

51st ANNUAL REPORT

2003-2004



*In the forefront of
change in delivery of
publicly managed services.*

Employees' Provident Fund Organisation

(Ministry of Labour, Govt. of India)

CORPORATE HEADQUARTERS : BHAVISHYA NIDHI BHAWAN,
14, BHIKAIJI CAMA PLACE, NEW DELHI-110066

Abbreviations

AMC	Annual Maintenance Contract
AP	Andhra Pradesh
BPR	Business Process Re-engineering
BR	Bihar
CBT	Central Board of Trustees (Employees' Provident Fund)
CG	Chhattisgarh
DL	Delhi
EDLI	Employees' Deposit Linked Insurance Scheme, 1976
EPFO	Employees' Provident Fund Organisation
EPFS	Employees' Provident Fund Scheme, 1952
EPS	Employees' Pension Scheme, 1995
GA	Goa
GFR	General Financial Rules
GJ	Gujarat
HP	Himachal Pradesh
HR	Haryana
HRM	Human Resources Management
JH	Jharkhand
KN	Karnataka
KR	Kerala
MH	Maharashtra
MP	Madhya Pradesh
MPC	Monthly Pension Claim
NR	North East Region
NSSN	National Social Security Number
OR	Orissa
PB	Punjab
PSU	Public Sector Undertaking
RJ	Rajasthan
SDL	State Development Loan
STG	State Guaranteed
TN	Tamil Nadu
UA	Uttaranchal
UP	Uttar Pradesh
WB	West Bengal
-	Not available

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Mission

Our mission is to extend the reach and quality of publicly managed old-age income security programs through consistent and ever-improving standards of compliance and benefit delivery in a manner that wins the approval and confidence of Indians in our methods, fairness, honesty and integrity, thereby contributing to the economic and social well-being of Indians.

EMPLOYEES' PROVIDENT FUND ORGANISATION

ANNUAL REPORT 2003-2004

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CHAPTER - 1
PERFORMANCE STATISTICS 2003 – 2004
AT A GLANCE

1. COVERAGE

No. of Industries/Classes of Establishments to which EPF & MP Act, 1952 applied as on 31.03.2004	180 (180)
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	Exempted	Un-exempted	Total
No. of covered Establishments As on 31.03.2004	2491 (2564)	367895 (341944)	370386 (344508)

	Membership (As on 31.03.2004) in lacs	Exempted	Un-exempted	Total
(a)	In Employees' Provident Fund	37.17 (37.51)	363.75 (357.47)	400.92 (394.98)
(b)	In Pension Fund			280.90 (274.87)

2 CONTRIBUTIONS RECEIVED -

(Rs. in Crores)

(a)	Employees' Provident Fund	Exempted	Un-exempted	Total
	(i) During the year	4112.56 (3859.37)	8243.41 (7528.77)	12355.97 (11388.14)
	(ii) Progressive	53995.10 (49882.54)	66871.01 (58627.60)	120866.11 (108510.14)
(b)	Employees' Pension Fund	Employee's & Employer's Share	Government's Share	Total
	(i) During the year	5492.55 (4387.84)	450.00 (400.00)	5942.55 (4787.84)
	(ii) Progressive	33562.70 (28070.15)	5593.02 (5143.02)	39155.72 (33213.17)
(c)	Employees' Deposit Linked Insurance Fund	Employer's Share	Government's Share	Total
	(i) During the year	175.36 (158.62)	0.00 (-)	175.36 (158.62)
	(ii) Progressive	1653.79 (1478.43)	0.00 (-)	1653.79 (1478.43)

	Total Contribution (a+b+c)			
	During the year	9780.47 (8405.83)	8693.41 (7928.77)	18473.88 (16334.60)
	Progressive	89211.59 (79431.12)	72464.03 (63770.62)	161675.62 (143201.74)

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

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3. ARREARS TO BE RECOVERED

(Rs. in Crores)

	Opening Balance as on 1.4.2003	Addition during the year	Realised during the year	Closing Balance as on 31.03.2004
PROVIDENT FUND & OTHER ARREARS				
Un-exempted Sector	1125.87	1371.06	1168.22	1328.71
Exempted Sector	385.92	812.65	664.48	534.09
Total Arrears	1511.79	2183.71	1832.70	1862.80
Which Includes:-				
(a) Admn. & Inspection Charges	49.47	45.04	37.44	57.07
(b) Penal Damages (all schemes)	155.80	192.25	80.55	267.50
(c) Employees' Pension Fund	342.95	370.85	305.01	408.79
(d) Employees' Deposit Linked Insurance Fund (from employers)				
(i) E.D.L.I. Contribution	26.13	25.14	16.81	34.46
(ii) Admn. & Inspection Charges	3.18	0.99	0.79	3.37

4. INVESTMENTS DURING 2003-04

(Rs. in Crores)

(a)	Employees' Provident Fund	Exempted	Un-exempted	Total
	(i) During the year	4225.19 (529.17)	6424.87 (5425.29)	10650.06 (5954.46)
	(ii) Progressive	41559.03 (37333.84)	71838.60 (65413.73)	113397.63 (102747.57)
(b)	Employees' Pension Fund (Securities & Public Account)			
	(i) During the year			7698.66 (5995.40)
	(ii) Progressive			52743.87 (45045.21)
(c)	Employees' Deposit Linked Insurance Fund (Securities & Public Account)			
	(i) During the year			419.01 (360.42)
	(ii) Progressive			3904.23 (3485.22)
	TOTAL (a+b+c)			
	(i) During the year	4225.19 (529.17)	6424.87 (5425.29)	18767.73 (12310.28)
	(ii) Progressive	41559.03 (37333.84)	71838.60 (65413.73)	170045.73 (151278.00)

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

5. RATE OF INTEREST

Declared for Members of Employees' Provident Fund	2003-2004.....9.00% + 0.50 (Bonus) (On monthly running balance)
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6. CLAIMS SETTLED DURING 2003-04 (Un-exempted)

S.No.	Nature of Claims	Work load	Claims Settled	Claims Pending	Amount Disbursed
		(in lakhs)			(in crores)
1.	EPF Claims	24.57	20.40	0.59	5772.99
2.	Partial Withdrawal/Advances	6.05	4.67	0.10	1876.13
3.	Transfer Cases	2.83	1.36	0.24	-
4.	Pension Claims (all benefits) of which :-	23.32	18.12	1.16	2354.94
	Monthly Pension Claims	4.90	3.22	0.47	1496.88
5.	EDLI Claims	0.39	0.20	0.02	50.78
	TOTAL	62.06	47.97	2.58	10054.84

7. PENAL ACTION AGAINST DEFAULTING ESTABLISHMENTS (Un-exempted)

(a)	Prosecution cases under Section 14 of the Act	Opening Balance	Launched	Decided	Pending
(i)	Employees' Provident Fund Scheme, 1952	21235	286	1947	19574
(ii)	Employees' Pension Scheme, 1995	13859	184	2064	11979
(iii)	Employees' Deposit Linked Insurance Scheme, 1976	15051	482	1962	13571
	Total	50145	952	5973	45124

(b)	Recovery Certificates under Section 8 of the E.P.F. & M.P. Act, 1952 (Amount in Rs crores)						
		Workload of the year		Executed		Pending	
		No. of cases	Amount	No. of cases	Amount	No. of cases	Amount
(i)	Employees' Provident Fund Scheme, 1952	44402	915.78	13114	194.02	30288	721.76
(ii)	Employees' Pension Scheme, 1995	43211	443.83	13521	84.33	29690	359.50
(iii)	Employees' Deposit Linked Insurance Scheme, 1976	39209	29.00	12733	4.96	26476	24.04

(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	792 (945)	14 (6)
(ii)	Cases pending with the Police/ Courts as on 31.03.2004	6199 (5878)	500 (513)

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

8. ANNUAL STATEMENTS OF ACCOUNTS (Un-exempted) (No.'s in lakhs)

(a)	Issued during the year	449.77 (408.88)
(b)	Pending as on 31.03.2004	119.13 (135.02)

9. MANPOWER

Category of Employees	Sanctioned Strength	Staff in Position
Group A	675	587
Group B	2149	1948
Group C	18032	15072
Group D	2420	2168
TOTAL	23276	19775

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

Particulars		2003-04	2002-03
1. Employees under Section 14 of the Act			
(i) Employees Provident Fund Scheme, 1952	Amount	111.02	101.75
(ii) Employees Pension Scheme, 1948	Amount	425.11	442.53
(iii) Employees Deposit Linked Insurance Scheme, 1978	Amount	12.00	12.73
Total	Amount	548.13	557.01
2. Employees under Section 14 of the E.P.F. & M.S. Act, 1948			
(i) Employees Provident Fund Scheme, 1952	Amount	111.02	101.75
(ii) Employees Pension Scheme, 1948	Amount	425.11	442.53
(iii) Employees Deposit Linked Insurance Scheme, 1978	Amount	12.00	12.73
Total	Amount	548.13	557.01
3. Employees under Section 14 of the E.P.F. & M.S. Act, 1948			
(i) Employees Provident Fund Scheme, 1952	Amount	111.02	101.75
(ii) Employees Pension Scheme, 1948	Amount	425.11	442.53
(iii) Employees Deposit Linked Insurance Scheme, 1978	Amount	12.00	12.73
Total	Amount	548.13	557.01
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(i) Employees Provident Fund Scheme, 1952	Amount	111.02	101.75
(ii) Employees Pension Scheme, 1948	Amount	425.11	442.53
(iii) Employees Deposit Linked Insurance Scheme, 1978	Amount	12.00	12.73
Total	Amount	548.13	557.01

EMPLOYEES' PROVIDENT FUND ORGANISATION					
✓ COMPARATIVE PERFORMANCE FOR THE LAST 3 YEARS					
		2001-02	2002-03	2003-04	
1	ESTABLISHMENTS COVERED	357747	344508	370386	
2	MEMBERS ENROLLED (In lakhs)	274.18	394.98	400.92	
3	FIELD OFFICES				
	Regional Offices	21	21	21	
	Sub-Regional/Sub-Accounts Offices	89	87	87	
	Service Centres	12	12	12	
	District Offices	163	163	163	
4	MANPOWER POSITION				
	Sanctioned strength	21022	21780	23276	
	Staff in position	19327	19329	19775	
5	ADMINISTRATIVE ACCOUNT -				
	Income & Expenditure(Rs. in Crores)				
	Income	587.14	607.79	808.51	
	Expenditure	354.04	429.70	474.42	
	Savings	233.10	178.09	334.09	
6	OFFICE BUILDING	Offices	Completed	Under Construction	
	Headquarters	1	1	0	
	Regional Offices	21	17	2	
	Sub-Regional/Sub-Accounts Offices	87	31	10	
	NATRSS/ZTIs	6	4	2	

		2001-02	2002-03	2003-04
7	CONTRIBUTION COLLECTED (During the year)	(Rs. in Crores)		
	Provident Fund			
	Exempted	4278.13	3859.37	4112.56
	Un-exempted	6910.13	7528.77	8243.41
	Total	11188.26	11388.14	12355.97
	Pension Fund			
	Employees'/Employers Share	3964.04	4387.84	5492.55
	Government's Share	485.00	400.00	450.00
	Total	4449.04	4787.84	5942.55
	Deposit Linked Insurance Fund			
	Employers Share	153.47	158.62	175.36
	Government's Share	-	-	-
	Total	153.47	158.62	175.36
8	INVESTMENTS (During the year)			(Rs. in Crores)
	Provident Fund	2001-2002	2002-2003	2003-2004
	Exempted	2547.25	529.17	4225.19
	Un-exempted	5583.78	5425.29	6424.87
	Total	8131.03	5954.46	10650.06
	Family Pension Fund/Pension Fund (Securities + Public Account)	5833.42	5995.40	7698.66
	Deposit Linked Insurance Fund (Securities + Public Account)	341.84	360.42	419.01

		2001-2002		2002-2003		2003-2004	
		No. of Certificate cases	Amount in Default	No. of Certificate cases	Amount in Default	No. of Defaulting Estts.	Amount in Default
	Exempted	258	383.20	274	385.92	312	534.09
	Un-exempted	31264	953.04	29503	1125.87	51990	1328.71
	Total	31522	1336.24	29777	1511.79	52302	1862.80
10	SERVICE TO MEMBERS						
	Annual Statement Of Accounts (in lakhs)						
				2001-2002	2002-2003	2003-2004	
	Issued during the year			374.84	408.88	449.77	
	Pending			93.81	135.02	119.13	
	Claims Settled (During the year)						
		2001-2002		2002-2003		2003-2004	
	Nature of Claims	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)
(1)	Provident Fund Claims	20.29	5090.01	18.31	6621.34	20.40	5772.99
(2)	Partial Withdrawal/Advances	4.80	1475.24	4.62	1373.73	4.67	1876.13
(3)	Transfer Cases	2.10	-	1.21	-	1.36	-
(4)	Employees' Pension Claims (all benefits)	19.87	1635.22	22.13	1998.58	18.12	2354.94
	Monthly Pension Claims	2.44	995.89	3.57	1209.63	3.22	1496.88
(5)	E.D.L.I Claims	0.26	51.99	0.21	54.53	0.20	50.78
	TOTAL	49.76	9248.35	50.05	11257.81	47.97	10054.84

CHAPTER - 2

ORGANISATION

INTRODUCTION

The 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 rotecting as effectively as it may, a social order in which equity and justice, social, economic and political, prevails in all the institutions of the national life.

2.2 The 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 thereunder support these directive principles of state policy. The schemes

- Employees' Provident Funds Scheme, 1952,
- Employees Deposit Linked Insurance Scheme, 1976 and
- Employees' Pension Scheme, 1995

are amongst the extensive and major social security programmes formulated for the working class of India.

2.3 The provisions of the Act & the schemes apply to 180 industries and classes of establishments. The establishments which satisfy the requirements of Section 1 of the Act viz. having 20 employees or more and also establishments voluntarily opting are covered under the Act. The table below presents an overview of the three schemes:-

	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 during the preceding 12 months from the date of exit and total years of employment• Minimum pension on disablement• Past service benefit to participants of Family Pension Scheme, 1971	<ul style="list-style-type: none">• Provides lump-sum benefit upon death while in service, equal to average balance in the EPF account during the preceding 12 months of death, if average P.F. balance is less than Rs. 35,000.• In case of average balance exceed Rs. 35,000; amount paid will be Rs. 35,000 plus 25% of average balance in excess of Rs. 35,000 upto Rs. 60,000.

	Employees' Provident Fund Scheme, 1952	Employees' Pension Scheme, 1995	Employees' Deposit Linked Insurance Scheme, 1976
Contributions: (% on wages)			
Employer	3.67% (for 175 industries) 1.67% (for 5 industries)	8.33%	0.5%
Employee	12% (for 175 industries) 10% (for 5 industries)	Nil	Nil
Government	Nil	1.16%	Nil
Administrative Charges by employer: Un-exempted (% on wages)	1.10%	16% of the Total expenditure of the E.P.F.O. to be charged to EPS Fund	0.01%
Inspection Charges by employer : Exempted (% on wages)	0.18%	Not Applicable	0.005%

2.4 Employees' Provident Funds & Miscellaneous Provisions Act, 1952 was enacted with the main objective of "making 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 recognized that such a scheme would have, apart from others, the obvious advantage of cultivation amongst the workers the spirit of saving a portion of their earnings regularly and would also encourage the stabilization of a steady labour force in industrial establishments.

2.5 The Act initially provided for framing 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.

2.6 In the year 1976, the Act was further amended introducing yet another Social Security Scheme, the Employees' Deposit Linked Insurance Scheme, 1976 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 at the credit of the deceased employee. The scheme came into effect from 1.8.1976.

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

2.8 The three Schemes taken together provide to the employees an umbrella for the rainy days in the shape of old age and survivorship benefits, long-term protection and security to the employee and after his death to his family members. To the employers, the schemes provide a steady labour force, which is essential for the productivity and prosperity of the establishment. To the Government, the schemes provide funds of considerable magnitude for utilization on various development 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 (EPF)

2.9 The Central Board of Trustees (EPF) is a tripartite body administering the three schemes framed under the Employees' Provident Fund and Miscellaneous Provisions Act 1952. The constitution of the Board is:-

- | | | |
|---------------------------------------|---|-------------------|
| • Chairman | | |
| • Vice Chairman | | |
| • Central Government representatives | - | 5 |
| • State Governments representatives | - | 15 |
| • Employers' representative | - | 10 |
| • Employees' representative | - | 10 |
| • Central Provident Fund Commissioner | - | Ex-officio Member |

The Hon'ble Union Labour Minister is the Chairman and the Hon'ble Minister of State for Labour is the Vice-Chairman of the Board.

The tenure of the Board is five years and its main functions are:

- Administering the funds created and vested in the Board and performing other works incidental thereto.
- Maintaining accounts of Income & Expenditure in the 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.

During the year under report, five regular meetings and two special meetings of the Board were held. A list of Members of the Board as on 31.3.2004 is given in **Appendix-A1**.

EXECUTIVE COMMITTEE

2.10 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 | | |
| • Central Government representatives | - | 2 |
| • State Governments representatives | - | 3 |
| • Employees' representatives | - | 3 |
| • Employers' representatives | - | 3 |
| • Central Provident Fund Commissioner | - | Ex-officio Member |

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/up-gradation 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 liberalization 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, six meetings of the Executive Committee were held.

SUB COMMITTEES OF THE CENTRAL BOARD OF TRUSTEES

Finance & Investment Committee

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

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 realizing 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.
- Periodic review of utilization of the Special Reserve Fund.
- Recommend formulation of guidelines towards enlargement on the utilization aspect of the Special Reserve Fund.
- Any other work/responsibility that may be assigned by the Board.

The Financial Advisor to the Ministry of Labour was the Chairman of the committee during the year 2003-2004. The Financial Advisor & Chief Accounts Officer of the Employees' Provident Fund Organisation is the convener. During the year, six meetings of the Sub Committee were held.

Committee on Exempted Establishments

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

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

During the year, 25th meeting of the sub-committee was held on 20th November, 2003 at New Delhi.

Committee on Information Technology

2.13 The Information Technology sub-committee has been advising the Central Board of Trustees, (EPF) on various issues concerning the implementation of Business Process Re-engineering and Re-inventing EPF India.

The terms of reference of this sub-committee are:-

- Project Appraisal
- Technology Choices
- Procurement Procedures
- Time Cycles

No meeting of the sub-committee could be held during the year 2003-2004.

SUB-COMMITTEES OF EXECUTIVE COMMITTEE

Building & Construction Committee

2.14 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. The Chief Engineer, EPF Organisation is the Convener of the Committee.

During the year under report, 07 meetings were held in which 49 proposals for construction of buildings; Staff quarter's interior and other similar works were considered. Sub-Committee has also visited 6 sites at different locations.

Pension Implementation Committee

2.15 The functions of the sub-committee are:

- To review the functioning of the Employees' pension Scheme, 1995 including computerization 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. Additional Secretary, Labour is the Chairman of the Committee. Additional Central Provident Fund Commissioner (Pension) is the convener. During the year under report, two meetings were held.

REGIONAL COMMITTEES

2.16 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.

2.17 The Regional Committees (Employees' Provident Fund) for the States are constituted under para 4 of Employees' Provident Fund Scheme, 1952. The term of each Regional Committee is three years. Out of 18 Regional Committees, three Regional Committees pertaining to the States of Assam, Karnataka and Orissa were still valid and remaining fifteen were due for reconstitution at the beginning of the year.

2.18 During the middle of the year, the proposal/recommendation in respect of ten Regional Committees namely Himachal Pradesh, Maharashtra, Tamil Nadu and Andhra Pradesh, Rajasthan,

Tripura, West Bengal, Punjab, Haryana and Madhya Pradesh had received from the respective State Governments and same were placed for approval to the Chairman, Central Board of Trustees (Employees' Provident Fund).

2.19 The Chairman, Central Board of Trustees (Employees' Provident Fund) has reconstituted the Regional Committees for the above said ten States and same has been notified in the Gazette of India. The matter of reconstitution of other five Regional Committees of Bihar, Delhi, Gujarat, Kerala & Uttar Pradesh has been taken up with respective State Governments and Regional Offices.

2.20 In addition to the above, the matter of constitution of the separate Regional Committees for State of Uttaranchal, Goa, Chhattisgarh, Jharkhand and Union Territory of Pondicherry were initiated with Central and respective State Governments and in this process the Chairman, Central Board of Trustees (Employees' Provident Fund) had reconstituted the Regional Committee for the States of Uttaranchal, Chhattisgarh and Union Territory of Pondicherry for three years, on the recommendation of the concerned State/UT Govt. and the same has been notified in the Gazette of India.

2.21 As regards the other two states i.e. Goa and Jharkhand, the requisite recommendation of the respective State Govts. is still awaited. However, due action is being taken at Head Office on the issue. At present, twenty one Regional Committees are existing and the region-wise position of meetings held during the year 2003-2004 is as under :-

S.No.	Name of the Region	Total No. of Meetings held
1.	Andhra Pradesh	02
2.	Assam	02
3.	Bihar	02
4.	Chhattisgarh	01
5.	Delhi	Nil
6.	Gujarat	02
7.	Haryana	01
8.	Himachal Pradesh	02
9.	Karnataka	02
10.	*Kerala	Nil
11.	*Madhya Pradesh	Nil
12.	Maharashtra	01
13.	Orissa	02
14.	Pondicherry	02
15.	Punjab	02
16.	Rajasthan	01
17.	Tamil Nadu	02
18.	Tripura	02
19.	Uttaranchal	01
20.	Uttar Pradesh	01
21.	West Bengal	02

- * The required no.of meetings could not be held due to administrative exigencies.

2.22 The Regional Committees have been monitoring the various aspects of progress in implementation of the provision of the Act and Schemes in the States.

SERVICE CENTRES

2.23 To provide education and guidance to members, the Organisation has opened "Service Centres" in locations, where there is concentration of workers. As on 31.3.2004, there are 12 Service Centres functioning in different parts of the country.

The following facilities are available in the service centers:-

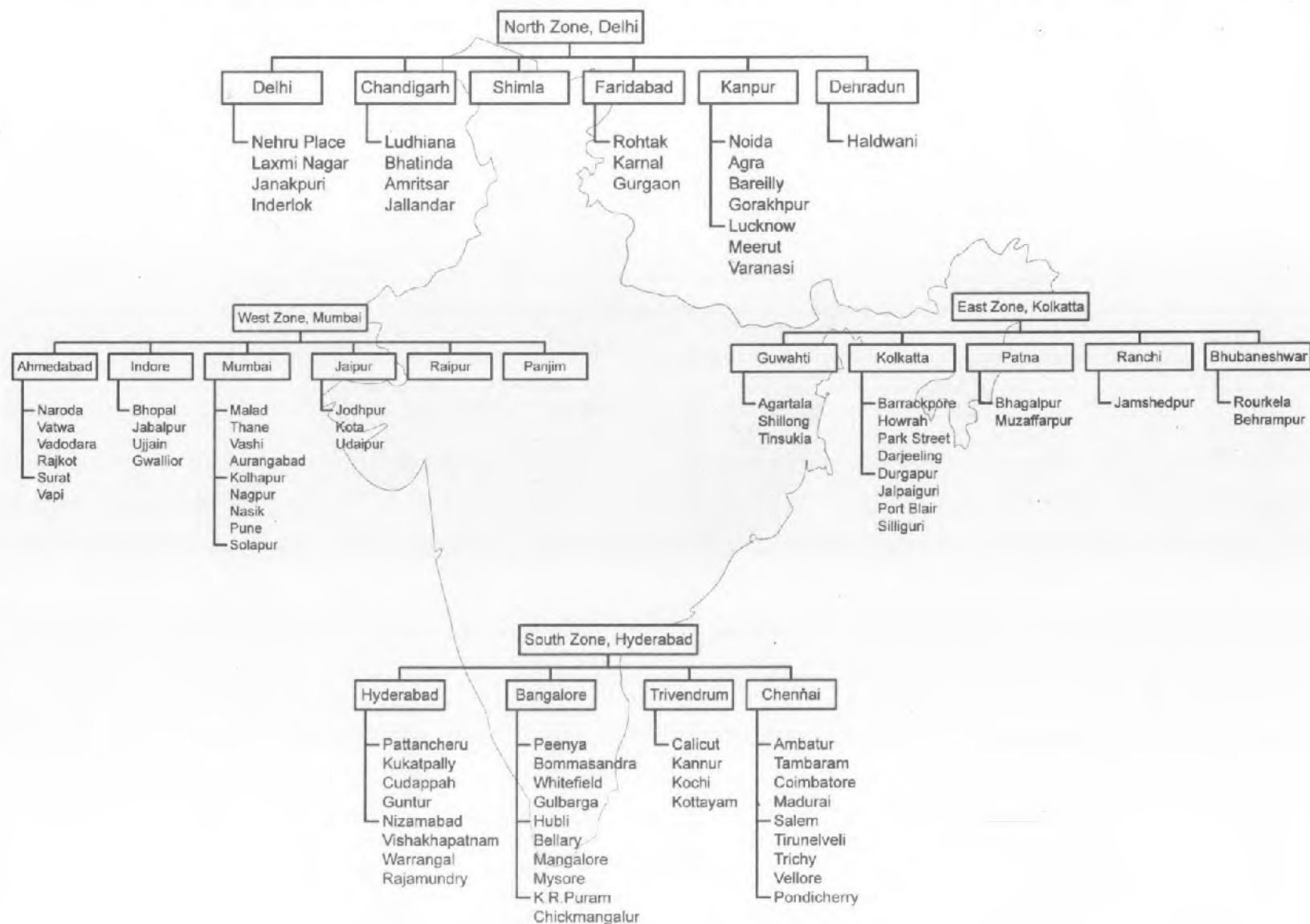
- To provide blank forms to subscribers/employers.
- To accept the form duly filled in person and by post
- To scrutinize and forward to the concerned Regional Office/sub-Regional Office for necessary action on a day-to-day basis.
- To apprise the status of the claim to the members.
- To hear and redress the grievance of the members.

Administrative Inspections

- Administrative Inspections of Regional Offices are carried out by the Central Inspection teams to ensure efficacy of the Accounting, Administration and Compliance procedures.
- 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 could not carry out any inspection due to administrative reasons.



FIELD FORMATION OF EPFO



MODERNISATION PLAN - RE-INVENTING E.P.F. INDIA

Employees Provident Fund Organisation (EPFO) has approximately 33 million subscriber members enrolled in the three schemes – (1) Employees' Provident Fund Scheme (EPF), (2) Employees' Pension Scheme (EPS) and (3) Employees' Deposit Linked Insurance (EDLI) – managed by it. EPFO provides various services ranging from collection of members' contribution from establishments to maintenance of members' accounts to actual disbursement of money under various defined benefit plans to members and their nominees.

3.1 EPFO has a vision to transform itself into a world-class Social Security Organization. The main objectives of the project "**RE-INVENTING EPF INDIA**" are to achieve **Anytime-Anywhere facility to the subscriber and to settle the claims within two to three days.**

To achieve this the NSSF task has been undertaken.

- The **National Social Security Number (NSSF)** task entails implementation of a system that can uniquely identify each and every subscriber of EPFO independent of employer. The NSSF should be unique such that one number is not given to more than one subscriber and one subscriber does not get more than one NSSF.
- The NSSF will be a 14 digit all numeric number which includes one check digit. It has got the following advantages of directly used with an **Interactive Voice Response (IVR)** system and easily understood even by illiterate subscribers.
- Since it is found that the existing data is not adequate to determine uniqueness, it has been decided to capture all the details of the subscriber again.
- The implementation of the NSSF scheme requires collection of member details including live photograph and signature. Accordingly it has been decided to capture the following details of the subscriber again:
 - Name in Full (First Name, Middle Name (S) and Last Name)
 - Fathers' Name in Full
 - Mothers' Maiden Name in Full
 - Date of Birth (DD-MM-YYYY format)
 - Sex
 - Place of Birth
 - Other Name (if any) in Full
 - Correspondence Address
 - Permanent Address
 - Photograph through Web Camera.

- Accordingly a new form "Form for Allotment of National Social Security Number (NSSN)" has been designed to capture the above details.
- To implement the project in the first phase **SIX** field offices have been selected across the country and they are named as **Pilot Offices**. The six pilot offices are: (1) Regional Office Hyderabad, (2) Regional Office Patna, (3) Regional Office Indore, (4) Regional Office Delhi, (5) Sub Regional Office Mangalore and (6) Sub Regional Office Kota. It has also been decided to implement the project at these six pilot offices in the first phase and then rolling out to other field offices.

3.2 NSSN ALLOTMENT

The National Data Centre (NDC) has been made functional from January '2004 after taking a decision to start the NSSN allotment using the Servers and other hardware components installed at 6th Floor, NBCC building. The centre was meant for Delhi Region Office, being one of the 6 pilot offices, for processing the NSSN data captured by CS Software from this region. The Servers and other hardware components (Storage disk, network components etc.) are low end servers which are meant for doing the RO functions. A decision was then taken to utilize this hardware for doing (1) RO functions and (2) HO functions. This temporary arrangement was made because the Hardware meant for the HO functions could not be installed by that time. The other objective was to test the software on a sizable volume of live data. Thus the HO database as well as the 6 pilot offices databases were created.

The allotment of NSSN is still going on using the same machines and so far 431317 applications have been processed and 418437 NSSN have been generated.

3.3 DATA CENTRE AT 6 PILOT OFFICES

PILOT OFFICE, DELHI

Data Centre of Delhi Region has been made functioned at the National Data Centre at 6th Floor, NBCC building, New Delhi. So far 86854 NSSN forms have been processed and 84374 NSSN have been generated.

PILOT OFFICE, HYDERABAD

The Data Centre at Hyderabad has been set up and functioning satisfactorily. The data so far processed at Delhi will be migrated to Hyderabad. So far 80004 NSSN forms have been processed and 77672 NSSN have been generate.

PILOT OFFICE, PATNA

The Data Centre at Patna has been set up and all the software components (Oracle, Application Software etc.) have been installed. The database also has been created. The data processed at Delhi so far will be migrated to this data centre immediately. So far 35158 NSSN forms from this region have been processed and 34356 NSSN have been generated.

PILOT OFFICE, MANGALORE

The Data Centre at Mangalore has been set up and all the software components (Oracle, Application Software etc.) have been installed. The database also has been created. We are in the process of migrating the data so far processed at Delhi to this data centre. So far 155779 NSSF forms have been processed from this pilot office and 152346 NSSF have been generated.

PILOT OFFICE, INDORE

The Data Centre at Indore has been set up and all the software components (Oracle, Application Software etc.) have been installed. The database also has been created. We are in the process of migrating the data so far processed at Delhi to this data centre. So far 38800 NSSF forms have been processed from this pilot office and 36591 NSSF have been generated.

PILOT OFFICE, KOTA

The Data Centre at Kota has been set up and all the software components (Oracle, Application Software etc.) have been installed. The database has been created and the data has been migrated. This centre is now functioning well. So far 34722 NSSF forms have been processed from this pilot office and 33098 NSSF have been generated.



CHAPTER - 4

EMPLOYEES' PROVIDENT FUND 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]

4.2 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. The infancy period has been abolished by an amendment of the Act w.e.f. 22.9.97.

4.3 The Act has been made applicable to new specified industries/classes of establishments from time to time. Presently, the Act is applicable to 180 specified industries and classes of establishments.

The Act is at present applicable to:

- Every establishment, which is engaged in, any one or more of the industries specified in Schedule - I of the Act or any activity notified by the Central Government in the official Gazette;
- 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

4.4 Presently, 180 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, and Commercial and Service Sectors of the economy. The distribution of Industries/ Classes of establishments covered under the Act, falling under the various sectors of the economy based on the National Industrial Classification (NIC) is given in Table: 1.

TABLE : 1

**SCHEDULE OF INDUSTRIES/CLASSES OF ESTABLISHMENTS ACCORDING TO
NATIONAL INDUSTRIAL CLASSIFICATION**

S. 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	5.55
2	1	Mining and Quarrying	36	20.00
3	2&3	Manufacturing including repairs	91	50.56
4	4	Electricity, Gas and Water	1	0.56
5	5	Construction	1	0.56
6	6	Hotels	6	3.33
SERVICE SECTOR				
7	7	Transport, Storage and Communication	8	4.44
8	8	Financing, Insurance, Real estate and Business services	9	5.00
9	9	Community, Social and Personnel services	18	10.00
TOTAL			180	100.00

ELIGIBILITY

4.5 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 the amendments made from time to time, the conditions of eligibility for membership has been liberalized in favour of the employee. Liberalization and growth that have taken place by way of amendment to the 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 ORDER OF 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 to 31.05.2001	Rs. 5,000/-
01-06-2001 onwards	Rs. 6,500/-

SECURITY UNDER THE SCHEME HAS BEEN PROGRESSIVELY INCREASED

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 Dec. 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 31.10.1990	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

MEMBERS ENROLLED

4.6 Region-wise position of establishments and members are given in Table: 2.

TABLE : 2								
REGIONWISE ESTABLISHMENTS & MEMBERS COVERED UNDER EPF SCHEME 1952								
REG	ESTABLISHMENTS				MEMBERS			
	Exempt	Unexempt	Total	% to total	Exempt	Unexempt	Total	% to total
AP	105	34149	34254	9.25	246011	2837424	3083435	7.69
BR	84	2831	2915	0.79	65287	150779	216066	0.54
CG	6	3533	3539	0.95	78668	220117	298785	0.75
DL	224	24450	24674	6.66	353983	1792234	2146217	5.35
GA	10	1488	1498	0.40	7865	256483	264348	0.66
GJ	91	32220	32311	8.72	212162	3391558	3603720	8.99
HP	21	2556	2577	0.70	5146	186993	192139	0.48
HR	31	14439	14470	3.91	61997	1602105	1664102	4.15
JH	70	5322	5392	1.46	236153	539683	775836	1.94
KN	133	26974	27107	7.32	346908	3309856	3656764	9.12
KR	76	12549	12625	3.41	38660	1161335	1199995	2.99
MH	446	56386	56832	15.34	695167	6878606	7573773	18.89
MP	47	10384	10431	2.82	40048	1415650	1455698	3.63
NR	18	3965	3983	1.07	37578	173001	210579	0.52
OR	58	6097	6155	1.66	84140	617684	701824	1.75
PN	24	19041	19065	5.15	34192	2311448	2345640	5.85
RJ	41	9618	9659	2.61	101542	1245164	1346706	3.36
TN	155	46300	46455	12.54	253480	4804511	5057991	12.62
UA	30	2112	2142	0.58	72544	111295	183839	0.46
UP	167	25231	25398	6.86	177771	1371868	1549639	3.86
WB	654	28250	28904	7.80	568088	1997299	2565387	6.40
TOT	2491	367895	370386	100.00	3717390	36375093	40092483	100.00

CONCENTRATION OF MEMBERS - REGION WISE

4.7 Table: 3 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 74.91% of the members are concentrated in eight regions namely Maharashtra, Tamil Nadu, Karnataka, Gujarat, Andhra Pradesh, West Bengal, Punjab and Delhi.

TABLE: 3					
REGION WISE CONCENTRATION OF MEMBERS					
S.No	Region	Members	% of Total	Establishments	% of Total
1	Maharashtra	7573773	18.89	56832	15.34
2	Tamil Nadu	5057991	12.62	46455	12.54
3	Karnataka	3656764	9.12	27107	7.32
4	Gujarat	3603720	8.99	32311	8.72
5	Andhra Pradesh	3083435	7.69	34254	9.25
6	West Bengal	2565387	6.40	28904	7.80
7	Punjab	2345640	5.85	19065	5.15
8	Delhi	2146217	5.35	24674	6.66
9	Haryana	1664102	4.15	14470	3.91
10	Uttar Pradesh	1549639	3.86	25398	6.86
11	Madhya Pradesh	1455698	3.63	10431	2.82
12	Rajasthan	1346706	3.36	9659	2.61
13	Kerala	1199995	2.99	12625	3.41
14	Jharkhand	775836	1.94	5392	1.46
15	Orissa	701824	1.75	6155	1.66
16	Chhattisgarh	298785	0.75	3539	0.95
17	Goa	264348	0.66	1498	0.40
18	Bihar	216066	0.54	2915	0.79
19	North Eastern Region	210579	0.52	3983	1.07
20	Himachal Pradesh	192139	0.48	2577	0.70
21	Uttaranchal	183839	0.46	2142	0.58
TOTAL		40092483	100.00	370386	100.00

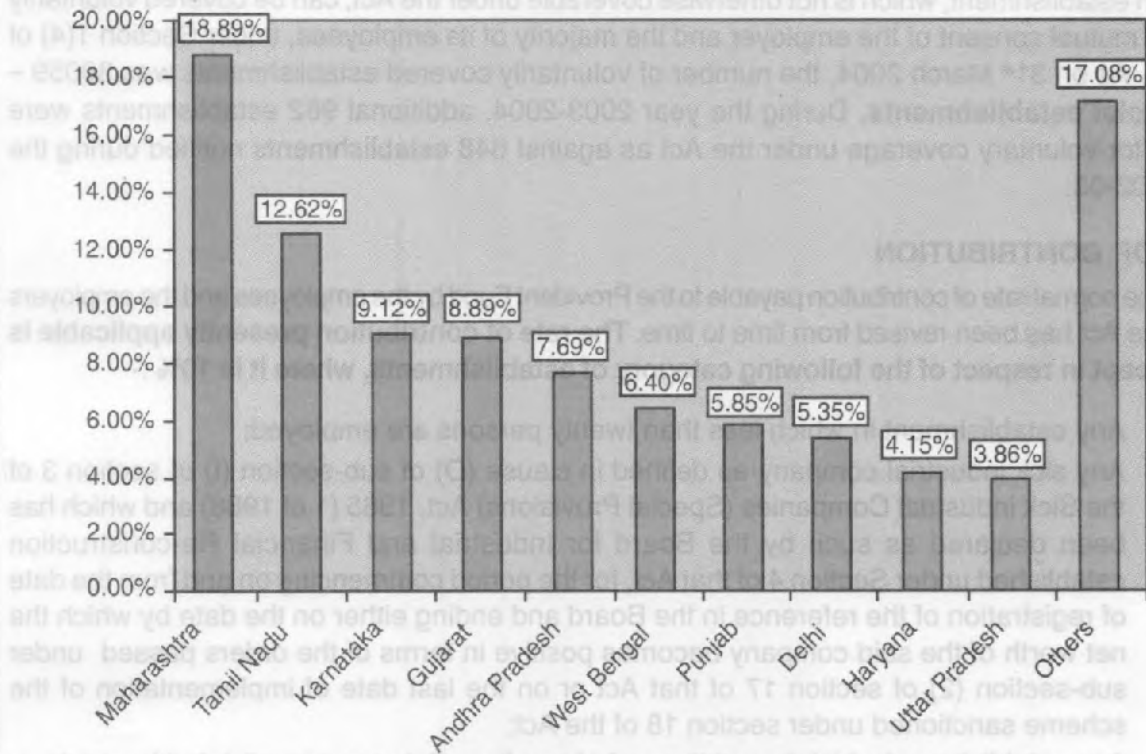
CONCENTRATION OF MEMBERS- INDUSTRY-WISE

4.8 Out of the 180 Schedule of Industries/Classes of establishments to which the Act applies, maximum percentage of members are concentrated in five schedule industries viz. Electrical, Mechanical or General Engineering, Trading & Commercial, Textile, Bidi and Heavy & Fine Chemicals. These five industries account for 27.83 % the total membership.

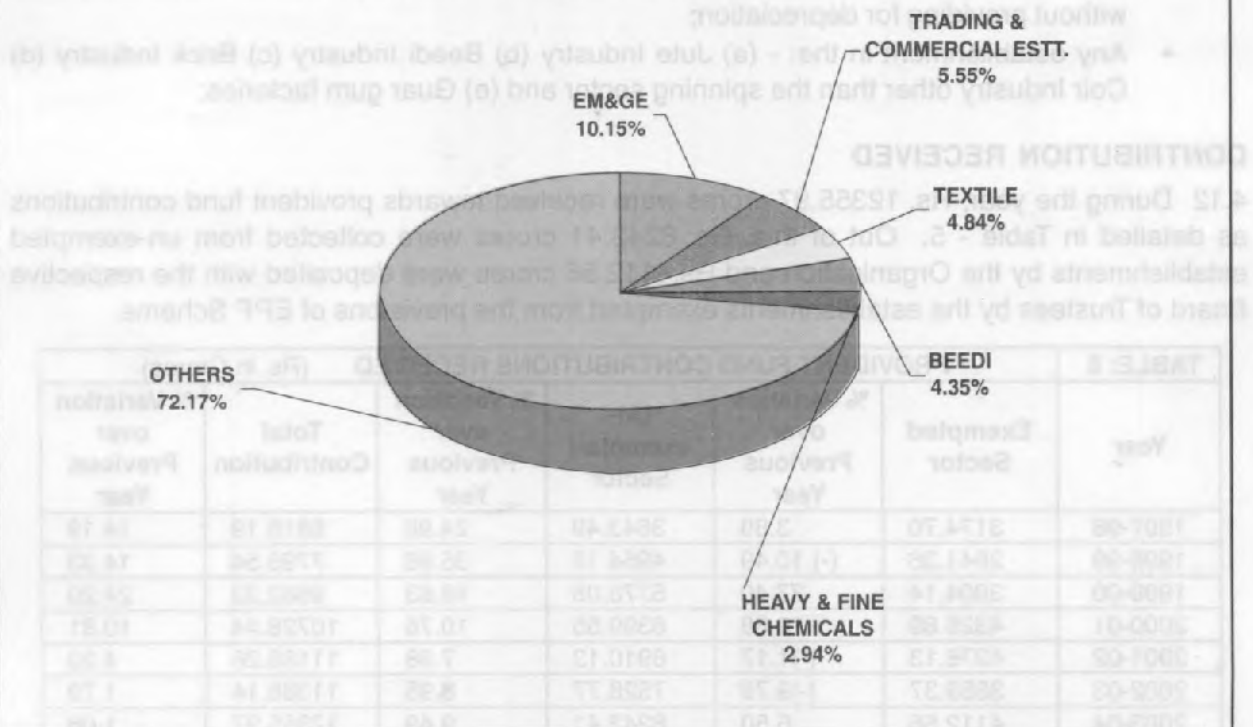
4.9 Schedule of twenty-five industries/classes of establishments account for 49.31 % of the total membership. Concentration of members and establishments in these top 25 industries/schedule of establishments is given in Table: 4.

TABLE: 4					
INDUSTRY WISE CONCENTRATION OF MEMBERS AND ESTABLISHMENTS					
S.No	Industry	Members		Establishments	
		No.'s	% of Total	No.'s	% of Total
1.	E M & G	4069403	10.15	55056	14.86
2.	Trading and commercial estt.	2223839	5.55	41335	11.16
3.	Textiles	1939552	4.84	17614	4.76
4.	Manufacture of beedi.	1742575	4.35	4964	1.34
5.	Heavy and Fine chemicals	1177259	2.94	11648	3.14
6.	ESTTS rendering expert services	828512	2.07	13939	3.76
7.	Garments making factories	758514	1.89	5670	1.53
8.	Irons and Steel	693333	1.73	5997	1.62
9.	Road Motor Transport estt.	662075	1.65	5320	1.44
10.	Any School	577331	1.44	17176	4.64
11.	Engineers and Engineering Contractors	485179	1.21	10624	2.87
12.	Electricity	473130	1.18	3138	0.85
13.	Tea	456693	1.14	1030	0.28
14.	Rubber and rubber products	422892	1.05	2815	0.76
15.	Building and construction	404332	1.01	9893	2.67
16.	Sugar	397686	0.99	3020	0.82
17.	Hotels	392036	0.98	8940	2.41
18.	Jute	282878	0.71	159	0.04
19.	Automobile repair. and servicing	277009	0.69	2326	0.63
20.	Hospitals	267018	0.67	4277	1.15
21.	Printing	255056	0.64	5999	1.62
22.	Bank	253843	0.63	2391	0.65
23.	Any college	241996	0.60	5387	1.45
24.	Tea plantations	241799	0.60	2311	0.62
25.	Paper	241372	0.60	1881	0.51
	TOTAL	19765312	49.31	242910	65.58
	Total Coverage	40092483	100.00	370386	100.00

REGIONAL CONCENTRATION OF MEMBERS



INDUSTRY WISE CONCENTRATION OF MEMBERS



VOLUNTARY COVERAGE

4.10 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 2004, the number of voluntarily covered establishments was 30059 – **8% of total establishments**. During the year 2003-2004, additional 962 establishments were notified for voluntary coverage under the Act as against 648 establishments notified during the year 2002-03.

RATE OF CONTRIBUTION

4.11 The normal rate of contribution payable to the Provident Fund by the employees and the employers under the Act has been revised from time to time. **The rate of contribution presently applicable is 12% except in respect of the following category of establishments, where it is 10% :-**

- Any establishment in which less than twenty persons are employed;
- Any sick industrial company as defined in clause (O) of sub-section (I) of section 3 of the Sick industrial Companies (Special Provisions) Act, 1985 (1 of 1986) and which has been declared as such by the Board for Industrial and Financial Re-construction established under Section 4 of that Act, for the period commencing on and from the date of registration of the reference in the Board and ending either on the date by which the net worth of the said company becomes positive in terms of the orders passed under sub-section (2) of section 17 of that Act or on the last date of implementation of the scheme sanctioned under section 18 of the Act;
- 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;
- 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

4.12 During the year, Rs. 12355.97 crores were received towards provident fund contributions as detailed in Table - 5. Out of this, Rs. 8243.41 crores were collected from un-exempted establishments by the Organisation and Rs.4112.56 crores were deposited with the respective Board of Trustees by the establishments exempted from the provisions of EPF Scheme.

