

EMPLOYEES'  
PROVIDENT  
FUNDS

Annual Report

1968-69

## CONTENTS

<i>No.</i>	<i>Subject</i>	<i>Page No.</i>
1.	Introduction	1
2.	Coverage	1
3.	Contributions	4
4.	Inspections	4
5.	Exempted establishments and cancellation of exemption	5
6.	Recovery of arrears of Provident Fund Contributions	5
7.	Prosecutions	10
8.	Penal Damages	11
9.	Investments	11
10.	Interest	13
11.	Annual Statements of Account	13
12.	Advances	14
13.	Refunds and Claims	16
14.	Reserve and Forfeiture Account	17
15.	Special Reserve Fund	18
16.	Death Relief Fund	19
17.	Central Board of Trustees	19
18.	Regional Committees	22
19.	Administration	27
20.	Accommodation for Office and Staff Quarters	27
21.	Machine Processing of Accounts	28
22.	Scheme of annual posting of Contributions	29
23.	Income and Expenditure	29
24.	Audit	30
25.	Conclusion	30

# ANNUAL REPORT OF THE EMPLOYEES' PROVIDENT FUNDS SCHEME FOR THE YEAR 1968-69

## APPENDICES

APPENDIX A.	Industries/Classes of establishments to which the Employees' Provident Funds Act, 1952 applied on 31-3-1969. . . . .
APPENDIX B.	Industries/Classes of establishments in respect of which the statutory rate has been enhanced to 8% of pay. . . . .
APPENDIX B-I.	Industries/Classes of establishments in respect of which the statutory rate has been enhanced to 8% of pay during the year under report. . . . .
APPENDIX C.	Statement showing the details of establishments which were in default of Provident Fund dues of Rs. One lakh and above (including arrears of Contribution, Administrative charges and Penal Damages) as on 31st March, 1969. . . . .
APPENDIX D.	Statement showing the details of establishments which were in default of Provident Fund dues of Rs. Ten lakhs and above (including arrears of Contribution, Administrative charges and Penal Damages) as on 31st March, 1969. . . . .
APPENDIX E.	Statement showing the establishments in which payment to members was made on <i>ad-hoc</i> basis on closure during the year 1968-69. . . . .
APPENDIX F.	List of members of the Central Board of Trustees, Employees' Provident Fund as on 31-3-1969

Page J

## INTRODUCTION

The Fund which entered its seventeenth year of service, continued to lay a significant role in providing a substantial measure of financial security and timely monetary assistance to the industrial workers. While there was only a slight increase in the tempo of coverage of new industries, the upward surge in the membership continued and the growth in the contributions and investments was steadily maintained. A higher rate of interest was declared. Effective measures were adopted to further liberalise the pattern of investment for achieving a higher yield. Owing to the continuing recession in the Textile and Engineering industries and consequent closure of establishments and resultant retrenchment and un-employment, there was a steep increase in the claims and applications for advances. The arrears position was aggravated by the aforesaid adverse economic trends especially in respect of the establishments in the textile, engineering and tea industries. Barring this disquieting feature, it was altogether another year of all round progress and performance.

## COVERAGE

4

2. **Scope and application** :—The Employees' Provident Funds Act, 1952 extends to the whole of India except the State of Jammu and Kashmir.

3. The year under review witnessed the coverage of eight more industries, namely :—

- (i) Barytes mines;
- (ii) Dolomite mines;
- (iii) Fireclay mines;
- (iv) Gypsum mines;
- (v) Kyanite mines;
- (vi) Silliminite mines;
- (vii) Steatite mines;
- (viii) Cinchona Plantation;

56

61

The in-ber- of % % % % % he al a- n

4. With the above additions, 120 industries/classes of establishments (Appendix 'A') stood covered under the Act at the end of March, 1969 as against 112 at the end of March, 1968.

5. **Eligibility for membership of the Fund:**—Conditions for membership like wage ceiling (not exceeding Rs. 1,000/- per month) and minimum qualifying service (one year's continuous service or 240 days of actual work during a period of 12 months or less) remained unchanged.

6. **Coverage during the year:**—An additional coverage of 1907 establishments and membership of 1.34 lakhs were registered as against 2,977 establishments and membership of 2.96 lakhs in 1967-68. The comparative fall in the number of newly covered establishments and subscribers during the period under review, was primarily due to the extension of the Act to smaller industries as is evident from the fact that the total number of establishments covered under the eight new industries was only 15 with 557 subscribers.

7. However, inspite of the slight fall in the coverage of new establishments/subscribers and in the rate of growth of membership in some of the regions, the total membership grew by 1.34 lakhs (3%)—(including 0.32 lakh in exempted establishments) as against 2.96 lakhs (6%)—(including 1.14 lakhs in exempted establishments) in 1967-68. The growth of membership in the exempted establishments was slightly less than 2%; whereas in the unexempted establishments it was slightly over 3%.

8. The fall in membership was noticeable in the following regions:—

Region	Exempted	Un-exempted
Gujarat	4,466	—
Madhya Pradesh	10,049	1,918
Orissa	—	15,388
Bihar	—	9,938
West Bengal	15,975	—

The decrease in the membership was due to cancellation of exemption/relaxation in respect of 13 establishments in West Bengal Region and the closure of

major Textiles, Engineering and Mica establishments in other regions. The fall in membership in West Bengal was compensated by a corresponding increase in the membership in unexempted establishments.

9. On the other hand, in the following five regions, the total membership grew by more than 15,000:—

Region	Exempted establishments	Un-exempted establishments	Total	Percentage of increase
Andhra Pradesh	7,915	53,233	61,148	(33%)
Bihar	30,079	(—) 9,938*	20,141	(8%)
Tamil Nadu	4,349	12,092	16,441	(3%)
Maharashtra	9,641	23,387	33,028	(3%)
Uttar Pradesh	4,096	13,008	17,104	(5%)

\*Due to retrenchment in Mica establishments.

The increase was generally due to coverage of more establishments and the normal progressive increase in the enrolment of membership. But the seasonal increase in the establishments, restarting of closed establishments and voluntary enrolment of a large number of persons, also accounted for the increase in membership in the above Regions.

### YEARWISE COVERAGE

Year ending	No. of establishments covered			No. of subscribers (in lakhs)		
	Exempted	Un-exempted	Total	Exempted	Un-exempted	Total
31.3.1961	941	11,192	12,133	11.36	17.93	29.29
31.3.1962	943	16,473	17,416	11.65	19.87	31.52
31.3.1963	1,350	21,063	22,413	12.69	22.48	35.17
31.3.1964	1,498	24,165	25,663	13.85	25.22	39.07
31.3.1965	1,834	27,744	29,578	15.85	26.24	42.09
31.3.1966	1,920	32,501	34,421	17.02	28.68	45.70
31.3.1967	1,982	36,969	38,951	17.65	31.34	48.99
31.3.1968	1,982	39,946	41,928	18.81	33.14	51.95
31.3.1969	1,975	41,860	43,835	19.13	34.16	53.29

### CONTRIBUTIONS

10. *Rate of contributions :-* The statutory rate of Provident Fund contributions both for the employers and employees is  $6\frac{1}{4}\%$  of the basic wages, dearness allowance including the cash value of any food concession and retaining allowance, if any.

11. An employee may, however, be allowed by the Commissioner to contribute an amount not exceeding  $8\frac{1}{2}\%$ . Contributions at a higher rate on voluntary basis were received during 1968-69 from 1,60,719 subscribers as against 1,17,161 subscribers in 1967-68.

12. Further, the Central Government have been empowered, after making such enquiry as it deems fit, to enhance the statutory rate of  $6\frac{1}{4}$  per cent to 8 per cent to any establishment/class of establishments (employing 50 or more persons).

13. (i) The statutory rate of  $6\frac{1}{4}$  per cent was enhanced to 8% in 81 industries (Appendix 'B') upto the 31st March, 1969.

(ii) During the period under review, the enhanced rate was extended to ten additional classes of establishments, the details of which are given in Appendix B.I.

14. *Quantum of contributions :-* The total of contributions received during the year was Rs.202.09 crores including Rs.122.19 crores from exempted establishments. This compares with Rs.174.99 crores including Rs.99.49 crores from exempted establishments in the previous year. The growth in the contributions was substantial during this year in Andhra Pradesh, Bihar, Uttar Pradesh, Tamil Nadu and Maharashtra regions, as a result of increased coverage of establishments.

### INSPECTIONS

15. The number of inspections, survey and investigations made by the Inspectors during the year was 1,12,174 as against 1,04,074 in the previous year. The average number of inspections per Inspector was 41 per month as against the prescribed yardstick of 40. This year also, more attention was paid to the defaulting establishments and frequency of inspections of good concerns was reduced without detriment to efficiency of inspections.

202.09  
174.99  
-----  
27.10

### EXEMPTED ESTABLISHMENTS AND CANCELLATION OF EXEMPTION

16. The enforcement of the Act, however, continued to create problems in the case of a number of defaulting establishments both exempted and un-exempted. The most common defaults noticed in exempted establishments were non-payment of monthly contributions to the Board of Trustees, non-investment of the investible funds in time, non-payment of the monthly inspection charges to the Employees' Provident Fund and non-submission of the monthly return to the Regional Offices. On the whole, 33 exempted establishments were found to have defaulted and their exemptions were therefore cancelled as provided for under the Act.

17. It has, however, to be mentioned that such cancellation of exemption has not solved the actual problem of default by the exempted establishments, particularly in respect of payment of Employees' Provident Fund dues. It has come to be felt that wherever the conditions of grant of exemption permitted, prosecution should be launched under the existing provisions in the Act, as deterrent corrective measures compelling the erring exempted establishments to conform to the provisions of the Act would be a far preferable course to cancellation of exemption. With a view to implementing this, steps are afoot to compile a monthly consolidated statement on the IBM machines installed in the Regional Office at Bombay, reflecting the compliance position in respect of all the exempted establishments at one place. Greater attention is proposed to be given to those establishments which are found to be defaulting in one respect or the other and it is hoped this would help gain a tighter control over the functioning of the exempted establishments in general.

### RECOVERY OF ARREARS OF PROVIDENT FUND CONTRIBUTIONS

18. The total quantum of provident fund arrears mounted up from Rs. 8.17 crores as on 31.3.1968 to Rs.12.17 crores as on 31.3.1969. A region-wise break-up of the position of arrear dues is given below :-

Region	Arrears as at the end of March, 1966	Arrears as at the end of March, 1967	Arrears as at the end of March, 1968	Arrears as at the end of March, 1969
	(Rupees in lakh)			
1. Andra Pradesh	18.11	29.50	38.14	58.70
2. Assam	0.99	1.64	2.69	5.20
3. Bihar	10.65	29.23	39.41	45.28
*4. Delhi	0.90	2.06	8.02	6.39
5. Gujarat	21.91	31.42	43.23	88.08
6. Kerala	14.10	15.30	20.88	29.42
7. Madhya Pradesh	44.17	58.65	80.27	120.98
*8. Maharashtra (including Union territories of Goa, Daman & Diu)	163.99	164.19	198.36	411.02
9. Mysore	8.98	8.03	7.86	11.20
10. Orissa	8.70	2.87	12.40	11.87
11. Punjab & Haryana (including Union territories of Himachal Pradesh & Chandigarh)	2.96	4.80	5.51	5.17
*12. Rajasthan	6.53	7.14	7.06	9.62
13. Tamil Nadu and Union territory of Pondicherry	52.65	85.11	107.82	122.83
*14. Uttar Pradesh	47.54	67.30	95.24	113.26
15. West Bengal (including Tripura Union territories of Andaman Nicobar, islands)	88.02	88.57	149.72	178.04
<b>Total:</b>	<b>489.60</b>	<b>595.81</b>	<b>816.61</b>	<b>1,217.06</b>

- Note:—(a) The arrears as at the end of March, 1969 namely Rs. 1,217.06 lakhs denote only arrears of contributions and are exclusive of arrears of administrative charges and penal damages.
- \*Further the figures in respect of Delhi, Maharashtra, Rajasthan and Uttar Pradesh are as on 28.2.1969.
- (b) The amounts of arrears of administrative charges and penal damages as on 31.3.1969 were as follows:—
- (i) Administrative charges Rs. 22.12 lakhs
- (ii) Penal damages Rs. 197.38 lakhs
- (c) The total amount of provident fund dues as at the end of March, 1969 was Rs. 1436.55 lakhs.

