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Employees' Provident Fund Organization
(श्रम एवं रोजगार मंत्रालय, भारत सरकार)

कर्मचारी भविष्य निधि संगठन

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

मुख्य कार्यालय/ Head Office

भविष्य निधि भवन, 14-भीकाजी कामा प्लेस, नई दिल्ली - ११००६६

Bhavishya Nidhi Bhawan, 14-Bhikaji Cama Place, New Delhi-110066

No. Conf.1(1)/228th CBT (EPF)/2021

Dated: 07.04.2021

To,

All Members,
Central Board of Trustees, EPF.

Sub: Minutes of the 228th meeting of the Central Board of Trustees, EPF held on 04.03.2021.

Madam/Sir,

I am directed to forward herewith the minutes of the 228th meeting of the Central Board of Trustees, EPF held on 04.03.2021, duly approved by the Chairman Central Board of Trustees, EPF.

(Amiya Kant)

Regional PF Commissioner-I (Conference)

Copy to:

1. PS to MOS (I/C), Labour & Employment for information.
2. PS to Central Provident Fund Commissioner, Head Office, New Delhi.
3. Internal Circulation - CVO, FA & CAO, All Addl. CPFCs (HQ), Director (PDNASS) & All ACCs EPFO Head Office.
4. RPFC-I (NDC) with request to facilitate upload on EPFO's website.
5. Under Secretary (SS-II), Ministry of Labour & Employment, New Delhi.
6. Deputy Director (OL) – for Hindi Version.

**MINUTES OF THE 228th MEETING OF CBT (EPF)
(SRINAGAR, 4th March, 2021 AT 10:00 AM)**

The 228th meeting of the Central Board of Trustees (CBT), Employees' Provident Fund (EPF) was held under the Chairmanship of Shri Santosh Kumar Gangwar, Chairman, CBT, EPF and Hon'ble Minister of State for Labour and Employment (Independent Charge). List of attending members is at **Annexure A**.

Shri Sunil Barthwal, Member Secretary and Central PF Commissioner, welcomed the Hon'ble Chairman, Vice-Chairman and members to the 228th meeting of the Board. He extended a hearty welcome to the newly inducted member of the Board, Shri Hiranmay J. Pandya. He said that the Hon'ble Chairman was keen to hold a meeting of the Board in Srinagar after extension of EPF Act to Jammu, Kashmir and Ladakh in November 2019. He thanked Shri Saurabh Bhagat, Commissioner/Secretary to the Government of Jammu & Kashmir (J&K) for his active involvement and support in arranging appropriate logistics for the meeting in Srinagar.

Thereafter, presentations were made on work done by EPFO in Jammu & Kashmir and Ladakh and on initiatives taken by EPFO in response to the COVID pandemic. The Hon'ble Chairman inaugurated EPFO's Principal Employers' Functionality that enables principal employers to verify compliance by contractors in respect of contractual employees, thereby ensuring extension of benefits under EPF Act to all contractual employees. He also inaugurated a web facility for registering, processing & monitoring of complaints and inspections. New office buildings in Salem, Raichur & Jamshedpur and Annexe building in Bengaluru were also inaugurated by the Hon'ble Chairman. Two booklets were released by the Hon'ble Chairman; "Response to COVID" and "Winning hearts in J&K and Ladakh".

The Vice-Chairman congratulated EPFO for holding a physical meeting of CBT in Srinagar. He said that since EPF Act extends all over India, meetings of CBT, EPF should be held in all parts of the country. He highlighted the substantial reduction in administrative charges payable by the employers under the EPF Act as compared to the erstwhile J&K EPF Act. He also emphasised the need for increasing awareness about Aatmanirbhar Bharat Rozgar Yojana (ABRY). He said that these measures will increase coverage under EPF Act in J&K and benefit the eligible employees. The Vice-Chairman observed that EPFO's Pension Scheme framed in 1995 needs to be revisited in view of the changed realities, as also the IT system of EPFO in order to cope with the expansion in digital services.