TABLE: 5 PROVIDENT FUND CONTRIBUTIONS RECEIVED (Rs. in Crores)						
Year	Exempted Sector	% Variation over Previous Year	Un-exempted Sector	% Variation over Previous Year	Total Contribution	% Variation over Previous Year
1997-98	3174.70	3.89	3643.49	24.98	6818.19	14.19
1998-99	2841.36	(-) 10.49	4954.18	35.98	7795.54	14.33
1999-00	3904.14	37.40	5778.08	16.63	9682.22	24.20
2000-01	4328.89	10.88	6399.55	10.76	10728.44	10.81
2001-02	4278.13	(-)1.17	6910.13	7.98	11188.26	4.29
2002-03	3859.37	(-)9.79	7528.77	8.95	11388.14	1.79
2003-04	4112.56	6.50	8243.41	9.49	12355.97	1.08

ADMINISTRATIVE AND INSPECTION CHARGES

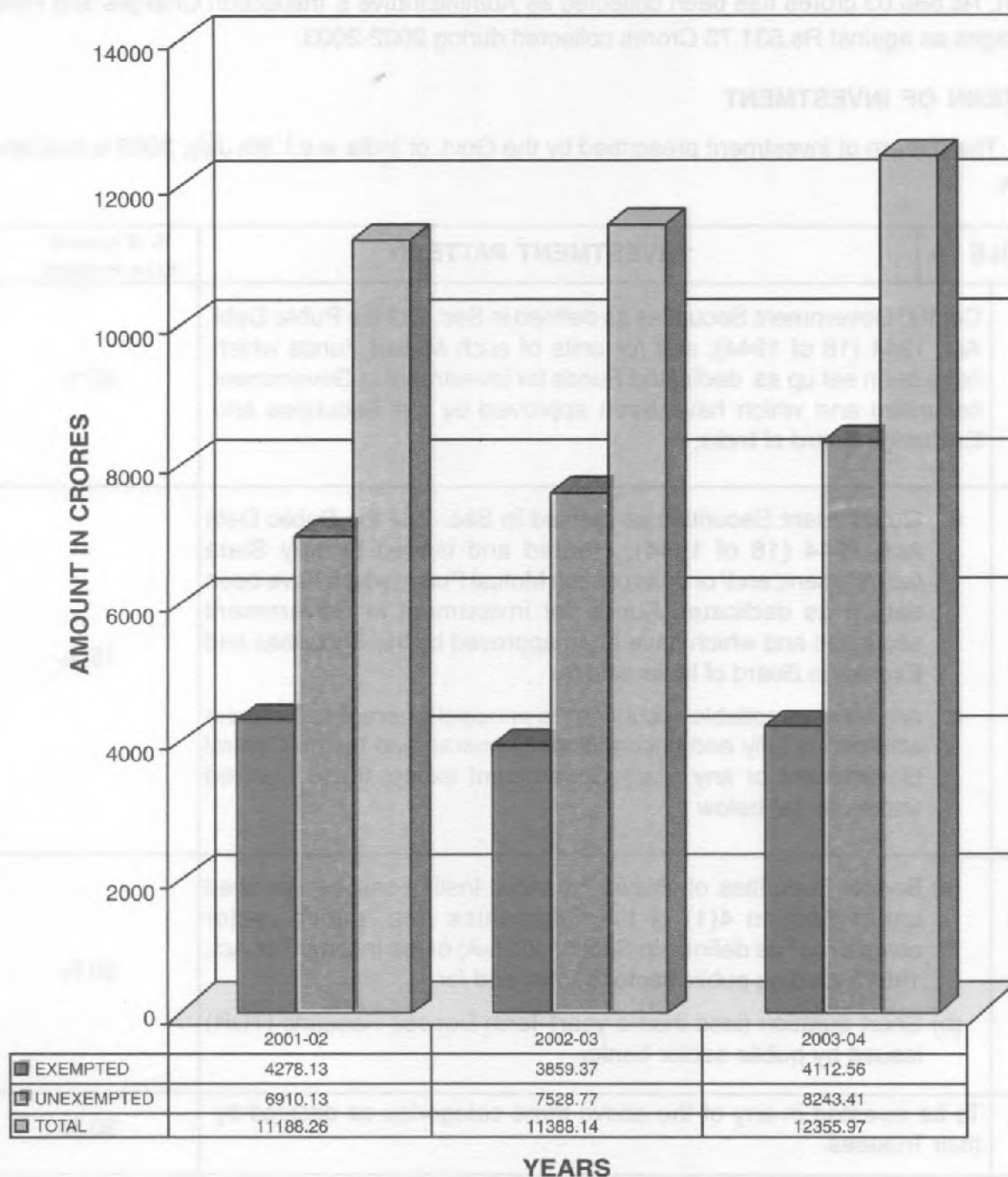
4.13 The administrative expenditure of Provident Funds Scheme is met out of the administrative charges received from the employers of the un-exempted establishments and inspection charges from the employers of exempted establishments. The prevailing rate of administrative charges is 1.10% on the wages on which contribution to provident fund is deducted. During the year under report, Rs.586.03 crores has been collected as Administrative & Inspection Charges and Penal Damages as against Rs.531.73 Crores collected during 2002-2003.

PATTERN OF INVESTMENT

4.14 The pattern of investment prescribed by the Govt. of India w.e.f. 9th July, 2003 is indicated below.

TABLE : 6	INVESTMENT PATTERN	% of Amount to be Invested
(i)	Central Government Securities as defined in Sec. 2 of the Public Debt Act, 1944 (18 of 1944); and /or units of such Mutual Funds which have been set up as dedicated Funds for investment in Government securities and which have been approved by the Securities and Exchange Board of India;	25 %
(ii)	a. Government Securities as defined in Sec. 2 of the Public Debt Act, 1944 (18 of 1944); created and issued by any State Government; and/ or units of such Mutual Funds which have been set up as dedicated Funds for investment in Government securities and which have been approved by the Securities and Exchange Board of India; 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(1) 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 /or (b) Short duration (less than a year) Term Deposit Receipts (TDR) issued by public sector banks	30 %
(iv)	To be invested in any of the above three categories as decided by their Trustees.	30 %
(v)	The Trusts, subject to their assessment of the risk - return prospects, may invest up to 1/3rd of (iv) above, in private sector bonds/ securities, which have an investment grade rating from at least two credit rating agencies.	

PROVIDENT FUND CONTRIBUTIONS



4.15 Money received on the maturity of earlier investment under category (i),(ii) and (iii) above, reduced by obligatory outgoing, shall be invested in accordance with the new investment pattern prescribed. Interest received under categories (i) (ii) and (iii) 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

4.16 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)

4.17 The total investment of Provident Fund accumulations in respect of un-exempted establishments as on 31.03.2004 amounted to Rs. 71838.60 crores. The net investment made during the year was Rs.6424.87 crores as against Rs. 5425.29 crores during the previous year.

4.18 The exposure of Employees' Provident Fund, Employees' Pension Fund & EDLI Fund on various state organisations as on 31.3.2004 is given in Appendix S-I.

INVESTMENT MADE (EXEMPTED SECTOR)

4.19 The exempted establishments are also required to follow the same pattern of investment as prescribed for the Un-exempted Funds. The total investment of the Provident Fund accumulations in respect of exempted establishments as on 31.03.2004 amounted to Rs. 41559.03 crores. The net investments during the year 2003-2004 is Rs. 4225.19 crores as against Rs. 529.17 crores during the previous year. Investment made during the year is given in Table: 7.

TABLE: 7	
INVESTMENTS MADE BY EXEMPTED ESTABLISHMENT DURING 2003-2004	
Category Of Investment	Amount Invested (Rs. In Crores)
Central Government Securities	1778.33
Government Securities created and issued by any State Government and guaranteed securities	1091.81
Special Deposit Scheme	546.73
Bonds/ Securities of Public Financial Institutions and Certificate of deposits issued by a Public Sector Bank	2494.26
TOTAL GROSS INVESTMENT	5911.13
LESS: Redemption	1685.94
TOTAL NET INVESTMENT	4225.19

4.20 Thus, the net increase in investment over the previous year was Rs.3696.02 crore

4.21 Thus, the total net investment of Provident Fund accumulations in respect of both exempted and un-exempted establishments amount to Rs. 10650.06 crores during 2003-04 as against Rs.5954.46 crores during the previous year

RATE OF INTEREST TO MEMBERS

4.22 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 of 9.5% per annum (provisional) on monthly running balance was paid during 2003-2004. Consequent on the policy decision of the Central Govt. to bring in a low interest rate regime, there was a decline in the returns on the investments and consequent reduction in the rate of interest paid to the members. The fluctuation in the interest rate declared in the last 8 years is as follows:-

Year	% Rate Of Interest Declared
1989-2000	12.00
2000-2001	12.00 (April, 00 to June, 00)
	11.00 (July, 00 onwards)
2001-2002	9.5%
2002-2003	9.5%
2003-2004	9% (plus 0.5% as bonus interest)

ARREAR MANAGEMENT

PROVIDENT FUND & OTHER DUES – UNEXEMPTED SECTOR

4.23 At the end of the financial year 2002-2003, there was an outstanding arrear demand of Rs.1125.87crores. With the issue of additional recovery certificates in respect of unrealized current demand and additional demand created during the year was totalling Rs. 1371.06 crores, the total workload for 2003-2004 was Rs. 2496.93 crores. Out of this, Rs.1168.22 crores have been recovered through recovery action leaving a balance of Rs. 1328.71 crores at the end of the financial year 2003-2004 as against a recovery of Rs. 647.66 crores during previous year. The outstanding arrears has also increased to Rs. 1328.71 crores as compared to previous year balance of Rs. 1125.87 crores. The balance includes the dues in respect of establishments registered under BIFR, stay granted by various courts and establishments under liquidation etc., where the demand is not immediately enforceable.

4.24 The major portion of arrears at the end of the year is concentrated in eight regions namely Maharashtra, Tamil Nadu, Uttar Pradesh, Orissa, Andhra Pradesh, West Bengal, Madhya Pradesh and Karnataka. These eight regions account for arrears of Rs 927.12 crores, which constitutes 69.78% of the total arrears. The region-wise position is given in Table: 8.

TABLE: 8**PROVIDENT FUND & OTHER ARREARS - UN-EXEMPTED SECTOR DURING 2003-2004**

(Rs. in lakhs)

Region	Opening Balance as on 1.4.2003	Added During the Year	Total Workload	Collection During the Year	Closing Balance as on 31.3.2004	Amount Collected During the Year 2003-2004	(+/-) Increase/Decrease over Previous Year	
Maharashtra	15519.14	22821.07	38340.21	18885.45	19454.76	5154.41	(+)	13731.04
Tamil Nadu	11307.83	14321.64	25629.47	11599.46	14030.01	11444.93	(+)	154.53
U. Pradesh	10227.70	10086.09	20313.79	7829.15	12484.64	4199.01	(+)	3630.14
Orissa	6978.02	14986.73	21964.75	10951.69	11013.06	2984.48	(+)	7967.21
A. Pradesh	8447.49	7632.74	16080.23	6112.03	9968.20	4031.41	(+)	2080.62
West Bengal	7958.93	6782.10	14741.03	5129.63	9611.40	3503.76	(+)	1625.87
M. Pradesh	9303.57	6023.22	15326.79	6229.01	9097.78	2745.54	(+)	3483.47
Karnataka	7367.53	5899.05	13266.58	6214.80	7051.78	6095.74	(+)	119.06
Kerala	6197.52	5268.46	11465.98	5114.34	6351.64	4688.95	(+)	425.39
Gujarat	4502.28	8923.10	13425.38	7833.00	5592.38	6367.47	(+)	1465.53
Haryana	5091.86	2176.85	7268.71	1818.53	5450.18	768.60	(+)	1049.93
N-E Region	3262.57	3543.47	6806.04	1923.19	4882.85	1482.08	(+)	441.11
Punjab	3413.91	9196.39	12610.30	8541.81	4068.49	6762.37	(+)	1779.44
Bihar	4270.53	2022.61	6293.14	2449.34	3843.80	1033.15	(+)	1416.19
Rajasthan	2929.56	4260.33	7189.89	4074.91	3114.98	807.87	(+)	3267.04
Jharkhand	704.96	7894.56	8599.52	6330.67	2268.85	981.70	(+)	5348.97
Delhi	2155.50	1654.10	3809.60	1999.04	1810.56	634.04	(+)	1365.00
Uttaranchal	921.97	1852.54	2774.51	1138.32	1636.19	52.47	(+)	1085.85
Chhattisgarh	1475.37	996.19	2471.56	1993.16	478.40	412.79	(+)	1580.37
H. Pradesh	376.18	333.36	709.54	306.13	403.41	337.02	(-)	30.89
Goa	174.63	431.72	606.35	348.58	257.77	278.28	(+)	70.30
TOTAL	112587.05	137106.32	249693.37	116822.24	132871.13	64766.07	(+)	52056.17
Amount in Crores	1125.87	1371.06	2496.93	1168.22	1328.71	647.66	(+)	520.56

BIFURCATION OF ARREARS - PUBLIC & PRIVATE SECTOR

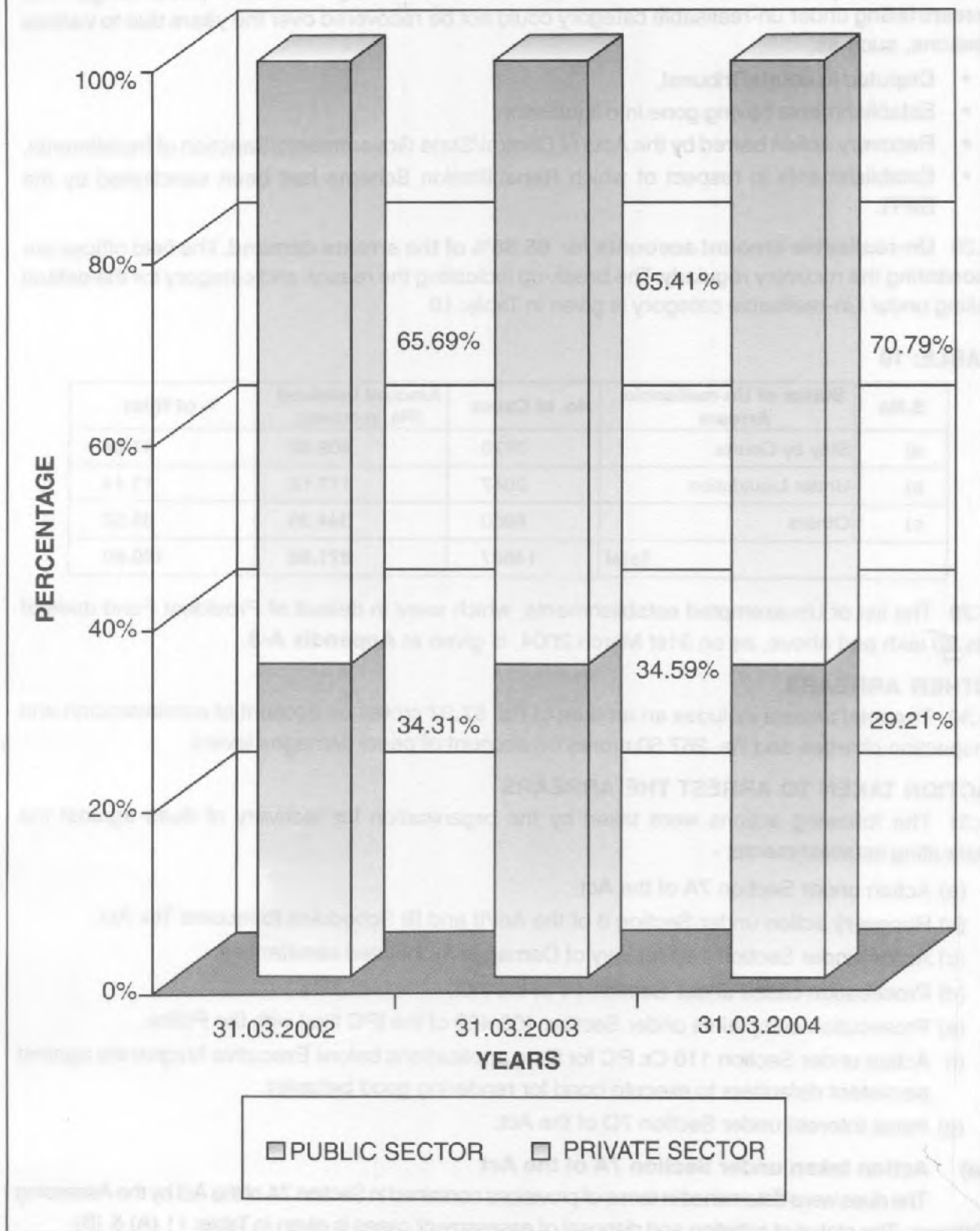
4.25 Bifurcation of arrears with reference to Public and Private Sector is given in Table: 9.

Table : 9			(Rs. in Lakhs)		
PROVIDENT FUND & OTHER ARREARS - UN-EXEMPTED SECTOR					
PUBLIC & PRIVATE SECTOR BIFURCATION AS ON 31.03.2004					
PUBLIC SECTOR			PRIVATE SECTOR		
Region	No. of Defaulting Estts.	Amount	Region	No. of Defaulting Estts.	Amount
U. Pradesh	72	7417.15	Maharashtra	1842	15442.86
Orissa	199	6200.95	Tamil Nadu	10966	13343.19
M. Pradesh	42	5465.43	West Bengal	1672	8218.42
Maharashtra	40	4011.90	A. Pradesh	10838	8028.38
Bihar	22	3284.36	Karnataka	3283	6246.01
N-E Region	45	2189.21	Kerala	2774	5529.37
A. Pradesh	54	1939.82	Gujarat	3743	5437.89
West Bengal	54	1392.98	Haryana	1015	5327.07
Uttaranchal	25	1349.14	U. Pradesh	1261	5067.49
Punjab	94	1348.11	Orissa	803	4812.11
Rajasthan	7	1215.66	M. Pradesh	1889	3632.35
Kerala	49	822.27	Punjab	5264	2720.38
Karnataka	19	805.77	N-E Region	326	2693.64
Tamil Nadu	36	686.82	Rajasthan	2587	1899.32
Jharkhand	3	390.83	Jharkhand	523	1878.02
Gujarat	22	154.49	Delhi	510	1810.56
Haryana	4	123.11	Bihar	422	559.44
Chhattisgarh	2	5.97	Chhattisgarh	501	472.43
H. Pradesh	1	2.18	H. Pradesh	185	401.23
Delhi	0	0.00	Uttaranchal	448	287.05
Goa	0	0.00	Goa	348	257.77
TOTAL	790	38806.15	TOTAL	51200	94064.98
In % terms	1.52	29.20	In % terms	98.48	70.80
Amount in Crores		388.06	Amount in Crores		940.65

A meagre 1.5% defaulting establishments – which belong to Public Sector - account for almost a third of the Arrears in Un-exempted sector. However, since most of these units are reportedly sick, recovery efforts could not yield better results.

4.26 Out of the total 51990 defaulting establishments in the un-exempted sector, 51200 establishments belong to the Private Sector and 790 establishments fall under the Public Sector. In terms of amount, out of the total arrears of Rs. 1328.71 crores, Private Sector account for Rs. 940.65 crores and Public Sector Rs.388.06 crores.

PUBLIC & PRIVATE SECTOR ARREARS UNEXEMPTED SECTOR



STATUS OF ARREARS

4.27 Out of the total arrears of Rs. 1328.71 crores, an amount of Rs. 871.40 crores fall under un-realizable category and Rs. 457.31 crores are realisable through mandated proceedings. The arrears falling under un-realizable category could not be recovered over the years due to various reasons, such as,

- Disputed in courts/Tribunal,
- Establishments having gone into liquidation,
- Recovery action barred by the Acts of Central/State Governments/Sanction of Installments,
- Establishments in respect of which Rehabilitation Scheme had been sanctioned by the BIFR.

4.28 **Un-realizable amount accounts for 65.58% of the arrears demand.** The field offices are monitoring the recovery regularly. The break-up indicating the reason and category for the default falling under Un-realizable category is given in Table: 10

TABLE: 10

S.No	Status of Un-realizable Arrears	No. of Cases	Amount Involved (Rs. in crores)	% of Total
a)	Stay by Courts	3770	409.92	47.04
b)	Under Liquidation	2047	117.12	13.44
c)	Others	8850	344.36	39.52
Total		14667	871.40	100.00

4.29 The list of Un-exempted establishments, which were in default of Provident Fund dues of Rs.20 lakh and above, as on 31st March 2004, is given at **Appendix A-3**.

OTHER ARREARS

4.30 The total arrears includes an amount of Rs. 57.07 crores on account of administration and inspection charges and Rs. 267.50 crores on account of penal damages levied.

ACTION TAKEN TO ARREST THE ARREARS

4.31 The following actions were taken by the organisation for recovery of dues against the defaulting establishments: -

- (a) Action under Section 7A of the Act.
- (b) Recovery action under Section 8 of the Act/II and III Schedules to Income Tax Act.
- (c) Action under Section 14B for levy of Damages for belated remittances.
- (d) Prosecution cases under Section 14 of the Act.
- (e) Prosecution complaints under Section 406/409 of the IPC filed with the Police.
- (f) Action under Section 110 Cr. P.C for filing applications before Executive Magistrate against persistent defaulters to execute bond for rendering good behavior.
- (g) Penal Interest under Section 7Q of the Act.

(a) 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: 11 (A) & (B)

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

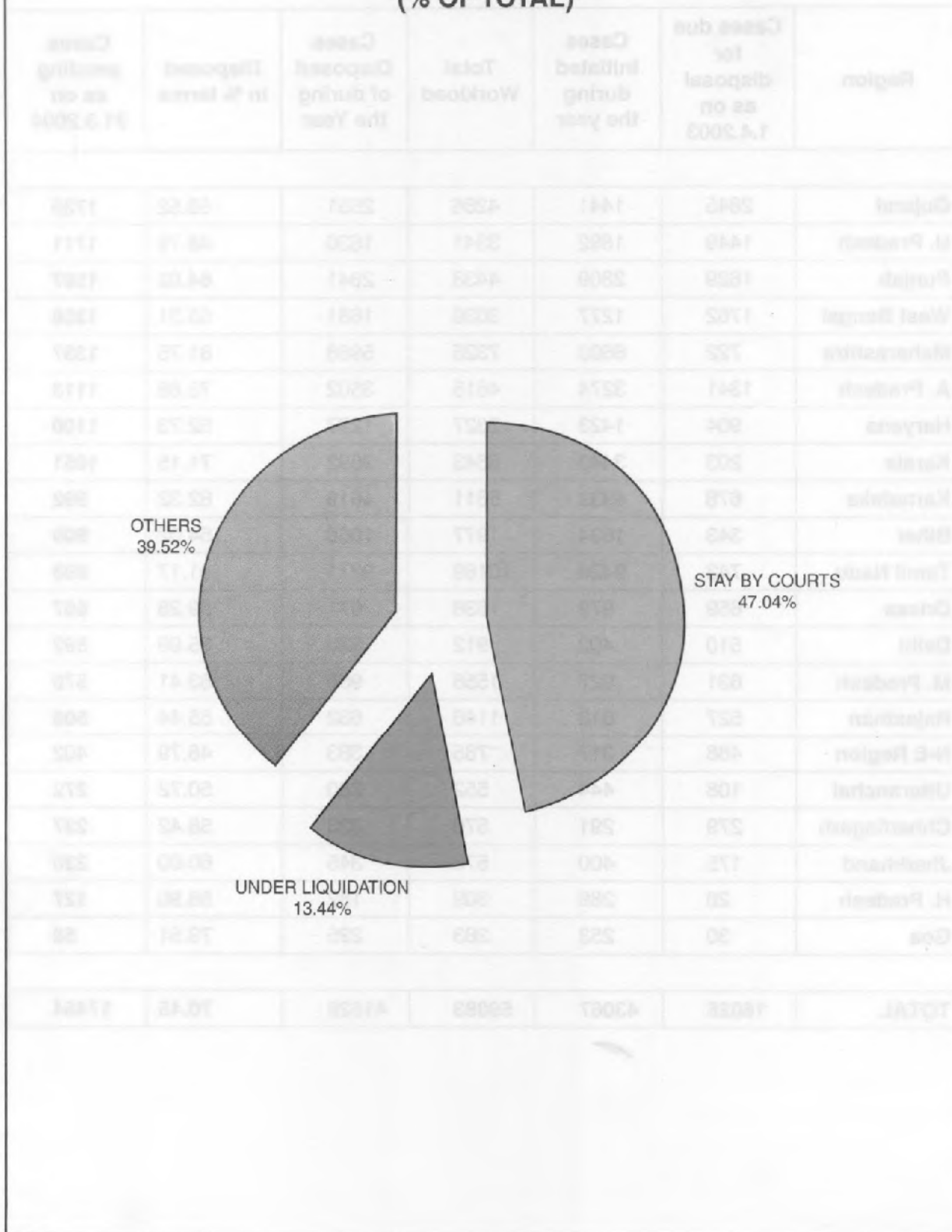


TABLE: 11 A

**DISPOSAL OF ASSESSMENT CASES UNDER SECTION 7 A OF THE ACT
DURING 2003-2004**

Region	Cases due for disposal as on 1.4.2003	Cases Initiated during the year	Total Workload	Cases Disposed of during the Year	Disposed in % terms	Cases pending as on 31.3.2004
Gujarat	2845	1441	4286	2551	59.52	1735
U. Pradesh	1449	1892	3341	1630	48.79	1711
Punjab	1629	2809	4438	2841	64.02	1597
West Bengal	1762	1277	3039	1681	55.31	1358
Maharashtra	722	6603	7325	5988	81.75	1337
A. Pradesh	1341	3274	4615	3502	75.88	1113
Haryana	904	1423	2327	1227	52.73	1100
Kerala	203	3440	3643	2592	71.15	1051
Karnataka	678	4933	5611	4619	82.32	992
Bihar	343	1634	1977	1068	54.02	909
Tamil Nadu	743	9426	10169	9271	91.17	898
Orissa	659	979	1638	971	59.28	667
Delhi	510	402	912	320	35.09	592
M. Pradesh	631	927	1558	988	63.41	570
Rajasthan	527	613	1140	632	55.44	508
N-E Region	468	317	785	383	48.79	402
Uttaranchal	108	444	552	280	50.72	272
Chhattisgarh	279	291	570	333	58.42	237
Jharkhand	175	400	575	345	60.00	230
H. Pradesh	20	289	309	182	58.90	127
Goa	30	253	283	225	79.51	58
TOTAL	16026	43067	59093	41629	70.45	17464

TABLE: 11 B		
STATUS OF DISPOSAL OF ASSESSMENT CASES UNDER SECTION 7A OF THE ACT		
	2002-2003	2003-2004
Opening Balance	15828	16026
Add: Cases initiated during the year	37367	43067
TOTAL WORKLOAD	53195	59093
Less: Cases disposed during the year	37169	41629
Closing balance at the end of the year	16026	17464
PERIODICITY OF PENDING CASES		
Less than six months	9418	10971
Six months to one year	3962	3774
One to three years	2238	2111
Beyond three years	408	608

(b) Action taken under Section 8 of the Act

During the year 19659 revenue recovery certificates were issued covering Rs.276.72crores of arrears. The total recovery certificate pending execution during the year was 44402 cases involving an amount of Rs. 915.78 crores. Out of these, 14114 certificates were executed and an amount of Rs.194.02 crores recovered. At the close of the year 30288 certificates, involving an amount of Rs. 721.76 crores were pending execution. The region-wise data of certificates issued, executed and pending at the end of the year is given at **Appendix S-2**.

(c) Action taken under Section 14B of the Act (Levy of damages)

The amount pending for realisation at the beginning of the year was Rs. 155.80 crores. Rs.192.25 crores levied during the year. Total amount due for realization was Rs.348.05 crores. Out of these, Rs. 80.55 crores were recovered. A sum of Rs.267.50 crores 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-3**.

(d) Action taken under Section 14 of the Act

Prosecution cases were filed in the Criminal Courts under the provisions of Section 14 of the Act against defaulting establishments and employers. Status of these cases is given in Table: 12 and the Region-wise position is at **Appendix S-4**.

TABLE: 12 PROSECUTION CASES UNDER SECTION 14 OF THE ACT		
Opening balance as on 01.04.2003		21235
Add - cases launched in 2003-2004		286
TOTAL CASES FOR DISPOSAL		21521
CASES DECIDED DURING 2003-2004		
Convicted	912	
Acquitted	233	
Withdrawn	190	
Discharged	612	
Total cases decided		1947
Pending for disposal on 31.03.2004		19574

(e) Action taken under Section 406/409 of IPC

Complaints were filed with the 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, Challans filed by the Police in Courts and Complaints directly filed in Courts is given in Tables: 13 & 14 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: 13	
PROSECUTION CASES UNDER SECTION 406/409 of IPC	
[Cases filed with Police Authorities]	
FIRs pending with Police on 01.04.2003	5762
FIRs filed with the police during 2003-2004	792
FIRs dropped by the Police	341
Challans filed by the Police in Courts	14
FIRs pending with the Police on 31.3.2004	6199

TABLE: 14

FIRs UNDER SECTION 406/409 IPC [Filed in Courts]		
Prosecution cases pending before the Courts as on 01.04.2003		461
Challans filed by the Police in Courts during the year		14
Complaints filed directly in Courts		26
Total cases for disposal before Courts		501
CASES DECIDED DURING 2003-2004		
Convicted	0	
Acquitted	0	
Discharged	1	
Total cases decided		1
Cases Pending for disposal on 31.03.2004		500

(f) Action taken under Section 7Q of the Act

The interest on belated remittances payable by the employer is determined under the provisions of Section 7Q of the Act. The status of interest levied and collected during the year is given in Table 15:

TABLE : 15

INTEREST ACCRUED ON DUES UNDER SECTION 7Q OF THE ACT (Rs. in lakhs)					
Region	Opening Balance as on 01.04.2003	Added during the year	Total Workload	Collection made during the year	Closing Balance as on 31.03.2004
OR	392.03	2277.31	2669.34	108.41	2560.93
MH	1767.40	839.87	2607.27	323.39	2283.88
JH	63.87	6088.30	6152.17	4886.04	1266.13
TN	450.01	1186.61	1636.62	378.42	1258.20
KN	1311.34	99.89	1411.23	215.55	1195.68
AP	570.85	807.26	1378.11	394.89	983.22
WB	545.03	5219.97	5765.00	4885.67	879.33
UP	293.63	389.91	683.54	60.16	623.38
GJ	289.63	635.62	925.25	454.63	470.62
KR	258.61	311.45	570.06	113.71	456.35
NER	297.76	358.10	655.86	218.21	437.65
PN	121.77	274.46	396.23	72.28	323.95
HR	60.36	518.43	578.79	386.52	192.27
RJ	148.86	43.40	192.26	19.88	172.38
MP	87.17	185.80	272.97	135.71	137.26
UN	219.47	-71.26	148.21	16.36	131.85
DL	111.83	48.12	159.95	59.53	100.42
CH	26.02	52.62	78.64	16.47	62.17
BR	50.52	23.95	74.47	42.41	32.06
HP	11.44	5.86	17.30	2.62	14.68
GOA	4.74	17.39	22.13	8.56	13.57
TOTAL	7082.34	19313.06	26395.40	12799.42	13595.98
Amount in Crores	70.82	193.13	263.95	127.99	135.96

ARREST OF DEFAULTERS AND ATTACHMENT OF PROPERTY FOR RECOVERY OF ARREARS

4.32 During the year 2003-2004, a sum of Rs. 150.10 crores was recovered by invoking the provision for attachment and sale of properties of defaulting establishments.

STATUS OF ARREST & ATTACHMENT OF PROPERTY ACTION AGAINST DEFAULTERS - UNEXEMPTED SECTOR			
(Rs. in crores)			
S.No.	Mode of Actions	No. of Cases	Amount Recovered
1	Bank Accounts Attached	18965	111.78
2	Movable Property Attached	623	28.39
3	Immovable Property Attached	341	6.08
4	Arrest of Defaulters	121	2.13
5	Public Auctions made of:		
	(i) Movable Property	14	1.72
	(ii) Immovable Property		
	TOTAL	20064	150.10

4.33 Apart from the above, instructions to all Regional Provident Fund Commissioners to take the following steps for recovery have been issued from time to time:

- to seek the help of the State Government for recovery of arrears.
- to display the names of 10 biggest defaulters of the region, sub-regions in the front area of the office at a prominent place.
- to seek full co-operation of the State Police for attachment of movable and immovable properties of the defaulter employers.
- to have the jails notified as civil prisons by the appropriate authorities.
- flash the names of major defaulters on the EPFO's website.

DEFAULT IN JUTE INDUSTRY IN WEST BENGAL

4.34 The position of default in Jute Industry in West Bengal is as shown in Table 16.

TABLE: 16 STATUS OF DEFAULT JUTE MILLS AS ON 31.03.2004			
I.	1	No. of Jute Mills in West Bengal	60
	2	No. of Employees (in lakhs)	2.84
	3	No. of Complying Establishments	27
	4	No. of Jute Mills in Default	33
	5	Amount in Default (Rs. in crores)	216.52

II. Classification of Default			No. of Estts.	Amount in Default (Rs. in crores)
a)	1	Under Liquidation	3	8.25
	2	Under Litigation	6	13.60
	3	Under BIFR	15	158.99
		Total	24	180.84
Classification of Default - Industry wise				
b)	1	State Public Sector Undertaking	1	21.89
	2	Central Public Sector	5	82.04
	3	Cooperative Sector	--	--
	4	Private Sector	27	112.59
		Total	33	216.52
Classification of Default - Realisable/Unrealisable				
c)	1	Realisable dues	9	35.68
	2	Unrealisable dues	24	180.84
		Total	33	216.52

4.35 Legal action under Section 14 of the Act has been initiated against the Establishments in order to collect the realizable dues. Action under Section 406/409 of IPC has also been initiated for non-payment of employers' share. The names of the establishments defaulting in excess of Rs. 20 lakhs is given in Appendix A-3 (Un-exempted dues) and Appendix A-4 (Exempted dues).

SERVICE TO THE MEMBERS

SETTLEMENT OF PROVIDENT FUND CLAIMS

4.36 During the year under report 20.40 lakhs claims were settled and a sum of Rs. 5772.99 crores was authorised for payment as against Rs.6621.34 crores in respect of 18.31 lakhs claims settled during the previous year.

TABLE: 17

SETTLEMENT OF PROVIDENT FUND CLAIMS				
		2001-02	2002-03	2003-04
1.	Brought forward pendency at the beginning of the year	67733	76453	166307
2.	Claims received during the year	2304215	2243067	2290869
3.	TOTAL WORKLOAD [1+2]	2371948	2319520	2457176
4.	Claims returned for rectification of defects and re-submission	272979	288863	325965
5.	Claims rejected being ineligible	24712	33174	31409
6.	Claims settled	2029193	1831176	2040445
7.	% of Claims settled to workload	85.55	78.95%	83.04
8.	Amount authorised for payment [Rs. crores]	5090.01	6621.34	5772.99
9.	Claims pending at the close of the year	45064	166307	59357
10.	% of closing balance to workload	1.90	7.17	2.42

4.37 At the close of the year 59357 claims were pending representing 2.42% of workload. The Region-wise break-up of disposal of workload in the area of provident fund claims is given in Appendix S-6.

STEPS TAKEN FOR PROMPT DISPOSAL OF CLAIMS

4.38 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. The monitoring of disposal of claims is being done by constantly reviewing processing of claims within the stipulated time limit of 30 days and enforcing accountability at all the levels of officers and staff.

TRANSFER OF PROVIDENT FUND ACCOUNTS

4.39 During the year under report, transfers were effected in respect of 135816 members as against 121151 members during the previous year.

TABLE: 18

DISPOSAL OF TRANSFER OF ACCOUNTS OF PROVIDENT FUND				
		2001-02	2002-03	2003-04
1	Brought forward pendency at the beginning of the year	13435	18037	36702
2	Claims received during the year	270392	242523	246399
3	TOTAL WORKLOAD [1+2]	283827	260560	283101
4	Claims returned for rectification and re-submission	55135	89569	111343
5	Claims rejected being ineligible	7555	13138	12373
6	Claims settled	209837	121151	135816
7	% of Claims settled to workload	73.93	46.50	47.97
8	Claims pending at the close of the year	11300	36702	23569
9	% of closing balance to workload	3.98	14.09	8.33

4.40 23569 Transfer applications were pending in the regional offices as on 31.03.2004 as against 36102 applications pending at the end of the previous year. Region-wise posting is given at Appendix S-7.

PARTIAL WITHDRAWALS BY MEMBERS

4.41 During the year 4.67 lakhs applicants were allowed partial withdrawal as against 4.62 lakhs during the previous year. The amount disbursed was Rs.1876.13 crores during the year as against Rs. 1373.73 crores during the previous year. Data on partial withdrawal cases disposed and amount disbursed region-wise are given at **Appendix S-8**.

TABLE: 19				
PARTIAL WITHDRAWAL CASES AND AMOUNT DISBURSED TO MEMBERS				
		2001-02	2002-03	2003-04
1.	Brought forward pendency at the beginning of the year	12372	14295	25146
2.	Claims received during the year	583526	580432	579726
3.	TOTAL WORKLOAD [1+2]	595898	594727	604872
4.	Claims returned for rectification and re-submission	93177	91255	110981
5.	Claims rejected being ineligible	15890	16500	17638
6.	Claims settled	479745	461826	466658
7.	Percentage of Claims settled to workload	80.51	77.65	77.14
8.	Amount authorised for payment [Rs. in crores]	1475.24	1373.73	1876.13
9.	Claims pending at the close of the year	7086	25146	9595
10.	% of closing balance to workload	1.19	4.23	1.59

4.42 At the end of the year 9595 applications were pending with various regions representing a workload of 1.59%.

4.43 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 and construction of dwelling house.

WITHDRAWAL FOR HOUSING PURPOSES

4.44 During the year, 92975 members availed withdrawal for the purpose of house construction and were paid a sum of Rs 894.11 crores. As compared to this, in the previous year 141525 members availed themselves of Rs.575.40 crores as housing assistance finance from the provident fund account. Table: 20 indicates the number of members who have availed housing loans during the last 5 years.

TABLE: 20		
HOUSE BUILDING ADVANCE GRANTED TO MEMBERS		
Year	No. of Members Granted Advance	Amount Disbursed (Rs. in Crores)
1999-2000	62750	334.46
2000-2001	101080	469.69
2001-2002	137321	744.80
2002-2003	141525	575.46
2003-2004	92795	894.11

ISSUE OF ANNUAL STATEMENT OF ACCOUNTS

4.45 During the year under review, 449.77 lakhs annual statement of accounts were issued as against 408.88 lakhs statement during the previous year.

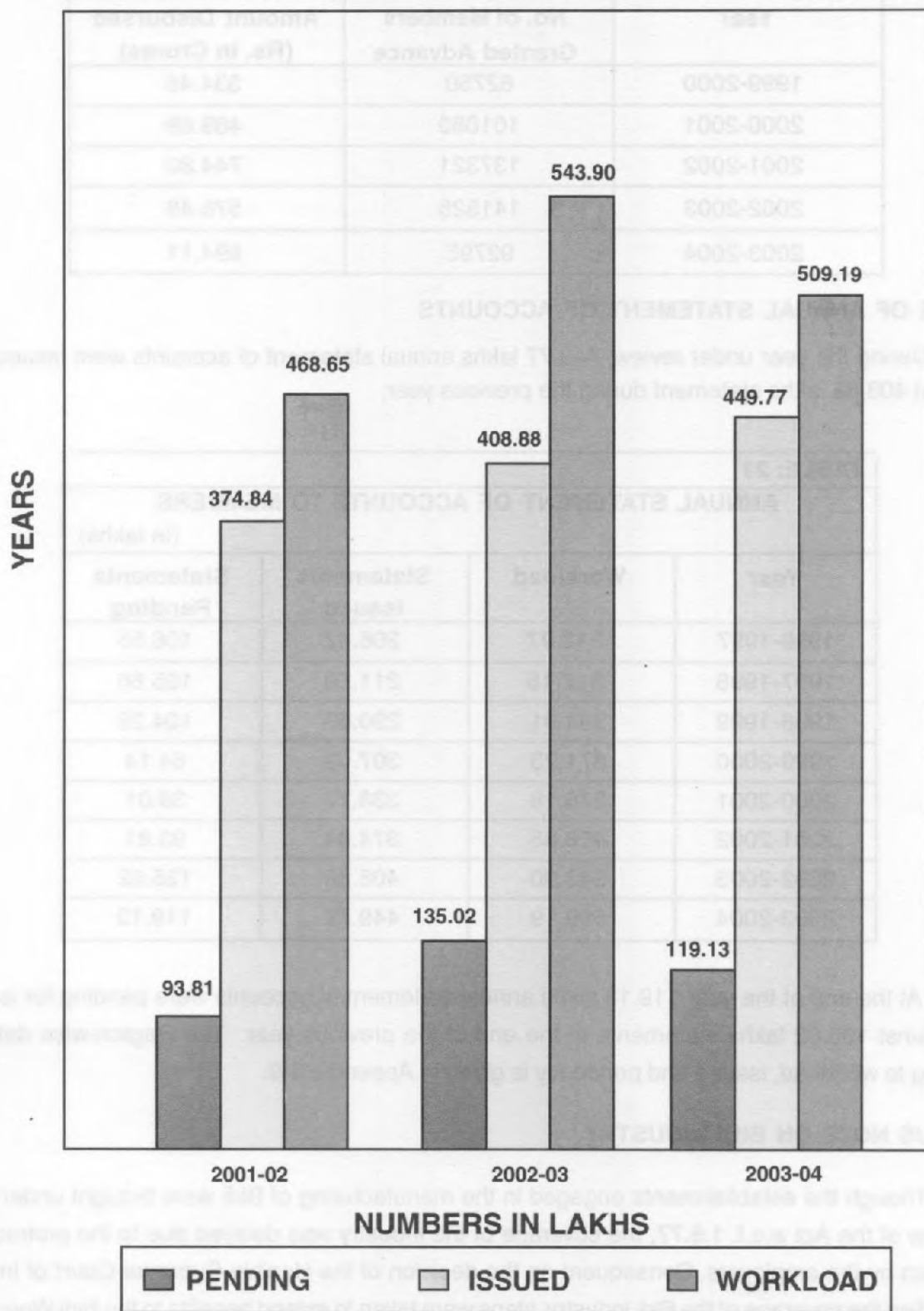
TABLE: 21			
ANNUAL STATEMENT OF ACCOUNTS TO MEMBERS			
(In lakhs)			
Year	Workload	Statements Issued	Statements Pending
1996-1997	312.97	206.42	106.55
1997-1998	317.16	211.50	105.66
1998-1999	394.91	290.63	104.28
1999-2000	371.23	307.09	64.14
2000-2001	376.18	338.17	38.01
2001-2002	468.65	374.84	93.81
2002-2003	543.90	408.88	135.02
2003-2004	509.19	449.77	119.13

4.46 At the end of the year 119.13 lakhs annual statement of accounts were pending for issue as against 135.02 lakhs statements at the end of the previous year. The Region-wise details relating to workload, issued and pendency is given in Appendix S-9.

STATUS NOTE ON BIDI INDUSTRY

4.47 Though the establishments engaged in the manufacturing of Bidi were brought under the preview of the Act w.e.f. 1.5.77, the coverage of the industry was delayed due to the protracted litigation by the employers. Consequent on the decision of the Hon'ble Supreme Court of India, upholding the coverage of the Bidi industry, steps were taken to extend benefits to the Bidi Workers. However, various associations of Bidi industries represented that Act should be enforced only

ANNUAL STATEMENT OF ACCOUNTS TO MEMBERS



from the date of pronouncement of the Supreme Court Judgment. After protracted negotiations with the Bidi Manufacturer's Association at the higher levels, it was later decided that

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

4.48 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.

DIFFICULTIES IN COVERING THE BEEDI ESTABLISHMENTS UNDER THE ACT

4.49 Bidi Industry, mostly employs home workers. Considerable difficulties are experienced in identifying and enrolling eligible employees due to the system of contractualisation of the work through home workers. Identifying workers, had become difficult due to:-

- Home workers are engaged through contractors spread over a vast area and in far flung areas. No proper documentation is maintained in a large no. of cases. It is difficult for the Enforcement Officers to locate all these employees 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 engage in rolling Bidi. 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. This 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 branded manufacturers, it becomes much more difficult in respect of home workers of un-branded Bidi. Those establishments employ very small number of home workers and the turn over 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 and 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.

