

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT**

**LOK SABHA
UNSTARRED QUESTION NO. 1091
TO BE ANSWERED ON 27.07.2015**

PENSION SCHEME FOR MSME SECTOR

1091. SHRI N.K. PREMACHANDRAN:

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Government proposes to introduce any welfare and pension scheme for the employees of the Micro, Small and Medium Enterprises (MSMEs) sector in the country;**
- (b) if so, the details thereof;**
- (c) the details of the retirement benefits presently extended to the employees of the MSME sector;**
- (d) whether the Government has received any representation from employees of various MSMEs for introducing the pension scheme;**
- (e) if so, the details thereof along with the action taken by the Government thereon; and**
- (f) whether the Government proposes to introduce welfare scheme for employees retired from Hindustan Machine Tools (HMT) and if so, the details thereof?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)**

(a) to (e): To provide pension and other social security benefits to workers including those employed in Micro, Small and Medium Enterprises (MSMEs), Government has enacted various Acts, including:

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(i) The Employees' Compensation Act, 1923.

(ii) The Employees' State Insurance Act, 1948.

(iii) The Employees' Provident Fund & Miscellaneous Provisions (EPF&MP) Act, 1952.

(iv) The Payment of Gratuity Act, 1972.

(v) The Maternity Benefit Act, 1961.

Benefits under these Acts are available to the workers, including those in the MSME sector, which are coverable as per the threshold limit prescribed in the respective Acts.

(f): There is no proposal to introduce welfare scheme for employees of Hindustan Machine Tools (HMT) Limited. However, a proposal for attractive Voluntary Retirement Scheme (VRS) for employees of certain subsidiaries of HMT is under consideration.

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT**

**LOK SABHA
UNSTARRED QUESTION NO. 928
TO BE ANSWERED ON 27.07.2015**

CORPUS OF EPF

928. SHRI DUSHYANT CHAUTALA:

Will the Minister of **LABOUR AND EMPLOYMENT** be pleased to state:

- (a) whether the Government has proposal to invest 5 per cent of corpus of Employees Provident Fund (EPF) in the State/Union Government securities and private equities;**
- (b) if so, the details thereof and whether the dividend earned through such investments shall be included in the corpus of EPF; and**
- (c) if so, the details thereof?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)**

(a): Employees' Provident Fund Organisation (EPFO) makes investment as per the Pattern of Investment prescribed by Government. As per the Pattern of Investment notified on 23rd April 2015, EPFO is allowed to invest minimum of 45 per cent and maximum of 50 per cent in Central/State government securities.

The Pattern of Investment allows investment in listed equity of entities of both private and public sector. The Central Board of Trustees (CBT) has, however, restricted investment in equity and related investments only through Exchange Traded Funds (ETFs) upto a maximum of 5 per cent for the current financial year.

(b): EPFO has not made any investment in ETF so far. The dividends earned by way of investment in ETFs would be included in the corpus of EPF.

(c): Does not arise in view of reply to part (b) of the Question above.

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT**

**LOK SABHA
UNSTARRED QUESTION NO. 986
TO BE ANSWERED ON 27.07.2015**

PROPOSALS MADE BY CBT

†986. SHRI PRAHLAD SINGH PATEL:

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Central Board of Trustees (CBT) discusses the issues of EPFO;**
- (b) the number of times CBT meetings take place in a year;**
- (c) the most successful and profitable suggestions or proposals made by the CBT;**
- (d) whether the Government has taken any action on such proposals; and**
- (e) if so, the outcome thereof?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)**

(a): Yes, Madam.

(b): As per Para 11 of the Employees' Provident Funds (EPF) Scheme, 1952, the Central Board of Trustees, Employees' Provident Fund is required to meet at least twice in each financial year.

(c): Every suggestion and proposal of Central Board of Trustees is very valuable. However, some of the important decisions taken by the Central Board of Trustees recently are (i) allowing participation in equity; (ii) approval of portfolio managers; (iii) decision regarding e-governance initiatives (approval of Oracle data base, etc.); (iv) constitution of various Sub-Committees to expedite works; (v) suggestions regarding amendments in Employees' Provident Funds & Miscellaneous Provisions (EPF& MP) Act, 1952.

