



EMPLOYEES' PROVIDENT FUND ORGANISATION



58th ANNUAL REPORT 2010-11

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.

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OUR MISSION

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

BRIEF FACTS ABOUT THE EMPLOYEES' PROVIDENT FUND, INDIA

- ❖ **EPFO is one of the world's biggest social security providers.**
- ❖ **A creation of Employees' Provident Fund and Miscellaneous Provisions Act (EPF&MP Act) 1952**
- ❖ **The Act applies to defined class of industries employing 20 or more employees, restricted to employees with basic wages upto Rs 6500.**
- ❖ **The three Core areas are provisioning of Provident Funds, Pension, and Insurance.**
- ❖ **PF is a defined contribution scheme where both the employees and the employers contribute their mandated share.**
- ❖ **A mix of "defined contribution" and "defined benefit" forms the Pension scheme.**
- ❖ **Insurance is a deposit linked scheme that provides for benefits up to Rs 130,000/- without any contribution from employees.**

THE YEAR 2010-11

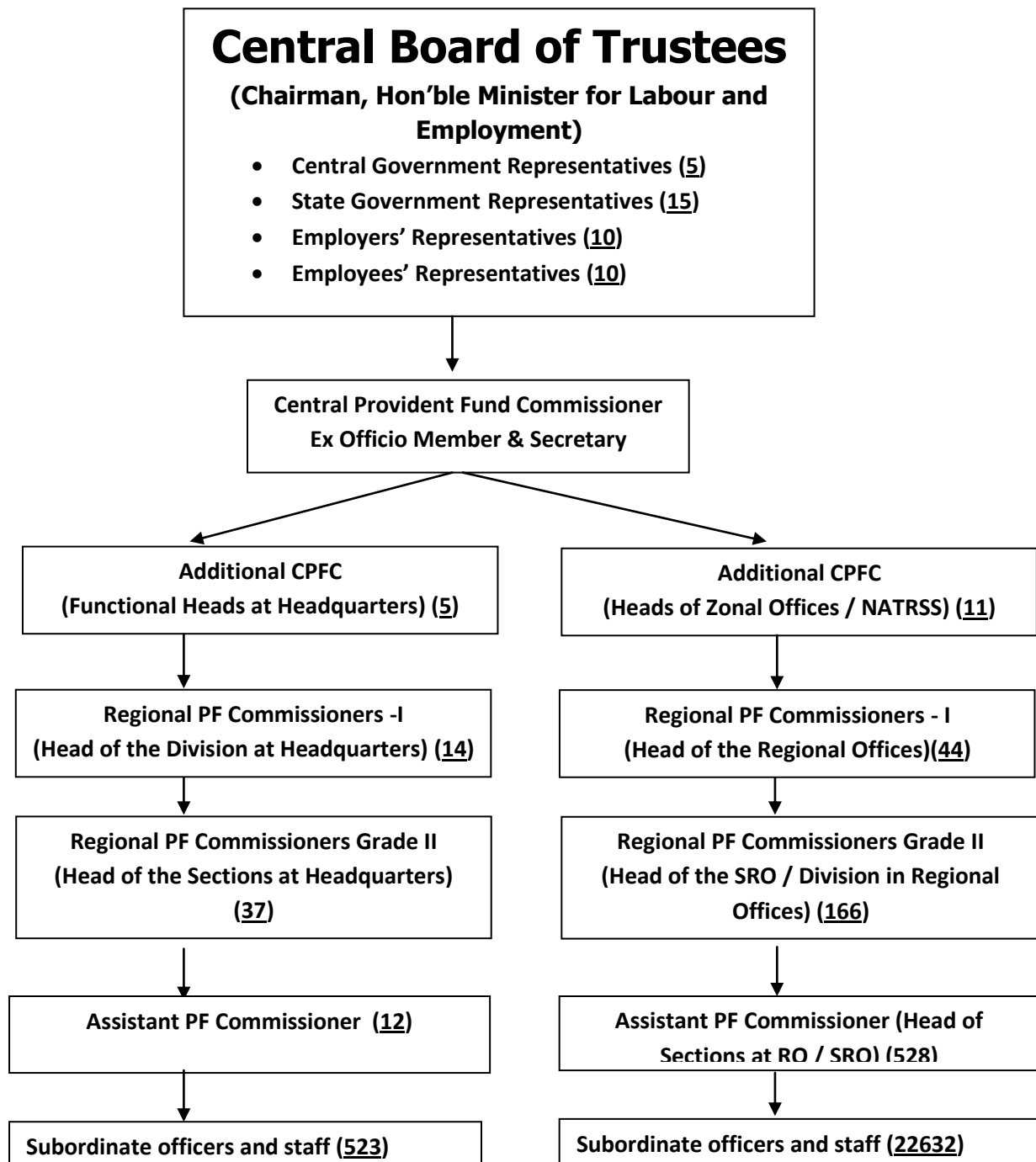
2010-11 was a landmark year in the organizational history of the Employees Provident Fund India. EPF India has successfully completed the first phase of computerization of its operations with successful migration of its entire database to a new platform. EPF India is now poised to launch phase II of its automation programme.

During 2010-11 special emphasis was on improving the service delivery and to e-enable services on offer to our members. Mission mode efforts were launched to cleanse and standardize the databases. An unparalleled training effort was rolled out to suitably expose and equip all our employees in the ***"New Application Software."***

Online grievance management portal was stabilized and almost 90% grievances received have been successfully handled. EPFO has launched **Employees Provident Fund Internet Grievance Management System** (EPF/GMS) on 5th May 2010 which is an Internet based grievances management system that has been developed in collaboration with the NIC, customized to the needs of the Organization. The EPF/GMS has been developed with a view to provide a single window platform that is able to record, acknowledge and track/monitor grievances till its final redressal.

ORGANISATION CHART

EMPLOYEES' PROVIDENT FUND ORGANISATION



**Figures shown in Brackets is actual Sanctioned Staff.*

PHOTO GALLERY



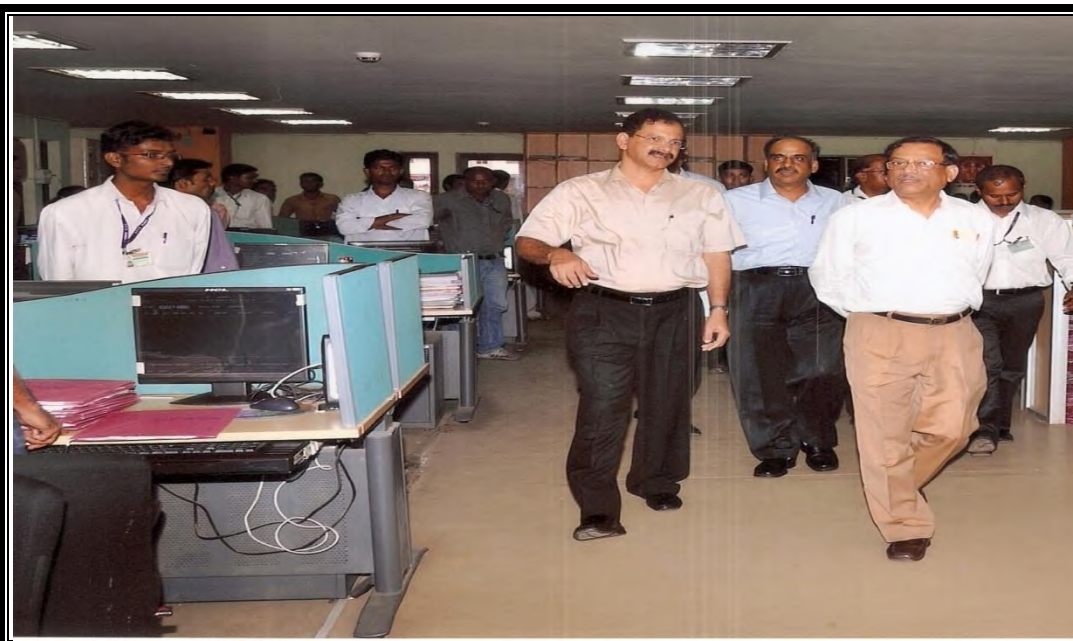
Inauguration of Regional Office, Gulbarga by Shri Malikarjun Kharge, Hon'ble Union Minister of Labour and Employment, Govt. Of India.



73rd Meeting of Regional Committee, Karnataka being held at Belgaum.



Inauguration of Computerisation of SRO, Shillong on 09.03.2011 by Hon'ble Chief Minister of Meghalaya, Dr. Mukul Sangma.



Shri. Samirendra Chatterjee IAS Central P.F. Commissioner alongwith Shri. P.M. Mathew Addl. Central P.F. Commissioner (MH & CG) reviewing the progress of Computerisation project of Mumbai – I Region during his visit on 22/10/2010



Visit of the Honourable Parliamentary Committee on Subordinate Legislation to Chennai on 12.07.2010



Hon'ble Union Minister of Labour & Employment, Govt. India addressing the Quarterly Review Meeting of Regional heads & State Governments (West Zone) on 9th July 2010 at Mumbai.



Seminar of Enrollment of Contract Labours at Regional Office, Madurai



Vigilance Workshop of EPFO held on 27th October 2010 taken by Shri Rajeev Kumar(IPS), Chief Vigilance Officer.



Hindi Fortnight Celebrations at Regional Office, Kolkata



The Cultural Programme being held at Regional Office, Dehradun at the end of the Hindi Pakhwara.



Members being helped by the Staff at Facilitation Centre in Regional Office, Madurai.



Office Building of Regional Office, Bangalore.



Chapter 1

PERFORMANCE STATISTICS 2010-11

The progress achieved by field offices is monitored through information collected by means of Annual Business Plan and Management Information System Returns. The Ministry of Labour & Employment had 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 were four key parameters for RFD during the year viz.

- (i) Old age benefits (% of claims settled within 30 days)
- (ii) Increase in number of establishments.
- (iii) Increase in membership.
- (iv) Number of offices computerized.

These parameters were assigned under the overall objective "Providing Social Security for Organized sector workers".

During the year under review the achievements of the Employees PF Organisation under the functional domains of Service Area and Compliance Area were as under:-

1. SERVICE AREA

Keeping in view huge growth in volumes and increasing client base a comprehensive computerization of operations of EPFO has been undertaken in collaboration with the NIC with a view to provide efficient, accessible and timely services to subscribers and employers. The Project aims to facilitate an environment of transparency and responsiveness which are the essence of all e-governance projects. All, but one, office Keonjhar (Orissa), of the EPFO has been moved to the new application software.

To equip and sensitize the workforce of EPFO for the new working environment a massive training exercise, both technical and user training, was undertaken during the year. Almost 65% of the workforce of EPFO has undergone this training during the year. This is over and above regular training carried out at NATRSS and ZTIs during the year, which covered almost 5500 officers/officials over 289 courses.



Certain functional areas such as

- (i) disbursement of payments through **NEFT** (*National Electronic Fund Transfer*)
- (ii) claims status tracking by members (**know your claim status**)
- (iii) transfer of members' accounts
- (iv) Online registration of members' grievances {**EPFIGMS** (*Employees Provident Fund Internet Grievance Management System*) has been developed with a view to provide a single window platform that is able to record, acknowledge and track/monitor grievances till its final redressal.} and
- (v) generation of returns by the employers (**e-return tool**) have been e-enabled during the year. This has hugely increased the efficiencies.

During the year under review the organisation:

- (i) Settled 72.49 lakh claims, it being 91.48_% of claims received during the year.
- (ii) Issued 6.06 crore Annual statement of Accounts by launching a special drive to liquidate cumulative pendency of annual accounts.
- (iii) Brought 0.45 lakh new establishments under the purview of the Act, thereby increasing the total no. of establishments by 6.74 % over 2009-10.
- (iv) Enrolled 28.49 lakh members under the Act, thereby increasing the membership by 4.63% over 2009-10.
- (v) Redressed 1.39 lakh grievances, it being 88.02% of grievances received during the year.
- (vi) Handled 28017 requests for information filed under the Right to Information Act 2005. Of the total information requests received only 8 % of cases (2202) have gone into appeal, thereby reflecting a robust commitment of EPFO to the RTI Act 2005.

2. Compliance Area

During the year under review the organisation:-

- (i) Recovered 1650.37 crores of locked up revenues from defaulting establishments.
- (ii) Launched prosecution proceedings against 7218 defaulting establishments/employers to ensure compliance under the Act.



A. SERVICE AREA

ALL CLAIMS (IN LAKHS)					
			2010-11	2009-10	2008-09
EPF CLAIMS	Final Settlement	NET WORKLOAD	36.76	39.31	43.97
		CLAIMS SETTLED	34.10	36.60	34.73
		CLAIMS PENDING	2.66	2.71	2.41
	Partial Withdrawals	NET WORKLOAD	2.59	2.99	4.15
		CLAIMS SETTLED	2.48	2.87	3.22
		CLAIMS PENDING	0.11	0.12	0.10
	Transfer Cases	NET WORKLOAD	3.75	4.07	6.75
		CLAIMS SETTLED	3.12	3.17	2.80
		CLAIMS PENDING	0.63	0.90	0.77
	TOTAL	NET WORKLOAD	43.10	46.37	54.87
		CLAIMS SETTLED	39.70	42.64	40.75
		CLAIMS PENDING	3.40	3.73	3.28
EPS CLAIMS	Monthly Pension Claims	NET WORKLOAD	4.20	4.87	6.63
		CLAIMS SETTLED	3.64	4.20	4.10
		CLAIMS PENDING	0.56	0.67	0.57
	Other than Monthly Pension Claims	NET WORKLOAD	31.72	33.95	37.62
		CLAIMS SETTLED	28.96	31.13	26.59
		CLAIMS PENDING	2.76	2.82	2.64
	TOTAL	NET WORKLOAD	35.92	38.82	44.25
		CLAIMS SETTLED	32.60	35.33	30.69
		CLAIMS PENDING	3.32	3.49	3.21
EDLI CLAIMS		NET WORKLOAD	0.21	0.24	0.46
		CLAIMS SETTLED	0.19	0.21	0.20
		CLAIMS PENDING	0.02	0.03	0.02
TOTAL CLAIMS		NET WORKLOAD	79.23	85.43	99.58
		CLAIMS SETTLED	72.49	78.18	71.64
		CLAIMS PENDING	6.74	7.25	6.51

PERCENTAGE OF SUPERANNUATION CLAIMS OVER TOTAL CLAIMS			
YEAR→	2010-11	2009-10	2008-09
EPF CLAIMS (Final Settlement)	3.56%	5.25%	5.72%
EPS CLAIMS	10.06%	10.05%	12.83%



ANNUAL STATEMENT OF ACCOUNTS (IN LAKHS)

	ISSUED DURING THE YEAR	PENDING AT THE END OF YEAR
2010-11	606.65	727.91
2009-10	653.54	473.54
2008-09	584.93	426.22

DISPOSAL OF PUBLIC GRIEVANCES

	2010-11	2009-10	2008-09
OPENING BALANCE	1047	1305	1470
RECEIVED DURING THE YEAR	156578	17551	19912
TOTAL GRIEVANCES	157625	18856	21382
DISPOSED OFF DURING THE YEAR	138745	17809	20077
BALANCE AT THE END OF YEAR	18880	1047	1305
PERCENTAGE OF DISPOSAL	88.02	94.45	93.90

<u>ENROLLMENTS (CUMULATIVE)</u>			<u>YEAR ON YEAR GROWTH (%)</u>	
	ESTABLISHMENTS	MEMBERS (Lakhs)	ESTABLISHMENT	MEMBERS
2010-11	660546	615.89	7.25	4.75
2009-10	615902	587.96	7.48	24.91
2008-09	573063	470.72		



B. REVENUE STATEMENTS

	2010-11	2009-10	2008-09
CONTRIBUTION COLLECTED (During the year)	(Rs. in Crores)		
Provident Fund			
Exempted	14785.95	22092.60	5412.75
Unexempted	32494.40	26558.20	23246.60
Total	47280.35	48650.80	28659.35
Pension Fund			
Employee's / Employer's Share	11587.94	9930.52	9320.56
Government's Share	1300.00	994.00	1167.22
Total	12887.94	10924.52	10487.78
Employees Deposit Linked Insurance Fund			
Employer's Share	480.00	423.22	368.40
Total	480.00	423.22	368.40
Grand Total	60648.29	59998.54	39515.53

	2010-11	2009-10	2008-09
PAYMENTS MADE (During the year)	(Rs. in Crores)		
Employees Provident Fund	22064.93	16932.67	15323.27
Employees Pension Fund	6146.90	5654.92	4998.94
Employees Deposit Linked Insurance Fund	59.03	61.85	59.57
Total	28270.86	22649.44	20381.78



ADMINISTRATION ACCOUNT (EPF SCHEME)

	(Rs. In Crores)		
	INCOME	EXPENDITURE	BALANCE
2010-11	,,2,509.69	,,1,168.43	,,1,341.26
2009-10	,,2,107.60	,,1,113.78	,,,993.82
2008-09	,,1,828.65	,,,801.50	,,1,027.15

INVESTMENTS (YEAR-WISE)

	(Rs. In Crores)				
	EMPLOYEES PROVIDENT FUND	EMPLOYEES PENSION FUND	EMPLOYEES DEPOSIT LINKED INSURANCE FUND	GRAND TOTAL	YEAR ON YEAR GROWTH (%)
2010-11	,,46,416.95	,,18,260.39	,,1,165.90	,,65,843.24	27.39
2009-10	,,35,459.59	,,15,212.15	,,1,016.43	,,51,688.17	16.51
2008-09	,,29,010.19	,,14,476.86	,,,877.11	,,44,364.16	

INVESTMENTS (CORPUS)

	(Rs. In Crores)				
	EMPLOYEES PROVIDENT FUND	EMPLOYEES PENSION FUND	EMPLOYEES DEPOSIT LINKED INSURANCE FUND	GRAND TOTAL	YEAR ON YEAR GROWTH (%)
2010-11	,3,14,981.95	,1,42,050.82	,,9,337.66	,4,66,370.43	16.44
2009-10	,2,68,565.00	,1,23,790.43	,,8,171.76	,4,00,527.19	14.82
2008-09	,2,33,105.41	,1,08,578.28	,,7,155.33	,3,48,839.02	



C. COMPLIANCE ACTION

ARREARS TO BE RECOVERED		(Rs. In Crores)		
		Workload for the Year	Realised during the year	Closing Balance as on 31.03.11
Unexempted Sector				
a.	Employees' Provident Fund	2195.61	832.30	1363.31
b.	EPF Admn. & Inspection Charges	175.09	59.19	115.90
c.	Employees' Pension Fund	1194.99	355.97	839.02
d.	Employees' Deposit Linked Insurance Fund	91.10	30.54	60.56
e.	EDLI Admn. & Inspection Charges	6.18	1.49	4.69
f.	TOTAL (a to e)	3662.97	1279.49	2383.48
g.	Penal Damages and Interest	1345.04	225.63	1119.41
Exempted Sector		957.31	361.08	596.23

PENAL ACTION AGAINST DEFAULTING ESTABLISHMENTS (Unexempted Sector)				
(a)	Prosecution cases under Section 14 of the Act	Workload for the year	Decided	Pending
I.	Employees' Provident Fund Scheme, 1952	26673	940	25724
II.	Employees' Pension Scheme, 1995	17769	724	17045
III.	Employees' Deposit Linked Insurance Scheme, 1976	17641	649	16992



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 (A/c No 1)	69371	1700.12	14596	245.40	54775	1454.72
II.	Employees' Pension Scheme, 1995 (A/c No 10)	57110	920.19	11750	116.32	45360	803.87
III.	Employees' Deposit Linked Insurance Scheme, 1976 (A/c No 21)	54901	69.39	11503	10.74	43398	58.65

FIR / Challans and Prosecution Cases under section 406/409 IPC

<i>FIRs/Challans under Section 406/409 IPC Cases filed during the year</i>	FIRs/Challan pending with the Police during the year	7283 (7060)
	Cases dropped by Police during the year	669 (174)
	Challans filed by Police before the Courts during the year	0 (12)
	Cases pending at the end of the year	6614 (6874)
<i>Prosecution Cases filed before various Courts under Section 406/409 IPC during the year</i>	Cases pending with the Courts for disposal during the year	1187 (1203)*
	Cases disposed by the Court during the year	15 0
	Cases pending at the end of the year	1172 (1203)

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



D. INFRASTRUCTURE

<u>MANPOWER</u>				
		2010-11	2009-10	2008-09
GROUP A	SANCTIONED	1033	1022	932
	IN-POSITION	816	829	645
	SHORTFALL	217	193	287
GROUP B	SANCTIONED	6165	6140	2883
	IN-POSITION	5244	5154	2198
	SHORTFALL	921	986	685
GROUP C (including erstwhile Group D)	SANCTIONED	16990	16990	21994
	IN-POSITION	14205	13192	16665
	SHORTFALL	2785	3798	5329
TOTAL	SANCTIONED	24188	24152	25809
	IN-POSITION	20265	19175	19508
	SHORTFALL	3923	4977	6301

<u>EPF OFFICES</u>			
	2010-11	2009-10	2008-09
ZONAL OFFICES	10	10	4
REGIONAL OFFICES	40	40	39
SUB-REGIONAL OFFICES	80	79	78
SERVICE CENTRES	14	17	20
DISTRICT OFFICES	120	123	135
NATRSS/ZTI/SUB-ZTIs	6	6	6



HIGHLIGHTS AND AVERAGE WORK IN A DAY BY EPFO*

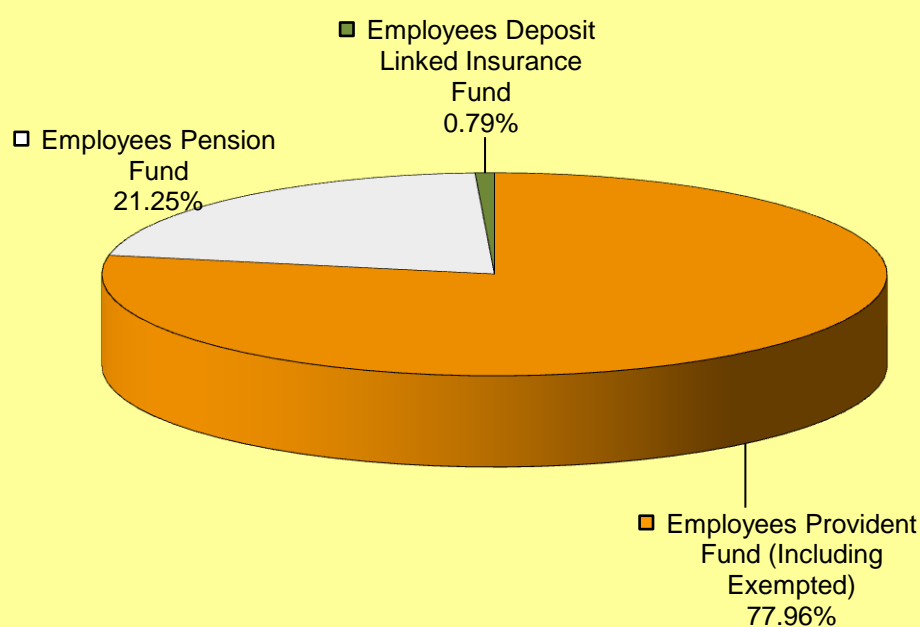
- * **11217 employees are extended social security cover.**
- * **177 establishments are brought under the purview of the EPF & MP Act, 1952**
- * **Rs. 233.26 Crores are received as contribution in the three schemes administered by the Organization.**
- * **Rs. 200.80 Crores are invested in approved securities.**
- * **Rs. 141.40 crores are disbursed on the settlement of approximately 27881 cases.**
- * **602 Grievances are received out of which 534 Grievances are redressed.**
- * **2.33 lakh account slips are issued to the members.**

(One day average based on the figures for the year 2010-11)*



PICTORIAL PRESENTATIONS

CONTRIBUTION RECEIVED 2010-11 Rs. (In Crores)



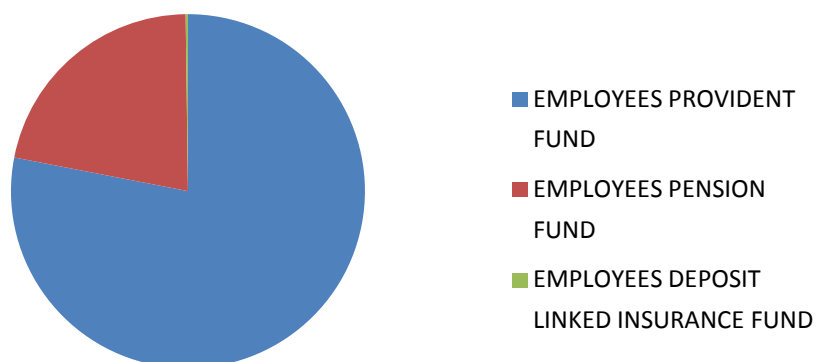
AMOUNT RECEIVED 2010-11

(Rs In Crores)

EMPLOYEES PROVIDENT FUND (including exempted PF)	47,280.35
EMPLOYEES PENSION FUND	12,887.94
EMPLOYEES DEPOSIT LINKED INSURANCE FUND	480.00



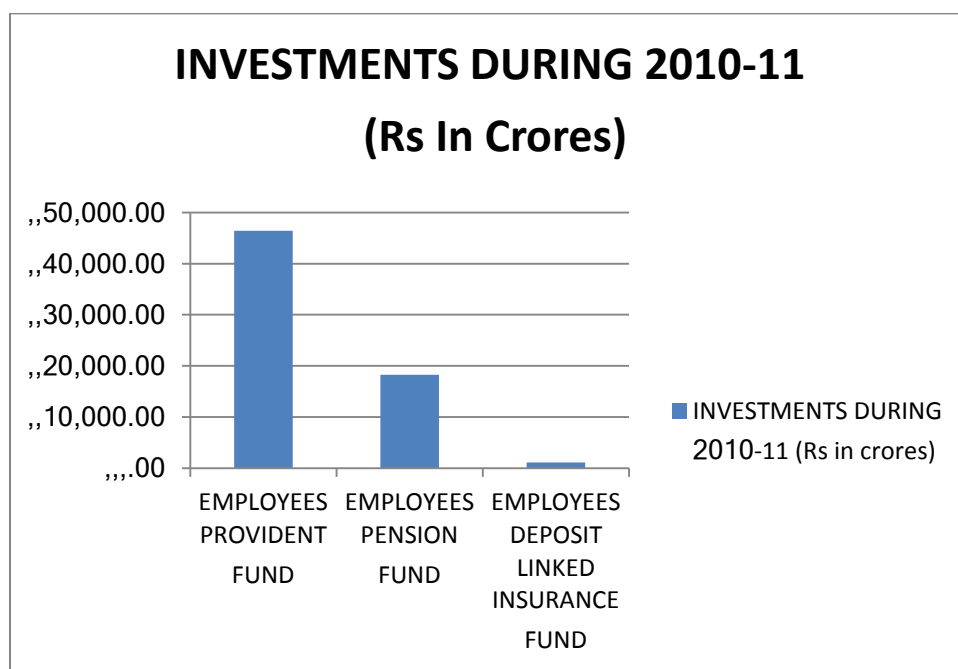
AMOUNT DISBURSED 2010-11 (Rs In Crores)



AMOUNT DISBURSED 2010-11

(Rs In Crores)

EMPLOYEES PROVIDENT FUND	22,064.93
EMPLOYEES PENSION FUND	6,146.90
EMPLOYEES DEPOSIT LINKED INSURANCE FUND	59.03



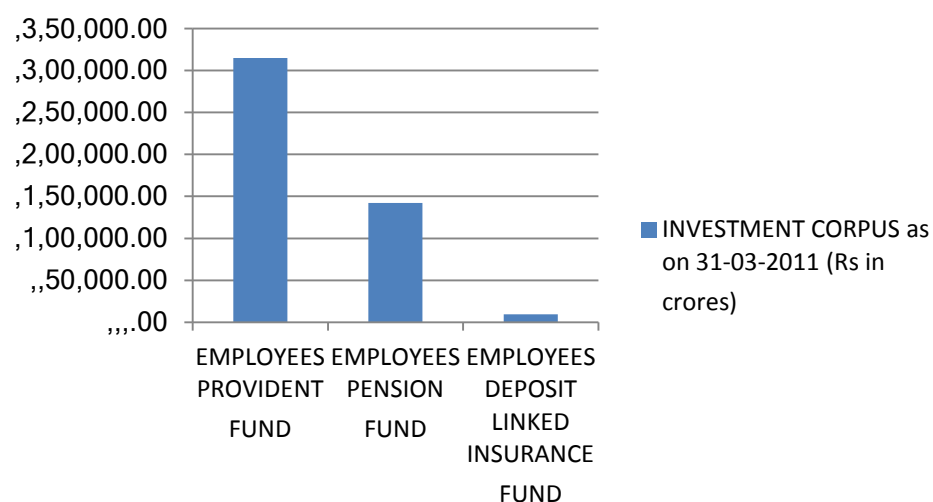
INVESTMENTS DURING 2010-11

(Rs In Crores)

EMPLOYEES PROVIDENT FUND	46,416.95
EMPLOYEES PENSION FUND	18,260.39
EMPLOYEES DEPOSIT LINKED INSURANCE FUND	1,165.90

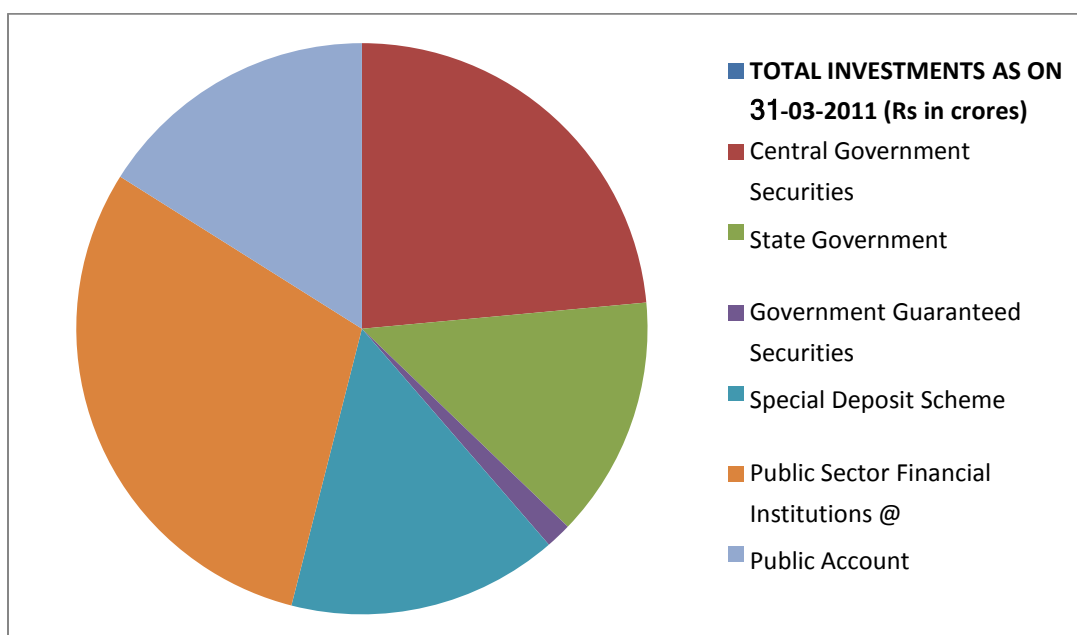


INVESTMENT CORPUS as on 31-03-2011 (Rs In Crores)



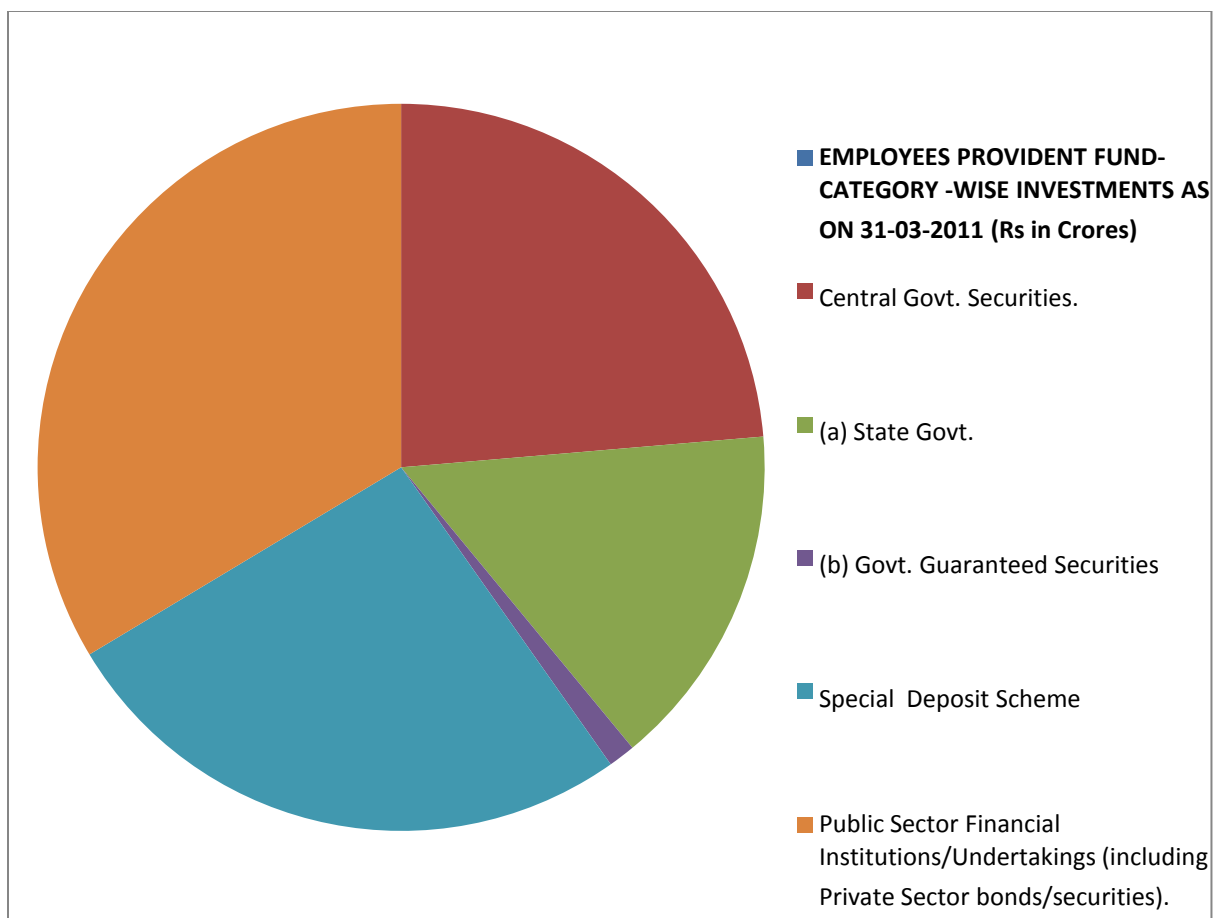
INVESTMENT CORPUS as on 31-03-2011 (Rs. In Crores)

EMPLOYEES PROVIDENT FUND	,3,14,981.95
EMPLOYEES PENSION FUND	,1,42,050.82
EMPLOYEES DEPOSIT LINKED INSURANCE FUND	,,9,337.66



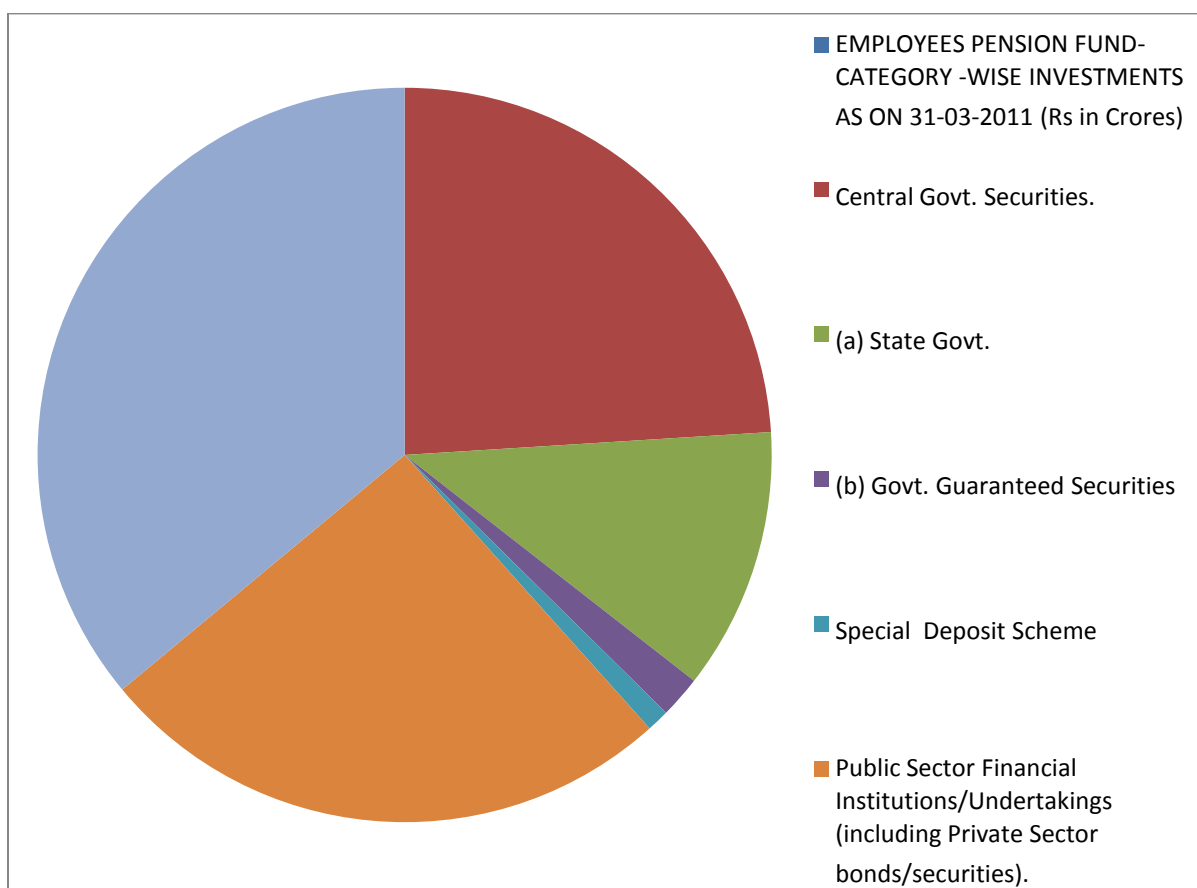
**TOTAL INVESTMENTS AS ON 31-03-2011
(Rs In Crores)**