The Hon'ble Chairman informed that the Government of India has taken various measures to mitigate the problems faced by employers and employees during the pandemic. Under Atal Beemit Vyakti Kalyan Yojana (ABVKY), three months' salary is provided as unemployment benefit. Similarly under ABRY, the Central Government pays contribution under EPF Act for a period of 24 months for all new employees. EPF subscribers have also been provided the facility to withdraw upto 75% of the balance in the PF account as COVID-19 advance and EPFO is settling such claims within 72 hours.

The Hon'ble Chairman said that under the leadership of Hon'ble Prime Minister Shri Narendra Modi, the Government of India is committed to the upliftment of all sections of society. In order to secure rights of all citizens, laws applicable to the rest of India have also been made applicable to J&K and Ladakh with the abrogation of Article 370 of the Constitution of India. New regional offices of EPFO and hospitals of ESIC have been opened in J&K and Ladakh. He assured that the employees of J&K EPFO will be included in EPFO and their problems will be resolved favourably.

The Hon'ble Chairman expressed confidence in the Board taking significant decisions in the interest of EPFO's stakeholders.

Item No. 1: Confirmation of minutes of the 227th meeting of the Central Board (EPF) held on 9.9.2020.

The Board confirmed the minutes of the 227th meeting.

Item No. 2: Action Taken Statement in respect of decisions taken in the meetings held upto 9.9.2020 (227th meeting of the Board).

Shri Dilip Bhattacharya said that the issue of increasing the minimum pension under EPS, 1995 to Rs. 3000/- per month should be decided soon. Shri R. Karumalaiyan inquired about further developments on this issue, following the assurance given by the Hon'ble Chairman in the 225th meeting of the Board to take up the matter with the Finance Ministry. Shri Ram Kishore Tripathy pointed out the anomaly that workers in the unorganised sector are assured a minimum monthly pension of Rs. 3000/- while in the organised sector, it is only Rs. 1000. CPFC informed that a presentation on this matter has been made before the Hon'ble Finance Minister by the Hon'ble Chairman along with a team of officers of EPFO.

With the above observations, the Board took note of the information placed before it.

Item No. 3: Minutes of meetings of the Committees of the Board.

Shri Prabhakar J. Banasure suggested that the legal opinion regarding quorum for meeting, obtained in connection with the 159th meeting of the Finance, Investment & Audit

Committee (FIAC) of the Board, should be applied for meetings of all non-statutory committees of the Board. CPFC assured that in accordance with the legal opinion, presence of atleast one representative each of employees and employers will be taken as quorum for meetings of such committees.

The Board took note of the information placed before it.

Item No. 4: Proposal for filling vacancy in Pension & EDLI implementation Committee (PEIC).

Shri Michael Dias said that since the vacancy in PEIC is of an employers' representative, the employers' representatives suggested the name of Shri K. E. Raghunathan for this position. The Board authorised the Hon'ble Chairman to nominate a member to fill the vacancy in PEIC.

Item No. 5: Revised Estimates for the year 2020-21 and Budget Estimates for the year 2021-22 for EPFO and Schemes administered by EPFO.

Shri H.J. Pandya raised the concern about the significant increase in BE for the year 2021-22 as compared to RE for the year 2020-21.

It was explained and clarified to the satisfaction of the board, that the year 2020-21 was an extraordinary year with peculiar circumstances and the incomes generated were adversely affected by COVID pandemic. For instance, many industries were closed during the period while concessions on payment of contribution, interest and penalties were given to establishments in order to mitigate the hardships due to the pandemic and these peculiarities were captured in RE 2020-21. The BE for 2021-22 has been drawn assuming that effect of COVID 19 will not spill over to next Financial Year and will not adversely affect FY 2021-22. Therefore, presuming that FY 2021-22 is likely to be normal year, BE projections are indicated accordingly.