19. A substantial amount of arrears (about Rs. 10 crores) pertaining to 1967-68 could not be included in the arrear figure of Rs.816.61 shown due as on 31.3.1968, for want of firm details at that time. Even so, the growth of arrears during the year 1968-69 has been substantial. This is largely attributable to the adverse economic conditions especially the recession in the Textiles, Tea and Engineering Industries. As on 31.3.1969, 48 establishments in the aforesaid 3 industries, each in default for more than Rs. 1 lakh had been closed down and 11 others similarly placed were being run by Authorised Controllers appointed by Government. The majority of the bigger defaulting establishments was in the Textile and Engineering industries as shown in the table below:—

Year ending	Total amount of -- Amount of provident fund due from the	
	provident fund in arrears (Rs in crores)	Textile industry Engineering industry
	(Rupees in crores)	
31.3.1964	4.02	2.39 0.36
31.3.1965	3.32	1.97 0.37
31.3.1966	4.90	3.15 0.59
31.3.1967	5.96	3.64 0.71
31.3.1968	8.17	4.90 0.97
31.3.1969	12.17	8.33 1.25

20. (i) A study of the pattern of default by the errant establishments revealed that out of the total of 41,860 un-exempted establishments, only 5885 (forming 14%) committed the default at any one time. Even of these, only 158 were chronic defaulters; but, the percentage of arrear dues realisable from these habitual defaulters was 77% and most of these were in the Textile and Engineering industries. Unless the problem created by these few but bigger defaulters is effectively solved, the arrear position will not show substantial improvement.

(ii) 48 of the above kind of establishments are closed down and 11 others are being taken over and run by the Authorised Controllers appointed

by Government. But even the latter were unable to pay either the current or arrear dues, regularly. The default in these cases, however, did not arise from any inherent reluctance on the part of the authorities to pay but due, according to them, to paucity of necessary resources.

(iii) All the 158 major defaulters mentioned above were in default of Rupees one lakh or more each. The names of these establishments (as on 31.3.1969) are given in Appendix 'C'. A list of the major textile establishments each of which was in default of provident fund dues exceeding Rs.10 lakhs (as on 31.3.1969) is also given in Appendix 'D'.

21. The success in enforcing the recovery of dues under a statute depends mainly on the strength of the legal machinery provided thereunder. Under the Employees' Provident Funds Act, the legal coercive processes comprise: (1) recovery of amounts due as arrears of land revenue, (2) levy of penal damages, and (3) prosecution of defaulting establishments. The Employees' Provident Fund authorities recommend to the appropriate Government to adopt one or more of the above penal processes to recover the arrear dues. The powers to enforce these processes successfully, however, solely vest with the appropriate Government. The Employees' Provident Fund authorities have no authority in the matter and the existing provision in the Employees' Provident Funds Act does not permit of the powers of the appropriate Government being delegated to the Regional Provident Fund Commissioners or the Provident Fund Inspectors.

22. Besides, the above coercive processes can be successfully applied only in the case of establishments which are financially sound but deliberately withhold payment. The legal apparatus has, on the whole, proved ineffective in dealing with units which are financially weak—the sick textiles mills being a notable example. In such cases the appropriate Governments have been found to be reluctant to take steps where they result in premature closure of the establishments leading to the unemployment of workers. This approach too, is responsible for accumulation of provident fund arrears for which the Act itself has no answer. The prospects of realisation of provident fund arrears from such weak units will, in such circumstances, depend only on the revival of the industry concerned and this may take quite a considerable time.

23. An *Ad-hoc* Committee set up by the Board in April, 1968 to examine

*inter-alia* the cause for delay in payment of contributions by employers and the adequacy of the existing means of recovery, considered all the above aspects of the problem of default at great length. It recognised the need for treating the cases of defaulting units which had ceased to be viable financially differently from those which were financially sound but withheld payment deliberately.

In the former case, the Committee recommended exemption from the operation of the Act for a specified period and in respect of the latter, it came out with suggestions for delegation of more enforcement powers to the Employees' Provident Fund authorities, amendment of the Act directing payment of the defaulted contributions, treating the arrear contributions on a par with Income Tax dues in certain cases and for increasing resort to be had for prosecution under Sections 406/409 of I.P.C. The Board while agreeing with most of the recommendations for increasing the deterrence of the punishments to be meted to the habitual and economically sound defaulters, has made it known that even in regard to the financially weak units which are taken over and run by the Authorised Controllers and whose defaults are not properly dealt with by the State Governments (where employees' contributions are deducted but not remitted to the Fund), efforts should be made to secure guarantees from the concerned State Governments to cover such amounts. It is hoped that these measures will have the necessary effect before long.

24. A slightly different type of problem is being posed for the Organisation by the Public Sector Undertakings (including the Central and State Governments owned) in the matter of compliance with the provisions of the Employees' Provident Funds Act/Scheme. Out of the 1461 such establishments covered under the Act as on 31-3-1969, 577 have not yet fallen in line with the other complying establishments. The case with those establishments is not that they owe us a substantial amount of dues and refuse to pay. Most of them have already adequate retirement benefits in the form of pension, gratuity, provident fund, etc. and all that they have to do is to ensure formal compliance with the provisions of the Act i.e., apply for exemption in the prescribed form and pay the Inspection Charges every month. Some of them are in the process of finalising their provident fund rules (bringing their benefits on a level with those in the Employees' Provident Fund) or having consultations with their Heads of Departments etc. The question of ensuring compliance of the provisions of the Act by these establishments has been discussed at a number of tripartite meetings, Conferences of Labour Ministers and meetings of the Heads of Public Sector Undertakings and it has been agreed that the

establishments should be directed either to comply with the provisions of the Act and Scheme or secure exemption under the Act if the benefits provided by them were not less favourable than those in the Employees' Provident Funds Scheme. The matter is being constantly pursued with the undertakings and it is hoped that the measures being taken to tighten the position would be able to secure their compliance during the next year or two.

25. During the year 1968-69, 6063 recovery cases involving a sum of Rs. 292.41 lakhs had been instituted as against 4,366 cases involving a sum of Rs. 373.62 lakhs in 1967-68. The total amount of dues realised by this process during 1968-69 was Rs. 219.68 lakhs as against Rs. 170.80 lakhs during 1967-68.

### PROSECUTIONS

26. In addition to the prosecutions launched under the Act, 120 employers who defaulted in the remittance of workers' contributions deducted from their wages were also prosecuted under sections 406/409 I.P.C., upto 31.3.1969. In the Maharashtra region, in three such cases they were convicted by the Court and, in addition to fine, were also sentenced to terms of imprisonment. Details of all types of prosecution cases filed, disposed of and pending during 1968-69, are given below :—

Launched		Disposed of	Pending in Courts	Pending with State Govts.
Previous cases Pending	During the year			
(1)	(2)	(3)	(4)	(5)
6458	7262	Convicted	2,335	10,231*
		Acquitted	60	5,195
		Withdrawn	1,008	
		Dismissed/Discharged	86	
	7262		3,489	10,231
				5,195

\*includes cases of previous years also.

### PENAL DAMAGES

27. (i) A sum of Rs. 8.24 lakhs was collected as damages on belated payments of provident fund contributions as against Rs. 6.84 lakhs in 1967-68. Although there was a slight increase in the amount of damages recovered during the year, it was found that some of the State Governments had been levying damages at rates lesser than those prescribed in the graded scale of damages circulated to them and in fact even less than the market rate of interest. As these were not sufficiently deterrent, the State Governments have been requested, at the instance of the Board, to avoid scaling down the damages to less than the market rate of interest. In view of this position, it is hoped that the recovery position would further improve in the succeeding years.

(ii) The penal damages collected on overdue Administrative Charges and Inspection Charges in 1968-69 was Rs. 0.42 lakh as against Rupees 0.17 lakh realised in 1967-68.

### INVESTMENTS

28. The question of diversifying the investments, with a view to getting better yield for the worker-members engaged the sustained attention of the Board during the period under report. The Board's constant urge for removal of the discretionary restrictions coming in the way of securing higher yield on the workers' hard earned savings found a welcome response from the Government in the Finance Ministry in August, 1968. Although the Government had originally agreed to consider a phased liberalisation of the pattern of our investment enhancing the percentage of investment in State Government and Government Guaranteed securities to 30% in 1969-70, to start with, it came out with a suggestion in August, 1968 permitting investment upto 35% in State Government and other Government guaranteed securities like bonds of Electricity Boards, State Housing Boards etc., the rest having to be in Central Government securities including small savings. Formal directions were also issued on the 22nd August, 1968 under Section 17 of the Employees' Provident Funds Act making the revised pattern operative in respect of the exempted establishments also w.e.f. 1.9.68 upto 31.3.69.

29. The Board, however, was keen on the pattern of investment being further liberalised after 31.3.1969. Hence the position was again reviewed by the Board at its 41st meeting held on the 18th January, 1969. The Board



recommended that the investment of Employees' Provident Fund accumulations of both the exempted and unexempted establishments for the year 1969-70 (from 1.4.1969) should be improved at least to the following pattern i.e. 50% in Central Government securities including small savings and 50% in State Government securities and other Government guaranteed certificates. It authorised an agreement with the Finance Ministry to the aforesaid investment ratio of 50:50 for the year beginning 1.4.1969.

30. The following is an analysis of the investments made during 1968-69 out of the contributions, interest and sundry receipts pertaining to un-exempted establishments:—

(1) Investments made in	(In crores of Rs.)
(i) Central Govt. securities	} 64.85
(ii) Fixed deposits in the State Bank of India	
(iii) Small Savings certificates; and	
(iv) State Government and Govt. guaranteed certificates	
 (2) Transferred Securities.	
(Received Rs. 2.50 crores—Encashed Rs. 4.74 crores)	(—) 2.24
	Rs. 62.61

31. The aggregate investment of the provident fund accumulations of unexempted establishments as on 31st March, 1969 was Rs. 446.42 crores. The investment made during the year 1968-69 was Rs. 62.61 crores as against the investment of Rs. 59.75 crores in 1967-68. The percentage of refunds to the contributions rose from 36% in 1967-68 to 42% in the year under report.

32. Interest of Rs. 17.65 crores accrued on investments during 1968-69 as against Rs. 13.84 crores in 1967-68.

33. Investment of contributions in exempted establishments was as follows:—

	(Rs. in crores)
(i) Balance uninvested as on 1.4.1968	4.21
(ii) Contributions received (including interest on investment)	122.19

(iii) Investment made in		
(a) Central Govt. securities	Rs. 48.28	} 70.50
(b) Other securities	Rs. 22.22	
(iv) Amount refunded:		
(a) On account of final settlement of claims		} 51.13
(b) On account of recoverable loans.		
(c) On account of refunds (non recoverable)		
(v) Balance in hand		4.77

34. The position of total investment of the accumulation of provident fund schemes of exempted establishments as on 31st March, 1969 was as follows:—

	(Rupees in crores)
(i) Investment in Central Government securities	410.84
(ii) Investments on other securities, etc.	28.36
	439.20

#### INTEREST

35. The rate of interest to subscribers' account in the un-exempted establishments was raised to 5½ per cent for 1969-70 as against 5¼% for 1968-69. In the exempted establishments, it was found that 42 per cent of establishments had declared interest above 5% per annum, 45% at rates varying between 4 and 5% and the remaining 13% had afforded interest at less than 4%. It is expected that with the adoption of the revised pattern of investment since 1.9.1968 by the exempted establishments, all of them would be in a position to declare at more than 5 per cent in the years to come.

#### ANNUAL STATEMENTS OF ACCOUNT

36. Of a total number of 42.78 lakhs accounts for issue, including 8.53 lakhs in arrears, 35.30 lakhs accounts (82.5%) were issued during the year under report as against 32.62 lakhs accounts (79.3%) out of a total of 41.14 lakhs accounts (including a backlog of 6.98 lakhs) during the year

1967-68. As on 31st March, 1969, 17.5 per cent of annual statements of account were in arrears. Out of the backlog of 9.56 lakhs, West Bengal Region had 3.89 lakhs accounts and the Maharashtra Region 1.79 lakhs accounts. These are being cleared rapidly. It is expected that the position will improve noticeably after the full impact of the introduction of the annual system of posting contributions is established.