Central Government Securities	82950.38
State Government	48111.45
Government Guaranteed Securities	5133.14
Special Deposit Scheme	54031.84
Public Sector Financial Institutions @	105620.24
Public Account	56605.24



**EMPLOYEES PROVIDENT FUND- CATEGORY -WISE INVESTMENTS AS ON 31-03-2011
(Rs In Crores)**

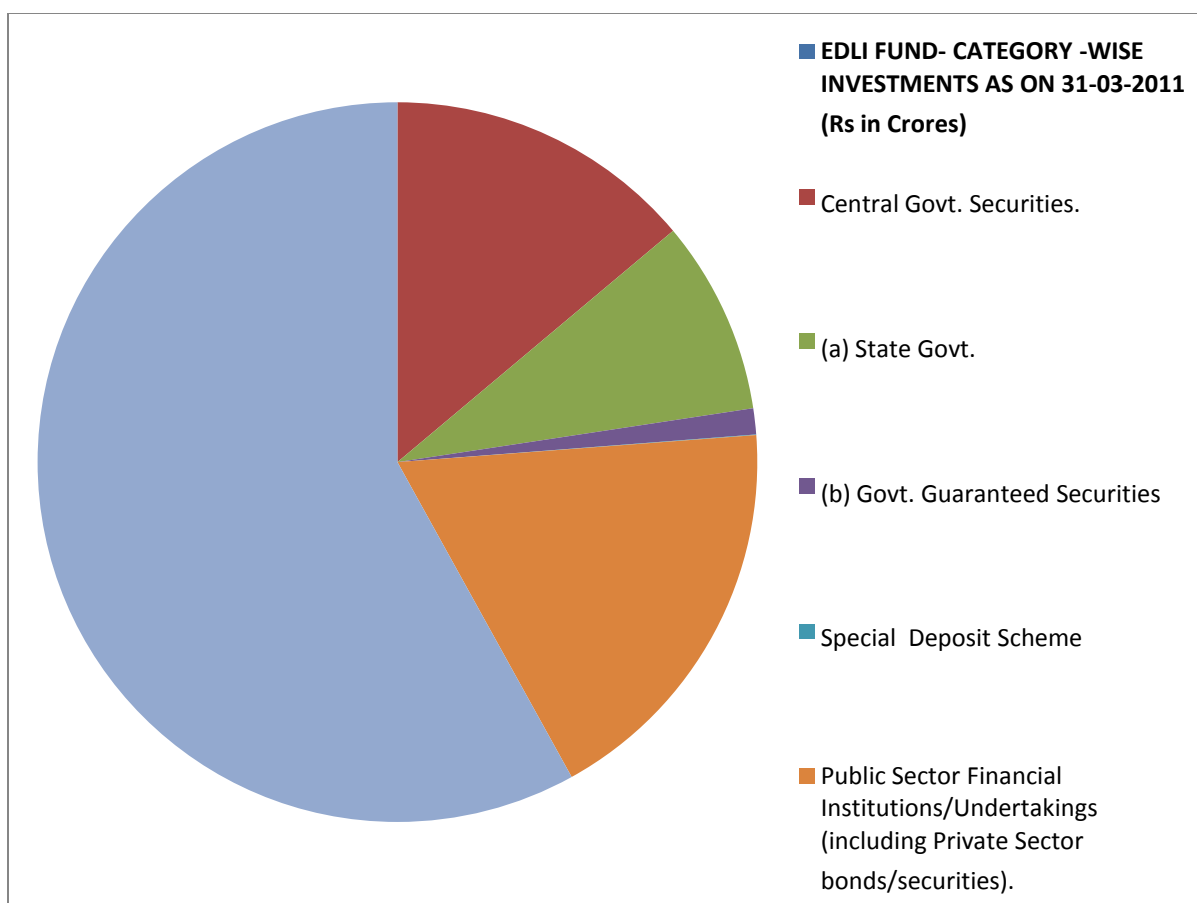
Central Govt. Securities.	47554.01
(a) State Govt.	30904.75
(b) Govt. Guaranteed Securities	2406.64
Special Deposit Scheme	52628.82
Public Sector Financial Institutions/Undertakings (including Private Sector bonds/securities).	67569.79



EMPLOYEES PENSION FUND- CATEGORY -WISE INVESTMENTS AS ON 31-03-2011

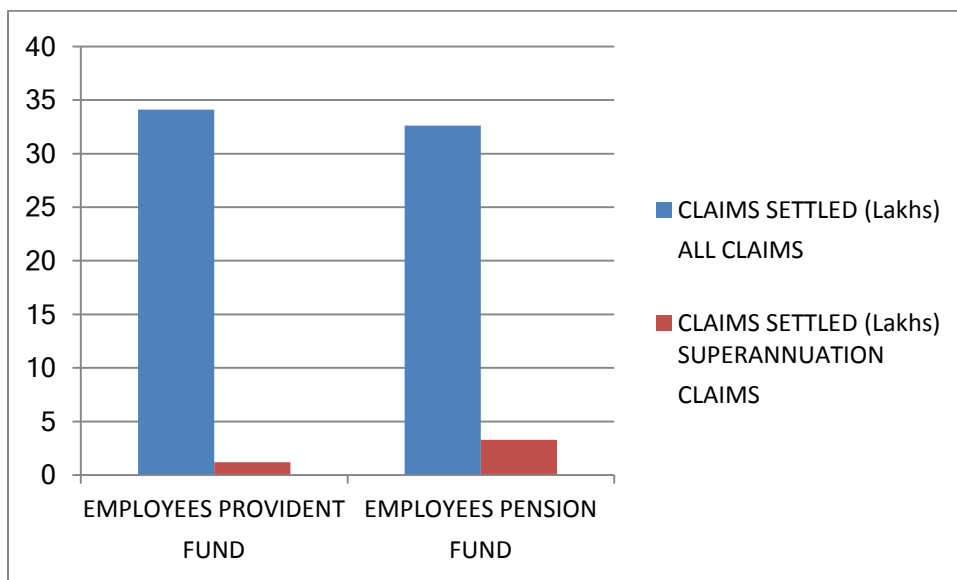
(Rs In Crores)

Central Govt. Securities.	34099.50
(a) State Govt.	16392.71
(b) Govt. Guaranteed Securities	2617.40
Special Deposit Scheme	1,400.52
Public Sector Financial Institutions/Undertakings (including Private Sector bonds/securities).	36355.28
Public Account	51185.41

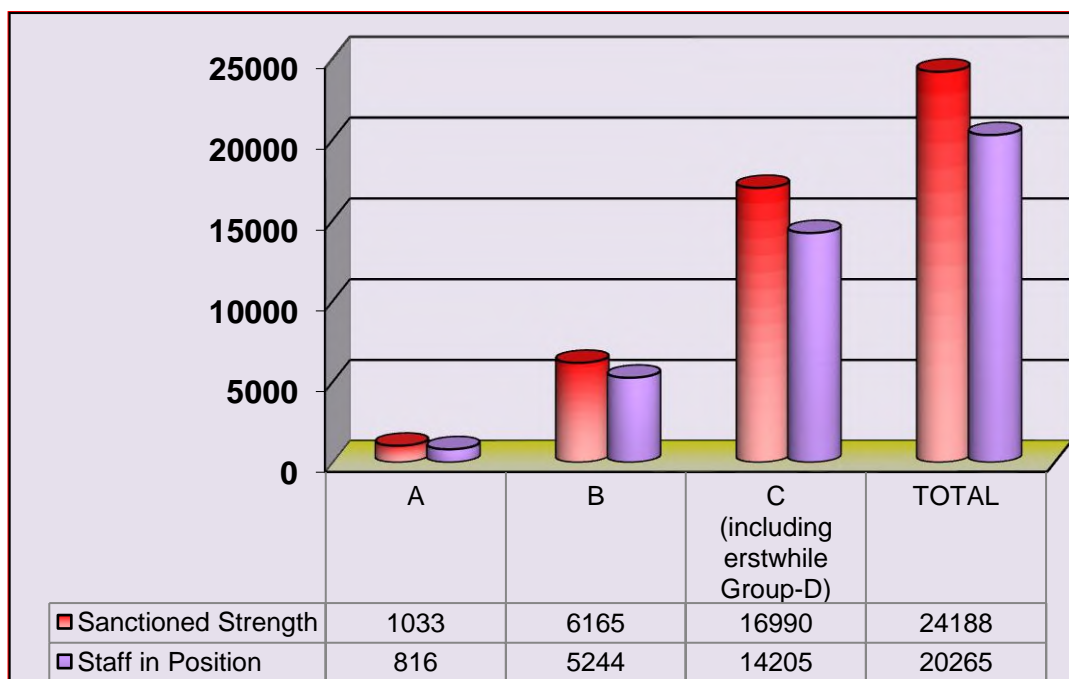


EDLI FUND- CATEGORY -WISE INVESTMENTS AS ON 31-03-2011
(Rs In Crores)

Central Govt. Securities.	1296.87
(a) State Govt.	813.99
(b) Govt. Guaranteed Securities	109.10
Special Deposit Scheme	2.50
Public Sector Financial Institutions/Undertakings (including Private Sector bonds/securities).	1695.17
Public Account	5420.03



	CLAIMS SETTLED (Lakhs)	
	ALL CLAIMS	SUPERANNUATION CLAIMS
EMPLOYEES PROVIDENT FUND	34.10	1.21
EMPLOYEES PENSION FUND	32.60	3.28



Manpower Availability

MANPOWER AVAILABILITY 2010-11

GROUP A	SANCTIONED	1033
	IN-POSITION	816
GROUP B	SANCTIONED	6165
	IN-POSITION	5244
GROUP C	SANCTIONED	16990
	IN-POSITION	14205



Chapter 2

ORGANISATION

INTRODUCTION

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

2.2 The Government of India has, through various enactments, endeavoured to give effect to the ideas and objectives enshrined in the Constitution. In the field of social security, the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 and the three Schemes framed 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 187 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> ✓ <i>Minimum pension on disablement</i> ✓ <i>Past service benefit</i> 	<ul style="list-style-type: none"> ✓ <i>The benefit provided in case of death of an employee who was member of the scheme at the time of the death, the family will get 20 times of the average wages of the last 12 months of the member. According to the revised scheme, maximum benefits under the scheme will now be Rs. 1,30,000/- , as the wage ceiling upto which</i>



		<i>to participants of erstwhile Family Pension Scheme, 1971.</i>	<i>contribution can be paid under the scheme is Rs. 6500/-</i>
Contributions: (% on wages)			
Employer	<i>3.67% (for 182 industries) 1.67% *(for 5 industries)</i>	<i>8.33%</i>	<i>0.5%</i>
Employee	<i>12% (for 182 industries) 10% *(for 5 industries)</i>	<i>Nil</i>	<i>Nil</i>
Government	<i>Nil</i>	<i>1.16%</i>	<i>Nil</i>
Administrative Charges to be paid by the Employer of Unexempted Establishments (% of wages)	<i>1.10%</i>	<i>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.</i>	<i>0.01%</i>
Inspection Charges to be paid by the Employer of Exempted Establishments (% on wages)	<i>0.18%</i>	<i>Not Applicable</i>	<i>0.005%</i>

* (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 needy 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, EPF

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 - 05
- 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 31.3.2011 is given in **Appendix A-1**. During the year 2010-11, five (5) 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 2010-11, three (03) meetings of the Executive Committee, CBT (EPF) were held.

SUB - COMMITTEES OF THE CENTRAL BOARD OF TRUSTEES, EPF

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 the Fund Managers of EPFO.
- Watch timely investment of trust money with a view to realise 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 suggestions and changes in investment guidelines to the CBT.
- Recommend rate of interest to be credited to the accounts of PF members, to the Central Board of Trustees (EPF).

2.13 The Committee consist of three representatives each of employers and employees, besides the Central Provident Fund Commissioner and one representatives of the Central Government. The Central Provident Fund Commissioner is the Chairman and Financial Advisor to the Ministry of Labour and Employment is the Vice Chairman of the Committee. The Financial Advisor & Chief Accounts Officer of the Employees' Provident Fund Organization is the Convener.

2.14 During the year 2010-11, six (06) 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 2010-11, one (01) meeting of the Committee was 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 At present Additional Secretary, to the Govt. of India Ministry of Labour & Employment is the Chairman of Pension Implementation Committee, Sub-Committee CBT (EPF). The Committee includes three representatives each of employers and employees, besides the Central Provident Fund Commissioner and two representatives of Central Government. The Additional Central Provident Fund Commissioner

(Pension) in EPFO, Headquarters is the Convener.

2.22 During the year 2010-11, three (03) meeting of the committee were held.

Committee on Implementation of IT Reforms

2.23 The Sub-Committee for Implementation of Information Technology Reforms in Employees' Provident Fund Organization was constituted to oversee the entire procurement and implementation process of the Re-inventing EPF, India Project.

2.24 The functions of the Sub-Committee are:

- (i) To suggest, evaluate and recommend for adoption appropriate information technology, communications technology, business process automation technology, office automation technology and other technology related options and models in line with the business needs and objectives of the Organization.
- (ii) To technically evaluate recommendations made by the consultants of the "Re-inventing Employees' Provident Fund, India" Project and others in terms of the sizing of the requirements proposed, adequacy of the specifications of hardware, software and network 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) The Sub-Committee for Implementation of Information Technology Reforms in Employees' Provident Fund Organization in its 7th Meeting held on 31.12.2001 has considered and approved the formation of a Technical Committee. 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

(vii) To carry out techno-commercial evaluations of technology options.

2.25 During the year 2010-11, one (1) meeting of the Sub-Committee for Implementation of Information Technology Reforms in Employees' Provident Fund Organization Committee was held.

SUB-COMMITTEES OF EXECUTIVE COMMITTEE

Building & Construction Committee

2.26 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.

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

2.28 During the year 2010-11, three (3) 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

2.29 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.

2.30 The members of the committee are as under:-

Secretary (Labour & Employment) - Chairperson

Director General, NIC - Co-Chairman

Dr. V. K. Gupta, Head IT Division, CSIR

-Member



Joint Secretary (SS), Labour & Employment

- Member

Central Provident Fund Commissioner

- Member

Dr. B. N. Shetty, Sr. Technical Director, NIC

- Member

Financial Advisor (Labour & Employment)

- Member

Financial Advisor & Chief Accounts Officer, EPFO

- Member

Additional Central P.F. Commissioner (IS), EPFO

- Member-Convenor.

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.

2.31 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.

2.32 During the year 2010-11, two meetings of the Committee were held.

REGIONAL COMMITTEES, EPF

2.33 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

2.34 As on 01.04.2010 there were 22 Regional Committees (EPF) constituted in accordance with para 4 of the EPF Scheme for 22 states / union territories in the country. Out of 22 Regional Committees, 15 Regional Committees pertaining to the States of Andhra Pradesh, Assam, Chhattisgarh, Haryana, Himachal Pradesh, Karnataka, Kerala, Madhya Pradesh, Punjab, Puducherry (UT), Rajasthan, Tamil Nadu, Tripura, Uttarakhand and West Bengal were in existence. The Regional committees for the remaining 07 States pertaining to the States of Bihar, Delhi, Goa, Gujarat, Maharashtra, Orissa and Uttar Pradesh were due for reconstitution.

2.35 The matter of reconstitution of the Regional Committees for the above mentioned 07 states was taken up with the respective State Governments. The Regional Committees of 6 States namely Bihar, Goa, Gujarat, Maharashtra, Orissa and Uttar Pradesh were reconstituted by the Hon'ble Chairman, CBT (EPF) during the year 2010-11 and duly notified in the Official Gazette of India.

2.36 However, Regional Committee (EPF) for the state of Delhi was long pending for reconstitution and even after constant



persuasion with the concerned State Government fresh nominations were awaited during the year. In addition to the above, the matter of constitution of the separate Regional Committee for State of Jharkhand was also initiated with Ministry of Labour & Employment, Govt. of India, New Delhi and after the approval by the Hon'ble Union Minister of Labour & Chairman, CBT (EPF), the first Regional Committee (EPF) for the State of Jharkhand was notified in the Gazette of India on 30.03.2011. It is a special achievement made by EPF Organization in the interest of the EPF beneficiaries in the state of Jharkhand as well as long pending demand of various trade unions / employer's organization has been fulfilled since the formation of the new State of Jharkhand.

2.37 During the year 2010-11, the complete nominations in respect of Six Regional Committees for the state namely Bihar, Goa, Gujarat, Maharashtra, Orissa and Uttar Pradesh 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 Bihar, Goa, Gujarat, Maharashtra, Orissa and Uttar Pradesh under para 4 (1) of Employees' Provident Funds Scheme, 1952 were forwarded to the Ministry of Labour & Employment, New Delhi for the approval of the Hon'ble Union Minister of Labour & Employment and Chairman, CBT (EPF). After due approval/directions in the matter, appropriate notifications were sent to the office of the Controller of Publications, Govt. of India Press, Delhi for publication of the said notifications in Gazette of India during the year.

2.38 The provisions of the Scheme mandate that the Regional Committee EPF of a state should meet at least two times in a financial year. At the end of the year, twenty-three

Regional Committees were in existence including the ones due for reconstitution. The State/Union Territory-wise position of meetings held during the year 2010-11 compared with the previous year is as under:

S.No	Name of the Region	Total No. of Meetings held	
		2010-11	2009-10
1.	Andhra Pradesh	02	02
2.	Assam	02	02
3.	Bihar	02	02
4.	Chhattisgarh	02	01
5.	Delhi	Nil	Nil
6.	Goa	Nil	Nil
7.	Gujarat	02	02
8.	Haryana	02	02
9.	Himachal Pradesh	01	01
10.	Jharkhand*	Nil	Nil
11.	Karnataka	02	02
12.	Kerala	02	01
13.	Madhya Pradesh	01	02
14.	Maharashtra	02	Nil
15.	Orissa	02	01
16.	Puducherry	02	02
17.	Punjab	02	02
18..	Rajasthan	02	02
19.	Tamilnadu	02	02
20.	Tripura	01	02
21.	Uttarakhand	02	02
22.	Uttar Pradesh	01	Nil
23.	West Bengal	02	02
	Total	36	(32)

* The Regional Committee (EPF) for the State of Jharkhand was notified in the Gazette of India on 30.03.2011

2.39 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 2010-11 as compared to the previous year. However, in respect of certain states, the required number of meetings could not be held due to other administrative exigencies.



ZONAL OFFICES

2.40 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. As on 31.03.2011, there were ten Zonal Offices each headed by an officer of the level of Additional Central Provident Fund Commissioner. The jurisdiction of each Zonal Office is as below:

Sl No	ZONAL OFFICES	HEAD QUARTERS	REGIONAL OFFICES
1	Delhi & Uttrakhand	Delhi	<ul style="list-style-type: none"> • Delhi (North) • Delhi (South) • Dehradun
2	Punjab & Himachal Pradesh	Chandigarh	<ul style="list-style-type: none"> • Chandigarh • Ludhiana • Shimla
3	Uttar Pradesh & Bihar	Kanpur	<ul style="list-style-type: none"> • Kanpur • Meerut • Patna
4	Haryana & Rajasthan	Faridabad	<ul style="list-style-type: none"> • Faridabad • Gurgaon • Jaipur
5	Gujarat & Madhya Pradesh	Ahmedabad	<ul style="list-style-type: none"> • Ahmedabad • Baroda • Indore • Surat
6	Maharashtra & Chhattisgarh	Mumbai-I	<ul style="list-style-type: none"> • Kandivili • Mumbai-I (Bandra) • Mumbai-II (Thane) • Nagpur • Pune • Raipur
7	Karnataka & Goa	Bangalore	<ul style="list-style-type: none"> • Bangalore • Gulbarga • Mangalore • Panaji • Peenya
8	Andhra Pradesh & Orissa	Hyderabad	<ul style="list-style-type: none"> • Bhubaneswar • Guntur • Hyderabad • Nizamabad

9	Tamil Nadu & Kerala	Chennai	<ul style="list-style-type: none"> • Chennai • Coimbatore • Madurai • Tambaram • Thiruvananthpuram
10	West Bengal, North East Region & Jharkhand	Kolkata	<ul style="list-style-type: none"> • Guwahati • Jalpaiguri • Kolkata • Ranchi

REGIONAL OFFICES AND SUB REGIONAL OFFICES

2.41 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 31.03.2011 there were 40 functional Regional Offices and 80 functional Sub-Regional Offices. A list of Regional Offices and Sub-Regional Offices is given in **Appendix A-2**.

DISTRICT OFFICES AND SERVICE CENTRES

2.42 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 Centers". As on 31.03.2011, there were 120 District Office and 14 Service Centers functioning in different parts of the country.

2.43 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.

2.44 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**.

HEAD OFFICE

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 members.

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. As on 31.03.2011, all functional offices (except Keonjhar) of EPFO have implemented the first phase of the Project. The application is getting stabilized with efforts towards building the capacity of the officials towards handling the business processes effortlessly and efficiently post migration from a paper based work flow.

3.4 The following improvements in the computerisation programme have also been made during 2010-11:-

- Beginning 4th February 2011, the claim status for all the computerised offices is available on the EPFO website www.epfindia.gov.in. Further if mobile

number is shared by the EPF members in the claim forms, a system generated SMS is sent to them, at various stages of settlement namely registration, progress in different stages status of claim & finally the payment details.

- National Electronic Fund Transfer (NEFT) has been integrated in the Application for payment of benefits. This has resulted in the reduction in time of credit to member's account, transparency/robustness in reconciliation apart from saving money and manpower on cheque preparation and mailing expenses.
- The inoperative account holders of Provident Fund (those with dormant A/c for 3 or more years) are encouraged to activate their accounts or transfer their balances to an active Provident Fund account. NEFT transfer of accounts has been made possible which has been introduced since March 2011.
- An e-return tool has been developed to assist employers to generate & submit returns in soft copy that is uploadable at the EPFO offices directly. This aims to reduce the time and error in punching at EPFO offices and is expected to reduce the data gaps. The tool is employer friendly, and has been well appreciated.



TRAINING AND CAPACITY DEVELOPMENT:

3.5 Project Division has planned & executed a comprehensive training programme model as per details as under:-

User Training:

S.N		Trainers Trained at NATRSS/ ZTI	Users trained at Field offices
1	(28 Office) Stage I	214	5649
2	(58 Office) Stage II	230	6160
3	(34 Office) Stage III	125	1214 and in progress
TOTAL		569	13023

3.6 Additionally, users were also deputed to the nearby Computerised offices to get training on live environment.

Technical Training:

3.7 The technical training was given in three stages. Two weeks training was given to 94 Technical persons by NIC and EPFO technical personnel in the 1st stage. Later before the second stage, 78 in-house technical persons and 20 NICSII personnel that were hired for the offices were also trained. For the third stage, technical training has been completed at NATRSS and ZTI, Chennai.



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 2011, the number of voluntarily covered establishments were **25482 - 3.86%** of total establishments. During the year 2010-11 additional **259** establishments were notified for voluntary coverage under the Act as against **247** establishments notified during the year 2009-10.

SCHEDULE OF INDUSTRIES / CLASSES OF ESTABLISHMENTS

4.4 Presently, 187 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 31.03.2011 is given in **Appendix A-28**.

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

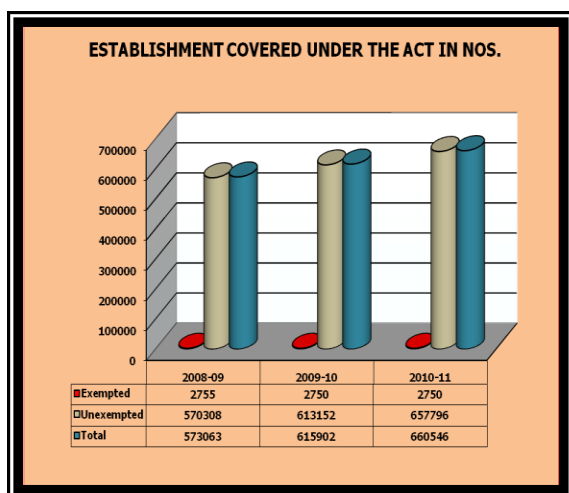
4.7 Zone-wise (Region-wise) position and concentration of establishments and members are given in **Table-1** and represented in **Graph 1(i)** and **1(ii)** below:-

TABLE-1								
REGION	Establishments				Membership			
	Unexempted	Exempted	Total	% of All India Total	Unexempted	Exempted	Total	% of All India Total
Dehradun	5475	33	5508	0.83%	558081	60932	619013	1.01%
Delhi (North)	22305	147	22452	3.40%	2160201	428973	2589174	4.20%
Delhi (South)	19150	86	19236	2.91%	2369965	127999	2497964	4.06%
ZO (DL & UK)	46928	266	47194	7.14%	5088247	617904	5706151	9.26%
Chandigarh	16019	10	16029	2.43%	1583637	9934	1593571	2.59%
Ludhiana	16200	24	16224	2.46%	1923266	28047	1951313	3.17%
Shimla	6832	86	6918	1.05%	186273	10555	196828	0.32%
ZO (PN & HP)	39051	120	39171	5.93%	3693176	48536	3741712	6.08%
Kanpur	20612	138	20750	3.14%	665025	117078	782103	1.27%
Meerut	22407	68	22475	3.40%	1074953	81298	1156251	1.88%
Patna	8418	95	8513	1.29%	337817	20805	358622	0.58%
ZO (UP & BR)	51437	301	51738	7.83%	2077795	219181	2296976	3.73%
Faridabad	18816	44	18860	2.86%	2426359	54518	2480877	4.03%
Gurgaon	13408	47	13455	2.04%	1614934	77140	1692074	2.75%
Jaipur	23060	49	23109	3.50%	1086200	141458	1227658	1.99%
ZO (HR & RJ)	55284	140	55424	8.39%	5127493	273116	5400609	8.77%
Ahmedabad	32343	58	32401	4.91%	1879177	107414	1986591	3.23%
Baroda	7306	21	7327	1.11%	471733	93375	565108	0.92%
Indore	19241	39	19280	2.92%	1976072	35986	2012058	3.27%
Surat	18483	20	18503	2.80%	741025	10519	751544	1.22%
ZO (GJ & MP)	77373	138	77511	11.73%	5068007	247294	5315301	8.63%
Kandivili	21045	62	21107	3.20%	1570757	65882	1636639	2.66%
Mumbai-I Bandra	22430	281	22711	3.44%	2519239	1081913	3601152	5.85%
Mumbai-II Thane	21428	71	21499	3.25%	1326232	123140	1449372	2.35%
Nagpur	16936	58	16994	2.57%	1064238	119167	1183405	1.92%
Pune	24209	101	24310	3.68%	2144003	183615	2327618	3.78%
Raipur	7945	45	7990	1.21%	351485	72834	424319	0.69%
ZO (MH & CG)	113993	618	114611	17.35%	8975954	1646551	10622505	17.25%
Bangalore	10504	44	10548	1.60%	1957353	233654	2191007	3.56%
Gulbarga	10316	36	10352	1.57%	501239	60343	561582	0.91%
Mangalore	11303	33	11336	1.72%	1508993	39401	1548394	2.51%
Panaji	3434	8	3442	0.52%	701220	14443	715663	1.16%
Peenya	11940	59	11999	1.82%	4084462	510052	4594514	7.46%
ZO (KN & Goa)	47497	180	47677	7.22%	8753267	857893	9611160	15.61%

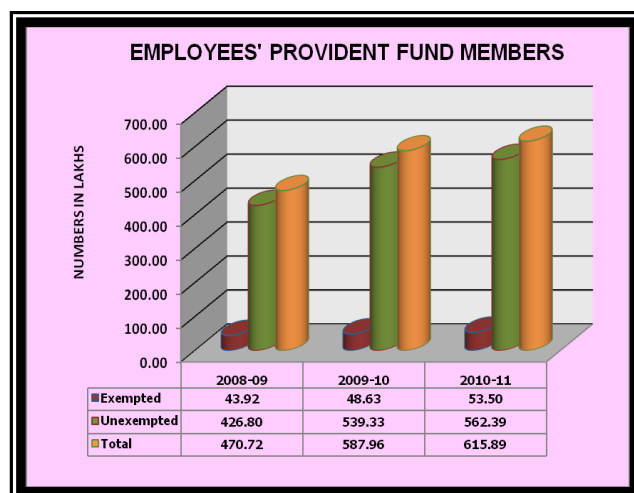


Bhubaneswar	14889	99	14988	2.27%	654912	67458	722370	1.17%
Guntur	27861	52	27913	4.23%	945769	63709	1009478	1.64%
Hyderabad	23778	47	23825	3.61%	1507070	225950	1733020	2.81%
Nizamabad	6904	9	6913	1.05%	808480	4149	812629	1.32%
ZO (AP & OR)	73432	207	73639	11.15%	3916231	361266	4277497	6.95%
Chennai	22196	66	22262	3.37%	2670030	180393	2850423	4.63%
Coimbatore	26252	28	26280	3.98%	2456146	60413	2516559	4.09%
Madurai	15876	14	15890	2.41%	1922225	16672	1938897	3.15%
Tambaram	11548	19	11567	1.75%	1094007	22018	1116025	1.81%
Thiruvananthapuram	18268	64	18332	2.78%	1894372	51609	1945981	3.16%
ZO (TN & KR)	94140	191	94331	14.28%	10036780	331105	10367885	16.83%
Guwahati (NER)	9147	17	9164	1.39%	356303	10291	366594	0.60%
Jalpaiguri	7466	9	7475	1.13%	875826	5093	880919	1.43%
Kolkata	31860	485	32345	4.90%	1468737	524488	1993225	3.24%
Ranchi	10186	78	10264	1.55%	800829	207307	1008136	1.64%
ZO (WB, NER & JH)	58659	589	59248	8.97%	3501695	747179	4248874	6.90%
All INDIA	657796	2750	660546	100.00%	56238645	5350025	61588670	100.00%

GRAPH -1(i)



GRAPH-1(ii)



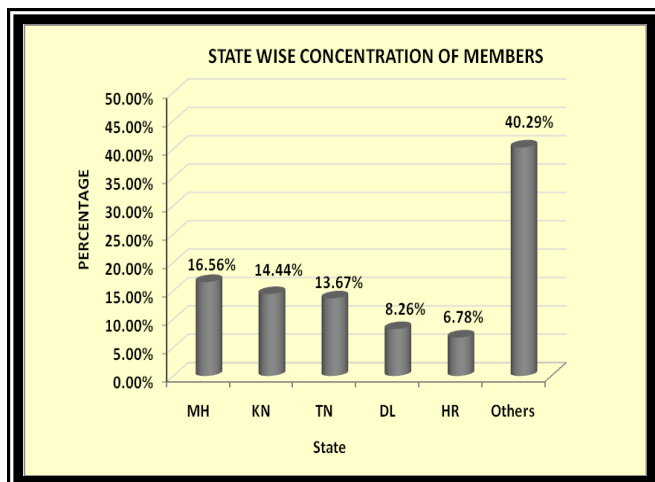
CONCENTRATION OF MEMBERS – STATE WISE

4.8 Maharashtra State followed by Karnataka has the largest number of members. It may also be noted that **59.71 %** of the members are concentrated in five states namely, Maharashtra, Karnataka, Tamil Nadu,

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	106048	573	106621	16.14%	8624469	1573717	10198186	16.56%
Karnataka	44063	172	44235	6.70%	8052047	843450	8895497	14.44%
Tamil Nadu	75872	127	75999	11.51%	8142408	279496	8421904	13.67%
Delhi	41455	233	41688	6.31%	4530166	556972	5087138	8.26%
Haryana	32224	91	32315	4.89%	4041293	131658	4172951	6.78%
Andhra Pradesh	58543	108	58651	8.88%	3261319	293808	3555127	5.77%
Punjab	32219	34	32253	4.88%	3506903	37981	3544884	5.76%
Gujarat	58132	99	58231	8.82%	3091935	211308	3303243	5.36%
West Bengal	39326	494	39820	6.03%	2344563	529581	2874144	4.67%
Madhya Pradesh	19241	39	19280	2.92%	1976072	35986	2012058	3.27%
Kerala	18268	64	18332	2.78%	1894372	51609	1945981	3.16%
Uttar Pradesh	43019	206	43225	6.54%	1739978	198376	1938354	3.15%
Rajasthan	23060	49	23109	3.50%	1086200	141458	1227658	1.99%
Jharkhand	10186	78	10264	1.55%	800829	207307	1008136	1.64%
Orissa	14889	99	14988	2.27%	654912	67458	722370	1.17%
Goa	3434	8	3442	0.52%	701220	14443	715663	1.16%
Uttarakhand	5475	33	5508	0.83%	558081	60932	619013	1.01%
Chhattisgarh	7945	45	7990	1.21%	351485	72834	424319	0.69%
North East Region	9147	17	9164	1.39%	356303	10291	366594	0.60%
Bihar	8418	95	8513	1.29%	337817	20805	358622	0.58%
Himachal Pradesh	6832	86	6918	1.05%	186273	10555	196828	0.32%
TOTAL	657796	2750	660546	100.00%	56238645	5350025	61588670	100.00%

GRAPH-2

CONCENTRATION OF MEMBERS-INDUSTRY-WISE

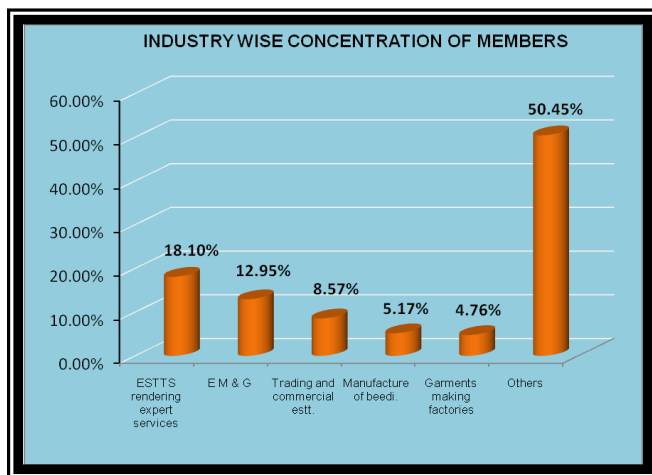
4.9 Out of the 187 Schedule of Industries/Classes of establishments to which the Act applies maximum percentage of members are concentrated in first eight schedule industries indicated in **Table-3** accounting for 51.19% of the total establishments with 60.86% of the total membership as on 31-03-2011. As on 31.03.2011, there were eleven categories having 10 lakhs or more members.



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 **80.04 %** 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	81851	12.44%	11148730	18.10%
2	E M & G	71689	10.90%	7973344	12.95%
3	Trading and commercial estt.	69441	10.56%	5278935	8.57%
4	Manufacture of beedi.	7348	1.12%	3183356	5.17%
5	Garments making factories	12041	1.83%	2931529	4.76%
6	Engineers and Engineering Contractors	44094	6.70%	2596151	4.22%
7	Textiles	24112	3.67%	2548998	4.14%
8	Building and construction	26179	3.98%	1822889	2.96%
9	Heavy and Fine chemicals	12768	1.94%	1637485	2.66%
10	Irons and Steel	9794	1.49%	1200371	1.95%
11	Any School	23033	3.50%	1079539	1.75%
12	Rubber and rubber products	3563	0.54%	889682	1.44%
13	Road Motor Transport estt.	7303	1.11%	852208	1.38%
14	Hotels	12398	1.88%	799394	1.30%
15	Hospitals	8214	1.25%	756979	1.23%
16	Any college	8665	1.32%	565443	0.92%
17	Any University	12146	1.85%	537800	0.87%
18	Electricity	4187	0.64%	492966	0.80%
19	Plastic and plastic products	7007	1.07%	471628	0.77%
20	Cleaning & Sweeping	3950	0.60%	450385	0.73%
21	Bank	2941	0.45%	446922	0.73%
22	Cashewnuts	2087	0.32%	425488	0.69%
23	Financing ESTTS other than banks	4589	0.70%	412108	0.67%
24	Leather and Leather products	4773	0.73%	408129	0.66%
25	Restaurants	7446	1.13%	385150	0.63%
Coverage of Top 25 Industries		471619	71.70%	49295609	80.04%
Rest of Industries		188927	28.30%	12293061	19.96%
Coverage in All Industries		660546	100.00%	61588670	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 Judgement. 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 Funds and Miscellaneous Provisions Act, 1952 is indicated in the **Table-4** below:

ZONE-WISE MEMBERSHIP IN BEEDI ESTABLISHMENTS - POSITION AS ON 31.03.2011

TABLE-4						
Region	ESTABLISHMENTS			MEMBERS		
	Unexempted	Exempted	Total	Unexempted	Exempted	Total
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	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	92	0	92	30822	0	30822
ZO (UP & BR)	150	0	150	35013	0	35013
Faridabad	0	0	0	0	0	0
Gurgaon	0	0	0	0	0	0
Jaipur	173	0	173	12144	0	12144
ZO (HR & RJ)	173	0	173	12144	0	12144
Ahmedabad	49	0	49	1249	0	1249
Baroda	0	0	0	0	0	0
Indore	370	0	370	181423	0	181423
Surat	1	0	1	20	0	20
ZO (GJ & MP)	420	0	420	182692	0	182692
Kandivili	1	0	1	31	0	31
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	11638	0	11638
ZO (MH & CG)	207	0	207	69132	0	69132
Bangalore	11	0	11	2963	0	2963
Gulbarga	76	0	76	3887	0	3887
Mangalore	184	0	184	708591	0	708591
Panaji	0	0	0	0	0	0
Peenya	35	0	35	8858	0	8858
ZO (KN & Goa)	306	0	306	724299	0	724299
Bhubaneswar	264	0	264	107151	0	107151
Guntur	145	0	145	10373	0	10373
Hyderabad	255	0	255	17846	0	17846
Nizamabad	293	0	293	608070	0	608070
ZO (AP & OR)	957	0	957	743440	0	743440
Chennai	403	0	403	3981	0	3981
Coimbatore	41	0	41	11770	0	11770
Madurai	513	0	513	650371	0	650371
Tambaram	1129	0	1129	100678	0	100678
Thiruvananthapuram	121	0	121	78850	0	78850
ZO (TN & KR)	2207	0	2207	845650	0	845650
Guwahati (NER)	32	0	32	1638	0	1638
Jalpaiguri	2658	0	2658	475583	0	475583
Kolkata	182	0	182	21288	0	21288
Ranchi	56	0	56	72477	0	72477
ZO (WB, NER & JH)	2928	0	2928	570986	0	570986
All INDIA	7348	0	7348	3183356	0	3183356



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

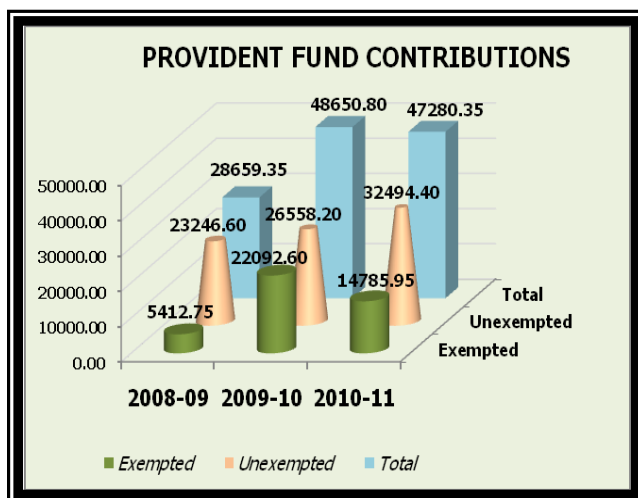
orders passed under sub-Section (2) of Section 17 of that Act or on the last date of implementation of the Scheme sanctioned under Section 18 of the Act;

- 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
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
2010-11	14785.95	-33.06	32494.40	22.35	47280.35	-2.82

**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% respectively on the aggregate wages on which contribution to provident fund is payable. During the year 2010-11, **Rs. 2035.19 crores** have been collected as Administrative & Inspection Charges as against Rs. 1699.80 crores collected during 2009-10.

