

Employees' Provident Fund Organization:

The EPF Organization is a statutory body under the Ministry of Labour, Govt. of India, New Delhi, INDIA. The organization extends social security cover to the working class in the private and public sectors in the country. The organization was set up in 1952. It administers Social Security Schemes framed under the Employees' Provident Funds & Miscellaneous Provisions Act, 1952 (Central Act) namely Provident Fund, Pension and Insurance to industrial employees.

The **Employees' Provident Fund Scheme**, framed under the **Employees' Provident Fund and Miscellaneous Provisions Act 1952** has been a major legislation enacted to ensure Social Security for the organised working class. **The Employees' Pension Scheme 1995** is another milestone, in accomplishing the objectives set forth by the Directive Principles of State Policy enshrined in the Constitution of India. The Employees' Provident Fund Organization is striving hard to deliver old age income security and survivor benefits. Nevertheless, the administration of Social Security legislations like Provident Fund and Pension would be difficult if the personnel at the helm of affairs within the Industry are not properly informed of the intricacies of these beneficial legislations.

National Academy for Training & Research in Social Security (NATRSS):

The National Academy for Training & Research in Social Security has been set up as the Apex Institution of the Employees' Provident Fund Organization, Ministry of Labour, Government of India to meet the challenges for Human Resource Development in the organization as well as to undertake research and development activities in the of Social Security. The National Academy has four Zonal Training Institutes and one Sub-Zonal Training Institute under its administrative control viz.

North Zone, Faridabad, South Zone, Chennai, East Zone, Kolkata, West Zone, Ujjain.

The National Academy oversees the functioning of the Zonal Training Institutes and it is responsible for training input and support to the management cadre in the Organization. National Academy also invites participants from other Social Security Organization viz.:

- Coal Mines' Provident Fund,
- Employees' State Insurance Corporation,
- Seamen's Provident Fund
- Assam Tea Plantation Provident Fund
- Jammu & Kashmir Provident Fund

The Training Wing at National Academy as well as the Zonal Training Institutes co-ordinates the designing and mounting of training courses on a uniform basis for personnel in the Organization in different cadres.

The National Academy also conducts **International Training Programmes** for the officers from other developing countries. It has already conducted International Programmes for officers from Afghanistan, Nigeria, Tanzania, Nepal, Sri Lanka, Fiji, Bhutan, Mauritius, Kenya, China, Singapore etc.. National Academy is also contemplating top hold seminars for participants from other developing countries in the Asia-Pacific Region in consultation with International Social Security Association.

Programme:

The concept of Social Security is acquiring wide dimensions with the growth of Industry vis-à-vis growing needs for human existence. As an International Labour Organization puts it, "In the life of man there are two stages of dependency-childhood and old age-and in the intervening years of adult life, there are likely to occur spells during which he cannot earn his living. Illness enters into everyone's experience and the apprehension of it is felt at all ages". A person who falls sick is threatened with two stages of unemployment, at first because he cannot work, and later because he would have lost his job. Social Security provides income security; it is an attack upon want.

Want is only one of the five giants on the road to reconstruction and in some ways the easiest attack. The other giants are Disease, Ignorance, Squalor and Idleness – Sir William Beveridge.

The term "Social Security" is of almost indefinite connotation as it covers several measures of protection against various contingencies, "from WOMB to TOMB" or "from the Cradle to the Grave".

The concept of social security is as old as the history of man. The quest for survival has prompted mankind, from the beginning of its existence, to devise ways and means of protecting itself from the hazards of life. Bible stories tell us how during the years of famine, Joseph tried to tide over the situation by making use of

surplus stocks of grain which he had stocked during the earlier years of plenty. In this example, we see some elements of social security.

Need for Social Security:

The need of social security has been an inherent feature of human nature though the method of providing such security has changed enormously from the ancient days to the modern times.

Purpose of Social Security:

The purpose of social security can be stated as under:

Fundamental purpose is to give individuals and families the confidence that their level of living and quality of life will not, so far as possible, be greatly eroded by any social or economic eventuality. The involves prevention of the occurrence of contingencies which involve loss or substantial reduction of income. In other words, it means poverty prevention or poverty alleviation.