Contd...2/-

(d) & (e): The proposals as approved by Central Board of Trustees and sent to the Government are considered suitably and approved. Some of the important such proposal approved by the Government include (i) reduction in time limit of settlement of claims from 30 days to 20 days (ii) allotment of Universal Account Number (UAN) to Provident Fund members; (iii) online registration of establishments with Employees' Provident Fund Organization (EPFO), etc.

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT**

**LOK SABHA
UNSTARRED QUESTION NO. 1141
TO BE ANSWERED ON 27.07.2015**

PENDING PF AND PENSION CASES

1141. SHRI K. ASHOK KUMAR:

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) the details of the pending Provident Fund and family pension cases in the Employees Provident Fund Organisation;**
- (b) the details of cases, State-wise; and**
- (c) the total number of cases registered and disposed of?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)**

- (a): As on 31.03.2015, total 95,712 claims (which is 0.62 per cent of total claims received during the financial year) were pending for settlement. All these claims were less than 30 days old.**
- (b): The State-wise details of such cases pending for disposal are at Annex.**
- (c): During the year 2014-15, total 153.32 lakh claims were received (or carried over from previous year) for settlement, out of which, 152.36 lakh claims were disposed of.**

ANNEX REFERED TO IN REPLY TO PART (b) OF LOK SABHA UNSTARRED QUESTION NO. 1141 TO BE ANSWERED ON 27.07.2015 BY SHRI K. ASHOK KUMAR REGARDING PENDING PF AND PENSION CASES.**State-wise details of pending cases for settlement****As on 31st March 2015**

Sl. No.	State	Number of cases
1	Andhra Pradesh (includes Telangana)	3,190
2	Bihar	244
3	Chhattisgarh	131
4	Delhi	261
5	Goa	537
6	Gujarat (includes Daman & Diu and Dadra & Nagar Haveli)	7,317
7	Haryana	15,721
8	Himachal Pradesh	1,170
9	Jharkhand	121
10	Karnataka	1,050
11	Kerala (includes Lakshadweep)	4,057
12	Madhya Pradesh	4
13	Maharashtra	30,199
14	States of Assam, Arunachal Pradesh, Tripura, Meghalaya, Nagaland, Manipur & Mizoram	380
15	Odisha	135
16	Punjab (includes Chandigarh)	161
17	Rajasthan	312
18	Tamil Nadu (includes Puducherry)	29,726
19	Uttarakhand	249
20	Uttar Pradesh	471
21	West Bengal (includes Sikkim and Andaman & Nicobar Islands)	276
	TOTAL	95,712

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA**

**UNSTARRED QUESTION NO. 2299
TO BE ANSWERED ON 03.08.2015**

DEFAULT BY COMPANIES

**2299. SHRI DALPAT SINGH PARASTE:
SHRI GOPAL SHETTY:
SHRI R. DHRUVA NARAYANA:
SHRI C.R. CHAUDHARY:**

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the management of various companies are not submitting their PF returns in time due to which the workers became the victims as they do not receive the receipt for the contributions;**
- (b) if so, the details of the defaulting companies and the total amount involved during the last five years;**
- (c) the action taken/proposed to be taken against the erring companies in the country, State-wise and the details of the money recovered from the defaulters in each State during the said period;**
- (d) the details of complaints received by the Government on inordinate delay in EPF distribution to beneficiary families; and**
- (e) the action taken by the Government therein?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)**

(a): Instances of non-submission of Provident Fund (PF) returns in time have come to the notice of Employees' Provident Fund Organization (EPFO). This has been because earlier the establishments were required to deposit the contribution first and to submit return within the time prescribed in the Schemes framed under the Employees' Provident Funds & Miscellaneous Provisions (EPF&MP) Act, 1952. As a result, the money deposited by the establishments could not be credited to individual members' accounts. To resolve the issue, EPFO introduced Electronic Challan-cum-Return (ECR) from the financial year 2012-13 wherein the employers of the establishments covered under the EPF&MP Act, 1952 are required to pay the contribution and submit the returns simultaneously. There is no instance of non-submission of returns in cases where the contributions have been received by EPFO.