4.50 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: -

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

4.51 The extent of coverage of bidi establishments under the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 is indicated below:

MEMBERSHIP IN BIDI ESTABLISHMENTS - POSITION AS ON 31.03.2004

REGION	ESTABLISHMENTS			MEMBERS		
	Exempted	Un-exempted	Total	Exempted	Un-exempted	Total
Andhra Pradesh	0	393	393	0	423474	423474
West Bengal	0	216	216	0	366946	366946
Tamilnadu	0	2083	2083	0	298975	298975
Karnataka	0	276	276	0	252661	252661
M.Pradesh	0	256	256	0	150807	150807
Maharashtra	2	150	152	4592	87313	91905
Kerala	0	126	126	0	61030	61030
Orissa	0	181	181	0	58845	58845
Jharkhand	0	38	38	0	29780	29780
Bihar	0	27	27	0	28246	28246
Rajasthan	0	133	133	0	13668	13668
Uttar Pradesh	0	153	153	0	9415	9415
Chhattisgarh	0	43	43	0	8250	8250
North Eastern	0	21	21	0	1254	1254
Gujarat	0	60	60	0	1102	1102
Delhi	0	0	0	0	0	0
Goa	0	0	0	0	0	0
H.Pradesh	0	0	0	0	0	0
Haryana	0	0	0	0	0	0
Punjab	0	0	0	0	0	0
Uttaranchal	0	0	0	0	0	0
Total	2	4156	4158	4592	1791766	1796358

WRIT PETITIONS

4.52 As on 01.04.2003 there were 5885 cases pending before various High Courts. During the year 304 fresh cases were filed. Out of the total of 6189 cases, 190 cases were decided in favour of the organization and 5 cases against the organization. 5977 cases were pending before the High Courts at the end of the year.

4.53 There were 167 cases pending in the Supreme Court of India as on 01.04.2003. With no addition, the total cases pending were 167. During the year, 93 cases were decided and 74 cases were pending at the end of the year.

4.54 As on 01-04-2003, there were 32 cases pending before National Commissions. With no addition during the year, two cases were decided against the department and 30 cases were pending at the end of the year.

4.55 As on 01-04-2003, there were 324 cases pending before the State Commissions. During the year, 14 cases were filed. Out of the total of 338 cases, 1 was decided against the department and 7 cases were decided in favour of the department and 330 cases were pending at the end of the year.

4.56 As on 01-04-2003, there were 1748 cases pending before the District Consumer Forums. During the year, 62 cases were filed. Out of total of 1810 cases, 20 cases were decided against the department and 30 cases were decided in favour of department and 1760 cases were pending at the end of the year.

4.57 As on 01-04-2003, there were 13025 cases pending before District Courts. During the year, 113 fresh cases were filed. Out of the total of 13138 cases, 18 cases were decided in favour of department and 13128 cases were pending at the end of the year.

Sl. No.	Particulars	As on 01-04-2003	During the year	As on 31-03-2004
1	National Commissions	32	0	32
2	State Commissions	324	14	338
3	District Consumer Forums	1748	62	1810
4	District Courts	13025	113	13138
5	Total	15129	189	15318



WORTHY PETITIONS

4.58 As on 01-04-2003 there were 6088 cases pending before High Courts. During the year 304 fresh cases were filed. Out of the total of 6392 cases, 160 cases were decided in favour of the department and 3 cases against the department. 6229 cases were pending before High Courts at the end of the year.

4.59 There were 187 cases pending in the Supreme Court as on 01-04-2003. With no addition during the year, 187 cases were pending at the end of the year.

CHAPTER - 5

EXEMPTED ESTABLISHMENTS

SPECIAL DRIVE ON RECOVERY DURING THE CURRENT YEAR

The establishments covered under the Act are required to contribute @ 12% of their wages along with a matching contribution from the employer by 15th of the following month. Any establishment not complying with the above requirement is treated as in default of PF dues. Any delay in remittance of the PF dues attracts penalty under section 14B of the Act at escalated rates. They are also liable to pay penal interest @ 12% p.a. as per section 7Q of the Act.

5.2 The EPFO introduced a 'Compliance 01' programme to identify defaulting establishments and initiates fast track follow up action by revamping the existing mechanics. As part of this exercise, an IT assisted compliance tracking system (CCTS) to identify the defaulting establishments was put in place in all the field offices of the organization. Proper accounting of the liabilities of the establishment and fixing accountability of the field officers were the essential features of this system.

5.3 On identification of a defaulter establishment action under section 7A is initiated for quantifying the dues followed by action under section 14B and 7Q for realization of damages and interest. Where the dues under these heads are not paid within the notice period, recovery action is initiated as contemplated under sections 8B to 8G of the Act, read with II and III Schedules to the Income Tax Act, 1961. A recovery certificate is issued by the Assessing Officer to the Recovery Officer whereupon the Recovery Officer proceeds with action for realizing the dues which includes attachment and sale of properties, arrest and detention of defaulters, appointment of receivers etc. The default also attracts penal actions like prosecution under section 14 of the Act and also action under section 406/409 IPC. The details of such actions taken by the EPFO against defaulting establishments / employers during the last three years is given below:

COERCIVE ACTIONS TAKEN AGAINST THE DEFAULTING ESTABLISHMENTS FOR THE LAST THREE YEARS

Year	Prosecution cases launched u/s 14	Complaints filed u/s. 406/409 IPC	Immovable Properties attached	Movable properties attached	Bank accounts attached	Arrest of defaulters
2001-2002	6712	570	233	542	8301	145
2002-2003	2451	945	322	287	6390	144
2003-2004	2426	1387	377	624	19278	121

5.4 Though the EPFO was concentrating on the quantification and recovery of contributions from the establishments, much work remained unfinished in the levy and realization of penal damages and interest. Over the years these amounts got accumulated and remained as unidentified arrears. A special mechanism was conceptualized and implemented whereby all the compliance files of the establishments were got audited from their dates of coverage and a Database was prepared for identifying the damages and interest demand from them. This huge exercise revealed that hundreds of crores of rupees remained escaped from assessment. As on 31.3.2004, because of this special drive a sum of Rs. 618.98 crores was assessed under these heads. A sum of Rs. 211.16 crores was recovered out of this leaving a balance of Rs. 407.82 crores.

5.5 During the year an intensified recovery drive was also launched under the 'Compliance 04' programme during 2004 specially to tackle the increasing default by establishments. A special Directorate of Recovery was formed specially to monitor the assessment and recovery activities of the field officers and also to find out ways and means to tackle the locked up arrears. The cumulative actions initiated by the EPFO has resulted in an all time record recovery of PF dues amounting to Rs.1832.70 crores during the year. A comparative chart of the recovery performance during the past five years is given below in the Table which would reflect the after effect of the special drive. However, along with the increase in the recoveries effected the figures also reflect an increase in the outstanding arrears. This has been mainly because of the increase in the locked up demand due to various reasons as has been explained below, which remain not immediately enforceable. These accumulations over the years have been going up steadily along with the improvements in the demand creation. However, the EPFO has fully trimmed its actions to tackle this ever increasing problem by thorough follow up of court cases, detailed auditing of compliance files of closed establishments etc.

STATISTICS ON RECOVERY OF PF ARREARS

(Rs. in crores)

Year	Opening Balance	Fresh demand created	Total Workload	Demand collected	Demand outstanding
1999-2000	573.18	1111.45	1684.63	626.33	1058.30
2000-2001	1058.30	922.78	1981.08	796.98	1184.10
2001-2002	1184.10	1010.67	2194.77	858.53	1336.24
2002-2003	1336.24	1061.53	2397.77	885.99	1511.79
2003-2004	1511.79	2183.71	3695.50	1832.70	1862.80

5.6 On the applicability of the Act to an establishment the employers are required to comply with the statutory provisions of the Scheme. However, establishments, which have formulated their own Provident Fund Scheme conferring benefits equal to or more favourable than those provided under the Statutory Scheme to their employees may seek exemption under Section 17 of the Act from the provisions of the Statutory Scheme, if their employees are in favour or such an exemption. Likewise, an individual employee or a class of employees may also seek exemption under Paragraph 27 and 27A of the EPF Scheme. The appropriate government is the authority competent

to grant exemption under Section 17 of the Act and para 27A of the scheme. The power to grant exemption under para 27 is exercised by the jurisdictional Regional Provident Fund Commissioner.

5.7 The grant of such exemption is to enable the employees to continue to enjoy 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. The exempted establishments continue to be covered under the Act. The only distinction being that the Board of Trustees properly constituted in accordance with the provisions in Para 79C of the E.P.F. Scheme administers the exempted provident fund subject to the terms and conditions under which the exemption is granted and subject to such supervision and control as laid down by the Central Board of Trustees (EPF) and the Government.

5.8 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 organization, 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 the trust of the exempted establishments is the responsibility of the Board of Trustees in each establishment, the EPF organization exercises its control over such establishments through periodic inspections for ensuring proper compliance of conditions of exemption.

COMMITTEE ON EXEMPTED ESTABLISHMENTS

5.9 There is a sub-committee of the Central Board of Trustees called the committee on Exempted Establishments, which deals with all policy matters relating to the exempted sector. The committee consists of two employers' representatives and two employees' representatives.

The main functions of the committee 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.

During the year, 25th meeting of sub-committee of the Central Board of Trustees on Exempted Establishments was held on 20.11.2003 at New Delhi.

EXEMPTED ESTABLISHMENTS AND MEMBERS

5.10 There were 2491 establishments, which were in the exempted category as on 31.3.2004, as against 2564 establishments in this category at the end of the previous year. During the year, there was net decrease of 73 establishments in the exempted sector, which were either decoupled/

exemption cancelled or adjusted due to reconciliation of the figures by the regions. There were 37.17 lakh members as at the end of March 2004 as against 37.51 lakh members at the end of the previous year in the exempted sector.

REGIONAL CONCENTRATION

5.11 Establishments and members are concentrated mainly in three regions namely Maharashtra, West Bengal and Delhi. These three regions constitute 53.15% of the total exempted establishments and 43.50% of total membership as stated in Table: 1.

Table: 1					
REGIONAL CONCENTRATION OF MEMBERS IN EXEMPTED SECTOR AS ON 31.03.2004					
Region		Members		Establishments	
		No.'s	% of Total	No.'s	% of Total
1.	Maharashtra	695167	18.70	446	17.90
2.	West Bengal	568088	15.28	654	26.26
3.	Delhi	353983	9.52	224	8.99
	Sub-Total	1617238	43.50	1324	53.15
	Rest of the Regions	2100152	56.50	1167	46.85
	Total Strength of 21 Regions	3717390	100.00	2491	100.00

CONTRIBUTION TRANSFERRED TO BOARD OF TRUSTEES

5.12 An amount of Rs. 4112.56 crores were transferred by the employers to their respective Boards of Trustees as contributions during the year as against Rs. 3859.37 crores during the previous year.

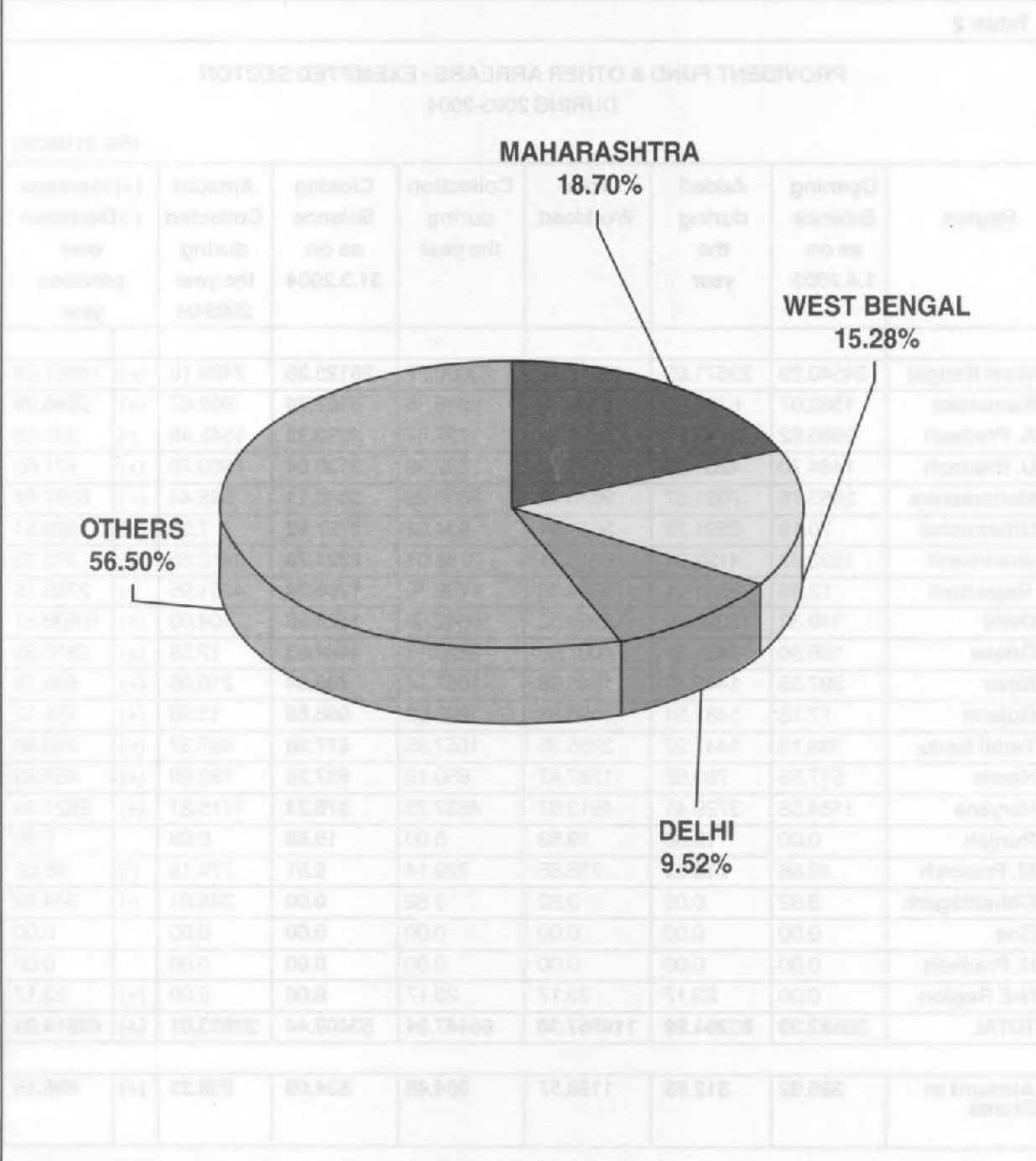
INSPECTION CHARGES

5.13 The employers of exempted establishments are required to pay the inspection charges @0.18% of the basic wages and dearness allowance including cash value of food concession and retaining allowance if any, to the Employees' Provident Fund Organisation with effect from 01.08.1998.

INVESTMENTS

5.14 The exempted establishments are required to follow the same pattern of investment as prescribed for the statutory fund. During the year, at the gross level investments amounted to Rs. 5911.13 crores as against Rs. 4529.06 crores during the previous year. Out of the total gross investment of Rs.5911.13 crores, investment by way of redemption proceeds was Rs.1685.94 crores. Thus, the net investment during 2003-2004 was Rs. 4225.19 crores.

REGIONAL CONCENTRATION OF MEMBERS EXEMPTED SECTOR



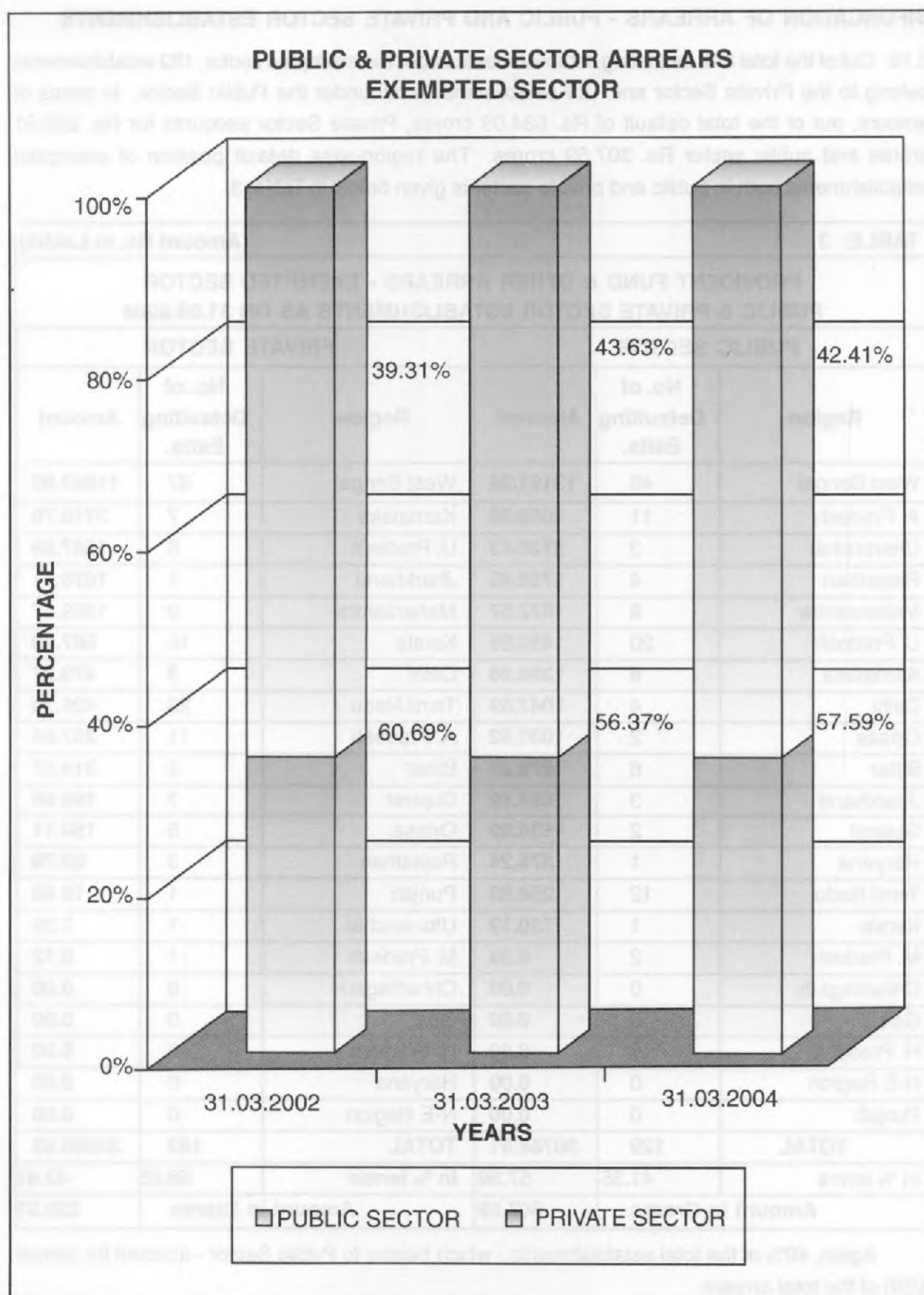
ARREAR DEMAND - PROVIDENT FUND & OTHER DUES - EXEMPTED SECTOR

5.15 The employers of exempted establishments are required to transfer the Provident Fund contributions [employers' and employees' share] to the Board of Trustees and other statutory dues to Employees' Provident Fund Organisation by the fifteenth day of the following month. The total amount outstanding for transfer to the respective Board of Trustees and Employees' Provident Fund Organisation by the exempted establishments as on 31.03.2004 is given in Table 2.

Out of an arrear of Rs. 1198.57 crores, an amount of Rs. 664.48 crores was recovered leaving a balance of Rs. 534.09 crores. The major portion of arrears of exempted establishments is in West Bengal Region amounting to Rs. 251.25 crores or 70.42% of the total arrears.

Table: 2

PROVIDENT FUND & OTHER ARREARS - EXEMPTED SECTOR DURING 2003-2004							
(Rs. in lakhs)							
Region	Opening Balance as on 1.4.2003	Added during the year	Total Workload	Collection during the year	Closing Balance as on 31.3.2004	Amount Collected during the year 2003-04	(+) Increase (-) Decrease over previous year
West Bengal	24540.29	23671.83	48212.12	23086.77	25125.35	7429.18	(+) 15657.59
Karnataka	1588.07	6768.63	8356.70	3248.96	5107.74	602.67	(+) 2646.29
A. Pradesh	2885.52	2742.67	5628.19	1297.87	4330.32	1642.45	(-) 344.58
U. Pradesh	1484.70	4286.52	5771.22	2632.38	3138.84	1660.78	(+) 971.60
Maharashtra	2853.75	7021.67	9875.42	6833.28	3042.14	545.44	(+) 6287.84
Uttaranchal	70.19	3591.75	3661.94	934.02	2727.92	7.51	(+) 926.51
Jharkhand	1892.67	4123.04	6015.71	3788.01	2227.70	3412.66	(+) 375.35
Rajasthan	12.89	3581.11	3594.00	1798.76	1795.24	4551.95	(-) 2753.19
Delhi	149.32	12020.20	12169.52	10642.66	1526.86	104.09	(+) 10538.57
Orissa	186.56	3821.24	4007.80	2823.17	1184.63	12.58	(+) 2810.59
Bihar	397.55	1449.43	1846.98	1057.14	789.84	210.96	(+) 846.18
Gujarat	17.16	1481.51	1498.67	803.02	695.65	13.90	(+) 789.12
Tamil Nadu	788.13	1447.22	2235.35	1557.85	677.50	607.37	(+) 950.48
Kerala	517.55	769.92	1287.47	650.19	637.28	192.60	(+) 457.59
Haryana	1184.56	3729.41	4913.97	4537.73	376.24	1715.87	(+) 2821.86
Punjab	0.00	19.68	19.68	0.00	19.68	0.00	0.00
M. Pradesh	19.66	715.99	735.65	729.14	6.51	774.19	(-) 45.05
Chhattisgarh	3.82	0.00	3.82	3.82	0.00	348.81	(-) 344.99
Goa	0.00	0.00	0.00	0.00	0.00	0.00	0.00
H. Pradesh	0.00	0.00	0.00	0.00	0.00	0.00	0.00
N-E Region	0.00	23.17	23.17	23.17	0.00	0.00	(+) 23.17
TOTAL	38592.39	81264.99	119857.38	66447.94	53409.44	23833.01	(+) 42614.93
Amount in Crores	385.92	812.65	1198.57	664.48	534.09	238.33	(+) 426.15



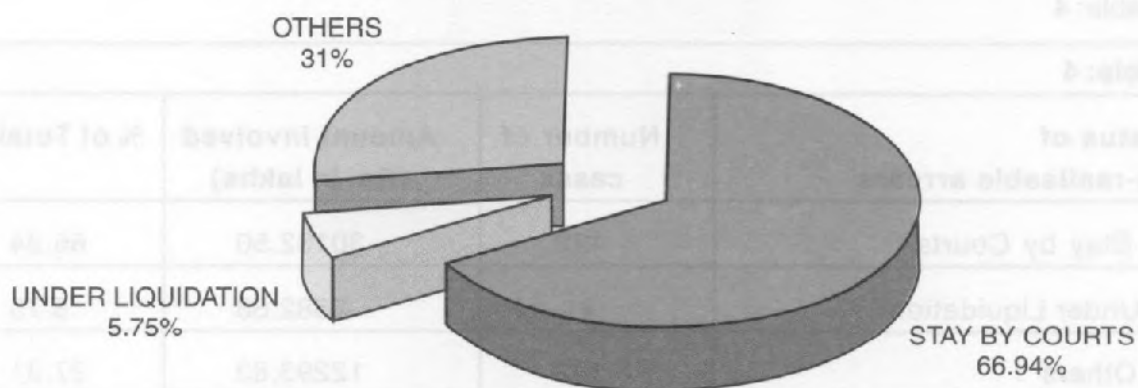
BIFURCATION OF ARREARS - PUBLIC AND PRIVATE SECTOR ESTABLISHMENTS

5.16 Out of the total 312 defaulting establishments under the exempted sector, 183 establishments belong to the Private Sector and 129 establishments fall under the Public Sector. In terms of amount, out of the total default of Rs. 534.09 crores, Private Sector accounts for Rs. 226.51 crores and public sector Rs. 307.59 crores. The region-wise default position of exempted establishments both in public and private sector is given below in Table: 3.

TABLE: 3			(Amount Rs. in Lakhs)		
PROVIDENT FUND & OTHER ARREARS - EXEMPTED SECTOR PUBLIC & PRIVATE SECTOR ESTABLISHMENTS AS ON 31.03.2004					
PUBLIC SECTOR			PRIVATE SECTOR		
Region	No. of Defaulting Estts.	Amount	Region	No. of Defaulting Estts.	Amount
West Bengal	46	13161.36	West Bengal	87	11963.99
A. Pradesh	11	4092.38	Karnataka	7	3710.76
Uttaranchal	3	2720.63	U. Pradesh	6	1687.88
Rajasthan	4	1765.45	Jharkhand	1	1676.51
Maharashtra	6	1672.57	Maharashtra	9	1369.57
U. Pradesh	20	1450.96	Kerala	16	507.09
Karnataka	6	1396.98	Delhi	3	479.27
Delhi	4	1047.59	Tamil Nadu	23	426.70
Orissa	2	1030.52	A. Pradesh	11	237.94
Bihar	6	570.27	Bihar	2	219.57
Jharkhand	3	551.19	Gujarat	7	160.66
Gujarat	2	534.99	Orissa	5	154.11
Haryana	1	376.24	Rajasthan	3	29.79
Tamil Nadu	12	250.80	Punjab	1	19.68
Kerala	1	130.19	Uttaranchal	1	7.29
M. Pradesh	2	6.39	M. Pradesh	1	0.12
Chhattisgarh	0	0.00	Chhattisgarh	0	0.00
Goa	0	0.00	Goa	0	0.00
H. Pradesh	0	0.00	H. Pradesh	0	0.00
N-E Region	0	0.00	Haryana	0	0.00
Punjab	0	0.00	N-E Region	0	0.00
TOTAL	129	30758.51	TOTAL	183	22650.93
In % terms	41.35	57.59	In % terms	58.65	42.41
Amount in Crores		307.59	Amount in Crores		226.51

Again, 40% of the total establishments - which belong to Public Sector - account for almost 3/5th of the total arrears.

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



STATUS OF ARREARS

5.17 Out of the outstanding arrears of Rs. 534.09 crores, an amount of Rs. 450.09 crores fall under unrealisable category leaving a balance of Rs. 84.00 crores realisable through penal actions. The arrears falling under the unrealisable 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 a Rehabilitation Scheme had been sanctioned by the BIFR.

Unrealisable amount accounts for 94.25% of the outstanding arrear demand. Break-up indicating the reason and category of default falling in un-realisable category is given in Table: 4

Table: 4			
Status of Un-realisable arrears	Number of cases	Amount involved (Rs. in lakhs)	% of Total
a) Stay by Courts	122	30132.50	66.94
b) Under Liquidation	41	2582.88	5.75
c) Others	142	12293.83	27.31
TOTAL	305	45009.21	100.00

A list of exempted establishments, which are in default of Rupees 50 lakh and above as on 31.3.2004 in the matter of transferring of provident fund contributions to their respective Board of Trustees and other dues to Employees' Provident Fund Organisation is given at **Appendix A-4.**

UN-INVESTED FUNDS

5.18 The Board of Trustees are required to make investment of 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 1420 exempted trusts, which had an amount of Rs. 827.31 crores with them as remaining un-invested. The region-wise data on the amounts lying with the Boards of Trustees of the exempted establishments uninvested as on 31.3.2004 is given in Table: 5.

Tabel: 5

AMOUNT LYING UN-INVESTED WITH THE BOARD OF TRUSTEES OF EXEMPTED ESTABLISHMENTS AS ON 31.03.2004		
Regions	Establishments	Un-Invested Amount (Rs. in Lakhs)
Delhi	131	32703.27
West Bengal	278	28230.46
Karnataka	87	3856.74
Rajasthan	29	3434.97
U. Pradesh	68	2325.64
Gujarat	85	1754.57
M. Pradesh	34	1646.95
Tamil Nadu	71	1252.44
Kerala	36	1235.00
A. Pradesh	41	1217.25
Bihar	22	1171.76
Uttaranchal	14	1096.86
Punjab	22	795.40
Maharashtra	446	751.75
Orissa	24	662.07
H. Pradesh	21	572.71
Haryana	8	21.24
N-E Region	3	2.24
Chhattisgarh	0	0.00
Goa	0	0.00
Jharkhand	0	0.00
TOTAL	1420	82731.32
Amount in Crores		827.31

ACTION TAKEN AGAINST DEFAULTERS

5.19 During the year 2003-2004, in order to liquidate the arrears, 26 prosecutions under Section 14 of the Act were filed. Besides this, 113 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.

ARREST & ATTACHMENT OF PROPERTY ON ACCOUNT OF DEFAULT IN ARREARS

5.20 During the year 2003-2004, a sum of Rs. 73.51 crores was recovered through various modes as given below from defaulters in exempted sector is given in Table 6:

TABLE: 6			
STATUS OF ARREST & ATTACHMENT OF PROPERTY ON ACCOUNT OF DEFAULT- EXEMPTED SECTOR			
(Rs. in lakhs)			
S. No.	Mode of Actions	No. of Cases	Amount Recovered
1	Bank Accounts Attached	313	5238.97
2	Movable Property Attached	1	11.26
3	Immovable Property Attached	36	2101.77
4	Arrest of Defaulters	-	-
	TOTAL	350	7352.00 (or Rs. 73.52 in cr.)

RATE OF INTEREST

5.21 The exempted establishments are required to declare rate of interest to the deposit of their members, at the rate not lower than the interest rate declared for the members of the Statutory Fund. Out of the total 2491 exempted establishments, 634 establishments did not declare the rate of interest. The broad pattern of interest rate declared by the remaining 1857 establishments is given in Table: 7.

TABLE: 7		
RATE OF INTEREST ALLOWED TO MEMBERS - EXEMPTED ESTABLISHMENTS		
	Establishments	Members
Higher than the Statutory Rate	171	562149
Equal to the Statutory rate of 9.5%	1656	2193868
Less than the Statutory rate	30	96797
TOTAL	1857	2852814

SERVICE TO THE MEMBERS

ADVANCES/PARTIAL WITHDRAWALS

5.22 The details of advances sanctioned 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
Illness of Members/Family members	188450	49762.13
Others	111151	56604.79
Housing Advances	92795	89410.93
Member's own marriage	85196	36943.12
Withdrawal one year before retirement	36060	57906.49
During temporary closure	11914	1579.24
Financing LIC Policy	6377	719.43
TOTAL	531943	292926.13
AMOUNT IN CRORES		2929.26

SETTLEMENT OF PROVIDENT FUND CLAIMS

5.23 The details of claims settled by the exempted establishments in r.o. their members are given in Table: 9.

Table: 9 PROVIDENT FUND CLAIMS SETTLED - EXEMPTED ESTABLISHMENTS		
Category	Cases	Amount in lakhs
Resignation/Termination	94230	71283.04
Superannuation	49372	181402.98
Others	40407	64548.50
Retrenchment	9908	20474.03
Death Cases	9662	27411.60
Dismissal	3057	3119.87
Migration	2919	6730.29
Permanent Invalidation	1203	956.11
TOTAL	210758	375926.42
AMOUNT IN CRORES		3759.26

EMPLOYEES' PENSION SCHEME 1995

INTRODUCTION & ADMINISTRATION

Employees' Pension Scheme 1995 came into effect from 16th November 1995. On introduction of the Employees' Pension Scheme, 1995, the erstwhile Employees Family Pension Scheme, 1971 ceased to operate and all the assets and liabilities of the old scheme was transferred and merged with the new Pension Fund. The Employees' Pension Scheme 1995 has been designed 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% as against 2.33% in the ceased Family Pension Scheme, 1971 and that the contribution will be diverted from "Employer's share" only. The Central Government contribute at the rate of 1.16% as done in old scheme. The benefits and entitlements to the members under the old scheme are protected and continues under the new Pension Scheme, 1995.

6.2 The Scheme on its introduction applies compulsorily to all the existing members to the Provident Fund who were contributing to the Employees' Family Pension Scheme, 1971. The new entrants to the membership of Provident Fund from 16.11.95 onwards shall also 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.

6.3 The Pension Scheme is effective from 16.11.95 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. Members of the old scheme who died between 1-4-93 & 16-11-95 are deemed to have joined the new scheme and their beneficiaries are entitled for pensionary benefits under EPS' 1995.

BENEFITS

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

- (i) To the member:
 - a. Pension for life on superannuating/retirement and permanent total disablement;
 - 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 the death of the member:

- a. Pension to Widow/Widower for life or till re-marriage.
- b. Pension to children two at a time upto 25 years of age simultaneously with widow/widower pension/orphan pension to two children at a time upto 25 years of age.
- c. Children/orphan with total and permanent disability shall be entitled to payment of children or orphan pension, as the case may be for lifetime irrespective of age and number of children in the family.
- d. Pension to nominee in case member dies leaving behind no family.
- e. Pension to dependent father/mother in the event member dies leaving behind no family and no nominee.

6.5 Previously under the old Employees' Family Pension Scheme, 1971, only widow/widower pension was payable, that too, for death while in reckonable service and prior to completion of 60 yrs of age only. In the absence of Widow or on cessation of Widow Pension, pension was payable to the eldest child up to the age of 25 years and then it was to pass on to the younger children, one at a time, subject to the age limit of 25 years. There was no provision for pension to member or capital return or commutation or disablement pension. At the time of leaving the service, the employee was entitled to withdrawal benefit only.

ELIGIBILITY

6.6 Superannuation/retirement pension under the Employees' Pension Scheme will be payable on fulfilling:

- (a) Minimum 10 years eligible service; and
- (b) Attaining age of 58 years.

6.7 On cessation from employment before completing 58 years a member can opt for early pension. Such early pension can be availed only after completing 50 yrs of age and it will be subject to discounting factor at the rate of 3% for every year of short of 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 in case of disablement or death of the member. Membership with one month contribution will suffice in such cases.

6.8 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.

6.9 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 in Paragraph 12 (3) in the EPS-1995.

PENSION DISBURSEMENT ARRANGEMENTS

A. Nationalised Banks

6.10 For ensuring disbursement of pension every month arrangement has been made with nationalised banks to disburse pension to pensioner every month. This arrangement has been worked out in collaboration with Indian Banks Association. More than 14 nationalised banks are involved in this process.

B. Scheduled Commercial Banks

6.11 Para 33 was amended on 27.9.2001 to permit disbursement of pension through Scheduled Commercial Banks including Regional Rural Bank and Co-operative Banks. Accordingly agreement has been made with Scheduled Commercial Bank for disbursement of pension.

Agreements have been made with networks banks-HDFC Bank on 18.10.2002, ICICI Bank on 7.3.2003 & UTI Bank on 13.3.2003.

The salient features of the agreement are as under:

- Agreement is made for the whole country. So there is no need to have separate agreement at Regional level.
- In these Banks all branches are fully networked, where all transactions are made on real time basis. As EPFO is also moving towards a fully networked environment, transaction with these banks will give a feel of a networked environment.
- Time & cost involved is considerably less. Information between EPFO and these Banks about pension payments would be exchanged through soft copy. Reconciliation is also streamlined through this process.
- As these bank branches are fully networked there would not be any transfer of original PPOs and other documents even if the pensioner is availing the pension outside the geographical area of the office or in the event of shift of pensioner's residence.
- The service charges are 1.25% on monthly pension disbursed and 0.25% on such non-recurring lump sum payments like Commutation of pension, Return of Capital & initial Pension arrears. This will result in cost saving in disbursement charges as under existing agreement with Nationalised Banks service charges are being paid @ 2.5% on all payment.
- Being networked banks, immediate confirmation of payment credited into pensioners account will be done. All payment details will be exchanged through soft copy. This will result into quick and easy reconciliation and will result in saving of cost and effort in terms of manpower needed.

- The Saving Bank Account of the Trustees/EPFO and the EPF Pensioners are opened on 'Zero balance basis' and the 'minimum balance condition' is also waived in respect of these accounts.
- Pensioners will also have the additional facilities of ATM-Cum Debit Card so that they can draw their pension through any of the ATM's and can also make payments through debit card as per their choice.

C Post Offices

6.12 With the increase in the number of pensioners and keeping in view the future growth and to enlarge the disbursement network arrangement has been finalized with the Deptt. of Posts in the line of existing banking arrangements for pension disbursement. This arrangement has been operationalised with effect from 01.07.2001. Pensioners now have the option either to draw pension through any of the designated National banks or Scheduled Commercial banks including Regional Rural Banks or through around 26000 Head/Sub-Post Offices across the country.

ADMINISTRATIVE SETUP

6.13 To successfully implement Employees' Pension Scheme, 1995 a working setup and elaborate work norms have been designed to provide prompt and trouble free service to the pension fund members and pensioners. In field offices Pension Wing has been constituted consisting of Pension Section, Pension (Pre Audit) Section, Pension Disbursement Section and a Database Creation Cell to exclusively look after the different work areas of Employees' Pension Scheme, 1995. A separate software, Computerized Employees Pension Scheme exclusively for EPS-1995 has been developed and implemented in all field offices. As a result all functions like processing of pension claims, pension calculation, PPO generation, disbursement and reconciliation, generation of MIS reports and monitoring are computerized.

MEMBERS ENROLLED

6.14 During the year, 1226636 new members were enrolled at the gross level. After accounting for the ceased members, the net addition during the year was 603242 members. The details of enrollment of members are given in Table-1.

TABLE: 1	
ENROLMENT OF PENSION SCHEME MEMBERS	
	Members
As on 31.03.2003	27487216
As on 31.03.2004	28090458
Net addition over previous Year	603242

As on 31.03.2004, the members of Employees Pension Scheme were 28090458. The region-wise position of members is given in Table: 2.

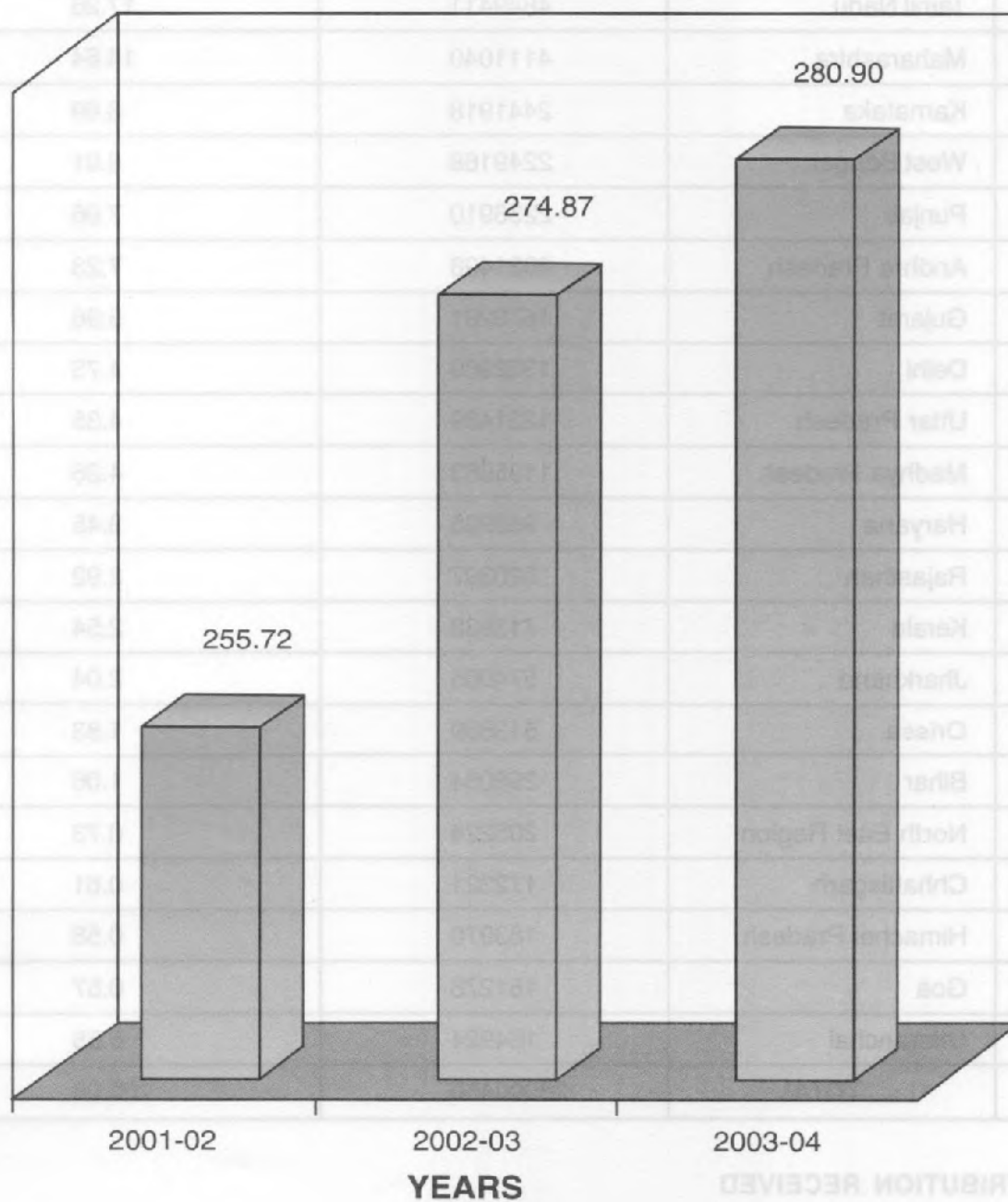
Table: 2 REGION-WISE MEMBERS ENROLLED UNDER EMPLOYEES' PENSION SCHEME, 1995			
S. No	Region	Members	Percentage (%)
1.	Tamil Nadu	4849411	17.26
2.	Maharashtra	4111040	14.64
3.	Karnataka	2441918	8.69
4.	West Bengal	2249168	8.01
5.	Punjab	2236910	7.96
6.	Andhra Pradesh	2031498	7.23
7.	Gujarat	1673281	5.96
8.	Delhi	1332980	4.75
9.	Uttar Pradesh	1221489	4.35
10.	Madhya Pradesh	1195863	4.26
11.	Haryana	968985	3.45
12.	Rajasthan	820397	2.92
13.	Kerala	713933	2.54
14.	Jharkhand	574005	2.04
15.	Orissa	513809	1.83
16.	Bihar	298054	1.06
17.	North East Region	205224	0.73
18.	Chhattisgarh	172321	0.61
19.	Himachal Pradesh	163970	0.58
20.	Goa	161278	0.57
21.	Uttaranchal	154924	0.55
	TOTAL	28090458	100.00

CONTRIBUTION RECEIVED

6.15 During the year under the report Rs. 5942.55 crores were received as Pension Fund contributions. Out of this, Rs. 5492.55 crores were collected from Employers' share and Rs.450 crores were contributed by Central Government.

Table 2
REGION-WISE MEMBERS ENROLLED
EMPLOYEES' PENSION FUND MEMBERS

(In Lakhs)



PENSION FUND

6.16 The ceased Employees' Family Pension Scheme 1971 mandated 1.16% of pay from employers & equivalent contribution by employees to Family Pension Fund. All accumulations in the ceased Family Pension Fund formed the corpus of Pension Fund for new scheme. In the Employees' Pension Scheme, 1995 no additional contribution is payable either by the employer or the employee for the Pension Fund. The Scheme is financed by diversion of 8.33% of wages from the employer's share of the Provident Fund contribution and Central Government contributes 1.16%. As on 31.03.2004 the corpus (Securities + Public Account) stands at Rs. 52743.87crores.

6.17 Following table shows the position relating to contributions received, corpus and total pensioners year-wise commencing from 1996-97.

TABLE - 2A			
Year	Contribution recd. - Cumulative (Rs. In crores)	Corpus (Rs. In crores)	No. of pensioners (including EFPS, 1971)- Cumulative
1996-97	8733.56	14194.69	290329
1997-98	11954.14	17248.36	406040
1998-99	15586.90	22016.38	559728
1999-00	19753.68	27410.13	737998
2000-01	23976.29	33216.39	437126
2001-02	28425.33	39049.81	1168779
2002-03	33213.17	45045.21	1441670
2003-04	39155.72	✓ 52743.87	1758841

INVESTMENT OF PENSION FUND

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

- 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.
- Other accretions to the pension Fund shall be invested as per pattern prescribed by the Government for the Employees' Provident Fund Scheme 1952.

6.19 The investment of Pension Fund during the year 2003-2004 and total corpus of Pension Fund as on 31.03.2004 are given in the Tables 3 & 4 :-

TABLE - 3 INVESTMENT OF PENSION FUND DURING 2003-04		(Rs. in Crores)
I)	As per Investment Pattern	
(i)	Central Government Securities	1409.04
(ii)	State Government/ Government guaranteed Securities	885.81
(iii)	Special Deposit Scheme	0.00
(iv)	Public Sector Financial Institutions	3138.38
	Total investment	5433.38
II)	Public Account	2265.43
	Total during the year (Public Account & Securities) [I+II]	7698.66

TABLE: 4 TOTAL CORPUS OF PENSION FUND		(Rs. in Crores)
Net Investment in Securities as on 31.03.2003	23977.57	
Add: Net Investment during the year	5433.23	
Net Investment in Securities as on 31.03.2004		29410.80
Deposit in Public Account as on 31.03.2003	21067.64	
Add: Government contribution	450.00	
Add: Interest received during the year	1815.43	
Balance in Public Account as on 31.03.2004		23333.07
Total Corpus (Securities + Public Account) as on 31.03.2004		52743.87

CONTRIBUTION ARREARS

6.20 At the end of financial year 2002-2003, there was an outstanding arrears of Rs. 342.95 crores on account of Pension Fund contribution from employers. This was further increased due to additional recovery certificates issued in respect of unrealised current demand of Rs. 370.85 crores. The total workload for the year 2003-04 for recovery becomes Rs. 713.80 crores. Rs. 305.01 crores has been recovered through recovery action leaving behind an outstanding arrears of Rs. 408.79 crores.

