

P. F. CONTRIBUTIONS

54<sup>th</sup>

# ANNUAL REPORT

## 2006–2007



**Employees' Provident Fund Organisation**  
Ministry of Labour and Employment, Government of India

## Bill of Rights of Employees

- Right to membership of Provident Fund, Pension and EDLI Schemes for every employee of covered establishment drawing monthly basic pay and D.A. upto Rs. 6,500.
- To receive Annual Statement of Provident Fund Account by 30<sup>th</sup> September of the following year.
- To obtain claim form free of cost from any Provident Fund office.
- To obtain assistance/guidance from Public Relations Officers in filling up of forms.
- To submit claim applications in any office of EPFO and obtain acknowledgement.
- To get partial withdrawals settled within a maximum period of 30 days for specified purposes.
- To get claim final withdrawals settled within 30 days from the date of submission of claim.
- To get the accumulations transferred to your new account within 30 days of change of employer to execute nomination for receiving Provident Fund accumulations/ pension.
- To register grievance and get redressal.
- To approach Office-in-charge of any office for redressal of grievance without prior appointment.
- To receive guaranteed monthly payment of pension even in case of non-payment of dues by employer.
- To receive Provident Fund dues from Special Reserve Fund:
  - o in case of non-payment by employer of contribution deducted from wages;
  - o in case of non-payment by the employer of establishment closed for more than three years.
  - o in case of fraudulent withdrawal from your account.

# 54th ANNUAL REPORT

## 2006-2007



### **EMPLOYEES' PROVIDENT FUND ORGANISATION**

(Ministry of Labour & Employment, Govt. of India)

CORPORATE HEADQUARTERS: BHAVISHYA NIDHI BHAWAN

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## *Our 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 contributing to the economic and social well-being of Indians.*



# EMPLOYEES' PROVIDENT FUND ORGANISATION

ANNUAL REPORT 2006-2007

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## CHAPTER-1

# PERFORMANCE STATISTICS 2006-2007 AT A GLANCE

<b>1. COVERAGE</b>				
No. of Industries/ <b>Classes of Establishments</b> to which EPF & MP Act, 1952 applied as on 31.03.2007				182 (181)
No. of covered <b>Establishments</b> as on 31.03.2007	<b>Exempted</b>		<b>Unexempted</b>	<b>Total</b>
	EPS	EPF		
	03	2586 (2558)	469089 (441906)	471678 (444464)
<b>Membership</b> (As on 31.03.2007)(In Lakhs)		<b>Exempted</b>	<b>Unexempted</b>	<b>Total</b>
(a)	In Employees' Provident Fund	40.01 (39.65)	404.03 (389.88)	444.04 (429.53)
(b)	In Pension Fund	1.72	355.58	357.30 (323.89)
<b>2. CONTRIBUTIONS RECEIVED (Rs.In Crores)</b>				
(a)	<b>Employees' Provident Fund</b>	<b>Exempted</b>	<b>Unexempted</b>	<b>Total</b>
	(i) During the year	5048.07 (4783.89)	14414.01 (11792.67)	19462.08 (16576.56)
	(ii) Progressive	67132.10 (62084.03)	91218.71 (76804.70)	158350.81 (138888.73)
(b)	<b>Employees' Pension Fund</b>	<b>Unexempted</b>		
		<b>Employer's Share</b>	<b>Government's Share</b>	<b>Total</b>
	(i) During the year	6710.66 (6135.45)	1340.00 (750.00)	8050.66 (6885.45)
	(ii) Progressive			78741.81 (70691.15)
(c)	<b>Employees' Deposit Linked Insurance Fund</b>	<b>Total</b>		
	(i) During the year	250.65 (220.69)		
	(ii) Progressive	6780.85 (6530.20)		
<b>Total Contribution (a+b+c)</b>		<b>Exempted</b>	<b>Unexempted</b>	<b>Total</b>
(i)	During the year	5048.07 (4783.89)	22715.32 (18898.81)	27763.39 (23682.70)
(ii)	Progressive	67132.10 (62084.03)	176741.37 (154026.05)	243873.47 (216110.08)

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



3. ARREARS TO BE RECOVERED				(Rs. In Crores)	
RECOVERY	Opening Balance as on 01.04.06	Addition during the year	Realised during the year	Closing Balance as on 31.03.07	
PROVIDENT FUND & OTHER ARREARS					
Unexempted Sector	1724.19	1013.84	900.36	1837.67	
Which Includes:					
(a) Employees' Pension Fund	578.33	232.88	256.20	555.01	
(b) Employees' Deposit Linked Insurance Fund (from employers)					
(i) EDLI Contribution	44.31	14.13	12.03	46.41	
(ii) Admn. & Inspection Charges	5.95	0.21	1.12	5.04	
(c) Admn. & Inspection Charges	75.27	30.48	29.41	76.34	
(d) Penal Damages and Interest (all schemes)	598.05	287.06	173.06	712.03	
Exempted Sector	805.88	299.94	336.02	769.80	
4. INVESTMENTS					
(Rs. In Crores)					
(a)	Employees' Provident Fund	Exempted	Unexempted	Total	
	(i) During the year	8574.33 (7566.58)	13399.00 (10673.88)	21973.33 (18789.24)	
	(ii) Progressive	66102.42 (57528.09)	103837.36 (90438.36)	169939.78 (147966.45)	
(b)	Employees' Pension Fund (Securities & Public Account)				
	(i) During the year <sup>+</sup>				10857.09 (9430.90)
	(ii) Progressive <sup>+</sup>				81606.22 (70749.13)
(c)	Employees' Deposit Linked Insurance Fund (Securities & Public Account)				
	(i) During the year <sup>+</sup>				614.55 (543.80)
	(ii) Progressive <sup>+</sup>				5533.54 (4918.99)
5. RATE OF INTEREST (2006-07)					
Declared for Members to Employees' Provident Fund		8.50% (on monthly running balance)			

\* At face value.

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

6. CLAIMS SETTLED (Unexempted)							
S.N.	Nature of Claims	Workload (in lakhs)	Claims Settled (in lakhs)	Claims Pending (in lakhs)	Amount Disbursed (in crores)		
1.	EPF Claims	32.25	25.76	0.72	7046.81		
2.	Partial Withdrawal / Advances	4.61	3.59	0.06	1479.23		
3.	Transfer Cases	5.24	2.16	0.32	—		
4.	Pension Claims (all benefits) of which, [Monthly Pension Claims]	26.96 [5.97]	19.29 [3.63]	0.73 [0.44]	3532.68 [2324.23]		
5.	EDLI Claims	0.42	0.20	0.01	47.96		
TOTAL		69.48	51.00	1.84	12106.68		
7. PENAL ACTION AGAINST DEFAULTING ESTABLISHMENTS (Unexempted)							
(a)	Prosecution cases under Section 14 of the Act	Opening Balance	Launched	Decided	Pending		
I.	Employees' Provident Fund Scheme, 1952	23337	1811	1636	23512		
II.	Employees' Pension Scheme, 1995	15206	944	1401	14749		
III.	Employees' Deposit Linked Insurance, 1976	15408	984	1412	14980		
Total		53951	3739	4449	53241		
(b) Recovery Certificates under Section 8 of the EPF & MP Act, 1952 (Amt. Rs. in 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	77048	1429.66	22132	284.93	54916	1144.73
II.	Employees' Pension Scheme, 1995	66149	808.30	18744	191.30	47405	617.00
III.	Employees' Deposit Linked Insurance, 1976	80905	57.67	18445	9.50	62460	48.17
(c) FIR / Challans and Prosecution Cases under section 406/409 IPC							
FIRs/Challans under Section 406/409 IPC Cases Filed during the year			FIR filed with the police during the year			649 (457)	
			Challans filed by Police before the Courts			3 (7)	
			Cases pending at the end of the year			6972 (6531)	

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



Prosecution Cases filed before various Courts under Section 406/409 IPC during the year	Prosecution Cases filed before the Court	546 (549)
	Cases disposed by the Court	6 (6)
	Cases pending at the end of the year	540 (543)

<b>8. ANNUAL STATEMENT OF ACCOUNTS (Unexempted)</b>		<b>(Nos. in lakhs)</b>
(a)	Issued during the year	524.59 (537.50)
(b)	Pending as on 31.03.2007	312.43 (331.82)

<b>9. MANPOWER</b>		
<b>Category of Employee</b>	<b>Sanctioned Strength</b>	<b>Staff in Position</b>
Group A	685	602
Group B	2241	1988
Group C	17998	14747
Group D	2420	2173
<b>TOTAL</b>	<b>23344</b>	<b>19510</b>

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



COMPARATIVE PERFORMANCE FOR THE LAST THREE YEARS			
	2004-2005	2005-2006	2006-2007
<b>1. ESTABLISHMENTS COVERED</b>	<b>408831</b>	<b>444464</b>	<b>471678</b>
<b>2. MEMBERS ENROLLED (In lakhs)</b>	<b>411.10</b>	<b>429.53</b>	<b>444.04</b>
<b>3. FIELD OFFICES</b>			
Regional Offices	21	32	32
Sub-Regional Offices	92	79	81
Service Centres	12	18	12
District Offices	163	139	111
NATRSS/ZTIs/Sub-ZTIs	6	6	6
<b>4. MANPOWER POSITION</b>			
Sanctioned Strength	23276	23276	23344
Staff in Position	18709	18725	19510
<b>5. ADMINISTRATIVE ACCOUNT – Income &amp; Expenditure (Rs. in Crores)</b>			
Income	824.80	1016.68	1229.91
Expenditure	484.62	586.75	980.85
Savings	340.18	429.93	249.06
<b>6. CONTRIBUTION COLLECTED (During the year) (Rs. in Crores)</b>			
Provident Fund			
Exempted	3305.04	4783.89	5048.07
Unexempted	9613.11	11792.67	14414.01
<b>Total</b>	<b>12918.15</b>	<b>16576.56</b>	<b>19462.08</b>
<b>Pension Fund</b>			
Employee's / Employer's Share	5911.85	6135.45	6710.66
Government's Share	600.00	750.00	1340.00
<b>Total</b>	<b>6511.85</b>	<b>6885.45</b>	<b>8050.66</b>
<b>Deposit Linked Insurance Fund</b>			
Employer's Share	191.62	220.69	250.65
<b>Total</b>	<b>191.62</b>	<b>220.69</b>	<b>250.65</b>
<b>7. INVESTMENTS (During the year) (Rs. in Crores)</b>			
Provident Fund			
Exempted	8402.48	7566.58	8574.33
Unexempted	8466.70 <sup>+</sup>	11222.64 <sup>+</sup>	13399.00
<b>Total</b>	<b>16869.18</b>	<b>18789.24</b>	<b>21973.33</b>
<b>Pension Fund (Securities+Public Account)</b>	<b>9349.49<sup>#</sup></b>	<b>9430.90<sup>+</sup></b>	<b>10857.09</b>
<b>Deposit Linked Insurance Fund (Securities + Public Account)</b>	<b>502.02<sup>#</sup></b>	<b>543.80<sup>+</sup></b>	<b>614.55</b>

<sup>+</sup>At face Value<sup>#</sup>At cost Price



<b>8. PROVIDENT FUND ARREARS (At the end of the year) (Amount Rs. in Crores)</b>						
	<b>2004-2005</b>		<b>2005-2006</b>		<b>2006-07</b>	
	<b>No. of Defaulting Estts.</b>	<b>Amount Default</b>	<b>No. of Defaulting Estts.</b>	<b>Amount Default</b>	<b>No. of Defaulting Estts.</b>	<b>Amount in Default</b>
Exempted	288	608.00	482	805.88	478	769.80
Unexempted	40608	1536.82	76476	1724.19	72554	1837.67
<b>Total</b>	<b>40896</b>	<b>2144.82</b>	<b>76958</b>	<b>2530.07</b>	<b>73032</b>	<b>2607.47</b>
<b>9. SERVICE TO MEMBERS</b>						
<b>Annual Statement of Accounts</b>				<b>(in lakhs)</b>		
				<b>2004-2005</b>	<b>2005-2006</b>	<b>2006-2007</b>
Issued during the year				52.10	537.50	524.59
Pending				469.98	331.82	312.43
<b>10. Claims Settled (During the year)</b>						
	<b>2004-2005</b>		<b>2005-2006</b>		<b>2006-07</b>	
	<b>No. of Claims (in lakhs)</b>	<b>Amount Paid (Rs. in crores)</b>	<b>No. of Claims (in lakhs)</b>	<b>Amount Paid (Rs. in crores)</b>	<b>No. of Claims (in lakhs)</b>	<b>Amount Paid (Rs. in crores)</b>
Provident Fund Claims	24.09	5863.80	22.44	6071.96	25.76	7046.81
Partial Withdrawal/ Advances	4.33	1492.71	4.07	1419.26	3.59	1479.23
Transfer Cases	1.57	-	1.77	-	2.16	—
Employees' Pension Claims (all benefits)	21.42	2627.04 (inclusive of MPC amount 1717.93)	19.71	2980.51 (inclusive of MPC amount 1955.95)	19.29	3532.68 (inclusive of MPC amount 2324.23)
Monthly Pension Claims (MPC)	3.27		3.34		3.63	
E.D.L.I Claims	0.20	50.34	0.19	49.42	0.20	47.96
<b>Total</b>	<b>51.61</b>	<b>10033.89</b>	<b>48.18</b>	<b>10521.15</b>	<b>51.00</b>	<b>12106.68</b>
<b>11. OFFICE BUILDING</b>				<b>No. of offices</b>	<b>Completed</b>	<b>Under Construction</b>
Headquarters				1	1	—
Regional Offices				32	29	1
Sub-Regional Offices				81	36	12
NATRSS/ZTIs/Sub-ZTIs				6	5	1

## 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 protecting 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 following schemes are amongst the major

social security programmes formulated for the organised working class of India under the aegis of EPFO:—

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

#### Overview of the three Schemes

2.3 The provisions of the Act & the Schemes apply to 182 industries and classes of establishments. The establishments which satisfy the requirements of the Act viz. having 20 employees or more, or those opting voluntarily, are covered under the Act. The table below presents an overview of the three schemes:

	<b>Employees' Provident Fund Scheme, 1952</b>	<b>Employees' Deposit Linked Insurance Scheme, 1976</b>	<b>Employees' Pension Scheme, 1995</b>
<b>Benefits:</b>	<ul style="list-style-type: none"> <li>• Accumulation plus interest upon retirement, resignation, death</li> <li>• Partial withdrawals allowed for specific expenses such as house construction, higher education, marriage, illness</li> </ul>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• In case of average balance exceeds Rs. 35,000; amount paid will be Rs. 35,000 plus 25%</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly benefits for superannuation/retirement, disability, survivor widow(er), children</li> <li>• Amount of pension based on average salary during the preceding 12 months from the date of exit and total years of employment</li> <li>• Minimum pension on disablement</li> <li>• Past service benefit</li> </ul>



		of average balance in excess of Rs. 35,000 upto Rs. 60,000.	to participants of Family Pension Scheme, 1971.
<b>Contributions:</b> (% on wages)			
Employer	3.67% (for 177 industries) 1.67% (for 5 industries)	0.5%	8.33%
Employee	12% (for 177 industries) 10% (for 5 industries)	NIL	NIL
Government	Nil	NIL	1.16%
<b>Administrative Charges by employer:</b> Un-exempted (% of wages)	1.10%	0.01%	Till 05.01.2007 @ of 16% paid out of the EPS Fund and rest from PF Administration Fund.
<b>Inspection Charges by employer:</b> Exempted (% on wages)	0.18%	0.005%	Not Applicable

2.4 The three Schemes taken together provide to the employees an umbrella for the rainy days in the shape of old age benefits and long-term protection and security to the employee and 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.

#### **ADMINISTRATION OF THE FUND CENTRAL BOARD OF TRUSTEES**

2.5 The Central Board of Trustees, EPF is a statutory body constituted by the Central Government under the provisions of Section 5A of the Employees' Provident Funds and Miscellaneous Provisions Act (Act 19 of 1952). It is a tripartite body administering the three Schemes framed under the Act. The constitution of the Board as per section 5A of the Act is as under:

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



Hon'ble Union Minister for Labour and Employment, Govt. of India is the Chairman of the Board.

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

- Administration of the funds created and vested with the Board and performing other works incidental thereto.
- Delegation of Administrative & Financial powers as it may deem necessary for efficient administration of the Scheme.
- Appointment of officers & staff.
- Maintenance of accounts of Income & Expenditure in prescribed form and manner.
- Submission of Audited Accounts (with comments of CAG) and Annual Report on performance of the Organisation to Government.

During the year 2006-07, four regular meetings of the Board were held. A list of members of the Board as on 31.3.2007 is given in **Appendix-A-1**.

#### **EXECUTIVE COMMITTEE**

2.6 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. Its purpose is to assist the Central Board of Trustees, EPF in the discharge of its functions relating to administrative matters. The term of the Committee is two and half years. As per Section 5AA, the constitution of the Committee is as under:-

- Chairperson (Secretary, Ministry of Labour & Employment, Government of India)
- Central Government representatives - 2
- State Governments representatives - 3

- Employees' representatives -3
- Employers' representatives -3
- Central Provident Fund Commissioner -Member Secretary

The detailed functions of the Committee are:

- Opening of Sub-Regional Offices/Sub-Accounts Offices.
- Approval of 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 office 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 2006-07 four meetings of the Executive Committee were held.

#### **SUB COMMITTEES OF THE CENTRAL BOARD OF TRUSTEES**

##### **Finance & Investment Committee**

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

The main functions of the Committee are to:

- Oversee the investment being done at



present by State Bank of India as Portfolio Manager.

- Watch timely investment of trust money with a view to realizing the optimum returns.
- 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 stipulated by Government from time to time.
- Recommend rate of interest for the members of the fund.

The Financial Advisor to the Ministry of Labour and Employment is the Chairman of the Committee. The Financial Advisor & Chief Accounts Officer of the Employees' Provident Fund Organisation is the convener.

During the year 2006-07, four meetings of the Committee were held.

#### **Committee on Exempted Establishments**

2.8 The functions of this Sub-Committee of the Central Board of Trustees 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.

The Committee was last re-constituted on 01.11.2000 with Secretary (Labour) to the Government of Madhya Pradesh as Chairman and Additional Central Provident Fund Commissioner (Compliance) EPF Organisation as the Convener. Two representatives each of the employees' and employers' are also the members of the Committee. During the year 2006-07, no meeting was held.

### **SUB-COMMITTEES OF EXECUTIVE COMMITTEE**

#### **Building & Construction Committee**

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

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

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

During the year 2006-07, eleven meetings were held in which eighty seven proposals for construction of buildings; Staff quarter's interior and other similar works were considered. The Sub-Committee also visited eight sites at different locations.

#### **Pension Implementation Committee**

2.10 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, Secretary, Labour & Employment is the Chairman of the Committee. Additional Central Provident Fund Commissioner (Pension) is the Convener. During the year 2006-07, no meeting was held.

### **Technical Committee of EPFO**

2.11 The Technical Committee functions under the general superintendence and control of the Central Board of Trustees, EPF. The Technical Committee advises, provides guidance, suggests technology options and gives recommendations and suggestions on technical issues of relevance to the Organisation for consideration and appropriate decisions by the Central Board of Trustees, the Executive Committee, the Sub-Committee for Project Implementation and Monitoring and other Sub-Committees of the Board.

The functions of the sub-committee are:

- (i) To suggest, evaluate and recommend for adoption appropriate information technology, communications technology, business process automation technology, office automation technology and other technology related options and models in line with the business needs and objectives of the Organisation.
- (ii) To technically evaluate recommendations made by the consultants of the "Re-inventing Employees' Provident Fund, India" Project and others in terms of the sizing of the requirements proposed, adequacy of the specifications of hardware, software and net work solution.
- (iii) To technically evaluate and make recommendations of the hardware, software and network performance measurement tools /analysis and benchmarks.
- (iv) Technical approval of Tender Documents

related to acquisition/implementation of technology solutions.

- (v) To carry out techno-commercial evaluations of technology options.
- (vi) To advise and give recommendations on other technical issues of relevance to the Organisation.
- (vii) To advise and provide guidance to the Board, the Executive Committee, the Sub-Committee on Project Implementation and Monitoring and other sub-committees of the Board on any specific technical reference, issue or matter referred to the Technical Committee.

During the year 2006-07, two meetings were held.

### **Empowered Committee of EPFO**

2.12 During the year under report, a three member Empowered Committee was constituted for implementing the "Reinventing EPF India Project". The committee was assigned the mandate to:

- i) Examine the progress made so far on BPR with respect to milestones.
- ii) Examine the whole IT plan as brought out by the SIS Ltd.
- iii) Suggest measures to accelerate the progress of implementation of "Re-Inventing EPF, India" project.
- iv) Suggest measures for adoption of a suitable SSN system and its implementation, including the Kind of SSN Card to be prepared for distribution among the subscribers.
- v) Examine the possibility of linking the SSN Cards with existing voter ID Cards and subsequently with the National ID Cards.

No meeting of this committee could be held during the year under report.



## REGIONAL COMMITTEES

2.13 The Regional Committees (Employees' Provident Fund) for the States are constituted under the provisions of Para 4 of Employees' Provident Fund Scheme 1952. The term of each Regional Committees is three years. Sub-para (1) and (2) of 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 cases,
- Speedy settlement of claims,
- Issue of Annual Accounts slips to members of the Fund, and
- Speedy sanction of advances.

During the year 2006-07, out of 22 Regional Committees, 17 Regional Committees pertaining to the States of Andhra Pradesh, Assam, Chhattisgarh, Goa, Maharashtra, Rajasthan, Madhya Pradesh, West Bengal, Tripura, Uttar Pradesh, Himachal Pradesh, Uttaranchal, Haryana, Punjab, Karanataka,

Tamilnadu and Puducherry were in existence and remaining five were due for reconstitution at the beginning of the year.

The Regional Committees for the States of Bihar and Orissa were reconstituted during the year under consideration.

The matter of other Regional Committees which were due for reconstitution, was taken up with the Labour department of respective State Govts. However, the Regional Committees of Delhi, Gujarat and Kerala are pending for reconstitution. Even after constant pursuation with the concerned State Governments fresh nominations were awaited during the year.

2.14 In addition to the above, the matter of constitution of the separate Regional Committee for State of Jharkhand on grant of statehood was initiated by taking up the matter with the State Government of Jharkhand. Even after vigorous pursuation with the State Government, fresh nomination was awaited during the year.

2.15 The provisions of the Scheme mandate that the Regional Committee EPF of a State should meet at least two times in a financial year.



At present twenty-two Regional Committees exist and the State/Union Territory wise position of meetings held during the year 2006-2007 is as under:

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

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



The Regional Committees have been monitoring the various aspects of progress in the area of implementation of the provisions of the Act and Schemes in the states.

### **Regional Offices and Sub-Regional Offices**

2.16 The Organisation implements the provisions of the EPF & MP Act, 1952 and the schemes framed thereunder by its field formations, namely Regional Offices headed by an RPFC Gr. I level officer and Sub-Regional Offices functions under the Regional Offices in a geographical state. As on 31.03.07 there were 32 functional Regional Offices and 81 Sub-Regional Offices. A list of Regional Offices and Sub-Regional Offices is given in **Appendix A-2**.

### **Zonal Offices**

2.17 To improve the monitoring of performance of Regional Offices and Sub-Regional Offices, Zonal offices have been setup. The Headquarters has delegated these functions to the Zonal Offices and certain administrative delegations have also been made to make them more effective in exercising control over the ROs/SROs and improving their performance. Four Zonal Offices are in existence with their Headquarters at Delhi, Kolkata, Mumbai, Hyderabad. Each office is headed by an officer of the level of Additional CPFC.

### **District Offices and Service Centres**

2.18 At the field level the Organisation has

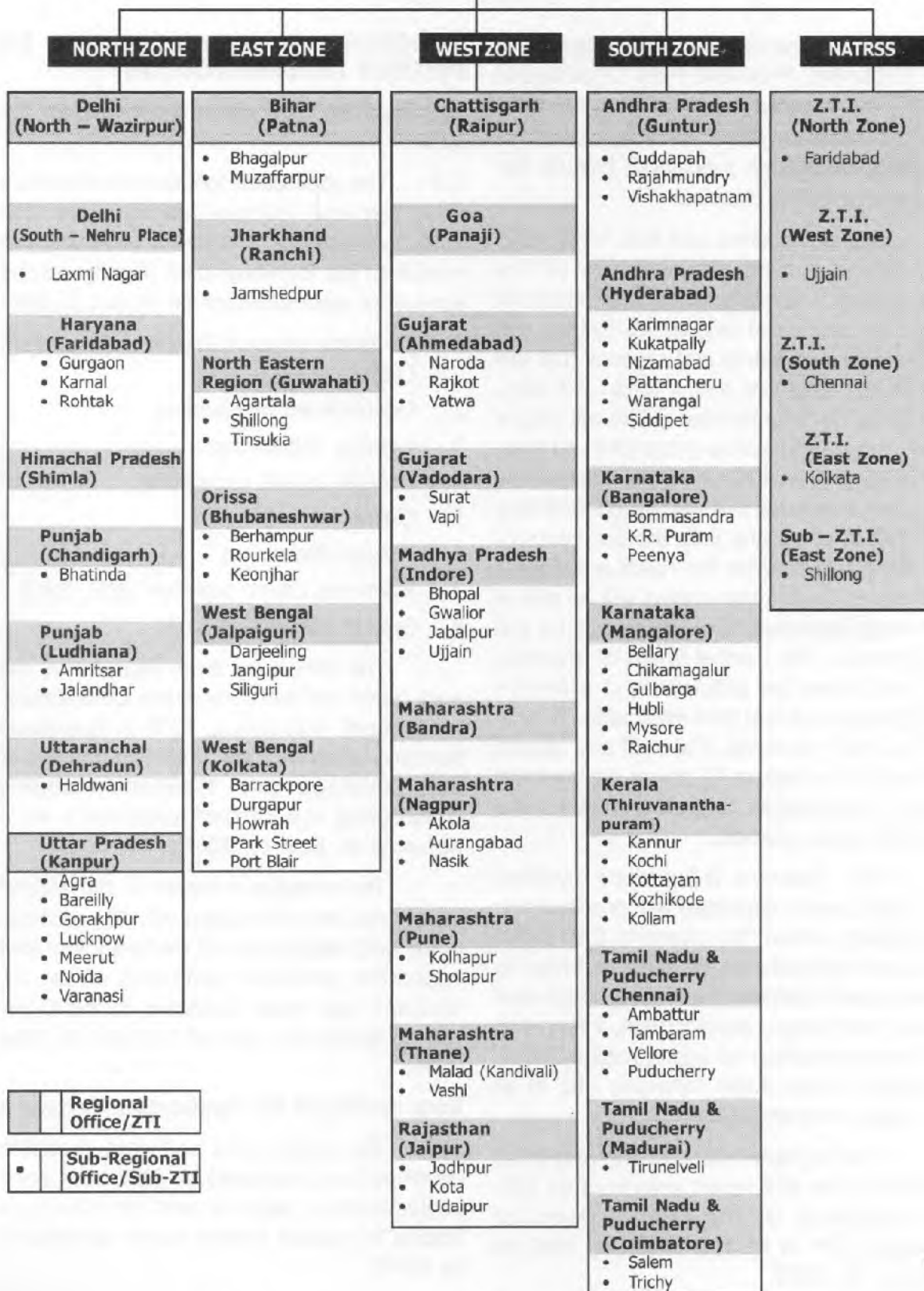
also setup District Offices to exercise supervision on the statutory compliance by the establishments which are already covered and those which are coverable. To provide access to ROs and SROs to the members in areas far from the nearest RO/SROs where concentration of subscribers is more, by way of education and guidance to members, the Organisation has opened "Service Centres". As on 31.03.2007, there were 111 District Office and 12 Service Centres functioning in different parts of the country.

In particular the service centers renders the following facilities :

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

2.19 The location of District offices and service centers in various geographical states are indicated in **Appendix A-2**. An Organization chart depicting the administrative control of Headquarters, zonal offices, NATRSS, ROs and SROs is at **Annexure-A**.

• • •

**EMPLOYEES' PROVIDENT FUND ORGANISATION****Annexure A****HEAD OFFICE**

## CHAPTER 3

### INFORMATION SERVICES & PROJECT "RE-INVENTING EPF, INDIA"

The "Re-inventing EPF, India" Project of the Employees' Provident Fund Organization (EPFO) was initiated in June 2001 to re-invent and re-position itself as a world class organization through a Business Process Re-engineering (BPR) exercise.

3.2 It is a cherished goal that holds much in promise for all stakeholders of the organization. The millions of EPF members can have convenient and easy access to their real time updated accounts and services that will ensure settlement of claims within 2-3 days. The Social Security Number (SSN) will ensure account portability across geography and time. The employers shall benefit from a hassle free electronic interfaces that will reduce their time and cost in complying with the provisions of the EPF&MP Act. With the reach and impact of the organization this project will be one of the finest examples of e-governance for the Government. The Central Board of Trustees, EPF will have an efficient and effective organization and real time information to take critical policy decisions. The staff and officers will work in a modern IT driven environment where information to perform tasks are available when required.

3.3 M/s. Siemens Information Systems Ltd. (SISL) were appointed as consultants to the project named "Re-inventing EPF, India" with the mandate to provide services to develop and implement the Project, which shall involve the design, development, integration and implementation of appropriate systems, processes, technology, software, etc. in all the major program areas.

3.4 The implementation of the project as detailed in the BPR report submitted by SISL was approved by the Central Board of Trustees, EPF in its 158<sup>th</sup> meeting held on October 22, 2002.

### PROGRESS & DEVELOPMENT IN PROJECT IMPLEMENTATION

#### Application Software Submission by SISL

3.5 The application software developed by M/s. Siemens Information Systems Ltd. (SISL) comprises of eleven (11) distinct modules. The following eight modules of the application were delivered on August 31, 2005

1. Coverage (except Prospect Inspection Cycle)
2. Establishment Accounting
3. Member Accounting
4. General Ledger Accounting
5. Claims
6. Pension Processing
7. Payments (basic payment cycle only)
8. System Administration

The remaining three modules of the application software covering Compliance, Investment Accounting, CRM & Grievance Handling along with the remaining portions of the Coverage and Payment Modules constituting the second installment were delivered on June 14, 2006.

The modules delivered in the second installment were integrated with the modules of the first installment and the fully integrated application software containing all the 11 modules was made available to EPFO for testing during the second fortnight of June 2006.

#### User testing of the Application Software

3.6 The application software modules developed and delivered by SISL have been subjected to a rigorous and intensive user testing by special testing teams constituted by EPFO.



**Test with Test Data**

3.7 In order to ensure a comprehensive and rigorous testing of the application software to obviate and minimize the pains at the time of actual field level production implementation, a testing team of 45-50 EPFO officials had been organized having a judicious mix of technical, business and operative level staff and officers.

3.10 The application testing team of EPFO was given an Introductory training course on the software by SISL during December 2005 after which the user testing of the application has been conducted in three distinct phases since January 29, 2006.

**Testing with Live Data**

3.8 The Data Migration (DM) Software, required to port the data from the legacy system to the new environment was submitted by SISL on September 22, 2006. Using the DM software a subset of the data, which was clean and passed the validation checks, for the Kota Pilot office was migrated to the production and test platforms for the "Capability Demonstration" exercise that was carried out on October 2, 2006. Subsequently, a subset of clean and validated data for all the six Pilot offices was migrated to the test and production platforms for the purpose of the "Trial Run" at all the six centres on December 7, 2006. This live data has been used extensively for testing and validating the application software by the pilot offices as well as the testing teams at the National Data Centre.

**Rectification & Modification of Critical Observations**

3.9 The testing of the application by the test team has resulted in more than 2900 observations having been recorded. These observations have been analyzed, categorized and prioritized on the basis of their criticality by a special team of officers.

After discussions with the consultants a total of 71 observations had been identified as critical that need to be attended prior to roll out so that the critical business functionality of receiving and accounting contributions and making payments is fully achieved.

**Annual Accounts & BN Allotment**

3.10 The primary pre-requisites for migrating to the new application and commencing work on it is to update the annual accounts to the determined Cut-off date and to issue Business Numbers (BN) for all the existing establishments. The task of allotting BN to the existing establishments has been nearly completed for all the offices concerned.

**Data Migration Exercise**

3.11 The six Pilot Offices for initial implementation of "Re-inventing EPF, India" Project is as under:

- (i) Hyderabad
- (ii) Kota
- (iii) Indore
- (iv) Karnal
- (v) Patna
- (vi) Mangalore

3.16 The Data Migration (DM) Software, required to port the data from the legacy system to the new environment was submitted by SISL on September 22, 2006. The Data Migration exercise is a highly iterative process that involves four stages.

3.12 Errors or corrections detected at any stage of the DM require the entire activity to be carried out from the first stage. The rigorous DM exercise has been designed to ensure that the data going into the new system is correct, validated and complete and there is no scope for junk data to enter the new system.



3.13 The DM exercise for all the six Pilot Offices has been commenced simultaneously. The errors generated are communicated back to the respective offices for cleaning and rectification and the iterative process is followed again. As the quantum of the legacy data is huge in each of the offices there have been scores of DM iterations for each of the offices.

At the end of the period under report the data for Mangalore, Kota and Indore were nearly ready for generation of the control reports whereas in respect of the other offices the required actions were being taken to ensure that the activity is completed.

#### **Development of Data Migration Utilities**

3.14 The Data Migration exercise required converting paper held legacy data that was not available in the legacy software database into electronic formats for migrating to the new application. Accordingly, ASMR software was developed by EPFO technical team at headquarters to capture information like dates of joining under different schemes, money order returns, cheque returns, refund of overpayments, LIC maturity details, Transfers within offices, exemption details, SRF details, etc. Similarly, FADM software was developed to capture the administrative account details for facilitating relevant voucher postings under appropriate account heads of the double entry accounting system in the new application. Both these utilities have been used successfully in the DM exercise.

#### **SSN Allotment for Members**

3.15 The Central Board of Trustees had approved the continuance of the vendor for SSN data collection for the entire country. It had also approved the revised procedure for SSN data collection and had authorized the Sub-Committee on Project Implementation and Monitoring to negotiate the rates with the vendors in view of the revised process. The Sub-Committee had conducted negotiations with the vendor on August 09, 2005 and

approved the new rate of data collection (Rs. 7 per record). A revised agreement has been entered into with the vendors and the work on SSN data collection has been commenced under the revised pattern of SSN data collection duly approved by the Central Board of Trustees. The revised agreement provides for SSN data collection both under the earlier system which involved the setting up of data collection camps and the revised system of obtaining filled up SSN forms along with photographs from employers and capturing the data.

#### **Deployment of Technical Layer**

##### **Central Site**

3.16 The Central Board of Trustees, EPF in its 171<sup>st</sup> meeting held on February 21, 2005 had accorded administrative and financial concurrence for the deployment of the technical layer for the central site through UTI-TSL.

The formal orders for issuing the Purchase Order on the vendors were communicated by EPFO on May 30, 2005. Jointly in consultation with UTI-TSL it was ensured that EPFO was adequately insulated in terms of the technology upgrades and price reductions. It was ensured that the Servers were provided with the latest processors; particularly for the RISC servers and all the software were of the latest releases. After ensuring the protections mentioned above UTI-TSL issued the purchase order on the vendors on July 8, 2005.

As on date the production as well as the test platform of the technical architecture has been installed and configured and the application has been deployed.

##### **Pilot Sites**

3.17 In respect of the Pilot offices for implementation of the project in full production mode requirements of desktops, printers and other peripherals as well as networking

requirements had been assessed and orders have been placed on DGS&D rate contract for hardware and UTI-TSL for networking after obtaining the approval of the Board in its 174<sup>th</sup> Meeting held on February 23, 2006. The orders have since been executed and the installation and integration activities have been largely completed at the respective sites. All the sites are presently able to connect to the central site over dedicated 2 Mbps leased lines for running the applications.

### **Capability Demonstration at Kota**

3.18 After testing of the application software and ensuring preparedness, it was decided to implement the project in full production mode with a subset of the entire data to demonstrate two facts viz. firstly, that the data of Kota pilot office after being processed through the Data Migration Software is properly and successfully migrated to the production system and secondly, the centralized data and applications are accessible from Kota and the application processes particularly the claim settlement process and the member relevant activities can be carried out.

This capability demonstration at Kota was carried out on October 2, 2006 and claims were settled in the new system as well as member balance query was carried out. The demonstration very effectively presented the capability of the new system in reducing the time cycle in settlement of claims and in the overall enhancement of efficiency that would be possible through the new system.

### **Launch of "Trial Run" at all Offices**

3.19 Subsequent to the capability demonstration carried out at Kota, it was decided to launch a "Trial Run" for all the six pilot offices with a limited subset of the data that was clean and passed the validation checks for each of the offices respectively. The primary objective of the trial run was to simulate the full production operations with all the six pilot offices connected to the centralized

database and applications and carrying out transactions simultaneously. The trial run at the six pilots has also allowed us to verify the robustness of the application vis-à-vis the inter module and intra module interactions within the application.

The secondary objective was to expose the application to the field level operations so that the set of observations were enriched with the experience of field officials, who have been doing the relevant task under the legacy operations on a day to day basis. The observations that have been generated through the trial run have made a qualitative difference to the list of observations that have been generated and are under discussion with the consultants for bringing about necessary changes.

### **Commencement of New Banking Receipts and Payments**

3.20 One of the paradigm shifts that the "Re-inventing EPF, India" Project brings about in the business operations of EPFO is in the new banking arrangements. The project proposes centralized banking operations for all the offices of EPFO. There are four elements in the revised banking arrangements:

- Receipts
- Payments
- Pension Disbursements
- Investments

The revised banking arrangements will provide a means for quicker and real time accounting and reconciliations, reduce float money in banking operations and maintain prudence and efficiency in banking and investment operations. The revised banking operations have been under discussion with State Bank of India (SBI) for some time now. The electronic file formats and data exchange mechanisms had to be finalized by the consultants and SBI. In the first instance the file formats for the receipts had been firmed up. This was followed by extensive testing of





both the file formats and the exchange mechanism. Real time field testing with actual money deposit in a base branch was carried out during the month of January 2007 at both Kota and Mangalore.

3.21 This was followed by a period of training for bank personnel as well as orientation programmes carried out at Kota and Mangalore for employers to familiarize them with the revised banking procedures. Advertisements were also issued.

3.22 The Payments in the full scale production environment was commenced at Kota and Mangalore from February 12, 2007. Simultaneously a mechanism has been worked out to port the electronic information of challans and statements to the legacy system as it would be required during the parallel run stage.

3.23 At the close of the period under report the revised banking operations were being closely monitored for ensuring stability.

#### **INITIATIVES IN EXISTING OPERATIONS**

3.24 All the offices of the Organization are equipped with functional EDP Centres and efforts have been taken to ensure that these centres are suitably equipped in terms of Hardware as well as Software for their effective functioning. The Information Services Division has met the IT Infrastructure requirements and demands of the offices.

- **Request for equipping EDP Centres with the minimum requirements necessary for making operational newly opened offices.** During the year 2006-2007, necessary start-off IT infrastructure have been sanctioned for newly opened Sub-Regional Office in Keonjhar in Orissa Region.

- **Request for additional systems and peripherals to handle the increased workload.** During the year Infrastructure augmentation proposals received from Regional Offices , Guntur, Raipur, Baroda, Shimla, Coimbatore, Kanpur, Dehradun, Bangalore and Sub-Regional Offices, Visakhapatnam, Muzzafarpur, Vapi, Kochi, Vashi, Udaipur, Jodhpur, Ambattur, Tambaram, Vellore, Meerut, Bareilly, Varanasi, Haldwani, Park Street, Barrackpore, Peenya, Bommasandra and K.R. Puram were approved and necessary sanctions were conveyed for execution of the proposals.

Similarly additional Line Matrix Printers to handle the increased printing workload in Regional Offices, Wazirpur, Kanpur, Dehradun, Bangalore and Sub-Regional Offices , Visakhapatnam, Jodhpur, Udaipur, Nasik, Kolhapur, Vashi, Pondicherry, Vellore, Tambaram, Meerut, Haldwani, Howrah, Peenya, Bommasandra and K.R.Puram were sanctioned during the year 2006-2007.

...



**EMPLOYEES' PROVIDENT FUNDS SCHEME 1952****APPLICATION OF THE ACT****Compulsory Coverage**

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

The Act 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 and
- Employing 20 or more persons.

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

**Voluntary Coverage**

4.2 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 31<sup>st</sup> March, 2007 the number of voluntarily covered establishments was 31694 – 6.72% of total establishments. During the year 2006-2007 additional 135 establishments were notified for voluntary coverage under the Act as against 373 establishments notified during the year 2005-06.

**SCHEDULE OF INDUSTRIES / CLASSES OF ESTABLISHMENTS**

4.3 Presently, 182 Industries / Classes of establishments are covered under the Employees' Provident Funds and Miscellaneous Provisions Act. These include factories/ establishments in Primary, Secondary, Trading & Commercial and Service Sectors of the economy.

4.4 During the year the existing list of Industries/Classes of establishments was further modified to include one more category of establishment vide Government of India notification dated 27.07.2006. W.e.f. 27.07.2006 the provisions of the EPF & MP Act and the schemes also apply to any establishment engaged in manufacture, marketing, servicing and usage of a computer [as defined in clause (i) of Sub-section (1) of Section 2 of the Information Technology Act (21 of 2000)] / or deriving any form of output therefrom and related processing services.

**ELIGIBILITY FOR MEMBERSHIP OF THE SCHEME**

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:

<b>CHRONOLOGICAL ORDER OF THE CHANGE OF WAGE LIMIT UNDER EMPLOYEES' PROVIDENT FUNDS SCHEME, 1952 [Para 2(f)] FOR MEMBERSHIP</b>	
<b>Period</b>	<b>Wage limit per month</b>
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/-

<b>QUALIFYING PERIOD OF SERVICE FOR ENROLLMENT TO THE MEMBERSHIP OF THE FUND(Para 26 OF THE E.P.F.SCHEME, 1952)</b>	
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

**COVERAGE AND ENROLLMENT**

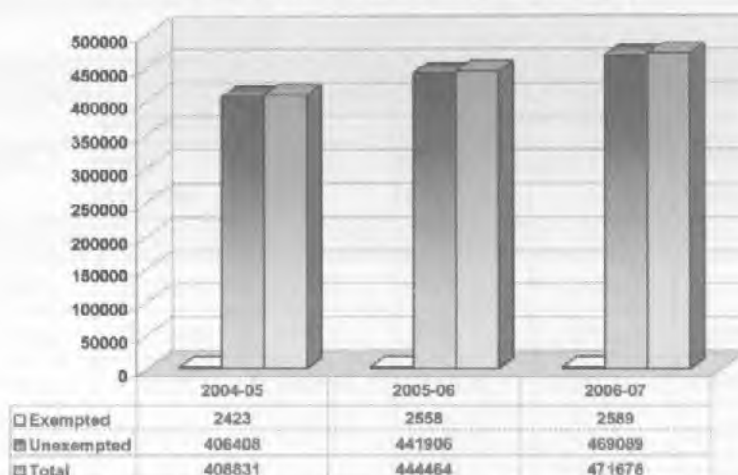
Zone-wise (Region-wise) position and concentration of establishments and members are given in **Table-1**.

