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कार्यालय कर्मचारी भविष्य निधि संगठन  
Employees' Provident Fund Organisation  
श्रम एवं रोजगार मंत्रालय, भारत सरकार

Ministry of Labour & Employment, Government of India  
क्षेत्रीय कार्यालय, Regional Office

"भविष्य निधि भवन" अपोक विहार एफ परदिया-वाराणसी-221007



**SHOW CAUSE NOTICE**

**Sub: Non seeding of AADHAR of PF members -reg.**

Whereas, the establishment [REDACTED]

[REDACTED] is covered under the Employees Provident Fund & Miscellaneous Provision Act 1952 bearing PF Code No [REDACTED]

2. Whereas, The Central Government issued direction under Para 78 (1) of the Employees' Provident Funds Scheme, 1952 to issue order making submission of AADHAR by the members mandatory in order to facilitate the allotment of UAN, proper implementation of EPF Scheme, 1952 and removal of the difficulties in the matter of payment of accumulations in the Fund to members after they cease to be such members.

3. And whereas, in view of the above direction by Central Government, Ministry of Labour & Employment, Government of India, Central Provident Fund Commissioner, in exercise of powers delineated U/p 78(3) of the said Scheme, vide order No. Coord/40 (24) 2010/DGP Review Meeting/11387 dated 22.06.2015 made it mandatory to every employer to seed AADHAR numbers in respect of the member who have got Aadhar **within one month of receipt of UAN**. Wherever the members do not have AADHAR, the employer is directed to obtain a certificate from such members of the Fund to the effect that they have no Aadhar within one month of receipt of UAN. As soon as the Aadhar is submitted by any member, the employer is directed to upload the same on the UAN Portal **within 15 days of receipt**.

4. And whereas, as per data of July 2018 it has come to the notice of undersigned that you are in default in compliance of the provisions of the Para 78 (3) of the EPF Scheme and failed to upload the Aadhar of 60 employees working with your establishment.

5. And whereas, non-compliance with the provisions of the said Scheme is an offence and punishable under section 14(2) of the EPF & MP Act 1952 read with para 76 of EPF Scheme, 1952.

6. Therefore, you are directed to explain the reasons as to why prosecution under section 14(2) of the EPF & MP Act, 1952 read with para 76 of the EPF Scheme, 1952 should not be launched against you and your establishment. Your explanation must reach to the undersigned within **SEVEN DAYS** failing which action shall be initiated as per provisions of the Act without making further reference.

Encl:As above.

To,