

57th

ANNUAL REPORT

2009-10



Employees' Provident Fund Organisation
(Ministry of Labour & Employment, Govt. of India)
CORPORATE HEADQUARTERS: BHAVISHYA NIDHI BHAWAN
14, BHIKAJI CAMA PLACE, NEW DELHI – 110 066

Website: www.epfindia.com : www.epfindia.gov.in : www.epfindia.org

EPFO - In the forefront of change in delivery of publicly managed services.

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 30th 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 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 officer-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:
 - In case of non-payment by employer of contribution deducted from wages;
 - In case of non-payment by the employer of establishment closed for more than three years.
 - In case of fraudulent withdrawal from your account.

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 members in our methods, fairness, honesty and integrity contributing to the economic and social well-being of members.



EMPLOYEES' PROVIDENT FUND ORGANISATION

ANNUAL REPORT 2009-10

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CHAPTER 1

PERFORMANCE STATISTICS 2009-10

1. COVERAGE	
No. of Industries/Classes of Establishments to which EPF & MP Act, 1952 applied as on 31.03.2010	186 (186)

No. of covered Establishments as on 31.03.2010	Exempted		Unexempted	Total
	EPS	EPF		
	03 (03)	2750 (2755)	613152 (570308)	615902 (573063)

Membership as on 31.03.2010 (in lakhs)		Exempted	Unexempted	Total
(a)	In Employees' Provident Fund	48.63 (43.92)	539.33 (426.80)	587.96 (470.72)
(b)	In Pension Fund		593.85 (447.83)	593.85 (447.83)

2. CONTRIBUTIONS RECEIVED		(Rs. In Crores)		
(a)	Employees' Provident Fund	Exempted	Unexempted	Total
	(i) During the year	22092.60 (5412.75)	26558.20 (23246.60)	48650.80 (28659.35)
	(ii) Progressive	100522.36 (78429.76)	159805.81 (133247.61)	260328.17 (211677.37)
(b)	Employees' Pension Fund	Unexempted		Total
		Employer's Share	Government's Share	
	(i) During the year	9930.52 (9320.56)	994.00 (1167.22)	10924.52 (10487.78)
	(ii) Progressive			109166.57 (98242.05)
(c)	Employees' Deposit Linked Insurance Fund			Total
	(i) During the year			423.22 (368.40)
	(ii) Progressive			7880.91 (7457.69)
Total Contribution (a+b+c)		Exempted	Unexempted	Total
(i)	During the year	22092.60 (5412.75)	37905.94 (34102.78)	59998.54 (39515.53)
(ii)	Progressive	100522.36 (78429.76)	276853.29 (238947.35)	377375.65 (317377.11)

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



3. ADMINISTRATIVE ACCOUNT		(Rs. in Crores)
INCOME:		
a	Administrative, Inspection Charges & Penal Damages (including 7Q interest)	1699.80
b	Interest on Investments	369.88
c	Receipts from other accounts	12.38
d	Miscellaneous receipts	25.54
	TOTAL	2107.60
EXPENDITURE:		
a	Revenue Expenditure	1103.89
b	Capital Expenditure Appropriation	0.00
c	Building Maintenance Expenditure Appropriation	-1.26
d	Payments to other Accounts	11.15
	TOTAL	1113.78

4. INVESTMENTS				(Rs. In Crores)
(a)	Employees' Provident Fund	Exempted	Unexempted⁺	Total
	(i) During the year	10155.61 (7536.50)	25303.98 (21473.69)	35459.59 (29010.19)
	(ii) Progressive	100283.63 (90128.02)	168281.37 (142977.39)	268565.00 (233105.41)
(b)	Employees' Pension Fund (Securities & Public Account)			
	(i) During the year ⁺			15212.15 (14476.86)
	(ii) Progressive ⁺			123790.43 (108578.28)
(c)	Employees' Deposit Linked Insurance Fund (Securities & Public Account)			
	(i) During the year ⁺			1016.43 (877.11)
	(ii) Progressive ⁺			8171.76 (7155.33)

⁺ At face value.

* Revised

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

5. RATE OF INTEREST	
Declared for Members to Employees' Provident Fund for the year 2009-2010.	8.50% on monthly running balance



6. ANNUAL STATEMENT OF ACCOUNTS (Unexempted)		(Nos. in lakhs)
(a)	Issued during the year	653.54 (584.93)
(b)	Pending as on 31.03.2010	473.54 (426.22)

7. CLAIMS SETTLED (Unexempted)				
Nature of Claims		Net Workload* (in lakhs)	Claims Settled (in lakhs)	Claims Pending (in lakhs)
EPF Claims		39.31	36.60	2.71
Partial Withdrawal / Advances		2.99	2.87	0.12
Transfer Cases		4.07	3.17	0.90
EPS Claims	Monthly Pension Claims	4.87	4.20	0.67
	Pension Claims (all other benefits)	33.95	31.13	2.82
EDLI Claims		0.24	0.21	0.03
TOTAL		85.43	78.18	7.25

* Net Workload = Workload- (Returned + Rejected)

8. ARREARS TO BE RECOVERED			(Rs. In lakhs)	
		Workload for the Year	Realised during the year	Closing Balance as on 31.03.10
Unexempted Sector				
a.	Employees' Provident Fund	186678.66	54573.51	132105.15
b.	EPF Admn. & Inspection Charges	14770.74	3803.57	10967.17
c.	Employees' Pension Fund	103874.84	26084.22	77790.62
d.	Employees' Deposit Linked Insurance Fund	7822.58	1982.08	5840.50
e.	EDLI Admn. & Inspection Charges	598.63	92.91	505.72
f.	TOTAL (a to e)	313745.45	86536.29	227209.16
g.	Penal Damages and Interest {out of (f) above}	128059.67	16693.76	111365.91
Exempted Sector		99399.59	34294.34	65105.25



9. PENAL ACTION AGAINST DEFAULTING ESTABLISHMENTS (Unexempted Sector)				
(a)	Prosecution cases under Section 14 of the Act	Cases launched upto the year	Decided	Pending
I.	Employees' Provident Fund Scheme, 1952	24280	503	23777
II.	Employees' Pension Scheme, 1995	16033	398	15635
III.	Employees' Deposit Linked Insurance Scheme, 1976	16135	459	15676

(b)		Recovery Certificates under Section 8 of the EPF & MP Act, 1952					
		(Amount in crores)					
		Workload		Executed		Pending	
		No. of Cases	Amount	No. of Cases	Amount	No. of Cases	Amount
I.	Employees' Provident Fund Scheme, 1952	71952	1663.36	15645	178.15	56307	1485.21
II.	Employees' Pension Scheme, 1995	68750	888.07	14950	98.41	53800	789.66
III.	Employees' Deposit Linked Insurance Scheme, 1976	66394	62.19	14607	7.63	51787	54.56

(c) FIR / Challans and Prosecution Cases under section 406/409 IPC		
FIRs/Challans under Section 406/409 IPC Cases filed during the year	FIRs/Challan pending with the Police during the year	7060 (7011)
	Cases dropped by Police during the year	174 (103)
	Challans filed by Police before the Courts during the year	12 (20)
	Cases pending at the end of the year	6874 (6888)
Prosecution Cases filed before various Courts under Section 406/409 IPC during the year	Cases pending with the Courts for disposal during the year	1203* (1280)
	Cases disposed by the Court during the year	0 (8)
	Cases pending at the end of the year	1203 (1272)

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

* revised



10. MANPOWER		
Category of Employee	Sanctioned Strength	Staff in Position
Group A	1022	829
Group B	6140	5154
Group C (including erstwhile Group-D)	16990	13192
TOTAL	24152	19175

11. FIELD OFFICES		
(a)	Regional Offices	40
(b)	Sub-Regional Offices	79
(c)	Service Centres	17
(d)	District Offices	123
(e)	NATRSS/ZTIs/Sub-ZTIs	6

12. DISPOSAL OF PUBLIC GRIEVANCES	
Grievances pending at the beginning of the year.	1305
Received during the year.	17551
Total	18856
Disposed off during the year.	17809
Balance at the end of the year.	1047
Percentage of Disposal.	94.45%



COMPARATIVE PERFORMANCE FOR THE LAST 3 YEARS				
		2007-08	2008-09	2009-10
1(a)	ESTABLISHMENTS COVERED	532702	573063	615902
(b)	MEMBERS ENROLLED (In lakhs)	449.19	470.72	587.86
2.	CONTRIBUTION COLLECTED (During the year) (Rs. in Crores)			
	Provident Fund			
	Exempted	5884.91	5412.75	22092.60
	Unexempted	18782.30	23246.60	26558.20
	Total	24667.21	28659.35	48650.80
	Pension Fund			
	Employee's / Employer's Share	8022.46	9320.56	9930.52
	Government's Share	990.00	1167.22	994.00
	Total	9012.46	10487.78	10924.52
	Deposit Linked Insurance Fund			
	Employer's Share	308.44	368.40	423.22
	Total	308.44	368.40	423.22
3.	ADMINISTRATIVE ACCOUNT (Rs. in Crores)			
	Income	1587.71	1828.65	2107.60
	Expenditure	544.16	801.50	1113.78
	Savings	1043.55	1027.15	993.82
4.	INVESTMENTS (Rs. in Crores)			
	Provident Fund			
	Exempted	7524.71	7536.51	10155.61
	Unexempted	17666.34	21473.69	25303.98
	Total	25191.05	29010.20	35459.59
	Pension Fund (Securities + Public Account)	12495.20	14476.86	15212.15
	Deposit Linked Insurance Fund (Securities + Public Account)	744.68	877.11	1016.43
5.	RATE OF INTEREST			
	Declared for Members to Employees' Provident Fund during the year	8.5%	8.5%	8.5%
6.	Annual Statement of Accounts (in lakhs)			
	Issued during the year	393.83	584.93	653.54
	Pending	361.19	426.22	473.54



7.	MEMBERS CLAIMS SETTLED (Unexempted)							
			2007-08		2008-09		2009-10	
			No. of Claims (In lakhs)		No. of Claims (In lakhs)		No. of Claims (In lakhs)	
	Provident Fund Claims		29.30		34.73		36.60	
	Partial Withdrawal/ Advances		3.33		3.22		2.87	
	Transfer Cases		2.30		2.80		3.17	
	Monthly Pension Claims (MPC)		3.54		4.10		4.20	
	Employees' Pension Claims (all other benefits)		20.95		26.59		31.13	
	E.D.L.I Claims		0.21		0.20		0.21	
	Total		59.63		71.64		78.18	
8.	PROVIDENT FUND ARREARS (Amount Rs. in Crores)							
		2007-08		2008-09		2009-10		
		No. of Defaulting Estt.	Amount in Default	No. of Defaulting Estt.	Amount in Default	No. of Defaulting Estt.	Amount in Default	
	Exempted	462	728.17	422	786.13	440	651.05	
	Unexempted	81009	2118.41	79509	2206.99	78619	2272.09	
	Total	81471	2846.58	79931	2993.12	79059	2923.14	
9.	PENAL ACTION TAKEN AGAINST DEFAULTING ESTABLISHMENTS							
	(a) Prosecution cases under Section 14 of the Act							
					2007-08	2008-09	2009-10	
	Employees' Provident Fund Scheme, 1952				1658	1610	1732	
	Employees' Pension Scheme, 1995				1657	1486	1016	
	Employees' Deposit Linked Insurance Scheme, 1976				1539	1419	963	
	(b) Recovery Certificates Issued Under Section 8 of the Act							
					2007-08	2008-09	2009-10	
	Employees' Provident Fund Scheme, 1952				20635	19111	15645	
	Employees' Pension Scheme, 1995				17911	18400	14950	
	Employees' Deposit Linked Insurance Scheme, 1976				17196	18533	14607	
	10.	MANPOWER						
				2007-08	2008-09	2009-10		
Group A				618 (735)	645 (932)	829 (1022)		
Group B				1971 (2260)	2198 (2883)	5154 (6140)		
Group C				14418 (18014)	14515 (19573)	13192 (16990)		
Group D				2130 (2421)	2150 (2421)			
Total				19137 (23430)	19508 (25809)	19175 (24152)		

(Figures in bracket shows the sanctioned strength)



11.	DISPOSAL OF PUBLIC GRIEVANCES			
		2007-08	2008-09	2009-10
	Grievances pending at the beginning of the year.	2,712	1470	1305
	Received during the year.	27234	19912	17551
	Total	29,946	21382	18856
	Disposed off during the year.	28476	20077	17809
	Balance at the end of the year.	1470	1305	1047
	Percentage of Disposal.	95.00%	93.90%	94.45%



Shri Mallikarjun Kharge, Hon'ble Labour & Employment Minister and Shri Harish Rawat, Hon'ble MOS for Labour & Employment presiding over the meeting of the Central Board of Trustees, EPF.



Proceedings of the 85th meeting of Regional Committee, EPF for Madhya Pradesh going on under the Chairmanship of Principal Secretary , Labour , Madhya Pradesh.



Chapter 2

ORGANISATION

INTRODUCTION

2.1 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 there under 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 THREE SCHEMES

2.3 The provisions of the Act and the Schemes apply to 186 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:

	Employees' Provident Fund Scheme, 1952	Employees' Pension Scheme, 1995	Employees' Deposit Linked Insurance Scheme, 1976
Benefits:	<ul style="list-style-type: none"> ✓ <i>Accumulation plus interest upon retirement, resignation, death</i> ✓ <i>Partial withdrawals allowed for specific expenses such as house construction, higher education, marriage, illness</i> 	<ul style="list-style-type: none"> ✓ <i>Monthly benefits for superannuation/retirement, disability, survivor, widow(er), children</i> ✓ <i>Amount of pension based on average salary during the preceding 12 months from the date of exit and total years of employment</i> 	<ul style="list-style-type: none"> ✓ <i>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.</i> ✓ <i>In case average</i>



		✓ Minimum pension on disablement ✓ Past service benefit to participants of erstwhile Family Pension Scheme, 1971.	balance exceeds Rs. 35,000; amount paid will be Rs. 35,000 plus 25% of average balance in excess of Rs. 35,000 limited to a maximum benefit of Rs. 60,000.
Contributions: (% on wages)			
Employer	3.67% (for 181 industries) 1.67% *(for 5 industries)	8.33%	0.5%
Employee	12% (for 181 industries) 10% *(for 5 industries)	Nil	Nil
Government	Nil	1.16%	Nil
Administrative Charges to be paid by the Employer of Unexempted Establishments (% of wages)	1.10%	Till 05.01.2007 @ of 16% paid out of the EPS Fund and rest from EPF Administration Fund. w.e.f 06.01.2007 to be met fully from EPF Administration Fund.	0.01%
Inspection Charges to be paid by the Employer of Exempted Establishments (% on wages)	0.18%	Not Applicable	0.005%

* (The 5 industries for which lower rate of contribution are applicable are Jute, Beedi, Brick, Coir and Gaur Gum)



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.

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, 1952 (Act 19 of 1952). It is a tripartite body administering the three Schemes framed under the Act. At present, Hon'ble Minister of Labour & Employment, Government of India is the Chairman of the Board. The tenure of the Board is five years. 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

2.6 The Main functions of the Central Board of Trustees 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 Schemes.
- Appointment of officers and 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 the Government.

2.7 The list of members of the Board as on 31.3.2010 is given in **Appendix A-1**. During the year 2009-10, two (2) meetings of the Board were held.

EXECUTIVE COMMITTEE

2.8 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 year and six months. At present Secretary to the Govt. of India, Ministry of Labour & Employment is the Chairman of the Executive Committee, CBT (EPF). As per section 5AA, the constitution of the Committee is as under:-

- Chairman
- Central Government representatives - 2
- State Governments representatives - 3
- **Employees' representatives** - 3
- **Employers' representatives** - 3
- Central Provident Fund Commissioner -
Member Secretary



2.9 The main functions of the Executive 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.

2.10 During the year 2009-10, two (2) meetings of the Executive Committee, CBT (EPF) were held.

SUB - COMMITTEES OF THE CENTRAL BOARD OF TRUSTEES

Finance & Investment Committee

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

2.12 The main functions of the Committee are to:

- Oversee the investment being done by State Bank of India, HSBC AMC, ICICI Pru AMC and Reliance Capital AMC as Portfolio Managers.
- Watch timely investment of trust money with a view to realizing the optimum returns.
- Issue such directions, as may be considered necessary, to the portfolio managers 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 to be credited to the accounts of PF members, to the Central Board of Trustees (EPF).

2.13 The Committee consists of three representatives each of employers and employees, besides the Central Provident Fund Commissioner and two representatives of the Central Government. 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 Organization is the Convener.

2.14 During the year 2009-10, four (04) meetings of the Committee were held

Committee on Exempted Establishments

2.15 Committee on Exempted Establishments is a Sub-Committee of the Central Board of Trustees consisting of the representatives of employers, employees and the Government.

2.16 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.

2.17 At present, Shri Sankar Saha, Employees' Representative in the Board is the Chairman of the Committee. Two employers' representatives, one more employees' representative and Additional Secretary (Labour & Employment) are other members of the Committee. Additional Central Provident Fund Commissioner (Compliance) in EPFO Headquarters is the Convener.

2.18 During the year 2009-10, two (02) meetings of the Committee were held.

Pension Implementation Committee

2.19 Pension Implementation Committee is a Sub-Committee of the Central Board of Trustees consisting of the representatives of employees, employers and the Government.

2.20 The main functions of the Committee are:

- To review the functioning of the Employees' Pension Scheme, 1995 including computerization in the Organization and disbursement of pension; and
- To consider the suggestions/proposals for amendment/improvement in the Scheme.

2.21 The Committee includes three representatives each of employers and employees, besides the Central Provident Fund Commissioner and two representatives of Central

Government. Additional Secretary to Government of India, Ministry of Labour & Employment is the Chairman of the Committee. Additional Central Provident Fund Commissioner (Pension) in EPFO, Headquarters is the Convener.

2.22 During the year 2009-10, no meeting of the committee was held.

Technical Committee of EPFO

2.23 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 Organization 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.

2.24 The functions of the Sub-Committee are:

- 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 Organization.
- 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 advise and give recommendations on other technical issues of relevance to the Organization.
- (vi) 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.
- (vii) To carry out techno-commercial evaluations of technology options.

2.25 During the year 2009-10, no meeting of the Committee was held.

Committee on Implementation of IT Reforms

2.26 A separate committee on implementation of IT Reforms in EPFO consisting of both **employers' and employees' representatives** has been constituted. The Committee oversees the entire process of implementation of IT Reforms in EPFO. During the year no meeting of the Sub-Committee was held.

SUB - COMMITTEES OF EXECUTIVE COMMITTEE

Building & Construction Committee

2.27 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.

2.28 The Committee consists of one member each representing employers and employees. Chief Engineer, EPF Organisation is the Convener of the Committee.

2.29 During the year 2009-10, four (04) meetings of the Sub-Committee were held in which several proposals for construction of office buildings, staff quarters and other similar works were considered.

OTHER COMMITTEES

Apex Committee for Monitoring Computerization Project of EPFO

2.30 An Apex Committee was constituted vide Ministry letter No.V-23011/1/2007-SS-II (Vol.II) dated 19th June,2008 to monitor, review and take policy level decisions in respect of the Computerization Project being implemented in collaboration with NIC in accordance with the



Memorandum of Understanding (MOU) signed between NIC and EPFO.

2.31 The members of the committee are as under: -

- i) Secretary (Labour & Employment)
 - Chairman
- ii) Director General, NIC
 - Co-Chairman
- iii) Dr.V.K.Gupta, Head IT Division, CSIR
 - Member
- iv) Joint Secretary (SS), Labour & Employment
 - Member
- v) Central Provident Fund Commissioner
 - Member
- vi) Dr. B.N.Shetty, Sr. Technical Director, NIC
 - Member
- vii) Financial Advisor (Labour & Employment)
 - Member
- viii) Financial Advisor & Chief Accounts Officer, EPFO
 - Member
- ix) Additional Central P.F. Commissioner (IS), EPFO
 - Member (Convenor)

2.32 Terms of Reference of the Apex Committee are as follows:

- Periodical review and monitoring for expeditious implementation of the Project.
- To formulate and approve policy decisions concerning implementation of the project.
- To provide directions and guidance to the Technical Committee on implementation of the Project.

2.33 During the year 2009-10, four (04) meetings of the Committee were held. The agenda items placed in meeting of the Apex Committee were not strictly in the nature of proposals that had to be rejected or accepted by the Committee. Most of the items in the Agenda mentioned issues that were discussed by the

Committee for giving further directions or suggestions.

REGIONAL COMMITTEES, EPF

2.34 The Regional Committees (Employees' Provident Fund) for the States are constituted under the provisions of Para 4 of Employees' Provident Fund Scheme, 1952. The Chairman, **Central Board of Trustees (Employees' Provident Fund)** is the competent authority to constitute/reconstitute the Regional Committee (EPF) for the states under Para 4 of the **Employees' Provident Fund Scheme, 1952**. The term of each Regional Committee is three years from the date of notification in the Official Gazette. Sub-para (1) and (2) of Para 4 of EPF 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.

2.35 There are 22 Regional Committees (EPF) constituted in accordance with para 4 of the EPF Scheme for 22 States / Union Territories in the country. As on 01.04.2009, out of 22 Regional Committees, 13 Regional Committees pertaining to the States of Andhra Pradesh, Bihar, Chhattisgarh, Himachal Pradesh, Madhya Pradesh, Orissa, Punjab, Puducherry (UT), Rajasthan, Tamilnadu, Tripura, Uttarakhand and West Bengal were in existence. The Regional Committees for the remaining nine (09) States pertaining to the States of Assam, Delhi, Goa,



Gujarat, Haryana, Karnataka, Kerala, Maharashtra and Uttar Pradesh were due for reconstitution.

2.36 The matter of reconstitution of the Regional Committees for the above mentioned nine (09) states was taken up with the respective State Governments. The Regional Committees of four (04) States namely Assam, Haryana, Karnataka and Kerala were reconstituted by the **Hon'ble Chairman, CBT (EPF)** during the year 2009-10 and notified in the Official Gazette of India.

2.37 The matter of reconstitution of other Regional Committees for five (05) states namely Delhi, Goa, Gujarat, Maharashtra and Uttar Pradesh which were due for reconstitution as on 01.04.2009 and for one which expired during 2009-10 namely for the State of Bihar was taken up with the Labour and Employment Department of respective State Governments. However, Regional Committee (EPF) for the states of Delhi and Gujarat were long pending for reconstitution and even after constant persuasion with the concerned State Governments fresh nominations were awaited during the year. In addition to the above, the matter of constitution of first Regional Committee for State of Jharkhand was also initiated.

2.38 During the year i.e. 2009-10 complete nominations in respect of four (04) Regional Committees for the state of Maharashtra, Goa, Jharkhand and Bihar were received from the concerned State Governments. After due examination on the part of the Organisation, the proposal for reconstitution of Regional Committee, EPF for the states of Maharashtra, Goa, Jharkhand and Bihar under para 4 (1) of **Employees' Provident Funds Scheme, 1952** were forwarded to the Ministry of Labour &

Employment for **approval of the Hon'ble Union Minister of Labour & Employment and Chairman, CBT (EPF)**. However, the approval/directions in the matter were awaited during the year.

2.39 The provisions of the Scheme mandate that the Regional Committee EPF of a State should meet at least two times in a financial year. As noted above, in the year 2009-10 twenty-two Regional Committees were in existence including the ones due for reconstitution. The State/Union Territory wise position of meetings held during the year 2009-10 is as under:

S.No	Name of the Region	Total No. of Meetings held	
		2009-10	2008-09
1.	Andhra Pradesh	02	02
2.	Assam	02	Nil
3.	Bihar	02	02
4.	Chhattisgarh	01	02
5.	Delhi	Nil	Nil
6.	Goa	Nil	Nil
7.	Gujarat	02	01
8.	Haryana	02	02
9.	Himachal Pradesh	01	Nil
10.	Karnataka	02	01
11.	Kerala	01	Nil
12.	Madhya Pradesh	02	Nil
13.	Maharashtra	Nil	Nil
14.	Orissa	01	02
15.	Puducherry	02	01
16.	Punjab	02	01
17.	Rajasthan	02	01
18.	Tamilnadu	02	02
19.	Tripura	02	01
20.	Uttarakhand	02	Nil
21.	Uttar Pradesh	Nil	02
22.	West Bengal	02	02
	TOTAL	32	22



2.40 The Regional Committees have been monitoring various aspects of progress in the area of implementation of the provisions of the Act and Schemes in the States. The total number of meetings of the Regional Committees improved during the year 2009-10 as compared to the previous year. However, in respect of certain states, the required number of meetings could not be held due to administrative exigencies.

ZONAL OFFICES

2.41 To improve the monitoring of performance of Regional Offices and Sub-Regional Offices, Zonal offices have been set up. The EPFO Headquarter Office has delegated some 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 were in existence with Headquarters at Delhi, Kolkata, Mumbai and Hyderabad till January 2009. The Central Board on the recommendations of the Sub-Committee on XLRI report approved creation of 6 more zones and restructuring the zones into 10 zones having jurisdiction over two or more political states. Each office is headed by an officer of the level of Additional Central Provident Fund Commissioner.

REGIONAL OFFICES AND SUB REGIONAL OFFICES

2.42 The Organisation implements the provisions of the EPF & MP Act, 1952 and the schemes framed there under through its field formations, namely Regional Offices headed by a Regional Provident Fund Commissioner Gr. I level officer and Sub-Regional Offices functioning

under the Regional Offices in a geographical state. As on 31.03.2010 there were 40 functional Regional Offices and 79 functional Sub-Regional Offices. A list of Regional Offices and Sub-Regional Offices is given in **Appendix A-2.**

DISTRICT OFFICES AND SERVICE CENTRES

2.43 At the field level, the Organisation has also set up 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 the members in areas far from the nearest RO/SROs where concentration of subscribers is more, and to provide education and guidance to members, the Organisation has opened "Service Centres". As on 31.03.2010, there were 123 District Office and 17 Service Centres functioning in different parts of the country.

2.44 In particular the service centers render the following facilities:

- Provide blank forms to subscribers/employers.
- Accept the duly filled in forms in person and by post.
- Scrutinize and forward the forms 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.

2.45 The location of District offices and service centers in various geographical states are indicated in **Appendix A-3.** An Organization chart depicting the administrative control of Headquarters, zonal offices, NATRSS, Regional Offices and Sub Regional Offices is at **Annexure-A.**



Annexure-A

HEAD OFFICE

Zonal Offices (PN & HP) : Chandigarh	
RO	Chandigarh (PN)
SRO	Bhatinda
RO	Ludhiana (PN)
SRO	Amritsar
SRO	Jalandhar
RO	Shimla (HP)

Zonal Offices (DL & UK) : New Delhi	
RO	Delhi (North)
RO	Delhi (South)
SRO	Laxmi Nagar
RO	Dehradun(UK)
SRO	Haldwani

Zonal Offices (UP & BR) : Kanpur	
RO	Kanpur (UP)
SRO	Allahabad
SRO	Bareilly
SRO	Gorakhpur
SRO	Lucknow
SRO	Varanasi
RO	Meerut
SRO	Noida
SRO	Agra
RO	Patna (BR)
SRO	Bhagalpur
SRO	Muzaffarpur

Zonal Offices (HR & RJ) : Faridabad	
RO	Faridabad (HR)
SRO	Karnal
RO	Gurgaon
SRO	Rohtak
RO	Jaipur (RJ)
SRO	Jodhpur
SRO	Kota
SRO	Udaipur

Zonal Offices (MH & CG) : Mumbai	
RO	Mumbai-I Bandra (MH)
RO	Mumbai-II Thane (MH)
SRO	Vashi
RO	Kandivili
SRO	Nasik
RO	Pune (MH)
SRO	Kohlapur
SRO	Solapur
RO	Nagpur (MH)
SRO	Akola
SRO	Aurangabad
RO	Raipur (Chh)

Zonal Offices (GJ & MP) : Ahmedabad	
RO	Ahmedabad (GJ)
SRO	Naroda
SRO	Rajkot
SRO	Vatwa
RO	Baroda (GJ)
SRO	Surat
SRO	Vapi
RO	Indore (MP)
SRO	Bhopal
SRO	Gwalior
SRO	Jabalpur
SRO	Ujjain
SRO	Sagar

Zonal Offices (WB, NER & JH) : Kolkatta	
RO	Kolkata (WB)
SRO	Barrackpore
SRO	Durgapur
SRO	Howrah
SRO	Park Street
SRO	Port Blair
RO	Jalpaiguri (WB)
SRO	Siliguri
SRO	Darjeeling
SRO	Jangipur
RO	Ranchi (JHA)
SRO	Jamshedpur
RO	Guwahati (NER)
SRO	Agartala
SRO	Shillong
SRO	Tinsukia

Zonal Offices (TN & KR) : Chennai	
RO	Chennai (TN)
SRO	Ambattur
RO	Tambaram
SRO	Vellore
SRO	Pudducherry
RO	Madurai (TN)
SRO	Tirunelveli
SRO	Nagercoil
RO	Coimbatore (TN)
SRO	Salem,
SRO	Trichy
RO	Thiruvananthapuram (KR)
SRO	Kannur
SRO	Ernakullam
SRO	Kottayam
SRO	Kozhikode
SRO	Kollam

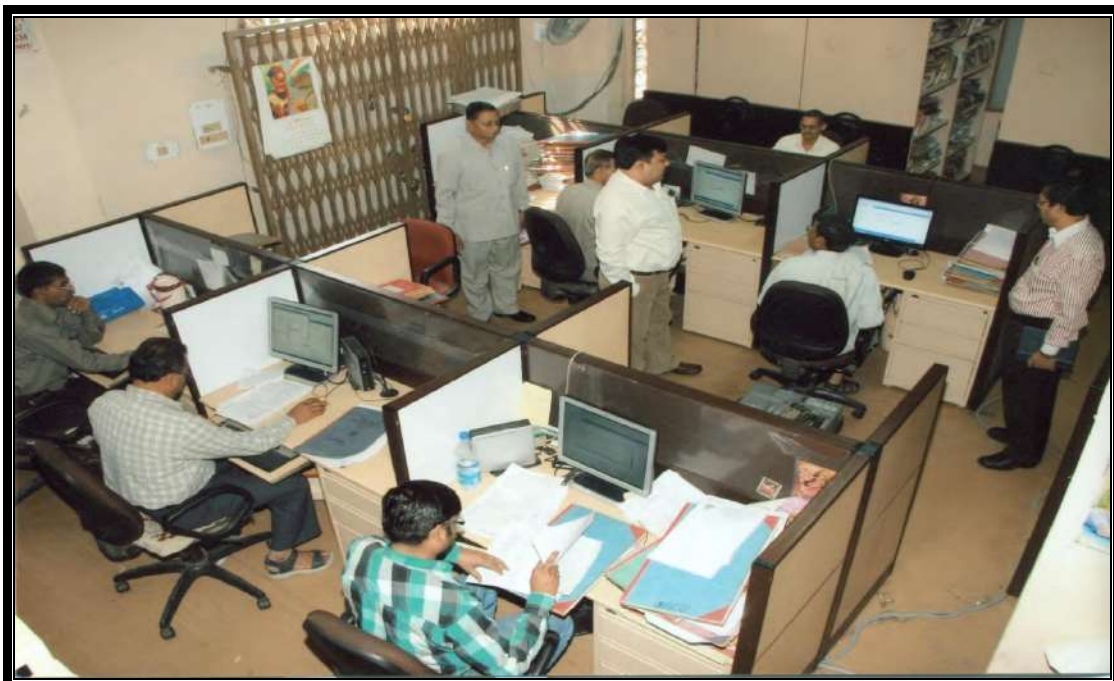
Zonal Offices (AP & OR) : Hyderabad	
RO	Hyderabad (AP)
SRO	Kukatpally
SRO	Pattancheru
SRO	Siddipet
RO	Nizamabad
SRO	Karimnagar
SRO	Warangal
RO	Guntur (AP)
SRO	Cuddapa
SRO	Rajamundry
SRO	Visakhapatnam
RO	Bhubaneshwar (OR)
SRO	Berhampur
SRO	Rourkela
SRO	Keonihar

Zonal Offices (KN & Goa) : Bangalore	
RO	Bangalore (KN)
SRO	Mysore Road
RO	Peenya
SRO	Bommasandra
SRO	K.R.Puram
RO	Mangalore (KN)
SRO	Chikamagalur
SRO	Mysore
SRO	Shivamogga
SRO	Udupi
RO	Gulbarga
SRO	Bellary
SRO	Hubli
SRO	Raichur
RO	Panaji (Goa)

NATRSS New Delhi	
ZTI	NORTH ZONE (Faridabad)
ZTI	SOUTH ZONE(Chennai)
ZTI	WEST ZONE(Ujjain)
ZTI	EAST ZONE(Kolkatta)
Sub ZTI	EAST ZONE(Shillong)



Inauguration function at SRO, Karnal being the first office to go live on 07.09.2009, by the Central Provident Fund Commissioner in the presence of Addl. CPFC Haryana & Rajasthan and Addl. CPFC (Information Services).



Processing of member claims going on in the new application software and new working environment at SRO, Agra.

Chapter 3

INFORMATION SERVICES AND PROJECT DIVISION

Employee's Provident Fund Organisation

has been continuously striving to bring about improvements in its service delivery standards for its more than 5.87 crore members employed in over 6.15 lakhs establishments across the country.

3.2 Keeping in view rapid growth leading to huge volumes, a Computerization Project has been taken up to address challenges of providing efficient, accessible and timely services to subscribers and employers. The Project thus aims to facilitate an environment of transparency and responsiveness which are the essence of all e-governance projects.

3.3 The Project is being implemented in phases in collaboration with National Informatics Centre (NIC). A basic application software in the first phase of the Project has been developed. During the year, 28 offices have gone into full production environment on the new application system.

3.4 The commencement of implementation in the 28 offices is as under:-

S.No	Office	Implementation Date
1	Karnal	07.09.2009
2	Hyderabad	05.10.2009
3	Mangalore	07.10.2009
4	Indore	10.10.2009
5	Delhi North	10.10.2009
6	Nasik	14.12.2009
7	Jabalpur	14.12.2009
8	Thiruvananthapuram	18.12.2010
9	Dehradun	11.01.2010
10	Rourkela	12.01.2010

11	Ahmedabad	18.01.2010
12	Chennai	18.01.2010
13	Faridabad	03.02.2010
14	Kota	05.02.2010
15	Puducherry	08.02.2010
16	Agra	11.02.2010
17	Thane	26.02.2010
18	Jalpaiguri	15.03.2010
19	Shimla	15.03.2010
20	Chandigarh	17.03.2010
21	Ludhiana	17.03.2010
22	Nagpur	16.03.2010
23	Vatwa	18.03.2010
24	Siliguri	19.03.2010
25	Madurai	20.03.2010
26	Park Street, Kolkata	21.03.2010
27	Coimbatore	25.03.2010
28	Bhubaneswar	01.04.2010

3.5 The Computerization Project has been conceived with two distinct phases. The focus of the first phase is to develop and implement application software that provides best possible services to the provident fund members and also helps in creation of a strong local data base having features to update and improve existing data gradually. The second phase concentrates on consolidating services and **database at the central level for 'anytime-anywhere' services and to implement a double entry accounting system.**

3.6 On full implementation of the first phase, the Provident Fund members will be able to view their PF balances and status of their claims on internet. Similarly, the employers will get a facility to view the



compliance status of their establishments on internet. In the first phase of the Project the application software has 7 modules namely Data Migration, Establishment, Member, Claims, pension, payment and System Administration Module.

3.7 Steady progress has been achieved since the implementation of the first phase in 28 offices. The numbers of claims (all types) settled through the new system as on 31.03.2010 in these offices is more than 5.00 Lakhs and more than 4 lakhs cheques have been issued.

Functionalities in the new system

3.8 The application software in the first phase covers all the member and establishment focused services and include inter-alia, the following:

(a) All types of Claims settlements:

All types of claims preferred by members under the three schemes are processed under the new system viz. PF Claims, Advances, Pension related both withdrawal benefits and monthly pensions as well as those related to Death cases under EDLI Scheme.

(b) Annual Accounts preparation:

The preparation of annual statement of accounts with interest processing for the year is handled by the system. The process involves reconciliation of dues in respect of members and the remittances made by the employers.

(c) Cash Book preparation (receipt & payment):

Cash books for both the receipts and payments are prepared through the system.

(d) Member Profile management:

All the entries of member profile including family and nomination details under the three schemes are handled by the system.

(e) Establishment accounting:

The receipts of contributions, various returns submitted by the establishments are handled by the system.

(f) Member Enquiry (Claim status & Member Balance):

Enquiries on the status of claims and member balances are provided in the system. Presently the module is available and running in the local systems. Post wide area network in place, the information will be made available on the official website of EPFO.

Other Services Planned

3.9 Certain other services that would enhance quicker and more efficient services are also planned:-

(a) Member registration through website:

The member profile details are provided by members through their respective employers. **These details include member's** profile details like date of birth, date of joining etc. and include family members and nomination details. It is proposed to provide a web-based facility for member and employers to register their profile details with EPFO which would be used to facilitate various add on services at a later date in addition to creating a strong data base.

(b) Electronic submission of returns by employers:

A web based system for electronic submission of returns by employers is being contemplated.

(c) Payments through NEFT mode:

With application software it would be possible to electronically credit members/subscribers account in the shortest time. This would be a significant improvement over the current practice of issuing individual cheques that consumed avoidable man hours.



Training to field offices on Application Software

3.10 A comprehensive training exercise for the new application software was undertaken and Training was conducted by NATRSS and ZTIs. Initiatives were also taken by Regional Offices/Sub-Regional Offices of Bhubaneswar, Ahmedabad, Thiruvananthapuram, Bandra, Thane, Hyderabad, Indore, Delhi (North) and Mangalore. These centres also trained officials from neighbouring offices in addition to their own offices. A sizable number of personnel have been given training and the detail of the training at the designated training centres is as under:-

S.No	Designated training centres	No. of officials trained
1	ZTI, NZ	397
2	ZTI, EZ	728
3	ZTI, SZ	711
4	ZTI, WZ	447
5	RO, Thiruvananthapuram	440
6	RO, Thane	372

7	RO, Bhubaneswar	603
8	RO, Kanpur	134
9	RO, Delhi (North)	367
10	RO, Mangalore	270
11	RO, Hyderabad	270
12	RO, Ahmedabad	360
13	RO, Bandra	467
	Total	5566

3.11 In the next financial year many activities have been planned to realize the full benefit of the project. Implementation in the remaining offices is planned and several new initiatives outlined above are being taken to further improve the quality and efficiency of service in the first phase. The computerization project has received tremendous support and enthusiasm from the staff and officers in the 28 offices where it has been implemented. The same level of warmth and support is expected at the remaining offices and there is full confidence about its successful implementation at the other centers. Necessary steps for commencing the second phase of the Project in the next financial year will be initiated.



Chapter 4

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 Act is at present applicable to:

- (a) 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
- (b) Employing 20 or more persons.

Exclusion from Coverage

4.2 The Act does not apply:

- (a) to any establishment registered under Co-operative Societies Act, 1912(2 of 1912), or under any other law for the time being in force in any State relating to Co-operative Societies employing less than 50 persons and working without the aid of power.
- (b) to any other establishment belonging to or under the control of the Central Government or a State Government and whose employees are entitled to the benefit of Contributory provident fund or

old age pension in accordance with any scheme or rule framed by the Central Government or the State Government governing such benefits; or

- (c) to any other establishment set up under any Central, Provincial or State Act and whose employees are entitled to the benefits of contributory provident fund or old age pension in accordance with any scheme or rule framed under that Act governing such benefits.

Voluntary Coverage

4.3 An establishment which is not otherwise coverable under the Act, can be covered voluntarily with the mutual consent of the employer and the majority of its employees under Section 1(4) of the Act. As on 31st March 2010, the number of voluntarily covered establishments was **25223 - 4.10%** of total establishments. During the year 2009-10 additional **247** establishments were notified for voluntary coverage under the Act as against **291** establishments notified during the year 2008-09.

SCHEDULE OF INDUSTRIES / CLASSES OF ESTABLISHMENTS

4.4 Presently, 186 Industries / Classes of establishments are covered under the Employees' Provident Funds and Miscellaneous



Provisions Act, 1952. These include factories/ establishments engaged in Trading & Commercial activities and Service Sector of the economy.

