

1952 - 1954 74F

**Office of the Central Provident Fund Commissioner,
Gurdwara Road, New Delhi.**

From

SHRI S. NEELAKANTAM,
Secretary,
Central Board of Trustees,
Employees' Provident Fund.

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,
MINISTRY OF LABOUR, NEW DELHI.

SUBJECT : *Annual Report on the working of the Employees' Provident Funds Scheme for the period ending the 31st March, 1954.*

SIR,

I am directed by the Central Board of Trustees-Employees' Provident Fund to submit herewith a report on the working of the Employees' Provident Funds Scheme, 1952 for the period ending the 31st March, 1954 as required under paragraph 74 of the Scheme. A classified Summary of the assets of the Fund is appended (Appendix I). The Government of India in the Ministry of Labour administered the Scheme from the 1st November, 1952 to the 31st March, 1953 and no separate report is submitted for that period.

2. During the period under report Shri N. M. Patnaik, I.A.S., held the post of the Central Provident Fund Commissioner from the 1st November, 1952 to the 28th February, 1954 in addition to his duties as Deputy Secretary to the Government of India in the Ministry of Labour. He was appointed to the former post, full time, with effect from the 1st March, 1954 and held the post till the 31st March, 1954.

ORIGIN OF THE SCHEME

3. It would be interesting to review the origin of the Scheme. The question of providing for the future of industrial workers after their retirement or for their dependents, in the event of their premature death engaged the attention of the Central Government for a long time. The first Provident Fund Act

passed in 1925 for regulating the provident funds of some private concerns was limited in scope. In 1929 the Royal Commission on Labour stressed the need for formulating schemes for instituting provident funds for industrial workers. Thirteen years later the subject was discussed at the 3rd conference of Labour Ministers where the proposal for instituting provident funds was generally accepted. It was however considered that such funds should be instituted on a voluntary rather than on compulsory basis. A recommendation was made that Central Government might frame model rules and circulate them to employers for adoption. Model rules were accordingly circulated to employers in 1945 for adoption in industrial concerns. While some progressive employers set a lead and voluntary provident funds were established for the benefit of about three lakhs of workers, the general response was disappointing.

4. In 1947 the question was reviewed at the Asian Regional Conference of the International Labour Organisation. It was reiterated that in view of the financial and administrative conditions in India, a contributory provident fund scheme was preferable to a scheme of pension or gratuity payments as it would not be possible to introduce in India, in view of the then prevailing conditions, a scheme of old age pension as adopted in the industrially advanced countries. The main difficulty in a gratuity scheme was felt to be that the amount paid to a worker or his dependents would be small as the worker would not himself be making any contribution to the fund. Taking into account the various difficulties, financial and administrative, the most appropriate course was considered to be the institution of compulsory contributory provident funds in which both workers and employers would contribute. Apart from other advantages such a scheme would also inculcate a spirit of thrift among workers. Another advantage in instituting a provident fund scheme was the stabilisation of the labour force. In accordance with the recommendation of the Asian Regional Conference the matter was discussed at the 10th session of the Indian Labour Conference held in 1948. It was generally agreed that the introduction of a statutory provident fund scheme for industrial workers might be undertaken.

5. To test such a scheme in a restricted field the Coal Mines Provident Fund Scheme was launched in 1948. The success of this Scheme led to the demand for its expansion to other industries. In 1949 when a non-official Bill for setting up of provident funds for other industrial workers was introduced in the Central Legislature, Shri Jagjivan Ram, the then Labour Minister gave an undertaking that a comprehensive Bill on the subject would be placed before the House. The subject was exhaustively discussed at the meeting of the

Standing Labour Committee held in November, 1950, where there was general agreement, particularly among the representatives of State Governments, that Legislation should be undertaken for instituting provident funds in industrial undertakings. This view was endorsed by the conference of Labour Ministers held in January, 1951.

6. The close of the year 1951 witnessed the promulgation of the Employees' Provident Funds Ordinance. The Ordinance promulgated on the 15th November, 1951 was replaced by the Employees' Provident Funds Act, 1952 which extends to the whole of India except Jammu and Kashmir. The Employees' Provident Funds Scheme, 1952 framed under section 5 of the Act was brought into force by stages and was enforced in its entirety by the 1st November, 1952. The working of the Scheme brought out certain defects in the Act such as lack of provision for inspection of exempted factories, recovery of dues from such factories, payment of damages etc. In order to rectify them, an amending Bill was introduced in the Council of States on the 14th September, 1953. As some of the amendments necessitated urgent implementation and because the Employees' Provident Funds (Amendment) Bill could not be passed during that session of Parliament an amending Ordinance was promulgated on the 14th October, 1953. The Ordinance was subsequently replaced by the Employees' Provident Funds (Amendment) Act, 1953 which received the assent of the President on the 12th December, 1953.

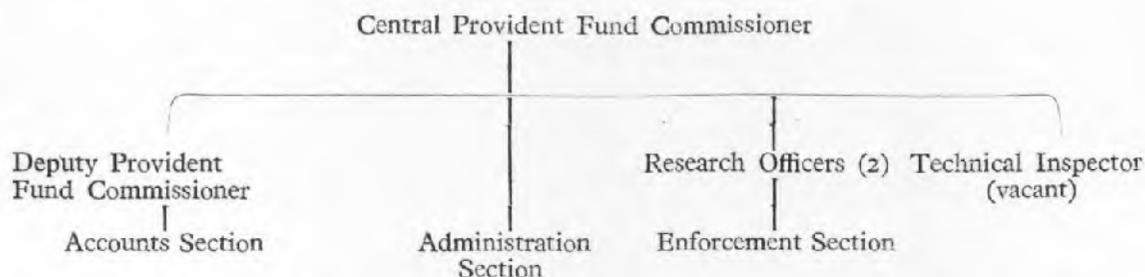
II

ADMINISTRATION OF THE SCHEME

7. The administration of the Employees' Provident Funds Scheme was planned on a unified basis. It is vested in the Central Board. The Central Provident Fund Commissioner functions as the Chief Executive Officer of the Board and is assisted by a Deputy Provident Fund Commissioner. Shri Mangal Sain, an Assistant Accounts Officer of the Defence Accounts Department held the post of Deputy Provident Fund Commissioner with effect from the 17th March, 1953 to the 24th August, 1953. Thereafter, Shri N. C. Rudra, Central Accounts Officer, Delhi served as a part-time Deputy Provident Fund Commissioner in addition to his duties. There are, besides, two Research Officers in the central office who are Shri P. S. Dhotrekar, appointed with effect from the 12th December, 1952 and Shri K. M. Tripathi, appointed with effect from

the 17th January, 1953. The following chart illustrates the Organisational set-up of the central office.

(CHART No. 1)



The central office is the controlling office and functions as a supervisory and coordinating organisation. This office controls all regional offices and issues directions and supervises their work. The details of office staff of the central office form Part I of the statement (Appendix 2).

8. For administering the Scheme 19 regional offices were set up under the supervision of Regional Provident Fund Commissioners. The names of officers who held the post of Regional Commissioner during the years 1952-53 and 1953-54 are indicated below :—

Regions*	1952-53	1953-54
1. Ajmer	Shri O. N. Sharma	Shri O. N. Sharma
2. Bhopal	Shri Mamnoon Hasan Khan	Shri Mamnoon Hasan Khan
3. Bihar	Shri B. P. Singh, I.A.S.	Shri B. P. Singh, I.A.S.
4. Bombay	Shri H. P. Bhatt	Shri H. P. Bhatt
5. Delhi	Dr. B. R. Seth	Dr. B. R. Seth
6. Hyderabad	Shri Mehdi Ali Mirza	Shri Mehdi Ali Mirza
7. Madhya Bharat	Shri B. S. Arora	Shri B. S. Arora
8. Madhya Pradesh	Shri P. K. Sen	Shri P. K. Sen
9. Madras	Shri A. M. Saverinathan, I.A.S.	Shri A.M. Saverinathan, I.A.S.
10. Mysore	Shri B. S. Puttaswamy.	Shri B. S. Puttaswamy
11. Orissa . . . . .	. . . . .	Shri S. Padhi
12. PEPSU	Shri Amrit Lal	Shri Amrit Lal
13. Punjab	Shri D. N. Nigam	Shri D. N. Nigam
14. Rajasthan	Shri S. N. Shukla	Shri S. N. Shukla
15. Saurashtra	Shri D. K. Badheka	Shri D. K. Badheka.
16. Travancore-Cochin	Shri M.K. Devassy, I.A.S.	Shri M. K. Devassy, I.A.S.
17. Uttar Pradesh	Shri O. N. Misra, I.A.S.	Shri O. N. Misra, I.A.S.
18. West Bengal	Shri D. Mallik	Shri D. Mallik.

* The Kutch regional office is supervised by Shri R. P. Shukla, Provident Fund Inspector.

Subsequently the Andhra regional office was established on the 4th September,

1954. Shri C. R. Reddy holds the post of the Regional Provident Fund Commissioner for Andhra.

9. There have been certain changes in the incumbents of the posts of Regional Provident Fund Commissioners during the period under review. Shri H. P. Bhatt, Regional Provident Fund Commissioner, Bombay was granted leave for nearly 3 months' from April, 1953 to June, 1953 and Shri P. A. Bhaskar, Provident Fund Inspector, officiated in his place. Shri B. S. Arora, Regional Provident Fund Commissioner, Madhya Bharat was granted 34 days' leave in June-July, 1953 and Shri A. S. Banawalikar, Commissioner of Labour, Government of Madhya Bharat officiated in his place. Dr. B. R. Seth, Regional Provident Fund Commissioner, Delhi was granted 26 days' leave in June-July, 1953 and Shri N. C. Rudra, Central Accounts Officer, Delhi officiated in his place. Shri D. K. Badheka, Regional Provident Fund Commissioner, Saurashtra was granted 2½ months' leave during the period from April to June, 1953 and Shri J. B. Shah, Provident Fund Inspector officiated in his place. Shri Amrit Lal, Regional Provident Fund Commissioner, PEPSU was granted leave for about 4 months during the period from November, 1952 to March, 1953 and Shri Prem Swarup, Director of Industries and Labour, PEPSU officiated in his place. Shri M. K. Devassy, Regional Provident Fund Commissioner, Travancore-Cochin went on one month's leave from the 1st May, '53 and Shri N. Kochukrishnan, Labour Commissioner, officiated in his place.

