

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

**LOK SABHA  
STARRED QUESTION NO. 93  
TO BE ANSWERED ON 02.03.2015**

**HOUSING FOR EPF SUBSCRIBERS**

**\*93. DR. SHRIKANT EKNATH SHINDE:  
SHRI G. HARI:**

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

- (a) whether the Government is preparing a mega housing scheme to offer affordable houses to subscribers to the Employees' Provident Fund Organisation (EPFO);**
- (b) if so, the details thereof and the salient features of the scheme;**
- (c) whether the Government is considering to collaborate with some other Government/Public Sector Undertakings in this regard and if so, the details thereof; and**
- (d) the time by which the scheme is likely to roll out and be completed along with the number of employees likely to be benefited under the scheme?**

**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.**

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**STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (d) OF LOK SABHA STARRED QUESTION NO. 93 FOR REPLY ON 02.03.2015 BY DR. SHRIKANT EKNATH SHINDE AND SHRI G. HARI REGARDING HOUSING FOR EPF SUBSCRIBERS.**

**(a) & (b): The issue of providing houses as a social security benefits to the subscribers of the schemes framed under Employees' Provident Funds & Miscellaneous Provisions Act, 1952, has been discussed in Central Board of Trustees(CBT), Employees' Provident Fund(EPF) meetings. The CBT, EPF In Its 205<sup>th</sup> meeting held on 19-12-2014 has decided to constitute a Sub-committee to consider the issue.**

**(c): No such proposal is under consideration of the Government.**

**(d): Question does not arise in view of reply to Part (c) of the Question above.**

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

**LOK SABHA  
UNSTARRED QUESTION NO. 982  
TO BE ANSWERED ON 02.03.2015**

**VIOLATION OF EPF ACT**

**982. SHRIMATI KOTHAPALLI GEETHA:**

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

- (a) whether hundreds of private placement agencies have violated the provisions of Employees' Provident Funds and Miscellaneous Provisions Act, 1952;**
- (b) if so, the details thereof, State/UT-wise and the action taken against such private placement agencies so far; and**
- (c) the steps being taken to strictly implement the rules and regulations and other Acts in this regard?**

**ANSWER**

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

- (a): Instances have come to the notice of Employees Provident Fund Organisation where private placement agencies have violated the provisions of Employees' Provident Funds and Miscellaneous Provisions Act, 1952.**
- (b): As there is no separate schedule head or class of establishment as "Placement Agencies" in Employees' Provident Funds and Miscellaneous Provisions Act, 1952, there is no specific data available with Employees Provident Fund Organisation regarding such violation.**
- (c): In case of violation of provisions of Employees' Provident Funds and Miscellaneous Provisions Act, 1952 and the Schemes framed thereunder, the following actions are taken against the erring placement agencies.**

**Contd...2/-**

- i. Inspection of the erring establishments is conducted by inspectors appointed under Section 13 of the Act.**
- ii. Action under Section 7A Employees Provident Funds & Miscellaneous Provisions Act, 1952 is taken against the defaulting establishments for assessment of dues.**
- iii. Action under Section 14B of the Act is taken for levying of damages for belatedly deposit of dues.**
- iv. Action under Section 7Q of the Act is taken for levy of interest for belated remittances.**
- v. Recovery actions as provided under Section 8B to 8G of the Act are taken.**
- vi. Action under Section 14 of the Act is taken for filing of prosecution against the defaulters before the competent court of law.**

**Action under Section 406/409 of 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 fund.**

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

**LOK SABHA  
UNSTARRED QUESTION NO. 927  
TO BE ANSWERED ON 02.03.2015**

**DEFICIT IN PENSION SCHEME**

**927. SHRI SHRIRANG APPA BARNE:  
SHRI ANANDRAO ADSUL:  
SHRI DHARMENDRA YADAV:  
SHRI ADHALRAO PATIL SHIVAJIRAO:**

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

- (a) whether findings of the latest valuation report of the pension scheme managed for Employees Provident Fund (EPF) subscribers show huge losses;**
- (b) if so, the details thereof;**
- (c) whether the aforesaid deficit is beyond the manageable limit;**
- (d) if so, whether the Government has set up any review committee to find out the causes for such heavy losses and if so, the details thereof;**
- (e) whether the Government has decided to review the norms for investment made in this regard; and**
- (f) if so, the details thereof and if not, the reasons therefor?**

**ANSWER**

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

**(a) & (b):** The Employees' Pension Scheme (EPS), 1995 is valued as per actuarial principles every year by the Central Government. The Actuarial Deficit of the EPS as on valuation date 31.03.2014 is reported as Rs.7832.74 crore.

**(c):** As per the actuarial valuation report as on valuation date 31.03.2014, the deficit of Rs.7832.74 crore in terms of present value is less than 2.50% of the total liability and is not a matter of concern.

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

**(e) & (f):** Ministry of Finance reviews the investment norms from time to time.

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

**LOK SABHA  
UNSTARRED QUESTION NO. 930  
TO BE ANSWERED ON 02.03.2015**

**PF OF WORKERS UNDER ONGC**

**†930. SHRI D.S. RATHOD:  
SHRI NARANBHAI KACHHADIYA:  
KUNWAR SARVESH KUMAR:**

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

- (a) whether the Government is aware of workers from industries/PSUs including ONGC not having the right to information about their Provident Fund (PF) account from the concerned officers;**
- (b) whether the Government has also noticed instances of non-payment and avoidance of payment of PF by private placement agencies to the workers being deputed as contract workers in various Government Ministries/Departments;**
- (c) if so, the details of action initiated against the guilty persons during the last three years and the current year; and**
- (d) the details of funds collected as a result of the efforts made by the Government in this regard?**

**ANSWER**

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

**(a): Employees Provident Fund Organisation (EPFO) has not received any complaint from any quarter in this regard.**

**(b) to (d): EPFO does not maintain any statistics regarding placement agencies having contract workers in Government Ministries/Departments. However, some defaults by placement agencies have come to the notice of EPFO and action is taken as per the provisions of the Employees Provident Funds & Miscellaneous Provisions Act, 1952 and the Schemes framed thereunder.**

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

**LOK SABHA  
UNSTARRED QUESTION NO. 929  
TO BE ANSWERED ON 02.03.2015**

**LAGS IN SOCIAL SECURITY SYSTEM**

**929. SHRI PRALHAD JOSHI:**

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

- (a) whether the world's top economies have ranked India's pension system at the bottom, as India's social security system currently in place lags in scores for adequacy (benefits, saving, tax support etc.) and sustainability (coverage, contributions etc.);**
- (b) if so, the reaction of the Government thereto; and**
- (c) the steps taken by the Government to provide good pension system to citizens especially the aged poor and measures taken by the Government to safeguard the post retirement coverage for persons from the informal sector?**

**ANSWER**

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

**(a): No, Madam.**

**(b) & (c): Does not arise in view of reply to Part (a) of the Question above.**

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

**LOK SABHA  
UNSTARRED QUESTION NO. 997  
TO BE ANSWERED ON 02.03.2015**

**INOPERATIVE EPF ACCOUNTS**

**997. SHRI MULLAPPALLY RAMACHANDRAN:**

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

- (a) the number of inoperative accounts with Employees Provident Fund Organisation (EPFO), State/UT-wise;**
- (b) whether all the said accounts have a definite claimants;**
- (c) if so, the steps taken by the Government to disburse the said amounts to the rightful claimants; and**
- (d) the total number of accounts that have been settled during each of the last three years and the current year, State/UT-wise?**

**ANSWER**

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

- (a): As per Annual Accounts of EPFO for the year 2013-14, details of amount lying in Inoperative Accounts as on 31.03.2014 is at Annex-I.**
- (b): Yes, Madam.**
- (c): The following steps have been taken to facilitate payments to the rightful claimants:-**
  - (i) EPFO on 18.02.2015 launched a portal to assist the members to identify their inoperative accounts.**
  - (ii) The process of reconciliation of inoperative accounts and identification of its rightful beneficiaries has been taken on priority. Necessary instructions have been issued by EPFO to the field offices.**

**Contd...2/-**

**(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.**

**(d): State/UT-wise details of amount disbursed out of inoperative accounts for the last three years is at Annex-II.**

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**Annex referred to in reply to Part (a) of Lok Sabha Unstarred Question No. 997 by Shri Mullappally Ramachandran for 02.03.2015 regarding Inoperative EPF Accounts.**

**State/UT-wise details of Inoperative Accounts  
as on 31-03-2014**

Sl. No.	State/UT	Amount (in crore)
1	ANDHRA PRADESH (includes Telengana)	2,191.45
2	BIHAR	141.93
3	CHHATTISGARH	358.58
4	DELHI	2,430.61
5	GOA	143.17
6	GUJARAT (includes Daman & Diu and Dadra & Nagar Haveli)	1,921.10
7	HARYANA	1,510.56
8	HIMACHAL PRADESH	151.64
9	JHARKHAND	158.51
10	KARNATAKA	3,013.63
11	KERALA (includes Lakshadweep)	396.90
12	MADHYA PRADESH	719.78
13	MAHARASHTRA	6,765.14
14	States of Assam, Arunachal Pradesh, Tripura, Meghalaya, Nagaland, Manipur & Mizoram	149.52
15	ODISHA	466.49
16	PUNJAB (includes UT of Chandigarh)	1,030.49
17	RAJASTHAN	636.41
18	TAMIL NADU (includes Puducherry)	2,235.71
19	UTTARAKHAND	133.46
20	UTTAR PRADESH	1,598.96
21	WEST BENGAL (includes Sikkim and Andaman & Nicobar Islands)	1,294.48
	<b>All India Total</b>	<b>27,448.54</b>

Annex referred to in reply to Part (d) of Lok Sabha Unstarred Question No. 997 by Shri Mullappally Ramachandran for 02.03.2015 regarding Inoperative EPF Accounts.