### ADVANCES

37. Advances are admissible to the members of the Fund for the following purposes:—

- (i) Financing Life Insurance Policy;
- (ii) House building, etc;
- (iii) Purchasing shares of Consumers' Co-operative Credit Societies and Housing Societies;
- (iv) During temporary closure of an establishment;
- (v) Unemployment relief; and
- (vi) Illness.

38. Para 68-H of the Employees' Provident Funds Scheme was amended w.e.f. 26th October, 1968 to provide for grant of further advances from the employers' share at credit to members who had already been paid non-recoverable advances to the full extent of their own share and interest thereon. Such advances could be paid only in establishments which had remained closed continuously for not less than 6 months and which were likely to restart and to the extent of what would have been paid to them had they applied for final settlement of their accounts under paras 69(2) and (3) of the Employees' Provident Funds Scheme or 50% of the employers' share together with interest thereon, whichever was less. The advance was recoverable in suitable number of instalments after the establishments were re-opened and the members were paid their wages. Consequent on the issue of this amendment, the number of applications for this advance increased from 60,902 in 1967-68 to 61,133 in 1968-69 and the amount paid out went up from Rs. 117.85 lakhs in 1967-68 to Rs. 149.46 lakhs in 1968-69. The Regionwise details of the payment made are given in Appendix 'E'.

39. There was perceptible increase in the demand for Life Insurance

and House Building advances due to the substantial nature of social protection and security afforded by the assets acquired and the increase in quantum of advances for House building/construction permitted from October, 1968.

40. The earlier trend of abnormal rise in the number of applications for advances for illness was effectively curbed by implementation of the following remedial steps:—

- (a) Discontinuance of advance for treatment of 'asthama';
- (b) Stoppage of second advance within a period of 3 years from the date of payment of the first advance;
- (c) Stoppage of advance for family members unless the patient was hospitalised or advised hospitalisation for one month or more for the treatment of T.B. Leprosy, Paralysis or Cancer;
- (d) Stoppage of advances for meeting expenditure on medical treatment of members or members' families if they were entitled to full medical care under the Employees' State Insurance Scheme.

41. A statement indicating the number of cases in which the aforesaid advances were sanctioned, the purpose of the advance and the amount sanctioned is given below:—

Sl. No.	Purpose for advance	No. of cases			Amount paid		
		1966-67	1967-68	1968-69	1966-67	1967-68	1968-69
					(Rupees in lakhs)		
1.	Financing of Life Insurance Policies	47,738	50,473	58,909	34.39	45.79	60.12
2.	House building etc.	5,038	6,560	8,145	63.56	84.78	111.91
3.	Purchasing shares of Consumers' Co-operative Societies.	6,511	2,701	5,558	1.95	0.81	0.74
4.	During temporary closure of an establishment.	56,762	60,902	61,133	111.48	117.85	149.46
5.	Unemployment relief advance	780	2,916	1,617	1.74	3.90	3.77
6.	Illness.	1,155	14,967	11,987	3.50	36.68	35.42
		1,17,984	1,38,519	1,47,349	216.62	289.76	361.42

## REFUNDS AND CLAIMS

42. During 1968-69, a sum of Rs. 29.57 crores in respect of 2.64 lakhs claims, was paid as against Rs. 24.03 crores in respect of 2.49 lakhs claims for 1967-68. A sum of Rs. 126.49 crores has been paid upto the end of March, 1969 in respect of 19.07 lakhs claims.

43. The number of claims, per 1,000 subscribers and the average payment per 1,000 claims in un-exempted establishments during the past 8 years was as under :—

Period	No. of claims settled per 1,000 subscribers	Amount paid per 1,000 claims settled (Rupees in lakhs)
1960-61	57	4.17
1961-62	57	4.68
1962-63	55	5.66
1963-64	60	5.24
1964-65	62	5.97
1965-66	65	6.97
1966-67	69	7.29
1967-68	75	9.63
1968-69	77	11.20

44. The average payment per claim rose by Rs. 157 during 1968-69 which is a fairly steep rise.

45. Categorywise particulars of the claims settled in 1968-69 are given below. The figures in brackets relate to 1967-68.

Category	No. of claims settled	Amount paid (Rs. in lakhs)
(i) Death	11,264 (11,911)	155.86 (144.59)
(ii) Superannuation	13,338 (13,262)	334.60 (261.70)
(iii) Permanent invalidation	7,952 (7,891)	163.52 (109.62)
(iv) Resignation/Termination of service	1,34,918 (1,36,881)	1012.40 (870.03)
(v) Retrenchment	86,473 (69,767)	1174.00 (945.09)
(vi) Dismissal	2,993 (3,456)	27.78 (29.41)
(vii) Migration	1,410 (1,334)	20.92 (16.06)
(viii) Others	5,715 (4,831)	67.84 (26.12)
Total	2,64,063 (2,49,333)	2956.92 (2402.72)

Besides, 10,380 cases were transferred from one region to another or from the Fund to exempted establishments. The following table gives the period within which claims were settled during 1968-69. The figures in brackets give the comparative position in 1967-68 :—

Claims	No.	Percentage
(i) Claims settled within 10 days.	1,51,837 (1,44,668)	57.5 (58)
(ii) Claims settled within one month but after 10 days	93,016 (87,790)	35.2 (35)
(iii) Claims settled within 3 months but after 1 month.	17,008 (15,113)	6.4 (6)
(iv) Claims settled within 6 months but after 3 months.	1,757 (1,461)	0.9 (1)
(v) Claims settled within 9 months but after 6 months.	336 (244)	
(vi) Claims settled within 12 months but after 9 months.	79 (49)	
(vii) Claims settled after one year.	30 (8)	
	2,64,063 (2,49,333)	100 (100)

## RESERVE AND FORFEITURE ACCOUNT

46. The Reserve and Forfeiture Account is fed by the accretions by way of forfeiture of a portion of employer's share of Provident Fund Contributions in the individual accounts when they are finally settled, where the total service fell short of 15 years or where the payment of employers' share was partly withheld in cases of dismissal for serious and wilful misconduct. The total amount received in this account till the end of 1968-69 was Rs. 483.62 lakhs as against Rs. 395.01 lakhs at the end of 1967-68. During the year, the number of forfeiture cases per thousand settled claims was 544, as against 560 in 1967-68 and 562 in 1966-67.

The details are :

(i) (a) Amount forfeited till 31.3.1968.	Rs. 395.01 lakhs
(b) Amount forfeited in 1968-69	Rs. 88.61 lakhs
Total amount forfeited.	Rs. 483.62 lakhs

(ii) Amount utilised :	
(a) On account of Money Order Commission and grant of financial assistance to outgoing members where inadequate deposits had been made by employers prior to the introduction of Special Reserve Fund.	Rs. 11.55 lakhs
(b) On account of transfer to Special Reserve Fund.	Rs. 75.00 lakhs
(c) On account of transfer to Death Relief Fund	Rs. 42.00 lakhs
Total amount utilised.	Rs. 128.55 lakhs
(iii) Net amount available in the Reserve and Forfeiture Account as on 31.3.1969.	Rs. 355.07 lakhs

#### SPECIAL RESERVE FUND

47. A Special Reserve Fund was created on 15th September, 1960, with a view to making payments to outgoing members or their nominees/heirs when the employers failed to remit to the Fund the whole or part of the provident fund contributions deducted from the wages of the members, pending recovery of the arrears from the employer. Following a decision by Government in 1965, assistance from the Special Reserve Fund is being made available only to the extent of employees' share of contributions recovered from his wages by the employer but not remitted to the fund by the employer together with interest thereon. The employer's share of contribution not remitted by the employer is not being paid to the members till the amounts are actually recovered from the employer.

48. During the year, a sum of Rs. 6.46 lakhs was paid out of this Fund bringing the total amount paid, since the institution of the concession to Rs. 82.24 lakhs. The amount recovered from the employers against these payments was Rs. 27.08 lakhs including Rs. 1.58 lakhs recovered during the year. The balance in the Special Reserve Fund at the end of March, 1969, was Rs. 19.84 lakhs as against Rs. 24.72 lakhs at the end of March, 1968.

#### DEATH RELIEF FUND

49. This Fund was started on the 1st January, 1964 with a sum of Rs. 10 lakhs transferred from the Reserve and Forfeiture Account with a view to assuring a minimum sum of Rs. 500 to every nominee or heir, of a deceased member, whose monthly pay, and also the provident fund balance, did not exceed Rs. 500 at the time of death. This benefit would not be available to the nominee or heirs of these deceased members who after having once received full retirement benefits had secured re-employment in a covered establishment. The total amount transferred to this Fund up to the end of March, 1969, was Rs. 42 lakhs. A sum of Rs. 6.38 lakhs was paid out during the year involving 2410 claims as against Rs. 7.37 lakhs and 2879 claims during the previous year. In all 13,774 claims have been settled and a sum of Rs. 33.22 lakhs paid out till the end of March, 1969, since the inception of the Scheme, leaving a balance of Rs. 8.78 lakhs in the Fund.

#### CENTRAL BOARD OF TRUSTEES

50. A list of the members of the Central Board of Trustees is given in Appendix 'F'. Shri P.C. Mathew, I.C.S., Secretary to the Government of India, Department of Labour and Employment continued to be the Chairman of the Board during the year.

The important decisions and recommendations of the Board taken during the year are given below:

#### (A) DECISIONS

##### Setting up of Committees :

(i) An *ad hoc* Committee was set up to examine and report on matters relating to the Special Reserve Fund and Death Relief Fund, delay in payment of contributions by the employers, adequacy of the present means of recovery, loss suffered by workers due to non-receipt of employers' share and the feasibility of paying to outgoing members the employers' share in cases where it had not been received from the employers.

(ii) The proposal for introduction of a Scheme for Joint Consultative Machinery and for the application of Rule 7 of the C.G.S. (Conduct) Rules (Prohibition of strike) to the Employees' Provident Fund employees was referred for consideration and report by the Sub-committee of the Board which

8m-  
 6524  
 2061  
 11,364  
 2879  
 11,364  
 2879  
 8485

had earlier considered and finalised the Employees' Provident Fund (Conduct) Rules.

(iii) A tripartite sub-committee of the Board was constituted to examine the question of extending the Employees' Provident Funds Act and Scheme to establishments employing less than 20 workers and matters immediately connected with it.

#### **Setting up of Regional Committees and holding of their Meetings :**

(iv) The Regional Committees should be constituted early in those regions in which they did not exist and the Regional Committees which were in existence should meet regularly.

#### **Delegation of Powers :**

(v) Besides the Chairman, the Central Provident Fund Commissioner was authorised to authenticate all the orders and other instruments made and executed in the name of the Board.

(vi) The Deputy Provident Fund Commissioner was authorised to operate the Employees' Provident Fund Accounts and to execute simple letters of guarantee, Indemnity Bonds and to follow lost note procedure etc., in respect of securities on behalf of Central Board of Trustees, Employees' Provident Fund.

#### **Levy of Penal Damages :**

(vii) The cases of levy of penal damages by the State Governments at rates less than even market rates of interest should be pursued with the State Governments concerned, with a view to ensuring in future that the levy was in no case imposed at a rate less than the prevailing market rate of interest.

(viii) The existing scale of penal damages for default in payment of contributions and Administrative Charges need not be revised.

#### **Administration :**

(ix) (a) *Staff*: The employees of the Employees' Provident Fund Organisation should be treated in the same way as Central Government employees in corresponding administrative offices in the matter of pay, allowances and other concessions.

(b) The proposal for merger of the Employees' Provident Fund with the Coal Mines Provident Fund should be dropped.

## **(B) RECOMMENDATIONS**

### **Amendment to Employees' Provident Funds Scheme :**

(x) The maximum amount of advance payable under para 68-B of the Employees' Provident Funds Scheme for construction/purchase of dwelling houses might be raised from the present quantum of 12 months' to 24 months' basic wages and dearness allowance.