ACTIONS TAKEN AGAINST DEFAULTERS

6.21 Prosecution cases under Section 14 of the Act were filed against the employers who failed to deposit the contributions. As against a workload of 13859 cases for disposal, 2064 cases were decided during the year. Of cases decided, in 715 cases convicted were ordered, 188 cases were acquitted or admonished, 115 cases were withdrawn and 1046 cases were discharged. The region-wise data is given in Appendix S-12.

6.22 Out of a workload of 43211 recovery certificates under section 8 of the EPF & Misc. Provision Act 1952 involving an amount of Rs. 443.83 crores, an amount of Rs. 84.33 crores were realized through execution of 13521 cases. At the end of the year, 29690 cases were pending involving a sum of Rs. 359.50 crores.

SERVICE TO THE MEMBERS OF PENSION SCHEME

PENSION BENEFICIARIES

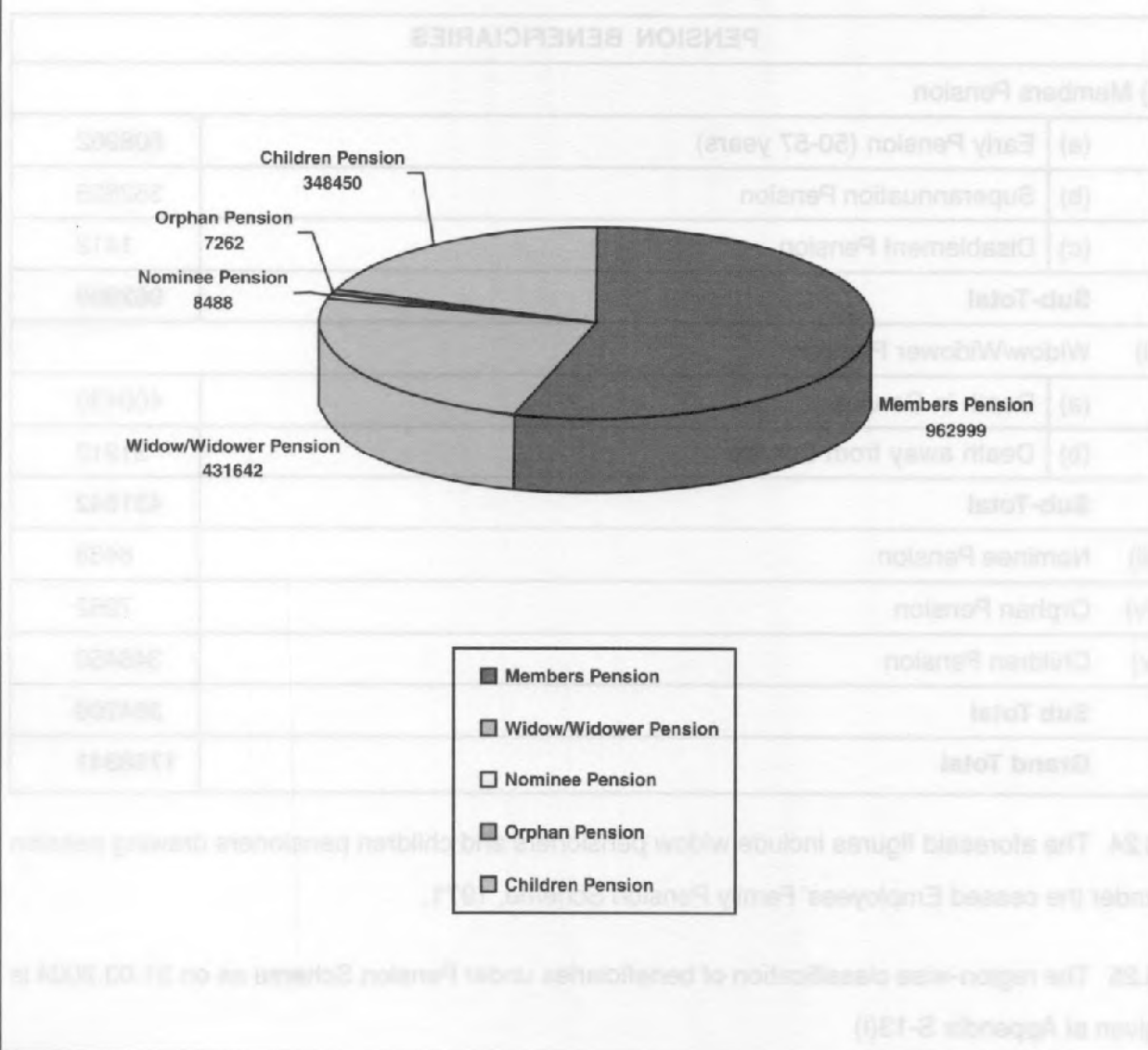
6.23 During the year 2003-04, pensionary benefit has been extended to 603242 beneficiaries taking cumulative figure to 1758841. The classification of the beneficiaries under Employees' Pension Scheme 1995 during 2003-2004 are as under:-

PENSION BENEFICIARIES		
i) Members Pension		
(a)	Early Pension (50-57 years)	608962
(b)	Superannuation Pension	352625
(c)	Disablement Pension	1412
Sub-Total		962999
ii) Widow/Widower Pension		
(a)	Death in Service	400430
(b)	Death away from Service	31212
Sub-Total		431642
iii)	Nominee Pension	8488
iv)	Orphan Pension	7262
v)	Children Pension	348450
Sub Total		364200
Grand Total		1758841

6.24 The aforesaid figures include widow pensioners and children pensioners drawing pension under the ceased Employees' Family Pension Scheme, 1971.

6.25 The region-wise classification of beneficiaries under Pension Scheme as on 31.03.2004 is given at Appendix S-13(i)

PENSION BENEFICIARIES (In No.'s)



SETTLEMENT OF PENSION CLAIMS (ALL BENEFITS)

6.26 Details of all benefit claims sanctioned under the Employees' Pension Scheme, 1995, year-wise for the past three years are given in Table-5.

TABLE: 5 PENSION CLAIMS (ALL BENEFITS)			
	2001-02	2002-03	2003-04
1 Brought forward pendency at the beginning of the year	96937	74813	111663
2 Claims received during the year	2358455	2686717	2220640
3 TOTAL WORKLOAD [1+2]	2455392	2761530	2332303
4 Claims returned for rectification of defects	357979	381565	368851
5 Claims rejected being ineligible	35378	55609	35507
6 Claims settled	1987222	2212693	1811872
7 Percentage of Claims settled to workload	80.93	80.12	77.69
8 Amount authorised for payment [Rs. crores]	1635.22	1998.58	2354.94
9 Claims pending at the close of the year	74813	111663	116073
10 Percentage of closing balance to workload	3.05	4.04	4.98

6.27 It would be seen from Table: 6 that during the year, under report 18.12 lakhs family pension claims were settled as against 22.12 lakhs claims settled during the previous year. This includes 322145 monthly Pension claims settled during the year. The region-wise position of claims settled is given in **Appendix S-13 (ii)**.

6.28 The category-wise break up of family pension claims settled during the year 2003-2004 is indicated in Table-6.

TABLE: 6	CATEGORY OF CLAIMS	NO. OF CLAIMS SETTLED
	Monthly Pension benefit	322145
	Life Assurance benefit (under FPS'71)	1811872
	Retirement-cum-withdrawal benefit	
	Refunds	
	TOTAL	2134017

SETTLEMENT OF MONTHLY PENSION CLAIMS

6.29 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		
		2001-02	2002-03	2003-04
1	Brought forward pendency at the beginning of the year	19181	131472	132452
2	Claims received during the year	329043	412134	357217
3	TOTAL WORKLOAD [1+2]	348224	543604	489669
4	Claims returned for rectification of defects & resubmission	77676	48315	10859
5	Claims rejected being ineligible	8020	5966	12040
6	Claims settled	243627	356870	322145
7	Percentage of claims settled to workload	69.96	65.65	65.79
8	Amount authorised for payment [Rs. in crores]	995.89	1209.63	1496.88
9	Claims pending at the close of the year	18901	132452	468.87
10	Percentage of pending closing balance to workload	5.43	24.37	9.58

6.30 It would be seen from Table: 8 that during the year under report 322145 pensioners were paid monthly pension. During the year, a sum of Rs. 1496.88 crores was paid to the monthly pensioners. The region-wise data on settlement of monthly pension cases are given in **Appendix S-14**.

CREATION OF DATABASE

6.31 Keeping in view the importance of the database creation and maintaining error-free data, it was felt necessary to put in place an arrangement in every field office. Accordingly, instructions have been issued to all the Offices to constitute a Database Creation Cell and regulate the work of Database Creation in respect of existing members as well as for the fresh members. The Database Creation Cell has been constituted in all the field offices and started functioning to coordinate, monitor and expedite the work.

VALUATION OF PENSION FUND

6.32 Para 32 of Employees' Pension Scheme, 95 states that Central Government shall appoint a Valuer for annual valuation of the Employees' Pension Fund. Accordingly, when the Employees' Pension Fund so permits the Central Government may alter the rate of contributions payable, scale of any benefit admissible and periods for which such benefits be given.

6.33 1st valuation was conducted for the period 16.11.95 to 15.11.96. The 1st valuation report was reviewed by a Panel of Actuaries (**Shri Debabrata Basu and Shri Liyaquat Khan**) who

submitted their comprehensive report on all relevant issues. To synchronize the process with financial year, 2nd valuation was conducted for the period 16.11.96 to 31.3.98. Similarly, the 3rd and the 4th valuations were conducted for the period 1.4.1998 to 31.3.99 and 1.4.99 to 31.3.2000 respectively. For 1st to 4th Valuations **Sh. Bhudev Chatterjee** was the Valuer.

6.34 To evaluate the 4th valuation report the Central Government appointed a Panel of Actuaries (**Shri R. Ramakrishnan and Shri N.R. Kapadia**). For 5th valuation for the period 1.4.2000 to 31.3.2001 and 6th valuation for the period 1.4.2001 to 31.3.2002, the Central Government appointed **M/s. K.A. Pandit** as Valuer of the Employees' Pension Fund. The Panel of Actuaries submitted their report on the 4th valuation to the Central Government. Also, the Valuer submitted the 5th valuation report as at 31.3.2001 and 6th valuation report as at 31.3.2002 to the Central Government.

6.35 The Panel of Actuaries report on 4th valuation, the 5th valuation and the 6th valuation reports were discussed in the 19th Pension Implementation Committee meeting held on 9.12.2003. The reports were again considered before the 20th Pension Implementation Committee meeting held on 3.2.2004 for further discussion for the impact of the recommendations.

6.36 The recommendations of the Pension Implementation Committee were placed before the Central Board of Trustees in its 167th meeting held on 23.3.2004. The Board deferred the item for the next meeting.

Report of 5th & 6th Valuations

6.37 The 5th valuation disclosed a valuation deficit of Rs. 43 crores as on 31.3.2001. In the 6th Valuation, the valuation deficit increased to Rs. 17,126 crores as on 31.3.2002.

6.38 As reported by the Valuer, out of this deficit about Rs.10,000 crores is on account of increase in pension eligibility limit on salary from Rs. 5000 to Rs. 6500 without making any adjustment to the contribution. The balance has arisen out of reduction in the rate of interest. The Valuer also opined that there will be no immediate financial problem to the Fund. However, corrective measures are required to be taken at the earliest.

Major recommendations in 5th and 6th Valuation Report

- i) The retirement age for member may be increased from 58 to 60 years.
- ii) Withdrawals under the scheme need to be controlled. A review of all the benefits on withdrawal need to be made. Particularly the Tables B and D under Rule 12 need to be revised downwards in view of lower interest prevalent now.
- iii) The existing contribution rate of 8.33% should be raised suitably or the benefits under the scheme be reduced suitably.
- iv) Any change in the scheme benefits should always be done only after actuarial assessment and the recommendations the Actuary may make should be simultaneously implemented. The increase in liability and hence deficit by Rs. 10,000 crores caused by increasing the pension eligibility limit on salary to an amount of Rs. 6500 should have been accompanied by suitable increase in the rate of contribution.

- v) Increase in reduction rate from 3% to 5 % in early pension cases.
- vi) Liberal pattern of investment may be allowed to increase the return.

6.39 The recommendations of the Valuer are aimed at wiping out the valuation deficit so as to ensure that sufficiency and solvency of the Employees' Pension Fund may be ensured in the long run.

Relief to the Pensioners

6.40 Employees' Pension Scheme being a funded scheme, pension relief to the Pensioners is granted by the Central Government only when the Fund is in surplus. Details of the pension reliefs granted by the Central Government are given below:

S.No.	Quantum of Relief on Pension Benefit	W.e.f.	Eligible Pensioners
1.	4%	16.11.1996	Existing pensioners on 16.11.1996
2.	5.5%	01.04.1998	Existing pensioners on 31.03.1998
3.	4%	01.04.1999	Existing pensioners on 31.03.1999
4.	4%	01.04.2000	Existing pensioners on 31.03.2000

LEGAL ISSUES

6.41 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 Madras, Karnataka and Kerala have disposed off 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, Government of India has filed a SLP against the High Court in 1997 before the Supreme Court. Also all pending cases from various High Courts have been transferred to Supreme Court for final disposal. 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. Hearing in the aforesaid SLP alongwith other transfer petitions adjourned for many occasions during 2000(i.e., 04-04-2000, 31-08-2000, 29-09-2000, 15-11-2000, 05-02-2001, 15-03-2001). The batch matters finally came up for consideration of the Supreme Court on 11-04-2001, 17-04-2001, 24-04-2001, and 25-04-2001 and hearing concluded on 01-05-2001.

6.42 In a land mark judgment Hon'ble Supreme Court of India has upheld the validity of Employees' Pension Scheme' 95(Judgment dated 11th November 2003 in Otis Elevator Employees' Union & Ors....(Applicant) Versus Union of India & Others....(Respondents).

6.43 While stressing the importance of Pension Scheme in social security Hon'ble Supreme Court has detailed the benefits payable under Employees' Pension Scheme'95 and therefore has upheld the Employees' Pension Scheme.

6.44 To implement the directions of Hon'ble Supreme Court a meeting of RC(Pension) of all regions was held at Headquarters on 19 June, 2004. The implications and future course of action to be taken was explained to all RC(Pension).

6.45 A detail instructions in consultation with Finance & Compliance Wing, to regularize the compliance in respect of establishment involved in the case was also circulated to field office vide this office circular dated 05-02-2004. Field Offices have started taking steps to implement the directions of Hon'ble Supreme Court.

EXEMPTION

6.46 As per Para 39 of EPS 1995, any establishment or class of establishments may be granted exemption from the operation of the EPS 1995 by the appropriate Government if the Pension Scheme of the establishment(s) provides pensionary benefits either at par or more favorable than the benefits available under the EPS 1995. Three establishment have been granted exemption under Employees Pension Scheme'95. These are namely M/s.Telco (Maharashtra), M/s.Malaysian Airlines (Tamil Nadu) and M/s. Oil India Ltd. (Assam).

6.47 To enable transfer of pension fund in respect of employees from Exempted to Unexempted and vice-versa a table viz Table 'E' has been incorporated in the scheme vide Government of India Notification No. S-65012/1/2000-SS-II dated 23rd May 2003.

PENSION IMPLEMENTATION COMMITTEE

6.48 The Executive Committee of the CBT constituted a sub-committee designated as 'Pension Implementation Committee' to review the functioning of the Employees Pension Scheme'95 Committee consists of Chairman(Additional Secretary, Ministry of Labour), 2 employers' representatives, 2 employees representatives and CPFC as member and Committee considers all important suggestions/proposals for amendment/improvement in the Scheme.

6.49 So far, 20 meetings of Pension Implementation Committee have been held. During the year 2003-2004, two meetings were held on 9-12-03 and 3-2-04.

UNORGANISED SECTOR WORKERS' SOCIAL SECURITY SCHEME

6.50 The Government of India introduced a pilot scheme in the name of Unorganized Sector Workers' Social Security Scheme (USWSSS) and directed that the scheme be implemented by EPFO. Details are placed at Appendix S-22

CHAPTER - 7

EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME, 1976

Employees' Deposit Linked Insurance Scheme, 1976 came into force from 1st August 1976. The scheme is supported by a nominal contribution by the employers. **No contribution is payable by the employee for availing the insurance cover.** Family/dependents of deceased members are entitled to payment upto Rs. 60,000/- linked to the provident fund balance at credit of the deceased member.

APPLICATION AND COVERAGE

7.2 Employees' Deposit Linked Insurance Scheme, 1976 is applicable to all factories/ establishments to which the EPF & MP Act 1952 applies. All the employees who are members of the provident fund are members of this Scheme.

BENEFITS UNDER THE SCHEME

7.3 On the death of an employee, while in service, who is a member of the Employees' Provident Fund or 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. 35,000/-. In case the average balance in Provident Fund exceeds Rs. 35,000/-, the amount payable will be Rs. 35,000/- plus 25% of the average balance in excess of Rs.35,000/- subject to ceiling of Rs.60,000/-.

CONTRIBUTION

7.4 While the 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% 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.175.36 crores comprising of employers contribution was received.

ADMINISTRATIVE & INSPECTION CHARGES

7.5 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% 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/- per month.

7.6 The employees of covered establishments granted exemption under the EDLI Scheme are required to pay the inspection charges @ 0.005% of basic wage, dearness allowance including cash value of food concession and retaining allowance, if any. During the period under the report, Rs.7.80 crores has been received as Administrative & Inspection charges & Penal Damages from the covered establishments.

The contribution and administrative & inspection charges received year-wise since inception of the scheme are at **Appendix S-15**.

INVESTMENT

7.7 Upto 1996-97, contributions received in the "Insurance Fund" was kept in the Public Account. The accretions after making payments, due on account of benefits is transferred to the investment account. The corpus invested in the Public Account is continued to be invested in Public Account. 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 CORPUS		(Rs. in crores)
Net Investment in securities as on 31.03.2003		663.22
ADD: Net Investment during 2003-2004		179.14
Net Investment in securities as on 31.03.2004		842.36
Deposit in Public Account as on 31.03.2003		2722.00
ADD: Interest received during 2003-2004		239.87
Balance in Public Account as on 31.03.2004		3061.87
Total Investment Corpus (Security+Public A/c) as on 31.03.2004		3904.23

SETTLEMENT OF CLAIMS

7.8 The comparative performance for the last 3 years is given at Table 2.

TABLE: 2		EDLI CLAIMS		
		2001-02	2002-03	2003-04
1	Brought forward pendency at the beginning of the year	1516	1698	4195
2	Claims received during the year	44890	37870	34504
3	Total Workload [1+2]	46406	39568	38699
4	Claims returned for rectification of defects & re-submission	17078	12680	15240
5	Claims rejected being ineligible	2084	1822	1314
6	Claims settled	26240	20871	19874
7	Percentage of Claims settled to workload	56.54	52.75	51.36
8	Amount authorised for payment [Rs. in Crores]	51.99	54.53	50.78
9	Claims pending at the close of the year	1004	4195	2271
10	Percentage of closing balance to workload	2.16	10.60	5.87

During the year, benefits were extended to 19874 claimants. 2271 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**.

ARREARS

7.9 An amount of Rs. 34.46 crores is outstanding as arrears of Employees Deposit Linked Insurance contributions from employers. Administration and Inspection charges outstanding at the end of the year amounts to Rs. 3.37 crores.

ACTIONS TAKEN AGAINST DEFAULTERS

7.10 Prosecution cases under Section 14 of the Act were filed against the employers who failed to deposit the contributions. As against a workload of 15051 cases for disposal, 1962 cases were

decided during the year. Of the cases decided, in 769 cases conviction were ordered, 192 cases were acquitted. 121 cases were withdrawn and 880 cases were discharged. The region-wise data of prosecution cases launched is given in **Appendix S - 17**.

7.11 Out of a workload of 39209 Recovery Certificates under section 8 of the Act, involving an amount of Rs. 29.00 crores, an amount of Rs. 4.96 crores were realized through execution of 12733 certificates. At the end of the year 26476 cases involving a sum of Rs. 24.04 crores were pending.

EXEMPTION FROM THE SCHEME

7.12 On the request of the employer, Central Provident Fund Commissioner is empowered to grant the exemption to any establishment from the operation of all or any of the provision of the Insurance Scheme, if the employees of such establishments without making any separate contribution or payment of premium are 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. 1151 new establishments have been granted exemption from the Scheme during this year.

ENTRY OF PRIVATE PLAYERS OTHER THAN LIC

7.13 Establishments which were granted exemption under Section 17(2A) would normally opt for the group insurance of LIC which gave slightly higher benefits than the EDLI but of late some more private insurers registered with IRDA have also been allowed to float their group term life insurance policies in lieu of the EDLI Scheme like:-

- a) M/s Birla Sun Life
- b) M/s SBI Life
- c) M/s Tata AIG
- d) M/s Om Kotak
- e) M/s Metlife India
- f) M/s Allianz Bajaj
- g) M/s Max New York Life
- h) M/s AMP Sanmar
- i) M/s ING Vyasa
- j) M/s AVIVA

CHAPTER - 8

INFORMATION SERVICES

COMPUTERISATION

The ongoing modernization initiatives of the Organisation under the "Re-inventing EPF, India" project during the period of 2003-04 reached a new high watermark with the production implementation of the SSN component of the Project.

BACKGROUND

8.2 All the offices of the Organization have been equipped with functional EDP centres and efforts have been taken to ensure that these centres are suitably equipped in terms of hardware

implementation of 'Reinventing EPF India Project'.

TRACK - I INITIATIVES

(A) MAJOR POLICY DECISIONS DURING THE YEAR

(I) Standardization and formulation of Norms/ Yardsticks for IT Infrastructure Requirements for existing systems.

Proposals for sanctioning computer systems and peripherals are received from field offices of the Organisation. Such proposals can be broadly classified to fall under the following two categories -

- Request for systems and peripherals as replacements for equipment that are on the verge of obsolescence and are giving frequent and intermittent problems, or are beyond economic repairs and hence can be said to have outlived their productive lifetime.
- Request for additional systems and peripherals to handle the increased workload. The workload of offices have increased over time with the gradual growth of the organisation in terms of membership as well as schemes like the Pension Schemes and applications like CCTS, HOSOFT and other locally developed applications.

A need was felt for evolving a uniform standard of requirements of systems and peripherals of the offices that can be taken as a yardstick to assess the requirements projected by the offices. Accordingly, the standardisation of data entry tasks as well as the hardware requirements for each office has been worked out on the basis of the membership figures available for offices. The norms provides adequate provision of references to handle the workload of respective offices.

The formulation of the norms for IT requirements has streamlined the process of evaluating the proposals received from the field formation and has ensured a faster response time in disposing requests and proposals.

(II) Delegation of Administrative and Financial Powers in matters related to Computerization and enhanced list of items on which the fund allocated is to be utilized.

Regional Provident Fund Commissioners, In-Charge of Regions have been delegated with powers upto certain limits from time to time over the years to incur expenditure in matters / items related to Computerisation from and out of the allocation made separately under the budget head 'Computerisation'. From the budget allocated under the budget head 'Computerisation', Regional Provident Fund Commissioners, In-Charge of Regions have been delegated with powers to incur expenses every year on items like AMC, Procurement of certain hardware items like keyboard, UPS etc. and the purchase of computer consumables like floppies, cartridges etc. Additionally, budget was also allotted separately to Regional Provident Fund Commissioners, In-Charge of Regions for site preparation, outsourcing and training only after separate proposal along with full details and justification was sent to Headquarters. It was also clarified that expenditure under these sub-heads could be incurred only after obtaining specific sanctions of Headquarters. Now, with the Central Board of trustees, EPF having delegated certain Financial and Administrative powers afresh to executive functionaries at different levels of EPFO during its 160th meeting held on 28.03.2003, the subject matter relating to the items on which expenses can be incurred by Regional Provident Fund Commissioners, In-Charge of Regions under the Budget head 'Computerisation' was needed to be set afresh.

The following items of Computer equipments, peripherals and consumables have been specified for purchase by Regional Provident Fund Commissioners, In-Charge of Regions under the Financial and Administrative powers delegated by the Central Board of trustees, EPF in its 160th meeting held on 28.03.2003.

Sl. No.	Equipment & Peripherals	Remarks
1	Dot Matrix printer (excepting heavy duty DMP)	<ul style="list-style-type: none"> Regional Commissioners, In-charge of Regions must satisfy themselves in consultation with RPFC(FA) of the Region on the actual needs and justification before making any purchases of the equipments and peripherals. Further, needs may be assessed in the context of the cost implications including the recurring maintenance cost and operating cost particularly in case of inkjet printer. The relevant provision of GFR and extant rules and instructions related to purchase must be observed. It is expected that systems and peripherals would be under warranty and later covered under comprehensive AMC.
2	Inkjet Printer	
3	LAN Terminal Server (LTS)	
4	I/O Cards & related adapter Box	
5	Dumb Terminals	
6	Monitors & Console (RT based upto 15" size)	
7	UPS (Online or line-interactive) and CVT upto 2KVA capacity	
8	Key Board	
9	Mouse	
10	Backup Devices (Cartridges DAT, LTO, etc. as provided in Server and as per prevailing policy of EPFO)	

11	CD-ROM, floppy Drives, CD-Writer	as such any chargeable repairs & maintenances if necessary, must have sufficient justification.
12	Hard Disks for Servers & Personal Computer	
13	Memory Cards and other components of existing Server & PC	
Consumables		
1.	Printers Ribbons & Print cartridges	
2.	Printer Heads for Dot Matrix Printers	
3.	Storage Media (Floppies, Cartridges, DAT tapes, LTO tapes etc. as per existing policy)	
4.	Batteries (Lead Acid / SMF) for UPS	

(III) Establishment of Local Area Networking at Headquarters

The need for establishing a LAN for Head Quarters has been felt for long. This would result in sharing of resources and information with consequent enhancement in the efficiency and effectiveness.

A proposal for setting up the local area network at head quarters had been approved by the Sub-Committee on IT Reforms. Subsequent to the approval of the proposal the entire Local Area Network was planned and designed in consultation with NICS the identified agency for the LAN implementation of headquarters. After working out the commercial implications and obtaining the necessary approvals on them the work order was placed on NICS. At the end of the year 2003-04 the actual work on the LAN had commenced.

(IV) Equipping the Training wing of the Organisation

There had been pressing need for equipping the training centres viz. NATRSS and ZTIs with a laboratory to enable them to be in a position to impart training to participants on the redesigned processes. Accordingly, a proposal for setting up a 25 client lab with LAN and shared internet as well as one data projector for each of the centres was approved and Director NATRSS was delegated the power to establish the laboratories.

(B) MILESTONES ACHIEVED UNDER THE "RE-INVENTING EPF, INDIA" PROJECT

During the year 2003-04, several of the activities that had commenced during the previous year were given final shape. The negotiations carried out by the empowered committee in respect of the Building Block Software with the proprietary software developers were rounded off by entering into agreements with the respective vendors. Similarly, the tender for data collection for NSSN was brought to its logical end with the identification of the vendor and entering into an agreement with them as well as the commencement of activities for data collection. The tender for the biometrics solution also witnessed its denouement during the current year.

A brief description of the tasks under the Project that were given shape in the year 2003-04 is presented below -

(I) Post negotiation activities on the Building Block Software

The Empowered Committee had negotiated the prices of the identified building block software and the broad terms and conditions with the respective propriety software developers. The recommendations of the empowered committee including the expenditure layout were approved by the Central Board of Trustees, EPF. Following the approval by the board, the necessary legal agreements encapsulating the terms and conditions and safeguarding the interests of the organization were prepared and executed with the vendors. The finer points in each of the agreements is brought out below:

- **Workflow Software** - Subsequent to the negotiations by the empowered committee, more advantageous payment options were obtained protecting the interests of the organisation. With constant coordination and consultation with the solicitors appointed for drafting the legal agreement a suitable agreement safeguarding the interests of the organisation was prepared. The agreement was finalised over several meetings in consultation with the solicitors. During the course of such meetings several additional benefits were extracted like enhanced indemnity cover for the organisation, greater flexibility in the use of the software and rights for making copies, more flexible payment options, etc. The Agreement was finalised and entered into with M/s. Staffware Plc. and the product deliveries and payment obligations have since been completed.
- **Relational Database Management System** - After the empowered committee had completed the negotiations with the primary software developers M/s. Oracle, a suitable channel partner had to be identified for the contractual formalities as per the existing company policy of Oracle. Information was collected from all the registered channel partners of Oracle including their ability to provide value added services. On the basis of this information M/s. Tata Consultancy Services were identified. From this channel partner several additional benefits were extracted like provision of training on Oracle free of cost, enhanced technical support including 12 on-site visits for rendering technical assistance free of cost, etc. The selection of the channel partner was approved by the Technical committee. The agreement was drafted completely in-house on the lines of the agreement for the workflow software. The agreement was finalised over several meetings and signed between the parties. Subsequent to the agreement orders for the initial requirement were placed and payment and other obligations completed.
- **Application and Web Server** - Consequent to the approval of the recommendations of the empowered committee by the Board, the agreement was prepared in-house on the lines of the workflow software agreement. The agreement was discussed over several meetings and many additional benefits could be extracted. We were able to obtain far better payment terms as well as greater flexibility in the use and copies of the software. Significant concessions were also obtained in the matter of providing upgrades to the software. After finalisation of the agreement, it was duly entered with M/s. BEA Systems HK Ltd and the initial orders were placed and payment obligations completed.

(II) Outsourcing the acquisition and deployment of IT Infrastructure and Services to Unit Trust of India Investor Services Limited (UTIISL)

After the setback in the finalisation of the hardware tender for SSN implementation, an in principle approval was accorded by the Board for outsourcing the requirements to UTIISL. The matter was discussed with UTIISL and the proposals received were analysed and presented for consideration of the Technical committee. The Technical committee also negotiated the costs and other terms and conditions with UTIISL and gave its final recommendation. The recommendations of the Technical committee were approved by the Central Board of Trustees'. Consequent to the approval by the board the following actions were taken.

- **Placement of Hardware & Networking Orders for Pilot Sites** – UTIISL identified and placed orders with three separate vendors for hardware, networking and UPS respectively in respect of pilot sites. Maintaining coordination with UTIISL and the respective vendors the deliveries and installation and commissioning and the respective sites were ensured in a tight timeframe.
- **NSSN Card Printing** - The NSSN card designs were finalised in consultation with UTIISL. The card printing modalities and technical aspects were also discussed and formalised. The card printing activities commenced after a series of test runs.
- **Agreement finalization** - After the approval of the UTIISL proposal by the Board, the work of the agreement preparation was taken up in-house. There were several rounds of discussion with UTIISL and many significant benefits and concessions were obtained. The scope of work particularly in the facilities management area was specified in detail, the roles and responsibilities of the various parties were delineated in detail and the terms of payment were negotiated to the advantage of the Organisation. The agreement as finalised was vetted by finance wing and legal advisor and entered between the parties.

(III) Agreement and commencement of operations with CS Software

During the year 2002-03, a Tender was floated for the work in connection with the Data Collection exercise for SSN namely Printing of SSN Forms, Verification, Validation and Data entry of the forms data received from the members at data collection camps, Capture of Photograph of members, Capture of Biometric (Fingerprint Impression) data of member, Printing of Photo and Acknowledgement for members, Scanning of Form and Data capture through ICR Technology and / or second level manual data capture of Forms and matching and validation against previously captured data at camp, Checks of Output and Error rectifications, Handling over corrected and validated data as records in specific Oracle RDBMS file format/structure in specified storage media. At the beginning of the year 2003-04, the technical bid evaluation were going on for technical shortlisting of the bidders. After Technical shortlisting, five bidders were given an opportunity of revising their commercial bids. The revised commercial bids were received from two of the bidders and the revised and original commercial bids were opened before the representatives of the bidders.

The tabulation of the commercial bids was carried out by the Tender Processing Committee and the Technical Committee considered the Commercial Bids of the five finally shortlisted bidders and recommended the Award of Tender to M/s. C.S. Software who were determined to be the lowest bidder. The Central Board of Trustees, EPF approved the award of Contract for Printing of Forms, Data Entry, Scanning of Forms and Data Capture through ICR, Capture of Photographs and Biometric Data (Finger Impressions) to M/s. CS Software. After the award of contract the work of data collection was commenced by the selected vendor. The agreement was also finalised in consultation with vendor and after approval by the finance wing and legal advisor it was entered.

(IV) The operational difficulties with Biometrics solution and its discontinuance

The commercial bids of the shortlisted bidders were opened in the previous year. The Technical Committee after due process had recommended award of Tender to M/s. CMC Ltd. being the lowest bidder. Subsequent to this a detailed item was placed before the Central Board of Trustees, EPF and the Board approved the item. After the award of contract to M/s. CMC Ltd a number of integration and interoperability issues were resolved and after the supply of hardware the work on biometrics data collection was commenced. However, due to lingering performance and operational issues the Organisation had to discontinue the use of biometrics solution. The decision to discontinue the use of biometrics in the technical solution for SSN was placed before the board and approved.

(V) Approval of Technical Architecture for full implementation of Project

The Technical Architecture for Full implementation of Project was submitted by the consultants. The Technical Committee considered the Technical Architecture and sought certain clarifications. The clarifications received from SISL were also considered by the Technical Committee and the full technical architecture was approved.

TRACK-II INITIATIVES

8.3 The expedient need to radically raise the service standards offered by EPFO to match the fast growing expectation of the various stake holders, was recognized by the Central Board of Trustees; consequently, the executive committee of the CBT, in its 32nd Meeting held on 4th December 1999, authorized the Organization wide IT reforms.

8.4 In view of the wide multi-generational gap between the technology of choice being implemented in the EPFO and the legacy technology available, a two-track approach to the IT Reforms was adopted. While the Track-I initiatives aim at the outright deconstruction and reconstruction of the existing business processes with '**state of art technology**' as an integral part of the solution, the Track II initiatives address the immediate term goals by aiming at the exploitation of the existing legacy IT Systems & applications for improving the performance and service standards of EPFO through a transparent information driven regime that would improve service, compliance, book-keeping, accountability and accuracy in performance reporting. The overall goal being a healthy and desirable state of preparedness that would help field offices to migrate to the Track-I solution. The objectives of the Track-II were :

- System aided **"AS IS"** Analysis to determine the true extent of existing performance gap;
- Establish turn around time of 30 days between receipt of claim and issue of cheques in 100% cases;
- Liquidate backlog in updation and issue of Annual Statement of Accounts to members;
- Set up a computerized monthly default tracking mechanism;
- Improve bookkeeping and update DCB (Demand Collection and Balance) Registers.

SAMA (System Assisted Membership Audit)

8.5 At the outset, the Track-II initiatives required a thorough **"AS IS"** analysis to determine the true extent of performance gap. Consequently, **"System Assisted Membership Audit" (SAMA)**, was conceptualized and an effective software tool was developed in-house to aid the said 'AS IS' analysis in the year 2000-2001.

8.6 The **SAMA** exercise involved an elaborate effort to collect the relevant databases of the legacy applications from all the 100 and odd field offices of EPFO, process the massive data through the software tool, compile and analyze the results to aid strategic policy decisions. The **SAMA** program has provided the EPFO, perhaps for the first time, the facts and figures of its operations that are reliable, system dependent and free from inaccuracy and manual intervention. The reports of the **SAMA** exercise have effectively culminated into cutting-edge intelligence to focus on and monitor the key performance area of securing compliance from all the covered establishments.

8.7 The results thrown up by the initial **SAMA** exercise in 2000-2001 were a revelation; while **46%** of the total covered establishments were turned out to be non-compliers from day one (**category 1 establishments**), compliance by another **13%** of the covered establishments was found to have stopped for a period of 3 years or more (**category 2 establishments**). The weaknesses of the MIS system in vogue were exposed; with no scientific tool at the disposal of the field offices, the performance statistics reported by the EPFO in relation to the number of establishments covered and the membership therein, the level of pendency in member account updation and the quantum of disposals in claim settlements etc, were found to be not very accurate. With only **41%** of the total covered establishments reporting compliance, the need for earnest and focused efforts to retrieve the lost ground became a **high priority task**.

8.8 In view of the strategic information coming out, the initial **SAMA** tool was further strengthened and was made a yearly exercise.

SAMA 2003

8.9 The **SAMA 2003** for the year ending **31.03.2003** was carried out very professionally with utmost objectivity. Consequently, the reports generated attained a very high degree of accuracy and became a very reliable platform for policy level decisions. The strategic data of **SAMA2003** was put to use extensively during the year **2003-2004**, as indicated below:

- Accurate and specific workloads/targets for the year **2003-2004** for each field office in the key performance areas became possible and performance measurement against these targets became scientific;
- Specific plans for correcting database inconsistencies became possible to ensure the quality of the data;
- Staffing function of the HRM wing became very scientific thereby putting an end for ever to the prevailing archaic practices;

COMPUTERIZED COMPLIANCE TRACKING SYSTEM (CCTS)

8.10 The **CCTS** is a FoxBASE application tool to strengthen the compliance tracking mechanism, bringing all the covered establishments under its close surveillance. It tracks the whole gamut of activities of submission of returns and payment of remittances by the covered establishments every month, detecting the defaults routinely and habitually & following them up with the defaulters for compliance and updation of establishments' and members' accounts by the field offices at the end of each accounting year.

8.11 The initial version of **CCTS** was distributed in **November 2000**. Constant enhancements to the said software tool were made on the basis of the feed back from the field offices. During the year **2003-2004**, version 3.0 was distributed and implemented with enhanced features.

8.12 With the **CCTS** firmly in place, there has been perceptible change in the work culture of the Organization during the year **2003-2004**. Now, the compliance & account updation activities have become more and more focused and information driven thereby eliminating subjectivity and misreporting to a large extent.

8.13 The gains during the year **2003-2004** from the **CCTS** initiative have been quite impressive:

- The performance measurement & reporting systems become scientific and verifiable.
- The current compliance health of the operative establishments in term of submission of returns and payment of remittances has been **50.99%** and **66.08%** respectively in **2003-2004**. Monitoring the status of current compliance never existed in EPFO earlier. This identity-blind system of identifying every defaulter replaced the highly subjective inspector-dependent system of the past. Consequently, prompt detection & follow up actions on defaulters gained momentum during the year.
- **4.49 Crore-accounts (3.39 Crore** for the current year and **1.10 Crore** for prior to the current year) were updated and account-slips issued.
- The benefit delivery became prompt with **47.96 lakh-claim** settlements. The software measured the turn around time in claim settlements and brought **74.85%** settlements

within the prescribed 30 days. The pendency of claims as on **31-03-2004** is pegged at **5.09%** as against the pendency of **11%** as on **31.03.2003**.

COMPLIANCE 2001 INITIATIVE

8.14 The initiative was launched in **November 2000** with a focused aim of ensuring updated compliance from:

- covered establishments, which had not reported compliance from the date of coverage (**category 1 establishments**).
- covered establishments which stopped reporting compliance for the last three accounting years or more (**category 2 establishments**)

8.15 Initially, a separate software tool, **IEMS (In-operative establishments Monitoring System)** was developed to measure the performance in this area. Later this was merged as an integral component of the **CCTS**.

8.16 The gains achieved by these initiatives are awesome. **1,15,817** establishments were brought into compliance status resulting in the social security benefits flowing to **1.15 Crore** workers who received updated account slips; **57.98 lakh** of them for the first time. Details of achievement are as under:

PROGRESS ACHIEVED						
Year		2000-2001	2001-2002	2002-2003	2003-2004	Total
Categ.1	Ests.	28,616	13,205	13,227	12,499	67,547
	A/cs.	24,99,596	11,09,106	10,20,719	11,69,045	57,98,466
Categ.2	Ests.	14,281	9,112	14,293	10,584	48,270
	A/cs.	15,93,400	11,35,254	17,97,554	11,70,182	56,96,390
Total	Ests.	42,897	22,317	27,520	23,083	1,15,817
	A/cs.	40,92,996	22,44,360	28,18,273	23,39,227	1,14,94,856

8.17 As can be seen, updated compliance has been secured in respect of **23.39 lakh members** in **23,083 establishments** during the year **2003-2004** thus bringing the total to **1.15 Crore** members in **1,15,817** establishments. By any standard, the retrieval of **1.15 Crore** members in **1,15,817** establishments in four (04) years by this initiative could be judged as one of the most laudable achievements in the history of the EPFO. This alone should re-enforce the faith of all in the capacity building power of I.T. in strategic management of the Organization.

RETROSPECTIVE COMPLIANCE AUDIT INITIATIVE

8.18 The compliance function, apart from securing compliance from the covered establishments in terms of submission of returns and payment of dues, is also responsible for ensuring that the compensation is recovered from the erring employers for their delayed payments, covering the loss of interest suffered by the Fund (Section 7Q interest) and also the punitive damages (Section

14B dues). Financial prudence demands that the detection of such delayed payments and follow up action thereon be very prompt thereby ensuring that the dues under Sections 14B & 7Q are realized at the earliest. However, it was realized that this was not happening at the ground level. With the track I solution on the horizon, the imperative need to catch up and retrieve the lost ground was recognized in time.

8.19 It is against this background that a well thought through "**Retrospective Compliance Audit**" initiative was launched in August 2001. Under this initiative, the compliance history of every covered establishment **right from the date of its coverage**, was put to scrutiny of special teams and all the missed out actions under Sections 14B and 7Q were unearthed. The functionality of the **CCTS** was extended to create database of all the missed out Section 14B & 7Q actions, quantify the amounts due, generate the necessary communications to the employers concerned and flag the receipts.

8.20 The results achieved by the initiative are again awesome. As on **31.03.2004**, with **77.06%** of the task (in terms of establishments to be scrutinized) complete, **Rs. 1093.41 Crores** has been found to be due from the errant employers. Assessment/levy orders to the extent of **Rs. 618.97 Crores** have been done and an amount of **Rs. 211.15 Crores** has been collected as on **31.03.2004** as indicated below:

	7Q	14B (in Lakh Rs.)	Total
Default detected	29824.02	79517.16	109341.18
Amount actually assessed	17862.92	44034.66	61897.58
Amount collected	11338.06	9777.89	21115.95

8.21 It is very apparent that when the initiative is brought to its logical completion, it would not only fetch about **Rs. 1200 Crores** to the Fund but also make the establishments' accounts update and ready for seamless migration to the Track I solution. This effort has two clear outcomes. The first is to create a far more compelling compliance environment by raising substantially the cost of delays in payment of monthly contributions and improving compliance behaviour. The second is to bring in large amounts of lost revenue to the Fund which, more than anything else, is the financial justification for investment in I.T. The damages collectable from defaulters, which had been lost sight of in the inspector-dependent system, are enough to bank roll the full 'Re-inventing EPF India' program.

LEGACY APPLICATIONS

8.22 The other software that are currently being used under full production environment across all the Centers alongwith the Track-II interventions are:

- **COMPUTERIZED ANNUAL ACCOUNTS PREPARING SYSTEM (CAPS)/
COMPUTERIZED ACCOUNTS MONTHLY POSTING SYSTEM'95 (CAMPS 95)**

This software, which was the first to be introduced in the Organization, handles the accounting of remittances made in respect of members. This software is used for the following purposes –

- Calculation and credit of Interest on opening balances/monthly running balances of members
- Generation of Annual Accounts slip for members
- Consolidated accounts statement for every establishment
- Debit statements for Interest Suspense Account
- **COMPUTERIZED RECEIPT ACCOUNTING SYSTEM (CRAS)**
This software is used for accounting the receipts received from the establishments under the five account heads and serves the following purposes:
 - Generation of Schedule of Receipts
 - Preparation of Receipt side Cash Book
- **COMPUTERIZED PAYMENT ACCOUNTING SYSTEM (CPAS)**
This software is used for registering the receipt of claims and the payments made in respect of these under different account heads. It also monitors the disposal status of the claims received. The functions served by this software are:
 - Registration of Claims
 - Generation of Payment side Cash Book
 - Claim status monitoring
- **COMPUTERIZED EMPLOYEES' PENSION SCHEME (CEPS)**
This software addresses all the functional areas in the implementation of the Employees' Pension Scheme 1995 –
 - Members Database with Family/Nominee details
 - Pension claims processing
 - Preparation of Pension Payment Order and Scheme Certificate
 - Database of Pensioners and Scheme Certificate Holders
 - Monthly Pension Payments and re-conciliation
 - Actuarial validation of Pension data

8.23 Other software being used extensively include Pay Software and Members' Grievance Handling Software. Local initiative has also been taken by some of the offices and software has been developed to address those functions that have not been included in the major software under production run. These initiatives have resulted in software for preparation of payment scrolls, printing of cheques and letters of intimation for members. These software packages are being used in many of the offices.

8.24 All the above legacy software tools are being run for considerable period of time and have become stable; no significant actions were required during the year 2003-2004.

CHAPTER - 9

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 establishment 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.

9.2 Taking into account the resources of the Fund and meeting the expenditure 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 of Administrative charges and Inspection charges are fixed by the Central Government and notified in the Gazette.

