



कर्मचारी भविष्य निधि संगठन
EMPLOYEES' PROVIDENT FUND ORGANISATION
श्रम एवं रोजगार मंत्रालय, भारत सरकार
MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA
मुख्य कार्यालय/Head Office
भविष्य निधि भवन, 14, भीकाजी कामा प्लेस, नई दिल्ली-110066
Bhavishya Nidhi Bhawan, 14, Bhikaiji Cama Place, New Delhi-110066
Website: www.epfindia.gov.in, www.epfindia.nic.in



Web Circular

Vigilance Division

Vig/Coord/VAW/2021 / 1817

DATE : 14 OCT 2021

To

All ACC(HQ)/ACC(Zone)/Director PDUNASS/Divisional Heads in Head Office

All RPFC-I/II in charge of ROs

Sub: Observance of Vigilance Awareness Week 2021 – reg

Ref: CVC circular No. 15/09/21 on Observance of Vigilance Awareness Week 2021 dated 01.09.2021.

Madam/Sir,

Kindly refer to the above stated subject and the reference circular mentioned above and enclosed herewith.

2. CVC vide its circular dated 01.09.2021 has decided to observe the Vigilance Awareness Week from 26th October to 1st November 2021 with the theme - **“Independent India @ 75: Self Reliance with Integrity; स्वतंत्र भारत @ 75 :सत्यनिष्ठा से आत्मनिर्भरता”**.

3. The observance of the Vigilance Awareness Week would commence with the Integrity Pledge (copy enclosed at Annexure A) by all staff and officers of EPFO on 26th October 2021 at 11:00 AM. CVC had advised to strictly adhere to extant Covid-19 prevention guidelines at all locations and events and to strictly adhere to the economy measures issued by Ministry of Finance vide Departmental of Expenditure OM No. 7(2) E.Coord/2020 dated 04.09.2020.

4. The above-mentioned CVC circular dated 01.09.2021 is hereby endorsed to all the ZOs/ROs/PDNASS for observation of VAW 2021. A list of activities including outreach activities for public/citizen has also been suggested in the said CVC circular. **A report may be forwarded as per format at Annexure G to the Vigilance Hqrs on vcc.vig@epfindia.gov.in.**

5. The ZOs/ROs/PDNASS are further advised that selected photographs/media clips of the activities may be uploaded on social media

accounts using the hashtag #vigilanceweek2021 and may be tagged to EPFO's official twitter and Facebook accounts.

6. In continuation of activities taken up during VAW, 2020, the internal (housekeeping) activities should be given adequate focus. The indicative list for these activities as well as the format in which response is to be given is enclosed **(Annexure C)**. **The Divisions of Head Office are requested to provide the data relevant to their jurisdiction depicted as below:**

Division from which information is required	Item No. (as per Annexure C of CVC Circular)
PFD	1
ASD	2
HRD	3; 5(d); 5(e); 5(f); 10
PDU	4
HRM	5(c); 7
ISD	8; 11
PDNASS	5(b)

6.2. All ZOs/ROs/PDNASS are advised to spread awareness about "Complaints under PIDPI". In this regard, **two posters regarding awareness and campaign about "Complaints under PIDPI (Public Interest Disclosure and Protection of Informers)" have been prepared and may be displayed at all offices of the organization (Annexure D)**. A drive may be undertaken to spread awareness regarding the provisions under the PIPDI resolution as well as all related information. Both posters should be placed together and should be translated to local languages, wherever required.

6.3 Creatives such as caricatures, sketches etc. for creating awareness against corrupt practices shall be extensively posted on various social media platforms, and widely distributed through bulk SMS/e-mails, WhatsApp etc.

7. A consolidated report on the various activities done during VAW will be submitted to Vigilance HQ by respective Zos/HO/PDNASS by **5th Nov 2021**. The report is to be sent to the Vigilance HQ by email at vcc.vig@epfindia.gov.in with the subject [VAW 2021 Final Report] in the format prescribed at Annexure C, F & G to CVC circular.

(This issues with the approval of the CVO.)