INVESTMENTS

4.17 Paragraph 52 of the Employees' Provident Funds 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 Portfolio Managers, 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. 1,68,281.37 Cr
31.03.10

Net addition in Investments : Rs. 32,782.64 Cr
at face value during the year

Total Investments as on : Rs. 2,01,064.01 Cr
31.03.2011

(2) Employees' Pension Fund:

Total Investments as on : Rs. 1,23,790.43 Cr
31.03.10

Net addition in Investments : Rs. 18,260.39 Cr
at face value during the year

Total Investments as on : Rs. 1,42,050.82 Cr
31.03.2011

(3) Employees' Deposit Linked Insurance Fund:

Total Investments as on : Rs. 8,171.76 Cr
31.03.10

Net addition in Investments : Rs. 1,165.90 Cr



at face value during the year

Total Investments as on : Rs. 9,337.66 Cr
31.03.2011

Pattern of Investment

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

account of advances, loans withdrawals and final settlements. The 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 [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)	<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;</i>	25%
(ii)	1. <i>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</i> 2. <i>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</i>	15%
(iii)	(a) <i>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</i> (b) <i>Short duration (less than a year) Term Deposit Receipts (TDR) issued by public sector banks</i>	30%
(iv)	<i>To be invested in any of the above three categories as decided by their Trustees.</i>	30%
(v)	<i>The Trusts, subject to their assessment of the risk – return prospects, may invest up to 1/3^d of (iv) above, in private sector bonds/ securities, which have an investment grade rating from at least two credit rating agencies.</i>	

**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 31.03.2011			
	Category of Investment	Amount invested (Rs. in crores)	%age
A.	Employees' Provident Fund		
1.	Central Govt. Securities.	47554.01	23.65%
2.	(a) State Govt.	30904.75	15.37%
	(b) Govt. Guaranteed Securities	2406.64	1.19%
3.	Special Deposit Scheme	52628.82	26.18%
4.	Public Sector Financial Institutions/Undertakings (including Private Sector bonds/securities).	67569.79	33.61%
TOTAL		201064.01	100.00%
B.	Employees' Pension Fund		
1.	Central Govt. Securities.	34099.50	24.01%
2.	(a) State Govt.	16392.71	11.54%
	(b) Govt. Guaranteed Securities	2617.40	1.84%
3.	Special Deposit Scheme	1,400.52	0.99%
4.	Public Sector Financial Institutions/Undertakings (including Private Sector bonds/securities).	36355.28	25.59%
5.	Public Account	51185.41	36.03%
TOTAL		142050.82	100.00%
C.	Employees' Deposit Linked Insurance Fund		
1.	Central Govt. Securities.	1296.87	13.89%
2.	(a) State Govt.	813.99	8.72%
	(b) Govt. Guaranteed Securities	109.10	1.16%
3.	Special Deposit Scheme	2.50	0.03%
4.	Public Sector Financial Institutions/Undertakings (including Private Sector bonds/securities).	1695.17	18.15%
5.	Public Account	5420.03	58.05%
TOTAL		9337.66	100.00%

4.21 The consolidated statement on category wise investment of corpus under different schemes at face value as on 31.03.2011 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 31.03.2011 (Amount in Crores)

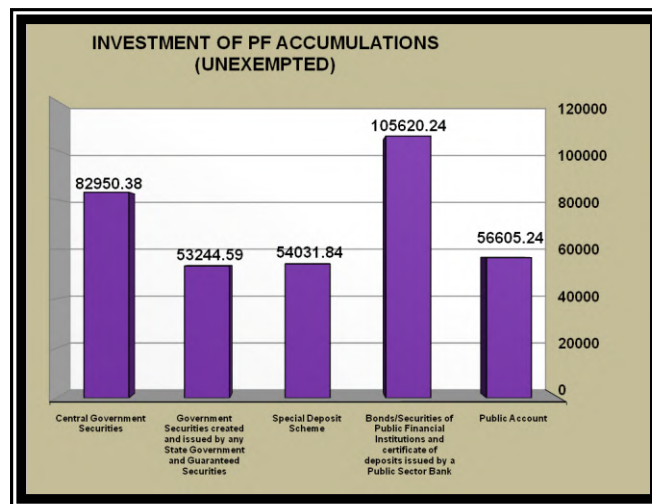
Sl. No.	Category	Employees' Provident Fund	Employees' Pension Fund	Employees' Deposit Linked Insurance Fund	TOTAL	% age
1	Central Government Securities	47554.01	34099.50	1296.87	82950.38	23.53
2 a	State Government	30904.75	16392.71	813.99	48111.45	13.65
b	Government Guaranteed Securities	2406.64	2617.40	109.10	5133.14	1.46
3	Special Deposit Scheme	52628.82	1400.52	2.50	54031.84	15.33
4	Public Sector Financial Institutions @	67569.79	36355.28	1695.17	105620.24	29.97
5	Public Account	--	51185.41	5420.03	56605.24	16.06
	Total	201064.01	142050.82	9337.66	352452.49	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 31.03.2011 amounted to **Rs. 201064.01 crores** at Face Value. The net investment made during the year was **Rs. 32782.64** crores as against Rs. 25303.98 crores during the previous year. The total investment of all the funds as on 31.03.2011 is represented in **Graph-5**.



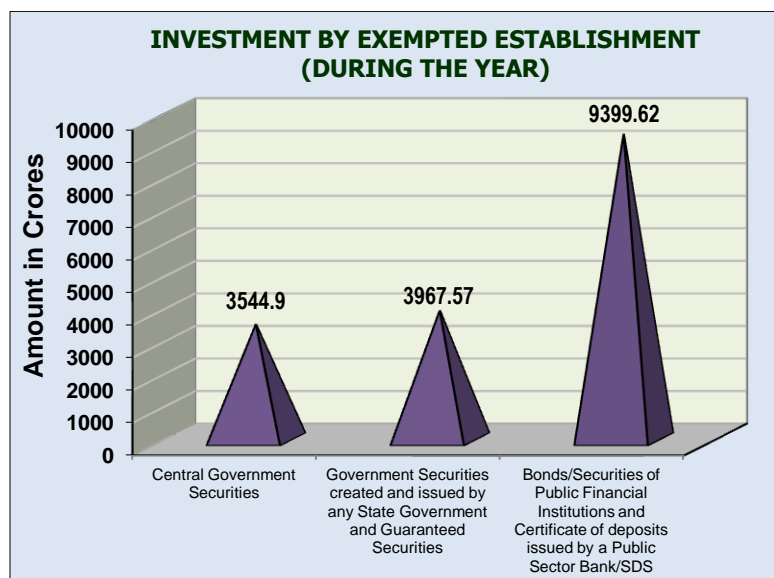
INVESTMENTS OF PROVIDENT FUND (EXEMPTED SECTOR)

4.23 The exempted establishments are also required to follow the same pattern of

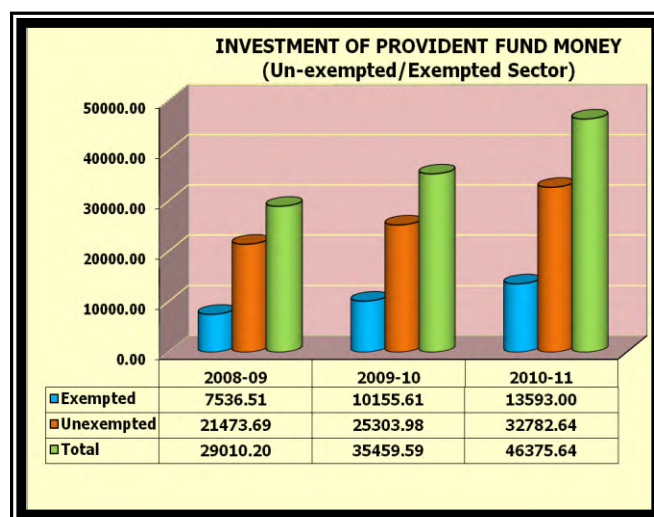


investment as prescribed for the Un-exempted Funds. The total investment of the Provident Fund accumulations in respect of exempted establishments as on 31.03.2011 amounted to Rs. **113876.64** crores. The net investment during the year is Rs. **13593.00** crores as against Rs. 10155.61 crores during 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 2010-11	
Category of Investment	Amount Invested (Rs. in Crores)
Central Government Securities	3544.90
Government Securities created and issued by any State Government and guaranteed securities	3967.57
Bonds/ Securities of Public Financial Institutions and Certificate of deposits issued by a Public Sector Bank/SDS	9399.62
TOTAL GROSS INVESTMENT	16912.09
LESS: Redemption	3319.09
TOTAL NET INVESTMENT	13593.00

GRAPH-6

4.24 The total net investment of Provident Fund accumulations in respect of both exempted and un-exempted establishments amounting to **Rs. 46375.64 crores** during 2010-11 as against Rs. 35459.59 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 2010-11, on the recommendation of the Central Board of Trustees, the Central Government has declared the rate of interest of 9.50 % per annum on monthly running balances to be credited to the members accounts. The interest rate declared in last three years in given in **Table 9**.

TABLE - 9	
Year	% Rate of Interest Declared
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.
2010-11	9.50% on monthly running balance declared on 18.03.2011.

(Rate Of Interest since 1952 is given in Appendix A-27)

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 2010-11 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	2686.54	115.50	2802.04	432.37	66.97	499.34	2254.17	48.53	2302.70
Delhi (North)	3332.08	232.29	3564.37	569.19	39.91	609.10	2762.89	192.38	2955.27
Delhi (South)	1167.58	57.93	1225.51	158.60	11.48	170.08	1008.98	46.45	1055.43
ZO (DL & UK)	7186.20	405.72	7591.92	1160.16	118.36	1278.52	6026.04	287.36	6313.40
Chandigarh	3251.69	492.84	3744.53	646.59	38.34	684.93	2605.10	454.50	3059.60
Ludhiana	2665.76	225.76	2891.52	792.29	84.78	877.07	1873.47	140.98	2014.45
Shimla	464.23	28.15	492.38	334.80	14.12	348.92	129.43	14.03	143.46
ZO (PN & HP)	6381.68	746.75	7128.43	1773.68	137.24	1910.92	4608.00	609.51	5217.51
Kanpur	11628.90	816.32	12445.22	1546.06	108.53	1654.59	10082.84	707.79	10790.63
Meerut	3117.40	261.03	3378.43	1326.82	54.21	1381.03	1790.58	206.82	1997.40
Patna	3885.65	244.76	4130.41	1817.45	104.61	1922.06	2068.20	140.15	2208.35
ZO (UP & BR)	18631.95	1322.11	19954.06	4690.33	267.35	4957.68	13941.62	1054.76	14996.38
Faridabad	3194.56	273.53	3468.09	1822.59	101.12	1923.71	1371.97	172.41	1544.38
Gurgaon	1247.14	87.55	1334.69	390.67	27.42	418.09	856.47	60.13	916.60
Jaipur	4632.50	314.23	4946.73	2875.48	204.57	3080.05	1757.02	109.66	1866.68
ZO (HR & RJ)	9074.20	675.31	9749.51	5088.74	333.11	5421.85	3985.46	342.20	4327.66



Ahmedabad	3536.50	381.80	3918.30	1329.09	113.68	1442.77	2207.41	268.12	2475.53
Baroda	1365.83	111.74	1477.57	768.21	56.90	825.11	597.62	54.84	652.46
Indore	16771.91	1157.33	17929.24	4166.41	234.32	4400.73	12605.50	923.01	13528.51
Surat	1542.46	171.45	1713.91	417.86	27.56	445.42	1124.60	143.89	1268.49
ZO (GJ & MP)	23216.70	1822.32	25039.02	6681.57	432.46	7114.03	16535.13	1389.86	17924.99
Kandivili	5448.45	490.68	5939.13	1902.20	133.38	2035.58	3546.25	357.30	3903.55
Mumbai-I Bandra	7496.27	1284.13	8780.40	452.16	35.98	488.14	7044.11	1248.15	8292.26
Mumbai-II Thane	3388.72	291.43	3680.15	1024.87	155.15	1180.02	2363.85	136.28	2500.13
Nagpur	12087.56	789.62	12877.18	3712.05	243.62	3955.67	8375.51	546.00	8921.51
Pune	10112.71	911.68	11024.39	6200.37	492.82	6693.19	3912.34	418.86	4331.20
Raipur	2055.49	96.40	2151.89	413.62	55.82	469.44	1641.87	40.58	1682.45
ZO (MH & CG)	40589.20	3863.94	44453.14	13705.27	1116.77	14822.04	26883.93	2747.17	29631.10
Bangalore	14122.76	1093.66	15216.42	11413.75	702.26	12116.01	2709.01	391.40	3100.41
Gulbarga	1835.64	141.57	1977.21	753.76	49.19	802.95	1081.88	92.38	1174.26
Mangalore	2286.57	162.01	2448.58	1016.52	80.11	1096.63	1270.05	81.90	1351.95
Panaji	491.66	40.12	531.78	187.61	12.25	199.86	304.05	27.87	331.92
Peenya	4309.11	269.58	4578.69	2983.82	203.49	3187.31	1325.29	66.09	1391.38
ZO (KN & Goa)	23045.74	1706.94	24752.68	16355.46	1047.30	17402.76	6690.28	659.64	7349.92
Bhubaneshwar	15163.88	1188.20	16352.08	3674.45	257.94	3932.39	11489.43	930.26	12419.69
Guntur	6385.95	459.50	6845.45	2482.61	179.36	2661.97	3903.34	280.14	4183.48
Hyderabad	6590.04	590.18	7180.22	3663.12	232.09	3895.21	2926.92	358.09	3285.01
Nizamabad	1525.87	104.27	1630.14	728.10	39.27	767.37	797.77	65.00	862.77
ZO (AP & OR)	29665.74	2342.15	32007.89	10548.28	708.66	11256.94	19117.46	1633.49	20750.96
Chennai	7959.58	550.77	8510.35	5726.89	359.04	6085.93	2232.69	191.73	2424.42
Coimbatore	9803.42	898.23	10701.65	2709.38	171.89	2881.27	7094.04	726.34	7820.38
Madurai	5939.77	373.66	6313.43	1817.78	124.64	1942.42	4121.99	249.02	4371.01
Tambaram	4248.56	331.02	4579.58	2821.91	200.47	3022.38	1426.65	130.55	1557.20
Thiruvananthapuram	12828.07	1020.83	13848.90	3426.63	301.94	3728.57	9401.44	718.89	10120.33
ZO (TN & KR)	40779.40	3174.51	43953.91	16502.59	1157.98	17660.57	24276.81	2016.53	26293.34
Guwahati (NER)	2149.83	337.07	2486.90	1220.02	248.08	1468.10	929.81	88.99	1018.80
Jalpaiguri	7576.81	598.99	8175.80	4078.22	249.75	4327.97	3498.59	349.24	3847.83
Kolkata	9219.08	333.08	9552.16	1011.31	73.61	1084.92	8207.77	259.47	8467.24
Ranchi	2044.64	179.98	2224.62	414.36	28.21	442.57	1630.28	151.77	1782.05
ZO (WB, NER & JH)	20990.36	1449.12	22439.48	6723.91	599.65	7323.56	14266.45	849.47	15115.92
All INDIA	219561.17	17508.87	237070.04	83229.99	5918.88	89148.87	136331.18	11589.99	147921.17

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	1512.51	1965.64	0.00	3478.15
Delhi (North)	0.00	4501.23	0.00	4501.23
Delhi (South)	0.00	1366.27	0.00	1366.27
ZO (DL & UK)	1512.51	7833.14	0.00	9345.65
Chandigarh	1439.31	2838.17	90.25	4367.73
Ludhiana	393.96	2976.25	22.47	3392.68
Shimla	31.46	261.88	8.02	301.36
ZO (PN & HP)	1864.73	6076.30	120.74	8061.77
Kanpur	5587.59	9412.61	1478.50	16478.70
Meerut	696.59	2223.08	0.00	2919.67
Patna	1253.20	2718.63	36.78	4008.61
ZO (UP & BR)	7537.38	14354.32	1515.28	23406.98
Faridabad	18.90	2817.68	0.00	2836.58
Gurgaon	0.00	1399.73	0.00	1399.73
Jaipur	164.29	2894.91	42.54	3101.74
ZO (HR & RJ)	183.19	7112.32	42.54	7338.05
Ahmedabad	4131.73	3478.68	0.00	7610.41
Baroda	0.00	1106.14	0.00	1106.14
Indore	15058.82	6445.08	0.00	21503.90
Surat	0.00	2236.05	0.00	2236.05
ZO (GJ & MP)	19190.55	13265.95	0.00	32456.50
Kandivili	72.99	3005.88	3103.79	6182.66
Mumbai-I Bandra	10153.84	2459.82	0.00	12613.66
Mumbai-II Thane	0.00	4072.89	0.00	4072.89
Nagpur	894.21	9104.10	3738.34	13736.65
Pune	0.00	6573.32	920.03	7493.35
Raipur	1645.95	979.61	22.25	2647.81
ZO (MH & CG)	12766.99	26195.62	7784.41	46747.02
Bangalore	2842.59	1620.77	0.00	4463.36
Gulbarga	50.59	1847.33	42.52	1940.44
Mangalore	296.41	1793.68	5.79	2095.88
Panaji	64.00	473.21	0.00	537.21
Peenya	15.42	2257.15	20.03	2292.60
ZO (KN & Goa)	3269.01	7992.14	68.34	11329.49
Bhubaneshwar	13674.30	6328.43	93.29	20096.02
Guntur	993.88	5462.85	109.59	6566.32



Hyderabad	304.57	5390.47	0.00	5695.04
Nizamabad	151.60	1170.08	0.00	1321.68
ZO (AP & OR)	15124.35	18351.83	202.88	33679.06
Chennai	59.13	3762.73	5.95	3827.81
Coimbatore	11.33	11655.78	945.46	12612.57
Madurai	130.14	6734.22	406.08	7270.44
Tambaram	543.48	1949.74	127.62	2620.84
Thiruvananthapuram	2092.53	13151.77	1140.02	16384.32
ZO (TN & KR)	2836.61	37254.24	2625.13	42715.98
Guwahati (NER)	751.95	744.35	206.89	1703.19
Jalpaiguri	479.52	6652.56	6.28	7138.36
Kolkata	2397.29	8756.98	27.88	11182.15
Ranchi	0.00	3117.29	127.79	3245.08
ZO (WB, NER & JH)	3628.76	19271.18	368.84	23268.78
All INDIA	67914.08	157707.04	12728.16	238349.28
NOTE : The Arrears include 7Q, 14B and Administration Charges				

4.28 Out of the total 78127 defaulting establishments in the un-exempted sector, 75406 establishments belong to the Private Sector, 1019 establishments belong to the Public Sector and 1702 establishments fall under the Cooperative Sector. In terms of amount, out of the total arrears of Rs. 2383.49 crores, Private Sector accounts for Rs. 1577.07 crores, Public Sector accounts for Rs. 679.14 crores and Cooperative Sector accounts for Rs. 127.28 crores.

STATUS OF ARREARS (ALL SCHEMES)

4.29 Out of the total arrears of Rs. 2383.49 crores an amount of Rs. 1851.31 crores fall under not immediately realizable category and Rs. 532.18 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 77.67% 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	5736	1022.42	55.23%
Under Liquidation	1019	244.26	13.19%
Others	9842	584.63	31.58%
TOTAL	16597	1851.31	100.00 %

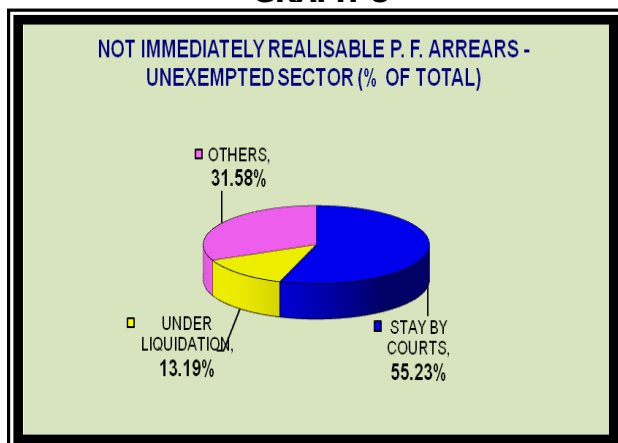


establishments for recovery of dues: -

- 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**.

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 31.03.2011 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. 70.45 crores on account of administration and inspection charges (exclusive of Penal Damages and Interest levied on it) and Rs 1119.41 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

TABLE-13

Initiation and Disposal of Assessment Cases under Section 7A of the Act During 2010-11						
Region	Cases for disposal as on 01.04.2010	Cases initiated during the year	Total Workload	Cases disposed by issue of final orders	Disposal in terms of %	Cases pending as on 31.03.2011
Dehradun	258	52	310	42	13.55%	268
Delhi (North)	641	95	736	244	33.15%	492
Delhi (South)	209	174	383	63	16.45%	320



ZO (DL & UK)	1108	321	1429	349	24.42%	1080
Chandigarh	355	370	725	266	36.69%	459
Ludhiana	572	671	1243	664	53.42%	579
Shimla	192	550	742	414	55.80%	328
ZO (PN & HP)	1119	1591	2710	1344	49.59%	1366
Kanpur	1006	1387	2393	889	37.15%	1504
Meerut	567	523	1090	488	44.77%	602
Patna	768	123	891	97	10.89%	794
ZO (UP & BR)	2341	2033	4374	1474	33.70%	2900
Faridabad	601	396	997	588	58.98%	409
Gurgaon	494	573	1067	640	59.98%	427
Jaipur	1096	900	1996	1141	57.16%	855
ZO (HR & RJ)	2191	1869	4060	2369	58.35%	1691
Ahmedabad	815	562	1377	568	41.25%	809
Baroda	181	141	322	215	66.77%	107
Indore	1233	912	2145	1120	52.21%	1025
Surat	723	126	849	138	16.25%	711
ZO (GJ & MP)	2952	1741	4693	2041	43.49%	2652
Kandivili	478	319	797	276	34.63%	521
Mumbai-I Bandra	377	60	437	71	16.25%	366
Mumbai-II Thane	685	380	1065	184	17.28%	881
Nagpur	698	633	1331	499	37.49%	832
Pune	1086	398	1484	467	31.47%	1017
Raipur	55	228	283	187	66.08%	96
ZO (MH & CG)	3379	2018	5397	1684	31.20%	3713
Bangalore	234	408	642	288	44.86%	354
Gulbarga	471	578	1049	714	68.06%	335
Mangalore	364	602	966	690	71.43%	276
Panaji	96	163	259	160	61.78%	99
Peenya	253	838	1091	712	65.26%	379
ZO (KN & Goa)	1418	2589	4007	2564	63.99%	1443
Bhubaneswar	841	544	1385	616	44.48%	769
Guntur	866	1412	2278	1551	68.09%	727
Hyderabad	721	847	1568	705	44.96%	863
Nizamabad	276	594	870	614	70.57%	256
ZO (AP & OR)	2704	3397	6101	3486	57.14%	2615
Chennai	244	2116	2360	2107	89.28%	253
Coimbatore	542	1500	2042	1573	77.03%	469
Madurai	316	2577	2893	2710	93.67%	183
Tambaram	392	1037	1429	991	69.35%	438
Thiruvananthapuram	402	2627	3029	2636	87.03%	393
ZO (TN & KR)	1896	9857	11753	10017	85.23%	1736
Guwahati (NER)	504	220	724	271	37.43%	453
Jalpaiguri	391	296	687	344	50.07%	343
Kolkata	1059	292	1351	254	18.80%	1097
Ranchi	445	344	789	426	53.99%	363
ZO (WB, NER & JH)	2399	1152	3551	1295	36.47%	2256



ALL INDIA	21507	26568	48075	26623	55.38%	21452
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The Periodicity of the Pending Section 7A Cases		
	2009-10	2010-11
Less than Six Months	10503	8753
Six Months to One Year	4244	4505
One Year to Three years	4538	5286
Over Three Years	2222	2908
Total	21507	21452

(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 31.03.2011
Dehradun	407.58	96.83	23.76%	310.75
Delhi (North)	428.24	182.93	42.72%	245.31
Delhi (South)	157.25	27.53	17.51%	129.72
ZO (DL & UK)	993.07	307.29	30.94%	685.78
Chandigarh	227.89	82.73	36.30%	145.16
Ludhiana	665.48	57.85	8.69%	607.63
Shimla	16.00	12.19	76.19%	3.81
ZO (PN & HP)	909.37	152.77	16.80%	756.60
Kanpur	3296.62	193.74	5.88%	3102.88
Meerut	114.53	88.80	77.53%	25.73
Patna	993.42	104.50	10.52%	888.92
ZO (UP & BR)	4404.57	387.04	8.79%	4017.53
Faridabad	1129.68	821.99	72.76%	307.69
Gurgaon	207.52	79.63	38.37%	127.89
Jaipur	563.06	151.17	26.85%	411.89
ZO (HR & RJ)	1900.26	1052.79	55.40%	847.47
Ahmedabad*	981.64	200.46	20.42%	781.18
Baroda	209.61	129.00	61.54%	80.61
Indore	2793.13	711.28	25.47%	2081.85
Surat	290.50	49.96	17.20%	240.54
ZO (GJ & MP)	4274.88	1090.70	25.51%	3184.18
Kandivili	458.01	59.77	13.05%	398.24
Mumbai-I Bandra	1433.31	122.77	8.57%	1310.54
Mumbai-II Thane	592.89	68.49	11.55%	524.40
Nagpur	3591.10	1775.38	49.44%	1815.72
Pune	2359.50	754.73	31.99%	1604.77
Raipur	279.03	30.09	10.78%	248.94



ZO (MH & CG)	8713.84	2811.23	32.26%	5902.61
Bangalore	175.87	30.21	17.18%	145.66
Gulbarga	295.32	94.85	32.12%	200.47
Mangalore	207.45	65.73	31.68%	141.72
Panaji	59.35	35.78	60.29%	23.57
Peenya	362.92	120.50	33.20%	242.42
ZO (KN & Goa)	1100.91	347.07	31.53%	753.84
Bhubaneswar	6767.03	1003.14	14.82%	5763.89
Guntur	987.63	221.57	22.43%	766.06
Hyderabad	502.39	166.50	33.14%	335.89
Nizamabad	351.90	75.02	21.32%	276.88
ZO (AP & OR)	8608.95	1466.23	17.03%	7142.72
Chennai	628.00	260.90	41.54%	367.10
Coimbatore	2026.60	603.79	29.79%	1422.81
Madurai	915.60	132.71	14.49%	782.89
Tambaram	489.58	161.17	32.92%	328.41
Thiruvananthapuram	1583.45	377.28	23.83%	1206.17
ZO (TN & KR)	5643.23	1535.85	27.22%	4107.38
Guwahati (NER)	877.46	460.67	52.50%	416.79
Jalpaiguri	1357.04	87.53	6.45%	1269.51
Kolkata	946.48	246.60	26.05%	699.88
Ranchi	713.32	174.65	24.48%	538.67
ZO (WB, NER & JH)	3894.30	969.45	24.89%	2924.85
All INDIA	40443.38	10120.42	25.02%	30322.96

(c) Action taken under Section 14B of the Act (Levy of damages) : Total amount due for realization during the year 2010-11 was **Rs 940.61 crores**. Out of this **Rs. 124.43 crores** were recovered. Region-wise details of penal damages imposed collected and outstanding at the end of the year are given in **Appendix A- 7**.

(d) Action taken under Section 8 of the EPF Scheme, 1952 read with section 14 of the Act: During the year 69371 recovery certificates involving an amount of Rs. 1700.13 crores were pending for execution. Out of these **14596** certificates were executed and an amount of **Rs. 245.40 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 2010-11 a sum of **Rs. 219.79 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	15729	195.19
2	Movable Property Attached	140	2.92
3	Immovable Property Attached	198	3.96
4	Arrest of Defaulters	38	1.04
5	Public Auctions made of:		
	(i) Movable Property	11	8.46
	(ii) Immovable Property	27	8.22
TOTAL		16143	219.79

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 31.03.2011 was Rs. **138.38 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 31.03.2011				
I.	(1)	No. of Jute Mills in West Bengal	67	
	(2)	No. of Employees (in lakhs)	2.03	
	(3)	No. of Complying Establishments	31	
	(4)	No. of Jute Mills in Default	36	
	(5)	Amount in Default (Rs. in crores)	138.38	
II.	Classification of Default		No. of Estts.	Amount in Default (Rs. in crores)
a)	(1)	Under Liquidation	1	5.48
	(2)	Under Litigation	26	79.38
	(3)	Under BIFR	9	53.52
	(4)	Others	3	0.86
		Total	36	138.38



Classification of Default – Industry wise				
b)	(1)	State Public Sector Undertaking	1	11.87
	(2)	Central Public Sector	5	09.01
	(3)	Cooperative Sector	0	0.00
	(4)	Private Sector	30	117.50
		Total	36	138.38
Classification of Default – Realisable/Unrealisable				
c)	(1)	Realizable dues	4	17.63
	(2)	Unrealizable dues	32	120.75
		Total	36	138.38

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 **34.10 lakhs** claims were settled and a sum of **Rs. 11922.37 crores** was authorized for payment as against Rs. **10937.26 Crores** in respect of **36.61 lakhs** claims settled during the previous year.

4.39 At the close of the year **2.66 lakhs** claims were pending representing 7.23% of Net 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**.

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 **2.48 lakh** Partial Withdrawal Claims were settled during the year. The Region-wise details are given at **Appendix A-14**.

Transfer of Provident Fund Accounts

4.41 During the year under report transfers were affected in respect of **3.11 lakhs** members as against **3.17 lakhs** members during the previous year.

4.42 **63152** transfer applications representing **16.86 %** of Net workload were pending with various Regions as on 31.03.2011 as against **89949** applications pending at the end of the previous year. The Region-wise details are given at **Appendix A-15**.

Withdrawal for Housing Purposes

4.44 During the year **55445** members availed withdrawal for the purpose of house construction and were paid a sum of **Rs. 572.43 crores**. As compared to this in the previous year **61976** members availed themselves of **Rs. 544.22 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)
2008-09	67857	539.86
2009-10	61976	544.22
2010-11	55445	572.43

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	34.10	19.80	58.06 %
Partial Withdrawals	2.48	1.95	78.55 %
Transfer Cases	3.11	1.77	56.95 %
Total	39.69	23.52	59.26%

Issue of Annual Statement of Accounts

4.46 During the year under review **606.64 lakhs** annual statement of accounts were issued as against **653.54 lakhs** annual statement of accounts during the previous year. The details 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 Issued	Statements Pending
2008-09	1011.15	584.93	426.22
2009-10	1127.08	653.54	473.54
2010-11	1334.55	606.64	727.91

4.47 At the end of the year **727.91 lakhs** annual statement of accounts were pending for issue as against **473.54 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. 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 2010-11 was **148** cases out of which **23** cases were decided



leaving a pendency of **125** cases as on 31.03.2011.

OTHER COURT CASES

4.50 The workload before various High courts and other courts for the year 2010-11 is depicted in **Table-20** below:-

TABLE - 20			
	Workload during the year	Settled	Pendency
High Courts	11504	2571	8933
District Courts	16847	585	16262
NCDRC	124	52	72
State Commissions	997	240	757
District Consumer Forums	4049	714	3335
EPFAT	5806	3229	2577



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 2010-11 the Committee conducted one (1) meeting.

EXEMPTED ESTABLISHMENTS AND MEMBERS

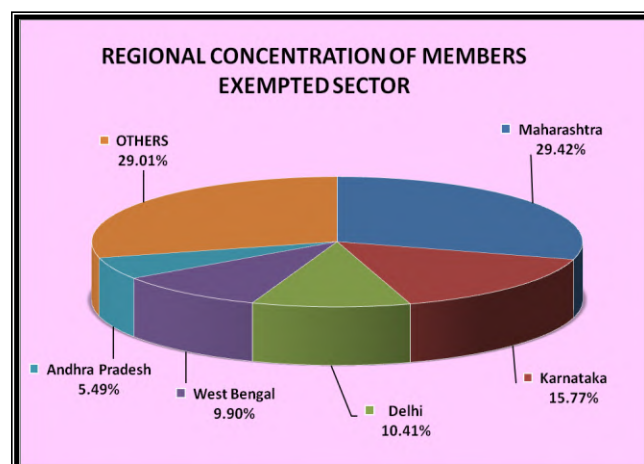
5.5 **2750** establishments are enjoying exemption as on 31.3.2011. 53,50,025 members are serviced by these exempted establishments as against 48,63,100 members during the previous year. Region-wise coverage of members is given in **Table – 1** of **Chapter 4**.

STATE WISE CONCENTRATION OF ESTABLISHMENTS & MEMBERS

5.6 Exempted Establishments and members are concentrated mainly in five states namely Maharashtra, Karnataka, Delhi, West Bengal and Andhra Pradesh. These five states constitute **57.45 %** of the total exempted establishments and **70.99 %** 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 31.03.2011)					
States		Establishments		Members	
		No.'s	% of Total	No.'s	% of Total
1.	Maharashtra	573	20.84%	1573717	29.42%
2.	Karnataka	172	6.25%	843450	15.77%
3.	Delhi	233	8.47%	556972	10.41%
4.	West Bengal	494	17.96%	529581	9.90%
5.	Andhra Pradesh	108	3.93%	293808	5.49%
Sub-Total		1580	57.45%	3797528	70.99%
Rest of the States		1170	42.55%	1552497	29.01%
Total Strength of 40 Regions		2750	100.00 %	5350025	100.00 %

GRAPH -1



CONTRIBUTIONS RECEIVED IN EXEMPTED SECTOR

5.7 An amount of **Rs. 14785.95 crores** were collected by the employers as contributions during the year as against Rs. 22092.60 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. 16912.09** crores as against **Rs. 13151.36** crores during the previous year. Out of the total gross investment of **Rs. 16912.09 crores**, investment by way of redemption proceeds was **Rs. 3319.09 Crores**. Thus, the net investment during 2010-11 was **Rs. 13593.00 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 31.03.2011 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 31.03.2011)
Dehradun	1290.86	40.18	1250.68
Delhi (North)	8463.05	5018.39	3444.66
Delhi (South)	3.09	3.09	0.00
ZO (DL & UK)	9757.00	5061.66	4695.34
Chandigarh	119.44	0.00	119.44
Ludhiana	76.97	0.81	76.16
Shimla	3.45	3.45	0.00
ZO (PN & HP)	199.86	4.26	195.60
Kanpur	9639.54	2115.84	7523.70
Meerut	255.13	20.97	234.16
Patna	660.94	261.50	399.44
ZO (UP & BR)	10555.61	2398.31	8157.30
Faridabad	1140.95	335.97	804.98
Gurgaon	10.81	0.00	10.81
Jaipur	2271.63	1394.12	877.51
ZO (HR & RJ)	3423.39	1730.09	1693.30

Ahmedabad	17971.56	17894.12	77.44
Baroda	31.19	20.96	10.23
Indore	4898.38	4335.56	562.82
Surat	456.68	0.00	456.68
ZO (GJ & MP)	23357.81	22250.64	1107.17
Kandivili	26.84	0.00	26.84
Mumbai-I Bandra	2867.49	87.78	2779.71
Mumbai-II Thane	168.61	0.93	167.68
Nagpur	538.64	24.13	514.51
Pune	1433.27	880.18	553.09
Raipur	27.31	0.00	27.31
ZO (MH & CG)	5062.16	993.02	4069.14
Bangalore	1096.22	73.65	1022.57
Gulbarga	0.00	0.00	0.00
Mangalore	231.07	2.24	228.83
Panaji	0.00	0.00	0.00
Peenya	6258.84	775.99	5482.85
ZO (KN & Goa)	7586.13	851.88	6734.25
Bhubaneswar	904.35	37.72	866.63
Guntur	1581.34	45.07	1536.27
Hyderabad	3152.64	726.66	2425.98
Nizamabad	0.07	0.00	0.07
ZO (AP & OR)	5638.40	809.45	4828.95
Chennai	1715.90	101.36	1614.54
Coimbatore	146.73	27.84	118.89
Madurai	129.05	103.44	25.61
Tambaram	293.71	291.40	2.31
Thiruvananthapuram	821.13	33.54	787.59
ZO (TN & KR)	3106.52	557.58	2548.94
Guwahati (NER)	5.08	5.08	0.00
Jalpaiguri	607.18	200.99	406.19
Kolkata	13951.18	1226.51	12724.67
Ranchi	12480.82	19.12	12461.70
ZO (WB, NER & JH)	27044.26	1451.70	25592.56
All INDIA	95731.14	36108.59	59622.55

5.11 Out of an arrear of **Rs. 957.31 Crores**, an amount of **Rs. 361.09 Crores** was recovered leaving a balance of **Rs.596.22 crores**.