**State/UT wise details of amount disbursed from Inoperative Account  
for the last three years**

[Amount in Rs.]

Sl. No.	State/UT	2011-12	2012-13	2013-14
1	ANDHRA PRADESH (includes Telengana)	82,98,52,986.00	2,19,05,29,828.00	2,94,84,22,466.00
2	BIHAR	0.00	63,61,06,765.00	5,69,63,88,264.00
3	CHHATTISGARH	20,84,24,387.00	28,32,95,053.00	34,47,54,451.00
4	DELHI	0.00	2,25,71,73,632.04	3,13,96,86,002.00
5	GOA	6,40,72,762.00	10,89,25,891.00	22,69,39,587.00
6	GUJARAT (includes Daman & Diu and Dadra & Nagar Haveli)	31,43,40,102.00	80,81,05,518.00	2,01,92,48,501.00
7	HARYANA	1,24,58,39,059.00	1,95,57,40,229.00	1,87,75,30,180.00
8	HIMACHAL PRADESH	0.00	55,20,65,213.00	30,54,24,866.00
9	JHARKHAND	0.00	0.00	1,08,41,33,070.00
10	KARNATAKA	62,65,09,161.63	2,87,00,22,061.00	3,41,98,87,836.00
11	KERALA (includes Lakshadweep)	0.00	0.00	69,45,78,837.00
12	MADHYA PRADESH	77,13,05,750.00	1,00,49,52,267.00	1,03,37,58,771.00
13	MAHARASHTRA	1,99,23,28,633.00	5,32,15,63,723.00	4,72,20,61,711.00
14	States of Assam, Arunachal Pradesh, Tripura, Meghalaya, Nagaland, Manipur & Mizoram	0.00	0.00	0.00
15	ODISHA	0.00	88,65,56,745.00	1,28,44,97,152.00
16	PUNJAB (includes UT of Chandigarh)	0.00	64,59,06,122.00	1,47,92,29,317.00
17	RAJASTHAN	5,51,98,340.00	1,26,20,84,419.00	1,20,31,34,347.00
18	TAMIL NADU (includes Puducherry)	1,32,67,09,680.00	2,15,14,74,879.00	3,21,31,10,144.00
19	UTTARAKHAND	0.00	11,44,91,271.00	15,27,57,692.00
20	UTTAR PRADESH	1,25,59,94,972.00	2,65,64,40,718.00	2,26,52,76,870.00
21	WEST BENGAL (includes Sikkim and Andaman & Nicobar Islands)	86,44,85,930.00	3,19,85,44,993.00	6,05,62,59,868.00
	<b>All India Total</b>	<b>9,55,50,61,762.63</b>	<b>28,90,39,79,327.04</b>	<b>43,16,70,79,932.00</b>

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

**LOK SABHA  
UNSTARRED QUESTION NO. 976  
TO BE ANSWERED ON 02.03.2015**

**EMPLOYEES UNDER EPF**

**976. SHRI VENKATESH BABU T.G.:  
SHRIMATI P.K. SREEMATHI TEACHER:**

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

- (a) the estimated number of employees presently covered under Employees' Provident Fund (EPF), State/UT-wise;**
- (b) whether the Government has any proposal to ease the eligibility norms to benefit the beneficiaries;**
- (c) if so, the details thereof and the time by which the said proposal is likely to be implemented;**
- (d) whether it is also proposed to enhance employers' contribution under EPF and also to enlarge the scope of the term 'employee';**
- (e) if so, the details thereof; and**
- (f) whether the Government has also approved the proposal for appointing fund managers for a period of three years and if so, the details thereof?**

**ANSWER**

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

**(a): As on 30.09.2014, there were 131041443 members of the EPF. The State/UT-wise details of employees covered under the Fund are at Annex.**

**(b) & (c): The ceiling has already been enhanced from Rs. 6,500/- per month to Rs. 15,000/- per month w.e.f 01.09.2014 for coverage under the Employees' Provident Funds & Miscellaneous Provisions Act, 1952 to apply the Act to more employees.**

**(d): No, Madam.**

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

**(f): The process of appointment of fund managers for a period of three years w.e.f 01.04.2015 is under consideration.**

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**ANNEX REFERRED TO IN REPLY TO PART (A) OF LOK SABHA UNSTARRED QUESTION NO. 976 BY SHRI VENKATESH BABU T.G. AND SHRIMATI P.K SREEMATHI TEACHER FOR 02.03.2015 REGARDING EMPLOYEES UNDER EPF.**

**State/UT-wise details of members under EPF as on 30.09.2014**

<b>Sl. No.</b>	<b>Name of the State</b>	<b>Members</b>
1.	Andhra Pradesh including Telangana	11519100
2.	Bihar	715712
3.	Chhattisgarh	1142044
4.	Delhi	12125299
5.	Goa	1228027
6.	Gujarat including Daman & Diu and Dadar & Nagar Haveli	11601212
7.	Haryana	6375204
8.	Himachal Pradesh	1057577
9.	Jharkhand	922196
10.	Karnataka	15569892
11.	Kerala including Lakshadweep	2511405
12.	Madhya Pradesh	2906089
13.	Maharashtra	25862078
14.	North Eastern Regions including Assam, Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland & Tripura	434903
15.	Orissa	2542398
16.	Punjab including Chandigarh	5278655
17.	Rajasthan	1157016
18.	Tamil Nadu including Puducherry	17203174
19.	Uttar Pradesh	1986608
20.	Uttaranchal	1730052
21.	West Bengal including Andaman & Nicobar and Sikkim	7172802
	<b>TOTAL</b>	<b>131041443</b>

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

**LOK SABHA  
UNSTARRED QUESTION NO. 1020  
TO BE ANSWERED ON 02.03.2015**

**UNORGANISED WORKERS WITH UAN**

**1020. DR. BOORA NARSAIAH GOUD:  
SHRI ANTO ANTONY:**

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

- (a) whether the Government has introduced Universal Account Number (UAN) to all employees/labourers working in the country;**
- (b) if so, the details thereof including the salient features of the UAN;**
- (c) the number of UAN issued so far out of the total strength of unorganized sector labour in the country;**
- (d) the details of total cost of the said project and amount spent so far;**
- (e) whether Aadhar Card/Number is mandatory for obtaining UAN; and**
- (f) if so, the details thereof?**

**ANSWER**

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

**(a): Employees' Provident Fund Organisation (EPFO) has started allotting UAN to its contributing members covered under the Employees' Provident Funds & Miscellaneous Provisions Act, 1952 (EPF & MP) Act, 1952.**

**(b): The Universal Account Number has been designed to be an umbrella number of a member for all his employment with different establishments.**

**This would benefit the members initially in the following ways:-**

**(i) The member can get his updated PF balance through UAN based member portal.**

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**(ii) The system would enable portability of PF accumulations when the details of Bank account, Aadhar and PAN seeded in UAN database of member are verified by employer on change of job.**

**(iii) The member would get messages on his/her mobile number about the receipt of his PF contribution if he has registered his/her mobile number on UAN based member portal, after due activation.**

**(c): Total numbers of UAN allotted to the contributing members covered under EPF & MP Act, 1952 as on 24.02.2015 is 4,31,71,268.**

**(d): The Project of Universal Account Number (UAN) has not been taken as a standalone Project.**

**(e): No, Madam.**

**(f): Does not arise in view of reply to part (e) of the Question above.**

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**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 1000  
TO BE ANSWERED ON 02.03.2015**

**PENSION LAWS, 1995**

†1000. **SHRI RAMDAS C. TADAS:**  
**SHRI RAGHAV LAKHANPAL:**  
**SHRI RAJESH VERMA:**

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

- (a) whether the Government has any proposal to increase the wage ceiling for coverage under the Employees Provident Fund (EPF) Act, 1952 and if so, the details thereof;**
- (b) whether there is also any proposal to review and amend certain rules of the EPF and Pension Laws, 1995 and or people working in private sector;**
- (c) if so, the details thereof and if not, the reasons therefor;**
- (d) whether the Government has set up a committee in this regard and if so, the details thereof;**
- (e) the details of benefits likely to be available to the employees as a result thereof; and**
- (f) whether the Government proposes any review/new policy regarding Minimum Pension Scheme for Uttar Pradesh and if so, the details thereof?**

**ANSWER**

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

- (a):** The wage ceiling for membership under the three schemes framed under the Employees' Provident Funds & Miscellaneous Provisions Act, 1952 has been increased from Rs.6,500/- per month to Rs.15,000/- per month vide Gazette Notification No.G.S.R.No.609(E) dated 22.08.2014 with effect from 01.09.2014.
- (b) & (c):** Employees' Provident Funds Scheme, 1952, Employees' Pension Scheme, 1995 and Employees' Deposit -Linked Insurance Scheme, 1976 under Employees' Provident Funds & Miscellaneous Provisions Act, 1952 are reviewed regularly and suitable amendments are made from time- to- time.
- (d):** No, Madam.
- (e):** Does not arise in view of reply to part (d) of the Question above.
- (f):** There is no state specific Scheme under EPF & MP Act, 1952.