Yours faithfully,



Nisha O.V.
Regional P.F. Commissioner-I (Vigilance)



केंद्रीय सतर्कता आयोग
CENTRAL VIGILANCE COMMISSION



सतर्कता भवन, जी.पी.ओ. कॉम्प्लेक्स,
ब्लॉक-ए, आई.एन.ए., नई दिल्ली-110023
Satarkta Bhawan, G.P.O. Complex,
Block A, INA, New Delhi-10023

सं./No..... 021/VGL/045

दिनांक / Dated..... 01.09.2021

Circular No. 15/09/21

Sub: Observance of Vigilance Awareness week 2021.

1. In a move towards commemorating 75 years of India's Independence which falls on August 15, 2022, Central Vigilance Commission in carrying out its duty as the apex anti-corruption body in the country, reaffirms its resolve to fight corruption and ensure integrity in public life to usher in a new era of a self-reliant India. In recognition of this momentous stage in India's journey, the Commission has decided that this year Vigilance Awareness Week would be observed from 26th October to 1st November, 2021 with the theme **"Independent India @ 75: Self Reliance with Integrity; स्वतंत्र भारत @ 75: सत्यनिष्ठा से आत्मनिर्भरता"**.
2. Vigilance Awareness Week is observed every year during the week in which the birthday of Sardar Vallabhbhai Patel (31st October) falls. Observance of Vigilance Awareness Week is one of the tools used by the Commission to bring together all stakeholders to collectively participate in the prevention of, and the fight against corruption and to raise public awareness regarding the existence, causes and gravity of and the threat posed by corruption. During this week, all organizations are encouraged to bring together all their employees, create awareness regarding common issues related to vigilance and create an atmosphere motivated towards weeding out corruption and unethical practices.
3. Though punishment and penal actions delivered quickly are effective deterrents to corruption, the spirit behind the observation of Vigilance Awareness Week is to sensitize the public against the menace of corruption. All organizations should strive to drive home the idea that the fight against corruption is a collective fight involving everyone. It is

therefore imperative that the public must be motivated to fight against corruption if India is to succeed in its goal towards achieving self-reliance with integrity.

4. The observance of Vigilance Awareness Week would commence with the taking of the integrity pledge (copy enclosed at the **Annexure A**) by public servants in the Ministries/ Departments/ Central Public Sector Enterprises (CPSEs)/ Public Sector Banks (PSBs) and all other organizations on 26th October, 2021 at 1100 hrs.
5. All organizations are advised to strictly adhere to extant Covid-19 prevention guidelines at all locations and events issued from time to time by the competent authority. In addition, all the organizations should strictly adhere to the economy measures issued by Ministry of Finance vide Department of Expenditure OM no. 7(2)E. Coord/2020 dated 04.09.2020
6. All organizations are advised to conduct activities relevant to the theme, both within and outside their respective organizations, and to conduct outreach activities for public/citizens.
7. Activities to be conducted within the organizations may include the following:
 - a. In continuation of activities taken up during Vigilance Awareness Week, 2020, the Commission desires that all organizations focus on internal (housekeeping) activities. The indicative list for these activities as well as the format in which response is to be given is enclosed (**Annexure C**).
 - b. Employees may be encouraged to take e-pledge by visiting the website. Online "Integrity Pledge" is available at CVC's website (www.cvc.gov.in) and can be accessed by all.
 - c. **The Commission has desired to spread awareness and campaign about "Complaints under PIDPI (Public Interest Disclosure and Protection of Informers)". Two posters in this regard have been prepared and may be displayed at all offices of the organization (Annexure D). A drive may be undertaken to spread awareness regarding the provisions under the PIPDI resolution as well as all related information. Both posters should be placed together and should be translated to local languages, wherever required.**
 - d. Conduct workshops/sensitization programs for employees and other stake holders on policies/procedures of the organization and on Preventive Vigilance measures.
 - e. Use organizational website for dissemination of employees/ customer-oriented information and to make available avenues for redressal of grievances.

f. The systemic improvements and good practices adopted for wider dissemination and awareness may be displayed on the website of the concerned organizations.

g. Conduct various competitions such as debates, quiz etc. for the employees and their families on issues relating to anti-corruption.

h. Promote the concept of e-Integrity Pledge by persons with whom the organization deals with.