<b>TABLE-1</b>								
<b>Region</b>	<b>Establishments</b>				<b>Members</b>			
	<b>Exem- pted</b>	<b>Unex- empted</b>	<b>Total</b>	<b>% to total</b>	<b>Exem- pted</b>	<b>Unex- empted</b>	<b>Total</b>	<b>% to total</b>
<b>NORTH ZONE</b>								
<b>HR</b>	50	23211	23261	4.93%	59790	2668223	2728013	6.14%
<b>PN</b>	36	25455	25491	5.40%	37151	2642034	2679185	5.95%
<b>DL</b>	230	32081	32311	6.84%	354082	1791414	2145496	4.76%
<b>UP</b>	202	31932	32134	6.80%	167428	1404185	1571613	3.49%
<b>HP</b>	29	5300	5329	1.13%	9007	238193	247200	0.55%
<b>UT</b>	30	3300	3330	0.71%	67801	124986	192787	0.43%
<b>TOTAL</b>	<b>577</b>	<b>121279</b>	<b>121856</b>	<b>25.83%</b>	<b>695259</b>	<b>8869035</b>	<b>9564294</b>	<b>21.54%</b>
<b>SOUTH ZONE</b>								
<b>TN</b>	141	56707	56848	12.04%	250603	5554498	5805101	12.89%
<b>KN</b>	113	30918	31031	6.57%	399599	4094108	4493707	9.98%
<b>AP</b>	99	43492	43591	9.23%	248377	2961396	3209773	7.13%
<b>KR</b>	76	14977	15053	3.19%	38338	1286768	1325106	2.94%
<b>TOTAL</b>	<b>429</b>	<b>146094</b>	<b>146523</b>	<b>31.02%</b>	<b>936917</b>	<b>13896770</b>	<b>14833687</b>	<b>32.94%</b>
<b>EAST ZONE</b>								
<b>WB*</b>	644	28386	29030	6.15%	745659	1750057	2495716	5.54%
<b>JH</b>	77	7379	7456	1.58%	231883	520282	752165	1.67%
<b>OR</b>	66	8581	8647	1.83%	60105	676591	736696	1.64%
<b>BR</b>	97	4012	4109	0.87%	61723	178639	240362	0.53%
<b>NR</b>	17	5558	5575	1.18%	30203	208977	239180	0.53%
<b>TOTAL</b>	<b>901</b>	<b>53916</b>	<b>54817</b>	<b>11.61%</b>	<b>1129573</b>	<b>3334546</b>	<b>4464119</b>	<b>9.91%</b>
<b>WEST ZONE</b>								
<b>MH</b>	490	71406	71896	15.22%	792786	7226883	8019669	17.81%
<b>GJ</b>	91	41091	41182	8.72%	230360	3460487	3690847	8.20%
<b>RJ</b>	41	13957	13998	2.96%	107455	1466404	1573859	3.49%
<b>MP</b>	46	13911	13957	2.96%	37697	1461712	1499409	3.33%
<b>GA</b>	8	2559	2567	0.54%	14443	401549	415992	0.92%
<b>CG</b>	6	4876	4882	1.03%	57000	285634	342634	0.76%
<b>TOTAL</b>	<b>682</b>	<b>147800</b>	<b>148482</b>	<b>31.44%</b>	<b>1239741</b>	<b>14302669</b>	<b>15542410</b>	<b>34.51%</b>
<b>G.total</b>	<b>2589</b>	<b>469089</b>	<b>471678</b>	<b>100.00%</b>	<b>4001490</b>	<b>40403020</b>	<b>44404510</b>	<b>100.00%</b>

\*The Figures for the Kolkata region are provisional.



ESTABLISHMENTS COVERED UNDER THE ACT



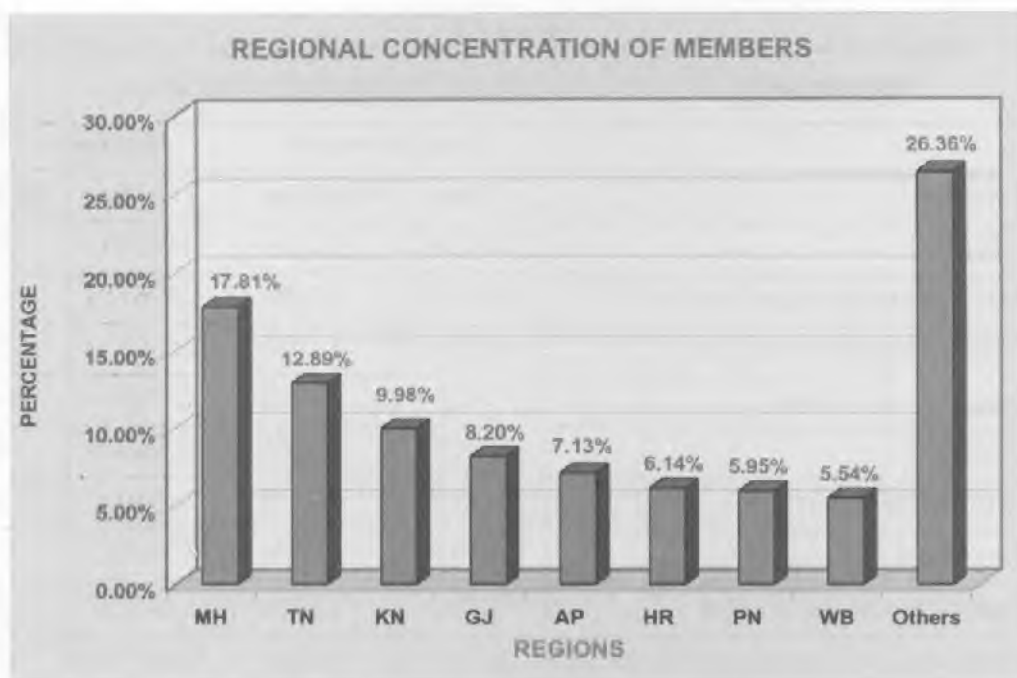
### CONCENTRATION OF MEMBERS – REGION WISE

4.6 Maharashtra region followed by Tamilnadu has the largest number of members. It would also be noted that 74.59%

of the members are concentrated in eight regions namely, Maharashtra, Tamil Nadu, Karnataka, Gujarat, Andhra Pradesh, Haryana, Punjab and West Bengal. The list of regions in terms of concentration of members is indicated in **Table - 2**

TABLE-2								
Region	Establishments				Members			
	Exem- pted	Unex- empted	Total	% to Total	Exem- pted	Unex- empted	Total	% to Total
MH	490	71406	71896	15.22%	792786	7226883	8019669	17.81%
TN	141	56707	56848	12.04%	250603	5554498	5805101	12.89%
KN	113	30918	31031	6.57%	399599	4094108	4493707	9.98%
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PN	36	25455	25491	5.40%	37151	2642034	2679185	5.95%
WB	644	28386	29030	6.15%	745659	1750057	2495716	5.54%
DL	230	32081	32311	6.84%	354082	1791414	2145496	4.76%
RJ	41	13957	13998	2.96%	107455	1466404	1573859	3.49%
UP	202	31932	32134	6.80%	167428	1404185	1571613	3.49%
MP	46	13911	13957	2.96%	37697	1461712	1499409	3.33%
KR	76	14977	15053	3.19%	38338	1286768	1325106	2.94%
JH	77	7379	7456	1.58%	231883	520282	752165	1.67%
OR	66	8581	8647	1.83%	60105	676591	736696	1.64%
GA	8	2559	2567	0.54%	14443	401549	415992	0.92%
CG	6	4876	4882	1.03%	57000	285634	342634	0.76%
HP	29	5300	5329	1.13%	9007	238193	247200	0.55%
BR	97	4012	4109	0.87%	61723	178639	240362	0.53%
NR	17	5558	5575	1.18%	30203	208977	239180	0.53%
UT	30	3300	3330	0.71%	67801	124986	192787	0.43%
G. total	2589	469089	471678	100.00%	4001490	40403020	44404510	100.00%





### CONCENTRATION OF MEMBERS-INDUSTRY-WISE

4.7 Out of the 182 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, Establishments rendering expert services, Trading & Commercial Estts., Manufacturing of Beedi and Textile. These five industries account for 32.10% the total membership.

4.8 Schedule of twenty-five industries/classes of establishments account for 61.75% of the total membership. Concentration of establishments and members in these top 25 industries/ schedule of establishments is given in **Table - 3**.

### STATUS NOTE ON BEEDI INDUSTRY

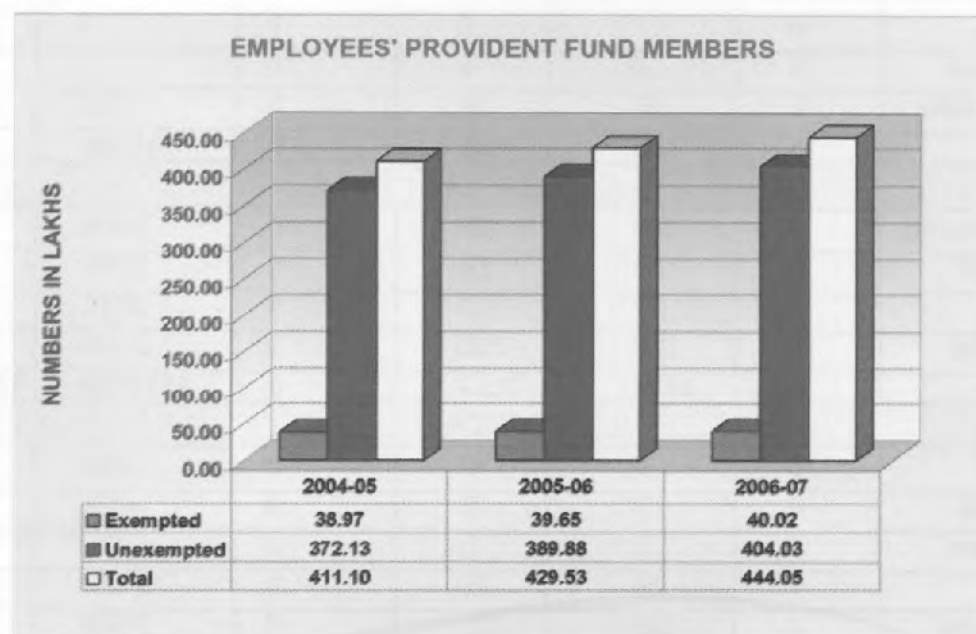
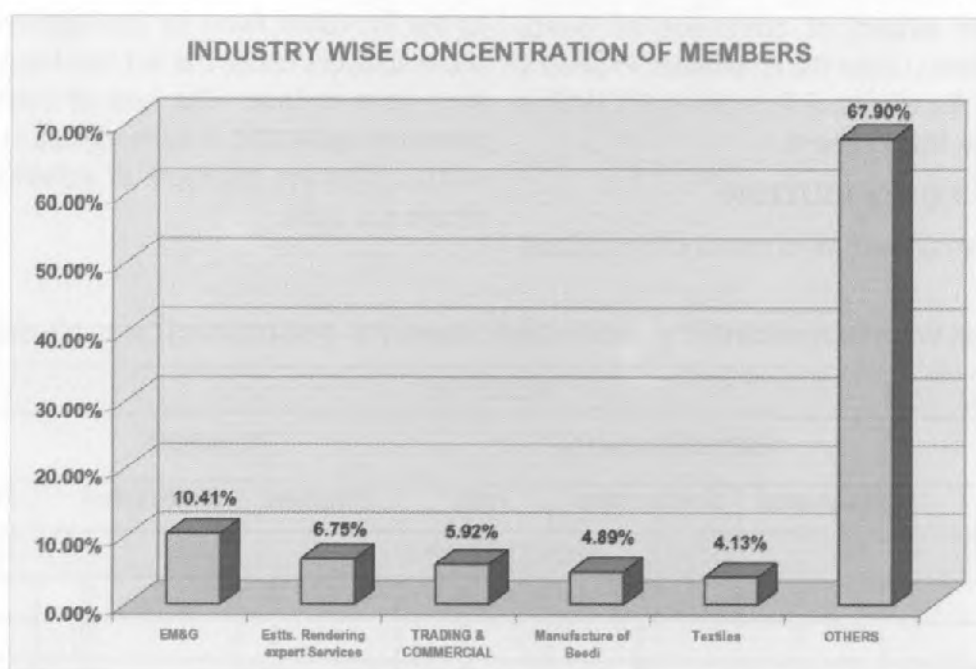
4.9 Though the establishments engaged in the manufacturing of Beedi were brought under the preview of the Act w.e.f. 1.5.77 the coverage of the industry was delayed due to the protracted litigation by the employers. Consequent on the decision of the Hon'ble Supreme Court of India upholding the

coverage of the Beedi industry steps were taken to extend benefits to the Beedi Workers. However various associations of Beedi industries represented that Act should be enforced only from the date of pronouncement of the Supreme Court Judgement. After protracted negotiations with the Beedi Manufacturer's Association at the higher levels it was later decided that:

- All Beedi 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.

<b>TABLE - 3</b>					
<b>Industry wise Concentration of Establishments and Members</b>					
<b>S.No.</b>	<b>Industry</b>	<b>Establishments</b>		<b>Members</b>	
		<b>Nos.</b>	<b>% of total</b>	<b>Nos.</b>	<b>% of total</b>
1	E M & G	43458	9.21%	4623154	10.41%
2	Estts. rendering expert services	28270	5.99%	2996713	6.75%
3	Trading and commercial estt.	41744	8.85%	2630804	5.92%
4	Manufacture of beedi	5405	1.15%	2172873	4.89%
5	Textiles	19082	4.05%	1832383	4.13%
6	Educational Institutions	31816	6.75%	1462092	3.29%
7	Heavy and Fine chemicals	9191	1.95%	1244117	2.80%
8	Garments making factories	6589	1.40%	1202257	2.71%
9	Engineers and Engineering Contractors	18767	3.98%	1053188	2.37%
10	Any School	20459	4.34%	830911	1.87%
11	Siliminite Mines	10005	2.12%	828608	1.87%
12	Irons and Steel	7215	1.53%	774888	1.75%
13	Building and construction	12545	2.66%	768891	1.73%
14	Tea	1190	0.25%	700418	1.58%
15	Road Motor Transport estt.	5036	1.07%	630751	1.42%
16	Rubber and rubber products	2377	0.50%	534046	1.20%
17	Hotels	11833	2.51%	453880	1.02%
18	Electricity	3172	0.67%	433484	0.98%
19	Cashewnuts	2105	0.45%	377083	0.85%
20	Any college	6807	1.44%	370580	0.83%
21	Hospitals	5828	1.24%	357494	0.81%
22	Sugar	2936	0.62%	308704	0.70%
23	Plastic and plastic products	4521	0.96%	298911	0.67%
24	Cleaning & Sweeping	2103	0.45%	272273	0.61%
25	Jute*	200	0.04%	259588	0.58%
<b>TOTAL COVERAGE OF 25 TYPE OF INDUSTRIES</b>		<b>302654</b>	<b>61.75%</b>	<b>64.17%</b>	<b>27418091</b>
<b>REST OF THE INDUSTRIES/ESTTS.</b>		<b>169024</b>	<b>38.25%</b>	<b>35.83%</b>	<b>16986419</b>
<b>TOTAL COVERAGE ALL INDIA</b>		<b>471678</b>	<b>100.00%</b>	<b>100.00%</b>	<b>44404510</b>

\*The figures for the Kolkata region are provisional.



4.10 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 Beedi Industry.



4.11 The extent of coverage of Beedi establishments under the Employees' Provident Fund and Miscellaneous Provisions Act 1952 is indicated in the **Table-4**.

### **RATE OF CONTRIBUTION**

4.12 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%:-

**ZONE-WISE MEMBERSHIP IN BEEDI ESTABLISHMENTS - POSITION AS ON 31.03.2007**

<b>TABLE- 4</b>						
<b>Region</b>	<b>Establishments</b>			<b>Members</b>		
	<b>Exempted</b>	<b>Unexempted</b>	<b>Total</b>	<b>Exempted</b>	<b>Unexempted</b>	<b>Total</b>
<b>NORTH ZONE</b>						
Delhi	0	0	0	0	0	0
Haryana	0	0	0	0	0	0
Himachal Pradesh	0	0	0	0	0	0
Punjab	0	0	0	0	0	0
Uttaranchal	0	0	0	0	0	0
Uttar Pradesh	0	166	166	0	10539	10539
<b>TOTAL</b>	<b>0</b>	<b>166</b>	<b>166</b>	<b>0</b>	<b>10539</b>	<b>10539</b>
<b>SOUTH ZONE</b>						
Andhra Pradesh	0	580	580	0	709641	709641
Karnataka	0	310	310	0	253039	253039
Kerala	0	127	127	0	80351	80351
Tamil Nadu	0	2100	2100	0	611525	611525
<b>TOTAL</b>	<b>0</b>	<b>3117</b>	<b>3117</b>	<b>0</b>	<b>1654556</b>	<b>1654556</b>
<b>EAST ZONE</b>						
Bihar	0	37	37	0	30943	30943
Jharkhand	0	57	57	0	42048	42048
N.E.Region	0	23	23	0	1302	1302
Orissa	0	258	258	0	106849	106849
West Bengal	0	2326	2326	0	379497	379497
<b>TOTAL</b>	<b>0</b>	<b>2701</b>	<b>2701</b>	<b>0</b>	<b>560639</b>	<b>560639</b>
<b>WEST ZONE</b>						
Chattisgarh	0	47	47	0	8272	8272
Goa	0	0	0	0	0	0
Gujarat	0	60	60	0	1102	1102
Madhya Pradesh	0	283	283	0	138487	138487
Maharashtra	2	140	142	7740	70957	78697
Rajasthan	0	164	164	0	12758	12758
<b>TOTAL</b>	<b>2</b>	<b>694</b>	<b>696</b>	<b>7740</b>	<b>231576</b>	<b>239316</b>
<b>GRAND TOTAL</b>	<b>2</b>	<b>6678</b>	<b>6680</b>	<b>7740</b>	<b>2457310</b>	<b>2465050</b>

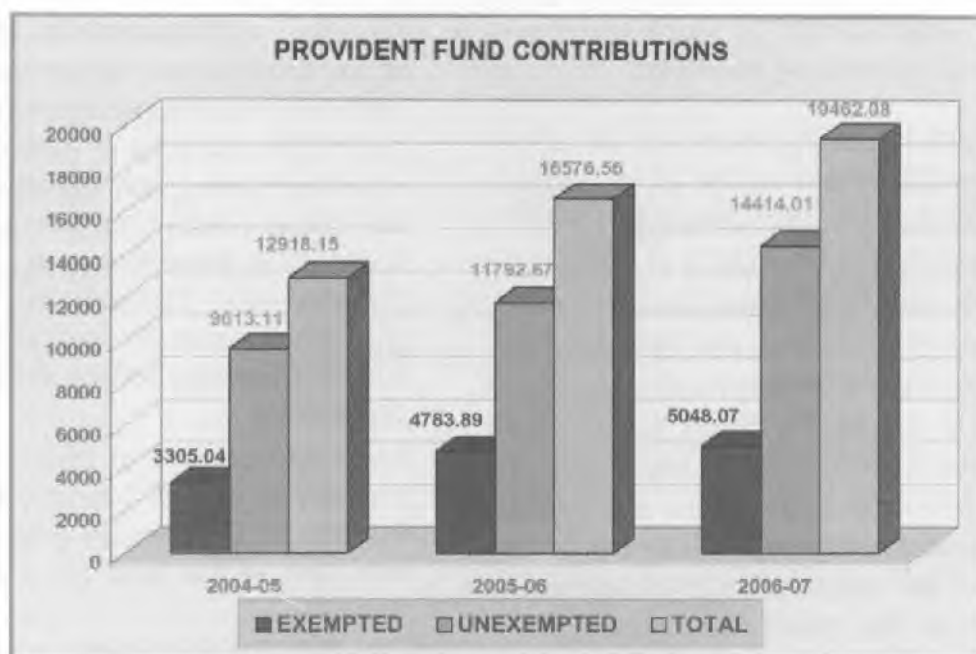


- Any establishment in which less than twenty persons are employed;
- Any sick industrial company as defined in clause (O) of sub-section (I) of Section 3 of the Sick Industrial Companies (Special Provisions) Act 1985 (Act, 1 of 1986) and which has been declared as such by the Board for Industrial and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

4.13 During the year Rs.19462.08 crores were received towards provident fund contributions as detailed in **Table - 5**.

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 on	% Variation over previous Year
<b>1998-99</b>	2841.36	(-) 10.49	4954.18	35.98	7795.54	14.33
<b>1999-00</b>	3904.14	37.40	5778.08	16.63	9682.22	24.20
<b>2000-01</b>	4328.89	10.88	6399.55	10.76	10728.44	10.81
<b>2001-02</b>	4278.13	(-)1.17	6910.13	7.98	11188.26	4.29
<b>2002-03</b>	3859.37	(-)9.79	7528.77	8.95	11388.14	1.79
<b>2003-04</b>	4112.56	6.50	8243.41	9.49	12355.97	1.08
<b>2004-05</b>	3305.04	(-)19.64	9613.11	16.62	12918.15	4.55
<b>2005-06</b>	4783.89	44.75	11792.67	22.67	16576.56	28.32
<b>2006-07</b>	<b>5048.07</b>	<b>5.52</b>	<b>14414.01</b>	<b>22.23</b>	<b>19462.08</b>	<b>17.41</b>



### ADMINISTRATIVE AND INSPECTION CHARGES

4.14 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 and inspection charges are 1.10% and 0.18% on the aggregate wages on which contribution to provident fund is payable. During the year under report Rs.954.45 crores has been collected as Administrative & Inspection Charges as against Rs.793.14 Crores collected during 2005-2006.

### INVESTMENTS

4.15 Finance & Investment Committee is a Sub-Committee of the Central Board of Trustees consisting of the representatives of Employers, Employees and Government representatives. The main functions of the Committee are to:

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

4.16 The Joint Secretary and Financial Advisor to the Ministry of Labour & Employment, Govt. of India chairs the committee and the Financial Advisor & Chief Accounts Officer of the Employees' Provident Fund Organisation is the convenor of the Committee. During the year, four meetings of the Committee were held.

4.17 Facts and Particulars regarding Investments (at face value) in Unexempted Sector.

**(1) Employees' Provident Fund:**

(i) Total Investments as on 31.03.06. Rs. 90438.36 Crores.

(ii) Net addition in Investments at Face Value during the year: Rs. 13399.00 Crores.

(iii) Total Investments as on 31.03.2007. Rs. 103837.36 Crores.

4.18 An amount of Rs. 103837.36 crores stands invested at the end of the year. The net investment during the year 2006-07 were Rs.13399.00 crores as against Rs10673.88 crores during the year 2005-2006. Net investment represents investment, acceptance, maturities and withdrawals.

**(2) Employees' Pension Fund:**

(i) Total Investments as on 31.03.06. Rs. 70,749.13 Crores.

(ii) Net addition in Investments at Face Value during the year: Rs. 10,857.09 Crores.

(iii) Total Investments as on 31.03.2007. Rs. 81,606.22 Crores.

**(3) Employees' Deposit Linked Insurance Fund:**

(i) Total Investments as on 31.03.06. Rs. 4,918.99 Crores.

(ii) Net addition in Investments at Face Value during the year: Rs. 614.55 Crores.

(iii) Total Investments as on 31.03.2007. Rs. 5,533.54 Crores.

Year	% Rate of Interest Declared
2002-2003	9.5% on monthly running balance. Declared on 06.05.2005
2003-2004	9.5% on monthly running balance. Declared on 06.05.2005 ( 9% interest plus 0.5% Golden Jubilee bonus interest)
2004-2005	9.5% on monthly running balance. Declared on 01.08.2005
2005-2006	8.50% on monthly running balance. Declared on 10.01.06.
2006-2007	The CBT recommended 8.50% on monthly running balance to the Govt. of India for the year.

**Pattern of Investment**

4.19 The funds invested by CBT,EPF during the year comprise the net contributions received after adjusting the payments on account of advances, loans withdrawals and final settlements. The portfolio management of the fund is being handled by State Bank of India w.e.f. 01.04.1995 after being withdrawn

from the RBI. The funds administered by the CBT,EPF are invested as per the pattern of investment prescribed by the Central Government under para 52 of the EPF Scheme,1952. The extant investment pattern notified by the Ministry of Labour & Employment on 09.07.2003 and effective since 01.04.2003 is reproduced in **Table-6**.

**TABLE - 6**

	<b>PATTERN OF INVESTMENT</b>	<b>% of Amount to be invested</b>
(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;	<b>25%</b>
(ii)	1. 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 2. 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	<b>15%</b>
(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	<b>30%</b>
(iv)	To be invested in any of the above three categories as decided by their Trustees.	<b>30%</b>
(v)	The Trusts, subject to their assessment of the risk – return prospects, may invest up to 1/3 <sup>rd</sup> of (iv) above, in private sector bonds/ securities, which have an investment grade rating from at least two credit rating agencies.	



**Break up of Investments:**

4.20 The total corpus lying invested under the three schemes and the percentage distribution of amounts invested in different categories of investment provided under the extant pattern under the three schemes and their consolidated position is depicted in **Tables – 7 & 8.**

<b>TABLE - 7</b>			
<b>Category wise distribution of Investment in Different Schemes at face value as on 31.03.2007</b>			
	<b>Category of Investment</b>	<b>Amount invested (Rs. in crores)</b>	<b>%age</b>
<b>A.</b>	<b>Employees' Provident Fund</b>		
1.	Central Govt. Securities.	18,146.22	17.48
2.	(a) State Govt.	11,970.43	11.53
	(b) Govt. Guaranteed Securities	1,497.32	1.44
3.	Special Deposit Scheme	52,232.23	50.30
4.	Public Sector Financial Institutions/Undertakings (including Private Sector bonds/securities).	19,991.16	19.25
	<b>TOTAL</b>	<b>103,837.36</b>	<b>100.00</b>
<b>B.</b>	<b>Employees' Pension Fund</b>		
1.	Central Govt. Securities.	17,950.73	22.00
2.	(a) State Govt.	10,068.05	12.33
	(b) Govt. Guaranteed Securities	1,636.08	2.00
3.	Special Deposit Scheme	1,400.52	1.72
4.	Public Sector Financial Institutions/Undertakings (including Private Sector bonds/securities).	17,616.01	21.59
5.	Public Account	32,934.83	40.36
	<b>TOTAL</b>	<b>81,606.22</b>	<b>100.00</b>
<b>C.</b>	<b>Employees' Deposit Linked Insurance Fund</b>		
1.	Central Govt. Securities.	477.77	8.63
2.	(a) State Govt.	360.70	6.52
	(b) Govt. Guaranteed Securities	29.85	0.54
3.	Special Deposit Scheme	2.50	0.04
4.	Public Sector Financial Institutions/Undertakings (including Private Sector bonds/securities).	751.77	13.59
5.	Public Account	3910.95	70.68
	<b>TOTAL</b>	<b>5533.54</b>	<b>100.00</b>



TABLE - 8

**Consolidated statement on categorywise investment of corpus under different schemes at face value as on 31.03.2007.**

S.No.	Schemes (Amount in Crores)					Total	%age
	Category	Employees' Provident Fund	Employees' Pension Fund	Employees' Deposit Linked Fund Insurance			
1	Central Government Securities	18,146.22	17,950.73	477.77		36574.72	19.24
2 a	State Government	11,970.43	10,068.05	360.70		22399.18	11.78
b	Government Guaranteed Securities	1,497.32	1,636.08	29.85		3163.25	1.66
3	Special Deposit Scheme	52232.23	1,400.52	2.50		53635.25	28.21
4	Public Sector Financial Institutions @	19,991.16	17,616.01	751.77		38358.94	20.17
5	Public Account	—	32,934.83	3910.95		36005.78	18.94
	<b>Total</b>	<b>103,837.36</b>	<b>81,606.22</b>	<b>5,533.54</b>		<b>190137.12</b>	<b>100.00</b>

@(including Private Sector Bonds/Securities)

**INVESTMENTS MADE (UN-EXEMPTED SECTOR)**

4.21 The total investment of Provident Fund accumulations in respect of un-exempted establishments as on 31.03.2007 amounted to Rs.103837.36 crores at Face Value. The net investment made during the year was Rs.13399.00 crores as against Rs.7925.88 crores during the previous year.

**INVESTMENTS MADE (EXEMPTED SECTOR)**

4.22 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

31.03.2007 amounted to Rs.66102.42 crores. The net investments during the year is Rs.8574.33 crores as against Rs.7566.58 crores during the previous year. Investment made during the year is given in **Table-9**.

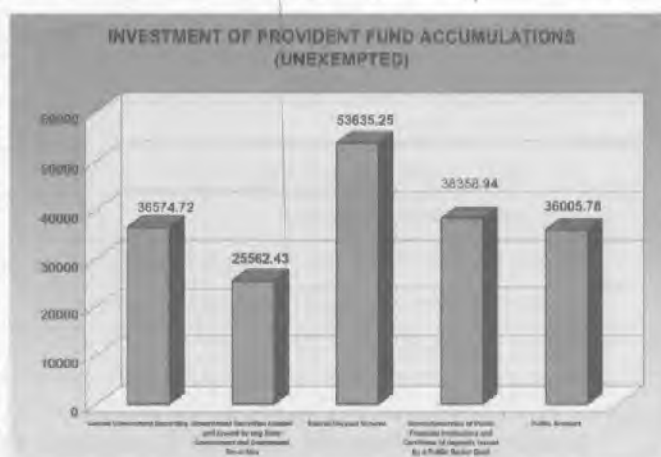


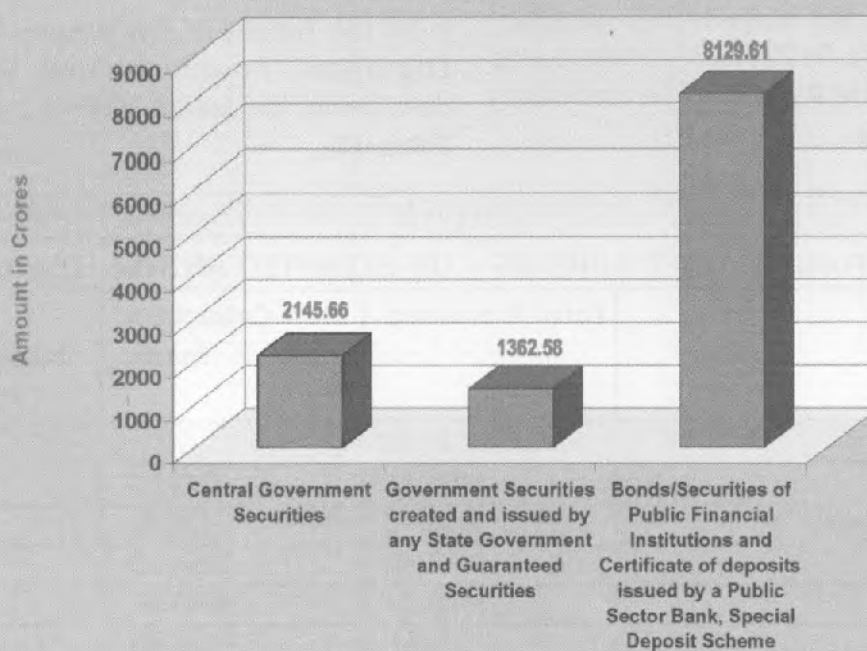
TABLE - 9

**INVESTMENTS MADE BY EXEMPTED ESTABLISHMENTS DURING 2006-2007**

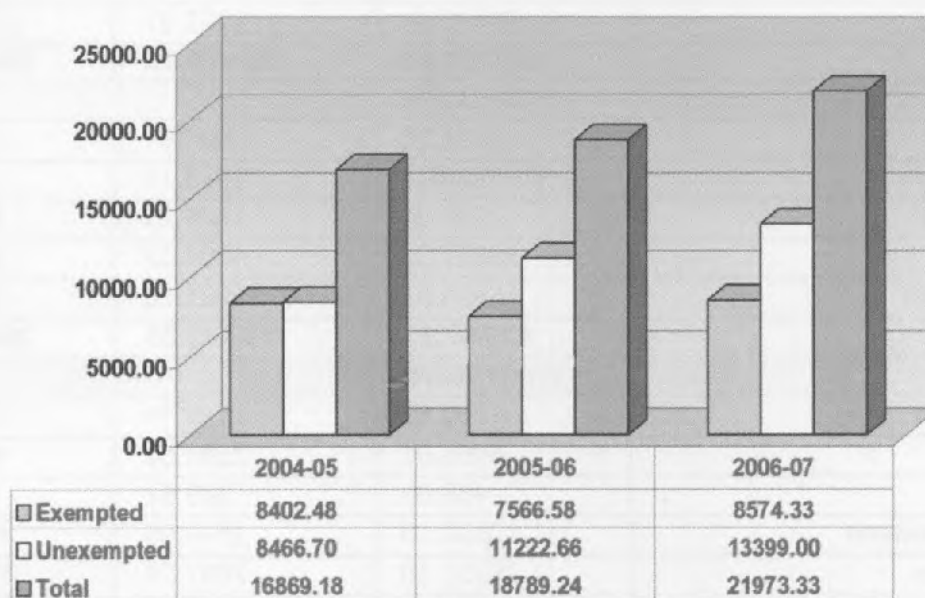
Category of Investment	Amount Invested (Rs. In Crores)
Central Government Securities	2145.66
Government Securities created and issued by any State Government and guaranteed securities	1362.58
Bonds/ Securities of Public Financial Institutions and Certificate of deposits issued by a Public Sector Bank/SDS	8129.61
<b>TOTAL GROSS INVESTMENT</b>	<b>11637.85</b>
LESS: Redemption	3063.52
<b>TOTAL NET INVESTMENT</b>	<b>8574.33</b>



### INVESTMENT BY EXEMPTED ESTABLISHMENT



### INVESTMENT OF PROVIDENT FUND MONEY (Un-exempted/Exempted Sector)



4.23 Thus the total net investment of Provident Fund accumulations in respect of both exempted and un-exempted establishments amount to Rs.21973.33 crores during 2006-07 as against Rs.18789.24 crores during the previous year.

**ARREAR MANAGEMENT (PROVIDENT FUND SCHEME – UNEXEMPTED SECTOR)**

4.24 The details of the arrears under the Employees' Provident Fund and other dues during the period 2006-07 are given in **Table-10.**

<b>TABLE-10</b>			
<b>PROVIDENT FUND &amp; OTHER ARREARS – UN-EXEMPTED SECTOR (Rs. In lakhs)</b>			
<b>Region</b>	<b>Total Workload</b>	<b>Collection made</b>	<b>Closing Balance as on 31.3.2007</b>
<b>NORTH ZONE</b>			
Delhi	2454.31	940.17	1514.14
Himachal Pradesh	538.42	421.42	117.00
Haryana	6182.42	3794.03	2388.39
Punjab	9583.83	4509.92	5073.91
Uttaranchal	609.81	125.69	484.12
Uttar Pradesh	8832.54	1843.58	6988.96
<b>TOTAL</b>	<b>28201.33</b>	<b>11634.81</b>	<b>16566.52</b>
<b>SOUTH ZONE</b>			
Andhra Pradesh	11034.44	3579.71	7454.73
Karnataka	11934.14	5250.94	6683.20
Kerala	10823.30	3564.56	7258.74
Tamil Nadu	19545.74	6252.91	13292.83
<b>TOTAL</b>	<b>53337.62</b>	<b>18648.12</b>	<b>34689.50</b>
<b>EAST ZONE</b>			
Bihar	4181.38	604.91	3576.47
Jharkhand	2386.51	1023.12	1363.39
N.E.Region	3747.06	1628.23	2118.83
Orissa	16377.31	4064.57	12312.74
West Bengal	15554.87	6501.18	9053.69
<b>TOTAL</b>	<b>42247.13</b>	<b>13822.01</b>	<b>28425.12</b>
<b>WEST ZONE</b>			
Chattisgarh	4100.62	1148.44	2952.18
Gujarat	6465.01	2394.01	4071.00
Goa	460.65	289.51	171.14
Madhya Pradesh	10320.16	1547.46	8772.70
Maharashtra	28253.30	7882.24	20371.06
Rajasthan	3174.45	540.91	2633.54
<b>TOTAL</b>	<b>52774.19</b>	<b>13802.57</b>	<b>38971.62</b>
<b>GRAND TOTAL</b>	<b>176560.27</b>	<b>57907.51</b>	<b>118652.76</b>

Note: The arrears include levies under Section 7Q, 14B and on Administrative Charges.

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**BIFURCATION OF ARREARS - PUBLIC & PRIVATE SECTOR**

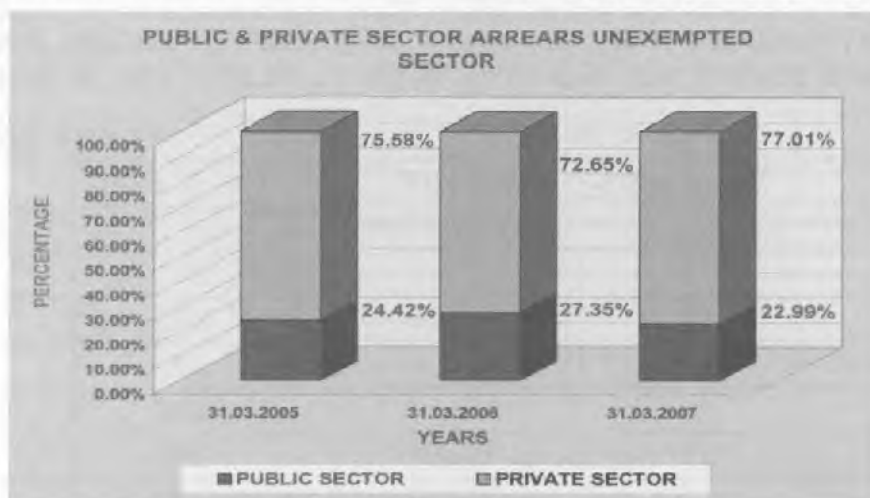
4.25 Bifurcation of arrears with reference to Public and Private Sector, zone wise, is given in Table- 11.

<b>TABLE-11</b>				
<b>PROVIDENT FUND &amp; OTHER ARREARS – UN-EXEMPTED SECTOR, PUBLIC &amp; PRIVATE SECTOR BIFURCATION AS ON 31.03.2007 (Rs. In lakhs)</b>				
	<b>Public Sector</b>		<b>Private Sector</b>	
<b>Region</b>	<b>No. of estts.</b>	<b>Amount</b>	<b>No. of estts.</b>	<b>Amount</b>
<b>NORTH ZONE</b>				
<b>Delhi</b>	0	0	775	2372.85
<b>Haryana</b>	2	3.95	1700	3926.16
<b>Himachal Pradesh</b>	1	22.7	117	236.73
<b>Punjab</b>	74	1655.97	5339	5704.63
<b>Uttaranchal</b>	14	486.94	298	262.50
<b>Uttar Pradesh</b>	102	3692.9	3172	7040.18
<b>TOTAL</b>	<b>193</b>	<b>5862.46</b>	<b>11401</b>	<b>19543.05</b>
<b>SOUTH ZONE</b>				
<b>Andhra Pradesh</b>	143	1448.71	11413	10481.20
<b>Karnataka</b>	38	2988.12	2105	7156.17
<b>Kerala</b>	334	2121.09	3268	9817.80
<b>Tamil Nadu</b>	162	722.41	17604	20634.70
<b>TOTAL</b>	<b>677</b>	<b>7280.33</b>	<b>34390</b>	<b>48089.87</b>
<b>EAST ZONE</b>				
<b>Bihar</b>	32	2681.24	1374	2678.97
<b>Jharkhand</b>	1	52.58	1164	2376.68
<b>N.E.Region</b>	57	2464.30	658	770.16
<b>Orissa</b>	228	5668.12	2616	13879.48
<b>West Bengal</b>	72	2989.17	2759	9960.53
<b>TOTAL</b>	<b>390</b>	<b>13855.41</b>	<b>8571</b>	<b>29665.82</b>
<b>WEST ZONE</b>				
<b>Chattisgarh</b>	2	969.63	725	3304.86
<b>Goa</b>	0	0	258	276.37
<b>Gujarat</b>	21	271.12	4349	6306.87
<b>Madhya Pradesh</b>	46	6960.06	2846	7138.05
<b>Maharashtra</b>	17	5054.35	6152	25154.54
<b>Rajasthan</b>	8	1333.07	2508	2700.34
<b>TOTAL</b>	<b>94</b>	<b>14588.23</b>	<b>16838</b>	<b>44881.03</b>
<b>GRAND TOTAL</b>	<b>1354</b>	<b>41586.43</b>	<b>71200</b>	<b>142179.77</b>



4.26 Out of the total 72554 defaulting establishments in the un-exempted sector 71200 establishments belong to the Private Sector and 1354 establishments fall under the

Public Sector. In terms of amount, out of the total arrears of Rs.1837.67crores. Private Sector accounts for Rs.1421.80 crores and Public Sector accounts for Rs.415.87 crores.



### STATUS OF ARREARS

4.27 Out of the total arrears of Rs.1837.67 crores an amount of Rs.576.48 crores fall under not immediately realisable category and Rs.1261.19 crores are realisable through mandated recovery proceedings. The arrears falling under not immediately 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

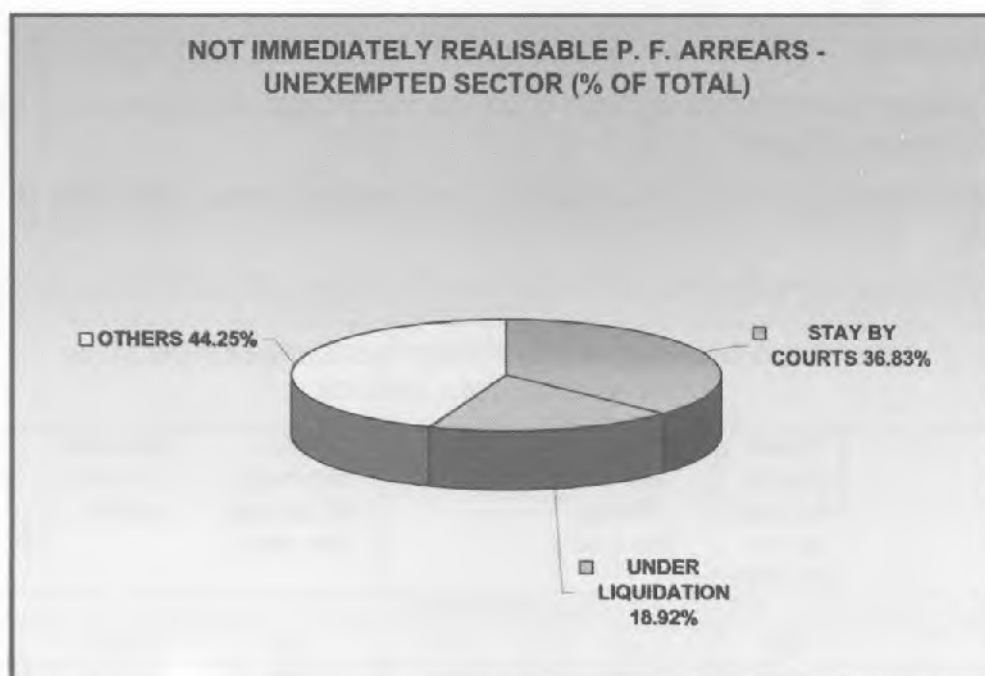
Central/State Governments/Sanction of Installments

- Establishments in respect of which Rehabilitation Scheme had been sanctioned by the BIFR.

4.28 Not immediately realizable amount accounts for 31.37% of the arrears demand. The field offices are monitoring the recovery regularly. The break-up indicating the reason and category of the default falling under not immediately realizable category is given in **Table – 12.**

**TABLE - 12**

S.No.	Status of Not immediately realisable Arrears	No. of Cases	Amount Involved (Rs. in Lakhs)	% of Total
	a) Stay by Courts	3633	21231.30	36.83%
	b) Under Liquidation	939	10907.66	18.92%
	c) Others	21557	25508.69	44.25%
	<b>Total</b>	<b>26129</b>	<b>57647.65</b>	<b>100.00%</b>



4.29 The summary of Unexempted establishments which were in default of Provident Fund dues of Rs.50 lakh and above as on 31.03.2007 is given at **Appendix A-3**. A list of Unexempted establishments in default of Rs. 1 crores or more is given in **Appendix A-4**.

#### **OTHER ARREARS (PF SCHEME)**

4.30 The total arrears includes an amount of Rs.76.34 crores on account of administration and inspection charges and Rs.486.03 crores on account of penal damages levied.

#### **ACTION TAKEN TO ARREST THE DEFAULT**

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

- (a) Assessment of dues under Section 7A of the Act.
- (b) Demand of Interest under Section 7Q of the Act.
- (c) Levy of Damages under Section 14B for belated remittances.
- (d) Recovery measures under Section 8 of the Act/Provisions of the Second and Third Schedules to Income Tax Act, 1961.
- (e) Prosecution cases under Section 14 of the Act.
- (f) Filing FIR under Section 406/409 of the IPC filed with the Police in respect of Employees' share in default.
- (g) Filing complaint under Section 110 Cr. P.C for filing applications before Executive Magistrate against persistent defaulters to execute bond for rendering good behavior.