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

**LOK SABHA  
UNSTARRED QUESTION NO. 1081  
TO BE ANSWERED ON 02.03.2015**

**PENSION TO PRIVATE SECTOR WORKERS UNDER EPS**

**†1081. DR. PRITAM GOPINATH MUNDE:**

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

- (a) whether pension is given to the retired employees of co-operative and private sectors under Employees' Pension Scheme 95;**
- (b) if so, the details thereof and the number of employees covered under the said scheme;**
- (c) whether the Government is aware of pensioners not being given pension on time and that the amount of pension also being very meagre;**
- (d) if so, the details thereof and the reaction of the Government thereto; and**
- (e) the details of action taken by the Government to ensure timely payment to pensioners and also to enhance the minimum amount of pension?**

**ANSWER**

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

**(a) & b): Employees' Pension Scheme, 1995 is applicable to the employees working in Private/Public Sector establishments covered under Employees' Provident Funds & Miscellaneous Provision Act (EPF & MP), 1952 in which 20 or more persons are employed.**

**The EPF & MP Act, 1952 does not apply to any establishment registered under the Co-operative Societies Act, 1912 employing less than 50 persons and working without the aid of power.**

**Contd...2/-**

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**The number of persons getting pension under Employees' Pension Scheme, 1995 as on 31.12.2014 is 51.86 lacs.**

**(c) to (e): Employees' Provident Fund Organisation (EPFO) has obtained the Core banking System account numbers of pensioners for electronically crediting the pension to pensioners account every month and pension is credited to the pensioners account within the first two to three working days of the following month.**

**The Government has recently amended the Employees' Pension Scheme, 1995 vide G.S.R. No. 593(E) dated 19.08.2014 to provide a minimum pension of Rs. 1000/- per month w.e.f. 1.9.2014.**

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

**LOK SABHA  
UNSTARRED QUESTION NO. 1114  
TO BE ANSWERED ON 02.03.2015**

**CONTRIBUTION TOWARDS EPF/ESI BY WORKERS**

**1114. SHRI DINESH TRIVEDI:**

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

- (a) whether the Government has received any request from companies regarding changes in laws granting employees choice of salaries;**
- (b) if so, the details thereof and the response of the Government thereto;**
- (c) whether the salary deductions (for contributions towards provident fund, pension fund and ESI) for low wage employees in India is one of the highest in the world and if so, the details thereof and the reaction of the Government thereto;**
- (d) whether the Government has any plan to allow employees in the organized sector to choose their salaries without the afore mentioned deductions; and**
- (e) if so, the details thereof and if not, the reasons therefor?**

**ANSWER**

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

- (a): No, Madam.**
- (b): Does not arise in view of reply to part (a) of the Question above.**
- (c): Under Employees' Provident Funds & Miscellaneous Provisions Act, 1952, employers contribute @12% of wages to the Fund and equal contribution is given by employees. Out of the employer's contribution of 12%, 8.33% is diverted to Pension Fund. Further, the contribution @ 6.5% (employers' Share- 4.75% and Employees' Share-1.75%) is payable in respect of the employees covered under the Employees' State Insurance Act, 1948, who is drawing wages upto Rs. 15,000/- .**
- (d): No, Madam.**
- (e): Does not arise in view of reply to part (d) of the Question above.**

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**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 1920  
TO BE ANSWERED ON 09.03.2015**

**PENDING SETTLEMENT OF EPF CLAIMS**

**†1920. SHRI CHANDRA PRAKASH JOSHI:**

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

- (a) the total number of cases of Employees' Provident Fund (EPF) pending for settlement during each of the last three years and the current year, State/UT-wise;**
- (b) whether the rate of settlement related to EPF claims of beneficiaries is slow due to inadequate number of Regional Employees' Provident Fund appellate Tribunals;**
- (c) if so, the reaction of the Government thereto and if not, the reasons for the pendency of such cases;**
- (d) the action taken for speedy disposal of the pending claims along with the outcome thereof; and**
- (e) whether the Government proposes to review the working of EPF Organisation and if so, the details thereof?**

**ANSWER**

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

**(a): The State/UT-wise details of pending cases for settlement during the last three years and the current year are at Annex.**

**(b): No, Madam.**

**(c): Employees' Provident Fund Organization (EPFO) has been mandated under the three Schemes to settle claims, complete in all respect, within 30 days from the date of its receipt. At any point of time, it would not be possible to have no pendency of claims since receipt of claims is an ongoing process. At present, the Organisation is able to settle nearly two-third of all claims within 10 days of their receipt and the rest of the claims are settled in accordance with the mandate.**

**Contd....2/-**

**(d): The following measures have been undertaken by EPFO for speedy disposal of claims:**

- i. The process of settlement has been simplified and certain manual processes have been done away with.**
- ii. The authorities for approval of settlement have been reduced from 3 to 2 levels.**
- iii. Provision for ECR (Electronic Challan-cum-Return) has been made for the employers to file their return electronically.**
- iv. National Electronic Fund Transfer (NEFT) has been introduced for payments. Over 99% of all payments, including monthly pension payments, are effected electronically.**
- v. Process for transfer claims has been re-engineered.**

**As a result, the pendency ratio has gradually reduced over the years:**

<b>Year</b>	<b>Pendency ratio (%)</b>
<b>2011-12</b>	<b>4.62</b>
<b>2012-13</b>	<b>1.84</b>
<b>2013-14</b>	<b>1.51</b>

**(e): The Government has been regularly reviewing the performance of EPFO. As a result, there has been an increase in efficiency, both in settlement of claims and payments thereon.**

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Annex referred to in reply to Part (a) of Lok Sabha Unstarred Question No. 1920 by Shri Chandra Prakash Joshi for 09.03.2015 regarding Pending settlement of EPF claims.

State-wise details of cases pending for settlement for last three years and the current year.

Sl. No.	State	2011-12*	2012-13*	2013-14*	2014-15 # (upto 28.02.2015)
1	Andhra Pradesh (Including Telengana)	38387	21384	29997	34002
2	Bihar	3114	1617	190	2104
3	Chhattisgarh	96	757	236	3110
4	Delhi	73083	30977	10468	4305
5	Goa	1909	1405	1008	3022
6	Gujarat (includes Daman & Diu and Dadra & Nagar Haveli)	19543	9526	3409	17394
7	Haryana	31622	18261	11093	26488
8	Himachal Pradesh	2124	2147	1467	2114
9	Jharkhand	4710	150	188	2807
10	Karnataka	82403	40007	34055	38069
11	Kerala (includes Lakshadweep)	12342	7908	10604	9772
12	Madhya Pradesh	3	1	396	1311
13	Mahatrashttra	167376	45130	67651	97604
14	States of Assam, Arunachal Pradesh, Tripura, Meghalaya, Nagaland, Manipur & Mizoram	1544	84	125	1758
15	Odisha	7060	3190	5349	6259
16	Punjab (includes UT of Chandigarh)	6148	1920	3460	8805
17	Rajasthan	4113	4171	240	2228
18	Tamilnadu	85013	38879	43358	56979
19	Uttarakhand	8133	3137	2648	1486
20	Uttar Pradesh	23385	8059	2188	8289
21	West Bengal (includes Sikkim and Andaman & Nicobar Islands)	14405	35667	4748	18160
	All India Total	586513	274377	232878	346066

\* Includes claims received till the last working day of March in respective years

# Includes claim received till the last working day of February, 2015.

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**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 1893  
TO BE ANSWERED ON 09.03.2015**

**NON-PAYMENT OF PF TO WORKERS**

**1893. PROF. SAUGATA ROY:**

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

- (a) whether a large numbers of establishments including private construction companies are denying Provident Fund (PF) benefits to the workers;**
- (b) if so, the details thereof and the reasons therefor;**
- (c) the number of cases registered in this regard during the last three years and the current year along with the action taken thereon; and**
- (d) the measures taken by the Government to protect the interest of such workers in this regard?**

**ANSWER**

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

**(a): Instances of denial of provident fund benefits by some establishments, including private construction companies, covered under Employees' Provident Funds & Miscellaneous Provisions (EPF&MP) Act, 1952 have come to the notice of Employees' Provident Fund Organisation (EPFO) as they have defaulted in complying with the provisions of the Act and the Schemes framed thereunder.**

**(b): The details of defaulting establishments covered under the Act are at Annex "A".**

**(c): Inquiries under Section 7A of EPF&MP Act, 1952 have been initiated against the defaulting establishments. The details of number of inquiries under Section 7A of the Act during the last three years and the current year (upto December, 2014) are at Annex "B".**

**(d): The following actions are taken by EPFO against the defaulting establishments to protect the interest of workers covered under the Act :**

**Contd...2/-**

**(i) Action under Section 7A of EPF&MP Act, 1952 against the defaulting establishments for assessment of dues.**

**(ii) Action under Section 14B of the Act for levying of damages for belated deposit of dues.**

**(iii) Action under Section 7Q of the Act for levy of interest for belated remittances.**

**(iv) Recovery actions as provided under Section 8B to 8G of the Act.**

**(v) Action under Section 14 of the Act for filing prosecution against the defaulters before the competent court of law.**

**(vi) Action under Section 406/409 of Indian Penal Code (IPC) against the employer for non-payment of employees' share of contribution deducted from the wages/salary of the employees but not deposited in the fund.**

②②

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Annex referred to in reply to Part (b) of Lok Sabha Unstarred Question No. 1893 by Prof. Saugata Roy for 09.03.2015 regarding Non-Payment of PF to Workers.

