

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

UNSTARRED QUESTION NO:1447
ANSWERED ON:21.07.2014
PF FOR INDUSTRIAL WORKERS
Karadi Shri Sanganna Amarappa

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

- (a) whether workers in large industries are being paid their due benefits such as Provident Fund etc.;
- (b) if so, the details thereof;
- (c) if not, whether the Government has any mechanism to oversee that the said workers are given their due benefits by all the industries; and
- (d) if so, the details thereof and if not, the reasons therefor?

Answer

MINISTER OF STATE FOR STEEL, MINES, LABOUR AND EMPLOYMENT (SHRI VISHNU DEO SAI)

(a) to (d) Yes, Madam, Establishments employing 20 or more employees are entitled for benefits in the form of Provident Fund, Pension and insurance in accordance with the provisions of the Employees' Provident Funds & Miscellaneous Provisions Act, 1952 and the Schemes framed thereunder.

As on 31.03.2014, 7,95,827 establishments are covered under the Act and 11,78,13,454 members have been enrolled.

In case of default, there exists a mechanism provided under the Act to ensure that the members get their due benefits as per details given hereunder:-

Inspection of the erring establishments is conducted by inspectors appointed under Section 13 of the Act.

Action under Section 7A of Employees' Provident Funds & Miscellaneous Provisions Act, 1952 is taken against the defaulting establishments for assessment of dues.

Action under Section 14B of the Act is taken for levying of damages for belatedly deposit of dues.

Action under Section 7Q of the Act is taken for levy of interest for belated remittances.

Recovery actions as provided under Section 8B to 8G of the Act are taken.

Action under Section 14 of the Act is taken for filing 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.