(xi) Para 68-H of the Employees' Provident Funds Scheme might be suitably amended enabling grant of further advances to members of temporarily closed establishments from their employer's share under certain circumstances and to the specified extent. The advance was to be recovered in instalments after the establishments were reopened and the members were paid their wages.

### **Investment :**

(xii) The formula for investment of provident fund monies might be 50% in Central Government Securities and the remaining 50% in State Government and other Guaranteed Securities or in fixed deposits with the State Bank of India. This was to be adopted uniformly as between exempted and unexempted provident funds :

(xiii) For the period from 1.9.1968 to 31.3.1969, the investment of provident fund monies might be made on the revised pattern indicated below, without distinction as between exempted and unexempted Funds :—

- |   |     |
|---|-----|
| (a) Central Government Securities including small savings.  | 65% |
| (b) State Government and other Government guaranteed securities like Bonds of State Electricity Boards, State Housing Boards etc. | 35% |

(xiv) The investment for the year 1969-70 commencing from 1.4.1969 might be improved at least to the pattern of 50% in Central Government securities including Small Savings and 50% in State Government securities and other Government guaranteed securities. The investment rules for the exempted and unexempted funds were to be uniform. The Board also authorised an agreement with the Finance Ministry to the aforesaid investment ratio of 50:50 from 1.4.1969.

### **Annual Report :**

(xv) The Annual Report on the working of the Employees' Provident Funds Scheme during the year 1967-68 was approved and submitted to Government.

**Budget :**

(xvi) The Revised Estimates of expenditure for the year 1968-69 and the Budget Estimates for 1969-70 were approved and submitted to Government.

**Declaration of Rate of Interest :**

(xvii) The declaration of rate of interest at  $5\frac{1}{2}\%$  per annum for being credited to the accounts of subscribers to the Employees' Provident Fund and Staff Provident Fund for the year 1969-70 was approved and recommended to Government.

**Death Relief Fund :**

(xviii) A further transfer of Rs. 6 lakhs from the Reserve and Forfeiture Account to the Death Relief Fund was approved and recommended to Government.

**Provident Fund Accounts Service Examination :**

(xix) A scheme for holding a Provident Fund Accounts Service Examination for the employees of the Employees' Provident Fund Organisation for making appointments to the posts of Accounts Officers was approved and recommended to Government.

**REGIONAL COMMITTEES**

51. The Regional Committees assist the Central Board of Trustees by their advice on matters relating to the administration of the Scheme in their respective regions. At present such Committees are functioning in the State of Andhra Pradesh, Bihar, Gujarat, Kerala, Madhya Pradesh, Maharashtra, Orissa, Punjab & Haryana, Rajasthan, Tamil Nadu, Uttar Pradesh and West Bengal.

52. The following are some of the important recommendations/suggestions made by the Regional Committees.

**Regional Committee, Andhra Pradesh**

(i) It was decided that recommendation should be made to the Central Office for early construction of staff quarters for the Regional Office staff on the site near Begumpet Railway Station which was acquired some time back by the Organisation.

(ii) The Committee recommended that the limit of 15 years to entitle a person to get back in full the employer's contribution without forfeiture was too long and should be reduced to 10 years.

**Regional Committee, Bihar**

(i) It was suggested that efforts should be made to realise the amount of arrear Employees' Provident Fund dues by negotiation so that legal cost may be avoided as far as possible. For this purpose, it was decided to form a Committee consisting of Shri R.G. Agarwala, Shri Surya Narayan Sinha and the Regional Provident Fund Commissioner to negotiate recovery of the amount from defaulting establishments/factories.

(ii) It was suggested that the Central Provident Fund Commissioner and Government of India, should be requested to increase the investment of Employees' Provident Fund in the State Government loans, etc.

**Regional Committee, Madhya Pradesh**

(i) The Committee recommended that the State Government should be moved for according permission to create second charge on the property of the following Mills to secure payment of the arrears of provident fund.

1. New Bhopal Textiles Limited, Bhopal.
2. Indore Malwa United Mills Limited, Indore.
3. Hira Mills Limited, Ujjain.

(ii) The Committee desired that the number of Provident Fund Inspectors be doubled, as to enable the Organisation to keep a strict watch on the proper submission of returns, timely payment of provident fund dues etc.

(iii) The Regional Committee recommended that the deductions from the employees' wages towards Provident Fund should be treated as arrears of Wages and the law so amended as to make it a first charge on the property of the establishment in preference to all other creditors, including mortgage created after the arrears of Provident Fund accrued.

(iv) The Committee recommended that a State Board be constituted at an early date.

**Regional Committee, Orissa**

(i) The Regional Committee recommended that the Central Provident Fund Commissioner should be moved to make some provision for granting advances to the cyclone affected employees who are the Employees' Provident Fund subscribers.

(ii) The Regional Committee resolved that a meeting of the heads of the Public Sector establishments should be convened under the Chairmanship of the Chief Secretary of the State Government to impress upon the public sector establishments the necessity for effecting compliance with the provisions of the Employees' Provident Funds Act and the Scheme, 1952.

(iii) It was suggested that the employers' and employees' organisations should be requested to use their good offices on their constituent defaulting members and urge upon them to liquidate the arrear Provident Fund dues.

(iv) It was resolved by the Committee to make a proposal for appointment of a special certificate officer, a clerk and a peon at the cost of the Employees' Provident Fund organisation for speedy settlement of the certificate cases for realisation of the Provident Fund dues. Further it was resolved that the members, Board of Revenue might be requested to issue necessary directions to the collectors to expedite realisation of the provident fund moneys.

#### Regional Committee, Tamil Nadu

(i) The Regional Committee decided that the Government be requested to expedite the following amendments to Employees' Provident Funds Act suggested by it earlier:

- (a) Reduction of employment strength for coverage from 20 to 15 in respect of Hotels and Cinemas.
- (b) Removal of the infancy protection allowed under the Employees' Provident Funds Act.

(ii) The Committee also recommended extension of the Employees' Provident Funds Act, in the first instance to the 'factory' type of establishments in the Bidi industry.

(iii) The Committee recommended an amendment to the Employees' Provident Funds Scheme to provide for grant of refundable advances to members for compelling social and educational purposes, such as marriage, education etc.

#### Regional Committee, Rajasthan

The Committee recommended that the limit of relief under the Death Relief Fund should be raised from Rs. 500/ to Rs. 750/-.

#### Regional Committee, Gujarat

The Committee recommended the implementation of its suggestion to process the final stages of annual accounts of about 2 lakhs members on machines

at a cost of about Rs. 40,000/- on a trial basis, without effecting retrenchment in the existing staff.

#### Regional Committee, Uttar Pradesh

(i) The Committee recommended that a State Board should be constituted.

(ii) The Chairman suggested that all the exempted establishments should be advised to invest their provident fund monies in State Government securities and the State Government should be asked to make its securities more attractive and beneficial.

#### Regional Committee, West Bengal

The Committee suggested that those cases of complaints against defaulting establishments where the Police had not been able to find sufficient evidence to start action under Section 406/409 of the Indian Penal Code might be sent to the State Labour department to obtain the Legal Remembrancer's opinion. Therefore, the cases could be sent to the central office along with the Legal Remembrancer's opinion for obtaining the sanction of the Central Provident Fund Commissioner in a few test cases.

53. The details of the meeting held by the Regional Committees during 1968-69 are given below:—

Regions	No. of meetings	Date of meeting
Andhra Pradesh	4th Meeting	12.9.1968
Bihar	14th Meeting	29.6.1968
	15th Meeting	23.12.1968
Gujarat	4th Meeting	29.7.1968
Kerala	3rd Meeting	17.5.1968
Madhya Pradesh	6th Meeting	24.8.1968
Maharashtra	21st Meeting	20.6.1968
	22nd Meeting	7.11.1968
Orissa	1st Meeting	11.3.1969
Punjab	1st Meeting	18.2.1969

Haryana	1st Meeting	25.2.1969
Rajasthan	1st Meeting	17.4.1968
	2nd Meeting	5.2.1969
Tamil Nadu	19th Meeting	25.7.1968
	20th Meeting	3.3.1969
Uttar Pradesh	10th Meeting	15.6.1968
	11th Meeting	25.2.1969
West Bengal	24th Meeting	4.6.1968
	25th Meeting	13.12.1968

54. Brief reasons for not having held more than one meeting during the period in Andhra Pradesh, Gujarat, Kerala, Madhya Pradesh, Orissa, Punjab and Haryana regions are given under :—

- Andhra Pradesh : The second meeting for the year, which was proposed to be held in March, 1969, could not be held owing to the disturbed conditions in the State as the result of mass agitation for a separate Telengana State.
- Gujarat, Kerala and Madhya Pradesh : The second meeting could not be held owing to the transfer/inconvenience of the Chairman.
- Orissa : 2 Meetings were held during the Calendar Year, 1968. Henceforth 2 meetings will be held during a Financial Year.
- Punjab : The second meeting could not be held as the Regional Committee was reconstituted only on 11.12.1968.
- Haryana : The Second meeting could not be held as the Secretary to the reconstituted Regional Committee was appointed only in December, 1968.

## ADMINISTRATION

### Staff

55. Shri P. Sadagopan was the Central Provident Fund Commissioner, till the 31st March, 1969.

56. By the end of the year, all the Regional Offices were manned by full-time Regional Provident Fund Commissioners.

57. The authorised strength of the officers and staff of the Organisation during the year was 4641 as against 4595 in the previous year. The number of officers and staff in position as on 31.3.1969 was 4,441.

58. The Board had earlier set-up a Special Sub-Committee to examine certain representations made on behalf of the staff for higher scales of pay and allowances, bonus etc., and other demands for modifications in the conditions of service. After considering the object of the Sub-Committee's recommendations i.e. to place the employees of the Employees' Provident Fund on a par with Government servants as a whole, taking together those who have Government accommodation, the Board decided at its meeting held on 30.4.68 that the employees of the Employees' Provident Fund should be treated in the same way as Central Government employees in corresponding administrative offices in the matter of pay, allowances and other concessions.

### ACCOMMODATION FOR OFFICE AND STAFF QUARTERS

59. (i) The Board approved of the proposal to purchase a suitable plot of land near Malviya Nagar from the Delhi Development Authority at a cost of Rs. 12,12,500/- for the construction of residential quarters for the Officers and staff of the Central and Regional Offices, New Delhi. The site has since been purchased and the acquisition proceedings are in progress.

(ii) The construction work relating to both the office building and staff quarters at Kanpur has been progressing satisfactorily. The buildings are likely to be made available for occupation by the end of 1969.

(iii) In the Mysore region, the work of putting up an additional office building in the existing compound has been completed upto the foundation stage.



(iv) In the other Regions, action to acquire land or to appoint Architects and finalise plans and estimates towards construction of office buildings/staff quarters has been in progress.

### MACHINE PROCESSING OF ACCOUNTS

60. On the basis of the experience gained since the installation of the IBM machines in 1964, a revised procedure for the machine processing of accounts in the Maharashtra Regional Office was introduced in March, 1968. According to this procedure, the accounts of only those establishments which were regular, correct and punctual in the submission of their returns and contributions were processed by the machine and the rest of the accounts which were suitable for manual tabulation were tabulated manually. This selective approach gave a marked fillip to the machine performance during the year 1968-69 and on the basis of this record, the Board has desired continuance of the machine processing till the 31st March, 1970, for the present.

61. By the 31st March, 1969, the annual accounts of practically all the years upto 1967-68 were issued out by the Maharashtra Region except for a hard core of about 1,50,000 accounts (forming about 7%) relating to certain major defaulting Textile establishments. The yearwise position of the issue of accounts as on 31.3.1969 was as indicated below:

Year	No. of accounts to be issued	No. of accounts issued	Balance pending
(All the accounts upto and for 1964-65 were already issued out)			
1965-66	6,72,965	6,59,286	13,679
1966-67	7,05,625	6,61,786	43,839
1967-68	7,03,580	6,10,958	*92,622
	20,82,170	19,32,030 (93%)	1,50,140 (7%)

\* [These accounts were those that were required to be processed manually. The accounts allotted to the machine were all compiled and issued out.]