5.12 The major portion of arrears of exempted establishments is in the State of West Bengal amounting to **Rs. 131.31 Crores** followed by the State of Jharkhand amounting

to **Rs. 124.62 Crores** and Uttar Pradesh amounting to **Rs. 77.58 Crores** together representing **55.94%** 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. 03.2011	Percentage of Total
West Bengal	14558.36	1427.50	13130.86	22.02%
Jharkhand	12480.82	19.12	12461.70	20.90%
UP	9894.67	2136.81	7757.86	13.02%
Sub-Total	36933.85	3583.43	33350.42	55.94%
Rest of the States	58797.29	32525.16	26272.13	44.06%
Total Arrears	95731.14	36108.59	59622.55	100.00%

BIFURCATION OF ARREARS – PUBLIC AND PRIVATE SECTOR ESTABLISHMENTS

5.13 Out of the total **461** defaulting establishments under the exempted sector, **335** establishments belong to the Private Sector and **126** establishments fall under the

Public Sector. In terms of amount, out of the total default of **Rs. 596.23 Crores**, Private Sector accounts for **Rs. 202.26 Crores** and public sector **Rs. 393.97 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	2	1250.68	0	0	2	1250.68
Delhi (North)	2	1773.09	14	1671.57	16	3444.66
Delhi (South)	0	0	0	0	0	0.00
ZO (DL & UK)	4	3023.77	14	1671.57	18	4695.34
Chandigarh	1	119.44	0	0	1	119.44
Ludhiana	0	0	2	76.16	2	76.16
Shimla	0	0	0	0	0	0.00
ZO (PN & HP)	1	119.44	2	76.16	3	195.60
Kanpur	19	4655.05	14	2868.65	33	7523.70

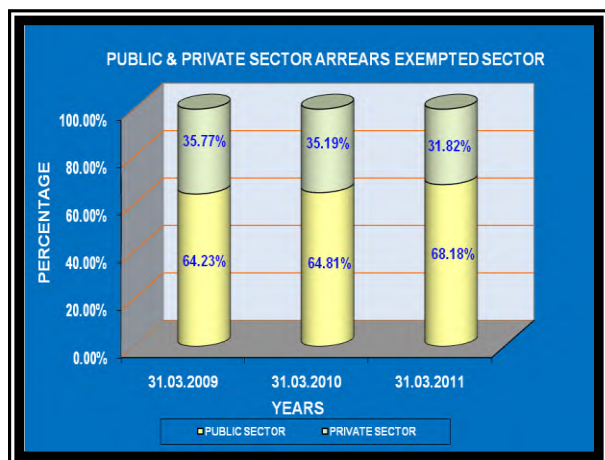


Meerut	1	124.75	7	109.41	8	234.16
Patna	12	122.03	11	277.41	23	399.44
ZO (UP & BR)	32	4901.83	32	3255.47	64	8157.30
Faridabad	2	588.89	4	216.09	6	804.98
Gurgaon	0	0	1	10.81	1	10.81
Jaipur	12	866.42	2	11.09	14	877.51
ZO (HR & RJ)	14	1455.31	7	237.99	21	1693.30
Ahmedabad	2	69.5	2	7.94	4	77.44
Baroda	0	0	2	10.23	2	10.23
Indore	8	149.74	5	413.08	13	562.82
Surat	0	0	4	456.68	4	456.68
ZO (GJ & MP)	10	219.24	13	887.93	23	1107.17
Kandivili	0	0	3	26.84	3	26.84
Mumbai-I Bandra	1	2359.91	13	419.8	14	2779.71
Mumbai-II Thane	0	0	4	167.68	4	167.68
Nagpur	1	410.67	4	103.84	5	514.51
Pune	1	307.93	6	245.16	7	553.09
Raipur	1	27.31	0	0	1	27.31
ZO (MH & CG)	4	3105.82	30	963.32	34	4069.14
Bangalore	17	1022.57	0	0	17	1022.57
Gulbarga	0	0	0	0	0	0.00
Mangalore	2	8.47	4	220.36	6	228.83
Panaji	0	0	0	0	0	0.00
Peenya	2	5482.85	2	0	4	5482.85
ZO (KN & Goa)	21	6513.89	6	220.36	27	6734.25
Bhubaneshwar	2	798.56	4	68.07	6	866.63
Guntur	2	1410.64	8	125.631	10	1536.27
Hyderabad	4	2197.24	18	228.74	22	2425.98
Nizamabad	1	0.07	0	0	1	0.07
ZO (AP & OR)	9	4406.51	30	422.441	39	4828.95
Chennai	3	1467.08	15	147.46	18	1614.54
Coimbatore	1	79.85	6	39.04	7	118.89
Madurai	3	13.32	2	12.29	5	25.61
Tambaram	1	2.31	0	0	1	2.31
Thiruvananthapuram	8	693.83	22	93.76	30	787.59
ZO (TN & KR)	16	2256.39	45	292.55	61	2548.94
Guwahati (NER)	0	0	0	0	0	0.00
Jalpaiguri	0	0	3	406.19	3	406.19
Kolkata	11	2255.42	149	10469.25	160	12724.67
Ranchi	4	11139.15	4	1322.55	8	12461.70
ZO (WB, NER & JH)	15	13394.57	156	12197.99	171	25592.56
All INDIA	126	39396.77	335	20225.78	461	59622.55



5.14 Again, **32.49** % of the total establishments belong to Public Sector which

GRAPH -2



STATUS OF ARREARS

5.15 Out of the total default of **Rs. 596.23 Crores**, an amount of **Rs. 536.85 Crores** fall under not immediately realisable category leaving a balance of **Rs. 59.38 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 –

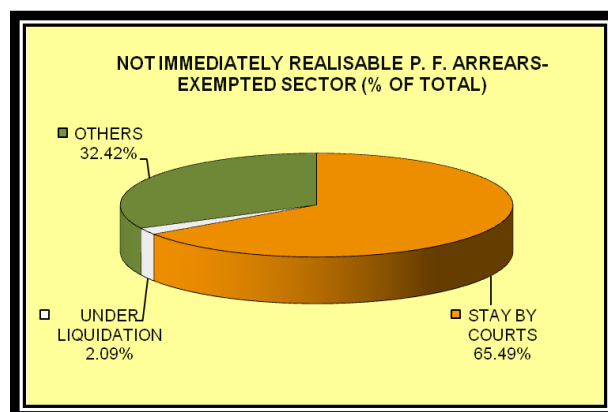
- Amount Disputed in courts,
- Factories having gone into liquidation,
- Recovery barred by the Acts of Central/State Governments,
- Factories declared sick by the Board of Industrial & Financial Reconstruction or factories in respect of which a Rehabilitation Scheme had been sanctioned by or is under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

5.16 Not immediately realisable amount accounts for 90.04 % of the arrears demand. Break-up indicating the reason and category of default falling in not immediately realisable

accounts for **68.18** % of the total arrears in the exempted sector as depicted in **Graph-2** below: 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 lacs)	% of Total
a) Stay by Courts	170	35158.87	65.49%
b) Under Liquidation	31	1121.11	2.09%
c) Others	166	17405.05	32.42%
TOTAL	367	53685.03	100.00%

GRAPH -3



5.17 A summary of exempted establishments, which are in default of **Rs. 50 lakh** and above and a list of exempted establishments which are in default of **Rs.1 crore** or more as on 31.3.2011 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 **1806** exempted trusts, which had an amount of **Rs. 2084.19 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 31.3.2011 is given in **Table – 6**.

TABLE-6		
Amount remaining un-invested at the end of the year (As on 31.03.2011)		
REGION	No. of Establishments	Amount (in lakhs)
Dehradun	20	1294.16
Delhi (North)	264	41048.19
Delhi (South)	0	0
ZO (DL & UK)	284	42342.35
Chandigarh	7	3409.98
Ludhiana	10	2417.64
Shimla	7	138.52
ZO (PN & HP)	24	5966.14
Kanpur	28	354.26
Meerut	6	55.6
Patna	38	2570.08
ZO (UP & BR)	72	2979.94
Faridabad	0	0
Gurgaon	0	0
Jaipur	29	3169.65
ZO (HR & RJ)	29	3169.65
Ahmedabad	38	10435.68
Baroda	21	2172.99
Indore	10	948.16
Surat	10	652.58
ZO (GJ & MP)	79	14209.41
Kandivili	35	1411.74
Mumbai-I Bandra	281	10235.19
Mumbai-II Thane	278	7220.51
Nagpur	0	0
Pune	12	188.42
Raipur	5	2807.49
ZO (MH & CG)	611	21863.35
Bangalore	17	659.96
Gulbarga	6	243.77
Mangalore	14	1614.86

Panaji	8	257.72
Peenya	60	11377.33
ZO (KN & Goa)	105	14153.64
Bhubaneswar	12	309.43
Guntur	13	442.75
Hyderabad	25	1753.72
Nizamabad	1	0
ZO (AP & OR)	51	2505.9
Chennai	44	2340.71
Coimbatore	28	3034.2
Madurai	13	1111.36
Tambaram	34	1010.34
Thiruvananthapuram	21	945.18
ZO (TN & KR)	140	8441.79
Guwahati (NER)	1	1.68
Jalpaiguri	4	54.6
Kolkata	391	37344.38
Ranchi	15	55386.45
ZO (WB, NER & JH)	411	92787.11
All INDIA	1806	208419.28

ACTION TAKEN AGAINST DEFAULTERS

5.19 During the year 2010-11, in order to liquidate the arrears, no prosecution under Section 14 of the Act were filed. Besides this, **10** 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 2010-11, a sum of **Rs. 6162.20 Lakhs** 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 Lakhs)			
S. No.	Mode of Actions	No. of Cases	Amount Recovered
1	Bank Accounts Attached	74	6162.20
2	Movable Property Attached	0	0
3	Immovable Property Attached	3	0.00
4	Arrest of Defaulters	0	0
TOTAL		77	6162.20

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, **416** establishments did not declare the rate of interest. The broad pattern of interest rate declared by the remaining **2334** establishments is given in **Table – 8** below:-

Table - 8		
RATE OF INTEREST ALLOWED TO MEMBERS - EXEMPTED ESTABLISHMENTS		
	Establishments	Members
Higher than the Statutory Rate	106	160044
Equal to the Statutory rate of 8.5%	2211	4804297
Less than the Statutory rate	17	28106
TOTAL	2334	4992447

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	8927	34100.15
2.	Resignation/ Termination	280660	221898.31
3.	Retrenchment	2683	8470.67
4.	Superannuation	68236	426533.34
5.	Permanent Invalidation	7366	13698.47
6.	Dismissal	4545	6527.97
7.	Migration	10261	23848.13
8.	Others	216563	85027.68
TOTAL		599241	820104.72

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	13861	9679.61
2.	Housing Advance	103472	156607.57
3.	During Temporary Closure	8819	5356.22
4.	Illness of member/family member	128506	60905.04
5.	Member's own marriage	69483	77495.92
6.	90% withdrawal prior to retirement	14712	89410.49
7.	Others	91359	95789.56
TOTAL		430212	495244.41



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 RPFs 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.

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. As on 31.03.2011 all offices (except Keonjhar). The new Application software has taken up the processing of pension claims. 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

Further, HDFC Bank, ICICI Bank, AXIS Bank and Post Offices are authorized to disburse pension all over India.

PENSION IMPLEMENTATION COMMITTEE

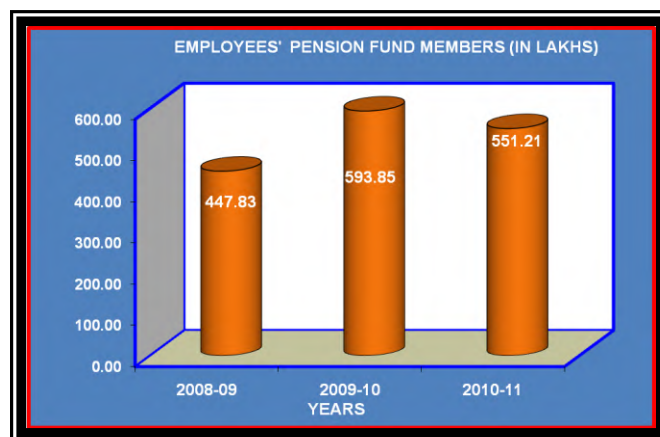
6.11 The Executive Committee of the CBT constituted a sub-committee designated as 'Pension Implementation Committee' to review the functioning of the Employees' Pension Scheme, 1995. At present Additional Secretary, to the Govt. of India Ministry of Labour & Employment is the Chairman of Pension Implementation Committee, Sub-Committee CBT (EPF). The Committee includes three representatives each of employers and employees, besides the Central Provident Fund Commissioner and two representatives of Central Government. The Committee considers all important suggestions/proposals for amendment/ improvement in the Employees' Pension Scheme, 1995. The Committee has held 30 meetings so far.

MEMBERS ENROLLED

6.12 The details of enrollment members are given in **Table -2** and **Graph-1**

TABLE -2	
ENROLMENT OF PENSION SCHEME MEMBERS	
	Members
As on 31.03.2009	44782788
As on 31.03.2010	59385325
As on 31.03.2011	55120693

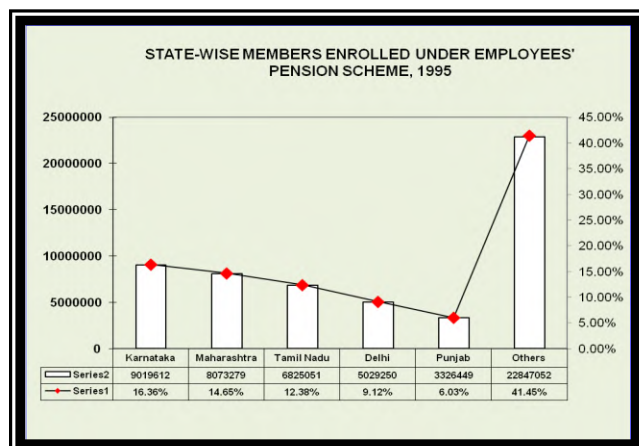
GRAPH -1



6.13 The State-wise membership of Employees' Pension Scheme as on 31.03.2011, 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	Karnataka	9019612	16.36%
2	Maharashtra	8073279	14.65%
3	Tamil Nadu	6825051	12.38%
4	Delhi	5029250	9.12%
5	Punjab	3326449	6.03%
6	West Bengal	2930341	5.32%
7	Gujarat	2918084	5.29%
8	Andhra Pradesh	2805080	5.09%
9	Haryana	2628660	4.77%
10	Rajasthan	2605326	4.73%
11	Madhya Pradesh	1987956	3.61%
12	Kerala	1690770	3.07%
13	Uttar Pradesh	1140182	2.07%
14	Jharkhand	1008136	1.83%
15	Orissa	637005	1.16%
16	Goa	628503	1.14%
17	Uttarakhand	624739	1.13%
18	North East Region	392842	0.71%
19	Chhattisgarh	378960	0.69%
20	Bihar	307660	0.56%
21	Himachal Pradesh	162808	0.30%
TOTAL		55120693	100.00%

GRAPH -2



CONTRIBUTION RECEIVED

6.14 During the year 2010-11, **Rs. 12887.94 crores** were received as Pension Fund contributions. Out of this **Rs. 11587.94 crores** was Employers' share and **Rs. 1300.00 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 31.03.2011 the corpus (Securities + Public Account) stands at **Rs. 142050.82 crores**.

6.16 Following table shows the position relating to contributions received, corpus and total pensioners year-wise commencing from 2008-09 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
2008-09	10487.78	108578.28	3246131
2009-10	10924.52	123790.43	3510006
2010-11	12887.94	142050.82	3525971

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 2010-11 and total corpus of Pension Fund as on 31.03.2011 are given in the **Tables – 5 & 6 :-**

TABLE – 5	
TOTAL CORPUS OF PENSION FUND (Rs. in Crores)	
Net Investment in Securities as on 31.03.2010	77984.32
Add: Net Investment during the year	12881.09
Net Investment in Securities as on 31.03.2011	90865.41
Deposit in Public Account as on 31.03.2010	45806.11
Add: Government contribution	1300.00
Add: Interest received during the year	4079.30
Balance in Public Account as on 31.03.2011	51185.41
Total Corpus (Securities + Public Account) as on 31.03.2011	142050.82

TABLE-6			
Category wise investments of the Pension Fund			
1.	Central Govt. Securities.	34099.50	24.01%
2.	(a) State Govt.	16392.71	11.54%
	(b) Govt. Guaranteed Securities	2617.40	1.84%
3.	Special Deposit Scheme	1400.52	0.99%
4.	Public Sector Financial Institutions/Undertakings (including Private Sector bonds/securities).	36355.28	25.59%
5.	Public Account	51185.41	36.03%
TOTAL		142050.82	100%

ARREAR MANAGEMENT (PENSION FUND UNEXEMPTED SECTOR)

6.19 The total workload for the year 2010-11 for recovery was **Rs. 1194.99 crores** out of which **Rs. 355.97 crores** has been recovered through recovery action leaving behind outstanding arrears of **Rs. 839.02 crores**.

6.20 The region wise position of the arrears under the Employees' Pension Fund and other dues during the period 2010-11 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	1290.26	230.81	1059.45
Delhi (North)	1759.05	302.19	1456.86
Delhi (South)	363.94	69.46	294.48

ZO (DL & UK)	3413.25	602.46	2810.79
Chandigarh	1453.26	267.40	1185.86
Ludhiana	1537.90	282.28	1255.62
Shimla	273.69	122.46	151.23
ZO (PN & HP)	3264.85	672.14	2592.71
Kanpur	6181.79	821.87	5359.92
Meerut	1450.13	645.37	804.76
Patna	1921.43	272.74	1648.69
ZO (UP & BR)	9553.35	1739.98	7813.37
Faridabad	1650.67	576.02	1074.65
Gurgaon	662.92	207.67	455.25
Jaipur	2641.55	1485.79	1155.76
ZO (HR & RJ)	4955.14	2269.48	2685.66
Ahmedabad*	5705.03	735.34	4969.69
Baroda	800.04	370.09	429.95
Indore	9129.82	1634.61	7495.21
Surat	1093.27	222.27	871.00
ZO (GJ & MP)	16728.16	2962.31	13765.85
Kandivili	3118.09	982.05	2136.04
Mumbai-I Bandra	4304.72	194.02	4110.70
Mumbai-II Thane	1928.85	538.09	1390.76
Nagpur	6369.00	1935.81	4433.19
Pune	4909.50	1929.09	2980.41
Raipur	1074.38	218.49	855.89
ZO (MH & CG)	21704.54	5797.55	15906.99
Bangalore	4643.90	3652.76	991.14
Gulbarga	1123.80	399.56	724.24
Mangalore	1268.06	588.32	679.74
Panaji	283.08	91.13	191.95
Peenya	2261.85	1406.26	855.59
ZO (KN & Goa)	9580.69	6138.03	3442.66
Bhubaneswar	8998.13	1953.30	7044.83
Guntur	3533.02	1293.86	2239.15
Hyderabad	4056.36	1842.69	2213.67
Nizamabad	806.27	387.15	419.12
ZO (AP & OR)	17393.78	5477.00	11916.77
Chennai	3432.68	2102.29	1330.39
Coimbatore	5948.83	1438.87	4509.96
Madurai	3769.23	979.75	2789.48
Tambaram	2061.91	1077.64	984.27
Thiruvananthapuram	7486.30	1636.84	5849.46
ZO (TN & KR)	22698.95	7235.39	15463.56
Guwahati (NER)	903.04	365.72	537.32
Jalpaiguri	4770.07	1639.14	3130.93
Kolkata	2965.99	500.01	2465.98
Ranchi	1567.62	197.83	1369.79
ZO (WB, NER & JH)	10206.72	2702.70	7504.02
ALL INDIA	119499.43	35597.04	83902.38

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

Actions taken against Defaulters

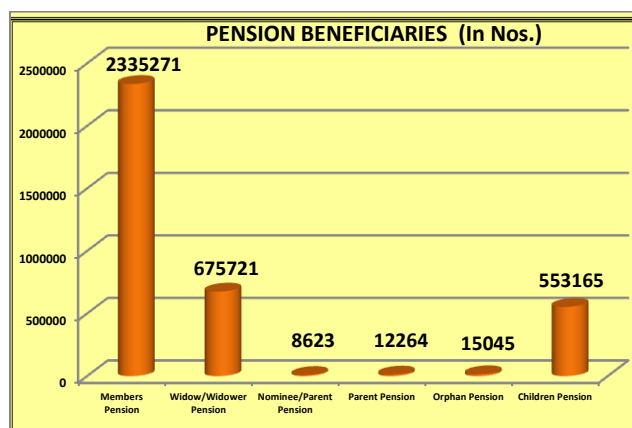
6.21 Prosecution cases under Section 14 of the Act were filed against the employers who failed to deposit the contributions. As against a workload of **17769** cases for disposal, **724** cases were decided during the year, the region-wise details of which are given in **Appendix A-10**.

6.22 Out of a workload of **57110** recovery certificates under Section 8 of the EPF & Misc. Provision Act, 1952 involving an amount of **Rs. 920.19 Crores**, an amount of **Rs. 116.32 crores** were realized through execution of **11750** cases. At the end of the year **45360** cases were pending involving a sum of **Rs. 803.87 crores**.

PENSION BENEFICIARIES

6.23 The classification of the beneficiaries under Employees' Pension Scheme, 1995 as on 31.3.2011 is given in **Table-8** and **Graph-3** below:

TABLE-8		
PENSION BENEFICIARIES		
i) Members Pension		
(a)	Early Pension (50-57 years)	1461896
(b)	Superannuation Pension	871595
(c)	Disablement Pension	1780
Sub-Total		2335271
ii) Widow/Widower Pension		
(a)	Death in Service	575730
(b)	Death away from Service	99991
Sub-Total		675721
iii) Nominee Pension		8623
iv) Parent Pension		12264
v) Orphan Pension		15045
vi) Children Pension		553165
Sub Total		589097
Grand Total		3600089

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 31.03.2011 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				
		2008-09	2009-10	2010-11
1.	TOTAL WORKLOAD	663385	658881	621988
2.	Claims returned for rectification of defects	188735	156896	88508
3.	Claims rejected being ineligible	7406	15446	113167
4.	NET WORKLOAD {1- (2+3)}	467244	486539	420313
5.	Claims settled	410376	419800	364197
6.	Percentage of Claims settled to net workload	87.83 %	86.28 %	86.65 %
7.	Claims pending at the close of the year	56868	66739	56116
8.	Percentage of pendency to net workload	12.17%	13.72%	13.35 %

TABLE –10				
PENSION CLAIMS (ALL BENEFITS OTHER THAN MONTHLY PENSION CLAIMS)				
		2008-09	2009-10	2010-11
1.	TOTAL WORKLOAD	3762070	4336382	4210013
2.	Claims returned for rectification of defects	722811	728041	492665
3.	Claims rejected being ineligible	116088	212693	545609
4.	NET WORKLOAD {1- (2+3)}	2923171	3395648	3171739
5.	Claims settled	2659214	3113874	2896044
6.	Percentage of Claims settled to net workload	90.97 %	91.70 %	91.31 %
7.	Claims pending at the close of the year	263959	281774	275695
8.	Percentage of pendency to net workload	9.03 %	8.30 %	8.69 %

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.

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	Claims settled (in lakhs)	Claims settled within 30 days (in lakhs)	% of claims settled within 30 days
Monthly Pension Claims	3.64	1.81	49.68

All other benefit	28.96	16.10	55.60
Total	3260241	1791234	54.94

VALUATION OF PENSION FUND

6.29 Para 32 of Employees' Pension Scheme, 1995 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	Sh.Bhudev Chatterjee	• Valuer recommended 4% pension relief.	30.04.1998	1689
2 nd Valuation	16.11.96 to 31.03.98		• Valuer recommended pension relief of 4% plus proportionate increase for excess period. • Relief declared @ 5.5% .	30.03.1999	1239
3 rd Valuation	01.04.98 to 31.03.99		• 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% in early pension cases. Liberal pattern of investment may be allowed to increase the return. Withdrawal under the scheme needs to be controlled. 	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			25.4.2005	-22021

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 	31.8.98

			<p>from Public Account as to maximize yield.</p> <ul style="list-style-type: none"> Clearly recommended that any enhancement of benefit should be out of emergent surplus only. 	
2 nd	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

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
31.03.2011**

Name of the Estt.	Code No.	No. of Members	Total Corpus (Rs. in Crore)
M/s. Oil India Ltd	AS/328	8215	609.36
M/s. Malaysian Airlines	TN/8785	34	2.21
M/s. Tata Motors Ltd.	MH/30276	50428	475.40
	JH/5	14572	169.74
	UP/20366	23376	475.40

Provisions for International Workers

6.36 Global Demographic pressures coupled with free market economy have led to increasing labour mobility, raising concerns regarding provisions of adequate social security cover to Indian employees deployed abroad. With a view to safeguarding the interest of Indian workers working abroad, the Government initiated the process of signing Social Security Agreements (SSAs) with the countries where Indian nationals go for working, with the objective of providing exemption from the mandatory social security contributions in other countries. Accordingly, International Social Security Agreements have been entered into by the Govt. of India to provide adequate social security cover to the Indian employees working abroad.

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

1. 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.

2. 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.

3. 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 The Ministry of Overseas Indian Affairs, Govt. of India, is the nodal ministry for initiating negotiations for Social Security Agreements (SSA) on bilateral basis. 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.

6.39 To accommodate the provisions of bilateral SSAs, enabling provisions for international workers has been made in the Employees' Provident Funds Scheme, 1952 and Employees' Pension Scheme, 1995 vide Gazette Notification No. GSR 706(E) dated 01.10.2008. Subsequently, these provisions have been amended through notification no. GSR 148

dated 11.09.2010, whereby withdrawal of PF accumulations by International Workers is permitted only after 58 years of age and withdrawal benefit under EPS, 1995 is available only to those covered under an SSA. Also, the employers' contribution of 8.33% (to the Pension Fund) is now payable on full salary.

6.39 The Social Security Agreements entered with Belgium, Germany and Switzerland have been notified and made effective from 01.09.2009, 1.10.2009 and 29.01.2011

respectively. Agreements have also been signed with eight other countries namely Hungary, Denmark, Luxembourg, Czech Republic, France, Norway, Korea and the Netherlands. Negotiations are on with USA, Sweden, Canada, Quebec, Austria, Australia and other countries.

6.40 As on 31.03.2011, approximately 3700 "Certificates of Coverage" have been issued to the Indian employees posted in Belgium, Germany and Switzerland.





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.

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 The benefits under the EDLI scheme were revised during the year 2010-11. Under the revised scheme, the benefit provided in case of death of an employee who was member of the scheme at the time of the death, the family will get 20 times of the average wages of the last 12 months of the member. According to the revised scheme, maximum benefits under the scheme will now be **Rs. 1,30,000/-**, as the wage ceiling upto which contribution can be paid under the scheme is Rs. 6500/-.

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 480.00 Crores** comprising of employers contribution was received as against **Rs. 423.22 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 17.60 Crores** has been received as administrative, inspection charges & penal damages from the covered

establishments as against a sum of **Rs 15.44 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 31.03.2011 amounted to **Rs. 9,337.66 Crores** at Face Value. The net investment made during the year was **Rs. 1,165.90 Crores** as against **Rs. 1,016.43 Crores** during the previous year as explained below:-

Total Investments as on 31.03.10 : Rs. 8,171.76 Cr

Net addition in Investments at face value during the year : Rs. 1,165.90 Cr

Total Investments as on 31.03.2011 : Rs. 9,337.66 Cr

Total Corpus of the EDLI Fund (Rs. In Crores)	
A. Investment in Securities	
Net Investment in securities as on 31.03.2010	3176.34
ADD: Net Investment during 2010-11	741.29
Net Investment in securities as on 31.03.2011	3917.63

B. Investment in Public Account	
Deposit in Public Account as on 31.03.2010	4995.42
ADD: Interest received during 2010-11	424.61
Balance in Public Account as on 31.03.2011	5420.03
Total Investment Corpus (Security + Public A/c) as on 31.03.2011	9337.66

C. Employees' Deposit Linked Insurance Fund Category of Investment			
	Category of Investment	Amount Invested (Rs. In Crores)	%
1.	Central Govt. Securities.	1296.87	13.89%
2.	(a) State Govt.	813.99	8.72%
	(b) Govt. Guaranteed Securities	109.10	1.16%
3.	Special Deposit Scheme	2.50	0.03%
4.	Public Sector Financial Institutions/Undertakings (including Private Sector bonds/securities).	1695.17	18.15%
5.	Public Account	5420.03	58.05%
TOTAL		9337.66	100.00%

ARREAR MANAGEMENT (EDLI FUND UNEXEMPTED SECTOR)

7.9 During the year an amount of **Rs. 60.56 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. 4.70 Crores**.

7.10 The details of the arrears under the Employees' Deposit Linked Insurance Scheme and other statutory dues during the period 2010-11 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 Adm&Ins Charges	Total	EDLI Dues	EDLI Adm&Ins Charges	Total	EDLI Dues	EDLI Adm&Ins Charges	Total
Dehradun	165.48	5.75	171.23	54.42	0.81	55.23	111.06	4.94	116.00
Delhi (North)	105.57	2.03	107.60	18.13	0.37	18.50	87.44	1.66	89.10
Delhi (South)	19.93	1.00	20.93	4.28	0.29	4.57	15.65	0.71	16.36
ZO (DL & UK)	290.98	8.78	299.76	76.83	1.47	78.30	214.15	7.31	221.46
Chandigarh	142.02	6.17	148.19	25.03	0.89	25.92	116.99	5.28	122.27
Ludhiana	132.55	21.77	154.32	31.01	0.70	31.71	101.54	21.07	122.61
Shimla	112.18	0.44	112.62	105.76	0.19	105.95	6.42	0.25	6.67
ZO (PN & HP)	386.75	28.38	415.13	161.80	1.78	163.58	224.95	26.60	251.55
Kanpur	371.05	7.42	378.47	49.33	0.99	50.32	321.72	6.43	328.15
Meerut	184.58	19.91	204.49	85.40	1.58	86.98	99.18	18.33	117.51
Patna	182.88	7.70	190.58	37.59	1.42	39.01	145.29	6.28	151.57
ZO (UP & BR)	738.51	35.03	773.54	172.32	3.99	176.31	566.19	31.04	597.23
Faridabad	250.60	4.04	254.64	36.30	0.79	37.09	214.30	3.25	217.55
Gurgaon	39.80	0.80	40.60	12.47	0.25	12.72	27.33	0.55	27.88
Jaipur	161.28	9.71	170.99	89.53	2.16	91.69	71.75	7.55	79.30
ZO (HR & RJ)	451.68	14.55	466.23	138.30	3.20	141.50	313.38	11.35	324.73
Ahmedabad	210.28	13.00	223.28	56.91	1.18	58.09	153.37	11.82	165.19
Baroda	47.14	1.34	48.48	24.01	0.74	24.75	23.13	0.60	23.73
Indore	571.59	25.37	596.96	114.17	2.61	116.78	457.42	22.76	480.18
Surat	90.52	16.39	106.91	9.17	1.18	10.35	81.35	15.21	96.56
ZO (GJ & MP)	919.53	56.10	975.63	204.26	5.71	209.97	715.27	50.39	765.66
Kandivili	201.85	4.57	206.42	60.50	2.85	63.35	141.35	1.72	143.07
Mumbai-I Bandra	218.44	6.50	224.94	13.90	0.34	14.24	204.54	6.16	210.70
Mumbai-II Thane	364.54	42.43	406.97	184.42	40.55	224.97	180.12	1.88	182.00
Nagpur	487.57	7.57	495.14	110.86	2.33	113.19	376.71	5.24	381.95
Pune	559.48	7.02	566.50	381.25	3.51	384.76	178.23	3.51	181.74
Raipur	123.83	2.13	125.96	15.92	0.57	16.49	107.91	1.56	109.47
ZO (MH & CG)	1955.71	70.22	2025.93	766.85	50.15	817.00	1188.86	20.07	1208.93
Bangalore	507.28	78.97	586.25	204.41	10.03	214.44	302.87	68.94	371.81
Gulbarga	65.71	1.64	67.35	24.80	0.61	25.41	40.91	1.03	41.94
Mangalore	97.15	3.55	100.70	35.77	0.74	36.51	61.38	2.81	64.19
Panaji	17.28	1.88	19.16	5.67	0.15	5.82	11.61	1.73	13.34
Peenya	91.24	13.61	104.85	57.88	1.34	59.22	33.36	12.27	45.63
ZO (KN & Goa)	778.66	99.65	878.31	328.53	12.87	341.40	450.13	86.78	536.91
Bhubaneswar	619.43	131.66	751.09	117.24	2.35	119.59	502.19	129.31	631.50
Guntur	218.37	5.62	223.99	78.66	1.65	80.31	139.72	3.97	143.68
Hyderabad	323.24	15.50	338.74	139.29	3.09	142.38	183.95	12.41	196.36
Nizamabad	80.88	2.10	82.98	42.41	0.78	43.19	38.47	1.32	39.79
ZO (AP & OR)	1241.92	154.88	1396.80	377.60	7.87	385.47	864.33	147.01	1011.33
Chennai	225.65	20.88	246.53	170.61	2.92	173.53	55.04	17.96	73.00
Coimbatore	362.84	9.50	372.34	87.07	3.04	90.11	275.77	6.46	282.23
Madurai	201.47	8.93	210.40	95.10	5.35	100.45	106.37	3.58	109.95
Tambaram	185.49	9.28	194.77	112.85	2.55	115.40	72.64	6.73	79.37
Thiruvananthapuram	518.92	20.48	539.40	120.85	4.02	124.87	398.07	16.46	414.53
ZO (TN & KR)	1494.37	69.07	1563.44	586.48	17.88	604.36	907.89	51.19	959.08
Guwahati (NER)	198.05	45.57	243.62	55.76	40.79	96.55	142.29	4.78	147.07
Jalpaiguri	268.52	6.23	274.75	113.45	1.70	115.15	155.07	4.53	159.60
Kolkata	284.68	13.41	298.09	48.31	0.85	49.16	236.37	12.56	248.93
Ranchi	100.67	16.41	117.08	23.34	0.50	23.84	77.33	15.91	93.24
ZO (WB, NER & JH)	851.92	81.62	933.54	240.86	43.84	284.70	611.06	37.78	648.84
All INDIA	9110.03	618.28	9728.31	3053.83	148.76	3202.59	6056.21	469.52	6525.72

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



ACTIONS TAKEN AGAINST DEFAULTERS

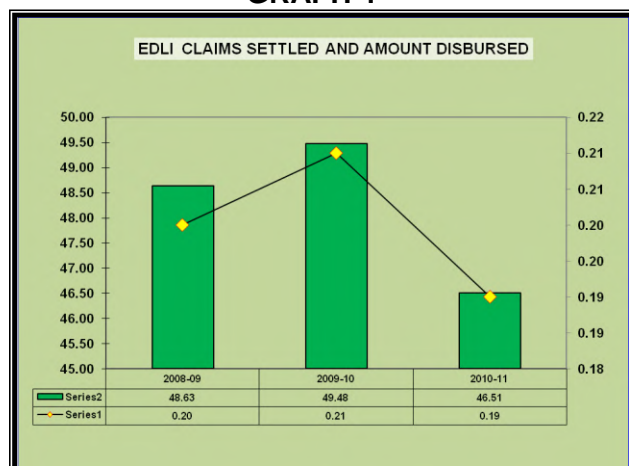
7.11 Prosecution cases under Section 14 of the Act were filed against the employers who failed to deposit the contributions. As against a workload of **17641** cases for disposal, **649** cases were decided during the year. The region-wise data of prosecution cases launched is given in **Appendix A-11**.

7.12 Out of a workload of **54901** Recovery Certificates issued for initiating recovery action under Section 8 of the Act, involving an amount of **Rs. 69.39 Crores**, an amount of **Rs. 10.74 Crores** were realized through execution of **11503** certificates. At the end of the year **43398** cases involving a sum of **Rs. 58.65 Crores** were pending.

SETTLEMENT OF EDLI CLAIMS

7.13 During the year out of the total workload of **44220** claims, **18860** claims were settled. **2360** 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
18860	12214	64.76

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. **242** establishments have been granted exemption from the Scheme during this year as compared to **564** 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 given in **Table-1** and **Table-2** below: -

Table-1		
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/-.
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Table-2		
<u>INSPECTION CHARGES PAYABLE BY THE EMPLOYERS OF EXEMPTED ESTABLISHMENTS</u>		
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 2010-11 relating to Employees' Provident Fund Scheme, 1952 is given in Table-3 below:

Table-3		
INCOME & EXPENDITURE ACCOUNT (2010-11)		(Rs. in Crores)
<u>INCOME:</u>		
A	Administrative, Inspection Charges & Penal Damages (including 7Q interest)	2035.19
B	Interest on Investments	455.86
C	Receipts from other accounts	5.68
D	Miscellaneous receipts	12.96
	TOTAL	2509.69
<u>EXPENDITURE:</u>		
A	Revenue Expenditure	1156.75
B	Capital Expenditure Appropriation	0.00
C	Building Maintenance Expenditure Appropriation	0.00
D	Payments to other Accounts	11.68
	TOTAL	1168.43
Excess of Income over Expenditure		1341.26



ADMINISTRATIVE REVENUE OF THE ORGANISATION

8.5 During the year 2010-11, 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 given in Table-4 below:

TABLE-4				
ADMINISTRATIVE /INSPECTION CHARGES AND PENAL DAMAGES RECEIVED FROM ESTABLISHMENTS				
(Rs. In Crores)				
	Scheme	EPF SCHEME	EDLI SCHEME	TOTAL
1	ADM. CHARGES	1921.27	14.61	1935.88
2	Inspection Charges	102.57	2.62	105.19
3	Penal Damages (Including 7Q Interest)	11.35	0.37	11.72
	TOTAL	2035.19	17.60	2052.79





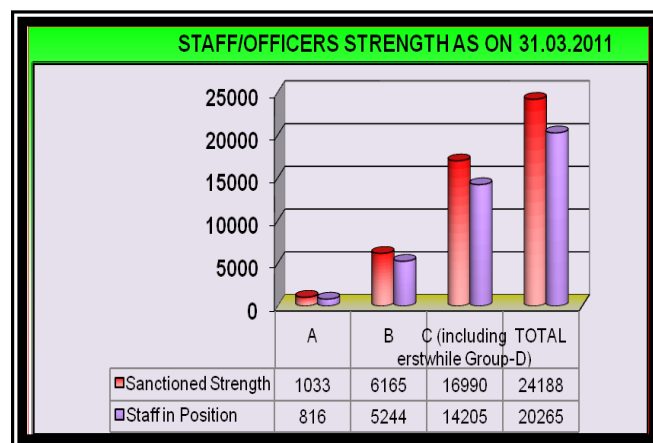
Chapter 9

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 31.3.2011 stood at 24188. The group wise position of sanctioned officers and staff strength vis-à-vis officers and staff in position as on 31.03.2011 is given in **Table-1** and represented in **graph-1** below:-

TABLE-1		
STAFF/OFFICERS STRENGTH AS ON 31.3.2011		
Group	Sanctioned strength	Staff in position
A	1033	816
B	6165	5244
C (including erstwhile Group-D)	16990	14205
Total	24188	20265

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	2008-09	2009-10	2010-11
Group A	645 (932)	829 (1022)	816 (1033)
Group B	2198 (2883)	5154 (6140)	5244 (6165)
Group C (including erstwhile Group 'D' posts)	16665 (21994)	13192 (16990)	14205 (16990)*
Total	19508 (25809)	19175 (24152)	20265 (24188)*

(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 2010-11 is given in **Appendix A-20, A-21 & A-22**.