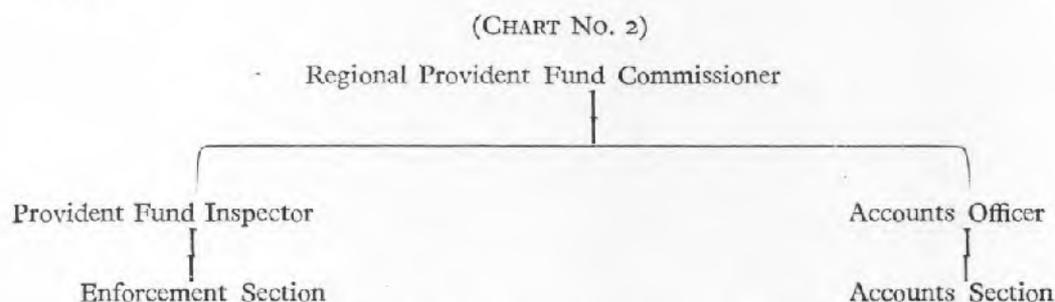
10. The Regional Commissioners are assisted by Provident Fund Inspectors. Such Regional Provident Fund Commissioners as are incharge of Accounts Offices have in addition Accounts Officers mainly to assist them in the maintenance of accounts. An office of the Regional Commissioner where accounts are maintained consists of two sections- -enforcement and accounts. The regional office functions as the basic field office. While the enforcement section is headed by Inspectors who look after the enforcement of the Act and the Scheme in factories, the accounts section is headed by an Accounts Officer who looks after the receipt of advances and settlement of claims. In all, 8 Accounts Offices were set up in Bombay, Bihar, Madhya Pradesh, Madras, Madhya Bharat, Uttar Pradesh, West Bengal and Delhi for maintaining accounts of all members covered by the Scheme. These offices were supervised by 8 experienced Accounts Officers drawn from the Defence Accounts Department. The necessary accounting staff was also generally borrowed from that department. At present there is no Accounts Officer at Madhya Pradesh. In view of large number of accounts in the Bombay Region there are two Accounts Officers for that region. It was decided that in the initial stages of the implementation of the Scheme

accounts of more than one region could be maintained by one Accounts Office. Details of these Accounts Offices are given below :

<i>Accounts Office</i>	<i>Affiliated Regions</i>
(i) Delhi	Ajmer, Bhopal, Punjab, PEPSU, Kutch and Rajasthan.
(ii) Bombay	Saurashtra.
(iii) Madras	Andhra, Mysore, Hyderabad and Travancore-Cochin.
(iv) West Bengal	Orissa.

The accounts of most of these affiliated States have, however, since been decentralised as pointed out in paragraph 35.

11. The other staff of the two sections of a regional office consist of the usual grades of Superintendents, Upper Division Clerks, Lower Division Clerks and machine operators. The chart below specifies the composition of regional offices.



A statement showing staff in different regional offices and an organisational chart of the officers of the Employees' Provident Fund Organisation are appended. (Part II of Appendix 2 and Appendix 3).

CENTRAL BOARD OF TRUSTEES

12. For purposes of administering the Scheme the Central Board of Trustees was constituted under paragraph 3(1) of the Scheme on the 31st October, 1952. At the end of the period under review the Board consisted of:

Chairman

- (1) Shri Vishnu Sahay, I.C.S., Secretary to the Government of India, Ministry of Labour, New Delhi.

Nominees of Central Government

- (2) Shri N. S. Mankikar, Chief Adviser of Factories, Ministry of Labour, Shahjahan Road, New Delhi.

- (3) Shri P. N. Segal, Deputy Secretary to the Government of India, Ministry of Finance (Rehabilitation Division), New Delhi.
- (4) Shri B. B. Saxena, Deputy Secretary to the Government of India, Ministry of Commerce and Industry, New Delhi.

Nominees of State Governments

- (5) Shri J. D. Kapadia, I.C.S., Secretary to the Government of Bombay, Development Department, Secretariat (ANNEX), Fort, Bombay-1.
- (6) Shri K. R. Das Sarkar, Deputy Secretary to the Government of West Bengal, Labour Department, Calcutta.
- (7) Shri C. G. Reddy, I.A.S., Labour Commissioner, Government of Madras, Development Department, Fort St. George, Madras.
- (8) Shri K. N. Singh, I.A.S., Secretary to the Government of Uttar Pradesh, Labour Department, Lucknow.
- (9) Shri R. S. Pande, I.A.S., Officer on Special Duty, Political Department, Government of Bihar, Patna.

Employers' representatives

- (10) Shri J. H. Patel, Managing Director, The Associated Cement Companies Ltd., 1, Queens Road, Bombay-1.
- (11) Shri A Rajagopalan, Agent, The Tata Iron and Steel Company Ltd., 23-B Netaji Subhas Road, Calcutta.
- (12) Shri B. K. Rohatgi, 45, Armenian Street, Calcutta.
- (13) Shri M. L. Bagla, Swadeshi Cotton Mills Co. Ltd., Kanpur.
- (14) Shri Shital Prasad Jain, 11, Clive Row, Calcutta.
- (15) Shri G. D. Somani, M.P., 14/C, North Avenue, New Delhi.

Employees' representatives.

- (16) Shri Michael John, President, Tata Workers' Union, 17-K, Road, Jamshedpur.
- (17) Shri G. D. Ambekar, General Secretary, Rashtriya Mill Mazdoor Sangh, Mazdoor Manzil, Parel, Bombay.
- (18) Shri Kalipada Mukherji, M.L.A., 59-B, Chowranghee Road, Calcutta.

- (19) Shri Rajaram Shastri, 11/255, Gwaltoli, Kanpur.
- (20) Shri B. S. Mahadeo Singh, C/o Hyderabad State Mazdoor Sabha, Old Jail Market Street, Secundrabad (Deccan).
- (21) Shri Tushar Chatterjee, M.P., Baroshibtala, Chinsurah (West Bengal).

13. During the period under review Shri V. K. R. Menon, I.C.S., and Shri K. N. Subramanian, I.C.S., acted as Chairmen of the Central Board of Trustees from the 1st November, 1952 to the 19th July, 1953 and the 20th July, 1953 to the 24th December, 1953 respectively. For some period Shri A. Nanu, the then Deputy Secretary to the Government of India, Ministry of Commerce and Industry and Shri N. V. Venkataraman, the then Under Secretary to the Government of India, Ministry of Finance, Shri K. L. Punjabi, I.C.S., the then Secretary to the Government of Bombay, Development Department, Bombay, Shri I. D. N. Sahi, I.C.S., and Shri A. D. Pande, I.A.S., Secretary to the Government of Uttar Pradesh, Labour (B) Department, Lucknow served as members of the Central Board of Trustees.

14. During the period under review three meetings of the Central Board were held at New Delhi. The Board at its first meeting held on the 5th February, 1953 under the chairmanship of Shri V. K. R. Menon, I.C.S., reviewed progress of the Scheme and passed the annual budget for the year 1953-54. Certain important decisions were taken regarding the maintenance of accounts by employers, banking arrangements, fixation of a date for transfer of accumulations from the existing provident funds, procedure of investment of monies of the Fund. The second meeting of the Board was held on the 11th November, 1953 under the chairmanship of Shri K. N. Subramanian, I.C.S. The important subjects discussed by the Board were service conditions of staff of the Fund, qualifying period for withdrawal of provident fund dues, fixation of rate of interest for subscribers for the years 1952-53 and 1953-54 and formation of Regional Committees in the States. The third meeting of the Board was held on the 10th March, 1954 under the chairmanship of Shri Vishnu Sahay, I.C.S., Secretary to the Government of India, Ministry of Labour. This meeting was specially convened for approving the budget estimates of the Fund for the year 1954-55.

REGIONAL COMMITTEES

15. As provided under paragraph 4 of the Employees' Provident Funds Scheme, 1952, Regional Committees were set up for the States of Bihar, Bombay, Madras, Madhya Bharat, Uttar Pradesh and West Bengal with Regional Provident Fund Commissioners of the States as their Secretaries. The Committees function

as advisory bodies and advise the Central Board on such matters as are referred to them by the Board. The personnel of the Regional Committees are furnished in Appendix 4.

16. In pursuance of the decisions of the second meeting of the Central Board of Trustees the following subjects were referred to the Regional Committees :—

- (i) Conditions of service under State Boards ;
- (ii) Decentralisation of accounts wherever possible ;
- (iii) Machine Vs. Manual Accounting ;
- (iv) Decentralisation of the administration of the Scheme ;
- (v) Review of the staff position in regional offices, and
- (vi) Publication of important provisions of the Act and the Scheme in the regional languages.

17. Excepting the Regional Committee for Madras the Committees in the States of Madhya Bharat, Bombay, West Bengal, Bihar and Uttar Pradesh met on the 29th January, 1954, 2nd February, 1954, 24th February, 1954, 14th April, 1954 and 17th April, 1954, respectively. The Regional Committee for Madras could not meet since it had to be reconstituted on the setting up of a separate office for Andhra. The Regional Committees recommended that the service conditions of the State Government might be made applicable to the employees of State Boards, that the accounts of Saurashtra might be separated from Bombay office, that the machine accounting might be adopted for maintenance of accounts in bigger States. They also suggested that decentralisation of the administration of the Scheme might be effected in Bombay from the 1st April, 1954 and West Bengal and Uttar Pradesh with effect from the 1st January, 1955. The Chairman, Regional Committee, Bombay in consultation with the Central Government subsequently agreed to change this date to the 1st October, 1954. The Committees also discussed the staff position in their States on the basis of the yard stick and suggested that the publication of the Scheme in Hindi, Urdu or regional languages might be deferred till the Scheme has been finally amended.

18. During the period under review two meetings of the Regional Provident Fund Commissioners and Accounts Officers were held. The first meeting was held at Calcutta from the 15th to 17th April, 1953. Some of the important subjects discussed at the meeting centred round maintenance of accounts, service conditions of the staff of the Fund, amendments to the Act and Scheme, revision of forms and functions and duties of Accounts Officers and Provident Fund Inspectors in regional offices. The second meeting was held at Mysore from the 11th to 13th January, 1954. Some of the important subjects discussed

at the meeting were yard stick, review of staff, decentralisation of administration of the Scheme and accounts, recovery of dues, prosecutions and mode of payment of insurance premia.