9.3 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.

9.4 The Income and Expenditure of Administration Account for the year 2003-2004 relating to Employees' Provident Fund Scheme, 1952 is as below:

INCOME & EXPENDITURE ACCOUNT (Rs. in Crore)

		2003-04
INCOME :		
a	Administrative & Inspection Charges & Penal Damages	586.03
b	Interest on Investments	75.70
c	Government Contribution towards administration expenses	-
d	Receipts from other accounts	142.73
e	Miscellaneous receipts	4.05
	TOTAL	808.51
EXPENDITURE :		
a	Revenue Expenditure	347.33
b	Capital Expenditure Appropriation	50.00
c	Building Maintenance Appropriation	5.95
d	Payments to other Accounts	71.14
	TOTAL	474.42
Excess of Income over Expenditure		334.09

CONTRIBUTIONS RECEIVED

9.5 During the year 2003-2004, following contributions were collected from un-exempted establishments by the EPF Organisation in respect of Employees' Provident Fund Scheme-1952, Employees' Pension Scheme-1995 and Employees' Deposit Linked Insurance Scheme-1976 :

PROVIDENT FUND CONTRIBUTIONS RECEIVED FROM UN-EXEMPTED ESTABLISHMENTS (Rs. in Crores)		
	SCHEME	2003-2004
1.	EMPLOYEES' PROVIDENT FUND SCHEME:	8,243.41
2.	EMPLOYEES' PENSION SCHEME:	
	a) Employers Share	5,492.55
	b) Government's Share	450.00
	TOTAL :	14,185.96
3.	EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME :	
	a) Employers Share	175.36
	b) Government's Share	N.A.
	TOTAL :	175.36

ADMINISTRATIVE REVENUE OF THE EPF ORGANISATION

9.6 During the year 2003-2004, the classification of the Administrative Revenue collected from the employers by the EPF Organisation in respect of Employees' Provident Fund Scheme-1952 and Employees' Deposit Linked Insurance Scheme-1976 is as detailed below:-

ADMINISTRATIVE / INSPECTION CHARGES AND PENAL DAMAGES RECEIVED FROM ESTABLISHMENTS (Rs. in Crores) During 2003-2004				
Sl. No.	REVENUES	EPF SCHEME	EDLI SCHEME	TOTAL
1.	Adm. Charges	536.70	5.78	542.48
2.	Inspection Charges	42.76	1.85	44.61
3.	Penal Damages (Including 7Q Interest)	6.57	0.17	6.74
	TOTAL	586.03	7.80	593.83

CHAPTER - 10

HUMAN RESOURCE DEVELOPMENT

The total sanctioned staff strength of the Employees' Provident Fund Organisation including officers and staff was 23,276 as on 31.3.2004 as against 21780 as on 31.3.2003. The group wise position of sanctioned officers and staff strength vis-à-vis officers/staff in position is given in following Table-1:

Table-1

STAFF/OFFICERS STRENGTH AS ON 31.3.2004		
Group	Sanctioned strength	Staff in position
A	675	587
B	2149	1948
C	18032	15072
D	2420	2168
Total	23276	19775

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

Table - 2

STAFF/OFFICERS STRENGTH DURING THE LAST FIVE YEARS		
Position as on	Sanctioned strength	Staff in position
31.3.2000	20973	19534
31.3.2001	20984	19574
31.3.2002	21022	19327
31.3.2003	21780	19329
31.3.2004	23276	19775

10.3 The region-wise position of the sanctioned staff/officers vis-à-vis staff/officers in position during 2003-2004 is given in Appendix – 18 to 21.

10.4 The Employees' Provident Fund Organisation has implemented the reservation policies for SC/ST/OBCs as per instructions received from Department of Personnel & Training from time to time in Direct Recruitment as well as Departmental Promotion posts. With effect from 2nd July 1997, post-based rosters have replaced the vacancy-based rosters. Group wise position of SC/ST/OBC strength in the Employees' Provident Fund Organisation is given below:

Table-3

OFFICERS/STAFF IN TERMS OF RESERVATION AS ON 31.3.2004								
Group	Sanctioned Strength	Staff in Position	Reservation					
			SC		ST		OBC	
			Sanctioned	In Position	Sanctioned	In Position	Sanctioned	In Position
A	675	587	61	93	30	55	55	53
B	2149	1948	275	270	121	125	130	46
C	18032	15072	2459	2433	1143	854	1262	844
D	2420	2168	338	752	136	199	364	201
TOTAL	23276	19775	3133	3548	1430	1247	1811	1144

10.5 Further, during the year 2003-2004 the following posts have been created in Group A, B & C:

S.No.	Post	No.
1.	R.P.F.C (II)	26
2.	Director (Recovery)	01
3.	Director (Audit)	01
4.	EO/AAO	38
5.	Section Supervisor	188
6.	SSA	1256

COMPASSIONATE APPOINTMENTS

10.6 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/disabled employees of the organization. The following compassionate appointments were made during the current financial year

Group - C (LDC)	-	28
Group - D (Peon)	-	13

Human Resource Management division has also issued guidelines and circulars on various policy matters based on the instructions issued by the Government of India and on the approvals of Central Board of Trustees / Executive Committee of Central Board of Trustees of Employees' Provident Fund Organisation from time to time.

TRAINING

10.7 The Estimates Committee also in its 78th Report presented to Lok Sabha on 25-04-89 had observed that **"Training is a strong motivating force and the most important aspects of motivation is the perspective that the Organisation provides an opportunity for individual development."** The Committee emphasised the importance of 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 skills in various functional areas to benefit of both the Employees and the Organisation. Training is an essential component in the overall strategy of an learning and growing organisation. The need for training of personnel is to face more in order to equip them 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 development of competence and commitment of employees and performance of any organisation.

10.8 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 in April, 1992 pending construction of its own building with all facilities was however, shifted to hired premises. The National Academy is now functioning from its own building at 30-31, Institutional Area, Janak Puri, New Delhi.

10.9 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' and 'B' officers as well as undertakes research and development activities. The second tier consists of Zonal Training Institutes which carry out similar functions at the Zonal levels for training of staff of the field formations of the Organisation. There are at present four Zonal Training Institutes under the administrative control of National Academy viz.:

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

10.10 National Academy supervises the functioning of the Zonal Training Institutes and sub-Zonal Training Institute and is responsible for facilitating training in-puts 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.
- Insurance Companies

10.11 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 planning to hold seminars for participants from other developing countries in the Asia-Pacific Region in consultation with International Social Security Association.

10.12 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.

10.13 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 professional skills in discharging their functions in the field formations and at Head Office. The Organisation has undertaken modernisation of its operations by introduction of computer support. Training wings in the National Academy as well Zonal Institutes 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 being availed at National Academy and Zonal Training Institutes

10.14 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. Training programmes are sometimes run simultaneously. Zonal Training Institutes at Kolkata, Chennai, Faridabad have started functioning from their own campus. The Zonal Training Institute at Ujjain is however functioning from rented premises. The construction of the building of Zonal Training Institute of West Zone at Ujjain is at final stage, to be shifted to its own building once construction is complete. Zonal Training Institutes have the capacity of running two training programmes simultaneously.

10.15 NATRSS in recent times has emerged as a platform for discussion and debate on micro and macro level policy issues in the Social Security Sector. Workshops and seminars are organized from time to time where various stakeholders of Social Security sector meet and engage in mutually enriching deliberations on emergent issues in this sector. In this process the Social Security sector is being further strengthened.

10.16 The Academy is also emerging as a center of innovative and contemporary research on different facets of Social Security Administration and Social Security products to suit specific socio-economic and demographic contexts. Currently, the Academy is undertaking research, sponsored by DGLW, Ministry of Labour, for proposing Social Security measures for specific occupations in the country.

10.17 The Academy is also developing in-house capabilities in implementing, administering and evaluating Social Security policies and systems including human resource development in the sector. Recently, Government of Mauritius approached the Academy by deputing their Permanent Secretary to seek cooperation and collaboration in development of Social Security research and training systems in their country.

10.18 NATRSS has played its crucial role in conducting a National Workshop for Chief Ministers and Labour Ministers at New Delhi for the Social Security for Unorganized Sector Workers in India. Such workshops/Seminars were organized in various parts of the country.

10.19 NATRSS has been recognized by ILO for possible grants in the matter of up gradation of the library with a view to make it an internationally recognized Social Security Counseling Center. Further work on this is under way.

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

- (i) Foundation Programme : For directly recruited/departmentally promoted Assistant Provident Fund Commissioners.
- (ii) Refresher In-Service : For Assistant Provident Fund Commissioners and Programmes Regional Provident Fund Commissioners.
- (iii) Specialised Programmes : On Social Security Administration, General Administration, Financial Administration, Computer and Behavioral Sciences etc.
- (iv) Foundation Programmes : For Enforcement Officers/Assistant Accounts Officers conducted for the first time in the National Academy.

10.21 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 Courses : For Section Supervisors/Assistants, Enforcement Officers/Assistant Accounts Officers, Upper Division Clerks, Stenos.

10.22 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
2000-2001	20,984	207	4982
2001-2002	21,022	233	4813
2002-2003	21,780	229	5967

10.23 The details of the courses conducted at the National Academy and Zonal Training Institutes during 2003-2004 are indicated below :-

Name of the training programme	Number of programmes conducted	Number of officers trained
A. FOUNDATIONAL LEVEL PROGRAMMES		
(a) Induction Course for Assistant Provident Fund Commissioners (Probationers) six months duration.	1	23
(b) Induction Course of Enforcement Officers/ Assistant Accounts Officers (Departmental)	1	18
B. MIDDLE MANAGEMENT LEVEL TRAINING PROGRAMMES		
(a) Administration of Social Security Schemes and Procedures		
(1) Social Security Concepts & Implementation	2	33
(2) Financing Pension Systems: Principles and Practices	1	19
(3) Employees' Pension Scheme '95: Theory & Work Procedure	1	17
(4) Compliance Management	2	29
(5) Accounting Systems & Fund Management in EPFO	1	25
(b) General and Financial Administration		
(1) Establishment Rules & Financial Management in Government	2	42
(2) Office Procedure & Record Management	1	23
(3) Administrative Vigilance	1	12
(4) Vigilance Awareness & Understanding Work System from Vigilance Perspective	1	31
(5) Special Training for IOs/POs	2	42
C. SENIOR MANAGEMENT LEVEL TRAINING		
Organizational Development		
(1) Advance Skills of Leadership	1	17
(2) Unit Leadership Programme	1	11
(3) Strategic Performance Management Systems - Emerging Trends	1	12
(4) HRD for Organisational Development	2	35
(5) Total Quality Management	1	19

Managing & Development Self		
(1) Motivation & Emotional Intelligence	1	17
(2) Attitude for Altitude	2	30
(3) Habits of Effective Mgr & Stress mgmt.	1	23
(4) Communication & Presentation Skills	2	38
D. INTER ORGANISATIONAL AND INTERNATIONAL SOCIAL SECURITY PROGRAMMES		
(1) Social Security Concepts & Implementations	2	33
E. SPECIAL PROGRAMME		
(a) Business/Legal/Marketing Environment:		
(1) Evolution & Emerging Trends in Social Security Scenario	1	20
(2) Labour Laws & Statutory Regulations	2	34
(3) Customer Relationship Management	3	59
(b) IT & System Management:		
(1) IT for Executives	1	20
(2) Managing Information System	1	19
F. EXTERNAL PROGRAMME		
(1) Seminar on ABC of Money	1	69
(2) Social Security Administration in India-Education for Future Managers	1	40
(3) New Pension Reforms Initiatives in India	1	75
(4) National Workshop on Social Security for Unorganised Sector.	1	29
(5) National Workshop of Exempted and Unexempted Establishments	5	231
(6) TNA & use of TNA Toolkit	1	15
(7) Programme for Stenographers/PAs /PSs of Ministry of Labour	1	14
TOTAL	49	1174

AT ZONAL TRAINING INSTITUTES :

Zone	2002 -2003	2002-2003	2003-2004	2003-2004
	No. of Programmes	No. of Participants	No. of Programmes	No. of Participants
North Zone	42	829	44	983
East Zone	40	892	50	1245
West Zone	83	1126	42	1226
South Zone	40	1234	45	1370
Total	205	4081	181	4824

INTERNATIONAL PARTICIPATION:

10.24 With the opening of the economy during the last decade, NATRSS also opened its doors to International Social Security players. And as a result of this during the year 19 participants in various training programmes were from South Asia Pacific countries. This giving the Academy an international character.

HR DEVELOPMENT:

10.25 In the present era of unprecedented change, triggered by economic reforms and globalization, EPFO is endeavoring to reposition itself and align with the changing business environment. NATRSS is accordingly re-activating and reinventing its role to enable Employees' Provident Fund Organisation achieve its mission and vision. In today's highly volatile and uncertain environment, human resource is the most important driver of organisational change. HR development is thus key to organizational excellence.

10.26 Acquiring new knowledge and skills and upgrading competencies, in the obtaining scenario has become absolutely necessary. Especially in the light of the challenge emerging from the project "Reinventing EPF India". Each officer in the organisation has to act as proactive agent and facilitator of change. NATRSS is now fully geared to provide state of art training to executives of EPFO and thereby enable the organisation to achieve its mission and objectives.

EXAMINATION

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

10.28 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 Section was entrusted with the responsibility for holding the Probationary Examination from 1991 for direct recruits to the posts of Assistant Provident Fund Commissioner and Enforcement Officer / Assistant Accounts Officer / Superintendent.

Staff in Position

10.29 The Examination Wing has the following staff component

Officers/Staff	Number
Regional Provident Fund Commissioner (Grade-II)	1
Assistant Provident Fund Commissioner	1
Section Officer	1
Stenographer	1
Assistant	1
Upper Division Clerk	1
Lower Division Clerk	1
Daftary	1

10.30 The various departmental and probationary examinations conducted every year are as follows:-

a) Departmental Examinations: (One examination each year)	
	Percentage Quota
Lower Division Clerk	5%
Upper Division Clerk	50%
Section Supervisor	33.3%
Hindi Translator(Gr.II)	50%
Enforcement Officer / Assistant Accounts Officer	25%

b) Probationary Examinations : (Two or more examinations every year)	
Assistant Provident Fund Commissioner	
Enforcement Officer / Assistant Accounts Officer / Section Officer	

Performance during 2003-2004

10.31 Departmental examination for filling up of the posts of Enforcement Officer /Assistant Accounts Officer /Superintendent, Section Supervisor, Upper Division Clerk and Lower Division Clerk were conducted from time to time and 560 candidates were declared successful for promotion.

10.32 EO/AAO (Prob.) examination were conducted in June, 2003 & November, 2003 for direct recruit candidates in this cadre who have to pass the examination for successful completion of probation and confirmation. All the candidates except 5 qualified the examination. Assistant Provident Fund Commissioner (Probation) Examination was conducted in January, 2004 for 23 new direct recruit candidates. Five candidates qualified the examination.

10.33 In addition to this the Examination Section also initiated action for filling up the 50 posts of Supervisor (Computer Cell) & 1730 posts of Social Security Assistant through direct recruitment.

10.34 For recruitment of Supervisor (Computer Cell), advertisement calling for the applications was published in the Employment News on 4th October, 2003. One reputed recruitment agency was engaged to conduct the examination. 48 candidates were finally selected for appointment.

10.35 For recruitment of Social Security Assistant, advertisement calling for the applications was published in the Employment News on 24th January, 2004. One reputed recruitment agency was engaged to conduct the examination, which was held on 28.3.2004. The recruitment of Social Security Assistant is under process.

PRODUCTIVITY LINKED BONUS (PLB)

10.36 Productivity Linked Bonus Scheme as formulated by NPC- was introduced from 1980-81 with the approval of the Central Government to raise the moral of the employees of EPFO. 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 99 (effective from 1998-99) by the Central Government enhancing the upper ceiling of bonus from the existing 40 days to 60 days. In this new scheme no attempt has been made to quantify the total work content involved in various clerical and other activities. Instead factors have been selected in such a way that out put of the EPF Organisation is reflected in and results, which go towards fulfillment of corporate objectives; like no. of claims settled or no. of RRC's issued etc.

10.37 The revised scheme which is effective from the year 1998-99 for further six years, 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 falls below 90. The scheme provides for assessment of PLB on the basis of Productivity of each region. In the case of Headquarters, the PLB is assessed on the basis of total productivity of all the regions.

10.38 The employees of EPFO were paid PLB for the year 2002-03 amounting to Rs.8.93 Crores with a ceiling of 60 days.

WELFARE OF SC/ST EMPLOYEES

10.39 In accordance with the instructions of the Government of India, D.O.P.T., the SC/ST Cell has been established in the Head Office of the E.P.F.Organisation. The Cell is headed by a Regional P.F.Commissioner (Gr.I) as Chief Liasion Officer. All the 21 Regional Offices are having similar SC/ST Cells which are being headed by a Group 'A' Officer who function as Liasion Officer for looking after the grievances of the SC/ST employees serving in that Region. The Liasion Officers of the Regions provide periodical report/returns to the Chief Liasion Officer.

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

10.41 During the period under report, eight reference grievances were received through the National Commission for SC/ST, Government of India, New Delhi. Out of which seven cases have been settled and action on the remaining is being taken. Necessary action was taken as per directions of the National Commission for SC/STs, Government of India.

10.42 The Chief Liasion Officer is mainly functioning to coordinate between the Head Office, Regional Offices, National Commission as well as Ministry of Labour, Government of India to secure compliance of the reservation provided for SC/ST employees.

10.43 All the Regional Commissioners have submitted prescribed returns and Annual Statements as required under chapter 14 of the Brochure on reservation. The returns are relating to staff in position, backlog region-wise and efforts made to clear the backlog. These returns are consolidated by the cell in the Head Office. The Head Office after consolidating submits returns relating to maintenance of Roster Registers of all Group posts to Ministry of Labour, Govt. of India.

10.44 Chief Liasion Officer also visits the regions to verify the roster registers maintained by the Regional Offices besides listening to the grievances of the SC/ST employees. The lapses and

other observations on the maintenance of roster are brought to the notice of the concerned R.P.F.C. for follow-up with the instructions that these do not occur in future. Apart from this the proposals relating to the dereservation are also examined by the Chief Liasion Officer from time to time.

10.45 The Liasion Officers are also conducting the Annual inspection of roster registers of their respective regions and submit their inspection reports to the Chief Liasion Officer. On receipt of these reports from the respective Liasion Officers, the concerned Regional Commissioners are advised to clear the backlog, if any, and to setright the anomalies in the maintenance of roster register as pointed out by the Liasion Officer.

10.46 The aggrieved employees represent their cases from time to time to the Chief Liasion Officer for redressal of their grievances. The Chief Liasion 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. In order to monitor and ensure expeditious disposal of the grievance of SC/ST employee every month return showing the total no. of grievance, their disposal etc. is being obtained from all the Regional Offices and follow-up action taken wherever so required.

SPORTS ACTIVITIES DURING THE YEAR 2003-2004

10.47 The sports calendar for the year 2003-04 was approved in the 23rd meeting of Central sports Control Board held on 17.11.2003 under the chairmanship of Central Provident Fund Commissioner and President, Central Sports Control Board. It was circulated to all offices for implementation. The following sports activities took place during the year 2003-04.

- Out of the approved Sports Calendar for the year 2003-04, only Cricket and Football Zonal and Final were conducted. Maharashtra has won the Cricket Championship and Karnataka being the Runners - up. The Tamil Nadu won football Final and West Bengal emerged as Runners up.
- Punjab, Kerala & Jharkhand conducted the Zonal Basketball and Volleyball. However, West Zone Zonal and Final awarded to Chhattisgarh was not conducted. Reasons were non-availability of staff and grounds.
- Indoor Zonal was conducted by only East Zone (Siliguri, West Bengal). Andhra Pradesh & Rajasthan to whom South Zone and West Zone Indoor respectively were awarded could not conduct the Indoor Games due to Election.
- Haryana Region to whom North Zone Indoor and All India Athletic events have been awarded is also not conducted on the pretext that their staff members are on election duty. Delhi Region also did not conduct the Zonal Football & Final was played without the participation of the North Zone. The Teams of Cricket Basketball & Volleyball of Delhi also not participated in the events.

10.48 For the year 2003-04, Rs.40, 00,000/- (Rupees Forty lakhs only) has been provided in the budget estimate for the Sports Activities. A sum of Rs. 36,15,000/- only have been distributed to the Regional Sports Control Boards to conduct the various sports activities and for participation

in Zonal and Final events. All scheduled sports events have been conducted during the year 2003-04 in a peaceful and successful manner.

STAFF WELFARE ACTIVITIES DURING THE YEAR 2003-04

10.49 The CBT in its 121st meeting held on 29.12.89 approved the setting up of E.P.F. Staff Welfare Fund with an objective to provide Security-cum-Welfare cover to all the staff members of the Employees' Provident Fund Organisation. The details of Welfare Activities under taken during the year 2003-04 are as follows :-

- **Staff Recreation Club**

During the year Rs.2,85,550/- only was allotted to Staff Recreation Club in the shape of recurring grants-in-aid and the matching grants which was based on the number of staff/ amount collected from the staff members. In addition to that, adhoc/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.

- **Canteen**

Departmental and Co-operative canteens functioning in various Regional and Sub Regional Offices were allotted a sum of Rs.3,06,000/- to provide subsidy and better facilities to the staff members.

- **Scholarship Scheme**

Scholarship Scheme has been introduced in respect of wards of Employees' Provident Fund Organisation's staff studying in the degree courses or above in the field of Medicine or Engineering or in any other course recognised by either Central/State Govt. A sum of Rs.19,70,000/- were provided under this scheme which also included book award to the Xth and XIIth class students who secure 70% or above marks in the Board Examinations.

- **Holiday Home/Guest House**

A sum of Rs.15,85,000/- was allocated to meet the expenditure for maintaining the Holiday Homes at Shimla (Himachal Pradesh), Puri (Orissa), Panaji (Goa) and Kanya Kumari (Tamil Nadu) and Guest Houses of Employees' Provident Fund Organisation.

- **Other Activities**

A sum of Rs.18,20,000/- were allocated for various reliefs such as death relief, prolonged illness, natural calamities, relief to handicapped persons, creches, cultural meets, holiday camp and any other items of common interest to the employees.

- **Other Notable Achievements**

- a) **Financial Assistance out of Staff Welfare Fund.**

Financial Assistance was provided to some of the staff members of the EPFO due to illness.

- b) **Assistance in case of prolonged illness**

The limit was raised from Rs.2000/- to Rs.2500/- for nutritious diet to the employees suffering from prolonged illness. This will be effective from 29.07.03.

MANAGEMENT INFORMATION SYSTEM

The progress achieved by field offices is monitored through three different sets of information collected viz. Annual Business Plan, Vision Statement and MIS Returns. Management Information System is of vital importance for all kinds of Organizations. Today we have passed from the industrial society into the post-industrial society, which is basically an information society. The foundation for changes in the working of Organization is basically achieved through the exchange of information in terms of various kinds of data processing and record keeping. Every organization need right information at the right time in the right manner for decision making, management and control. All managerial functions are performed through decision making and for rational decisions authentic, timely and relevant information is essential. Realizing the need to develop Management Information System and data bank for effective decision making and implementation of policies and programmes to suit the stake holder's satisfaction to achieve the declared objectives, the EPF Organisation had put in place a 'Management Information System' so that the senior management, CBT and Govt. is in a position to evaluate and monitor the fulfillment of objectives. The success of Organisation in achieving its pre-determined goals and objectives lies in timeliness and quality of this effective Management Information System.

11.2 The monitoring and evaluation of the functions of the field offices are being regularly undertaken by collecting MIS returns by carefully designed proformae. As the success in achieving the declared objectives of the Organization depends heavily on the performance of the field formations, the system has been developed in a three-tier fashion. The Sub-Regional Offices and Sub-Accounts Office both prepare their MIS returns and these reports are collected at the Regional levels and consolidated for monitoring and evaluation at the regional level. The 21 Regional Offices thus collect and evaluate the MIS reports at their level and assess the Regional parameters and performance for various functions of the Organisation in achieving the objectives.

11.3 The Regional level reports are collected at the Head Office and evaluated to facilitate managerial control and organization effectiveness. The information collected covers reporting of all functional areas and takes into account information needs for effective management of important interfaces like Govt. authorities, State Bank of India, Reserve Bank of India that impinge upon the operational efficacy of the Organisation.

11.4 The reports collected is used for creating a data bank in the Head Office covering information such as profile of establishments, subscribers. Analysis of refund claims, arrears, growth in investments etc. The data bank provides information for analysis of operations of various Scheme by the public sector and interest groups for taking strategic planning and policy decisions. During the generation of primary data its authentication at source with a system supported data has been introduced during the year. Reporting formats, frequency relationships, end use and analysis have been crafted and designed keeping in mind the implementation objectives of the various

programmes of the Organisation. Information sought from Regional Office to the divisions in Hqrs. constitutes an effective link between the Hqrs. and the field offices. Though the divisional heads in the Hqrs. are obtaining the reports for review of performance at micro level, macro level workload, performance etc. are rooted through the monitoring and evaluation division which controls collection, consolidation and evaluation of information, strategic planning and policy formulations.

11.5 The information collected is evaluated to :

- Strategic Planning and Organising.
- Staffing and Manpower Planning.
- Management and Operational Control.
- Direction, Motivation and Leadership.
- Reduce uncertainty
- Trigger action.

11.6 The system developed supply information on the following areas

- Coverage
 - General
 - Industry wise
 - Ownership
 - Voluntary
- Arrear Demands of both exempted & unexempted
 - Assessed Arrears
 - Total defaults & categorization
 - Penal steps
 - Penal Damages
 - Revenue Recovery
- Service to Members
 - Claims and advances
 - Annual Statement of Accounts & individual slips
- House Keeping
 - Finance and Budget control
 - Interest Suspense Account
 - Audit

PERFORMANCE REVIEW

Annual Business Plan (ABP) - Monthly Review

11.7 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

- Annual statement of accounts to members
- Provident Fund claims
- Pension claims
- Insurance claims
- Applications for advances
- Transfer applications

Enforcement & Finance cover the following areas

- Recovery of default on Provident Fund dues/damages:
 - Arrears Demand
 - Current Demand
- Coverage of establishments and enrolment of new members
- Revenue collection in administration account

House Keeping cover the areas of

- Reconciliation of books of accounts
- Clearance of unclassified suspense account
- Monitoring of over payments and fraudulent payments

11.8 Region-wise information is received through ABP return on the above functional areas. This enables the Central Provident Fund Commissioner and other divisional heads at head quarters to review the performance of each region on a month to month basis.

CHAPTER - 12

REDRESSAL OF PUBLIC GRIEVANCES

The Headquarter office and all the field offices across the country are equipped with full-fledged facilitation centres, public relation officers and supporting staff. The organization in tune with its objectives lays considerable importance to the redressal of grievance of the members of the fund. The Public Relation officers at the Reception Counters are available on all working days of the week to handle the grievances of the visiting members. It is noticed that the numbers of grievance received during the year has reduced. The initiative has resulted in ensuring prompt services given by the field officers to the members, which in turn has reduced the number of grievances.

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

	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004
Grievances pending at the beginning of the year.	11998	8677	4672	3839	4692
Received during the year	189734	184319	173692	87784	61449
Total	201732	192996	178364	91623	66141
Disposed off during the year	193055	188324	174525	86931	63752
Balance at the end of the year	8677	4672	3839	4692	2389
Percentage of Disposal	95.69%	97.57%	97.84%	94.87%	96.39%

12.3 The Regional Provident Fund Commissioner of the regions and Officer-in-charge of Sub Regional Offices/Sub Accounts Offices are available in person even without any prior appointment to the members of the fund for redressal of their grievance on all working days from 11 AM to 4.30 PM. Besides the Regional P.F. Commissioner, In-charge of the Customer Service Division in the Head Office attends to the grievances of the members of the fund in person on all working days during office hours. The members not satisfied can see the Additional Central Provident Fund Commissioner (Customer Service Division) or the Central Provident Fund Commissioner.

12.4 All grievances received by the Head Office in the Customer Service Division are monitored fortnightly with system support and acknowledgement is sent to the member. Public Relation Officer in the Head Office also attends to the grievances of the members every day and initiate action to redresses the grievances.

12.5 The organization is not lagging behind in reaping benefits of Information Technology regime. Apart from conventional ways of redressal of grievances, namely sending communications by post/over Fax, on phone or calling on the office in person, any subscriber can now avail the facility of internet/email by logging on to any one of the following newly launched websites: -

- www.epfindia.com
- www.epfindia.gov.in
- www.epfindia.org

12.6 As a step to popularize fast track facility of internet/email, the grievances received in the above websites are immediately acknowledged at Corporate Headquarters through email and forwarded to the concerned officer-in-charge of the field office on the same day. Speedy disposal of such grievance is ensured by regular monitoring.

REASONS FOR DELAY

12.7 The analysis of grievances has revealed that the delay in settlement of claims is mainly due to the following deficiencies: -

- Attestation of forms by un-authorized officials.
- Absence of addresses of the attesting authority other than the employer.
- In-correct Provident Fund Account Number.
- Difference in name of member and his/her parentage in official records.
- In-complete postal address.
- In-complete information regarding saving Bank Account and address of Bank.
- Non-affixing of Revenue Stamp on the advance receipt.
- Contribution details not submitted through 3A and 6A by the establishment.
- Non-furnishing of relevant documents prescribed for advance.
- Non-submission of relevant documents with application for Pension.
- Non-signing across the revenue stamp on the Advance Receipt.
- The Establishment in liquidation.

12.8 The grievances received from the members of the Fund through various sources relate to the settlement of the claims, issue of account slips, matter arising out of non compliance etc., are required to be redressed by the field offices. Feedback of all such grievances obtained from field offices is promptly communicated to the members with the status/disposal of the petitions. The Regional Provident Fund Commissioner In-charge of the public grievance functions as the Nodal Officer responsible for the functioning of the Public Grievance Handling System.

12.9 The Public Relation Officers in the Regional/ Sub Regional/ Sub Accounts Offices attend to the grievances of the members who visit the offices for redressal. The Public Relation Officer provides information about the status of the claim as well as the status of the complaints filed by the members. The Public Grievance Wing in Regional/ Sub Regional/ Sub Accounts Offices functions under the direct supervision of the Regional Provident Fund Commissioner/In-charge of the Regional/Sub Regional/ Sub Accounts Offices.

12.10 Generally, the nature of grievances received for redressal by the Organization pertains to the:

- Settlement of the claims of Provident Fund.

- Employees' Pension Scheme.
- Employees' Deposit Linked Insurance Scheme.
- Transfer of Provident Fund Account.
- Advances.
- Issue of Annual Statement of Accounts.
- Non-coverage of employee for EPF benefits.
- Non-compliance by employers.
- Non-receipt of Annexure-K by transfer office.
- P.F. settled is incorrect.
- Pension released is lesser than entitlement.
- Pension arrear not remitted.
- Pension not released from due date.

12.11 The following guidelines are prescribed for handling grievances.

- Every compliant/grievance is to be entered and acknowledged.
- Public Relation Officer to acknowledge and/or intimate the latest position of the settlement in writing.
- Complete monitoring of the grievance until redressal.
- Officer-in-charge of the field office to be present at the time of hearing of complaint/ grievance.

12.12 The Facilitation Centres are set up in all the offices of the organization. All the prescribed forms for the members of the fund are available free of cost during working hours.

12.13 All Field Offices conduct Bhavishya Nidhi Adalats for redressal of complex nature of grievances of members of the fund. The Bhavishya Nidhi Adalats are held on 10th of every month and if 10th happens to be a holiday Bhavishya Nidhi Adalats are conducted on the next working day. The numbers of complaints filed before the Bhavishya Nidhi Adalats and cases decided are as follows:

	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004
Number of Bhavishya Nidhi Adalats organized.	915	914	1136	1186	1209
Number of grievances registered before Bhavishya Nidhi Adalats	6423	5069	4394	3586	2844
Number of Grievances disposed off by Bhavishya Nidhi Adalats.	5758	4949	4241	3483	2820
Performance/ Disposal Percentage	89.60%	97.63%	96.51%	97.12%	99.15%

12.14 The grievances, which are appearing in various newspapers, are also being registered and the concerned field format is advised to redress the grievance.

CHAPTER - 13

PUBLICITY

The Publicity Division of the Organisation headed by the Regional Provident Fund Commissioner (Public Relations) functions under the control of Central Provident Fund Commissioner through Additional Central Provident Fund Commissioner (HRM). The Publicity Division is primarily responsible for organizing the publicity campaign, release of press notes, advertisements and undertakes the publications of different materials for and on behalf of the Organisation. The Division also works in unison with the Ministry of Labour and formulates programmes and publishes materials to promote and bring awareness amongst the workers, employers and other stakeholders about their rights, benefits and duties.

MAIN OBJECTIVES OF PUBLICITY:-

- Increase confidence of the employees and the employers concerning the EPF & M.P Act, 1952.
- Encourage employers to extend mandatory P.F benefits to every eligible employee and also to encourage voluntary compliance and P.F remittances.
- Encourage every employee to join the E.P.F scheme towards Social Security of the member and their family.

Following exhibits activities carried out in general to create awareness amongst the public for the year 2003-2004:-

❖ PUBLICITY THROUGH NEWSPAPERS / MAGAZINES

- For creating awareness amongst the subscribers, employers and workers about the benefits provided to them and their dependents under the EPF, EDLI & EPS Scheme, insertions were released in the leading National, Regional and Local newspapers throughout the country regularly.
- Advertisement on EPF Recovery Drive in 36 leading newspapers throughout the country under the title "EPF Recovery Drive" were got released.
- Advertisements were released in leading newspapers in Delhi edition on 8.2.2004 during the foundation stone laying ceremony of "Samajik Suraksha Bhawan" of EPFO at Dwarka.
- Function was held on 3rd December, 2003 to honour the Best Employer for the year 2003, advertisements were got released in leading newspapers in Delhi editions
- Advertisements on EPF - N.S.S.N, Mission of EPFO, Social Security Schemes provided by EPFO" were got released in the various magazines and souvenirs.

❖ PUBLICITY THROUGH BROCHURES

- **Brochures on EPF Citizen Charter** were got published in Hindi / English and distributed amongst the workers for their benefits.

- **Brochures** on Un-Organised Sector Workers' Social Security Scheme 2003 were got printed containing the salient features of the schemes for the benefit of the workers in the Un-organized sector.
- Also, during a function on Unorganized Sector Workers organized at Vellore in Andhra Pradesh on 17th January 2004, **brochures** in Regional Language Telugu were got prepared by the Head Office for distribution amongst the workers so as to make them aware of the salient features of the Un-organizes Sector Workers' Social Security Scheme 2003..

❖ **PUBLICITY THROUGH DOORDARSHAN**

- A 40 second video spots on Unorganized Sector Workers Social Security Scheme, 2003 was got produced through DAVP and telecast over DD-I National in between Hindi Samachar (8:00-8:15 P.M) for three days from 22nd January 2004 to 24th January 2004.

❖ **PUBLICITY THROUGH VIDEO FILM**

- Two video films, one documentary film of 12-15 minutes duration and the other short film of 5-8 minutes duration in the format of docu drama was got produced through DAVP on Unorganised Sector Workers' Social Security Scheme.
- A documentary drama "**Apana Kal**" of 5-8 minute duration on Un-organized Sector Social Security Scheme 2003 with Labour Minister's message was got produced through Directorate of Advertising & Visual Publicity for telecast over Doordarshan for the benefit of the workers.

❖ **PUBLICITY THROUGH POSTERS**

- Posters on EPF containing benefits to subscribers under the N.S.S.N were got installed at ROs / SROs & SAOs.
- Also, Posters on N.S.S.N for benefits of the P.F subscribers were got produced in Hindi & English and installed at Vigyan Bhawan during the 39th session of I.L.C.

❖ **PUBLICITY THROUGH EXHIBITIONS**

- The Publicity Division participated in the exhibition held at Vigyan Bhawan on the eve of 39th session of the Indian Labour Conference wherein posters on N.S.S.N were exhibited and pamphlets, leaflets etc. on EPF / E.P.S / E.D.L.I benefits were distributed to the participants and visitors.
- Similarly, an exhibition was held at Dwarka on 8th February 2004 during foundation stone laying ceremony of National Registry and Processing Office for EPFO for Samajik Suraksha. Bhavan in which Posters on N.S.S.N & Mission of the Organisation, EPF Citizen Charter Brochure & Pamphlets on Employees Pension Scheme, 1995 were displayed and distributed amongst the members.

❖ **PUBLICITY THROUGH PRESS CONFERENCE / PRESS NOTE**

- Press Conference were held by the Hon'ble Labour Minister on EPF and allied schemes for the benefit of the workers and employers of the covered establishments periodically.

- Press release was made for the function held on 8th February 2004 wherein Union Labour Minister and Chairman, Central Board of Trustees (EPF) laid the foundation stone of National Registry and Processing Office for EPFO for Samajik Suraksha Bhawan and distributed the N.S.S.N cards to the workers.
- Similarly, a press release was also made on enrolment and administration of Un-organized Sector Workers Social Security Scheme 2003.

❖ **PUBLICITY THROUGH CALENDARS**

- 3000 Calendars on EPF containing slogans on EPF were got printed through DAVP and distributed amongst major Trade Unions / Member, Central Board of Trustees (EPF) / Regional Committee / Ministry of Labour / Employers Association and officers and EPFO staff.

❖ **EMPANELMENT OF ADVERTISING AGENCY**

- The publicity programmes of the Employees' Provident Fund Organisation are being mainly done through **Directorate of Advertising & Visual Publicity** (Ministry of Information & Broadcasting).
- However, Central Board of Trustees (EPF) in its 162nd meeting held on 27.06.2003 has observed that EPF should consider hiring the services of reputed professional agencies for launching advertising campaign like Income-Tax Department.
- In view of the above, an advertisement inviting Tender Notice for **empanelment of advertising agencies** for publicity work was released in newspapers on 15.11.2003. In response thereto, 17 agencies submitted their Technical Bids and Financial Bids. As per the procedure, the Technical bids were opened on 21.1.2004 by the Tender Processing Committee and sixteen agencies were short listed by the Tender Processing Committee. With a view to short list the advertising agencies, a Screening Committee has been constituted and the process of short listing of the advertisement agencies is in progress.



CHAPTER - 14

VIGILANCE WING

Honesty, probity and transparency are integral to good administration. These qualities not only reflect ethical work practices, a just and humane administration but also boost general public's confidence in the organizational machinery. Corruption, an age old and deep seated malaise has managed to survive and perpetuate itself over the decades and has now reached menacing proportions. The evils of corruption very much exists in the organisation as also elsewhere in the country. However, sincere, sustained and concerted efforts have always yielded results. The malady of corruption can, however, be minimized, controlled or contained by adopting various preventive, protective and punitive measures. With this in view, the organisation, in general, and the Vigilance Wing, in particular, have adopted a multi pronged strategy to contain, control and curb corruption and ensure prompt, effective and hassle free service to the subscriber members. In an attempt to adopt a well defined strategy, the corruption prone areas have been duly identified and are broadly as under :-

- Huge public interface which includes direct dealing with subscriber members as well as employers and which remains to be predominantly one-to-one.
- Huge manual accounting system inhibiting reconciliation.
- Settlement of PF claims and procedural complexities.
- Coverage of establishments and securing compliance.

14.2 The emerging situation therefore calls for evolving and maintaining an effective system to arrest corruption and malpractices. The system envisaged in the modernisation programme of EPFO would greatly address to these issues. For the present, the Vigilance Wing of EPFO in the recent months has energized and geared up itself to a relatively more proactive posture to meet the challenging scenario.

14.3 The Vigilance Machinery was put in place by a decision taken in the 68th meeting of the CBT held on 31.01.1976. Gradually, as the organisation has grown up many folds since its inception, and to cope up with the increase in quantum of work and responsibilities, Vigilance Wing was strengthened by positioning the vigilance under the charge of a Chief Vigilance Officer and Director (Vigilance) at Head Office level and 04 Zonal Vigilance Directorates under the control of Deputy Director (Vigilance), one for each zone.

A brief account of activities during the year 2003-2004

Complaints :-

14.4 During the year, 175 complaints were received as compared to 142 in the preceding year. Out of total 203 complaints (Opening balance 28 + 175 complaints received during the year), 181 complaints have been disposed off during the year leaving behind a closing balance of 22 complaints. In accordance with the instructions of the Central Vigilance Commission, the

anonymous & pseudonymous complaints were not registered. Out of 181 complaints investigated, in 95 cases, penal action against the erring officials has been recommended and in 44 cases, corrective measures/administrative actions have been suggested.

14.5 Apart from complaints, a number of grievances have also been received and were taken up with the respective regions/divisions for redressal under active supervision. Grievances warranting vigilance intervention have been taken up for investigation either directly or through Preventive Inspection.

14.6 The comparative position of disposal of complaints for the last three years is tabulated below:-

Year	Complaints pending from previous year	Received during the year	Total complaints for disposal	Disposed off	Rate of disposal
2001-2002	81	198	279	212	75.9%
2002-2003	67	142	209	181	86.6%
2003-2004	28	175	203	181	89.2%

Disciplinary Cases :-

14.7 Disciplinary proceeding is one of the deterrent measures to sustain the system. Sincere and sustained efforts were made for expeditious finalisation of pending disciplinary cases in accordance with the guidelines of the Central Vigilance Commission. To reduce the pendency in DP cases by reducing delay at all stages, a multi prong strategy was worked out which included seeking active involvement of Disciplinary Authorities at various levels. The efforts bore fruits as is evident from the record 408 number of DP cases finalized during 2003-2004. Further, the DP cases pending for more than 03 years have come down to 57 from 70 of previous year and the cases pending for 02-03 years have also come down to 51 from 86. With 331 disciplinary cases initiated during the year, the total pendency at the end of the year stands reduced to 431 cases.

Preventive Vigilance :-

14.8 In continued efforts to take preventive measures in combating and controlling corruption, 34 Preventive Vigilance Inspections, particularly in the field of accounts & enforcement matters, were conducted. Shortcomings/irregularities detected during PVI were brought to the notice of the concerned Regional Commissioners for taking appropriate corrective/preventive measures or initiating punitive action, as warranted. Emphasis has also been given on the follow up action taken on the recommendations of Preventive Vigilance Inspections by constant monitoring.

Surprise/Joint Surprise Inspections with Audit Party :-

14.9 An effort was made to make Preventive Vigilance Inspections more effective by incorporating an element of Surprise Inspections. During the period under report, 10 Surprise Inspections have been conducted. On the basis of the reports so received, necessary action has been recommended.

Other Activities :-

14.10 In addition to above, some important activities organized by the Vigilance Wing during the year under report are summarized as below :-

- i) Vigilance Awareness Week was observed in all offices of Employees Provident Fund Organisation with effect from 03.11.2003 to 08.11.2003. Seminars, Symposia, Competitions etc. were held in various offices countrywide to create an awareness and awakening on honesty and purity in Public Life. Vigilance Cells were also opened in various Regional Offices/Sub Regional Offices during the week by Zonal Vigilance Directorates in order to receive complaints/grievances having vigilance angle from subscriber members at large and to conduct on the spot investigations, wherever required. This also facilitated to have a broad interface with general public and to gauge general perception of the people towards the organisation. In connection with the Vigilance Awareness Week, 872 formal grievances/complaints were received, out of which 416 have been settled and 456 have been forwarded to respective regions for disposal.
- ii) Coordination meetings with CBI have been held in a number of regions and joint inspection with CBI have also been conducted in a few offices. On the basis of reports of such inspections, remedial and punitive actions have been taken.
- iii) During the period from 01.04.2003 to 31.03.2004, the Head Office & Zonal Vigilance Directorates have arranged Training Programmes on Departmental Proceedings, Writing of ACRs, Admn. Vigilance and Workshop on Inquiry Officer and Presenting Officer. Further training programme on Vigilance Awareness and understanding work system from Vigilance perspective and Vigilance sensitization programme were organized by NATRSS.
- iv) A study on several incidents of fraud, forgery and serious financial irregularities detected in difference offices of the Organisation in the recent past was made and it was observed that at times slackness in procedure and/or unhealthy practices lead to or facilitate such frauds. Accordingly a circular indicating the modus operandi appears to have been adopted in such frauds and guidelines to arrest occurrence of frauds and other precautions to be taken to prevent frauds in future, has been issued to all RPFCs.
- v) An impetus has been given to the review of FR 56J and Rule 48 of CCS(Pension) Rules. The Vigilance Wing has taken a proactive role and offered to take dominating role in such reviews. During the period from 1.4.2003 to 31.3.2004, Spl. Review and Screening of Group, 'B', 'C' & 'D' officials have taken place in all the Regions. 40 officials were given pre-mature retirement under the provision.

