

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

UNSTARRED QUESTION NO:3601  
ANSWERED ON:15.05.2006  
VERIFICATION OF MEMBERSHIP OF EMPLOYEES UNIONS IN EPFO  
Pradhan Shri Dharmendra

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

- (a) whether Employees Provident Fund Organization (EPFO) is an industry;
- (b) if so, whether verification of memberships of employees unions and federations in EPFO is conducted by the Chief Labour Commissioner under code of discipline; and
- (c) if not, the reasons therefor?

**Answer**

MINISTER OF STATE IN THE MINISTRY OF LABOUR & EMPLOYMENT (SHRI CHANDRA SEKHAR SAHU)

(a) to (c): Even though the ID Act is applicable to the EPFO but as per Section 5D (7) of the Employees' Provident Funds & Miscellaneous Provisions Act, 1952, method of recruitment, salary and allowances, discipline and other conditions of service of the officers and employees of the EPFO are in accordance with the rules and orders applicable to the officers and employees of the Central Government drawing corresponding scales of pay. Since the service conditions of the employees of the Central Board of Trustees (Employees' Provident Fund) are the same as the service conditions applicable to the officers/employees of the Central Government; the provisions of Central Civil Services (Recognition of Service Association) Rules have been adopted by the EPFO for its employees. The Hon'ble Supreme Court in Civil Appeal No. 3796 (NL) of 1984 has also ruled that Employees Provident Fund Organisation is not an Industrial establishment. Accordingly, as laid down in the aforementioned rules the verification of membership was carried out by check off system.