exploitation from consultants/brokers and middlemen have been displayed on Public Relation Counters in Madhya Pradesh, Rajasthan and other regions as well.

In-house News Magazine in Hindi is being published from most of the Regional Offices and Sub-Regional Offices in the country.

Besides, Lok Adalats are organized after giving wide publicity through print media. Various other advertisements are also released through out the country educating the subscribers and other Employers Trade Unions.

Publicity of enhanced benefits available under the Employees' Pension Scheme, 1995 and Employees' Productivity Linked Bonus Scheme for the Employees of E.P.F.O. and opening of new Sub-Regional Offices etc. is made on the occasion of completion of 100 days of the Government of India.

A T.V. Serial has been prepared for the telecast in the entire Andhra Pradesh to educate the Members subscribers and the Employers. This serial is expected to achieve greater awareness among the interested circles.

Employees' Provident Fund Organisation announced a major agenda for change on the threshold of the New Millennium. The Organisation declared its resolution to reinvent itself to change the quality, range and content of its service to its customers.

CHAPTER XXI

REDRESSAL OF GRIEVANCES

The Organisation in tune with its objective of service to the members lays considerable importance to the redressal of grievances of the members of the fund. The Public Relation Officers at the Reception Counters maintained by 17 Regional Offices and 84 Sub-Regional /Sub-Accounts Office are available on all working days of the week to handle the grievances of the visiting members. The number of grievances received during the year has been reduced due to prompt services given by the field offices to the members.

The details of grievances received and redressed during the last five years are given below:

	Years				
	1995-96	1996-97	1997-98	1998-99	1999-2000
Grievances pending at the beginning of the yr	9,874	582	11,286	14,056	11,998
Grievances received during the year	1,37,058	1,70,810	2,37,791	2,42,184	1,89,734
Total	1,46,932	1,71,392	2,49,077	2,56,240	2,01,732
Grievances disposed off during the year	1,46,350	1,60,106	2,35,021	2,44,242	1,93,055
Balance at the end of the year	582	11,286	14,056	11,998	8,677

The Regional Provident Fund Commissioners, In-charge of the Regions and 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 grievance 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. Besides, the Regional Provident Fund Commissioner, is In-charge of the Customer Service Division in the Headquarters attends to the grievances of the members of the fund in person on all working days from 10.00 A.M. to 11.00 A.M. to 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 member files applications for the fund with incomplete/deficient information. The main deficiencies, which have been noticed in the claim application, are illustrated below:

- Attestation of forms by the persons other than authorized officials
- Absence of address of the attesting authority other than employer
- Correct Provident Fund Account number missing

- Difference in name of member and parentage in official records
- Complete postal address not mentioned.
- Information about Saving Bank Account and address of Bank not mentioned
- Advance Stamp Receipt not signed by affixing revenue stamp of Rupee 1/-
- Non-furnishing of relevant documents with applications for advance
- No filing of relevant documents with applications under EPS, 1995

The handling of the grievances of the members of the fund in the Headquarters 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 Headquarters attends to the grievances of the members of the fund during working hours for redressal/ventilation. The Headquarters of the organisation is not a functioning 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 required to be redressed by the field offices. Feedback of all such grievances is given to the members with the status/disposal of the petitions. The grievances received by the Headquarters in Customer Service Division 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, In-charge of the Public Grievance functions as Nodal Officer responsible for the functioning of the Public Grievance Handling System.

The Public Relation Officers in the Regional/Sub-Regional/Sub-Account Offices attends to the grievances of the 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 Region/Sub-Region/Sub-Accounts Offices functions under the direct supervision of the Regional Provident Fund Commissioners In-charge 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 pertains to the:

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

The grievances are received through post as well as in person. The Grievance handling is under taken both by way of computer supported software and manual handling depending upon the functional level of computerization. The Headquarters has issued the guidelines in respect of handling the grievances by the field offices from time to time. The guidelines issued are summarized 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 day.

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

Under standing instructions of the Headquarters, all Regional/Sub-Regional/Sub-Accounts Offices hold Lok Adalat for resolving grievances and disputes of complex nature. The Lok Adalats are held on 10th of every month in these offices. The performance of the Lok Adalats has been very encouraging. A status report regarding the performance of Lok Adalats during the last two year is submitted as under:

	1998-99	1999-2000
Number of Lok Adalats organised	718	915
Number of grievances registered before Lok Adalats	9,161	6,423
Number of greivances disposed off by the Lok Adalats	7,583	5,758
Performance/Disposal Percentage	82.7 %	89.6 %

We are aware to the fact that the forum of the Lok Adalat is probably not being widely utilized by the members for redressal of their grievances. We propose to take initiatives like frequent and effective publicity etc. for popularising the Lok Adalats. We are hopeful that the Lok Adalats will resolve the complex and pending issues with minimum inconveniences to the petitioners because Lok Adalats are held in each Offices. This will further improve the image of the Organisation and re-attract the confidence of the clients in the efficacy of the system.

COMPUTERISED FACILITATION CENTRE IN THE HEADQUARTERS

The facilitation centre in the Headquarters has been computerized for speedy disposal of grievances received in person in the facilitation centre, from Cabinet Secretariat, VIPs, PM Office and from Labour Minister's Office and for generation of reports.

CHAPTER XXII

JOINT CONSULTATIVE MACHINERY

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, Headquarters of the Employees' Provident Fund Organisation has Joint Consultative Machinery (JCM) section manned by the following level of Officers:

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

The overall work of Industrial Relations is supervised by Additional Central Provident Fund Commissioner (Human Resource) and Central Provident Fund Commissioner.

In the Regions, the grievances/demands of the staff are put forth by the recognised Unions. They are allowed to raise the grievances/general demands of the local level before the Regional Provident Fund Commissioner, Incharge of the Region.

Industrial Relations in the Employees' Provident Fund Organisation remained cordial and normal during the period from 1.4.1999 to 31.3.2000. Two meetings were held with the All India Employees' Provident Fund Staff Federation one at NATRSS on 16.8.1999 and another at Hyderabad on 17.12.1999. 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	No. of Issues Discussed
A	1 All India EPF Staff Federation	NATRSS	16.08.1999	30
	2 All India EPF Staff Federation	Hyderabad	17.12.1999	37
B	1 All India EPF Officers' Association	Headquarters	30.11.1999	05

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).

CHAPTER XXIV

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 with appointing two Junior Analysts in 1978.

The nucleus-working group of work-study unit accomplished the following noteworthy work-studies in the recent past:

- Enhancement of financial powers of AAOs/APFCs (Accounts) for speedy settlement of claims. Rationalisation of forms/returns
- Simplification of withdrawals.
- Disbursement of Provident Fund on the day of retirement in model establishments

Feasibility of reduction of existing steps for settlement of claims – results referred to Information Services Division.

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 16th 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 25th Executive Committee, Central Board of Trustees, Employees' Provident Fund, National Productivity council (NPC), an autonomous body functioning under the Ministry of Industry Government of India was entrusted the study for developing Integrated Staffing Norms for all the three Scheme.

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.

The Executive committee in its 31st Meeting held on 13-08-1999 directed that the following actions may be taken before the Integrated Staffing Norms developed by National Productivity council could be considered for implementation: -

- NPC recommendations may be examined with regard to its implication.
- Recommendations of NPC to be discussed in the newly approved JCM.

- Viability of adopting these norms without effecting the efficiency may be examined with reference to works of some selected filed offices.

The JCM has not yet been constituted as such the recommendations on NPC could not be discussed in the JCM. However, the Reports had been forwarded to All India EPF Employees Union & comments/views have been considered as above.

The performance of the respective SROs/SAOs in respect of these two key areas viz. settlement of claims and issue of annual statement of account slips has been better compared to the average performance of the regions as a whole as per the pre-revised norms. The other areas of work were also attended to without any adverse effect on the overall performance/efficiency as also indicated by the respective Officers-in-charge consequent upon introduction of revised norms on experimental basis.

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 Ministry of Labour.

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 quaters of Employees' Provident Fund Organisation.

While creating a data bank at Headquarters 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 Headquarters 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 periodical MIS returns to the Head quaters, most of them being sent on a monthly or quarterly basis. The Regional Offices also furnish returns to the Headquarters for the purpose of budget preparation. The formats to be used for this exercise have been prescribed by the Budget Section in the Headquarters 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

Annual Business Plan (ABP) - Monthly Review

Apart from the MIS returns, the Organisation has devised a Annual Business Plan (ABP) 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

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) Coverage of establishments and enrolment of new members
- iii) Revenue collection in Administration Account

House Keeping cover the following areas

Reconciliation of Books of Accounts

The above information is received through ABP return on the above functional areas. This enables the Central Provident Fund Commissioner and other Divisional Heads at Headquarters to review the performance on monthly basis.

CHAPTER XXVI

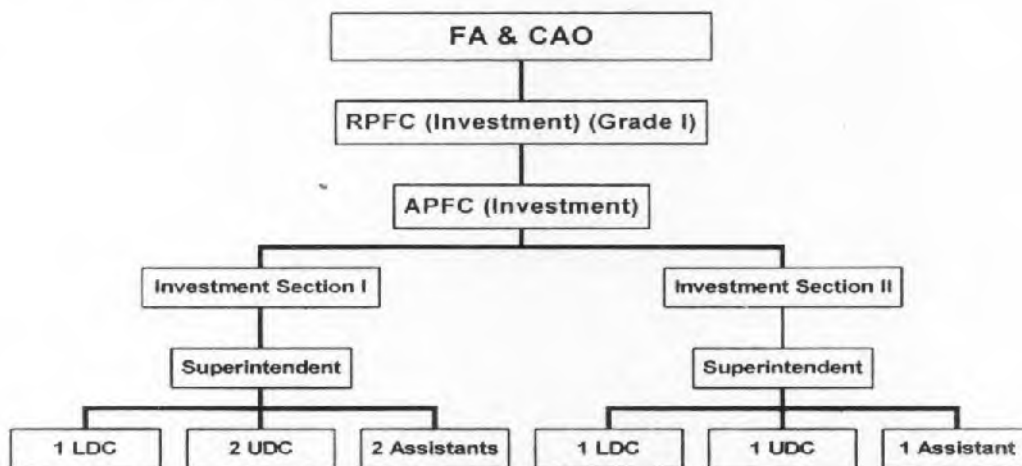
INVESTMENT

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: -

- i) 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.
- ii) 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.
- v) 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.

TOTAL HOLDINGS AS ON 31.03.2000				
(Rs in Crores)				
S.No.		Employees' Provident Fund	Employees' Pension Fund	Employees' Deposit Linked Insurance Fund
1	Central Government Securities	2747.01	3223.72	68.80
2	a State Government	1738.12	1449.07	33.21
	b Government Guaranteed Securities	627.40	346.50	12.75
3	Special Deposit Scheme	38773.06	1003.65	1.85
4	a Public Sector Financial Institutions	3820.46	6226.84	143.85
	b Post Office Time Deposit	0.08	--	--
	Total	47706.13	12249.78	260.46

BALANCE IN PUBLIC ACCOUNT AS ON 31.03.2000

Pension Fund : Rs. 15160.35 Crores

Employees' Deposit Linked Insurance Fund : Rs. 2205.42 Crores

CHAPTER XXVII

PERSPECTIVE PLAN

INFORMATION TECHNOLOGY REFORMS

The major programmes being implemented by the Organisation are: -

- i) Client service in relation to partial withdrawal, final settlement and accounts slips;
- ii) Payment of pensions;
- iii) Enforcement and extension;
- iv) Collections.

In the above context, the Organisation performs the following major back office functions: -

- a) Accounting of the inflow of PF monies and its flows to ultimate investment destination;
- b) Accounting for outflow of PF monies;
- c) Investments

While the Organisation has been running the above programmes and functions, there is much scope for improvement in the quality of products and services being delivered. In the present scenario, there is one solution for improvement in the above areas i.e., Integrated Information System. An Integrated Information System may enhance work-handling capability of the Organisation and improve the quality of the services and products delivered by the Organisation.

Following three basic policy goals for the Organisation have been identified to initiate comprehensive IT Reforms:

- To establish a turn around time of 2-3 days between the receipt of claim and the issue of a cheque.
- To establish Information led system of responsible enforcement. This will focus on (i) improving voluntary compliance and checking non-reporting and under reporting of employment strength and (ii) reducing compliance/representation costs for the employer.
- To establish an adequate Information System benchmarked against best global practices for Bookkeeping and Accounting.

Following criteria have been identified for Information Technology reforms to make success the basic policy goals.

- i) There must be a technical system (Hardware and Software) that is capable of solving Organisational problems and meet Organisational needs;
- ii) The Organisational system must be re-engineered and re-structured to effectively exploit the technical system.
- iii) The Organisation must have people who are motivated and trained to exploit the technical system.

Keeping the above factors in mind, a multi-disciplinary working group has been formed to consider the various aspects, the organisational problems and needs, the requirement of manpower skills etc. and to recommend on various components of a organisation-wide IT Reform. It has included the Hardware architecture, the network requirements, the application software and operating systems with front end and back end tools, the business process re-engineering needs and the time horizon with the incremental milestones.

TECHNICAL ASSISTANCE FROM ASIAN DEVELOPMENT BANK

Asian Development Bank has undertaken a Technical Assistance programme for Employees' Provident Fund Organisation.

The Technical Assistance programme envisages a study which will broadly cover two aspects of the functioning of the Employees' Provident Fund Organisation. The first is strategic. It will help Employees' Provident fund Organisation to develop internal capacity and capability to enable the Organisation to apprise its financial position on an ongoing basis. The financial model will be developed and stabilized with appropriate technical, management and computer skills with a view to empower the organisation to evaluate its financial position on an ongoing basis. It will also design a model for monitoring the investment and for evaluating the yields on both the medium term and long term.

The Technical Assistance will make available global best practices for bench marking our existing book keeping system along more modern and scientific lines. It will also enable our finance and accounts people to work closely with experts from both India and overseas in the context of our operational and cultural environment as well as build up internal capacity in the area of finance. Such capacity will in future enable the organisation as well as the Board of Trustees and the Ministry of Labour to formulate well informed decisions in a dynamically changing external environment.

The second component of Technical Assistance focuses on improving the operational efficiency within the Employees' Provident Fund Organisation with specific reference to client servicing. The Assistance envisages setting up of an online pipeline processing system for servicing our customers with twin objectives. First is to create a system that ensures turn around time of two days between the date of receipt of claim and the receipt of the cheque by the bank. The second is to make enforcement process entirely transparent in order to enable effective intervention in cases of aberration and malpractice.

The above are the areas of weakness in the organisation. These lead to innumerable/grievances and encourage existence of embedded dents in the system. Improved client service and responsible enforcement are major concerns of the Employees Provident Fund Organisation and it will give a good opportunity for officers to work with experts, identify international best practices and to build internal capacity, systems and process that will help the organization to stream line both these functions which in effect constitutes the entire array of our public dealings.

LIST OF MEMBERS OF THE CENTRAL BOARD OF TRUSTEES, EMPLOYEES' PROVIDENT FUND ORGANISATION

Chairman		State Government Representatives	
1.	Dr. Satyanarayan Jatia Minister for Labour, Government of India, New Delhi – 110 001- Tele: (011) 3717515	8.	Shri K. Swaminathan, Secretary to the Govt. of Andhra Pradesh, Labour Department, Hyderabad – 500 002 Tele: (040) 3457559
Vice-Chairman		9.	Shri N.C. Baruah, IAS Secretary to the Government of Assam, Labour Department, Dispur (Guwahati) – 781 006 Tele: (0361) 561676, (011) 3343961, 3343961 & 301711
2.	Shri Muni Lal Minister of State for Labour and Employment, Government of India New Delhi – 110 001 Tele : (011) 3325635		
Central Government Representatives		10.	Shri R.C. Vaish Secretary to the Government of Bihar, Department of Labour and Employment, New Secretariat, Patna – 800 015 Tele: (0612) 222879 (011) 3014945 & 3361087
3.	Dr. L. Mishra Secretary to the Government of India, Ministry of Labour, New Delhi – 110 001 Tele: (011) 3710265		
4.	Shri A.M. Nimbalkar Addl. Secretary to the Government of India, Ministry of Labour New Delhi – 110 001 Tele: (011) 3710239	11.	Shri A.K. Pradhan, Secretary to the Government of Gujarat, Labour and Employment Department, Gandhi Nagar, Ahmedabad - 382010 Tele: (02712) 20044 (011) 3363173 & 3362672
5.	Shri P.K. Brahma, Additional Secretary to the Government of India, Ministry of Personnel, Administrative Reforms and Training, Pension and Public Grievances, (Department of Pension) New Delhi – 110 003. Tele: (011) 6115463	12.	Shri K.G. Verma Secretary Labour, Haryana, Room No. 40, 7 th Floor, Haryana Civil Secretariat, Chandigarh – 160 001 Tele: (0172) 740825
6.	Shri R.K. Saini Joint Secretary to the Govt. of India, Ministry of Labour (Social Security Division), New Delhi – 110 001. Tele: (011) 3710239	13.	Shri Bulla Subba Rao Secretary to the Govt. of Karnataka, Social Welfare and Labour Department, M.S. Building, Bangalore – 560 001 Tele: (080) 2254894 (011) 6116689 & 3363862
7.	Smt. Pravin Tripathi, Joint Secretary & FA to the Government of India, Ministry of Labour, New Delhi – 110 001 Tele: (011) 3711595	14.	Dr. C.V. Anand Bose, IAS Secretary to the Govt. of Kerala, Labour Department, Thiruvananthapuram – 695 001 Tele: (0471) 327641, (011) 3362100

15	Dr. Indra Mishra Secretary to the Govt. of Madhya Pradesh, Labour Department, Room No. 63, Vallabh Bhawan, Bhopal-462 004 Tele: (0755) 251815 (011) 3010595 & 3363739	Employers' Representatives	
16	Shri Rajender Singh, Secretary to the Govt. of Maharashtra, Industry, Labour & Energy Department, Mumbai-462 032 Tele: (022) 2027433	23	Shri A.S. Kasliwal, Sr. Vice-President, FICCI & Chairman M/s. S. Kumar Enterprises (Synfabs) Private Limited, Niranujan Building, 99, Marine Drive, Mumbai-400 002 Tele: (022) 2818432
17	Shri Ajit K. Tripathi Secretary to the Government of Orissa Labour and Employment Department, Bhubaneshwar Tele: (0674) 400170	24	Shri J.P. Chowdhary, Chairman & Managing Director M/s. Titagarh Steels Limited 113, Park Street, Calcutta-700 016 Tele: (033) 2295542
18	Dr. B.C. Gupta Principal Secretary to the Government of Punjab, Labour and Employment Department, Chandigarh. Tele: (0172) 741285 & 743116	25	Dr Sharad S. Patil, Secretary General, Employers Federation of India Army and Navy Building, 148, Mahatma Gandhi Road, Mumbai-400 023 Tele: (022) 2844093 & 2844232
19	Shri B.B. Mohanty, IAS Commissioner, Labour and Employment Department, Government of Rajasthan, Jaipur-302 001. Tele: (0141) 607473	26	Shri N. Kannan, Secretary Employers' Federation of Southern India, Karumuttu Centre, 1 st Floor, 498, Anna Salai, Chennai-600 035 Tele: (044) 4319452
20	Shri R. Rathinasamy Secretary to the Govt. of Tamil Nadu Labour and Employment Department, Fort St. George, Chennai-600 009 Tele: (044) 5360472	27	Shri R. Krishnaswamy, Additional Financial Adviser Food Corporation of India, 16-20, Barakhamba Lane, New Delhi-110 001 Tele: (011) 3313703
21	Mrs. Manjulika Gautam Secy. to the Govt of Uttar Pradesh, Labour Department, "Bapoo Bhawan" Lucknow-226 001 Tele: (0522) 238699 (011) 3326640 & 3320522	28	Shri M.A. Hakeem, Secretary General, Standing Conference of Public Enterprises, SCOPE complex, 7, Lodhi Road, New Delhi-110 003 Tele: (011) 4361757
22	Shri V. Subramanian, Secretary to the Govt. of West Bengal, Labour Department, Calcutta-700 001 Tele: (033) 2151645	29	Shri B.P. Pant, Deputy Secretary All India Organisation of Employers' Federation House, Tansen Marg, New Delhi-110 001 Tele: (011) 3378760
		30	To be notified later.