Shri Sunkari Mallesham pointed out that the gap between income through administrative charges and administrative expenditure has reduced and is likely to reduce further due to increased expenses on new recruitments and expansion of the Schemes under EPF Act, and was concerned that it may result in reduction of benefits to staff members. Shri K. E. Raghunathan and Shri Sougata Roy Choudhury also expressed their concern over the reduction in administrative income.

Shri Ram Kishore Tripathy suggested that income can be increased by making suitable amendments in EPF Act and the schemes framed under it in order to cover establishments engaging 10 or more employees and employees drawing wages upto Rs. 25,000/- per month.

Shri R. Karumalaiyan said that since EPFO is expanding its operations, Government should be asked to help EPFO in covering the increased administrative expenses. Shri Vidya

Sagar Giri said that EPFO should not incur expenses from its own budget for Government's schemes.

CPFC clarified that according to the framework under EPF Act, EPFO has to provide for its administrative expenses from the administrative charges received. In recent years EPFO has been able to significantly reduce the rate of administrative charges due to economies of scale. However, while reviewing it shall be kept in mind that the balance between income and expenditure is not skewed.

Shri Ram Kishore Tripathy enquired about the reason for the increase in capital expenditure on buildings. CPFC informed that this is mainly on account of construction of own buildings for offices of EPFO which were earlier operating from rented premises.

The Board approved the proposal as contained in the agenda.

Item No. 6: Draft 67th Annual Report on the work and activities of the Employees' Provident Fund Organisation for the year 2019-20.

Shri Sunkari Mallesham suggested providing access to the application software to the District Offices (DOs) so that necessary assistance can be given to the workers approaching the DOs. CPFC informed that the DOs already have access to information on portals and their role is more in the nature of facilitator. He said that in the 2.0 version of the system, the DOs can also access the application software.

Shri Dilip Bhattacharya said that the existing system of spot verification to verify complaints regarding non-compliance, should not be discontinued. CPFC said that the new web facility for registering, processing & monitoring of complaints and inspections has been launched since the existing method for processing complaints had its shortcomings. He requested Shri Dilip Bhattacharya to give his feedback on the working of the new system, so that the system can be further improved.

Shri Vidya Sagar Giri said that representatives in Regional Committees of a State should be selected on the basis of the strength of the trade unions in that State.

The Board approved the proposal as contained in the agenda.

Item No. 7: Status on grant of Non-functional Selection Grade (NFSG) for RPF-C-I in EPFO as approved by CBT, EPF.

Shri K. E. Raghunathan said that RPF-C-I have led from the front in providing improved services, even in the face of the pandemic. He said that grant of NFSG will be well deserved. Shri Virjesh Upadhyay said that the benefit should be given without any further delay as it is already overdue.

Shri Virjesh Upadhyay and Shri Sunkari Mallesham said that similar benefits should be given to officials in other cadres also.

The Board approved the proposal as contained in the agenda.

Item No. 8: Status of promotions given to Group B and C officials and posts filled through Direct Recruitment in Group B and C during 2020-2021.

CPFC informed that many recruitments and promotions have been done despite the COVID pandemic. Shri P. J. Banasure congratulated EPFO for granting promotions to so many officials. He said that officials in all cadres, including MTS, should be promoted by giving one time relaxation. He said that if MTS is to be treated as a dying cadre, in accordance with instructions issued by DoP&T, the officials holding the post of MTS should be transferred to an equivalent cadre.

Shri Anupam Malik suggested that training for doing work online should be imparted to officials in all cadres. CPFC informed that the newly recruited Assistant Section Officers have been given training for working on IT system.

The Board took note of the information placed before it.

Item No. 9: Sanction for Staff Strength for Regional Offices Jammu, Kashmir and Leh.

CPFC informed that the proposal in this agenda addresses the concerns of employees of J&K EPFO regarding absorption in EPFO. All members applauded the proposal and welcomed the employees of J&K EPFO into EPFO.