8. Outreach activities for public/citizens:

a. All Ministries/Departments/Organizations shall publicize Integrity Pledge amongst all employees, their families, vendors/ suppliers/ contractors/ stake holders, students etc. to elicit wider participation. Integrity pledge for citizens and organizations enclosed at **Annexure A and B**.

b. Wide publicity may be given to **“Complaints under PIDPI (Public Interest Disclosure and Protection of Informers)”**. Two posters in this regard have been prepared and may be displayed at all offices of the organization (**Annexure D**). A drive may be undertaken to spread awareness regarding the provisions under the **PIPDI resolution** as well as all related information. Both posters should be placed together and should be translated to local languages, wherever required.

c. Organizations may undertake activities such as walkathons, marathons, street plays etc. which have visibility and mass appeal across all strata of society.

d. Extensive use of social media platforms, bulk SMS/ e-mails, WhatsApp etc. for spreading awareness.

e. Organize grievance redressal camps for citizens/ customers by organizations having customer-oriented activities. Similarly, vendor meets may be organized wherever necessary, through online mode or otherwise, whichever is more feasible.

f. Organizations may conduct various outreach activities for dissemination of anti-corruption messages and stressing the vision of a Vigilant India who is moving towards self-reliance with integrity. Online modes may be extensively used, wherever required.

g. Organize **“Awareness Gram Sabhas”** for dissemination of awareness in Gram Panchayats to sensitize citizens on the ill effects of Corruption. As per past practice, Public Sector Banks need to conduct **“Awareness Gram Sabhas”** at the Branch level in atleast two Gram Panchayats. Other organizations may also organize wherever possible. Indicative list of activities which can be conducted as part of **“Awareness Gram Sabhas”** is at **Annexure E**.

9. The two months, September and October, 2021 may be observed as a “Special Clearance Campaign” to clear all outstanding Further Information cases (FI), Implementation of First Stage and Second Stage Advices (FSAs and SSAs), Investigation and reports (I&Rs), Factual Reports (FRs), Complaints (PIDPI), Complaints (Non-PIDPI), Prosecution Sanctions, Departmental Inquiries (DIs) and Comments Awaited on CBI reports (CAs), in respect of all organizations and departments.

A report may be submitted as per format at Annexure F to the Commission.

10. Vigilance study circles may also participate actively in the Vigilance Awareness Week by conducting any or all the outreach activities keeping in view Covid-19 guidelines as well as economy measures mentioned in para 5.

11. The Commission expects all organizations to conduct various activities with zeal and enthusiasm to achieve the objective to eliminate corruption in public life. Although all activities need to be conducted during the Vigilance Awareness Week, however, in case of exigencies/holidays etc., the same can also be conducted before or after the Vigilance Awareness Week.

12. Selected Photographs/ Media clips may be sent to the Commission by email at the address coord1-cvc@nic.in. Photographs and Media clips may be uploaded on departmental / organizational websites.

13. A report on the observance of the Week may be sent by all Ministries/Departments/ Organizations to Central Vigilance Commission as per the format enclosed at **Annexure C, F and G** by 30th November, 2021.

14. This notification is also available on the Commission’s website at <http://www.cvc.gov.in>.



(P. Daniel)

Additional Secretary

Encl: As stated.

To

- i) The Cabinet Secretary of India
- ii) The Secretaries of all Ministries/ Departments of Government of India

- iii) The Chief Secretaries of all states/ Union Territories
- iv) The Comptroller & Auditor General of India
- v) The Chairman, Union Public Service Commission
- vi) The Chief Election Commissioner, Election Commission of India
- vii) Chief Executives of all CPSEs/ Public Sector Banks/ Public Sector Insurance Companies/ Financial Institutions/ Autonomous Organizations/ Societies.
- viii) All Chief Vigilance officers in Ministries/ Departments/ CPSEs/ Public Sector Banks/ Public Sector Insurance Companies/ Financial Institutions/ Autonomous Organizations/ Societies.