III

COVERAGE

19. The Employees' Provident Funds Act and the Scheme apply in the first instance to factories that employ 50 or more persons, and are engaged in the manufacture of Cement, Cigarettes, Electrical, Mechanical or General Engineering Products, Iron and Steel, Paper and Textiles. The following statement shows the number of factories and employees covered by the Employees' Provident Funds Scheme as on the 31st March, 1954.

(TABLE NO. 1)

Name of Industry	Factories*	Employees
I	2	3
Cement	18	21,449
Cigarettes	10	13,445
Electrical, Mechanical or General Engineering Products	543	88,166
Iron and Steel	78	15,389
Paper	14	6,589
Textiles	604	3,97,866
	<u>1,267</u>	<u>5,42,904</u>

*NOTE.—These figures relate to non-exempted factories.

CONTRIBUTIONS

20. Although the Scheme was brought into force in its entirety on the 1st November, 1952 and the collections of contributions started from the 1st December, 1952 from wages earned on and from the 1st November, 1952 the actual remittance of moneys by employers did not commence from the 1st December, 1952 as most of them were ignorant of their duties under the Scheme. They had to be apprised of their liability to remit the provident fund contributions and administrative charges by the 15th of the month following that to which the payments related. It was accordingly after two or three months after the enforcement of the Scheme that the actual realisations of the provident fund moneys commenced.

21. The total employers' and employees' contributions collected from employers during the years 1952-53 and 1953-54 amounted to Rs. 1.52 crores and Rs. 5.09 crores respectively. A sum of Rs. 75.82 lakhs was outstanding from 268 factories up to March, 1954. Out of this amount about Rs. 65.31 lakhs or 86% of the total was realised by the 30th September, 1954. All the Regional Provident Fund Commissioners have been taking prompt action in most cases to recover the outstandings as arrears of land revenue under section 8 of the Act.

22. The provident fund accumulations in the private provident funds maintained in 127 factories prior to the 1st November, 1952 amounted approximately to Rs. 1.66 crores. Out of the total past accumulations about Rs. 1.33 crores were received in the shape of cash and Government securities. The balance of the past accumulations due to be transferred to the Fund by the 31st March, 1954 was Rs. 33 lakhs. Of this amount, securities of the value of about Rs. 17 lakhs could not be transferred by factories as the necessary approval of the Income-tax authorities could not be obtained. Steps are being taken to secure the approval of the concerned authorities for effecting expeditious transfer of the outstanding amount. In respect of 21 factories which have not yet transferred the past accumulations amounting to about Rs. 16 lakhs, the Regional Provident Fund Commissioners are taking penal action to recover the outstanding amounts.

ADMINISTRATIVE CHARGES

23. The total administrative charges of the 3% of employers' and employees' contributions due from employers of covered factories during 1952-53 and 1953-54 was Rs. 4.13 lakhs and Rs. 18.18 lakhs respectively. Out of the outstanding sum of Rs. 22.31 lakhs, Rs. 19.95 lakhs were collected by the 31st March, 1954 leaving a balance of Rs. 2.36 lakhs. Out of Rs. 2.36 lakhs outstanding at the end of March, 1954, a sum of Rs. 1.90 lakhs was collected by the end of September, 1954. Regional Provident Fund Commissioners are taking active steps to recover the balance of Rs. 46,000. The following table shows the position with regard to contributions and administrative charges:—

(TABLE NO. 2)

Item	Due up to 31st March, 1954	Amount collected	Balance out- standing on 31-3-54	Amount collected by 30th Spt., 1954	Balance outstanding
	Rs. lakhs	Rs. lakhs	Rs. lakhs	Rs. lakhs	Rs. lakhs
1. Contributions	737	661	76	65	11
2. Administrative Charges	22.31	19.95	2.36	1.90	0.46

RECEIPT AND EXPENDITURE OF THE FUND

24. Administrative and inspection charges paid by employers @ 3 % and $\frac{3}{4}$ % respectively on the total amount of contributions constitute the total receipts of the Fund. The table below shows the total receipts of the Fund and the expenditure incurred on the administration for the years 1952-53 and 1953-54.

(TABLE No. 3)

Year	Income	Expenditure
	Rs. lakhs	Rs. lakhs
1952-53	4.52	3.56
1953-54	30.46	15.45

The expenditure upto the 31st March, 1953 was incurred from the loan granted by the Central Government. A sum of Rs. 3.50 lakhs was repaid to the Central Government during December, 1953 towards the loan advanced by them. The total cash balance in the State Administration Accounts of all regions (Account No. 2) and Central Administration Account (Account No. 4) as on the 31st March, 1954 was Rs. 13.20 lakhs and Rs. 2.77 lakhs respectively. The subjoined chart No. 3 shows the income and expenditure of each region.

BANKING ARRANGEMENTS

25. The Imperial Bank of India has been entrusted with the collection of provident fund moneys from employers of factories covered by the Scheme. At the outset the amounts collected by the Imperial Bank used to be sent every month before the 5th of the following month to the Reserve Bank of India, Delhi. The Imperial Bank was paid a commission @ $\frac{1}{64}$ % on credit summations. Arrangements have been made with the Reserve Bank of India for the investment of the amounts in Central Government securities in the following ratio :—

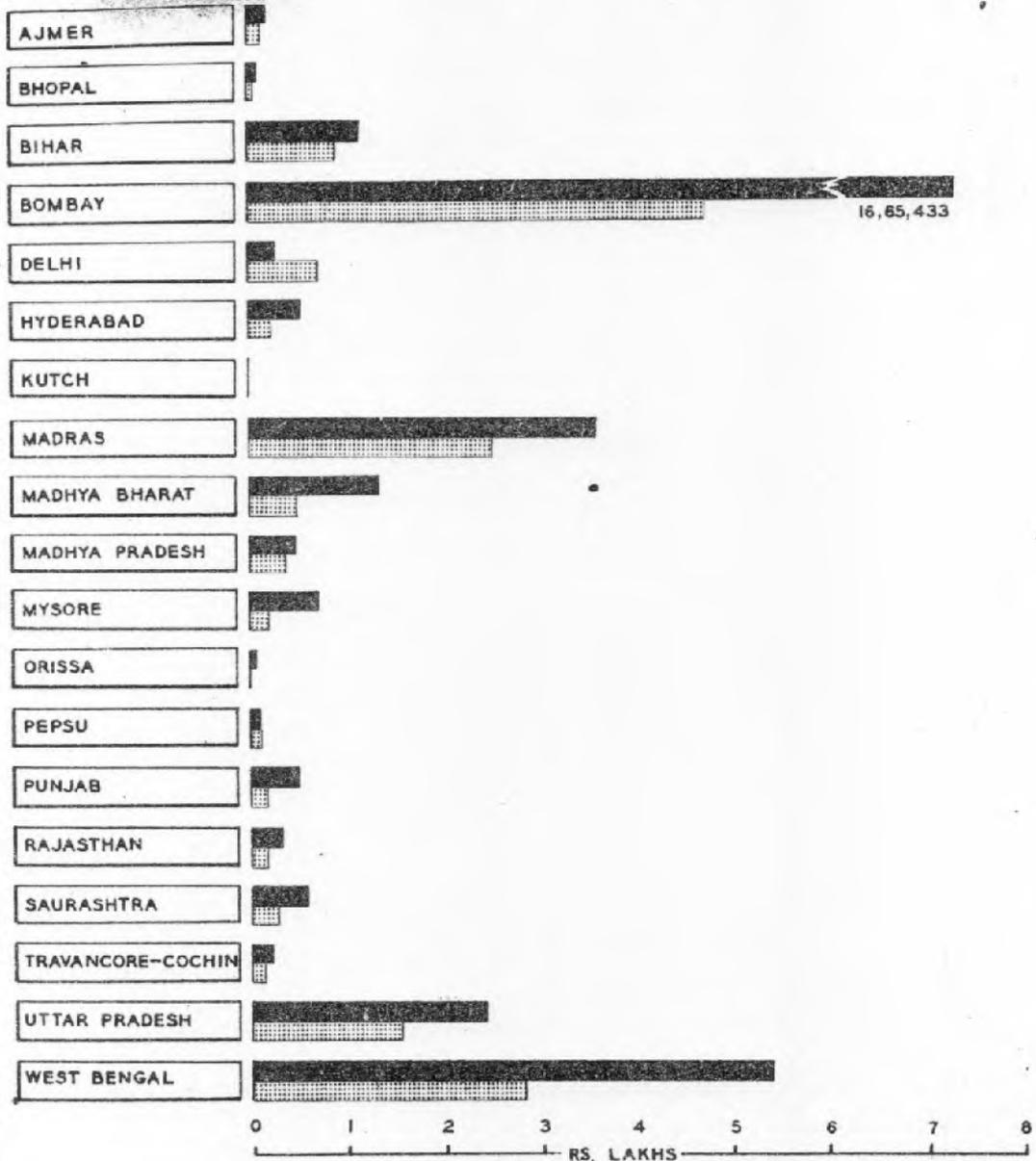
(i) National Savings Certificates	10%
(ii) Short Term Securities	10%
(iii) Medium Term Securities	30%
(iv) Long Term Securities	50%

The Reserve Bank used to be paid brokerage on purchase of securities on an annual basis at $\frac{1}{16}$ % on the first two crores and $\frac{1}{32}$ % on the balance. No commission was paid to the Reserve Bank on the purchase of National Savings

INCOME* & EXPENDITURE

(NOVEMBER 1952 TO MARCH 1954)