**Details of number of defaulting establishments covered under the Act**

S. No.	Name of the State	2011-12	2012-13	2013-14	2014-15 (upto December, 2014)
1.	Andhra Pradesh including Telangana	1473	1605	1461	399
2.	Bihar	91	62	147	16
3.	Chhattisgarh	99	44	87	100
4.	Delhi	20	62	105	33
5.	Goa	8	126	102	3
6.	Gujarat including Daman & Diu and Dadar & Nagar Haveli	366	293	387	118
7.	Haryana	241	170	112	160
8.	Himachal Pradesh	102	0	0	0
9.	Jharkhand	0	0	0	0
10.	Karnataka	1132	1217	1152	791
11.	Kerala including Lakshadweep	2284	2009	2078	5646
12.	Madhya Pradesh	171	553	423	386
13.	Maharashtra	313	538	181	439
14.	North Eastern Regions including Assam, Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland & Tripura	165	135	161	89
15.	Odisha	291	96	39	55
16.	Punjab including Chandigarh	89	66	485	52
17.	Rajasthan	91	119	210	94
18.	Tamil Nadu including Puducherry	4409	3609	5198	3273
19.	Uttar Pradesh	249	288	555	84
20.	Uttaranchal	50	66	87	51
21.	West Bengal including Andaman & Nicobar Islands and Sikkim	259	337	374	318
	<b>TOTAL</b>	<b>11903</b>	<b>11395</b>	<b>13344</b>	<b>12107</b>

**Annex-B**

Annex referred to in reply to Part (c) of Lok Sabha Unstarred Question No. 1893 by Prof. Saugata Roy for 09.03.2015 regarding Non-Payment of PF to Workers.

**Details of inquiries initiated under Section 7A of the Act**

S. No.	Name of the State	2011-12	2012-13	2013-14	2014-15 (upto December, 2014)
1.	Andhra Pradesh including Telangana	2466	2277	2621	857
2.	Bihar	55	47	144	31
3.	Chhattisgarh	91	172	157	439
4.	Delhi	107	155	162	125
5.	Goa	66	155	84	49
6.	Gujarat including Daman & Diu and Dadar & Nagar Haveli	310	609	652	359
7.	Haryana	449	612	840	420
8.	Himachal Pradesh	176	112	74	87
9.	Jharkhand	175	47	26	418
10.	Karnataka	1528	1916	1894	727
11.	Kerala including Lakshadweep	2882	1919	1164	900
12.	Madhya Pradesh	637	541	613	273
13.	Maharashtra	802	1314	761	993
14.	North Eastern Regions including Assam, Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland & Tripura	94	112	441	110
15.	Odisha	303	228	171	120
16.	Punjab including Chandigarh	1077	1085	792	344
17.	Rajasthan	323	97	498	145
18.	Tamil Nadu including Puducherry	6825	5251	5833	3269
19.	Uttar Pradesh	922	622	575	363
20.	Uttaranchal	6	40	39	48
21.	West Bengal including Andaman & Nicobar Islands and Sikkim	321	354	583	404
	<b>TOTAL</b>	<b>19615</b>	<b>17665</b>	<b>18124</b>	<b>10481</b>

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

**LOK SABHA  
UNSTARRED QUESTION NO. 1895  
TO BE ANSWERED ON 09.03.2015**

**NON-DEPOSIT OF EPF SUBSCRIPTION**

**†1895. SHRI RAM CHARAN BOHRA:**

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

- (a) whether a number of employers and establishments are not depositing their contribution in Employees' Provident Fund (EPF) regularly and that some Government bodies are also violating PF laws;**
- (b) if so, the details thereof and the reasons therefor along with the action taken by the Government against such defaulting employers and establishments including Government bodies etc. during each of the last three years and the current year, State/UT-wise;**
- (c) whether the Government has taken any action to ensure compliance of PF laws by all establishments/employers including Government bodies;**
- (d) if so, the details thereof and if not, the reasons therefor; and**
- (e) the measures taken by the Government to protect the interests of the employees in this regard?**

**ANSWER**

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

**(a):** Instances of non-deposit of contribution by some establishments, covered under Employees' Provident Funds & Miscellaneous Provisions (EPF&MP) Act, 1952 have come to the notice of Employees' Provident Fund Organisation (EPFO) as they have violated the provisions of the Act and the Schemes framed thereunder.

**(b) to (e):** The State/UT-wise details of defaulting establishments for the last three years and the current year (upto December, 2014) are at Annex.

**Contd...2/-**

**The following actions have been taken by EPFO against the defaulting establishments to protect the interest of workers covered under the Act :**

**(i) Action under Section 7A of EPF&MP Act, 1952 against the defaulting establishments for assessment of dues.**

**(ii) Action under Section 14B of the Act for levying of damages for belated deposit of dues.**

**(iii) Action under Section 7Q of the Act for levy of interest for belated remittances.**

**(iv) Recovery actions as provided under Section 8B to 8G of the Act.**

**(v) Action under Section 14 of the Act for filing prosecution against the defaulters before the competent court of law.**

**(vi) Action under Section 406/409 of Indian Penal Code (IPC) against the employer for non-payment of employees' share of contribution deducted from the wages/salary of the employees but not deposited in the fund.**

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Annex referred to in reply to Part (b) to (e) of Lok Sabha Unstarred Question No. 1895 by Shri Ram Charan Bohra for 09.03.2015 regarding Non-Deposit of EPF Subscription.

**Details of number of defaulting establishments covered under the Act**

S. No.	Name of the State	2011-12	2012-13	2013-14	2014-15 (upto December, 2014)
1.	Andhra Pradesh including Telangana	1473	1605	1461	399
2.	Bihar	91	62	147	16
3.	Chhattisgarh	99	44	87	100
4.	Delhi	20	62	105	33
5.	Goa	8	126	102	3
6.	Gujarat including Daman & Diu and Dadar & Nagar Haveli	366	293	387	118
7.	Haryana	241	170	112	160
8.	Himachal Pradesh	102	0	0	0
9.	Jharkhand	0	0	0	0
10.	Karnataka	1132	1217	1152	791
11.	Kerala including Lakshadweep	2284	2009	2078	5646
12.	Madhya Pradesh	171	553	423	386
13.	Maharashtra	313	538	181	439
14.	North Eastern Regions including Assam, Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland & Tripura	165	135	161	89
15.	Odisha	291	96	39	55
16.	Punjab including Chandigarh	89	66	485	52
17.	Rajasthan	91	119	210	94
18.	Tamil Nadu including Puducherry	4409	3609	5198	3273
19.	Uttar Pradesh	249	288	555	84
20.	Uttarakhand	50	66	87	51
21.	West Bengal including Andaman & Nicobar Islands and Sikkim	259	337	374	318
	<b>TOTAL</b>	<b>11903</b>	<b>11395</b>	<b>13344</b>	<b>12107</b>

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**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 1865  
TO BE ANSWERED ON 09.03.2015**

**INCREASING PENSION LIMITS UNDER EPS**

**1865. SHRI A. ARUNMOZHITHEVAN:  
SHRI M.B. RAJESH:**

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

- (a) whether the Government is considering to enhance the age limit for Employees Pension Scheme (EPS);**
- (b) if so, the details thereof and the present status of the proposal;**
- (c) whether the Pension Implementation Committee has also proposed to increase the short service pension entitlement age;**
- (d) if so, the details thereof; and**
- (e) the extent to which the said proposals are likely to be beneficial for employees?**

**ANSWER**

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

**(a) & (b): No, Madam.**

**(c) to (e): Yes, Madam. The proposal for increasing the short service pension entitlement age from 50 years to 55 years was recommended by the Pension Implementation Committee (PIC) and is under consideration of the Central Board of Trustees (CBT), Employees' Provident Fund (EPF). The proposal, if accepted is likely to decrease the reduction of pension due to short service.**

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

**LOK SABHA  
UNSTARRED QUESTION NO. 1996  
TO BE ANSWERED ON 09.03.2015**

**INVESTMENT OF EPF**

**1996. SHRI BHARTRUHARI MAHTAB:  
SHRI SANJAY DHOTRE:**

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

- (a) whether the corpus fund lying with the Employees' Provident Fund Organisation (EPFO) has increased during each of the last three years and the current year;**
- (b) if so, the details thereof along with the details of investment of such corpus fund made by the EPFO during the said period;**
- (c) the criterion followed/adopted by the EPFO for investment of such corpus fund and the rate of interest accrued on it;**
- (d) whether cases of irregularities/violation of the said criterion in investment of such fund and interest rate on it have come to the notice of the Government during the said period;**
- (e) if so, the details thereof and the reasons therefor along with the action taken/being taken by the Government in such cases; and**
- (f) the other steps taken/being taken by the Government to provide better returns to the subscribers of such fund?**

**ANSWER**

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

**(a) & (b): Yes, Madam. The details of investment of the corpus fund made by Employees' Provident Fund Organisation (EPFO) during the last three years and the current year (upto December,2014) are at Annex.**

**Contd...2/-**

**(c): The Government prescribes Investment Pattern for investments of EPFO corpus. Presently, EPFO is following Pattern of Investment, 2013 notified by Ministry of Labour & Employment on 21st November, 2013.**

**The rate of interest declared by EPFO during the last three years is as under:**

<b>2012-13</b>	<b>8.50%</b>
<b>2013-14</b>	<b>8.75%</b>
<b>2014-15</b>	<b>8.75%</b>

**(d) & (e): No, Madam.**

**(f): The Central Board of Trustees (CBT), Employees Provident Fund (EPF) in its 201<sup>st</sup> Meeting held on 25.02.2015 relaxed investment guidelines with an objective to increase the earnings of the fund without compromising with safety and security of the fund.**

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Annex referred to in reply to Part (a) & (b) of Lok Sabha Unstarred Question No. 96 by Shri Bhartruhari Mahtab and Shri Sanjay Dhotre for 09.03.2015 regarding Investment of EPF

(Rs. in crore)