Contd...2/-

(b) & (c): For non-submission of returns, prosecution cases have been sanctioned and filed against the defaulting establishments before the competent Court of law under Section 14 of the EPF&MP Act, 1952. However, EPFO does not capture data of amount involved in the prosecution cases filed. The State-wise details of number of prosecution cases filed during the last five years are at Annex.

(d) & (e): The complaints of all types including those relating to inordinate delay in EPF distribution received in Employees' Provident Fund Internet Grievance Management System (EPFIGMS) during 2014-15 is 1,84,481. Most of these complaints are responded to within 15 days. During 2014-15, 182,321 cases were redressed and only 2,160 cases were pending for disposal on 31.03.2015.

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ANNEX REFERRED TO IN REPLY TO PARTS (b) & (c) OF LOK SABHA UNSTARRED QUESTION NO. 2299 FOR REPLY ON 03.08.2015 BY SHRI DALPAT SINGH PARASTE, SHRI GOPAL SHETTY, SHRI R. DHRUVA NARAYANA AND SHRI C.R. CHAUDHARY REGARDING DEFAULT BY COMPANIES.

State/UT-wise details of number of prosecution cases filed under Section 14 of Employees' Provident Funds & Miscellaneous Provisions Act, 1952 against the defaulting establishments during the last five years for non-submission of returns.

State/UT	2010-11	2011-12	2012-13	2013-14	2014-15
Andhra Pradesh including Telangana	98	41	114	258	0
Bihar	0	0	0	0	0
Chhattisgarh	0	1	0	0	10
Delhi	0	0	3	0	9
Goa	0	0	0	0	0
Gujarat including Daman & Diu and Dadra & Nagar Haveli	31	93	12	4	40
Haryana	0	0	0	0	0
Himachal Pradesh	0	0	0	0	4
Jharkhand	0	0	0	0	3
Karnataka	56	66	7	7	12
Kerala including Lakshadweep	1	0	0	1	9
Madhya Pradesh	45	0	24	7	1
Maharashtra	409	1427	86	132	5
North Eastern Region including Assam, Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland & Tripura	0	0	57	0	0
Odisha	0	0	0	0	0
Punjab including Chandigarh	35	108	14	5	2
Rajasthan	0	0	0	0	0
Tamil Nadu including Puducherry	3	5	0	0	2
Uttar Pradesh	3	28	0	0	0
Uttarakhand	0	0	0	0	0
West Bengal including Andaman & Nicobar Islands and Sikkim	157	68	0	0	9
Total	838	1837	317	414	106

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2204
TO BE ANSWERED ON 03.08.2015**

COVERAGE UNDER EPF PENSION SCHEME

**2204. SHRI P.V. MIDHUN REDDY:
SHRI N.K. PREMACHANDRAN:
SHRI CH. MALLA REDDY:
SHRI P.R. SUNDARAM:**

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Government initiated steps to extend the minimum pension scheme implemented for EPF pensioners and if so, the action taken thereon;**
- (b) whether the Government proposes to reduce the pension from the pensioners till their death to those who commute their pension and if so, the reasons therefor and whether the Government formulated scheme for recovery of commuted amount from the pensioners and if so, the details thereof;**
- (c) whether it has come to the notice of the Government that the minimum pension Rs. 1000/- has not been disturbed to all the pensioners due to various reasons and if so, the reasons therefor;**
- (d) whether the Government proposes to extend medical facilities to its pensioners and if so, the details thereof along with the number of pensioners who would be benefited; and**
- (e) whether the Government proposes to change the nomenclature and rules applicable to EPFO and ESIC and if so, the details thereof?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)**

(a): Yes, Madam.