### SCHEME OF ANNUAL POSTING OF CONTRIBUTIONS

62. With a view to evening out the flow of work in the Regional Offices and achieving efficiency and prompt despatch of accounting work (particularly the settlement of final payment claims and issuing of annual statements of account) at economical operational cost, a Scheme of annual (instead of monthly) system of posting of contributions was introduced in the Organisation w.e.f. 1.10.1968. The Scheme was to apply initially to those establishments which were punctual and regular in the remittance of contributions and rendition of returns and it was to be introduced in the Regions in a phased manner. In the first phase, the Scheme was applied to six Regions from 1.10.1968. The second phase began with the application to seven more Regions from 1.1.1969.

### INCOME AND EXPENDITURE

63. The cost of running the administration and other allied expenditure is met from special levies called administrative and inspection charges, collected from the employers of un-exempted and exempted establishments at the rates of 0.37% and 0.09% of 'pay' of the members respectively.

64. The year witnessed an increase of Rs. 21.17 lakhs in income and of Rs. 51.52 lakhs in expenditure over the previous year. The increase in the dearness allowance, house rent allowance and compensatory allowance due to the merger of dearness allowance in basic pay of the employees of the Employees' Provident Fund Organisation during the year accounted for the rise in revenue expenditure. The purchase of land and construction of office buildings and staff quarters contributed largely to the rise in the capital expenditure.

65. The actuals of Income and Expenditure are given below :—

(i) <b>Income</b>	(in lakhs of Rupees)	
	1967-68	1968-69
(a) Administrative and Inspection charges	216.51	235.40
(b) Interest on investment.	17.06	19.09
(c) Damages.	0.34	0.59
	<u>233.91</u>	<u>255.08</u>
(ii) <b>Expenditure</b>		
(a) Revenue	174.34	192.62
(b) Capital	7.52	40.76
	<u>181.86</u>	<u>233.38</u>

21.70

**AUDIT**

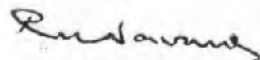
66. The external audit of the Fund was as usual conducted by the Comptroller and Auditor General of India with the assistance of the various Accountants General. The certified Accounts of the Employees' Provident Fund Organisation for the year 1966-67 along with the Audit Report thereon is being laid on the table of the Lok/Rajya Sabha. The accounts for 1967-68 are being got ready for presentation to Audit.

67. The Internal Audit Scheme was introduced in this Organisation w.e.f. 1st August, 1966. Till now the internal audit has completed 2 cycles of audit in the Regional Offices and the third is in progress. The audit has been able to locate the actual trouble spots in the Regions and suggest ways and means of not only how the irregularities should be rectified but also how they should be guarded against in future. It is proposed to serialise and circulate these audit instructions in future in the form of a periodical digest, so that regularity and continuity in this regard could be maintained to the advantage of the persons who are intended to be benefited. Such a continuous process of education is expected to have a salutary effect on the level of efficiency of accounts and audit work in the Organisation.

**CONCLUSION**

68. It has been the constant endeavour of the Central Board of Trustees to widen the range of benefits to the workers, consistent with the basic objectives of the Scheme. Regard has always been paid to the genuine difficulties of the employers and workers in the working of the Scheme.

69. The Board acknowledges with thanks the co-operation received from the Central Government, the State Governments and the associations of Workers and Employers in the implementation of the Act and the Scheme. The Board would also like to place on record its appreciation of the hard and devoted work done by the Officers and staff of the Employees' Provident Fund Organisation during the year.



(R.R. Savor)  
*Secretary*  
Central Board of Trustees

---

---

**APPENDICES**

---

---

## APPENDIX 'A'

## Industries/Classes of establishments to which the Employees' Provident Funds Act, 1952 applied on 31-3-69

(Exempted and Unexempted estts).

Date of extension	Industry/Class of establishment	No. of establishment	No. of subscribers
(1)	(2)	(3)	(4)
1st November, 1952	(1) Cement	68	56,382
	(2) Cigarettes	15	12,850
	(3) Electrical, mechanical or general Engineering products.	8,537	8,91,268
	(4) Iron and Steel	218	2,36,172
	(5) Paper	260	64,112
	(6) Textiles (made wholly or in part of cotton or wool or jute, or silk whether natural or artificial)	3,144	11,02,782
31st July, 1956	(6A) Jute	100	2,00,577
	(7) Edible oils and fats	1,284	47,494
	(8) Sugar	440	1,96,439
	(9) Rubber and rubber products.	317	56,061
	(10) Electricity including generation transmission and distribution thereof	606	2,02,214
	(11) Tea (except in the State of Assam where the Government of Assam have instituted a separate Provident Funds Scheme for the industry including plantations)	1,034	3,87,375 (Figures include those under Item 26 also)

(1)	(2)	(3)	(4)
(12) Printing, including the process of composing types for printing; printing by letter press, lithography photogravure or other similar process or book binding but excluding printing presses, covered under "Newspaper establishments" to which the Employees' Provident Funds Act has separately been extended under section 15 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955	1,419	65,303	
(13) Stone ware pipes	30	4,077	
(14) Sanitary wares	25	5,244	
(15) Electrical porcelain insulators of high and low tension	24	4,442	
(16) Refractories	74	29,576	
(17) Tiles	460	28,938	
(18) Matches	227	14,624	
(19) Glass	256	32,352	
<i>Note:</i> Till the 31st March, 1952 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 tons per month or less.			
30th September, 1956	(20) Heavy and fine Chemicals including :—	1,300	167,860
	(i) Fertilizers		
	(ii) Turpentine		
	(iii) Rosin		
	(iv) Medical and Pharmaceutical preparations		
	(v) Toilet preparations		
	(vi) Soaps		

(1)	(2)	(3)	(4)
	(vii) Inks		
	(viii) Intermediates, dyes, colour lakes and toners		
	(ix) Fatty acids		
	(x) Oxygen, acetylene and carbon-dioxide gases (The Act was actually enforced in this industry with effect from the 31st July, 1957)		
	(21) Indigo	1	154
	(22) Lac including shellac	52	501
	(23) Non-edible vegetable and animal oils and fats	36	1,448
31st December, 1956	(24) Newspaper establishments	239	31,052
31st January, 1957	(25) Mineral oil refining	7	6,929
30th April, 1957	(26) Tea plantations (other than the tea plantations in the State of Assam)	(Figures included under Item 11).	
	(27) Coffee plantations	1,453	39,305
	(28) Rubber plantations	166	14,126
	(29) Cardamom plantations	170	2,202
	(30) Pepper plantations	—	—
	(30A) Mixed plantations	124	18,801
30th November, 1957	(31) Iron Ore mines	161	19,771
	(32) Manganese mines	198	38,749
	(33) Limestone mines	140	30,404
	(34) Gold mines	2	15,109
	(35) Industrial and power alcohol	30	4,630
	(36) Asbestos cement sheet	7	5,951
	(37) Coffee curing establishments	35	10,307
30th April, 1958	(38) Biscuit making industry including composite units making biscuits and products such as bread, confectionery and milk and milk powder	160	11,126

(1)	(2)	(3)	(4)
30th April, 1959	(39) Road motor transport establishments	1,475	1,90,678
31st May, 1960	(40) Mica factories	138	7,726
	(41) Mica mines	297	16,697
30th June, 1960	(42) Plywood	102	12,021
	(43) Automobile servicing and repairing	621	60,134
31st December, 1960	(44) Rice milling	2,287	34,121
	(45) Dal milling		
	(46) Flour milling		
31st May, 1961	(47) Starch	11	2,013
30th June, 1961	(48) Hotels	1,641	39,506
	(49) Restaurants	462	9,506
	(50) Establishments engaged in the storage or transport of distribution of petroleum or natural gas or products of either petroleum or natural gas	131	48,054
	(51) Petroleum or natural gas exploration prospecting, drilling or production		
	(52) Petroleum or natural gas refining		
31st July, 1961	(53) Cinemas including preview theatres	1,126	22,733
	(54) Film Studios	35	3,106
	(55) Film production concerns	118	5,521
	(56) Distribution concerns dealing with exposed films		
	(57) Film processing laboratories		
31st August, 1961	(58) Leather and leather products	495	20,783
30th November, 1961	(59) Stone ware jars	23	2,373
	(60) Crockery	41	2,659

(1)	(2)	(3)	(4)
31st December, 1961	(61) Every cane farm owned by the owner or occupier of a sugar factory or cultivated by such owner or occupier or any person on his behalf	29	4,033
30th April, 1962	(62) Every trading and commercial establishment engaged in the purchase, sale or storage of any goods including establishments of exporters, importers, advertisers, commission agents and brokers, and commodity and stock exchanges, but not including banks or ware-houses established under any Central or State Act	5,960	3,82,776
30th June, 1962	(63) Fruit and vegetable preservation	71	4,294
30th September, 1962	(64) Cashewnuts	215	90,451
31st October, 1962	(65) Establishments engaged in the processing or treatment of wood including manufacture of hard board or chip board, jute or textile, wooden accessories, cork products, wooden furniture, wooden sports goods cane or bamboo products, wooden battery separators	261	8,862
	(66) Saw mills	829	24,890
	(67) Wood seasoning kilns		
	(68) Wood preservation plants		
	(69) Wood workshops		
31st December, 1962	(70) Bauxite mines	19	1,462
31st March, 1963	(71) Confectionery	64	1,237
30th April, 1963	(72) Laundry and laundry services	141	4,251
	(73) Buttons	17	518
	(74) Brushes	20	894
	(75) Plastic and plastic products	381	19,341
	(76) Stationery products		

(1)	(2)	(3)	(4)
31st May, 1963	(77) Theatres where dramatic performance or other forms of entertainment are held and where payment is required to be made for admission as audience or spectators	17	704
	(78) Societies, clubs or associations which provide boarding and lodging or both or facility for amusement or any other service to any of their members or to any of their guests on payment	173	8,917
	(79) Companies, societies, associations, clubs or troupes which give any exhibition or acrobatic or other performances or both in any arena circular or otherwise or perform or permit any other form of entertainment in any place, other than a theatre, and require payment for admission into such exhibition or entertainment as spectators or audience	22	1,069
31st August, 1963	(80) Canteens	168	4,400
	(81) Aerated water, soft drinks or carbonated water	50	2,820
31st October, 1963	(82) Distilling and rectifying of spirits (not falling under industrial and power alcohol) and blending of spirits	15	822
31st January, 1964	(83) Paint and varnish	64	6,144
	(84) Bone crushing	45	2,079
31st June, 1964	(85) Pickers	11	375
	(86) China clay mines	31	2,877
31st October, 1964	(87) Attorneys, as defined in the Advocates Act, 1961 (25 of 1961)	39	1,818
	(88) Chartered or registered accountants, as defined in Chartered Accountants Act, 1949 (38 of 1949)	48	1,906

(1)	(2)	(3)	(4)
	(89) Cost and Works Accountants within the meaning of the Cost and Works Accountants Act, 1939 (23 of 1959)	—	—
	(90) Engineers and engineering contractors not being exclusively engaged in building and construction industry	124	5,107
	(91) Architects	33	1,078
	(92) Medical practitioners and medical specialists	94	3,090
31st December, 1964	(93) Milk and milk products	83	15,403
31st January, 1965	(94) Travel agencies engaged in :—	53	2,098
	(i) booking of international air and sea passages and other travel arrangements;		
	(ii) booking of internal air and mail passages and other travel arrangements; and		
	(iii) forwarding and clearing of cargo from and to overseas and within India		
	(95) Forwarding agencies engaged in the collection, packing, forwarding, or delivery of any goods including car loading break-bulk service and foreign freight service	76	4,197
	(96) Non-ferrous metals and alloys in the form of ingots	16	1,530
31st March, 1965	(97) Bread	46	1,153
30th June, 1965	(98) Stemming, redrying, handling, sorting, grading or packing of tobacco leaf	284	62,828
31st July, 1965	(99) Agarbatee (including dhoop and dhoopbattee) industry	111	3,539
31st August, 1965	(100) Magnesite mines	2	8
30th September, 1965	(101) Coir (excluding the spinning sector) industry	51	4,409