Annexure A

Integrity Pledge for Citizens

I believe that corruption has been one of the major obstacles to economic, political and social progress of our country. I believe that all stakeholders such as Government, citizens and private sector need to work together to eradicate corruption.

I realize that every citizen should be vigilant and commit to highest standards of honesty and integrity at all times and support the fight against corruption.

I, therefore, pledge:

- To follow probity and rule of law in all walks of life;
- To neither take nor offer bribe;
- To perform all tasks in an honest and transparent manner;
- To act in public interest;
- To lead by example exhibiting integrity in personal behavior;
- To report any incident of corruption to the appropriate agency.

Integrity Pledge for Organizations

We believe that corruption has been one of the major obstacles to economic, political and social progress of our country. We believe that all stakeholders such as Government, citizens and private sector need to work together to eradicate corruption.

We acknowledge our responsibility to lead by example and the need to put in place safeguards, integrity frameworks and code of ethics to ensure that we are not part of any corrupt practice and we tackle instances of corruption with utmost strictness.

We realize that as an Organization, we need to lead from the front in eradicating corruption and in maintaining highest standards of integrity, transparency and good governance in all aspects of our operations.

We, therefore, pledge that:

- We shall promote ethical business practices and foster a culture of honesty and integrity;
- We shall not offer or accept bribes;
- We commit to good corporate governance based on transparency, accountability and fairness;
- We shall adhere to relevant laws, rules and compliance mechanisms in the conduct of business;
- We shall adopt a code of ethics for all our employees;
- We shall sensitize our employees of laws, regulations, etc. relevant to their work for honest discharge of their duties;
- We shall provide grievance redressal and Whistle Blower mechanism for reporting grievances and fraudulent activities;
- We shall protect the rights and interests of stakeholders and the society at large.

Annexure- C

(REPORTING FORMAT)

Internal (Housekeeping) Activities for Vigilance Awareness Week-2021

[Only statistical /quantified information or Yes/No, etc. to be filled up under head 'Info' and detailed statements to be annexed]

Name of Ministry/Department/Organization:

1. Land Management

SL. No.	Particulars	Info	Progress in the past one year	Remarks (Annex Detail)
1.	Does the organization possess revenue documents / records for the land(s) under its control?	Yes/No		
2.	How much land is under encroachment and at what locations?		
3.	Steps being taken to combat encroachment?	Yes/No		
4.	Any other initiatives?			

2. Allotment of houses / quarters and related issues

SL. No.	Particulars	Info	Progress in the past one year	Remarks (Annex Detail)
1.	Does the organization use IT application for allotment of houses?	Yes/No		
2.	Does the organization possess a house allotment policy?	Yes/No		
3.	Is House allotment being done as per prescribed policy?	Yes/No		
4.	Is there any illegal occupation of houses, if any and what action has been taken?	Yes/No		
5.	Any other issue?			

3. Payments and other benefits to persons working in outsourcing services in the organizations.

SL. No.	Particulars	Info	Progress in the past one year	Remarks (Annex Detail)
1.	Whether the organization possesses prescribed norms for outsourcing?	Yes/No		
2.	If yes, are these norms adhered to?	Yes/No		
3.	Whether payment of salaries/wages is paid through bank account by the contractor	Yes/No		
4.	Whether other statutory dues (PF, Medical benefits etc.) are being given on time?	Yes/No		
5.	Whether due wages are paid to the outsourced persons as per contract conditions and any test check being done by the management	Yes/No		
6.	Whether the vendors are adhering to the norms prescribed by the organization?	Yes/No		
7.	Any other special initiative regarding outsourcing?			

