

**EMPLOYEES'
PROVIDENT
FUNDS**

**Annual Report
1967 - 68**

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ANNUAL REPORT ON THE
EMPLOYEES' PROVIDENT FUNDS SCHEME
FOR THE YEAR 1967-68

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INTRODUCTION

The Fund which entered its sixteenth year of service, continued to play a significant role in providing a degree of financial security and timely monetary assistance to the industrial workers. While there was a slowing down in the tempo of coverage of new industries, the upward surge in the membership continued and the growth in the contributions and investments was maintained. A higher rate of interest was declared. Steps were set afoot for securing a revision of the pattern of investment for achieving a higher yield. Owing to closure of establishments and consequent retrenchment and un-employment, there was a steep increase in the claims and applications for advances. The arrears position aggravated due to defaults by some establishments in the textile and engineering industries. Barring this disturbing feature, it was altogether a year of all round progress and performance.

COVERAGE

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

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

- (i) Linoleum ;
- (ii) Indoleum ;
- (iii) Explosives ;
- (iv) Jute baling or pressing;
- (v) Fire-works and percussion capworks ; and
- (vi) Tent making industry.

4. With the above additions, 112 industries/classes of establishments (Appendix 'A') stood covered under the Act at the end of March, 1968 as against 106 at the end of 1966-67.

5. **Eligibility for membership of the Fund:**—Conditions for membership like wage ceiling (not exceeding Rs. 1,000/- per month) and minimum qualifying service (one year's continuous service or 240 days of actual work during a period of 12 months or less) remained unchanged. Several persons employed in establishments to which the Act applied, drawing more than Rs. 1,000/- per month, were admitted as members of the Provident Fund on a voluntary basis.

6. **Coverage during the year:**—An additional coverage of 2,977 establishments and membership of 2.96 lakhs were registered as against 4,530 establishments and membership of 3.29 lakhs in 1966-67. The com-

parative fall in the number of newly covered establishments and subscribers during the period under review, was primarily due to the extension of the Act to smaller industries as is evident from the fact that the total number of establishments covered under the six new scheduled industries was 69 establishments with 1,407 members—of which 50 establishments with 949 subscribers were covered under the "Explosives" alone and 19 establishments with 458 subscribers under (i) Jute baling or pressing, (ii) Fire-works and percussion cap-works and (iii) Tent making industry, but none under "Linoleum" and "Indoleum".

7. However, inspite of the slight fall in the coverage of new establishments/subscribers and in the rate of growth of membership in some of the regions, the total membership grew by 2,96,359—(6%)—(including 1,13,876 in exempted establishments) as against 3,29,062 (7%)—(including 63,423 in exempted establishments) in 1966-67. The growth of membership in the exempted establishments was 6.6 per cent; whereas in the unexempted establishments it was 5.7 per cent.

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

Region	Exempted	Unexempted
Bihar	9,447	—
Gujarat	—	11,567
Mysore	—	1,574
Orissa	—	16,316

The decrease in the membership was due to cancellation of exemption in respect of 13 establishments in Bihar and the closure of major Textiles and Engineering establishments in other regions. The fall in membership in Bihar was compensated by a corresponding increase in the membership in unexempted establishments

9. On the other hand, in the following five regions, the total membership grew by more than 25,000 :—

Region	Exempted establishments	Unexempted establishments	Total	Percentage of increase
Delhi	7,728	21,258	28,986	25%
Madhya Pradesh	3,095	25,629	28,724	14%
Madras	2,953	29,055	32,008	7%
Maharashtra	9,104	62,193	71,297	7%
West Bengal	63,632	36,209	99,841	9%

The increase was generally due to normal progressive increase in the enrolment of membership but the seasonal increase in establishments, restarting of closed establishments, nationalisation of a good number of Transport establishments, coverage of two big banks and voluntary enrolment of a large number of persons, accounted for substantial increase in the Delhi and Madhya Pradesh

regions.

YEARWISE COVERAGE

Year ending	No. of establishments covered			No. of subscribers (in lakhs)		
	Exempted	Unexempted	Total	Exempted	Unexempted	Total
31.3.1961	941	11,192	12,133	11.36	17.93	29.29
31.3.1962	943	16,473	17,416	11.65	19.87	31.52
31.3.1963	1,350	21,063	22,413	12.69	22.48	35.17
31.3.1964	1,498	24,165	25,663	13.85	25.22	39.07
31.3.1965	1,834	27,744	29,578	15.85	26.24	42.09
31.3.1966	1,920	32,501	34,421	17.02	28.69	45.70
31.3.1967	1,982	36,969	38,951	17.65	31.34	48.99
31.3.1968	1,992	39,946	41,938	18.81	33.14	51.95

CONTRIBUTIONS

10. **Rate of Contributions:**— The statutory rate of Provident Fund contributions both for the employers and employees is 6½% of basic wages, dearness allowance including the cash value of any food concession and retaining allowance, if any.

11. An employee may, however, be allowed by the Commissioner to contribute an amount not exceeding 8-1/3 per cent. Contributions at a higher rate on voluntary basis were received during 1967-68 from 1,17,161 subscribers as against 97,774 subscribers in 1966-67.

12. Further, the Central Government have been empowered, after making such enquiry as it deems fit, to enhance the statutory rate of 6½ per cent to 8 per cent to any establishment/class of establishments (employing 50 or more persons).

13. The statutory rate of 6½ per cent was enhanced to 8% in 71 industries (Appendix 'B') upto the 31st March, 1968.

14. During the period under review, the enhanced rate was extended to seventeen additional classes of establishments, the details of which are given in Appendix 'B I'.

15. **Quantum of Contributions:**—The total contributions received during the year was Rs. 174.99 crores including Rs. 99.49 crores from exempted establishments. This compares with Rs. 148.35 crores including Rs. 80.84 crores from exempted establishments in the previous year. The growth in the contributions was pronounced during this year in Madhya Pradesh and Delhi regions, as a result of increased coverage of establishments.

174.99
99.49
250

INSPECTIONS

16. The number of inspections and investigations made by the Inspectors during the year was 1,04,074 as against 1,06,551 in the previous year. The average number of inspections per Inspector was 42 per month as against the prescribed yardstick of 40. As reported in the previous year, this year too more attention was paid to defaulting establishments and frequency of inspections of good concerns was reduced without detriment to efficiency of inspections.

17. A manual for Employees' Provident Fund Inspectors containing not only the various procedures to be followed but also containing clarifications on the important points was compiled and published in 1968 with a view to enabling them to deal with diverse problems, arising during the course of enforcement of the Act and the Scheme, effectively and efficiently.

CANCELLATION OF EXEMPTION

18. The enforcement of the Act, however, continued to create problems in the case of a number of defaulting establishments—both exempted and unexempted. The most common defaults noticed in exempted establishments were non-payment of monthly contributions to the Board of Trustees, non-investment of the investible funds in time and non-payment of the monthly inspection charges to the Employees' Provident Fund. On the whole, 56 exempted establishments were found to have defaulted and their exemptions were therefore cancelled as provided for under the Act.

19. It, however, needs to be mentioned that such cancellation of exemption has not solved the actual problem of default by the exempted establishments, particularly in respect of payment of Employees' Provident Fund dues. In fact, some of them did not seem to regard this as an unwelcome development as it helped them to get rid of the burdens arising out of past mismanagement.

RECOVERY OF PROVIDENT FUND ARREARS

20. The total quantum of provident fund arrears mounted up from Rs. 5.96 crores as on 31.3.1967 to Rs. 8.17 crores as on 31.3.1968. A regionwise break-up of the position of arrear dues is given below :-

Region	Arrears as at the end of March 1966	Arrears as at the end of March 1967	Arrears as at the end of March 1968
(Rupees in lakhs)			
1. Andhra Pradesh	18.11	29.50	38.14
2. Assam	0.99	1.64	2.69
3. Bihar	10.65	29.23	39.41
4. Delhi	0.90	2.08	8.02

Region	Arrears as at the end of March, 1966	Arrears as at the end of March, 1967	Arrears as at the end of March, 1968
5. Gujarat	21.91	31.42	43.23
6. Kerala	14.10	15.30	20.88
7. Madhya Pradesh	44.17	58.65	80.27
8. Madras	16.20	51.41	70.30
(a) Pondicherry	36.39	33.70	31.52
9. Maharashtra	163.39	164.19	198.36
10. Mysore	8.98	8.03	7.86
11. Orissa	8.70	2.87	12.40
12. Punjab	2.96	4.80	5.51
13. Rajasthan	6.53	7.14	7.06
14. Uttar Pradesh	47.54	67.30	95.24
15. West Bengal	88.02	88.57	149.72
Total	489.60	595.81	816.61 ✓

Note: The arrears as at the end of March, 1968 i.e. Rs. 816.61 lakhs denote only contributions and are exclusive of the arrears of Administrative / Inspection charges and Penal Damages. Further, in respect of the undermentioned Regions, the arrears indicate the position as on an earlier date :-

Region	As on
(i) Andhra Pradesh	30. 11. 67.
(ii) Uttar Pradesh	31. 12. 67.
(iii) Maharashtra	31. 1. 68.
(iv) Delhi, Gujarat and Punjab.	29. 2. 68.

21. The substantial growth in the arrears is by and large attributable to adverse economic conditions specially the recession in the 'Textiles' and 'Engineering' industries. As on 31.3.1968, 25 textile mills and 5 engineering establishments, each in default of more than one lakh, had been closed down. The majority of defaulting establishments was in the 'textiles' and 'engineering' industries as reflected in the table below :

Year ending	Total amount of provident fund in arrears (Rs. in crores)	Amount of provident fund dues from the	
		Textile industry (Rupees in crores)	Engineering industry
31.3.1964	4.02	2.39	0.36
31.3.1965	3.32	1.97	0.37
31.3.1966	4.90	3.15	0.50
31.3.1967	5.96	3.64	0.71
31.3.1968	8.17	4.90	0.97

22. Some of the defaulting establishments were closed and even those run by the authorised Controllers appointed by the Government were unable to pay either the current or arrear dues, regularly. The default in these cases, however, did not arise from any inherent reluctance on the part of the authorities to pay but due, according to them, to paucity of necessary resources. There were 120 major defaulters, as on 31.3.1968 who were in default of Rupees one lakh or more each. The names of the establishments are given in Appendix 'C'. A list of major textile establishments which were in default of provident fund dues exceeding Rs. 10 lakhs (as on 31.3.1968) is given in Appendix 'D'.