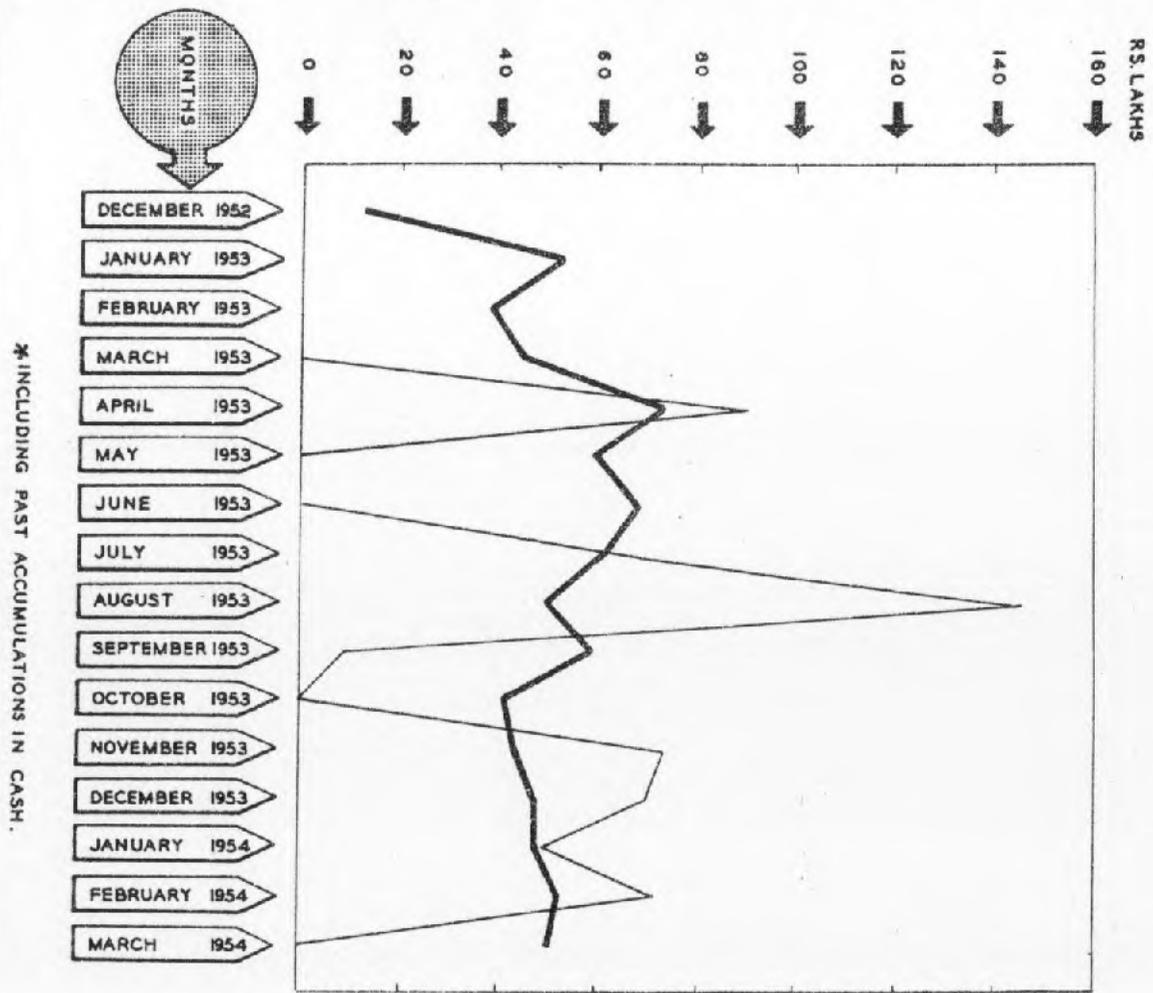
INCOME  EXPENDITURE 



* ADMINISTRATIVE AND INSPECTION CHARGES.

CONTRIBUTIONS* & INVESTMENT

CONTRIBUTIONS  INVESTMENT 



Certificates and collection of interest. The Central Board of Trustees directed at their second meeting held on the 11th November, 1953 to formulate a procedure in regard to the investment of accumulations in such a way as to reduce the time lag between the receipt of amounts and their investments, thus obviating loss of interest to the Fund. After careful negotiation with the Imperial Bank of India and the Reserve Bank of India a suitable system was evolved. The broad features are as follows:—

- (i) The Investment Account of the Fund (Account No. 5) which was previously maintained at the New Delhi Branch of the Imperial Bank of India has been transferred to their Bombay Branch from May, 1954 as the Central Government securities are available at Bombay at competitive rates.
- (ii) The Branches of the Imperial Bank of India entrusted with the collection of moneys are required to transfer 98% of the total collection in the Provident Fund Account (Account No. 1) by mail transfers to the Investment Account (Account No. 5) maintained at their Bombay Branch weekly and daily, if considered necessary, latest by Wednesday. The Imperial Bank of India, Bombay has to remit every Thursday of the week to the Reserve Bank, Central Office, Bombay the amount available in Investment Account (Account No. 5) for purposes of investment.

26. For collecting the provident fund moneys and remitting them once a week to the Reserve Bank, the Imperial Bank of India is paid commission annually at the rate of $1/32\%$ on the first two crores and $1/64\%$ on the rest. The rate of brokerage payable to the Reserve Bank of India mentioned in paragraph 25 is unaltered. The Reserve Bank of India invests the amount of the Fund weekly on Friday in Central Government securities and sends intimation to the Chairman, Central Board of Trustees. The present system brought into force in May, 1954 is working satisfactorily. The interest is also collected on the securities on the due dates by the Reserve Bank and the amount so collected is reinvested in Central Government securities. The total amount invested upto the 31st March, 1954 was Rs. 5,74,84,991-12-10 whose face value was Rs. 6,18,11,320-0-0. The accompanying graph shows the position regarding contributions and investments.

ACCOUNTS OF THE FUND

27. The procedure for collection of provident fund moneys and their maintenance under different accounts was formulated in consultation with the Reserve

Bank and the Government of India. The following are the different Accounts under which the provident fund moneys are accounted for :

- (i) Provident Fund Account (Account No. 1):— All moneys payable to the Fund as provident fund contributions are being collected and deposited under this Account. The total amount in this Account by the 31st March, 1954 was about Rs. 56.14 lakhs.
- (ii) State Administration Account (Account No. 2) :—The moneys deposited by employers as administrative/inspection charges @ 3% and $\frac{3}{4}$ % respectively are being collected under this head of Account. The moneys collected in this Account are utilised for meeting the expenditure on regional offices as well as the central office. The total amount in this Account was Rs. 13.20 lakhs.
- (iii) Refund Account (Account No. 3):—This Account is fed by transfers from Account No. 1 and sometimes from Account No. 5 and is utilised for making refunds to members in settling claims. The total amount in this Account was about Rs. 33.85 lakhs.
- (iv) Central Administration Account (Account No. 4):—This Account is fed from the State Administration Account (Account No. 2) and is meant for utilisation of the expenses incurred for the central office. The total amount in this Account was about Rs. 2.77 lakhs.
- (v) Investment Account (Account No. 5):— 98% of the total collections in Account No. 1 are transferred to the Imperial Bank of India, Bombay weekly by all other branches for crediting to Account No. 5. The total amount pooled in this Account is remitted weekly to the Reserve Bank for investment in Central Government securities. The total amount in this Account was about Rs. 32.60 lakhs.
- (vi) Interest Suspense Account (Account No. 6):—Interest received on investments made by the Fund is credited to this Account and interest paid to subscribers every year is debited to this Account. The total amount in this Account was Rs. 9.1 lakhs.
- (vii) Forfeiture Account (Account No. 7):—All amounts received by the Fund by way of forfeitures are accounted for under this head by the central office. The manner of utilisation of the amounts under this Account is under consideration. The total amount under this Account was Rs. 59,243.

DECLARATION OF INTEREST

28. Interest for the period of currency is payable to the subscriber's accounts on the opening balances at their credit. The Government of India decided that the account period for the currency of the card shall be the official financial year. Although remittances on account of contributions by employers were made largely from January, 1953 some time had elapsed in the initial stages in finalising the arrangements for investment of cash realisations. No interest was therefore actually realised during the account period from November, 1952 to March, 1953. At their second meeting held on the 11th November, 1953 the Central Board of Trustees recommended that the Chairman of the Board might exercise his discretion in fixing a rate of interest ranging between 2% and 3% and, if possible, a relaxation might be obtained from the Central Government for declaring a uniform rate of interest for the entire period from the 1st November, 1952 to the 31st March, 1954 though the interest for 1952-53 alone would not permit declaration of such a rate of interest. The estimated income for the period was about Rs. 15.4 lakhs, while expenditure in allowing an interest @ 3% was Rs. 14.85 lakhs. The Central Government declared a uniform rate of interest @ 3% for the years 1952-53 and 1953-54. Interest was accordingly calculated at that rate and credited to the accounts of subscribers.

FORFEITURES

29. Forfeiture of employers' contribution standing to the credit of a member is made when he withdraws the provident fund accumulations under sub-paragraph (2) of paragraph 69 of the Scheme, or when such a member is dismissed by an employer for serious and wilful misconduct and the Commissioner forfeits the employers' contribution under paragraph 71 of the Scheme. All the amounts thus forfeited are credited to the 'Reserve Account of the Fund'. The total amount forfeited till the end of the year under review was about Rs. 59,200/-. A statement showing the forfeited amounts is appended (Appendix 5).