31	Shri V.P. Chopra Federation of Association of Small Industries of India (FASSI) C/o. M/s. Indo Fasteners E-30, Focal Point Ludhiana-141010. Tele: (0161) 617302	38	Shri B.N. Rai, Bharatiya Mazdoor Sangh, 116, Bakar Mahal, Barrackpur, District: 24 parganas West Bengal-743101 Tele: (011) 7524312
32	Shri Suresh M.Deora, Honorary General Secretary, All India Manufacturers' Organisation, Jeevan Sahakar, 4 th Floor, Sir P.M. Road, Fort, Mumbai-400 001 Tele: (011) 2661016 & 2661272	39	Shri Samar Chakraborty Joint General Secretary INTUC, Bengal Branch 8, Vijay Bose Road Calcutta - 700 025 Tele: (033) 2446798
Employees' Representatives			
33	Shri Parduman Singh, Vice-President, All India Trade Union Congress, Ekta Bhawan, Putlighar, Amritsar - 143 001 Tele: (0183) 210205	40	Shri Shyam Sunder Yadav, INTUC MP Branch, Shram Shvir, Devi Ahiliya Marg, Indore-452 003 Tele: (0731) 531060 & 538635
34	Shri A. Venkataram, All India Vice-President Bhartiya Mazdoor Sangh, Karnataka State, Subedar Chetram Road, Bangalore-560 009 Tele: (080) 2871703	41	Shri Sankar Saha, Secretary, All India Committee United Trade Union Centre, 77/2/1, Lenin Sarani (1 st Floor), Calcutta-700 013 Tele: (044) 2449085
35	Shri Hasubhai Dave, Advocate, Shram Sadhna Opp. Municipal Water Tank, Gondal Road Near Swami Narayan Gurukul Rajkot-360 002 (Gujarat) Tele: (0281) 376917 & 376061 (011) 3620654	42	Shri W.R. Varada Rajan, Secretary, CITU & Vice President, T.N. State Committee, AE-113, Tenth Main Road, Annanagar, Chennai-600 010 Tele: (044) 2341008, (011) 3714071
36	Shri A.D. Nagpal, Secretary, Hindi Mazdoor Sabha, 1181, Sector 43-B, Chandigarh 160 022 Tele: (0172) 708561, (011) 3315519	43	Shri Ajai Singh Central Provident Fund Commissioner, Employees' Provident Fund Orgn. Headquarters- Bhavishya Nidhi Bhawan, 14 - Bhikaiji Cama Place, New Delhi-110 066. Tele: (011) 6172671
37	Shri G. Sanjeeva Reddy, President, Indian National Trade Union Congress, 6/8, Ligh Barkatpura, Hyderabad-500 027 Tele: (040) 662258, 756706, (011) 3747767		

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

Date of Extension	Industries/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 to 19)	7.	Edible Oils and Fats
	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 Act 1955) 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
	16.	Refractories
	17.	Tiles
	18.	Matches
	19.	Glass

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

- (i) Match factories having annual Production of five lakhs/gross boxes of matches or less.
 - (ii) Such glass factories other than sheet glass shell factories as have an installed capacity of 600 tones per month or less.
- | | | |
|-----------------------------|--------|---|
| 30th Sept., 1956
(20-23) | 20. | Heavy and Fine chemicals including: |
| | (i) | Fertilizer |
| | (ii) | Turpentine |
| | (iii) | Resin |
| | (iv) | Medical and pharmaceuticals preparations |
| | (v) | Toilet preparations |
| | (vi) | Soaps |
| | (vii) | Inks |
| | (viii) | Intermediates dyes colour lacs and toners |
| | (ix) | Fatty acid and oxygen acetylene and carbon dioxide gases. |

(The Act was actually enforced in the industry with effect from 31.7.57)

- 21 Indigo

Date of Extension	Industries/Classes of Establishments	
	22	Lac including shellac
	23	Non-edible vegetables and animal oils and fats
31st Dec., 1956	24	Newspaper establishments.
31st Jan., 1957	25	Mineral Oil
30th April, 1957 (26 to 30A)	26	Tea plantations (Other than the tea plantations in the State of Assam)
	27	Coffee plantations
	28	Rubber plantations
	29	Cardamom plantations
	30	Pepper plantations
	30A	Mixed plantations
30th Nov., 1957 (31 to 37)	31	Iron Ore Mines
	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 & 41)	40	Mica Industry
	41	Mica Mines
30th June, 1960 (42 and 43)	42	Plywood
	43	Automobile repairing and servicing
31st Dec. 1960 (44 to 46)	44	Rice Milling
	45	Dal Milling
	46	Flour Milling
31st May, 1961	47	Starch
30th June, 1961 (48 to 52)	48	Hotels
	49	Restaurants
	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 to 57)	53	Cinemas (including Preview theaters)
	54	Film production
	55	Film studios
	56	Distribution concerns dealing with exposed films
	57	Film processing Laboratories
31st August, 1961	58.	Leather and Leather products

Date of Extension	Industries/Classes of Establishments	
30th Nov., 1961 (59 and 60)	59	Stoneware Jars
	60	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.	Cashew nuts
31st Oct., 1962 (65 to 69)	65.	Establishments engaged in the processing or treatment of 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 to 76)	71.	Confectionery
	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 and 81)	80.	Canteens
	81.	Aerated water, soft drinks or carbonated water 31st Oct. 1963

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 and 84)	83.	Paint and Varnish
	84.	Bone crushing
30th June, 1964 (85 and 86)	85.	Pickles
	86.	China Clay Mines
31st Oct., 1964	87.	Attorneys as defined in the Advocates Act, 1965 (25 of (87 to 92) 1961)
	88.	Chartered or registered Accountants as defined in the Chartered 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)
	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 to 96)	94.	Travel agencies engaged in:
	(i)	Booking of international air and sea passages and other travel arrangements and
	(ii)	Booking of internal air and mail passages and other travel
	(iii)	Forwarding and clearing of cargo from and to overseas and within India
31st Jan., 1965	(95)	forwarding agencies engaged in the collecting, packing, forwarding or delivery of any goods including cargo; loading break bulk service and foreign freight service.
	(96)	Non-ferrous metals and alloys in the form of ingots
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.

Date of Extension	Industries/Classes of Establishments
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 & 108)	(107) Linoleum (108) Indoleum
31st July, 1967	(109) Explosives
31st August, 1967	(110) Jute bailing or pressing
31st October, 1967	(111) Fireworks and percussion cap work
30th Nov., 1967	(112) Tent making
31st August, 1968 (113 to 119)	(113) Barites Mines (114) Dolomite Mines (115) Fireclay Mines (116) Gypsum Mines (117) Kyanite Mines (118) Siliminite Mines (119) Steatite Mines
31st Dec., 1968	(120) Cinchona Plantations
30th June, 1969	(121) Ferro Manganese
30th June, 1969 (122 and 123)	(122) Ice or ice-cream. (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
31st May, 1974	(130) Katha making

Date of Extension	Industries/Classes of Establishments
31st August 1974	(131) Establishments known as hospitals run by any individual association or institution.
30th April, 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 1975	(137) Soapstone mines and establishments engaged in the grinding of soapstone
31st July, 1976 (138 to 150)	(138) Apatite Mines (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) Fluorite Mines
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 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 to 160)	(158) Diamond cutting (159) Quarzite Mines (160) Inland water transport establishments

Date of Extension	Industries/Classes of Establishments
31st Oct., 1980 (161 and 162)	(161) Building and construction (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 and 166)	(165) Establishments engaged in poultry farming (166) Establishments engaged in cattle feed industry.
6th March, 1982 (167 to 172)	(167) Any University (168) Any college, whether or not affiliated to a University. (169) Any School, whether or not recognised or aided by the Central or State Government. (170) Any scientific institution (171) Any institution in which research in respect of any matter is carried on (171) 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 to 177)	(175) Guar Gum factories (176) Marble mines (177) Diamond saw mills

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

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

S. No.	Code No.	Name of the Un-exempted Establishment	Amount in Default (Rs. In lakhs)	Total Amount in the Region
ANDHRA PRADESH				
1.	2914	Republic Forge	48.73	
2.	140	DBR Mills	16.38	
3.	3825	Water Development Society	12.72	
4.	4376	AP Scooters Limited	13.89	
5.	13286	Hyderabad Lamps Limited	16.29	
6.	3774	Ampro Industries (P) Ltd	12.82	
7.	23058	Targof Pure Drugs (P) Ltd	14.99	
8.	22245	Jaiswal Granites Ltd	16.29	
9.	7408	Stanley Girls High School	86.81	
10.	9241	M/s. Methodist Boys High School	27.43	
11.	23618	Stanley G.Jr. College	43.00	
12.	26304	Allwyn Watch	61.12	
13.	18274	Renewable Engg. System	26.33	
14.	12862	SOL Pharmaceuticals	18.93	
15.	18629	Vybra Automet Ltd	15.70	
16.	21453	The Parchur Cotton growers Co-op Mill	20.23	
17.	2	Nellimarla Jute Mills	259.99	
18.	2814	Sarvaraya Textiles	115.53	
19.	28711	Gold Star Alloys, Alamanda	33.51	
20.	294	GN Products (P) Ltd, Adoni	59.12	
21.	181	M/s. Ajam Jahi Mills, Warangal	17.48	
22.	14311	Someshwara Cements & Chemicals Ltd	14.09	
23.	5211	Bakram Beedi Works	28.68	
24.	13349	Stallion Tyres Ltd	10.00	
25.	13460	Pfimax International Ltd	35.99	
26.	17130	Midland Industries Ltd	10.21	
27.	160	Tungabhadra Industries Ltd	11.00	
28.	3110	Penguin Textiles Ltd	17.79	
29.	20667	Safe Pack Polymers Ltd	10.53	
30.	21736	Deccan Granites	12.43	
31.	23	Rayalaseema Mills Ltd., Kurnool	88.32	
32.	4365	Rayalaseema Paper Mills Ltd., Kurnool	96.95	
33.	3040	Andhra Cotton Mills, Proddutur	23.25	
34.	258	Andhra Coop. Spinning Mills Ltd	39.78	
35.	3920	Nellore Cooperative Spinning Mills Ltd	43.42	

36.	18945	Maruthi Textiles Limited, Nagiri	11.66	
37.	2813	The Yemmiganur Spinning Mills	21.52	
38.	1184	Panyam Cements & Minerals Inds, Kurnool	17.38	
39.	2888	MG Brothers Lorry Services, Kurnool	11.78	
40.	19487	Murali Krishna Transport Ltd	43.17	
41.	16460	Durga Cement Works, Dacheipalli	19.10	
42.	2160	Chirala Coop. Spinning Mills Ltd	12.98	
43.	27612	Chilakaluripet Cotton Growers Spining Mills Ltd	18.59	
44.	19273	Adarsh Collège of Education, Giddalur	10.22	
45.	370	Sarvaraya Textile Ltd, Kakinada	137.19	
46.	3759	Rajahmundry Cooperative Spinning Mills	85.58	
47.	17582	Coastal Chemicals Ltd, Gowripatnam	10.37	
48.	14898	ADB Cotton Growers & Coop. Spinning Mills	101.89	
49.	3820	Karimnagar Coop. Spinning Mills, Karimnagar	10.70	
50.	3821	Antergaon Textile Coop. Product Society	11.75	
51.	5206	Sable Wagheri & Co	26.23	
52.	5207	Prabhudas Kishore Das & Co	27.17	
53.	5208	Hiralal Prabhuram & Co	16.69	
54.	5209	MM Patel & Co	17.31	
		TOTAL		1991.01
BIHAR				
1.	BR/319	Kachuar Lime Stone Co.	41.77	
2.	BR/21	Gaya Cotton and Jute Mills	63.66	
3.	BR/1557	Bihar Co-op. and Weavers Mills	29.79	
4.	BR/1622	B.S. Agro Industries	83.94	
5.	BR/11	Katihar Jute Mills	17.70	
6.	BR/3241	Saiyed Firozuddin Biri Co	22.05	
7.	BR/6066	Indu Tapeswar Singh Mahila College	15.32	
8.	BR/5928	Sanjay Gandhi Womens College	17.51	
9.	BR/290	Newspapers and publications	57.28	
10.	BR/4282	Sogra College, B.Sharif	13.51	
11.	BR/5911	Inson School	12.11	
12.	BR/3423	Fatuha FSGramya Vidyut Sahkari Samiti	15.42	
13.	BR/1365	SK Nasiruddin Biri Co.	46.58	
14.	BR/3481	Bihar Rajya Beej Nigam	74.78	
		TOTAL		511.42
DELHI				
1.	DL/1214	Hindustan Samachar Coop Society	28.80	
2.	DL/2520	Samachar Bharti	12.01	
3.	DL/13198	RL Sharma and Co.	15.80	
4.	DL/6527	Sahara Deposits	11.89	
5.	DL/3477	Lala Ram Swarup Inst. TB & Allied Disease	29.22	
6.	DL/13718	Bhagwati Transport Corporation	11.32	

7.	DL/9078	Radhakrishnan International School	11.26	
8.	DL/8923	Freno Electronics	10.09	
		TOTAL	130.39	
GUJARAT				
1.	295	Rajnagar Textile Mill, Ahmedabad	65.83	
2.	365	Mahalaxmi Textile Mills, Bhavnagar	56.36	
3.	388	Ahmedabad New Textile, Ahmedabad	72.04	
4.	283	Jehangir Textile Mills, Ahmedabad	82.90	
5.	312	Viramgam Textile	44.86	
6.	289	Ahmedabad New Manekchowk Mills	55.00	
7.	263	Ahmedabad Jupiter Textile Mill, Ahmedabad	58.23	
8.	339	Petlad Textile Mills, Petlad	36.26	
9.	361	Himadri Textile Mills, Ahmedabad	40.26	
10.	290	New Swadeshi Mills, Ahmedabad	11.67	
11.	366	New Jehangir Textile Mill, Bhavnagar	13.85	
12.	314	Navjivan Mills, Kalol	13.85	
13.	15061	Madhu Textile, Kadi	43.64	
14.	353	Mahendra Mills, Kalol	118.03	
15.	273	Aryodaya Spinning Mills, Ahmedabad	40.01	
16.	4156	Visnagar Co-op. Spg. Mills	31.21	
17.	4178	Rajprakash Spinning Mill, Cambay	54.00	
18.	281	Star of Gujarat, Ahmedabad	19.50	
19.	1348	Calico Polysters Ltd	35.35	
20.	20189	Sunil Mills Ltd	13.68	
21.	369	Rajkot Textile Mills	46.52	
22.	6738	K.J. Vakharia & Co	20.35	
23.	4416	Indequip Engineering, Ahmedabad	19.65	
24.	4471	SLM Maneklal, Ahmedabad	192.89	
25.	4514	T. Maneklal, Ahmedabad	122.97	
26.	2509-A	Unity Steel, Bhavnagar	14.58	
27.	4440	Tensile Steel Ltd	22.91	
28.	10546	Dynamic Forgings Ltd, Rajkot	22.56	
29.	24048	Micro Forge(I) Ltd, Rajkot	13.97	
30.	4521	HMP Engineers (P) Ltd	36.17	
31.	13092	VJ Dave High School, Dehgam	10.09	
32.	1003	Parshuram pottery works, Thangadh	20.93	
33.	1027	Parshuram pottery works, Warkaner	16.81	
34.	991	Parshuram pottery works, Morbi	15.82	
35.	9753	Avon Industry	10.71	
36.	3354	Jayant Paper Mills Ltd	33.74	
37.	10193	Kukavav Sahkari Mandli	16.02	
38.	30551	Anil Gems, Surat	11.71	
39.	20536	Topline Shoes Ltd	11.27	

