



**EMPLOYEES' PROVIDENT FUND OFFICERS' ASSOCIATION**  
**EMPLOYEES' PROVIDENT FUND ORGANISATION**

Ministry of Labour and Employment, Government of India  
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**Abhijeet Kundu, APFC**

Dated: 30.12.2015

To

Shri K.K. Jalan, I.A.S.,  
Central Provident Fund Commissioner,  
Head Office,  
New Delhi.

Sub: **Notice of Satyagraha given by EPF Officers' Association to the Hon'ble Secretary (L&E) vide our letters dated 12.10.2015 & 30.11.2015, and intimation to this effect issued to Hon'ble Minister (L&E) vide our letter dated 04.12.2015 - reg.**

Ref: EPFO Head Office letter no. HRM  
-XII/IR/11(07)2009/EPFOA/Vol.I/19618  
dated 22.12.2015 addressed to the EPF  
Officers' Association

Sir,

Please refer to above cited reference & subject.

Firstly, we, the EPF Officers' Association, request you that you may kindly allow us the liberty to be frank & honest in this letter addressed to your good self so as to allow us to convey the situation clearly. As you might be aware the EPF Officers' Association has been pursuing the single point agenda of ensuring better career progression avenues, which are at par with other

government services, for EPF officers over past many years. In pursuance of this noble goal, the EPF Officers have collectively & individually dedicated themselves to ensuring a more responsive, efficient & modern EPFO, with a fond hope that our hard work & dedication shall bear fruit in a manner that shall be beneficial to all concerned.

However, to our deep dismay, our hopes were betrayed & our hard work was spurned by creation of an “*organisational restructuring report*”, which seemed to have been concocted with particular malice towards our career aspirations. As a result, the EPF Officers’ Association, being a representative body steeped in the democratic ethos of our great nation, called upon the officers’ fraternity to suggest ways to *make the deaf hear*. After wide consultations, it was felt that to make ourselves heard, finally, we shall have to follow the path of our beloved Father of the Nation, Mahatma Gandhi, when he developed the simple but highly effective method of *Satyagraha* to overcome great odds in the great struggle for national independence. The decision to follow this hard but true path of *Satyagraha* was a decision that was circulated to & endorsed by almost all the officers collectively through their office units as well as by many officers individually in their messages of support to the Association. Accordingly, the due notice of EPF officers’ proceeding on *Satyagraha* with effect from 01.01.2016 was communicated well in time to the management of EPFO, i.e. the Hon’ble Chairman and Hon’ble Vice-Chairman of the Central Board of Trustees (CBT) by us.

It is our firm belief that it is due to our above continuous, collective & persuasive efforts with our management, i.e. the CBT, that the highly damaging agenda item placed before the 210<sup>th</sup> meeting of the CBT, whereby in the guise of high-sounding terminology such as *organisational restructuring*, our simple goal of cadre restructuring was being side-lined, was not approved and a Sub-Committee was formed to recommend for genuine restructuring in EPFO.

Sir, the reason why we have taken up your precious time to explain the above course of development of present situation is that the aforementioned HO letter addressed to the EPF Officers’ Association as well as the HO letter no. HRM-XII/IR/11(07)2009/EPFOA/Vol.I/19619 dated 22.10.2015 addressed to all EPFO offices seems to have no knowledge whatsoever of the moral ethos of EPF officers or the nature of our just struggle for career progression, or for that matter, even the true meaning of the word “*Satyagraha*”

In the aforementioned letter addressed to EPF Officers’ Association it is mentioned that due notice should have been given so as to allow for police arrangements for maintaining the peace & tranquillity of the CPFC. In the letter addressed to EPF offices it is also stated that “*there may be instances where few officers may taking undue advantage of the so-called Satyagraha may try to disrupt the official work causing great inconvenience to the subscribers. Such officers may even resort to insubordination and may even resort to unlawful activities like ‘Gherao’ or ‘Dharna’.*”

Sir, we humbly submit that by now, you have worked with us for over two & a half years, this is a very long time-period, and it may well be expected that by now you may have come to understand and appreciate the high moral nature of our officers. Has it ever happened during this period that any EPF officer has resorted to any so-called unlawful activities of 'Gherao' or 'Dharna' or has threatened physical violence which needed police arrangements? We have intimated our intention of proceeding for *Satyagraha* not our intention of proceeding for terrorism.