(b): The option for commutation was withdrawn from Employees' Pension Scheme (EPS), 1995 vide G.S.R.688 (E) dated 26.09.2008. Under the provision of EPS, 1995, the commuted pension was effective for life.

Contd..2/-

The commuted value of pension was paid at the time of claim itself. There was no restoration of the commuted pension. As the commuted pension is for life, there is no scheme for recovery of commuted amount.

(c): Consequent to the implementation of the minimum pension notification vide GSR 593 (E) dated 19.08.2014, the pension of all member/ widow(er)/disabled/nominee/dependent parent pensioners whose original pensions were less than Rs. 1,000/- per month had been fixed at the minimum of Rs.1,000/- per month. In cases where members had preferred option for Commutation, Return of Capital and Short Service Pension and have already availed these benefits as per choice exercised by them at the time of making pension claim, the deductions on account of these options would continue to apply on the minimum pension of Rs. 1,000/- per month that has now been fixed. In such cases the pension amount would be less than Rs.1,000/- per month even after implementation of the notification.

(d): There is no proposal to extend medical facilities to the pensioners of EPS, 1995 at present.

(e): There is no proposal to change nomenclature of Employees' Provident Funds & Miscellaneous Provisions Act, 1952 and Employees' State Insurance Act, 1948. However, proposals to amend both these Acts are under consideration of the Government.

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2280
TO BE ANSWERED ON 03.08.2015**

PENSIONERS UNDER EPS-95

**2280. SHRI MALLIKARJUN KHARGE:
SHRI CH. MALLA REDDY:
SHRI S.R. VIJAYA KUMAR:**

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) the total number of EPFO Members and Pensioners registered under EPS-95 in the country as on date;**
- (b) the details of amount paid as pension to the pensioners since 2000 till 31 March, 2015, year-wise;**
- (c) whether the pension scheme run by the Employees Provident Fund Organisation (EPFO) does not have the date of birth of almost half of its members, and if so, the details thereof and the reasons therefor along with the steps initiated to collect data on date of birth of EPFO members;**
- (d) the total amount of EPFO which is lying in inoperative accounts for last three years;**
- (e) whether the Government have taken any steps to locate those employees who have switched over jobs and have not intimated the EPFO or families of those members who have died and their next of kins have not claimed the outstanding amount and if so, the details thereof; and**
- (f) the present composition of central Board of Trustees of EPFO and also the details of any changes in the composition of CBT recently along with reasons for the changes made?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)**

(a): The details of Employees' Provident Fund members and pensioners under Employees' Pension Scheme (EPS), 1995 as on 31.3.2015 are as under:

Contd..2/-

- i. Member accounts-15,08,85,586
- ii. Contributing members - 3,56,53,006
- iii. Pensioners- 51,04,397

(b)The details of amount paid as pension to the pensioners under EPS,1995 from 2000 to 31.3.2015 are as under:

Year	Amount paid (Rupees in crore)
2000-2001	777.52
2001-2002	995.89
2002-2003	1209.63
2003-2004	1496.88
2004-2005	1717.92
2005-2006	1955.95
2006-2007	2324.23
2007-2008	2727.97
2008-2009	3120.84
2009-2010	3488.40
2010-2011	3839.48
2011-2012	4475.46
2012-2013	5160.61
2013-2014	5787.36
2014-2015	7212.53(provisional)

(c): At present, the date of birth of most of the member pensioners under EPS,1995 is not available. However, the data of a significant number of pensioners under EPS, 1995 is captured now in the Universal Account Number (UAN) Portal.