40.	2632	Sabarkantha Ru-utpadak	34.86	
41.	9269	LD Textile Industries Ltd	52.47	
42.	1383	Baroda Rayon Corporation	54.61	
43.	4193	Narmada RU Utpadak S.P. Mill	21.26	
44.	621	Saurashtra Co.op Spinning Mills Ltd.	11.33	
45.	25-A	RM Engg. Ltd, Ahmedabad	35.14	
46.	15095	GSL India Ltd, Surat	82.90	
47.	8363	Hindustan Fashions, Surat	12.14	
48.	2	Sevalia Cement, Kaira	49.36	
49.	287	Continental Textile Mills, Ahmedabad	27.66	
50.	1397	Dhanamal Silk Mills	10.53	
		TOTAL		1958.46
HARYANA				
1.	286	Jhalani Tools, Faridabad	308.10	
2.	246	Hitkari Potteries, Faridabad	13.62	
3.	5567	DAV Public School, Faridabad	62.74	
4.	534	Whirlpool India Ltd, Faridabad	67.03	
5.	766	Chief engineer. HSEB, Faridabad	28.09	
6.	4827	Arya Vidya Mandir , Gurgaon	11.93	
7.	3109	Liberty Footwear Co., Karnal	32.48	
8.	8186	Vaish Hr. Sr. Sec. School, Bhiwani	12.01	
9.	2796	Vaish college, Rohtak	23.36	
10.	4294	Vaish Technical Institute, Rohtak	27.64	
11.	2766	All India Jet Heroes Memorial College, Rohtak	26.58	
12.	2759	CR Polytechnic, Rohtak	18.03	
13.	5230	Sat Jinda Kalyana College, Rohtak	14.71	
14.	8081	Bhiwani Denim & Apparels Ltd, Bhiwani	24.73	
15.	3525	Kamla Syntex Ltd., Faridbad	32.42	
16.	6255	DAV Public School, Gurgaon	42.15	
17.	65	Electronics Ltd., Faridabad	61.59	
18.	58	East (I) Cotton Mills, Faridabad	36.84	
19.	2591	Bharat Carpet, Faridabad	18.23	
20.	9624	Vidya Niketan School, Faridabad	10.66	
21.	3942	Prompt Security Services, Faridabad	16.61	
22.	5451	Indira Gandhi National College, Ladwa	12.74	
23.	2655	S.D. College, Ambala Cantt	68.95	
24.	2591	Arya Girls College, Ambala Cantt	19.10	
25.	2592	GMN College, Ambala Cantt	44.37	
26.	2530	MLN Sr. Sec. School, Yamunanagar	26.74	
27.	2544	Guru Nanak Girls College, Yamunanagar	25.69	
28.	2550	MLN College, Yamunanagar	33.14	
29.	2513	Hindu Girls College, Yamunanagar	15.35	
30.	2531	Saraswati Vidya Mandir, Jagadiri	10.99	

31.	2508	Maharaja Aggarsain Mahavidyalaya, YNR	11.94	
32.	4688	Chotu Ram Arya College, Sonapat	20.57	
33.	4045	S.M.S.K. Labana Girls College	12.73	
34.	2612	D.S. College, Karnal	66.52	
35.	5028	Liberty G.P. MKT, Division, Karnal	120.10	
36.	3039	Lifo International, Karnal	21.54	
37.	1965	Liberty Enterprises, Karnal	54.24	
38.	586	Rohtak Textile Mills, Rohtak	62.68	
39.	2595	SD Girls College, Narwana, Jind	20.32	
		TOTAL		6907.02
HIMACHAL PRADESH				
-- N I L --				
KARNATAKA				
1.	11559	Spun Silks (I) Ltd, Bangalore	25.96	
2.	10543	Ashoka Garment	18.80	
3.	44	Mysore Lamps, Bangalore	132.11	
4.	19796	JVG Finance	13.50	
5.	23009	Integrated Fashions	10.99	
6.	5318	India Mini Drills	11.90	
7.	23091	Mahila Samyukta	12.49	
8.	19709	Karnataka State Police Housing (P) Ltd	12.81	
9.	7892	Karnataka (I) Development Co.Ltd	20.14	
10.	4539	KMAWW	11.44	
11.	16614	Cavalry Link, Bangalore	186.73	
12.	15260	Sunsu Garment	16.41	
13.	23684	Maruthi Com	17.92	
14.	16994	Basha Aerospace, Bangalore	27.35	
15.	13023	Islamia Institute, Bangalore	20.39	
16.	19947	Eagle Hunters	28.68	
17.	11575	Samrat Export, Bangalore	37.90	
18.	7579	Samrat Ashok Export, Bangalore	95.45	
19.	10664	S.S.S. Engineering	10.09	
20.	23218	Pethi Service Station, Bangalore	21.17	
21.	13062	Anjali Silks and Garments	14.75	
22.	1091	I.P.M. Dandeli, Hubli	45.67	
23.	1987	Siddeshwar Textiles	10.30	
24.	5611	Indian Plywood Hungarkatta, Mangalore	36.01	
25.	2260	Ideal Jawa, Mysore	511.36	
26.	9571	KTR Security	19.78	
27.	10282	Deepak Insulated, Mysore	47.61	
28.	154	HMP Cements Ltd, Shahbad, Gulbarga	146.75	
29.	14046	Samagra Grama Seva Samithi, Gulbarga	22.79	
		TOTAL		1587.25

KERALA				
1.	54	Thomas Stephen and Co.	10.59	
2.	628	Janatha Tile Works	12.36	
3.	2778	Tricott Mills Ltd.	42.79	
4.	12592	Hindustan Cylinder	16.14	
5.	570	Kerala Soaps and Oils Ltd	11.57	
6.	4591	Kerala S. Detergents and Chemicals	11.99	
7.	13367	Kancor Flavours and Extracts	13.10	
8.	2568	Madras Spinners	55.79	
9.	185	CommonWealth Weaving factory	14.34	
10.	2638	Thiruvepathi Mills	26.74	
11.	9965	Kunnathara Textiles	17.55	
12.	622	Travancore Plywood	29.89	
13.	11037	Pepper Plantation.	14.35	
14.	4009	Keltron Projects	21.11	
15.	2635	Keltron Counters	15.55	
16.	12344	Keltron Equipments	48.47	
17.	16122	K S. Audio Visual R. Centre	25.37	
18.	4301	Quilon Dist. Motor Transport WC Society	13.28	
19.	11023	Great Malabar Beedi Works	22.33	
20.	4272	A.S. Mohammed Kutty Beedi	15.88	
21.	10160	Autocast Ltd	83.12	
22.	390	Bonacaud Tea Estate	25.90	
23.	68	Manjumalai Estate	20.90	
24.	267	Pambanar Estate	28.01	
25.	266	Thenkakkal Estate	12.10	
26.	270	Thangamalay Estate	17.73	
27.	294	Pasumalay Estate	11.52	
28.	3110	Mount Estate	11.03	
29.	310A	Makkimala Estate	12.69	
30.	2	Punaloor Paper Mills	19.89	
31.	17238	Sulthan Battery Ser. Co.op.Bank	13.49	
32.	4837	Veekshanam, Printing and Publishing Co.	11.69	
		TOTAL	707.26	
MAHARASHTRA				
1.	18	Dynacraft Machine Co. Ltd	12.84	
2.	20	Estrela Batteries Ltd	52.32	
3.	27	National Cycle Corporation	84.71	
4.	82	Apollo Mills, Bombay	88.93	
5.	93	Bradbury Mills Ltd	260.59	
6.	106	Bharat Textile Mills	135.74	
7.	108	Elphinstone Spg & Wvg Mills	30.58	
8.	113	Jupiter Textile Mills	181.34	

9.	118	India United Mills	129.42	
10.	119	India United Mills No.2	153.92	
11.	120	India United Mills No. 3	133.98	
12.	121	India United Mills	217.57	
13.	122	India United Mills	96.00	
14.	124	Jam Mfg. Co. Mills, No. 1	112.95	
15.	132	Kohinoor Mills Ltd	66.59	
16.	144	New India Rayon Mills Co. Ltd	39.02	
17.	157	Phoenix Mills Ltd	14.71	
18.	160	Raghuvanshi Mills	32.38	
19.	183	Tata Mills	147.00	
20.	331	Dhulia Textile Mills	49.12	
21.	347	Solapur Spinning and Weaving Mills	40.16	
22.	350	Madhavnagar Cotton Mills Ltd	37.82	
23.	399	Golden Falcon, Bombay	24.83	
24.	401	Digvijay Spinning & Weaving Mills	146.96	
25.	415	Shree Sitaram Mills Ltd	110.03	
26.	576	Ogale Glass Works	54.69	
27.	626	Hindustan Equipment Suppliers.	16.14	
28.	640	India United Mills	96.47	
29.	768	Jaifabs Textile	10.36	
30.	1348	Orion Engg. Works Ltd	12.61	
31.	1380	Bush India Ltd	13.28	
32.	1535	Nico Products	47.12	
33.	1654	Ralliwolf Ltd	228.35	
34.	1869	Shriram Sah. Sakh.Kar.Ltd	124.33	
35.	2183	Ellora SILK Mills P.Ltd	12.11	
36.	2195	D.R. Steel Inds. Pvt. Ltd	26.50	
37.	2438	Industrial Research Institute Pvt. Ltd	12.74	
38.	3511	Vidharbha Berar Achalpur	40.92	
39.	3513	Sawatram Ramprasad Spg. & Wvg Mills	11.41	
40.	3516	R.B.B.A. Mills	77.82	
41.	3526	Shivraj Fine Art and Litho Works	22.52	
42.	4003	Nanded Textile Mills	50.50	
43.	4768A	XLO Machine Tools Ltd	20.96	
44.	4788	Mackannen Mackanzie	29.74	
45.	5811	Industrial and Agricultural Engg. Co (I) Ltd.	59.29	
46.	6711	Powder Metals and Alloys Pvt Ltd	26.92	
47.	6887	Globe Auto Electricals Ltd	26.36	
48.	7088	Keming Tools Co. Pvt. Ltd	16.83	
49.	7116	Indofrench Times Udyog Nagar	13.12	
50.	7191	Wellman Hindustan Ltd	22.27	
51.	8468	First India Steel	36.00	

52.	8865	New Hind Textile Mills	97.18	
53.	9264	Carona Ltd	126.25	
54.	9796	Rajaram Bandekar Mines	27.02	
55.	10191	Marmagoa Handling Agent Association	45.67	
56.	11246	Mukesh Dye Works	26.06	
57.	11399	Kishco Mills Pvt. Ltd	14.37	
58.	11436	Tigrania Metal and Steel Co.	12.98	
59.	11566	Nanded Sahakari Soot Girni Ltd	30.95	
60.	11718	Shetkari Vinkari Co.op Spinning Mills	122.41	
61.	12606	The MH. Co.Op. Spg. Mill	51.94	
62.	12689	Patheja Forging and Auto, Pune	12.37	
63.	12689A	Patheja Brothers Forging and Stamping Ltd	24.82	
64.	12707	Automobile Products India Ltd	130.41	
65.	13350	Panzarkar Sahakari Sakhar	108.84	
66.	13843	Veekay Cotsyn Ltd	55.55	
67.	15446	Bombay Melleable Casting and Allied	13.26	
68.	15480	Satpuda Tapi Sahakari Sakhar Karkhana	10.64	
69.	15494	Vasant Sah. Sakhar Karkhana	283.22	
70.	15518	Jijamata Sah. Sakhar Karkhana	42.61	
71.	16175	G.G.T. Kaypee Ltd	36.67	
72.	17334	P.K. Porwal Bidi Mfg. Co	12.26	
73.	17885	Palghar Rolling Mills P. Ltd	14.34	
74.	18093	Nasik Jilha Sah Sut Girni	80.79	
75.	18378	Basant Allied Steel	12.78	
76.	19443	Gedore Tools (I) P. Ltd, Jalana	32.23	
77.	19469	Fluid Air I. P. Ltd	12.66	
78.	19589	Mistry Prabhudas	17.52	
79.	19643	Orsons Electronic Ind. P. Ltd	11.45	
80.	20017	Garware Marine Inds. Ltd	18.22	
81.	20478	Godavari garment, Aurangabad	27.19	
82.	21403	Kada S.S.K. Ltd	11.33	
83.	21570	ATV Projects P. Ltd, Bombay	57.09	
84.	21702	Arison Engineering Ltd	34.00	
85.	23757	Porwal Pulp and Paper Mills Ltd.	16.21	
86.	24354	Ravlan Pen Co. Ltd	14.16	
87.	24394	East and West Travels	82.12	
88.	24617	Sanjay Sahakari Sakhar Karkhana	28.78	
89.	26908	All Saints High School	20.45	
90.	29122	Managanga Sah. Sahkar Karkhana Ltd	64.41	
91.	29634	Tasgaon Sugar Factory	106.30	
92.	30650	Subhash Samudayik	13.84	
93.	30809	Patheja Bros	46.68	
94.	30858	Growel Times Ltd, Pune	10.88	

95.	31657	Rajgad Sah. Sahkar Karkhana	10.59	
96.	35742	Real Value Appliances Ltd	10.56	
97.	39282	Delta Mechon P. Ltd	13.65	
98.	39367	Chemax Lab Ltd	10.31	
99.	40590	P&O Needloyds	121.63	
100.	41878	Real Value Marketing S. Ltd	20.10	
101.	42135	Business India Information Technology	10.58	
102.	42838	Indo German Chamber of Commerce	36.44	
103.	50278	Sumeet Machines P. Ltd	35.75	
104.	50845	A.B. Lodha, Labour Contractors, Nasik	39.15	
105.	60244	Shree Balaji Sakhar Karkhana Ltd.	13.50	
106.	60691	Daily Janwad	11.04	
107.	61665	Aditya Lime Industries, Nagpur	16.97	
108.	61754	Jai Kishan Sakhar Karkhana Ltd.	12.24	
109.	80150	Kanakdhara Steel	13.77	
110.	80241	Bafna Re-Rolling Mills (P) Ltd.	18.35	
111.	80393	Marathwada Agricultural University	418.11	
112.	80523	Malwadkar Steel Industries	17.64	
113.	169	Saksaria Cotton Mills Ltd	146.11	
114.	18274	Vinayak SSK Ltd	62.71	
115.	40372	Vipras Corporation, Mumbai	13.58	
116.	12162	Vishwakarma Spng & Weaving Coop (P) Ltd	29.37	
		TOTAL	6609.93	
MADHYA PRADESH				
1.	1143	MPSRTC, Indore	184.38	
2.	3839	Indore Development Authority, Indore	276.51	
3.	3982	G.S.I.T.S, Indore	263.65	
4.	1	Hukumchand Mills Ltd, Indore	119.89	
5.	4	The Rajkumar Mills, Indore	173.94	
6.	5416	MPSRTC, Khargone	70.42	
7.	2	Indore Malwa United Mills, Indore	119.87	
8.	3	Kalyanmal Mills, Indore	75.98	
9.	6	Swadeshi Cotton Mills, Indore	55.65	
10.	4046	MPSRTC, Satna	362.05	
11.	264	MPSRTC, Jabalpur	364.16	
12.	2319	Bhagwandas Shoghalal Jain, Sagar	72.99	
13.	8922	MPR Tilhan Utpadak Sah. Sangh, Chindwara	42.43	
14.	8953	Jabalpur Development Authority, Jabalpur	32.53	
15.	7288	Aop Enterprises, Sagar	24.40	
16.	5417	MPSRTC, Seoni	172.69	
17.	4045	MPSRTC, Sagar	180.13	
18.	53	Mohan Jute Mills, Raigarh	28.55	

19.	78	Bengal Nagpur Cotton Mills, Ranandgaon	18.63	
20.	1249	MPSRTC Divisional Office, Amanka, RAIPUR	274.63	
21.	1250	Himmat Steel Foundry Ind. Ltd, Bilaspur	37.64	
22.	1681	Kedia Castle Dellon, Kumhari Durg	74.69	
23.	4047	MPSRTC Divisional Office, Bilaspur	141.60	
24.	6482	Kedia Distellaries, Bilaspur	20.42	
25.	1378	MPSRT Corporation, Bhopal	138.59	
26.	6464	Microwin Electricals, Mandideep Raisen	15.15	
27.	1267	MPSRTC, Bhopal	128.67	
28.	81	New Bhopal Textile Mills, Bhopal	41.38	
29.	11	Binod Mills Co. Ltd, Ujjain	599.96	
30.	11-A	Bimal Mills Co. Ltd, Ujjain	181.44	
31.	4044	MPSRTC, Ujjain	113.26	
32.	14	Sajjan Mills, Ratlam	50.45	
33.	2663	Jayant Vitamins, Ratlam	18.17	
34.	225	MPSRTC, Gwalior	459.87	
35.	229	MPSRTC, Central Workshop, Gwalior	150.43	
36.	2771	Prabhudas Kihoredas Tobacco, Sagar	51.51	
37.	3784	Gramin Vidhyut Samiti, Chhatarpur	17.04	
38.	1382	MP Hathkargha Bunkar Sahakari Sangh, Jabalpur	35.73	
39.	8919	Ganesh H.S. School, Dhanpuri	11.18	
40.	4409	Orient Plywoods Ind. Raipur	15.32	
41.	8413	GDA, Gwalior	24.14	
42.	10	Hira Mills, Ujjain	56.62	
43.	1404	Bilaspur Spg. Mills and Ind. Ltd., Bilaspur	19.86	
		TOTAL		5316.60
NORTH EASTERN REGION				
1.	644	Associated Industries	35.42	
2.	403	ASIDC, Ltd	45.04	
3.	842	Nagaland Sugar Mills	35.51	
4.	1242	Assam State Co-op Agriculture and Rural Development Bank	67.12	
5.	1366	Assam Irrigation Dev. Corpn	54.15	
6.	613	STATFED	41.20	
7.	693	Manipur State Co.op Bank	30.94	
8.	2549	Manipur Plantation Corpn	30.02	
9.	282	AGMC	57.11	
10.	900	Nagaland State Co-op Market	18.57	
11.	2788	Assam Co-op. Spinning mills	30.76	
12.	356	Assam Conductor Tubes	18.16	
13.	2940	Rajashree Publications	11.71	
		TOTAL		475.71