(1)	(2)	(3)	(4)
31st December, 1965	(102) Stone quarry producing roof and floorslabs, dimension stones, monumental stones and mosaic chips	191	1,554
31st January, 1966	(103) Banks doing business in one State or Union Territory and having no departments or branches outside that State or Union Territory	365	40,781
30th June, 1966	(104) Tobacco industry that is to say, any industry engaged in the manufacture of Cigars, Zarda, Snuff, Qivam and Guraku from Tobacco	251	3,814
31st July, 1966	(105) Paper products industry	24	641
3rd September, 1966	(106) Licenced salt industry	142	4,667
30th April, 1967	(107) Linoleum	1	727
	(108) Indoleum	—	—
31st July, 1967	(109) Explosives	45	2,790
31st August, 1967	(110) Jute baling or pressing	8	341
31st October 1967	(111) Fire works and percussion capworks	21	459
30th November, 1967	(112) Tent making industry	5	216
31st August, 1968	(113) Barytes mines	5	—
	(114) Dolomite mines	1	70
	(115) Fireclay mines	1	27
	(116) Gypsum mines	1	50
	(117) Kyanite mines	1	23
	(118) Silliminite mines	3	150
	(119) Steatite mines	2	20
31st December, 1968	(120) Cinchona Plantations	1	217
	On voluntary basis	1,282	57,423
		43,835	53,29,186

## APPENDIX 'B'

## Industries/Classes of establishments in respect of which the statutory rate has been enhanced to 8% of pay

Note—This enhanced rate is applicable to establishments employing 50 or more persons)

Date of enhancement	Industry/Class of establishment
1st January, 1963	(1) Cigarettes;
	(2) Electrical, mechanical or general engineering products;
	(3) Iron and steel;
	(4) Paper other than hand made paper;
1st April, 1963	(5) Cement;
1st November, 1963	* (6) Textiles (made wholly or in part of artificial silk and wool);
	(7) Matches;
	(8) Edible oils and fats, other than vanaspati;
	(9) Rubber and rubber products;
	(10) Electricity including the generation; transmission and distribution thereof;
	(11) Tea;
	(12) Printing (other than printing industry relating to newspaper establishments as defined in the Working Journalists (Conditions of Service) and Miscellaneous' provisions Act, 1955) including the process of composing types for printing, printing by letter press, lithography, photogravure or other similar process or book-binding
	(13) Glass;
	(14) Stone-ware pipes;
	(15) Sanitary wares;
	(16) Electrical porcelain insulators of high and low tension;
	(17) Refractories;
	(18) Tiles;

- (19) Heavy and fine chemicals, excluding fertilizers but including the following :
- (a) Turpentine,
  - (b) Rosin,
  - (c) Medical and pharmaceutical preparations,
  - (d) Toilet preparations,
  - (e) Soaps,
  - (f) Inks,
  - (g) Intermediates, dyes, colour lakes and toners,
  - (h) Fatty acids and oxygen, acetylene and carbon-dioxide gases,
- (20) Indigo
- (21) Non-edible vegetables and animal oils and fats;
- (22) Mineral oils refining;
- (23) Newspaper establishments;
- 1st December, 1963 \* (24) Textiles (made wholly or in part of cotton)
- 1st February, 1965 (25) Tea plantations (other than the tea plantations in the State of Assam);
- (26) Rubber plantations;
- (27) Cardamom plantations;
- (28) Pepper plantations;
- (29) Lime stone mines;
- (30) Industrial and power alcohol;
- (31) Asbestos cement sheets;
- 1st June, 1965 (32) Coffee plantations;
- 1st September, 1965 (33) Coffee curing establishments;
- 1st April, 1966 \*(34) Textiles made wholly or in part of natural silk;
- 1st June, 1966 (35) Biscuit making industry including composite units making biscuits and products, such as bread, confectionery and milk and milk powder;
- (36) Plywood;
- (37) Automobile repairing and servicing;

- (38) Rice milling;
- (39) Dal milling;
- (40) Flour milling;
- (41) Road motor transport;
- 1st August, 1966 (42) Sugar;
- 1st January, 1967 (43) Hotels;
- (44) Restaurants;
- (45) Establishments engaged in the storage or transport or distribution of petroleum or natural gas or products of either petroleum or natural gas;
- (46) Cinemas including preview theatres;
- (47) Film Studios;
- (48) Film production concerns;
- (49) Distribution concerns dealing with exposed films;
- (50) Film processing laboratories;
- (51) 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;
- (52) Starch;
- (53) Petroleum or natural gas exploration prospecting, drilling or production;
- (54) Leather and leather products;
- (55) Stoneware jars;
- (56) Crockery;
- 1st July, 1967 (57) Trading and commercial establishments engaged in the purchase, sale or storage of any goods, including establishments of exporters, importers advertisers, commission agents and brokers, and commodity and stock exchanges, but not including banks or ware-house established under any Central or State Act;



- (58) Establishments engaged in the processing or treatment of wood including manufacture of hard-board or chip-board, jute or textile wooden accessories, cork products, wooden furniture, wooden sports goods, cane or bamboo products, wooden battery separators;
- (59) Saw mills;
- (60) Wood seasoning kilns;
- (61) Wooden preservation plants;
- (62) Wood workshops;
- (63) Bauxite mines;
- (64) Laundry and laundry services;
- (65) Theatres where dramatic performances or other forms of entertainments are held and where payment is required to be made for admission as audience or spectators;
- (66) Societies, clubs or associations which provide boards or lodging or both or facility for amusement or any other service to any of their members or to any of their guests on payment;
- (67) Companies, societies, associations, clubs or troupes which give any exhibition of acrobatic or other performances or both, in any arena circular or otherwise or perform or permit any other form of entertainment in any place, other than a theatre, and require payment for admission into such exhibition or entertainment as spectators or audience;
- (68) Fruit and vegetable preservation industry that is to say, any industry which is engaged in the preparation of production of any of the following articles, namely:—
- (i) canned and bottled fruits, juices and pulps;
  - (ii) canned and bottled vegetables;
  - (iii) frozen fruits and vegetables;
  - (iv) jams, jellies and marmalades;
  - (v) tomato products, ketchups and sauces;
  - (vi) squashes, crushes, cordials and ready-to serve beverages or any other beverages containing fruit juice or fruit pulp;
  - (vii) preserved, candied and crystallised fruits and peals;
  - (viii) chutneys;
  - (ix) any other unspecified item relating to the preservation or canning of fruits and vegetables;

- (69) Confectionery;
- (70) Buttons;
- (71) Brushes;
- (72) Plastic and plastic products;
- (73) Stationery products;
- From 1st January, 1969 (74) Attorneys, as defined in the Advocates Act, 1961 (25 of 1961);
- (75) Chartered or registered Accountants, as defined in Chartered Accountants Act, 1949 (38 of 1949);
- (76) Cost and Works Accountants within the meaning of the Cost and Works Accountants Act, 1959 (23 of 1959);
- (77) Engineers and engineering contractors, not being exclusively engaged in building and construction industry;
- (78) Architects;
- (79) Aerated water, soft drinks or carbonated water;
- (80) Distilling and rectifying of spirits (not falling under industrial and power alcohol) and blending of spirits;
- (81) Paint and varnish;
- (82) Pickers; and
- (83) Milk and Milk Products.

\*Note:—These are parts of the industry mentioned at item (6). Accordingly the enhanced rate has been applied to 81 industries/classes of establishments covered under the Act.

APPENDIX 'B-1'

Industry/Classes of establishments in respect of which the statutory rate has been enhanced to 8% of pay during the year under report

Note:—This enhanced rate is applicable to establishments employing 50 or more persons.

1. Attorneys, as defined in the Advocates Act, 1961 (25 of 1961);
2. Chartered or registered Accountants, as defined in Chartered Accountants Act, 1949 (38 of 1949);
3. Cost and Works Accountants within the meaning of the Cost and Works Accountants Act, 1959 (23 of 1959);
4. Engineers and engineering contractors, not being exclusively engaged in building and construction industry;
5. Architects;
6. Aerated water, soft drinks or carbonated water;
7. Distilling and rectifying of spirits (not falling under industrial and power alcohol) and blending of spirits;
8. Paint and varnish;
9. Pickers; and
10. Milk and Milk Products.

APPENDIX C

Statement showing the details of Establishments which were in default of Provident Fund dues of Rs. one lakh and above (including arrears of contribution, administrative charges and penal damages) as on 31st March, 1969

Sl. No.	Name of the establishments	Amount in arrears (Rs. in lakh)
(1)	(2)	(3)
<b>1. ANDHRA PRADESH</b>		
1.	Andhra Scientific Co. Ltd., Masulipatnam	4.18
2.	Tirupathi Cotton Mills, Renigunta, Chittor Dist.	2.50
3.	D.B.R. Mills Ltd., Secunderabad.	4.43
4.	Hyderabad Khadi Samity, Hyderabad.	3.95
5.	Azamjahi Mills Ltd., Warrangal.	15.33
		<u>Rs. 30.39</u>
<b>2. BIHAR</b>		
6.	Bihar Sugar Works Pachrukhi Saran.	1.84
7.	Chrestion Mica Industries (P) Ltd., Hazaribagh, and its sister concerns	2.51
8.	Gaya Textiles (P) Ltd., Gaya.	3.13
9.	India Fire-bricks & Insulation Co. Ltd. Rambagh Cantt. Hazaribagh	1.09
10.	Khandewal Glass Works, P.O. Ambona, Dhanbad.	1.36
11.	Reliance Fire-Pricks and Pottery Works Ltd., Dhanbad.	7.16
12.	Tatanagar Foundry and Co. Ltd., Jamshedpur.	5.05
13.	Murdutroy Jute Mills (P) Ltd. Katihar.	10.27
		<u>Rs. 32.41</u>
<b>3. GUJARAT</b>		
14.	Ahmedabad New Textile Mills Co. Ltd., Ahmedabad.	6.78
15.	Ananta Mills Ltd., Ahmedabad.	7.57
16.	Baroda Spinning and Weaving Co. Ltd., Baroda.	4.32

(1)	(2)	(3)
17.	Girdhardas, Harivallardas Mills, Ahmedabad.	2.61
18.	Keshav Mills Co. Ltd., Petlad.	3.18
19.	Navjivan Mills Ltd., Kalol,	4.51
20.	New Maneckchowk Spg. and Wvg. Co. Ltd.	3.74
21.	Mahalaxmi Mills Ltd., Bhavnagar	6.77
22.	Petlad Bulakhidas Co. Pvt. Petlad.	1.21
23.	Prabha Mills Ltd., Viramgam.	3.35
24.	Rustam Jehangir Vakil Mills Co. Ltd. Ahmedabad.	1.40
25.	Shree Yamuna Mills Co. Ltd., Baroda	2.22
26.	Ahmedabad Laxmi Cotton Mills Co. Ltd., Ahmedabad.	1.44
27.	Jahangir Vakil Mills Co., Ltd., Ahmedabad.	11.29
28.	Maneckchowk and Ahmedabad Mfg. Co., Ltd., Ahmedabad.	22.09
29.	Rajnagar Spg. & Wvg. & Mfg. Co. Ltd.	13.30
30.	New Commercial Mills Co. Ltd., Ahmedabad.	12.21
		<u>Rs. 107.99</u>

## 4. KERALA

31.	Algappa Textiles (Cochin) Ltd.	6.16
32.	Cannanore Spinning and Weaving Mills Ltd., Mahe.	1.79
33.	Cannanore Spg. & Wvg. Co. Ltd., Cannanore.	2.89
34.	Malabar Spg. & Wvg. Co. Ltd., Kozhikode.	2.59
35.	Modern Tile & Clay Works Feroke, Kozhikode.	1.08
36.	Parvathi Mills, Quilon.	2.70
37.	Ranimudy Dn. No. IV Tea Estate, Peermade.	1.62
38.	Shamughavilas Cashew Industries, Quilon 7 Units.	6.80
39.	Vanaja Textiles Ltd., Kuriennikkara.	1.37
40.	Vijaya Mohini Mills Ltd., Trivandrum.	1.77
		<u>Rs. 28.77</u>