**(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.

4.32 The status of initiation and disposal of assessment cases, zone-wise, is given in **Table 13.**

<b>TABLE -13</b>						
<b>INITIATION &amp; DISPOSAL OF ASSESSMENT CASES UNDER SECTION 7 A OF THE ACT DURING 2006-2007</b>						
<b>Region</b>	<b>Cases due for disposal as on 1.4.2006</b>	<b>Cases initiated during the year</b>	<b>Total Workload</b>	<b>Cases disposed off during the year</b>	<b>Disposed in terms of %</b>	<b>Cases pending as on 31.3.2007</b>
<b>NORTH ZONE</b>						
<b>Delhi</b>	487	557	1044	448	42.91%	596
<b>Haryana</b>	1006	855	1861	1067	57.33%	794
<b>Himachal Pradesh</b>	155	165	320	173	54.06%	147
<b>Punjab</b>	1118	1969	3087	1954	63.30%	1133
<b>Uttaranchal</b>	195	151	346	112	32.37%	234
<b>Uttar Pradesh</b>	1987	692	2679	1010	37.70%	1669
<b>TOTAL</b>	<b>4948</b>	<b>4389</b>	<b>9337</b>	<b>4764</b>	<b>51.02%</b>	<b>4573</b>
<b>SOUTH ZONE</b>						
<b>Andhra Pradesh</b>	1416	3543	4959	3583	72.25%	1376
<b>Karnataka</b>	1084	3463	4547	3427	75.37%	1120
<b>Kerala</b>	1319	2288	3607	2299	63.74%	1308
<b>Tamil Nadu</b>	1256	6110	7366	6019	81.71%	1347
<b>TOTAL</b>	<b>5075</b>	<b>15404</b>	<b>20479</b>	<b>15328</b>	<b>74.85%</b>	<b>5151</b>
<b>EAST ZONE</b>						
<b>Bihar</b>	1244	350	1594	615	38.58%	979
<b>Jharkhand</b>	333	404	737	372	50.47%	365
<b>N.E.Region</b>	284	567	851	648	76.15%	203
<b>Orissa</b>	471	651	1122	498	44.39%	624
<b>West Bengal</b>	1968	1476	3444	1794	52.09%	1650
<b>TOTAL</b>	<b>4300</b>	<b>3448</b>	<b>7748</b>	<b>3927</b>	<b>50.68%</b>	<b>3821</b>
<b>WEST ZONE</b>						
<b>Chattisgarh</b>	214	358	572	339	59.27%	233
<b>Goa</b>	86	319	405	338	83.46%	67
<b>Gujarat</b>	1382	871	2253	1215	53.93%	1038
<b>Madhya Pradesh</b>	599	562	1161	503	43.32%	658
<b>Maharashtra</b>	2995	2392	5387	2642	49.04%	2745
<b>Rajasthan</b>	515	479	994	484	48.69%	510
<b>TOTAL</b>	<b>5791</b>	<b>4981</b>	<b>10772</b>	<b>5521</b>	<b>51.25%</b>	<b>5251</b>
<b>GRAND TOTAL</b>	<b>20114</b>	<b>28222</b>	<b>48336</b>	<b>29540</b>	<b>61.11%</b>	<b>18796</b>



The periodicity of the pending Section 7A cases is as under:		
	2005-2006	2006-07
Less than six months	12521	10496
Six months to one year	4480	4213
One to three years	2514	3455
Beyond three years	599	632
<b>TOTAL</b>	<b>20114</b>	<b>18796</b>

**(b) Action taken under Section 8 of the Act**

4.33 During the year 77048 recovery certificates involving an amount of Rs.1229.66 crores were pending for execution. Out of these 22132 certificates were executed and an amount of Rs.284.93 crores recovered. The region-wise data of certificates issued executed and pending at the end of the year is given at **Appendix A- 7.**

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

4.34 Total amount due for realisation was Rs.578.46 crores. Out of this Rs.92.43 crores were recovered. Region-wise details of penal damages imposed collected and outstanding at the end of the year are given in **Appendix A- 8.**

**(d) Action taken under Section 14 of the Act**

4.35 Prosecution cases were filed in the Criminal Courts under the provisions of Section 14 of the Act against defaulting establishments and employers. Region-wise status of these cases is given in **Appendix A-9.**

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

4.36 FIRs were filed with the police authorities under Sections 406/409 of Indian Penal Code(IPC) against the employers for non-remittance of the Employees share of Provident Fund contributions deducted from their wages / salary. The details of challans filed by the Police in Courts and Complaints directly filed in Courts is given in **Table - 14.** Region-wise data of the cases filed before the Police and details of the disposal and pendency of I P C cases are given at **Appendix-A-10(i) and Appendix-A-10(ii).**

TABLE - 14		
FIRs UNDER SECTION 406/409 IPC [Filed in Courts]		
Prosecution cases pending before the Courts as on 01.04.2006	543	
Challans filed by the Police in Courts during the year	3	
Complaints filed directly in Courts	—	
Total cases for disposal before Courts	546	
CASES DECIDED DURING 2006-2007		
Convicted	5	
Acquitted	-	
Discharged	1	
Total cases decided	6	
<b>Cases Pending for disposal on 31.03.2007</b>	<b>540</b>	

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

4.37 The interest on belated remittances payable by the employer is determined under

the provisions of Section 7Q of the Act. The status of interest, zone-wise, levied and collected during the year is given in **Table - 15.**

<b>TABLE - 15</b>			
<b>INTEREST ACCRUED ON DUES UNDER SECTION 7Q OF THE ACT (Rs. in lakhs)</b>			
<b>Region</b>	<b>Total Workload</b>	<b>Collection made during the year</b>	<b>Closing Balance as on 31.3.2007</b>
<b>NORTH ZONE</b>			
Delhi	320.30	72.03	248.27
Punjab	1728.94	167.01	1561.93
Uttar Pradesh	1476.65	397.24	1079.41
Uttaranchal	291.41	89.6	201.81
Haryana	254.37	68.61	185.76
Himachal Pradesh	18.07	6.5	11.57
<b>TOTAL</b>	<b>4089.74</b>	<b>800.99</b>	<b>3288.75</b>
<b>EAST ZONE</b>			
Orissa	5275.62	702.35	4573.27
West Bengal	2181.9	1439.47	742.43
North East	1066.88	382.23	684.65
Jharkhand	733.91	340.28	393.63
Bihar	880.4	242.36	638.04
<b>TOTAL</b>	<b>10138.71</b>	<b>3106.69</b>	<b>7032.02</b>
<b>SOUTH ZONE</b>			
Karnataka	1157.01	392.44	764.57
Kerala	1280.61	72.23	1208.38
Tamilnadu	3271.72	1452.31	1819.41
Andhra Pradesh	1683.25	552.5	1130.75
<b>TOTAL</b>	<b>7392.59</b>	<b>2469.48</b>	<b>4923.11</b>
<b>WEST ZONE</b>			
Chhattisgarh	241.77	6.07	235.7
Goa	88.51	66.1	22.41
Madhya Pradesh	1056.25	127.91	928.34
Maharashtra	5954.48	921.95	5032.53
Rajasthan	427.45	89.31	338.14
Gujarat	1273.78	474.75	799.03
<b>TOTAL</b>	<b>9042.24</b>	<b>1686.09</b>	<b>7356.15</b>
<b>GRAND TOTAL</b>	<b>30663.28</b>	<b>8063.25</b>	<b>22600.03</b>

**ATTACHMENT OF PROPERTY AND/OR ARREST OF DEFAULTERS FOR RECOVERY OF ARREARS**

4.38 During the year 2006-2007 a sum of Rs. 760.67 crores was recovered by invoking the provision for attachment and sale of properties of defaulting establishments.

<b>STATUS OF ATTACHMENT OF PROPERTY/ ARREST OF DEFAULTERS – UNEXEMPTED SECTOR (Rs. in crores)</b>			
<b>S.No.</b>	<b>Mode of Actions</b>	<b>No. of Cases</b>	<b>Amount Recovered</b>
1	Bank Accounts Attached	14856	554.98
2	Movable Property Attached	333	18.72
3	Immovable Property Attached	221	47.57
4	Arrest of Defaulters	79	39.10
5	Public Auctions made of:		
	(i) Movable Property	30	100.12
	(ii) Immovable Property	3	0.18
<b>TOTAL</b>		<b>15522</b>	<b>760.67</b>

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

- to seek the help of the State Government for recovery of arrears.
- to display the names of 10 biggest defaulters of the region / sub-region 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**

4.40 During the year with vigorous efforts and coercive actions taken against the defaulting jute establishments, a sum of Rs.

140.75 crores including current demand was realized bringing the amount of due in default to Rs. 139.35 crores. The position of default in Jute Industry in West Bengal is as shown in **Table - 16.**

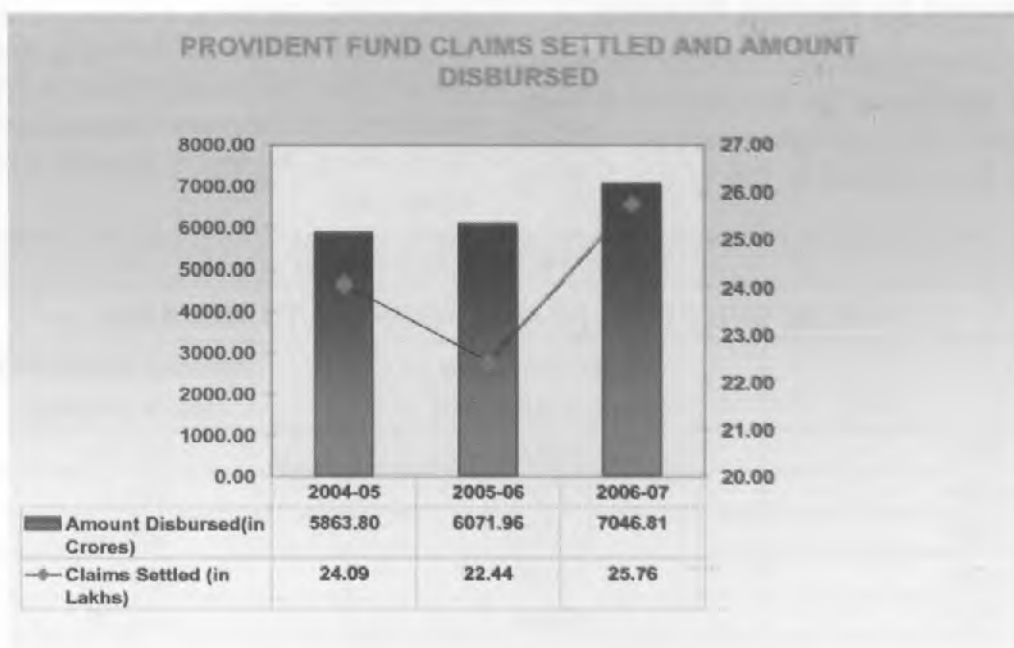
TABLE - 16				
STATUS OF DEFAULT IN JUTE MILLS AS ON 31.03.2007				
I.	(1)	No. of Jute Mills in West Bengal	62	
	(2)	No. of Employees (in lakhs)	1.35	
	(3)	No. of Complying Establishments	34	
	(4)	No. of Jute Mills in Default	28	
	(5)	Amount in Default (Rs. in crores)	Rs.139.35	
II.	Classification of Default		No. of Estts.	Amount in Default ( Rs. in crores)
a)	(1)	Under Liquidation	02	5.49
	(2)	Under Litigation	13	109.69
	(3)	Under BIFR	03	8.61
	(4)	Others	10	15.56
	Total		28	139.35
Classification of Default – Industry wise				
b)	(1)	State Public Sector Undertaking	NIL	NIL
	(2)	Central Public Sector	2	4.87
	(3)	Cooperative Sector	01	13.93
	(4)	Private Sector	25	120.55
	Total		28	139.35
Classification of Default – Realisable/Unrealisable				
c)	(1)	Realizable dues	06	11.98
	(2)	Unrealizable dues	22	127.37
	Total		28	139.35

4.41 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 employees' share. The names of the establishments defaulting including the jute industry in excess of Rs. 1 Crore are given in **Appendix A-5** (Un-exempted dues) and **Appendix A-6** (Exempted dues).

**SERVICE TO THE MEMBERS****SETTLEMENT OF PROVIDENT FUND CLAIMS**

4.42 During the year under report 25.76 lakhs claims were settled and a sum of Rs.7046.81 crores was authorized for payment as against Rs.6071.96 crores in respect of Rs.22.44 lakhs claims settled during the previous year.





4.43 At the close of the year 0.72 lakhs claims were pending representing 2.23% of workload.

4.44 The Region-wise break-up of disposal of workload in the area of provident fund claims is given in **Appendix A-11**.

#### Steps taken for Prompt Disposal of Claims

4.45 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. Out of the Total claims settled, 20.44 lakhs claims were settled within 30 days of their receipt.

#### Transfer of Provident Fund Accounts

4.46 During the year under report transfers were affected in respect of 2.16 lakhs members as against 1.77 lakhs members during the previous year.

4.47 31807 transfer applications representing a workload of 6.07% were pending with various Regions as on 31.03.2007 as against 32316 applications pending at the end of the previous year. The Region-wise details is given at **Appendix A-12**.

#### Partial withdrawals

4.48 The Employees' Provident Funds 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 self, sister/brother/daughter/son or higher education of children and construction of dwelling house.

**Withdrawal for Housing Purposes**

4.49 During the year 76088 members availed withdrawal for the purpose of house construction and were paid a sum of Rs.502.28 crores. As compared to this in the previous

year 78090 members availed themselves of Rs.357.11 crores as housing assistance finance from the provident fund account. The number of members who have availed housing loans during the last 5 years is indicated in **Table -17**.

<b>TABLE - 17</b>		
<b>HOUSE BUILDING ADVANCE GRANTED TO MEMBERS</b>		
<b>Year</b>	<b>No. of Members Granted Advance</b>	<b>Amount Disbursed (Rs. in Crores)</b>
2002-2003	141525	575.46
2003-2004	92795	894.11
2004-2005	114522	568.65
2005-2006	78090	357.11
2006-2007	76088	502.28

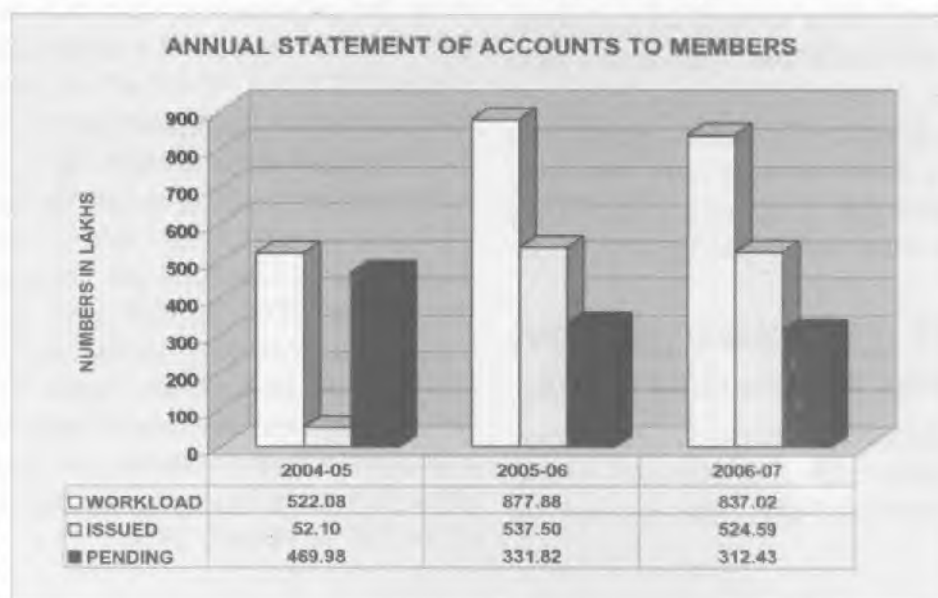
**ISSUE OF ANNUAL STATEMENT OF ACCOUNTS**

4.50 During the year under review 524.59 lakhs annual statement of accounts were issued as against 537.50 lakhs annual

statement of accounts during the previous year. The details of last ten years in respect of issue of annual statement of accounts is given in **Table - 18**.

<b>TABLE - 18</b>			
<b>ANNUAL STATEMENT OF ACCOUNTS TO MEMBERS</b>			<b>(In lakhs)</b>
<b>Year</b>	<b>Workload</b>	<b>Statements Issued</b>	<b>Statements Pending</b>
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	513.23	449.77	119.13
2004-2005	522.08	52.10	469.98
2005-2006	869.32	537.50	331.82
2006-2007	837.02	524.59	312.43

4.51 At the end of the year 312.43 lakhs annual statement of accounts were pending for issue as against 331.82 lakhs statements at the end of the previous year. The Region-wise details relating to workload issued and pendency is given in **Appendix A-14**.



#### **APPEALS PENDING BEFORE HON'BLE SUPREME COURT OF INDIA**

4.52 As on 1.04.2006, 129 cases were pending before the Hon'ble Supreme Court, while 37 cases were added during the year 2006 – 2007. Out of the total 166 cases, 46 cases were decided against the department while 4 cases were decided in favour. 116 cases were pending decision on 31.03.2007.

#### **OTHER COURT CASES**

4.53 As on 1.04.06, 7433 cases were pending before the various High Courts, During the year 1154 fresh cases were filed. Out of the total 8587 cases, 924 cases were decided in favour of the department, 123 cases decided against while 111 cases were remanded back to Regional P. F. Commissioners. 7429 cases were pending before the High Court on 31.03.2007.

4.54 As on 1.04.2006, 38 cases were pending before National Consumer Dispute Redressal Commission(NCDRC). During the year 19 fresh cases were filed, out of which 13 were decided against the organisation. 44

cases were still pending before the NCDRC on 31.03.2007.

4.55 As on 1.04.2006, a total of 2291 cases were pending before the EPF Appellate Tribunal (EPFAT). During the year 356 cases were filed. Out of the total 2647 cases 101 cases were decided in favour of the Department, 12 against the department, while 9 cases were remanded back to Regional P. F. Commissioners. Thus 2525 cases were pending at the end of the year.

4.56 As on 1.04.2006, 536 cases were pending before the different State Commissions. During the year, 107 fresh cases were filed. Out of a total of 643, 20 cases were decided in favour in Organisation, 25 cases against while three cases remanded back 595 cases were still pending as on 31.03.2007.

4.57 As on 1.04.2006, a total of 2070 cases were pending before various Distt. Consumer Fora. During the year 569 cases were filed. Out of the total 2639 cases, 310 were decided in favour of the Department, 136 against the



department, while 2193 cases were pending on 31.03.2007.

4.58 As on 1.04.2006 , there were 16709 cases pending before various Distt. Courts. During the year 2006-2007, 556 cases were filed. Out of total 17265 cases, 346 were decided in favour, 17 cases against the Organisation, while 49 cases were remanded back to Regional P. F. Commissioners. Thus 16853 cases were pending at the end of the year.

#### **IMPORTANT LEGAL CASES/DECISIONS**

##### **Before Hon'ble Supreme Court of India**

4.59 A major decision of the Supreme Court during the year related to the case of the Regional Provident Fund Commissioner Vs

Sanatan Dharam Girls Secondary School & State of Rajasthan & Others. In this case RPFC, Rajasthan went in appeal against the order and judgement of Rajasthan High Court which had earlier upheld a single judge order stating that EPF & MP Act will not apply to the said Educational Institutions as they fall under the exceptions under Section 16(1) (b) of the Act. The Supreme Court upheld the judgement of Rajasthan High Court vide its judgement delivered on 13.10.2006 and reported under the citation 2006 III CLR 1046 SC. It has been held that Non-Government Aided Educational Institution where the State Government exercises substantive control over institutions though not owning them, would fall within the exception under Section 16(1) (b) of the EPF & MP Act, 1952.



**Before High Courts**

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

S.N.	High Court judicature/ case No.	Parties to the case	Provisions of the Act & Scheme under dispute order	Decision of the court and gist of final order passed by the court and date of	Citation of the case
1.	High Court of Tamilnadu/W.A. No.173/2006 and 230/2006	M/s Gowri pinning Mills (P) Limited, Dharmapuri Vs APFC, Salem and another and Shri Lakshmi Spinnee(P) Limited, Coimbatore-4 Vs EPFO, Madurai	In this case the Appellant establish- ment filed the W.A. against enforcing the recovery of Provident Fund contribution pursuant to the proceedings under the EPF & MP Act without permission of BIFR as the Estt. is sick unit registered with BIFR.	The Hon'ble High Court of Madras had dismissed the Writ appeal by its full bench common judgement dated 10.10.2006 observing that, pro- ceedings under Section 7A and 7Q of EPF & MP Act for recovery of dues, do not come within purview of the provisions of Sections 22(1) of SICA and PF benefits which the employees are entitled cannot be placed at the same footing as taxes of Government or dues to Corporation or like others and the levy of interest for delayed payments as well as administrative charges are very much part of the Provident Fund under the Scheme framed under the EPF & MP Act 1952. Hence the protection of Section 22(1) of the SICA is not available to such sick units.	2007-II-LLJ- May 140
2.	High Court of Karnataka/ W.P. No.39108/2002	Shri Chindan A. Rajan, (M/ s. Storacs & M/s. Mettalica Pressings), Peenya, Bangalore Vs. The Union of India, New Delhi, The RPFC, RO, Bangalore, The APFC, SRO, Peenya, Bangalore, The APFC (Recovery Officer), RO, Bangalore	In this case the petitioners had challenged Section 8(B)(b) of the EPF & MP Act, 1952 as unconstitutional as it confers unguided and arbitrary powers to the executives, other than a Court of Law, to arrest an employer.	The Hon'ble High Court of Karnataka had dismissed the Writ petition on 21.12.2006 and observed that the petitioner's prayer to declare Sec. 8(B)(b) of the Act as un- constitutional is without any basis and further the act of the respondent authority in issuing arrest warrant and arresting him and detaining him in Civil Prison cannot be held to be illegal having regard to the facts and circum- stances of the case.	ILR 2007KAR 2271

## CHAPTER 5

### EXEMPTED ESTABLISHMENTS

The establishments brought under the coverage of the EPF & MP Act, 1952 are required to comply with the statutory provisions of all the three Schemes framed under the Act. However, option is available to those establishments, which could formulate independent Schemes conferring benefits not less favourable than those provided under the Statutory Schemes, to their employees to seek exemption under Section 17 of the Act, if the majority of the employees are in favour of such an exemption. This provision is by and large availed by establishments to obtain exemption from the operations of the EPF Scheme, 1952 and EDLI Scheme, 1976. Such independent Provident Fund Schemes could also be operated for a class of employees under the provisions of Para 27A of the EPF Scheme. The appropriate government is the competent authority to grant exemption under Section 17 of the Act and Para 27A of the scheme. In addition individual employees may also seek exemption under Para 27 of the EPF Scheme for enjoying the benefits of enrollment under the excluded Scheme administered by the establishment. The power to grant exemption under Para 27 is exercised by the jurisdictional Regional Provident Fund Commissioner.

5.2 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. Any such exemption granted to an establishment is liable to be cancelled for contravention of any of the conditions governing exemption.

#### COMMITTEE ON EXEMPTED ESTABLISHMENTS

5.3 The Central Board of Trustees has constituted a Sub-committee on Exempted Establishments to deliberate and make recommendations on 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.

#### EXEMPTED ESTABLISHMENTS AND MEMBERS

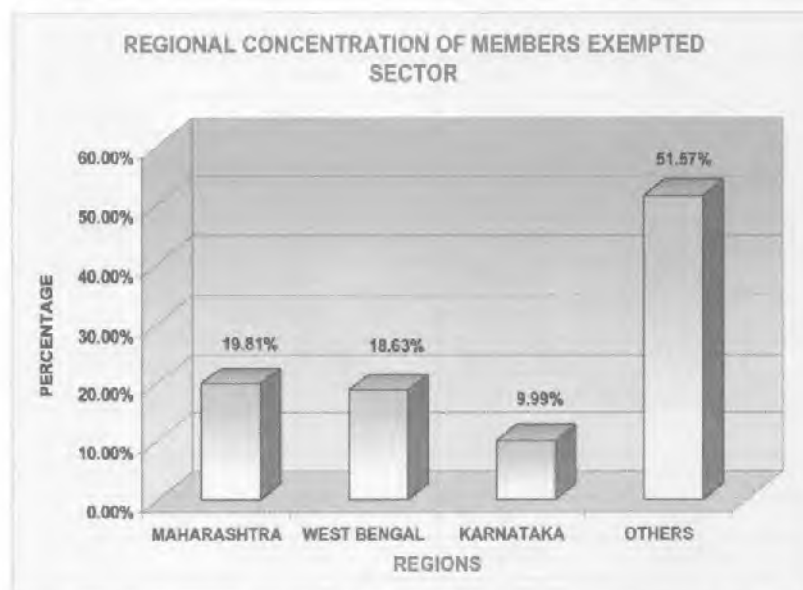
5.4 2589 establishments are enjoying exemption as on 31.3.2007, as against 2558 establishments at the end of the previous year. 40.01 lakhs members are serviced by these exempted establishments. Region wise coverage of members are given at **Chapter 4, Table - 1.**

**REGIONAL CONCENTRATION**

5.5 Exempted Establishments and members are concentrated mainly in three regions namely Maharashtra, West Bengal and Karnataka. These three regions constitute

48.43% of the total membership of the exempted sector and 48.17% of the total exempted establishments as stated in **Table -1.**

<b>TABLE -1</b>					
<b>REGIONAL CONCENTRATION OF MEMBERS IN EXEMPTED SECTOR AS ON 31.03.2007</b>					
<b>Region</b>		<b>Members</b>		<b>Establishments</b>	
		<b>No.'s</b>	<b>% of Total</b>	<b>No.'s</b>	<b>% of Total</b>
1.	Maharashtra	792786	19.81%	490	18.93%
2.	West Bengal	745659	18.63%	644	24.87%
3.	Karnataka	399599	9.99%	113	4.36%
	<b>Sub-Total</b>	<b>1938044</b>	<b>48.43%</b>	<b>1247</b>	<b>48.17%</b>
	Rest of the Regions	2063446	51.57%	1342	51.83%
	<b>Total Strength of 21 Regions</b>	<b>4001490</b>	<b>100%</b>	<b>2589</b>	<b>100%</b>

**CONTRIBUTIONS TRANSFERRED TO BOARD OF TRUSTEES**

5.6 An amount of Rs.5048.07 crores were transferred by the employers to their respective Boards of Trustees as contributions during the year as against Rs.4783.89 crores during the previous year.

**INSPECTION CHARGES**

5.7 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**

5.8 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 Rs11637.85 crores as against Rs. 9838.05 crores during the previous year. Out of the total gross investment of Rs 11637.85 crores, investment by way of redemption proceeds was Rs 3063.52 crores. Thus, the net investment during 2006-2007 was Rs. 8574.33 crores (Details are available at **Chapter-4, Table -9).**

**ARREAR MANAGEMENT- PROVIDENT FUND & OTHER DUES – EXEMPTED SECTOR**

5.9 The employers of exempted establishments are required to transfer the Provident Fund contributions [employers' and employees' share] to the respective 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 by the exempted establishments as on 31.03.2007 is given in **Table – 2.**

<b>TABLE -2</b>					
<b>Provident Fund and Other Arrears – Exempted Sector</b>					<b>(Rs. In lakhs)</b>
<b>Region</b>	<b>Opening Balance as 1.4.2006</b>	<b>Added during the year</b>	<b>Total Workload</b>	<b>Collection during the year</b>	<b>Closing Balance as on 31.3.07</b>
<b>NORTH ZONE</b>					
Delhi	4164.26	1482.76	5647.02	1399.10	4247.92
Haryana	2851.69	82.81	2934.50	610.14	2324.36
H. Pradesh	–	–	–	–	–
Punjab	76.16	0.00	76.16	0.00	76.16
Uttaranchal	2675.07	0.00	2675.07	17.16	2657.91
Uttar Pradesh	4412.91	2731.60	7144.51	1494.51	5650.00
<b>TOTAL</b>	<b>14180.09</b>	<b>4297.17</b>	<b>18477.26</b>	<b>3520.91</b>	<b>14956.35</b>
<b>SOUTH ZONE</b>					
Andhra Pradesh	1271.22	1774.86	3046.08	1679.41	1366.67
Karnataka	5650.92	4837.70	10488.62	4037.10	6451.52
Kerala	901.42	639.38	1540.80	678.89	861.91
Tamil Nadu	1040.14	25.43	1065.57	38.73	1026.84
<b>TOTAL</b>	<b>8863.70</b>	<b>7277.37</b>	<b>16141.07</b>	<b>6434.13</b>	<b>9706.94</b>
<b>EAST ZONE</b>					
Bihar	124.12	651.78	775.90	273.98	501.92
Jharkhand	10244.96	1543.20	11788.16	874.02	10914.14
N.E.Region	39.85	50.87	90.72	59.06	31.66
Orissa	172.10	1806.51	1978.61	873.39	1105.22
West Bengal	23345.07	11473.67	34818.74	18527.38	16291.36
<b>TOTAL</b>	<b>33926.10</b>	<b>15526.03</b>	<b>49452.13</b>	<b>20607.83</b>	<b>28844.30</b>
<b>WEST ZONE</b>					
Chattisgarh	–	–	–	–	–
Goa	–	–	–	–	–
Gujarat	14592.73	263.79	14856.52	295.68	14560.84
Madhya Pradesh	5072.80	540.05	5612.85	545.18	5067.67
Maharashtra	3503.83	159.19	3663.02	294.78	3368.24
Rajasthan	449.14	1930.64	2379.78	1903.19	476.59
<b>TOTAL</b>	<b>23618.50</b>	<b>2893.67</b>	<b>26512.17</b>	<b>3038.83</b>	<b>23473.34</b>
<b>G.TOTAL</b>	<b>80588.39</b>	<b>29994.24</b>	<b>110582.63</b>	<b>33601.70</b>	<b>76980.93</b>



5.10 Out of an arrear of Rs.1105.83 crores, an amount of Rs.336.02 crores was recovered leaving a balance of Rs.769.81 crores. The major portion of arrears of exempted establishments is in West Bengal Region amounting to Rs. 162.91 crores followed by Gujarat Region amounting to Rs.145.61 crores and Jharkhand Region amounting to Rs.109.14 crores together representing 54.25% of the total arrears.

#### **BIFURCATION OF ARREARS – PUBLIC AND PRIVATE SECTOR**

5.11 Out of the total 478 defaulting establishments under the exempted sector, 382 establishments belong to the Private Sector and 96 establishments fall under the Public Sector. In terms of amount, out of the total default of Rs.769.81 crores, Private Sector accounts for Rs.247.54 crores and public sector Rs.522.27 crores. The region-wise default position of exempted establishments both in public and private sector is given below in **Table -3**.

<b>TABLE - 3</b>				
<b>PROVIDENT FUND &amp; OTHER ARREARS – EXEMPTED SECTORS, PUBLIC &amp; PRIVATE SECTOR BIFURCATION AS ON 31.03.2007 (Rs. In lakhs)</b>				
	<b>Public Sector</b>		<b>Private Sector</b>	
<b>Region</b>	<b>No. of defaulting Estts</b>	<b>Amount</b>	<b>No. of defaulting Estts.</b>	<b>Amount</b>
<b>NORTH ZONE</b>				
Delhi	3	3954.25	9	293.67
Haryana	3	2296.77	2	27.59
Punjab	0	0	1	76.16
Uttaranchal	1	583.00	0	2074.91
Uttar Pradesh	9	4207.16	12	1442.84
<b>TOTAL</b>	<b>16</b>	<b>11041.18</b>	<b>24</b>	<b>3915.17</b>
<b>SOUTH ZONE</b>				
Andhra Pradesh	10	1336.79	4	29.88
Karnataka	4	4015.30	4	2436.22
Kerala	9	421.79	11	440.12
Tamil Nadu	17	391.44	13	635.40
<b>TOTAL</b>	<b>40</b>	<b>6165.32</b>	<b>32</b>	<b>3541.62</b>
<b>EAST ZONE</b>				
Bihar	6	277.69	7	224.23
Jharkhand	5	10914.14	0	0.00
N.E.Region	0	0.00	1	31.66
Orissa	1	941.52	9	163.70
West Bengal	9	1700.46	253	14590.90
<b>TOTAL</b>	<b>21</b>	<b>13833.81</b>	<b>270</b>	<b>15010.49</b>
<b>WEST ZONE</b>				
Gujarat	2	14246.27	8	314.57
Madhya Pradesh	10	5050.96	3	16.71
Maharashtra	3	1508.40	34	1859.84
Rajasthan	4	380.80	11	95.79
<b>TOTAL</b>	<b>19</b>	<b>21186.43</b>	<b>56</b>	<b>2286.91</b>
<b>G. TOTAL</b>	<b>96</b>	<b>52226.74</b>	<b>382</b>	<b>24754.19</b>



5.12 Again, 20.08% of the total establishments - which belong to Public Sector – account for almost 67.84% of the total arrears.

### STATUS OF ARREARS

5.13 Out of the total default of Rs.769.81 crores, an amount of Rs.549.57 crores fall under not immediately realisable category leaving a balance of Rs.220.24 crores realisable through recovery/penal actions. The arrears falling under the not immediately realisable category could not be recovered over the year due to various reasons, such as, its recovery being -

- Disputed in courts,
- Factories having gone into liquidation,
- Recovery barred by the

Acts of Central/State Governments,

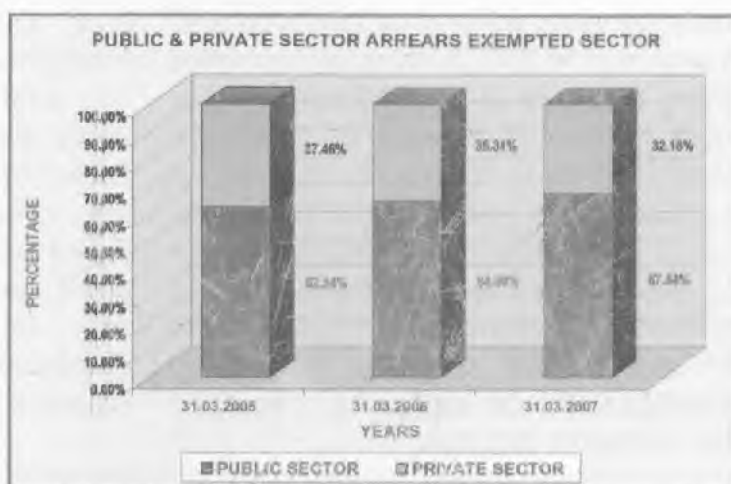
- Factories declared sick by the Board of Industrial & Financial Reconstruction of factories in respect of which a Rehabilitation Scheme had been sanctioned by or is under formulation/consideration of the BIFR.

5.14 Not immediately realisable amount accounts for 71.39% of the arrears demand. Break-up indicating the reason and category of default falling in not immediately realisable category is given in **Table - 4**.

**TABLE - 4**

Status of not immediately realisable arrears	Number of cases	Amount involved (Rs. in crores)	% of Total
a) Stay by Courts	199	389.77	70.92%
b) Under Liquidation	15	16.14	2.94%
c) Others	100	143.66	26.14%
<b>TOTAL</b>	<b>314</b>	<b>549.57</b>	<b>100%</b>

5.15 A summary of exempted establishments, which are in default of Rupees 50 lakh and above and a list of exempted establishments which are in default of Rs.1 crore or more as on 31.3.2007 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-5** and **Appendix A-6** respectively.



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



**UN-INVESTED FUNDS**

5.16 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 1175 exempted trusts,

which had an amount of Rs. 695.23 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 31.3.2007 is given in **Table – 5**.

<b>TABLE - 5</b>		
<b>AMOUNT LYING UN-INVESTED WITH THE BOARDS OF TRUSTEES OF EXEMPTED ESTABLISHMENTS AS ON 31.03.2007</b>		
<b>Regions</b>	<b>Establishments</b>	<b>Un-Invested Amount (Rs. in Lakhs)</b>
<b>NORTH ZONE</b>		
Delhi	83	13135.81
Haryana	0	0
Himachal Pradesh	29	71.55
Punjab	45	1119.69
Uttaranchal	16	670.92
Uttar Pradesh	22	714.38
<b>TOTAL</b>	<b>195</b>	<b>15712.35</b>
<b>SOUTH ZONE</b>		
Andhra Pradesh	35	642.33
Karnataka	67	9031.37
Kerala	24	146.74
Tamil Nadu	124	1570.08
<b>TOTAL</b>	<b>250</b>	<b>11390.52</b>
<b>EAST ZONE</b>		
Bihar	51	1017.99
Jharkhand	0	-1.70
N.E.Region	16	2078.31
Orissa	20	429.87
West Bengal	201	16495.92
<b>TOTAL</b>	<b>288</b>	<b>20020.39</b>
<b>WEST ZONE</b>		
Chattisgarh	0	1397.04
Goa	8	32.10
Gujarat	60	2980.54
Madhya Pradesh	27	614.40
Maharastra	310	12834.54
Rajasthan	37	4540.77
<b>TOTAL</b>	<b>442</b>	<b>22399.39</b>
<b>G.TOTAL</b>	<b>1175</b>	<b>69522.65</b>

**ACTION TAKEN AGAINST DEFAULTERS**

5.17 During the year 2006-2007, in order to liquidate the arrears, 65 prosecutions under Section 14 of the Act were filed. Besides this, 33 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.

**ATTACHMENT OF PROPERTY AND/OR ARREST OF DEFAULTERS FOR RECOVERY OF ARREARS**

5.18 During the year 2006-2007, a sum of Rs.21.56 crores was recovered through various modes as given below from defaulters in exempted sector is given in **Table- 6**.

<b>TABLE - 6</b>			
<b>STATUS OF ARREST &amp; ATTACHMENT OF PROPERTY ON ACCOUNT OF DEFAULT- EXEMPTED SECTOR (in crores)</b>			
<b>S.No.</b>	<b>Mode of Actions</b>	<b>No. of Cases</b>	<b>Amount Recovered</b>
1.	Bank Accounts Attached	233	21.03
2.	Movable Property Attached	1	0.00
3.	Immovable Property Attached	2	0.00
4.	Arrest of Defaulters	1	0.53
	<b>TOTAL</b>	<b>237</b>	<b>21.56</b>

**RATE OF INTEREST**

5.19 Declaring rate of interest payable to the members at the rate not lower than the interest rate declared for the members of the Statutory Fund is one of the

conditions for grant of exemption. Out of the total 2589 exempted establishments, 674 establishments did not declare the rate of interest. The broad pattern of interest rate declared by the remaining 1915 establishments is given in **Table - 7**.

<b>TABLE - 7</b>		
<b>RATE OF INTEREST ALLOWED TO MEMBERS - EXEMPTED ESTABLISHMENTS</b>		
	<b>Establishments</b>	<b>Members</b>
Higher than the Statutory Rate	124	197063
Equal to the Statutory rate of 8.5%	1286	1873355
Less than the Statutory rate	15	23286
<b>TOTAL</b>	<b>1425</b>	<b>2093704</b>



**SERVICE TO THE MEMBERS****ADVANCES/PARTIAL WITHDRAWALS**

the members by the exempted establishments during the year are given in **Table-8**.

5.20 The details of advances sanctioned to

<b>TABLE-8</b>			
<b>S.No.</b>	<b>Category</b>	<b>Cases</b>	<b>Amount (Rs. in Lakh)</b>
1.	Financing LIC Policy	10633	3584.77
2.	Housing Advance	84578	88204.01
3.	During Temporary Closure	15533	6974.00
4.	Illness of member/family member	146588	40287.49
5.	Member's own marriage	65227	40794.54
6.	90% withdrawal prior to retirement	11668	28732.03
7.	Others	104336	53683.36
	<b>TOTAL</b>	<b>438563</b>	<b>262260.20</b>

**SETTLEMENT OF PROVIDENT FUND CLAIMS**

5.21 The details of claims settled by the exempted establishments in respect of their members are given in **Table -9**.

<b>TABLE -9</b>			
<b>PROVIDENT FUND CLAIMS SETTLED – EXEMPTED ESTABLISHMENTS</b>			
<b>S.No.</b>	<b>Category</b>	<b>Cases</b>	<b>Amount (Rs. in Lakh)</b>
1.	Death Cases	7131	20092.26
2.	Resignation/Termination	115470	80912.20
3.	Retrenchment	4434	12364.26
4.	Superannuation	49943	209677.20
5.	Permanent Invalidation	2461	4094.96
6.	Dismissal	1110	1044.12
7.	Migration	3102	9699.01
8.	Others	26018	56944.29
	<b>TOTAL</b>	<b>209669</b>	<b>394828.30</b>

**FINANCE ACT, 2006 CLAUSE 56-RATIONALISATION OF PROCESS AND PROCEDURE FOR EXEMPTION.**

5.22 In a significant legislative development affecting EPFO, Rules 3 & 4 of Part 'A' of fourth Schedule to the Income Tax Act, 1961 which deals with the recognized Provident Funds, have been amended by Clause 56 of the Finance Act, 2006. Subsequent to the said amendment, Rule 3 reads as:

"The Chief Commissioner or Commissioner may accord recognition to any Provident Fund which, in his opinion, satisfies the conditions prescribed in rule 4 and may withdraw such recognition if the provident fund contravenes any of those conditions.

Provided that in a case where recognition has been accorded to any provident fund on or before the 31st day of March 2006 and such provident fund does



not satisfy the conditions set out in clause (ea) of rule 4, the recognition to such fund shall be withdrawn, if such fund does not satisfy, on or before the 31st day of March 2007, the conditions set out in the said clause and any other condition which the Board may by rules specify in this behalf".

5.23 Subsequently, the above mentioned deadline of 31st March 2007 has been extended to 31st March 2008.

5.24 In Rule 4 sub-clause (ea) has been inserted as an additional condition to be satisfied by Provident Funds for receiving and retaining recognition. The sub-clause (ea) reads as:-

"(ea) The fund of an establishment to which the provisions of sub-section 3 or sub-section 4 of Section 1 of the EPF & MP Act, 1952 apply, and such establishment has been exempted under Section 17 of the said Act from the operation of all of any of the provisions of any scheme referred to in the Section."

5.25 Anticipating the requirement of the Provident Funds, recognized or otherwise, to obtain exemption under Section 17 of the EPF & MP Act, 1952 within a stiff time frame, EPFO realized the need for a policy decision to simplify and rationalize the process for grant of exemption. A policy note to the Ministry of Labour & Employment, Govt. of India followed on 4<sup>th</sup> July 2006 wherein, inter alia, proposals for simplifying the procedure for exemption under Section 17 were placed for approval. A separate proposal explaining the impact of the amendment in the Finance Act 2006, and the need to gear up the process for grant of exemption so that all the applicants could be granted exemption before the deadline laid down in the amendment was placed before the 176<sup>th</sup> meeting of the Central Board of Trustees (EPF) held on 7.11.2006. The Board approved the proposal.

5.26 Consequently, a number of initiatives have been taken by the EPFO towards simplifying the process of grant of exemption under Section (17) (1) (a) of the EPF & MP Act, 1952, as under :-

- The conditions required to be fulfilled before processing the applications for exemption have been rationalized. Now only the most essential conditions are insisted upon and they are placed on the EPFO's website for the convenience of the applicant employers. The information is also available with the RPFCs.
- All RPFCs of the Regional and Sub-Regional Offices of EPFO across the country have been required to place special emphasis on processing the exemption application in manner keeping in mind the minimum conditionalities only.
- A special drive has been launched to dispose of all the pending exemption applications.
- Exemption applications are being processed expeditiously and forwarded to the appropriate Govt. Even where applications are found deficient, all efforts are made to get the defects removed quickly by the applicant and process the applications.
- In the case of relatively old applications also where processing is retarded owing to the deficiency and/or obsolescence of information, every effort is made to get the deficiencies removed or obtain afresh application, every effort is made to get the company, and process the application in a time bound manner.

5.27 The process of exemption is now simple, rational, requiring less documentation and is matched with EPFOs concern for a better and hassle-free service to the applicant, employers/organizations.

## CHAPTER 6

### EMPLOYEES' PENSION SCHEME, 1995

#### INTRODUCTION & ADMINISTRATION

Employees' Pension Scheme, 1995 (EPS) came into effect from 16<sup>th</sup> 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 were transferred and merged with the Employees' 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. The Employees' Pension Scheme, 1995 derives its financial resource by partial diversion i.e., 8.33% of the employer's share of Provident Fund contribution. The Central Government contributes 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 continue under the new Employees Pension Scheme, 1995. (EPS, 1995).

6.2 The Scheme on its introduction applies compulsorily to all the existing members of 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 EPS, 1995.

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 to 15.11.95. Members of the old scheme who died between 1-4-93 and 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 benefits to the members and their families:

- (i) Monthly member Pension
- (ii) Permanent total disablement pension
- (iii) Return of capital (on option by member)
- (iv) Commutation up to 1/3<sup>rd</sup> of pension amount.(on option by member)
- (v) Widow / widower pension
- (vi) Children pension
- (vii) Orphan Pension
- (viii) Disabled Children/orphan pension
- (ix) Nominee Pension
- (x) Pension to dependent father/mother.

6.5 On a comparison, under the Employees' Family Pension Scheme, 1971, only widow/widower pension was payable, in case of only death while in reckonable service and prior to completion of 60 yrs of age. 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 and 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:

- (i) Minimum 10 years of eligible service; and
- (ii) Attaining age of 58/50 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 years of age and it will be subject to discounting factor at the rate of 3% for every year falling 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 years 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 retired after 16-11-1995, 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.

