



कर्मचारी भविष्य निधि संगठन

(श्रम एवं रोजगार मंत्रालय, भारत सरकार)

**EMPLOYEES' PROVIDENT FUND ORGANISATION**

(Ministry of Labour & Employment, Govt. of India)

मुख्य कार्यालय / Head Office

भविष्य निधि भवन, 14-भिकाजी कामा प्लस, नई दिल्ली-110 066

Bhavishya Nidhi Bhawan, 14, Bhikaji Cama Place, New Delhi - 110 066.

No. C-III/4/3(158)SC(Construction Worker)2014/HQ/

Date:

To

All the Members  
Sub-Committee on Construction Workers,  
Central Board of Trustees, EPF

27 SEP 2017

**Sub:-Minutes of the 6<sup>th</sup> Meeting of the Sub-Committee on Construction Workers, Central Board of Trustee, EPF held on 18.09.2017 at 03:00 P.M. at Conference Hall, 3<sup>rd</sup> Floor, EPFO, Head Office, New Delhi.**

Sir,

Please find enclosed herewith the minutes of the 6<sup>th</sup> meeting of the Sub-Committee of Central Board of Trustees, EPF on Construction Workers for your kind information, please.

Yours faithfully,

Encl: As above.

(Aprajita Jaggi)

**Regional PF Commissioner-I (Compliance-I)**

Copy forwarded for information to:

1. Secretary (Labour & Employment), Government of India (through PSO).
2. Central Provident fund Commissioner and Chairman, Sub-Committee of the Central Board of Trustees, EPF on Construction Workers (through PS).
3. PS to Addl. Central PF Commissioner - HQ (Compliance) for information.
4. PS to Addl. Central PF Commissioner (Compliance) for information.
5. RPFC-II (NDC) for uploading the minutes of the official website.

List of members of the Sub-Committee on Construction Workers:

1. Central PF Commissioner and Chairman, Sub-Committee of CBT, EPF on Construction Workers alongwith a copy of the approved minutes (through PS) EPF, Head Office, New Delhi.
2. Shri M.Jagadiswara Rao  
All India Secretary, BMS  
D.No.31-3-3/2, Gowri Nagar,  
Opp.All India Radio Station,  
Kurmannapalem,  
Visakhapatnam -530046(A.P.)
4. Shri Raman Pandey  
President, INTUC, West Bengal,  
Maruti Building, 12, Loudon Street,  
Kolkata-700017,  
West Bengal.
5. Shri Ravi Wig  
House No.618,  
Sector -21A,  
Faridabad (Haryana).
6. Shri S.S. Patil  
Zonal Vice President (AIMO)  
Patil Group of Industries  
B-1457, M/s. L.R. Patil Building,  
Near APMC Office, Nehru Ganj,  
Gulbarga-585104,KARNATAKA.

## **EMPLOYEES PROVIDENT FUND ORGANIZATION**

### **MINUTES OF THE 6<sup>th</sup> MEETING OF THE SUB-COMMITTEE OF THE CENTRAL BOARD OF TRUSTEES, EPF ON CONSTRUCTION WORKERS (EPF HEADQUARTER, NEW DELHI, 18<sup>th</sup> Sept, 2017 at 03:00 P.M.)**

The 6<sup>th</sup> meeting of the Sub-Committee of Central Board of Trustees, EPF on Construction Workers was chaired by Dr. V.P. Joy, Central Provident Fund Commissioner. The following members attended the meeting:-

Shri Ramen Pandey	:	Employees' Representative
Shri M. J. Rao	:	Employees' Representative
Dr. S. S. Patil	:	Employers' Representative
Shri Ravi Wig	:	Employer's Representative
Shri Vinod Kumar	:	Director, SS, Central Government Representative
Shri K.L. Taneja	:	ACC – HQ (Compliance) – Convener

The list of officers of the Employees' Provident Fund Organization who attended the meeting is at Annexure-I.

The Central PF Commissioner & Chairman of the Sub-Committee welcomed the members to the 6<sup>th</sup> meeting of the Sub-Committee of CBT, EPF on Construction Workers and requested the members to present their views. The discussion regarding the definition of Construction and construction workers was initiated and it was agreed that there is a considerable overlap between Construction and Contract workers as in most of the cases construction workers are engaged by or through contactors.

Thereafter, the agenda items were taken up.