4. Management of Assets

SL. No.	Particulars	Info	Progress in the past one year	Remarks (Annex Detail)
1.	Whether condemnation of assets (Plant and Machinery, Office Equipment, Vehicles, Sundry items etc.) is being done as per extant rules strictly	Yes/No		
2.	Date of last condemnation of assets (Plant and Machinery, Office Equipment, Vehicles, Sundry items etc.) may be given	Date		

5. Preventive Vigilance measures undertaken by the CVOs

SL. No.	Particulars	Info	Progress in the past one year	Remarks (Annex Detail)
a.	No. of Inspections	..		
b.	No. of Training Programmes / workshops including E-training/ online training	...		

c.	Whether annual property returns submitted by all officers	Yes/No		
d.	Whether organization possesses record retention / preservation policy? If so date of last amendment.	Yes/No		Date
e.	Whether records are being weeded out as per the extant retention policy of the organization.	Yes/No		
f.	It the organization digitizing / plans to digitize old records	Yes/No		If Yes, Annex detail

6. **If the organization runs schools, Hospitals etc. – Whether prescribed policy for management is adhered to. – Yes/No**

7. **Gender sensitization issues**

SL. No.	Particulars	Info	Progress in the past one year	Remarks (Annex Detail)
a.	Has the organization constituted prescribed committees for harassment of women at the work place? If yes date of last meeting held.	Yes/No		Date
b.	Percentage of representation of women at all levels in the organization%		
c.	Whether awareness regarding gender issues is being created in the organization	Yes/No		

8. **Leveraging Technology- IT usage and E-governance**

SL. No.	Particulars	Info	Progress in the past one year	Remarks (Annex Detail)
a.	New initiatives taken in the last one year for using IT as a preventive vigilance tool (each initiatives may be described in about 50 words).	Yes/No		
b.	Whether information system audit is done regularly for IT based applications running in the organization. Date of last information system Audit may be given?	Yes/No		Date

9. **Scrutiny of Audit reports: Yes/No (If Yes, give no. of scrutiny)**

10. Updation of Rules, Regulations and guidelines

SL. No.	Particulars	Info	Progress in the past one year	Remarks
a.	Whether organization regularly revises its instructions, rules and regulations. If yes date of last revision of procurement rules, CDA rules, Transfer/Posting policy, HRA Policy, Promotion policy, Fraud Prevention Policy / Banning of Business Dealing policy etc.	Yes/No		Dates
b.	Has the organization made rules for retired officials? If yes Furnish Date	Yes/No		Date

11. System improvements undertaken (brief description within 100 words)

SL. No.	Particulars	Info	Progress in the past one year	
a.	Description of System Improvement works/initiatives done may be given in 50 words for each work/initiatives and not more than 100 words in total for all works			Annex detail

(Signature of CVO/Authorised representative)



**PUBLIC INTEREST DISCLOSURE AND PROTECTION
OF INFORMER RESOLUTION, 2004 (PIDPI)**

IS THERE CORRUPTION AROUND YOU? LODGE A COMPLAINT UNDER PIDPI.

**YOUR IDENTITY SHALL BE KEPT
CONFIDENTIAL**

A VIGILANCE AWARENESS WEEK 2021 INITIATIVE

**SEND COMPLAINTS IN WRITING TO:
The Secretary, Central Vigilance Commission
Satarkta Bhavan , Block-A
GPO Complex , INA
New Delhi - 110 023**

**(MARK THE ENVELOPE AS "PIDPI". COMPLAINTS SHOULD ONLY BE
AGAINST CENTRAL GOVERNMENT EMPLOYEES, INCLUDING PSUs, PSBs
AND UTs etc.)**

PIDPI COMPLAINTS: WHAT ARE THEY? & WHEN SHOULD YOU MAKE THEM?



1

Complaints made under Public Interest Disclosure and Protection of Informers Resolution are termed as PIDPI complaints

2

If any complaint is made under PIDPI, the identity of the complainant is kept confidential

3

The complaint should be addressed to the Secretary, Central Vigilance Commission and envelope should be marked as "PIDPI"

4

Only complaints against Central Government officials (including PSBs, PSUs and UTs) will be taken into cognizance

5

For more details visit <http://www.cvc.gov.in>.

**A VIGILANCE AWARENESS WEEK
2021 INITIATIVE**

List of Activities for conducting “Awareness Gram Sabhas” in rural and semi-urban areas

The following is a list of indicative activities for conducting “Awareness Gram Sabhas”. However it is mandatory to organize a meeting as indicated at point (1) below.