## **ADMINISTRATIVE SET UP**

6.10 For implementing Employees' Pension Scheme, 1995 work norms have been designed to provide prompt and trouble free service to the pension fund members and pensioners. In all 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. 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, Pension Payment Order (PPO) generation, disbursement and reconciliation, generation of Management Information System reports and monitoring are computerized. As per the existing arrangements for disbursement of monthly pension and other benefits, the Organization has entered into arrangement with Nationalized / Scheduled Commercial Banks, a list of which is given below. Arrangements has also been made with HDFC Bank, ICICI Bank, UTI Bank and Post offices to disburse pension and other benefits all over India.



<b>LIST OF DISBURSING AGENCIES UNDER EMPLOYEES PENSION SCHEME' 1995</b>	
1. Andhra Pradesh(Hyderabad and Guntur)	Andhra Bank Indian Bank State Bank of India Syndicate Bank
2. Bihar	Bank of India Punjab National Bank Syndicate Bank
3 Chandigarh, Chattisgarh, Haryana, Himachal Pradesh, Ludhiana, N.E.R, Uttranchal and Uttar Pradesh	Punjab National Bank State Bank of India
4. Delhi (North & South) Punjab National Bank State Bank of India	Indian Bank
5 Goa	Bank of India State Bank of India
6 Gujarat(Ahmedabad and Vadodara)	Dena Bank Indian Bank State Bank of India
7. Jharkhand	Bank of India Punjab National Bank Union Bank of India
8. Kerala	Canara Bank Federal Bank Indian Bank Indian Overseas Bank North Malabar Gramin Bank State Bank of India Syndicate Bank
9. Karnataka(Bangalore and Mangalore)	Canara Bank Corporation Bank State Bank of India State Bank of Mysore (Only Mangalore Region) Syndicate Bank
10.Maharashtra(Mumbai, Pune and Nagpur)	Bank of India Punjab National Bank State Bank of India
11 Madhya Pradesh	Bank of India Punjab National Bank State Bank of India

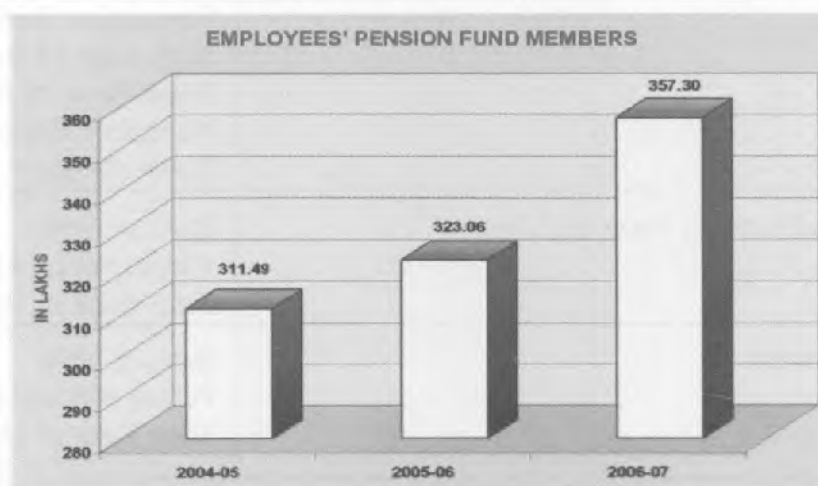


12. Orissa	Bank of India State Bank of India UCO Bank
13. Rajasthan	Punjab National Bank State Bank of Bikaner and Jaipur
14. Tamil Nadu(Chennai, Madurai and Coimbatore)	Indian Bank Indian Overseas Bank State Bank of India
15. West Bengal(Kolkata )	Andaman & Nicobar State Cooperative Bank Ltd (A&N only) Punjab National Bank United Bank of India UCO Bank
16. West Bengal (Jalpaiguri)	Punjab National Bank State Bank of India, UCO Bank, United Bank of India

**MEMBERS ENROLLED**

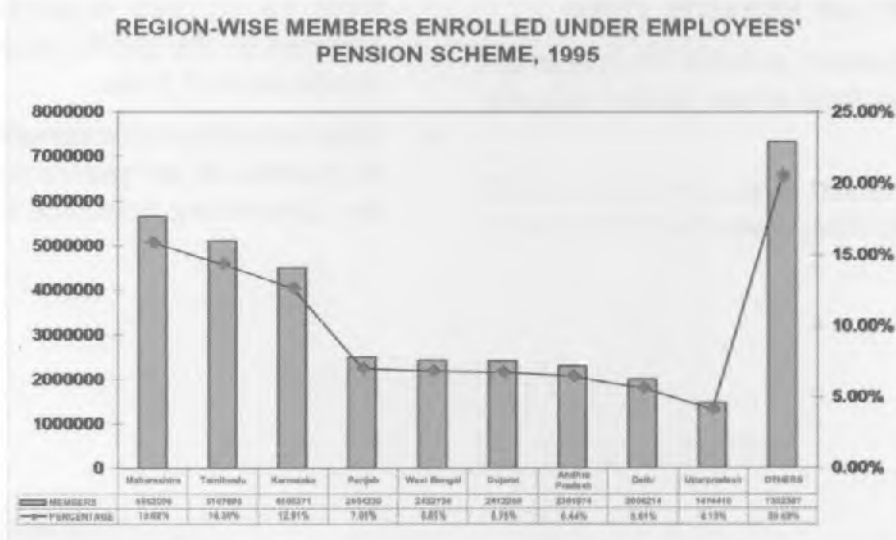
6.11 The net addition during the year was 3341630 members. The details of enrollment of members are given in **Table –1**.

<b>TABLE –1</b>	
<b>ENROLMENT OF PENSION SCHEME MEMBERS</b>	
	<b>Members</b>
As on 31.03.2005	31149049
As on 31.03.2006	32388660
As on 31.03.2007	35730290
<b>Net addition over previous Year</b>	<b>3341630</b>



6.12 The region-wise position of members of Employees Pension Scheme as on 31.03.2007, the members in the decreasing order is given in **Table -2**.

<b>TABLE -2</b>			
<b>REGION-WISE MEMBERSHIP UNDER EMPLOYEES' PENSION SCHEME, 1995</b>			
<b>S.No.</b>	<b>Region</b>	<b>Members</b>	<b>Percentage (%)</b>
1	Maharashtra	5652006	15.82%
2	Tamilnadu	5107695	14.30%
3	Karnataka	4506371	12.61%
4	Punjab	2504239	7.01%
5	West Bengal	2432736	6.81%
6	Gujarat	2412258	6.75%
7	Andhra Pradesh	2301974	6.44%
8	Delhi	2006214	5.61%
9	Uttarpradesh	1474410	4.13%
10	Faridabad	1369598	3.83%
11	Madhya Pradesh	1142057	3.20%
12	Rajasthan	1109659	3.11%
13	Kerala	1108113	3.10%
14	Orissa	575628	1.61%
15	Goa	432225	1.21%
16	Chhatisgarh	342634	0.96%
17	Jharkhand	342484	0.96%
18	Bihar	298260	0.83%
19	North East	257108	0.72%
20	Himachal Pradesh	182579	0.51%
21	Uttaranchal	172042	0.48%
<b>Total</b>		<b>35730290</b>	<b>100.00%</b>



**CONTRIBUTION RECEIVED**

6.13 During the year under the report Rs.8050.66 crores were received as Pension Fund contributions. Out of this Rs.6710.66 crores was Employers' share and Rs.1340.00 crores was contribution of the Central Government.

**PENSION FUND**

6.14 The ceased Employees' Family Pension Scheme 1971 mandated 1.16% of pay from employers and equivalent contribution by employees in to Family Pension Fund. All accumulations so accumulated in the ceased Family Pension Fund formed the corpus of Pension Fund of the Employees' Pension

Scheme, 1995. In the new scheme 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. Further the Central Government also contributes at the rate of 1.16% and credit the contribution to the Employees' pension Fund. As on 31.03.2007 the corpus (Securities + Public Account) stands at Rs.80766.22 crores.

6.15 Following table shows the position relating to contributions received, corpus and total pensioners year-wise commencing from 2002-03.

<b>Year</b>	<b>Contribution recd.- Cumulative (Rs. in crores)</b>	<b>Corpus (Rs. in crores)</b>	<b>No. of pensioners (including EFPS, 1971) Cumulative</b>
2002-03	33213.17	45045.21	1441670
2003-04	39155.72	52743.87	1758841
2004-05	45667.57	61318.23	2071168
2005-06	52553.02	70749.13	2335883
<b>2006-07</b>	<b>60603.68</b>	<b>80776.22</b>	<b>2653181</b>

**INVESTMENT OF PENSION FUND**

6.16 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 from time to time.



6.17 The investment of Pension Fund during the year 2006-2007 and total corpus of Pension Fund as on 31.03.2007 are given in the **Tables – 3 & 4**

<b>TABLE –3</b>		
<b>INVESTMENT OF PENSION FUND DURING 2006-07 (Rs. in Crores)</b>		
<b>I)</b>	<b>As per Investment Pattern</b>	
(i)	Central Government Securities	3949.09
(ii)	State Government/ Government guaranteed Securities	2089.27
(iii)	Special Deposit Scheme	-
(iv)	Public Sector Financial Institutions	900.53
	<b>Total investment</b>	<b>6938.89</b>
<b>II)</b>	<b>Public Account</b>	<b>3918.20</b>
<b>Total during the year (Public Account &amp; Securities) [I+II]</b>		<b>10857.09</b>

<b>TABLE – 4</b>	
<b>TOTAL CORPUS OF PENSION FUND</b> (Rs. in Crores)	
Net Investment in Securities as on 31.03.2006	41732.50
<b>Add:</b> Net Investment during the year	6938.89
<b>Net Investment in Securities as on 31.03.2007</b>	<b>48671.39</b>
Deposit in Public Account as on 31.03.2006	29016.63
<b>Add:</b> Government contribution	1340.00
<b>Add:</b> Interest received during the year	2578.20
Balance in Public Account as on 31.03.2007	<b>32934.83</b>
<b>Total Corpus (Securities + Public Account) as on 31.03.2007</b>	<b>81606.22</b>

#### **CONTRIBUTION ARREARS**

6.18 At the end of financial year 2005-2006, there was an outstanding arrears of Rs. 578.33 crores on account of Pension Fund contribution from employers. The total

workload for the year 2006-07 for recovery becomes Rs.905.17 crores. Rs.302.27 crores has been recovered through recovery action leaving behind an outstanding arrears of Rs.602.91 crores.

**ARREAR MANAGEMENT (PENSION FUND-UNEXEMPTED SECTOR)**

6.19 The details of the arrears under the Employees' Pension Fund and other dues during the period 2006-07 are given in **Table-5**

<b>TABLE - 5</b> (Rs. In lakhs)			
<b>Region</b>	<b>Total Workload</b>	<b>Collection made</b>	<b>Closing Balance as on 31.3.2007</b>
<b>NORTH ZONE</b>			
<b>Delhi</b>	1264.05	463.85	800.20
<b>Himachal Pradesh</b>	356.16	223.00	133.16
<b>Haryana</b>	1997.92	606.60	1391.32
<b>Punjab</b>	4077.00	1994.48	2082.52
<b>Uttaranchal</b>	317.99	66.91	251.08
<b>Uttar Pradesh</b>	4387.38	856.25	3531.13
<b>TOTAL</b>	<b>12400.50</b>	<b>4211.09</b>	<b>8189.41</b>
<b>SOUTH ZONE</b>			
<b>Andhra Pradesh</b>	6077.37	1960.86	4116.51
<b>Karnataka</b>	5342.09	2316.95	3025.14
<b>Kerala</b>	6131.50	1804.51	4326.99
<b>Tamil Nadu</b>	10801.73	3215.75	7585.98
<b>TOTAL</b>	<b>28352.69</b>	<b>9298.07</b>	<b>19054.62</b>
<b>EAST ZONE</b>			
<b>Bihar</b>	2196.82	525.22	1671.60
<b>Jharkhand</b>	1621.65	614.12	1007.53
<b>N.E.Region</b>	1881.16	830.13	1051.03
<b>Orissa</b>	8681.24	1800.78	6880.46
<b>West Bengal</b>	5408.00	1833.93	3574.07
<b>TOTAL</b>	<b>19788.87</b>	<b>5604.18</b>	<b>14184.69</b>
<b>WEST ZONE</b>			
<b>Chattisgarh</b>	1803.44	591.58	1211.86
<b>Gujarat</b>	8058.33	5771.88	2286.45
<b>Goa</b>	232.40	133.22	99.18
<b>Madhya Pradesh</b>	5765.24	839.26	4925.98
<b>Maharastra</b>	12552.25	3528.99	9023.26
<b>Rajasthan</b>	1563.74	248.28	1315.46
<b>TOTAL</b>	<b>29975.40</b>	<b>11113.21</b>	<b>18862.19</b>
<b>GRAND TOTAL</b>	<b>90517.46</b>	<b>30226.55</b>	<b>60290.91</b>

Note: The arrears include levies under Section 7Q, 14B and on Administrative Charges.

**Actions taken against Defaulters**

6.20 Prosecution cases under Section 14 of the Act were filed against the employers who failed to deposit the contributions. As against a workload of 16150 cases for disposal, 1401 cases were decided during the year, the region-wise details of which are given in **Appendix A-15**.

6.21 Out of a workload of 66149 recovery certificates under Section 8 of the EPF & Misc.

Provision Act, 1952 involving an amount of Rs.808.30 crores, an amount of Rs.191.30 crores were realized through execution of 18744 cases. At the end of the year, 47405 cases were pending involving a sum of Rs.617.00 crores.

**PENSION BENEFICIARIES**

6.22 The classification of the beneficiaries under Employees' Pension Scheme, 1995 as on 31.3.2007 is as under:

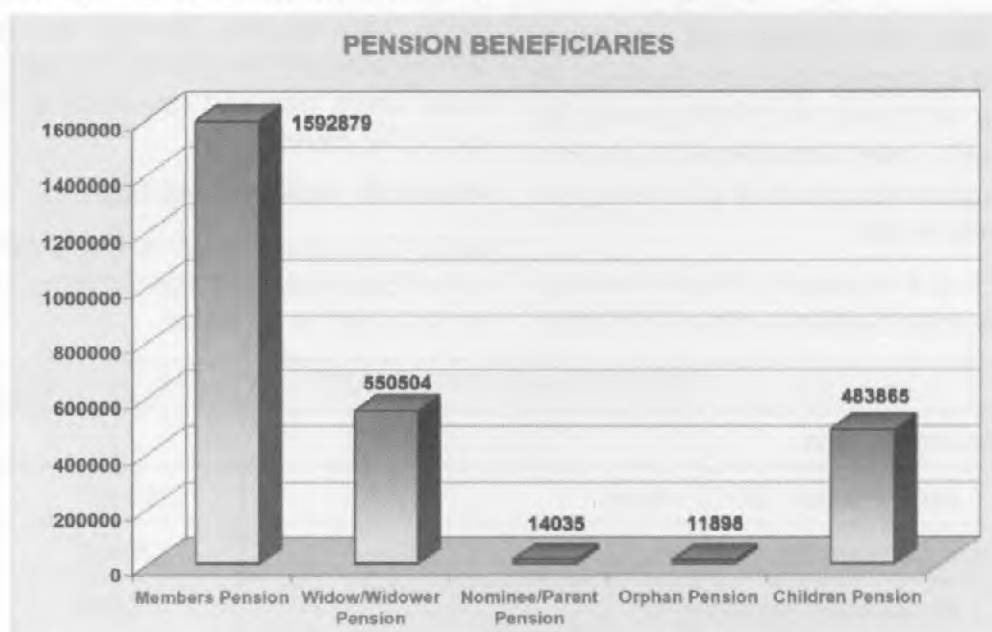
<b>PENSION BENEFICIARIES</b>		
<b>i) Members Pension</b>		
(a)	Early Pension (50-57 years)	1064467
(b)	Superannuation Pension	526522
(c)	Disablement Pension	1890
<b>Sub-Total</b>		<b>1592879</b>
<b>ii) Widow/Widower Pension</b>		
(a)	Death in Service	489144
(b)	Death away from Service	61360
<b>Sub-Total</b>		<b>550504</b>
iii)	Nominee Pension	7114
iv)	Parent Pension	6921
v)	Orphan Pension	11898
vi)	Children Pension	483865
<b>Sub Total</b>		<b>509798</b>
<b>Grand Total</b>		<b>2653181</b>

6.23 The aforesaid figures include widow pensioners and children pensioners drawing

pension under the ceased Employees' Family Pension Scheme, 1971.



6.24 The region-wise classification of 31.03.2007 is given at **Appendix-A-16(i)**. beneficiaries under Pension Scheme as on



#### SETTLEMENT OF PENSION CLAIMS (ALL BENEFITS)

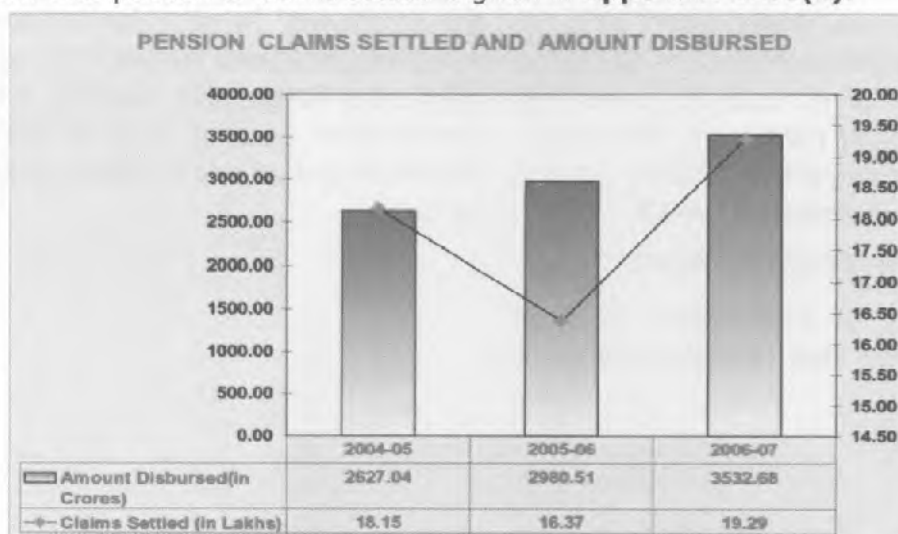
6.25 Details of all benefit claims sanctioned under the Employees' Pension Scheme, 1995, year-wise for the past three years are given in **Table -6**.

6.26 It would be seen from **Table-6** that during the year, under report 19.29 lakhs claims under EPS 1995 (all benefites) were settled as against 16.37 lakhs claims settled during the previous year. This includes 3.63 lakhs monthly Pension claims settled during the year.

<b>TABLE -6</b>				
<b>PENSION CLAIMS (ALL BENEFITS)</b>				
		<b>2004-05</b>	<b>2005-06</b>	<b>2006-07</b>
1	Brought forward pendency at the beginning of the year	116073	62069	73533
2	Claims received during the year	2326507	2329490	2622148
3	<b>TOTAL WORKLOAD [1+2]</b>	<b>2442580</b>	<b>2391559</b>	<b>2695681</b>
4	Claims returned for rectification of defects	505774	553071	581255
5	Claims rejected being ineligible	59931	128396	112942
6	Claims settled	1814806	1636559	1928898
7	<b>Percentage of Claims settled to workload</b>	<b>74.30%</b>	<b>68.43%</b>	<b>71.56%</b>
8	Amount authorised for payment [Rs. crores]	2627.04	2980.51	3532.68
9	Claims pending at the close of the year	62069	73533	72586
10	<b>Percentage of closing balance to workload</b>	<b>2.54%</b>	<b>3.07%</b>	<b>2.69%</b>



The region-wise position of claims settled is given in **Appendix-A-16(ii)**.



6.27 The category-wise break up of family pension claims settled during the year 2006-2007 is indicated in **Table-7**.

TABLE - 7	
CATEGORY OF CLAIMS	NO. OF CLAIMS SETTLED
Monthly Pension benefit	362668
Life Assurance benefit (under FPS'71)	1566230
Retirement-cum-withdrawal benefit	
Refunds	
<b>TOTAL</b>	<b>1928898</b>

#### SETTLEMENT OF MONTHLY PENSION CLAIMS

6.28 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				
		2004-05	2005-06	2006-07
1	Brought forward pendency at the beginning of the year	46887	31524	43838
2	Claims received during the year	480487	528122	553323
3	<b>TOTAL WORKLOAD [1+2]</b>	<b>527374</b>	<b>559646</b>	<b>597161</b>
4	Claims returned for rectification of defects & resubmission	155123	164650	180023
5	Claims rejected being ineligible	14120	17434	10791
6	Claims settled	326607	333724	362668
7	<b>Percentage of claims settled to workload</b>	<b>61.93%</b>	<b>59.63%</b>	<b>60.73%</b>
8	Amount authorised for payment [Rs. in crores]	1717.93	1955.95	2324.23
9	Claims pending at the close of the year	31524	43838	43679
10	<b>Percentage of pending closing balance to workload</b>	<b>5.98%</b>	<b>7.83%</b>	<b>7.31%</b>

6.29 It would be seen from the above Table that during the year under report 2653181 pensioners were paid monthly pension. During the year, a sum of Rs. 2324.23 crores was paid to the monthly pensioners. The region-wise data on settlement of monthly pension cases are given in **Appendix-A-17**.

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.

## VALUATION OF PENSION FUND

6.30 Para 32 of Employees' Pension Scheme, 95 states that Central Government

**VALUATION OF PENSION FUND AS PER PARA 32 OF EMPLOYEES' PENSION SCHEME, 1995**

6.31 The results & the recommendations of the eight Valuations of Pension Fund done so far are as follows:-

Valuation	Period of Valuation	Name of the Valuer	Recommendations	Date of Submission of report	Surplus/ deficit (Rs. in crores)
1 <sup>st</sup> Valuation	16.11.95 to 15.11.96	Sh.Bhudev Chatterjee	• Valuer recommended 4% pension relief.	30.04.1998	1689
2 <sup>nd</sup> Valuation	16.11.96 to 31.03.98		• Valuer recommended pension relief of 4% plus proportionate increase for excess period. • Relief declared @ 5.5%	30.03.1999	1239
3 <sup>rd</sup> Valuation	01.04.98 to 31.03.99	Sh.Bhudev Chatterjee	• Recommended pension relief of 4%. • Recommended minimum widow pension @ Rs. 450/-p.m.; minimum children pension @ 150/- p.m. & minimum orphan pension @ Rs. 250/- p.m.	04.01.2001	732
4 <sup>th</sup> Valuation	01.04.99 to 31.03.00		• Recommended pension relief of 4%. • Commuted value, ROC Value, Table for withdrawal benefits to be reduced taking note of reducing interest rates.	20.08.2001	70
5 <sup>th</sup> Valuation	01.04.00 to	M/s. K.A.Pandit	• The retirement age for member may be increased from 58 to 60 years. • To revise Table B and D. • Increase in reduction rate from 3% to 5% in early pension cases. • Liberal pattern of investment may be allowed to increase the return. • Withdrawal under the scheme need to be controlled.	Nov. 2003	-43
6 <sup>th</sup> Valuation	01.04.01 to 31.03.02			Nov. 2003	-17136
7 <sup>th</sup> Valuation	01.04.02 to 31.03.03			12.08.2004	-19291
8 <sup>th</sup> Valuation	01.04.03 to 31.03.04			25.4.2005	-22021



**REVIEW REPORT BY PANEL OF ACTUARIES ON THE VALUATION REPORTS BY VALUER  
EMPLOYEES' PENSION SCHEME, 1995**

6.32 The results & the recommendations of the two revaluations done so far are as follows:-

Revaluation	Period of Valuation	Names of the Actuaries in the Panel	Recommendations	Date of Submission of report
1 <sup>st</sup>	16.11.95 to 15.11.96	Sh. Debabrata Basu & Sh. Liyaquat Khan	<ul style="list-style-type: none"> <li>• Did not agree with the concept of pension relief.</li> <li>• Though agreed to enhancement of benefits @ 4% showed favour to slightly lesser increase so as to provide for margin for future adverse experience.</li> <li>• Recommended outgo of benefits from Public Account as to maximize yield.</li> <li>• Clearly recommended that any enhancement of benefit should be out of emergent surplus only.</li> </ul>	31.8.98
2 <sup>nd</sup>	01.04.99 to 31.03.00	Sh. N.R. Kapadia & Sh. R. Ramakrishnan	<ul style="list-style-type: none"> <li>• Reported need for bringing down the pension relief.</li> <li>• Commented that granting of increase of 4% cannot even be imagined.</li> <li>• Recommended putting in place a viable system of funding additional liability arising out of increase in wage ceiling. Till then future wage ceiling to be frozen.</li> <li>• Recommended Pensionable Salary to be defined as the average salary of the last 60 months of salary or last 36 months of salary of the service.</li> <li>• Recommended increase in reduction factor ( for reduced pension) to not less than 5% per annum.</li> </ul>	8.10.2003



**PENSION IMPLEMENTATION COMMITTEE**

6.33 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. The Committee consists of Chairman (Additional Secretary, Ministry of Labour & Employment), 2 employers' representatives, 2 employees representatives and CPFC as member. The Committee considers all important suggestions/proposals for amendment/improvement in the Scheme. The Committee has held 22 meetings so far.

**GRANT OF EXEMPTION UNDER EPS'95**

6.34 Section 17 (1-C) provides that the appropriate Government may, by notification in the Official Gazette, and subject to the condition on the pattern of investment of pension fund and such other conditions as may be specified therein, exempt any establishment or class of establishments from the operation of Pension Scheme if the employees of such establishment or class of establishments are either members of any other pension scheme or proposed to be members of such pension scheme, where the pensionary benefits are at par or more favorable than the Pension Scheme under the Act.

6.35 Para 39 of the Employees' Pension Scheme, 1995 further provides for grant of exemption from the operation of the Statutory Scheme if the employees are either members of any other Pension Scheme or propose to be members of a Pension Scheme wherein the Pensionary benefits are at par or more

favourable than the benefits provided under the Statutory Scheme.

6.36 The employer of the concerned establishments seeking exemption need to submit the exemption application together with Pension Scheme of the establishments and other prescribed documents to the Regional Provident Fund Commissioner-in-charge of the Sub-Regional/Regional Office under whose jurisdiction the establishment is covered under the EPF & MP Act, 1952. The RPFC is required to scrutinize the application in the prescribed manner and submit it to the CPFC. On being satisfied that the pensionary benefits provided in the establishment pension scheme are at par or more favourable than the benefits provide under the statutory scheme and also other terms and conditions governing grant of exemption are fulfilled, the CPFC shall forward the exemption proposal alongwith his recommendations to the appropriate Government for decision. The appropriate Government shall issue a notification granting exemption or otherwise issue an appropriate order rejecting the exemption application. The exemption may be granted with certain conditions. The exemption will be liable to be cancelled for violation of any of the above conditions.

6.37 Subject to the conditions, M/s. Tata Motors (TELCO), M/s. Oil India Ltd and M/s. Malaysian Airlines have been given exemption vide Government Order dated 22-4-1999, 9.12.2002 and 2.12.1999 respectively. As on 31.3.2007, in these three exempted establishments a total of 1.72 lakhs members were enrolled.

♦ ♦ ♦

## 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 employee members are not required to contribute to the Insurance Fund, the employers are required to pay contributions to the Insurance Fund at the rate of 0.5% 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.250.65 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.

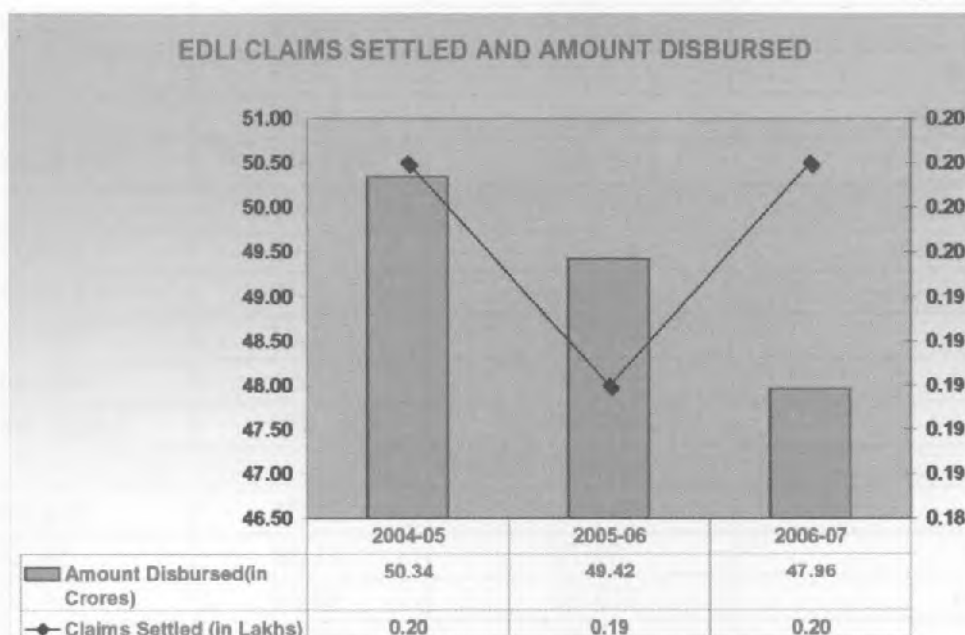
7.6 The employees of covered establishments granted exemption under the EDLI Scheme are required to pay the inspection charges @ 0.005% of basic wage, dearness allowance including cash value of food concession and retaining allowance, if any with effect from 15<sup>th</sup> January 1989 subject to a minimum of Rs.1 Per Month. During the period under the report, Rs.10.35 crores has been received as administrative, inspection charges & penal damages from the covered establishments.

#### INVESTMENTS

7.7 Upto 1996-97, contributions received in the "Insurance Fund" were 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 continues 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.

<b>EDLI INVESTMENT CORPUS</b>	
Net Investment in securities as on 31.03.2006	1313.97
ADD: Net Investment during 2006-2007	308.62
Net Investment in securities as on 31.03.2007	1622.59
Deposit in Public Account as on 31.03.2006	3605.02
ADD: Interest received during 2006-2007	305.93
Balance in Public Account as on 31.03.2007	3910.95
<b>Total Investment Corpus</b> (Security+Public A/c) as on 31.03.2007	<b>5533.54*</b>

\*(At face Value)



### SETTLEMENT OF CLAIMS

7.8 During the year, benefits were extended to 20370 claimants. 1426 claims were pending for disposal at the end of the year. Number of claims settled region-wise and amount disbursed is given at **Appendix-A-18**.

### ARREARS

7.9 An amount of Rs.46.41 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.5.04 crores.

**ARREAR MANAGEMENT (EDLI FUND UNEXEMPTED SECTOR)**

Employees' Deposit Linked Insurance Schemes and other dues during the period 2006-07 are

7.10 The details of the arrears under the given in **Table-1**

<b>TABLE-1</b> (Rs. In lakhs)			
<b>Region</b>	<b>Total Workload</b>	<b>Collection made</b>	<b>Closing Balance as on 31.3.2007</b>
<b>NORTH ZONE</b>			
Delhi	119.58	61.07	58.51
Himachal Pradesh	30.90	21.63	9.27
Haryana	202.93	52.53	150.40
Punjab	353.94	149.77	204.17
Uttaranchal	21.57	7.33	14.24
Uttar Pradesh	268.64	55.65	212.99
<b>TOTAL</b>	<b>997.56</b>	<b>347.98</b>	<b>649.58</b>
<b>SOUTH ZONE</b>			
Andhra Pradesh	513.67	155.00	358.67
Karnataka	555.42	119.47	435.95
Kerala	483.03	129.87	353.16
Tamil Nadu	715.86	237.56	478.30
<b>TOTAL</b>	<b>2267.98</b>	<b>641.90</b>	<b>1626.08</b>
<b>EAST ZONE</b>			
Bihar	143.68	31.54	112.14
Jharkhand	89.72	31.38	58.34
N.E.Region	115.10	50.50	64.60
Orissa	469.74	115.34	354.40
West Bengal	526.32	204.38	321.94
<b>TOTAL</b>	<b>1344.56</b>	<b>433.14</b>	<b>911.42</b>
<b>WEST ZONE</b>			
Chattisgarh	134.65	24.20	110.45
Gujarat	288.61	68.07	220.54
Goa	16.26	10.21	6.05
Madhya Pradesh	473.19	73.76	399.43
Maharastra	1077.80	263.23	814.57
Rajasthan	120.36	35.95	84.41
<b>TOTAL</b>	<b>2110.87</b>	<b>475.42</b>	<b>1635.45</b>
<b>GRAND TOTAL</b>	<b>6720.97</b>	<b>1898.44</b>	<b>4822.53</b>

Note: The arrears include levies under Section 7Q, 14B and on Adm. Charges.



**ACTIONS TAKEN AGAINST DEFAULTERS**

7.11 Prosecution cases under Section 14 of the Act were filed against the employers who failed to deposit the contributions. As against a workload of 16392 cases for disposal, 1412 cases were decided during the year. Of the cases decided, in 646 cases conviction were ordered, 15 cases were acquitted. 426 cases were withdrawn, 116 cases admonished and 209 cases were discharged. The region-wise data of prosecution cases launched is given in **Appendix-A-19**.

7.12 Out of a workload of 80905 Recovery Certificates under Section 8 of the Act, involving an amount of Rs. 57.67 crores, an amount of Rs. 9.50 crores were realized through execution of 18445 certificates. At the end of the year 62460 cases involving a sum of Rs. 48.17 crores were pending.

**EXEMPTION FROM THE SCHEME**

7.13 On the request of the employer, the Central Provident Fund Commissioner is empowered to grant the exemption, under section 17 (2A) of the Act, 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. 550 establishments have been granted exemption from the Scheme during this year.

...

## CHAPTER 8

### 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 para-38 of the Employees' Provident Fund Scheme, 1952 stipulates that the employer of the establishments complying with the Employees' Provident Funds Scheme, 1952 as an un-exempted establishment should pay administrative charges. Section 17(3) of the Act stipulates the payment of Inspection charges by the exempted establishments every month.

8.2 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.

8.3 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 employers' 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 was 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 was 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.

8.4 The Income and Expenditure of Administration Account for the year 2006-2007 relating to Employees' Provident Fund Scheme, 1952 is as below:

<b>INCOME &amp; EXPENDITURE ACCOUNT</b>		<b>(Rs. in Crores)</b>
		2006-07
<b>INCOME:</b>		
A	Administrative, Inspection Charges & Penal Damages (including 7Q interest)	954.45
B	Interest on Investments	160.90
C	Receipts from other accounts	106.93
D	Miscellaneous receipts	7.63
	<b>TOTAL</b>	<b>1229.91</b>
<b>EXPENDITURE:</b>		
A	Revenue Expenditure	854.95
B	Capital Expenditure Appropriation	0.00
C	Building Maintenance Expenditure Appropriation	-4.96
D	Payments to other Accounts	130.86
	<b>TOTAL</b>	<b>980.85</b>
Excess of Income over Expenditure		<b>249.06</b>

#### **ADMINISTRATIVE REVENUE OF THE ORGANISATION**

8.5 During the year 2006-2007, the details of 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:

<b>ADMINISTRATIVE /INSPECTION CHARGES AND PENAL DAMAGES RECEIVED FROM ESTABLISHMENTS (Rs. in Crore)</b>				
<b>Scheme</b>		<b>EPF Scheme</b>	<b>EDLI Scheme</b>	<b>TOTAL</b>
1	Adm. Charges	892.25	8.04	900.29
2	Inspection Charges	53.14	2.04	55.18
3	Penal Damages (Including 7Q Interest)	9.06	0.27	9.33
	<b>TOTAL</b>	<b>954.45</b>	<b>10.35</b>	<b>964.80</b>

## CHAPTER 9

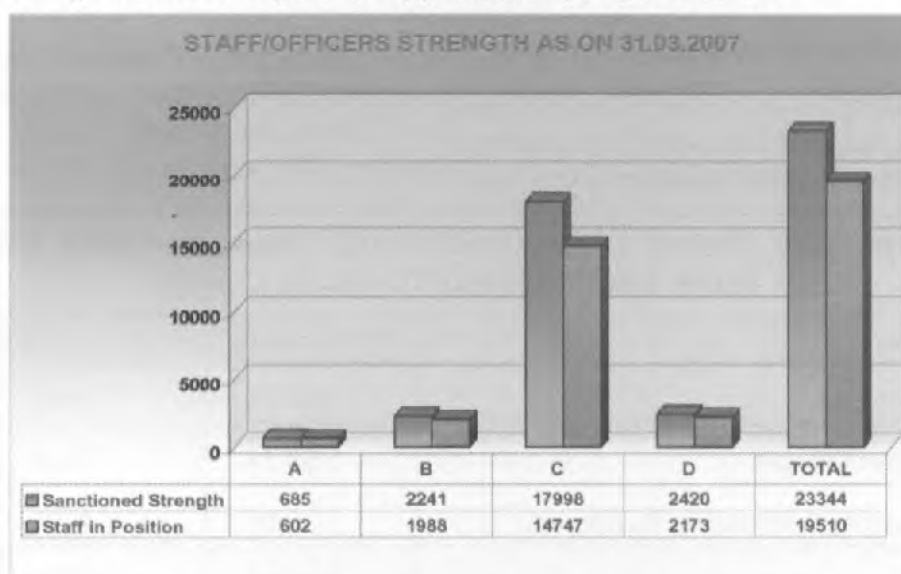
### HUMAN RESOURCE MANAGEMENT

The total sanctioned staff strength of the Employees' Provident Fund Organization including officers and staff, was 23344 as on 31.3.2007. The group wise position of

sanctioned officers and staff strength vis-à-vis officers/staff in position is given in following **Table-I and graph below:**

TABLE-1		
STAFF/OFFICERS STRENGTH AS ON 31.3.2007		
Group	Sanctioned strength	Staff in position
A	685	602
B	2241	1988
C	17998	14747
D	2420	2173
<b>Total</b>	<b>23344</b>	<b>19510</b>

9.2 The detailed region-wise position of the sanctioned staff/officers vis-à-vis staff/officers in position during 2006-2007 is given in **Appendix 20, 21,22 and 23.**



9.3 Employees' Provident Fund Organisation has implemented the reservation policies for SC/ST/OBCs as per instructions received from Department of Personnel & Training, Government of India from time to

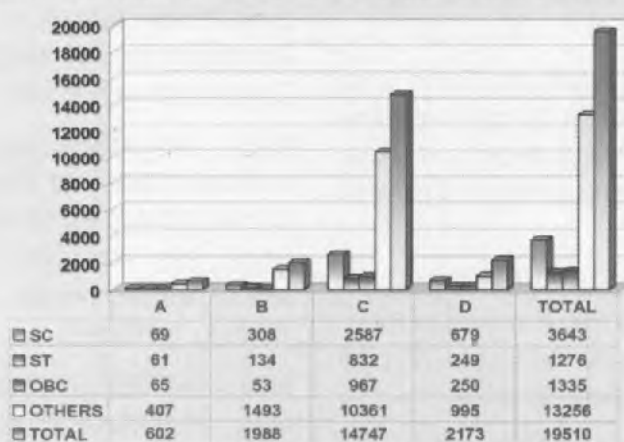
time in Direct Recruitment as well as Departmental Promotion posts. With effect from 2<sup>nd</sup> July 1997, post-based rosters have replaced the vacancy-based rosters. Group wise position of SC/ST/OBC strength in the



Employees' Provident Fund Organisation is given in **Table-II** and **graph** below:

<b>TABLE-2</b>								
<b>OFFICERS/STAFF IN TERMS OF RESERVATION AS ON 31.3.2007</b>								
Group	Sanctioned Strength	Staff in Position	RESERVATION					
			SC		ST		OBC	
			Sanctioned	In Position	Sanctioned	In Position	Sanctioned	In Position
A	685	602	60	69	30	61	54	65
B	2241	1988	280	308	120	134	139	53
C	17998	14747	2449	2587	1139	832	1253	967
D	2420	2173	338	679	136	249	364	250
<b>TOTAL</b>	<b>23344</b>	<b>19510</b>	<b>3127</b>	<b>3643</b>	<b>1425</b>	<b>1276</b>	<b>1810</b>	<b>1335</b>

**REPRESENTATION TO SC/ST/OBC ON ACTUAL STRENGTH**



## COMPASSIONATE APPOINTMENTS

9.4 Opportunities to Group - C and Group - D staff have also been provided by allowing employment 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	-	25
Group - D	-	38

9.5 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 approval of Central Board of Trustees / Executive Committee of Central Board of Trustees, Employees' Provident Fund from time to time.

## TRAINING

9.6 National Academy for Training & Research in Social Security (NATRSS) was set up in 1990 with the twin objectives of meeting the training needs of the officers of the Employees' Provident Fund Organization and also to design, develop and execute research programmes in Social Security.



9.7 The NATRSS 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 and one Sub-ZTI 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, Uttranchal, 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 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, Chhatisgarh and Rajasthan Regions.
- Sub-Zonal Training Institute, East Zone at Shillong. It caters the training needs of North-Eastern Region.

Being a premier training institution in Social Security, the Academy also invites participants from other Social Security organizations like ESIC, Ministry of Labour, Seamen's Provident Fund, Assam Tea Plantation Workers Provident, Seamen's Provident Fund; and Jammu and Kashmir Provident Fund etc. The objective is to provide

training not only to the officers of the EPFO, but also to the executives of all such organizations engaged in the administration of Social Security within the country and abroad, so as to become an enabler in sustained development of capacities and competencies in the area of Social Security.

## **TRAINING & DEVELOPMENT**

9.8 During the year 2006-2007, the Academy conducted various short duration training courses on General Management Skills, Behavior Management Skills and Managing Social Security Systems.

9.9 In line with the mandate of improving the functional skills amongst the officers of the Employees' Provident Fund Organisation, short-term courses on the Functional Skill Development, in areas of Administration, Compliance and Pension were also included.

9.10 Simultaneously, the Academy dedicated itself to the capacity building of trainers posted in the training institutes of the Employees' Provident Fund Organisation as well as visiting faculty members of the Zonal Training Institutes.

9.11 NATRSS designed and implemented its own in-house Faculty Development Programme in addition to conducting the Trainers' Development Courses of Department of Personnel & Training, Government of India. The trainers' development courses of DoPT are Direct Trainers' Skills (DTS), Design of Training (DoT), Mentoring & Facilitation, Training Need Analysis & Use of TNA Toolkit, Evaluation of Training (EoT) etc.

9.12 The Following table is indicative of the efforts made by the NATRSS towards development of Human Resources in the area of Training & Development through training programmes sponsored by the DoPT, Govt. of India.

<b>TRAINING PROGRAMMES CONDUCTED IN COLLABORATION WITH DEPARTMENT OF PERSONNEL &amp; TRAINING, GOVT. OF INDIA</b>		
<b>Name of the Training Programme</b>	<b>No. of programmes conducted</b>	<b>No. of participants attended</b>
Facilitation Skills	2	21
Direct Trainers Skills (DTS)	1	19
Design of Training (DoT)	1	8
<b>TOTAL</b>	<b>4</b>	<b>48</b>

9.13 Two Officers of the EPFO, namely Sh. Sharad Singh, Deputy Director and Sh. Naveen Juneja, Assistant Provident Fund Commissioner, were selected and identified as the Recognised Users for Facilitation course, by the DoPT, Government of India. All these activities have enhanced the capacity of Employees' Provident Fund Organisation in the area of training and development.

9.14 The National Academy co-ordinates with the Zonal Training Institutes for designing and implementing the training courses on a uniform basis for personnel working in the Employees' Provident Fund Organisation in different cadres i.e.

- At the management,
- The supervisory; and
- The operative levels.

9.15 It is intended that all personnel, at appropriate points of time, would be given necessary training exposure through Induction Courses, in-service courses and specialized courses/workshops in order to upgrade their professional skills for discharging their functions in the field formations and at Head Office.

9.16 The Organisation has undertaken modernization of its operations by introduction of computer support. The National Academy as well Zonal Institutes have the necessary hands-on training facility for personnel at different levels in the use and management of computer facilities.