ORISSA				
1.	3846	Paradeep Phosphates Limited, Bhubaneswar	860.74	
2.	5649	OPGC Limited, Bhubaneswar	364.67	
3.	87	OSRTC, Ganjam	339.45	
4.	439	Orissa Industries Limited, Lathikata	268.17	
5.	655	Bhaskar Textile Mill, Jharsuguda	233.44	
6.	917	Orissa Weavers Co.op Spinning Mill, Tora	168.61	
7.	51	Bisra Stone Lime Co. Ltd, Biramitrapur	127.60	
8.	3164	Sonepur Spinning Mill, Sonepur	103.40	
9.	3115	Baripada Spinning Mills, Baripada	99.03	
10.	1	OTM Choudwar, Cuttack	94.65	
11.	2063	Utkal Weavers Co.op Spg. Mills, Khurda	91.74	
12.	3464	Ganesh Chandra Saha	86.04	
13.	4316	Aska Spinning Mill, Aska, Ganjam	76.09	
14.	1206	DAV School, Bhubaneswar	68.78	
15.	1373	Central Workshop of OCC Ltd, Rasulgarh	66.78	
16.	3251	Sri Jagannath WCS Mills, Nuapatna, Cuttack	66.75	
17.	88	OSRTC, Bhubaneswar	60.76	
18.	22	OCM Bhagatpur	57.06	
19.	3838	Municipal College Rkl	41.17	
20.	462	Orissa Spinning Mill, Rajgangpur	34.43	
21.	2875A	Eastern Orissa Oilseed Grower Union, BBSR	33.77	
22.	1153	Badbag WCS Ltd, Jagatsinghpur, Cuttack	28.78	
23.	3704	Munilal Dayalji & Co., Sambalpur	27.45	
24.	3070	Konark Papers & Industries, Jhavia	26.53	
25.	1360	DTM OSRTC BBSR	25.93	
26.	3696	Rourkela Law College, Rourkela	25.72	
27.	1323	OSRTC, Dhenkanal	24.65	
28.	1919	Deo Canal Divn. Rairangpur	22.28	
29.	3121	IPICOL Piping & Engg Works Ltd, BBSR	22.19	
30.	1356	OSRTC, Sambalpur	21.53	
31.	3484	Eastern Media Pvt. Ltd, Bhubaneswar	21.79	
32.	2743	Orissa Drugs & Chemicals Pvt. Ltd	21.14	
33.	2987	Upper Kolab Head Works Divn. Koraput	20.89	
34.	1355	OSRTC, Bargarh	19.68	
35.	2875	Orissa State Oil Seed Grower Federation	19.00	
36.	1321	OSRTC, RKL	18.71	
37.	1350	Konark Television Limited, Bhubaneswar	18.58	
38.	5453	Mideast Integrated Steel Limited, Cuttack	18.44	
39.	3520	Shre Sarala WC Mill Ltd. J. Pur	18.02	
40.	1342	OSRTC, Keonjhar	17.96	
41.	4717	Parjang Canal Divn, Dkl	17.48	
42.	1278	Sukinda Seeds Farm, Jajpur	16.54	

43.	3411	Orissa Tasra & Silk Utpadak Sangh, Nuapatna	16.32	
44.	434	Berhampur Co.op Central Bank Ltd., Behrampur	15.50	
45.	2437	EE, Field Machinery Divn., Samal Barrage, DKL	14.67	
46.	1606A	Orissa State Hosing Board, Jeypore	14.60	
47.	2036	Stores & Mechanical Divn, Dhenkanal	14.19	
48.	3479	SN Corporation Ltd., Dhenkanal	13.38	
49.	5213	PS Money Craft & Fintech Ltd	13.20	
50.	20	Orissa Industries (P) Ltd, Cuttack	12.47	
51.	2863	Jemadeipur Baladev WCS Ltd, Nuapatna	11.47	
52.	4960	Indo Maxwell, CNI Complex, Patia, BBSR	10.73	
		TOTAL	3932.95	
PUNJAB				
1.	15089	Partap Paper Mills, Batala	32.95	
2.	199	Partap Steel Rlg. Mill, ASR	21.92	
3.	7938	Dayanand Model School, Jalandhar	14.63	
4.	12602	FCI, Bhawanigarh	20.83	
5.	12840	FCI, Budhlada	12.78	
6.	12590	FCI, Dharmkot	15.10	
7.	12589	FCI, Talwandi Bhai	87.12	
8.	12587	FCI, Ladhuka	87.12	
9.	12584	FCI, Jalalabad (West)	46.38	
10.	9873	Vinod Paper Mills, Malerkotla	10.19	
11.	8345	Guru Nanak College, Ferozepur	10.15	
12.	10877	The Malout Co-op Spinning Mills Ltd.	39.89	
13.	9529	The Kotkapura Spg. Mills Ltd, Sandhwan	80.22	
14.	13467	Markfed, Baghapurana	76.52	
15.	6086	Punjab State Fed and Co-op House Bldg.	117.70	
16.	4715	Punwire, Mohali	413.05	
17.	5937	Punjab United Storage Ltd, Nawanshehar	16.52	
18.	12773	FCI, FSD, Silo, Mandi, Gobindgarh	17.88	
19.	12777	FCI, FSD, Rajpura, Patiala	110.11	
20.	12696	FCI, Jagraon	80.32	
21.	12700	FCI, Millanpur	49.93	
22.	12694	FCI, Doraha	37.42	
23.	12701	FCI, Raikot, Ludhiana	32.66	
24.	106	Bawa Shoe Ltd., Amritsar	18.99	
25.	92	New Egerton Woollen Mills, Dhariwal	15.66	
26.	5298	Pb. Spg and Weaving Mills, Bathinda	13.81	
27.	1244	Sikh News Paper Ltd., Jalandhar	10.08	
28.	12702	FCI, Ludhiana	10.04	
		TOTAL	1499.97	

RAJASTHAN				
1.	12	Jaipur Spinning and Weaving Mills, Jaipur	17.25	
2.	3098	Adarsh Vidya Mandir, Jaipur	58.88	
3.	5768	Swadeshi Cements, Kotputli	12.33	
4.	3058	SSG Pareek College, Jaipur	11.61	
5.	3397	Happy Sr.Sec. School, Alwar	21.84	
6.	3896	Rampur Engineering Co. Industries, Alwar	18.94	
7.	2771	Rajasthan Explosives & Chemicals Ltd., Dholpur	28.15	
8.	2625	Rajasthan Pratyan Vikas Nigam Ltd, Jaipur	218.74	
9.	6533	Mahila Vidyapeeth, Churu	45.57	
10.	2952	Jaipur Dairy Plants, Jaipur	22.61	
11.	6328	Arora Vansh S.H. Secondary School, Sriganganagar	12.45	
12.	3962	Perfact Thread Mills, Udaipur	58.63	
13.	1719	J.K. Tyre Cord, Kota	23.20	
14.	3568	J.K. Acrylics, Kota	21.24	
15.	16	Mewar Textile Bhilwara	19.31	
16.	7820	Suzuki textile, Bhilwara	16.27	
17.	2862	Atikur Rehman Abdul Gafur, Suket	15.78	
18.	1548	Udaipur Udyog J.K. Udaipur	14.04	
19.	468	East Suket Labour Contractor Society, Kota	13.82	
20.	469	West Suket Co-op. Society, Kota	10.33	
		TOTAL	660.99	
TAMIL NADU				
1.	30403	Sterling Holiday Resorts Ltd.	89.37	
2.	26175	S.BO.A. School, Chennai	22.40	
3.	7868	MPCL, Chennai	20.81	
4.	10906	Sudarshan Chits, Chennai	16.71	
5.	11348	Sudharsan Chits, Chennai	15.65	
6.	8599	Madras Motor Finance, Chennai	10.59	
7.	2	Bharathi Mills, Pondicherry	10.05	
8.	53	Somasundara Mills	20.74	
9.	52	Kaleeswara Mills	10.59	
10.	25875	R.A.V. Textiles	15.74	
11.	91	Rajalakshmi Mills	15.31	
12.	3779	Ambal Mills	29.12	
13.	364	Hindustan Lever Ltd	29.82	
14.	65	Radhakrishna Mills	30.08	
15.	72	Vasantha Mills	15.28	
16.	337	Sivananda Mills	13.26	
17.	48	Dhanalakshmi Mills	85.37	
18.	6190	Ramakrishna Steel	50.69	

19.	1226	Madhu Spg. Mills	24.10	
20.	510	United Bleaching Ltd.	28.70	
21.	694-C	Prospect Estate	10.22	
22.	694-F	Liddlisdale Estate	10.93	
23.	694-G	Liddlisdale Estate	13.32	
24.	694-B	Prospect Estate	14.59	
25.	366	Prospect Tea Factory	12.34	
26.	784-B	Seaforth Estate	15.32	
27.	694-D	Liddlisdale Estate	13.67	
28.	784-A	Seaforth Estate	16.27	
29.	21038	Lakshna Cotton Spg. Mills	13.90	
30.	2473	Kwality Spg. Mills	13.33	
31.	6919	Arunachaleswar Mills	14.32	
32.	21516	Popular Spg. Mills	31.08	
33.	3924	Essarpee Mills	22.48	
34.	1059	DPF Textiles	15.78	
35.	12461	Coimbatore Popular Spinning Mills	18.98	
36.	1085	Ravendra Mills	16.83	
37.	34399	Coimbatore Agricultural Co-op. Marketing Society Ltd.	20.64	
38.	16492	Lawrance School	19.00	
39.	610	High Forest Tea Estate	22.55	
40.	17552	Jeets Tex Engg(P) Ltd	10.13	
41.	1059	DPF Textiles Ltd	16.11	
42.	2395	Akshaya Textiles	18.58	
43.	8400	Kongarar Spinning Mills	21.95	
44.	12461	Coimbatore Spinning Mills	28.50	
45.	1178	Prasanth Textiles Ltd	27.32	
46.	28402	Sudarshan Paper Mills	11.10	
47.	8132	Sam Turbo Industry	13.57	
48.	16255A	Aruna Textiles and exports Ltd	35.19	
49.	861	Sree Visalakshmi Mills 'A' Mills, Vilangudi	58.04	
50.	861A	Sree Visalakshmi Mills 'B' Mills, Vilangudi	32.90	
51.	41308	Kodaikanal Christian college	12.02	
52.	11940	Misseror Co-op. Spg. Mill	13.34	
53.	5518	Madurai District Co-op. Spg. Mill	114.37	
54.	20567	RMP coop. Spg. Mill, Ramanathapuram	14.00	
55.	20436	Sri Kumar Textiles	11.30	
56.	3115	Srivilliputhur Co-op. Spg. Mill	30.36	
57.	1115B	Annamalair Tex. (P) Ltd., Dindigul	22.98	
58.	1707	Sri Sivalakshmi Mills Ltd., Theni	10.59	
59.	2298	Sitalakshmi Mills Ltd., Madurai	11.40	
60.	159	Mahalakshmi Textile Mills, Madurai	66.85	

61.	4831	Bojaraj Textile Mills Ltd	19.83	
62.	29556	Alagappapuram Labour Contract Society, Karakudi	10.53	
63.	4187	Varadhalakshmi Mills Ltd., Sivagangai	19.13	
64.	6357	Swamji Mills Ltd., Anaikottam	77.23	
65.	1125	Eastern Rayons Ltd., Rajapalayam	13.85	
66.	437	Janakiram Mills	12.94	
67.	6817	Hautin Sait Beedi, Trichy	12.28	
68.	8243	M.S.M. Sundaram Pillai, Beedi, Trichy	10.46	
69.	3169	Seshasayee Industries, Vadalur	17.72	
70.	27167	Kalaivanar Silk Handloom Weavers, Co-op. Prod. & Sales Society, Kumbakonam	12.07	
71.	27117	Thirubuvanam Cholan Silk H.L. Weavers Co-op Society, Karur	12.06	
72.	5562	Trichy Dt. Co-op. spinning Mills, Karur	102.87	
73.	5589	The S.A. Dt. Co-op. spinning Mills, Saram	89.13	
74.	6091	Arcot Textile Mills Ltd., Kallakuruchi	11.55	
75.	8023	Sri Nadiambail Textile Mills (P) Ltd	15.90	
76.	136	Lakshmi Shanmuga Mills, Namanasamudram	13.21	
77.	5531	Thanjavur Dist. Coop. Spinning Mills Ltd	62.19	
78.	2133	South India Co.op spinning Mills, Tirunelveli	112.77	
79.	5610	Kanyakumari Co.op spinning Mills	68.79	
80.	3926	Trichendur Co-op spinning Mills	52.56	
81.	935	Geethanjali Mills Ltd., Sankarankoil	33.98	
82.	37134	Vazhaithottam Handloom Production Society Ltd	12.74	
83.	33264	Vannan Pottavila Handloom Weavers Coop. Society	37.65	
84.	33252	Palliyadi Handloom Weavers Coop. Society	12.05	
85.	9685	T.P. Sokkalal Ramsait Beedi Factory	11.28	
86.	17296	Orient Vision Ltd	28.47	
87.	34761	Amar Jyothi Spinning Mills,	16.92	
88.	1117	Sundaram Spinning Mills	19.05	
89.	131	Jawahar Mills	45.19	
90.	28213	Karthikeyan Spinning Mills	12.22	
91.	16403	Mettur Textiles	59.32	
92.	17512	Geetha Ramakrishna	11.02	
93.	2373	Kumaravel Rana Spinning Mills	15.88	
94.	5544	Periyar Dt. Co-op Spinning Mills	72.52	
95.	16681	Uma Maheswari Mills	47.32	
96.	128	Akilandeswari Mills	12.78	
97.	21118	Sakthi Aishwaraya Spinning Mills (P) Ltd	11.84	
98.	21270	Jyothi Home Industries	18.55	

99.	5661	Kancheepuram Kamakshiamman Spinning Mills Ltd., Kancheepuram	29.43	
100.	10339	Tamil Nadu Chromates and Chemicals Ltd	23.06	
101.	38195	Skyline Leather Industries, Ranipet	10.65	
102.	38196	Montari Leathers, Ranipet	10.19	
103.	4981	Saraswathi Mills Ltd., Tiruttani	47.10	
104.	7768	Veeraraghava Textiles (P) Ltd., Uthiramerur	28.33	
105.	10118	Apollo Tubes and Steel India Ltd., Ranipet	38.26	
TOTAL				2863.40
UTTAR PRADESH				
1.	8	Muir Mills, Kanpur	189.04	
2.	9	New Victoria Mills, Kanpur	227.07	
3.	10	Elgin Mills No. I, Kanpur	14.25	
4.	39	BIC (CWM) Lal Imli, Kanpur	535.28	
5.	13522	Dil Pasand Beedi, Farrukhabad	10.95	
6.	995	Tannery Foot Wear Corp India, Kanpur	10.10	
7.	457	Anandkar Karyalaya (P) Ltd., Etawah	14.68	
8.	1555	Nagrath Paints, Kanpur	11.36	
9.	15285	UP Sahkari Katai Mills, Fatehpur	58.34	
10.	4085	UP Export Corporation, Lucknow	56.56	
11.	5115	UP Handloom, Kanpur	137.71	
12.	863	Elgin Mill No. II, Kanpur	48.16	
13.	12	Swadeshi Cotton Mills, Kanpur	222.78	
14.	15	Laxmi Ratan Cotton Mills, Kanpur	232.00	
15.	18	Atherton Mill, Kanpur	170.51	
16.	16314	Rajendra Pipe Ltd, Kanpur	23.93	
17.	14182	Rajendra Steel Ltd, Kanpur	176.52	
18.	1189	UP Industrial Coop. Association, Kanpur	77.66	
19.	4	Bijli Cotton Mills, Hathras	31.49	
20.	920	Tiger Locks, Aligarh	16.42	
21.	1699	Moradabad Syntex Ltd., Moradabad	48.82	
22.	203	Ajudhiya Sugar Mills Ltd, Moradabad	173.70	
23.	14197	UP Sahkari Katai Mills Ltd, Bareilly	52.20	
24.	179	UPSRTC, Bareilly	30.57	
25.	14479	Venus Cement Ltd., Dehradun	19.74	
26.	16430	UP Carbide and Chemicals Ltd., Dehradun	45.42	
27.	205	UPSSC, Ghughali, Maharaj Ganj	17.28	
28.	172	UPSSC, Nawab Ganj, Gonda	77.77	
29.	218	UPSSC, Chhitamil, Deoria	12.73	
30.	206	UPSSC, Siswa Bazar, Maharaj Ganj, Gonda	24.60	
31.	189	Khalilabad Sugar Mills, Khalilabad	31.66	
32.	184	CSW Unit, Gauri Bazar, Deoria	33.42	
33.	191	UPSSC, Deoria	22.83	

34.	199	Ganesh Sugar Mills, Maharaj Ganj	54.90	
35.	21143	Chandra Synthetics Ltd, Bulandsahar	11.69	
36.	19583	Digi Flex Noida	25.37	
37.	3818	Reing Talbros Ltd, Gaziabad	22.84	
38.	13091	Naveen Projects, Gaziabad	24.28	
39.	1148	Swadeshi Cotton Mills, Allahabad	27.09	
40.	518	UPSRTC, Jaunpur	11.56	
41.	7378	Nandganj Sihori Sugar Mills, Ghaziabad	19.47	
42.	2435	Tiger Products Ltd., Aligarh	43.30	
43.	794	UPSRTC, Agra	72.04	
44.	14332	Jaishree Industries, Mainpuri	15.69	
45.	178	L.H. Sugar Factory, Pilibhit	20.80	
46.	1433	United Wheels, Ghaziabad	27.81	
47.	14907	UPSRTC, Khatauli, Muzaffarnagar	10.08	
48.	222	UPSSC, Barabanki	191.43	
49.	15355	Sitapur Sahkari Katai Mills, Sitapur	84.70	
50.	773	UPSRTC, Raibareilly	14.76	
51.	6791	Institute of Toolroom, Lucknow	97.40	
52.	769	UPSRTC, Lucknow	16.73	
53.	770	UPSRTC, Sitapur	11.51	
54.	224	UPSSC, Barabanki	43.94	
55.	176	UPSSC, Hardoi	322.11	
56.	336	Associated Generals, Lucknow	175.75	
57.	4429	Vikram Cotton Mills, Lucknow	92.98	
58.	495	Sitapur Plywood, Sitapur	111.97	
59.	4848	Raibareilly Textiles, Raibareilly	37.62	
60.	413	UP Instrument Ltd, Lucknow	89.71	
61.	7635	Sumac International, Lucknow	15.23	
62.	14486	City Montessori School, Lucknow	22.65	
63.	20446	St. Xaviers School, Lucknow	99.88	
64.	21559	Prime Petro Ltd, Lucknow	11.44	
65.	21513	Swatantra Press, Lucknow	13.67	
66.	11926	UP Bhoomi Sudhar Nigam, Lucknow	21.85	
67.	14324	Mahrishi Vidya Mandir, Sitapur	41.10	
		TOTAL	4758.90	
WEST BENGAL				
1.	129	New Tobacco	16.20	
2.	9610	Indian Card Board Ind(P) Ltd	32.40	
3.	10129	RBL Ltd	30.87	
4.	12201	Indo Japan Steel Ltd	116.28	
5.	124	Arati Cotton Mills	36.06	
6.	542	Central Cotton Mills	101.92	
7.	112	Bengal Laxmi Cotton Mills	61.69	