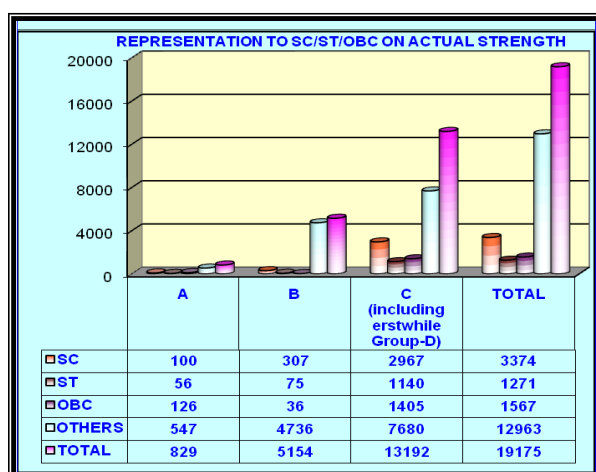
9.4 Employees' Provident Fund Organisation has implemented the reservation policies for SC/ST/OBCs as per instructions received from Department of Personnel &

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 31.3.2011								
Group	Sanc	Pos	Reservation					
			SC		ST		OBC	
			Sanc	Pos	Sanc	Pos	Sanc	Pos
A	1033	816						
B	6165	5244	339	744	184	315	185	161
C (including erstwhile Group-D)	16990	14205	2920	2679	1599	905	2143	1693
TOTAL	24188	20265						

Sanc = Sanctioned Pos= In Position

GRAPH-2



EPF STAFF PENSIONERS

9.5 A total of **4916** number of employees who retired from the services of EPFO are

being paid pension as on 31.03.2011. Further pension is also being disbursed to **1865** family members of deceased employees of EPFO as on 31.03.2011.

9.6 Number of ex-employees and family members drawing pension as on 31.03.2011 are tabulated as under:

STAFF PENSIONERS	NO. OF FAMILY PENSIONERS
4916	1865

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 31.03.11 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 Jt. Director (Training), Dy Directors, APFC and support staff.

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 three lecture halls. Each hall is air-conditioned and equipped with modern learning equipments. There are two computer labs in the Academy, equipped with latest computers having Internet facility. 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 8,000 volumes. The Library also

subscribes to various Indian and foreign journals.

9.16 **Hostel block** comprises rooms of single as well as of double occupancy. In all, there are 48 rooms and altogether 96 participants can be accommodated. National Academy for Training & Research in Social Security (NATRSS) has modest hostel facility.

9.17 The **Mess** of the Academy is air-conditioned and equipped with modular facilities. The mess has a capacity to cater to 80 participants at a time.

9.18 **Sports** facilities are available for playing badminton, table tennis, billiards and other indoor games. There is also a Gymnasium in the Hostel block.

9.19 To ensure uninterrupted power supply, a **high power generator** system has been installed as a standby. It provides the residents of the campus access to power and water supply round the clock.

Summary of the Training Programmes conducted by the National Academy during 2010-11:

9.20 The tables below indicate the training programmes conducted by the National Academy during 2010-11.

S.No.	Name of the Training Programme	Number of Officers Trained
FUNCTIONAL & TECHNICAL SKILLS		
1.	<i>Financial Management</i>	19
2.	<i>Compliance Management</i>	21
3.	<i>Establishment & Administration</i>	13



4.	<i>Special programme for AD(Vig.) & VA(Vig.)</i>	24
5.	<i>Office Procedure & Noting /Drafting Skills</i>	18
6.	<i>Office Procedure & Noting/Drafting Skills</i>	20
7.	<i>Office Procedure & Right to Information Act</i>	19
8.	<i>Retirement Planning</i>	19
9.	<i>Establishment & Administration</i>	20
10.	<i>Inquiry Officers/Presenting Officers</i>	19
	TOTAL	192
GENERAL MANAGEMENT & SELF DEVELOPMENT		
11.	<i>Enhancing Managerial Effectiveness</i>	16
12.	<i>Enhancing Managerial Effectiveness</i>	18
13.	<i>General Management</i>	19
14.	<i>Enhancing Managerial Effectiveness</i>	13
15.	<i>Stress Management for NATRSS & Vigilance Offices & Staff</i>	36
	TOTAL	102
INDUCTION/REFRESHER PROGRAMMES		
16.	<i>Training Programme for Newly Promoted APFCs</i>	25
17.	<i>Induction Course for Newly Promoted APFCs</i>	26
18.	<i>Induction Course for Newly Promoted APFCs</i>	26
19.	<i>Training Programme for Newly Promoted APFCs</i>	17
	TOTAL	94
G ON EPF APPLICATION SOFTWARE		
20.	<i>Training of Trainers to implement the Computerization Project in the 2nd tier of 1st Phase in 58 offices of EPFO</i>	83
21.	<i>Training of Trainers to implement the Computerization Project in the 2nd tier of 1st Phase in 58 offices of EPFO</i>	20
22.	<i>Training of Trainers to implement the Computerization Project in the 2nd tier of 1st Phase in 58 offices of EPFO</i>	95
23.	<i>Training of Trainers to implement the Computerization Project in the 2nd tier of 1st Phase in 58 offices of EPFO</i>	215
24.	<i>Training of Trainers to implement the Computerization Project in the 2nd tier of 1st Phase in 58 offices of EPFO</i>	26
25.	<i>Training of Trainers to implement the Computerization Project in the 2nd tier of 1st Phase in 58 offices of EPFO</i>	18
26.	<i>Training of Trainers to implement the Computerization Project in the 2nd tier of 1st Phase in 58 offices of EPFO</i>	19
27.	<i>Training of Trainers to implement the Computerization Project in the 2nd tier of 1st Phase in 58 offices of EPFO</i>	21
28.	<i>Training of Trainers to implement the Computerization Project in the 2nd tier of 1st Phase in 58 offices of EPFO</i>	18
29.	<i>Training of Trainers to implement the Computerization Project in the 2nd tier of 1st Phase in 58 offices of EPFO</i>	21
30.	<i>Training of Trainers to implement the Computerization Project in the 2nd tier of 1st Phase in 58 offices of EPFO</i>	20



31.	<i>Training of Trainers to implement the Computerization Project in the 2nd tier of 1st Phase in 58 offices of EPFO</i>	19
32.	<i>Training of Trainers to implement the Computerization Project in the 2nd tier of 1st Phase in 58 offices of EPFO</i>	23
33.	<i>Training of Trainers to implement the Computerization Project in the 2nd tier of 1st Phase in 58 offices of EPFO</i>	24
34.	<i>Training of Trainers to implement the Computerization Project in the 2nd tier of 1st Phase in 58 offices of EPFO</i>	35
35.	<i>Training of Trainers</i>	11
36.	<i>Training of Trainers</i>	16
37.	<i>Training of Trainers</i>	16
38.	<i>Training of Trainers</i>	14
39.	<i>Technical Training</i>	19
40.	<i>Training of Trainers</i>	17
41.	<i>Training of Trainers</i>	14
	TOTAL	421
Training Programmes conducted in Collaboration with Department of Personnel & Training (DoP&T), Govt. of India		
42.	<i>Direct Trainer Skills (DTS)</i>	17
	TOTAL	17
National Workshops:		
43.	<i>Workshop of Exempted Establishments</i>	51
	TOTAL	51
	GRAND TOTAL	877

TRAININGS IN ZONAL TRAINING INSTITUTES:

9.21 The National Academy co-ordinates with the Zonal Training Institutes for designing and implementing training courses on a uniform basis for personnel working in the supervisory and operative levels in the EPFO. It is intended that all personnel, at appropriate points of time, should be given necessary training exposure through Induction Courses, in-service courses and specialized courses / workshops, in order to upgrade their professional skills for discharging their functions in the field formations and at the Head Office.

Target Group

9.22 The Target group of ZTIs comprises of all Group, B, C & D staff members in the field offices lying in their respective jurisdiction.

Physical facilities & Infrastructure at ZTIs

9.23 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.

9.24 Training Activities at ZTIs:

- i.) Introduction course for newly appointed/promoted SSAs. SS. EO/AOs.
- ii.) Refresher courses for Group B and C officials in functional areas.
- iii.) Specialized programmes on Customer Services HRM, HRD, RTI & Women's empowerment.
- iv.) Workshop for Employer/Employees.

9.25 During the year 2010-2011, 246 training programmes were organised by the four Zonal Training Institutes and the Sub- ZTI, in which employees participated. The details of the programmes conducted by the ZTIs and the Sub-ZTI during 2009-10 and 2010-11 are as under:

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

Year	Number of Courses	Number of Officials/ Officers Trained
2008-09	291	5552
2009-10	327	5894
2010-11	289	5471

RESEARCH

9.27 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:

- A. Social Security scheme for barbers as part of a research project sponsored by the Ministry

of Labour & Employment, Government of India

- B. Research Project on Rickshaw Pullers of Delhi
- C. Social Security needs & coverability of Beedi Workers under EPF & MP Act, 1952

9.28 The research team of NATRSS has conducted a study on the problems being faced by field offices of EPFO regarding transfer of EPF and EPS accumulations.

9.29 Currently, the research wing is busy researching legal cases related to EPFO and preparing Model Case Studies on **Section 7A & 14B of EPF & MP Act, 1952** which are to be used in the training programmes on Compliance Management being conducted by NATRSS.

EXAMINATION WING

9.30 The Employees' Provident Fund (Staff and Conditions of Service) Regulations provides for the promotion on the basis of Departmental Examination as one of the methods of appointment 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 above Departmental Examination is conducted by the Examination Section of EPFO.

9.31 The passing of prescribed Probationers Examination was made compulsory for satisfactory completion of probation for all direct recruits, after the amendment in 1991 to the Staff Regulation. 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 / Accounts Officer / Section Officer. Also, the

section approves the calendar for the post of SSA (Probationers) examination. Examination Section has also undertaken the work of direct recruitment of Social Security Assistant and Junior Engineer (Civil).

STAFF IN POSITION

9.32 The Examination Wing has the following staff component at present:

S.N	Officers/Staff	Number
1	RPFC (Grade-II)	1
2	Section Officer	1
3	Stenographer	1
4	Assistant	3
5	M.T.A	1

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

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

9.34 PERFORMANCE DURING THE YEAR 2010-2011:

1. Departmental Competitive Examination for promotion to the post of Hindi Translator was conducted from 25th to 27th October, 2010. Total 33 candidates were appeared and result of the above said examination was declared on 30.12.2010. Total 13 candidates were declared successful.

2. The result of departmental examination for the post of EO/AO was declared on 05.08.2010. Total 312 candidates were declared successful. After declaring the result, applications were received for re-totalling of marks from 377 applicants involving 885 numbers of answer sheets. The same was done by 19.10.2010.

3. The first selection list of 2664 candidates for the post of SSA for appointment to Regional Offices, the 2nd selection list was issued for 134 candidates and to supplement the requirement as certain selected candidates did not accept the offer of appointment. The marks of all the 92272 ,who appeared in the Social Security Assistant Direct Recruitment written test which was held on 06.09.2009 and final result was declared on 03.05.2010 and is made available on our office website.

4. The result of Junior Engineer direct recruitment examination was declared on 11.05.2010. Total 12 candidates were selected for appointment to the post of Junior Engineer (Civil). Further, two more candidates were selected as 2 candidates did not accept the offer of appointment.

PRODUCTIVITY LINKED BONUS

9.35 Productivity Linked Bonus Scheme was formulated by the National Productivity Council, New Delhi for the employees of the Employees' Provident Fund Organization and introduced from the year 1980-81. The scheme was 1st revised in 1986-87. The existing PLB Scheme was implemented for a period of six years from the year 1998-99 and it envisages bonus as prevailed in the old scheme. No bonus is payable, if the productivity index falls below 90. The scheme provides for assessment of PLB on the basis of productivity of each region. In the case of Headquarters, the PLB is assessed on the basis of total productivity of all the regions. It is presently in operation for the last eight years.

9.36 As per the mandate of the existing PLB Scheme, which was originally meant for six years from 1998-99, the National Productivity Council, New Delhi was engaged to review the existing scheme on the basis of experience gained. The NPC conducted the Study from Nov.2005 and submitted its report on 17.03.2006. The report was considered in consultation with the All India EPF Staff Federation and it was placed before the Executive Committee, CBT, EPF in its 56th meeting held on 6.12.2006. The final report with the recommendation of CBT was sent on 27.12.2006 to the MOL&E for approval. The observation of the FA (Labour) that pending 6th Pay Commission recommendations no review can be made in the Bonus Scheme was submitted before the Executive Committee, EPF in its 57th meeting. The EC of the Board noted the same and as such the introduction of the new PLB Scheme has been kept on hold. After implementation of 6th Pay Commission Report, formal Notification of the New Bonus Scheme is waited from the Government. In case of any

delay in notifying the New Bonus Scheme, the existing Productivity Linked Bonus Scheme will be continued for payment of Bonus for 2010-11 also, with the approval of the Govt.

9.37 Details of amount of PLB released by each Region for the year 2009-10 paid during the year 2010-11 on the basis of existing scheme with the approval of Govt. for its extension to one more year is furnished below:

[Amount in ₹]

Sl. No.	Region	No. of days	Total Amount of Bonus Disbursed
1	AP – Hyderabad	60	45,81,827
2	AP – Guntur	60	41,34,809
3	AP – Nizamabad	60	17,54,068
4	Bihar	60	17,45,357
5	Chhattisgarh	60	7,14,098
6	DL – North	60	29,45,630
7	DL – South	60	27,15,539
8	Goa	60	5,64,915
9	GJ – Ahmedabad	60	52,70,894
10	GJ – Vadodara	60	11,24,397
11	GJ – Surat	60	15,93,529
12	Haryana – Faridabad	60	26,95,557
13	Haryana – Gurgaon	60	11,72,828
14	Himachal Pradesh	60	6,34,710
15	Jharkhand	60	23,10,925
16	KN – Bangalore	60	26,56,076
17	KN – Mangalore	60	29,14,147
18	KN – Gulbarga	60	13,53,965
19	KN – Peenya	60	22,93,311
20	Kerala	60	63,21,536
21	Madhya Pradesh	60	45,94,239
22	Mumbai - I (Bandra)	60	54,95,929
23	Mumbai - II (Thane)	60	30,17,501
24	Mumbai-III (Kandivali)	60	28,31,867
25	MH – Pune	60	34,29,918

Sl. No.	Region	No. of days	Total Amount of Bonus Disbursed
26	MH – Nagpur	60	27,05,292
27	N.E. Region	60	16,51,012
28	Orissa	60	36,19,709
29	PN - Chandigarh	60	28,97,202
30	PN – Ludhiana	60	26,76,836
31	Rajasthan	60	38,06,905
32	TN – Chennai	60	46,14,968
33	TN – Madurai	60	43,42,405
34	TN - Coimbatore	60	43,14,040
35	TN – Tambaram	60	23,35,533
36	UP – Kanpur	60	50,62,589
37	UP - Meerut	60	21,83,896
38	Uttarakhand	60	8,21,664
39	WB – Kolkata	60	83,85,988
40	WB – Jalpaiguri	60	28,52,090
41	Head Office (National)	60	21,70,020
42	NATRSS (National)	60	6,21,058
	TOTAL		12,39,28,779

WELFARE OF SC/ST EMPLOYEES

9.38 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.

9.39 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.

9.40 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.

9.41 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.

9.42 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

9.43 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.

9.44 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.

9.45 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.

9.46 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

9.47 The Sports calendar for the year 2010-11 was approved by the Central Provident Fund Commissioner and President, Central Sports Promotion Board and was circulated to all the Offices for implementation on 18-05-2010.

9.48 Out of the approved sports Calendars for the year 2010-11 all the scheduled sports activities were conducted and completed in time. The following sports Activities took place during the year 2010-11.

Results of the Sports events conducted during the year 2010-11.

Event	Host	Winner	Runner up
Athletics and Indoor Event	Orissa	Maharashtra	Orissa
Football	Baroda	Tamil Nadu	Mumbai
Volley Ball	Thiruvananthapuram	Goa	Ahmedabad
Basket Ball	Thiruvananthapuram	Chennai	Shimla
Cricket	Head Office	Maharashtra	Head Office

9.49 For the year 2010-11 an amount of ₹ **1.00 Crore** was provided to EPF Central Sports Promotion Board for the Sports Activities. A sum of ₹ **95, 56, 299/-** 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 2010-11 in a successful manner.

Other Achievements in the field of Sports

9.50 The EPFO has been affiliated to All India Public Sector Sports Promotion Board.



STAFF WELFARE

9.51 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 the year 2010-11 for welfare activities was ₹ 5.35 Crore. Out of which an amount of ₹ 5,32,79,260/- was allotted to different Regional Staff Welfare Committees for the following activities for the year 2010-11.

- **Staff Recreation Club :** During the year 2010-11, an amount of ₹ 7,76,375/- was spent on Staff Recreation Club 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 ₹ 30, 10,000/- 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 ₹ 90,08,685/- to the ward of employees for the continuance of their studies who secured 80% marks in Class XII @ ₹ 6000/- 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 ₹ 22,00,000/- 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 ₹ 1,74,79,200/- 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 ₹ 2,08,05,000/- was given to the Regional Staff Welfare Committees towards Death Relief Fund in the year 2010-11.
- **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.



Chapter 10

MANAGEMENT INFORMATION SYSTEM

The progress achieved by field offices is monitored through information collected by means of Annual Business Plan and Management Information System 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 stake holder's satisfaction to achieve the declared objectives, the EPF Organisation had put in place a 'Management Information System' so that the senior management, CBT and 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 of Organization

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 MIS and ABP returns received from field offices along with write ups and input on performance achieved during the year 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.

Results Framework Document (RFD) and Performance under the key parameters

10.11 The Ministry of Labour & Employment had 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. As in the previous year, there were four key parameters under the Schemes implemented by the EPFO and being monitored by the Ministry. These parameters were assigned under the overall objective "Providing Social Security for Organized sector workers". 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.

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.
- Centralized Public Grievances Redressal and Monitoring System (CPGRAMS).

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 80 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 were registered and monitored regularly with system support wherein acknowledgement of receipt 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.

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 at SRO and RO level.

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 took 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 were provided at facilitation counters and PROs. Seminars were arranged to educate employers, employees and various representatives. Functions were organized by field offices to provide a copy of Pension Payment

Order and related papers to retiring members on the day of retirement.

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

	2006-2007	2007-08	2008-09	2009-10	2010-11
Grievances pending at the beginning of the year.	2,964	2,712	1,470	1,305	1,047
Received during the year.	44,685	27,234	19,912	17,551	1,56,578
Total	47,649	29,946	21382	18856	157625
Disposed off during the year.	44,937	28,476	20,077	17,809	1,38,745
Balance at the end of the year.	2,712	1,470	1305	1,047	18,880

Note: - Due to launch of epfigms, an online grievance management system there is huge flow of during grievances 2010-11.

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:

	2006-07	2007-08	2008-09	2009-10	2010-11
Number of Bhavishya Nidhi Adalats organized	1,306	1,343	1,181	1,495	1,270
Number of grievances registered before Bhavishya Nidhi Adalats.	2,110	1,565	2,764	7,436	5,622
Number of grievances disposed off by Bhavishya Nidhi Adalats	2,087	1,543	2,654	7,257	5,452

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 to monitor and redress the grievances.

Employees Provident Fund Internet Grievance Management System (EPF/ GMS)

11.17 Customer Service Division has launched EPF/ GMS on 5th May 2010 which is an Internet based grievances management system that has been developed in collaboration with the NIC, customized to the needs of the Organization. The EPF/ GMS has been developed with a view to provide a single window platform that is able to record, acknowledge and track/monitor grievances till its final redressal.

11.18 The system not only afforded convenience to subscriber to register their grievances/queries without any spatial or temporal restrictions but also proved to be of immense value to field offices in managing grievances. Subscribers can now access the

system from anywhere and all paper grievances are also been registered in the system.

11.19 It is loaded with several advance features; most important being that movement of registered grievance guided by database which tracks the registered grievance to any of the offices to which it might be related. Once a grievance is registered, system generates a unique registration number and auto generates acknowledgement letter directly to the subscriber E-mail (if provided). This system has a well defined escalation plan and allows thirty days time to each office to redress the grievance. If any grievance remains unattended up to thirty days, it would escalate to the next higher authorizes.

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 benefits of the members and the employers.

11.21 Public Grievance redressal remains a focus area in order to improve service delivery to subscriber and comprehensives guidelines had been issued to field offices to accord utmost priority to service delivery.

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 OBJECTIVE

12.2 Publicity tools underscores are key attributes of communication for schematized nature of products delivery for the benefit of working population under the EPF Act and Scheme. Following significant initiatives have been taken during the year 2010-11 by the Publicity Wing of EPFO.

- Outreach campaign organized through sharing of information about the Social Security cover, new policies and programmes, administrative instructions and reforms including developments in the area of public benefit extended under the Schemes to all concerned.
- Newspapers, magazines and chronicles being used to secure the possible coverage of the intended spirit and benefits of the products and services under EPF Act and Schemes countrywide.

- Preparation and publication of related literature on subscriber's benefit under the Schemes in the form of pamphlets and brochures etc. disseminated through facilitation centres and outbound distribution thereby creating pervasive impact across the working population.
- Issue of press notes/releases on major events, developments.

ACTIVITIES CARRIED OUT IN 2010-11

12.3 Print and electronic media were utilized as a mode of publicity to create awareness amongst the subscribers, employers and workers about the benefits available under the three Schemes of the Act through release of Advertisements at national level in leading Newspapers. Advertisements were released in Vernacular newspapers throughout the country alongwith release of audio/video spots on EPF in T.V/radio.

PUBLICITY THROUGH PRINT MEDIA

12.4 With an objective of creating more jobs for the disabled in the private sector, Government launched an incentive scheme for employer for employing persons with disabilities. Incentive was in the shape of bearing the employer's share of Provident Fund contribution by the Government on the wages upto Rs. 25,000 per month for three years in case of



employment of persons with specified disabilities appointed on or after 01.04.2008. The scheme was disseminated through advertisements in newspapers, seminar, workshop/conference with employers and employees, display on the salient features of scheme on facilitation centres, circulation of scheme brief in the establishments as done in the past also. Two colour advertisements highlighting the objective of the scheme and role of the employer in appointing disabled persons were published on 1st September 2010 and 24th March 2011.

- To caution the establishments and employers that one should avoid delay in deposit of Provident Fund dues attracts penal damages that can be levied @ 5% p.a – 25% p.a (subject to a maximum of 100%) and deposit its dues in time, an advertisement was released on 17th September 2010 prominent newspapers under the caption "Attention Employers".
- In order to create awareness amongst the EPF members that with effect from 1st April 2011 no interest will be credited in those Provident fund accounts that are identified as inoperative, two quarter page advertisements were released in various newspapers throughout the country on 13th March 2011 and 27th March 2011. The advertisements highlighted the importance of timely transfer/settlement of Provident Fund account in case it is identified as inoperative.

PUBLICITY THROUGH ELECTRONIC MEDIA (T.V. / RADIO)

12.5 For the first time after the celebration of golden jubilee of EPFO in the year 2003, advertisement campaign was once again taken up in electronic media through Doordarshan, AIR and Private T.V. / FM Channels. In Consultation with Doordarshan, All India Radio and Directorate of Advertisement and Visual Publicity (DAVP), three spots were prepared on inoperative accounts targeting those P.F members whose P.F. accounts have been identified as inoperative and requires transfer / settlement of their P.F. accounts. Out of the three spots on inoperative, one mainly highlighted on the amendment made in the scheme and its subsequent effect on inoperative accounts while the other two emphasized on transfer or final settlement of P.F. account. The campaign launched in two phases of fifteen days each were made available on all the channels of all India Radio, Doordarshan and in private T.V. / FM channels in the last quarter of 2010-11. The first phase of the advertisement campaign was carried out in all the channels of All India Radio and Doordarshan from 16th January 2011 to 31st January 2011 and the second phase of the campaign was launched from 24th February 2011 till 10th March 2011 in private T.V. / F.M. channels also besides All India Radio and Doordarshan.

Publicity through Calendars

12.6 EPF calendars for the year 2011 were 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.



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 achieved during the year

13.3 The status of cases in respect of important work areas during the financial year 2010-2011 is summarized in the table below:-

Task	OB	Cases added	Disposal	CB
Complaints-CVC	27	16	22	21
Complaints- Others	96	139	138	97
Personnel under Suspension	25	35	35	25
Prosecution Sanction	01	8	7	2
Personnel Prosecuted in Court	177	24	21	180
Disciplinary Proceedings- for Major Penalty	279	108	113	274
Disciplinary Proceedings- for Minor Penalty	79	125	108	96

13.4 During the year 2010-11,

- 160 Complaints were got investigated and disposed off.
- Prosecution Sanction was given in 7 cases.
- 233 Departmental charge sheets were issued and 221 disciplinary proceedings were got disposed of.

Initiatives during the year

13.5 During the year the following initiatives were taken:-

(i) A detailed circular on Combating Corruption was issued to standardize operations in the field and their monitoring by introduction of new revised forms, so as to ensure that inspections are carried out comprehensively and are reflected in quantifiable terms.

(ii) In addition, the Vigilance Wing had received 332 grievances of general nature for the period from April 2010 and upto March 2011, out

of which 134 have been settled and 198 have been referred to the various field offices of redressal.

(iii) Action against erring officials have been intensified resulting in the number of chargesheets going up significantly. During the period between

from April 2010 and March 2011, 91 Departmental Chargesheets were issued on vigilance matters.

(iv) In pursuance to para 2.13 (v) and 2.13 (vi) of the CVC's Vigilance Manual, a list of **Officers of Doubtful Integrity (ODI)** has been finalized for the first time ever in the Organisation's history with the intent that such officers are not posted to sensitive or corruption prone areas. Further, the Organisation has also firmed up the classification of the **sensitive and non-sensitive posts** for the first time and the same has been circulated.

(v) Vigilance workshop was held during the Vigilance Awareness Period in October, 2010 where all vigilance officials/functionaries from all Zonal Vigilance Directorates participated.



Chapter 14

WORK STUDY

In 1973-74 a decision was taken in the O & M meeting of the Department of Personnel & Administrative Reforms that large Sub-Ministry formation like EPFO and ESIC under the Ministry of Labour must have a separate Work-Study Unit to conduct studies. In pursuance of this decision, a working group was set up with Two Junior Analysts in 1978. The work Study Unit in the Head Office has a sanctioned strength of one Senior Analyst (en-cadred as RPFC-II Management Services), Two Junior Analysts and Two Research Assistants. During the year, two Junior Analysts have been working in WSU Section at Head Office.

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

- The work relating to calculation, assessment and declaration of Productivity Linked Bonus for the year 2009-10 was completed and the employees of EPFO were paid PLB for the above period. All the Regions were granted maximum permissible bonus for 60 days.
- The report submitted by the National Productivity Council, New Delhi for revision of PLB Scheme finalized in consultation with the All India Staff Federation and approved by the Executive committee, CBT (06.12.2006) is pending with Ministry of Labour & Employment, Government of India for approval. Reminders have been sent to Government after implementation of 6th Pay

Commission Report. Reply of the Government is awaited.

- Apart from studies, section also attended to all work related to sponsoring/deputing officers of EPFO to foreign countries to attend Conferences/Workshops/Seminars /Training on matters related to Social Security organized by International Social Security Association (ISSA) and International Labour Organization. EPFO is one of the Associate Member of the ISSA. The arrangement in connection with tour programmes of 9 officers in respect of various seminars/training and Social Security Agreement with France, USA and Austria attended by the officers of EPFO and Ministry of Labour and Employment was made.
- Actively attended the work related to various policy matters referred to FA&CAO by various field offices and various Divisions in the HQ.
- Monitoring of important financial indicators of all the 40 Regions through a monthly D.O. Narrative Return is undertaken on regular basis.
- Work related to stopping of interest in Inoperative Accounts and Updation of Members' Accounts were given top priority during the year.
- Miscellaneous references including RTI references related to Finance Divisions were also attended by WSU.

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, SRO-Bhopal, SRO-Rohtak, RO-Madurai. 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 guest house 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 2010-11 including the amount from Central Pool is Rs. 171.00 crores. The budget estimate for the year 2011-12 is Rs. 168.30 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 2010-11 is Rs. 22.54 crores and Budget Estimate for 2011-12 is Rs. 22.15 crores.

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 2010-11, 413 quarterly meetings of Regional Official Language Implementation Committee were held in all the offices as compared to 392 meetings in the year 2010-11. 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 481 Quarterly Progress Reports was ensured as compared to 441 during the previous year.
- 222 Hindi workshops were held for imparting training in the use of Hindi which is 58 more as compared to previous year. 2309 officers and staff members have been given practical training of Hindi noting and drafting. They were also apprised of Official Language Policy. This number is 528 more as compared to previous year.
- 'Hindi fortnight' was been observed in each office from 1st September to 15th

September, 2010 in which different competitions were held and meritorious officers and staff members are awarded with cash prize and certificates and an amount of Rs. 11,85,650/- was spent on this.

- 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. From the year 2009-10 the amount of cash award has been increased from 300/- & 400/- to Rs. 1000/-.
- In order to achieve targets of 25% fixed in the Annual program during the year, 13 inspections have been conducted by the Head Office and 48 inspections were carried out at Regional level. Thus 61 offices were inspected during the year which was about 50%.
- 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, cash awards are given to the writers (officers/staff) for original write ups. During the year Regional Offices published in house magazines out of which Faridabad & Shimla from 'A' Region, Chandigarh and Vadodara from 'B' Region, Madurai and Mangalore from 'C' Region, respectively stood first and second winner in their respective Regions.
- During the financial year 2010-11, Parliamentary Committee on Official Language visited 5 Offices for Inspection. Inspection was carried out in R.O., Indore on 23.09.2010, R.O., Kandivali on 24.09.2010, SRO, Salem on 23.10.2010, Head Office on 20.01.2011 and SRO, Kochi on 11.02.2011.
- 92 Offices of Employees Provident Fund Organization have been notified under the Official Language Rule 10 (4). Last year, the number of these Offices was 84.
- All the desired Employees are imparted Hindi language and Hindi Typing / Stenography training under Hindi teaching scheme. This year 1363 Officers/ Employees are left for training in Hindi language, 804 Employees in Hindi typing and 67 Employees in Stenography are left for training.

Chapter 17

INTERNATIONAL SOCIAL SECURITY ASSOCIATION

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

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

- Organizing international and regional meeting and conferences.
- Collection and dissemination of information on Social Security arrangements throughout the world, particularly by developing an international database and a publications program.
- Promotion of research and surveys on Social Security issues and the distribution of the results and surveys.
- Organization of training programmes for the personnel of Social Security Organizations in various regions of the world and the encouragement of technical assistance among its members.
- Co-operation with other international or regional organizations exercising an activity related to Social Security.

17.3 The Employees’ Provident Fund 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 programs, etc.

17.4 Further, at the invitation of Ministry of Overseas Indian Affairs, Officers of EPFO and Ministry of Labour and Employment had participated in the discussion for negotiation on Social Security Agreement with USA, France and Austria Government, along with the delegation of Ministry of Overseas Indian Affairs.



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 Accounts and transactions of the Organization is regularly audited by the Director General of Audit, Central Revenues under the guidance of C&AG

of India. The Audit Wing in the Head Office closely monitors the regular audit of each of the RO, SRO and other offices by the respective Accountants General of the States. The Audit Wing monitors the timely furnishing of Final Action Taken Replies by each of the auditee office on the Audit observations contained in the Audit Inspection Report of the respective Accountants General. The Head Office examines on priority the serious irregularities pointed out for remedial action. A table showing details of Audit observations made by the Statutory Auditors and the office-wise progress made by reporting compliance in this regard during the year is appended.

Sl. No.	Name of the office	Paras Outstanding as on 1-4-2010	Paras added during the year	Total	Paras settled during the year	Paras Outstanding as on 31-03-2011
01	Hyderabad	111	7	118	39	79
02	Guntur	69	0	69	0	69
03	Nizamabad	80	99	179	0	179
04	Bihar	105	0	105	0	105
05	Chattisgarh	19	0	19	19	0
06	Delhi - North	50	9	59	27	32
07	Delhi - South	16	7	23	3	20
08	Ahmedabad	73	7	80	47	33
09	Vadodara	39	14	53	33	20
10	Surat	30	21	51	26	25
11	Goa	13	0	13	0	13
12	Faridabad	18	0	18	0	18
13	Gurgoan	0	0	0	0	0
14	Himachal Pradesh	43	0	43	36	7
15	Jharkhand	34	0	34	34	0
16	Bengaluru	39	41	80	30	50

17	Peenya	18	0	18	0	18
18	Mangalore	8	0	8	0	8
19	Gulbarga	15	30	45	22	23
20	Kerala	77	0	77	15	62
21	Madhya Pradesh	48	12	60	42	18
22	Mumbai-I (Bandra)	25	0	25	0	25
23	Thane	24	0	24	0	24
24	Nagpur	0	28	28	11	17
25	Kandivali	17	0	17	14	3
26	Pune	6	0	6	0	6
27	North East Region	111	6	117	91	26
28	Orissa	155	46	201	95	106
29	Chandigarh	40	21	61	4	57
30	Ludhiana	0	31	31	0	31
31	Rajasthan	19	38	57	0	57
32	Chennai	37	14	51	34	17
33	Tambaram	0	16	16	7	9
34	Madurai	26	15	41	39	2
35	Coimbatore	27	23	50	31	19
36	Kanpur	40	8	48	28	20
37	Meerut	0	0	0	0	0
38	Uttarakhand	0	0	0	0	0
39	Kolkata	40	16	56	9	47
40	Jalpaiguri	16	10	26	4	22
41	NATRSS + Z.T.I.s	43	0	43	8	35
42	EPFAT *	0	0	0	0	0
43	Head Office	119	0	119	0	119
TOTAL		1650	519	2169	748	1421

* Not audited

INTERNAL AUDIT

18.3 The Audit Wing in the Head Office plans, carries out the Internal Audit of all Field Offices, NATRSS including ZTIs and EPFAT by the Internal Audit Parties and closely monitors the activity.

18.4 There are 129 auditee units to be audited by the IAPs of which 125 offices have been audited for the period upto 2009-10. In respect of 3 offices, audit is due for 2 to 4 years. These offices are also likely to be brought to current status by the next year. As per the approval of CBT, the Regional Office,

Bandra (Mumbai-I) has been assigned to Chartered Accountant Firm for carrying out the Internal Audit for the period 2002-10. The audit commenced in December 2010 and is in progress.

18.5 As planned, the office could accomplish the Internal Audit of 125 offices and bring them upto current year status during the year. Many auditee units also responded positively by furnishing compliance to audit observations made and got audit observations cleared. A table showing details of Audit observations made by the Internal Auditors and the office-wise progress made by reporting compliance in this regard during the year is appended

Sl. No.	Name of the Region / Office	Outstanding Paras as on 01.04.2010	Paras added during the year	Total	Paras settled during the year	Paras Outstanding as on 31.03.2011
01.	Hyderabad	225	209	434	91	343
02	Guntur	39	208	247	31	216
03	Nizamabad	52	30	82	40	42
04	Bihar	209	102	311	65	246
05	Chattisgarh	3	144	147	0	147
06	Delhi - North	1	70	71	29	42
07	Delhi - South	113	147	260	118	142
08	Ahmedabad	119	93	212	86	126
09	Vadodra	23	22	45	0	45
10	Surat	103	23	126	25	101
11	Goa	31	95	126	25	101
12	Faridabad	83	75	158	51	107
13	Gurgoan	71	113	184	60	124
14	Himachal Pradesh	45	24	69	22	47
15	Jharkhand	108	148	256	73	183
16	Bengaluru	2	129	131	18	113
17	Peenya	42	164	206	27	179
18	Mangalore	43	278	321	31	290
19	Gulbarga	66	145	211	36	175
20	Kerala	435	289	724	249	475
21	Madhya Pradesh	441	247	688	205	483
22	Mumbai-I (Bandra)	1	0	1	0	1
23	Thane	102	117	219	60	159
24	Nagpur	77	196	273	75	198
25	Kandivali	222	193	415	24	391
26	Pune	58	171	229	45	184
27	North East Region	354	202	556	129	427
28	Orissa	169	183	352	35	317
29	Chandigarh	49	112	161	61	100
30	Ludhiana	116	131	247	108	139
31	Rajasthan	229	150	379	168	211
32	Chennai	104	84	188	51	137
33	Tambaram	115	70	185	49	136
34	Madurai	0	309	309	57	252
35	Coimbatore	131	198	329	75	254
36	Kanpur	163	244	407	60	347
37	Meerut	116	141	257	69	188
38	Uttarakhand	80	93	173	100	73
39	Kolkata	254	212	466	94	372
40	Jalpaiguri	109	349	458	49	409
41	NATRSS + Z.T.I.s	69	92	161	96	65
42	EPFAT	31	33	64	19	45
43	Head Office	40	46	86	4	82
Total		4843	6171	10924	2710	8214

Human Resources

18.6 There are presently fifteen Internal Audit Parties functioning from different locations. Each Internal Audit Party consists of 02 Assistant Directors, 02 Assistant Audit Officers and 02 Audit Assistants. The posts can be filled by both en- cadre officers or officials on deputation from other departments. Action for filling up of vacant posts is in progress. In addition, 17 Deputy Directors are sanctioned with 15 Deputy Directors for monitoring the working of Internal Audit Parties and 2 Deputy Directors for co-ordination and monitoring in Head Office. Four Deputy Directors have already joined the EPFO during the year. Action for filling up the other posts is in progress.