Shri Virjesh Upadhyay said that if more staff is required for J&K and Ladakh, the sanctioned strength should be increased further.

Shri Vidya Sagar Giri suggested that a Regional Committee may be constituted for Jammu & Kashmir.

Shri P. J. Banasure said that the employees of J&K EPFO apprehend that after absorption in EPFO they could be transferred to other parts of India. The Hon'ble Chairman allayed their apprehensions.

Shri P. J. Banasure enquired about the status of transfer of accounts from J&K EPFO to EPFO. Shri Saurabh Bhagat, Commissioner/Secretary to the Government of Jammu & Kashmir (J&K) informed that in 50% of the districts the process of transfer has been completed. The Hon'ble Chairman appreciated the active role played by Shri Saurabh Bhagat in particular and through him thanked all the employees of J&K EPFO for ensuring smooth implementation of EPF Act in J&K and Ladakh.

The Board approved the proposal as contained in the agenda.

Item No. 10: Extension of probation period in the cadre of Assistant Provident Fund Commissioner (APFC) or termination of service due to non-completion of probation period - regarding.

The Board approved extension of probation period in respect of the officer.

Item No. 11: Redistribution of sanctioned posts of Junior Translation Officer and Senior Translation Officer.

Shri Ram Kishore Tripathy suggested that routine administrative issues need not be brought before the Board.

The Board approved the proposal as contained in the agenda.

Item No. 12: Conduct of Computer Data Entry Skill Test for appointment to the post of Social Security Assistant in EPFO under SD-50 (Isolation) Model of TCS iON.

The Board approved the proposal as contained in the agenda.

Item No. 13: Proposals for Cancellation/Surrender of Exemption under Section 17 (4) of Employees' Provident Fund & Miscellaneous Provisions Act, 1952, recommended in the 45th meeting of Committee on Exempted Establishments.

The Board approved the proposal as contained in the agenda.

Item No. 14: Proposals for Surrender/Cancellation of Exemption under Section 17 (4) of Employees' Provident Fund & Miscellaneous Provisions Act, 1952 and application for withdrawal of grant of exemption being placed in the 46th meeting of Committee on Exempted Establishments.

Shri Dilip Bhattacharya said that some exempted establishments in jute industry do not fully comply with legal provisions regarding enrolment and payment of contributions. CPFC requested Shri Dilip Bhattacharya to provide details of such specific cases so that necessary action can be taken.

The Board approved the proposal as contained in the agenda.

Item No. 15: List of ineligible cases for waiver of damages rejected by Central Provident Fund Commissioner.

Shri Vidya Sagar Giri requested to favourably consider the case of levy of heavy penal damages against a charitable organisation in Telangana which works for welfare of disabled children. He suggested that the Chairman should be delegated power to waive damages levied against charitable organisations.

The Board took note of the information placed before it.

Item No. 16: Consideration of representation dated 07.10.2020 and hearing the representative of M/s. Sri Ganapathy Mills company Pvt. Ltd. (CBE/TNY/273) for waiver of damages levied u/s 14B of the EPF & MP Act 1952 in compliance with the directions of Hon'ble Madras High Court contained in orders dated 10.11.2020 in WP (MD) 15678 of 2020.

The Board heard the representative of M/s. Sri Ganapathy Mills Pvt. Ltd. through video conference. CPFC thanked the representative and assured that the Board would take a decision in the matter after evaluating both the oral as well as written submissions made on behalf of M/s. Sri Ganapathy Mills Pvt. Ltd.

Shri K. E. Raghunathan suggested that the interest may be charged while the damages may be waived off. Shri Govind Lele said that in all cases interest, including penal interest, should be charged while there should be a policy for waiver of penal damages. He suggested that clear rules and Standard Operating Procedures (SOPs) should be formulated in order to minimise discretion. Shri Michael Dias said that the Hon'ble Supreme Court has held in many judgments that mens rea is necessary for levy of damages. Shri Ram Kishore Tripathy suggested that, as in ESIC, the Hon'ble Chairman or the Executive Committee can be authorised to waive damages. Shri Sunkari Mallesham said that care should be taken so that waiver of damages is done in accordance with provisions of EPF Act.

