

College: J D Women's College	Subject: Labor & Employment Laws in India
Dept: MBA	Unit/Topic: The employee Provident fund & Miscellaneous provision Act, 1952
Semester: 3 rd (HR specialization)	Faculty Member: Kundan Kumar Gautam

The employee Provident fund & Miscellaneous provision Act, 1952

Lecture Notes – 2

Withdrawal

1. If you go 2 months without employment, you are currently eligible to withdraw 100% of your PF balance.
2. If you withdraw the PF balance before completing 5 years of service and if the PF settlement is equal to or exceeds Rs.30,000, you will be subject to a TDS of 10% with a PAN card and 34.608% without a PAN card at the time of settlement

Universal Account Number (UAN)

It is a 12 digit number allotted to the employee who is contributed to EPF. It remains the same throughout the life of the employee. It does not change with the change of Job. It helps in easy transfer and withdrawals of claims. Along with the service of Online Passbook, SMS Service on each deposit of contribution & online KYC update can be provided on the basis of UAN. But before that UAN need to be activated on EPFO portal.

The member who is unable to withdraw PF for any reason can withdraw without consent of employer. They can submit FORM 19 for EPF (Employees Provident Fund)

and FORM 10C for EPS (Employees' Pension Scheme) with any of the following official's attestation to EPFO office in which their EPF account is maintained.

- Any gazette officer
- The Magistrate
- The Post/ Sub Post master
- President of the Village Union
- President of the Village Panchayat where there is no Union Board
- Chairman/ Secretary/ Member of the Municipal/ District Local Board
- Member of the Parliament or Legislative Assembly
- Manager of the Bank in which your savings Bank Account is currently maintained
- Head of Educational Institution which is recognized by Government
- Any authorized official, as may be approved by the commissioner