4.5 The Schedule of industries to which the Act applies as on 31.03.2010 is given in **Annexure A-27**.

ELIGIBILITY FOR MEMBERSHIP OF THE SCHEME

4.6 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 have been liberalized in favour of the employee. Liberalization and growth that have taken place

by way of amendment to the Employees' Provident Fund Scheme, 1952 for enrolment to membership with regard to wage limit [Para 2(f)] and qualifying period of service (Para 26) are given below:

CHRONOLOGICAL ORDER OF THE CHANGE OF WAGE LIMIT UNDER EMPLOYEES' PROVIDENT FUNDS SCHEME, 1952 [Para 2(f)] FOR MEMBERSHIP	
Period	Wage limit per month
01.11.1952 to 31.05.1957	Rs. 300/-
01.06.1957 to 30.12.1962	Rs. 500/-
31.12.1962 to 10.12.1976	Rs. 1,000/-
11.12.1976 to 31.08.1985	Rs. 1,600/-
01.09.1985 to 31.10.1990	Rs. 2,500/-
01.11.1990 to 30.09.1994	Rs. 3,500/-
01.10.1994 to 31.05.2001	Rs. 5,000/-
01-06-2001 onwards	Rs. 6,500/-

QUALIFYING PERIOD OF SERVICE FOR ENROLLMENT TO THE MEMBERSHIP OF THE FUND (Para 26 OF THE E.P.F.SCHEME, 1952)	
From the inception of the EPF Scheme, in 1952 till 2nd Dec. 1971	Completion of one year's continuous service or has actually worked for not less than 240 days within a period of one year or less, whichever is earlier.
From 03.12.1971 to 09.08.1974	Completion of one year's continuous service or has actually worked for not less than 240 days within a period of one year or less or has been declared permanent in any such factory or other establishment, whichever is the earliest.
From 10.08.1974 to 30.01.1981	Completion of six months continuous service or has actually worked for not less than 120 days within a period of six months or less or has been declared permanent in any such factory or other establishment, whichever is the earliest.
From 31.01.1981 to 31.10.1990	Completion of three months continuous service or has actually worked for not less than 60 days within a period of three months or has been declared permanent in any such factory or other establishment, whichever is the earliest.
From 01.11.1990 onwards	From the date of joining the factory/ establishment



COVERAGE AND ENROLLMENT

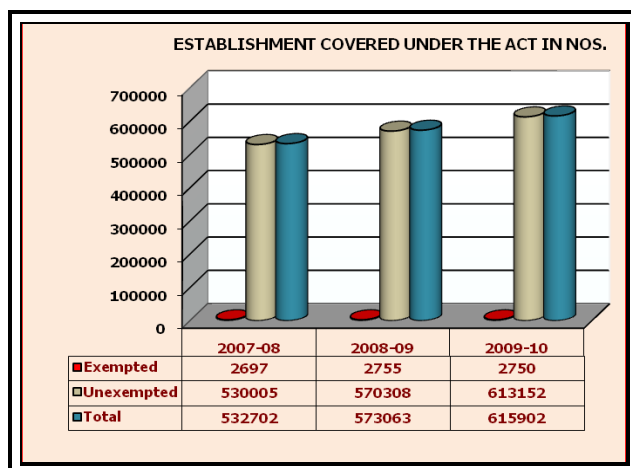
4.7 Zone-wise (Region-wise) position and concentration of establishments and members are given in **Table-1** and represented in **Graph 1(i)** and **1(ii)** below:-

TABLE-1								
REGION	Establishments				Membership			
	Unexempted	Exempted	Total	% of All India Total	Unexempted	Exempted	Total	% of All India Total
Dehradun	4770	35	4805	0.78%	511614	62390	574004	0.98%
Delhi (North)	20770	156	20926	3.40%	2416826	307235	2724061	4.63%
Delhi (South)	17956	87	18043	2.93%	2337003	99001	2436004	4.14%
ZO (DL & UK)	43496	278	43774	7.11%	5265443	468626	5734069	9.75%
Chandigarh	14951	10	14961	2.43%	1544098	9694	1553792	2.64%
Ludhiana	15294	25	15319	2.49%	1865583	31464	1897047	3.23%
Shimla	6432	86	6518	1.06%	196610	10555	207165	0.35%
ZO (PN & HP)	36677	121	36798	5.97%	3606291	51713	3658004	6.22%
Kanpur	20457	132	20589	3.34%	559613	125202	684815	1.16%
Meerut	20741	68	20809	3.38%	1049701	44860	1094561	1.86%
Patna	7534	96	7630	1.24%	261443	15865	277308	0.47%
ZO (UP & BR)	48732	296	49028	7.96%	1870757	185927	2056684	3.50%
Faridabad	17553	44	17597	2.86%	2389141	54518	2443659	4.16%
Gurgaon	12396	47	12443	2.02%	1534070	77140	1611210	2.74%
Jaipur	21551	49	21600	3.51%	1095439	136284	1231723	2.09%
ZO (HR & RJ)	51500	140	51640	8.38%	5018650	267942	5286592	8.99%
Ahmedabad	30219	58	30277	4.92%	1744962	102042	1847004	3.14%
Baroda	6824	19	6843	1.11%	449467	91028	540495	0.92%
Indore	17739	40	17779	2.89%	1962176	35560	1997736	3.40%
Surat	17273	21	17294	2.81%	755267	10485	765752	1.30%
ZO (GJ & MP)	72055	138	72193	11.72%	4911872	239115	5150987	8.76%
Kandivili	19475	65	19540	3.17%	1580744	80872	1661616	2.83%
Mumbai-I Bandra	21487	281	21768	3.53%	2294556	1085560	3380116	5.75%
Mumbai-II Thane	18627	75	18702	3.04%	1204047	121738	1325785	2.25%
Nagpur	15816	59	15875	2.58%	1030275	111678	1141953	1.94%
Pune	21862	101	21963	3.57%	2041823	168815	2210638	3.76%
Raipur	7183	40	7223	1.17%	330447	70832	401279	0.68%
ZO (MH & CG)	104450	621	105071	17.06%	8481892	1639495	10121387	17.21%
Bangalore	9835	44	9879	1.60%	1775410	200052	1975462	3.36%
Gulbarga	9392	28	9420	1.53%	387157	63984	451141	0.77%
Mangalore	10719	13	10732	1.74%	1360164	32531	1392695	2.37%
Panaji	3211	8	3219	0.52%	645850	14443	660293	1.12%
Peenya	11036	60	11096	1.80%	4030038	242790	4272828	7.27%

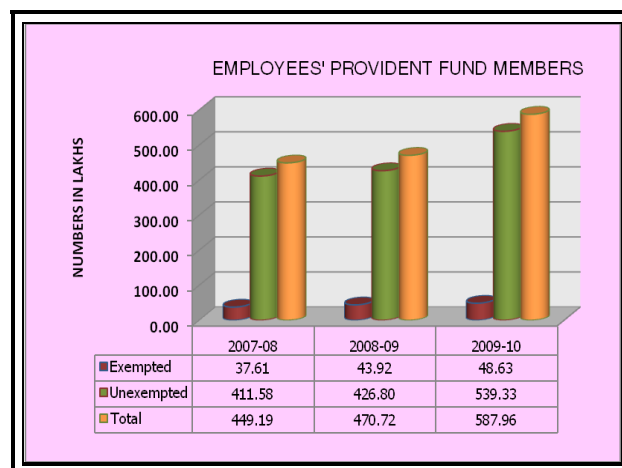


ZO (KN & Goa)	44193	153	44346	7.20%	8198619	553800	8752419	14.89%
Bhubaneswar	13512	99	13611	2.21%	629497	68755	698252	1.19%
Guntur	26495	46	26541	4.31%	855069	62848	917917	1.56%
Hyderabad	22119	47	22166	3.60%	1413082	222831	1635913	2.78%
Nizamabad	6616	9	6625	1.08%	636192	4149	640341	1.09%
ZO (AP & OR)	68742	201	68943	11.19%	3533840	358583	3892423	6.62%
Chennai	20667	68	20735	3.37%	2530051	181294	2711345	4.61%
Coimbatore	24715	29	24744	4.02%	2387824	59720	2447544	4.16%
Madurai	14896	14	14910	2.42%	1874854	14683	1889537	3.21%
Tambaram	10923	20	10943	1.78%	1034654	21535	1056189	1.80%
Thiruvananthapuram	17206	65	17271	2.80%	1759906	52398	1812304	3.08%
ZO (TN & KR)	88407	196	88603	14.39%	9587289	329630	9916919	16.87%
Guwahati (NER)	8471	17	8488	1.38%	338118	10360	348478	0.59%
Jalpaiguri	6739	9	6748	1.10%	861311	5093	866404	1.47%
Kolkata	30359	502	30861	5.01%	1453120	538233	1991353	3.39%
Ranchi	9331	78	9409	1.53%	805343	214583	1019926	1.73%
ZO (WB, NER & JH)	54900	606	55506	9.01%	3457892	768269	4226161	7.19%
All INDIA	613152	2750	615902	100.00%	53932545	4863100	58795645	100.00%

GRAPH -1(i)



GRAPH-1(ii)



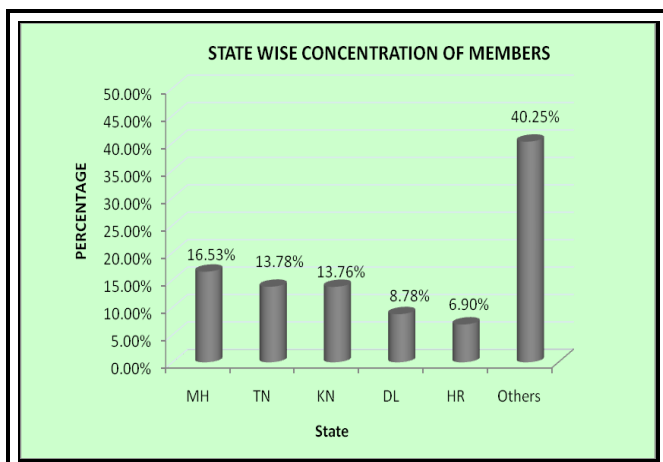
CONCENTRATION OF MEMBERS – STATE WISE

4.8 Maharashtra State followed by Tamil Nadu has the largest number of members. It may also be noted that **59.75 %** of the

members are concentrated in five states namely, Maharashtra, Tamil Nadu, Karnataka Delhi and Haryana. The list of the states in terms of concentration of members is indicated in **Table –2** and represented in **Graph-2** below:-



TABLE-2								
REGION	Establishments				Membership			
	Unexempted	Exempted	Total	% of All India Total	Unexempted	Exempted	Total	% of All India Total
Maharashtra	97267	581	97848	15.89%	8151445	1568663	9720108	16.53%
Tamil Nadu	71201	131	71332	11.58%	7827383	277232	8104615	13.78%
Karnataka	40982	145	41127	6.68%	7552769	539357	8092126	13.76%
Delhi	38726	243	38969	6.33%	4753829	406236	5160065	8.78%
Haryana	29949	91	30040	4.88%	3923211	131658	4054869	6.90%
Punjab	30245	35	30280	4.92%	3409681	41158	3450839	5.87%
Andhra Pradesh	55230	102	55332	8.98%	2904343	289828	3194171	5.43%
Gujrat	54316	98	54414	8.83%	2949696	203555	3153251	5.36%
West Bengal	37098	511	37609	6.11%	2314431	543326	2857757	4.86%
Madhya Pradesh	17739	40	17779	2.89%	1962176	35560	1997736	3.40%
Kerala	17206	65	17271	2.80%	1759906	52398	1812304	3.08%
Uttar Pradesh	41198	200	41398	6.72%	1609314	170062	1779376	3.03%
Rajasthan	21551	49	21600	3.51%	1095439	136284	1231723	2.09%
Jharkhand	9331	78	9409	1.53%	805343	214583	1019926	1.73%
Orissa	13512	99	13611	2.21%	629497	68755	698252	1.19%
Goa	3211	8	3219	0.52%	645850	14443	660293	1.12%
Uttarakhand	4770	35	4805	0.78%	511614	62390	574004	0.98%
Chhattisgarh	7183	40	7223	1.17%	330447	70832	401279	0.68%
North east region	8471	17	8488	1.38%	338118	10360	348478	0.59%
Bihar	7534	96	7630	1.24%	261443	15865	277308	0.47%
Himachal Pradesh	6432	86	6518	1.06%	196610	10555	207165	0.35%
Total	613152	2750	615902	100.00%	53932545	4863100	58795645	100.00%

GRAPH-2

CONCENTRATION OF MEMBERS-INDUSTRY-WISE

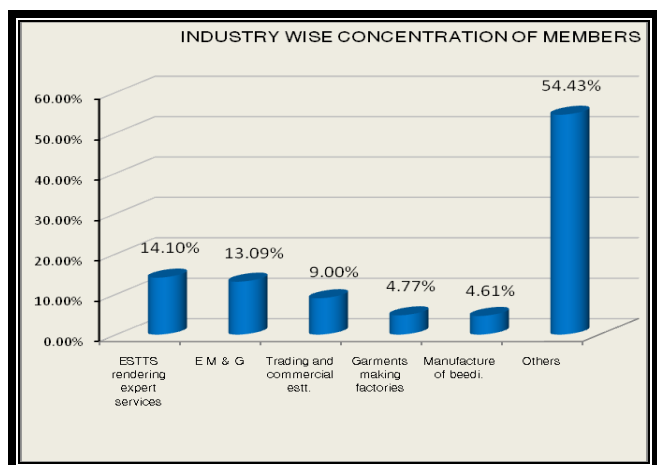
4.9 Out of the 186 Schedule of Industries/Classes of establishments to which the Act applies maximum percentage of members are concentrated in first eleven schedule industries indicated in **Table-3** accounting for 52.53% of the total establishments with 61.47% of the total membership as on 31-03-2010. These categories of industries have 10 lakh or more members as on 31-03-2010.



4.10 The first twenty-five industries/classes of establishments of the schedule of industries/classes of establishments in decreasing order of membership account for **74.75 %** of the total membership.

Concentration of establishments and members in these top 25 industries/ schedule of establishments is given in **Table – 3** and represented in **Graph-3** below:-

TABLE-3					
INDUSTRY WISE CONCERNTRATION OF ESTABLISHMENTS AND MEMBERS					
Sl No.	Industries	ESTABLISHMENTS		MEMBERS	
		TOTAL	% of Total	TOTAL	% of Total
1	ESTTS rendering expert services	60396	9.81%	8289186	14.10%
2	E M & G	64374	10.45%	7698293	13.09%
3	Trading and commercial estt.	66425	10.78%	5289683	9.00%
4	Garments making factories	10742	1.74%	2805104	4.77%
5	Manufacture of beedi.	6622	1.08%	2711170	4.61%
6	Engineers and Engineering Contractors	33839	5.49%	2250565	3.83%
7	Textiles	19697	3.20%	2034362	3.46%
8	Building and construction	19767	3.21%	1561855	2.66%
9	Heavy and Fine chemicals	10490	1.70%	1315424	2.24%
10	Irons and Steel	9129	1.48%	1090758	1.86%
11	Any School	22127	3.59%	1088328	1.85%
12	Road Motor Transport estt.	6403	1.04%	838995	1.43%
13	Rubber and rubber products	3722	0.60%	818628	1.39%
14	Any college	11700	1.90%	772640	1.31%
15	Hotels	11209	1.82%	765255	1.30%
16	hospitals	6759	1.10%	581823	0.99%
17	Electricity	3514	0.57%	554977	0.94%
18	Railways other than owned and controlled by Central or State Government	7018	1.14%	544133	0.93%
19	Paper	2230	0.36%	445751	0.76%
20	Factories engaged in winding of thread and yarn reeling	2542	0.41%	431265	0.73%
21	Leather and Leather products	4537	0.74%	418990	0.71%
22	Cashewnuts	2105	0.34%	416206	0.71%
23	Computers	3271	0.53%	415313	0.71%
24	Bank	2789	0.45%	411036	0.70%
25	Restaurants	6640	1.08%	400123	0.68%
Coverage of Top 25 Industries		398047	64.63%	43949863	74.75%
Rest of Industries		217855	35.37%	14845782	25.25%
Coverage in All Industries		615902	100.00%	58795645	100.00%

**GRAPH-3****STATUS NOTE ON BEEDI INDUSTRY**

4.11 Though the establishments engaged in manufacturing of Beedi were brought under the purview 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 the Act should be enforced only from the date of pronouncement of the Supreme Court Judgment. After protracted negotiations with the Beedi **Manufacturers' Association at the higher levels** it was later decided that:

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

- b) Management of the establishments to pay both shares of contributions for back period even if the same was not deducted from **employees' wages**.
- c) Regional P.F. Commissioners to determine the dues for home workers with reference to the records of the establishments.
- d) Arrears towards employer share of contribution shall be payable in 48 monthly installments. In deserving cases the periods of installments would be extended by another six months.

4.12 Subsequently the Government of India Ministry of Labour & Employment 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 Hon'ble Supreme Court of India** on the application of the provisions of the Act to Beedi Industry.

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

ZONE-WISE MEMBERSHIP IN BEEDI ESTABLISHMENTS - POSITION AS ON 31.03.2010

TABLE-4						
Region	ESTABLISHMENTS			MEMBERS		
	Unexempted	Exempted	Total	Unexempted	Exempted	Total
Dehradun	9	0	9	284	0	284
Delhi (North)	0	0	0	0	0	0



Delhi (South)	0	0	0	0	0	0
ZO (DL & UK)	9	0	9	284	0	284
Chandigarh	0	0	0	0	0	0
Ludhiana	0	0	0	0	0	0
Shimla	0	0	0	0	0	0
ZO (PN & HP)	0	0	0	0	0	0
Kanpur	10	0	10	586	0	586
Meerut	48	0	48	3605	0	3605
Patna	91	0	91	28883	0	28883
ZO (UP & BR)	149	0	149	33074	0	33074
Faridabad	0	0	0	0	0	0
Gurgaon	0	0	0	0	0	0
Jaipur	167	0	167	13015	0	13015
ZO (HR & RJ)	167	0	167	13015	0	13015
Ahmedabad	57	0	57	548	0	548
Baroda	0	0	0	0	0	0
Indore	46	0	46	5732	0	5732
Surat	0	0	0	0	0	0
ZO (GJ & MP)	103	0	103	6280	0	6280
Kandivili	0	0	0	0	0	0
Mumbai-I Bandra	5	0	5	102	0	102
Mumbai-II Thane	0	0	0	0	0	0
Nagpur	73	0	73	4745	0	4745
Pune	81	0	81	52616	0	52616
Raipur	47	0	47	11000	0	11000
ZO (MH & CG)	206	0	206	68463	0	68463
Bangalore	10	0	10	2079	0	2079
Gulbarga	76	0	76	3082	0	3082
Mangalore	182	0	182	703791	0	703791
Panaji	0	0	0	0	0	0
Peenya	34	0	34	8828	0	8828
ZO (KN & Goa)	302	0	302	717780	0	717780
Bhubaneswar	260	0	260	107179	0	107179
Guntur	143	0	143	11120	0	11120
Hyderabad	255	0	255	15460	0	15460
Nizamabad	300	0	300	466034	0	466034
ZO (AP & OR)	958	0	958	599793	0	599793
Chennai	517	0	517	11298	0	11298
Coimbatore	41	0	41	11270	0	11270
Madurai	509	0	509	586757	0	586757
Tambaram	1126	0	1126	99087	0	99087
Thiruvananthapuram	119	0	119	76984	0	76984
ZO (TN & KR)	2312	0	2312	785396	0	785396
Guwahati (NER)	20	0	20	2500	0	2500
Jalpaiguri	2218	0	2218	463359	0	463359
Kolkata	175	0	175	21166	0	21166
Ranchi	3	0	3	60	0	60
ZO (WB, NER & JH)	2416	0	2416	487085	0	487085
All INDIA	6622	0	6622	2711170	0	2711170



RATE OF CONTRIBUTION

4.14 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% on the aggregate wages except in respect of the following category of establishments where the rate is 10% on the aggregate wages on which contribution is payable:-

- 1) Any establishment in which less than twenty persons are employed;
- 2) 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

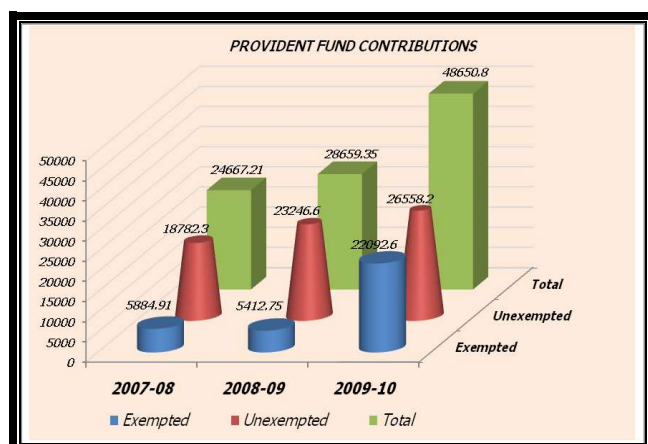
orders passed under sub-Section (2) of Section 17 of that Act or on the last date of implementation of the Scheme sanctioned under Section 18 of the Act;

- 3) 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 (3) “Cash loss” means loss as computed without providing for depreciation;
- 4) 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;

CONTRIBUTIONS RECEIVED

4.15 The details of Provident Fund contributions received during the last 3 years are furnished in **Table-5** and represented in **Graph-4** below:-

TABLE- 5						
PROVIDENT FUND CONTRIBUTIONS RECEIVED					(Rs. in Crores)	
Year	Exempted Sector	% Variation over Previous Year	Un-exempted Sector	% Variation over Previous Year	Total Contribution	% Variation over Previous Year
2007-08	5884.91	16.57	18782.30	30.31	24667.21	26.74
2008-09	5412.75	-8.02	23246.60	23.77	28659.35	16.18
2009-10	22092.60	308.16	26558.20	14.24	48650.80	69.76

**GRAPH-4**

ADMINISTRATIVE AND INSPECTION CHARGES

4.16 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 2009-10, **Rs. 1699.80 crores** have been collected as Administrative & Inspection Charges as against Rs. 1501.58 crores collected during 2008-09.

INVESTMENTS

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

Accordingly, the contributions received by the organization are invested as per the pattern of investment prescribed by the Central Government. The investment of funds by CBT, EPF are carried out on the advice of its Sub-Committee on Finance & Investment. Finance & Investment Committee a Sub-Committee of the Central Board of Trustees consisting of the representatives of Employers, Employees and Government representatives oversees the investment being done at present by State Bank of India as Portfolio Manager, watches timely investment of trust money with a view to realizing the optimum returns thereon and recommends rate of interest for the members of the fund.

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

(1) Employees' Provident Fund:

Total Investments as on : Rs. 1,42,977.39 Cr
31.03.09

Net addition in Investments : Rs. 25,303.98 Cr
at face value during the year

Total Investments as on : Rs. 1,68,281.37 Cr
31.03.2010

(2) Employees' Pension Fund:

Total Investments as on : Rs. 1,08,578.28 Cr
31.03.09

Net addition in Investments : Rs. 15212.15 Cr
at face value during the year

Total Investments as on : Rs. 1,23,790.43 Cr
31.03.2010

(3) Employees' Deposit Linked Insurance Fund:



Total Investments as on : Rs. 7,155.33 Cr
31.03.09

Net addition in Investments : Rs. 1,016.43 Cr
at face value during the year

Total Investments as on : Rs. 8,171.76 Cr
31.03.2010

account of advances, loans withdrawals and final settlements. 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 20.07.2003 and effective since 01.04.2003 is reproduced below:-

Pattern of Investment

4.19 The funds invested by CBT, EPF during the year comprise the net contributions received after adjusting the payments on

PATTERN OF INVESTMENT [Notification vide no.S.O.2126 published in Gazette of India Pt.II, Section 3(ii) issue No.30, dated 20.07.2003]		% of Amount to be invested
(i)	Central Government Securities as defined in Sec. 2 of the Public Debt Act, 1944 (18 of 1944); and /or units of such Mutual Funds which have been set up as dedicated Funds for investment in Government securities and which have been approved by the Securities and Exchange Board of India;	25%
(ii)	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	15%
(iii)	(a) Bonds/ Securities of 'Public Financial Institutions' as specified under Section 4(1) of the Companies Act; "Public Sector Companies" as defined in Section 2(36-A) of the Income Tax Act, 1961 including public sector banks; and /or (b) Short duration (less than a year) Term Deposit Receipts (TDR) issued by public sector banks	30%
(iv)	To be invested in any of the above three categories as decided by their Trustees.	30%
(v)	The Trusts, subject to their assessment of the risk – return prospects, may invest up to 1/3 rd 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 is depicted in **Tables – 6.**

TABLE – 6			
Category wise distribution of Investment in Different Schemes at face value as on 31.03.2010			
	Category of Investment	Amount invested (Rs. in crores)	%age
A.	Employees' Provident Fund		
1.	Central Govt. Securities.	40899.82	24.31%
2.	(a) State Govt.	25644.61	15.24%
	(b) Govt. Guaranteed Securities	2643.07	1.57%
3.	Special Deposit Scheme	52577.51	31.24%
4.	Public Sector Financial Institutions/Undertakings (including Private Sector bonds/securities).	46516.36	27.64%
TOTAL		168281.37	100.00%
B.	Employees' Pension Fund		
1.	Central Govt. Securities.	30503.13	24.64%
2.	(a) State Govt.	15028.70	12.14%
	(b) Govt. Guaranteed Securities	2934.70	2.37%
3.	Special Deposit Scheme	1,400.52	1.13%
4.	Public Sector Financial Institutions/Undertakings (including Private Sector bonds/securities).	28117.27	22.72%
5.	Public Account	45806.11	37.00%
TOTAL		123790.43	100.00%
C.	Employees' Deposit Linked Insurance Fund		
1.	Central Govt. Securities.	1143.84	14.00
2.	(a) State Govt.	694.04	8.49
	(b) Govt. Guaranteed Securities	109.80	1.34
3.	Special Deposit Scheme	2.50	0.03
4.	Public Sector Financial Institutions/Undertakings (including Private Sector bonds/securities).	1226.16	15.01
5.	Public Account	4995.42	61.13
TOTAL		8171.76	100.00%

4.21 The consolidated statement on category wise investment of corpus under different schemes at face value as on 31.03.2010 is

depicted in **Table-7** below and represented in **Graph-5.** The details of category-wise investment at Face value and Interest rate for



different schemes i.e., E.P.F., E.P.S. 1995 and E.D.L.I are also given in **Appendix A-24, A-**

25 and **A-26** respectively.

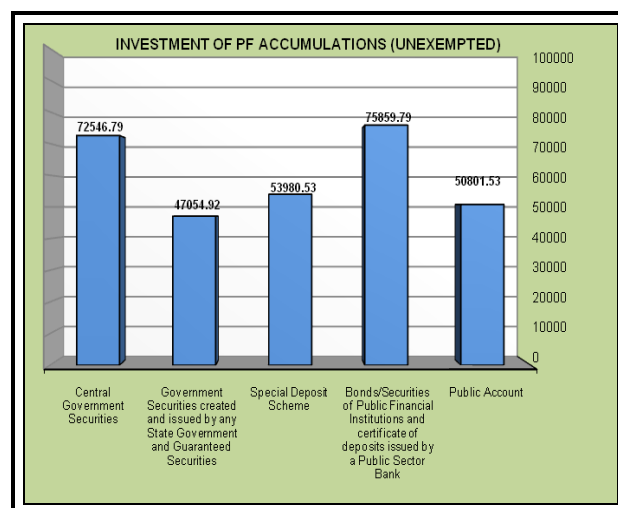
TABLE – 7						
Consolidated statement on category wise investment of corpus under different schemes at face value as on 31.03.2010 (Amount in Crores)						
Sl. No.	Category	Employees' Provident Fund	Employees' Pension Fund	Employees' Deposit Linked Insurance Fund	TOTAL	% age
1	Central Government Securities	40899.82	30503.13	1143.84	72546.79	24.16
2 a	State Government	25644.61	15028.70	694.04	41367.35	13.78
b	Government Guaranteed Securities	2643.07	2934.70	109.80	5687.57	1.89
3	Special Deposit Scheme	52577.51	1,400.52	2.50	53980.53	17.98
4	Public Sector Financial Institutions @	46516.36	28117.27	1226.16	75859.79	25.27
5	Public Account	--	45806.11	4995.42	50801.53	16.92
	Total	168281.37	123790.43	8171.76	300243.56	100.00

@(including Private Sector Bonds/Securities)

GRAPH-5

INVESTMENTS OF PROVIDENT FUND (UN-EXEMPTED SECTOR)

4.22 The total investment of Provident Fund accumulations in respect of un-exempted establishments under the three schemes as on 31.03.2010 amounted to **Rs. 168281.37 crores** at Face Value. The net investment made during the year was **Rs. 25303.98 crores** as against **Rs. 21473.69** crores during the previous year. The total investment of Provident Funds as on 31.03.2010 is represented in **Graph-5**.



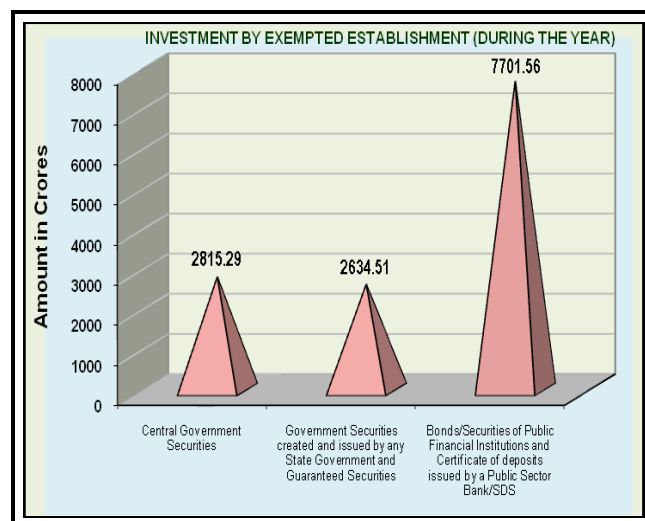


INVESTMENTS OF PROVIDENT FUND (EXEMPTED SECTOR)

4.23 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 31.03.2010 amounted to Rs. **100283.64** crores. The net investment during the year is Rs. **10155.61** crores as against Rs. 7536.50 crores during the previous year. Investment made during the year is given in **Table-8** and represented in **Graph-6** below:-

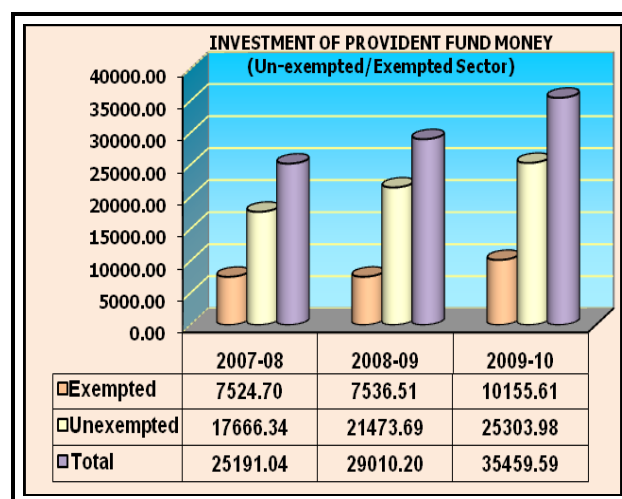
TABLE - 8	
INVESTMENTS MADE BY EXEMPTED ESTABLISHMENTS DURING 2009-10	
Category of Investment	Amount Invested (Rs. in Crores)
Central Government Securities	2815.29
Government Securities created and issued by any State Government and guaranteed securities	2634.51
Bonds/ Securities of Public Financial Institutions and Certificate of deposits issued by a Public Sector Bank/SDS	7701.56
TOTAL GROSS INVESTMENT	13151.36
LESS: Redemption	2995.74
TOTAL NET INVESTMENT	10155.61

GRAPH-6



4.24 The total net investment of Provident Fund accumulations in respect of both exempted and un-exempted establishments amount to **Rs. 35459.59 crores** during 2009-10 as against Rs. 29010.20 crores during the previous year. The investments are represented in **Graph-7** below:-

GRAPH-7





RATE OF INTEREST TO MEMBERS

4.25 As per the Provisions contained in Paragraph 60(1) of Employees' Provident Fund Scheme, 1952 EPF Organization is required to credit interest on the balance available in the accounts of the EPF members at such rate as may be determined by the Central Government in consultation with the Central Board of Trustees. During the year 2009-10, on the recommendation of the Central Board of Trustees, the Central Government has declared the rate of interest of 8.5 % per annum on monthly running balances to be credited to the members accounts. The interest rate declared in last three years is given in **Table 9**.

TABLE - 9	
Year	% Rate of Interest Declared
2007-08	8.50% on monthly running balance declared on 11.07.2008.
2008-09	8.50% on monthly running balance declared on 09.06.2009.
2009-10	8.50% on monthly running balance declared on 09.02.2010.

ARREAR MANAGEMENT (PROVIDENT FUND SCHEME – UNEXEMPTED SECTOR)

4.26 The details of the arrears under the Employees' Provident Fund and other dues during the period 2009-10 are given in **Table-10**.

TABLE-10									
ASSESSED ARREARS UNDER EPF SCHEME IN UNEXEMPTED SECTOR (RS. In Lakhs)									
Regions	WORKLOAD			COLLECTION MADE			CLOSING BALANCE		
	EPF Dues	EPF Admn. & Insp Charges	Total	EPF Dues	EPF Admn. & Insp Charges	Total	EPF Dues	EPF Admn. & Insp Charges	Total
Dehradun	2687.32	133.97	2821.29	400.44	57.47	457.91	2286.88	76.50	2363.38
Delhi (North)	2858.40	201.07	3059.47	436.55	30.64	467.19	2421.85	170.43	2592.28
Delhi (South)	1188.88	55.75	1244.63	166.79	16.20	182.99	1022.09	39.55	1061.64
ZO (DL & UK)	6734.60	390.79	7125.39	1003.78	104.31	1108.09	5730.82	286.48	6017.30
Chandigarh	3355.55	512.90	3868.45	641.15	51.79	692.94	2714.40	461.11	3175.51
Ludhiana	2622.64	201.51	2824.15	800.25	41.60	841.85	1822.39	159.91	1982.30
Shimla	562.61	39.30	601.91	206.97	8.23	215.20	355.64	31.07	386.71
ZO (PN & HP)	6540.80	753.71	7294.51	1648.37	101.62	1749.99	4892.43	652.09	5544.52
Kanpur	8617.88	604.95	9222.83	1181.84	82.96	1264.80	7436.04	521.99	7958.03
Meerut	3105.15	308.77	3413.92	825.52	74.99	900.51	2279.63	233.78	2513.41
Patna	4222.91	244.84	4467.75	755.20	48.14	803.34	3467.71	196.70	3664.41
ZO (UP & BR)	15945.94	1158.56	17104.50	2762.56	206.09	2968.65	13183.38	952.47	14135.85
Faridabad	2927.16	221.86	3149.02	509.60	38.48	548.08	2417.56	183.38	2600.94
Gurgaon	1635.64	115.60	1751.24	550.52	38.64	589.16	1085.12	76.96	1162.08
Jaipur	5308.63	350.53	5659.16	3394.09	227.25	3621.34	1914.54	123.28	2037.82
ZO (HR & RJ)	9871.43	687.99	10559.42	4454.21	304.37	4758.58	5417.22	383.62	5800.84
Ahmedabad	4191.54	414.79	4606.33	1756.36	142.58	1898.94	2435.18	272.21	2707.39
Baroda	965.37	84.46	1049.83	435.60	30.56	466.16	529.77	53.90	583.67



Indore	13071.15	992.72	14063.87	2144.75	205.66	2350.41	10926.40	787.06	11713.46
Surat	2744.66	233.22	2977.88	1125.08	79.88	1204.96	1619.58	153.34	1772.92
ZO (GJ & MP)	20972.72	1725.19	22697.91	5461.79	458.68	5920.47	15510.93	1266.51	16777.44
Kandivili	4808.31	432.22	5240.53	1454.61	95.32	1549.93	3353.70	336.90	3690.60
Mumbai-I Bandra	7674.74	1278.29	8953.03	774.75	39.76	814.51	6899.99	1238.53	8138.52
Mumbai-II Thane	2720.14	184.45	2904.59	592.25	101.13	693.38	2127.89	83.32	2211.21
Nagpur	9531.73	638.66	10170.39	994.66	97.38	1092.04	8537.07	541.28	9078.35
Pune	6961.33	547.25	7508.58	2048.16	121.09	2169.25	4913.17	426.16	5339.33
Raipur	2119.24	88.37	2207.61	376.92	38.79	415.71	1742.32	49.58	1791.90
ZO (MH & CG)	33815.49	3169.24	36984.73	6241.35	493.47	6734.82	27574.14	2675.77	30249.91
Bangalore	9174.29	754.52	9928.81	6280.32	369.45	6649.77	2893.97	385.07	3279.04
Gulbarga	2020.03	151.38	2171.41	752.26	48.27	800.53	1267.77	103.11	1370.88
Mangalore	1935.56	148.85	2084.41	652.07	56.03	708.10	1283.49	92.82	1376.31
Panaji	542.83	40.07	582.90	257.53	14.69	272.22	285.30	25.38	310.68
Peenya	3044.38	95.65	3140.03	1772.06	55.67	1827.73	1272.32	39.98	1312.30
ZO (KN & Goa)	16717.09	1190.47	17907.56	9714.24	544.11	10258.35	7002.85	646.36	7649.21
Bhubaneswar	11704.27	950.20	12654.47	1467.59	107.88	1575.47	10236.68	842.32	11079.00
Guntur	5578.84	393.70	5972.54	1996.54	138.83	2135.37	3582.30	254.87	3837.17
Hyderabad	6122.28	483.73	6606.01	3368.69	194.47	3563.16	2753.59	289.26	3042.85
Nizamabad	1430.89	90.46	1521.35	538.51	38.25	576.76	892.38	52.21	944.59
ZO (AP & OR)	24836.28	1918.09	26754.37	7371.33	479.43	7850.76	17464.95	1438.66	18903.61
Chennai	5347.45	376.57	5724.02	3483.01	224.28	3707.29	1864.44	152.29	2016.73
Coimbatore	9037.92	813.63	9851.55	1555.12	91.69	1646.81	7482.80	721.94	8204.74
Madurai	5855.08	370.60	6225.68	1760.08	132.04	1892.12	4095.00	238.56	4333.56
Tambaram	3164.89	209.58	3374.47	1583.50	102.89	1686.39	1581.39	106.69	1688.08
Thiruvananthapuram	12398.33	1004.37	13402.70	3089.85	258.11	3347.96	9308.48	746.26	10054.74
ZO (TN & KR)	35803.67	2774.75	38578.42	11471.56	809.01	12280.57	24332.11	1965.74	26297.85
Guwahati (NER)	1788.99	180.78	1969.77	503.47	39.02	542.49	1285.52	141.76	1427.28
Jalpaiguri	4941.96	388.18	5330.14	2162.67	151.05	2313.72	2779.29	237.13	3016.42
Kolkata	7155.89	285.56	7441.45	1338.15	81.53	1419.68	5817.74	204.03	6021.77
Ranchi	1553.80	147.43	1701.23	440.03	30.88	470.91	1113.77	116.55	1230.32
ZO (WB, NER & JH)	15440.64	1001.95	16442.59	4444.32	302.48	4746.80	10996.32	699.47	11695.79
ALL INDIA	186678.66	14770.74	201449.40	54573.51	3803.57	58377.08	132105.15	10967.17	143072.32

NOTE : The Arrears include 7Q, 14B

BIFURCATION OF ARREARS (ALL SCHEMES)

4.27 Bifurcation of arrears for all schemes with reference to Public, Private and Cooperative Sector is given in **Table- 11.**



TABLE-11				
BIFURCATION OF DEMAND IN PUBLIC, PRIVATE AND COOPERATIVE SECTOR (ALL SCHEMES) (RS. In Lakhs)				
Regions	Public Sector	Private Sector	Cooperative Sector	Total Demand
Dehradun	2829.31	999.79	0.00	3829.10
Delhi (North)	0.00	3961.78	0.00	3961.78
Delhi (South)	0.00	1322.63	0.00	1322.63
ZO (DL & UK)	2829.31	6284.20	0.00	9113.51
Chandigarh	1579.89	2819.20	90.25	4489.34
Ludhiana	128.83	3050.68	22.47	3201.98
Shimla	22.70	712.26	8.02	742.98
ZO (PN & HP)	1731.42	6582.14	120.74	8434.30
Kanpur	1535.04	9771.28	846.63	12152.95
Meerut	539.16	3164.92	0.00	3704.08
Patna	2756.65	2525.56	36.78	5318.99
ZO (UP & BR)	4830.85	15461.76	883.41	21176.02
Faridabad	1104.75	2983.62	0.00	4088.37
Gurgaon	0.00	1780.32	0.00	1780.32
Jaipur	164.29	3104.34	42.54	3311.17
ZO (HR & RJ)	1269.04	7868.28	42.54	9179.86
Ahmedabad	4808.49	3001.76	0.00	7810.25
Baroda	0.00	1026.51	0.00	1026.51
Indore	12604.08	6113.30	0.00	18717.38
Surat	0.00	2851.21	0.00	2851.21
ZO (GJ & MP)	17412.57	12992.78	0.00	30405.35
Kandivili	72.99	2912.86	2831.54	5817.39
Mumbai-I Bandra	8916.73	3092.14	0.00	12008.87
Mumbai-II Thane	0.00	3466.88	0.00	3466.88
Nagpur	894.21	9325.90	3738.34	13958.45
Pune	0.00	7844.20	926.15	8770.35
Raipur	1665.35	1115.22	27.30	2807.87
ZO (MH & CG)	11549.28	27757.19	7523.33	46829.81
Bangalore	2842.59	1897.71	0.00	4740.30
Gulbarga	48.73	1873.13	342.52	2264.38
Mangalore	297.50	1900.33	1.32	2199.15
Panaji	64.00	448.29	0.00	512.29
Peenya	0.00	1998.63	0.00	1998.63
ZO (KN & Goa)	3252.82	8118.09	343.84	11714.75



Bhubaneswar	13556.12	4380.39	112.11	18048.62
Guntur	869.84	5034.08	149.43	6053.35
Hyderabad	330.78	4901.73	0.00	5232.51
Nizamabad	157.07	1308.45	0.00	1465.52
ZO (AP & OR)	14913.81	15624.65	261.54	30800.00
Chennai	59.22	3083.65	5.95	3148.82
Coimbatore	430.46	11247.21	918.02	12595.69
Madurai	130.15	6650.17	520.94	7301.26
Tamaram	104.94	2469.33	29.85	2604.12
Thiruvananthapuram	2356.33	12748.17	970.00	16074.50
ZO (TN & KR)	3081.10	36198.53	2444.76	41724.39
Guwahati (NER)	1089.39	982.40	209.77	2281.56
Jalpaiguri	503.01	4772.78	6.41	5282.20
Kolkata	2401.78	5444.42	28.28	7874.48
Ranchi	0.00	2265.14	127.79	2392.93
ZO (WB, NER & JH)	3994.18	13464.74	372.25	17831.17
All INDIA	64864.38	150352.36	11992.41	227209.16

NOTE : The Arrears include 7Q, 14B and Administration Charges

4.28 Out of the total 78619 defaulting establishments in the un-exempted sector, 75710 establishments belong to the Private Sector, 1040 establishments belong to the Public Sector and 1869 establishments fall under the Cooperative Sector. In terms of amount, out of the total arrears of Rs. 2272.09 crores, Private Sector accounts for Rs. 1503.52 crores, Public Sector accounts for Rs. 648.64 crores and Cooperative Sector accounts for Rs. 119.93 crores.

STATUS OF ARREARS (ALL SCHEMES)

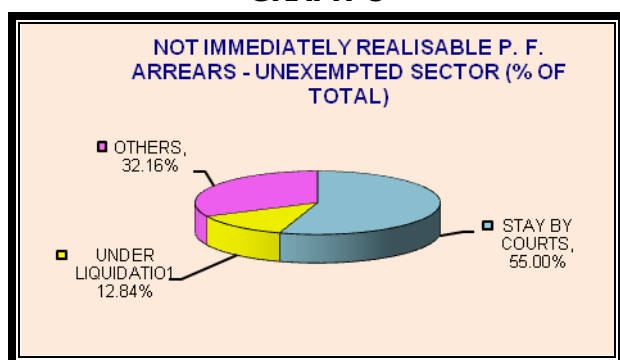
4.29 Out of the total arrears of Rs. 2272.09 crores an amount of Rs. 1811.13 crores fall under not immediately realizable category and Rs. 460.96 crores are realizable through mandated recovery proceedings. The arrears falling under not immediately realizable category could not be recovered over the years due to various reasons such as:-

- 1) Amount disputed in courts/Tribunal.
- 2) Establishments having gone into liquidation.
- 3) Recovery action barred by the Acts of Central/State Governments/Sanction of Installments.
- 4) Establishments in respect of which Rehabilitation Scheme had been sanctioned by the BIFR.

4.30 Not immediately realizable amount accounts for 79.71% 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** and represented in **Graph-8** below:-

**TABLE - 12**

Status of not immediately realisable arrears	Number of cases	Amount involved (Rs. in crores)	% of Total
Stay by Courts	5472	996.23	55.00 %
Under Liquidation	979	232.48	12.84%
Others	15068	582.42	32.16%
TOTAL	21519	1811.13	100.00 %

GRAPH-8

4.31 The summary of Unexempted establishments which were in default of Provident Fund dues of Rs. 50 lakh and above as on 31.03.2010 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 (ALL SCHEMES)

4.32 The total arrears include an amount of Rs. 65.74 crores on account of administration and inspection charges (exclusive of Penal Damages and Interest levied on it) and Rs 1113.66 crores on account of Penal damages levied and interest.

ACTION TAKEN TO ARREST THE DEFAULT

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

- Assessment of dues under Section 7A of the Act.
- Demand of Interest under Section 7Q of the Act.
- Levy of Damages under Section 14B for belated remittances.
- Recovery measures under Section 8 of the Act/Provisions of the Second and Third Schedules to Income Tax Act, 1961.
- Prosecution cases under Section 14 of the Act.
- Filing FIR under Section 406/409 of the IPC filed with the Police in respect of **Employees' share in default**.
- Filing applications under Section 110 Cr. P.C 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. The status of initiation and disposal of assessment cases, zone-wise, is given in **Table -13**.

TABLE-13

Initiation and Disposal of Assessment Cases under Section 7A of the Act During 2009-10

Region	Cases for disposal as on 01.04.2009	Cases initiated during the year	Total Workload	Cases disposed by issue of final orders	Disposal in terms of %	Cases pending as on 31.03.2010



Dehradun	230	77	307	49	15.96%	258
Delhi (North)*	407	784	1191	550	46.18%	641
Delhi (South)*	217	176	393	184	46.82%	209
ZO (DL & UK)	854	1037	1891	783	41.41%	1108
Chandigarh	385	584	969	614	63.36%	355
Ludhiana	638	533	1171	599	51.15%	572
Shimla	146	313	459	267	58.17%	192
ZO (PN & HP)	1169	1430	2599	1480	56.94%	1119
Kanpur	921	757	1678	672	40.05%	1006
Meerut	479	569	1048	481	45.90%	567
Patna	636	299	935	167	17.86%	768
ZO (UP & BR)	2036	1625	3661	1320	36.06%	2341
Faridabad	346	850	1196	595	49.75%	601
Gurgaon	161	904	1065	571	53.62%	494
Jaipur	951	1200	2151	1055	49.05%	1096
ZO (HR & RJ)	1458	2954	4412	2221	50.34%	2191
Ahmedabad*	898	966	1864	1049	56.28%	815
Baroda	81	264	345	164	47.54%	181
Indore	1006	1322	2328	1095	47.04%	1233
Surat	893	319	1212	489	40.35%	723
ZO (GJ & MP)	2878	2871	5749	2797	48.65%	2952
Kandivili	320	342	662	184	27.79%	478
Mumbai-I Bandra	230	179	409	32	7.82%	377
Mumbai-II Thane	817	211	1028	343	33.37%	685
Nagpur	489	835	1324	626	47.28%	698
Pune	1264	285	1549	463	29.89%	1086
Raipur	65	104	169	114	67.46%	55
ZO (MH & CG)	3185	1956	5141	1762	34.27%	3379
Bangalore	152	364	516	282	54.65%	234
Gulbarga	326	700	1026	555	54.09%	471
Mangalore	226	684	910	546	60.00%	364
Panaji	45	168	213	117	54.93%	96
Peenya	230	412	642	389	60.59%	253
ZO (KN & Goa)	979	2328	3307	1889	57.12%	1418
Bhubaneswar	790	436	1226	385	31.40%	841
Guntur	1020	1223	2243	1377	61.39%	866
Hyderabad	662	793	1455	734	50.45%	721
Nizamabad	243	513	756	480	63.49%	276



ZO (AP & OR)	2715	2965	5680	2976	52.39%	2704
Chennai	212	2181	2393	2149	89.80%	244
Coimbatore	351	2088	2439	1897	77.78%	542
Madurai	223	2594	2817	2501	88.78%	316
Tambaram	456	992	1448	1056	72.93%	392
Thiruvananthapuram	338	2572	2910	2508	86.19%	402
ZO (TN & KR)	1580	10427	12007	10111	84.21%	1896
Guwahati (NER)	539	399	938	434	46.27%	504
Jalpaiguri	260	444	704	313	44.46%	391
Kolkata	1110	317	1427	368	25.79%	1059
Ranchi	361	576	937	492	52.51%	445
ZO (WB, NER & JH)	2270	1736	4006	1607	40.11%	2399
All INDIA	19124	29329	48453	26946	55.61%	21507

* Delhi (North), Delhi (South) and Ahmedabad has revised the OB

The Periodicity of the Pending Section 7A Cases		
	2008-09	2009-10
Less than Six Months	9785	10503
Six Months to One Year	4377	4244
One Year to Three years	5633	4538
Over Three Years	1190	2222
Total	20985	21507

(b) Action taken under Section 7Q of the Act: The interest on belated remittances payable by the employer is determined under the provisions of Section

7Q of the Act. The status of interest levied and collected during the year is given in **Table-14.**

TABLE-14				
INTEREST ACCRUED ON DUES UNDER SECTION 7Q OF THE ACT (Rs. In Lakhs)				
REGION	Total Workload	Collection made during the year	% Of Collection made	Closing Balance as on 31.03.2010
Dehradun	572.55	226.40	39.54%	346.15
Delhi (North)	212.29	58.41	27.51%	153.88
Delhi (South)	171.41	42.42	24.75%	128.99
ZO (DL & UK)	956.25	327.23	34.22%	629.02
Chandigarh	177.45	79.65	44.89%	97.80
Ludhiana	709.60	171.86	24.22%	537.74
Shimla	6.39	6.31	98.75%	0.08
ZO (PN & HP)	893.44	257.82	28.86%	635.62
Kanpur	2614.29	310.53	11.88%	2303.76
Meerut	238.53	80.15	33.60%	158.38
Patna	1403.41	383.66	27.34%	1019.75



ZO (UP & BR)	4256.23	774.34	18.19%	3481.89
Faridabad	1126.24	67.85	6.02%	1058.39
Gurgaon	188.75	65.15	34.52%	123.60
Jaipur	523.89	73.82	14.09%	450.07
ZO (HR & RJ)	1838.88	206.82	11.25%	1632.06
Ahmedabad*	1727.68	953.91	55.21%	773.77
Baroda	144.63	27.55	19.05%	117.08
Indore	1673.60	328.44	19.62%	1345.16
Surat	348.42	79.14	22.71%	269.28
ZO (GJ & MP)	3894.33	1389.04	35.67%	2505.29
Kandivili	470.79	76.68	16.29%	394.11
Mumbai-I Bandra	3537.80	1204.06	34.03%	2333.74
Mumbai-II Thane	334.66	115.80	34.60%	218.86
Nagpur	2254.28	107.45	4.77%	2146.83
Pune	2269.84	596.98	26.30%	1672.86
Raipur	294.54	37.01	12.57%	257.53
ZO (MH & CG)	9161.91	2137.98	23.34%	7023.93
Bangalore	190.06	23.64	12.44%	166.42
Gulbarga	356.40	178.19	50.00%	178.21
Mangalore	335.25	178.41	53.22%	156.84
Panaji	49.43	26.47	53.55%	22.96
Peenya	308.52	61.64	19.98%	246.88
ZO (KN & Goa)	1239.66	468.35	37.78%	771.31
Bhubaneshwar	5581.43	505.73	9.06%	5075.70
Guntur	886.40	195.33	22.04%	691.07
Hyderabad	625.55	259.41	41.47%	366.14
Nizamabad	384.86	89.87	23.35%	294.99
ZO (AP & OR)	7478.24	1050.34	14.05%	6427.90
Chennai	518.44	130.39	25.15%	388.05
Coimbatore	1425.68	98.25	6.89%	1327.43
Madurai	896.23	167.95	18.74%	728.28
Tambaram	334.92	72.35	21.60%	262.57
Thiruvananthapuram	1585.44	402.53	25.39%	1182.91
ZO (TN & KR)	4760.71	871.47	18.31%	3889.24
Guwahati (NER)	566.75	133.08	23.48%	433.67
Jalpaiguri	725.87	136.83	18.85%	589.04
Kolkata	940.27	337.48	35.89%	602.79
Ranchi	650.53	248.37	38.18%	402.16
ZO (WB, NER & JH)	2883.42	855.76	29.68%	2027.66
All INDIA	37363.07	8339.15	22.32%	29023.92

(c) Action taken under Section 14B of the Act (Levy of damages) : Total amount due for realization as on 31.03.2010 was **Rs. 906.97 crores**. Out of this **Rs. 83.55 crores** were recovered. Region-wise details of penal damages imposed collected and outstanding at the end of the year are given in **Appendix A- 7**.

