

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

UNSTARRED QUESTION NO:6256
ANSWERED ON:06.05.2013
DEDUCTION OF SALARIES
Ramasubbu Shri S.

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

- (a) whether the Employees Provident Fund Organisation (EPFO) has asked the employers to deduct the subscription of the employees from their gross salary;
- (b) if so, the details thereof and the reasons therefor;
- (c) the number of employers and employees unions that have objected to the proposal of EPFO;
- (d) whether the Government has taken any steps to solve the issue amicably and to reduce the burden of both the employees and employers;
- (e) if so, the details thereof; and
- (f) if not, the reasons therefor?

Answer

MINISTER OF STATE FOR LABOUR AND EMPLOYMENT (SHRI KODIKUNNIL SURESH)

(a) to (f) The Employees' Provident Fund Organisation had, vide its circular dated 30th November, 2012, inter-alia reiterated the statutory definition of "basic wages" as provided in the Employees' Provident Fund & Miscellaneous Provisions Act, 1952.

References were received from Hind Mazdoor Sabha (HMS) and the Employers' Federation of South India opposing the said circular. References were also received from Centre for Indian Trade Union (CITU) & PHD Chamber of Commerce & Industry (PHDCCI) supporting the said circular. The said circular has since been kept in abeyance.