S.N o.	Investment	2011-12	2012-13	2013-14	2014-15 (up to Dec., 2014)
1	Central Government Securities	58,413.58	70,933.82	86,542.30	93,577.52
2(a)	State Government	39,145.49	46,441.95	57,692.99	67,526.36
(b)	Government Guaranteed Securities	2,683.50	7,975.81	12,761.19	13,681.71
3	Special Deposit Scheme	52,660.23	52,730.09	52,811.82	52,845.36
4	Public Sector Financial Institutions(including Private Sector Bonds/Securities)	84,491.83	99,567.72	1,14,896.35	1,31,691.96
	<b>Total</b>	<b>2,37,394.63</b>	<b>2,77,649.39</b>	<b>3,24,704.65</b>	<b>3,59,322.91</b>

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

**LOK SABHA  
UNSTARRED QUESTION NO. 1999  
TO BE ANSWERED ON 09.03.2015**

**EPF FOR ESI WORKERS**

**1999. SHRI MULLAPPALLY RAMACHANDRAN:**

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

- (a) whether the Government proposed for extending the benefit of Employees' Provident Fund (EPF) and Employees' State Insurance (ESI) to workers in the unorganised sector;**
- (b) if so, the details thereof and if not, the reasons therefor;**
- (c) whether the Government considered raising minimum wages in the unorganized sector;**
- (d) if so, the details thereof; and**
- (e) the time by which the said proposals are likely to be implemented?**

**ANSWER**

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

**(a): No, Madam.**

**(b): The Employees' Provident Funds & Miscellaneous Provisions Act, 1952 and The Employees' State Insurance Act, 1948 are applicable to workers engaged in organized sector employing 20 or more and 10 or more workers respectively.**

**(c) to (e): Under the provisions of the Minimum Wages Act, 1948, the minimum wages as fixed by the Central Government are revised from time to time based on the Consumer Price Index effective from April to October.**

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**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 3125  
TO BE ANSWERED ON 16.03.2015**

**SCHEMES FOR WORKERS IN PRIVATE SECTOR**

**†3125.DR. MAHENDRA NATH PANDEY:**

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

- (a) whether the Government has decided to provide gratuity at the time of retirement of private sector workers in the country;**
- (b) if so, the number of employees likely to be benefited therefrom, State/UT-wise;**
- (c) whether the Government also proposes to launch any welfare scheme including provision for economic, social, health facilities and security to the workers/labourers working in private sector; and**
- (d) if so, the details thereof along with the number of such workers likely to be benefited therefrom, State/UT-wise?**

**ANSWER**

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

**(a): No, Madam. Under the provisions of the Payment of Gratuity Act, 1972, gratuity is paid by the employers to the employees employed in the establishments covered under the Act.**

**(b): Does not arise in view of reply to Part (a) of the Question above.**

**(c) & (d): The Government enacts Schemes for welfare of workers/labourers from time to time as per the prevailing conditions. For social security of workers in organized private sector, following Acts are in vogue:**

- i. Employees' State Insurance Act, 1948.**
- ii. Employees' Provident Funds & Miscellaneous Provisions Act, 1952.**
- iii. Employees' Compensation Act, 1923.**
- iv. Maternity Benefit Act, 1961.**
- v. Payment of Gratuity Act, 1972.**

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**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 3136  
TO BE ANSWERED ON 16.03.2015  
FUNCTIONING OF EPFO**

**3136.SHRI SANJAY DHOTRE:**

**SHRI BHARTRUHARI MAHTAB:**

**SHRI CHANDRAKANT KHAIRE:**

**SHRI LAXMAN GILUWA:**

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

- (a) the total number of members of Employees' Provident Fund Organisation (EPFO) and pensioners under Employees Pension Scheme in the country, as on date;**
- (b) whether the interest rate on contribution of such members and pensioners is hovering around 8 per cent during the last three years and if so, the details thereof and the reasons therefor;**
- (c) whether the EPFO has recently decided to adopt a new investment pattern in order to gain better returns and if so, the details thereof along with the mechanism through which the subscribers/pensioners are likely to be protected from the risk of open market;**
- (d) whether the cases of irregularities/corruption in the functioning of EPFO have come to the notice of the Government during each of the last three years and the current year and if so, the details thereof, State/UT-wise and the reasons therefor along with the action taken/being taken by the Government against the erring officials in such cases; and**
- (e) the other steps taken by the Government to improve the functioning of the EPFO?**

**ANSWER**

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

**(a): As per Annual Administrative Report of Employees' Provident Fund Organisation (EPFO) for the year 2013-14:**

**(i) Total number of members of Employees' Provident Fund Organisation (EPFO) is 11.78 crore.**

**(ii) Total No. of pensioners under Employees' Pension Scheme, 1995 is 46.91 lac.**

**(b): Rate of Interest on deposit in Employees' Provident Fund depends upon the earnings on the investment of the EPF corpus.**

**Contd..2/-**

**Details of the rate of interest declared for the last three years are as under:**

<b>Year</b>	<b>Interest rate</b>
<b>2012-13</b>	<b>8.50%</b>
<b>2013-14</b>	<b>8.75%</b>
<b>2014-15</b>	<b>8.75%</b>

**In respect of pensioners under Employees' Pension Scheme, 1995, there is no provision of declaration of interest rate.**

**(c): Ministry of Labour & Employment, Government of India has notified a new Investment Pattern vide Gazette Notification No.3450 (E) dated 21st November, 2013 for investments of EPFO corpus without investment in equity.**

**(d): The State/UT-wise details of cases of corruption/irregularities during the last three years, including this year (upto February, 2015) are given at Annex.**

**The reason for initiation of cases are as follows:**

- i. Demand /acceptance of bribe in the CBI/ACB trap cases.**
- ii. Complaints received from CVC and other sources.**

**Action taken/being taken against erring officials is as under:**

- i. Grant of prosecution sanction in criminal cases.**
- ii. Initiation of disciplinary proceedings for major/minor penalties for violation of EPF Staff (CCA) Rules, 1971.**

**(e): The following steps have been taken by the Government to improve the functioning of EPFO:**

- i. EPFO has developed a Software for HR-personal Information System to collect the comprehensive data bank for Human Resource Management.**
- ii. Online Staff Grievance Handling System (SGHS) has also been operated in EPFO for settlement of grievances of staff as well as pensioners.**

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Annex referred to in reply to Part (d) of Lok Sabha Unstarred Question No. 3136 by Shri Sanjay Dhotre, Shri Bhartruhari Mahtab, Shri Chandrakant Khaire and Shri Laxman Giluwa for 16.03.2015 regarding Functioning of EPFO.

**ONGOING/CONCLUDED CASES OF CORRUPTION/IRREGULARITIES DURING 2012 TO UPTO FEB. 2015**

S. No.	State/UT	2012	2013	2014	2015 (upto Feb. 2015)
1.	Andhra Pradesh	15	2	6	1
2.	Arunachal Pradesh	-	2	-	-
3.	Assam	-	1	1	-
4.	Bihar	11	14	4	-
5.	Chhattisgarh	2	-	-	-
6.	Goa	1	-	1	-
7.	Gujarat	3	1	5	-
8.	Haryana	15	2	2	-
9.	Himachal Pradesh	2	1	-	-
10.	Jharkhand	11	7	15	-
11.	Karnataka	5	2	3	-
12.	Kerala	4	1	-	-
13.	Madhya Pradesh	-	-	2	-
14.	Maharashtra	10	3	7	1
15.	Manipur	-	-	-	-
16.	Meghalaya	-	-	-	-
17.	Mizoram	-	-	-	-
18.	Nagaland	-	-	-	-
19.	Odisha	3	7	2	2
20.	Punjab	4	3	2	-
21.	Rajasthan	4	1	1	-
22.	Sikkim	-	-	-	-
23.	Tamil Nadu	8	1	1	-
24.	Telangana	-	-	-	-
25.	Tripura	-	-	-	-
26.	Uttar Pradesh	15	9	-	-
27.	Uttarakhand	1	-	-	-
28.	West Bengal	38	14	12	1
29.	Andaman and Nicobar Islands	-	-	-	-
30.	Dadra and Nagar Haveli	-	-	-	-
31.	Daman and Diu	-	-	-	-
32.	Delhi	15	4	8	3
33.	Lakshadweep	-	-	-	-
34.	Puducherry	-	-	-	-
	<b>TOTAL</b>	<b>167</b>	<b>75</b>	<b>72</b>	<b>8</b>

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**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 3043  
TO BE ANSWERED ON 16.03.2015**

**INVESTMENT OF FUNDS OF EPF**

**†3043.SHRI JANARDAN SINGH SIGRIWAL:**

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

- (a)whether the Government has any proposal to appoint the assets management companies for the investment of huge funds of Employees' Provident Fund (EPF);**
- (b)if so, the details thereof; and**
- (c)the time by which the said proposal is likely to be affected?**

**ANSWER**

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

**(a) to (c): Yes, Madam, the tenure of the current Portfolio Managers appointed for managing the corpus of Employees' Provident Fund Organisation (EPFO) is expiring on 31st March, 2015. Accordingly, the EPFO is in process of appointment of new Portfolio Managers registered with Securities and Exchange Board of India (SEBI) for the purpose for managing its corpus from 1st April, 2015.**

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**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 4214  
TO BE ANSWERED ON 20.04.2015**

**INCREASING COVERAGE UNDER EPF**

**4214.SHRIMATI VANAROJA R.:**

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

- (a) whether the Employees Provident Fund Organisation (EPFO) is considering to increase the coverage of Employees Provident Fund to companies that employs less than 20 employees;**
- (b) if so, the details thereof;**
- (c) whether the firms/companies of the same ownership/board of directors doing the same nomenclature of business, to escape from the said coverage are restricting the number of employees to the allowable limit and put the remaining employees to new firm/company created; and**
- (d) if so, the steps taken by the EPFO to prevent such practices being adopted by firms/companies across the country?**