(d) Action taken under Section 8 of the EPF Scheme, 1952 read with section 14 of the Act. During the year 71952 recovery certificates involving an amount of Rs. 1663.36 crores were pending for execution. Out of these **15645** certificates were executed and an amount of **Rs. 178.15 crores** recovered. The region-wise data of certificates issued executed



and pending at the end of the year is given at **Appendix A- 8.**

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

(f) Action taken under Section 406/409 of IPC: 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. Region-wise data of the cases filed before the Police, the detail of challans filed by the Police in Courts and Complaints directly filed in Courts and details of their disposal with pendency of I P C cases are given at **Appendix-A-12(i)** and **Appendix-A-12(ii).**

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

4.34 During the year 2009-10 a sum of **Rs. 158.96 crores** was recovered by invoking the provision for attachment and sale of properties of defaulting establishments.

Table - 15			
STATUS OF ATTACHMENT OF PROPERTY/ ARREST OF DEFAULTERS – UNEXEMPTED SECTOR (Rs. in crores)			
S.No	Mode of Actions	No. of Cases	Amount Recovered
1	Bank Accounts Attached	14865	119.08
2	Movable Property Attached	158	21.54

3	Immovable Property Attached	175	8.35
4	Arrest of Defaulters	22	0.31
5	Public Auctions made of: (i) Movable Property (ii) Immovable Property	12 4	9.12 0.56
TOTAL		15236	158.96

4.35 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

4.36 During the year vigorous efforts and coercive actions were taken against the defaulting jute establishments. The amount of dues in default as on 31.03.2010 was Rs. 140.89 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 31.03.2010				
I.	(1)	No. of Jute Mills in West Bengal	67	
	(2)	No. of Employees (in lakhs)	1.96	
	(3)	No. of Complying Establishments	29	
	(4)	No. of Jute Mills in Default	38	
	(5)	Amount in Default (Rs. in crores)	140.89	
II.	Classification of Default		No. of Estts.	Amount in Default (Rs. in crores)
a)	(1)	Under Liquidation	1	5.48
	(2)	Under Litigation	27	114.47
	(3)	Under BIFR	7	20.08
	(4)	Others	3	0.86
		Total	38	140.89
Classification of Default – Industry wise				
b)	(1)	State Public Sector Undertaking	1	13.82
	(2)	Central Public Sector	5	15.79
	(3)	Cooperative Sector	0	0.00
	(4)	Private Sector	32	111.28
		Total	38	140.89
Classification of Default – Realisable/Unrealisable				
c)	(1)	Realizable dues	3	2.51
	(2)	Unrealizable dues	35	138.38
		Total	38	140.89

4.37 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 defaulting establishments including the jute industry in excess of Rs. 1 Crore are given in **Appendix A-4** (Un-exempted dues) and **Appendix A-6** (Exempted dues).

SERVICE TO THE MEMBERS

Settlement of Provident Fund Claims

4.38 During the year under report **36.61 lakhs** claims were settled and a sum of **Rs. 10937.26 crores** was authorized for payment

as against Rs. 10038.57 crores in respect of 34.73 lakhs claims settled during the previous year.

4.39 At the close of the year **2.71** lakhs claims were pending representing 5.78% of workload.

4.40 The Region-wise break-up of disposal of workload in the area of provident fund claims is given in **Appendix A-13**.

Transfer of Provident Fund Accounts

4.41 During the year under report transfers were affected in respect of **3.17 lakhs** members as against 2.80 lakhs members during the previous year.



4.42 **89949** transfer applications representing **12.26 %** of workload were pending with various Regions as on 31.03.2010 as against 76587 applications pending at the end of the previous year. The Region-wise details are given at **Appendix A-14**.

Partial Withdrawals

4.43 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. A total number of **2.87** lakh Partial Withdrawal Claims were settled during the year. The Region-wise details are given at **Appendix A-15**.

Withdrawal for Housing Purposes

4.44 During the year **61976** members availed withdrawal for the purpose of house construction and were paid a sum of **Rs. 544.22 crores**. As compared to this in the previous year 67857 members availed themselves of Rs. 539.86 crores as housing finance assistance from the provident fund account. The number of members who have availed housing loans during the last 3 years is indicated in **Table -17**.

TABLE - 17		
HOUSE BUILDING ADVANCE GRANTED TO MEMBERS		
Year	No. of Members Granted Advance	Amount Disbursed (Rs. in Crores)
2007-08	70934	484.23

2008-09	67857	539.86
2009-10	61976	544.22

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.

TABLE 18			
Settlement of Claims Within 30 days			
Work Area	Number of Claims Settled (in lakhs)	Number of Claims Settled within 30 days (in lakhs)	% of Claims settled within 30 days
Provident Fund (Final Settlement) Claims	36.61	21.77	59.47 %
Partial Withdrawals	2.87	2.45	85.35 %
Transfer Cases	3.17	1.67	52.66%
Total	42.65	25.89	60.70%

Issue of Annual Statement of Accounts

4.46 During the year under review **653.54** lakhs annual statement of accounts were issued as against 584.93 lakhs annual statement of accounts during the previous year. The detail of last three years in respect of issue of annual statement of accounts is given in **Table – 19**.

TABLE - 19			
ANNUAL STATEMENT OF ACCOUNTS TO MEMBERS (In lakhs)			
Year	Workload	Statements	Statements



		Issued	Pending
2007-08	755.02	393.83	361.19
2008-09	1011.15	584.93	426.22
2009-10	1127.08	653.54	473.54

4.47 At the end of the year **473.54 lakhs** annual statement of accounts were pending for issue as against 426.22 lakhs statements at the end of the previous year. The Region-wise details relating to workload issued and pendency is given in **Appendix A-18**.

4.48 For improving the service, Organisation has already introduced the new application software developed in the first phase of the computerisation in its 28 offices. With the new application software, the claims settlement will improve bringing down the pendency in the offices.

APPEALS PENDING BEFORE HON'BLE SUPREME COURT OF INDIA

4.49 The workload before the Hon'ble Supreme Court for the year 2009-10 was 143 cases out of which 36 cases were decided leaving a pendency of 107 cases as on 31.03.2010.

OTHER COURT CASES

4.50 The workload before various High courts and other courts for the year 2009-10 is depicted in **Table-20** below: -

TABLE - 20			
	Workload during the year	Settled	Pendency
High Courts	11500	2687	8813
District Courts	14225	946	13279
NCDRC	124	47	77
State Commissions	945	248	697
District Consumer Forums	3650	754	2896
EPFAT	4894	770	4124



28th meeting of the Sub-Committee on Exempted Trusts being presided over by Shri Sankar Saha, Member, CBT, Employees representative on 17.08.2009 at Mumbai. Addl. CPFC, Maharashtra & Goa and Addl. CPFC (Compliance) are also seen.



Two days Workshop for employers in Exempted Trusts at NATRSS, New Delhi in March 2010.



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 favorable 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. "Appropriate Government" means, the Central Government in relation to an establishment belonging to, or under the control of, the Central Government or in relation to, an establishment connected with a railway company, a major port, a mine or an oil-field or a controlled industry or in relation to an establishment having departments or branches in more than one state and in relation to any other establishment the State Government. 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 enables 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.

5.4 The main functions of the committee are to:-

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



- During the year 2009-10 the Committee conducted two (02) meetings.

EXEMPTED ESTABLISHMENTS AND MEMBERS

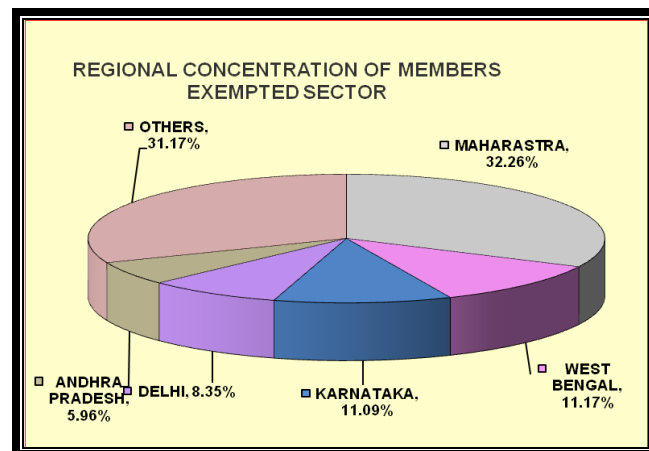
5.5 **2750** establishments are enjoying exemption as on 31.3.2010, as against 2755 establishments at the end of the previous year. 48,63,100 members are serviced by these exempted establishments as against 43,91,706 members during the previous year. Region-wise coverage of members is given in **Table – 1** of **Chapter 4**.

STATE WISE CONCENTRATION OF ESTABLISHMENTS & MEMBERS

5.6 Exempted Establishments and members are concentrated mainly in five states namely Maharashtra, West Bengal, Karnataka, Delhi and Andhra Pradesh. These five states constitute **57.53 %** of the total exempted establishments and **68.83 %** of the total membership of the exempted sector as stated in **Table-1** and represented in **Graph-1** below:

Table -1					
CONCENTRATION OF ESTABLISHMENTS & MEMBERS IN EXEMPTED SECTOR (AS ON 31.03.2010)					
States		Establishments		Members	
		No.'s	% of Total	No.'s	% of Total
1.	Maharashtra	581	21.13%	1568663	32.26%
2.	West Bengal	511	18.58%	543326	11.17%
3.	Karnataka	145	5.27%	539357	11.09%
4.	Delhi	243	8.84%	406236	8.35%
5.	Andhra Pradesh	102	3.71%	289828	5.96%
Sub-Total		1582	57.53%	3347410	68.83%
Rest of the States		1168	42.47%	1515690	31.17%
Total Strength of 40 Regions		2750	100.00 %	4863100	100.00 %

GRAPH -1



CONTRIBUTIONS RECEIVED IN EXEMPTED SECTOR

5.7 An amount of **Rs. 22092.60 crores** were collected by the employers as contributions during the year as against Rs. 5412.75 crores during the previous year.

INSPECTION CHARGES

5.8 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.

INVESTMENTS

5.9 The exempted establishments are required to follow the same pattern of investment as prescribed for the statutory fund. During the year, at the gross level investments amounted to Rs. **13151.36** crores as against Rs. **10743.25** crores during the previous year. Out of the total gross investment of Rs. **13151.36** crores, investment by way of redemption proceeds was Rs. **2995.74** crores. Thus, the net investment during 2009-10 was



Rs. **10155.61** crores. The details of investments are given in **Table -8** of **Chapter-4**.

ARREARS IN THE EXEMPTED SECTOR

5.10 The employers of exempted establishments are required to transfer the Provident Fund contributions [Both 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 31.03.2010 is given in **Table – 2** below:-

Table – 2			
Total Arrears in Exempted Sector (Rs. In lakh)			
Region	Total Workload	Realized During the Year	Closing Balance (as on 31.03.2010)
Dehradun	2513.53	4.23	2509.30
Delhi (North)	2181.50	40.34	2141.16
Delhi (South)	2162.86	1761.46	401.40
ZO (DL & UK)	6857.89	1806.03	5051.86
Chandigarh	199.07	79.63	119.44
Ludhiana	76.16	0.00	76.16
Shimla	0.00	0.00	0.00
ZO (PN & HP)	275.23	79.63	195.60
Kanpur	7412.83	2999.78	4413.05
Meerut	265.08	10.77	254.31
Patna	691.81	140.70	551.11
ZO (UP & BR)	8369.72	3151.25	5218.47
Faridabad	765.88	131.72	634.16
Gurgaon	10.81	0.00	10.81
Jaipur	2077.30	1488.64	588.66
ZO (HR & RJ)	2853.99	1620.36	1233.63
Ahmedabad	23578.39	19373.31	4205.08

Baroda	71.79	41.26	30.53
Indore	6200.22	1565.51	4634.71
Surat	194.30	15.34	178.96
ZO (GJ & MP)	30044.70	20995.42	9049.28
Kandivili	0.00	0.00	0.00
Mumbai-I Bandra	2516.69	0.00	2516.69
Mumbai-II Thane	565.59	240.13	325.46
Nagpur	1706.61	0.00	1706.61
Pune	1501.68	96.08	1405.60
Raipur	27.31	0.00	27.31
ZO (MH & CG)	6317.88	336.21	5981.67
Bangalore	1219.13	122.91	1096.22
Gulbarga	56.25	56.25	0.00
Mangalore	72.77	0.00	72.77
Panaji	0.00	0.00	0.00
Peenya	6710.27	1371.31	5338.96
ZO (KN & Goa)	8058.42	1550.47	6507.95
Bhubaneswar	1040.27	135.92	904.35
Guntur	368.08	123.48	244.60
Hyderabad	2357.44	1391.89	965.55
Nizamabad	0.07	0.00	0.07
ZO (AP & OR)	3765.86	1651.29	2114.57
Chennai	1701.51	6.67	1694.84
Coimbatore	46.34	2.64	43.70
Madurai	78.66	31.48	47.18
Tambaram	94.18	89.62	4.56
Thiruvananthapuram	875.05	66.78	808.27
ZO (TN & KR)	2795.74	197.19	2598.55
Guwahati (NER)	0.00	0.00	0.00
Jalpaiguri	136.36	13.63	122.73
Kolkata	19282.45	2848.85	16433.60
Ranchi	10641.35	44.01	10597.34
ZO (WB, NER & JH)	30060.16	2906.49	27153.67
All INDIA	99399.59	34294.34	65105.25

5.11 Out of an arrear of Rs. **993.99** crores, an amount of **Rs. 342.94 crores** was recovered leaving a balance of Rs. **651.05** crores.



5.12 The major portion of arrears of exempted establishments is in the State of West Bengal amounting to Rs. **165.56** crores followed by the State of Jharkhand amounting

to Rs. **105.97** crores and Karnataka amounting to Rs. **65.08** crores together representing **51.71%** of the total arrears as depicted in **Table-3** below:-

Table -3				
Arrears in Exempted Sector				(Rs. in Lakhs)
Region	Total Workload	Realised during the Year	Closing Balance as on 31. 03.2010	Percentage of Total
West Bengal	19418.81	2862.48	16556.33	25.43%
Jharkhand	10641.35	44.01	10597.34	16.28%
Karnataka	8058.42	1550.47	6507.95	10.00%
Sub-Total	38118.58	4456.96	33661.62	51.71%
Rest of the States	61281.01	29837.38	31443.63	48.29%
Total Arrears	99399.59	34294.34	65105.25	100.00%

BIFURCATION OF ARREARS – PUBLIC AND PRIVATE SECTOR ESTABLISHMENTS

5.13 Out of the total **440** defaulting establishments under the exempted sector, **324** establishments belong to the Private Sector and **116** establishments fall under the

Public Sector. In terms of amount, out of the total default of Rs. **651.05** crores, Private Sector accounts for Rs. **229.11** crores and public sector **Rs. 421.94** crores. The region-wise default position of exempted establishments both in public and private sector is given below in **Table -4:-**

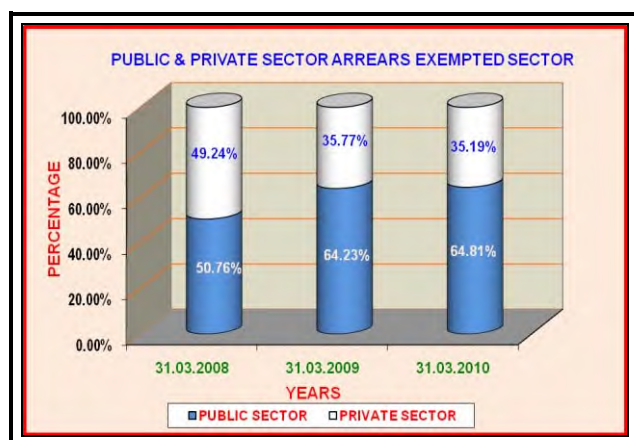
Table - 4						
Bifurcation of Arrears in Public and Private Sector						
Region	Public Sector		Private Sector		Total	
	No. of Defaulting Estt	Amount (Rs. In Lakhs)	No. of Defaulting Estt	Amount (Rs. In Lakhs)	No. of Defaulting Estt	Amount (Rs. In Lakhs)
Dehradun	4	1290.86	0	1218.44	4	2509.30
Delhi (North)	2	1841.23	11	299.93	13	2141.16
Delhi (South)	1	401.40	0	0.00	1	401.40
ZO (DL &UK)	7	3533.49	11	1518.37	18	5051.86
Chandigarh	0	0.00	0	119.44	0	119.44
Ludhiana	0	0.00	1	76.16	1	76.16
Shimla	0	0.00	0	0.00	0	0.00
ZO (PN & HP)	0	0.00	1	195.60	1	195.60
Kanpur	8	3345.86	26	1067.19	34	4413.05
Meerut	1	124.75	8	129.56	9	254.31



Patna	9	311.59	12	239.52	21	551.11
ZO (UP & BR)	18	3782.20	46	1436.27	64	5218.47
Faridabad	2	418.07	3	216.09	5	634.16
Gurgaon	0	0.00	1	10.81	1	10.81
Jaipur	5	585.69	2	2.97	7	588.66
ZO (HR & RJ)	7	1003.76	6	229.87	13	1233.63
Ahmedabad	4	4197.15	1	7.93	5	4205.08
Baroda	1	9.61	2	20.92	3	30.53
Indore	9	4126.53	5	508.18	14	4634.71
Surat	0	0.00	5	178.96	5	178.96
ZO (GJ & MP)	14	8333.29	13	715.99	27	9049.28
Kandivili	0	0.00	0	0.00	0	0.00
Mumbai-I Bandra	2	1521.68	15	995.01	17	2516.69
Mumbai-II Thane	0	0.00	6	325.46	6	325.46
Nagpur	1	1100.98	10	605.63	11	1706.61
Pune	2	1116.18	2	289.42	4	1405.60
Raipur	1	27.31	0	0.00	1	27.31
ZO (MH & CG)	6	3766.15	33	2215.52	39	5981.67
Bangalore	18	1096.22	0	0.00	18	1096.22
Gulbarga	0	0.00	0	0.00	0	0.00
Mangalore	1	3.14	2	69.63	3	72.77
Panaji	0	0.00	0	0.00	0	0.00
Peenya	2	5338.96	0	0.00	2	5338.96
ZO (KN & Goa)	21	6438.32	2	69.63	23	6507.95
Bhubaneswar	3	822.21	9	82.14	12	904.35
Guntur	7	228.57	3	16.03	10	244.60
Hyderabad	4	774.20	1	191.35	5	965.55
Nizamabad	1	0.07	0	0.00	1	0.07
ZO (AP & OR)	15	1825.05	13	289.52	28	2114.57
Chennai	5	1528.70	13	166.14	18	1694.84
Coimbatore	0	0.00	10	43.70	10	43.70
Madurai	0	0.00	5	47.18	5	47.18
Tambaram	2	4.56	0	0.00	2	4.56
Thiruvananthapuram	9	157.30	19	650.97	28	808.27
ZO (TN & KR)	16	1690.56	47	907.99	63	2598.55
Guwahati (NER)	0	0.00	0	0.00	0	0.00
Jalpaiguri	0	0.00	2	122.73	2	122.73
Kolkata	9	2546.59	144	13887.01	153	16433.60
Ranchi	3	9274.79	6	1322.55	9	10597.34
ZO (WB, NER & JH)	12	11821.38	152	15332.29	164	27153.67
All INDIA	116	42194.20	324	22911.05	440	65105.25

5.14 Again, **26.36** % of the total establishments belong to Public Sector which accounts for **64.81** % of the total arrears in the

exempted sector as depicted in **Graph-2** below:-

**GRAPH -2****STATUS OF ARREARS**

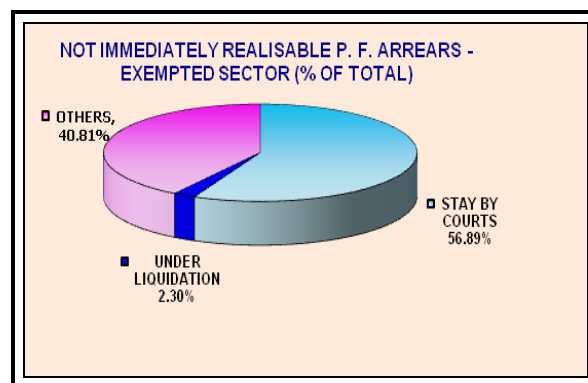
5.15 Out of the total default of **Rs. 651.05** crores, an amount of **Rs. 562.22** crores fall under not immediately realisable category leaving a balance of **Rs. 88.83** crores realisable through recovery and penal actions under the Act. The arrears falling under the not immediately realisable category could not be recovered over the year due to various reasons, such as, its recovery being –

- Amount Disputed in courts,
- Factories having gone into liquidation,
- Recovery barred by the Acts of Central/State Governments,
- Factories declared sick by the Board of Industrial & Financial Reconstruction or factories in respect of which a Rehabilitation Scheme had been sanctioned by or is under formulation/consideration of the BIFR.

5.16 Not immediately realisable amount accounts for **86.36** % of the arrears demand. Break-up indicating the reason and category of default falling in not immediately realisable category is given in **Table – 5** below and **Graph-3** below:-

Table – 5

Status of not immediately realisable arrears	No. of cases	Amount involved (Rs. in crores)	% of Total
a) Stay by Courts	140	319.84	56.89%
b) Under Liquidation	35	12.93	2.30%
c) Others	197	229.45	40.81%
TOTAL	372	562.22	100.00%

GRAPH -3

5.17 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 31.3.2010 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.

UN-INVESTED FUNDS

5.18 The Board of Trustees are required to make investment of funds within a period of two weeks from the date of receipt of money into the trust account. At the end of the year, there were **1474** exempted trusts, which had an



amount of Rs. **1537.31** crores with them as remaining un-invested. The region-wise data on the amounts lying with the Boards of Trustees of the exempted establishments uninvested as on 31.3.2010 is given in **Table – 6**.

TABLE-6		
Amount remaining un-invested at the end of the year (As on 31.03.2010)		
REGION	No. of Establishments	Amount (in lakhs)
Dehradun	21	3063.24
Delhi (North)	184	11873.91
Delhi (South)	0	0
ZO (DL & UK)	205	14937.15
Chandigarh	0	0
Ludhiana	0	0
Shimla	6	327.86
ZO (PN & HP)	6	327.86
Kanpur	28	557.12
Meerut	6	61.19
Patna	20	172.17
ZO (UP & BR)	54	790.48
Faridabad	1	0
Gurgaon	0	0
Jaipur	16	1132.98
ZO (HR & RJ)	17	1132.98
Ahmedabad	22	3504.45
Baroda	21	4324
Indore	10	902.69
Surat	20	45.26
ZO (GJ & MP)	73	8776.4
Kandivili	13	844.65
Mumbai-I Bandra	281	16745.46
Mumbai-II Thane	242	1768.56
Nagpur	0	0
Pune	0	0
Raipur	4	2106.95
ZO (MH & CG)	540	21465.62
Bangalore	19	1028.09
Gulbarga	4	127.47
Mangalore	4	77.18
Panaji	8	51.04
Peenya	0	0
ZO (KN & Goa)	35	1283.78
Bhubaneshwar	22	1516.66
Guntur	13	867.31
Hyderabad	12	620.85

Nizamabad	0	0
ZO (AP & OR)	47	3004.82
Chennai	0	0
Coimbatore	29	2885.36
Madurai	14	478.65
Tambaram	35	2127.25
Thiruvananthapuram	19	416.7
ZO (TN & KR)	97	5907.96
Guwahati (NER)	0	0
Jalpaiguri	3	147.27
Kolkata	342	14143.23
Ranchi	55	81813.88
ZO (WB, NER & JH)	400	96104.38
All INDIA	1474	153731.43

ACTION TAKEN AGAINST DEFAULTERS

5.19 During the year 2009-10, in order to liquidate the arrears, **12** prosecutions under Section 14 of the Act were filed. Besides this, **20** 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

5.20 During the year 2009-10, a sum of **Rs. 1821.08** crores was recovered through various modes from defaulters in exempted sector as given in **Table- 7** below:-



TABLE – 7			
STATUS OF ARREST & ATTACHMENT OF PROPERTY ON ACCOUNT OF DEFAULT- EXEMPTED SECTOR (in crores)			
S. No.	Mode of Actions	No. of Cases	Amount Recovered
1	Bank Accounts Attached	50	1809.34
2	Movable Property Attached	0	0
3	Immovable Property Attached	1	11.74
4	Arrest of Defaulters	0	0
TOTAL		51	1821.08

RATE OF INTEREST

5.21 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 **2750** exempted establishments, **621** establishments did not declare the rate of interest. The broad pattern of interest rate declared by the remaining 2129 establishments is given in **Table – 8** below:-

Table - 8		
RATE OF INTEREST ALLOWED TO MEMBERS - EXEMPTED ESTABLISHMENTS		
	Establishments	Members
Higher than the Statutory Rate	112	302780
Equal to the Statutory rate of 8.5%	2001	3782085
Less than the Statutory rate	16	38141
TOTAL	2129	4123006

SERVICE TO THE MEMBERS

Settlement of Provident Fund Claims

5.22 The details of claims settled by the exempted establishments in respect of their members are given in **Table-9** below:-

TABLE-9			
PROVIDENT FUND CLAIMS SETTLED – EXEMPTED ESTABLISHMENTS			
S.No	Category	Cases	Amount (Rs. in Lakh)
1.	Death Cases	6295	21631.97
2.	Resignation/ Termination	163857	90197.20
3.	Retrenchment	6149	13009.25
4.	Superannuation	42012	290649.33
5.	Permanent Invalidation	1205	2524.96
6.	Dismissal	1886	3345.44
7.	Migration	4358	14781.75
8.	Others	28564	30708.79
TOTAL		254326	466848.69

Advances/Partial Withdrawal

5.23 The details of advances sanctioned to the members by the exempted establishments during the year are given in **Table-10** below:-

TABLE –10			
S.No	Category	Cases	Amount (Rs. in Lakh)
1.	Financing LIC Policy	7895	2463.19
2.	Housing Advance	71920	110650.81
3.	During Temporary Closure	13768	9222.28
4.	Illness of member/family member	109791	38062.10
5.	Member's own marriage	51108	53221.03
6.	90% withdrawal prior to retirement	9724	32105.67
7.	Others	85402	70542.52
TOTAL		349608	316267.60



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

5.24 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. "

5.25 Subsequently, the above mentioned deadline of 31st March 2007 had been extended by the Government of India to 31st March 2008 and further to 31st March, 2009 to allow maximum trusts to avail the benefits of IT exemption.

5.26 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 or any of the provisions of any scheme referred to in the Section."

5.27 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 4th 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 176th meeting of the Central Board of Trustees (EPF) held on 07.11.2006. The Board had approved the proposal.

5.28 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:-

- i. 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 Regional Provident Fund Commissioners.

- ii. All RPFCs of the Regional and Sub-Regional Offices of EPFO across the country have been advised to place special emphasis on processing the exemption application in the manner keeping in mind the minimum conditionalities only.
- iii. A special drive has been launched to dispose of all the pending exemption applications.
- iv. Exemption applications are being processed expeditiously and forwarded to the appropriate Government. Even where applications are found deficient, all efforts

are made to get the defects removed quickly by the applicant and process the applications.

- v. 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 a fresh application from the company and process the application in a time bound manner.

5.29 The process of exemption has been made simple, rational, requiring less **documentation and is matched with EPFO's** concern for a better and hassle-free service to the applicant employers and organizations.



French delegation led Mr. Hocquet Jean Yuves , Director, visited EPFO Headquarters for negotiations on Social Security Agreement in February 2010. Seen also are Shri Abhay Kumar Singh, FA & CAO and Shri S.D. Xavier, Under Secretary, Ministry of Labour & Employment and other officers from EPFO and Ministry of Overseas Indian Affairs.

Chapter 6

EMPLOYEES' PENSION SCHEME 1995

INTRODUCTION & ADMINISTRATION

Employees' Pension Scheme, 1995 came into effect from 16th November, 1995. On introduction of the Employees' Pension Scheme, 1995, the erstwhile Employees Family Pension Scheme, 1971 ceased to operate and all the assets and liabilities of the old scheme 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 at the rate of **8.33% of the employer's share of Provident Fund contribution**. The Central Government contributes at the rate of 1.16% of the wages 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.

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 as on 15.11.1995 who did not opt for joining the erstwhile Employees' Family Pension Scheme, 1971 shall have option to join the EPS, 1995 as per the provisions.

6.3 The Pension Scheme although effective from 16.11.1995 has a provision for retrospective application from 1.4.1993 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 1-4-1993 and 16-11-1995 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, 1995 provides the following benefits to the members and their families:

- (i) Member Pension
- (ii) Disablement pension
- (iii) Widow / widower pension
- (iv) Children pension
- (v) Orphan Pension
- (vi) Disabled Children/orphan pension
- (vii) Nominee Pension.
- (viii) Pension to dependent father/mother.
- (ix) Withdrawal benefit

6.5 On a comparison, under the Employees' Family Pension Scheme, 1971, only widow/widower pension was payable that too in case of 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 on retirement or disablement pension on leaving the service, the employee was entitled to withdrawal benefit only.

ELIGIBILITY

6.6 Superannuation/early pension under the **Employees' Pension Scheme, 1995** is 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 4% (w.e.f. 26.9.2008) for every year falling short of 58 years. No member pension is payable before attaining the age of 50 years. However, no such age or minimum eligibility service criteria 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 at the time of exit.

6.9 Those members having service prior to 16-11-1995, shall have the added benefit of past service pension for the period of their membership under the erstwhile Employees' Family Pension Scheme, 1971 as per values of the table provided in Paragraph 12 (3) of the Employees Pension Scheme, 1995.

ADMINISTRATIVE SET UP

6.10 For implementing Employees' Pension Scheme, 1995 processes have been designed to provide prompt and trouble free service to the pension fund members and pensioners. In all field offices Pension branch has been created 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. The software, **Computerized Employees' Pension Scheme** is in operation in all field offices in the legacy environment. In 28 offices where the computerisation has been completed, the new application software has taken up the matter of processing the pension claims under EPS-1995. As a result all functions like processing of pension claims, pension calculation, PPO (Pension Payment Order) generation, disbursement and reconciliation, generation of Management Information System reports and monitoring are computerized. For disbursement of monthly pension and other benefits, the Regional Offices have entered into arrangement with Nationalized and Commercial Banks etc., a list of which is given in **Table-1** below. Centralized arrangements have also been made with HDFC Bank, ICICI Bank, Axis Bank and Post offices to disburse pension and other benefits all over India.

TABLE-1		
LIST OF DISBURSING AGENCIES UNDER EMPLOYEES' PENSION SCHEME' 1995		
1	Andhra Pradesh (Hyderabad and Guntur)	Andhra Bank Indian Bank State Bank of India
2.	Bihar	Bank of India Punjab National Bank Syndicate Bank
3	Chandigarh, Chhattisgarh, Haryana, Himachal Pradesh, Ludhiana, N.E.R, Uttarakhand and Uttar Pradesh	Punjab National Bank (Except NER) State Bank of India
4.	Delhi (North & South)	Indian Bank Punjab National Bank State Bank of India
5	Goa	Bank of India State Bank of India
6.	Gujarat (Ahmedabad and Vadodara)	Dena 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 Vijaya 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 Bank of Maharashtra (for Mumbai -I) Indian Bank
11	Madhya Pradesh	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
16.	West Bengal (Jalpaiguri)	Punjab National Bank State Bank of India UCO Bank United Bank of India

PENSION IMPLEMENTATION COMMITTEE

6.11 The Executive Committee of the CBT constituted a sub-committee designated as 'Pension Implementation Committee' to review the functioning of the Employees' Pension Scheme, 1995. The Committee consists of Chairman (Additional Secretary, Ministry of Labour & Employment), 3 employers' representatives, 3 employees' representatives and Central Provident Fund Commissioner as member. The Committee considers all important suggestions/proposals for amendment/improvement in the Employees' Pension Scheme, 1995. The Committee has held 27 meetings so far.

MEMBERS ENROLLED

6.12 The net addition during the year was **14602537** members. The details of enrollment of members are given in **Table –2** and **Graph-1**.

TABLE –2	
ENROLMENT OF PENSION SCHEME MEMBERS	
	Members
As on 31.03.2008	40585860
As on 31.03.2009	44782788
As on 31.03.2010	59385325
Net addition over previous Year	14602537

GRAPH -1

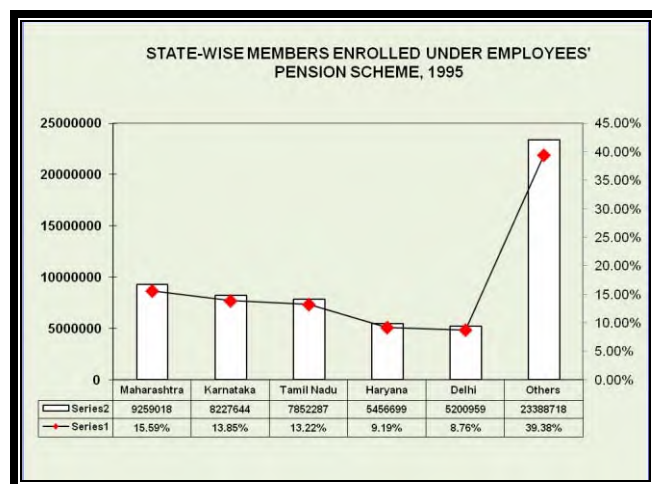


6.13 The State-wise membership of Employees' Pension Scheme as on 31.03.2010,

in the decreasing order of membership is given in **Table –3** and **Graph -2** below.

TABLE - 3			
STATE WISE MEMBERSHIP UNDER EMPLOYEES' PENSION SCHEME, 1995			
Sl. No	State	Number of Members	Percentage
1	Maharashtra	9259018	15.59%
2	Karnataka	8227644	13.85%
3	Tamil Nadu	7852287	13.22%
4	Haryana	5456699	9.19%
5	Delhi	5200959	8.76%
6	Punjab	3317475	5.59%
7	West Bengal	3197588	5.38%
8	Andhra Pradesh	2753531	4.64%
9	Gujarat	2700003	4.55%
10	Rajasthan	2606560	4.39%
11	Madhya Pradesh	1963715	3.31%
12	Kerala	1590273	2.68%
13	Uttar Pradesh	1317958	2.22%
14	Jharkhand	905567	1.52%
15	Goa	660293	1.11%
16	Orissa	619172	1.04%
17	Uttarakhand	574646	0.97%
18	Chhattisgarh	366082	0.62%
19	North East Region	365643	0.62%
20	Bihar	287639	0.48%
21	Himachal Pradesh	162573	0.27%
22	Total	59385325	100.00%

GRAPH -2



CONTRIBUTION RECEIVED

6.14 During the year 2009-10, **Rs. 10924.52 crores** were received as Pension Fund contributions. Out of this **Rs. 9930.52 crores** was Employers' share and **Rs. 994.00 crores** was contribution of the Central Government.

PENSION FUND

6.15 The ceased Employees' Family Pension Scheme, 1971 mandated 1.16% of pay from employers and equivalent contribution by employees to Family Pension Fund. The accumulations 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 31.03.2010 the corpus (Securities + Public Account) stands at **Rs. 123790.43 crores**.

6.16 Following table shows the position relating to contributions received, corpus and total pensioners year-wise commencing from 2007-08 during last three year:-

TABLE - 4			
Year	Contributions received during the year (Including Govt.Share)	Corpus (Rs. in crores)	No. of pensioners (including EFPS, 1971)-Cumulative
2007-08	9012.46	94101.42	2952622
2008-09	10487.78	108578.28	3246131
2009-10	10924.52	123790.43	3510006

INVESTMENT OF PENSION FUND

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

- (1) 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.
- (2) Other accretions to the Pension Fund shall be invested as per pattern prescribed by the Central Government from time to time.

6.18 The investment of Pension Fund during the year 2009-10 and total corpus of Pension Fund as on 31.03.2010 are given in the **Tables – 5 & 6 :-**

TABLE – 5	
TOTAL CORPUS OF PENSION FUND (Rs. in Crores)	
Net Investment in Securities as on 31.03.2009	67365.11
Add: Net Investment during the year	10619.21
Net Investment in Securities as on 31.03.2010	77984.32
Deposit in Public Account as on 31.03.2009	41213.17
Add: Government contribution	994.00
Add: Interest received during the year	3598.94
Balance in Public Account as on 31.03.2010	45806.11
Total Corpus (Securities + Public Account) as on 31.03.2010	123790.43

TABLE-6			
Category wise investments of the Pension Fund			
1.	Central Govt. Securities.	30503.13	24.64%
2.	(a) State Govt.	15028.70	12.14%
	(b) Govt. Guaranteed Securities	2934.70	2.37%
3.	Special Deposit Scheme	1,400.52	1.13%
4.	Public Sector Financial Institutions/Undertakings (including Private Sector bonds/securities).	28117.27	22.72%
5.	Public Account	45806.11	37.00%
TOTAL		123790.43	100.00%

ARREAR MANAGEMENT (PENSION FUND UNEXEMPTED SECTOR)

6.19 The total workload for the year 2009-10 for recovery was **Rs. 1038.75 crores** out of which **Rs. 260.84 crores** has been recovered through recovery action leaving behind outstanding arrears of **Rs. 777.91 crores**.

6.20 The region wise position of the arrears under the Employees' Pension Fund and other dues during the period 2009-10 is given in **Table-7**

TABLE-7			
ASSESSED ARREARS UNDER EPS' 95 IN UNEXEMPTED SECTOR (Rs. In Lakhs)			
Regions	Workload	Collection Made	Closing Balance
Dehradun	1460.15	206.04	1254.11
Delhi (North)	1522.63	232.05	1290.58
Delhi (South)	338.29	96.92	241.37
ZO (DL &UK)	3321.07	535.01	2786.06
Chandigarh	1422.36	209.06	1213.3
Ludhiana	1336.14	237.95	1098.19

Shimla	390.21	69.35	320.86
ZO (PN & HP)	3148.71	516.36	2632.35
Kanpur	4581.16	628.24	3952.92
Meerut	1339.73	284.16	1055.57
Patna	1948.92	397.01	1551.91
ZO (UP & BR)	7869.81	1309.41	6560.4
Faridabad	1519.96	260.97	1258.99
Gurgaon	875.23	292.65	582.58
Jaipur	2753.9	1558.99	1194.91
ZO (HR & RJ)	5149.09	2112.61	3036.48
Ahmedabad*	6640.24	1660.91	4979.33
Baroda	600.72	180.48	420.24
Indore	7617.15	1037.36	6579.79
Surat	1613.48	638.71	974.77
ZO (GJ & MP)	16471.59	3517.46	12954.13
Kandivili	2682.35	687.17	1995.18
Mumbai-I Bandra	4465.95	810.82	3655.13
Mumbai-II Thane	1406.55	210.46	1196.09
Nagpur	5024.97	524.18	4500.79
Pune	4185.85	968.55	3217.3
Raipur	1153.19	252.2	900.99
ZO (MH & CG)	18918.86	3453.38	15465.48
Bangalore	3192.98	2102.6	1090.38
Gulbarga	1183.28	341.76	841.52
Mangalore	1197.99	440.13	757.86
Panaji	286.37	98.53	187.84
Peenya	1593.46	927.51	665.95
ZO (KN & Goa)	7454.08	3910.53	3543.55
Bhubaneshwar	7265	886.11	6378.89
Guntur	3025	955.85	2069.15
Hyderabad	3167.54	1176.24	1991.3
Nizamabad	738.3	290.58	447.72
ZO (AP & OR)	14195.84	3308.78	10887.06
Chennai	2325.09	1302.92	1022.17
Coimbatore	4728.04	690.77	4037.27
Madurai	3738.79	920.98	2817.81
Tamaram	1485.54	658.11	827.43
Thiruvananthapuram	7277.65	1672.81	5604.84
ZO (TN & KR)	19555.11	5245.59	14309.52
Guwahati (NER)	918.91	241.71	677.2
Jalpaiguri	3162.13	1005.22	2156.91
Kolkata	2373.4	683.97	1689.43
Ranchi	1336.24	244.19	1092.05
ZO (WB, NER & JH)	7790.68	2175.09	5615.59
All INDIA	103874.84	26084.22	77790.62

Note: The figures include 7Q, 14B and administration charges

Actions taken against Defaulters

6.21 Prosecution cases under Section 14 of the Act were filed against the employers who failed to deposit the contributions. As against a

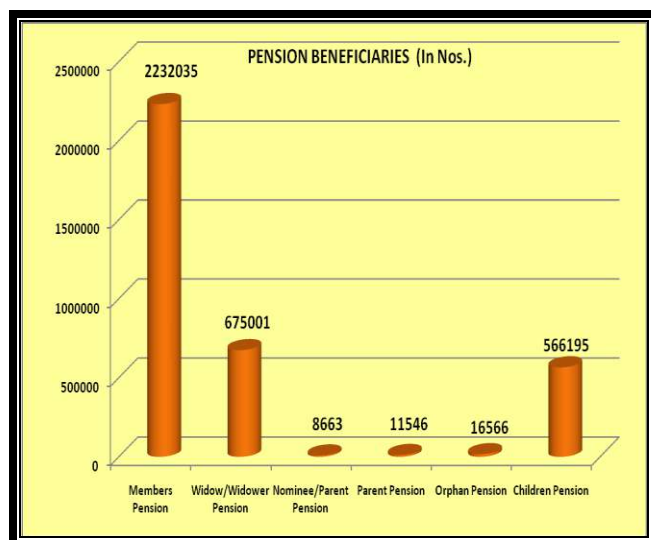
workload of **16033** cases for disposal, **398** cases were decided during the year, the region-wise details of which are given in **Appendix A-10**.