23. The success in effecting the recovery of dues under a statute depends mainly on the power and strength of the legal machinery provided thereunder. Under the Act, the coercive processes comprise: (1) recovery of amounts due as arrears of land revenue, (2) levy of penal damages, and (3) prosecution of defaulting establishments. The Employees' Provident Fund authorities recommend to the appropriate Government to adopt one or more of the above penal processes to recover the arrear dues. The powers to enforce these processes successfully, however, solely vest with the appropriate Government. The Employees' Provident Fund authorities have no authority in the matter.

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

25. The legal processes are also not very effective in the case of some of the hardened defaulters who though few in number, account for a large part of the arrears. Certain proposals for levy of more stringent penalties are under the consideration of Government. Recently, a further proposal has been made to the Government suggesting that on the analogy of the penalties

of compulsory imprisonment introduced to arrest evasion of Income Tax dues, a certain minimum period of compulsory imprisonment should also be prescribed under the Act. It is hoped that re-inforcement of the penal provisions will have the necessary effect.

26. During the year 1967-68, 4,366 recovery cases involving a sum of Rs. 373.62 lakhs had been instituted as against 4,109 cases involving a sum of Rs. 363.92 lakhs in 1966-67. The total amount of dues realised by this process during 1967-68 was Rs. 170.80 lakhs.

PROSECUTIONS

27. In addition to the prosecutions launched under the Act, some employers who defaulted in the remittance of workers' contributions deducted from their wages were also prosecuted under section 406/409 I.P.C. In the Maharashtra region, in two such cases they were convicted by the Court and, in addition to fine, were also sentenced to terms of imprisonment. Details of the prosecution cases filed, disposed of and pending during 1967-68, are given below:-

Launched	Disposed of	Pending in Courts	Pending with State Governments
0,276	Convicted 2,548 Acquitted 34 Withdrawn 818 Dismissed/Discharged } 54	7,481*	4,765*
0,276	3,454	7,481	4,765

*Includes cases of previous years also.

PENAL DAMAGES

28. A sum of Rs. 6.84 lakhs was collected as damages in belated payments of provident fund contributions as against Rs. 16.90 lakhs in 1966-67. The smaller recovery during the year was primarily on account of the inability on the part of recession-hit 'textile' and 'engineering' establishments to pay damages levied and to some extent on account of the lower slab rates of levy adopted by a number of State Governments, and Board's decision not to reckon payment of contributions made within the grace period as a default. There were also cases in which the prosecutions sanctioned by the State Governments were not filed promptly. Steps have been taken to tighten up the position.

29. The penal damages collected on overdue Administrative charges and Inspection charges in 1967-68 was Rs. 0.17 lakh.

INVESTMENTS

30. The question of diversifying the investments, with a view to getting better yield, engaged the sustained attention of the Board during the period under report. Under the directions of the Central Government, investments were being made entirely in Central Government securities. The Board felt that the restrictions enjoined by these directions came in the way of securing a reasonable yield consistent with the rising interest rates. The Board were of the view that the discretionary restrictions imposed by Government were inequitable to the members of the Fund whose interests the Board as trustees had a duty to safeguard.

31. At their meeting held on the 17th July, 1967, the Board noted that the Government was already considering the investment policy and they recorded their view that diversification of investments should be permitted consistent with the security of capital and a better return. The Chairman was requested to take this up with Government.

32. Pursuant to these representations, the Government of India agreed to permit investment up to 20 per cent in State Government securities and small savings, the rest having to be in Central Government securities. Formal directions were also issued on the 15th September, 1967 under Section 17 of the Employees' Provident Funds Act, making the revised pattern operative in respect of the exempted establishments. In the meanwhile from the 1st September, 1967, the accumulations out of the contributions from unexempted establishments were placed in five year fixed deposits with the State Bank at 7 per cent interest. Under para 52 of the Employees' Provident Funds Scheme, which governs deployment of the fund monies pertaining to unexempted establishments, such placement was permissible.

33. The question was again reviewed by the Board at its meeting held on the 7th November, 1967. The Board affirmed their view that there should be diversification of the investments and that the pattern should provide for investment in other trust securities as provided in the Indian Trusts Act, 1882. It was also suggested that part of the accumulations should be available for housing projects without prejudice to the security of the funds and a reasonable return. The Board decided to send a deputation to wait on the Union Labour Minister and the Deputy Prime Minister. The deputation met the Labour Minister and the Deputy Prime Minister on the 23rd November 1967 and handed over a detailed memorandum explaining the standpoint of the Board. The Ministers gave a patient and sympathetic hearing. The Deputy Prime Minister assured the deputation that he had every sympathy for the workers and appreciated the request for enhancing the rate of interest. He however indicated that any liberalisation in this matter would have to be considered in a phased manner.

34. A phased modification of the pattern enhancing the portion available for investment in State Government and Government guaranteed securities and small savings, to 30 per cent in 1969-70, was proposed by Government but it was not considered satisfactory by the Board.

35. At its meeting held on the 5th August, 1968, the Board considered a further suggestion that the investment of the fund monies during the period September 1968 to March 1969 might conform to the following pattern :

Central Government securities including small savings	- 65%
State Government and other Government guaranteed securities, like bonds of Electricity Boards, State Housing Board etc.	- 35%

36. Without prejudice to the contentions for a liberalised pattern of investment, the Board approved of the above suggestion, subject to the following :

(i) The pattern will be applicable for the period 1st September, 1968 to March 1969.

(ii) The investible funds for the above purpose would comprise the surplus of contributions, interest and all sundry receipts.

(iii) The pattern will be applicable to exempted and unexempted establishments without distinction.

37. The Board expressed the hope that it would be possible to liberalise the formula further in the subsequent years, so as to augment the yield.

38. The Government accepted the suggestion of the Board and gave effect to it by notifications issued on the 22nd August, 1968.

39. The following is an analysis of the investments made during 1967-68 out of the contributions, interest and sundry receipts, pertaining to unexempted establishments :-

1. Central Government securities	Rs. 28.12	crores
2. Fixed Deposits in State Bank	Rs. 23.09	..
3. Small Savings Securities	Rs. 6.30	..
4. Transferred Securities	Rs. 2.24	..
Total	Rs. 59.75	..

40. The aggregate investment of the provident fund accumulations of unexempted establishments as on 31st March, 1968 was Rs. 383.81 crores. The investment of Rs. 59.75 crores during the year 1967-68 was slightly less than the investment of Rs. 60.07 crores in 1966-67. The fall was due to a proportionately larger draft on the Fund by the subscribers and a larger carry forward of the investible surplus. The percentage of refunds to the contributions rose from 29% in 1966-67 to 36% in the year under report.

41. Interest of Rs. 13.84 crores accrued on investments during 1967-68 as against Rs. 11.84 crores in 1966-67.

42. Investment of contributions in exempted establishments was as follows :

(Rupees in crores)

(i) Balance uninvested as on 1-4-1967.	1.41
(ii) Contributions received (excluding other receipts of Rs. 31.83 crores such as proceeds of matured securities, interest earned on investments, etc.,)	67.66
(iii) Investment made in Central Government securities.	55.45
(iv) Amount refunded :	
(a) On account of final settlement of claims.	19.48
(b) On account of recoverable loans.	41.24 } 14.29
(c) On account of refunds (non-recoverable)	7.47
(v) Balance in hand	4.21

43. The position of total investment of the accumulation of provident fund schemes of exempted establishments as on 31st March, 1968 was as follows :

(In crores of rupees)

(i) Investment in Central Government securities	362.56
(ii) Earlier investments in other securities, etc.	6.14
Total	368.70

INTEREST

44. The rate of interest to subscribers' account was raised to 5½ per cent for 1968-69 as against 5% for 1967-68. In the exempted establishments, it was found that 45 per cent of the establishments had declared interest at different rates varying between 4 to 5 per cent, and the remaining 42 per cent at rates above 5 per cent and the remaining 13% had declared interest at less than 4%. It is expected that with the adoption of revised pattern of investment by the exempted establishments, all of them will be in a position to declare interest at more than 5 per cent in the years to come.

ANNUAL STATEMENTS OF ACCOUNT

45. Of a total number of 41.14 lakhs accounts, including 6.98 lakhs in arrears, 32.62 lakhs accounts were issued during the year under report as against 32.13 lakhs accounts out of a total of 38.29 lakhs accounts (including a backlog of 6.57 lakhs) during the year 1966-67. As on 31st March, 1968, 20.70 per cent of annual statements of account were in arrears. Out of the backlog of 6.98 lakhs, Maharashtra Region alone had 6.05 lakhs accounts. These are being cleared rapidly. It is expected that the position will improve noticeably under the revised system of processing of annual accounts adopted in March, 1968.

ADVANCES

46. Advances are admissible to the members of the Fund for the following purposes :-

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

47. Para 68H of the Employees' Provident Funds Scheme was amended to provide that the advances shall be given only where the establishment had been locked up or closed down for reasons other than a strike. In January, 1968, this para was further amended to reduce the minimum period of closure from 30 days to 15 days, with a view to mitigating the hardship of the members. Special arrangements were also made in certain cases for convenience of members for payment of advances on the spot at the establishment. The regionwise details of the payment made are given in Appendix 'E'.

48. There was a perceptible increase in the demand for unemployment relief advance due to higher incidence of individual retrenchment.