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

1. Foundation Programme	For directly recruited/departmentally promoted Assistant Provident Fund Commissioners
2. Refresher-in-service programmes	For Assistant Provident Fund Commissioners



9.18 The table below indicates the training programmes (other than DOPT Courses) conducted by the National Academy During 2006-2007:

Name of the Training Programme	Number of programmes conducted	Number of Officers Trained
<b>FOUNDATIONAL LEVEL PROGRAMMES</b>		
(a) Foundation courses for Assistant Provident Fund Commissioners (Prob.) 2006 batch 2 months duration each	2	58
(b) Induction course for Assistant Provident Fund Commissioners (DP)	1	24
<b>GENERAL MANAGEMENT SKILL</b>		
Leadership Skills & Managerial Effectiveness	1	19
Managerial Effectiveness	1	15
<b>BEHAVIOR MANAGEMENT SKILLS</b>		
Communication & Presentation Skills	1	10
Customer Relationship Management	1	24
<b>MANAGING SOCIAL SECURITY</b>		
Retirement Planning	2	31
<b>FUNCTIONAL SKILLS DEVELOPMENT</b>		
Refresher course for Legal Officials	1	23
Refresher course for Assistant Provident Fund Commissioners (Prob.) 2006 Batch	2	56
<b>ADMINISTRATION, COMPLIANCE &amp; PENSION</b>		
Employees' Pension Scheme'95	1	18
Establishment & Administrative Rules	1	26
Financial Management	1	15
Official Language	2	35
Labour Laws	1	14
Compliance Management	1	38
<b>TOTAL</b>	<b>19</b>	<b>406</b>

#### EXTERNAL PROGRAMMES

9.19 The National Academy for Training & Research in Social Security and its Zonal Training Institutes have also been conducting the **National Workshops** for the **trustees of the Exempted and Unexempted trusts** of Employees' Provident Funds for the last several years. The main discussions in these workshops have been on:

- Employees' Pension Scheme 1995,

- Investment patterns of investment decisions by the exempted trusts,
- Coverage of Contractors' employees and management of exempted trusts.

9.20 The response for the programme from the industry has been quite encouraging and almost all of the participants felt that such programmes should be conducted regularly to inform the trustees of the latest developments in the sector.



9.21 During the year 2006-2007, NATRSS and its Zonal Training Institutes have conducted the Workshops and Seminars. The details are as under:

	<b>Workshops Conducted</b>	<b>Participants attended</b>	<b>Seminars conducted</b>	<b>Participants attended</b>
NATRSS	1	70	-	-
North Zone	6	190	1	30
East Zone	3	149	-	-
West Zone	6	113	1	25
South Zone	7	208	1	22
<b>TOTAL</b>	<b>23</b>	<b>730</b>	<b>3</b>	<b>77</b>

9.22 Simultaneously, 226 training programmes were organised by the Zonal Training Institutes in which 5298 employees and officers participated. The details of the programmes conducted by ZTIs and Sub-ZTI are as under:

	<b>2005-2006</b>	<b>2005-2006</b>	<b>2006-2007</b>	<b>2006-2007</b>
<b>Zone</b>	<b>No. of Programmes</b>	<b>No. of Participants</b>	<b>No. of Programmes</b>	<b>No. of Participants</b>
North Zone	44	936	61	1600
East Zone	47	1474	56	1234
West Zone	39	862	57	1427
South Zone	50	1076	51	1025
Sub-ZTI Shillong	10	79	01	12
<b>Total</b>	<b>190</b>	<b>4427</b>	<b>226</b>	<b>5298</b>

9.23 The training programmes conducted by National Academy for Training & Research in Social Security & ZTIs during the last three years are given below:

<b>Year</b>	<b>Number of Courses</b>	<b>Number of Officials/ Officers Trained</b>
2004-2005	205	4784
2005-2006	222	4921
2006-2007	246	5774

#### **OTHER ACTIVITIES**

9.24 Apart from the training programmes NATRSS and its ZTIs have also conducted the following activities :

- Conducting of Probationers Examinations – for APFCs and LDCs
- Computer Skill Test for promotion to the post of Social Security Assistants
- Meeting of OICs of Pilot Offices
- Meetings of BPR
- Meetings of XLRI



## **COLLABORATION**

9.25 During 2006-2007, the National Academy collaborated with Training Division of Department of Personnel & Training, Government of India. It figured in the list of training institutes identified by the Department of Personnel & Training for the national level faculty development programmes.

## **INTERNATIONAL LINKAGES**

9.26 The Academy continued its endeavor to grow into the international sphere. International participants from Mauritius & Nepal participated in the different courses in the Academy during the year 2006-07. During the year 17 International participants participated in the different courses in the Academy.

## **RESEARCH**

9.27 The Academy is also emerging as a centre of innovative and contemporary research on various facets of Social Security administration and design of social security schemes to suit specific socio-economic and demographic contexts.

9.28 Research Project jointly sponsored by the Ministry of Labour & Employment and NATRSS entitled " Social Security Scheme for Barbers in Delhi – steps towards implementation and Social Security Scheme for Rickshaw Pullers in Delhi" are at various stages of finalization.

## **HR DEVELOPMENT**

9.29 NATRSS is quite sensitive toward its role to enable Employees' Provident Fund Organisation for achieving its mission and vision. In today's environment due to changes in market expectations and quality consciousness, human resource is the most important driver of organizational change. 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. HR development through acquisition of new knowledge, skills and competencies is thus key to organizational excellence.

9.30 NATRSS has brought out collection of reported judgements of various High Court and Hon'ble Supreme Court of India on important EPF cases with the view to keep update legal knowledge of the functionaries in deciding the compliance and other related issues.

9.31 NATRSS considers its responsibility to provide state of art training to executives of EPFO and thereby enable the organisation to achieve a successful foray into the reinvention of its business strategy and processes.

## **EXAMINATION**

9.32 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, Social Security Assistant, Section Supervisor / Assistant, Hindi Translator Grade-II, Personal Assistant, Enforcement Officer/ Assistant Accounts Officer/Section Officer(Head Office). The role of the Examination Section is mainly to conduct these Departmental Examinations.

9.33 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 onwards for direct recruits to the posts of Assistant Provident Fund Commissioner and Enforcement Officer / Assistant Accounts Officer / Superintendent.

**STAFF IN POSITION**

9.34 The Examination Wing has the following staff component at present

Officers/Staff	Number
Regional Provident Fund Commissioner (Grade-II)	1
Section Officer	1
Stenographer	1
Assistant	1
Social Security Assistant	2
Daftary	1

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

<b>a) Departmental Examinations:</b> (Normally One examination each year)	
	Percentage Quota
Lower Division Clerk	30%
Social Security Assistant	15%
Section Supervisor	33.1/3%
Hindi Translator(Gr.II)	50%
Enforcement Officer / Assistant Accounts Officer	25%
<b>b) Probationary Examinations :</b>	
(Two or more examinations every year)	
Assistant Provident Fund Commissioner	
Enforcement Officer / Assistant Accounts Officer / Superintendent	

**PERFORMANCE DURING 2006-2007**

9.36 The C.B.T, EPF in its 175<sup>th</sup> Meeting held on 28.03.2006 approved a proposal regarding providing one more opportunity to existing LDCs for appearing in computer skill test for absorption in the cadre of Social Security Assistant. Therefore, the Departmental Computer Skill test for promotion to the post of Social Security Assistant was conducted at four Z.T.Is in the months of June and July,2006 wherein 504 LDCs appeared from all the Regions including Head Office. Out of which 175 candidates qualified the computer skill test. The result of Departmental competitive examination for promotion to the post of Hindi Translator Gr. II was declared in the month of May,2006. 17 candidates out

of 34 candidates were declared successful in the above examination. The Departmental examination for promotion to the post of Section Supervisor was proposed on 21<sup>st</sup> & 22<sup>nd</sup> September,2006. A total of 521 candidates applied for the above examination from all Regions where vacancies were reported for the post. However in compliance of an order of Hon'ble CAT, Principal Bench Delhi, the above examination had to be postponed.

9.37 Assistant Provident Fund Commissioner (Probationer) Examination for direct recruit candidates in APFC cadre, was conducted from 18<sup>th</sup> to 22<sup>nd</sup> September,2006, forty candidates appeared out of which 17 candidates were declared successful in the



examination. Assistant Provident Fund Commissioner (Probationer) Examination was also conducted from 5<sup>th</sup> to 9<sup>th</sup> February, 2007, forty candidates appeared out of which 9 candidates were declared successful.

9.38 The examination section also initiated action on proposal received from HRM Wing for filling up of the vacancies including backlog vacancies in the cadre of Social Security Assistant through open direct Recruitment.

#### **PRODUCTIVITY LINKED BONUS**

9.39 As per the mandate of the existing PLB Scheme, which was originally for six years from 1998-99, the National Productivity Council, New Delhi was engaged to review the existing Scheme on the basis of experience

gained. The NPC conducted the Study from Nov 2005 and submitted its report on 17.03.2006. The report was considered in consultation with the All India EPF Staff Federation and it was placed before the Executive Committee, CBT, EPF in its 56<sup>th</sup> meeting held on 6.12.2006. The final report with the recommendation of CBT has been sent on 27.12.2006 to the Govt for approval.

9.40 The extant 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. It is presently in operation for the last eight years.

Details of amount of PLB released by each Region for the year 2005-06 is furnished below:



<b>PRODUCTIVITY LINKED BONUS PAID FOR THE YEAR 2005-06</b>			
<b>S.No.</b>	<b>REGION</b>	<b>BONUS (IN NUMBER OF DAYS)</b>	<b>AMOUNT PAID (in Rs)</b>
1	AHMEDABAD (GJ)	60 (SIXTY DAYS)	3660080
2	BIHAR	58 (FIFTY EIGHT DAYS)	1330069
3	BANGALORE	60 (SIXTY DAYS)	3275374
4	BARODA	60 (SIXTY DAYS)	1656101
5	CHENNAI	60 (SIXTY DAYS)	4976584
6	COIMBATORE	60 (SIXTY DAYS)	3188754
7	CHANDIGARH	60 (SIXTY DAYS)	1993682
8	CHHATTISGARH	60 (SIXTY DAYS)	414456
9	DELHI(NORTH)	60 (SIXTY DAYS)	2071624
10	DELHI(SOUTH)	60 (SIXTY DAYS)	1522550
11	GUNTUR	60 (SIXTY DAYS)	3081550
12	GOA	60 (SIXTY DAYS)	364671
13	HARYANA	60 (SIXTY DAYS)	2467628
14	HYDERABAD	60 (SIXTY DAYS)	4272913
15	HIMACHAL PRADESH	60 (SIXTY DAYS)	422677
16	JALPAIGURI	60 (SIXTY DAYS)	1564484
17	JHARKHAND	60 (SIXTY DAYS)	1452043
18	KERALA	60 (SIXTY DAYS)	4448925
19	KOLKATA	60 (SIXTY DAYS)	6578826
20	LUDHIANA	60 (SIXTY DAYS)	1933764
21	MADHYA PRADESH	60 (SIXTY DAYS)	3462641
22	MANGALORE	60(SIXTY DAYS )	3178545
23	MUMBAI-I(BANDRA)	60(SIXTY DAYS)	4064968
24	MADURAI	60(SIXTY DAYS)	3216030
25	NAGPUR	60 (SIXTY DAYS)	2631816
26.	N.E. REGION	60 (SIXTY DAYS)	1208270
27	ORISSA	60 (SIXTY DAYS)	2588487
28	PUNE	60 (SIXTY DAYS)	2140785
29	RAJASTHAN	60(SIXTY DAYS)	2724247
30	MUMBAI-II (THANE)	60 (SIXTY DAYS)	2966258
31	UTTARANCHAL	60 (SIXTY DAYS)	524616
32	UTTAR PRADESH	60 (SIXTY DAYS)	5462216
33	H O (NOTIONAL BONUS)	60 (SIXTY DAYS)	1354712
34.	NATRSS	60 (SIXTY DAYS)	399654
35.	EPFAT	60 (SIXTY DAYS)	14802
<b>TOTAL</b>			<b>86614802</b>

**WELFARE OF SC/ST EMPLOYEES**

9.41 In accordance with the Govt. of India, D.O.P.T. guidelines, SC/ST Cell has been established in the Head Office of the EPF Organisation. The cell is at present headed by Addl. CPFC as Chief Liaison Officer. All the Regional Offices are having similar SC/ST Cells which are being headed by a group 'A' Officer who function as Liaison Officer for looking after the grievances of the SC/ST employees serving in the Regions. Liaison Officers of the Regions provide periodical report/returns to the Chief Liaison Officer in Head Office.

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

9.43 During the period under report seven references/grievances were received through the National Commission for SCs/STs, Govt. of India, New Delhi. Necessary action was taken as per directions of the National Commission for SCs/STs, Govt. of India.

9.44 Chief Liaison Officer is mainly functioning to Liaisen between Head Office and the Regional Offices, National Commission as well as Ministry of Labour, Govt. of India, to secure compliance of the reservation provided for SC/STs.

9.45 All the Regional Commissioner have submitted prescribed returns and Annual statements as required under chapter 14 of the Brochure on reservation. The returns

relate to staff in position and region wise back log. Efforts have been made to clear the backlog. Theses returns are consolidated by the Head Office. The Head Office, submits returns relating to maintenance of roster register of all group posts to Ministry of Labour, Govt. of India .

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

9.47 Further as per orders of the Govt. of India, Deptt. Of Personnel & Training, instructions have also been issued to all the field offices that the Liaison Officers nominated to look after the reservation matters for SC&ST employees will also look after the reservation matter for physically Handicapped employees of the organization.

**SPORTS ACTIVITIES**

9.48 The sports calendar for the year 2006-07 was approved by the Central Provident Fund Commissioner and President, Central Sports Control Board and was circulated to all offices for implementation on 3<sup>rd</sup> May 2006. The following sports activities took place during the year 2006-07.

Event	Winner	Runner up
Cricket	Maharashtra	Head office
Football	Chennai	Madhya Pradesh

9.49 Athletics event was to be conducted by the M.P. Region but they could not conduct the event. The West Zone Basketball and Volleyball finals could not be conducted for the reasons beyond control.

9.50 For the year 2006-07, Rs.55,00,000/- (Rupees Fifty Five lakhs only) have been provided in the Revised Estimates for the Sports Activities. A sum of Rs. 53,00,000/- has been distributed to the Regional Sports Control Boards to conduct the various sports activities and to participate in Zonal and Final events. All scheduled sports events have been conducted during the year 2006-07 in a successful manner.

#### **OTHER ACHIEVEMENTS IN THE FIELD OF SPORTS.**

9.51 The E.P.F.O. has been affiliated to All India Public Sector Sports Control Board. All India Team for different events have been formed to participate in the Public Sector Sports Control Board's Tournaments. During the year under report, the E.P.F. Table Tennis Team won the Bronze Medal in the Public Sector Table Tennis Tournament held at Mumbai. The All India E.P.F. Cricket also participated in the Public Sector Tournament and defeated the team of Central Warehousing Corporation and in the quarter final lost to Air India in a close match held at Udaipur conducted by the Airport Authority of India. The Football team of the EPFO also participated in the All India Public Sector Football tournament held at Angul, Orissa conducted by the NALCO and lost in the first round.

#### **STAFF WELFARE**

9.52 The CBT in its 121<sup>st</sup> meeting held on 29-12-1989 approved the setting up of EPF Staff Welfare Fund with an objective to provide security cum welfare cover to all the staff members of the Employees' Provident Fund Organization. The detail of welfare activities

undertaken during the year 2006-2007 are as follows :-

#### **STAFF RECREATION CLUB**

9.53 During the year 2006-07 Rs. 404202 was spent on Staff Recreation Club in the shape of grant-in-aid to the tune of Rs. Rs. 25/- per employee for purchase of equipments/furniture, Library books, excursion trips and for setting up of Recreation Club in newly opened Offices were also provided.

#### **CANTEEN**

9.54 An amount of Rs. 412699/- was incurred on the Canteen Head in various Regional and Sub Regional Offices. The expenditure incurred is based on the category of canteens viz from A category to D Category depending on the staff strength of the Regional Office.

#### **SCHOLARSHIP**

9.55 Scholarship was given to the wards to the employees for the continuance of their studies who secured 80% marks in Class XII @ Rs. 4800/- per year subject to ceiling of 2% of the Regional Staff strength. An amount of Rs. 21,41,287/- was spent under the Scholarship Scheme which is nearly 15% of the total budget available with the Central Staff Welfare Committee. However, book award @ Rs. 1,000/- was also given to the wards of the employees who secured more than 80% marks in Class X and XII subject to the ceiling of 2% of the Regional Staff Strength. However, where the Regions are smaller, minimum 10 awards have been granted in each category i.e. on the basis of Class X and XII.

#### **HOLIDAY HOME/GUEST HOUSE**

9.56 A sum of Rs. 2033978 was spent to meet the expenditure for maintaining the Holiday Home at Shimla (Himachal Pradesh), Puri (Orissa), Panaji (Goa) & Kanyakumari (Tamilnadu).



### **OTHER ACTIVITIES**

9.57 A sum of Rs. 4696502 was spent for providing relief to family of Staff dying in harness, assistance to staff suffering from prolong illness, financial assistance to the family members in the accidental, natural calamities, relief to handicapped persons, crèches, cultural meets, Holiday Camps and any other items of common interest to the employees.

### **OTHER NOTABLE ACHIEVEMENTS**

#### **FINANCIAL ASSISTANCE OUT OF STAFF WELFARE FUND**

- Death Relief fund has been extended from Rs. 35,000/- to 2,00,000/- w.e.f. 12-3-2007.
- Farewell grant to the retiring Officials is fixed @ Rs. 4,000/- per retiring Official.

• • •

- The Central Staff Welfare Committee has sanctioned Rs. 2,72,000/- to the employees of the Surat Office apart from the advances permissible under the rules. Rs. 1.50 lakh has been sanctioned to Maharashtra Office of the help of employees. Rs. 1.20 lakh sanctioned to Thane Office for the flood victims.
- Rs. 2,05,000/- sanctioned to some of the staff members in the major illness.
- Free Medical Health Check-up camps were organized in some of the Offices including Head Office with the help of Metro Heart Institute, Delhi.



**MANAGEMENT INFORMATION SYSTEM**

The progress achieved by field offices is monitored through of information collected by means of Annual Business Plan 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 (MIS) 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.

10.2 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 prepare their MIS returns and these reports are collected at the Regional levels and

consolidated for monitoring and evaluation at the regional level. The 32 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.

10.3 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 Government authorities, State Bank of India, Reserve Bank of India that impinge upon the operational efficacy of the Organisation.

10.4 The reports collected are 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 Offices by the divisions in Head Office constitutes an effective link between the Head Office and the field offices. Though the divisional heads in the Head Office are obtaining the reports for review of performance at micro level, macro level workload, performance etc. are rooted through the MIS Division which controls collection, consolidation and evaluation of information, strategic planning and policy formulations.



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.

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

#### **Annual Business Plan (ABP) – Monthly Review**

10.5 Apart from the MIS returns, the organization 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
- Over payments and fraudulent payments

10.6 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.

10.7 The task of compilation of Annual Report of EPFO rests with the MIS Section at Headquarters office. At the end of the financial year the data available in the ABP returns and the MIS returns received from field offices are consolidated to provide performance statistics in the Annual Report of the Organisation which is subsequently placed before the Parliament of India.



## CHAPTER 11

### REDRESSAL OF PUBLIC GRIEVANCES

The mission of Employees' Provident Fund Organization 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.

11.2 The Organisation in tune with its objectives lays considerable importance to the redressal of grievance of the members of the fund.

11.3 The Headquarter Office at New Delhi, and all field offices comprising 32 Regional Offices and 81 Sub-Regional Offices across the country are equipped with full-fledged facilitation centers, Public Relation Officers and supporting staff from where the members can obtain the relevant information as well as get their grievances redressed. The Public Relation Officers at the Reception Counters are available on all working days of the week to redress the grievances of the visiting members. At the same time, Public Relation Officers are also available in each office to assist the members asking for any information.

11.4 There is two-tier organizational structure for handling and redressal of public grievances. One is at Head Office level, called Customer Service Division, which is headed by Additional Central Provident Fund Commissioner and assisted by Regional Provident Fund Commissioner, Assistant Provident Fund Commissioner and Public Relation Officer. Another at Field Offices level, headed by Regional Provident Fund Commissioners and Assistant Provident Fund

Commissioners assisted by Public Relation Officers.

11.5 The Regional Provident Fund Commissioner of the regions and Officer-in-Charge of Sub-Regional Offices are available for redressal of the grievance of the members on all working days. At Headquarters the Regional Provident Fund Commissioner, In-Charge of the Customer Service Division redresses the grievances of the members of the fund in person on all working days during office hours. If, the member do not feel satisfied, they can see the Additional Central Provident Fund Commissioner (Customer Service Division) or the Central Provident Fund Commissioner.

11.6 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 redresses the grievances.

11.7 The grievances received from the members of the Fund through various sources relating to the settlement of 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.

11.8 The Public Relation Officers in the Regional/Sub Regional Offices redress the grievances of the members who visit the offices for redressal. The Public Relation Officer provides information about the status of the claims as well as the status of the complaints filed by the members.



11.9 The following guidelines are prescribed for handling grievances:

- Every complaint/grievance is required to be registered and acknowledged.
- Information required regarding payment of Provident Fund/Pension cases/Status of complaints to be provided across the counter/over phone.
- Monitoring of the grievance disposal.

11.10 The Facilitation Centers have been set up in all the offices of the Organisation. All the prescribed forms for the members of the Fund are available free of cost during working hours. The salient features of a "Facilitation Centre" are as below:

- To provide information regarding Schemes and procedures through brochures, booklets, reports, etc.
- To provide information regarding status of claims/complaints.
- To receive complaints, issue acknowledgements.
- Officer of the level of Assistant Provident Fund Commissioner/ Assistant Accounts Officer and redress the grievances at the facilitation centres.
- Time limits for settlement of claims/petitions meeting hours of the Senior Officers are notified through display boards.

- Physical facilities have been provided for sitting, drinking water, etc. for the members.

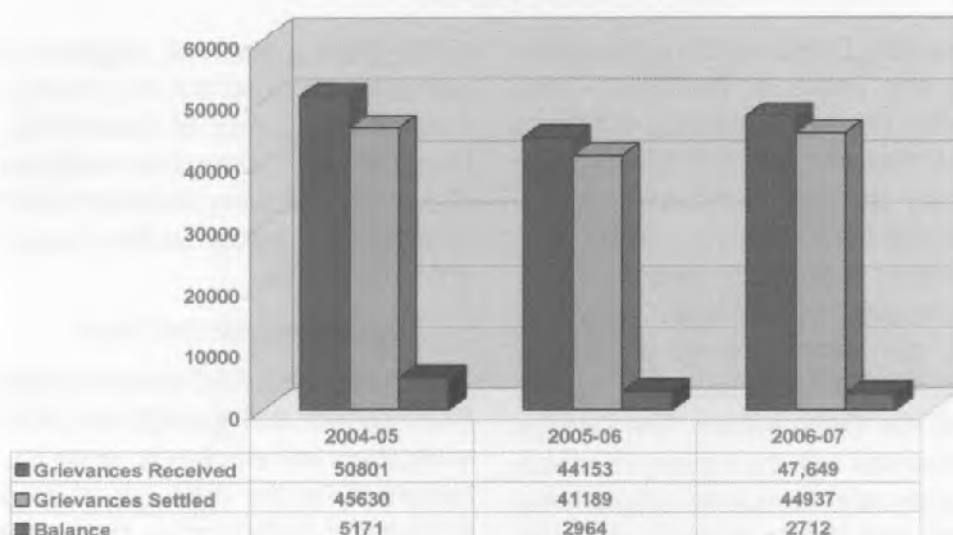
11.11 To reduce the Public Grievances, the Organisation has taken various measures for creating the awareness about the provisions of EPF & MP Act, 1952 among members and employers. Brochures and pamphlets on schemes under the Act, are provided at facilitation counters and with PROs. Seminars are arranged to educate employers, employee and various representatives. Functions are organized by field offices to provide a copy of PPO and related papers to retiring employee members on the day of retirement. During such functions death cases are settled on priority and Pension Payment Orders(PPO) are handed over to widows.

11.12 The Organisation plans to have radical changes in existing "Business Procedure and Process" through Re-inventing EPF India. This will retool the accounting procedure from single to double entry system to meet international accounting standards and enable the process with Information and Communication Technology to set up a high availability country-wide information system layer.

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

	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007
Grievances pending at the beginning of the year.	3,839	4,692	2,389	5,171	2,964
Received during the year.	87,784	61,449	48,412	38,982	44,685
<b>Total</b>	<b>91,623</b>	<b>66,141</b>	<b>50,801</b>	<b>44,153</b>	<b>47,649</b>
Disposed off during the year	86,931	63,752	45,630	41,189	44,937
Balance at the end of the year.	4,692	2,389	5,171	2,964	2,712
<b>Percentage of disposal</b>	<b>94.87%</b>	<b>96.39%</b>	<b>90.00%</b>	<b>93.29%</b>	<b>94.31%</b>



**REDRESSAL OF PUBLIC GRIEVANCES DURING LAST THREE YEARS**

11.14 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 10<sup>th</sup> of every month and if 10<sup>th</sup> happens to be a holiday "Bhavishya Nidhi Adalats" are

conducted on the next working day.

11.15 The number of complaints filed before the "Bhavishya Nidhi Adalats" and cases decided on the spot during last five years is as under:

	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007
Number of Bhavishya Nidhi Adalats organized	1,186	1,209	1,244	1,259	1,306
Number of grievances registered before Bhavishya Nidhi Adalats.	3,586	2,844	1,976	2,145	2,110
Number of grievances disposed off by Bhavishya Nidhi Adalats	3,483	2,820	1,968	2,105	2,087
<b>Percentage of Disposal</b>	<b>97.13%</b>	<b>99.16%</b>	<b>99.60%</b>	<b>98.14%</b>	<b>98.91%</b>

## CHAPTER 12

### 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 Employment 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:

- Create and increase awareness amongst employees & employers regarding provisions of benefits available under EPF & MP Act, 1952 and its schemes by way of publicity using print media and electronic media.
- Publish literature (pamphlets, brochure etc.) and exhibits for distribution to public in the facilitation centers of all field offices as a means for counselling and guidance.
- Arrange press conferences and issue press notes on major events concerning the Organisation.

#### PUBLICITY THROUGH PRINT MEDIA

12.2 During the financial year 2006-07, the Print media was utilized as a mode of publicity to create awareness amongst the subscribers, employers and workers about their rights & duties and benefits available to them under the three Schemes. Insertions were released

in the leading National, Regional and Local newspapers throughout the country regularly through Directorate of Advertising & Visual Publicity(DAVP). Using print media as a source of publicity, following advertisements were got released by Publicity Section during the year 2006-07:

- Vigilance Awareness Week

12.3 Though E.P.F.O aims to provide trouble free interface and smooth service-delivery to subscribers and employers, however, this gets hampered by the existence of procedures / systematic deficiencies that consistently generate grievances. The same factors also provide room for corrupt activities. To combat this, Vigilance Awareness Week was observed from 6<sup>th</sup> November 2006 to 10<sup>th</sup> November 2006 under the guidelines of Central Vigilance Commission(CVC) to keep vigil on the activities of unscrupulous elements to combat corruption. Advertisements were got released in 38 newspapers throughout the country and citizens, including employers, fund members and provident fund personnel were asked to remove such impediments by giving suggestions on corruption and malpractice prone business processes and make EPFO a customer friendly organisation. Citizens were also asked to inform about specific instances of the role of any P.F personnel in malpractices by writing directly to Chief Vigilance Officer (CVO), EPFO.

- "Re-inventing EPF India" project

12.4 The trial run of the project "Re-inventing EPF India" was started on 7.12.2006 in six centers of E.P.F.O viz. Mangalore, Kota, Indore, Hyderabad, Patna and Karnal to offer quicker, faster and more reliable services to its subscribers. The salient features of the project were unique identification of all members through SSN, Unique Business

Number to all establishments including branches, hassle free and easy registration for employers and employees, centralized database for all establishments, members / transactions and default identification through automatic reconciliation. Wide publicity was given to make employers and members aware about the services being offered on start of the "Re-inventing EPF India" project through release of quarter page advertisement in 69 newspapers throughout the country on 7.12.2006.

- Revised system of deposit of PF dues at Kota & Mangalore.

12.5 Under the revised system of deposit of P.F dues, all the contributions have to be deposited by the employer in SBI and associates banks through "Revised Challan Format" and employers were also allotted Business Number by EPFO offices. To create awareness about this amongst the employers, a quarter page advertisement were released on 8<sup>th</sup> February 2007 in Kota & Mangalore in Hindi / English & Regional languages. Other activities that were carried through Print Media are:

- PUBLICITY THROUGH MAGAZINES/ JOURNALS

12.6 Beside using newspaper as a mode of publicity in print media, advertisements highlighting benefits available under the three Social Security Schemes were got released in magazines also viz. Social Security Association India journal, Bharatiya Parivahan Mazdoor Mahasangh souvenir and in souvenir released during the IV National Conference of Anganwadi workers held at Hyderabad.

- PUBLICITY THROUGH CALANDARS

12.7 Calendars on EPF for the year 2007 containing slogans on EPF were got printed through DAVP and distributed amongst major Trade Unions / Members of Central Board of Trustees (EPF) / Members of Regional Committees / Ministry of Labour and

Employment / Employers Association and EPFO officials.

- PUBLICATION OF EPFO TELEPHONE DIRECTORY

12.8 EPFO Telephone Directory 2006-2007 was prepared and distributed in all the offices of EPFO, Central Board of Trustees (EPF) members / Members of Regional Committees, Ministry of Labour & Employment, Employer's Association, Trade Union etc.

- PUBLICITY THROUGH GOVERNMENT PUBLICATIONS

12.9 Publicity about EPFO's activities and benefits being provided under various schemes being operated under the EPF & MP Act, 1952 has been provided through government publications such as "INDIA 2007 Reference Manual," "Indian Labour Yearbook" etc.

- PUBLICITY THROUGH WORKSHOP / SEMINAR / LOK ADALATS

12.10 All Regional Provident Fund Commissioner of the regions were directed to organise workshops / seminars / Lok adalats etc involving subscribers as well as employers to educate them about the salient features of the Act & Schemes and the benefits available to them and their dependents under the EPF, EDLI and EPS Schemes and to educate employers of the covered establishments about their obligations under the Act and Schemes.

12.11 Feedback in this regard has been received from various offices that workshop / seminar have been organized by them to educate employers and the employees / subscribers about salient features of the Act and Schemes and benefits available to the subscribers and their dependents under EPF, EDLI and EPS Schemes. Lok Adalats is regularly held on 10<sup>th</sup> of every month in the field offices for on the spot mitigation of the grievances, which involves subscribes as well as employers.



• **PUBLICITY THROUGH EPFO WEBSITE**

12.12 The activities of the organisation were published in the EPFO website at [www.epfindia.com](http://www.epfindia.com), [www.epfindia.org](http://www.epfindia.org) and [www.epfindia.gov.in](http://www.epfindia.gov.in) to enable free access of this information to all users of internet. All tender advertisements / notices as well as

recent developments in the Re-inventing EPF India project were posted in the EPFO website. In addition, soft copies of all advertisements released through print media were uploaded onto the website. The newsletter and Telephone Directory section of the EPFO website was regularly updated.

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## CHAPTER 13

### VIGILANCE

The EPFO has extensive public dealing with employers and subscribers. The Vigilance Machinery was put in place by a decision taken in the 68<sup>th</sup> meeting of the CBT held on 31.01.1976. The first full time Chief Vigilance Officer (CVO) was appointed on 01.09.2006 on the recommendations of Central Vigilance

Commission by upgrading the post of Director (Vigilance) to that of CVO in the rank and pay scale of Addl. CPFC.

13.2 The status of cases with respect to important work areas during financial year 2006-07 is summarized in the Table below:

	Opening Balance	Fresh	Disposal	Closing Balance
Complaints- CVC	04	20	05	19
Complaints -Others	27	111	84	54
Personnel under Suspension	50	32	33	49
Prosecution sanctions	04	19	21	02
Personnel being Prosecuted in Courts	132	19	12	139
Disciplinary Proceedings-Major	310	111	156	265
Disciplinary proceedings-Minor	52	103	98	57

13.3 Steps were also taken on ongoing basis to minimize malpractices, misconduct and corrupt activities through preventive measures, which included 15 Preventive Vigilance Inspections and 1 Surprise Vigilance Inspection during the year. Coordination meetings with Central Bureau of Investigation were also held in some of the Regions. The preventive vigilance practice of circulating, on all India basis, cases of non-compliance of EPF Act/ Scheme, of evasion detected (which reflect any specific modus operandi) and instances of deficient functioning noted by Vigilance was started, the aim being that all field formations should be quickly alerted with respect to the

experience across the country so as to take steps to avoid similar instances. Further, systemic deficiencies noticed with respect to any areas of work were highlighted by Vigilance. The EPFO had no formal identification of its sensitive /non-sensitive posts. This was recommended for identification by Vigilance and the task is being undertaken by HRM Wing.

13.4 The continued vacancy in Vigilance posts hampered vigilance functioning. One post of Deputy Director and nine posts of Assistant Directors were vacant at the close of the year.

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## CHAPTER 14

### WORK STUDY

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 EPFO and ESIC under the Ministry of Labour and Employment 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. The Work Study Unit in the Head Office has a sanctioned strength of one Senior Analyst [en-cadred as RPFC-II (Management Services)], two Junior Analysts and Two Research Assistants. At present two Junior Analysts and one Research Assistant are working in WSU.

14.2 During the year following tasks have been accomplished by the Work Study Unit:

- The work relating to calculation, assessment and declaration of Productivity Linked Bonus (PLB) for the year 2005-06. The employees of EPFO were paid PLB amounting to Rs.8.66 Crores for the above period. All the Regions, except Bihar, were granted permissible maximum bonus for 60 days. 58 days bonus was granted to Bihar Region.
- The report submitted by the National Productivity Council, New Delhi for revision of PLB Scheme has been finalized in consultation with the All India Staff Federation and the same was approved by the Executive Committee, CBT
- (6.12.06) and sent to the Govt for approval (27.12.06).
- Conducted a study of Official Language Wing in the Headquarters, as per the direction of Ministry of Labour and Employment and report submitted to HR Division.
- Resolved the long pending issue of non-payment of bonus to the staff of West Bengal Region for the year 1997-98 and bonus for 16 days declared.
- EPFO is one of the Associate Members of the ISSA. Apart from undertaking independent studies, also attended to all work related to sponsoring /deputing officers of EPFO to attend conferences / workshops / Seminars/ training on matters related to social security organized by International Social Security Association (ISSA) and International Labour Organisation(ILO).
- Actively associated with all work related to various policy matters referred to FA&CAO by various field offices and various Divisions in the Headquarters.
- Monitoring of important financial indicators of all the 32 Regions through a monthly D.O. Narrative return is undertaken on regular basis.
- Miscellaneous references including RTI references related to Finance Division are also attended by WSU.

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**PHYSICAL FACILITIES**

The Physical Facilities Division of the Organisation is headed by a Chief Engineer and supported by a complementary pool of Engineers (Civil and Electrical) at Headquarters. Assistant Engineer/Junior Engineers are posted at Zonal and Regional offices of the Organisation. The main activity of the division is to facilitate the creation of assets of infrastructure in the form of land purchases and construction of office building and staff residential units and thereafter maintain all such physical assets.

**Activities of the Division**

15.2 This division handles hiring of office premises at newly opened offices depending on the scales of accommodation. The proposals received from the field units for purchase of land and the construction of office building and staff quarters thereon, hiring of office accommodation, acquisition of ready built office accommodation, are processed as per the provisions for delegation of powers, prevalent regulations and prescribed guidelines in the CPWD manuals. This division is responsible for organizing and conducting meetings of the Sub-Committee for Building and Construction under the convenership of the Chief Engineer. This Sub-Committee of Executive Committee examines the proposals for acquiring the land, purchase of ready built space, Building and Construction for technical feasibility, financial viability and scrutiny of drawing/ detailing before these are recommended for the approval of the Executive Committee/CBT. On their recommendation, the proposals are then placed before the Executive Committee, Central Board of Trustees for their approval as per delegated powers. Apart from this the Physical Facilities Division monitors the utilization of staff quarters, & office buildings, handles the cases pertaining to extension of time and

levy of compensation on executing agencies, award of additional quantities for tendered works, additions & alterations to hired/owned building and reconciliation of physical assets with the balance sheet of the organisation. The Physical Facilities Division is playing an active role in the Re-inventing EPF India project by advising on the site preparation, scrutiny of site layout plans, identifying the modular furniture requirements, electrical installations, wiring and data cabling work.

15.3 Since the beginning, almost all the construction works of the EPFO were executed by CPWD on deposit works basis. However, in the 1990s, most of the office building and staff quarters constructed by CPWD were not found upto the minimum standards required and there was also no contractual binding between EPFO and CPWD to enforce any penalty clause for delay and deficiency in the execution of works by CPWD. The decline in the quality of construction and consequent increase in the recurring/maintenance expenditures by way of special repair works was discussed in depth and it was decided to entrust works only to those Government agencies that undertook to enter into legally binding agreements with EPFO. Accordingly many Government/Public Sector Undertakings agencies like M/s RITES, M/s. NBCC, M/s. HPL, Prasar Bharati and other state Government construction agencies have been executing the construction works on behalf of EPFO. They have been carrying out the works at agency charge of 7% (including field overheads). Further all these agencies have accepted to carry out the works on Running Account basis. This has created a competitive atmosphere among agencies to produce quality construction works and has also resulted in net savings for the Organisation. PFD has initiated action as per the decision taken during



the 178<sup>th</sup> meeting of the CBT held on 27.01.2007, to ensure that all notices inviting tenders / bids and also the contracts/ tenders awarded are posted on the Website of the EPFO as a measure of improving transparency in Public dealings and all the guide lines of CVC in this regard is being followed strictly.

15.4 The Corporate Headquarters, all Zonal Headquarters, NATRSS, the Zonal Training Institutes, and 28 out of 32 Regional offices are functioning in their own premises. The construction work of office building for Regional Office for Uttaranchal at Dehradun is about to be completed. The land for construction of office building for Regional Office, Ranchi has been purchased. Thus barring Maharashtra (Pune) and Delhi (South), all the Regional offices will have in place their own office buildings. Apart from the above, 35 out of 84 Sub-Regional Offices are also functioning from their own premises while construction has been initiated for Sub Regional Offices at Bhatinda, Warangal, Hubli, Siddipet and Karimnagar. The land has been purchased/project is under planning at Sub Regional Offices at Lucknow . The complete details of places where own office buildings of EPFO are situated is enclosed as **Annexure –I**, while details of rented buildings is enclosed as **Annexure-II**.

15.5 With the availability of increased technical manpower for Physical Facilities Division in recent years, a lot of new measures like standardization of agreements between EPFO and executing agency, restriction of construction activity to the exact requirements as per CPWD norms on scales of accommodation, reduction of agency charges to 7%, increased inspection on quality of

construction at site by Junior Engineers/ Assistant Engineers posted at Regions/Zones, timely processing and maintenance of special repair works have enabled this organization to effect considerable savings on both by way of capital outgo and interest savings on deferred capital expenditure. The benefits of having full fledged technical manpower will be felt in the long run by way of reduced expenses on maintenance etc as the process of correcting the quality of construction is being done at the initial stage itself by the field engineers. This is also monitored at Headquarters by this division by directing the agencies to rectify the defects pointed out in the Inspection Reports submitted by the field engineers.

15.6 Most of the Regional Offices are provided with guesthouse facility for stay of officers/staff on official/personal visits to such places. As a staff welfare measure, Holiday Homes are made available for stay purposes, at nominal rates, at important tourist/religious locations like Shimla, Puri, Panaji and Kanyakumari. There are plans to make available Holiday Homes at few more locations of tourist/religious importance.

#### **Budget Outlay**

15.7 The Revised Budget outlay for 2005-06 including the amount from Central Pool is Rs.73.44 crores. The budget estimate for the year 2006-07 is Rs. 77.23 crores. Physical Facilities Division provides Technical assistance for petty works and maintenance of office/ staff quarters building for which the Revised estimate for the year 2005-06 is Rs. 8.86 crores and Budget estimate for 2006-07 is Rs.7.83 crores.