After detailed deliberations, the Board authorised the Hon'ble Chairman to take a decision in the matter.

Item No. 17: Consideration of representation dated 27.02.2015 of M/s. Sree Saraswathi Mills Ltd. (TB/VLR/4981) for waiver of damages levied u/s 14B of the EPF & MP Act 1952 in compliance with the directions of Hon'ble Madras High Court contained in orders dated 30.10.2019 in WP No. 30343 of 2019.

The Board authorised the Hon'ble Chairman to take a decision in the matter.

Item No. 18: Appointment of Consultant for Selection & Review of Custodian and Selection of External Concurrent Auditor.

The Board approved the proposal as contained in the agenda.

Item No. 19: Extension of tenure of External Concurrent Auditor and Custodian.

The Board approved the proposal as contained in the agenda.

Item No. 20: Extension of Tenure of ETF manufacturer of SBI MF & UTI MF till 30.06.2021.

The Board approved the proposal as contained in the agenda.

Item No. 21: Non application of issuer based Exposure Limits to the GOI Serviced Bonds.

The Board approved the proposal as contained in the agenda.

Item No. 22: Status Note on Defaulted/Downgraded Securities of EPFO.

The Board took note of the information placed before it.

Item No. 23: Realization of capital gains from equity investments.

Shri Vidya Sagar Giri said that EPFO's funds should be protected from market risk. Shri R. Karumalaiyan said that the loss incurred on investments in IL&FS is a matter of concern. Shri Dilip Bhattacharya expressed concern over the significant loss incurred on the investment in Reliance.

CPFC said that returns on investment should be assessed on the basis of overall returns and not on the basis of a few shares going up or down. He said that EPFO has been investing in equity since the year 2015. The percentage of investment in equity has gone up from 5% in 2015 to 15% in 2021.

Shri P. J. Banasure pointed out that EPFO has been able to consistently declare high interest rates due to the higher returns accruing from investments in equity.

CPFC informed that EPFO did not sell shares during the pandemic when the market was down. By selling later, EPFO realized approximately Rs. 500 crore more than expected.

Shri K. E. Raghunathan informed that the FIAC has been meeting regularly despite the COVID pandemic. He said that downgraded securities are watched on a daily basis and efforts are made to recover as much as possible from such securities. He further informed that when EPFO invested in them, these securities were highly rated. Shri P. J. Banasure reiterated that FIAC very carefully follows a judicious process in order to safeguard the workers' money.

It was informed that in the event of a favourable decision in a case presently under consideration of the Hon'ble Supreme Court, primacy of EPFO's dues over other dues would be established. This would further facilitate realisation of dues from defaulting securities.

The Board took note of the information placed before it.

Item No. 24: Status Note on litigations in Hon'ble Supreme Court on Higher Pension Cases.

The Board was informed that day to day hearings in the Hon'ble Supreme Court are expected to commence from 23.03.2021.

The Board took note of the information placed before it.

Item No. 25: Proposal for Restricting Withdrawal Benefit from Pension Scheme.

Shri Virjesh Upadhyay said that withdrawal of amount from pension account is not permitted in any pension scheme. He suggested removal of the provision for withdrawal benefit under EPS 1995. Shri P. J. Banasure also suggested that no withdrawals from pension fund should be allowed.

Shri Vidya Sagar Giri and Shri Ram Kishore Tripathy supported the proposal to restrict withdrawal benefit from pension scheme. Shri Michael Dias and Shri K. E. Raghunathan supported the proposal but suggested that withdrawal benefit may be allowed after one year from exit from employment rather than after two years.

After detailed deliberations, the Board approved the proposal as contained in the agenda.

Item No. 26: Framing of Pension Schemes under the Code on Social Security 2020.