49. An abnormal rise in the number of cases of payment of advances for illness was also noticed. Though this increase was, to some extent, due to the extension of the facility to the members of family, there were reasons to believe that the facility had also been misused. In order to prevent this, the following remedial steps were proposed :-

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

41.14
32.62
42

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

S. No.	Purpose for advance	No. of cases		Amount paid	
		1966-67	1967-68	1966-67	1967-68
				(Rupees in lakhs)	
1.	Financing of Life Insurance Policies.	47,738	50,473	34.39	45.79
2.	House building etc.	5,038	6,560	63.56	84.78
3.	Purchasing shares of Consumers' Co-operative Societies.	6,511	2,701	1.95	0.81
4.	During temporary closure of an establishment.	56,762	60,902	111.48	117.85
5.	Unemployment relief advance.	780	2,916	1.74	3.90
6.	Illness.	1,155	14,967	3.50	36.63

REFUNDS AND CLAIMS

51. During 1967-68, a sum of Rs. 24.03 crores in respect of 2.49 lakhs claims, was paid as against Rs. 15.76 crores in respect of 2.16 lakhs claims for 1966-67. A sum of Rs. 96.92 crores has been paid upto the end of March 1968 in respect of 16.43 lakhs claims.

52. The number of claims per 1,000 subscribers, and the average payment per 1,000 claims in unexempted establishments during the past 8 years was as under :

Period	No. of claims settled per 1,000 subscribers	Amount paid per 1,000 claims settled (Rs. in lakhs)
1960-61	57	4.17
1961-62	57	4.08
1962-63	55	5.66
1963-64	60	5.24
1964-65	62	5.97
1965-66	65	6.97
1966-67	69	7.29
1967-68	75	9.63

53. The average payments rose by Rs. 234 during 1967-68 which is a record.

54. Categorywise particulars of the claims settled in 1967-68 are given below. The figures in brackets relate to 1966-67.

Category	No. of claims settled		Amount paid (Rs. in lakhs)	
(i) Death	11,911	(10,962)	144.59	(121.82)
(ii) Superannuation	13,262	(11,928)	261.70	(215.04)
(iii) Permanent invalidation	7,891	(8,569)	109.82	(108.17)
(iv) Resignation/Termination of service	1,36,881	(1,21,602)	870.13	(686.98)
(v) Retrenchment	69,767	(55,089)	945.09	(387.67)
(vi) Dismissal	3,456	(4,263)	29.41	(26.65)
(vii) Migration	1,334	(1,209)	16.06	(13.47)
(viii) Others	4,531	(2,702)	26.12	(15.88)
Total :-	2,49,333	(2,16,324)	2402.72	(1575.68)

Besides, 10,828 cases were transferred from one region to another or from the Fund to exempted establishments. The following table gives the period within which claims were settled during 1967-68. The figures in brackets give the comparative position in 1966-67 :

Claims			Percentage
(i) Claims settled within 10 days.	1,44,868	(1,33,007)	58 (62)
(ii) Claims settled within one month but after 10 days	87,790	(71,380)	35 (33)
(iii) Claims settled within 3 months but after 1 month	15,113	(10,985)	6 (5)
(iv) Claims settled within 6 months but after 3 months	1,461	(714)	1
(v) Claims settled within 9 months but after 6 months	244	(90)	
(vi) Claims settled within 12 months but after 9 months	49	(26)	
(vii) Claims settled after one year	8	(122)	
Total	2,49,333	(2,16,324)	100 (100)

RESERVE AND FORFEITURE ACCOUNT

55. The Reserve and Forfeiture Account is fed by the accretions by way of forfeiture of a portion of Employer's share of Provident Fund Contributions in individual accounts finally settled, where the total service fell short of 15 years or where the payment of employers' share was partly withheld in cases of dismissal for serious and wilful misconduct. The total amount received in this account till the end of 1967-68, was Rs. 395.01 lakhs as against Rs. 314.06 lakhs at the end of 1966-67. During the year, the number of forfeiture cases per thousand settled claims was 560, as against 562 in 1966-67 and 556 in 1965-66.

The details are :

(i) (a) Amount forfeited till 31-3-67	Rs. 314.06 lakhs
(b) Amount forfeited in 1967-68	Rs. 80.95 lakhs
Total amount forfeited	Rs. 395.01 lakhs
(ii) Amount utilised :	
(a) On account of Money Order Commission and grant of financial assistance to outgoing members where inadequate deposits had been made by employers prior to the introduction of Special Reserve Fund	Rs. 11.55 lakhs
(b) On account of transfer to Special Reserve Fund	Rs. 75.00 lakhs
(c) On account of transfer to Death Relief Fund	Rs. 36.00 lakhs
Total amount utilised	Rs. 122.55 lakhs
(iii) Net amount available in the Reserve and Forfeiture Account as on 31-3-68	Rs. 272.46 lakhs

SPECIAL RESERVE FUND

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

57. During the year, a sum of Rs. 4.43 lakhs was paid out of this Fund bringing the total amount paid, since the institution of the concession to Rs. 75.78 lakhs. The amount recovered from the employers against these payments was Rs. 25.50 lakhs including Rs. 3.80 lakhs recovered during the year. The balance in the Special Reserve Fund at the end of March, 1968, was Rs. 24.72 lakhs as against Rs. 25.35 lakhs at the end of March, 1967.

DEATH RELIEF FUND

58. This Fund was started on the 1st January, 1964 with a sum of Rs. 10 lakhs transferred from the Reserve and Forfeiture Account with a view to assuring a minimum sum of Rs. 500 to every nominee or heir, of a deceased member, whose monthly pay, and also the provident fund balance, did not exceed Rs. 500 at the time of death. This benefit would not be available to the nominees or heirs of those deceased members who after having once received full retirement benefits had secured re-employment in a covered establishment. The total amount transferred to this Fund up to the end of March, 1968, was Rs. 86 lakhs. A sum of Rs. 7.37 lakhs was paid out during the year involving 2,879 claims as against Rs. 7.43 lakhs and 3,035 claims during the previous year. In all 11,364 claims have been settled and a sum of Rs. 26.84 lakhs paid out till the end of March, 1968, since the inception of the scheme, leaving a balance of Rs. 9.16 lakhs in the Fund.

CENTRAL BOARD OF TRUSTEES

59. A list of the members of the Central Board of Trustees is given in Appendix 'F'. Shri P. C. Mathew, I. C. S. Secretary to the Government of India, Department of Labour and Employment continued to be the Chairman of the Board during the year except during his short tour abroad when Shri P. M. Nayak, I.C.S. Additional Labour Secretary was the Chairman. During the year under report, four meetings of the Board were held.

60. The more important decisions and recommendations of the Board taken during the year are given below :-

A. 34th Meeting - 30th April, 1967

The Board recommended:

(i) That the system of appointing State Govt. Officers as Certificate Officers in West Bengal may be revived ;

(ii) The scope for investment of Employees' Provident Fund accumulations with a view to earning higher rates of interest consistent with the safety of funds may be pursued again with the Government of India ;

(iii) While considering the Report of the Sub-Committee formed to examine the advisability of continuance of mechanisation of accounts in the Maharashtra region, the Board *inter alia* decided that the accounts may continue to be maintained partially on I.B.M. installations ;

(iv) Employers of covered establishments may be directed to provide for additional columns in the existing registers for necessary information for determining the eligibility of new employees for the membership of the Fund ;

(v) If payment of provident fund dues was made within the period of grace already allowed by the Board, it should not be considered as a default even for the purpose of counting the number of defaults at the time when the contribution is received after the expiry of the days of grace. Also, the facility of remitting contributions within the grace period should be extended both to the exempted and to the un-exempted establishments ;

(vi) A time limit of one year may be set during which the public sector undertakings may either secure exemption under section 17 of the Act or start compliance with the provisions of the Scheme ;

(vii) The amount lying in the Unclaimed Deposits Account should not be utilised for any purpose other than for payment to subscribers or their nominees and heirs.

B. 35th Meeting - 17th July, 1967

(i) Regional Committee should meet at least twice in a year in every region ;

(ii) The coverage may be merely by reference to the number of persons employed in an establishment, instead of extending the Act industrywise ;

(iii) It may be examined whether para 26 of the Scheme could be amended to enable a member of the Coal Mines Provident Funds Scheme to be enrolled as member under the Employees' Provident Funds Scheme immediately on joining the establishment under the latter Scheme ;

(iv) Shri Kali Mukherjee's suggestion that possibility should be explored of the administrative merger of the Employees' Provident Fund and Coal Mines Provident Fund Scheme should be examined. Simultaneously, the other suggestion of the members that steps be taken to implement the recommendations of the Study Group on Social Security and the Employees' State Insurance Scheme Review Committee regarding the amalgamation of the Employees' Provident Funds Scheme and the Employees' State Insurance Scheme should also be considered ;

(v) A recommendation should be made to the Central Government to nominate a representative of the public sector undertakings on the Central Board of Trustees.

C. 36th Meeting — 7th November, 1967

(i) Effective steps should be taken to collect the arrears of Provident Fund Contributions ;

(ii) A target date should be fixed i. e. 31st March, 1968 by which Employees' Provident Funds Scheme should be implemented by all the covered public sector undertakings ;

(iii) The Annual Report on the working of the Employees' Provident Funds Scheme was approved ;

(iv) The Board reviewed the working of the Death Relief Fund and decided that

(a) the benefit out of the Death Relief Fund on the existing terms should be continued for the years 1968 and 1969 ; and

(b) a sum of Rs. 8 lakhs be transferred from the Reserve and Forfeiture Account to Death Relief Fund ;

(v) The Board reviewed the facilities of advance granted under para 68-J of the Scheme and recommended that

(a) Advances for treatment of asthma should be discontinued ;

(b) No advance be sanctioned to a member within a period of 3 years from the date of payment of first advance ;

(c) No advance be sanctioned for family members unless the patient has been hospitalised or requires hospitalisation for one month or more for the treatment of T. B., leprosy, paralysis and cancer ;

(d) No advance be sanctioned to members or members of their families, if they are entitled to full medical care under the Employees' State Insurance Scheme ;

(vi) The Board recommended that the All India Employers' and Workers' Organisations may also be consulted before enhancing the statutory rate of contribution to 8% in any industry/class of establishment ;

(vii) The suggestion of the Chairman, Iron Ore Mines Labour Welfare Fund Advisory Committee to share the expenditure incurred under the Iron Ore Mines Fatal and Serious Accident Benefit Scheme in the ratio of 1 : 9, was considered, but not agreed to ;

(viii) The Draft Employees' Provident Fund Staff (Conduct) Rules was approved ;

(ix) A Building Sub-Committee was constituted to scrutinize the proposals pertaining to the construction of office building/staff quarters ;

(x) The Board recommended diversification in the investment and suggested that the funds may be invested in trust securities as provided in the Indian Trusts Act, 1882 ; also that part of accumulations should be available for housing projects, without prejudice to the security of the Funds and the return on investment. The Board decided to send a deputation to wait on the Union Labour Minister and the Deputy Prime Minister to explain its standpoint on investment.