TRAINING:

18.7 A special endeavour to impart in-house training to all the members of Internal Audit Parties was carried out. Detailed study

materials were prepared and training was carried out in three different locations as given below:

Trainee IAPs	Training Period	Training Location
West Zone	10.&11.05.2010	Ujjain
South Zone	19& 20.05.2010	Goa
North & East Zone	17& 18.06.2010	Dehradun

18.8 The Central Provident Fund Commissioner inaugurated the Training at Regional Office Goa and emphasized the need to further improvise and strengthen the audit functioning in EPFO.

18.9 Audit Plan for 2011-12: A comprehensive Annual Audit Plan was drawn up and issued by placing in website well before close of the year to facilitate a proper planning by the Internal Audit Parties and also the Auditee Units. The endeavour would be to continue this practice regularly in future.



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 Section 18 of under the act 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 2010-11 is given in Annexure:



Annexure

Progress in 2010 -11					
	Opening Balance as on 01.04.2010	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	585	28017	1404	2202	24996
First Appeals	89	1638	44	174	1509

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 Charges Collected(in Rs.)		
Section 8 (1)															other sections		
a	b	c	d	e	f	g	h	i	J	9	11	24	Other		Nil	230315	78411
1	1	0	9	229	0	2	32	8	363	0	20	0	1537				

No. of CAPIOs designated	No. of CPIOs designated	No. of Appellate Authorities designated
139	172	58



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 under the provision of Section 7 I (1) of the Act. 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 2010-11, out of the total workload of **5806** cases, **3229** cases were decided. Thus **2577** cases were pending at the end of the year.



APPENDICES

**APPENDIX A-1**

THE CENTRAL BOARD OF TRUSTEES, EMPLOYEES PROVIDENT FUND

(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

1.	Shri Mallikarjun Kharge, Minister for Labour & Employment Govt. of India, Shram Shakti Bhawan, Rafi Marg, New Delhi.110001
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Vice Chairman

2.	Shri Harish Rawat, Minister of State for Labour & Employment, Govt. of India, Shram Shakti Bhawan, Rafi Marg, New Delhi.110 001
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3.	Central Provident Fund Commissioner, (Ex-officio) Employees' Provident Fund Orgn, Head Office, Bhavishya Nidhi Bhawan,14 - Bhikaiji Cama Place, New Delhi-110 066
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Central Government Representatives

4.	Shri P.C. Chaturvedi, Secretary to the Govt. of India, Ministry of Labour & Employment, Shram Shakti Bhawan, Rafi Marg, New Delhi – 110001
5.	Shri S. K. Srivastava, Additional Secretary to the Government of India, Social Security Division, Ministry of Labour& Employment, New Delhi - 110 001
6.	Shri S. K. Dev Verman Joint Secretary to the Government of India, Social Security Division, Ministry of Labour& Employment, New Delhi - 110 001
7.	Shri Tarun Bajaj, Joint Secretary (Insurance & Pension) Representative from Department of Economics Affairs, Ministry of Finance, North Block, Government of India, New Delhi.110001
8.	Shri Chaman Kumar, Financial Advisor, Ministry of Labour& Employment, Government of India, New Delhi - 110 001

State Government Representatives

9.	Secretary to the Govt. of Andhra Pradesh, Labour & Employment Department, Hyderabad – 500022
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10.	Secretary to the Government of Assam, Labour & Employment Department, D-Block, 3 rd Floor, Assam Sachivalaya, Dispur, Guwahati- 781005 (Assam)
11.	Secretary to the Government of Bihar, Department of Labour, Training and Employment, Vikas Bhawan, New Secretariat, Patna – 800 015
12.	Principal Secretary to the Government of Gujarat, Labour and Employment Department, New Sachivalaya, Sardar Patel Bhawan, Block No.5, 6 th Floor, Gandhi Nagar-382010
13.	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
14.	Secretary to the Govt. of Karnataka, Department of Labour, 414, 4 th Floor, Vikasa Soudha, Dr. B. R. Ambedkar Veedhi, Bangalore – 560 001
15.	Principal Secretary, Ministry of Labour, Govt. of Madhya Pradesh, Bhopal
16.	Principal Secretary to the Govt. of Maharashtra, Industry, Labour & Energy Department, Room no. 620, Annexe, 6 th Floor, Mantralaya, Mumbai – 400032
17.	Secretary to the Govt. of Orissa, Labour & Employment Department, Orissa Secretariat, Bhubaneswar – 751001
18.	Principal Secretary to the Govt. of Punjab, Labour & Employment, Room No.510, 6 th Floor, Mini Secretariat, Sector-9, Chandigarh
19.	Secretary to the Government of Rajasthan, Labour and Employment, Administrative Secretariat, Jaipur. (Rajasthan)
20.	Secretary to the Government of Tamil Nadu, Labour and Employment Department, Chennai. 600 009
21.	Secretary to the Govt. of Uttar Pradesh, Labour & Employment, “Bapu Bhawan”, Lucknow-226 001
22.	Principal Secretary to the Govt of West Bengal, Labour Department, Writers Building, Kolkata-700001
23.	Secretary to the Govt. of NCT of Delhi, Labour Department, 5, Shamnath Marg, Delhi.110054

Employers' Representatives

24.	Shri J.P. Chowdhary Chairman & Managing Director, M/s. Titagarh Steels Limited, 113, Park Street, Kolkata-700 016
25.	Dr. Ram S. Tarneja Flat No. 2102, Planet Godrej, Aqua Tower – II, K.K. Marg, Jacob Circle, Mahalaxmi, Mumbai- 400011 (Maharashtra)
26.	Shri Sharad Patil, Secretary General, (CIE) Employees' Federation of India, 204, Joanna, 10, Manual Gonsalves Road, Bandra West, Mumbai- 400 050
27.	Dr. U. D. Choubey Director General (SCOPE), Core-2, Scope Complex, 7, Lodhi Road, New Delhi-110 003
28.	Shri Santosh Saraf 108, Standard House, 83, Maharshi Karve Road, Mumbai-400002



29.	Shri P. Rajendran (CII), NIIT Limited, No. 85, Sector- 32 Institutional Gurgaon. 122001 (Haryana)
30.	Shri B. P. Pant Secretary, All India Organization of Employers, Federation House, V/10, NCERT Campus, Aurobindo Marg, New Delhi .110016
31.	Shri Babulal B. Todi, Managing Director, M/s. Todi Estate, Sun Mill Compound, Lower Parel, Mumbai - 400 013
32.	Shri Dipak Sarkar, National President, FASII, "SWAPAN VILLA", 87/48-A, Bose Pukur Road, Kolkata.700042
33.	Shri Ravi Wig PHDCCI, House No. 618, Sector – 21A, Faridabad (HARYANA)

	<u>Employees' Representatives</u>
34.	Shri Girish Awasthi, All India President, Bharatiya Mazdoor Sangh, H.No.196/A(2) Shakti Vihar, Kalyanpur, Kanpur- 208 001 (U.P.)
35.	Shri B.N. Rai, All India Secretary, Bharatiya Mazdoor Sangh, 116, Bakkar Mahal, Barrack pore, N. 24 Parganas (W.B) Kolkata-700120
36.	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)
37.	Dr. G. Sanjeeva Reddy, President, Indian National Trade Union Congress, 6/8, Leigh Barkatpura, Hyderabad- 500 027
38.	Shri Ashok Singh, Secretary, INTUC, No. 435, Vishwas Khand III, Gomti Nagar, Lucknow
39.	Shri D.L.Sachdev, Secretary, AITUC, 35-36 Deen Dayal Upadhyay Marg, New Delhi – 110002
40.	Shri A.D. Nagpal, Secretary, Hind Mazdoor Sabha, 1181, Sector 43-B, Chandigarh 160 022
41.	Shri Dipankar Mukherjee, Secretary, CITU, B.T. Ranadive Bhawan, 13A, Rouse Avenue, New Delhi.110002
42.	Shri Sankar Saha, Secretary, All India Committee United Trade Union Centre, Lenin Sarani, 77/2/1, Lenin Sarani (1 st Floor), Kolkata-700 013
43.	Shri Nirmal Ghosh, Member INTUC, 2, Iswar Chatterjee Road, P.O. Sodepur – 743 178 Dist.: 24 Parganas (North), West Bengal

**APPENDIX A-2**

LIST OF REGIONAL OFFICES, SUB-REGIONAL OFFICE, DISTRICT OFFICES AND SERVICE CENTRES AS ON 31.03.2011				
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 1a. 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 2. Bharuch		--
10.	Vadodra (Gujarat)	--	--	--
11.	Panaji (Goa)	--	--	1. Margao
12.	Faridabad (Haryana)	1. Karnal	1. Yamunanagar 2. Ambala 3. Sonapat 4. Panipat	--
13.	Gurgaon (Haryana)	1. Rohtak	1. Hissar	--



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.	Peenya (Karnataka)	1. Bommasandra 2. K.R.Puram (Whitefield)	1. Kolar 2. Tumkur	
19.	Gulbarga (Karnataka)	1. Hubli 2. Bellary 3. Raichur	1. Bijapur 2. Belgaum	--
20.	Thiruvanthapuram (Kerala)	1. Kottayam 2. Ernakulam 3. Kozhikode 4. Kannur 5. Kollam	1. Munnar 2. Alleppey 3. Kalpetta	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. Dindigul 2. Sivakasi 3. 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	
35.	Tambaram (Tamil Nadu)	1. Vellore 2. Puducherry	--	--
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. Muzaffar 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	80	120	14



APPENDIX A-3

Summary of Defaulting Establishments - Rs. 50 Lakhs and Above (Unexempted Sector)		
Regions	No. of Defaulting Establishments	Amount Involved (in lakhs)
Dehradun	11	3025.42
Delhi (North)	3	350.48
Delhi (South)	6	694.29
ZO (DL & UK)	20	4070.19
Chandigarh	11	3585.69
Ludhiana	8	1449.56
Shimla	1	52.14
ZO (PN & HP)	20	5087.39
Kanpur	52	12933.31
Meerut	16	1646.83
Patna	20	2652.60
ZO (UP & BR)	88	17232.74
Faridabad	7	1965.50
Gurgaon	1	330.90
Jaipur	12	1455.69
ZO (HR & RJ)	20	3752.09
Ahmedabad	16	5031.32
Baroda	7	612.57
Indore	43	16122.60
Surat	7	1109.01
ZO (GJ & MP)	73	22875.50
Kandivili	20	4485.08
Mumbai-I Bandra	34	11493.35
Mumbai-II Thane	8	2114.80
Nagpur	36	6116.40
Pune	17	2136.76
Raipur	5	1959.33
ZO (MH & CG)	120	28305.72
Bangalore	13	3528.82
Gulbarga	5	333.40
Mangalore	5	1528.96
Panaji	2	123.48
Peenya	7	561.85
ZO (KN & Goa)	32	6076.51
Bhubaneswar	34	15275.89
Guntur	14	2640.66
Hyderabad	12	2073.59
Nizamabad	4	380.61
ZO (AP & OR)	64	20370.75
Chennai	12	1147.55
Coimbatore	21	2113.34
Madurai	17	3402.55
Tambaram	7	672.73
Thiruvananthapuram	56	9172.50
ZO (TN & KR)	113	16508.67
Guwahati (NER)	6	932.01
Jalpaiguri	44	6009.10
Kolkata	26	8259.76
Ranchi	7	840.92
ZO (WB, NER & JH)	83	16041.79
All INDIA	633	140321.35



APPENDIX A-4

LIST OF DEFAULTING ESTABLISHMENTS ABOVE RUPEES ONE CRORE (UNEXEMPTED SECTOR)					
Sl. No.	Region Code	Code No	Name of the Defaulting Establishment	Amount Default (in lacs)	Total Amount Default (in lacs)
Dehradun					
1	UA	14072	M/s HMT Wath Factory	2248.33	
2	UA	16927	M/s Crystal Credit Nainital	101.37	
Total of the Region					2349.70
Delhi North					
1	DL	9420	M/s Dabour Pharmaceutical ND-29	215.82	
Total of the Region					215.82
Delhi South					
1	DL	8076	M/s Altos Inida Pvt. Ltd.	317.06	
2	DL	17946	M/s Dss Mobile Communications Ltd.	101.35	
Total of the Region					418.41
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	
5	PN	4988	M/s Director PGI, Chandigarh	164.9	
6	PN	386	M/s P.R.T.C , Patiala(Exempted)	119.44	
Total of the Region					3224.90
Ludhiana					
1	PN	15106	M/s Bawa Shoes,Goindwal Sahib,ASR	582.59	
2	PN	14738	M/s Executive Engg. Const. Punjab Mandi Board, Gurdaspur	232.7	
3	PN	1748	M/s Auto PistonLtd, ASR	210.09	
4	PN	92	M/s New Egerton Dhariwal,ASR	118.25	
5	PN	10178	M/s Punjab Fibre,JAL	110.86	
Total of the Region					1254.49
Shimla					
Total of the Region					0.00
Kanpur					
1	UP	5115	M/s UP State Handloom Corp. Ltd. Knp	1805.04	
2	UP	12149	M/s Mau Aima Sahakari Katai Mills,Allahabad)	944.75	
3	UP	14197	M/s U.P. Coop Spining Mill Behri, Bareilly	665.63	
4	UP	12181	M/s Purvanchal Sahkari Katai Mills, Ghazipur	630.34	
5	UP	4572	M/s The Kashi Sahakari Chini mills,Bhadohi,	531.96	
6	UP	4049	M/s Duncan India Ltd., Kanpur	530.23	
7	UP	14436	M/s U.P. Coop Spining Mill J.P. Nagar,	522.66	
8	UP	15285	M/S Up Sahkari Mills Fatehpur	498.2	
9	UP	18958	M/s Malvika Steels Pvt. Ltd.,Sultanpur	483.97	
10	UP	338	M/s Allahabad Patrika	465.16	
11	UP	6156	M/s The Kisan Sahakari Chini Mills,Azamgarh	319.46	



12	UP	1189	M/S Upica, Kanpur	292.72	
13	UP	336	M/s Associated Journals	289.67	
14	UP	332	M/s I.T.R. Bareilly	277.98	
15	UP	13862	M/s Betula River Board, Lalitpur, Jhansi	274.46	
16	UP	1189	M/s UPICA, Kanpur	255.77	
17	UP	28043	M/s Kamlapur Suger Industries	253.69	
18	UP	417	M/s U.P.S.R.T.C.Knp.	252.47	
19	UP	6918	M/s UPSRTC, Jhansi	247.86	
20	UP	29087	M/S D.Control	220.68	
21	UP	938	M/s National Winder	202.58	
22	UP	6236	M/s The Kisan Sahkari Chini Mills Ltd.	191.73	
23	UP	14132	M/s Rajendra Steel Ltd., Kanpur Dehat	176.51	
24	UP	500	M/s UPSrtc allahabad	159.82	
25	UP	2870	M/s U.P. Co-operative Spg. Mills, Etawah	134.32	
26	UP	172	M/s U.P.S.S.C., Nawabganj	133.05	
27	UP	25169	M/s Motiwala Industries Ltd. Varanasi	130.66	
28	UP	6946	M/s UPSRTC, Farrukhabad	128.06	
29	UP	495	M/s Sitapur Plywood	115.77	
30	UP	11855	M/s B.I.C. Kanpur	113.69	
31	UP	176	M/s U.P. State Suger Cop. Hardoi	104.4	
32	UP	16018	M/s Rapti Housing Finance, GKP	103	
Total of the Region				11456.29	
Meerut					
1	UP	796	M/s Daewoo Motors India Ltd.	218.5	
2	UP	11394	M/s Indana Foods Ltd	159.76	
3	UP	854	M/S U P S R T C	137.29	
4	UP	4797	M/S U P S R T C	136.42	
5	UP	795	M/s PUNJAB FIBRES LTD.UNIT-II	136	
6	UP	17450	M/S U P S R T C	117.39	
7	UP	14799	M/s VINIYAGA CLOTHES LTD	114.673	
Total of the Region				1020.03	
Patna					
1	BR	1983	M/s B.S.S.CORPN.PURNEA	412.05	
2	BR	3	M/s NJMC,KATIHAR	268.85	
3	BR	7807	M/s GADAIV OILBARI	224.92	
4	BR	7301	M/s BIHAR SANSKRIT SHIKSHA BOARD,PATNA	212.4	
5	BR	7271	M/s NATRAJ ENGG.VAISHALI	199.33	
6	BR	2084	M/s AZAD TRANSPORT CO, PATNA	192.06	
7	BR	290	M/s NEWS PAPER & PUBLICATION,PATNA	175.22	
8	BR	3256	M/s ASHOK PAPER MILLS,DARBHANGA	173.76	
Total of the Region				1858.59	
Faridabad					
1	HR	286	M/s. Jhallani tools,	1304.72	
2	HR	2058	M/s HR Sheet Class Sonapat	200.07	
3	HR	65	M/s. Electronics Ltd.	120.19	
4	HR	1152	M/s. Jhallani tools, Sonapat	105.71	
Total of the Region				1730.69	



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	3673	M/s Jodhpur Central Co-op Bank	184.63	
4	RJ	3962	M/s.Perfect Thread Mills , Udaipur	108.94	
Total of the Region					884.55
Ahmedabad					
1	GJ	1122	M/s. G.S.R.T.C, A'BAD	3378.18	
2	GJ	363	M/s Mafatlal Ind. (New Shorok Mill), Kheda	341.32	
3	GJ	1003	M/s. PPW Ltd., Surendranagar	188.98	
4	GJ	353	M/s Mahendra Mill, Gandhinagar	184.95	
5	GJ	295	M/s Rajnagar Textile mills, Ahmedabad	163.81	
Total of the Region					4257.24
Vadodara					
1	GJ	1050	M/s Navinon Ltd.	121.6	
2	GJ	14658	M/s Nnewton Engg.	103.198	
Total of the Region					224.80
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	264	M/s MPSRTC, Jabalpur	1697.78	
4	MP	5417	M/s MPSRTC, Seoni	1346.08	
5	MP	4044	M/s M.P.S.R.T.C. Ujjain	1300.55	
6	MP	4045	M/S. M.P.S.R.T.C.	704.38	
7	MP	4046	M/s MPSRTC, Rewa	642.25	
8	MP	3992	M/s JNAU Jabalpur	611.71	
9	MP	11	M/s Binod Mills Co. Ltd. Ujjain	599.96	
10	MP	4646	M/s Oil Federation	561.07	
11	MP	1378	M/s MPRTC	549.63	
12	MP	229	M/s M.P.S.R.T.C. Central Workshop Gwalior	470.63	
13	MP	2070	M/s Shree Synthetics Ltd., Ujjain	419.44	
14	MP	3839	M/s I.D.A. Indore	267.35	
15	MP	1143	M/s M.P.R.T.C. Indore	266.46	
16	MP	8953	M/s JDA, Jabalpur	247.03	
17	MP	3424	M/s Gajra Bavel Gears Ltd., Dewas	217.03	
18	MP	13424	M/s 4New Betul	187.09	
19	MP	11-A	M/s Bimal Mills Ujjain	181.45	
20	MP	4	M/s Rajkumar Mills	174.61	
21	MP	15378	M/s Kiddier Corner Senior S.School Gwalior	154.78	
22	MP	15251	M/s Harshit Textiles Ltd Gwalior	134.51	
23	MP	9734	M/s C.T. Cotton Yarn Gwalior	132.72	
24	MP	1	M/s Hukamchand Mills	124.23	
25	MP	2	M/s Indore Malwa Mills	108.24	



26	MP	2663	M/s Jayant Vitamins, Ratlam	102.68	
Total of the Region					14926.66
Surat					
1	GJ	1383	M/s The Baroda Rayon Corporation Ltd.	432.22	
2	GJ	33719	M/s Shiva Industrial Security Agency Pvt. Ltd.	256.54	
3	GJ	4521	M/s H.M.P. Engineering Ltd.	102.59	
Total of the Region					791.35
Kandivili					
1	MH	15480	M/s Satpuda S.S.K.Ltd	900.72	
2	MH	1492-A	M/s Navinon Ltd (IDI Ltd)	667.58	
3	MH	19247	M/s The Belganga SSK Ltd.	406.60	
4	MH	24527	M/s Shirpur SSK Ltd	405.65	
5	MH	1880	M/s BB Tanpure SSK Ltd	253.18	
6	MH	1870	M/s Gaensh SSK Ltd,	238.81	
7	MH	20277	M/s Jagdamba SSK Ltd	225.53	
8	MH	1819-A	M/s Possil Rolling Mills Ltd	181.05	
9	MH	13350	M/s Shri Panzarkan SSK Ltd	169.60	
10	MH	1870	M/s Ganesh SSK Ltd	168.37	
11	MH	7594	M/s Niphad SSK Ltd	122.92	
12	MH	1505	M/s Usha Offset	118.56	
13	MH	50890	M/s Chopada SSK Ltd.	102.76	
Total of the Region					3961.33
Bandra					
1	MH	21385	M/s M. h. a. d. a.	4856.79	
2	MH	640	M/s Ium 3	508.6	
3	MH	121	M/s India United Mills No. 1	489.67	
4	MH	120	M/s IUM 4	474.93	
5	MH	169	M/s Mumbai Textile Ltd	353	
6	MH	183	M/s Tata Mills	332.17	
7	MH	101	M/s Hindustan Spg & Wvg Mills	307.09	
8	MH	1204	M/s The Press Trust of India Ltd.	293.65	
9	MH	41299	M/s Vazir Surface Protection P. Ltd.	270.89	
10	MH	119	M/s Ium 2	258.47	
11	MH	401	M/s Digvijay Spg. & Wvg. Mills Co. Ltd	257.44	
12	MH	113	M/s Jupitor Mill	251.55	
13	MH	9264	M/s Carona LTD.	243.69	
14	MH	132	M/s Kohinoor Mills No. 1 & 2	243.34	
15	MH	124	M/s Jam Manufacturing Mills Ltd.	236.96	
16	MH	8865	M/s New Hind Textile Mills	218.78	
17	MH	118	M/s Ium 5	212.41	
18	MH	139	M/s New City Of Bombay Mfg. Co. Ltd	191.68	
19	MH	82	M/s Apollo Mills Ltd	171.15	
20	MH	158	M/s Podar Mills	128.82	
21	MH	110	M/s Gold Mohur Mills	126.41	
22	MH	38968-A	M/s Fortis (Relegary) Security	125.33	
23	MH	122	M/s Ium 6	124.52	
24	MH	420	M/s Madhudadan Mills Ltd	121.82	



25	MH	109	M/s Finlay Mills;	114.85	
Total of the Region				10914.01	
Thane					
1	MH	1654	M/s Ralli WOLF LTD	1340	
2	MH	8743	M/S.Precision Fastner	286.47	
3	MH	1492	M/s Navinon Ltd.	112.98	
4	MH	9437	M/s Nocil Limited	105.3	
Total of the Region				1844.75	
Nagpur					
1	MH	3771	M/s. Gangapur SSK Ltd.,	657.31	
2	MH	80393	M/s. Marathwada Agricultural Univercity.	418.11	
3	MH	18166	M/s. Kannad SSK Ltd.,	356.79	
4	MH	19443	M/s. Jhalani Tools Ltd., Jalna.	337.40	
5	MH	62019	M/s. Shri Shankar Shetkari Sah. Sakhar Karkhana, Mangrul, Dist Yavatmal.	319.74	
6	MH	60244	M/s. Balaji Sah Sakhar Karkhana Ltd. Yavatmal.	262.17	
7	MH	6919	M/s. Vidarbha Weavers, Nagpur.	259.28	
8	MH	16549	M/s. Jhalani Tools Pvt. Ltd.,A'Bad.	247.33	
9	MH	62194	M/s. Pushpawati SSK Ltd., Pusad.	222.18	
10	MH	80005	M/s. Gajanan SSK Ltd.,	197.31	
11	MH	81862	M/s. Jalna Vighag Sah Soot Girni.	189.74	
12	MH	19479	M/s. Marathwada Sah Sakhar Kar. Ltd.,	172.60	
13	MH	63577	M/S Bharat Sanchar Nigam Limited, Nagpur.	170.36	
14	MH	80683	M/s. Patil Construction	166.28	
15	MH	81431	M/s. Trimurti Stalkply Co-Op. Soc.,	158.04	
16	MH	13843	M/s. Veekay Cotsyn Pvt. Ltd.,	145.77	
17	MH	12689	M/s. Patheja Forgins	142.17	
18	MH	3516	M/s. R. B. Bansilal Spg. & Wvg. Mill, Wardha.	131.64	
19	MH	65058	M/s. Belleza (I) Pvt. Ltd., Nagpur.	124.91	
20	MH	62709	M/s. Group-4 Security Ind. Pvt. Ltd., Nagpur.	124.76	
21	MH	18860	M/s. Wardha Nagri Sahakari Adhikosh,	113.39	
22	MH	35962	M/s. Painganga Sahakari Soot Girni Ltd, Buldhana.	110.63	
23	MH	17362	M/s. Coventry Spring & Engg. Pvt. Ltd., MIDC, Nagpur	102.29	
24	MH	80990	M/s. Barashiv Hanuman SSK Ltd.,	100.38	
25	MH	60815	M/s Sant Gajanan Maharaj Sanstha, Shegaon.	100.14	
Total of the Region				5330.72	
Pune					
1	MH	15683	M/s Shetakari Ssk Ltd.	430.25	
2	MH	15379	M/s The Cosmos Co-op. Bank	396.68	
3	MH	13506	M/s Vasantdada Co-op. Spg. Mills	157.34	
4	MH	5559	M/s Deccan Co-op. Spg. Mills Ltd.	151.82	
5	MH	29088	M/s Yashwant S.S.K. Ltd.	138.99	
6	MH	15574	M/s Chetan Foundries Ltd, Hotgi Road, Solapur	112.81	
7	MH	26908	M/s All Saint High School	103.49	
Total of the Region				1491.38	
Raipur					
1	CG	1249	M/s CIDC RAIPUR	946.74	
2	CG	4047	M/s CIDC, Bilaspur	670.7	



3	CG	6482	M/s Kedia Distelliries	152.55	
4	CG	1681	M/s Kedia Castle Dellon	127.97	
Total of the Region				1897.96	
Bangalore					
1	KN	6820	M/s.Karnataka Handloom	2036.3	
2	KN	44	M/s.Mysore Lamps	338.64	
3	KN	970	M/s.Mysore Minerals	205.06	
4	KN	23372	M/s.Ismart Global	161.09	
5	KN	19633	M/s.Essential Services	129.26	
6	KN	24237	M/s.BMTC	124.37	
7	KN	3853	M/s.Karnataka Agro Industries Corporation	119.51	
Total of the Region				3114.23	
Gulbarga					
1	KN	98	M/s. India Sugars Ltd.	103.94	
Total of the Region				103.94	
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					
Total of the Region					
Peenya					
1	KN	13718	M/s.Electrex India Ltd.,	108.13	
2	KN	13490	M/s Victory Glasses	100.02	
Total of the Region				208.15	
Bhubaneswar					
1	OR	1683	M/s OLIC	8153.18	
2	OR	1	M/s Orissa Textile Mills	1022.71	
3	OR	888	M/s NTPC,	773.51	
4	OR	87	M/s OSRTC, Berhampur	493.07	
5	OR	1833	M/s Kalinga Weavers Coop Spinning Mills Ltd, Govindpur	487.19	
6	OR	655	M/s B.T.M., Jharsuguda	462.51	
7	OR	917	M/s O.W.C.S. Mill	390.49	
8	OR	261	M/s KIW, Kjr	346.49	
9	OR	347	M/s Hirakud Industrial Works	294.25	
10	OR	4316	M/s Aska Spn. Mill	251.59	
11	OR	10449	M/s Bam Mun Corps, Bam	235.15	
12	OR	3520	M/s Shree Sarala Weavers Coop Spinning Mills Ltd	218.02	
13	OR	6587	M/s Mayurbhanj Irrg. Div. Baripada	212.76	
14	OR	3383	M/s Pabitra Mohan Rout, CTC	191.24	
15	OR	3789	M/s Dayalal Meghaji & Co.	183.88	
16	OR	1885	M/s Konark Jute	175.37	
17	OR	3464	M/s G.C. Shah	146.74	
18	OR	3251	M/s Jagannath WCS Ltd, Nuapatna, CTC	144.99	
19	OR	2743	M/s Orissa Drugs & chemicals	106.87	
20	OR	10200	M/s SouthCo, Bam	101.98	
Total of the Region				14391.99	



Guntur					
1	AP	370	M/s Sarvaraya Textiles	400.61	
2	AP	2814	M/s Sarvaraya Textiles	384.82	
3	AP	2	M/s Nellimarla Jute Mills	355.43	
4	AP	19888	M/s. Parkins Textiles Ltd, Nagari, Chittoor.	245.44	
5	AP	23	M/s. Rayalaseema Mills ,Adoni, Kurnool.	220.87	
6	AP	1184	M/s.Panyam Cements & Mineral Industries Ltd, Cement Nagar, Kurnool.	217.18	
7	AP	2814	M/s Sarvaraya Textiles	164.42	
8	AP	2813	M/s. Yemmiganur Spinning Mills Ltd, Yemmiganur	157.88	
9	AP	294	M/s. G.N.Products Ltd, Adoni, Kurnool.	142.07	
Total of the Region				2288.72	
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	39168	M/s Country Vacations	175.42	
4	AP	42126	M/s Jyothi Computers	129.17	
5	AP	24544	M/s Central Research Instt. for Dry land	114.8	
6	AP	5238	M/s Galada	108.72	
Total of the Region				1658.27	
Nizamabad					
1	AP	11962	M/s Kakatiya University, Warangal	165.84	
Total of the Region				165.84	
Chennai					
1	TN	52226	M/s Pyramid Saimira Theatre Ltd.	150.2	
2	TN	49158	M/s ACCEL I.T. RESOURCES LTD.	140.91	
3	TN	53112	M/s Equitas Micro Finance (I) Pvt. Ltd.	131.26	
4	TN	49016	M/s Tops Detectives And Securities Services Ltd.	104.05	
Total of the Region				526.42	
Coimbatore					
1	TN		M/s (TNEB) Electricity Distribution Circles, Dharmapuri	829.02	
2	TN		M/s (TNEB) Electricity Distribution Circles, Mettur Dam	777.55	
3	TN	16681	M/s Uma Maheswari Mills	755.36	
4	TN	153	M/s Uma parameswari Mills	518.89	
5	TN		M/s (TNEB) Electricity Distribution Circles, Salem	475.03	
6	TN	4900	M/s Salem Dt. Coop Spg.Mills Ltd	318.64	
7	TN	5562	M/s Karur Dist. Coop. Spinning Mills	285.44	
8	TN	5531	M/s Nagapattinam Dist. Coop. Spinning Mills	237.84	
9	TN	5544	M/s Erode Dt. Coop Spg.Mills Ltd	198.16	
10	TN	17496	M/s Asian Bearings	179.31	
11	TN	55	M/s Cbe Pioneer Mills	177.09	
12	TN	131	M/s Jawahar Mills Ltd	164.70	
13	TN	8400	M/s Kongarar Spinners	163.96	
14	TN	1178	M/s Prasanth Textiles	162.53	
15	TN	1160	M/s Mettur Textiles	159.51	
16	TN	10661	M/s Selvarani Spg. Mills	157.05	
17	TN	6517	M/s Salem Tex. Ltd.	156.71	



18	TN	21376	M/s NEPC Textiles	145.26	
19	TN	3427	M/s Narasimha Mills	144.96	
20	TN	74	M/s RSL Textiles	124.11	
21	TN	3179	M/s Trichirapalli Consumers Cooperative Wholesale stores Ltd.	122.15	
22	TN	691	M/s NEPC Tea Garden Unit II	115.85	
23	TN	6091	M/s Arcot Textile Mills	111.78	
24	TN	2473	M/s Kwaliti Spg. Mills	111.23	
Total of the Region				6591.94	
Madurai					
1	TN	6357	M/s Swamiji Mills Limited	571.42	
2	TN	861	M/s Sree Visalakshi Mills [P] Ltd	492.07	
3	TN	861-A	M/s Sree Visalakshi Mills (P) Ltd	351.41	
4	TN	1707	M/s Sri Sheela Rani Textiles, Madurai	295.42	
5	TN	11266	M/s Sri Venkatesa Paper & Boards Ltd..	285.96	
6	TN	2298	M/s Sitalakshmi Mills Ltd.,	285.79	
7	TN	20905	M/s Viswabharti Textiles (P) Ltd.,	239.93	
8	TN	29029	M/s B v v Paper Industries (P) Ltd.	178.52	
9	TN	20567	M/s The Ramanathapuram District Co-op Spinning Mills	106.65	
10	TN	3115	M/s The Srivilliputtur Co-op Spinning Mills Ltd.,	102.11	
Total of the Region				2909.28	
Tamparam					
1	TN	26073	M/s PC/20 Aft	438.53	
2	TN	8611	M/S.Tamilnadu Agro Engg. & Service Co-op. Federation Ltd	189.09	
3	TN	30001	M/S. Pentafor Products Ltd	113.61	
4	TN	10339	M/s Abdul Azeez Sahib & Sons	109.79	
Total of the Region				851.02	
Kerala					
1	KR	16159	M/s Muthoot consultancy	2494.32	
2	KR	2568	M/s Madras Spinners	390.00	
3	KR	68	M/s Manjumala	318.74	
4	KR	10416	M/s Beverages cor	273.42	
5	KR	270	M/s Thungamala	265.86	
6	KR	16672	M/s Lekshmi enterprises(8 Estts)	265.75	
7	KR	267	M/s Pambar est.	221.98	
8	KR	67	M/s Kolikanam	217.66	
9	KR	396	M/s Kuduakarana	214.99	
10	KR	12344	M/s Keltron equip Complex	209.18	
11	KR	3237	M/s Pushpagiri	181.08	
12	KR	11	M/s Rajagopal Textiles Mills (p)	170.17	
13	KR	2638	M/s.	165.04	
14	KR	10160	M/s Autokast Ltd.	163.34	
15	KR	294	M/s Pasumala est	157.94	
16	KR	266	M/s Thengakal	152.77	
17	KR	16539	M/s G4S Security ser,TVM	150.74	
18	KR	268	M/s Granby est.	146.37	
19	KR	2356	M/s Co-op Sugars Ltd.	134.69	
20	KR	3110	M/s Mount est	119.47	



21	KR	19743	M/s G 4 S Security	117.25	
22	KR	570	M/s	112.84	
23	KR	269	M/s Nellikai est.SILK,	110.97	
24	KR	222	M/s	104.22	
25	KR	12387	M/s IHRD TVM	104.00	
26	KR	185	M/s Common Wealth Factory	103.77	
27	KR	5975		103.29	
28	KR	17561	M/s KKD Med colle Dev authy	101.68	
Total of the Region				7271.53	
NER					
1	NER	1268	M/s St.A.College	286.31	
2	NER	842	M/s NS Mill	191.91	
3	NER	1026	M/s MHHDC	183.59	
4	NER	3996	M/S BSNL,Silchar	129.84	
Total of the Region				791.65	
Jalpaiguri					
1	WB	913	M/s Dalsing Para Te	551.79	
2	WB	889	M/s Madhu Te.	331.75	
3	WB	1011	M/s Kohinoor Te	311.49	
4	WB	816	M/s Bharnobari Te	226.98	
5	WB	1081	M/s Samsing T.e.	222.17	
6	WB	880	M/s Sylee T.e.	216.97	
7	WB	911	M/s Dalmore T.e.	214.60	
8	WB	853	M/s Dumchipara Te	206.78	
9	WB	981	M/s Lankapara Te	171.92	
10	WB	799	M/s Bundapani T.e.	167.65	
11	WB	929	M/s Belgachi Te	166.24	
12	WB	670	M/s Raimtang T.e.	159.60	
13	WB	977	M/s Bhagatpur T. e.	153.57	
14	WB	1009	M/s Naya Sylee T.e.	152.76	
15	WB	952	M/s Raipur Te	151.23	
16	WB	858	M/s Gaganda Te	137.67	
17	WB	1432	M/s Dima Te	131.24	
18	WB	1427	M/s Debpara T. e.	123.71	
19	WB	25131	M/s Ceejay Tobacco Ltd.	122.93	
20	WB	651	M/s New Dooars Te	113.66	
21	WB	854	M/s Carron Te	112.21	
22	WB	1465	M/s Karballa Te	108.96	
23	WB	982	M/s Killcott T.e.	106.45	
24	WB	1492	M/s Mabulakata T.e.	106.17	
25	WB	946	M/s Kadambani Te	102.99	
Total of the Region				4571.49	
Kolkata					
1	WB	36&47	M/s Nuddea Mill Co. Ltd.	3152.04	
2	WB	16165	M/s. Favourite Small Investment Ltd.	749.21	
3	WB	7&25	M/s Gouripore Co. Ltd.	548.26	
4	WB	542	M/s Central Cotton Mill,	456.37	