Realizing the importance of the need for professionalism in implementation of **Social Security Schemes** implemented in various countries, the National Academy for Training & Research in Social Security, the Training Institution of Employees' Provident Fund Organisation, has decided to organise a **two days programme on Social Security Systems-Issues and Challenges** schedule on **5-6 February 2009** at its campus in India for the CEOs of Social Security Organisations..

OBJECTIVES

- Understanding and explaining social security provisions;
- Identifying institutional arrangements for social security benefit delivery;
- Dealing with the issues and challenges confronting social security systems especially in the context of developing countries;
- Extension of social security t-birding the coverage gap.

AIM

- The course is aimed at clarifying concepts of social security provisioning, administrative arrangements for coverage and compliance issues in social security in different countries/organizations.
- Overview of various schemes being implemented by various countries.

METHODOLOGY

Lectures, case studies, group discussions, presentation of papers and panel discussions, Project work will be given to participants at the end of the training course, which they have to complete with three months and submit to NATRSS.

FACULTY

Faculty for this programme shall consist of experts in the area of social security drawn from International Labour Organisation, UNDP, SSAI, Ministry of Labour, Govt. of India, National Council for Applied Economic Research, Institute for Human Development, Planning Commission in India, Delhi School of Economics and internal faculty of NATRSS and many other similarly placed institutions.

PARTICIPATION LEVEL

The target participants for the training programme are Top Management / Senior level officials of Social Security Organisations both in India and other Afro Asian countries.

VENUE

National Academy for Training & Research in Social Security, 30-31, Institutional Area, Janak Puri, New Delhi – 110058.

DURATION

2 Days. The Programme will commence at 09.30 A.M. on 5th February 2009 and conclude at 05.45 P.M. on 6th February 2009.

FEE

The fee of the training course/programme for national participants is Rs.5,000/- per day per participant. The participation fee for the programme is Rs.10,000/- per participant for the two day programme. This includes boarding and lodging charges. The Academy will make arrangement for airport pickup and dropping. A local sight seeing tour will also be arranged for the participants.

Bank Draft in favour of “National Academy for Training & Research in Social Security” payable at New Delhi may please be sent along with the suitable nominations preferably before 20th December 2009.

BOARDING AND LODGING

Boarding and lodging is arranged in the National Academy campus. Single Bed A/C Rooms will be provided to the participants. Participants may please note, that the stay in the Academy is available one day before the programme and they can stay only upto one day plus the last day of the programme.

NOMINATIONS

Nominations in the enclosed proforma along with a Demand Draft of **Rs.10,000/-** in favour of “**National Academy for Training & Research in Social Security**” payable at New Delhi, may be sent either to the Regional Provident Fund Commissioner of the Region or

directly to the National Academy at the following address: -

Course Director

Mr. Rakesh Sahrawat

National Academy for Training &

Research in Social Security

30-31, Institutional Area,

Janak Puri,

New Delhi – 110058.

e-mail rakeshsahrawat@gmail.com

For further information on the Work Shop please contact the Course Director **Mr. Rakesh Sahrawat** on telephone to (011)- 28524913, 28520468, 28525994, 28522019 and Fax 011-28525987, 28524079.

Academy's e-mail address: natrss@hotmail.com

Website: www.natrss.gov.in

ABOUT NATIONAL ACADEMY

Academy functions from its own campus at 30-31, Institutional Area, Janak Puri, New Delhi 110 058. The NATRSS campus is within 30 minutes both from **Domestic** and the **Indira Gandhi International** Airport, New Delhi. We have well equipped air-conditioned classrooms, an auditorium to accommodate 120 participants and syndicate rooms.

National Academy has also collaborated with **Training Division of Department of Personnel & Training, Government of India**. It figured in the list of training institutes identified by the Department of Personnel & Training for the national level faculty development programmes.



**INTERNATIONAL PROGRAMME ON
SOCIAL SECURITY SYSTEMS
ISSUES AND CHALLENGES
FOR
CEO's OF
SOCIAL SECURITY ORGANISATIONS**

5TH & 6TH FEBRUARY 2009

**AT
NATIONAL ACADEMY FOR TRAINING
& RESEARCH IN SOCIAL SECURITY
(Employees' Provident Fund Organization)
30-31, Institutional Area, Janak Puri,
New Delhi – 110058.
Website: www.natrss.gov.in
E-mail : natrss@hotmail.com**