(d): The total amount which have been classified as Inoperative accounts in the last three years is as under :-

Year	Amount (Rupees in crore)
2011-12	22,636.57
2012-13	26,496.61
2013-14	27,448.54

Contd...3/-

(e): The following steps have been taken to identify the Inoperative account holders and to return the provident fund accumulations to the rightful claimants:-

- (i) EPFO recently launched a portal namely 'Inoperative Accounts Online Help Desk' to assist the members to identify their inoperative accounts.**
- (ii) Instructions have been issued to reconcile the inoperative accounts on priority and further identify the beneficiaries through employers.**
- (iii) EPFO has allotted unique permanent numbers to its members called Universal Account Number (UAN) which will enable to identify the members without intermediation of the employers.**
- (iv) Awareness campaigns have been undertaken through the electronic as well as print media from time to time to educate the members.**

As a result, the total settlement from inoperative accounts has shown an increase in the last three years as per details given hereunder:-

Year	Amount settled (Rupees in crore)
2011-12	955.51
2012-13	2890.40
2013-14	4316.71

(f): The present composition of the Central Board of Trustees (CBT), Employees' Provident Fund (EPF) as per Section 5A of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (Act 19 of 1952) is as under:-

- i. Chairman-01**
- ii. Vice Chairman-01**
- iii. Central Government representatives - 05**
- iv. State Governments representatives -15**
- v. Employers' representative -10**
- vi. Employees' representatives-10**
- vii. Central Provident Fund Commissioner - 01
(Member Secretary (Ex-officio))**

Total: 43

No changes have been made in present composition of the CBT, EPF by the Government.

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT**

**LOK SABHA
STARRED QUESTION NO. 299
TO BE ANSWERED ON 10.08.2015**

INVESTMENT OF EPF IN EQUITY MARKET

***299. ADV. M. UDHAYAKUMAR:**

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Government has allowed the Employee's Provident Fund Organisation (EPFO) to invest 5 per cent of its corpus in exchange trade funds;**
- (b) if so, the details thereof including the estimated amount of EPFO's deposits during 2014-15 and 2015-16;**
- (c) the percentage of investment of corpus in equity market as suggested by the Ministry of Finance; and**
- (d) the steps taken by the Government to ensure that the hard earned money of the employees/subscribers remains safe and unaffected by the uncertainty of stock market?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)**

(a) to (d): A statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (d) OF LOK SABHA STARRED QUESTION NO. 299 TO BE ANSWERED ON 10.08.2015 BY ADV. M. UDHAYAKUMAR REGARDING INVESTMENT OF EPF IN EQUITY MARKET.

(a) Yes, Madam. The Government has notified a new Investment Pattern vide notification no. 1071 (E) dated 23rd April, 2015 for investments by Employees' Provident Fund Organisation (EPFO). This pattern of investment prescribes minimum 5 per cent and upto 15 per cent investments in equity and related investment under which Exchange Trade Funds (ETFs) instrument falls.

(b) The said Pattern of Investment, 2015 has been implemented with effect from 1st July, 2015 for investments by EPFO. The estimated amount of EPFO's deposits are:

Year	Deposits
2014-15	Nil
2015-16	Rs. 5,000 Crore (approximately)

(c) The Pattern of Investment notified by Ministry of Finance on 2nd March, 2015 prescribes minimum 5 per cent and upto 15 per cent investment in equity and related investments.

(d) The Central Board of Trustees (CBT), Employees' Provident Fund (EPF) while recommending the said Investment Pattern to Government in its 207th Meeting held on 31.03.2015 decided to invest in Exchange Traded Fund (ETF) only in category (iv), i.e., equity and related investments. The CBT also specified that initially investment will start with one per cent and subsequently it will invest upto 5 per cent at the end of financial year.