Shri Virjesh Upadhyay said that there is a need for reforms in Pension Scheme. He said that increasing the minimum pension to Rs. 3000 per month is also linked to the reforms. He said that maintaining individual accounts for pension, would encourage individuals to pay more contribution to get higher pension.

Shri Govind Lele, while supporting the proposal, requested to ensure that actuarial valuation of the new scheme is based on the correct value of life expectancy.

Shri Dilip Bhattacharya said that serious discussions are required before formulating the new pension scheme. He emphasised that the benefits available under the existing pension scheme should be continued in the new scheme also.

Shri R. Karumalaiyan requested to defer the agenda item and allow the trade unions to form an opinion on the proposal.

Shri Vidya Sagar Giri said that EPS 1995 was framed after marathon discussions. Similarly, the new pension scheme also requires detailed discussions. Meanwhile, the existing pension scheme should not be disturbed.

Shri Ram Kishore Tripathy emphasised the need to include experts in the detailed discussions for framing the new pension scheme.

The agenda item was deferred.

Item No. 27: Recommendation of rate of interest to be credited to Employees' Provident Fund members account for the financial year 2020-21.

The agenda item as recommended by the FIAC was discussed and deliberated by the Central Board regarding the principle and policy of income distribution from Debt and Equity to consider the interest income/capital gains for recommending the rate of interest for the FY 2020-21.

The redemption of the ETF investments made during the period 01.01.2017 to 30.06.2017 to be completed by 31.3.2021 and capital gains to be realised from equity investments as recommended by the 162nd FIAC was also deliberated and approved by the Central Board, to be included as the incomes to be distributed for the FY 2020-21.

After detailed deliberations on the agenda, the Central Board decided to recommend the rate of interest of 8.50% for the EPF balances in FY 2020-21 with the remaining balance of incomes as surplus.

Other Issues

Shri Virjesh Upadhyay said that in order to address the problems faced by employers and employees during the COVID period, EPFO has taken remarkable initiatives which have been appreciated by all concerned. Shri Virjesh Upadhyay appreciated the practice of keeping the CBT members informed of developments in EPFO through monthly DO letters.

Shri Ram Kishore Tripathy congratulated the Hon'ble Chairman for holding the meeting of CBT, EPF in Srinagar. He also acknowledged the good work done by the officers and staff of EPFO during this period. He said that the families of officials of EPFO who lost their lives due to COVID should be given due benefits in time. The Hon'ble Chairman observed that EPFO has done commendable work during the period of the pandemic, appreciating that the functioning of EPFO has greatly improved.

Shri Prabhakar J. Banasure informed that since the last meeting of the Board, yet another award has been conferred on EPFO, viz. Platinum Partner Award for registering more

than 25 lakh transactions on UMANG App. He suggested that due recognition should be given to the officials who have performed exceptionally.

Shri Sunkari Mallesham appreciated the work done by EPFO during COVID pandemic. He said that in order to make the services of EPFO more accessible to all employees, especially those engaged on contract and in beedi industry, there is a need to link KYC details with UAN accounts in respect of the employees for whom this exercise remains to be completed.

Shri Vidya Sagar Giri said that in cases of death of officials due to COVID, appointment of family members on compassionate grounds should be expedited. He suggested formation of a tripartite forum to redress grievances of staff members. He urged that requests of SSAs for inter-regional transfer be accepted in genuine cases. CPFC informed that under the guidance of the Hon'ble Chairman, a scheme has been implemented to process requests of SSAs for inter-regional transfer in a fair and transparent manner.

Shri Ram Kishore Tripathy suggested that in order to address issues of staff members, regular meetings should be held with their representatives. He requested to favourably consider requests of Enforcement Officers for transfer within the region.

Shri R. Karumalaiyan suggested to put in place a mechanism to redress grievances of staff members. He suggested that, irrespective of the general policy, requests for transfer on spouse ground should be decided on a case by case basis.