ADVANCES, FINAL PAYMENTS AND REFUNDS

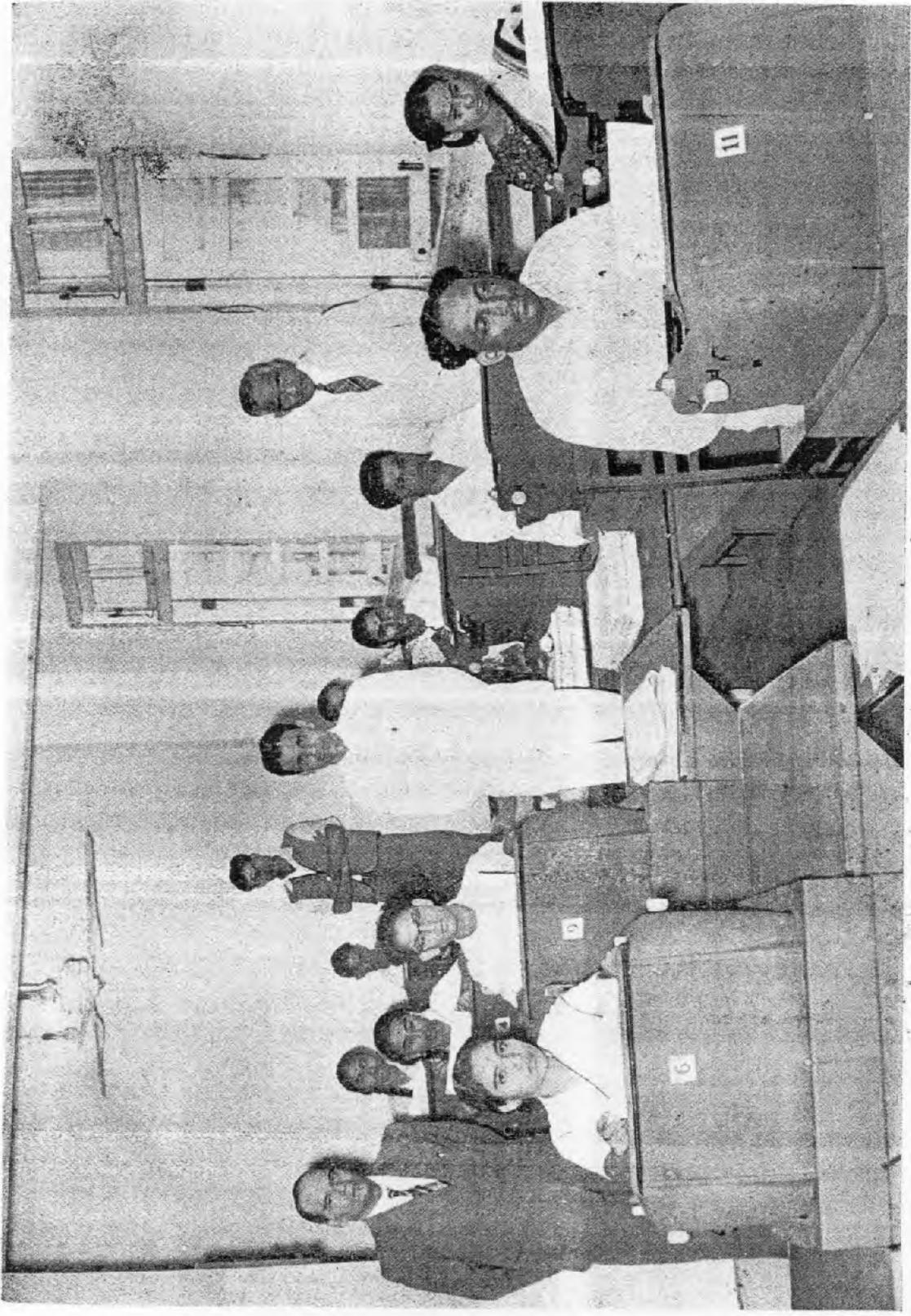
30. In accordance with the provisions of the Employees' Provident Funds Scheme advances are made for payment of premia towards policies of insurance. The total amount advanced to 1,234 members of the Fund for this purpose up to the period under review amounted to Rs. 36,784/11/-. In all, 6,513 claims were received in the regional offices for final settlement of accounts due to discharge, resignation, migration, retrenchment and death. Of the total claims 5,878 were settled for about Rs. 5,40,620/- while 635 claims could not be settled by the Regional Commissioners due to defects in the applications. They were

referred to the employers or members, as the case may be, for rectification. A statement showing the disposal of applications for payment of premia and settlement of claims is given in Appendix 6. Over and above, a sum of Rs. 1.06 crores was refunded to factories since granted exemption.

IV

MAINTENANCE OF ACCOUNTS OF MEMBERS

31. There were approximately 5,00,000 of members' accounts by the end of March, 1954. Maintenance of their accounts is the primary responsibility of the Regional Commissioners. In the early stages of implementation there were some handicaps in the opening and posting of individual accounts, such as belated or non-submission of returns by employers either deliberately or out of ignorance. The posting of accounts in bigger centres was difficult on account of heaviness of the number of accounts and scarcity of Remington accounting machines in the country. Besides, there was a dearth of trained personnel to operate the machines. Some time was spent also in getting the necessary forms printed. These difficulties resulted in accumulation of work in the regional offices. In order to bring the work up-to-date, it was decided that posting in the ledger cards might be done through Remington accounting machines at least at such centres where the accounts were more than 30,000. Only twelve Remington accounting machines were available in India at the outset. These were supplied to the different Accounts offices by April, 1953. 12 more machines had to be imported from the United States of America and it was only in January, 1954 that they could be supplied to the different Accounts offices. While arrangements were thus in progress posting of ledger accounts for the period from the 1st November, 1952 to the 31st March, 1954 fell into arrears. The Chairman, Central Board decided that the accounts for 1952-53 and 1953-54 might be completed by the end of September, 1954 by resorting to block posting. The average outturn of ledger posting per Remington accounting machine per month was found to be 9,000 accounts. To clear the arrear work relating to the period from the 1st November, 1952 to the 31st March, 1954 double shift working was resorted to in regions where the accounts were maintained under mechanised system of posting. In other Accounts offices such as Madhya Pradesh, posting was done manually. In order to clear the arrears additional temporary staff was allowed to certain regions. As a result of strenuous efforts of Regional Commissioners annual statements of accounts were completed and issued by the end of September, 1954 in almost all cases, except in respect of a few factories whose accounts could not be completed either for want of returns or due to prosecution launched against the factories concerned.



Machine Section of Bombay Regional Office.

INSPECTION

32. As mentioned elsewhere there were 34 Inspectors in 19 regions. According to the standing instructions the Inspectors were required to inspect unexempted factories once in a quarter and exempted factories once in six months. At the time of inspecting unexempted factories they had to check the correctness of contribution cards with reference to wages and dearness allowance and to see that all eligible employees were covered and contributions were deducted properly. In respect of exempted factories they had to ensure that the provident fund moneys were invested in Central Government securities and the factories were strictly observing all the rules and regulations of their provident fund schemes as approved by Government. Inspectors carried out inspections systematically. Out of a total number of 1,810 factories they inspected 1,431 factories during the period under report. Some of the Inspectors were not able to visit all the factories as they had to remain at headquarters to look after office work also. The work in the regions having been stabilised the Inspectors would be in a position to inspect all the factories in future in strict regularity.

PROSECUTIONS

33. For the period under review the employers of 54 factories engaged in the industries falling under the Central sphere were ordered to be prosecuted for offences committed under the Employees' Provident Funds Act, 1952 and the Scheme framed thereunder. In almost all the cases steps were taken to recover provident fund dues as arrears of land revenue under section 8 of the Act. Out of 54 factories prosecution was not launched against 15 factories by different Regional Provident Fund Commissioners, as the employers had remitted the contributions due. Out of the remaining 39 cases two were disposed of and a fine to the extent of Rs. 890/- was recovered from the defaulting employers.

SPECIAL ITEMS OF WORK AFTER THE 31ST MARCH, 1954

34. Some of the important events that took place subsequent to the 31st March, 1954 are described briefly. With the approval of the Chairman, Central Board of Trustees, it was decided that the accounts of the members of the Fund for the year relating to 1954-55 should be maintained monthly and completed by the end of the accounting period. The decision of monthly posting of accounts was adopted due to the various advantages in this system over that of quarterly or other systems of posting. Monthly posting will entail less concentrated

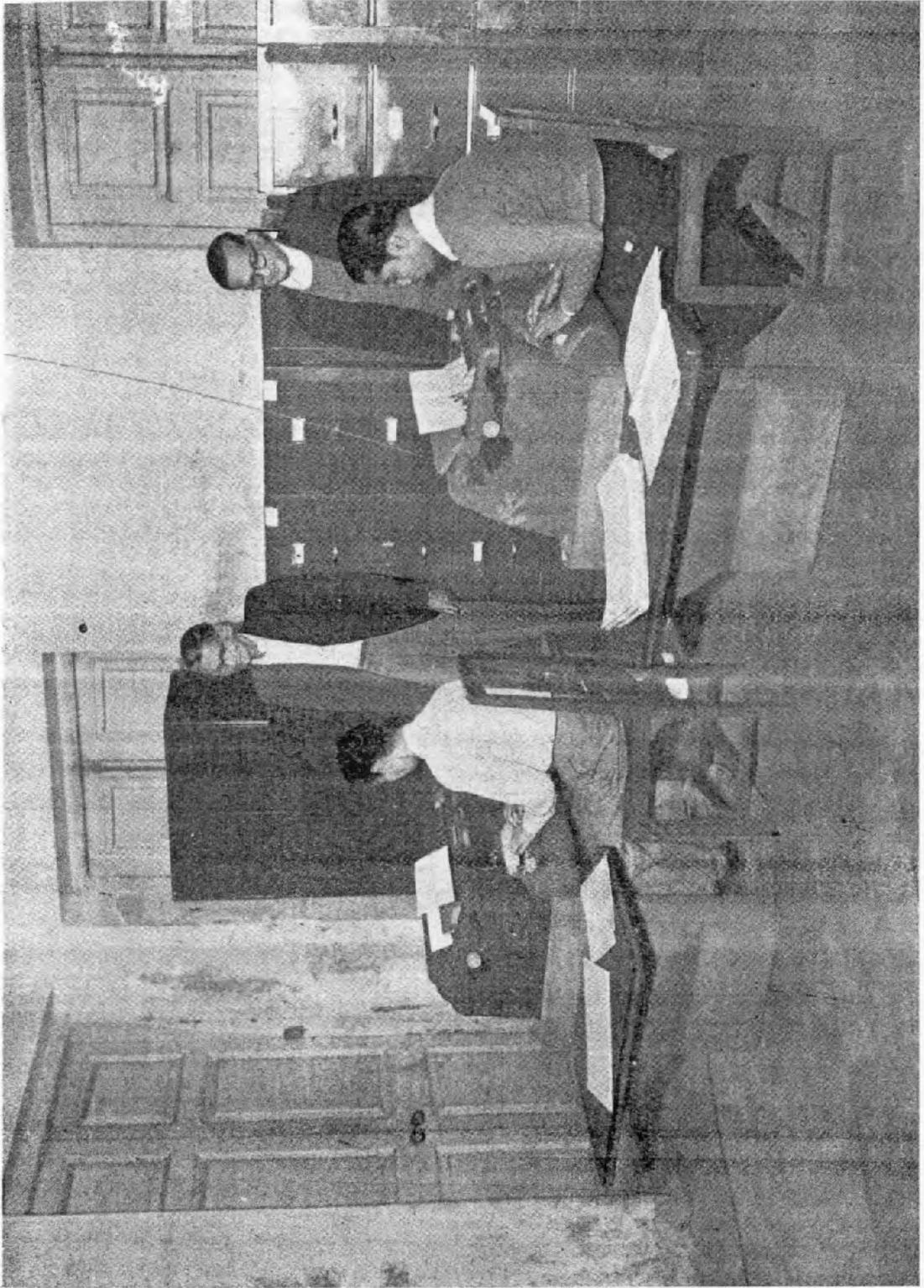
clerical work and facilitate audit. Besides, this would ensure speedy settlement of claims and eliminate all chances of fraud which are otherwise likely to arise, if block posting is followed. Necessary additional staff has also been allowed to certain regions so that they may bring the work relating to the accounts for 1954-55 up-to-date.