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA**

**UNSTARRED QUESTION NO. 3438
TO BE ANSWERED ON 10.08.2015**

EMPLOYEES PENSION SCHEME

**3438. SHRIMATI HEMA MALINI:
SHRIMATI BHAVANA PUNDALIKRAO GAWALI PATIL:
SHRI KRUPAL BALAJI TUMANE:
SHRIMATI VASANTHI M.:
SHRIMATI VANAROJA R.:
SHRI S.R. VIJAYAKUMAR:**

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Government had constituted any committee for Employees Pension Scheme, 1995 and if so, the details thereof;**
- (b) whether the said committee had submitted its recommendations to the Government and if so, the details of acceptance by the Government along with the time period fixed for their implementation;**
- (c) whether the Government has proposed to amend the Employees Pension Scheme, 1995 in order to enhance the pension fund and if so, the details thereof along with the total number of pensioners under EPS-95;**
- (d) if not, whether EPFO has taken note of the better return of funds under NPS while reviewing its pensions scheme and if so, the details of options explored to incentivise the subscribers to keep their deposits in PF accounts; and**
- (e) the names of the Nationalised Banks in which provision has been made for the retired employees drawing pension under EPFO?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)**

(a) & (b): Government had constituted an Expert Committee to review Employees' Pension Scheme (EPS), 1995 which inter alia recommended providing minimum pension of Rs. 1000/- per month to the pensioners under EPS, 1995 and enhancing wage ceiling for coverage under the Employees' Provident Funds & Miscellaneous Provisions (EPF & MP), Act, 1952 from Rs. 6,500/- per month to Rs. 10,000/- per month. The Government has since implemented minimum pension of Rs. 1000/- per month to the member/disabled/widow/widower/parent/nominee pensioners and Rs. 250/- per month for children pensioners and Rs. 750/- per month to orphan pensioners and increased wage ceiling for coverage under EPF&MP Act, 1952 from Rs.6,500 to Rs.15,000/.

Contd..2/-

(c): The Employees' Pension Scheme (EPS), 1995 has been calibrated time to time to make it robust. Moreover, Government has recently made the following amendments to the EPS, 1995:

- i. Wage ceiling for contributions to EPS, 1995 has been enhanced from Rs.6,500 to 15,000/- per month.**
- ii. Determination of pension based on average of 60 months' salary prior to exit instead of 12 months' salary earlier.**
- iii. Option for contributing on salary exceeding the wage ceiling has been deleted.**
- iv. Those members who were contributing on salary exceeding the wage ceiling are required to prefer fresh option and contribute 1.16 per cent of wages exceeding wage ceiling in lieu of the Government's contribution.**
- v. Pension and withdrawal benefits under EPS, 1995 to be determined on pro-rata basis for service at wage ceiling of Rs. 6,500/- per month upto 31.08.2014 and Rs. 15,000/- per month thereafter.**
- vi. Eligibility under EPS, 1995 is determined on the basis of contributory service instead of overall period of service.**
- vii. Widow Pension Table (Table C) under EPS, 1995 has been extended upto revised wage ceiling of Rs. 15,000/- per month.**

The total number of pensioners under EPS, 1995 are 51,04,397 (Provisional) as on 31.3.2015.

(d): Does not arise in view of reply to part (c) of the Question above.

(e): The list of Nationalised Banks in which provision has been made for the retired employees drawing pension under Employees' Provident Fund Organisation (EPFO) is at Annex.

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ANNEX REFERED TO IN REPLY TO PART (e) OF LOK SABHA UNSTARRED QUESTION NO. 3438 TO BE ANSWERED ON 10.08.2015 BY SHRIMATI HEMA MALINI, SHRIMATI BHAVANA PUNDALIKRAO GAWALI PATIL, SHRI KRUPAL BALAJI TUMANE, SHRIMATI VASANTHI M., SHRIMATI VANAROJA R. and SHRI S.R. VIJAYAKUMA R REGARDING EMPLOYEES PENSION SCHEME.