**ANSWER**

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

**(a) & (b) A proposal to reduce the threshold limit for coverage under the Employees' Provident Funds & Miscellaneous Provisions (EPF & MP) Act, 1952 from 20 to 10 employees is under consideration under the proposed comprehensive amendment to the Act.**

**(c) & (d) Section 2A of the EPF & MP Act, 1952 stipulates that different branches or departments of an establishment whether situated in the same place or in different places shall be treated as parts of the same establishment. However, there may be instances of a practice of**

**bifurcation into department/branches of an establishment just to avoid the liability under the EPF & MP Act, 1952. Whenever such incidence comes to the notice/knowledge of Employees' Provident Fund Organization (EPFO), actions under section 7A to decide the applicability of the Act on such establishments are initiated.**

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

**LOK SABHA  
STARRED QUESTION NO. \*364  
TO BE ANSWERED ON 20.04.2015**

**NEW AVENUES FOR EPFO**

**†\*364.SHRI RAJAN VICHARE:**

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

- (a) the details of corpus and other funds available/accumulated in the Employees' Provident Fund Organisation (EPFO) at present along with rate of dividends paid to the beneficiaries;**
- (b) the details of activities/schemes for which funds are being utilised/expanded;**
- (c) whether EPFO is exploring new avenues of utilising their funds including investment in the market and opening of new bank, so as to improve the yield/return;**
- (d) the estimated increase in returns in percentage terms to contributors thereto; and**
- (e) the time by which follow-up action is likely to be taken including opening of the bank?**

**ANSWER**

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

**(a) to (e) A Statement is laid on the Table of the House**

**STATEMENT REFERRED TO IN REPLY TO PARTS (a) to (e) OF LOK SABHA STARRED QUESTION NO. 364 FOR REPLY ON 20.04.2015 BY SHRI RAJAN VICHARE REGARDING NEW AVENUES FOR EPFO.**

**(a) The details of corpus and other funds accumulated in the Employees' Provident Fund Organization (EPFO) as on 31/03/2014 (as per audited balance sheet) are as under:**

<b>Sl. No.</b>	<b>Scheme/Fund</b>	<b>Amount (in Rs. crore) on cost price.</b>
<b>1</b>	<b>Employees' Provident Funds Scheme, 1952</b>	<b>324,095.33</b>
<b>2</b>	<b>Employees' Pension Scheme, 1995</b>	<b>208,628.00</b>
<b>3</b>	<b>Employees' Deposit-Linked Insurance Scheme, 1976</b>	<b>13699.35</b>
<b>4</b>	<b>Staff Provident Fund</b>	<b>1029.14</b>
<b>5</b>	<b>Pension-cum Gratuity Fund</b>	<b>2081.79</b>
<b>6</b>	<b>TOTAL</b>	<b>549,533.61</b>

**The rate of interest paid to the beneficiaries under the Employees' Provident Funds Scheme, 1952 for the year 2013-14 and 2014-15 is 8.75 per cent each.**

**b) The funds are utilized for payment of benefits available under the following Schemes in operation under the Employees' Provident Funds & Miscellaneous Provisions Act, 1952 :**

**I. Employees' Provident Funds Scheme, 1952**

**The funds are mainly utilized for payment towards provident fund and withdrawal/advances under various purposes, namely, financing of life insurance policies, purchase/construction/acquisition of a dwelling house/flat/site, repayment of loans in special cases, illness in certain cases, marriages or post-matriculation education of children, etc.**

**II. Employees' Pension Scheme, 1995**

**The funds are utilized for payment of withdrawal benefits and pensionary benefits to eligible members/family/nominee, etc.**

**III. Employees' Deposit-Linked Insurance Scheme, 1976**

**The funds are utilized for payment of deposit-linked insurance benefits to the nominee/family of the deceased member.**

**(c) As per Para 52 of Employees' Provident Funds Scheme 1952, the funds of EPFO are invested as per direction issued by the Central Government. Within these broad directions, the Central Board of Trustees (CBT) discusses the issues and decides the investment. Till date, EPFO only invests in fixed income instruments, though the Ministry of Finance has, on 2<sup>nd</sup> March, 2015, notified a new pattern of investment which among other asset classes allows a minimum of five per cent investment in equity market. There is no proposal to open a bank by EPFO.**

**(d) & (e) EPFO makes continuous efforts to increase the returns to employees. However, most of it is dependent on market conditions.**

**There is no such proposal to open a bank.**

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**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 4314  
TO BE ANSWERED ON 20.04.2015**

**INVESTMENT OF EPFO FUND**

**†4314.DR. MANOJ RAJORIA:  
SHRI A. ARUNMOZHITHEVAN:**

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

- (a) whether the Government has formulated any new pattern for investment of Employees Provident Fund including investment in the share market and equity and if so, the details thereof;**
- (b) whether the Employees Provident Fund Organization (EPFO) has decided to legally examine the new investment pattern that allows investment ranging from 5-15% in this high return assets class, is binding on it and if so, the details thereof;**
- (c) whether the Government has ensure the interest of the subscribers while investing EPF funds particularly in the share market; and**
- (d) whether the trustees of the EPFO has agreed to raise the contribution age under the employee pension scheme from 58 to 60 years besides making the minimum pension of Rs. 1,000/- per month to be continued beyond 2014-15 till perpetuity and if so, the details thereof?**

**ANSWER**

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

- (a) Ministry of Labour & Employment has not formulated any new pattern of investment for Employees' Provident Fund for investment in share market and equity.**
- (b) The recommendations of the Finance Investment & Audit Committee (FIAC), a sub-Committee of the Central Board of Trustees (CBT), Employees' Provident Fund (EPF) to invest in equity were placed**

**before the CBT in its 207<sup>th</sup> Meeting held on 31.03.2015. Final decision in the matter is yet to be taken.**

**(c) Interests of the EPF subscribers are always paramount while framing any new investment guidelines/policies.**

**(d) The CBT, EPF in its 206<sup>th</sup> meeting held on 11.03.2015 has recommended the proposal to defer age of drawing pension on superannuation from 58 years to 60 years on optional basis only and not mandatorily. The CBT, EPF has also recommended in the same meeting to continue the provision of minimum pension of Rs.1,000/- per month under Employees' Pension Scheme, 1995 beyond 2014-15 in perpetuity.**

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

**UNSTARRED QUESTION NO. 4362  
TO BE ANSWERED ON 20.04.2015**

**EMPLOYEES PENSION ACCOUNT**

**4362. SHRIMATI RAKSHATAI KHADSE:**

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

- (a) whether the Government has assessed the family pension accounts where the job for the respective employee had been transferred from one firm to another firm and no transfer of amount deducted from the earlier employer have been credited to the respective employee's pension account and if so, the details thereof;**
- (b) whether the Government has received any grievances regarding transfer of accounts for such pension accounts from various States including Maharashtra;**
- (c) if so, the details thereof;**
- (d) whether the Government has audited non-claimed family pension accounts across the country; and**
- (e) if so, the details thereof and the remedial action taken/proposed to be taken in this regard?**

**ANSWER**

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

**(a) On transfer of an employee from one firm to another firm covered under Employees' Provident Funds & Miscellaneous Provisions (EPF & MP) Act, 1952, only the PF amounts are transferred on preferring a transfer claim by the employee giving details of previous and present employment. There is no transfer of funds in respect of the pension account and only the service in previous firm is credited in the present employment for purposes of Employees' Pension Scheme, 1995.**

**(b) & (c) 62,126 grievances (including the State of Maharashtra) have been registered during Financial Year 2014-15 regarding transfer claims in the EPF Grievance Portal (EPFIGMS) and 61,410 have been resolved as on 31.03.2015.**

**(d) & (e) The Employees' Provident Fund Organisation (EPFO) has undertaken various steps to identify members of Provident Fund (PF) Inoperative accounts and settle their claims. A facility has been provided in EPF website to assist members to identify their accounts and to prefer claims. EPFO has also allotted Universal Account Number (UAN) to all its members and has given a facility to link their previous accounts for transfer of PF amount and credit of service for pension purposes.**

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

**LOK SABHA  
STARRED QUESTION NO. 474  
TO BE ANSWERED ON 27.04.2015**

**PENSION TO LABOURERS OF ORGANISED/UNORGANISED SECTOR**

**†\*474. DR. RAMESH POKHRIYAL "NISHANK":**

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

- (a) whether any scheme to provide minimum pension to the labourers of the organised and unorganised sector exist in the country;**
- (b) if so, the details thereof along with the number of persons benefited under the scheme, State/UT-wise; and**
- (c) if not, the reasons therefor along with the action taken by the Government to provide pension to the labourers of organised and unorganised sector in the country?**

**ANSWER**

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

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

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**STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (c) OF LOK SABHA STARRED QUESTION NO. 474 FOR REPLY ON 27.04.2015 BY DR. RAMESH POKHRIYAL "NISHANK" REGARDING PENSION TO LABOURERS OF ORGANISED/UNORGANISED SECTOR.**

**(a) & (b):** The Government has notified a minimum pension of Rs.1,000/- per month under Employees' Pension Scheme, 1995 with effect from 01.09.2014 for the year 2014-15 in respect of organized sector workers covered under Employees' Provident Funds & Miscellaneous Provisions Act, 1952. The State/UT-wise number of pensioners benefited by this measure of the Government is at Annex.