35. In actual practice the centralised system of maintaining accounts was found to be inconvenient entailing much avoidable delay. The Regional Provident Fund Commissioners and Accounts Officers at their second meeting held in January, 1954 decided that the accounts of the affiliated regions might be decentralised from the 1st April, 1954 in respect of Mysore, Hyderabad, Travancore-Cochin and Saurashtra. Decentralisation in respect of other Accounts offices should as far as possible be attempted by the 1st October, 1954. The accounts for Saurashtra, Mysore, Hyderabad and Rajasthan have since been decentralised. Orissa office is already maintaining its own accounts. Steps for decentralising the accounts of the Punjab region have been initiated. The accounts of other regions viz. Ajmer, Andhra, Bhopal, Kutch, PEPSU, and Travancore-Cochin would be decentralised as soon as possible.

36. The draft amendments to the Employees' Provident Funds Scheme were circulated for comments to Members, Central Board of Trustees, all State Governments, Regional Provident Fund Commissioners and All-India Organisations of Employers and Employees. The comments received on them are under the consideration of Central Government. It is expected that they will be finalised shortly.

37. The manual of accounting instructions which was prepared at the inception of the Scheme could not be finalised as the amendments to the Scheme were not issued. Experience gained in the working of the Scheme made it necessary to modify the manual. A revised and comprehensive manual has been circulated for comments to all Members of the Central Board of Trustees and other interests. It will be finalised in the light of the comments.

38. Paragraph 56 (1) of the Employees' Provident Funds Scheme, 1952 provides that the accounts of the Fund, including the Administration Account, shall be audited in accordance with the instructions issued by the Central Government in consultation with the Comptroller and Auditor General of India. What authority should be entrusted with the work has been carefully considered in consultation with the Comptroller and Auditor General of India. It has been suggested by him that the best plan would be to appoint a Chartered Accountant for Bombay where the bulk of the accounts exist and get the audit of the other regions conducted by the Indian Audit and Accounts Department. The Chief



Machine Section of Calcutta Regional Office

Auditor, in Bombay would, for all practical purposes, function as an Agent of the Comptroller and Auditor General of India. This plan, which is intended to provide a comparative index *inter alia* of efficiency and costs has been accepted by Central Government. It is hoped that necessary instructions will be issued to the Accountants General concerned and steps will be taken to select a Chartered Accountant for Bombay.

PROGRAMME FOR 1954-55 AND 1955-56

39. The Planning Commission has recommended that after the Scheme is placed on a sound basis programmes should be drawn up for extending its provisions to other industries. While discussing the future programme of the Scheme the Central Board at their second meeting held on the 11th November, 1953 desired that before extending the Scheme to other industries, it might first be stabilised and plans could be drawn for 1955 either for adding new industries or amplifying benefits under the Act. Preliminary data for implementing these recommendations are being collected.

40. The Board had already suggested to Central Government that as the ultimate aim was to decentralise the administration of the Scheme it might be undertaken gradually by following a phased programme of decentralisation, the bigger States being decentralised earlier. The Board strongly recommends to the Central Government that the decentralisation of the administration of the Scheme should be effected as soon as possible.

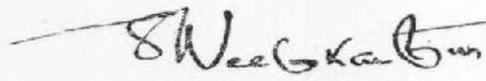
VII

CONCLUSION

41. In the initial stages the implementation of the Scheme was beset with a number of difficulties. These were tackled successfully. I am directed by the Central Board to convey to the Government of India that the smooth running of the Scheme during the period under review was mainly due to the good-will and co-operation extended by State Governments and employers and employees. During the period under review the Board received valuable advice and guidance from Shri V.K.R. Menon, I.C.S., and Shri K.N. Subramanian, I.C.S., the then Labour Secretaries and Shri Vishnu Sahay, I.C.S., the present Labour Secretary but for which the Scheme would not have attained the great success. The Central Board offers grateful thanks to them. I am also directed to convey to the Government of India that Shri N.M. Patnaik, I.A.S., the then Central Provident Fund Commissioner organised the working of the Scheme with ability from the very beginning. The success of the Scheme was no less due to the keen enthusiasm and hard work of the officers and staff of the central as well as regional offices.

42. The Board is grateful to Shri C. Biswas, Manager, Government of India, Photo-Litho Press, New Delhi, for the preparation of the cover page and the charts incorporated in this Report.

Your s faithfully,



(S. NEELAKANTAM),

Secretary,

Central Board of Trustees, Employees'
Provident Fund.

APPENDIX I

FORM 7

The Employees' Provident Funds Scheme, 1952.

[Paragraph 52 (3)]

Classified summary of the assets of the Employees' Provident Fund for the year 1952-53 and 1953-54.

Class of Assets	Book value as per (a) below		Market value as on 31st March, 1954 as per (b) below		Remarks as per (c) below
	Rs.	A. P.	Rs.	A. P.	
1. Government of India securities	5,71,71,263	3 6	5,73,13,008	3 0	(X)
2. Indian State Government securities	Nil				
3. Indian Municipal, Port and Improvement Trust securities including debentures.	Nil				
4. Debentures of Indian Railways	Nil				
5. Guaranteed and Preference shares of Indian Railways.	Nil				
6. Annuities of Indian Railways	Nil				
7. Ordinary shares of Railways in India	Nil				
8. Other debentures of concerns in India	Nil				
9. Other guaranteed and preference shares of concerns in India.	Nil				
10. Other ordinary shares of concerns in India.	Nil				
11. Cash on deposit in Banks	Nil				
12. Cash in hand and on current account in Banks.	1,38,55,783	0 10			(Y)
13. Other assets (to be specified)	5,26,030	4 11	4,68,531	11 8	(Z)

The summary shall show :

(a) the value for which credit is taken in the accounts for each of the above-mentioned classes of assets.

(b) the market value of such of the above-mentioned classes of assets as has been ascertained from published quotations.

(c) how the value of such of the above-mentioned classes of assets as has not been ascertained from published quotations has been arrived at.

(S. NEELAKANTAM)

Signature of the Commissioner.

(X) Based on the quotations obtained from Reserve Bank of India, Delhi.

(Y) Cash in hand :—Contributions					1,22,59,057	8	4
Adm. Account					15,96,725	8	6
					<u>1,38,55,783</u>	<u>0</u>	<u>10</u>

(Z) Classified summary attached.

SUMMARY OF THE LIST OF ASSETS

S. No.	Assets	Life	Purchase Price	Depreciation Rate	Amount	Book value as on 31-3-1954
1.	Office Equipment <i>i.e.</i> , R.A. Machines, type writers etc.	9 years	4,64,788	11.1/9%	51,643	4,13,144
2.	Furniture and Fixtures	8 years	35,345	12 1/2%	4,418	30,927
3.	Steel Almira, Cabinets etc.	20 years	21,367	5%	1,068	20,299
4.	Electrical Equipment	15 years	2,310	6 2/3%	154	2,156
5.	Cycles	9 years	1,932	11.1/9%	214	1,718
6.	Books	..	285	..	..	285
			5,26,030	..	57,498	4,68,531

APPENDIX 2

A STATEMENT SHOWING THE MINISTERIAL STAFF OF THE EMPLOYEES' PROVIDENT FUND ORGANISATION

PART I

Ministerial Staff in the Central Office

Superintendents	2
Stenographers	2
U. D. Cs.	10
L. D. Cs.	8
Class IV Staff	12
	<u>34</u>

PART II

Ministerial Staff in Regional Offices

(i) *Enforcement Section*

S. No.	Regions*	Head Clerks	U.D.Cs.	L.D.Cs.	Peons	Steno-graphers
1.	Bombay	1	8	16	8	1
2.	West Bengal	1	8	16	5	2
3.	Madras	1	4	8	6	1
4.	U. P. . . . .	..	5	6	4	1
5.	Bihar . . . . .	..	2	4	3	..
6.	Madhya Pradesh . . . . .	..	2	4	3	..
7.	Ajmer . . . . .	..	1	1	2	..
8.	Delhi . . . . .	..	1	2	2	..
9.	Punjab . . . . .	..	2	3	3	..
10.	Orissa . . . . .	..	1	1	1	..
11.	Mysore . . . . .	..	2	1	1	..
12.	T. Cochin . . . . .	..	1	2	1	..
13.	Madhya Bharat . . . . .	..	2	2	2	..
14.	Saurashtra . . . . .	..	2	4	2	..
15.	Hyderabad . . . . .	..	1	2	2	..
16.	Rajasthan . . . . .	..	1	2	1	..
17.	PEPSU . . . . .	..	1	1	1	..
18.	Bhopal . . . . .	..	1	1	1	..
19.	Andhra . . . . .	..	2	2	1	..
	TOTAL	3	47	78	49	5 = 182

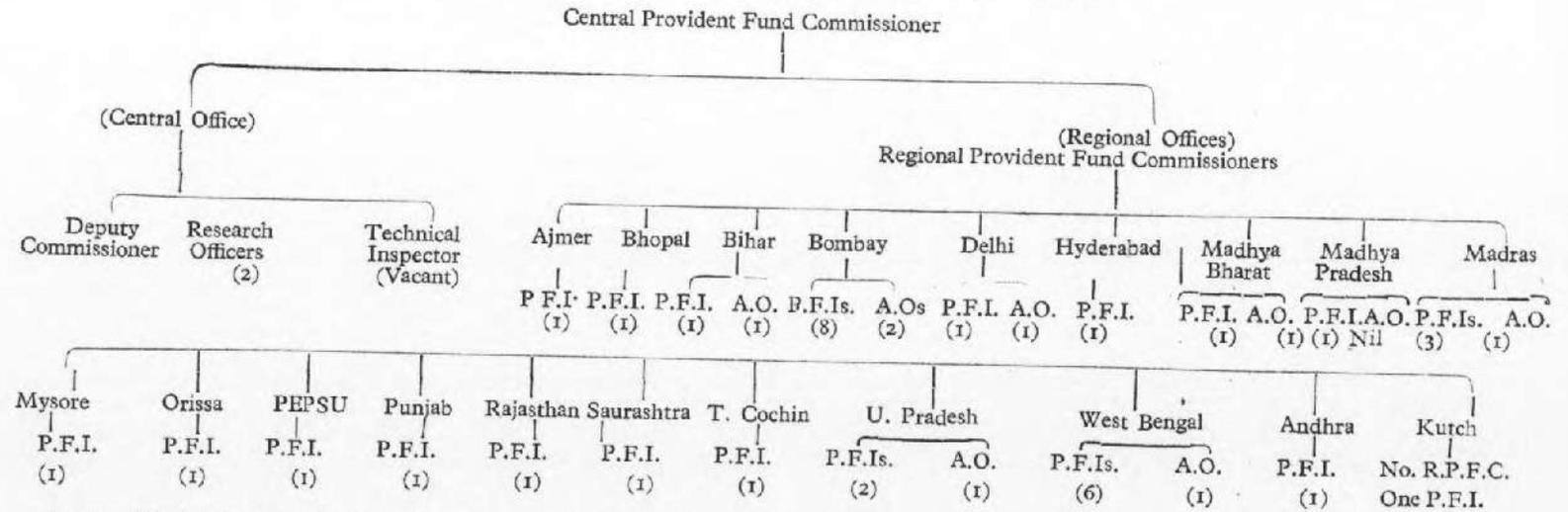
*There was no ministerial staff in Kutch regional office.