D. 37th MEETING — 29th January, 1968

The Board :

(i) approved the Revised Estimates for 1967-68 and Budget Estimates for 1968-69 ;

(ii) approved the creation of a Building Fund ;

(iii) recommended a rate of 5½% to be declared as interest during 1968-69 for credit to the accounts of the members ; the same rate was approved for the members of the Staff Provident Fund too ;

(iv) While considering the question of continuance of mechanisation, it was decided that :

- (a) the accounts for the year 1967-68 may continue to be processed on the machines, with such changes in procedure, as may be considered necessary ;
- (b) the accounts for 1968-69 may be processed on the machines only in respect of those establishments which were regular in submitting returns and contributions ; manual checking may be eliminated to the extent possible, keeping it down to the minimum ;
- (c) machine requirements may be reassessed in the light of the above, and excess capacity, if any, may be surrendered in a phased manner.
- (v) A suggestion may be made to the Central Government that in case the Government decided to make any change in the present statutory provisions on the investment of Employees' Provident Fund moneys, the new provisions should provide for at least the following pattern of investment to begin with :-

- (a) 50% in Central Government Securities ;
- (b) 50% in State Government or other Government guaranteed securities like the bonds of Electricity Board, State Housing Bonds etc. or in the fixed deposits of the State Bank. The choice among these may be in the discretion of the Board.

The formula should apply to all future investible funds in respect of exempted and unexempted establishments, including the proceeds of maturing securities and income from investments already made. Necessary statutory provisions may be made prescribing such a formula of investment for the Employees' Provident Fund and also all other provident funds.

REGIONAL COMMITTEES

61. During the year, Regional Committee for the State of Rajasthan was set up. Such Committees were functioning in the States of Andhra Pradesh, Bihar, Gujarat, Kerala, Madhya Pradesh, Madras, Maharashtra, Orissa, Punjab, Uttar Pradesh and West Bengal. These Committees assisted the Central Board of Trustees by their advice on matters relating to the administration of the Scheme in their respective regions.

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

Regional Committee, Bihar

(i) Assistance in the shape of advances under paragraphs 68-H and 69 (I) (d) of the Scheme may be provided from the Special Reserve Fund to the retrenched or laid off members who may not have sufficient money in the fund because of the employer's default in depositing the amount of contribution.

(ii) The death certificates granted by the members of the Regional Committee may be accepted to mitigate the hardships of the heirs of the deceased members.

(iii) As much difficulty had to be experienced by the rightful claimant of a deceased member in obtaining the Estate Duty Clearance Certificate from the Income Tax Authorities, the Regional Committee recommended that such a certificate need not be insisted upon or the ceiling may be raised.

Regional Committee, Madhya Pradesh

(iv) Considering the alarming position of arrears of provident fund dues, the following steps may be taken :

- (a) Deduction from the employees' wages towards provident fund may be treated as arrears of wages and the law so amended as to make it a first charge on the property of the establishment in preference to all other creditors.
- (b) The Act should be suitably amended so that non-remittance of employees' share recovered by the employer at the time of the disbursement of wages is deemed to be an offence under section 406 of the Indian Penal Code, punishable with a minimum of one month's imprisonment and fine.
- (c) The Labour Officers and the Officers above them working under the State Labour Commissioner should be empowered to recover the dues as arrears of land revenue, as the Revenue Authorities take a long time to recover the provident fund dues.
- (d) The Act may be suitably amended providing that provident fund dues representing the employees' contribution should constitute a charge on the assets of an undertaking and should have preference over the mortgage created after the arrears of provident fund dues accrued.

Regional Committee, Madras

(v) The present pattern of investment of provident fund money by exempted establishments in 80% Central Government securities and 20% State Government securities may be liberalised permitting investment in any Government securities, without limit, and in fixed deposits with scheduled banks and in the Units Trust of India.

(vi) The Scheme and the Income Tax Act may be amended enabling grant of advances for purchase of houses/house site out of the portion of Employers' contributions, which under all conceivable contingencies will have to be paid ultimately to the worker or to his nominee.

(vii) The Scheme may be amended permitting advances for purposes of membership in the Co-operative Credit Societies, subject to a maximum of Rs. 50/- in each case.

(viii) The condition of a minimum membership of 250 of the Consumers' Co-operative Society for the grant of advances under para 68-I of the Scheme for purchasing of share/shares of Consumers' Co-operative Societies may be liberalised by providing a minimum membership of 100 of the Consumers' Co-operative Society.

63. The details of the meetings held by these Committees during 1967-68 are given below :

Regions	No. of meeting	Date of meeting
Andhra Pradesh	3rd Meeting	29-8-1967
Bihar	12th Meeting	13-6-1967
	13th Meeting	23-12-1967
Gujarat	2nd Meeting	14-11-1967
	3rd Meeting	2-3-1968
Kerala	1st Meeting	26-4-1967
	2nd Meeting	25-10-1967
		Adjourned
		30-10-1967
Madhya Pradesh	5th Meeting	5-10-1967
Madras	17th Meeting	12-7-1967
	18th Meeting	25-1-1968
Maharashtra	20th Meeting	27-12-1967
Orissa	No Meeting held	
Punjab	No Meeting held	
Rajasthan	No Meeting held	
Uttar Pradesh	9th Meeting	1-2-1968
West Bengal	22nd Meeting	2-5-1967
	23rd Meeting	8-12-1967

64. Brief reasons for not having held any meeting during the period in Orissa, Punjab and Rajasthan regions are as under :

Orissa : Six out of the nine members of the Regional Committee vacated their office consequent upon transfer, retirement etc. These had been appointed by name and fresh incumbents in their places could not be appointed during the year. Hence no meeting could be held.

Punjab : After the reorganisation of the State on 1.11.1966, the earlier Regional Committee stood dissolved and separate Regional Committees for the States of Punjab and Haryana could not be constituted during the year. Hence no meeting could be held.

Rajasthan : As the appointment of the Secretary to the Regional Committee was notified in the Gazette of India only in January, 1968, there was not sufficient time to hold a meeting before the close of the year.

ADMINISTRATION

STAFF

65. Shri S. K. Wadhawan was the Central Provident Fund Commissioner, till the 14th November, 1967 when Shri P. Sadagopan Deputy Secretary to the Government of India, Department of Labour and Employment took over charge as Central Provident Fund Commissioner.

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

67. The authorised strength of the officers and staff of the organisation during the year was 4,595 as against 4,304 in the previous year. The number of officers and staff in position as on 31-3-1968 was 4,394.

68. The Board set up a Sub-Committee to examine certain representations made on behalf of the staff for higher scales of pay and allowances, bonus etc. and other demands for modifications in the conditions of service. After considering the report of the Sub-Committee, the Board decided at its meeting held on 30-4-1968 that the employees of the Employees' Provident Fund Organisation should continue to be governed by the same scales of pay, allowances and other conditions of service as are applicable to corresponding categories of Government employees.

ACCOMMODATION FOR OFFICE AND STAFF QUARTERS

69. The Board decided, subject to certain conditions to purchase the building owned by M/s. Pakshiraja Studios (P) Ltd. for housing the Regional Office, Madras. The building has since been purchased at a cost of Rs. 14,51,211.50 including stamp, registration and other incidental charges.

70. Construction work of both office building and staff quarters was in progress at Kanpur.

MACHINE PROCESSING OF ACCOUNTS

71. A Scheme for posting of ledger cards of the Employees' Provident Fund members on an annual, instead of monthly basis, was evolved with the object of simplifying the accounting procedures, speeding up the compilation of annual accounts and economising expenditure. It is proposed to be implemented progressively and in a phased manner with effect from 1st October, 1968. Initially, the Scheme will be applied only to those establishments in each region which have a record of sending the returns and remittances correctly, punctually and regularly.

72. The system of mechanisation of accounts was introduced in the Regional Office, Maharashtra on the 11th May, 1964 on experimental basis. The switch over from manual to machine posting of accounts involved difficulties in the initial stages which hampered the output seriously. Among the difficulties experienced were bottlenecks thrown up by accounting processes which involved dovetailing of manual and machine scrutiny at several stages in the operation, deficiencies arising out of defaults by employers particularly the smaller ones, time taken by the staff in acquiring experience in handling machine and inadequacies in the number and type of machines employed.

73. The Board reviewed the question of continuance of the mechanisation on the last occasion at its meeting held on the 29th January, 1968 and decided that

1. Accounts for the year 1967-68 should continue to be processed on the machines, with such changes in procedure, as may be considered necessary.
2. The accounts for 1968-69 should be processed on the machines only in respect of those establishments which were regular in submitting returns and contributions; manual checking should be eliminated to the extent possible, keeping it down to the minimum.

The implementation of the new procedure in March, 1968 which envisaged the processing of accounts only in respect of the establishments having a record of furnishing prompt and dependable returns has given a marked fillip to machine performance, the effect of which is being felt now, and will be felt increasingly in the months to come.

74. The initial setback, resulting from the interruption of routine due to the change-over in system and procedure necessitates by machine accounting was transitory. The arrears which grew during the early period have been brought down considerably and the work in Maharashtra region is now practically up to date.

Accounting Manuals

75. The need for an accounting Manual setting out the existing procedures and connected details, was being increasingly felt. A departmental study team undertook the work and prepared a Manual in two volumes which were published in March, 1968.

Provident Fund Accounts Service Examination.

76. In pursuance of the Board's decision for building up Accounts cadre from amongst the employees of the Employees' Provident Fund Organisation, a scheme for holding a departmental accounts service examination, on the lines of the S.A.S. examination of the Organised Accounts Services, for appointment of Accounts Officers in the Employees' Provident Fund Organisation from amongst its own employees was formulated in consultation with the Comptroller and Auditor General of India and was approved by the Central Board of Trustees in April, 1968.