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

1. Registered complaints during the year 2003-2004

Carried forward & received	Disposal during the year	Pending
203 (28 + 175)	181	22

2. Disposal position of complaints during the year 2003-2004

Cases investigated	Recommended for penal action alongwith remedial action, if any	Recommended for corrective measure/other action	Recommended for closure without any action
181	95	44	42

3. Departmental Proceedings :-

Carried forward	Initiated	Disposal	Closing balance as on 31.03.2004
508	331	408	431

4. Details of DP cases disposed off :-

Major penalty cases

Dismissal/Removal/Compulsory Retirement etc. - 36

Other major penalties - 73

Minor penalty cases - 210

Cases dropped/withdrawn/exonerated - 89

Total - 408

5. Disposal position of DP cases during 2003-2004:-

No. of cases finalized	No. of cases resulted in imposition of penalty	No. of cases Dropped / Withdrawn / Exonerated
408	319 (78.18%)	89

6. Details of pending DP cases :-

Major penalty cases - 360

Minor penalty cases - 71

Total - 431

7. Suspension cases

No. of cases carried forward	Ordered during the year	Total cases	Revoked	Cases pending
85	66	151	58	93

8. Criminal cases

No. of cases carried forward	Initiated during the year	Total cases	Concluded	Cases pending
128	15	143	16	127

9. Status of prosecution sanctions sought for and accorded to from 01.04.2003 to 31.03.2004.

Prosecution sanction sought for	Prosecution sanction accorded	Pending
15	13	2



CHAPTER - 15

WORK STUDY UNIT (WSU)

In 1973-74 a decision was taken in the O & M meeting of the department of Personnel & Administrative Reforms that large Sub-Ministry formations like ESIC & EPFO under the Ministry of Labour must have a separate work study unit to conduct studies. In pursuance of this decision, a working group was set up with two Junior Analysts in 1978.

15.2 At present in the WSU Section 2 Junior Analysts and 2 Research Assistants are working. The Work Study Unit accomplished the following noteworthy work studies during the year: -

- The work relating to calculation, assessment and declaration of Productivity Linked Bonus for the year 2002-03.
- Study to reorganize the periodical return received by Finance & Accounts Division from the field offices, to justify their continuance as potential tools for data management and to further suit to the requirements of various other tasks for decision making at apex level. This resulted in a rationalized DO Narrative.
- Considering the steep rise in inflation and increase in cost of material and also considering the requirement of new heads/items for smooth implementation of Re-inventing EPF India, the existing delegation of financial powers of Chairman CBT, Executive Committee of CBT, Central Provident Fund Commissioner were revised with the approval of Central Board of Trustees, EPF on 27-06-03 and based on revised powers of CPFC further powers delegated to his subordinate officers.
- Study to explore the possibility of providing uniform procedure for withdrawal under para 68 B of the EPF Scheme, 1952 resulting in adoption of uniform declaration form with Form 31.
- A study was conducted to analyze the Administrative income & expenditure of offices which are of renewal deficit.

15.3 Work Study Unit was also associated in identifying participants in International Social Security Association (ISSA) conferences, ISSA Regional Training courses, ISSA Seminars, Training by International Training Centre of the ILO, and other conferences organized by International Agencies on Social Security.

CHAPTER - 16

PHYSICAL FACILITIES

The size and growth of the Organisation in the last 50 years have necessitated large-scale manpower deployment for reaching the clientele. Employees Provident Fund Organisation under the project "Reinventing EPF India" seeks to be repositioned as a world-class social security benefit delivery organisation. To meet these business goals, EPF is rapidly changing its business and administrative processes through a comprehensive business process re-engineering blue print. With the decentralization of work to Regional and Sub-Regional Offices across the country, creating proper sustainable infrastructure was considered essential. Technically competent personnel to oversee the asset creation by formulating and adopting innovative building material and technology was felt as an organizational need. Physical Facility Division (PFD) supported by technically qualified manpower was put in place to take up this challenging task.

16.2 The Physical Facility Division in EPFO is headed by Chief Engineer with supporting technical staff at Headquarters as well as Zonal and Regional levels. Total team consist of 1 Executive Engineer, 1 Assistant Engineer and 3 Junior Engineers in Civil Wing and 2 Assistant Engineers in Electrical Wing at Headquarters and proportionate staff at Zonal/Regional level.

BUDGET OUTLAY

16.3 The budget outlay for 2003-04 was Rs. 94.57 crores which was revised to Rs. 94.36 crores.

OFFICE BUILDINGS

16.4 The welfare of the staff being one of the essentialities of the Organisation, it is a continuous endeavor to provide better amenities and improve the conditions. Employees Provident Fund Organisation being a service institution has, therefore, attached considerable importance to the construction of own office buildings for its Regional and Sub-Regional offices at different places. Construction work of office buildings and staff quarters was being carried out by CPWD. But CPWD was not taking any responsibility for time delay or cost over-run. It refused to undergo any written commitments. Possibilities were explored to assign these works to other Government Undertakings like M/s. NBCC, M/s HPL, M/s. RITES and State Government Undertakings like BDA, UDA, RSRCDC and PSIEC on deposit works basis. As a result, Organisation could achieve the saving of more than Rs.1.88 crores on agency charges itself. Maintenance of buildings is also streamlined with the agencies who could show better response in the concerned areas.

16.5 With a view to provide better facilities and working environment to the officers and staff of the Organisation, Physical Facility Division has taken concrete steps for construction of office buildings. Out of the 21 Regional Offices, 17 Regions are having their own buildings. Out of the 87 Sub-Regional/Sub-Account Offices, 37 offices are having own premises. Construction of office buildings for Regional Offices at Delhi, Raipur is going on while for Dehradun, it will start soon. Efforts are also on to acquire a piece of land at Ranchi. At Sub-Regional level, works are

in progress at Warangal, Thirunelveli, Jodhpur, Bhatinda, Gorakhpur and Gulbarga. Construction of annexe buildings is in progress in Chennai.

NATIONAL REGISTRY & PROCESSING OFFICE

16.6 The BPR blue print mandates a business technical design that centralizes record keeping of office transactions, processing for the whole country at one national facility and the decentralization of all customers based activities across the country in locations close to the customers. To meet the above requirement, EPF had acquired a site of 10 acres approximate area in Sector 23, Dwarka, New Delhi for putting in place the National Facility. The National Registry and Processing Office will be a state of the art facility that will link up all EPF outlets including future kiosks through a high availability network. This will enable 24 X 7 high speed access and real time transaction processing from any outlet or touch point. M/s. RITES have been awarded the contract to plan, design and put in place the National Facility for which construction work has already commenced. The facility requirements have been established to the identification of International and National Industry based practices and benchmarks. Once the facility is fully operational, it will be a national resource that will be mission critical for supporting the economic and social well-beings of India.

TRAINING INSTITUTES

16.7 The National Academy for Training and Research in Social Security has its own building at Janakpuri, New Delhi. It has a well designed Auditorium with a capacity for 118 participants. NATRSS has a modern library having 10000 volumes. The Hostel Block for the participants has rooms for single as well as for double occupancy. The mess attached to the Academy offers equitable standard facilities. Sports facilities are also available for playing badminton, table tennis and other indoor games. To ensure adequate power, a high power generator has been installed as a stand by. It enables the residents of the campus access to power and water supply round the clock.

16.8 Zonal Training Institutes for Southern Zone, Eastern Zone and Northern Zone are housed in own buildings while work for Zonal Training Institute of Western Zone is expected to be completed very soon. A branch of Zonal Training Institute, Eastern Zone is also functioning in a rented accommodation at Shillong.

HOUSING ACCOMMODATION

16.9 Housing needs of the workforce at the place of posting has been addressed by the Organisation by providing residential quarters, at the location of offices. The task of identifying housing needs and implementation of the projects for providing housing facility to employees of the Organisation has been the endeavor of the Physical Facility Division and due importance has been given to this activity. The Organisation has already constructed 2839 staff quarters of various categories at 37 places. The work is in progress for construction of staff quarters at Guwahati, Ludhiana, Agra, Bangalore, Mysore, Meerut, Durgapur, Jodhpur, Jalpaiguri, Thirunelveli, Delhi and Gorakhpur. Even though in general, the policy of 40% satisfaction is being enforced and total

constructed houses are just 15% of posted staff strength, in few stations the demand of staff quarters is not encouraging. In some places, staff quarters are lying vacant. Physical Facility Division is also streamlining the maintenance of assets created till now at Regional level. It is expected that service conditions will improve in the near future.

PILOT STATIONS UNDER "REINVENTING EPF INDIA" PROJECT

16.10 To provide the better facilities, certain stations were selected to implement the computerization work under "Reinventing EPF India" Project. In the beginning, six pilot centers namely Delhi, Patna, Mangalore, Indore, Hyderabad and Kota were selected and facilities were provided with the help of SISL. These stations are fully functional as on date.

In the next phase, 25 new pilot centers were identified and civil works in 17 stations are over. The computerization and upgradation is under progress at present at these locations.



CHAPTER - 17

EPF APPELLATE TRIBUNAL

Section 7(l) of the EPF & MP Act 1952 provides for setting up an Appellate Tribunal for adjudicating the disputes arising out of the enforcement of the Act. Though the provision to constitute the Appellate Tribunal was inserted by the 33rd amendment to the Act effective from 1.8.1988, the first Appellate Tribunal was constituted by the Central Government on 1st July, 1997.

17.2 At present, the Tribunal consists of one bench located at Delhi. The Central Govt. is the competent authority to appoint the Presiding Officer of the Tribunal.

17.3 Any person aggrieved by a notification issued by the Central Government, or an order passed by Central Government, or any authority under the proviso to sub-section (3), or sub-section (4) of section 1, or section 3 or sub-section (1) of Section 7A, or Section 7B (except an order rejecting an application for review), or Section 7C, or section 14B, may file an appeal before the Tribunal within 60 days from the date of issue of the impugned order. The Tribunal may condone the delay in filing the appeal, if it is satisfied that the appellant was prevented by sufficient cause from preferring the appeal within the prescribed period.

17.4 At the beginning of the year 2003-2004, there were 914 cases pending for disposal before the Tribunal. During the year, 1328 more cases were filed and 2 cases were decided. Consequently 2240 cases were pending at the end of the year.

17.5 Out of 2 cases decided, 2 cases were in favour of the organisation. The details are given in Appendix- S - 10.



CHAPTER - 18

PROGRESSIVE USE OF HINDI

According to the official language policy of the union to encourage the progressive use of Hindi and to achieve the prescribed objectives issued by Official Language Department, Ministry of Home Affairs in their annual programme, Organisation has set up an Official Language Cell in all of its offices. In these sections, translation work as well as implementation of official language is done. The implementation work in all the Regional/Sub Regional / Sub Accounts Offices is monitored by the Head Office and accordingly time to time instructions are issued from the Office for improvement and the use of official language.

18.2 During the year, for the review of official language, Official Language Implementation Committee (OLIC) meeting were conducted in every quarter regularly in all the offices of the organisation. The main items reviewed in these meetings are implementation of Section 3(3), Rules of the O.L. Act, original correspondence in Hindi, to conduct the meetings regularly and comply with the annual programme etc.

18.3 During the year, Parliamentary Committee of Official Language has visited the Regional Office, Delhi and continuous steps are being taken to fulfill the assurances given to them.

18.4 A joint edition of quarterly magazine "Bhavishya Nidhi samachar" and "Rajbhasha saar sangraha" was also been published during the year. Besides, various Regional & Sub-Regional offices have also published Hindi Magazines at their levels.

18.5 During the year, from 1st Sep. to 14th Sep., 2003 was observed as "Hindi Pakhawara" in all offices of the organisation and various competitions were held and winner were awarded cash prizes. A cash prize of Rs. 300/- and Rs. 400/- respectively was also given to the employees of 'B' and 'C' regions who have done 75% and 50% of their official work in Hindi under the "Hindi Prayog Protsahana Nakad Puruskar Yojana". Under this scheme a sum of Rs. 2,79,300/- was distributed among 860 officers/staff of the organisation during the reporting year.

18.6 During the year, 62 Hindi Workshops were held in the various offices of the organisation and 625 officials have been trained. A Hindi Computer training programme was also been organized. The Seventh Assistant Director Official Language Sammelan was also held in Ahmedabad from 18.12.2003 to 19.12.2003.

18.7 The Deputy Director, Official Language of the Head Office has visited 5 Regional Offices during the year and informed those offices about their shortcomings related to the implementation of official language.

CHAPTER - 19

INTERNATIONAL SOCIAL SECURITY ASSOCIATION (ISSA)

EPF Organisation is one of the largest social security organisations in the world. It administers three schemes viz. Employees' Provident Fund, Employees' Pension Scheme & Employees' Deposit Linked Insurance Scheme. Therefore, EPFO got the status of an Associate member in the aforesaid association more than 25 years ago. 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 in the world.

19.2 ISSA provides its member institutions with an ideal forum for pooling of information and experience. It organizes International technical meetings, round table conferences and seminars on development of social security and also Regional Training Programmes.

19.3 In the 27th Gen. Assembly of ISSA, Shri Ajai Singh, Central Provident Fund Commissioner was elected chairperson of the PF and Allied Schemes. During the year 2003-04, the officers of the organisation participated in the following meeting / seminars / trainings.

- Participated in training course on 'New Trends in Training Policy' during 5-16 May, 2003 at Italy.
- Attended International Research Conference on Social Security during 5-7 May, 2003 at Belgium.
- Attended 2nd Public Pension Fund Management Conference organized by World Bank during 5-7 May, 2003 at Washington.
- Participated in workshop on Pension during 15th September to 3rd October, 2003 at Turin, Italy.
- Participated in study tour of High Level tripartite Indian delegation led by Hon'ble LM to discuss the issue of Labour & Employment and also Housing Projects founded by Employees' Provident Fund Organization during 11-15 September, 2003 at Singapore.
- Attended 14th International Conference of Social Security Actuaries and Statisticians during 23-25 September, 2003 at Mexico City.
- Participated in the ISSA Regional Training Course during 13-22 October, 2003 at Bali Indonesia.
- Participated in 2nd Asian Conference of the Academy of HRD during 30th November to 3rd December, 2003 at Bangkok, Thailand.
- Participated in 'The Regional Conference for Asia & the Pacific' during 8-10 March, 2004 at Kuwait.

LIST OF MEMBERS OF THE CENTRAL BOARD OF TRUSTEES, EMPLOYEES' PROVIDENT FUND ORGANISATION (As on 31.03.2004)			
Chairman		10	Secretary to the Government of Bihar, Department of Labour and Employment, New Secretariat, Patna – 800 015
1	Dr. Sahib Singh Hon'ble Union Minister for Labour, Government of India, New Delhi – 110 001		
Vice-Chairman		11	Secretary to the Government of Gujarat, Labour and Employment Department, New Sachivalaya, Gandhi Nagar - 382 010
2			
Central Government Representatives		12	Commissioner & Secretary to the Government of Haryana, (Labour) Haryana Civil Secretariat, Chandigarh - 1600 01
3	Dr. P.D.Shenoy Secretary to the Government of India, Ministry of Labour, New Delhi – 110 001		
4	Shri Baleshwar Rai, Addl. Secretary to the Government of India, Ministry of Labour, New Delhi - 110 001	13	Secretary to the Govt. of Karnataka, Labour Department, M.S. Building, Bangalore – 560 001
5	Shri U.K.Sinha, Joint Secretary Representative from the Department of Economic Affairs Ministry of Finance, New Delhi -110 001	14	Secretary to the Govt. of Jharkhand, Ranchi – 834 001
6	Shri D.S.Poonia, Joint Secretary (Social Security) Government of India, Ministry of Labour New Delhi -110 001	15	Secretary to the Govt. of Madhya Pradesh, Labour Department, Bhopal - 462 004
7	Smt. Rama Murali Financial Advisor & Joint Secretary Ministry of Labour, Government of India, New Delhi – 110 001	16	Secretary to the Govt. of Maharashtra, Industry, Labour & Energy Department, Mumbai - 462 032
State Government Representatives		17	Secretary to the Government of Uttranchal Labour and Employment Department, Dehradun, Uttranchal
8	Secretary to the Govt. of Andhra Pradesh, Labour & Employment Department, Hyderabad – 500 002		
9	Secretary to the Government of Delhi Labour Department, Delhi Administration Delhi - 110006	18	Secretary to the Government of Chhattisgarh, Labour and Employment Department, Raipur - 492 001

19	Commissioner & Secretary to the Government of Rajasthan Labour and Employment Department, Jaipur-302 001	32	Shri Ashwin Dani, Federation of Indian Chambers of Commerce and Industry (FICCI). New Delhi.
20	Secretary to the Govt. of Tamil Nadu Labour and Employment Department, Chennai-600 009	Employees' Representatives	
		33	Shri Hasubhai Dave, Bhartiya Mazdoor Sangh
21	Secy. to the Govt. of Uttar Pradesh, Labour Department, Lucknow - 226 001	34	Shri A. Venkataram, Bhartiya Mazdoor Sangh
22	Secretary to the Govt. of West Bengal, Labour Department, Writers Building, Kolkatta-700 001	35	Shri B.N. Rai, Bharatiya Mazdoor Sangh
Employers' Representatives		36	Shri G. Sanjeeva Reddy, Indian National Trade Union Congress
23	Shri Ram Tarneja, Employer Federation of India		
24	Shri J.P. Chowdhary, All India Organisation of Employers	37	Shri Ashok Singh, Indian National Trade Union Congress
25	Shri Ravi Wig, PHD Chamber of Commerce & Industry	38	Shri Nirmal Ghosh, Indian National Trade Union Congress
26	Shri P. Rajendran, Confederation of India Industry	39	Shri A.D. Nagpal, Hind Mazdoor Sabha
27	Shri R.K.Somani, ASSOCHAM	40	Shri Sankar Saha, United Trade Union Congress, Lenin Sarani
28	Shri V.P. Chopra Federation of Association of Small Industries of India (FASSI)	41	To be notified later
29	Shri Virender Uppal, Apparel Export Promotion Council	42	To be notified later.
30	Dr. S.M.Dewan, Director General SCOPE	43	Shri Ajai Singh Central Provident Fund Commissioner, Employees' Provident Fund Organisation Head Office - Bhavishya Nidhi Bhawan, 14 - Bhikaiji Cama Place, New Delhi-110 066
31	Shri Sharad Patil, Secretary General, Employees' Federation of India		

**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)
31st July, 1956 (7 to 19)	6A.	Jute
	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.

Date of Extension		Industries/Classes of Establishments
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)		
31st Dec., 1956	21	Indigo
	22	Lac including shellac
	23	Non-edible vegetables and animal oils and fats
	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)
	39	Road Motor Transport establishments
30th April, 1959	40	Mica Industry
31st May, 1960 (40 & 41)	41	Mica Mines
	42	Plywood
30th June, 1960 (42 and 43)	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	Hotels

Date of Extension		Industries/Classes of Establishments
(48 to 52)	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	Cinemas (including Preview theaters)
(53 to 57)	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
30th Nov., 1961	59	Stoneware Jars
(59 and 60)	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.
	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 April, 1962		
30th June, 1962	63.	Fruit and vegetable preservation
30th Sept., 1962	64.	Cashew nuts
31st Oct., 1962	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.
(65 to 69)	66.	Saw mills
	67.	Wood seasoning kilns
	68.	Wood preservation plants
	69.	Wood workshop
31st Dec., 1962	70.	Bauxite Mines
31st March, 1963	71.	Confectionery
(71 to 76)	72	Laundry and Laundry services
	73.	Buttons
	74.	Brushes

Date of Extension		Industries/Classes of Establishments
	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 w.e.f. 31st Oct. 1963
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.	Pickers
	86	China Clay Mines
31st Oct., 1964 of (87 to 92)	87.	Attorneys as defined in the Advocates Act, 1965 (25 of 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: <ul style="list-style-type: none"> (i) Booking of international air and sea passages and other travel arrangements and (ii) Booking of internal air and mail passages and other travel

Date of Extension		Industries/Classes of Establishments
		(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)	Agarbatee (including dhoop and dhoopbatee)
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)	'[Banks other than the nationalized banks established under any Central or State Act;]
* Subs. By G.S.R. dated 25 th February, 2000 (w.e.f. 4 th March, 2000)		
30th June, 1966	(104)	Tobacco industry that is to say any industry engaged in the manufacture of Cigars, Zarda, Snuff, Quivam and Guraku from Tobacco.
31st July, 1966	(105)	Paper Products
30th Sept., 1966	(106)	Licensed salt
30th April, 1967	(107)	Linoleum
(107 & 108)	(108)	Indoleum
31st July, 1967	(109)	Explosives
31st August, 1967	(110)	Jute bailing or pressing
31st October, 1967	(111)	Fireworks and percussion cap work
30th Nov., 1967	(112)	Tent making
31st August, 1968	(113)	Barites Mines
(113 to 119)	(114)	Dolomite Mines
	(115)	Fireclay Mines
	(116)	Gypsum Mines
	(117)	Kyanite Mines
	(118)	Siliminite Mines
	(119)	Steatite Mines
31st Dec., 1968	(120)	Cinchona Plantations
30th June, 1969	(121)	Ferro Manganese
30th June, 1969	(122)	Ice or ice-cream.
(122 and 123)	(123)	Diamond Mines
31st Jan., 1970	(124)	General insurance business

Date of Extension		Industries/Classes of Establishments
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 yarn 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
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)	Apatite Mines
(138 to 150)	(139)	Asbestos Mines
	(140)	Calcite Mines
	(141)	Ball-clay Mines
	(142)	Corundum Mines
	(143)	Emerald Mines
	(144)	Feldspar Mines
	(145)	Silica (sand mines)
	(146)	Quartz Mines
	(147)	Ochre Mines
	(148)	Chromite Mines
	(149)	Graphite Mines
	(150)	Flourite Mines
28th Feb., 1977	(151)	Establishments which are factories engaged in the manufacture of glue and gelatine.
	(152)	Stone quarries producing stone chips, stone sets, stone boulders and ballasts.

Date of Extension		Industries/Classes of Establishments
	(153)	Establishments engaged in Fish processing and non-vegetable food preservation industry including bacom factories and pork processing plants.
31st May, 1977	(154)	Establishments engaged in manufacture of beedi.
31st Dec., 1979	(155)	Financing establishments other than banks not being the Unit Trust of India, the Agriculture Refinance Corporation, Industrial Development Bank of India, the Industrial Finance Corporation of India, the State Finance Corporation
31st Jan., 1979	(156)	Lignite Mines
31st July, 1979	(157)	Ferro Chrome
31st May, 1980	(158)	Diamond cutting
(158 to 160)	(159)	Quarsite Mines
	(160)	Inland water transport establishments
31st Oct., 1980	(161)	Building and construction
(161 and 162)	(162)	Manufacture of Myrobalan extract Powder, Myrobalan extract solid and vegetable tanning blended extract
30th Nov., 1980	(163)	Brick
23rd Nov., 1981	(164)	Establishments engaged in Stevedoring loading and unloading of ships.
7th Dec., 1981	(165)	Establishments engaged in poultry farming
(165 and 166)	(166)	Establishments engaged in cattle feed industry.
6th March, 1982	(167)	Any University
(167 to 172)	(168)	Any college, whether or not affiliated to a University.
	(169)	Any School, whether or not recognised or aided by the Central or 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)	Guar Gum factories
(175 to 177)	(176)	Marble mines
	(177)	Diamond saw mills
1 st April, 2001 :	(178)	An establishment engaged in rendering Courier services
(178 to 180)	(179)	An establishment of aircraft or airlines other than the aircraft or airlines owned or controlled by the Central or State Government.
	(180)	An establishment engaged in rendering cleaning and sweeping services

**LIST OF DEFAULTING UNEXEMPTED ESTABLISHMENTS
RS. 50 LAKHS AND ABOVE
AS ON 31.03.2004**

**[INCLUDING PROVIDENT FUND, PENSION AND EDLI CONTRIBUTION,
ADMINISTRATION CHARGES AND PENAL DAMAGES]**

Sl.No.	Code No.	Name of the Un-exempted Establishment	Amount in default (Rs. in lakhs)
ANDHRA PRADESH			
1	2.	Nellimarla Jute Mills	670.05
2	1184	Panyam Cements & Minerals Industries Ltd., Kurnool Dist.	583.92
3	23	Rayalacemma Mills Ltd., Kurnool Distt.	285.87
4	370	Sarvaraya Textiles , Rajamundry	242.85
5	26391	Allwyn Watches Ltd., Modak Distt.	240.75
6	11898	Adilabad Cotton Grovers Coop Spg. Mills Ltd., Adilabad	224.96
7	3759	Rajamundry Coop Spg. Mills, Rajamundry	199.12
8	2814	Sarvaraya Textiles Ltd.	194.31
9	22041	Chittor Distt. Milk Producers Coop.Union Ltd., Chittor	189.66
10	759	Ferro Alloys Corporation Ltd.	187.50
11	19888	Parkins Textiles Ltd., Chittor Distt.	131.16
12	3920	Nellore Coop. Spg.Mills. Ltd., Kurnool	107.08
13	4365	Rayalacemma Paper Mills Ltd., Kurnool Distt.	103.55
14	2813	Yemmiganoor Spg. Mills Ltd., Yemmiganoor, Kurnool	96.32
15	16271	Samrat Spinners Ltd.	93.41
16	21453	The Parchar Cotton Grovers Coop.Spining Mills	91.53
17	12862A	SOL Pharmaceuticals	91.30
18	294	G.N. Products Pvt. Ltd., Kurnool Distt.	86.66
19	2460	The Chiralla Coop Spg. Mills Ltd., Guntur	76.30
20	18253	Govt. Silk Reeling Centre, Chittor Distt.	64.62
21	20230	Southern Festicides & Chemicals	60.11
22	11813	ITC Bhadrachalan Paper Boards Ltd,	57.68
23	25561	Rayalaseema Thermal Power Project	56.98
24	7863	Anwar - UI - Leom College	54.53
		TOTAL	4190.22
BIHAR			
1	2806	Bihar Rajya Sahkari Bhumi Vikas Bank, Patna	2399.55
2	3	N.J.M.C Katihar	355.54
3	3256	Ashok Paper Mill	173.77
4	184	HMP Sugar	121.12
5	1622	Bihar State Agro Indus. Patna.	83.94
6	6710	Mahil Grih Udyog Lijjat Papad	56.63
		TOTAL	3190.55

CHHATTISGARH			
1	1681	Kedia Castle & Dellon Ind.,Kumhari	174.57
2	6482	Kedia Distilleries, Bhilai	74.61
		TOTAL	249.18
DELHI			
1	8076	Altos India Ltd.	177.33
2	651	Pure Drinks (India) Ltd.	165.22
3	2264	National Herald Associated Journals Ltd.	107.18
4	8685	Acc Lab Ltd.	77.81
5	6152	Bal Bharti Public School	54.39
		TOTAL	581.93
GOA			
			- Nil -
GUJARAT			
1	4951	M/s. Indian Oil Corporation Ltd.	262.75
2	4471	M/s. S.L.M. Maneklal, Vatva, Ahmedabad	192.02
3	353	M/s. Mahendra Mill, Kalol, Gandhinagar.	176.15
4	264	M/s. The Ahmedabad Kaiser-e-Hind Mill, Raipur Gate, Ahmedabad	143.73
5	9269	M/s. L.D. Textile Industries Ltd.	129.65
6	4514	M/s. T.Maniklal, Vatva,	122.43
7	1003	M/s. Parshuram Pottery Works,	115.80
8	5227	M/s. Shri Krishna Kesav Laboratories,	94.50
9	363	M/s. Mafatlal Industries Ltd., Nadiad, Dist:- Kheda	92.68
10	4521	M/s. H.M.P. Enginners Ltd.	85.33
11	4521	HMP Engineers Ltd.	85.33
12	1045	M/s. Sarabhai Chemicals, Wadi Wadi, Baroda	77.77
13	6092	M/s. Apex Electricals,	75.17
14	4178	M/s. Raj Prakash Spinning Mill,	62.38
15	18475	M/s. Parasrampur Ltd., Dhadra, D&N.H.	54.52
16	3370	M/s. Central Pulp Mills Ltd.,	53.17
		TOTAL	1823.38
HIMACHAL PRADESH			
1	10429	Sidhartha Super Spg. Mills Ltd., Solan	165.00
		TOTAL	165.00
HARYANA			
1	16166	HUDA, Panchkula	2529.80
2	286	M/s Jhalani Tools	489.00
3	2058	Haryana Sheet Glass	138.60
4	1152	Jhalani Tools	100.75
5	534	Whirl Pool of India Ltd.	67.03
6	65	M/s Electronics Ltd.	61.60
		TOTAL	3386.78

JHARKHAND			
1	2630	Daltonganj Central Co.operative Bank Ltd.	118.55
2	16	Khatari cement Ltd, Ranchi.	95.31
3	5007	Fusion Engg. Products, Jamshedpur.	67.14
		TOTAL	281.00
KARNATAKA			
1	32	ITI Ltd.,	1128.49
2	2260	Ideal Jawa India Ltd	425.46
3	44	Mysore lamps	338.69
4	154	HMP Cements	88.13
5	13039	Cosmos Watch Industries (P) Ltd.,	65.86
6	13039	Cosmos Watch Industry pvt. Ltd.,	65.86
7	5611	The Indian Plywood Manufacturing Co.,	65.07
8	934	Tungabhadra Steel Products	56.54
9	10282	Deepak Insulated Cables Corporation	55.17
		TOTAL	2289.27
KERALA			
1	68	Manjumallay Estate, Ram Bahadur Thakkur Ltd., Idukky Dist	253.45
2	270	Thungamally Estate, Ram Bahadur Thakur Ltd., Idukky Dist.	225.85
3	267	Pambanar Estate, Ram Bahadur Thakur Ltd., Idukky Dist.	184.47
4	67	Kozhikanam Estate, Ram Bahadur Thakkur Ltd., Idukky Dist	170.69
5	2568	Madras Spinners Ltd., Palakkad	162.78
6	294	Pasumallay Estate, Ram Bahadur Thakur Ltd., Idukky Dist.	159.24
7	268	Grandby Estate, Ram Bahadur Thakur Ltd., Idukky Dist.	158.14
8	266	Thengakkal Estate, Ram Bahadur Thakkur Ltd., Idukky Dist.	152.84
9	2635	Keltron Counters Ltd., Trivandrum	132.98
10	2638	Thiruvepathy Mills Ltd., Kannur	131.33
11	3110	Mount Estate, Ram Bahadur Thakur Ltd, Idukky Dist.	115.46
12	390	Bonacaud Estate, Trivandrum	108.64
13	269	Nellikai Estate, Rama Bahadur Thakur Ltd., Idukky Dist.	94.02
14	221	Commonwealth Tile Factory, Feroke, Calicut	87.92
15	570	Kerala Soaps & Oils Ltd., West Hill, Calicut	86.46
16	446	Vagamon Tea Estate, Idukky Dist.	82.43
17	16122	Kerala State Audiovisual & Reprographic Centre, Trivandrum	81.36
18	401	Kuduvakamam Cardamom Estate, Hope Plantations Ltd., Idukky Dist.	74.18
19	2356	Coop sugars Ltd., Chittoor, Palakkad Dist	73.66
20	395	Ladrum Estate, Hope Plantations Ltd., Idukky Dist.	70.94
21	396	Kaduvakarnam Estate, Hope Plantations Ltd., Idukky Dist.	65.70
22	51	Thalayar Estate	63.93
23	2778	Tricot Cotton Mills(Pvt) Ltd., Trichur	62.35
24	185	Commonwealth Weaving Factory, Feroke, Calicut	54.76
25	2963	Sri Bhagavathy Textiles Ltd.	54.06
26	346	Pullikanam Estate, Cochin Malabar Estates & Industries Ltd., Idukky	53.92
27	346	Pullikanam Estate, Cochin Malabar Estados & Industries Ltd., Idukky	53.92
		TOTAL	3015.48

MAHARASHTRA			
1	30565	Jagadamba Anusuchit Jati Sut Girni	1853.63
2	80393	Marathwada Agricultural University	418.11
3	60244	Balaji SSK	395.69
4	167	Mafatlal Industries Ltd., Textile Division	391.64
5	1654	Ralliwolf Ltd.	386.32
6	131	Khatau Makanji Spg. & Weaving Mills	331.79
7	11718	Kothapur Zilla Soot Gimi	314.05
8	121	India United Mills	291.07
9	22565	Godavari SSK	281.02
10	18274	Vinayak SSK Ltd.	269.88
11	93	Bradbury Mills Ltd.	260.59
12	15480	Shree Satpuda Tapi Parisar Saha. Sakhar Karkhana Ltd.	252.44
13	43175	Vasantdada SSK Ltd.	247.94
14	183	Tata Mills	229.40
15	19443	Jhalani Tools Ltd.	222.58
16	3771	Gangapur SSK Ltd.	214.69
17	120	India United Mills	201.92
18	13350	panzarakhan Sahakari Sakhar Kar. Ltd.	191.37
19	143	Mafatlal Industries Ltd.	181.07
20	119	India United Mills	175.11
21	32889	P.I.Rachkar & Company	174.11
22	19479	Marathwada SSK Ltd.	172.61
23	9264	Carona Ltd.	169.97
24	640	India United Mills	153.24
25	8865	New Karisar Hind Textiles	151.44
26	80683	Patil Construction	148.45
27	415	Shree Sitaram Mills	140.72
28	124	Jam Manufacturing Mill	137.90
29	13506	Vasantdada Soot Gimi	137.35
30	1869	Shri Ram Sak. Kar. Ltd.	128.56
31	331	Dhule Textiles	120.76
32	118	India United Mills	114.91
33	38564	Elbee Services	114.80
34	16496	Richardson & Crudes	109.27
35	29122	Manganga Saha. Sakhar Kar. Ltd.	108.69
36	3516	RBBA Spg. & Wvg.Mills	106.60
37	106	Bharat Textile mills	106.58
38	139	New City of Bombay Mfg. Co. Ltd.	106.23
39	132	Kohinoor Mills	104.22
40	825	Swastik Rubber Products Ltd.	102.87
41	21949	Godavari Mannar SSK Ltd.	102.60
42	401	Digvijay Spinning & Wvg. Mills	93.78
43	13843	Veekay Coteyn Ltd.	93.16

44	19421	Drillco Metals	91.49
45	80034	Shankar SSK Ltd.	88.12
46	29634	Tasgaon Tal Sah. Sakhar Kar. Ltd.	87.39
47	115	Matulya Mills	87.19
48	27	National Bicycles	84.71
49	24711	Sharp Industries Ltd.	83.16
50	6919	Vidharba Weavers Central Co-op. Society	81.98
51	18093	Nashik Dist. Co-op. Spinning Mills	80.78
52	122	India United Mills	76.85
53	16549	Jhalani Tools Ltd.	74.48
54	96566	Trimbak Industries Ltd.	72.84
55	37877	Tuljabhavani SSK Ltd.	71.12
56	113	Jaipur Textile Mills	67.55
57	3514	RSRG	67.24
58	1492	Navinon Ltd.	65.53
59	19748	Pimpri Chinchwad Municipal Transport	64.48
60	21095	Meltron Semiconductors Ltd.	62.89
61	3511	Vidharbha Mills	61.30
62	169	Mumbai Textiles	61.05
63	873	Precision Fister Ltd.	58.72
64	100252	Shri Venkatesh Sah. Vinkari Soot Gimi.	57.42
65	3513	Sawatram Ramprasad Spg. & Wvg. Mills	55.51
66	16564	Vidharbha Iron & Steel Corpn.	53.00
67	12606	Maharashtra Co-op Spinning Mills	52.94
68	80178	Deogari Pratishthan	52.49
69	96809	Santogen Exports Ltd.	50.84
70	4037	Cable Corpn. Of India	50.58
71	4003	Nanded Textile	50.50
		TOTAL	11921.28
MADHYA PRADESH			
1	1267	MPSRTC, Bargarh	778.29
2	225	MPSRTC, Gwalior	708.10
3	11	Binod Mills Ltd., Ujjain	599.96
4	2070	Shree Synthetics, Ujjain	541.15
5	4044	MPSRTC, Ujjain	516.28
6	264	MPSRTC, Jabalpur	513.55
7	4046	MPSRTC, Rewa	428.15
8	1378	MPSRTC, Bhopal	292.51
9	3839	Indore Development Authority Industries	267.35
10	5417	MPSRTC, Seoni	251.77
11	5416	MPSRTC, Khargaon	214.77
12	1143	MPSRTC, Indore	200.41
13	3982	G.S.I.T.S. Indore	186.47
14	11A	Binod Mills Ltd., Ujjain	181.45

15	4	Rajkumar Mills, Indore	180.53
16	229	MPSRTC, Gwalior	149.95
17	79	Burn Standard Co., Jabalpur	114.49
18	2663	Jayant Vitamins, Ratlam	102.76
19	1	Hukumchand Mills, Indore	99.59
20	1253	Awanti Soot Mills, Sanawad	96.30
21	2	Malwa Mills, Indore	91.72
22	4045	MPSRTC, Sagar	77.94
23	1507	D.M.Woolen Mills, Indore	77.09
24	13424	New Detul H.s. association	75.86
25	1862	M.P.Textile Corporation, Bhopal	70.54
26	4646	Oilfed Bhopal	69.78
27	3583	M.P.Rajyas Bhopal Vikas Nigam	68.74
28	3424	Gajra Bevel Gears Ltd. Dewas	61.67
29	3480	Rekha Fashions, Ujjain	56.60
		TOTAL	7073.77
NORTH EASTERN REGION			
1	1339	Tripura Jute Mills Ltd., Tripura	295.12
2	1268	St. Anthony's College, Shillong	286.29
3	1874	Assam Polyester Co-operative Society Ltd., Guwahati	269.54
4	613	Assam State Co-op. Marketing & Consumers Federation Ltd. (STATFED)	228.00
5	1366	Assam Small Minor Irrigation Development Corporation, Guwahati	217.82
6	886	Assam Tea Corporation, Guwahati	199.57
7	830	Meghalaya Transport Corporation, Shillong	179.06
8	403	Assam Small Industries Development Corporation, Guwahati	162.25
9	741	Tripura Road Transport Corporation, Tripura	160.71
10	219	Brahmaputra Sugar Mill, Baruah Bamun Gaon, Golaghat Distt.	102.71
11	518	Assam Agro Ind.	97.35
12	922	Fertichem Ltd.	86.01
13	3033	Eastern Mining & Allied Ltd	71.74
14	753	Assam State Fertilizers & Chemicals	67.75
15	923	Assam Plantation Crops, Guwahati	66.60
16	900	Nagaland State Co-op Mkt.	66.18
17	1442	Assam Polytex Ltd.	52.77
		TOTAL	2609.47
ORISSA			
1	1	Orissa Textile Mills	1027.85
2	87	OSRTC	693.43
3	439	Orissa Industries Ltd.	679.55
4	1690	Bhubneswar Dev. Authority	664.46
5	655	Bhaskar Textile Mills	458.85
6	3164	Sonepur Spinning Mills	170.02
7	917	OWCS Mill	168.61
8	3115	Baripada Spinning Mill	130.78

9	2063	Utkal Weaver's Co-op. Spinning Mills	105.79
10	8 & 107	OCL	94.42
11	2101	FACOR	84.81
12	4316	Aska Spinning Mill	80.55
13	1352	OSRTC	71.66
14	462	Orissa Spinning Mill	71.61
15	3250	Ipirron Times	61.21
16	3251	Sri Jagannath WCS Ltd.	56.39
		TOTAL	4619.99
PUNJAB			
1	4715	Punwire, Mohali	414.47
2	92	New Egerton Woolen Mills, Amritsar	153.54
3	12777	FCI,FSD,Rajpura, Patiala	110.11
4	1200	Hind Samachar Jalandhar	88.55
5	12589	FCI,Talwandi Bhai	87.12
6	12696	FCI, Jagraon	80.33
7	9529	Kotakpura Co-op. Spg. Mills	80.22
8	1748	Auto Piston Engg. Co. Amritsar	67.18
9	6845	Ajay Electricals,Mohali	50.26
		TOTAL	1131.78
RAJASTHAN			
1	5723	Awas Vikas Sansthan, Jaipur	1176.56
2	2993	Rajasthan State Road Development Corp. Ltd.	726.92
3	1139	Instrumentation Ltd., Kota	639.04
4	1392	HMT Machine Tools Ltd. Ajmer	476.54
5	5	Jaipur Metal & Electricals Ltd., Jaipur	201.78
6	3962	Perfect Thread Mills, Udaipur	133.71
7	4195	Tirupati Fibres Industries Ltd., Sirohi	102.55
8	5239	Rajasthan Petro Synthetic Ltd., Udaipur	63.14
9	4010	Durby Textiles, Jodhpur	61.35
10	6269	V.V.John Memorial	56.00
		TOTAL	3637.59
TAMIL NADU			
1	2133	South India Co-op Spinning Mills Ltd.	546.63
2	5562	M/s Karur Dist. Co.op Spinning Mills	278.16
3	6357	Swamiji Mills Ltd.	273.10
4	366,694 A to G, 784 A & B	Mahaveer Plantations Ltd	256.23
5	5531	M/s Nagapattinam Dist Co.op Spinning Mills	255.29
6	16681	Uma Maheswari Mills Ltd.	198.30
7	8400	Kongarar Spinners	176.27
8	159	Mahalakshmi Mills Ltd.,Pasumalai, Madurai	169.24
9	861	Sri Visalakshmi Mills (P) Ltd.	168.38
10	2298	Sitalakshmi Mills Ltd.,Thirunagar, Madurai	162.44

11	6517	Salem Textiles Ltd.	156.63
12	11266	Venkateswara Paper & Boards Ltd.	146.06
13	20905	Viswabharathi Textiles (P) Ltd.	143.21
14	74	RSL Textiles (India) Ltd	139.93
15	3115	Srivilliputhur Coop Spinning Mills Ltd. Madurai	134.56
16	5610	Kanyakumari District Co-op. Spinning Mills Ltd.	125.30
17	12461	CBE Popular Spg. Mills	121.11
18	19769	Dunlop India Ltd.	119.62
19	861 – A	Sri Visalakshmi Mills (P) Ltd.	112.56
20	55	Coimbatore Pioneer Mills	109.34
21	17482	Meenakshi Spinners	109.13
22	153	Sree Uma Parameswari Mills Ltd	107.45
23	23718	Kilburn Electricals Ltd.,	102.70
24	6091	Arcot Textile Mills	101.79
25	1038	Coimbatore Pioneer Mills	96.12
26	128	The Managing DirectorM/s. Akilandeswari Mills Ltd.	94.10
27	29029	B.V.V. Paper Industries (P) Ltd.	87.86
28	136	Lakshmi Shanmuga Mills Ltd	86.64
29	65	Radha Krishna Mills, C/o Official Liquidator	83.49
30	26327	Devaki Hospitals, Luz Church Road	81.36
31	3427	Narasimha Mills	79.57
32	1115 B	Annamalaiyar Textiles (P) Ltd.,	79.44
33	1707	Sheela Rani Textiles Ltd.,Thennur	77.03
34	48	Dhanalakshmi Mills Ltd	74.74
35	4981	Sree Saraswathi Mills,	71.68
36	16492	Lawrance School	67.21
37	3469	Southern Switchgears Ltd.	65.35
38	10118	Apollo Tubes	64.56
39	17229	Kongarar Textiles	62.40
40	21376	NEPC Textiles	61.59
41	54	CBE Spg. & Wvg. Mills	59.39
42	16403	Mettur Textiles Industries Ltd.	59.32
43	1178	Prasanth Textiles	59.11
44	17496	M/s. Asian Bearings Ltd.	58.51
45	274 – A	Vijayakumar Mills Ltd.	55.82
46	21038	Lakshana Cotton & Spg. Mills	55.30
47	3924	Essorpee Mills	53.96
48	131	M/s. Jawahar Mills Ltd.	52.21
49	21516	CBE Popular Spg. Mills, Unit-II	51.77
50	1166	Bhavani Mills Ltd	51.45
51	2473	Quality Spinning Mills	51.42
52	6190	Sri Ramakrishna Steel Industries Ltd.	50.70
53	72	Vasantha Mills	50.31
		TOTAL	6155.84

UTTAR PRADESH			
1	5115	UP Handloom Corpn. Ltd.	644.00
2	4427	UP State Cement Corp.	434.60
3	203	Ayodhya Sugar Mills	400.64
4	423	UP State Cement Corp.	330.96
5	13852	Betwa River	274.46
6	784	USRTC, kanpur	265.95
7	6918	UPSRTC, Jhansi	242.40
8	5525	UPSRTC, Ghaziabad	207.05
9	222	UP State Sugar Corporation	179.36
10	14182	Ranendra Tubes Pvt. Ltd.	176.52
11	856	UPSRTC, Moradabad	169.51
12	176	UP State Sugar Corporation	164.27
13	5384	UP Electronic Corpn. Ltd.	157.66
14	774	UPSRTC RM office	155.63
15	336	Associated Journal Ltd.	146.94
16	933	UPSRTC, Bareilly	140.82
17	526	UPSSC, Deoria	135.08
18	11399	Nagina Sahakari Mills	131.96
19	7543	Nand Ganj Sirohi Sugar Co.	126.15
20	162	Lord Krishna Textiles	123.70
21	797	UPSRTC, Aligarh	121.00
22	4040	Foremost Ind., Sahibabad	117.60
23	495	Sitapur Plywood	115.25
24	14779	Arihant Industries Ltd.	115.19
25	525	Modi Distillery	113.54
26	4805	UPSRTC	108.57
27	735	UPSRTC, Meerut	105.56
28	767	UPSRTC, Lucknow	101.61
29	798	UPSRTC< Etah	99.76
30	6740	UPSRTC, Jhansi	97.95
31	1189	UPICA, Kanpur	96.96
32	7672	UPDPL, Lucknow	96.34
33	14436	UP Sahkari Katai Mills Ltd.	96.16
34	6860	UP State Textiles Corp	93.01
35	5325	Modi Carpet Ltd.	92.56
36	796	UPSRTC, Agra	91.80
37	6791	Institute of Tool Room Training	90.30
38	21779	Lion Finance Corpn. Ltd.	87.34
39	14436	UP Sahkari Katai Mills Ltd.	81.10
40	13623	ATV Projects Pvt. Ltd.	80.98
41	172	UPSSC, Gonda	77.77
42	769	UPSRTC, Lucknow	76.34
43	338	Allahabad Patrika pvt. Ltd.	75.30