The Government has enacted the Unorganized Workers' Social Security Act, 2008 to provide social security to the workers in the unorganized sector. Schedule I of the Act has certain welfare schemes for the unorganized sector workers, including Indira Gandhi National Old Age Pension Scheme (IGNOAPS) which provides assistance to persons of 60 years and above, belonging to family living Below Poverty Line (BPL). Under this Scheme, a Central Assistance of Rs. 200/- per month is provided to persons in the age group of 60-79 years and Rs. 500/- per month to persons of 80 years and above. Identification of beneficiaries, sanction and disbursement of benefits is done by State/UT Government.

**(c):** Does not arise in view of reply to parts (a) and (b) of the Question above.

Annex referred to in reply to parts (a) & (b) of Lok Sabha Starred Question No. 474 for reply on 27.04.2015 by Dr. Ramesh Pokhriyal "Nishank" regarding Pension to Labourers of Organised/Unorganised Sector.

Sl. No.	State	No. of Pensioners Benefited with Notification No. GSR 593(E) dated 19.08.2014
1	Andhra Pradesh	78354
2	Bihar	56831
3	Chhattisgarh	15328
4	Delhi	27022
5	Goa	4778
6	Gujarat (includes Daman & Diu and Dadra & Nagar Haveli)	98067
7	Himachal Pradesh	6828
8	Haryana	28613
9	Jharkhand	34206
10	Kerala (includes Lakshadweep)	168384
11	Karnataka	143763
12	Maharashtra	279422
13	Madhya Pradesh	68778
14	NE Region	10774
15	Odisha	39649
16	Punjab (includes Chandigarh)	33146
17	Rajasthan	37672
18	Tamil Nadu (including Puducherry)	247913
19	Telangana	95829
20	Uttarakhand	11406
21	Uttar Pradesh	120882
22	West Bengal (including Andaman & Nicobar Islands)	157662
	<b>Total</b>	<b>1765307</b>

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

**LOK SABHA  
UNSTARRED QUESTION NO. 5365  
TO BE ANSWERED ON 27.04.2015**

**INCREASED PENSION UNDER EPS**

**5365. SHRI BHARATHI MOHAN R.K.:**

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

- (a) whether minimum monthly pension of Rs. 1,000 under Employees Pension Scheme EPS-95 has been implemented; and  
(b) if so, the details thereof and if not, the reasons therefor?**

**ANSWER**

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

**(a) & (b) The Government has notified a minimum pension of Rs.1,000/- per month under Employees' Pension Scheme, 1995 vide G.S.R. No. 593 (E) dated 19.08.2014 with effect from 01.09.2014 for the year 2014-15. Approximately 19.5 lakh pensioners have been benefitted by this measure of the Government which resulted in additional outgo of Rs. 439.46 crore. Month-wise details of beneficiaries and expenditure towards Minimum Pension is at Annex A and the State/UT-wise number of pensioners benefitted by this measure of the Government during February, 2015 is at Annex B.**

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Annex referred to in reply to parts (a) and (b) of Lok Sabha Unstarred Question No. 5365 for reply on 27.04.2015 by Shri Bharathi Mohan R.K. regarding Increased Pension under EPS.

**Month-wise details of beneficiaries and expenditure towards Minimum Pension of Rs. 1000/- per month under Employees' Pension Scheme, 1995.**

<b>Month</b>	<b>No. of Pensioners Benefitted</b>	<b>Amount Payable without Minimum Pension of Rs. 1000/- PM (Rs.)</b>	<b>Amount Payable with Minimum Pension of Rs. 1000/- PM (Rs.)</b>	<b>Difference (Rs.)</b>
September, 2014	1,924,270	1,124,061,995	1,743,480,735	619,418,740
October, 2014	1,938,144	1,142,258,038	1,774,209,111	631,951,073
November, 2014	1,949,167	1,173,315,286	1,814,375,515	641,060,229
December, 2014	1,964,295	1,246,618,710	1,905,317,099	658,698,389
January, 2015	1,662,096	1,076,851,239	1,674,135,321	597,284,082
February, 2015	1,757,142	1,141,276,174	1,766,959,107	625,682,933
March, 2015	1,791,794	1,071,323,953	1,691,852,443	620,528,490
<b>TOTAL</b>		<b>7,975,705,395</b>	<b>12,370,329,331</b>	<b>4,394,623,936</b>

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**ANNEX B**

**Annex referred to in reply to parts (a) and (b) of Lok Sabha Unstarred Question No. 5365 for reply on 27.04.2015 by Shri Bharathi Mohan R.K. regarding Increased Pension under EPS.**

<b>Sl. No.</b>	<b>State</b>	<b>No. of Pensioners Benefited with Notification No. GSR 593(E) dated 19.08.2014</b>
1	Andhra Pradesh	78354
2	Bihar	56831
3	Chhattisgarh	15328
4	Delhi	27022
5	Goa	4778
6	Gujarat (includes Daman & Diu and Dadra & Nagar Haveli)	98067
7	Himachal Pradesh	6828
8	Haryana	28613
9	Jharkhand	34206
10	Kerala (includes Lakshadweep)	168384
11	Karnataka	143763
12	Maharashtra	279422
13	Madhya Pradesh	68778
14	NE Region	10774
15	Odisha	39649
16	Punjab (includes Chandigarh)	33146
17	Rajasthan	37672
18	Tamil Nadu (includes Puducherry)	247913
19	Telangana	95829
20	Uttarakhand	11406
21	Uttar Pradesh	120882
22	West Bengal (including Andaman & Nicobar Islands)	157662
	<b>Total</b>	<b>1765307</b>

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**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 5468  
TO BE ANSWERED ON 27.04.2015**

**CHANGES IN EPF LAWS**

**5468. SHRI C.N. JAYADEVAN:**

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

- (a) whether the Employees Provident Fund Organisation (EPFO) and Central Board of Trustees (CBT) has recommended for revision of pension rules for employees covered under the EPF and if so, the details thereof;**
- (b) whether CBT also propose to amend the act for entitlement of pensions and also doing away with the mandatory 12 per cent contribution of employees and if so, the details thereof;**
- (c) whether the Government propose to make provision for counting pension of average 30 months salary instead of 60 months at present and deduct PF not only on the salary but on the allowance as well; and**
- (d) if so, the details thereof and the extent to which employees are likely to be benefited by this decision of the Government?**

**ANSWER**

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

**(a): The Central Board of Trustees (CBT), Employees' Provident Fund (EPF), in its 206<sup>th</sup> meeting held on 11.03.2015 made the following recommendations :**

- (i) Increase in the age of vesting pension from 58 to 60 years at the option of member and giving incentive to such persons who opt for drawing pension at the age of 60 years.**
- (ii) Increase in the short service pension entitlement age from 50 years to 55 years of age.**
- (iii) Determining the pensionable salary for computation of pension on the average of 30 months in place of existing 60 months.**

**Contd..2/-**

**(iv) Eligible service is to be determined on the basis of 'contributory service' in place of 'actual service'.**

**(v) Specifying age limit for orphan pensioners to 25 years of age.**

**(vi) Amendment to limit the liability of the pension fund in the event of death of a member in respect of whom no contribution is received for a period of 36 months.**

**(vii) Continuing provision of minimum pension of Rs. 1,000/- beyond 2014-15.**

**(viii) Restoration of commuted value of pension under Employees' Pension Scheme (EPS), 1995 after 15 years and re-introduction of the provision of commutation.**

**(b): Amendment to Employees' Pension Scheme (EPS), 1995 is done as and when required. However, there is no proposal to do away with the mandatory contribution of 12 per cent by employees.**

**(c) & (d): The Central Board of Trustees (Employees' Provident Fund), in its 206<sup>th</sup> Meeting held on 11.03.2015 has recommended determination of the pensionable salary for computation of pension on the average of 30 months in place of existing 60 months. However, no such proposal has been received by the Government.**

**A new definition of "Contributing Wages" (which excludes certain allowances) has been included in the proposed amendments to the Employees' Provident Funds & Miscellaneous Provisions Act, 1952.**

**\*\*\*\*\***

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

**LOK SABHA  
STARRED QUESTION NO. 479  
TO BE ANSWERED ON 27.04.2015**

**VIOLATION OF LABOUR LAWS BY PRIVATE SECURITY AGENCIES**

**†\*479. SHRIMATI NEELAM SONKER:**

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

- (a) whether the Government is aware that the private security agencies are exploiting workers and security guards and committing irregularities in the maintenance of the Provident Fund (PF) and Employees' State Insurance (ESI) of the workers and security guards;**
- (b) if so, the number of such companies/agencies found guilty of violating labour and social security laws, State/UT-wise during each of the last three years;**
- (c) the details of PF, ESI and gratuity amount outstanding against these companies separately during the last three years;**
- (d) the action taken against these companies/agencies by the Government; and**
- (e) the measures taken by the Government to protect the interest of such workers/security guards in this regard?**

**ANSWER**

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

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

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**STATEMENT REFERRED TO IN REPLY TO PARTS (a) to (e) OF LOK SALLA STARRED QUESTION NO. 479 FOR REPLY ON 27.04.2015 BY SHRIMATI NEELAM SONKER REGARDING VIOLATION OF LABOUR LAWS BY PRIVATE SECURITY AGENCIES**

(a) & (b) Instances of violation of Employees' Provident Funds & Miscellaneous Provisions (EPF & MP) Act, 1952 and Schemes framed thereunder and Employees' State Insurance (ESI) Act, 1948 by some private security agencies have come to the notice of Employees' Provident Fund Organization (EPFO) and Employees' State Insurance Corporation (ESIC). The State/UT-wise details of number of private security companies where irregularities have been detected for alleged violation of the provisions of the EPF & MP Act, 1952 and Schemes framed thereunder and ESI Act, 1948 for last three years is at Annex I and Annex II.