INCOME AND EXPENDITURE

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

78. The year witnessed an increase of Rs. 28.52 lakhs in income and of Rs. 3.90 lakhs in expenditure over the previous year. The increase in the rate of dearness allowance and in the number of staff employed during the year accounted for the rise in revenue expenditure.

79. The actuals of Income and Expenditure are given below :

(i) Income	(in lakhs of Rupees)	
	1967-68	1966-67
(a) Administrative and Inspection charges	216.51	189.86
(b) Interest on investment	17.06	15.20
(c) Damages	0.34	0.33
	<u>233.91</u>	<u>205.39</u>
(ii) Expenditure		
(a) Revenue	174.34	151.23
(b) Capital	7.52	26.73
	<u>181.86</u>	<u>177.96</u>
AUDIT	233.91 174.34 <u>59.57</u>	181.86 26.73 <u>208.59</u>

80. The audit of the Fund was conducted by the Comptroller and Auditor General of India with the assistance of the Accountants General. The certified Accounts of the Employees' Provident Fund Organisation for the year 1965-66 along with the Audit Report thereon was laid on the tables of the Lok/Rajya Sabha in July, 1968.

81. The Internal Audit machinery set up in August, 1966 under the control of the Chief Accounts Officer, Employees' Provident Fund completed the first cycle of audit in all the regions in August, 1967 and the second cycle is at present in progress. The first round of the audit enabled the Organisation to detect deficiencies - although not very serious - in the maintenance of the Cash Book, final settlement of the claims of the outgoing members, annual compilation of the accounts of the members and in the expenditure from the Administration Account funds. Deviations from the uniform procedure evolved in 1967 were also noticed in quite a few Regional Offices. Instructions have been issued bringing the more important points to the notice of the Regional Commissioners. In order, however, to enable the Regional

Offices to maintain a permanent record of these instructions, it is proposed to bring out a quarterly digest of the important irregularities found during the course of internal audit and the precautions to be taken to avoid their recurrence.

PUBLICITY

82. The Employees' Provident Fund participated in the Indian International Trade and Industries Fair held at Madras from January to March, 1968. Several attractive and colourfully lit exhibits, highlighting the benefits available under the Scheme, were put up. To afford further information to the literate public, 17,000 copies of a specially brought out 'brochure' entitled "15 years of Employees' Provident Fund" containing the salient features and benefits available under the Scheme were distributed to the visitors to the Fair. The display was widely appreciated.

Participation in the XVIth General Assembly of the International Social Security Association

83. Shri S.K. Wadhawan, Central Provident Fund Commissioner participated as a delegate of the Employees' Provident Fund Organisation in the XVIth General Assembly of the International Social Security Association held at Leningrad from the 10th to 20th May, 1967.

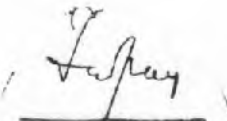
DELEGATION TO RUSSIA

84. An official delegation led by Shri Jaisukh Lal Hathi, Union Minister for Labour, visited Russia to study the working of the social security schemes in that country. The delegation included Shri T. C. Puri, Director General of Employees' State Insurance Corporation and Shri P. S. Dhotrekar, Deputy Provident Fund Commissioner of the Employees' Provident Fund.

CONCLUSION

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

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


(P. SADAGOPAN)
Secretary
Central Board of Trustees.

APPENDICES

APPENDIX 'A'

Industries/Classes of establishments to which the Employees' Provident Funds Act, 1952 applied on 31.3.1968

(Exempted and un-exempted estts.)

Date of extension	Industry/Class of establishment	No. of establishments	No. of subscribers
(1)	(2)	(3)	(4)
1st November, 1952	(1) Cement	...	66 58,100
	(2) Cigarettes	...	14 13,140
	(3) Electrical, mechanical or general Engineering products	...	7,936 8,48,866
	(4) Iron and Steel	...	215 2,32,920
	(5) Paper	...	177 60,777
	(6) Textiles (made wholly or in part of cotton or wool or jute, or silk whether natural or artificial)	...	3,186 13,18,515
31st July, 1956	(7) Edible oils and fats	...	1,268 45,050
	(8) Sugar	...	408 1,91,737
	(9) Rubber and rubber products	...	291 55,902
	(10) Electricity including generation transmission and distribution thereof	...	604 1,85,0 4
	(11) Tea (except in the State of Assam where the Government of Assam have instituted a separate Provident Funds Scheme for the industry including plantations)	...	1,036 3,90,910 (Figures include those under Item 26 also).
	(12) Printing, including the process of composing types for printing; printing by letter press, lithography photogravure or other similar process or book binding but excluding printing presses, covered under "Newspaper establishments" to which the Employees' Provident Funds Act has separately been extended under section 15 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955	...	1,361 66,080

(1)	(2)	(3)	(4)
	(13) Stone-ware pipes ...	27	3,400
	(14) Sanitary wares ...	15	5,466
	(15) Electrical porcelain insulators of high and low tension ...	24	4,161
	(16) Refractories ...	72	35,867
	(17) Tiles ...	433	27,782
	(18) Matches ...	200	14,201
	(19) Glass ...	256	32,788
	<i>Note—</i>		
	Till the 31st March, 1962 the Scheme was not applicable to the following :—		
	(i) Match factories having annual production of five lakhs gross boxes of matches or less ;		
	(ii) Such glass factories other than sheet glass shell factories as have an installed capacity of 600 tones per month or less.		
30th September, 1956	(20) Heavy and fine Chemicals including :—	1,214	1,61,287
	(i) Fertilizers		
	(ii) Turpentine		
	(iii) Resin		
	(iv) Medical and Pharmaceutical preparations		
	(v) Toilet preparations		
	(vi) Soaps		
	(vii) Inks		
	(viii) Intermediates, dyes, colour lakes and toners		
	(ix) Fatty acids		
	(x) Oxygen, acetylene and carbon dioxide gases (The Act was actually enforced in this industry with effect from the 31st July, 1957)		
	(21) Indigo	1	132
	(22) Lac including shellac	49	431
	(23) Non-edible vegetable and animal oils and fats ...	28	1,053
31st December, 1966	(24) Newspaper establishments ...	246	32,191
31st January, 1957	(25) Mineral oil refining ...	7	9,170

(1)	(2)	(3)	(4)
	plantations in the State of Assam) (Figures included under Item 11).		
30th April, 1957	(26) Tea plantations (other than the tea)		
	(27) Coffee plantations ...	1,361	42,137
	(28) Rubber plantations ...	160	13,300
	(29) Cardamom plantations ...	161	2,759
	(30) Pepper plantations ...	—	—
	(30A) Mixed plantations ...	123	18,885
30th November, 1957	(31) Iron Ore mines ...	185	22,785
	(32) Manganese mines ...	218	42,460
	(33) Limestone mines ...	128	28,007
	(34) Gold mines ...	2	15,011
	(35) Industrial and power alcohol ...	29	4,192
	(36) Asbestos cement sheets ...	7	6,780
	(37) Coffee curing establishments ...	34	8,567
30th April 1958	(38) Biscuit making industry including composite units making biscuits and products such as bread, confectionery and milk and milk powder ...	163	9,371
30th April, 1959	(39) Road motor transport establishments	1,440	1,83,963
31st May, 1960	(40) Mica factories ...	133	7,752
	(41) Mica mines ...	288	16,847
30th June, 1960	(42) Plywood	63	12,422
	(43) Automobile servicing and repairing ...	615	56,569
31st December, 1960	(44) Rice milling ...	2,303	90,979
	(45) Dal milling ...		
	(46) Flour milling ...		
31st May, 1961	(47) Starch ...	11	1,963
30th June, 1961	(48) Hotels ...	15,60	36,572
	(49) Restaurants ...	448	9,079
	(50) Establishments engaged in the storage or transport of distribution of petroleum or natural gas or products or either petroleum or natural gas	132	44,070
	(51) Petroleum or natural gas exploration, prospecting, drilling or production		
	(52) Petroleum or natural gas refining		

(1)	(2)	(3)	(4)
31st July, 1961	(53) Cinemas including preview theatres ...	1,089	21,030
	(54) Film Studios ...	34	2,952
	(55) Film production concerns ...	107	4,904
	(56) Distribution concerns dealing with exposed films ...		
	(57) Film processing laboratories ...		
31st August, 1961	(58) Leather and leather products ...	477	20,634
30th November, 1961	(59) Stoneware jars ...	22	2,459
	(60) Crockery ...	34	2,564
31st December, 1961	(61) Every cane farm owned by the owner or occupier of a sugar factory or cultivated by such owner or occupier or any person on his behalf ...	29	3,761
30th April, 1962	(62) Every trading and commercial establishment engaged in the purchase, sale or storage of any goods including establishments of exporters, importers, advertisers, commission agents and brokers, and commodity and stock exchanges, but not including banks or ware-houses established under any Central or State Act ...	5,612	3,53,354
30th June, 1962	(63) Fruit and vegetable preservation ...	68	3,918
30th September, 1962	(64) Cashewnuts ...	218	92,697
31st October, 1962	(65) Establishments engaged in the processing or treatment of wood including manufacture of hard board or chip board, jute or textile, wooden accessories, cork products, wooden furniture, wooden sports goods cane or bamboo products, wooden battery separators ...	261	8,104
	(66) Saw mills ...	804	23,958
	(67) Wood seasoning kilns ...		
	(68) Wood preservation plants ...		
	(69) Wood workshops ...		
31st December, 1962	(70) Bauxite mines ...	19	1,461
31st March, 1963	(71) Confectionery ...	56	1,219
30th April, 1963	(72) Laundry and laundry services ...	143	5,103
	(73) Buttons ...	21	573