(1)	(2)	(3)
5. MADHYA PRADESH		
41.	Bengal Nagpur Cotton Mills Rajnandgaon.	3.86
42.	Bhandari Iron & Steel Co., Ltd., Indore.	1.52
43.	Central India Machinery Mfg. Co. (Foundry Dvn.) Gwalior.	1.92
44.	Himnat Steel Foundry Ltd., Raipur.	1.29
45.	Hira Mill Ltd., Ujjain.	19.15
46.	Indore Malwa United Mills Ltd., Indore.	46.38
47.	New Bhopal Textiles Ltd., Bhopal.	12.53
48.	Swadeshi Cotton & Flour Mills Ltd. Indore.	18.43
		<u>Rs. 105.08</u>

## 6. MAHARASHTRA

49.	Appollo Mills Ltd. Bombay.	7.48
50.	Devidayal Tube Industries Ltd. Bombay.	1.15
51.	Jayashankar Mills, Barsi Ltd., Barsi, Sholapur.	5.54
52.	Lakshmiratan Engineering Works, Lower Parel, Bombay.	4.99
53.	Osmanshahi Mills Ltd., Nanded.	6.00
54.	R.B. Bansilal Abirchand Wvg. & Spg. Mills, Hinganghat (Wardha)	8.43
55.	Sawatram Ramprasad Mills, Akola.	4.42
56.	Shree Krishna Woollen Mills P. Ltd., Bombay.	1.51
57.	Structural Engineering Works, Bombay.	2.82
58.	Vidarbha Mills Berar, Ltd., Blichpur.	5.93
59.	Narsinggirji Mills, Sholapur.	9.96
60.	R.S.R.G., Mohatta Mills Ltd. Akola	5.24
61.	Dhanraj Mills Ltd., Lower Parel, Bombay.	11.15
62.	Digvijay Spg. & Wvg. Co. Ltd., Bombay	14.92
63.	Edward Textiles Ltd., Bombay.	14.97
64.	New Kaiser-I-Hind Spg. & Wvg. Co. Ltd., Bombay.	19.56

(1)	(2)	(3)
65	Saksaria Cotton Mills Ltd., Bombay.	12.36
66.	Sholapur Spg. & Wvg. Mills Ltd., Sholapur.	32.06
67.	India United Mills, Bombay.	178.03
68.	Model Mills Nagpur, Ltd., Nagpur	23.92
69.	New Pratap Spg. & Wvg. & Mfg. Co. Ltd., Dhulia.	10.70
		<u>Rs. 376.14</u>
7. MYSORE		
70.	Madhya National Paper Mills, Bangalore.	2.25
		<u>Rs. 2.25</u>
8. ORISSA		
71.	Prajatantar Prachar Samity.	1.83
72.	Kalinga Industries Ltd.	1.91
73.	Orissa Industries, Ltd., Baranga.	2.82
		<u>Rs. 6.56</u>
9. PUNJAB		
74.	Globe Steels, Ballabgarh.	2.40
		<u>Rs. 2.40</u>
10. RAJASTHAN		
75.	Dholpur Glass Works Ltd., Dholpur.	1.34
76.	Shree Bijay Cotton Mills Ltd., Bijaynagar.	2.68
77.	Mahalaxmi Mills Co. Ltd., Beawar.	3.21
		<u>Rs. 7.23</u>
11. TAMIL NADU		
78.	Balaram Varma Textiles (P) Ltd., Shoncottah, Tirunalvali.	1.13
79.	Blavani Mills Ltd., Coimbatore.	2.18
80.	Cambodia Mills, Coimbatore.	2.19
81.	Cauvery Spg. & Wvg. Mills Ltd., Trichy.	5.63

(1)	(2)	(3)
82.	Coimbatore Spg. & Wvg. Co. Ltd., Coimbatore.	2.16
83.	Coimbatore Kamala Mills Ltd., Coimbatore.	2.03
84.	Coimbatore Murugan Mills Ltd., Coimbatore.	3.75
85.	Ganapathy Mills Ltd., Tirunelveli.	1.27
86.	Kadri Mills Ltd., Coimbatore.	6.03
87.	Kasthuri Mills Ltd., Coimbatore.	1.21
88.	Kaleeswarar Mills Ltd., Coimbatore.	6.04
89.	Prakash Mills Ltd., Coimbatore.	1.69
90.	Pudukottah Textiles Ltd., Trichy.	2.06
91.	Pankaja Mills Ltd., Coimbatore	5.54
92.	Rajarathna Mills, Madurai	2.50
93.	Rajah Mills Ltd., Madurai.	1.28
94.	Radhika Mills, Coimbatore.	1.49
95.	Sri Palamalai Ranganathar Mills Ltd., Coimbatore.	1.49
96.	Sri Ranga Vilas Spg. & Wvg Mills Ltd., Coimbatore.	2.59
97.	Sri Sarada Mills Ltd., Coimbatore.	1.50
98.	Sri Ramalinga Choodambigai Mills, Coimbatore.	4.33
99.	Southern Textiles Ltd., Coimbatore.	1.81
100.	Southern Structurals Ltd., Coimbatore.	5.27
101.	Vijayalakshmi Mills Ltd., Coimbatore.	1.65
102.	Angle French Textiles, Pondicherry.	3.07
103.	Sri Sathiyilal Bus Service Povayur, Tanjore.	1.90
104.	Somasundaram Mills, Coimbatore.	14.18
105.	Textool Co. Ltd., Coimbatore.	13.48
106.	Swadeshi Cotton Mills, Pondicherry.	14.65
107.	Sri Bharathi Mills, Pondicherry.	14.28
		<u>Rs. 128.38</u>

(1)	(2)	(3)
<b>12. UTTAR PRADESH</b>		
108.	B.I.C. Ltd., Cooper Allen & North West Tannery Branches, P.O. 6, Kanpur.	3.60
109.	H.R. Sugar Factory, Bareilly.	1.34
110.	Bijli Cotton Mills(P) Ltd., Hathras, Aligarh.	9.95
111.	India Supplies Engg. Works Ltd., Kanpur.	1.29
112.	Kundan Sugar Mill, Amroha, Distt Moradabad.	1.78
113.	Laxmi Ratan Engg. Works, Kanpur.	2.09
114.	Muir Mills Co., Ltd., Kanpur.	6.66
115.	R.B. Lachmandas Sugar & General Mills, Bauriach.	2.78
116.	Ram Luxman Sugar Mill, Mohiuddinnu.	2.21
117.	Ram Chand & Sons Sugar Mills(P) Ltd., Barabanki.	2.07
118.	Atherton West & Co. Ltd., Kanpur.	12.79
119.	Laxmi Ratan Cotton Mills Co. Ltd., Kanpur	20.14
120.	New Victoria Mills Co. Ltd., Kanpur.	50.74
		Rs. 117.44
<b>13. WEST BENGAL</b>		
121.	Agrind Fabrication Ltd. Alipore.	3.04
122.	Albert David Ltd.,	8.43
123.	Arati Cotton Mills Ltd.	2.20
124.	Atlas Works (P) Ltd.	1.54
125.	Bangasri Cotton Mills Ltd.	2.50
126.	Bangodaya Cotton Mills, Ltd., Alipore	2.86
127.	Bangeswari Cotton Mills, Hoogly	9.22
128.	Bengal Fine Spg. & Wvg. Mills Ltd.	3.25
129.	Bengal Textile Mills, Berhampore.	3.13
130.	Bharat Jute Mills Ltd., Das Nagar, Howrah.	3.71
131.	Corporated Engineering India Ltd.	1.06

(1)	(2)	(3)
132.	Dhakeswari Cotton Mills Ltd.	8.99
133.	Indian Cycle Mfg. Co. Ltd., Alipore.	3.33
134.	Indian Machinery Co. Ltd.	4.07
135.	Indian Malleable Castings Ltd.	1.66
136.	International Rubber Mfg. Co.	2.65
137.	Jalpaiguri Electric Supply Co., Ltd., Jalpaiguri.	1.68
138.	Jaldacca Altadanga Tea Estate.	1.45
139.	Lookson Tea Estate.	1.82
140.	Luxmi Narayan Cotton Mills Ltd., Hubli.	9.78
141.	Luxmi Narayan Cotton Mills Ltd., Hubli.	1.20
141.	Pashok Tea Estate.	3.81
142.	Majheredabari Tea Estate.	1.90
143.	Manjira Mills Ltd.	4.97
144.	Martin & Harris (P) Ltd.	2.71
145.	Modern India Construction Co., Ltd.	2.77
146.	Motor & Machinery Mfg. Co.	2.77
147.	Oriental Research & Chemical Laboratories Ltd., Howrah.	1.46
148.	Rayon Engineering Works Ltd.	2.92
149.	Sargaon Tea Estate, Jalpaiguri.	4.17
150.	Shalimar Tar Products.	4.34
151.	Shree Mahaluxmi Cotton Mills Ltd.	6.52
152.	Snow Vier Tea Co. Ltd.	1.41
153.	Sodepore Cotton Mills Ltd., Alipore.	2.88
154.	Thakurdas Sureka Iron Foundry.	2.50
155.	The National Iron & Steel Co. (P) Ltd.	6.17
156.	U.P. Commercial Corporation (P) Ltd.	1.58
157.	India Electric Works, Calcutta.	13.23
158.	Rampooria Cotton Mill, Hoogly.	14.42
		Rs. 155.33
	Total	1,100.37 Lakhs

## APPENDIX D

Statement showing the details of establishments which were in default of Provident Fund dues of Rs. Ten lakhs and above (including arrears of contribution, administrative charges and penal damages) as on 31st March, 1969.

S No.	Name of the Establishment	Amount in arrears (Rs. in lakhs)
(1)	(2)	(3)
1. ANDHRA PRADESH		
1.	Azamjahi Mills Ltd., Warrangal.	15.33
2. BIHAR		
2.	Hurdutroy Jute Mills(P) Ltd., Katihar.	10.27
3. GUJARAT		
3.	Jahangir Vakil Mill's Co., Ltd.	11.29
4.	Maneckchowk and Ahmedabad Mfg. Co. Ltd., Ahmedabad.	22.09
5.	Rajnagar Spg. Wvg. & Mfg. Co. Ltd.,	13.30
6.	New Commercial Mills Co. Ltd.,	12.21
4. MADHYA PRADESH		
7.	Hira Mills Ltd. Ujjain.	19.15
8.	Indore Malwa United Mills Ltd., Indore.	46.38
9.	New Bhopal Textiles Ltd., Bhopal.	12.53
10.	Swadeshi Cotton & Flour Mills Ltd., Indore	18.43
5. MAHARASHTRA		
11.	Dhanraj Mills Ltd., Lower Parel, Bombay.	11.15
12.	Digvijay Spg. & Wvg. Co. Ltd., Bombay.	14.92
13.	Edward Textiles Ltd., Bombay.	14.97
14.	New Kaiser-I-Hind Spg. & Wvg. Co., Ltd., Bombay.	19.56
15.	Saksaria Cotton Mills Ltd., Bombay.	12.36

(1)	(2)	(3)
16.	Sholapur Spg. & Wvg. Mills Ltd., Sholapur	32.06
17.	India United Mills, Bombay.	178.03
18.	Model Mills Nagpur, Ltd., Nagpur.	23.92
19.	New Pratap Spg. Wvg. & Mfg. Co., Ltd. Dhulia.	10.70
6. TAMIL NADU		
20.	Somasundaram Mills Coimbatore.	14.18
21.	Textool Co. Ltd., Coimbatore.	13.48
22.	Swadeshi Cotton Mills, Pondicherry.	14.65
23.	Sri Bharathi Mills, Pondicherry.	14.28
7. UTTAR PRADESH		
24.	Atherton West & Co. Ltd., Kanpur.	12.79
25.	Laxmi Ratan Cotton Mills Co., Ltd., Kanpur.	20.14
26.	New Victoria Mills Co. Ltd., Kanpur.	50.74
8. WEST BENGAL		
27.	India Electric Works, Calcutta.	13.23
28.	Rampooria Cotton Mill, Hoogly.	14.42

