PREFACE

The workers world over form the backbone of progress and prosperity. No country can be truly prosperous without its people who are not secured workers. The workforce who worries about its tomorrow shall never work with its full energy today. The concept of social security is as old as society itself. Though the State supported social security is old in the industrialized countries of the West, but it had to wait the accomplishment of national independence in the case of Asian countries.

The experiences gained from the Statutory Scheme for coalmine workers were later utilized in framing of Employees' Provident Fund Act, 1952. This is a measure to secure the welfare of employees by giving them a lumpsum amount on their retirement or paying it to their dependents in the case of their death during service. It is a contributory scheme with employees paying a share equal to the share deposited by the employers.

In view of changing socio-economic indicators, the review and evaluation of Employees' Provident Fund Organization needs to be undertaken to understand the extent of efficacy of Provident Fund Organization vis-à-vis services rendered and various components of Provident Fund Organization: Provident Fund, Pension, Deposit Linked Insurance etc. in terms of their enforcement and administrative framework.

Further, an assessment of the implementation of Provident Fund Schemes with special reference to Madhya Pradesh is called for to gauge the reach and penetration of various schemes. It is essential to explore the consciousness amongst workers regarding Provident Fund Schemes to comprehend how deeply and thoroughly beneficiaries know what benefits the can get from the Provident Fund Schemes.
The study of impediments in the implementation of Provident Fund Schemes has also not been done so far. No attempt seems to have been made to explore the problems faced by the Provident Fund Department, Employers and Employees. The examination of successful implementation and a comparison between the public and private establishments is likely to reveal the fruitful path. Research needs to be undertaken to examine the sufficiency of Provident Fund Schemes and their achievements in the light of the fact that in the past five decades many changes have taken place in the social and economic spheres of Indian workers. Whether Provident Fund Scheme is able to do justice to the aspirations and needs of the growing population of workers needs to be brought to surface.

Om Prakash Chaudhary, IFS