The Ministry of Labour and Employment, Government of India has issued a Notification\(^1\) with regard to the applicability of Employees’ Provident Funds and Miscellaneous Provisions Act, 1952 (EPF Act) on banks.

The government notified that the EPF Act shall apply to all banks, employing twenty or more number of persons as a class of establishment, for those employees who are not entitled to the benefit of contributory provident fund or old age pension under any scheme or rules framed by:

- central government or
- state government or
- respective banks established under the Banking Regulations Act, 1949.

**Our comments**

This is an important change for banks which were previously not covered under the EPF Act. The government's intent seems to widen the social security coverage in India. In view of this notification, those banks, which are not currently covered under the EPF Act, should review their schemes or rules regarding contributory provident fund and old age pension benefits to their employees to ascertain the applicability of the EPF Act.

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\(^1\) Notification No. S. O. 440(E), dated 10 February 2016 [F. No. S-35018/10/2013-SS.II]
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