(ii) *Accounts Section*

S. No.	Regions	Superintendents	U.D.Cs.	L.D.Cs.	Peons
1.	Bombay	9	58	58	11
2.	Madras	5	33	22	9
3.	Uttar Pradesh	4	25	22	8
4.	West Bengal	2	12	8	11
5.	Delhi	1	9	16	4
6.	Madhya Bharat . . . . .	..	7	8	2
7.	Madhya Pradesh . . . . .	..	4	22	1
8.	Bihar	1	9	5	4
	TOTAL	22	157	161	50

APPENDIX 3

EMPLOYEE'S PROVIDENT FUND ORGANISATION CHART (OFFICERS)



NOTE :—'P.F.Is.' Indicate 'Provident Fund Inspectors, and 'A. Os.' 'Accounts Officers.

APPENDIX 4

(i) LIST OF THE MEMBERS OF THE REGIONAL COMMITTEE FOR THE STATE OF BOMBAY

- | | | |
|--|---|--|
| <p>1. Shri J. D. Kapadia, I.C.S., Secretary to the Government of Bombay, Development Department, Bombay.</p> | } | Chairman nominated by the Central Government. |
| <p>2. Shri R. F. Boga, I. A. S., Commissioner of Labour, Bombay.</p> | } | Two persons nominated by the Central Government on the recommendation of State Government. |
| <p>3. Shri V. M. Joshi, I.C.S., Deputy Secretary to the Govt. of Bombay, Finance Department, Bombay.</p> | } | |
| <p>4. Shri R. G. Gokhale, Labour Officer, Mill Owners' Association, Bombay.</p> | } | The Employers' representatives nominated by the Central Government in consultation with the organisations of employers in the State. |
| <p>5. Shri Nanddas Haridas, Managing Agent, Vijaya Mills Co. Ltd., Ahmedabad.</p> | } | |
| <p>6. Shri Lalchand Hirachand, Board of Directors of Cooper Engg. Ltd., Bombay.</p> | } | |
| <p>7. Shri R. S. Vasavada, General Secretary, Textile Labour Association, Ahmedabad.</p> | } | Three employees' representatives nominated by the Central Government in consultation with the organisations of employees in the State. |
| <p>8. Shri H. R. Kolte, General Secretary, Rashtriya Girni Kamgar Union, Amalner.</p> | } | |
| <p>9. Shri P. R. Singh, General Secretary, The Central Mazdoor Sabha, Kharajobhaya Bldg., Laxminarayan Lane, Matunga, (CR), Bombay-12.</p> | } | |
| <p>10. Shri J. H. Patel, Managing Director, The Associated Cement Co. Ltd., 1, Queens Road, Bombay-1.</p> | } | Non-Official members of the Central Board of Trustees, ordinarily resident in the State. |
| <p>11. Shri G. D. Ambekar, General Secretary, Rashtriya Mill Mazdoor Sangh, Mazdoor Manzil, 26 Govt. Gate Rd., Parel, Bombay.</p> | } | |
| <p>12. Shri G. D. Somani, M. P., Shreeniwas House, Waudby Road, Bombay.</p> | } | |

(ii) LIST OF THE MEMBERS OF THE REGIONAL COMMITTEE FOR THE STATE OF BIHAR

- | | | |
|---|---|--|
| (1) Shri R. S. Pande, I.A.S., Secretary to the Government of Bihar, Labour Department, Patna. | } | Chairman nominated by the Central Government. |
| (2) Shri B. P. Singh, I.A.S., Labour Commissioner, Bihar, Patna. | | |
| (3) Shri H. Prasad, Deputy Secretary to the Government of Bihar, Finance Department, Patna. | } | Two persons nominated by the Central Government on the recommendation of the State Government. |
| (4) Shri R.S. Modi, Director of Personnel, TISCO, Jamshedpur. | | |
| (5) Shri H.D. Vishnoi, General Secretary, Rohtas Industries Ltd., Dalmianagar. | } | Three employers' representatives nominated by the Central Government in consultation with the organisations of employers in the State. |
| (6) Shri K. D. Phillips, Labour Liaison Manager, Imperial Tobacco Co. of India Ltd., Monghyr. | | |
| (7) Shri Basawan Singh, M.L.A., President, Hind Mazdoor Sabha, Patna. | } | Three employees' representatives nominated by the Central Government in consultation with the organisations of employees in the State. |
| (8) Shri Ranen Roy, United Trade Union Congress, Bihar Branch, Bharti Press Buildings, Patna. | | |
| (9) Shri M. John, President of the Tata Workers' Union, 17K Road, Jamshedpur. | | |

(iii) LIST OF THE MEMBERS OF THE REGIONAL COMMITTEE FOR THE STATE OF MADHYA BHARAT

- | | |
|---|--|
| (1) Shri A. S. Banawalikar, Commissioner of Labour, Madhya Bharat, Indore. | } Chairman nominated by the Central Government. |
| (2) Shri S. S. Joshi, Deputy Secretary to the Govt. of Madhya Bharat, Development and Labour Department, Gwalior, Indore. | } Two persons nominated by the Central Government on the recommendation of the State Government. |
| (3) Shri Shital Sahai, Under Secretary to the Govt. of Madhya Bharat, Finance Department, Gwalior Indore. | |
| (4) Shri G. B. Zalani, B.Com., Secretary Madhya Bharat Millowners' Association, Indore. | } Three employers' representatives nominated by the Central Government in consultation with the organisations of employers in the State. |
| (5) Shri V. N. Pai, Cement Factory, Banmor. | |
| (6) Capt. N. M. Bhandari, M.M.E.A, Workshop and Foundry Owners' Association, Shirlnath Camp, Indore. | |
| (7) Shri Ramsingh Bhai Verma, Madhya Bharat Branch of I.N.T.U.C. Shram Shibir, Snehaltaganj, Indore City. | } Three employees' representatives nominated by the Central Government in consultation with the organisations of employees in the State. |
| (8) Shri Gangaram Tiwari, Madhya Bharat Branch of I.N.T.U.C. Shram Shibir, Snehaltaganj, Indore City. | |
| (9) Shri Chhaganlalji Kataria, Madhya Bharat Branch of I.N.T.U.C. Shram Shibir, Snehaltaganj, Indore City. | |

(iv) LIST OF THE MEMBERS OF THE REGIONAL COMMITTEE FOR THE STATE OF MADRAS

- | | |
|--|--|
| (1) Shri J. M. Lobo Prabhu, I.C.S., Secretary to the Government of Madras, Development Department, Madras. | } Chairman nominated by the Central Government. |
| (2) Shri C. G. Reddy, I.A.S., Commissioner of Labour, Madras. | } Two persons nominated by the Central Government on the recommendation of the State Government. |
| (3) Shri K. Srinivasan, I.A.S., Deputy Secretary to the Government of Madras, Finance Department, Madras. | |
| (4) Shri V. Ramakrishna, M.L.C., I.C.S., (Retd.) Chairman, Andhra Cement Co. Ltd., Madras. | } Three employers' representatives nominated by the Central Government in consultation with the organisations of employers in the State. |
| (5) Shri G. R. Damodaran, B.Sc., M.P., Principal P.S.G. & Sons, Charities School of Technology, Peelamadu, Coimbatore. | |
| (6) Shri J. R. Marshall, General Manager, Madura Mills Co. Ltd., Madurai. | |
| (7) Shri G. Ramanujam, c/o The I.N.T.U.C., 28, Tamil Sangham Road, Madurai. | } Three employees' representatives nominated by the Central Government in consultation with the organisations of employees in the State. |
| (8) Shri C. V. K. Rao, B.Sc., M.L.A., President Andhra Provincial Trade Union Congress, Vizayawada. | |
| (9) Shri S. C. C. Antony Pillai, M.L.A., General Secretary, Hind Mazdoor Sabha, Madras. | |

(v) LIST OF THE MEMBERS OF THE REGIONAL COMMITTEE FOR THE STATE OF UTTAR PRADESH

- | | |
|--|--|
| (1) Shri I. D. N. Sahi, I.C.S., Secretary to the Government of Uttar Pradesh, Industries, Labour and Excise Department, Lucknow. | } Chairman nominated by the Central Government. |
| (2) Shri Santosh Kumar Chaudhri, U.P.S.C., Deputy Secretary to the Government of Uttar Pradesh, Industries Department, Lucknow. | } Two persons nominated by the Central Government on the recommendation of the State Government. |
| (3) Shri Bharat Narain, I.A.S., Deputy Secretary to the Government of Uttar Pradesh, Finance Department, Lucknow. | |
| (4) Shri D. X. De Souza, M/s. Elgin Mills Co., Ltd., Kanpur. | } Three employers' representatives nominated by the Central Government in consultation with the organisations of employers in the State. |
| (5) Sardar Inder Singh, M/s. Singh Engineering Works, Kanpur. | |
| (6) Shri S. S. L. Bansal, Secretary M/s. Star Paper Mills Ltd., Bajoria Palace, Saharanpur. | |
| (7) Shri Arjun Arora, 11/365, Suiterganj, Kanpur. | } Three employees' representatives nominated by the Central Government in consultation with the organisations of the employees in the State. |
| (8) Prof. Jagdish Chandra Dixit, Subhash College, Unnao. | |
| (9) Shri Virendra Bahadur Singh, c/o Socialist Party, Mestern Road, Kanpur. | |
| (10) Shri M. L. Bagla, Swadeshi Cotton Mills Co., Ltd., Kanpur. | } Non-Official members of the Central Board of Trustees, ordinarily resident in the State. |
| (11) Shri Rajaram Shastri, 11/255, Gwaltoli, Kanpur. | |

