

Back Ground of the Act :

The Employees Provident Funds and Miscellaneous Provisions Act, 1952 & The Employees State Insurance Act, 1948. is social legislation the act is a beneficent enacted for the purpose of institution of provident fund for employees Esic act in factories and other establishments. The provisions have been made for the better future for the industrial worker on his retirement and for the benefit of his dependants in case of death while in employment.

The object of the legislature in enacting this Act is apparent not only from the preamble but also from its various provisions. It has been laid down that the act is to provide for the institution of provident funds for employees in factories and other establishments. A similar provision is contained in section 5 onwards of the Pf Act. Esic is an act to provide for certain benefits for certain benefits to employees in case of sickness, maternity and employment injury and to make provision for certain other matters in relation thereto

Applicability

1. Applicability The Employees State Insurance Act 1948

- a. All factories excluding seasonal factories employing 10 or more persons and working with power.
- b. All factories excluding seasonal factories employing 20 or more persons and working without power
- c. Shop employing 20 or more persons
- d. Any establishment which the government may specifically notify as being covered.

2. Applicability The Employees Provident Fund and Miscellaneous Provisions Act 1952

- a. Factory engaged in industry specified in Schedule I in which 20 or more person employed
- b. Any other establishment or class of establishment employing 20 or more in notification

Role & Responsibility of the Employer

The contribution which shall be paid by the employer to the provident fund shall be 12% of the Basic Wages, Dearness Allowance and Retaining Allowance for the time being payable to each of the employees and the employees contribution shall be equal to the contribution payable by the employer in respect of him and may, any employee so desires, be an amount exceeding of his basic, wages, dearness allowance and retaining allowance, subject to the condition that the employer shall not be under an obligation to pay any contribution over and above his contribution payable. Contribution should be deposited in S.B.I bank with on or before 15st day of the next month of the wage period.

The contribution payable under this act in respect of the employee shall comprise contribution payable by the employer referred to as the employer's contribution and contribution payable by the employee hereafter referred to as the employee's contribution and shall be paid to the corporation. The employee share of contribution should be 1.75% his monthly salary and employer share of contribution should be 4.75% of employee's salary. Contribution should be deposited in S.B.I bank with on or before 21st day of the next month of the wage period.