## APPENDIX E

Statement showing the establishments in which payment to members was made on *ad hoc* basis on closure, during the year 1968-69

Sl. No.	Name of establishment	No. of members who were given advance	No. of times advance was given
(1)	(2)	(3)	(4)
ANDHRA PRADESH			
1.	M/s. Chirala Co-operative Spinning Mills Ltd., Chirala.	139	Once
2.	M/s Netha Co-operative Spg. Mills Ltd., Hyderabad.	9	Once
3.	M/s. Taj Mahal Picture Palace, Hyderabad.	21	Once
BIHAR			
4.	M/s. Sitalpur Sugar Works.	214	Once
5.	M/s. Arthur Butler & Co.	714	Once
6.	M/s. Tata Nagar Foundry Company Ltd.	38	Once
GUJARAT			
7.	Petlad Bulakhidas Mills Co. Ltd.	641	Once
8.	Maneckchock and Ahmedabad Mfg. Co. Ltd.	1,532	Once
9.	Rajkot Spg. & Wvg. Co. Ltd.	758	Once
10.	Ananta Mills Ltd.	402	Once
11.	Himabhai Mfg. Co. Ltd.	1,058	Once
12.	Mahalaxmi Mills Ltd.	3,195	Once
13.	Ahmedabad New Textile Mills	2,321	Once
14.	The Manekchowk Spg. & Wvg. Co. Ltd.	1,402	Twice
15.	Keshav Mills Ltd.	695	Once
16.	Gujarat Paper Mills.	1,000	Once
		160	Once

(1)	(2)	(3)	(4)
KERALA			
17.	M/s. Quilon Marine Produce Co.	3	Once
18.	M/s. Musaliar Industries (P) Ltd.	36	Once
19.	M/s. Musaliar Industries (P) Ltd., Chathanoor	81	Twice
20.	M/s. Musaliar Industries (P) Ltd. Karikodu.	56	Twice
21.	M/s. Musaliar Industries Tin Factory, Kottaiyam.	20	Thrice
22.	M/s. Musaliar Industries (P) Ltd., Cashew Factory, Kannamalloor.	14	Thrice
23.	M/s. Musaliar Industries (P) Ltd., Cashew Factory, Kilikollur.	28	Thrice
24.	Ramsons & Co. Kilikollur.	95	Twice
25.	M/s. Cochin Lakshmi Mills Ltd.	200	Once
26.	M/s. Musaliar Industries (P) Ltd. Kallada.	36	Twice
27.	M/s. Musaliar Industries (P) Ltd.	50	Twice
28.	M/s. K. Nanu Pillai Cashew Exporters, Quilon.	218	Once for 210 and Twice for 8
29.	M/s. Musaliar Industries (P) Ltd., Kottarakara.	124	Once for 123 & Twice for 1
30.	M/s Musaliar Industries (P) Ltd., Kariappally.	23	Once
31.	Kothayo Cotton Mills.	251	Once
32.	M/s. Musaliar Industries, Karimpinpuzha.	65	Once
33.	Musaliar Industries Ltd.	12	Once
34.	Standard Furniture Co.	68	Once
35.	Musaliar Industries (P) Ltd.	457	Once, Twice & Thrice
36.	Laxmi Starch Factory, Kundara.	141	Once
37.	Musaliar Industries Ltd.	25	Once
38.	Laxmon & Co. Quilon.	76	Once
39.	Musaliar Industries (P) Ltd.	18	Once

(1)	(2)	(3)	(4)
40.	—do—	123	Once
41.	—do—	97	Once
42.	—do—	134	Once
MAHARASHTRA			
43.	Structural Engg. Works.	804	Twice
44.	M/s. Indian Expanded Metals Pvt. Ltd.	13	Once
45.	M/s. New Kaiser-I-Hind Spg. & Wvg. Co. Ltd.	7	Once
46.	Standard Rolling Shutters and Engg. Works Pvt. Ltd.	73	Once
47.	M/s. Zandu Pharmaceutical Works Ltd. (Lay off)	245	Twice
48.	M/s Saksaria Cotton Mills Ltd.	3,341	Thrice
RAJASTHAN			
49.	Bijay Cotton Mills, Bijaynagar.	336	Once
TAMIL NADU			
50.	Swadesa-Mitran Ltd., Madras-2	124	Once
51.	The Hindu, Madras-2	606	Once
52.	Bimetal Bearings, Madras.	130	Once
53.	Rich-Hold Chemicals Pvt. Ltd., Madras.	61	Once
54.	Coimbatore Spinning & Weaving Mills, Coimbatore.	1,532	Four times
55.	Kalceswarar Mills Ltd., Coimbatore.	532	Five times
		933	Twice
56.	Rangavilas Ginning & Wvg. Wills, Coimbatore,	1,635	Once
57.	Cambodia Mills, Coimbatore.	439	Thrice
58.	Balaramavarma Textiles Coimbatore.	667	Five times
59.	L.M. Van Mopl Diamond Tools India Ltd., Sembiam, Madras.	17	Once
60.	Addison & Co., Madras.	918	Once
61.	Kasthuri Mills, Coimbatore.	1,190	Thrice
62.	Radha Talkies.	13	Once

(1)	(2)	(3)	(4)
63.	Cauvery Spinning & Weaving Mills, Trichy.	950	Five times
64.	Padma Mills, Coimbatore.	60	Twice
65.	Pankaja Mills, Coimbatore.	900	Five times
66.	Krishnaveni Textiles, Coimbatore	350	Five times
67.	Tirumurthuy Mills, Coimbatore.	800	Four times
68.	Om Parasakthi Mills, Coimbatore.	390	Five times
69.	India Pistons, Madras. Addison Paints & Chemicals Ltd. Madras.	1,600	Once
70.	V.R. Textiles, Coimbatore.	250	Thrice
71.	Githanjali Mills, Coimbatore.	142	Thrice
72.	Kothandaram Spg. Mills, Madurai.	250	Five times
73.	Tiruppur Cotton Spg. & Wvg. Mills Coimbatore.	300	Four times
74.	Radhika Mills Ltd, Coimbatore.	247	Five times
75.	Railway Staff Canteen, Madras-7.	3	Once
76.	Vasudeva Industries.	57	Once
77.	Wheel and Rim, Madras.	353	Once
78.	Sankar Sizing Mills, Tirunelvely.	8	Once
UTTAR PRADESH			
79.	M/s. M.D. Jute Mills Co., Kanpur.	13	Once
80.	M/s. New Victoria Mills, Co. Ltd., Kanpur.	2,170	Three times
81.	M/s. Laxmi Ratan Engg. Works, Kanpur.	367	Once
82.	M/s. Bijli Cotton Mills, Hathras.	634	Once
83.	M/s. Ganga Glass Works, Bijnor.	50	Once
WEST BENGAL			
84.	Mitter & Mitter.	1	Twice
85.	Bangeswari Cotton Mills Ltd.	2	Ten times
86.	Sodepur Cotton Mills Ltd.	1	Once



(1)	(2)	(3)	(4)
87. Raymon Engg. Works.		40	Twice
88. Arati Cotton Mills.		102	Twice
89. National Iron & Steel Co. Ltd.		74	Twice
90. Kanoria Industries Ltd.		47	Twice
91. Agrind Fabrications		3	Thrice
92. Bharat Jute Mills.		153	Once
93. Tatanagar Foundry Co. Ltd.		1	Once
94. Indian Aluminium Products.		10	Once
95. M/s. Calcutta Chosmotype.		23	Once
96. M/s. India Belting & Cotton Mills Ltd.		69	Twice
97. M/s. Humayun Properties.		63	Once
98. Universal Lamp Mfg. Co. Pvt. Ltd.		182	Once
99. India Machinery.		230	Twice

**List of members of the Central Board of Trustees, Employees' Provident Fund as on 31st March, 1969.**

Shri P.C. Mathew, I.C.S., Secretary to the Government of India, Department of Labour & Employment, <b>New Delhi.</b>	8. Shri K.A. Ramasubramaniam, Secretary to the Government of Bihar, Education and Labour Department, <b>Patna.</b>
Dr. S.T. Merani, I.A.S., Joint Secretary to the Government of India, Department of Labour and Employment, <b>New Delhi.</b>	9. Shri B.B. Brahmbhatt, Deputy Secretary to the Government of Gujarat, Education and Labour Deptt., <b>Ahmedabad.</b>
Shri Dharni Dhar, Deputy Secretary, Internal Financial Adviser, Department of Labour and Employment, <b>New Delhi.</b>	10. Shri S. Nagarajan, I.A.S., Deputy Secretary to the Government of Kerala, Health and Labour (G) Deptt. <b>Trivandrum.</b>
Shri K.S.R. Murthy, Deputy Secretary to the Government of India, Ministry of Industrial Develop- ment, Internal Trade and Company Affairs, Udyog Bhavan, <b>New Delhi.</b>	11. Shri R.I.N. Ahojja I.A.S., Secretary to the Government of Haryana, Labour and Employment Deptt. <b>Chandigarh.</b>
Shri C. Venkataramani, I.A.S., Deputy Secretary to the Government of India, Ministry of Finance, Depart- ment of Expenditure, Labour and Rehabilitation Branch, <b>New Delhi.</b>	12. Shri V.S. Subbiah, I.A.S., Secretary to the Government of Tamil Nadu, Labour Department, <b>Madras.</b>
Shri B.S. Bhatnagar, Under Secretary to the Government of India, Ministry of Steel and Mines, <b>New Delhi.</b>	13. Shri S.V. Bhave, I.A.S., Secretary to the Government of Maha- rashtra, Industries and Labour Department, <b>Bombay.</b>
Shri Sati Jiban Das, I.A.S., Secretary to the Government of Assam, Labour and Employment Department, <b>Shillong.</b>	14. Shri M.K. Venkateshan I.A.S., Secretary to the Government of Mysore, Food and Civil Supplies and Labour Department <b>Bangalore.</b>
	15. Shri P.N. Kaul, I.A.S., Labour Commissioner, Government of Uttar Pradesh, <b>Kanpur.</b>

16. Shri M.M. Kusari, I.A.S.,  
Secretary of the Govt. of West Bengal,  
Labour Department,  
**Calcutta.**
17. Shri Surottam P. Hutheesing,  
Shahibagh,  
**Ahmedabad.**
18. Shri M.M. Varghese,  
M/s. A.V. Thomas and Company Ltd.,  
Alleppey,  
**Kerala.**
19. Shri H.P. Merchant,  
Shaktivilla, Laburnam Road, Gamdevi,  
**Bombay-7.**
20. Dr. Mohan Lal Piramal,  
Messrs Gokuldas Spinning & Weaving  
Company Ltd.,  
Dr. Ambedkar Road, Parel,  
**Bombay-12.**
21. Shri M.V. Arunachalam,  
M/s. Carborundum Universals Limited,  
52/53, Jehangir Street,  
**Madras.**
22. Shri M. Ghose,  
Labour Adviser, Bengal Chamber of  
Commerce and Industry, Royal Ex-  
change, Netaji Subhash Road,  
**Calcutta-1.**
23. Shri K.T.K. Tangamani,  
Secretary, All India Trade Union Con-  
gress, Room No. 6, Krishna Coffee  
Building, Town Hall Road,  
**Madurai-1.**
24. Shri Kisan Tulpule,  
General Secretary, Mill Mazdoor Sabha,  
Patel Terrace, Parel,,  
**Bombay-12.**
25. Shri Mathuralal Sharma,  
C/O Indore Mill Mazdoor Sangh,  
Shram Shivar Snehlataganj,  
**Indore.**
26. Shri Kali Mukherjee,  
President, Indian National Trade Union  
Congress, Bengal Branch,  
177-B, Acharya Jagdish Bose Road,  
**Calcutta-14.**
27. Shri N.S. Deshpande,  
C/O Rashtriya Mill Mazdoor Sangh,  
Patel Tank Road, Parel,  
**Bombay-12.**
28. Shri Gopeshwar,  
General Secretary, Indian National Iron  
and Steel Workers' Federation, W-2/B,  
Crescent Road, P.O. Burnpur,  
District Burdwan,  
**West Bengal.**