5	WB	17118	M/s. Central Tool Room & Training Centre	421.25	
6	WB	113	M/s Rampooria Cotton Mill	407.18	
7	WB	9608	M/s. Simon Carves	355.36	
8	WB	112	M/s. Bengal Laxmi Cotton Mills,	228.57	
9	WB	350	M/s Bengal Fine Spng.,	198.58	
10	WB	28199	M/s. F.c.i.	181.64	
11	WB	12201	M/s Indo Japan Stells Lt.d,	169.85	
12	WB	9744	M/s Wool Combers Of Inidia Ltd.	131.16	
13	WB	12317	M/s Easteno Paper (P) Ltd.	131.02	
14	WB	28546	M/s. Star Security & Detective Agency	129.77	
15	WB	9152	M/s Holman Climax Mfg. Ltd.	127.08	
16	WB	26	M/s The Empire Jute Co.	114.18	
Total of the Region				7501.52	
Jharkhand					
1	JH	5355	M/s. Bilal Bidi Poakur Pvt. Ltd.	165.77	
2	JH	11184		146.47	
3	JH	5152	M/s SNL Ranchi	128.33	
4	JH	14840	M/s SKG Civil & Interiors	126.97	
5	JH	16	M/s Lemos Cement	109.66	
6	JH	225	M/s Saraikela Glass	108.57	
Total of the Region				785.77	
ALL INDIA GRANT TOTAL				125450.90	



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	1196.06
Delhi (North)	7	3359.78
Delhi (South)	0	0.00
ZO (DL & UK)	8	4555.84
Chandigarh	1	119.44
Ludhiana	1	76.16
Shimla	0	0.00
ZO (PN & HP)	2	195.60
Kanpur	8	3770.30
Meerut	1	168.76
Patna	2	327.78
ZO (UP & BR)	11	4266.84
Faridabad	3	768.59
Gurgaon	0	0.00
Jaipur	2	347.63
ZO (HR & RJ)	5	1116.22
Ahmedabad	2	121.67
Baroda	0	0.00
Indore	3	567.00
Surat	3	452.95
ZO (GJ & MP)	8	1141.62
Kandivili	0	0.00
Mumbai-I Bandra	3	1625.01
Mumbai-II Thane	1	74.78
Nagpur	2	499.77
Pune	2	525.42
Raipur	0	0.00
ZO (MH & CG)	8	2724.98
Bangalore	1	773.10
Gulbarga	0	0.00
Mangalore	0	0.00
Panaji	0	0.00
Peenya	2	5482.87
ZO (KN & Goa)	3	6255.97
Bhubaneshwar	1	764.26
Guntur	2	1511.67
Hyderabad	3	2291.42
Nizamabad	0	0.00
ZO (AP & OR)	6	4567.35
Chennai	5	1581.39
Coimbatore	0	0.00
Madurai	0	0.00
Tambaram	0	0.00
Thiruvananthapuram	2	560.87
ZO (TN & KR)	7	2142.26
Guwahati (NER)	0	0.00
Jalpaiguri	2	372.48
Kolkata	34	12033.99
Ranchi	5	11111.76
ZO (WB, NER & JH)	41	23518.23
All INDIA	99	50484.91



APPENDIX A-6

LIST OF DEFAULTING ESTABLISHMENTS ABOVE RUPEES ONE CRORE (EXEMPTED SECTOR)					
Sl.No.	Region Code	Code No	Name of the Defaulting Establishment	Amount Default (in lacs)	Total Amount Default (in lacs)
Dehradun					
1	UA	1261	M/s ONGC,,DDN	1196.06	
Total of the Region					1196.06
Delhi North					
1	DL	7413	M/s GAIL	1581.61	
2	DL	2271	M/s FCI	1326.53	
3	DL	1091	M/s Pure Drink	173.92	
4	DL	2271	M/s FCI	106.38	
Total of the Region					3188.44
Chandigarh					
1	PN	386	M/s Pepsu Roadways Patiala	119.44	
Total of the Region					119.44
Jaipur					
1	RJ	1139	M/s. I.L. Ltd/,Kota	227.43	
2	RJ	2993	M/s Raj.St.Road Dev.&Cons.Corp..Jaipur	120.20	
Total of the Region					347.63
Faridabad					
1	HR	1061	M/s- HMT, Pinjore, Panchkula	534.80	
2	HR	954	M/s- Rollatainers Ltd	179.70	
Total of the Region					714.50
Gurgaon					
NIL					
Kanpur					
1	UP	28462	M/s Sahara India Com Corp	993.06	
2	UP	28464	M/s Sahara Airlines	973.12	
3	UP	28463	M/s Sahara India Mass communication	508.08	
4	UP	28461	M/s Sahara India Fin Ins	483.48	
5	UP	13539	M/s Sahara India Lucknow	383.93	
6	UP	18958	M/s MALVIKA STEELS SULTANPUR	158.23	
7	UP	22	M/s J.K.Jute mill co.ltd.knp.	149.42	
8	UP	7493	M/s BHEL Jhansi	120.98	
Total of the Region					3770.30
Patna					
1	BR	188	M/s MOTIHARI CHINI MILLS,MOTIHARI	232.00	
Total of the Region					232.00
Meerut					
1	UP	196	M/s Modi Sugar	168.76	
Total of the Region					168.76
Indore					
1	MP	40	M/s GWALIOR SUGAR CO., DABRA	432.25	



Total of the Region					432.25
Vadodara					
NIL					
Ahmedabad					
NIL					
Surat					
1	GJ	324	M/s NAVSARI COTTON SILK MILLS LTD., VIJALPORE ROAD, SURAT	277.61	
Total of the Region					277.61
Bandra					
1	MH	1255	M/s MSRTC	359.93	
Total of the Region					359.93
Thane					
NIL					
Kandivali					
NIL					
Pune					
1	MH	1459	M/S. Hindustan antibiotic Ltd., Pune	307.93	
2	MH	6286	M/S Incab Industries Ltd., Pune	217.49	
Total of the Region					525.42
Nagpur					
1	MH	3502	M/s. Model Mills, Nagpur.	410.67	
Total of the Region					410.67
Raipur					
NIL					
Bangalore					
1	KN	873E	M/s HMT Corporate Office	773.10	
Total of the Region					773.10
Goa					
NIL					
Gulbarga					
NIL					
Mangalore					
NIL					
Peenya					
1	KN	873	M/s HMT Ltd (MTD)	3180.68	
2	KN	873A	M/s HMT Ltd Watch Division	2302.19	
Total of the Region					5482.87
Bhubaneshwar					
1	OR	888	M/s NTPC	764.26	
Total of the Region					764.26
Guntur					
1	AP	13	M/s. Hindustan Shipyard Ltd., VSP	1428.06	
Total of the Region					1428.06
Hyderabad					
1	AP	144	M/s Praga Tools Ltd.,	1156.60	
2	AP	3071	M/s HMT Ltd., (MT Divn.)	923.72	



3	AP	3209	M/s Alluminium Industries	211.10	
Total of the Region				2291.42	
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	4683	M/s. Chennai Petroleum Corporation Ltd.	103.93	
Total of the Region				1467.08	
Coimbatore					
NIL					
Madurai					
NIL					
Tambaram					
NIL					
Kerala					
1	KR	16	M/s Trava.Rayo	415.39	
2	KR	15	M/s Aluminium Industries	145.48	
Total of the Region				560.87	
Kolkata					
1	WB	62 & 71	M/s VICTORIA JUTE CO. LTD.	1186.51	
2	WB	49, 51, 5529	M/s. New central Jute Mills Co. Ltd.	1172.85	
3	WB	97	M/s KANORIA JUTE INDUSTRIES	1097.78	
4	WB	338	M/s Titagarh Jute Mill No. 2 (Loomtex)	1023.84	
5	WB	1267	M/s. Amrita Bazar Patrika Ltd.	927.41	
6	WB	64	M/s The Shyamnagar Jute Factory	865.19	
7	WB	2, 27 & 40	M/s BARANAGAR JUTE FACTORY	688.39	
8	WB	707	M/s. Bata India Ltd.	568.34	
9	WB	63	M/s ANGUS JUTE WORKS	514.76	
10	WB	35	M/s MEGHNA JUTE MILLS (UNIT:GAJANAND COMMERCIALS)	451.62	
11	WB	48 & 55	M/S. NJMC LTD., Unit KENNISION	421.65	
12	WB	23	M/S KELVIN JUTE INDUSTRIES LTD.,	378.86	
13	WB	11 & 43	M/S. NJMC LTD., Unit KHARDAH	299.40	
14	WB	79	M/s. Delta International Ltd.	245.27	
15	WB	30	M/s HOOGHLY MILLS CO LTD (UNIT : WEVARLY)	208.70	
16	WB	118	M/s. Bowreah Cotton Mills Co. (Exem),	204.06	
17	WB	17	M/S. KAMARHATTY CO. LTD.	166.23	
18	WB	28	M/s. Caledonian Jute & Industries Ltd.	153.84	
19	WB	89	M/s Auckland International Ltd.(Ambika Jute Mills)	148.08	
20	WB	72	M/s North Brooke Jute Co. Ltd.	127.94	
21	WB	375	M/s. Hooghly Mills (Unit: Gondal Para)	122.40	
22	WB	354	M/s Premium Agro Export Ltd..	113.98	
23	WB	4	M/s. Hooghly Mills Co. Ltd.	112.55	
Total of the Region				11199.65	
Jalpaiguri					
1	WB	1083	M/s Subhasani Tea Estate (WB/1083)	301.97	



Total of the Region					301.97
North-East Region					
NIL					
Ranchi					
1	JH	1465	M/s HEC Ltd	9501.89	
2	JH	5	M/s Tata Motors Ltd.	1031.8	
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 GRAND TOTAL					35847.89



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 31.03.2011
Dehradun	1734.42	386.39	22.28%	1348.03
Delhi (North)	1027.56	250.12	24.34%	777.44
Delhi (South)	387.47	58.92	15.21%	328.55
ZO (DL & UK)	3149.45	695.43	22.08%	2454.02
Chandigarh	805.95	277.17	34.39%	528.78
Ludhiana	1149.20	139.43	12.13%	1009.77
Shimla	34.67	24.48	70.61%	10.19
ZO (PN & HP)	1989.82	441.08	22.17%	1548.74
Kanpur	5743.03	364.80	6.35%	5378.23
Meerut	293.37	212.01	72.27%	81.36
Patna	594.60	144.55	24.31%	450.05
ZO (UP & BR)	6631.00	721.36	10.88%	5909.64
Faridabad	1766.59	478.13	27.07%	1288.46
Gurgaon	545.58	158.41	29.04%	387.17
Jaipur	1764.48	315.21	17.86%	1449.27
ZO (HR & RJ)	4076.65	951.75	23.35%	3124.90
Ahmedabad	5157.30	217.58	4.22%	4939.72
Baroda	533.08	91.30	17.13%	441.78
Indore	12349.35	684.89	5.55%	11664.46
Surat	560.90	86.37	15.40%	474.53
ZO (GJ & MP)	18600.63	1080.14	5.81%	17520.49
Kandivili	1167.10	382.52	32.78%	784.58
Mumbai-I Bandra	6193.63	273.42	4.41%	5920.21
Mumbai-II Thane	1043.58	229.51	21.99%	814.07
Nagpur	5213.35	912.48	17.50%	4300.87
Pune	3903.58	987.14	25.29%	2916.44
Raipur	1682.87	70.06	4.16%	1612.81
ZO (MH & CG)	19204.11	2855.13	14.87%	16348.98
Bangalore	1153.19	206.01	17.86%	947.18
Gulbarga	1274.90	418.12	32.80%	856.78
Mangalore	693.12	196.26	28.32%	496.86
Panaji	197.27	67.64	34.29%	129.63
Peenya	963.93	258.18	26.78%	705.75
ZO (KN & Goa)	4282.41	1146.21	26.77%	3136.20
Bhubaneswar	2783.35	396.83	14.26%	2386.52
Guntur	3618.39	490.75	13.56%	3127.64
Hyderabad	1578.00	384.35	24.36%	1193.65
Nizamabad	571.15	148.72	26.04%	422.43
ZO (AP & OR)	8550.89	1420.65	16.61%	7130.24
Chennai	1563.72	244.70	15.65%	1319.02
Coimbatore	6129.36	757.86	12.36%	5371.50
Madurai	3723.48	368.89	9.91%	3354.59
Tambaram	1446.84	322.80	22.31%	1124.04
Thiruvananthapuram	7355.65	660.79	8.98%	6694.86
ZO (TN & KR)	20219.05	2355.04	11.65%	17864.01
Guwahati (NER)	782.73	377.96	48.29%	404.77
Jalpaiguri	1460.34	61.85	4.24%	1398.49
Kolkata	3957.31	224.08	5.66%	3733.23
Ranchi	1156.28	112.24	9.71%	1044.04
ZO (WB, NER & JH)	7356.66	776.13	10.55%	6580.53
All INDIA	94060.67	12442.92	13.23%	81617.75



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	334	2241.26	148	279.02	186	1962.24
Delhi (North)	755	2562.47	154	219.15	601	2343.32
Delhi (South)	337	967.77	51	71.93	286	895.84
ZO (DL & UK)	1426	5771.50	353	570.10	1073	5201.40
Chandigarh	3445	2718.63	778	329.47	2667	2389.16
Ludhiana	3397	1819.04	599	241.97	2798	1577.07
Shimla	118	235.69	30	120.14	88	115.55
ZO (PN & HP)	6960	4773.36	1407	691.58	5553	4081.78
Kanpur	2446	13828.71	378	1124.50	2068	12704.21
Meerut	2671	2199.99	306	733.38	2365	1466.61
Patna	1624	3751.12	99	1661.07	1525	2090.05
ZO (UP & BR)	6741	19779.82	783	3518.95	5958	16260.87
Faridabad	1370	2736.83	185	1011.11	1185	1725.72
Gurgaon	1126	864.88	229	57.58	897	807.30
Jaipur	1087	2088.50	380	397.36	707	1691.14
ZO (HR & RJ)	3583	5690.21	794	1466.05	2789	4224.16
Ahmedabad	1004	2200.34	128	272.02	876	1928.32
Baroda	400	514.24	108	74.08	292	440.16
Indore	2659	13900.02	693	3511.06	1966	10388.96
Surat	1423	1711.43	494	247.47	929	1463.96
ZO (GJ & MP)	5486	18326.03	1423	4104.63	4063	14221.40
Kandivili	548	3154.09	43	724.54	505	2429.55
Mumbai-I Bandra	806	6934.54	221	104.63	585	6829.91
Mumbai-II Thane	140	2019.36	27	804.33	113	1215.03
Nagpur	2133	8637.30	430	2393.50	1703	6243.80
Pune	1322	4704.84	315	1689.55	1007	3015.29
Raipur	798	1742.05	131	123.32	667	1618.73
ZO (MH & CG)	5747	27192.18	1167	5839.87	4580	21352.31
Bangalore	1494	2900.89	52	235.68	1442	2665.21
Gulbarga	998	1285.52	72	185.09	926	1100.43
Mangalore	1630	1284.34	497	158.06	1133	1126.28
Panaji	216	305.16	37	38.51	179	266.65
Peenya	1194	6056.79	164	367.87	1030	5688.92
ZO (KN & Goa)	5532	11832.70	822	985.21	4710	10847.49
Bhubaneswar	2604	10058.84	327	832.87	2277	9225.97
Guntur	6024	3840.33	622	406.77	5402	3433.56
Hyderabad	3027	2619.47	293	518.74	2734	2100.73
Nizamabad	1074	819.50	328	142.41	746	677.09
ZO (AP & OR)	12729	17338.14	1570	1900.79	11159	15437.35
Chennai	4596	2857.55	530	267.80	4066	2589.75
Coimbatore	3221	7144.26	948	947.24	2273	6197.02
Madurai	3712	4139.36	1622	488.40	2090	3650.96
Tambaram	1811	1573.77	421	671.26	1390	902.51
Thiruvananthapuram	4302	9315.94	1689	1056.24	2613	8259.70
ZO (TN & KR)	17642	25030.88	5210	3430.94	12432	21599.94
Guwahati (NER)	694	1313.10	210	404.02	484	909.08
Jalpaiguri	509	3140.75	192	451.20	317	2689.55
Kolkata	1782	18818.93	392	1039.49	1390	17779.44
Ranchi	540	11005.10	273	137.65	267	10867.45
ZO (WB, NER & JH)	3525	34277.88	1067	2032.36	2458	32245.52
ALL INDIA	69371	170012.70	14596	24540.48	54775	145472.22



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)	505	0	0	0	0	0	0	505
Delhi (South)	393	0	0	12	0	0	12	381
ZO (DL & UK)	902	0	0	12	0	0	12	890
Chandigarh	488	25	4	0	0	0	29	459
Ludhiana	506	56	82	0	0	0	138	368
Shimla *	65	11	0	0	0	0	11	54
ZO (PN & HP)	1059	92	86	0	0	0	178	881
Kanpur	152	0	0	0	0	1	1	151
Meerut	57	0	0	0	0	0	0	57
Patna	1552	0	0	0	0	0	0	1552
ZO (UP & BR)	1761	0	0	0	0	1	1	1760
Faridabad	334	0	0	0	0	30	30	304
Gurgaon	281	0	0	0	0	0	0	281
Jaipur	334	3	0	0	0	10	13	321
ZO (HR & RJ)	949	3	0	0	0	40	43	906
Ahmedabad	1437	0	0	0	0	0	0	1437
Baroda	489	0	0	0	0	0	0	489
Indore	1414	0	0	0	0	0	0	1414
Surat	378	0	0	0	0	0	0	369
ZO (GJ & MP)	3718	0	0	0	0	0	0	3709
Kandivili	526	0	0	0	0	0	0	526
Mumbai-I Bandra	908	0	0	0	0	0	0	908
Mumbai-II Thane	520	0	0	0	0	0	0	520
Nagpur	209	2	1	0	0	0	3	206
Pune	1552	310	0	0	0	0	310	1242
Raipur	516	0	0	0	0	0	0	516
ZO (MH & CG)	4231	312	1	0	0	0	313	3918
Bangalore	491	0	0	0	0	0	0	491
Gulbarga	554	0	0	0	0	0	0	554
Mangalore	1088	54	0	0	0	70	124	964
Panaji	193	3	0	5	0	9	17	176
Peenya*	177	0	0	0	0	0	0	177
ZO (KN & Goa)	2503	57	0	5	0	79	141	2362
Bhubaneswar	972	0	0	0	0	0	0	972
Guntur	435	16	0	0	0	0	16	419
Hyderabad	2431	0	0	0	0	0	0	2431
Nizamabad	253	0	0	0	0	0	0	253
ZO (AP & OR)	4091	16	0	0	0	0	16	4075
Chennai	276	0	0	0	0	0	0	276
Coimbatore*	582	0	0	0	0	0	0	582
Madurai	482	15	0	0	0	0	15	467
Tambaram	223	0	0	0	0	0	0	223
Thiruvananthapuram	1348	127	0	0	0	4	131	1217
ZO (TN & KR)	2911	142	0	0	0	4	146	2765
Guwahati (NER)	763	0	0	53	0	0	53	710
Jalpaiguri	890	0	0	0	0	0	0	890
Kolkata	2039	2	0	0	0	0	2	2037
Ranchi	856	35	0	0	0	0	35	821
ZO (WB, NER & JH)	4548	37	0	53	0	0	90	4458
All INDIA	26673	659	87	70	0	124	940	25724

* Revised



APPENDIX A-10

Prosecution Cases u/s 14 of the Act (Unexempted Sector)								EPS 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)	387	0	0	0	0	0	0	387
Delhi (South)	207	0	0	0	0	0	0	207
ZO (DL & UK)	598	0	0	0	0	0	0	598
Chandigarh	281	10	0	0	0	0	10	271
Ludhiana	313	0	60	0	0	0	60	253
Shimla *	64	10	0	0	0	0	10	54
ZO (PN & HP)	658	20	60	0	0	0	80	578
Kanpur	45	0	0	0	0	0	0	45
Meerut	57	0	0	0	0	0	0	57
Patna	1336	0	0	0	0	0	0	1336
ZO (UP & BR)	1438	0	0	0	0	0	0	1438
Faridabad	302	0	0	0	0	30	30	272
Gurgaon	200	0	0	0	0	0	0	200
Jaipur	80	0	0	0	0	10	10	70
ZO (HR & RJ)	582	0	0	0	0	40	40	542
Ahmedabad	223	0	0	0	0	0	0	223
Baroda	346	0	0	0	0	0	0	346
Indore	1049	0	0	0	0	0	0	1049
Surat	161	0	0	0	0	0	0	161
ZO (GJ & MP)	1779	0	0	0	0	0	0	1779
Kandivili	77	0	0	0	0	0	0	77
Mumbai-I Bandra	533	0	0	0	0	0	0	533
Mumbai-II Thane	518	0	0	0	0	0	0	518
Nagpur	173	0	1	0	0	0	1	172
Pune	1534	270	0	0	0	0	270	1264
Raipur	283	0	0	0	0	0	0	283
ZO (MH & CG)	3118	270	1	0	0	0	271	2847
Bangalore	436	0	0	0	0	0	0	436
Gulbarga	370	0	0	0	0	0	0	370
Mangalore	481	0	0	0	0	74	74	407
Panaji	203	3	0	0	0	8	11	192
Peenya*	177	0	0	0	0	0	0	177
ZO (KN & Goa)	1667	3	0	0	0	82	85	1582
Bhubaneswar	477	0	0	0	0	0	0	477
Guntur	408	16	0	0	0	0	16	392
Hyderabad	1992	0	0	0	0	0	0	1992
Nizamabad	222	0	0	0	0	0	0	222
ZO (AP & OR)	3099	16	0	0	0	0	16	3083
Chennai	239	0	0	0	0	0	0	239
Coimbatore*	251	0	0	0	0	0	0	251
Madurai	334	15	0	0	0	0	15	319
Tambaram	227	0	0	0	0	0	0	227
Thiruvananthapuram	954	123	0	0	0	4	127	827
ZO (TN & KR)	2005	138	0	0	0	4	142	1863
Guwahati (NER)	590	0	0	53	0	0	53	537
Jalpaiguri	890	0	0	0	0	0	0	890
Kolkata	491	2	0	0	0	0	2	489
Ranchi	854	35	0	0	0	0	35	819
ZO (WB, NER & JH)	2825	37	0	53	0	0	90	2735
All INDIA	17769	484	61	53	0	126	724	17045

* Revised

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)	333	0	0	0	0	0	0	333
Delhi (South)	258	0	0	0	0	0	0	258
ZO (DL & UK)	595	0	0	0	0	0	0	595
Chandigarh *	358	23	0	0	0	0	23	335
Ludhiana	326	0	83	0	0	0	83	243
Shimla *	65	10	0	0	0	0	10	55
ZO (PN & HP)	749	33	83	0	0	0	116	633
Kanpur	40	0	0	0	0	0	0	40
Meerut	57	0	0	0	0	0	0	57
Patna	1336	0	0	0	0	0	0	1336
ZO (UP & BR)	1433	0	0	0	0	0	0	1433
Faridabad	296	0	0	0	0	30	30	266
Gurgaon	209	0	0	0	0	0	0	209
Jaipur	85	0	0	0	0	10	10	75
ZO (HR & RJ)	590	0	0	0	0	40	40	550
Ahmedabad	225	0	0	0	0	0	0	225
Baroda	442	10	0	0	0	0	10	432
Indore	1457	0	0	0	0	0	0	1457
Surat	167	0	0	0	0	0	0	167
ZO (GJ & MP)	2291	10	0	0	0	0	10	2281
Kandivili	76	0	0	0	0	0	0	76
Mumbai-I Bandra	529	0	0	0	0	0	0	529
Mumbai-II Thane	494	0	0	0	0	0	0	494
Nagpur	78	0	0	0	0	0	0	78
Pune	1554	330	0	0	0	0	330	1224
Raipur	356	0	0	0	0	0	0	356
ZO (MH & CG)	3087	330	0	0	0	0	330	2757
Bangalore	400	0	0	0	0	0	0	400
Gulbarga	353	0	0	0	0	0	0	353
Mangalore	484	0	0	0	0	17	17	467
Panaji	178	4	0	0	0	8	12	166
Peenya*	176	0	0	0	0	0	0	176
ZO (KN & Goa)	1591	4	0	0	0	25	29	1562
Bhubaneswar	617	0	0	0	0	0	0	617
Guntur	398	16	0	0	0	0	16	382
Hyderabad	1555	0	0	0	0	0	0	1555
Nizamabad	212	0	0	0	0	0	0	212
ZO (AP & OR)	2782	16	0	0	0	0	16	2766
Chennai	256	0	0	0	0	0	0	256
Coimbatore*	259	0	0	0	0	0	0	259
Madurai	248	15	0	0	0	0	15	233
Tambaram	226	0	0	0	0	0	0	226
Thiruvananthapuram	759	38	0	0	0	0	38	721
ZO (TN & KR)	1748	53	0	0	0	0	53	1695
Guwahati (NER)	682	0	0	53	0	0	53	629
Jalpaiguri	890	0	0	0	0	0	0	890
Kolkata	477	2	0	0	0	0	2	475
Ranchi	726	0	0	0	0	0	0	726
ZO (WB, NER & JH)	2775	2	0	53	0	0	55	2720
ALL INDIA	17641	448	83	53	0	65	649	16992

* Revised

APPENDIX A-12 (i)

Cases before the Police Authorities u/s 406/409 of IPC (Unexempted Sector)				
REGION	Workload for the year 2010-11	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)	41	0	0	41
ZO (DL & UK)	54	0	0	54
Chandigarh	43	0	0	43
Ludhiana	150	57	0	93
Shimla	0	0	0	0
ZO (PN & HP)	193	57	0	136
Kanpur	69	0	0	69
Meerut	8	0	0	8
Patna	29	2	0	27
ZO (UP & BR)	106	2	0	104
Faridabad	13	0	0	13
Gurgaon	12	1	0	11
Jaipur	39	0	0	39
ZO (HR & RJ)	64	1	0	63
Ahmedabad	167	0	0	167
Baroda	128	0	0	128
Indore	91	0	0	91
Surat	95	0	0	95
ZO (GJ & MP)	481	0	0	481
Kandivili	52	0	0	52
Mumbai-I Bandra *	151	0	0	151
Mumbai-II Thane	23	0	0	23
Nagpur	35	0	0	35
Pune	180	0	0	180
Raipur	3	0	0	3
ZO (MH & CG)	444	0	0	444
Bangalore	217	0	0	217
Gulbarga	183	0	0	183
Mangalore*	181	0	0	181
Panaji	91	0	0	91
Peenya	408	0	0	408
ZO (KN & Goa)	1080	0	0	1080
Bhubaneshwar	105	0	0	105
Guntur	89	0	0	89
Hyderabad	115	0	0	115
Nizamabad	5	0	0	5
ZO (AP & OR)	314	0	0	314
Chennai	369	0	0	369
Coimbatore	651	329	0	322
Madurai	302	53	0	249
Tambaram	479	0	0	479
Thiruvananthapuram	1355	217	0	1138
ZO (TN & KR)	3156	599	0	2557
Guwahati (NER)	82	0	0	82
Jalpaiguri	291	10	0	281
Kolkata*	1010	0	0	1010
Ranchi	8	0	0	8
ZO (WB, NER & JH)	1391	10	0	1381
All INDIA	7283	669	0	6614

* Revised

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 *	6	0	0	0	0	6
ZO (UP & BR)	54	0	0	0	0	54
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 *	16	0	0	0	0	16
Mumbai-II Thane	0	0	0	0	0	0
Nagpur	36	0	0	0	0	36
Pune	19	0	0	0	0	19
Raipur	0	0	0	0	0	0
ZO (MH & CG)	85	0	0	0	0	85
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
Bhubaneshwar	49	0	0	0	0	49
Guntur	65	0	0	0	0	65
Hyderabad	0	0	0	0	0	0
Nizamabad	1	0	0	0	0	1
ZO (AP & OR)	115	0	0	0	0	115
Chennai	0	0	0	0	0	0
Coimbatore	29	0	0	0	0	29
Madurai	15	0	0	15	15	0
Tambaram	0	0	0	0	0	0
Thiruvananthapuram	7	0	0	0	0	7
ZO (TN & KR)	51	0	0	15	15	36
Guwahati (NER)	17	0	0	0	0	17
Jalpaiguri*	0	0	0	0	0	0
Kolkata	0	0	0	0	0	0
Ranchi	25	0	0	0	0	25
ZO (WB, NER & JH)	42	0	0	0	0	42
All INDIA	1187	0	0	15	15	1172

* 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	50927	16644	32.68%	34283	32814	95.72%	1469	4.28%
Delhi (North)	186531	35635	19.10%	150896	140582	93.16%	10314	6.84%
Delhi (South)	190938	35774	18.74%	155164	107834	69.50%	47330	30.50%
ZO (DL & UK)	428396	88053	20.55%	340343	281230	82.63%	59113	17.37%
Chandigarh	80984	15159	18.72%	65825	63076	95.82%	2749	4.18%
Ludhiana	92875	15925	17.15%	76950	74427	96.72%	2523	3.28%
Shimla	34480	7979	23.14%	26501	25309	95.50%	1192	4.50%
ZO (PN & HP)	208339	39063	18.75%	169276	162812	96.18%	6464	3.82%
Kanpur	67560	14089	20.85%	53471	51105	95.58%	2366	4.42%
Meerut	116766	21932	18.78%	94834	85883	90.56%	8951	9.44%
Patna	10617	2191	20.64%	8426	7149	84.84%	1277	15.16%
ZO (UP & BR)	194943	38212	19.60%	156731	144137	91.96%	12594	8.04%
Faridabad	157283	34455	21.91%	122828	122206	99.49%	622	0.51%
Gurgaon	202609	52043	25.69%	150566	126152	83.79%	24414	16.21%
Jaipur	101414	22711	22.39%	78703	76549	97.26%	2154	2.74%
ZO (HR & RJ)	461306	109209	23.67%	352097	324907	92.28%	27190	7.72%
Ahmedabad	155636	28314	18.19%	127322	122755	96.41%	4567	3.59%
Baroda	45756	8563	18.71%	37193	34011	91.44%	3182	8.56%
Indore	94582	19190	20.29%	75392	74357	98.63%	1035	1.37%
Surat	97240	19083	19.62%	78157	69055	88.35%	9102	11.65%
ZO (GJ & MP)	393214	75150	19.11%	318064	300178	94.38%	17886	5.62%
Kandivili	188662	71348	37.82%	117314	108137	92.18%	9177	7.82%
Mumbai-I Bandra	179150	17117	9.55%	162033	139002	85.79%	23031	14.21%
Mumbai-II Thane	163485	36958	22.61%	126527	125577	99.25%	950	0.75%
Nagpur	84777	12190	14.38%	72587	68447	94.30%	4140	5.70%
Pune	197998	32274	16.30%	165724	165330	99.76%	394	0.24%
Raipur	24643	6565	26.64%	18078	18048	99.83%	30	0.17%
ZO (MH & CG)	838715	176452	21.04%	662263	624541	94.30%	37722	5.70%
Bangalore	170658	35257	20.66%	135401	125291	92.53%	10110	7.47%
Gulbarga	31806	3868	12.16%	27938	27689	99.11%	249	0.89%
Mangalore	83264	9721	11.67%	73543	70324	95.62%	3219	4.38%
Panaji	31059	4539	14.61%	26520	22218	83.78%	4302	16.22%
Peenya	319839	57052	17.84%	262787	228163	86.82%	34624	13.18%
ZO (KN & Goa)	636626	110437	17.35%	526189	473685	90.02%	52504	9.98%
Bhubaneswar	41609	9207	22.13%	32402	32095	99.05%	307	0.95%
Guntur	90799	16938	18.65%	73861	71949	97.41%	1912	2.59%
Hyderabad	236680	39963	16.88%	196717	193457	98.34%	3260	1.66%
Nizamabad	43130	6395	14.83%	36735	36201	98.55%	534	1.45%
ZO (AP & OR)	412218	72503	17.59%	339715	333702	98.23%	6013	1.77%
Chennai	265594	41313	15.55%	224281	211104	94.12%	13177	5.88%
Coimbatore	150293	30717	20.44%	119576	114840	96.04%	4736	3.96%
Madurai	118593	15562	13.12%	103031	101401	98.42%	1630	1.58%
Tambaram	96272	14883	15.46%	81389	73853	90.74%	7536	9.26%
Thiruvananthapuram	111636	18193	16.30%	93443	89266	95.53%	4177	4.47%
ZO (TN & KR)	742388	120668	16.25%	621720	590464	94.97%	31256	5.03%
Guwahati (NER)	19937	5405	27.11%	14532	13621	93.73%	911	6.27%
Jalpaiguri	91287	14578	15.97%	76709	68165	88.86%	8544	11.14%
Kolkata	85584	12853	15.02%	72731	68020	93.52%	4711	6.48%
Ranchi	32268	7086	21.96%	25182	24530	97.41%	652	2.59%
ZO (WB, NER & JH)	229076	39922	17.43%	189154	174336	92.17%	14818	7.83%
All INDIA	4545221	869669	19.13%	3675552	3409992	92.77%	265560	7.23%

APPENDIX A-14

Partial Withdrawals Granted 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	4706	1212	25.75%	3494	3379	96.71%	115	3.29%
Delhi (North)	6055	1404	23.19%	4651	4304	92.54%	347	7.46%
Delhi (South)	3195	860	26.92%	2335	1585	67.88%	750	32.12%
ZO (DL & UK)	13956	3476	24.91%	10480	9268	88.44%	1212	11.56%
Chandigarh	11126	1954	17.56%	9172	8856	96.55%	316	3.45%
Ludhiana	8115	1666	20.53%	6449	6256	97.01%	193	2.99%
Shimla	2301	540	23.47%	1761	1702	96.65%	59	3.35%
ZO (PN & HP)	21542	4160	19.31%	17382	16814	96.73%	568	3.27%
Kanpur	14222	2061	14.49%	12161	11812	97.13%	349	2.87%
Meerut	16446	1899	11.55%	14547	14041	96.52%	506	3.48%
Patna	2939	433	14.73%	2506	2339	93.34%	167	6.66%
ZO (UP & BR)	33607	4393	13.07%	29214	28192	96.50%	1022	3.50%
Faridabad	8959	2249	25.10%	6710	6669	99.39%	41	0.61%
Gurgaon	6049	1259	20.81%	4790	4338	90.56%	452	9.44%
Jaipur	7395	1725	23.33%	5670	5439	95.93%	231	4.07%
ZO (HR & RJ)	22403	5233	23.36%	17170	16446	95.78%	724	4.22%
Ahmedabad	6670	1684	25.25%	4986	4763	95.53%	223	4.47%
Baroda	2729	719	26.35%	2010	1808	89.95%	202	10.05%
Indore	14119	3752	26.57%	10367	10146	97.87%	221	2.13%
Surat	6004	970	16.16%	5034	4524	89.87%	510	10.13%
ZO (GJ & MP)	29522	7125	24.13%	22397	21241	94.84%	1156	5.16%
Kandivili	6926	2320	33.50%	4606	4513	97.98%	93	2.02%
Mumbai-I Bandra	3152	681	21.61%	2471	2127	86.08%	344	13.92%
Mumbai-II Thane	3955	1418	35.85%	2537	2508	98.86%	29	1.14%
Nagpur	12584	2439	19.38%	10145	9551	94.14%	594	5.86%
Pune	8820	2316	26.26%	6504	6414	98.62%	90	1.38%
Raipur	2882	692	24.01%	2190	2190	100.00%	0	0.00%
ZO (MH & CG)	38319	9866	25.75%	28453	27303	95.96%	1150	4.04%
Bangalore	3500	1174	33.54%	2326	2074	89.17%	252	10.83%
Gulbarga	5033	770	15.30%	4263	4231	99.25%	32	0.75%
Mangalore	6593	1130	17.14%	5463	5095	93.26%	368	6.74%
Panaji	971	231	23.79%	740	635	85.81%	105	14.19%
Peenya	5152	1207	23.43%	3945	3490	88.47%	455	11.53%
ZO (KN & Goa)	21249	4512	21.23%	16737	15525	92.76%	1212	7.24%
Bhubaneswar	12104	2158	17.83%	9946	9852	99.05%	94	0.95%
Guntur	14198	2336	16.45%	11862	11410	96.19%	452	3.81%
Hyderabad	9691	2961	30.55%	6730	6486	96.37%	244	3.63%
Nizamabad	2589	560	21.63%	2029	1948	96.01%	81	3.99%
ZO (AP & OR)	38582	8015	20.77%	30567	29696	97.15%	871	2.85%
Chennai	11605	2920	25.16%	8685	8108	93.36%	577	6.64%
Coimbatore	21201	4058	19.14%	17143	16747	97.69%	396	2.31%
Madurai	6739	1873	27.79%	4866	4810	98.85%	56	1.15%
Tambaram	8722	1634	18.73%	7088	6805	96.01%	283	3.99%
Thiruvananthapuram	34336	8211	23.91%	26125	24702	94.55%	1423	5.45%
ZO (TN & KR)	82603	18696	22.63%	63907	61172	95.72%	2735	4.28%
Guwahati (NER)	6129	1378	22.48%	4751	4569	96.17%	182	3.83%
Jalpaiguri	9930	1532	15.43%	8398	8337	99.27%	61	0.73%
Kolkata	8359	1426	17.06%	6933	6615	95.41%	318	4.59%
Ranchi	3572	860	24.08%	2712	2636	97.20%	76	2.80%
ZO (WB, NER & JH)	27990	5196	18.56%	22794	22157	97.21%	637	2.79%
All INDIA	329773	70672	21.43%	259101	247814	95.64%	11287	4.36%