## Annexure – 'I'

Name of the offices functioning in own building as on 31.03.2007			
SNo	Region Name(Location)	Type of office	Remark
1	<b>Andhra Pradesh (Hyderabad Region)</b>		
	i) Hyderabad	Regional Office	
	ii) Nizamabad	Sub-Regional office	
	iii) Warangal	Sub-Regional office	
2	<b>Andhra Pradesh (Guntur Region)</b>		
	i) Guntur	Regional Office	
	ii) Vishakhapatnam	Sub-Regional Office	
	iii) Cuddapah	Sub-Regional Office	
3	<b>BIHAR</b>		
	i) Patna	Regional Office	
4	<b>Chhatisgarh</b>		
	i) Raipur	Regional Office	
5	<b>Delhi (North)</b>		
	i) Wazirpur	Regional Office	
6	<b>Goa</b>		
	i) Panaji	Regional Office	
7	<b>Gujarat (Ahmedabad Region)</b>		
	i) Ahmedabad	Regional Office	
	ii) Rajkot	Sub-Regional Office	
8	<b>Gujarat (Baroda Region)</b>		
	i) Baroda	Regional office	
	ii) Surat	Sub-Regional Office	
9	<b>Himachal Pradesh</b>		
	i) Shimla	Regional Office	
10	<b>Haryana</b>		
	i) Faridabad	Regional Office	
	ii) Karnal	Sub-Regional Office	
	iii) Gurgaon	Sub-Regional Office	
11	<b>Karnataka (Bangalore Region)</b>		
	i) Bangalore	Regional Office	
	ii) Gulbarga	Sub Regional Office	
12	<b>Karnataka (Mangalore Region)</b>		
	i) Mangalore	Regional Office	
	ii) Mysore	Sub-Regional Office	
13	<b>Kerala</b>		
	i) Thiruvanthapuram	Regional Office	
	ii) Kochi / Cochin	Sub-Regional Office	
	iii) Kozikode/calicut	Sub-Regional Office	



14	<b>Maharashtra (Mumbai-I Region)/Bandra.</b>		
	i)	Bandra (Mumbai)	Regional Office
15	<b>Maharashtra (Mumbai-II Region)/Thane.</b>		
	i)	Thane – Mumbai	Regional Office
	ii)	Malad – Mumbai	Sub-Regional Office
	iii)	Vashi – Mumbai	Sub-Regional Office
16	<b>Maharashtra (Nagpur Region)</b>		
	i)	Nagpur	Regional Office
	ii)	Aurangabad	Sub-Regional Office
	iii)	Nasik	Sub-Regional Office
17	<b>Maharashtra (Pune Region)</b>		
	i)	Kolhapur	Sub-Regional Office
18	<b>Madhya Pradesh</b>		
	i)	Indore	Regional Office
	ii)	Jabalpur	Sub-Regional Office
	iii)	Ujjain	Sub-Regional Office
19	<b>North Eastern Region</b>		
	ii)	Guwahati	Regional Office
	i)	Agartala	Sub-Regional Office
20	<b>Orissa</b>		
	i)	Bhubaneswar	Regional Office
	ii)	Rourkela	Sub-Regional Office
21	<b>Punjab (Chandigarh Region)</b>		
	i)	Chandigarh	Regional Office
22	<b>Punjab (Ludhiana Region)</b>		
	i)	Ludhiana	Regional Office
	ii)	Amritsar	Sub-Regional Office
23	<b>Rajasthan</b>		
	i)	Jaipur	Regional Office
	ii)	Kota	Sub-Regional Office
	iii)	Udaipur	Sub-Regional Office
	iv)	Jodhpur	Sub-Regional office
24	<b>Tamilnadu (Chennai Region)</b>		
	i)	Chennai	Regional Office
	ii)	Ambattur	Sub-Regional Office
	iii)	Tambaram	Sub-Regional Office
	iv)	Vellore	Sub-Regional Office
25	<b>Tamilnadu (Madurai Region)</b>		
	i)	Madurai	Regional Office
	ii)	Tirinelveli	Sub Regional Office

26	<b>Tamilnadu (Coimbatore Region)</b>		
	i)	Coimbatore	Regional Office
	ii)	Trichy	Sub-Regional Office
27	<b>Uttaranchal</b>		
	i)	Dehradun	Regional Office
28	<b>Uttar Pradesh</b>		
	i)	Kanpur	Regional Office
	ii)	Agra	Sub-Regional Office
	iii)	Gorakhpur	Sub-Regional Office
	iv)	Varanasi	Sub-Regional Office
	v)	Meerut	Sub-Regional Office
	vi)	Bareilly	Sub-Regional Office
	vii)	Noida	Sub-Regional Office
29	<b>West Bengal (Kolkata Region)</b>		
	i)	Kolkata	Regional Office
	ii)	Durgapur	Sub-Regional Office
30	<b>West Bengal (Jalpaiguri Region)</b>		
	i)	Jalpaiguri	Regional Office
	ii)	Siliguri	Sub-Regional Office
31	<b>Headquarters, New Delhi</b>		
	i)	Bhikaiji Cama Place	Headquarters
	ii)	Delhi	Pilot Centre
	iii)	NRPO	
32	<b>National Academy for Training &amp; Research in Social Security, New Delhi</b>		
	i)	Janakpuri, Delhi	Headquarter
	ii)	Chennai, TN	ZTI (South Zone)
	iii)	Faridabad, HR	ZTI (North Zone)
	iv)	Kolkata, WB	ZTI (East Zone)
	v)	Ujjain, MP	ZTI (West Zone)



Detail of offices functioning in the rental building as on 31.03.2007			
S.N.	Region Name (Location)		Remarks
1.	<b>Andhra Pradesh (Hyderabad Region)</b>		
	i) Patancheru	Sub-Regional Office	
	ii) Kukatpally	Sub-Regional Office	
2.	<b>Andhra Pradesh (Guntur Region)</b>		
	i) Rajamundry	Sub-Regional Office	Land purchased
	ii) Siddipet	Sub-Regional Office	construction to begin
	iii) Karim Nagar	Sub-Regional Office	Under construction
3.	<b>Bihar</b>		
	i) Bhagalpur	Sub-Regional Office	
	ii) Muzaffarpur	Sub-Regional Office	
4.	<b>Delhi (South Region)</b>		
	i) Nehru Place	Regional Office	
	ii) Laxmi Nagar	Sub-Regional Office	
5.	<b>Gujarat (Ahmedabad Region)</b>		
	i) Vapi	Sub-Regional Office	
	ii) Naroda	Sub-Regional Office	
	iii) Vatwa	Sub-Regional Office	
6.	<b>Haryana</b>		
	i) Rohtak	Sub-Regional Office	
7.	<b>Jharkhand</b>		
	i) Ranchi	Regional Office	Land purchased
	ii) Jamshedpur	Sub-Regional Office	
8.	<b>Karnataka (Bangalore Region)</b>		
	i) Peenya	Sub-Regional Office	
	ii) Bommasandra	Sub-Regional Office	
	iii) K. R. Puram	Sub-Regional Office	
	iv) Shimoga	Sub-Regional Office	Yet to be hired
9.	<b>Karnataka (Mangalore Region)</b>		
	i) Raichur	Sub-Regional Office	
	ii) Ballary	Sub-Regional Office	
	iii) Chikmangalore	Sub-Regional Office	
	iv) Hubli	Sub-Regional Office	construction to begin
10.	<b>Kerala</b>		
	i) Kannur	Sub-Regional Office	
	ii) Kottayam	Sub-Regional Office	
	iii) Kollam	Sub-Regional Office	



11.	<b>Maharashtra (Pune Region)</b>		
	i) Pune	Regional Office	
	ii) Solapur	Sub-Regional Office	
12.	<b>Maharashtra (Nagpur Region)</b>		
	i) Akola	Sub-Regional Office	
13.	<b>Madhya Pradesh</b>		
	i) Bhopal	Sub-Regional Office	Land purchased
	ii) Gwalior	Sub-Regional Office	
	iii) Sagar	Sub-Regional Office	Yet to be hired
14.	<b>North Eastern Region</b>		
	ii) Shillong	Sub-Regional Office	
	iii) Tinsukia	Sub-Regional Office	
15.	<b>Orissa</b>		
	i) Berhampur	Sub-Regional Office	
	ii) Keonjhar	Sub-Regional Office	Yet to be hired
16.	<b>Punjab (Chandigarh)</b>		
	i) Bhatinda	Sub-Regional Office	under construction
17.	<b>Punjab (Ludhiana)</b>		
	i) Jalandhar	Sub-Regional Office	Purchase of land under progress.
18.	<b>Tamilnadu (Chennai Region)</b>		
	i) Tambaram	Sub-Regional Office	
	iii) Vellore	Sub-Regional Office	Land purchased
	iii) Pondicherry	Sub-Regional Office	
19.	<b>Tamilnadu (Coimbatore Region)</b>		
	i) Salem	Sub-Regional Office	
20.	<b>Uttaranchal</b>		
	i) Haldwani	Sub-Regional Office	
21.	<b>Uttar Pradesh</b>		
	i) Lucknow	Sub-Regional Office	construction to begin
22.	<b>West Bengal (Kolkata Region)</b>		
	i) Park Street	Sub-Regional Office	
	ii) Barrackpore	Sub-Regional Office	Ready built under const.
	iii) Howrah	Sub-Regional Office	
	iv) Port Blair	Sub-Regional Office	
23.	<b>West Bengal (Jalpaiguri Region)</b>		
	i) Darjeeling	Sub-Regional Office	
	ii) Jangipur	Sub-Regional Office	
24.	<b>National Academy for Training &amp; Research in Social Security, New Delhi</b>		
	i) Shillong	Sub-ZTI (East Zone)	

**PROGRESSIVE USE OF HINDI**

In accordance with the Constitution Hindi is the Official Language of Govt. of India. Deptt. of Official Language, Ministry of Home Affairs issues an Annual Programme fixing the targets for implementation for the use of Hindi. In order to achieve targets Hindi Sections had been set-up in all Regional and Sub-Regional Offices of the Organisation for monitoring the use of Hindi and for achieving targets in this regard. Official Language Implementation Committee(OLIC) have been set-up in all the offices under the Chairmanship of Head of the Office. In addition to this for monitoring the progress in the use of Hindi in the Organisation, a committee has also been set-up in the Head Office of the Organisation under the Chairmanship of Central Provident Fund Commissioner, which reviews the progress in the use of Hindi in the Organisation half yearly.

17.2 The progress in the use of Hindi and steps taken in this regard during the year are as under:

- During the year 2006-07, 379 quarterly meetings of Regional Official Language Implementation Committee have been held in all the offices of the Organisation. Two half yearly meetings of Official Language Implementation Committee of Head Office were held under the Chairmanship of Central Provident Fund Commissioner, in addition to 4 OLIC meetings held in Head Office.
- During the year, Head Office has reviewed 423 quarterly Progress Reports received from all the offices of the Organisation regarding progressive use of Hindi.
- 176 Hindi workshops were held for imparting training in the use of Hindi

in which 1786 officers and staff members have been given practical training.

- 'Hindi month' has been observed in each office from 1st September to 30th September in which different competitions were held and meritorious officers and staff were awarded.
- Schemes are there for 'B' and 'C' region i.e. for Marathi, Gujrati and Punjabi speaking and non-Hindi speaking areas, where cash awards of Rs. 300/- and 400/- were given to officers and staff for doing their 75% & 50% work in Hindi. During the year cash prize of Rs. 4,03,500/- was distributed amongst 1230 employees.
- During the year, 31 inspections have been conducted by the Head Office in order to achieve target of 25% fixed in the Annual Programme.
- In order to promote Hindi, in-house magazine are being published by all the Regional Office in which officers, staff and their family members give their write-ups and for original write-ups Cash awards are given to the officers/staff working in the Organisation. During the year in-house 19 magazines were published by the Regional Offices out of which Indore and Jaipur from 'A' Region, Ludhiana and Nagpur from 'B' Region, Mangalore and Hyderabad from 'C' Region respectively stood First & Second winner in respective Regions.
- During the year the Committee of Parliament on Official Language has visited Regional Office, Goa, Faridabad and Head Office and have

found satisfactoring progress in the use of Hindi.

- Departmental Telephone Directory of the Organisation has been published in bilingual form in accordance with the assurance given to Parliamentary Committee on Official Language. It is also posted on the website of the Head Office.
- 10<sup>th</sup> Rajbasha Sammelan was held on 8<sup>th</sup> & 9<sup>th</sup> Feb. 2007 at Bhubaneswar where all the Assistant Director (O.L.) participated and held discussion on the possibilities of further promotion of use of Hindi in the organisation.
- Town Official Language Implementation Committees(TOLIC) are set up in major towns outside Delhi and all Regional & Sub Regional Offices of the Organisation are its members.

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During the year, various offices and Staff members have been awarded Rajbhasa Shields, Certificates and cash prizes. In 'A' Region, Dehradun, Kota and Karnal offices have been awarded First prize and Rajbhasa shield. Three Staff members of Shimla office won cash prizes in the competitions conducted by TOLIC. In 'B' Region, Kolhapur and Bhatinda offices secured first position and Nagpur office was awarded third prize. Shri Vijay Kumar, Hindi Translator from Bhatinda office received Appreciation Letter and Guru Drona Award. In 'C' Region, Salem, Kochi, Guntur, Kozhikode and Mangalore offices have received various awards like Rolling shield, Efficiency certificate for special contribution in promoting the use of Official Language in the organisation.

**INTERNATIONAL SOCIAL SECURITY ASSOCIATION**

Founded in Brussels on 4<sup>th</sup> **October 1927**, the International Social Security Association (ISSA) was called the "International Social Insurance Conference" until 1947. Though, the initiative of creating it was directly linked to the steps being undertaken by the International Labour Organization (ILO) to introduce international regulations for the economic and health protection of workers by means of social insurance schemes, over the years the objective of ISSA has now changed to co-operate, at the international level, in the promotion and development of social security throughout the world, primarily through its technical and administrative improvement, in order to advance the social and economic conditions of the population on the basis of social justice.

17.2 ISSA provides an ideal forum for pooling of information and experience for its members by the following means:

- Organizing international and regional meetings and conferences.
- Collection and dissemination of information on social security arrangements throughout the world, particularly by developing an international database and a publications program.
- Promotion of research and surveys on social security issues and the distribution of the results of such research and surveys.

- Organization of training programs for the personnel of social security organizations in various regions of the world and the encouragement of technical assistance among its members.
- Co-operation with other international or regional organizations exercising an activity related to social security.

17.3 The Employees' Provident Fund Organization, India, is an associate member of ISSA and benefits from the immensely valuable resource available with ISSA. In turn, EPFO also contributes to that vast resource by giving valuable input regarding the social security scenario in India by way of interaction with ISSA through various seminars, meetings, workshops, training programs, etc. During the year 2006-2007 EPFO has participated in the 5<sup>th</sup> International Research Conference on Social Security organized by ISSA on "**Social security and the labour market - A mismatch**" at Warsaw, Poland from 5<sup>th</sup> to 7<sup>th</sup> March, 2007.

17.4 Further, at the invitation of Ministry of Overseas India Affairs, the Central Provident Fund Commissioner had participated in the second round of negotiations on Social Security Agreement between India and Belgium. The Delegation of Ministry of Overseas Indian Affairs visited Brussels (Belgium) during 19-23<sup>rd</sup> June, 2006.

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## CHAPTER 18

### INTERNAL AUDIT

The Internal Audit Division is organizing the Internal Audit of various Regional and Sub Regional offices. There are four Internal Audit Parties at present, one each functioning in North, East, West and South Zones. As a part of the BPR Project, the Internal Audit Parties have been engaged in 100% verification of Form 24 (Member's accounts) in each office. The job has been completed in 14 offices during the year 2006-07 and was in progress in 3 other offices. The shortcomings noticed during audit have been intimated to the concerned offices and the corrective action being taken by these offices is monitored.

18.2 In addition to verification of Form 24,

the Audit Parties have completed the audit of other Divisions also in the above 14 offices, Special audit in 2 offices and Test audit in one office during the year 2006-07.

18.3 The Internal audit division constantly monitored the corrective action and submission of replies by various Regional and Sub Regional Offices in respect of paras contained in Inspection Reports issued by the Director General of Audit (Central Revenues), State Accountants' General of Audit/ Principal Directors of Audit (Central) at Mumbai and Kolkata.

18.4 The position of outstanding paras in respect of the above Inspection Reports is as under:-

S. No.	Name of the one	No.of Paras outstanding as on 1.4.06	Additions during the year	Total	No.of Paras settled or final replies received	No.of Paras outstanding as on 31.3.07
1.	North Zone	207	230	437	127	310
2.	West Zone	145	116	261	91	170
3.	East Zone	480	61	541	97	444
4.	South Zone	485	154	639	297	342
	<b>Total</b>	<b>1317</b>	<b>561</b>	<b>1878</b>	<b>612</b>	<b>1266</b>

The Position of outstanding paras in respect of Internal Audit is as under:-

S. N.	Name of the zone	No.of Paras outstanding as on 1.4.06	Additions during the year	Total	No.of Paras settled or final replies received	No.of Paras outstanding as on 31.3.07
1.	North Zone	366	269	635	49	586
2.	West Zone	191	186	377	89	288
3.	East Zone	532	96	628	188	440
4.	South Zone	106	335	441	237	204
	<b>Total</b>	<b>1195</b>	<b>886</b>	<b>2081</b>	<b>563</b>	<b>1518</b>



18.5 During the previous year, the internal audit was outsourced by entrusting the auditwork in 4 offices of Delhi to Chartered Accountants firms. These firms had completed this task and the firm which was entrusted with the internal audit of Sub Regional Office, Janakpuri submitted their Report during the year, 2006-07 and the same has been sent

to concerned office for corrective action.

18.6 All Draft Action Taken Notes on audit paras contained in CAG's Report No.3 have been submitted to the Ministry of Labour & Employment for approval and onward transmission to Office of Director General of Audit (Central Revenues), New Delhi.

**List of offices where verification of form 24 was completed:**

S. N.	ROs/SROs	S.N.	ROs/SROs
1.	SRO Aurangabad	9.	SRO Gulbarga
2.	SRO Howrah	10.	SRO Gwalior
3.	SRO Shillong	11.	SRO K.R.Puram
4.	SRO Jalandhar	12.	SRO Park Street
5.	SRO Kukatpally	13.	SRO Rohtak
6.	SRO Tinsukia	14.	SRO Bommasandra
7.	RO Guwahati		
8.	SRO Vellore		

RO/SROs where audit was in progress during the year		Special Audit		Test Audit	
1.	Agartala	1.	Amritsar	1.	Gorakhpur
2.	Bhopal	2.	Patna		
3.	Haldwani				

## CHAPTER 19

### PUBLIC INFORMATION

*"The real Swaraj will come not by the acquisition of authority by a few but by the acquisition of capacity by all to resist authority when abused"* said **Mahatma Gandhi**.

19.2 Driven by this spirit, EPFO is committed to strengthen the link between itself and the citizens who are the most important stakeholders in an effort to be accountable, and to promote efficiency and frugality. It has geared up its machinery to share information to the citizens under the Right to Information Act, 2005.

19.3 Any citizen desirous of obtaining any information under the Right to Information Act can approach the Central Public Information Officer (CPIO) or Central Assistant Public Information Officer (CAPIO) as the case may be, and specify the particulars of the information sought by him or her. EPFO has

designated CPIOs and CAPIOs in each of its Sub-Regional, Regional, Zonal and Head Quarter offices. Appellate authorities have also been appointed for each of these offices. Citizens can use the appellate mechanism under the RTI Act if they are not satisfied with response of CPIO. The list of these officials is available on the EPFO website: [www.epfindia.gov.in](http://www.epfindia.gov.in) , [www.epfindia.com](http://www.epfindia.com) and [www.epfindia.org](http://www.epfindia.org).

19.4 A central desk called "Public Information Division" at Head Quarters of EPFO monitors and reviews the functioning of machinery responsible for sharing information under RTI at various field offices for the country as a whole.

The disposal of information request during the year 2006-2007 is given in **Annexure-I**.





The disposal of information request for the financial year 2006-2007 is as under:

Number of Requests received	Decisions where applications for information rejected														Number of Disposals	Number of cases where disciplinary action was taken against any officer in respect of administration of the Act	Amount of Fee Collected in Rupees		
3297	Number of times various provisions were invoked														2867	NIL	Rs 38574/-		
	Number of decisions	Section 8 (1) other sections																	
		430	a	b	c	d	e	f	g	h	i	j	9	11				24	Other
			-	-	-	-	26	-	2	1	2	43	1	8				-	347



## CHAPTER 20

### EPF APPELLATE TRIBUNAL

Section 7 D 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 an Appellate Tribunal was incorporated by 33<sup>rd</sup> amendment of the Act effective from 01.08.1988, the first Appellate Tribunal was constituted by the Central Govt. w.e.f. 1<sup>st</sup> July, 1997.

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

20.3 Under Section 7I of the ACT, any person aggrieved by the notification issued by the Central Government or an order passed 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 prefer on appeal before the Tribunal within 60 days from the date of issue of the impugned order. The Tribunal may condone the delay in filing, if it is satisfied that the appellant was prevented by sufficient cause from preferring the appeal within prescribed period.

20.4 The Tribunal resumed functioning during the reporting year after a long period of time with the appointment of new Presiding Officer in September 2006 by the Central Government. At the beginning of the year 2006-2007 a total of 2291 cases were pending before the EPF Appellate Tribunal. During the year 356 cases were filed. Out of the total 2647 cases 101 cases were decided in favour of the Department, 12 against the department, while 9 cases were remanded back to Regional P. F. Commissioner concerned. Thus 2525 cases were pending at the end of the year.

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**LIST OF MEMBERS**  
**CENTRAL BOARD OF TRUSTEES, EMPLOYEES' PROVIDENT FUND**  
**(AS ON 31.03.2007)**

*[The Central Board of Trustees (E.P.F.) was reconstituted & notified in the Gazette of India vide notification No. V-20012/1/2001-SS-II dated 17.03.2003 (for five years)]*

<b>Chairman</b>		
1	<b>Sh. Oscar Fernandes</b>	Minister of State for Labour & Employment (Independent Charge) Shram Shakti Bhawan, Rafi Marg, New Delhi-110001.

<b>Vice-Chairman</b>		
2	<b>Vacant</b>	

<b>Central Government Representatives (5)</b>		
3	<b>Smt. Sudha Pillai</b>	Secretary to the Govt. of India Ministry of Labour & Employment, Shram Shakti Bhawan, Rafi Marg, New Delhi-110001.
4	<b>Sh. S. Krishnan</b>	Additional Secretary to the Govt. of India Social Security Division, Ministry of Labour & Employment, New Delhi-110 001.
5	<b>Dr. K.P. Krishnan</b>	Joint Secretary (CM) to the Govt. of India Representative from the Department of Economic Affairs, Ministry of Finance, North Block, Govt. of India, New Delhi-110001.
6	<b>Ms. Gurjot Kaur</b>	Joint Secretary to the Govt. of India Ministry of Labour (Social Security Division) Shram Shakti Bhawan, Rafi Marg, New Delhi-110001.
7	<b>Sh. Shambhu Singh</b>	Financial Advisor Ministry of Labour & Employment, Govt. of India, New Delhi-110001.

<b>State Government Representatives (15)</b>		
8	<b>Secretary to the Govt. of Delhi</b>	Labour Department, Delhi Administration, 15-Rajpur Road, Delhi-110006.
9	<b>Secretary to the Govt. of Bihar</b>	Department of Labour Training & Employment, Vikas Bhawan, New Secretariat, Patna-800015
10	<b>Secretary to the Govt. of Gujarat</b>	Labour and Employment Department, New Sachivalaya Block No.5, Gandhi Nagar-382010. (Ahmedabad)
11	<b>Commissioner and Secretary to the Govt. of Haryana</b>	Department of Labour & Employment, New Secretariat Building Sector-17, Chandigarh-160017.

12	<b>Secretary to the Govt. of Karnataka</b> Department of Labour, 414, 4 <sup>th</sup> Floor, Vikasa, Dr. B.R.Ambedkar Veedhi, Bangalore-560001.
13	<b>Secretary to the Govt. of Andhra Pradesh</b> Labour & Employment Department, Hyderabad – 500022
14	<b>Secretary to the Govt. of Madhya Pradesh</b> Labour Department, Room No.63 Mantralaya Vallabh Bhawan, Bhopal-462 004
15	<b>Secretary to the Govt. of Maharashtra</b> Industry, Labour & Energy Department, Mumbai-400032.
16	<b>Secretary to the Govt. of Uttranchal</b> Labour and Employment Department, Dehradun, Uttranchal
17	<b>Secretary to the Govt. of Chhattisgarh</b> Labour and Employment Department, Raipur, Chhattisgarh.
18	<b>Commissioner &amp; Secretary to the Govt. of Rajasthan</b> Labour and Employment Department, Jaipur-301 001.
19	<b>Secretary to the Govt. of Tamil Nadu</b> Labour and Employment Department, Fort St. George, Chennai-600 009
20	<b>Principal Secretary to the Govt of Uttar Pradesh</b> Labour & Employment Training, "Bapu Bhawan", Lucknow-226 001
21	<b>Secretary to the Govt. of Jharkhand</b> Labour Department, Secretariat Nepal House, Daronda, Ranchi, Jharkhand.
22	<b>Secretary to the Govt. of West Bengal</b> Writers Building, Labour Department, Kolkata-700 001

**Employers' Representatives (10)**

23	<b>Dr. Ram Tarneja</b>	4, Pashmina, 33-A, Pedder Road, Mumbai-400026.
24	<b>Sh. J.P. Chowdhary</b>	Chairman & Managing Director, M/s. Titagarh Steels Limited, 113, Park Street, Calcutta-700 016
25	<b>Sh. Ravi Wig</b>	Chairman, Wig Brothers (India) Pvt. Ltd, 618 Sector 21-A, Faridabad (Haryana)
26	<b>Sh. P. Rajendran(CII)</b>	Chief Operating Officer, NIIT, No. 8, Balaji Estate, Kalkaji, Sudarshan Munjal Marg, New Delhi-110 019.
27	<b>Sh. Vineet Virmani</b>	Chairman ASSOCHAM & Managing Director, S.P. Virmani & Sons Pvt. Ltd. 15, Golf Links, New Delhi 110003.
28	<b>Sh. V.P. Chopra</b>	Federation of Association of Small Industries of India (FASSI), C/o. M/s. Indo Fasteners, E-30, Focal Point, Ludhiana-141010.
29	<b>Sh. Mahesh Prasad Mehrotra</b>	Member – ASSOCHAM, C-561, Defence Colony, New Delhi.110024.
30	<b>Dr. S.M. Dewan</b>	Director General, (SCOPE), SCOPE COMPLEX, 7, Lodhi Road, New Delhi-110003.
31	<b>Sh. Sharad Patil</b>	Secretary General, Employees' Federation of India, 204, Joanna, 10, Manual Gonsalves Road, Bandra West, Mumbai- 400 050.
32	<b>Sh. Ashwin Dani</b>	Representative of FICCI, Vice Chairman & Managing Director, Asian Paints (India) Ltd., 6A, Shantinagar, Santacruz (East), Mumbai-400055.



<b>Employees' Representatives (10)</b>		
33	<b>Sh. Hasubhai Dave, Advocate</b>	Shram Sadhna, Opp. Municipal Water Tank, Gondal Road, Near Swami Narayan Gurukul, Rajkot-360 002 (Gujarat).
34	<b>Sh. A. Venkataram</b>	All India Vice-President, Bhartiya Mazdoor Sangh, Karnataka State, Subedar Chetram Road, Bangalore-560 009.
35	<b>Sh. B.N. Rai</b>	Bharatiya Mazdoor Sangh, 116, Bakar Mahal, Barrackpur, District: 24 Parganas, West Bengal-743101.
36	<b>Dr. G. Sanjeeva Reddy</b>	President, Indian National Trade Union Congress, 6/8, Leigh, Barkatpura, Hyderabad-500027.
37	<b>Sh. Ashok Singh</b>	Secretary, INTUC, No. 3/435, Vishwas Khande III, Gomati Nagar, Lucknow.
38	<b>Sh. Nirmal Ghosh</b>	Member INTUC, 2, Iswar Chatterjee Road, P.O. Sodepur – 743178, Dist.: (N) 24, Paraganas, West Bengal.
39	<b>Sh. A.D. Nagpal</b>	Secretary, Hind Mazdoor Sabha, 1181, Sector 43-B, Chandigarh-160022.
40	<b>Sh. Sankar Saha</b>	Secretary, All India Committee United Trade Union Centre, Lenin Sarani, 77/2/1, Lenin Sarani (1 <sup>st</sup> Floor), Calcutta-700013.
41	<b>Sh. W.R. Varada Rajan</b>	Secretary, CITU, AE-113, Tenth Main Road, Annanagar, Chennai-600010.
42	<b>Sh. Parduman Singh</b>	Vice-President, All India Trade Union Congress, Ekta Bhavan, Putlighar, Amritsar-143001.

<b>Member Secretary</b>		
43	<b>Sh. A. Viswanathan</b>	Central Provident Fund Commissioner, Employees' Provident Fund Orgn., Head Office, Bhavishya Nidhi Bhawan, 14, Bhikaiji Cama Place, New Delhi-110066.



**APPENDIX A-2****LIST OF REGIONAL OFFICE, SUB-REGIONAL OFFICE, DISTRICT OFFICE AND SERVICE CENTRE AS ON 31.03.2007**

S. N.	REGIONAL OFFICES	SUB-REGIONAL OFFICES	DISTRICT OFFICES	SERVICE CENTRE
1.	<b>Hyderabad (Andhra Pradesh)</b>	1. Kukatpally 2. Patancheru 3. Warangal 4. Nizamabad 5. Karimnagar 6. Siddipet	1. Khammam 2. Nirmal	1. Nalgonda
2.	<b>Guntur (Andhra Pradesh)</b>	1. Visakhapatnam 2. Rajahmundry 3. Kadapa	1. Vijaywada 2. Ongole 3. Vizianagaram 4. Srikakulam 5. Kakinada 6. Bhimavaram 7. Elluru 8. Kurnool 9. Nellore 10. Tirupathi 11. Ananthapur	
3.	<b>Patna (Bihar)</b>	1. Muzaffarpur 2. Bhagalpur	1. Gaya 2. Rohtas 3. Darbhanga 4. Katihar 5. Munger	
4.	<b>Raipur (Chhatisgarh)</b>	—	1.	Bilaspur —
5.	<b>Delhi (North)</b>	—	—	—
6.	<b>Delhi (South)</b>	1. Laxmi Nagar	—	—
7.	<b>Ahmedabad (Gujarat)</b>	1. Rajkot 2. Naroda 3. Vatwa	1. Mehsana 2. Bhavnagar 3. Nadiad 4. Jamnagar 5. Junagadh 6. Gandhidham 7. Surendranagar 8. Himmat Nagar	



8.	<b>Vadodra (Gujarat)</b>	1. Surat 2. Vapi	1. Bharuch	—
9.	<b>Panaji (Goa)</b>	—	—	1. Margao
10.	<b>Faridabad (Haryana)</b>	1. Gurgaon 2. Karnal 3. Rohtak	1. Yamunanagar 2. Ambala 3. Sonapat 4. Panipat 5. Hissar	—
11.	<b>Shimla (Himachal Pradesh)</b>	—	1. Parwanoo 2. Paonta Sahib 3. Palampur 4. Kullu	—
12.	<b>Ranchi (Jharkhand)</b>	1. Jamshedpur	1. Koderma 2. Bokaro 3. Giridih 4. Dhanbad 5. Deoghar 6. Sahebganj 7. West Singhbhum	—
13.	<b>Bangalore (Karnataka)</b>	1. Peenya 2. Whitefield 3. Bommasandra	1. Kolar	—
14.	<b>Mangalore (Karnataka)</b>	1. Hubli 2. Mysore 3. Gulbarga 4. Bellary 5. Chikmangalur 6. Raichur	1. Udupi 2. Shimoga 3. Belgaum 4. Madikeri 5. Bijapur 6. Hassan	—
15.	<b>Thiruvanthapuram (Kerala)</b>	1. Kottayam 2. Ernakulam 3. Kozhikode 4. Kannur 5. Kollam	1. Munnar 2. Alleppey 3. Trissur 4. Kozhikode 5. Kalpetta 6. Palakkad	—
16.	<b>Indore (Madhya Pradesh)</b>	1. Jabalpur 2. Bhopal 3. Ujjain 4. Gwalior	1. Khandwa 2. Dhar 3. Satna 4. Chhindwara 5. Itarsi 6. Ratlam 7. Sagar	—
17.	<b>Mumbai-I Bandra (Maharashtra)</b>	—	—	—

18.	<b>Mumbai-II Thane (Maharashtra)</b>	1. Kandivali 2. Vashi	—	—
19.	<b>Pune (Maharashtra)</b>	1. Kolhapur 2. Solapur	—	—
20.	<b>Nagpur (Maharashtra)</b>	1. Nasik 2. Aurangabad 3. Akola	1. Amaravati 2. Chandrapur 3. Jalgaon 4. Ahmednagar	— —
21.	<b>Guwahati (North Eastern Region)</b>	1. Tinsukia 2. Agartala (Tripura) 3. Shillong	1. Silchar 2. Tezpur 3. Bongaigaon 4. Dimapur 5. Jorhat 6. Dharmanagar	1. Imphal 2. Itanagar 3. Aizwal
22.	<b>Bhubaneswar (Orissa)</b>	1. Rourkela 2. Berhampur 3. Keonjhar	1. Cuttack 2. Balasore 3. Sambalpur 4. Barbil 5. Rayagada	— —
23.	<b>Chandigarh (Punjab)</b>	1. Bathinda	—	1. Patiala 2. Mandi Gobindgarh 3. Moga 4. Sangrur
24.	<b>Ludhiana (Punjab)</b>	1. Amritsar 2. Jalandhar	1. Batala 2. Phagwara 3. Hoshiarpur	—
25.	<b>Jaipur (Rajasthan)</b>	1. Kota 2. Udaipur 3. Jodhpur	1. Ajmer 2. Alwar 3. Bharatpur 4. Jhunjhunu 5. Bhilwara 6. Bikaner 7. Pali 8. Sriganganagar	—
26.	<b>Chennai (Tamil Nadu)</b>	1. Vellore 2. Ambattur 3. Tambaram 4. Pondicherry	—	—
27.	<b>Madurai (Tamil Nadu)</b>	1. Tirunelveli	1. Dindigul 2. Sivakasi 3. Tuticorin 4. Nagercoil	—



28.	<b>Coimbatore (Tamil Nadu)</b>	1. Trichy 2. Salem	1. Coonoor 2. Ooty 3. Tirupur 4. Pollachi 5. Tanjore 6. Kumbakona 7. Cuddalore 8. Karur 9. Erode 10. Krishnagiri	—
29.	<b>Kanpur (Uttar Pradesh)</b>	1. Meerut 2. Lucknow 3. Varanasi 4. Agra 5. Bareilly 6. Noida 7. Gorakhpur	1. Muzaffar Nagar 2. Saharanpur 3. Allahabad 4. Aligarh 5. Moradabad	1. Ghaziabad
30.	<b>Dehradun (Uttaranchal)</b>	1. Haldwani	—	1. Haridwar
31.	<b>Kolkata (West Bengal)</b>	1. Park Street 2. Howrah 3. Barrackpor 4. Durgapur 5. Port Blair	—	—
32.	<b>Jalpaiguri (West Bengal)</b>	1. Darjeeling 2. Jangipur 3. Siliguri	1. Alipurduar 2. Malbazar	1. Sikkim
<b>TOTAL 32</b>		<b>81</b>	<b>111</b>	<b>12</b>



**APPENDIX A-3**

<b>SUMMARY OF UNEXEMPTED DEFAULTING ESTABLISHMENTS OF RS. 50 LAKHS AND ABOVE</b>		
<b>REGION</b>	<b>NO. OF DEFAULTING ESTABLISHMENTS</b>	<b>AMOUNT (Rs. In lakhs)</b>
Delhi	5	497.19
Punjab	13	3588.75
Uttaranchal	6	471.25
Uttar Pradesh	46	7510.50
Haryana	9	1991.09
<b>North Zone</b>	<b>79</b>	<b>14058.78</b>
Orissa	38	17204.39
West Bengal	49	5954.10
North East Region	15	2078.95
Jharkhand	7	1038.68
Bihar	18	3578.03
<b>East Zone</b>	<b>127</b>	<b>29854.15</b>
Karnataka	25	4843.64
Kerala	35	6283.85
Tamilnadu	81	12675.15
Andhra Pradesh	20	3410.31
<b>South Zone</b>	<b>161</b>	<b>27212.95</b>
Chhatisgarh	2	327.12
Madhya Pradesh	38	11241.88
Maharashtra	99	23252.50
Rajasthan	12	2487.99
Gujarat	10	1307.18
<b>West Zone</b>	<b>161</b>	<b>38616.67</b>
<b>All India</b>	<b>528</b>	<b>109742.55</b>



<b>LIST OF DEFAULTING UNEXEMPTED ESTABLISHMENTS RS. 1 CRORE AND ABOVE (INCLUDING PROVIDENT FUND, PENSION AND EDLI CONTRIBUTION, ADMINISTRATION CHARGES AND PENAL DAMAGES)</b>					
<b>S.No</b>	<b>Region</b>	<b>Code No.</b>	<b>Industry</b>	<b>Amount (Rs. In lakhs)</b>	<b>Total Amount (Rs.in lakhs)</b>
<b>DELHI</b>					
1	DL	8076	Altos India Pvt. Ltd.	177.33	
2	DL	17946	DSS Mobile Communications Ltd.	101.35	<b>278.68</b>
<b>PUNJAB</b>					
1	PN	13882	Golden Forest (I) Ltd. Lalru, Patiala	1604.26	
2	PN	13796	Xen Anandpur Sahib Hydrel, Ganguwal	653.01	
3	PN	4715	Punwire Ltd., Mohali	414.47	
4	PN	15106	Bawa Shoes, Amritsar	275.62	
5	PN	10178	Pb Fibers, Jalandhar	110.83	<b>3058.19</b>
<b>UTTARANCHAL</b>					
1	UT	1281	UPSRTC	108.72	
2	UT	16927	Crystal credit	101.37	<b>210.09</b>
<b>UTTAR PRADESH</b>					
1	UP	18958	Malvika Steels Pvt, Ltd.	583.96	
2	UP	338	Allahabad Patrika, P. Ltd.	426.69	
3	UP	3745	Harduaganj Thermal power project, Kasimpur, Aligarh	425.07	
4	UP	14197	UP Sehkari Katai Mills	373.98	
5	UP	1189	U.P.I.C.A., Kanpur	349.90	
6	UP	14436	Katai Mill, Amroha	338.81	
7	UP	6156	Kisan Sahakari Chini Mills Ltd.	319.46	
8	UP	796	UPSRTC Agra	308.89	
9	UP	5115	U.P. State Handloom Corporation Ltd, Kanpur	308.84	
10	UP	13852	Betwa River Board Lalitpur	274.46	
11	UP	203	Ayodhya Sugar Mills	267.13	
12	UP	6918	U.P.S.R.T.C., Jhansi	247.69	
13	UP	4572	Kashi Sahakari Chini Mills Ltd.	212.41	
14	UP	14182	Rajendra Steels Ltd., Kanpur	176.51	
15	UP	11399	Nagina Sehkari Katai Mill, Bijnor	137.47	
16	UP	795	UPSRTC Agra	136.00	
17	UP	1151	Synthetic & Chemical	132.63	
18	UP	6946	U.P.S.R.T.C., Farrukhabad	132.03	
19	UP	495	Sitapur Plywood, Sitapur	115.25	

20	UP	14779	Arihant Industries, Ltd., Sikandrabad, Bulandshahr.	115.17	
21	UP	216	U.P. State Sugar Corporation, Muzaffar Nagar	106.10	
22	UP	13833	L.M.L., Kanpur	105.69	
23	UP	176	State Sugar Corp., Hardoi	104.30	
24	UP	5525	UPSRTC, Sahibabad, Ghaziabad	103.11	
25	UP	735	UPSRTC, Meerut	102.79	<b>5904.34</b>
<b>HARYANA</b>					
1	HR	286	Jhallani Tools	932.64	
2	HR	9693	Group-4 Security Guard Pvt.Ltd	380.90	
3	HR	26147	Sapient Corporation Ltd	147.53	
4	HR	2058	Haryana Sheet Glass	112.01	
5	HR	1152	Jhallani Tools	105.70	
6	HR	65	Electronics Ltd	102.71	<b>1781.49</b>
<b>HIMACHAL PRADESH</b>					
			NIL		
<b>NORTH ZONE</b>					<b>11232.79</b>
<b>ORISSA</b>					
1	OR	1683	OLIC	8608.66	
2	OR	439	Orissa Industries Ltd,	1311.85	
3	OR	1	Orissa Textile Mills,	1022.71	
4	OR	87	OSRTC, Berhampur,	524.23	
5	OR	1833	Kalinga Weavers Coop Spinning Mills Ltd, Govindpur,	467.67	
6	OR	655	B.T.M., Jharsuguda,	453.02	
7	OR	347	Hirakud Industrial Works,	422.68	
8	OR	1629-C	Gammon India Ltd.	389.98	
9	OR	3251	Jagannath WCS Ltd, Nuapatna, CTC,	379.30	
10	OR	261	KIW, Hirakud	336.50	
11	OR	917	O.W.C.S.,	318.58	
12	OR	700	Orissa Agro Indl BBSR	213.40	
13	OR	5379	OPEPA	188.73	
14	OR	3789	Dayalal Meghaji & Co.,	183.88	
15	OR	8257	Ex. Enginner, Baitarani Div, Sulpada, Keonjhar,	176.07	
16	OR	3164	Sonepur Spinning Mills, Sonepur Raj,	172.94	
17	OR	3689	IPISTEEL Ltd. DKL,	152.95	
18	OR	3464	G.C. Shah,	146.74	
19	OR	3162	Ex. Engineer Mahanadi Chitrotopala Island Irrigation (S&M) Divn,	111.27	
20	OR	5077	NTPC Ltd, TSTPP, Kaniha, Angul,	109.90	
21	OR	2063	Utkal Weavers Coop Spinning Mills, Khurda,	108.56	



22	OR	8107	OCL India,	107.22	
23	OR	1361	OSRTC, Cuttack,	102.88	<b>16009.72</b>
<b>WEST BENGAL</b>					
1	WB	542	Central Cotton Mill,	456.37	
2	WB	113	Rampooria Cotton Mill .	407.18	
3	WB	16165	Favourite Small Investment Ltd.	292.09	
4	WB	1081	Samsing Tea Estate	265.57	
5	WB	26968	Oriental Security & Detective Agency	237.87	
6	WB	112	Bengal Laxmi Cotton Mill.	228.57	
7	WB	26	The Empire Jute Co. Ltd.	208.92	
8	WB	28199	Radhey Shyam Sharma, Midnapore	203.63	
9	WB	350	Bengal Fine Spng.	198.58	
10	WB	12201	Indo Japan Steels Ltd.	188.79	
11	WB	15443	Electrosteel Casting Ltd.	174.96	
12	WB	670	Raimatang Tea Estate	141.23	
13	WB	9744	Wool Combers of India Ltd.	131.16	
14	WB	12317	Eastend Paper Pvt. Ltd.	131.01	
15	WB	28546	Star Security & Detective Agency	129.78	
16	WB	889	Madhu Tea Estate	125.79	
17	WB	9152	Halman Climax Mfg. Ltd.	117.52	
18	WB	799	Bundapani Tea Estate	114.99	
19	WB	1576	Panighata Tea Estate	105.13	
20	WB	973	Bamandanga Tandoo T.E.	102.30	<b>3961.44</b>
<b>NORTH EAST REGION</b>					
1	NER	1339	TJML	295.02	
2	NER	1268	St.A.College	286.30	
3	NER	842	NS Mill	191.91	
4	NER	830	MTC	191.48	
5	NER	1026	MHHDC	183.99	
6	NER	518	AAIDC	145.03	
7	NER	649	SC Co-op Bank	140.62	
8	NER	923	APCDC	120.18	
9	NER	219	BS Mill	103.43	<b>1657.96</b>
<b>JHARKHAND</b>					
1	JH	13022	Tata Communis Ltd.	213.08	
2	JH	5152	SNL Ranchi	189.42	
3	JH	5355	M/s Bilal Bidi, Poakur Pvt. Ltd.	165.77	
4	JH	16	Lemos Cement	151.67	
5	JH	422	IAG Co.	140.89	
6	JH	2630	DCC Bank	127.79	<b>988.62</b>



<b>BIHAR</b>					
1	BR	2806	Bihar Raj Bhumi Vikas Bank, Patna	1199.55	
2	BR	1983	BSS Corporation Banmakhari Purnea	420.86	
3	BR	1806	Bihar State Electricity Board	223.65	
4	BR	7807	GADA Motihari	213.05	
5	BR	7301	Bihar Sanskrit Siksha Board	212.40	
6	BR	290	News Paper and Pub.	195.03	
7	BR	2084	Azad Transport Co. P. Ltd	191.68	
8	BR	3256	Ashok Paper	173.76	
9	BR	3481	Bihar Rajya Beej Nigam	146.37	<b>2976.35</b>
<b>EAST ZONE</b>					<b>25594.09</b>
<b>KARNATAKA</b>					
1	KN	6820	Karnataka Handloom Delp., Corpn.	2036.29	
2	KN	2260	Ideal Jawa (P) Ltd.	409.69	
3	KN	44	Mysore Lamp Works	338.69	
4	KN	970	Mysore Minerals	215.45	
5	KN	7504	Raibag Sahakari Sakkare Karkhane	171.82	
6	KN	7901	B.T. Patil & Sons, Belgaum	135.67	
7	KN	19633	Essential Services	129.26	
8	KN	3853	Karnataka Agro Industries	119.52	
9	KN	11364	V M Confectioneries Unit-I & Unit-II	111.59	
10	KN	98	India Sugars Ltd.	103.94	
11	KN	13490	Victory Glass	102.53	<b>3874.45</b>
<b>KERALA</b>					
1	KR	270	Thungamala Estate	607.06	
2	KR	68	Manjumala Estate	470.07	
3	KR	267	Pambanar Estate	455.61	
4	KR	67	Kolikanam	349.59	
5	KR	294	Pasumala Estate	344.95	
6	KR	268	Granby Estate	332.72	
7	KR	266	Thengakal	322.05	
8	KR	16122	Audio Visual	292.22	
9	KR	3110	Mount Estate	268.19	
10	KR	269	Nellikai Estate	233.53	
11	KR	12536	Kerala Land Development Corporation	222.64	
12	KR	12344	Keltron equip Complex	209.18	
13	KR	396	Kuduakarana	209.08	
14	KR	2568	Madras Spinners	162.80	
15	KR	446	Vagamon Tea	153.56	
16	KR	2638	Thiruvepathy Mills Ltd	147.69	



17	KR	10160	Autokast Ltd.	130.50	
18	KR	395	Ladrun Estate	126.82	
19	KR	622	T.Plywood, Punalur	113.92	
20	KR	2356	Co-op Sugars Ltd.	113.75	
21	KR	390 & 94	Bonacaud Estate	111.41	
22	KR	401	Glenmary Estate	110.30	<b>5487.64</b>
<b>TAMILNADU</b>					
1	TN	6357	Swamiji Mills Ltd.	723.15	
2	TN	16681	Uma Maheswari Mills	712.33	
3	TN	153	Uma Parameshwari	504.38	
4	TN	861	Sree Visalakshi Mills Pvt. Ltd.	470.78	
5	TN	2298	Sitalakshmi Mills Ltd.	436.98	
6	TN	861A	Sri Visalakshi Mills "B" Mill.	333.50	
7	TN	4900	Salem Dt. Coop Spg.Mills Ltd	318.64	
8	TN	11266	Sri Venkatesa Paper & Boards Ltd.	300.54	
9	TN	128	Akilandeswari Mills Ltd.	297.08	
10	TN	1707	Sri Sivakami Mills Ltd.	295.42	
11	TN	5562	Karur Dt.CoopSpgMills	285.31	
12	TN	2133	South India Cooperative Spg Mills Ltd.	282.62	
13	TN	136	Lakshmi Shanmuga Mills Ltd	262.85	
14	TN	5531	Nagapatinam Dt.Co.op Spg. Mill	237.84	
15	TN	17496	Asian Bearings	223.05	
16	TN	29029	B V V Paper Ind Pvt. Ltd.	217.68	
17	TN	6517	Salem Tex. Ltd.	207.67	
18	TN	7130	Seyadu Beedi Company	204.09	
19	TN	5544	Erode Dt. Coop Spg.Mills Ltd	198.16	
20	TN	8400	Kongarar Spinners	193.38	
21	TN	6091	Arcot Textiles	190.83	
22	TN	131	Jawahar Mills Ltd	188.40	
23	TN	12461	Cbe Popular Spg.Mills	184.40	
24	TN	159	The Mahalakshmi Mills Ltd.	183.70	
25	TN	4981	Saraswati Mills	171.94	
26	TN	3926	Thruchendur Coop. Spinning Mills Ltd.	150.60	
27	TN	1115B	Annamalaiair Textiles Pvt. Ltd.	145.31	
28	TN	3179	Trichirapali Consumers Co.op Wholesale	140.84	
29	TN	74	RSL Textiles	135.78	
30	TN	5518	Madurai District Co-Op Spg Mills Ltd.	128.35	
31	TN	1038	Cbe Pioneer Mills	125.94	
32	TN	21038	Lakshana Cot.Spg.Mills	124.31	
33	TN	2473	Kwality Spg. Mills	123.55	