List of Pension Disbursing Agencies under Employees' Pension Scheme (EPS), 1995

S.No.	EPFO Regional Office	Pension Disbursing Banks
1	Delhi (North)	PNB, SBI, IB, UBI, HDFC, ICICI, AXIS
2	Delhi (South)	PNB, SBI, IB, UBI, HDFC, ICICI, AXIS
3	Dehradun	PNB, SBI
4	Gurgaon	PNB, SBI, HDFC, ICICI, AXIS
5	Faridabad	PNB, SBI, HDFC, ICICI, AXIS
6	Jaipur	PNB, Thar Gramin Bank, HDFC, ICICI, AXIS, SBBJ
7	Shimla	PNB, SBI, AXIS
8	Ludhiana	PNB, SBI, HDFC, AXIS
9	Chandigarh	PNB, SBI, HDFC, AXIS, ICICI
10	Bihar	PNB, BOI, HDFC
11	Meerut	PNB, SBI
12	Kanpur	PNB, SBI, HDFC, ICICI, AXIS
13	Hyderabad	SBI, UBI, AB, HDFC, AXIS, ICICI
14	Guntur	SBI, AB, HDFC, AXIS, ICICI
15	Nizamabad	SBI, SY. BANK, Gramin BANK, UBI, AB, AXIS
16	Bhuvneshwer	SBI, BOI, UCO Bank, HDFC, AXIS, ICICI
17	Bangalore	SBI, CANARA, SY. BANK, CORP. BANK, VIJAYA BANK, HDFC, AXIS, ICICI
18	Goa	SBI, BOI, HDFC
19	Gulbarga	SBI, CANARA, SY. BANK, ICICI, CORP. BANK
20	Mangalore	SBI, CANARA, SY. BANK, CORP. BANK, VIJAYA BANK, AXIS
21	Peenya	SBI, CANARA BANK, SY. BANK, CORP. BANK, HDFC, AXIS, ICICI
22	Coimbatore	SBI, IB, IOB, HDFC, AXIS, ICICI
23	Kerala	PNB, SBI, IB, IOB, CANARA, SY. BANK, FED.BANK, HDFC, AXIS, ICICI, North Malabar Gramin Bank, SBT
24	Madurai	SBI, IB, IOB, HDFC, AXIS, ICICI
25	Tambram	SBI, IB, IOB, HDFC, AXIS, ICICI
26	Chennai	SBI, IB, IOB, HDFC, AXIS, ICICI
27	Ranchi	PNB, BOI, UBI, HDFC, AXIS, ICICI
28	Jalpaiguri	SBI, UBI, UCO, CBI, UBKG BANK
29	Kolkata	PNB, UBI, HDFC, AXIS, ICICI
30	Guwahati	SBI, HDFC, AXIS, ICICI
31	Raipur	PNB, SBI, HDFC, AXIS, ICICI, CBI,
32	Bandra	PNB, SBI, BOI, HDFC, AXIS, ICICI, BOM, IB
33	Thane	PNB, SBI, BOI, HDFC, AXIS, ICICI
34	Kandivali	PNB, SBI, BOI, HDFC, AXIS, ICICI
35	Pune	PNB, SBI, BOI, HDFC, AXIS, ICICI, BOM
36	Nagpur	PNB, SBI, BOI, HDFC, AXIS, ICICI
37	Ahemdabad	SBI, DENA, HDFC
38	Surat	SBI, DENA, HDFC, AXIS, ICICI
39	Vadodara	SBI, DENA, HDFC
40	Indore	PNB, SBI, HDFC, AXIS, ICICI

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PNB	-	Punjab National Bank
SBI	-	State Bank of India
IB	-	Indian Bank
UBI	-	Union Bank of India
SBBJ	-	State Bank of Bikaner & Jaipur
BOI	-	Bank of India
UBI	-	Union Bank of India/United Bank of India
AB	-	Andhra Bank
SY	-	Syndicate Bank
IOB	-	Indian Overseas Bank
SBT	-	State Bank of Travancore
CBI	-	Central Bank of India
BOM	-	Bank of Maharashtra
UBKG BANK	-	Uttar Banga Kshetriya Gramin Bank.