APPENDIX A-15

Settlement of Transfer Cases 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	9366	5564	59.41%	3802	3435	90.35%	367	9.65%
Delhi (North)	29488	11655	39.52%	17833	16239	91.06%	1594	8.94%
Delhi (South)	29740	16872	56.73%	12868	6507	50.57%	6361	49.43%
ZO (DL & UK)	68594	34091	49.70%	34503	26181	75.88%	8322	24.12%
Chandigarh	10180	4202	41.28%	5978	5484	91.74%	494	8.26%
Ludhiana	6684	3104	46.44%	3580	3223	90.03%	357	9.97%
Shimla	4520	2371	52.46%	2149	2001	93.11%	148	6.89%
ZO (PN & HP)	21384	9677	45.25%	11707	10708	91.47%	999	8.53%
Kanpur	13069	5549	42.46%	7520	6444	85.69%	1076	14.31%
Meerut	11596	5133	44.27%	6463	5181	80.16%	1282	19.84%
Patna	1508	646	42.84%	862	516	59.86%	346	40.14%
ZO (UP & BR)	26173	11328	43.28%	14845	12141	81.79%	2704	18.21%
Faridabad	12230	6246	51.07%	5984	5927	99.05%	57	0.95%
Gurgaon	27629	16670	60.34%	10959	5622	51.30%	5337	48.70%
Jaipur	18238	7184	39.39%	11054	10211	92.37%	843	7.63%
ZO (HR & RJ)	58097	30100	51.81%	27997	21760	77.72%	6237	22.28%
Ahmedabad	22182	6771	30.52%	15411	14142	91.77%	1269	8.23%
Baroda	6974	5106	73.21%	1868	1322	70.77%	546	29.23%
Indore	10792	4155	38.50%	6637	6324	95.28%	313	4.72%
Surat	10964	5544	50.57%	5420	4429	81.72%	991	18.28%
ZO (GJ & MP)	50912	21576	42.38%	29336	26217	89.37%	3119	10.63%
Kandivili	39941	32258	80.76%	7683	6359	82.77%	1324	17.23%
Mumbai-I Bandra	39126	10327	26.39%	28799	24506	85.09%	4293	14.91%
Mumbai-II Thane	11325	5041	44.51%	6284	6227	99.09%	57	0.91%
Nagpur	14634	6737	46.04%	7897	7358	93.17%	539	6.83%
Pune	29962	23290	77.73%	6672	5843	87.57%	829	12.43%
Raipur	4926	1549	31.45%	3377	3373	99.88%	4	0.12%
ZO (MH & CG)	139914	79202	56.61%	60712	53666	88.39%	7046	11.61%
Bangalore	42988	28091	65.35%	14897	10586	71.06%	4311	28.94%
Gulbarga	7554	2932	38.81%	4622	4495	97.25%	127	2.75%
Mangalore	17262	4337	25.12%	12925	12261	94.86%	664	5.14%
Panaji	3291	1217	36.98%	2074	1282	61.81%	792	38.19%
Peenya	56428	28849	51.13%	27579	14665	53.17%	12914	46.83%
ZO (KN & Goa)	127523	65426	51.31%	62097	43289	69.71%	18808	30.29%
Bhubaneswar	11904	5975	50.19%	5929	5688	95.94%	241	4.06%
Guntur	13955	5796	41.53%	8159	7286	89.30%	873	10.70%
Hyderabad	49315	28936	58.68%	20379	18150	89.06%	2229	10.94%
Nizamabad	4551	1878	41.27%	2673	2611	97.68%	62	2.32%
ZO (AP & OR)	79725	42585	53.41%	37140	33735	90.83%	3405	9.17%
Chennai	68456	23522	34.36%	44934	39565	88.05%	5369	11.95%
Coimbatore	23231	10592	45.59%	12639	11393	90.14%	1246	9.86%
Madurai	14854	4279	28.81%	10575	10062	95.15%	513	4.85%
Tambaram	14242	4639	32.57%	9603	7760	80.81%	1843	19.19%
Thiruvananthapuram	17071	7322	42.89%	9749	8566	87.87%	1183	12.13%
ZO (TN & KR)	137854	50354	36.53%	87500	77346	88.40%	10154	11.60%
Guwahati (NER)	1147	680	59.29%	467	347	74.30%	120	25.70%
Jaipalguri	2648	1617	61.06%	1031	626	60.72%	405	39.28%
Kolkata	11108	5570	50.14%	5538	3914	70.68%	1624	29.32%
Ranchi	3014	1331	44.16%	1683	1474	87.58%	209	12.42%
ZO (WB, NER & JH)	17917	9198	51.34%	8719	6361	72.96%	2358	27.04%
All INDIA	728093	353537	48.56%	374556	311404	83.14%	63152	16.86%

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	8068	4050	50.20%	4018	3782	94.13%	236	5.87%
Delhi (North)	17986	4931	27.42%	13055	12136	92.96%	919	7.04%
Delhi (South)	6332	2289	36.15%	4043	2795	69.13%	1248	30.87%
ZO (DL & UK)	32386	11270	34.80%	21116	18713	88.62%	2403	11.38%
Chandigarh	7080	2907	41.06%	4173	3928	94.13%	245	5.87%
Ludhiana	6502	2666	41.00%	3836	3609	94.08%	227	5.92%
Shimla	1961	1039	52.98%	922	679	73.64%	243	26.36%
ZO (PN & HP)	15543	6612	42.54%	8931	8216	91.99%	715	8.01%
Kanpur	48560	7612	15.68%	40948	38286	93.50%	2662	6.50%
Meerut	16884	5658	33.51%	11226	10345	92.15%	881	7.85%
Patna	8309	941	11.33%	7368	6319	85.76%	1049	14.24%
ZO (UP & BR)	73753	14211	19.27%	59542	54950	92.29%	4592	7.71%
Faridabad	10157	4263	41.97%	5894	5827	98.86%	67	1.14%
Gurgaon	4160	1912	45.96%	2248	1344	59.79%	904	40.21%
Jaipur	13885	6611	47.61%	7274	6260	86.06%	1014	13.94%
ZO (HR & RJ)	28202	12786	45.34%	15416	13431	87.12%	1985	12.88%
Ahmedabad	24564	7693	31.32%	16871	15859	94.00%	1012	6.00%
Baroda	4545	893	19.65%	3652	2332	63.86%	1320	36.14%
Indore	16231	6966	42.92%	9265	8507	91.82%	758	8.18%
Surat	7156	2059	28.77%	5097	4303	84.42%	794	15.58%
ZO (GJ & MP)	52496	17611	33.55%	34885	31001	88.87%	3884	11.13%
Kandivili	27100	13196	48.69%	13904	12308	88.52%	1596	11.48%
Mumbai-I Bandra	27327	6052	22.15%	21275	16675	78.38%	4600	21.62%
Mumbai-II Thane	19164	8629	45.03%	10535	10288	97.66%	247	2.34%
Nagpur	17139	5409	31.56%	11730	9776	83.34%	1954	16.66%
Pune	24826	10977	44.22%	13849	10890	78.63%	2959	21.37%
Raipur	5943	1553	26.13%	4390	4381	99.79%	9	0.21%
ZO (MH & CG)	121499	45816	37.71%	75683	64318	84.98%	11365	15.02%
Bangalore	19758	4371	22.12%	15387	13093	85.09%	2294	14.91%
Gulbarga	8232	2498	30.34%	5734	5223	91.09%	511	8.91%
Mangalore	19719	6341	32.16%	13378	11960	89.40%	1418	10.60%
Panaji	2132	676	31.71%	1456	998	68.54%	458	31.46%
Peenya	8678	3388	39.04%	5290	3523	66.60%	1767	33.40%
ZO (KN & Goa)	58519	17274	29.52%	41245	34797	84.37%	6448	15.63%
Bhubaneswar	12337	4607	37.34%	7730	6950	89.91%	780	10.09%
Guntur	19310	6341	32.84%	12969	12255	94.49%	714	5.51%
Hyderabad	24221	8951	36.96%	15270	13313	87.18%	1957	12.82%
Nizamabad	21278	6423	30.19%	14855	14294	96.22%	561	3.78%
ZO (AP & OR)	77146	26322	34.12%	50824	46812	92.11%	4012	7.89%
Chennai	19498	6681	34.27%	12817	11234	87.65%	1583	12.35%
Coimbatore	21096	9444	44.77%	11652	9056	77.72%	2596	22.28%
Madurai	16441	5389	32.78%	11052	10007	90.54%	1045	9.46%
Tambaram	8019	2657	33.13%	5362	4560	85.04%	802	14.96%
Thiruvananthapuram	30261	10785	35.64%	19476	16733	85.92%	2743	14.08%
ZO (TN & KR)	95315	34956	36.67%	60359	51590	85.47%	8769	14.53%
Guwahati (NER)	5785	1915	33.10%	3870	2923	75.53%	947	24.47%
Jalpaiguri	11642	4085	35.09%	7557	5333	70.57%	2224	29.43%
Kolkata	38320	5665	14.78%	32655	25792	78.98%	6863	21.02%
Ranchi	11382	3152	27.69%	8230	6321	76.80%	1909	23.20%
ZO (WB, NER & JH)	67129	14817	22.07%	52312	40369	77.17%	11943	22.83%
All INDIA	621988	201675	32.42%	420313	364197	86.65%	56116	13.35%

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	48176	18536	38.48%	29640	28157	95.00%	1483	5.00%
Delhi (North)	175010	44293	25.31%	130717	120972	92.54%	9745	7.46%
Delhi (South)	181881	42872	23.57%	139009	93418	67.20%	45591	32.80%
ZO (DL & UK)	405067	105701	26.09%	299366	242547	81.02%	56819	18.98%
Chandigarh	68566	15133	22.07%	53433	51137	95.70%	2296	4.30%
Ludhiana	81208	17291	21.29%	63917	61655	96.46%	2262	3.54%
Shimla	32830	9366	28.53%	23464	22236	94.77%	1228	5.23%
ZO (PN & HP)	182604	41790	22.89%	140814	135028	95.89%	5786	4.11%
Kanpur	56761	13534	23.84%	43227	41315	95.58%	1912	4.42%
Meerut	101196	26407	26.09%	74789	67061	89.67%	7728	10.33%
Patna	6729	1576	23.42%	5153	4292	83.29%	861	16.71%
ZO (UP & BR)	164686	41517	25.21%	123169	112668	91.47%	10501	8.53%
Faridabad	128350	41462	32.30%	86888	86432	99.48%	456	0.52%
Gurgaon	188474	58046	30.80%	130428	106826	81.90%	23602	18.10%
Jaipur	93943	27758	29.55%	66185	63821	96.43%	2364	3.57%
ZO (HR & RJ)	410767	127266	30.98%	283501	257079	90.68%	26422	9.32%
Ahmedabad	141304	32953	23.32%	108351	104051	96.03%	4300	3.97%
Baroda	42612	10109	23.72%	32503	29132	89.63%	3371	10.37%
Indore	80619	21350	26.48%	59269	58244	98.27%	1025	1.73%
Surat	91039	21956	24.12%	69083	60397	87.43%	8686	12.57%
ZO (GJ & MP)	355574	86368	24.29%	269206	251824	93.54%	17382	6.46%
Kandivili	186519	84991	45.57%	101528	91571	90.19%	9957	9.81%
Mumbai-I Bandra	192540	29681	15.42%	162859	136389	83.75%	26470	16.25%
Mumbai-II Thane	156034	44010	28.21%	112024	111005	99.09%	1019	0.91%
Nagpur	69643	15207	21.84%	54436	51714	95.00%	2722	5.00%
Pune	175213	42026	23.99%	133187	131252	98.55%	1935	1.45%
Raipur	22716	7152	31.48%	15564	15540	99.85%	24	0.15%
ZO (MH & CG)	802665	223067	27.79%	579598	537471	92.73%	42127	7.27%
Bangalore	196669	48151	24.48%	148518	136237	91.73%	12281	8.27%
Gulbarga	27941	4907	17.56%	23034	22582	98.04%	452	1.96%
Mangalore	76964	12569	16.33%	64395	60464	93.90%	3931	6.10%
Panaji	27302	5812	21.29%	21490	17557	81.70%	3933	18.30%
Peenya	328589	72931	22.20%	255658	214047	83.72%	41611	16.28%
ZO (KN & Goa)	657465	144370	21.96%	513095	450887	87.88%	62208	12.12%
Bhubaneswar	29353	7626	25.98%	21727	21473	98.83%	254	1.17%
Guntur	78866	17925	22.73%	60941	59195	97.13%	1746	2.87%
Hyderabad	226842	49701	21.91%	177141	172757	97.53%	4384	2.47%
Nizamabad	34042	6478	19.03%	27564	27125	98.41%	439	1.59%
ZO (AP & OR)	369103	81730	22.14%	287373	280550	97.63%	6823	2.37%
Chennai	252920	51078	20.20%	201842	187962	93.12%	13880	6.88%
Coimbatore	137265	36446	26.55%	100819	96138	95.36%	4681	4.64%
Madurai	110254	20565	18.65%	89689	87650	97.73%	2039	2.27%
Tambaram	89121	18271	20.50%	70850	62917	88.80%	7933	11.20%
Thiruvananthapuram	86634	21832	25.20%	64802	61112	94.31%	3690	5.69%
ZO (TN & KR)	676194	148192	21.92%	528002	495779	93.90%	32223	6.10%
Guwahati (NER)	15599	4934	31.63%	10665	9772	91.63%	893	8.37%
Jalpaiguri	66783	12912	19.33%	53871	45762	84.95%	8109	15.05%
Kolkata	72376	12853	17.76%	59523	53632	90.10%	5891	9.90%
Ranchi	31130	7574	24.33%	23556	23045	97.83%	511	2.17%
ZO (WB, NER & JH)	185888	38273	20.59%	147615	132211	89.56%	15404	10.44%
All INDIA	4210013	1038274	24.66%	3171739	2896044	91.31%	275695	8.69%

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	698	410	58.74%	288	275	95.49%	13	4.51%
Delhi (North)	1529	630	41.20%	899	844	93.88%	55	6.12%
Delhi (South)	816	402	49.26%	414	262	63.29%	152	36.71%
ZO (DL & UK)	3043	1442	47.39%	1601	1381	86.26%	220	13.74%
Chandigarh	366	145	39.62%	221	217	98.19%	4	1.81%
Ludhiana	671	362	53.95%	309	305	98.71%	4	1.29%
Shimla	409	291	71.15%	118	114	96.61%	4	3.39%
ZO (PN & HP)	1446	798	55.19%	648	636	98.15%	12	1.85%
Kanpur	1630	807	49.51%	823	768	93.32%	55	6.68%
Meerut	899	506	56.28%	393	352	89.57%	41	10.43%
Patna	615	262	42.60%	353	271	76.77%	82	23.23%
ZO (UP & BR)	3144	1575	50.10%	1569	1391	88.66%	178	11.34%
Faridabad	790	511	64.68%	279	277	99.28%	2	0.72%
Gurgaon	486	217	44.65%	269	169	62.83%	100	37.17%
Jaipur	718	442	61.56%	276	246	89.13%	30	10.87%
ZO (HR & RJ)	1994	1170	58.68%	824	692	83.98%	132	16.02%
Ahmedabad	781	241	30.86%	540	525	97.22%	15	2.78%
Baroda	280	116	41.43%	164	159	96.95%	5	3.05%
Indore	1223	602	49.22%	621	608	97.91%	13	2.09%
Surat	607	207	34.10%	400	339	84.75%	61	15.25%
ZO (GJ & MP)	2891	1166	40.33%	1725	1631	94.55%	94	5.45%
Kandivili	1433	862	60.15%	571	522	91.42%	49	8.58%
Mumbai-I Bandra	1087	331	30.45%	756	591	78.17%	165	21.83%
Mumbai-II Thane	1163	550	47.29%	613	605	98.69%	8	1.31%
Nagpur	1277	531	41.58%	746	688	92.23%	58	7.77%
Pune	1386	576	41.56%	810	772	95.31%	38	4.69%
Raipur	412	260	63.11%	152	152	100.00%	0	0.00%
ZO (MH & CG)	6758	3110	46.02%	3648	3330	91.28%	318	8.72%
Bangalore	818	391	47.80%	427	351	82.20%	76	17.80%
Gulbarga	652	310	47.55%	342	340	99.42%	2	0.58%
Mangalore	1253	542	43.26%	711	652	91.70%	59	8.30%
Panaji	293	170	58.02%	123	70	56.91%	53	43.09%
Peenya	790	408	51.65%	382	266	69.63%	116	30.37%
ZO (KN & Goa)	3806	1821	47.85%	1985	1679	84.58%	306	15.42%
Bhubaneswar	963	564	58.57%	399	345	86.47%	54	13.53%
Guntur	2284	1207	52.85%	1077	979	90.90%	98	9.10%
Hyderabad	1672	984	58.85%	688	559	81.25%	129	18.75%
Nizamabad	1150	626	54.43%	524	506	96.56%	18	3.44%
ZO (AP & OR)	6069	3381	55.71%	2688	2389	88.88%	299	11.12%
Chennai	1616	870	53.84%	746	642	86.06%	104	13.94%
Coimbatore	1941	1227	63.21%	714	635	88.94%	79	11.06%
Madurai	1476	825	55.89%	651	623	95.70%	28	4.30%
Tambaram	824	447	54.25%	377	344	91.25%	33	8.75%
Thiruvananthapuram	2469	1401	56.74%	1068	945	88.48%	123	11.52%
ZO (TN & KR)	8326	4770	57.29%	3556	3189	89.68%	367	10.32%
Guwahati (NER)	744	411	55.24%	333	276	82.88%	57	17.12%
Jalpaiguri	3422	2150	62.83%	1272	1073	84.36%	199	15.64%
Kolkata	2082	913	43.85%	1169	1011	86.48%	158	13.52%
Ranchi	495	293	59.19%	202	182	90.10%	20	9.90%
ZO (WB, NER & JH)	6743	3767	55.87%	2976	2542	85.42%	434	14.58%
All INDIA	44220	23000	52.01%	21220	18860	88.88%	2360	11.12%

APPENDIX A-18

Annual Statement of Accounts					
REGION	Workload	Issued	% of Issued to Workload	Pendency	% of Pendency to Workload
Dehradun	616636	376523	61.06%	240113	38.94%
Delhi (North)	7599400	1662008	21.87%	5937392	78.13%
Delhi (South)	7908404	2296225	29.04%	5612179	70.96%
ZO (DL & UK)	16124440	4334756	26.88%	11789684	73.12%
Chandigarh	2631922	1433467	54.46%	1198455	45.54%
Ludhiana	3316111	1758646	53.03%	1557465	46.97%
Shimla	1207176	343672	28.47%	863504	71.53%
ZO (PN & HP)	7155209	3535785	49.42%	3619424	50.58%
Kanpur	1647869	1138360	69.08%	509509	30.92%
Meerut	2834800	1556880	54.92%	1277920	45.08%
Patna	757367	206320	27.24%	551047	72.76%
ZO (UP & BR)	5240036	2901560	55.37%	2338476	44.63%
Faridabad	3018121	2539581	84.14%	478540	15.86%
Gurgaon	4651114	2945350	63.33%	1705764	36.67%
Jaipur	3352692	1882825	56.16%	1469867	43.84%
ZO (HR & RJ)	11021927	7367756	66.85%	3654171	33.15%
Ahmedabad	3828904	2072351	54.12%	1756553	45.88%
Baroda	1148301	638292	55.59%	510009	44.41%
Indore	2746667	1700377	61.91%	1046290	38.09%
Surat	4573152	1382612	30.23%	3190540	69.77%
ZO (GJ & MP)	12297024	5793632	47.11%	6503392	52.89%
Kandivili	7163158	1509963	21.08%	5653195	78.92%
Mumbai-I Bandra	7236274	2721106	37.60%	4515168	62.40%
Mumbai-II Thane	4723106	1983259	41.99%	2739847	58.01%
Nagpur	1919468	1650661	86.00%	268807	14.00%
Pune	8070213	2773004	34.36%	5297209	65.64%
Raipur	748331	397119	53.07%	351212	46.93%
ZO (MH & CG)	29860550	11035112	36.96%	18825438	63.04%
Bangalore	7133704	2474581	34.69%	4659123	65.31%
Gulbarga	749202	581903	77.67%	167299	22.33%
Mangalore	1762579	1253428	71.11%	509151	28.89%
Panaji	646993	595518	92.04%	51475	7.96%
Peenya	7699679	3501904	45.48%	4197775	54.52%
ZO (KN & Goa)	17992157	8407334	46.73%	9584823	53.27%
Bhubaneswar	2673250	1117485	41.80%	1555765	58.20%
Guntur	2050778	1400815	68.31%	649963	31.69%
Hyderabad	4423052	3451714	78.04%	971338	21.96%
Nizamabad	1185038	991457	83.66%	193581	16.34%
ZO (AP & OR)	10332118	6961471	67.38%	3370647	32.62%
Chennai	5036669	1672417	33.20%	3364252	66.80%
Coimbatore	3327889	1465543	44.04%	1862346	55.96%
Madurai	1949902	1813442	93.00%	136460	7.00%
Tamaram	2270264	1680205	74.01%	590059	25.99%
Thiruvananthapuram	1735060	1703786	98.20%	31274	1.80%
ZO (TN & KR)	14319784	8335393	58.21%	5984391	41.79%
Guwahati (NER)	1117983	160739	14.38%	957244	85.62%
Jalpaiguri	2227208	367172	16.49%	1860036	83.51%
Kolkata	4535594	1040934	22.95%	3494660	77.05%
Ranchi	1231286	422919	34.35%	808367	65.65%
ZO (WB, NER & JH)	9112071	1991764	21.86%	7120307	78.14%
All INDIA	133455316	60664563	45.46%	72790753	54.54%

APPENDIX A-19

CLASSIFICATION OF PENSIONERS AS ON 31.03.2011

			Member Pensioners				Spouse Pensioners										
Sl. No.	REGION	Members Of Pension Fund as on 31.03.2011	Early Pension (50-57) years	Superan uation Pension (58 years)	Disablen ent Pension	Total	Death in Service		Death away from Service	Total	Children Pensioners		Total	Orphan Pensioners	Nominee Pensioners	Parent Pensioners	Total
							EPFS'71	EPS'95			EPFS'71	EPS'95					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
1- DL-UK	DL	2589174	3258	4311	0	7569	3243	416	294	3953	120	470	590	24	6	24	12166
2	DS	2440076	3556	2795	3	6354	41	1778	389	2208	0	1645	1645	41	22	57	10327
3	UK	624739	7221	11880	13	19114	1916	5390	503	7809	78	7409	7487	214	78	138	34840
4 - MH-CH	MH	3823346	39249	14180	22	53451	7471	11912	0	19383	95	10897	10992	648	221	417	85112
5	PU	592144	77253	55330	177	132760	8020	25255	4478	37753	26	36826	36852	1013	317	869	209564
6	TH	1249655	38819	21576	27	60422	4	8932	12078	21014	7	21549	21556	1006	359	714	105071
7	NG	1131080	67784	23008	87	90879	5923	14397	2762	23082	16	19976	19992	554	165	253	134925
8	KD	1277054	25426	8227	0	33653	22	2833	1759	4614	0	5168	5168	186	76	203	43900
9	CG	378960	20486	10656	37	31179	2067	4690	1275	8032	0	6461	6461	153	42	58	45925
10 - KN-GOA	KN	1548394	66817	16283	85	83185	4136	9687	2068	15891	59	16720	16779	857	655	472	117839
11	PY	4594514	22284	8805	4	31093	32	2971	1869	4872	0	5153	5153	129	102	333	41682
12	BG	2191007	25040	14746	11	39797	1465	9259	1725	12449	7	7884	7891	204	213	365	60919
13	GB	685697	30544	18138	41	48723	4126	11161	2550	17837	60	17885	17945	475	218	386	85584
14	GA	628503	1832	4597	10	6439	539	2320	90	2949	5	2254	2259	83	130	73	11933
15 - AP-OR	GR	538842	53972	44204	84	98260	8300	31232	5513	45045	117	27171	27288	579	661	609	172442
16	NZ	744120	65530	11801	24	77355	1981	15041	2529	19551	15	11285	11300	526	116	604	109452
17	AP	1522118	41447	21360	26	62833	3902	11114	3279	18295	32	11422	11454	464	265	445	93756
18	OR	637005	32527	27479	32	60038	3846	8096	3881	15823	17	15493	15510	319	130	323	92143
19 - GJ-MP	VD	565108	14308	12865	6	27179	1481	5704	446	7631	3	5910	5913	74	134	79	41010
20	GJ	2322767	61028	43467	19	104514	4665	18558	7073	30296	0	20209	20209	69	242	576	155906
21	SR	30209	13483	6213	14	19710	1438	5577	1319	8334	0	5166	5166	193	114	218	33735
22	MP	1987956	67968	22067	53	90088	7243	14624	3161	25028	29	23583	23612	485	273	197	139683
23 - HR-RJ	HR	2480877	26286	11361	33	37680	1839	9116	1375	12330	9	14563	14572	303	46	201	65132
24	GN	147783	3494	2426	6	5926	955	1319	294	2568	109	2493	2602	56	40	23	11215
25	RJ	2605326	37529	16619	45	54193	5239	12908	3617	21764	61	19699	19760	431	141	298	96587
26 - WB-NER-JH	JL	923661	9847	12859	8	22714	1517	13051	1144	15712	45	16467	16512	647	167	213	55965
27	WB	2006680	86418	76414	31	162863	12709	18989	3749	35447	85	16892	16977	409	345	241	216282
28	NE	392842	9373	8071	29	17473	1769	5920	787	8476	7	9065	9072	269	122	120	35532
29	JH	1008136	36756	33557	9	70322	3404	9232	3961	16597	22	16763	16785	490	93	29	104316
30 - TN-KR	TN	2951191	26066	26903	7	52976	6045	7330	2451	15826	35	10709	10744	264	259	445	80514
31	TB	1073313	29995	15085	10	45090	4924	9922	3148	17994	1130	15833	16963	368	443	777	81635
32	MD	843204	29041	6630	28	35699	2272	5389	4034	11695	12	7099	7111	279	390	332	55506
33	CB	1957343	79038	30387	46	109471	7160	19879	4705	31744	150	21050	21200	548	356	641	163960
34	KR	1690770	119936	80818	631	201385	6298	21523	5991	33812	219	16201	16420	513	702	605	253437
35 - UP-BR	UP	668689	94494	67163	44	161701	12751	22674	2776	38201	358	39079	39437	876	338	197	240750
36	MR	471493	22349	16848	9	39206	3435	9744	847	14026	24	16991	17015	449	158	276	71130
37	BR	307660	44828	31778	17	76623	3913	19160	800	23873	1	21773	21774	296	135	66	122767
38 - PB-HP	LD	1748760	16341	13369	31	29741	3530	7281	370	11181	54	12328	12382	218	131	142	53795
39	PB	1577689	6864	12136	11	19011	1988	5275	613	7876	99	8609	8708	299	156	100	36150
40	HP	162808	3409	5183	10	8602	970	3492	288	4750	9	3900	3909	34	62	145	17502
Total		55120693	1461896	871595	1780	2335271	152579	423151	99991	675721	3115	550050	553165	15045	8623	12264	3600089

APPENDIX A-20

Sanctioned and In Position Strength of Group A Officers as on 31.03.2011		
Regions	Sanctioned	In position
Andhra Pradesh	71	69
Bihar	11	12
Jharkhand	16	11
Delhi	38	32
Gujrat	52	42
Haryana	45	41
Himachal Pradesh	8	7
Karnataka	73	63
Kerala	30	21
Madhya Pradesh	31	28
Chhattisgarh	10	8
Maharashtra	104	89
Goa	10	5
North East Region	13	12
Orissa	17	22
Punjab	50	44
Rajasthan	22	22
Tamil Nadu	117	84
Uttar Pradesh	40	43
Uttarakhand	8	10
West Bengal	59	50
Head Quarters	157	83
NATRSS	7	7
ZTI(SZ)	3	2
ZTI(NZ)	3	3
ZTI (WZ)	3	3
ZTI(EZ)	4	3
ZACC (SZ)	8	0
ZACC (EZ)	8	0
ZACC (WZ)	8	0
ZACC(NZ)	7	0
TOTAL	1033	816

APPENDIX A-21

Sanctioned and In Position Strength of Group B Officers as on 31.03.2011												
Regions	Sanctioned Strength	In Position	Due Share					In Position				
			SC	ST	OBC	PH	EXSR	SC	ST	OBC	PH	EXSR
AP	444	420	25	12	14	2	0	202	100	44	0	0
BR	80	53	4	1	2	0	0	4	0	1	2	0
JH	111	110	5	2	4	0	0	7	10	10	0	0
DELHI	266	248	16	8	7	4	0	19	7	2	0	0
GJ	403	349	23	12	12	4	0	22	11	5	1	0
HR	190	182	11	5	4	0	0	9	4	2	1	0
HP	36	24	1	0	1	0	0	1	3	0	0	0
KN	436	404	21	9	9	4	0	52	25	0	18	0
KR	272	249	12	6	8	0	0	27	12	6	1	0
MP	205	170	9	3	6	0	0	87	48	1	14	0
CHH	34	34	0	0	0	0	0	2	0	5	0	1
MH	886	749	28	52	25	7	0	7	8	2	0	0
GOA	30	28	1	0	3	0	0	2	14	5	0	0
NER	86	64	4	1	5	0	0	5	6	1	0	0
OR	156	144	8	1	6	0	0	6	1	2	0	0
PB	278	251	17	6	8	0	0	43	6	4	6	1
RJ	177	172	22	11	0	1	0	3	7	1	2	0
TN	716	653	33	11	14	0	0	114	35	44	0	0
UP	351	273	21	8	8	1	0	52	2	17	8	1
UTT	43	35	1	0	1	0	0	11	3	0	1	0
WB	567	327	40	20	18	0	0					
HQ	358	278	37	16	30	0	0	62	13	7	2	0
NATRSS	10	10										
ZTI(SZ)	4	3	0	0	0	0	0	1	0	1	0	0
ZTI(NZ)	4	4	0	0	0	0	0	4	0	1	0	0
ZTI(WZ)	4	5	0	0	0	0	0	2	0	0	0	0
ZTI(EZ)	4	5	0	0	0	0	0	0	0	0	0	0
ACC Office (All Zones)	14	0										
TOTAL	6165	5244	339	184	185	23	0	744	315	161	56	3

APPENDIX A-22

Sanctioned and In Position Strength of Group C and D Officials as on 31.03.2011												
Regions	Sanctioned Strength	In Position	Due Share					In Position				
			SC	ST	OBC	PH	EXSR	SC	ST	OBC	PH	EXSR
AP	1415	1245	244	121	128	45	30	21	11	34	0	0
BR	207	172	30	13	53	3	0	20	2	65	8	6
JH	294	260	45	18	52	9	20	38	46	77	4	2
DELHI	823	687	145	67	99	30	36	154	55	68	25	25
GJ	1201	992	208	113	263	39	101	231	131	272	49	16
HR	535	461	97	45	63	15	31	132	21	63	29	20
HP	98	81	16	7	22	2	0	22	7	6	1	2
KN	1332	1163	237	115	297	42	9	236	76	123	45	14
KR	820	728	108	29	162	25	60	129	28	136	0	41
MP	619	518	100	111	72	12	0	371	180	221	40	21
CHH	111	93	17	8	25	2	6	6	7	7	1	3
MH	2637	2137	264	462	225	91	32	98	93	62	24	0
GOA	78	69	11	4	8	0	1	11	16	27	2	2
NER	209	187	33	15	40	8	20	26	45	12	2	3
OR	434	365	75	71	37	11	3	73	80	25	11	3
PB	767	644	254	11	79	35	41	258	1	68	30	19
RJ	538	468	86	38	68	12	0	80	62	44	2	7
TN	2221	1776	376	159	82	0	19	503	20	259	0	0
UP	897	760	174	68	42	20	0	176	2	87	28	8
UTT	115	102	15	6	26	0	4	26	6	14	4	7
WB	1467	1124	367	112	277	0	0				0	0
HQ	165	124	18	6	23	0	0	62	16	14	3	0
NATRSS	3	19										
ZTI(SZ)	0	5	0	0	0	0	0	1	0	3	0	2
ZTI(NZ)	0	9	0	0	0	0	0	1	0	1	0	0
ZTI (WZ)	0	8	0	0	0	0	0	3	0	2	0	0
ZTI(EZ)	4	8	0	0	0	0	0	1	0	3	0	0
TOTAL	16990	14205	2920	1599	2143	401	413	2679	905	1693	308	201

APPENDIX A-23

STAFF PENSIONERS AND FAMILY PENSIONERS OF EPFO AS ON 31.03.2011		
Regions	No. of Pensioners	No. of Family Pensioners
Andhra Pradesh	288	161
Bihar	91	57
Jharkhand	17	12
Delhi	156	69
Gujarat	242	104
Haryana	51	36
Himachal Pradesh	6	7
Karnataka	252	136
Kerala	369	112
Madhya Pradesh	150	69
Chhattisgarh	0	3
Maharastra	1022	261
Goa	7	3
North East Region	26	25
Orissa	96	25
Punjab	157	57
Rajasthan	74	44
Tamil Nadu	651	249
Uttar Pradesh	309	172
Uttrakhand	5	0
West Bengal	833	216
Head Quarters	112	47
TOTAL	4914	1865

APPENDIX A-24

Category-wise Investment at Face Value and Interest Earning Rate for EPF Scheme Investment as on 31.03.2011																	[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	-	-	-	-	52,628.82	-	-	-	-	-	-	-	-	-	-	52,628.82	-
CTG	1,165.04	832.93	2,372.27	5,550.84	7,446.88	21,744.96	74.25	787.31	3,139.75	773.06	1,887.42	1,779.30	-	-		47,554.01	1,165.04
SDL	2,367.69	548.71	1,066.99	1,850.64	4,912.42	12,286.31	6,262.68	176.60	818.38	420.54	193.79	-	-	-	-	30,904.75	2,367.69
STG	0.20	-	465.00	3.60	989.89	159.94	598.81	159.65	0.80	4.66	9.35	5.33	9.31	0.10	-	2,406.64	0.20
PSU*	54.3	322.5	37.89	2185.22	2623.87	4754.82	31547.28	11138.66	6183.38	7010.27	978.41		0.05	-	-	66,836.65	54.3
TDR's at different rates & period	-	-	-	-	-	-	-	-	-	-	-	-	-	-	733.14	733.14	-
Total	3,587.23	1,704.14	3,942.15	9,590.30	68,601.88	38,946.03	38,483.02	12,262.22	10,142.31	8,208.53	3,068.97	1,784.63	9.36	0.10	733.14	201,064.01	3,587.23

APPENDIX A-25

Category-wise Investment at Face Value and Interest Earning Rate for EPS 1995 Investment as on 31.03.2011[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	886.47	1,951.11	1,715.68	6,959.08	12,437.99	52.20	25.00	53.62	5,310.85	2,280.42	2,224.50	-	-		34,099.50	202.58
SDL	1,066.22	1,080.19	355.29	1,388.20	2,479.03	5,359.35	3,093.80	269.41	307.50	614.59	379.13	-	-	-		16,392.71	1,066.22
STG	-	-	321.00	36.10	1,030.80	958.00	234.50	-	-	20.00	12.00	-	5.00	-		2,617.40	-
PSU*	125.00	420.00	44.00	2,492.30	2,764.60	2,759.10	15,076.25	5,533.68	2,244.31	2,924.70	810.80	-	-	-		35,194.74	125.00
TDR's at different rates & period	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,160.54	1,160.54	-
Public Account	-	-	-	-	-	51,185.41	-	-	-	-	-	-	-	-		51,185.41	-
Total	1,393.80	2,386.66	2,671.40	5,632.28	14,634.03	21,514.44	18,456.75	5,828.09	2,605.43	8,870.14	3,482.35	2,224.50	5.00	-	1,160.54	142,050.82	1,393.80

APPENDIX A-26

Category-wise Investment at Face Value and Interest Earning Rate for EDLI Scheme 1976 Investment as on 31.03.2011 [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	24.78	114.97	24.87	254.87	553.29	-	-	5.25	182.92	73.00	57.80	-	-	-	1,296.87	5.12
SDL	15.73	26.86	4.00	48.28	81.38	483.15	90.85	28.12	0.46	28.19	5.98	0.99	-	-	-	813.99	15.73
STG	-	-	14.00	-	28.10	42.00	24.20	-	-	0.80	-	-	-	-	-	109.10	-
PSU*	2.00		25.00	123.30	64.70	157.80	752.80	182.30	76.10	188.50	58.20	-	-	-	-	1,630.70	2.00
TDR's at different rates & period	-	-	-	-	-	-	-	-	-	-	-	-	-	-	64.47	64.47	-
Public Account	-	-	-	-	-	5,420.03	-	-	-	-	-	-	-	-		5,420.03	-
Total	22.85	51.64	157.97	196.45	431.55	1,236.24	867.85	210.42	81.81	400.41	137.18	58.79	-	-	64.47	9,337.66	22.85

APPENDIX A-27

RATE OF INTEREST ON EPF BALANCES ON MONTHLY RUNNING BALANCE

YEAR	RATE OF INTEREST	YEAR	RATE OF INTEREST
1952-53	3%	1981-82	8.50%
1953-54	3%	1982-83	8.75%
1954-55	3%	1983-84	9.15%
1955-56	3.50%	1984-85	9.90%
1956-57	3.50%	1985-86	10.15%
1957-58	3.75%	1986-87	11%
1958-59	3.75%	1987-88	11.50%
1959-60	3.75%	1988-89	11.80%
1960-61	3.75%	1989-90	12%
1961-62	3.75%	1990-91	12%
1962-63	3.75%	1991-92	12%
1963-64	4%	1992-93	12%
1964-65	4.25%	1993-94	12%*
1965-66	4.50%	1994-95	12%*
1966-67	4.75%	1995-96	12%*
1967-68	5%	1996-97	12%*
1968-69	5.25%	1997-98	12%*
1969-70	5.50%	1998-99	12%*
1970-71	5.70%	1999-00	12%*
1971-72	5.80%	2000-01	12 % 11% (*)
1972-73	6%	2001-02	9.50%
1973-74	6%	2002-03	9.50%
1974-75	6.50%	2003-04	9.50%
1975-76	7%	2004-05	9.5% @
1976-77	7.50%	2005-06	8.50%
1977-78	8%	2006-07	8.50%
1978-79	8.25%+0.5%bonus***	2007-08	8.50%
1979-80	8.25%	2008-09	8.50%
1980-81	8.25%	2009-10	8.50%
		2010-11	9.50%
***Who did not withdraw any amount from their PF during 1976-1977 & 1977-1978			
(*)12% (April-June,2001) and 11% July, 2001 onwards) on monthly running balance.			
(@ 9% Interest plus 0.5%) golden Jubilee bonus interest).			

APPENDIX A-28

**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 Act1955)} 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
31st Dec., 1964.	94.	Milk and milk products
31st Jan., 1965. (95 to 97)	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 (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.	Flourite Mines
28th Jan.,1977	155.	Establishments which are factories engaged in the manufacture

(155 to 157)	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. Diamond cutting
(162 to 164)	163. Quarsite Mines
	164. Inland water transport establishments
31st Oct.,1980	165. Building and construction
(165 and 166)	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.
	187. Municipal Councils and Municipal Corporations.

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

Website: www.epfindia.com