6.22 Out of a workload of **68750** recovery certificates under Section 8 of the EPF & Misc. Provision Act, 1952 involving an amount of **Rs. 888.07 crores**, an amount of **Rs. 98.41 crores** were realized through execution of **14950** cases. At the end of the year **53800** cases were pending involving a sum of **Rs. 789.66 crores**.

PENSION BENEFICIARIES

6.23 The classification of the beneficiaries under Employees' Pension Scheme, 1995 as on 31.3.2010 is given in **Table-8** and **Graph 3** below:

TABLE-8		
PENSION BENEFICIARIES		
i) Members Pension		
(a)	Early Pension (50-57 years)	1476525
(b)	Superannuation Pension	753693
(c)	Disablement Pension	1817
Sub-Total		2232035
ii) Widow/Widower Pension		
(a)	Death in Service	569444
(b)	Death away from Service	105557
Sub-Total		675001
iii) Nominee Pension		8663
iv) Parent Pension		11546
v) Orphan Pension		16566
vi) Children Pension		566195
Sub Total		602970
Grand Total		3510006

Graph-3

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

6.25 The region-wise classification of beneficiaries under Pension Scheme as on 31.03.2010 is given at [Appendix A-19](#).

SETTLEMENT OF CLAIMS UNDER EMPLOYEES' PENSION SCHEME -1995

6.26 Details of monthly pension claims and all other benefits sanctioned under the Employees' Pension Scheme, 1995, year-wise for the past three years are given in **Table – 9 & 10** respectively.

TABLE –9				
MONTHLY PENSION CLAIMS				
		2007-08	2008-09	2009-10
1.	TOTAL WORKLOAD	586958	663385	658881
2.	Claims returned for rectification of defects	169568	188735	156896
3.	Claims rejected being ineligible	9242	7406	15446
4.	NET WORKLOAD {1- (2+3)}	408148	467244	486539
5.	Claims settled	353783	410376	419800
6.	Percentage of Claims settled to net workload	86.68%	87.83 %	86.28 %
7.	Claims pending at the close of the year	54368	56868	66739
8.	Percentage of pendency to net workload	13.32%	12.17%	13.72%

TABLE –10				
PENSION CLAIMS (ALL BENEFITS OTHER THAN MONTHLY PENSION CLAIMS)				
		2007-08	2008-09	2009-10
1.	TOTAL WORKLOAD	2955671	3762070	4336382
2.	Claims returned for rectification of defects	604416	722811	728041

3.	Claims rejected being ineligible	87817	116088	212693
4.	NET WORKLOAD {1- (2+3)}	2263438	2923171	3395648
5.	Claims settled	2095249	2659214	3113874
6.	Percentage of Claims settled to net workload	92.57 %	90.97 %	91.70 %
7.	Claims pending at the close of the year	168189	263959	281774
8.	Percentage of pendency to net workload	7.43%	9.03 %	8.30 %

6.27 The region-wise monthly pension claims and all other benefits sanctioned under the Employees' Pension Scheme, 1995 is given in **Appendix-A-16(i)** and **Appendix-A-16(ii)** respectively.

Pension Claims			
All other benefit	3113874	1741230	55.92
Total	3533674	1973075	55.84

6.28 The percentage of settlement of EPS claims within 30 days was also monitored by constantly reviewing the processing of claims. The settlement of claims will also improve in the new application software developed in the first phase of the computerisation.

TABLE-11			
Settlement of EPS claims within 30 days			
Work Area	Number of claims settled (in lakhs)	Number of claims settled within 30 days (in lakhs)	% of claims settled within 30 days
Monthly	419800	231845	55.23

VALUATION OF PENSION FUND

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

6.30 The results and 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 st Valuation	16.11.95 to 15.11.96		<ul style="list-style-type: none"> Valuer recommended 4% pension relief. 	30.04.1998	1689

2 nd Valuation	16.11.96 to 31.03.98	Sh.Bhudev Chatterjee	<ul style="list-style-type: none"> Valuer recommended pension relief of 4% plus proportionate increase for excess period. Relief declared @ 5.5% . 	30.03.1999	1239
3 rd Valuation	01.04.98 to 31.03.99		<ul style="list-style-type: none"> Recommended pension relief of 4%. Recommended minimum widow pension @ Rs. 450/- p.m.; minimum children pension @ 150/- p.m. and minimum orphan pension @ Rs. 250/- p.m. 	04.01.2001	732
4 th Valuation	01.04.99 to 31.03.00		<ul style="list-style-type: none"> 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 th Valuation	01.04.00 to 31.03.01	M/s. K.A.Pandit	<ul style="list-style-type: none"> 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% 	November, 2003	-43
6 th Valuation	01.04.01 to 31.03.02			November, 2003	-17136
7 th Valuation	01.04.02 to 31.03.03			12.08.2004	-19291

8 th Valuation	01.04.03 to 31.03.04		<p>in early pension cases.</p> <ul style="list-style-type: none"> • Liberal pattern of investment may be allowed to increase the return. • Withdrawal under the scheme need to be controlled. 	25.4.2005	-22021
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6.31 The 9th & 10th (Combined) Valuation Report from 01.04.2004 to 31.03.2006 has been submitted by the Valuer and the same is being placed in the meeting of Central Board of Trustees. The Central Government has also

appointed the Valuer for 11th, 12th & 13th Valuations of the Employees Pension Fund as on 31.03.2007, 31.3.2008 and 31.3.2009 respectively. These valuations are in progress.

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

6.32 The results and 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 st	16.11.95 to 15.11.96	Sh. Debabrata Basu & Sh. Liyaquat Khan	<ul style="list-style-type: none"> • Did not agree with the concept of pension relief. • Though agreed to enhancement of benefits @ 4% showed favour to slightly lesser increase so as to provide for margin for future adverse experience. • Recommended outgo of benefits from Public Account as to maximize yield. • Clearly recommended that any enhancement of benefit should be out of emergent surplus only. 	31.8.98

2nd	01.04.99 to 31.03.00	Sh. N.R. Kapadia & Sh. R. Ramakrishnan	<ul style="list-style-type: none"> • Reported need for bringing down the pension relief. • Commented that granting of increase of 4% cannot even be imagined. • 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. • 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. • Recommended increase in reduction factor (for reduced pension) to not less than 5% per annum. 	8.10.2003
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CONSTITUTION OF EXPERT COMMITTEE ON REVIEW OF EMPLOYEES' PENSION SCHEME, 1995

6.33 The Central Government on 12.6.2009, constituted an Expert Committee {now headed by Addl. Secretary (Labour & Employment)} for **reviewing the Employees' Pension Scheme, 1995**. The committee held two meetings during the year. The suggestions/demands made by members, Pensioners, Pensioners associations have been placed before the Expert Committee for examination and consideration. Committee is yet to complete its assignment during the year of report.

EXEMPTION UNDER EPS' 95.

6.34 Para 39 of the Employees' Pension Scheme, 1995 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 favorable than the benefits provided under the Statutory Scheme.

6.35 Subject to the conditions laid down in the Act and the Scheme, M/s. Tata Motors (Erstwhile M/s. TELCO), M/s. Malaysian Airlines and M/s. Oil India Ltd have been granted exemption by the Central Government vide orders dated 22.4.1999, 2.12.1999 and 9.12.2002 respectively.

Exempted Pension Fund Trust as on 31.03.2010

Name of the Estt.	Code No.	No. of Members	Total Corpus (Rs. in Crore)
M/s. Oil India Ltd	AS/328	8215	457.10
M/s. Malaysian Airlines	TN/8785	39	2.07
M/s. Tata Motors Ltd.	MH/30276	49184	416.43
	JH/5	49086	427.15
	UP/20366	2858	265.50

Provisions for International Workers

6.36 International Social Security Agreements (SSA) have been entered by the Govt. of India with many countries in order to have adequate social security cover to the Indian employees working abroad. The Ministry of Overseas Indian Affairs, Govt. of India, is the nodal ministry for initiating negotiations for Social Security Agreements (SSA) on bilateral basis.

6.37 A Social Security Agreement is a bilateral instrument to protect the interests of workers in the host country. A social agreement covers three important provisions:-

- Detachment – Indian employees working in countries with which India has Social Security Agreements are exempted from contributing to their Social Security System, provided they are complying with the Indian Social Security System. This exemption is available for a specified period stipulated in the agreement.
- Totalization of benefits – The period of service rendered in another country is counted for determining eligibility for pension. The actual pensionary benefits, however, are payable only for the period of contributory service on pro-rata basis.
- Portability of Pension – Pension benefits are payable without reduction, direct to the

beneficiaries choosing to reside in the home country or in any other country.

6.38 EPFO has been duly identified as the liaison agency in India. Also as a competent agency, EPFO is required to implement the provisions of the agreement in respect of all the employees covered/coverable under the purview of EPF & MP Act, 1952. EPFO has also been assigned the role of liaison agency to coordinate with other social security providers like Banks, Institutions, Coal Mines Provident Fund, Sea Men's Provident Fund, etc. To accommodate the provisions of bi-lateral SSAs, enabling provisions for international workers has been made in the EPF Scheme, 1952 and Employees Pension Scheme, 1995 vide notification dated 01.10.2008.

6.39 The Social Security Agreement entered with Belgium and Germany has been notified and made effective from 01.09.2009 and 1.10.2009 respectively. Agreements have also been signed with six other countries namely Hungary, Denmark, Luxembourg, Czech Republic, the Netherlands and Switzerland. During the year, negotiations were on with USA, Sweden, Canada, France, Norway, Quebec and other countries.

6.40 As on 31.03.2010, approximately 1100 "Certificates of coverage" have been issued to the Indian employees of establishments covered

under the EPF & MP Act, 1952 who have been posted in Belgium and Germany.

Amendments made during the Year 2009-10

S.No	Para	Nature of Amendment	Resultant Changes in the Scheme
(i)	Amendment in Para 10 (2) of EPS'95 vide Notification No.GSR.546 (E) dt.23.7.09 issued by Govt. of India.	In EPS'95 in Sub Para (2) of Paragraph 10, for the words "and/or" the word "and" shall be substituted.	By the amendment the ambiguity in interpreting the provisions was removed
(ii)	Amendment in Para 9 in Sub-Para (b) for explanation in the EPS'95 vide Notification No.GSR.594(E) Dt.21.8.09.	In EPS'95 in Para 9 in Sub Para (b) for explanation for the purpose of this sub Paragraph, the aggregate of actual service and past service for less than six months shall be ignored and six months and above shall be rounded off to a year.	The issue relating to rounding off of period of service less than 6 months was resolved to give benefit to the pensioners
(iii)	Issue of Notification No.GSR.514 (E) Dt. 10.7.09.	Notification of Revised Table 'E'.	It expanded the number of full year's contribution period upto 24 years

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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 a maximum of Rs. 60,000/- linked to the average balance in the provident fund account 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/-

CONTRIBUTIONS RECEIVED

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 423.22 crores** comprising of employers contribution was received as against Rs. 368.40 crores in the previous year.

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 15th January 1989 subject

to a minimum of Rs.1 per month. During the period under the report, **Rs 15.44 crores** has been received as administrative, inspection charges & penal damages from the covered establishments as against a sum of Rs 14.00 crores during the previous year.

INVESTMENT

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.

EDLI INVESTMENT CORPUS

7.8 The total investment of EDLI accumulations in respect of un-exempted establishments as on 31.03.2010 amounted to **Rs. 8,171.76 crores** at Face Value. The net investment made during the year was **Rs. 1,016.43 crores** as against Rs. 877.11 crores during the previous year as explained below:-

Total Investments as on : Rs. 7,155.33 Cr
31.03.09

Net addition in Investments : Rs. 1,016.43 Cr
at face value during the year

Total Investments as on : Rs. 8,171.76 Cr
31.03.2010

Total Corpus of the EDLI Fund (Rs. In Crores)	
A. Investment in Securities	
Net Investment in securities as on 31.03.2009	2551.26
ADD: Net Investment during 2009-10	625.08
Net Investment in securities as on 31.03.2010	3176.34
B. Investment in Public Account	
Deposit in Public Account as on 31.03.2009	4604.07
ADD: Interest received during 2009-2010	391.35
Balance in Public Account as on 31.03.2010	4995.42
Total Investment Corpus (Security + Public A/c) as on 31.03.2009	8171.76

C. Employees' Deposit Linked Insurance Fund Category of Investment			
	Category of Investment	Amount Invested (Rs. in Crores)	%
1.	Central Govt. Securities.	1143.84	14.00
2.	(a) State Govt.	694.04	8.49
	(b) Govt. Guaranteed Securities	109.80	1.34
3.	Special Deposit Scheme	2.50	0.03
4.	Public Sector Financial Institutions/Undertakings (including Private Sector bonds/securities).	1226.16	15.01
5.	Public Account	4995.42	61.13
TOTAL		8171.76	100.00%

ARREAR MANAGEMENT (EDLI FUND UNEXEMPTED SECTOR)

7.9 During the year an amount of Rs. **58.40** crores was outstanding as arrears of Employees Deposit Linked Insurance contributions from employers. Administration and Inspection

charges outstanding at the end of the year amounted to Rs. **5.06** crores.

7.10 The details of the arrears under the Employees' Deposit Linked Insurance Scheme and other statutory dues during the period 2009-10 are given in **Table-1**.

TABLE-1									
ASSESSED ARREARS UNDER EDLI SCHEME IN UNEXEMPTED SECTOR (RS. In Lakhs)									
Regions	WORKLOAD			COLLECTION MADE			CLOSING BALANCE		
	EDLI Dues	EDLI Admn. & Insp Charges	Total	EDLI Dues	EDLI Admn. & Insp Charges	Total	EDLI Dues	EDLI Admn. & Insp Charges	Total
Dehradun	217.14	8.60	225.74	13.66	0.47	14.13	203.48	8.13	211.61
Delhi (North)	91.39	1.73	93.12	13.93	0.27	14.20	77.46	1.46	78.92
Delhi (South)	35.42	1.03	36.45	16.61	0.22	16.83	18.81	0.81	19.62
ZO (DL & UK)	343.95	11.36	355.31	44.20	0.96	45.16	299.75	10.40	310.15
Chandigarh	119.48	4.45	123.93	22.89	0.51	23.40	96.59	3.94	100.53
Ludhiana	217.21	21.60	238.81	116.38	0.94	117.32	100.83	20.66	121.49
Shimla	92.22	0.51	92.73	57.21	0.11	57.32	35.01	0.40	35.41
ZO (PN & HP)	428.91	26.56	455.47	196.48	1.56	198.04	232.43	25.00	257.43
Kanpur	274.97	5.50	280.47	37.71	0.76	38.47	237.26	4.74	242.00
Meerut	197.07	20.95	218.02	80.61	2.31	82.92	116.46	18.64	135.10
Patna	146.19	6.67	152.86	49.52	0.67	50.19	96.67	6.00	102.67
ZO (UP & BR)	618.23	33.12	651.35	167.84	3.74	171.58	450.39	29.38	479.77
Faridabad	236.42	3.78	240.20	11.42	0.34	11.76	225.00	3.44	228.44
Gurgaon	52.53	1.05	53.58	17.57	0.35	17.92	34.96	0.70	35.66
Jaipur	180.61	10.02	190.63	109.84	2.35	112.19	70.77	7.67	78.44
ZO (HR & RJ)	469.56	14.85	484.41	138.83	3.04	141.87	330.73	11.81	342.54
Ahmedabad	164.65	15.99	180.64	49.59	7.52	57.11	115.06	8.47	123.53
Baroda	34.42	1.01	35.43	12.39	0.44	12.83	22.03	0.57	22.60
Indore	507.75	25.15	532.90	105.69	3.08	108.77	402.06	22.07	424.13
Surat	122.19	16.97	139.16	34.90	0.74	35.64	87.29	16.23	103.52
ZO (GJ & MP)	829.01	59.12	888.13	202.57	11.78	214.35	626.44	47.34	673.78
Kandivili	173.36	3.89	177.25	44.93	0.71	45.64	128.43	3.18	131.61
Mumbai-I Bandra	227.98	6.65	234.63	18.98	0.43	19.41	209.00	6.22	215.22
Mumbai-II Thane	111.70	17.70	129.40	59.93	9.89	69.82	51.77	7.81	59.58
Nagpur	461.39	8.18	469.57	86.70	3.56	90.26	374.69	4.62	379.31
Pune	250.08	2.15	252.23	37.84	0.67	38.51	212.24	1.48	213.72
Raipur	128.43	2.51	130.94	15.07	0.89	15.96	113.36	1.62	114.98
ZO (MH & CG)	1352.94	41.08	1394.02	263.45	16.15	279.60	1089.49	24.93	1114.42
Bangalore	432.22	71.68	503.90	130.32	2.70	133.02	301.90	68.98	370.88
Gulbarga	68.59	1.93	70.52	17.85	0.69	18.54	50.74	1.24	51.98
Mangalore	81.64	2.14	83.78	18.36	0.44	18.80	63.28	1.70	64.98



Panaji	16.81	1.86	18.67	4.76	0.14	4.90	12.05	1.72	13.77
Peenya	47.83	0.95	48.78	27.84	0.56	28.40	19.99	0.39	20.38
ZO (KN & Goa)	647.09	78.56	725.65	199.13	4.53	203.66	447.96	74.03	521.99
Bhubaneswar	511.24	129.51	640.75	49.03	0.99	50.02	462.21	128.52	590.73
Guntur	208.93	11.05	219.98	67.50	5.45	72.95	141.43	5.60	147.03
Hyderabad	272.46	15.06	287.52	86.73	2.43	89.16	185.73	12.63	198.36
Nizamabad	82.76	1.53	84.29	11.07	0.01	11.08	71.69	1.52	73.21
ZO (AP & OR)	1075.39	157.15	1232.54	214.33	8.88	223.21	861.06	148.27	1009.33
Chennai	165.39	19.77	185.16	73.22	2.02	75.24	92.17	17.75	109.92
Coimbatore	378.95	39.49	418.44	44.09	20.67	64.76	334.86	18.82	353.68
Madurai	198.82	9.18	208.00	56.53	1.58	58.11	142.29	7.60	149.89
Tamaram	118.21	7.57	125.78	36.37	0.80	37.17	81.84	6.77	88.61
Thiruvananthapuram	538.97	18.21	557.18	139.35	2.91	142.26	399.62	15.30	414.92
ZO (TN & KR)	1400.34	94.22	1494.56	349.56	27.98	377.54	1050.78	66.24	1117.02
Guwahati (NER)	195.97	49.53	245.50	57.42	11.00	68.42	138.55	38.53	177.08
Jalpaiguri	181.60	4.60	186.20	75.73	1.60	77.33	105.87	3.00	108.87
Kolkata	209.52	12.19	221.71	57.43	1.00	58.43	152.09	11.19	163.28
Ranchi	70.07	16.29	86.36	15.11	0.69	15.80	54.96	15.60	70.56
ZO (WB, NER & JH)	657.16	82.61	739.77	205.69	14.29	219.98	451.47	68.32	519.79
All INDIA	7822.58	598.63	8421.21	1982.08	92.91	2074.99	5840.50	505.72	6346.22

NOTE: The Arrears include 7Q, 14B and administrative charges

ACTIONS TAKEN AGAINST DEFAULTERS

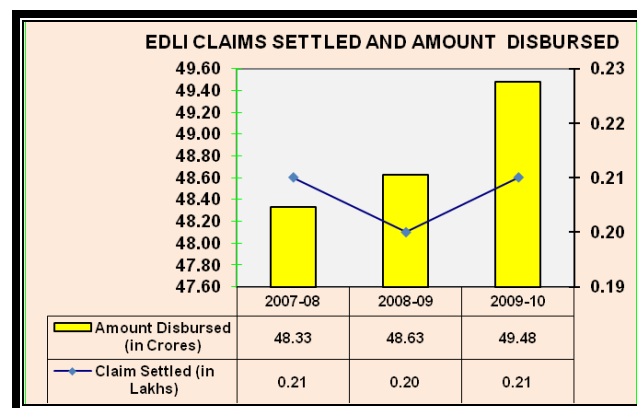
7.11 Prosecution cases under Section 14 of the Act were filed against the employers who failed to deposit the contributions. As against a workload of **16135** cases for disposal, **459** cases were decided during the year. The region-wise data of prosecution cases launched is given in **Appendix A-11**.

7.12 Out of a workload of **66394** Recovery Certificates issued for initiating recovery action under Section 8 of the Act, involving an amount of **Rs. 62.19 crores**, an amount of **Rs. 7.63 crores** were realized through execution of **14607** certificates. At the end of the year **51787** cases involving a sum of **Rs. 54.56** crores were pending.

SETTLEMENT OF EDLI CLAIMS

7.13 During the year out the total workload of **46733** claims **21208** claims were settled. **2778** claims were pending for disposal at the end of the year. Number of claims settled region-wise is given at **Appendix A-17** and represented in **Graph-1** below:

GRAPH-1





7.14 The percentage of settlement of claims was also monitored by constantly reviewing the processing of claims. The settlement of claims will also improve in the new application software developed in the first phase of computerisation.

Settlement of EDLI claims within 30 days		
Number of claims settled	Number of claims settled within 30 days	% of claims settled within 30 days
21208	15469	72.94

EXEMPTION FROM THE SCHEME

7.15 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 provisions 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. **564** establishments have been granted exemption from the Scheme during this year as compared to 653 establishments during the previous year.



Chapter 8

ADMINISTRATIVE ACCOUNTS

The expenditure in administering the **Employees' Provident Fund as provided in Para 54 of EPF Scheme, 1952** 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-38 and para-39 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 with the contributions in each month. 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 recommends a rate that may be levied as Administrative/Inspection charges from the employer. On the recommendation of the Central Board, the rates of Administrative charges and Inspection charges are fixed by the Central Government and notified in the official 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%.
	0.60%	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 2009-10 relating to Employees' Provident Fund Scheme, 1952 is as below:

INCOME & EXPENDITURE ACCOUNT		(Rs. in Crores)
INCOME:		
A	Administrative, Inspection Charges & Penal Damages (including 7Q interest)	1699.80
B	Interest on Investments	369.88
C	Receipts from other accounts	12.38
D	Miscellaneous receipts	25.54
	TOTAL	2107.60
EXPENDITURE:		
A	Revenue Expenditure	1103.89
B	Capital Expenditure Appropriation	0.00
C	Building Maintenance Expenditure Appropriation	(-)-1.26
D	Payments to other Accounts	11.15
	TOTAL	1113.78
Excess of Income over Expenditure		993.82

ADMINISTRATIVE REVENUE OF THE ORGANISATION

8.5 During the year 2009-10, 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:

ADMINISTRATIVE /INSPECTION CHARGES AND PENAL DAMAGES RECEIVED FROM ESTABLISHMENTS				
(Rs. In Crores)				
	Scheme	EPF SCHEME	EDLI SCHEME	TOTAL
1	ADM. CHARGES	1603.17	13.23	1616.40
2	Inspection Charges	88.64	2.06	90.70
3	Penal Damages (Including 7Q Interest)	7.99	0.15	8.14
	TOTAL	1699.80	15.44	1715.24



Visit by Federal Minister of Labour, Government of Nigeria and his delegation to NATRSS, New Delhi in January 2010.



One week extensive "Hands on Training Programme on new application software" for Master Trainers going on at NATRSS, New Delhi.



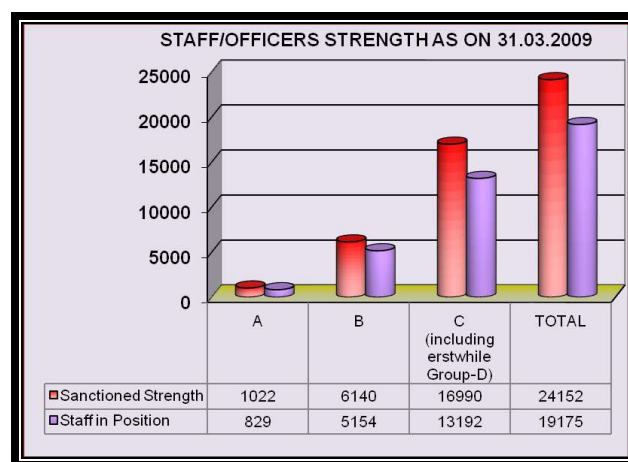
Chapter 9

Human Resource Management

Human resources management is an important function in EPFO in view of the large set up of the Organization and diverse line and staff functions. The organizational structure and job responsibilities require a very dynamic approach for provisioning of manpower. EPFO follows various policy guidelines issued by the Department of Personnel & Training, Government of India to manage its manpower resources for procurement and later for imparting training. With its service orientation, manpower requirement has been very critical for the Organization to enable it to deliver services and achieve the objectives. The total sanctioned staff strength of the Employees' Provident Fund Organization including officers and staff as on 31.3.2010 stood at 24152. The group wise position of sanctioned officers and staff strength vis-à-vis officers and staff in position as on 31.03.2010 is given in **Table-1** and represented in **graph-1** below:-

TABLE-1		
STAFF/OFFICERS STRENGTH AS ON 31.3.2010		
Group	Sanctioned strength	Staff in position
A	1022	829
B	6140	5154
C (including erstwhile Group-D)	16990	13192
Total	24152	19175

GRAPH -1



9.2 The growth of staff strength during the last three years may be appreciated in **Table-2** below:-

TABLE-2			
STAFF STRENGTH IN LAST THREE YEARS			
Group	2007-08	2008-09	2009-10
Group A	618 (735)	645 (932)	829 (1022)
Group B	1971 (2260)	2198 (2883)	5154 (6140)
Group C (including erstwhile Group 'D' posts)	16548 (20435)	16665 (21994)	13192 (16990)*
Total	19137 (23430)	19508 (25809)	19175 (24152)*

(Figures in bracket shows the sanctioned strength)

(The Posts carrying Grade Pay of Rs. 4200/- to Rs. 5400/- in the PB-2 have been classified as Group 'B' vide DoP&T order dated 9/4/2009. This has resulted into the increase in the Group 'B' posts and reduction in Group 'C' Posts. The posts in Group 'C' category which have been surrendered on account of 10 % matching saving for TBP benefits and restructuring of Information Services Division has also been accounted for.)



9.3 The detailed region-wise position of the sanctioned staff/officers vis-à-vis staff/officers in position during 2009-10 is given in **Appendix A-20, A-21 & A-22.**

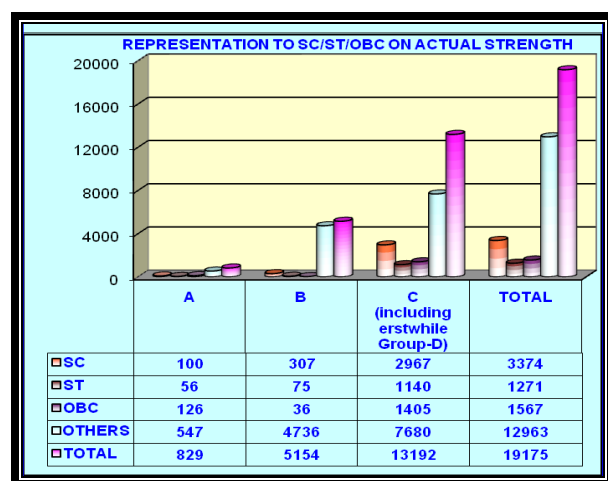
9.4 Employees' Provident Fund Organisation has implemented the reservation policies for SC/ST/OBCs as per instructions received from Department of Personnel &

Training, Government of India from time to time in Direct Recruitment as well as Departmental Promotion posts. With effect from 2nd July 1997, post-based rosters have replaced the vacancy-based rosters. Group wise position of SC/ST/OBC strength in the Employees' Provident Fund Organisation is given in **Table 3** and represented in **graph-2** below:-

TABLE-3								
OFFICERS/STAFF IN TERMS OF RESERVATION AS ON 31.3.2010								
Group	Sanc	Pos	Reservation					
			SC		ST		OBC	
			Sanc	Pos	Sanc	Pos	Sanc	Pos
A	1022	829	81	100	40	56	145	126
B	6140	5154	339	307	184	75	185	36
C (including erstwhile Group-D)	16990	13192	2920	2967	1599	1140	2143	1405
TOTAL	24152	19175	3340	3374	1823	1271	2473	1567

Sanc = Sanctioned Pos= In Position

GRAPH-2



EPF STAFF PENSIONERS

9.5 A total of 4283 number of employees who retired from the services of EPFO are being paid pension as on 31.03.2010. Further

pension is also being disbursed to 1740 family members of deceased employees of EPFO as on 31.03.2010.

9.6 Number of ex-employees and family members drawing pension as on 31.03.2010 are tabulated as under:

STAFF PENSIONERS	NO. OF FAMILY PENSIONERS
4283	1740

9.7 Region wise breakup of ex-employees of EPFO drawing Pension and the family members of deceased employee drawing pension from EPFO as on 31.03.10 is given at **Appendix A-23.**



TRAINING & DEVELOPMENT

National Academy for Training & Research in Social Security (NATRSS)

9.8 Training is an essential component in the overall strategy of efficient and cost effective service. The Estimates Committee in its 78th Report presented to the Lok Sabha on 25.04.1989 had observed that **"Training is a strong motivating force and the most important aspect of motivation is the perspective that the Organization provides an opportunity for individual development."** The Committee emphasized the importance of systematic training and suggested that the Organization should undertake systematic and purposeful training to all officers in the Department as this will go a long way in toning up the employees and improving their motivation to work thus benefiting both employees as well as the Organization.

9.9 The Employees' Provident Fund Organization having recognized the need for training its personnel so as to provide trouble free service to its members, set up an apex institution namely the **National Academy for Training & Research in Social Security (NATRSS)** in October, 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. Till March, 1992 it was operating from the Head Office of the Employees' Provident Fund Organization. The National Academy was however, shifted to hired premises in April, 1992. The National Academy is now functioning from its own building at 30-31, Institutional Area Janak Puri, New Delhi.

9.10 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 as given in para 9.19.

Structure, Staffing & Target Group of NATRSS

9.11 National Academy of Training & Research in Social Security (NATRSS) was set up in the year 1990 as an institution for imparting training to the officers of EPFO with an attendant responsibility for designing and executing research programmes in social security. It is headed by the Director in the rank of Additional Central Provident Fund Commissioner. He is assisted by two Deputy Directors (Training), one RPFC Gr-II (Research) and one Senior Administrative Officer (SAO). Deputy Directors and SAO are in the rank of RPFC Gr-II. There are also two APFC level officers assisting the SAO and RPFC (Research) respectively. Besides, there are two officers in the rank of Section Officer/Accounts Officer and 12 other staff supporting training and administrative activities.

Target Group

9.12 The academy caters to the training and development needs of Group A officers. At present the strength of Group A officers in EPFO is 812 as detailed below:-



Rank	Strength
Additional CPFC	15
RPFC Gr-I	56
RPFC Gr-II	201
APFC	540
TOTAL	812

Present Level of Training Activities at NATRSS

9.13 The Academy conducts following types of training programmes:

- (i) **Induction/Foundation** Programme for the newly recruited/promoted Assistant Provident Fund Commissioners.
- (ii) **Refresher courses** for in-service officers in functional skill development.
- (iii) **Management Development Programmes** in Behavioral and General management area.
- (iv) In-House and Department of Personnel & Training **Faculty Development Programmes.**
- (v) **Specific Technical Programmes** for specific categories of officials/issues.
- (vi) **Workshops** for employers and members.

Infrastructure and Facilities

9.14 With an impressive infrastructure and the all India presence, the Academy along with its Zonal outfits has the potential to simultaneously conduct 15 programmes viz., Training Courses/ Seminars/ Workshops. The

Academy offers stimulating ambience for learning and pursuing academic and research work. It has five lecture halls. Each hall is air-conditioned and equipped with modern learning equipments. Lecture halls are complemented by syndicate rooms for small group activities. It has an elegantly designed modern Auditorium equipped with latest audio visual facilities, internet connectivity, dimmer lighting system, etc. and having a seating capacity for 118 persons.

9.15 NATRSS has a modern Library with more than 10,000 volumes. The Library also subscribes to various Indian and foreign journals. The Computer lab in the Academy is equipped with latest computers having Internet facility.

9.16 A well-furnished Hostel having single and double occupancy rooms is built in three stories having 16 rooms on each floor. The Dining Hall attached to the Academy offers balanced diet in clean environment, for the participants keeping in view their nutritional and health requirements.

9.17 Sports facilities are available for playing Golf, Badminton, Table Tennis and other indoor games. The available facilities meet the different needs of diverse management professionals of Employees' Provident Fund Organisation and other similar organisations. NATRSS also has a well equipped Gymnasium. To ensure adequate power supply to the facilities, a high power generator system has been installed as a standby.

Summary of the Training Programmes conducted by the National Academy during 2009-10:



9.18 The tables below indicate the training programmes conducted by the National Academy during 2009-10.

S.No.	Name of the Training Programme	Number of Officers Trained
FUNCTIONAL & TECHNICAL SKILLS		
1.	<i>Public Procurement and Contract Management</i>	16
2.	<i>Recovery Management</i>	15
3.	<i>Compliance Management (3 programmes)</i>	51
4.	<i>Employees' Pension Scheme, 1995</i>	11
5.	<i>Pension : Concept, Approaches and Challenges</i>	15
6.	<i>Finance & Accounts Management (3 programmes)</i>	49
7.	<i>RTI Act/Disciplinary Proceedings/Conduct Rules</i>	14
8.	<i>Workshop on ACRs</i>	19
	TOTAL	190
GENERAL MANAGEMENT & SELF DEVELOPMENT		
9.	<i>Managerial Effectiveness</i>	15
10.	<i>Enhancing Managerial Effectiveness(2 programmes)</i>	32
11.	<i>Planning of Life after Retirement</i>	16
12.	<i>Faculty Development</i>	14
	TOTAL	77
INDUCTION/REFRESHER PROGRAMMES		
13.	<i>Induction Course for Promoted APFCs(3 programmes)</i>	67
14.	<i>Training course for Newly Promoted APFCs</i>	24
	TOTAL	91
TRAINING ON EPF APPLICATION SOFTWARE		
15.	<i>Computerization Project(4 programmes)</i>	83
16.	<i>Resource Persons</i>	20
17.	<i>Technical Persons(4 programmes)</i>	95
18.	<i>Training of Trainers(9 programmes)</i>	215
19.	<i>Postgre SQL & Migration of EPFO Project</i>	26
	TOTAL	439
Training Programmes conducted in Collaboration with Department of Personnel & Training (DoP&T), Govt. of India		
20.	<i>Mentoring Skills</i>	12



21.	<i>Facilitation Skills</i>	8
TOTAL		20
National Workshops:		
22.	<i>Workshop of Exempted Establishments</i>	77
23.	<i>Workshop on International Workers</i>	40
TOTAL		117

Zonal Training Institutes

9.19 The jurisdictions of the Zonal Training Institutes are as under:

- Zonal Training Institute, North Zone is located at Faridabad. It caters to Haryana, Punjab, Himachal Pradesh, Union Territory of Chandigarh, Uttar Pradesh, Uttarakhand, Rajasthan and Delhi Regions as well as 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, Gujarat, Madhya Pradesh and Chhatisgarh Regions.
- Sub-Zonal Training Institute, North East Region at Shillong. It caters to the North East Region.

9.20 Each ZTI is headed by an officer in the rank of RPFC Gr-I. He is assisted by two additional officers in the rank of

APFC/RPFCGr-II. The sanctioned staff strength of ZTIs is as under:

Group	North Zone	East Zone	West Zone	South Zone	Sub ZTI
A	3	3	3	3	1
B	2	2	2	2	-
C	9	8	9	8	-
Others	3	3	3	3	1

9.21 The Target group of ZTIs comprises of all Group, B, C & D staff members in the field offices located in their respective jurisdiction. Overall strength of the target group of ZTIs is detailed below:

Group	Strength
B	2222
C	17959
D	2420

Physical facilities & Infrastructure at ZTIs

9.22 All ZTIs are housed in own buildings and are equipped with necessary training infrastructure in terms of training halls, computer lab, conference facilities, library, hostel with dining facility.

Training Activities at ZTIs

9.23 The Training Activities at ZTIs are:-



- a. Induction course for newly appointed/promoted SSA's, SS, EO/AO's.
- b. Refresher courses for Group B and Group C officials in functional areas.
- c. Specialized programmes on Customer Services, HRM, HRD, RTI and Women's empowerment.
- d. Workshop for Employer/Employees.

9.24 During the year 2009-10, 283 training programmes were organised by the four Zonal Training Institutes and the Sub-ZTI, in which 4690 employees participated. The details of the programmes conducted by the ZTIs and the Sub-ZTI during 2009-10 are as under:

ZTI	2009-10	
	No. of Programmes	No. of Participants
North Zone	78	1210
East Zone	48	902
West Zone	70	1203
South Zone	68	1530
Sub-ZTI Shillong	19	115
Total	283	4960

Special Training Programmes on EPF Application Software

9.25 For successful operationalization of the EPF Application Software, a comprehensive Training Plan comprising of following 3 categories of trainings was organized during the year.

- Technical Training
- Training of Trainers
- Training of end users

9.26 The Technical and Trainers training programme was conducted at NATRSS and End Users training programme was organised at 12 Training Centres (Four ZTIs and Eight other designated offices). From July 2009 to March 2010, **439** Technical and Resource persons were trained at NATRSS and **5667** number of Officers/staff were trained in ZTIs and designated centres.

9.27 The training programmes conducted by NATRSS and ZTIs / S-ZTI during the last three years are given below:

Year	Number of Courses	Number of Officials/ Officers Trained
2007-08	281	5857
2008-09	291	5552
2009-10	327	5894

Research

9.28 The Academy conducts research on various facets of social security administration. Some of the research projects undertaken by the Academy in the recent past are:

1. Social Security scheme for barbers as part of a research project sponsored by the Ministry of Labour & Employment, Government of India.
2. Research Project on Rickshaw Pullers of Delhi.
3. Social Security needs & coverability of Beedi Workers under EPF & MP Act, 1952.



9.29 Currently, the research team of NATRSS is conducting a study on the problems being faced by field offices of EPFO regarding transfer of EPF and EPS accumulations.

EXAMINATION WING

9.30 The Employees' Provident Fund (Staff and Conditions of Service) Regulations, 2008 provides for promotion on the basis of Departmental Examination as one of the methods of recruitment to the posts of Lower Division Clerk, UDC (Now Social Security Assistant), Section Supervisor / Assistant, Hindi Translator Grade-II, Personal Assistant, Enforcement Officer/ Accounts Officer/Section Officer (Head Office). The role of the Examination Section is mainly to draw a calendar of examination and to conduct Departmental Examinations for various posts to fill up the posts earmarked for promotion. As a result of amendment in 1991 to the Staff Regulation, passing of prescribed Probationers Examination has been 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. The Examination Wing approves the calendar for all probationary examinations. During the year the Examination Wing has also undertaken the work of direct recruitment of Social Security Assistant and Junior Engineer (Civil) for the first time in the Organisation.

Staff in Position

9.31 The Examination Wing has the

following staff component at present:

SI No.	Officers/Staff	Number
1	Regional Provident Fund Commissioner (Grade-II)	1
2	Section Officer	1
3	Stenographer	1
4	Assistant	3
5	M.T.A	1

9.32 The various departmental and probationary examinations generally conducted are as follows:

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

Performance During 2009-10

9.33 An appraisal of the performance of the Examination Section during the period is as under:-



(1) Departmental Competitive Examination for promotion to the post of Enforcement Officer /Accounts officer was conducted from 7th to 11th December, 2009. For the first time in the Organisation a large number of candidates i.e. 2462 appeared in the Departmental examination.

(2) Direct Recruitments to 2681 posts of Social Security Assistant was advertised through Employment News and other leading News Papers on 06th June, 2009. One reputed agency was engaged to conduct the examination. Written Test for the above said post was held on 06.09.2009. 11217 candidates were declared qualified in written test for appearing in data entry skill test for the post of SSA. Total 2664 candidates were selected for appointment.

(3) For the first time in the Organisation Examination Section has undertaken the work of Direct Recruitments to 12 posts of Junior Engineers (civil) in the EPFO. Advertisement for filling up the above said post was given alongwith direct recruitment of Social Security Assistants in the Employment News on 06th June, 2010. Total 43 candidates were declared qualified in written test for appearing in interview to the post of J.E. (Civil). Total 12 candidates were selected for appointment.

(4) In a Departmental Promotion scheme to fill up the 15% promotion quota from LDC to SSA, 81 vacancies were reported by 17 Regional Offices, the candidates have to pass the data entry skill test before they are recommended for promotion.

PRODUCTIVITY LINKED BONUS

9.34 A Productivity Linked Bonus Scheme formulated by the National Productivity Council was introduced with the approval of CBT, EPF for the Group B, C and D employees of the Organisation from the year 1980-81 onwards. Thereafter, the said Scheme was 1st revised in 1986-1987. The existing Scheme provides for Bonus on the basis of assessment of performance in various areas like Accounts, Cash, and Compliance etc. for each of the Region as a whole. In the case of Head Office, the PLB is assessed on the basis of total productivity indexes of all the regions.

9.35 A new PLB Scheme was formulated by the NPC after conducting study of the existing parameters for assessment of performance and giving more thrust on settlement of Accounts, sanction of Pension, compilation of Annual Accounts, Recovery of dues and in consultation with the All India EPF Staff Federation during 2005-06. The Revised Scheme was placed before the 56th Meeting of the Executive Committee, CBT held on 06-12-2006. However, the approval of the Scheme was put on hold as the recommendations of 6th Central Pay Commission on payment of bonus were expected. The 6th CPC is reported to have made recommendations for payment of Performance Related Incentive Scheme based on the performance of the individuals instead of the office or region as a whole and for replacement of all the existing PLB Scheme within a period of 03 years. Formal notification of this new Scheme and orders of the Government for adoption of this new Scheme are still awaited.

9.36 However, Bonus for the year 2009-10 was made on the basis of the existing Scheme with the approval of the Government. Region-



wise details of PLB released towards Bonus for 2009-10 is furnished in the Table as under:-

[Amount in ₹]

Sl. No.	Region	No. of days	Total Amount of Bonus Disbursed
1	AP – Hyderabad	60	66,23,049
2	AP - Guntur	60	42,80,470
3	Bihar	60	18,35,422
4	Chhattisgarh	60	7,33,857
5	DL – North	60	27,42,139
6	DL – South	60	28,08,264
7	Goa	60	5,61,665
8	GJ - Ahmedabad	60	51,97,666
9	GJ - Vadodara	60	25,65,112
10	Haryana	60	38,49,257
11	Himachal Pradesh	60	6,34,937
12	Jharkhand	60	23,85,439
13	KN - Bangalore	60	32,82,478
14	KN - Mangalore	60	43,12,808
15	Kerala	60	67,86,268
16	Madhya Pradesh	60	45,98,559
17	Mumbai - I (Bandra)	60	51,52,025
18	Mumbai - II (Thane)	60	28,27,674
19	MH - Pune	60	30,11,811
20	MH - Nagpur	60	25,87,599
21	N.E. Region	60	16,59,576
22	Orissa	60	36,58,861
23	PN - Chandigarh	60	28,57,222
24	PN - Ludhiana	60	26,76,712
25	Rajasthan	60	38,30,543
26	TN - Chennai	60	68,29,896
27	TN - Madurai	60	44,28,932
28	TN - Coimbatore	60	46,43,626
29	Uttar Pradesh	60	27,53,282
30	Uttarakhand	60	7,56,915
31	WB – Kolkata	60	85,51,329

Sl. No.	Region	No. of days	Total Amount of Bonus Disbursed
32	WB – Jalpaiguri	60	10,85,418
33	Head Office	60	30,57,940
34	NATRSS	60	217026
	GRAND TOTAL		11,37,83,777

WELFARE OF SC/ST EMPLOYEES

9.37 In accordance with the instructions of Govt. of India, SC/ST Cell has been established in the Head Office of the EPF Organization. The Cell is at present headed by Addl. CPFC as Chief Liaison Officer. All the Regional Offices are having similar SC/ST Cell **which are headed by a group 'A' Officer** who function as Liaison Officer for looking after the grievance of the SC/ST employees serving in the Regions. Liaison Officers of the Regions have been submitting periodical report/returns to the Chief Liaison Officer in Head Office.

9.38 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 etc. relating to implementation of reservation policy in the Organisation and other service matters concerning SC/ST employees.

9.39 During the period under report all the references/grievances relating to aforesaid service matters received through the National Commission for SCs/STs, Govt. of India, were taken up for examination and redressal.

9.40 Chief Liaison Officer at Headquarters liaises between Head Office and Regional Offices, the National Commission as well as Ministry of Labour & Employment, Govt. of



India to secure compliance of the reservation policy for SC/ST.

9.41 All the Regional Commissioners have been submitting prescribed returns and annual statements as required to be consolidated at Head Quarters for onward submission to Govt. of India, Ministry of Labour & Employment under chapter 14 of the Brochure on Reservation policy in services. These returns are relating to staff in position and backlog position in respect of each Region and efforts made to clear the said backlog. Accordingly, these returns are consolidated by the SC/ST Cell in the Head Office. The Head Office, after consolidation, submits these returns relating to maintenance of post based reservation roster Register of all posts to Ministry of Labour & Employment, Govt. of India

9.42 Chief Liaison Officer also undertakes visits to the Regional Offices to inspect the post based reservation roster registers maintained by these regions and also examines the grievances of the SC/ST employees working in these offices. The lapses and other observations on the maintenance of post based reservation rosters are brought to the notice of the concerned Regional Commissioner for rectification and for compliance with the instructions of the DOP&T so that these do not occur in future. Apart from this, the proposals relating to the de-reservation are also examined by the Chief Liaison Officer from time to time.