34	TN	437	The Janakiram Mills Ltd.	122.02	
35	TN	20905	Viswabharathi Textiles Pvt. Ltd.	118.68	
36	TN	8132	Sam Turbo Industries	111.70	
37	TN	19937	Abdul Azeez Sahib & Sons	109.90	
38	TN	21376	NEPC Textiles	109.03	
39	TN	20567	The Ramanathapuram District Co-Op Spg Mills	106.65	
40	TN	10661	Selvarani Spg. Mills	105.97	
41	TN	1160	Mettur Textiles	105.80	
42	TN	3924	Essorpee Mills	103.66	
43	TN	23718	Kilburn Electrical Ltd.	102.70	
44	TN	3115	The Srivilliputur Co-Op Spg Mills Ltd.	102.11	
45	TN	31	Binny Engineering	101.10	
46	TN	21411	Dharmapuri Dt.Spg.	100.51	
47	TN	21752	Sam Turbo Industries	100.08	<b>10199.31</b>
<b>ANDHRA PRADESH</b>					
1	AP	2	Nellimarla Jute Mills	490.04	
2	AP	1184	Panyam Cements Ltd.,	455.61	
3	AP	370	Sarvaraya Textiles	400.55	
4	AP	23	Rayalaseema Mills Ltd.,	285.88	
5	AP	26304	Allwyn Watches	230.94	
6	AP	294	G.N.Products	228.54	
7	AP	22041	Chittor Dt. Milk Producers Coop union Ltd	201.85	
8	AP	2814	Sarvaraya Textiles	181.11	
9	AP	2003	Yemminganur Weavers coop producers		
			and sales society ltd.	141.07	2615.59
<b>SOUTH ZONE</b>					<b>22176.99</b>
<b>CHHATISGARH</b>					
1	CG	1249	Kedia Castle Dellon	174.57	
2	CG	6482	Kedia Distelliries	152.55	327.12
<b>GOA</b>					
			NIL		
<b>MADHYA PRADESH</b>					
1	MP	264	M.P.S.R.T.C. JABALPUR	1381.98	
2	MP	225	M.P.S.R.T.C. Gwalior	1134.52	
3	MP	1267	M.P.S.R.T.C. Bairagarh	1070.17	
4	MP	4046	M.P.S.R.T.C. REWA	769.56	
5	MP	11	Binod Mills Co. Ltd., Ujjain	599.96	
6	MP	4044	M.P.S.R.T.C. Ujjain	572.36	
7	MP	2070	Shree Synthetics Ltd., Ujjain	417.89	
8	MP	1378	M.P.S.R.T.C. Habibganj	413.95	



9	MP	5417	MPSRTC SEONI	398.63	
10	MP	229	M.P.S.R.T.C. Central Workshop Gwalior	355.54	
11	MP	1143	M.P.R.T.C. Indore	315.34	
12	MP	4045	M.P.S.R.T.C. SAGAR	285.30	
13	MP	3839	I.D.A. Indore	267.35	
14	MP	1382	M.P.R.H.B.S.S. Jabalpur	266.67	
15	MP	8953	JDA Jabalpur	247.03	
16	MP	5416	M.P.R.T.C. Khargowan	207.05	
17	MP	82	Bhopal Sugar Industries	191.20	
18	MP	3982	G.S.I.T.S. College	186.48	
19	MP	3424	Gajra Bavel Gears Ltd., Dewas	185.93	
20	MP	11-A	Bimal Mills Ujjain	181.45	
21	MP	1242	Shama Engine	175.21	
22	MP	4	Rajkumar Mills	174.61	
23	MP	15378	Kiddies Corner Senior S.School, Gwalior	154.75	
24	MP	9734	C.T. Cotton Yarn, Gwalior	132.72	
25	MP	1128	Steel Tubes of India Dewas	122.57	
26	MP	1	Hukamchand Mills	119.89	
27	MP	2663	Jayant Vitamins, Ratlam	102.76	10430.87
<b>MAHARASHTRA</b>					
1	MH	21385	M.H.A.D.A	4956.79	
2	MH	18166	Kannad S.S.K.Ltd.	959.15	
3	MH	1654	Ralli wolf Ltd	749.81	
4	MH	80595	CIDCO	672.67	
5	MH	3771	Gangapur S.S.K.Ltd.	610.19	
6	MH	36194	Jalna S.S.K.Ltd.	579.31	
7	MH	29634	Tasgaon Taluka S.S.K. Ltd.	568.00	
8	MH	29122	Manganga S.S.K. Ltd.	563.78	
9	MH	22194	Sant Eknath S.S.K.Ltd.	532.00	
10	MH	80393	Marathwada A.	418.11	
11	MH	15379	The Cosmos Co-op. Bank	396.68	
12	MH	32544	Solapur Dekhreh Sangh, Solapur	353.08	
13	MH	21949	Godavari Manar S.	348.76	
14	MH	15494	M/s. Vasant Saha Sakhar Karkhana Ltd; Yeotmal	326.21	
15	MH	11718	Kolhapur Zilha V.S.S. Girani Ltd.	314.05	
16	MH	101	Hindustan Spg & Wvg Mills	307.09	
17	MH	3771	Gangapur Sah.	292.50	
18	MH	21949	Gadavari Mannar	272.22	
19	MH	41299	Vazir Surface Protection Pvt. Ltd.	270.89	
20	MH	18274	Vinayak Sah.	269.89	





21	MH	12644	Yeshwant Saha Soot Girni Nyt, Gangadhar Nagar, Akkalkot Road, Solapur	261.16	
22	MH	80379	Walmi	261.14	
23	MH	60244	Balaji Saha Sakhar Karkhana Ltd;	260.96	
24	MH	15480	Satpuda Tapi S.S.K. Ltd	260.34	
25	MH	15683	Shetkari S S K Ltd., Killari, Dist. Latur	250.66	
26	MH	12707	A.P.I., Chikalthana	248.24	
27	MH	9264	Carona Ltd.	243.69	
28	MH	37877	Tuljabhavani S S K Ltd., Naldurg, Dist. Osmanabad	240.69	
29	MH	80005	Gajanan S.S.K.Ltd.,	238.57	
30	MH	18982	Ambajogai S.S.K.Ltd.,	236.79	
31	MH	80034	Shankar S.S.K.Ltd.	229.88	
32	MH	3771	Gangapur Sah.C297	214.70	
33	MH	19871	Seth Constrution, Nagpur	203.30	
34	MH	36194	Jalna S.S.K.Ltd.,	193.35	
35	MH	18982	Ambajogai S.S.K.Ltd.	190.37	
36	MH	24965	Jai Jawan Jai Kisan S S K Ltd., Nalegaon, Dist. Latur	188.01	
37	MH	11482	Solapur Vinakar Soot Gini Nyt, Gangadhar Nagar	181.56	
38	MH	18166	Kannad S.S.K.Ltd.,	175.10	
39	MH	19479	Marathwada Sah.	172.60	
40	MH	32889	P I Rachkar & co, Class 1 Contractor, Akluj, Tal. Malshiras	167.05	
41	MH	80683	Patil Construction.	166.27	
42	MH	13506	Vasantdada Co-op. Spg. Mills	157.34	
43	MH	5559	Deccan Co-op. Spg. Mills Ltd.	151.82	
44	MH	22194	St. Eknath S.S. K. Ltd.	140.01	
45	MH	29088	Yashwant S.S.K. Ltd.	138.99	
46	MH	1492	Indian Dyestuff	138.02	
47	MH	21403	Kada S.S.K.Ltd.,	128.12	
48	MH	3516	R.B. Bansilal Spg. & Wvg. Mill, Wardha	124.83	
49	MH	30565	Shri Jagadamba Anusuchit Jati Jamati Saha Soot Girni Nyt, Madha, Dist. Solapur	119.02	
50	MH	19443	Jhalani Toos Pvt. Ltd.	114.23	
51	MH	15574	Chetan Foundries Ltd, Hotgi Road, Solapur	112.81	
52	MH	80005	Gajanan S.S.K.Ltd.	108.81	
53	MH	80394	Takht Sachkhand	108.29	
54	MH	12354	Kalambar S.S.k. Ltd.,	106.82	



55	MH	24527	Shirpur Shetkari SSK Ltd	103.72	
56	MH	12689A	Patheja Forging	102.05	<b>20200.49</b>
<b>RAJASTHAN</b>					
1	RJ	5723	Avas Vikas Sansthan, Jaipur	1177.71	
2	RJ	3128	Modi Alkilies & Chemicals Ltd., Alwar	186.80	
3	RJ	5	Jaipur Metals, Jaipur	177.60	
4	RJ	3962	Perfect Thread Mills , Udaipur	167.60	
5	RJ	4235	Parasrampuriah Synthetics, Alwar	162.32	
6	RJ	4195	Tirupati Fiber Industries, Abu Road	135.40	<b>2007.43</b>
<b>GUJARAT</b>					
1	GJ	1383	Baroda Rayon Cor	378.65	
2	GJ	1045	Sarabhai Chemicals	256.25	
3	GJ	1050	Navino Ltd.	121.60	
4	GJ	9269	L.D. Tex Ind Ltd.	113.31	
5	GJ	4521	H.M.P	102.59	<b>972.40</b>
<b>WEST ZONE</b>					<b>33938.31</b>
<b>ALL INDIA</b>					<b>92942.18</b>

**APPENDIX A-5**

<b>SUMMARY OF EXEMPTED DEFAULTING ESTABLISHMENTS OF RS. 50 LAKHS AND ABOVE</b>		
<b>REGION</b>	<b>NO. OF DEFAULTING ESTABLISHMENTS</b>	<b>AMOUNT (Rs. In lakhs)</b>
Delhi	7	4196.10
Punjab	1	76.16
Uttaranchal	1	583.00
Uttar Pradesh	8	4800.56
Haryana	3	2265.97
<b>North Zone</b>	<b>20</b>	<b>11921.79</b>
Orissa	1	438.82
West Bengal	24	13189.70
Bihar	2	492.52
<b>East Zone</b>	<b>27</b>	<b>14121.04</b>
Karnataka	5	4501.73
Kerala	5	892.87
Tamilnadu	6	546.31
Andhra Pradesh	7	862.10
<b>South Zone</b>	<b>23</b>	<b>6803.01</b>
Madhya Pradesh	4	5672.00
Maharashtra	14	3307.34
Rajasthan	2	373.48
Gujarat	5	2895.36
<b>West Zone</b>	<b>25</b>	<b>12248.18</b>
<b>All India</b>	<b>98</b>	<b>45094.02</b>

<b>LIST OF DEFAULTING EXEMPTED ESTABLISHMENTS RS. 1 CRORE AND ABOVE (INCLUDING PROVIDENT FUND, PENSION AND EDLI CONTRIBUTION, ADMINISTRATION CHARGES AND PENAL DAMAGES)</b>					
<b>S.No.</b>	<b>Region</b>	<b>Code No.</b>	<b>Industry</b>	<b>Amount (Rs. In lakhs)</b>	<b>Total Amount (Rs. In lakhs)</b>
<b>DELHI</b>					
1	DL	3670	State Farms Corporation Ltd. (SFCL)	2162.85	
2	DL	7413	GAIL	1581.61	
3	DL	1091	Pure Drink	173.92	
4	DL	2271	FCI	106.38	<b>4024.76</b>
<b>PUNJAB</b>					
			NIL		
<b>UTTARANCHAL</b>					
1	UT	3	HMT watch factory	583.00	<b>583.00</b>
<b>UTTARPRADESH</b>					
1	UP	4136	I.T.I. Ltd.	1284.73	
2	UP	4049	Dunkan India Ltd., Kanpur	1198.11	
3	UP	5384	UP Electronic Corp. Ltd., Lucknow	908.75	
4	UP	423	UP Cement Corp.Ltd.	482.56	
5	UP	4427	UP Cement Corp. Ltd.	434.60	
6	UP	3761	T.S.L. Naini	258.31	
7	UP	7493	B.H.E.L., Jhansi	120.18	
8	UP	196	Modi Sugar Industries, Modi Nagar, Ghaziabad	113.32	<b>4800.56</b>
<b>HARYANA</b>					
1	HR	10803	NPCC Ltd.	1844.59	
2	HR	1061	HMT, Pinjore.	363.98	<b>2208.57</b>
<b>HIMACHAL PRADESH</b>					
			NIL		
<b>NORTH ZONE</b>					<b>11616.89</b>
<b>ORISSA</b>					
1	OR	888	NTPC	438.82	<b>438.82</b>
<b>WEST BENGAL</b>					
1	WB	78 &	NJMC (Unit: National)	2609.26	
		10839			
2	WB	49,51 &	New Central Jute Mill Co Ltd	1867.35	
		5529			



3	WB	48 & 55	NJMC (Unit: Kinnison)	1307.43	
4	WB	11 & 43	NJMC (Unit: Khardah)	1255.78	
5	WB	97	Kanoria Jute industries	968.32	
6	WB	63	Angus Jute Works	737.38	
7	WB	36 & 47	The Nuddea Mills Co. Ltd.	530.96	
8	WB	2,27 & 40	Baranagar Jute Factory	529.79	
9	WB	35	Meghna Jutemills(Unit:Gajanand		
			Commercials)	481.84	
10	WB	23	Kelvin Jute Mill	445.87	
11	WB	46	NJMC (Unit Alexandra)	396.86	
12	WB	8	NJMC (Unit:Union)	298.49	
13	WB	37	Agarpara Jute Mills Ltd.	262.56	
14	WB	1 & 24	Budge Budge Company Ltd.	220.73	
15	WB	118	Bowreah Cotton Mill Co.(Exem)	204.06	
16	WB	30	Hooghly Mills Co. Ltd. (Unit: Wevarly)	191.25	
17	WB	28	Caledonian Jute & Indust.	157.19	
18	WB	1651	Hindusthan Cables Ltd.	147.05	
19	WB	17118	Central Tool Room & Training Centre	142.18	
20	WB	11	Jogesh Chandra T.G.	116.51	<b>12870.86</b>
<b>NORTH EAST REGION</b>					
			NIL		
<b>JHARKHAND</b>					
1	JH	1465	HEC Ltd	9621.52	
2	JH	2203	MECON Ltd.	288.48	<b>9910.00</b>
<b>BIHAR</b>					
1	BR	20 & 2226	Kalyanpur Cement & banjari rohtas	396.74	<b>396.74</b>
<b>EAST ZONE</b>					<b>23616.42</b>
<b>KARNATAKA</b>					
1	KN	873A	HMT Watch Factory	2453.30	
2	KN	873	HMT Machine Tools	1100.60	
3	KN	873E	HMT Corporate Office	519.25	
4	KN	1	Binny Ltd	223.41	
5	KN	924	BGML	205.17	<b>4501.73</b>
<b>KERALA</b>					
1	KR	16	Travancore Rayons	390.54	
2	KR	15	Aluminium Industries	145.67	
3	KR	2357	Hindustan Machine Tools	121.42	<b>657.63</b>



TAMILNADU					
1	TN	19769	Dunlop India Ltd.	119.62	
2	TN	4683	Chennai Petroleum Corporation Ltd.	103.93	<b>223.55</b>
ANDHRA PRADESH					
1	AP	3071	HMT Ltd., (MT Divn.)	236.54	
2	AP	3209	Alluminium Industries	191.36	
3	AP	13	Hindustan Shipyard Ltd., VSP	144.78	<b>572.68</b>
SOUTH ZONE					<b>5955.59</b>
CHHATISGARH					
			NIL		
GOA					
			NIL		
MADHYA PRADESH					
1	MP	1224	OPM Shahdol	5400.00	
2	MP	77	Burhanpur Textile Mills. Burhanpur	120.74	<b>5520.74</b>
MAHARASHTRA					
1	MH	1255	MSRTC	1464.47	
2	MH	3502	Model Mill, Nagpur	887.78	
3	MH	3515	Akola Oil Industries, Akola	160.98	
4	MH	22493	MAPL, Nagpur	151.44	
5	MH	4395	Navinon Ltd.	137.88	
6	MH	5291	Kamani Tubes Ltd.	127.51	<b>2930.06</b>
RAJASTHAN					
1	RJ	2482	Hindustan Copper Ltd.,Jhunjhunu.	253.28	
2	RJ	2993	Raj.St.Road Dev.& Cons.Corpn.Jaipur	120.20	<b>373.48</b>
GUJARAT					
1	GJ	1122	GSRTC	2246.66	
2	GJ	1383	Baroda Rayon Corpn.	227.75	
3	GJ	3951	Gujarat Composite Ltd	195.22	
4	GJ	920-E	GEB, Rajkot	144.62	<b>2814.25</b>
			<b>WEST ZONE</b>		<b>11638.53</b>
			<b>ALL INDIA</b>		<b>52827.43</b>

## APPENDIX A-7

**EMPLOYEES' PROVIDENT FUNDS SCHEME, 1952 RECOVERY CERTIFICATES  
DURING 2006-2007 [UNEXEMPTED SECTOR]**

(Rs. in Lakhs)

Regions	Total Workload		Total Realised		Closing Balance	
	RC	AMOUNT	RC	AMOUNT	RC	AMOUNT
<b>DL</b>	952	1977.85	284	250.15	<b>668</b>	<b>1727.70</b>
<b>PN</b>	6232	4003.00	1590	695.61	<b>4642</b>	<b>3307.39</b>
<b>UA</b>	127	466.11	14	21.1	<b>113</b>	<b>445.01</b>
<b>UP</b>	5545	14754.65	1915	8046.07	<b>3630</b>	<b>6708.58</b>
<b>HR</b>	2445	8553.37	515	3316.48	<b>1930</b>	<b>5236.89</b>
<b>HP</b>	251	158.08	129	90.5	<b>122</b>	<b>67.58</b>
<b>NORTH ZONE</b>	<b>15552</b>	<b>29913.06</b>	<b>4447</b>	<b>12419.91</b>	<b>11105</b>	<b>17493.15</b>
<b>OR</b>	1109	7640.28	367	1704.07	<b>742</b>	<b>5936.21</b>
<b>WB</b>	3460	24435.44	571	3810.45	<b>2889</b>	<b>20624.99</b>
<b>NR</b>	828	2323.40	379	834.55	<b>449</b>	<b>1488.85</b>
<b>JH</b>	1157	11258.46	530	789.9	<b>627</b>	<b>10468.56</b>
<b>BR</b>	2078	2674.84	700	291.79	<b>1378</b>	<b>2383.05</b>
<b>EAST ZONE</b>	<b>8632</b>	<b>48332.42</b>	<b>2547</b>	<b>7430.76</b>	<b>6085</b>	<b>40901.66</b>
<b>KN</b>	4945	5641.30	1823	699.19	<b>3122</b>	<b>4942.11</b>
<b>KR</b>	5333	4998.70	2234	1090.9	<b>3099</b>	<b>3907.8</b>
<b>TN</b>	16276	12331.32	4864	1646.42	<b>11412</b>	<b>10684.9</b>
<b>AP</b>	13507	7132.86	3285	1324.73	<b>10222</b>	<b>5808.13</b>
<b>SOUTH ZONE</b>	<b>40061</b>	<b>30104.18</b>	<b>12206</b>	<b>4761.24</b>	<b>27855</b>	<b>25342.94</b>
<b>CG</b>	1041	1484.80	277	315.47	<b>764</b>	<b>1169.33</b>
<b>GA</b>	285	203.39	145	72.43	<b>140</b>	<b>130.96</b>
<b>MP</b>	2200	11515.67	531	630.31	<b>1669</b>	<b>10885.36</b>
<b>MH</b>	7411	17299.84	1597	2248.09	<b>5814</b>	<b>15051.75</b>
<b>RJ</b>	1156	1893.60	296	150.89	<b>860</b>	<b>1742.71</b>
<b>GJ</b>	710	2219.09	86	463.58	<b>624</b>	<b>1755.51</b>
<b>WEST ZONE</b>	<b>12803</b>	<b>34616.39</b>	<b>2932</b>	<b>3880.77</b>	<b>9871</b>	<b>30735.62</b>
<b>TOTAL</b>	<b>77048</b>	<b>142966.05</b>	<b>22132</b>	<b>28492.68</b>	<b>54916</b>	<b>114473.37</b>



LEVY OF DAMAGES UNDER ALL THREE SCHEMES DURING 2006-07 [UNEXEMPTED SECTOR]			
(Rs.in lakhs)			
Region	Total workload for the year	Amount realised during the year	Amount pending for realisation as on 31.03.2007
DL	983.33	359.43	623.9
PN	1525.04	396.70	1128.34
UA	825.31	199.33	625.98
UP	2462.57	282.52	2180.05
HR	1004.13	170.40	833.73
HP	62.22	26.15	36.07
<b>NORTH ZONE</b>	<b>6862.60</b>	<b>1434.53</b>	<b>5428.07</b>
OR	2025.06	167.57	1857.49
WB	7063.74	1897.95	5165.79
NR	1146.08	203.43	942.65
JH	1181.19	233.75	947.44
BR	294.88	32.02	262.86
<b>EAST ZONE</b>	<b>11710.95</b>	<b>2534.72</b>	<b>9176.23</b>
KN	3787.37	687.95	3099.42
KR	3596.64	125.80	3470.84
TN	10387.99	1001.23	9386.76
AP	5079.70	955.38	4124.32
<b>SOUTH ZONE</b>	<b>22851.70</b>	<b>2770.36</b>	<b>20081.34</b>
CG	2077.17	23.32	2053.85
GA	228.79	109.09	119.7
MP	2600.46	513.05	2087.41
MH	8370.25	1207.84	7162.41
RJ	1035.56	161.27	874.29
GJ	2108.75	488.75	1620
<b>WEST ZONE</b>	<b>16420.98</b>	<b>2503.32</b>	<b>13917.66</b>
<b>TOTAL</b>	<b>57846.23</b>	<b>9242.93</b>	<b>48603.30</b>



## APPENDIX A-9

**EMPLOYEES' PROVIDENT FUND SCHEME, 1952**  
**PROSECUTION CASES - SECTION 14 OF EPF & MP ACT, 1952**  
**DURING 2006-2007**  
**(UNEXEMPTED SECTOR)**

Region	Pending Cases as on 1-4-06	Cases launched during 2006	Total cases for disposal	Cases resulted in conviction	Cases acquitted/	Cases discharged	Cases admonished	Cases withdrawn	Total cases decided	Total pendency as on 31.3.07
DL	474	0	474	0	0	0	0	16	16	458
PN	736	0	736	0	9	0	0	22	31	705
UA	13	3	16	0	0	0	0	12	12	4
UP	1399	0	1399	0	0	0	0	0	0	1399
HR	952	0	952	45	0	0	0	24	69	883
HP	0	0	0	0	0	0	0	0	0	0
NORTHZONE	3574	3	3577	45	9	0	0	74	128	3449
OR	703	0	703	0	0	0	0	0	0	703
WB	2080	365	2445	0	0	0	0	0	0	2445
NR	222	290	512	99	0	0	0	0	99	413
JH	713	0	713	0	6	0	0	0	6	707
BR	1501	0	1501	0	0	0	0	0	0	1501
EASTZONE	5219	655	5874	99	6	0	0	0	105	5769
KN	2496	242	2738	287	8	98	0	177	570	2168
KR	1566	98	1664	69	0	15	116	0	200	1464
TN	1673	16	1689	6	0	0	0	70	76	1613
AP	2046	6	2052	0	0	0	0	0	0	2052
SOUTHZONE	7781	362	8143	362	8	113	116	247	846	7297
CG	403	71	474	0	0	0	0	0	0	474
GA	183	0	183	12	0	0	0	0	12	171
MP	1605	58	1663	235	0	67	0	0	302	1361
MH	2395	145	2540	0	0	1	0	167	168	2372
RJ	338	0	338	0	0	0	0	5	5	333
GJ	1839	517	2356	0	0	0	0	70	70	2286
WESTZONE	6763	791	7554	247	0	68	0	242	557	6997
TOTAL	23337	1811	25148	753	23	181	116	563	1636	23512

**APPENDIX A-10(i)**

<b>PROSECUTION CASES UNDER SECTION 406/409 OF IPC FILED WITH THE POLICE AUTHORITIES (UNEXEMPTED SECTOR)</b>					
<b>Region</b>	<b>FIR Pending with police at beginning of year</b>	<b>Fresh FIRs filed with the police</b>	<b>Cases dropped by police</b>	<b>Challans Filed by police in Court</b>	<b>FIRs pending with police at year-end</b>
DL	76	0	0	0	76
PN	197	1	0	2	196
UA	5	0	3	0	2
UP	280	0	0	0	280
HR	128	0	0	0	128
HP	0	0	0	0	0
<b>NORTH ZONE</b>	<b>686</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>682</b>
OR	99	0	0	0	99
WB	1004	93	0	0	1097
NR	57	5	49	0	13
JH	2	0	0	0	2
BR	23	1	0	0	24
<b>EAST ZONE</b>	<b>1185</b>	<b>99</b>	<b>49</b>	<b>0</b>	<b>1235</b>
KN	914	65	67	1	911
KR	1188	55	3	0	1240
TN	1313	277	83	0	1507
AP	222	43	0	0	265
<b>SOUTH ZONE</b>	<b>3637</b>	<b>440</b>	<b>153</b>	<b>1</b>	<b>3923</b>
CG	7	1	0	0	8
GA	83	4	0	0	87
MP	85	1	0	0	86
MH	397	46	0	0	443
RJ	34	0	0	0	34
GJ	417	57	0	0	474
<b>WEST ZONE</b>	<b>1023</b>	<b>109</b>	<b>0</b>	<b>0</b>	<b>1132</b>
<b>TOTAL</b>	<b>6531</b>	<b>649</b>	<b>205</b>	<b>3</b>	<b>6972</b>

## APPENDIX A-10(ii)

PROSECUTION CASES UNDER SECTION 406/409 INDIAN PENAL CODE BEFORE VARIOUS COURTS DURING 2006-2007 [UNEXEMPTED SECTOR]									
Region	Cases for disposal				Cases disposed during the year				Cases
	Pending at the beginning	Challans Filed by police in	Complaints filed directly	Total	Convicted	Acquitted	Dismissed/ Discharged	Total Cases decided	Pending in Court as on 31.3.07
DL	0	0	0	0	0	0	0	0	0
PN	6	2	0	8	0	0	0	0	8
UA	0	0	0	0	0	0	0	0	0
UP	0	0	0	0	0	0	0	0	0
HR	0	0	0	0	0	0	0	0	0
HP	1	0	0	1	0	0	0	0	1
NORTH ZONE	7	2	0	9	0	0	0	0	9
OR	47	0	0	47	0	0	0	0	47
WB	45	0	0	45	0	0	0	0	45
NR	1	0	0	1	0	0	0	0	1
JH	21	0	0	21	0	0	0	0	21
BR	6	0	0	6	0	0	0	0	6
EAST ZONE	120	0	0	120	0	0	0	0	120
KN	35	1	0	36	1	0	1	2	34
KR	11	0	0	11	4	0	0	4	7
TN	40	0	0	40	0	0	0	0	40
AP	30	0	0	30	0	0	0	0	30
SOUTH ZONE	116	1	0	117	5	0	1	6	111
CG	4	0	0	4	0	0	0	0	4
GA	1	0	0	1	0	0	0	0	1
MP	2	0	0	2	0	0	0	0	2
MH	133	0	0	133	0	0	0	0	133
RJ	67	0	0	67	0	0	0	0	67
GJ	93	0	0	93	0	0	0	0	93
WEST ZONE	300	0	0	300	0	0	0	0	300
TOTAL	543	3	0	546	5	0	1	6	540

<b>EMPLOYEES' PROVIDENT FUNDS SCHEME, 1952 SETTLEMENT OF PROVIDENT FUND CLAIMS DURING 2006-2007</b>											
Region	Opening Balance as on 01.04.06	Cases Received during 2006-07	Total Workload	Cases Settled	Cases Returned	Cases Rejected	Cases Pending as on 31.3.07	Settlement Ratio %	Return Ratio %	Rejection Ratio %	Pending Ratio %
1	2	3	4	5	6	7	8	9	10	11	12
DL	937	235006	<b>235943</b>	174380	51210	3511	<b>6842</b>	73.91%	21.70%	1.49%	2.90%
PN	1799	139341	<b>141140</b>	115625	18922	3673	<b>2920</b>	81.92%	13.41%	2.60%	2.07%
UA	706	15451	<b>16157</b>	11066	3259	778	<b>1054</b>	68.49%	20.17%	4.82%	6.52%
UP	3081	131074	<b>134155</b>	101246	29312	3276	<b>321</b>	75.47%	21.85%	2.44%	0.24%
HR	20	211326	<b>211346</b>	168254	33986	5825	<b>3281</b>	79.61%	16.08%	2.76%	1.55%
HP	52	18602	<b>18654</b>	14772	3138	389	<b>355</b>	79.19%	16.82%	2.09%	1.90%
<b>NORTH ZONE</b>	<b>6595</b>	<b>750800</b>	<b>757395</b>	<b>585343</b>	<b>139827</b>	<b>17452</b>	<b>14773</b>	<b>77.28%</b>	<b>18.46%</b>	<b>2.30%</b>	<b>1.95%</b>
OR	486	31308	<b>31794</b>	23689	7668	353	<b>84</b>	74.51%	24.12%	1.11%	0.26%
WB	6568	128612	<b>135180</b>	105753	24743	2435	<b>2249</b>	78.23%	18.30%	1.80%	1.66%
NR	20	13485	<b>13505</b>	10102	2894	82	<b>427</b>	74.80%	21.43%	0.61%	3.16%
JH	1144	27178	<b>28322</b>	23500	4090	169	<b>563</b>	82.97%	14.44%	0.60%	1.99%
BR	287	9010	<b>9297</b>	6691	1425	190	<b>991</b>	71.97%	15.33%	2.04%	0.66%
<b>EAST ZONE</b>	<b>8505</b>	<b>209593</b>	<b>218098</b>	<b>169735</b>	<b>40820</b>	<b>3228</b>	<b>4314</b>	<b>77.83%</b>	<b>18.72%</b>	<b>1.48%</b>	<b>1.98%</b>
KN	8157	444811	<b>452968</b>	368674	66467	6008	<b>11819</b>	81.39%	14.67%	1.33%	2.61%
KR	87	106497	<b>106584</b>	92666	12208	1811	<b>101</b>	86.94%	11.45%	1.51%	0.09%
TN	12194	466697	<b>478891</b>	379352	82175	3772	<b>13592</b>	79.21%	17.16%	0.79%	2.84%
AP	4685	205475	<b>210160</b>	174881	30355	3192	<b>1732</b>	83.21%	14.44%	1.52%	0.82%
<b>SOUTH ZONE</b>	<b>25123</b>	<b>1223480</b>	<b>1248603</b>	<b>1015573</b>	<b>191203</b>	<b>14583</b>	<b>27244</b>	<b>81.34%</b>	<b>15.31%</b>	<b>1.17%</b>	<b>2.18%</b>
CG	216	15270	<b>15486</b>	12531	2245	657	<b>53</b>	80.92%	14.50%	4.24%	0.34%
GA	63	18550	<b>18613</b>	16233	1921	453	<b>6</b>	87.21%	10.32%	2.43%	0.03%
MP	202	106810	<b>107012</b>	88839	13534	3805	<b>834</b>	83.02%	12.65%	3.56%	0.78%
MH	9973	560580	<b>570553</b>	450503	105344	6486	<b>8220</b>	78.96%	18.46%	1.14%	1.44%
RJ	0	77978	<b>77978</b>	62845	12644	2489	<b>0</b>	80.53%	16.21%	3.19%	0.00%
GJ	16040	195008	<b>211048</b>	174740	18718	1032	<b>16558</b>	82.80%	8.87%	0.49%	7.85%
<b>WEST ZONE</b>	<b>26494</b>	<b>974186</b>	<b>1000690</b>	<b>805691</b>	<b>154406</b>	<b>14922</b>	<b>25671</b>	<b>80.51%</b>	<b>15.43%</b>	<b>1.49%</b>	<b>2.57%</b>
<b>TOTAL</b>	<b>66717</b>	<b>3158069</b>	<b>3224786</b>	<b>2576342</b>	<b>526256</b>	<b>50186</b>	<b>72002</b>	<b>79.88%</b>	<b>16.32%</b>	<b>1.56%</b>	<b>2.23%</b>

Note : An amount of Rs. 7046.81 Crores paid towards the Settlement of EPF Claims during 2006-2007.



**EMPLOYEES' PROVIDENT FUNDS SCHEME, 1952  
SETTLEMENT OF APPLICATIONS FOR TRANSFER  
DURING 2006-2007**

Region	Opening Balance as on 01.04.06	Cases Received during 2006-07	Total Workload	Cases Settled	Cases Returned	Cases Rejected	Cases Pending as on 31.3.07	Settlement Ratio %	Return Ratio %	Rejection Ratio %	Pending Ratio %
1	2	3	4	5	6	7	8	9	10	11	12
DL	5172	46493	51665	17542	25805	1587	6731	33.95%	49.95%	3.07%	13.03%
PN	204	11728	11932	5439	5470	654	369	45.58%	45.84%	5.48%	3.09%
UA	810	1962	2772	571	1066	256	879	20.60%	38.46%	9.24%	31.71%
UP	529	18284	18813	8001	9199	1555	58	42.53%	48.90%	8.27%	0.31%
HR	3	19674	19677	5760	12595	982	340	29.27%	64.01%	4.99%	1.73%
HP	1	2146	2147	951	1029	101	66	44.29%	47.93%	4.70%	3.07%
<b>NORTH ZONE</b>	<b>6719</b>	<b>100287</b>	<b>107006</b>	<b>38264</b>	<b>55164</b>	<b>5135</b>	<b>8443</b>	<b>35.76%</b>	<b>51.55%</b>	<b>4.80%</b>	<b>7.89%</b>
OR	307	11736	12043	5950	5233	592	268	49.41%	43.45%	4.92%	2.23%
WB	1131	12932	14063	7148	6118	451	346	50.83%	43.50%	3.21%	2.46%
NR	2	1613	1615	935	598	48	34	57.89%	37.03%	2.97%	2.11%
JH	172	3068	3240	1135	1850	28	227	35.03%	57.10%	0.86%	7.01%
BR	40	953	993	494	194	59	246	49.75%	19.54%	5.94%	24.77%
<b>EAST ZONE</b>	<b>1652</b>	<b>30302</b>	<b>31954</b>	<b>15662</b>	<b>13993</b>	<b>1178</b>	<b>1121</b>	<b>49.01%</b>	<b>43.79%</b>	<b>3.69%</b>	<b>3.51%</b>
KN	1681	81364	83045	33610	41385	3176	4874	40.47%	49.83%	3.82%	5.87%
KR	12	14073	14085	8434	5191	451	9	59.88%	36.85%	3.20%	0.06%
TN	2880	81769	84649	38493	39009	1793	5354	45.47%	46.08%	2.12%	6.32%
AP	1729	38218	39947	21166	16397	1940	444	52.99%	41.05%	4.86%	1.11%
<b>SOUTH ZONE</b>	<b>6302</b>	<b>215424</b>	<b>221726</b>	<b>101703</b>	<b>101982</b>	<b>7360</b>	<b>10681</b>	<b>45.87%</b>	<b>45.99%</b>	<b>3.32%</b>	<b>4.82%</b>
CG	179	2510	2689	1677	753	231	28	62.37%	28.00%	8.59%	1.04%
GA	5	2771	2776	1228	1319	221	8	44.24%	47.51%	7.96%	0.29%
MP	152	9909	10061	5405	3450	1089	117	53.72%	34.29%	10.82%	1.16%
MH	16875	104522	121397	36507	69843	4005	11042	30.07%	57.53%	3.30%	9.10%
RJ	0	6925	6925	2698	3400	827	0	38.96%	49.10%	11.94%	0.00%
GJ	432	18959	19391	12797	5297	930	367	65.99%	27.32%	4.80%	1.89%
<b>WEST ZONE</b>	<b>17643</b>	<b>145596</b>	<b>163239</b>	<b>60312</b>	<b>84062</b>	<b>7303</b>	<b>11562</b>	<b>36.95%</b>	<b>51.50%</b>	<b>4.47%</b>	<b>7.08%</b>
<b>TOTAL</b>	<b>32316</b>	<b>491609</b>	<b>523925</b>	<b>215941</b>	<b>255201</b>	<b>20976</b>	<b>31807</b>	<b>41.22%</b>	<b>48.71%</b>	<b>4.00%</b>	<b>6.07%</b>



<b>EMPLOYEES' PROVIDENT FUNDS SCHEME, 1952</b> <b>PARTIAL WITHDRAWALS GRANTED</b> <b>DURING 2006-2007</b>											
Region	Opening Balance as on 01.04.06	Cases Received during 2006-07	Total Workload	Cases Settled	Cases Returned	Cases Rejected	Cases Pending as on 31.3.07	Settlement Ratio %	Return Ratio %	Rejection Ratio %	Pending Ratio %
1	2	3	4	5	6	7	8	9	10	11	12
DL	129	11247	11376	8055	2689	379	253	70.81%	23.64%	3.33%	2.22%
PN	332	20542	20874	16619	2982	889	384	79.62%	14.29%	4.26%	1.84%
UA	749	4979	5728	4523	313	121	771	78.96%	5.46%	2.11%	3.46%
UP	210	43251	43461	37458	5088	787	128	86.19%	11.71%	1.81%	0.29%
HR	0	17170	17170	14230	2186	626	128	82.88%	12.73%	3.65%	0.75%
HP	14	3297	3311	2500	549	198	64	75.51%	16.58%	5.98%	1.93%
<b>NORTH ZONE</b>	<b>1434</b>	<b>100486</b>	<b>101920</b>	<b>83385</b>	<b>13807</b>	<b>3000</b>	<b>1728</b>	<b>81.81%</b>	<b>13.55%</b>	<b>2.94%</b>	<b>1.70%</b>
OR	182	18869	19051	15924	2979	128	20	83.59%	15.64%	0.67%	0.10%
WB	810	29629	30439	24432	4887	913	207	80.27%	16.06%	3.00%	0.68%
NR	44	8673	8717	7090	1363	133	131	81.34%	15.64%	1.53%	1.50%
JH	132	4798	4930	3970	764	26	170	80.53%	15.50%	0.53%	3.45%
BR	261	4571	4832	3826	506	50	450	79.18%	10.47%	1.03%	9.31%
<b>EAST ZONE</b>	<b>1429</b>	<b>66540</b>	<b>67969</b>	<b>55242</b>	<b>10499</b>	<b>1250</b>	<b>978</b>	<b>81.28%</b>	<b>15.45%</b>	<b>1.84%</b>	<b>1.44%</b>
KN	346	28294	28640	19824	7144	1171	501	69.22%	24.94%	4.09%	1.75%
KR	49	48191	48240	37976	6924	3270	70	78.72%	14.35%	6.78%	0.15%
TN	7281	60899	68180	51299	13575	1802	1504	75.24%	19.91%	2.64%	2.21%
AP	795	37477	38272	29579	7063	1189	441	77.29%	18.45%	3.11%	1.15%
<b>SOUTH ZONE</b>	<b>8471</b>	<b>174861</b>	<b>183332</b>	<b>138678</b>	<b>34706</b>	<b>7432</b>	<b>2516</b>	<b>75.64%</b>	<b>18.93%</b>	<b>4.05%</b>	<b>1.37%</b>
CG	21	3511	3532	2969	355	200	8	84.06%	10.05%	5.66%	0.23%
GA	8	1294	1302	888	310	104	0	68.20%	23.81%	7.99%	0.00%
MP	48	19968	20016	15490	3556	833	137	77.39%	17.77%	4.16%	0.68%
MH	787	52119	52906	38023	13348	1091	444	71.87%	25.23%	2.06%	0.84%
RJ	0	10590	10590	8515	1536	539	0	80.41%	14.50%	5.09%	0.00%
GJ	370	18768	19138	15817	2575	350	396	82.65%	13.45%	1.83%	2.07%
<b>WEST ZONE</b>	<b>1234</b>	<b>106250</b>	<b>107484</b>	<b>81702</b>	<b>21680</b>	<b>3117</b>	<b>985</b>	<b>76.01%</b>	<b>20.17%</b>	<b>2.90%</b>	<b>0.92%</b>
<b>TOTAL</b>	<b>12568</b>	<b>448137</b>	<b>460705</b>	<b>359007</b>	<b>80692</b>	<b>14799</b>	<b>6207</b>	<b>77.93%</b>	<b>17.51%</b>	<b>3.21%</b>	<b>1.35%</b>

Note : An amount of Rs. 1479.23 Crores paid towards the Partial Withdrawal/Advances granted during 2006-2007.