- (1) Organize meetings in Gram Panchayats inviting all stake holder. Like the Sarpanch members of Gram Panchayat, Self-Help Groups (SHGs), workers of MGNREGA, farmers, students, and citizens. Head of Gram Sabha/Sarpanch or any dignitary could be requested to deliver lecture on awareness against corruption followed by discussion. Anti-Corruption messages in vernacular languages can also be displayed at the meeting.
- (2) Organize competitions like quiz, cartoon, slogans, painting, rangoli, posters and walkathon/ marathon/ cyclathon etc.
- (3) Organize Melas to give wide publicity to the produce/products of the SHGs as motivational tools for integrating them with awareness creation effort.
- (4) Organize evening Choupals/meetings in villages/ panchayats during which short plays/ nautankies/ kalajathas/ folk songs/ puppet shows, etc., can be organized focusing on the theme of Anti-Corruption.

Requisite norms and guidelines regarding Covid-19 prevention may be followed, wherever applicable.

Annexure- F**Special Clearance Campaign
(September-October 2021)**

S. N.	Item	Opening Balance as on 01.09.2021	Accrued during September and October	Total	Disposed during September and October	Closing Balance as on 31.10.2021		
						>3months	>6months	Total
1.	FI							
2.	FSA							
3.	SSA							
4.	I&R							
5.	FR							
6.	Complaint (PIDPI)							
7.	Complaint (Non PIDPI)							
8.	Prosecution Sanction							
9.	Disciplinary Inquiry							
10.	Comments Awaited (on CBI report)							

Grand Total-

Activity Report format on Vigilance Awareness Week-2021**Name of the Organisation:****A. INTEGRITY PLEDGE****Table-1: Integrity Pledge**

Total no. of employees who have undertaken e-pledge	Total no. of customers who have undertaken e-pledge	Total no. of citizen who have undertaken e-pledge

B. ACTIVITIES/EVENTS ORGANISED WITHIN THE ORGANISATION**Table-2: Conduct of competitions**

Name of State	City/Place	Specify program (Debate/Elocution/Panel discussion etc.)	Name of first two winners	No. of participants	Whether copy of award winning activities attached

Table-3: Other Activities

Sl. No.	Activities	Details
1.	Distribute Pamphlets/Banners	
2.	Conduct of Workshop/Sensitization programmes	
3.	Issue of Journal/Newsletter	
4.	Any other activities	

C. ACTIVITIES OUTSIDE THE ORGANISATION**Table-4: Involving students in Schools**

Name of State	Name of city/town/village	Name of School	Details of activities conducted (date of activities may also be mentioned)	No. of students involved	Whether copy of award winning activities attached
Total					

Table-5: Involving students in Colleges.

Name of State	Name of city/town/village	Name of School	Details of activities conducted (date of activities may also be mentioned)	No. of students involved	Whether copy of award winning activities attached
Total					

Table-6: "Awareness Gram Sabhas"

Name of State	Name of city/town/village	Name of Gram Panchayat where "Awareness Gram Sabha" is held	Details of activities conducted (date of activities may also be mentioned)	No. of public/citizens participated
Total				

Table-7: Seminars/Workshops

Name of State	Name of city/town/village	No. of seminars/workshops organised	Details of activities conducted (date of activities may also be mentioned)	No. of public/citizens participated

Table-8: Other activities

Sl. No	Activities	Details
1.	Display of Banners/Posters etc	

2.	No. of grievance redressal camps held	
3.	Use of Social Media	

D. DETAILS OF PHOTOS ENCLOSED

(Photos may kindly be sent alongwith captions and also place & date of event)

Name of the activities held	No. of Photos	Whether photos are in sent in soft copy or hard copy	If in soft copy, number of CDs attached

E. ANY OTHER RELEVANT INFORMATION, IF ANY:

(Brief write up on the activities conducted during Vigilance awareness Week, not more than in about 1000 words may be attached in a separate sheet)