(1)	(2)	(3)	(4)
	(74) Brushes ...	24	993
	(75) Plastic and plastic products ...	327	16,312
	(76) Stationery products ...		
31st May, 1963	(77) Theatres where dramatic performance or other forms of entertainment are held and where payment is required to be made for admission as audience or spectators ...	16	739
	(78) Societies, clubs or associations which provide board or lodging or both or facility for amusement or any other service to any of their members or to any of their guests on payment ...	162	8,978
	(79) Companies, societies, associations, clubs or troupes which give any exhibition or acrobatic or other performances or both in any arena circular or otherwise or perform or permit any other form of entertainment in any place, other than a theatre, and require payment for admission into such exhibition or entertainment as spectators or audience ...	35	1,631
31st August 1963	(80) Canteens ...	137	4,534
	(81) Aerated water, soft drinks or carbonated water ...	46	2,236
31st October, 1963	(82) Distilling and rectifying of spirits (not falling under industrial and power alcohol) and blending of spirits ...	16	930
31st January, 1964	(83) Paint and varnish ...	66	5,065
	(84) Bone crushing ...	44	1,845
31st June, 1964	(85) Pickers ...	11	504
	(86) China clay mines ...	22	3,203
31st October, 1964	(87) Attorneys, as defined in the Advocates Act, 1961 (25 of 1961) ...	40	1,761
	(88) Chartered or registered accountants, as defined in Chartered Accountants Act, 1949 (38 of 1949) ...	45	2,025
	(89) Cost and works accountants within the meaning of the Cost and Works Accountants Act, 1959 (23 of 1959) ...	—	—

(1)	(2)	(3)	(4)
	(90) Engineers and Engineering contractors not being exclusively engaged in building and construction industry	117	4,755
	(91) Architects	31	1,026
	(92) Medical practitioners and medical specialists	87	2,986
31st December, 1964	(93) Milk and milk products	64	14,266
31st January, 1965	(94) Travel agencies engaged in:--	52	1,932
	(i) booking of international Air and Sea passages and other travel arrangements;		
	(ii) booking of internal air and mail passages and other travel arrangements; and		
	(iii) forwarding and clearing of cargo from and to overseas and within India.		
	(95) Forwarding agencies engaged in the collection, packing, forwarding, or delivery of any goods including car loading, break-bulk service and foreign freight service	66	2,926
	(96) Non-ferrous metals and alloys in the form of ingots	18	1,198
31st March, 1965	(97) Bread	36	745
30th June, 1965	(98) Stemming, redrying, handling, sorting, grading or packing of tobacco leaf	215	1,741
31st July, 1965	(99) Agarbattee (including dhoop and dhoopbattee) industry	109	3,720
31st August, 1965	(100) Magnesite mines	2	18
30th September 1965	(101) Coir (excluding the spinning sector) industry	56	4,342
31st December, 1965	(102) Stone quarry producing roof and floor-slabs, dimension stones, monumental stones and mosaic chips	204	1,469
31st January, 1966	(103) Banks doing business in one State or Union Territory and having no departments or branches outside that State or Union Territory	381	35,836
30th June, 1966	(104) Tobacco industry that is to say, any industry engaged in the manufacture of Cigars, Zard, Snuff, Qavam and Guraku from Tobacco	291	40,845

(1)	(2)	(3)	(4)
31st July, 1966	(165) Paper products industry	14	193
30th September, 1966	(106) Licenced salt industry	138	4,201
30th April, 1967	(107) Linoleum	—	—
	(108) Indoleum	—	—
31st July, 1967	(109) Explosives	50	949
31st August, 1967	(110) Jute baling or pressing	12	244
31st October, 1967	(111) Fire works and percussion capworks	4	55
30th November, 1967	(112) Tent making industry	3	150
		<u>41,928</u>	<u>51,95,223</u>

APPENDIX 'B'

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

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

Date of enhancement	Industry/Class of establishment	Date of enhancement	Industry/Class of establishment
1st January, 1963	(1) Cigarettes. (2) Electrical, mechanical or general engineering products. (3) Iron and steel. (4) Paper other than hand made paper	1st December, 1963	c) Medical and pharmaceutical preparations; d) Toilet preparations ; e) Soaps ; f) Inks ; g) Intermediates, dyes, colour lakes and toners; h) Fatty acids and oxygen, acetylene and carbon-dioxide gases.
1st April, 1963	(5) Cement.	1st February 1965	(20) Indigo. (21) Non-edible vegetables and animal oils and fats. (22) Mineral oils refining. (23) Newspaper establishments *(24) Textiles (made wholly or in part of cotton).
1st November, 1963	*(6) Textiles (made wholly or in part of artificial silk and wool). (7) Matches. (8) Edible oils and fats, other than vanaspati. (9) Rubber and rubber products. (10) Electricity including the generation ; transmission and distribution thereof. (11) Tea. (12) Printing (other than printing industry relating to newspaper establishments as defined in the Working Journalists (Conditions of Service) and Miscellaneous provisions Act, 1955) including the process of composing types for printing, printing by letter press, lithography, photogravure or other similar process or book-binding. (13) Glass. (14) Stone-ware pipes. (15) Sanitary wares. (16) Electrical porcelain insulators of high and low tension. (17) Refractories. (18) Tiles. (19) Heavy and fine chemicals, excluding fertilizers but including the following : a) Turpentine ; b) Rosin ;	(25) Tea plantations (other than the tea plantations in the State of Assam). (26) Rubber plantations. (27) Cardamom plantations. (28) Peper plantations. (29) Lime stone mines. (30) Industrial and power alcohol. (31) Asbestos cement sheets. (32) Coffee plantations. (33) Coffee curing establishments. *(34) Textiles made wholly or in part of natural silk. (35) Biscuit making industry including composite units making biscuits and products, such as bread, confectionery and milk and milk powder. (36) Plywood. (37) Automobile repairing and servicing. (38) Rice milling. (39) Dal milling. (40) Flour milling. (41) Road motor transport.	
		1st June, 1965	(32) Coffee plantations.
		1st September, 1965	(33) Coffee curing establishments.
		1st April 1966	*(34) Textiles made wholly or in part of natural silk.
		1st June, 1966	(36) Biscuit making industry including composite units making biscuits and products, such as bread, confectionery and milk and milk powder. (36) Plywood. (37) Automobile repairing and servicing. (38) Rice milling. (39) Dal milling. (40) Flour milling. (41) Road motor transport.
		1st August 1966	(42) Sugar.
		1st January, 1967	(43) Hotels. (44) Restaurents.

Date of enhancement	Industry/Class of establishment
	(45) Establishments engaged in the storage or transport or distribution of petroleum or natural gas or products of either petroleum or natural gas.
	(46) Cinemas including preview theatres.
	(47) Film Studios.
	(48) Film production concerns.
	(49) Distribution concerns dealing with exposed films.
	(50) Film processing laboratories.
	(51) Every cane farm owned by the owner or occupier of a sugar factory or cultivated by such owner or occupier or any person on his behalf.
	(52) Starch.
	(53) Petroleum or natural gas exploration, prospecting, drilling or production.
	(54) Leather and leather products.
	(55) Stoneware jars.
	(56) Crockery.
1st July, 1967	(57) Trading and commercial establishments engaged in the purchase, sale or storage of any goods, including establishments of exporters, importers, advertiser, commission agents and brokers, and commodity and stock exchanges, but not including banks or warehouse established under any Central or State Act.
	(58) Establishments engaged in the processing or treatment of wood including manufacture of hard-board or chip-board, jute or textile wooden accessories, cork products, wooden furniture, wooden sports goods, cane or bamboo products, wooden battery separators.
	(59) Saw mills.
	(60) Wood seasoning kilns.
	(61) Wooden preservation plants.
	(62) Wood workshops.
	(63) Bauxite mines.
	(64) Laundry and laundry services.
	(65) Theatres where dramatic performances or other forms of entertainments are held and where payment is required to be made for admission as audience or spectators.
	(66) Societies, clubs or associations which provide board or lodging or both or facility for amusement or any other service to any of their members or any of their guests on payment.

Date of enhancement	Industry/Class of establishment
	(67) Companies, societies, associations, clubs or troops which give any exhibition of acrobatic or other performances or both, in any arena circular or otherwise or perform or permit any other form of entertainment in any place, other than a theatre, and require payment for admission into such exhibition or entertainment as spectators or audience.
	(68) Fruit and vegetable preservation industry that is to say, any industry which is engaged in the preparation of production of any of the following articles, namely :—
	(i) canned and bottled fruits, juices and pulps ;
	(ii) canned and bottled vegetables ;
	(iii) frozen fruits and vegetables ;
	(iv) jams, jellies and marmalades ;
	(v) tomato products, ketchups and sauces ;
	(vi) squashes, crushes, cordials and ready-to serve beverages or any other beverages containing fruit juice or fruit pulp ;
	(vii) preserved, candied and crystallised fruits and peals ;
	(viii) chutneys ;
	(ix) any other unspecified item relating to the preservation or canning of fruits and vegetables ;
	(69) Confectionery
	(70) Buttons
	(71) Brushes
	(72) Plastic and plastic products
	(73) Stationery products

* Note:- These are part of the industry mentioned at item (6). Accordingly the enhanced rate has been applied to 71 industries/classes of establishments covered under the Act.