8.	113	Rampooria Cotton Mills	98.70	
9.	350	Bengal Fine Spinning and Weaving Mills	34.65	
10.	396	Luxmi Narayan Cotton Mill	47.41	
11.	1916	Kanoria Industries	27.59	
12.	1650	Keymar Baghaw Mfg. Co. (P) Ltd	14.18	
13.	12317	Eastern Papers Industries Ltd	27.30	
14.	7239	Seriakella Glass Works	15.33	
15.	8223	Shree Engg. Products Ltd	17.14	
16.	11734	Fort William Ind. Ltd	27.68	
17.	149	Serampur Belting Works (P) Ltd	23.95	
18.	91A	Prem Chand Jute Mills Ltd	95.63	
19.	26	Empire Jute Co Ltd	183.20	
20.	26084	Assam Biri Factory	38.20	
21.	11926	Murshidabad Biri Factory and Co.	27.30	
22.	16129	Srinibas Biri Factories (P) Ltd	12.01	
23.	12781	The State fisheries Development Corp. Ltd	10.57	
24.	7860	Grand Azad Hind Transport Co.	22.97	
25.	1043	Sachindra Ch. Tea Estate	22.31	
26.	11738	Potong Tea Estate	15.75	
27.	11111	Angus Co. Ltd	25.42	
28.	14665	NTC (WB.ABO) Ltd	56.52	
29.	1752	National Instruments Ltd	10.78	
30.	1085	Danguajhar Tea Estate	25.92	
31.	819	Dheklapara Tea Estate	42.44	
32.	889	Madhu Tea Estate	78.94	
33.	977	Bhagalpur Tea Estate	25.78	
34.	854	Carron Tea Estate	28.40	
35.	952	Raipur Tea Estate	31.33	
		TOTAL	1482.82	
		GRAND TOTAL	41394.08	

APPENDIX - A 4

LIST OF DEFAULTING EXEMPTED ESTABLISHMENTS – Rs. TEN LAKHS OR MORE
[Including Provident Fund, Pension & EDLI contribution, Admin. charges & Penal damages]

S. No.	Code No.	Name of the Exempted Establishment	Amount in Default (Rs. In lakhs)	Total Amount in the Region
ANDHRA PRADESH				
1.	182	Allwyn Limited	40.57	
2.	3071	HMT Limited	1428.52	
3.	3107	IDP Limited	338.13	
4.	3260	ECI Limited	86.11	
5.	3071-A	HMT Company	171.96	
6.	3729	Hindustan Cables Ltd	40.93	
7.	50	Tungabhadra Industries Limited, Kurnool	15.87	
8.	5864	APHMEL, Kondapalli	32.62	
		TOTAL		2154.71
BIHAR				
1.	2247	M/s Bharat Refractories Ltd., Bokaro	198.85	
2.	1230	Indian Firebricks Co., Ranchi Ltd	491.04	
3.	1151	Assam Sillmate Ltd., Narar	56.34	
		TOTAL		746.23
DELHI				
1.	612	United India Periodicals	39.68	
2.	103	Sri Ram Food and Fertilizers India Ltd	13.98	
3.	1091	Pure drinks Ltd	132.53	
		TOTAL		186.22
GUJARAT				
1.	323	Gaekwar Mills Ltd, Billimora	27.94	
2.	10042	Gujarat Alkalies and Chemicals Limited	143.97	
3.	5238	Gujarat State Fertiliser & Chemicals Ltd	428.43	
4.	4951	Indian Oil Corporation Limited	324.30	
		TOTAL		924.64
HARYANA				
1.	3095	IDPL, Gurgaon	2248.75	2248.75
		TOTAL		
HIMACHAL PRADESH				
-- N / L --				
KARNATAKA				
1.	26	M.E.I. Ltd., Bangalore	61.63	
2.	873A	HMT Watch Factory	2454.96	
3.	873	HMT Machine Tools	1206.06	

4.	1	Binny Mills Ltd, Bangalore	34.87	
5.	873E	HMT Ltd, Bangalore	478.21	
		TOTAL	4235.73	
KERALA				
1.	15	Aluminium Industries	24.77	
2.	2551	TELK	39.55	
3.	2985	Kerala Agro Indl. Corpn., Trivandrum	45.13	
4.	16	Travancore Rayons	111.00	
		TOTAL	220.45	
MADHYA PRADESH				
-- Nil --				
MAHARASHTRA				
1.	6454	Mah State Co-op	27.92	
2.	109	Finlay Mills	71.75	
3.	110	Gold Mohur Mills	43.64	
4.	187	Western India Spg and Weaving Mills	21.23	
5.	5291	Kamani Tubes Ltd.	53.00	
6.	420	Shree Madhusudan Mills	18.67	
7.	158	Podar Mills	41.71	
8.	22372	Business India	151.89	
9.	12540	Garware Synthetic	19.75	
10.	49	New Standard Engg. Co	18.04	
11.	329	Khandesh Spg. Mill	20.37	
12.	348	Laxmi Vishnu Textile Mills, Pune	323.65	
13.	1459	Hindustan Antibiotics Ltd, Pune	827.67	
14.	338	Raja Bahadur Mills, Pune	14.83	
15.	20711	QSC Engg Sinhgadhe, Pune	11.59	
16.	3502	Model Mills	156.20	
17.	3515	Akola Oil Mills	14.83	
		TOTAL	1836.74	
NORTH EASTERN REGION				
-- Nil --				
ORISSA				
1.	1610	OCC Ltd	57.89	
2.	256	Indian Aluminium Co., Rourkela	36.00	
3.	822	Orissa State Co.op Bank Ltd	32.44	
4.	3480	Indoflogate Ltd.	27.26	
		TOTAL	153.59	

PUNJAB				
-- Nil --				
RAJASTHAN				
1.	1139	Instrumentation India Ltd	551.06	
2.	1392	HMT Limited	408.20	
3.	2482	Hindustan Copper Complex	1598.14	
		TOTAL		2559.76
TAMIL NADU				
1.	8427	TN Civil supplies Corporation	86.70	
2.	5573	IDPL	29.42	
3.	4683	Madras Refineries Ltd.,	81.71	
4.	7626	Tamil Nadu Small Ind. Dev. Corporation	10.20	
5.	29	B&C Mills	30.66	
6.	19769	Dunlop India Ltd, Chennai	31.60	
7.	7694	Salem Steel Plant	46.91	
		TOTAL		437.35
UTTAR PRADESH				
1.	22	JK Jute Mills Co Ltd., Kanpur	13.95	
2.	379	Rampur Distell, Rampur	33.04	
3.	11828	UP Tyre and Tube, Rai Bareilly	14.05	
4.	3556	IDPL, Rishikesh	118.24	
5.	7672	UP Drugs and Pharma. Ltd, Lucknow	97.51	
6.	4962	UP State Mineral & Dev Corpn, Lucknow	65.82	
7.	14072	HMT, Nainital	712.10	
8.	183	Govind Nagar Sugar Ltd	53.38	
9.	4962	UP State Nariman and Devl. Corpn	53.58	
10.	525	Modi Distillery	20.46	
11.	3761	TS Ltd, Allahabad	391.46	
12.	4882	BPCL, Allahabad	483.02	
		TOTAL		2056.61
WEST BENGAL				
1.	9608	SCIL (I) Ltd	15.41	
2.	268	Braith Waite & Co	26.64	
3.	1752	National Instruments	12.21	
4.	216	Burn Standard	892.88	
5.	718	Burn Standard	323.54	
6.	6029	Burn Standard	69.22	
7.	346	Burn Standard	405.10	
8.	5144	Jessop and Co.	1880.09	
9.	623	Tyre Corporation	16.64	

10.	14964	Tea Trading Co. (I) Ltd	91.26	
11.	252	Bharat Brakes and Valves	61.79	
12.	321	CIWTC	98.91	
13.	1265	Jugantar Ltd	65.14	
14.	1267	Amrita Bazar Patrika	574.82	
15.	3562	Bharat Petroleum	85.73	
16.	710&5106	Dunlop India	308.16	
17.	5027	Shaw Wallace	73.57	
18.	1128	Smith Stani Street Pharmaceuticals	71.10	
19.	8221	Burn Standard	90.72	
20.	12619	HSCL	106.17	
21.	25181	Haldia Petro Chemical	53.29	
22.	10966	MAMC Ltd	29.11	
23.	7&25	Gourepur Co. Ltd	267.17	
24.	90	Naskarpara Jute Mill	23.85	
25.	89	Ambica Jute Mill	238.52	
26.	63	Angur & Co. Ltd	778.11	
27.	1&24	Budge Budge Co. Ltd	55.09	
28.	36 & 47	Nuddea Mills Co. Ltd	1206.59	
29.	15	Kankinarrh Co. Ltd	287.69	
30.	37	Agarpara Co. Ltd	301.90	
31.	23	Kelvin Jute Co. Ltd	507.18	
32.	49, 51, 5529	New Central Jute Mills Co. Ltd	1977.76	
33.	338	Titagarh Jute Co. Ltd	733.98	
34.	97	Kanoria Jute & Ind Ltd	121.61	
35.	64	Shyamnagar Jute Co. Ltd	758.76	
36.	79	Delta International Ltd	60.65	
37.	78 & 10839	NJMC Ltd Unit – National	1689.16	
38.	46	NJMC Ltd, Unit Alexandra	378.44	
39.	11&43	NJMC Ltd, Khardan	599.30	
40.	48&55	NJMC Ltd, Unit-Kinnison	960.73	
41.	8	NJMC Ltd, Union	332.73	
42.	17	Kamarhatty Co. Ltd	43.63	
43.	28	Caledonian Jute and Industries Ltd	269.21	
44.	35	Megna Jute Mill	500.91	
45.	2, 27 & 40	Baranagar Jute Factory	579.31	
46.	62&71	Victoria Jute Co. Ltd	873.22	
47.	118	Bowreah Cotton Mills Co Ltd	204.06	
48.	11092	North Bengal State Transport Corpn.	2383.96	
		TOTAL	21485.02	
		GRAND TOTAL	39245.80	

Investment Portfolio (EPF Main A/c) holding as on 31.03.2000 (Face value Rs. in lakhs)

APPENDIX -S-I

S.No.	Category of Investment	Rate of Interest							
		FR 0.00%	3.00%	5.50%	5.75%	6.50%	6.75%	7.00%	7.25%
A	Central Government Securities	-	-	3,257.19	25,126.00	553.04	279.93	256.78	-
B	State Government Securities	-	-	-	-	-	-	-	-
1	Andhra Pradesh	-	-	-	-	-	-	-	-
2	Assam	-	-	-	-	-	-	-	-
3	Bihar	-	-	-	-	-	-	-	-
4	Goa	-	-	-	-	-	-	-	-
5	Gujarat	-	-	-	-	-	-	-	-
6	Haryana	-	-	-	-	-	-	-	-
7	Himachal Pradesh	-	-	-	-	-	-	-	-
8	Jammu & Kashmir	-	-	-	-	-	-	-	-
9	Karnataka	-	-	-	-	-	-	-	-
10	Kerala	-	-	-	-	-	-	-	-
11	Madhya Pradesh	-	-	-	-	-	-	-	-
12	Manipur	-	-	-	-	-	-	-	-
13	Maharashtra	-	-	-	-	-	-	-	-
14	Meghalaya	-	-	-	-	-	-	-	-
15	Mizoram	-	-	-	-	-	-	-	-
16	Nagaland	-	-	-	-	-	-	-	-
17	Orissa	-	-	-	-	-	-	-	-
18	Punjab	-	-	-	-	-	-	-	-
19	Rajasthan	-	-	-	-	-	-	-	-
20	Sikkim	-	-	-	-	-	-	-	-
21	Tamil Nadu	-	-	-	-	-	-	-	-
22	Tripura	-	-	-	-	-	-	-	-
23	Uttar Pradesh	-	-	-	-	-	-	-	-
24	West Bengal	-	-	-	-	-	-	-	-
C	P.O.T.D.	-	-	-	-	-	-	-	-
D	State Government Guaranteed Securities	10.00	0.25	-	-	-	-	-	12.10
E	Public Sector Financial Institutions	6,116.25	-	-	-	-	-	-	-
F	Special Deposit Scheme	-	-	-	-	-	-	-	-
	Total	6,126.25	0.25	3,257.19	25,126.00	553.04	279.93	256.78	12.10

S.No.	Category of Investment	Rate of Interest							
		7.50%	7.75%	8.00%	8.25%	8.75%	9.00%	9.50%	10.00%
A	Central Government Securities	2,934.19	-	168.83	0.02	16.48	138.28	782.94	9,468.24
B	State Government Securities	-	-	-	-	-	-	-	-
1	Andhra Pradesh	-	-	-	-	-	-	-	-
2	Assam	-	-	-	-	-	-	-	-
3	Bihar	-	-	-	-	-	-	-	-
4	Goa	-	-	-	-	-	-	-	-
5	Gujarat	-	-	-	-	37.07	-	-	-
6	Haryana	-	-	-	-	0.28	-	-	-
7	Himachal Pradesh	-	-	-	-	-	-	-	-
8	Jammu & Kashmir	-	-	-	-	-	-	-	-
9	Karnataka	-	-	-	-	-	-	-	-
10	Kerala	-	-	-	-	-	-	-	-
11	Madhya Pradesh	-	-	-	-	209.08	-	-	-
12	Manipur	-	-	-	-	-	-	-	-
13	Maharashtra	-	-	-	-	192.60	-	-	-
14	Meghalaya	-	-	-	-	-	-	-	-
15	Mizoram	-	-	-	-	-	-	-	-
16	Nagaland	-	-	-	-	204.65	-	-	-
17	Orissa	-	-	-	-	-	-	-	-
18	Punjab	-	-	-	-	-	-	-	-
19	Rajasthan	-	-	-	-	9.01	-	-	-
20	Sikkim	-	-	-	-	-	-	-	-
21	Tamil Nadu	-	-	-	-	7.84	-	-	-
22	Tripura	-	-	-	-	-	-	-	-
23	Uttar Pradesh	-	-	-	-	-	-	-	-
24	West Bengal	-	-	-	-	6.25	-	-	-
C	P.O.T.D.	-	-	-	-	-	-	-	-
D	State Government Guaranteed Securities	37.05	2.85	-	-	1,637.60	-	-	-
E	Public Sector Financial Institutions	-	-	-	-	-	-	-	-
F	Special Deposit Scheme	-	-	-	-	-	-	-	-
	Total	2,971.24	2.85	168.83	0.02	2,320.86	138.28	782.94	9,468.24

Investment Portfolio (EPF Main A/c) holding as on 31.03.2000 (Face value Rs. in lakhs)

APPENDIX -S-I

S.No.	Category of Investment	10.25%	10.50%	10.75%	Rate of Interest		11.00%	11.08%	11.19%
					10.80%	10.85%			
A	Central Government Securities	1,786.95	6,841.10	1,000.00	0.20	-	12.29	-	1,900.00
B	State Government Securities	-	-	-	-	-	-	-	-
1	Andhra Pradesh	-	-	-	-	-	633.48	-	-
2	Assam	-	-	-	-	-	63.40	-	-
3	Bihar	-	-	-	-	-	201.95	-	-
4	Goa	-	-	-	-	-	-	-	-
5	Gujarat	-	-	-	-	-	226.61	-	-
6	Haryana	-	-	-	-	-	6.45	-	-
7	Himachal Pradesh	-	-	-	-	-	17.50	-	-
8	Jammu & Kashmir	-	-	-	-	-	-	-	-
9	Karnataka	-	-	-	-	-	1,213.98	1,000.00	-
10	Kerala	-	-	-	-	-	370.33	-	-
11	Madhya Pradesh	-	-	-	-	-	234.54	-	-
12	Manipur	-	-	-	-	-	18.40	-	-
13	Maharashtra	-	-	-	-	-	33.57	-	-
14	Meghalaya	-	-	-	-	-	-	-	-
15	Mizoram	-	-	-	-	-	-	-	-
16	Nagaland	-	-	-	-	-	10.00	-	-
17	Orissa	-	-	-	-	-	310.47	-	-
18	Punjab	-	-	-	-	-	313.36	-	-
19	Rajasthan	-	-	-	-	-	261.25	-	-
20	Sikkim	-	-	-	-	-	-	-	-
21	Tamil Nadu	-	-	-	-	-	153.17	-	-
22	Tripura	-	-	-	-	-	153.16	-	-
23	Uttar Pradesh	-	-	-	-	-	710.72	-	-
24	West Bengal	-	-	-	-	-	593.04	-	-
C	P.O.T.D.	-	-	-	-	-	-	-	-
D	State Government Guaranteed Securities	-	-	-	-	-	14,942.13	-	-
E	Public Sector Financial Institutions	-	-	-	-	6,900.00	16.50	-	-
F	Special Deposit Scheme	-	-	-	-	-	-	-	-
	Total	1,786.95	6,841.10	1,000.00	0.20	6,900.00	20,426.30	1,000.00	1,900.00

S.No.	Category of Investment	Rate of Interest							
		11.20%	11.30%	11.50%	11.68%	11.70%	11.74%	11.75%	11.77%
A	Central Government Securities	-	1,000.40	12,571.98	2,937.80	-	-	-	-
B	State Government Securities	-	-	-	-	-	-	-	-
1	Andhra Pradesh	-	-	101.35	-	-	-	-	2,825.00
2	Assam	-	-	-	-	-	-	-	-
3	Bihar	-	1,930.50	2,235.15	-	-	-	-	-
4	Goa	-	-	-	-	-	-	-	-
5	Gujarat	-	-	10.38	-	-	-	-	-
6	Haryana	-	-	-	-	-	-	-	-
7	Himachal Pradesh	-	-	-	-	-	-	-	-
8	Jammu & Kashmir	-	-	-	-	-	-	-	-
9	Karnataka	-	-	1.10	-	-	-	-	-
10	Kerala	-	-	1.62	-	-	-	-	-
11	Madhya Pradesh	-	-	3.95	-	-	-	-	-
12	Manipur	-	-	-	-	-	-	-	-
13	Maharashtra	-	-	11.10	-	-	-	-	-
14	Meghalaya	-	-	-	-	-	-	-	-
15	Mizoram	-	-	-	-	-	-	-	-
16	Nagaland	-	-	-	-	-	-	-	-
17	Orissa	-	-	-	-	-	-	-	-
18	Punjab	-	-	7.50	-	-	-	-	-
19	Rajasthan	-	-	0.20	-	-	-	-	-
20	Sikkim	-	-	-	-	-	-	-	-
21	Tamil Nadu	-	-	25.78	-	-	1,150.00	-	-
22	Tripura	-	-	-	-	-	-	-	-
23	Uttar Pradesh	-	297.90	6.11	-	-	-	-	-
24	West Bengal	-	-	5.57	-	-	-	-	-
C	P.O.T.D.	-	-	8.17	-	-	-	-	-
D	State Government Guaranteed Securities	-	-	7,288.37	-	-	-	1,000.00	-
E	Public Sector Financial Institutions	2,320.00	-	-	-	75.00	-	-	-
F	Special Deposit Scheme	-	-	-	-	-	-	-	-
	Total	2,320.00	3,228.80	22,278.33	2,937.80	75.00	1,150.00	1,000.00	2,825.00