The word *Satyagraha* means "*insisting on the way of the truth*" through non-violent and peaceful resistance. Mahatma Gandhi has described it beautifully as follows:

*I have also called it love-force or soul-force. In the application of satyagraha, I discovered in the earliest stages that pursuit of truth did not admit of violence being inflicted on one's opponent but that he must be weaned from error by patience and compassion. For what appears to be truth to the one may appear to be error to the other.*

It is with above noble intention of changing the attitude and obstinacy of the wrongful insistence of holding onto un-truth by denying us the fruits of our hard work that we have decided upon embarking upon our movement. There is no room for any violence or unlawful activities in our movement. To insist otherwise, would be to demean the noble means of *Satyagraha* devised by Mahatma Gandhi and to deny our own national history.

Secondly, the aforementioned HO letters also betrays another basic lack of knowledge about EPF officers. It talks about EPF officers causing "great inconvenience" to the subscribers. Sir, here we would like to submit that we are mature enough to understand that we are what we are today due to our great organisation. Although, it is our great misfortune that through certain materials at times it has been portrayed that there is a certain societal group comprising the stakeholders in EPFO and we, as EPF officers, have been considered distinct from this group. Here, our humble submission is this - our own & our family's lives & future are so intricately linked with the future successes & failures of EPFO that we consider ourselves one of the biggest stakeholders in future of EPFO. It is in our vested and selfish interest that the organisation goes from one success to the next, and for most of us the *service to subscribers* is a sacred duty. If the subscribers start losing faith in EPFO, of what value would our career demands be? Hence, to imply otherwise is to wrongfully defame our movement.

Finally, the aforementioned HO letters, seem to convey that the EPFOA's decision to proceed on the path of *Satyagraha* in support of our just demand for cadre restructuring is a decision made in isolation and does not have wide support. Here, we would draw your attention to the fact that all such decisions of EPF Officers' Association that may have a wide implication are democratically reached

after obtaining due approval of majority of the units in all 123 EPF offices. Hence, the naked threat given by the aforementioned HO letter to the Officers-in-charge is not only unseemly & out of place, but also does not sit well with your good & prestigious office.

Furthermore, it is humbly submitted that maybe it is time for some introspection when both the Officers' Association & the Staff Federation have to be threatened in such blatant manner for raising their genuine career-related demands. It is a basic concept of behavioural studies that when many are finding fault with the one then it is the one that needs to self-examine and not the many.

Now, therefore, as stated above, the EPF Officers' Association has circulated the aforementioned HO letter to the general body of EPF officers for their perusal & suggestions as to the future course that our movement should follow. And on basis of the suggestions / comments obtained, it has been decided that the management of EPFO, i.e. the CBT, at least for now seems to be sincere in their attempt to better the career prospects of EPF officers, which is evident from their decisions of not approving the negative agenda item on 09.12.2015, constituting a Sub-Committee to re-examine the issue and submit a new report, deciding upon 09.12.2015 as the effective date of implementation for any new report and giving a short dead line to the newly constituted Sub-Committee.

Accordingly, the EPF Officers' Association has decided to temporarily defer our program of proceeding upon *Satyagraha* with effect from 01.01.2016 and await the report of the Sub-Committee. Further decision on this issue shall be taken by the fraternity of EPF officers as per the demands of the developing situation, keeping the general future interests of our organisation & subscribers as paramount, and the same shall be duly conveyed to the management.

Thanking you.

Yours sincerely,

*A. Swami*

( Saurabh Swami )  
**Secretary General**

Copy to:

Shri Shankar Aggarwal,  
Secretary (L&E)/  
Hon'ble Vice-Chairman, CBT, EPF/  
Hon'ble Chairman, Executive Committee, CBT, EPF  
Ministry of Labour and Employment,  
New Delhi.