**Item No. I: Confirmation of the minutes of 5<sup>th</sup> meeting of the Sub-Committee of the CBT, EPF on Construction Workers held on 18<sup>th</sup> January, 2017.**

The minutes of the 5<sup>th</sup> meeting of the Sub-Committee of the Central Board of Trustees, EPF on Construction Workers held on 18<sup>th</sup> January, 2017 had been circulated to all members and no comments were received. Accordingly, the minutes of the 5<sup>th</sup> meeting of the Sub-Committee of the Central Board of Trustees, EPF on Construction Workers were approved.

**Item No.2: Action taken statement in respect of decisions taken in the 5<sup>th</sup> meeting of the sub-committee of the CBT, EPF on Construction Workers held on 18<sup>th</sup> January, 2017.**

The contents of the action taken statement were noted.

**Item No.3: Progress made in coverage of Construction Workers.**

The Sub-Committee noted the progress in coverage of Construction Workers which increased from 10,11,295 contributing subscribers to 11,80,579. Accordingly, there is an increase of 1,69,284 i.e. 17%. Shri Ramen Pandey said that since last 2-3 meetings, he has been proposing to hold a national level meeting between employers and workers of the establishment. In the local level also, such meetings should be held. There should be awareness and employers should be willingly accepting this scheme. CBT members shall be made part of such meetings. He also added that there has been a major default in the jute industry of West Bengal. The workers of these industries are brought in trucks, they work in industry, get paid and are sent back in their trucks without being enrolled under EPF schemes. Also inspection should be made against Trusts to ensure that they are working properly as 98% of the Trusts in Jute Industry are not working properly. Shri S. S. Patil told that it shall be ensured that all the eligible construction workers shall be made members of EPF Schemes. Shri M.J. Rao suggested that we may focus on NHAI to improve the coverage of their Construction Workers.

CPFC informed that there is a multi-level default management system in EPFO. In 4-6 days workers receive SMS about the payment made in their account. We are trying to reduce this period to 2 days. If they do not receive this message, they may contact the Employer or send grievance to EPFO. We further publish the list of defaulting



establishments on our official website and then action as per the Act and Scheme is initiated by the field offices in respect of these defaulting establishments. Even for exempted establishments action is being taken and monitoring is done for timely collection of contribution and its investment, audit and remittances. Ranking has also been prepared for exempted establishments which is published on our website every month. In case the establishment is not performing well, we propose to cancel their exemption. Further CPFC informed that there is lack of inspectors in EPFO which is resulting in low number of inspections, however we will soon have 500 more inspectors which will result in more number of inspections and better coverage and compliance. CPFC also informed about the mandatory seeding of UAN with Aadhar and requested the CBT members to encourage Employers and Workers to get members' UAN seeded with Aadhar. CPFC also said that we may involve the Trade Union in our efforts to increase the coverage of Construction workers. He further added that regular meetings with Railway Personnel are being conducted to improve the coverage of Railway contactors and ensure that EPF benefits are extended to the Construction workers. It was concurred that NHAI will also be monitored separately.

#### **Item No. 4: Reasons for non-enrollment of Construction workers.**

The members discussed the reason for non-enrollment of Construction workers in detail. Shri Ravi Wig pointed out that there are 4 crore construction workers and only about 11 lacs are covered. This can be improved by making principal employer liable for PF and putting in a system whereby contractor are reimbursed PF remitted to EPFO. Circular instructions have been issued for this purpose.

Shri M. J. Rao stated that as suggested by Shri Ravi Wig in earlier meetings camps may be organized where trade unions, employers and employees can be brought together for ensuring the coverage of unenrolled employees. Shri Ravi Wig may provide the list of location where such camps can be held. Shri M. J. Rao further added that discussion with the State Departments may be done to cover all the employees registered with Building and other Construction Workers Welfare Boards. He pointed out that NHAI are constructing highways and they are employing workers from local villages, these workers are not being provided provident fund benefits.

It was informed to members that the Building and other Construction Welfare Board are not employers of workers registered with them. As regards the dual ceiling

idea, the committee was informed by CPFC that a separate proposal for enhancing the wage ceiling to Rs 25,000 from Rs 15000 has already been recommended by the CBT to the Government and hence no other proposal need to be considered now.

The meeting ended with a vote of thanks to the chair.

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## **Annexure 1**

The list of officers of the Employees' Provident Fund Organization who attended the meeting are as follows:

1. Shri S.C. Goyal : ACC (Compliance)
2. Smt. Aprajita Jaggi : RPFC-I (Compliance)
3. Shri Randhir Kumar : APFC (Compliance)
4. Smt. Sunita Nagpal : SO (Compliance)