Investment Portfolio (EPF Main A/c) holding as on 31.03.2000 (Face value Rs. in lakhs)

APPENDIX -S-I

S.No.	Category of Investment	Rate of Interest							
		11.78%	11.83%	11.85%	11.90%	12.00%	12.05%	12.08%	12.10%
A	Central Government Securities	0.40	500.00	-	2,100.00	4,013.25	-	21.00	6,000.00
B	State Government Securities	-	-	-	-	-	-	-	-
1	Andhra Pradesh	-	-	-	-	26.20	-	-	-
2	Assam	-	-	300.00	-	-	-	-	-
3	Bihar	-	-	-	-	-	-	-	-
4	Goa	-	-	46.70	-	-	-	-	-
5	Gujarat	-	-	101.04	-	-	-	-	-
6	Haryana	-	-	269.40	-	-	-	-	-
7	Himachal Pradesh	-	-	209.22	-	-	-	-	-
8	Jammu & Kashmir	-	-	100.00	-	-	-	-	-
9	Karnataka	-	-	864.15	-	-	-	-	-
10	Kerala	-	-	344.60	-	-	-	-	-
11	Madhya Pradesh	-	-	-	-	-	-	-	-
12	Manipur	-	-	100.00	-	-	-	-	-
13	Maharashtra	-	-	127.44	-	2.35	-	-	-
14	Meghalaya	-	-	100.00	-	-	-	-	-
15	Mizoram	-	-	100.00	-	-	-	-	-
16	Nagaland	-	-	200.00	-	-	-	-	-
17	Orissa	-	-	1,000.00	-	239.58	-	-	-
18	Punjab	-	-	132.03	-	-	-	-	-
19	Rajasthan	-	-	500.00	-	-	-	-	-
20	Sikkim	-	-	100.00	-	-	-	-	-
21	Tamil Nadu	-	-	22.81	-	11.46	-	-	-
22	Tripura	-	-	100.00	-	-	-	-	-
23	Uttar Pradesh	-	-	1,000.00	-	1.14	-	-	-
24	West Bengal	-	-	1,000.00	-	0.12	-	-	-
C	P.O.T.D.	-	-	-	-	-	-	-	-
D	State Government Guaranteed Securities	-	-	-	-	20.43	-	-	-
E	Public Sector Financial Institutions	-	-	-	2,000.00	21,825.35	8,850.00	-	6,250.00
F	Special Deposit Scheme	-	-	-	-	#####	-	-	-
	Total	0.40	500.00	6,717.39	4,100.00	#####	8,850.00	21.00	12,250.00

S.No.	Category of Investment	12.15%	12.22%	12.25%	Rate of Interest		Rate of Interest		
					12.29%	12.30%	12.35%	12.40%	12.50%
A	Central Government Securities	1,000.00	4,330.00	26,725.00	7,150.00	9,600.00	-	30,385.00	6,051.13
B	State Government Securities	-	-	-	-	-	-	-	-
1	Andhra Pradesh	1,600.00	-	4,375.00	-	914.98	-	-	3,223.80
2	Assam	500.00	-	300.00	-	1,450.24	-	-	1,446.87
3	Bihar	-	-	-	-	3,987.88	-	-	6,093.19
4	Goa	1.00	-	-	-	-	-	-	0.30
5	Gujarat	1,500.00	-	3,000.00	-	105.70	-	-	100.10
6	Haryana	500.00	-	100.00	-	238.95	-	-	-
7	Himachal Pradesh	-	-	100.00	-	-	-	-	-
8	Jammu & Kashmir	-	-	100.00	-	758.55	-	-	-
9	Karnataka	1,100.00	-	1,200.00	-	133.60	-	-	875.94
10	Kerala	100.00	-	1,600.00	-	137.70	-	-	1,003.52
11	Madhya Pradesh	-	-	800.00	-	573.90	-	-	375.75
12	Manipur	-	-	100.00	-	-	-	-	-
13	Maharashtra	2,100.00	-	2,210.00	-	-	-	-	1.63
14	Meghalaya	-	-	100.00	-	-	-	-	-
15	Mizoram	-	-	-	-	-	-	-	-
16	Nagaland	500.00	-	100.00	-	-	-	-	-
17	Orissa	-	-	-	-	317.52	-	-	1,000.00
18	Punjab	500.00	-	2,800.00	-	196.72	-	-	500.00
19	Rajasthan	0.38	-	400.00	-	-	-	-	1,650.00
20	Sikkim	-	-	100.00	-	-	-	-	-
21	Tamil Nadu	1,100.00	-	2,000.00	-	429.43	-	-	821.91
22	Tripura	-	-	100.00	-	-	-	-	-
23	Uttar Pradesh	-	-	3,600.00	-	4,009.71	-	-	6,161.00
24	West Bengal	-	-	-	-	-	-	-	2.80
C	P.O.T.D.	-	-	-	-	-	-	-	-
D	State Government Guaranteed Securities	2,150.00	-	500.00	-	-	750.00	-	2,642.16
E	Public Sector Financial Institutions	-	-	6,836.20	-	-	-	-	26,725.00
F	Special Deposit Scheme	-	-	-	-	-	-	-	-
	Total	12,651.38	4,330.00	57,146.20	7,150.00	22,854.88	750.00	30,385.00	58,675.10

Investment Portfolio (EPF Main A/c) holding as on 31.03.2000 (Face value Rs. in lakhs)

APPENDIX -S-I

S.No.	Category of Investment	Rate of Interest							
		12.59%	12.60%	12.75%	12.90%	13.00%	13.05%	13.10%	13.15%
A	Central Government Securities	500.00	21,550.00	13.30	-	-	8,711.40	-	-
B	State Government Securities	-	-	-	-	-	-	-	-
1	Andhra Pradesh	-	-	-	-	475.48	1,000.00	-	-
2	Assam	-	-	-	-	327.53	100.00	-	-
3	Bihar	-	-	-	-	863.52	100.00	-	-
4	Goa	-	-	-	-	-	-	-	-
5	Gujarat	-	-	-	-	-	1,300.00	-	-
6	Haryana	-	-	-	-	369.92	-	-	-
7	Himachal Pradesh	-	-	-	-	1.00	-	-	-
8	Jammu & Kashmir	-	-	-	-	29.15	-	-	-
9	Karnataka	-	-	-	-	396.19	300.00	-	-
10	Kerala	-	-	-	-	435.39	-	-	-
11	Madhya Pradesh	-	-	-	-	155.40	500.00	-	-
12	Manipur	-	-	-	-	-	-	-	-
13	Maharashtra	-	-	-	-	726.67	2,000.15	-	-
14	Meghalaya	-	-	-	-	-	-	-	-
15	Mizoram	-	-	-	-	-	-	-	-
16	Nagaland	-	-	-	-	-	-	-	-
17	Orissa	-	-	-	-	809.01	-	-	-
18	Punjab	-	-	-	-	-	-	-	-
19	Rajasthan	-	-	-	-	1,043.60	700.00	-	-
20	Sikkim	-	-	-	-	-	-	-	-
21	Tamil Nadu	-	-	-	-	1,062.76	600.55	-	-
22	Tripura	-	-	-	-	-	-	-	-
23	Uttar Pradesh	-	-	-	-	2,007.53	1,100.00	-	-
24	West Bengal	-	-	-	-	630.23	200.00	-	-
C	P.O.T.D.	-	-	-	-	-	-	-	-
D	State Government Guaranteed Securities	-	-	500.00	300.00	1,017.96	-	-	500.00
E	Public Sector Financial Institutions	-	-	8,987.85	-	7,509.25	-	5,460.00	-
F	Special Deposit Scheme	-	-	-	-	-	-	-	-
	Total	500.00	21,550.00	9,501.15	300.00	17,860.59	16,612.10	5,460.00	500.00

Investment Portfolio (EPF Main A/c) holding as on 31.03.2000 (Face value Rs. in lakhs)

APPENDIX -S-I

S.No.	Category of Investment	Rate of Interest							
		13.25%	13.40%	13.42%	13.50%	13.55%	13.60%	13.65%	13.75%
A	Central Government Securities	1.00	-	-	-	-	-	3,350.00	0.90
B	State Government Securities	-	-	-	-	-	-	-	-
1	Andhra Pradesh	-	-	-	2.15	-	-	-	236.22
2	Assam	-	-	-	873.60	-	-	-	-
3	Bihar	-	-	-	7,510.75	-	-	-	3,000.00
4	Goa	-	-	-	-	-	-	-	-
5	Gujarat	-	-	-	0.25	-	-	-	1,121.58
6	Haryana	-	-	-	-	-	-	-	-
7	Himachal Pradesh	-	-	-	-	-	-	-	-
8	Jammu & Kashmir	-	-	-	101.00	-	-	-	-
9	Karnataka	-	-	-	-	-	-	-	52.86
10	Kerala	-	-	-	6.00	-	-	-	101.76
11	Madhya Pradesh	-	-	-	1.05	-	-	-	492.40
12	Manipur	-	-	-	489.00	-	-	-	-
13	Maharashtra	-	-	-	7.84	-	-	-	126.99
14	Meghalaya	-	-	-	-	-	-	-	-
15	Mizoram	-	-	-	150.00	-	-	-	-
16	Nagaland	-	-	-	625.00	-	-	-	-
17	Orissa	-	-	-	100.00	-	-	-	752.60
18	Punjab	-	-	-	-	-	-	-	-
19	Rajasthan	-	-	-	-	-	-	-	-
20	Sikkim	-	-	-	57.00	-	-	-	-
21	Tamil Nadu	-	-	-	13.68	-	-	-	1,908.77
22	Tripura	-	-	-	684.00	-	-	-	-
23	Uttar Pradesh	-	-	-	2,428.44	-	-	-	5,500.73
24	West Bengal	-	-	-	1.50	-	-	-	191.30
C	P.O.T.D.	-	-	-	-	-	-	-	-
D	State Government Guaranteed Securities	2,500.00	500.00	-	4,642.73	-	-	500.00	3,015.00
E	Public Sector Financial Institutions	18,228.50	-	500.00	17,824.70	5,000.00	3,500.00	-	10,204.00
F	Special Deposit Scheme	-	-	-	-	-	-	-	-
	Total	20,729.50	500.00	500.00	35,518.69	5,000.00	3,500.00	3,850.00	26,705.11

Investment Portfolio (EPF Main A/c) holding as on 31.03.2000 (Face value Rs. in lakhs)

APPENDIX -S-I

S.No.	Category of Investment	13.80%	13.82%	13.85%	Rate of Interest		14.10%	14.20%	14.25%
					13.95%	14.00%			
A	Central Government Securities	523.05	2,047.30	18,701.27	-	50,394.42	-	-	-
B	State Government Securities	-	-	-	-	-	-	-	-
1	Andhra Pradesh	-	-	1,000.00	-	2,022.12	-	-	-
2	Assam	-	-	-	-	2,500.00	-	-	-
3	Bihar	-	-	500.00	-	3,200.00	-	-	-
4	Goa	-	-	-	-	75.81	-	-	-
5	Gujarat	-	-	145.00	-	514.15	-	-	-
6	Haryana	-	-	-	-	6.00	-	-	-
7	Himachal Pradesh	-	-	-	-	-	-	-	-
8	Jammu & Kashmir	-	-	-	-	-	-	-	-
9	Karnataka	-	-	-	-	205.00	-	-	-
10	Kerala	-	-	500.00	-	1,231.45	-	-	-
11	Madhya Pradesh	-	-	500.00	-	3,515.40	-	-	-
12	Manipur	-	-	-	-	500.00	-	-	-
13	Maharashtra	-	-	1,729.70	-	417.26	-	-	-
14	Meghalaya	-	-	-	-	500.00	-	-	-
15	Mizoram	-	-	-	-	-	-	-	-
16	Nagaland	-	-	-	-	500.00	-	-	-
17	Orissa	-	-	-	-	2,500.00	-	-	-
18	Punjab	-	-	-	-	700.00	-	-	-
19	Rajasthan	-	-	500.00	-	-	-	-	-
20	Sikkim	-	-	-	-	500.00	-	-	-
21	Tamil Nadu	-	-	-	-	1,554.19	-	-	-
22	Tripura	-	-	-	-	500.00	-	-	-
23	Uttar Pradesh	-	-	1,000.00	-	7,381.35	-	-	-
24	West Bengal	-	-	1,002.00	-	3,000.00	-	-	-
C	P.O.T.D.	-	-	-	-	-	-	-	-
D	State Government Guaranteed Securities	-	-	1,000.00	-	4,205.00	-	-	500.00
E	Public Sector Financial Institutions	-	-	-	1,500.00	94,041.35	16,075.00	505.00	7,781.90
F	Special Deposit Scheme	-	-	-	-	-	-	-	-
	Total	523.05	2,047.30	26,577.97	1,500.00	179,963.50	16,075.00	505.00	8,281.90

Investment Portfolio (EPF Main A/c) holding as on 31.03.2000 (Face value Rs. in lakhs)

APPENDIX -S-I

S.No.	Category of Investment	Rate of Interest							
		14.30%	14.35%	14.45%	14.50%	14.75%	14.76%	15.00%	15.10%
A	Central Government Securities	-	-	-	-	-	-	-	-
B	State Government Securities	-	-	-	-	-	-	-	-
1	Andhra Pradesh	-	-	-	-	-	-	-	-
2	Assam	-	-	-	-	-	-	-	-
3	Bihar	-	-	-	-	-	-	-	-
4	Goa	-	-	-	-	-	-	-	-
5	Gujarat	-	-	-	-	-	-	-	-
6	Haryana	-	-	-	-	-	-	-	-
7	Himachal Pradesh	-	-	-	-	-	-	-	-
8	Jammu & Kashmir	-	-	-	-	-	-	-	-
9	Karnataka	-	-	-	-	-	-	-	-
10	Kerala	-	-	-	-	-	-	-	-
11	Madhya Pradesh	-	-	-	-	-	-	-	-
12	Manipur	-	-	-	-	-	-	-	-
13	Maharashtra	-	-	-	-	-	-	-	-
14	Meghalaya	-	-	-	-	-	-	-	-
15	Mizoram	-	-	-	-	-	-	-	-
16	Nagaland	-	-	-	-	-	-	-	-
17	Orissa	-	-	-	-	-	-	-	-
18	Punjab	-	-	-	-	-	-	-	-
19	Rajasthan	-	-	-	-	-	-	-	-
20	Sikkim	-	-	-	-	-	-	-	-
21	Tamil Nadu	-	-	-	-	-	-	-	-
22	Tripura	-	-	-	-	-	-	-	-
23	Uttar Pradesh	-	-	-	-	-	-	-	-
24	West Bengal	-	-	-	-	-	-	-	-
C	P.O.T.D.	-	-	-	-	-	-	-	-
D	State Government Guaranteed Securities	-	-	-	6,800.00	1,500.00	-	3.00	1.50
E	Public Sector Financial Institutions	5,500.00	1.00	5,000.00	10,000.00	3,500.00	1.00	4,823.32	-
F	Special Deposit Scheme	-	-	-	-	-	-	-	-
	Total	5,500.00	1.00	5,000.00	16,800.00	5,000.00	1.00	4,826.32	1.50

Investment Portfolio (EPF Main A/c) holding as on 31.03.2000 (Face value Rs. in lakhs)

APPENDIX -S-I

S.No.	Category of Investment	Rate of Interest							
		15.20%	15.50%	15.75%	16.00%	16.25%	16.50%	16.75%	16.85%
A	Central Government Securities	-	-	-	-	-	-	-	-
B	State Government Securities	-	-	-	-	-	-	-	-
1	Andhra Pradesh	-	-	-	-	-	-	-	-
2	Assam	-	-	-	-	-	-	-	-
3	Bihar	-	-	-	-	-	-	-	-
4	Goa	-	-	-	-	-	-	-	-
5	Gujarat	-	-	-	-	-	-	-	-
6	Haryana	-	-	-	-	-	-	-	-
7	Himachal Pradesh	-	-	-	-	-	-	-	-
8	Jammu & Kashmir	-	-	-	-	-	-	-	-
9	Karnataka	-	-	-	-	-	-	-	-
10	Kerala	-	-	-	-	-	-	-	-
11	Madhya Pradesh	-	-	-	-	-	-	-	-
12	Manipur	-	-	-	-	-	-	-	-
13	Maharashtra	-	-	-	-	-	-	-	-
14	Meghalaya	-	-	-	-	-	-	-	-
15	Mizoram	-	-	-	-	-	-	-	-
16	Nagaland	-	-	-	-	-	-	-	-
17	Orissa	-	-	-	-	-	-	-	-
18	Punjab	-	-	-	-	-	-	-	-
19	Rajasthan	-	-	-	-	-	-	-	-
20	Sikkim	-	-	-	-	-	-	-	-
21	Tamil Nadu	-	-	-	-	-	-	-	-
22	Tripura	-	-	-	-	-	-	-	-
23	Uttar Pradesh	-	-	-	-	-	-	-	-
24	West Bengal	-	-	-	-	-	-	-	-
C	P.O.T.D.	-	-	-	-	-	-	-	-
D	State Government Guaranteed Securities	-	2,000.00	2,105.00	8.00	-	-	-	-
E	Public Sector Financial Institutions	500.00	5,309.20	-	34,295.21	29.10	10,011.33	13,000.00	5,000.00
F	Special Deposit Scheme	-	-	-	-	-	-	-	-
Total		500.00	7,309.20	2,105.00	34,303.21	29.10	10,011.33	13,000.00	5,000.00