9.43 The Liaison Officers nominated in each of the Regional Offices are also conducting the annual inspection of post based reservation roster registers of their respective Regional Offices. The concerned Regional Commissioners are advised to clear the

backlog, observed, if any, and to rectify the anomalies in the maintenance of post based reservation roster register as pointed out by the Liaison Officers.

9.44 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 of SC & ST employees will look after the reservation matter for physically handicapped, Ex-Servicemen, Sportsmen, Compassionate Appointment etc.

9.45 The aggrieved employees represent their cases from time to time to the Chief Liaison Officer for redressal of their grievances. The Chief Liaison Officer gets all such cases examined with reference to the instructions contained in the Brochure on Reservation policy in services and suggests proper action to be taken by the concerned Regional Commissioners as well as Head Office of the Organisation in order to redress the grievances of the individuals during the period under report.

SPORTS ACTIVITIES

9.46 The Sports calendar for the year 2009-10 was approved by the Central Provident Fund Commissioner and President, Central Sports Promotion Board and was circulated to all the Offices for implementation on 18-02-2009.

9.47 Out of the approved sports Calendars for the year 2009-10 all the scheduled sports activities were conducted and completed in time. The following sports Activities took place during the year 2009-10.



Results of the Sports events conducted during the year 2009-10.

Event	Host	Winner	Runner up
Athletics and Indoor Event	Bangalore (Karnataka)	Karnataka	Tamil Nadu
Football	Kolkatta (West Bengal)	Tamil Nadu	West Bengal
Volley Ball	Kolkatta (West Bengal)	Tamil Nadu	Goa
Cricket	Thiruvananthapuram(Kerala)	Karnataka	Orissa

9.48 For the year 2009-10 an amount of ₹ **75.00 Lakh** was provided to EPF Central Sports Promotion Board for the Sports Activities. A sum of ₹ **71,07,704/-** has been distributed to the all Regional Sports Promotion 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 2009-10 in a successful manner.

Other Achievements in the field of Sports

9.49 The EPFO has been affiliated to All India Public Sector Sports Promotion Board. The All India Cricket and Football teams participated in the tournament under the aegis of All India Public Sector Promotion Board.

STAFF WELFARE

9.50 The CBT in its 121st 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 EPFO. The total budget for welfare activities was ₹ 4.93 Crore. Out of which an amount of ₹ 4,82,18,409/- was allotted to different Regional Staff Welfare Committees for the following activities for the year 2009-10.

- **Staff Recreation Club :** During the year 2009-10, an amount of ₹ 10,85,000/- was spent on Staff Recreation Club in the shape of Grants-in-Aid to the tune of ₹ 25/- per employee for purchase of Equipments/ furniture /library books/ excursion trips and also for setting up of recreation club in newly opened Offices.
- **Canteen:** An amount of ₹ 26,65,000/- was incurred on the Canteen Head in various Regional and Sub-Regional Offices. The expenditure is based on the category of Canteen viz. from 'A' Category to 'D' Category depending on the staff strength of the Regional Offices.
- **Scholarship & Book Award :** Scholarship was given to the tune of ₹ 75,10,000/- to the ward of employees for the continuance of their studies who secured 90% marks in Class XII @ ₹ 4800/- per year. However, the Book Award @ ₹ 1,500/- were also given to the wards of the employees who secure more than 80% marks in class X and XII.
- **Holiday Home/Guest House :** A sum of ₹ 21,00,000/- was spent to meet the expenditure on maintaining the holiday home at Shimla (Himachal Pradesh), Puri (Orissa), Panaji (Goa) and Kanyakumari (Tamilnadu).

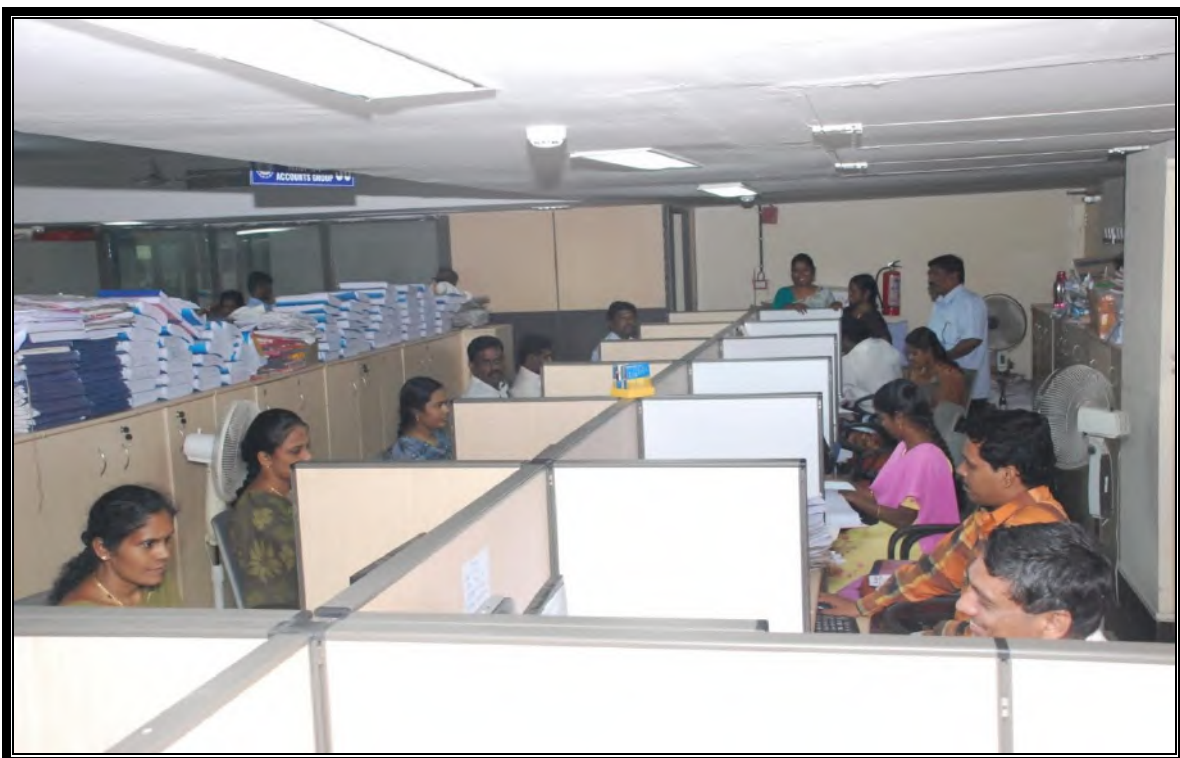


- **Other Activities :** A sum of ₹ 1,36,58,409/- was spent for providing assistance to staff suffering from prolonged illness, financial assistance to the family member in accidental/natural calamities, relief to handicapped persons, crèches, Cultural meets, Holiday camps and any other item of common interest to the employees.
- **Death Relief Fund :** Death Relief Fund is being released to the family members of employees of EPFO @ ₹ 2.00 Lakh in the event of natural death and ₹ 2.50 Lakh in case of accidental death. An amount of ₹ 2,12,00,000/- was given to the Regional

Staff Welfare Committees towards Death Relief Fund in the year 2009-10.

- **Financial Assistance out of Staff Welfare Fund Committees.**

- a. Farewell grant to the retiring Officials has been fixed at ₹ 4,000/- per retiring employee.
- b. Medical Health check up facilities was extended to the employees of 50 years of age and above with no age bar for spouse. The maximum ceiling has been fixed at ₹ 4500/- in each case.



Staff members of accounts group in the new working environment at Regional Office, Chennai.



Chapter 10

MANAGEMENT INFORMATION SYSTEM

The progress achieved by field offices is monitored through 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 needs 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 stakeholder'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 the Government 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.

Management Information System – Quarterly Reviews

10.2 The monitoring and evaluation of the functions of the field offices are being regularly undertaken by collecting MIS returns by carefully designed Proforma. 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 level and consolidated for monitoring and evaluation at the regional level. The 40 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 claims, arrears, growth in investments etc. The data bank provides information for analysis of operations of various Schemes by the public sector and interest groups for taking strategic planning and policy decisions. 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 routed through the MIS Division which controls collection, consolidation and evaluation of information, strategic planning and policy formulations.

10.5 The information collected is evaluated for:

- Strategic Planning and Organising.
- Staffing and Manpower Planning.
- Management and Operational Control.
- Direction, Motivation and Leadership.
- Improve clarity on action.
- To speed up decision making.

10.6 The system developed supply information on the following areas:

- **Coverage**
 - General
 - Industry wise

- Ownership
- Voluntary

- **Arrear Demands of both Unexempted and Exempted Sector**

- Assessed Arrears
- Total defaults & categorization
- Penal steps
- Penal Damages
- Revenue Recovery

- **Service to Members**

- Claims and advances
- Annual Statement of Accounts.

Annual Business Plan (ABP) – Monthly Review

10.7 Apart from the MIS returns, the organization has devised a Annual Business Plan (ABP) proforma 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
- Monitoring of public grievances.

Service to Members covers the following areas:

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

Enforcement covers the following areas:

- Recovery of default on Provident Fund dues/damages:
 - Arrears Demand
 - Current Demand
- Coverage of establishments and enrolment of new members
- Monitoring of court cases before High Courts and other Courts.
- Coverage of International Workers under the EPF Scheme, 1952 and the EPS, 1995.

10.8 Region-wise information is received through ABP return on the above functional areas. This enables the Central Provident fund Commissioner and other divisional heads at head quarters to review the performance of each region on a month to month basis. The monthly data is compiled and circulated to the Zonal Addl. CPFCs and RPFC-in-Charge for further analysis and feedback.

Annual Report

10.9 Para 74 of the Employees' Provident Funds Scheme, 1952 provides for the Annual Report on the work and activities of the Central Board to be submitted to the Central Government not later than Twentieth of December following the close of the financial year concerned for being placed before the Parliament.

10.10 The task of compilation of Annual Report of EPFO is entrusted to the MIS Section at Headquarters. At the end of the financial year the data available in the various returns received from field offices along with the information received from various divisions at

the headquarters are consolidated to provide performance statistics in the Annual Report of the Organisation which is subsequently placed before the Parliament of India.

Introduction of Results Framework Document (RFD)

10.11 During the year the Ministry of Labour & Employment introduced the Results Framework Document (RFD) to monitor the key performance areas under important Schemes being implemented by various Divisions and the autonomous bodies under it. There are four key parameters under the Schemes implemented by the EPFO and being monitored by the Ministry. The new monitoring task was also entrusted to the MIS Section during the year for measuring the performance of the offices under each of the key performance indicators.



An EPF member using interactive KIOSK near PRO area at Regional Office, Chennai .



A periodic Bhavishya Nidhi Adalat being conducted by RPFC in-Charge Ahmedabad at sub-Regional Regional Office, Naroda.

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 stakeholders 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. The following mechanisms are used for public grievance redressal:-

- Customer Services Division at Headquarters and field offices.
- Bhavishya Nidhi Adalats at field offices.
- Online grievance registration and redressal through web based portal.
- Interactive customer services in field offices.

Customer Services Division at Headquarters and field offices

11.3 The Headquarter Office at New Delhi and all field offices comprising 40 Regional Offices and 79 Sub-Regional Offices across the country are equipped with full-fledged facilitation centres, 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 of Customer Service Division (CSD) for handling and redressal of public grievances. One is at Head Office level headed by Additional Central Provident Fund Commissioner and assisted by Regional Provident Fund Commissioner, Regional Provident Fund Commissioner-II 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 meet 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 regularly 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. Special attention is paid for redressing the grievances received from important sources such as Directorate of Public Grievances (DPG), Department of Administrative Reforms & Public Grievances Ministry of Labour & Employment, Prime Minister's Office, VIPs (MPs, MLAs, CBT members), Vigilance Division, etc.

11.8 CSDs in ROs/ SROs directly receive and redress members Grievances. CSD in Head Office receives grievance and registers it with a unique PGHS no. Then it forwards the grievance to respective Regional Office/ Sub-Regional Office for monitoring. While the grievance is redressed by the concerned Regional Office/ Sub-Regional Office, Head Office receives the interim report/redressal report and informs the complainant accordingly.

11.9 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 claim as well

as the status of the complaints filed by the members.

11.10 The following guidelines have been 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.

11.11 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/Accounts Officer as Public Relation Officer (PRO) to attend to the grievances at the facilitation centre.
- 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.

11.12 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, employees 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.

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

	2005-2006	2006-2007	2007-08	2008-09	2009-10
Grievances pending at the beginning of the year.	5,171	2,964	2,712	1,470	1305
Received during the year.	38,982	44,685	27234	19912	17551
Total	44,153	47,649	29,946	21382	18856
Disposed off during the year.	41,189	44,937	28476	20077	17809
Balance at the end of the year.	2,964	2,712	1470	1305	1047

Bhavishya Nidhi Adalats at Field Offices:

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 10th of every month and if 10th happens to be a holiday "Bhavishya Nidhi Adalats" are conducted on the next working day. Bhavishya Nidhi Adalats are held regularly inside the office premises as well

as outside the office premises to reach out to the public far away from the offices. A well prepared awareness program for the purpose along with publicity in local newspapers is carried out regularly to invite the grievances from the public.

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

	2005-06	2006-07	2007-08	2008-09	2009-10
Number of Bhavishya Nidhi Adalats organized	1,259	1,306	1,343	1181	1495
Number of grievances registered before Bhavishya Nidhi Adalats.	2,145	2,110	1,565	2764	7436
Number of grievances disposed off by Bhavishya Nidhi Adalats	2,105	2,087	1,543	2654	7257

ONLINE REGISTRATION OF GRIEVANCES AND REDRESSAL

Centralised Public Grievance Redressal And Monitoring System (CPGRAMS)

11.16 CPGRAMS is a program developed and executed by the Department of Administrative Reforms & Public Grievances (DARPG) under Ministry of Personnel, Public Grievances & Pension, Government of India. It caters to all the important Government Organisations in the area of grievance redressal mechanism. It has been successfully implemented in the Employees' Provident Fund Organisation also. All the EPF Offices are regularly attending CPGRAMS cases.

Employees Provident Fund Internet Grievance Management System (EPFIGMS)

11.17 The Organisation has also strived to develop its own web based online grievance registration and redressal portal called the EPFIGMS. It has been developed with the technical support of NIC. The development of EPFIGMS by NIC was completed during the year and preparatory action for its launch was undertaken.

Interactive Customer Services In Field Offices

11.18 Under District Information Access Module (DIAM) District Offices of EPFO were recognized as potential points for disbursement of timely and relevant information to the subscribers of EPFO. Through this module all the district offices working in a Region have been connected to their Regional /sub Regional offices to provide frequently inquired information such as issuance

of annual account slips, status of claims, monthly pension, etc. DIAM was introduced in all district offices of the country in the year 2007 to act as service centers for providing information to the members in the nearby vicinity.

11.19 A few Regional offices have taken the initiative of installing "Interactive Kiosks" for the benefit of the members to obtain the claim status details in the respective facilitation centers.

11.20 In the central website of Head Office, EPFO i.e www.epfindia.gov.in "Know your Claim Status" has been incorporated to enable the members to know the status of the settlement of the claim and settled case details. Some of the Regional Offices have started their own Regional websites in addition to the central website. Through these Regional websites further details are provided regarding the Regional issues and the other connected details for the benefit of the members and the employers.

Special Attention Areas

11.21 Grievance redressal Drive was launched in the month of September 2009. The outcome of the drive was encouraging, leading to disposal of large number of grievances throughout the country.

11.22 Public grievance redressal remains a focus area in order to improve service delivery to subscribers and comprehensive guidelines have been issued to field offices to accord utmost priority to service delivery.



Official Website of Regional Office, Bandra being inaugurated by Dr. A.M. Raju, Addl. CPFC ,Maharashtra & Goa and Shri P.M. Mathew, RPFC in-Charge, Bandra Region.



A seminar on Incentive Scheme for persons with physical disabilities being held at Regional Office, Ahmedabad chaired by Shri N.K. Prasad, Addl. CPFC, Gujarat & Madhya Pradesh.

Chapter 12

PUBLICITY

The Publicity Division of the Head Office undertakes publicity campaigns, releases press notes and other publicity related matters for and on behalf of the organization. The Division formulates and develops programmes and materials to promote awareness amongst workers, employers and other stakeholders about their rights, benefits, duties and responsibilities at regular interval.

Main Objectives

12.2 The major objectives of the Publicity Division at Headquarters are:

- Create and increase awareness amongst employees and employers regarding provisions of benefits available under EPF & MP Act, 1952 and its schemes by way of publicity using print media and electronic media.
- To apprise the initiatives taken by the organization regarding widening of scope of Social Security cover, amendments in the Act or the three Schemes framed under the Act, new policies & programmes, administrative instructions and reforms and other developments to all concerned. Mostly newspapers, magazines and chronicles are utilized to publicise the benefits.
- Preparation and publication of related literature in the form of pamphlets and

brochures etc. for facilitation centers and distribution.

- Issue of press notes and press releases on major events, developments concerning the organisation, amendments in provisions of the Act and the Schemes etc.

ACTIVITIES CARRIED OUT IN 2009-10

12.3 During the financial year 2009-10, the following activities were carried out to create awareness amongst the workers, employees, and other members of the public:-

Publicity through Newspapers

- i. The information about the new incentive scheme of Ministry of Social Justice and Empowerment, Government of India for employing persons with disabilities was disseminated to employers in private sector through advertisements in newspapers, seminars, workshops / conferences with employers and employees, display the salient features of schemes on facilitation centres, circulation of schemes brief in the establishments.
- ii. On 2nd October 2009, an advertisement campaign was launched on the Computerization in EPFO which will enable quick settlement of claims, timely issuing of annual statement of accounts to members,



timely release of pension to the Pensioners and upload facility for returns/reports.

Publicity through Newsletter

In order to acquaint all concerned about the ongoing activities and new initiatives undertaken by the organisation, the EPF Newsletter was released in the year 2009-10. The newsletter highlighted the following:

- (1) Computerization in the EPFO
- (2) New application software launched at Karnal under computerization project
- (3) Multi fund management in EPFO
- (4) Opening of new offices
- (5) Special provisions in respect of International Workers and International Social Security Agreements

(6) IVS & KIOSK inauguration

(7) Grievance management in EPF

Publicity through Calendars

EPF calendars for the year 2010 got printed through DAVP for distribution amongst field offices of EPFO including Head Office, CBT Members, Regional Committee members, Ministry of Labour & Employment, Employers and Employees' Associations.

Publicity through EPFO Website

The Central Website of EPFO at www.epfindia.com, www.epfindia.gov.in and www.epfindia.org enables free access of all the related information to the users of internet. The website is updated from time to time through Web Administrator hosting all important circulars, guidelines, directory, transfer order as well as tender advertisements and notices.



An awareness programme being held at Regional Office, Dehradun , Uttarakhand and attended by all the staff members.



Chapter 13

VIGILANCE

Constitution:-

The Vigilance Machinery was put in place by a decision taken in the 68th 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 recommendation of Central Vigilance Commission by upgrading the post of Director (Vigilance) to that of CVO in the rank and pay scale of Addl. CPFC. At present, CVO has been appointed in the cadre and pay of Joint Secretary to the Government.

Structure

13.2 The structure of the Vigilance Wing of the Organisation is as below:

- **Head Quarter's Vigilance Wing** is headed by CVO and supported by one Deputy Director, one RPFC-I, one RPFC-II, four Assistant Directors and supporting staff.
- Four Zonal Vigilance Directorates at North, South, East and West Zones headed by Deputy Director and supported by four Assistant Directors in each zone.

Progress Made during the Year

13.3 The status of case in respect of important work areas during the financial year 2009-10 is summarized in the table below:

	OB	Fresh Cases	Disposal	CB
Complaints-CVC	66	26	65	27
Complaints-Others	110	89	103	96

Personnel under Suspension	49	28	52	25
Prosecution Sanction	05	07	11	01
Personnel being Prosecuted in Court	175	15	13	177
Disciplinary Proceedings-Major Penalty	266	98	85	279
Disciplinary Proceedings-Minor Penalty	35	106	62	79

Initiatives during the Year

13.4 During the year the following initiatives were taken.

- With a view to adopt a pro-active stance in combating corruption through preventive measures, 12 Preventive Vigilance Inspections, 02 Surprise Inspections, 01 Joint Surprise Check with CBI Team, Ghaziabad & Coordination meetings with Central Bureau of Investigation were held.
- To bring about systemic improvement, the issue of procurement/undertaking of works was studied and it has been recommended to adopt a formal work/procurement manual on the lines suggested by Ministry of Finance and CVC.
- Agreed lists updated in the year 2009-10 for Guwahati, Mumbai, Kolkata, Jharkhand, Hyderabad, Pune, Nagpur and Jaipur.
- Wherever lacunae were noticed in the work process, appropriate directions were issued through the respective Division.



Chapter 14

WORK STUDY

In pursuance of the directives of the then Department of Personnel and Administrative Reforms during 1973-74 to have Separate Work Study Units, a Work Study Unit was created in the Head Office during 1978-79 with 01 Senior Analyst, 02 Junior Analysts and 02 Research Assistants. The post of Senior Analyst has been converted as Regional Provident Fund Commissioner (Management Services). During the year, only RPFC (MS) and 01 Junior Analyst were in position. Action to fill up another post of Junior Analyst and 02 posts of Research Assistant was taken up during the year.

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

- The work relating to verification of the performance through various MIS Returns, Calculation, Assessment and declaration of Productivity Linked Bonus Scheme for the year 2008-09.
- Obtaining and compilation of Region wise Bonus paid for the year 2008-09 and sending the details of amounts paid to the Government.
- Monitoring of important financial indicators of all the 40 Regions through a Monthly DO Narrative Returns and critical review and suggestions for improvements were issued on regular basis.
- All RTI references relating to all sections of Finance Division and interpretation of Manual provisions were attended.
- Suitable clarifications issued for functional requirements of Accounts Officers and Assistant Commissioners in charge of Accounts and delegation of powers were defined and communicated for smooth functioning.
- Attended all work relating to Sponsoring and Deputing of officers of the EPFO to foreign countries and their smooth travel arrangements to attend International Conferences / Workshops / Seminars / Training on matters related to Social Security issues organized by the International Social Security Association (ISSA) and International Labour Organisation. Additional travel arrangements were made to the Officers of the EPFO and the Ministry for participating in the negotiation for totalisation agreements with various European countries for enrolment of International Workers under the **Employees' Provident Funds** Scheme and Pension Scheme for the benefit of these Indian workers working in various countries and the members of their families.
- Actively associated with all work related to formulation of Policy matters, Amendments to Manual provisions, various procedures, work study on creation of new Posts and new Sections as per the proposals received from the FA & CAO and various field offices and other Divisions of Head Office.
- Compilation of various statistical details relating to Finance Division and Audit for conducting the O & M Meetings, Zone wise

and All India Conferences of RPFCs (F&A) of the Regions and the Zones for Review of the performance in the core functional areas of Finance and Accounts and Audit matters and timely follow up action.

- Detailed guidelines were issued on settlement of Provident Fund Accounts and also towards advances through Core Banking System (CBS) in respect of the accounts holders of State

Bank of India for instant crediting of the Amounts to avoid delays in crediting of the amount and retaining of cheques by post due to various reasons. Modalities for sending of these amounts to the accounts of claimants and beneficiaries in any branch of any bank under NEFT (National Electronic Funds Transfer) were worked out for implementation from the beginning of 2010-11.



Office building of EPFO Regional Office, Uttarakhand Region, Dehradun.



Office building of EPFO Regional Office, Ahmedabad Region in Gujarat State.

Chapter 15

PHYSICAL FACILITIES

The Physical Facilities Division of the Organization is headed by a Chief Engineer Supported by a complementary pool of engineers (Civil and Electrical) at Headquarters. Assistant Engineers/Junior Engineers are posted at Zonal and Regional Offices levels of the Organization. The main activity of the Division is to facilitate the creation of assets of infrastructure in the form of land purchases building and staff quarters and thereafter maintain all such physical assets.

Activities of the Division

15.2 The division mainly handles the following items of work for the organization.

- Hiring of office premises and renewal of rent from time to time.
- Purchase of land for construction of office building and staff quarters.
- Construction of office building and staff quarters where land has been purchased.
- Purchase of ready built accommodation for office use.
- Handling of litigation cases relating to land and buildings.
- Additions/Deletions of the space to the hired premises.
- Major repair and maintenance of the Board's accommodation.

- Preparation of policies for the maintenance of Board's accommodation.
- Award of work to the agencies and its monitoring.
- Grant of extensions of time for the completion of construction.
- Reconciliation of physical assets with the balance sheet.
- Monitoring of tendering process.
- Release of sanctions for purchase of DG Sets.
- Framing of Budget estimates for modular furniture work for the various office buildings.
- Framing of budget for revised estimate and budget estimates for each financial year/next financial year for all Capital works.
- Release of payments to the agencies through the respective RPFCs in-Charge.

Conducting meetings of Sub-Committee of EC

15.3 Apart from the above, the Physical Facilities Division is responsible for organizing and conducting meetings of the sub-committee for Building and Construction. The sub-committee of Executive Committee examines and scrutinizes all the proposals for acquiring of land, purchase of ready built building(s)/space, construction of building work and all types of major repairs. The sub-committee also

examines technical feasibility, financial viability, scrutiny of drawings and detailing item-wise before giving its recommendations to the proposal. After obtaining recommendations of the sub-committee, the proposals are placed before the Executive Committee and Central Board of Trustees for approval as per the delegated powers. The Physical Facilities Division is playing an active role in the implementation of the computerisation Project by way of advising on the site preparation, scrutiny of the site layout plans identifying/providing the modular furniture requirements, electrical installations, wiring and data cabling works etc. The Project Division has identified for modernization of Office Building at 28 locations in the 1st phase and 58 locations in the 2nd phase.

Award of work to agencies and tendering

15.4 Since the beginning, almost all the construction works of the EPFO were executed by CPWD on deposit work basis. In the 1990s, most of the office buildings and staff quarters constructed by CPWD were not found upto the required minimum standard and there was also no contractual binding between EPFO and CPWD to enforce any penalty clause for the delay and deficiency in the execution of work by the CPWD. The decline in the quality of construction and consequent increase in the recurring/maintenance expenditure by way of special repair work was discussed in depth and it was decided to entrust the work only to those Government Agencies which undertook to enter into legally binding agreements with the EPFO. Accordingly many Government/Public Sector Undertaking agencies like M/s RITES, M/s NBCC, M/s. HPL, Prasar Bharati and other State Government construction agencies have been selected for various projects for executing the

construction works on behalf of the EPFO. All these agencies have accepted to carry out the works on deposit work basis. This has created competitive atmosphere among the agencies which has resulted in net savings for the Organization by way of quality construction works. The Physical Facilities Division has now **initiated to frame "Works Manual"** (Capital/Maintenance work) of EPFO to take up the work directly by in-house Engineers and empanelled Architect, instead of carrying out the works through Govt. Agencies, which will further save agency charges to the Organization.

Progress during the year in Asset Management

15.5 The Corporate Headquarters, NATRSS, all the Zonal Training Institutes and 36 out of 40 Regional Offices are functioning from their own premises. The land for Construction of Office Building for Regional Office Ranchi has been purchased and boundary wall has been constructed. Apart from the above 32 out of 79 Sub Regional Offices are also functioning from their own premises, while on-going construction work is in Progress at SRO-Lucknow, SRO-Hubli and SRO-Vellore. Land has been purchased and project are at planning stage for SROs-Rohtak, Bhopal, Jamshedpur, Rajahmundry, Kukatpally, Raichur, Jalandhar and Berhampur.

15.6 With the approval of revised technical manpower of Physical Facilities Division in past years lot of new measures such as 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 Engineer/Assistant Engineers posted at

Regions/Zones. Timely processing and maintenance of special repair works have enabled the Organization to effect considerable savings on both by way of capital outgo and interest savings on deferred capital expenditure. During the year, there were staff constraints due to which some of the improvements in the measures could not be taken up. 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 our engineers. This is also monitored at Headquarters by Physical Facilities Divisions by directing the agencies to rectify the defects pointed out in the Inspection Reports Submitted by the field engineers.

15.7 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

15.8 The Revised Budget outlay for 2009-10 including the amount from Central Pool is Rs. 90.80 crores. The budget estimate for the year 2010-11 is Rs. 136.13 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 2009-10 is Rs. 21.57 crores and Budget Estimate for 2010-11 is Rs. 19.51 crores.



12th Rajbhasha Sammelan conducted at Regional Office, Madurai in December 2009 chaired by Shri N.A. Nair, Addl. CPFC, Tamil Nadu and Kerala.

Chapter 16

PROGRESSIVE USE OF HINDI

In accordance with the Article 343 of the Constitution of India, Hindi is the Official Language of union and according to Article 351, it shall be the duty of Union to promote the spread of Hindi and develop Hindi language. To implement these Constitutional obligations, the Department of Official Language, Ministry of Home Affairs, Govt. of India issues an Annual Programme fixing targets for implementation of the use of Hindi and it is constitutional duty of each office to achieve these targets. Though the Official Language Policy of the Union is based on the principle of motivation and encouragement, yet it is the duty of everyone to strictly comply with the Official Language policy. In order to achieve targets, Hindi Sections or Raj Bhasha Anubhag have been set-up in all the Regional and Sub-Regional Offices of the Organisation for monitoring the use of Hindi. Official Language Implementation Committees (OLIC) have been set-up in all the offices. In each Regional / Sub-Regional Office the work of Hindi is reviewed at Regional level under the Chairmanship of Regional Commissioner / Officer-in-Charge and a Committee has also been set-up in Head Office under the Chairmanship of Central Provident Fund Commissioner, to review the progress and monitor the use of Hindi in all the Regional and Sub-Regional offices of the organization in each half yearly period.

16.2 In order to accelerate the progress made in progressive use of Hindi and to promote the spread and develop the use of Hindi, the following steps were taken up during the year:

- During the year 2009-10, 392 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 (Organization) of Head Office were also held under the Chairmanship of Central Provident Fund Commissioner, in addition to 4 Official Language Implementation Committee meetings held in Head Office.
- During the year, Head Office has reviewed 4 quarterly progress reports received from all the offices of the Organisation in which grading are given on the basis of ranking and **quality of work**. 'Excellent', 'Very Good', 'Satisfactory' and 'Regrettable' categories Grading are given in this review. This review is conducted by senior officers. In this way a review of total 441 Quarterly Progress Reports was ensured.
- 164 Hindi workshops were held for imparting training in the use of Hindi in which 1781 officers and staff members have been given practical training of Hindi noting and drafting. They were also apprised of Official Language Policy of the Govt.
- 'Hindi fortnight' has been observed in each office from 1st September to 15th September, 2009 in which different competitions were held and meritorious

officers and staff members are awarded with cash prize and certificates.

- Another Departmental Scheme named as E.P.F., '**Vibhagiya** Hindi Prayog Nakad Puraskar Protsahan Yojana' is in vogue for 'B' and 'C' region i.e., for Marathi, Gujarati and Punjabi and non-Hindi speaking areas, where a cash awards of Rs. 300/- and 400/- were given to officers and staff members for doing work upto 75% and 50% of their official work respectively in Hindi. During the year cash prize of Rs. 4,54,800/- has been distributed amongst 1374 employees.
- During the year, 16 inspections have been conducted by the Head Office and 48 at Regional level in order to achieve target of 25% fixed in the Annual Programme. Thus 64 offices were inspected during the year.
- In order to promote Hindi, in-house magazines are being published by the Regional Offices in which officers and staff give their write-ups and for original write-

ups, cash awards are given to the officers/staff working in the Organisation. During the year 23 in-house magazines were published by the Regional Offices out of which Jaipur & Meerut from 'A' Region, Ludhiana and Vadodara from 'B' Region, Kerala and Madurai from 'C' Region, respectively stood first and second winner in respective Regions.

- During the year Parliamentary Committee on Official Language has visited Sub-Regional Office, Trichy on 16.01.2010 for inspection.
- **Under the Government's Official Language Policy**, in order to discuss and review the overall progress made in the work of Hindi in all the offices of the organization, Rajbhasha Sammelan was held in December, 2009 in Madurai in which all the Assistant Directors / Deputy Director (OL) of the Organization participated. This Conference was organized under the Chairmanship of Addl. Central Provident Fund Commissioner (Tamilnadu & Kerala).

Chapter 17

INTERNATIONAL SOCIAL SECURITY ASSOCIATION

International Social Security Association (ISSA) was founded in Brussels on 4th October, 1927 as International Social Insurance Conference until 1947. Over the years, the objective of ISSA has 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 improvements.

17.2 ISSA provides 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 Data Base and Publication Programme.
- ❖ Promotion of Research and Surveys on Social Security issues and the distribution of the results and surveys.
- ❖ Organisation of Training Programmes for the personnel of Social Security Organisations in various regions of the world and the encouragement of technical assistance among its members.
- ❖ Co-operation with other International or Regional Organisations exercising an activity related to Social Security.

17.3 **The Employees' Provident Funds** Organisation, India is an Associate Member of

ISSA and it derives benefits from the immensely valuable resource by giving valuable input regarding the Social Security scenario in India by way of interaction with ISSA through various Seminars, Meetings, Workshops, Training Programmes etc.

17.4 At the instance of the ISSA, negotiations for enrolment of International Workers of India to **the Employees' Provident Funds with many** European countries were held and Agreements to this effect have already been entered into with 08 countries during the year. Finalisation of such agreements with many more countries is progressing and this arrangement is expected to benefit a very large number of Indian workers and members of their families by way of Provident Fund and Pension under the Social Security cover.



Chapter 18

STATUTORY AND INTERNAL AUDIT

As per the provisions of Para 56 of the EPF Scheme, 1952, Para 30 of the EPS, 1995 and Para 20 of the EDLI Scheme, 1976, the Accounts of the Fund, including the Administration Accounts and expenses incurred in running the Schemes shall be Audited in accordance with the instructions issued by the Central Government in consultation with the Comptroller and Auditor General of India.

18.2 Accordingly, the Audit Wing in the Head Office closely monitors the regular Audit of each of the Regional Office and Sub-Regional Office and other offices by the respective

Accountants General of the States. The Accounts and transactions of the Head Office of the Organization is regularly audited by the Director General of Audit, Central Revenues under the guidance of Comptroller and Auditor General of India. The Audit Wing monitors the timely furnishing of Final Action Taken Replies by each of the office on the Audit observations contained in the Audit Inspection Report of the respective Accountant General. The Head Office examines on priority the serious irregularities pointed out for remedial action. The Progress in this regard during the year is as under.

Table 1						
Sl. No.	Name of the Region/Zones under Additional CPFCs and other offices	No. of Paras Outstanding as on 01--4-2009	No. of Paras added during the year.	Total	No. of Paras got settled on reporting final compliance	No. of Paras Outstanding as on 31-03-2010
01.	DL and UK	74	---	74	08	66
02.	PN and HP	83	----	83	---	83
03.	HR and RJ	59	07	66	29	37
04.	UP and BR	247	----	247	102	145
05.	JH, NER & WB	174	49	223	22	201
06.	AP and OR	357	68	425	10	415
07.	TN and KR	173	114	287	120	167
08.	KN and Goa	90	03	93	----	93
09.	MH and CHTS	65	37	102	11	91
10.	GJ and MP	67	131	198	08	190
11.	NATRSS, ZTIS, HO and EPF Appellate Tribunal	139	27	166	04	162
	TOTAL	1,528	436	1,964	314	1,650



INTERNAL AUDIT

18.3 The Audit Wing in the Head Office monitors the Audit of Regional Offices & Sub Regional Offices and other offices carried out by the Internal Audit Parties. With the increase in the No. of audit offices, the strength of Audit Parties was raised to 15. Fourteen out of the 15 Audit Parties have already started functioning.

18.4 The CBT has already approved the posting of one Deputy Director (Audit) in the Headquarters of each Internal Audit Party for close monitoring of the audit activities. Each Audit Party consists of 02 Assistant Directors (Audit), 02 Assistant Audit Officers and 02 Audit Assistants. The vacancies can be filled by both en-cadre officers and officials on deputation from other departments. Action for filling up of vacant posts is in progress. Once the full-fledged Audit Parties are in

place, timely audit of all the offices on a regular basis can be ensured.

18.5 In terms of performance, the Year 2009-10 was a turnaround year for the Audit Wing in the Organisation. Each of the offices was audited for the multiple years in all the 65 offices audited during the year. The position of progress achieved in audit of the offices by the Internal Audit Parties during the year is as under:

Table-2			
No. of Internal Audit Parties.	No. of Offices due for Audit during the year	No. of Offices Audited upto 2009-10 during the year	No. of offices yet to be audited
14	124	65	59

18.6 The Details of the Offices Audited during 2009-10 is as under:

Table-3				
Audit Party	Zone	Sl.No	Office	Years
Delhi North	Additional CPFC (DL & UK)	1	Head Office	2003-04 to 2008-09
		2	NATRSS	2008-09
		3	EPF Appellate Tribunal	2008-09
		4	SRO, Laxmi Nagar	2008-09
		5	RO, Dehradun	2006-07 to 2008-09
		6	SRO, Haldwani	2006-07 to 2008-09
Faridabad	Additional CPFC (HR & RJ)	7	RO, Faridabad	2000-01 to 2008-09
		8	RO, Gurgaon	2001-02 to 2008-09
		9	SRO, Rohtak	2006-07 to 2008-09
		10	ZTI, North Zone, Faridabad	2008-09
Jaipur	Additional CPFC (HR & RJ)	11	RO, Jaipur	2001-02 to 2008-09
		12	SRO, Jodhpur	2006-07 to 2008-09
		13	SRO, Kota	2001-02 to 2008-09
Chandigarh	Additional CPFC (PN & HP)	14	SRO, Bhatinda	2005-06 to 2008-09
		15	RO, Ludhiana	2001-02 to 2008-09
		16	SRO, Amritsar	2000-01 to 2008-09
		17	SRO, Jalandhar	2006-07 to 2008-09



		18	RO, Simla.	2005-06 to 2008-09
Kanpur	Additional CPFC (UP & BR)	19	RO, Kanpur	2005-06 to 2008-09
		20	SRO, Varanasi	2006-07 to 2008-09
		21	SRO, Bareilly	2005-06 to 2008-09
		22	SRO, Agra	2006-07 to 2008-09
		23	SRO, Noida	2008-09
		24	SRO, Muzaffarpur	2005-06 to 2008-09
Jalpaiguri	Additional CPFC (WB, JH & NER)	25	RO, Jalpaiguri	2004-05 to 2008-09
		26	SRO, Shillong	2006-07 to 2008-09
		27	SRO, Agartala	2006-07 to 2008-09
		28	SRO, Tinsukia	2006-07 to 2008-09
		29	SUB, ZTI, Shillong	2008-09
Kolkata	Additional CPFC (WB, JH & NER)	30	RO, Kolkata	2005-06 to 2007-08
		31	SRO, Howrah	2006-07 to 2008-09
		32	SRO, Durgapur	2007-08 to 2008-09
		33	SRO, Park Street	2006-07 to 2008-09
		34	RO, Ranchi	2008-09
Indore	Additional CPFC (GJ & MP)	35	SRO Bhopal	2008-09
		36	SRO Gwalior	2008-09
		37	SRO Jabalpur	2001-02 to 2008-09
		38	SRO Ujjain	2001-02 to 2008-09
		39	SRO Sagar	2007-08 & 2008-09
		40	ZTI, Ujjain	2007-08 & 2008-09
Ahmadabad	Additional CPFC (GJ & MP)	41	SRO, Naroda	2003-04 to 2008-09 In Progress
		42	SRO, Vatwa	2005-06 to 2008-09
		43	SRO, Vapi	2007-08 & 2008-09
Nagpur	Additional CPFC (MH & CH)	44	SRO, Vashi	1999-2000 to 2008-09
		45	RO, Kandivali, Mumbai-III	2001-02 to 2008-09
		46	SRO, Nasik	2003-04 to 2008-09
Hyderabad	Additional CPFC (AP & OR)	47	SRO, Siddipet	2005-06 to 2008-09
		48	SRO, Karim Nagar	2005-06 to 2008-09
		49	SRO, Rajahmundry	2000-01 to 2008-09
		50	SRO, Berhampur	2007-08 & 2008-09
		51	SRO, Keonjhar	2005-06 to 2008-09
Bangalore	Additional CPFC (KN & Goa)	52	RO, Bangalore	2001-02 to 2008-09
		53	SRO, Mysore	2001-02 to 2008-09
		54	SRO, Hubli	2008-09
		55	SRO, Raichur	2005-06 to 2008-09
		56	SRO, Shivamoga	2006-07 to 2008-09
Chennai	Additional CPFC (TN & KR)	57	RO, Chennai	Audit by CA On 31-03-2010
		58	SRO, Ambattur	2003-04 to 2008-09
		59	RO, Tambaram	2006-07 to 2008-09
		60	SRO, Puduchery	2006-07 to 2008-09



Coimbatore	Additional CPFC (TN & KR)	61	SRO, Salem	2001-02 to 2008-09
		62	RO, Thiruvananthapuram	2002-03 to 2008-09
		63	SRO, Kozhikode (Calicut)	2002-03 to 2008-09
		64	SRO, Kochi	2001-09
		65	SRO, Kottayam	2001-02 to 2008-09
		66	SRO, Kannur	2008-09

(NOTE* 65 offices are Audited by Internal Audit Party. Regional Office, Chennai is audited by the Chartered Accountant)

18.7 In respect of the remaining 59 offices for which the Audit was due, the Audit is in arrears from various years from 2001-02 onwards and the audit of all these offices upto 2009-10 is being taken up on priority to bring all offices at par. This updated position

supplied by the full staff strength in all the Audit Parties is expected to improve the quality of the audit.

18.8 The progress achieved in settlement of outstanding audit Paras of Internal Audit Teams during the year is furnished as below:

Table-4						
Sl. No.	Name of the Regional Zones including the SROs under Additional CPFCs and other offices.	No. of Paras Outstanding as on 31-03-2009	No. of Paras added during the year.	Total	No. of Paras got settled on reporting final compliance.	No. of Paras Outstanding as on 31-03-2010.
01.	DL and UK	144	138	282	88	194
02.	PN and HP	25	240	265	55	210
03.	HR and RJ	91	349	440	57	383
04.	UP and BR	349	277	626	138	488
05.	JH, NER & WB	502	724	1226	358	868
06.	AP and OR	476	188	664	179	485
07.	TN and KR	162	751	913	128	785
08.	KN and Goa	70	184	254	70	184
09.	MH and CH	142	381	523	60	463
10.	GJ and MP	270	567	837	151	686
11.	NATRSS, ZTIs, HO and EPF Appellate Tribunal	92	158	250	110	140
TOTAL		2,323	3,957	6,280	1,394	4,886

AUDIT BY THE CHARTED ACCOUNTANTS FIRMS

18.9 Considering the fact that the Internal Audit needs to be strengthened and at least some offices should be got audited on priority, if necessary by engaging experts from outside. The CBT, EPF in their 165th Meeting held on 23-02-2004, 170th Meeting held on 21-11-2005 and 175th Meeting held on 28-03-2006 approved the proposal for deployment of

Chartered Accountants Firms for completing the audit of the offices where Internal Audit has fallen in arrears for many years. As mandated by the CBT, a CA Firm M/s. Anand and Ponnappan has conducted the Audit of Regional Office, Chennai and submitted the Report. The CA Firm has completed the audit of the office for 03 years in one stretch. The



observations and suggestions for further improvement of the system are already under examination.

18.10 The CA Firm short listed for the Audit of RO, Bandra, Mumbai, Maharashtra failed to take up the assignment. Accordingly fresh selection process has been initiated to identify a new CA Firm for assigning the Audit

for 2002-03 to 2009-10. The process of selection and conducting of audit by CA Firms in respect of other major Regional Offices is also under process. It is expected that with the association of CA Firms for taking up Internal Audit, the system would further improve in making the internal audit exercise more effective and qualitative.



Chapter 19

PUBLIC INFORMATION

In order to promote transparency and accountability in the working of every public authority and to empower the citizens to secure access to information under the control of each public authority, the Govt. of India enacted "The Right to Information Act, 2005" which came into force on 15.06.2005. The Right to Information has been given the status of fundamental rights under Article 19(1) of the Constitution of India which provides the citizens the freedom of speech and expression and the right to know the role, functions etc. of the government.

19.2 The Act casts obligation on the public authority to facilitate the citizens to have access to the information held under their control and to ensure that the rights of the citizens are met in right earnest. Information laws are known to have a positive impact on different spheres of society, politics and public administration and holds governments and their instrumentalities accountable to the governed.

19.3 Going by the spirit of the Act, EPFO has designated Central Public Information Officers (CPIOs), Central Assistant Public Information Officers (CAPIOs) and Appellate Authorities for each field offices as well as each Division of Head Office to discharge the responsibilities under the Act. The list of these officials is available on the EPFO's website: www.epfindia.gov.in. All Public Information Officers have this responsibility to assist the requesters and transfer the request to proper public authority, if necessary. Denial of any request has to be justified by CPIO. The RTI Act has an overriding effect on other secrecy laws. There are penalties prescribed on delinquent PIOs.