Shri Sunkari Mallesham expressed concern over delay in notification for enhancing the benefits under EDLI Scheme despite approval of the Board. CPFC informed that the matter is under consideration.

Shri S. K. Sharma observed that EPFO is functioning very efficiently which is a reflection of its capable leadership. He particularly appreciated the exceptional work done by the IT department of EPFO. Shri K. E. Raghunathan also congratulated CPFC for leading EPFO through tough times under the able guidance of the Vice Chairman and the Hon'ble Chairman.

The meeting ended with vote of thanks to the chair.

ANNEXURE A**List of members who attended the 228th meeting of Central Board (EPF)**

1.	Shri Apurva Chandra, Secretary, Ministry of Labour & Employment	Vice-Chairman	
2.	Ms. Sibani Swain, Additional Secretary & Financial Advisor, Ministry of Labour & Employment.	Central Government's Representatives	
3.	Shri V. S. Kundu, Addl. Chief Secretary, Labour Department, Government of Haryana.	State Governments' Representatives	
4.	Shri Raj Kumar Khatri, Addl. Chief Secretary, Labour Department, Government of Karnataka.		
5.	Shri Satyajeet Ranjan, Addl. Chief Secretary, Labour Department, Government of Kerala.		
6.	Shri Jawaid Akhtar, Secretary, Labour Department, Government of West Bengal.		
7.	Shri Niraj K Pawan, Secretary, Labour Department, Government of Rajasthan.		
8.	Shri Vipul Mitra, Addl. Chief Secretary, Labour Department, Government of Gujarat.		
9.	Shri Prem Prakash, Special Secretary, Labour Department, Government of Uttar Pradesh.		
10.	Shri Michael Dias		Employers' Representatives
11.	Shri Sougata Roy Choudhury		
12.	Shri K. E. Raghunathan		
13.	Shri S. K. Sharma		
14.	Shri Govind Lele		
15.	Shri Anupam Malik	Employees' Representatives	
16.	Shri Hiranmay J. Pandya		
17.	Shri Prabhakar J. Banasure		
18.	Shri Sunkari Mallesham		

19.	Shri R. Karumalaiyan (substitute of Shri A. K. Padmanabhan)	
20.	Shri Vidya Sagar Giri, (substitute of Shri Ramendra Kumar)	
21.	Shri Ram Kishore Tripathy (substitute of Shri Harbhajan Singh Sidhu)	
22.	Shri Dilip Bhattacharya	
23.	Shri Virjesh Upadhyay	Special Invitee
24.	Shri Saurabh Bhagat, Commissioner/Secretary, Labour & Employment Department, Government of Jammu & Kashmir	
25.	Shri Sunil Barthwal, Central PF Commissioner	Member Secretary

Following members could not attend the meeting:-

1.	Additional Secretary to the Government of India, Ministry of Labour & Employment.	Central Government's Representatives
2.	Joint Secretary to the Government of India, Ministry of Labour & Employment.	
3.	Director General Labour Welfare, Ministry of Labour & Employment.	
4.	Joint Secretary (Pension Reforms), Department of Financial Services, Ministry of Finance.	
5.	Secretary to the Government of Andhra Pradesh, Labour Department, Hyderabad.	State Governments' Representatives
6.	Secretary to the Government of Chandigarh Administration, Labour Department, Chandigarh.	
7.	Secretary to the Government of NCT Delhi, Labour Department, New Delhi.	
8.	Secretary to the Government of Madhya Pradesh, Labour Department, Bhopal.	
9.	Secretary to the Government of Maharashtra, Labour Department, Mumbai.	

10.	Secretary to the Government of Punjab, Labour Department, Chandigarh.	
11.	Secretary to the Government of Tamil Nadu, Labour Department, Chennai.	
12.	Secretary to the Government of Telangana, Labour Department, Hyderabad.	
13.	Shri Arun Chawla	Employers' Representatives
14.	Shri Atul Sobti	
15.	Shri Ashish Wig	
16.	Shri Sanjay Bhatia	