(vi) LIST OF THE MEMBERS OF THE REGIONAL COMMITTEE FOR THE STATE OF WEST BENGAL

- (1) Shri D. S. P. Mukherjee, M.A., I.A.S., Joint Secretary to the Government of West Bengal, Labour Department, Calcutta. } Chairman nominated by the Central Government.
- (2) Shri K. R. Dass Sarkar, Deputy Secretary to the Government of West Bengal, Labour Department, Calcutta. } Two persons nominated by the Central Government on the recommendation of State Government.
- (3) Shri K. K. Ray, I.A.S., Deputy Secretary to the Government of West Bengal, Finance Department, Calcutta. }
- (4) Shri Mohanlal L. Shah, 22, Canning St., Calcutta. }
- (5) Shri D. K. Brown, c/o M/s. Jardin Handerson, Ltd., 4, Clive Row, Calcutta. } Three employers' representatives nominated by the Central Government in consultation with the organisations of employers in the State.
- (6) Shri G. Basu, c/o M/s. Basu & Co., 4 Hastings St., Calcutta. }
- (7) Shri Bishnu Banerjee, c/o B.P.N.T.U.C., 59-B Chowringhee Rd., Calcutta. }
- (8) Shri Haripada Mazumdar, 4, Nityadhan Banerjee Rd., Howrah. } Three employees' representatives nominated by the Central Government in consultation with the organisations of employees in the State.
- (9) Shri Indrajit Gupta, c/o A.I.T.U.C., (Bengal Provincial Committee), 249 D, Bowbazar St., Calcutta. }
- (10) Shri A. Rajagopalan, Deputy Agent, The Tata Iron and Steel Co., Ltd., 23B, Netaji Subhas Rd., Calcutta. }
- (11) Shri B. K. Rohatgi, 45, Armenian St., Calcutta. }
- (12) Shri Shital Prasad Jain, 9, Dalhousie Sq., East, Calcutta. } Non-official members of the Central Board of Trustees ordinarily resident in the State.
- (13) Shri Kalipada Mukherji, M.L.A., 59 B, Chowringhee Road, (Ground floor), Calcutta. }
- (14) Shri Tushar Chatterjee, M. P., P.O. Baroshib-tala, Chinsurah (West Bengal). }

APPENDIX 5

STATEMENT SHOWING TOTAL AMOUNTS FORFEITED TO THE FUND UPTO THE 31-3-1954.

S. No.	Regions	Upto September, 1953	October, 1953	November, 1953	December, 1953	January, 1954	February, 1954	March, 1954	Total
1	West Bengal . . .	402 8 3	1,213 6 1	608 12 8	845 13 3	592 6 0	2,235 12 6	1,938 4 6	7,836 15 3
2	Uttar Pradesh . . .	156 12 0	335 4 3	861 9 3	809 6 0	917 8 0	644 0 0	793 8 0	4,517 15 6
3	Madhya Bharat . . .	642 13 0	527 14 0	406 15 0	667 15 0	49 4 0	210 9 0	305 10 0	2,811 0 0
4	Bombay	3,163 4 4	3,429 1 8	3,232 5 0	4,726 8 6	4,303 13 3	4,774 9 0	9,026 6 0	32,655 15 9
5	Madras	296 7 0	187 0 0	141 3 6	922 10 0	278 14 0	298 11 6	609 10 0	2,734 8 0
6	Mysore	49 12 0	14 4 0	56 4 0	Nil	30 6 0	184 4 0	351 13 0	686 11 0
7	Travancore-Cochin . . .	Nil	Nil	Nil	16 4 0	Nil	Nil	Nil	16 4 0
8	Hyderabad	Nil	Nil	Nil	Nil	Nil	455 2 0	101 12 0	556 14 0
9	Madhya Pradesh	Nil	Nil	32 3 0	21 9 0	Nil	Nil	7 6 0	61 2 0
10	Delhi	143 8 0	262 6 0	310 8 0	535 8 0	892 12 0	608 0 0	304 10 0	3,057 4 0
11	Ajmer	4 14 0	121 11 0	Nil	67 10 0	172 13 0	3 8 0	115 8 0	486 0 0
12	PEPSU	Nil	Nil	Nil	Nil	Nil	Nil	45 0 0	45 0 0
13	Rajasthan	36 12 0	234 8 0	389 6 0	877 2 0	286 4 0	733 8 0	363 2 0	2,920 10 0
14	Punjab	Nil	Nil	43 4 0	114 8 0	39 14 0	85 4 0	454 8 0	737 6 0
15	Bihar	Nil	Nil	Nil	Nil	42 13 0	Nil	77 3 0	120 0 0
16	Bhopal	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
17	Saurashtra	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
18	Kutch	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
19	Orissa	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
TOTAL		4,896 10 7	6,325 7 0	6,082 6 5	9,604 13 9	7,606 11 3	10,233 4 0	14,494 4 6	59,243 9 6

APPENDIX 6

STATEMENT SHOWING THE DISPOSAL OF APPLICATIONS FOR PAYMENT OF PREMIA AND SETTLEMENT OF CLAIMS.

S. No.	No. of claims for final settlement		Amount involved	No. of cases relating to life insurance premia	Amount paid	Actual withdrawal (against advances, final settlement and refund to exempted factories upto 31-3-54)
	Received	Settled	Rs. A. P.			
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Ajmer . . .	75	59	2,145 11 0	6	228 9 0	2,374 4 0
2. Bhopal . . .	..	..	..	..	..	425 8 0
3. Bihar . . .	285	103	32,642 8 0	..	..	29,025 3 0
4. Bombay . . .	3,490	3,278	3,12,198 10 5	131	4,994 9 0	1,01,73,860 1 10
5. Delhi . . .	108	108	3,936 4 0	..	..	6,068 2 0
6. Hyderabad . . .	1	1	1,661 15 0	1	37 0 0	4,756 10 6
7. Kutch . . .	..	..	..	..	..	..
8. Madras . . .	526	525	27,808 6 0	386	12,786 6 0	92,796 14 6
9. M. Bharat . . .	502	502	23,872 0 0	708	18,496 7 0	2,28,970 4 0
10. Madhya Pradesh . . .	75	7	119 10 0	..	..	..
11. Mysore . . .	70	69	30,806 1 0	..	..	19,116 3 6
12. Orissa . . .	..	..	..	..	..	..
13. PEPSU . . .	5	4	..	..	..	..
14. Punjab . . .	..	..	..	..	..	..
15. Rajasthan . . .	215	185	4,821 10 0	..	..	4,821 10 0
16. Saurashtra . . .	38	38	2,664 4 0	2	241 12 0	4,039 10 9
17. T. Cochin . . .	2	2	102 12 0	..	..	102 12 0
18. Uttar Pradesh . . .	361	288	39,023 3 3	..	..	2,58,406 9 3
19. West Bengal . . .	760	709	58,816 1 6	..	..	3,42,228 1 8
Total . . .	6,513	5,878	5,40,619 0 2	1,234	36,784 11 0	1,11,66,991 15 0

✓

APPENDIX 7

STATEMENT SHOWING THE ACCOUNTS OFFICERS AND PROVIDENT FUND INSPECTORS IN THE REGIONAL OFFICES

PART I

Accounts Officers

	1952-53	1953-54
(1) Bihar	Shri S.M. Ganguly	Shri S.M. Ganguly
(2) Bombay	Shri V.K. Dandekar Shri V. V. Damle	Shri V.K. Dandekar Shri V. V. Damle
(3) Delhi	Shri N. C. Rudra	Shri N. C. Rudra
(4) Madhya Bharat	Shri S. Maulik	Shri S. Maulik
(5) Madhya Pradesh	Shri K. V. Natarajan . . . . .	....
(6) Madras	Shri M.S.V. Raman	Shri M.S.V. Raman
(7) Uttar Pradesh	Shri A. N. Wadhawan	Shri A.N. Wadhawan
(8) West Bengal	Shri S. B. Mitra	Shri S.B. Mitra

PART II

Provident Fund Inspectors

(1) Ajmer	Shri K. K. Gulati	Shri K. K. Gulati
(2) Bhopal	Shri Devi Dayal Verma	Shri Devi Dayal Verma
(3) Bihar	Shri P. K. Sen	Shri P. K. Sen
(4) Bombay	Shri P. A. Bhaskar Shri B.K. Deshmukh Shri A. Aziz Shri Mohd. Usman Peer Mohammed. Shri M. R. Shah Shri A. B. Desai	Shri P.A. Bhaskar Shri B. K. Deshmukh Shri A. Aziz Shri Mohd. Usman Peer Mohammed. Shri M. R. Shah Shri A. B. Desai Shri K. S. Shaik Shri Y. G. Vaidya
(5) Delhi	Shri C. B. Prasad	Shri Virendra Prasad
(6) Hyderabad	Shri K. S. Naik	Shri K.S. Naik
(7) Kutch	Shri R.P. Shukla	Shri R.P. Shukla
(8) Madhya Bharat	Shri B.P. Sitholy	Shri B. P. Sitholy
(9) Madhya Pradesh	Shri S. N. Hardas	Shri Rajkumar Parihar
(10) Madras	Shri V. C. Chathu Menon Shri M.V.S. Choudary Shri G. Kamalaratnam	Shri V.C. Chathu Menon Shri M.V.S. Choudary Shri G. Kamalaratnam
(11) Mysore	Shri T. Sadasiviah	Shri T. Sadasiviah
(12) Orissa . . . . .	....	Shri T. C. Patnaik

APPENDIX 7

PART II—(Continued)

	1952-53	1953-54
(13) PEPUSU . . . . .	.....	Shri Sham Lal
(14) Punjab	Shri K. S. Sethi	Shri K. S. Sethi (upto the 13th October 1953) Shri J. C. Batra (from the 1st June 1953)
(15) Rajasthan	Shri N. K. Joshi	Shri N. K. Joshi
(16) Saurashtra	Shri J. B. Shah	Shri J.B. Shah
(17) Travancore-Cochin	Shri K. J. Matthew	Shri K. J. Matthew
(18) Uttar Pradesh	Shri P. Tewari	Shri P. Tewari
(19) West Bengal	Shri Basanta Kumar Roy	Shri Basanta Kumar Roy
	Shri Debi Prasad Dutta	Shri Debi Prasad Dutta
	Shrimati Indira De	Shrimati Indira De Shri B.K. Das (22-6-53) Shri S.K. Basu (8-2-54) Shri S. C. Chatterjee, (12-8-53)