19.4 The Public Information Division at Head Office receives and forwards RTI applications and also reviews the functioning of machinery responsible for sharing of information under the RTI Act.

19.5 The disposal of information requests for the financial year 2009-10 is given in Annexure:-



Annexure

Progress in 2009 -10					
	Opening Balance as on 01.04.2009	Received during the year (including cases transferred to other Public Authority)	No. of cases transferred to other Public Authorities	Decision where requests/ appeals rejected	Decision where requests/ appeals accepted
Requests	781	17530	868	1012	16431
First Appeals	101	1115	62	221	933

Number of times various provisions were invoked while rejecting requests														Number of cases where disciplinary action was taken against any officer in respect of administration of the Act	Amount of Fee Collected		
Section 8 (1)										other sections					Registration Fee	Additional Fee & Any Other Charges	Penalties Amount
a	b	c	d	e	f	g	h	i	J	9	11	24	Other		Nil	Rs. 1,49,231	Rs. 34,860
0	0	0	9	72	0	13	8	94	182	0	36	0	598				

No. of CAPIOs designated	No. of CPIOs designated	No. of Appellate Authorities designated
123	148	54



Chapter 20

EPF APPELLATE TRIBUNAL

Section 7D of the EPF & MP Act 1952 provides for setting up of an Appellate Tribunal for adjudicating the disputes arising out of the enforcement of the Act. Though the provision to constitute Appellate Tribunal was incorporated by 33rd amendment of the Act effective from 01.08.1988, the first **Employees' Provident Funds Appellate Tribunal** was constituted by the Central Govt. w.e.f. 1st July, 1997.

20.2 At present, the Tribunal consists of one bench located at Delhi. The Central Govt. is the competent authority to appoint Presiding Officer of the EPF Appellate Tribunal. The term of office of the presiding officer is for a period of 5 years from the date of entering office or until he/she attains the age of 62 years, whichever is earlier.

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

20.4 During the year 2009-10, out of the total workload of **4894** cases, **770** cases were decided. Thus **4124** cases were pending at the end of the year.

**APPENDIX A-1**

MEMBERS OF CENTRAL BOARD OF TRUSTEES, (EPF) As on 31-03-2010			
The Central Board of Trustees (E.P.F.) was reconstituted & notified in the Gazette of India vide notification No. V-20012/1/2008-SS-II dated 13.05.2008 for five years.			
Chairman		State Government Representatives	
1.	Shri Mallikarjun Kharge, Minister for Labour & Employment Govt. of India, Shram Shakti Bhawan, Rafi Marg, New Delhi.110001.	8.	Secretary to the Govt. of Andhra Pradesh, Labour & Employment Department, Hyderabad – 500022
Vice-Chairman		9.	Secretary to the Government of Assam, Labour & Employment Department, D-Block, 3 rd Floor, Assam Sachivalaya, Dispur, Guwahati- 781005 (Assam)
2.	Shri Harish Rawat, Minister of State for Labour & Employment, Govt. of India Shram Shakti Bhawan, Rafi Marg, New Delhi.110001	10.	Secretary to the Government of Bihar, Department of Labour, Training and Employment, Vikas Bhawan, New Secretariat, Patna – 800 015
Central Government Representatives		11.	Principal Secretary to the Government of Gujarat, Labour and Employment Department, New Sachivalaya, Sardar Patel Bhawan, Block No.5, 6th Floor, Gandhi Nagar-382010.
3	Shri P.C. Chaturvedi, Secretary to the Govt. of India, Ministry of Labour & Employment, Shram Shakti Bhawan, Rafi Marg, New Delhi - 110001.	12	Principal Secretary to the Govt. of Haryana, Department of Labour & Employment, Room No. 335, 3 rd Floor, New Haryana Civil Secretariat, Sector-17, Chandigarh-160017.
4	Shri S. K. Srivastava Additional Secretary to the Government of India, Social Security Division, Ministry of Labour& Employment, New Delhi - 110 001	13.	Secretary to the Govt. of Karnataka, Department of Labour, 414, 4 th Floor, Vikasa Soudha, Dr. B. R. Ambedkar Veedhi, Bangalore – 560 001.
5.	Shri S. K. Dev Verman Joint Secretary to the Government of India, Social Security Division, Ministry of Labour& Employment, New Delhi - 110 001.	14.	Principal Secretary, Ministry of Labour, Govt. of Madhya Pradesh, Bhopal.
6.	Shri Tarun Bajaj, Joint Secretary (Insurance & Pension) Representative from Department of Economics Affairs, Ministry of Finance, North Block, Government of India, New Delhi.110001.		
7.	Shri Chaman Kumar, Financial Advisor, Ministry of Labour& Employment, Government of India, New Delhi - 110 001.		



15	Principal Secretary to the Govt. of Maharashtra, Industry, Labour & Energy Department, Room no. 620, Annexe, 6 th Floor, Mantralaya, Mumbai - 400032.	Employers' Representatives	
		23	Shri J.P. Chowdhary, Chairman & Managing Director, M/s. Titagarh Steels Limited, 113, Park Street, Kolkata-700 016
16	Secretary to the Govt. of Orissa, Labour & Employment Department, Orissa Secretariat, Bhubaneswar - 751001	24	Dr. Ram S. Tarneja, Flat No. 2102, Planet Godrej, Aqua Tower – II, K.K. Marg, Jacob Circle, Mahalaxmi Mumbai– 400011 (Maharashtra)
17	Principal Secretary to the Govt. of Punjab, Labour & Employment, Room No.510, 6 th Floor, Mini Secretariat, Sector-9, Chandigarh.	25	Shri Sharad Patil, Secretary General, (CIE) Employees' Federation of India, 204, Joanna, 10, Manual Gonsalves Road, Bandra West, Mumbai- 400 050.
18	Secretary to the Government of Rajasthan, Labour and Employment, Administrative Secretariat, Jaipur. (Rajasthan)	26	Shri U. K. Dikshit, Director (SCOPE) SCOPE COMPLEX, 7, Lodhi Road, New Delhi-110 003
19	Secretary to the Government of Tamil Nadu, Labour and Employment Department, Chennai. 600 009	27	Shri Santosh Saraf, 108, Standard House, 83, Maharshi Karve Road, Mumbai-400002.
20	Secretary to the Govt. of Uttar Pradesh, Labour & Employment, "Bapu Bhawan" , Lucknow-226 001	28	Shri P. Rajendran, (CII) NIIT Limited, No. 85, Sector- 32 Institutional Gurgaon. 122001 (Haryana).
21	Principal Secretary to the Govt of West Bengal, Labour Department, Writers Building, Kolkata-700001	29	Shri B. P. Pant, Secretary, All India Organization of Employers, Federation House, V/10, NCERT Campus, Aurobindo Marg, New Delhi .110016.
22	Secretary to the Govt. of NCT of Delhi, Labour Department, 5, Shamnath Marg, Delhi.110054.	30	Shri Babulal B. Todi, Managing Director, M/s. Todi Estate, Sun Mill Compound, Lower Parel, Mumbai - 400 013.



31	Shri S. S. Rathi Vidya Wires Pvt. Ltd., 123, Vitthal Udyog Nagar, Anand – 388121 GUJARAT	38	Shri D.L.Sachdeva, Secretary, AITUC, 35-36 Deen Dayal Upadhyay Marg, New Delhi - 110002
32	Shri Ravi Wig, PHDCCI, House No. 618, Sector – 21A, Faridabad (HARYANA)	39	Shri A.D. Nagpal, Secretary, Hind Mazdoor Sabha, 1181, Sector 43-B, Chandigarh 160 022
Employees' Representatives		40	Shri Dipankar Mukherjee, Secretary, CITU, B.T. Ranadive Bhawan, 13A, Rouse Avenue , New Delhi.110002.
33	Shri Girish Awasthi, All India President, Bharatiya Mazdoor Sangh, H.No.196/A(2) Shakti Vihar, Kalyanpur, Kanpur- 208 001 (U.P.)		
34	Shri B.N. Rai, All India Secretary, Bharatiya Mazdoor Sangh, 116, Bakkar Mahal, Barrack pore, N. 24 Parganas (W.B) Kolkata-700120	41	Shri Sankar Saha, Secretary, All India Committee United Trade Union Centre, Lenin Sarani, 77/2/1, Lenin Sarani (1 st Floor), Kolkata-700 013
35	Shri M. Jagadishwara Rao, National Executive Member,BMS, D.No. 31-3-3/2, Gowri Nagar, Opp. All India Radio Station, Kurmannapalem, Visakhapatnam-530046 (A.P).	42	Shri Nirmal Ghosh, Member INTUC 2, Iswar Chatterjee Road, P.O. Sodepur – 743 178 Dist.: 24 Parganas (North), West Bengal.
36	Dr. G. Sanjeeva Reddy, President, Indian National Trade Union Congress, 6/8, Leigh Barkatpura, Hyderabad-500 027	43	Central Provident Fund Commissioner, Employees' Provident Fund Orgn, Head Office, Bhavishya Nidhi Bhawan, 14 - Bhikaiji Cama Place, New Delhi-110 066
37	Shri Ashok Singh, Secretary, INTUC, No. 435, Vishwas Khand III, Gomti Nagar, Lucknow		

**APPENDIX A-2**

LIST OF REGIONAL OFFICES, SUB-REGIONAL OFFICE, DISTRICT OFFICES AND SERVICE CENTRES AS ON 31.03.2010				
S.No.	REGIONAL OFFICES	SUB-REGIONAL OFFICES	DISTRICT OFFICES	SERVICE CENTRE
1.	Hyderabad (Andhra Pradesh)	1. Kukatpally 2. Patancheru 3. Siddipet	--	1. Nalgonda
2.	Nizamabad (Andhra Pradesh)	1. Karimnagar 2. Warangal	1. Nirmal (Adilabad) 2. Khammam	--
3.	Guntur (Andhra Pradesh)	1. Visakhapatnam 2. Rajahmundry 3. Cuddapah	1. Guntur 2. Vijaywada 3. Ongole (Prakashm) 4. Visakhapatnam 5. Vizianagaram 6. Srikakulam 7. Rajahmundry 8. Kakinada 9. Bhimavaram 10. Elluru 11. Kadapal 12. Kurnool 13. Nellore 14. Tirupathi 15. Ananthapur	-1.. Vijaywada 2.. Ongole -
4.	Patna (Bihar)	1. Muzaffarpur 2. Bhagalpur	1. Gaya 2. Rohtas 3. Darbhanga 4. Katihar 5. Munger	--
5.	Raipur (Chhatisgarh)	--	1. Bilaspur	--
6.	Delhi (North)	--	--	Peeragarhi
7.	Delhi (South)	1. Laxmi Nagar	--	Okhla
8.	Ahmedabad (Gujarat)	1. Rajkot 2. Naroda 3. Vatwa	1. Mehsana 2. Bhavnagar 3. Nadiad 4. Jamnagar 5. Junagadh 6. Gandhidham 7. Surendranagar 8. Himmat Nagar	--
9.	Surat (Gujarat)	1. Vapi	1. Bharuch	--
10.	Vadodra (Gujarat)	--	--	--
11.	Panaji (Goa)	--	--	1. Margao
12.	Faridabad (Haryana)	1. Karnal	1. Yamunanagar 2. Ambala 3. Sonapat 4. Panipat	--
13.	Gurgaon	1. Rohtak	1. Hissar	--



	(Haryana)			
14.	Shimla (Himachal Pradesh)	--	1. Shimla 2. Parwanoo 3. Paonta Sahib 4. Palampur 5. Kullu	--
15.	Ranchi (Jharkhand)	1. Jamshedpur	1. Koderma 2. Bokaro 3. Giridih 4. Dhanbad 5. Deoghar 6. Sahebganj 7. West Singhbhum (Chaibasa)	--
16.	Bangalore (Karnataka)	1. Mysore Road	--	--
17.	Mangalore (Karnataka)	1. Mysore 2. Chikmangalur 3. Shivamoga 4. Udupi	1. Madikeri 2. Hassan	--
18.	Gulbarga (Karnataka)	1. Hubli 2. Bellary 3. Raichur	1. Bijapur 2. Belgaum	--
19.	Peenya (Karnataka)	1. Bommasandra 2. K.R.Puram (Whitefield)	1. Kolar 2. Tumkur	1. Kolar 2. Tumkur
20.	Thiruvanthapuram (Kerala)	1. Kottayam 2. Ernakulam 3. Kozhikode 4. Kannur 5. Kollam	1. Munnar 2. Alleppey 3. Trissur 4. Kalpetta 5. Palakkad	1. Trisur 2. Palakkad
21.	Indore (Madhya Pradesh)	1. Jabalpur 2. Bhopal 3. Ujjain 4. Gwalior 5. Sagar	1. Khandwa 2. Dhar 3. Satna 4. Chhindwara 5. Itarsi 6. Ratlam	--
22.	Mumbai-I Bandra (Maharashtra)	--	--	--
23.	Mumbai-II Thane (Maharashtra)	1. Vashi	--	--
24.	Pune (Maharashtra)	1. Kolhapur 2. Solapur	--	
25.	Nagpur (Maharashtra)	1. Aurangabad 2. Akola	1. Chandrapur 2. Amaravati	--
26.	Kandivali (Maharashtra)	1. Nasik	1. Jalgaon 2. Ahmednagar	--
27.	Guwahati (North Eastern Region)	1. Tinsukia 2. Agartala 3. Shillong	1. Silchar 2. Tezpur 3. Bongaigaon 4. Dimapur 5. Jorhat 6. Dharmanagar	1. Imphal 2. Itanagar 3. Aizwal



28.	Bhubaneswar (Orissa)	1. Rourkela 2. Berhampur 3. Keonjhar	1. Cuttack 2. Balasore 3. Sambalpur 4. Barbil 5. Rayagada	--
29.	Chandigarh (Punjab)	1. Bathinda	1. Patiala 2. Mandi Gobindgarh 3. Moga 4. Sangrur	--
30.	Ludhiana (Punjab)	1. Amritsar 2. Jalandhar	1. Batala 2. Phagwara 3. Hoshiarpur	--
31.	Jaipur (Rajasthan)	1. Kota 2. Udaipur 3. Jodhpur	1. Ajmer 2. Alwar 3. Bharatpur 4. Jhunjhunu 5. Bhilwara 6. Bikaner 7. Pali 8. Sriganganagar	--
32.	Chennai (Tamil Nadu)	1. Ambattur	1. Chennai	--
33.	Madurai (Tamil Nadu)	1. Tirunelveli 2. Nagercoil	1. Madurai 2. Dindigul 3. Sivakasi 4. Tirunelveli 5. Tuticorin	---
34.	Coimbatore (Tamil Nadu)	1. Trichy 2. Salem	1. Coimbatore 2. Coonoor 3. Ooty 4. Tirupur 5. Pollachi 6. Tanjore 7. Trichy 8. Kumbakonam 9. Cuddalore 10. Karur 11. Salem 12. Erode 13. Krishnagiri	Tripur
35.	Tambaram (Tamil Nadu)	1. Vellore 2. Pondicherry	--	--
36.	Kanpur (Uttar Pradesh)	1. Lucknow 2. Varanasi 3. Bareilly 4. Gorakhpur 5. Allahabad	1. Moradabad	1. Ghaziabad
37.	Meerut (Uttar Pradesh)	1. Noida 2. Agra	1. Muzzaffar Nagar 2. Saharanpur 3. Aligarh	--
38.	Dehradun (Uttarakhand)	1. Haldwani	--	1. Haridwar



39	Kolkata (West Bengal)	1. Park Street 2. Howrah 3. Barrackpore 4. Durgapur 5. Andaman (Port Blair)	1. Midnapur 2. Shrirampur	--
40	Jalpaiguri (West Bengal)	1. Darjeeling 2. Jangipur 3. Silliguri	1. Alipurduar 2. Malbazar	1. Gangtok
TOTAL	40	79	123	17



APPENDIX A-3

Summary of Defaulting Establishments - Rs. 50 Lakhs and Above (Unexempted Sector)		
Regions	No. of Defaulting Establishments	Amount Involved in lakhs
Dehradun	2	160.44
Delhi (North)	6	2158.98
Delhi (South)	4	392.73
ZO (DL & UK)	12	2712.15
Chandigarh	10	3332.25
Ludhiana	8	889.38
Shimla	3	464.37
ZO (PN & HP)	21	4686.00
Kanpur	46	9877.96
Meerut	15	1672.67
Patna	23	4448.46
ZO (UP & BR)	84	15999.09
Faridabad	8	3137.34
Gurgaon	1	330.90
Jaipur	12	1619.84
ZO (HR & RJ)	21	5088.08
Ahmedabad	14	1928.47
Baroda	6	548.82
Indore	45	13961.90
Surat	6	1242.90
ZO (GJ & MP)	71	17682.09
Kandivili	19	5672.22
Mumbai-I Bandra	9	12504.64
Mumbai-II Thane	7	2075.97
Nagpur	42	9081.55
Pune	30	5661.36
Raipur	6	2058.99
ZO (MH & CG)	113	37054.73
Bangalore	16	3867.29
Gulbarga	7	669.29
Mangalore	5	1528.96
Panaji	2	121.15
Peenya	9	629.84
ZO (KN & Goa)	39	6816.53
Bhubaneswar	31	13934.68
Guntur	14	2710.25
Hyderabad	7	1477.03
Nizamabad	4	386.56
ZO (AP & OR)	56	18508.52
Chennai	10	849.44
Coimbatore	29	5383.10
Madurai	24	5018.47
Tambaram	9	1514.78
Thiruvananthapuram	54	9011.79
ZO (TN & KR)	126	21777.58
Guwahati (NER)	8	1329.07
Jalpaiguri	30	2815.12
Kolkata	24	4253.30
Ranchi	6	884.95
ZO (WB, NER & JH)	68	9282.44
All INDIA	611	139607.21

**APPENDIX A-4**

LIST OF DEFAULTING ESTABLISHMENTS ABOVE RUPEES ONE CRORES (UNEXEMPTED SECTOR)					
Sl. No	Region Code	Code No.	Name of the Defaulting Establishment	Total Default (in lacs)	Total Default (in lacs)
Uttarakhand					
1	UA	1281	M/s UTC	108.76	
Total of the Region					108.76
Delhi North					
1	DL	26342	M/s Vishal Retail Ltd.	1139.32	
2	DL	35351	M/s Laxmi Vatika Ltd.	385.29	
3	DL	4381	M/s Sewa International	247.70	
4	DL	7112	M/s Nancy Craft	171.90	
5	DL	8982	M/s AIMIL	145.47	
Total of the Region					2089.68
Delhi South					
1	DL	8076	M/s Altos India Pvt. Ltd.	177.33	
2	DL	17946	M/s DSS Mobile Communication Ltd.	101.35	
Total of the Region					278.68
Chandigarh					
1	PN	13882	M/s Golden Forest (I) Ltd; Lalru, Patiala	1604.26	
2	PN	13796	M/s Xen Anandpur Sahib Hydol, Ganguwal	653.01	
3	PN	4715	M/s Punwire Ltd; Mohali	414.47	
4	PN	12686	M/s JCT Electronics Ltd; Ph.VIII, Mohali	268.82	
Total of the Region					2940.56
Ludhiana					
1	PN	15106	M/s Bawa Shoes, Goindwal Sahib, ASR	244.63	
2	PN	1748	M/s Auto Piston Ltd, ASR	210.09	
3	PN	10178	M/s Punjab Fibre, JAL	110.84	
Total of the Region					565.56
Shimla					
1	HP	10429	M/s Siddhartha Super Spinning Mills, Nalagarh, Solan	290.53	
2	HP	10789	M/s Himachal Fibres Ltd.	121.70	
Total of the Region					412.23
Kanpur					
1	UP	4049	M/s Duncan India Ltd., Kanpur	1281.45	
2	UP	12149	M/s Mau Aima Sahakari Katai Mills, Allahabad	740.62	
3	UP	12181	M/s Purvanchal Sahkari Katai Mills, Ghazipur	630.34	
4	UP	18958	M/s Malvika Steels Pvt. Ltd., Sultanpur	483.97	
5	UP	338	M/s Allahabad Patrika	465.13	
6	UP	14197	M/s U.P.Coop. Spinning Mill, Behri, Bareilly	373.97	



7	UP	4572	M/s The Kashi Sahakari Chini mills, Bhadohi	350.62	
8	UP	14436	M/s U.P. Coop. Spinning Mill, J. P. Nagar	338.81	
9	UP	6156	M/s The Kisan Sahakari Chini Mills, Azamgarh	319.46	
10	UP	5115	M/s U. P. Handloom Corp. Ltd., Kanpur	293.45	
11	UP	336	M/s Associated Journals, LKO	289.67	
12	UP	332	M/s I.T.R., Bareilly	277.98	
13	UP	13862	M/s Betula River Board, Lalitpur, Jhansi	274.46	
14	UP	1189	M/s UPICA, Kanpur	255.77	
15	UP	28043	M/s Kamapur Suger Industries	253.69	
16	UP	6918	M/s UPSRTC, Jhansi	247.86	
17	UP	938	M/s National Winder	202.58	
18	UP	6236	M/s The Kishan Sahkari Chini Mill Ltd.	191.73	
19	UP	14182	M/s Rajendra Steel Ltd., Kanpur Dehat	176.51	
20	UP	500	M/s UPSRTC, Allahabad	159.82	
21	UP	2870	M/s U.P. Coop. Spinning Mill, Etawah	134.32	
22	UP	172	M/s UPSSC, Nawab Ganj	133.05	
23	UP	6946	M/s UPSRTC, Farukhabad	132.03	
24	UP	25169	M/s Motiwala Industries Ltd. Varanasi	130.66	
25	UP	495	M/s Sitapur Plywood	115.77	
26	UP	11855	M/s BIC, Kanpur	113.69	
27	UP	176	M/s U.P. State Suger Cop. Hardoi	104.40	
28	UP	16018	M/s Rapti Housing Finance, GKP	103.00	
Total of the Region					8574.81
Meerut					
1	UP	796	M/s UPSRTC, Agra	218.50	
2	UP	4797	M/s Swadeshi Polytech Ltd.	204.39	
3	UP	11394	M/s Sahara Enterprises, Ghaziabad	159.76	
4	UP	17450	M/s Tulsiram Maheshwari Public School	143.23	
5	UP	854	M/s UPSRTC, Bijnaur	137.29	
6	UP	795	M/s UPSRTC, Agra	136.00	
7	UP	14799	M/s Arhant Ind. Ltd, Sikandrabad, Bulandshar	114.67	
Total of the Region					1113.84
Patna					
1	BR	2806	M/s BRS BANKA	1199.55	
2	BR	1983	M/s BSSC Purnea	507.46	
3	BR	3	M/s NJMC, Katihar	368.49	
4	BR	7807	M/s GADA Motihari	224.92	
5	BR	1806	M/s BSEB	223.65	
6	BR	7305	M/s Bihar Sanskrit Shiksha Board	212.40	
7	BR	7271	M/s Natraj Engg. Vaishali	199.33	
8	BR	290	M/s News Paper Publication	195.03	
9	BR	2084	M/s Azad Transport	192.06	



10	BR	3256	M/s Ahsok Paper Mill, Darbhanga	173.76	
11	BR	3487	M/s Bihar Rajaya Beej Nigam	146.37	
Total of the Region					3643.02
Faridabad					
1	HR	286	M/s Jhallani tools,	1304.72	
2	HR	16166	M/s HUDA, Panchkula	1085.85	
3	HR	2059	M/s HR Sheet Glass, Sonapat	286.06	
4	HR	65	M/s Electronics Ltd.	120.19	
5	HR	1152	M/s Jhallani tools, Sonapat	105.71	
Total of the Region					2902.53
Gurgaon					
1	HR	9693	M/s Group 4 Securitas	330.90	
Total of the Region					330.90
Jaipur					
1	RJ	3675	M/s Nagour Central Co-op Bank	304.85	
2	RJ	5	M/s Jaipur Metals, Jaipur	286.13	
3	RJ	3128	M/s Modi Alkalies & Chemicals Ltd., Alwar	209.65	
4	RJ	3673	M/s Jodhpur Central Co-op Bank	184.63	
5	RJ	4235	M/s Parasrampuriah Synthetics, Alwar	135.35	
6	RJ	3962	M/s Perfect Thread Mills, Udaipur	111.88	
Total of the Region					1232.49
Ahmedabad					
1	GJ	363	M/s Mafatlal Ind. (New Shorok Mill), Kheda	684.24	
2	GJ	1003	M/s PPW Ltd., Surendranagar	188.98	
3	GJ	353	M/s Mahendra Mill, Gandhinagar	186.95	
4	GJ	295	M/s Rajnagar Textile mills, Ahmedabad	163.81	
Total of the Region					1223.98
Baroda					
1	GJ	6092	M/s Apex Electricals Ltd.	159.24	
2	GJ	1050	M/s Navinon Ltd.	121.60	
Total of the Region					280.84
Indore					
1	MP	225	M/s M.P.S.R.T.C. Gwalior	1906.02	
2	MP	1267	M/s MPRTC	1818.98	
3	MP	5417	M/s MPSRTC, Seoni	1346.08	
4	MP	4044	M/s M.P.S.R.T.C. Ujjain	1300.55	
5	MP	4045	M/s. M.P.S.R.T.C.	704.38	
6	MP	4046	M/s MPSRTC, Rewa	642.25	
7	MP	3992	M/s JNAU Jabalpur	611.71	
8	MP	11	M/s Binod Mills Co. Ltd. Ujjain	599.96	
9	MP	1378	M/s MPRTC	549.63	
10	MP	2070	M/s Shree Synthetics Ltd., Ujjain	419.44	



11	MP	264,	M/s MPSRTC, Jabalpur	355.24	
12	MP	3839	M/s I.D.A. Indore	267.35	
13	MP	8953	M/s JDA, Jabalpur	247.03	
14	MP	3424	M/s Gajra Bavel Gears Ltd., Dewas	217.03	
15	MP	82	M/s Bhopal Sugar Industries	191.20	
16	MP	11-A	M/s Bimal Mills Ujjain	181.45	
17	MP	4	M/s Rajkumar Mills	174.61	
18	MP	1143	M/s M.P.R.T.C. Indore	155.76	
19	MP	7414	M/s Indorama Synthetics	154.78	
20	MP	15378	M/s Kiddier Corner Senior S.School Gwalior	154.75	
21	MP	1382	M/s MPRHBSS,JBP	142.15	
22	MP	9734	M/s C.T. Cotton Yarn Gwalior	132.72	
23	MP	2	M/s Indore Malwa Mills	108.24	
24	MP	2663	M/s Jayant Vitamins, Ratlam	102.68	
Total of the Region					12483.99
Surat					
1	GJ	1383,	M/s The Baroda Rayon Corporation Ltd.	406.89	
2	GJ	33719,	M/s Shiva Industrial Security Agency Private Ltd.	309.18	
3	GJ	324	M/s Navsari Cotton Silk Mills Ltd., Vijalpore Road, Surat	277.72	
4	GJ	4521	M/s H.M.P. Engineering Ltd.	102.59	
Total of the Region					1096.37
Kandivali					
1	MH	2438	M/s Industrial & Research	3398.05	
2	MH	15480	M/s Satpuda S.S.K.Ltd	520.94	
3	MH	20277	M/s Jagdamba SSK Ltd	250.88	
4	MH	24840	M/s The Parner SSK Ltd.	183.93	
5	MH	13350	M/s Shri Panzarkan SSK Ltd	168.73	
6	MH	20375	M/s Nasik S S K Ltd, Nasik	129.25	
7	MH	24711	M/s Sharp Industries Ltd.	121.24	
8	MH	1819-A	M/s Possil Rolling Mills Ltd	117.91	
Total of the Region					4890.93
Bandra					
1	MH	1133	M/s H.B.L. Global Pvt. Ltd	6447.67	
2	MH	21385	M/s M. H. A. D. A.	4856.79	
3	MH	101	M/s Hindustan SPG & WVG MILLS	307.09	
4	MH	41299	M/s Vazor Surface Protection Pvt. Ltd.	270.89	
5	MH	9264	M/s Carona Ltd.	243.69	
6	MH	38968-A	M/s Fortiis (Relegary) Security	125.40	
Total of the Region					12251.53
Thane					
1	MH	1654	M/s Ralli Wolf Ltd.	1340.00	
2	MH	8743 & 8743-A	M/s Precision Fastner	286.47	



3	MH	1492	M/s Navinon	112.98	
4	MH	9437 & 7780	M/s NOCIL Limited	105.29	
Total of the Region					1844.74
Nagpur					
1	MH	18166	M/s Kannad SSK Ltd.,	777.46	
2	MH	3771	M/s Gangapur SSK Ltd.,	659.38	
3	MH	36194	M/s Jalna SSK Ltd.,	583.22	
4	MH	22194	M/s Sant Eknath SSK Ltd.,	572.51	
5	MH	21949	M/s Godavari Mannar SSK Ltd.,	492.09	
6	MH	80393	M/s Marathwada Agricultural University.	418.11	
7	MH	18274	M/s Vinayak Sah. Sakhar Kar. Ltd.,	368.24	
8	MH	18982	M/s Ambajogai SSK Ltd.	339.34	
9	MH	19443	M/s Jhalani Tools	337.40	
10	MH	80005	M/s Gajanan SSK Ltd.,	334.25	
11	MH	15494	M/s Vasant Sah. Sakhar Karkhana Ltd., Yavatmal.	326.21	
12	MH	60244	M/s Balaji Sah Sakhar Karkhana Ltd. Yavatmal.	260.97	
13	MH	6919	M/s Vidarbha Weavers, Nagpur.	259.28	
14	MH	16549	M/s Jhalani Tools Pvt. Ltd.,	247.33	
15	MH	61122	M/s Link House Commercial Ltd., Civil Lines, Nagpur.	231.83	
16	MH	81862	M/s Jalna Vighag Sah Soot Girni.	189.74	
17	MH	19479	M/s Marathwada Sah Sakhar Kar. Ltd.,	172.60	
18	MH	63577	M/s Bharat Sanchar Nigam Limited, Nagpur.	170.36	
19	MH	80683	M/s Patil Construction	166.28	
20	MH	81431	M/s Trimurti Stalkply Co-Op. Soc.,	158.04	
21	MH	21403	M/s Kada SSK Ltd.,	155.42	
22	MH	61952	M/s Sanvijay Rolling & Engg. Butibori, Nagpur.	144.27	
23	MH	12689-A	M/s Patheja Forgings	142.17	
24	MH	3516	M/s R. B. Bansilal Spg. & Wvg. Mill, Wardha.	131.64	
25	MH	65058	M/s Belleza I. Pvt. Ltd., Chhaoni, Nagpur.	124.91	
26	MH	62709	M/s Group 4 Security Services, Nagpur.	124.76	
27	MH	60200	M/s Mahatma S.S.K., Wardha	108.45	
28	MH	17362	M/s Coventry Spring & Engg. Pvt. Ltd., MIDC, Nagpur	102.29	
29	MH	80990	M/s Barashiv Hanuman SSK Ltd.,	100.38	
Total of the Region					8198.93
Pune					
1	MH	3746	M/s Vasantdada S S K	578.45	
2	MH	29122	M/s Manganga S.S.K. Ltd.	570.45	
3	MH	29634	M/s Tasgaon Taluka S.S.K. Ltd.	568.00	
4	MH	348	M/s Laxmi Vishnu Textile Mills Ltd, Station Road, Solapur	471.00	
5	MH	15683	M/s Shetkari SSKLtd.	428.01	
6	MH	15379	M/s The Cosmos Co-op. Bank	396.68	
7	MH	32544	M/s Solapur Dekhrehk Sangh, Solapur	353.08	



8	MH	37877	M/s Tuljabhavani S S K Ltd., Naldurg, Dist. Osmanabad	240.69	
9	MH	24965	M/s Jai Jawan Jai Kisan S S K Ltd., Nalegaon, Dist. Latur	188.01	
10	MH	13506	M/s Vasantdada Co-op. Spg. Mills	157.34	
11	MH	5559	M/s Deccan Co-op. Spg. Mills Ltd.	151.82	
12	MH	29088	M/s Yashwant S.S.K. Ltd.	138.99	
13	MH	32889	M/s P I Rachkar & Co, Akulj, Tal. Malshiras	129.00	
14	MH	15574	M/s Chetan Foundries Ltd, Hotgi Road, Solapur	112.81	
15	MH	19748	M/s Pune Mahanagar Parivahan Mahamandal Ltd.	104.49	
16	MH	30786	M/s Tastybite	101.81	
Total of the Region					4690.63
Raipur					
1	CG	1249	M/s CIDC Raipur	946.74	
2	CG	4047	M/s CIDC, Bilaspur	670.70	
3	CG	1681	M/s Kedia Castle Dellon	172.40	
4	CG	6482	M/s Kedia Distelliries	152.55	
Total of the Region					1942.39
Bangalore					
1	KN	6820	M/s Karnataka Handloom Development Corprn	2036.29	
2	KN	44	M/s Mysore Lamp Works	338.69	
3	KN	23372	M/s iSmart	209.62	
4	KN	970	M/s Mysore Minerals	200.45	
5	KN	19633	M/s Essential Services	129.26	
6	KN	24237	M/s BMTC	124.36	
7	KN	3853	M/s Karnataka Agro Industries	119.52	
8	KN	11364	M/s V M Confectioneries Unit-I & Unit-II	111.59	
9	KN	24370	M/s Khodays Systems	107.16	
Total of the Region					3376.94
Gulbarga					
1	KN	7504	M/s Raibag Sahakari Sakkare Karkhane	150.00	
2	KN	7901	M/s B.T. Patil & Sons, Belgaum	135.67	
3	KN	3580	M/s Tiffin Byarates	115.97	
4	KN	98	M/s India Sugars Ltd.	103.94	
Total of the Region					505.58
Mangalore					
1	KN	2260	M/s Ideal Jawa (P) Ltd.	1068.14	
2	KN	20898	M/s MESCOM	266.43	
Total of the Region					1334.57
Goa					
NIL					
Peenya					
1	KN	24343	M/s Konega International Pvt. Ltd	100.73	
2	KN	13023	M/s Islamiah Institute of Technology	100.02	



Total of the Region					200.75
Bhubaneswar					
1	OR	1	M/s Orissa Textile Mills	1022.71	
2	OR	1683	M/s OLIC	8153.18	
3	OR	87	M/s OSRTC, Berhampur	493.07	
4	OR	917	M/s O.W.C.S. Mill	474.59	
5	OR	1833	M/s Kalinga Weavers Coop Spinning Mills Ltd, Govindpur	467.67	
6	OR	655	M/s B.T.M., Jharsuguda	453.02	
7	OR	261	M/s KIW, Kjr	346.49	
8	OR	347	M/s Hirakud Industrial Works	250.49	
9	OR	3520	M/s Shree Sarala Weavers Coop Spinning Mills Ltd	228.23	
10	OR	6587	M/s Mayurbhanj Irrg. Div. Baripada	212.76	
11	OR	3383	M/s Pabitra Mohan Rout, CTC	191.24	
12	OR	1885	M/s Konark Jute	175.37	
13	OR	3464	M/s G.C. Shah	146.74	
14	OR	3251	M/s Jagannath WCS Ltd, Nuapatna, CTC	145.03	
15	OR	2063	M/s Utkal Weavers Coop Spinning Mills, Khurda	108.56	
Total of the Region					12869.15
Guntur					
1	AP	2	M/s Nellimarla Jute Mills	355.42	
2	AP	2814	M/s Sarvaraya Textiles	548.26	
3	AP	370	M/s Sarvaraya Textiles	404.11	
4	AP	23	M/s Rayalaseema Mills ,Adoni, Kurnool.	285.87	
5	AP	1184	M/s Panyam Cements & Mineral Industries Ltd, Cement Nagar, Kurnool.	270.82	
6	AP	2813	M/s Yemmiganur Spinning Mills Ltd, Yemmiganur	157.88	
7	AP	294	M/s G.N.Products Ltd, Adoni, Kurnool.	142.07	
8	AP	20445	M/s Godavari Coop Milk Producers	120.29	
Total of the Region					2284.72
Hyderabad					
1	AP	25409	M/s Group 4 Securities Guarding P Ltd,	896.41	
2	AP	26304	M/s Allwyn Watches	233.75	
3	AP	62227	M/s GHMC	102.88	
Total of the Region					1233.04
Nizamabad					
1	AP	11692	M/s KUC, Warangal	171.23	
Total of the Region					171.23
Chennai					
1	TN	49016	M/s Tops Detectives And Securities Services Ltd.	105.81	
2	TN	1997	M/s Hotel Dasaprakash	105.16	
Total of the Region					210.97
Coimbatore					



1	TN	16681	M/s Uma Maheswari Mills	755.35
2	TN	153	M/s Uma Parameswari Mills	518.89
3	TN	4900	M/s Salem Coop Spg Mills	318.63
4	TN	5562	M/s Karur Dt Coop Spg Mills	285.44
5	TN	5531	M/s Nagapattinam Dt Coop Spg Mills	237.84
6	TN	17496	M/s Asian Bearing Ltd	235.14
7	TN	691	M/s NEPC Tea Garden	218.08
8	TN	5544	M/s Erode Cop Spg Mills	198.16
9	TN	6517	M/s Salem Textiles	184.35
10	TN	74	M/s RSL Textiles	180.26
11	TN	55	M/s Coimbatore Pioneer Mills	177.08
12	TN	136	M/s Lakshmi Shanmuga Spg Mills	174.54
13	TN	131	M/s Jawahar Mills Ltd	164.68
14	TN	12461	M/s Coimbatore Popular Spg Mills	163.99
15	TN	8400	M/s Kongarar Spg Mills	163.96
16	TN	21411	M/s Krishnagiri Dt Coop Spg Mills	146.81
17	TN	21376	M/s NEPC Textiles	145.26
18	TN	6091	M/s Arcot Textiles Mills	126.79
19	TN	10661	M/s Selvarani Spg Mills	122.23
20	TN	3179	M/s Trichy Consu.Coop Wholesale stores	122.15
21	TN	2473	M/s Kwalaty Spinning Mills	115.54
22	TN	1178	M/s Prasathan Textiles	101.63
Total of the Region				4856.80
Madurai				
1	TN	159	M/s The Mahalakshmi Mills Ltd.	179.08
2	TN	6357	M/s Swamiji Mills Ltd.	630.50
3	TN	861	M/s Sree Visalakshi Mills (P) Ltd.	492.07
4	TN	861-A	M/s Sree Visalakshi Mills (P) Ltd.	351.41
5	TN	55649	M/s TNEB, Nagercoil	330.69
6	TN	2298	M/s Sitalakshmi Mills Ltd.	306.13
7	TN	1707	M/s Sri Sheela Rani Textiles, Madurai	295.42
8	TN	11266	M/s Sri Venkatesa Paper & Boards Ltd.	285.96
9	TN	2133	M/s South India Cooperative Spinning Mills Limited	270.69
10	TN	20905	M/s Viswabharathi Textiles (P) Ltd.	242.56
11	TN	55651	M/s TNEB, Tuticorin	229.11
12	TN	55650	M/s TNEB, Tirunelveli	193.25
13	TN	7130	M/s Seyadu Beedi Company	184.09
14	TN	29029	M/s B V V Paper Industries (P) LTD.	178.52
15	TN	3926	M/s Thiruchendur Coop. spinning Mills Limited	111.90
16	TN	20567	M/s The Ramanathapuram District Co-op Spinning Mills.	106.65
17	TN	3115	M/s The Srivilliputur Co-op Spinning Mills Ltd.	102.11
Total of the Region				4490.14



Tamparam					
1	TN	PC/20	M/s. Anglo French Textiles	608.95	
2	TN	4981	M/s Saraswathi Mills	230.12	
3	TN	8611	M/s Tamilnadu Agro Engg. & Service Coop. Federation Ltd	189.09	
4	TN	30001	M/s Pentafour Products Ltd	113.61	
5	TN	19937	M/s Abdul Azeez Sahib & Sons	109.79	
Total of the Region					1251.56
Kerala					
1	KR	16159	M/s Muthoot consultancy	2494.32	
2	KR	2568	M/s Madras Spinners	390.01	
3	KR	68	M/s Manjumala	316.61	
4	KR	270	M/s Thungamala	276.77	
5	KR	10416	M/s Beverages cor	273.42	
6	KR		M/s Lekshmi enterprises(8 Estts)	265.75	
7	KR	67	M/s Kolikanam	243.70	
8	KR	267	M/s Pambar est.	222.83	
9	KR	12344	M/s Keltron equip Complex	209.18	
10	KR	396	M/s Kuduakarana	207.60	
11	KR	10160	M/s Autokast Ltd.	180.31	
12	KR	11	M/s Rajagopal Textiles Mills (p)	170.17	
13	KR	294	M/s Pasumala est.	166.35	
14	KR	3237	M/s Pushpagiri	157.41	
15	KR	268	M/s Granby est.	154.15	
16	KR	266	M/s Thengakal	152.84	
17	KR	16539	M/s G4S Security ser,TVM	150.74	
18	KR	2368	M/s Thiruvepathy Mills Ltd	147.79	
19	KR	2356	M/s Co-op Sugars Ltd.	134.69	
20	KR	3110	M/s Mount est	125.87	
21	KR	19743	M/s G 4 S Security	117.25	
22	KR	269	M/s Nellikai est.	114.50	
23	KR	5112	M/s SILK,	108.14	
24	KR	12387	M/s IHRD TVM	104.00	
25	KR	185	M/s Common Wealth Factory	103.77	
26	KR	16262	M/s Anzar cashew, KLM	101.96	
27	KR	17561	M/s KKD Med colle Dev authy	101.68	
Total of the Region					7191.81
NER					
1	NER	1339	M/s TJML	293.02	
2	NER	1268	M/s St.A.College	286.31	
3	NER	842	M/s NS Mill	191.92	
4	NER	1026	M/s MHHDC	183.59	
5	NER	3996	M/s BSNL, Silchar	129.44	



6	NER	219	M/s BS Mill	103.43	
Total of the Region					1187.71
Jalpaiguri					
1	WB	1081	M/s Samsing T.E.	254.68	
2	WB	670	M/s Raimatang T.E.	141.23	
3	WB	25131	M/s Ceejay Tobacco Ltd.	122.93	
4	WB	651	M/s New Dooars TE	113.66	
5	WB	946	M/s Kadambani TE	113.50	
6	WB	936	M/s Kamala T.E.	108.82	
7	WB	853	M/s Dumchipara TE	106.96	
8	WB	1465	M/s Karballa TE	106.07	
9	WB	1492	M/s Magulkata T. E.	102.40	
10	WB	1576	M/s Panighata TE	100.29	
Total of the Region					1270.54
Kolkata					
1	WB	7825	M/s Gouripore Co. Ltd	548.25	
2	WB	542	M/s Central Cotton Mill,	456.37	
3	WB	113	M/s Rampooria Cotton Mill.	407.18	
4	WB	9608	M/s Simon Carves	355.36	
5	WB	16165	M/s Favourite Small Investment Ltd.	292.05	
6	WB	112	M/s Bengal Laxmi Cotton Mills	228.57	
7	WB	350	M/s Bengal Fine Spng.	198.58	
8	WB	28199	M/s F.C.I.	181.64	
9	WB	12201	M/s Indo Japan Steels Ltd.	169.85	
10	WB	26	M/s The Empire Jute Co.	138.18	
11	WB	9744	M/s Wool Combers Of India Ltd.	131.16	
12	WB	12317	M/s Eastend Paper (P) Ltd.	131.02	
13	WB	28546	M/s Star Security & Detective Agency	129.77	
14	WB	9152	M/s Holman Climax Mfg. Ltd.	127.08	
Total of the Region					3495.06
Ranchi					
1	JH	422	M/s IAG Co.	229.63	
2	JH	5355	M/s Bilal Bidi Poakur Pvt. Ltd.	165.77	
3	JH	5152	M/s SNL Ranchi	144.37	
4	JH	2630	M/s DCC Bank	126.95	
5	JH	10	M/s Lemos Cement	109.66	
6	JH	225	M/s Saraikeela Glass Works	108.57	
Total of the Region					884.95
All India Grant Total					119912.92



APPENDIX A-5

Summary of Defaulting Establishments - Rs. 50 Lakhs and Above (Exempted Sector)		
Regions	No. of Defaulting Establishments	Amount Involved in lakhs
Dehradun	1	1216.05
Delhi (North)	5	2079.12
Delhi (South)	1	401.4
ZO (DL & UK)	7	3696.57
Chandigarh	1	119.44
Ludhiana	1	76.16
Shimla	1	66.81
ZO (PN & HP)	3	262.41
Kanpur	4	6820.64
Meerut	1	168.76
Patna	2	327.78
ZO (UP & BR)	7	7317.18
Faridabad	3	597.78
Gurgaon	0	0
Jaipur	2	373.49
ZO (HR & RJ)	5	971.27
Ahmedabad	4	4179.81
Baroda	0	0
Indore	4	4551.34
Surat	1	117.13
ZO (GJ & MP)	9	8848.28
Kandivili	0	0.00
Mumbai-I Bandra	4	1682.22
Mumbai-II Thane	3	238.15
Nagpur	2	1673.52
Pune	2	1393.68
Raipur	0	0
ZO (MH & CG)	11	4987.57
Bangalore	2	993.35
Gulbarga	0	0.00
Mangalore	0	0
Panaji	0	0.00
Peenya	3	5882.73
ZO (KN & Goa)	5	6876.08
Bhubaneshwar	1	773.41
Guntur	2	228.56
Hyderabad	3	898.58
Nizamabad	0	0.00
ZO (AP & OR)	6	1900.55
Chennai	5	1628.66
Coimbatore	0	0.00
Madurai	0	0
Tambaram	0	0.00
Thiruvananthapuram	4	670.7
ZO (TN & KR)	9	2299.36
Guwahati (NER)	0	0.00
Jalpaiguri	1	87.79
Kolkata	33	15600.64
Ranchi	5	11113.76
ZO (WB, NER & JH)	39	26802.19
All INDIA	101	63961.46