S.No.	Category of Investment	Rate of Interest			G. Total
		17.00%	17.50%	Total	
A	Central Government Securities	-	-	274,701.06	274,701.06
B	State Government Securities	-	-	-	173,811.66
1	Andhra Pradesh	-	-	18,435.78	-
2	Assam	-	-	7,861.64	-
3	Bihar	-	-	29,622.94	-
4	Goa	-	-	123.81	-
5	Gujarat	-	-	8,161.88	-
6	Haryana	-	-	1,491.00	-
7	Himachal Pradesh	-	-	327.72	-
8	Jammu & Kashmir	-	-	1,088.70	-
9	Karnataka	-	-	7,342.82	-
10	Kerala	-	-	5,832.37	-
11	Madhya Pradesh	-	-	7,361.47	-
12	Manipur	-	-	1,207.40	-
13	Maharashtra	-	-	9,687.30	-
14	Meghalaya	-	-	700.00	-
15	Mizoram	-	-	250.00	-
16	Nagaland	-	-	2,139.65	-
17	Orissa	-	-	7,029.18	-
18	Punjab	-	-	5,149.61	-
19	Rajasthan	-	-	5,064.44	-
20	Sikkim	-	-	757.00	-
21	Tamil Nadu	-	-	10,862.35	-
22	Tripura	-	-	1,537.16	-
23	Uttar Pradesh	-	-	35,204.63	-
24	West Bengal	-	-	6,572.81	-
C	P.O.T.D.	-	-	8.17	8.17
D	State Government Guaranteed Securities	2.00	147.02	62,740.15	62,740.15
E	Public Sector Financial Institutions	50.00	3.85	382,045.86	382,045.86
F	Special Deposit Scheme	-	-	3,877,305.65	3,877,305.65
	Total	52.00	150.87	4,770,612.55	4,770,612.55

**LEVY OF DAMAGES UNDER ALL THREE SCHEMES
DURING 1999-2000
[UN-EXEMPTED SECTOR]**

Rs. in Lakhs

Region	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)
AP	526.62	372.89	899.51	211.18	688.33
BR	412.59	63.63	476.22	11.02	465.20
DL	95.72	63.50	159.22	76.44	82.78
GJ	374.89	169.10	543.99	142.14	401.85
HR	391.52	313.30	704.82	161.09	543.73
HP *	14.39	20.28	34.67	24.45	10.22
KN	254.48	105.93	360.41	137.63	222.78
KR	238.57	225.99	464.56	201.62	262.94
MP	443.51	142.22	585.73	78.22	507.51
MH	2073.19	273.30	2346.49	172.62	2173.87
NR	93.92	389.39	483.31	28.79	454.52
OR	552.76	189.17	741.93	68.92	673.01
PB	166.14	94.80	260.94	112.66	148.28
RJ *	299.02	47.77	346.79	33.37	313.42
TN *	0.00	528.20	528.20	302.22	225.98
UP	950.67	216.39	1167.06	1132.75	34.31
WB	2023.25	334.76	2358.01	2116.89	241.12
TOTAL	8911.24	3550.62	12461.86	5012.01	7449.85

* OB Revised

EMPLOYEES' PROVIDENT FUND SCHEME, 1952
REVENUE RECOVERY CERTIFICATE
DURING 1999-2000
[UN-EXEMPTED SECTOR]

Rs. in Lakhs

Region	Opening Balance		RRCs Issued during the year		Total RRCs for disposal		RRCs Disposed		RRCs Pending	
	Cases	Amount	Cases	Amount	Cases	Amount	Cases	Amount	Cases	Amount
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
AP	2393	926.74	690	478.18	3083	1404.92	1210	406.13	1873	998.79
BR	538	1072.62	128	545.01	666	1617.63	101	374.80	565	1242.83
DL	703	299.17	370	284.37	1073	583.54	338	192.10	735	391.44
GJ	248	1312.44	146	318.59	394	1631.03	211	344.57	183	1286.46
HR	985	1303.72	473	412.84	1458	1716.56	469	248.54	989	1468.02
HP	108	72.23	64	116.52	172	188.75	40	31.48	132	157.27
KN	747	691.17	695	685.17	1442	1376.34	978	440.34	464	936.00
KR	587	464.54	587	362.02	1174	826.56	610	392.85	564	433.71
MP	1708	3445.82	552	1598.37	2260	5044.19	456	1029.87	1804	4014.32
MH	970	3872.10	516	1768.89	1486	5640.99	487	1044.39	999	4596.60
NR	208	87.88	62	205.71	270	293.59	41	127.78	229	165.81
OR	851	1509.01	808	1346.58	1659	2855.59	596	601.32	1063	2254.27
PN	1347	542.15	164	1010.11	1511	1552.26	493	293.75	1018	1258.51
RJ	1099	823.88	211	299.94	1310	1123.82	360	294.27	950	829.55
TN	986	1077.50	2376	1693.42	3362	2770.92	1240	727.34	2122	2043.58
UP	2326	2516.88	0	1735.19	2326	4252.07	235	1183.99	2091	3068.08
WB	2137	16792.23	763	10641.05	2900	27433.28	746	5527.59	2154	21905.69
TOTAL	17941	36810.08	8605	23501.96	26546	60312.04	8611	13261.11	17935	47050.93

EMPLOYEES' PROVIDENT FUND SCHEME, 1952
PROSECUTION CASES – SECTION 14 OF EPF & MP ACT, 1952
DURING 1999-2000
[UN-EXEMPTED SECTOR]

Region	Opening Balance 01.04.99	Cases launched during 1999-00	Total cases for disposal	Cases resulted in con- viction	Cases acquitted/ admon- ished	Cases With- drawn	Cases Dis- charged	Total Cases Dis- posed	Cases pending as on 31.03.00	Pending for less than six months	Pending for six months to 1 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)
AP	3863	623	4486	1438	0	0	0	1438	3048	1534	645	865	4
BR	7408	0	7408	211	3	0	0	214	7194	0	42	1612	5540
DL	355	123	478	0	0	0	0	0	478	118	5	25	330
GJ	1609	210	1819	0	0	89	0	89	1730	56	154	179	1341
HR	1139	0	1139	0	0	0	0	0	1139	0	0	0	1139
HP	8	13	21	0	12	0	0	12	9	0	0	0	9
KN	1269	330	1599	95	37	0	71	203	1396	243	195	38	920
KR *	279	544	823	90	7	49	2	148	675	506	130	39	0
MP	4674	69	4743	30	0	0	0	30	4713	0	113	1354	3246
MH *	3215	366	3581	7	4	334	111	456	3125	86	220	520	2299
NR	419	15	434	27	0	0	0	27	407	15	0	0	392
OR	587	287	874	0	0	0	0	0	874	170	117	187	400
PB	593	112	705	13	0	0	2	15	690	83	107	207	293
RJ	270	49	319	0	29	0	0	29	290	48	1	86	155
TN	1304	188	1492	166	1	43	50	260	1232	331	237	305	359
UP	1372	25	1397	4	0	0	0	4	1393	0	13	404	976
WB	7897	1623	9520	656	32	0	160	848	8672	749	1098	555	6270
TOT	36261	4577	40838	2737	125	515	396	3773	37065	3939	3077	6376	23673

* OB Revised

APPENDIX S - 5 [PART - I]

**PROSECUTION CASES UNDER SECTION 406/409 OF
INDIAN PENAL CODE BEFORE THE POLICE AUTHORITIES
DURING 1999-2000
[UN-EXEMPTED SECTOR]**

Region	FIR's pending with the Police as on 01.04.99	FIR's filed with the Police during 1999-00	Cases dropped by Police	Challans filed by Police in Courts	FIR's Pending with Police as on 31.03.00	FIR's pending with Police for last 6 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)
AP	169	54	35	0	188	21	33	134
BR	50	14	0	0	64	2	19	43
DL *	48	6	0	0	54	13	11	30
GJ	262	24	0	0	286	11	13	262
HR	199	3	93	1	108	10	0	98
HP	12	0	0	2	10	0	0	10
KN *	143	158	4	0	297	129	42	126
KR	262	199	10	0	451	202	135	114
MP	393	11	298	0	106	2	14	90
MH *	393	51	20	15	409	41	47	321
NR	17	3	0	0	20	0	13	7
OR	118	40	0	0	158	20	20	118
PB	87	69	15	0	141	45	40	56
RJ	133	18	0	1	150	8	10	132
TN	556	143	25	1	673	139	201	333
UP *	247	5	0	0	252	1	12	239
WB	3728	237	105	1	3859	182	164	3513
Total	6817	1035	605	21	7226	826	774	5626

* OB Revised

**PROSECUTION CASES UNDER SECTION 406/409 OF
INDIAN PENAL CODE BEFORE VARIOUS COURTS
DURING 1999-2000
[UN-EXEMPTED SECTOR]**

Region	Pending before the Court as on 01.04.99	Challans filed by Police in Courts	Complaints filed direct in Courts	Total cases for disposal	Convicted	Acquitted	Discharged	Total Cases decided	Cases pending in Courts as on 31.3.00	Cases pending for 6 months	Cases pending for 6 months to 1 year	Cases pending over 1 year
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
AP	9	5	0	14	0	0	1	1	13	4	5	4
BR	37	0	1	38	0	0	0	0	38	0	1	37
DL	0	0	0	0	0	0	0	0	0	0	0	0
GJ	93	0	0	93	0	0	0	0	93	0	0	93
HR	0	0	0	0	0	0	0	0	0	0	0	0
HP	1	0	0	1	0	0	0	0	1	0	0	1
KN *	30	0	0	30	0	0	0	0	30	0	0	30
KR	11	0	0	11	0	0	0	0	11	0	0	11
MP	11	0	0	11	0	0	0	0	11	0	0	11
MH *	102	18	0	120	1	0	1	2	118	1	11	106
NR *	18	0	0	18	0	1	0	1	17	0	0	17
OR	46	0	0	46	0	0	0	0	46	0	0	46
PB	0	0	0	0	0	0	0	0	0	0	0	0
RJ	28	1	0	29	0	1	0	1	28	2	0	26
TN	25	0	0	25	0	0	0	0	25	0	0	25
UP	0	0	0	0	0	0	0	0	0	0	0	0
WB	41	0	0	41	0	0	0	0	41	0	0	41
TOT	452	24	1	477	1	2	2	5	472	7	17	448

* OB Revised

**EMPLOYEES' PROVIDENT FUNDS SCHEME, 1952
SETTLEMENT OF PROVIDENT FUND CLAIMS
DURING 1999-2000**

Region	Opening Balance as on 01.04.99	Cases Received during 1999-00	Total Workload	Cases Returned	Cases Rejec ted	Cases due for Sanction	Cases Dispose d by way of Sanction	Total Amount Disbursed Rs. Lakhs	Cases Settled within 1 month	Cases Settled beyond 1 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	2	154379	154381	16009	1829	136543	136536	18004.05	132919	3617	7	0.00
BR	604	25409	26013	3531	216	22266	21569	4415.00	20144	1425	697	2.68
DL	23	119697	119720	16611	248	102861	102734	21942.17	92959	9775	127	0.11
GJ	15575	171573	187148	32863	1408	152877	144423	32637.94	97404	47019	8454	4.52
HR	0	91457	91457	14451	593	76413	73852	9342.79	66510	7342	2561	2.80
HP	106	8735	8841	888	95	7858	7559	1125.01	7559	0	299	3.38
KN	773	192696	193469	37657	470	155342	150034	19780.91	137964	12070	5308	2.74
KR	869	60770	61639	10024	541	51074	50911	10761.22	49785	1126	163	0.26
MP	1042	84587	85629	5595	2258	77776	77666	14625.30	73270	4396	110	0.13
MH	20647	368204	388851	57679	2514	328658	306053	95299.90	257382	48671	22605	5.81
NR	188	9419	9607	1416	213	7978	7910	2370.50	6885	1025	68	0.71
OR	282	20279	20561	2757	311	17493	16995	5402.94	16981	14	498	2.42
PN	1880	106132	108012	11686	1190	95136	90950	18802.27	82548	8402	4186	3.88
RJ	1462	58740	60202	9462	199	50541	49391	8955.71	47281	2110	1150	1.91
TN	5856	306830	312686	44979	5796	261911	254570	42504.21	252774	1796	7341	2.35
UP	1848	90345	92193	16337	2097	73759	72021	21923.68	62974	9047	1738	1.89
WB	2103	82739	84842	15445	1052	68345	66612	29816.45	64333	2279	1733	2.04
TOTAL	53260	1951991	2005251	297390	21030	1686831	1629786	357710.05	1469672	160114	57045	2.84

EMPLOYEES' PROVIDENT FUNDS SCHEME, 1952
APPLICATIONS TRANSFERRED
DURING 1999-2000

Region	Opening Balance as on 01.04.99	Applica- tions Received during 1999-00	Total Work- load	Cases Retur- ned	Cases Rejec- ted	Total Appl. for Disposal	Applica- tions Settled	Cases Settled within one month	Cases Settled beyond one month	Closing Balance at the end of theyear	Closing Balance ratio
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
AP	28	12718	12746	2660	403	9683	9668	8581	1087	15	0.12
BR	200	1889	2089	558	22	1509	1358	1315	43	151	7.23
DL	171	17724	17895	2788	334	14773	14202	11979	2223	571	3.19
GJ	1896	13807	15703	4120	479	11104	10122	5799	4323	982	6.25
HR	47	6605	6652	1565	53	5034	4922	4125	797	112	1.68
HP	100	2219	2319	262	76	1981	1923	1923	0	58	2.50
KN	210	17962	18172	6400	51	11721	11077	9679	1398	644	3.54
KR	368	8467	8835	1793	140	6902	6863	5591	1272	39	0.44
MP	274	8440	8714	1429	1035	6250	6249	5671	578	1	0.01
MH	3824	48466	52290	9076	1305	41909	36761	24750	12011	5148	9.85
NR	0	457	457	143	15	299	299	281	18	0	0.00
OR	107	7427	7534	1234	518	5782	5639	5639	0	143	1.90
PN	130	12071	12201	1264	131	10806	7850	7442	408	2956	24.23
RJ	316	6572	6888	2186	83	4619	4376	3565	811	243	3.53
TN	956	51964	52920	13850	1626	37444	35784	34940	844	1660	3.14
UP	703	20073	20776	6480	573	13723	13300	9505	3795	423	2.04
WB	435	7579	8014	2396	157	5461	5328	4797	531	133	1.66
TOTAL	9765	244440	254205	58204	7001	189000	175721	145582	30139	13279	5.22

EMPLOYEES' PROVIDENT FUNDS SCHEME, 1952
PARTIAL WITHDRAWAL GRANTED
DURING 1999-2000

Region Name	Opening Balance as on 01.04.99	Cases Received during 1999-00	Total Work-load	Cases Returned	Cases Rejected	Cases due for Sanction	Cases Disposed by way of Sanction	Total Amount Disbursed Rs. Lakhs	Cases Settled within 1 month	Cases Settled beyond 1 month	Closing Balance at the end of the year	CB ratio
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
AP	0	50322	50322	7489	1458	41375	41371	6015.45	40074	1297	4	0.01
BR	118	10616	10734	1543	32	9159	8955	1210.45	8497	458	204	1.90
DL	0	7588	7588	1203	50	6335	6335	1426.65	5928	407	0	0.00
GJ	1119	20528	21647	4388	791	16468	15198	4213.17	9723	5475	1270	5.87
HR	30	9323	9353	1523	189	7641	7473	2558.62	6560	913	168	1.80
HP	29	2238	2267	280	71	1916	1860	385.49	1860	0	56	2.47
KN	171	30468	30639	9628	977	20034	19734	4621.71	18045	1689	300	0.98
KR	680	54153	54833	11446	1188	42199	42152	6741.58	41685	467	47	0.09
MP	286	26995	27281	2790	2244	22247	22247	6496.09	20752	1495	0	0.00
MH	2865	59447	62312	13673	1083	47556	45010	16494.11	40360	4650	2546	4.09
NR	35	9310	9345	1219	355	7771	7738	1338.13	7133	605	33	0.35
OR	329	38881	39210	4102	657	34451	34010	3149.08	33608	402	441	1.12
PN	181	16356	16537	2546	243	13748	13217	3345.00	12797	420	531	3.21
RJ	196	13418	13614	2238	53	11323	11028	2304.74	10911	117	295	2.17
TN	615	82005	82620	15696	3390	63534	60766	10348.76	57553	3213	2768	3.35
UP	690	34138	34828	3531	688	30609	30238	3850.97	19184	11054	371	1.07
WB	347	33463	33810	6532	276	27002	26661	3694.53	26313	348	341	1.01
TOTAL	7691	499249	506940	89827	13745	403368	393993	78194.53	360983	33010	9375	1.85

EMPLOYEES' PROVIDENT FUND SCHEME, 1952
ISSUE OF ANNUAL STATEMENT OF ACCOUNTS TO SUBSCRIBERS
DURING 1999-2000

Region	Workload as on 01.04.99	Account Slips issued of years upto 1997-98	Account Slips issued of year 1998-99	Total A/c Slips issued during the year 1999-00 [3+4]	Account Slips pending due to Employers' fault	Account Slips pending due to other reason	Account Slips pending for issue on 31.03.00 [6+7]
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
AP	1929218	0	1929218	1929218	0	0	0
BR	582798	192570	390228	582798	0	0	0
DL	1116903	145798	888108	1033906	0	82997	82997
GJ	2788772	0	2784946	2784946	435	3391	3826
HR	965894	30450	909502	939952	0	25942	25942
HP	381990	242974	126373	369347	0	12643	12643
KN	1822380	37728	1282056	1319784	260802	241794	502596
KR	1037599	141349	896250	1037599	0	0	0
MP	1442835	227042	1215793	1442835	0	0	0
MH	8308621	2705328	2562328	5267656	1293130	1747835	3040965
NR	257029	109422	147607	257029	0	0	0
OR	830339	347486	482853	830339	0	0	0
PN	1641815	266404	1359177	1625581	16189	45	16234
RJ	1116544	146841	905852	1052693	22835	41016	63851
TN	4387966	378929	3584686	3963615	220066	204285	424351
UP	2215825	626446	1185547	1811993	305883	97949	403832
WB	6296572	3718043	741381	4459424	0	1837148	1837148
TOTAL	37123100	9316810	21391905	30708715	2119340	4295045	6414385

EMPLOYEES' PROVIDENT FUND SCHEME, 1952
ANNUAL STATEMENT OF ACCOUNTS TO MEMBERS
 PENDING AS ON 31ST MARCH, 2000
 PERIOD-WISE ANALYSIS