**APPENDIX A-14**

<b>EMPLOYEES' PROVIDENT FUNDS SCHEME, 1952</b> <b>ISSUE OF ANNUAL STATEMENT OF ACCOUNTS TO MEMBERS</b> <b>DURING 2006-2007</b>						
	<b>Workload as on 1st Apr'06</b>					
<b>REGION</b>	Prior to Current Year	Current Year	Total	Issued Prior to Current Year	Issued Current Year	Pending in Office (as on end Mar'07)
<b>DL</b>	3659648	3269825	<b>6929473</b>	1023329	1991805	<b>3914339</b>
<b>PN</b>	1972822	2617786	<b>4590608</b>	481652	2093644	<b>2015312</b>
<b>UA</b>	201896	204697	<b>406593</b>	79675	99689	<b>227229</b>
<b>UP</b>	5189568	2421445	<b>7611013</b>	1796381	1908694	<b>3905938</b>
<b>HR</b>	1179161	2497621	<b>3676782</b>	617903	2063217	<b>995662</b>
<b>HP</b>	318570	280654	<b>599224</b>	146389	180669	<b>272166</b>
<b>NORTH ZONE</b>	<b>12521665</b>	<b>11292028</b>	<b>23813693</b>	<b>4145329</b>	<b>8337718</b>	<b>11330646</b>
<b>OR</b>	8556	879964	<b>888520</b>	252670	519708	<b>116142</b>
<b>WB</b>	2072606	2032335	<b>4104941</b>	738078	1374559	<b>1992304</b>
<b>NR</b>	350493	286069	<b>636562</b>	89886	148156	<b>398520</b>
<b>JH</b>	259606	595802	<b>855408</b>	323015	553631	<b>-21238</b>
<b>BR</b>	501617	311637	<b>813254</b>	94123	206785	<b>512346</b>
<b>EAST ZONE</b>	<b>3192878</b>	<b>4105807</b>	<b>7298685</b>	<b>1497772</b>	<b>2802839</b>	<b>2998074</b>
<b>KN</b>	3896967	4572826	<b>8469793</b>	1299969	2197563	<b>4972261</b>
<b>KR</b>	53144	1217255	<b>1270399</b>	52057	1216603	<b>1739</b>
<b>TN</b>	2766122	5463262	<b>8229384</b>	1535603	4762570	<b>1931211</b>
<b>AP</b>	1801311	3661086	<b>5462397</b>	1355794	3476733	<b>629870</b>
<b>SOUTH ZONE</b>	<b>8517544</b>	<b>14914429</b>	<b>23431973</b>	<b>4243423</b>	<b>11653469</b>	<b>7535081</b>
<b>CG</b>	277903	308813	<b>586716</b>	211114	245667	<b>129935</b>
<b>GA</b>	202128	341006	<b>543134</b>	21126	498193	<b>23815</b>
<b>MP</b>	419432	1460393	<b>1879825</b>	188931	1358931	<b>331963</b>
<b>MH</b>	9994323	8468183	<b>18462506</b>	5073596	5643823	<b>7745087</b>
<b>RJ</b>	633894	1678775	<b>2312669</b>	274585	1509152	<b>528932</b>
<b>GJ</b>	1016387	4356362	<b>5372749</b>	605273	4148488	<b>618988</b>
<b>WEST ZONE</b>	<b>12544067</b>	<b>16613532</b>	<b>29157599</b>	<b>6374625</b>	<b>13404254</b>	<b>9378720</b>
<b>TOTAL</b>	<b>36776154</b>	<b>46925796</b>	<b>83701950</b>	<b>16261149</b>	<b>36198280</b>	<b>31242521</b>



<b>EMPLOYEES' PENSION SCHEME, 1995</b> <b>PROSECUTION CASES - SECTION 14 OF EPF &amp; MP ACT, 1952 (UNEXEMPTED SECTOR)</b>										
Region	Pending Cases as on 1-4-06	Cases launched during 2006	Total cases for disposal	Cases resulted in conviction	Cases acquitted/	Cases discharged	Cases admonished	Cases withdrawn	Total cases decided	Total pendency as on 31.3.07
DL	231	0	231	0	0	0	0	8	8	223
PN	370	0	370	0	0	0	0	11	11	359
UA	13	3	16	0	0	0	0	12	12	4
UP	772	0	772	0	0	0	0	0	0	772
HR	883	0	883	45	0	0	0	24	69	814
HP	0	0	0	0	0	0	0	0	0	0
<b>NORTH ZONE</b>	<b>2269</b>	<b>3</b>	<b>2272</b>	<b>45</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>55</b>	<b>100</b>	<b>2172</b>
OR	473	0	473	0	0	0	0	0	0	473
WB	997	131	1128	0	0	0	0	0	0	1128
NR	46	290	336	99	0	0	0	0	99	237
JH	714	0	714	0	6	0	0	0	6	708
BR	1501	0	1501	0	0	0	0	0	0	1501
<b>EAST ZONE</b>	<b>3731</b>	<b>421</b>	<b>4152</b>	<b>99</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>105</b>	<b>4047</b>
KN	1391	212	1603	302	3	93	0	175	573	1030
KR	1114	97	1211	66	0	14	116	0	196	1015
TN	1042	22	1064	6	0	0	0	70	76	988
AP	1342	6	1348	0	0	0	0	0	0	1348
<b>SOUTH ZONE</b>	<b>4889</b>	<b>337</b>	<b>5226</b>	<b>374</b>	<b>3</b>	<b>107</b>	<b>116</b>	<b>245</b>	<b>845</b>	<b>4381</b>
CG	208	45	253	0	0	0	0	0	0	253
GA	188	0	188	8	0	0	0	0	8	180
MP	1110	58	1168	133	0	32	0	0	165	1003
MH	1810	39	1849	0	0	0	0	170	170	1679
RJ	80	0	80	0	0	0	0	0	0	80
GJ	921	41	962	0	0	0	0	8	8	954
<b>WEST ZONE</b>	<b>4317</b>	<b>183</b>	<b>4500</b>	<b>141</b>	<b>0</b>	<b>32</b>	<b>0</b>	<b>178</b>	<b>351</b>	<b>4149</b>
<b>TOTAL</b>	<b>15206</b>	<b>944</b>	<b>16150</b>	<b>659</b>	<b>9</b>	<b>139</b>	<b>116</b>	<b>478</b>	<b>1401</b>	<b>14749</b>



## EMPLOYEES' PENSION SCHEME, 1995 CLASSIFICATION OF PENSIONERS AS ON 31.03.2007

EMPLOYEES' PENSION SCHEME , 1995 CLASSIFICATION OF PENSIONERS AS ON 31.03.2007																
Region	Total No. of Members of Fund on 01.04.06	Member pension				Spouse Pension				Children Pension			Orphan Pension	Noninee Pension	Grand Total (6+10+13+14+15)	% to Total P.F. Members
		Early Pension (50-57 years)	Super-annuation pension 58 years	Disablenent Pension	Total (3+4+5)	Death in Service		Death away from service	Total (7+9+8)	EPFS 71	EPFS 95	Total (11+12)				
						EPFS 71	EPFS 95									
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
DL	2006214	20685	7548	9	28242	1257	5374	705	7336	1691	11141	12882	167	203	48760	2.43%
PN	2504239	15459	13079	32	28570	5507	8807	488	14602	196	14297	14493	293	363	59521	2.34%
UA	172042	4336	6501	9	10846	1918	3961	269	6148	78	4817	4895	144	119	22152	12.88%
UP	1474410	70878	52238	36	123152	14614	23569	1847	40030	425	39726	40151	890	557	204780	13.89%
HR	1369598	20655	7432	30	28117	2659	8310	1105	12074	50	14378	14428	270	189	55073	4.02%
HP	182579	2410	3152	9	5571	1009	2240	101	3350	15	3720	3735	45	91	12792	7.01%
NORTH ZONE	7709082	134423	89950	125	224498	26964	52261	4515	83740	2455	88079	90534	1809	1522	402103	5.22%
OR	575628	18449	15701	16	34166	4075	4851	3019	11945	12	10870	10882	201	199	57393	9.97%
WB	2432736	50167	39512	26	99705	13544	21414	3805	38763	127	27936	28063	719	615	167665	6.90%
NR	257108	5560	4235	27	9822	1588	3811	670	6069	5	5750	5755	122	181	21949	8.54%
JH	342484	27504	17668	8	45480	3627	7585	2801	14013	22	13293	13315	276	101	73185	21.37%
BR	298260	26823	21612	14	48449	5163	10690	509	16362	150	16929	17079	180	153	82223	27.57%
EAST ZONE	3906216	138603	99928	91	237622	27997	48351	10804	87152	316	74778	75094	1498	1249	402615	10.31%
KN	4506371	92997	37180	117	130294	13907	22462	5824	42193	193	41527	41720	1294	1889	217390	4.82%
KR	1108113	92342	54302	758	147402	6139	13436	3638	23213	176	15656	15832	523	989	187964	16.96%
TN	5107695	146626	59344	122	206092	21539	36895	10468	69002	353	56225	56578	1468	3435	336475	6.59%
AP	2301974	119928	39382	100	159410	16618	35954	8165	60737	333	46876	47209	1572	1587	270515	11.75%
SOUTH ZONE	13024153	451893	190208	1097	643198	59203	108747	28095	2E+05	1055	160284	2E+05	4862	7900	1012344	7.77%
CG	342634	12243	3508	23	15774	2031	2740	606	5377	0	4375	4375	92	42	25660	7.49%
GA	432225	2588	2884	9	5481	535	1473	70	2078	9	2298	2307	55	134	10055	2.33%
MP	1142057	44524	13190	42	57756	7634	12191	2494	22319	51	18725	18776	410	337	99538	8.72%
MH	5652006	173008	83850	371	257229	27835	50400	9630	87865	895	79645	80540	2209	1855	429598	7.60%
RJ	1109659	37255	11060	82	48397	12994	14920	1663	29577	351	14707	15068	306	215	93553	8.43%
GJ	2412258	69930	32944	50	102924	11595	22273	3483	37351	172	35670	35842	657	781	177555	7.36%
WEST ZONE	11090839	339548	147436	577	487561	62624	103997	17946	2E+05	1478	155420	2E+05	3729	3364	836119	7.54%
TOTAL	35730290	1064467	526522	1890	1592879	175788	313356	61360	6E+05	5304	478561	5E+05	11898	14035	2653181	7.43%



<b>EMPLOYEES' PENSION SCHEME, 1995 SETTLEMENT OF PENSION CLAIMS (ALL BENEFITS) DURING 2006-2007</b>											
Region	Opening Balance as on 01.04.06	Cases Received during 2006-07	Total Workload	Cases Settled	Cases Returned	Cases Rejected	Cases Pending as on 31.3.07	Settlement Ratio %	Return Ratio %	Rejection Ratio %	Pending Ratio %
1	2	3	4	5	6	7	8	9	10	11	12
DL	1064	208120	<b>209184</b>	143387	53927	5615	<b>6255</b>	68.55%	25.78%	2.68%	2.99%
PN	1599	110826	<b>112425</b>	86079	18844	5366	<b>2136</b>	76.57%	16.76%	4.77%	1.90%
UA	2481	10500	<b>12981</b>	6654	2462	1236	<b>2629</b>	51.26%	18.97%	9.52%	20.25%
UP	881	108069	<b>108950</b>	73935	26845	7892	<b>278</b>	67.86%	24.64%	7.24%	0.26%
HR	23	170815	<b>170838</b>	121085	32808	14883	<b>2062</b>	70.88%	19.20%	8.71%	1.21%
HP	54	16045	<b>16099</b>	11195	3281	1268	<b>355</b>	69.54%	20.38%	7.88%	2.21%
<b>NORTHZONE</b>	<b>6102</b>	<b>624375</b>	<b>630477</b>	<b>442335</b>	<b>138167</b>	<b>36260</b>	<b>13715</b>	<b>70.16%</b>	<b>21.91%</b>	<b>5.75%</b>	<b>2.18%</b>
OR	407	21955	<b>22362</b>	15051	6538	399	<b>374</b>	67.31%	29.24%	1.78%	1.67%
WB	4860	93119	<b>97979</b>	72282	20665	3013	<b>1819</b>	73.77%	21.30%	3.08%	1.86%
NR	26	10033	<b>10059</b>	7014	2728	125	<b>192</b>	69.73%	27.12%	1.24%	1.91%
JH	277	22932	<b>23209</b>	18128	4458	158	<b>465</b>	78.11%	19.21%	0.68%	2.00%
BR	121	4864	<b>4985</b>	3421	902	146	<b>516</b>	68.63%	18.09%	2.93%	10.35%
<b>EASTZONE</b>	<b>5691</b>	<b>152903</b>	<b>158594</b>	<b>115896</b>	<b>35491</b>	<b>3841</b>	<b>3366</b>	<b>73.08%</b>	<b>22.38%</b>	<b>2.42%</b>	<b>2.12%</b>
KN	8405	380757	<b>389162</b>	287238	72454	16489	<b>12981</b>	73.81%	18.62%	4.24%	3.34%
KR	37	60677	<b>60714</b>	45022	13333	2270	<b>89</b>	74.15%	21.96%	3.74%	0.15%
TN	10740	391577	<b>402317</b>	280491	95821	12906	<b>13099</b>	69.72%	23.82%	3.21%	3.26%
AP	4020	180746	<b>184766</b>	144747	31389	6753	<b>1877</b>	78.34%	16.99%	3.65%	1.02%
<b>SOUTHZONE</b>	<b>23202</b>	<b>1013757</b>	<b>1036959</b>	<b>757498</b>	<b>212997</b>	<b>38418</b>	<b>28046</b>	<b>73.05%</b>	<b>20.54%</b>	<b>3.70%</b>	<b>2.70%</b>
CG	323	13932	<b>14255</b>	10798	2583	689	<b>175</b>	75.75%	18.12%	4.90%	1.23%
GA	83	16671	<b>16754</b>	12918	2348	1474	<b>14</b>	77.10%	14.01%	8.80%	0.08%
MP	253	70522	<b>70775</b>	51990	13442	4505	<b>838</b>	73.46%	18.99%	6.37%	1.18%
MH	35996	502754	<b>538750</b>	357222	139560	18058	<b>23910</b>	66.31%	25.90%	3.35%	4.44%
RJ	0	68514	<b>68514</b>	47392	14031	7091	<b>0</b>	69.17%	20.48%	10.35%	0.00%
GJ	1883	158720	<b>160603</b>	132849	22636	2596	<b>2522</b>	82.72%	14.09%	1.62%	1.57%
<b>WESTZONE</b>	<b>38538</b>	<b>831113</b>	<b>869651</b>	<b>613169</b>	<b>194600</b>	<b>34423</b>	<b>27459</b>	<b>70.51%</b>	<b>22.38%</b>	<b>3.96%</b>	<b>3.16%</b>
<b>TOTAL</b>	<b>73533</b>	<b>2622148</b>	<b>2695681</b>	<b>1928898</b>	<b>581255</b>	<b>112942</b>	<b>72586</b>	<b>71.56%</b>	<b>21.56%</b>	<b>4.19%</b>	<b>2.69%</b>

Note : An amount of Rs. 3532.66 Crores was paid during 2006-2007 towards Settlement of Claims (All Benefits), which includes Monthly Pension amount of Rs. 2324.23 crores.

EMPLOYEES' PENSION SCHEME, 1995 SETTLEMENT OF MONTHLY PENSION CLAIMS DURING 2005-2006											
Region	Opening Balance as on 01.04.06	Cases Received during 2006-07	Total Workload	Cases Settled	Cases Returned	Cases Rejected	Cases Pending as as on 31.3.07	Settlement Ratio %	Return Ratio %	Rejection Ratio %	Pending Ratio %
DL	964	17855	18819	10239	6299	684	1597	54.41%	33.47%	3.63%	8.49%
PN	738	10150	10888	6388	3068	90	1342	58.67%	28.18%	0.83%	12.33%
UA	570	3283	3853	2004	994	57	798	52.01%	25.80%	1.48%	20.71%
UP	2200	37255	39455	26110	9492	3060	793	66.18%	24.06%	7.76%	2.01%
HR	22	14453	14475	7527	6426	182	340	52.00%	44.39%	1.26%	2.35%
HP	13	2284	2297	1268	753	45	231	55.20%	32.78%	1.96%	10.06%
<b>NORTH ZONE</b>	<b>4507</b>	<b>85280</b>	<b>89787</b>	<b>53536</b>	<b>27032</b>	<b>4118</b>	<b>5101</b>	<b>59.63%</b>	<b>30.11%</b>	<b>4.58%</b>	<b>5.68%</b>
OR	1093	10299	11392	5095	3923	97	2277	44.72%	34.44%	0.85%	19.99%
WB	2402	47959	50361	32891	15422	888	1160	65.31%	30.62%	1.76%	2.30%
NR	20	3942	3962	2414	1271	55	222	60.93%	32.08%	1.39%	5.60%
JH	577	13967	14544	10449	3474	105	516	71.84%	23.89%	0.72%	3.55%
BR	725	10173	10898	7635	1104	131	2028	70.06%	10.13%	1.20%	18.61%
<b>EAST ZONE</b>	<b>4817</b>	<b>86340</b>	<b>91157</b>	<b>58484</b>	<b>25194</b>	<b>1276</b>	<b>6203</b>	<b>64.16%</b>	<b>27.64%</b>	<b>1.40%</b>	<b>6.80%</b>
KN	929	46593	47522	31153	13875	872	1622	65.55%	29.20%	1.83%	3.41%
KR	126	32696	32822	22906	9138	622	156	69.79%	27.84%	1.90%	0.48%
TN	2591	68383	70974	39879	27351	593	3151	56.19%	38.54%	0.84%	4.44%
AP	822	47094	47916	34921	10229	650	2116	72.88%	21.35%	1.36%	4.42%
<b>SOUTH ZONE</b>	<b>4468</b>	<b>194766</b>	<b>199234</b>	<b>128859</b>	<b>60593</b>	<b>2737</b>	<b>7045</b>	<b>64.88%</b>	<b>30.41%</b>	<b>1.37%</b>	<b>3.54%</b>
CG	1798	8969	10767	7815	1987	257	708	72.58%	18.45%	2.39%	6.58%
GA	219	1345	1564	1046	422	54	42	66.88%	26.98%	3.45%	2.69%
MP	329	17630	17959	10515	6752	155	537	58.55%	37.60%	0.86%	2.99%
MH	27372	114450	141822	68828	47620	1702	23672	48.53%	33.58%	1.20%	16.69%
RJ	0	12950	12950	7581	5153	216	0	58.54%	39.79%	1.67%	0.00%
GJ	328	31593	31921	26004	5270	276	371	81.46%	16.51%	0.86%	1.16%
<b>WEST ZONE</b>	<b>30046</b>	<b>186937</b>	<b>216983</b>	<b>121789</b>	<b>67204</b>	<b>2660</b>	<b>25330</b>	<b>56.13%</b>	<b>30.97%</b>	<b>1.23%</b>	<b>11.67%</b>
<b>TOTAL</b>	<b>43838</b>	<b>553323</b>	<b>597161</b>	<b>362668</b>	<b>180023</b>	<b>10791</b>	<b>43679</b>	<b>60.73%</b>	<b>30.15%</b>	<b>1.81%</b>	<b>7.31%</b>

Note : An amount of Rs. 2324.23 crores paid towards the monthly pension claims during 2006-2007.



<b>EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME, 1976</b> <b>SETTLEMENT OF E.D.L.I CLAIMS</b> <b>DURING 2006-2007</b>											
Region	Opening Balance as on 1.4.06	Cases Received during 2006-07	Total Workload	Cases Settled	Cases Returned	Cases Rejected	Cases Pending as on 31.3.07	Settlement Ratio	Return	Rejection Ratio	Pending Ratio %
1	2	3	4	5	6	7	8	9	10	11	12
DL	15	2122	<b>2137</b>	1207	638	89	<b>203</b>	56.48%	29.85%	4.16%	9.50%
PN	4	765	<b>769</b>	516	193	51	<b>9</b>	67.10%	25.10%	6.63%	1.17%
UA	6	312	<b>318</b>	185	89	20	<b>24</b>	58.18%	27.99%	6.29%	7.55%
UP	56	2743	<b>2799</b>	1311	1327	144	<b>17</b>	46.84%	47.41%	5.14%	0.61%
HR	1	1098	<b>1099</b>	434	525	129	<b>11</b>	39.49%	47.77%	11.74%	1.00%
HP	0	264	<b>264</b>	97	122	33	<b>12</b>	36.74%	46.21%	12.50%	4.55%
<b>NORTH ZONE</b>	<b>82</b>	<b>7304</b>	<b>7386</b>	<b>3750</b>	<b>2894</b>	<b>466</b>	<b>276</b>	<b>50.77%</b>	<b>39.18%</b>	<b>6.31%</b>	<b>3.74%</b>
OR	17	904	<b>921</b>	355	513	50	<b>3</b>	38.55%	55.70%	5.43%	0.33%
WB	257	6157	<b>6414</b>	2741	3060	414	<b>199</b>	42.73%	47.71%	6.45%	3.10%
NR	0	527	<b>527</b>	284	207	20	<b>16</b>	53.89%	39.28%	3.80%	3.04%
JH	78	538	<b>616</b>	218	299	19	<b>80</b>	35.39%	48.54%	3.08%	12.99%
BR	31	767	<b>798</b>	380	234	32	<b>152</b>	47.62%	29.32%	4.01%	19.05%
<b>EAST ZONE</b>	<b>383</b>	<b>8893</b>	<b>9276</b>	<b>3978</b>	<b>4313</b>	<b>535</b>	<b>450</b>	<b>42.88%</b>	<b>46.50%</b>	<b>5.77%</b>	<b>4.85%</b>
KN	16	3051	<b>3067</b>	1692	1171	152	<b>52</b>	55.17%	38.18%	4.96%	1.70%
KR	3	2274	<b>2277</b>	1011	1032	230	<b>4</b>	44.40%	45.32%	10.10%	0.18%
TN	103	5117	<b>5220</b>	2190	2600	246	<b>184</b>	41.95%	49.81%	4.71%	3.52%
AP	40	3800	<b>3840</b>	2145	1442	218	<b>35</b>	55.86%	37.55%	5.68%	0.91%
<b>SOUTH ZONE</b>	<b>162</b>	<b>14242</b>	<b>14404</b>	<b>7038</b>	<b>6245</b>	<b>846</b>	<b>275</b>	<b>48.86%</b>	<b>43.36%</b>	<b>5.87%</b>	<b>1.91%</b>
CG	4	332	<b>336</b>	144	142	48	<b>2</b>	42.86%	42.26%	14.29%	0.60%
GA	3	188	<b>191</b>	112	60	19	<b>0</b>	58.64%	31.41%	9.95%	0.00%
MP	9	1023	<b>1032</b>	563	382	70	<b>17</b>	54.55%	37.02%	6.78%	1.65%
MH	768	6496	<b>7264</b>	3764	2938	180	<b>382</b>	51.82%	40.45%	2.48%	5.26%
RJ	0	461	<b>461</b>	194	218	49	<b>0</b>	42.08%	47.29%	10.63%	0.00%
GJ	5	1164	<b>1169</b>	827	291	27	<b>24</b>	70.74%	24.89%	2.31%	2.05%
<b>WEST ZONE</b>	<b>789</b>	<b>9664</b>	<b>10453</b>	<b>5604</b>	<b>4031</b>	<b>393</b>	<b>425</b>	<b>53.61%</b>	<b>38.56%</b>	<b>3.76%</b>	<b>4.07%</b>
<b>TOTAL</b>	<b>1416</b>	<b>40103</b>	<b>41519</b>	<b>20370</b>	<b>17483</b>	<b>2240</b>	<b>1426</b>	<b>49.06%</b>	<b>42.11%</b>	<b>5.40%</b>	<b>3.43%</b>

**Note:** An amount of Rs.47.96 crores was paid during 2006-2007 towards settlement of EDLI claims.



EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME, 1976 PROSECUTION CASES UNDER SECTION 14 OF EPF & MP ACT, 1952 DURING 2006-2007 (UNEXEMPTED SECTOR)										
REGION	Pending Cases as on 1-4-06	Cases launched during 2006	Total cases for disposal	Cases convicted	Cases acquitted/	Cases discharged	Cases admonished	Cases withdrawn	Total cases decided	Total pendency as on 31.3.07
DL	222	0	222	0	0	0	0	16	16	206
PN	509	0	509	0	0	0	0	22	22	487
UA	13	3	16	0	0	0	0	12	12	4
UP	772	0	772	0	0	0	0	0	0	772
HR	711	0	711	45	0	0	0	24	69	642
HP	0	0	0	0	0	0	0	0	0	0
NORTH ZONE	2227	3	2230	45	0	0	0	74	119	2111
OR	610	0	610	0	0	0	0	0	0	610
WB	1015	131	1146	0	0	0	0	0	0	1146
NR	165	290	455	99	0	0	0	0	99	356
JH	714	0	714	0	0	0	0	0	0	714
BR	1501	0	1501	0	0	0	0	0	0	1501
EAST ZONE	4005	421	4426	99	0	0	0	0	99	4327
KN	1567	219	1786	274	15	89	0	175	553	1233
KR	964	103	1067	57	0	14	116	0	187	880
TN	1023	27	1050	6	0	0	0	66	72	978
AP	978	6	984	0	0	0	0	0	0	984
SOUTH ZONE	4532	355	4887	337	15	103	116	241	812	4075
CG	296	45	341	0	0	0	0	0	0	341
GA	154	0	154	0	0	0	0	0	0	154
MP	1605	58	1663	165	0	100	0	0	265	1398
MH	1405	50	1455	0	0	6	0	102	108	1347
RJ	85	0	85	0	0	0	0	0	0	85
GJ	1099	52	1151	0	0	0	0	9	9	1142
WEST ZONE	4644	205	4849	165	0	106	0	111	382	4467
TOTAL	15408	984	16392	646	15	209	116	426	1412	14980

<b>EMPLOYEES' PROVIDENT FUND ORGANISATION OFFICERS STRENGTH - GROUP 'A' AS ON 31.3.2007</b>		
<b>REGION</b>	<b>SANCTIONED STRENGTH</b>	<b>OFFICERS IN POSITION</b>
AP	34	36
Guntur	17	6
BR	12	11
JH	13	9
DL(N)	28	21
DL(S)	11	15
GJ	22	19
Baroda	15	12
HR	20	22
HP	5	4
KN	17	17
Magnalore	20	16
KR	26	15
MP	22	21
CHH	5	5
Mumbai-I	30	23
Thane	13	16
Pune	15	13
Nagpur	11	15
GOA	4	4
NER	16	12
OR	21	19
CH	14	11
Ludhiana	12	13
RJ	19	18
TN	27	22
Madurai	14	11
Coimbtore	18	18
UP	30	27
UTTR	5	3
WB	47	34
Jalpaiguri	11	11
HQ *	84	72
NATRSS	7	8
ZTI (NZ)	3	3
ZTI (SZ)	3	3
ZTI (EZ)	3	3
ZTI (WZ)	3	3
Sub ZTI	1	1
ZACC (NZ)	0	1
ZACC (SZ)	1	1
ZACC (EZ)	0	1
ZACC (WZ)	1	1
Zonal training	0	2
Z.A (NZ)	1	1
Z.A (SZ)	1	1
Z.A (EZ)	1	0
Z.A (WZ)	1	1
NRPO	1	1
<b>TOTAL</b>	<b>685</b>	<b>602</b>

## APPENDIX A-21

EMPLOYEES' PROVIDENT FUND ORGANISATION STAFF STRENGTH - GROUP 'B' AS ON 31.3.2007											
Region	Sanctioned Strength	Staff in Position	Share Due			In Position			Short/Excess(-)		
			SC	ST	OBC	SC	ST	OBC	SC	ST	OBC
AP	123	123	17	8	8	16	6	6	1	2	2
BR	25	23	1	0	1	6	0	2	-5	0	-1
JH	38	37	4	1	2	4	11	2	0	-10	0
DL	90	89	12	5	5	13	5	3	-1	0	2
GJ	129	112	17	8	8	21	10	3	-4	-2	5
HR	58	57	7	4	4	10	1	1	-3	3	3
HP	10	10	0	0	0	1	4	0	-1	-4	0
KN	114	95	16	8	7	13	4	1	3	4	6
KR	81	80	12	5	5	7	4	2	5	1	3
MP	53	50	6	1	3	7	4	0	-1	-3	3
CH	9	6	0	0	0	0	1	1	0	-1	-1
MH	272	264	40	18	18	60	25	4	-20	-7	14
GOA	6	6	0	0	0	1	0	3	-1	0	-3
NER	26	24	2	0	1	3	6	1	-1	-6	0
OR	45	44	4	1	2	4	1	2	0	-3	0
PN	85	85	12	5	5	17	4	1	-5	-3	4
RJ	56	54	6	4	3	10	8	0	-4	-7	3
TN	213	211	29	13	14	32	11	5	-3	11	9
UP	117	113	16	8	7	21	2	3	-5	5	4
UT	13	11	1	0	0	4	3	0	-3	-15	0
WB	210	160	29	13	14	14	15	8	15	4	6
HQ	468	334	49	18	32	44	9	5	5	9	27
<b>TOTAL</b>	<b>2241</b>	<b>1988</b>	<b>280</b>	<b>120</b>	<b>139</b>	<b>308</b>	<b>134</b>	<b>53</b>	<b>-28</b>	<b>-22</b>	<b>86</b>

Centralized cadre of Programmer, Asstt. Programmer, PS, PA, WO, Jr. Analyst, AD (OL), SO, AAO(ZAP), RA, Sr. HT, EO(CS), Yoga Inst. Asstt. & and Audit Officer

EMPLOYEES' PROVIDENT FUND ORGANISATION STAFF STRENGTH - GROUP 'C' AS ON 31.3.2007											
Region	Sanctioned Strength	Staff in Position	Share Due			In Position			Short/Excess(-)		
			SC	ST	OBC	SC	ST	OBC	SC	ST	OBC
AP	1374	1310	177	82	82	137	44	100	40	38	-18
BR	201	198	26	11	12	16	1	70	10	10	-58
JH	310	264	46	23	16	32	30	72	14	-7	-56
DL	799	683	98	48	43	153	38	46	-55	10	-3
GJ	1214	962	132	93	70	164	93	109	-32	0	-39
HR	522	417	68	33	34	97	18	13	-29	15	21
HP	96	68	12	3	4	12	7	5	0	-4	-1
KN	1320	1126	176	86	84	180	62	73	-4	24	11
KR	812	775	115	57	58	97	29	12	18	28	46
MP	606	571	46	37	11	94	101	25	-48	-64	-14
CH	104	96	13	5	26	6	20	15	7	-15	11
MH	2663	2087	375	188	204	229	152	78	146	36	126
Goa	76	59	6	2	3	3	5	5	3	-3	-2
NR	200	174	26	11	17	13	42	8	13	-31	9
OR	422	399	59	29	26	57	60	8	2	-31	18
PN	770	679	141	42	54	198	7	43	-57	35	11
RJ	511	442	60	23	9	83	60	11	-23	-37	-2
TN	2246	1973	339	120	156	459	27	97	-120	93	59
UP	836	822	137	65	70	176	2	90	-39	63	-20
UTR	106	76	12	5	6	24	3	2	-12	2	4
WB	1491	1344	232	102	61	305	20	75	-73	82	-14
HQ	275	222	30	12	17	52	11	10	-22	1	7
Centrally Cadre	0		123	62	190				123	62	190
Keep vacant against 20% matching saving from UDC under Time Bound Promotion Scheme	1044								0	0	0
<b>TOTAL</b>	<b>17998</b>	<b>14747</b>	<b>2449</b>	<b>1139</b>	<b>1253</b>	<b>2587</b>	<b>832</b>	<b>967</b>	<b>-138</b>	<b>307</b>	<b>286</b>

Note 2:- Cadre of DEO, Supervisor (Computer), Hindi Translator (Gr.II) and Stenographer are controlled centrally.  
\*As per information available.



**APPENDIX A-23**

<b>EMPLOYEES' PROVIDENT FUND ORGANISATION STAFF STRENGTH - GROUP 'D' AS ON 31.3.2007</b>											
Region	Sanctioned Strength	Staff in Position	Share Due			In Position			Short/Excess(-)		
			SC	ST	OBC	SC	ST	OBC	SC	ST	OBC
<b>AP</b>	179	166	25	9	31	25	9	28	0	0	3
<b>BR</b>	42	49	4	1	8	12	1	15	-8	0	-7
<b>JH</b>	40	31	9	4	7	7	12	4	2	-8	3
<b>DL</b>	92	63	17	4	13	24	6	4	-7	-2	9
<b>GJ</b>	139	134	13	15	24	35	62	28	-22	-47	-4
<b>HR</b>	71	64	16	5	12	33	1	7	-17	4	5
<b>HP</b>	16	16	3	1	1	5	2	2	-2	-1	-1
<b>KN</b>	161	154	21	9	39	61	12	21	-40	-3	18
<b>KR</b>	130	131	18	8	21	56	7	13	-38	1	8
<b>MP</b>	98	86	11	14	6	32	20	3	-21	-6	3
<b>CH</b>	14	12	2	0	2	2	3	5	0	-3	-3
<b>MH</b>	282	259	27	22	41	42	17	16	-15	5	25
<b>GOA</b>	12	12	3	0	1	1	1	4	2	-1	-3
<b>NR</b>	44	46	4	1	7	11	13	0	-7	-12	7
<b>OR</b>	76	74	10	4	0	21	22	5	-11	-18	-5
<b>PN</b>	102	80	20	1	13	43	1	8	6	0	5
<b>RJ</b>	92	80	16	4	10	25	19	5	-9	-15	5
<b>TN</b>	257	208	39	6	42	81	10	35	-42	-4	7
<b>UP</b>	194	185	24	12	37	49	2	14	-25	10	23
<b>UTR</b>	22	19	2	0	2	9	2	2	-7	-2	0
<b>WB</b>	265	218	46	13	32	61	15	26	-15	-2	6
<b>HQ</b>	92	86	8	3	15	46	12	5	-38	-9	10
<b>TOTAL</b>	<b>2420</b>	<b>2173</b>	<b>338</b>	<b>136</b>	<b>364</b>	<b>681</b>	<b>249</b>	<b>250</b>	<b>-343</b>	<b>-113</b>	<b>114</b>



CATEGORY-WISE INVESTMENT AT FACE VALUE AND INTEREST EARNING RATE FOR EPF SCHEME INVESTMENT[RS. IN CRORES]																	
Category	Holding as on 31.03.2007																Total
	<=6%	>6%-6.5%	>6.5%-7%	>7%-7.5%	>7.5%-8%	>8%-8.5%	>8.5%-9%	>9%-9.5%	>9.5%-10%	>10%-11%	>11%-12%	>12%-13%	>13%-14%	>14%	T.Bill		Face Value
SDS					52,232.23												52,232.23
CTG	1,164.38	284.83	276.88	2,774.74	1,033.10	1,564.09	72.89	425.69	271.87	3,667.14	2,248.93	2,157.50	99.96		2,104.42		18,146.22
SDL	2,308.65	387.99	268.26	1,004.68	3,808.60	851.72	305.39	163.64	24.53	630.02	838.05	1,276.95	101.95				11,970.43
STG		4.30		154.92	980.39	1.07	201.99		0.32	10.35	80.31	52.61	10.15	0.91			1,497.32
PSU	91.26	357.14	67.86	2,375.09	2,411.64	353.10	2,778.57	489.68	2,196.23	2.04	116.02	1.64	0.62	1.24			11,242.13
TCR's at different rates & period																8,749.03	8,749.03
Total	3,564.29	1,034.26	612.80	6,309.43	60,465.96	2,769.98	3,358.64	1,079.01	2,492.95	4,309.55	3,283.31	3,488.70	212.68	2.15	2,104.42	8,749.03	103,837.36

Note:- PSU include investment in Private Sector bond also.

CATEGORY-WISE INVESTMENT AT FACE VALUE AND INTEREST EARNING RATE FOR EPS 1995 INVESTMENT[RS. IN CRORES]																	
Category	Holding as on 31.03.2007																Total
	<=6%	>6%-6.5%	>6.5%-7%	>7%-7.5%	>7.5%-8%	>8%-8.5%	>8.5%-9%	>9%-9.5%	>9.5%-10%	>10%-11%	>11%-12%	>12%-13%	>13%-14%	>14%	T.B.III		Face Value
SDS					1,400.52												1,400.52
CTG	202.58	245.40	175.00	1,423.70	2,170.30	1,361.97	52.20	25.00	53.62	5,310.85	2,705.56	3,121.61	366.23		736.71		17,950.73
SDL	1,061.22	541.67	290.16	1,001.73	2,292.70	568.12	240.00	272.49	15.00	1,078.13	1,166.95	1,284.63	204.65				10,058.05
STG		1.40		466.95	1,030.80		30.00		5.00	20.00	5.00	69.80	7.13				1,636.08
PSU	272.20	515.00	162.50	2,831.59	2,656.18	375.50	2,845.40	745.41	1,294.34		217.29						11,935.41
TDR's at different rates & period																5,680.60	#REF!
Public Account						32,934.83											32,934.83
Total	1,535.00	1,303.77	647.66	5,723.97	9,550.90	35,260.42	3,167.60	1,042.90	1,367.96	6,409.98	4,124.80	4,476.04	578.31	-	736.71	5,680.60	81,606.22

Note:- PSU include investment in Private Sector bond also.





CATEGORY-WISE INVESTMENT AT FACE VALUE AND INTEREST EARNING RATE FOR EDLI SCHEME 1976 INVESTMENT[RS. IN CRORES]																	
Category	Holding as on 31.03.2007																Total
	<=6%	>6%-6.5%	>6.5%-7%	>7%-7.5%	>7.5%-8%	>8%-8.5%	>8.5%-9%	>9%-9.5%	>9.5%-10%	>10%-11%	>11%-12%	>12%-13%	>13%-14%	>14%	T.Bill		Face Value
SDS					2.50												2.50
CTG	5.12	14.10	0.04	6.65	55.00	20.35			5.25	182.92	89.40	90.64	6.90		1.00		477.77
SDL	15.73	15.08	4.00	33.78	65.90	50.00	19.02	7.31	0.46	42.32	33.69	69.51	3.90				360.70
STG					28.15					0.80		0.90					29.85
PSU	4.80		30.00	140.79	45.85	8.00	89.72	23.20		53.08	5.44						400.88
TDR's at different rates & period																350.89	350.89
Public Account						3,910.95											3,910.95
Total	25.65	29.18	34.04	181.42	197.40	3,929.30	108.74	30.51	58.79	226.04	128.53	161.25	10.80		1.00	350.89	5,533.54

Note:- PSU include investment in Private Sector bond also.



**APPENDIX A-27****SCHEDULE OF INDUSTRIES/CLASSES OF ESTABLISHMENTS TO WHICH EMPLOYEES' PROVIDENT FUNDS AND MISCELLANEOUS PROVISIONS ACT, 1952 APPLIES AS ON 31.3.2007**

<b>Date of Extension</b>	<b>Industries/Classes of Establishments</b>
1st Nov, 1952 (1 to 6)	<ol style="list-style-type: none"> <li>1. Cement</li> <li>2. Cigarettes</li> <li>3. Electrical, Mechanical or General Engineering Products</li> <li>4. Iron and Steel</li> <li>5. Paper</li> <li>6. Textiles (made wholly or in Part of Cotton or wool or jute or silk whether natural or artificial)</li> </ol>
31st July, 1956 (7 to 19)	<ol style="list-style-type: none"> <li>6A. Jute</li> <li>7. Edible Oils and Fats</li> <li>8. Sugar</li> <li>9. Rubber and rubber products</li> <li>10. Electricity including generation, transmission and distribution thereof.</li> <li>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)</li> <li>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</li> <li>13. Stone-ware pipes</li> <li>14. Sanitary Wares</li> <li>15. Electrical porcelain Insulators of high and low tension</li> <li>16. Refractories</li> <li>17. Tiles</li> <li>18. Matches</li> <li>19. Glass</li> </ol>
	<p><b>Note:</b> Till the 31st March 1962 the Scheme was not applicable to the following:</p> <ol style="list-style-type: none"> <li>(i) Match factories having annual Production of five lakhs/gross boxes of matches or less.</li> <li>(ii) Such glass factories other than sheet glass shell factories as have an installed capacity of 600 tones per month or less.</li> </ol>
30th Sept., 1956 (20-23)	<ol style="list-style-type: none"> <li>20. Heavy and Fine chemicals including:               <ol style="list-style-type: none"> <li>(i) Fertilizer</li> <li>(ii) Turpentine</li> <li>(iii) Resin</li> </ol> </li> </ol>

Date of Extension	Industries / Classes of Establishments
	(iv) Medical and pharmaceuticals preparations
	(v) Toilet preparations
	(vi) Soaps
	(vii) Inks
	(viii) Intermediates dyes colour lacs and toners
	(ix) Fatty acid and
	(x) oxygen acetylene and carbon dioxide gases.
	<i>(The Act was actually enforced in the industry with effect from 31.7.57)</i>
	21 Indigo
	22 Lac including shellac
	23 Non-edible vegetables and animal oils and fats
31st Dec., 1956	24 Newspaper establishments.
31st Jan., 1957	25 Mineral Oil refining
30th April, 1957	26 Tea plantations
(26 to 30A)	(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 Iron Ore Mines
(31 to 37)	32 Manganese Mines
	33 Limestone Mines
	34 Gold Mines
	35 Industrial and Power Alcohol
	36 Asbestos Cement Sheets
	37 Coffee curing establishments
30th April, 1958	38 Biscuit making industry (including composite units making biscuit, such as bread, confectionery and milk)
30th April, 1959	39 Road Motor Transport establishments
31st May, 1960	40 Mica Industry
(40 & 41)	41 Mica Mines
30th June, 1960	42 Plywood
(42 and 43)	43 Automobile repairing and servicing
31st Dec. 1960	44 Rice Milling
(44 to 46)	45 Dal Milling
	46 Flour Milling
31st May, 1961	47 Starch
30th June, 1961	48 Hotels
(48 to 52)	49 Restaurants

Date of Extension	Industries/Classes of Establishments
	50 Establishments engaged in the Storage or transport or distribution of petroleum or Natural gas or products of either petroleum or natural gas.
	51 Petroleum or natural gas Explorations, prospecting drilling or production.
	52 Petroleum or natural gas refining
31st July, 1961	53 Cinemas (including Preview theaters)
(53 to 57)	54 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.
30th April, 1962	62. Trading and commercial establishments engaged in the Purchase, sale or storage of any good including establishment of exporter, importer advertiser, commission agents and brokers and commodity and stock exchanges, but not including banks or warehouses established under any Central or State Act.
30th June, 1962	63. Fruit and vegetable preservation
30th Sept., 1962	64. Cashew nuts
31st Oct., 1962	65. 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
	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



<b>Date of Extension</b>	<b>Industries/Classes of Establishments</b>
	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 (25 of (87 to 92)	87. Attorneys as defined in the Advocates Act, 1965 1961)
	88. Chartered or registered Accountants as defined in the Chartered Accountants Act, 1949. (38 of 1949)
	89. Cost and Works Accountants within the meaning of the cost and Works Accountants Act, 1959 (23 of 1959)
	90. Engineers and Engineering Contractors not being exclusively engaged in building and construction industry.
	91. Architects
	92. Medical Specialists
31st Dec., 1964	93. Milk and milk products
31st Jan., 1965 (94 to 96)	94. Travel agencies engaged in:
	(i) Booking of international air and sea passages and other travel arrangements and
	(ii) Booking of internal air and mail passages and other travel
	(iii) Forwarding and clearing of cargo from and to overseas and within India
31st Jan., 1965	95. forwarding agencies engaged in the collecting, packing, forwarding or delivery of any goods including cargo; loading break bulk service and foreign freight service.
	96. Non-ferrous metals and alloys in the form of ingots
31st March, 1965	97. Bread
30th June, 1965	98. Steaming, redrying, handling, sorting, grading or packing of tobacco leaf.



Date of Extension	Industries/Classes of Establishments
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 <sup>th</sup> February, 2000 (w.e.f. 4 <sup>th</sup> 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
31st May, 1971	125. Establishments rendering expert service such as supplying of personnel, advice on domestic or departmental enquiries, special service in rectifying pilferage thefts and pay roll irregularities to factories and establishments on certain terms and conditions as may be agreed upon between the establishments and establishments rendering expert service.
30th Nov., 1971	126. Factories engaged in winding of thread and yard reeling
31st March, 1972	127. Railway booking Agencies run by Contractors or other private establishments on commission basis.
30th Sept., 1972	128. Cotton ginning, bailing and pressing



<b>Date of Extension</b>		<b>Industries/Classes of Establishments</b>
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 to 150)	138.	Apatite Mines
	139.	Asbestos Mines
	140.	Calcite Mines
	141.	Ball-clay Mines
	142.	Corundum Mines
	143.	Emerald Mines
	144.	Feldspar Mines
	145.	Silica (sand mines)
	146.	Quartz Mines
	147.	Ochre Mines
	148.	Chromite Mines
	149.	Graphite Mines
	150.	Flourite Mines
28th Jan., 1977 (151 to 153)	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.
	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

<b>Date of Extension</b>	<b>Industries/Classes of Establishments</b>
31st May,1980 (158 to 160)	158. Diamond cutting 159. Quarsite Mines 160. Inland water transport establishments
31st Oct.,1980 (161 and 162)	161. Building and construction 162. Manufacture of Myrobalan extract Powder, Myrobalan extract solid and vegetable tanning blended extract
30th Nov.,1980 23rd Nov.,1981	163. Brick 164. Establishments engaged in Stevedoring loading and unloading of ships.
7th Dec.,1981 (165 and 166 )	165. Establishments engaged in poultry farming 166. Establishments engaged in cattle feed industry.
6th March,1982 (167 to 172)	167. Any University 168. Any college, whether or not affiliated to a University. 169. Any School, whether or not recognised or aided by the Central or State Government. 170. Any scientific institution 171. Any institution in which research in respect of any matter is carried on 172. Any other institution in which the activity of imparting knowledge or training is systematically carried on
1st Jan.,1984	173. Industries based on asbestos as principal raw material on voluntary basis.
16th Sept,1989 25th Mar.,1992 (175 to 177)	174. Industries manufacturing Iron ore pellets 175. Guar Gum factories 176. Marble mines 177. Diamond saw mills
1 <sup>st</sup> April, 2001 : (178 to 180)	178. An establishment engaged in rendering Courier services 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
10th November,2005	181. Any Estt. engaged in construction, maintenance, operation and commercial activities of Railways; other than Indian Railways and other railway establishments owned and controlled by Central or State Government
27th July, 2006	182. Any establishment engaged in manufacture, marketing, servicing and usage of a computer [as defined in clause (i) of Sub-section (1) of Section 2 of the Information Technology Act (21 of 2000)] / or deriving any form of output therefrom and related processing services.



<b>ABBREVIATIONS</b>	
<b>AP</b>	Andhra Pradesh
<b>BR</b>	Bihar
<b>CG</b>	Chattisgarh
<b>DL</b>	Delhi
<b>GA</b>	Goa
<b>GJ</b>	Gujarat
<b>HP</b>	Himachal Pradesh
<b>HR</b>	Haryana
<b>JH</b>	Jharkhand
<b>KN</b>	Karnataka
<b>KR</b>	Kerala
<b>MH</b>	Maharashtra
<b>MP</b>	Madhya Pradesh
<b>NER</b>	North East Region
<b>OR</b>	Orissa
<b>PN</b>	Punjab
<b>RJ</b>	Rajasthan
<b>TN</b>	Tamil Nadu
<b>UA</b>	Uttaranchal
<b>UP</b>	Uttar Pradesh
<b>WB</b>	West Bengal
<b>BPR</b>	Business Process Re-engineering
<b>CBT</b>	Central Board of Trustees
<b>EPF</b>	Employees' Provident Fund
<b>EDLI</b>	Employees' Deposit Linked Insurance
<b>EPS</b>	Employees' Pension Scheme
<b>HRM</b>	Human Resources Management
<b>PSU</b>	Public Sector Undertakings
<b>MPS</b>	Monthly Pension Scheme
<b>NSSN</b>	National Social Security Number
<b>SSA</b>	Social Security Assistant



## **Bill of Rights of Employers**

- To demand from the visiting Enforcement Officer an authority letter issued by RPFC/APFC.
- To get Business Number allotted within three days from the date of application.
- To approach the Employees' Provident Fund Organisation to seek clarification/guidance relating to Provident Fund matters.
- To be heard before imposition of any liability on account of contribution and penal damages.
- To get various forms free of cost.
- To demand improved service delivery for subscribers of your establishment.



## **Employees' Provident Fund Organisation**

Ministry of Labour and Employment, Government of India

### **Head Office**

Bhavishya Nidhi Bhawan, 14, Bhikaji Cama Place, New Delhi-110066  
Website : [www.epfindia.com](http://www.epfindia.com), [www.epfindia.gov.in](http://www.epfindia.gov.in), [www.epfindia.org](http://www.epfindia.org)  
E-mail : [cpfc@alpha.nic.in](mailto:cpfc@alpha.nic.in)