44	22407	MDA	70.02
45	842	UPSRTC, Gorakhpur	68.82
46	4715	East India Udyog	68.00
47	792	UPSRTC, Etawah	67.44
48	6946	UPSRTC, Farrukhabad	66.40
49	885	UPSRTC, Sahjahanpur	65.39
50	799	UPSRTC, Mathura	63.21
51	800	UPSRTC, Hathras	62.53
52	11357	UPS Govt. Emp. Welfare Corpn.	62.18
53	768	UPSRTC< Kesarbagh	61.57
54	200	UPSSC, Gorakhpur	60.36
55	199	Ganesh Sugar Mill	57.68
56	3902	UPSRTC, Hapur	57.18
57	853	UPSRTC, Bareilly	53.75
58	15285	Sahkari Katai Mill	53.46
59	848	UPSRTC, Basti	52.54
60	857	UPSRTC, Badaun	52.51
61	3618	Raeinz Tabros Ltd.	51.75
		TOTAL	7934.44
UTTARANCHAL			
1	1281	UPSRTC, Dehradun	277.18
2	32512	Nagar Nigam Dehradun	172.41
3	1851	UPSRTC, Tanakpur	126.83
4	16927	Cristal Credit	99.66
5	235	Mahalaxmi Sugar Mill	74.58
6	14481	Belwal Spinning Mill	71.52
7	859	UPSRTC, Kath Godam	66.61
8	7018	Magnasite & Mineral Ltd.	61.66
9	1400	UPSRTC, Roorkee	61.56
10	935	UPSRTC, Ranikhet	57.66
11	504	UPSRTC, Dehradun	57.34
12	737	UPSRTC, Hardwar	54.69
		TOTAL	1181.70
WEST BENGAL			
1	321	Central Inland Water Transport Corpn. Ltd.	340.00
2	1630	Eastern Paper Mills Ltd.	227.01
3	12201	Indo Japan Steel Ltd.,	188.80
4	12317	Easterd Paper Pvt.Ltd.,	131.02
5	9152	Halman Climax Mfg Ltd	115.44
6	9744	Woolcumbers of India LTD	113.15
7	9283 & 593	Small Tools Mfg. Co. Ltd.	108.82
8	91A	Premchand Jute Mills	99.14
9	651	New DooarsT.E	98.32
10	16361	Universal Paper Mills Pvt. Ltd.	93.50

11	14873	Universal Heavy Mechanical Lifting Corpn.	91.86
12	879	Looksan T.E	89.05
13	16564	Usha Atlas Hydraulic Equipments	84.68
14	1465	Karbala T.E	84.54
15	113	Rampuriah Cotton Mill	82.28
16	819	Dheklapar T.E	76.70
17	24867	Himalayan Rubber Products Ltd	75.66
18	1488	Mathura T.E	68.43
19	25946	St. Michael's School	64.20
20	799	Bundapani T.E	63.15
21	1092	Grasmere T.E	61.91
22	889	Madhu T.E	60.35
23	964	Ramjhora T.E	59.44
24	12781	State Fisheries Dev. Corpn. Ltd.	58.29
25	163	Nisco	57.32
26	1315	Namring	56.97
27	657	Banarhat T.E	56.92
28	676	Chunabhata T.E	53.56
29	677	Pahargoomiah T.E	52.32
30	112	Bengal Laxmi Cotton Mill	51.04
		TOTAL	2863.87
		GRAND TOTAL	68302.52

13	North Eastern Region	17	2008.47
12	Karnataka	6	2250.27
14	Gujarat	16	1852.38
15	Uttar Pradesh	12	1187.70
16	Punjab	9	1121.78
17	Tamil	5	281.88
18	Jharkhand	3	281.00
19	Chhattisgarh	2	248.78
20	Himachal Pradesh	1	162.00
21	Goa	-	-
	TOTAL	407	68302.52

SUMMARY OF DEFAULTING UN-EXEMPTED ESTABLISHMENTS			
[RS. FIFTY LAKHS OR MORE]			
S.No.	REGION	No. of Defaulting Estt.	Total Amount in Default (Rs. in lakhs)
1	Maharashtra	71	11921.28
2	Uttaranchal	61	7934.44
3	Madhya Pradesh	29	7073.77
4	Tamil Nadu	53	6155.84
5	Orissa	16	4619.99
6	Andhra Pradesh	24	4190.22
7	Rajasthan	10	3637.59
8	Haryana	6	3386.78
9	Bihar	6	3190.55
10	Kerala	27	3015.48
11	West Bengal	30	2863.87
12	North Eastern Region	17	2609.47
13	Karnataka	9	2289.27
14	Gujarat	16	1823.38
15	Uttar Pradesh	12	1181.70
16	Punjab	9	1131.78
17	Delhi	5	581.93
18	Jharkhand	3	281.00
19	Chhattisgarh	2	249.18
20	Himachal Pradesh	1	165.00
21	Goa	-	-
TOTAL		407	68302.52

LIST OF DEFAULTING EXEMPTED ESTABLISHMENTS
RS. 50 LAKHS AND ABOVE
AS ON 31-03-2004
[INCLUDING PROVIDENT FUND, PENSION & EDLI CONTRIBUTION,
ADMINISTRATION CHARGES & PENAL DAMAGES]

Sl.No.	Code No.	Name of the Exempted Establishments	Amount in default (Rs. in lakhs)
ANDHRA PRADESH			
1	3495	BHPV Ltd.	2146.09
2	3071	HMT Ltd. (Machine Tools Div.)	1097.31
3	144	Praga Tools Limited	440.31
4	3107	IDPL	373.61
5	3729	Hindustan Cables	321.46
6	3639	HMT Bearings Ltd.	137.76
7	3209	Alluminium Industries Ltd.	96.30
		TOTAL	4612.84
BIHAR			
1	1806	Bihar State Electricity Board	223.65
		TOTAL	223.65
CHHATTISGARH			
-Nil-			
DELHI			
1	3670	State Farms Corpn. Ltd.	996.48
2	2271	Food Corporation of India	174.52
		TOTAL	1171.00
GOA			
-Nil-			
GUJARAT			
1	1383	Baroda Rayon Corporation Ltd.,	650.45
		TOTAL	650.45
HIMACHAL PRADESH			
-Nil-			
HARYANA			
1	1061	HMT Ltd.	519.01
		TOTAL	519.01
JHARKHAND			
1	1465	Heavy Engineering Corporation	11765.24
2	2203	MECON India	124.55
		TOTAL	11889.79

KARNATAKA			
1	873A	HMT Watch Factory	3253.78
2	873	HMT Machine Tools	1249.60
3	873E	HMT Corporate Office	782.70
		TOTAL	5286.08
KERALA			
1	15	Aluminium Industries Ltd., Kundara	145.67
2	16	Travancore Rayons Ltd., Ernakulam	197.37
3	2985	The Kerala Agro Industries Corporation Ltd.	130.19
4	4396	Kerala State Drugs & Pharmaceuticals Ltd.	91.92
5	2357	HMT Ltd	56.77
		TOTAL	621.92
MAHARASHTRA			
1	343	Jamshri Ranjitshinh Spg. & Wvg. Mills Co. Ltd.	3513.59
2	1459	Hindustan Antibiotics Ltd.	1017.94
3	348	Laxmi Vishnu Textile Mills Ltd.	799.05
4	101	Hindustan Spg. & Weg. Mills.	381.06
5	3502	Modi Mill, Nagpur	376.60
6	5291	Kamani Tubes	134.77
7	389	Piramal Spg. & Wvg. Mills	111.95
8	998	New Phaltan Sugar Works Ltd.	110.23
9	31114	Hindustan Spg. & Weg. Mills.	92.40
10	4729	Mafatlal Gangabhai & Sons the Associated	59.61
11	4224	Shetkari Seh. Sangh Ltd.	58.27
		TOTAL	6655.47
MADHYA PRADESH			
1	5814	Hindustan Motors Ltd. Dhar	215.31
2	201	Nepa Ltd. Nepanager	151.84
		TOTAL	367.15
NORTH EAST REGION			
-NIL-			
ORISSA			
-NIL-			
PUNJAB			
-NIL-			
RAJASTHAN			
-NIL-			
TAMIL NADU			
1	8427	TN Civil Supplies Corporation	174.46
2	2693	Binny Ltd.	67.51
3	7549	Alacrity Foundations (P) Ltd,	59.67
4	29	B&C Mills Ltd.	57.01
		TOTAL	358.65

UTTRANCHAL			
1	1261	ONGC Ltd.	2166.58
2	14072	HMT Factory	620.10
		TOTAL	2786.68
UTTAR PRADESH			
1	5384	U.P.Electronics Corpn. Ltd, Lucknow	157.66
2	525	Modi Distillery	113.54
3	7672	U.P.Drugs Pharma., Lucknow	96.34
		TOTAL	367.54
WEST BENGAL			
1	78	N.J.M.C.Ltd.(National)	3161.94
2	49	New Central Jute Mills Co. Ltd.,	2469.81
3	48	N.J.M.C.Ltd (Kinnison)	1914.88
4	36	Nuddea Mills Co. Ltd.,	1841.00
5	11	N.J.M.C.Ltd Unit-Kharda	1529.94
6	1651	Hindusthan Cables Ltd.,	1310.00
7	338	Loomtex Engg.Pvt. Ltd.,	1179.30
8	46	N.J.M.C.Ltd.(Alexandra)	1161.45
9	64	Shyam Nagar jute Factory Ltd.,	955.03
10	64	Shyamnagar Jute Factory Ltd.	955.03
11	62, 71	Victoria Jute Co. Ltd.	886.63
12	63	Angus Co.Ltd.,	803.38
13	2,27,40	Barangore Jute Factory Ltd.	728.32
14	8	N.J.M.C.Ltd (Union)	724.05
15	35	Gajanand Commercial Pvt. Ltd.,	609.77
16	1267	Amrita Bazar Patrika,	574.82
17	7	Gouripur Co. Ltd,	548.15
18	97	Kanoria Jute & Industries Ltd.,	519.54
19	23	Kelvin Jute Co. Ltd.,	504.87
20	37	Agarpara Jute Mills Ltd.,	469.16
21	9608	Simon Carves India Ltd.,	333.63
22	9608	Simon Carves India Ltd.	333.63
23	11732	S.B.S.T.C.	260.00
24	89	Auckland Holding Ltd.,	238.53
25	15	Kakinarah Co. Ltd.,	228.99
26	28	Caledonian Jute & Industries Ltd.,	211.04
27	1130	Bengal Immunity Ltd	182.62
28	51	New Central Jute Mills Co. Ltd.,	157.81
29	5144	Jessop & Co. Ltd.,	135.81
30	216,346,718	Burn Standard Co. Ltd.,	109.69
31	160	IISCO(Kulti Works)	108.70
32	263	Brathwait & Co.	92.51
33	263	Empire Jute Co. Ltd.	68.13
34	1265	Jugantar	65.15
		TOTAL	25373.31
		GRAND TOTAL	60883.54

SUMMARY OF DEFAULTING EXEMPTED ESTABLISHMENTS			
[RS. FIFTY LAKHS OR MORE]			
S.No.	REGION	No. of Defaulting Estt.	Total Amount in Default (Rs. in lakhs)
1	West Bengal	34	25373.31
2	Jharkhand	2	11889.79
3	Maharashtra	11	6655.47
4	Karnataka	3	5286.08
5	Andhra Pradesh	7	4612.84
6	Uttaranchal	2	2786.68
7	Delhi	2	1171.00
8	Gujarat	1	650.45
9	Kerala	5	621.92
10	Haryana	1	519.01
11	Uttar Pradesh	3	367.54
12	Madhya Pradesh	2	367.15
13	Tamil Nadu	4	358.65
14	Bihar	1	223.65
15	Chhattisgarh	-	-
16	Goa	-	-
17	Himachal Pradesh	-	-
18	North Eastern Region	-	-
19	Orissa	-	-
20	Punjab	-	-
21	Rajasthan	-	-
	TOTAL	78	60883.54

**EXPOSURE OF EMPLOYEES' PROVIDENT FUND ON SECURITIES OF
VARIOUS STATES / ORGANISATIONS AS ON 31-03-2004**

Description	STG	PSU	SDL	TOTAL
	(RUPEES)			
ANDHRA BANK		25,00,00000		25,00,00000
ANDHRA PRADESH	1,700,000.00		505,48,53000	505,65,53000
ANDHRA PRADESH ST. ELEC. BOARD	2,700,000.00			2,700,000.00
ANDHRA PRADESH INFRA.DEVP CORP	5,25,00000			5,25,00000
AP POWER FIN CORP LTD.	4,100,000.00	100,000.00		4,200,000.00
AP TRANS CORP.	1,800,000.00			1,800,000.00
ARUNACHAL PRADESH				
ASSAM			205,76,14000	205,76,14000
BHARAT HEAVY ELECTRICALS LTD		22,00,00000		22,00,00000
BANGALORE MAHANAGAR PALIKE	3,00,00000			3,00,00000
BANK OF BARODA		101,74,00000		101,74,00000
BANK OF INDIA		129,95,00000		129,95,00000
BHARAT PETROLEUM CORP.		22,60,00000		22,60,00000
BIHAR			550,60,58000	550,60,58000
CHATTISGARH			116,98,50000	116,98,50000
CANARA BANK		198,55,00000		198,55,00000
CALCUTTA PORT TRUST	25,000.00			25,000.00
DELHI FINANCE CORPORATION	5,000.00			5,000.00
EXIM BANK	10,72,44000	121,39,00000		132,11,44000
FIXED DEPOSIT		2408,30,00000		2408,30,00000
GOA ST.INFRA STR DEV CORP LTD				
GUJARAT	10,00,00000		398,18,02000	408,18,02000
GUJARAT STATE ELEC. BOARD	900,000.00			900,000.00
GUJARAT ST ENERGY GENERATION L	400,000.00			400,000.00
GUJARAT STATE FINANCIAL CORP.	200,000.00			200,000.00
GODAVARI MARATHWADA IRRIG.DEVP	5,05,00000			5,05,00000
GOA			5,69,16000	5,69,16000
GOA TILLARI IRRIGATION DEV COR	5,00,00000			5,00,00000
HINDUSTAN AERONAUTICS LTD		30,00,00000		30,00,00000
WB HINDUSTAN COPPER LTD	8,00,00000			8,00,00000
HOUSING & DEVP.FINANCIAL CORP.	1,418,000.00	50,000.00		1,468,000.00
HINDUSTAN MACHINES & TOOLS		25,01,00000		25,01,00000
HIMACHAL PRADESH	2,57,20000		19,34,26000	21,91,46000
HIMACHAL PRADESH FOREST DEVP.C	9,05,60000			9,05,60000
HP ROAD & IND. DEV. CORP.	15,00,00000			15,00,00000
HARYANA			65,12,19000	65,12,19000
HOUSING & URBAN DEVP. CORP.	20,000.00	141,22,06000		141,22,26000

ICICI		126,86,85000		126,86,85000
IDBI	8,07,98000	798,18,80000		806,26,78000
INFRASTRUCTURE DEV FIN CO LTD		106,87,00000		106,87,00000
IFCI	14,19,70000	365,28,00000		379,47,70000
INDUSTRIAL INV. BANK OF INDIA	27,35,40000			27,35,40000
INDIAN OVERSEAS BANK		37,00,00000		37,00,00000
INDIAN OIL CORPORATION		164,60,00000		164,60,00000
INDIAN RAILWAY FINANCIAL CORP.		231,75,00000		231,75,00000
JAMMU & KASHMIR			24,03,08000	24,03,08000
J&K STATE POWER DEV CORP.LTD	2,50,00000			2,50,00000
KRISHNA BHAGYA JAL NIDHI NIGAM	15,90,00000			15,90,00000
KERALA INFRASTRUCTURE INVT FD	500,000.00			500,000.00
KERALA	1,000,000.00		238,34,43000	238,44,43000
KERALA STATE ELEC. BOARD	5,10,00000			5,10,00000
KERALA STATE FINANCIAL CORP.				
KARNATAKA			212,60,81200	212,60,81200
KARNATAKA NEERAVARI NIGAM LTD	5,05,00000			5,05,00000
KONKAN IRRIGATION DEVP. CORP.	100,000.00			100,000.00
KONKAN RAILWAY CORP. LTD	14,42,00000	57,55,50000		71,97,50000
MEGHALAYA			8,50,00000	8,50,00000
MAHARASHTRA	2,52,00000		561,59,17900	564,11,17900
MAHARASHTRA STATE ELEC. BOARD	2,700,000.00			2,700,000.00
MAHARASHTRA STATE FIN. CORP.				
MAHARASHTRA STATE ROAD DEVP.CO	5,02,00000			5,02,00000
MAHARASHTRA JEEVAN PRADHIKARAN	14,05,00000			14,05,00000
MAH.KRISHNA VALLEY DEVP.CORP.	5,35,00000			5,35,00000
MANIPUR			7,50,00000	7,50,00000
MADHYA PRADESH			223,79,72000	223,79,72000
MIZORAM			1,50,00000	1,50,00000
NABARD	1,00,00000			1,00,00000
NATIONAL ALLUMINIUM COMPANY		10,00,50000		10,00,50000
NATIONAL CAPITAL REGION PLANN		47,95,00000		47,95,00000
NAGALAND			14,00,00000	14,00,00000
NATIONAL HIGHWAYS AUTHO.OFIND.		203,00,00000		203,00,00000
NATIONAL HOUSING BANK	32,85,60000	10,00,00000		42,85,60000
NATIONAL HYDRO POWER CORP.		55,11,00000		55,11,00000
NEYVELI LIGNITE CORP.		29,30,00000		29,30,00000
NUCLEAR POWER CORP.OF INDIA		24,25,00000		24,25,00000
NATIONAL TEXTILE CORPORATION				
NATIONAL THERMAL POWER CORP.		10,00,00000		10,00,00000
ORIENTAL BANK OF COMMERCE		85,33,50000		85,33,50000
ORISSA			408,51,61000	408,51,61000
POWER FINANCE CORPORATION		440,76,00000		440,76,00000

POWER GRID CORP. LTD				
PRADESHIYA INV.CORP.OF UP	4,300,000.00			4,300,000.00
PUNJAB			101,80,24000	101,80,24000
PUNJAB NATIONAL BANK		179,61,00000		179,61,00000
PUNJAB STATE ELEC. BOARD	5,03,20000			5,03,20000
PUNJAB ROAD&BRIDGE DEVP.CORP.	3,33,33333			3,33,33333
PUNJAB ST. INDUST. DEV. CORP		25,00,00000		25,00,00000
RURAL ELECTICITY CORP		151,41,00000		151,41,00000
RURAL ELECT. CORP. LTD.		50,80,00000		50,80,00000
RICHARDSON & CRUDDAS	2,00,00000			2,00,00000
RAJASTHAN			188,94,72000	188,94,72000
RAJASTHAN STATE ELEC. BOARD	5,01,80000			5,01,80000
RAJASTHAN ST. IND. INV. CORP.	5,01,00000			5,01,00000
STEEL AUTHORITY OF INDIA LTD	206,93,00000			206,93,00000
STATE BANK OF HYDERABAD		10,00,00000		10,00,00000
STATE BANK OF INDIA		317,98,50000		317,98,50000
STATE BANK OF INDORE		10,00,00000		10,00,00000
STATE BANK OF TRAVANCORE		14,15,00000		14,15,00000
SMALL IDUST.BANK OF INDIA	28,75,61000	18,12,00000		46,87,61000
STATE INDU. PROMO. CORP. TN	300,000.00			300,000.00
SIKKIM			7,00,00000	7,00,00000
SARDAR SAROVAR NARNADA NIGAM		2,80,50000		2,80,50000
TRANSMISSION CORPN OF A.P LTD		2,300,000.00		2,300,000.00
TAMILNADU INDUST. DEV. CORP.	18,15,00000			18,15,00000
TAMILNADU INDUST. DEV. CORP.	100,000.00			100,000.00
TAMILNADU	280,000.00		310,96,24900	310,99,04900
TAMILNADU STATE ELEC. BOARD	750,000.00			750,000.00
TRIPURA			8,00,00000	8,00,00000
TUNGABHADRA STEEL PRODUCT LTD.	3,00,00000			3,00,00000
UNION BANK OF INDIA		68,25,00000		68,25,00000
UTTAR PRADESH			767,59,25000	767,59,25000
UTTAR PRADESH ST.ELEC.BOARD	34,000.00			34,000.00
UTTAR PRADESH FINANCIAL CORP.	15,00,00000			15,00,00000
UNIT TRUST OF INDIA		86,400.00		86,400.00
VIJAYA BANK				
VIDARBHA IRRIGATION DEV. CORP	7,00,00000			7,00,00000
WEST BENGAL			468,62,34000	468,62,34000
WEST BENGAL INDUST.DEV.CORP	5,88,00000			5,88,00000
WEST BENGAL INFRA.DEV FIN CORP	3,200,000.00			3,200,000.00

**EXPOSURE OF EMPLOYEES' PENSION FUND ON SECURITIES OF
VARIOUS STATES / ORGANISATIONS AS ON 31-03-2004**

Description	STG	PSU	SDL	TOTAL
	(RUPEES)			
ANDHRA BANK		5,00,00000		5,00,00000
ANDHRA PRADESH			550,03,97000	550,03,97000
ANDHRA PRADESH ST. ELEC. BOARD				
ANDHRA PRADESH INFRA.DEVP CORP	5,00,00000			5,00,00000
AP POWER FIN CORP LTD.				
AP TRANS CORP.				
ARUNACHAL PRADESH			2,738,000.00	2,738,000.00
ASSAM			50,75,20000	50,75,20000
BHARAT HEAVY ELECTRICALS LTD		155,00,00000		155,00,00000
BANGALORE MAHANAGAR PALIKE	3,00,00000			3,00,00000
BANK OF BARODA		215,47,00000		215,47,00000
BANK OF INDIA		283,99,00000		283,99,00000
BHARAT PETROLEUM CORP.		90,06,00000		90,06,00000
BIHAR			230,33,10000	230,33,10000
CHATTISGARH			10,50,70000	10,50,70000
CANARA BANK		441,75,00000		441,75,00000
CALCUTTA PORT TRUST				
DELHI FINANCE CORPORATION				
EXIM BANK	3,00,00000	292,03,00000		295,03,00000
FIXED DEPOSIT		3140,10,00000		3140,10,00000
GOA ST.INFRA STR DEV CORP LTD	5,00,00000			5,00,00000
GUJARAT			407,39,14000	407,39,14000
GUJARAT STATE ELEC. BOARD				
GUJARAT ST ENERGY GENERATION L				
GUJARAT STATE FINANCIAL CORP.				
GODAVARI MARATHWADA IRRIG.DEVP	10,00,00000			10,00,00000
GOA			4,24,21000	4,24,21000
GOA TILLARI IRRIGATION DEV COR				
HINDUSTAN AERONAUTICS LTD		55,00,00000		55,00,00000
WB HINDUSTAN COPPER LTD	17,00,00000			17,00,00000
HOUSING & DEVP.FINANCIAL CORP.				
HINDUSTAN MACHINES & TOOLS				
HIMACHAL PRADESH	2,50,00000		14,65,08000	17,15,08000
HIMACHAL PRADESH FOREST DEV.P.C	14,00,00000			14,00,00000
HP ROAD & IND. DEV. CORP.	5,00,00000			5,00,00000
HARYANA			52,77,88000	52,77,88000
HOUSING & URBAN DEVP. CORP.		491,19,00000		491,19,00000

ICICI		353,00,00000		353,00,00000
IDBI		1696,00,00000		1696,00,00000
INFRASTRUCTURE DEV FIN CO LTD		254,36,00000		254,36,00000
IFCI		619,25,00000		619,25,00000
INDUSTRIAL INV. BANK OF INDIA	12,50,00000			12,50,00000
INDIAN OVERSEAS BANK				
INDIAN OIL CORPORATION		319,10,00000		319,10,00000
INDIAN RAILWAY FINANCIAL CORP.		326,48,00000		326,48,00000
JAMMU & KASHMIR			53,83,47000	53,83,47000
J&K STATE POWER DEV CORP.LTD	2,50,00000			2,50,00000
KRISHNA BHAGYA JAL NIDHI NIGAM	8,56,00000			8,56,00000
KERALA INFRASTRUCTURE INVT FD				
KERALA			299,36,84000	299,36,84000
KERALA STATE ELEC. BOARD	5,00,00000			5,00,00000
KERALA STATE FINANCIAL CORP.	1,00,00000			1,00,00000
KARNATAKA			366,66,88000	366,66,88000
KARNATAKA NEERAVARI NIGAM LTD	15,00,00000			15,00,00000
KONKAN IRRIGATION DEVP. CORP.				
KONKAN RAILWAY CORP. LTD	59,45,00000	69,00,00000		128,45,00000
MEGHALAYA			7,50,00000	7,50,00000
MAHARASHTRA	7,50,00000		410,44,67000	417,94,67000
MAHARASHTRA STATE ELEC. BOARD				
MAHARASHTRA STATE FIN. CORP.				
MAHARASHTRA STATE ROAD DEVP.CO	5,00,00000			5,00,00000
MAHARASHTRA JEEVAN PRADHIKARAN	15,00,00000			15,00,00000
MAH.KRISHNA VALLEY DEVP.CORP.				
MANIPUR			7,00,00000	7,00,00000
MADHYA PRADESH			358,94,45000	358,94,45000
MIZORAM			5,000,000.00	5,000,000.00
NABARD				
NATIONAL ALLUMINIUM COMPANY		46,69,00000		46,69,00000
NATIONAL CAPITAL REGION PLANN		109,46,00000		109,46,00000
NAGALAND			7,00,00000	7,00,00000
NATIONAL HIGHWAYS AUTHO.OFIND.		755,25,00000		755,25,00000
NATIONAL HOUSING BANK		10,00,00000		10,00,00000
NATIONAL HYDRO POWER CORP.		107,27,00000		107,27,00000
NEYVELI LIGNITE CORP.		49,60,00000		49,60,00000
NUCLEAR POWER CORP.OF INDIA		123,55,00000		123,55,00000
NATIONAL TEXTILE CORPORATION	5,00,00000			5,00,00000
NATIONAL THERMAL POWER CORP.		29,00,00000		29,00,00000
ORIENTAL BANK OF COMMERCE		180,30,00000		180,30,00000
ORISSA			321,26,52000	321,26,52000
POWER FINANCE CORPORATION		728,13,00000		728,13,00000

POWER GRID CORP. LTD		75,80,00000		75,80,00000
PRADESHIYA INV.CORP.OF UP				
PUNJAB			141,55,75000	141,55,75000
PUNJAB NATIONAL BANK		435,25,00000		435,25,00000
PUNJAB STATE ELEC. BOARD	4,00,00000			4,00,00000
PUNJAB ROAD&BRIDGE DEVP.CORP.				
PUNJAB ST. INDUST. DEV. CORP				
RURAL ELECTICITY CORP		354,07,00000		354,07,00000
RURAL ELECT. CORP. LTD.	15,00,00000	90,00,00000		105,00,00000
RICHARDSON & CRUDDAS	4,00,00000			4,00,00000
RAJASTHAN			245,05,38000	245,05,38000
RAJASTHAN STATE ELEC. BOARD	5,00,00000			5,00,00000
RAJASTHAN ST. IND. INV. CORP.	5,00,00000			5,00,00000
STEEL AUTHORITY OF INDIA LTD	209,32,00000			209,32,00000
STATE BANK OF HYDERABAD		44,50,00000		44,50,00000
STATE BANK OF INDIA		576,87,50000		576,87,50000
STATE BANK OF INDORE				
STATE BANK OF TRAVANCORE		28,70,00000		28,70,00000
SMALL IDUST.BANK OF INDIA	11,95,00000	40,92,00000		52,87,00000
STATE INDU. PROMO. CORP. TN				
SIKKIM			1,00,00000	1,00,00000
SARDAR SAROVAR NARNADA NIGAM				
TRANSMISSION CORPN OF A.P LTD				
TAMILNADU INDUST. DEV. CORP.	8,00,00000			8,00,00000
TAMILNADU INDUST. DEV. CORP.				
TAMILNADU			342,54,66000	342,54,66000
TAMILNADU STATE ELEC. BOARD				
TRIPURA			2,00,00000	2,00,00000
TUNGABHADRA STEEL PRODUCT LTD.				
UNION BANK OF INDIA		204,52,00000		204,52,00000
UTTAR PRADESH			329,95,05000	329,95,05000
UTTAR PRADESH ST.ELEC.BOARD				
UTTAR PRADESH FINANCIAL CORP.	17,00,00000			17,00,00000
UNIT TRUST OF INDIA				
VIJAYA BANK		29,20,00000		29,20,00000
VIDARBHA IRRIGATION DEV. CORP	8,00,00000			8,00,00000
WEST BENGAL			211,00,22000	211,00,22000
WEST BENGAL INDUST.DEV.CORP	10,00,00000			10,00,00000
WEST BENGAL INFRA.DEV FIN CORP				

**EXPOSURE OF EDLI FUND ON SECURITIES OF
VARIOUS STATES / ORGANISATIONS AS ON 31-03-2004**

Description	STG	PSU	SDL	TOTAL
	(RUPEES)			
ANDHRA BANK				
ANDHRA PRADESH			19,18,89000	19,18,89000
ANDHRA PRADESH ST. ELEC. BOARD				
ANDHRA PRADESH INFRA.DEVP CORP				
AP POWER FIN CORP LTD.				
AP TRANS CORP.				
ARUNACHAL PRADESH				
ASSAM			4,23,00000	4,23,00000
BHARAT HEAVY ELECTRICALS LTD				
BANGALORE MAHANAGAR PALIKE				
BANK OF BARODA		7,28,00000		7,28,00000
BANK OF INDIA		15,25,00000		15,25,00000
BHARAT PETROLEUM CORP.		4,61,00000		4,61,00000
BIHAR			6,33,45000	6,33,45000
CHATTISGARH			1,20,00000	1,20,00000
CANARA BANK		17,10,00000		17,10,00000
CALCUTTA PORT TRUST				
DELHI FINANCE CORPORATION				
EXIM BANK		4,78,00000		4,78,00000
FIXED DEPOSIT		89,50,00000		89,50,00000
GOA ST.INFRA STR DEV CORP LTD				
GUJARAT			15,98,38000	15,98,38000
GUJARAT STATE ELEC. BOARD				
GUJARAT ST ENERGY GENERATION L				
GUJARAT STATE FINANCIAL CORP.				
GODAVARI MARATHWADA IRRIG.DEVP				
GOA			2,00,00000	2,00,00000
GOA TILLARI IRRIGATION DEV COR				
HINDUSTAN AERONAUTICS LTD				
WB HINDUSTAN COPPER LTD				
HOUSING & DEVP.FINANCIAL CORP.				
HINDUSTAN MACHINES & TOOLS				
HIMACHAL PRADESH				
HIMACHAL PRADESH FOREST DEVP.C				
HP ROAD & IND. DEV. CORP.	5,000,000.00			5,000,000.00
HARYANA			7,150,000.00	7,150,000.00
HOUSING & URBAN DEVP. CORP.		10,41,00000		10,41,00000

ICICI		11,00,00000		11,00,00000
IDBI		46,45,00000		46,45,00000
INFRASTRUCTURE DEV FIN CO LTD		2,55,00000		2,55,00000
IFCI		21,05,00000		21,05,00000
INDUSTRIAL INV. BANK OF INDIA				
INDIAN OVERSEAS BANK				
INDIAN OIL CORPORATION		8,40,00000		8,40,00000
INDIAN RAILWAY FINANCIAL CORP.		13,72,00000		13,72,00000
JAMMU & KASHMIR			2,50,00000	2,50,00000
J&K STATE POWER DEV CORP.LTD				
KRISHNA BHAGYA JAL NIDHI NIGAM	1,01,00000			1,01,00000
KERALA INFRASTRUCTURE INVT FD				
KERALA			20,08,63000	20,08,63000
KERALA STATE ELEC. BOARD				
KERALA STATE FINANCIAL CORP.				
KARNATAKA			9,37,48400	9,37,48400
KARNATAKA NEERAVARI NIGAM LTD				
KONKAN IRRIGATION DEVP. CORP.				
KONKAN RAILWAY CORP. LTD				
MEGHALAYA				
MAHARASHTRA			16,17,09300	16,17,09300
MAHARASHTRA STATE ELEC. BOARD				
MAHARASHTRA STATE FIN. CORP.				
MAHARASHTRA STATE ROAD DEVP.CO				
MAHARASHTRA JEEVAN PRADHIKARAN				
MAH.KRISHNA VALLEY DEVP.CORP.				
MANIPUR				
MADHYA PRADESH			3,06,50000	3,06,50000
MIZORAM				
NABARD				
NATIONAL ALLUMINIUM COMPANY				
NATIONAL CAPITAL REGION PLANN		4,49,00000		4,49,00000
NAGALAND				
NATIONAL HIGHWAYS AUTHO.OFIND.		16,45,00000		16,45,00000
NATIONAL HOUSING BANK				
NATIONAL HYDRO POWER CORP.		4,08,00000		4,08,00000
NEYVELI LIGNITE CORP.		2,90,00000		2,90,00000
NUCLEAR POWER CORP.OF INDIA		4,79,00000		4,79,00000
NATIONAL TEXTILE CORPORATION				
NATIONAL THERMAL POWER CORP.				
ORIENTAL BANK OF COMMERCE		8,70,00000		8,70,00000
ORISSA			5,87,00000	5,87,00000
POWER FINANCE CORPORATION		25,71,00000		25,71,00000

POWER GRID CORP. LTD				
PRADESHIYA INV.CORP.OF UP				
PUNJAB			1,44,01000	1,44,01000
PUNJAB NATIONAL BANK		10,05,00000		10,05,00000
PUNJAB STATE ELEC. BOARD				
PUNJAB ROAD&BRIDGE DEVP.CORP.				
PUNJAB ST. INDUST. DEV. CORP				
RURAL ELECTICITY CORP		21,02,00000		21,02,00000
RURAL ELECT. CORP. LTD.		8,00,00000		8,00,00000
RICHARDSON & CRUDDAS				
RAJASTHAN			7,13,08000	7,13,08000
RAJASTHAN STATE ELEC. BOARD				
RAJASTHAN ST. IND. INV. CORP.	1,75,00000			1,75,00000
STEEL AUTHORITY OF INDIA LTD	9,98,00000			9,98,00000
STATE BANK OF HYDERABAD		5,000,000.00		5,000,000.00
STATE BANK OF INDIA		13,24,00000		13,24,00000
STATE BANK OF INDORE				
STATE BANK OF TRAVANCORE		1,95,00000		1,95,00000
SMALL IDUST.BANK OF INDIA		7,40,00000		7,40,00000
STATE INDU. PROMO. CORP. TN				
SIKKIM				
SARDAR SAROVAR NARNADA NIGAM				
TRANSMISSION CORPN OF A.P LTD				
TAMILNADU INDUST. DEV. CORP.	2,00,00000			2,00,00000
TAMILNADU INDUST. DEV. CORP.				
TAMILNADU			7,24,33800	7,24,33800
TAMILNADU STATE ELEC. BOARD				
TRIPURA				
TUNGABHADRA STEEL PRODUCT LTD.				
UNION BANK OF INDIA		2,38,00000		2,38,00000
UTTAR PRADESH			9,42,75000	9,42,75000
UTTAR PRADESH ST.ELEC.BOARD				
UTTAR PRADESH FINANCIAL CORP.				
UNIT TRUST OF INDIA				
VIJAYA BANK				
VIDARBHA IRRIGATION DEV. CORP				
WEST BENGAL			2,37,48000	2,37,48000
WEST BENGAL INDUST.DEV.CORP				
WEST BENGAL INFRA.DEV FIN CORP				

EMPLOYEES' PROVIDENT FUND SCHEME, 1952
RECOVERY CERTIFICATES
DURING 2003-2004
[UNEXEMPTED SECTOR]

Rs. in crores

Region	Opening Balance		RCs Issued during the year		Total RCs for disposal		RCs Disposed		RCs Pending	
	Cases	Amount	Cases	Amount	Cases	Amount	Cases	Amount	Cases	Amount
WB	2153	184.19	806	64.20	2959	248.39	636	47.64	2323	200.75
MH	1604	67.02	807	40.73	2411	107.75	414	23.45	1997	84.30
HR	731	63.72	646	2.08	1377	65.80	393	3.62	984	62.18
OR	990	36.92	657	15.93	1647	52.85	659	6.69	988	46.16
TN	6391	42.61	4914	21.86	11305	64.46	4644	19.03	6661	45.43
UP	2721	35.38	616	19.79	3337	55.17	462	12.58	2875	42.59
AP	2413	16.53	3205	27.30	5618	43.83	1151	9.79	4467	34.04
MP	1314	38.37	185	11.40	1499	49.77	343	16.60	1156	33.17
KN	753	27.53	636	5.22	1389	32.76	326	4.37	1063	28.39
KR	1362	21.27	2190	12.59	3552	33.85	1635	7.33	1917	26.52
BR	270	23.62	170	2.47	440	26.09	165	5.37	275	20.72
JH	113	7.99	21	14.18	134	22.17	79	4.44	55	17.73
NR	295	12.25	342	9.36	637	21.60	246	4.95	391	16.65
PN	1692	14.27	2831	5.18	4523	19.45	1739	3.19	2784	16.26
RJ	693	15.58	198	0.97	891	16.56	123	0.97	768	15.59
GJ	334	12.15	148	3.08	482	15.24	143	5.00	339	10.24
DL	313	7.96	491	7.33	804	15.29	328	5.19	476	10.10
UA	100	2.46	99	7.08	199	9.54	66	1.62	133	7.92
CG	373	7.58	221	3.49	594	11.07	221	9.99	373	1.08
GA	17	0.53	251	1.21	268	1.74	152	0.72	116	1.02
HP	111	1.13	225	1.27	336	2.40	189	1.48	147	0.92
TOTAL	24743	639.06	19659	276.72	44402	915.78	14114	194.02	30288	721.76

LEVY OF DAMAGES UNDER ALL THREE SCHEMES
DURING 2003-2004
[UNEXEMPTED SECTOR]

Rs. in crores

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)
TN	13.92	44.79	58.71	12.79	45.92
KR	18.71	13.08	31.79	3.88	27.91
MH	17.39	19.20	36.59	9.64	26.95
KN	15.40	14.10	29.50	9.85	19.65
AP	12.27	13.71	25.98	7.87	18.11
UP	9.19	8.79	17.98	1.41	16.57
HR	9.36	6.94	16.30	2.05	14.25
OR	8.99	7.67	16.66	3.30	13.36
MP	8.41	6.26	14.67	2.47	12.20
WB	4.24	13.75	17.99	5.88	12.11
NR	7.57	4.55	12.12	1.58	10.54
PB	7.92	7.58	15.50	5.61	9.89
GJ	5.26	7.42	12.68	3.13	9.55
JH	0.65	10.27	10.92	1.55	9.37
RJ	5.76	2.60	8.36	1.48	6.88
UA	5.26	0.01	5.27	0.37	4.90
BR	0.51	5.21	5.72	1.78	3.94
DL	2.78	3.89	6.67	3.47	3.20
CG	1.15	1.85	3.00	1.58	1.42
GA	0.53	0.35	0.88	0.26	0.62
HP	0.53	0.23	0.76	0.60	0.16
TOTAL	155.80	192.25	348.05	80.55	267.50

EMPLOYEES' PROVIDENT FUND SCHEME, 1952
PROSECUTION CASES - SECTION 14 OF EPF & MP ACT, 1952
 DURING 2003-2004
 [UNEXEMPTED SECTOR]

Reg- ion	Opening Balance 01.04.03	Cases laun- ched during 2003- 04	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 31.03.04	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
MH	2226	0	2226	2	0	7	0	9	2217	0	163	361	1693
KN	1802	366	2168	146	0	94	84	324	1844	213	557	786	288
GJ	1724	0	1724	0	0	0	0	0	1724	0	46	161	1517
MP	1727	4	1731	108	0	0	0	108	1623	6	0	712	905
TN	1272	158	1430	2	0	0	0	2	1428	128	203	671	426
UP	1406	4	1410	0	11	0	0	11	1399	0	0	355	1044
BR	1319	0	1319	0	0	0	0	0	1319	1319	0	0	0
KR	1194	188	1382	73	0	0	2	75	1307	204	578	433	92
WB	1704	12	1716	112	4	0	398	514	1202	8	24	164	1006
AP	1988	-716	1272	9	0	89	70	168	1104	279	537	288	0
JH	1344	6	1350	410	139	0	58	607	743	83	112	367	181
OR	701	0	701	0	0	0	0	0	701	0	0	0	701
PB	700	54	754	26	32	0	0	58	696	16	4	186	490
HR	678	1	679	0	0	0	0	0	679	679	0	0	0
DL	484	10	494	2	0	0	0	2	492	0	0	207	285
CG	403	0	403	0	0	0	0	0	403	0	0	0	403
RJ	256	104	360	22	1	0	0	23	337	1	0	77	259
NR	210	0	210	0	0	0	0	0	210	0	0	210	0
GA	84	87	171	0	37	0	0	37	134	68	7	18	41
UA	4	8	12	0	0	0	0	0	12	0	0	8	4
HP	9	0	9	0	9	0	0	9	0	0	0	0	0
TOT	21235	286	21521	912	233	190	612	1947	19574	3004	2231	5004	9335

**PROSECUTION CASES UNDER SECTION 406/409 OF INDIAN PENAL
CODE FILED WITH THE POLICE AUTHORITIES
DURING 2003-2004
[UNEXEMPTED SECTOR]**

Region	FIR's pending with the Police as on 01.04.03	FIR's filed with the Police during 2003-04	Cases dropped by Police	Challans filed by Police in Courts	FIR's Pending with Police as on 31.03.04	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
TN	1374	432	326	0	1480	218	407	855
KR	993	95	3	0	1085	111	356	618
WB	823	29	1	0	851	33	34	784
KN	469	98	0	0	567	165	199	203
MH	381	7	0	0	388	6	33	349
GJ	353	28	0	0	381	11	30	340
UP	271	7	0	0	278	0	27	251
AP	245	10	1	0	254	92	70	92
PB	184	4	2	0	186	0	3	183
RJ	161	28	0	13	176	3	1	172
HR	113	9	2	0	120	4	0	116
MP	105	4	0	0	109	1	2	106
OR	97	3	0	1	99	0	3	96
GA	70	13	0	0	83	13	2	68
DL	48	9	0	0	57	8	9	40
NR	47	10	0	0	57	11	5	41
BR	19	0	0	0	19	0	9	10
UA	2	3	0	0	5	0	1	4
CG	1	2	0	0	3	3	0	0
JH	0	1	0	0	1	0	0	1
HP	6	0	6	0	0	0	0	0
Total	5762	792	341	14	6199	679	1191	4329

**PROSECUTION CASES UNDER SECTION 406/409 OF INDIAN PENAL
CODE BEFORE VARIOUS COURTS
DURING 2003-2004
[UN-EXEMPTED SECTOR]**

Region	Pending before the Court as on 01.04.03	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 31.3.04	Cases pending for 6 months	Cases pending for 6 months to 1 year	Cases pending over 1 year
MH	136	0	2	138	0	0	1	1	137	2	18	117
GJ	93	0	0	93	0	0	0	0	93	0	0	93
AP	23	0	24	47	0	0	0	0	47	0	0	47
OR	46	1	0	47	0	0	0	0	47	0	0	47
RJ	29	13	0	42	0	0	0	0	42	0	8	34
WB	41	0	0	41	0	0	0	0	41	0	0	41
TN	40	0	0	40	0	0	0	0	40	0	0	40
JH	20	0	0	20	0	0	0	0	20	4	0	16
KR	11	0	0	11	0	0	0	0	11	0	0	11
KN	7	0	0	7	0	0	0	0	7	0	0	7
BR	6	0	0	6	0	0	0	0	6	0	0	6
CG	3	0	0	3	0	0	0	0	3	0	0	3
MP	2	0	0	2	0	0	0	0	2	0	0	2
PB	2	0	0	2	0	0	0	0	2	0	0	2
GA	1	0	0	1	0	0	0	0	1	0	0	1
HP	1	0	0	1	0	0	0	0	1	1	0	0
DL	0	0	0	0	0	0	0	0	0	0	0	0
HR	0	0	0	0	0	0	0	0	0	0	0	0
NR	0	0	0	0	0	0	0	0	0	0	0	0
UA	0	0	0	0	0	0	0	0	0	0	0	0
UP	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	461	14	26	501	0	0	1	1	500	7	26	467

EMPLOYEES' PROVIDENT FUNDS SCHEME, 1952

SETTLEMENT OF PROVIDENT FUND CLAIMS

DURING 2003-2004

Region	Opening Balance as on 01.04.03	Cases Received during 2003-04	Total Workload	Cases Settled	Cases Returned	Cases Rejected	Cases Pending	Settlement Ratio	Return Ratio	Rejection Ratio	Pending Ratio
								(%)			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
MH	100202	214309	314511	239684	38131	4960	31736	76.21	12.12	1.58	10.09
TN	6813	465343	472156	405031	56427	1352	9346	85.78	11.95	0.29	1.98
KN	8029	288497	296526	253757	30107	6109	6553	85.58	10.15	2.06	2.21
DL	7895	169757	177652	140363	32716	71	4502	79.01	18.42	0.04	2.53
GJ	5234	180497	185731	157066	23561	2725	2379	84.57	12.69	1.47	1.28
WB	17099	91121	108220	88103	17946	510	1661	81.41	16.58	0.47	1.53
AP	42	152698	152740	133998	16643	884	1215	87.73	10.90	0.58	0.80
UP	11073	104421	115494	86267	26924	1723	580	74.69	23.31	1.49	0.50
PN	3230	122296	125526	108079	11877	5009	561	86.10	9.46	3.99	0.45
GA	2	16573	16575	13415	1394	1420	346	80.94	8.41	8.57	2.09
MP	3260	57851	61111	49981	9724	1292	114	81.79	15.91	2.11	0.19
JH	150	20405	20555	16967	3475	12	101	82.54	16.91	0.06	0.49
RJ	1773	71192	72965	59780	12400	732	53	81.93	16.99	1.00	0.07
HR	189	150396	150585	124804	24425	1305	51	82.88	16.22	0.87	0.03
CG	1024	13443	14467	10704	2808	905	50	73.99	19.41	6.26	0.35
UA	148	5878	6026	5742	57	179	48	95.29	0.95	2.97	0.80
KR	72	101742	101814	91095	9552	1139	28	89.47	9.38	1.12	0.03
BR	4	10584	10588	8784	1625	158	21	82.96	15.35	1.49	0.20
OR	21	31152	31173	27528	2909	727	9	88.31	9.33	2.33	0.03
HP	0	12810	12810	11251	1478	78	3	87.83	11.54	0.61	0.02
NR	47	9904	9951	8046	1786	119	0	80.86	17.95	1.20	0.00
TOTAL	166307	2290869	2457176	2040445	325965	31409	59357	83.04	13.27	1.28	2.42

Note: An amount of Rs. 5772.99 crores paid towards the settlement of EPF Claims during the period 2003-2004.