APPENDIX 'B-1'

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

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

- (i) Trading and commercial establishments engaged in the purchase, sale or storage of any goods, including establishments of exporters, importers, advertisers, commission agents and brokers and commodity and stock exchanges, but not including banks or warehouses established under any Central or State Act;
- (ii) Establishments engaged in the processing or treatment of wood including manufacture of hard-board or chip-board, jute or textile wooden accessories, cork products, wooden furniture, wooden sports goods, cane or bamboo products, wooden battery separators
- (iii) Saw mills;
- (iv) Wood seasoning kilns;
- (v) Wooden preservation plants;
- (vi) Wood workshops;
- (vii) Bauxite mines;
- (viii) Laundry and laundry services;
- (ix) Theatres where dramatic performances or other forms of entertainment are held and where payment is required to be made for admission as audience or spectators;
- (x) Societies, clubs or associations which provide board or lodging or both or facility for amusement or any other service to any of their members or to any of their guests on payment;
- (xi) Companies, societies, associations, clubs or troupes which give any exhibition of acrobatic or other performances or both, in any arena circular or otherwise or perform or permit any other form of entertainment in any place, other than a theatre, and require payment for admission into such exhibition or entertainment as spectators or audience;
- (xii) Fruit and vegetable preservation industry that is to say, any industry which is engaged in the preparation or production of any of the following articles, namely:—
 - (a) canned and bottled fruits, juices and pulps;
 - (b) canned and bottled vegetables;
 - (c) frozen fruits and vegetables;
 - (d) jams, jellies and marmalades;
 - (e) tomato products, ketchups and sauces;
 - (f) squashes, crushes, cordials and ready to serve beverages or any other beverages containing fruit juices or fruit pulp;
 - (g) preserved, candied and crystallised fruits and peals;
 - (h) chutneys;
 - (i) any other unspecified item relating to the preservation or canning of fruits and vegetables;
- (xiii) Confectionary;
- (xiv) Buttons;
- (xv) Brushes;
- (xvi) Plastic and plastic products;
- (xvii) Stationery products;

APPENDIX 'C'

List of establishments in arrears of provident fund dues exceeding Rs. one lakh, (including arrears of Contributions, Administrative / Inspection charges and Penal Damages) as on 31-3-68

State	S. No.	Name of the establishment	Amount in Arrears (Rs. in lakhs)
1	2	3	3
ANDHRA PRADESH	(1)	Andhra Scientific Co. Ltd.	2.70
	(2)	Azamjahi Mills Ltd.	8.80
	(3)	Tirupathi Cotton Mills	1.90
	(4)	D.B.R. Mills Ltd.	4.13
	(5)	Hyderabad Khadi Samity	5.64
BIHAR	(6)	Arthur Butler & Co.	1.93
	(7)	Bihar Sugar Works	2.52
	(8)	Chrestien Mica Industries and its sister concerns	3.30
	(9)	Gaya Textiles (Pvt) Ltd.	3.13
	(10)	Hardtroy Jute Mills (Pvt.) Ltd.	6.51
	(11)	India Fire-bricks and Insulation Co.	1.87
	(12)	Khandelwal Glass Works,	1.36
	(13)	Mica Factory of Chhaturam Horilram	1.05
	(14)	Relience Fire-bricks and Pottery Works	9.26
	(15)	Tatanagar Foundry and Co., Ltd.	3.07
GUJARAT	(16)	Navjivan Mills Ltd.	1.27
	(17)	Anant Mills Ltd.	6.97
	(18)	Baroda Spinning and Weaving Co. Limited	4.37
	(19)	Maneckchowk & Ahmedabad Mfg. Co. Limited	21.94*
	(20)	Mahalaksmi Mills Ltd.	7.21
KERALA	(21)	Patlad Bulakidas Co. Pvt. Ltd.	20.39
	(22)	Jehangir Vakil Mills Co. Ltd.	5.66
	(23)	Ahmedabad New Textile Mills Co. Ltd.	1.98
	(24)	Ranimudy Dn. No. IV Tea Estate	1.50
MADHYA PRADESH	(25)	Bengal Nagpur Cotton Mills	4.34

(1)	(2)	(3)
	(26) Bhandari Iron & Steel Co. Ltd.	1.52
	(27) Hira Mills Ltd.	10.07
	(28) Indore Malwa United Mills Ltd.	34.01
	(29) Kalyanmal Mills Ltd.	2.88
	(30) New Bhopal Textiles Ltd.	11.57
	(31) Swadeshi Cotton & Flour Mills Ltd.	13.23
MADRAS	(32) Balaramavarma Textiles (Pvt) Ltd.	3.58
	(33) Cambodia Mills	2.19
	(34) Cauvery Spg. & Wvg. Mills Ltd.	4.16
	(35) Coimbatore Murugan Mills Ltd.	3.48
	(36) Kadri Mills Ltd.	3.65
	(37) Kaleeswarar Mills Ltd.	7.18
	(38) Pankaja Mills Ltd.	5.53
	(39) Radhika Mills	1.62
	(40) Somasundaram Mills	9.50
	(41) Sri Palmalai Ranganathar Mills Ltd.	1.52
	(42) Sri Ranga Vilas Spinning and Weaving Mills Ltd.	2.64
	(43) Textool Co. Ltd.	18.18
	(44) Sri Ramalinga Choodambigal Mills	1.42
	(45) Rajaratna Mills	1.89
	(46) Southern Textiles	1.44
	(47) Express Newspapers Ltd.	1.34
	(48) Anglo French Textiles	4.89
	(49) Swadeshi Cotton Mills	15.80
	(40) Sri Bharathi Mills	12.36
	(51) Southern Structurals Ltd.	1.60
MAHARASHTRA	(52) Appello Mills	6.43
	(53) Dhanraj Mills Ltd.	11.15
	(54) Digvijay Spg. & Wvg. Co. Ltd.	6.76
	(55) Edward Textiles Ltd.	14.97
	(56) Jayashankar Mills Barsi Ltd.	6.97
	(57) Lakshmirattan Engineering Works	3.11

(1)	(2)	(3)
	(58) New Era Fabrics	1.73
	(59) New Kaiser-I-Hind Spg. & Wvg. Co. Ltd.	19.56
	(60) Oosmanshahi Mills	5.98
	(61) R.B. Bansilal Abirchand Wvg. & Spg. Mills	3.43
	(62) Savatram Ramprasad Mills	4.28
	(63) Sekasaria Cotton Mills Ltd.	12.61
	(64) Sholapur Spg. & Wvg. Mills	32.06
	(65) Structural Engineering Works	4.04
	(66) Vidarbha Mills Berar Ltd.	6.52
	(67) India United Mills	105.63
	(68) Model Mills Nagpur Ltd.	18.87
	(69) Narsinggiraji Mills	5.70
	(70) New Pratap Spg. Wvg. & Mfg Co.	13.38
	(71) R.S.R.G., Mohatta Mills Ltd.	5.73
	(72) Societate De Formenta Industrial SRPL	1.19
MYSORE	(73) Mandya National Paper Mills	1.55
ORISSA	(74) Prajatantra Prachar Samity	1.85
	(75) Kalinga Industries	1.40
	(76) Orissa Industries	2.23
RAJASTHAN	(77) Dholpur Glass	1.34
	(78) Shree Bijay Cotton Mills Ltd.	2.13
	(79) Mahalakshmi Mills Co Ltd.	1.81
UTTAR PRADESH	(80) Atherton West & Co. Ltd.	10.17
	(81) Lakshmi Rattan Cotton Mills Co. Ltd.	12.47
	(82) Lakshmi Rattan Engineering Works	1.97
	(83) Maheshwari Devi, Jute Mills	6.20
	(84) Muir Mills Co. Ltd.	6.80
	(85) New Victoria Mills Ltd.	50.74
	(86) R.B. Lachmandas Sugar & General Mills	5.79

(1)	(2)	(3)
WEST BENGAL	(87) Bijli Cotton Mill.	8.79
	(88) Albert David Ltd.	7.18
	(89) Arati Cotton Mills Ltd.	2.06
	(90) Bangodaya Cotton Mills Ltd.	2.09
	(91) Bangeswari Cotton Mills Ltd.	0.22
	(92) Bangasri Cotton Mills Ltd.	2.50
	(93) Bengal Fine Spinning & Weaving Mills Ltd.	1.31
	(94) Bengal Textile Mills Ltd.	2.48
	(95) Bharat Glass Works Ltd.	1.02
	(96) Bharat Jute Mills Ltd.	3.37
	(97) Corporated Engineering India Ltd.	1.06
	(98) Dhakeswari Cotton Mills Ltd.	8.99
	(99) Hindustan Development Corporation Limited.	1.93
	(100) India Cycle Mfg. Co. Ltd.	3.10
	(101) India Electric Works	12.55
	(102) India Machinery Co. Ltd.	2.58
	(103) Indian Malleable Castings Ltd.	1.45
	(104) Jalpaiguri Electric Supply Co. Ltd.	1.24
	(105) Laxmi Narayan Cotton Mills Ltd.	4.77@
	(106) Majheradabari Tea Estate	4.05
(107) Manindra Mills Ltd.	1.90	
(108) Raymon Engineering Works Ltd.	2.50	
(109) Rampooria Cotton Mill	8.12@	
(110) Shree Mahaluxmi Cotton Mills Ltd.	4.40	
(111) Sodepore Cotton Mills Ltd.	2.88	
(112) Thakurdas Surekha Iron Foundry	2.29	
(113) The National Iron & Steel Co. (P) Ltd.	6.08	
(114) Oriental Research and Chemical Laboratories Ltd.	1.32	
(115) Ageind Fabrication Ltd.	2.99	
(116) Sargaon Tea Estate	2.35@	
(117) Lookson Tea Estate	1.22@	
(118) Martin & Harris (P) Ltd.	3.84	
(119) Motor & Machinery Mfg.	2.34	
(120) United Provinces Commercial Corporation (P) Ltd.	1.52	

* Includes 3.34 lakhs as penal damages provisionally.
@ Provisional.

APPENDIX 'D'

List of textile mills in default of provident fund dues over Rs. ten lakhs as on 31st March, 1968.

S. No	Name of the Mill	Amount in arrears Rs. in lakhs
1.	India United Mills, Bombay	105.63
2.	New Victoria Cotton Mills, Kanpur	50.74
3.	Indore Malwa United Mills Ltd., Indore	34.01
4.	Sholapur Spinning and Weaving Mills, Sholapur	32.06
5.	Maneckchowk and Ahmedabad Manufacturing Co. Ltd., Indore	21.94
6.	New Kaiser-i-Hind Spinning and Weaving Co., Bombay	19.66
7.	Model Mills Nagpur Ltd., Nagpur	18.87
8.	Textool Company Ltd., Coimbatore	18.18
9.	Swadeshi Cotton Mills, Pondicherry	15.80
10.	Edward Textile Mills, Bombay	14.97
11.	New Pratap Spinning and Manufacturing Company, Dhulia	13.38
12.	Swadeshi Cotton & Flour Mills, Indore	12.23
13.	Seksaria Cotton Mills, Bombay	12.61
14.	Lakshmi Rattan Cotton Mills, Kanpur	12.47
15.	Sri Bharathi Mills, Pondicherry	12.30
16.	New Bhopal Textiles Ltd., Bhopal	11.57
17.	Dhanraj Mills, Bombay	11.15
18.	Atherton West & Company Limited, Kanpur	10.17
19.	Hira Mills Ltd., Ujjain	10.07

APPENDIX 'E'

Statement showing the establishments in which payment to members was made on ad-hoc basis on closure, during the year 1967-68.