Region	Pending less than one year	Pending between one to two year	Pending beyond two years	Total slips pending as on 31.03.2000
(1)	(2)	(3)	(4)	(5)
Andhra Pradesh	0	0	0	0
Bihar	0	0	0	0
Delhi	82997	0	0	82997
Gujarat	3826	0	0	3826
Haryana	14184	11758	0	25942
Himachal Pradesh	12643	0	0	12643
Karnataka	443749	58847	0	502596
Kerala	0	0	0	0
Madhya Pradesh	0	0	0	0
Maharashtra	1990189	813900	236876	3040965
NE Region	0	0	0	0
Orissa	0	0	0	0
Punjab	15899	335	0	16234
Rajasthan	63851	0	0	63851
Tamil Nadu	375977	48374	0	424351
Uttar Pradesh	324593	79239	0	403832
West Bengal	677250	1159898	0	1837148
TOTAL	4005158	2172351	236876	6414385

APPENDIX S - 11

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

Rs. in Crores

Year	Employees' and Employers' contribution	Government contribution	Total contribution received
1971-72	1.64	2.30	3.94
1972-73	6.40	3.00	9.40
1973-74	10.29	4.60	14.89
1974-75	16.54	5.01	21.55
1975-76	24.14	9.34	33.48
1976-77	28.85	12.37	41.22
1977-78	35.51	10.80	46.31
1978-79	43.04	12.80	55.84
1979-80	52.33	20.10	72.43
1980-81	66.14	24.00	90.14
1981-82	80.30	28.00	108.30
1982-83	93.72	28.00	121.72
1983-84	113.74	28.75	142.49
1984-85	130.32	79.00	209.32
1985-86	153.88	86.66	240.54
1986-87	183.21	146.33	329.54
1987-88	205.10	70.50	275.60
1988-89	244.41	136.70	381.11
1989-90	278.81	146.63	425.44
1990-91	316.83	140.33	457.16
1991-92	384.85	190.15	575.00
1992-93	446.72	191.39	638.11
1993-94	492.18	111.56	603.74
1994-95	578.37	446.15	1,024.52
1995-96	998.32	274.72	1,273.04
1996-97	2,445.81	345.96	2,791.77
1997-98	2,850.09	370.49	3,220.58
1998-99	3,195.66	437.10	3,632.76
1999-00	3,606.78	560.00	4,166.75
TOTAL	17,083.98	3,922.74	21,006.69

EMPLOYEES' PENSION SCHEME, 1995
PROSECUTION CASES – SECTION 14 OF EPF & MP ACT, 1952
DURING 1999-2000
[UN-EXEMPTED SECTOR]

Region Name	Opening Balance 01.04.99	Cases launched during 99-00	Total cases for disposal	Cases resulted in conviction	Cases acquitted /admon-ished	Cases With-drawn	Cases Dis-charged	Total Cases Dis-posed	Cases pending as on 31.03.00	Pending for less than 6 months	Pending for six months to 1 years	Pend-ing for 1 to 3 years	Pend-ing for more than 3 years
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
AP	823	611	1434	298	0	0	0	298	1136	675	261	200	0
BR	1035	4	1039	0	0	0	0	0	1039	0	10	490	539
DL	159	60	219	0	0	0	0	0	219	56	4	2	157
GJ	727	151	878	0	0	89	0	89	789	35	83	67	604
HR	621	0	621	0	0	0	0	0	621	0	0	0	621
HP	8	13	21	0	12	0	0	12	9	0	0	0	9
KN	550	142	692	26	7	0	24	57	635	49	139	35	412
KR	207	459	666	79	7	26	0	112	554	423	91	40	0
MP	2252	25	2277	10	0	0	0	10	2267	0	34	1055	1178
MH *	2357	328	2685	2	0	316	52	370	2315	49	173	345	1748
NR	82	15	97	0	0	0	0	0	97	15	0	0	82
OR	201	271	472	0	0	0	0	0	472	155	116	127	74
PB	379	42	421	7	0	0	0	7	414	17	58	105	234
RJ	57	11	68	0	0	0	0	0	68	11	0	4	53
TN	509	156	665	108	1	0	17	126	539	198	170	122	49
UP	508	19	527	0	0	0	0	0	527	0	13	171	343
WB	8214	864	9078	566	30	0	93	689	8389	356	509	194	7330
TOT	18689	3171	21860	1096	57	431	186	1770	20090	2039	1661	2957	13433

* OB Revised

EMPLOYEES' PENSION SCHEME, 1995
SETTLEMENT OF PENSION CLAIMS (ALL BENEFITS)
DURING 1999-2000

Region Name	Opening Balance as on 01.04.99	Cases Received during 1999-00	Total Work-load	Cases Returned	Cases Rejected	Cases due for Sanction	Cases Disposed by way of Sanction	Total Amount Disbursed Rs. Lakhs	Cases Settled within one month	Cases Settled beyond 1 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	47	97784	97831	30557	5754	61520	61428	6647.62	57217	4211	92	0.09
BR	976	34525	35501	5744	558	29199	27513	3134.48	26151	1362	1686	4.75
DL	770	123834	124604	18347	486	105771	105563	4560.35	97926	7637	208	0.17
GJ	16230	175822	192052	40122	2476	149454	138452	6006.10	93099	45353	11002	5.73
HR	691	93411	94102	15345	1214	77543	74965	2211.28	67333	7632	2578	2.74
HP	114	8771	8885	1083	151	7651	7311	589.62	7311	0	340	3.83
KN	1682	206525	208207	47217	573	160417	154986	8971.84	132738	22248	5431	2.61
KR *	1629	65037	66666	16092	1267	49307	47450	5958.70	46822	628	1857	2.79
MP	1166	86432	87598	8753	3709	75136	75099	4536.65	70582	4517	37	0.04
MH	24213	388419	412632	78151	5005	329476	298157	18314.41	253925	44232	31319	7.59
NR	374	10503	10877	1664	168	9045	8931	727.64	6036	2895	114	1.05
OR	436	18169	18605	2050	1015	15540	15010	1519.80	12051	2959	530	2.85
PN	2126	88028	90154	12700	1445	76009	71817	3179.79	65914	5903	4192	4.65
RJ	1725	60545	62270	12216	948	49106	47191	2188.03	44285	2906	1915	3.08
TN	8286	317721	326007	60094	8488	257425	246962	15052.67	234973	11989	10463	3.21
UP	2310	89637	91947	22770	2474	66703	64612	5883.21	43033	21579	2091	2.27
WB	2167	69329	71496	21807	949	48740	46261	5659.57	43327	2934	2479	3.47
TOTAL	64942	1934492	1999434	394712	36680	1568042	1491708	95141.76	1302723	188985	76334	3.82

* OB Revised

**EMPLOYEES' PENSION SCHEME, 1995
SETTLEMENT OF MONTHLY PENSION CLAIMS
DURING 1999-2000**

Region Name	Opening Balance as on 01.04.99	Cases Received during 1999-00	Total Workload	Cases Returned	Cases Rejected	Cases due for Sanction	Cases Disposed by way of Sanction	Total Amount Disbursed in Rs. Lakhs	Cases Settled within 1 month	Cases Settled beyond 1 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	44	12625	12669	2073	105	10491	10489	6186.67	10472	17	2	0.02
BR	346	14950	15296	1949	74	13273	12545	2789.19	12348	197	728	4.76
DL	418	6024	6442	1218	107	5117	5045	1146.40	4536	509	72	1.12
GJ	2284	17425	19709	6100	231	13378	12503	2739.11	7651	4852	875	4.44
HR	54	4729	4783	1289	63	3431	3292	836.19	2853	439	139	2.91
HP	3	532	535	146	21	368	351	387.84	351	0	17	3.18
KN	791	19309	20100	6580	76	13444	12729	5629.35	8081	4648	715	3.56
KR *	1081	22814	23895	6001	444	17450	15839	5186.56	15839	0	1611	6.74
MP	178	14097	14275	1937	725	11613	11579	2043.35	10855	724	34	0.24
MH	4048	53885	57933	15165	2124	40644	33974	9171.08	27972	6002	6670	11.51
NR	257	2256	2513	293	26	2194	2164	424.97	2050	114	30	1.19
OR	247	5463	5710	422	57	5231	5060	1302.55	4325	735	171	2.99
PN	69	4459	4528	867	194	3467	3352	1400.50	3322	30	115	2.54
RJ	282	5231	5513	1936	30	3547	3203	1290.03	3098	105	344	6.24
TN	1923	35350	37273	9740	1914	25619	22674	9069.98	20996	1678	2945	7.90
UP	512	21737	22249	5054	553	16642	15901	4170.60	11087	4814	741	3.33
WB	1057	24679	25736	9798	321	15617	14457	4272.90	13798	659	1160	4.51
TOTAL	13594	265565	279159	70568	7065	201526	185157	58047.27	159634	25523	16369	5.86

* OB Revised

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

Rs. in Crores

Year	CONTRIBUTION			ADMINISTRATIVE CHARGES		
	Employers' share	Government share	Total	Employers' share	Government share	Total
(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
1979-80	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
1982-83	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
1984-85	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
1987-88	33.83	16.91	50.74	7.24	2.00	9.24
1988-89	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
1992-93	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
1997-98	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
1999-00	129.46	0.00	129.46	10.27	0.00	10.27
TOTAL	1,104.96	316.40	1421.36	114.72	38.87	153.59

**EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME
SETTLEMENT OF EDLI CLAIMS
DURING 1999-2000**

Region Name	Opening Balance as on 01.04.99	Cases Received during 1999-00	Total Work-load	Cases Returned	Cases Rejected	Cases due for Sanction	Cases Disposed by way of Sanction	Total Amount Disbursed Rs. Lakhs	Cases Settled within one month	Cases Settled 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	2	3212	3214	864	149	2201	2085	231.08	1812	273	116	3.61
BR	50	1265	1315	362	64	889	846	130.91	774	72	43	3.27
DL	6	1428	1434	522	34	878	863	134.14	770	93	15	1.05
GJ	217	2049	2266	902	121	1243	1150	208.43	861	289	93	4.10
HR	5	668	673	292	19	362	354	30.10	324	30	8	1.19
HP	1	96	97	38	15	44	43	4.93	43	0	1	1.03
KN	42	3671	3713	1876	50	1787	1634	201.55	1447	187	153	4.12
KR	47	3030	3077	1320	118	1639	1630	182.48	1612	18	9	0.29
MP	27	1142	1169	252	144	773	773	94.58	745	28	0	0.00
MH	449	7206	7655	2794	147	4714	4181	937.41	3508	673	533	6.96
NR	0	507	507	141	29	337	333	69.89	317	16	4	0.79
OR	13	952	965	318	76	571	556	63.03	554	2	15	1.55
PN	10	696	706	269	42	395	357	69.31	353	4	38	5.38
RJ	10	460	470	235	22	213	194	28.76	177	17	19	4.04
TN	99	6634	6733	2535	547	3651	3519	342.72	3519	0	132	1.96
UP	77	3651	3728	1376	187	2165	2103	389.25	1759	344	62	1.66
WB	198	10139	10337	4132	204	6001	5881	1106.82	5768	113	120	1.16
TOTAL	1253	46806	48059	18228	1968	27863	26502	4225.39	24343	2159	1361	2.83

**EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME, 1976
PROSECUTION CASES – SECTION 14 OF EPF & MP ACT, 1952
(UNEXEMPTED SECTOR)
DURING THE YEAR 1999-2000**

Region Name	Opening Balance 01.04.99	Cases launched during 1999-00	Total cases for disposal	Cases resulted in conviction	Cases acquitted /admon-ished	Cases With-drawn	Cases Dis-charged	Total Cases Dis-posed	Cases pending as on 31.03.00	Pending for less than six months	Pending for six months to 1 years	Pend-ing 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	882	688	1570	184	0	0	0	184	1386	1325	61	0	0
BR	1270	0	1270	0	0	0	0	0	1270	0	2	720	548
DL	167	84	251	0	0	0	0	0	251	80	4	20	147
GJ	832	154	986	0	0	45	0	45	941	43	111	158	629
HR	807	0	807	0	0	0	0	0	807	0	0	0	807
HP	8	13	21	0	12	0	0	12	9	0	0	0	9
KN	726	199	925	24	13	5	24	66	859	226	144	86	403
KR *	257	491	748	67	7	26	0	100	648	483	152	13	0
MP	3548	25	3573	7	0	0	0	7	3566	0	31	1375	2160
MH *	2192	331	2523	4	0	308	61	373	2150	59	176	256	1659
NR	351	15	366	45	0	0	0	45	321	15	0	0	306
OR	200	269	469	0	0	0	0	0	469	153	116	127	73
PB	440	84	524	14	0	0	0	14	510	34	89	138	249
RJ	79	11	90	0	0	0	0	0	90	11	0	4	75
TN	536	141	677	118	1	0	16	135	542	178	200	109	55
UP	758	19	777	3	0	0	0	3	774	0	13	197	564
WB	7201	856	8057	263	0	0	59	322	7735	352	484	263	6636
TOT	20254	3380	23634	729	33	384	160	1306	22328	2959	1583	3466	14320

* OB Revised

Employees' Provident Fund Organisation
GROUP 'A' OFFICERS STRENGTH
 AS ON 31.3.2000

REGION	SANCTIONED STRENGTH	OFFICERS IN POSITION
AP	48	38
BR	24	24
DL	31	32
GJ	39	34
HR	23	25
HP	05	04
KN	34	37
KR	26	24
MP	26	25
MH	69	70
NR	17	14
OR	20	14
PB	25	19
RJ	18	20
TN	60	58
UP	35	32
WB	56	50
HQ *	78	70
TOTAL	634	590

* Reservation Rosters for all regions in respect of Group 'A' posts are maintained centrally in Headquarters.

Employees' Provident Fund Organisation
GROUP 'B' STAFF STRENGTH
AS ON 31.3.2000

Reg- ion	Sanct- ioned Stren- gth	Staff in Positi on	SHARE DUE			IN POSITION			EXCESS/SHORT (+/-)		
			SC	ST	OBC	SC	ST	OBC	SC	ST	OBC
AP	121	129	19	9	08	25	05	03	+06	-04	-05
BR	064	058	09	5	03	11	08	00	+02	+03	-03
DL	083	102	14	7	00	13	05	02	-01	-02	+02
GJ	128	126	19	09	08	25	05	02	+06	-04	-06
HR	057	058	09	04	02	10	01	01	+01	-03	-01
HP	010	007	02	01	00	01	05	00	-01	+04	00
KN	112	105	18	09	07	16	06	02	-02	-03	-05
KR	079	078	13	06	05	05	02	10	-08	-04	+05
MP	066	061	09	05	03	10	04	01	+01	-01	-02
MH	278	202	42	21	18	31	07	05	-11	-14	-13
NR	027	022	05	02	01	04	06	01	-01	+04	00
OR	046	045	08	04	02	07	03	00	-01	-01	-02
PN	087	087	13	06	04	21	05	00	+08	-01	-04
RJ	056	060	09	05	03	10	08	00	+01	+03	-03
TN	207	217	32	16	14	33	10	12	+01	-06	-02
UP	132	139	20	10	08	29	03	13	+09	-07	+05
WB	209	127	33	16	14	25	13	05	-08	-03	-09
HQ*	214	088	08	03	06	12	06	02	+04	+03	-04
TOT	1976	1711	282	138	106	288	102	59	+06	-36	-47

* As the Reservation Rosters for Programmer (23), Asst. Programmer (63), Hindi Officer (32), and Hindi Translator (17) posts are maintained centrally at Head Quarters, all these posts have been shown against Head Quarters (under column 2 & 3 above)

Employees' Provident Fund Organisation
GROUP 'C' STAFF STRENGTH
AS ON 31.3.2000

Region	Sanctioned Strength	Staff in position	Share Due			In Position			Excess/Short (+/-)		
			SC	ST	OBC	SC	ST	OBC	SC	ST	OBC
AP	1302	1210	180	087	65	166	55	62	-14	-32	-03
BR	0507	0441	075	034	28	54	34	20	-21	00	-08
DL	0686	0631	099	048	154	127	37	20	+28	-11	-134
GJ	1064	0920	128	093	83	165	52	75	+37	-41	-08
HR	0454	0363	065	022	18	94	11	05	+29	-11	-13
HP	0087	0063	011	003	03	11	04	01	00	+01	-02
KN	1215	1135	182	088	99	175	59	40	-07	-29	-59
KR	0827	0828	115	046	22	116	60	19	+01	+14	-03
MP	0686	0651	094	68	21	114	135	25	-20	+67	+04
MH	2230	0651	094	068	21	114	135	25	+20	+67	+04
NR	0214	0184	027	008	18	13	42	06	-14	+34	-12
OR	0447	0410	055	026	07	55	65	11	00	+39	+04
PN	0777	0674	123	060	29	185	06	21	+62	-54	-08
RJ	0461	0418	069	036	28	74	55	11	+05	+19	-17
TN	2193	2116	343	117	172	478	40	158	+135	-77	-14
UP	0994	0941	140	067	70	190	06	31	+50	-61	-39
WB	1450	1363	232	100	72	337	25	10	+105	-75	-62
HQ	0325	0303	038	017	26	71	12	12	+33	-05	-14
TOT	15919	14993	2347	1104	1106	2661	832	698	+314	-272	-408

Employees' Provident Fund Organisation
GROUP 'D' STAFF STRENGTH
 AS ON 31.3.2000

Region	Sanctioned Strength	Staff in position	SHARE DUE			IN POSITION			EXCESS/SHORT (+/-)		
			SC	ST	OBC	SC	ST	OBC	SC	ST	OBC
AP	184	159	25	11	30	55	13	17	+30	+02	-13
BR	083	064	11	04	15	18	08	07	+07	+04	-08
DL	093	078	18	04	20	30	07	00	+12	+03	-20
GJ	139	135	19	08	34	63	32	10	+44	+24	-24
HR	072	067	16	01	03	27	01	02	+11	00	-01
HP	017	017	02	00	01	05	03	02	+03	+03	+01
KN	161	153	25	10	23	55	12	14	+30	+02	-09
KR	131	126	12	02	24	51	03	14	+39	+01	-10
MP	112	097	12	15	07	39	27	01	+27	+12	-06
MH	290	273	44	22	27	71	25	14	+27	+03	-13
NR	048	046	03	01	09	07	12	00	+04	+11	-09
OR	078	076	09	04	02	23	22	02	+14	+18	00
PN	108	100	28	02	03	58	01	00	+30	-01	-03
RJ	090	084	11	08	11	18	21	07	+07	+13	-04
TN	266	252	45	06	12	152	16	21	+107	+10	+09
UP	214	198	26	12	33	42	04	16	+16	-08	-17
WB	259	221	46	13	32	57	18	07	+11	+05	-25
HQ	099	094	08	03	15	50	14	03	+42	+11	-12
TOT	2444	2240	360	126	301	821	239	137	+461	+113	-164