EMPLOYEES' PROVIDENT FUNDS SCHEME, 1952
SETTLEMENT OF APPLICATIONS FOR TRANSFERS
DURING 2003-2004

Region	Opening Balance as on 01.04.03	Cases Received during 2003-04	Total Workload	Cases Settled	Cases Returned	Cases Rejected	Cases Pending	Settlement Ratio	Return Ratio	Rejection Ratio	Pending Ratio
								(%)			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
MH	23242	22572	45814	12533	14095	1615	17571	27.36	30.77	3.53	38.35
DL	4131	23729	27860	11728	14151	60	1921	42.10	50.79	0.22	6.90
TN	1885	49332	51217	28944	20289	464	1520	56.51	39.61	0.91	2.97
KN	1921	34738	36659	17197	13697	4310	1455	46.91	37.36	11.76	3.97
GJ	501	15394	15895	10134	4693	705	363	63.76	29.53	4.44	2.28
PN	258	13706	13964	5235	7602	953	174	37.49	54.44	6.82	1.25
AP	6	19015	19021	13618	4926	314	163	71.59	25.90	1.65	0.86
UA	50	882	932	647	88	88	109	69.42	9.44	9.44	11.70
UP	2935	15395	18330	8533	8629	1087	81	46.55	47.08	5.93	0.44
GA	0	1816	1816	582	865	293	76	32.05	47.63	16.13	4.19
CG	62	1943	2005	1193	476	303	33	59.50	23.74	15.11	1.65
JH	17	1793	1810	994	772	13	31	54.92	42.65	0.72	1.71
HR	77	10669	10746	3724	6662	338	22	34.65	62.00	3.15	0.20
WB	358	3924	4282	2783	1455	25	19	64.99	33.98	0.58	0.44
MP	977	7599	8576	3999	3667	892	18	46.63	42.76	10.40	0.21
RJ	197	4688	4885	1117	3545	214	9	22.87	72.57	4.38	0.18
OR	0	7276	7276	5536	1490	247	3	76.09	20.48	3.39	0.04
BR	2	1100	1102	503	579	19	1	45.64	52.54	1.72	0.09
HP	0	1066	1066	555	475	36	0	52.06	44.56	3.38	0.00
KR	79	9152	9231	5902	2949	380	0	63.94	31.95	4.12	0.00
NR	4	610	614	359	238	17	0	58.47	38.76	2.77	0.00
TOTAL	36702	246399	283101	135816	111343	12373	23569	47.97	39.33	4.37	8.33

EMPLOYEES' PROVIDENT FUNDS SCHEME, 1952

PARTIAL WITHDRAWALS GRANTED

DURING 2003-2004

Region	Opening Balance as on 01.04.03	Cases Received during 2003-04	Total Workload	Cases Settled	Cases Returned	Cases Rejected	Cases Pending	Settlement Ratio	Return Ratio	Rejection Ratio	Pending Ratio
								(%)			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
MH	14139	61365	75504	54038	15562	1102	4802	71.57	20.61	1.46	6.36
TN	2548	114083	116631	80778	30194	3530	2129	69.26	25.89	3.03	1.83
KN	880	39380	40260	26996	9934	2575	755	67.05	24.67	6.40	1.88
AP	20	42187	42207	34683	6316	695	513	82.17	14.96	1.65	1.22
GJ	623	27920	28543	23533	3908	700	402	82.45	13.69	2.45	1.41
WB	2320	31692	34012	26856	6520	380	256	78.96	19.17	1.12	0.75
PN	539	24211	24750	20531	2850	1148	221	82.95	11.52	4.64	0.89
DL	490	11761	12251	9156	2912	7	176	74.74	23.77	0.06	1.44
UP	2007	42408	44415	38419	5431	441	124	86.50	12.23	0.99	0.28
UA	96	6584	6680	6518	24	85	53	97.57	0.36	1.27	0.79
GA	1	1961	1962	1295	230	386	51	66.00	11.72	19.67	2.60
JH	52	5628	5680	4571	1074	2	33	80.48	18.91	0.04	0.58
MP	1011	18146	19157	14544	3787	797	29	75.92	19.77	4.16	0.15
CG	18	3630	3648	2818	517	295	18	77.25	14.17	8.09	0.49
HR	43	17910	17953	14435	3029	473	16	80.40	16.87	2.63	0.09
BR	1	7649	7650	6874	716	51	9	89.86	9.36	0.67	0.12
KR	76	80039	80115	63562	12335	4214	4	79.34	15.40	5.26	0.00
RJ	260	13462	13722	11254	2275	190	3	82.01	16.58	1.38	0.02
OR	2	18663	18665	16973	1460	231	1	90.93	7.82	1.24	0.01
HP	0	3637	3637	2995	596	46	0	82.35	16.39	1.26	0.00
NR	20	7410	7430	5829	1311	290	0	78.45	17.64	3.90	0.00
TOTAL	25146	579726	604872	466658	110981	17638	9595	77.15	18.35	2.92	1.59

Note : An amount of Rs. 1876.13 crores paid towards the Partial Withdrawal / Advances granted during the year 2003-2004.

**EMPLOYEES' PROVIDENT FUND SCHEME, 1952
ISSUE OF ANNUAL STATEMENT OF ACCOUNTS TO MEMBERS
DURING 2003-2004**

Region	Workload as on 01.04.2003	Account Slips issued in r.o. years upto 2001-02	Account Slips issued for year 2002-03	Total Account Slips issued during 2003-04 [3+4]	Account Slips pending for issue as on 31.03.04 [2-5]
(1)	(2)	(3)	(4)	(5)	(6)
MH	9969574	2299724	5769920	8069644	3108802
GJ	4481026	1368598	2729649	4098247	1755553
DL	4239907	1163421	1565240	2728661	1734239
UP	3425341	1619741	1265683	2885424	1174362
PN	3034948	481338	1813733	2295071	764811
KN	5004046	1649009	3296534	4945543	736635
TN	5598100	395768	4981664	5377432	571359
AP	3524271	487647	2943067	3430714	520128
WB	2608355	480804	1871719	2352523	470824
RJ	1577300	191497	1279235	1470732	284940
MP	1691883	151009	1225906	1376915	197633
JH	529606	55557	410170	465727	137707
HP	256167	15581	155816	171397	102171
OR	666809	90382	606701	697083	94842
HR	1779978	233094	1795398	2028492	92388
NR	270457	98302	164269	262571	70152
BR	299521	110984	226807	337791	43135
CG	243703	16153	213083	229236	27415
GA	294658	53918	237556	291474	12121
UA	142796	22079	149855	171934	7261
KR	1280769	91402	1199165	1290567	6392
TOTAL	50919215	11076008	33901170	44977178	11912870

EPFO Head Office, New Delhi STATEMENT OF CASES PENDING BEFORE EPF APPELLATE TRIBUNAL 2003-2004								
Region	Opening Balance as on 01-04-2003	Cases added during the year	Total Number of cases	Cases decided against the Deptt.	Remanded to RPFC	Decided in favour of the deptt.	Total	Balance as on 31-03-2004
KR	180	281	461	0	0	0	0	461
TN	106	183	289	0	0	0	0	289
AP	110	175	285	0	0	0	0	285
KN	78	125	203	0	0	0	0	203
GJ	6	65	71	0	0	0	0	71
DL	49	60	109	0	0	0	0	109
RJ	55	60	115	0	0	0	0	115
HR	37	60	97	0	2	0	2	95
MP	44	58	102	0	0	0	0	102
MH	85	47	132	0	0	0	0	132
WB	36	44	80	0	0	0	0	80
OR	37	38	75	0	0	0	0	75
UP	19	35	54	0	0	0	0	54
BR	16	22	38	0	0	0	0	38
PB	20	21	41	0	0	0	0	41
JH	7	18	25	0	0	0	0	25
CG	13	15	28	0	0	0	0	28
UA	6	7	13	0	0	0	0	13
GA	5	6	11	0	0	0	0	11
HP	4	6	10	0	0	0	0	10
NER	1	2	3	0	0	0	0	3
TOTAL	914	1328	2242	0	2	0	2	2240

**FAMILY PENSION SCHEME, 1971 (upto 15.11.95) AND
EMPLOYEES' PENSION SCHEME, 1995 (from 16.11.95)
CONTRIBUTION RECEIVED**

Rs. in Crores

Year	Employees' & Employers' Contribution	Government Contribution	Total Contribution Received
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	1024.52
1995-96	998.32	274.72	1273.04
1996-97	2445.81	345.96	2791.77
1997-98	2850.09	370.49	3220.58
1998-99	3195.66	437.10	3632.76
1999-00	3606.78	560.00	4166.78
2000-01	3632.61	590.00	4222.61
2001-02	3964.04	485.00	4449.04
2002-03	4387.84	400.00	4787.84
2003-04	5492.55	450.00	5942.55
TOTAL	34473.16	5811.12	40284.28

EMPLOYEES' PENSION SCHEME, 1995
PROSECUTION CASES - SECTION 14 OF EPF & MP ACT, 1952
DURING 2003-2004
[UN-EXEMPTED SECTOR]

Region	Opening Balance 01.4.03	Cases launched during 2003-04	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 31.3.04	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
MH	1659	1	1660	4	0	26	0	30	1630	0	181	214	1235
BR	1319	0	1319	0	0	0	0	0	1319	1319	0	0	0
MP	1156	-28	1128	0	0	0	0	0	1128	6	0	718	404
KR	799	98	897	40	4	0	0	44	853	124	424	257	48
GJ	826	0	826	0	0	0	0	0	826	0	0	64	762
KN	844	126	970	162	0	0	5	167	803	93	338	209	163
TN	734	71	805	2	0	0	0	2	803	15	89	577	122
WB	1689	65	1754	64	0	0	913	977	777	8	6	156	607
JH	1301	49	1350	410	139	0	58	607	743	83	112	367	181
HR	645	0	645	0	0	0	0	0	645	645	0	0	0
UP	535	0	535	0	10	0	0	10	525	2	0	128	395
OR	473	0	473	0	0	0	0	0	473	0	0	0	473
AP	900	-366	534	6	0	89	70	165	369	105	264	0	0
PB	368	35	403	16	22	0	0	38	365	19	16	99	231
DL	242	0	242	0	0	0	0	0	242	0	0	88	154
CG	208	0	208	0	0	0	0	0	208	0	0	0	208
GA	51	85	136	0	4	0	0	4	132	85	7	3	37
RJ	51	40	91	11	0	0	0	11	80	0	0	9	71
NR	46	0	46	0	0	0	0	0	46	0	0	46	0
UA	4	8	12	0	0	0	0	0	12	0	0	8	4
HP	9	0	9	0	9	0	0	9	0	0	0	0	0
TOT	13859	184	14043	715	188	115	1046	2064	11979	2504	1437	2943	5095

EMPLOYEES' PENSION SCHEME 95

Classification of Pensioners as at 31.03.2004

Region	Total No. of Members of Fund on 1.4.2003	Member pension				Spouse Pension				Children Pension			Orphan Pension	Nominee Pension	Grand Total (6+10+13 +14+15)	% to total P.F. Marbas
		Early Pension (50-57 years)	Superannuation Pension (58 years)	Dis-able-ment pension	Total (3+4+5)	Death in Service		Death away from Service	Total (7+8+9)	EFPS 71	EPS 95	Total (11+12)				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
AP	1831552	73265	26776	65	00106	18907	27574	4532	51013	289	32465	32754	791	811	185475	10.13
BR	287225	12738	15367	9	28114	5163	7482	338	12983	150	12833	12983	140	120	54340	18.92
CG	180345	6961	1732	30	8723	1132	2224	307	3663	0	3107	3107	33	32	15558	4.42
DL	1589418	13334	3937	6	17277	647	5202	540	6389	13	8450	8463	169	198	32496	2.04
GA	83563	1470	1900	7	3377	447	1089	57	1593	10	1690	1700	41	104	6815	8.16
GJ	1612497	36172	20418	47	56637	11334	15520	1862	28716	172	23998	24170	412	588	110523	6.85
HP	164654	1593	1827	5	3425	1183	1526	37	2746	8	2437	2445	38	45	8699	5.28
HR	931554	12092	4678	26	16796	2715	6338	494	9547	8	10906	10914	201	146	37604	4.04
JH	368468	16564	8743	8	25315	2555	4868	1052	8475	0	7792	7792	160	62	41804	11.35
KN	2244265	57913	30019	98	88030	15860	20904	3334	40098	259	31163	31422	775	1020	161345	7.19
KR	979959	53906	39263	537	93706	6628	9148	2094	17870	224	12648	12872	426	620	125494	12.81
MH	4095931	88316	58103	280	146699	29078	38590	4632	72300	991	56197	57188	1007	1028	278222	6.79
MP	1258601	27056	9199	31	36286	7354	9034	1747	18135	42	13521	13563	292	220	68496	5.44
NR	209883	3173	2212	26	5411	1579	2495	410	4484	5	3671	3676	73	97	13741	6.55
OR	510517	11285	10531	9	21825	4117	3132	1873	9122	11	7731	7742	119	124	38932	7.63
PB	2063934	9475	7304	22	16801	5965	6245	261	12471	217	10058	10275	205	129	39681	1.93
RJ	799120	16523	7848	41	24412	5576	6225	401	12202	351	10040	10391	218	132	47355	5.93
TN	4703040	94011	42432	121	136564	20283	31001	4717	56001	292	47748	48040	1071	2211	243887	5.19
UA	153115	2935	4004	6	6945	1890	3029	166	5085	77	3162	3239	90	72	15431	10.08
UP	1145582	38851	32890	25	71766	14143	15916	776	30835	411	25527	25938	571	353	129463	11.30
WB	2273993	31329	23442	13	54784	12114	14218	1582	27914	132	19644	19776	430	376	103280	4.54
TOT	27487216	608962	352625	1412	962999	168670	231760	31212	431642	3662	344788	348450	7262	8468	1758841	6.40

EMPLOYEES' PENSION SCHEME, 1995 SETTLEMENT OF PENSION CLAIMS (ALL BENEFITS) DURING 2003-2004											
Region Name	Opening Balance as on 01.04.03	Claims Received upto the month	Total Workload	Claims Settled	Claims Returned	Claims Rejected	Claims Pending	Settlement Ratio	Return Ratio	Rejection Ratio	Pending Ratio
MH	14481	332886	347367	212985	45173	4784	84425	61.31	13.00	1.38	24.30
KN	8049	260999	269048	217230	35851	7029	8938	80.74	13.33	2.61	3.32
TN	16566	430110	446676	370888	66002	1371	8415	83.03	14.78	0.31	1.88
DL	16631	162678	179309	133991	39650	101	5567	74.73	22.11	0.06	3.10
GJ	5287	183090	188377	153409	27905	3759	3304	81.44	14.81	2.00	1.75
WB	14094	64095	78189	57103	18926	384	1776	73.03	24.21	0.49	2.27
AP	64	157899	157963	136097	19422	1613	831	86.16	12.30	1.02	0.53
PN	3187	113476	116673	96811	13897	5246	719	82.98	11.91	4.50	0.62
GA	163	15814	15977	12257	1782	1317	621	76.72	11.15	8.24	3.89
UP	20259	77740	97999	68461	26472	2493	573	69.86	27.01	2.54	0.58
CG	2926	14366	17292	13236	2910	915	231	76.54	16.83	5.29	1.34
MP	5579	51094	56673	46434	8823	1235	181	81.93	15.57	2.18	0.32
JH	733	22429	23162	19159	3819	26	158	82.72	16.49	0.11	0.68
HR	781	149584	150365	125285	23623	1374	83	83.32	15.71	0.91	0.06
OR	39	21735	21774	18584	2670	441	79	85.35	12.26	2.03	0.36
RJ	1276	67561	68837	52225	15735	802	75	75.87	22.86	1.17	0.11
UA	51	5679	5730	5382	88	222	38	93.93	1.54	3.87	0.66
KR	1379	59259	60638	47322	11476	1804	36	78.04	18.93	2.98	0.06
BR	22	9434	9456	7848	1507	85	16	82.99	15.94	0.90	0.17
HP	0	11854	11854	10052	1658	137	7	84.80	13.99	1.16	0.06
NR	86	8858	8944	7113	1462	369	0	79.53	16.35	4.13	0.00
TOTAL	111663	2220640	2332303	1811872	368851	35507	116073	77.69	15.81	1.52	4.98

Note :An amount of Rs. 2354.94 crores was paid during 2003-2004 towards settlement of claims (all benefits).

EMPLOYEES' PENSION SCHEME, 1995
SETTLEMENT OF MONTHLY PENSION CLAIMS
DURING 2003-2004

Region Name	Opening Balance as on 01.04.03	Cases Received during 2003-04	Total Workload	Claims Settled	Claims Returned	Claims Rejected	Claims Pending	Settlement Ratio	Return Ratio	Rejection Ratio	Pending Ratio
								%			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
MH	88379	10028	98407	51613	11628	798	34368	52.45	11.82	0.81	34.92
KN	3620	36242	39862	25139	9919	1884	2920	63.07	24.88	4.73	7.33
GJ	3517	31033	34550	24323	7693	551	1983	70.40	22.27	1.59	5.74
DL	4677	11471	16148	9197	5030	366	1555	56.95	31.15	2.27	9.63
PN	1279	9955	11234	6747	2874	120	1493	60.06	25.58	1.07	13.29
TN	5374	52774	58148	40437	15595	873	1243	69.54	26.82	1.50	2.14
CG	1964	6981	8945	4699	2908	300	1038	52.53	32.51	3.35	11.60
JH	223	12144	12367	9043	2826	164	334	73.12	22.85	1.33	2.70
OR	92	7971	8063	5281	2415	61	306	65.50	29.95	0.76	3.80
MP	6099	7173	13272	7480	4993	525	274	56.36	37.62	3.96	2.06
GA	94	1346	1440	834	336	33	237	57.92	23.33	2.29	16.46
WB	3420	25522	28942	21004	5630	2085	223	72.57	19.45	7.20	0.77
AP	107	42832	42939	34380	7919	418	222	80.07	18.44	0.97	0.52
UP	10605	30392	40997	28803	10190	1792	212	70.26	24.86	4.37	0.52
HR	520	10753	11273	6756	3568	813	136	59.93	31.65	7.21	1.21
HP	0	1715	1715	1183	416	4	112	68.98	24.26	0.23	6.53
RJ	1036	9975	11011	6479	4296	130	106	58.84	39.02	1.18	0.96
KR	1225	30544	31769	23092	7832	783	62	72.69	24.65	2.46	0.20
UA	150	3174	3324	3134	117	19	54	94.28	3.52	0.57	1.62
BR	11	12517	12528	10581	1803	136	8	84.46	14.39	1.09	0.06
NR	60	2675	2735	1940	609	185	1	70.93	22.27	6.76	0.04
TOTAL	132452	357217	489669	322145	108597	12040	46887	65.79	22.18	2.46	9.58

Note : Total amount disbursed towards Monthly Pension Claims is Rs. 1496.88 crores during 2003-2004.

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
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
2000-01	139.36	0.00	139.36	7.84	0.00	7.84
2001-02	153.47	0.00	153.47	7.61	0.00	7.61
2002-03	158.62	0.00	158.62	7.84	0.00	7.84
2003-04	175.36	0.00	175.36	7.80	0.00	7.80

EMPLOYEES' PROVIDENT FUNDS SCHEME, 1952

SETTLEMENT OF EDLI CLAIMS

DURING 2003-2004

Region Name	Opening Balance as on 01.04.03	Cases Received during 2003-04	Total Workload	Claims Settled	Claims Returned	Claims Rejected	Claims Pending	Settlement Ratio	Return Ratio	Rejection Ratio	Pending Ratio
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
MP	78	5851	5929	2805	1414	176	1534	47.31	23.85	2.97	25.87
WB	1152	5895	7047	2560	4007	91	389	36.33	56.86	1.29	5.52
KN	144	3248	3392	1613	1462	203	114	47.55	43.10	5.98	3.36
TN	125	5386	5511	2936	2364	131	80	53.28	42.90	2.38	1.45
DL	212	1190	1402	839	505	1	57	59.84	36.02	0.07	4.07
AP	0	2676	2676	1789	756	95	36	66.85	28.25	3.55	1.35
JH	8	540	548	239	291	0	18	43.61	53.10	0.00	3.28
GJ	51	1663	1714	1224	416	58	16	71.41	24.27	3.38	0.93
MH	2204	-1486	718	410	260	40	8	57.10	36.21	5.57	1.11
KR	27	2591	2618	1349	1114	149	6	51.53	42.55	5.69	0.23
CG	4	199	203	99	68	33	3	48.77	33.50	16.26	1.48
UP	164	2527	2691	1396	1216	76	3	51.88	45.19	2.82	0.11
BR	0	775	775	527	232	14	2	68.00	29.94	1.81	0.26
GA	0	201	201	104	42	53	2	51.74	20.90	26.37	1.00
PN	9	691	700	541	127	30	2	77.29	18.14	4.29	0.29
RJ	12	426	438	181	240	16	1	41.32	54.79	3.65	0.23
HP	0	151	151	85	64	2	0	56.29	42.38	1.32	0.00
HR	4	773	777	360	371	46	0	46.33	47.75	5.92	0.00
NR	0	355	355	262	83	10	0	73.80	23.38	2.82	0.00
OR	1	624	625	345	205	75	0	55.20	32.80	12.00	0.00
UA	0	228	228	210	3	15	0	92.11	1.32	6.58	0.00
TOTAL	4195	34504	38699	19874	15240	1314	2271	51.36	39.38	3.40	5.87

Note: A total of Rs. 50.78 crores disbursed in 2003-2004.

EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME, 1976
PROSECUTION CASES - SECTION 14 OF EPF & MP ACT, 1952
 (UNEXEMPTED SECTOR)
 DURING THE YEAR 2003-2004

Region	Opening Balance 01.4.03	Cases launched during 2003-04	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 31.3.04	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
MP	1707	-86	1621	0	0	0	0	0	1621	12	0	743	866
MH	1479	0	1479	3	0	2	0	5	1474	0	134	246	1094
BR	1319	0	1319	0	0	0	0	0	1319	1319	0	0	0
KN	1241	78	1319	182	0	30	20	232	1087	71	161	383	472
GJ	1024	0	1024	0	0	0	0	0	1024	0	0	126	898
WB	1640	1	1641	96	0	0	732	828	813	8	6	156	643
UP	782	0	782	0	10	0	0	10	772	0	0	168	604
KR	756	51	807	33	8	0	0	41	766	103	382	222	59
TN	702	65	767	2	0	0	0	2	765	14	130	480	141
JH	930	420	1350	410	139	0	58	607	743	83	112	367	181
AP	1162	-262	900	0	0	89	70	159	741	409	328	4	0
OR	530	80	610	0	0	0	0	0	610	0	0	0	610
HR	473	0	473	0	0	0	0	0	473	473	0	0	0
PB	492	22	514	32	22	0	0	54	460	0	22	147	291
CG	296	0	296	0	0	0	0	0	296	0	0	0	296
DL	233	0	233	0	0	0	0	0	233	0	0	65	168
NR	165	0	165	0	0	0	0	0	165	0	0	165	0
GA	51	65	116	0	4	0	0	4	112	65	7	0	40
RJ	56	40	96	11	0	0	0	11	85	0	0	9	76
UA	4	8	12	0	0	0	0	0	12	0	0	8	4
HP	9	0	9	0	9	0	0	9	0	0	0	0	0
TOT	15051	482	15533	769	192	121	880	1962	13571	2557	1282	3289	6443

APPENDIX S - 18

Employees' Provident Fund Organisation OFFICERS STRENGTH - GROUP 'A' AS ON 31.3.2004

REGION	SANCTIONED STRENGTH	OFFICERS IN POSITION
HQ	85	79
MH	69	55
TN	61	50
WB	59	49
AP	51	34
DL	39	31
GJ	36	31
KN	35	27
UP	30	29
KR	26	22
PB	25	25
MP	24	26
HR	23	35
OR	20	16
RJ	19	19
NR	17	12
JH	13	12
BR	12	10
NATRSS	07	07
CG	05	05
HP	05	04
UA	05	04
GA	04	04
Z.A. (NZ)	01	00
Z.A. (EZ)	01	00
Z.A. (WZ)	01	00
Z.A. (SZ)	01	00
NRPO	01	01
TOTAL	675	587

APPENDIX S - 19											
Employees' Provident Fund Organisation STAFF STRENGTH - GROUP 'B' AS ON 31.3.2004											
Region Name	Sanctioned Strength	Staff in Position	SHARE DUE			IN POSITION			EXCESS/SHORT (+/-)		
			SC	ST	OBC	SC	ST	OBC	SC	ST	OBC
HQ	376	256	40	16	23	23	8	-	17	8	23
MH	272	264	40	19	18	40	16	3	0	3	15
TN	212	203	29	13	14	29	15	7	0	-2	7
WB	210	170	29	13	14	17	10	7	12	3	7
GJ	129	127	17	8	8	28	8	8	-11	0	0
AP	124	124	17	8	8	19	7	6	-2	1	2
UP	117	117	16	8	7	16	7	1	0	1	6
KN	114	114	16	8	7	13	7	1	3	1	6
DL	90	86	12	5	5	13	5	2	-1	0	3
PN	85	85	12	5	5	18	2	1	-6	3	4
KR	81	80	12	5	5	10	6	2	2	-1	3
HR	58	58	9	4	4	10	1	1	-1	3	3
RJ	56	56	6	4	3	8	10	-	-2	-6	3
MP	53	47	6	1	3	8	2	0	-2	-1	3
OR	45	45	5	1	2	4	2	2	1	-1	0
JH	38	34	5	3	2	4	7	2	1	-4	0
NER	26	26	2	-	1	3	6	1	-1	-6	0
BR	25	24	1	0	1	4	1	1	-3	-1	0
UT	13	11	1	-	-	2	2	-	-1	-2	0
HP	10	10	0	-	-	1	3	0	-1	-3	0
CH	9	5	0	0	0	0	0	1	0	0	-1
GOA	6	6	0	0	0	0	0	0	0	0	0
TOTAL	2149	1948	275	121	130	270	125	46	5	-4	84

Employees Provident Fund Organisation
STAFF STRENGTH - GROUP 'C'
AS ON 31.3.2004

Region	Sanctioned Strength	Staff in position	Share Due			In Position			Excess/Short (+/-)		
			SC	ST	OBC	SC	ST	OBC	SC	ST	OBC
MH	2823	2216	375	188	204	239	157	105	-136	-31	-99
TN	2393	2068	339	120	156	398	36	129	59	-84	-27
WB	1581	1307	232	102	61	319	31	29	87	-71	-32
AP	1456	1273	177	82	82	165	48	62	-12	-34	-20
KN	1380	1100	176	86	84	163	51	36	-13	-35	-48
GJ	1275	972	132	93	70	158	85	92	26	-8	22
UP	928	908	137	65	70	164	1	116	27	-64	46
KR	890	808	115	57	58	93	23	68	-22	-34	10
DL	820	618	98	48	43	135	33	15	37	-15	-28
PN	813	704	141	42	54	123	10	56	-18	-32	2
MP	655	579	46	37	11	96	101	20	50	64	9
HR	558	405	68	33	34	89	13	7	21	-20	-27
RJ	537	433	60	23	9	80	63	2	20	40	-7
OR	448	421	59	29	26	57	65	10	-2	36	-16
HQ	352	294	40	16	26	60	12	7	20	-4	-19
JH	313	245	46	23	16	24	28	42	-22	5	26
BR	214	222	26	11	12	19	2	24	-7	-9	12
NR	209	208	26	11	17	9	55	2	-17	44	-15
UTR	107	79	12	5	6	26	4	3	14	-1	-3
CH	104	77	13	5	26	3	30	15	-10	25	-11
HP	98	74	12	3	4	12	6	4	0	3	0
Goa	78	61	6	2	3	1	0	0	-5	-2	-3
Centrally cadres			123	62	190						
TOTAL	18032	15072	2459	1143	1262	2433	854	844	97	-227	-228

Note:

Cadres of DEO, Supervisor (Computer Cell), HT (Gr.II) and Stenographer are controlled centrally. The roster of these cadres are maintained in HRM Wing, however the cadres are operated and located in region wise are therefore, reflected in the respective region.

Consequent upon creation/formation of new region (Jharkhand) the excess staff from R.O. Patna is under transfer to R.O., Jharkhand.

There is a matching saving @ 20% in the cadre of LDC/UDC towards financial upgradation from UDC to UDC (SG) under Time Bound Promotion Scheme (UDC with 17 years clerical service) w.e.f. 1.1.1990. The posts of LDC/UDC are required to be surrendered/kept vacant towards the said matching saving.

Employees' Provident Fund Organisation

STAFF STRENGTH - GROUP 'D'

AS ON 31.3.2004

Region	Sanctioned Strength	Staff in position	SHARE DUE			IN POSITION			EXCESS/SHORT (+/-)		
			SC	ST	OBC	SC	ST	OBC	SC	ST	OBC
MH	285	245	27	22	41	62	24	12	-35	-2	29
WB	265	198	46	13	32	55	15	12	-9	-2	20
TN	260	231	39	6	42	78	11	25	-39	-5	27
UP	198	187	24	12	37	63	1	42	-39	11	-5
AP	176	140	25	9	31	35	9	18	-10	-2	-14
KN	161	142	21	9	39	49	11	12	-28	-2	27
GJ	139	130	13	15	24	60	7	4	-47	17	-30
KR	130	128	18	8	21	67	6	18	-49	2	3
PN	102	96	20	1	13	50	1	4	-30	0	9
MP	100	98	11	14	6	39	22	4	-28	-8	2
DL	92	83	17	4	13	28	7	4	-11	3	-15
RJ	92	84	16	4	10	26	21	7	-10	-17	3
HQ	92	93	8	3	15	46	13	3	-38	-10	12
OR	76	76	10	4	0	23	21	1	-13	-15	-1
HR	71	60	16	5	12	31	1	3	-15	4	9
BR	44	49	4	1	8	13	1	15	-9	4	-9
NR	44	46	4	1	7	8	11	2	-4	-10	5
JH	38	27	9	4	7	6	7	7	3	-3	0
UTR	18	16	2	0	2	8	2	0	-6	-2	2
HP	16	11	3	1	1	2	2	1	1	-1	0
CH	12	14	2	0	2	2	4	7	0	-4	-5
Goa	9	14	3	0	1	1	2	0	2	-2	1
TOTAL	2420	2168	338	136	364	752	199	201	-414	-44	70

UNORGANISED SECTOR WORKERS' SOCIAL SECURITY SCHEME

Background

The Cabinet in its meeting held on 23rd July 2003 considered a proposal for the Ministry of Labour for a comprehensive legislation for unorganised sector workers. It was decided with the approval of the Hon'ble Prime Minister to constitute a Group of Ministers to consider the proposals. At present, there is no comprehensive legislation to provide social security to the workers in the unorganised sector. Out of the workforce of about 400 million in the country, 360 million workers are in the unorganised sector. The subject has been studied by various Commissions - National Commission on Labour, National Commission on self-employed Women and Women in the Informal Sector, the National Commission on Rural Labour and Second National Commission on Labour. All these studies have projected the plight of the workers in the unorganised sector and have recommended substantial measures to improve their living and working conditions. The Second National Commission for Labour has recommended umbrella legislation for the protection of the rights of unorganised workers. A draft Bill namely the Unorganised Sector Workers' Bill, 2003 was prepared. It was proposed to provide minimum social security cover to these workers on contributory basis. The contribution proposed from the workers. To begin with, it was proposed to launch a pension scheme providing for payment of pension @ Rs.500 on attaining the age of 60 years.

The Central Government after due consideration of various aspects had decided to institute a comprehensive Social Security Scheme for Unorganised workers sector on a pilot basis to be launched in 50 districts. The Ministry of Labour, Government of India vide letter No.M-2105/1/2004-RW dated 14.1.2004 directed the proposed Scheme to be implemented by EPFO.

The Scheme for Unorganised workers Sector was launched in a function held on 23.01.2004. Therefore, it became necessary to put in place various other administrative requirements to mobilize membership, set up systems in order to achieve the objectives set out in the Scheme.

Introduction

The Government of India, Ministry of Labour, has introduced a pilot Scheme in the name of Unorganised Sector Workers' Social Security Scheme (USWSSS) to provide benefits to the Workers in the Unorganised Sector. The Scheme envisages providing triple benefits in the form of Old Age-cum-Family Pension, Personal Accident Insurance and Universal Health Insurance to the Workers. To start with, the scheme will be implemented in fifty select districts across the country for a period of two years and subsequently spread over to other parts of the country.

Implementation

At the time of concept, discussions held before GOM etc., the presumption was that a legal framework in the form of an Act/Ordinance would be passed. On the strength of such legal framework, an administrative framework is required to be put in position to implement the Scheme. In order to implement the above scheme and create an administrative framework, EPFO identified the following requirements for implementation of the Scheme :

1. Agreement with designated banks for the purpose of making arrangements for receipt of contributions and payment of benefits.
2. Keeping contribution records/ history etc and at present this work is required to be handled by an agency like NSDL.
3. Agreement with Insurance Agency for the purchase of medi-claim as well as personal accident policies.
4. One critical link in implementing the Scheme would be grant of NSSN. The NSSN is at present given to members of EPFO without any extra charge. To allot NSSN to unorganised sector members in a distinct manner calls for software changes and consequential costs.
5. The contribution received is required to be invested in the procedure approved by the Central Government.

The Pilot Scheme was formally launched on 23rd January 2004 by the then Hon'ble Minister for Labour in New Delhi. In order to facilitate smooth implementation of the Scheme in the selected districts, Nodal Officers have been placed in the Field Offices to co-ordinate the work. A Workshop was organized at NATRSS on 23-24 March 2004 with participants from EPFO and other participating Labour Departments at Central and State level. A Handbook containing elaborate guidelines and clarifications on the Scheme was also prepared for distribution to the various agencies / individuals. NGOs and other agencies are also to be associated in enrolment of members in large-scale, as it would facilitate easier reach. The Additional Secretary (Labour) also addressed letters to all Chief Secretaries / Labour Secretaries of the State / UT Governments requesting their cooperation in the effective implementation of the scheme.

A consolidated and simplified single form was designed by merging the NSSN allotment form and Insurance Proposals form for utilization in the Worker's Kit. The same was sent to IRDA for its approval. Two new accounts have been formed - EPF-USWSS Account No.31 for Contributions and EPF-USWSS Account No.32 for Administrative expenses. Bank Accounts have been opened in the identified districts for operation of the Scheme, i.e., collection of contributions, meeting expenditure of Insurance, Administration, etc. These bank accounts are to be operated by the Nodal Officers and/ or other officers delegated with the power.

A high-power Task Force Team under the Chairmanship of the Additional Secretary (Labour) to monitor the progress in implementation of the Pilot Scheme and remove hurdles if any in implementation of the Pilot Scheme, was constituted.

The following are the members of the Task Force :

- | | |
|--|----------|
| 1. Shri Baleshwar Rai, Addl. Secretary, Labour | Chairman |
| 2. Dr. Ajay Dua, DG, ESIC | Member |
| 3. Shri Ajay Singh, CPFC | Member |
| 4. Shri Uday Kumar Verma, Director, VVGNI | Member |
| 5. Shri Manohar Lal, DG(LW) | Member |

The following were the functions assigned to the Task Force:

- Pre-launch preparations
- Establishment of systems and mechanism for implementation of the scheme
- Coordination with the insurance agencies, States Government and concerned authorities
- Awareness generation and publicity campaign
- Monitoring the Implementation of the scheme.

The Committee periodically reviewed the progress of the implementation of the Scheme from time to time in its various meetings and suggested ways and means for smoother running. The Task Force took various initiatives like :

- Preparation of video documentary films highlighting the scheme
- Devising of distinct reporting mechanism for the select districts
- Conducting of Orientation workshop for officials of CBWE, LBO and ESIC in NATRSS
- Finalisation of posters for display in WFC
- Strategy for effective enrolment of workers to the scheme
- Collection of Rs.50 as initial payment instead of Rs.650/- as upfront payment for extension of UHIS and PAIS benefits to encourage more workers to join the scheme.

The scheme could not be implemented with the required effort largely on account of two factors. The first is that the country was in election mode and a number of our personnel were also deployed for election duty. The second was that we were close to the end of the financial year and all field formations were fully engaged in achieving the annual targets set for them.

Scheme provisions

- a. This is a voluntary Scheme on pilot basis for two years in 50 select districts.
- b. The Scheme provides triple benefits -
 - Old Age Pension and Family Pension
 - Universal Health Insurance cover to member and family
 - Personal Accident Insurance cover to member

- c. The Worker is required to contribute Rs.50 per month and the employer, wherever identifiable, is required to contribute Rs.100 per month. Self Employed Persons may also join the Scheme but shall pay both shares of contributions. Government Of India contributes 1.16% of Average National Floor Wages per member per annum (currently fixed at Rs.250/-)
- d. Pension benefits are operated by EPFO and Insurance benefits operated by General Insurance Companies

Benefits :

A. Monthly Pension

A monthly Pension based on pension points accrued during his contributory life will be payable to the member on attaining the age of 60 years. The following types of pension are available :

Superannuation :

On attaining the age 60 the member will be paid monthly pension based on **Pension Points** accrued to his / her credit. To receive the full pension of Rs.500/-, pension points required are 480. If a member does not pay full contribution during any year(s) during the contributory life, pension is calculated based on Pension Points accrued up to the date of exit. However, Pension is paid only from the age of 60 and continues throughout lifetime.

Death during contributory Service

(a) Death due to accident :

1. Lump Sum payment of Rs. 1 lakh + Rs 25,000 payable immediately to the spouse nominee.
2. Pension based on Pension Point at date of death paid from date when the eligible widow attains 60 years of age and paid as long as spouse is eligible.

(b) Death not due to accident: Monthly pension based on Pension Point subject to a minimum as determined form time to time. Such pension is paid with immediate effect to the spouse as long as spouse is eligible.

In case of Death of the member after pension is sanctioned, the Spouse will receive 50% of Pension payable to retiree subject to a minimum of Rs.300. Pension is paid with immediate effect to the spouse as long as spouse is eligible.

Death during Non Contributory Period before vesting of pension, the monthly pension shall be based on pension points accrued at the date of exit. Such pension shall be payable with immediate effect to the spouse as long as the spouse is eligible

Permanent and Total Disablement during contributing period :

On a Member on becoming Permanently and totally disabled and unable to carry out the job he was doing before such contingencies and such Permanent Disablement being certified by a medical officer nominated by Insurances company, a lump sum amount of Rs.1 lakh will be paid immediately by the Insurance Company. Further he will receive a monthly Pension based on the Pension Points accrued as on the date of such contingency. Pension will paid on member attaining the age 60 and continue through out the lifetime of member.

Orphan Pension:

Payable to the Orphan on the death of the member and his /her spouse. The quantum is the same as that of Widow Pension divided equally among all Orphans. Pension to the orphan shall be paid through guardian. Pension Payment shall continue until the youngest child attains the age of 21 years irrespective of marital status of the orphan.

- B. Insurance Benefits :** On enrolment to the USWSSS the member and his family members will also get Insurance benefits for Hospitalisation of member / family and Personal Accident of Member. The member will be insured through a Group Insurance Policy and the Insurance Company concerned will issue a Policy Certificate to the member on acceptance of the proposal for Insurance.

a. Universal Health Insurance Scheme Benefits :

The Insurance Company designated for the area concerned operates The Universal Health Insurance Scheme Benefits. The Worker and his family will be entitled to medical expenses for hospitalisation due to sickness. The Worker will contact the Third Party Administrator (TPA) through toll-free telephone numbers provided and get the medical services from the designated hospitals. The reimbursement will be limited to Rs.30000 per annum on floater basis limited to Rs.15,000 per incidence. In addition to the reimbursement of medical expenses admissible, the worker will also get Rs.50/- per day as unemployment assistance for fifteen days of hospitalisation over three days. In case of death of the member, the family members will continue to be entitled for the Health Insurance Benefits during the balance period of the year for which the Group Insurance Policy is taken. The benefits under the scheme are governed by the rules of the Insurance Company.

b. Personal Accident Insurance:

In the event of death of the Member due to accident, the family members / nominees of the Member will be entitled for the Personal Accident Insurance amount. The amount will be Rs.1,25,000 in case of death and Rs.1,00,000 in case permanent disablement. The Insurance Company designated for the area concerned operates this benefit also.

Issues & Risks

- Scheme was launched on Pilot basis with the approval of the Central Government. The Scheme being a voluntary one, Employer's share of payment cannot be enforced.
- The UHIS and PAIS premium is determined and governed by the GIC and is subject to change upwards anytime as per their rules and requirements. This may require either raising the monthly contributions from the Member and Employer or diversion of larger components from pension fund.
- The Scheme cannot be sustained with Rs.50 contribution per month per member. A minimum average of Rs.100 per month per member will be required in all cases failing which contingent liability will arise.
- The Scheme needs some amendments and changes for strengthening and effective implementation of the provisions.

Response

- a) Response to the Scheme is somewhat encouraging in major cities like Delhi, Mumbai, Hyderabad, Chennai, etc. The penetration in rural and semi-urban areas is found difficult.
- b) The select districts may also need a re-look, as some districts are very rural and not connected or insufficient in infrastructure facilities.
- c) The Government of India has contributed Rs.1 lakh for the year 2003-04.

Expenditure

The Central Board in its 166th Meeting held on 03.02.2004 approved an advance of Rs. 5 Crores. This amount is to be spent on pre-launch exercises, advertisements, publicity matters, etc. However, upto 31.03.2004 only Rs.12,97,341/- was spent.

Staff

The Central Board in its 166th meeting held on 03.02.2004 had approved sanction of 10 new posts of RPFC Grade-I and one post of Additional CPFC to over see the program. However, not even one post has been filled as on date.

List of Selected Districts for Implementation of the USWSS Scheme on pilot basis

1	Andhra Pradesh	Hyderabad, Nellore, Chittoor
2	Karnataka	Bangalore, Mangalore
3	Bihar	Patna, Kishan Ganj
4	Jharkhand	Ranchi, Hazaribagh
5	Orissa	Bhubaneswar, Kalahandi
6	Gujarat	Ahmedabad, Surat, Daman
7	Maharashtra	Mumbai, Pune, Nagpur
8	Goa	Goa
9	Madhya Pradesh	Bhopal, Indore
10	Chattisgarh	Raipur
11	Delhi	Delhi
12	Haryana	Faridabad
13	Punjab	Gurudaspur, Chandigarh
14	Shimla	Shimla
15	Jammu & Kashmir	Jammu, Srinagar
16	RJ	Jaipur, Barmer, Jhalawar
17	Tamil Nadu	Chennai, Coimbatore, Theni, Pondicherry
18	Kerala	Thiruvananthapuram
19	Uttar Pradesh	Lucknow, Allahabad, Varanasi
20	Uttaranchal	Dehradun
21	North East Region	Guwahati, Itanagar, Imphal, Shillong, Aizwal, Kohima, Gangtok, Agartala,
22	West Bengal	Kolkata, Durgapur



Employees' Provident Fund Organisation

(Ministry of Labour, Govt. of India)

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