APPENDIX A-6

LIST OF DEFAULTING ESTABLISHMENTS ABOVE RUPEES ONE CRORES (EXEMPTED SECTOR)					
Sl. No	Region Code	Code No	Name of the Defaulting Establishment	Total Default (in lacs)	Total Default (in lacs)
Uttarakhand					
1	UA	1261	M/s. ONGC	1216.05	
Total of the Region					1216.05
Delhi North					
1	DL	7413	M/s GAIL	1581.61	
2	DL	1091	M/s Pure Drink	219.79	
3	DL	2271	M/s FCI	174.52	
Total of the Region					1975.92
Delhi South					
1	DL	3670	M/s. State Farms Corporation Ltd.	401.40	
Total of the Region					401.40
Chandigarh					
1	PN	386	PRTC, Patiala	119.44	
Total of the Region					119.44
Ludhiana					
NIL					
Shimla					
NIL					
Kanpur					
1	UP	13539	M/s Sahara India	3913.8	
2	UP	13510	M/s ITI, Mankapur, Gonda	1877.11	
3	UP	5384	M/s U.P. Electronics Corp. Ltd.	908.75	
4	UP	7493	M/s BHEL, Jhansi	120.98	
Total of the Region					6820.64
Meerut					
1	UP	196	M/s. Modi Sugar Industries, Modinagar, Ghaziabad	168.76	
Total of the Region					168.76
Patna					
1	BR	188	M/s. Motipur Chini Mill	232.00	
Total of the Region					232.00
Faridabad					
1	HR	1061	M/s. HMT, Pinjore	363.98	
2	HR	954	M/s. Rollatainers Ltd.	179.71	
Total of the Region					543.69
Gurgaon					
NIL					
Jaipur					
1	RJ	2482	Hindustan Copper Ltd., Jhunjhunu.	253.29	
2	RJ	2993	Raj.St.Road Dev. & Cons.Corpn.Jaipur	120.20	
Total of the Region					373.49
Ahmedabad					



1	GJ	1122	M/s.GSRTC	3901.91	
2	GJ	920E	M/s. PGVCL Porbandar	144.62	
Total of the Region					4046.53
Baroda					
NIL					
Indore					
1	MP	542	M/s. MPEB Jabalpur	3924.24	
2	MP	40	M/s. Gwalior Sugar Co., Dabra	492.35	
Total of the Region					4416.59
Surat					
1	GJ	1383	M/s. The Baroda Rayon Corporation Ltd.	117.13	
Total of the Region					117.13
Kandivali					
NIL					
Bandra					
1	MH	1255	M/s. MSRTC	1464.47	
Total of the Region					1464.47
Thane					
NIL					
Nagpur					
1	MH	3502	M/s. Model Mill, Nagpur	1584.41	
Total of the Region					1584.41
Pune					
1	MH	1459	M/s. HAL	1116.18	
2	MH	6286	M/s. Incab	277.50	
Total of the Region					1393.68
Raipur					
NIL					
Bangalore					
1	KN	873E	M/s. HMT Corporate Office	830.37	
2	KN	1	M/s.Binny Ltd	162.98	
Total of the Region					993.35
Gulbarga					
NIL					
Mangalore					
NIL					
Goa					
NIL					
Peenya					
1	KN	873A	M/s. HMT Ltd Watch Division	3186.42	
2	KN	873	M/s. HMT Ltd (MTD)	2062.52	
3	KN	32	M/s. ITI Ltd.	633.79	
Total of the Region					5882.73
Bhubaneshwar					
1	OR	888	M/s. NTPC,	773.41	
Total of the Region					773.41



Guntur					
1	AP	13	M/s. Hindustan Shipyard Ltd., VSP	144.78	
Total of the Region					144.78
Hyderabad					
1	AP	3071	M/s HMT Ltd., (MT Divn.), Kukatpally	403.84	
2	AP	144	M/s. Praga Tools Ltd., Kukatpally	303.38	
3	AP	3209	M/s Alluminium Industries	191.36	
Total of the Region					898.58
Nizamabad					
NIL					
Chennai					
1	TN	5887	M/s. Tamil Nadu Electricity Board	1188.40	
2	TN	8427	M/s Tamil Nadu Civil Supplies Corporation Ltd.,	174.75	
3	TN	19769	M/s. Dunlop India Ltd.	104.37	
4	TN	4683	M/s. Chennai Petroleum Corporation Ltd.	103.93	
Total of the Region					1571.45
Coimbatore					
NIL					
Madurai					
NIL					
Tambaram					
NIL					
Kerala					
1	KR	16	M/s. Trava.Rayo	413.15	
2	KR	15	M/s. Aluminium Industries	145.67	
Total of the Region					558.82
NER					
NIL					
Jalpaiguri					
NIL					
Kolkata					
1	WB	36 & 47	M/s. The Nuddea Mills Co. Ltd.	3158.48	
2	WB	49,51,5529	M/s. New central Jute Mills Co. Ltd.	1382.36	
3	WB	62 & 71	M/s. Victoria Jute Co. Ltd.	1204.24	
4	WB	97	M/s. Kanoria Jute Industries	1097.78	
5	WB	338	M/s. Titagarh Jute Mill No. 2 (Loomtex)	1062.34	
6	WB	1267	M/s. Amrita Bazar Patrika Ltd.	1059.24	
7	WB	64	The Shyamnagar Jute Factory	877.18	
8	WB	2,27 & 40	M/s. Baranagar Jute Factory	747.88	
9	WB	63	M/s. Angus Jute Works.	574.76	
10	WB	707	M/s. Bata India Ltd.	568.34	
11	WB	35	M/s. Meghna Jute Mills (Unite: Gajanand Commercials)	517.66	
12	WB	48 & 55	M/s. NJMC Ltd., Unit Kennision	424.65	
13	WB	23	M/s Kelvin Jute Industries Ltd.	396.86	
14	WB	11 & 43	M/s. NJMC LTD., Unit Khardah	299.40	
15	WB	79	M/s. Delta International Ltd.	245.27	



16	WB	5027	M/s. Shaw Wallace & Co.	229.22	
17	WB	6	M/s. Bowreah Cotton Mills Co. (Exem), WB/118	204.06	
18	WB	28	M/s. Caledonian Jute & Industries Ltd.	153.84	
19	WB	32	M/s. The Hooghly Mills (Unit : Hukumchand)	153.35	
20	WB	89	M/s. Auckland International Ltd.(Ambika Jute Mills)	148.08	
21	WB	72	M/s. North Brooke Jute Co. Ltd.	127.94	
22	WB	375	M/s. Hooghly Mills (Unit: Gondal Para)	122.40	
23	WB	4	M/s. Hooghly Mills Co. Ltd.	112.55	
Total of the Region					14867.88
Ranchi					
1	JH	1465	M/s. HEC Ltd	9501.89	
2	JH	5	M/s Tata Motors Ltd.	1031.80	
3	JH	2203	M/s. MECON Ltd.	288.48	
4	JH	13022	M/s Tata Cummins Ltd.	213.08	
Total of the Region					11035.25
All India Grant Total					61600.45



APPENDIX A-7

Levy of Damages Under All Three Schemes (Unexempted Sector) (Rs. In Lakhs)				
REGION	Total Workload	Collection made during the year	% Of Collection made	Closing Balance as on 31.03.2010
Dehradun	1936.73	358.41	18.51%	1578.32
Delhi (North)	755.25	152.49	20.19%	602.76
Delhi (South)	356.90	86.60	24.26%	270.30
ZO (DL & UK)	3048.88	597.50	19.60%	2451.38
Chandigarh	768.50	195.71	25.47%	572.79
Ludhiana	1358.94	434.85	32.00%	924.09
Shimla	47.56	15.87	33.37%	31.69
ZO (PN & HP)	2175.00	646.43	29.72%	1528.57
Kanpur	3276.83	431.98	13.18%	2844.85
Meerut	571.34	219.25	38.37%	352.09
Patna	684.05	103.64	15.15%	580.41
ZO (UP & BR)	4532.22	754.87	16.66%	3777.35
Faridabad	1870.72	158.15	8.45%	1712.57
Gurgaon	551.71	174.71	31.67%	377.00
Jaipur	1684.55	178.88	10.62%	1505.67
ZO (HR & RJ)	4106.98	511.74	12.46%	3595.24
Ahmedabad*	5117.98	234.52	4.58%	4883.46
Baroda	436.69	28.23	6.46%	408.46
Indore	12317.88	177.64	1.44%	12140.24
Surat	593.43	75.36	12.70%	518.07
ZO (GJ & MP)	18465.98	515.75	2.79%	17950.23
Kandivili	1765.36	183.97	10.42%	1581.39
Mumbai-I Bandra	7142.09	149.57	2.09%	6992.51
Mumbai-II Thane	1031.47	127.78	12.39%	903.69
Nagpur	3863.65	201.77	5.22%	3661.88
Pune	4500.51	563.18	12.51%	3937.33
Raipur	1714.95	71.39	4.16%	1643.56
ZO (MH & CG)	20018.03	1297.66	6.48%	18720.36
Bangalore	1172.29	43.68	3.73%	1128.61
Gulbarga	1318.77	295.62	22.42%	1023.15
Mangalore	691.97	117.49	16.98%	574.48
Panaji	202.84	75.52	37.23%	127.32
Peenya	858.70	130.43	15.19%	728.27
ZO (KN & Goa)	4244.57	662.74	15.61%	3581.83
Bhubaneshwar	2404.45	180.64	7.51%	2223.81
Guntur	3371.29	426.31	12.65%	2944.98
Hyderabad	1740.05	460.48	26.46%	1279.57
Nizamabad	693.62	138.18	19.92%	555.44
ZO (AP & OR)	8209.41	1205.61	14.69%	7003.80
Chennai	1396.26	241.44	17.29%	1154.82
Coimbatore	5360.68	237.67	4.43%	5123.01
Madurai	3782.03	392.36	10.37%	3389.67
Tambaram	966.13	166.73	17.26%	799.40
Thiruvananthapuram	6940.01	437.97	6.31%	6502.04
ZO (TN & KR)	18445.11	1476.17	8.00%	16968.94
Guwahati (NER)	889.81	122.13	13.73%	767.68
Jalpaiguri	1485.23	83.37	5.61%	1401.86
Kolkata	3809.90	271.67	7.13%	3538.23
Ranchi	1265.48	208.97	16.51%	1056.51
ZO (WB, NER & JH)	7450.42	686.14	9.21%	6764.28
All INDIA	90696.60	8354.61	9.21%	82341.98



APPENDIX A-8

RECOVERY CERTIFICATES FOR EPF DUES (A/C NO:1) Under Employees Provident Funds Scheme, 1952 (Unexempted Sector) (Rs. In Lakhs)						
REGION	Workload		Realised		Closing Balance	
	No.of RC	Amount	No.of RC	Amount	No.of RC	Amount
Dehradun	149	1975.72	62	158.67	87	1817.05
Delhi (North)	678	1481.49	59	143.99	619	1337.50
Delhi (South)	363	2939.91	79	1699.53	284	1240.38
ZO (DL & UK)	1190	6397.12	200	2002.19	990	4394.93
Chandigarh	2766	2637.90	699	86.36	2067	2551.54
Ludhiana	3964	1528.75	1004	309.00	2960	1219.75
Shimla	119	356.88	1	6.17	118	350.71
ZO (PN & HP)	6849	4523.53	1704	401.53	5145	4122.00
Kanpur	2527	11748.48	348	2533.91	2179	9214.57
Meerut	2405	1854.01	287	158.70	2118	1695.31
Patna	1687	4142.55	159	439.74	1528	3702.81
ZO (UP & BR)	6619	17745.04	794	3132.35	5825	14612.69
Faridabad	1347	2962.82	232	188.58	1115	2774.24
Gurgaon	904	1346.15	137	257.47	767	1088.68
Jaipur	1010	2982.12	279	1009.73	731	1972.39
ZO (HR & RJ)	3261	7291.09	648	1455.78	2613	5835.31
Ahmedabad	505	2508.24	283	344.22	222	2164.02
Baroda	488	444.36	129	16.82	359	427.54
Indore	3059	14104.40	960	1362.62	2099	12741.78
Surat	1350	1521.85	389	155.20	961	1366.65
ZO (GJ & MP)	5402	18578.85	1761	1878.86	3641	16699.99
Kandivili	602	3001.80	86	201.93	516	2799.87
Mumbai-I Bandra	819	6393.67	264	234.21	555	6159.46
Mumbai-II Thane	211	1615.79	106	132.74	105	1483.05
Nagpur	2054	6471.96	432	384.87	1622	6087.09
Pune	1387	4235.50	241	558.22	1146	3677.28
Raipur	874	1780.67	122	58.34	752	1722.33
ZO (MH & CG)	5947	23499.39	1251	1570.31	4696	21929.08
Bangalore	1548	2742.65	77	76.17	1471	2666.48
Gulbarga	1197	1344.42	442	259.52	755	1084.90
Mangalore	1888	1265.35	401	122.18	1487	1143.17
Panaji	227	249.56	60	41.13	167	208.43
Peenya	1159	5687.59	139	226.66	1020	5460.93
ZO (KN & Goa)	6019	11289.57	1119	725.66	4900	10563.91
Bhubaneshwar	2592	10361.10	184	916.34	2408	9444.76
Guntur	6060	4129.43	1020	572.89	5040	3556.54
Hyderabad	3297	2071.76	564	329.49	2733	1742.27
Nizamabad	1021	922.29	262	160.19	759	762.10
ZO (AP & OR)	12970	17484.58	2030	1978.91	10940	15505.67
Chennai	4388	2661.88	675	162.95	3713	2498.93
Coimbatore	6106	7831.64	1056	366.70	5050	7464.94
Madurai	3246	4278.21	1204	480.07	2042	3798.14
Tambaram	1558	1355.27	459	338.87	1099	1016.40
Thiruvananthapuram	4354	8417.01	1726	833.93	2628	7583.08
ZO (TN & KR)	19652	24544.01	5120	2182.52	14532	22361.49
Guwahati (NER)	919	1504.25	316	193.87	603	1310.38
Jalpaiguri	585	2718.39	184	387.49	401	2330.90
Kolkata	1937	19819.93	336	1705.76	1601	18114.17
Ranchi	602	10940.62	182	199.96	420	10740.66
ZO (WB, NER & JH)	4043	34983.19	1018	2487.08	3025	32496.11
All INDIA	71952	166336.37	15645	17815.19	56307	148521.18



APPENDIX A-9

Prosecution Cases u/s 14 of the Act (Unexempted Sector)								EPF Scheme
REGION	Workload for disposal	Cases Decided						Total pendency at Year-end
		Convicted	Acquitted	Discharged	Admonished	Withdrawn	Total cases decided	
Dehradun	4	0	0	0	0	0	0	4
Delhi (North)	382	0	0	0	0	0	0	382
Delhi (South)	300	0	0	0	0	0	0	300
ZO (DL & UK)	686	0	0	0	0	0	0	686
Chandigarh	430	6	0	0	0	0	6	424
Ludhiana	498	0	0	0	0	0	0	498
Shimla	75	0	0	0	0	0	0	75
ZO (PN & HP)	1003	6	0	0	0	0	6	997
Kanpur	152	0	0	0	0	0	0	152
Meerut	55	0	0	0	0	0	0	55
Patna	1546	0	0	0	0	0	0	1546
ZO (UP & BR)	1753	0	0	0	0	0	0	1753
Faridabad	334	0	0	0	0	0	0	334
Gurgaon	187	0	0	0	0	0	0	187
Jaipur	334	0	0	0	0	0	0	334
ZO (HR & RJ)	855	0	0	0	0	0	0	855
Ahmedabad*	1453	24	0	8	0	2	34	1419
Baroda	489	0	0	0	0	0	0	489
Indore	1378	0	0	0	0	0	0	1378
Surat	369	0	0	0	0	0	0	369
ZO (GJ & MP)	3689	24	0	8	0	2	34	3655
Kandivili	517	0	0	0	0	0	0	517
Mumbai-I Bandra	657	0	0	0	0	0	0	657
Mumbai-II Thane	70	0	0	0	0	0	0	70
Nagpur	202	0	0	0	0	0	0	202
Pune	1270	0	0	0	0	0	0	1270
Raipur	516	0	0	0	0	0	0	516
ZO (MH & CG)	3232	0	0	0	0	0	0	3232
Bangalore	491	0	0	0	0	0	0	491
Gulbarga	635	85	1	0	0	0	86	549
Mangalore	661	24	8	68	0	0	100	561
Panaji	199	0	0	8	0	23	31	168
Peenya	178	0	0	0	0	0	0	178
ZO (KN & Goa)	2164	109	9	76	0	23	217	1947
Bhubaneswar	906	0	0	0	0	0	0	906
Guntur	383	9	30	0	0	0	39	344
Hyderabad	2219	0	0	0	0	0	0	2219
Nizamabad	178	0	0	0	0	0	0	178
ZO (AP & OR)	3686	9	30	0	0	0	39	3647
Chennai	270	0	0	0	0	0	0	270
Coimbatore	640	0	0	0	0	0	0	640
Madurai	467	0	0	0	0	0	0	467
Tambaram	223	0	0	0	0	0	0	223
Thiruvananthapuram	1498	180	0	0	0	0	180	1318
ZO (TN & KR)	3098	180	0	0	0	0	180	2918
Guwahati (NER)	674	27	0	0	0	0	27	647
Jalpaiguri	838	0	0	0	0	0	0	838
Kolkata	1746	0	0	0	0	0	0	1746
Ranchi	856	0	0	0	0	0	0	856
ZO (WB, NER & JH)	4114	27	0	0	0	0	27	4087
All INDIA	24280	355	39	84	0	25	503	23777



APPENDIX A-10

REGION	Workload for disposal	Prosecution Cases u/s 14 of the Act (Unexempted Sector)						EP Scheme	
		Cases Decided						Total pendency at Year-end	
		Convicted	Acquitted	Discharged	Admonished	Withdrawn	Total cases decided		
Dehradun	4	0	0	0	0	0	0	4	
Delhi (North)	264	0	0	0	0	0	0	264	
Delhi (South)	130	0	0	0	0	0	0	130	
ZO (DL & UK)	398	0	0	0	0	0	0	398	
Chandigarh	252	1	0	0	0	0	1	251	
Ludhiana	306	0	0	0	0	0	0	306	
Shimla	0	0	0	0	0	0	0	0	
ZO (PN & HP)	558	1	0	0	0	0	1	557	
Kanpur	45	0	0	0	0	0	0	45	
Meerut	55	0	0	0	0	0	0	55	
Patna	1336	0	0	0	0	0	0	1336	
ZO (UP & BR)	1436	0	0	0	0	0	0	1436	
Faridabad	302	0	0	0	0	0	0	302	
Gurgaon	177	0	0	0	0	0	0	177	
Jaipur	80	0	0	0	0	0	0	80	
ZO (HR & RJ)	559	0	0	0	0	0	0	559	
Ahmedabad*	216	0	0	0	0	0	0	216	
Baroda	346	0	0	0	0	0	0	346	
Indore	1013	0	0	0	0	0	0	1013	
Surat	161	0	0	0	0	0	0	161	
ZO (GJ & MP)	1736	0	0	0	0	0	0	1736	
Kandivili	77	0	0	0	0	0	0	77	
Mumbai-I Bandra	327	0	0	0	0	0	0	327	
Mumbai-II Thane	70	0	0	0	0	0	0	70	
Nagpur	172	0	0	0	0	0	0	172	
Pune	1252	0	0	0	0	0	0	1252	
Raipur	283	0	0	0	0	0	0	283	
ZO (MH & CG)	2181	0	0	0	0	0	0	2181	
Bangalore	436	0	0	0	0	0	0	436	
Gulbarga	444	73	1	0	0	0	74	370	
Mangalore	309	21	3	42	0	0	66	243	
Panaji	209	0	0	8	0	23	31	178	
Peenya	178	0	0	0	0	0	0	178	
ZO (KN & Goa)	1576	94	4	50	0	23	171	1405	
Bhubaneswar	477	0	0	0	0	0	0	477	
Guntur	366	9	31	0	0	0	40	326	
Hyderabad	1780	0	0	0	0	0	0	1780	
Nizamabad	149	0	0	0	0	0	0	149	
ZO (AP & OR)	2772	9	31	0	0	0	40	2732	
Chennai	233	0	0	0	0	0	0	233	
Coimbatore	303	0	0	0	0	0	0	303	
Madurai	321	0	0	0	0	0	0	321	
Tambaram	227	0	0	0	0	0	0	227	
Thiruvananthapuram	1112	158	0	0	0	0	158	954	
ZO (TN & KR)	2196	158	0	0	0	0	158	2038	
Guwahati (NER)	498	28	0	0	0	0	28	470	
Jalpaiguri	838	0	0	0	0	0	0	838	
Kolkata	431	0	0	0	0	0	0	431	
Ranchi	854	0	0	0	0	0	0	854	
ZO (WB, NER & JH)	2621	28	0	0	0	0	28	2593	
All INDIA	16033	290	35	50	0	23	398	15635	



APPENDIX A-11

REGION	Workload for disposal	Prosecution Cases u/s 14 of the Act (Unexempted Sector)					EDLI Scheme	
		Cases Decided					Total cases decided	Total pendency at Year-end
		Convicted	Acquitted	Discharged	Admonished	Withdrawn		
Dehradun	4	0	0	0	0	0	0	4
Delhi (North)	210	0	0	0	0	0	0	210
Delhi (South)	181	0	0	0	0	0	0	181
ZO (DL & UK)	395	0	0	0	0	0	0	395
Chandigarh	461	9	0	0	0	0	9	452
Ludhiana	319	0	0	0	0	0	0	319
Shimla*	0	0	0	0	0	0	0	0
ZO (PN & HP)	780	9	0	0	0	0	9	771
Kanpur	40	0	0	0	0	0	0	40
Meerut	55	0	0	0	0	0	0	55
Patna *	1336	0	0	0	0	0	0	1336
ZO (UP & BR)	1431	0	0	0	0	0	0	1431
Faridabad	296	0	0	0	0	0	0	296
Gurgaon	186	0	0	0	0	0	0	186
Jaipur	85	0	0	0	0	0	0	85
ZO (HR & RJ)	567	0	0	0	0	0	0	567
Ahmedabad*	203	0	0	0	0	0	0	203
Baroda	442	0	0	0	0	0	0	442
Indore	1412	0	0	0	0	0	0	1412
Surat	167	0	0	0	0	0	0	167
ZO (GJ & MP)	2224	0	0	0	0	0	0	2224
Kandivili	76	0	0	0	0	0	0	76
Mumbai-I Bandra	344	0	0	0	0	0	0	344
Mumbai-II Thane *	70	0	0	0	0	0	0	70
Nagpur*	77	0	0	0	0	0	0	77
Pune	1272	0	0	0	0	0	0	1272
Raipur	356	0	0	0	0	0	0	356
ZO (MH & CG)	2195	0	0	0	0	0	0	2195
Bangalore	400	0	0	0	0	0	0	400
Gulbarga	427	73	1	0	0	0	74	353
Mangalore	368	0	0	120	0	0	120	248
Panaji	184	0	0	8	0	23	31	153
Peenya	175	0	0	0	0	0	0	175
ZO (KN & Goa)	1554	73	1	128	0	23	225	1329
Bhubaneswar	617	0	0	0	0	0	0	617
Guntur	356	9	30	0	0	0	39	317
Hyderabad*	1343	0	0	0	0	0	0	1343
Nizamabad	139	0	0	0	0	0	0	139
ZO (AP & OR)	2455	9	30	0	0	0	39	2416
Chennai	250	0	0	0	0	0	0	250
Coimbatore	306	0	0	0	0	0	0	306
Madurai	237	0	0	0	0	0	0	237
Tambaram	226	0	0	0	0	0	0	226
Thiruvananthapuram	917	158	0	0	0	0	158	759
ZO (TN & KR)	1936	158	0	0	0	0	158	1778
Guwahati (NER)	617	28	0	0	0	0	28	589
Jalpaiguri	838	0	0	0	0	0	0	838
Kolkata	417	0	0	0	0	0	0	417
Ranchi	726	0	0	0	0	0	0	726
ZO (WB, NER & JH)	2598	28	0	0	0	0	28	2570
All INDIA	16135	277	31	128	0	23	459	15676

**APPENDIX A-12 (i)**

Cases before the Police Authorities u/s 406/409 of IPC (Unexempted Sector)				
REGION	Workload for the year	Cases dropped by police	Challans Filed by police in Court	FIRs pending with police at the end of the Year
Dehradun	2	0	0	2
Delhi (North)	11	0	0	11
Delhi (South)	24	0	0	24
ZO (DL & UK)	37	0	0	37
Chandigarh	43	1	0	42
Ludhiana	149	0	1	148
Shimla	0	0	0	0
ZO (PN & HP)	192	1	1	190
Kanpur	66	0	0	66
Meerut	8	0	0	8
Patna	28	0	0	28
ZO (UP & BR)	102	0	0	102
Faridabad	8	0	0	8
Gurgaon	13	1	0	12
Jaipur	39	0	0	39
ZO (HR & RJ)	60	1	0	59
Ahmedabad*	168	0	2	166
Baroda	129	0	1	128
Indore	89	0	0	89
Surat	92	0	0	92
ZO (GJ & MP)	478	0	3	475
Kandivili	50	0	0	50
Mumbai-I Bandra	191	0	0	191
Mumbai-II Thane	23	0	0	23
Nagpur	34	0	1	33
Pune	177	0	0	177
Raipur	3	0	0	3
ZO (MH & CG)	478	0	1	477
Bangalore	211	0	0	211
Gulbarga	177	4	0	173
Mangalore	169	81	0	88
Panaji	90	0	0	90
Peenya	393	0	0	393
ZO (KN & Goa)	1040	85	0	955
Bhubaneswar	100	0	0	100
Guntur	91	0	2	89
Hyderabad	105	1	0	104
Nizamabad	5	0	1	4
ZO (AP & OR)	301	1	3	297
Chennai	369	0	0	369
Coimbatore	633	0	0	633
Madurai	344	86	0	258
Tambaram	390	0	0	390
Thiruvananthapuram	1321	0	0	1321
ZO (TN & KR)	3057	86	0	2971
Guwahati (NER)	79	0	2	77
Jalpaiguri	271	0	0	271
Kolkata	956	0	0	956
Ranchi	9	0	2	7
ZO (WB, NER & JH)	1315	0	4	1311
All INDIA	7060	174	12	6874



APPENDIX A-12 (ii)

Cases before various Courts u/s 406/409 of IPC (Unexempted Sector)						
REGION	Workload for disposal	Cases disposed during the year				Total pendency in Courts
		Convicted	Acquitted	Dismissed/ Discharged	Total Cases Decided	
Dehradun	0	0	0	0	0	0
Delhi (North)	0	0	0	0	0	0
Delhi (South)	0	0	0	0	0	0
ZO (DL & UK)	0	0	0	0	0	0
Chandigarh	11	0	0	0	0	11
Ludhiana	3	0	0	0	0	3
Shimla	0	0	0	0	0	0
ZO (PN & HP)	14	0	0	0	0	14
Kanpur*	48	0	0	0	0	48
Meerut	0	0	0	0	0	0
Patna	7	0	0	0	0	7
ZO (UP & BR)	55	0	0	0	0	55
Faridabad	0	0	0	0	0	0
Gurgaon	0	0	0	0	0	0
Jaipur	67	0	0	0	0	67
ZO (HR & RJ)	67	0	0	0	0	67
Ahmedabad*	664	0	0	0	0	664
Baroda	0	0	0	0	0	0
Indore	2	0	0	0	0	2
Surat	0	0	0	0	0	0
ZO (GJ & MP)	666	0	0	0	0	666
Kandivili	14	0	0	0	0	14
Mumbai-I Bandra	42	0	0	0	0	42
Mumbai-II Thane*	0	0	0	0	0	0
Nagpur*	34	0	0	0	0	34
Pune	19	0	0	0	0	19
Raipur	0	0	0	0	0	0
ZO (MH & CG)	109	0	0	0	0	109
Bangalore*	0	0	0	0	0	0
Gulbarga	5	0	0	0	0	5
Mangalore	3	0	0	0	0	3
Panaji	85	0	0	0	0	85
Peenya	0	0	0	0	0	0
ZO (KN & Goa)	93	0	0	0	0	93
Bhubaneswar	47	0	0	0	0	47
Guntur*	61	0	0	0	0	61
Hyderabad*	0	0	0	0	0	0
Nizamabad	1	0	0	0	0	1
ZO (AP & OR)	109	0	0	0	0	109
Chennai	0	0	0	0	0	0
Coimbatore	29	0	0	0	0	29
Madurai	15	0	0	0	0	15
Tambaram	0	0	0	0	0	0
Thiruvananthapuram	7	0	0	0	0	7
ZO (TN & KR)	51	0	0	0	0	51
Guwahati (NER)	0	0	0	0	0	0
Jalpaiguri	14	0	0	0	0	14
Kolkata	0	0	0	0	0	0
Ranchi*	25	0	0	0	0	25
ZO (WB, NER & JH)	39	0	0	0	0	39
All INDIA	1203	0	0	0	0	1203

* revised



APPENDIX A-13

Settlement of Provident Fund Claims under Employees' Provident Funds Scheme, 1952 (Unexempted Sector)								
REGION	Workload	Returned / Rejected	Returned / Rejected Ratio	Net Workload	Claims Settled	Settlement Ratio on Net Workload	Claims Pending	Pendency Ratio on Net Workload
Dehradun	36600	6652	18.17%	29948	26178	87.41%	3770	12.59%
Delhi (North)	196674	23581	11.99%	173093	154339	89.17%	18754	10.83%
Delhi (South)	219183	49971	22.80%	169212	158904	93.91%	10308	6.09%
ZO (DL & UK)	452457	80204	17.73%	372253	339421	91.18%	32832	8.82%
Chandigarh	83740	15414	18.41%	68326	67171	98.31%	1155	1.69%
Ludhiana	88718	11626	13.10%	77092	76067	98.67%	1025	1.33%
Shimla	31279	6536	20.90%	24743	24743	100.00%	0	0.00%
ZO (PN & HP)	203737	33576	16.48%	170161	167981	98.72%	2180	1.28%
Kanpur	64571	14651	22.69%	49920	49876	99.91%	44	0.09%
Meerut	110677	19542	17.66%	91135	90058	98.82%	1077	1.18%
Patna	11766	2533	21.53%	9233	9199	99.63%	34	0.37%
ZO (UP & BR)	187014	36726	19.64%	150288	149133	99.23%	1155	0.77%
Faridabad	157579	25409	16.12%	132170	117363	88.80%	14807	11.20%
Gurgaon	178578	18301	10.25%	160277	128163	79.96%	32114	20.04%
Jaipur	111362	20951	18.81%	90411	86078	95.21%	4333	4.79%
ZO (HR & RJ)	447519	64661	14.45%	382858	331604	86.61%	51254	13.39%
Ahmedabad	142161	17691	12.44%	124470	114543	92.02%	9927	7.98%
Baroda	46276	7295	15.76%	38981	36731	94.23%	2250	5.77%
Indore	94354	16695	17.69%	77659	76523	98.54%	1136	1.46%
Surat	94480	16728	17.71%	77752	72088	92.72%	5664	7.28%
ZO (GJ & MP)	377271	58409	15.48%	318862	299885	94.05%	18977	5.95%
Kandivili	228873	36113	15.78%	192760	149470	77.54%	43290	22.46%
Mumbai-I Bandra	268754	32164	11.97%	236590	218144	92.20%	18446	7.80%
Mumbai-II Thane	140934	27222	19.32%	113712	107995	94.97%	5717	5.03%
Nagpur	76815	10205	13.29%	66610	65434	98.23%	1176	1.77%
Pune	234075	40414	17.27%	193661	188205	97.18%	5456	2.82%
Raipur	22216	3821	17.20%	18395	18376	99.90%	19	0.10%
ZO (MH & CG)	971667	149939	15.43%	821728	747624	90.98%	74104	9.02%
Bangalore	198410	43851	22.10%	154559	145021	93.83%	9538	6.17%
Gulbarga	32129	3913	12.18%	28216	27863	98.75%	353	1.25%
Mangalore	88814	11517	12.97%	77297	75516	97.70%	1781	2.30%
Panaji	25360	3104	12.24%	22256	22119	99.38%	137	0.62%
Peenya	313324	56701	18.10%	256623	250269	97.52%	6354	2.48%
ZO (KN & Goa)	658037	119086	18.10%	538951	520788	96.63%	18163	3.37%
Bhubaneswar	42954	7701	17.93%	35253	33538	95.14%	1715	4.86%
Guntur	87547	15730	17.97%	71817	68821	95.83%	2996	4.17%
Hyderabad	206140	26843	13.02%	179297	163524	91.20%	15773	8.80%
Nizamabad	44323	5169	11.66%	39154	38423	98.13%	731	1.87%
ZO (AP & OR)	380964	55443	14.55%	325521	304306	93.48%	21215	6.52%
Chennai	266413	33400	12.54%	233013	195802	84.03%	37211	15.97%
Coimbatore	153812	28056	18.24%	125756	124985	99.39%	771	0.61%
Madurai	110302	12404	11.25%	97898	97602	99.70%	296	0.30%
Tambaram	105381	15313	14.53%	90068	86561	96.11%	3507	3.89%
Thiruvananthapuram	99836	13622	13.64%	86214	85085	98.69%	1129	1.31%
ZO (TN & KR)	735744	102795	13.97%	632949	590035	93.22%	42914	6.78%
Guwahati (NER)	19406	5279	27.20%	14127	14060	99.53%	67	0.47%
Jalpaiguri	85259	16828	19.74%	68431	65996	96.44%	2435	3.56%
Kolkata	124391	17458	14.03%	106933	102904	96.23%	4029	3.77%
Ranchi	34556	6053	17.52%	28503	27303	95.79%	1200	4.21%
ZO (WB, NER & JH)	263612	45618	17.30%	217994	210263	96.45%	7731	3.55%
All INDIA	4678022	746457	15.96%	3931565	3661040	93.12%	270525	6.88%



APPENDIX A-14

Settlement of Transfer Cases During 2009-10 under Employees' Provident Fund Scheme, 1952 (Unexempted Sector)								
REGION	Workload	Returned/ Rejected	Returned/ Rejected Ratio	Net Workload	Claim Settled	Settlement Ratio on Net Workload	Claim Pending	Pendency Ratio on Net Workload
Dehradun	4061	2293	56.46%	1768	1541	87.16%	227	12.84%
Delhi (North)	29700	10415	35.07%	19285	15078	78.19%	4207	21.81%
Delhi (South)	34807	22393	64.33%	12414	10218	82.31%	2196	17.69%
ZO (DL & UK)	68568	35101	51.19%	33467	26837	80.19%	6630	19.81%
Chandigarh	10120	4580	45.26%	5540	5480	98.92%	60	1.08%
Ludhiana	6357	2538	39.92%	3819	3746	98.09%	73	1.91%
Shimla	3051	1999	65.52%	1052	1052	100.00%	0	0.00%
ZO (PN & HP)	19528	9117	46.69%	10411	10278	98.72%	133	1.28%
Kanpur	11783	6698	56.84%	5085	5079	99.88%	6	0.12%
Meerut	10216	4594	44.97%	5622	5501	97.85%	121	2.15%
Patna	2359	1274	54.01%	1085	1082	99.72%	3	0.28%
ZO (UP & BR)	24358	12566	51.59%	11792	11662	98.90%	130	1.10%
Faridabad	8784	3950	44.97%	4834	3625	74.99%	1209	25.01%
Gurgaon	27610	14404	52.17%	13206	7768	58.82%	5438	41.18%
Jaipur	11369	4893	43.04%	6476	5538	85.52%	938	14.48%
ZO (HR & RJ)	47763	23247	48.67%	24516	16931	69.06%	7585	30.94%
Ahmedabad	10691	2523	23.60%	8168	6857	83.95%	1311	16.05%
Baroda	5842	3700	63.33%	2142	1716	80.11%	426	19.89%
Indore	9141	3317	36.29%	5824	5464	93.82%	360	6.18%
Surat	10841	3360	30.99%	7481	6942	92.80%	539	7.20%
ZO (GJ & MP)	36515	12900	35.33%	23615	20979	88.84%	2636	11.16%
Kandivili	46699	17521	37.52%	29178	8272	28.35%	20906	71.65%
Mumbai-I Bandra	69603	19574	28.12%	50029	42250	84.45%	7779	15.55%
Mumbai-II Thane	16291	6049	37.13%	10242	9650	94.22%	592	5.78%
Nagpur	11885	5497	46.25%	6388	6119	95.79%	269	4.21%
Pune	35033	16431	46.90%	18602	8490	45.64%	10112	54.36%
Raipur	4627	723	15.63%	3904	3903	99.97%	1	0.03%
ZO (MH & CG)	184138	65795	35.73%	118343	78684	66.49%	39659	33.51%
Bangalore	53161	33022	62.12%	20139	14323	71.12%	5816	28.88%
Gulbarga	7601	4245	55.85%	3356	3317	98.84%	39	1.16%
Mangalore	16226	6925	42.68%	9301	8942	96.14%	359	3.86%
Panaji	3626	1156	31.88%	2470	2447	99.07%	23	0.93%
Peenya	62074	37610	60.59%	24464	23011	94.06%	1453	5.94%
ZO (KN & Goa)	142688	82958	58.14%	59730	52040	87.13%	7690	12.87%
Bhubaneswar	13086	5864	44.81%	7222	5764	79.81%	1458	20.19%
Guntur	11768	4641	39.44%	7127	6524	91.54%	603	8.46%
Hyderabad	33968	15360	45.22%	18608	11107	59.69%	7501	40.31%
Nizamabad	4344	1139	26.22%	3205	3143	98.07%	62	1.93%
ZO (AP & OR)	63166	27004	42.75%	36162	26538	73.39%	9624	26.61%
Chennai	58484	23541	40.25%	34943	21968	62.87%	12975	37.13%
Coimbatore	19043	9791	51.42%	9252	9176	99.18%	76	0.82%
Madurai	11290	4127	36.55%	7163	7064	98.62%	99	1.38%
Tamaram	16780	3130	18.65%	13650	13235	96.96%	415	3.04%
Thiruvananthapuram	15880	4941	31.11%	10939	10759	98.35%	180	1.65%
ZO (TN & KR)	121477	45530	37.48%	75947	62202	81.90%	13745	18.10%
Guwahati (NER)	1322	908	68.68%	414	408	98.55%	6	1.45%
Jalpaiguri	1240	645	52.02%	595	404	67.90%	191	32.10%
Kolkata	20020	9473	47.32%	10547	8816	83.59%	1731	16.41%
Ranchi	2679	937	34.98%	1742	1553	89.15%	189	10.85%
ZO (WB, NER & JH)	25261	11963	47.36%	13298	11181	84.08%	2117	15.92%
All INDIA	733462	326181	44.47%	407281	317332	77.91%	89949	22.09%



APPENDIX A-15

Partial Withdrawals Granted During 2009-2010 under Employees' Provident Fund Scheme, 1952 (Unexempted Sector)								
REGION	Workload	Returned/ Rejected	Returned/ Rejected Ratio	Net Workload	Claims Settled	Settlement Ratio on Net Workload	Claim Pending	Pendency Ratio on Net Workload
Dehradun	5039	526	10.44%	4513	4180	92.62%	333	7.38%
Delhi (North)	7235	1253	17.32%	5982	5493	91.83%	489	8.17%
Delhi (South)	3887	1369	35.22%	2518	2332	92.61%	186	7.39%
ZO (DL & UK)	16161	3148	19.48%	13013	12005	92.25%	1008	7.75%
Chandigarh	7975	1571	19.70%	6404	6325	98.77%	79	1.23%
Ludhiana	8857	1347	15.21%	7510	7311	97.35%	199	2.65%
Shimla	2261	541	23.93%	1720	1720	100.00%	0	0.00%
ZO (PN & HP)	19093	3459	18.12%	15634	15356	98.22%	278	1.78%
Kanpur	16796	2734	16.28%	14062	14054	99.94%	8	0.06%
Meerut	18397	1974	10.73%	16423	16351	99.56%	72	0.44%
Patna	3906	529	13.54%	3377	3366	99.67%	11	0.33%
ZO (UP & BR)	39099	5237	13.39%	33862	33771	99.73%	91	0.27%
Faridabad	9159	1250	13.65%	7909	7173	90.69%	736	9.31%
Gurgaon	6414	779	12.15%	5635	5171	91.77%	464	8.23%
Jaipur	8214	1722	20.96%	6492	6202	95.53%	290	4.47%
ZO (HR & RJ)	23787	3751	15.77%	20036	18546	92.56%	1490	7.44%
Ahmedabad	7644	1638	21.43%	6006	5464	90.98%	542	9.02%
Baroda	2969	735	24.76%	2234	2011	90.02%	223	9.98%
Indore	14508	3161	21.79%	11347	11245	99.10%	102	0.90%
Surat	7252	1031	14.22%	6221	5769	92.73%	452	7.27%
ZO (GJ & MP)	32373	6565	20.28%	25808	24489	94.89%	1319	5.11%
Kandivili	8259	1932	23.39%	6327	4767	75.34%	1560	24.66%
Mumbai-I Bandra	4900	1133	23.12%	3767	3366	89.35%	401	10.65%
Mumbai-II Thane	4305	1440	33.45%	2865	2697	94.14%	168	5.86%
Nagpur	11672	2328	19.95%	9344	9096	97.35%	248	2.65%
Pune	12439	2898	23.30%	9541	9351	98.01%	190	1.99%
Raipur	3411	571	16.74%	2840	2834	99.79%	6	0.21%
ZO (MH & CG)	44986	10302	22.90%	34684	32111	92.58%	2573	7.42%
Bangalore	4422	1493	33.76%	2929	2719	92.83%	210	7.17%
Gulbarga	6197	921	14.86%	5276	5217	98.88%	59	1.12%
Mangalore	7831	1708	21.81%	6123	5953	97.22%	170	2.78%
Panaji	1063	296	27.85%	767	724	94.39%	43	5.61%
Peenya	4604	1372	29.80%	3232	3077	95.20%	155	4.80%
ZO (KN & Goa)	24117	5790	24.01%	18327	17690	96.52%	637	3.48%
Bhubaneswar	13950	2109	15.12%	11841	11411	96.37%	430	3.63%
Guntur	16262	2483	15.27%	13779	13392	97.19%	387	2.81%
Hyderabad	11707	2786	23.80%	8921	8435	94.55%	486	5.45%
Nizamabad	2982	397	13.31%	2585	2552	98.72%	33	1.28%
ZO (AP & OR)	44901	7775	17.32%	37126	35790	96.40%	1336	3.60%
Chennai	11416	2428	21.27%	8988	7946	88.41%	1042	11.59%
Coimbatore	24468	4488	18.34%	19980	19863	99.41%	117	0.59%
Madurai	5103	1647	32.28%	3456	3421	98.99%	35	1.01%
Tamaram	10826	1863	17.21%	8963	8718	97.27%	245	2.73%
Thiruvananthapuram	38966	8455	21.70%	30511	30053	98.50%	458	1.50%
ZO (TN & KR)	90779	18881	20.80%	71898	70001	97.36%	1897	2.64%
Guwahati (NER)	6417	1562	24.34%	4855	4827	99.42%	28	0.58%
Jalpaiguri	11557	1628	14.09%	9929	9379	94.46%	550	5.54%
Kolkata	13185	2503	18.98%	10682	10335	96.75%	347	3.25%
Ranchi	4261	782	18.35%	3479	3334	95.83%	145	4.17%
ZO (WB, NER & JH)	35420	6475	18.28%	28945	27875	96.30%	1070	3.70%
ALL INDIA	370716	71383	19.26%	299333	287634	96.09%	11699	3.91%



APPENDIX A-16(I)