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**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 3439
TO BE ANSWERED ON 10.08.2015
NON-PAYMENT OF WAGES**

**3439. SHRI GAJANAN KIRTIKAR:
SHRI NANA PATOLE:
SHRI DUSHYANT CHAUTALA:
SHRI P.P. CHAUDHARY:
SHRI ASHOK SHANKARRAO CHAVAN:
KUNWAR HARIBANSH SINGH:
SHRI KALIKESH N. SINGH DEO:
SHRI CHANDRA PRAKASH JOSHI:
SHRI SUDHEER GUPTA:
DR. SUNIL BALIRAM GAIKWAD:**

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Government proposes to amend the Provident Fund Act and if so, the details thereof and whether the Government has invited suggestions from State Governments and small factories and medium enterprises in this regard;**
- (b) if so, the details thereof and the status of all such suggestions received;**
- (c) whether instances of non-payment of minimum wages to workers and employees of private companies also not crediting the share of PF in their accounts have come to the notice of the Government in various States including Maharashtra;**
- (d) if so, the details thereof and the corrective steps taken in this regard including action taken against defaulting companies;**
- (e) whether the Government has decided for digitization of complete database of subscribers of EPFO through universal account number, if so, the time frame fixed in this regard and the current status thereof; and**
- (f) the status of Shram Suvidha Portal as on date including total registration made so far, inspections undertaken, grievances received and resolved?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)**

(a) & (b): A proposal for comprehensive amendment to the Employees' Provident Funds and Miscellaneous Provisions (EPF & MP) Act, 1952 is under consideration of the Government which, inter alia, includes reducing threshold limit from 20 to 10 employees for coverage under the Act, removal of Schedule for coverage under the Act, simplification of definition of wages, etc., multi-member EPF Appellate Tribunal, a new category of "Small Establishments" (employing upto 40 persons), exclusion of establishment/class of establishment/individual or class of employees on opting for National Pension System (NPS), etc.

Contd...2/-

All the above amendments have been included in the proposed comprehensive amendment to the EPF & MP Act, 1952 and discussed in two rounds of tripartite consultations held with various stakeholders, i.e., State Governments, employers' and employees' representatives.

(c) & (d): Whenever violation of the provisions of the Minimum Wages Act, 1948 is come to the notice of the concerned Machinery, i.e., in the Central sphere, the Central Industrial Relations Machinery (CIRM) and in the State sphere (including Maharashtra), the State enforcement machinery, appropriate actions against defaulting employers as per provisions of the Act are taken. The officers of these machineries are appointed as inspectors under the provisions of the Act. They conduct regular inspections and in the event of detection of any case of non-payment of minimum wages, they advise the employers to make payment of the shortfall of wages. In case of non-compliance of advices of inspectors, there are provisions for prosecution in the Act against the defaulting employers.

Further, whenever instances come to the notice of Employees' Provident Fund Organisation (EPFO) about violation of provisions of EPF & MP Act, 1952, the following actions are taken by EPFO against the defaulting establishments:-

- i. Action under Section 7A of EPF & MP Act, 1952 is taken against the defaulting establishments for assessment of dues.
- ii. Action under Section 14B of the Act is taken for levying of damages for belated deposit of dues.
- iii. Action under Section 7Q of the Act is taken for levy of interest for belated remittances.
- iv. Recovery actions as provided under Section 8B to 8G of the Act are taken.
- v. Action under Section 14 of the Act is taken for filing prosecution against the defaulters before the competent court of law.
- vi. Action under Section 406/409 of Indian Penal Code (IPC) is taken against the employer for non-payment of employees' share of contribution deducted from the wages/salary of the employees but not deposited in the Employees' Provident Fund (EPF).

(e): EPFO has started the process of digitizing its various records and the Universal Account Number (UAN) Programme is one of the important areas addressing the completion of data bases. The initial allotment of UAN on 25th July, 2014 was 4.17 crore which has now incrementally grown to 4.94 crore as on 5th August, 2015. Since it is an ongoing process, no time frame can be fixed in this regard.

(f): Under the Sharam Suvidha Portal, launched on 16.10.2014, the computerized status of Inspections/Establishments (as on 04.08.2015) indicates that 961586 Labour Identification Number (LIN) have been allotted. Total 107409 inspections have been assigned, out of which inspections report in respect of 95914 cases have been uploaded.