(c) The details of Provident Fund (PF) and Employees' State Insurance (ESI) amount outstanding against these companies during the last three years are as follows ;

(Rs. In Lakh)

Sl. No.	Year	Provident Fund Outstanding Amount	Employees' State Insurance Outstanding Amount
1.	2012-2013	15294.88	622.39
2.	2013-2014	1616.81	2229.14
3.	2014-2015	2957.78	2267.84

Statistics about the gratuity amount outstanding against these companies is not maintained Centrally.

(d) & (e) Actions as envisaged in respective Acts and Schemes framed thereunder are taken against the defaulting private security companies to protect the interest of workers/security guards.

Annex referred to in reply to parts (a) and (b) of Lok Sabha Starred Question No. 479 for reply on 27.04.2015 by Shrimati Neelam Sonker regarding Violation of Labour Laws by Private Security Agencies

**STATE/UT-WISE DETAILS OF PRIVATE SECURITY AGENCIES WHERE IRREGULARITIES HAVE BEEN DETECTED IN RESPECT OF PROVISIONS OF EPF & MP ACT, 1952 FOR LAST THREE YEARS.**

State	Number of Security Companies		
	2012-13	2013-14	2014-15
Andhra Pradesh Including Telangana	53	94	116
Bihar	1	3	5
Chhattisgarh	5	3	12
Delhi	29	16	28
Goa	5	2	2
Gujarat including Daman & Diu and Dadra & Nagar Haveli	13	67	15
Haryana	48	52	131
Himachal Pradesh	5	6	28
Jharkhand	7	1	7
Karnataka	80	134	222
Kerala including Lakshadweep	32	21	22
Madhya Pradesh	44	101	147
Maharashtra	114	84	105
North East Region including Assam, Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland & Tripura	1	16	4
Odisha	21	10	29
Punjab including Chandigarh	26	21	19
Rajasthan	22	27	60
Tamil Nadu including Puducherry	83	101	81
Uttar Pradesh	55	67	187
Uttarakhand	2	6	4
West Bengal including Andaman & Nicobar Islands and Sikkim	21	37	36
<b>Total</b>	<b>667</b>	<b>869</b>	<b>1260</b>

**Annex referred to in reply to parts (a) and (b) of Lok Sabha Starred Question No. 479 for reply on 27.04.2015 by Shrimati Neelam Sonker regarding Violation of Labour Laws by Private Security Agencies**

**STATE/UT-WISE DETAILS OF PRIVATE SECURITY AGENCIES WHERE IRREGULARITIES HAVE BEEN DETECTED IN RESPECT OF PROVISIONS OF ESI ACT, 1948 FOR LAST THREE YEARS.**

S. No	Name of State	Year wise No. of defaulting private security agencies		
		2012-2013	2013-2014	2014-2015
1	ANDHRA PRADESH			
	HYDERABAD	128	106	88
	VIJAYAWADA	0	0	5
	VISHAKHAPATTNAM	0	0	0
	TOTAL	128	106	93
2	ASSAM	5	3	4
3	BIHAR	6	17	32
4	CHHATTISGARH	17	18	7
5	DELHI	6	6	12
	OKHLA	31	22	32
	ROHINI	4	6	8
	SHAHDARA			
	TOTAL	41	34	52
6	GOA	7	5	12
7	GUJARAT			
	AHMEDABAD	16	7	7
	VADODARA	0	5	1
	SURAT	3	0	3
	TOTAL	19	12	11
8	HARYANA			
	AMBALA	0	2	3
	FARIDABAD	6	8	16
	GURGAON	0	0	0
	TOTAL	6	10	19
9	HIMACHAL PRADESH	8	5	3
10	JAMMU & KASHMIR	0	0	0
11	JHARKHAND	2	2	2

12	KARNATAKA			
	BANGALORE	9	4	9
	BOMMASANDRA	14	40	22
	GULBARGA	5	10	10
	HUBLI	0	10	14
	MANGALORE	0	0	0
	MYSORE	1	2	2
	PEENYA	12	5	2
	TOTAL	41	71	59
13	KERALA			
	ERNAKULUM	2	3	3
	KOLLAM	2	1	1
	KOZHIKODE	0	3	4
	THRISSUR	2	6	6
	THIRUVANANTHAPURAM	1	1	1
	TOTAL	7	14	15
14	MADHYA PRADESH	18	52	26
15	MAHARASHTRA			
	AURANGABAD	0	3	10
	MAROL	1	3	3
	MUMBAI	7	22	26
	NAGPUR	3	0	0
	NASIK	1	2	0
	PUNE	10	5	17
	THANE	10	52	49
	TOTAL	32	87	105
16	ODISHA	19	18	6
17	PUDUCHERRY	9	6	5
18	PUNJAB			
	CHANDIGARH	2	6	3
	JALANDHAR	0	0	0
	LUDHIANA	0	0	0
	TOTAL	2	6	3
19	RAJASTHAN			
	JAIPUR	17	0	5
	JODHPUR	0	0	2
	UDAIPUR	1	1	1
	TOTAL	18	1	8
20	TAMIL NADU			
	CHENNAI	74	146	132
	COIMBATORE	6	10	4

	MADURAI	17	12	11
	SALEM	2	1	1
	TIRUNELVELI	4	7	6
	TOTAL	103	176	154
21	UTTAR PRADESH			
	LUCKNOW	2	1	2
	KANPUR	3	4	2
	NOIDA	0	0	1
	VARANASI	0	1	0
	TOTAL	5	6	5
22	UTTARAKHAND	2	43	63
23	WEST BENGAL			
	BARRACKPORE	10	6	29
	DURGAPUR	0	6	2
	KOLKATA	46	34	61
	TOTAL	56	46	92
	GRAND TOTAL	551	738	776

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**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 5299  
TO BE ANSWERED ON 27.04.2015**

**SALARY DEDUCTION FOR LOW WAGE EARNERS**

**5299. SHRI RABINDRA KUMAR JENA:**

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

- (a) whether India has one of the highest rates of salary confiscation in the organized sector in the world and if so, the comparative details with other countries with similar models;**
- (b) the details of the estimated rate of salary deduction for low wage earners in comparison with the same for the high wage earners, in a cost-to-company model;**
- (c) whether the Government proposes to initiate any new reforms to look into the matter; and**
- (d) if so, the details thereof and if not, the reasons therefor?**

**ANSWER**

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

**(a): No, Madam.**

**(b): Under Employees' Provident Funds & Miscellaneous Provisions (EPF & MP) Act, 1952, statutory contribution at the rate of 12 per cent or 10 per cent of the wages, whichever is applicable, is contributed by the employees. Similarly, under Employees' State Insurance (ESI) Act, 1948, 1.75 per cent of the wages (upto the wage ceiling of Rs. 15,000/- per month) is contributed by the employees.**

**(c) & (d): The Budget announcement for 2015-16 stipulates that for employees below a certain threshold of monthly income, contribution to Employees' Provident Fund (EPF) should be optional without affecting or reducing the employers' contribution. A proposal to implement this Budget announcement has been included in the proposed amendment to the EPF & MP Act, 1952.**

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

**LOK SABHA  
UNSTARRED QUESTION NO. 5500  
TO BE ANSWERED ON 27.04.2015**

**NEW PENSION SCHEME**

**5500. SHRI A. ANWHAR RAAJHAA:  
SHRI DHARMENDRA YADAV:  
SHRI ANANDRAO ADSUL:  
SHRI RAM CHARITRA NISHAD:  
SHRI SHRIRANG APPA BARNE:  
SHRI PR. SENTHIL NATHAN:  
SHRI ADHALRAO PATIL SHIVAJIRAO:  
SHRI LALLU SINGH:  
SHRI P.R. SUNDARAM:  
SHRI BAIJAYANT JAY PANDA:**

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

- (a) the details of the New Pension Scheme (NPS) announced by the Government recently;**
- (b) whether the Government proposes to make changes in the Employees Provident Fund Act to offer employees the choice of investing in the NPS or in Employees' Provident Fund (EPF);**
- (c) if so, the details thereof and the reasons therefor;**
- (d) whether various trade unions have vehemently opposed the proposed changes and if so, the remedial measures taken by the Government for redressal of the issues amicably; and**
- (e) whether the Government is also considering to extend EPF coverage to companies that engaged fewer than 20 people and making EPF contribution optional below a certain income threshold and if so, the details thereof?**

**ANSWER**

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

- (a): The New Pension System, now rechristened as the National Pension System (NPS), was introduced by the Government through notification No. 5/7/2003-ECB & PR dated 22<sup>nd</sup> December, 2003.**

**Contd..2/-**

**The System has been made mandatory for all new recruits to Central Government service from 1<sup>st</sup> January, 2004 (except Armed Forces in the first stage). The monthly contribution @ 10 per cent of the salary and Dearness Allowance (DA) is to be paid by the employee and matched contribution by the Central Government. However, there will be no contribution from the Government in respect of individuals who are not Government employees.**

**(b) & (c): As per Budget announcement for the year 2015-16, a proposal for providing option to employees between Employees' Pension Scheme (EPS), 1995 and National Pension System (NPS) has been included in the proposed amendment to Employees' Provident Funds & Miscellaneous Provisions (EPF & MP) Act, 1952.**

**(d): Various Trade Unions have raised concerns about the proposal to provide option to employees between EPS and NPS during the Tripartite Consultation on the proposed amendments to the EPF & MP Act, 1952 held on 31.03.2015. The concerns raised during the meeting were clarified.**

**(e): Proposals to reduce threshold limit from 20 to 10 for coverage under EPF & MP Act, 1952 and exempting certain class of employees for making EPF contribution have also been included in the proposal for comprehensive amendment to the EPF & MP Act, 1952.**

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