Region	Name of establishment	No. of members who were given advance.	No. of times advance was given
(1)	(2)	(3)	(4)
ANDHRA PRADESH	(1) M/s Y. V. Narasimhloo	16	Once
	(2) M/s Tirupati Cotton Mills	456	Once
ASSAM	(3) Qumora Lime Stone Quaring	28	Once
BIHAR	(4) M/s. Katihar Jute Mills Pvt. Ltd.,	659	Once
	(5) M/s. Tatanagar Foundry Co. Limited	562	Once
GUJARAT	(6) Gujarat Paper Mills Ltd.	25	Once
	(7) The Anant Mills	12	Once
KERALA	(8) The Himabhai Mfg. Co. Ltd.	1,930	Once
	(9) Musaliar Industries (P) Ltd.	787	Once
		7	Twice
	(10) M/s Musaliar Industries	98	Once
	(11) India Cashew Producing Co.	2	Once
	(12) Musaliar Industries (P) Ltd. Mylom (Cashew Industry), Nallia	278	Once
	(13) Musaliar Industries (P) Ltd. Kottayam, Quilon	41	Twice
	(14) Musaliar Industries (P) Ltd.	42	Thrice
	(15) Musaliar Industries (P) Ltd. Cashew Factory, Kannamallor	163	Thrice
	(16) Ramasons & Co.	32	Twice
	(17) M/s Cochin Lakshmi Mills Limited	170	Once
	(18) Musaliar Industries (P) Ltd., Kulluda	99	Once
		33	Twice
	(19) Musaliar Industries (P) Limited, Oliyacovil	300	Once
	(20) Kathayo Cotton Mills	58	Once
(21) Musaliar Industries, Kilikolloor	51	Twice	
(22) Musaliar Industries, Karimpinpuzha	446	Twice	
(23) M. I. P. Ltd.		146	Once
		5	Twice
(24) M.I.P. Ltd. Saw Mills	98	Once	
	75	Twice	
(25) M. I. P. Ltd. Maranad		273	Once
		80	Twice
26) M. I. P. Ltd.		247	Once

(1)	(2)	(3)	(4)
(26)	M. I. P. Ltd.	43	Twice
(27)	Musaliar Industries (P) Limited	213	Once
(28)	St. Sebastian Tile Works	9	Once
(29)	U.K. Sankunny's Saw Mills	69	Once
(30)	The Cochin Malleables	58	Once
(31)	M/s Popular Automobiles	28	Once
(32)	Musaliar Industries (P) Limited	352	Once
		48	Twice
		3	Thrice
(33)	Ramsons & Co.	185	Once
(34)	Southern India Cashew Co.	146	Once
(35)	Musaliar Industries (P) Ltd.	288	Once
(36)	Musalia Industries (P) Ltd.	194	Once
(37)	Musaliar Industries (P) Ltd.	704	Once
MADHYA PRADESH	(38) Jiwajiraon Sugar Co.	451	Thrice
	(39) Bhopal Sugar Industries Ltd.	983	Thrice
MADRAS	(40) New Bhopal Textile Ltd.	958	Once
	(41) Raja Mills	288	Twice
	(42) Sri Kothandaram Spinning and Weaving Mills	216	Twice
	(43) Somasundaram Mills (P) Ltd.	2,171	Twice
	(44) Duraimani Transport (P) Limited	7	Once
	(45) Textool Co. Limited	4,935	Twice
	(46) Kaleeswarar Mills Ltd	1,408	4 times
	(47) Cambodia Mills	2,835	7 times
	(48) Sri Rangavilas Spinning and Weaving Mills	2,835	7 time
	(49) Janardhana Mills Ltd.	70	Once
	(50) Palamalai Rangathan Mills Ltd.,	15	Once
	(51) M/s Vasudeva Industries	31	Thrice
	(52) M/s Sankar Sizing Mills	11	Once
	(53) S. S. Sivan Pillai Powerloom Factory	9	Once
	(54) M/s Sankara Annamalai Mills	9	Once
(55) M/s Kumaravelu Powerloom Factory	9	Once	
(56) M/s Mani Powerloom Factory	9	Once	
(57) M/s S. A. Shanmugasundaram Powerloom Factory	9	Once	
(58) Balaramavarma Textiles Pvt. Ltd.	584	Thrice	
(59) M/s Cauvery Spinning and Weaving Mills	1,213	Twice	
MAHARASHTRA	(60) Edward Textiles Ltd.	2,168	5 times
	(61) M/s New Kaiser-i-Hind Spg. & Wvg. Co. Ltd.	2,367	Twice
MYSORE	(62) Seksaria Cotton Mills	5,832	5 times
	(63) Hamidia Tile Works	25	Once
	(64) Mangalore Automobiles Ltd.	1	Once
	(65) Minreva Mills & Mysore Spg. Mills	2,289	Once
	(66) Sri Yallamma Cotton, Woolen and Silk Mills	52	Once

(1)	(2)	(3)	(4)
UTTAR PRADESH	(67) M/s Bijli Cotton Mills Co. Ltd.	753	Once
		853	Twice
	(68) M/s New Victoria Mills Co. Ltd.	2,447	Once
		3,236	Twice
WEST BENGAL	(69) M/s Laxmiratan Cotton Mills Co. Ltd.	1,260	Once
	(70) Atlas Works Ltd.	103	Once
	(71) Asia Electric Lamp	100	Thrice
	(72) Lokamanya	20	Twice
	(73) Mitter & Mitter	10	Once
	(74) Bangeswari Cotton Mills (H. O.)	10	Thrice
	(75) Gopal & Kumar	6	Thrice
	(76) East India Calico Bros.	11	Once
	(77) S. L. Dutta & Co.	308	Thrice
	(78) United Flash Light	15	Once
	(79) Eagal Metal Works	27	Twice
	(80) East India Bakery	33	Thrice
	(81) New India Tools	1	Once
	(82) Hindustan Dev. Corpn.	528	Twice
	(83) Maya Engg. Works	54	Once
	(84) Bungo Steel Furnishers	76	Once
	(85) Metal Equip. Works	13	Once
	(86) Agrind Fabrication	203	Twice
	(87) Manindra Mill	40	Once
	(88) Sodepore Cotton Mills	92	Thrice
(89) National Tobacco Co.	632	Once	
(90) Agarpara Kuthir Silps Prathistan	1	Once	
(91) Bangesri Cotton Mills	511	5 times	
(92) Aryan Engg. Works	37	4 times	
(93) Great India Plywood	63	Once	
(94) National Alloy	5	Once	
(95) Hero's Engg.	3	Once	
(96) Neo Metal	1	Once	
(97) Hero's Engg. H.O.	1	Once	
(98) India Machinery Co.	278	Once	
(99) Bangeswari Cotton Mills	360	Twice	
(100) Laxmibarayan Jute	1,025	Thrice	
(101) Kanoria Industries	100	Once	
(102) R. B. Mehta	30	Once	

APPENDIX 'F'

List of members of the Central Board of Trustees, Employers' Provident Fund as on 31st March 1968.

1. Shri P. C. Mathew, Secretary to the Government of India, Department of Labour and Employment, New Delhi.
2. Dr. S. T. Merani, Joint Secretary to the Government of India, Department of Labour and Employment, New Delhi.
3. The Deputy Secretary to the Government of India, Ministry of Industry, New Delhi.
4. The Deputy Secretary to the Government of India, Finance, Department of Expenditure, Labour and Rehabilitation Branch, New Delhi.
5. Shri B. S. Bhatnagar, Under Secretary to the Government of India, Ministry of Steel and Mines, New Delhi.
6. The Secretary to the Government of Punjab, Department of Labour and Employment, Chandigarh.
7. The Secretary to the Government of Bihar, Education and Labour Department, Patna.
8. The Deputy Secretary to the Government of Gujarat, Education and Labour Department, Ahmedabad.
9. Deputy Secretary (Health and Labour) to the Government of Kerala, Health and Labour (G) Department, Trivandrum.
10. Secretary to the Government of Orissa, Labour Department, Bhubaneswar.
11. Additional Secretary to the Government of Madras, Industries, Labour and Housing Department, Madras.
12. Secretary to the Government of Maharashtra, Industries and Labour Department, Bombay.
13. The Secretary to the Government of Mysore, Food & Civil Supplies Department, Bangalore.
14. The Labour Commissioner, Government of Uttar Pradesh, Kanpur.
15. The Secretary to Government of West Bengal, Labour Department, Calcutta.
16. Shri Surottam P. Hutheesing, Shahibag, Ahmedabad.

17. Shri M.M. Varghese, Messrs A.V. Thomas and Company Limited, Alleppy, Kerala.
18. Shri H.P. Merchant, Shaktivilla, Laburnam Road, Gamdevi, Bombay - 7.
19. Shri M.V. Arunachalam, Messrs Carborundum Universals Limited, 52/53, Jahangir Street, Madras.
20. Shri Gopikisan Pirmal, Messrs Morarjee Gokuldas Spinning & Weaving Company Limited, Dr. Ambedkar Road, Bombay - 22.
21. Shri M. Ghose, Labour Adviser, Bengal Chamber of Commerce and Industry, Royal Exchange, Netaji Subhash Road, Calcutta - 1.
22. Shri K.T.K. Tangamani, Secretary, All India Trade Union Congress, Room No. 6, Krishna Coffee Building, Town Hall Road, Madurai-1
23. Shri Kisan Tulpule, General Secretary, Mill Mazdoor Sabha, Patel Terrace, Parel, Bombay-12.
24. Shri Mathura Lal Sharma, C/o Indore Mill Mazdoor Sangh, Shram Shivir, Snehlataganj, Indore.
25. Shri Kali Mukherjee, President, Indian National Trade Union Congress, Bengal Branch, 177-B, Acharya Jagdish Bose Road, Calcutta-14.
26. Shri N.S. Deshpande, C/o Rashtriya Mill Mazdoor Sangh, Parel Tank Road, Parel, Bombay-12.
27. Shri Gopeshwar, General Secretary, Indian National Iron & Steel Workers' Federation, W-2/8, Crescent Road, P.O. Burnpur, District Burdwan, West Bengal