Settlement of Monthly Pension Claims Under Employees' Pension Scheme 1995 (Unexempted Sector)								
REGION	Workload	Returned/ Rejected	Returned/ Rejected Ratio	Net Workload	Claims Settled	Settlement Ratio on Net Workload	Claim Pending	Pendency Ratio on Net Workload
Dehradun	7150	1556	21.76%	5594	4383	78.35%	1211	21.65%
Delhi (North)	19326	3308	17.12%	16018	14198	88.64%	1820	11.36%
Delhi (South)	6801	2884	42.41%	3917	2934	74.90%	983	25.10%
ZO (DL & UK)	33277	7748	23.28%	25529	21515	84.28%	4014	15.72%
Chandigarh	7506	2904	38.69%	4602	4541	98.67%	61	1.33%
Ludhiana	7115	2103	29.56%	5012	4924	98.24%	88	1.76%
Shimla	2519	845	33.55%	1674	1674	100.00%	0	0.00%
ZO (PN & HP)	17140	5852	34.14%	11288	11139	98.68%	149	1.32%
Kanpur	31512	8738	27.73%	22774	22453	98.59%	321	1.41%
Meerut	10976	2875	26.19%	8101	7350	90.73%	751	9.27%
Patna	12182	1956	16.06%	10226	10217	99.91%	9	0.09%
ZO (UP & BR)	54670	13569	24.82%	41101	40020	97.37%	1081	2.63%
Faridabad	10178	3622	35.59%	6556	5101	77.81%	1455	22.19%
Gurgaon	3765	814	21.62%	2951	2273	77.02%	678	22.98%
Jaipur	13919	5488	39.43%	8431	7266	86.18%	1165	13.82%
ZO (HR & RJ)	27862	9924	35.62%	17938	14640	81.61%	3298	18.39%
Ahmedabad	25333	5290	20.88%	20043	17405	86.84%	2638	13.16%
Baroda	4146	99	2.39%	4047	3952	97.65%	95	2.35%
Indore	20735	6520	31.44%	14215	13605	95.71%	610	4.29%
Surat	7804	2342	30.01%	5462	4703	86.10%	759	13.90%
ZO (GJ & MP)	58018	14251	24.56%	43767	39665	90.63%	4102	9.37%
Kandivili	26324	5518	20.96%	20806	9764	46.93%	11042	53.07%
Mumbai-I Bandra	49843	12634	25.35%	37209	28766	77.31%	8443	22.69%
Mumbai-II Thane	16441	2446	14.88%	13995	11078	79.16%	2917	20.84%
Nagpur	17257	5710	33.09%	11547	11273	97.63%	274	2.37%
Pune	33450	5428	16.23%	28022	22267	79.46%	5755	20.54%
Raipur	7480	1643	21.97%	5837	5818	99.67%	19	0.33%
ZO (MH & CG)	150795	33379	22.14%	117416	88966	75.77%	28450	24.23%
Bangalore	10877	3569	32.81%	7308	5041	68.98%	2267	31.02%
Gulbarga	8768	2476	28.24%	6292	6151	97.76%	141	2.24%
Mangalore	15186	4655	30.65%	10531	8308	78.89%	2223	21.11%
Panaji	1889	548	29.01%	1341	1257	93.74%	84	6.26%
Peenya	9008	3034	33.68%	5974	5230	87.55%	744	12.45%
ZO (KN & Goa)	45728	14282	31.23%	31446	25987	82.64%	5459	17.36%
Bhubaneswar	13823	3316	23.99%	10507	8214	78.18%	2293	21.82%
Guntur	19121	6045	31.61%	13076	12229	93.52%	847	6.48%
Hyderabad	20340	3712	18.25%	16628	13501	81.19%	3127	18.81%
Nizamabad	17187	4736	27.56%	12451	12053	96.80%	398	3.20%
ZO (AP & OR)	70471	17809	25.27%	52662	45997	87.34%	6665	12.66%
Chennai	23814	7714	32.39%	16100	11951	74.23%	4149	25.77%
Coimbatore	25345	8790	34.68%	16555	16192	97.81%	363	2.19%
Madurai	17558	4556	25.95%	13002	12794	98.40%	208	1.60%
Tambaram	10749	3729	34.69%	7020	6305	89.81%	715	10.19%
Thiruvananthapuram	31409	10308	32.82%	21101	20500	97.15%	601	2.85%
ZO (TN & KR)	108875	35097	32.24%	73778	67742	91.82%	6036	8.18%
Guwahati (NER)	5951	1965	33.02%	3986	3830	96.09%	156	3.91%
Jalpaiguri	14483	4552	31.43%	9931	7521	75.73%	2410	24.27%
Kolkata	58359	10673	18.29%	47686	43880	92.02%	3806	7.98%
Ranchi	13252	3241	24.46%	10011	8898	88.88%	1113	11.12%
ZO (WB, NER & JH)	92045	20431	22.20%	71614	64129	89.55%	7485	10.45%
All INDIA	658881	172342	26.16%	486539	419800	86.28%	66739	13.72%

**APPENDIX A-16 (II)**

All Claims (Other than Monthly Pension Claims) Under Employees' Pension Scheme 1995 (Unexempted Sector)								
REGION	Workload	Returned/Rejected	Returned/Rejected Ratio	Net Workload	Claims Settled	Settlement Ratio on Net Workload	Claim Pending	Pendency Ratio on Net Workload
Dehradun	34843	7917	22.72%	26926	23153	85.99%	3773	14.01%
Delhi (North)	184472	31130	16.88%	153342	133942	87.35%	19400	12.65%
Delhi (South)	209687	62694	29.90%	146993	136380	92.78%	10613	7.22%
ZO (DL & UK)	429002	101741	23.72%	327261	293475	89.68%	33786	10.32%
Chandigarh	71421	17160	24.03%	54261	53294	98.22%	967	1.78%
Ludhiana	80277	13691	17.05%	66586	65699	98.67%	887	1.33%
Shimla	30056	8791	29.25%	21265	21265	100.00%	0	0.00%
ZO (PN & HP)	181754	39642	21.81%	142112	140258	98.70%	1854	1.30%
Kanpur	51710	13586	26.27%	38124	38094	99.92%	30	0.08%
Meerut	97908	24395	24.92%	73513	72367	98.44%	1146	1.56%
Patna	7485	1917	25.61%	5568	5560	99.86%	8	0.14%
ZO (UP & BR)	157103	39898	25.40%	117205	116021	98.99%	1184	1.01%
Faridabad	126718	31492	24.85%	95226	82929	87.09%	12297	12.91%
Gurgaon	161337	26540	16.45%	134797	106293	78.85%	28504	21.15%
Jaipur	100553	25655	25.51%	74898	70768	94.49%	4130	5.51%
ZO (HR & RJ)	388608	83687	21.54%	304921	259990	85.26%	44931	14.74%
Ahmedabad	128394	21096	16.43%	107298	97807	91.15%	9491	8.85%
Baroda	42889	8985	20.95%	33904	31389	92.58%	2515	7.42%
Indore	79417	18947	23.86%	60470	59101	97.74%	1369	2.26%
Surat	87465	19227	21.98%	68238	62676	91.85%	5562	8.15%
ZO (GJ & MP)	338165	68255	20.18%	269910	250973	92.98%	18937	7.02%
Kandivili	220337	43462	19.73%	176875	128381	72.58%	48494	27.42%
Mumbai-I Bandra	295471	47669	16.13%	247802	226064	91.23%	21738	8.77%
Mumbai-II Thane	140955	34602	24.55%	106353	99392	93.45%	6961	6.55%
Nagpur	63977	15239	23.82%	48738	47739	97.95%	999	2.05%
Pune	206810	55933	27.05%	150877	142883	94.70%	7994	5.30%
Raipur	20186	4406	21.83%	15780	15759	99.87%	21	0.13%
ZO (MH & CG)	947736	201311	21.24%	746425	660218	88.45%	86207	11.55%
Bangalore	232984	66915	28.72%	166069	154679	93.14%	11390	6.86%
Gulbarga	28430	4648	16.35%	23782	23503	98.83%	279	1.17%
Mangalore	71777	13940	19.42%	57837	53305	92.16%	4532	7.84%
Panaji	23488	4438	18.89%	19050	18929	99.36%	121	0.64%
Peenya	323563	80591	24.91%	242972	235991	97.13%	6981	2.87%
ZO (KN & Goa)	680242	170532	25.07%	509710	486407	95.43%	23303	4.57%
Bhubaneswar	31426	7612	24.22%	23814	22453	94.28%	1361	5.72%
Guntur	75067	16703	22.25%	58364	55724	95.48%	2640	4.52%
Hyderabad	195221	32583	16.69%	162638	145614	89.53%	17024	10.47%
Nizamabad	34737	5266	15.16%	29471	28582	96.98%	889	3.02%
ZO (AP & OR)	336451	62164	18.48%	274287	252373	92.01%	21914	7.99%
Chennai	241986	41384	17.10%	200602	163257	81.38%	37345	18.62%
Coimbatore	138306	33840	24.47%	104466	103721	99.29%	745	0.71%
Madurai	104419	16838	16.13%	87581	87197	99.56%	384	0.44%
Tamaram	96935	19311	19.92%	77624	74331	95.76%	3293	4.24%
Thiruvananthapuram	78857	17882	22.68%	60975	59980	98.37%	995	1.63%
ZO (TN & KR)	660503	129255	19.57%	531248	488486	91.95%	42762	8.05%
Guwahati (NER)	15750	4821	30.61%	10929	10868	99.44%	61	0.56%
Jalpaiguri	66514	15694	23.60%	50820	49137	96.69%	1683	3.31%
Kolkata	104564	17655	16.88%	86909	82838	95.32%	4071	4.68%
Ranchi	29990	6079	20.27%	23911	22830	95.48%	1081	4.52%
ZO (WB, NER & JH)	216818	44249	20.41%	172569	165673	96.00%	6896	4.00%
All INDIA	4336382	940734	21.69%	3395648	3113874	91.70%	281774	8.30%



APPENDIX A-17

Settlement of Insurance Claims Under Employees' Deposit Linked Insurance Scheme, 1976 (Unexempted Sector)								
REGION	Workload	Returned/ Rejected	Returned/ Rejected Ratio	Net Workload	Claims Settled	Settlement Ratio on Net Workload	Claim Pending	Pendency Ratio on Net Workload
Dehradun	611	236	38.63%	375	297	79.20%	78	20.80%
Delhi (North)	1488	517	34.74%	971	837	86.20%	134	13.80%
Delhi (South)	868	498	57.37%	370	297	80.27%	73	19.73%
ZO (DL & UK)	2967	1251	42.16%	1716	1431	83.39%	285	16.61%
Chandigarh	471	136	28.87%	335	329	98.21%	6	1.79%
Ludhiana	674	290	43.03%	384	377	98.18%	7	1.82%
Shimla	402	261	64.93%	141	141	100.00%	0	0.00%
ZO (PN & HP)	1547	687	44.41%	860	847	98.49%	13	1.51%
Kanpur	1723	826	47.94%	897	897	100.00%	0	0.00%
Meerut	796	356	44.72%	440	439	99.77%	1	0.23%
Patna	687	331	48.18%	356	356	100.00%	0	0.00%
ZO (UP & BR)	3206	1513	47.19%	1693	1692	99.94%	1	0.06%
Faridabad	723	382	52.84%	341	255	74.78%	86	25.22%
Gurgaon	537	233	43.39%	304	277	91.12%	27	8.88%
Jaipur	657	347	52.82%	310	259	83.55%	51	16.45%
ZO (HR & RJ)	1917	962	50.18%	955	791	82.83%	164	17.17%
Ahmedabad	697	227	32.57%	470	442	94.04%	28	5.96%
Baroda	283	88	31.10%	195	178	91.28%	17	8.72%
Indore	918	417	45.42%	501	475	94.81%	26	5.19%
Surat	586	241	41.13%	345	307	88.99%	38	11.01%
ZO (GJ & MP)	2484	973	39.17%	1511	1402	92.79%	109	7.21%
Kandivili	1715	613	35.74%	1102	686	62.25%	416	37.75%
Mumbai-I Bandra	1793	665	37.09%	1128	875	77.57%	253	22.43%
Mumbai-II Thane	1061	443	41.75%	618	537	86.89%	81	13.11%
Nagpur	1108	381	34.39%	727	716	98.49%	11	1.51%
Pune	1920	838	43.65%	1082	1052	97.23%	30	2.77%
Raipur	380	193	50.79%	187	187	100.00%	0	0.00%
ZO (MH & CG)	7977	3133	39.28%	4844	4053	83.67%	791	16.33%
Bangalore	974	465	47.74%	509	415	81.53%	94	18.47%
Gulbarga	991	489	49.34%	502	487	97.01%	15	2.99%
Mangalore	1334	700	52.47%	634	595	93.85%	39	6.15%
Panaji	240	131	54.58%	109	104	95.41%	5	4.59%
Peenya	918	561	61.11%	357	328	91.88%	29	8.12%
ZO (KN & Goa)	4457	2346	52.64%	2111	1929	91.38%	182	8.62%
Bhubaneswar	989	544	55.01%	445	360	80.90%	85	19.10%
Guntur	2074	1030	49.66%	1044	931	89.18%	113	10.82%
Hyderabad	1342	564	42.03%	778	540	69.41%	238	30.59%
Nizamabad	1176	526	44.73%	650	610	93.85%	40	6.15%
ZO (AP & OR)	5581	2664	47.73%	2917	2441	83.68%	476	16.32%
Chennai	1339	656	48.99%	683	495	72.47%	188	27.53%
Coimbatore	2128	1361	63.96%	767	734	95.70%	33	4.30%
Madurai	1266	611	48.26%	655	650	99.24%	5	0.76%
Tamaram	1063	531	49.95%	532	479	90.04%	53	9.96%
Thiruvananthapuram	2196	1256	57.19%	940	906	96.38%	34	3.62%
ZO (TN & KR)	7992	4415	55.24%	3577	3264	91.25%	313	8.75%
Guwahati (NER)	777	391	50.32%	386	382	98.96%	4	1.04%
Jalpaiguri	4231	2571	60.77%	1660	1400	84.34%	260	15.66%
Kolkata	3002	1513	50.40%	1489	1339	89.93%	150	10.07%
Ranchi	595	328	55.13%	267	237	88.76%	30	11.24%
ZO (WB, NER & JH)	8605	4803	55.82%	3802	3358	88.32%	444	11.68%
ALL INDIA	46733	22747	48.67%	23986	21208	88.42%	2778	11.58%



APPENDIX A-18

Annual Statement of Accounts					
REGION	Workload	Issued	% of Issued to Workload	Pendency	% of Pendency to Workload
Dehradun	552195	463082	83.86%	89113	16.14%
Delhi (North)	4942969	1618661	32.75%	3324308	67.25%
Delhi (South)	7514168	4420653	58.83%	3093515	41.17%
ZO (DL & UK)	13009332	6502396	49.98%	6506936	50.02%
Chandigarh	2466024	1352973	54.86%	1113051	45.14%
Ludhiana	2923835	1493924	51.09%	1429911	48.91%
Shimla	999393	389362	38.96%	610031	61.04%
ZO (PN & HP)	6389252	3236259	50.65%	3152993	49.35%
Kanpur	1576579	1449181	91.92%	127398	8.08%
Meerut	2799169	2127957	76.02%	671212	23.98%
Patna	714331	447460	62.64%	266871	37.36%
ZO (UP & BR)	5090079	4024598	79.07%	1065481	20.93%
Faridabad	2740086	1841492	67.21%	898594	32.79%
Gurgaon	4189805	2713794	64.77%	1476011	35.23%
Jaipur	2983802	2151032	72.09%	832770	27.91%
ZO (HR & RJ)	9913693	6706318	67.65%	3207375	32.35%
Ahmedabad	3106231	2828476	91.06%	277755	8.94%
Baroda	920688	719800	78.18%	200888	21.82%
Indore	2151596	1505114	69.95%	646482	30.05%
Surat	3406115	1329314	39.03%	2076801	60.97%
ZO (GJ & MP)	9584630	6382704	66.59%	3201926	33.41%
Kandivili	5022238	1579559	31.45%	3442679	68.55%
Mumbai-I Bandra	5801428	2729254	47.04%	3072174	52.96%
Mumbai-II Thane	3752913	1982877	52.84%	1770036	47.16%
Nagpur	1746837	1608143	92.06%	138694	7.94%
Pune	5983324	1734138	28.98%	4249186	71.02%
Raipur	709238	467808	65.96%	241430	34.04%
ZO (MH & CG)	23015978	10101779	43.89%	12914199	56.11%
Bangalore	5692540	2017482	35.44%	3675058	64.56%
Gulbarga	812418	745990	91.82%	66428	8.18%
Mangalore	1488479	1101063	73.97%	387416	26.03%
Panaji	587901	587901	100.00%	0	0.00%
Peenya	7134268	3343958	46.87%	3790310	53.13%
ZO (KN & Goa)	15715606	7796394	49.61%	7919212	50.39%
Bhubaneswar	2469546	997197	40.38%	1472349	59.62%
Guntur	1759397	1524322	86.64%	235075	13.36%
Hyderabad	4197188	2906153	69.24%	1291035	30.76%
Nizamabad	1350646	1192116	88.26%	158530	11.74%
ZO (AP & OR)	9776777	6619788	67.71%	3156989	32.29%
Chennai	4255559	2855210	67.09%	1400349	32.91%
Coimbatore	2869262	2285456	79.65%	583806	20.35%
Madurai	2028493	1932226	95.25%	96267	4.75%
Tambaram	2122181	1659209	78.18%	462972	21.82%
Thiruvananthapuram	1676180	1664364	99.30%	11816	0.70%
ZO (TN & KR)	12951675	10396465	80.27%	2555210	19.73%
Guwahati (NER)	1073093	404892	37.73%	668201	62.27%
Jalpaiguri	1878286	1062349	56.56%	815937	43.44%
Kolkata	3284198	1404045	42.75%	1880153	57.25%
Ranchi	1025653	715762	69.79%	309891	30.21%
ZO (WB, NER & JH)	7261230	3587048	49.40%	3674182	50.60%
All INDIA	112708252	65353749	57.98%	47354503	42.02%

**APPENDIX A-19****Classification of Pensioners**

(As on 31.03.2010)

REGION	Member Pensioners					Spouse Pensioners				Children Pension			Orphan Pensioners	Nominee Pensioners	Parent Pensioners	Total
	Members of EPS 95	Early Pension (50-57 years)	Superannuation Pension (58 years)	Disablement pension	Total	Death in Service		Death away from Service	Total	EPFS'71	EPS'95	Total				
						EPFS'71	EPS'95									
Dehradun	574646	6547	10262	13	16822	1917	1035	437	3389	78	6762	6840	193	118	101	27463
Delhi (North)	2723856	934	1067	0	2001	3243	157	190	3590	120	433	553	21	6	9	6180
Delhi (South)	2477103	4968	1700	2	6670	41	2154	373	2568	0	2391	2391	62	33	59	11783
ZO (DL & UK)	5775605	12449	13029	15	25493	5201	3346	1000	9547	198	9586	9784	276	157	169	45426
Chandigarh	1583796	6635	11077	11	17723	1988	5026	572	7586	99	8152	8251	197	156	84	33997
Ludhiana	1733679	15322	10740	29	26091	3530	6707	332	10569	54	11532	11586	199	129	110	48684
Shimla	162573	3177	4609	11	7797	979	3344	288	4611	9	3999	4008	46	47	126	16635
ZO (PN & HP)	3480048	25134	26426	51	51611	6497	15077	1192	22766	162	23683	23845	442	332	320	99316
Kanpur	643187	87540	61525	41	149106	12744	21565	2542	36851	366	37021	37387	881	264	136	224625
Meerut	674771	21089	14103	11	35203	3436	9201	785	13422	24	16050	16074	433	144	247	65523
Patna	287639	41708	29109	14	70831	4659	18495	725	23879	29	20799	20828	286	130	60	116014
ZO(UP & BR)	1605597	150337	104737	66	255140	20839	49261	4052	74152	419	73870	74289	1600	538	443	406162
Faridabad	2443659	24824	9178	33	34035	1864	8767	1276	11907	12	14579	14591	283	45	187	61048
Gurgaon	3013040	2819	1799	4	4622	955	1040	228	2223	98	1943	2041	43	31	15	8975
Jaipur	2606560	35202	14257	47	49506	5239	12444	3363	21046	61	18961	19022	436	137	278	90425
ZO (HR & RJ)	8063259	62845	25234	84	88163	8058	22251	4867	35176	171	35483	35654	762	213	480	160448
Ahmedabad	1315336	71768	33143	28	104939	8980	18247	2807	30034	156	27628	27784	530	165	395	163847
Baroda	540495	13319	11884	5	25208	1481	5458	423	7362	3	5561	5564	71	133	76	38414
Indore	1963715	64303	19083	50	83436	7249	14294	3064	24607	51	23287	23338	473	268	167	132289
Surat	844172	13201	5755	14	18970	1436	5389	1251	8076	0	5336	5336	194	115	206	32897
ZO(GJ & MP)	4663718	162591	69865	97	232553	19146	43388	7545	70079	210	61812	62022	1268	681	844	367447
Kandivili	1700311	53997	19257	42	73296	3118	11807	3965	18890	14	14762	14776	508	139	355	107964
Mumbai-I Bandra	3407832	37795	13174	22	50991	7519	11507	0	19026	94	11330	11424	634	217	384	82676
Mumbai-II Thane	1295691	38265	21319	27	59611	4	8708	11913	20625	7	13982	13989	648	204	211	95288
Nagpur	1072684	63272	18639	87	81998	5918	13699	2699	22316	16	18904	18920	547	162	243	124186
Pune	782500	67882	45169	176	113227	8125	23769	3894	35788	25	34072	34097	926	316	769	185123
Raipur	366082	19338	8194	34	27566	2062	4224	1167	7453	0	6562	6562	153	43	51	41828
ZO(MH & CG)	9625100	280549	125752	388	406689	26746	73714	23638	124098	156	99612	99768	3416	1081	2013	637065
Bangalore	1975462	21341	12000	10	33351	2287	8412	1631	12330	8	6776	6784	167	181	262	53075
Gulbarga	582393	32484	18584	42	51110	4590	12197	2300	19087	13	22900	22913	565	223	442	94340
Mangalore	1396961	60377	12731	84	73192	3960	9590	1997	15547	62	16598	16660	895	640	377	107311
Panaji	660293	1667	4239	10	5916	539	2092	108	2739	4	1913	1917	63	105	56	10796
Peenya	4272828	21153	7581	4	28738	31	2698	1791	4520	0	4536	4536	138	103	295	38330
ZO(KN & Goa)	8887937	137022	55135	150	192307	11407	34989	7827	54223	87	52723	52810	1828	1252	1432	303852
Bhubaneswar	619172	29546	23948	21	53515	4092	7257	3545	14894	24	14172	14196	308	117	231	83261
Guntur	880759	53046	35091	71	88208	9190	23032	11271	43493	133	26287	26420	826	599	560	160106
Hyderabad	1232431	38369	14708	26	53103	4260	10163	3254	17677	35	12027	12062	482	264	419	84007
Nizamabad	640341	64159	4901	21	69081	2647	8414	3047	14108	2674	11410	14084	924	199	602	98998
ZO(AP & OR)	3372703	185120	78648	139	263907	20189	48866	21117	90172	2866	63896	66762	2540	1179	1812	426372
Chennai	2812113	24796	24762	12	49570	6068	7252	7274	20594	35	11107	11142	257	255	403	82221
Coimbatore	2305997	75430	26686	55	102171	7114	19219	4465	30798	153	21387	21540	611	532	956	156608
Madurai	1753120	77820	14841	67	92728	5643	15764	5948	27355	139	18179	18318	941	718	714	140774
Tambaram	981057	28158	13383	10	41551	4924	9522	3000	17446	1130	15258	16388	352	403	742	76882
Thiruvananthapuram	1590273	125733	66198	617	192548	6187	20340	4553	31080	99	17811	17910	637	692	695	243562
ZO(TN & KR)	9442560	331937	145870	761	478568	29936	72097	25240	127273	1556	83742	85298	2798	2600	3510	700047
Guwahati (NER)	365643	8488	6789	28	15305	1769	5377	777	7923	7	8290	8297	233	120	118	31996
Jalpaiguri	949256	8776	10744	2	19522	1370	11736	925	14031	42	15171	15213	588	160	197	49711
Kolkata	2248332	76206	60878	27	137111	11723	14061	3559	29343	93	16074	16167	382	259	179	183441
Ranchi	905567	35071	30586	9	65666	3405	8995	3818	16218	22	16264	16286	433	91	29	98723
ZO(WB, NER & JH)	4468798	128541	108997	66	237604	18267	40169	9079	67515	164	55799	55963	1636	630	523	363871
All INDIA	59385325	1476525	753693	1817	2232035	166286	403158	105557	675001	5989	560206	566195	16566	8663	11546	3510006

**APPENDIX A-20**

Sanctioned and In Position Strength of Group A Officers as on 31.03.2010		
Regions	Sanctioned	Inposition
Andhra Pradesh	71	52
Bihar	11	10
Jharkhand	16	13
Delhi	38	31
Gujrat	52	44
Haryana	45	39
Himachal Pradesh	8	6
Karnataka	73	52
Kerala	30	20
Madhya Pradesh	31	30
Chhattisgarh	10	9
Maharashtra	104	82
Goa	10	7
North East Region	13	15
Orissa	17	23
Punjab	50	42
Rajasthan	22	18
Tamil Nadu	117	77
Uttar Pradesh	40	41
Uttarakhand	8	8
West Bengal	59	57
Head Quarters	146	101
NATRSS	7	9
ZTI(SZ)	3	2
ZTI(NZ)	3	2
ZTI (WZ)	3	2
ZTI(EZ)	4	4
Zonal Audit party	0	9
ZACC (SZ)	8	6
ZACC (EZ)	8	4
ZACC (WZ)	8	7
ZACC(NZ)	7	7
TOTAL	1022	829

**APPENDIX A-21**

Sanctioned and In Position Strength of Group B Officers as on 31.03.2010												
Regions	Sanctioned Strength	In Position	Due Share					In Position				
			SC	ST	OBC	PH	EXSR	SC	ST	OBC	PH	EXSR
AP	444	438	25	12	14	2	0	22	12	7	9	0
BR	80	68	4	1	2	0	0	6	0	3	0	0
JH	111	119	5	2	4	0	0	7	13	7	0	0
DELHI	266	238	16	8	7	4	0	17	6	2	0	0
GJ	403	325	23	12	12	4	0	19	10	2	1	0
HR	190	176	11	5	4	0	0	14	3	2	0	0
HP	36	25	1	0	1	0	0	1	4	0	0	0
KN	436	372	21	9	9	4	0	17	8	0	7	0
KR	272	261	12	6	8	0	0	5	2	2	0	0
MP	205	152	9	3	6	0	0	6	5	0	0	0
CHH	34	33	0	0	0	0	0	0	3	2	0	0
MH	886	681	28	52	25	7	0	4	58	25	10	0
GOA	30	26	1	0	3	0	0	0	0	0	0	0
NER	86	68	4	1	5	0	0	5	6	1	0	0
OR	156	139	8	1	6	0	0	4	2	2	0	0
PB	278	268	17	6	8	0	0	27	3	2	4	4
RJ	177	168	22	11	0	1	0	11	7	0	0	0
TN	716	629	33	11	14	0	0	36	14	4	0	0
UP	351	277	21	8	8	1	0	30	2	5	1	0
UTT	43	33	1	0	1	0	0	5	2	0	0	0
WB	567	369	40	20	18	0	0	13	12	4	0	0
HQ	333	284	37	16	30	0	0	58	13	5	4	0
NATRSS	10	2	0	0	0	0	0	0	0	0	0	0
ZTI(SZ)	4	0	0	0	0	0	0	0	0	0	0	0
ZTI(NZ)	4	1	0	0	0	0	0	0	0	0	0	0
ZTI (WZ)	4	1	0	0	0	0	0	0	0	0	0	0
ZTI(EZ)	4	1	0	0	0	0	0	0	0	0	0	0
ACC Office (All Zones)	14	0	0	0	0	0	0	0	0	0	0	0
TOTAL	6140	5154	339	184	185	23	0	307	185	75	36	4



APPENDIX A-22

Sanctioned and In Position Strength of Group C and D Officials as on 31.03.2010												
Regions	Sanctioned Strength	In Position	Due Share					In Position				
			SC	ST	OBC	PH	EXSR	SC	ST	OBC	PH	EXSR
AP	1415	1114	244	121	128	45	30	191	51	66	131	15
BR	207	181	30	13	53	3	0	23	3	71	4	0
JH	294	261	45	18	52	9	20	40	46	84	4	2
DELHI	823	623	145	67	99	30	36	175	45	52	24	21
GJ	1201	845	208	113	263	39	101	205	116	184	42	11
HR	535	388	97	45	63	15	31	130	18	45	24	10
HP	98	67	16	7	22	2	0	19	6	4	1	0
KN	1332	1012	237	115	297	42	9	240	76	73	52	9
KR	820	690	108	29	162	25	60	135	34	80	25	40
MP	619	505	100	111	72	12	0	119	118	37	13	2
CHH	111	69	17	8	25	2	6	10	23	22	0	0
MH	2637	1916	264	462	225	91	32	80	276	187	47	20
GOA	78	57	11	4	8	0	1	3	8	4	0	5
NER	209	189	33	15	40	8	20	19	45	12	2	3
OR	434	384	75	71	37	11	3	75	80	24	11	3
PB	767	539	254	11	79	35	41	236	6	37	39	39
RJ	538	398	86	38	68	12	0	89	81	20	5	0
TN	2221	1665	376	159	82	0	19	530	38	156	0	57
UP	897	767	174	68	42	20	0	205	3	95	34	9
UTT	115	88	15	6	26	0	4	31	5	12	0	4
WB	1467	1275	367	112	277	0	0	347	45	128	0	0
HQ	165	154	18	6	23	0	0	65	17	12	3	0
NATRSS	3	1	0	0	0	0	0	0	0	0	0	0
ZTI(SZ)	0	0	0	0	0	0	0	0	0	0	0	0
ZTI(NZ)	0	0	0	0	0	0	0	0	0	0	0	0
ZTI(WZ)	0	0	0	0	0	0	0	0	0	0	0	0
ZTI(EZ)	4	4	0	0	0	0	0	0	0	0	0	0
TOTAL	16990	13192	2920	1599	2143	401	413	2967	1140	1405	461	250

**APPENDIX A-23**

STAFF PENSIONERS AND FAMILY PENSIONERS OF EPFO AS ON 31.03.2010		
Regions	No. of pensioners	No. of Family Pensioners
Andhra Pradesh	258	145
Bihar	87	53
Jharkhand	13	12
Delhi	131	64
Gujrat	207	96
Haryana	42	39
Himachal Pradesh	6	65
Karnataka	232	132
Kerala	335	110
Madhya Pradesh	134	65
Chhattisgarh	0	3
Maharastra	804	182
Goa	6	2
North East Region	21	23
Orissa	91	23
Punjab	130	55
Rajasthan	68	38
Tamil Nadu	539	241
Uttar Pradesh	256	145
Uttrakhand	3	4
West Bengal	810	199
Head Quarters	110	44
TOTAL	4283	1740

**APPENDIX A-24**

Category-wise Investment at Face Value and Interest Earning Rate for EPF Scheme Investment as on 31.03.2010 [Rs. in Crores]																	
Category	<=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%- 15%	T.Bill		Total Face Value
SDS					52,577.51												52,577.51
CTG	1,165.04	380.28	1,396.04	5,574.55	7,349.56	13,700.82	74.31	471.20	314.18	3,910.86	3,598.14	2,799.24			165.60		40,899.82
SDL	2,367.22	548.15	1,066.37	1,849.09	4,908.43	9,100.86	3,503.01	176.58	817.98	753.22	553.70						25,644.61
STG			465.00	142.20	990.35	159.71	596.46	158.74	0.60	9.13	71.45	37.31	11.98	0.14			2,643.07
PSU*	78.92	340.22	48.43	2,258.45	2,619.92	3,843.54	16,505.17	8,681.87	4,427.48	6,455.67	976.64	0.02	0.05	0.08			46,236.46
TDR's at different rates & period																279.90	279.90
Total	3,611.18	1,268.65	2,975.84	9,824.29	68,445.77	26,804.93	20,678.95	9,488.39	5,560.24	11,128.88	5,199.93	2,836.57	12.03	0.22	165.60	279.90	168,281.37



APPENDIX A-25

Category-wise Investment at Face Value and Interest Earning Rate for EPS 1995 Investment as on 31.03.2010[Rs. in Crores]																
Category	<=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% - 15%	T.Bill	Total Face Value
SDS					1,400.52											1,400.52
CTG	202.58	622.87	1,036.19	1,715.68	6,619.72	9,459.68	52.20	25.00	53.62	5,310.85	2,627.89	2,776.85				30,503.13
SDL	1,066.22	1,080.19	355.29	1,383.73	2,479.02	4,450.32	1,423.35	269.41	307.50	1,222.16	991.51					15,028.70
STG			321.00	291.10	1,050.80	958.00	234.50			20.00		54.30	5.00			2,934.70
PSU*	155.00	420.00	129.50	2,263.10	3,186.50	1,499.10	9,685.35	4,849.46	2,123.76	2,924.70	810.80					28,047.27
TDR's at different rates & period															70.00	70.00
Public Account						45,806.11										45,806.11
Total	1,423.80	2,123.06	1,841.98	5,653.61	14,736.56	62,173.21	11,395.40	5,143.87	2,484.88	9,477.71	4,430.20	2,831.15	5.00	-	70.00	123,790.43


APPENDIX A-26

Category-wise Investment at Face Value and Interest Earning Rate for EDLI Scheme 1976 Investment as on 31.03.2010 [Rs. in Crores]																
Category	<=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% - 15%	T.Bill	Total Face Value
SDS					2.50											2.50
CTG	5.12	18.38	72.57	24.87	239.96	367.82			5.25	182.92	79.69	147.26				1,143.84
SDL	15.73	26.86	4.00	48.28	81.38	386.98	30.62	28.12	0.46	46.78	24.83					694.04
STG			14.00		28.10	42.00	24.20				0.80	0.70				109.80
PSU*	2.00		30.00	132.96	64.70	41.90	480.50	155.00	72.40	188.50	58.20					1,226.16
TDR's at different rates & period																-
Public Account						4,995.42										4,995.42
Total	22.85	45.24	120.57	206.11	416.64	5,834.12	535.32	183.12	78.11	418.20	163.52	147.96	-	-	-	8,171.76



APPENDIX A-27

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

Date of Extension	Sl. No.	Industries/Classes of Establishments
1st Nov, 1952 (1 to 6 A)	1.	Cement
	2.	Cigarettes
	3.	Electrical, Mechanical or General Engineering Products
	4.	Iron and Steel
	5.	Paper
	6.	Textiles (made wholly or in Part of Cotton or wool or jute or silk whether natural or artificial)
31st July, 1956 (7 to 19)	6A.	Jute
	7.	Edible Oils and Fats
	8	Sugar
	9	Rubber and rubber products
	10.	Electricity including generation, transmission and distribution thereof.
	11.	Tea (except in the state of Assam where the Govt. of Assam have instituted a Separate Provident Fund Scheme for the industry including plantations)
	12.	Printing {other than printing industry relating to newspaper establishments as defined in the Working Journalists (conditions of Service and Misc. Provisions Act 1955)} including the process of composing types for printing, printing by letter press, lithography, photogravure or similar process or book binding
	13.	Stone-ware pipes
	14.	Sanitary Wares
	15.	Electrical porcelain Insulators of high and low tension
	16.	Refractories
	17.	Tiles
	18.	Matches
	19.	Glass



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

- (i) Match factories having annual Production of five lakhs/gross boxes of matches or less.
- (ii) Such glass factories other than sheet glass shell factories as have an installed capacity of 600 tones per month or less.

30th Sept., 1956
(20 to 23)

- 20. Heavy and Fine chemicals including:
 - (i) Fertilizer
 - (ii) Turpentine
 - (iii) Resin
 - (iv) Medical and pharmaceuticals preparations
 - (v) Toilet preparations
 - (vi) Soaps
 - (vii) Inks
 - (viii) Intermediates dyes colour lacs and toners
 - (ix) Fatty acid
 - (x) Oxygen acetylene and Carbon Di-Oxide gases.

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

- 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 to 30A)

- 26. Tea plantations (Other than the tea plantations in the State of Assam)
- 27. Coffee plantations.
- 28. Rubber plantations.
- 29. Cardamom plantations.
- 30. Pepper plantations.
- 30A. Mixed plantations.

30th Nov., 1957
(31 to 37)

- 31. Iron Ore Mines
- 32. Manganese Mines
- 33. Limestone Mines
- 34. Gold Mines
- 35. Industrial and Power Alcohol
- 36. Asbestos Cement Sheets
- 37. Coffee curing establishments



30th April, 1958	38.	Biscuit making industry (including composite units making biscuit and Products such as bread, confectionery and milk and milk powder)
30th April, 1959	39.	Road Motor Transport establishments
31st May, 1960 (40 and 41).	40.	Mica Industry
	41.	Mica Mines
30th June, 1960. (42 and 43).	42.	Plywood
	43.	Automobile repairing and servicing
30 th Nov. 1960	44.	Cane farms owned by sugar factories
31st Dec. 1960 (45 to 47)	45.	Rice Milling
	46.	Dal Milling
	47.	Flour Milling
31st May, 1961	48.	Starch
30th June, 1961 (49 to 53)	49.	Hotels
	50.	Restaurants
	51.	Establishments engaged in the Storage or transport or distribution of petroleum or Natural gas or products of either petroleum or natural gas.
	52.	Petroleum or natural gas Explorations, prospecting drilling or production.
	53.	Petroleum or natural gas refining
31st July, 1961 (54 to 58)	54.	Cinemas (including Preview theaters)
	55.	Film production
	56.	Film studios
	57.	Distribution concerns dealing with exposed films
	58.	Film processing Laboratories
31st August, 1961	59.	Leather and Leather products
30th Nov., 1961 (60 and 61)	60.	Stoneware Jars
	61.	Crockery



31st Dec.,1961	62.	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	63.	Every 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	64.	Fruit and vegetable preservation
30th Sept.,1962	65.	Cashew nuts
31st Oct.,1962 (66 to 70)	66.	Establishments engaged in the processing or treatment of wood including manufacture of hardboard chipboard, jute or textile wooden accessories, cork products, wooden furniture, wooden sports goods, cane or bamboo products, wooden battery separators.
	67.	Saw mills
	68.	Wood seasoning kilns
	69.	Wood preservation plants
	70.	Wood workshop
31st Dec.,1962	71.	Bauxite Mines
31st March,1963	72.	Confectionery
30 th April 1963 (73 to 77)	73.	Laundry and Laundry services
	74.	Buttons
	75.	Brushes
	76.	Plastic and plastic products
	77.	Stationery products
31st May, 1963 (78 to 80)	78.	Theaters where dramatic performance or other forms of entertainment are held and where payment is required to be made for admission as audience or spectators.
	79.	Societies, clubs or associations which provide board or lodging or both facility for amusement or any other service to any of their member or to any of their guest on payments.
	80.	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 (81 and 82)	81.	Canteens
	82.	Aerated water, soft drinks or carbonated water w.e.f. 31st Oct. 1963
31st Oct., 1963	83.	Distilling and rectifying of spirits (not falling under industrial and power alcohol) and blending of spirits
31st Jan., 1964 (84 and 85)	84.	Paint and Varnish
	85.	Bone crushing
30th June, 1964 (86 and 87)	86.	Pickers
	87.	China Clay Mines
31st Oct., 1964 (88 to 93)	88.	Attorneys as defined in the Advocates Act, 1961 (25 of 1961)
	89.	Chartered or registered Accountants as defined in the Chartered Accountants Act, 1949. (38 of 1949)
	90.	Cost and Works Accountants within the meaning of the cost and Works Accountants Act, 1959 (23 of 1959)
	91.	Engineers and Engineering Contractors not being exclusively engaged in building and construction industry.
	92.	Architects
	93.	Medical practitioners and Medical specialists
	94.	Milk and milk products
31st Dec., 1964.	95.	Travel agencies engaged in:
	(i)	Booking of international air and sea passengers and other travel arrangements and
	(ii)	Booking of internal air and mail passengers and other travel
31st Jan., 1965. (95 to 97)	(iii)	Forwarding and clearing of cargo from and to overseas and within India
	96.	Forwarding agencies engaged in the collecting, packing, forwarding or delivery of any goods including cargo; loading break bulk service and foreign freight service.
	97.	Non-ferrous metals and alloys in the form of ingots
31st March, 1965	98.	Bread
30th June, 1965	99.	Steaming, redrying, handling, sorting, grading or packing of tobacco leaf.
31st July, 1965	100.	Agarbatee (including dhoop and dhoopbatee)
31 st August, 1965	101.	Magnesite Mines
30th Sept., 1965	102.	Coir (excluding the spinning sector)



31st Dec.,1965.	103.	Stone quarries producing roof and floor slabs, dimension stones, monumental stones and mosaic chips stones and mosaic chips.
31st Jan., 1966.	104.	Banks other than the nationalized banks established under any Central or State Act; { Subs. By G.S.R. dated 25 th February,2000 (w.e.f.4 th March,2000)}
30th June,1966.	105.	Tobacco industry that is to say any industry engaged in the manufacture of Cigars, Zarda, Snuff, Quivam and Guraku from Tobacco.
31st July, 1966.	106.	Paper Products
30th Sept, 1966.	107.	Licensed salt
30th April,1967. (108 and 109).	108.	Linoleum
	109.	Indoleum
31st July,1967	110.	Explosives
31st August,1967	111.	Jute bailing or pressing
31st October,1967	112.	Fireworks and percussion cap work
30th Nov.,1967	113.	Tent making
31st August,1968 (114 to 120)	114.	Barites Mines
	115.	Dolomite Mines
	116.	Fireclay Mines
	117.	Gypsum Mines
	118.	Kyanite Mines
	119.	Siliminite Mines
	120.	Steatite Mines
31st Dec.,1968	121.	Cinchona Plantations
30th April, 1969.	122.	Ferro Manganese
30th June, 1969. (123 and 124)	123.	Ice or ice-cream.
	124.	Diamond Mines
31st Jan., 1970.	125.	General insurance business
31st March, 1971.	126.	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.	127.	Factories engaged in winding of thread and yarn reeling
31st March, 1972.	128.	Railway booking Agencies run by Contractors or other private establishments on commission basis.
30th Sept., 1972.	129.	Cotton ginning, bailing and pressing
31st March, 1973.	130.	Every mess, not being a military mess
31st May, 1973.	131.	Katha making
31st August 1973.	132.	Establishments known as hospitals run by any individual association or institution.
30th April, 1974.	133.	Beer manufacturing
30th Sept., 1974.	134.	Sorting, cleaning and testing of cotton waste.
30th Nov., 1974. (135 and 136).	135.	Societies, Clubs and associations which render service to their members, without charging any fees over and above the subscription fee or membership fee.
	136.	Garments making factories
31st Dec., 1974. (137 to 140)	137.	Agricultural farms,
	138.	Fruit orchards
	139.	Botanical gardens
	140.	Zoological gardens.
30th June 1975.	141.	Soapstone mines and establishments engaged in the grinding of soapstone
31st July, 1976 (142 to 154)	142.	Apatite Mines
	143.	Asbestos Mines
	144.	Calcite Mines
	145.	Ball-clay Mines
	146.	Corundum Mines
	147.	Emerald Mines
	148.	Feldspar Mines
	149.	Silica (sand) Mines
	150.	Quartz Mines
	151.	Ochre Mines



	152. Chromite Mines
	153. Graphite Mines
	154. Fluorite Mines
28th Jan.,1977 (155 to 157)	155. Establishments which are factories engaged in the manufacture of glue and gelatine.
	156. Stone quarries producing stone chips, stone sets, stone boulders and ballasts.
	157. Establishments engaged in Fish processing and non-vegetable food preservation industry including bacom factories and pork processing plants.
31st May,1977	158. Establishments engaged in manufacture of beedi.
31st Dec.,1978	159. 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
6 th Jan.,1979	160. Lignite Mines
31st July,1979	161. Ferro Chrome
31st May,1980 (162 to 164)	162. Diamond cutting
	163. Quarzite Mines
	164. Inland water transport establishments
31st Oct.,1980 (165 and 166)	165. Building and construction
	166. Manufacture of Myrobalan extract Powder, Myrobalan extract solid and vegetable tanning blended extract
30th Nov.,1980	167. Brick
23rd Nov.,1981	168. Establishments engaged in Stevedoring loading and unloading of ships.
7th Dec., 1981. (169 and 170)	169. Establishments engaged in poultry farming
	170. Establishments engaged in cattle feed industry.
6th March,1982.	171. (i) Any University
	(ii) Any college, whether or not affiliated to a University.
	(iii) Any School, whether or not recognized or aided by the Central or State Government.
	(iv) Any scientific institution;



	(v)	Any institution in which research in respect of any matter is carried on ;
	(vi)	Any other institution in which the activity of imparting knowledge or training is systematically carried on
1st Jan.,1984	172.	Industries based on asbestos as principal raw material on voluntary basis.
1 st Oct. 1984.	173.	Cinema theatres employing five or more workers as specified in section 24 of Cine Worker & Cinema Theatre Workers (Regulation of Employment) Act, 1981,
16th Sept,1989	174.	Industries manufacturing Iron ore pellets
25th Mar.,1992	175.	Guar Gum factories
1 st April,1992 (176 and 177)	176.	Marble mines
	177.	Diamond saw mills
1 st 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 Nov., 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 there from and related processing services.
08 th Dec. 2007. (183 to 186)	183.	Companies offering Life Insurance, Annuities etc. other than Life Insurance Corporation of India.
	184.	Private Airports and Joint Venture Airports.
	185.	Electronic Media companies in Private Sector.
	186.	Lodging Houses, Service apartments and condominiums.

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 Organization 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 & Employment, Govt. of India)
CORPORATE HEADQUARTERS: BHAVISHYA NIDHI BHAWAN
14, BHIKAJI CAMA PLACE, NEW DELHI – 110 066

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