

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

STARRED QUESTION NO:273
ANSWERED ON:11.12.2006
INDUSTRIAL WORKERS UNDER EPF
Shakya Shri Raghuraj Singh

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

- (a) the percentage of industrial workers in the country getting the benefit of Employees Provident Fund Scheme, State-wise;
- (b) the details of the Government mechanism for ensuring full benefits under the labour laws to all the workers;
- (c) whether the Government is aware of the activities of certain unscrupulous elements in the Employees Provident Fund (EPF) offices who are allegedly exploiting the workers; and
- (d) if so, the steps taken/proposed to be taken by the Government to check such activities to prevent exploitation of the workers?

Answer

MINISTER OF STATE (INDEPENDENT CHARGE) OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI OSCAR FERNANDES)

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

STATEMENT REFERRED TO IN REPLY TO PART (a) TO (d) OF THE LOK SABHA STARRED QUESTION NO. 273 FOR 11-12-2006 BY SHRI RAGHURAJ SINGH SHAKYA REGARDING "INDUSTRIAL WORKERS UNDER EPF"

(a): The Employees' Provident Funds & Miscellaneous Provisions Act, 1952 is applicable to 182 class of establishments employing 20 or more employees. As on 31.03.2006, the number of beneficiaries working in such establishments getting benefits under Employees' Provident Fund Scheme, 1952 was 4,29,53,009 as per details given in Annexure-A.

(b): The Employees' Provident Funds & Miscellaneous Provisions Act, 1952 applies with its own force and the establishments fulfilling the condition of the applicability are required to comply with the provisions of the Act. Special drives are launched from time-to-time for coverage of coverable establishments avoiding compliance. Further compliance of the covered establishments is monitored regularly to ensure that the benefits under the Act and Schemes framed thereunder are extended to all eligible employees.

The Labour Enforcement Officers (Central) of the Organisation of the Chief Labour Commissioner (Central) are declared as Inspectors under various labour laws, who carry out inspections of the establishments in the Central sphere regularly in order to secure compliance with the provisions of labour laws. Prosecutions are launched, and claim cases are filed in the courts and before the appropriate authority against the employers in respect of violations/irregularities detected during inspections.

The State Governments are also the "appropriate Government" under various labour laws. In case of any violation of labour laws, it is for the appropriate Government to take necessary action as they are legally vested with the power to deal with such violations.

(c) & (d): With a view to restricting the activities of unscrupulous elements, strict vigil is kept on the functioning of all offices of Employees' Provident Fund Organisation. A full fledged grievance redressal machinery already exists in the organisation to redress grievances of the aggrieved member/employer. Whenever activities of unscrupulous elements are detected, appropriate action e.g. lodging complaints, disciplinary action etc. is taken against the persons concerned.